



CT Environmental Group Limited 中滔環保集團有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

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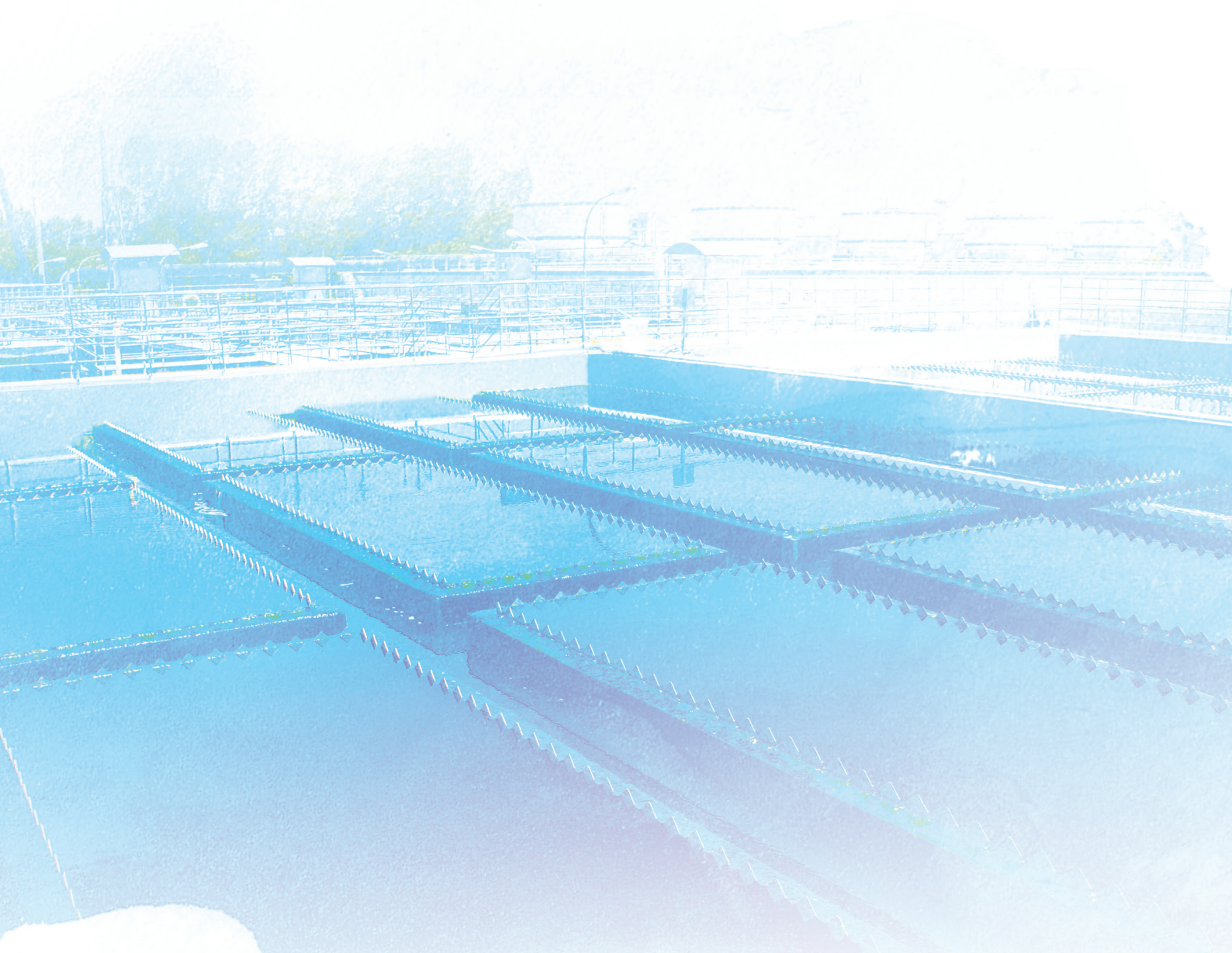
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告



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About this report 關於本報告

This report is the first Environmental, Social and Governance Report of CT Environmental Group Limited (“CTEG”, “the Group” or “We”) prepared in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”).

This report describes CTEG’s business of whole industrial chain services for the centralized treatment of industrial wastewater, municipal wastewater treatment, industrial water supply, centralized treatment and disposal of solid waste (including regulated waste) and hazardous waste, urban and rural domestic waste detoxification and environmental inspection, etc. It also discloses the Group’s performance in various aspects such as environmental protection, production safety, caring for staff and contributions to community for the period from 1 January to 31 December 2016. The contents of this report are determined by materiality assessment and analysis and the result of communication among the relevant stakeholders, please refer to Social Responsibility Management on page 22 for details. References to CTEG’s subsidiaries are made where relevant. Unless otherwise specified, the reporting scope of this ESG report covers all subsidiaries of the Group.

You are always welcome to send any queries or feedback opinions on this report or any of its contents to us through the following channels:

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本報告是中滔環保集團有限公司(「中滔環保」、「本集團」或「我們」)首份環境、社會及管治報告，依據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄27闡述的《環境、社會及管治報告指引》(《ESG報告指引》)編撰。

本報告描述中滔環保在工業廢水集中處理、市政污水處理、工業供水、固體廢物(含嚴控廢物)和危險廢物集中處理處置、城鄉生活垃圾無害化處理及環境檢測等全產業鏈服務的業務。本報告並披露本集團於2016年1月1日至12月31日期間在環境保護、安全生產、員工關愛、社區貢獻等各方面的表現。本報告的內容均根據重要性評估分析及利益相關方溝通結果而釐定，有關詳情請參閱載於22頁之「社會責任管理」。中滔環保的相關子公司已在適當地方註明。除另有指明，本ESG報告的報告範圍覆蓋本集團所有子公司。

如對本報告及當中內容有任何疑問及反饋意見，歡迎通過以下方式向我們提出：

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We are pleased to issue the first Environmental, Social and Governance Report of CTEG. We hope to report on our work, challenges and achievements in performing our corporate social responsibilities (CSR) during the past year, and to explain our vision and commitment in sustainable development. In the future, we will continue to report on our CSR performance and share our fruition of work.

In 2016, CTEG actively captured the opportunities brought by national policies to strengthen our development. With the debut of the 13th Five-year Plan of the PRC, various environmental protection measures were implemented successively by the PRC government to seek a balance between economic development and ecological environment, from which enormous market opportunities arose in the environmental protection industry. CTEG, being a service provider for environmental protection solutions, responded initiatively to the demand for services of industrial wastewater, sludge and hazardous waste treatments from various regions. During the reporting period, we commenced the construction of 6 projects. We also successfully signed a facility agreement with Asian Development Bank, the loans will be used to finance the construction of wastewater and sludge treatment facilities of CTEG. Meanwhile, the Group was admitted as a constituent stock of the Hang Seng Composite LargeCap and MidCap Index (HSLMI). The above results show that the Group's operation and management have been recognized by domestic and overseas investment institutions and the Group's position in the industry has been firmly established.

我們欣然發表中滔環保首份環境、社會及管治報告。我們希望向各位匯報過去一年我們在履行企業社會責任上的工作、挑戰及其成效，並闡述我們在可持續發展方面的願景和承諾。未來我們將繼續匯報我們在企業社會責任上的表現，分享我們的工作成果。

2016年，中滔環保積極把握國家政策帶來的機遇，加強發展。隨著中國「十三五」規劃展開，中國政府陸續推行多項環境保護措施，以尋求經濟發展與生態環境的平衡，當中為環保行業帶來極大的市場機遇。中滔環保作為環保解決方案的服務提供商，我們主動回應各地對工業廢水、污泥、危廢處理服務等需求。報告期內，我們有6個項目開始施工。我們亦成功與亞洲開發銀行簽署融資協議，貸款款項將用作建造中滔環保的污水和污泥處理設施。同時，本集團獲納入為恒生綜合大中型股指數成份股。上述成果顯示國內外投資機構對本集團運營管理的肯定，進一步鞏固了本集團的行業地位。



Chairman's Statement 主席致辭

As a solution provider of integrated environmental services, we are committed to undertake the solemn responsibility of environmental protection. In a comprehensive management system under stringent supervision, the processes of treating wastewater, sludge, solid and hazardous wastes, CTEG has complied with requirements of both national and local environmental laws and regulations. We have consistently put environmental protection into practice in daily operations, and have established environmental and social management systems at the head office and in project companies to ensure that no material impact will be resulted on the surrounding environment throughout the stages from proposal, design, construction to operation. The Group's endeavours in environmental protection have received public recognition. During the reporting period, we were awarded the "Green Award (綠英獎)" – Enterprise with Leading Comprehensive Strengths in Industrial Wastewater Treatment in the 2016 China Environmental Enterprise Competitive Strengths presentation. The award assured the excellent performance of CTEG in various aspects, including enterprise growth, technological ability, market development capability, corporate management excellence and widely-praised services. Moreover, Guangzhou Xintao, a subsidiary of the Group, was also awarded two honours as the Key Enterprise of Environmental Protection Industry in Guangdong Province during the "12th Five-year" (「十二五」廣東省環境保護產業骨幹企業) and Service Entity with Excellent Operation for Environmental Pollution Control Facilities in Guangdong Province (廣東省環境污染治理設施優秀運行服務單位).

In performing corporate social responsibilities, we have attached great importance to the social performance of the Group and strived to improve the working environment of our staff. The Group continuously reviewed the system of remuneration and benefits of employees so they can enjoy reasonable rewards. We regard our staff as a key constituent of our Group, therefore the Group particularly emphasized on the importance of their health and safety. We have made continuous improvements to the relevant preventive mechanism and measures and been providing training on occupational safety to enhance safety awareness among employees to minimize the chances of occurrence of workplace accidents. The Group has also spread its caring to the public society and has constructively invested in education. The Group has entered into cooperation with many educational institutions, including the establishment of scholarships in renowned tertiary institutions such as Peking University, Sun Yat-sen University and South China University of Technology. With sufficient educational resources, the new generation who wish to develop a career in environmental protection could be cultivated into professional talents for the community.

作為一家綜合環境服務方案提供商，我們肩負著保護環境的重任。在完善的管理制度及嚴密的監管下，中滔環保在處理污水、污泥、固體及危險廢物的過程中均遵從國家及地區的環境法律法規。我們把環境保護貫徹於日常營運之中，在總公司及項目公司建立環境及社會管理體系，保證在立項、設計、施工以至營運階段均不會對周邊環境造成重大影響。本集團對環境保護所作出的努力得到大眾的認同，報告期內，我們很榮幸獲得2016年度中國環境企業競爭力「綠英獎」－工業廢水治理綜合實力領先企業，對中滔環保在企業成長性、技術性、市場拓展能力、企業管理水平、服務口碑等各方面的出色表現予以肯定。此外，本集團旗下的廣州新滔亦獲得廣東省環境保護產業協會授予的「十二五」廣東省環境保護產業骨幹企業及廣東省環境污染治理設施優秀運行服務單位的兩項榮譽。

在履行企業社會責任的道路上，我們十分重視本集團的社會表現，致力改善員工的工作環境。本集團持續檢討員工的薪酬及福利機制，讓員工能享有合理回報。我們視員工為集團的重要組成部份，故此，本集團對他們的健康與安全尤為重視。我們不斷完善相關的預防機制和措施，並提供職業安全培訓，提高員工的安全意識，盡量減低在工作場所發生意外的機會。本集團同時也將關懷拓展至社會大眾，並熱心投資於教育方面。本集團與多間教育機構合作，包括在北京大學、中山大學及華南理工大學等國內知名高校設立獎學金。讓有志於環保事業的新一代擁有足夠的教育資源，為社會培育環保專業人才。





In the future, we will continue to devote our effort in developing our business by widening our range of customers and services and seeking development opportunities outside while taking root in Guangdong Province. Besides, we will pragmatically take our corporate social responsibilities. We will strive to invest vast resources in technological research and development with emphasis on enhancing technological applications in wastewater treatment and sludge recycling in order to meet the demand of our clients. We hope to create a better environment for the next generation by enhancing the quality of environmental services persistently.

未來，我們將繼續極力拓展業務，拓闊客戶及服務種類、在紮根廣東省的同時積極尋找對外的發展機會。此外，我們亦會一如既往務實地承擔企業社會責任。我們致力投入大量資源用於技術研發，重點提升污水處理、污泥資源化利用等範疇的技術應用，以滿足廣大客戶的多元化需求。我們希望通過環境服務質素的持續提升，為下一代締造更美好的環境。

Tsui Cham To
Chairman of the Board

Hong Kong, 25 July 2017

董事會主席
徐湛滔

香港，二零一七年七月二十五日





Major Events in 2016 2016年大事紀

BUSINESS DEVELOPMENT

- The Group was admitted to the Hang Seng Composite LargeCap and MidCap Index since 14 March 2016. The Group had been previously selected as a constituent stock of Hang Seng Global Composite Index, Hang Seng Infrastructure Index and Hang Seng Composite Index Series including: Hang Seng Composite Index, Hang Seng Composite Industry Index – Utilities and Hang Seng Composite SmallCap Index.
- As at 31 December 2016, the Group operated a total of 13 water treatment plants, including 7 industrial wastewater treatment plants, 3 municipal wastewater treatment plants and 3 industrial water supply plants. 1 more industrial wastewater treatment plant and 1 more industrial water supply plant will start operation in December 2017. The total designed capacity of wastewater treatment facilities was 759,500 m³/day, representing an increase of 2% as compared to 2015.
- As at 31 December 2016, the Group operated a total of 3 sludge treatment facilities, one of which was capable of both treatment and disposal of general industrial solid wastes. The total treatment and disposal capacity for sludge was 3,442 tonnes/day, representing an increase of 9.5% as compared to 2015.
- As at 31 December 2016, the Group operated a total of 6 hazardous wastes treatment facilities in the Guangdong Province. These facilities altogether cover 20 types of hazardous wastes under the revised National Hazardous Waste List with a total approved treatment capacity of approximately 830,000 tonnes per year, representing a significant increase of 151% as compared to 2015. Among the facilities, Guangzhou Lvyou Industrial Waste Reclamation Treatment Company Limited is capable of comprehensive detoxification treatment and has a sizable approved treatment scale.
- As at 31 December 2016, the Group was granted 73 patents by the State Intellectual Property Office in total, out of which 12 of them were utility patents and 1 was an invention patent granted during the year.

業務發展

- 本集團自2016年3月14日起獲納入恒生綜合大中型股指數。本集團早前已被納入恒生環球綜合指數、恒生基礎建設指數及恒生綜合指數系列(包括恒生綜合指數、恒生綜合行業指數－公用事業和恒生綜合小型股指數)的成份股。
- 截至2016年12月31日，本集團共運營13座水廠，其中包括7座工業廢水處理廠、3座市政污水處理廠及3座工業用水供應廠。此外，1座工業廢水處理廠及1座工業用水供應廠將於二零一七年十二月投入運營。污水處理總設計產能為每日759,500立方米，較2015年上升2%。
- 截至2016年12月31日，共運營3座污泥處理處置設施，其中1座同時具備處理處置一般工業固體廢物的能力。污泥處理處置總處理規模為3,442噸／日，較2015年增加9.5%。
- 截至2016年12月31日，在廣東省內合共營運6座危險廢物處理設施，覆蓋新版《國家危廢名錄》下20大類危險廢物，總核准處理規模約每年83萬噸，較2015年大幅上升151%。其中，廣州綠由工業棄置廢物回收處理有限公司具備綜合性無害化處置能力及具規模的核准處理量。
- 截至2016年12月31日，獲國家知識產權局授權之專利共73項，其中年內新增實用新型專利達12項，發明專利1項。





Major Events in 2016 2016年大事紀

- The Group commenced construction of 6 new projects during the reporting period, including entering into the strategic cooperation framework agreement for the Nanliujiang River Basin environment comprehensive treatment and economic synergy development project with the Yulin Municipal People's Government in Guangxi Zhuang Autonomous Region. The proposed projects in the agreement included five major categories, namely comprehensive treatment of industrial pollution, comprehensive treatment of agricultural pollution, comprehensive treatment of urban and rural living environment, ecological protection and development of water environment, and construction and operation of environmental protection capabilities.
- The Longtao Recycling Economic Industrial Park built by the Group in Longmen County, Guangdong Province, will be developed into an integrated solid waste environmental protection base.
- The Group has established Guangdong Province's largest third-party vessel and port sewage treatment centre in Nansha District, Guangzhou City.
- 報告期內，本集團新開工建設項目共6個，當中包括與廣西壯族自治區玉林市人民政府簽訂南流江流域環境綜合治理與經濟協同發展項目戰略合作框架協議，協議中的擬建項目包含了工業污染綜合治理、農業污染綜合治理、城鄉生活環境綜合治理、水環境生態保護與發展及環境保護能力建設運營5大範疇。
- 於廣東省龍門縣打造的龍滔循環經濟產業園，將建成一個綜合性固廢環保基地。
- 於廣州市南沙區設立了廣東省規模最大的第三方船舶及港口污水處理中心。

ENVIRONMENTAL PERFORMANCE AND ACHIEVEMENTS

- The Group won the "Green Award" – Enterprise with Leading Comprehensive Strengths in Industrial Wastewater Treatment in the 2016 China Environmental Enterprise Competitive Strengths presentation.
- Guangzhou Xintao, a wholly-owned subsidiary of the Group, was awarded two honours as Key Enterprise of Environmental Protection Industry in Guangdong Province in the "12th Five-Year" and Service Entity with Excellent Operation for Environmental Pollution Control Facilities in Guangdong Province awarded by the Guangdong Provincial Environmental Protection Industry Association.
- Guangzhou Haiqin Tiancheng Technical Testing Services Co., Ltd., a member of the Group, was successfully selected as environmental inspection comprehensive service provider for the government. It was able to provide third-party inspections for various environmental and ecological inspection services with inspection qualifications for over 500 projects.
- 榮獲2016年度中國環境企業競爭力「綠英獎」—工業廢水治理綜合實力領先企業。
- 本集團旗下全資子公司廣州新滔獲得廣東省環境保護產業協會授予的「十二五」廣東省環境保護產業骨幹企業及廣東省環境污染治理設施優秀運行服務單位的兩項榮譽。
- 本集團旗下的廣州海沁天誠技術檢測服務有限公司成功入圍政府購買環境監測綜合類服務機構，可提供各類環境和生態檢測服務的第三方檢測，具有超過500個項目的檢測資格。

環保表現及成果





Major Events in 2016 2016 年大事紀

EMPLOYEE DEVELOPMENT, OCCUPATIONAL SAFETY AND HEALTH

- The remuneration mechanism for employees was reviewed to provide them with competitive salary levels and fringe benefits on an ongoing basis.
- More than 11,000 hours' training for employees was provided during the year, covering financial training, safety training and emergency rescue training, etc.
- During the reporting period, the Group granted an aggregate of 1,652,000 shares to eligible employees pursuant to the rules of the share award scheme, thereby enhancing our employees' sense of belonging and identity by motivation and innovation.

CONTRIBUTIONS TO COMMUNITY

- The Group awarded CTEG Scholarships in School of Environmental Science and Engineering of Sun Yat-sen University and College of Environment and Energy of South China University of Technology, the PRC, during the reporting period, respectively.
- The Group granted a educational fund to students in College of Environmental Sciences and Engineering of Peking University.
- The Group has been seeking every way to upgrade its own capabilities in scientific research and development and thus regard technological innovation as the prime impetus of corporate and social growth. During the reporting period, the Group title-sponsored the "InnoTech Expo 2016" held at Hong Kong Convention and Exhibition Centre in Wan Chai by showing technological successes to local residents, driving them to take part in innovation and understand that technology advancement would bring Hong Kong new opportunities. So as to inspire the new generation to join the industry and enhance the competitiveness and technological development of Hong Kong.
- The title-sponsorship of 2016 Fan Changjiang Action aims to urge Hong Kong journalism students to pass on the spirit of Fan Changjiang, their antecessor, and personally visit major enterprises in Mainland China and Hong Kong to witness advancements in the nation. Students disseminated positive energy by sharing their experience and feelings on paper, photo and video records, and promoted communication and exchange between the Mainland and Hong Kong. The activity fully expressed CTEG's high regard to talent cultivation and exchange promotion between the Mainland and Hong Kong.

員工發展，職業安全與健康

- 對員工的薪酬機制進行了檢討，持續為員工提供具競爭力的薪酬水平及福利。
- 在年內提供超過 11,000 小時的員工培訓，內容涵蓋財務培訓、安全培訓及緊急救援培訓等。
- 報告期內，本集團根據股份獎勵計劃之規則，授予合資格的員工總數共 1,652,000 股股份，藉此增強員工的歸屬感和認同感，激發員工的積極性與創造性。

社區貢獻

- 在報告期內，本集團向中國中山大學環境科學與工程學院及華南理工大學環境與能源學院分別頒發「中滔環保獎學金」。
- 在北京大學環境科學與工程學院頒發獎學金。
- 本集團一直致力於提高自身的科研創新能力，視創新為企業和社會發展的原動力。報告期內，本集團冠名贊助在香港灣仔會議展覽中心舉行的「創科博覽 2016」，讓香港民眾了解內地科技成就，推動全民參與，了解科創發展能為香港帶來新機遇，啟發年輕新世代投身科創，長遠提升香港的競爭力，促進香港科技產業的發展。
- 冠名贊助 2016 范長江行動－香港傳媒學子港企行，本次活動旨在鼓勵傳媒學子傳承前輩范長江的精神，通過親身走訪中港各大企業，更好地了解國家的進步，並通過文字、圖片和視頻等方式記錄下見聞和感受，傳播正能量，積極促進中港兩地的溝通和交流。此舉充分體現出中滔環保集團對培養人才和促進兩地交流的重視。



COMPANY PROFILE

CTEG is a professional environmental protection solution provider which offers one-stop, integrated and customized comprehensive environmental protection services. The Group is primarily engaged in the business of whole industrial chain services including centralized treatment of industrial wastewater, municipal wastewater treatment, industrial water supply, centralized treatment and disposal of solid wastes (including regulated waste) and hazardous wastes, urban and rural domestic waste detoxification and environmental inspection, etc. The Group's service packages cover whole process from planning, construction, operation to maintenance of environmental protection facilities.

After years of continuous efforts, CTEG achieved satisfactory results in each of the environmental business segments and rank among market leaders in the PRC. We are one of the earliest enterprises in Guangdong Province to engage in centralized treatment of industrial wastewater. We are also a leading sludge disposal enterprise in the PRC and the largest in Guangdong Province, as well as a sizable hazardous waste treatment and disposal enterprise in Guangdong Province. With our pursuit for service quality and scientific research technologies, our environmental protection services are widely recognized. We possess Class A operational qualification for environmental pollution control facilities (for both domestic and industrial wastewater), licenses for treatment operations of solid waste (including regulated waste) and for the disposal and treatment of several dozen types of hazardous waste. Some of our subsidiaries are regarded as high-tech enterprises or certified for comprehensive utilization of resources.

公司概況

中滔環保是一間專業的環保解決方案服務提供商，提供一站式、一體化、度身訂造的綜合環保服務。本集團主要業務包括工業廢水集中處理、市政污水處理、工業供水、固體廢物(含嚴控廢物)和危險廢物集中處理處置、城鄉生活垃圾無害化處理、環境檢測等全產業鏈服務。服務內容涵蓋環保設施的規劃、建設、營運及維護全過程。

經過多年不斷的努力，中滔環保在各環保業務板塊中取得令人滿意的成績，在市場上位居國內前列。我們是廣東省最早進行工業廢水集中處理的企業之一，亦是全國領先、廣東規模最大的污泥處置企業，同時是廣東省規模較大的危險廢物處理處置企業。憑藉我們對服務品質及科研技術的追求，我們的環保服務受到廣泛認可。我們已具有生活污水及工業廢水的環境污染治理設施甲級運營資質、固體廢物經營資質(含嚴控廢物)處理許可、數十種危險廢物處理處置許可。旗下數間子公司亦分別認證為高新技術企業或資源綜合利用認證企業。





Since 2003, the Group has been expanding its business and geographic coverage from the previous business scope of industrial water supply and centralized treatment of wastewater to the business coverage of the whole industrial chain, including water services, solid waste, hazardous waste and environmental inspection, which formed the development model of CTEG with core competitive edges in the environmental protection industry. At present, our business is comprised of three core segments, i.e. industrial wastewater, sludge and hazardous waste treatment services. As for water treatment services, as at 31 December 2016, the Group operated a total of 13 water treatment plants, including 7 industrial wastewater treatment plants, 3 municipal wastewater treatment plants and 3 industrial water supply plants; 1 industrial wastewater treatment plant and 1 industrial water supply plant are pending to put into operation in 2017. The total designed daily capacity of wastewater treatment facilities was 759,500 m³. As for sludge and general solid waste treatment services, the Group operated a total of 3 sludge treatment and disposal facilities, one of which was able to handle both treatment and disposal of general industrial solid wastes. The total treatment and disposal capacity for sludge of the 3 facilities was 3,442 tonnes/day. The harmless landfill capacity for treatment and disposal of general industrial solid wastes was 2,000,000 m³. As for hazardous waste treatment services, we operated 6 hazardous waste treatment facilities in Guangdong Province, altogether covering 20 types of hazardous wastes under the revised “National Hazardous Waste List” with a total approved treatment capacity of approximately 830,000 tonnes per year.

Leveraging on advantages of the environmental protection industry, the Group will continue to vigorously promote the business of centralized treatment of industrial wastewater, expand industrial solid waste treatment and disposal business with focus on sludge disposal, and integrate treatment and disposal of hazardous wastes, in order to maintain our leading advantages in centralized treatment of industrial wastewater and treatment of solid wastes.

本集團自2003年起，業務領域以及經營地域不斷擴張，由過往工業供水及廢水集中處理業務擴展至水務、固體廢物、危險廢物、環保檢測等全產業鏈業務，形成了中滔環保具有核心競爭力的環保產業發展模式。現時我們的業務主要由工業廢水、污泥、危廢處理服務這三大核心業務板塊組成。在水處理業務方面，截至2016年12月31日，本集團合共營運13座水廠，其中包括7座工業污水處理廠、3座市政污水處理廠及3座工業用水供應廠；此外，1座工業廢水處理廠及1座工業用水供應廠將於二零一七年投入運營。污水處理總設計產能達每日759,500立方米。在污泥及一般固廢處理服務方面，本集團合共運營3座污泥處理處置設施，其中1座同時具備處理及處置一般工業固體廢物的功能。3座設施的污泥處理處置總處理規模為每日3,442噸，一般工業固體廢物處理處置的無害化填埋規模則為200萬立方米。在危險廢物處理業務方面，我們在廣東省內正營運6座危險廢物處理設施，覆蓋了在新版危廢名錄下20大類危險廢物，總核准處理規模約為每年83萬噸。

本集團會繼續發揮環保產業的優勢，大力推進工業廢水集中處理的業務發展、擴展以污泥處置為中心的工業固體廢物處理處置業務、整合危險廢物處理處置，以保持工業廢水集中處理以及固體廢物處理方面的領先優勢。



OVERVIEW OF KEY PROJECTS

Guangzhou Zengcheng Xintang Yonghe Wastewater Treatment Plant

Xintang Yonghe Wastewater Treatment Project, located in Xintang Town, Zengcheng District, Guangzhou, Guangdong Province, is invested, constructed and operated by Guangzhou Haitao Environmental Protection Technology Company Limited. The project has a planned wastewater treatment capacity of 300,000 m³/day. Phase I and Phase II facilities commenced operation in July 2010 and April 2012 respectively and each has a domestic wastewater treatment capacity of 50,000 m³/day. Phase III facility commenced operation in 2014, with a centralized treatment capacity of industrial wastewater of 50,000 m³/day.

The project adopted improved technologies and the quality of treated effluent meets Level A Effluent Standard of Guangdong Province. The project was granted the sewage sludge regulated waste treatment qualification of 200 tonnes/day in 2013 and the sewage sludge regulated waste treatment qualification of 900 tonnes/day in 2015. It provides sludge disposal services to other municipal sewage treatment plants.

重點項目介紹

廣州增城新塘永和污水處理廠

新塘永和污水處理項目由廣州海滔環保科技有限公司投資建設及運營，位於廣東省廣州市增城區新塘鎮。項目規劃污水處理能力為每日300,000立方米。第一、第二期生活污水處理能力各每日50,000立方米，分別於2010年7月、2012年4月投入使用。第三期集中處理工業廢水能力為首期每日50,000立方米，並於2014年投入運行。

此項目採用改良工藝，經處理過的污水水質可達到廣東省一級A排放標準要求。同時於2013年獲得每日200噸生活污水泥嚴控廢物處理資質，亦於2015年獲得每日900噸生活污水泥嚴控廢物處理資質，得以為其他市政污水處理廠處理其產生的污泥。





Qingyuan Solid Waste Disposal and Resource Utilization Centre

Qingyuan Solid Waste Disposal and Resource Utilization Center, located in Qingcheng District, Qingyuan City, is invested, constructed and operated by Qingyuan Lvyou Environmental Protection Technology Company Limited. The project covers a land area of 1,400 mu and is constructed in three phases. It is one of the key municipal infrastructure projects under the 12th Five-Year Plan of Qingyuan as well as a significant project under the 12th Five-Year Plan of Guangdong Province for energy conservation and environmental protection industry.

The project specializes in detoxifying and reusing general solid wastes and regulated wastes. It has been granted a license for treating regulated wastes (sludge) in Guangdong Province, with an approved annual treatment capacity of 150,000 tonnes of textile printing and dyeing sludge, 75,000 tonnes of papermaking sludge and 330,000 tonnes of municipal sludge. The project has an annual treatment capacity of 100,000 tonnes for various industrial solid wastes and an annual production capacity of 165,000,000 green bricks. The capacity of the solid waste detoxification disposal site reaches 2,000,000 m³, the large-scaled sludge treatment enterprise in Guangdong Province.

清遠市固體廢物處置和資源化利用中心

清遠市固體廢物處置和資源化利用中心位於清遠市清城區，由清遠綠由環保科技有限公司投資建設和運營管理。項目佔地面積1,400畝，分三期建設，是清遠市「十二五」規劃的重點城市基礎建設項目，廣東省「十二五」節能環保產業發展規劃重大項目。

該項目主要是對一般固體廢物和嚴控廢物進行無害化處置和資源化利用。已獲得廣東省嚴控廢物(污泥)處理許可，每年可處理紡織印染污泥150,000噸，造紙污泥75,000噸，市政污泥330,000噸。各種工業固體廢物處理能力每年可達100,000噸，每年可生產165,000,000塊環保磚。固體廢物無害化處置場庫容2,000,000立方米，是廣東省具規模的污泥處理企業。





Hazardous Waste Treatment Facility - Guangzhou Lvyou

Guangzhou Lvyou Industrial Waste Reclamation Treatment Co., Ltd. (Guangzhou Lvyou) is a service provider which collects, treats, processes and reclaims all sorts of municipal wastes. It is a relatively large-scaled enterprise with the largest number of solid waste categories treated in Guangdong Province. Located in Nansha Free-trade Zone, Guangzhou Lvyou covers a land area of 300 mu. The industrial waste treatment business of Guangzhou Lvyou includes treating industrial wastes and reusing them as resources. The process is to reduce and detoxify the poisonous industrial fluid, sludge and residue principally by chemical, physical and biological methods. In addition, the recyclable substances in the wastes will be converted into resource utilization products. Currently, the permitted treatment capacity of hazardous wastes and regulated wastes is 259,500 tons per annum and 78,200 tons per annum, respectively, and the collection and disposal amount of wasted packaging barrels is 1,500,000 per annum.

危廢處理項目－廣州綠由

廣州綠由工業棄置廢物回收處理有限公司，是一家專門從事各類廢棄物的收集、處理、處置及再生綜合利用企業，是廣東省工業固廢處理規模較大、處理種類最多的企業。廣州綠由位於南沙自貿試驗區，佔地面積300畝。廣州綠由所從事的工業廢物處理業務包括工業廢物的處理處置和資源化利用，主要是通過化學、物理和生物等手段對工業企業產生的有毒有害的廢液、污泥及廢渣等廢物進行減量化處理和無害化處置，並將廢物中具有再利用價值的物質轉化為資源化產品。目前，公司經核准的危險廢物經營規模為259,500噸／年及收集處理廢棄包裝桶1,500,000個／年、嚴控廢物經營規模為78,200噸／年。





Business Overview 業務簡介

Environmental and Ecological Inspection Services Facility

Guangzhou Haiqintiancheng Technological Inspection Company Limited located in Zengcheng District, Guangzhou is a third-party inspection company specialized in various environmental and ecological inspection services. Its technical experts have taken root in environmental monitoring industry with years of extensive experience. It has obtained China Metrology Accreditation (CMA) certificate and is qualified to test for over 500 items in 11 categories, including water, wastewater, ambient air, solid wastes, soil, noise, etc.



環境及生態檢測服務設施

廣州海沁天誠技術檢測服務有限公司坐落於廣州市增城區，是一家專門從事各類環境和生態檢測服務的第三方檢測公司，擁有紮根環境監測行業多年、具有豐富實踐經驗的技術專家。已獲得中國計量認證(CMA)資質證書。目前擁有水和廢水，環境空氣，固體廢棄物，土壤，噪音等十一大類，五百余項項目的檢測資格。

INVESTMENT IN SCIENTIFIC RESEARCH

Innovation is the top driver for corporate business development. Thus, we attach great importance to investments in scientific research and consider innovations to be the cornerstone for sustainable corporate growth. The Group has established a number of national and provincial key environmental protection practical technology projects, model environmental research bases and certified environmental monitoring bases. It also improved the quality supervision and security system to provide supporting conditions for scientific research innovation. Guangzhou Xintao Wastewater Treatment Company Limited, Guangzhou Haitao Environmental Protection Technology Company Limited, Guangzhou Lvyou Industrial Waste Reclamation Treatment Company Limited, Heyuan Solid Waste Centralized Disposal Centre Company Limited and Guangzhou Haiqintiancheng Technological Inspection Company Limited are five subsidiaries of the Group which have been identified as National High-tech Enterprises. In addition to national certifications, as of 31 December 2016, we have successfully been granted 73 patents for innovative technology and made great progress in innovation and scientific research.

科研投資

創新是引領公司業務發展的第一動力，因此我們十分重視科研投資，視創新為公司可持續發展的基石。本集團已建立多個國家級、省級重點環境保護實用技術示範工程，環保研究示範基地和環境監測認證基地，並且完善質量監督與保障體系，為科研創新提供生產配套條件。本集團有5家子公司被國家認定為高新技術企業，包括廣州新滔水質淨化有限公司、廣州海滔環保科技有限公司、廣州綠由工業棄置廢物回收處理有限公司、河源市固體廢物集中處置中心有限公司和廣州海沁天誠技術檢測服務有限公司。除了國家認證外，截至2016年12月31日，我們已成功申請73項創新科技的專利，在創新科研上取得良好進展。



PEER COMMUNICATIONS

Besides developing our own business, we also proactively participate in peer communication, peer exhibitions and symposiums, and organize study tours with other industry players. We hope to facilitate peer communication through more chances of technology sharing and mutual exchange. That would simultaneously add value to scientific researches and business development of the Group and boost the healthy development of the whole industry.

On 6 April 2016, in order to implement a policy of Guangdong provincial government on driving development jointly by innovation, and to further improve the synergic and innovative capabilities of production, research and development in environmental technology, CTEG took lead in forming the “Guangzhou Environmental Technology League of Production, Research and Development in Synergy and Innovation” (廣州產學研協同創新聯盟環境技術創新聯盟) with 12 tertiary institutions, scientific research institutes and enterprises.

The cooperators include:

- South China Institute of Environmental Sciences of the Ministry of Environmental Protection
- Sun Yat-sen University
- South China University of Technology
- South China Agricultural University
- Guangdong University of Technology
- Guangzhou University
- Guangzhou HKUST Fok Ying Tung Research Institute
- Guangdong Xindayu Environmental Science Technology Co. Ltd
- Guangzhou Yiwen Environmental Science Technology Co. Ltd
- Guangzhou HuaKe Environmental Protection Engineering Co. Ltd
- Guangzhou Disi Environmental Equipment Co. Ltd
- Zhongshan Gaoping Textile Water Treatment Co. Ltd

The league proactively carried out strategic deployment regarding the key technological issues in social and economic development and the strategic demands in Guangdong Province to improve the competitiveness of Guangzhou City. Moreover, it started fundamental, prospective and systematic synergic and innovative science research which contributed to applications of environmental technology achievements and studies on new growth areas in the environmental industry.

同業交流

除了關注自身的業務發展外，我們亦積極與同業交流，踴躍參與同業展覽會、座談會等，並且舉辦考察團。我們希望通過更多技術分享及互相交流的機會，增加同業之間的溝通，為本集團科研及發展業務增值的同時，也能夠促進行業整體的健康發展。

2016年4月6日，為貫徹落實廣東省政府關於創新聯盟驅動發展的決策，進一步提升廣州環境技術領域產學研協同創新能力，中滔環保集團有限公司牽頭與12間高校、科研院所與企業聯合組成「廣州產學研協同創新聯盟環境技術創新聯盟」。

聯盟方包括：

- 環境保護部華南環境科學研究所
- 中山大學
- 華南理工大學
- 華南農業大學
- 廣東工業大學
- 廣州大學
- 廣州市香港科大霍英東研究院
- 廣東新大禹環境科技股份有限公司
- 廣州市怡文環境科技股份有限公司
- 廣州華科環保工程有限公司
- 廣州迪斯環保設備有限公司
- 中山市高平織染水處理有限公司

聯盟對社會經濟發展的關鍵科技問題和廣東省戰略需求進行戰略性部署，以提升廣州市競爭力，並開展基礎性、前瞻性和系統性的協同創新科學研究，為實現重大環保科技成果的應用，及孕育新的環保產業增長點作出貢獻。



SUPPLY CHAIN MANAGEMENT

The projects of the Group require external suppliers' participation and support from construction to management stages to provide us with various materials and services. The majority of our suppliers come from the mainland China. They primarily provide pharmaceuticals, instruments and instrument maintenance services for wastewater and waste treatment projects of the Group. All suppliers of CTEG must go through strict background checks and ensure to conduct relevant commercial activities according to the Group's standards. For more effective management of providers and uniform procuring procedures, we have established the "Rules for the Management of Materials Procurement" and set up a set of comprehensive procurement process and requirements. The Group's head office and subsidiaries have their own procurement departments in place for centralized management of its providers. The procurement personnel must follow the principles of "Five non-purchases" and "Three comparisons and one calculation" to make sure that the qualities, quantities and prices of materials meet the companies' requirements. To further ensure the qualities of products, the procurement department also has special quality inspection and oversight processes for every batch of materials to prevent defective ones from being used in production or construction.

The principles of "Five non-purchases":

1. Not to purchase materials for which no written procurement plans (or purchase requisition) were provided and without oral approvals from the leaders of the company;
2. Not to purchase materials that are off-gauge, in poor qualities and with unreasonable prices;
3. Not to purchase products without material certifications and product qualification certificates;
4. Not to purchase products that fail in assessment; and
5. Not to purchase materials that can be substituted on site and in the warehouses.

供應鏈管理

本集團的項目由施工到管理階段都需要外部供應商的參與及支援，為我們提供各項物質及服務。我們的供應商大部分來自中國內地，主要為本集團的污水及廢物處理項目提供藥劑、儀器及儀器維護服務。所有中滔環保的供應商都必須通過嚴格的背景審查，並能夠保證可按照本集團的標準進行相關商業行為。為更有效進行供應商管理和統一採購程序，我們制定了《材料採購管理規定》，建立了一套完善的採購流程及要求。本集團總公司及子公司均設有採購部門，集中管理子公司的供應商。採購人員需要遵守「五不購」和「三比一算」的原則，確保物料的質素、數量以及價格合符公司的要求。而為進一步確保產品的質素，採購部門亦特設驗收監管的流程，負責對每批次的材料進行質量檢查，防止不合格的材料投入生產或施工的過程。

「五不購」原則：

1. 沒有提供書面採購計劃(或請購單)又未經公司領導口頭批准的不購；
2. 材料規格不符，質量不合格，價格不合理的不購；
3. 無材質證明和產品合格證的不購；
4. 凡考評不合格的產品不購；及
5. 現場、倉庫能夠代用的材料不購。



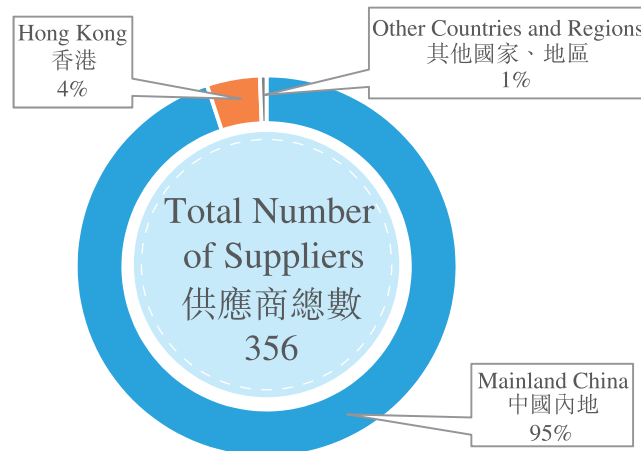
In addition to strict control of material quality, we have imposed strict rules of conduct on procurement staff to eliminate corruption, bribery, extortion, fraud and money laundering. The Group requires the procurement staff to have a high sense of responsibility and professional ethics, and always uphold the interests of the company first. Only if it is for business cooperation or with consent of their superior leaders can procurement staff accept invitations from suppliers to visit their sites and attend banquets or other public business activities. If any corruption, bribery, extortion, fraud and money laundering is identified, the Group will hold such staff liable for legal liabilities. During the reporting year, the Group was not involved in any corruption, bribery, extortion, fraud and money laundering related cases. As such, the Group is in compliance with the relevant laws and regulations regarding corruption, bribery, extortion, fraud and money laundering during the reporting period.

除了嚴格控制物資的質量外，我們對採購員工皆有嚴格的行為操守要求，以杜絕貪腐的機會、賄賂、勒索、欺詐及洗黑錢。本集團要求採購員工具備高度的責任心和職業道德觀念，時刻以公司利益為先。採購人員只可在有助商業合作的前提下，並經領導同意後才可接受供應商的邀請，進行考察、參觀及宴請或其他公開商業活動。如有發現貪腐、賄賂、勒索、欺詐及洗黑錢的行為，本集團將會依法追究其法律責任。在本報告年度，本集團並沒有涉及貪腐、賄賂、勒索、欺詐及洗黑錢相關的案件。因此，本集團在本報告所述期間內遵守有關防止賄賂、勒索、欺詐及洗黑錢的相關法律法規。

The following are the number of suppliers distributed by region during the reporting period:

以下為報告期內本集團按地區分布的供應商數目：

Breakdown of Suppliers by Region
按地區分佈的供應商比例



HONOURS & AWARDS

While swiftly expanding our business, we are also committed to enhancing our environmental and social performance to gain community recognition. The following honours and awards of the Group or its subsidiaries were received or effective during the reporting period.

榮譽與獎項

我們在快速發展業務的同時，亦致力提升在環境及社會方面的表現，並得到社會各界的認同。以下為本集團及旗下子公司於報告期內獲得(或有效)的榮譽與獎項。



Business Overview 業務簡介

Awarded Entity 獲獎單位	Honours & Awards 榮譽與獎項	Awarding Authority 頒發機構
Guangzhou Kaizhou Water Supply Co. Ltd. 廣州凱洲自來水有限公司	Cleaner Production Partnership Programme 2015 “Hong Kong - Guangdong Cleaner Production Partners (Manufacturing)” 清潔生產夥伴計劃2015「粵港清潔生產夥伴(製造業)」	Economic and Information Commission of Guangdong Province, Environment Bureau of the Government of the Hong Kong Special Administrative Region 廣東省經濟和資訊化委員會、 香港特別行政區政府環境局
Heyuan Solid Waste Centralized Disposal Centre Co. Ltd., Guangzhou Haiqiantiancheng Technological Inspection Co. Ltd., Guangzhou Xintao Wastewater Treatment Co. Ltd., Guangzhou Lvyou Industrial Waste Reclamation Treatment Co. Ltd. 河源市固體廢物集中處置中心有限公司、 廣州海沁天誠技術檢測服務有限公司、 廣州新滔水質淨化有限公司、 廣州海滔環保科技有限公司、 廣州綠由工業棄置廢物回收處理有限公司	High-tech Enterprise 高新技術企業	Guangdong Science and Technology Department, Guangdong Provincial Finance Department, Guangdong Province State Tax Bureau and Guangdong Province Local Taxation Bureau 廣東省科學技術廳、 廣東省財政廳、 廣東省國家稅務局、 廣東省地方稅務局
Guangzhou Xintao Wastewater Treatment Co. Ltd. 廣州新滔水質淨化有限公司	Clean Production Enterprise of Guangzhou 廣州市清潔生產企業	Guangzhou Industry And Information Development Joint Conference Office 廣州市工業和信息化發展聯席會議辦公室





Business Overview 業務簡介

Awarded Entity 獲獎單位	Honours & Awards 榮譽與獎項	Awarding Authority 頒發機構
Guangzhou Haitao Environmental Protection Technology Co. Ltd. Guangzhou CT Environmental Research Institute Co. Ltd. 廣州海滔環保科技有限公司、 廣州中滔環境研究院有限公司	the First Class Award and the Second Class Award of 2016 Guangdong Province Environmental Protection Science and Technology Award 2016年度廣東省環境保護科學技術獎一、二等獎	Department of Environmental Protection of Guangdong Province 廣東省環境保護廳
Guangzhou Xintao Wastewater Treatment Co. Ltd. 廣州新滔水質淨化有限公司	Key Enterprise of Environmental Protection Industry in Guangdong Province under the “12th Five-Year” Plan, Guangdong Province Environmental Industry AAA Credit Enterprise, Service Entity with Excellent Operation for Environmental Pollution Control Facilities in Guangdong Province 「十二五」廣東省環境保護產業骨幹企業、廣東省環保產業AAA級信用企業、廣東省環境污染控制設施優良運行服務單位	Guangdong Province Environmental Protection Industry Association 廣東省環境保護產業協會
Guangzhou Yinglong Wastewater Treatment Co. Ltd. 廣州盈隆污水處理有限公司	Guangdong 2016 Selected Enterprise for High-tech Enterprise 廣東省2016年高新技術企業培育庫入庫企業	Guangdong Provincial Department of Science and Technology, Department of Finance of Guangdong Province 廣東省科學技術廳、廣東省財政廳



Business Overview 業務簡介

Awarded Entity 獲獎單位	Honours & Awards 榮譽與獎項	Awarding Authority 頒發機構
Guangzhou Yinglong Wastewater Treatment Co. Ltd. 廣州盈隆污水處理有限公司	Guangzhou Innovation and Technology Giant Enterprise 廣州市科技創新小巨人企業	Guangzhou Science Technology and Innovation Commission 廣州市科技創新委員會
Guangzhou Xintao Wastewater Treatment Co. Ltd. 廣州新滔水質淨化有限公司	Ecological Guangdong Publicity Civilization Award 生態廣東宣傳文明獎	Guangdong Province Environmental Protection Education Center 廣東省環境保護宣傳教育中心
CT Environmental Group Ltd. 中滔環保集團有限公司	2016 China Environmental Enterprise Competitive Strengths "Green Award" – Enterprise with Leading Comprehensive Strengths in Industrial Wastewater Treatment 2016年度中國環境企業競爭力「綠英獎」—工業廢水治理綜合實力領先企業	China Environmental Investment Union, China Environmental President Union, Huanjingchanye.com, Organizing Committee of China Environment Industry Summit 中國環境投資聯盟、 中國環境總裁聯合會、 中國環境產業網、 中國環境產業大會組委會
Guangzhou Haitao Environmental Protection Technology Co. Ltd. 廣州海滔環保科技有限公司	BOC HK Corporate Environmental Leadership Awards 2015 "EcoPartner" and "3 Years + EcoPioneer" Awards 中銀香港2015企業環保領先大獎—「環保傑出伙伴」及「3年+環保先驅」獎項	Federation of Hong Kong Industries, Bank of China (Hong Kong) 香港工業總會、 中國銀行(香港)







CORPORATE SOCIAL RESPONSIBILITY PHILOSOPHY

CTEG has been closely following the business philosophy of environment-human coexistence and development-protection synchronization. With our business philosophy, we are committed to creating value for the environment and society, and take promoting environmental protection and providing community support as the important direction for our commitment to social responsibility.

As a comprehensive environmental service provider, we have been making full use of our business advantages to help solving community environmental problems. We provide wastewater and waste treatment solutions for plants, and engaged in centralized treatment of industrial wastewater, solid wastes and hazardous wastes. We also provide urban and rural domestic wastes detoxification services to improve the living environment of urban and rural residents. We will continue to promote the business of centralized treatment of industrial wastewater, expand industrial solid waste disposal and treatment business with focus on sludge disposal and integrate treatment and disposal business of hazardous wastes. With the development of CTEG, we could provide more effective environmental solutions for more areas and achieve a balance between social development and environmental protection.

We are also committed to providing community support and actively participating in charitable projects and social welfare programs. The Group understands the importance of education to community development and specially allocate resources to the education development in various place. We collaborate with educational institutions all over China to provide financial support to students who are interested in environmental protection, so as to nurture more environmental protection professionals and contribute to the long-term development of environmental industry.

企業社會責任理念

中滔環保一直緊遵環境與人類共存，開發與保護同步的經營理念。秉持著我們的經營哲學，我們致力為環境及社會創造價值，並以推動環境保護及提供社區支援作為我們履行社會責任的重要方向。

我們作為一間綜合環境服務方案提供商，一直充分利用自身業務優勢協助改善社區的環境問題。我們為工廠提供污水、廢物處理的解決方案，集中處理工業廢水、固體廢物及危險廢物。我們也為城鄉生活垃圾進行無害化處理，改善城鄉居民的生活環境。我們將持續推進工業廢水集中處理業務發展，同時擴展以污泥處置為中心的工業固體廢物處理處置業務並整合危險廢物處理處置業務。憑藉中滔環保業務的發展，我們能為更多地區提供更有效的環保解決方案，讓社會發展及環境保護取得平衡。

我們亦致力提供社區支援，積極參與慈善項目和社會公益項目。本集團深知教育對社區發展的重要性，因此特別投放資源於各地的教育發展，包括與各地的教育機構合作，為有志投身環保事業的學生提供資助，藉此對培養更多環保專業人才，推動環保行業的長遠發展出一分力。





CORPORATE GOVERNANCE

The Group places great importance on corporate governance and believes that a high standard of corporate governance helps to enhance our performance and maintain sustainable business development, so as to continuously create value for shareholders and other stakeholders. The Group has adopted the code provisions in the Corporate Governance Code as set out in Appendix 14 to the Rules Governing the Listing of Securities on the Stock Exchange as code of corporate governance and has established and maintained proper and effective risk management and internal control systems. The Company has complied with all applicable code provisions set out in the Corporate Governance Code.

There are three committees under the Board, including audit committee, remuneration committee and nomination committee. The audit committee reviews and monitors the Group's financial reporting, risk management and internal control systems. The remuneration committee makes recommendations to the Board on the remuneration policy and structure of directors, senior management and individual candidates after considering their duties, responsibilities, experience and qualifications. The nomination committee reviews the structure, size and composition to decide policies regarding director nominating and makes recommendations to the Board regarding director nomination.

In 2016, the Company and its employees were not involved in any corruption cases. For more information of our corporate governance and related issues, please refer to our 2016 Annual Report at the following website: <http://www.hkexnews.hk/listedco/listconews/SEHK/2017/0424/LTN20170424367.pdf>

企業管治

本集團十分重視企業管治，深信高水平的企業管治能夠提升公司表現，並實現可持續發展的目標，為各股東及其他利益相關方持續地創造價值。本集團已採納香港聯交所證券上市規則附錄十四所載之企業管治守則之條文作為企業管治守則，並設立和維持妥善及有效的風險管理及內部監控制度。本公司一直遵守企業管治守則內所有適用之條文。

本集團的董事會下設三個委員會，包括審核委員會、薪酬委員會及提名委員會。當中審核委員會為檢討及監督本集團的財務申報程序、審查風險管理及內部控制制度。薪酬委員會則參考董事、高級管理人員或個別候選人之職責、責任、經驗及資格後，向董事會建議其薪酬政策及架構。提名委員會旨在檢討董事會架構、規模及組成以決定董事提名之政策且就委任董事向董事會提出建議。

在2016年，本公司及下屬員工未有涉及有關貪污的訴訟案件。如欲進一步了解我們的企業管治及其他相關資訊，請參閱我們的2016年報。網址為：<http://www.hkexnews.hk/listedco/listconews/SEHK/2017/0424/LTN20170424367.pdf>





STAKEHOLDER ENGAGEMENT

We believe that the views of different stakeholders enable us to form an objective and comprehensive assessment of the Group's sustainable development and performance. Therefore, we value the voice of each stakeholder. For different stakeholder groups, we have established corresponding communication channels, so as to effectively collect opinions and respond to demands. The stakeholders recognised by the Group, main communication channels and concerns of various stakeholders identified by the Group are as follows:

利益相關方溝通

我們認為聽取不同利益相關方的意見能讓我們客觀、全面地評估集團的可持續發展表現。故此，我們重視每一個利益相關方的聲音。針對不同的利益相關方群體，我們建立了相應的溝通渠道，從而有效收集意見及回應訴求。本集團所識別的利益相關方、主要溝通方式及各利益相關方所關注的議題詳列如下：

Stakeholders Category 利益相關方組別	Main Communication Channels 主要溝通渠道	Frequency/Times 頻率／次數	Concerns of Stakeholders 利益相關方所關注議題
Employees 員工	<ul style="list-style-type: none"> Company Intranet 公司內聯網 Staff feedback box 員工信箱 Staff meeting 員工會議 Employee performance evaluation interview 員工表現評估面談 	<ul style="list-style-type: none"> Annual (employee performance evaluation interview) 年度(員工績效評估面談) Irregular for other communications 其他為不定期 	<ul style="list-style-type: none"> Career development 職業發展 Employee welfare 員工福利 Training 培訓
Shareholders/ Investors 股東／投資者	<ul style="list-style-type: none"> General meeting 股東大會 Company announcement 公司公告 Official website 官方網站 Financial Results Presentation 業績發佈會 Financial report 財務報告 Teleconference 電話會議 	<ul style="list-style-type: none"> Annual (general meeting) 年度(股東大會) Semi-annual (results conference) 半年一次(業績發佈會) Irregular for other communications 其他為不定期 	<ul style="list-style-type: none"> Group development 集團發展 Financial performance 財務表現
Government agencies 政府機構	<ul style="list-style-type: none"> Interview 會談 On-site investigation 現場調研 	<ul style="list-style-type: none"> Irregular 不定期 	<ul style="list-style-type: none"> Business development 業務發展 Environmental protection performance 環保表現





Stakeholders Category 利益相關方組別	Main Communication Channels 主要溝通渠道	Frequency/Times 頻率／次數	Concerns of Stakeholders 利益相關方所關注議題
Suppliers 供應商	<ul style="list-style-type: none"> • Interview • 會談 • On-site investigation • 現場調研 	<ul style="list-style-type: none"> • Irregular • 不定期 	<ul style="list-style-type: none"> • Business development • 業務發展 • Bidding requirement • 招標要求
Partners (Universities/ Research Institutes) 合作夥伴(如大學 ／研究組織)	<ul style="list-style-type: none"> • Cooperation meeting • 合作會議 	<ul style="list-style-type: none"> • Irregular • 不定期 	<ul style="list-style-type: none"> • Business development • 業務發展
Community members 社區人士	<ul style="list-style-type: none"> • Interview • 會談 • On-site visit • 現場參觀 	<ul style="list-style-type: none"> • Irregular • 不定期 	<ul style="list-style-type: none"> • Public service activities • 公益活動 • Information transparency • 信息透明度 • Environmental performance • 環境表現

In addition to the above-mentioned communication with various stakeholders in our daily operations, the Group specifically engaged third-party independent advisors to assist our communication with stakeholders in relation to various environmental, social and governance issues while preparing this report. We identified a number of stakeholder groups that have significant influence on our business, including employees, shareholders and investors, government agencies, suppliers, partners and community members. We communicate with them through various means, such as questionnaire surveys and individual interviews. Through the above approaches, combined with quantitative and qualitative analysis, we have a comprehensive understanding of the stakeholders' evaluation on the performance of CTEG in environment, society and governance aspects. The results of such analysis are important basis for our preparation of this report and also important reference for our formulation of future development strategies.

除了上述於日常營運與各利益相關方的溝通外，在籌備本報告期間，本集團特別委托第三方獨立顧問協助開展針對各項環境、社會及管治議題的利益相關方溝通。我們識別了一系列對公司業務有重要影響的利益相關方群體，包括員工、股東及投資者、政府機構、供應商、合作夥伴及社區人士，透過問卷調查、單獨訪談等形式進行溝通。通過以上方式，結合定量與定性分析，我們能全面了解各利益相關方對中滔環保在環境、社會及管治方面的表現評價。所得的分析結果成為我們是次編製報告的重要依據，也作為我們制定未來發展戰略的重要參考。





MATERIAL ESG ISSUES

Prior to the preparation of this report, we conducted materiality assessment with the assistance of third-party professional organizations. Assessment methods include questionnaire surveys and interviews. We received more than 200 valid questionnaires and conducted approximately 10 interviews, to find out the priority ESG issues the stakeholders are concerned about. Based on results of questionnaires and information from interviews, we identified the 10 material ESG issues listed below, which constitute the framework of the contents of this report:

重大性 ESG 議題

在準備本報告前，我們在第三方專業機構的協助下進行了一次重大性 ESG 議題識別。評估方式包括問卷調查及訪談。我們共收到超過 200 份有效問卷，並進行了大約 10 個訪問，以了解各利益相關方所優先關注的 ESG 議題。針對問卷調查結果及訪談中所取得的信息，最後識別出以下 10 個重要的 ESG 議題，構成本報告內容的框架：

ESG Issues Category ESG 議題範疇	Material ESG Issues (listed in no particular order) 重大性 ESG 議題 (排名不分先後)
Environmental responsibility 環境責任	Waste management 廢棄物管理
	Wastewater treatment 污水處理
	Energy and Water Resources Management 能源及水資源管理
	Environmental impacts and mitigation measures 環境影響及緩解措施
Labour responsibility 勞工責任	Occupational health and safety 職業健康與安全
	Staff development, remuneration and training 員工發展、待遇及培訓
	Compliance with labour laws 遵守勞工法例的情況
	Recruitment and retention of talents 招攬及保留人才
Operation status 運營情況	Anti-corruption and anti-bribery policies and preventive measures 反貪污，防止賄賂的相關政策及防範措施
Community care 社區關懷	Community contribution 社區投資



ENVIRONMENT MANAGEMENT SYSTEM

CTEG adheres to the philosophy of “rebuilding harmony with nature and renewing cordial relations with the earth” to operate. As an enterprise to provide environmental protection services, we act as role models and proactively improve the environmental governance performance of the Group, allowing business development and natural environment coexist. We attempt to manage the Group’s environmental protection works in a more systematic way, so we specially formulate an environmental and social governance system at the group level. Under this governance system, we have general manager for environment and society in place to supervise various environment management works and ensure all development projects of the Group will comply with relevant national and local environmental laws and regulations. In each decision-making procedure of a project, we give sufficient consideration to its potential impact on the environment and formulate corresponding response measures to minimize the impact arising from our business through our control, operation and technologies.

Before the launch of each project, we will conduct environmental impact assessment first. Based on particulars of the project and fundamental data of local environment, we assess possible direct, indirect and accumulative impacts from the project. The project companies of the Group will also need to prepare an environment management plan which proposes processing solutions or compensation measures in respect of issues identified during the environmental impact assessment. Projects must be implemented on the condition that opinions from each stakeholder are considered. Upon the launch of a project, we also monitor its actual environmental performance on an ongoing basis. Our subsidiaries need to submit environmental performance reports to the head office annually and conduct a review of the current status of their environment. In addition, our subsidiaries have initiated the application works for environment management system accreditation, among which the environment management system of Guangzhou Xintao Wastewater Treatment Company Limited has obtained the ISO14001 accreditation successfully.

環境管理體系

中滔環保秉持「與自然重建和諧，與地球重修舊好」的理念經營。作為提供環保服務的企業，我們以身作則，積極提升集團的環境管治表現，讓業務發展與自然環境並存。我們嘗試以更有系統的方式管理集團的環保工作，特此制定集團層面的環境及社會管治體系。在此管治體系下，我們設有環境及社會總經理督導各項環境管理的工作，確保集團所有發展項目均符合國家及當地相關的環保法律法規。在項目的每個決策過程中，我們會充分考慮其對環境的潛在影響，並制定相應的應對措施。透過我們的管治操作及技術，把業務造成的影響降至最低。

在每個項目開展前，我們會先進行環境影響評估，按照項目的詳情及當地的環境基礎資料，評估項目可能帶來的直接、間接及累積影響。本集團旗下的項目公司亦需要準備一份環境管理計劃，提出針對環境影響評估所識別出的問題的處理方案或補償措施。項目必須通過同時考慮各利益相關方的意見方可推行。在項目開展後，我們亦會持續監察其實際的環境表現。我們的子公司需要每年向總公司遞交環境表現報告，並對其環境現況進行檢討。此外，我們的子公司已開始進行環境管理體系資格認證的申請工作，其中廣州新滔水質淨化有限公司的環境管理體系已成功取得ISO14001認證。





WASTEWATER TREATMENT PERFORMANCE

Industrial wastewater treatment is the core business of the Group. We provide sewage discharging entities in our industrial parks with environmental pollution treatment services. Our customers cover industries ranging from textile, printing and dyeing, papermaking, food processing to electronic electroplating. The Group possesses Class A operational qualification for environmental pollution control facilities (for both domestic and industrial wastewater) and with advanced technologies, all water discharged after undergoing wastewater treatment conforms to relevant national and regional discharge standards.

EMISSION OF EXHAUST GASES

The Group emits a number of gas pollutants during operation. They are mainly nitrogen oxide, sulfur oxide, etc. We perform close monitor against various exhaust emissions and develop corresponding measures to control pollution sources to reduce emissions.

The Group has been entrusting third-parties to inspect the odor concentration in factory areas. Relevant inspection reports indicated readings reaching the standards in all facilities. We still rigidly inspect relevant facilities in factory areas persistently, and add deodorizing facilities in factories as actual circumstances require to prevent the odor produced in operation from affecting residents living aside. We stress every complaint and reply promptly. We put sufficient resources to minimize the influences our business brings to the community surroundings.

As such, the Group is in compliance with relevant laws and regulations regarding emissions which have a significant impact on the Company during the reporting period.

污水處理表現

工業廢水處理是本集團的核心業務。我們為工業園區的排污企業提供環境污染治理服務。我們的客戶涵蓋紡織印染工業、造紙工業、食品加工業及電鍍工業。本集團擁有污染治理設施運行服務能力評價證書(生活污水處理一級及工業廢水處理一級)，通過先進技術，所有經污水處理專案處理後排放的尾水均達到國家及地方相關的排放標準。

廢氣排放

本集團在營運期間會排放若干程度的廢氣污染物，主要包括氮氧化物，硫氧化物等。針對各項廢氣排放物我們均會進行嚴密監控，並制定相應的措施控制污染源，以減少排放量。

本集團一直委托第三方機構對廠區的臭氣濃度進行監測，相關檢測報告顯示本集團旗下所有廠區的臭氣濃度全部達標。我們也對廠區內相關設施進行持續的嚴格監控，並按實際情況考慮增加車間除臭設備，力求杜絕運營過程中產生臭氣影響項目周邊居民日常生活的情況。對於任何投訴，我們均認真看待並及時予以回應，並投放充足的資源，務求將業務對社區造成的環境影響降至最低。

嚴格來說，於報告期內，本集團遵守關於排放物的有關法律法規。這些法律法規對本公司影響尤為重大。



WASTE TREATMENT

The major wastes from our operations include sludge, incineration residue, chemicals, plant equipment and office supplies. The Group has compiled the Production and Operation Management Systems (《生產運營管理制度》) to ensure production personnel know about the processing procedures for various wastes and to avoid damaging the adjacent environment. In addition, for the usage of chemicals, the Group also has the Administrative Rules on Laboratories (《化驗室管理規定》) in place, which requires staff with relevant qualifications properly treat chemicals and thus minimize the environmental risks caused by inappropriate treatment of chemicals.

In each facility, in order to reduce the consumption of production equipment and materials, the Group has formulated guidelines for discard of materials. It provides that only equipment that has been stored for over 5 years and is depreciated or fails to carry out further repair can be discarded. All materials and equipment to be discarded must be identified by relevant engineering equipment team members to make sure that they have been fully used and so minimize the production of wastes. We also encourage our employees to recycle in the offices. Recyclable and unrecyclable separation boxes are placed in workshops for easy recycling.

RESOURCE USAGE

We understand that our resources are limited, so we cherish the usage of resources. We proactively improve the production efficiency and implement a series of energy and water saving measures to minimize the consumption of water and electricity. We arrange experienced technical personnel to take charge of manipulating machines and monitoring the whole process procedures to make sure relevant processing procedures can be performed in the most efficient way. For example, in the sludge discharging process, our technical personnel will adjust the times of discharging sludge for the sludge sucker machine according to the actual situation, seeking to improve the efficiency of sludge discharging, thereby reducing the consumption of water and achieving the goal of reducing waste of resources.

廢棄物處理

我們在營運中產生的廢棄物主要包括污泥、焚燒殘渣、化學品、廠區設備及辦公室用品等。本集團已編訂《生產運營管理制度》，保證生產人員了解各種廢棄物的處理程序，避免對周遭環境造成破壞。另外，針對化學品的使用，本集團也設有《化驗室管理規定》，要求具有相關資歷的人員妥善處理化學品，把因化學品不當處理所引致的環境風險減至最低。

在各個廠區，為了減少生產設備及材料的消耗量，本集團已制定物資報廢指引，只有存放超過5年及已被淘汰或未能再作維修的設備才可棄置。所有報廢的材料及設備均需獲工程設備組的有關職員進行鑒定，確保所有物資均已發揮最大用途，盡量減少廢棄物的產生量。我們在辦公室亦鼓勵員工進行回收，在工作間設置可回收及不可回收的分類箱，方便進行回收。

資源使用

我們深知資源有限，所以在使用資源時倍加珍惜。我們積極提升生產效率，並制定一系列的節能節水措施，盡量減少用水及耗電量。我們安排具有豐富經驗的技術人員負責操控機器及監控整個工藝程序，確保能夠以最高效能的方式進行相關處理程序。例如在排泥的過程中，我們的技術人員會按實際情況調節吸泥機的排泥次數，務求提高吸泥效率，從而減省用水量，達到減少資源浪費的目的。



We regard employees as an indispensable part of corporate development. In order to protect the rights and interests of employees, we have established a sound human resources policy and clearly set out the code of practice, remuneration, protection and welfare for employees to provide them a fair, open, efficient and ability-driven working environment, so that they can set their mind at rest to work hard for the cause. We provide diversified employee development and training opportunities to help employees improve their professional skills. We will also organize employee care activities on a regular basis to offer a platform for employees to establish a close relationship characterized by harmony and mutual trust. Thus team cohesion and solidarity would be enhanced so that all employees work together to grow with the Company.

As of 31 December 2016, CTEG had 1,941 employees.

我們視員工為企業發展不可或缺的一部分，為保障員工權益，我們已建立完善的人力資源政策，明確列明員工工作守則、薪酬、保障及福利，以提供一個公平、公開、有效率、能力主導的工作環境，讓他們可以放心為事業打拼。我們提供多元化的員工發展及培訓機會，協助員工提升專業技能。我們亦會定期舉辦員工關愛活動，提供平台讓員工之間建立和諧、互信的緊密關係，增強團隊凝聚力和向心力，令全體員工團結互助，跟公司一起成長。

截至2016年12月31日，中滔環保共有1,941名員工。

Human resources overview	人力資源概況	
As of 31 December 2016	截至2016年12月31日	
Number of employees (by gender)	員工人數(按性別劃分)	
Female	女性	358
Male	男性	1,583
Number of employees (by age group)	員工人數(按年齡組別劃分)	
< 30	< 30歲	451
30 – 50	30歲 – 50歲	1,089
> 50	> 50歲	401
Number of employees (by employment type)	員工人數(按僱傭類型劃分)	
Senior management	高級管理層	52
Middle management	中級管理層	183
Technical employees	技術員工	284
General employees	一般員工	1,422



HUMAN RESOURCES POLICY

The Group has established relevant management systems and policies in terms of recruitment, talent selection and employee communication, hoping to use the right man for the right job. We have been adopting the recruitment principles of “open recruitment”, “fair competition”, “appointment based on merits” and “first internal and then external”:

Open recruitment: General employee recruitment is led by the administration department which is responsible for proposing human resources needs, working out recruitment plans, staff recruitment, staff selection and employment, recruitment evaluation and other later-stage work. All departments work together to assess the effect of the integration of existing resources. If a recruitment need is identified, open recruitment will be considered.

Fair competition: All job applicants are considered equally. No applicants will be treated unfairly on any grounds such as age, race, gender, marital status or religious belief. All eligible employees will be considered in promotion regardless of the above-said conditions.

Employment based on merits: The administration department unifies the management of external recruitment of the head office and subsidiaries. Recruitment for general management posts is organized by the administration department of the Company. After review, eligible applicants will be notified for preliminary examination, reexamination, approval and reporting for duty. Preliminary examinations are given by the recruiting department and human resources department while reexaminations are given by senior management. Final approval will be given by the general manager. General manager accountability is implemented for personnel management. The hiring and dismissal of staff shall first be approved by the general manager under Personnel Hiring procedures, followed by relevant procedures of offices in accordance with the regulations.

First internal and then external: The sources and methods of recruitment are divided into external and internal. Internal talents often have a better understanding of our Company culture and operation. Under the circumstance that the functional needs, areas of expertise, competency and experience are matched and provided that the opinions of the recruiting departments, the candidates and their current departments are respected, the administration department will conduct internal recruitment by providing the supply and demand sides with two-way selection opportunities. We will conduct external recruitment when internal recruitment cannot meet the requirements of the posts.

人力資源政策

本集團在招聘、選任人才、員工溝通方面已建立了相關的管理體系和政策，務求達到知人善任，百花齊放的繁盛景象。我們一直採用「公開招聘」、「平等競爭」、「擇優錄用」、「先內後外」的招聘原則：

公開招聘：一般員工的招聘工作由行政部主導，負責提出人力資源需求、擬定招聘計劃、人員招聘、人員甄選錄用、招聘工作評估等後期工作。各部門通力合作，評估現有資源整合的效果。如判斷有招聘的需要，會考慮作公開招聘。

平等競爭：所有求職者會被公平考慮錄用。無求職者會因為年齡，種族，性別，婚姻狀況或宗教信仰被不公平對待。升職時，所有符合工作要求的員工都會被考慮，上述因素亦不會成為阻礙。

擇優錄用：行政部統一協調管理總公司和子公司的外部招聘工作。一般管理崗位的招聘由行政部組織。審核認可的應聘者由行政部負責通知初試，複試，審批，報到。用人部門和人力資源部組織初試，高層管理人員進行複試，主管領導審批。人事管理實行總經理負責制，人員進出須按《人事錄用》手續經總經理審批，再由辦公室按規定辦理有關手續。

先內後外：招聘的來源與方法分為外部和內部兩種。內部人才往往比較了解本公司文化及運作，在職能需要、專業範疇、能力、經驗皆匹配的情況下，並在尊重用人部門、應聘員工及其目前所在部門意見的前提下，行政部會為供求雙方提供雙向選擇的機會，進行內部招聘。我們將在內部招聘不能滿足崗位要求時進行外部公開招聘。



In terms of employee communication, the Group implements a leadership management system of the hierarchical accountability system so that every employee has the opportunity to express their views and give full play to their potentials. We emphasize communicating the views of junior employees to senior management and ensure that decisions are carried out without failure.

We are in compliance with relevant laws and regulations in terms of remuneration and employment, other treatments and benefits (including statutory holidays, annual bonuses, paid annual leave, contributions to defined contribution retirement plans and the cost of non-monetary benefits), and there was no non-compliance during the reporting period. We strictly comply with the national “Provisions on the Prohibition of Using Child Labour” and relevant laws and regulations with zero tolerance towards immoral labour practices. No reported cases of child labour and forced labour during the reporting period. We follow the remuneration principle of “pay by contribution” rather than simple equal pay for equal work. We encourage every employee to take a positive attitude and constantly make innovations on the basis of basic protection.

The incentive mechanism of the Group allows employees to utilize their talent and to constantly make innovations to improve job performance and efficiency. With performance appraisals, employees are further driven and encouraged with substantive rewards. Employees rated as excellent and good in the assessment results will obtain the performance awards and bonuses. In addition, we also commend and reward employees serving for a long time, including but not limited to the award of honorary certificates, bonuses, prizes, honor accessories for exclusive use, in-service education, training and external exchange and learning at the expense of the Group, etc.

A share award scheme was adopted by the Board of the Group on 24 September 2015. Employees’ performance appraisals were conducted and audited by the Remuneration Committee and then the Board before corresponding shares were granted to qualified employees. In 2016, the Group granted an aggregate of 1,652,000 shares to qualified employees in accordance with the rules of the share award scheme.

員工溝通方面，本集團實行層級負責制的領導管理體系，務求每個員工有表達意見及充分發揮自己潛質的機會，我們強調下情上達，確保政令暢通。

我們在有關薪酬及僱傭、其他待遇及福利(包括法定假期、年度花紅、帶薪年假、界定供款退休計劃供款及非金錢福利)方面奉公守法，在報告期內未有發生任何違規的情況。我們嚴格遵守國家《禁止使用童工規定》及其他相關法律法規，對不道德的勞工行為採取零容忍的態度。報告期內，我們並未有聘用任何童工及強制勞工。我們遵循「按貢獻付酬」的薪酬原則，而不是簡單的同工同酬，在有基本保障的基礎上，鼓勵每一位員工積極進取，不斷創新。

本集團的激勵機制，讓員工充分發揮個人才能，不斷創新以提高工作績效及效率。配合員工績效考核辦法，進一步以實質的獎勵推動和鼓勵員工，考核結果被評為優秀及良好的員工將獲得績效獎勵及獎金。此外，我們亦對長期服務公司的員工給予表彰和獎勵，獎勵形式包括但不限於頒發榮譽證書、獎金、獎品、專用榮譽用品，由本集團出資安排在職進修、培訓、外出交流學習等。

本集團董事會已於2015年9月24日採納了股份獎勵計劃。對員工進行績效評定後，先後通過薪酬委員會和董事會審核，再授出對應獎勵股份給合資格員工。本集團根據股份獎勵計劃，在2016年授予合資格的員工總數共1,652,000股股份。



EMPLOYEE DEVELOPMENT AND TRAINING

The Group attaches great importance to the development and growth of its employees and regularly organizes various types of training to provide an opportunity for employees to enhance their abilities. We will consider the functional needs, professional requirements and personal wishes of employees to develop personalized and flexible training programmes.

All new employees are required to receive induction training, including company profile, rules and regulations, occupational ethics, professional knowledge and operational skills and other basic knowledge so that new employees can adapt to the company culture as soon as possible, be familiar with the new working environment and integrate themselves into the team. In terms of on-the-job training, it is mainly divided into three categories, namely internal training, external training and promotional training:

Internal training: Employees are required to continue to improve their professional knowledge and skills, and all departments are required to organize training in professional skills and other aspects for internal employees in accordance with the company requirements.

External training: External training can quickly improve employees' work skills. The human resources department will arrange appropriate external training for employees in accordance with the annual training plan.

Promotional training: Special training is provided to employees who are about to take on duties of a higher level post so that employees being promoted can master the work before they take up the new posts.

In addition, in the event of a change in the job, the employee must receive pre-post professional knowledge training in respect of the post to which he/she will be transferred. An employee who passes the training may formally start the new job. The Group also strongly encourages and supports employees to use their spare time to participate in all kinds of adult education and vocational training related to business at their own expense. We recognize various qualification certificates obtained by employees from qualified institutions and colleges in the community. During the reporting period, a total of 1,177 employees participated in training.

員工發展及培訓

本集團十分重視員工的發展及成長，定期舉辦各類型的培訓，為員工提供一個能力提升的機會。我們會考慮員工的職能需要、專業要求及個人意願，從而制定個性化和富彈性的培訓計劃。

所有新僱員都需接受入職培訓，培訓內容包括公司簡介、規章制度、職業道德、專業知識與操作技能等基礎知識，務求讓新員工能夠盡快適應公司文化，熟悉新工作環境，及融入團隊當中。在職培訓方面，主要分為內部培訓、外部培訓及晉升培訓三大類：

內部培訓：公司要求員工必須持續提高專業知識及技能，各部門內部需按照公司要求組織內部員工進行職業技能等方面的培訓。

外部培訓：外部培訓能快速提高員工的工作技能。人力資源部會按照年度的培訓計畫為員工安排適當的外部培訓。

晉升培訓：為即將承擔更高一級職務的員工進行特別培訓，以便晉升者進入新崗位所需的工作能力。

此外，員工工作有變動時，必須接受將要調往崗位的崗前專業知識培訓，培訓合格方可正式開始新崗位的工作。本集團亦非常鼓勵並支持員工利用工餘時間自費參加與業務有關的各種成人教育和職業培訓。我們承認員工在社會上有資質的機構院校獲得的各種資格證書。報告期內，參與培訓的員工有1,177人。



Five major objectives for employee training of CTEG:

1. Understand and recognize the Company culture, values and development strategy;
2. Know the Company's rules and regulations, post duties and work essentials;
3. Enhance the knowledge level of employees and care about their career development;
4. Enhance the ability of employees to perform duties and improve the work performance;
5. Improve work attitude and enthusiasm of employees towards work and cultivate team spirit.

EMPLOYEE CARE ACTIVITIES

The Group is very concerned about the overall development of its employees. Therefore, the Group organizes various employee activities on a regular basis, hoping that they will have a chance to relieve pressure beyond busy work and strike a balance between work and life.

During the reporting period, some activities organized or participated by us are Mid-Autumn Festival garden parties, complimentary Spring Festival couplets giving, football, badminton and basketball matches. Employees actively participated in the first "CTEG Cup" employee basketball match. A total of 8 teams comprising nearly 100 members from the Group's head office and project companies joined this major sports event of CTEG which builds corporate culture. We hope that through sport activities, we can promote the sports culture internally and strengthen exchanges and establish team spirit among project companies and departments.

中滔環保員工培訓的五大目標：

- 一、達成對本公司文化、價值觀、發展戰略的了解和認同；
- 二、掌握公司規章制度、崗位職責、工作要領；
- 三、提高員工的知識水平，關心員工職業生涯發展；
- 四、提升員工履行職責的能力，改善工作績效；
- 五、改善工作態度，提高員工的工作熱情，培養團隊精神。

員工關愛活動

本集團十分關注員工的全面發展，因此會定期舉辦各項員工活動，希望他們能夠在忙碌的工作以外得到舒緩壓力的機會，令工作和生活取得平衡。

報告期內，我們舉辦或參與的活動包括中秋節遊園活動、免費贈送揮春活動、足球賽、羽毛球賽及籃球賽。其中本集團首次舉辦的「中滔環保杯」職工籃球賽獲得員工的積極參與。本次比賽共有來自集團總公司和旗下項目公司的8支代表隊、近100名隊員參加，是中滔環保在企業文化建設和體育運動組織方面的又一盛事。我們希望通過運動競技活動能夠在內部推廣運動文化，並藉此加強各項目公司及部門的交流、建立團隊精神。





The Representative Team of CTEG won the champion of The Third Guangzhou Zengceng District Xintang Town Enterprise Staff Male Basketball Match
中滔環保集團代表隊獲廣州市增城區新塘鎮第三屆企業職工男子籃球賽冠軍



Group Photo of the First "CTEG Cup" Staff Basketball Match
首屆「中滔環保杯」職工籃球賽大合照

Apart from sport activities, the Group also organized staff to travel, which aiming for explore the vision of staff, enhance cohesiveness and centripetal force as well as belongingness of staff.

除體育活動外，本集團亦組織員工外出旅遊，旨在開闊員工視野，提高團隊凝聚力 and 向心力，增強員工的歸屬感。



OCCUPATIONAL SAFETY AND HEALTH

CTEG is committed to providing employees with a safe working environment. We have established a sound work safety management system to achieve the work safety goal. The Company has set up a dedicated work safety, fire prevention and public security administration team internally. The Group Office is responsible for safety supervision and management, formulating respective rules and regulations, and inspecting and supervising implementation by the departments and making suggestions for improvement, etc. All general managers of subsidiaries are directly in charge of work safety, fire prevention and public security who conscientiously implement the policy of “safety and prevention first”, establish a high degree of security protection awareness, strictly comply with the work safety rules and regulations. Through sound structural support complemented with the continuous strengthening of training, the Group has effectively improved the safety awareness and emergency response capabilities of employees, strengthened risk prevention and screening, and control of potential hazards, therefore ensured work safety. The Group is in compliance with the relevant laws and regulations in terms of providing a safe working environment and ensuring the occupational safety and health of its employees. There was no non-compliance during the reporting period.

Department heads of all levels and all staff actively promoted the standardization construction of work safety. All employees need to correctly use and properly take care of various protective equipment and appliances. In the laboratory, the sewage treatment process involves a variety of unstable factors. Therefore, there are strict requirements on all tasks to reduce the safety and health risks of employees.

We have deployed safety officers in the laboratory to be responsible for safety management and supervising the use and storage of drugs by employees according to the rules, and taking strict precautions against drug leakage and outflow. There are also codes and preventive measures for handling flammable, explosive and corrosive drugs in the laboratory. In terms of safety and fire protection, all employees are required to understand the three essential factors for causing fires and master the basic skills and methods of putting out a fire, including how to properly use fire equipment.

Anti-explosion, sealing, isolation and other measures are adopted for all electrical power equipment, instrumentation, electrical circuits and lighting devices in the Group. Electrical appliances and electrical circuits are checked regularly. During overhead work, employees shall be equipped with safety helmets, safety belts and safety nets and comply with the relevant regulations.

職業安全與健康

中滔環保致力向員工提供一個安全的工作環境，我們建立完善的安全生產管理制度以實現安全生產目標。公司內部成立了專門的安全生產、防火、治安管理工作小組，集團辦公室負責安全監督管理，擬定相應的規章制度，並對各部門貫徹執行情況進行檢查、督促，提出改善意見等。所有子公司總經理均為安全生產、防火、治安直接負責人，認真貫徹「安全第一，預防為主」的方針，樹立高度安全防範意識，嚴格遵守各項安全生產規章制度。通過完善的結構支撐，配合不斷加強培訓，有效提高員工安全意識和應急處理能力，強化風險防控和隱患排查治理，確保安全生產。本集團在有關提供安全工作環境及保障員工職業安全健康方面一直遵守相關法律法規，在報告期內未有違規的情況發生。

各級部門負責人及全體人員積極推進安全生產標準化建設。所有員工需正確使用、妥善保管各種防護用品和器具。在化驗室中，污水處理的工藝流程涉及各種不穩定因素，所以對各項工作都有嚴格要求，以降低員工的安全及健康風險。

我們在化驗室中安排了安全人員駐場，負責安全管理工作，監督員工是否按規程使用、存放藥物，嚴防藥物泄漏及外流。化驗室內對易燃、易爆、腐蝕性藥品的處理也有相應的守則和預防措施。安全防火方面，所有員工必須瞭解引起火災的三個要素，並掌握滅火的基本技能、方法，包括如何正確使用消防器材。

本集團內所有電氣動力設備、儀器儀錶、電氣線路和照明裝置均採用防爆、封閉、隔離等措施，定期檢查電器設備和電氣線路。高空作業時，必須備有安全帽、安全帶、安全網，並遵守相關規定。



We have developed the above safety measures to govern the safety of our employees. The security department and mechanical and electrical maintenance teams also conduct regular inspections to ensure the implementation of the above safety measures. The persons in charge of sewage lifting pump, blower, aerobic pool, solar drying and other equipment will also strictly enforce the operating rules and maintenance system, conduct regular inspections to see if the machines are running properly. Problems identified will be dealt timely by relevant personnel. Accidents shall be correctly analyzed and determined in accordance with the national “Four not let passes” principles and shall be promptly reported to the relevant leaders.

The “Four not let offs” principles

- (1) shall not be let off if the cause of the accident is not found;
- (2) shall not be let off if the persons liable have not taken remediation;
- (3) shall not be let off if the persons liable and the masses have not been educated;
- (4) shall not be let off if the rectification measures have not been put into effect.

我們不僅制定了上述安全措施及指引來確保員工的工作安全，保安部門、機電維修班還會定期進行安全巡視檢查。而污水提升泵，鼓風機，好氧池，太陽能烘乾等設備的相關負責人員也會嚴格執行操作規程和維修保養制度，定期進行巡迴檢查機器是否運作正常，發現問題會及時處理。相關人員在發生事故時要正確分析、判斷，按照國家「四不放過」的原則處理，並及時向有關領導報告。

「四不放過」原則

- (1) 事故原因未查清不放過；
- (2) 責任人員未處理不放過；
- (3) 責任人和群眾未受教育不放過；
- (4) 整改措施未落實不放過。



OCCUPATIONAL SAFETY AND HEALTH TRAINING

The Group attaches great importance to work safety. It not only implements the relevant national regulations but also conducts in-depth work safety education and training to continuously improve the self-consciousness and work safety awareness of employees. Under the authorization of general managers, business training of employees from all departments is organized by human resources department and is in the charge of the chief operating officer. New employees must receive “three-tier safety education” and pass the appraisal before becoming formal employees. For special types of work, employees must undergo “special work type training” and obtain the respective “qualification certificates” before starting to perform the work. Production operators are required to receive specific training and pass the examination and appraisal before engaging in work with the “operation permit”. In the laboratory, safety officers conduct regular inspections on whether the fire equipment is functional to ensure the effective use of the fire equipment. They are also responsible for safety knowledge learning and training of laboratory staff. Once the revision of the operating rules is approved, it is necessary to promptly change the version of the rules including the production site and notify relevant staff to organize learning and training immediately.

During the reporting period, CTEG continued to step up its efforts in safety training to increase the safe operation standard of the enterprise. We widely publicize common knowledge such as emergency laws and regulations, prevention and risk aversion in holding subsidiaries and departments to enhance employees’ emergency awareness and response ability. For emergency management staff, professional training in respect of contingency plans and emergency knowledge have been provided as planned. Labour unions also provide relevant operational staff with emergency treatment and artificial respiration training.

職業安全及健康培訓

本集團高度重視安全生產工作，不僅貫徹執行國家相關法規，更深入開展安全生產的教育培訓，以不斷提高員工的自覺性和安全生產意識。各部門員工的業務培訓在總經理的授權下，經人力資源部安排，由營運總監全面負責。新員工必須經「三級安全教育」並且考核合格方能成為正式員工，特殊工種必須經過「特殊工種培訓」，並取得相應「資格證」方能開始執行相關工作。生產操作人員需接受特定的培訓，經考試及考核合格後，才能持有「操作證」工作。在化驗室中，安全人員除要定期檢查消防器材是否可正常使用，保證消防器材有效使用，也要負責化驗室人員的安全知識學習與培訓工作。當操作規程的修改一經審批，必須迅速更改包括生產現場的規程版本，並立即通知有關人員組織學習培訓工作。

報告期內，中滔環保繼續加大安全培訓的力度，提高企業安全營運水平。我們於各控股子公司及部門廣泛宣傳應急法律法規和預防、避險等常識，增強員工應急意識，提高應急處理能力。而對擔當應急管理職責的人員，也已有計劃地進行應急預案和應急知識的專業培訓工作。工會也為相關作業人員提供緊急救援、人工呼吸培訓等。



All along, in addition to providing comprehensive environmental protection services with means such as investment construction and technological transformation, CTEG has been paying back to the community and establishing a positive public image. The Group is committed to organizing different community education activities to encourage the public to contribute and raise their awareness to environmental protection. Apart from educating the public, we also see the needs of local people in regions where projects located, thus provide considerable job positions and promptly offer aid to the disadvantaged groups to improve their living.

SUPPORT EDUCATION UNDERTAKINGS

Being a corporate citizen, CTEG has been actively participating in various types of industry-university-research projects to support the development of high-calibre talents. At the same time, we have sponsored various technological innovation exhibitions and development plans. We work with different academic institutions to encourage students interested in pursuing a career in environmental protection to study the relevant discipline and provide fundings to the relevant institutions. We have set up a 10-year “CTEG Scholarship” at the School of Environmental Science and Engineering of Sun Yat-sen University and the School of Environment and Energy of South China University of Technology to award outstanding students scholarships. Besides, the Group set up the “Joint Lab of CTEG and the College of Environmental Sciences and Engineering of Peking University” jointly with the College of Environmental Sciences and Engineering of Peking University and provided fundings to set up the “CTEG Environmental Education Fund of Peking University”. The above teaching fundings help to promote environmental science research, so that the environmental business of CTEG can be developed in parallel with environmental education. Meanwhile, the Group has also strengthened its link with the community to understand the young people’s ideas by frequently interacting and sharing our latest environmental protection philosophy with them and by establishing a close relationship between the Company and the public community.

一直以來，中滔環保除了通過投資建設及技術改造等方式提供綜合性環保服務以外，更一直致力於回饋社區，樹立良好公眾形象。本集團致力舉辦不同社區教育活動，鼓勵大眾為環保出一分力，提高公眾的環保意識。除了教育公眾，我們也十分重視項目所在地民眾的需要，在當地提供了相當數量的就業職位，並適時對弱勢社群伸出援手，改善他們的生活。

支持教育事業

中滔環保作為企業公民的一份子，一直積極參與各類型的產學研項目，資助優秀人才發展。我們同時贊助各類科技創新展覽及發展計劃，我們與不同的學術機構合作，鼓勵有志發展環保事業的學生研習有關學科，並向有關機構提供資助。我們分別在中山大學環境科學與工程學院及華南理工大學環境與能源學院設立為期10年的「中滔環保獎學金」，向優秀的學生頒授獎學金。另外，本集團與北京大學環境科學與工程學院聯合成立「北京大學環境科學與工程學院中滔聯合實驗室」，並出資設立「北京大學中滔環境教育基金」。以上的教學資助能夠促進環境科學研究，讓中滔環保的業務能與環保教育工作並行發展。同時，本集團亦藉此加強與社區的連結，通過與年輕人的頻密互動了解年輕人的想法，並向他們分享本集團的最新環保理念，建立本公司與社區公眾的緊密關係。





Case sharing

Award of the Sun Yat-sen University CTEG Environmental Protection Scholarship – deepens university-enterprise cooperation and keeps promoting industry-university-research integration

In the afternoon of 27 October 2016, the 2016 “CTEG Environmental Protection Scholarship” award ceremony of the School of Environmental Science and Engineering of Sun Yat-sen University was grandly held in the east campus of Sun Yat-sen University. During the event, a total of 30 students were awarded prizes. 23 of them were undergraduates, 5 were masters and 2 were doctors. This was the fifth year of the event since the establishment of the CTEG Environmental Protection Scholarship. During the course of the event, Lu Yili, chief executive officer and executive director of CTEG, held talks with Yan Guangmei, Vice-president of Sun Yat-sen University, and Chou Rongliang, Dean of the School of Environmental Science and Engineering. He Zhuoyan, student representative graduating from the School of Environmental Science and Engineering in 2013 specializing in environmental engineering, also expressed his sincere gratitude to the Group for its contribution to the community and care for student development. He described his university life as “having something to do, to love and to look forward to”. In addition to deepening the exchange and communication between the Group and the young people, this event had expressed the Group’s determination to contribute to the community.

In the future, CTEG and Sun Yat-sen University hope to continue to deepen university-enterprise cooperation and exchange so as to train more new high-calibre talents for the environmental protection cause of China.

個案分享

中山大學中滔環保獎學金頒發 – 深化校企合作，繼續促進產學研結合

2016年10月27日下午，中山大學環境科學與工程學院2016年「中滔環保獎學金」頒獎典禮在中山大學東校區隆重舉行。本次活動中，共有30名學生獲獎，其中本科23人、碩士5人、博士2人。是次活動已為中滔環保獎學金成立的第五年，此次活動過程中，中滔環保集團首席執行官兼執行董事盧己立與中山大學副校長顏光美、環境科學與工程學院院長仇榮亮進行了會談交流。來自環境科學與工程學院2013級環境工程專業的何卓彥同學代表，也表達了對本集團回饋社會、關愛學生發展的誠摯謝意，分享了「有所為、有所愛、有所期待」的大學生活。本次活動除了加深了本集團與年輕人的交流與溝通，更表達了集團對於回饋社會的決心。

未來，中滔環保與中山大學希望能夠繼續深化校企合作與交流，為中國環保事業培養更多新型的優秀人才。



2016 “CTEG Environmental Protection Scholarship” award ceremony of the School of Environmental Science and Engineering of Sun Yat-sen University
中山大學環境科學與工程學院2016年「中滔環保獎學金」頒獎典禮現場



Group photo of participants
與會人員合影留念





2016 FAN CHANGJIANG ACTIVITY – HONG KONG JOURNALISM STUDENT HONG KONG ENTERPRISES VISIT

Think of the source when drinking water, bear in mind the root when developing. As a major comprehensive environmental protection enterprise listed in Hong Kong, the Group insists in performing social responsibility and pays high regard to supporting and assisting higher education while developing its own business. During the reporting period, the Group vigorously supported the 2016 Fan Changjiang Activity – Hong Kong Journalism Students Hong Kong Enterprise Visits, which invites Hong Kong university students, our future media successors, to witness the successful business investment of a Hong Kong listed company in Pearl River Delta district.

2016 范長江行動—香港傳媒學子港企行

飲水思源，發展不忘根本。作為在香港上市的大型綜合性環保企業，本集團在發展自身業務的同時，堅持履行社會責任，重視對高等教育的支持和扶持。報告期內，本集團大力支持「2016 范長江行動」—香港傳媒學子港企行活動，讓香港大學生、未來傳媒接班人見證香港上市公司在珠三角地區的成功企業投資。





HELP THE DISADVANTAGED GROUPS

While being committed to promoting environmental science education, the Group has not forgotten to help the disadvantaged groups in the regions where projects located. We are committed to working with different community and charitable organizations to provide appropriate assistance to those in need. During the reporting period, we made donations to a number of charitable organizations, such as Love Culture Association of Meixian District, Meizhou City (梅州市梅縣區愛心文化協會) and Charity Association of Nansha District, Guangzhou City (廣州市南沙區慈善會). The relevant donation will be used as a bailout to help students in poor families to complete their studies and to support the construction of welfare facilities. We also participated in the new rural area construction project in Longtang Town, Qingcheng District, Qingyuan City to subsidize the basic construction of the rural area and improve medical care and hygiene of the rural area. We strongly encourage employees to participate in volunteer services and foster employees' care for the society. During the reporting period, we organized a number of visits to Hengli Town and Wanqingsha Town in Nansha District so that employees could send their wishes to the disadvantaged groups of low-income earners and the elderly in the communities.

Case sharing

Paying a visit to Changsha Village, Hengli Town – enter local communities and spread care for the disadvantaged groups

The Mid-Autumn Festival has always been an important festival for celebrating family reunions in China. Guangzhou Lvyou Industrial Waste Reclamation Treatment Company Limited (廣州綠由工業棄置廢物回收處理有限公司), a subsidiary of CTEG, organized a visit on the eve of the festival so that employees could pass the joy to the disadvantaged groups while enjoying the festival with their relatives and friends. On 13 September 2016, the visit was held in Changsha Village, Hengli Town, where we organized a visit to the elderly aged over 60 years, low-income residents and destitute residents in the village. We donated moon cakes and festive consolation money to approximately 400 people in need so that some of the villagers leading a difficult life could also celebrate the festival with rich food.

扶助弱勢社群

本集團致力推廣環境科學教育的同時，也不忘扶助項目所在地的弱勢社群。我們致力與不同的社區及慈善組織合作，讓有需要人士得到適切援助。報告期內，我們向多個慈善組織捐款，如梅州市梅縣區愛心文化協會、廣州市南沙區慈善會等。有關捐款將會用作救助金，資助貧困家庭的學生完成學業及支持福利設施建設等。我們也參與了清遠市清城區龍塘鎮的新農村建設項目，資助村內的基本建設，讓農村的醫療、衛生等方面得到改善。我們非常鼓勵員工投入義工服務，培養員工對社會的關懷。我們在報告期內先後在南沙區的橫瀝鎮、萬頃沙鎮籌辦了多場探訪活動，讓員工向社區內的弱勢社群如低收入人士、長者獻上祝福。

個案分享

橫瀝鎮長沙村探訪 – 深入本地社區，關愛弱勢社群

中秋節素來是中國慶團圓的重要節日。中滔環保旗下的廣州綠由工業棄置廢物回收處理有限公司在節日前夕組織了探訪活動，讓員工與親友歡渡節日之餘，也把歡樂傳給弱勢社群。探訪活動在2016年9月13日在橫瀝鎮長沙村舉行，我們組織對村中60歲以上的長者、低保戶及特困戶進行探訪。我們向大約400名有需要人士捐贈月餅及節日慰問金，讓部分生活拮据的村民也可享有豐富的食品慶祝佳節。





Appendix Stock Exchange ESG Reporting Guide Content Index

附錄 香港聯交所環境、社會及管治報告內容索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	2016 Environmental, Social and Governance Report or other reference 2016 環境、社會及管治報告或其他參考
A. Environmental A. 環境	
Aspect A1 層面 A1 General Disclosure 一般披露	Emissions 排放物 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。
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emission data. 排放物種類及相關排放資料。
Aspect A2 層面 A2 General Disclosure 一般披露	Use of resources 資源使用 Policies on 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。 Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 註： 資源可用於生產、儲存、運輸、樓宇、電子設備等。
Aspect A3 層面 A3 General Disclosure 一般披露	The environment and natural resources 環境及天然資源 Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。





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B. Social B. 社會	
<p>Employment and labour practices 僱傭及勞工常規</p> <p>Aspect B1 Employment 層面 B1 僱傭</p> <p>General Disclosure Information on: 一般披露</p> <p style="margin-left: 40px;">a) the policies; and b) relevant laws and regulations that have a significant impact on the issuer</p> <p style="margin-left: 40px;">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：</p> <p style="margin-left: 40px;">(a) 政策；及 (b) 對發行人有重大影響的相關法律及規例的資料。</p> <p>KPI B1.1 Total workforce by sex, employment type, age group and geographical region. 關鍵績效指標 B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。</p>	<p style="text-align: center;">Caring for staff 員工關愛</p> <p style="text-align: center;">Caring for staff 員工關愛</p>





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Aspect B2 層面 B2	Health and safety 健康與安全	Caring for staff 員工關愛
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。	
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。	





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Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		2016 Environmental, Social and Governance Report or other reference 2016 環境、社會及管治報告或其他參考
Aspect B3 層面 B3	Development and training 發展及培訓	Caring for staff 員工關愛
General Disclosure 一般披露	<p>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。</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid for by the employer. 註：培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	
Aspect B4 層面 B4	Labour standards 勞工準則	Caring for staff 員工關愛
General Disclosure 一般披露	<p>Information on:</p> <p>a) the policies; and</p> <p>b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to preventing child and forced labour. 有關防止童工或強制勞工的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	
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。	Caring for staff 員工關愛





Appendix Stock Exchange ESG Reporting Guide Content Index

附錄 香港聯交所環境、社會及管治報告內容索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	2016 Environmental, Social and Governance Report or other reference 2016 環境、社會及管治報告或其他參考
<p>Operating practices 營運慣例</p> <p>Aspect B5 Supply chain management 層面 B5 供應鏈管理</p> <p>General Disclosure Policies on managing environmental and social 一般披露 risks of the supply chain. 管理供應鏈的環境及社會風險政策。</p> <p>KPI B5.1 Number of suppliers by geographical region. 關鍵績效指標 B5.1 按地區劃分的供應商數目。</p> <p>KPI B5.2 Description of practices relating to engaging 關鍵績效指標 B5.2 suppliers, number of suppliers where the practices are being implemented, 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、以及有關慣例的執行及監察方法。</p>	<p>Business overview 業務簡介</p> <p>Business overview 業務簡介</p> <p>Business overview 業務簡介</p>
<p>Aspect B6 層面 B6</p> <p>General Disclosure Information on: 一般披露 a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p style="padding-left: 40px;">relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>有關所提供產品和服務的健康與安全、廣告、標 籤、私隱事宜以及補救方法的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的 資料。</p>	<p>Caring for staff 員工關愛</p>





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Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		2016 Environmental, Social and Governance Report or other reference 2016 環境、社會及管治報告或其他參考
Aspect B7 層面 B7	Anti-corruption 反貪污	Business overview 業務簡介
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。	
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。	
Community 社區		Contributions to community 社區貢獻
Aspect B8 層面 B8	Community investment 社區投資	
General Disclosure 一般披露	Policies on engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
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)。	Contributions to community 社區貢獻





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