



**GAME
HOLLYWOOD**

Digital Hollywood Interactive Limited

遊萊互動集團有限公司*

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 2022

**2017
Environmental, Social and
Governance Report**

**2017年度
環境、社會及管治報告**

ABOUT THE REPORT

This is the first environmental, social, and governance (“ESG”) report (the “Report”) of Digital Hollywood Interactive Limited (“Digital Hollywood” and, together with its subsidiaries, collectively the “Group” or “We”). We are a leading global online game publisher for China-based game developers, with fast-growing in-house development capabilities for mobile games. The Report has disclosed our sustainable development policy and performance for the year ended 31 December 2017 (the “Reporting Period”).

The scope of the Report covers the environmental and social performance of our office in Guangzhou during the Reporting Period (unless otherwise stated). Relevant data from all regional offices have not been collected and disclosed, and therefore it has not been disclosed in the Report.

About Digital Hollywood

Digital Hollywood was listed on The Stock Exchange of Hong Kong Limited in 2017. We are committed to becoming a leading global online game publisher while being successful in developing and launching dozens of high-quality mobile games.

We help China-based game developers penetrate into the international markets with one-stop solutions, including game redesign, optimisation, marketing, distribution, monetisation, payment support and other user-related services.

We offer a diverse selection of games consisting primarily of casual games and mid-and hardcore games in both web and mobile formats to a demographically diverse user community.

Vision

To become and be recognised as an interactive entertainment group providing world-class user experiences.

Objective

Connecting with Happiness among players, business partners and employees.

From the past to the future, we have always focused on providing quality products and services that give global users the ultimate experience of entertainment, thereby connecting people’s entertainment in a more comprehensive way, and spreading joy to more places around the world. In return, we will gain leadership in terms of market sales in addition to increasing profits and value, and accordingly our employees and shareholders and the society in which we live and work will grow happily together.

關於本報告

此乃遊萊互動集團有限公司（「遊萊互動」，連同其附屬公司統稱「本集團」或「我們」）的首份環境、社會及管治（「ESG」）報告（「本報告」）。我們是一家為中國的遊戲開發商提供服務的全球領先網路遊戲發行商，擁有快速增長的手機遊戲自主研發能力。本報告披露了我們截至2017年12月31日止年度（「報告期」）的可持續發展方針及表現。

本報告的範圍為本公司廣州辦事處有關報告期的環境及社會表現（除非另有說明）。本報告未搜集和披露所有區域辦事處的相關數據，故並未與本報告中披露。

關於遊萊互動

遊萊互動於2017年於香港聯合交易所有限公司上市。我們致力於成為全球領先的網路遊戲發行商，同時成功開發並推出數十款優質的手機遊戲。

我們以一站式解決方案（包括遊戲重新設計、優化、營銷、發行、變現、付款支持及其他與用戶有關的服務）幫助中國的遊戲開發商滲透國際市場。

我們為多樣化的用戶群體提供多元化的遊戲以供選擇，主要包括網頁及手機休閒遊戲以及中重度遊戲。

公司遠景

成為並被公認為提供世界頂級用戶體驗的互動娛樂集團。

公司宗旨

悅聚、非凡(Connecting with Happiness) — 玩家悅聚、合作夥伴悅聚、員工悅聚。

從過去到未來，始終專注於為全球用戶提供極致娛樂體驗的優質產品和服務，更全面的連接人們的娛樂生活，將歡樂傳播到全世界更多的地方。作為回報，我們將會獲得領先的市場銷售地位、不斷增長的利潤和價值，從而令我們的員工、股東以及我們生活和工作所處的社會共同歡樂和成長。

Corporate culture – core values

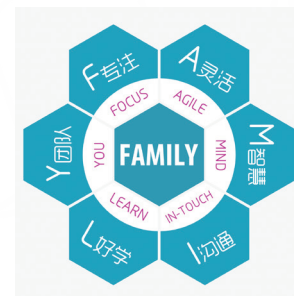
We firmly believe that pooling people who agree with and adhere to the common pursuit of long-term goals in creating cohesion is the most valuable and worth-inheriting asset for us. In other words, the F.A.M.I.L.L.Y culture.



Core values of Game Hollywood

公司文化 – 核心價值觀

我們堅信，認同並堅持共同追求公司遠景目標的人們聚集在一起，創造人與人之間凝聚的力量，是公司最為寶貴的，並值得不斷傳承的財富，即 F.A.M.I.L.L.Y 文化。



公司文化核心價值觀

OUR SUSTAINABLE DEVELOPMENT POLICY

We are a leading global online game publisher for China-based game developers, with fast-growing in-house development capabilities for mobile games. In recent years, we have strategically expanded our business focuses to develop and launch mobile games by enhancing in-house development capabilities. This has also reflected our commitment to sustainable development. The Group is committed to ensuring business continuity, while sparing no effort in integrating environmental, social and management principles into our business administrative practices, which has produced a positive impact on the environment and the entire community.

As a responsible corporate citizen, we have formulated different policies on ESG and other issues to advance and manage matters relating to social responsibility, such as product responsibility, labour practices, environmental protection, health and safety, and supply chain management, so as to guide the Group and our business partners in putting sustainable development into practice. The relevant policies and measures and our sustainable development performance in all respects can be found in the corresponding sections of the Report.

STAKEHOLDER ENGAGEMENT

Our stakeholders mainly include employees, customers, suppliers, business partners, shareholders, the government and, in a broad sense, the community. We are firmly convinced that our sustainable development benefits from the unremitting support and trust of stakeholders. We listen to the voices of stakeholders and respond to their needs through a range of communication channels such as meetings, interviews, hotlines, official websites, WeChat public accounts, emails, so as to maintain a close and harmonious relationship with them and accordingly achieve long-term success.

我們的可持續發展方針

我們是一家為中國的遊戲開發商提供服務的全球領先網路遊戲發行商，擁有快速增長的手機遊戲自主研發能力。近年，我們透過增強自主研發能力有策略地擴大業務重點至開發及發佈手機遊戲。我們對可持續發展的承諾亦可從中體現。本集團致力確保業務連續性，同時竭盡全力將環境、社會及管理原則融入我們的業務管理方式，為環境以至整個社區帶來正面影響。

作為負責任的企業公民，我們就環境、社會及管治及其他事項等範疇制定了不同的政策，以推進及管理有關社會責任方面的事宜，如產品責任、勞工慣例、環境保護、健康及安全以及供應鏈管理，以指引本集團及我們的業務合作夥伴將可持續發展付諸實踐。有關政策及措施及我們於各方面的可持續發展表現可參見本報告的相應章節。

與利益關係者溝通

我們的利益關係者主要包括僱員、客戶、供應商及業務合作夥伴、股東、政府及更廣泛的社區。我們堅信，我們的可持續發展得益於利益關係者的不懈支持及信賴。我們設有廣泛的溝通管道，如會議、面談、熱線、官方網站、微信公眾號及電子郵件，傾聽利益關係者的聲音，並對其需求作出回應，藉此與他們維持密切及和諧的關係，從而實現長久成功。

OUR COMMITMENT TO CUSTOMERS

As a technology company, we strive to create value for our customers by providing quality products and superior services.

We are a leading global online game publisher for China-based game developers, with fast-growing in-house development capabilities for mobile games. We offer services and products primarily relating to web and mobile games. In recent years, we have strategically expanded our business focuses to develop and launch mobile games by enhancing in-house development capabilities to capture the market opportunity from the fast-growing smartphone users, and our mobile games have immediately achieved considerable success in a number of regional markets. Since the beginning, we have established an integrated business model that generates considerable synergies which may improve our overall performance. Our rich experience in web game publishing has enabled us to effectively identify key success drivers for mobile games and create game content that appeals to users.

We help China-based game developers penetrate into the international markets with one-stop solutions, including game redesign, optimisation, marketing, distribution, monetisation, payment support and other user-related services. With our deep understanding of the international markets, rich distribution experiences and proprietary technologies, our solutions allow game developing partners to reach and monetise their global user base, thereby bringing an extremely attractive value to them. When a game is launched, we will update and repair the system on a regular basis. We are committed to maintaining relationship with players by creating a highly-interactive and information-based online gaming community and organising a series of activities in and out of the game. In addition, we will collect player comments and suggestions through various means such as questionnaires, forums and customer services to improve the game and enhance the player experience.

The Group strictly abides by all applicable laws and regulations of the People's Republic of China, including but not limited to the Regulations on Internet Publishing, the Measures on Internet Information Services and the Measures for the Administration of Online Games.

我們對客戶的承諾

作為一間科技型企業，我們通過竭力提供優質產品及優越服務為我們的客戶創造價值。

我們是一家為中國的遊戲開發商提供服務的全球領先網絡遊戲發行商，擁有快速增長的手機遊戲自主研發能力。我們的服務及產品主要包括網頁遊戲及手機遊戲。近年，我們透過增強自主研發能力有策略地擴大業務重點至開發及發佈手機遊戲，以抓住智能手機用戶快速增長帶來的市場機遇，而我們的手機遊戲亦隨即在多個地區市場取得了不俗的成績。自始，我們已建立一個綜合業務模式，其產生相當大的協同效益可改善我們的整體表現。我們從發行網頁遊戲所獲得的豐富經驗令我們能夠有效地為手機遊戲識別關鍵的成功推動因素，並製作對於用戶具有吸引力的遊戲內容。

我們以一站式解決方案（包括遊戲重新設計、優化、營銷、發行、變現、付款支持及其他與用戶有關的服務）幫助中國的遊戲開發商滲透國際市場。憑藉我們對國際市場的深入瞭解、豐富的發行經驗及專有的技術訣竅，我們的解決方案讓遊戲開發商夥伴能夠接觸全球用戶群及將用戶變現，從而為彼等帶來極具吸引力的價值。遊戲發佈後，我們會定期進行系統更新及修復。我們致力於通過打造高度互動及資訊化的網絡遊戲社區及組織一系列遊戲內外的活動來維持我們與玩家的關係。此外，我們亦會通過各種方式，如問卷調查、論壇及客戶服務等收集玩家意見及建議以完善遊戲，提升玩家體驗。

本集團嚴格遵守國家所有適用法律規章，包括但不限於《互聯網出版規定》、《互聯網資訊服務辦法》、《網路遊戲管理辦法》。



INTELLECTUAL PROPERTY

We are committed to protecting the achievements of our research and development team. To this end, we have established the Intellectual Property Management System under which standard work programmes are formulated in respect of applying for and managing intellectual property rights and strengthening the protection of intellectual property and this can effectively protect the intangible assets of the Group. The Group's intellectual property included copyrights, trademarks, patents, trade secrets and other rights conferred by (i) the Patent Law of the People's Republic of China, (ii) the Trademark Law of the People's Republic of China, (iii) the Copyright Law of the People's Republic of China, (iv) the Measures for the Administration of Internet Domain Names in China, (v) the Measures for the Administration of Software Products, (vi) the Law of the People's Republic of China Against Unfair Competition and other applicable laws and regulations as well as other rights relating to the protection of games, software, designs, new technologies, techniques, etc.

We attach great importance to confidentiality in protecting intellectual property. All interested parties are prohibited to divulge or provide relevant information to others in the process of product development and creation. In accordance with the "Measures for the Administration of Content Self-review by Internet Cultural Business Entities", our self-inspection system will ensure that all products comply with our intellectual property measures and relevant regulations.

HEALTHY NETWORK

As a company with focus on the internet business, we have the responsibility to uphold and strengthen a healthy network culture.

For our game development business, we strictly abide by the Measures for the Administration of Online Games and other applicable laws and regulations. In view of this, we have built a professional content review team. There are professionally qualified content reviewers on the team responsible for close scrutiny to ensure that the game elements, including names, backgrounds, sound effects, maps, scenes, character designs, building designs, prop designs and features, do not contain any legally prohibited or improper wordings and materials, neither should any pornography, gambling, violence and abetment be promoted.

知識產權

我們致力保護研發團隊的成果。為此，我們確立了《知識產權管理制度》，通過制定標準工作程式申請及管理知識產權並加強知識產權保護，此舉可有力保障本集團的無形財產。本集團的知識產權包括版權、商標、專利、商業秘密及(i)《中華人民共和國專利法》；(ii)《中華人民共和國商標法》；(iii)《中華人民共和國著作權法》；(iv)《中國互聯網絡功能變數名稱管理辦法》；(v)《軟件產品管理辦法》；(vi)《中華人民共和國反不當競爭法》及其他適用法律規章所賦予的其他權利，保障遊戲、軟件、設計、新技術、技能及其他相關權利。

我們高度重視保密以保護知識產權。所有相關方一概不得在產品開發及創造過程中將相關資料透露或提供予他人。根據《網絡文化經營單位內容自審管理辦法》，我們的自檢系統將確保所有產品符合我們的知識產權措施及相關規例。

健康網絡

作為一間專注於互聯網業務的企業，我們有責任堅持及強化健康的網絡文化。

關於我們的遊戲開發業務，我們嚴格遵守《網絡遊戲管理辦法》及其他適用法律規章。有鑒於此，我們已建立一支專業的內容審查團隊。團隊中具有專業資格的內容審查員負責密切審查，以確保遊戲元素（包括名稱、背景、音效、地圖、場景、角色設計、建築物設計、道具設計及功能）不含任何法律禁止的或有失妥當的文字及材料，亦不提倡色情、賭博、暴力或教唆犯罪。

DATA SECURITY

Given the nature of our business, we collect and process a large amount of player data. Therefore, we may be vulnerable to the threat of cyber attacks and the loss and leakage of data. To minimise these risks, we have adopted a series of data security measures, such as access authorisation, password and data transmission encryption, so that data are stored at least in two different locations on our internal server and further backup is implemented in our disaster recovery system.

PRIVACY PROTECTION

Ensuring data privacy is crucial to protecting our business and maintaining our relationship with customers and business partners. Employees must sign a non-disclosure agreement to confirm their responsibility for keeping the data, including sales data, business plans, customer's personal data and intellectual property, in strict confidence. We have set access authorisation with respect to the customer's personal data, restricting employees from accessing sensitive data only unless otherwise as required.

ADVERTISING LABELS

We ensure the compliance, accuracy and authenticity of all published materials, including press releases, labels, articles, and web contents, in accordance with the Advertising Law of the People's Republic of China.

OUR COMMITMENT TO EMPLOYEES

Equal opportunity

We are convinced that the sustainable development of a company is inseparable from talented people and that talents are the primary resources. We make all attempts to uphold the principles of fairness, openness and justice in all respects covering recruitment, assessment, promotion, staff development, welfare and termination of employment contracts. The Group prohibits any discrimination on the basis of race, colour, nationality, language, wealth, age, gender, disability, religious belief, marital status, etc.

The Group actively encourages the employment of disabled persons and provides employment opportunities for disabled persons.

As of 31 December 2017, we had 143 employees. Our employees remain young and the average age of our employees was about 28 years old. Male and female employees accounted for 67% and 33% of the total respectively.

數據安全

鑒於我們的業務性質，我們收集及處理玩家的大量數據。因此，我們可能容易受到網絡攻擊及數據丟失及洩露。為最大程度降低該等風險，我們採取一系列的數據安全措施，例如訪問權限控制、對密碼及數據傳輸進行加密，數據至少保存在我們內部服務器上兩個不同位置，並在我們的災難恢復系統中作進一步備份。

私隱保護

確保資料私隱對保護我們業務及維持我們與客戶及業務合作夥伴的關係尤為必要。僱員須簽訂保密協議，以確認彼等對資料（包括銷售數據、業務計劃、客戶個人資料及知識產權）予以保密之責任。我們已就客戶個人資料設定訪問權限控制，限制僱員訪問敏感資料，具體按需而定。

廣告標籤

我們根據《中華人民共和國廣告法》的規定，以確保所有發佈材料（如新聞稿、標籤、文章及網頁內容）的合規性、準確性及真實性。

我們對員工的承諾

平等機會

我們深信，企業的持續發展離不開優秀人才，人才是第一資源。在招聘、考核、晉升、員工發展、福利和終止勞動合同各方面，我們儘量秉持公平、公開及公正原則。本集團禁止任何人種、膚色、國籍、語言、財富、年齡、性別、殘疾、信仰、婚姻狀況等歧視。

本集團積極鼓勵殘疾人就業，為殘疾人提供就業機會。

截至2017年12月31日，我們擁有在職僱員143人。僱員持續保持年輕化平均年齡約28周歲，男女員工比例為男性佔67%，女性佔33%。

Staff development and training

The Group cultivates talents by providing employees with numerous development and training opportunities, assigning great value to talents and fully exploring their potential, which is conducive to the continued growth and success of the Group.

We have a sound performance management system under which regularly-scheduled comprehensive and timely appraisals of staff and an annual comprehensive performance evaluation are conducted. After the annual performance evaluation is conducted, employees must work with their line managers to set performance targets. We encourage line managers to communicate with their staff from time to time and give constructive feedbacks to help them grow.

Employees are given equal opportunities for promotion which is determined based on the results of their performance evaluation. The Group has also put in place promotion mechanisms for internal competition among employees. Employees may apply for competitive promotion provided that they meet the relevant years of service and performance requirements and that they have no records of misconduct and are in line with the Group's corporate culture and values. This will accordingly stimulate the initiative of excellent employees, conducive to selecting and cultivating talents.

In addition to the sound orientation training provided by the Group for newly-recruited staff, we arrange "micro-lectures" to provide professional and non-professional training and seminars for employees. The training covers occupational skills, industry updates, communication capabilities, marketing and the like. Currently, the training is conducted in formats including but not limited to conventional classroom training, on-the-job coaching and experience sharing. Through a variety of training formats and courses, employees are continuously trained to uphold our F.A.M.I.L.Y culture. In 2017, a total of 809.5 hours of training was conducted, attended by 656 employees.



“西”游記分享會
Industry trend sharing



新生見面會
New staff orientation

員工發展與培訓

本集團通過為僱員提供大量的發展機會及培訓機會，培養人才，重視人才的重要性及全面發掘其潛能，從而有利於本集團的持續增長及成功。

我們有完善的績效管理制度，定期對僱員進行全面及時性的績效考核，每年進行一次全面的績效評估。僱員在每年績效考評之後，需與其上級主管一起制定績效目標。我們鼓勵上級主管不時跟員工溝通並給予建設性的回饋意見，助其個人成長。

僱員晉升機會是平等的，晉升根據其績效評估結果決定。本集團同時還為員工提供內部競爭晉升機制，前提是僱員符合有關服務年期和績效要求，同時沒有任何不當行為記錄且符合本集團企業文化和價值觀下，僱員可以提出申請競爭晉升的機會，從而激發優秀員工的主動性，擇選及培養人才。

除本集團為新入職員工提供完善的入職培訓外，我們還會為員工安排「微講堂」提供業務專業或非專業的培訓和講座，培訓內容涵蓋職業技能、行業最新資訊、溝通能力、市場推廣等等。目前培訓採用的形式包括但不限於傳統的課堂培訓、在崗指導、經驗分享會。通過多元化的培訓形式及課程，持續對僱員進行培訓，以秉持我們F.A.M.I.L.Y的文化。2017年全年培訓總時數合計809.5小時，參與人次達656人。

Caring for talents

Talents are the primary resources. Therefore, we are committed to providing competitive remuneration packages and benefits and establishing a harmonious working environment through extensive staff activities in order to attract and retain talents.

We strictly abide by applicable laws and regulations, including the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China and the Regulations on the Administration of Housing Provident Funds, to provide domestic employees with social insurance covering pension insurance, unemployment insurance, medical insurance, maternity insurance, work-related injury insurance, critical illness insurance and supplementary medical insurance as well as housing provident funds. In addition to public and statutory holidays, our employees are entitled to paid leaves, such as marriage leave, pregnancy check-up leave, maternity leave, paternity leave, annual leave, bereavement leave, sick leave and bonus leave, and other benefits including meal allowances, attendance awards, festive gifts and welfare drinks.

Work-life balance

We regularly hold a variety of entertainment and leisure activities, such as running, football, basketball, badminton and other sports activities and games, and organise festive events for employees. The Group will also offer benefits to employees during the Dragon Boat Festival, Mid-Autumn Festival and other traditional Chinese festivals. These activities can enhance bonding among employees and establish a harmonious relationship among them and with the Group.



聖誕禮物交換活動
Christmas gift exchange

關懷人才

人才是第一資源，因此，我們致力提供具有競爭力的薪酬待遇及福利，通過廣泛的員工活動建立一個和諧的工作環境，藉此吸引及挽留人才。

我們嚴格遵守適用法律規章，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《住房公積金管理條例》，為國內的僱員提供涵蓋養老保險、失業保險、醫療保險、生育保險、及工傷保險、大病醫療保險、補充醫療保險的社會保險，以及住房公積金。除了公眾假期及法定節日期外，我們的僱員還享有薪假期如婚假、孕期檢查假、產假、陪產假、年休假、喪假、有薪病假、司齡假等福利。其他福利包括：膳食津貼、出勤獎勵、節日禮物、公益飲品等。

工作與生活平衡

我們定期為僱員舉辦各類型的娛樂及休閒活動，例如跑步、足球、籃球、羽毛球等體育活動及相關比賽活動，以及組織節日活動。在端午節、中秋節等中國傳統節日期間，本集團也會向員工發放福利。該等活動可增強員工之間的聯繫，建立員工之間乃至本集團與僱員之間的和諧關係。



萬聖節手工活動
Halloween handmade craft event



籃球比賽
Basketball game



7周年司慶
7th company anniversary party



五四青年節慶祝活動
Activity in commemoration of the
May Fourth Movement



慶祝三八女神節
Celebrating the International
Women's Day



集團年會
Group Annual Dinner

Attention to two-way communication

We strive to establish sound and humanised communication channels, formal and informal, for our employees. Currently, the various communication channels established include conferences, work reports, instant messaging software, emails and performance appraisal interviews, and employees may even have the opportunity to have one-on-one meeting with the chairman of the Group. The Group welcomes every employee to express their ideas and views through these channels.

Occupational health and safety

The Group is committed to providing employees with a safe, healthy and comfortable working environment. We plant and place large quantities of green plants throughout the office and they are regularly maintained. At the same time, smoking is strictly prohibited in all parts of the office premises, and a complete set of fire-fighting facilities that meet fire protection standards are placed at a prominent position. Clear guidelines for emergency exit routes are indicated in the office and fire inspections are regularly conducted to eliminate potential fire hazards. Strictly abiding by the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Group routinely uses different means of publicity to enhance the awareness of occupational diseases among employees, prevent and treat occupational diseases, and protect the health of employees and related rights and interests.

Aside from our endeavours in environmental safety, we pay greater attention to the health of our employees. The Group provides employees with annual body check and purchases for them critical illness plan and supplementary medical plan involved in the medical section of the government's social insurance, in addition to the basic medical insurance provided for by the government. As of 31 December 2017, no incidence of any work-related injury or fatality was identified by the Group.

重視雙向溝通

我們致力為員工建立完善的正式及非正式的，且具有人性化的溝通管道。目前設立的多種溝通管道包括：會議、工作報告、即時溝通軟體、電子郵件、績效面談，還有員工有機會與本集團主席一對一溝通，本集團歡迎每一位員工通過該等管道發表看法及意見。

職業健康與安全

本集團致力為員工提供一個安全、健康和舒適的工作環境。在辦公室各處種植及擺放大量綠色植物，定期維護。同時辦公場所列為全面禁煙區，顯眼位置配備齊全且符合消防標準的消防設施，在辦公室設置明顯安全出口指引，並定期進行消防檢查排除消防隱患。本集團嚴格遵守《中華人民共和國職業病防治法》，日常通過不同的宣傳途徑加強僱員對職業病的認知，做好職業病的防治工作，保護僱員的健康及相關權益。

除了致力環境安全外，我們更重視員工的身體健康。本集團為僱員提供年度體檢，除購買政府規定的基本醫療保險外，還為僱員購買政府社會保險中涉及醫療部分的重重大疾病醫療保險、補充醫療保險。截至2017年12月31日，本集團未發生過任何工傷或因工死亡事件。



Labour standards

Our employment practices are in compliance with applicable laws and regulations. Strictly abiding by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China and other laws and regulations, the Group prohibits the employment of child labour and forced labour. Upon joining, an employee's data file, including identity and age, will be reviewed thoroughly to ensure that there is no underage work. During the review, any child or forged identity data found will be handled in accordance with the law. The Group strictly abides by relevant laws and regulations of the jurisdiction in the place of operation, signing labour contracts with employees according to law and pays social insurance and protects the personal privacy of employees in strict accordance with provisions.

In addition, our staff handbook has set out details concerning working hours, overtime, leave and dismissal. The Group's implementations are carried out in a unified manner according to standard working hours to ensure that the working hours of employees are reasonable. Employees are not forced to work and, if overtime is required, they need to obtain approval in advance and receive paid leave afterwards. In the case of forced labour, employees have the right to appeal to the Group's Human Resources Department.

OUR COMMITMENT TO THE COMMUNITY

As a corporate citizen, we have been actively fulfilling our social responsibility, sparing no effort to participate in various communal activities. We are not only engaging in building the community through conventional channels such as charitable donations and volunteer activities, but are also fulfilling our social responsibility by bringing industry characteristics into play, continuously making a positive influence on the community. Going forward, the Group will continue to perform its social responsibility in intensifying cooperation between schools and enterprises so as to give impetus toward the exploration and cultivation of relevant talents in the future game industry. At the same time, the Group will constantly step up investments in communal public welfare undertakings, giving back to society through diversified channels.

勞工準則

我們的僱傭常規符合適用法律及法規，本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法規，禁止僱傭童工及強制勞動。在員工入職時詳細審查其入職資料，包括身份和年齡，以確保沒有未成年工作之情況。審查期間，倘若發現童工身份及偽造身份資料，將依據法律處理。本集團嚴格遵守運營地相關法律法規，依法與員工簽訂勞動合同，嚴格按照規定繳納社會保險，保護員工個人隱私。

此外，我們的僱員手冊詳細載列了有關工作時間、加班、休假及解僱方面的安排。本集團內部統一按標準工作時間執行，保障僱員合理的工作時間。不強制僱員勞動，如需加班，僱員需得到事先批准，之後將獲得帶薪休假。在出現強制勞動情況下，員工有權利向本集團人力資源部進行申訴。

我們對社區的承諾

作為企業市民的一員，我們一直積極履行社會責任，不遺餘力地參與各項社區活動。我們不僅通過傳統途徑、例如進行慈善捐款、舉行義工活動進行社區建設，還發揮行業特點履行社會責任，持續為社區帶來正面影響。本集團在未來將繼續履行社會責任，深化校企合作，助力未來遊戲行業相關人才發掘及培養，同時本集團將不斷加大對社區公益事業投資，透過多元化的管道回饋社會。

IMPETUS TOWARD THE FUTURE DEVELOPMENT OF INDUSTRY TALENTS

As an industry leader, we attach great importance to nurturing the next generation. Through a variety of forms, we provide young people interested in the game industry with platforms and opportunities to gain an understanding of and entry into the game industry.

In 2017, the Group sponsored the new media creativity competition organised by the Faculty of Games of the South China Institute of Software Engineering of the Guangzhou University. Through the new media platform, students can give full play to their creativity and demonstrate themselves. In addition, the Group has established cooperation with the South China Institute of Software Engineering on providing support to the participation in campus activities from time to time and to the establishment of a training base. Campus talks were held for sharing professional experience with university students.

助力未來行業人才發展

作為行業領先企業，我們非常重視培養下一代，我們透過多樣化的形式，為對遊戲行業感興趣的年輕人提供瞭解和進入遊戲行業的平臺及機會。

2017年集團贊助了廣大華軟學校遊戲系舉辦的新媒體創意大賽，透過新媒體這麼一個平臺，讓同學充分發揮創造力，展示自我。另外集團與華軟學院建立校企合作，不定期參與校園活動進行支援，以及支援實習基地的建立。透過校園宣講，跟大學生分享職業經驗。



新媒體大賽
New media competition



華軟校企合作研討
Seminar on school-enterprise cooperation at the
South China Institute of Software Engineering

CHARITY

The Group is enthusiastic about charity, showing concern for disadvantaged communities and making donations from time to time. In 2017, the Group raised more than RMB10,000, which were donated through compliant charitable organisations to help those in need.

In cooperation with social service groups, volunteers within the Group were organised for holding communal parent-child parties. By taking part in various social charity events from time to time, we assume corporate social responsibility and at the same time promote positive ideology and culture: hoping that our colleagues and gamers will pay more attention to the world we live in and will spread the warmth and goodwill together.



聖誕親子派對
Christmas parent-child party

ANTI-CORRUPTION

The Group's commitment to combating against unethical business practices, including bribery, fraud and corruption, can be reflected in our Anti-fraud Management System. Employees should report to us by phone or email if there is any suspected misconduct. Our Audit Department will seriously investigate the report in confidence and make rectification in a professional and timely manner. Divulgement of any relevant information is strictly prohibited and offenders will be handled in a solemn manner. A code of ethics and conduct will also be included in the staff handbook. We will do our utmost to ensure that employees pay attention to the code and make it part of our daily activities, so as to create a corporate culture that upholds righteousness and integrity. The Group strictly abides by the Law of the People's Republic of China against Money Laundering. We are not aware that there was any lawsuit against the Group or its employees over extortion, bribery, fraud, extortion and money laundering during the Reporting Period.

公益慈善

集團熱心公益，關懷弱勢社群，不定期進行愛心捐獻，集團2017年度已籌集人民幣過萬元，通過合規的愛心團體捐獻出去，讓更多需要得到幫助的人受益。

與社會工作服務團體合作，組織本集團內部義工，開展社區親子派對。通過不定期參與各種社會慈善活動，承擔起企業的社會責任，同時也宣導積極的思想文化：希望能讓公司同事以及遊戲玩家們，更多地關注到我們身處的這個世界，一起將溫暖與善意傳播開去。

反貪腐

本集團對打擊不道德商業行為（包括賄賂、欺詐及腐敗）的承諾可體現在我們的《反舞弊管理制度》當中。如有任何可疑不當行為，僱員應通過電話或郵件向我們舉報。我們的公司審核部門將保密及認真調查有關舉報，並以專業及時的方式糾正。嚴禁洩露一切相關信息，違規者則會嚴肅處理。除此以外，道德行為規範亦會載入僱員手冊中。我們將竭盡全力確保僱員關注該規範，並使之成為我們日常活動的一部分，從而打造一個以正直與誠信為先的企業文化。本集團嚴格遵守《中華人民共和國反洗錢法》，於報告期內，我們未曾注意到有針對本集團或僱員的有關勒索、賄賂、欺詐、敲詐及洗黑錢的訴訟。

OUR COMMITMENT TO THE SUPPLY CHAIN

As a responsible company, we attach great importance to environmental and social factors and are committed to sustainable operations. Similarly, we also expect our suppliers to be self-disciplined, thereby making a positive influence on the supply chain. By signing a code of conduct, suppliers signify that they agree to the legal requirements concerning occupational health and safety, anti-discrimination, environmental protection, anti-corruption and anti-fraud.

We conduct preliminary assessment of quality and pricing for introducing new suppliers. In purchasing important materials, such as servers, computers and printers, qualified new suppliers will be recorded on a supplier list. We will only work with suppliers on the list. Under normal circumstances, the list should have at least three different suppliers in each category so as to disperse the risk arising from any of the suppliers due to disqualification or our termination of cooperation. For the existing suppliers, we conduct an annual assessment to maintain the most desirable list of suppliers. We will review the prices, product quality, payment terms, delivery and after-sales services of product suppliers as well as the service quality, staff qualification and sense of cooperation of service providers.

OUR COMMITMENT TO THE ENVIRONMENT

Emissions reduction

No significant exhaust emissions and greenhouse gas emissions are identified in the daily business of the Group. In respect of water and land pollution, hazardous and non-hazardous waste generation and the like, the Group's products are online games and therefore solid packaging materials are not required. We spare no effort in environmental protection. The Group adopts the low-carbon office concept in reducing emissions, using various measures including encouraging employees to use public transport instead of private cars to reduce emissions, and smoking is strictly prohibited in all parts of the office premises. Only traces of air pollutant emissions generated by the company cars are involved in the course of business of the Group and that the impact on the environment and natural resources is minimal. Therefore, no disclosure of air pollutant emissions is made in the Report.

During the year, our electricity consumption was approximately 204,164 kWh and the annual per-capita electricity consumption was approximately 1,427 kWh. The annual indirect greenhouse gas emissions from electricity generation were approximately 107,614.85¹ tonnes. The total amount of water consumed in the year was approximately 2,892 tonnes and the annual per-capita water consumption was approximately 20.22 tonnes. All the water consumed by the Group comes from the municipal pipeline network, thus no issue relating to water supplies was identified.

我們對供應鏈的承諾

作為一間負責任的企業，我們高度重視環境及社會因素，致力於可持續營運。同樣，我們亦期望我們的供應商能夠自律，從而為供應鏈帶來正面影響。供應商簽署行為守則，即表示同意達到有關職業健康及安全、反歧視、環境保護及反貪腐及反詐騙方面的法律規定。

我們就引入新供應商對供應商的品質及價格展開初步評估。就採購重要材料（如伺服器、計算機及列印機）而言，評估合格的新供應商將被記錄於供應商入冊名單。我們僅會與名單上的供應商合作。一般情況下，該名單應當至少包括各類別中的至少三個不同的供應商，以分散其中某一個供應商因不合格或我們終止合作所帶來的風險。就現有供應商而言，我們進行一年一度的評估，以維持最為理想的供應商名單。我們將評核產品供應商的價格、產品品質、支付條款、交付及售後服務，以及服務提供商的服務品質、員工質素及合作性。

我們對環境的承諾

減少排放

本集團的日常業務不存在重大的廢氣及溫室氣體排放，向水及土地的污染、有害及無害廢棄物的產生等情況，本集團產品均為線上遊戲產品，不需要固體包裝物料。在環境保護方面，我們不遺餘力，本集團採用低碳辦公室概念，運用多種措施減少我們的排放，包括：鼓勵僱員乘坐公共交通工具以替代私家車，減少廢氣排放；全面禁止在辦公區域吸煙。本集團在經營過程中只涉及因公司車輛而產生的極微量大氣污染物排放，對環境及天然資源的影響極少，因此大氣污染物排放將不在本報告中披露。

本年度內，我們共用電量約為204,164度，人均年用電量約1,427度，全年電力間接溫室氣體排放量約為107,614.85¹噸。全年用水總量約為2,892噸，人均年用水量約20.22噸。本集團的用水均來自市政管網且不存在任何求取水源方面的問題。

OUR COMMITMENT TO THE ENVIRONMENT (Continued)

Emissions reduction (Continued)

A small amount of electronic waste emissions is involved in the business of the Group. Since the data collection system is still being set up, no disclosure can be made in the Report. We promise to start collecting relevant data next year and report it in the year after. In terms of non-hazardous waste, paper use in the office is the major emission of the Group. During the Reporting Period, a total of 285 kg of paper was used. The Group remains committed to paper recycling.

Resource efficiency

The Group advocates environmental protection and energy conservation. To save natural resources, we have taken the following actions:

- Emails, instant communication tools and WeChat at Work are used and employees are not encouraged to print paper. A paperless process is now fully adopted for managing employee attendance. Necessary documents are printed. Double-sided printing and paper recycling are being promoted.
- Priority is given to energy-saving lighting and other energy-saving appliances to reduce electricity consumption.
- Automatic sensor faucets are used in washrooms to reduce water consumption.
- For used materials in offline activities, recyclable materials are used as far as possible to comply with the principle of recycling.
- Air conditioners are turned off during non-working hours or when the office occupancy rate is low. In non-summer seasons like winter, the use of air conditioners is suspended to reduce exhaust gas and electricity consumption.

Given that the Report is the first ESG report of the Group and that the Group had not yet established a data collection system before the Reporting Period, results of the corresponding energy-saving measures could not be quantified through the data in 2017 and therefore no relevant disclosures can be made in the Report.

¹ The calculation method comes from the Average Carbon Dioxide Emission Factors for Regional Power Grids in China for 2011 and 2012 issued by the National Development and Reform Commission

我們對環境的承諾 (續)

減少排放 (續)

本集團的業務範圍涉及少量電子廢棄物排放，由於數據收集系統仍在努力建立中，於本報告未能作出披露，我們承諾將於明年開始收集相關數據並於下一年匯報。無害廢棄物方面，辦公室用紙為本集團主要的排放，本集團於報告期內，共使用285公斤紙張，本集團堅持紙張的循環利用。

資源效率

本集團提倡環保節能，為節省自然資源，我們採取了下列舉措：

- 採用電子郵件、即時溝通工具、企業微信辦公，不鼓勵員工列印紙張。目前僱員考勤已全面採用無紙化流程。必要的文檔列印，集團提倡雙面列印，以及紙張的回收再用；
- 本集團採購時優先考慮節能電燈及其他節能型的電器，儘量降低用電量；
- 洗手間採用自動感應水龍頭，減少用水；
- 對於線下活動使用後的物料，遵循循環利用的原則，儘量採用可循環利用的物料；
- 空調在非工作時段或辦公室佔用率較低時不開放，在非炎日季節，例如冬季暫停空調使用，減少廢氣及用電消耗；

由於本報告是本集團的首份ESG報告，而本集團在報告期之前尚未建立數據收集系統，故2017年度未能透過數據量化相應的節能措施成果，及未能在本報告作出相關披露。

¹ 計算方法來自國家發展和改革委員會發佈的《2011年和2012年中國區域電網平均二氧化碳排放因子》



**GAME
HOLLYWOOD**