



Hepalink Co., Ltd.

2021

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENTS

目錄

BOARD STATEMENT 董事會聲明	1
ABOUT HEPALINK 關於海普瑞	3
ABOUT THIS REPORT 關於本報告	4
SCOPE OF THE REPORT 匯報範圍	4
REPORTING PRINCIPLES 匯報原則	4
FEEDBACK 意見反饋	4
STAKEHOLDER AND MATERIALITY ASSESSMENT 持份者參與及重要性評估	5
A. ENVIRONMENTAL 環境	8
1. EMISSIONS 排放物	8
2. USE OF RESOURCES 資源使用	12
3. ENVIRONMENT AND NATURAL RESOURCES 環境及天然資源	16
4. CLIMATE CHANGE 氣候變化	17
B. SOCIAL 社會	18
1. EMPLOYMENT 僱傭	18
2. HEALTH AND SAFETY 健康與安全	20
3. DEVELOPMENT AND TRAINING 發展及培訓	22
4. LABOUR STANDARDS 勞工準則	24
5. SUPPLY CHAIN MANAGEMENT 供應鏈管理	24
6. PRODUCT RESPONSIBILITY 產品責任	25
7. ANTI-CORRUPTION 反貪污	27
8. COMMUNITY INVESTMENT 社區投資	29
HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX 聯交所《環境、社會及管治報告指引》索引	31

ABOUT HEPALINK

關於海普瑞

Our Vision

我們的願景

Bec me a l d leadi g i a j -d i e i e a j al ha mace jcal c m a
成為全球領先的創新型跨國製藥企業

Our Mission

我們的使命

Be e ible f he heal h f he a je , e l e, de el a d ide d g a d
medical e ice ha a e afe, effec i e a d f high ali , afeg a d hei heal h
以患者之需為己任，探索、開發並提供高質量的安全有效藥物和服務，護佑健康

Our Values

我們的價值觀

Scie jfic Thi ki g, S e b Pe f ma ce, Bei g l a j e, Di e ifica j
科學實證、高效卓越、創新進取、多元融合

He ali k a e abli hed i She he , Chi a i 1998. l i a gl bal
ha mace jcal c m a . Re ible f bi gi g h e a je a d
bec mi g a leadi g i e a j al ha mace jcal c m a i he i gi al
i e j f f d e abli h He ali k. O b i e e a he
ma fac e a d ale f ha mace jcal d c , de el me f C ac
De el me a d Ma fac i g O ga i a j (CDMO) e ice a d i a je
d g . O ale f ha mace jcal d c c i f (i) fi i hed d e
ha mace jcal d c , hich mai l i cl de e a a i di m i jec j ;
(ii) ac j e ha mace jcal i g edie (API) d c , hich mai l i cl de
he a i di m API a d e a a i di m API; a d (iii) he d c ,
hich mai l i cl de a ce a j API. We e a e a CDMO b i e idi g
e ea ch a d de el me (R&D), ma fac i g , ali ma ageme
a d gam ma ageme e ice , h gh h ll - ed b idia ie
C a ce Bi l gic , l c. (C a ce), hich ecia l e i he de el me
a d ma fac e f ec mbi a ha mace jcal d c a d ci jcal
- ial ec a d i e media e f ge e he a , a d SPL A b i i j
C . (SPL), hich ide e ice i he de el me a d ma fac e f
a all de i ed ha mace jcal d c . The G ha bai ed e cl i e
de el me a d c mme cial igh i Ge a e Chi a f ce ai cli cal age
i a j e d g ca dida e hich a e bei g de el ed f he ea me f
a imm e em a i - ela ed di ea e . O e f elf-de el ed d g a
al ead i a lica j f IND f de el me

海普瑞於1998年在中國深圳成立，是一家全球製藥公司，「為患者帶來福音為己任，成為國際領先製藥企業」是我們創始人成立海普瑞的初心。我們的業務範圍涵蓋藥品生產及銷售、CDMO服務及創新藥開發。我們銷售的藥品包括(i)藥物製劑(主要包括依諾肝素鈉注射液)；(ii)API產品(包括肝素鈉API、依諾肝素鈉API)；及(iii)其他產品(主要包括胰酶API)。我們通過全資子公司C a ce Bi l gic , l c.(「賽灣生物」)該公司專門開發及生產重組藥品及臨界非病毒載體以及基因治療的中間體)及通過全資子公司SPL A b i i j C .(「SPL」)該公司為天然衍生藥品的開發和生產提供服務)經營CDMO業務，提供研發、生產、質量管理及程序管理服務。本集團已在大中華區獲得若干臨床階段創新候選藥物的獨家開發及商業化權利，我們正在開發這些藥物用於治療免疫系統相關疾病。我們一款自主研發的創新藥目前亦已進入IND申報開發階段。

ABOUT THIS REPORT

The Report details the achievements of the Group in environmental, social and governance ("ESG") areas. The Report details all elements of the Group's ESG performance, including the Environmental, Social and Governance ("ESG") Report ("ESG Report").

SCOPE OF THE REPORT

The Group is a leading China-based pharmaceutical company, with a global presence in the pharmaceutical, biotechnology and CDMO sectors. The Group's headquarters are in Shenzhen, China, and it has subsidiaries in the United States of America, which are financially significant and represent a material part of the Group. The reporting period began on 1 January 2021 and ended on 31 December 2021, and the reporting period for the Annual Report.

REPORTING PRINCIPLES

This Report follows the ESG Reporting Guidelines and the following principles:

Materiality: In order to identify and address the material concerns of stakeholders, the Group has conducted materiality assessments with stakeholders to identify the key issues that are most important to the Group's business and its stakeholders.

Qualitative: The qualitative principles are all of the following: All of the material issues are identified in the clear definition and measurement of the material issues.

Balance: The Group's material issues are identified from the internal and external perspectives, and the Group's material issues are identified from the internal and external perspectives, and the Group's material issues are identified from the internal and external perspectives.

Consistency: We have adopted the same approach in the Environmental, Social and Governance ("ESG") Report. Should there be a change in the future, the material issues will be added to the Group's material issues.

FEEDBACK

The Group welcomes stakeholders' feedback on the ESG Report. Please email at cs@heli.k.com.

關於本報告

本報告披露了本集團於過去一年在環境、社會及管治議題方面的行動與成績。本報告乃遵守《環境、社會及管治報告指引》("ESG報告指引")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匯報。

匯報範圍

本集團是領先的中國製藥公司，在製藥領域、創新生物科技領域及CDMO領域擁有全球業務。本報告內容涵蓋對本集團有財務重要性及營運影響力的業務，包括位處深圳的總部及產業園，以及位處美國的產業園。報告期為二零二一年一月一日至十二月三十一日，與年報的財政期間相同。

匯報原則

本報告依循ESG報告指引，應用以下原則：

重要性：為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行實質性評估調查，以釐定對本集團可持續發展有重大影響的因素。

量化：量化原則適用於本報告的所有資料。我們為所有績效指標提供明確定義，並清楚註明量度單位。

平衡性：本報告的資料和案例主要來源於二零二一年度公司統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。

一致性：我們遵循「香港聯交所環境、社會及管治報告指引」進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。

意見反饋

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以電子郵件(cs@heli.k.com)提供您的建議或與我們分享您的意見。

STAKEHOLDER AND MATERIALITY ASSESSMENT

We will make continuous communication with stakeholders (including shareholders, customers, employees, suppliers, regulators and the public) and achieve a good understanding of their needs and expectations. The management and all employees of the Group are committed to the Company's mission and vision, and will work together to achieve the Company's strategic objectives (see also the Company's website).

The communication methods between the Group and stakeholders are as follows:

持份者參與及重要性評估

本集團努力通過建設性的溝通方式採納持份者(包括股東、客戶、員工、供應商、監管機構和社會公眾)的意見及保障彼等權益,以確定本公司的長期發展方向及與其保持密切的關係。本集團營運數據及整體業績表現會每半年總結於公司的中期報告及年報,並透過公司網站(.he ali k.c m)向各投資者作出匯報。

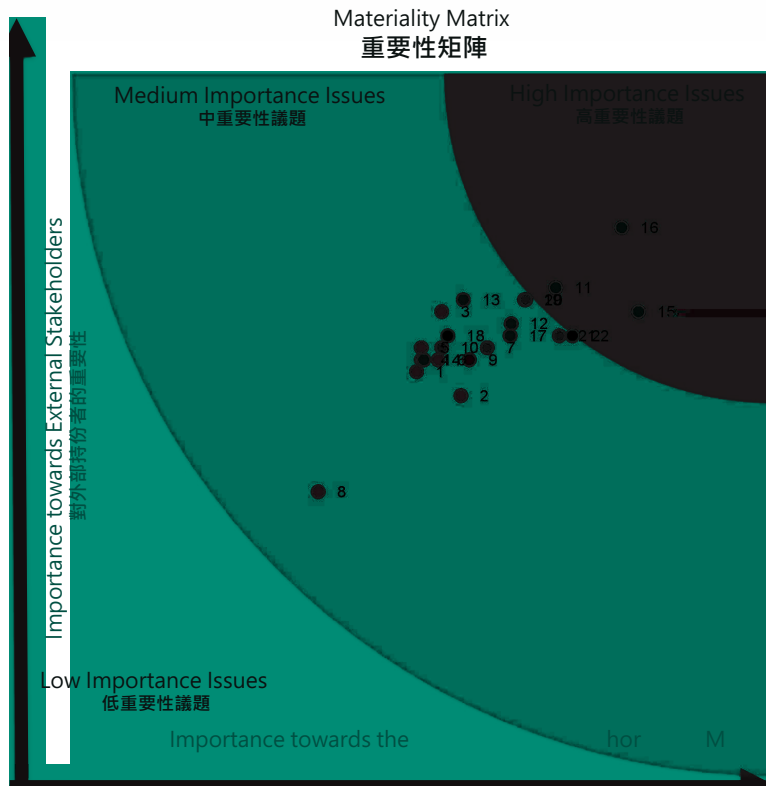
本集團與持份者的溝通方式如下:

Major stakeholders 主要持份者	Communication means 溝通方式
Investors 投資者	Mail, annual general meeting, email, investor relations, and other means. 通過定期投資者會議、股東周年大會、電郵、投資者關係熱線及投資者信箱及公告等形式,與持份者保持緊密、透明及高效溝通。
Customers 客戶	Set up a customer service hotline for customers to express their views. When a complaint is received, the customer service staff will handle the complaint as soon as possible. 設立顧客服務熱綫供顧客表達意見,若有投訴個案,服務部職員必定盡快給予顧客適當的回覆。
Employees 員工	Develop a management system for employees' efficiency, and encourage employees to work safely and healthily. 制定僱傭及員工福利制度,透過培訓加強員工對職業安全及健康之意識。
Suppliers 供應商	Carry out a good and efficient communication with suppliers through email, meeting, and other means. 透過電郵、會議、審核及評估流程,達致公開透明的採購政策,與供應商互利共贏。

During the Reporting Period, the Group has identified a wide range of material issues that may affect the company's ability to achieve its business strategy and long-term sustainable development. These issues are related to the company's business operations, financial performance, and ESG.

These issues are categorized into three main areas:

<p>Step 1: Identify Material Issues 第一步 識別重要議題</p>	<p>With reference to the HKEX' Environmental, Social and Governance Reporting Guide and considering the company's business strategy, industry trends, and stakeholder expectations, the company has identified 22 material issues that may affect the company's ability to achieve its business strategy and long-term sustainable development. These issues are related to the company's business operations, financial performance, and ESG.</p> <p>參考香港交易所《環境、社會及管治報告指引》和綜合公司發展戰略、行業發展趨勢、監管及資本市場要求等因素，不同維度出發，識別了22個重大議題，涵蓋環境保護、僱傭及勞工慣例、經營慣例及社區投資等四大範疇。</p>
<p>Step 2: Collect Stakeholders' Views 第二步 收集持分者意見</p>	<p>We have collected feedback from internal and external stakeholders through various channels to evaluate the importance of each issue. The company has identified the material issues based on the feedback and the company's business strategy.</p> <p>我們通過問卷調查收集公司內部及外界持份者反饋意見並評估各相關議題的重要性。</p>
<p>Step 3: Determine Material Issues 第三步 釐定重要議題</p>	<p>The material issues are determined based on the company's business strategy, industry trends, and stakeholder expectations. The company has identified the material issues that may affect the company's ability to achieve its business strategy and long-term sustainable development.</p>



The Group has taken considerable measures to improve the quality of its identified risks. In addition, the Group has established a risk management system to identify, assess and manage risks. The Group has also established a risk management system to identify, assess and manage risks.

A. ENVIRONMENT

1. EMISSIONS

A major objective of the Group is to reduce its carbon footprint. The Group has implemented a series of measures to reduce its carbon footprint, including the use of energy-efficient equipment, the use of renewable energy, and the use of low-carbon materials. The Group has also implemented a series of measures to reduce its carbon footprint, including the use of energy-efficient equipment, the use of renewable energy, and the use of low-carbon materials.

In 2021, all facilities in Shenzhen have passed the Clean Production Certification. The Group has also implemented a series of measures to reduce its carbon footprint, including the use of energy-efficient equipment, the use of renewable energy, and the use of low-carbon materials.

AIR POLLUTANT

The Group has implemented a series of measures to reduce its carbon footprint, including the use of energy-efficient equipment, the use of renewable energy, and the use of low-carbon materials. The Group has also implemented a series of measures to reduce its carbon footprint, including the use of energy-efficient equipment, the use of renewable energy, and the use of low-carbon materials.

就評估所識別出的實質性議題，本集團已採取相應舉措，並在後續章節中作出詳細闡述。一如以往，本集團將繼續致力建立多元化、透明、誠信及準確的溝通渠道，為本集團的環境、社會及管治策略提供重要依據。

A. 環境

1. 排放物

本集團作為負責任的企業，我們作出一切努力，透過一系列減少環境影響的措施，控制廢氣及溫室氣體排放、水及土地的排污，減少有害及無害廢棄物的產生，實現對保護環境方面的持續承諾。本集團已制定《環保管理規範》，確認本集團環保的目的及原則、環保內容、職責劃分、污水的排放、廢氣的排放、固體廢物及危險廢物的處理、環保事故預防及應急救援預案等相關管理制度，以確保排放的廢氣、廢水符合國家排放標準，固體廢物及危險廢物交由具資質的單位處理，保護環境，維護本集團生產經營活動穩定運行。

在二零二一年，本集團位於深圳的各工廠分別首次及複審通過了清潔生產認證工作。本集團的排放及廢物管理以完全符合法規要求為目標，嚴格遵守所有適用的環保法例和法規，例如《中華人民共和國環境保護法》，報告期內並未有違規的情況。

空氣污染物

本集團嚴格要求廠區內嚴禁擅自拆除或者閑置防治廢氣污染的設施，同時我們亦要求所有生產過程中產生廢氣的部門，嚴格按照本集團制定的《工業廢氣處理系統運行及維護標準操作指導書》的操作規程操作，做好廢氣處理設備的維護保養工作，如發現任何問題及時解決，以確保廢氣排放達到《中華人民共和國大氣污染防治法》的標準。

Our environmental management system is designed to ensure that our emissions do not exceed the relevant limits. We have established a comprehensive system of monitoring and control measures to ensure that our emissions are in compliance with the relevant standards. We have also implemented a series of measures to reduce our emissions, such as improving our energy efficiency, using clean energy, and adopting low-carbon technologies.

為確保工廠的空氣污染物排放量不超出相關的法律法規規定，本集團根據《鍋爐大氣污染物排放標準》及《工業企業揮發性有機物排放控制標準》等國家標準，嚴格控制設備及工藝，竭

力

The Group's air emissions are as follows:

Pollutants 污染物	Unit 單位	Emissions for 2020 2020年排放量	Emissions for 2021 2021年排放量
Nitrogen oxide (NO _x) 氮氧化物(NO _x)	kg 千克	11,643.9	10,687.9
Sulphur dioxide (SO _x) 硫氧化物(SO _x)	kg 千克	328.9	10.0
Particulate matter (PM) 顆粒物(PM)	kg 千克	683.18	626.9

GREENHOUSE GAS

Our climate change management system is designed to ensure that our greenhouse gas emissions are in compliance with the relevant standards. We have established a comprehensive system of monitoring and control measures to ensure that our greenhouse gas emissions are in compliance with the relevant standards. We have also implemented a series of measures to reduce our greenhouse gas emissions, such as improving our energy efficiency, using clean energy, and adopting low-carbon technologies.

The Group's greenhouse gas emissions are as follows:

Scope 範圍	Unit 單位	Emissions for 2020 2020年排放量	Emissions for 2021 2021年排放量
Total GHG Emissions 總溫室氣體排放量	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	56,441.9	65,879.6
Direct Emissions (Scope 1) 直接排放(範圍1)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	19,556.9	25,352.5
Energy indirect Emissions (Scope 2) 能源間接排放(範圍2)	tonnes of carbon dioxide equivalent 公噸二氧化碳當量	36,885.0	40,527.1

附註：

The calculation is based on the Regulated Grids Electricity Emissions KPI issued by HKEX, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Fifth Assessment Report of IPCC, and the electricity grid electricity;

Scope 1 includes direct emissions from diesel and natural gas, diesel combustion emissions from mobile equipment, diesel and leaded gasoline, and gasoline emissions from equipment; and

Scope 2 includes indirect emissions from purchased electricity.

As a baseline, the eligible 2021 and measures, which affect electricity, are considered. The figures of GHG emissions in Scope 1 and Scope 2 for 2021 are higher than for 2020. The Greenhouse Gas Inventory will continue to monitor the emissions and improve the management of climate.

In order to reduce the greenhouse gas emissions, the Group has adopted the following measures to reduce greenhouse gas emissions:

Provided employees with a distance fee to encourage them to use public transport or carpooling to work, and encourage them to use public transport or carpooling to work; and

Formulated the regional procurement policy, and calculated the carbon footprint of the electricity, and the electricity consumption of the regional procurement; and

Adopted energy-saving measures, such as air-conditioning, lighting, and other energy-saving measures, and replaced the old equipment with energy-saving equipment; and

附註：

計算乃基於聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告及最新電網排放因子；

範圍1包括柴油與天然氣的固定燃燒排放、柴油與無鉛汽油的移動源直接燃燒排放及製冷設備的逃逸排放；以及

範圍2包括源自外購電力的能源間接排放。

二零二一年的範圍1及範圍2溫室氣體排放量均較二零二零年多，主要原因是業務在二零二一年有所提升，所耗用的各種資源包括燃料及電力皆比去年上升。本集團會持續監察排放量表現，並致力減緩對氣候變化的影響。

針對減少產生排放物，本集團採納及實踐一系列的措施：

提供並鼓勵員工使用視頻及電話會議系統，方便用此方法進行運營管理以減少商旅出差及其相關交通運輸引致的溫室氣體排放；

制訂了關於區域性採購的政策，優先選用本地供應商，以減少因額外的運輸過程而增加的能源消耗及溫室氣體的排放；及

優先選用較環保的設備，例如：可變頻空調設備及使用減低損壞臭氧層的冷媒；改用電磁爐具，以取代使用煤氣的設備

WASTEWATER

I e m f a e a e di cha ge ma a ge me he G ha
c m i l e d he S e a ge T e a m e O e a j R e g l a j , a d
e i e he e a ge e a m e e a f he E g i e e i g
O e a j D e a m e i c l f l l he e a j . The
S e a ge T e a m e O e a j R e g l a j c e a e a e
c e f l , a e a e e a m e c e d e , a d he e a j g
c e d e f he e h a g a i f i c a j e a m e e m f
a e a e . The G l d a a g e i e c f he Q a l i
C l D e a m e i e c he e a e d e a g e e e h a
he d i c h a g e d e a g e m e e he l e g a l d i c h a g e a d a d .

WASTE

The G a a c h e g e a i m a c e he m a a g e m e f l i d
a e . F he d i a l f - h a a d a e , he G c a i e
c l a i f i e d m a a g e m e f - h a a d a e i a c c d a c e
i h a j a l l a a d e g l a j c h a he L a P e e j
a d C l f E i m e a l P l l i b S l i d W a e , a d he
A d m i i a j e M e a e f M i c i a l D m e j c W a e . The
d i a l f d m e j c g a b a g e a d - h a a d a e h a l l b e
h a d l e d b he A d m i i a j e D e a m e i a c c d a c e i h he
U b a G a b a g e C l l e c j C a c i g e d i h X i l i S a i a j
i N a h a D i c . The A d m i i a j e D e a m e h l d a i
a f f e i e he k e f he a i a j a j a a f e
a d c e d m e j c g a b a g e a d - h a a d a e a a he
g a b a g e c l l e c j i f he b a c k d f he G b i l d i g .

F he h a a d a e , he G i d e i f i e h a a d a e
i f a c i e i h e f e e c e he e i m e f he D i e c
f N a j a l H a a d W a e f he S a e a d d e e l he
S a d a d f E i m e a l P e c j M a a g e m e b a e d
he e g l a j e i m e c h a he L a P e e j &
C l f E i m e a l P l l i b S l i d W a e f he P e l e'
R e b l i c f C h i a a d H a a d W a e T a f e M a a g e m e
M e a e . A l l h a a d a e l d b e h a d e d e he
h a a d a e g e e a j d e a m e C l l e c j c a i e
a d e m a a g e i m b e e f h a a d
a e g e e a e d f e c c l i g , a d e c j e m e a e a d
a i g i g m b e m a d e i a c c d a c e i h h a a d a e
m a a g e m e e i m e . The d i c a d e d c h e m i c a l e a g e
g e e a e d i e e i m e h l d b e c l l e c e d a d e a e d ; a d m
d i c h a g e i i c l h i b i e d .

污水

在污水排放管理方面，本集團已編製《污水處理操作規程》，並要求工程運行部污水處理的操作人員必須嚴格按照規程進行操作。《污水處理操作規程》涵蓋廢水工藝流程、污水處理程序、污水的廢氣淨化處理系統操作程序。本集團會安排質量控制部檢驗人員就處理後的污水進行檢驗工作，以確保所排放的污水符合法例的排放標準。

廢棄物

本集團非常重視固體廢物方面的管理，對於無害廢棄物的管理，本集團依據《固體廢物污染環境防治法》、《城市生活垃圾管理辦法》等國家法規，針對無害廢棄物進行分類管理，生活垃圾和非危險廢物的處理由行政部按照與南山區西麗環衛所簽訂的《城市垃圾清運合同書》，指定人員監督環衛所的工作人員到本集團後門垃圾收集點轉移處理生活垃圾和非危險廢物。

而危險廢物方面，我們已參照國家《國家危險名錄》規定，對工廠的有害廢棄物進行鑒別，並依據《中華人民共和國固體廢棄物環境污染防治法》、《危險廢物轉移聯單管理辦法》等法規制定《環保管理規範》，所有的危險廢物會交由危險廢物產生部門負責，必須設置收集容器將產生的危險廢物進行回收，並設置危險廢物的臨時存放點，以及按照危險廢物管理要求做好防護措施和警示標識。實驗產生的廢棄的化學試劑，應進行收集處理，嚴禁隨意排放。

Safe management of hazardous and classified garbage
 Hazardous waste identification is the first step in the management of hazardous waste. Based on the identification results, if it is hazardous, it should be discarded according to the relevant regulations; otherwise, it should be handled as general waste. Hazardous waste should be managed separately and should not be mixed with general waste. Rejected dangerous goods should be properly disposed of and should not be used for other purposes.

The amount of hazardous waste generated by the Group is as follows:

Type of Waste 廢棄物類別	Unit 單位	Amount of Waste Generated in 2020	Amount of Waste Generated in 2021 ¹
		2020年產生量	2021年產生量 ¹
Hazardous waste 有害廢棄物	tonne 公噸	16.7	96.1

O f a c i S h e h e h a b a i e d h e I S O 1 4 0 0 1 : 2 0 1 5
e i m e a l m a a g e m e m c e i f i c a i , a c l
h e e j a l e g a j e i m a c h e e i m e m a j c a l l .
M e a h i l e , e c i l d a e h e l a e e i m e a l e
i m i e h e e i j g e i c e , a e d c e e i m e a l
l i j . D i g h e e a , h e G i m l e m e e d h e f l l i g
e e g - a i g m e a e c l e c m j :

Energy saving measures

節能措施

Ligh j g 電燈

T f f h e l i g h i f i i e c e a , a d a j c k e f e e g a i g e a h e i c h
a a e m i d e ;
如沒需要，應把照明關掉，並在開關掣附近貼上「節約能源」的貼紙，以作提示。
E x c e i e l i g h j g i m e h l d b e e d c e d i f h e a e a i b i g h ;
在光線過強的地方，應減除過量的照明設備。
T f f e c e a l i g h j g i c m m a e a (c h a e c e j a e a , c i d , e l e a
h a l l , e . c .) d i g - f f i c e h ; a d
在非正常辦公時間，關掉公用地方(例如接待處、走廊、升降機大堂等)不必要的電燈；
以及
U e e g - a i g l i g h j g f i e , c h a l i g h - e m i j g d i d e (L E D) , a c h i e e h i g h e
e e g e f f i c i e c .
使用節能的照明燈具，如發光二極管(LED)，以達至較高能源效益。

Ai -c di j i g 空調

The a i - c d i j i g h l d b e e d f f i m m e d i a e l a f e i g h e f f i c e / c f e e c e
m , e . c . A e e g a i g j c k e i l a c e d a h e e i f h e m a a e m i d e ;
在辦公室、會議室等房間使用完畢後，應立即關掉空調設備。並在房間出口貼上「節約能源」標貼以作提示。
K e e h e i d e m e a e a 2 5 . 5 ° C ;
保持室內溫度在25.5 ；
T f f h e a i c d i j i g d e i c e h e l e a i g m e e j g m , f f i c e a d a f e m a l
f f i c e h ;
在離開會議室、辦公室及非正常辦公時間，關掉空調裝置；
W h e f e a i b l e , e i d a l l a i c i c l a e a a l l a d e d c e h e e f a i
c d i j i g ;
在可行的情況下，打開窗戶，讓空氣自然流通，減少空調使用；
W e a l i g h c l h i g d i g h e h m h m i m i e h e e e d f a i c d i j i g ; a d
在炎熱的月份穿着輕便的服裝，痛 呢處 數討 蹴玩，餅橘蟻甚皇鑒問些肺鰻瀕臍 梟鯪

The Group's principal energy consumption is as follows:

Types of Energy 能源種類	Units 單位	Consumption in 2020 2020年耗量	Consumption in 2021 2021年耗量
Total Energy Consumption	kWh in '000	128,438.2	158,720

The Group is a pharmaceutical
company engaged in manufacturing

3. ENVIRONMENT AND NATURAL RESOURCES

The Group is engaged in environmental protection in its daily business. We are committed to implementing a management system for environmental protection in our daily work, to reduce the consumption of environmental resources. Our office environmental management system is as follows:

Employees are encouraged to save paper and water. We have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

Full implementation of electronic filing management and electronic filing management. We have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

The management of the company's environmental protection work is carried out in a systematic and organized manner. We have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

Under the leadership of the Group, we have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

Recycling of waste paper and waste ink is carried out in a systematic and organized manner. We have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

Use of both sides of the paper and use of both sides of the paper are encouraged. We have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

Use of both sides of the paper and use of both sides of the paper are encouraged. We have implemented a paper-saving system in our office, and employees are encouraged to use both sides of the paper. We have also implemented a water-saving system in our office, and employees are encouraged to turn off the tap when not in use.

3. 環境及天然資源

本集團積極將環境責任融入到企業日常經營行為中。我們致力在辦公室的日常工作中，實施多項促進環保的管理措施，以減低對環境及自然資源的消耗。我們的辦公室環保管理工作，主要著重減少用紙和節省能源。

我們長久以來倡儀保護環境，故此員工的節省用紙意識已大大提高。同時，員工已經建立良好的工作模式，採納下列各項環保措施以減少用紙量：

全面推行檔案電子化管理，鼓勵同事盡量在電腦上進行文檔處理及以電子方式傳遞資訊，減少紙質檔的列印、傳遞、整理、存檔等工作；

公司信封、公文袋、畫冊等印發數量亦受核實控制，務求盡量削減對紙張的需求；

報告、通告及其他宣傳資料上載至本集團的微信平台、電子報告板、內聯網、互聯網，供一般參考之用；

循環使用信封和暫用檔案夾，發送內部文件及書信；

雙面使用紙張列印和影印；以及

使用紙張未用過的一面，作草擬、列印及接收傳真用途。

B. SOCIAL

1. EMPLOYMENT

The ale l i he ke e e i e de el me . The G
e ec he e al feed m f em l ee a d ha e abli hed
a m l j c l al e i me i embrace em l ee ega dle f
e h ic g , ki c l , age, ge de, e al ie a j , ace,
di abili , eg a c , belief, membe hi mai al a . We
d le a e a f m f di cimi a j , a d e e ec he
i di id al libe f em l ee a d ec hei e al i ac .

The G i c mmi ed a ac j g a d e ai i g a di g
ale b idi g em e a j ackage ha a e c m e j i e
i he make aki g he al e f he i j a he ba e f
he em e a j , a d gi i g highe em e a j a di g
em l ee e c age c j im eme . The G
e e ha he age f he em l ee a e l e ha he
mi im m age a da d f l cal la a d eg la j , a d a
ai a a cial i a ce a d be efi f all em l ee ,
i cl di g e i i a ce, medical i a ce, em l me
i a ce, ki j i a ce, ma e i i a ce a d h i g
ide f d . The h lida l d i cl de a j al a
h lida , ma iage lea e, ma e i lea e, e a al check-
lea e, bea feedi g lea e, a e i lea e, ki j lea e,
be ea eme lea e a d a al lea e.

The G ic l c m lie i h ele a a j al la a d
eg la j em e a j a d di mi al, ec ime a d
m j , ki g h , e e i d , a l i ,
di e i , a j-di cimi a j a d he be efi a d elfa e, ch
a he Lab La f he Pe le' Re blic f Chi a. The e a
i la j d i g he e i d .

B. 社會

1. 僱傭

人力資本為企業發展的源動力。本集團尊重員工的個人自由，建立多元文化，包融不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工，絕不容忍姑息任何歧視，尊重員工的個人自由，保護員工個人私隱。

本集團透過提供在市場上具競爭力的薪酬待遇，並以崗位的價值為薪酬的基礎，並且給予績優員工更高的薪酬回報以鼓勵持續改進，致力吸引和挽留優秀人才。本集團確保員工的工資均不低於當地法律法規的最低工資標準，並且為所有在職員工繳納各項法定社會保險與福利，例如包括養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金，假期包括國家法定節假日、婚假、產假、產檢假、哺乳假、陪產假、工傷假、喪假及年假等。

本集團嚴格遵守有關薪酬及解僱、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相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

Number of employees by gender and by different categories as follows:

本集團按不同類別劃分的僱員人數如下：

Category	分類	Figures for 2020 (人)	Figures for 2021 (人)
By Gender	按性別劃分		
Male	男性	1,095	1,323
Female	女性	571	783
By Employment Type	按僱傭類型劃分		
Full-time	全職	1,615	1,985
Part-time	兼職	2	3
Temporary	臨時工		5
Apprentice and Intern	學徒和實習生	49	75
Contract ^{註1}	合約 ^{註1}	13	38
By Age Group	按年齡組別劃分		
Below 25	25歲以下	161	228
25-34	25至34歲	701	874
35-44	35至44歲	454	609
45-54	45至54歲	234	274
55-64	55至64歲	104	109
Above 65	65歲或以上	12	12
By Region	按地區劃分		
China	中國	1,396	1,528
North America	北美	270	578

Remark 1: Contract employees are included in the data category of full-time.

註1：合約員工僅在按僱傭類型劃分的數據中呈列。

D. 深圳市海普瑞藥業集團股份有限公司

The cc a j al afe a d heal h mea e ad ed b he
 G i cl de he e f afe ech ical mea e e e
 accide d i g k f m ha e i g he em l ee i cl di g
 he e e f ec j e de ice , afe de ice , ig al de ice ,
 fie a d e l i - f facili je a d he mea e . The G
 c d c eg la mai e a ce a d e ha l f cc a j al
 di ea e ec j i me me ge c e c e facili je a d
 e al cc a j al di ea e ec j lie , a d eg la l
 e hei e f ma ce a d effec j e e e e ha he a e
 i a mal a e . The G al ad cc a j al heal h
 mea e e e cc a j al di ea e a d im e he
 cc a j al heal h e i me i cl di g mea e ch a
 d e e j , a j i , i e e e j , e ila j , ligh j g,
 hea j g , a d c li g , e c . l de ec he afe a d
 heal h f em l ee , e m fi im e ki g c di j
 ac j el a d ce a e a ki g e i me ha mee h gie e
 a da d a d i me f afe a d heal h . A he ame
 j me , em l ee a e e c aged e ec j e i me
 c ec l ec hem el e f m accide d i g he
 d c j ce .

The G ide eg la b d e ami a j f em l ee a d
 e abli he c m le e cc a j al heal h file a d ele a
 i f maj b a a gi g em l ee c d c cc a j al
 heal h i ec j bef e a d d i g ki g h a medical
 a d heal h i j j a ed b he i cial heal h
 admi i a j de a me . Whe cc a j al di ea e ha e ,
 he G ld ha dle i i acc da ce i h he i i f
 he la , a d he Safe Ma ageme Ce e ld m J
 e he l cal heal h admi i a j e de a me a ell a
 afe d c j e i a d ma ageme de a me .

The Safe Ma (e) e F-6 (e2e.m)-5.6 m (m)-5.c 0.19.9 () 60.9 (303.7 () .19.9 .1 () -) 26.1 ((e d)) 9.544.7 () 6 () 60.132 () -2.1 6)-2

D i g he ea , he G c j e ake cc a j al heal h
a d afe mea e mi imi e a d c l he ha m b gh
b he COVID-19 b eak. l addi j a e ie f e e j
a d c l mea e i acc da ce he ec mme da j f
l cal g e me de a me , he G c e a ed i h he
l cal b-di ic ffice ga i e em l ee be acci a ed,
a d a k hem fill i he Dail Tacki g f P e e j f
COVID-19 e e da , e j g hei heal h a a d he he
he ha e bee i c ac i h c fi med ca e . D i g he eak
f he e idemic, he G e i ed all em l ee ide a
ega j e 6 h ha e(e)7ci

-3 (f)0.5 .1 (. D)8 ()-

9 ()-4 i5-1.6 (9 (-12.9 (d T)49.5-8.3.7 (ha315.1 ()-6.4)0.5 .1 (()-75.7 ()-68 (g)-78()-121.7 (-40.5

The ^{ai} ⁱ ^g ^c ^e ⁱ ^l ^e ^m ^l ⁱ ^l ^e ^c ^a ^e ^g ⁱ ^e . The G
ld a a g e c h i c a l a f f a j i a e i d g e e a c h
a d d e l m e h a m a c e i c a l a i g , a d a c c d i g
h e e d f h e a f f , h e l d b e a a g e d a j i a e i
d c j - e l a e d a i i g a e l l a a i i g e l a e d c e ,
a l e , c e m e f i a c e , h m a e c e , l g i j c , l a g a g e
a d h e f e i . A d i d e c l i a e m a a g e m e
e c h e l , m a a g e m e - e l a e d a i i g l d a l b e a a g e d
a c c d i q l .

The G ' j b de el me a h ma che he de el me
eed f he c m a i h he ca ee de el me g al,
i e e a d e e j e f em l ee, all i g he G a d
em l ee g ge he, a d g idi g em l ee achie e
hei al e a d d eam i life b acc m la j g k ledge a d
g adi g hei kill .

The G e e age f e m l e e a i e d b d i f f e e
c a e g i e a d h e a e age m b e f h f a i i g c m l e e d
b e a c h e m l e e a b e l :

Category	分類	Percentage of Trained Employees in 2020 (%)	Percentage of Trained Employees in 2021 (%)	Average Number of Training Completed by Each Employee in 2020 (Hours)	Average Number of Training Completed by Each Employee in 2021 (Hours)
By Gender	按性別劃分				
Male	男性	94	100	75	72
Female	女性	94	100	68	62
By Employee Category	按僱員類別劃分				
Senior Management	高級管理層	100	100	30	28
Middle Management	中級管理層	100	100	30	24
Supervisor	主管	100	100	104	39
General Staff	一般員工	86	100	75	76

4. LABOUR STANDARDS

The Group specifically forbid forced labour and child labour, and make it a policy to ensure compliance. The Group would check the age-related documents of the employees and make necessary adjustments if the age of the employee is not in line with the legal requirements. The Group has implemented measures to ensure that the employees are not forced to work under any circumstances. The Group has also implemented measures to ensure that the employees are not forced to work under any circumstances. The Group has also implemented measures to ensure that the employees are not forced to work under any circumstances.

The Group is committed to ensuring that the employees are not forced to work under any circumstances. The Group has also implemented measures to ensure that the employees are not forced to work under any circumstances. The Group has also implemented measures to ensure that the employees are not forced to work under any circumstances.

5. SUPPLY CHAIN MANAGEMENT

The Group has implemented measures to ensure that the suppliers are not forced to work under any circumstances. The Group has also implemented measures to ensure that the suppliers are not forced to work under any circumstances. The Group has also implemented measures to ensure that the suppliers are not forced to work under any circumstances.

The Group is committed to ensuring that the suppliers are not forced to work under any circumstances. The Group has also implemented measures to ensure that the suppliers are not forced to work under any circumstances. The Group has also implemented measures to ensure that the suppliers are not forced to work under any circumstances.

4. 勞工準則

本集團明確禁止強迫勞動及聘用童工並重視預防工作。本集團在聘用任何應徵者之前會徹底檢查與應徵者年齡相關的各類文件檔案，並採取有效措施核實其年齡，確保應徵者達到法定勞動年齡。本集團的僱傭合約符合當地法規要求，列明雙方權責，保障員工得到應有的權益，禁止任何形式的強迫勞工，確保所有員工都在自願的基礎上工作，禁止使用任何勞役或契約式勞工、體罰、監禁，或暴力威脅。

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

5. 供應鏈管理

本集團採用供應商前必須通過一系列審核程序，全盤審視其品質、環境及安全等表現，合格後方可採用。本集團要物料供應商確保生產藥品所需的原料及輔料，應當符合藥用要求及藥品生產品質管制規範的有關要求。並按照規定對供應商進行審核，確保購進使用的物料符合規定要求。

本集團又定期評估及監督受委託提供藥品倉存及運輸的供應商的品質保證能力和風險管理能力，並與其簽訂委託協定，約定責任及操作規程等內容。本集團亦會定期審視現有供應商的表現，要求有相關風險的供應商改善既有機制及表現，中止與無法符合要求的供應商的關係，以確保供應鏈的品質、環境及安全等表現符合本集團的方針。

The Group is committed to the environment. For example, the technical team has selected more energy-efficient equipment. We have reduced the Group's environmental footprint. The Group will continue to make efforts to reduce its carbon footprint. The Group will continue to make efforts to reduce its carbon footprint. The Group will continue to make efforts to reduce its carbon footprint.

Number of suppliers by region:

本集團在採購物料及器具時亦會綜合考慮其環保表現，例如購置機器及照明系統時在符合技術參數時優先選用更具能源效益的器具，以期把本集團的環境保護願景推展至供應鏈各個層面。本集團在供應商審計或進行調查問卷時亦會向供應商了解其涉及環境及社會的風險政策，並每年定期對供應商在產品質量與安全、環境保護和社會責任方面進行考核評分，以實現供應鏈合規、質量及安全、環境保護的理念和可持續發展責任要求。

本集團按不同地區劃分的供應商數目如下：

Region	地區	Figures for 2020 2020年數目	Figures for 2021 2021年數目
China	中國	2,037	594
Europe	歐洲		65
North America	北美	40	540
Other Region	其他	2	24
Total	總數	2,079	1,223

During the Year, the Group carried out the engagement process with 1,223 suppliers to improve the management of the supply chain.

年內，本集團向全數1,223間供應商執行了有關妥善管理供應鏈的聘用慣例及措施。

6. PRODUCT RESPONSIBILITY

The pharmaceutical industry is a highly regulated industry. The Group has established a robust quality management system in accordance with the requirements of the Chinese GMP, the American cGMP, the EU EMA and the ICHQ7A. The Group has established a robust quality management system in accordance with the requirements of the Chinese GMP, the American cGMP, the EU EMA and the ICHQ7A. The Group has established a robust quality management system in accordance with the requirements of the Chinese GMP, the American cGMP, the EU EMA and the ICHQ7A.

6. 產品責任

對質量的重視是企業賴以生存和發展的基礎。本集團按照中國GMP規範、美國cGMP規範、歐盟EMA以及協同組織認同的ICHQ7A規範等要求，建立了一套科學、嚴格、全面的質量預防和保證體系。本集團的藥品研製活動遵守藥物非臨床研究品質管制規範、藥物臨床試驗品質管制規範，保證藥品研製全過程持續符合法定要求。上市的藥品皆以真實、充分、可靠的資料和樣品取得當地藥品監督管理部門的批准及藥品註冊證書，生產單位亦依法取得藥品生產許可證。

The G e ec i ellec al e igh hile afeg a di g
igh a d i e e . The d c i a d ale ce ha
a ed m i fe i ec a d a di b he ma a geme em
a d e i de a me e e ha he d g d ced
a d ld a e i de e de J de el ed a h i ed b he
e igh h lde f he d g. Th gh a e a lica i a d

The Group is committed to the health and safety of its employees, and to the health and safety of the community. The Group is committed to the health and safety of the community. The Group is committed to the health and safety of the community.

7. ANTI-CORRUPTION

The Group is committed to the health and safety of its employees, and to the health and safety of the community. The Group is committed to the health and safety of the community. The Group is committed to the health and safety of the community.

The Group is committed to the health and safety of its employees, and to the health and safety of the community. The Group is committed to the health and safety of the community. The Group is committed to the health and safety of the community.

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，同時遵守有關私隱事宜的相關法律及規例，例如《中華人民共和國藥品管理法》，期內並未有違規情況。

7. 反貪污

為營造良好的企業氛圍，引導和規範本集團員工的日常工作行為，以期達到維護正常的經營管理秩序，本集團制訂內控管理體制管理反舞弊調查及宣傳，防範損害本集團利益的舞弊行為，以及員工利益衝突。本集團亦設有管理員工投訴及舉報的制度，公司各部門及子公司都必須正確對待投訴舉報人依法舉報的行為，不得以任何藉口打擊報復投訴舉報人。

本集團的審計中心定期針對全本集團組織反舞弊宣傳，收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合本集團業務的特點匯總分析並編製反舞弊宣傳資料。根據宣傳物件的重要性一般分為三種宣傳類型，針對業務執行過程中容易出現舞弊的敏感崗位，如採購工程師、財經出納、銷售負責客戶開發人員等，編製與其業務直接相關的資料，包括業務中發生的舞弊實例，組織其自學或現場培訓。每逢中國傳統重大佳節（如春節和中秋），審計中心會發公告溫馨提醒員工務必加強廉潔自律，自覺抵制誘惑，嚴格遵守《海普瑞集團員工手冊》以及《員工利益衝突管理制度》的相關要求，並列出監察舉報投訴方式。

F the ma ageme the ce e ld e a e a d di ib e
 b i e -ela ed ma e ial, a d acc di g ime a d k
 a a geme , a a ge -ie ai i g acc di gl ; a d f all
 he em lee i he G , im le m j al ma e ial ld
 be e a ed a d di ib ed hem f elf-lea i g i de
 ceae a g d a j-c i e i me i hi he G .
 The G ' di ec , e i , e i ma age a d he
 em lee h al ead ha e ma ha e c flic f i e e a e
 i ed fill a c flic f i e e decla a j f m e e
 ea . The decla a j f m f c flic f i e e ha a e filled
 b he G em lee ld be e ed a d e ie ed
 acc di g diffe e j b le el . The a lica a e i ed
 ide leme a e la a j f ca e i ed f he
 i e i ga j , a d he A di Ce e ld he c d c f he
 i e i ga j acc di gl . The G al e gage l de e de
 N -e ec i e Di ec m i c a e g e a ce
 e f ma ce , a d em l a hi d- a age c a di i
 i e al fi a cial c di j .

The G ha e abli hed e j g cha el a d i e i ga j
 mecha i m a a f mal e a j . The A di Ce e ld
 make egi a j ec d he ecei i g c i e f m
 i e al a d e e al e el f he G , c llec ela ed
 c j i f ma j a d c d c elimi a a al i , a d
 ld al e a i e i ga j eam i i j a e i e i ga j
 he ece a . The i e i ga j eam ld c d c
 i e i ga j c fim he a he jci f he c j , a d
 e a e i e i ga j e b c llec j g ele a i f ma j
 a d c d c j g i e ie i h aff i led acc a el
 de e mi e he am f m i e c ed l e ca ed b
 he c j . Af e he fi al e ie f he i e i ga j e
 if i i bi ha he e mi a j f em l me c ac i h
 he a i led i he ha dli g la , aff e i ce ld
 be e ec ed . F c j i cide ha m be a fe ed
 he j dicia , he A di Ce e ld ha d e he e a d
 ela ed i f ma j i led i he c j i cide he
 j dicia f hei ha dli g . The ce e ld f m la e emedial
 mea e f ce defec e ec j defec di c e ed
 d i g he cc e ce f he c j i cide , a d ld
 f ll he im leme a j f emedial mea e acc di gl
 a id ec e ce f imila c j i cide .

針對管理層編製發放與業務相關聯的資料，並視乎時間及工作安排適當安排現場培訓；而對於其餘全體員工則編製簡易的宣傳資料，發放至本集團內全體員工自學，在本集團內營造良好的反舞弊大環境。本集團董事、監事、高級管理人員及其他已經存在或可能存在利益衝突的員工需每年填寫利益衝突申報表，本集團對員工填寫申報的利益衝突申報表分級報審，對於其中需韋製妄良瀾 炬標於媼 峒喃全

In January and July, the Audit Center will conduct anti-fraud training for all employees. The Audit Center will collect the latest information on fraud events and handling measures in various industries, and analyze them in combination with the characteristics of the company's business. According to the fraud events and analysis, the Audit Center will compile anti-fraud training materials, including brochures and videos, and distribute them to all employees. The Audit Center will also conduct anti-fraud training for all employees in the company. In 2021, the Group conducted anti-fraud training for all employees. We have also conducted anti-fraud training for all employees in the company. In 2021, the Group conducted anti-fraud training for all employees.

The Group has also established a fraud prevention and control system, and has implemented various measures to prevent and control fraud. The Group has also established a fraud prevention and control system, and has implemented various measures to prevent and control fraud.

每年一月及七月，審計中心會針對全本集團組織反舞弊宣傳，審計專員需要收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合公司業務的特點匯總分析。根據收集到的舞弊事件及匯總分析的資料，審計專員會編製反舞弊宣傳資料，包括宣傳手冊及視頻等，向本集團內的全體員工宣傳時，務求把反舞弊的重要概念及操守融入日常業務流程。在二零二一年，本集團已進行過一次反舞弊考試，並進行了《企業員工廉潔從業》培訓，培訓後有包含相關試題。

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的相關法律及規例，例如《中華人民共和國反不正當競爭法》，森楷御劍 關 織 取 條 們 採 跌 特 贏 輕 足 牽 濕

8. COMMUNITY INVESTMENT

The Group has established a community investment system, and has implemented various measures to support the community. The Group has also established a community investment system, and has implemented various measures to support the community.

D i g he ea, he G ha c ib ed he heal h f blic
a d cha i. We ha e e abli hed a Bi ha m Re ea ch I i e
i h She he P l ech ic. We ha e al d a ed RMB1 milli
hel fl d c la d dia e elief i He a. The e ea ch
a ea f he l i e f Bi medici e c e he dic e f e
d g a ge, a al ac ie i gedie i e j, chemical a d
bi l gical he i f d g lead c m d, ha mac d amic
ac j i c ee i g, m l j- mic a al i, ha mac ki e j c, ke
ha mace jcal ech l gie a d d ge al a j. l he d,
i c e he h le chai e ea ch a d de el me i d g
dic e. The G i c fide ha b i g e x e j al
ale dema ded b he i d, e ca b i ld he e ea ch
i i e i a i c ba j la f m f e d g a ie je a d
bi medical ech l gie, a d m e he efficie a lica j f
e l i e ea ch a d de el me

D i g he ea, He a P i ce e e ie ced e mel hea ai
hich ca ed e i fl d. The G d a ed RMB1 milli i
ca h He a Cha i Fede a j h gh Techd Medici e, he
h ll - ed b idia f he G. The d a j i ce all
ma aged a d di ib ed b He a Cha i Fede a j f fl d
c la d dia e elief i He a P i ce, ch a eme ge c
ma e ial c eme a d d i a e ec c j k. l
add i j, he G al d a ed a f ll e a j g d c j
li e f d g i jec j She he S f a e Pa k Ma ageme
Ce e. The d c j li e i ed he She he
S f a e Pa k Ma ageme Ce e i c ba e, a i a d e e
l cal bi -i a je ha mace jcal c m a ie i She he, a d
hel he de el me a d ad a ceme f he Gea e Ba
A ea bi medical i d. D i g he Yea, he G made a
d a j f a ima el RMB2.7 milli i al.

年內本集團專注健康及慈善範疇，分別與深圳職業技術學院共建了生物醫藥研究院及捐贈100萬元馳援河南防汛救災。生物醫藥研究院的研究方向涵蓋藥物新靶點發現、天然活性成分挖掘、藥物先導化合物化學和生物學合成、藥效活性篩選、多組學分析、藥代動力學、製藥關鍵技術及藥物評價等方面，覆蓋了藥物研發創新鏈全鏈條。本集團有信心透過悉心培養行業所需的高水準人才，可以將研究院打造為新品種和新技術的孵化平台，促進研發成果高效轉化。

年內河南省出現極端強降雨並造成嚴重洪災，本集團通過全資子公司天道醫藥向河南省慈善總會捐助現金100萬元，由河南省慈善總會統一調配，用於河南省防汛救災、緊急物資採購以及災後重建工作。另外，本集團亦無償捐贈了一條運行良好的注射劑中試生產綫予深圳市科技評審管理中心，用於支持深圳市科技評審管理中心孵化、扶持、服務深圳本地生物創新醫藥企業，助力大灣區產業發展和升級。年內，本集團捐贈合共約人民幣2.7百萬元。

HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
ASPECT A.1 方面A.1	Emission 排放物	A1
Indicator A.1.1 指標A.1.1	The type of emissions and related emission data. 排放物種類及相關排放數據	A1
Indicator A.1.2 指標A.1.2	Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions (in volume) (e.g. electricity, steam, heating, cooling, and other facilities). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1
Indicator A.1.3 指標A.1.3	Total hazardous waste generated (in volume) and (if applicable) density (e.g. electricity, steam, heating, cooling, and other facilities). 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)。	A1
Indicator A.1.4 指標A.1.4	Total non-hazardous waste generated (in volume) and (if applicable) density (e.g. electricity, steam, heating, cooling, and other facilities). 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)。	A1
Indicator A.1.5 指標A.1.5	Description of emission targets and the steps taken to achieve each target. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	A1
Indicator A.1.6 指標A.1.6	Description of methods for handling hazardous waste, and description of waste reduction targets and the steps taken to achieve each target. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	A1
ASPECT A.2 方面A.2	Use of Resource 資源使用	A2
Indicator A.2.1 指標A.2.1	Direct and indirect energy consumption (e.g. electricity, gas, oil) (in kWh '000) and density (e.g. electricity, steam, heating, cooling, and other facilities). 按類型劃分的直接及間接能源(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)。	A2
Indicator A.2.2 指標A.2.2	Water consumption (in volume) (e.g. electricity, steam, heating, cooling, and other facilities). 總耗水量及密度(如以每產量單位、每項設施計算)。	A2
Indicator A.2.3 指標A.2.3	Description of energy efficiency targets and the steps taken to achieve each target. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	A2
Indicator A.2.4 指標A.2.4	Description of any issues related to water efficiency, and description of water efficiency targets and the steps taken to achieve each target. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	A2
Indicator A.2.5 指標A.2.5	Total packaging material used (in volume) and (if applicable) per production unit. 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。	A2

A	Environmental 環境	Chapter 章節
ASPECT A.3 方面A.3	The Environment and Natural Resource 環境及天然資源	A3
Indicator A.3.1 指標A.3.1	Describe the significant impacts of the environment and natural resource activities. 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。	During the period, the company has had a significant impact on the environment and natural resource. 期內未有對環境及天然資源的重大影響的事故
ASPECT A.4 方面A.4	Climate Change 氣候變化	A4
Indicator A.4.1 指標A.4.1	Describe the major climate-related issues that have a material impact on the company, and the corresponding actions. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	A4
B	Social 社會	
ASPECT B.1 方面B.1	Employee 僱傭	B1
Indicator B.1.1 指標B.1.1	Total workforce, employee turnover (e.g. full-time, part-time), age group 8. B.1.1	

B	Social 社會	
ASPECT B.3 方面B.3	Development and Training 發展及培訓	B3
Indicator B.3.1 指標B.3.1	The percentage of employees trained by grade and employee category (e.g. executive management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	B3
Indicator B.3.2 指標B.3.2	The average training hours completed by employees by grade 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。	B3
ASPECT B.4 方面B.4	Labour Standards 勞工準則	B4
Indicator B.4.1 指標B.4.1	De c i j f mea e e ie em l me ac ice a id child a d f ced lab .	

B	Social 社會	
ASPECT B.6 方面B.6	Product Responsibility 產品責任	B6
Indicator B.6.1 指標B.6.1	Percentage of total products sold recalled 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。	Percentage of total products recalled for safety and health reasons during the period is 0.00%. 期內因安全與健康理由而須回收的產品百分比為0.00%
Indicator B.6.2 指標B.6.2	Number of products and services 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。	The total number of 36 complaints received, and all of them have been dealt with. Among the 36 complaints, there are no quality issues that require product recall. 期內共有36宗投訴，並已悉數處理，當中未有因品質問題而須回收產品的情況
Indicator B.6.3 指標B.6.3	Description of practices relating to intellectual property. 描述與維護及保障知識產權有關的慣例。	B6
Indicator B.6.4 指標B.6.4	Description of quality control process and product recall procedure. 描述質量檢定過程及產品回收程序。	B6
Indicator B.6.5 指標B.6.5	Description of consumer data protection and privacy policy, and related execution and supervision methods. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	B6
ASPECT B.7 方面B.7	Anti-corruption 反貪污	B7
Indicator B.7.1 指標B.7.1	Number of claims filed against the issuer or its employees and the results of the claims. 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。	The total number of claims filed is 0. 期內未有貪污訴訟案件
Indicator B.7.2 指標B.7.2	Description of preventive measures and reporting procedures, and related execution and supervision methods. 描述防範措施及舉報程式，以及相關執行及監察方法。	B7
Indicator B.7.3 指標B.7.3	Description of anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	B7
ASPECT B.8 方面B.8	Community Investment 社區投資	B8
Indicator B.8.1 指標B.8.1	Focus areas for community investment (e.g. education, environmental issues, labor needs, health, culture, sports). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	B8
Indicator B.8.2 指標B.8.2	Resources invested (e.g. money, time) in the focus areas. 在專注範疇所動用資源(如金錢或時間)。	B8

