



環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2022



深圳市海普瑞药业集团股份有限公司
Shenzhen Hepalink Pharmaceutical Group Co., Ltd.

(A joint stock company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

Stock Code 股份代號: 9989

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BOARD STATEMENT

Shenzhen Hepalink Pharmaceutical Group Co., Ltd. (the “Company” or “Hepalink”) and its subsidiaries (the “Group”, “we”, “our” or “us”) is pleased to issue the third Environmental, Social and Governance Report (the “Report”) of the Group, which aims to explain the Group’s policy development and performance in ESG aspects for the year ended 31 December 2022 (the “Reporting Year” or “Reporting Period”) in response to the concerns and expectations of stakeholders for the sustainable development management and information disclosure of the Group. The Board of Directors understands the importance of sustainability risk management, and strives to meet the expectations of stakeholders through communication and cooperation with stakeholders. The Group is always committed to perform its social responsibilities and the Board of Directors will give full support to and take the responsibility for the implementation of issues related to sustainability.

During the reporting period, we continued to carry out its environment and social policies and measures, and fulfilled the corporate responsibilities to the environment and society. In terms of employment, the Group emphasizes the importance of the health and safety of all employees, and engages third-party occupational health evaluation units to conduct assessments on the conditions of occupational hazards, so as to proactively protect the well-being and safety of employees. In addition, employee development and training are crucial to the development of the Group. The Group has established a comprehensive online learning platform, which reminds employees from time to time of participating in learning and training for the enhancement of their competitiveness. In terms of environment, the Group strictly abides by the existing relevant policies and measures, with an aim to improve the efficiency of resource use and reduce emissions, so as to mitigate the impacts on the surrounding environment where it operates.

As an established multinational pharmaceutical company in the pharmaceutical industry for 25 years, the Group has been fully supporting the sustainable development of education and research and development in the biopharmaceutical industry in Shenzhen. In 2022, the nation was not immune to the hit of unstable condition of COVID-19 pandemic. As a local enterprise in Shenzhen, Hepalink paid close attention to the condition of the pandemic. In response to the arrangements and initiatives of the local government in Shenzhen, Hepalink donated anti-pandemic supplies such as disinfectant towels, mineral water, and milk to the communities of the three operating factories in Shenzhen at the earliest possible time, to support the prevention and control work of community workers. In addition, Hepalink also lent two testing equipment for free to support the Nanshan District Centre for Disease Control and Prevention for testing during pandemic, in order to fight against the pandemic together and protect the health of the people.

董事會聲明

深圳市海普瑞藥業集團股份有限公司（「本公司」、「公司」或「海普瑞」）及其附屬公司（「本集團」、「集團」或「我們」）欣然發佈本集團第三份環境、社會及管治報告（「本報告」），旨在闡述本集團於二零二二年在履行環境與社會責任方面的制度建設和績效表現，以回應持份者對於本集團可持續發展管理及信息披露的關注與期望。海普瑞的董事會理解可持續發展風險管理的重要性，並透過與持分者溝通合作，致力達成各持分者的期望。本集團從不間斷地實踐社會責任，董事會將予以全力支持，亦肩負切實執行可持續發展相關事宜的責任。

於報告期內，我們切實執行既有環境及社會政策及措施，以履行企業對環境及社會方面的責任。僱傭方面，本集團強調各員工健康與安全的重要性，邀請第三方職業健康評價單位開展職業危害現狀安全評估，積極保障員工福祉及安全。此外，員工發展及培訓對本集團的發展至為關鍵，本集團設有完善線上學習板塊，適時通知員工參與學習培訓，持續提升競爭力。環境方面，本集團嚴格遵守已制訂的相關政策及措施，以提高資源使用效益，減少排放物為目標，期望降低對營運所在地周邊環境的影響。

作為一家深耕醫藥行業逾二十五載的跨國藥企，本集團一直全力支持深圳市在生物醫藥產業教育及研發的持續發展。在二零二二年，新冠肺炎疫情反覆再度對全國各地造成沖擊。身為深圳本土企業，海普瑞密切關注疫情發展，響應深圳當地政府安排和號召的同時，第一時間向三家位於深圳地區的運營工廠所屬社區捐贈消毒面巾、礦泉水、牛奶等抗疫保障物資，用於支持社區工作人員防控工作。此外，海普瑞亦免費借調兩台檢驗設備支援南山區疾控中心，用於疫情期間檢測，為共同抗擊疫情提供支持，致力於護佑民眾健康。

BOARD STATEMENT

The Board of Directors is responsible for overseeing the ESG strategies and reporting of the Group, as well as monitoring and managing ESG-related risks. The Board of Directors understands that risk management is the key to the sustainability of the Company. To facilitate a unified corporate risk management of the Group, we have established a risk management and internal control system. The Board of Directors reviews the effectiveness of the system through the Audit Committee every year and encompasses major control measures, including controls on finance, operation and compliance, and engages external independent professionals to assist in identifying and assessing the risks of the Group through interviews. The Board believes that the current internal control and risk management system is effective and sufficient.

Hepalink is ready to pursue all developments beneficial to the Group with the sustainable production, sales and management conditions despite the current unknowns and uncertainties. We are full of confidence in our future prospects. Looking forward, we will continue to achieve stable growth in our performance and rise up to the ever-changing environment to expand steadily and utilize the resources properly. The Board of Directors will also regularly review ESG-related policies, and seize appropriate opportunities to develop and continuously strengthen existing businesses. We are fully confident in the prospect of our future. This Report has been reviewed and approved by the Board in March 2023.

董事會聲明

本集團的董事會全面負責本集團內的環境、社會及管治策略和報告，以及監察和管理環境、社會及管治相關風險。本集團董事會深知風險管理對企業可持續發展是不可或缺的。為促進本集團範圍內統一的企業風險管理，我們已設立風險管理及內部監控系統。董事會每年均會透過審核委員會檢討系統的實施成效及涵蓋重大監控措施，包括財務、營運及合規控制，並委託外部獨立專業人士透過訪談，協助識別及評估本集團風險。目前本集團的內部監控及風險管理系統屬有效及充分。

儘管當下充滿了未知和不確定性，海普瑞已做好準備，且具備持續發展的生產、銷售及管理條件，可推進各項有利本集團的發展。展望未來，我們會堅持實現業績的穩健增長，並在各地區反覆多變的市場環境中迎難而上，繼續穩步擴展，妥善管理資源。董事會亦將定期審視環境、社會及管治相關政策，把握合適機遇積極拓展及不斷強化現有業務。我們對未來前景充滿信心。本報告已於二零二三年三月獲董事會確認及批准。

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ABOUT HEPALINK

關於海普瑞



Our Mission 我們的使命

Be responsible for the health of the patients, explore, develop and provide drugs and medical services that are safe, effective and of high quality, to safeguard their health 以患者之需為己任，探索、開發並提供高質量的安全有效藥物和服務，護佑健康



Our Vision 我們的願景

Become a world leading innovation-driven international pharmaceutical company 成為全球領先的創新型
跨國製藥企業



Our Values 我們的價值觀

Scientific Thinking,
Superb Performance,
Being Innovative, Diversification
科學實證、高效卓越、
創新進取、多元融合

Hepalink was established in Shenzhen, China in 1998. It is a global pharmaceutical company. "Responsible for bringing hope to patients and becoming a leading international pharmaceutical company" is the original intention of our founder to establish Hepalink. Our businesses include the manufacture and sales of pharmaceutical products, development of Contract Development and Manufacturing Organisation (CDMO) services and innovative drugs. Our sales of pharmaceutical products consist of (i) finished dose pharmaceutical products, which mainly include enoxaparin sodium injection; (ii) active pharmaceutical ingredient ("API") products, which mainly include heparin sodium API and enoxaparin sodium API; and (iii) other products, which mainly include pancreatin API. We operate a CDMO business providing research and development ("R&D"), manufacturing, quality management and programme management services, through our wholly-owned subsidiaries Cytovance Biologics, Inc. ("Cytovance"), which specializes in the development and manufacture of recombinant pharmaceutical products and critical non-viral vectors and intermediates for gene therapy, and SPL Acquisition Corp. ("SPL"), which provides services in the development and manufacture of naturally derived pharmaceutical products. The Group has obtained exclusive development and commercial rights in Greater China for certain clinical stage innovative drug candidates which are being developed for the treatment of an immune system axis-related diseases. One of our self-developed drugs was already in application for IND for development.

海普瑞於一九九八年在中國深圳成立，是一家全球製藥公司，「為患者帶來福音為己任，成為國際領先製藥企業」是我們創始人成立海普瑞的初心。我們的業務範圍涵蓋藥品生產及銷售、CDMO服務及創新藥開發。我們銷售的藥品包括(i)藥物製劑(主要包括依諾肝素鈉注射液)；(ii)API產品(包括肝素鈉API、依諾肝素鈉API)；及(iii)其他產品(主要包括胰酶API)。我們通過全資子公司Cytovance Biologics, Inc (「賽灣生物」)(該公司專門開發及生產重組藥品及臨界非病毒載體以及基因治療的中間體)及通過全資子公司SPL Acquisition Corp (「SPL」)(該公司為天然衍生藥品的開發和生產提供服務)經營CDMO業務，提供研發、生產、質量管理及程序管理服務。本集團已在大中華區獲得若干臨床階段創新候選藥物的獨家開發及商業化權利，我們正在開發這些藥物用於治療免疫系統軸相關疾病。我們一款自主研發的創新藥目前亦已進入IND申報開發階段。

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ABOUT THIS REPORT

The Report discloses the actions and achievements of the Group in environmental, social and governance issues in the past year. The Report is prepared pursuant to all mandatory and the “comply or explain” provisions set out in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”).

SCOPE OF THE REPORT

The Group is a leading global pharmaceutical company with pharmaceutical, innovative biotech and CDMO businesses globally. Content of this Report covers the information and operating activities of the Group's headquarters and industrial park in Shenzhen, and the industrial park in the United States of America, which are financially significant and operationally influential to the Group. The reporting period began on 1 January 2022 and ended on 31 December 2022, same as the reporting period of our Annual Report.

REPORTING PRINCIPLES

This Report follows the ESG Reporting Guide and applies the following principles:

Materiality: In order to identify and assess the material concerns of our stakeholders, we have conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have material impacts on our sustainable growth.

Quantitative: The quantitative principle applies to all information in this Report. All performance indicators are provided with clear definition and unit measurement is clearly stated.

Balance: The source of information and cases of this Report was mainly derived from the statistical reports obtained, relevant documents and internal communication documents of the Company for 2022. The Group undertakes that this Report does not contain any false information or misleading statement, and accept responsibility for the contents of this Report as to its authenticity, accuracy and completeness.

Consistency: We prepared this Report in accordance with the Environmental, Social and Governance Reporting Guide. Should there be any changes in the future that may affect the comparison with previous reports, footnotes will be added by the Group in the corresponding sections of the Report.

FEEDBACK

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at stock@hepalink.com.

關於本報告

本報告披露了本集團於過去一年在環境、社會及管治議題方面的行動與成績。本報告乃遵守《環境、社會及管治報告指引》(「ESG報告指引」)載列的強制性及不遵守就解釋級別的條文要求編製。

匯報範圍

本集團是領先的全球製藥公司，在製藥領域、創新生物科技領域及CDMO領域擁有全球業務。本報告內容涵蓋對本集團有財務重要性及營運影響力的業務，包括位處深圳的總部及產業園，以及位處美國的產業園。報告期為二零二二年一月一日至十二月三十一日，與年報的財政期間相同。

匯報原則

本報告依循ESG報告指引，應用以下原則：

重要性：為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行實質性評估調查，以釐定對本集團可持續發展有重大影響的因素。

量化：量化原則適用於本報告的所有資料。我們為所有績效指標提供明確定義，並清楚註明量度單位。

平衡性：本報告的資料和案例主要來源於二零二二年度公司統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。

一致性：我們遵循「香港聯交所環境、社會及管治報告指引」進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。

意見反饋

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以電子郵件(stock@hepalink.com)提供您的建議或與我們分享您的意見。

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STAKEHOLDER AND MATERIALITY ASSESSMENT

We strive to conduct constructive communication with stakeholders (including our shareholders, customers, employees, suppliers, regulatory authorities and the public) to adopt their views and protect their interests, so as to set the long-term development direction and maintain close engagement with them. The operating data and overall performance of the Group are summarised in the Company's interim report and annual report semi-annually and reported to investors through the Company's official website (www.hepalink.com).

The communication methods between the Group and stakeholders as below:

持份者參與及重要性評估

本集團努力通過建設性的溝通方式採納持份者(包括股東、客戶、員工、供應商、監管機構和社會公眾)的意見及保障彼等權益，以確定本公司的長期發展方向及與其保持密切的關係。本集團營運數據及整體業績表現會每半年總結於公司的中期報告及年報，並透過公司網站(www.hepalink.com)向各投資者作出匯報。

本集團與持份者的溝通方式如下：

Major stakeholders

主要持份者

Communication means

溝通方式

Investors
投資者

Maintain close, transparent and efficient communication with shareholders through regular investor meetings, annual general meetings, emails, investor relations hotline and investor mailbox and announcements.

通過定期投資者會議、股東周年大會、電郵、投資者關係熱線及投資者信箱及公告等形式，與持份者保持緊密、透明及高效溝通。

Customers
客戶

Set up a customer service hotline for customers to express their opinions. Where a complaint is received, customer service staff shall give the customer a proper reply as soon as possible.

設立顧客服務熱綫供顧客表達意見，若有投訴個案，服務部職員必定盡快給予顧客適當的回覆。

Employees
員工

Develop employment and employee benefits systems, and strengthen employees' awareness of occupational safety and health through training.

制定僱傭及員工福利制度，透過培訓加強員工對職業安全及健康之意識。

Suppliers
供應商

Carry out open and transparent procurement through emails, meetings, review and evaluation process to achieve mutual benefit and win-win results with suppliers.

透過電郵、會議、審核及評估流程，達致公開透明的採購政策，與供應商互利共贏。

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During the Reporting Period, the Group appointed an independent consultancy to conduct stakeholder communication activities and materiality analysis, including management interviews, external and internal stakeholders' survey, in order to understand stakeholders' awareness and vision on ESG.

在報告期內，為更了解持份者在環境、社會及管治方面的認識及願景，本集團委託獨立顧問公司進行持份者溝通活動及實質性評估，其中包括：管理層、外部及內部持份者問卷調查。

Three steps we take to prepare the materiality assessment:

我們採取三個步驟以準備重要性評估：

Step 1 第一步

Identify Material Issues 識別重要議題

With reference to the "HKEX's Environmental, Social and Governance Reporting Guide" and combining factors such as comprehensive company development strategies, industry development trends, supervision and capital market requirements etc., we have identified twenty-two material issues of sustainable development, which was based on various dimensions. The issues we identified cover four main areas including the environmental protection, employment and labour practices, business practices and community investment.

參考香港交易所《環境、社會及管治報告指引》和綜合公司發展戰略、行業發展趨勢、監管及資本市場要求等因素，不同維度出發，識別了二十二個重大議題，涵蓋環境保護、僱傭及勞工慣例、經營慣例及社區投資等四大範疇。

Step 2 第二步

Collect Stakeholders' Opinions 收集持份者意見

We have collected feedbacks from internal and external stakeholders through questionnaire surveys and have evaluated the materiality of relevant issues.

我們通過問卷調查收集公司內部及外界持份者反饋意見並評估各相關議題的重要性。

Step 3 第三步

Determine Material Issues 釐定重要議題

The materiality of each issue is determined by two factors: its impact on the Group's business and its impact on stakeholders. We have drawn the materiality matrix based on the results of evaluation. Out of the twenty-two issues, three were identified as high importance material issues and would be prioritised when handling and reporting. The remaining fourteen issues of medium importance and five issues of low importance will also be disclosed in this Report.

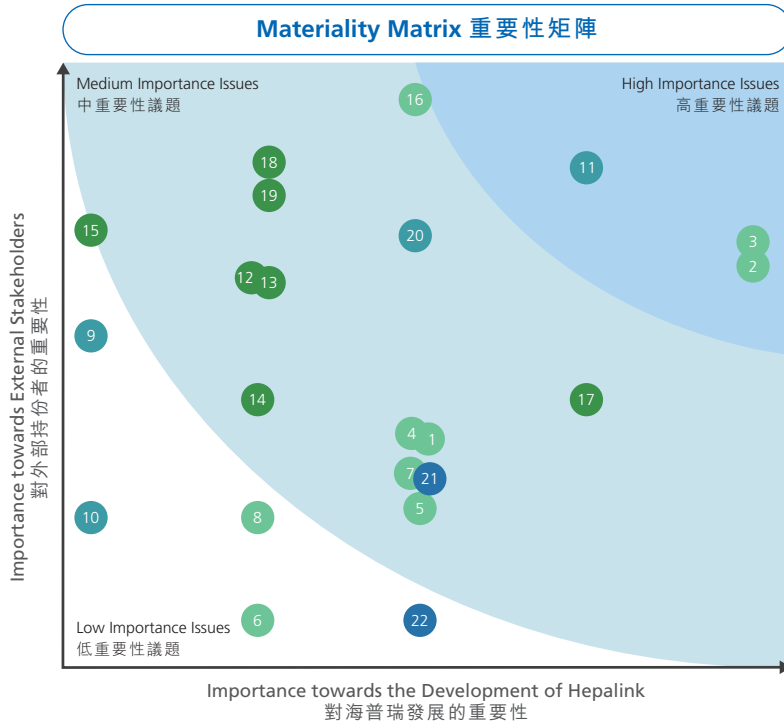
每項議題的重要性由其對本集團業務的影響及對持份者的影響兩項因素決定。我們基於評估結果繪製重要性矩陣。二十二項議題當中的三項被定為高重要性議題並予以優先處理及報告。另外十四項議題中四項重要議題和五項低重要性議題亦會於本報中進行披露。

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For the questionnaires, we invited internal and external stakeholders to rate on different issues in the aspects of environmental protection, employment and labour practices, operating practices, and community investment, thereby understanding the degree of concern of stakeholders on each issue.

問卷調查邀請內部及外部持份者對環境保護、僱傭及勞動條件、營運慣例、社區投資範疇中不同議題進行評分，了解利益相關方對各項議題的關注程度。



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Through analysing the results of the questionnaires, the Group identified twenty-two relevant issues that are ranked in descending order in terms of the level of importance:

通過分析問卷調查結果，本集團在二十二項相關議題中，按其重要性程度降序排列如下：

High Importance Issues 高重要性議題

- 3. Waste control
廢棄物管理
- 2. Wastewater discharge management
廢水排放管理
- 11. Occupational safety and health
職業安全及健康

Medium Importance Issues 中重要性議題

- 16. Health and safety of customer
客戶的健康與安全
- 17. Product recall system
產品回收制度
- 20. Prevention of bribery, extortion, fraud and money laundering
防止賄賂、勒索、欺詐及洗黑錢
- 18. Customer complaint handling and response mechanism
客戶投訴處理及應對機制
- 19. Protection of interests of customers and business partners
保障客戶及業務合作夥伴的利益
- 1. Air pollutant/greenhouse gas emissions management
空氣污染物／溫室氣體排放管理
- 4. Energy saving
節約能源
- 21. Community needs and interests
社區需要和利益
- 7. Managing the impact of the operations on environment and natural resources
管理營運對環境及天然資源造成的影響
- 5. Water saving
節約用水
- 12. Staff training and development
僱員培訓與發展
- 13. Labour standards
勞工準則
- 14. Environmental and social risks in the supply chain
供應鏈的環境及社會風險
- 15. Quality control of production materials
生產材料的質量控制

Low Importance Issues 低重要性議題

- 22. Community investment
社區投資
- 8. Enhancement of adaptation and resilience to climate change
強化氣候適應力與韌性
- 9. Employment practices
僱傭制度
- 6. Efficiency of other resources
其他資源的使用效益
- 10. Employment Environment of anti-discrimination, equality and diversity
反歧視、平等和多元化僱傭環境

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The Group has taken corresponding measures for the materiality issues identified in the analysis, the elaboration of which is set out in subsequent sections. The Group will continue to strive to establish diversified, transparent, honest and accurate communication channels to provide an important basis for the Group's environmental, social and governance strategies as always.

A. ENVIRONMENT

1. OBJECTIVES AND DIRECTIONS OF ENVIRONMENTAL PROTECTION

The Group is committed to performing its social responsibility as a corporate citizen and implements environmental protection measures in a proactive manner to promote sustainability. The Group integrates the concept of environmental protection into its daily operations in a proactive manner, formulates a number of environmental management policies and measures to prevent and reduce environmental pollution and energy consumption. We set up the following objectives in order to mitigate the impacts of our operations on the environment.

Environmental objectives 環境目標	Directional description 方向性的陳述	Measures taken during the Year 本年度所採取的措施
Energy efficiency 能源使用效益	<ol style="list-style-type: none"> Equipment that reduces energy consumption 減少能耗的設備 More energy-saving equipment used 新增節能設備 	<ol style="list-style-type: none"> Turned off unnecessary lighting in common areas (such as reception areas, corridors, elevator halls, etc.) during non-office hour 在非辦公時間，關掉公用地方(例如接待處、走廊、升降機大堂等)不必要的電燈 Turned off the air conditioning device when leaving meeting room, office and after normal office hours 在離開會議室、辦公室及非辦公時間，關掉空調裝置 Turned off the computer during non-office hours or when leaving the workplace to reduce power consumption 在非辦公時間或需要離開工作間時，將電腦關掉，以減少耗電量 Turned off non-mandatory servers during night time, Saturday afternoon, and public holidays 在夜間、星期六下午和公眾假期，關掉並非必需的伺服器 <ol style="list-style-type: none"> Adopted environmentally friendly equipment, such as air-conditioning equipment with variable frequency drives and refrigerants which can reduce the damages to the ozone layer. Electromagnetic stoves are used to replace gas stoves 優先選用較環保的設備，例如：可變頻空調設備及使用減低損壞臭氧層的冷媒；改用電磁爐具，以取代使用煤氣的設備 Purchased office equipment with energy saving labels, such as photocopiers and printers 購買附有節約能源標籤的辦公室設備，例如影印機及打印機 Used energy-saving lighting fixtures, such as light-emitting diodes (LED), to achieve higher energy efficiency 使用節能的照明燈具，如發光二極管(LED)，以達至較高能源效益

就評估所識別出的實質性議題，本集團已採取相應舉措，並在後續章節中作出詳細闡述。一如既往，本集團將繼續致力建立多元化、透明、誠信及準確的溝通渠道，為本集團的環境、社會及管治策略提供重要依據。

A. 環境

1. 環境保護的目標方向

本集團堅持履行企業公民的社會責任，積極實踐環保措施，以推動可持續發展。本集團積極將環保理念融入到日常營運，制訂了多項環境管理政策及措施，以避免及減少環境污染和能源消耗；並制定下列目標以減低營運時對環境所造成的影響。

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Environmental objectives 環境目標	Directional description 方向性的陳述	Measures taken during the Year 本年度所採取的措施
Reduction of exhaust emissions 減少廢氣排放	<p>1. Adoption of energy-saving measures and renewable energy to reduce the greenhouse gas emissions in energy indirect category (Scope 2) generated by purchased electricity 採用節能措施及可再生能源，從而減少外購電力所產生的能源間接類別(範圍二)的溫室氣體排放量</p>	<p>1a. Used the above-mentioned equipment that reduces energy consumption (lights, air conditioners, computers), to reduce the greenhouse gases indirectly produced by electricity consumption 透過上述減少能耗的設備(電燈、空調、電腦)，因而減少耗電所間接地產生的溫室氣體</p> <p>1b. Prioritized the purchase of grids that use wind power to supply electricity, to reduce the indirect greenhouse gases generated by purchasing electricity 優先採購利用風力發電的電網，以供應電力，藉此減少購買電能而間接產生的溫室氣體</p>
	<p>2. Reduction of direct category (scope 1) greenhouse gas emissions from transportation 減低交通運輸引致的直接類別(範圍一)的溫室氣體排放量</p>	<p>2a. Provided our employees with video and audio-conferencing systems for operation management, to reduce greenhouse gas emissions from business trips and the related transportation 提供並鼓勵員工使用視頻及電話會議系統，以進行運營管理，減少商旅出差及其相關交通運輸產生的溫室氣體</p> <p>2b. Formulated the regional procurement policy, and local suppliers shall be selected in first priority, to reduce greenhouse gas emissions resulted from additional transportation 制訂了關於區域性採購的政策，優先選用本地供應商，以減少因額外的運輸過程而增加的溫室氣體的排放</p>

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Environmental objectives 環境目標	Directional description 方向性的陳述	Measures taken during the Year 本年度所採取的措施
Reduce of waste 減少廢棄物	1. Use of recyclable products, recycled materials or materials from waste 使用可循環再用的產品、再造物料或廢品中的物料	1a. Over 90% of the laser toner cartridges used by the Group were recyclable 本集團使用的鐳射打印碳粉盒，逾90%均為可循環再用種類 1b. Used environmentally friendly stationeries, such as recycled pencils and correction fluids, and furniture made of shredded woods 使用環保文具，如再造鉛筆、塗改液及以碎木製造的傢具
	2. Reduction of waste paper 減少紙質廢棄物	2a. Enhanced electronic operations and file management to reduce paper consumption 加強電子化的營運及檔案管理，減少紙張的用量 2b. Sent internal documents and letters with recycled envelopes and temporary folders 循環使用信封和暫用檔案夾，發送內部文件及書信 2c. Used both sides of the paper for printing and photocopying, and use the blank side of the paper for drafting, printing and receiving faxes 雙面使用紙張列印和影印；以及使用紙張未用過的一面，作草擬、列印及接收傳真用途
Water efficiency 用水效益	1. Mitigating leakage of water equipment 減低用水設備滲漏	1. Carried out inspections of the water-consuming areas of the factory area from time to time, enhance daily maintenance and management of water equipment, conduct regular maintenance of water mains and pipes, to reduce hidden leakage and prevent water wasting due to facility damages 定期在工廠園區用水區域進行巡查，加強用水設備日常維修管理，對水喉水管等供水設施定期進行保養，以減少隱藏的滲漏情況及防止因設施損壞導致水浪費
	2. Reducing water consumption 減少水耗量	2. Proactively promoted the concept of water saving to employees and put up "Save Water" reminders in appropriate places to remind employees to reduce water consumption in their daily operations and to close the taps immediately after use for reducing unnecessary waste, so as to achieve the purpose of saving water 積極向員工推行節約用水的概念，於適當地方貼上「節約用水」標語，提醒各同事在日常運作中減少用水，注意於用水後隨即關閉水龍頭，減少不必要的浪費，以達至節約用水的目的

2. EMISSIONS

As a responsible enterprise, we put every effort into achieving continuous commitment to environmental protection, by adopting a series of measures to reduce environmental impacts, including curbing exhaust gas and greenhouse gas emissions, sewage and land pollution and reducing the generation of hazardous and non-hazardous waste. The Group has formulated the “Environmental Management Regulations” to determine the Group’s environmental protection objectives and principles, environmental protection content, division of responsibilities, sewage discharge, exhaust gas emission, solid waste and hazardous waste treatment, environmental protection accident prevention and emergency rescue plans, etc. This is to ensure the exhaust gas and wastewater discharged would meet the national emission standards, and the solid waste and hazardous waste are handled by qualified organisation to protect the environment and maintain a stable operation of the Group’s production and business activities.

In 2022, all our factories in Shenzhen have obtained the Clean Production Certification for the first time and after re-examination respectively. The Group’s emission and waste management aims to fully comply with regulatory requirements, and strictly abide by all applicable environmental protection laws and regulations, such as the “Environmental Protection Law of the People’s Republic of China”. During the reporting period, there was no of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period.

2. 排放物

本集團作為負責任的企業，我們作出一切努力，透過一系列減少環境影響的措施，控制廢氣及溫室氣體排放、水及土地的排污，減少有害及無害廢棄物的產生，實現對保護環境方面的持續承諾。本集團已制定《環保管理規範》，確認本集團環保的目的及原則、環保內容、職責劃分、污水的排放、廢氣的排放、固體廢物及危險廢物的處理、環保事故預防及應急救援預案等相關管理制度，以確保排放的廢氣、廢水符合國家排放標準，固體廢物及危險廢物交由具資質的單位處理，保護環境，維護本集團生產經營活動穩定運行。

在二零二二年，本集團位於深圳的各工廠分別首次及複審通過了清潔生產認證工作。本集團的排放及廢物管理以完全符合法規要求為目標，嚴格遵守所有適用的環保法例和法規，例如《中華人民共和國環境保護法》，報告期內並未有違規的情況。

AIR POLLUTANT

The Group strictly requires that the exhaust gas pollution prevention and control facilities in the factory shall not be dismantled or left unused without authorisation. At the same time, we also require all departments that generate exhaust gas during the production process to operate by strictly following the "Industrial Exhaust Gas Treatment System Operation and Maintenance Standard Operation Guide" formulated by the Group, making sure that the exhaust gas treatment equipment is well maintained, and to solve any problems in time when discovered to ensure the exhaust gas emissions would meet the standards of the "Atmospheric Pollution Prevention and Control Law of the People's Republic of China".

In order to ensure the air pollution emissions from the factories are not exceeding the relevant requirements set out in laws and regulations, the Group strictly monitors the exhaust gas emissions generated by the equipment and in the production processes in accordance with national standards such as the "Boiler Air Pollutant Discharge Standards" and "Emission Control Standard of Volatile Organic Compounds for Industrial Enterprises", as well as engages external agency to conduct examination of emission index.

The Group's air pollution emissions as below:

Pollutants 污染物	Unit 單位	Emissions in 2021 二零二一年排放量	Emissions in 2022 二零二二年排放量
Nitrogen Oxides (NOx) 氮氧化物(NOx)	kg 千克	10,687.9	11,433.2
Sulphur Dioxide (SOx) 硫氧化物(SOx)	kg 千克	10.0	12.3
Particulate Matter (PM) 顆粒物(PM)	kg 千克	626.9	775.5

空氣污染物

本集團嚴格要求廠區內嚴禁擅自拆除或者閑置防治廢氣污染的設施，同時我們亦要求所有生產過程中產生廢氣的部門，嚴格按照本集團制定的《工業廢氣處理系統運行及維護標準操作指導書》的操作規程操作，做好廢氣處理設備的維護保養工作，如發現任何問題及時解決，以確保廢氣排放達到《中華人民共和國大氣污染防治法》的標準。

為確保工廠的空氣污染物排放量不超出相關的法律法規規定，本集團根據《鍋爐大氣污染物排放標準》及《工業企業揮發性有機物排放控制標準》等國家標準，嚴格控制設備及工藝過程中產生的廢氣排放，並定期委託第三方機構進行排放量指標檢測。

本集團的空氣污染物排放量數據如下：

GREENHOUSE GAS

It is an indisputable fact that global warming is becoming more and more serious. The Group has been paying attention to climate change issues. In this regard, the Group has formulated a series of regulations and rules to reduce emissions that are in compliance with relevant laws and regulations in the places where it operates, such as the Energy Conservation Law of the People's Republic of China, Energy Conservation Law of the People's Republic of China and the Hong Kong Road Traffic Offenses (for automobile exhaust emissions).

The Group's greenhouse gas emissions as below:

Scope 範圍	Unit 單位	Emissions in 2021 二零二一年排放量	Emissions in 2022 二零二二年排放量
Total GHG Emissions 總溫室氣體排放量	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	65,879.6	58,349.4
Direct Emissions (Scope 1) 直接排放(範圍一)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	25,352.5	24,355.2
Energy Indirect Emissions (Scope 2) 能源間接排放(範圍二)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	40,527.1	33,994.2
Intensity of GHG Emissions (By the number of production lines) 總溫室氣體排放量密度 (按生產線數目計)	tonnes of carbon dioxide equivalent/ production line 公噸二氧化碳當量/生產線	10,980.0	4,167.8

Notes:

The calculations were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Sixth Assessment Report, Greenhouse Gas Emission Accounting Method for Chinese Enterprises Reporting Guidelines for Power Generation Facilities (2022 Revised Version), U.S. Environmental Protection Agency Grid Database;

Scope 1 includes stationary combustion emissions from diesel, liquefied petroleum gas and natural gas, direct combustion emissions from mobile sources of diesel and unleaded gasoline, and fugitive emissions from refrigeration equipment; and

Scope 2 includes indirect energy emissions from purchased electricity.

溫室氣體

全球暖化日益嚴重已是不爭的事實，本集團一直關注氣候變化議題。為此，本集團遵照營運當地的相關法律法規，例如：中華人民共和國節約能源法、中華人民共和國節約能源法及香港道路交通條例(針對汽車廢氣排放)，制定了一系列條例和規則，以減少排放。

本集團的溫室氣體排放量如下：

附註：

計算乃基於聯交所發佈的《環境關鍵績效指標報告指引》、《二零零六年IPCC國家溫室氣體清單指南》、《IPCC第六次評估報告》、《中國企業溫室氣體排放核算方法報告指南發電設施(二零二二年修訂版)》、《美國環境保護署電網數據庫》；

範圍一包括柴油、液化石油氣與天然氣的固定燃燒排放、柴油與無鉛汽油的移動源直接燃燒排放及製冷設備的逃逸排放；以及

範圍二包括源自外購電力的能源間接排放。

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The greenhouse gas emissions in Scope 1 and Scope 2 during the Reporting Year are both lower as compared to the previous reporting year, which mainly attributable to technical factors. The national power grid emission factor newly released by the Ministry of Ecology and Environment for the energy indirect emissions during the Year was less than that of the previous year. The Group will continue to monitor the performance of emissions and strive to mitigating the impact on climate change.

In order to reduce the generation of emissions, the Group has adopted and implemented a series of emission reduction measures as below:

- Prioritize the procurement of renewable energy, such as electricity generated by wind power, to reduce the indirect greenhouse gas emissions from the purchase of electricity ;
- Provided our employees with video and audio-conferencing systems and encourage them to use such systems to facilitate our operation and management, so as to reduce greenhouse gas emissions from business trips and the related transportation ;
- Formulated the regional procurement policy, and local suppliers shall be selected in first priority, to reduce energy consumption and greenhouse gas emissions resulted from additional transportation; and
- Adopted environmentally friendly equipment, such as air-conditioning equipment with variable frequency drives and refrigerants which can reduce the damages to the ozone layer. Electromagnetic stoves are used to replace gas stoves.

本報告年的範圍一及範圍二溫室氣體排放量均較上一個報告年少，主要是由於技術性因素所致，本年度能源間接排放採用生態環境部新發佈的全國電網排放因子比過往年度的網排放因子較低。本集團會持續監察排放量表現，並致力減緩對氣候變化的影響。

針對減少產生排放物，本集團採納及實踐一系列的措施：

- 優先採購可再生能源，如風力發電所產生的電力，藉此減少因購買電能而間接產生的溫室氣體；
- 提供並鼓勵員工使用視頻及電話會議系統，方便用此方法進行運營管理以減少商旅出差及其相關交通運輸引致的溫室氣體排放；
- 制訂了關於區域性採購的政策，優先選用本地供應商，以減少因額外的運輸過程而增加的能源消耗及溫室氣體的排放；及
- 優先選用較環保的設備，例如：可變頻空調設備及使用減低損壞臭氧層的冷媒；改用電磁爐具，以取代使用煤氣的設備。

WASTEWATER

In terms of wastewater discharge management, the Group has compiled the “Sewage Treatment Operation Regulations”, and requires the sewage treatment operators of the Engineering Operation Department to strictly follow the operation. The “Sewage Treatment Operation Regulations” cover wastewater process flow, wastewater treatment procedures, and the operating procedures of the exhaust gas purification treatment system of wastewater. The Group would arrange inspectors of the Quality Control Department to inspect the treated sewage to ensure that the discharged sewage meets the legal discharge standards.

WASTE

The Group attaches great importance to the management of solid waste. For the disposal of non-hazardous waste, the Group carries out classified management of non-hazardous waste in accordance with national laws and regulations such as the Law on Prevention and Control of Environmental Pollution by Solid Waste, and the Administrative Measures for Municipal Domestic Waste. The disposal of domestic garbage and non-hazardous waste shall be handled by the Administrative Department in accordance with the “Urban Garbage Collection Contract” signed with Xili Sanitation in Nanshan District. The Administrative Department should appoint staffs to supervise the workers of the sanitation station to transfer and process domestic garbage and non-hazardous waste at the garbage collection point of the back door of the Group’s building.

For the hazardous waste, the Group identifies hazardous waste in factories with reference to the requirements of the Directory of National Hazardous Waste of the State and develops the Standards of Environmental Protection Management based on the regulation requirements such as the Law on Prevention & Control of Environmental Pollution by Solid Waste of the People’s Republic of China and Hazardous Waste Transfer Management Measures. All hazardous wastes would be disposed of by the hazardous waste disposal units. Collection containers and temporary storage points must be set up for hazardous wastes generated for recycling, and protective measures and warning signs must be made in accordance with hazardous waste management requirements. The discarded chemical reagents generated in experiments should be collected and treated; random discharge is strictly prohibited.

污水

在污水排放管理方面，本集團已編製《污水處理操作規程》，並要求工程運行部污水處理的操作人員必須嚴格按照規程進行操作。《污水處理操作規程》涵蓋廢水工藝流程、污水處理程序、污水的廢氣淨化處理系統操作程序。本集團會安排質量控制部檢驗人員就處理後的污水進行檢驗工作，以確保所排放的污水符合法例的排放標準。

廢棄物

本集團非常重視固體廢物方面的管理，對於無害廢棄物的管理，本集團依據《固體廢物污染環境防治法》、《城市生活垃圾管理辦法》等國家法規，針對無害廢棄物進行分類管理，生活垃圾和非危險廢物的處理由行政部按照與南山區西麗環衛所簽訂的《城市垃圾清運合同書》，指定人員監督環衛所的工作人員到本集團後門垃圾收集點轉移處理生活垃圾和非危險廢物。

而危險廢物方面，我們已參照國家《國家危險名錄》規定，對工廠的有害廢棄物進行鑒別，並依據《中華人民共和國固體廢棄物環境污染防治法》、《危險廢物轉移聯單管理辦法》等法規制定《環保管理規範》，所有的危險廢物會交由危險廢物處理物資單位進行處理，必須設置收集容器將產生的危險廢物進行回收，並設置危險廢物的臨時存放點，以及按照危險廢物管理要求做好防護措施和警示標識。實驗產生的廢棄的化學試劑，應進行收集處理，嚴禁隨意排放。

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Safety management staffs should contact qualified organisation for hazardous waste identification to identify the solid impurities such as centrifugal impurities generated during the production process. Based on the identification results, if it is non-hazardous, it would be discarded as general industrial waste; and if it is hazardous, harmless waste treatment would be carried out by qualified organisation appointed by the Group. Rejected products found in finished products testing and drugs having passed the expiration date in storage will be destroyed under the supervision of quality departments.

The amount of hazardous and non-hazardous waste generated by the Group as below:

生產過程中產生的離心雜質等固體雜質等由安全管理人員聯繫有資質的單位進行危險廢物鑒定，根據鑒定結果，如無危險則按照一般工業廢物廢棄，如屬危險廢物則委託相關有資質的單位進行無害化處理。對於成品檢測中發現的不合格品及儲存環節產生的過期藥品，在質量部門的監督下現場銷毀。

本集團的有害及無害廢棄物產生量如下：

Type of Waste 廢棄物類別	Unit 單位	Production in 2021 二零二一年生產量 ¹	Production in 2022 二零二二年生產量
Hazardous waste 有害廢棄物	tonnes 公噸	96.1	151.3
Intensity of hazardous waste (By the number of production lines) 有害廢棄物密度(按生產線數目計)	tonnes/production line 公噸/生產線	16.0	10.8
Non-hazardous waste 無害廢棄物	tonnes 公噸	545.3	589.0
Intensity of non-hazardous waste (By the number of production lines) 無害廢棄物密度(按生產線數目計)	tonnes/production line 公噸/生產線	90.9	42.1

3. USE OF RESOURCES

The Group has been managing our resources in a prudent way. The resources used in our daily operations are mainly electrical energy. We actively consider and adopt different methods to reduce the use of existing resources. We advocate the use of energy-saving, efficient and environmentally friendly construction equipment, machinery, tools and office appliances recommended by the state and the industry. As priority, we choose the related equipment that could help us to reach the target of gradually increasing energy efficiency. For energy conservation, we require contractors to adopt various energy-saving measures during construction.

3. 資源使用

本集團一直審慎管理我們的資源。在日常營運中所應用到的資源主要為電能，我們積極考慮及採納不同的方法去減少現有資源的使用。我們提倡使用國家、行業推薦的節能、高效、環保的施工設備、機具和辦公用具，以逐步提高能源效益為目標優先考慮相關設備，而且針對節能要求承建商施工時需採取各項節約能源措施。

¹ The figures for the year 2021 did not include the waste generated by Cyto Vance Biologics, Inc.

¹ 二零二一年的數字並未覆蓋賽灣生物的廢棄物產生量。

Our factory in Shenzhen has obtained the ISO14001:2015 environmental management system certification, so as to control the potential negative impacts on the environment systematically. Meanwhile, we continuously update the latest environmental news to optimise the existing services, so as to reduce environmental pollution. During the year, the Group implemented the following energy-saving measures to control power consumption:

本集團深圳的工廠已通過ISO14001：2015的環境管理體系認證，務求以具系統性的方式管控對環境可能造成的負面影響。同時，我們亦持續更新環保的最新消息以優化現有服務，從而減少環境污染。年內，本集團實行以下的節能措施以控制耗電量：

Energy saving measures

節能措施

Lighting 電燈	<ul style="list-style-type: none"> • Turn off the lights if it is not necessary, and put a sticker of “energy saving” near the switch as a reminder; 如沒需要，應把照明關掉，並在開關掣附近貼上「節約能源」的貼紙，以作提示。 • Excessive lighting equipment should be reduced if the area is too bright; 在光線過強的地方，應減除過量的照明設備。 • Turn off unnecessary lighting in common areas (such as reception areas, corridors, elevator halls, etc.) during non-office hour; and 在非辦公時間，關掉公用地方(例如接待處、走廊、升降機大堂等)不必要的電燈；以及 • Use energy-saving lighting fixtures, such as light-emitting diodes (LED), to achieve higher energy efficiency. 使用節能的照明燈具，如發光二極管(LED)，以達至較高能源效益。
Air-conditioning 空調	<ul style="list-style-type: none"> • The air-conditioning should be turned off immediately after using the office/conference room, etc. An “energy saving” sticker is placed at the exit of the room as a reminder; 在辦公室／會議室等房間使用完畢後，應立即關掉空調設備。並在房間出口貼上「節約能源」標貼以作提示。 • Keep the indoor temperature at 25.5° C; 保持室內溫度在25.5° C； • Turn off the air conditioning device when leaving meeting room, office and after normal office hours; 在離開會議室、辦公室及非辦公時間，關掉空調裝置； • When feasible, open windows to allow air to circulate naturally and reduce the use of air conditioning; 在可行的情況下，打開窗戶，讓空氣自然流通，減少空調使用； • Wear light clothing during the hot months to minimise the need for air conditioning; and 在炎熱的月份穿着輕便的服裝，盡量減低對空調的需求；以及 • Put down venetian blinds or curtains before leaving the office to reduce the direct sunlight exposure to the office the next day. 在離開辦公室前放下百葉簾或窗簾，減少翌日陽光直接照射辦公室的時間。
Computer 電腦	<ul style="list-style-type: none"> • Turn off the computer during non-office hours or when leaving the workplace to reduce power consumption; 在非辦公時間或需要離開工作間時，應將電腦關掉，以減少耗電量； • According to individual circumstances, the computer should be put into a sleep or hibernate mode through the “power management” function; 按個別情況，應透過「電能管理」功能使電腦進入靜止或休眠設定模式； • Turn off non-mandatory servers during night time, Saturday afternoon, and public holidays. 在夜間、星期六下午和公眾假期，關掉並非必需的伺服器。

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The Group's total energy consumption as below:

本集團的耗能量如下：

Type of Energy 能源種類	Unit 單位	Consumption in 2021 二零二一年耗量	Consumption in 2022 二零二二年耗量
Total Energy Consumption 總能源耗量	kWh in '000s 千個千瓦時	158,729.4	182,147.3
Direct Energy Consumption 直接能源耗量	kWh in '000s 千個千瓦時	97,366.5	115,281.4
— Non-renewable Fuel: Petrol 不可再生燃料：燃油	kWh in '000s 千個千瓦時	6,095.8	7,643.7
— Non-renewable Fuel: Natural gas 不可再生燃料：天然氣	kWh in '000s 千個千瓦時	91,270.7	107,554.2
— Non-renewable Fuel: liquefied petroleum gas 不可再生燃料：液化石油氣	kWh in '000s 千個千瓦時	Not applicable 不適用	83.5
Indirect Energy Consumption 間接能源耗量	kWh in '000s 千個千瓦時	61,362.9	66,865.9
— Purchased Energy: Electricity 購買能源：電力	kWh in '000s 千個千瓦時	61,362.9	66,865.9
Intensity of Energy Consumption (By the number of production lines) 能源耗量密度(按生產線數目計)	kWh in '000s/ production line 千個千瓦時／生產線	26,454.9	13,010.5

Note: Energy data is converted into kWh with reference to lower calorific value. Fuel includes unleaded gasoline and diesel.

附註：能源數據參考較低熱值換算為千瓦時。燃油包括無鉛汽油及柴油。

The increase of the Group's production lines caused greater energy consumption of the Group during the Reporting Year as compared to the previous Reporting Year. However, the consumption intensity decreased as compared to the previous year as the Group proactively implemented energy-saving and emission-reduction policies.

因本集團的生產線增加，使本集團在本報告年的耗能量較上一個報告年多。但由於本集團積極推行節能減排政策，故能耗密度較往年減少。

The Group's use of water mainly comes from municipal pipelines, and there is no difficulty in accessing to water. The Group is striving to reduce the consumption of water resources during business operations. During the year, the Group has taken the following energy conservation measures to control water consumption:

本集團的用水主要來自市政管道，並沒有取水的困難。本集團致力減少業務營運所使用的水資源。本年內，本集團實行以下的節能措施以控制耗水量：

- We actively promote the concept of water saving to employees and put up "Save Water" reminders in appropriate places to remind employees to reduce water consumption in their daily operations and to close the taps immediately after use for reducing unnecessary waste, so as to achieve the purpose of saving water;

- 我們積極向員工推行節約用水的概念，於適當地方貼上「節約用水」標語，提醒各同事在日常運作中減少用水，注意於用水後隨即關閉水龍頭，減少不必要的浪費，以達至節約用水的目的。

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- Carry out inspections of the water-consuming areas of the factory area from time to time, enhance daily maintenance and management of water equipment, conduct regular maintenance of water mains and pipes, to reduce hidden leakage and prevent water wasting due to facility damages ;
- The Group monitors and analyses our monthly water consumption condition on a regular basis for formulating more effective water conservation plans and measures;
- We encourage our stakeholders to make the best use of water resources to build a culture of water conservation.
- 定期在工廠園區用水區域進行巡查，加強用水設備日常維修管理，對水喉水管等供水設施定期進行保養，以減少隱藏的滲漏情況及防止因設施損壞導致水浪費；
- 本集團亦會定期監察及分析每月的用水量，以制定更有效的節水方案及措施。
- 我們也鼓勵我們的持份者盡可能更好地利用水資源，以建立節約用水的文化。

The water consumption of the Group as below:

本集團的耗水量如下：

	Unit 單位	Consumption in 2021 二零二一年耗量	Consumption in 2022 二零二二年耗量
Total Water Consumption 總耗水量	m ³ 立方米	827,049	853,385
Intensity of Water Consumption (By number of production lines) 耗水量密度(按生產線數目計)	m ³ /production line 立方米／生產線	137,841.5	60,956

In addition to power and water resources, the Group is concerned about the use of other resources, such as packaging materials (i.e. plastic, paper, metal and timber). As to packaging plastics, we endeavour to minimise the consumption of resources and avoid unnecessary consumption of packaging materials in the production.

除了主要的電力及水資源外，本集團亦十分關注其他的資源使用情況，例如包裝使用的塑料、紙張、金屬及木材等。在包裝塑料方面，我們在符合要求下，盡量在生產過程中耗用最少的資源及盡可能減少生產時所採用包裝物料。

The Group's consumption of packaging materials as below:

本集團的包裝物料使用量如下：

	Unit 單位	Consumption in 2021 二零二一年使用量	Consumption in 2022 二零二二年使用量
Total Consumption of Packaging Materials 使用的包裝物料總量總量	tonnes 公噸	54.3	78.2
Consumption Intensity of Packaging Materials (by number of production lines) 使用的包裝物料密度(按生產線數目計)	tonnes/ production line 公噸／生產線	9.1	5.6

4. ENVIRONMENT AND NATURAL RESOURCES

The Group integrates environmental responsibility into its daily business operations. We are committed to implementing a number of environmentally friendly management measures in the daily work of the office to reduce the consumption of the environmental and natural resources. Our office environmental management work mainly focuses on reducing paper consumption and saving energy.

Employees' awareness of paper saving has greatly been improved because we have long advocated the protection of the environment. At the same time, our employees have established a positive way of working and have adopted the following environmental protection measures to reduce paper consumption:

- Fully implement electronic file management and encourage our colleagues to try their best to process documents on computers and transmit information electronically, at the same time reduce the printing, transmission, sorting, and archiving of paper files ;
- The number of company envelopes, briefcases, picture albums, etc. is also subject to verification and control, so as to minimise the demand for paper ;
- Upload reports, notices and other promotional materials to the Group's WeChat platform, electronic reporting board, intranet, and Internet for general reference ;
- Recycle envelopes and temporary folders for sending internal documents and letters ;
- Use both sides of the paper for printing and photocopying; and
- Use the blank side of the paper for drafting, printing and receiving faxes.

4. 環境及天然資源

本集團積極將環境責任融入到企業日常經營當中。我們致力在辦公室的日常工作中，實施多項促進環保的管理措施，以減低對環境及自然資源的消耗。我們的辦公室環保管理工作，主要著重減少用紙和節省能源。

我們長久以來倡儀保護環境，故此員工的節省用紙意識已大大提高。同時，員工已經建立良好的工作模式，採納下列各項環保措施以減少用紙量

- 全面推行檔案電子化管理，鼓勵同事盡量在電腦上進行文檔處理及以電子方式傳遞資訊，減少紙質檔的列印、傳遞、整理、存檔等工作；
- 公司信封、公文袋、畫冊等印發數量亦受核實控制，務求盡量削減對紙張的需求；
- 報告、通告及其他宣傳資料上載至本集團的微信平台、電子報告板、內聯網、互聯網，供一般參考之用；
- 循環使用信封和暫用檔案夾，發送內部文件及書信；
- 雙面使用紙張列印和影印；以及
- 使用紙張未用過的一面，作草擬、列印及接收傳真用途。

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The Group uses a large number of environmentally-friendly stationeries, such as mechanical pencils, refillable ball-point pens, recycled pencils and correction fluids, and furniture made of shredded woods. We also order other environmentally friendly products from our suppliers, such as reusable laser printer toner cartridges and document boxes made of recycled paper for office use. During the year, over 90% of the laser toner cartridges used by the Group were recyclable. We have always only purchased office equipment with energy saving labels, such as photocopiers and printers, and we discourage over-packaging to support environmental conservation. We would also use electronic tenders if applicable.

The support and cooperation of employees are essential to the success of office environmental management. In addition to regularly circulating guidelines on saving paper and energy, we also actively encourage employees to participate in environmental protection activities organised by different organisations from time to time to enhance employees' awareness of environmental protection and environmental management. We will continue to work closely with our employees in the future to establish the Group's environmental protection culture and to ensure that the operation of the office complies with environmental protection principles.

5. CLIMATE CHANGE

The Group pays great attention to climate change and understands that climate change leading to severe weather conditions. Therefore, we strive to take the most effective measures to reduce greenhouse gas emissions due to our operations. With reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Group identifies risks in relation to climate change caused by its operations and formulate countermeasures based on the relevant risks in order to mitigate the impacts of climate change.

本集團大量使用環保文具，例如鉛芯筆、可替換筆心的原子筆、再造鉛筆、塗改液及以碎木製造的傢具。我們亦向承辦商訂購其他環保產品，例如可循環再用的鐳射打印機碳粉盒和以再造紙製成的文件盒，供辦公室使用。年內，本集團使用的鐳射打印機碳粉盒，逾90%均為可循環再用種類。我們一直只會購買附有節約能源標籤的辦公室設備，例如影印機及打印機，而且不鼓勵多餘的包裝，以支持環境保育。如情況合適，我們亦會使用電子方式招標。

辦公室環保管理的成功，員工的支持和配合至為關鍵。除了定期傳閱有關節省紙張及能源的指引外，我們亦不時主動鼓勵員工參與不同機構所舉辦的環保活動，以提升員工對保護環境和環保管理的意識。我們日後會繼續與員工緊密合作，建立本集團的環保文化，並確保辦公室的運作符合環保原則。

5. 氣候變化

本集團一直關注氣候變化議題，深明氣候變化可引致惡劣的天氣情況，為此我們力求採取最佳措施，減少業務營運所帶來的溫室氣體排放。本集團參考了金融穩定委員會氣候相關財務信息披露工作組(Task Force on Climate-related Financial Disclosures, TCFD)的建議，識別於營運上的氣候變化相關風險，並跟據相關風險而制定應對措施，以減緩氣候變化所導致的影響。

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The risk types, risk descriptions and countermeasures of the Group in relation to climate change during the Reporting Period are as follows:

本集團報告期內的氣候變化的風險類型、風險描述及應對措施如下：

Risk types 風險類型	Risk descriptions 風險描述	Measures taken for the risks 風險應對措施
Long-term Risk 長期性風險	Extreme weather caused by climate change will destabilize the supply of raw materials and cause delays in workflow. 因氣候變化而導致的極端天氣事件，會使原材料的供應不穩定，並引致工序延誤。	The Group has comprehensively considered its environmental protection performance when purchasing materials and appliances. At the same time, it has implemented policies to alleviate supply shortages, and establish multiple supply channels and invite qualified alternative suppliers. Furthermore, with the aid of market analysis and market tracking on both sides of supply and demand, we have managed inventory accordingly and establish a safe inventory mechanism to deal with the risk of unstable supply. 本集團在採購物料及器具時會綜合考慮其環保表現，同時推行供應緊張減緩政策，建立多個供應渠道及具備合格資質的備選供應商。再者，我們以供需兩側市場分析及市場追蹤為指引，合理管理庫存，並通過建立安全庫存機制，以應對供應不穩定的風險。
Policies and Laws 政策及法律	Regulatory requirements in relation to climate change in terms of operations, products and services are increasingly tightened, which resulting in increased operating costs, including compliance costs, and product development costs. 在營運、產品和服務方面的氣候變化相關的監管規定日益收緊，從而導致營運成本增加、包括合規成本、產品開發成本上升。	Each of the Group's places of business has implemented a number of energy-saving and emission-reduction measures, as well as fully complying with all environmental-related laws and regulations. During the year, the Group has set targets for waste reduction, electricity and water conservation, which expects to do more than what the regulations require to mitigate the regulatory risks. 本集團的各個營運地點實施多項的節能減排措施，並全面遵守所有環境相關的法例。年內，本集團亦為減少廢棄物、節約用電及用水制訂目標，期望優於法律的要求，以減少監管上風險。

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Risk types 風險類型	Risk descriptions 風險描述	Measures taken for the risks 風險應對措施
Reputational Risk 商譽風險	<p>Governments and markets are increasingly concerned about climate change, and have rising demand for policies on addressing climate change, such as adopting carbon reduction policies to decelerate temperature rise, so they prioritize the purchase of products with better environmental reputation.</p> <p>各國政府及市場日益關注氣候變化，對應對氣候變化的要求不斷提高，例如採取減碳政策，降低氣溫上升速度，因而優先採購在環境方面商譽較佳的產品。</p>	<p>In line with the requirement specified in the ESG Reporting Guide issued by the Stock Exchange, we have enhanced the disclosure of the Group's ESG performance, to provide stakeholders with a full understanding of the Group's sustainable development strategy, governance structure, policies and measures, so as to enhance the Group's reputation.</p> <p>配合香港聯交所《環境、社會及管治指引》的要求，加強披露本集團在環境、社會及管治的表現，讓各持份者充份了解本集團的可持續發展策略、管治架構、政策及措施，提高本集團的商譽。</p>

In addition, the Group formulated contingent plans to cope with extreme and inclement weather. In the course of adverse weather conditions such as typhoon, rainstorm and hot weather, the management would re-deploy their manpower and take precautionary measures, as well as make sure its staff can be better protected when they travel to and from work. Before the occurrence of foreseeable natural disasters, a natural disaster warning announcement is issued to all employees of the Group, listing the types of disaster warnings (such as typhoons, rainstorms, earthquakes, and hot weather) and the level of disaster warning, in order to ensure the safety of employees. The Group would also refer to the recommendations of local government departments and formulate corresponding protective measures and try our best to avoid any physical damage.

此外，本集團已制定有關極端及惡劣天氣的緊急應對方案，當萬一遇上颱風、暴雨及酷熱等惡劣天氣，管理人員更需調動人手和採取預防措施，並合規地排僱員的上下班。在可預見的自然災害到來前，向本集團全體員工發出自然災害預警資訊公告，列出預警類別（如颱風、暴雨、地震、高溫），預警災害的級別，以保障員工安全。本集團亦會參照由當地政府部門的建議，制定好相應的保護措施，盡可能避免受到實體性損壞。

B. SOCIAL

1. EMPLOYMENT

The talent pool is the key to enterprise development. The Group respects the personal freedom of employees and has established a multicultural environment; it embraces employees regardless of ethnic group, skin colour, age, gender, sexual orientation, race, disability, pregnancy, belief, membership or marital status. We do not tolerate any form of discrimination, and we protect their personal privacy.

The Group pays various statutory social insurances and benefits for all in-service employees, such as five social insurance and one housing fund, statutory holidays, high-temperature subsidies, funeral subsidies, one-time relief and one-time pension for immediate family members. The Group provides generous corporate benefits, various subsidies and training opportunities for staff members of different levels, in order to retain talents in a proactive manner. The Group makes sure the wages of employees are not lower than the minimum wage standards of local laws and regulations, and provides remuneration packages that are competitive in the market, takes the value of the position as the base of the remuneration, and gives higher remuneration to outstanding employees to encourage continuous improvement. The Group is committed to attracting and retaining outstanding talents through providing remuneration programmes such as leaders' incentives and dedicated incentives that internally approved by management, and enhancing staff morale.

The Group strictly complies with relevant national laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, such as the Labour Law of the People's Republic of China. There was no violation of such laws or regulations by the Group which resulted in fines or prosecution during the Reporting Period.

B. 社會

1. 僱傭

人力資源對企業的穩健發展至關重要。本集團尊重員工的個人自由，建立多元文化，包融不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工，絕不容忍姑息任何歧視，並保護員工個人私隱。

本集團為所有在職員工繳納各項法定社會保險與福利，例如五險一金、法定假期、高溫補貼、喪葬補助費、供養直系親屬一次性救濟金及一次性撫恤金。本集團設有優厚公司福利，為不同級別的員工提供各項補貼及培訓機會，積極挽留人才。本集團確保員工的工資均不低於當地法律法規的最低工資標準，並透過提供在市場上具競爭力的薪酬待遇，以崗位的價值為薪酬的基礎，並且給予績優員工更高的薪酬回報以鼓勵持續改進。本集團內部通過薪酬寬帶的管理及專項激勵獎金等待遇方案，提升員工士氣，致力吸引和挽留優秀人才。

本集團嚴格遵守有關薪酬及解僱、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相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

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Number of employees of the Group by different categories as below:

本集團按不同類別劃分的僱員人數如下：

Category	分類	Figures for 2021 (pax) 二零二一年數字 (人)	Figures for 2022 (pax) 二零二二年數字 (人)
By Gender	按性別劃分		
Male	男性	1,323	1,389
Female	女性	783	890
By Employment Type	按僱傭類型劃分		
Full-time	全職	1,985	2,159
Part-time	兼職	3	2
Temporary	臨時工	5	0
Apprentices and interns	學徒和實習生	75	105
Contract Remark ¹	合約 ^{註1}	38	13
By Age Group	按年齡組別劃分		
Below 25	25歲以下	228	335
25-34	25至34歲	874	908
35-44	35至44歲	609	653
45-54	45至54歲	274	251
55-64	55至64歲	109	116
Above 65	65歲或以上	12	16
By Region	按地區劃分		
China	中國	1,528	1680
North America	北美	578	599

Note: The calculation in the Reporting Period was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

註：本報告年計算乃基於聯交所發佈的社會關鍵績效指標匯報指引

Remark 1: Contract employees are only presented in the data categorised by employment type.

註1：合約員工僅在按僱傭類型劃分的數據中呈列。

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The Group's employee turnover rate according to different categories is as below:

本集團按不同類別劃分的僱員流失比率如下：

Category	分類	Employee Turnover Rate in 2021 (%) 二零二一年僱員流失率(%)	Employee Turnover Rate in 2022 (%) 二零二二年僱員流失率(%)
By Gender	按性別劃分		
Male	男性	48	28
Female	女性	43	27
By Age Group	按年齡組別劃分		
Below 25	25歲以下	88	49
25-34	25至34歲	51	35
35-44	35至44歲	27	16
45-54	45至54歲	41	11
55-64	55至64歲	31	12
Above 65	65歲或以上	108	18
By Region	按地區劃分		
China	中國	54	31
North America	北美	24	19

Note: The calculation in the Reporting Period was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

註：本報告年計算乃基於聯交所發佈的社會關鍵績效指標匯報指引

2. HEALTH AND SAFETY

The Group upholds the safety production principle of “safety-first with prevention-oriented and comprehensive treatment” and strives to improve the ability to respond to risks and prevent accidents, protect employees from occupational hazards during production and work, and to prevent occupational safety incidents and diseases. The Group has formulated management systems for safety management, accident prevention and emergency rescue plans, and employee occupational health, etc. In the event of occupational diseases, the Group will deal with it in accordance with laws and regulations, and the safety centre will report the case to the local health administrative department and safety production supervision department in a timely manner.

Proper risk assessment can help reduce the chance of accidents. The Safety Management Centre of the Group would conduct risk assessments on the current safety management status of each unit from time to time. The production unit would arrange and conduct hazard identification assessments before the starting of any dangerous activities such as demolition projects, new reconstruction and expansion projects, inspection and maintenance projects, starting and shutting down of the machines, projects of potential problem management, process changes, equipment change and other projects of higher importance, and prepare implementation plans based on these assessments.

2. 健康與安全

「安全第一、預防為主、綜合治理」為本集團的重要安全生產方針，並致力提高應對風險和防範事故的能力，保障員工在生產勞動過程中不受職業病危害因素的影響，同時預防職業安全事故和職業病的發生。本集團針對安全管理、事故預防及應急救援預案及員工職業健康等制訂管理體系，按照法律法規規定處理職業病，由安全中心及時向所在地衛生行政部門和安全生產監督管理部門報告。

妥善的風險評估能有助減低事故發生機會。本集團的安全管理中心會不定期對各單位的安全管理現狀進行風險評估。生產單位在拆除項目、新改擴建設項目、檢維修項目、開停機、較重要的隱患治理項目和較重要的工藝變更、設備變更專案等危險性較大的活動開始之前會安排進行危害識別風險評估，在此基礎上編製實施方案。

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The occupational safety and health measures adopted by the Group include the use of safety technical measures to prevent accidents during work from happening to the employees, the proper use of protective devices, safety devices, signal devices, fire and explosion-proof facilities. Through the establishment of a fire safety management system, we enhance fire prevention, carry out daily check-up for fire safety, monthly inspection for fire safety inspections and maintenance of fire protection equipment and facilities to ensure fire prevention system operating normally. The Group conducts regular maintenance and overhaul of occupational disease protection equipment, emergency rescue facilities and personal occupational disease protection supplies, and regularly tests their performance and effectiveness to ensure that they are in a normal state. The Group encourages employees to use protective equipment correctly to protect employees from accidents during the production process. The Group also adopts occupational health measures to prevent occupational diseases and improve the occupational health environment, including measures such as dust prevention, anti-virus, noise prevention, ventilation, lighting, heating, and cooling, etc. In order to protect the safety and health of employees, the Group strives to improve working conditions and create a working environment that meets hygiene standards and requirements for safety and health.

In 2022, the Group engaged a third-party occupational health assessment unit to conduct a safety assessment of the Company's current occupational hazards, and arranged staff who exposed to hazard risk on work to undergo health examination annually based on the result of assessment. To establish complete occupational health profiles and relevant information by arranging employees to conduct occupational health inspections before and during working hours at medical and health institutions approved by the provincial health administration departments. When occupational disease happens, the Group would handle it in accordance with the applicable laws and regulations, and the Safety Management Centre would promptly report to the local health administrative departments as well as safe production supervisory and management departments.

本集團採取的職業安全健康措施包括採用安全技術措施預防員工在工作過程中發生工傷事故，正確使用防護裝置、保險裝置、信號裝置、防火防爆設施等措施。透過建立消防安全管理制度，加強消防安全隱患檢查，每日防火巡查、月度消防安全檢查及消防設備設施維護檢測，確保消防系統運行正常。本集團對職業病防護設備、應急救援設施和個人使用的職業病防護用品進行經常性的維護、檢修，定期檢測其性能和效果，確保其處於正常狀態。本集團倡導員工正確使用防護用品，使員工在生產過程中免遭事故傷害，又採取職業健康措施預防職業病和改善職業健康環境，包括防塵、防毒、防噪音、通風、照明、取暖、降溫等措施。為了保護員工的安全健康，本集團積極改善工作條件，創造符合衛生標準和安全健康要求的作業環境。

本集團於二零二二年度邀請第三方職業健康評價單位對公司開展職業危害現狀安全評價。並按照評價報告中的涉及職業危害因素崗位人員開展年度職業健康體檢。通過組織員工到省級衛生行政部門批准從事職業健康檢查的醫療衛生機構進行上崗前、在崗期間的健康檢查，並建立健全職業健康檔案的相關資料。如果發生職業病，本集團會按照法規的規定處理，由安全管理中心及時向所在地衛生行政部門和安生生產監督管理部門報告。

The Group conducts safety risk assessment on the factory area, identifies areas and facilities with high safety risks, and adopts corresponding safety control measures to reduce safety risks and control the risks within acceptable limits. A medical first aid kit is also set up in the workplace, and emergency medicines are provided for use when necessary. The Safety Management Centre would also formulate the Group's annual safety training plan, and each functional department would formulate the training plan according to its own business scope and actual conditions. The forms of safety education and training include internal training, external training, and employee self-learning.

During the year, the Group continued to take occupational health and safety measures to minimize and control the harm brought by the COVID-19 outbreak. In addition to a series of prevention and control measures in accordance to the recommendations of local government departments, the Group enhanced the daily inspection for pandemic prevention and established the pandemic prevention and control work plan and emergency plan according to the requirements of the local epidemic prevention government department. During the COVID-19 pandemic, the Group required all employees to provide a negative result of nucleic acid test within twenty-four hours before entering the Company, and conducted registration and monitoring of visitors, to minimise unnecessary visitors entering the premises. Effective diversion measures were taken in the dining hall area to avoid crowded and gathering activities. Sanitation and maintaining good ventilation were the daily preventive measures for all places, while preventive disinfection was carried out on public objects and areas that are touched frequently. The air-conditioning ventilation system in the workplaces used fresh air instead of return air circulation to ensure that there is sufficient fresh air in the room. The air inlet and outlet of the air conditioner were wiped with disinfectant regularly for disinfection, and the cleaning and disinfection of the condensate pan and cooling water of the fan coil were strengthened.

The Group strictly complies with the laws and regulations that have a significant impact on the Group's provision of a safe working environment and protection for its employees from occupational hazards, such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. There was no violation of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period.

本集團對廠區開展安全風險評估，識別安全風險較高區域及設備設施並採取相應的安全管控措施，降低安全風險並將風險控制在可接受範圍之內。工作場所亦設置醫療急救箱，並提供應急藥品於有需要時使用。安全管理中心又會制定本集團的年度安全培訓計劃，各職能部門再按照本身的業務範圍及實際情況制定培訓計劃。安全教育培訓的形式有內部培訓、外部培訓、員工自學等。

年內本集團持續採取了新冠肺炎疫情控制方面的職業健康及安全措施。除了一系列依循當地政府部門建議的防控措施外，本集團按照當地防疫政府部門要求，加強防疫日常檢查，建立公司疫情防控工作方案和應急預案。在疫情高峰期間，本集團要求各員工在進入公司前提供二十四小時內核酸檢測陰性報告，對訪客及外來人員加強登記與管理，盡可能減少不必要的外來人員進入場所內。飯堂區域採取有效的分流措施，避免人員密集和聚餐活動。各場所日常以通風換氣和清潔衛生為主，同時對接觸較多的公用物品和部位進行預防性消毒。工作場所內空調通風系統關閉回風，使用鮮風運行，確保室內有足夠的鮮風量。並定期對空調進風口、出風口消毒採用消毒液擦拭，加強對風機盤管的凝結水盤、冷卻水的清潔消毒。

本集團嚴格遵守有關提供安全工作環境及保障僱員避免職業性危害的相關法律及規例，例如《中華人民共和國職業病防治法》，期內並未有違規情況。

3. DEVELOPMENT AND TRAINING

The Group is committed to improving the skills and knowledge of employees, actively investing resources in employee's training and continuing education, and establishing an on-the-job training system to facilitate the smooth achievement of the business goals. New recruits must also receive pre-employment training to familiarise the business of their departments and to become qualified for handling their duties. The Group has an online learning platform in place to assist newly joined employees to learn online and understand the corporate culture and values. The training system includes internal and external training to encourage employees to learn advanced knowledge, skills and management experience, and to comprehensively improve their literacy. The training unit conducts research on the needs, collects the training needs from different departments, and formulates training plans in response to the Group's business strategies, plans and employees' responses.

The training content involves multiple categories. The Group would arrange technical staffs to participate in drug research and development or pharmaceutical trainings, and according to the needs of the staffs, they would be arranged to participate in production-related trainings as well as trainings related to process, sales, procurement, finance, human resources, logistics, language and other professions. And in order to cultivate management echelons, management-related trainings would also be arranged accordingly.

The Group also attaches great importance to the personal development of employees, with an aim to match the career development goals, strengths and interests of employees with the development needs of the Company, so that the Group can develop together with employees, and lead employees to realize personal value and ambition of them by improving knowledge and skills.

3. 發展及培訓

本集團致力提升僱員的技能與知識，積極投放資源於員工培訓及持續教育，建立在職培訓體系，促使業務目標順利實現。新入職員工亦須接受職前培訓，令其熟悉部門業務，快速勝任崗位要求。本集團設有在線學習板塊，協助新員工進行線上學習，了解公司企業文化及價值觀。培訓體系包含內部及外部培訓，促使員工學習先進知識、技能及管理經驗，綜合提升員工素養。培訓單位對需求進行調研，收集各部門培訓需求，因應本集團各業務策略及計劃及員工的回應訂立培訓計劃。

培訓內容涉及多個類別，本集團會安排技術人員參與藥品研發或藥政相關培訓，又視乎人員的需要安排參加與生產相關的培訓、與流程、銷售、採購、財務、人力資源、物流、語言等專業相關的培訓等，當中亦會安排與管理相關的培訓以培養管理梯隊。

本集團亦重視員工的個人發展，並希望將員工的職業發展目標、特長及興趣，與企業的發展需求配合，讓本集團和員工共同成長，引導員工通過積累知識及提升技能以實現人生的價值和理想。

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The Group's percentage of employees trained by different categories and the average number of hours of training completed by each employee as below:

本集團按不同類別劃分的受訓僱員百分比及每名僱員完成受訓的平均時數如下：

Category	Percentage of Trained Employees in 2021 (%)	Percentage of Trained Employees in 2022 (%)	Average Number of Hours of Training Completed by Each Employee in 2021 (Hour)	Average Number of Hours of Training Completed by Each Employee in 2022 (Hour)
分類	二零二一年受訓僱員百分比 (%)	二零二二年受訓僱員百分比 (%)	二零二一年每名僱員完成受訓的平均時數 (小時)	二零二二年每名僱員完成受訓的平均時數 (小時)
By Gender 按性別劃分				
Male 男性	100	61	72	73
Female 女性	100	39	62	41
By Employee Category 按僱員類別劃分				
Senior Management 高級管理層	100	3	28	30
Middle Management 中級管理層	100	7	24	23
Supervisor 主管	100	6	39	40
General Staff 一般員工	100	84	76	77

Notes: The calculation in the Reporting Period was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange because the calculation for the Reporting Year as compared to the previous Reporting Year, the data of the two years are less comparable and not suitable for direct comparison.

註：本報告年計算乃基於聯交所最新發佈的社會關鍵績效指標匯報指引。因本報告年與上一個報告年的計算方式不同，故該兩年數據可比性較低，不適用於直接比較。

4. LABOUR STANDARDS

The Group specifically forbids forced labour and child labour, and takes its prevention very seriously. The Group would check the age-related documents thoroughly and take necessary actions to verify the age of the applicant, to ensure that the applicant has reached the minimum statutory age for work. The employment contracts of the Group comply with the requirements of local laws and regulations. They specify the rights and responsibilities of both parties to ensure that the employees would receive their due rights and prohibit any form of forced labour. The employment contracts ensure that all employees are working on a willing basis and forbid the use of any form of forced or bonded labour, corporal punishment, imprisonment and threats of violence. The Group provides accommodation, meals and birthday benefits for staff. The staff is entitled to during work hours and birthday parties for strengthening the sense of belonging.

The Group strictly complies with relevant rules and regulations on preventing child or forced labour, such as the Labour Law of the People's Republic of China. There was no violation of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period. If the Group identifies any child labor or forced labor in its operations, the relevant labor contract will be terminated and the responsible staff will be subject to disciplinary action.

4. 勞工準則

本集團明確禁止強迫勞動及聘用童工並重視預防工作。本集團在聘用任何應徵者之前會徹底檢查與應徵者年齡相關的各類文件檔案，並採取有效措施核實其年齡，確保應徵者達到法定勞動年齡。本集團的僱傭合約符合當地法規要求，列明雙方權責，保障員工得到應有的權益，禁止任何形式的強迫勞工，確保所有員工都在自願的基礎上工作，禁止使用任何勞役或契約式勞工、體罰、監禁，或暴力威脅。本集團設有住宿、膳食及生日福利制度，提供人才房、為員工提供工作餐補及每月舉辦員工生日會，提高員工歸屬感。

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。公司一旦發現任何僱用童工或強制勞工的情況，將立即終止其勞動合同，並對責任人員進行相應的紀律處分。

5. SUPPLY CHAIN MANAGEMENT

The Group must run through a series of audit procedures to review a supplier's quality, environmental and safety performance comprehensively, and would only engage a supplier if it is qualified. The Group requires material suppliers to ensure that the raw materials and excipients required for the production of pharmaceuticals should meet the requirements of pharmaceutical use and the relevant requirements of the pharmaceutical production quality control regulations. We would audit suppliers in accordance with regulations to ensure that the purchased materials meet the specified requirements.

The Group would regularly evaluate and monitor the quality assurance capabilities and risk management capabilities of suppliers entrusted to provide drug storage and transportation, and would sign entrustment agreements with them to agree on responsibilities and operating procedures. The Group will also review the performance of existing suppliers on a regular basis, and organise meetings with suppliers where dedicated staff will communicate with suppliers on telephone or face-to-face regularly. In order to ensure the quality, environmental safety of the supply chain are in line with the Group's policies, the Group requires suppliers with relevant risks to improve the existing mechanism and performance, and will suspend cooperation with suppliers who are not able to meet the requirements.

5. 供應鏈管理

本集團採用供應商前必須通過一系列審核程序，全盤審視其品質、環境及安全等表現，合格後方可採用。本集團要物料供應商確保生產藥品所需的原料及輔料，應當符合藥用要求及藥品生產品質管制規範的有關要求。並按照規定對供應商進行審核，確保購進使用的物料符合規定要求。

本集團又定期評估及監督受委託提供藥品倉存及運輸的供應商的品質保證能力和風險管理能力，並與其簽訂委託協定，約定責任及操作規程等內容。本集團亦會定期審視現有供應商的表現，舉行供應商交流大會，定期由專門人員與供應商進行電話或者面對面交流。為確保供應鏈的品質、環境及安全等表現符合本集團的方針，本集團要求有相關風險的供應商改善既有機制及表現，並會中止與無法符合要求的供應商的關係。

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The Group would also comprehensively consider the environmental performance of the materials and appliances when procuring. For example, when technical parameters are met, we would choose machinery and lighting systems with higher efficiencies as priority. We hope to extend the Group's environmental protection vision to all levels of the supply chain. The Group will get the information about the policies of suppliers to tackle environmental and social risk in the process of carrying out supplier review or conducting questionnaires, and perform key performance indicator evaluation on suppliers in different grades. In addition, the Group evaluates suppliers in terms of product quality and safety, environmental protection and social responsibility regularly throughout the year, to achieve supply chain compliance, ensure quality and safety of products and fulfil environmental protection practices and sustainable development responsibility.

Number of suppliers of the Group by region as below:

Region	地區	Figures for 2021 二零二一年數目	Figures for 2022 二零二二年數目
China	中國	594	865
Europe	歐洲	65	18
North America	北美	540	57
Other Regions	其他	24	2
Total	總數	1,223	942

During the Reporting Year, the Group carried out the engagement practices and measures to assess all our 942 suppliers to ensure the proper management of supply chain.

本集團在採購物料及器具時亦會綜合考慮其環保表現，例如購置機器及照明系統時在符合技術參數時優先選用更具能源效益的器具，以期把本集團的環境保護願景推展至供應鏈各個層面。本集團在供應商審計或進行調查問卷時亦會向供應商了解其涉及環境及社會的風險政策，並分等級對供應商執行關鍵績效指標測評。此外，本集團每年定期對供應商在產品質量與安全、環境保護和社會責任方面進行考核評分，以實現供應鏈合規、質量及安全、環境保護的理念和可持續發展責任要求。

本集團按不同地區劃分的供應商數目如下：

年內，本集團向全數942間供應商執行了有關妥善管理供應鏈的聘用慣例及措施。

6. PRODUCT RESPONSIBILITY

The foundation of a company's survival and development is their emphasis on quality. The Group has established a scientific, rigorous and comprehensive quality prevention and assurance system in accordance with the requirements of China GMP regulations, American cGMP regulations, EU EMA and ICHQ7A regulations recognised by the collaborative organisation. The Group has also been certified with ISO 9001 quality management system certification. The drugs launched have all obtained the approval of the local drug regulatory authorities and the drug registration certificates with true, sufficient and reliable information and samples, and the production unit has also obtained the drug production license in accordance with the law.

Meanwhile, the security of client information remains a focus of the Group. Through the rigorous implementation of the information security management system, the Group enhances employees' awareness of information security and continuously optimises the information security regulations, as well as encrypts all sensitive personal data, so as to protect the interests of relevant parties.

6. 產品責任

對質量的重視是企業賴以生存和發展的基礎。本集團按照中國GMP規範、美國cGMP規範、歐盟EMA以及協同組織認同的ICHQ7A規範等要求，建立了一套科學、嚴格、全面的質量預防和保證體系。本集團亦已獲發ISO 9001質量管理體系認證，上市的藥品皆以真實、充分、可靠的資料和樣品取得當地藥品監督管理部門的批准及藥品註冊證書，生產單位亦依法取得藥品生產許可證。

本集團同時注重客戶資訊安全，透過嚴格執行資訊安全管理體系，提高所有員工的資訊安全意識，不斷完善資訊安全制度，對敏感資料加密管理，以保障相關方的利益。

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The Group strictly complies with relevant laws and regulations related to health and safety, advertising, labelling, remedies, and protection of intellectual property rights of the product. At the same time, we comply with relevant laws and regulations on privacy matters, such as the “Drug Administration Law of the People’s Republic of China”. There was no violation of such laws and regulations by the Group which resulted in fines or prosecutions during the Reporting Period. The Group has established the Hepalink Drug Safety Committee (海普瑞藥品安全委員會) and the Pharmacovigilance Unit of the Clinical Development Department (臨床開發部藥物警戒模塊), to establish three pharmacovigilance systems to govern pharmacovigilance operations, pharmacovigilance training and drug safety monitoring, and established comprehensive lifecycle surveillance from new drug research to post-market drug of the Group. We arrange specialists to control drug quality independently, to clarify the standards and conditions for drugs ready to be released from the factory, keep up with quality assurance and control capabilities through regular audits to ensure that all drugs produced have passed the drug audit for release from the factory, hence ensuring the products’ quality. Workers who are in direct contact with drugs must also conduct annual health examinations. Those who suffer from infectious diseases or other diseases that may contaminate drugs would be removed from their posts and would not be allowed to work in direct contact with drugs. The Group has also established and implemented a drug traceability system to provide traceability information in accordance with regulations to ensure drug traceability. The Group respects intellectual property rights while safeguarding our own rights and interests. The production and sales process has passed multiple inspections and audits by the management system and supervisory departments to ensure that the drugs produced and sold are independently developed or authorised by the property rights holder of the drug. Through patent application and document confidentiality management, strict patent protection is formed to ensure the long-term interests of the Group.

The drug packaging is printed or affixed with a label and attached instructions in accordance with the regulations, indicating information including generic name, ingredients, specifications, marketing authorisation holder and its address, manufacturer and its address, approval number, product batch number, production date, expiry date, etc. The Group often inspects the quality, efficacy and response of the drugs produced or operated.

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，同時遵守有關私隱事宜的相關法律及規例，例如《中華人民共和國藥品管理法》，期內並未有違規情況。本集團已成立海普瑞藥品安全委員會和臨床開發部藥物警戒模塊，搭建涵蓋藥物警戒運營、藥物警戒培訓和藥物安全監測的三大藥物警戒體系，建立健全集團從新藥研發到藥品上市後全生命週期的藥物警戒體系。透過配備專門人員獨立負責藥品品質管制，明確出廠放行的標準、條件，並通過定期審核，持續具備品質保證和控制能力，確保生產藥品皆通過出廠放行的藥品審核，以保證出品的質量。直接接觸藥品的工作人員亦須每年進行健康檢查，患有傳染病或者其他可能污染藥品的疾病的人員皆會被調離崗位，不得從事直接接觸藥品的工作。本集團又建立並實施藥品追溯制度，按照規定提供追溯資訊，保證藥品可追溯性。本集團尊重知識產權同時保障自身的權益，投產及銷售過程通過管理體系及監管部門的多重檢查及審核，確保生產及銷售的藥品皆為自主研發或已取得該藥品的產權持有人的授權，同時通過專利申請及文獻保密管理以形成嚴密的專利保護確保本集團長遠利益。

藥品包裝按照規定印有或者貼有標籤並附有說明書，註明藥品的通用名稱、成份、規格、上市許可持有人及其位址、生產企業及其位址、批准文號、產品批號、生產日期、有效期等資料。本集團又經常考察所生產或經營的藥品品質、療效和反應。

The Group has established product recall procedures and relevant polices such as the Medical Consultation Handling Process (《醫學諮詢處理流程》) and the Quality Complaint Investigation Handling Procedure (《質量投訴調查處理程序》), which specify in detail the procedures to be followed if a drug is found to have quality problems or other safety concerns. First, the Group has different channels to collect reports of adverse medical effects from customers, patients, as well as our partners for medical research and cooperation. The provides twenty-four hour customer service with four-hundred telephone hotlines, emails and third-party call centre available, and visits randomly-chosen customers regularly after their medication, in order to build a better customer service system. If cases of adverse drug reaction are found, the Group would immediately suspend sale in cooperation with the mechanism, notify relevant companies and institutions to stop selling and using, recall the drugs that have been sold, release recall information in a timely manner, immediately suspend production if necessary, and report the drug recall and handling situation to the local departments in charge of drug supervising and management as well as hygiene and health.

7. ANTI-CORRUPTION

In order to create a good corporate atmosphere, guide and standardize the daily work behaviour of our employees, as well as maintain normal operation and management order, the Group has formulated an internal control management system. The system is designed to manage anti-fraud investigation and to promote the relevant concepts. It aims also to prevent fraudulent acts that harm the interests of the Group, as well as employee conflicts of interest. The Group also has a system for employees to make their complaints and reportings. All departments and subsidiaries of the company must respectfully treat complainants and whistle-blowers, who are only doing their duty to uphold company integrity by reporting cases of fraud lawfully. Employees are not allowed to retaliate against those who report cases of fraud and corruption to our management.

本集團訂有產品召回規程，建立了相關政策如《醫學諮詢處理流程》及《質量投訴調查處理程序》，詳細規定了若發現藥品存在品質問題或者其他安全隱患的程序。首先，本集團設有不同的渠道收集客戶、醫療夥伴及患者的不良反應回報，通過本集團四百條電話熱線、郵件、第三方呼叫中心的全年二十四小時品牌服務熱線、用藥後定期隨訪等方式建立了完善的客戶服務體系；若有發現任何藥物不良反應，本集團會配合機制立即停止銷售，告知相關企業和機構停止銷售和使用，召回已銷售的藥品，及時發佈召回資訊，必要時立即停止生產，並將藥品召回和處理情況向當地藥品監督管理部門和衛生健康主管部門報告。

7. 反貪污

為營造良好的企業氛圍，引導和規範本集團員工的日常工作行為，以期達到維護正常的經營管理秩序，本集團制訂內控管理體制管理反舞弊調查及宣傳，防範損害本集團利益的舞弊行為，以及員工利益衝突。本集團亦為員工制定投訴、舉報管理制度，公司各部門及子公司都必須正確對待投訴舉報人依法舉報的行為，不得以任何藉口打擊報復投訴舉報人。

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In addition, the Group formulated comprehensive anti-corruption policies, including the Anti-Bribery and Anti-Corruption Policy, the Conflict of Interest Policy, the Gifts, Entertainment and Third Party Travel Policy and the Interaction Policy with Medical Professionals and Patient Organisations, to provide relevant guidance for employees. The Group's Audit Centre regularly promotes anti-corruption for the entire group. The centre would compile anti-corruption promotion materials by collecting the latest relevant anti-corruption information, including recent major corruption incidents in various industries and the handling measures, etc., and combine them with the analysis of the Group's summarised business characteristics. According to the importance of the promotion items, they are generally divided into three types. For sensitive positions that corruption is more likely to happen during business execution, such as procurement engineers, financial treasurers, sales who are in charge of client development, etc., the centre would compile materials directly related to their businesses including corruption cases happened within the business, and would organise self-study or on-site training accordingly. Every major traditional Chinese festival (such as the Chinese New Year and Mid-Autumn Festival), the audit centre will issue an announcement to remind employees of integrity and discipline. They should uphold high standard of business integrity by saying no to corruption and fraud, and to avoid being tempted by monetary benefits and such. They should strictly abide by the relevant requirements of the "Hepalink Employee Handbook" and "Employee Conflict of Interest Management System" and be mindful of the channels and methods to monitor, complain and report cases of corruption. The Group also formulated codes of conduct for business partners and employees, and set up appropriate guidelines for relevant teams.

此外，本集團設有完善的反貪污政策，包括《反賄賂反腐敗政策》、《利益衝突政策》、《禮品、招待和第三方旅行政策》及《與醫療專業人士和患者組織的互動政策》，為員工提供相關引導。本集團的審計中心亦定期針對整個集團組織的反舞弊宣傳，收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合本集團業務的特點匯總分析並編製反舞弊宣傳資料。根據宣傳物件的重要性一般分為三種宣傳類型，針對業務執行過程中容易出現舞弊的敏感崗位，如採購工程師、財經出納、銷售負責客戶開發人員等，編製與其業務直接相關的資料，包括業務中發生的舞弊實例，組織其自學或現場培訓。每逢中國傳統重大佳節（如春節和中秋），審計中心會發公告溫馨提醒員工務必加強廉潔自律，自覺抵制誘惑，嚴格遵守《海普瑞集團員工手冊》以及《員工利益衝突管理制度》的相關要求，並列出監察舉報投訴方式。本集團亦制定商業夥伴以及員工商業行為準則，設立合適指引供相關團隊參考。

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For the management, the centre would prepare and distribute business-related materials, and according to time and work arrangements, arrange on-site training accordingly; and for all other employees in the Group, simple promotional materials would be prepared and distributed to them for self-learning in order to create a good anti-corruption environment. The Group also had regulations in place to govern employees on receiving gifts and monies, and established systems such as employee business conduct standards and conflict of interest management. The Group's directors, supervisors, senior managers and other employees who already have or may have conflicts of interest are required to fill out a "conflict of interest" declaration form every year. The declaration forms for conflicts of interest that are filled out by the Group's employees would be reported and reviewed according to different job levels. The applicants are required to provide supplementary explanation for cases required further investigation, and the Audit Centre would then conduct further investigation accordingly. The Group also engages Independent Non-executive Directors to monitor corporate governance performance, and employs a third-party agency to audit its internal financial conditions.

In January and July every year, the Audit Centre organises anti-fraud promotions for the whole group. The auditors need to collect the latest relevant anti-fraud information, including recent major fraud incidents in various industries and the respective handling measures. They will also summarize and analyse the characteristics of the company's business. Based on the collected fraud incidents and aggregated and analysed data, the auditors will compile anti-fraud publicity materials, including brochures and videos. They will then publicize the information to all employees in the group, thus integrating the important concepts and ethics of anti-fraud into our daily business process. The Audit Centre will also cooperate with the local community to conduct irregular anti-fraud training to enhance employees' awareness of integrity and self-discipline.

針對管理層編製發放與業務相關聯的資料，並視乎時間及工作安排適當安排現場培訓；而對於其餘全體員工則編製簡易的宣傳資料，發放至本集團內全體員工自學，營造良好的反舞弊大環境。本集團亦對員工收受的禮品及禮金設有規範，並制定員工商業行為準則、利益衝突管理等制度。本集團董事、監事、高級管理人員及其他已經存在或可能存在利益衝突的員工需每年填寫利益衝突申報表，本集團對員工填寫申報的利益衝突申報表分級報審，對於其中需要進一步調查的，會提請申報人補充說明，由審計中心進一步進行相關調查。本集團亦另聘請獨立非執行董事監管企業管治表現，及聘請第三方機構審核內部財務。

每年一月及七月，審計中心會針對全本集團組織反舞弊宣傳，審計專員需要收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合公司業務的特點匯總分析。根據收集到的舞弊事件及匯總分析的資料，審計專員會編製反舞弊宣傳資料，包括宣傳手冊及視頻等，向本集團內的全體員工宣傳時，務求把反舞弊的重要概念及操守融入日常業務流程。審計中心亦會配合當地社區不定期進行反詐培訓，加強員工廉潔自律意識。

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The Group strictly adheres to relevant laws and regulations relating to bribery, extortion, fraud and money laundering, such as the Anti-unfair Competition Law of the People's Republic of China. The Group has established reporting channels and investigation mechanisms as part of normal operation. The Audit Centre would make registration records when receiving corruption reports from internal and external personnel of the Group, collect related corruption information and conduct preliminary analysis, and would also set up an investigation team to initiate investigations when necessary. The investigation team would conduct investigations to confirm the authenticity of the corruption, and prepare investigation reports by collecting relevant information and conducting interviews with staffs involved to accurately determine the amount of monies corrupted or losses caused by the corruption. After the final review of the investigation report, if it is obvious that the termination of employment contract with the party involved is the handling plan, staff exit process would be executed. For corruption incidents that must be transferred to the judiciary, the Audit Centre would hand over the persons and related information involved in the corruption incidents to the judiciary for their handling. The centre would formulate remedial measures for process defects or execution defects discovered during the occurrence of the corruption incidents, and would follow up the implementation of remedial measures accordingly to avoid recurrence of similar corruption incidents.

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的相關法律及規例，例如《中華人民共和國反不正當競爭法》。本集團建立了常態化的舉報渠道及調查機制，審計中心收到本集團內部及外部人員舉報舞弊事件時會作出登記記錄，收集相關舞弊資訊並進行初步分析並在有必要時成立調查小組立項調查。調查小組會開展調查，對舞弊的真實性進行確認，收集舞弊事件的相關資料，並對舞弊事件涉及的工作人員進行訪談，準確判斷舞弊金額或舞弊造成的損失情況，編製調查報告。在調查報告終審後，處理方案中明確與舞弊事件當事人解除勞動合同的，進入員工離職流程執行。須移交司法機關的舞弊事件由審計中心將舞弊事件相關人、舞弊涉及資料一起交給司法機關，由司法機關處理。對舞弊事件發生過程中發現的流程缺陷或執行缺陷等制定補救措施，跟進補救措施的執行情況，避免再次發生類似的舞弊事件。

8. COMMUNITY INVESTMENT

The Group respects the diverse cultures and traditions of the local district. We attach great importance to the expectations and opinions of community groups and are committed to engaging communities in a timely manner. The Group would support projects and programmes that benefit the needs of the community where feasible. We would also continue working with community groups that share common values to win and maintain the mutual trust between relevant stakeholders and ourselves, bringing sustained benefits to the community.

Hepalink continued to fully implement its social responsibilities during the COVID-19 pandemic which affecting the whole world. It carried out community improvement plans and established an emergency assistance mechanism to relieve people's hardships. In March 2022, the COVID-19 pandemic heavily hit the country. As a local corporate in Shenzhen, Hepalink pays close attention to the condition of pandemic. In response to the arrangements and calls of the local government in Shenzhen, it donated anti-pandemic supplies such as disinfectant towels, mineral water, and milk to the communities of the three operating factories in Shenzhen (i.e. Songpingshan Community, Xili Street, Nanshan District, and Yuehai Street, Nanshan District) at the earliest possible time, to support the prevention and control work of community workers, and thank them for their efforts putting into it. In addition, Hepalink also lent two testing equipment for free to support the Nanshan District Centre for Disease Control and Prevention for testing during pandemic, in order to fight against the pandemic together. During the Reporting Period, the American industrial park donated a total of US\$9,263 (equivalent to approximately HK\$72,710) to local social welfare organisations to give back to the society.

8. 社區投資

本集團尊重地區的多元文化及既有傳統，並且十分重視社區團體的期望及意見，承諾對社區人士的意見適時作出回應。本集團並且會在可行的情況下支持惠及社區需要的項目，與抱有共同願景的團體合作，贏取及維繫與各持份者的互信，為社區長遠發展帶來持續裨益。

海普瑞在年內全球疫情持續期間繼續全力實行社會責任，進行社區改善計劃及成立緊急援助機制，舒緩民困。二零二二年三月，新冠肺炎引起的疫情反覆再度對全國各地造成沖擊。身為深圳本土企業，海普瑞密切關注疫情發展，響應深圳當地政府安排和號召的同時，第一時間向三家位於深圳地區的運營工廠所屬社區：南山區西麗街道松坪山社區、南山區粵海街道麻嶺社區及坪山區坑梓街道金沙社區，捐贈消毒面巾、礦泉水、牛奶等抗疫保障物資，用於支持社區工作人員防控工作，並且感謝他們在抗疫中的無私付出與貢獻。此外，海普瑞還免費借調兩台檢驗設備支援南山區疾控中心，用於疫情期間檢測，為共同抗擊疫情提供保障。報告期內美國產業園合共捐贈美金9,263元(折合約港幣72,710元)予當地社福團體，回饋社會。

Environmental, Social and Governance Report

環境、社會及管治報告



On 21 March, 2022, we donated and delivered supplies to Songpingshan Community, Xili Street, Nanshan District, Shenzhen

二零二二年三月二十一日，捐贈物資送達至深圳市南山區西麗街道松坪山社區

On 21 March, 2022, we donated and delivered supplies to Maling Community, Yuehai Street, Nanshan District, Shenzhen

二零二二年三月二十一日，捐贈物資送達至深圳市南山區粵海街道麻嶺社區



On 22 March, 2022, we donated and delivered supplies to Jinsha Community, Kengzi Street, Pingshan District, Shenzhen

二零二二年三月二十二日，捐贈物資送達至深圳市坪山區坑梓街道金沙社區



HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

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Indicator B.2.2 指標B.2.2	Lost days due to work injury. 因工傷損失工作日數。	During the reporting period, there were 85 working days lost due to work-related injuries 報告期內共有85天因工傷損失工作日數
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B	Social 社會	Chapter 章節
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Indicator B.6.2 指標B.6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	There were total of 62 complaints during the period, and all of them have been dealt with. Among these complaints, no product has to be recycled due to quality problems. 期內共有62宗投訴，並已悉數處理，當中未有因品質問題而須回收產品的情況
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Indicator B.7.2 指標B.7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	B7
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