



北京健康(控股)有限公司
Beijing Health (Holdings) Limited



2024

Environmental, Social and Governance Report

環境、社會及管治報告

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DEFINITION

釋義



“Beijing Health” or “Company” 「北京健康」或「本公司」	means 指	Beijing Health (Holdings) Limited (a company incorporated in the Cayman Islands with limited liability), whose Shares are listed on the main board of the Stock Exchange (stock code: 2389); 北京健康(控股)有限公司(一間於開曼群島註冊成立之有限公司)，其股份在聯交所主板上市(股份代號：2389)；
“Board” 「董事會」	means 指	the board of Directors of the Company; 本公司董事會；
“Director(s)” 「董事」	means 指	the directors of the Company; 本公司董事；
“ESG” 「ESG」	means 指	Environmental, Social and Governance; 環境、社會及管治；
“Group” or “we” 「本集團」或「我們」	means 指	the Company together with its subsidiaries; 本公司及其附屬公司；
“Guide” 「指引」	means 指	Environmental, Social and Governance Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities on Stock Exchange; 聯交所證券上市規則附錄C2所載之《環境、社會及管治報告指引》；
“Hong Kong” 「香港」	means 指	the Hong Kong Special Administrative Region of the People’s Republic of China; 中華人民共和國香港特別行政區；
“KPI” 「KPI」	means 指	Key Performance Indicator; 關鍵績效指標；
“Mainland China” or “PRC” 「中國內地」	means 指	the People’s Republic of China, and for the purpose of geographical reference in this Report, excluding the Hong Kong Special Administrative Region, the Macau Special Administrative Region and Taiwan Region of China; 中華人民共和國，就本報告地理位置參考而言，並不包括中國香港特別行政區、澳門特別行政區及台灣地區；
“Reporting Period” or “Year” 「報告期」或「本年度」	means 指	1 January 2024 to 31 December 2024; 2024年1月1日至2024年12月31日；
“Stock Exchange” 「聯交所」	means 指	The Stock Exchange of Hong Kong Limited; 香港聯合交易所有限公司；
“Subsidiary” 「附屬公司」	means 指	has the meaning ascribed to it in the Listing Rules; and 具上市規則所賦予的涵義；以及
“%” 「%」	means 指	per cent. 百分比。





ABOUT THIS REPORT

關於本報告

The Group hereby presents its ninth Environmental, Social and Governance Report (the “Report”) to its stakeholders, which sets forth the sustainable development approach, policies and performance of the medical and health industry and geriatric business of the Group during the Reporting Period, as well as ESG-related challenges and opportunities.

REPORTING STANDARD

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities of the Stock Exchange of Hong Kong Limited in light of the actual situation of the Group. The information and data cited in this Report are derived from the Group’s official documents, statistical reports and financial reports.

REPORTING PERIOD AND SCOPE

This Report covers the period from 1 January 2024 to 31 December 2024. Unless otherwise specified, the reporting scope for the Year remains the same as last year, covering Beijing Health (Holdings) Limited and the following subsidiaries:

1. Beijing Zhong Cheng Hu Lian Investment Advisory Co., Ltd.* (“Beijing Zhong Cheng”);
2. Shanghai Chongyuan Investment Management Company Limited* (“Shanghai Chongyuan”)
3. Beijing Vissam Prosperity Furniture Limited* (“Beijing Vissam”);
4. Beijing Yicheng Enterprise Management Co., Ltd.* (“Beijing Yicheng”);
5. Shanghai Xiangyong Enterprise Management Consulting Co., Ltd.* (“Shanghai Xiangyong”);
6. Wuhu Beijing Health Golden Sun Health Care Service Company Limited* (“Wuhu Golden Sun”)
7. Beijing Inland Port International Logistics Co., Ltd.* (“Beijing Inland Port”); and
8. Shanghai Qiyue Health Technology Co., Ltd.* (“Shanghai Qiyue”).

* For identification purpose only

本集團向持份者提呈第九份環境、社會及管治報告(「本報告」)，闡述本集團的醫療健康產業及養老業務於報告期內的可持續發展方針、政策及表現，以及與ESG相關的挑戰與機遇。

報告準則

本報告乃遵循香港聯合交易所有限公司證券上市規則附錄C2《環境、社會及管治報告指引》及結合本集團實際情況編製而成。本報告所引用的資料及數據源自本集團的正式文件、統計報告與財務報告。

報告期間及範圍

本報告的報告期間為2024年1月1日至2024年12月31日。除非另有說明，本年度的報告範圍與去年維持一致，涵蓋北京健康(控股)有限公司及下列附屬公司：

1. 北京眾成互聯投資諮詢有限公司* (「北京眾成」)；
2. 上海翀遠投資管理有限公司* (「上海翀遠」)；
3. 北京偉森盛業家具有限公司* (「北京偉森」)；
4. 北京毅成企業管理有限公司* (「北京毅成」)；
5. 上海祥永企業管理諮詢有限公司* (「上海祥永」)；
6. 蕪湖市北康金太陽養老服務有限公司* (「蕪湖金太陽」)；
7. 北京陸港國際物流有限公司* (「北京陸港」)；以及
8. 上海啟悅健康科技有限公司* (「上海啟悅」)。

* 僅供識別用途



ABOUT THIS REPORT •

關於本報告



REPORTING PRINCIPLE

This Report has been prepared in strict accordance with the three principles, namely materiality, quantitative and consistency, of the “Environmental, Social and Governance Reporting Guide” set out in the Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange.

匯報原則

本報告的編製嚴格遵守聯交所《證券上市規則》附錄C2《環境、社會及管治報告指引》的三項匯報原則：重要性、量化及一致性。

Reporting Principles 報告原則	Response of the Group 本集團回應
Materiality 重要性	<p>In this Report, the Group focuses on disclosing ESG issues that have significant impacts on its stakeholders. We continue to successfully identify important ESG issues through communication with stakeholders and materiality assessment. For details of the materiality assessment process and results, please refer to the chapter of “Materiality Analysis”.</p> <p>本集團於本報告中重點披露對其持份者產生重大影響的環境、社會及管治議題。我們持續通過與持份者溝通及重要性評估，成功識別重要ESG議題。詳細的重要性評估過程及結果請見「重要性分析」章節。</p>
Quantitative 量化	<p>The Group discloses KPIs in quantitative form where practicable. In this Report, we set out the information on the standards, methods, assumptions and/or calculation tools used for the quantitative KPI, and the sources of the conversion factors used therein. The calculation of KPIs mainly draws reference from the Stock Exchange’s “How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” and “How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs”.</p> <p>本集團在可行的情況下以量化形式披露KPI。我們於本報告中列明量化KPI所採用的標準、方法、假設及／或計算工具的資料，以及當中所使用的轉換因素的來源。KPI的計算主要參照聯交所《如何編備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》及附錄三《社會關鍵績效指標匯報指引》。</p>
Consistency 一致性	<p>The Group adopts the statistical methods and KPI that are consistent with those used in previous reporting periods to ensure the comparability of the environmental and social performance. If changes are made to the methodology, we will specify accordingly in this Report for stakeholders’ reference.</p> <p>本集團已採取與過往報告期一致的統計方法及KPI，確保環境及社會績效的可比性。若方法有所改變，我們將於本報告中註明，以供持份者參考。</p>





ABOUT THIS REPORT •

關於本報告

REPORT VERSION AND ACCESS

This Report is available in Chinese and English versions. In case of any discrepancy, the Chinese version shall prevail. This Report is published in PDF electronic form. The PDF electronic version can be downloaded from the official website of the Company (<http://www.bjhl.com.hk>) and the website of the Stock Exchange (<http://www.hkexnews.hk>).

STAKEHOLDER OPINIONS

The Group attaches great importance to the opinions of stakeholders. If you have any comments on this Report or the sustainable development strategies and performance of the Group, please contact us through the following contact methods:

Address: Unit 2704, 27/F, 909 Cheung Sha Wan Road, Cheung Sha Wan, Kowloon, Hong Kong
Email : enquiry@bjhl.com.hk

報告版本及獲取

本報告具備中文及英文版本。若報告內容有歧異，請以中文版本為準。本報告以PDF電子版本形式發佈，PDF電子版本可在本公司官方網站(<http://www.bjhl.com.hk>)及聯交所網站(<http://www.hkexnews.hk>)下載。

持份者意見

本集團高度重視持份者的意見。如閣下對本報告或我們的可持續發展策略及表現有任何意見，歡迎透過以下方式與我們聯繫：

地址：香港九龍長沙灣長沙灣道909號27樓2704室
電郵：enquiry@bjhl.com.hk





DEVELOPMENT CONCEPT OF THE GROUP

集團發展理念



THE GROUP'S CORPORATE CULTURE AND VALUES

集團企業文化及價值觀



The Group is committed to integrating the four values above into the Group's vision, mission, policies and business strategies, which also serve as the primary guide for employees' conduct and behavior, as well as business activities.

本集團致力於將以上四大價值觀融入本集團願景、使命、政策及業務策略中，並作為僱員操守及行為，以及業務活動的主要指引。





ABOUT BEIJING HEALTH •

關於北京健康

BUSINESS OVERVIEW

Beijing Health (Holdings) Limited (stock code: 2389.HK) was established in 2001 as a company listed on the main board of the Stock Exchange of Hong Kong and its businesses mainly consist of geriatric care, healthcare industrial parks and sale of medical and geriatric products. Adhering to its corporate mission to “restore health, wish for all stakeholders to live healthily, and provide health living solutions across multiple scenarios”, Beijing Health actively establishes a comprehensive industrial chain for aging care and is strongly committed to becoming a leader in the geriatric care and healthcare industry in the PRC, as well as the preferred partner for customers and other stakeholders. The Group has firmly focused on the development of the geriatric care business through integration of medical and geriatric care, with the support of related industries, such as geriatric care related furniture and comprehensive hospitals, in order to achieve synergy among various business segments.

Geriatric Care Service

Riding on the trend of ageing population in Mainland China and the rigid market demand, we adhere to the strategy of focusing on integrated medical and geriatric care, utilizing medical measures to assist the development of geriatric care and utilizing geriatric care to facilitate medical development, dedicated to creating professional, chain-operated geriatric care institutions with warmth and compassion.

Operation of Healthcare Industrial Parks

Pursuant to the policies and directions of the national and local governments on land planning adjustment, we mainly acquire high-quality land in the first-tier cities such as Beijing and Shanghai. Through transformation and upgrade, we introduce advanced industrial development concepts to fulfil the demand of the government and customers and develop new business formats by constructing and operating healthcare industrial parks.

Sale of Medical and Geriatric Products

As an advocate and leader of health furniture in the industry, Beijing Vissam has been involved in the research and development and design of high-end medical and geriatric furniture for years and strives to build an innovative service enterprise integrating “healthy geriatric care, medical care, education, business office, Internet+”, providing innovative elderly-friendly products and furniture solutions with full life cycle integration for well-known geriatric care institutions at home and abroad.

業務概覽

北京健康(控股)有限公司於2001年成立並在香港聯合交易所主板上市(股票代號: 2389.HK), 其業務主要涵蓋養老服務、健康產業園營運及醫養產品銷售。北京健康秉持「讓健康回歸, 願各持份者生活健康, 提供多場景之健康生活配套」的企業宗旨, 積極佈局老齡化全產業鏈, 致力成為中國養老及健康產業的翹楚, 以及客戶和其他持份者的首選夥伴。本集團一直堅持以醫養結合的模式主力發展養老業務, 並以適老化家具、綜合性醫院等週邊相關產業為輔助, 使各業務版塊之間發揮協同效應。



養老服務

我們抓緊中國內地老齡化社會趨勢和市場剛性需求, 堅持走醫養結合道路, 以醫助養、以養興醫, 致力於打造專業化、連鎖化、有溫度的養老機構。

健康產業園營運

我們根據國家及各地方政府對土地規劃調整的政策及方向, 主要在北京、上海等一線城市獲取優質土地, 通過轉型升級引入先進的產業建設理念, 全面滿足政府、市場用戶的需求, 重點建設及營運健康產業園等新型業態。

醫養產品銷售

北京偉森作為行業健康家具的宣導者和領軍者, 多年來涉足高端醫養家具的研發設計領域, 著力打造以「健康養老、醫療、教育、商務辦公、互聯網+」五位於一體的創新型服務企業, 為國內外知名養老機構提供創新型適老化產品及全生命週期一體化的家具解決方案。





MAJOR CERTIFICATIONS OF THE GROUP

Environmental Certifications

集團主要認證

環保認證



ISO 14001:2015
Environmental Management
System Certification
ISO 14001:2015
環境管理體系認證



China Environmental
Labelling Product Certification
– Steel and Wood Furniture
中國環境標誌產品
認證 – 鋼木家具



GB/T 28952-2018 China Forest Certification (Chain of Custody)
GB/T 28952-2018中國森林認證(產銷監管鏈)





ABOUT BEIJING HEALTH •

關於北京健康



GB/T 35607-2017 China Green Product Certification – Chairs, Comprehensive Wood Furniture, Metal Furniture
GB/T 35607-2017中國綠色產品認證—椅類、綜合木家具類、金屬家具類



CEC-7005CVP-A/1 Low VOCs
Furniture Product Certification
– Wooden Furniture
CEC-7005CVP-A/1低VOCs
家具產品認證—木家具類



CEC-7016CVP-A/2 Furniture
Product EcoGuard
Certification – Wooden
Furniture
CEC-7016CVP-A/2家具產品
環保衛士認證—木家具類





CEC-7011GSC-A/1 Green Supply Chain 5-star Rating
CEC-7011GSC-A/1
綠色供應鏈5星級評價



CEC-7046CVP-A/0
Government Green Procurement Standard Certification – Artificial Board Furniture
CEC-7046CVP-A/0
政府綠色採購需求標準認證
— 人造板類家具



GB 18584-2001 Furniture Hazardous Substance Limit Certification – Chairs, Comprehensive Wood Furniture, Metal Furniture
GB 18584-2001家具有害物質質量認證—椅類、綜合木家具類、金屬家具類



ABOUT BEIJING HEALTH • 關於北京健康

Product and Service Quality Certifications

產品及服務質量認證



ISO 9001:2015
Quality Management System
Certification
ISO 9001:2015
質量管理體系認證



ISO 13485:2016
Medical Machinery Quality
Management Certification
ISO 13485:2016
醫療機械質量管理認證



GB/T 19022-2023,
ISO 10012:2003 Enterprise
Credit Rating Certificate –
AAA
GB/T 19022-2023、
ISO 10012:2003
測量管理體系認證—AAA級

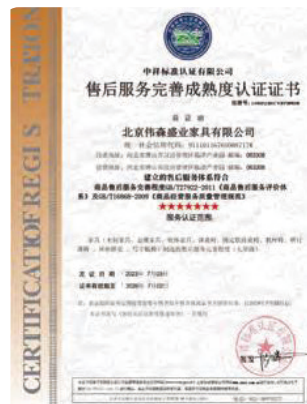


WSF-RDD/B1154 Safety Product Certification – Chairs, Comprehensive Wood Furniture,
Metal Furniture
WSF-RDD/B1154安全產品認證—椅類、綜合木家具類、金屬家具類





GB/T 39223.3-2020 Healthy Home Ergonomics Certification –
Chairs
GB/T 39223.3-2020健康家居人類工效學認證—椅類



GB/T 27922-2011 and
GB/T16868-2009 After-sales
Service Improvement and
Maturity Certification
GB/T 27922-2011及
GB/T16868-2009
售後服務完善成熟度認證





ABOUT BEIJING HEALTH ●

關於北京健康

THE GROUP'S AWARD AND RECOGNITION

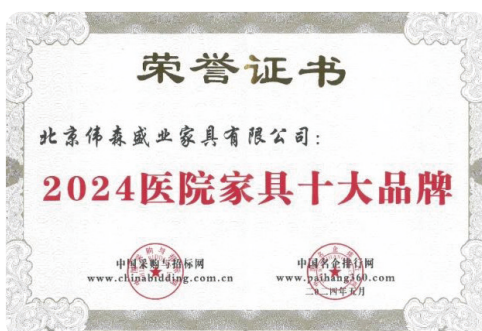
集團獎項及認可



Top Ten Brands of 2024
Elderly-friendly Furniture
2024適老家具十大品牌



Top Ten Brands of 2024 School Furniture
2024學校家具十大領軍品牌



Top Ten brands of 2024 Hospital Furniture
2024醫院家具十大品牌



Top Ten Brands of 2024 Office Furniture
2024辦公家具十大品牌



Enterprise Credit Rating Certificate
– AAA Credit Enterprise
企業信用等級
證書 – AAA級信用企業



SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH

北京健康的可持續發展



The Third Plenary Session of the 20th Central Committee clearly proposed to improve the social security system, deepen the reform of the medical and health system, and improve the support and service system for population development. Among them, population aging and the silver economy will be important links in China's population development and service system. During the Reporting Period, the State Council issued the "Opinions on Promoting High-Quality Development of Service Consumption", advocating for the vigorous development of the silver economy, promoting the development of the smart health and geriatric care industry, supporting financial institutions to optimize risk management, actively providing financial products and services suitable for the project funding needs of inclusive geriatric care and childcare institutions, accelerating the development of a multi-tiered pension insurance system, and continuously improving the support system for elderly health.

The Group firmly follows and responds to national policies, seizes the favorable external environment and opportunities for geriatric care, medical care and health in Mainland China, and continues to fulfill its corporate social responsibility. It remains committed to promoting sustainable development of the environment and society through its own comprehensive health industry chain resources. During the Reporting Period, we continued to implement sustainable development principles and promote relevant policies from the following six dimensions. Beijing Vissam has signed a social responsibility commitment letter during the Reporting Period, demonstrating its determination and commitment to promote sustainable development.

第二十屆中央委員會第三次全體會議明確提出健全社會保障體系，深化醫藥衛生體制改革，健全人口發展支持和服務體系。其中人口老齡化和銀髮經濟將是中國人口發展和服務體系的重要環節。國務院於報告期內發佈《關於促進服務消費高品質發展的意見》，主張大力發展銀髮經濟，促進智慧健康養老產業發展，支持金融機構優化風險管理，積極提供適合普惠性養老託育機構項目資金需求特點的金融產品和服務，加快發展多層次養老保險體系，持續完善老年健康的支撐體系。

本集團堅定跟隨及響應國家政策，抓緊中國內地養老、醫療和健康的良好外部環境及機會，並持續履行企業社會責任，致力透過自身的大健康產業鏈資源，推動環境和社會的可持續發展。報告期內，我們繼續從以下六個維度中實踐可持續發展方針及推動相關政策。北京偉森已於報告期內簽署社會責任承諾書，彰顯其推動可持續發展的決心及承諾。





SUSTAINABLE DEVELOPMENT GOVERNANCE

The Group has established a sound sustainable development framework and management procedures, and adopts a top-down management approach. As the highest-level decision-making body, the Board strictly monitors the Group's environmental, social and governance risk management activities and remains ultimately responsible for overseeing the Group's material risks. Apart from taking initiatives in formulating management policies and identifying the environmental, social and governance risk issues that are crucial to the Group, the Board also collects internal and external data and stakeholders' opinions in various ways, including but not limited to relevant reference cases, information from other relevant domestic and overseas companies, historical data and future forecasts, so as to formulate measures to minimize risks.

The Board has established an ESG Working Group, which is responsible for promoting and assisting in the implementation of ESG-related matters and reports to the Board from time to time. The Group will continue to follow up with the situation and review the issues involved after receiving advice from the ESG Working Group in order to continue to move towards objective of sustainable development.

Meanwhile, the Board also appointed Riskory Consultancy Limited as its Independent Sustainability Consultant to provide consulting services on ESG and carbon neutrality.

可持續發展管治

本集團已制定健全可持續發展框架與管理程序，並採取自上而下的管理方法。作為最高級別的決策單位，董事會嚴格監督本集團環境、社會及管治風險管理活動，及對本集團的實質風險負有最終責任。董事會不但積極制定管理方針，識別對本集團重要的環境、社會及管治風險事宜，更通過不同方式來收集內外數據及持份者意見，以制定減低風險的措施。當中包括但不限於相關案例、國內外其他相關公司的資料、歷史數據及未來預測。

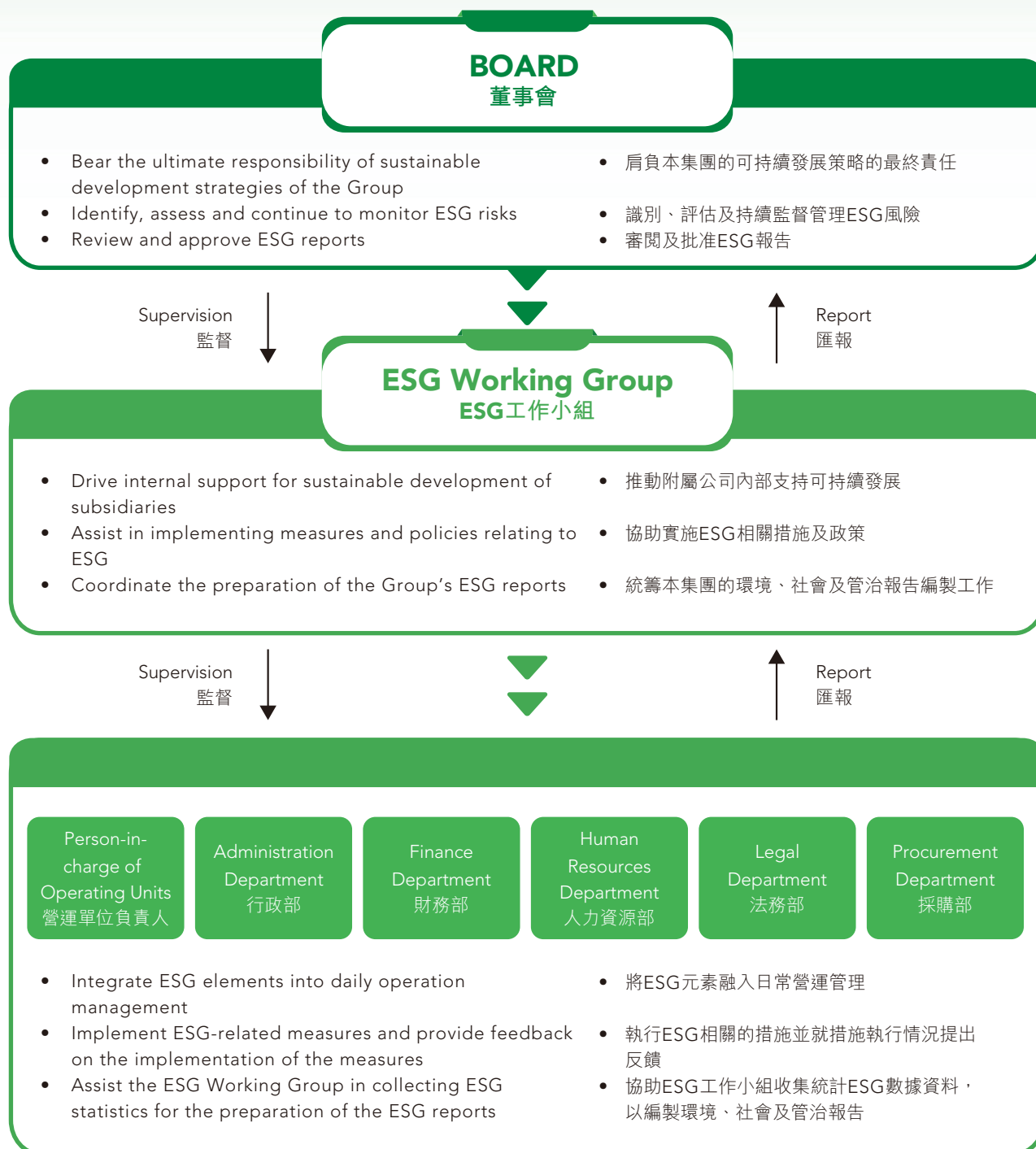
董事會下設ESG工作小組。該小組負責推動及協助實施ESG相關事宜，並不定期向董事會匯報。董事會在聽取意見後會持續跟進情況，檢討相關事宜，從而持續向可持續發展的目標邁進。

同時，本集團已委任Riskory Consultancy Limited為獨立可持續發展顧問，提供ESG及碳中和方面的諮詢服務。



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STAKEHOLDER ENGAGEMENT

The Group is committed to creating long-term value for all stakeholders. We actively seek to understand the opinions and demands of our stakeholders and continue to improve the Group's sustainable development performance. During the Reporting Period, we continued to maintain close and good communication with key stakeholders such as employees, suppliers, shareholders, government, customers and the community through multiple formal and informal channels to collect their views and determine major directions and policies for sustainable development.

持份者參與

本集團致力為所有持份者創造長遠的價值。我們積極了解持份者的意見及訴求，持續提升集團的可持續發展表現。報告期內，我們繼續通過多個正式及非正式的渠道與員工、供應商、股東、政府、客戶及社區等關鍵持份者保持密切溝通及良好關係，收集他們的觀點，以及確定可持續發展的重大方向及政策。

 Employees 員工	<ul style="list-style-type: none"> • Social media • Regular meetings • Internal communication system • Performance appraisals • Annual meeting 	<ul style="list-style-type: none"> • 社交媒體 • 定期會議 • 內部通訊系統 • 績效評估 • 年會
 Customers 客戶	<ul style="list-style-type: none"> • The Group's website • Mass media • Social media • Direct communication • Customer service hotline • Customer satisfaction surveys 	<ul style="list-style-type: none"> • 本集團網站 • 大眾傳媒 • 社交媒體 • 直接溝通 • 客戶服務熱線 • 客戶滿意度調查
 Investors and Shareholders 投資者及股東	<ul style="list-style-type: none"> • Financial reports • Investor briefing • The Group's website • Investor summit • Direct communication • Annual general meeting 	<ul style="list-style-type: none"> • 財務報告 • 投資者簡報 • 本集團網站 • 投資者峰會 • 直接溝通 • 股東週年大會
 Suppliers 供應商	<ul style="list-style-type: none"> • Social media • Regular meetings • Internal communication system • Supplier assessment • Annual meeting 	<ul style="list-style-type: none"> • 社交媒體 • 定期會議 • 內部通訊系統 • 供應商評審 • 年會
 Government and Regulatory Authorities 政府及監管機構	<ul style="list-style-type: none"> • Direct communication • Forums • Annual meeting • Seminars and workshops 	<ul style="list-style-type: none"> • 直接溝通 • 論壇 • 年會 • 研討會和工作坊
 Communities 社區	<ul style="list-style-type: none"> • The Group's website • Social media • Mass media • Direct communication 	<ul style="list-style-type: none"> • 本集團網站 • 社交媒體 • 大眾傳媒 • 直接溝通





MATERIALITY ANALYSIS

In order to effectively identify environmental, social and governance issues that have a significant impact on the Group, the Board reviewed the materiality issues identified in 2023 based on the opinions of various stakeholders and the operating conditions and assessed the applicability of each materiality issue during the Year, so as to further ensure that our sustainable development is consistent with the demands and opinions of stakeholders and to identify ESG issues that have a significant impact on the Group more effectively. The procedures of this materiality assessment are as follows:

重要性分析

為有效地識別對本集團有重大影響的環境、社會及管治議題，董事會結合各持份者的意見及營運情況，回顧2023年度所識別的重要性議題，並評估各議題於本年度的適用程度，進一步確保本集團的可持續發展工作與持份者的訴求及意見一致。是次重要性評估流程如下：



Identification of Major Stakeholders 識別重要持份者

- The Group considers the following factors to determine whether there are changes in stakeholders during the Year:
本集團考慮以下因素來判斷本年度的持份者是否存在變化：
 - whether there have been significant changes in the Group's major business and operating environment;
本集團的主要業務及經營環境是否存在重大變化；
 - whether there have been significant changes in the impact of stakeholders on the Group; and
持份者對本集團的影響力是否存在重大變化；以及
 - whether there have been significant changes in the impact of the Group on stakeholders.
本集團對持份者的影響力是否存在重大變化。
- Taking the above considerations into account, we have effectively identified the major stakeholders. During the Reporting Period, the major stakeholders of the Group remain the same as in 2023.
綜合以上考慮，我們已有效識別重要持份者。本集團於報告期內的主要持份者與2023年保持一致。





Review and Examination of the Materiality Issues 回顧及審視重要性議題

- Combining the expectations and opinions of major stakeholders and the degree of impact of different ESG issues on the Group, the Board reviewed the materiality issues identified in 2023 through an internal review and assessment and established the materiality issues for the Year.

董事會綜合重要持份者的期望與意見，以及不同ESG議題對本集團的影響程度，透過內部檢討評估來回顧對2023年度所識別的重要性議題，並確立本年度的重要性議題。

- The Board made reference to the following factors in addition to whether there have been significant changes in the degree of impact of ESG issues on the Group's operation and stakeholders:
董事會除了根據ESG議題對本集團經營業務及持份者的影響程度是否存在重大變化之外，還參考以下因素：
 - I. the requirements of regulatory bodies;
監管機構的要求；
 - II. ESG materiality issues addressed in the Sustainability Accounting Standards Board (SASB) and MSCI ESG Industry Materiality Maps; and
可持續發展會計準則委員會(SASB)及MSCI ESG行業重要性地圖中提及的ESG重要議題；以及
 - III. ESG materiality issues identified by peer companies listed in Hong Kong.
於香港上市的同業公司所識別的重要ESG議題。

Establishment of Materiality Issues 確立重要性議題

- After completing the review and evaluation, we have adjusted the list of materiality issues for the Year.
在完成回顧及評估後，我們對本年度的重要性議題列表進行調整。
- 9 issues were classified as high materiality during the Year, namely Risks and Opportunities Associated with Climate Change, Occupational Safety and Health, Training and Development, Anti-fraud and Anti-corruption, Business Ethics, Quality and Safety of Products and Services, Customer Health and Safety, Customer Satisfaction and Protection of Customer Privacy. We focus on the disclosure of these issues in this Report.
本年度有9個議題獲納入重要範疇，分別是與氣候變化相關之風險及機遇、職業健康及安全、培訓及發展、反舞弊腐敗、商業道德、產品及服務質素及安全、客戶健康與安全、客戶滿意度及客戶私隱保障。我們於本報告中重點披露這些議題。





SUSTAINABLE DEVELOPMENT OF BEIJING HEALTH •

北京健康的可持續發展

MATERIALITY ISSUES DURING THE REPORTING PERIOD

報告期內重要性議題

Environmental Protection and Green Operations 環境保護及綠色營運	Operating Practices 營運常規	Products and Services Responsibilities 產品及服務責任	Quality of Working Environment 工作環境質素	Community Contribution 社區貢獻
1. Greenhouse Gas Emissions 1. 溫室氣體排放	9. Supply Chain Management 9. 供應鏈管理	14. Quality and Safety of Products and Services 14. 產品及服務質素及安全	20. Equal Opportunity, Diversity and Anti-discrimination 20. 平等機會、多元化及反歧視	27. Participating or Organizing Voluntary Activities 27. 參與或籌辦義工活動
2. Air Emissions 2. 廢氣排放	10. Assessments of Supplier's Environmental and Social Performance 10. 評估供應商的環境及社會表現	15. Customer Health and Safety 15. 客戶健康與安全	21. Employment Relationships 21. 僱傭關係	28. Charitable Donations 28. 慈善捐贈
3. Electricity and Water Conservation 3. 節約用電及用水	11. Anti-fraud and Anti-corruption 11. 反舞弊腐敗	16. Customer Satisfaction 16. 客戶滿意度	22. Occupational Safety and Health 22. 職業健康及安全	
4. Effective Use of Resources 4. 有效使用資源	12. Crisis or Emergency 12. 危機或緊急事故管理	17. Complaint Handling 17. 投訴處理	23. Training and Development 23. 培訓及發展	
5. Hazardous Waste Treatment 5. 有害廢棄物處理	13. Business Ethics 13. 商業道德	18. Protection of Customer Privacy 18. 客戶私隱保障	24. Child Labor and Forced Labor Prevention 24. 防止出現童工及強制勞工	
6. Non-hazardous Waste Treatment 6. 無害廢棄物處理		19. Advertising and Promotion 19. 廣告與宣傳	25. Staff Benefits 25. 員工福利	
7. Green Procurement 7. 綠色採購			26. Intellectual Property Rights 26. 知識產權	
8. Risks and Opportunities Associated with Climate Change 8. 與氣候變化相關之風險及機遇				





DEDICATED TO PRODUCT QUALITY AND SAFETY

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PRODUCT RESPONSIBILITY

Providing high-quality services and products that exceed customer expectations has always been the Group's mission. We attach great importance to product quality and are dedicated to the best quality management, striving to provide customers with the best services and products in any type of business. The Group has established strict management systems and standards in the areas of health and safety, privacy matters, intellectual property, as well as advertisement and labelling of its products and services.

The Group strictly complies with relevant laws and regulations on products and services, including but not limited to the Medicinal Product Administration Law of the PRC. During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to health and safety, advertisement, labelling and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group.

SERVICE QUALITY – WUHU GOLDEN SUN

Committed to our business vision of “building geriatric care home without walls, being a century-old geriatric care service provider”, we provide quality, comprehensive, convenient and thoughtful geriatric care services through meticulously designed service plans and professional teams to ensure that every elderly person can enjoy a comfortable life during their later years.

To ensure that all employees are able to provide consistent and high-quality service, we formulated a quality management process, with detailed and clear guidelines and standards for each nursing procedure involved. In addition, in order to maintain our consistent excellent services, we conduct monthly quality inspection and performance appraisal on geriatric care institutions under the Group, which include the environment, communication with customers, service attitude, condition of operating facilities and customer opinion. Relevant staff will rate each item and record areas for improvement to facilitate follow-up measures. In order to continuously improve the quality of our service, we provide the elderly with a service satisfaction questionnaire to understand the elderly's opinion on the overall service quality.

產品責任

提供優質及超越客戶期望的服務及產品一直是本集團的宗旨。我們高度重視產品質量，專心致志將質量管理做到最好，務求在任何類型的業務中向客戶提供最好的服務及產品。本集團在產品和服務的健康與安全、私隱事宜、知識產權、以及廣告及標籤等方面設立嚴格的管理制度和標準。

本集團嚴格遵守有關產品和服務的相關法律及規例，包括但不限於《中華人民共和國藥品管理法》。報告期內，本集團並不知悉任何嚴重違反有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律及法規，且對本集團造成重大影響的事宜。

服務質量－蕪湖金太陽

我們秉持「構建沒有圍牆的養老院，做百年長青的養老服務機構」的業務願景，通過精心設計的服務計劃和專業團隊，提供優質、多方位、便捷周到的養老服務，使每位長者享有舒適的晚年生活。

為確保所有員工提供一致及高水平的服務質量，我們已制定質量管理流程，對每一項會涉及到的護理程序訂立詳細和清晰的指引和規範。同時，為保持始終如一的優良服務，我們每月進行質量檢查，對旗下的養老機構進行績效考評，當中包括場所環境、客戶溝通情況、服務態度、設施運行情況、客戶意見等。相關的員工會對每個項目評分及記錄需要改進的地方，方便日後跟進及改善。為持續提升服務質素，我們定期向長者提供服務質量滿意度調查表，收集他們對整體服務質素的意見。





Case Demonstration: Wuhu Golden Sun holds regular celebratory get-togethers

案例展示：蕪湖金太陽定期舉辦聯歡活動



We hold birthday parties and festive get-togethers regularly to bring the elderly together to celebrate and enjoy the festive atmosphere. We also invite volunteer groups in the community to bring wonderful singing and dancing performances to send warm and pleasant blessings to the elderly.

我們定期舉行生日會及於節日舉辦聯歡活動，讓長者共聚一堂，一起慶祝及感受節日氣氛。我們更邀請社區內的志願者團體帶來精彩的歌舞節目，給長者們送上溫馨快樂的祝福。

Complaint Management

We maintain service standard and quality through public monitoring, and aim to enhance service standard and elderly satisfaction. All staff shall wear name tags during working hours to facilitate public monitoring. Care receivers can give feedback on the services of nursing attendants to the superintendents and the supervisors shall revisit the care receiver who gave feedback regularly. We have formulated a complaint management system as the main guideline for handling complaints, and set up hotline for complaints and customer service email that are available at all times. After receiving the complaints, we conduct investigations and, if necessary, switch the nursing attendant for the care receiver or require the caregiver to receive training again. If the situation is found to be severe upon comprehensive investigation, we will also consider dismissing the relevant nursing attendant.

During the Reporting Period, we received a total of 0 complaint.

投訴管理

我們透過公開監督來保持服務水平和質量，並以提高服務水平和老人滿意程度為目標。所有員工上崗時需佩戴工作牌，以便於公開監督。服務對象可以隨時向院長反饋護理員的服務情況，主任亦會定期回訪服務對象。我們已制定投訴管理制度作為處理投訴的主要指引，並設有投訴熱線和服務信箱，二十四小時受理投訴。一旦接獲投訴，我們將進行調查，並在必要時為服務對象更換護理員或者要求護理員再培訓。倘若在全面調查後發現事態嚴重，我們亦會考慮對相關護理員進行革職。

於報告期間，我們共接獲0宗投訴。



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Safety of the Elderly

The safety and well-being of the elderly is our top priority. The Group is committed to ensuring that comprehensive safety and health measures are effectively implemented in the elderly care system so that the elderly can enjoy a happy and secure life with peace of mind. We guarantee that the safety of the elderly is our first priority. Our nursing homes have formulated a number of policies and measures to strictly manage and control multiple service processes. In accordance with the relevant laws of the Emergency Response Law of the PRC, we formulated a comprehensive emergency response plan covering multiple areas, which played an important role in daily operations and management, safety of the elderly and risk prevention. The six major working principles we adopt in handling emergencies are as follows:

長者安全

長者的安全與福祉是我們的首要任務。本集團致力確保全面的安全及健康措施於養老體系有效實施，讓長者能幸福和放心的生活。我們承諾把長者的安全放在首位，旗下養老機構已制定多項政策和措施，嚴格管理及控制多個服務流程。我們根據《中華人民共和國突發事件應對法》的相關法律規定，制定完善及全面的應急預案，其對日常運營管理、老人生命 safety 及防範風險都起著非常重要的作用。我們在處理突發事件時堅守以下六大工作原則：

People-oriented
All employees
are important

以人為本
全員重視

Prevention-oriented
Prevention and control
measures for groups

預防為主
群防群控

Prompt responses
Centralized directing

快速反應
統一指揮

**Delegation of
responsibilities
by grade** Individual
responsibilities

分級責任
責任到人

Division by area,
Management in accordance
with the law

分區性質
依法處置

Inter-connection of systems,
Willingness to share

系統聯動
自願共享

Our contingency plan mainly involves areas such as support services, medical and nursing, and situations such as fire, aspiration and food poisoning of the elderly. All care workers have received basic first-aid trainings. They conduct initial treatment in accordance with internal policy immediately once they discover that an elder is injured, after which the elder will be taken to medical room for further treatment by medical professional. After that, care workers will continue treatment following doctors' instructions, closely monitor the elderly's recovery situation and notify his/her family. To avoid recurrence, the injury of the elderly will then be recorded to remind care workers to pay more attention.

應急預案主要涉及後勤、醫療、護理等幾個方面，例如火警、長者發生誤吸、食物中毒等各種情況。護理員均接受過基本的急救訓練，在發現長者受傷時，會即時按內部守則作初步處理，然後帶長者到醫務室由專業的醫護人員作進一步治療。護理員之後會根據醫生意見對老人進行護理，密切監測復原的情況，並通知其家人。為避免日後出現同樣情況，我們會將長者的受傷情況記錄在案，以提醒護理員多加留意。



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The Group conducted fire evacuation drills on a regular basis in order to enhance the fire safety awareness of the staff and the elderly in the nursing homes, and to check whether the fire protection facilities in the nursing homes are functioning properly. During the drill, our staff acted quickly to assist the elderly in evacuating orderly in accordance with the emergency plan and assigned staff members to use the firefighting equipment to put out the fire.

Case Demonstration: Wuhu Golden Sun conducted annual fire evacuation drill and training



為持續加強養老院職工及長者的消防安全意識，以及檢驗院舍內的消防設施是否運作正常，本集團會定期進行消防逃生演練活動。演練期間，職工需按照緊急預案迅速並有序地協助長者撤離現場，同時分配人手運用滅火設備對火災進行撲滅。

案例展示：蕪湖金太陽年度消防逃生演練及培訓

PRODUCT QUALITY – BEIJING VISSAM

Beijing Vissam is a professional company providing research and development, design, production, sales and services on modern furniture that remains committed to providing customers with high-quality products, focusing on serving users in geriatric care, medical, educational and business institutions. The Company has a unique product research and development concept, provides overall solutions for furniture space, and is committed to becoming an industry benchmark. As an advocate and leader of health furniture in the industry, we are renowned within the industry, receiving various certifications and honors and gaining recognition and affirmation from its customers. Beijing Vissam's certifications and honors include After-sales Service Improvement and Maturity Certification and Healthy Home Ergonomics Certification. Ever since 2005, we have been honored the Famous "Environmental Protection" Furniture Brands and "Integrity" Enterprise of 18 provinces and cities in China for consecutive years. We have also been awarded as one of the top ten furniture brands for eight consecutive years in furniture bidding, procurement, evaluation and promotion activities, which fully reflects the brand's profound and outstanding achievements in the sub-sectors of the furniture industry.

Beijing Vissam adheres to the service concept of creating high-quality products to free its customers from worries, and is committed to providing customers with professional, high-quality and safe products. Based on environmentally friendly materials and driven by aesthetic design, it pays attention to the details of each product and conduct precision manufacturing and strict quality inspection. We formulated strict standards regarding design, acceptance of works and storage and required the quality of furniture from suppliers to be up to or even higher than technical standards, including national standards, industrial standards and assessment standards for furniture quality.

產品質量 – 北京偉森

北京偉森是集研發、設計、生產、銷售及服務於一體的專業現代化家具品牌企業，致力為客戶提供優質的產品，重點服務對象為養老、醫療、教育、商務辦公等機構用戶。公司擁有獨具匠心的產品研發理念，為家具空間提供整體解決方案，致力成為行業標桿。作為行業健康家具的宣導者和領軍者，我們在業內享負盛名，榮獲多項認證和殊榮，得到客戶的一致認可和肯定。其中包括售後服務完善成熟度認證、健康家居人類工效學認證等。由2005年至今，我們已連續多年獲得中國十八省市「環保」家具知名企業和「誠信」企業殊榮。我們更於家具招標採購評價推介活動中連續8年榮獲家具十大品牌，充分反映品牌在家具行業細分領域的深厚積澱與卓越成果。

北京偉森秉持優質產品、客戶無憂的服務理念，致力為客戶提供專業、優質、安全的產品。我們注重每一款產品的細節，以環保材料為基礎，以美學設計為驅動，並通過精工製造和嚴格質檢。我們對設計、驗收和存放均制定嚴格標準，要求供應商的家具質量符合甚至優於技術標準，其中包括：國家標準、行業標準和家具質量評定標準。





DEDICATED TO PRODUCT QUALITY AND SAFETY •

專心致志 • 產品質量與安全

To reinforce our determination towards ensuring its high quality, Beijing Vissam also obtained various ISO system certifications and relevant safety product certifications. We require suppliers to submit ISO quality certifications, product testing reports and certificates of compliance and require suppliers to conduct testing of indoor air quality before and after installing the furniture.

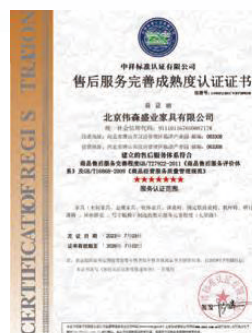
為證明及肯定公司做好質量保證的決心，北京偉森已取得多項ISO體系認證證書及相關安全產品認證。我們會要求供應商提交ISO質量認證、產品檢測報告、所有家具的合格證明書等，並且要求供應商對擺放家具前後的房間空氣質量進行檢測。



ISO 9001:2015
Management System
Certification
ISO 9001:2015
質量管理體系認證



ISO 13485:2016
Machinery Quality
Management Certification
ISO 13485:2016
醫療機械質量管理認證



GB/T 27922-2011 and
GB/T 16868-2009
After-sales Service
Improvement
and Maturity Certification
GB/T 27922-2011及
GB/T 16868-2009
售後服務完善成熟度認證

To ensure product quality, we have formulated a series of acceptance criteria to regulate the inspection methods for parts, accessories, packaging and finished products. We engage a qualified third-party examination center to conduct sampling inspections regularly. The inspection items include safety, stability and formaldehyde emission of furniture to ensure products comply with the requirement in every aspect. If the product is below standard, we will request suppliers to return the product. In addition, there are warranty periods for our products. Customers can request repair services from suppliers regarding any quality issues.

為確保產品質量，我們已制定一系列的驗收標準，規範零件、配件、包裝、成品等檢驗方法。我們定期委託認可的第三方檢驗中心為產品進行抽樣檢查，確保產品在各方面符合要求，讓客戶可安心使用我們的產品。檢驗項目包括家具的安全性、穩定性、甲醛釋放量等。如產品不符合標準，我們要求供應商進行退貨處理。另外，貨物設有質保期，如日後出現質量問題時可要求供應商進行維修。

During the Reporting Period, a total of zero product was recalled for safety and health reasons.

報告期內，我們共有零件因安全與健康理由而需回收的產品。





INTELLECTUAL PROPERTY

The Group regards intellectual property as its valuable asset, so we actively protect its intellectual property. As a professional modern furniture brand enterprise, Beijing Vissam has been involved in the research and development and design of high-end medical and geriatric care furniture for many years, and has a unique product research and development concept. The Company has achieved outstanding performance and owns multiple patented technologies which are applied to furniture product, including but not limited to:

- School Chair Appearance Design Patent;
- School Desk Appearance Design Patent;
- Folding Chair Appearance Design Patent; and
- Utility Model Patent for Gravity-sensing Functional Castor Suitable for Geriatric Care Chairs.

To ensure our intellectual properties are protected and avoid infringing on others' intellectual properties, we have assigned dedicated staff for handling trademark applications and engage qualified third-party agents to manage intellectual property rights related matters of the Group. In order to avoid leaks of information of product design, we signed confidentiality agreements with all employees and "Confidentiality Agreement on Trade Secrets" with suppliers, requiring both parties to perform strict confidentiality measures on trade secrets including orders, drawings of products, contracts and trademarks

ADVERTISEMENT AND LABELLING

The Group strictly complies with the Advertising Law of the PRC and the Law of the PRC on Protection of Consumer Rights and Interests and relevant laws and regulations when advertising and promoting our products and services to ensure the authenticity of the promotional content in order to avoid misleading and to protect customers' interests.

知識產權

本集團視知識產權為其實貴資產，因此我們積極保障知識產權。作為專業現代化家具品牌企業，北京偉森多年來一直涉足高端醫養家具的研發設計領域，並擁有獨具匠心的產品研發理念。公司成績卓越，有多項專利技術應用在家具產品中，包括但不限於：

- 《課椅外觀設計專利》；
- 《課桌外觀設計專利》；
- 《折疊排椅外觀設計專利》；及
- 《一種適用於適老化座椅的重力感應功能性腳輪實用新型專利》。

為確保自身知識產權受保護和不侵犯他人的知識產權，我們委派專職人員負責商標申請，並委託受認可的第三方知識產權代理公司處理本集團的知識產權事宜。為防止產品的設計資料外洩，我們與所有員工簽訂保密協議及與供應商簽署《商業秘密保密協議》，要求雙方對商業秘密，如訂單、產品圖紙、合同、商標等進行嚴格保密措施。

廣告及標籤

本集團於產品及服務推廣宣傳過程中嚴格遵從《中華人民共和國廣告法》和《中華人民共和國消費者權益保護法》等相關法例及法規，以確保所有宣傳內容的真確性，避免誤導消費者及保障彼等權益。





DEDICATED TO PRODUCT QUALITY AND SAFETY •

專心致志 • 產品質量與安全

CUSTOMER PRIVACY AND CYBERSECURITY

The Group attaches great importance to the protection of customer privacy and data security. Since daily operations of the Group involve personal information and medical records of the elderly, customers' information and private information, commercial secrets and financial information, we require employees to strictly follow all rules and policies of the Group regarding confidentiality. They shall not disclose such information to third parties without consent.

The Group strictly complies with laws and regulations regarding customer privacy and data security, including but not limited to:

- Archives Law of the PRC;
- Regulations on the Security Protection of Computer Information System of the PRC; and
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong).

In order to strengthen the Group's network security management and standardize network and system usage rules, Beijing Vissam formulated the Informatization Network Security Management Policy to ensure information security and data protection. Wuhu Golden Sun formulated the Elderly Data Confidentiality Policy to further enhance data confidentiality of the elderly and their families. Dedicated staff will be responsible for the customers' personal information and others shall not have the rights to access to such information without authorization. All employees shall strictly follow the policy and be aware of data confidentiality for the elderly's files and information. They shall not modify or disclose them without authorization. At the same time, we strictly prohibit employees from taking the elderly's files outside the geriatric care institutions. If employees discover that someone discloses the information, they shall immediately report to their supervisors and stop such behavior promptly. In addition, geriatric care institutions under the Group have established a hospital management system for storing medical records, with control in authorization that only allows certain personnel to access.

客戶私隱及網絡安全

本集團高度重視客戶私隱和資料安全的保障。由於在日常營運中會涉及長者的個人資料和病歷、客戶資訊和私隱資料、商業機密、財務信息等，我們嚴格要求員工遵循本集團所有有關保密的規則和政策，在未經同意下不得將這些資料向第三方披露。

本集團嚴格遵守有關客戶私隱和資料安全的法律及法規，包括但不限於：

- 《中華人民共和國檔案法》；
- 《中華人民共和國計算機信息系統安全保護條例》；及
- 香港法例第486章《個人資料(私隱)條例》。

為加強網絡安全管理，以及規範網絡及系統使用守則，北京偉森已制定《信息化網絡安全管理制度》，保障信息安全及數據。蕪湖金太陽特意制定《老人信息保密制度》，進一步加強保障長者及家屬的信息保密性。客戶的個人資料會由專職人員負責處理及對其保密，在未經授權的情況下，其他人士並沒有存取權限。所有員工均需嚴格遵守制度，時刻對入住長者的檔案、信息等資料保持保密意識，不得任意更改或外洩。同時，我們嚴格規定員工不可以將長者的檔案資料帶出養老機構。員工在發現有人洩露資料時應立即向上級舉報，並制止其違規行為。另外，本集團旗下的養老機構設有醫院管理系統來儲存病歷，系統有權限設定，只允許個別人員查訪。



UPHOLDING PROBITY AND INTEGRITY ON OPERATION

恪守誠信 • 廉潔經營

ANTI-CORRUPTION

Upholding the corporate value of “upholding integrity”, the Group actively promotes efforts towards building clean governance and strives to create a culture of integrity by adopting a “zero” tolerance policy for any form of corruption. We strictly comply with the relevant laws and regulations on preventing bribery, extortion, fraud and money laundering, including but not limited to:

- Anti-unfair Competition Law of the PRC;
- Criminal Law of the PRC;
- Interim Provisions on Banning Commercial Bribery; and
- Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong).

We are committed to maintaining transparent and fair business practices and have formulated the Anti-bribery and Anti-corruption Policy to provide key information and guidance to all employees and contract workers within the Group on the identification and handling of bribery and corruption. Meanwhile, we convey requirements of stringent compliance with the principles of anti-corruption and anti-fraud through the Employee Handbook and daily training. The Handbook clearly specifies that all employees shall follow the code of conduct to maintain good business ethics and integrity, and any actions that are fraudulent, dishonest, and violating the ethics or detrimental to the reputation of the Group are prohibited. All employees are not allowed to take advantage from their work, position or identity in the Group to solicit or receive any personal benefits and gifts, such as rebate, secret commission and cash.

反貪污

本集團秉持「恪守誠信」的企業價值觀，積極推進廉政建設工作，致力締造誠信文化，對任何形式的貪污行為採取「零」容忍政策。我們嚴格遵守與防止賄賂、勒索、欺詐及洗黑錢相關的法律及法規，包括但不限於：

- 《中華人民共和國反不正當競爭法》；
- 《中華人民共和國刑法》；
- 《關於禁止商業賄賂行為的暫行規定》；及
- 香港法例第201章《防止賄賂條例》。

我們致力於維護透明與公正的商業操守，並制定《反賄賂和反貪污政策》作為本集團內所有僱員及合約工人對識別及處理賄賂和貪污的主要資訊及指引，以確保所有業務過程中均符合最高道德及法律標準。同時，我們通過《員工手冊》及日常培訓向員工傳達嚴格的反貪污及反欺詐要求。手冊明確列出所有員工需遵從行為守則，維持良好的商業道德和誠信，禁止一切欺詐、不誠實、違背道德或損壞集團聲譽的行為。所有員工均不能利用集團工作、職位或身份索取或接收任何私人利益和贈與，例如回扣、私下佣金及現金等。



GB/T 19022-2023 Corporate Integrity Management System Certification
GB/T 19022-2023
《企業誠信管理體系要求》認證



UPHOLDING PROBITY AND INTEGRITY ON OPERATION •

恪守誠信 • 廉潔經營

Whistleblowing Policy

The Group strictly prohibits corruption and other improper behaviors, and has established a sound reporting mechanism to protect the legitimate rights and interests of the company and its stakeholders. Upon receipt of a report, we will conduct an immediate investigation, report to management and inform government authorities. If the report is found truthful, the employee involved will be dismissed immediately. The Group keeps the identity of whistleblowers confidential during the investigation and provides adequate protection measures to ensure that whistleblowers are effectively protected from unfair dismissal or harm.

In order to prevent corruption incidents, we will continue to review and improve our internal control system and anti-corruption system.

Anti-Corruption Training

In order to strengthen the compliance awareness of our Directors and employees, we provided anti-corruption training to them through online and offline means during the Reporting Period, including but not limited to specific training on anti-commercial bribery and topics on preventing illegal fundraising, and continuously promoting corporate compliance and anti-corruption culture.

During the Reporting Period, there was no concluded corruption proceedings brought against the Group or its employees, nor was the Group aware of any material violation of laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering that would have a significant impact on the Group.

舉報政策

本集團嚴禁貪污及其他不當行為，並已設立一套健全的舉報機制，保障公司及持份者的合法權益。在接獲有關舉報後，我們立即展開調查，並向管理人員匯報及通報政府機關。倘若舉報屬實，我們將即時解僱涉事員工。本集團於調查期間對舉報人身份保密，並提供足夠的保護措施，以確保有效保護舉報者免受不公平解僱或傷害。

為防止貪污事件，我們持續檢討及完善內部監控系統及反貪污系統。

反貪污培訓

為加強董事及員工的合規意識，我們於報告期內透過線上及線下的方式向彼等提供反貪污培訓，其中包括但不限於反商業賄賂專題培訓、如何防範非法集資等課題，持續推動企業的合規、反貪污文化。

報告期內，本集團並無任何針對本集團或其僱員提出並已審結的貪污訴訟案件，亦不知悉任何嚴重違反有關防止賄賂、勒索、欺詐及洗黑錢的法律及法規，且對本集團造成重大影響的事宜。



MUTUAL BENEFIT AND WIN-WIN ON GREEN PROCUREMENT

互利共贏 • 綠色採購



SUPPLY CHAIN MANAGEMENT

The Group believes that suppliers are a core part of sustainable development. The Group attaches great importance to creating mutually beneficial and win-win opportunities with the suppliers. We actively promote the sustainable development of the supply chain, and promote such concepts to suppliers, encouraging them to comply with the Group's measures on environmental protection as well as occupational health and safety, thereby pursue synergistic development with suppliers and further enhance the core competitiveness of both sides. In addition, we encourage suppliers to fulfil their environmental and social responsibilities in daily operations, including upholding business ethics and complying with relevant laws and regulations. The Group hopes to continue its cooperation with suppliers in fulfilling social responsibilities.

As at 31 December 2024, the products and services of the Group were mainly provided by 56 suppliers, all of which were from Mainland China, thereby effectively reduce the carbon emission caused by product transportation.

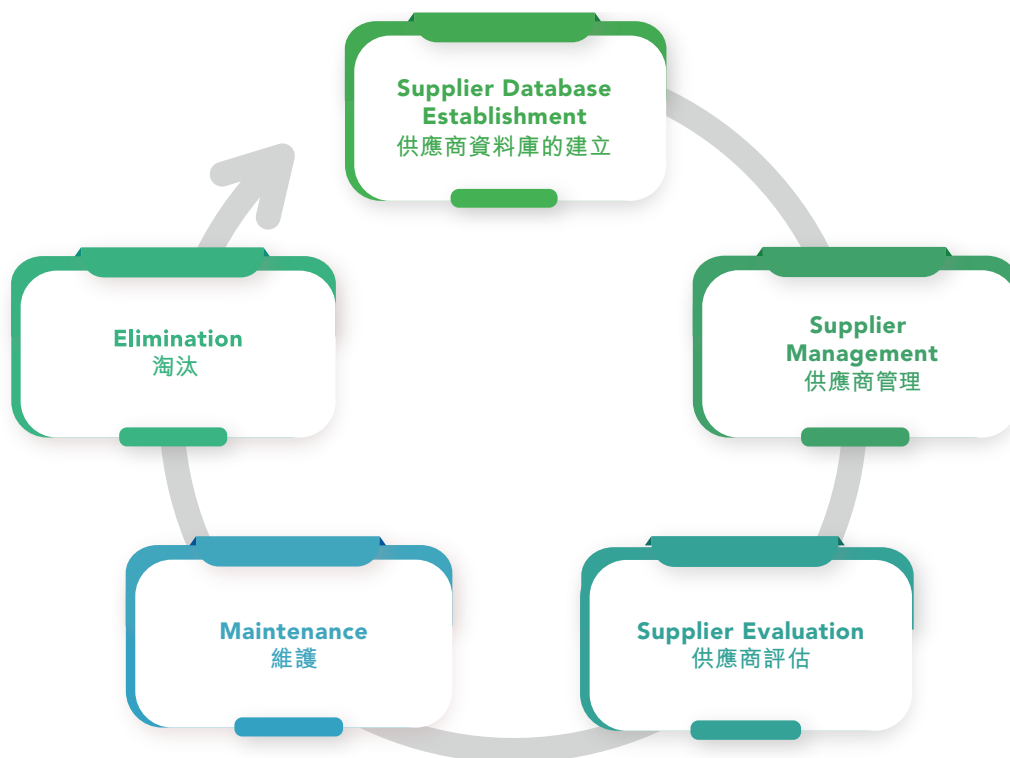
To effectively regulate the management of procurement projects and establish a long-term and mutually beneficial relationship in terms of demand and supply with the suppliers, Beijing Vissam has formulated and continued to improve the "Supplier Management Policy". The management process can be categorized into five stages, namely supplier database establishment, supplier management, supplier evaluation, maintenance, and elimination.

供應鏈管理

本集團深信供應商是可持續發展的核心一環，極其重視與供應商創造互利共贏的機遇。我們積極推動供應鏈的可持續發展，向供應商宣揚相關理念，鼓勵供應商遵守本集團環保及職業健康與安全政策，從而與供應商實現協同發展，進一步提升雙方的核心競爭力。另外，我們不忘鼓勵供應商在日常營運中履行其環境及社會責任，其中包括維持商業操守和遵守相關法律及法規。本集團希望能繼續與供應商同心協力，履行社會責任。

於2024年12月31日，本集團主要由56家供應商提供產品及服務，全部均來自於中國內地，從而有效減少因產品運輸而造成的碳排放。

為有效規範公司眾多採購項目的管理及與供應商建立長期互惠的供求關係，北京偉森已制定及持續完善《供應商管理制度》，管理流程可分為五大階段，分別是供應商資料庫的建立、供應商管理、供應商評估、維護，以及淘汰。





MUTUAL BENEFIT AND WIN-WIN ON GREEN PROCUREMENT •

互利共贏 • 綠色採購

The supplier is required to fill in the “Supplier Qualification Review Basic Information Sheet”, and onsite inspections and evaluations will be conducted. After passing the review, they will be accepted and added into the company’s supplier database and become a potential supplier. We will conduct regular assessments and irregular visits to maintain and update the supplier database in a timely manner. We hold supplier meeting and supplier review every year. The Procurement Department is responsible for comprehensive evaluation of the supplier’s product quality, service standard, production capacity and collaboration. Each department can give feedback to the supplier and review the issues occurred in terms of the products supplied. According to the evaluation indicators, the supplier will be evaluated whether it is qualified. If supplier fails the assessment, we will issue a rectification notice to them. If such supplier fails to make improvement, we will consider disqualifying the supplier. During the Reporting Period, we have conducted assessments and reviews on 20 suppliers.

In addition, to ensure the normal operation of the supply chain, we conduct environmental and social risk assessments when selecting suppliers to identify the risks faced by the suppliers and the potential impact of adopting such suppliers.

供應商需要填寫《供應商資格審查基本情況表》，並需接受實地考察和評估，成功經過審核方可進入公司供應商庫，成為潛在供應商。我們會以定期評估及不定期訪查形式及時維護並更新供應商庫。我們每年舉行一次供應商會議和供應商評審，採購部負責對供應商的產品質量、服務水平、生產能力及配合等方面進行綜合評估。各部門可於此階段向供應商反饋及審視供貨時出現的問題。其後根據各項審核指標評估供應商是否及格。如有供應商不及格，我們會向他們發出整改通知。如該供應商並未作出改善，我們會考慮取消供應商資格。報告期內，我們已向20家供應商進行評估及審查。

除此之外，為確保供應鏈運作正常，我們在選擇供應商時會進行環境及社會的風險評估，識別其所面對的風險及採用該等供應商的潛在影響。





GREEN PROCUREMENT

The Group is committed to promoting green procurement, values the green performance of suppliers and taking environmental responsibility and prioritizing products and services that meet environmental standards. In order to achieve sustainable development, we tend to work with environmentally conscious suppliers. Beijing Vissam stipulates the products and materials purchased should use green, environmentally-friendly materials, such as planks, paints, hardware, adhesives, auxiliary materials, etc. Each of the materials must basically comply with or perform better than national standards. In order to further minimize our negative impact on the ecosystem, we are committed to selecting green materials for our production process, thus enabling us and our business partners to build a sustainable competitive advantage. Among them, Beijing Vissam has been awarded the Green Supply Chain 5-star Ranking and the Government's Green Procurement Requirements Standard Certification.

綠色採購

本集團積極推動綠色採購，重視供應商的環保表現，並優先考慮符合環保標準的產品和服務。為實現可持續發展，我們傾向與環保意識較高的供應商合作。北京偉森規定採購的產品及物料均使用綠色環保材料，例如板材、油漆、五金、膠粘劑、輔料等，各項材料均需要符合或高於國家標準。為進一步降低對生態環境的負面影響，我們致力從生產流程中挑選綠色環保物料，從而使我們及業務夥伴建立可持續的競爭優勢。其中北京偉森已獲綠色供應鏈5星級評價及政府綠色採購需求標準認證。



CEC-7011GSC-A/1 Green Supply Chain 5-star Rating
CEC-7011GSC-A/1
綠色供應鏈5星級評價



CEC-7046CVP-A/0
Government's Green Procurement Requirements Standard Certification – Furniture made of synthetic boards
CEC-7046CVP-A/0
政府綠色採購需求標準認證
認證—人造板類家具





PEOPLE-ORIENTED ON EMPLOYEE GROWTH AND DEVELOPMENT

以人為本 • 員工成長與發展

EMPLOYMENT

The Group believes that its employees are the key to sustainable development and recognizes them as valuable asset of the corporate. We are committed to improving the human resources management system and expect our employees to devote themselves to work for the Group with "Sincerity", "Honesty" and "Trustiness", while growing together with the Group and realizing our corporate culture of "Integrity, Innovation, Focus and Win-win".

The Group always adheres to the laws and regulations relating to employment, including but not limited to:

- Labor Law of the PRC;
- Labor Contract Law of the PRC;
- Provisions on the Prohibition of Using Child Labor;
- Civil Code of the PRC; and
- Employment Ordinance (Cap. 57 of the Laws of Hong Kong).

The Group has formulated the Compilation of Human Resources Policy pursuant to the above laws and regulations to strictly regulate various human resource management activities, so as to protect the legal rights and interests of employees. In addition, the Employee Handbook clearly sets out the basic code of conduct for employees so that they can have a clear understanding of the Group's policies, regulations and work requirements.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare that would have a significant impact on the Group.

僱傭

本集團深信員工是推動可持續發展的關鍵，並將其視為企業的寶貴資產。我們致力完善人力資源管理制度，期望所有員工對集團做到「誠」、「實」、「信」，與集團共同成長，一同實踐我們「誠信、創新、專注、共贏」的企業文化。

本集團一直恪守與僱傭相關的法例及法規，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《禁止使用童工規定》；
- 《中華人民共和國民法典》；及
- 香港法例第57章《僱傭條例》。

本集團根據以上的法律及法規制定《人力資源管理制度彙編》，嚴格規範各項人力資源管理活動，保障員工的合法權益。另外，《員工手冊》中清楚列明員工的基本行為準則，讓他們能夠清晰了解集團的政策、規定以及工作要求。

報告期內，本集團並不知悉任何嚴重違反有關薪酬及解僱、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法律及法規，且對本集團造成重大影響的事宜。



PEOPLE-ORIENTED ON EMPLOYEE GROWTH AND DEVELOPMENT •

以人為本 • 員工成長和發展



Staff Overview

As at 31 December 2024, we hired a total of 160 employees¹ (2023: 147). Details of employees are as follow:

員工概覽

於2024年12月31日，我們共有160位員工¹（2023年：147位）。詳細員工分佈如下：

	Unit 單位	2024 2024年	2023 2023年
By gender 按性別			
Male 男性	Person 人	70	60
Female 女性	Person 人	90	87
By age group 按年齡組別			
Aged 30 or below 30歲或以下	Person 人	38	34
Aged 31–40 31–40歲	Person 人	36	48
Aged 41–50 41–50歲	Person 人	50	35
Aged 51 or above 51歲或以上	Person 人	36	30
By type of employee 按僱員類型			
Full time 全職	Person 人	157	143
Part time 兼職	Person 人	3	4
By geographical region 按地區			
Mainland China 中國內地	Person 人	156	144
Hong Kong 香港	Person 人	4	3
By employee category 按僱員類別			
Senior management 高級管理層	Person 人	21	19
Middle management 中級管理層	Person 人	25	19
General staff 基層員工	Person 人	114	109

¹ This data is the number of employees covered by the reporting scope of this Report. For details, please refer to the section headed “Reporting Period and Scope”.

¹ 此數據為本報告匯報範圍所涵蓋的員工人數，有關詳情請參閱「報告期間及範圍」章節。





PEOPLE-ORIENTED ON EMPLOYEE GROWTH AND DEVELOPMENT •

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During the Reporting Period, the employee turnover rate of the Group is as follow:

報告期內，本集團的僱員流失率如下：

	2024 2024年	2023 2023年
By gender 按性別		
Male 男性	14%	28%
Female 女性	24%	25%
By age group 按年齡組別		
Aged 30 or below 30歲或以下	47%	41%
Aged 31–40 31–40歲	14%	29%
Aged 41–50 41–50歲	4%	14%
Aged 51 or above 51歲或以上	19%	20%
By geographical region 按地區		
Mainland China 中國內地	20%	27%
Hong Kong 香港	25%	0%

Recruitment and Promotion

The Group believes that an open and transparent recruitment and promotion system is the key to cultivating a workplace culture of trust and fairness. In order to meet the human resources needs of the Group's business development, the Administration and Human Resources Department is responsible for formulating recruitment plans and targets, and recruits talents through different channels, including but not limited to agencies, employee referrals, recruitment fairs and campus recruitment, so as to ensure that the Group has sufficient talent reserves for the construction of a professional team in the long run. We select talents based on the principles of fairness, justice and equality. The Group conducts annual appraisals. We have established clear standards and consistent processes to ensure that all staff are fairly evaluated, providing a multidimensional development for employee promotion.

Equal Opportunity and Anti-Discrimination

The Group adopts a "zero" tolerance policy against any form of discrimination in the workplace. Training, promotion and termination policies will not be based on age, gender, language, race, disability, sexual orientation, family or marital status, nationality, religion and socio-economic background of the employees.

招聘及晉升

本集團深信公開與透明的招聘及晉升體系是建立信任與公平的職場文化的關鍵。為滿足本集團業務發展對人力資源的需求，行政人力部負責制定人才招聘計劃及目標，並透過不同渠道招募人才，包括但不限於職業中介機構、員工推薦、招聘會及校園招聘等，以保證集團內人才儲備充足，實現長遠的專業梯隊建設。我們以公平、公正、平等的原則選拔人才。本集團每年進行年度考評。我們已制定明確標準和一致流程，確保所有員工都獲得公平評估，為員工晉升提供多渠道發展。

平等機會及反歧視

本集團對任何形式的職場歧視採取「零」容忍的政策。培訓、晉升及解僱政策不會以員工年齡、性別、語言、種族、殘疾、性取向、家庭或婚姻狀況、國籍、宗教和社會經濟背景為依據。





Staff Rights and Benefits

員工權益及福利

Remuneration Management 薪酬管理

The remuneration structure of the Group mainly consists of basic remuneration and performance remuneration. We regularly review our remuneration system and measure staff performance through performance appraisal system as a basis for adjusting their remuneration.

本集團的薪酬架構主要由基本薪酬與績效薪酬組成。我們定期檢討薪酬機制及通過績效評估體系來衡量員工表現，作為調整其薪酬的依據。

Attendance Management 考勤管理

The Group's attendance management system clearly set out the working hours of our employees in order to ensure that their rights are protected. Employee is required to submit an application in advance for working overtime. The Group will make overtime payment or leave rearrangement in accordance with the laws and regulations.

本集團考勤管理相關制度清楚列明員工的工作時間，以保障他們的權益。如因工作需要加班，員工需事先申請。本集團會按法律及法規向彼等支付加班工資或安排調休。

Management of Staff Leave 休假管理

All employees are entitled to statutory holidays, personal leave, sick leave and paid annual leave. To support our employees in balancing family and work life, we incorporate family-friendly elements, providing maternity leave and paternity leave to employees in need.

所有員工均能享有法定節日假、事假、病假及有薪年休假。為支持員工平衡家庭與職業生活，我們於制度中融入家庭友善元素，為有需要的員工提供產假及待產假等假期。

Benefits Management 福利管理

The Group provide its employees in Mainland China with four social insurances and one housing provident fund in strict accordance with the Social Insurance Law of the PRC, including work injury insurance, medical insurance, pension insurance, unemployment insurance and housing provident fund.

本集團嚴格按照根據《中華人民共和國社會保險法》為中國內地員工繳納四險一金，包括工傷保險、醫療保險、養老保險、失業保險以及住房公積金。

Recreational Activities for Employees 員工康樂活動

The Group values the physical and mental health of its employees and actively promotes the maintenance of work-life balance. We regularly organize cultural, recreational and sports activities, including but not limited to birthday celebrations, annual celebrations, organizational building activities and meals, to enhance understanding and affection among colleagues and strengthen the tacit understanding and cohesion of the team.

本集團重視員工的身心健康，積極宣揚保持工作與生活平衡。我們定期組織文娛康體活動，包括但不限於慶祝生日、年度慶典、組織建設活動和聚餐，增進同事間的了解和感情，加強團隊的默契及凝聚力。





PEOPLE-ORIENTED ON EMPLOYEE GROWTH AND DEVELOPMENT •

以人為本 • 員工成長和發展

HEALTH AND SAFETY

Adhering to the corporate vision of “Creator of Healthy and Happy Life”, the Group attaches great importance to work safety and is committed to providing a safe and healthy working environment for its employees. To achieve “zero” workplace injuries and ensure the well-being of our employees, we have put in place stringent safety standards and management measures, as well as ongoing training for our staff.

We strictly comply with relevant laws and regulations, including but not limited to the Law of the PRC on the Prevention and Control of Occupational Diseases and the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong). In order to regulate relevant management works, we have established various health and safety management measures for our subsidiaries based on the nature of their business. Beijing Vissam has obtained the ISO45001:2018 Occupational Health Safety Management System Certification.

健康與安全

本集團秉持「健康、快樂的生活的創造者」的企業願景，高度重視工作安全，致力為員工提供安全健康的工作環境。為實現「零」工傷及確保員工福祉，我們已制定嚴格的安全標準和管理措施，並持續為員工提供培訓。

我們嚴格遵守相關的法律法規，包括但不限於《中華人民共和國職業病防治法》及香港法例第509章《職業安全及健康條例》。為規範相關管理工作，我們已根據業務性質為各附屬公司制定各項保障健康及安全管理措施。北京偉森已獲得ISO 45001：2018職業健康安全管理體系認證。



During the Reporting Period, the Group did not involve in any significant work injury and fatal incident. The number of work-related fatalities and lost days due to work injury for the past three years (including the Reporting Period) are set out below:

報告期內，本集團並無牽涉任何重大的工傷及死亡事故。過去三年（包括報告期）的因工亡故及因工傷損失工作日數的數據如下：

	Unit 單位	2024 2024年	2023 2023年	2022 2022年
Work-related fatalities 因工亡故	case 宗	0	0	0
Lost days due to work injury 因工傷損失工作日數	day 天	0	36	0





We have standardized procedures in place for quickly action in the unfortunate event that an employee is injured to ensure that the injured receive immediate emergency hospital treatment. The Human Resources Department will report the accident in accordance with the established work-related injury handling procedures and assist injured employees in handling medical compensation-related matters.

我們已制定標準程序，務求在發生員工受傷的不幸事件時，能夠作出迅速行動，確保傷者立即獲得醫院的緊急治療。人力資源部依照既定的工傷處理流程進行事故報告，並協助員工處理醫療賠償相關事宜。

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that would have a significant impact on the Group.

報告期內，本集團並不知悉任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及法規，且對本集團造成重大影響的事宜。

The Group has formulated a series of measures on staff safety and health:

本集團已就員工安全及健康制定一系列的措施：

Safety 安全

- Set up the "Fire Safety Operation Regulations and Policy" to set out in detail the fire safety management work;
設立《消防安全操作規程及制度》，詳細列明執行消防安全的管理工作；
- Conduct fire safety inspection on a regular basis;
定期進行消防檢查；
- Conduct safety training on a regular basis, including prevention of electricity hazard and fire, practical operation of fire safety facilities and seminars on gas knowledge in order to improve employees' awareness of disaster prevention;
定期進行安全培訓，包括防火防電、消防設施實操以及舉辦燃氣知識講座等，提高員工的防災意識；
- Formulate emergency plans according to possible emergencies such as fire and earthquake and conduct fire safety emergency drills which include the use of fire extinguishers, and escape drills to equip employees with the ability to respond to emergencies and enhance their self-protection capability in emergency; and
根據可能發生的突發事故如火災及地震制定應急預案，並進行消防安全應急演練，包括使用滅火器、逃生演練，讓員工掌握在緊急情況下的應變及自我防護的能力；及
- Formulate the cleaning and safety operating procedures, and set out in detail the safety matters to be followed in the course of performing cleaning work.
制定保潔安全操作規程，詳細列明進行清潔工作時的安全事項。

Health 健康

- Provide employees with comprehensive medical insurance to help them lessen their personal medical burden in accordance with the "Provisions on Basic Medical Insurance of Beijing Municipality";
按照《北京市基本醫療保險規定》為員工提供完善的醫療保險，幫助員工解決個人醫療負擔過重的問題；
- Arrange body checks for employees once every two years to ensure that health problems are detected, and treatments are provided on time; and
每兩年安排員工進行一次健康體檢，確保員工及時發現身體問題，不會耽誤治療時間；及
- Regularly promote health information on social media, such as promoting "China Teeth Care Day", to raise awareness of oral health care among our staff and customers.
定期於社交媒體上宣傳健康資訊，例如宣傳「全國愛牙日」，提高員工及客戶對於口腔保健的意識。





PEOPLE-ORIENTED ON EMPLOYEE GROWTH AND DEVELOPMENT •

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TRAINING AND DEVELOPMENT

Staff training and development is the core driving force for business sustainable growth, as well as the key to enhancing the competitiveness of enterprises. We strive to deploy resources on talent nurturing and encourage our staff in the pursuit of excellence, thereby become a workplace that values the personal well-being of its employees. We actively creating a favorable learning ambience, and improve the training system based on the principle of "Economical, Practical and Efficient". In order to effectively enhance the working skills and professional knowledge of our staff, we organize employee training to cultivate a professional management personnel echelon within the Group in the long run through diversified trainings.

During the Reporting Period, the data of training of the Group is as below:

培訓及發展

員工發展及培訓是業務可持續發展的核心動力，同時也是提升企業競爭力的關鍵。本集團致力投放資源培育人才，鼓勵員工追求卓越，從而成為重視僱員個人福祉的工作場所。我們積極營造良好的學習氛圍，按照「經濟、實用、高效」的原則完善培訓制度。為有效提升員工工作技能和專業知識，我們組織僱員培訓，通過多樣化的培訓方式，長遠為集團內部培育專業管理人才梯隊。

報告期內，本集團的培訓數據如下：

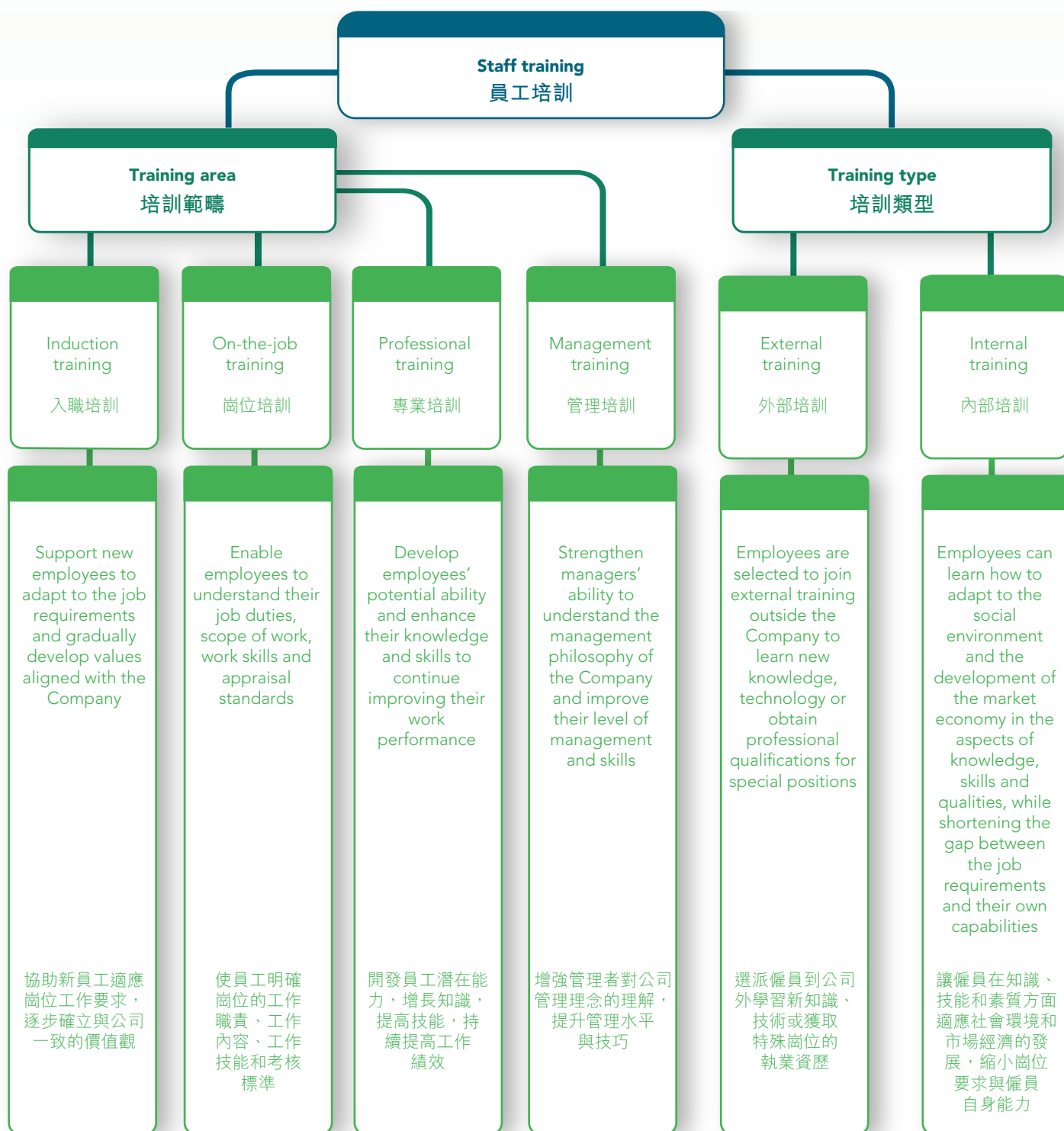
		Unit 單位	2024 2024年	2023 2023年
Percentage of Employees Trained 受訓僱員百分比				
By gender 按性別				
Male	Percent		57%	80%
男性	百分比			
Female	Percent		68%	61%
女性	百分比			
By employee category 按僱員類別				
Senior management	Percent		33%	37%
高級管理層	百分比			
Middle management	Percent		72%	84%
中級管理層	百分比			
General staff	Percent		67%	72%
基層員工	百分比			
Average Trained Hours Completed per Employee 每名僱員平均受訓時數				
By gender 按性別				
Male	Hours		5	6
男性	小時			
Female	Hours		8	7
女性	小時			
By employee category 按僱員類別				
Senior management	Hours		10	8
高級管理層	小時			
Middle management	Hours		6	9
中級管理層	小時			
General staff	Hours		6	6
基層員工	小時			





The Group's training can be categorized by type and area of training, with corresponding objectives for each type of training.

本集團的培訓可按培訓類型及範疇劃分，並為每類培訓訂立相應目標。





PEOPLE-ORIENTED ON EMPLOYEE GROWTH AND DEVELOPMENT •

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During the Reporting Period, each of the Group's subsidiaries organized different types of internal and external training, including but not limited to training on new products for the elderly, fire safety training, production safety, prevention of illegal fund-raising, food safety and anti-bribery and anti-corruption work.

To evaluate the effectiveness of the training, trained employees are required to complete the "Training Effectiveness Survey Feedback Form" to alert the management departments to areas for improvement. We summarize the progression of trainings in each department on an annual basis, and put forward a training demand plan for the coming year, thereby improving the effectiveness of training continuously.

Case Demonstration: Fire Drills of Beijing Yicheng



案例展示：北京毅成消防演習

Geriatric Care Business Training

To train a number of nursing staffs to take care of the elderly, we have established a set of training syllabus for different positions, including the newly recruited staff, medical staff, backend service staff and part-time staff of hospital's infection management department. Each unit has its specific training contents and appraisal standards. We provide training for new staff to help them to be familiar with the hospital environment, various rules and regulations, work procedures and relevant professional knowledge as soon as possible. In addition, we implement strict performance appraisals, which mainly include assessing the working attitude and competence of the staff, and the contents of the appraisals will cover first-aid knowledge, nursing theory and first-aid drug application.

The Group's training not only enhanced work efficiency, but also demonstrated its serious attitude and responsibility towards the safety of elderly care. During the Reporting Period, Wuhu Golden Sun provided a series of training for employees on a monthly basis to improve employees' emergency response ability and strengthen the safety protection to the elderly. The training on Work Safety Law of the PRC, fire training and other training are included in the training.

養老業務培訓

為培訓大量護理人員照顧長者，我們已建立一套培訓大綱，對不同崗位的護理員進行培訓，其中包括新上崗人員、醫務人員、後勤服務人員及醫院感染管理科的兼職人員。各單位均設有特定的培訓內容和考核。我們為新上崗人員提供相關培訓，協助他們盡快熟悉院內環境、各項規章制度、工作流程及相關專業知識。另外，我們實行嚴格的績效考核，主要包括評核員工的工作態度、能力，而考核內容涉及急救知識、護理理論、急救藥物應用等。

本集團的培訓不僅有效提升工作效率，更反映出其對長者安全的嚴肅態度及責任。蕪湖金太陽於報告期內每月定期為員工提供一系列培訓，以提高員工的應急處理能力及加強對長者安全的保障。其中包括針對《中華人民共和國安全生產法》的培訓、消防培訓等。





Case Demonstration: Staff Training in Wuhu Golden Sun

案例展示：蕪湖金太陽員工培訓



LABOR STANDARDS

We believe that complying with labor regulations and safeguarding workers' rights and interests are key parts of corporate social responsibility. We adhere to strict labor standards and adopt a "zero tolerance" attitude towards child labor or forced labor. The Group strictly complies with relevant laws and regulations including but not limited to:

- Law of the PRC on the Protection of Minors;
- Provisions on the Prohibition of Using Child Labor;
- Labor Law of the PRC; and
- Labor Contract Law of the PRC.

We enter into "Labor Contract" with our employees based on the principles of equality, voluntariness, and consensus. Each of the obligations is clearly stipulated in the "Labor Contract" to safeguard the legal rights and interests of both parties. Both parties have their own autonomy to either establish or terminate the employment relationship.

The Group is committed to eliminating child labor or forced labor. To protect the rights and interests as well as the safety of minors, we will carefully inspect and verify the identity document of the new entrants during the recruitment process to ensure that the legal working age is met. Candidates who do not meet the requirements will not be hired. If child labor or forced labor cases are discovered, we will treat it seriously, dismiss the relevant child labor or forced labor and make the responsible department hold accountable for the case.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to the prevention of child labor or forced labor that would have a significant impact on the Group.

勞工準則

本集團深信遵守勞動法規和維護勞動者權益是企業社會責任的關鍵部分。我們秉持嚴格的勞工準則，對童工或強制勞工採取「零」容忍政策。本集團嚴格遵守相關法律及法規，包括但不限於：

- 《中華人民共和國未成年人保護法》；
- 《禁止使用童工規定》；
- 《中華人民共和國勞動法》；及
- 《中華人民共和國勞動合同法》。

我們本著平等自願、協商一致的原則與員工簽訂《勞動合同》。《勞動合同》中明確規定各項義務，維護雙方的合法權益。雙方在建立及解除勞動關係方面都具有自主權。

本集團致力杜絕童工或強制勞工。為保障未成年人的權益和安全，我們在招聘過程中仔細核對和檢查新入職員工的身份證明文件，確保其達到法定工作年齡，所有不符合規定者均不予錄用。如發現任何童工或強制勞工情況，我們將嚴肅處理，立即解僱相關童工或強制勞工，並對相關部門負責人進行問責。

報告期內，本集團並不知悉任何嚴重違反有關防止童工或強制勞工的法律及法規，且對本集團造成重大影響的事宜。



COMMITMENT TO ENVIRONMENTAL PROTECTION ON ENERGY CONSERVATION AND EMISSION REDUCTION 環保承諾 • 節能減排

The Group regards environmental protection as one of the core values of the corporate social responsibility policy, balancing the pursuit of profit growth of business with environmental protection, and is committed to building a sustainable operating model by incorporating green elements into the core of our business. Although the Group's business has no significant impact on the environment, we actively promote environmental protection measures, promote energy saving and emission reduction, and continue to seek innovative ways to reduce our carbon footprint and contribute to environmental protection. Among them, Beijing Vissam has obtained ISO 14001:2015 Environmental Management System Certification.

本集團視環境保護為企業社會責任政策的核心價值之一，在追求業務利益增長及環境保護中取得平衡，並致力將綠色元素融入我們的業務核心，從而打造可持續發展的營運模式。縱使本集團業務對環境不造成重大影響，我們積極推動環境保護措施，推動節能減排，並持續尋求創新方法減輕我們的碳足跡，為環保出一分力。其中北京偉森已獲ISO 14001：2015環境管理體系認證。



The Group strictly complies with environmental laws and regulations including but not limited to:

- Environmental Protection Law of the PRC;
- Law of the PRC on the Prevention and Control of Environment Pollution by Solid Wastes;
- Atmospheric Pollution Prevention and Control Law of the PRC; and
- Water Pollution Prevention and Control Law of the PRC.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations relating to air and greenhouse gas emissions, discharge to water and land, and generation of hazardous and non-hazardous wastes that would have a significant impact on the Group.

本集團嚴格遵守環境相關的法律及法規，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國固體廢物污染環境防治法》；
- 《中華人民共和國大氣污染防治法》；及
- 《中華人民共和國水污染防治法》。

報告期內，本集團並不知悉任何嚴重違反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法律及法規，且對本集團造成重大影響的事宜。





EMISSIONS

Air and Greenhouse Gases Emissions

Fuel oil consumed by vehicles is the main source of emissions of the Group, and energy indirect greenhouse gas emissions are mainly from purchased electricity. During the Reporting Period, the data of air emissions and greenhouse gases emissions of the Group is as follows:

排放物

廢氣及溫室氣體排放

車輛的燃料消耗是我們的主要排放物來源，而能源間接溫室氣體排放主要來自外購用電。報告期內，本集團的廢氣及溫室氣體排數據如下：

	Unit 單位	2024 2024年	2023 2023年
Air Emissions			
廢氣排放			
Nitrogen oxides 氮氧化物	Kg 千克	36.21	30.89
Sulfur oxides 硫氧化物	Kg 千克	0.71	0.64
Particulate matter 顆粒物	Kg 千克	1.57	1.55
Greenhouse Gas (GHG) Emissions			
溫室氣體排放			
Direct emissions (Scope 1) 直接排放(範圍1)	Tonnes of CO ₂ e 公噸二氧化碳當量	137.71	123.07
Energy indirect emissions (Scope 2) 能源間接排放(範圍2)	Tonnes of CO ₂ e 公噸二氧化碳當量	285.94	244.89
Total emissions (Scope 1 and Scope 2) 總排放量(範圍1及2)	Tonnes of CO ₂ e 公噸二氧化碳當量	423.65	367.96
Intensity 密度	Tonnes of CO ₂ e/m ² of gross floor area 公噸二氧化碳當量/ 平方米建築面積	0.04	0.04

The Group is committed to the reduction of air emissions as well as greenhouse gas emissions by implementing a series of emission-reduction measures in offices and geriatric care institutions, including but not limited to:

本集團致力減少廢氣排放以及溫室氣體的排放，在辦公室和養老機構實施一系列減排措施，包括但不限於：

- Strictly manage the vehicle utilization system, plan appropriate driving routes and number of passengers to improve the utilization efficiency of vehicle;
- Encourage employees to travel by public transportation as much as possible;
- Eliminate vehicles that do not comply with environmental protection standards and those having high fuel consumption in a timely manner; and
- Install fume purifying devices to filter the cooking exhaust fumes.
- 嚴格管理車輛使用制度，規劃適當行駛路線及人數以提高車輛使用效率；
- 鼓勵員工盡量使用公共交通工具；
- 適時淘汰不符合環保標準、油耗高的車輛；及
- 安裝油煙淨化器過濾煮食油煙廢氣。





At the same time, the Group has adopted various measures to conserve electricity and improve energy efficiency. For details of these measures, please refer to the section headed “Use of Resources”.

We will continue to aim on reducing emissions and greenhouse gases emissions in the future, and explore more feasible emission-reduction measures.

Disposal of Hazardous and Non-Hazardous Waste

The Group believes that working with the community to reduce waste to relieve pressure on landfills is an effectively way to protect the environment and the health of residents. We embrace the concept of reducing waste at source and recycling and are committed to fostering a culture of recycling in the Company, as well as implementing processes for the collection and proper disposal of waste to minimize the generation of waste.

During the Reporting Period, the data of waste discharged of the Group is as follows:

同時，本集團通過多項措施來節約用電及提高能源效益。相關詳細措施請參閱「資源使用」章節。

我們未來將繼續以減少排放物及溫室氣體為目標，探索更多可行的減排措施。

有害及無害廢棄物處理

本集團深信與社區合作共同減少廢棄物，緩解堆填區的壓力，能有效保護環境及保障居民健康。我們奉行源頭減廢和循環利用的概念，致力培養公司回收文化，並落實廢棄物收集和妥善處理的流程，以減少廢棄物的產生。

報告期內，本集團的廢棄物相關數據如下：

	Unit 單位	2024 2024年	2023 2023年
Non-hazardous Waste			
無害廢棄物			
Total amount 總量	Tonnes 公噸	21.10	21.25
Intensity 密度	Tonnes/m ² of gross floor area 公噸／平方米建築面積	0.00	0.00
Hazardous Waste			
有害廢棄物			
Total amount 總量	Tonnes 公噸	0.004	0.01
Intensity 密度	Tonnes/m ² of gross floor area 公噸／平方米建築面積	0.00	0.00





環保承諾 • 節能減排

In order to effectively reduce waste, we have established a comprehensive waste management system and strictly implemented the policy of office waste classification in response to the “Beijing Municipal Regulations on the Management of Municipal Solid Waste”. Wastes would be classified as recyclable waste, kitchen waste, hazardous waste and other waste. We organized relevant departments and responsible staffs to handle the classification of domestic waste. The Administration and Human Resources Department is responsible for waste classification promotion, and facility management and maintenance to enhance employee’s awareness of environmental protection. Each employee is required to sort waste properly from the source of generating waste. The Company puts classification bins at the staircase of each office floor according to the categories mentioned above. Responsible staffs take charge of keeping clean, taking final categorization of wastes as well as putting the classified waste into the corresponding trash bin. In order to reduce paper waste, we encourage our staff to print documents on both sides and recycle used paper as much as possible to achieve maximum use.

Wasted ink cartridges produced in offices and medical wastes generated by the geriatric business are the main sources of hazardous waste for the Group. We properly process hazardous waste in accordance with relevant national laws and regulations, including but not limited to:

- Regulations on the Administration of Medical Wastes;
- Standard of Packaging Bags, Containers and Warning Symbols Specific to Medical Waste; and
- Jinghu District Medical Waste Treatment Interim Measures.

The Group has appointed qualified third-party recyclers to properly dispose hazardous wastes. We set up special storage spots to collect all kinds of medical wastes. All medical wastes are strictly disinfected and placed in double-layer thick plastic bags designed for medical wastes according to regulations. Qualified third-party recyclers will collect, transport and dispose hazardous waste regularly.

We will continue to aim at reducing waste in the future, and explore more feasible waste reduction measures.

Sewage Discharge

The Group mainly produces domestic sewage and hospital sewage in its business activities. We have properly treated sewage through targeted measures. Domestic sewage is collected by the urban drainage pipe network and transported to the sewage treatment plant for handling. Hospital sewage is treated in accordance with the requirements of the “Technical Guidelines for Hospital Sewage Treatment”, and needs to adopt the primary treatment process – chlorine disinfection process. In order to improve and enhance the operation process, we require the operators of sewage treatment facilities to receive relevant training.

為有效減少廢棄物，我們已制定完善的垃圾管理制度，並嚴格實施辦公室垃圾分類政策，積極響應《北京市生活垃圾管理條例》，將垃圾分類成可回收垃圾、廚餘垃圾、有害垃圾及其他垃圾。我們組織相關職能部門和負責人處理生活垃圾分類。行政人力部負責垃圾分類宣傳、設備設施管理與維護，以加強員工的環保意識。每一名員工均需要從垃圾產生源頭做好垃圾分類工作。公司在辦公區的每層樓梯間根據上述提及的類別設有分類垃圾桶。分揀負責人負責每層保潔和垃圾最後的分揀工作，將垃圾分類投入相對應的垃圾桶內。為減少紙張浪費，我們鼓勵員工雙面打印文件，盡量將使用過的紙張循環再用，以達到物盡其用。

辦公室的廢棄墨盒及養老業務產生的醫療廢棄物是本集團主要有害廢棄物來源。我們按照國家相關法律及法規對有害廢棄物進行妥善處理，包括但不限於：

- 《醫療廢物管理條例》；
- 《醫療廢物專用包裝袋、容器和警示標誌標準》；及
- 《鏡湖區醫療廢物處理暫行辦法》。

本集團已委託具備認可資格的第三方回收商妥善處理有害廢棄物。我們設有收集各類醫療廢物的專用存放點。所有醫療廢棄物將進行嚴格消毒並按照規定將其裝入雙層厚實醫療垃圾專用塑料袋。合資格的第三方回收商會定期收集、運輸及處置醫療廢棄物。

我們未來將持續減少廢棄物為目標，並持續探索更多可行的減廢措施。

污水排放

本集團於業務活動中主要產生生活污水及醫院污水。我們已通過針對性措施妥善處理污水。生活污水由城市排水管網匯集並輸送到污水處理廠進行處理。而醫院污水方面會按照《醫院污水處理技術指南》的要求執行，並需採用一級處理流程—氯消毒工藝。為改善及健全崗位操作流程，我們要求污水處理設施的操作人員進行相關培訓。





USE OF RESOURCES

Energy

The energy consumption of the Group is mainly unleaded petrol, natural gas and purchased electricity. As the Group's business does not involve production, it does not consume any packaging materials for finished products. During the Reporting Period, the energy consumption data of the Group is as follows:

	Unit 單位	2024 2024年	2023 2023年
Direct Energy 直接能源			
Unleaded petrol 無鉛汽油	MWh 千個千瓦時	331.34	329.15
Natural gas 天然氣	MWh 千個千瓦時	204.66	134.67
Indirect Energy 間接能源			
Purchased electricity 外購電力	MWh 千個千瓦時	501.38	429.40
Total energy consumption 能源總耗量	MWh 千個千瓦時	1,037.38	893.21
Intensity 密度	MWh/m ² of gross floor area 千個千瓦時／ 平方米建築面積	0.09	0.09

資源使用 能源

本集團的能源消耗主要是無鉛汽油、天然氣及外購電力。由於本集團的業務並無生產，故不涉及製成品包裝物料的使用。報告期內，本集團的能源消耗數據如下：

We attach great importance to energy conservation and emission reduction, and have laid the foundation for a cleaner and greener model of operation through a number of measures, including but not limited to:

- Turn off all electrical equipment when getting off work to minimize electricity consumption;
- Use energy-saving lamps whenever possible and cultivate the habit of turning off the lights when leaving the office;
- Place labels on office equipment, such as reminding the employee to turn off all electrical appliances before leaving offices or after used; and
- The temperature of the air conditioning is controlled at 26°C, and the air conditioning in geriatric care institutions will be turned off between 9:00–11:00 a.m. and 2:00–4:00 a.m..

我們高度重視節能減排，通過多項措施為更潔淨、更綠色的運營模式奠定基礎，包括但不限於：

- 下班時關閉所有用電設備，減少電力消耗；
- 盡量採用節能燈具，培養員工在離開辦公室時關燈的習慣；
- 在辦公室設備上貼上標貼，提醒員工在離開前或使用後關閉電器設備；及
- 空調溫度控制在26°C，養老機構在日間9–11時及晚間2–4時關掉空調。

We will continue to focus on improving energy efficiency and reducing energy consumption as our main objectives in the future, and explore more feasible energy saving measures.

我們未來將繼續以提高能源效益及減少能源消耗為主要目標，並探索更多可行的節能措施。





Water

The water usage of the Group is mainly for domestic use from business operations, which is provided by municipal water supply agencies. The business of which involves the geriatric care industry, including the establishment of residential care homes for the elderly, resulting in high water consumption. During the Reporting Period, we have not encountered any problems in finding suitable water sources.

During the Reporting Period, the water usage data of the Group is as follows:

	Unit 單位	2024 2024年	2023 2023年
Total water consumption 總耗水量	m ³ 立方米	9,197.50	8,641.00
Intensity of water consumption 密度	m ³ /m ² of gross floor area 立方米／平方米建築面積	0.78	0.83

To improving our water efficiency, we have formulated a series of measures according to the nature and needs of our business, including but not limited to:

- Enhance the awareness of water saving among employees in daily business;
- Require employees to strictly avoid turning on the water tap for long time, and turn off the tap consciously after use;
- Regularly inspect and maintain water equipment; and
- When damage is found, immediately notify the worker to repair it on the same day within 12 hours.

We will continue to aim at enhancing water efficiency and explore more feasible water conservation measures in the future.

用水

本集團的用水主要來自業務運營的生活用水，由市政供水機構提供。當中業務涉及的養老產業設有安老院舍，故耗水量較高。報告期內，我們在求取適用水源上並無遇到任何問題。

報告期內，本集團的用水數據如下：

為提高用水效益，我們已根據業務性質及需要制定一系列措施，包括但不限於：

- 於日常業務中提升員工惜水概念；
- 嚴禁員工長流水，使用後須自覺關掉水龍頭；
- 定期檢查及維護用水設備；及
- 若發現設備損壞時會立即安排水工於當日12小時內進行維修。

我們未來將繼續以提升用水效益為目標，並探索更多可行的節水措施。





ENVIRONMENT AND NATURAL RESOURCES

By upholding of the culture of environmental protection and the appreciation of natural resources, the Group is committed to promoting environmental protection for achieving sustainable development and setting a benchmark for environmental protection in the industry, thereby inspiring more enterprises and individuals to promote environmental protection together, and to continuously conserve and improve the environment. Despite the Group's business activities have a limited impact on the environment, we are always committed to fulfilling our social responsibilities by implementing environmental protection measures and actively responding to various environmental protection activities such as "Earth Day" and "Earth Hour", advocating the concepts of low-carbon living, energy conservation, reduction of the use of disposable products and the protection of the natural ecosystems, so as to enhance the profound environmental protection awareness of our staff.

環境及天然資源

本集團秉持環境保護和珍惜天然資源的文化，致力宣揚環保以實現可持續發展，並在業界樹立環保的標竿，從而激勵更多企業和個人共同推動環保，持續保育及改善環境。縱使本集團的業務活動對環境的影響有限，我們一直堅持履行社會責任，實施環保措施及積極響應「世界地球日」、「地球一小時」等各種環保活動，提倡低碳生活、節約能源、減少使用一次性產品、及保護自然生態等概念，加強員工深刻的環保意識。



Green Products and Certifications

With the increasingly scarce of resources and the ongoing outbreak of environmental issues, the Group firmly believes that green operation is the key to sustainable development. Although the business does not involve production and does not have a significant impact on the environment and natural resources, the Group is still committed to supporting global sustainability objectives through responsible operations. We have established and continued to improve the environmental management system to enhance our environmental performance in terms of product life cycle. At the same time, we actively monitor our daily emissions and resource consumption to minimize the impact on the natural environment. Beijing Vissam is engaged in the furniture sales business and has obtained a number of green certificates for its corporate management activities and products:

綠色產品及認證

隨著資源日益稀缺和越來越多環境問題爆發，本集團深信綠色營運是企業可持續發展的關鍵。縱使業務不涉及生產，且對環境及天然資源並無造成重大影響，本集團仍致力於透過負責任的營運方式來支援全球的可持續發展目標。我們已建立及持續完善環境管理體系，從產品的生命週期方面提高環境績效，同時積極監測日常排放和資源消耗情況，務求將自然環境的影響減至最低。北京偉森從事家具銷售業務，公司管理活動及產品獲得多項綠色認證：



CEC-7005CVP-A/1 Low VOCs Furniture Product Certification – Wood Furniture Category
CEC-7005CVP-A/1 低VOCs家具產品認證 – 木家具類



CEC-7016CVP-A/2 Environmental Guardian Certification for Furniture Products – Wood Furniture Category
CEC-7016CVP-A/2 家具產品環保衛士認證 – 木家具類



China Environmental Labeling Product Certification – Steel and Wood Furniture
中國環境標誌產品認證 – 鋼木家具



GB/T 35607-2017 China Green Product Certification – Chairs, Comprehensive Wood Furniture, Metal Furniture
GB/T 35607-2017中國綠色產品認證 – 椅類、綜合木家具類、金屬家具類



Use of Green and Eco-Friendly Materials to Meet the Needs of Cleaning

As the public's requirement for hygiene and cleanliness increases, Beijing Vissam recognizes the impact of product materials on the environment and the safety and health of user, and is committed to meeting the dual needs of the customers of health and environmental protection. Our plastic chairs for sale are made of all-plastic structure, using polypropylene (PP5), which does not release toxic substances and 100% recyclable as material, can withstand even high temperatures and can be sterilized with 75% alcohol, in order to meet the needs of users for frequent cleaning and disinfection and at the same time minimize the negative impact on their health.

採用綠色環保材料迎合清潔需求


隨著公眾對衛生和清潔的要求越來越高，北京偉森深明產品物料對環境及使用者安全健康的影響，因此致力滿足客戶對健康與環保的雙重需求。旗下銷售的塑膠椅採用全塑膠架構，使用不會釋放有毒物質及可100%回收的聚丙烯(PP5)作為物料，更可以耐受高溫及使用75%的酒精消毒，務求在符合用家常清潔、常消毒需求的同時，對其健康的負面影響減至最低。

Promotion of Carbon Reduction Projects

While investing in clean energy and energy efficiency measures, companies can balance remaining emissions by funding carbon reduction projects. Therefore, we have chosen to purchase carbon credits to reduce its carbon footprint by offsetting the greenhouse gas emissions generated by its operating activities. The carbon offset project we have utilized is the Hebei ChengAn Biomass Cogeneration Project (Project ID: 3797) from the United Nations Clean Development Mechanism ("CDM"), which focuses on generating electricity by utilizing local straw from cotton. The electricity generated from this project is sold to the Hebei Provincial Power Grid, replacing the capacity of coal-fired power plants. The project does not only reduce greenhouse gas emissions but also promotes resource efficiency, environmental conservation, and socioeconomic benefits for local communities. The Certified Emission Reductions (CERs) acquired from this project were instrumental in achieving carbon neutrality for the 19th Asian Games held in Hangzhou in 2022.

推動碳減排項目

企業在投資清潔能源和提高能效措施的同時，可通過資助碳減排項目來平衡剩餘的排放量。因此，我們選擇購買碳信用額，通過抵銷其運營活動產生的溫室氣體排放來減少其碳足跡。此碳信用來自聯合國清潔發展機制(「CDM」)的河北成安生物質熱電聯產專案(專案編號：3797)，該專案的重點是利用當地棉花秸稈發電。產生的電力會出售給河北省電網，取代了燃煤電廠的發電。該專案不僅減少了溫室氣體排放，還促進了當地社區的資源效率、環境保護和社會經濟效益。該專案獲得的核證減排量(CERs)用於幫助2022年在杭州舉行的第19屆亞運會實現碳中和。



United Nations
Framework Convention on
Climate Change

DATE: 27 MARCH 2025
REFERENCE: VC37966/2025

**VOLUNTARY
CANCELLATION
CERTIFICATE**


Presented to
Beijing Health (Holdings) Limited
Project
Hebei ChengAn Biomass Cogeneration Project
Reason for cancellation
Our company would like to contribute to climate action by offsetting our greenhouse gas emissions

**Number of units
cancelled**

7 CERs
Equivalent to 7 tonne(s) of CO₂

Start serial number: CDS-118668753-1-1-0-3797
End serial number: CDS-118668753-1-1-0-3797
Monitoring period: 05-12-2010 - 04-12-2017

The certificate is issued in accordance with the procedures for voluntary cancellation in the CDM Registry. The reason included in this certificate is provided by the cancellee.







環保承諾 • 節能減排

CLIMATE CHANGE

Climate change is increasingly becoming a serious concern and has posed an unprecedented threat to the planet, enterprises and individuals. The Group recognizes the importance of addressing climate change, and is committed to implementing various emission reduction measures to contribute to the mitigation of global warming. We are dedicated to fully responding to and promoting the national carbon peaking and carbon neutrality goal, actively understanding and identifying the risks arising from climate change and incorporating them into the risk management and strategic planning. By the collaboration across departments and implementing solutions, we have steadily reduced the carbon footprint and continued to strengthen our resilience to climate change and achieve sustainable development.

Risk Management

The Group has identified physical risks associated with climate change and mitigated the impact on the business through the development of contingency plans and measures. Extreme weather events including typhoon and rainstorm will lead to damage to buildings at the operation site, significantly increasing the risk of injury to employees and customers. In the event of water leakage due to heavy rainfall, we immediately arrange for maintenance staff to carry out repair work to minimize the subsequent impact of water leakage.

In addition, the increasing frequency of high temperature heat waves and low temperature cold spells in recent years has increased the risk of discomfort for the elderly or chronic patients. The Group's geriatric care institutions have implemented a number of measures in response to the high temperature heat wave and cold weather conditions, including but not limited to:

- Purchase cooling drugs in advance and distribute herbal tea, barley tea and other beverages to the elderly, as well as watermelon, mung bean soup and other cooling food;
- Install fans or air conditioners in every room of the elderly homes;
- The command group conducts regular checks on heat prevention measures by various departments in order to protect the elderly suffered from high temperature;
- Ensure that staffs acquired knowledge of warm keeping during the cold weather; and
- Equip every room of the elderly homes with central heating system in order to maintain a comfortable temperature.

氣候變化

氣候變化問題日益加劇，並對地球、企業及個人構成前所未有的威脅。本集團深明應對氣候變化的重要，並致力推行各項減排措施，為減緩全球暖化盡一份力。我們全力響應及推動國家「雙碳」目標，積極了解和識別因氣候變化所衍生的風險，並將其納入風險管理和策略規劃。我們通過部門合作及實行解決方案，穩定降低碳足跡，持續強化對氣候變化的適應能力，實現可持續發展。

風險管理

本集團已識別氣候變化相關的實體風險，並通過制定應對方案及措施來減輕對企業的影響。颱風、暴雨等極端天氣事件會導致營運地點的建築物受損，大大提升了員工及客戶受傷的風險。當遇到因暴雨而造成漏水問題時，我們立刻安排維修人員進行修復工作，將漏水所帶來的後續影響減至最低。

另外，近年來高溫熱浪及低溫寒冷天氣漸趨頻繁，加大了長者或長期病患不適的風險。本集團的養老機構已針對高溫熱浪及寒冷天氣的情況執行多項措施，包括但不限於：

- 預先採購降溫藥品，並向長者派發涼茶、大麥茶等飲品，以及西瓜、綠豆湯等降溫食品；
- 院舍內的每個房間亦會配置風扇或空調；
- 指揮小組定期檢查各部門的防暑措施，做好長者的防暑降溫工作；
- 確保員工均掌握充足的防寒保暖常識；及
- 為院舍內的每個房間配置中央暖氣，保持舒適的溫度。





CARE FOR THE SOCIETY WITH PASSION ON PUBLIC WELFARE

心繫社會 • 熱心公益

COMMUNITY INVESTMENT

As a responsible and warm enterprise, the Group adheres to the philosophy of "Giving Back to the Community" and has been highly dedicated to public welfare over the years, with the commitment of creating value for the community and achieving improvement together with the society. Our active participation in community programs aims to provide protection for public health and geriatric care, thereby enhancing people's well-being and promoting community care.

Dongrun Charity Foundation • Concern about Children and Youth Education

Children and young people are the future pillars and hopes of our country. The Group has always emphasized education under the philosophy of "Rural Revitalization with Education first". During the Year, we continued to make donations to the Dongrun Charity Foundation to support the education of children and young people in underdeveloped areas, so as to provide them with the opportunity to receive a good education and improve their learning and living conditions, and promote the development of the local education.

"Helping Hand" Charity Program • Concern about the Underprivileged Communities in Liangshan

The Group is concerned about the underprivileged communities in the society. We are committed to improving the living of the underprivileged by caring for and supporting them through various charity events and projects.

During the Reporting Period, Beijing Vissam teamed up with the Social Education Program Center of China Television Group to launch a charity event in Xide County, Liangshan Yi Autonomous Prefecture, Sichuan Province under the theme of "'Helping Hand' – Working Together for the Common Good, Let's Spread the Love". Leveraging our expertise in this charity event, we improved the safety and convenience of life by adopting practical measures of installing bedside assistive devices and wall handles in toilets for underprivileged families in Tak County, including the elderly living alone, the disables with limited mobility, pregnant women and children in need. When installing the wall handles, the volunteers of Beijing Vissam patiently and carefully asked the elderly about their living conditions to understand their actual needs, and provide them with as much help as they could. At the same time, Beijing Vissam promised to continue to pay attention to and support the public welfare of Xide County.

社區投資

作為負責任及有溫度的企業，本集團秉持「取之社會、用之社會」的信念，多年來一直熱心公益，致力為社區創造價值，與社會實現共同進步。我們積極參與各項社區計劃，致力為公眾健康和養老提供保障，從而增進民生福祉及促進社區關懷。

東潤公益基金會 • 關注兒童青少年教育

兒童及青少年是國家未來的棟樑與希望，本集團秉持「鄉村振興教育先行」的理念，一直將教育事業視為關注重點。我們本年度繼續向東潤公益基金會捐贈，援助欠發達地區的兒童及青少年教育，令他們能有接受良好教育的機會，改善彼等的學習及生活條件，並推動當地的教育發展。

「搭把手」公益活動 • 關注涼山弱勢社群

本集團關注社會上的弱勢群體。我們致力透過各類型的慈善活動及項目，關懷及援助當地的弱勢群體，以改善他們的生活。

報告期內，北京偉森與中央廣播電視總台社教節目中心攜手合作，於四川省涼山彝族自治州喜德縣開展以「『搭把手』—攜手公益，讓愛傳遞」為主題的公益活動。我們於是次公益活動中發揮所長，為德縣獨居老人、行動不便的殘疾人、孕期婦女及有需要的兒童等弱勢家庭安裝床邊輔助設施及於衛生間貼牆把手等實際措施，提升彼等生活安全性和便利性。北京偉森愛心志願者們在安裝貼牆把手時會耐心細緻地詢問老人的生活情況，了解他們的實際需求，並提供力所能及的幫助。同時，北京偉森承諾將繼續關注和支持喜德縣的公益事業。



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《環境、社會及管治報告指引》索引



Content 內容	Chapter 章節／聲明
Mandatory Disclosure Requirements 強制披露規定	
Governance structure 管治架構	<div><div><p>A statement from the board containing the following elements:</p><ul style="list-style-type: none">(i) a disclosure of the board’s oversight of ESG issues;(ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues, (including risks to the issuer’s business); and(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s business.<p>由董事會發出的聲明，當中載有下列內容：</p><ul style="list-style-type: none">(i) 披露董事會對環境、社會及管治事宜的監管；(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及(iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</div><div>Sustainable Development Governance 可持續發展管治</div></div>
Reporting principles 匯報原則	<div><div><p>A description of, or an explanation on, the application of the Reporting Principles (materiality, quantification and consistency) in the preparation of ESG reports.</p><p>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。</p></div><div>About This Report – Reporting Principle 關於本報告－匯報原則</div></div>
Reporting boundary 匯報範圍	<div><div><p>A narrative explaining the reporting boundaries of the ESG report and describing the progress used to identify which entities or operations are included.</p><p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p></div><div>About This Report – Reporting Period and Scope 關於本報告－報告期間及範圍</div></div>





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Content 內容		Chapter 章節／聲明
“Comply or explain” Provisions 「不遵守就解釋」條文		
A Environmental A環境		
A1 Emissions A1排放物		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous 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。	Commitment to Environmental Protection on Energy Conservation and Emission Reduction 環保承諾 • 節能減排
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air and Greenhouse Gases Emissions 排放物－廢氣及溫室氣體排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and (if applicable) intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度。	Emissions – Air and Greenhouse Gases Emissions 排放物－廢氣及溫室氣體排放
KPI A1.3	Total hazardous waste produced (in tonnes) and (if applicable) intensity. 所產生有害廢棄物總量（以噸計算）及（如適用）密度。	Emissions – Disposal of Hazardous and Non-Hazardous Waste 排放物－有害及無害廢棄物處理
KPI A1.4	Total non-hazardous waste produced (in tonnes) and (if applicable) intensity. 所產生無害廢棄物總量（以噸計算）及（如適用）密度。	Emissions – Disposal of Hazardous and Non-Hazardous Waste 排放物－有害及無害廢棄物處理
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions – Air and Greenhouse Gases Emissions 排放物－廢氣及溫室氣體排放
KPI A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions – Disposal of Hazardous and Non-Hazardous Waste 排放物－有害及無害廢棄物處理





	Content 內容	Chapter 章節／聲明
A2 Use of Resources A2資源使用		
General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Commitment to Environmental Protection on Energy Conservation and Emission Reduction – Use of Resources 環保承諾 • 節能減排 – 資源使用
KPI A2.1	Direct and/or indirect energy consumption by type in total (in MWh) and intensity. 按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計算)及密度。	Use of Resources – Energy 資源使用 – 能源
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources – Water 資源使用 – 用水
KPI A2.3	Description of energy use efficiency and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources – Energy 資源使用 – 能源
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources – Water 資源使用 – 用水
KPI A2.5	Total packaging materials used for finished products (in tonnes) with reference to per unit produced (if applicable). 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Due to the nature of its business, the Group does not consume packaging materials and therefore the relevant disclosures are not applicable 基於其業務性質，本集團並無消耗包裝材料，因此相關披露並不適用





Content 內容		Chapter 章節／聲明
A3 Environment and Natural Resources A3環境及天然資源		
General disclosure 一般披露	Policies on minimizing 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。	Commitment to Environmental Protection on Energy Conservation and Emission Reduction – Environment and Natural Resources 環保承諾 • 節能減排－環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
A4 Climate Change A4氣候變化		
General disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Commitment to Environmental Protection on Energy Conservation and Emission Reduction – Climate Change 環保承諾 • 節能減排－氣候變化
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	





Content 內容		Chapter 章節／聲明
B Social B社會		
Employment and Labor Practices 僱傭及勞工常規		
B1 Employment B1僱傭		
General disclosure 一般披露	General disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People-oriented on Employee Growth and Development – Employment 以人為本 • 員工成長與發展 – 僱傭
KPI B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment – Staff Overview 僱傭 – 員工概覽
KPI B1.2	A Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment – Staff Overview 僱傭 – 員工概覽





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Content 內容		Chapter 章節／聲明
B2 Health and Safety B2健康與安全		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People-oriented on Employee Growth and Development – Health and Safety 以人為本 • 員工成長與發展－健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B2.3	Description of occupational health and safety measures adopted, 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。	
B3 Development and Training B3發展及培訓		
General disclosure 一般披露	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	People-oriented on Employee Growth and Development – Training and Development 以人為本 • 員工成長與發展－培訓及發展
KPI B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	





	Content 內容	Chapter 章節／聲明
B4 Labor Standards B4勞工準則		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child labor and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People-oriented on Employee Growth and Development – Labor Standards 以人為本 • 員工成長與發展 – 勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2	Description of steps taken to eliminate child and forced labor practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	





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B5 Supply Chain Management B5 供應鏈管理		
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Mutual Benefit and Win-win on Green Procurement – Supply Chain Management 互利共贏 • 綠色採購－供應鏈管理
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
KPI B5.2	Description of practices relating to engaging 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，以及相關執行及監察方法。	
KPI B5.3	Description of practices relating to identifying environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4	Description of practices relating to promoting environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Mutual Benefit and Win-win on Green Procurement – Green Procurement 互利共贏 • 綠色採購－綠色採購





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B6 Product Responsibility B6產品責任	
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。
KPI B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。
	Dedicated to Product Quality and Safety – Product Responsibility, Advertisement and Labelling 專心致志 • 產品質量與安全 – 產品責任、廣告及標籤
	Dedicated to Product Quality and Safety – Product Quality – Beijing Vissam 專心致志 • 產品質量與安全 – 產品質量 – 北京偉森
	Dedicated to Product Quality and Safety – Service Quality – Wuhu Golden Sun 專心致志 • 產品質量與安全 – 服務質量 – 蕪湖金太陽
	Dedicated to Product Quality and Safety – Intellectual Property 專心致志 • 產品質量與安全 – 知識產權
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B7 Anti-corruption B7反貪污		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Upholding Probity and Integrity on Operation – Anti-corruption 恪守誠信 • 廉潔經營 – 反貪污
KPI 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。	Upholding Probity and Integrity on Operation – Anti-corruption 恪守誠信 • 廉潔經營 – 反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Upholding Probity and Integrity on Operation – Whistleblowing Policy 恪守誠信 • 廉潔經營 – 舉報政策
KPI B7.3	Description of anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	Upholding Probity and Integrity on Operation – Anti-corruption Training 恪守誠信 • 廉潔經營 – 反貪污培訓
Community 社區		
B8 Community Investment B8社區投資		
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration communities' interests. 有關以社區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。	Care for the Society with Passion on Public Welfare – Community Investment 心繫社會 • 熱心公益 – 社區投資
KPI B8.1	Focus areas of contribution. 專注貢獻範疇。	
KPI B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	

