



北控清潔能源集團有限公司

Beijing Enterprises Clean Energy Group Limited

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 01250



**Environmental, Social and
Governance Report**
環境、社會及管治報告

2018

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1. About this Report 關於本報告

1.1 REPORTING PURPOSE AND BASIS

This is the third Environmental, Social and Governance Report (the “Report”) of Beijing Enterprises Clean Energy Group Limited (the “Company”, “BECE” or “We”, and together with its subsidiaries, the “Group”). The Report outlines the Company’s policies, commitments, performance and the related matters in environmental and social aspects, it also elaborates our environmental, social and governance (“ESG”) performance in 2018.

The Report is prepared for disclosure based on the principles of “materiality”, “quantitative”, “balance” and “consistency”. Also, during the compilation of the Report, we engaged a third-party professional consultant for the identification of material topics related to sustainable development regarding our business nature. Through online survey and face-to-face interviews, we decided the extent of disclosure based on the stakeholders’ concerns and attention on the topics (Please refer to “3. About Us – 3.6 Materiality Identification and Analysis” for more details).

1.2 REPORTING SCOPE

The Report covers the general disclosure and key performance index of the core business of the Company and its subsidiaries (Please refer to “3. About Us – 3.1 The Group Profile”).

Also, parts of the content related to corporate governance are stated in the Company’s Annual Report, please refer to the “Corporate Governance Report” in our Annual Report.

1.3 REPORTING PERIOD

Unless otherwise stated, the sustainable development policy, initiatives and performance of the Group covered in the Report were for the period from 1 January 2018 to 31 December 2018 (the “Reporting Period”).

1.4 REFERENCE TO ESG REPORTING GUIDE

The Report is compiled to disclose information related to the Group’s business in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) under Appendix 27 of the Rules Governing the Listing of Securities published by the Stock Exchange of Hong Kong Limited. The Report complies with all reporting requirements under the “Comply or Explain” Provision and responds to the recommended disclosure.

1.1 報告目的及基準

本報告為北控清潔能源集團有限公司（「本公司」、「北控清潔能源」或「我們」，及連同其附屬公司統稱為「本集團」）的第三份環境、社會及管治報告（「本報告」）。本報告旨在載述本公司在環境及社會方面的政策、承諾、表現及相關事項，並闡釋我們二零一八年度在環境、社會及管治方面的表現。

本報告以重要性、量化、平衡及一致性方面考慮披露內容。同時，在編制本報告過程中，我們委託第三方專業顧問，考慮業務性質識別出若干可持續發展相關的重大性議題，對利益相關方針對該些議題進行網上問卷及面談，以了解他們對各議題的關注度而決定相關事項在本報告的披露程度（詳細請參見「3. 關於我們—3.6 重大性識別及分析過程」）。

1.2 報告範圍

本報告的一般披露及主要數據涵蓋本公司及旗下附屬公司的核心業務（詳細定義見「3. 關於我們—3.1 集團概覽」）。

另外，部份有關企業管治的內容已在本公司年報陳述，可參見年報內「企業管治報告」。

1.3 報告期

除另有說明，本報告涵蓋本集團在二零一八年一月一日至二零一八年十二月三十一日期間（「本報告期」）可持續發展方面的政策、措施和績效表現。

1.4 參考環境、社會及管治報告指引編制

本報告按照香港聯合交易所有限公司證券上市規則附錄二十七闡述的《環境、社會及管治報告指引》編寫及披露對業務重要及相關的信息。本報告已遵守指引載列的所有「不遵守就解釋」條文，並根據指引中的所有建議披露作出匯報。

2. Chairman's Statement 主席致辭

In the past year, the Chinese macro-economy remained positive under various challenges, the power consumption of the society and enterprises grew rapidly. The year-on-year growth of the total social power consumption reaching a 7-year high, driving a continuous expansion of the development and production efficiency of new energy. As at the end of 2018, the installed capacity of renewable energy power generation reached 728 million kilowatts, representing an increase of 12% as compared to last year, and accounting for 38.3% of the installed capacity of total power generation, representing an increase of 1.7% as compared to last year, reflecting the increasing prominence of the substitution of traditional energy by renewable clean energy.

BECE adheres to the national agenda towards green development, overcoming challenges with great courage. We steadily develop the scale of our high-quality clean energy assets portfolio and continue exploring in various areas, including but not limited to energy storage, micro-grid network technology, geothermal energy and distribution and sales of electricity on our foundation of the existing photovoltaic power, wind power and clean heat supply businesses. We furthered a step in enhancing the utilisation of clean energy and advocating green and low carbon lifestyles, for the pursuit of our mission of "Contributing Our Clean Energy and Building a Green Future". Meanwhile, the Group realises the relevance of the sustainable development topics such as common cultural construction, social livelihood and regional harmony to the Group's operations. Hence, we insist to operate in accordance to our core values of "being responsible, having values and being sharing", which facilitates the incorporation of sustainable development into the Group's business development as a significant consideration. The Group will continue to bolster the role of corporate culture in strategy implementation, operation management, business collaboration and maintaining organisation cohesion.

在過去一年，中國宏觀經濟在多方挑戰下態勢基本向好，社會及企業電力消費快速增長，全年全社會用電量增速創七年新高，帶動新能源發展及生產效益持續增長。截至二零一八年底，中國可再生能源發電裝機容量達到7.28億千瓦，同比增長12%，可再生能源發電裝機容量約佔全部電力裝機容量的38.3%，同比上升1.7%，可再生清潔能源替代傳統能源的作用日益深化。

北控清潔能源積極配合國家堅定綠色發展道路，勇於面對挑戰，穩步發展優質清潔能源資產規模，繼續在光伏業務、風電業務及清潔供暖業務基礎上積極探索包括儲能、微電網技術、地熱、配售電等多個領域，及進一步提高能源清潔化利用水平，倡導綠色低碳生活，成就我們「奉獻清潔能量，創享綠色未來」的使命。同時，本集團亦意識到自身運營與文化共建、民生保障及地區和諧等可持續發展議題的關聯性，因此我們透過堅持圍繞「有擔當、有價值、有分享」的企業核心價值觀，把可持續發展理念結合為本集團業務發展的重要考量，提升企業文化對本集團戰略落實、經營管理、業務協同、凝聚共識的推動作用。

2. Chairman's Statement 主席致辭

The Group is responsible for our customers by striving to ensure the safety and stability of energy production and services. The establishment of Production Safety Committee has made the implementation of safety management responsibility system possible, requiring full participation and close teamwork, with an objective to achieve environmental and safety management upon industry benchmarks. In 2018, the Group focused on environmental and safety management, carried out inspections and management exercises proactively and carefully, while strengthened the emergency response capabilities of our teams. A variety of safety training and activities were also arranged for the awareness-raising sake, which in turns contributed to zero record of safety incident during our operations, including construction engineering, power generation operation, clean heat supply. As a result, the Group continues to provide users with efficient and safe energy services.

The Group highly recognises the values of our team. The Group adheres to its employee-oriented principles and is committed to giving priority to employees' working experience and career development opportunities. We provide competitive welfare and benefit conditions for all employees while maintaining a fair and open human resources management foundation for establishing a culture of mutual respect and executing the greatest synergy of the team.

The Group is "being sharing" to its business partners and the community where it operates in. Through active management of its operational value chain, we have taken into considerations the elements such as occupational health, safety and environmental protection in the partnership conditions, together with the suppliers' fundamental compliance with laws and regulations. The Group aims to share with its business partners the benefits brought by the green energy industry, and at the same time the responsibilities and obligations of giving back to the community by applying its professional technologies and resources.

我們對客戶「有擔當」，致力確保能源服務生產的安全和穩定，透過成立安全生產委員會，有系統地落實安全管理責任制，要求全員參與、群策群力，以行業標桿進行環境及安全管理為目標。二零一八年，本集團以環境及安全管理為工作重點，積極細緻的進行隱患排查及治理，加強應急能力建設，更組織多項安全培訓及活動以提升員工安全意識，在工程建設、發電運營、清潔供暖等運營範疇均未發生生產安全事故，持續為用戶提供高效而安全的能源服務。

我們高度認可團隊「有價值」，本集團秉承以員工為本，承諾優先關注員工的工作體驗和職業發展機會，為全體員工提供具競爭性的福利條件，並以平等公開作為人才管理基礎，建立互相尊重的文化氛圍，發揮協同合作的最高價值。

我們與商業合作夥伴及社區「有分享」，對自身運營價值鏈進行積極管控，在要求供應商合規合法的基礎上，我們在合作條件中加入職業健康、安全、環保等因素的考量，目標在分享綠色能源產業帶來的發展優勢的同時，亦分享責任與義務，並利用專業技術及資源回饋社會。

2. Chairman's Statement 主席致辭

Thanks to the support and trust given by the Group's stakeholders, BECE was awarded as the "Energy Decade New Energy Model Enterprise" at the 2018 Annual Energy Meeting and the 10th China Energy Enterprise Executive Forum, representing the industry's recognition to our outstanding achievement in leading the new energy industry, as well as our contributions to China's energy transformation and innovation development.

Looking forward to 2019, it is a crucial year for the Group to become a leading integrated clean energy service provider, we will uphold the principles of sustainable development under the strategic guidance and ideology of the Board of Directors and continue to strengthen the industry development of clean energy through the implementation of energy-saving measures and the construction of intelligent organisation. We will also advance our clean energy businesses to a new level based on the fundamental spirit of high-quality development. The Group will persist on the pathway of clean energy development to reinforce the corporate culture of sustainability. We bring forth innovation, undertake the responsibility, optimise operation, create values and contribute to the community, with determined efforts in "Contributing Our Clean Energy and Building a Green Future".

Hu Xiaoyong
Chairman

Hong Kong

有賴本集團多方利益相關方的支持和信任，使我們有幸於「2018能源年會暨第十屆中國能源企業高層論壇」獲得「能源十年新能源榜樣企業」獎項，代表了業界對本集團在引領新能源行業發展上的卓著成就，以及為中國能源轉型和創新發展做出的巨大貢獻的高度認可。

展望二零一九年，是本集團構建成為領先的清潔能源綜合服務商的關鍵之年，我們將在董事會的戰略指導思想下秉持可持續發展理念，繼續鞏固發展綠色清潔能源產業，落實節能降耗，依托智慧型組織建設，按照高質量發展的根本精神，全面推進清潔能源事業踏上新台階。本集團將在綠色清潔能源發展的道路上堅持不懈，加強企業可持續發展文化建設，勇於創新，敢於擔當，優化運營，創造價值，回饋社會。為「奉獻清潔能量，創享綠色未來」不懈奮鬥。

胡曉勇
主席

香港

3. About Us 關於我們

3.1 THE GROUP PROFILE

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. During the year, 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” or the “PRC”). The Company engaged in the design, printing and sale of cigarette packages (the “Cigarette Packaging Business”) in China, which was a non-core business of the Company and disposed of in January 2018.

The Group principally focuses on the clean development and use of energy providing “clean energy plus” solutions and aims at building up a clean energy business ecosystem featuring multi-energy complement, and synergies on varieties of business lines and profit sources, and commits to become a leading integrated clean energy service provider. In this regard, the Group adheres to its mission of “Contributing Our Clean Energy and Building a Green Future” and its core values of “Being Responsible, Having Values and Being Sharing” to promote the development of renewable energy through its leading technological advancement and long-term effective management mechanism.

3.1 集團概覽

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。本集團於年內主要於中華人民共和國（「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」）。其中於中國從事設計、印刷及銷售卷煙包裝（「卷煙包裝業務」）的非核心業務，已於二零一八年一月出售。

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。為此，本集團透過領先的技術水平及長效的管理機制，全面推動可再生能源的發展，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。

3.2 BUSINESS REVIEW

The Group's centralised photovoltaic power business has developed continually, with improving quality and efficiency. As at 31 December 2018, total capacity of centralised photovoltaic power plant projects held or under joint development by the Group in China reached over 2,400 megawatts ("MW"), with over 50 projects in aggregate covering 12 provinces, 1 direct-controlled municipality and 3 autonomous regions in China. These projects were mainly situated in the photovoltaic resource areas II and III as promulgated by the National Development and Reform Commission of the PRC (the "NDRC"). As at 31 December 2018, 52 (2017: 43) centralised photovoltaic power plants held by the Group were in operation, and the aggregate on-grid capacity of these photovoltaic power plants reached 2,074MW (2017: 1,784MW).

3.2 業務回顧

本集團的集中式光伏發電業務持續增長，質量效益不斷提升。截至二零一八年十二月三十一日，本集團於中國持有或聯合開發的集中式光伏發電站項目共有超過50個，總容量超過2,400兆瓦，覆蓋中國12個省份、1個直轄市及3個自治區，主要位於中國國家發展和改革委員會（「國家發改委」）劃分的II類及III類光伏資源區。本集團於二零一八年十二月三十一日持有已營運的集中式光伏發電站共計52座（二零一七年：43座），總併網容量達2,074兆瓦（二零一七年：1,784兆瓦）。



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

In respect of the distributed photovoltaic power business, as at 31 December 2018, the total installed capacity of the distributed photovoltaic power plants held and/or managed by the Group and in operation achieved over 600MW, mainly located in resource area III as promulgated by the NDRC such as Henan Province, Anhui Province, Shandong Province, Jiangsu Province and Hebei Province, including 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.

在分佈式光伏發電業務方面，截至二零一八年十二月三十一日，本集團持有及／或管理之已營運的分佈式光伏電站裝機容量超過600兆瓦，主要分佈於國家發改委劃分的III類資源區（如河南、安徽、山東、江蘇、河北等省份），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電站。

3. About Us 關於我們



Distributed Photovoltaic Power Station, Suzhou City, Anhui Province
安徽省宿州市分佈式光伏發電站

In the field of wind power, the Group relied on the support of the entire industry chain. Our professional management team set up strategies for project development, construction engineering, production operation and capital operation etc., resulting in our steady development in the wind power business. As at 31 December 2018, through self-development, joint development and acquisitions, etc., the aggregate capacity of the grid-connected, under-construction and approved-to-construct wind power projects reached over 1,300MW, these projects mainly located in Hebei Province, Henan Province, Shandong Province and the Inner Mongolia Autonomous Region and mainly situated in resource area IV as promulgated by the NDRC. Among which, 4 projects (2017: 1 project) with an aggregate on-grid capacity of 117MW (2017: 48MW) were held by the Group and in operation as at 31 December 2018.

在風電領域，本集團依托全產業鏈支撐，以專業化的管理團隊，在項目開發、工程建設、生產運營、資本運作等方面佈局，穩步發展風電業務，截至二零一八年十二月三十一日，本集團通過自主開發、聯合開發及收購等形式實現併網、在建及獲批待建風力發電項目的總容量超過1,300兆瓦，項目主要位於河北省、河南省、山東省及內蒙古自治區，及主要分佈於國家發改委劃分的IV類資源區。其中，本集團於二零一八年十二月三十一日持有並已投運之4個項目（二零一七年：1個項目）的總併網容量達117兆瓦（二零一七年：48兆瓦）。



Wind Power Plant, Baotou city, the Inner Mongolia Autonomous Region
內蒙古自治區包頭市風力發電站

3. About Us 關於我們

For clean heat supply business, the Group actively responded to the national plan by developing the clean heat supply business, for the sake of coping with the increasingly severe environmental pollution issues such as air pollution and haze weather. With various supportive government policies issued including but not limited to the issuance of “the Notice on the Winter Clean Heat Plan (2017 to 2021) of the Northern China”, the Group is optimistic on developing its clean heat supply projects. As at 31 December 2018, through development and business acquisition, 14 projects in operation with an aggregate actual clean heat supply area of over 23 million square meters locating in Henan, Hebei, Shanxi, Shaanxi, the Ningxia Hui Autonomous Region, Liaoning, Shandong and other provinces were held and/or managed by the Group.

在清潔供暖業務方面，本集團積極響應國家規劃推進清潔供暖行業發展，以應對大氣污染和治理霧霾日趨嚴峻的環境污染問題。隨著各種政府扶持政策（包括但不限於《關於印發北方地區冬季清潔取暖規劃（二零一七-二零二一年）的通知》）的頒布，本集團積極配合國家清潔供暖工程的發展。於二零一八年十二月三十一日，通過開發及業務收購，本集團持有及／或管理14項位於河南、河北、山西、陝西、寧夏回族自治區、遼寧、山東及其他省份的已營運項目，實際清潔供暖面積合共超過2,300萬平方米。



Clean coal consumption and power plant excess heat energy centralised heat supply project, Yinchuan City, the Ningxia Hui Autonomous Region
寧夏回族自治區銀川市清潔化燃煤及發電站餘熱能源集中供暖項目

As for other clean energy businesses, the Group has been exploring other clean energy businesses such as multi-energy complement, energy storage, micro-grid network technologies, geothermal energy, distribution and sales of electricity and other business lines, and exploring international opportunities for strategic development and diversification, with an aim to become a leading integrated clean energy service provider. The Group steadily developed its energy storage business and completed the construction of certain demonstrative and operating projects with an aggregate capacity of approximately 69MWh locating in Beijing, the Tibet Autonomous Region, Jiangsu Province and Shanxi Province, the PRC during the year.

在其他清潔能源業務方面，本集團一直探索多能互補、儲能、微電網技術、地熱能、配售電及其他業務範疇等其他清潔能源業務，並探索國內外機遇尋求戰略及多元化發展，旨在成為領先的清潔能源綜合服務供應商。年內，本集團穩步發展儲能業務，並於年內完成建造若干位於北京、西藏自治區、江蘇省及山西省，總容量約為69兆瓦時的示範性及營運項目的建造。

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Yangyi Photovoltaic Energy Storage Project, the Tibet Autonomous Region
西藏自治區羊易光伏儲能項目

3.3 COMPLIANCE OPERATION

The Group conscientiously applies the principles of business integrity and puts the employees' professional conduct in priority. We stringently comply with the laws, rules, and regulations set out by the regulatory authorities in regions that the Group operates, including but not limited to the "Prevention of Bribery Ordinance (Cap. 201)" and the "Anti-Corruption and Bribery Law of the People's Republic of China". For internal management, senior management is required to sign the "Integrity Commitment". The "Notice on Corruption and Bribery and Unlawful Possession of Assets of Company" is uploaded on the internal operating system and updated regularly for reference of employees at all levels. We constantly remind employees to uphold the high standard of ethics, be self-disciplined, and prohibit any illegal activities.

3.3 合規運營

本集團堅持誠信經營的原則，並十分重視員工的職業操守，嚴格遵守經營所在地相關的法律法規及監管機構的規定，包括但不限於《防止賄賂條例》（第201章）、《中華人民共和國反貪污受賄法》。在內部管理方面，高級管理層須簽訂《廉潔從業承諾書》，同時在內部日常運營系統內上載及更新《關於貪污受賄及職務侵佔通知》供各階層員工查閱，並定期提醒員工秉承高水平的道德標準，守規自律，嚴禁進行任何違法行為。

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The Group has established a comprehensive whistle-blowing mechanism together with a rigorous investigation and disciplinary mechanism. We encourage employees to report suspected misconduct, and punishment will be imposed on the relevant employees once the misconduct is confirmed. During the Reporting Period, we did not identify any cases of corruption or misconduct by our employees, nor did we receive any investigation report on relevant unlawful activities by the related law enforcement departments.

In addition, we regard intellectual property as an intangible asset for the Company and are fully aware of its values in building our competitive advantages in the market. We emphasise on our internal protection and management of the intellectual property and respect others' intellectual property. Hence, we have formulated the "Confidential Policy of BECE" based on the "Anti-unfair Competition Law" and other relevant regulations where applicable. The policy is integrated into all aspects of the Company's operations. We strive to continuously enhance the organisational structure and procedural system for intellectual property management, prohibiting any form of infringement. Also, to protect the important information of the Company and safeguard the rights of the Company and its customers, the policy states that design and development of a new product by using the Company's trade secrets or release of relevant information without the Company's written consent is strictly forbidden, and also employees are prohibited from leaking any customer information. In case of any employee is found with infringement or violation of the policy, the Group will impose punishment to the employee according to relevant laws and regulations.

本集團設有完善的舉報機制並設有嚴謹的調查及處分機制。我們鼓勵員工檢舉可疑的不當行為，一經證實，我們將對相關員工作出處分。於本報告期內，我們未有發現員工任何有關貪污或不當行為的個案，亦未有接獲任何相關執法部門對相關不法行為的調查通報。

另外，我們深知知識產權是我們的無形資產，也是我們能在市場上保持優勢的關鍵。因此，我們十分重視知識產權的保護與管理，亦尊重他人的知識產權。為此，我們根據《反不正當競爭法》等有關法律法規，制定《北控清潔能源集團有限公司保密制度》，並將相關事宜納入經營管理的各個環節中，不斷完善知識產權管理的組織建設與程序制度，制止一切侵權行為。為保護本集團的重要資訊，維護公司及客戶的權益，此保密制度列明嚴禁在未經公司書面同意情況下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相關內容，亦嚴禁洩漏客戶資料。如發現員工有任何違反此制度或進行侵權行為，本集團將對其進行處分及依法處理。

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3.4 CORPORATE RESPONSIBILITY

Environmental, Social and Governance Approach

The Group adheres to its core value of “Being Responsible, Having Values and Being Sharing” to enhance corporate competitiveness and promotes the Group’s mission of “Contributing Our Clean Energy and Building a Green Future” through corporate culture establishment by means of various cultural activities and training. Meanwhile, we continuously improve our sustainability performance in environmental, social and governance aspects, refining management through the application of operational information systems and improving the control mechanism for corporate efficiency enhancement.

The Group attaches great importance to occupational health and safety of its employees and continues to strengthen the safety system establishment. With support from different operational units, we have formulated a management policy and incorporated relevant production safety considerations into our daily operations. To strengthen our risk management control on safety and keep abreast our business with the government’s requirements and industry development, the management policies and systems are subject to regular review and enhancement.

3.4 企業責任

環境、社會及管治理念與方針

本集團堅守「有擔當、有價值、有分享」的核心價值觀，通過各類文化活動及培訓建設企業文化，以推動企業競爭力及傳播本集團「奉獻清潔能量，創享綠色未來」的使命。同時在可持續發展方面，我們不斷完善環境、社會及管治三方面，利用信息化運營系統實現精細化管理，不斷優化管控體系及全面提升企業效能。

本集團重視員工的職業健康與安全，持續加強安全體系建設，與運營各範疇制定了管理政策，把相關考慮因素融入我們的日常運營當中。我們定期檢討及優化我們的管理政策及管理制度，並強化安全風險管控以緊貼政府要求及行業發展。

3.5 STAKEHOLDER ENGAGEMENT

Maintaining regular communication and close relationship with stakeholders is the key to the Group's sustainable development. During the year, we have engaged our stakeholders through a wide variety of communication channels, so as to understand their concerns over the Group's environmental, social and governance matters. The engagement exercise facilitated our formulation of development plans and management approaches as an important reference, enabling our tailoring of operational strategies and measures.

3.5 利益相關方溝通

與利益相關方保持恆常溝通以建立緊密關係是我們可持續發展的關鍵。年內，我們透過廣泛的渠道與利益相關方進行交流，以了解他們對與本集團環境、社會及管治議題的關注，有助於我們以利益相關方的期望與意見作為參考依據，以建立相應的發展規劃及管理方針，制定營運策略及措施。

Stakeholder Groups 利益相關方組別	Communication Channels 溝通管道	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

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Stakeholder Groups 利益相關方組別	Communication Channels 溝通管道	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
	Technical seminars 技術交流會	Occasionally 不定期
	On-site visits 現場考察	Occasionally 不定期
Contractors 承包商	Contractor meetings 承包商會議	Occasionally 不定期
	Questionnaires 問卷調查	Annually 每年
	Seminars 交流研討會	Occasionally 不定期
	On-site visits 現場考察	Occasionally 不定期
Government 政府實體	Government meetings 政府實體會議	Occasionally 不定期
	Questionnaires 問卷調查	Annually 每年
	On-site visits 現場考察	Occasionally 不定期

Stakeholder Groups 利益相關方組別	Communication Channels 溝通管道	Frequency 頻率
Cooperative Partners 行業合作夥伴	Cooperative partner meetings 行業合作夥伴會議	Occasionally 不定期
	Questionnaires 問卷調查	Annually 每年
	Seminars 研討會	Occasionally 不定期
	On-site visits 現場考察	Occasionally 不定期
Media 媒體	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

3.6 MATERIALITY IDENTIFICATION AND ANALYSIS

During the year, the Group has commissioned an independent professional consultant for the identification of 28 material topics based on our industry nature, covering aspects of corporate governance, environmental protection, employee responsibility, corporate operation and social responsibility. In particular, online survey and face-to-face interviews were arranged for over 100 internal and external stakeholders, including management and employees of the Group, government organisations, shareholders/investors/analysts, suppliers/contractors, customers, academic organisations, industry associations and banks, in order to understand their comments and expectations over the Group's performance regarding these topics, while assessing their importance to each stakeholder group.

In the questionnaire exercise, we measured and analysed each topic in two dimensions, namely "the importance to stakeholders" and "the importance to corporate development". The results were illustrated and prioritised in a materiality matrix. The matrix serves as the foundation of the compilation of this report and helps to define specific disclosure regarding topics concerning our stakeholders. The Company will also be able to formulate the ESG management approach with reference to the results. The list of material topics and materiality matrix are illustrated as below:

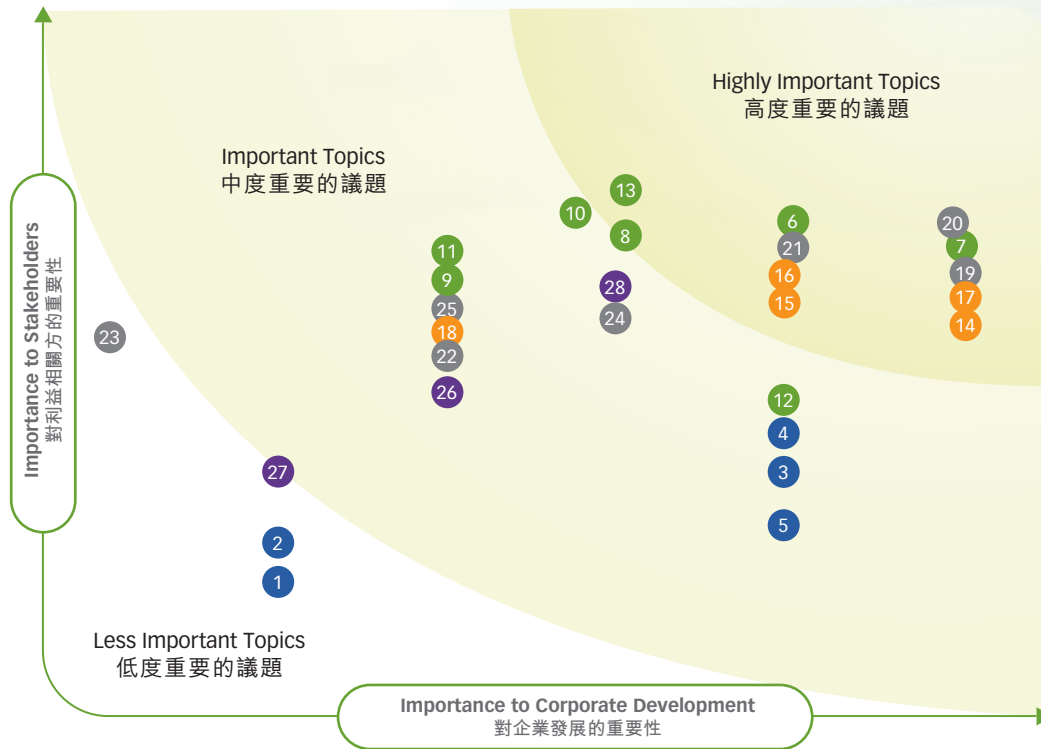
3.6 重大性識別及分析過程

本年度，本集團委託第三方專業顧問針對我們的行業性質識別出二十八個重大議題，分別涵蓋了企業管治、環境保護、員工責任、企業營運及社會責任等範疇，並對超過一百名我們的內、外部利益相關方進行調研及面談會議，包括本集團管理層及員工、政府機構、股東／投資者／分析員、供應商／承辦商、客戶、學術機構、行業協會及銀行，以了解他們對本公司在這些方面的工作表現的評價及期望，及評估本公司環境、社會及管治議題對各利益相關方的重要性。

在問卷調研中，我們從「對利益相關方的重要性」以及「對企業發展的重要性」兩個維度量化結果，並進一步分析各個議題對雙方的重要性，再以重要性矩陣圖像化排序各議題，作為編制本報告的基礎，針對性地闡述利益相關方重視的相關內容，以及作為北控清潔能源未來制定環境、社會及管治管理方針的參考。議題列表及重大性議題矩陣陳列如下：

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BECE 2018 ESG Topics Materiality Matrix
北控清潔能源二零一八年ESG議題重大性矩陣



Topic Number 議題編號	Aspect 議題所屬範疇	Topic 議題
1	Corporate Governance 公司治理	Economic Performance 經濟績效
2	Corporate Governance 公司治理	Business Development 業務發展
3	Corporate Governance 公司治理	Business Compliance 商業合規
4	Corporate Governance 公司治理	Anti-Corruption 反貪污
5	Corporate Governance 公司治理	Supplier Management 供應商管理
6	Environmental Protection 環境保護	Environmental Compliance 環境合規
7	Environmental Protection 環境保護	Response to Climate Change 應對氣候變化議題
8	Environmental Protection 環境保護	Energy Consumption Efficiency 能源使用效率

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Topic Number 議題編號	Aspect 議題所屬範疇	Topic 議題
9 ●	Environmental Protection 環境保護	Green Office 綠色辦公
10 ●	Environmental Protection 環境保護	Use of Water Resource 水資源的使用
11 ●	Environmental Protection 環境保護	Waste Management 廢物管理
12 ●	Environmental Protection 環境保護	Biodiversity 重視生物多樣性
13 ●	Environmental Protection 環境保護	Innovation and Application of New Energy 新能源技術開發及利用
14 ●	Employee Responsibility 員工責任	Labour Standards and Relationship 勞工標準及勞工關係
15 ●	Employee Responsibility 員工責任	Employee Fairness 員工平等權利
16 ●	Employee Responsibility 員工責任	Employee Training and Development 員工發展及培訓
17 ●	Employee Responsibility 員工責任	Safeguarding Employee Occupational Health and Safety 保障員工職業健康安全
18 ●	Employee Responsibility 員工責任	Employee Welfare 員工福利
19 ●	Corporate Operation 企業營運	Invention of Environmental-Protection Technology 環境保護技術研發
20 ●	Corporate Operation 企業營運	Innovation of Renewable Energy Products 可再生能源產品的開發
21 ●	Corporate Operation 企業營運	Product and Service Quality 產品與服務的品質
22 ●	Corporate Operation 企業營運	Product Supply Stability 產品供應的穩定性
23 ●	Corporate Operation 企業營運	Protection and Respect for Intellectual Property 知識產權的保護與尊重
24 ●	Corporate Operation 企業營運	Customer Service 客戶服務
25 ●	Corporate Operation 企業營運	Protection of Customer Privacy and Personal Information 保護客戶的隱私及個人資訊
26 ●	Community Responsibility 社區責任	Community Philanthropy 社會公益
27 ●	Community Responsibility 社區責任	Communication and Engagement of Surrounding Community 周邊社區溝通與參與
28 ●	Community Responsibility 社區責任	Support Local Economy 支持地方經濟

4. Undertaking Clean and Environmental-friendly Operations

清潔環保 綠色運營

4.1 CLEAN ENERGY DEVELOPMENT

Renewable energy is today's emerging trend in mitigating global warming and reducing the emission of greenhouse gases. In response to the national clean energy policy, the Group is making every effort to develop photovoltaic and wind power-generating, clean heat supply and other clean energy projects. It is hoped that through our business operations we could provide societies with green, clean and sustainable energy supply.

On-grid electricity generated by the projects held by the Group during the Reporting Period:

Electricity generation 電力產出	Unit 單位	2018 二零一八年	2017 二零一七年
Photovoltaic power plants 光伏發電站	Megawatt hours (MWh) 兆瓦時	2,691,338	1,476,147
Wind power plants 風力發電站	Megawatt hours (MWh) 兆瓦時	197,558	108,227

Our environmental contributions in 2018:

	2018 二零一八年	2017 ^{Remark 1} 二零一七年 ^{附註1}
Reduction of standard coal approximately (in tonnes) 減少標準煤約，公噸	889,780	489,572
Reduction of carbon dioxide emissions approximately (in tonnes) 減少二氧化碳排放約，公噸	2,438,228	1,337,212
Reduction of sulphur dioxide emissions approximately (in tonnes) 減少二氧化硫排放約，公噸	751	412
Reduction of nitrogen oxide emissions approximately (in tonnes) 減少氮氧化物排放約，公噸	722	396

Remarks:

1. Restated. The Company modified the calculation method of environmental data to enhance the accuracy, and accordingly updated the disclosed data in 2017.

4.1 發展清潔能源

可再生能源是現今應對全球氣候變暖及減少溫室氣體排放的發展趨勢，為響應國家的清潔能源政策，本集團積極發展光伏發電、風力發電、清潔供暖及其他清潔能源項目，為社會提供綠色、清潔、可持續的能源供應。

本報告期內本集團持有的電站項目產出的上網電力：

二零一八年，我們對環境所做貢獻如下：

附註：

1. 經重列，本年度重新審閱數據核算方法，優化數據披露口徑，並對二零一七年數據做出調整。

4. Undertaking Clean and Environmental-friendly Operations

清潔環保 綠色運營

Besides actively developing clean energy projects, the Group improved the efficiency of existing clean energy power generation and clean heat supply projects by continuous technological deployment and upgrade of facilities, which serves as a green, leading exemplar for the clean energy industry. For instance, the Group formulated the “Regulations on Photovoltaic Power Plant Technological Advancement”, which set up a designated department responsible for agglomerating project updates, conducting preliminary assurance and declaration for each technological upgrade project. Through updates, renovation and upgrade of our equipment at power plants, we hope to increase our power generation efficiency and extend the lifespan of all facilities and equipment at power plants.

除積極發展清潔能源發電項目外，本集團亦通過不斷的技术研發和設備升級，提高現有清潔能源發電及清潔供暖項目的效率，引領清潔能源產業的健康綠色發展。例如，本集團制定《光伏發電站技術改造管理規定》，安排專職部門負責對各電站技術改造項目進行匯總、整理、初步審核和申報工作，對電站設備進行更新、改造和升級，從而提高發電效益及延長電站設備及設施的壽命。

Case Sharing 案例

Successful Completion of Capacity and Technology Enhancement of Centralised Photovoltaic Power Plant Project in Shanghe County, Shandong Province 山東商河縣集中式光伏發電站項目增容技改工程順利竣工

The Shandong Shanghe centralised photovoltaic power plant is located at Shanghe County, Jinan City, Shandong Province, which had approved capacity of 40MW and actual installed capacity of 39.18MW. To incorporate the Group’s spirit in “Lower Cost, Higher Efficiency”, the Operation and Maintenance Department conducted a comprehensive analysis on the plant’s performance and carried out an enhancement project jointly with several departments, including the Technical Research and Development Department and Construction Management Department. Making full usage of the inventory components of other power plants, the project has achieved an increase of installed capacity of approximately 0.8MW to the power plant, the expected annual growth of power generation is equivalent to approximately 1.2 million kWh. The project has successfully improved the economic and environmental benefits of the power plant.



山東商河縣集中式光伏發電站項目位於山東省濟南市商河縣，項目建設備案批覆容量40兆瓦，實際總裝機容量39.18兆瓦，為貫徹落實集團“降本增效”精神，運維事業部在充分調研電站實際情況後，聯合集團技術研發部、工程管理部等多個部門，科學開展電站項目技改工作，在充分利用其他光伏發電站建設期庫存組件，增加約0.8兆瓦的裝機容量，預計每年可為商河增加發電量約120萬千瓦時，大大提高了電站經濟及環保效益。

4. Undertaking Clean and Environmental-friendly Operations

清潔環保 綠色運營

Case Sharing 案例

Clean Coal Consumption Boiler Upgrading Projects in Various Regions 在各地的清潔化燃煤鍋爐改造項目

A clean coal consumption boiler with low-nitrogen burning technology was installed in our project in Xi'an City, where the emission rate of nitrogen oxides is no higher than 30mg/m³. At the meantime, the boiler is equipped with the ozone denitrification apparatus so that the designed operation emission figure is 30% lower than the emission limit. It is expected that the emissions of nitrogen oxides would decrease by 20 tonnes annually.

西安市項目新建燃煤鍋爐，此鍋爐採用低氮燃燒技術，設計氮氧化物排放不高於30mg/m³。同時，燃煤鍋爐新增臭氧脫氮裝置，實現鍋爐在高負荷下氮氧化物穩定達標排放，設計運營排放數據較排放指標低30%。此改造項目預計每年可進一步減少20噸氮氧化物排放。



The industrial excess heat energy centralised heat supply project in Baotou City utilises technology to recover excess heat energy from the industrial exhaust gases, and sell the recovered heat energy to a local heat supply company. The construction of the excess heat energy recovery system is divided into three phases, with a designed total heat energy recovery capacity of approximately 1.49 million Giga-Joule/heat supply season. The actual heat energy recovered by the first phase of the project in the 2018/2019 heat supply season amounted to 327,000 Giga-Joule. Upon completion of the project, it is expected that it will reduce the standard coal consumption by 63,562 tonnes and carbon dioxide emissions by 158,460 tonnes in each heat supply season, further resulting a significant reduction in greenhouse gas emissions.



包頭市工業餘熱能源集中供暖項目，利用煙氣餘熱回收技術對工業排煙進行餘熱回收，並將回收的熱力銷售給包頭供暖公司，實現熱能回收利用。此項目餘熱回收系統共分為三期建設，設計總回收熱量約149萬千兆焦耳/采暖季，2018/2019采暖季一期運行，實際回收熱量32.7萬千兆焦耳。項目全面建成後預計每采暖季可減少使用63,562噸標準煤，減排158,460噸二氧化碳排放，減少溫室氣體排放成效顯著。

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4.2 ENVIRONMENTAL MANAGEMENT

The Group strictly abides by the environmental laws and regulations and industry standards in China and all other operating countries, such as “Environmental Protection Law of the People’s Republic of China”, “Atmospheric Pollution Prevention and Control Law of the People’s Republic of China”, “Law of the People’s Republic of China on Prevention and Control of Pollution from Environmental Noise”, “Law of the People’s Republic of China on Environmental Impact Assessment”, “Energy Conservation Law of the People’s Republic of China”, “Water and Soil Conservation Law of the People’s Republic of China”, “Law of the People’s Republic of China on Desert Prevention and Transformation”, and “Regulations on the Administration of Construction Project Environmental Protection”.

Apart from providing clean energy to the public, we are dedicated to minimising negative environmental impacts and promoting sustainable development of our natural environment during operations. In achieving this, the Group has established procedures for ecological factors analysis and evaluation, to ensure that major environmental factors are effectively monitored and improved. The evaluation procedures cover seven environmental issues that our business units would have to consider, ranging from marine pollution, air pollution, solid waste, soil contamination, energy consumption, use of natural resources and other social and environmental impacts. Business units are required to fill an “Environmental Factor List” based on their business nature for better identification of material environmental issues and formulation of their corresponding measures.

4.2 環境管理

本集團嚴格遵守國家及運營所在地的環保法律、法規及行業標準，特別是《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國環境噪聲污染防治法》、《中華人民共和國環境影響評價法》、《中華人民共和國節約能源法》、《中華人民共和國水土保持法》、《中華人民共和國防沙治沙法》及《建設項目環境保護管理條例》等環保相關法律法規。

除此之外，在為社會提供潔淨能源的同時，我們致力於在營運過程中減低對環境的影響，保持自然環境的可持續發展。為此，本集團制定了環境因素識別與評價控制程序，確保重要環境因素能夠得到有效監管及改進。這個評價程序界定了七項各個業務單位須關注的環境議題，包括海洋污染、空氣污染、固體廢棄物、土壤污染、能源消耗、自然資源使用及對其他社區及環境的影響，並規定業務單位均須按業務性質填報《環境因素清單》，進一步識別行業相關的環境議題，從而制定相關環境保護措施。

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To minimise the environmental impacts brought by our operations or construction process, the Group carries out professional management to handle all hazardous and toxic wastes. In accordance to laws and regulations like “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes”, “Directory of National Hazardous Wastes and Measures for the Administration of Hazardous Waste Disposal”, we established a series of waste management procedures, such as the “Regulations on Facility Repair and Handling” and the “Regulations on Dangerous Chemicals”. The procedures require our subsidiaries to handle hazardous wastes in accordance with the guidelines of the national directory so as to prevent environmental pollution or soil contamination. In addition, we adopt a “Repair before Sale” principle to maximise the reuse of our equipment, required that facilities to only be disposed unless they are not repairable. Through a systematic way of maintenance and waste treatment, we hope to extend the equipment usable cycle, utilise the equipment efficiency and achieve waste reduction at source.

In respect of our clean heat supply business, we provide stable services to customers while minimising our impacts on the environment. Hence, we have formulated the “(Pilot) Regulations on Environmental Protection for Beijing Enterprises Clean Heat Energy Company Limited” and defined the environmental responsibilities under the regulations. A wide range of practical management requirements regarding exhaust gas emissions, solid wastes and noise pollutions was also proposed. Adhering to the regulations, we put up the boiler slag and coal ash generated from our operations for sales to construction material companies, making the most value from them by upcycling.

為減少運營及建設過程中對環境所造成的影響，對有關有害及危險廢棄物進行妥善管理及專業的處理。本集團根據《中華人民共和國固體廢物污染環境防治法》結合《國家危險廢棄物名錄》、《危險廢棄物移聯單管理辦法》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》等一系列廢物管理程序。相關程序規定附屬公司須在生產後及產品報廢後按照《國家危險廢棄物名錄》妥善處理有害廢料，以防造成環境及土壤污染。此外，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，最大程度對設備進行循環使用。我們希望通過系統的維修及專業的處置規定，提高設備的可使用生命週期和利用效率，從源頭減少廢棄物的產生。

在清潔供暖業務方面，我們在為客戶提供穩定可靠的供暖的同時，將對環境的影響降至最低。為此我們制定了《北控清潔熱力有限公司環境保護工作管理規定（試行）》詳細劃分了環保管理職責，並針對廢氣排放、固廢、噪音污染等提出具體的管理要求，我們根據該規定將生產熱力時產生的爐渣、煤灰等廢物轉賣給建材生產企業，盡最大努力做到廢物循環再利用。

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Solid Waste Generation 固體廢棄物產生量	Unit 單位	2018 二零一八年	2017 二零一七年
Used batteries generated from photovoltaic power plants 光伏發電站產生的廢電池	Kilogram 千克	75	80
Used batteries generated from wind power plants 風力發電站產生的廢電池	Kilogram 千克	0	0.5
Used batteries generated from clean heat supply projects ^{Remark 1} 清潔供暖項目產生的廢電池 ^{附註1}	Kilogram 千克	0	/
Used batteries generated from headquarter offices 總部辦公室產生的廢電池	Kilogram 千克	0.2	0.2
Used batteries generation intensity ^{Remark 2} 廢電池產生密度 ^{附註2}	Kilogram/Million HKD revenue 千克/百萬港元 營業額	0.01	0.01
Used daylight lamp generated from photovoltaic power plants 光伏發電站產生的廢日光燈	Unit 個	836	600
Used daylight lamp generated from wind power plants 風力發電站產生的廢日光燈	Unit 個	24	10
Used daylight lamp generated from clean heat supply business ^{Remark 1} 清潔供暖項目產生的廢日光燈 ^{附註1}	Unit 個	0	/
Used daylight lamp generated from headquarter offices 總部辦公室產生的廢日光燈	Unit 個	0	3
Used daylight lamp generation intensity ^{Remark 2} 廢日光燈產生密度 ^{附註2}	Unit/Million HKD revenue 個/百萬港元 營業額	0.12	0.06
Boiler slag generated in clean heat supply business ^{Remark 1} 清潔供暖項目產生的鍋爐渣 ^{附註1}	Tonnes 公噸	55,709	/
Coal ash generated in clean heat supply business ^{Remark 1} 清潔供暖項目產生的煤灰 ^{附註1}	Tonnes 公噸	10,935	/

Remarks :

- No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.
- The Group standardised the calculation of intensities in 2018, changing the "per square meter" to "per million HKD revenue" and updating the density figures disclosed in 2017.

附註：

- 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。
- 本集團在二零一八年對密度統計單位進行了統一規範，將「每平方米」更改為「每百萬港元營業額」，並更新了二零一七年披露的密度數據。

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Projects 項目	2018 二零一八年		2017 二零一七年	
	Office waste production (tonnes) 辦公垃圾產生量(公噸)	Office waste collection (tonnes) 辦公垃圾回收量(公噸)	Office waste production (tonnes) 辦公垃圾產生量(公噸)	Office waste collection (tonnes) 辦公垃圾回收量(公噸)
Photovoltaic power projects 光伏發電項目	4.22	4.02	6	5.50
Wind power projects 風力發電項目	0.24	0	0.10	0
Clean heat supply projects ^{Remark 1} 清潔供暖項目 ^{附註1}	5.08	5.08	/	/
Headquarter offices 總部辦公室	0.75	0	1.16	0.36
Office waste production intensity (Kilogram/Million HKD revenue) ^{Remark 2} 辦公垃圾產生密度(千克/百萬港元營業額) ^{附註2}	1.47		0.72	

Remarks :

1. No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.
2. The Group standardised the calculation of intensities in 2018, changing the "per square meter" to "per million HKD revenue" and updating the density figures disclosed in 2017.

附註：

1. 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。
2. 本集團在二零一八年對密度統計單位進行了統一規範，將「每平方米」更改為「每百萬港元營業額」，並更新了二零一七年披露的密度數據。

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Water Consumption and Wastewater Discharges 耗水量及污水排放量	Unit 單位	2018 二零一八年	2017 二零一七年
Water Consumption of Photovoltaic Power Plants ^{Remark 1} 光伏發電站的耗水量 ^{附註1}	Tonnes 公噸	42,554	8,600
Wastewater Discharged by Photovoltaic Power Plants ^{Remark 1} 光伏發電站的污水排放量 ^{附註1}	Tonnes 公噸	32,543	8,100
Water Consumption of Wind Power Plants ^{Remark 2} 風力發電站的耗水量 ^{附註2}	Tonnes 公噸	2,444	320
Wastewater Discharged by Wind Power Plants ^{Remark 2} 風力發電站的污水排放量 ^{附註2}	Tonnes 公噸	1,099	157
Water Consumption of Clean Heat Supply Projects ^{Remark 3} 清潔供暖項目的耗水量 ^{附註3}	Tonnes 公噸	900,268	/
Wastewater Discharged by Clean Heat Supply Projects ^{Remark 3} 清潔供暖項目的污水排放量 ^{附註3}	Tonnes 公噸	9,690	/
Water Consumption Intensity in Power Plants ^{Remark 5} 電站耗水密度 ^{附註5}	Tonnes/Million HKD revenue 公噸／百萬港元 營業額	6.45	1.14
Water Consumption Intensity in Clean Heat Supply Projects ^{Remark 3} 清潔供暖項目耗水密度 ^{附註3}	Tonnes/Million HKD revenue 公噸／百萬港元 營業額	128.97	/

Remarks :

- The data scope for wastewater discharge and water consumption is expanded to include both the wastewater discharge and water consumption of centralised photovoltaic power plants and distributed photovoltaic power plants. As many of the power plants were newly-constructed and/or operated in 2017, the total wastewater discharge and water consumption in 2018 increased from that of 2017.
- As more wind power plants were newly put into operation in 2018, the total water consumption and wastewater discharge increased from that of 2017.

附註 :

- 本年度進一步擴大了污水排放量及耗水量的數據統計範圍，數據包括了集中式光伏及分佈式光伏發電站污水排放量及耗水量。且二零一七年多為新建新投產電站，故此，二零一八年污水排放量及耗水量較二零一七年有所增加。
- 本年度運營風力發電站數量較二零一七年有所增加造成耗水量、污水排放量均有所上升。

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3. No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.
4. As the water supply of Beijing headquarter office is outsourced to a property management company and the Company is not able to provide the reading from the water meter, the water consumption in Beijing headquarter office is excluded from total water consumption.
5. The Group standardised the calculation of intensities in 2018, changing the “per square meter” to “per million HKD revenue” and updating the density figures disclosed in 2017.
3. 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。
4. 北京總部辦公室供水外包給物業管理公司，且物業公司未提供分水錶。故此，耗水量不包括北京總部辦公室。
5. 本集團在二零一八年對密度統計單位進行了統一規範，將「每平方米」更改為「每百萬港元營業額」，並更新了二零一七年披露的密度數據。

4.3 THE QUEST FOR LOW-CARBON AND SUSTAINABLE OPERATIONS

Our core business includes photovoltaic power, wind power and clean heat supply project operation. Our operation process consumes mainly purchased electricity for daily operations of power stations, water resources for cleaning and maintenance and fuels for heat supply services. Through stringent implementation of environmental standards, environmental protection measures as well as resources devoted to environmental education, we hope to raise the environmental awareness of our employees. Understanding that our natural resources are limited and precious, the Company has started its quest for energy-saving, resource-efficient and net-zero-emission operations, avoiding unnecessary wastage and over-consumption of natural resources. For instance, our wind energy project company has set up the “Energy Reduction Management Policy”; while the clean heat supply project company has set up the “(Pilot) Regulations on Production Energy Consumption Management for Beijing Enterprises Clean Heat Energy Company Limited”, for the sake of clear establishment of internal energy-saving management and measures, further reduction of energy consumption arising from project operations.

4.3 開展低碳環保生活

本集團的主營業務包括光伏發電、風力發電、清潔供暖項目運營，在運營過程中主要消耗外購電力、水資源及用於供暖的燃料。我們通過制定環境保護措施，嚴格執行環保要求，加大員工環保教育投入，增強全員環保意識。我們外購電力主要用於電站的日常運營，水資源消耗主要用於電站的日常清潔維護。我們深知自然資源彌足珍貴，故此企業在營運過程中推動踐行節約能源及零排放，避免不必要的浪費或對自然資源的過度使用。其中我們的風力發電項目公司制定了《節能減排管理制度》；清潔供暖項目公司制定了《北控清潔熱力有限公司生產能耗管理規定（試行）》，明確訂立內部節約資源的管理機制和舉措，減少項目營運時能源消耗。

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Case Sharing 案例

Embracing Energy-saving and Emission-reduction Practices 踐行節能減排

To benchmark the on-going electricity consumption of our facilities, we require an energy measurement management system set up at every wind power plant. The chief officer of each power plant is responsible for supervising the daily operations like equipment check-up and maintenance, so as to avoid water wastage from being diverted, seepage, dripping and leaking. Moreover, faucets with water-saving features and water-saving signs are installed and posted in power plants to advocate conservation of our precious water resources.

Besides, we implemented various energy-saving and water-saving measures at our offices, which reduce the corporate and staff's use of energy and water resources at source. For instance, our offices are equipped with natural lighting design and natural ventilation features. Lights of different office zones would be switched off respectively at night in case there is no presence of staff. We also set temperature controls on air-conditioning to ensure that there is no energy wastage. To advocate a paperless office and increase paper utilisation, employees are reminded to use double-sided printing or reuse single-sided papers whenever possible. Moreover, the Group has formulated the "Policy on Contract-regulating Equipment Disposal and Handling", which requires the suppliers to collect worn-out equipment and materials like printers, computers for recycling. Combining the above green office measures with our regular training and seminars on environmental protection, we hope to establish a green office culture where employees join hands with us to embrace a low-carbon, sustainable way of operations.

我們的風力發電場地須建立能源計量管理體系，並透過能耗對標活動持續管理用電消耗的表現。電場管理人員亦會督促各個單位的日常檢查及維修工作，杜絕浪費資源的情況。發電場需更換節水型水龍頭及張貼節水標誌，並加強用水設備的日常檢查和維護，減少和避免自來水「跑、冒、滴、漏」的現象，保護日漸匱乏的珍貴水資源。

我們積極開展辦公區域節能節水工作，從需求源頭上減低企業及員工對能源及資源的使用。我們辦公區域採用自然光、自然通風的設計，並於晚上關上沒有員工的辦公區域照明燈。另外，辦公室空調溫度設置為合適溫度，以減少不必要的能源消耗。我們提倡無紙化辦公，控制打印及複印數量並提倡員工雙面打印和重用單面紙打印，提高紙張使用率。另外，本集團制定了《合同規定設備報廢處置辦法》，規定單位須委托供應商收集報廢的辦公設備及耗材，如打印機、電腦等，進行回收處理。透過以上不同種類的綠色辦公舉措，配合集團定期組織員工環保相關宣講、培訓，我們希望構建一個綠色辦公文化，與員工一同攜手實踐環保低碳的辦公生活模式。

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Greenhouse Gases Emissions 溫室氣體排放量	Unit 單位	2018 二零一八年	2017 二零一七年
Scope 1 範圍1			
Total emissions 排放總量	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	858,278.66	244.38
Coal emissions ^{Remark 1} 煤炭排放 ^{附註1}	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	830,876.85	/
Vehicles in power plants and offices ^{Remark 2} 電站及辦公室車輛排放 ^{附註2}	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	551.65	244.38
Vehicles in clean heat supply projects ^{Remark 1} 清潔供暖項目車輛排放 ^{附註1}	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	111.03	/
Natural gas emissions ^{Remark 1} 天然氣排放 ^{附註1}	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	26,739.13	/
Scope 2 範圍2			
Total emissions 排放總量	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	109,328.17	15,801.75
Heat consumption ^{Remark 1} 熱力消耗 ^{附註1}	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	49,933.18	/
Electricity in power plants and offices 電站及辦公室運營電力排放	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	25,007.84	15,801.75
Electricity in clean heat supply projects ^{Remark 1} 清潔供暖項目電力排放 ^{附註1}	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	34,387.15	/

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Greenhouse Gases Emissions 溫室氣體排放量	Unit 單位	2018 二零一八年	2017 二零一七年
Total Emission (Scope 1 & 2) 總排放量 (範圍1和範圍2)			
Total emissions 排放總量	Tonnes carbon dioxide equivalent (CO2-e) 二氧化碳當量公噸	967,606.83	16,046.13
Emission intensity in power plants and offices ^{Remark 3} 電站及辦公室運營溫室氣體排放密度 ^{附註3}	Tonnes carbon dioxide equivalent (CO2-e)/Million HKD revenue 公噸/百萬港元營業額	3.66	1.60
Emission intensity in clean heat supply projects ^{Remark 1} 清潔供暖項目溫室氣體排放密度 ^{附註1}	Tonnes carbon dioxide equivalent (CO2-e)/Million HKD revenue 公噸/百萬港元營業額	134.96	/

Remarks :

- No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.
- As the data scope is expanded and more photovoltaic and wind power plants were newly put into operation in 2018, the greenhouse gas emissions generated from the operations and vehicles increased from that of 2017.
- The Group standardised the calculation of intensities in 2018, changing the "per square meter" to "per million HKD revenue" and updating the density figures disclosed in 2017.

附註：

- 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。
- 本年度運營的光伏發電站與風力發電站數較二零一七年均有所增加，同時，進一步擴大了數據統計範圍，故此，因運營及車輛產生的溫室氣體排放量較二零一七年有所上升。
- 本集團在二零一八年對密度統計單位進行了統一規範，將「每平方米」更改為「每百萬港元營業額」，並更新了二零一七年披露的密度數據。

4. Undertaking Clean and Environmental-friendly Operations

清潔環保 綠色運營

Air Emissions from Vehicles 車輛空氣污染物排放量	Unit 單位	2018 二零一八年	2017 二零一七年
Carbon Monoxides (CO) 一氧化碳(CO)	Kilogram 千克	969.84	1,291.75
Sulphur Oxides (SO _x) 硫氧化物(SO _x)	Kilogram 千克	3.65	1.39
Nitrogen Oxides (NO _x) 氮氧化物(NO _x)	Kilogram 千克	74.22	285.63
PM _{2.5} Particulates PM _{2.5} 懸浮粒子	Kilogram 千克	9.10	7.71
PM ₁₀ Particulates PM ₁₀ 懸浮粒子	Kilogram 千克	9.37	8.62

Electricity Consumption 電力消耗	Unit 單位	2018 二零一八年	2017 二零一七年
Photovoltaic power plants ^{Remark 1} 光伏發電站 ^{附註1}	Megawatt hour 兆瓦時	32,602	21,736
Wind power plants ^{Remark 1} 風力發電站 ^{附註1}	Megawatt hour 兆瓦時	1,289	364
Clean heat supply projects ^{Remark 2} 清潔供暖項目 ^{附註2}	Megawatt hour 兆瓦時	43,063	/
Headquarter offices 總部辦公室	Megawatt hour 兆瓦時	142	129
Energy consumption intensity in power stations and headquarter ^{Remark 3} 電站及總部辦公室電力消耗密度 ^{附註3}	Megawatt hour/ Million HKD revenue 兆瓦時/百萬港元 營業額	4.88	2.21
Energy consumption intensity in clean heat supply business ^{Remark 2} 清潔供暖項目電力消耗密度 ^{附註2}	Megawatt hour/ Million HKD revenue 兆瓦時/百萬港元 營業額	6.17	/

4. Undertaking Clean and Environmental-friendly Operations

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Air Emissions from Clean Heat Supply Business 清潔供暖項目空氣污染物排放量	Unit 單位	2018 二零一八年	2017 二零一七年
Dust ^{Remark 2} 煙塵 ^{附註2}	Tonnes 公噸	28.54	/
Sulphur Oxides (SO _x) ^{Remark 2} 硫氧化物(SO _x) ^{附註2}	Tonnes 公噸	80.87	/
Nitrogen Oxides (NO _x) ^{Remark 2} 氮氧化物(NO _x) ^{附註2}	Tonnes 公噸	189.54	/

Remarks:

- As more photovoltaic and wind power plants were newly put into operation in 2018, the electricity consumption increased from that of 2017.
- No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.
- The Group standardised the calculation of intensities in 2018, changing the "per square meter" to "per million HKD revenue" and updating the density figures disclosed in 2017.

附註：

- 本年度運營光伏發電站及風力發電站數量較二零一七年均有所增加，故此本年度耗電量較二零一七年有所上升。
- 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。
- 本集團在二零一八年對密度統計單位進行了統一規範，將「每平方米」更改為「每百萬港元營業額」，並更新了二零一七年披露的密度數據。

Fuel Consumption 燃油消耗	Unit 單位	2018 二零一八年	2017 二零一七年
Gasoline Consumption 汽油消耗			
Vehicles usage in photovoltaic power plants ^{Remark 1} 光伏發電站車輛使用 ^{附註1}	Liter 升	177,184	64,435
Vehicles usage in wind power plants ^{Remark 2} 風力發電站車輛使用 ^{附註2}	Liter 升	9,547	3,662
Vehicles usage in clean heat supply projects ^{Remark 3} 清潔供暖項目車輛使用 ^{附註3}	Liter 升	29,403	/
Vehicles usage in offices 辦公室車輛使用	Liter 升	13,454	14,996

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Fuel Consumption 燃油消耗	Unit 單位	2018 二零一八年	2017 二零一七年
Diesel Consumption 柴油消耗			
Vehicles usage in photovoltaic power plants 光伏發電站車輛使用	Liter 升	0	13,993
Vehicles usage in clean heat supply projects ^{Remark 3} 清潔供暖項目車輛使用 ^{附註3}	Liter 升	17,533	/
Fuel consumption Intensity in power plants and office ^{Remark 4} 電站及辦公室燃油消耗密度 ^{附註4}	Giga-Joule/Million HKD revenue 千兆焦耳/百萬港元 營業額	0.92	0.32
Fuel consumption intensity in clean heat supply projects ^{Remark 3} 清潔供暖項目燃油消耗密度 ^{附註3}	Giga-Joule/Million HKD revenue 千兆焦耳/百萬港元 營業額	0.23	/

Remarks:

- The data scope for gasoline consumption by vehicles is expanded to include the gasoline consumption of distributed photovoltaic power plants in addition to the centralised photovoltaic power plants being within the scope of data disclosure of 2017.
- As more wind power plants were newly put into operation in 2018, the gasoline consumption from the use of vehicles increased from that of 2017.
- No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.
- The Group standardised the calculation of fuel consumption intensities in 2018, changing the "Liter per square meter" to "Giga-Joule per million HKD revenue" and updating the density figures disclosed in 2017.

附註：

- 本年度進一步擴大了光伏電站車輛汽油消耗量的統計範圍，在二零一七年數據披露範圍的基礎上新增了分佈式光伏電站的車輛。
- 本年度運營的風力發電站數量較二零一七年有所增加，故此，本年度風力發電站車輛汽油消耗量有所上升。
- 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。
- 本集團在二零一八年對燃油密度統計單位進行了統一規範，將「升/平方米」更改為「千兆焦耳/百萬港元營業額」，並更新了二零一七年披露的密度數據。

4. Undertaking Clean and Environmental-friendly Operations

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Combustion of Other Fuel Sources 其他燃料資源使用	Unit 單位	2018 二零一八年
Coal consumption by clean heat supply projects ^{Remark 1} 清潔供暖項目煤炭使用量 ^{附註1}	Tonnes 公噸	310,667
Intensity 密度	Tonnes/Million HKD revenue 公噸／百萬港元 營業額	0.04
Natural gas consumption by clean heat supply projects ^{Remark 1} 清潔供暖項目天然氣使用量 ^{附註1}	Cubic Meter 標準立方米	12,366,697
Intensity 密度	Ten thousand cubic meter/Million HKD revenue 萬標準立方米／ 百萬港元營業額	0.18
Purchased steam consumption by clean heat supply projects ^{Remark 1} 清潔供暖項目外購蒸汽使用量 ^{附註1}	Giga-Joule 千兆焦耳	453,938
Intensity 密度	Giga-Joule/Million HKD revenue 千兆焦耳／ 百萬港元營業額	65.03

Remarks :

- No statistics of clean heat supply business in 2017 was disclosed as the service was insignificant to the Group in 2017.

附註：

- 二零一七年，本集團清潔供暖業務並不重大，相關資料不予披露。

4. Undertaking Clean and Environmental-friendly Operations

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4.4 BIODIVERSITY PROTECTION

Wind energy makes full use of the renewable natural resources, where the kinetic energy of wind is captured by spinning the wind blades and converted into mechanical energy of the generators for electricity generation. However, the high-speed spinning of wind turbines poses threats to animal species inhabiting nearby. For instance, there might be the injuries or death of gregarious birds as they might crash with the blades of wind turbines when flying. Moreover, airflow-generated noises produced by the spinning turbines might affect the habitat of species living nearby. In light of this, we have been placing great emphasis on the protection of biodiversity.

To protect animal habitats and biodiversity, we strictly abide by laws and regulations during project development, construction and operating stages, such as "Law of the People's Republic of China on Appraising of Environment Impacts", "Water and Soil Conservation Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes", "Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise" as well as "Regulations on the Administration of Construction Project Environmental Protection". We commissioned independent professional consulting agencies to conduct environmental impact analysis and risk investigation. In accordance with the national standards of "Technical Specifications of Environmental Impact Assessment for Wind Power Plant Projects", the project team would compile environmental impact and feasibility study reports.

4.4 生物多樣性保護

本集團風電業務利用風力帶動風車葉片旋轉，把動能轉化為機械能驅動發電機發電，充分運用可再生的自然資源。然而，風力渦輪的高速轉動對發電廠鄰近的生態構成潛在的安全風險，例如對群體生活的鳥類在飛行過程中或會與風車葉片碰撞而造成傷亡。另外，風車葉片在發電機組運作時因高速轉動而產生氣流噪音，對周邊生物的棲息環境帶來影響。因此，我們一直關注生物多樣性的保護。

為了保護生物棲息地及生物的多樣性，我們在項目開發、建設及運營時，嚴格遵守《中華人民共和國環境影響評價法》、《中華人民共和國水土保持法》、《中華人民共和國固體廢棄物污染環境防治法》、《中華人民共和國環境噪聲污染防治法》及《建設項目環境管理條例》等法律法規，並委託專業的第三方機構進行環境影響分析及風險排查，同時，按國家標準《風電場項目環境影響評價技術規範》編制環境影響及可行性研究報告。

4. Undertaking Clean and Environmental-friendly Operations

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In conducting an environmental impact assessment, the project team would first examine if the selected sites belong to environmentally sensitive areas and indicate protected areas with red lines on a map. It can ensure that proposed projects do not fall into ecologically sensitive areas, such as habitats of endangered species of wild fauna and flora, water-stressed, drought-stricken regions or protected areas with desertification risks. The assessment would also study all potential environmental impacts that the project would bring to the local environments, like water, air or noise pollution, and their subsequent impacts on different ecosystems. In case of involving the passing channels of migratory birds, the team will analyse the affected bird types, quantity, time for migration and the width required for migration so as to evaluate the safety risks posed to these migratory birds. Through the above environmental impact analysis and risk investigation, we could be able to adjust and coordinate our site selection in respect to the needs of the nearby natural environment, balancing the environmental protection with social development.

Our wind energy business established a “Three Simultaneities” management system for environmental protection and water-soil retention, which requires our operations to across designing, construction and operation stages. For instance, we created a checklist for environmental and water resources conversation for the construction projects, and to monitor the dust generation, noise generation, wastewater and liquid waste discharge, solid waste disposal as well as the use of resources at project construction sites. In addition, for different construction stages like foundation construction, hoisting and rigging process of wind power stations, road construction, as well as the building of transmission and electricity cables, our supervising team will monitor negative environmental impacts and ensure measures are put in place to protect forest, vegetation and grassland.

在環境影響分析時，項目團隊先會檢查選址是否環境敏感區，制定生態紅線圖，確保項目不在珍稀瀕危野生動植物的居身之所、水資源匱乏地區、水土流失重點防治區、沙化土地封禁保護區等生態敏感區開發。另外，報告研究項目將對當區環境造成的破壞，如海水、河流、大氣環境污染及環境噪音等問題，分析項目對不同生態系統帶來的影響。如涉及鳥類遷徙通道，團隊將了解候鳥的種類、數量、遷徙時間及遷徙通道的寬度，分析項目對鳥類構成的安全風險。透過進行環境影響分析及風險排查，我們從項目選址中協調大自然不同動植物的需要，保障不同生態系統的健康發展。

我們風力發電業務，建立了「三同時」環境保護和水土保持管理制度，規定建設項目在設計、施工、投產的過程中同時完成防治污染及水土保持設施，以免在生產階段污染環境。例如，我們編制了建設項目環保水保檢查表，對在建風電站的揚塵排放、噪音排放、廢水排放、固體廢棄物、液體廢棄物排放和能源資源等方面進行監測。另外，監督團隊將監察風機基礎施工、風機吊裝、道路施工、集電線路、送出線路等施工過程中對林木、植被、草原的保護，確保施工期間減少對環境造成的破壞。

5. Being Responsible – Protecting Lives and Shouldering Responsibility 有擔當 – 保障安全 敢於擔當

5.1 ESTABLISHING HEALTH & SAFETY MANAGEMENT SYSTEM

The Group provides diversified clean energy services for society and our business covers the entire production cycle, including project construction, procurement, as well as supply and transmission of electricity and heat. During our operational management, we strictly adhere to industry-related laws and regulations, such as “Law of the People’s Republic of China on Work Safety”, “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, “Fire Protection Law of the People’s Republic of China”, “Identification of Major Hazard Installations for Hazardous Chemicals” and “Guiding Opinions on the Implementation of Supervisory and Management on Major Hazard Sources”. Upon production compliance with laws and regulations, we participated in China Electric Power Construction Association’s policy formation on “Regulations on Safety Standards of New Electric Power Project Construction” and recommended 8 of our safety experts to become expert commissioners of the association, to promote production safety of the power industry in China.

We uphold the managing principles of “Promoting Safety First through Preventive Measures and Integrated Governance”, and seek to reduce the chance of safety incidents, placing the health and safety of our employees as the utmost priority. We also formulated the internal Occupational Health and Safety (OHS) management policies like “Guiding Standards for Occupational Health Management”, “Regulations on the Responsibility System for Production Safety”, “Provisions on Safety Training”, and “Regulations on Production Safety Meeting Management”, in order to mitigate the occupational health and safety risks that may arise during production and operations.

5.1 構建安全管理體系

本集團致力於為社會提供多元化的清潔能源服務，業務覆蓋整個生產週期，包括工程建造、採購、清潔供暖及清潔電力供應和傳輸等。我們在運營管理中嚴格遵守行業相關的法律，如《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《危險化學品重大危險品辨識》、《關於開展重大危險源監督管理工作的指導意見》等法律法規。在合規營運的前提下，我們於二零一八年參與編寫中國電力建設企業協會《電力建設新能源工程項目安全標準化規範》，並向協會推薦8名安全管理專家加入中國電力建設專家委員會，推動國內整個電力行業的安全生產發展。

在安全事務的管理工作中，我們堅持秉持「安全第一，預防為主，綜合治理」的管治理念，主動以預防性的管理工作減低發生工業事故的機會，把員工的安全及健康放到首位。通過制定《職業健康管理指導標準》、《安全生產責任管理規定》、《安全培訓管理規定》、《安全生產會議管理規定》等內部職安健管理政策，全面管理生產運營過程中潛在的職業安全健康風險。

5. Being Responsible – Protecting Lives and Shouldering Responsibility

有擔當 – 保障安全 敢於擔當

To enhance the efficiency of our monitoring and governance, the Group has established a Safety Quality Assurance (SQA) Department, which monitors and manages the occupational safety performance of all business units and provides corresponding recommendations for improvement. The safety performance of each business unit and second-level subsidiaries is evaluated based on three criteria under the Group's integrated management evaluation system, including the establishment of safety management systems, the quality of foundational safety exercises, as well as the outcome of safety management. Each subsidiary of the Group is required to submit a self-evaluation report quarterly, which will then be assured by staff from the Group's SQA Department. The final results of the assessment will be taken as a reference for improving the internal governance of the Group and enhancing its safety management performance.

為了提升我們的監督及管治效率，本集團更設有集團安全質量管理部，綜合管理及監督各個工作單位的職業安全表現，並提出相應的改善建議。本集團實行綜合評價的制度，對各實體業務管理部門及二級控股公司作出規範，就各個業務單位的安全體系建設、安全基礎工作、安全管理效果三個方面作出評分。各附屬公司須於每季度撰寫自我評價報告，並由集團安全質量管理部人員進行核實內容，集團將根據評價報告的結果進行內部治理，提升集團的安全管理水平。

5.2 STRENGTHENING PRODUCTION SAFETY CONTROL

The Group's SQA Department is also responsible for the production safety investigation management. We hired designated production safety personnel to strengthen the implementation of our control. Safety investigation is conducted on both regular and occasional basis, which subsidiaries conduct at least one comprehensive investigation every month, while the Group conducts safety investigation on all business segments quarterly and checks on all major projects. Within five days after a safety investigation, the investigation team will report all major safety issues and require immediate remediation by the organisation through formal notification. The results of the safety investigation will be taken into consideration of the safety production appraisal and integrated management evaluation of the Group and each business unit.

5.2 強化安全生產監察

為了加強安全生產監督，本集團成立了安全質量管理部，聘請安全生產管理的專責人員，負責對各附屬公司的安全生產監督檢查管理。安全監督檢查將以定期及不定期兩種方式進行，其中各附屬公司須於每月至少組織一次全面的監督檢查，集團則須於每一個季度向各個業務板塊進行安全生產監督檢查，並檢查集團的所有重點項目。在檢查結束的5日內，檢查團隊將報告重大安全問題，並以通報的形式要求組織處理，定時反饋整改情況。安全生產監督檢查的效績將被用作於集團和各單位安全生產業績考核和安全生產管理綜合評價。

5. Being Responsible – Protecting Lives and Shouldering Responsibility

有擔當－保障安全 敢於擔當

In 2018, the Group's Safety Quality Assurance Department provided guidance for the Group's photovoltaic power plants and clean heat supply services and assisted their implementation of OHS management in accordance to the local regulatory authorities' requirements. The two business units commissioned professional agencies respectively for occupational health risk assessment in prevention of adverse occupational impacts, such as industry dust, noise pollution and exposure to power-frequency electric fields. Also, during specific construction stages of high-risk operation, including hoisting and rigging, grid connection, peak construction period and the early stage of clean heat supply operations, the department assigned 66 designated safety officers to provide on-site guidance, to perform supervising duties and to assist in compliance checking. They conducted nine dedicated inspections such as energy usage. To take good care of the occupational health of our employees, the Group also provided occupational health check-ups for employees working in projects in the plateau areas such as Tibet, so as to minimise the negative health impacts due to the low-pressure working environment.

Besides safety investigation and improvement, we have formulated a standard operation procedure of "Regulations for Managing Production Safety Incident", which requires different business units to prepare their own emergency plans for mitigating the impact of the potential safety incidents. In accordance to national regulations like "Emergency Response Law of the People's Republic of China", "Measures for the Administration of Emergency Response Plans" and "Measures for the Administration of Contingency Plans for Work Safety Incidents", our subsidiaries are required to formulate integrated, incident-specific and on-site emergency plans respectively. Moreover, each business unit needs to plan annually and conduct safety training to ensure that their safety plans could be implemented effectively. In 2018, we published the "Integrated Emergency Plan for Production Safety Incidents", the "Specific Emergency Plan for Fire Incidents for the Group's headquarter" and the "Specific Emergency Plan for Traffic Incidents for the Group's headquarter", as well as to release an emergency notice regarding the attack of super typhoon. It is believed that our efforts in safety planning help mitigate the safety risks brought by different incidents or natural disasters.

於二零一八年，集團安全質量管理部按照地方監管部門要求，為集中式光伏項目和清潔供暖業務提供指導，協助開展職業健康管理工作。兩個業務版塊聘請專業機構作職業病危害因素檢測工作，防範粉塵、噪聲、工頻電場等有害因素造成職業傷害。另外，在高危風險作業的特殊工程階段，如吊裝、光伏及風電施工高峰及併網節點及供暖服務啟運初期，部門增派了66名專責人員駐場指導、監督及支持相關工作程序，在施工現場開展如用電等共9項專項檢查。針對員工的職業健康，集團為項目位於西藏等高原地區員工提供職業健康體檢，降低在高原低氣壓氣候工作所帶來的傷害。

除了安全監督及改善工作外，我們編寫了《安全生產事故應急管理規定》，規定不同工作單位須建立安全生產事故應急預案，以便有效應對不同業務的潛在安全生產事故。要求附屬公司依據《中華人民共和國突發事件應對法》和《突發事件應急預案管理辦法》、《生產安全生產事故應急預案管理辦法》，分別制定綜合應急預案、專項應急預案、現場處置方案。各單位須制定年度應急預案演練計劃，定期進行綜合應急預案、專項應急預案及現場處置方案演練，確保預案安全方案能有效地實行。於二零一八年，我們發布了《生產安全生產事故綜合應急預案》、《集團總部火災事故專項應急預案》、《集團總部交通事故專項應急預案》，並在超強颱風吹襲時發布預警通知，以應對不同事故及自然災害所帶來的潛在安全風險。

5. Being Responsible – Protecting Lives and Shouldering Responsibility 有擔當－保障安全 敢於擔當

Case Sharing 案例

Fire Evacuation Drill at the Group's headquarter 集團總部開展消防逃生應急演練

On 9 November 2018, BECE organised a fire evacuation drill at the Group's headquarter.

二零一八年十一月九日，北控清潔能源於集團總部開展消防逃生應急演練。



Case Sharing 案例

Joint Emergency Drill for Photovoltaic Stations Employees on Electric Shock Incident 光伏發電站“人員觸電事故”應急聯合演練

In September 2018, the Group conducted an emergency drill for employees at a photovoltaic plant in Pu'an County, Guizhou Province. The drill demonstrated the remediation of rescuing patrol personnel receiving an electric shock at the photovoltaic area.

During the Reporting Period, there is no work-related fatalities (2017: Nil) or serious injuries (2017: Nil) case, with no significant safety incident found, upholding our production safety and stability.



二零一八年九月，貴州省普安縣光伏發電站開展“光伏區巡檢人員觸電”模擬應急演練。

於本報告期內，本集團沒有接獲因工死亡（二零一七年：無）及重大工傷事件個案（二零一七年：無）。年內，本集團沒有發生任何重大安全事故，確保了生產安全及穩定。

5. Being Responsible – Protecting Lives and Shouldering Responsibility

有擔當－保障安全 敢於擔當

5.3 PROMOTING OCCUPATIONAL HEALTH AND SAFETY TRAINING

With an aim to instill a safety culture in our organisation, we organised a series of safety training and activities to raise employees' awareness of workplace safety. In 2018, the Group held over 30 safety training sessions for employees with different functions and seniorities, where a number of 673 attendance reached. The training content covered a wide range of knowledge, including compliance in production safety, integrated quality management, designated safety training regarding distributed photovoltaic services, fire emergency as well as construction work during winter seasons. It is hoped that through such training our employees would be able to identify potential safety risks and understand the relevant preventive measures.

5.3 提升職安健教育培訓

為了提高員工安全生產意識，我們舉辦了一系列的安全培訓及活動，致力締造北控清潔能源安全文化。於二零一八年度，本集團組織30多次安全培訓，培訓人次達673人次，為各個級別及崗位的員工提供安全課程。培訓內容涉及不同類型的範疇，如安全生產法規、全面質量管理、分佈式光伏相關專項安全培訓、消防專項培訓及冬季施工安全專項培訓等，令員工識別在工作上不同安全風險及其預防措施。

Case Sharing 案例

BECE Training on the Safety Management Standards and Seminar on "Green Energy and Safety Development" 北控清潔能源安全質量管理制度培訓暨「綠色能源安全發展」主題論壇

In April 2018, the Group organised a training programme on safety management standards and provided employees from different business units with courses related to occupational safety. In addition, a seminar under the theme of "Green Energy and Safety Development" was held to explore the future development of the Group's safety management. Employee representatives from different business units, such as engineering management department, operation department, heat supply services unit as well as photovoltaic and wind power plants units were invited to share cases of safety management.



於二零一八年四月，集團組織了安全質量管理制度培訓計劃，為不同業務的員工提供職業安全相關的課程。活動更以「綠色能源安全發展」為主題舉辦論壇，邀請不同單位如工程管理、運營、供暖、光伏發電及風電等部門的員工分享安全管理的案例，探討集團在安全管理工作上的未來發展。

5. Being Responsible – Protecting Lives and Shouldering Responsibility 有擔當 – 保障安全 敢於擔當

On the other hand, we proactively organise different safety-themed events to raise employees' self-awareness on occupational and construction safety. In 2018, the Group curated 9 safety-related management events. In the meantime, we make good use of different media like LED promotional screen at offices and promotional posters, to promote the message of production safety among employees in diverse and innovative ways.

另一方面，我們積極舉辦各具特色的以安全為主題的活動，希望推動員工自發的關注安全、重視安全，築建安全質量防線。於二零一八年，本集團共策劃9項安全相關的管理活動。同時，我們透過運用不同媒介，如在辦公區使用LED宣傳屏、製作宣傳海報等，以多元、新穎的方式向員工宣傳安全生產的訊息。

Case Sharing 案例

Group's Activities during "Month of Production Safety" 集團的“安全生產月”活動



我們響應國務院安全生產委員會辦公室的號召，於二零一八年的五至六月舉辦了“安全生產月”和“安全生產萬里行”活動，並以「生命至上、安全發展」為活動主題。月內各單位舉辦了多個不同活動，如安全宣言宣誓、專家宣講、員工關愛及在線安全直播等活動，向員工推廣安全生產的重要性。

Responding to the Safe Production Committee of the State Council's calls for actions, we launched two campaigns, namely "Month of Production Safety" and "Road to Production Safety", from May to June in 2018 and set "Life First, Safe Development" as the theme of the campaign. With an aim to promote the importance of production safety among employees, we organised various events during the campaign, such as oath-taking sessions, seminars, employee care events as well as an online live broadcast for safety instructions.



6. Having Values – Promoting People-Oriented Culture and Creating Positive Values 有價值－以人為本 創造價值

The Group regards employees as our most important asset. We always guarantee equal rights for each talent by establishing a fair, open, diverse and inclusive employment system. We adhere to the concept of joint development of employees and the Group, pay attention to the growth of our employees and create a positive and cohesive working environment to enhance their job satisfaction.

6.1 PROTECTING RIGHTS OF EQUALITY

The Group strictly abides by the laws and regulations, including but not limited to the “Labour Law of the People’s Republic of China”, “Labour Contract Law of the People’s Republic of China”, Hong Kong “Employment Ordinance”, “Minimum Wage Ordinance” and “Employees’ Compensation Ordinance”, prohibiting the use of any child labour or forced labour. In accordance with the “Management Approaches of Beijing Enterprises Clean Energy Group Limited toward Employee Recruitment”, we uphold the principle of “Social Orientation, Open Recruitment, Fair Competition, Comprehensive Assessment and Merit Selection” to ensure rational recruitment on an equal basis.

We are committed to building a fair, open and inclusive employment system. The Group has developed and followed the equal opportunity policy with regular reviews on implementation. It is clearly stated in the “Staff Handbook” that the employees’ treatment in the Group is not affected by factors such as age, gender, race, nationality and marital status. In the future, we will continue to adhere to fair and equal employment policy, explore more attractive talent recruitment plans and encourage more talents from different backgrounds and regions to join us, enhancing the Group’s multicultural and innovative capabilities.

本集團視員工為我們最重要的資產。我們一直通過建立公平、開放、多元及包容的僱傭體系，保障每位人才的平等權益。我們堅持員工與集團共同發展的理念，關注員工成長，為員工營造積極向上、有歸屬感的工作氛圍，增強員工的對工作的滿意度與幸福感。

6.1 保障平等權益

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》以及香港《僱傭條例》、《最低工資條例》、《僱傭補償條例》等法律法規，禁止聘用任何童工及發生強制勞工。我們依據《北控清潔能源集團有限公司招聘管理辦法》，秉持“面向社會、公開招聘、公平競爭、全面考核、擇優錄用”的原則，以確保科學合理地選拔，平等真實地錄用各類人才。

我們致力於建立公平、開放及包容的僱傭體系。本集團已制定並遵循平等機會政策，並定期回顧執行情況。我們在《員工手冊》中明確指出員工在本集團的待遇不因其年齡、性別、種族、國籍、婚姻狀況等因素而受到影響。未來，我們將繼續奉行公平、平等的用人政策，探索更具吸引力的人才招聘計劃與實施方案，鼓勵更多不同背景及不同地區的人才加入北控清潔能源，增強本集團的多元文化與創新能力。

Case Sharing 案例

Establishment of Departmental Staff Unions 建立部門工會

In order to improve the employment treatment and promote work-life harmony between employees, the Group has established departmental staff unions. The staff unions guarantee the employees’ legitimate rights, freedom of association and interests in wage negotiations, labour systems, grievance procedures, employment standards, dismissal or promotion, welfare, safety and security.

The staff unions adequately reflect the democratic management, unity and harmony of the employees working in power plants of the Group. The staff unions were established on a regional basis to regularly organise activities and democratic meetings, listen to the voices of employees, and supervise the operations of power plants and departments. As a result, the staff unions help improve the relationships between managerial levels and employees and promote the humanised management in power plants and people-oriented corporate culture, thereby attracting and retaining talents.

本集團為改善僱傭待遇，為促進工友間工作與生活上的互助友愛，建立了部門工會。工會最大程度保證員工的合法權益，為工資談判、勞動制度、申訴流程、僱傭標準、解僱或晉升、福利、安全保障和政策上保障勞工的權益。

工會體現了本集團各電站的民主管理、團結和諧，以區域為單位成立基層工會組織，定期組織工會活動和民主生活會，傾聽員工的聲音，監督電站與部門管理工作。拉近管理人員與員工的距離，促進電站管理的人性化和親和力，弘揚本集團企業以人為本的企業文化，從而吸引和保留人才。

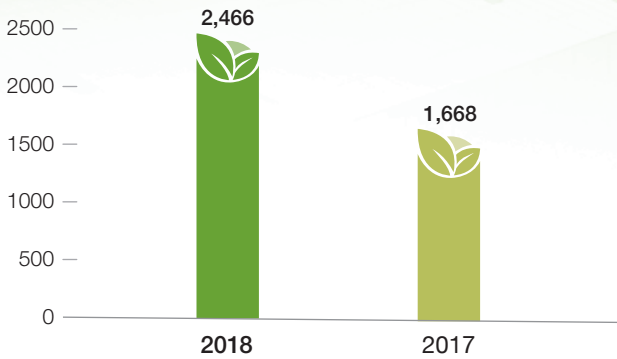
6. Having Values – Promoting People-Oriented Culture and Creating Positive Values

有價值 – 以人為本 創造價值

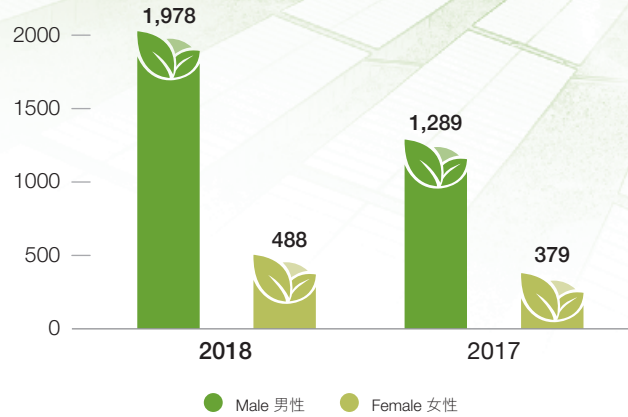
Details of our employees are as follows :

本集團員工詳情如下：

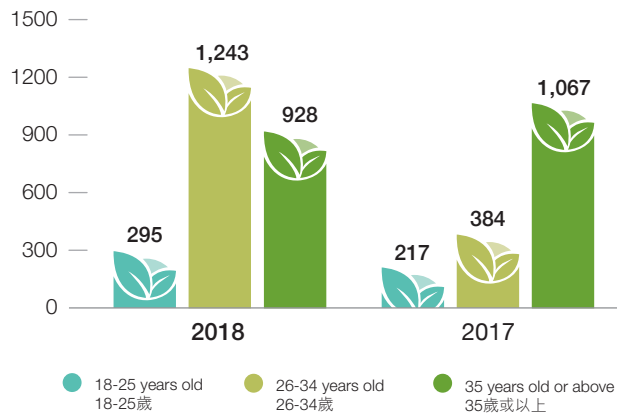
Total workforce^{Remark 1} 僱員總人數^{附註 1}



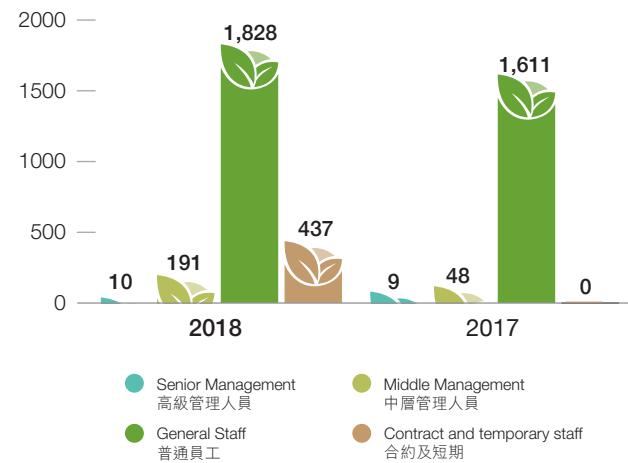
By gender 按性別劃分



By age 按年齡組別劃分



By type 按僱員級別劃分



Remarks:

- As more clean heat supply projects, and photovoltaic and wind power plants were newly put into operation by the Group in 2018, the workforce increased from that of 2017.

附註：

- 本年度投入運營的清潔供暖項目、光伏發電站與風力發電站數較二零一七年均有所增加，故此，本年度僱員人數較二零一七年有所上升。

6. Having Values – Promoting People-Oriented Culture and Creating Positive Values 有價值－以人為本 創造價值

Case Sharing 案例

Power Plant Personnel Skill-oriented Recruitment and Training 電站崗位技能導向招聘及培訓

In response to the human resource needs and duty requirements of existing and newly acquired power plant operations, as well as ensuring the stable operation of the power plants, the Group conducted regional pilot recruitment examinations in Shandong, Henan, Yunnan and Shaanxi provinces, together with campus recruitment from professional institutes. Recruiting relevant graduates from professional institutes for power stations did not only enhance our production personnel capabilities with diversified background but also effectively reduced the labour costs of the recruitment process. Based on the principle of fairness and justice, we selected suitable applicants according to their characters and abilities.

In terms of skills training, we organised different training for our employees such as on-site examinations and technical Q&A sections to analyse, to summarise and understand solutions of different accidents or abnormalities. We strived our best to match the new hires with experienced personnel equipped with professional experiences in maintenance and operation of the power station, which is newly in use. The supervisor of each power station takes lead to sign the mentoring contract. The mentorship training program was developed to pass on experiences to the junior employees, creating a good learning atmosphere.

We aimed to stimulate morale among the teams through the above policies, select suitable talents and optimise job allocations.

本集團針對電站營運及併購新電站的人事需求及崗位需要，及保證電站的穩定運行，於試點組織開展了山東、河南、雲南、陝西等省份區域性崗位競聘考試，包括開展校園招聘，從專業院校為電站招聘畢業生，不僅豐富了我們的生產人員層次結構，也有效降低招聘流程的人力成本。我們以公平及公正為原則，按申請人的品格及能力作篩選條件。

其後，進行在崗培訓，通過組織開展現場提問考試、技術問答等方式對事故或異常進行分析、總結、學習。在電站初期人員配置上，我們儘量選擇具有檢修專業與運行專業背景的人員，由電站負責人帶頭，採取簽訂師徒合同、我們更安排高崗位帶低崗位－“傳幫帶”形式制訂培訓方案，形成良好學習之風。

我們希望透過以上的政策激發團隊的積極性，全方位遴選人才、並優化崗位配置。

6. Having Values – Promoting People-Oriented Culture and Creating Positive Values

有價值 – 以人為本 創造價值

The Group continues to build a comprehensive remuneration system in order to provide employees with sufficient benefits and guarantees. We developed and implemented the “Welfare Allowance System of Beijing Enterprises Clean Energy Group Limited” to provide two types of welfare allowances to employees. The first type is the statutory welfare allowance, whereby employees are entitled to welfare benefits according to the relevant legal provisions of the country. For example, the Group makes contributions toward social insurance and a housing provident fund for employees in accordance with the prescribed proportion. The second type is the special welfare allowance, such as communication, travel, transport and positions subsidies are provided to employees upon their actual working environment, work content and other factors. We also schedule annual body check-up for employees. In addition, we developed and implemented the “Management Approaches of Beijing Enterprises Clean Energy Group Limited toward Attendance and Leave” which clearly stipulates that employees can enjoy statutory holidays, sick leave, work-related injury leave, marriage leave, bereavement leave, maternity leave, annual leave and etc.

The Group is committed to maintaining a harmonious relationship with our employees, protecting their rights and interests and providing competitive compensation and benefits for them.

本集團持續努力構建完善的薪酬制度體系，為員工提供完善的福利與保障。我們制定並執行《北控清潔能源集團有限公司福利津貼制度》，為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、出差補助、交通補助、職稱補助等。我們另定期為員工安排年度體檢。此外，我們頒布並執行《北控清潔能源集團有限公司員工考勤及休假管理辦法》，其中明確規定了員工可享受法定休假日、病假、工傷假、婚喪假、產假及帶薪年假等。

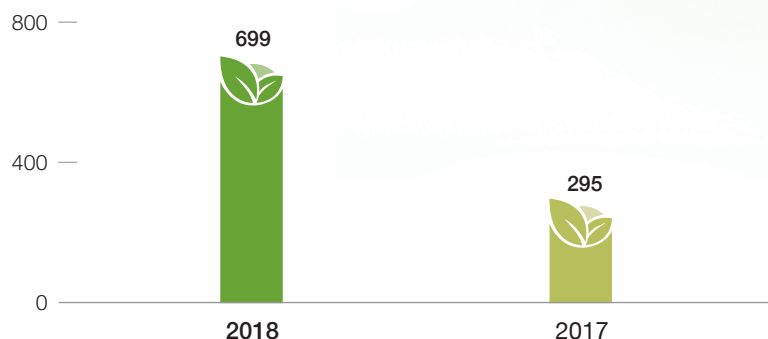
本集團一直堅持與員工維護和諧的關係，竭力保障員工的各項權益，為員工提供具競爭力的薪酬與福利。

6. Having Values – Promoting People-Oriented Culture and Creating Positive Values 有價值－以人為本 創造價值

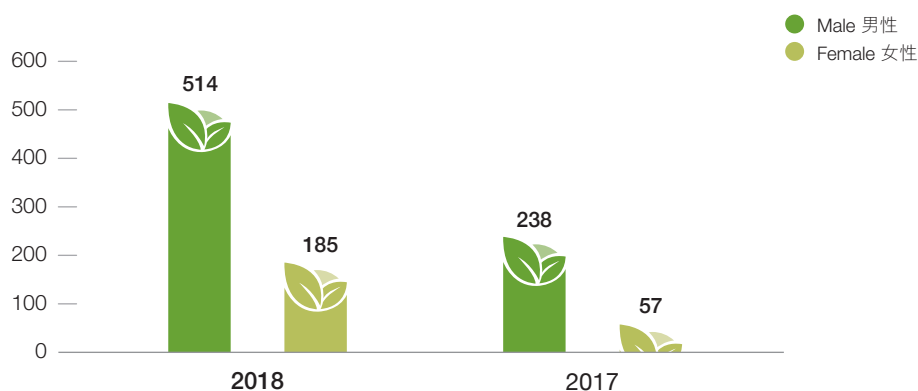
Details of the Group's employee turnover data:

本集團員工流失人數詳情：

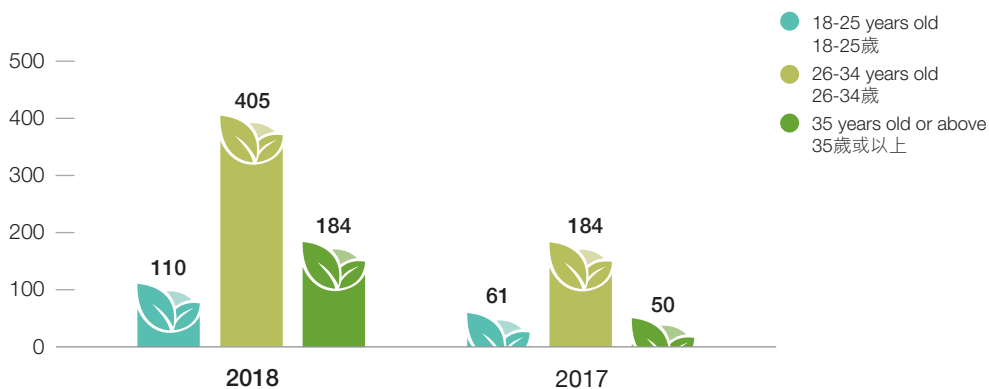
Employee turnover 員工流失總人數



By gender 按性別劃分



By age 按年齡組別劃分



Remark:

- The Group accommodated the industry policies and adjusted its business structure during 2018, incurring a structural adjustment on the front-line workforce for business development; while the business of the Group's clean heat supply business is greatly seasonal-dependent, resulting in high mobility of the front-line operational workforce. As a result, the total employee turnover in 2018 increased from that of 2017.

附註：

- 年內，本集團順應產業政策調整其業務結構，並對一線業務開發人員進行結構調整；同時，本集團清潔供暖業務受季節性影響較大，一線運營人員季節性流動較高。故此，二零一八年度員工流失總人數較二零一七年有所上升。

6. Having Values – Promoting People-Oriented Culture and Creating Positive Values

有價值 – 以人為本 創造價值

6.2 CARING EMPLOYEES' DEVELOPMENT

While maintaining continuous improvement of our business, the Group also developed comprehensive training programs and systems for employees based on the talent development strategy and their personal interests. We aim to unleash the full potential of our employees and achieve collaborative development between employees and the Group.

The Group 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 from different types of training programs according to their capabilities, such as open classes, self-study at spare time, foreign training or visits. Through the adoption of a variety of training programs, we improved the quality of training and helped our employees to utilise their time and learning opportunities.

We consider talent as an important factor to maintain our core competitiveness. Therefore, we actively formulate and optimise management policies and training programs for employees, establish rules and regulations, and standardise processes. In 2018, we completed the optimisation of respective functional department responsibilities and redesigned the salary structure of the headquarter and subsidiaries. The Company has established a quantitative appraisal system of performance improvement, assessing the completion of employees' work tasks, the fulfilment of employees' job responsibilities, the development of employees, and providing the feedback and evaluation results to employees.

In 2018, the average training hours of the Group's employees was 12.4 training hours/person. We organised training programs for mid-level and junior managers to diversify and enhance their professional knowledge, skills and work quality.

6.2 關注員工成長

本集團在完成業務持續提升的同時，亦根據人才發展戰略及員工個人興趣，為員工制定周詳的培訓計劃，建立完善的培訓體系。我們希望可以將員工的潛力發揮至最大，各展所長，實現員工與集團共同成長。

本集團頒布並執行《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。我們採用多樣化的培訓方式，不僅提高了培訓質量，也利於員工最大化利用時間，獲得成長。

我們視人才為保持核心競爭力的財產，因此積極構建和優化對員工的管理政策和發展培訓計劃，建章立制，規範流程。二零一八年，我們完成優化了個別職能部門職責以及總部與下屬公司的薪酬結構設計。公司設立了量化推進績效考核工作，評定員工的工作任務完成情況、員工的工作職責履行程度和員工的發展情況，並且將評定結果反饋給員工。

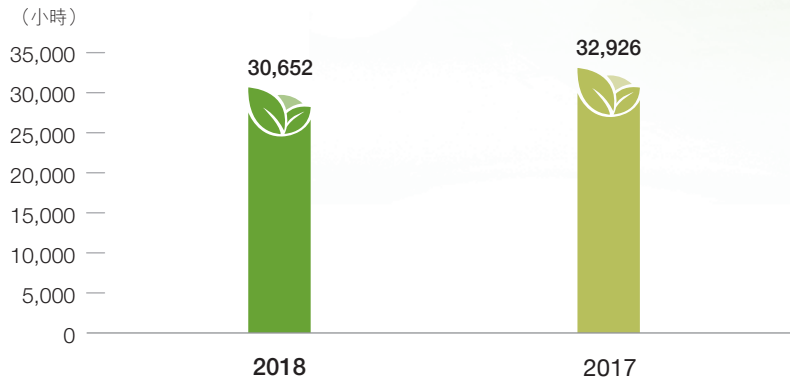
於二零一八年，本集團員工受訓平均時數為12.4小時。我們先後組織了中層與基層幹部能力提升培訓班，為集團員工拓寬和深化對專業知識的了解，提高員工的專業技能與素質。

6. Having Values – Promoting People-Oriented Culture and Creating Positive Values 有價值－以人為本 創造價值

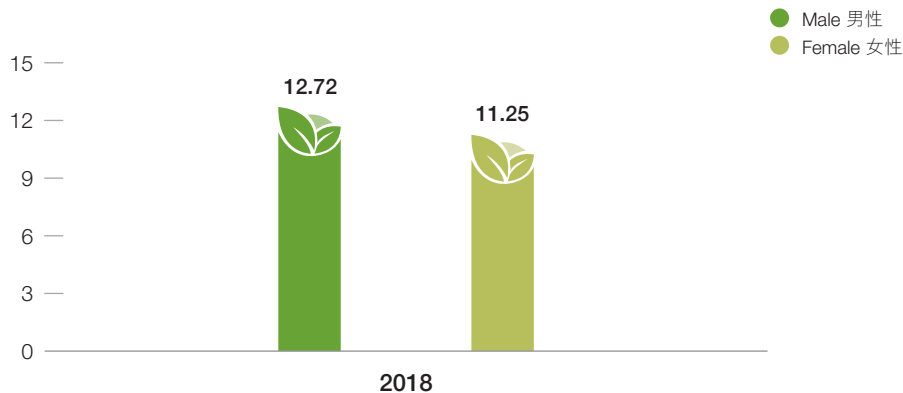
Details of the Group's employee training data:

本集團員工培訓數據詳情：

Total hours of training 接受培訓總時長



Average hours of training by gender 按僱員性別劃分每名僱員完成培訓的平均時數



Case Sharing 案例

Competency Enhancement Training Programs for Middle Management 中層管理幹部能力提升培訓班

In November 2018, the Group organised “Competency Enhancement Training Programs for Middle Management” at its Beijing headquarter. The training content mainly included team building and communication, leadership and execution, time and goal management, problem analysis and resolution, and innovative thinking and innovation awareness. Through various engagements with the participants such as interaction, communication and assessment, we enabled the participants to learn and gain from the training as desired.

於二零一八年十一月，本集團在北京總部舉辦“中層管理幹部能力提升培訓班”。培訓內容主要包含團隊建設與溝通、領導力與執行力、時間與目標管理、問題分析與解決、創新思維與創新意識等。我們通過與參與培訓人員互動、交流、考核等多種教學方式，讓參與培訓人員學有所獲，取得理想的培訓效果。



6. Having Values – Promoting People-Oriented Culture and Creating Positive Values 有價值 – 以人為本 創造價值

Case Sharing 案例

Competency Enhancement Training Programs for Junior Managerial Personnel 基層管理幹部能力提升培訓班

In December 2018, the Group organised “Competency Enhancement Training Programs for Junior Managerial Personnel” at the Beijing headquarter. A total of more than 20 frontline managerial staffs from various regions and base stations participated in the training programs. The training programs covered six aspects of role positioning, executive skills cultivation, communication and collaboration, motivation, coaching and innovation. It aimed to improve the integrated management ability of the participants and cultivate future management talents of the Group.

於二零一八年十二月，本集團在北京總部舉辦“基層管理幹部能力提升培訓班”。共有20多位來自各區域、各基站的基層幹部參與了此次培訓。我們的培訓內容涵蓋了角色定位、執行力塑造、溝通與協作、激勵、輔導及創新六大方面，旨在提升參與培訓人員的綜合管理能力，培養集團的未來管理人才。



6.3 EMPLOYEE CARING ACTIVITIES

We hope that our employees grow in the Group and have a strong sense of belonging. Therefore, we regularly organise employee care activities, actively engage with our employees, thus creating a high-quality and efficient work environment where the employees respect and trust each other. Meanwhile, we hope to ease their work-related pressure and increase their job satisfaction and happiness. In 2018, we held a variety of fruitful employee care activities, which attracted high participation and were widely recognised by our employees.

6.3 員工關愛活動

本集團希望員工獲得成長價值，更希望成為他們的港灣。我們定期舉辦員工關愛活動，與員工們積極互動溝通，致力營造員工相互尊重和信任的高品質、高效率工作環境。我們希望消除他們工作上的壓力，能夠在工作過程中獲得不同的收穫與幸福感。於二零一八年，我們舉辦了豐富多彩的員工關愛活動，獲得員工廣泛參與及認可。

6. Having Values – Promoting People-Oriented Culture and Creating Positive Values

有價值－以人為本 創造價值

Case Sharing 案例

Activities of “Delivering Coolness, Health and Care” in Summer 2018 2018 高溫天“送清涼、送健康、送關愛”活動

In the summer of 2018, the Group’s staff unions visited the frontline construction sites to deliver “coolness” to workers sticking to their positions regardless of the high temperature. It was regarded as an important measure to promote the improvement of working conditions and the prevention of heat stroke. The staff unions delivered herbal tea, washing powder, towels and other heat stroke prevention products to workers and reminded them to arrange for a reasonable working hour schedule and to intake water from time to time. The Group was grateful to the frontline construction workers for their efforts to complete the production tasks during hot weather.



於二零一八年夏天，本集團的工會趕赴一線施工現場，為仍然堅守崗位的一線施工人員“送清涼”，作為推動改善職工生產生活條件、防暑平安度夏的一項重要舉措。工會為一線施工人員送上涼茶、洗衣粉、毛巾等防暑用品，並叮囑工人安排合理作息時間，及時補水，切實做好防暑降溫工作。集團感激一線施工人員們冒著高溫酷暑堅守一線，為完成生產任務而做出的努力。

Case Sharing 案例

Cares for Employees Working for Projects in Remote Areas 為偏僻項目員工送上關懷

We enrich the life of employees working for projects in remote areas by organising diverse caring activities, refreshing them from the repetition of duties. The Company prepared recreational facilities and equipment for workers, such as table tennis, basketballs and badminton, and organised regional friendly competitions. We aim to enhance the mutual trust and cohesiveness among our teams.

During traditional Chinese festivals like Chinese New Year and Mid-Autumn Festival, the management from the headquarter office would visit and express care to frontline employees, especially projects in plateau and rural areas. As a result, employees could experience the Group’s care and thereby enhance their sense of belonging.

我們為在地處偏僻的光伏發電站的員工，舉辦多元化的關愛活動，在重複性的工作中為他們豐富生活。公司給運維人員配備乒乓球、籃球、羽毛球等文體設施，並組織區域內的友誼賽，增進員工們彼此的信任和團隊的凝聚力。

在春節、中秋等中國傳統節日裏，總部管理人員深入基層慰問一線員工，特別是高原、山地等偏僻項目，讓員工感受到集團的關懷，提升員工的企業歸屬感。

7. Being Sharing – Pursuing Win-Win Cooperation and Giving Back to Society

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7.1 OUR SUPPLY CHAIN

The Group is dedicated to establishing a transparent, fair and green supply chain management system. We strictly abide by the “Bidding Law of the People’s Republic of China”, the “Contract Law of the People’s Republic of China”, the “Product Quality Law of the People’s Republic of China”, as well as the “Environmental Protection Law of the People’s Republic of China”. In addition, we completed and executed several internal procedures in 2018, such as the “Group’s Supplier Management System” and “Group’s Procurement Management System”. Through our partnership with suppliers, we hope to minimise the sustainability risks faced in our supply chain.

7.1.1 Supplier Management Mechanism

We have established a clear suppliers’ selection mechanism regarding the selection, categorisation, risk mitigation as well as the evaluation and internal control procedures of our suppliers under the “Group’s Supplier Management System”. The Group also set up an internal supply chain management department, which is responsible for the dynamic management of suppliers, including due-diligence inspection, access-granting, performance evaluation and the vendor database’s maintenance.

During the selection process, we request all potential suppliers to submit qualification in health, safety and environmental performance, such as ISO 9001 Quality Management Systems Certification, ISO 14001 Environmental Management Systems Certification as well as OHSAS 18001 Occupational Health and Safety Management Systems Certification. Our designated officers will then conduct on-site visits to suppliers so as to make a comprehensive assessment on their performance in areas like corporate environment, quality, delivery, services, business performance, production management and safety. Potential suppliers will become our qualified suppliers upon approval of the supplier assessment report will be granted approval from the Group’s management.

7.4 我們的供應鏈

本集團一直致力於創建一個透明、公平、綠色的供應鏈管理體系。我們嚴格遵循《中華人民共和國招標法》、《中華人民共和國合同法》、《中華人民共和國產品質量法》與《中華人民共和國環境保護法》等法律法規，更在二零一八年完善與執行《集團供應商管理制度》、《集團招標採購管理制度》等內部文件。我們希望攜手供應商夥伴，共同降低供應鏈端的可持續發展風險。

7.1.1 供應商管理機制

北控清潔能源頒布並執行的《集團供應商管理制度》中，我們明確供應商的篩選、評審、分層與分級管理、風險事件管理及供應商後評估等標準及內部管理流程。本集團內部成立供應鏈管理部，負責供應商的考察、准入、評估、維護，對供應商實施動態管理。

在供應商篩選階段，我們要求潛在供應商提供ISO 9001質量管理體系認證證書、ISO 14001環境管理體系認證證書、OHSAS 18001職業健康與安全管理體系認證證書等在健康、安全與環境方面的資質認證。通過實地考察等方式，供應商考察人員根據企業環境、質量、供貨、服務、業績、施工管理、安全文明管理等多維度進行評分與綜合評定，編制供應商考察評審報告後經本集團管理層審批，確定其是否能成為我們的合格供應商。

7. Being Sharing – Pursuing Win-Win Cooperation and Giving Back to Society

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During the evaluation process, we would group all qualified suppliers into different categories based on the nature of their products and services. In case of any violation behaviour like bid-rigging, unethical collusion or bribery during our partnership found and verified by the Group's Audit and Supervision Department, the involved supplier will be blacklisted and barred from any future procurement or tenders for two years.

According to organisational structure and supply chain, the Group reviews the performance of our suppliers under a 4-level (A/B/C/D) grading system, based on their ability to fulfil requirements of environmental, quality, services and production safety standards. Upon completion of the review process, the Group may, based on the review results, adjust the grading of suppliers. For suppliers receiving grades lower than C, they will be banned from being categorised as general suppliers. During the Reporting Period, we evaluated a total of 138 suppliers from all product and service areas, where the recommendation rate of the qualified suppliers (except temporary suppliers) has reached 73%.

We have created a list for managing the supplier-risk incidents. For suppliers with misbehaviours and risks regarding delayed progress, unsatisfactory quality, production safety problems, legal disputes or problems in business integrity, we will include them in the post-contract evaluation and impose score deduction, terminate or disqualify the partnership, and even blacklist the supplier, depending on the severity and urgency of their misbehaviours.

Our integrated post-contract evaluation process involves two stages, including the evaluation on the execution of contract conditions and the evaluation on operational performance. The procurement departments of each subsidiary conduct review annually on suppliers' execution of contract conditions, while the production maintenance departments of each company will evaluate suppliers' operational performance. Scores of the two assessments will then be weighted for an overall result, which will be submitted to the Group's Supply Chain Management Department for year-end evaluation and classification management.

在供應商評估階段，針對合格供應商，我們進一步依據產品與服務將供應商細分為不同類別。如果在與供應商的合作過程中發現存在圍標、串標、行賄等違規行為的，一經發現並經監察審計部認可，相關供應商將被列入合作黑名單中，兩年內不得參與集團任何招標採購項目。

本集團根據組織架構及供應鏈業務管控要求，結合供應商的環境、質量、服務及安全文明施工等履約表現對供應商進行分層與分級管理，根據分值劃分為A/B/C/D四個等級，並按照供應商後評估結論提出等級調整的建議。整個評分過程是動態的，並且C級以下的供應商將不得進入通用供應商類別。在報告期間，我們對旗下附屬公司共138家各類供應商進行了評估，除臨時供應商以外的合格供應商推薦率達到73%。

我們制定了合格供應商風險事件管理清單。對於在進度問題、質量問題、安全文明生產、法律糾紛、誠實守信等方面出現的風險與隱患記錄供應商不良行為，納入供應商後評估考評範圍，我們根據其嚴重性與緊迫性，分別採取評估評分減分、停止採購或取消合格供應商資格並列入黑名單的措施。

在供應商後評估環節，我們通過合同履約評估及運行評估兩個階段完成供應商在提供產品與服務方面的綜合評估。合同履約評估由各附屬公司的採購部門每年按項目進行一次評價；運行評估由各公司的生產運維管理部門實施。後評估環節的打分形式是按照加權打分評分，上報集團供應鏈管理部後，作為供應商年終總評及分級管理的依據。

7. Being Sharing – Pursuing Win-Win Cooperation and Giving Back to Society

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7.1.2 Ethical Procurement Philosophy

Responding to the Group's strategic adjustment during the Reporting Period, we instilled the concept of "Ethical Procurement" into every stage of supply chain management by updating the "Group's Tendering and Procurement Management Approach". The procedure strictly prohibits our subsidiaries and its employees from engaging in any unjust and unfair behaviour like bid-rigging. Moreover, a steering committee has been established to oversee and approve the procurement and tender operations of the Group. In case of any violations, the Group will have no hesitation in reporting cases and the involved persons will be subject to legal liabilities. The Group also welcomes business units or individuals to report non-compliance or unethical behaviour to our Audit and Supervision Department.

As a clean energy provider, we have set stringent requirements for upstream suppliers in fulfilling their responsibilities on environmental, health and safety issues. For instance, our photovoltaic solar panel procurement requirements state clearly that our suppliers need to comply with all national mandatory energy, safety and environment standards. In addition, we extended our requirements to suppliers' procurement in key components and raw materials. Providing technical specifications for our solar panel manufacturers, we would shortlist three or more options for their components and raw materials purchases. Our panel manufacturing partners would then need to choose their upstream suppliers according to the designated shortlist. By doing so, it is believed that the entire production is compliant with our standards for product quality, health and safety as well as environmental protection.

In the tendering and procurement management system of the Group, we distinguished different categories of procurement, like products relating to project construction or procurement of services. We then optimise the process through deploying various procurement strategies like tendering, quotation, bargaining or direct entrustment.

7.1.2 “陽光採購”理念

在報告期間，根據集團戰略調整要求，我們更新並試行了新版的《集團招標採購管理制度》，保證招標採購各個環節的“陽光操作”。我們設立集團與各附屬招標採購領導小組，負責採購管理重大問題及招標採購的流程節點審批。我們在制度中明確規定各附屬公司與員工不得有任何投標單位參與圍標、串標、陪標等嚴重影響招標工作公正、公平的行為。如若發現，本集團將給予通報批評，並要求相關責任人承擔相應的法律責任。對於發現有關人員違反法律及招標程序和工作紀律的，我們歡迎任何單位和個人向本集團監察審計部舉報。

作為綠色能源的提供者，我們一直嚴格約束上游供應商履行在質量安全、健康與環境方面的義務。例如，在太陽能光伏板的採購技術規範中，我們明確要求供應商所提供的產品滿足國家在能源、安全、環保方面的強制性標準與規定要求。此外，我們跟蹤上游供應商在關鍵元器件與原材料方面的上游廠家，在技術規範中對關鍵的元器件或原材料的上游廠家提供至少三家以上的短名單，太陽能光伏板供應商應嚴格在短名單中使用上游產品，確保上游產品符合質量、安全、環境、職業健康等體系要求。

在集團招標採購管理制度中，我們細分了與工程建設項目有關的貨物、服務採購項目，以提升招標採購、詢價採購、競爭性談判與直接委託採購方面的精細化管理。

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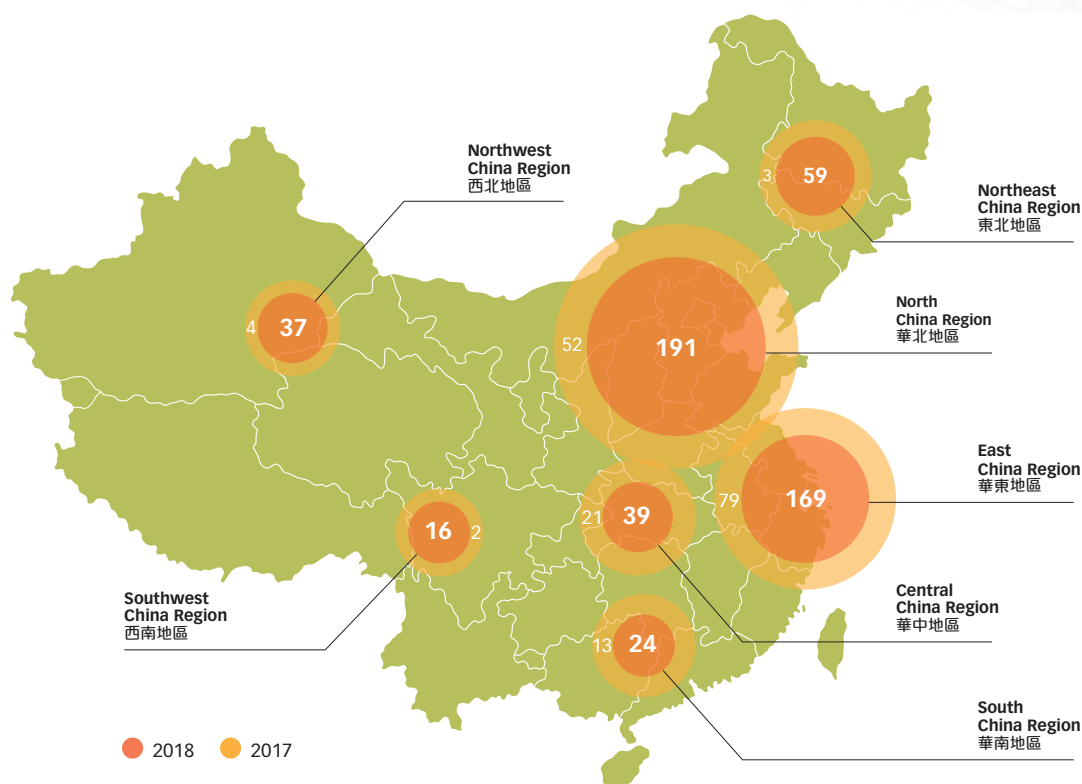
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7.1.3 Supporting Local Economy through Partnership

As of December of 2018, BECE's business units own 535 suppliers across its operating areas. Being a green energy enterprise, we have been actively seeking to partner with local suppliers so that the carbon footprint due to transportation and the other negative environmental impacts are minimised. In doing so, we hope to achieve sustainable development in every stage of our value chain.

7.1.3 供應商扶持當地經濟

截至二零一八年，北控清潔能源業務板塊共有供應商535家。作為綠色能源企業，我們積極尋找項目當地供應商，以減少產品運輸過程中產生的碳足跡，降低環境的負面影響，提升價值鏈上各環節的可持續發展。



Remark: The data scope for suppliers of 2018 is expanded to include photovoltaic power, wind power and clean heat supply businesses, where only photovoltaic power business was included for that of 2017.

備註：二零一七年供應商數量僅包括光伏發電業務，二零一八年擴大供應商數據披露範圍，包括光伏發電業務、風力發電業務、清潔供暖業務板塊。

7.2 Participation in Community-building Initiative

Being an enterprise supplying green energy sources, we have a profound understanding that economic value creation and corporate social responsibility go hand in hand with each other. Therefore, apart from founding more and more green projects, we dedicate ourselves in giving back and creating values for society by actively implementing the national "targeted poverty alleviation" policy.

7.2 參與社區共建

本集團作為綠色能源供應企業，我們深刻明白創造經濟價值與承擔社會責任有密不可分的聯繫。在為社會創建更多環保的綠色項目的同時，我們更一直致力於回饋社區，積極響應國家「精準扶貧」政策，為社區持續創造價值。

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7.2.1 Targeted Poverty Alleviation

7.2.1 精準扶貧

Case Sharing 案例

Resolute Implementation of the National Policy of “Targeted Poverty Alleviation” 堅決貫徹落實國家「精準扶貧」政策

During the year, the Group has introduced three centralised photovoltaic projects for poverty alleviation at Fengning County in Chengde City, Xuanhua District in Zhangjiakou City and Tang County, Baoding City in Hebei Province, which have a total capacity of 100MW. The projects targeted to alleviate the difficulties of 4,067 poverty-stricken families, securing an annual RMB3,000 subsidy to each family. It is expected for the projects to provide a subsidy of RMB244 million in total during the 20-year period from the commencement of operation of these projects. While making returns, the Group realises good social benefits to live up to its social responsibilities and resolutely implement the national “targeted poverty alleviation” policy.



Fengning County, Chengde City
承德市豐寧縣



Xuanhua District, Zhangjiakou City
張家口市宣化區

本年度，集團於河北省承德市豐寧縣、張家口市宣化區、保定市唐縣新增三個總規模為100兆瓦的集中式光伏扶貧項目，項目精準扶貧4,067戶貧困人口，保障其每年人民幣3,000元／戶／年，項目運營起計20年間將向上述貧困戶提供合計約人民幣2.44億元補助。在企業盈利的同時實現了良好的社會效益，貫徹了積極承擔社會責任，堅決落實國家「精準扶貧」政策的決心。



Tang County, Baoding City
保定市唐縣

7. Being Sharing – Pursuing Win-Win Cooperation and Giving Back to Society

有分享－和諧共贏 回饋社會

Case Sharing 案例

Supporting Educational Infrastructure 推動基礎教育事業



The Group has a firm belief that “the youth is the future pillar of a nation”. In fulfilling our corporate social responsibilities and responding to national policy on “targeted poverty alleviation”, we support the educational infrastructure development in poverty-stricken regions. In September 2018, together with 200 teachers and students, we witnessed the opening ceremony of a new school campus in Tianzhen County. Besides, we made full use of our industry advantages to donate solar road lights, photovoltaic power generation facilities as well as water heating facilities for the school.

Looking into the future, BECE will continue to sponsor educational infrastructure and photovoltaic projects for poverty-alleviation. It is hoped that our efforts to provide funding for poverty-stricken regions would nurture future talents, amplifying our contribution to society.

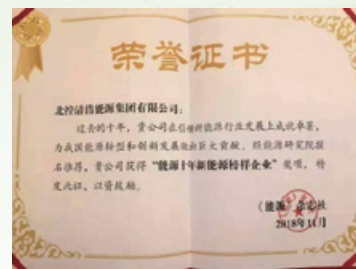
北控清潔能源堅信“少年智則國智，少年富則國富，少年強則國強，少年進步則國家進步”，為履行企業社會責任，貫徹落實國家“精準扶貧”政策，一直大力支持地方基礎教育事業。於二零一八年九月，我們來到天鎮縣安家宅學校，與200餘位師生，一同參與見證學校新校舍的啟用儀式。除校舍外，我們積極發揮行業優勢，為學校捐贈了太陽能路燈、光伏發電設備及用電及熱水器設備等。

在未來，北控清潔能源將堅持資助基礎教育與開發光伏扶貧項目並舉，為貧困地區提供脫困扶貧資金，培育優秀人才，為社區作出更大的貢獻。



8. Honours and Awards 榮譽及獎項

Award Name 獎項名稱	Organising Unit 頒獎單位	Awardee Unit 獲獎單位
Energy Decade New Energy Model Enterprise 能源十年新能源榜樣企業	Energy Magazine under the State-owned Assets Supervision and Administration Commission of the State Council 國務院國有資產監督管理委員會主管的《能源》雜誌社	Beijing Enterprises Clean Energy Group Limited 北控清潔能源集團有限公司



Award Name 獎項名稱	Organising Unit 頒獎單位	Awardee Unit 獲獎單位
Outstanding Fixed Income Product Issuers 優秀固收產品發行人	Shenzhen Stock Exchange 深圳證券交易所	Beijing Enterprises Clean Energy Group Limited 北控清潔能源集團有限公司



Award Name 獎項名稱	Organising Unit 頒獎單位	Awardee Unit 獲獎單位
2018 China Energy Storage Industry Best Photovoltaic Storage Integration Solution Award 二零一八年度中國儲能產業最佳光儲充一體化解決方案獎	The 8th China International Energy Storage Conference 第八屆中國國際儲能大會	Henan Beijing Enterprises Smart Energy Investment Company Limited 河南北控智慧能源投資有限公司



Award Name 獎項名稱	Organising Unit 頒獎單位	Awardee Unit 獲獎單位
2018 China Energy Storage Industry Best System Integration Solution Supplier Award 二零一八年度中國儲能產業最佳系統集成解決方案供應商獎	The 8th China International Energy Storage Conference 第八屆中國國際儲能大會	Henan Beijing Enterprises Smart Energy Investment Company Limited 河南北控智慧能源投資有限公司



8. Honours and Awards 榮譽及獎項

Award Name
獎項名稱

Organising Unit
頒獎單位

Awardee Unit
獲獎單位

2018 China Energy Storage Industry Best Design Institution Award
二零一八年度中國儲能產業最佳設計院

The 8th China International Energy Storage Conference
第八屆中國國際儲能大會

Sichuan Beijing Enterprises Clean Energy Engineering Limited
四川北控清潔能源工程有限公司



Award Name
獎項名稱

Organising Unit
頒獎單位

Awardee Unit
獲獎單位

Top 10 Models of Energy Storage Application and Innovation in 2018
2018儲能應用創新典範Top10

China Energy Storage Alliance (CNESA)'s International Energy Storage Innovation Competition
中關村儲能產業技術聯盟 (CNESA)舉辦的國際儲能創新大賽

Henan Beijing Enterprises Smart Energy Investment Company Limited – Tibet Ji Tian Yangyi Photovoltaic Power Station Energy Storage Project
河南北控智慧能源投資有限公司“西藏嘉天羊易光伏發電站儲能項目”

Award Name
獎項名稱

Organising Unit
頒獎單位

Awardee Unit
獲獎單位

Global Top 10 Energy Storage Industry Distinguished Individual 2018
2018全球儲能產業十大年度人物

The 8th China International Energy Storage Conference
第八屆中國國際儲能大會

Mr. Wang Ye – Executive Director and President of Beijing Enterprises Clean Energy Group Limited
北控清潔能源集團有限公司執行董事、執行總裁王野先生



Award Name
獎項名稱

Organising Unit
頒獎單位

Awardee Unit
獲獎單位

Top 10 New Energy Distinguished Individuals 2018
2018十大新能源年度人物

China Energy News and China Energy Economics Research
《中國能源報社》與中國能源經濟研究院

Mr. Wang Ye – Executive Director and President of Beijing Enterprises Clean Energy Group Limited
北控清潔能源集團有限公司執行董事、執行總裁王野先生



9. 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

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (“KPI”) 主要範疇、層面、一般披露及關鍵績效指標 (KPIs)	Description 描述	Pages 頁數
Aspect A1: Emissions 層面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 non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	18-19, 21-22, 26-27, 34-35
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	28-30
KPI 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）。	29
KPI 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）。	23
KPI 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）。	24
KPI 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。	18-20, 26-27
KPI 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。	21-22, 34-35

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Aspect A2: Use of Resources

層面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。	19, 26-27, 35
KPI 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）。	30-33
KPI 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）。	25
KPI 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。	19-20, 26-27, 35
KPI 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能有任何問題，以及提升用水效益計劃及所得成果。	26-27, 35
KPI 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 主營業務不適用

Aspect A3: The Environment and Natural Resources

層面A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer’s significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	21-22, 34-35
KPI 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。	18-22, 26-27, 34-35

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Aspect B1: Employment

層面B1：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。	42, 44-45, 49-50
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。	43
KPI 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。	46

Aspect B2: Health and Safety

層面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。	36-38
KPI B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	39
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Will plan for disclosure in the future 計劃在未來披露
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。	37-41

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Aspect B3: Development and Training 層面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。	47-49
KPI 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
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。	47-49
Aspect B4: Labour Standards 層面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 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。	42
KPI 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。	42
KPI 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。	42
Aspect B5: Supply Chain Management 層面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。	51-55
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	55
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。	51-55

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Aspect B6: Product Responsibility 層面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。	10-11
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。	Not applicable to principal business 主營業務不適用
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。	Not applicable to principal business 主營業務不適用
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。	11
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。	Not applicable to principal business 主營業務不適用
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	11

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Aspect B7: Anti-corruption 層面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。	10-11
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。	11
KPI 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。	10-11
Aspect B8: Community Investment 層面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 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。	55-57
KPI 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）。	55-57
KPI B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	56-57



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