

H.BROTHERS

ENTERTAINMENT

華誼騰訊娛樂

ENVIRONMENTAL
環境

SOCIAL
社會

GOVERNANCE
管治

華誼騰訊娛樂有限公司
Huayi Tencent Entertainment Company Limited
(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
(Stock Code 股份代號：419)

2016
REPORT 報告



About this Report

關於本報告

Huayi Tencent Entertainment Company Limited (the “Company” or “Huayi Tencent”) (Stock Code: 419) is pleased to present the Environmental, Social and Governance Report (this “Report”) of the Company and its subsidiaries (together, the “Group” or “we”). This Report aims to show our stakeholders the Group’s system development and performance in terms of the environmental, social and governance aspects in 2016.

華誼騰訊娛樂有限公司（「本公司」或「華誼騰訊娛樂」）（股份代號：419）欣然發佈本公司及其附屬公司（統稱「集團」或「我們」）的環境、社會及管治報告（「本報告」）。本報告旨在向權益人展示集團於2016年度在環境、社會及管治方面的制度建設及績效表現。



Reporting Scope 報告範圍

This Report discloses the Group's efforts and performance in the environmental, social and governance aspects during the year of 2016. This Report covers the operations of two major sectors in Hong Kong and mainland China carried out by the Group. These operations include media content investment and production as well as healthcare management and wellness services; the healthcare management operation includes the operations of "Beijing Bayhood No.9 Club", a healthcare and wellness centre, and "Kangxun Xuetang", an online management platform for chronic diseases such as diabetes. For details of the Group's business, please refer to the 2016 annual report of the Company.

本報告披露了集團於2016年內，在環境、社會及管治領域的工作與表現。本報告涵蓋集團在香港及中國內地的兩大主營業務，包括媒體內容投資及製作以及健康管理與養生服務；其中健康管理業務包括經營線下健康養生中心「北湖9號俱樂部」，以及運營針對糖尿病等慢病管理的「康迅學糖」線上平台。有關集團業務詳情，請參閱本公司2016年報。



Reporting Standards

報告標準

This Report is prepared strictly in accordance with the provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

本報告嚴格按照香港聯合交易所有限公司證券上市規則附錄二十七闡述的《環境、社會及管治報告指引》（「《ESG 指引》」）的規定編製。

According to the requirements of the ESG Guide, the Group has launched stakeholders engagement activities which invited internal and external stakeholders to take part in materiality assessment in relation to environmental, social and governance reporting, and determined the scope of disclosure to be covered by this Report in response to their concerns.

依照《ESG 指引》要求，集團開展了權益人參與活動，邀請內外部權益人參與環境、社會及管治報告重要性議題評估，就權益人關心的內容，選定本報告覆蓋的披露範疇。



Foreword from the Management 管理層前言

I am pleased to present the Environmental, Social and Governance Report 2016 of Huayi Tencent Entertainment Company Limited.

本人欣然提呈華誼騰訊娛樂有限公司2016年度《環境、社會及管治報告》。

During the year, the Group adhered to the corporate philosophy of “Integrity Comes First” and upheld the core values of “innovation, efficiency, advancement and elevation”. While seeking business growth, the Group performed its corporate environmental and social responsibilities proactively, making constant progress towards sustainable development.


本年度，集團堅持貫徹「誠信至上」之企業理念，秉持「創新、高效、進取、超越」的核心價值觀，在追求業務增長的同時，積極履行企業的環境與社會責任，朝可持續發展的方向不斷前行。

Committed to building an “eco-friendly” business, we have developed and improved the Group’s environmental policies, optimised the efficiency in the use of energy and resources, advocated and promoted environmental protection and reduced the impact of our business development on the environment.

我們致力發展“環境友好型”產業，制定並完善集團的環保政策，優化能源資源使用效率，宣傳推廣綠色環保理念，減少業務發展對環境產生的影響。

As a responsible corporate citizen, we strictly comply with regulatory requirements on employment, human rights, labour rights, supply chain management, product responsibility and anti-corruption. We care for the community and the disadvantaged, and are determined to create value for stakeholders including our employees, suppliers, clients, the community, thereby contributing to the overall advancement and sustainable development of the society.

作為盡責的企業公民，我們嚴格履行僱傭、人權、勞工權益、供應鏈管理、產品責任、反貪污的監管規定，關懷社群及弱勢群體，務求為員工、供應商、客戶、社群等權益人創造價值，助力推動社會的整體進步及可持續發展。




We firmly believe that the sustainable talent development is the cornerstone for the long-lasting development of an enterprise. The Group continues its efforts in improving its human resources management system which is based on a “people-oriented” principle, with a view to creating a fair, safe, healthy and pleasant working environment for its employees. The Group is dedicated to protecting the legitimate interests of its employees and providing them with on-the-job training and career planning, thereby assisting them in achieving career development as well as personal growth.

我們堅信人才的可持續發展是企業長青之基石。集團不斷完善「以人為本」的人力資源管理體系，為員工營造公平、安全、健康、愉悅的工作環境，切實保護員工的合法權益，提供在職培訓及職業規劃，協助員工實現個人成長與事業發展的雙重目標。

In pursuit of operational excellence in all business segments, we implement strict supplier selection process and management standards for our products and services to ensure product quality and service quality. In the meantime, we monitor market trends closely, find out clients’ needs through various channels in a timely manner, and make significant investments in product development and innovation. We aim to create value for our clients on an on-going basis by providing reliable healthcare products, excellent services and quality entertainment contents.

我們在各業務板塊均秉持精益求精的工作理念，執行嚴格的供應商選聘流程及產品與服務管理標準，以保證產品質量與服務水平。同時，我們密切關注市場動態，通過多種渠道及時了解客戶訴求，大力投入產品研發創新；務求憑藉可靠的健康產品、完美的服務，以及優質的娛樂內容，持續為客戶創造價值。



Devoted to public affairs, we utilise our skills, resources and influence to improve the quality of living for local community, working with the public to address social challenges.

我們熱心投入公共事務，利用自身技能、資源及影響力，致力提升當地社區的生活質素，與公眾應對社會挑戰。

Given the ever-evolving market environment and public expectations, we keep on improving our internal control system and optimising our corporate governance structure. Meanwhile, by adhering to the principle of openness, transparency and mutual benefits, we keep in close touch with stakeholders to understand their expectations and needs, establish favourable relationships with cooperation and mutual trust, and work together to drive the healthy and sustainable corporate development.

有見市場環境與公眾期望不斷演變，我們一方面持續提升內部控制體系，完善公司治理結構；與此同時，秉持公開透明、利益共贏的原則，緊密聯繫各方權益人，及時了解他們的期望與訴求，建立合作互信的良好關係，共同推進企業的健康可持續發展。

Looking ahead, we will continue to fulfil our corporate social responsibilities and join hands with our stakeholders to share sustainable value. On behalf of the board of directors, I would like to take this opportunity to express my sincere gratitude to all employees and all external stakeholders who contribute to the sustainable development of the Group, and I look forward to receiving your ongoing support.

展望未來，我們將持續履行企業社會責任，與權益人共享可持續價值。藉此機會，本人謹代表董事會，衷心感謝所有參與集團可持續發展工作的員工及集團以外所有權益人，期望繼續獲得大家的支持。

Huayi Tencent Entertainment Company Limited 華誼騰訊娛樂有限公司

Chairman 主席

WANG Zhongjun 王忠軍

Hong Kong, 9 May 2017

香港，二零一七年五月九日



Stakeholders Engagement 權益人的參與

Stakeholders engagement is a core part of the Group's sustainable development. We focus on the establishment of a regular communication mechanism with our stakeholders, and have set up online and offline communication channels advising the Group's strategic plan for and performance in sustainable development to our stakeholders, and consulting the opinions and needs of them in a timely manner, so that the Group's business practices can meet their expectations.

權益人參與是集團可持續發展工作的核心部分。我們注重與權益人建立常態化溝通機制，設立了線上及線下的溝通渠道，及時向權益人匯報集團可持續發展戰略規劃與績效表現，諮詢各方的意見與訴求，以使集團的業務常規達到權益人的期望。

The Group's stakeholder group include its employees, shareholders, investors, clients, suppliers, cooperating entities, the government, regulatory authorities and the general community. We will communicate with our stakeholders on various issues through different channels.

集團的權益人群體包括員工、股東、投資者、客戶、供應商、合作商、政府、監管機構及廣大社群。我們會就議題內容透過不同渠道與權益人進行溝通。

Stakeholders
權益人

Channels of Participation
參與渠道

Expectations and Objectives
期望與要求

Clients
客戶

- Client events
客戶活動
- Membership services
會員服務
- Surveys on satisfaction and experience
滿意度及體驗調查

- High-quality healthcare products and services
高品質健康產品與服務
- Protection of client information and privacy
客戶信息及私隱保護
- Business integrity and ethics
商業誠信和道德

Shareholders
and investors
股東與投資者

- General meetings
股東大會
- Reports and announcements
報告與公告
- Company website
公司網站

- Financial results
財務業績
- Sustainable corporate development
企業可持續發展
- Corporate transparency and reputation
企業透明度及聲譽

Employees
員工

- Training activities
培訓活動
- Team building activities
團建活動
- Regular performance reviews
定期績效考核
- Staff meetings
員工大會

- Career development
職業發展
- Health and safety
健康與安全
- Remuneration and benefits
薪酬與福利
- Equal opportunities
平等機會

Government /
Regulatory
authorities
政府 / 監管機構

- Routine communication and reporting
日常溝通與匯報
- Compliance management
合規管理
- Proactive tax payment
主動納稅
- Information disclosure
信息披露
- Charity
社會公益

- Implementation of policies
政策執行
- Compliance with regulations and laws
遵紀守法
- Tax payment according to the law
依法納稅
- Business ethics
商業道德
- Community participation
社區參與

Suppliers and
cooperating
entities
供應商與合作商

- Tender meetings
招投標會議
- Site visits
實地考察
- Regular assessment
定期評估
- Communications and visits
交流互訪

- Fair competition
公平競爭
- Business ethics and credit standing
商業道德與信譽
- Product quality
產品質量
- Win-win cooperation
合作共贏

Community
社區

- Promotion of employment
促進就業
- Community activities
社區活動
- Investments and donations
投資與捐助

- Compliant operation
合規經營
- Promotion of community development
促進社區發展
- Environmental protection
環境保護



Materiality Assessment 重要性議題評估

In order to increase the substantiality and responsiveness of this Report, the Group appointed a third-party advisor to conduct a materiality assessment on environmental, social and governance issues in 2016.

為提升本報告的實質性與回應性，2016年，集團委託第三方顧問機構主持開展了環境、社會及管治重要性議題評估。

Identification of issues: 26 issues were identified and determined with reference to the scope of disclosure set out in the ESG Guide and by taking into account the features of the Company's business. These issues covered areas including environment, employment practice, occupational health and safety, labour standards, supplier management, product responsibility, anti-corruption and community investments.

議題識別：參考《ESG 指引》規定的披露範疇，結合公司業務特點，識別並確定了 26 項議題。議題涵蓋環境、僱傭常規、職業健康與安全、勞工準則、供應商管理、產品責任、反貪污及社區投資等方面。

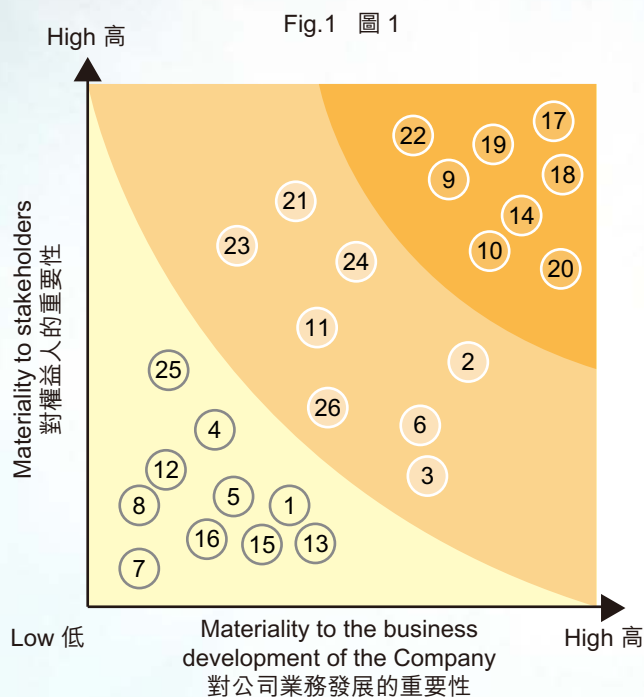
Assessment of issues: internal and external stakeholders were invited to rate the materiality of the 26 issues through questionnaires and then rank the 26 issues by their materiality ratings.

議題評估：通過問卷形式，邀請內外部權益人就26項議題對其的重要程度進行打分，進而確定26項議題的重要性評分排序。

Screening of materiality: through materiality rating, combined with the consideration of the disclosure of the Group's business highlights and industry information, the key issues of disclosure for this Report were derived, and a materiality matrix was formed (see Fig. 1 for details).

重要性議題篩選：通過分析重要性評分，綜合考慮集團業務發展重點及行業披露情況，總結得出本報告的重點披露議題，形成重要性議題矩陣（詳見圖1）。

Very important 非常重要	17	Health and safety related to products and services 產品和服務的健康與安全	
	18	Customer satisfaction 客戶滿意度	
	9	Employee remuneration and benefits 員工薪酬待遇及福利	
	19	Marketing and promotion 營銷及推廣	
	22	Protection of consumer information and privacy 保護消費者資料及隱私	
	20	Protection and safeguarding of intellectual property rights 維護及保障知識產權	
	14	Supplier selection, assessment of products and services 供應商選擇、產品、服務評估	
	10	Occupational health and safety 職業健康與安全	
	Important 重要	21	Quality test and product recall 質量檢定及產品回收
		23	Prevention of bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐及洗黑錢
11		Development and training of employees 僱員發展及培訓	
24		Anti-corruption policies, measures and reporting mechanism 反貪污政策、措施及舉報機制	
2		Sewage treatment 污水處理	
26		Community investments 社區投資	
6		Use of water resources 水資源使用	
3		Land use, pollution and restoration 土地利用、污染及修復	
Less important 次重要	25	Communications, assessments and development plans made in relation to businesses and the impacts on local community 針對業務與當地社區影響而作溝通、評估和發展計劃	
	4	Waste recycling 廢物利用	
	12	Prevention of child labour and forced labour 防止童工及強制勞工	
	5	Use of energy 能源使用	
	8	Composition of employees 僱員組成	
	1	Emission of exhaust gas and greenhouse gases 廢氣及溫室氣體排放	
	16	Assessment of suppliers' efforts in environmental protection 供應商環保情況評估	
	15	Assessment of suppliers' labour conditions 供應商勞工情況評估	
	13	Geographical distribution of suppliers 供應商地區分佈	
	7	Use of other materials 其他原材料使用	



Subject to the disclosure requirements of the ESG Guide, this Report would set out in greater details the issues which our stakeholders are more concerned about. In addition, the result of materiality assessment would be used to guide the strategic goals and plan for ESG management in the next year, thereby driving the continuous progress of sustainable development.

在符合《ESG 指引》披露要求的基礎上，我們會在本報告中對權益人更加關注的議題進行更為詳細的匯報。同時，重要性評估結果將用於指導集團制定下一年度的環境、社會及管治戰略目標及計劃，持續推進可持續發展進程。

In 2017, we will maintain close communication with our stakeholders and gradually increase the scope and number of respondents of the questionnaire survey, with a view to understanding the concerns of our stakeholders more comprehensively and further enhancing the substantiality and relevance of our reporting.

在 2017 年，我們將保持與權益人的密切溝通，逐步擴大問卷調查範圍及參與人數，以期更全面地了解權益人的關注事項，進一步提升本報告的實質性與針對性。

Environmental 環境

Environmental protection is the cornerstone for the sustainable development of an enterprise and even the society. In strict compliance with laws and regulations on environmental protection, the Group reviews its environmental impacts in a timely manner and keeps enhancing its environmental management system. We implement active efforts in environmental protection, with a view to reducing the burden arising from our production and operations on the environment. We also value the communication and promotion of information on environmental protection among our stakeholders, encouraging environmentally friendly behaviour.

In 2016, the Group issued Environmental Protection Management Policy and Resources Saving Management Policy in order to standardise the management of environmental matters in each business segment. During this reporting period, no material incident in violation of laws or regulations which involved environmental issues has occurred to the Group.

Management of Emissions

The Group implements Environmental Protection Management Policy strictly, and monitors emissions of various exhaust gas, solid wastes and sewage produced in the course of its operation, to ensure that all emissions are treated effectively and properly to meet national requirements on emissions. In addition, the Group actively introduces environmental protection equipment and measures to reduce the emission of exhaust gas and greenhouse gases, and reduce the production of solid wastes.

環境保護是企業乃至社會可持續發展的重要基石。集團嚴格遵守環境相關的法律法規，及時檢視自身的環境影響，不斷完善環境管理制度，積極實踐環保措施，以降低生產運營產生的環境負荷。我們亦注重與權益人交流推廣綠色環保資訊，鼓勵環保行為。

2016年內，集團頒佈了《環境保護管理辦法》和《資源節約管理辦法》，旨在有效規範各業務範疇對環境事宜的管理。於本報告期內，我們並無發生涉及環境問題的重大違法違規事故。

排放物管理

集團嚴格執行《環境保護管理辦法》，監控運營過程中產生的各類廢氣、固體廢棄物、生活污水排放，確保各類排放物得到有效合理處理，符合國家排放規定。同時，集團積極引入環保設備及措施，減低廢氣和溫室氣體排放，減少固體廢棄物的產生。



Emissions of Exhaust Gas and Greenhouse Gases

The main sources of exhaust gas and greenhouse gases emitted are the corporate vehicles as well as the fuel consumption from our small powered equipment in the golf course. In 2016, the Group has improved the management of its commercial vehicles, ensuring proper use of its vehicles. The Group has enhanced the daily maintenance of powered equipment and replaced high energy consuming and old equipment, ensuring the efficient and environmentally friendly operation, and strictly controlling exhaust gas emissions.

Furthermore, for the catering service and staff canteens of our offline healthcare business, cooking oil fumes are treated by purifying devices before discharge, ensuring compliance with environmental requirements.

Treatment of Wastes

The Group takes proper measures to treat various wastes produced in the course of its operation, with a view to preventing potential environmental pollution.

Hazardous wastes: collected in a centralised manner and appointed qualified organisations for disposal.

Green wastes including grass cuttings: piled at designated locations at the course turf for composting, thereby turning wastes into treasures while reducing the production of wastes.

General office wastes and domestic wastes: sorted and collected before being delivered to Environmental Hygiene Stations for centralised treatment.

Disused office furniture: collected and sold by the Administrative Department, avoiding improper piling and abandonment.

廢氣及溫室氣體排放

廢氣及溫室氣體主要來源是公司車輛尾氣，以及高爾夫球場小型機動設備的燃油消耗。2016年，集團加強對公務用車的管理，保證車輛的合理使用；增強對機動設備的日常保養，及時淘汰高能耗和舊設備，確保設備的運行效率與環保運營，嚴控廢氣排放。

此外，線下健康業務的餐飲及員工食堂的廚房油煙排放必須經過淨化裝置處理，保障油煙排放符合環保要求。

廢棄物處理

集團對運營過程產生的各類廢棄物採取適當的處理措施，防止潛在的環境污染。

有害廢棄物：集中收集，委託有資質單位進行處理。

草屑等綠化垃圾：集中堆放在球場草坪固定地點，用於堆肥，減少廢棄物產生量同時實現變廢為寶。

一般辦公垃圾與生活垃圾：分類收集，交由環衛所統一處理。

廢舊辦公家具：由行政部統一收集外賣，杜絕隨意堆放和丟棄。



Use of Resources

By optimisation of equipment and control at sources, the Group keeps enhancing the efficiency in the use of energy and water resources as well as recycling of resources, thereby reducing the impact of its operating activities on the environment.

Management of Use of Energy

In 2016, the Group continued to drive its efforts in energy saving and emission reduction. The specific measures taken are as follows:

- To control the direct use of energy, the use of business vehicles and mechanical equipment were managed strictly, and a system for the application of fuel use was implemented; regular maintenance was carried out to ensure efficient operation of equipment.
- To control the indirect use of energy, the rule “turn off the power before leaving” was implemented for the lighting, air-conditioners and electric appliances in operating and office spaces; electronic devices were configured to energy-saving mode.

Management of Use of Water Resources

In 2016, the Group continued to implement its plan for the use of water resources. The specific measures taken are as follows:

- A rainwater collection and recycling system was implemented. The system gathers rainwater into the artificial lake at the golf course. Moreover, reclaimed water from the local sewage treatment plant and the recycled water were used to irrigate the green area.
- The Group actively encouraged the use of water saving devices, enhanced the daily inspection, maintenance and management of water-consuming equipment and fixed problems such as running water, spillage, emission, drippage and leakage in a timely manner.

資源使用

集團通過設備優化和源頭控制等措施，不斷提升能源和水資源的使用效益，加大資源循環利用率，減少企業經營活動對環境造成的影響。

能源使用管理

2016年，集團繼續推進節能減排工作，具體措施如下：

- 為控制直接能源使用，對公務車輛、機械設備作業實行嚴格管理，實行油料領用制度；按時保養，確保設備的高效運行。
- 為控制間接能源使用，規定營業和辦公區域的照明、空調、電器設備必須“人走機停”，電子產品設置節能模式。

水資源使用管理

集團於2016年內持續落實水資源使用計劃，具體措施如下：

- 採用雨水收集回用系統，雨水收集儲存於球場的人工湖中；同時引入地區污水處理廠的中水，將回收雨水及中水用於綠化澆灌。
- 積極推廣節水器具的使用，加強對用水設備的日常檢查、維護和管理，及時處理細水長流和跑、冒、滴、漏現象。



Promotion of Green Office

The Group integrates promotion with practice in its daily office operation, develops the environmental awareness of its employees and encourages its employees to fulfil their environmental responsibilities.

In 2016, the Group actively introduced environmental protection measures in the office spaces, including priority use of energy-saving lighting and electrical appliances, turning off electric equipment and lighting during non-office hours, reuse of papers and driving forward paperless office gradually. In addition, we also posted slogans in our offices and staff canteens to publicise environmental protection, encourage our employees to save resources, cherish food and avoid waste of resources by beginning with trivial things.

We provide our employees working at the golf course of the offline healthcare business with staff shuttle bus, reducing the use of motor vehicles for work-related travelling. We encourage our employees to choose environmentally friendly means of transport when travelling, with a view to reducing ecological footprint and contributing to energy saving and emission reduction efforts.

Concern about Environmental Issues

Protection of Ecological Environment

The Group has set guidelines for the purchase of pesticides and fertilizers. We only purchase pesticides and fertilizers from suppliers with organic certification and control the dosage and frequency of their uses, so as to reduce the impact of golf course operation on land resources.

The Group values the protection of green vegetation in its operating and office spaces. In 2016, the Group planted 50 trees and seeded 1,000 kilograms of grass seeds, greening a total area of 1,210 Chinese acres. The Group's efforts in greening and planting have enriched the diversity of vegetation in the area where the Group operates and improved the local microclimate while adding to the aesthetic value.

推廣綠色辦公

集團注重在日常的辦公運營中以宣傳和實踐相結合的方式，培養員工的環保意識，鼓勵員工履行對環境的責任。

2016年，集團在辦公區域積極實施環保措施，優先選用節能照明設備及電器，非辦公時間確保關閉電子設備及照明設備，重複使用紙張，逐步推進無紙化辦公。同時，在辦公及員工食堂區域張貼環保宣傳標識，鼓勵員工節約資源，愛惜糧食，從身邊小事做起，杜絕資源浪費。

我們為線下健康業務高爾夫球場的員工提供免費通勤車，減少上下班的機動車使用；鼓勵員工選擇綠色出行方式，減低個人的生態足跡，為節能減排貢獻自己的一份力量。

關注環境事宜

保護生態環境

集團制定了採購農藥化肥質量的標準，向通過有機認證的供應商購買化肥和農藥，並控制化肥和農藥的使用量及使用頻次，以此降低球場運營對土地資源的影響。

集團注重保護經營及辦公區域的綠色植被環境。2016年，新栽植樹木50棵，撒播草籽1,000千克，綠化總面積達1,210畝。集團的綠化種植豐富了區域植物的多樣性，改善區域微氣候，同時提升了觀賞性。



Tree planting activity in the area of operation in 2016
2016 年度園區植樹活動



Maintenance of newly planted lawn
新種植草坪維護



All staff participating in tree planting activity
全員參與種樹活動



All staff participating in lawn maintenance
全員參與草坪維護工作



Enthusiasm in Environmental Protection

The Group studies the latest philosophy of environmental governance by participating in major environmental conferences. The Group also integrates environmental governance into its daily operational management with reference to outstanding practice within the same industry, thereby driving its sustainable development.

熱心環境事業

集團通過參加大型的環境會議，學習最新的環境治理理念，參考同行企業的優秀實踐案例，將環境治理納入企業日常運營管理中，推進企業的可持續發展。



Employee representatives participating in 2016 China Summit on Achieving SDGs
員工代表參加 2016 年可持續發展目標中國峰會

Employees studying the keynote address at the summit
員工學習峰會的主題演講



Social 社會

Employment and Labour Practices

People are an important cornerstone for the realisation of the strategic goals of an enterprise. The Group always empowers human resources management. We have enhanced the mechanism for the introduction and training of talents. We also provide our employees with a favourable career development platform by providing a safe and healthy working environment and safeguarding their interests, thereby helping them achieve personal value as well as career development.

僱傭及勞工常規

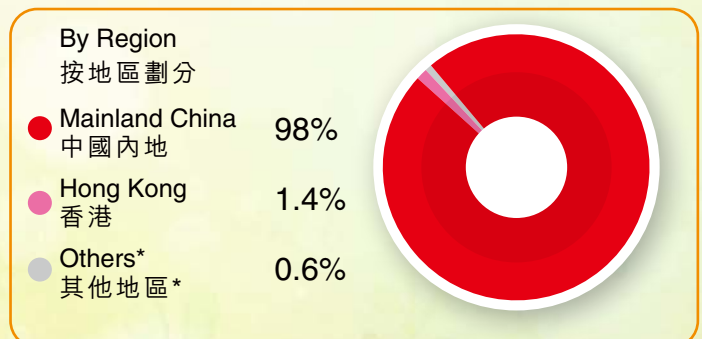
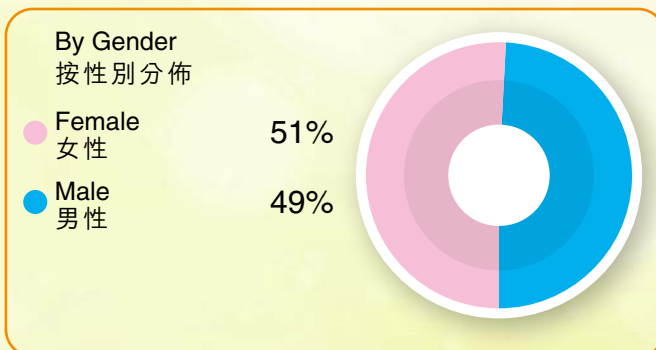
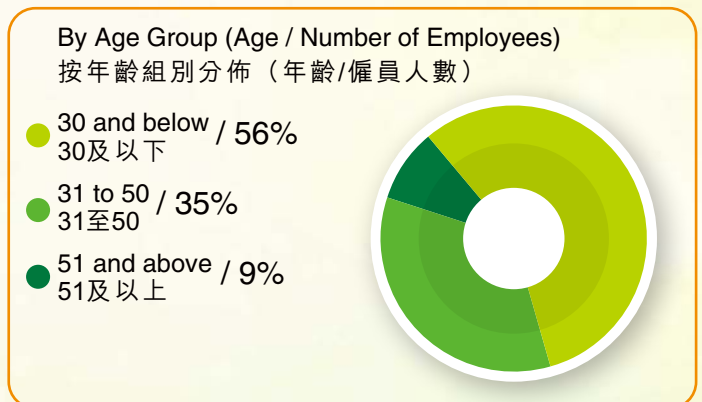
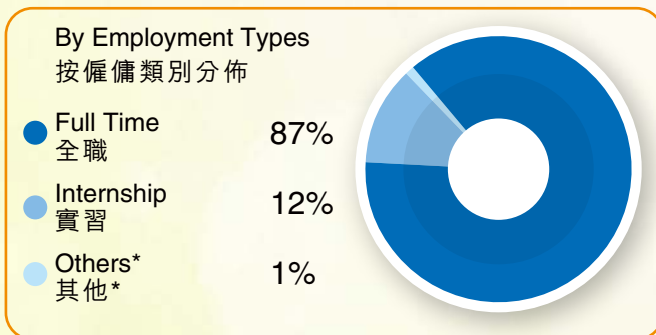
人才是實現企業戰略目標的重要基石。集團一向重視人力資源管理，增強人才引進與培養機制，提供安全健康的工作環境，捍衛員工權益，給予員工良好的職業成長平台，助力員工實現事業發展和個人價值。

Employment Practice

僱傭慣例

As at 31 December 2016, the composition of the Group's employees is set out as follows:

截至二零一六年十二月三十一日，集團僱員組成詳情如下：



* Three foreign golf coaches
三名外籍高爾夫球教練



We adopt rigorous recruitment procedures, and select and attract outstanding talents for the Group by external recruitment and promoting existing employees in conjunction with internal training. As of the end of 2016, the Group's major business segments had a total of 487 employees, most of whom were full-time employees. Given the characteristics of the Group's businesses, the number of employees aged 30 years and below accounted for 56%.

The Group provides equal employment opportunity and ensures that employees are not discriminated because of their age, ethnicity, race, gender or religious belief. We are committed to creating a corporate culture and working atmosphere of equality, respect, diversity and mutual support. In 2016, the Group's major business segments had 247 female employees, accounting for 51% of the total.

In compliance with labour laws and related laws and regulations and on a fair basis, the Group determines bonuses for its employees based on their attendance and performance, which serves as a recognition of their devotion and a motivation for their performance. In addition, the Group adjusts salaries and benefits based on the salary benchmarking surveys and the consumer price index inflation in a timely manner, with a view to attracting and retaining talents. The Group safeguards employees' entitlement to statutory benefits and provides statutory holidays.

The Group emphasises the career development of its employees and offers them promotion opportunities. The Group also enhances the development of talent echelon by providing its employees with a platform for self-improvement. Guided by the principle of "fairness, justness and openness", the Group introduces a series of methodology, including performance evaluation by senior management and professionals, to select and manage talents based on comprehensive measures such as morality, expertise, competency, knowledge and physical conditions. The result of selection is published internally, and the appointment would not be effective unless no objection is raised.

我們執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為集團甄選及吸納優秀的人才。截至2016年底，集團主營業務板塊共僱傭員工487人，大部分為全職員工。鑒於集團業務特點，30歲及以下的員工人數達到56%。

集團提供平等就業機會，保障員工不因年齡、民族、種族、性別、宗教信仰不同而遭受歧視，致力營造平等、尊重、多元化、互助友愛的企業文化與工作氛圍。2016年，集團主營業務板塊共有女性員工247人，佔總人數的51%。

集團遵守勞動法及相關法律法規，在保障公平的基礎上，視員工考勤情況與績效表現確定獎金，肯定員工的努力工作，提升員工的積極性。同時，集團根據市場薪資調研結果及物價增長指數，及時調整薪資及待遇水平，以吸引及保留人才。集團保障員工享有法定福利待遇，按法定假期安排休假。

集團重視員工的職業發展，為優秀人才提供廣闊的晉升空間，加強人才梯隊建設，為員工提供提升自我的平台。晉升選拔工作以“公平、公正、公開”為指導原則，通過組織領導與專家的人才測評等一系列方法，以德、才、能、識、體的全面衡量指標選拔和管理人才。選拔評選結果需經過內部公示，無異議後方才宣佈任命。



In addition to salary incentives and promotion opportunities, the Group has put in place an employee reward scheme to award its employees with outstanding performance. We conduct an annual assessment to recognise outstanding employees, managers and departments. In addition, the Group is attentive to the communication and interaction with its employees to understand their expectations and needs and listen to their voices, thereby enhancing the internal cohesion of the Group. Any employee who has any complaint or suffers unequal treatment may appeal through the channels of appeal set out in the Employee Handbook. If he is unsatisfied with the feedback, he may also report to a higher level of management until the problem is resolved. The management must keep the complaint confidential and conduct corresponding investigation in a timely manner to ensure that a satisfactory response is given to the employee.

Health and Safety

The Group strictly abides by national regulations on labour protection and policies and decrees on operational safety. In line with its business development, the Group revised and refined the Corporate Operational Safety Management Policy in 2016, and set up a Safety Management Committee to guide, supervise, inspect and assess its operational safety efforts.

In order to ensure a safe and healthy working environment, the Safety Department organises safety and fire prevention inspections on a regular basis to eliminate any potential hazard in no time. In the meantime, the Department also provides personal protective equipment in accordance with the Standards of Provision of Personal Protective Equipment for Enterprise Employees, and supervises and inspects the use of personal protective equipment by our employees. Relevant qualifications and routine safety education are required for workers for particular tasks to constantly enhance their sense of safety responsibility. A certain amount of safety subsidies is granted to those employees engaged in particular tasks.

除薪酬激勵與晉升機會外，集團亦設立了員工獎勵辦法，對表現優異的員工頒發獎項；每年開展年度評選，表彰年度優秀員工、管理者及部門。同時，集團注重與員工的溝通互動，加深了解他們的期望與訴求，聆聽他們的心聲，提升企業的內部凝聚力。員工如有任何意見或遭受不平等待遇，可通過《員工手冊》中列示的申訴渠道進行申訴；若對反饋意見不滿，亦可向更高層級的管理部門反映，直至問題解決。管理層必須對申訴事宜進行保密，及時組織相應調查，確保向員工做出滿意答覆。

健康與安全

集團嚴格遵守國家勞動保護條例和安全運營的政策法令。結合業務發展，集團於2016年修訂完善了《企業安全運營制度》，設立安全管理委員會負責安全運營的領導、監督、檢查和考核工作。

為保障安全健康的工作環境，安全部定期組織安全與消防檢查，及時清除安全隱患；同時遵照《企業職工防護用品發放標準》發放勞動保護用品，監督檢查員工的使用情況。集團特殊工種必須持證上崗，並接受常規性的安全教育，不斷提升安全責任意識。對特殊工種員工發放一定金額的安全補貼。



A fire drill organised by
the offline healthcare operation
線下健康組織消防演習



Staff participating in
a fire drill and related training
員工參與消防演習與演習培訓

We emphasise our employees' awareness and ability in relation to safety responsibility, and stipulate clearly the requirements on occupational health and safe operation in the Employee Handbook and the Employee Safety Convention. All employees are required to participate in fire drills and training on safety knowledge and pass the relevant assessments before they can take up their positions. The Safety Department monitors the actual results of safety training through workshops and questionnaires.

We care about the physical and psychological health of our employees. We have first aid kits in place in our offices, together with medicine for heatstroke, flu, fever etc., which are checked regularly and replenished in a timely manner. We are particularly concerned about the health of our female employees. Any work that may affect the health of foetus or baby is strictly prohibited for female employees during their pregnancy or lactation. In addition, we actively organise staff activities as an effort in advocating work-life balance.

The Group recorded no cases of work-related death or injury during 2016.

我們強調每位員工的安全責任意識與能力，在《員工手冊》、《員工安全公約》中清晰規定職業健康和安全管理要求；組織全員參加消防演習與安全知識培訓，培訓考核合格後方可上崗，安全部通過座談和問卷形式檢查安全培訓的實際效果。

我們關心員工的身心健康，在辦公室設置急救箱，常備防暑、感冒、發燒等藥品，定期檢查藥品並及時補充。我們格外關注女性員工健康，嚴禁安排女員工在懷孕、哺乳期間從事影響胎兒、嬰兒健康的工作。同時我們積極組織員工活動，倡導工作與生活平衡發展。

於2016年度內，集團並無因工死亡和工傷案例。



Development and Training

The Group regards the enhancement of knowledge and skill of its employees as one of the drivers for its sustainable development. We provide a wide range of training and staff exchange programs to facilitate employees' personal growth and our corporate development.

The Group has developed a staff training management system and set up a made-to-measure training and continuing education program. Through themed trainings, field exercises and skill competitions, it helps employees enhance overall competency and professional skills. In addition, the Group has established innovative platforms encouraging its employees to learn from one another, helping them explore their personal potential, enhancing the strength of human resources and providing a strong backup force to achieve the Group's strategic business objectives.

發展與培訓

集團將員工知識與技能提升作為企業實現可持續發展的動力之一，為其提供廣泛的培訓、交流機會，致力實現員工個人成長與企業發展。

集團制定了員工培訓管理制度，建立了以崗位任職資格為基礎的持續課程體系，通過專題培訓、實地演練、技能競賽等方式，幫助各崗位員工提升業務素質及專業能力。同時，搭建創新平台，鼓勵員工相互學習，促進員工發掘個人潛能，增強人才資源優勢，為企業實現戰略經營目標提供堅實的後備力量。



Professional training organised by the Engineering Department
工程部門組織專業培訓



The highlights of our training in 2016 are set out as follows:

Improvement of professional skills

- Our business departments provided trainings on professional skills to ensure the knowledge and skills of our employees meet the requirements of business development and their positions.
- Professional skills competitions were organised to enhance the professional exchange and motivate our employees to learn.
- We arranged our employees to take refresher courses provided by external organisations based on the requirements of their positions.

Introduction to the Group's systems and development of comprehensive competency

- The Human Resources Department was responsible for providing new employees with orientations to help them quickly adapt to the management of the Company through the introduction of corporate systems and culture.
- The Human Resources Department organised our employees to study the newly issued and amended corporate systems to ensure that they were informed of the corporate development and new systematic requirements in a timely manner.
- External training organisations were invited to provide training on personality and communication skills, improving their comprehensive competency.

2016年度，我們培訓工作要點如下：

專業技能提升

- 業務部門開展專業技能培訓，確保員工的知識技能符合業務發展及崗位需求。
- 組織專業技能競賽，加強專業交流，提升員工的學習積極性。
- 根據崗位工作需要，組織員工參與外部機構開設的進修課程。

集團制度宣講與綜合能力培養

- 人事部負責新員工的入職培訓，通過系統介紹公司制度及文化，幫助新員工快速適應公司管理。
- 由人事部組織學習新頒佈及修訂的公司制度，確保員工及時了解企業發展與新的制度要求。
- 邀請外部培訓機構對員工進行性格與交流技巧的培訓，提升員工的綜合能力。

Make-up skill training for customer service staff
服務人員的化妝技巧培訓





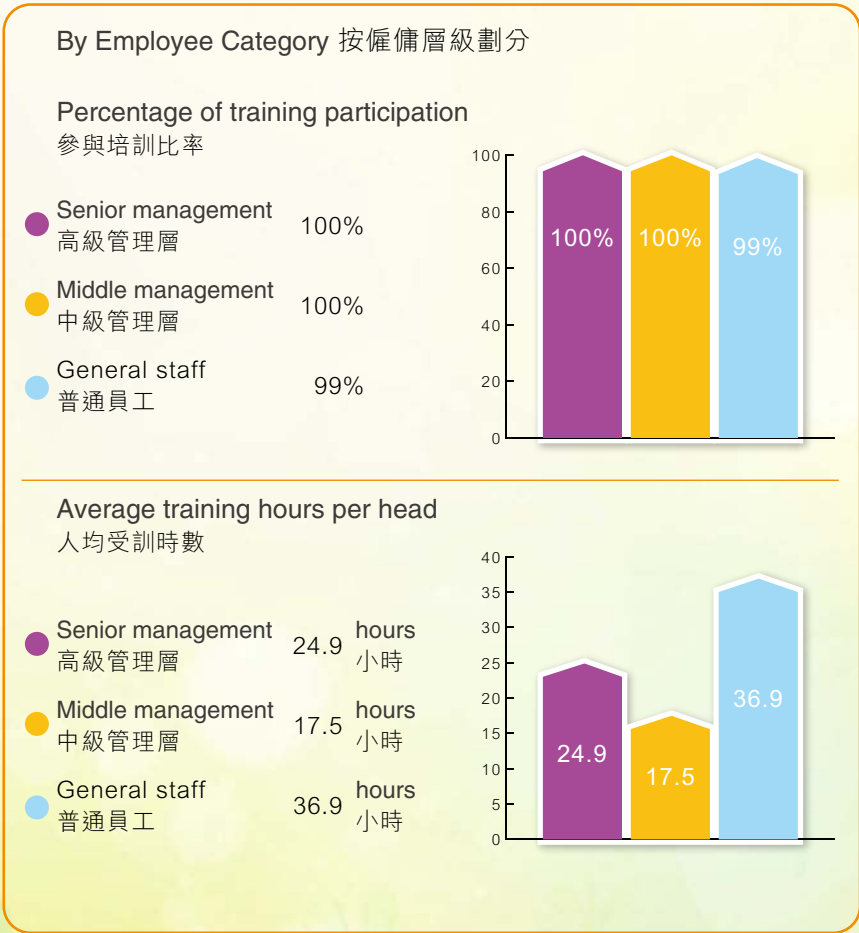
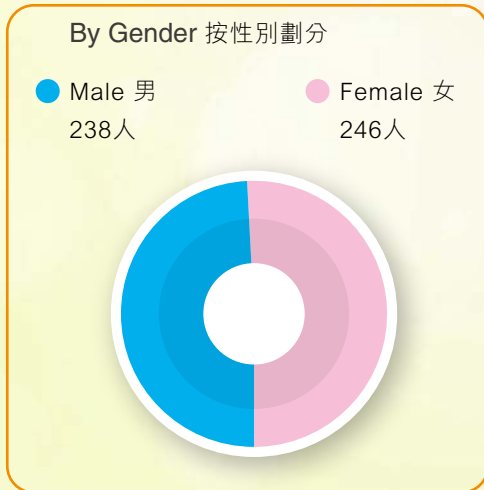
The Group subsidises the education and training for those employees who are qualified in terms of service length and performance, with a view to encouraging its employees to continue their studies and add value for themselves. The Company may enter into a Training Agreement with its employees who take examinations for occupational qualifications or professional skill certificates as required by their positions, whereby the Group will bear the examination costs.

集團對於滿足一定年資與工作表現的員工提供教育與培訓資助，鼓勵員工持續進修，自我增值。員工如參加崗位要求的職業資格或專業技能證書考試，可與所屬公司簽訂《培訓協議書》，由集團承擔考試費用。

The participation in training by the Company's employees in 2016 is set out as follows:

於二零一六年，公司僱員的培訓情況如下：

Number of trainees / Average training hours
受訓人數 / 受訓平均時數





Labour Standards

In order to safeguard the human rights and labour rights for its employees, the Group strictly complies with the employment laws and regulations applicable to the countries and the relevant jurisdictions where it operates. Child labour and forced labour are strictly prohibited.

We adopt rigorous recruitment procedures and ensure that successful candidates attain the age of 18 by checking their identity documents. To protect its employees' rights for day-offs and leaves, the Group has developed detailed rules in respect of working hours and overtime in the employment contracts and attendance guidelines. No forced overtime work is allowed. If overtime work is needed, overtime payment or day-off in lieu should be made.

The Group's Human Resources Department conducts regular specialised inspections, standardises human resources management and coordinates labour relations in a timely manner. In 2016, no material non-compliance incidents in relation to labour rights occurred in the Group.

Operational Practices

The Group is committed to providing products and services with the highest quality for its clients. We perform strict selection of qualified suppliers and rigorous execution of quality assurance procedures and service standards. By paying close attention to clients' needs and experience, as well as consulting client feedback and conducting timely modifications, we keep enhancing our product and service quality. In addition, we adhere to the corporate philosophy of "Integrity Comes First" and stand firm against any non-compliance such as corruption, bribery and fraud in order to uphold our corporate reputation, create value for our stakeholders and achieve sustainable corporate development.

勞工準則

集團嚴格遵守國家及業務所在地區的僱傭法規，保障僱員的人權與勞工權利，杜絕僱傭童工與強制勞工的情況。

我們嚴格執行招聘程序，通過檢查身份證明文件，確保錄用人員須年滿18歲。為保障員工休息休假的權利，集團在勞務合同和考勤制度中對工作時長及加班做出了詳細規定，不容許強制加班情況的發生。如有加班情況，應支付加班費用或安排調休。

集團人事部定期進行專項檢查，規範人事管理，及時協調勞資關係。於2016年內，集團並無發生有關勞工權益的任何重大不合規事宜。

營運慣例

集團致力為客戶提供最優質的產品與服務，嚴格甄選合格的供應商，認真執行質量檢定程序與服務標準，密切關注客戶需求與體驗，徵詢客戶意見並及時反饋整改，不斷提升產品與服務水平；與此同時，我們秉承“誠信至上”的企業理念，堅決杜絕貪污、賄賂、欺詐等違規行為，維護企業聲譽，為權益人創造價值，實現企業可持續發展。



Supply Chain Management

The selection and management of suppliers are crucial to the quality stability and safety of our products. We value our cooperation and interactions with our suppliers and are committed to establish a cooperation relationship with mutual benefits.

Through the ongoing improvement of its procurement management system and supplier management system, the Group has established an all-rounded workflow management on major control procedures including basic principles of supplier screening, procurement methods, supplier selection and evaluation. The Group prioritises suppliers selection criteria. A comprehensive selection process, which covers the commercial and professional credentials, quality system, productivity, product quality, pricing and service capability, will be conducted for all suppliers and field inspections to the suppliers would be made if necessary. Only those suppliers who have fulfilled all selection criteria will be selected. During the contract period, the Group performs annual assessments based on a rating system in respect of the supply quality, pricing, delivery date and service level of the suppliers, and actively update the list of its qualified suppliers, with a view to ensuring the quality of its products at the source.

Product Responsibility

Delivering quality products and services is an important theme of the sustainable development of an enterprise. Each of the Group's business segments complies with applicable national and regional laws and regulations on product quality, strictly implements the standards of products and services and endeavours to fulfil our product responsibility, with a view to creating value for its clients.

供應鏈管理

供應商的選擇與管理是保障產品質量穩定安全的關鍵環節。集團重視與供應商的合作與互動，致力建立互惠互利的合作關係。

通過不斷完善採購管理制度和供應商管理制度，集團在供應商選聘基本原則、採購方式、供應商准入、定期評估等主要控制環節已形成了全流程管理。集團審慎挑選供貨商，對其商務及專業資質、質量體系、生產能力、產品質量、價格、及服務能力進行篩選，並根據需要，對供應商進行現場考察；滿足各項評選標準後，方可被選為供應商。集團在合約期內，每年依照評級制度對供應商的供貨質量、價格、交貨期及服務情況進行考核，動態更新合格供應商名單，從源頭確保產品質量。

產品責任

優質的產品與服務是企業可持續發展的重要主題。集團各業務板塊遵守適用的國家及地區產品質量相關的法律法規，嚴格執行產品及服務標準，務求履行產品責任，為客戶締造價值。



Quality Products and Services

Online Healthcare Operations

- In relation to various outsourced healthcare devices, we have established an independent quality examination system and implemented the most stringent quality inspection procedures.
- In relation to the online healthcare consultation service, we have standardised the replies to online consultation by setting up a standard form of reply through Online Doctor Consultation Procedures. Having due regard to the constraints of internet platforms and the nature of healthcare, the Group has identified the nature of consultation and prohibited response to inquiries about prescriptions, advertisements and marketing promotion on the platform, while ensuring completion of online consultation within 24 hours.
- In relation to the physical examination service, we have prepared an Operational Manual for Nurses, emphasising its nature of non-medical services, standardising the service procedures for physical examination and physical examination operations, with a view to enhancing clients' experience.

Offline Healthcare Operations

- The Membership Department is responsible for supervising our golf course management system strictly and defining the service contents and service standards for each role. In the occurrence of substandard services, internal rectification would be carried out in a timely manner.
- We implement quality standards of catering strictly. The Quality Department inspects the production flows and product quality on a daily basis to ensure the safety and hygiene of food.

優質產品與服務

線上健康業務

- 針對不同的外購健康管理設備制定獨立的質量檢查制度，執行最嚴格的質量檢測流程。
- 針對線上健康諮詢服務，通過《醫生線上諮詢流程》建立諮詢回覆標準，規範回覆內容。集團充分考慮網絡平台的條件限制與健康問題的特殊性，明確平台的諮詢性質，嚴禁任何涉及開處方、廣告、推銷內容的回覆。同時確保在24小時內完成線上諮詢。
- 針對健康體檢服務，制定《護士操作手冊》，強調非醫療服務屬性，統一體檢服務流程，規範體檢操作，提升客戶服務體驗。

線下健康業務

- 認真落實高爾夫球場管理制度，明確各崗位的服務內容與服務標準，由會員部負責監督。針對服務不達標的情況，及時進行內部整改。
- 嚴格執行餐飲出品標準，由出品部每天對製作流程及出品品質進行檢查，保證食物的安全衛生。



Focus on Product Research and Development

The Group is committed to providing members with one-stop online to offline (O2O) health management solutions. Currently, the Group has independently developed two new mobile service platforms for chronic diseases, namely “Kangxun Xuetang Smart Cloud Chronic Disease Management Platform” and “Taiping Jixiang Smart Cloud Healthcare Management Platform”. In order to strengthen its leading position in the market, the Group focuses on product research and development, gains an insight into the needs of target user groups and constantly improves its product quality, with a view to enhancing the user experience of its online platforms.

Effective management of intellectual property has never been more important to the Group. We have obtained copyright registration certificates for the software and related back-end system software of the front-end APPs of Kangxun Xuetang Smart Cloud Chronic Disease Management Platform and Taiping Jixiang Smart Cloud Healthcare Management Platform, safeguarding our assets by legal means.

The sector of online healthcare management platform is currently developing rapidly. We obtain, manage and keep updated on applicable laws and regulations on intellectual property rights in a timely manner and organise the management of intellectual property rights files. Through continuous online statistics, market surveys and the engagement of law firms, the Group aims at ensuring that its projects are not in violation of any intellectual property rights of its competitors.

Meeting Clients' Needs

Following a “client-oriented” service philosophy, the Group actively seeks clients’ opinions in the course of its business. In 2016, we conducted different types of user research to understand their experiences with our products and services, identify the room for optimisation of our products and services and make rectifications and improvements in a timely manner, which can help reduce complaints and boost client satisfaction.

Clients can also file their complaints through various channels including service hotline, online client service and corporate email. According to the rules of our client complaint management system, our dedicated customer service representatives would maintain a record of all complaints received and transfer them to the relevant departments for proper handling, while taking remedial measures proactively and following up when appropriate.

注重產品研發

集團致力於為會員提供一站式O2O的健康管理解決方案。目前集團已自主研發了“康迅學糖智慧雲慢病管理平台”與“太平吉象智慧雲健康管理平台”兩大手機端慢病管理服務平台。為鞏固在產品市場的領先優勢，集團專注產品研發，洞察目標用戶群體的需求，不斷進行產品優化，務求提升在線平台的用戶體驗。

集團十分重視知識產權管理。康迅學糖智慧雲慢病管理平台、太平吉象智慧雲健康管理平台前端APP已取得了軟件及相應後端系統平台軟件的著作權登記證書，充分利用法律維護集團的資產。

線上健康管理平台領域正處於高速發展階段。我們及時獲取、管理和更新適用的知識產權法律法規，組織管理知識產權檔案；持續通過互聯網數據統計、市場調查、與僱用律所等措施以保證項目未侵犯其他競爭對手的知識產權。

服務客戶需求

集團秉持“以客戶為中心”的服務理念，在開展業務的同時積極徵詢客戶意見。2016年內，我們通過多種形式的客戶調查，了解客戶的使用體驗，識別產品及服務的優化空間，並及時進行整改，以提升客戶滿意度，降低投訴風險。

客戶亦可通過服務熱線、在線客服及公司電子郵箱等渠道進行投訴。專職的客服人員會按照客戶投訴管理制度規定，對所接獲的客戶投訴進行記錄，並通知相關業務部門妥善處理投訴事宜，同時積極採取補救措施，適時做好跟進工作。



Protection of Client Privacy

The Group highly respects client privacy and strictly complies with the client information privacy ordinance in its daily operation, so as to ensure the security of such information. Each of the Group's business segments has also set up relevant privacy policies corresponding to the characteristics of their respective business and defined procedures for handling client information. New employees are required to sign and adhere to the Staff Confidentiality Agreement, whereby the employees undertake to keep client information confidential, and divulgence of information in any form is strictly forbidden.

In respect of personal information of online users, the Group has also set up various security procedures to protect user information from unauthorised access, use and divulgence. The "User Notice" of online APPs has set out the terms and conditions on user privacy. We will follow the Personal Data (Privacy) Ordinance strictly and ensure that the personal and business data of clients are used properly and for authorised commercial purposes only.

Promotion of Culture

In 2016, the Group gradually expanded its content production and investments in culture, entertainment and new media. We are looking for partners at home and abroad to cooperate for implementation of high-quality cultural projects. In the information era, we are fully aware of the disseminating functionality of cultural media and the guiding role of consensus, and we fully understand the social responsibilities they bear. When considering economic benefits of a project, we also take into account the value orientation of the contents disseminated. By actively fulfilling the role of the media in providing ethical guidance and the social responsibility of humanistic care, the Group has contributed to the dissemination of high-quality culture and driven social progress.

The Group has invested in a number of film and animation production projects with essence of Chinese culture as their theme, which aims at promoting the outstanding traditional Chinese culture and spirit worldwide by using films as media.

保障客戶私隱

集團高度尊重客戶私隱，在日常運營中嚴格遵守客戶信息保密條例，確保客戶信息安全。各業務板塊亦根據業務特點制定相應的私隱政策，明確處理客戶資料的程序。新入職員工需簽訂信息安全保護協議，承諾妥善保管客戶信息，嚴禁任何形式的信息洩露。

針對在線用戶個人信息，集團亦通過設置各種安全程序來保護用戶信息資源不被未經授權的訪問、使用和洩漏。在線APP的“用戶須知”中已列明用戶私隱的相關條款，我們會嚴格依照私隱條例規定，確保客戶個人及商業數據乃妥善運用，僅限於獲授權的商業用途。

文化傳播

2016年度，集團逐步拓展文化、娛樂及新媒體的內容製作及投資業務，與國內外優秀企業合作，不斷尋求高品質的文化項目。身處信息時代，我們深感文化媒體的傳播力及社會輿論的引導作用，深知其所應承擔的社會義務。在考慮項目經濟收益的同時，我們亦關注傳播內容的價值導向，積極履行媒體道德嚮導與人文關懷之社會責任，為傳播優質文化，推動社會前進做出貢獻。

集團已投資多個以中國元素和文化為主題的電影動畫製作項目，旨以電影為載體，在全球範圍內積極推廣中國優秀的傳統文化和精神。



Anti-corruption

In strict compliance with relevant national laws and regulations and following the management principle of corporate governance in accordance with the law, the Group has established its own internal Anti-Corruption Regulations and Staff Code of Ethics, so as to ensure good order of its operations, regulate ethical behaviour and professional conduct of all employees and safeguard the legitimate interests of its stakeholders.

The Group has established the Internal Control Department as the anti-corruption function which is responsible for investigating, reporting and handling corruption incidents. The department leads anti-corruption management in the daily operation and reports to the Chairman of the Audit Committee under the Board on the progress of work regularly. The General Manager of the Company is responsible for assisting the Internal Control Department in carrying out its daily work.

In order to further drive the prevention and management of anti-corruption, the Group enhanced its internal promotion of anti-corruption and provided new employees with training on anti-corruption and ethics in 2016. We require new employees to comply with the internal rules and systems as well as national laws, and follow the code of conduct of complying with disciplines and laws and performing duties honestly in their posts.

The Group has set up internal whistleblowing channels including email address, and announced the methods of whistleblowing on the anti-corruption bulletin board. A staff member may choose to make an onymous or anonymous report. The Group keeps all reported information strictly confidential and conducts thorough investigations, so as to ensure the independence, accuracy and timeliness of the investigations. The results of investigations on the reported incidents must be submitted to the Audit Committee for review.

The Group would impose economic and administrative penalties on employees who have committed corruptive acts. Anyone who has violated criminal laws would be sent to the judicial authority. In 2016, the Group was not involved in any litigation related to corruption or malpractice.

反貪污

集團嚴格遵守國家相關法律法規，秉持依法治企的管理原則，建立了內部反舞弊管理規定及員工道德守則，以保障集團經營管理活動的正常秩序，規範全體員工的道德行為及職業操守，維護權益人的合法權益。

集團設立內控監察部作為反舞弊的責任部門，負責舞弊事件的調查、報告與處理，主持日常運營中的反舞弊管理，並定期向董事會審核委員會主席匯報工作進展。公司總經理負責協助內控監察部開展日常工作。

為進一步推進舞弊的預防和管理工作，集團於2016年加強反舞弊的內部宣傳，並對新員工進行反舞弊和誠信道德培訓。我們要求新進員工遵守國家法律與公司內部規章制度，在各自崗位上履行遵紀守法、廉潔奉公的行為準則。

集團設立了電子郵箱等內部舉報渠道，並將舉報方式在宣傳公告欄進行公示。員工可選擇實名或匿名舉報。集團對所有舉報信息實行嚴格保密，並對舉報事件進行嚴肅調查，務求保證調查的獨立性、準確性與及時性。舉報事件的調查結果須呈報至審核委員會審批。

集團對涉及舞弊行為的員工給予經濟和行政處罰；觸犯刑法的，移送司法機關依法處理。在2016年內，集團未發生任何涉及貪污舞弊的訴訟案件。



Community Investment

Over the years, the Group has focused on the medical healthcare, education, charity and employment of the community given our own businesses and resources. By investing in the community by various means actively, the Group aims to build a harmonious community relationship and share the value of sustainable development with the community and the public.

The achievements in community investment of the Group's major business segments in 2016 are as follows:

- Actively carried out community health and care activities to promote knowledge of diabetes and provide diabetic patients with free blood glucose tests. In 2016, we offered a total of 16 volunteer medical consultations.

社區投資

多年來，結合自身業務與資源，集團重點關注社區的醫療健康、教育、慈善及就業事務，積極透過不同方式投資社區，重視建立和諧共融的社區關係，與社群及公眾共享可持續發展價值。

集團主營業務板塊於2016年在社區投資方面的成績如下：

- 積極開展社區健康關愛活動，義務宣傳糖尿病知識，免費為糖尿病患者檢測血糖。2016年內共組織義診活動16次。



The Online Healthcare Services provided free blood glucose tests for the community
線上健康部為社區免費提供血糖監測



The Online Healthcare Services provided free blood glucose tests for the community
線上健康部在社區開展免費血糖檢測



The Online Healthcare Services provided residents with healthcare information
線上健康為居民宣講健康知識



The Online Healthcare Services took part in a community health and care activity
線上健康部參加社區健康關愛活動

The Offline Healthcare Services undertook the annual charity activity for the Little Birdie Charity Foundation
線下健康部承辦小鳥基金年度慈善活動



The Group made a donation to the foundation and received a donation certificate
集團向基金會捐款並獲得捐款證書



- Continued its annual donation to Little Birdie Charity Foundation (小鳥慈善基金), making donations to the poverty-stricken children from the Bo'ai Orphanage at Xulun Hoh Banner, Inner Mongolia and Xirigaga Village at Horqin Right Middle Banner, Inner Mongolia.
- Took an active part in the "Mutual Help" activity organised by the Chaoyang District Government and made donations to a targeted poverty alleviation organisation, the Poverty Alleviation Fund of the Li and Miao Autonomous County.
- Granted subsidies to five families which relied on minimum social welfare support in Beihuqu Village.
- Subsidised a disabled resident of Beihuqu Village over years, making donations every year to help alleviate his family's poverty.
- The Group concerns about the employment status in the local community. When there is any vacancy, the Group would give priority to members in the community where it operates. By helping address employment issues, we join hands with the local community to achieve joint development.
- As a cultural and new media investment company, the Group focuses on the dissemination and development of culture and arts. In 2016, the Group participated in a fundraising dinner held by the Hong Kong Philharmonic Orchestra and donated HK\$80,000 to the orchestra.
- In 2016, our major business segments input 260 persons into various charitable activities amounting to approximately 120 hours.
- 延續每年度的小鳥慈善基金愛心捐助活動，為內蒙古正藍旗博愛兒童福利院和內蒙古科右中旗西日嘎嘎村的貧困孩子捐款。
- 積極參與朝陽區政府組織的互幫互助活動，向定點扶貧對象黎族苗族自治縣扶貧基金捐款。
- 向北湖渠村五名低保戶發放生活補貼。
- 長期資助北湖渠村一戶殘疾人，每年定期為其進行捐款，幫助緩解家庭的經濟困難。
- 集團關注當地社區的就業情況，在出現崗位空缺時，優先考慮業務所在社區人員；助力解決當地勞動力就業問題，攜手當地社區共同發展。
- 作為一家文化和新媒體投資公司，集團十分關注文化與藝術事業的傳播與發展。2016年，集團參加香港管弦樂團慈善晚會，向樂團捐款80,000元港幣。
- 2016年度，集團主營業務板塊於公益活動人力投入達260餘人次，活動時長約為120小時。

Looking ahead, the Group will continue its excellent tradition of fulfilling its social responsibilities and contributing to the society, facilitate the development of public healthcare and community charity and help address employment issues. On top of the existing form of community investment, we will encourage staff members to participate in volunteer activities, with a view to expanding the coverage of community health and charity activities and creating greater value for the society.

展望未來，集團將延續克盡己任、回饋社區的優良傳統，促進公眾健康、社區公益事業的發展，助力解決勞動力就業問題。在現有社區投資形式的基礎上，鼓勵員工參與義工活動，擴大社區健康公益活動的覆蓋範圍，為社會創造更大的價值。

Your Feedback and Our Contact

If you have any feedback on this Report or our environmental, social and governance efforts, please contact us by one of the following means. Your feedback is valuable to us and will help us improve our environmental, social and governance performance. Thank you.

意見收集及聯絡方式

如閣下對本報告或集團環境、社會及管治工作有任何建議，歡迎通過以下方式聯絡我們。閣下的寶貴反饋將有助於集團持續提升環境、社會及管治方面的工作表現，我們在此表示衷心感謝。

Huayi Tencent Entertainment Company Limited
Address: Suite 908, 9/F, Tower Two, Lippo Centre,
89 Queensway, Hong Kong
Fax : 3690 2059
Email Address: info@huayitencent.com

華誼騰訊娛樂有限公司
地址：香港金鐘道89號
力寶中心第2座9樓908室
傳真：3690 2059
電郵地址：info@huayitencent.com



H.BROTHERS | ENTERTAINMENT

華 誼 騰 訊 娛 樂