



東瑞製葯(控股)有限公司

DAWNRAYS PHARMACEUTICAL (HOLDINGS) LIMITED

(在開曼群島註冊成立的有限公司)

(incorporated in the Cayman Islands with limited liability)

股份編號：2348 Stock Code：2348

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT 2021
二零二一年環境、社會及管治報告

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About the Group

關於本集團

Dawnrays Pharmaceutical (Holdings) Ltd. (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) operate and develop its business in an integrity, pragmatic and stable manner. The Group also always adheres to the principle of product quality as its operational principle to carry out daily production and management for the purpose of providing customers with reliable products and services, creating economic growth for the society, and bringing return for shareholders’ investment.

During the progress of our business development, the Group is committed to maintain the core values of its operations and always complies with the requirements of various laws and regulations. The Group responds positively to all aspects of environmental, social and corporate governance (“ESG”), continues to improve and merge with management, and fulfills its obligations as a social corporate to ensure the sustainable development of the Group’s business.

The Group knows well that corporate sustainability is closely related to ESG factors and affects each other. Therefore, when planning business development, the Group strives to assess the long-term impact of the business on social interests and takes the allocation of environmental resources into consideration so as to seek the maximum balance between the business development and ESG.

CORPORATE OVERVIEW

The Group was founded in December 1995 with focus on product development, production and sale of cephalosporin antibiotics and system specific medicines. The Group listed on the Main Board of The Stock Exchange of Hong Kong Limited (“HKEX”) on 11 July 2003 with stock code 2348.

The cephalosporin antibiotics products of the Group include intermediates, bulk medicines, powder for injections and oral preparations. Specific medicines cover the cardiovascular system, anti-HBV, anti-allergic, digestive system, urinary system and endocrine system. The dosage forms include tablets, capsules, granules, pills and dry suspensions.

The Group’s Research and Development Center was established in 2002. It is a research and development team with professional technical staff as the backbone and composed of senior researchers. The research direction is mainly based on generics of the system specific medicines but also giving consideration to the development of new drugs and exploration of innovative drugs.

東瑞製葯(控股)有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)一向以誠信、務實和穩健的態度經營與發展業務。本集團亦始終堅持以產品質量為營運的基本原則，執行日常生產及管理任務，旨在為客戶供應可信賴的產品和服務，為社會創造經濟增長，為股東投資帶來回報。

在業務發展過程，本集團致力維護經營的核心價值觀，不忘遵守各種法例和規則的要求，就環境、社會及企業管治(「ESG」)各範疇事務積極回應，持續進步並融會貫通於管理工作，以盡義務履行企業的社會責任，務求本集團業務可持續發展。

本集團深知企業可持續發展與ESG因素息息相關，互相影響。因此，本集團在策劃業務發展過程中，均盡力評估業務長遠對社會利益的影響並將環境資源分配列入考慮當中，以尋求企業發展與ESG的互動達致最大平衡。

企業概覽

本集團始創於一九九五年十二月，主要從事頭孢菌素類抗生素以及系統專科藥物的開發、製造及銷售。本集團於二零零三年七月十一日在香港聯合交易所有限公司(「聯交所」)主板上市，股份編號：2348。

本集團頭孢菌素類抗生素產品包括中間體、原料藥、粉針劑和口服製劑。專科藥物覆蓋心血管系統、抗乙型肝炎病毒、抗過敏、消化系統、泌尿系統和內分泌系統。劑型有片劑、膠囊劑、顆粒劑、滴丸劑及干混懸劑。

本集團研發中心於二零零二年成立，是一支以專業技術人員為骨幹，由資深研究人員組成的研發團隊。研發方向主要以系統專科藥物仿製藥為主，同時兼顧新藥的研發和一些創新藥的探索。

At present, the Group has established “Xian” series of anti-infective drug and “An” series of cardiovascular drug brands. The Group’s anti-infective drugs such as Cefoperazone Sodium for injection (先必先[®]), Cefoperazone Sodium and Sulbactam Sodium for injection (先舒[®]); the specific medicines such as Amlodipine Besylate Tablets (安內真[®]), Losartan Potassium and Hydrochlorothiazide Tablets (安內喜[®]), Cetirizine Hydrochloride Tablets (西可韋[®]), Entecavir Dispersible Tablets (雷易得[®]), Atorvastatin Calcium Tablets (安維寧[®]) and Simvastatin Pills (劍之亭[®]) were all either earlier approved for production and marketing in the similar products in Mainland China or with market shares placed in leading positions.

The Group has well established quality management system. The existing production workshops strictly adopt People’s Republic of China (“China”) and international standards for construction. The Group will keep devote itself to the health of human beings and rely on the high sense of social responsibility and forward looking thought in order to continuously deliver safe and effective drugs through constant technological innovation.

目前，本集團已建立起「先」系列抗感染藥物和「安」系列心血管藥物品牌，而本集團的抗感染藥物注射用頭孢哌酮鈉(先必先[®])、注射用頭孢哌酮鈉舒巴坦鈉(先舒[®])、專科藥物苯磺酸氨氯地平片(安內真[®])、氯沙坦鉀氫氯塞嗪片(安內喜[®])、鹽酸西替利嗪片(西可韋[®])、恩替卡韋分散片(雷易得[®])、阿托伐他汀鈣片(安維寧[®])和辛伐他汀滴丸(劍之亭[®])等皆為國內同類品種較早獲准生產上市的产品或市場佔有率位居前列。

本集團擁有完善的質量管理體系，現有廠房嚴格按照中華人民共和國(「中國」)和國際標準建設。本集團將始終以致力於人類的健康事業為己任，憑藉高度的社會責任感與前瞻性的思維，通過持續的技術創新，不斷為社會提供安全有效的藥物。

About the ESG Report

關於 ESG 報告

The board of the Company (the “Board”) has overall responsibility for the Group’s ESG strategy and reporting. The Group expects that the stakeholders fully understand the Group’s corporate mission and social responsibility fulfilled through this ESG Report (the “Report”).

ESG GOVERNANCE STRUCTURE

The Group has developed an ESG governance structure to ensure that ESG governance is consistent with our business strategy and to integrate ESG management into our business operations and decision-making process.

The Board assumes overall responsibility for the Group’s ESG issues and is required to develop ESG-related management approach, strategy, priorities and objectives. In order to better manage the Group’s ESG performance, related issues and potential risks, the Board regularly assesses and determines the Group’s ESG risks and opportunities, and reviews its performance and progress in relation to the relevant goals to respond to China’s vision of carbon neutrality and enhance the corporate reputation. The Board is also responsible for ensuring the effectiveness of risk management and internal control systems and considering and approving the disclosures in the Report.

In order to systematically manage ESG issues under the authority of the Board, the Board authorized a director of the Company together with the Chief Executive Officer (“CEO”) to assist the Board in managing and making decisions on ESG-related matters. They are responsible for supervising the implantation of the ESG policies, including reviewing the related policies and practices, reviewing ESG-related objectives and performance, and assessing and making recommendations on matters concerning the Group’s ESG development direction, strategy, planning and risks. The CEO is also required to report periodically to the Board on ESG risks and opportunities, and their impact on business strategy and new investments to assist the Board in the assessment and identification of the Group’s ESG risks and opportunities, and to ensure the implementation and effectiveness of risk management and internal control systems.

At the execution level, the CEO has established an ESG working group (the “Working Group”) and appointed a vice president to be the Working Group’s leader, with various business departments and subsidiaries’ senior management as the Working Group members. The Working Group is responsible for executing the Group’s ESG policies, collecting and analysing ESG data, monitoring and evaluating the Group’s ESG performance, tracking and reviewing the progress of its related goals, ensuring compliance with relevant laws and regulations, assisting in materiality assessments, and preparing the Report. The Working Group is also required to regularly assess the effectiveness of existing policies and procedures and recommend appropriate solutions to CEO to improve the overall performance of ESG policies.

本公司董事會(「董事會」)對本集團的ESG策略及匯報承擔全部責任。本集團期望通過本ESG報告(「本報告」)，讓持份者充分了解本集團的企業使命及履行的社會責任。

ESG 管治架構

本集團已制定ESG管治架構，以確保ESG管治與我們的業務策略保持一致，並將ESG管理融入至我們的業務營運及決策過程當中。

董事會對本集團的ESG議題承擔整體責任，並需制訂ESG相關的管理方針、策略、優次及目標。為了能更完善地管理本集團於ESG方面的表現、相關問題和潛在風險，董事會定期評估及釐定本集團的ESG風險和機遇，並就其相關目標檢討其表現和進展，以響應國家碳中和之願景，提升企業聲譽。董事會亦負責確保風險管理及內部監控系統的有效性，並審批本報告內的披露資料。

為了在董事會的授權下對ESG議題進行系統管理，董事會授權一名董事與總裁(「總裁」)協助董事會管理及決策ESG相關事宜，彼等負責監督本集團ESG發展措施的實施，包括審閱相關政策及常規，檢討ESG相關目標及表現，以及就ESG發展方向及策略、規劃及風險事宜作出評估及提出建議；總裁並須就ESG風險和機遇，以及其對業務策略及新投資的影響定期向董事會作出匯報，協助評估及識別本集團ESG風險及機遇，並確保風險管理及內部控制系統的實施及有效性。

在執行層面，總裁成立了ESG工作組(「工作組」)並委派一名副總裁擔任工作組組長，工作組成員由各業務部門及附屬公司的高級管理層組成，ESG工作組負責執行本集團ESG政策、收集和分析ESG數據、監察和評估本集團ESG的表現、跟進及檢討其相關目標的進度，確保遵守相關法律和法規和協助開展重要性評估，以及編制本報告。工作組亦需定期評估現行政策和程序的有效性，並向總裁建議適當的解決方案，以提高ESG政策的整體績效。

REPORTING PERIOD

The Report forms part of the effort of the Group to communicate to its stakeholders in a broad manner the relevant environmental and social initiatives the Group has made during the period from 1 January 2021 to 31 December 2021 (“Reporting Period” or “2021”), and comparative data for the year ended 31 December 2020 (“2020”) will be provided where appropriate.

REPORTING FRAMEWORK

The Group compiled the Report in reference to Appendix 27 “Environmental, Social and Governance Reporting Guide” of the Rules Governing the Listing of Securities on HKEX (“ESG Reporting Guide”). Details of Corporate Governance are addressed separately in the Corporate Governance Report in the Group’s Annual Report 2021 from page 26 to page 43.

During the preparation for the Report, the Group has applied the reporting principles in the aforementioned ESG Reporting Guide as the following:

Materiality: Materiality assessment was conducted to identify material issues during the Reporting Period, thereby adopting the confirmed material issues as the focus for the preparation of the Report. The materiality of issues was reviewed and confirmed by the Board and the Working Group. Please refer to the sections headed “Stakeholders Engagement” and “Materiality Assessment” for further details.

Quantitative: The standards and methodologies used in the calculation of key performance indicators (“KPIs”) data, as well as the applicable assumptions are supplemented by explanatory notes.

Consistency: Unless otherwise stated, the preparation approach of the Report was substantially consistent with the previous year for comparison purposes. During the Reporting Period, due to changes in the operating structure and business of the Group, the scope of disclosure has been changed accordingly and will be explained in detail in the section headed “Reporting Scope”. If there is any change in the calculation methodologies in the Report, which may affect the comparison with previous reports, the Group will also explain the corresponding data.

報告期間

本報告是本集團向持份者廣泛傳達於二零二一年一月一日至二零二一年十二月三十一日期間(「報告期間」或「二零二一年」)本集團在ESG方面的努力並在適當的情況下提供截至二零二零年十二月三十一日止年度(「二零二零年」)的比較數據。

報告框架

本集團根據聯交所證券上市規則附錄二十七《環境、社會及管治報告指引》(「ESG報告指引」)編製本報告。而有關企業管治方面之詳情則另在本集團二零二一年報第26至43頁的企業管治報告刊登。

在編制本報告時，本集團採用了上述ESG報告指引中匯報原則，如下所示：

*重要性：*本集團已於報告期間進行重要性評估以識別重大議題，並將已確認的重大議題作為本報告的編制重點。議題的重要性已由董事會及工作組審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」兩節。

*量化：*計算關鍵績效指標(「關鍵績效指標」)數據所使用的標準和方法以及適用的假設均已於註釋補充。

*一致性：*除非另有說明，本報告的編制方法與上年度一致，以便進行比較。於報告期間，由於本集團的營運結構及業務變動，因而披露範圍亦相應地作出變更，並將於「報告範圍」一節詳細解釋。本報告如計算方法有任何變化，並可能影響與過往報告的比較，本集團亦將對相應的數據進行解釋。

REPORTING SCOPE

During the Reporting Period, there were nine subsidiaries directly or indirectly wholly owned by the Group. Based on the Group's vertically integrated business model and the functions of its subsidiaries, the Report only included the following four subsidiaries of the Group of production bases. These production bases are the Group's main source of production capacity and revenue, and the revenue accounted for about 99.62%. The reporting scope for 2021 is much the same as those covered by the Group's 2020 ESG Report:

1. Suzhou Dawnrays Pharmaceutical Co., Ltd. ("Suzhou Dawnrays Pharma") — responsible for development, production and sales of pharmaceutical products.
2. Su Zhou Dawnrays Pharmaceutical Science and Technology Co., Ltd. ("Su Zhou Dawnrays Pharma Science and Tech") — responsible for production and sales of pharmaceutical intermediates.
3. Dawnrays (Nantong) Pharmaceutical Science and Technology Co., Ltd. ("Dawnrays (Nantong) Pharma Science and Tech") — responsible for production and sales of pharmaceutical intermediates.
4. Fujian Dawnrays Pharmaceutical Co., Ltd. ("Fujian Dawnrays Pharma") — responsible for development, production and sales of pharmaceutical products.

During the Reporting Period, Su Zhou Dawnrays Pharma Science and Tech sold 65% of its equity to a third party in July 2021, therefore its data after August 2021 will not be included in the Report. In addition, Dawnrays (Nantong) Pharma Science and Tech stopped production since January 2021, and only emptied the factory during the Reporting Period and in October 2021, a contract agreement on asset disposal (acquisition) regarding exiting enterprise was signed, therefore the company's data during the Reporting Period will be significantly different from that of 2020. In addition, the Group is in the process of constructing a new plant for Lanzhou Dawnrays Pharmaceutical Co., Ltd. ("Lanzhou Dawnrays Pharma"). After its new plant is officially put into use, it may affect the reporting scope and data of the Group's ESG Report. The details are set out in the 2021 Annual Report of the Group. Any changes to the reporting scope will be explained in detail in future ESG reports.

The performance of the above-mentioned businesses in various areas of ESG matters during the Reporting Period has been disclosed in the Report in accordance with the ESG Reporting Guide. We will continue to expand the scope of disclosure in the future as the data collection system of the Group becomes more mature and the sustainable development is deepened.

報告範圍

於報告期間，本集團直接或間接全資擁有九間附屬公司。基於本集團垂直綜合的業務模式和附屬公司的功能，本報告僅包含本集團下述四間全資附屬的生產基地，其生產基地皆為本集團主要產能和收入來源，收入佔比約99.62%。二零二一年報告範圍與本集團二零二零年ESG報告所涵蓋的報告範圍大致相同：

1. 蘇州東瑞製藥有限公司(「蘇州東瑞製藥」) — 負責開發、生產及銷售醫藥產品。
2. 蘇州東瑞醫藥科技有限公司(「蘇州東瑞醫藥科技」) — 負責生產及銷售醫藥中間體。
3. 東瑞(南通)醫藥科技有限公司(「東瑞(南通)醫藥科技」) — 負責生產及銷售醫藥中間體。
4. 福建東瑞製藥有限公司(「福建東瑞製藥」) — 負責開發、生產及銷售醫藥產品。

於報告期間，蘇州東瑞醫藥科技已於二零二一年七月出售65%股權予第三方，故該公司於二零二一年八月其後之數據不會涵蓋於本報告中。另外，東瑞(南通)醫藥科技已於二零二一年一月起停止生產，於報告期間只作清空廠房工作，並於二零二一年十月簽署退出企業資產處置(收購)合同協議，因此該公司於報告期間之數據會與二零二零年數據有較大的差異。此外，本集團正為蘭州東瑞製藥有限公司(「蘭州東瑞製藥」)進行新廠區建設工程，其新廠區正式投入使用後或將影響本集團ESG報告的匯報範圍及數據。有關詳情已載錄於本集團二零二一年報。針對報告範圍的任何變更，本集團將在未來之ESG報告中作出詳細解釋。

本報告已按ESG報告指引要求披露了上述業務於報告期間在ESG事宜各範疇之表現。待本集團之資料收集系統更趨成熟，以及可持續發展工作深化之後，我們將於未來繼續擴大披露範圍。

The Group understands that all stakeholders have different expectations and requirements to the Group. We wish to establish open, transparent and effective communication channels with our stakeholders to understand each other's needs. Our goal is to gain a balance between the business development and meeting the requirements of stakeholders so as to achieve a balanced and satisfactory result. In order to understand stakeholders' concerns regarding the Group's business as well as ESG issues, we collect their opinions through questionnaires.

The Group identifies external and internal stakeholders in accordance with prevailing criteria of measuring the influence, relevance and importance of different people or organizations on the operations of the Group. Communicating with external stakeholders such as customers, suppliers, shareholders and investors, government and regulators, community and environment and banks can deepen their understanding of the Group's efforts in ESG. For internal stakeholders, the Group deepens employees' and directors' understanding on relevant areas through various forms of functions. The following are the stakeholders, expectations and communication channels identified by the Group:

本集團明白各方面的持份者對本集團的期望及要求各有不同，我們期望與本集團持份者建立公開、透明以及有效溝通渠道，以了解彼此的需求；我們的目標是兼顧業務發展同時，能滿足持份者的要求，以取得平衡及美滿的結果。為了解持份者對於本集團業務以及ESG等範疇的關注事項，我們透過問卷收集他們的意見。

本集團根據有關通行準則衡量不同持份者對本集團營運的影響力、相關程度和重要性，識別出外部及內部持份者。外部持份者如客戶、供應商、股東及投資者、政府及監管機構、社區與環境和銀行等進行溝通能加深他們對本集團在ESG方面工作的認識。對於內部持份者僱員及董事而言，本集團透過不同形式的活動加深企業人員對有關範疇的認識。以下為本集團已識別出的持份者、期望及溝通管道：

Stakeholders 持份者	Expectations 期望	Communication channels 溝通管道
Internal Stakeholders 內部持份者		
<ul style="list-style-type: none"> Employees 僱員 	<ul style="list-style-type: none"> Career development opportunities Remuneration and benefits Working environment 事業發展機會 薪酬與福利 工作環境 	<ul style="list-style-type: none"> Employee performance appraisal Cultural and sports events Training, seminars and briefings 員工績效考核 文化及體育活動 培訓、研討會和簡介會
<ul style="list-style-type: none"> Directors 董事 	<ul style="list-style-type: none"> Safeguard the rights and interests of employees Financial performance Corporate sustainability Healthy and safe working environment Product innovation 維護員工權益 財務業績 企業可持續發展 健康安全工作環境 產品創新 	<ul style="list-style-type: none"> Annual general meetings and other general meetings Financial reports The Group's website, email and telephone The management's work reports The Group's announcements and notices 股東週年大會及其他股東大會 財務報告 本集團網頁、電郵及電話 管理層工作報告 本集團公告及通知

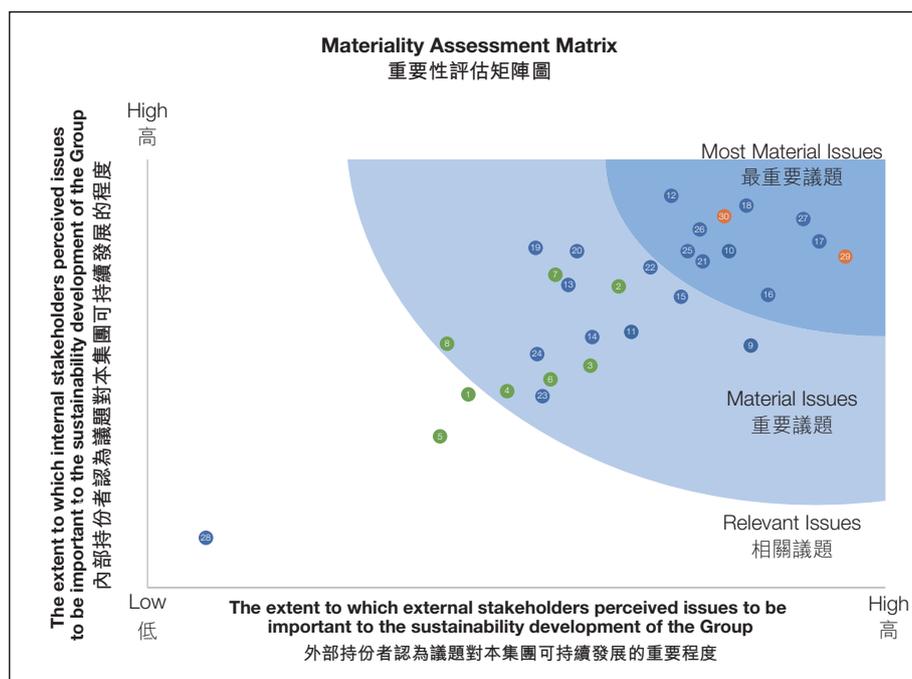
Stakeholders Engagement

持份者參與

Stakeholders 持份者	Expectations 期望	Communication channels 溝通管道
External Stakeholders 外部持份者		
• Customers 客戶	<ul style="list-style-type: none">– Stable relationship– Product quality– Protect customer privacy– Business integrity and ethics– 穩定關係– 產品質量– 保障客戶私隱– 商業誠信與道德	<ul style="list-style-type: none">– Customer support hotline and email– Telephone– 客戶支援熱綫和電郵– 電話
• Suppliers 供應商	<ul style="list-style-type: none">– Long term collaboration– 長期合作關係	<ul style="list-style-type: none">– Business meetings, emails and phone calls– 商務會議、電郵和電話
• Shareholders and Investors 股東及投資者	<ul style="list-style-type: none">– Compliant operation– Information transparency– Protection of rights and interests and fair treatment of shareholders– Return on investment– 合規經營– 信息透明度– 保障權益及股東公平待遇– 投資回報	<ul style="list-style-type: none">– Annual general meetings and other general meetings– Financial reports– The Group's website, email and telephone– The Group's announcements and notices– 股東週年大會及其他股東大會– 財務報告– 本集團網頁、電郵及電話– 本集團公告及通知
• Government and Regulators 政府及監管機構	<ul style="list-style-type: none">– Compliance with regulations– 法規遵守	<ul style="list-style-type: none">– Field visits– 實地考察
• Community and Environment 社區與環境	<ul style="list-style-type: none">– Give back to society– Health and safety– Environmental protection– 回饋社會– 健康與安全– 環境保護	<ul style="list-style-type: none">– Media– 媒體
• Banks 銀行	<ul style="list-style-type: none">– Financial performance– Compliance with laws and regulations– Integrity management– 財務業績– 遵守法律法規– 誠信經營	<ul style="list-style-type: none">– Information disclosure– Annual reports, interim reports and announcements– Field visits, interviews– 資料披露– 年報、中期報告及公告– 實地考察、訪談

To better understand the opinions and expectations of stakeholders on the Group's ESG performance, a systematic approach has been adopted to conduct annual materiality assessments. With reference to the Group's business development strategies and industry practices, the Group identified and confirmed the list of material ESG issues and has compiled a questionnaire according to the list. Internal and external stakeholders were invited to rate the material issues regarding the Group's sustainable development. The Group analyzed the results of the questionnaire and compiled a materiality assessment matrix. The materiality assessment matrix and identified material issues have been reviewed and confirmed by the Board and the Working Group and are disclosed in the Report. During the Reporting Period, the Group's materiality assessment matrix is as follows:

為更有效瞭解持份者對本集團之ESG表現的意見及期望，我們採用有系統的方法進行年度重要性評估工作。本集團參考本集團業務發展策略及行業慣例，識別並確認重大ESG議題清單，並按照清單編制問卷調查。本集團已邀請內部及外部持份者對本集團可持續發展的重大議題進行評級。本集團就問卷調查結果進行分析並編制重要性評估矩陣圖。重要性評估矩陣圖及已識別的重大議題會經由董事會及工作組審閱及確認，並於本報告作出披露。於報告期間，本集團的重要性評估矩陣圖如下：



Environmental
環境

Social
社會

Governance
管治

Aspect	Issues
Environmental	1. Greenhouse gas ("GHG") and exhaust gas emissions management
	2. Waste and wastewater management
	3. Energy consumption
	4. Water consumption
	5. Packaging materials consumption
	6. Protective measures of natural ecological environment
	7. Environmental impact of construction project
	8. Response to climate change

範疇	議題
環境	1. 溫室氣體(「溫室氣體」)及廢氣排放管理
	2. 廢棄物與廢水管理
	3. 能源消耗
	4. 水資源消耗
	5. 包裝物消耗
	6. 自然生態環境的保護措施
	7. 建設項目的環境影響
	8. 應對氣候變化

重要性評估

Aspect	Issues	
Social	9. Employee remuneration and welfare	
	10. Employee communication and labour rights	
	11. Equal opportunity, diversification and anti-discrimination	
	12. Occupational health and safety	
	13. Employee training and development	
	14. Prevention of child labour and forced labour	
	15. Supply chain management	
	16. Sustainable raw material sourcing	
	17. Product quality and safety	
	18. Product R&D and innovation	
	19. Product pricing	
	20. Customer service	
	21. Product patent protection and management	
	22. Product labeling	
	23. Customer privacy protection	
	24. Marketing and publicity	
	25. Integrity operation and code of ethics	
	26. Anti-corruption policies and measures	
	27. Compliant operation	
	28. Community investment	
	Governance	29. Sustainable business development
		30. Corporate governance

範疇	議題	
社會	9. 員工薪酬與福利	
	10. 員工溝通與勞動權益	
	11. 平等機會、多元化與反歧視	
	12. 職業健康與安全	
	13. 員工培訓與發展	
	14. 防止童工與強制勞工	
	15. 供應鏈管理	
	16. 可持續原料採購	
	17. 產品質量與安全	
	18. 產品研發與創新	
	19. 產品訂價	
	20. 客戶服務	
	21. 產品之專利保護及管理	
	22. 產品標籤	
	23. 顧客隱私保護	
	24. 市場推廣與宣傳	
	25. 誠信經營與道德守則	
	26. 反貪污政策及措施	
	27. 合規運營	
	28. 社區投資	
	管治	29. 業務可持續發展
		30. 企業管治

During the Reporting Period, the Group confirmed that it had established appropriate and effective management policies and monitoring systems for ESG matters and that the disclosures met the requirements of the ESG Reporting Guide.

CONTACT US

The Group welcomes stakeholders' valuable opinions about ESG aspects to help the Group improve. Please contact the Group by following means.

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338 Hennessy Road, Wan Chai, Hong Kong

Telephone: 852-21119708

Email: info@dawnrays.com.hk

Website: www.dawnrays.com

於報告期間，本集團確認已就 ESG 事宜設立合適及有效的管理政策及監控系統，並確認所披露內容符合 ESG 報告指引的要求。

與我們聯絡

本集團歡迎各持份者就 ESG 方面提供寶貴意見，以助本集團作出改善，請透過以下方式與本集團聯絡。

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A1. EMISSIONS

The Group is convinced that enterprise must pay attention to environmental protection during its pursuing business development. Only co-existing with the environment and ecology friendly can we achieve sustained economic and social development and ensure that future generations can continue to enjoy better living standards than now. Therefore, the Group actively understands the importance of environmental protection for the sustainable and stable development of the Group, taking into account of the impact on the environment when making business decisions, establishes Energy Management Procedures and implements various energy and environmental protection measures. The Group strives to improve product quality, meanwhile, seeks to achieve the best balance between company efficiency and environmental protection, and devotes to becoming an enterprise with low energy and resource consumption, low pollutant emissions, resource conservation, and environmental protection.

Through the establishment of an environmental management system, the Group promoted the applicable energy improvement and clean production plans, used resources more efficiently, reduced the generation of waste and pollution, and reduced the risk of environmental accidents. Meanwhile, the Group implemented its environmental protection guidelines in accordance with national and regional laws and regulations and identified various environmental factors, and formulated response methods such as Exhaust Gas Management Procedures, Wastewater Management Procedures, Waste Management Procedures, etc. to strengthen the compliance management of exhaust gas, wastewater, waste residue, and to classify and manage emissions and wastes generated from daily production and office work, so as to fulfil its responsibility to environmental sustainability.

The Group has a Health, Safety and Environmental Protection Department responsible for handling the in-house relevant issues about occupational safety and environmental protection. Each production department sets energy targets annually and collects data for analysis each month. The production plants have installed on-line monitoring systems for wastewater, which cooperate with the government's monitoring of emissions data. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 14001 Environmental Management System certification authentication issued by a third-party verified institution, and reports energy consumption to the GHG emissions direct reporting system of key enterprises in the province regularly. Suzhou Dawnrays Pharma built photovoltaic power generation parking lots and outdoor photovoltaic streetlights inside the factory during the Reporting Period.

A1. 排放物

本集團深信企業追求業務發展同時必須關注環境保護，唯有與環境生態的友好共存，才能達到經濟社會的可持續性發展，確保未來世代能持續享受不低於現代的生活水平。因此，本集團積極深入了解環境保護對本集團持續穩定發展的重要性，主動考慮業務決定對環境的影響，設立《能源管理程序》，實行各項能源和環境保護措施，力求在提高產品質量的同時在公司效益及環境保護之間取得最佳平衡，致力成為能源資源消耗少、污染物排放低、節約資源及保護環境的企業。

本集團通過環境管理體系的建立，推動適用於本集團的能源改善和清潔生產計劃，更有效使用資源，減少產生廢物及污染，降低環境事故風險。同時，本集團按照國家及地區法律法規執行環境保護方針以及已識別出各項環境因素，並制定應對方法如《廢氣管理程序》、《廢水管理程序》和《廢棄物管理程序》等強化對廢氣、廢水及廢渣的合規性管理，及對日常生產及辦公產生的廢棄物和垃圾進行分類管理，以為可持續環境恪盡本分。

本集團設有健康安全環保部負責處理本集團內有關職業安全及環保事項。各生產部門每年設定能源指標，每月收集數據進行分析。生產廠房已安裝廢水在線監察系統，配合政府對排放數據監察。蘇州東瑞製藥、福建東瑞製藥已通過經由第三方審核機構頒發的ISO 14001環境管理系統認證，並定期向省重點企業溫室氣體排放直報系統填報能源使用情況。蘇州東瑞製藥在報告期間在廠區進行光伏發電停車場及室外光伏路燈建設。

A. Environmental

A. 環境

The Group pays close attention to and strictly follows national environmental laws and regulations, including but not limited to the requirements of the Environmental Protection Law of China, the Environmental Protection Tax Law of China, the Law of China on Prevention and Control of Water Pollution, the Law of China on Prevention and Control of Atmospheric Pollution and the Law of China on Prevention and Control of Environmental Pollution by Solid Waste. During the Reporting Period, the Group had no material violations of relevant local environmental laws and regulations due to GHG and exhaust gas emissions, wastewater, hazardous and non-hazardous waste emissions.

GHG AND EXHAUST GAS EMISSIONS MANAGEMENT

GHG emissions data is an important KPI on environmental performance. Reducing GHG emissions is one of the long-term goals of the Group. The Group's GHG emissions is mainly generated from electricity and steam used in production, and secondarily from fugitive emission sources, diesel and petrol consumption by vehicles and forklifts, as well as the use of natural gas and acetylene. The Group will proactively follow the national policy of "reaching the carbon peak by 2030 and carbon neutrality by 2060", strictly implement and actively respond to the government's emission reduction plans and strive to complete the carbon peak and emission reduction tasks within the target period.

The Group's exhaust gas emissions has been strictly monitored in accordance with the Exhaust Gas Management Procedures. In order to reduce emissions from the fuel combustion, the Group is committed to the construction and promotion of an energy management system, to accurately grasp the status of energy use, and allocate resources to purchase energy-efficient products and service to reduce pollution caused by exhaust gas emissions. In addition, the Group will also adjust the energy structure in the regions where each subsidiary is located and strengthen the control of emission sources at the root. Taking 2021 as the base year, the Group will gradually reduce the emissions intensity of exhaust gas in the next five years.

Due to the Group's strict control over its GHG emissions, the total GHG emissions intensity within the reporting scope in 2021 remained similar to that in 2020.

In addition, the total mileage of various types of vehicles within the reporting scope was approximately 337,122 kilometers (2020: 439,650 kilometers). Affected by the COVID-19 pandemic (the "Pandemic"), the Group's business and administrative activities were reduced during the Reporting Period. As a result, the total vehicle mileage has decreased by approximately 23% compared with 2020, and its waste emissions have also decreased compared with 2020.

本集團密切留意並嚴格遵循國家環境法律及法規，包括但不限於中國的《中華人民共和國環境保護法》、《中華人民共和國環境保護稅法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》及《中華人民共和國固體廢物污染環境防治法》所載的要求。於報告期間，本集團並無因溫室氣體及廢氣排放、廢水、有害及無害廢棄物排放而有任何違反當地相關環境法律法規的重大事宜。

溫室氣體及廢氣排放管理

溫室氣體排放數據是環境表現的重要關鍵績效指標。減少溫室氣體排放是本集團的長遠目標之一。本集團的溫室氣體排放主要因生產時的用電及蒸汽，其次由逸散排放源、汽車及叉車的柴油及汽油消耗、天然氣及乙炔使用產生。本集團將積極配合「二零三零年碳達峰、二零六零年碳中和」的國家政策，嚴格執行及積極響應配合實現政府的減排計劃目標，力爭於目標期內完成碳達峰及減排任務。

本集團的廢氣排放已按照《廢氣管理程序》嚴格監察。為減少燃燒燃油時的排放，本集團致力於能源管理系統的建設和推動，確實掌握能源使用狀況，調配資源採購具備能源效率的產品和服務，以減少廢氣排放造成污染。另外，本集團亦會隨著各附屬公司所在地區能源結構進行調整，加強從源頭上控制排放源。以二零二一年作基準年，本集團將在未來五年逐步降低廢氣排放密度。

基於本集團嚴格地控制其溫室氣體排放，二零二一年報告範圍內的溫室氣體排放總量密度與二零二零年維持相近水平。

另外，報告範圍內各類型車輛行駛里程總數約337,122公里（二零二零年：439,650公里），受到新型冠狀病毒疫情（「疫情」）所影響，本集團於報告期間的商務、行政活動都有所減少，因此車輛行駛里程總數比二零二零年下降約23%，其廢棄排放量亦較二零二零年有所減少。

The GHG and exhaust gas emissions data performance within the reporting scope is summarized below:

報告範圍內的溫室氣體及廢氣排放數據表現概述如下：

	Unit 單位	2021 二零二一年	2020 二零二零年
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範圍一)	tonnes of carbon dioxide equivalent 噸二氧化碳當量	565	666
Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放(範圍二)	tonnes of carbon dioxide equivalent 噸二氧化碳當量	31,871	35,237
Total GHG emissions (Scope 1 and 2)¹ 溫室氣體排放總量(範圍一及二) ¹	tonnes of carbon dioxide equivalent 噸二氧化碳當量	32,436	35,903
Intensity of total GHG emissions 溫室氣體排放總量密度	tonnes of carbon dioxide equivalent/ output value 10,000 yuan² 噸二氧化碳當量/萬元產值²	0.25	0.25
Nitrogen oxides (NOx) ³ 氮氧化物 ³	gram 克	419,571	592,496
Sulphur oxides (SOx) ³ 硫氧化物 ³	gram 克	822	1,077
Particulate matter (PM) ³ 顆粒物 ³	gram 克	39,315	55,149

Remarks:

備註：

- The calculation methodology of GHG emissions is based on How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs issued by the HKEX, and Emission Reduction Projects 2019: Baseline Emission Factors for Regional Power Grids in China issued by the Ministry of Ecology and Environment of China, Greenhouse Gas Accounting Tool for Chinese Cities issued by the World Resources Institute, 2006 IPCC Guidelines for National Greenhouse Gas Inventories issued by the Intergovernmental Panel on Climate Change ("IPCC") and IPCC Fifth Assessment Report.
 - The output value 10,000 yuan listed in the Report refers to the output value of RMB10,000, which is calculated under the calculation methodology of gross industrial output value required by the National Bureau of Statistics of China. During the Reporting Period, output value within the reporting scope was approximately RMB1,320.79 million (2020: approximately RMB1,413.28 million), and the data is also used to calculate other intensity data.
 - The calculation methodology of exhaust gas emissions is based on the How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs issued by the HKEX; nitrogen oxides (NOx), sulphur oxides (SOx) and particulate matter (PM) emissions are calculated based on stationary combustion sources and vehicle fuels.
- 溫室氣體排放計算方法是參考聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》，中華人民共和國生態環境部發佈的2019年《減排項目中國區域電網基準線排放因子》，世界資源研究所發佈的《城市溫室氣體核算工具指南》，政府間氣候變化專門委員會（「IPCC」）發佈的《二零零六年IPCC國家溫室氣體列表指南》及《IPCC第五次評估報告》。
 - 本報告列示之萬元產值指人民幣10,000元之產值，乃按照中國國家統計局要求的工業總產值計算方法計算。於報告期間，報告範圍內的產值為約人民幣132,079萬元（二零二零年：約人民幣141,328萬元），此數據亦會用作計算其他密度數據。
 - 廢氣排放計算方法是參考聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》；氮氧化物(NOx)、硫氧化物(SOx)及顆粒物(PM)排放量是按固定燃燒源及汽車燃料計算。

A. Environmental

A. 環境

WASTEWATER MANAGEMENT

As a chemical and pharmaceutical company, water is an indispensable resource in the Group's production process. The Group understands that if chemical solutions dissolve into rivers or seawater, it will have an impact on the ecological environment. Therefore, the Group has formulated the Wastewater Management Procedures, which stipulates that the industrial wastewater generated during the production process can only be discharged after the chemical substances are treated by the wastewater treatment system. In addition, all factories are equipped with monitoring devices for real-time monitoring of emissions by government departments and set up online monitoring of pollution sources to ensure that industrial wastewater discharges continue to meet relevant standards. The Group reviews the operating efficiency and status of the system from time to time, and carries out necessary renovation and repair in due course, and also regularly invites third parties to conduct inspections every year.

The industrial wastewater discharged intensity within the reporting scope in 2021 increased by approximately 14% compared with 2020, which was mainly due to the decline in output value, and the output value was subject to fluctuations in market prices, therefore, the industrial wastewater discharged intensity also changed during the Reporting Period.

The industrial wastewater data performance within the reporting scope is summarized below:

	Unit 單位	2021 二零二一年	2020 二零二零年
Industrial wastewater discharged 工業廢水排放量	cubic meter 立方米	489,930	459,063
Intensity of industrial wastewater discharged 工業廢水排放量密度	cubic meter/output value 10,000 yuan 立方米／萬元產值	3.71	3.25

廢水管理

作為化學製藥企業，水為本集團生產過程中不可或缺的資源。本集團深明化學性溶液若溶入河流或海水會對生態環境造成影響，因此本集團已制定《廢水管理程序》列明製作過程產生的工業廢水均需由廢水處理系統處理各種化學物質後方可排放。所有廠房亦安裝了由政府部門即時監測排放的監測儀和設置污染源線上監控，保證工業廢水排放持續達標。本集團將不時檢討系統的運行效率和狀況，並於適時進行必要的改造修繕工程，每年亦會定期邀請第三方進行檢測。

二零二一年報告範圍內的工業廢水排放量密度較二零二零年上升約14%，其升幅主要源於產值的下降所影響，而產值亦會受市場價格波動而變更，因而報告期間的工業廢水排放量密度亦有所變動。

報告範圍內的工業廢水數據表現概述如下：

WASTE MANAGEMENT

Proper disposal of waste can help reduce the impact on the environment and ecology. The Group has established Waste Management Procedures and Waste Packaging Materials Disposal Management Regulations in accordance with the National Catalogue of Hazardous Wastes to classify wastes, and strictly control the waste treatment and disposal processes to ensure that the Group's wastes are under effective management and disposal. In addition, the Group has also established the cleaner production evaluation system and implemented an energy saving and consumption reduction mechanism to reduce waste generation. In terms of product process design, the Group, if feasible, prioritizes non-toxic or easily degradable raw materials to reduce the burden on the environment. Wastes are classified into hazardous waste (including distillation residues, activated carbon, sludge, waste engine oil and contaminated powder packaging, etc.) and non-hazardous waste (including recyclable wastes, household wastes, construction and kitchen wastes, etc.). Different types of waste are collected and processed through various departments of the Group, and suitable classified storage places are arranged for temporary store of wastes. Hazardous waste is properly packaged and stored in designated storage areas and are handled by qualified contractors in due course.

Hazardous waste

During the Reporting Period, the intensity of total hazardous waste within the reporting scope increased significantly compared with 2020, mainly because a large amount of hazardous waste remained in the centralized treatment system due to the decommissioning and dismantlement of Dawnrays (Nantong) Pharma Science and Tech during the Reporting Period. Therefore, the intensity of total hazardous waste increased significantly. In order to further reduce the Group's emission of hazardous waste, taking 2021 as the base year, the Group will gradually reduce the intensity of hazardous waste in the next five years, so as to reduce the impact of production on the environment.

廢棄物管理

妥善處理廢棄物能有助減低對環境及生態的影響。本集團根據《國家危險廢物名錄》建立了《廢棄物管理程序》和《廢棄包材處置管理規程》為廢棄物進行分類，並嚴格管控廢棄物處理及處置等流程，確保本集團的廢棄物得到有效的管理和處置。另外，本集團亦建立了清潔生產評估管理的制度及實行節能降耗機制，以減少廢棄物產生。在產品工藝設計上，本集團在可行的情況下優先考慮選用無毒或易降解的原材料，減少對環境負擔。廢棄物分為有害廢棄物（包括蒸餾殘渣、活性碳、污泥、廢機油和沾染藥粉包裝物等）及無害廢棄物（包括可回收垃圾、生活垃圾、建築和餐廚垃圾等），本集團透過各部門對不同類型的廢棄物進行收集和處理，並配置合適的分類貯存場所暫存廢棄物。有害廢棄物均妥善封裝存放於指定貯存區，適時由合格承辦商處理。

有害廢棄物

於報告期間，報告範圍內的有害廢棄物總量密度較二零二零年大幅增加，主要因為東瑞（南通）醫藥科技於報告期間做企業退役拆除，集中處理系統內殘留大量有害廢棄物，因而有害廢棄物總量密度大幅增加。為進一步減少本集團的有害廢棄物排放量，以二零二一年作基準年，本集團將在未來五年逐步降低有害廢棄物密度，以便於在生產上減少對環境的影響。

A. Environmental

A. 環境

The hazardous waste discharge data performance within the reporting scope is summarized below:

	Unit 單位	2021 二零二一年	2020 二零二零年
Total hazardous waste 有害廢棄物總量	tonnes 噸	1,566	689
Intensity of total hazardous waste 有害廢棄物總量密度	tonnes/output value 10,000 yuan 噸／萬元產值	0.012	0.005

Non-hazardous waste

Due to the Group's strict control over its non-hazardous waste discharge, the total non-hazardous waste intensity within the reporting scope in 2021 remained at a similar level to that in 2020. In order to further reduce non-hazardous waste discharge, the Group will carry out activities (such as seminars and item exchange activities) every year to raise employees' awareness of waste reduction.

The non-hazardous waste discharge data performance within the reporting scope is summarized below:

	Unit 單位	2021 二零二一年	2020 二零二零年
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	649	640
Intensity of total non-hazardous waste 無害廢棄物總量密度	tonnes/output value 10,000 yuan 噸／萬元產值	0.005	0.005

報告範圍內的有害廢棄物排放數據表現概述如下：

無害廢棄物

基於本集團嚴格地控制其無害廢棄物排放，二零二一年報告範圍內的無害廢棄物總量密度與二零二零年維持相近水平。為進一步減少無害廢棄物排放量，本集團將每年開展活動（例如講座和交換物品活動）以提高員工的減廢意識。

報告範圍內的無害廢棄物排放數據表現概述如下：

A2. USE OF RESOURCES

ENERGY CONSUMPTION

The Group mainly purchases electricity and steam for daily production. Energy consumption mainly includes electricity, steam, natural gas, diesel and petrol. In order to reduce energy consumption, the Group has formulated Energy Management Procedures, trying to control the consumption of various kinds of energy. Production department reduced the energy consumption of high-energy-consuming equipment by adopting frequency conversion control method during the production processes. Besides, because the air-conditioning system is a high-power-consumption facility, the office building has adopted summer air-conditioning temperature control and a certain percentage of return air to optimize air conditioning management. During 2020, Suzhou Dawnrays Pharma was awarded the title of “Energy Conservation and Emission Reduction Advanced Enterprise” by local government. To further reduce energy consumption, the Group will also organize annual activities (e.g. seminars) to raise staff awareness of energy conservation. Meanwhile, the Group has formulated the “Carbon Peak, Carbon Neutrality” Emission Reduction Management System, which stipulates the Group’s short-term and medium-to-long-term strategies for energy conservation and emission reduction.

The Group will continue to implement energy-saving transformation of the main energy-using systems by using new technologies, including heating systems, air-conditioning and ventilation systems, lighting systems, power transmission and distribution systems, water supply and drainage systems and elevator systems, to enhance the effectiveness of energy savings. According to the High Energy-consuming Backward Electromechanical Equipment (Products) Elimination Catalogue proposed by the Ministry of Industry and Information Technology of China, the Group will sort out the existing main energy-consuming equipment, accelerate the elimination of high energy-consuming backward electromechanical equipment (products), and continue to level up the energy efficiency of key energy-consuming equipment. Besides, the Group will strengthen the construction of energy management system, periodically track and record the energy usage of each subsidiary and provide countermeasures and deal with abnormal fluctuations in energy usage in a timely manner.

As the Group strictly controlled its total energy consumption, total energy consumption intensity within the reporting scope in 2021 remained at a similar level to that in 2020.

A2. 資源使用

能源消耗

本集團主要透過購買電力及蒸汽以進行日常生產，能源消耗中主要包括電力、蒸汽、天然氣、柴油及汽油的消耗。為減少能源消耗，本集團已制定《能源管理程序》，儘量控制各類資源的耗用量。生產部門亦於生產程序中採取變頻控制方式降低高能源消耗設備的能耗。另外，由於室內空調系統為高耗電量設施，因此辦公大樓亦已實施空調優化管理，實行夏日空調溫度控制及一定比例的回風。於二零二零年，蘇州東瑞製藥已獲當地政府頒發「節能減排先進企業」稱號。為進一步降低能源消耗，本集團將每年開展活動（例如講座）以提高員工的節能意識。同時，本集團制定了《「碳达峰、碳中和」減排管理制度》，規定本集團近期及中遠期的公司節能降耗及減排戰略。

本集團將持續利用新研發的技術做好主要用能系統的節能改造，包含供暖系統、空調通風系統、照明系統、變配電系統、給排水系統及電梯系統等，以加強節能有效性。本集團亦會根據工信部們提出之《高耗能落後機電設備（產品）淘汰目錄》，對現有的主要用能設備進行梳理，加快淘汰高耗能落後機電設備（產品），持續提升重點用能設備能效水平。除此之外，本集團將加強建設能源管理體系，週期性的對各附屬公司的能源使用情況進行跟蹤記錄，對能源使用的異常波動提供及時的應對措施並處理。

基於本集團嚴格地控制其能源總消耗量，二零二一年報告範圍內的能源總消耗量密度與二零二零年維持相近水平。

A. Environmental

A. 環境

The energy consumption data performance within the reporting scope is summarized below:

報告範圍內的能源消耗數據表現概述如下：

Energy Type ⁴ 能源種類 ⁴	Unit 單位	2021 二零二一年	2020 ⁵ 二零二零年 ⁵
Direct energy consumption 直接能源消耗	MWh 兆瓦時	624	837
Petrol 汽油	MWh 兆瓦時	289	361
Diesel 柴油	MWh 兆瓦時	255	356
Natural Gas 天然氣	MWh 兆瓦時	80	120
Indirect energy consumption 間接能源消耗	MWh 兆瓦時	27,385	28,816
Purchased electricity 外購電力	MWh 兆瓦時	26,833	28,143
Purchased steam 外購蒸汽	MWh 兆瓦時	552	673
Total energy consumption⁶ 能源總消耗量 ⁶	MWh 兆瓦時	28,009	29,653
Intensity of total energy consumption 能源總消耗量密度	MWh/Output value 10,000 yuan 兆瓦時／萬元產值	0.21	0.21

Remarks:

備註：

4. The unit conversion method of energy consumption data is formulated based on the Energy Statistics Manual issued by the International Energy Agency and the Guidelines on Accounting and Reporting of Corporate Greenhouse Gas Emissions — Power Generation Facilities in the National Environmental Protection Standard of the People's Republic of China issued by China. The purchased steam is the standard coal amount converted with reference to the General Principles for Calculation of the Comprehensive Energy Consumption published by the government of China.

4. 能源消耗數據的單位換算方法乃根據國際能源署所發佈之《能源數據手冊》及中國發佈的《中華人民共和國國家環境保護標準》之「企業溫室氣體排放核算方法與報告指南—發電設施」所制訂；外購蒸汽乃參照中國政府公佈的《綜合能耗計算通則》折算成的標煤量。

5. For consistency and ease of comparison, 2020 figures have been restated in MWh. The energy consumption figures for 2020 are as follows:

5. 為保持一致性及方便比較，已按兆瓦時為單位重列二零二零數據。以下為二零二零年的能源消耗數據：

- Petrol: 37,276 L
- Diesel: 33,280 L
- Natural Gas: 11,521 m³
- Purchased Steam: 4,790,604 kg

- 汽油：37,276 公升
- 柴油：33,280 公升
- 天然氣：11,521 立方米
- 外購蒸汽：4,790,604 公斤

The purchased steam is the standard coal amount converted with reference to the General Principles for Calculation of the Comprehensive Energy Consumption published by the government of China.

外購蒸汽乃參照中國政府公佈的《綜合能耗計算通則》折算成的標煤量。

6. According to the ESG Reporting Guide, refrigerants should not be included in energy consumption, therefore no refrigerant data was disclosed in energy consumption in 2021.

6. 根據 ESG 報告指引要求，製冷劑並不適用於能源消耗環節，因此二零二一年並無於能源消耗部分披露製冷劑數據。

WATER CONSUMPTION

The Group use water supplied by the water supply company, there is no problem with the sourcing of suitable water. The water is mainly used for production, testing and daily life of employees. In order to effectively use water, the Group has set up water saving management system in accordance with the Energy Management Procedures containing posting of water saving signage at workplaces and recycling cooling water to increase the efficiency of water resources. To reduce water consumption, the Group will also organize annual activities (e.g. seminars) to raise staff awareness of water conservation. The design concept of “Sponge City” was considered for the construction of Suzhou Dawnrays Pharma Shanfeng Road project, so that falling rainwater can quickly penetrate into the ground, reduce surface runoff, alleviate urban waterlogging, replenish groundwater, restore and control the urban ecological environment, thereby building a green, healthy and harmonious ecosystem.

The water consumption intensity within the reporting scope in 2021 increased by approximately 14% as compared to 2020. The increase was mainly due to the decline in output value, which was also subject to market price fluctuations, and therefore water consumption intensity also changed during the Reporting Period.

The water consumption data performance within the reporting scope is summarized below:

	Unit 單位	2021 二零二一年	2020 二零二零年
Total water consumption 水資源總消耗量	m ³ 立方米	621,535	585,090
Intensity of total water consumption 水資源總消耗量密度	m³/output value 10,000 yuan 立方米／萬元產值	4.71	4.14

水資源消耗

本集團採用自來水公司供應水源，於取用適用水源上不存在任何問題。其水源主要用於生產、試驗及員工日常生活。為有效使用水資源，本集團依據《能源管理程序》增加節約用水管理制度，包括於工作場所張貼節約用水標示牌以及冷卻水循環使用以增加水資源效益。為減少水資源消耗，本集團亦將每年開展活動(例如講座)以提高員工的節約用水意識。蘇州東瑞製藥善豐路項目建設已考慮到「海綿城市」設計理念，讓降落的雨水能快速滲透到地下，減少地表徑流，緩解城市內澇，補充地下水，修復和治理城市生態環境，構建綠色健康和諧的生態體系。

二零二一年報告範圍內的水資源消耗量密度較二零二零年上升約14%，其升幅主要源於產值的下降所影響，而產值亦會受市場價格波動而變更，因而報告期間的水資源消耗量密度亦有所變動。

報告範圍內的水資源消耗數據表現概述如下：

A. Environmental

A. 環境

PACKAGING MATERIALS CONSUMPTION

The Group is an integrated pharmaceutical enterprise. The industry chain contains intermediates, bulk medicines and finished drugs. The packaging patterns and materials for each series of products must be designed in accordance with national and industry standards, and customer requirements. The daily used packaging materials meet the requirements of the national Environmental Protection Department and the procurements are regularly centralized on a demand basis so as to reduce waste. Subject to compliance with laws and regulations and without prejudice to product quality, the Group's product packaging adopts a simple, environmentally-friendly packaging design to save materials.

The packaging materials consumption data performance within the reporting scope is summarized below:

Type of packaging material 包裝物料種類	Unit 單位	2021 二零二一年	2020 二零二零年
Paper 紙張	tonnes 噸	3,201	2,938
Plastic 塑膠	tonnes 噸	908	809
Metal 金屬	tonnes 噸	246	213
Other materials (glass/rubber product) 其他物料(玻璃/橡膠製品)	tonnes 噸	269	264
Total packaging materials consumption 包裝物料總消耗量	tonnes 噸	4,624	4,224
Intensity of total packaging materials consumption⁷ 包裝物料總消耗量密度 ⁷	tonnes/output value 10,000 yuan 噸/萬元產值	0.04	N/A 不適用

Remark:

7. Packaging materials consumption intensity has been disclosed since 2021, to comply with the requirements of HKEX ESG Reporting Guide.

包裝物消耗

本集團為綜合式製藥企業，產業鏈中包含中間體、原料藥和成藥。各系列產品的包裝模式和物料均必須按照國家和行業標準及客戶的要求制定。日常使用的包裝物料均滿足國家環保部門要求且定時按需求集中採購，減少浪費。於符合法律法規和不影響產品質量前提下，本集團產品包裝採用簡約的環保包裝設計，以節省材料。

報告範圍內的包裝物消耗數據表現概述如下：

備註：

7. 包裝物料消耗量密度已於二零二一年開始披露，以符合聯交所 ESG 報告指引之要求。

A3. THE ENVIRONMENT AND NATURAL RESOURCES

PROTECTIVE MEASURES OF NATURAL ECOLOGICAL ENVIRONMENT

The Group deeply knows that the Group's business involves the production of chemical bulk drugs and finished drugs, our operation process may have an impact on the environment and natural resources. Therefore, the Group has conducted special environmental risk assessment and preparation for the environment and natural resources, construction projects. The report has already included the identification of environmental risks, the analysis of environmental emergencies and their consequences, the analysis of gaps between existing environmental risk prevention and control and emergency measures, the implementation plan for improving environmental risk prevention and control and emergency measures, and the details of the enterprise's risk level of environmental emergencies, in order to strictly manage the Group's environment-related risks. In addition, Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the three system certification, as well as the qualification results of wastewater and waste gas test reports and strived to comply with relevant environmental protection laws and regulations and emission standards, and implement management systems to improve the utilization efficiency of various resources. The Group also continues to make efforts in improving its work under the basic requirements of safety, hygiene and environmental protection so as to avoid harm to the environment, employees and businesses caused by unsafe environment, behavior and facilities.

To successfully promote its working philosophy of safety, hygiene, and environmental protection, the Group not only needs to build a variety of related systems and allocate appropriate resources, but also needs cooperation from its staffs. The Group conducts environmental emergency management promotion and training each year, requires all departmental management personnel and employees to report the emergency situations affecting the environment. The Group also advocates the concept of green office and engages a professional team to green the offices and outdoor area of production plants. It's our expectation to create a comfortable working environment for its employees and enhance the benefits.

A3. 環境及天然資源

自然生態環境的保護措施

本集團深明本集團業務涉及化學原料藥和成品藥生產，營運過程中可能對環境及天然資源造成影響，因此，本集團特別為環境及天然資源，建設項目進行環境風險評估及編制。該報告已包括環境風險識別、突發環境事件及其後果分析、現有環境風險防控和應急措施差距分析、完善環境風險防控和應急措施的實施計劃及企業突發環境事件風險等級的詳細內容，以嚴格管理本集團環境相關的風險。另外，蘇州東瑞製藥、福建東瑞製藥亦已獲得三體系證書及取得廢水、廢氣檢測報告達標的結果，著力遵守有關環保法律法規及排放標準，並執行各種管理制度提升各類資源使用效率。本集團亦以安全、衛生和環保為基本要求，持續努力改善有關工作，力求避免不安全環境、行為及設施造成對環境、僱員及企業的危害。

本集團要成功推動安全、衛生和環保的工作理念，除了努力建設各種相關制度並配置適當資源外，同時亦需要員工配合。本集團每年進行環境应急管理宣傳和培訓，要求各部門管理人員及員工對環境有影響的突發情況作出匯報。本集團亦倡導綠色辦公理念，聘請專業的團隊為辦公室及生產廠房室外範圍進行綠化，期望為員工帶來舒適的工作環境，以提升工作效益。

A. Environmental

A. 環境

A4. CLIMATE CHANGE

RESPONSE TO CLIMATE CHANGE

The escalating risks and challenges posed by climate change to the global economy may also have a negative impact on the Group's business. Therefore, the Group understands the importance of identifying and mitigating any significant impacts of climate change. In accordance with the international advice from the Task Force on Climate-Related Financial Disclosures ("TCFD") established by the Financial Stability Board, the management of the Group has assessed and identified climate-related risks and corresponding opportunities that have an impact on the Group's business. Based on the assessment results, the Group has incorporated climate risk into its internal control procedures and has established an environmental risk assessment mechanism to manage and review climate-related risks and seize relevant opportunities. The climate-related risks the Group identified, and the corresponding management measures are as follows with reference to the risks classification of TCFD:

Physical risks

The gradual increase in the frequency and severity of extreme weather events such as extreme cold or extreme heat, storms, rainstorms and typhoons may increase the risk of power shortages and disrupt the supply chain, as well as the operations of the Group's production bases, thus resulting in revenue decline and increasing the cost for repairing or restoring damaged sites. These incidents may also hinder employees from working and even cause casualties. The Group has taken countermeasures to formulate the Emergency Plan for Production Safety Accidents, the Emergency Plan for Typhoon Prevention and Flood Prevention and the Emergency Plan for Environmental Emergencies to reduce or avoid losses when extreme weather affects the Group's business premises, and the emergency plans will be updated every three years to ensure their effectiveness. The Group will identify these risks and give priority to the risks with serious impact so that preventive measures can be taken immediately. Meanwhile, the Group will study the likelihood of changing business models to reduce or avoid such serious impacts on business operations.

A4. 氣候變化

應對氣候變化

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。根據金融穩定委員會成立的氣候相關財務信息披露工作組（「TCFD」）的國際建議，本集團管理層已評估並認識到對本集團業務有所影響的氣候相關風險及相應的機遇。本集團已根據評估結果，將氣候風險納入內部控制程序，並已建立環境風險評估機制以管理和審查氣候相關風險及把握相關機遇。參照TCFD的風險分類，本集團已識別的氣候相關風險及相應的管理措施如下：

實體風險

極寒或極熱、風暴、暴雨及颱風等極端天氣事件的頻率及嚴重程度逐漸增加，可能會增加電力短缺的風險及中斷供應鏈，並使本集團生產基地的營運中斷而導致收入減少，也會使修復或恢復受損地點的成本增加。這些事件亦可能會阻礙員工工作，甚至造成人命傷亡。作為應對措施，本集團制定了《生產安全事故應急預案》、《防颱防汛應急預案》以及《突發環境事件應急預案》，以在極端天氣影響本集團經營場所時減少或避免損失，且應急預案每三年將進行一次更新，確保預案有效性。本集團將識別該等風險，並優先考慮具有嚴重影響的風險，以便於第一時間採取預防措施。同時，本集團將研究改變業務模式的可能性，以減少或避免這些對業務營運的嚴重影響。

Transition risks

In order to achieve sustainable development, local governments have successively enacted climate-related laws or tightened regulations to support the global decarbonization vision. The tightening measures such as higher taxes may affect business operations and promote green business operations in various ways. In response to climate change, China has set a strong and powerful goal of “Reaching the carbon peak by 2030 and Carbon neutrality by 2060”, which clearly depicts a blueprint and direction for China to move towards a low-carbon life. The Group will cooperate with the government of China decision-making and deployment, follow the green and low-carbon development path, and actively explore, improve and add environmental protection elements in operations and future development plans, including but not limited to the production process and drug packaging, to contribute to the low-carbon development of China.

In addition, the HKEX also requires listed companies to strengthen climate-related disclosures in ESG reports, which may increase related compliance costs. Failure to meet climate change compliance requirements may expose the Group to the risk of claims and litigation, which may result in a decline of corporate reputation. The Group will regularly monitor existing and emerging trends, policies and regulations related to climate change to avoid reputational risk due to slow response. Besides, in order to reduce the Group’s impact on the environment and meet the requirements of the HKEX, the Group has set targets to reduce energy consumption and GHG emissions. The Group will continue to evaluate the effectiveness of its actions on climate change and enhance its ability to address climate-related issues.

轉型風險

為實現可持續發展，各地政府相繼制訂氣候相關法律或收緊法規，以支持全球脫碳願景。其收緊措施例如加強稅收都可能影響企業營運，以不同方式促進各企業邁向綠色經營。我國為應對氣候變化作出了「二零三零年碳達峰、二零六零年碳中和」強而有力的目標，鮮明地繪畫了中國邁向低碳生活的藍圖和方向。本集團將配合其決策部署，依循綠色低碳發展路徑，積極在營運和未來發展計劃包括但不限於製造藥物過程及包裝等方面探索、改進及加入環保元素，為我國低碳發展作出貢獻。

除此之外，聯交所亦要求上市公司在ESG報告中加強與氣候相關的披露，相關合規成本可能會因而增加。如未能滿足氣候變化的合規要求，本集團可能會面臨索賠和訴訟風險，使企業聲譽可能下降。本集團將會定期監測與氣候變化有關的現有及新興趨勢、政策及法規，以避免因反應遲緩而導致的聲譽風險。此外，為減少本集團對環境的影響及符合聯交所的要求，本集團已制定減少能源消耗和溫室氣體排放的目標。本集團將繼續評估本集團應對氣候變化行動的有效性，並增強其應對氣候相關問題的能力。

B. Social

B. 社會

B1. EMPLOYMENT

Employees are corporate stakeholders and executors who achieve business goals. The development of enterprise is closely related to the competence, skills, and team spirit of the employees. The continuous hard work of our employees has created the Group's achievements today. The Group always cares for talents, advocates team work spirit of unity, collaboration, and efficiency, interpersonal relationships with tolerance, understanding and harmonious. The Group builds a career platform with diversity of communicative, harmonious, safe and healthy and work environment for employees with a target to become a high-quality professional team aiming to bring safe and effective drugs for society.

The Group has complied with all laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other treatment and benefits, including but not limited to the Labour Law of China and the Labour Contract Law of China, etc. During the Reporting Period, the Group was not aware of any material violation of relevant local employment laws and regulations.

As of 31 December 2021, there were a total of 902 (2020: 979) employees within the Group's reporting scope, working location of all employees was China, number of employees classified by gender, employment type and age group are summarized below:

By Gender	按性別
Male	男性
Female	女性
By Employment Type	按僱傭類型
Full time	全職
Trainees	實習生
By Age Group ⁸	按年齡組別 ⁸
18–24 years old	18–24 歲
25–34 years old	25–34 歲
35–44 years old	35–44 歲
45–54 years old	45–54 歲
55–64 years old	55–64 歲
65 years old or above	65 歲或以上

Remark:

8. To ensure consistency and easy comparison, the number of employees distribution by age group in 2020 has been newly disclosed; the distribution by age group has been optimized.

B1. 僱傭

僱員是企業的持份者和實現業務目標的執行者。企業的發展與員工的才幹、技能和團隊精神息息相關。員工持續不斷的努力，為本集團創造了今天的成就。本集團一貫以人才為本，提倡團結、協作、高效的團隊精神、包容、理解和融洽的人際關係，為員工建設多元共融、和諧無間和安全健康的職業平台與工作環境，以成為一支高質素專業隊伍為目標，矢志為社會帶來安全有效的藥物。

本集團已遵守所有與薪酬及解僱、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法律法規，包括但不限於中國的《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。於報告期間，本集團並沒有發現任何違反當地相關僱傭法律及法規之重大事宜。

截至二零二一年十二月三十一日，本集團報告範圍內共有902名僱員（二零二零年：979名），全部僱員工作地點在中國，按性別、僱傭類型及年齡組別劃分的僱員人數概述如下：

	2021 (Employees) 二零二一年(人)	2020 (Employees) 二零二零年(人)	Percentage Change (%) 百分比變化 (%)
Male	500	565	-12
Female	402	414	-3
Full time	844	954	-12
Trainees	58	25	+132
18–24 years old	149	137	+9
25–34 years old	276	309	-11
35–44 years old	225	257	-12
45–54 years old	197	214	-8
55–64 years old	55	61	-10
65 years old or above	-	1	-100

備註：

8. 為確保一致性及方便比較，已新增披露二零二零年按年齡組別的分佈的僱員人數；已優化按年齡組別的分佈。

EMPLOYEE REMUNERATION, RECRUITMENT AND PROMOTION AND DISMISSAL

The employee remuneration system of the Group is formulated based on laws and regulations, responsibilities and duties, market trends, human resources supply and demand conditions and overall salary levels. Remuneration adjustments are subject to the performance of employees and results of the Group. The Group is also based on Employment Management Practice to ensure that the basic principles for hiring are open recruitment, equal competition and rigorous appraisal as well as merit priority. Promotion is based on the performance and ability of employees. To facilitate the long-term development of the company and cultivate talents for the society, the Group recruits in campus every year to provide opportunities for the younger generation and assist them in accumulating experience. During the Reporting Period, the Group had 58 trainees. Besides, Employee Manual and the Personnel Relationship Management Rules of the Group clearly list out the rewards and punishments and resignation management rules, which clearly regulate the handling of various kinds of employee demission and employment contracts.

During the Reporting Period, a total of 265 employees within the reporting scope left, with a total employee turnover rate⁹ of approximately 29%, data on turnover rate by gender and age group are summarized below:

		2021 (%) 二零二一年 (%)	2020 (%) ¹⁰ 二零二零年 (%) ¹⁰	Change in number of employee turnover 僱員流失 人數變化 (%)
By Gender¹¹	按性別¹¹			
Male	男性	31	20	+39
Female	女性	27	20	+35
By Age Group¹¹	按年齡組別¹¹			
18–24 years old	18–24 歲	46	40	+25
25–34 years old	25–34 歲	29	27	-5
35–44 years old	35–44 歲	24	11	+96
45–54 years old	45–54 歲	25	7	+257
55–64 years old	55–64 歲	20	21	-15
65 years old or above	65 歲或以上	-	-	-
By Geographical Region¹¹	按地區劃分¹¹			
China	中國	29	20	+37

Remarks:

- Total employee turnover ratio = number of employees left within the reporting scope during the Reporting Period/Total number of employees within the reporting scope as at 31 December 2021 * 100%.
- The employee turnover rate statistical method of 2020 has been optimized to comply with the requirement of ESG Reporting Guide.
- Employee turnover rate by category = number of employees who left by category within the reporting scope during the Reporting Period/ Total number of employees by category within the reporting scope as at 31 December 2021* 100%; the distribution by age group has been optimized.

員工薪酬、招聘及晉升及解僱

本集團之僱員薪酬系統設計是根據法律法規、職責、市場趨勢、人力資源供需狀況及總體薪資水平釐定，薪酬則是按照僱員工作表現及本集團業績進行調整。本集團亦依據《招聘管理規程》確保聘用的基本原則是公開招聘、平等競爭、嚴格考核及擇優錄用，並根據僱員工作表現及能力決定其晉升機會。為配合企業長遠發展並為社會培育人才，本集團每年在校園進行招聘，為年輕新一代提供機會和協助他們累積經驗。於報告期間，本集團共有 58 名實習生。除此之外，本集團的《員工手冊》和《人事關係管理規程》已清晰列明有關獎勵與懲戒和離職管理規定，明確規範員工各種離職和僱傭合約處理情況。

於報告期間，於報告範圍內一共有 265 僱員離職，總僱員流失比率⁹為約 29%，按性別及年齡組別劃分的流失率數據概述如下：

		2021 (%) 二零二一年 (%)	2020 (%) ¹⁰ 二零二零年 (%) ¹⁰	Change in number of employee turnover 僱員流失 人數變化 (%)
By Gender¹¹	按性別¹¹			
Male	男性	31	20	+39
Female	女性	27	20	+35
By Age Group¹¹	按年齡組別¹¹			
18–24 years old	18–24 歲	46	40	+25
25–34 years old	25–34 歲	29	27	-5
35–44 years old	35–44 歲	24	11	+96
45–54 years old	45–54 歲	25	7	+257
55–64 years old	55–64 歲	20	21	-15
65 years old or above	65 歲或以上	-	-	-
By Geographical Region¹¹	按地區劃分¹¹			
China	中國	29	20	+37

備註：

- 總僱員流失比率 = 於報告期間報告範圍內的離職僱員人數 / 截至二零二一年十二月三十一日於報告範圍內總僱員人數 * 100%。
- 已優化二零二零年僱員流失率統計方式，以符合 ESG 報告指引要求。
- 該類別流失率 = 該類別於報告期間報告範圍內的離職僱員人數 / 該類別截至二零二一年十二月三十一日於報告範圍內總僱員人數 * 100%；已優化按年齡組別的分佈。

WORKING HOURS, HOLIDAY AND WELFARE

The Group implements five work-day weeks and works overtime is not encouraged. If employees are required to work overtime if needed, the Group will compensate the employees in accordance with laws, regulations and internal regulations. In accordance with relevant national regulations and the Group's welfare policy, employees are entitled to various types of occupational and medical insurance, provident funds and paid holidays, etc. In addition, the benefits provided by the Group to its employees include free meals, annual body checks, shared transportation, dormitories and tourism.

EQUAL OPPORTUNITY, DIVERSIFICATION AND ANTI-DISCRIMINATION

As an equal opportunity employer, the Group ensures that all employees are treated fairly, commits to ensuring that employees will not suffer any form of discrimination and employees are entitled to complain and appeal. There are formal channels for employees to complain and appeal about irrational treatment. In order to support disabilities in self-reliance, the Group continued to employ disabled people during the Reporting Period.

EMPLOYEE COMMUNICATION AND LABOUR RIGHTS

It's a fact that cultivating employees' sense of belonging can strengthen the unity of the workforce and reduce the turnover of employees, thus improving the quality of production and the efficiency and effectiveness of operations. To facilitate communication with employees and enhance mutual trust, the Group has established a labour union and employees can choose to participate freely. In addition to monthly meetings with the representatives of the Group, employees can also communicate with management through the bulletin boards set up in staff restaurant, symposiums, internet community platforms and automated office systems. The Group has internal journals, the main content of which, apart from reporting corporate information, is composed of various types of articles written by employees. Employees are free to submit articles for publication and get paid. Besides, the Group conducts performance assessment every year which also provides a formal platform for employees to discuss their development direction and training needs with their supervisors.

工作時數、假期與福利

本集團實行每週五天工作制並且不提倡加班，若因工作需要僱員加班，本集團將按照法律法規及內部相關規定向僱員作出補償。按照國家相關規定和本集團福利制度，僱員享有各類職業和醫療保險、公積金及帶薪假期等。此外，本集團向僱員提供的福利還包括免費膳食、年度健康體檢、共乘交通、宿舍和旅遊等。

平等機會、多元化與反歧視

作為平等機會僱主，本集團確保所有僱員得到公平對待，致力確保僱員不會遭受任何形式的歧視並賦予僱員投訴和申訴的權利，僱員有正式的途徑就不合理對待作出投訴和申訴。為支持殘障人士自力更生，本集團於報告期間繼續聘用殘障人士工作。

員工溝通與勞動權益

企業培養僱員的歸屬感能加強工作隊伍凝聚力，減少僱員流失，因而可提高生產質量和營運效率及效果。為促進與僱員溝通和增進互信，本集團已成立工會，僱員可自由選擇參與，除每月與本集團代表進行會議外，僱員亦可透過員工餐廳的公告欄、座談會、互聯網社群平台及自動辦公系統等與管理層進行溝通。本集團設有內部期刊報導企業訊息，主要內容由僱員撰寫的各類文章組成，僱員可自由投稿並獲得稿酬。除此之外，本集團每年都會進行表現評估，亦提供一個正式平台讓僱員與其上司討論發展方向及培訓需要。

The Group has held various types of employee activities during the Reporting Period to strengthen the colleagues' friendship, enhance their teamwork spirit, the followings were the large activities:

I. "Love in Dawnrays, Celebrate the Lunar New Year Together"
— 2021 New Year's Eve Dinner at Suzhou Dawnrays Pharma factory

In order to enhance team spirit throughout the enterprise and improve the sense of belonging and identity of employees, the Group prepared a New Year's Eve dinner for more than 90 employees who stayed at work during the Spring Festival in the canteen of Suzhou Dawnrays Pharma Minfeng Road Plant on New Year's Eve during the Reporting Period. The leaders and employees of various departments actively participated and finally successfully held and shared the New Year's Eve reunion banquet.



本集團於報告期間舉辦了不少員工活動加深同事間的友誼，促進團隊合作關係，其中較大型活動有：

I. 「情聚東瑞，共賀新春」— 蘇州東瑞製藥廠區二零二一年除夕晚宴

為凝聚企業團隊精神，增強員工歸屬感與認同感，本集團於報告期間的除夕之夜在蘇州東瑞製藥民豐路廠區食堂為九十多名春節期間留崗堅持工作的員工們準備了年夜飯，各部門的領導和員工積極參與，最終圓滿舉辦及共享了除夕團圓宴。

II. Skills Competition

During the Reporting Period, Suzhou Dawnrays Pharma's Labour Union organized a skills competition for employees to encourage them to continuously improve work skills and strive to become role models. Everyone showed the "Dawnrays level" in the competition.



II. 勞動技能大賽

於報告期間，蘇州東瑞製藥工會主辦職工勞動技能競賽，鼓勵廣大員工在工作中不斷提高技能，為成為崗位標兵而努力。大家在比賽中賽出了「東瑞水平」。



B. Social

B. 社會

III. Employee Birthday Party Activities

To appreciate the employees for their hard work, enriching their spiritual and cultural life, and let every employee feel the birthday blessing and care of the Group, the Group organized the “Enjoy the Spring Breeze with You” and “Happy Summer”, “Love in Dawnrays in the Golden Autumn” and “Warm Winter” birthday parties during the Reporting Period.



III. 員工生日會活動

為感謝員工的辛勤付出，豐富員工的精神文化生活，讓大家感受到企業對大家生日的祝福與關愛，本集團於報告期間舉辦了「春風十里，與你同行」、「快樂一夏」、「情繫東瑞，愛在金秋」和「溫情暖冬」四期生日會。

IV. Team Building Activities

The Group organized various team building activities to enhance team cohesion among departments and strengthen team building, including Bulk Medicines Workshop 104's “One Team, One Goal” team building activity, Lanzhou Dawnrays Pharma “Dawnrays Hiking with One Heart” team building activity, Bulk Medicines Workshop 103 and Comprehensive Preparation Workshop's Moganshan team building activity, Marketing head office team building activity and the Party branch's “Fujian Dawnrays Exchanges and Gutian Conference Site Learning” activities, etc.



IV. 團隊團建活動

本集團為提升各部門團隊凝聚力及加強團隊建設舉辦了各類型團建活動。包括：「同一個團隊，同一個目標」原料藥104車間團建活動、「東瑞起征，同心同行」蘭州東瑞製藥團建活動、原料藥103車間、綜合製劑車間莫干山團建活動、營銷總公司團建活動及黨支部「福建東瑞交流與古田會址學習」活動等。



B2. HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety guidelines of the Group are “law-abiding operation, safety first, continuous improvement, be sure”. In accordance with established guidelines, the Group has established the Health, Safety and Environmental Protection Department that is responsible for developing safety standards and strategies to reduce accidents and protect the health of employees so as to fulfill its responsibility for ensuring that employees work in a safe environment. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 45001 Occupational Health and Safety Management System authentication issued by a third-party verified institution, and also standardized safety behaviors according to the “Enterprise Requirements of Safety Standardization”, and conduct periodic inspections of routines and arrangement for all workplaces subject to different safety risks. The Group has also identified work procedures involving high risks based on Hazard Identification, Risk Assessment and Control Procedures, and setting safety guidelines and providing employees with appropriate protective equipments and tools.



B2. 健康與安全

職業健康與安全

本集團的職業健康及安全方針為「守法經營、安全第一、持續改進、萬無一失」。按照既定方針，本集團設立健康安全環保部負責制定安全標準及策略，減低意外事故及保障員工健康，以履行確保員工在安全環境下工作的責任。蘇州東瑞製藥、福建東瑞製藥已通過由第三方審核機構頒發的ISO 45001職業健康安全管理体系認證，亦根據《安全標準化企業要求》將安全行為標準化，按不同的安全風險對所有工作場所的常規及安排進行定期檢查。本集團依據《危險源識別、風險評價及控制程序》已識別出涉及高風險的工作程序，並設定安全指引及為員工提供適當的防護裝備和工具。



B. Social

B. 社會

The Group's production plants have obtained Good Manufacturing Practices ("GMP") for Pharmaceutical Products certification. The production area where has been specially designed to strengthen the ventilation system and the air-conditioning system is regularly inspected and repaired as well as keeps maintaining indoor air circulation. The Group believes that enhancing employees' safety awareness is the most effective way to avoid accidents. Therefore, the Group has formulated the Management Procedures for The Management Scheme of Environmental and Occupational Health and Safety Target Indicators and the Management Procedures for the Prevention of Occupational Diseases, and at least two occupational safety trainings are held every month. During the Reporting Period, the labour union and the Health, Safety and Environmental Protection Department of the Group carried out "Occupational Health Expert" activities within the Group. It included seminars of "Knowledge of Occupational Hazard Prevention and Control" and "Healthy Lifestyle", as well as "First Aid Knowledge and Emergency Response Methods related to Occupational Hazard Accidents" exercises. The Group will be committed to conveying health knowledge to all employees in various fields through various forms of media, so as to develop healthy behaviors. The Group provides employees with health checks to protect their health every year.

本集團的生產廠房獲得藥品生產質量管理規範（「GMP」）認證，生產範圍經過特別設計加強通風系統，空調系統定期檢查及維修，保持室內空氣流通。本集團相信最有效防止事故發生是提高員工的安全意識，因此本集團已制定《環境職業健康安全目標指標管理方案管理程序》及《職業病預防管理規程》，並每月最少舉辦兩次職業安全培訓。於報告期間，本集團的工會及健康安全環保部在本集團範圍內開展了「職業健康達人」活動。當中包括「職業病危害預防和控制知識」和「健康生活方式」講座，並提供了「職業病危害事故相關急救知識和應急處置方法」演練。本集團將致力於通過形式豐富的媒介在不同領域向全體職工傳達健康知識，從而養成健康的行為。本集團每年亦會為員工提供健康檢查，保障員工健康。



During the Reporting Period, the Group launched the "Occupational Health Expert" activity
本集團於報告期間內開展了「職業健康達人」活動

The Group has strictly complied with relevant laws and regulations including but not limited to the Labour Law of China, the Law of China on the Prevention and Control of Occupational Diseases and the Fire Protection Law of China. The Group was not aware of any material violations of relevant local health and safety laws and regulations. In the past three years (including the Reporting Period), the Group has not recorded any death due to work. Although the Group has strived to supervise occupational health and safety affairs, unfortunately there was lost of 170 working days (2020: 189 working days) in total due to work injury incidents during the Reporting Period. If an employee injury incident occurred at workplace unfortunately, the Group provides immediate assistance to the injured employees and reports relevant work injuries to the social security department. All employee injury incidents will be investigated according to procedures to minimize the chance of recurrence.

RESPONSE TO THE PANDEMIC

In response to the outbreak of the Pandemic, the Group has formulated the Management System for the Prevention and Control of COVID-19 Pandemic and has taken relevant measures in a rigorous manner to strengthen the health and safety precautions in the office to ensure the health of employees and the internal safety and business continuity of the Group. The policies include crowd control, environmental disinfection, material preparation, publicity and education on the Pandemic prevention, government communication, and isolation and treatment and other major aspects. In addition, the Group has also strictly required employees to undergo temperature checks, hand disinfection and health status confirmation before work, and to wear surgical masks for a long time, and kept reminding employees of the importance of maintaining personal hygiene. If any abnormal situation is found, the Group will prohibit the employee from going to work and decide whether to send him or her directly to the designated medical institution for investigation, diagnosis and treatment according to the actual situation. In addition, all external personnel, including contractors, are required to be disinfected and monitored, and are not allowed to eat in the cafeteria to ensure the internal hygiene and safety of the Group.

本集團嚴格遵守包括但不限於中國的《中華人民共和國勞動法》、《中華人民共和國職業病防治法》及《中華人民共和國消防法》等相關法律法規。本集團亦並未發現任何違反當地相關健康及安全法律及法規之重大事宜。過去三年(包括報告期間)，本集團均無錄得任何因工作關係而死亡的事件。儘管本集團已盡力監督職業健康及安全事務，於報告期間仍不幸發生工傷事件導致合共損失170工作日(二零二零年：189工作日)。若不幸地發生工傷事故，本集團會為受傷員工提供即時協助並向社會保障部申報工傷。所有的工傷事故都會按程序進行調查，減少再次發生的機會。

應對疫情

為應對疫情的爆發，本集團已制定《應對新型肺炎防疫防控管理制度》，以嚴謹的態度採取相關措施，加強辦公室的健康及安全預防措施，確保僱員的健康及本集團內部安全和業務連續性。其政策包括：人流管控、環境消毒、物資籌備、宣傳防疫教育、政府對接及隔離救治等主要範疇。除此之外，本集團亦嚴格要求員工在上班前需進行體溫檢測、手部消毒及健康狀況確認，並需要長期佩戴外科口罩，提醒員工保持個人衛生的重要性。如發現任何異常情況，本集團將禁止該員工上班及按實際情況決定是否直接送往指定醫療機構進行排查及診療。此外，所有外來人員包括承包商都需進行消毒及監測，且均不得在食堂用餐，確保本集團內部衛生安全。

B3. DEVELOPMENT AND TRAINING

EMPLOYEE TRAINING AND DEVELOPMENT

The Group attaches great importance to the development of talents and encourages employees to continuously learn new knowledge and skills, improve their position competence and their working ability, thereby enhancing the Group's competitiveness. The Group's business grows with employees' personal and career development, and both parties will make progress together. Therefore, the Group has formulated the Employee Training Management Regulations to provide employees with various types of quality training. For example, to conduct specialized training camp aiming at various departments, general skills training, general management training and post professional training to enhance individual professional knowledge and skills. In order to use resources more effectively, the Group will prepare an annual training plan as needed, the contents of which includes professional skills training for the post and management ability advancement training. The Group has internal training that management or employees with relevant knowledge share their knowledge or experience according to Chapter 8 Internal Trainer Management Regulations of the Employee Manual. As the innovation in production and management of drugs keeps going and regulatory laws are complicated and updated frequently, the Group regularly dispatches employees to participate in trainings regarding policies and regulations on pharmaceuticals and the latest technical guidance so as to continuously absorb and obtain new industry knowledge. In order to improve training content and plans more effectively, the company will conduct demand questionnaires before each training and results assessment after each training with an aim to optimize future training.



B3. 發展及培訓

員工培訓與發展

本集團重視人才的發展，鼓勵員工不斷學習新知識及技能，提高崗位勝任能力和從業能力，從而提升企業競爭力。在業務發展的同時促進員工個人自我成長和職業發展，雙方共同進步，因此本集團制定了《員工培訓管理規程》為員工提供各類型的素質培訓，例如針對各系統開展的專題訓練營、通用技能培訓、通用管理類培訓以及提升個人專業知識及技能的崗位專業類培訓。為更有效地使用資源，本集團每年會按照需要編寫年度培訓計劃，內容包括崗位專業技能及管理能力提升培訓。本集團設有內部培訓體系，並依據《員工手冊》第八章《內部培訓師管理規程》由管理層或具備相關知識的員工分享知識或經驗。此外，藥物的生產和管理不斷創新而監管法例繁複並經常更新，為能夠準確掌握各範疇最新知識，本集團定期外派員工參加藥政法規以及最新技術指導培訓，從而不斷吸收和掌握行業新知識。為更有效完善培訓內容及計劃，在每次培訓前進行培訓需求調研，培訓後進行培訓效果評估，以優化未來的培訓。



Approximately 99.6%¹² of the employees within the reporting scope participated in career development-related training with an average of training hours¹³ of about 59 hours, and the percentage of employees trained and the average training hours by gender and employee category are summarized below:

於報告範圍內約99.6%¹²僱員參加職業發展相關的培訓，平均受訓時數¹³為約59小時，按性別及僱員類別劃分的受訓僱員百分比及平均受訓時數概述如下：

		2021 二零二一年		2020 二零二零年	
		Percentage of employees trained (%) ¹⁴ 受訓僱員百分比 (%) ¹⁴	Average training hours ¹⁵ 平均受訓時數 ¹⁵	Percentage of employees trained (%) ¹⁶ 受訓僱員百分比 (%) ¹⁶	Average training hours 平均受訓時數
By Gender	按性別				
Male	男性	55	54	57	57
Female	女性	45	66	43	69
By employee category	按僱員類別				
Senior management	高級管理層	2	58	2	41
Middle management	中級管理層	5	51	6	42
Supervisor	主管	6	70	7	53
Other level	其他層級	87	59	85	65

Remarks:

- Percentage of total employees trained = Number of employees trained within the reporting scope during the Reporting Period/Total number of employees within the reporting scope as at 31 December 2021 * 100.
- Average training hours = Total number of training hours reported within the reporting scope during the Reporting Period/Total number of employees within the reporting scope as at 31 December 2021.
- Percentage of employees trained by category = Number of employees trained within the reporting scope during the Reporting Period by category/Total number of employees trained within the reporting scope during the Reporting Period * 100%.
- Average training hours by category = Total number of training hours by category within the reporting scope during the Reporting Period/Total number of employees within the reporting scope by category as at 31 December 2021.
- The data and statistical methods of percentage of employees trained in 2020 has been optimized and harmonized to meet the requirements of the ESG Reporting Guide.

備註：

- 總受訓僱員百分比 = 於報告期間報告範圍內受訓僱員人數 / 截至二零二一年十二月三十一日於報告範圍內總僱員人數 * 100。
- 平均受訓時數 = 於報告期間報告範圍內的總受訓時數 / 截至二零二一年十二月三十一日於報告範圍內總僱員人數。
- 該類別受訓僱員百分比 = 該類別於報告期間報告範圍內受訓僱員人數 / 於報告期間報告範圍內總受訓僱員人數 * 100%。
- 該類別平均受訓時數 = 該類別於報告期間報告範圍內的總受訓時數 / 該類別截至二零二一年十二月三十一日於報告範圍內總僱員人數。
- 已優化並統一二零二零年受訓僱員百分比數據及統計方式，以符合 ESG 報告指引要求。

B. Social

B. 社會

B4. LABOUR STANDARDS

PREVENTION OF CHILD LABOUR AND FORCED LABOUR

The Group has complied with all laws and regulations related to the prevention of child labour or forced labour, including but not limited to the Labour Law of China, the Regulations on Prohibition of Using Child Labour and the Abolition of Forced Labour Convention. During the Reporting Period, the Group was not aware of any material violations of laws and regulations related to the prevention of child labour and forced labour, nor did any incidents of discrimination involving race, religion, age and disability occur in the Group.

The Group prohibits employing child labour and will never accept any child's participation in any work. In accordance with the Employee Manual, Employment Management Practice and Personnel Relationship Management Rules, the identity documents of the applicants will be carefully reviewed to ensure that the newly recruited employees have reached the legal age on the date of employment. In the recruitment process, if the employee is found to have provided false evidence when he enters his position, he or she will be deemed to be unqualified for employment. In that case, the Group has the right to terminate the employment contract at any time without paying compensation.

The Group understands the importance of balance between work and life. Long working hours will only reduce productivity and increase the risk of accidents. The Group has therefore established an overtime provisions section in the Employee Manual, emphasizes that the work flow should be properly arranged and overtime work should not be encouraged so as to achieve the goal of work-life balance. If employees need to work overtime as needed, the Group will adjust employees' rest time or pay overtime salaries in accordance with legal requirements and internal regulations. Employees' overtime situation and work schedules are reviewed monthly and report to management. If any case of violation is found, it will be handled according to internal policy with regard to the situation.

B4. 勞工準則

防止童工與強制勞工

本集團已遵守所有與防止童工或強制勞工有關的法律法規，包括但不限於中國的《中華人民共和國勞動法》、《禁止使用童工規定》及《廢除強迫勞動公約》。於報告期間，本集團並未發現任何違反防止童工及強制勞工相關法律條例的重大事宜，亦無發生任何涉及種族、宗教、年齡和殘疾等歧視事件。

本集團禁止僱用童工，絕不接受任何兒童參與任何工作。本集團依據《員工手冊》、《招聘管理規程》及《人事關係管理規程》在招聘流程會認真查閱職位申請人身份證明文件，確保新入職員工在就職當日已屆法定年齡。員工入職後若被發現入職時提供虛假證明，將被視為不符合錄用條件，本集團有權隨時解除僱傭合約且不支付補償金。

本集團深明工作與生活平衡的重要性。長時間工作只會降低生產力及增加意外風險，因此本集團已制定《員工手冊》的加班規定章節，強調妥善安排工作流程，不鼓勵加班，並以達到工作與生活平衡的目標。若因工作需要員工加班的，本集團將按照法律要求及內部相關規定給予員工調休或支付加班工資。員工加班情況及工作安排會每月進行檢視並向管理層匯報。如發現任何違規案件，將視乎情況依據內部政策作出相應處理。

B5. SUPPLY CHAIN MANAGEMENT

SUSTAINABLE RAW MATERIAL SOURCING

The Group operates its business with the philosophy of "Focus on Health and Continuous Innovation". In addition to the efforts of the Group's employees, the cooperation and support of various suppliers are also required. To effectively manage and ensure product quality and supply, the Group only works closely with quality suppliers. In order to more effectively regulate the procurement process and reduce costs, the Group has formulated the Procurement Management Regulations. The Procurement Department is responsible for comprehensive procurement and liaison with suppliers and considers and approves suppliers in accordance with the Supplier Approval Form, which includes review of their quality and service performance, and the final purchases will be only made from approved suppliers. During the Reporting Period, the Group has implemented relevant supplier engagement practices for 108 new suppliers. In addition, in order to support green procurement and effectively reduce carbon emissions during transportation, the Group will give priority to using suppliers who have completed environmental protection approval materials and follow the principle of nearby procurement. Most of the suppliers are located in neighboring provinces. During the Reporting Period, the Group had a total of 204 approved suppliers, including 192 qualified suppliers from China and 12 qualified China agency suppliers..

SUPPLY CHAIN MANAGEMENT

In order to ensure that the quality of suppliers continues to meet the requirements and maintain a healthy and orderly supply chain system, regular audits are conducted over major suppliers in accordance with the Supplier Audit Management Procedures and the Supplier Annual Evaluation Management Procedures, including supplier production site audits, system evaluation, quality review and whether environmental and social risks being included in its supply, etc., to assess whether suppliers continue to be qualified. The Group will regularly review relevant procedures to ensure their effectiveness. Besides, the quality of the drug of the Group is strictly monitored by the regulatory institution.

B5. 供應鏈管理

可持續原料採購

本集團秉承「關注健康、持續創新」的理念經營業務。除本集團員工的努力外，亦需要各供應商的配合與支持。為有效管理及確保產品質量和供應，本集團只與優質供應商緊密合作。為了更有效規管採購程序及降低成本，本集團已制定《採購事務管理規程》，採購部門將負責進行綜合採購及與供應商聯絡，並會按照《供應商審批表》審批供應商，內容包括質量及服務表現等進行評審，最後將會向已通過審核的供應商進行採購。於報告期間，本集團已對108間新供應商執行相關聘用供應商慣例。此外，為支持綠色採購及有效減少運輸過程中的碳排放，本集團將優先考慮使用具備完成環保審批材料之供應商及依循就近採購作原則，供應商大多集中於鄰近省份。於報告期間，本集團共有204間通過審核的供應商，其中有192間來自中國之合資格供應商及12間合資格之中國代理供應商。

供應鏈管理

為確保供應商質量持續符合要求及維持健康有序的供應鏈體系，主要供應商會按照《供應商審計管理程序》及《供應商年度評價管理規程》定期進行審核，包括供應商的生產現場審計、體系評價、質量回顧及有否將環境及社會風險納入其供應等範疇，以評定供應商是否持續合格。本集團將定期審核相關程序及規程，以確保其有效性。另外，本集團的藥物質量都受監管機構嚴格監控。

B. Social

B. 社會

The Group has obtained GMP certification, and the production process and supplier selection set corresponding requirements. In addition, in view of the changing drug regulations from time to time, the Group exchanges opinions with its suppliers by participating in several large-scale meetings every year, with an aim to improve effectiveness and bring safer and more effective drugs for patients. Moreover, the Group also held seminars with the engineering contractors to discuss environmental protection measures and safety issues during the construction process during the Reporting Period. The sustainable corporate development cannot only depend on the Group's efforts. The Group expects to encourage suppliers to invest in the environment and community building through annual communication with them.

本集團已取得GMP認證，其生產過程及供應商挑選有相應的要求。此外，鑒於藥物規例不時變更，本集團每年都會參與不少大型會議與供應商交流意見，期望提高效益，為病患者帶來更安全有效的藥物。另外，於報告期間本集團亦與工程承建商進行研討會，討論在施工過程中的環保措施及安全事項。企業可持續發展不可只靠本集團努力，本集團希望每年透過與供應商的溝通能鼓勵他們在環境及社區建設出力。

B6. PRODUCT RESPONSIBILITY

Drug safety and effectivity are the core work of the Group. Any quality problems will pose a threat to the lives of patients. As a responsible drug manufacturer, the Group promises to provide safe and effective drugs and strictly abide by the relevant laws and regulations on health and safety, advertising, labeling and privacy matters and remedies for the products and services provided, including but not limited to the Law of China on the Protection of Consumer Rights and Interests, the Product Quality Law of China and the Patent Law of China. During the Reporting Period, there was no violation of relevant laws and regulations that had a significant impact on the Group in relation to the health and safety, advertising, labeling and privacy matters regarding the products provided.

B6. 產品責任

藥物安全及有效性是本集團的核心工作，任何質量問題都會對病患者構成生命威脅，作為負責任的藥物生產商，本集團承諾提供安全有效的藥物，並嚴格遵守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相關法律及規例，包括但不限於中國的《中華人民共和國消費者權益保護法》、《中華人民共和國產品質量法》及《中華人民共和國專利法》。於報告期間，有關所提供產品的健康與安全、廣告、標籤及私隱事宜均未有發現違反對本集團有重大影響的相關法律及規例。

PRODUCT QUALITY AND SAFETY

The Group's production plants are constructed with reference to European Union standards in accordance with China's GMP requirements, which are also one of the first batches of GMP certified companies in China. The entire production chain, including plant construction, raw material use, production process control, packaging and labeling, are implemented in accordance with the law and monitored by the National Medical Products Administration. In order to ensure the safety and effectiveness of drugs, the Group has established a quality management system that clearly clarifies the requirements for the use of each element and the quality inspection requirements for each production process to ensure that products meeting the predetermined quality standards. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 9001 Quality Management System authentication issued by a third-party verified institution.

產品質量與安全

本集團生產廠房按照中國GMP要求並參考歐盟標準建設，亦是首批獲得中國GMP認證企業之一，整個生產鏈從廠房建造、原材料使用、生產程序控制、包裝及標籤等均按照法例執行，並受到國家藥品監督管理局監控。為確保藥物安全及有效，本集團建立了質量管理體系，明確其中各要素用途及各個生產程序的質量檢查要求，保證其生產符合預定質量標準的產品。蘇州東瑞製藥、福建東瑞製藥已通過經由第三方審核機構頒發的ISO 9001質量管理體系認證。

The Group continues to improve its product quality and processes. The Quality Assurance Department regularly reviews the production and monitoring process and makes suggestions for improvement. For any updates on product quality or legislation, the Group arranges employee training to ensure that its production and operation comply with the new regulations and provides the correct information to customers.

Drugs production needs to be carried out in a clean environment. There are strictly requirements for the dress and hygiene of employees in our Group's production plants. The plants are regularly cleaned and disinfected. Every employee is required to arrange for a physical examination to ensure that the health condition is in line with the production requirement. The Group has formulated management procedures for entering and leaving the workshop and the Proactive Reporting System for Employee Physical Discomfort for Production, etc. Employees are required to report health problems or when they are ill to avoid potential safety risks to production due to their physical conditions. In addition, the Group's production sites are equipped with laboratories, and drugs are subject to multiple tests from raw materials, manufacture processes and until they become finished products. In order to further protect consumers, according to the Entrusted Inspection Management Regulations, all items or products that do not meet the laboratory testing conditions of the Group will be entrusted to qualified institutions or laboratories for inspection. All products of the Group must pass the relevant quality inspections formulated internally in accordance with laws and regulations to ensure that the product quality meets the registration requirements before they can be released and marketed. If any unqualified products are found to enter the market, the Group will carry out the recall process systematically in accordance with the Drug Recall Management System. Meanwhile, the recall process will be led by the management and reported to the regulatory agency. To ensure the effectiveness of the system, relevant personnel will conduct regular system assessments and simulated recalls. During the Reporting Period, the Group did not have any product recalls due to product safety and health reasons.

本集團持續改善產品質量及流程，質量保證部定期檢視生產及監察過程並提出改善建議。對於任何有關於產品質量或法例上的更新，本集團都會安排員工培訓，確保按照新規定生產及營運以及為客戶提供正確資訊。

生產藥物需在潔淨環境下進行，本集團嚴格要求員工在生產廠房內的衣著及衛生，廠房定期進行清潔消毒，每名員工都會安排進行身體檢查確保健康要求符合生產工作。本集團已制定進出車間的管理規程和《員工身體不適應生產情況主動報告制度》等，員工需就健康問題或在患病時主動報告，以免身體狀況對生產構成潛在安全風險。另外，本集團的生產場所內設有化驗室，藥物由原材料、製造過程及成為成品前都需經過多重檢測。為更進一步保障消費者，依照《委託檢驗管理規程》所有不適用本集團化驗室檢測條件的項目或產品都會委託具備相應資質機構或化驗室進行檢驗。本集團產品均必須通過內部依法規制定的相關質量檢證，確保產品質量符合註冊要求方可放行及銷售。如發現任何不合資格之產品流入市場，本集團將依據《藥品召回管理制度》使召回過程能有系統地進行。同時，召回過程將由管理層領導並向監管機構匯報，為確保系統有效性，相關人員將定期進行系統評估及模擬召回。於報告期間，本集團未有任何因產品安全與健康理由而需回收的個案。

CUSTOMER SERVICE

The Group attaches great importance to the opinions of its customers. In order to improve service and product quality, Customer Service Department periodically contacts customers to understand their satisfaction to our products and services. If customers are in any doubt about product quality and services may contact the Group via written or other electronic channels. Besides, the Group has formulated User Complaint Management System in order to ensure the quality of service and maintain the good reputation of the Group. All complaints and valuable feedback will be recorded in detail so that follow-up actions will be conducted shortly and continuously make improvement. During the Reporting Period, the Group received a total of 38 complaints and all complaints were properly handled in accordance with the User Complaint Management System.

PRODUCT PATENT PROTECTION AND MANAGEMENT AND PRODUCT LABELING

After technical assessment and market analysis, the Group sets prices for its products that meet the market and quality. In addition, since the uniqueness and innovation of product research and development technology and production process are the intangible assets of the Group, the Group has filed a patent application for the unique process technology developed by itself and with commercial value during the Reporting Period. At the same time, the Group also applied for trademark registration for its own brands and provided training and education for sales staff to educate customers on how to distinguish the Group's products. In addition, in accordance with the Trademark Management System, the Group also clarifies the regulations on the patents or other intellectual property rights all employees need to use the Group's various resources to obtain in order to protect the rights and interests of both parties. During Reporting Period, the Group obtained a total of 2 invention patent certificates and 15 utility model patent certificates.

CUSTOMER PRIVACY PROTECTION AND MARKETING AND PUBLICITY

The Group's sales are mainly conducted on a business-to-business model and generally do not directly sell drugs to consumers and possess any personal data. In addition, due to the nature of the Group's business, the Group is not involved in any major advertising matters. There are only appropriate product marketing and promotion activities, and the advertising materials and content used during the Reporting Period have been reviewed and checked by internal relevant mechanisms to comply with statutory requirements.

客戶服務

本集團重視客戶意見，為提升服務及產品質量，客戶服務部會定期與客戶聯絡以了解對產品及服務的滿意度，客戶如對產品質量及服務有任何疑問，皆可透過書面或其他電子渠道與本集團聯繫。此外，為確保服務質素及維護本集團良好聲譽，本集團已制定《用戶投訴管理制度》，所有投訴及客戶寶貴的回饋都會詳細記錄，以便在日後跟進作出持續改善。於報告期間，本集團一共收到了38宗投訴，且所有投訴都已按《用戶投訴管理制度》妥善處理。

產品之專利保護及管理 and 產品標籤

本集團經過技術評估及市場分析後會為其產品作出符合市場及質量的產品訂價。另外，由於產品研發技術的獨特性與創新及生產流程是本集團無形的財產，因此本集團已於報告期間對自行開發且具備商業價值的獨有工藝技術提出專利申請。同時，本集團亦為自創品牌申請商標註冊，並為銷售部員工提供培訓教育顧客分辨本集團產品。此外，本集團亦依據《商標管理制度》明確所有員工因履行職務而需要利用本集團各類資源所取得的專利權或其他知識產權的規條，保障雙方權益。於報告期間，本集團共獲得2項發明專利證書和15項實用新型專利證書。

顧客隱私保護及市場推廣與宣傳

本集團銷售主要以企業對企業模式進行，一般不會直接售賣藥物給予消費者及管有任何個人資料。另外，基於本集團的業務性質，本集團並不牽涉任何重大的廣告事宜。唯仍有適當的產品營銷推廣活動，於報告期間所使用之廣告材料及內容均經由內部相關機制覆核檢查以符合法定要求。

B7. ANTI-CORRUPTION

INTEGRITY OPERATION AND CODE OF ETHICS

The Group adheres to the principle of “Integrity and Probity” and is committed to creating an anti-corruption working atmosphere, and will not tolerate illegal acts such as corruption, bribery, extortion, fraud and money laundering. The Group is committed to abiding by laws and regulations related to anti-corruption and money laundering, including but not limited to the Criminal Law of China and the Anti-Money Laundering Law of China. During the Reporting Period, the Group strictly complied with relevant anti-corruption laws and regulations. To the knowledge of the management, there were no material incidents in violation of relevant laws and regulations on the prevention of corruption, bribery, extortion, fraud and money laundering, and there were no closed corruption lawsuits.

ANTI-CORRUPTION POLICIES AND MEASURES

The Group has formulated the Anti-Fraud Management System, continued to improve the anti-corruption management system, and strengthened the systematic anti-corruption construction of prior prevention and post-event monitoring. In addition, the Group has also signed the Integrity and Self-discipline Commitment with employees and signed the Integrity Agreement with various business partners such as suppliers and construction units, to prevent commercial corruption at the root, and to jointly build a clean and compliant business environment. The Group has also established an Audit Committee in its governance structure, consisting of three independent non-executive directors, responsible for formulating, reviewing and monitoring corporate governance policies and routine operations, ensuring that the Group strictly abides by relevant laws and regulations, and continuously reviews the effectiveness of internal monitoring systems to prevent corruption incidents. As the Group attaches great importance to integrity education, it has regulated employees’ behavior in detail in the Employee Manual, clarified the relevant accountability and punishment regulations, and provided about 9 hours and about 1,982 hours of anti-corruption training to 7 directors of the Company and 887 employees within the reporting scope respectively during the Reporting Period, so as to cultivate the integrity of employees and jointly maintain the integrity of the Group.

WHISTLE-BLOWING MECHANISM

The Group has an online reporting channel to encourage employees to report misconduct and provide sufficient confidentiality measures for the identity of the whistle-blower. If any corruption, bribery, extortion, money laundering and other fraudulent acts are found, the Audit Committee will investigate and deal with them immediately. Serious illegal and criminal acts will be handed over to judicial organs for handling according to the laws.

B7. 反貪污

誠信經營與道德守則

本集團秉持「誠信、廉潔」的原則，致力於營造反貪污的工作氛圍，對於貪污、賄賂、勒索、欺詐及洗黑錢等不合法行為絕不容忍。本集團致力恪守有關反貪污及洗錢的法規，包括但不限於中國的《中華人民共和國刑法》及《中華人民共和國反洗錢法》。於報告期間，本集團嚴格遵守反腐相關法律和法規，就管理層所知，並無發生違反有關防止貪污、賄賂、勒索、欺詐及洗黑錢的相關法律及法規的重大事件，亦沒有任何已審結的貪污訴訟案件。

反貪污政策及措施

本集團制定了《反舞弊管理制度》，持續健全反貪污管理體系，加強事前預防及事後監察的體系化反腐倡廉建設。另外，本集團亦透過與員工簽訂的《廉潔自律承諾書》、與各合作業務夥伴如供應商和施工單位等簽署《廉潔協議書》，從源頭上預防商業腐敗發生，共建廉潔合規的經營環境。本集團在管治架構中亦設立了審核委員會，由三位獨立非執行董事組成，負責制定、檢討及監察企業管治政策及常規運營，確保本集團嚴守各項有關法律法規，並持續檢討內部監控系統的有效性，以防止發生貪污事件。基於本集團高度重視廉潔教育，本集團已於《員工手冊》中詳細規範員工行為，明確相關的問題與懲處規定，並於報告期間向本公司7名董事和報告範圍內887名員工分別提供了約9小時和約1,982小時的反貪污培訓，從而培養員工廉潔從業精神，共同維護本集團廉潔之風。

舉報機制

本集團設有網上舉報途徑，鼓勵員工舉報不當行為，並對舉報人身份提供足夠保密措施，如發現任何貪污、賄賂、勒索、洗黑錢及其他欺詐行為，審核委員會即時進行調查及處理，對於嚴重的違法犯罪行為本集團將交由司法機關依法處理。

B. Social

B. 社會

B8. COMMUNITY INVESTMENT

The Group shoulders corporate social responsibility and is committed to giving back to the community. The Group has formulated relevant policies and set up “Dawnrays Volunteer Service Team” and “Dawnrays Love Fund” to support and encourage employees to participate in social welfare activities, convey the Group’s care for the communities where the Group is located, and participate in building a harmonious and livable community. The purpose of “Dawnrays Love Fund” is “caring for employees and participating in social welfare”, and it mainly provides assistance to employees of the Group when their encounter domesticity difficulties, and actively supports the development of the Group’s charitable cause and the community charity activities where “Dawnrays Volunteer Service Team” participated. The following are the dedicated contribution areas covered by the “Dawnrays Love Fund” community investment:

AREAS

範疇

Staff

員工

Communities

社區

Medical

醫學

Poverty relief

扶貧

Disaster relief

賑災

ASSISTANCE PLANS

幫扶計劃

Subsidize the children of our staff to receive higher education, provide assistance with life difficulties

資助員工子女接受高等教育，提供生活遇困幫扶金

Actively participate in community charity activities

積極參與社區公益活動

Provide scholarships to students major in pharmaceuticals and medical and cultivate more outstanding medical professionals;

為藥物及醫科生提供獎學金，培育更多優秀醫療專才；

Set up special fund for conducting research on prevention and treatment of major diseases

設立基金為重大疾病預防和治療進行研究

Donate to poor families in the society to educate their children

捐助與社會上貧困家庭，讓他們的孩子接受教育

Donations in the event of major disasters in the country

在國內遇到重大災害事故時提供捐助

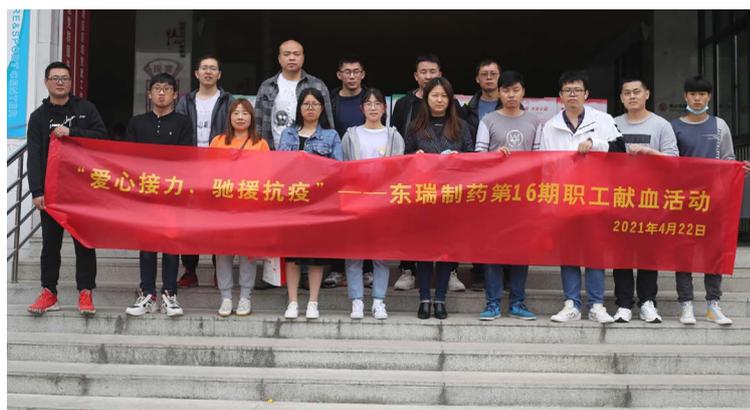
B8. 社區投資

本集團肩負著企業社會責任致力回饋社群。本集團制定相關政策，並設立了「東瑞志願者服務隊」及「東瑞愛心基金」以支持和鼓勵員工參加社會公益活動，傳達本集團對本集團所在社區的關懷，參與建設一個和諧宜居的社區。「東瑞愛心基金」宗旨是「立足關愛員工，參與社會公益」，主要為本集團的員工在其家庭生活遇到困難時提供協助，積極支持本集團的慈善事業發展和「東瑞志願者服務隊」參加的社區公益活動。以下為「東瑞愛心基金」社區投資所涵蓋的專注貢獻範疇：

During the Reporting Period, the Group and the “Dawnrays Love Fund” brought love to the following activities and regions, and during the Reporting Period, a total of approximately RMB363,600 and approximately 986 hours of volunteer services were devoted to support social charities and public welfare undertakings:

EMPLOYEE VOLUNTARY BLOOD DONATION ACTIVITIES

During the Pandemic, the blood inventory of Suzhou Blood Station was running low. The Group quickly organized employees to participate in voluntary blood donation activities. A total of more than 20 employees participated. Since 2006, the Group has organized employees to participate in free blood donation activities for 16 consecutive years.



HIGHER EDUCATION SCHOLARSHIPS FOR CHILDREN OF EMPLOYEES

The Group awarded scholarships to 9 employees' children who admitted into undergraduate courses during the Reporting Period. As of 31 December 2021, “Dawnrays Love Fund” has distributed scholarships of a total of approximately RMB198,000 to 36 employees' children.

本集團及「東瑞愛心基金」於報告期間將愛帶到以下不同活動及地區，並於報告期間共投放人民幣約363,600元及義工服務約986小時以支持社會慈善及公益事業：

員工義務獻血活動

疫情期間，蘇州血站血液庫存告急，本集團迅速組織員工參加義務獻血活動。共有二十多名員工參加，自二零零六年以來，本集團已連續十六年組織員工參加無償捐血活動。



員工子女高等教育獎學金

本集團向九位於報告期間考取大學本科的員工子女頒發了獎學金。截至二零二一年十二月三十一日，「東瑞愛心基金」已向三十六位員工子女發放了共計人民幣約198,000元獎學金。

ENVIRONMENTAL PROTECTION AND CLEAN MOUNTAIN ACTIVITIES ALONG THE LINGBAI ROUTE

Volunteers from the community and the Group spent weekends in one month to promote environmental protection among tourists in the Lingbai Route scenic spot, and filmed the environmental protection promotional film “Environmental Protection and Clean Mountain Activities Along the Lingbai Route”.



靈白線環保淨山活動

來自社區和本集團的志願者們利用一個月的週末時間，在靈白線景區向遊客宣傳環保，並拍攝了環保宣傳片「靈白線環保淨山活動」。

MOAT ENVIRONMENTAL PROTECTION PROMOTION

The Group initiated a series of environmental protection activities around the Gucheng River and Lingbai Route to “Celebrate the 72nd Anniversary of the Founding of the People’s Republic of China”. Volunteers from the community and the Group spent the National Day holiday to pick up garbage in scenic spots to promote environmental protection among tourists.



護城河環保宣傳

發起「慶祝中華人民共和國成立七十二周年」環古城河和靈白線系列環保活動，來自社區和本集團的志願者們利用國慶長假時間，在景區撿垃圾，向遊客宣傳環保。



“HEART TO HEART, I WANT TO TELL YOU” — PUBLIC WELFARE LETTER ACTIVITY

We actively participated in the “Heart to Heart, I Want to Tell You” charity letter activity held by six Hope schools in Baoshan Township, Yunnan. The Group collected idle children’s books and clothing from employees to donate to the students at Hope schools in Baoshan Township for free, and invited employees and their children to write encouragement words on self-made love cards and send them to the teachers and students of Hope schools.



「心連心，我想對你說」— 公益書信活動

積極參與雲南寶山鄉六所希望學校舉辦「心連心，我想對你說」公益書信活動。本集團集合同工家中閒置的兒童讀物和衣物無償捐贈給寶山鄉希望學校學生，並邀請員工及子女在自製愛心卡片上寫上一句鼓勵的話，送給希望學校的師生。



PARTY BUILDING LEADS PHARMACEUTICAL COMPANIES TO BENEFIT THE PEOPLE

The Group provides convenience services such as umbrella repair, shoes repair and household appliance repair in Sunshine Garden Community, Wuzhong District, Suzhou City, and is committed to supporting and contributing to the society.

黨建引領，藥企惠民

本集團於蘇州市吳中區陽光苑社區提供修傘、修鞋及家用電器維修等便民服務，致力幫助及貢獻社會。



B. Social

B. 社會

The Group is highly involved in community investment, and continues to understand the needs of the communities where it operates through participation and ensure the interests of the community. Its contributions are also recognized by various parties. The following are the honors of the Group in 2021:

本集團高度參與社區投資，並持續以社區參與來瞭解營運所在的社區需要及確保社區利益，其貢獻亦受各方認證，以下為本集團二零二一年之榮譽：

Granting Authority

授予機構

CPC Committee of Putian and the Municipal People's Government of Putian

中共莆田市委及莆田市人民政府

China Pharmaceutical Industry Association

中國化藥行業協會

Jiangsu Provincial Pharmacy Association

江蘇省醫藥行業協會

Putian Investigation Team of the National Bureau of Statistics

國家統計局莆田調查隊

Medicine, Equipment, Health Products and Cosmetics Industry Association of Wuzhong District, Suzhou

蘇州市吳中區藥械保化行業協會

CPC Committee of Licheng District and the People's Government of Licheng District

中共荔城區委及荔城區人民政府

Honors

榮譽

Honorary plaque of "thank you for the joint fight against the epidemic"

「同心抗疫、感謝有您」榮譽牌匾

"Excellent Anti-Hypertensive Product Brand"

「降血壓類優秀產品品牌」

Granted the title of an excellent brand for "Anneizhen (安內真)",

"Leiyide (雷易得)", "Anneixi (安內喜)" and "Xikexin (西可新)"

「安內真」、「雷易得」、「安內喜」及「西可新」榮獲優秀品牌

"Advanced Organization in the city-wide statistical investigation 2020-2021"

「2020-2021年度全市統計調查工作先進集體」

Honor of "Trustworthy and Excellent Organization" (2020-2021)

「誠信優秀單位」(2020-2021年度)榮譽

"First Prize for Enterprises with Outstanding Economic Contribution in 2021"

「2021年度突出經濟貢獻企業一等獎」

Mandatory Disclosure Requirements 強制披露規定	Chapters/Declarations 章節／聲明
Governance Structure 管治架構	About the ESG Report — ESG Governance Structure 關於 ESG 報告 — ESG 管治架構
Reporting Principles 匯報原則	About the ESG Report — Reporting Framework 關於 ESG 報告 — 報告框架
Reporting Boundary 匯報範圍	About the ESG Report — Reporting Scope 關於 ESG 報告 — 報告範圍

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect A1: Emissions 層面 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 air 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。	Emissions 排放物
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions — GHG and exhaust gas emissions management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions — GHG and exhaust gas emissions management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions — Waste management 排放物 — 廢棄物管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions — Waste management 排放物 — 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions — GHG and exhaust gas emissions management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions — Waste management 排放物 — 廢棄物管理

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect A2: Use of Resources 層面 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。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Use of Resources — Energy consumption 資源使用 — 能源消耗
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Use of Resources — Water consumption 資源使用 — 水資源消耗
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources — Energy consumption 資源使用 — 能源消耗
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources — Water consumption 資源使用 — 水資源消耗
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Use of Resources — Packaging materials consumption 資源使用 — 包裝物消耗
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts 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。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	The Environment and Natural Resources — Protective measures of natural ecological environment 環境及天然資源 — 自然生態環境的保護措施
Aspect A4: Climate Change 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change — Response to climate change 氣候變化 — 應對氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change — Physical risks, Transition risks 氣候變化 — 實體風險、轉型風險

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect B1: Employment 層面 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, rest periods, 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。	Employment 僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment — Employee remuneration, recruitment and promotion and dismissal 僱傭 — 員工薪酬、招聘及晉升及解僱
Aspect B2: Health and Safety 層面 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。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety — Occupational health and safety, Response to the Pandemic 健康與安全 — 職業健康與安全、應對疫情

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Aspect B3: Development and Training 層面 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。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training — Employee training and development 發展及培訓 — 員工培訓與發展
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training — Employee training and development 發展及培訓 — 員工培訓與發展
Aspect B4: Labour Standards 層面 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 and forced labour. 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。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards — Prevention of child labour and forced labour 勞工準則 — 防止童工與強制勞工
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards — Prevention of child labour and forced labour 勞工準則 — 防止童工與強制勞工
Aspect B5: Supply Chain Management 層面 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。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management — Supply chain management 供應鏈管理 — 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購
Aspect B6: Product Responsibility 層面 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 matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (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。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility — Product quality and safety 產品責任 — 產品質量與安全
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility — Customer service 產品責任 — 客戶服務
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility — Product patent protection and management and product labeling 產品責任 — 產品之專利保護及管理和產品標籤
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility — Product quality and safety 產品責任 — 產品質量與安全
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility — Customer privacy protection and marketing and publicity 產品責任 — 顧客隱私保護及市場推廣與宣傳

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Aspect B7: Anti-corruption 層面 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 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。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption — Integrity operation and code of ethics 反貪污 — 誠信經營與道德守則
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption — Whistle-blowing mechanism 反貪污 — 舉報機制
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption — Anti-corruption policies and measures 反貪污 — 反貪污政策及措施
Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資

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