



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



BOARD STATEMENT

The Board of HealiK Pharmaceutical Group Co., Ltd. (the Company, HealiK) and its subsidiaries (the Group, we, us) are pleased to announce the publication of the Environmental, Social and Governance Report (the Report) of the Group, which aims to explain the Group's policies and performance on ESG aspects for the year ended 31 December 2021 in a clear and concise and understandable manner to the stakeholders of the Group.

The Board of HealiK assumes the full responsibility for the publication of the Report and leads the Group's financial reporting. We will also ensure the Report is directly related to the Group's financial reporting and business activities.

The Board of HealiK has established an internal ESG management system and is committed to the Company's ESG management activities. The Board of Directors is effectively responsible for the implementation of the Group's ESG management system. The Board of Directors is committed to the implementation of the Group's ESG management system. The Board of Directors is committed to the implementation of the Group's ESG management system. The Board of Directors is committed to the implementation of the Group's ESG management system.

During the reporting period, we have fulfilled our responsibilities and implemented the ESG management system. We have implemented the ESG management system. We have implemented the ESG management system. We have implemented the ESG management system. We have implemented the ESG management system. We have implemented the ESG management system. We have implemented the ESG management system. We have implemented the ESG management system.

董事會聲明

深圳市海普瑞藥業集團股份有限公司(「本公司」、「公司」或「海普瑞」)及其附屬公司(「本集團」、「集團」或「我們」)欣然發佈本集團第二份環境、社會及管治報告(「本報告」),旨在闡述本集團於二零二一年在履行環境與社會責任方面的制度建設和績效表現,以回應持份者對於本集團可持續發展管理及信息披露的關注與期望。

海普瑞的董事會肩負起本集團可持續發展事宜的全部責任,帶領本集團實踐社會責任。我們亦會維持可持續發展風險管理及與持份者的溝通,確保其發展方向合乎各持份者期望。

本集團董事會深知風險管理對企業可持續發展至關重要。為促進本集團範圍內統一的企業風險管理,我們已設立風險管理及內部監控系統。董事會每年均會透過審核委員會檢討系統的實施成效及涵蓋重大監控措施,包括財務、營運及合規控制,並委託外部獨立專業人士透過訪談,協助識別及評估本集團風險。董事會認為內部監控及風險管理系統屬有效及充分。本集團的董事會全面負責本集團的環境、社會及管治策略和報告,以及監察和管理環境、社會及管治相關風險。本報告已於二零二二年四月獲董事會確認及批准。

於報告期內,我們切實執行既有環境及社會政策及措施,以履行企業對環境及社會方面的責任。環境方面,本集團嚴謹執行已制訂的相關政策及措施,銳意減少排放物,並提升資源運用效率,期望減少對營運所在地周邊環境的影響。僱傭方面,本集團與各員工維持緊密溝通,及時了解員工需要,以員工福祉及安全為優先。年內河南省出現極端強降雨並造成嚴重洪災,本集團向河南省慈善總會捐助現金,用於河南省防汛救災、緊急物資採購以及災後重建工作,本集團作為一家扎根中國的企業一直堅持致力於護佑健康。

BOARD STATEMENT

As a leading pharmaceutical company, we have always been committed to the continuous development of the pharmaceutical industry in Shenzhen. In 2021, we have established the Shenzhen Biomedical Research Institute in cooperation with Shenzhen Polytechnic (深圳職業技術學院), in which each director is engaged in his or her own field of research and development. In addition, we have also established the Shenzhen Science and Technology Entrepreneurship Center (深圳市科技評審管理中心) in May 2021, through which we have established a non-profit organization to support the development of local innovative pharmaceutical enterprises, and to promote the development and upgrading of the pharmaceutical industry in Shenzhen.

Looking forward, we will continue to achieve the orderly growth of our business in the domestic and global markets, and to expand our business in a steady and sustainable manner. We will continue to strengthen our existing business, and to expand our business in a steady and sustainable manner. We are confident that our business will continue to grow in the future.

董事會聲明

作為一家深耕醫藥行業二十四載的藥企，本集團一直全力支持深圳市在生物醫藥產業教育及研發的持續發展。在二零二一年，海普瑞與深圳職業技術學院共建的生物醫藥研究院正式成立，研究方向涵蓋藥物新靶點發現、天然活性成分挖掘、藥效活性篩選、製藥關鍵技術及藥物評價等方面，基本覆蓋了藥物研發創新鏈全鏈條。除此之外，本集團在二零二一年五月通過其全資子公司深圳市天道醫藥有限公司，向深圳市科技評審管理中心無償捐贈一條運行良好的注射劑中試生產線，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。

展望未來，我們會堅持實現業績的有序增長，並在國內及環球反覆多變的市場環境中繼續穩步擴展，以充盈資源，把握合適機遇積極拓展及不斷強化現有業務，儘管當下充滿了未知和不確定性，海普瑞已做好準備，且具備持續發展的生產、銷售及管理條件，可進行各項有利本集團的發展，我們對未來前景充滿信心。

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 i ble 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 ific 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 i ble f bi gi gh 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 i di 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 ecial i e i he de el me
a d ma fac e f ec mbi a ha mace jcal d c a d c i jcal
- i al 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 i gh 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 - e la 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軸相關疾病。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 actions and achievements of the Group in environmental, social and governance issues. The Report details all relevant information on the compliance with the Environmental, Social and Governance Reporting Guide (the ESG Reporting Guide).

SCOPE OF THE REPORT

The Group is a leading China-based pharmaceutical company with pharmaceutical, biotechnology and CDMO business globally. Coverage of this Report includes the following: Headquarters in Shenzhen, and the United States of America, which are financially significant and represent the Group. The reporting period began 1 January 2021 and ended 31 December 2021, same as the reporting period for Annual Report.

REPORTING PRINCIPLES

This Report follows the ESG Reporting Guide and adheres to the following principles:

Materiality: In order to identify and assess the material concerns of stakeholders, we have conducted materiality assessments through stakeholder engagement activities, demonstrating the factors that have material impacts on the business.

Qualitative: The qualitative principles apply to all information in this Report. All information is disclosed in clear definitions and is meaningful and clear.

Balance: The coverage of the Report is fair and balanced, reflecting the identified material risks of the Company for 2021. The Group takes the responsibility to disclose material information leading to a more adequate visibility of the overall performance of the Group, including the financial results.

Consistency: We have adhered to the principles of the Environmental, Social and Governance Reporting Guide. Should there be a change in the financial statements, the related information will be added by the Group in the subsequent reporting period.

FEEDBACK

The Group welcomes stakeholders' feedback on ESG activities and performance. Please give suggestions via email at csk@hualik.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(csk@hualik.com)提供您的建議或與我們分享您的意見。

STAKEHOLDER AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

We will make continuous communication with stakeholders (including shareholders, customers, employees, suppliers, regulators and the public) and their interests, and we will establish a long-term relationship with them. The management of all employees of the Group is committed to the Company's mission and values, and we will continue to improve the Company's official website (www.hk.com).

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(www.hk.com)向各投資者作出匯報。

The communication methods of the Group are as follows:

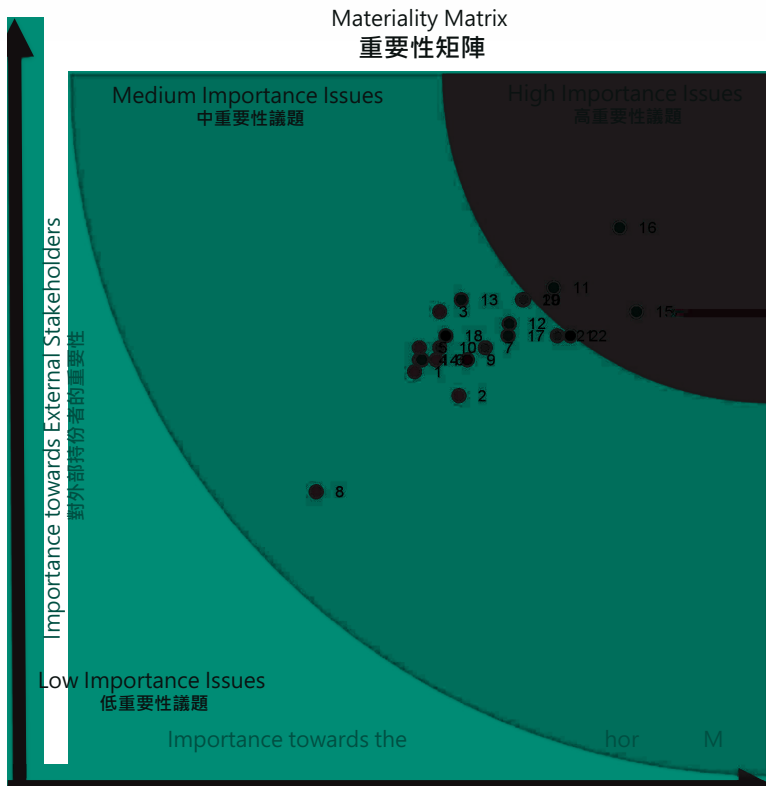
本集團與持份者的溝通方式如下:

Major stakeholders 主要持份者	Communication means 溝通方式
Investors 投資者	Regular meetings, annual general meetings, email, investor hotline and investor mailbox and notices, etc. 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. If there are any individual complaints, the service department staff will respond to customers as soon as possible. 設立顧客服務熱線供顧客表達意見,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 employee benefits, and strengthen employees' awareness of occupational safety and health through training. 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	Establish a procurement process through email, meetings, evaluation and assessment, etc. 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。

D i g he Re j g Pe i d, he G a i ed a i de e de c la c
c d c akeh lde c mm ica j ac i i je a d ma e ial i a a l i,
i cl di g ma ageme i e ie , e e a l a d i e al akeh lde ' e , i
de de a d akeh lde ' a a e e a d i i ESG.

Th ee e e ake e a e he ma e ial i a e me ;

<p>Se 1: Ide jf Ma e ial l e 第一步 識別重要議題</p>	<p>Wi h efe e ce he HKEX' E i me al, S cial a d G e a ce Re j g G ide a d c mbi i g fac cha c m ehe i ec ma de el me a egie, i d de el me ed, e i i a d ca i al ma ke i eme ec, e ha e ide jfied 22 ma e ial i e f ai able de el me hich a ba ed ai dime i . The i e e ide jfied c e f mai a ea i cl di g he e i me em l me a d lab ac jce, b i e ac jce a d c mm i i e me 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>Se 2: C llec S akeh lde ' O i i 第二步 收集持分者意見</p>	<p>We ha e c llec ed feedback f m i e al a de e al akeh lde h gh e j ai e e a d ha e e al a ed he ma e ial i f ele a i e . 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>Se 3: De e mi e Ma e ial l e 第三步 釐定重要議題</p>	<p>The ma e ial i f each i e i de e mi ed b fac : i im ac he G ' b i e a d i</p>



The Group has taken considerable measures to identify, evaluate and manage the environmental risks and opportunities. The Group will continue to be committed to the high standards of environmental performance that we have achieved. The Group's environmental policy is to identify, evaluate and manage the environmental risks and opportunities that are associated with our business activities.

A. ENVIRONMENT

1. EMISSIONS

As an environmental leader, we are committed to achieving our environmental goals and reducing our environmental footprint. The Group has implemented the Environmental Management Regulations, and we are committed to the high standards of environmental performance that we have achieved. The Group's environmental policy is to identify, evaluate and manage the environmental risks and opportunities that are associated with our business activities.

In 2021, all facilities in Shenzhen have passed the Clean Production Certification for the first time and achieved excellent results. The Group's environmental management aims to fully comply with the relevant laws and regulations, and to ensure that all applicable environmental regulations are followed. The Group's environmental policy is to identify, evaluate and manage the environmental risks and opportunities that are associated with our business activities.

AIR POLLUTANT

The Group has established a comprehensive environmental management system to ensure that all applicable environmental regulations are followed. The Group's environmental policy is to identify, evaluate and manage the environmental risks and opportunities that are associated with our business activities.

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。一如既往，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。



The Group's air pollutant emissions are as follows:

To ensure that the air pollutant emissions of the factory do not exceed the relevant laws and regulations, the Group has followed the standards of the "Standards for Emissions of Air Pollutants from Industrial Boilers" and "Standards for Emissions of Volatile Organic Compounds from Industrial Enterprises" and other national standards, strictly controlling the equipment and processes.

The Group's air pollutant emissions are as follows:

Pollutant	Unit	Emissions for 2020	Emissions for 2021
污染物	單位	2020年排放量	2021年排放量
Nitrogen oxide (NO _x)	kg	11,643.9	10,687.9
Sulfur dioxide (SO _x)	kg	328.9	10.0
Particulate matter (PM)	kg	683.18	626.9

GREENHOUSE GAS

The Group's greenhouse gas emissions are as follows:

The Group's greenhouse gas emissions are as follows:

Scope	Unit	Emissions for 2020	Emissions for 2021
範圍	單位	2020年排放量	2021年排放量
Total GHG Emissions	tonnes CO ₂ equivalent	56,441.9	65,879.6
Direct Emissions (Scope 1)	tonnes CO ₂ equivalent	19,556.9	25,352.5
Energy indirect Emissions (Scope 2)	tonnes CO ₂ equivalent	36,885.0	40,527.1

Notes:

The calculation is based on the Reporting Guidance Environmental KPI issued by HKEX, the 2006 IPCC Guidelines for National Greenhouse Gas Emissions, Fifth Assessment Report of IPCC, and the latest emission factors for grid electricity;

Scope 1 includes direct emissions from diesel and natural gas, diesel combustion emissions from mobile equipment, diesel generator emissions from refrigeration units; and

Scope 2 includes indirect emissions from purchased electricity.

As a result of the eligible 2021 administrative changes, the total electricity consumption decreased by 1.5% compared to 2020. The total GHG emissions from Scope 1 and Scope 2 for 2021 are higher than for 2020. The Group will continue to monitor the emissions and take measures to reduce the climate.

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

Provided employees with video and tele-conference facilities to reduce the need for business travel and related greenhouse gas emissions from air travel;

Formulated the regional procurement policy, and called for local suppliers to reduce the need for additional air travel;

Adopted energy-saving measures such as air-conditioning units, energy-saving lamps, and energy-saving light bulbs to reduce the damage to the ozone layer. Replaced magnetic induction lamps with energy-saving lamps.

附註：

計算乃基於聯交所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 ageme he G ha c m il ed he Se age Tea me O e a j Reg la j , a d e i e he e age ea me e a f he E gi ee i g O e a j De a me ic l f ll he e a j . The Se age Tea me O e a j Reg la j c e a e a e ce fl , a e a e ea me ced e , a d he e a j g ced e f he e , ha ga ifica j ea me em f a e a e . The G ld a a ge i ec f he Q ali C l De a me i ec he ea ed e age e e ha he di cha ged e age mee he legal di cha ge a da d .

WASTE

The G a a che ge a im a ce he ma ageme f lid a e . F he di al f -ha a d a e , he G ca ie cla ified ma ageme f -ha a d a e i acc da ce i h a j al la a d eg la j ch a he La P ee j a d C l f E i me al P ll j b S lid Wa e , a d he Admi i a j e Mea e f M i ci al D me j c Wa e . The di al f d me j c ga bage a d -ha a d a e hall be ha dled b he Admi i a j e De a me i acc da ce i h he U ba Ga bage C llec j C ac ig ed i h Xili Sa i a j i Na ha Di ic . The Admi i a j e De a me h ld a i aff e i e he ke f he a i a j a j a fe a d ce d me j c ga bage a d -ha a d a e a he ga bage c llec j i f he back d f he G b ild i g .

F he ha a d a e , he G ide ifie ha a d a e i fac i e i h efe e ce he e i eme f he Di ec f Na j al Ha a d Wa e f he Sa e a d de el he Sa da d f E i me al P ec j Ma ageme ba ed he eg la j e i eme ch a he La P ee j & C l f E i me al P ll j b S lid Wa e f he Pe le ' Re blic f Chi a a d Ha a d Wa e Ta te Ma ageme Mea e . All ha a d a e ld be ha ded e he ha a d a e ge e a j de a me C llec j c ai e a d em a age i m be e f ha a d a e ge e a ed f ec cli g , a d ec j e mea e a d a i g ig m be made i acc da ce i h ha a d a e ma ageme e i eme . The di ca ded chemical eage ge e a ed i e , e ime h ld be c llec ed a d ea ed; a d m di cha ge i ic l hibi ed .

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 is a top priority for the Group. The Group has implemented a comprehensive waste management system. Hazardous waste is handled in accordance with the relevant regulations and standards. The Group has established a waste management system to ensure that hazardous waste is handled in a safe and sound manner. The Group has also implemented a waste management system to ensure that hazardous waste is handled in a safe and sound manner.

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

Our facilities have been certified to ISO14001:2015 environmental management system, and we have implemented measures to reduce our environmental impact. We have also implemented measures to reduce our energy consumption. For example, we have implemented energy-saving measures such as:

Energy saving measures 節能措施	
<p>Lighting 電燈</p>	<p>Turn off the lights if necessary, and use energy-saving lamps where possible. 如沒需要，應把照明關掉，並在開關附近貼上「節約能源」的貼紙，以作提示。 In areas with strong light, reduce excessive lighting equipment. 在光線過強的地方，應減除過量的照明設備。 Turn off energy-consuming areas (such as reception area, corridor, lift lobby, etc.) during non-normal office hours; and 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 Use energy-saving lighting fixtures, such as light-emitting diode (LED), to achieve higher energy efficiency. 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。</p>
<p>Air-conditioning 空調</p>	<p>The air-conditioning should be switched off immediately after office/department hours, etc. Air conditioning should be switched off after use in office/department. Post "Energy Saving" labels for提示. 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。 Keep the indoor temperature at 25.5°C; 保持室內溫度在25.5°C； Turn off the air-conditioning device when leaving the meeting room, office and other places; 在離開會議室、辦公室及非正常辦公時間，關掉空調裝置； Whenever possible, open windows to allow natural air circulation and reduce air conditioning use; 在可行的情況下，打開窗戶，讓空氣自然流通，減少空調使用； Wear light-colored, light clothing in hot months, play sports, and avoid wearing heavy clothing in hot months. 在炎熱的月份穿着輕便的服裝，愉快地玩耍，鮮橘蠟甚至鑿問此肺觸瀨臆 鼻鯨</p>

The following table shows the energy consumption data:

Energy Type 能源種類	Unit 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 G m i a d a a l e m hl a e
c m j c dij a eg la ba i f f m la j g

3. ENVIRONMENT AND NATURAL RESOURCES

The Group is committed to environmental protection and sustainable development. We have implemented various measures in our daily work to reduce environmental impact and promote green office practices. Our office environmental management measures include:

Employees are encouraged to save paper and energy. We have established a green office culture, and employees have actively participated in various environmental protection activities. The following are the main measures:

Full implementation of electronic file management and paperless office. Encourage employees to use electronic documents and reduce paper usage. Implement a paperless office system, and use electronic documents and electronic signatures.

The company has implemented a paperless office system, and the number of paper documents has been significantly reduced. This has effectively reduced the demand for paper.

Use of digital communication tools such as WeChat, email, and electronic reports to reduce paper usage. This has effectively reduced the demand for paper.

Recycle paper and other office waste. This has effectively reduced the demand for paper.

Use of double-sided printing and shadow printing. This has effectively reduced the demand for paper.

Use of the reverse side of paper for copying and receiving. This has effectively reduced the demand for paper.

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。

The Group is a large member of the environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper.

本集團大量使用「環保」文具，例如鉛芯筆、可替換筆心的原子筆、再造鉛筆、塗改液及以碎木製造的傢俱。我們亦向承辦商訂購其他環保產品，例如可循環再用的鐳射打印機碳粉盒和以再造紙製成的文件盒，供辦公室使用。年內，本集團使用的鐳射打印機碳粉盒，逾90%均為可循環再用種類。我們一直只會購買附有節約能源標籤的辦公室設備，例如影印機及打印機，而且不鼓勵多餘的包裝，以支持環境保育。如情況合適，我們亦會使用電子方式招標。

The Group is a large member of the environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper.

辦公室環保管理的成功，員工的支持和配合至為關鍵。除了定期傳閱有關節省紙張及能源的指引外，我們亦不時主動鼓勵員工參與不同機構所舉辦的環保活動，以提升員工對保護環境和環保管理的意識。我們日後會繼續與員工緊密合作，建立本集團的環保文化，並確保辦公室的運作符合環保原則。

4. CLIMATE CHANGE

4. 氣候變化

The Group is a large member of the environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper.

地球暖化日益嚴重已是不爭的事實，本集團一直關注氣候變化議題，為此本集團力求採取最佳措施，減少業務營運所帶來的溫室氣體排放，對抗氣候變化。

The Group is a large member of the environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper. We also have environmental friendly, chemical, refillable ballpoint pen, recycled ballpoint pen, and fountain pen made of recycled paper.

本集團亦已制定有關極端及惡劣天氣的緊急應對方案，當萬一遇上颱風、暴雨及酷熱等惡劣天氣，管理人員更需調動人手和採取預防措施，並合規地排僱員的上下班。在可預見的自然災害到來前，向本集團全體員工發出自然災害預警資訊公告，列出預警類別(如颱風、暴雨、地震、高溫)，預警災害的級別，以保障員工安全。本集團亦會參照由當地政府部門的建議，制定好相應的保護措施，盡可能避免受到實體性損壞。

B. SOCIAL

1. EMPLOYMENT

The Group is committed to providing a safe and healthy working environment for all employees. We value diversity and embrace employees of different ethnicities, religions, ages, genders, sexual orientations, abilities, beliefs, and marital status. We do not tolerate any discrimination against employees based on their personal characteristics.

The Group provides a competitive salary and benefits package to attract and retain top talent. We ensure that all employees' wages are not lower than the minimum wage standards in the local jurisdictions, and we provide social insurance and benefits for all employees, including pension insurance, medical insurance, unemployment insurance, workers' compensation insurance, maternity insurance, and housing fund. We also provide statutory holidays, including National Day, Marriage Leave, Maternity Leave, Paternity Leave, Sickness Leave, and Annual Leave.

The Group strictly complies with local laws and regulations regarding recruitment, promotion, working hours, holidays, and equal opportunities. We also provide other benefits and welfare measures in accordance with local laws and regulations, such as the Labor Contract Law of the People's Republic of China. There have been no violations during the reporting period.

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 of the Group 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			
Male	男性	1,095	1,323
Female	女性	571	783
By Employment Type			
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 ¹	合約 ^{註1}	13	38
By Age Group			
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			
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 employees.

註1：合約員工僅在按僱傭類型劃分的數據中呈列。

The Group's employee turnover rate is categorized as follows:

本集團按不同類別劃分的僱員流失比率如下：

Category	分類	Turnover Rate in 2020 (%)	Employee Turnover Rate in 2021 (%)
		2020年流失率 (%)	2021年僱員流失率 (%)
By Gender			
	按性別劃分		
Male	男性	29	48
Female	女性	36	43
By Age Group			
	按年齡組別劃分		
Below 25	25歲以下	71	88
25-34	25至34歲	41	51
35-44	35至44歲	16	27
45-54	45至54歲	14	41
55-64	55至64歲	8	31
Above 65	65歲或以上	33	108
By Region			
	按地區劃分		
China	中國	35	54
North America	北美	12	24

2. HEALTH AND SAFETY

The Group's management has adopted a comprehensive safety management system to ensure the safety of its employees and the public. The Group has established a safety management system that covers all aspects of safety, including safety management, safety training, safety inspection, safety assessment, safety improvement, safety emergency response, safety accident investigation, safety health management, etc.

The Group's safety management system is based on the principle of "safety first, prevention first, comprehensive management". The Group has established a safety management system that covers all aspects of safety, including safety management, safety training, safety inspection, safety assessment, safety improvement, safety emergency response, safety accident investigation, safety health management, etc.

2. 健康與安全

為了貫徹落實「安全第一、預防為主、綜合治理」的安全生產方針，提高本集團應對風險和防範事故的能力，保障員工在生產勞動過程中不受職業病危害因素的影響，預防職業安全事故和職業病的發生，本集團針對安全管理、事故預防及應急救援預案及員工職業健康等制訂管理體系。

生產單位在拆除項目、新改擴建設項目、檢維修項目、開停機、較重要的隱患治理項目和較重要的工藝變更、設備變更專案等危險性較大的活動開始之前會安排進行危害識別風險評估，在此基礎上編製實施方案。安全管理中心又會不定期對各單位的安全管理現狀進行風險評估。

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, eme 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 eme f afe, a d heal h. A he ame
 jme, em l ee a e e c aged e ec j e i me
 c ec j 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 i e 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 f fice 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
 eg a 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 training content involves multiple categories. The Group would arrange technical staff to receive training on each of the following: pharmaceutical training, and accordingly, the need for the staff, the need to be a good pharmacist, and related training, all of which are related to the sale, procurement, finance, human resources, logistics, and other aspects. Additionally, the Group will also arrange training for each level of management, and related training will also be arranged accordingly.

培訓內容涉及多個類別，本集團會安排技術人員參與藥品研發或藥政相關培訓，又視乎人員的需要安排參加與生

The Group will also arrange training for each level of management, and related training will also be arranged accordingly. The Group will also arrange training for each level of management, and related training will also be arranged accordingly. The Group will also arrange training for each level of management, and related training will also be arranged accordingly.

The Group will also arrange training for each level of management, and related training will also be arranged accordingly. The Group will also arrange training for each level of management, and related training will also be arranged accordingly. The Group will also arrange training for each level of management, and related training will also be arranged accordingly.

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 prohibits forced labour and child labour, and
 takes appropriate measures to ensure compliance. The Group would check the
 age-related documents of the employees and take appropriate actions
 if the age of the employees does not match the legal requirements
 reached by the minimum age for work. The employment
 contracts of the Group comply with the local employment
 laws and regulations. The specific requirements of the
 local laws and regulations are as follows: The Group would
 ensure that the employees are not employed under forced
 labour conditions. The employment
 contracts of the employees are all in writing and clearly
 state the basic conditions of employment, including
 the basic wage, benefits, and other conditions of
 employment. The Group would ensure that the employees
 are not employed under forced labour conditions.

The Group is committed to ensuring the safety and health of
 its employees, and complies with the relevant laws and
 regulations of the People's Republic of China. The Group
 would ensure that the employees are not employed
 under forced labour conditions.

5. SUPPLY CHAIN MANAGEMENT

The Group has established a strict procurement process
 to ensure the quality, safety and reliability of the
 raw materials and components used in the
 production of pharmaceutical products. The Group
 would ensure that the suppliers are qualified and
 comply with the relevant laws and regulations.
 The Group would ensure that the suppliers are
 qualified and comply with the relevant laws and
 regulations. The Group would ensure that the
 suppliers are qualified and comply with the
 relevant laws and regulations. The Group would
 ensure that the suppliers are qualified and
 comply with the relevant laws and regulations.

The Group would ensure that the suppliers are
 qualified and comply with the relevant laws and
 regulations. The Group would ensure that the
 suppliers are qualified and comply with the
 relevant laws and regulations. The Group would
 ensure that the suppliers are qualified and
 comply with the relevant laws and regulations.
 The Group would ensure that the suppliers are
 qualified and comply with the relevant laws and
 regulations. The Group would ensure that the
 suppliers are qualified and comply with the
 relevant laws and regulations. The Group would
 ensure that the suppliers are qualified and
 comply with the relevant laws and regulations.

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 environmental... For example, the technical... We have... The Group... acknowledge... deal... achieve... effective... accessible...

Number of suppliers by region:

The Group also considers environmental performance when purchasing materials and equipment... The Group also considers environmental performance when purchasing materials and equipment...

The number of suppliers by region is as follows:

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 management... 1,223 suppliers... management...

During the year, the Group carried out the management... 1,223 suppliers... management...

6. PRODUCT RESPONSIBILITY

The Group is committed to product quality... The Group has established a... American cGMP... EU EMA... ICHQ7A... The Group... Clinical... Pharmacological... effective... reliable... available...

6. 產品責任

Product quality is the foundation for the company's survival and development... The Group follows Chinese GMP standards, American cGMP standards, EU EMA... ICHQ7A... The Group... Clinical... Pharmacological... effective... reliable... available...

The G... e ec... i ellec... al... e... igh... hile afeg a di g...
igh... a d i... e... The... d c j... a d ale... ce ha...
a ed m l j... le i... ec j... a d a di... b... he ma ageme... 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... de el ed... a h i ed b... he...
e... igh... h lde... f... he d g. Th... gh... a e... a lica j... a d...

The Group is committed to the health and safety of its products, and to the protection of intellectual property rights. The Group is also committed to the protection of personal information, in accordance with the Personal Information Protection Law of the People's Republic of China. There has been no breach of these commitments.

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. ANTI-CORRUPTION

The Group has established a comprehensive anti-corruption policy, which is applicable to all employees and business partners. The Group has also established a whistle-blower protection system, which allows employees and business partners to report any suspected corruption without fear of retaliation. The Group has also established a system of internal controls, which is designed to prevent and detect any corruption. All of these measures are designed to ensure that the Group operates in a fair and transparent manner.

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。

The Group's Audit Center regularly conducts anti-corruption training for all employees and business partners. The Audit Center also collects and analyzes the latest anti-corruption information, including major corruption events, handling measures, etc., and combines the characteristics of the Group's business to summarize and compile anti-corruption training materials. According to the importance of the training materials, they are generally divided into three types: general training, targeted training for sensitive positions, and training for specific business scenarios. The Audit Center will also issue warm reminders to employees to strengthen their self-discipline and resist temptation, and strictly follow the requirements of the "SeaPhar Group Employee Handbook" and the "Employee Conflict Management System".

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... he ma ageme... he ce... e... ld... e a e a d di... ib... e... b... i e... -ela... ed ma... e ial, a d... acc... di g... j... me a d... k... a a... geme... , a a... ge... -ie... ai i g... acc... di gl; a d f... all... he em l... ee 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... ce... ae... 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 l... ee... h... al... ead... ha... e... ma... ha... e c... flic... fi... ee... a... e... i... ed... fill... a... c... flic... fi... ee... decla... aj... f... m... e... e... ea... . The decla... aj... f... m... f... c... flic... fi... ee... ha... a... e filled... b... he G... em l... ee... 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... le... me... a... ex... la... aj... f... ca... e... i... ed... f... he... i... e... jga... j... , a d... he A... di... Ce... e... ld... he... c... d... c... f... he... i... e... jga... j... acc... di... gl... . The G... al... e... gage... l... de... e... de... N... -e... ec... je... 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... di... e... jga... j... mecha... im... a... a... f... mal... e... aj... . The A... di... Ce... e... ld... make... egi... aj... ec... d... he... ecei... i... g... c... j... e... f... m... i... e... al... a... d... e... e... al... e... el... f... he... G... ,... c... llec... t... 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... jga... j... eam... i... i... ja... e... i... e... jga... j... he... ece... a... . The i... e... jga... j... eam... ld... c... d... c... i... e... jga... j... c... fi... m... he... a... he... jci... f... he... c... j... , a d... e... a... e... i... e... jga... 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... ie... c... ed... l... e... ca... ed... b... he... c... j... . Af... e... he... fi... al... e... ie... f... he... i... e... jga... j... e... i... fi... i... bi... ha... he... e... mi... aj... 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... he... i... ha... dli... g... . The ce... e... ld... f... m... la... e... emedia... l... 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... le... me... aj... f... emedia... l... 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，對於其中需章製妄良瀾 燭標於媼 峒唵全

I Ja a a d J l e e ea, he A di. Ce e ga i e
a j-fa d m j f he h le g . The a di eed
c llec he la e ele a a j-fa d i f maj , i cl di g ece
maj f a d i cide i ai i d ie a d he e ec i e
ha dli g mea e. The ill al mma i e a d a al e he
cha ac e i j c f he c m a ' b i e . Ba ed he c llec ed
f a d i cide a d agge ga ed a d a al ed da a, he a di
ill c m ile a j-fa d blici ma e ial, i cl di g b ch e a d
ide . The ill he blici e he i f maj all em l ee
i he g , h i eg a j g he im a c ce a d e hic
f a j-fa d i dail b i e ce . I 2021, he G
ha c d ced a a j-fa d exa mi a j a e em l ee
de a di g i hi a ea. We ha e al c d ced ai i g
e i j led he l eg i Pa cice f E e i e Em l ee ,
hich c ai ele a exa mi a j e j a f e he ai i g.

The G ic l adhe e ele a la a d eg la j el a j g
b i be , e x j , fa d a d m e la de i g, ch a he
A j- fai C m e j j La f he Pe le' Re blic f Chi a.
The e a i la j di g he e i d.

8. COMMUNITY INVESTMENT

The G e ec he di e e c l e a d adi j f he
l cal di ic. We a ach gea im a ce he e x e c a j a d
i i f c mm i g a d a e c mmi ed e gagi g
c mm i je i a imel ma e. The G id
jec a d gam ha be efi he eed f he c mm i
he e fea ible. We ld al c e ki g i h c mm i
g ha ha e c mm al e i a d mai ai he m al
be ee ele a akeh lde a d el e , b i gi g
ai ed be efi he c mm i .

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》，森楷衛劍 關 織 取 索 們 採 跌 特 贏 輕 足 牽 濕

D i g he ea, he G ha c ib ed he heal h f blic
a d ch a 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 je i g edie 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 j cal 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 ex ce 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 l i ca j f
e l i e ea ch a d de el me

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术的孵化平台，促進研發成果高效轉化。

D i g he ea, He a P i ce e x e ie ced e x emel hea ai
hich ca ed ei fl d . The G d a ed RMB1 milli i
ca h He a Chai 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 Chai 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 - dia 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 j ec 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 j cal 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	Emi i 排放物	A1
Indica A.1.1 指標A.1.1	The e f emi i a d e ec i e emi i da a. 排放物種類及相關排放數據	A1
Indica A.1.2 指標A.1.2	Di ec (Sc e 1) a d l di ec (Sc e 2) g ee h e ga emi i i al (i e) a d, he e a ia e, i e i (e.g. e i f d c j l me, e facili). 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
Indica A.1.3 指標A.1.3	T al ha a d a e d ced (i e) a d, he e a ia e, i e i (e.g. e i f d c j l me, e facili). 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
Indica A.1.4 指標A.1.4	T al -ha a d a e d ced (i e) a d, he e a ia e, i e i (e.g. e i f d c j l me, e facili). 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
Indica A.1.5 指標A.1.5	De c i j f he emi i a ge e a d he e ake each he e a ge . 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
Indica A.1.6 指標A.1.6	De c i j f he me h d ha d le ha a d a d -ha a d a e, a d he de c i j f he a e ed c j a ge e a d he e ake achie e he e a ge . 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	U e f Re ce 資源使用	A2
Indica A.2.1 指標A.2.1	Di ec a d / i di ec e eg c m j b e (e.g. elec i ci , ga il i) al (kWh i '000) a d i e i (e.g. e i f d c j l me, e facili). 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)。	A2
Indica A.2.2 指標A.2.2	Wa e c m j i al a d i e i (e.g. e i f d c j l me, e facili). 總耗水量及密度(如以每產量單位、每項設施計算)。	A2
Indica A.2.3 指標A.2.3	De c i j f he e eg effie c a ge e a d he e ake achie e he e a ge . 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
Indica A.2.4 指標A.2.4	De c i j f he he he e i a i e i ci g a e ha i fi f e, a d he a e effie c a ge e a d he e ake achie e he e a ge . 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
Indica A.2.5 指標A.2.5	T al ackagi g ma e ial ed f fi i hed d c (i e) a d, if a licable, i h e e ce e i d ced. 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	Description of the significant impacts of the environment and natural resource 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。	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	Description of the major climate-related issues and the actions taken. 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 female and male employees (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)劃分的受訓僱員百分比。	B3
Indicator B.3.2 指標B.3.2	The average number of hours completed by employees. 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	Discrimination against employees in the workplace. 在職場所對僱員的歧視。	

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 product and service 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 overall of 36 complaints during the period, and all of them have been dealt with. Among the 36 complaints, none of them were related to product quality and required 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 information protection and privacy policy, and related implementation 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-bribe 反貪污	B7
Indicator B.7.1 指標B.7.1	Number of legal cases against issuer or its employees filed and resolved during the reporting period. 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。	There are no bribery cases during the period. 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 implementation 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-bribe 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 CSR (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). 在專注範疇所動用資源(如金錢或時間)。	B8

 **Hepalink**

