



2017年度

環境、社會及管治報告

**2017 ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**

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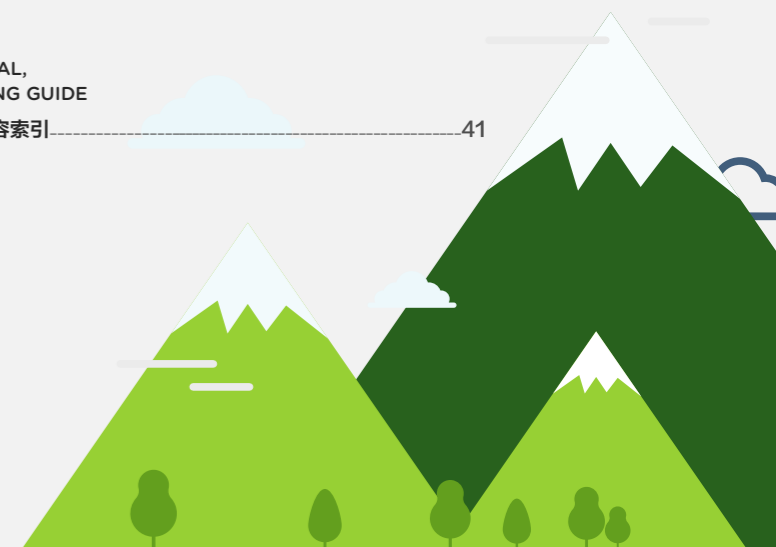
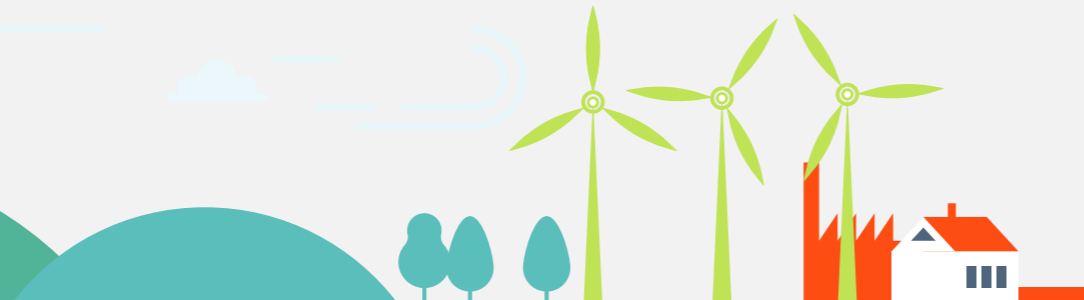
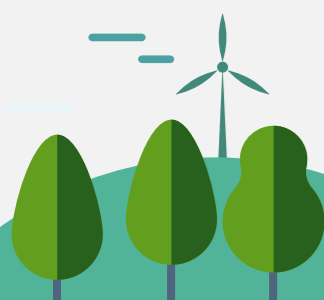
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01

關於本報告 ABOUT THIS REPORT

BASIS OF PREPARATION 編制基準

This is the second Environmental, Social and Governance report (the “ESG Report”) of Beijing Enterprises Clean Energy Group Limited (the “Company”, “BECE” or “We”, and together with its subsidiaries, the “Group”). The Report outlines our commitment and strategies to sustainability, and elaborates our performance in environment, society and governance of the core businesses of the Company during the year ended 31 December 2017 (i.e. the Photovoltaic Power Business and the Wind Power Business as defined in section headed “About BECE” in “The Group Profile”).

本報告是北控清潔能源集團有限公司（「本公司」、「北控清潔能源」或「我們」，連同其附屬公司統稱為「本集團」）的第二份環境、社會及管治報告（「本報告」）。本報告旨在概述我們在可持續發展方面的承諾及策略，並闡釋本公司2017年12月31日止年度核心業務（即光伏發電業務及風電業務（定義見「關於我們」「集團概覽」）在環境、社會及管治方面的表現。

REPORTING SCOPE 報告範圍

The ESG Report aims to provide a balanced description of the Company's policies and performance regarding the environmental and social aspects. Unless otherwise stated, the scope of the ESG Report covers the Company and its subsidiaries. The reporting period of the information covered by the ESG Report is from 1 January 2017 to 31 December 2017 (the “Reporting Period”). For corporate governance, please refer to the section headed “Corporate Governance Report” of the annual report of the Company.

本報告旨在均衡匯報本公司在環境及社會方面的政策和表現，除另有說明，報告範圍涵蓋本公司及旗下附屬公司，報告期間為2017年1月1日至12月31日（「本報告期」）。有關公司管治部份的內容已在本公司年報中的「企業管治報告」部份單獨陳述。

REPORTING GUIDE 報告指引

The Company has prepared the ESG Report in accordance with the Environmental, Social and Governance Reporting Guide under Appendix 27 of the Rules Governing the Listing of Securities (the “Listing Rules”) published by The Stock Exchange of Hong Kong Limited.

本公司按照香港聯合交易所有限公司發佈的《香港聯合交易所有限公司證券上市規則》（「上市規則」）附錄二十七《環境、社會及管治報告指引》編製本報告。

DISCLAIMER OF THE ESG REPORT 報告申明

The ESG Report focuses on process management and emphasises on the importance, substantiality, balance, readability of the contents, and introducing the philosophy, actions and achievements of the annual performance. The Company is responsible for the reliability, truthfulness and objectivity of the information in the ESG Report.

本報告著重突出過程管理，注重披露內容的重要性、實質性、平衡性、可讀性，介紹年度履責理念、行為及成果等。本公司對本報告信息的可靠性、真實性和客觀性負責。

The ESG Report is published in both traditional Chinese and English. If there is any inconsistency, this English version shall prevail.

本報告包括中文繁體版及英文版，如有任何歧義，請以本英文版本為準。

CHAIRMAN'S STATEMENT

主席致辭

In 2017, the Chinese macro economy kept on growing positively and stably along with the growth in the society's power consumption. Structure of the power sources has been also adjusting in an accelerating manner. As at 31 December 2017, the installed capacity of renewable energy power generation reached 650 million kilowatts, representing an increase of 14% as compared to last year, and accounting for 36.6% of the installed capacity of total power generation (an increase of 2.1% as compared to last year). The power replacement by renewable energy is getting clearer, and the development prospect of new energy industry is promising. The Group rapidly expanded its scale of high quality clean energy assets base, and continued to proactively explore a number of areas, including but not limited to heat supply, energy storage, multi-energy complement, micro-grid network, distribution and sales of electricity, and liquefied natural gas businesses based on the foundation of ground-mounted centralised photovoltaic power plants, distributed photovoltaic power plants and wind power plants businesses, and achieved fruitful results.

In 2017, the Group continued to enhance its corporate governance structure and adhere its management principles of "sufficient authorisation, goal-oriented, positive incentives, and control and review in place" along with the focus on corporate risk management and control and sustainable development. The major achievements during the year included (1) optimisation of various management mechanism and management and control system; (2) establishment of performance assessment system with the focus on both performance and risk; and (3) further facilitation of the information technology construction and successfully launched the investment, planning, property rights, supervision, portal and micro-portal systems, etc., which further enhanced the standardisation and efficiency of the Group's internal project management.

二零一七年，中國宏觀經濟穩中向好態勢持續，全社會電力消費增速上升，電源結構調整力度加快。截至二零一七年底，可再生能源發電裝機容量達到6.5億千瓦，同比增長14%，可再生能源發電裝機容量約佔全部電力裝機容量的36.6%，同比上升2.1%，可再生能源的替代作用日益顯現，新能源產業發展前景十分廣闊。本集團快速擴張優質清潔能源資產規模，繼續在集中式地面光伏電站、分佈式光伏電站及風電電站業務基礎上積極探索包括供熱、儲能、多能互補、微電網、配售電、液化天然氣等多個領域，並取得豐碩成果。

本集團在二零一七年度內持續完善法人治理結構，依據「充分授權、目標導向、陽光激勵、監審到位」的管理方針，注重企業風險管控及可持續發展，年內主要成果包括（1）優化各項管理制度和管控體系；（2）建立兼顧績效及風險的考核制度；及（3）繼續推進信息化建設工作，成功上線投資、計劃、產權、督辦、門戶和微門戶系統等，進一步增強本集團內部項目管理的規範性和高效性。

The Group closely adheres to the core values of "being responsible, having values and being sharing" and insists on regarding corporate culture as the core driving force for its development. The Group promotes common cultural recognition and development by means of common cultural construction in the forms of cultural consensus camp, etc., thereby building the cultural system and ecology adhering to the core values of the Group. In the future, the Group will continue to bolster the supporting role of the corporate culture in strategy implementation, operation management, business collaboration and cohesion of the Group to build an entrepreneur team and create an organisation with passion to learn.

While striving to achieve business objectives and create returns for shareholders, the Group also endeavours to improve the performance in terms of environment, occupational health and safety, resources consumption and other fields and gradually implements such elements in strategy and daily operation. The major achievements in the year included (1) publication of the environmental, social and governance report; (2) establishment of production safety committee and systematic implementation of safety management responsibility system to build a new safety management system featuring clear division of responsibilities, joint management and the participation of all staff. In 2017, the Group achieved remarkable results in safety management and no production safety accident occurred in engineering construction and power generation operation; and (3) the completion of certifications of the ISO9001 (Quality Management Systems), ISO14001 (Environmental Management Systems) and OHSAS18001 (Occupational Health and Safety Assessment Series), signifying the notable achievements of the Group's system management.

Looking forward to 2018, the Chinese economy is transforming from the stage of rapid growing to high quality development, and winning the "blue sky defence battle" becomes one of the key tasks of the Chinese government. In the future, the Group will seize development opportunities of "high quality, new motivation and big room" in the clean energy industry and continually enhance competitiveness in technical costs of wind power, photovoltaic power, energy storage, etc. to contribute to achieving the goal of blue sky in our country.

本集團緊密圍繞「有擔當、有價值、有分享」核心價值觀，堅持把企業文化作為本集團發展的核心驅動力，通過文化共識營等形式以文化共建促進文化共認共行，建立起本集團「三有」文化系統及文化生態。未來將持續提升企業文化對本集團戰略落地、經營管理、業務協同、凝聚共識的推動作用，打造企業家團隊，建立學習型組織。

在致力於實現業務目標並為股東創造回報的同時，本集團亦力求提升環境、職業健康與安全、資源消耗以及其他領域的績效，並逐步將該等要素落實於戰略及日常運營。年內主要成果包括（1）發佈環境、社會及管治報告；（2）成立安全生產委員會，夯實各負其責、齊抓共管、全員參與的安全管理新格局，系統性落實安全管理責任制。二零一七年，本集團各項安全管理工作成果顯著，工程建設、發電運營均未發生生產安全事故；及（3）順利通過ISO9001（質量管理體系）、ISO14001（環境管理體系）和OHSAS18001（職業健康和安全管理體系）三體系認證，獲得質量、環境、職業健康安全三體系證書，標誌著本集團體系管理工作取得了顯著成效。

展望二零一八年，我國經濟已由高速增長階段轉向高質量發展階段，打贏藍天保衛戰成為我國政府重點工作之一。未來，本集團將牢牢把握清潔能源行業「高質量、新動能、大空間」的發展機遇，不斷增強風電、光伏、儲能等技術成本競爭力，為祖國的藍天事業獻上一分力。

Hu Xiaoyong

Chairman

Hong Kong

胡曉勇

主席

香港

02

關於我們 ABOUT BECE

The Group Profile 集團概覽

Introduction of the Group 集團簡介

Beijing Enterprises Clean Energy Group Limited (stock code: 1250) is listed on the main board of The Stock Exchange of Hong Kong Limited. The three major shareholders of the Company are Beijing Enterprises Water Group Limited (“BEWG”), the private equity funds managed by CITIC Private Equity Funds Management Co., Ltd. and Tus-Holdings Co., Ltd. BECE principally engages in the investment, development, construction, operation and management of photovoltaic power businesses (the “Photovoltaic Power Business”), wind power businesses (the “Wind Power Business”) and clean heat supply businesses (the “Clean Heat Supply Business”) in the People’s Republic of China (“China”). In addition, the Company also engages in the design, printing and sale of cigarette packages (the “Cigarette Packaging Business”) in China, which is a non-core business of the Company and was disposed of in January 2018.

The Company primarily focuses on developments and applications of clean energy providing “clean energy plus” solutions and aims at building up a clean energy business ecosystem featuring multi-energy interconnection, multi-industry collaboration and multi-source profitability, to become a leading integrated clean energy service provider. The Group adheres with its mission of “Contributing Our Clean Energy and Building a Green Future” and its core values of “Being Responsible, Having Values and Being Sharing”, and leverage the advantageous resources of shareholders, technologies, internal systems, etc., to achieve high quality development and to provide stable and healthy results to shareholders.

北控清潔能源集團有限公司（股票代號：1250）於香港聯合交易所有限公司主板上市，本公司三大股東包括北控水務集團有限公司（「北控水務集團」）、中信產業投資基金管理有限公司管理之私募股權基金及啟迪控股股份有限公司。北控清潔能源主要在中華人民共和國（「中國」）從事投資、開發、建造、營運及管理光伏發電業務（「光伏發電業務」）、風電業務（「風電業務」）及清潔供暖業務（「清潔供暖業務」）。此外，其非核心業務為於中國從事的设计、印刷及銷售卷煙包裝業務（「卷煙包裝業務」），已於二零一八年一月完成出售。

本集團以清潔能源開發和能源清潔利用為主線，悉心提供「清潔能源+」解決方案，全力構建多能互聯、多業協同、多點盈利的清潔能源生態系統，致力成為領先的清潔能源綜合服務商。本集團將秉持「奉獻清潔能量，創享綠色未來」的使命和「有擔當、有價值、有分享」的核心價值觀，充分發揮股東、技術、體制機制等優勢，實現高質量發展，以穩定健康的業績回報股東。

Business Review 業務回顧

The Group's centralised photovoltaic power plant projects have developed steadily. As at 31 December 2017, the total capacity of centralised photovoltaic power plant projects held or under joint development by BECE in China reached approximately 2,200 megawatts ("MW"). Among these projects, 43 centralised photovoltaic power plants in China with total installed capacity of 1,784MW are held by the Group and in operation, which are mainly located in Anhui Province, Shandong Province, Hebei Province and Henan Province. In relation to the photovoltaic top runner program (領跑者計劃, the "Top Runner Program"), during the year ended 31 December 2016, the Group had awarded by several local governments for the constructions of four centralised photovoltaic power plants under the Top Runner Program with an aggregate designed capacity of 300MW. The Top Runner Program was approved by the National Energy Administration of China and sets out advanced technology benchmarks for photovoltaic industry in China. Securing the centralised photovoltaic power plant projects under the Top Runner Program demonstrates the comprehensive technical strengths of the Group and signifies industry recognition and market leadership in the photovoltaic industry in China. During the year, the projects situated in (i) Weishan County, Shandong Province with designed capacity of 50MW; and (ii) Xintai City, Shandong Province with designed capacity of 100MW were put into operation.



Centralised Photovoltaic Power Plant,
Weishan County, Shandong Province
山東省微山縣集中式光伏發電站



本集團的集中式光伏發電業務穩步發展，截至二零一七年十二月三十一日，本集團於中國所持有或聯合開發的集中式光伏發電站總容量約2,200兆瓦（「兆瓦」）。其中，持有於中國已營運的集中式光伏發電站之併網容量約1,784兆瓦，共計43個項目，主要分佈於安徽、山東、河北、河南等省份。就光伏領跑者計劃（「領跑者計劃」）而言，於截至二零一六年十二月三十一日止年度，本集團已獲若干政府授予根據領跑者計劃建造四座集中式光伏發電站的資格，總設計容量為300兆瓦。領跑者計劃乃經中國國家能源局批准並制定了中國光伏行業之先進技術基準。中標領跑者計劃集中式光伏發電站項目顯示本集團之綜合技術優勢，並象徵其於中國光伏行業之行業認可及市場領導地位。年內，位於（i）中國山東省微山縣設計容量為50兆瓦的項目；及（ii）中國山東省新泰市設計容量為100兆瓦的項目經已投入營運。

In respect of the distributed photovoltaic power business, as at 31 December 2017, the total installed capacity held and/or managed by the Group and in operation achieved approximately 441MW, mainly locates in Henan Province, Anhui Province, Shandong Province, Jiangsu Province and Hebei Province, and includes the distributed photovoltaic power stations constructed by the Group in certain water plants of BEWG of which the Group sold electricity to respective water plants.



Distributed Photovoltaic Power Station,
Shandong Province
山東省分佈式光伏發電站

分佈式光伏發電業務方面，於二零一七年十二月三十一日，本集團持有及／或管理之已投運分佈式光伏發電站裝機容量約441兆瓦，主要分佈於河南省、安徽省、山東省、江蘇省及河北省，當中包括本集團在北控水務集團若干水廠區域內建設並向該等水廠銷售電力的分佈式光伏發電站。

In the field of wind power, as at 31 December 2017, through self-development, joint development and acquisitions, etc., the aggregate capacity of grid-connected, under construction and to-be-constructed wind power projects reached approximately 474MW. These projects locate in Shandong Province, Hebei Province, the Tibet Autonomous Region and the Inner Mongolia Autonomous Region. The on-grid capacity of wind power project held by the Group was 48MW, which locates in Binzhou City(濱州市), Shandong Province and has been in satisfactory operation since 2016.

在風電領域，於二零一七年十二月三十一日，通過自主開發、聯合開發及收購等形式合計實現併網、在建及待建風電項目規模約474兆瓦，項目位於山東省、河北省、西藏自治區及內蒙古自治區。本集團持有已併網的風電項目裝機容量為48兆瓦，項目位於山東省濱州市，自二零一六年起投入運營，運行情況良好。



Centralised Wind Power Plant, Binzhou, Shandong Province
山東省濱州集中式風電站

Additionally, as a mean to effectively prevent and control atmospheric pollution and mitigate smog hazards, the Chinese government vigorously promotes the development of clean heat supply industry. In parallel with the continuous improvement of citizens' quality of life, the coverage of urban heat supply has gradually extended from Northern China Region to the provinces and cities located at the middle and lower reaches of the Yangtze River including Jiangsu Province, Zhejiang Province, Anhui Province, etc., indicating a strong development potential of the clean heat supply industry. The Group proactively and strategically developed its businesses in Henan Province, Hebei Province, Shanxi Province, Shaanxi Province, Jiangsu Province, Liaoning Province and other provinces during the year by applying clean heat supply technologies including deep-ground geothermal energy, natural gas, industrial excess heat energy, clean coal and water source heat pumps, and by means of construction, acquisition and entrusted operations, to support the provision of clean heat services for business units and citizens.

此外，為有效防治大氣污染和治理霧霾，中國政府大力推進清潔供暖產業發展。隨著人民生活質量的不斷提高，城市供暖也逐步從華北地區向長江中下游的江蘇、浙江、安徽等省市發展，顯示清潔供暖產業具備充足的發展潛力。本集團本年度在河南、河北、山西、陝西、江蘇、遼寧等省份積極佈局，通過深層地熱、天然氣、工業餘熱、清潔化燃煤、水源熱泵等清潔供熱技術，以建設、併購及委託運營方式為企業單位和民眾提供清潔熱力服務。



Industrial Excess Heat Energy Centralised Heat Supply Project in Huojia County, Henan Province
河南省獲嘉縣工業餘熱集中供暖項目

Responsibility Management 責任管理

While expanding the Photovoltaic Power Business, the Wind Power Business, the Clean Heat Supply Business and other clean energy businesses, BECE has shouldered its social responsibility by continuously cultivating technical innovation, protecting the environment and offering benefits to mankind. We have always envisioned that clear water and blue sky could become reality in the near future through efforts on the constant development of clean energy and the comprehensive evaluation of potential impacts on economy, society and environment induced by corporative decisions and behaviours.

It is also important to build up close communications with stakeholders for the sustainable development of BECE. The Company responsibly serves and communicates regularly with all of its stakeholders including employees, shareholders and investors, customers, suppliers, community partners, the government, cooperative partners, the media and community partners.

在拓展光伏發電業務、風電業務、清潔供暖業務及其他清潔能源業務同時，本集團持續以技術創新、環境保護及造福人類作為企業的社會責任。我們始終相信通過持續不斷地開發清潔能源，綜合考慮企業決策與行動可能帶來的經濟、環境和社會影響，在不久的將來定能擁抱碧水藍天。

與利益相關方建立緊密聯繫對北控清潔能源的可持續發展至關重要。本公司負責任地對待每一位利益相關方，定期與包括員工、股東及投資者、客戶、供應商、承包商、政府實體、行業合作夥伴、媒體及社區合作夥伴在內的眾多利益相關方溝通。

Stakeholder Group 利益相關方組別	Methods of Communication 溝通渠道	Frequency 頻率
Employees 員工	Group meetings and departmental meetings 集團及部門會議	Occasionally 不定期
	Annual staff meeting 年度員工大會	Annually 每年
	Questionnaires 問卷調查	Annually 每年
	Internal communication through emails 通過電子郵件發出的內部通訊	Occasionally 不定期
	Internal training 內部培訓	Occasionally 不定期
Shareholders and investors 股東及投資者	Annual general meeting 股東週年大會	Annually 每年
	Interim reports and annual reports 中期及年度報告	Twice a year 每年兩次
	Investor meetings 投資者會議	Occasionally 不定期
	Press releases and announcements 新聞稿及公告	Occasionally 不定期
	On-site visits 現場考察	Occasionally 不定期

Stakeholder Group 利益相關方組別	Methods of Communication 溝通渠道	Frequency 頻率
Customers 客戶	Customer meetings 客戶會議	Occasionally 不定期
	Questionnaires 問卷調查	Annually 每年
	On-site visits 現場考察	Occasionally 不定期
Suppliers 供應商	Supplier meetings 供應商會議	Occasionally 不定期
	Questionnaires 問卷調查	Annually 每年
	Seminars 研討會	Occasionally 不定期
Contractors 承包商	On-site visits 現場考察	Occasionally 不定期
	Contractor meetings 承包商會議	Occasionally 不定期
	Questionnaires 問卷調查	Annually 每年
Government 政府實體	Seminars 研討會	Occasionally 不定期
	On-site visits 現場考察	Occasionally 不定期
	Government meetings 政府實體會議	Occasionally 不定期
Cooperative partners 行業合作夥伴	Questionnaires 問卷調查	Annually 每年
	Cooperative partner meetings 行業合作夥伴會議	Occasionally 不定期
	Seminars 研討會	Occasionally 不定期
Media 媒體	On-site visits 現場考察	Occasionally 不定期
	Press releases and announcements 新聞稿及公告	Occasionally 不定期
Community partners 社區合作夥伴	Questionnaires 問卷調查	Annually 每年
	Participation in charity events 參與慈善活動	Occasionally 不定期

In 2016, the Group engaged a third-party independent consultant to initiate anonymous stakeholder engagements obtaining stakeholders' feedback on issues related to the Group's environmental, social and governance performances. The results from these stakeholder engagements not only help the Company understand the views of stakeholders on corporate sustainable development, but also imparted references for the long-term development of environmental, social and governance strategies to senior management. Since the Group's significant business operations (i.e. the Photovoltaic Power Business and the Wind Power Business) and main stakeholder groups during the Reporting Period have remained unchanged compared to last year, we continue to adopt the following issues identified on the stakeholder engagements in 2016. The ESG Report conducts detailed description on these issues.

本集團於2016年已委託獨立第三方顧問進行利益相關方溝通工作，通過匿名調查邀請利益相關方為本集團提供有關一系列環境、社會及管治問題的反饋意見。該調查結果不僅利於本公司了解利益相關方對集團可持續發展的看法，亦為高層管理人員發展長期環境、社會及管治策略提供了參考。因本集團在本年度的主營業務（即光伏發電業務及風電業務）和主要利益相關方與2016年度保持一致，我們本年度沿用以下2016年利益相關方調查結果及其確定的重要議題，並在本報告中對這些議題展開詳細描述。

To further protect the secrets of the Company as well as legal interests of the Company and its customers, we have formulated the Confidential Work of Beijing Enterprises Clean Energy Group Limited policy based on the Anti-Unfair Competition Law and other relevant regulations and the actual situation of the Company. The policy states that employees are prohibited to make use of commercial confidential information for the design and development of new products or to release the information to third-parties without official approval. The Company also strictly prohibits employees from leaking customer information. In the case that an employee is exposed for infringement or violation of this policy, the employee in question would be punished by the Company according to relevant laws.

為了進一步保護本公司的機密，切實維護本公司和客戶的合法權益，我們根據《反不正當競爭法》等有關法律法規，結合本公司的實際情況，特制定了《北控清潔能源集團有限公司保密制度》。本制度要求員工未經公司書面同意，不得利用公司的商業機密進行新產品的設計與開發，不得以任何方式向第三方透露，亦嚴禁員工洩漏客戶資料。如某員工被發現有違反此制度或發生侵權行為，本公司將依法對其進行處分。

Environment:
環境:

- Impacts on the Environment and Natural Resources
對環境及自然資源的影響
- Greenhouse Gas Emissions
溫室氣體排放
- Waste Management
廢物管理
- Use of Energy, Water and Raw Materials
能源、水及材料的使用

Employment and Labour Practice:
僱傭及勞工實踐:

- Remuneration, Benefits and Welfare
薪酬、利益及福利
- Occupational Health and Safety
職業健康及安全
- Staff Retention
員工留任

Operational Practice
營運實踐:

- Supply Chain Management
供應鏈管理
- Innovation
創新
- Integrity
誠信

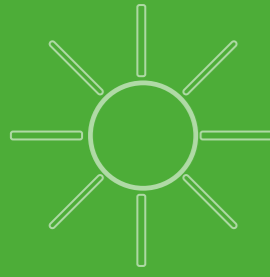
Compliance Operation 合規運營

The Company conscientiously applies business integrity principles and occupational ethics, and prohibits all kinds of illegal operations against commercial morality. We stringently comply with the Prevention of Bribery Ordinance (Chapter 201) and laws, policies and regulations set out by supervision authorities in the regions operated. Employees are requested to strictly uphold high-levels of ethics and encouraged to report suspicious misconducts to department supervisors and the Discipline Inspection Department through a complete reporting mechanism. As soon as an employee is found to be guilty after inspection, we respond immediately to take appropriate measures and punish the employee in question. Furthermore, we maintain our customer-service orientation and actively communicate with our customers in a regular manner. During the Reporting Period, we did not receive any reports on corruption or services complaints.

本公司堅持誠信經營與職業操守，禁止任何違反商業道德的不法行為，並嚴格遵守《防止賄賂條例》（第201章）等經營所在地的法律法規及監管機構的規定。我們要求員工必須秉承高水平的道德標準，通過設有完善的舉報機制鼓勵員工向部門主管及紀檢部門報告可疑的不當行為，一旦在調查後證實員工有錯，我們將會立刻採取正確行動及處分相關員工。此外，我們亦堅持以客戶服務為導向，積極與客戶開展常態化溝通。於本報告期，我們並未接獲貪污案件和服務投訴的匯報。

We are fully aware that intellectual property is an intangible property for a company. Only companies that own intellectual property are able to be in an unassailable position. Accordingly, the Company emphasises the protection and management of intellectual property and thoroughly connects this within every business management aspect and continuously enhances the organisational construction and procedural system for intellectual property management.

我們深知知識產權是企業的無形財產，只有擁有知識產權，才能在市場上保持優勢。為此，本公司亦十分重視知識產權的保護與管理，將其納入經營管理的各個環節中，並不斷完善知識產權管理的組織建設與程序制度。



03

有擔當
創新技術 保護環境
BEING RESPONSIBLE
INNOVATING TECHNOLOGY
AND PROTECTING THE ENVIRONMENT



Developing Clean Energy

發展清潔能源

Photovoltaic power and wind power are cleaner alternatives to replace fossil fuels. In active response to the national clean energy policy, the Company has developed photovoltaic power, wind power and other clean energy projects. In addition to the development of our clean energy power projects, we constantly make efforts to technological innovation. Through formulating relevant policies for encouraging employees to do research actively, adopting a new layout of power stations and upgrading equipment models (such as photovoltaic power and wind power components and invertors), we strive to achieve higher power generation efficiency and to lead the growth of the clean energy industry.

光伏發電及風電是更清潔的化石燃料替代品。本公司積極響應國家的清潔能源政策，發展光伏發電、風電及其他清潔能源項目。除了發展清潔能源發電項目外，我們亦不斷嘗試技術創新，通過制定相關政策鼓勵員工積極研發，採用新的電站佈局及升級設備組件（如光伏及風力發電組件及逆變器），致力達到更高的發電效率和引領清潔能源產業的發展。

On-grid electricity generated by the projects held by the Group during the Reporting Period:
本報告期內本集團持有之電站項目產出的上網電力

Electricity generation 電力產出	Unit: Megawatt hours (MWh) 單位: 兆瓦時
Photovoltaic power stations 光伏電站	1,476,147
Wind power station 風力電站	108,227

Our environmental contributions in 2017:
2017年，我們對環境所作貢獻如下：

Reduced approximately
494,324,688 tonnes of standard coal
減少標準煤約
494,324,688公噸

Reduced approximately
1,302,355,428 tonnes of carbon dioxide emissions
減少二氧化碳排放約
1,302,355,428公噸

Reduced approximately
617,906 tonnes of sulphur dioxide emissions
減少二氧化硫排放約
617,906公噸

Reduced approximately
570,375 tonnes of nitrogen oxide emissions
減少氮氧化物排放約
570,375公噸

Focusing on Air Quality 關注空氣質量

With the ongoing deterioration in air quality and increasing problems with haze, air pollution is an issue faced by people worldwide. As a clean energy company, we generate electricity by using renewable energy sources including photovoltaic power and wind power. Through actively promoting green and low-carbon operations, we strive to create an ecological civilisation circle.

在當前空氣質量日益惡化，霧霾問題日益加重的背景下，空氣污染已經成為人類共同面臨的全球性問題。作為一間清潔能源公司，我們以可再生能源包括光伏發電及風力發電，積極倡導綠色低碳營運方式，努力營造文明生態圈。

CO ₂ Emissions (Scope 1 and Scope 2) 溫室氣體排放量 (範圍1和範圍2)		Unit 單位
Vehicles (scope 1) 汽車排放 (範圍1)	244.38	tonne 公噸
Electricity (scope 2) 電力使用排放 (範圍2)	15,801.75	tonne 公噸
Total CO ₂ emissions 總溫室氣體排放量	16,206.13	tonne 公噸
Total CO ₂ emissions intensity 總溫室氣體排放密度	0.44	tonne/m ² 公噸/平方米

Air Emissions from Vehicles 用車空氣污染物排放量		Unit 單位
CO emission CO 排放量	1,291.75	kg 千克
NO _x emission NO _x 排放量	285.63	kg 千克
SO _x emission SO _x 排放量	1.39	kg 千克
PM _{2.5} emission PM _{2.5} 排放量	7.71	kg 千克
PM ₁₀ emission PM ₁₀ 排放量	8.62	kg 千克

To improve the utilisation efficiency of energy and resources and save operating costs, the Company strictly adheres to the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China and other related laws and regulations. Based on these laws and regulations, the Company has put forth a series of energy-saving measures, such as introducing more efficient equipment, putting up signs for energy saving and promoting green travel, etc.

為了提高能源及資源利用效益，節省公司的經營成本，本公司嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國節約能源法》等相關法律法規，並在此基礎上提出了一系列的節能措施，如引進更高效的設備、張貼「節約用電」提示、倡導綠色出行等。

Electricity Consumption in 2017 2017年電力消耗		Unit 單位
Photovoltaic power stations 光伏電站	21,736	MWh 兆瓦時
Wind power station 風力電站	364	MWh 兆瓦時
Offices 辦公室	129	MWh 兆瓦時
Intensity 密度	0.60	MWh/ m ² 兆瓦時/平方米

Gasoline Consumption in 2017 2017年汽油消耗		Unit 單位
Vehicles usage in photovoltaic power stations 光伏電站車輛使用	64,435	Litre 升
Vehicles usage in wind power station 風力電站車輛使用	3,662	Litre 升
Vehicles usage in offices 辦公室車輛使用	14,996	Litre 升
Intensity 密度	2.26	Litre/ m ² 升/平方米

Diesel Consumption in 2017 2017年柴油消耗		Unit 單位
Vehicles usage in photovoltaic power stations 光伏電站車輛使用	13,993	Litre 升
Vehicles usage in wind power station 風力電站車輛使用	0	Litre 升
Vehicles usage in offices 辦公室車輛使用	0	Litre 升
Intensity 密度	0.38	Litre/ m ² 升/平方米

The Company is committed to conserving water resources during different project stages. We require employees to consciously develop water-saving habits, turn taps off tightly in a timely manner and resolutely stop water running for long periods of time. Water treatment equipment has also been introduced in production areas. All domestic and industrial sewage generated in power stations are required to be properly treated before being discharged. Test results have shown that our sewage discharges meet the national standard. In 2017, the Company primarily sourced water from the municipal water plants and we encountered no difficulty in sourcing water.

本公司致力於在不同的項目階段節約用水。我們要求員工自覺養成節約用水習慣，及時關緊水龍頭，堅決杜絕長流水的現象，並在生產區引進了水處理設備，規定發電站產生的所有生活和工業污水在排放前均已妥善處理。經檢測證實，我們的污水排放達到國家標準。2017年，本公司的用水主要來自市政自來水廠，並無求取水源上的困難。

Water consumption and wastewater discharges in 2017
2017年耗水量及排放量

		Unit 單位
Water consumption of photovoltaic power stations 光伏電站的耗水量	8,600	Tonne 公噸
Wastewater discharged by photovoltaic power stations 光伏電站排放的污水量	8,100	Tonne 公噸
Water consumption of wind power station 風力電站的耗水量	320	Tonne 公噸
Wastewater discharged by wind power station 風力電站排放的污水量	157	Tonne 公噸
Water consumption of offices 辦公室的耗水量	2,533	Tonne 公噸
Water consumption intensity 耗水密度	0.31	Tonne/ m ² 公噸/平方米

Case
案例

Implement technical upgrades of transformers and improve the utilisation efficiency of power station resources
開展箱式電力變壓器技改工作，提高電站資源利用效率

To avoid excessive high temperature in transformers, reduce the tear and extend equipment's service life, the Company carried out technical upgrade on transformers' ventilation system of Wanyang Power Station after feasibility studies. In August 2017, we completed the experimental upgrade work regarding the number 37 transformers' ventilation system.

The inspection of technical upgrade was carried out through the following actions: comparing temperature displayed in the back-stage monitors before and after the upgrade; and examining the construction quality and arrangement of the fan power wire, etc. The inspection result showed that the temperature dropped significantly and the equipment tear and power consumption were reduced accordingly. The ventilation system upgrade is at satisfactory result.

為避免箱式電力變壓器溫度過高，減少損耗，延長設備使用壽命，本公司經過可研調查，對萬陽電站箱式電力變壓器通風系統進行了技改，於2017年8月完成了第37號箱式電力變壓器試驗性通風技改工作。

此次技改驗收根據監控後台箱式電力變壓器顯示溫度值及對箱式電力變壓器技改前後的溫度值進行對比；同時對施工質量、風機電源佈線等方面進行了檢查。經過檢查後，箱式電力變壓器通風技改合格，因溫度較此之前明顯下降，減少了該設備的損耗和其電力消耗。通風系統的技術改造達成滿意結果。

Strengthening Waste Management

加強廢物管理

To reduce the waste generated by the power station, the Company have formulated a set of waste management procedures such as the Maintenance and Disposal of Equipment Regulations and Hazardous Chemicals Management Regulations according to the Law of the Peoples' Republic of China on Prevention and Control of Environmental Pollution Caused by Solid Waste and other related laws and regulations. We adopt "Repair first, resale next" principle to handle the damaged equipment in our power stations and require that the equipment could be disposed of only if they cannot be recovered. In the meantime, our staff are required to record the details such as model, time and reasons for damage of the equipment before the disposal. With systematic repair and disposal regulations, the Company hope to increase equipment utilisation efficiency and reduce wastage in the power stations.

Hazardous waste can be harmful to the environment, and also to the health and safety of workers. For the sake of the safety and health of workers, we strictly implement hazardous waste management policies in power stations. We handle hazardous waste carefully by setting up a designated collection area for each type of hazardous waste and have appointed qualified industrial waste handlers to collect and treat the waste in a proper way.

為減少電站產生的廢棄物，本公司根據《中華人民共和國固體廢物污染環境防治法》等相關法律法規，制定了《設備維護與處置規定》、《危險化學品管理規定》一系列廢物管理程序。我們採用「先修再售」原則來處置電站損壞的設備，要求設備只有在無法修復的情況下才會被處置；同時，我們的工作人員必須在處置設備前記錄有關設備的型號、損壞時間及原因等細節。本公司希望通過系統的維修及處置規定，不斷提高設備的利用效率，降低電站的生產耗費。

有害廢棄物可能對環境有害，亦可能會對工人的健康與安全造成危害。為了員工的安康，我們在電站嚴格執行有害廢棄物管理政策。我們為每種有害廢棄物設置指定的收集區，謹慎地處理各類有害廢棄物，並委聘了合格的工業廢物處理人員以適當的方式收集及處理有關廢物。

Production of hazardous waste in 2017
2017年有害廢棄物產生量

	Quantity 數目
Used batteries generated from photovoltaic power stations (kg) 光伏電站產生的廢電池 (千克)	80
Used batteries generated from wind power station (kg) 風力電站產生的廢電池 (千克)	0.5
Used batteries generated from offices (kg) 辦公室產生的廢電池 (千克)	0.2
Used batteries generated intensity (g/ m ²) 廢電池產生密度 (克/平方米)	2.20
Used daylight lamp generated from photovoltaic power stations (unit) 光伏電站產生的廢日光燈 (個)	600
Used daylight lamp generated from wind power station (unit) 風力電站產生的廢日光燈 (個)	10

Production of hazardous waste in 2017 2017年有害廢棄物產生量	Quantity 數目
Used daylight lamp generated from offices (unit) 辦公室產生的廢日光燈 (個)	3
Used daylight lamp generated intensity (unit/ m ²) 廢日光燈產生密度 (個/平方米)	0.02

Non-hazardous wastes generated during the Company's operation mainly consist of paper. In order to effectively reduce paper consumption, we actively promote paperless offices, pay attention to strengthening employees' awareness of environment protection and devote ourselves to follow the green operation concept of protecting the environment and conserving resources.

本公司在運營過程中所產生的無害廢棄物主要為紙張，為了有效減少對紙張的消耗，我們積極推行無紙化辦公，注重加強員工的環保意識，致力實現遵循保護環境、節約資源的綠色運營理念。

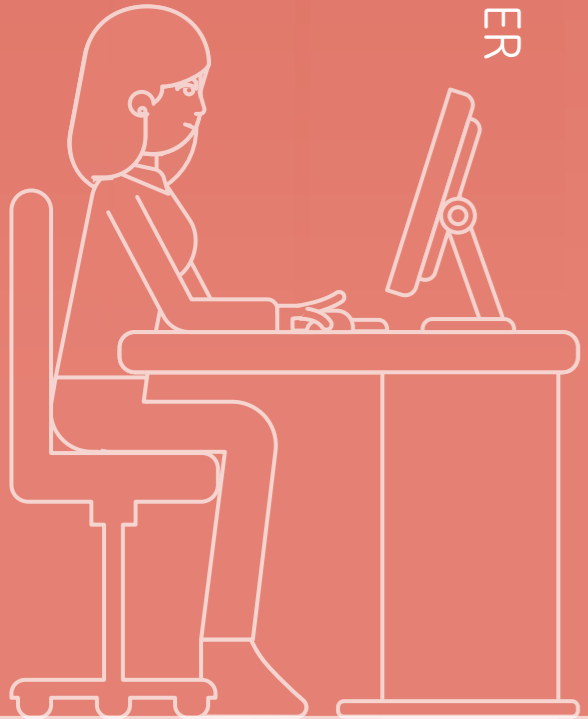
Projects 項目	Office waste production in 2017 (tonne) 2017年辦公垃圾產生量 (公噸)	Office waste collection in 2017 (tonne) 2017年辦公垃圾回收量 (公噸)
Photovoltaic power projects 光伏發電項目	6	5.50
Wind power project 風力發電項目	0.10	0
Offices 辦公室	1.16	0.36
Office waste production intensity (kg/ m ²) 辦公垃圾產生密度 (千克/平方米)		0.20



04

有價值 關愛員工齊力前行

HAVING VALUES
CARING EMPLOYEES
AND DEVELOPING TOGETHER



Protecting Employees' Rights

保障員工權益

The Company strictly complies with laws and regulations in its places of operation such as the Hong Kong Employment Ordinance, Minimum Wage Ordinance, and Employees' Compensation Ordinance and Labour Contract Law of the People Republic of China on matters such as recruitment, dismissal, remuneration, promotion, working hour, leave, equal opportunity, diversity, anti-discrimination, etc. We respect human rights and prohibit the use of child labour and forced labour. During the Reporting Period, we have not received any report about discrimination or violation of labour related laws.

Equal Opportunities and Recruitment 平等機會與招聘

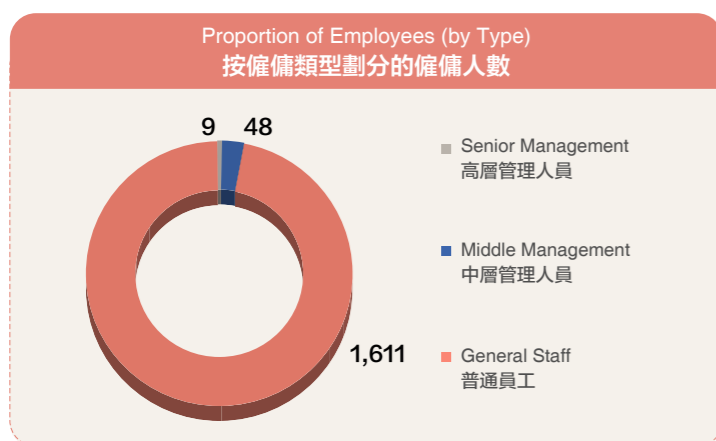
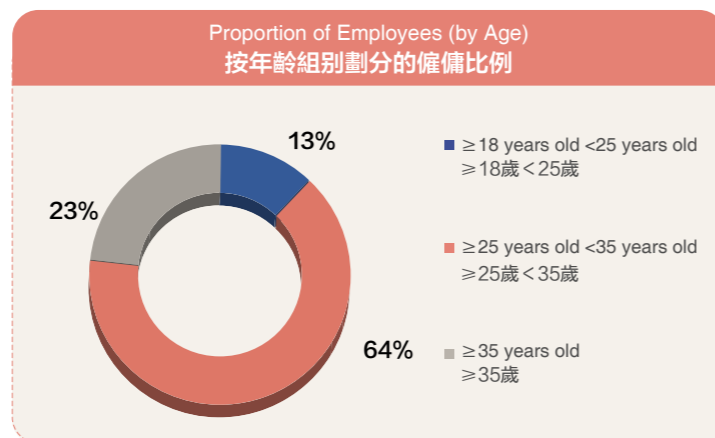
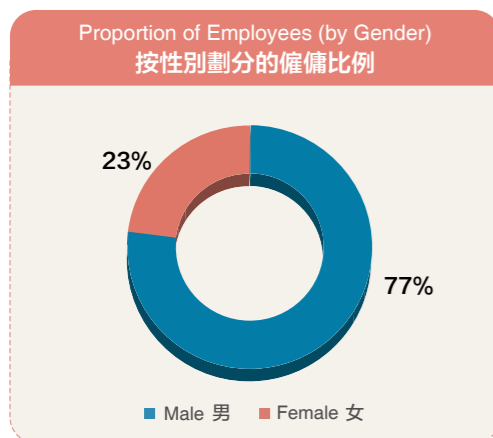
We regard our employees as the most valuable assets of the Company. In order to recruit a variety of talented individuals, the Company has set up a rational and equal recruitment mechanism which involves the comprehensive assessment of candidates' knowledge, morality, ability, experience and job qualification requirements. This mechanism is based upon the Management Approaches of Beijing Enterprises Clean Energy Group Limited toward Employee Recruitment and our adherence to the principles of "Social Orientation, Open Recruitment, Fair Competition, Comprehensive Assessment and Merit Selection".

As an equal opportunity employer, the Company has formulated equal opportunity policies. In the staff handbook, we stipulate that our employees' age, gender, race, nationality, marital status, etc. do not affect their treatment in the Company. At 31 December 2017, we hired 1,668 employees in total, of which 1,289 of them were males and 379 were females. In the future, the Company will continue to explore more attractive talent recruitment and implementation programs, and encourage more females and talented individuals from different backgrounds and regions to join the Company, thereby continuously enhancing our multicultural and innovative capabilities.

本公司在人員招聘、解僱、薪酬、晉升、工作時數、假期、平等機會、多元化、反歧視等事宜上嚴格遵守香港僱傭條例、最低工資條例、僱員補償條例以及《中華人民共和國勞動合同法》等營運所在司法權區的法律法規。我們尊重人權，禁止僱用童工和強制勞工，於本報告期，本公司並未接獲任何關於歧視個案或違反相關勞動法律法規案例的訴訟。

我們堅信員工是本公司的重要資產。為確保科學合理地選拔、平等真實地招聘各類優秀人才，本公司依據《北控清潔能源集團有限公司招聘管理辦法》，秉承「面向社會、公開招聘、公平競爭、全面考核、擇優錄用」的原則，從學識、品德、能力、經驗及崗位資格要求等方面對應聘者進行全面考核。

作為倡導平等機會的僱主，本公司制定了平等機會政策，在員工手冊中明確指出員工在本公司的待遇不因其年齡、性別、種族、國籍、婚姻狀況等因素而受到影響。截至2017年12月31日，我們共聘用了1,668名員工，其中男性員工1,289位，女性員工379位。未來，我們將繼續探索更具吸引的人才招收計劃和實施方案，鼓勵更多女性和不同背景及不同地區的人才加入本公司，以此不斷增強本公司的多元文化和創新能力。



Salary and Welfare 薪酬待遇及福利

In order to systematically standardise working hours and improve employee benefits, the Company has developed the Management Approaches of Beijing Enterprises Clean Energy Group Limited toward Attendance and Leave based on national and local policies and regulations relating to labour, insurance and welfare, as well as actual conditions. This management approach also stipulates that employees are entitled to statutory holidays, sick leave, injury leave, marriage leave, bereavement leave, maternity leave, annual leave, etc.

At the same time, the Company continues to work hard to build a complete salary system. We stipulate that the Company should provide two types of welfare allowances to employees according to the Welfare Allowance System of Beijing Enterprises Clean Energy Group Limited. The first type is the statutory welfare allowance, whereby employees are entitled to welfare benefits according to the relevant legal provisions of

為了系統地規範員工工作時數，切實提高員工福利水平，本公司依據國家及地方有關勞動、保險、福利等政策規定，結合實際情況，制定了《北控清潔能源集團有限公司員工考勤及休假管理辦法》，該管理辦法明確規定了員工可享受法定休假日、病假、工傷假、婚喪假、產假、以及帶薪年假等。

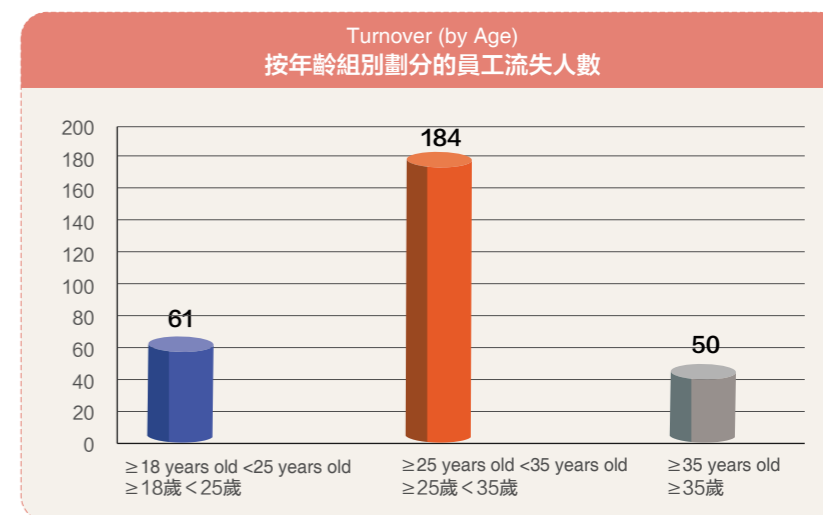
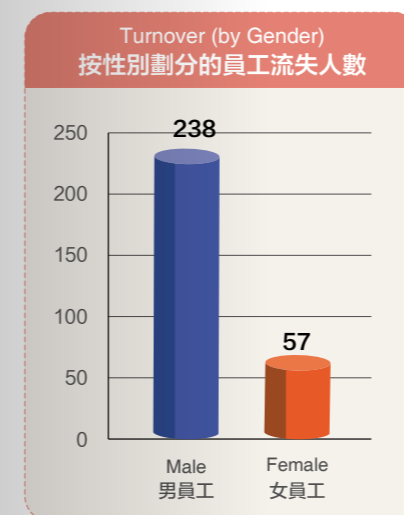
與此同時，本公司亦持續努力構建完善的薪酬制度。我們在《北控清潔能源集團有限公司福利津貼制度》中規定本公司應向員工提供兩類福利項目：一是法定福利項目，即員工根據國家相關法律條款可享受的福利待遇，如本公司為員工

the country. For example, the Company makes contributions toward social insurance and a housing provident fund for employees in accordance with the prescribed proportion. The second type of allowance is the special welfare allowance, whereby communication subsidies, job title subsidies, on-site subsidies, etc. are provided to employees based upon the actual working environment, work content and other factors.

The Company has always insisted on maintaining a harmonious relationship with employees and strives to meet the needs of employees' lives and work. To this end, the Company has continuously increased the frequency of communications between employees and senior management and to reasonably resolve issues that employees face within and outside the workplace, thereby improving their level of satisfaction. During the Reporting Period, the employee turnover rate was 15.03%.

按照規定比例上繳社會保險及住房公積金；二是專項福利項目，即根據實際工作環境、工作內容等因素享受的特殊福利項目，如通訊補助、職稱補助、工地現場補助等。

本公司一直堅持與僱員維護和諧的關係，竭力滿足員工的生活和工作需求。為此，本公司不斷增加員工與高層管理人員的溝通頻率，合理解決員工生活和工作中出現的問題，努力提升員工滿意度。2017年度，本公司的流失率約為15.03%。



Caring Employees' Health and Safety 關心員工健康與安全

The Company emphasises its concern over employees' health and safety and strictly complies with relevant laws including the Production Safety Law of the People's Republic of China, the Fire Protection Regulation of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, etc. During the Reporting Period, the Company did not receive any reports of work fatalities and no working days were lost as a result of work injuries.

本公司十分重視員工的健康與安全，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》和《中華人民共和國職業病防治法》等法律法規。於本報告期內，本公司沒有接獲因工作關係而死亡的事件，也無因工傷而損失的工作日申報。

Enhanced Security System 完善安全體系

In order to effectively prevent office accidents and create a safer and more comfortable office environment, the Company provides office staff with appropriate health and safety guidelines. According to the guidelines, all tools in the office should be properly placed, and all kinds of dangerous items, such as sharp and flammable items, are prohibited. In locations where there is a risk of fire, appropriate fire protection facilities are required to be strictly equipped, thereby working hard to avoid the dangers posed by potential hazards.

On this basis, the Company also attaches great importance to the health and safety knowledge of employees, and stipulates that all new employees shall receive relevant safety training from the operating departments, power stations and work units according to their functions. Through the training, the Company hopes to help employees obtain sufficient technical knowledge and skills to handle the daily operation of the power stations and possible emergencies.

為有效避免辦公室事故發生，創造更安全舒適的辦公環境，本公司為辦公室員工提供相應的健康與安全指南，規定辦公室的所有工具應妥善放置，禁止使用各種危險物品，如鋒利及易燃物品等。在存在火災風險的場所中，我們要求嚴格配備適當的消防設施，以竭力避免潛在危險所產生的危害。

在此基礎上，本公司還十分重視員工的健康與安全知識，規定所有新員工均可按其職能獲得營運部門、電站及工作單位提供相關的安全培訓。本公司希望通過此類培訓，可以幫助員工具備充分的技術知識及技能來處理電站的日常營運和可能出現的緊急情況。

Case 案例

Inviting experts to conduct fire safety training 邀請專家開展消防安全培訓

To fulfil the fire safety responsibilities of the Fire Protection Law of the People's Republic of China and to improve employees' fire prevention and self-protection skills, the Company launched fire safety training on 5 February 2017.

In the training session, with reference to the fire cases in recent years, fire safety experts explained the knowledge of fire prevention, fire safety inspection and proper use of fire-fighting equipment. Through this fire safety training, employees' awareness of the fire safety has been effectively improved, cementing thoughts of safety responsibility with the utmost importance.

為履行《中華人民共和國消防法》消防安全職責，提高員工對火災隱患的防範和自我保護技能，本公司於2017年2月5日開展了消防安全培訓。

在培訓會中，消防安全專家結合近年來的火災案例就預防火災的基本常識、消防安全檢查及消防器材的正確使用方法進行了深入淺出的講解。通過本次消防培訓，有效提高了員工消防安全意識，樹立了安全責任重於泰山的思想。



Safety is the most important issue. The Company spares no effort to promote the health and safety in project sites, regardless of whether they are in construction or operational phases. The Company has established a health and safety management system and an independent safety production office to comprehensively supervise health and safety issues in the workplace, ensuring that all our employees know how to use personal protective equipment and how to properly implement operating procedures to reduce workplace safety risks.

安全責任重於泰山，本公司不論是在施工階段，還是在營運階段，皆不遺餘力地促進項目場地的健康與安全。本公司通過建立了健康與安全管理系統和獨立安全生產辦公室，以全面監督工作場所的健康與安全事項，確保我們所有員工均懂得使用個人防護裝備並妥善執行操作程序，降低工作場所的安全風險。

Fruitful Cultural Activities 豐富文化活動

Cultural activity is a representation of people's spiritual and cultural lives, and actively helps to enhance employees' overall quality, alleviate working pressure and enrich their lives outside the workplace. To this end, the Company actively hosts multiple cultural and entertaining activities for employees, such as reading events, new-year parties, etc. These activities effectively help employees attain a balance between their career development and personal leisure lives, and help them maintain a healthy physical and psychological state.

文化活動作為精神文化生活的表現之一，在提高員工綜合素質，舒緩員工工作壓力，豐富員工業餘生活方面起到積極的作用。為此，本公司積極為員工提供各種文化娛樂活動，如讀書會、新年晚會等，這些活動有效地幫助了員工在事業發展及個人業餘愛好之間取得平衡，保持了個人的身心健康。

Case 案例

The second reading event was successfully held 第二期讀書會活動順利開展

On 19 June 2017, the second reading event of the Company was successfully held. Mr. Huang Weihua, the chief executive officer of the Company, attended the event and shared the idea of the book – The Blue Economy 2.0.

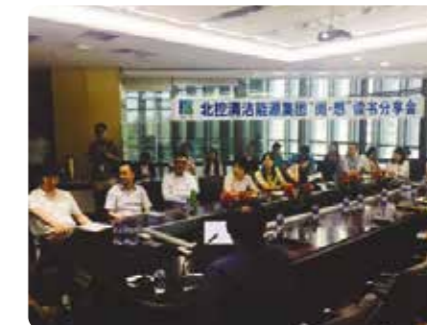
In the opening remarks of the event, Mr. Huang Weihua, the chief executive officer of the Company said: "If I was allowed to share a book with everyone, I would share The Blue Economy 2.0. The book's wonderful ideas and inspiration are worth our reading." In the process of sharing, Mr. Huang Weihua interpreted ideas such as the "changes in the economic model" and the "logic of the development of the blue economy". Mr. Huang Weihua also made a deep analysis of Beijing Enterprises Water Group Limited's eco-economic strategy by referencing to the case of the island of El Hierro – a renewable energy island in Spain, and led to a lively discussion among the employees participated.

After the reading event, employees expressed that the reading event not only enriched their leisure lives, but also provided a platform for everyone to share different perspectives and diversified opinions, drawing their relationships with other employees closer.

2017年6月19日，本公司第二期讀書分享會活動順利舉辦。本公司行政總裁黃衛華先生出席了本次活動並對《藍色經濟2.0》這本書進行了分享。

「如果讓我向大家分享一本書，我會選擇《藍色經濟2.0》，這本書闡述的奇妙創意和靈感值得我們一讀」。本公司行政總裁黃衛華先生在活動的開場白中如是說道。在分享過程中，黃衛華先生對「經濟模式的改變」，「藍色經濟的發展邏輯」等方面進行了解讀，並結合書中可再生能源島—西班牙耶羅島的案例深入分析了北控水務的生態經濟戰略，引起了在場員工的熱烈參與。

會後，員工紛紛表示此次讀書會不僅豐富了大家的業餘生活，更是提供了一個平台讓大家分享不同的視角和多元的見解，拉近了員工之間的距離。



促進員工發展

BECE has always believed that nurturing employees' potential is pivotal to the Company's development. Through providing targeted training and explicit career development plans for employees, we maximise the full potential of employees and achieve collaborative development between employees and the Group.

To strengthen the management of the training process, the Company has formulated the Training Management System, which clearly stipulates that managers at all levels have the responsibility to create conditions and provide opportunities for their subordinates. Employees can choose various types of training according to their actual situation, including enrolling in open classes, self-study outside work, foreign training or visits. For open classes, the human resources department regularly collects information on open class, prepares schedules for open classes and recommends training courses to relevant departments; for self-study outside work, employees participate in training or study outside work in subject areas related to their own work are entitled to the reimbursement of related expenses and examination leave, of which specific details are set out in the Employee Social Title and Qualification Management Measures; planned foreign training or visits are conducted by the Group according to the developmental situation of the Group, whereby main management personnel or professional and technical personnel of important positions undergo study and training abroad when situations are deemed suitable. The adoption of a variety of training methods not only improves the quality of training, but also helps employees maximise their time and grow.

On the other hand, through corporate strategic plans, corporate mid/short-term project plans, job position descriptions, employee performance assessments, training feedbacks and training surveys, the human resources department of the Company regularly understands training needs from the Company and our employees. Based on such information, the human resources department formulates training plans and budgets, and reports to management for approvals. If management grants approval on the plans, the human resources department provides detailed instructions for implementation and puts these plans into practice. In 2017, the number of attendances of employees for the training provided by the Company reached 4,751 and the employees received an average of approximately 19.74 training hours/person.

北控清潔能源始終認為，培育員工潛力是本公司發展的關鍵，通過為員工提供針對性的培訓和清晰的職業發展規劃，可以將員工的潛力發揮至最大，各展所長，實現員工與集團的共同成長。

為加強對培訓過程的管理，本公司制定了《培訓管理制度》，明確規定各級經理人均有責任為其下屬創造條件和提供機會，員工可結合自身實際情況，選擇不同形式的培訓如公開課、業餘自學、國外培訓或考察等。公開課是指人力資源部定期收集公開課信息，編制公開課資源表，並推薦培訓課程予相關部門；業餘自學是指員工參加與自己從事的工作有關的業餘培訓或學習，可享受考試假及相關費用的報銷，具體參照《員工社會職稱和資質管理辦法》執行；而國外培訓或考察是根據本集團業務發展情況，在有條件的情況下，本集團組織主要管理人員或重要崗位的專業技術人員到國外考察培訓。採用多樣化的培訓方式不僅提高了培訓質量，也利於員工最大化的利用時間，獲得成長。

另外，本公司人力資源部會定期通過企業戰略計劃、企業中/短期項目計劃、崗位說明書、員工業績評估、培訓反饋及培訓調查等途徑了解企業和員工的培訓需求，制定培訓計劃和費用預算，並上報集團公司領導批准後，以批准的計劃制定實施細則和組織實施。2017年本公司共培訓了4,751人次，員工受訓平均時數約為19.74小時/人。

2017 Employee Training Program 2017年員工培訓計劃

Training Courses 培訓課程	Organiser 組織單位	Trainees 培訓對象
Safety and Quality Management Training 安全質量管理培訓	Safety and Quality Management Department 安全質量管理部	All Employees 全體人員
EHR Information System Training EHR信息化系統培訓	Human Resources Department 人力資源部	Related Information System Personnel 信息化系統相關人員
Department of Finance and Treasury Resources Training Session 財金資源中心培訓會	Department of Finance and Treasury Resources 財金資源中心	According to Demand 根據需求情況
Power Station Personnel Induction Training 電站人員入職培訓	Operation and Maintenance Management Department 運維管理部	Project Companies' Employees 項目公司員工
Group Board Secretary Internal Training 集團董秘內部培訓	Chief Financial Officer of the Company and Human Resources Department 本公司首席財務官及人力資源部	Internal Board Secretary Candidates 內部董秘候選人
New Employee Orientation Training 新員工入職培訓	Human Resources Department and Other Departments of the Group 人力資源部及集團各部門	New Recruits 新入職員工
New Employee Growth Enhancement Training 新員工成長力提升培訓	Human Resources Department and Other Departments of the Group 人力資源部及集團各部門	New Recruits 新入職員工
BECE Successor Manager Training 北控清潔能源繼任經理培訓	Human Resources Department and External Organisations 人力資源部及外部機構	Successor Managers 繼任經理人員
BECE Cultural Consensus Camp 北控清潔能源文化共識營	Human Resources Department and External Organisations 人力資源部及外部機構	Senior Management, Middle Management and Employee Representatives 中高層管理人員及員工代表
Business Communication Training 業務交流培訓	Human Resources Department and Other Departments of the Group 人力資源部及集團各部門	All Employees 全體人員
Department Expansion Sharing Meeting 部門擴展交流會	Human Resources Department and Other Departments of the Group 人力資源部及集團各部門	All Employees 全體人員
Business Collaborative Communication Training 業務協同交流培訓	Business Units and Human Resources Department 各業務部門及人力資源部	Business Units' Personnel 各業務部門人員
Directors' Training 董事培訓	External Organisation 外部機構	The Board of Directors of the Company 本公司董事會

Case
案例

Successful completion of new employee induction training
新員工入職培訓活動圓滿結束

On 7 July 2017, the second phase of the Company's 2017 new employee induction training was held in the conference room of the headquarter in Beijing. Mr. Huang Weihua, the chief executive officer of the Company, expressed a warm welcome to new employees on behalf of the board of directors of the Company, the executive authorities of the Group and all employees.

In this training event, lecturers from various departments such as the human resources department and the administrative department came to the scene and introduced the background, business composition and corporate culture of the Group and elaborated on employee benefits, rules and regulations, and promotion and other processes requiring attention, and received praise from the participants.

This new employee induction training not only helped new employees to understand the Group's profile, business situation, development strategy and system processes, but also motivated their confidence and passion at work, further enhancing their unity and cohesion.

2017年7月7日，本公司2017年第二期新員工入職培訓於北京總部會議室舉行。本公司行政總裁黃衛華先生代表董事會、本集團執行機構以及全體員工對本屆新員工的加入表示了熱烈的歡迎。

在本次培訓活動中，人力資源部、行政部等多個部門主講人來到了現場並對本集團背景、業務構成及企業文化進行了介紹，詳細闡述了員工福利、規章制度、轉正晉升等多個流程中所需注意的事項，得到了在場學員的一致好評。

本次新員工入職培訓，不僅幫助新員工深度了解了集團概況、業務情況、發展戰略及制度流程，而且激勵了大家在本集團工作的信心和動力，進一步增強了員工的向心力與凝聚力。



05

有分享

合作共贏 奉獻社會

BEING SHARING

PURSING WIN-WIN COOPERATION

AND CONTRIBUTING TO SOCIETY



倡導「陽光採購」

The Company's major suppliers include industry-leading manufacturers of power plant equipment, construction contractors and technical service providers. To further standardise the Company's bidding and procurement activities, improve the procurement mechanism and effectively guarantee the requirements of various businesses and management, the Company has formulated the Bidding Procurement Management System of the Group, Qualified Supplier Management System and other policies with reference to the Regulation on the Implementation of the Bidding Law of the People's Republic of China and other relevant laws.

The Company stipulates that all bidding and procurement processes should follow the principles of fairness, justness, openness and integrity. In the process of bidding and procurement activities, all departments should perform their duties and work together to make these activities orderly, efficiently and controllably completed. During the Reporting Period, the wind power segment has been developing and progressing, and the supply chain management department of the Company has organised the work of sourcing and upgrading new qualified suppliers in relation to the new wind power self-construction projects. Based on the existing qualified suppliers, this business segment has added 94 new qualified suppliers in respective professional categories, which further improves the system of sourcing qualified suppliers in wind power business segment.

While completing the new qualified suppliers' supplement, we also organise post-evaluation work on existing suppliers. Through eliminating long-term uncooperative or unqualified suppliers, we keep the competitive suppliers to ensure quality and consistency on services provided. By the end of 2017, the Company engaged a total of 174 suppliers for the Photovoltaic Power Business and all of them were from Mainland China.

本公司的主要供應商包括行業領先電站設備製造商、建築承包商及技術服務提供商。為進一步規範本公司招標採購行為，完善採購機制，有效保障各項業務和管理需要，本公司根據《中華人民共和國招標投標法》等有關法律法規，制定了《集團招標採購管理制度》、《合格供應商管理制度》等相關制度。

本公司規定所有招標採購活動應遵循公平、公正、公開和誠實信用的原則，在招標採購過程中，各部門應履行各自職責，齊心一力，保障招標採購活動有序、高效、可控地完成。於本報告期內，風力發電板塊有序發展，本公司供應鏈管理部為新增的風力發電自建項目組織了合格供應商尋源開發工作，在原有合格供應商的基礎上，新增各專業類別合格新供應商94家，進一步完善了風電業務板塊的合格供應商系統。

在完成新增合格供應商工作的同時，我們亦對現有供應商組織開展合作後評價工作，對長期不合作或合作後評價不合格的供應商進行剔除處理，保留具競爭力的供應商，有效保障質量與服務的穩定性。截至2017年底，本公司在光伏發電業務上共與174家供應商合作，全部來自中國內地。

Regional Distribution of Cooperative Suppliers for the Photovoltaic Power Business:
光伏發電業務合作供應商地區分佈圖：

We have always adamantly shouldered corporate social responsibility and strive to promote the sustainable development of the entire supply chain. In addition to considering the quality of products and services provided by suppliers, the Company also takes suppliers' environmental and social performance into consideration. In the selection process, the Company requires potential suppliers to provide evidence for environmental and occupational health and safety management system certifications (ISO 14001 and OHSAS 18001). In addition, construction tenderers are required to submit their environmental protection plans which should cover utilisation and disposal methods for construction waste; water, air and noise protection and mitigation measures; and hygienic facilities and measures, etc. We also attach importance to the health and safety of our suppliers' employees. Contractors shall appoint safety management engineers to oversee health and safety issues. Safety measures should be properly implemented to minimise health and safety risks in the workplace.

我們始終堅持履行企業社會責任，竭力促進整個供應鏈的可持續發展。除了關注產品及服務質素外，本公司亦會考慮供應商的環境及社會績效。在選選過程中，本公司要求潛在供應商提供環境和職業健康與安全管理體系認證（ISO 14001及OHSAS 18001）的證據。除管理體系外，建設工程投標者須提交環保計劃，其中還應包括建築廢物的利用和處置方法、水、空氣及噪音防止及緩解措施以及衛生設施和措施等。我們亦重視供應商員工的健康和安全。承包商應委任安全管理工程師監督健康和安全管理問題，妥善實施安全措施，盡量減少工作場所的健康和安全風險。

The Company acknowledges that good relationship with the community is one of the important guarantees for the business to achieve sustainable growth, and we have also been working hard to create value for the community as well as stakeholders. Through active and regular meetings, we communicate with local residents (including vulnerable groups from the neighbouring community) and actively participate in public activities to make contributions to the construction of a harmonious community.

The Company has always attached great importance to education and cares about the healthy growth of teenagers and children. During the Reporting Period, we donated 60 sets of photovoltaic street lights, 60 sets of wall lights (a portion of the first-phase wall lights has already come into service), one set of photovoltaic hot water equipment, one set of 5 kilowatts photovoltaic power equipment and a power generator for the Shanxi Datong Anjiazao School. Through helping the Shanxi Datong Anjiazao School, we hope to build a better campus and improve students' learning environment and their quality of life, and in turn, this would encourage more students to work hard and use their own knowledge and actions to build up the motherland and contribute to society.

本公司深知與營運所在社區的良好關係是業務能夠可持續增長的重要保障之一，為此我們在為利益相關方創造價值的同時也一直努力為社區創造價值。我們積極主動地通過定期會議與當地人（包括附近社區的弱勢群體）進行溝通，熱心參與公眾活動，致力為建設和諧社區貢獻力量。

本公司一直心繫教育事業，牽掛著少年兒童的健康成長。於本報告期內，我們為山西大同安家皂學校捐贈光伏路燈60套、牆燈60套（第一期部份已投入使用）、光伏熱水設備1套、5KW的光伏發電設備1套和發電機1臺。我們希望通過幫助山西大同安家皂學校建設更美好校園，以改善全校學生學習環境和生活品質，鼓勵更多的學生奮發向上，用自己的知識和行動建設祖國、回報社會。



—The power generator donated to the Shanxi Datong Anjiazao School
——為山西大同安家皂學校捐贈的發電機



—The photovoltaic power equipment (left picture) and photovoltaic street light (right picture) donated to the Shanxi Datong Anjiazao School
——為山西大同安家皂學校捐贈的光伏發電設備（左圖）和光伏路燈（右圖）

獨立審驗聲明

致北控清潔能源集團有限公司董事會：

中國節能皓信（香港）諮詢有限公司（「中國節能皓信（香港）」、「我們」）接受北控清潔能源集團有限公司（「北控清潔能源」）的委託，對北控清潔能源《2017 年度環境、社會及管治報告》（「《ESG 報告》」）中披露的有關可持續發展的資料及數據執行獨立有限審驗工作。

中國節能皓信（香港）接受委託對北控清潔能源遵循 AA1000 審驗標準（2008）（「AA1000AS」）中的包容性、重大性及回應性（三項 AA1000 當責性原則）進行審驗；同時亦按照香港聯合交易所有限公司（「香港聯交所」）發佈的《環境、社會及管治報告指引》（「《ESG 指引》」）對《ESG 報告》中選定的特定績效信息的可靠性及準確性開展有限的審驗工作。

此獨立審驗聲明的中文版本為翻譯版本，如有任何歧義，請以英文版本為準。

一、北控清潔能源責任

北控清潔能源的責任是依照香港聯交所發佈的《ESG 指引》準備及編制其《ESG 報告》，並實施相關內部控制程序，以使《ESG 報告》中的內容不存在由於欺詐或錯誤導致的重大錯誤陳述。

二、審驗機構責任

中國節能皓信（香港）的責任是向北控清潔能源董事會出具獨立審驗聲明。此獨立審驗聲明僅作為對下列北控清潔能源《ESG 報告》中所界定範圍內的相關事項進行審驗之結論，而不作為其他之用途。

中國節能皓信（香港）確保基於個人資格、培訓和經驗來選擇合適和有能力的員工。中國節能皓信（香港）保證參與審驗的員工有實施審驗的能力。所有核實和認證審核的結果均由資深人員進行內部評審以確保我們所使用的方法是嚴謹和透明的。

三、審驗範圍

- 審驗的組織範圍限於《ESG 報告》涵蓋的北控清潔能源及其附屬公司的數據和信息，不包括北控清潔能源的供應商、承包商以及其他第三方的數據和信息；
- 採用類型 2 中度審驗等級以評估北控清潔能源遵循 AA1000AS 三項原則的性質和程度；
- 北控清潔能源與中國節能皓信（香港）達成一致協議選定了《ESG 報告》中的七項特定績效信息作出審驗，選取的信息如下：
 - 描述減低排放量的措施及所得成果
 - 按類型劃分的直接及間接能源總耗量（電力及汽油）
 - 描述能源使用效益計劃及所得成果
 - 按僱傭類型劃分的僱員總數
 - 因工作關係而死亡的人數
 - 培訓人次及受訓員工平均時數
 - 描述有關聘用供應商的慣例，以及有關慣例的執行及監察方法
- 中國節能皓信（香港）的審驗工作的時間範圍僅限於 2017 年 1 月 1 日至 2017 年 12 月 31 日的披露資料，對於此時間範圍外的資料或在《ESG 報告》中所包括的任何其他資料均不在我們的審驗工作範圍內，因此我們不就此等信息發表任何結論；
- 審驗範圍乃基於並局限於北控清潔能源提供的資訊內容。對於本獨立審驗聲明所載內容或相關事項之任何疑問，將由北控清潔能源一併回覆。

四、審驗方法

中國節能皓信（香港）僅在北控清潔能源於中華人民共和國北京市的總部開展審驗工作，工作內容包括：

- 評估北控清潔能源的利益相關方參與過程的合適性；
- 與可持續性管理、報告書編製及有關資訊提供的員工進行訪談；
- 審查《ESG 報告》的編制與管理流程是否按照 AA1000AS 之包容性、重大性及回應性原則進行；
- 對定性的特定績效信息相關的支持性證據進行審查；

- 對定量的特定績效信息的證據進行抽樣檢查；
- 對定量的特定績效信息進行重新計算；
- 我們認為必要的其他工作。

審驗工作及結論是基於北控清潔能源確保其所提供予中國節能皓信（香港）之相關資訊是完整及準確的情況下所進行。

五、局限性

由於非財務資料未有國際公認和通用於評估和計量的標準，故此不同但均為可接受的信息和計量技術應用或會影響與其他機構的可比性。

六、結論

針對 AA1000AS 中包括的包容性原則、重大性原則、回應性原則的審驗結論如下：

包容性

北控清潔能源識別了主要利益相關方，透過不同的方式持續與主要利益相關方溝通，並瞭解他們的期望與關注重點。北控清潔能源亦透過此基礎充分考慮了主要利益相關方的期望和對主要利益相關方的影響以制定政策。

重大性

由於主要業務和主要利益相關方在 2017 年度保持不變，《ESG 報告》披露的重要議題沿用 2016 年度進行的重要性調查結果是合理的。

回應性

北控清潔能源通過《ESG 報告》披露了企業可持續發展戰略、管理體系、管理要點和主要利益相關方的參與活動，並就可持續發展相關的重大議題對主要利益相關方作出了回應。我們對報告的改善建議已被北控清潔能源於發出本聲明前採納。

特定績效信息

基於中國節能皓信（香港）執行的程序及取得的證據，對於《ESG 報告》中選定的七項特定績效信息，我們沒有發現任何事項使我們懷疑其可靠性、準確性或未能符合列於報告中的編制基礎。

七、建議

我們建議北控清潔能源考慮持續強化利益相關方識別及溝通機制。

我們同時建議北控清潔能源考慮不斷加強其已確定的重大議題的內部信息收集機制。

八、獨立性與能力

中國節能皓信（香港）沒有參與收集和計算《ESG 報告》內的數據或編撰《ESG 報告》。中國節能皓信（香港）進行的審驗工作獨立於北控清潔能源。除了審驗合約訂明的合適服務，中國節能皓信（香港）與北控清潔能源沒有其他聯繫。



2018 年 07 月 23 日

香港



Independent Assurance Statement

To the Board of Directors of Beijing Enterprises Clean Energy Group Ltd.,

CECEP (HK) Advisory Company Limited ("CECEPAC (HK)" or "We") has been engaged by Beijing Enterprises Clean Energy Group Ltd. ("BECE") to conduct an independent limited assurance engagement ("Assurance Engagement") on the information and data related to sustainable development in BECE's 2017 Environmental, Social & Governance Report ("ESG Report").

CECEPAC (HK) has been engaged to assure BECE's adherence to the three AA1000 Accountability Principles (Inclusivity, Materiality and Responsiveness) set out in the AA1000 Assurance Standard (2008) ("AA1000AS"). CECEPAC (HK) has also been engaged to provide limited assurance on the reliability and accuracy of specific performance information disclosed in the ESG Report that has been selected in accordance with the Environmental, Social and Governance Reporting Guide ("ESG Guide") published by the Stock Exchange of Hong Kong Limited ("HKEX").

If there is any inconsistency or ambiguity between the English version and the Chinese version of this assurance statement, the English version shall prevail.

I. BECE's Responsibilities

BECE is responsible for the preparation and presentation of the ESG Report in accordance with the HKEX's ESG Guide. BECE is also responsible for implementing internal audit procedures and ensuring that contents of the ESG Report are free from material misstatement, whether due to fraud or error.

II. Assurance Provider's Responsibilities

CECEPAC (HK) is responsible for issuing an independent assurance statement to the Board of Directors of BECE. This independent assurance statement applies solely to the ESG Report in the specified scope, expresses a conclusion on the assurance work, and does not serve any other intents or purposes.

CECEPAC (HK) ensures that all personnel involved in assurance work meet professional qualification, training and experience requirements, and are proficient in conducting assurance engagements. The results of all assurance and certification audits are internally reviewed by senior staff to ensure that methodologies used in the process are sufficiently stringent and transparent.

III. Scope

- The scope of the Assurance Engagement is limited to the ESG Report only, and the contents only involve BECE and its subsidiaries. The scope of this assurance does not include BECE's suppliers, contractors, and data or information provided by other third parties;
- A Type 2 Moderate Level of Assurance was adopted to evaluate the nature and extent of BECE's adherence to the three principles of AA1000AS;
- The assurance of seven types of specific performance information disclosed in the ESG Report were agreed upon and selected between BECE and CECEPAC (HK). The selected performance information is as follows:
 - Description of measures to mitigate emissions and results achieved
 - Direct and indirect energy consumption by type in total (Electricity and Gasoline)
 - Description of energy use efficiency initiatives and results achieved
 - Total workforce by employment type
 - Number of work-related fatalities
 - Number of training attendances and average training hours per employee that received training
 - Description of practices relating to engaging suppliers and how they are implemented and monitored
- CECEPAC (HK)'s assurance work was with respect to information disclosed from January 1 to December 31, 2017 only. We have not performed any procedures with respect to earlier periods or any other elements included in the ESG Report, and therefore, these do not constitute a part of our conclusions;
- The scope of the assurance is confined to the information and data provided by BECE. Any queries regarding the content or related matters within this Assurance Statement should be addressed to BECE only.

IV. Methodology

CECEPAC (HK)'s Assurance Engagement was conducted at the headquarter of BECE in Beijing, the People's Republic of China and the assurance work included:

- An assessment on the suitability of BECE's stakeholder engagement participation process;
- Interviews with BECE's sustainability management and other personnel involved in the preparation and provision of the content and information in the ESG Report;
- An assessment on whether the reporting and management approach disclosed in the ESG Report responded to the principles of Inclusivity, Materiality and Responsiveness as defined in the AA1000AS;
- Review of supporting evidence pertaining to qualitative specific performance information;

- Random sampling of sources of evidence pertaining to quantitative specific performance information;
- Recalculation of quantitative specific performance information; and
- Other procedures we deemed necessary.

Assurance work was performed and the conclusions within were based upon information and data provided by BECE, and on assumptions that the information provided was complete and accurate.

V. Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

VI. Conclusions

In accordance with the principles of Inclusivity, Materiality and Responsiveness in the AA1000AS, our conclusions of are detailed as follows:

Inclusivity

BECE has identified key stakeholders. Regular communication with the key stakeholders is carried out in various way to understand their expectations and concerns. On this basis, BECE has formulated policies in consideration of key stakeholders' expectations and concerns.

Materiality

The disclosure of material issues in the ESG Report, which is based on the materiality survey conducted in 2016, is reasonable as the major businesses and stakeholders remain unchanged in 2017.

Responsiveness

Through the ESG Report, BECE has disclosed corporate sustainability strategies, management systems, management key points, key stakeholder participation activities as well as material issues to respond to key stakeholders. Areas for enhancement to the Report were adopted by BECE before the issuance of this statement.

Specific Performance Information

Based on the procedures CECEPAC (HK) has performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the disclosure of the seven types of specific performance information in the ESG Report is unreliable, inaccurate or not been prepared in all material respects in accordance with the basis of reporting.

VII. Recommendations

We recommend BECE considers continuing to enhance its stakeholder identification and engagement mechanisms.

Meanwhile, we recommend that BECE considers to continually strengthen their internal information collection mechanisms for identified material issues.

VIII. Independence and Competence

CECEPAC (HK) was not involved in collecting and calculating data, or in the development of this ESG Report. CECEPAC (HK)'s activities are independent from BECE. There is no relationship between BECE and CECEPAC (HK) beyond the contractual agreement for providing this Assurance Engagement.



July 23, 2018

Hong Kong



Appendix - Index of Environmental, Social and Governance Reporting Guide

附錄：《環境、社會及管治報告指引》內容索引

Index of Environmental, Social and Governance Indicators 環境、社會及管治指標索引			Disclosure Pages 披露頁碼
Environmental 環境			
A1 Emissions 排放物	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等： (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	P16-P21
	A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	P16-P21
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	P17-P19
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	P20-P21
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	P20-P21
	A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	P16-P21
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	P20-P21
A2 Use of Resources 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	P16-P21
	A2.1	Direct and / or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）	P17-P19
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度（如以每產量單位、每項設施計算）	P18-P19

	A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	P16-P19
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	P18-P19
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量	Not applicable to principal business 主要業務不適用
A3 Environmental and Natural Resources 環境及天然資源	General Disclosure 一般披露	Policies on minimising 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	P16-P21
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	P16-P21

Index of Environmental, Social and Governance Indicators 環境、社會及管治指標索引			Disclosure Pages 披露頁碼
Social 社會			
B1 Employment 僱傭	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料	P24-P26
	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	P24-P25
	B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率	P24-P25
B2 Health and Safety 健康与安全	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員工避免職業性危害的： (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	P26-P28

	B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	P26
	B2.2	Lost days due to work injury 因工傷損失工作日數	P26
	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	P26-P27
B3 Development and Training 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 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動	P28-P31
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比	Will plan for disclosure in the future 計劃在未來披露
	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	P29-P31
B4 Labour Standards 勞工準則	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關防止童工或強制勞工的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料	P24-P25
	B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	P24-P25
	B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	No incidents related to child or forced labour occurred during the Reporting Period, hence this section is not applicable 未出現使用童工及強制勞工的情況，不適用
B5 Supply Chain Management 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	P33-P34
	B5.1	Number of Suppliers by geographical region 按地區劃分的供應商數目	P33-P34
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法	P33-P34

B6 Product Responsibility 產品責任	General Disclosure 一般披露	Information: (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	P13-P14
	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	Not applicable to principal business 主營業務不適用
	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	P13-P14
	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	P13-P14
	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	Not applicable to principal business 主營業務不適用
	B6.5	Description of consumer data protection and privacy policies, 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	P13-P14
B7 Anti-corruption 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	P13-P14
	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	P13-P14
	B7.2	Description of preventive measures and whistle-blowing procedures, 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	P13-P14
B8 Community Investment 社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來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	P35-P36
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）	P35-P36
	B8.2	Resources contributed (e.g. money or time) to the focus area in the contribution area 在專注範疇所動用資源（如金錢或時間）	P35-P36