



JUTAL 巨濤海洋石油服務有限公司
Jutal Offshore Oil Services Limited

Stock Code: 03303.HK

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2020

Contents

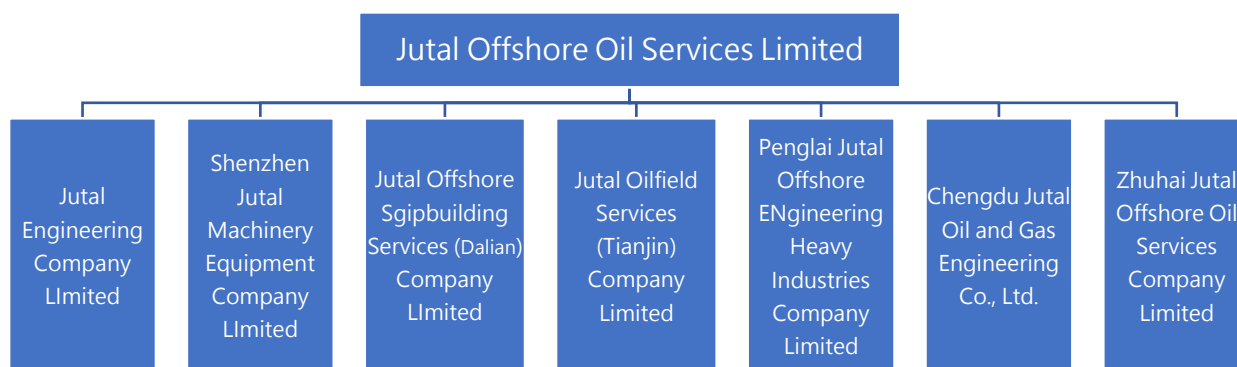
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ABOUT JUTAL

Jutal Offshore Oil Services Limited (the "Company") and its subsidiaries ("Jutal" or the "Group") are integrated service providers of manufacturing and engineering services in the energy and refining and chemical industries, providing large-scale module construction and offshore engineering businesses as the core businesses.

The Group's headquarter is located at Shenzhen, while the two large-scale equipment construction sites are located in Penglai in northern China and Zhuhai in southern China. Facing to the energy and refining and chemical industries in China and worldwide, the Group's products and services involve the construction and services of energy facilities, LNG facilities, refining and chemical facilities.

The Group conducts its business mainly through the subsidiaries in mainland China as well as that in Singapore and Hong Kong. The main subsidiaries of the Group located in mainland China and Hong Kong are as follows:



By virtue of years of its business advantages and engineering experience in the field of ocean engineering, the Group has always been actively pushing forward business transformation. Following the delivery of the project of core module construction for the GCGV natural gas chemical plant in the year by the Penglai site of the Group, it started to work on the Arctic LNG 2 module construction project after being contracted to build the core compressor and generator modules. At the same time, the Group also rolled out its strategic placement in the fields of clean energy and refinery and other areas. The Zhuhai site was contracted to acquire several large-scale projects in the year, including constructing 50 sets of offshore wind power equipment for an European offshore wind farm project, and providing upper modules constructions for the offshore floating production storage and offloading facility (FPSO).

ABOUT THIS REPORT

The Group is pleased to publish its fifth Environmental, Social and Governance ("ESG") Report, which mainly describes the Group's policies, measures and performances of its sustainability development. The report is prepared in both Chinese and English, and has been uploaded to the website of the Stock Exchange of Hong Kong (www.hkexnews.hk) and that of the Company (www.jutal.com).

Reporting Boundary

This report mainly reports the sustainable development performance of the Group from January 1 to December 31, 2020 ("this year"). This year's reporting boundary is the same as last year, covering the Group's core businesses, the offices located in Shenzhen, Tianjin¹, Penglai, Dalian, Chengdu² and Zhuhai (the "offices"), and the construction sites in Tianjin³, Penglai⁴, Zhuhai⁵ and Huizhou (the "construction sites").

Regarding the controllable accessibility of data, the report does not cover operations of the Group located outside mainland China, including Jutal Engineering Company Limited located in Hong Kong, and the business operations out of the core business, such as the services provided to industries apart from oil and gas, new energy and refining and chemical, and shipbuilding industries.

Reporting Standards

This report is prepared in accordance with the ESG Reporting Guide (the "Guide") under Appendix 27 of the Rules Governing the Listing of Securities of the Stock Exchange of Hong Kong Limited. The Group adheres to the four stipulated principles, namely materiality, quantitative, balance and consistency in preparing the report. The Group adheres to the four stipulated principles, namely materiality, quantitative, balance and consistency in preparing the report.

Stipulated Principles	Definition	Application of the Stipulated Principles
Materiality	The report reflects on the ESG issues which have significant impacts to the Group and its stakeholders	The Group identifies the impacts of ESG issues on its operations through the Board of Directors ("the Board")'s questionnaire and disclosed the key issues in the report.
Quantitative	The key performance data must be measurable and compared where appropriate.	The Group recorded and estimated the quantitative data, and compared it with past performances where applicable. To ensure the accuracy of the environmental key performance indicators, the Group has engaged with an external consultant to conduct the carbon assessment which different national and international standards such as the <i>GHG Emissions Accounting Methods and Reporting Guidelines for Mechanical Equipment Manufacturers (Trial)</i> , ISO14064-1 and the GHG Protocol are applied. The quantitative data of social key performance indicators in this report are from the statistical records of relevant departments of the Group.
Balance	The report should provide an unbiased picture of the Group's performance and should avoid selective or omissive disclosures.	The report reports the Group's ESG achievements and describes the challenges encountered and the solutions used objectively.
Consistency	The Group should use consistent methodologies to allow for meaningful comparisons of ESG data and enable the stakeholders to understand the Group's performances.	The Group should use consistent methodologies to allow for meaningful comparisons of ESG data and enable the stakeholders to understand the Group's performances.

¹ The office located in Dalian is managed and operated by Jutal Offshore Shipbuilding Services (Dalian) Company Limited ("Dalian Jutal").

² The office located in Chengdu is managed and operated by Chengdu Jutal Oil and Gas Engineering Co., Ltd. ("Chengdu Jutal").

³ The office and construction site located in Tianjin are managed and operated by Jutal Oilfield Services (Tianjin) Co., Ltd. ("Tianjin Jutal").

⁴ The office and construction site located in Penglai are managed and operated by Penglai Jutal Offshore Engineering Heavy Industries Company Limited ("Penglai Jutal").

⁵ The office and construction site located in Zhuhai are managed and operated by Zhuhai Jutal Offshore Oil Services Co., Ltd. ("Zhuhai Jutal").

Data Preparation

The information cited by the Group are official internal documents and statistical reports of the Group and its subsidiaries. The Group has established internal control and a formal review process to ensure that information presented in the report is accurate and reliable. The report was confirmed and approved by the Board on 28 May 2021.

Opinion and Feedback

Stakeholders' opinions can help the Group establish a better sustainable development governance and strategy in the future. If you have any questions or suggestions regarding the content of the report, please contact the Investor Relation Department of the Group through the following channels:

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Email: yxy@jutal.com

MESSAGE FROM DIRECTOR

The Group is pleased to publish its 5th ESG report, which aims at reporting the Group's commitment and performances of the sustainability development to various stakeholders.

COVID-19 brought unprecedented impacts to the society. The pandemic did not only bring various impacts and changes to the traditional business models, but also induce the society to rethink the importance of sustainability development. As such, the Group is actively integrating the concept of sustainability development into corporate development, with special focus on the occupational health and safety of employees, impacts on the environment and natural resources, and employment system. The Group and each operating location had established policies and measures to clarify the policies and measures relevant to environment management and employee safety.

In terms of governance structure, the Board of the Group plays the supervisory role in sustainability development issues and has authorized the main sites to establish the Production Safety Committee to implement and manage the Group's environment and social performances. The Group has also set up the care committee at the Penglai Jutal to provide a communication platform for the front-line employees and management to discuss on health, safety and environmental issues, which enable the management to understand the employees' expectation and needs. The Group will continue to improve the sustainability development framework to ensure the relevant issues are effectively managed.

Facing more various risks of sustainability development, the Group has also considered relevant factors during the determination of policies to reduce the impacts brought to the nearby environment, employees and neighborhoods. Therefore, the Group is considering incorporating the sustainability development risks under the corporate risk management and internal control systems, enabling to take early responds based on the sustainability development risks identified.

Looking forward, the Group is committed to incorporating the concept of sustainability development into the Group's strategy development, which creates sustainable values to the surrounding environment and relevant stakeholders while developing the business. At the same time, the Group will continue to strengthen the communication with stakeholders to understand their expectations and feedbacks to the Group to improve its quality of sustainability development.

Jutal Offshore Oil Services Limited
Wang Lishan
Chairman
28 May, 2021

GOVERNANCE STRUCTURE

The Group is committed to maintaining a high level of corporate governance to enhance corporate transparency and protect the interests of shareholders. The Board is mainly responsible for leading and supervising the development policy and business strategy of the Group, making decisions on important company issues, and authorizing the company's management to perform daily execution and management.

The Board is fully responsible for the sustainability development of the Group. Under the governance structure of sustainability development, it is responsible for leading and monitoring the group's policies, measures and performance. The Group has also granted the Production Safety Committee in the key sites the power to perform tasks of environmental protection, responsible production and protection of health and safety. The committee is chaired by the general manager of the domestic subsidiary company, with members including deputy general managers, managers of various departments⁶, the chairman of the union and representatives of the occupational health, safety and environmental department.

The Group's Penglai Company also established a care committee, which mainly provides a communication platform for Penglai's management and employees to communicate on environmental, health and safety issues, so as to continuously modify the management system and solve the current and potential risks faced by employees.

The Group understands that a robust governance structure can help implement sustainability development to enhance its performance. Looking ahead, the Group will continue to improve the existing sustainability development framework, strengthen the communication between the Board and the subsidiaries, and effectively promote and implement policies and measures of sustainability development at the level of business operations.

Environmental, Social and Governance Risk Management

The Board is responsible for the risk management and internal control system, as well as the review of their effectiveness. The Group has already established an internal management system to clarify the responsibilities and authorities of each business unit and department, which each of them is responsible for identifying, analyzing and evaluating the risks that may affect the achievement of business goals. The management reports to the Board and the audit committee every year on the tasks of risk management and internal control, as well as reviewing the effectiveness of the system to correct the current and potential monitoring errors as soon as possible.

To effectively manage the environmental, social and governance risks, the Group has established *the Risk and Opportunity Management Procedures* and the environmental management risk assessment team to identify and respond to the risks and opportunities at the construction sites, including but not limited to gas emissions, chemical pollution, waste management, occupational health and safety, and anti-corruption. The Group has also formulated various management policies, including *Occupational Health, Safety and Environmental Policy, Supplier Management Procedures and Personnel Management System* to ensure the daily operation is under control.

Looking forward, the Group will consider including sustainability development-related risk factors into the risk management and internal control systems to ensure that its business operations are adequately capable of responding to different challenges and opportunities in the future.

⁶ The departments include the health, safety and environmental protection department, technical department, procurement department, quality inspection department and equipment and facilities department.

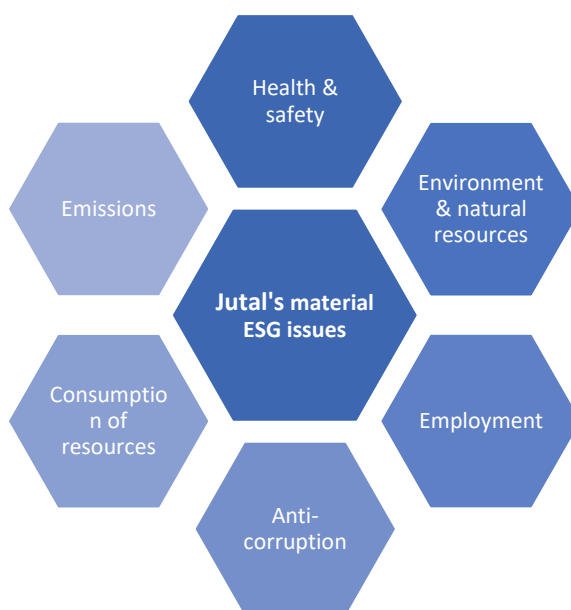
STAKEHOLDER ENGAGEMENT

The Group values stakeholders' comments which can help the Group to determine the sustainability development policies and guidelines to improve the relevant performance. The Group communicated with stakeholders through various communication channels to understand their expectations and feedbacks towards itself. The Group has already identified the major stakeholders, including the Board, management, staff, shareholders and investors, customers, suppliers and contractors, regulators, non-government organizations ("NGOs"), industry associations and communities.

Stakeholders	Main Means of Stakeholder Engagement
The Board, management and staff	Board Meetings, daily operations, internal circulars, company events, meetings and meetings
Shareholders and investors	Annual general meetings, company website, annual reports, meetings and seminars
customers	Client meetings, emails and phone calls
Suppliers and contractors	Supplier reviews and meetings
Regulators, NGOs and industry associations	Meetings, phone calls, plant visits and seminars
Communities	community investments, donations, voluntary activities and charity activities

Material Sustainability Issues

Apart from the means mentioned above, the Group continued to commission an independent sustainability development consultant to conduct a questionnaire survey with the Board to identify the material ESG issues of the business operations. The six significant issues identified by the Group according to the questionnaire survey's result are reported as the highlights in the report.



Looking forward, the Group will continue to strengthen the communication with stakeholders through various means of communication, such as focus groups and interviews with external stakeholders, the Group collects stakeholders' comments and expectations towards itself to improve the Group's policies and measures of sustainability development.

EMPLOYMENT AND LABOUR PRACTICE

The continuous development of the Group relies on the continuous contributions of employees. The Group is committed to providing employees with a safe working environment and a sound employment system, so that they can work happily with chances provided to fully utilize their talents. The Group has formulated a series of personnel systems and policies such as *Employees Handbook*, *the Personnel Management Policy* and *the Occupational Health, Safety and Environmental Management Handbook* to clarify the rights and arrangements of employees.

Health and Safety

Being one of the energy facilities construction and services providers, the Group values the occupational health and safety of its employees and strives to provide a safe and efficient working environment. The Group has implemented the OHSAS18001:2007 certified occupational health and safety management system, and established *the Occupational Health, Safety, and Environmental Protection Policy* and *Management Manual* to reduce the occurrences of safety accidents by regulating the policies and procedures of production safety. Each operating location of the Group also formulates its own health and safety policies and measures based on the nature of its operations.

In order to ensure the work safety of employees, the Group has provided them with various personal protective equipment and implemented safe operation procedures. The Group has also provided annual body checkups for employees, as well as employee rest rooms, drinking water and ventilation facilities at the construction sites to ensure that employees work in good health. In addition, the Group also provides various types of safety training and seminars for different employees, such as new employees, employees of special types of work and management personnel to enhance their understanding of safe operations.

Apart from work safety, the Group also cares about the physical and mental health of employees. It has established a psychological counseling center to provide employees with counseling services. At the same time, the Group has also built indoor basketball courts and purchased fitness facilities to provide employees with opportunities for rest and exercise.

The Group conducts regular internal audits and compliance work to ensure that its management system meets relevant requirements. The Group identifies current and potential employee safety risks in daily operations by conducting regular safety risk assessments, which the results help to formulate the responding safety measures. The Group also conducts regular on-site safety inspections and communicates with employees on occupational safety and health matters to understand their needs and expectations, which helps to formulate appropriate safety measures to reduce the impact of hidden safety risks on daily operations and employees.

In response to various serious accidents posing significant risks to employee safety, such as fire and explosion, mechanical damage, and leakage of dangerous substance, each site of the Group has formulated emergency plans and set up emergency rescue command centers to coordinate and handle the accidents. At the same time, there are seven teams established under the emergency rescue command centers, which are responsible for implementing relevant emergency measures. To ensure employees having a full understanding of the emergency plans, the Group also regularly conducts emergency drills and training so that the employees can familiarize themselves with the relevant procedures, which enables them to respond and deal with accidents in a timely manner to reduce economic losses and casualties.

In the face of the COVID-19 epidemic, the Group adopted different prevention measures to deal with the impact of the epidemic. In order to reduce the risks of the outbreak of COVID-19 in the sites, the Group implemented the closed-off management at all operating locations. Besides, it set up monitoring points at the entrance of the sites to monitor the temperature of employees and visitors, and provided protective equipment, such as surgical masks, disinfection alcohol and gloves, for all employees. At the same time, the Group also cleaned and sterilized its offices, meeting rooms, restaurants, washrooms and staff dormitories. The Group also sterilized external vehicles entered to reduce the risk of the introduction of viruses. In order to strengthen employees' awareness of epidemic prevention, the Group also provides employees with relevant information on epidemic prevention through WeChat official accounts, posters and factsheets.

During the year, there were neither safety incidents nor work-related fatalities within the Group. However, the Group recorded a total of 11 work-related accidents, mainly due to employees' lack of safety awareness and improper operation of machinery, leading to work-related injuries. The Group had provided supports and compensations to injured employees in accordance with local laws and regulations and its own regulations. At the same time, to reduce the recurrence of similar incidents, the Group also investigated the work-related accidents to identify the sources of hazards of accidents and implemented improvement measures.

The Group abides by the relevant laws and regulations, such as the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. During this year, there were no cases of non-compliance with laws and regulations in relation to health and safety.

Employment System

The Group strong believes that an adequate employment system can help to attract talents and stabilize the team spirit to empower the Group to grow sustainably. It has established a series of employee policies, including *the Employees Handbook*, *the Personnel Management Policy*, *the Employees Remuneration Management Policy*, *the Employees Attendance Management Regulations*, *the Employees Welfare Management Policy* and *the Code of Conduct for Employee Discipline*, demonstrating the Group's regulations and arrangements regarding recruitment, dismissal, salary, promotion, working hours, holidays, benefits, equal opportunities, anti-discrimination and diversification.

Employment & Dismissal	The Group employs suitable employees based on the principle of "fair competition and merit-based admission", which are recruited through internal recruitment, recruitment websites, talent markets and agencies. The Group or employees can propose termination of labour contracts as needed and complete the resignation procedures according to the relevant mechanism.
Remuneration & Welfares	The Group is committed to providing competitive remunerations and welfares to employees, including regular wages, subsidies, performance and annual bonuses, annual health checkups, and social insurance and housing fund. The Group has also established a work performance evaluation mechanism, which the employees' performance and annual bonuses are given according to the evaluation results.
Working hours & rest times	The Group determines the employees' working hours according to <i>the Employees Attendance Management Regulations</i> . At the same time, the Group has provided the employees with different leaves, including annual leave, marriage leave, breastfeeding leave, paternity leave, etc.

The Group pays attention to equal opportunities and opposes any discrimination. During the process of implementation of employment system, the Group incorporates the principles of equal opportunities and anti-discrimination in accordance with the *Labour Law of the People's Republic of China*, ensuring the job applicants would not be treated unequally because of factors such as age, gender, race, religion, marital status or disability. Looking to the future, the Group will continue to improve the current employment system where elements including equal opportunities, diversity and anti-discrimination are incorporated into to provide employees with a diverse and equal working environment.

The Group has an employee complaining mechanism established for those employees who are intimidated, insulted or harassed to file their complaints to the department heads or human resources management department. The complaints will be investigated and handled by the business department according to *the Complaints and Reporting Management System*.

During the year, the operation locations withing the reporting scope of the Group hired 3,426 employees and 5,422 workers, which 77% and 95% of the total number of employees and workers were employed by the two major construction sites, the Zhuhai site and Penglai site, respectively.

The Group abides by the relevant laws and regulations, such as *the Labour Law of the People's Republic of China*, *the Labour Contract Law of the People's Republic of China*, and *the Social Insurance Law of the People's Republic of China*. During this year, there were no cases of non-compliance with laws and regulations in relation to employment.

Development and Training

The Group is committed to providing employees with different training opportunities to help them improve their knowledge and skills. Different sites of the Group formulated different employees training policies, including *the Internal Training Management Measures*, *the Lecturer Management Method*, *the Employees Education Training Control Procedures*, *the Human Resources Education Training Implementation Procedures* and *the Employees Career Management System*, which provides guidance to issues including employee training, lecturer training, training subsidiaries and curriculum supervisions.

In response to the needs of different employees and workers, each operating location of the Group has formulated annual training plans and held different training activities, including:

Training Types	Training Contents
Induction Training	Corporate culture, basic knowledge of the position, work skills
On-the-job Training	Quality management, computer software, production system operation, work safety, occupational protection, handling of hazardous chemicals, procurement and supplier management, social responsibility, and integrity education
Management Training	Leadership training for senior management, management skills training for middle management, daily management training for team heads
Worker Training	Safety training for cleaning staff

The Group is committed to providing employees with a clear career ladder for long-term development and promotions, and has provided three channels, namely management stream, technical stream and skill stream, to employees, which allows them to choose different training directions, such as professional skills training or professional management, according to their abilities and choices, enabling them to shine at different positions.

During the year, there were 3,125 employees of the Group being trained, accounting for 91% of the total number of employees, with an average of 16.5 hours of training per employee. Among the trained employees, male and female employees accounted for 86% and 14% respectively.

Labour Standards

The Group strictly prohibits the employment of child labour and any forms of forced labour. It has already established policies and procedures related to the prohibition of hiring child labour and forced labour.

The Child Labour Rescue and Minor Labour Management Control System of the Group requests its Human Resources department to verify and record the employee's identity documents before being onboard. If the child labour is found to be wrongly hired, the Group would immediately stop his work and arrange for hospital inspection and notification to the local Labour and Social Security Bureau. If the child is in good health, he would be escorted and sent to his parents with appropriate assistance provided to ensure that he completes compulsory education.

The Group prohibits any forms of forced labor. If an employee needs to work overtime, he can file an application to his supervisor according to *the Personnel Management Working Procedures*. The Group would pay overtime to the employees who get the approval. Employees can also take the initiative to terminate labor contracts freely in accordance with the stipulations of resignation.

The Group abides by the relevant laws and regulations such as *the Labour Law of the People's Republic of China*, *the Law of the People's Republic of China on the Protection of Minors* and *the Provisions on the Prohibition of Using Child Labour*. During this year, there were no cases of non-compliance with laws and regulations in relation to child labour or forced labour.

ENVIRONMENTAL PROTECTION

Being an energy facilities construction and service provider, the Group understands thoroughly that it is significantly affected by how the surrounding environment is influenced by the Group's emissions, resources consumptions and daily operations, and climate change. As such, the Group has established an environmental management system conforming to the ISO 14001 international standard as an environmental management framework for the management and operation of construction sites. It has also formulated various environmental policies and measures, including *the Policy for Healthy and Safe Environment, the Environmental Operation Control Procedure, the Energy Conservation and Consumption Reduction Management System* and various types of environmental pollution emergency plans.

The Environment and Natural Resources

The operation of the Group has potential impacts on the surrounding environment and natural resources. In accordance with the *Environmental Operation Control Procedure*, the Group effectively controls, reduces and eliminates the environmental factors generated during its daily work and construction activities, and adopts measures to prevent environmental pollution to reduce the impacts on the surrounding environment.

Before the launching of large-scale construction projects, the Group would conduct environmental assessments to identify potential environmental impacts and risks relevant to the projects, and formulate environmental protection measures according to the assessment results. Regarding to environmental pollution accidents relating to water, air, waste, chemicals etc., the Group has also formulated *the Emergency Plan for Environmental Pollution Accidents* to clarify the emergency procedures and responsibilities of various departments, which helps to reduce the impacts induced on the surrounding environment when pollution accidents occur. Regarding to serious air pollution incidents, Penglai Jutal has established the Serious Pollution Weather Emergency Plan and a series of contingency equipment and measures, in order to reduce the impacts brought by air pollution acted on employees and the surrounding environment of the construction sites.

The Group is well aware that climate change may have significant impacts on its daily operations, such as frequent typhoons, heavy rains and other severe weathers, affecting the daily operations of factory areas by destroying the facilities or causing serious flooding. Therefore, the Group has commissioned an independent consulting company to draft *the Climate Change Policy*, which is currently being reviewed by the Board. Looking ahead, this policy will clarify the Group's policies and measures to address climate change.

Use of Resources

The Group uses fossil fuels, electricity, water, paper and packaging materials in its operations. To use resources effectively and avoid waste, the Group has formulated *the Energy Conservation and Consumption Reduction Management System, the Environmental Operation Control Procedures* and various resource management measures. During the year, the Group's Penglai site has set targets for resource conservation. The details are as follows:

Resources categories	Targets	Performance of the year
Electricity consumption	Power consumption per unit output does not exceed 410 kWh/tonnes	324.5kWh/tonnes
Water consumption	Water consumption per unit output does not exceed 3.0 cubic meters/tonnes	1.6 cubic meters/tonnes

Energy Consumption

During the year, the total energy consumption of the Group's operation sites was 771,975 MWh, which was mainly used for power facilities in offices and sites, production machinery and vehicles, and natural gas and liquefied petroleum gas used in kitchens. Among all, the main source of consumption of the Group was mainly the consumption of purchased electricity and diesel, of which accounts for 55% and 19% of the total energy consumption, respectively. The Group's energy consumption increased significantly by 124%, mainly due to the substantial increase in the workload of construction sites, which led to a significant increase in electricity consumption. Meanwhile, additional construction vehicles and machinery were needed to each construction site, resulting in an increase in diesel consumption.

Energy	2020	2019	Unit
Direct Energy			
Gasoline	1,468	1,480	MWh
Petrol	14,705	7,731	MWh
Liquefied petroleum gas	197	186	MWh
Natural gas	596	1,794	MWh
Liquefied natural gas	6,776	-	MWh
Acetylene	2,665	-	MWh
Propane	138	-	MWh
Acrylic	7,907	-	MWh
Indirect Energy			
Purchased Electricity ⁷	42,526	23,306	MWh
Purchased heat	217	-	MWh
Total energy consumption	77,195	34,497	MWh
Energy intensity (by number of employees)	22.53	11.1	MWh equivalent /employee
Energy intensity (by turnover)	21.17	17.1	MWh equivalent /RMB 1,000,000

Consumption of Water

major water consumption of the Group was mainly the domestic water used in staff dormitories and office buildings, and that used for production in the daily operations of the factories. During the year, the total water consumption of the Group was 261,973 cubic meters⁸, of which the production water used in daily operations accounted for 68%. All sites and offices sourced water from municipal networks to fulfil production and domestic needs. The Group has no issues in sourcing water fit for purpose.

In order to effectively use and manage water resources, the Group has adopted various water-saving measures, such as the use of water-saving equipment and regular inspections of water pipes and faucets. If any leakage is found, the Group will arrange relevant personnel for repairs to reduce wastage of water.

⁷ The consumption of purchased energy did not include the amount of Dalian Jutal consumed as the electricity consumed there was provided by the property owner and could not be counted separately.

⁸ The Group's water consumption does not include the Chengdu and Dalian offices, which cannot provide water consumption data because they do not have water distribution meters.

Use of Materials

The Group uses paper and packaging materials in its operations, including stretch film, plastic paper, cartons, bubble film, tape, etc., which are mainly used for daily office operations and packaging for construction projects. During the year, the Group consumed a total of 316 tonnes of paper and packaging materials. In order to consume relevant resources effectively, the Group gives priority to environmentally certified paper and packaging materials when purchasing. At the same time, the Group has also implemented measures of consumption reduction and materials reuse, encouraging employees to adopt electronic office arrangement, to print double side, and to reuse wastepaper and packaging materials.

Emissions Management

The Group cares about the emissions of daily operations, including GHG emissions, air pollutants, waste and wastewater. The Group has already established *the Policy of Healthy and Safe Environment, the Environmental Operation Control Procedures* and *the Waste Collection, Identification, Storage and Treatment Procedures*, demonstrating the Group's emission management guidelines, policies and implemented measures. The Group's Penglai site has set emission reduction and waste reduction targets during the year. The details are as follows:

Emission categories	Emission reduction and waste reduction target	Performance in the year
Exhaust gas and dust emission	<ul style="list-style-type: none"> Concentration of toluene discharged does not exceed 40 mg/m³, while the discharge rate does not exceed 18 kg/h Concentration of dimethylbenzene discharged does not exceed 70 mg/m³, while the discharge rate does not exceed 5.9 kg/h Concentration of respirable suspended particles discharged does not exceed 120 mg/m³, while the discharge rate does not exceed 23 kg/h 	<ul style="list-style-type: none"> The concentration of toluene discharged was 0.0151 mg/m³, while the discharge rate was 0.0016 kg/h The concentration of dimethylbenzene discharged was 1.1284 mg/m³, while the discharge rate was 0.139 kg/h The concentration of respirable suspended particles discharged was 4.86 mg/m³, while the discharge rate was 0.332 kg/h
Wastewater disposal	<ul style="list-style-type: none"> Concentration of suspended matter discharged does not exceed 150 mg/m³, Concentration of animal and vegetable oils discharged does not exceed 100 mg/m³ 	<ul style="list-style-type: none"> The concentration of suspended matter discharged was 124 mg/m³ The concentration of animal and vegetable oils discharged was 0.92 mg/L
Hazardous waste	<ul style="list-style-type: none"> 100% hazardous waste is collected, sorted, and handed over to an approved recycling company for recycling 	<ul style="list-style-type: none"> 100% of hazardous waste was collected and sorted, and was passed to certified third party for further handling
Noise emission	<ul style="list-style-type: none"> Noise level of factories must be maintained at 60 dB or below during day time, and 50 dB or below during the night time 	<ul style="list-style-type: none"> The noise level of factories maintained at 56 dB during day time and 47 dB during night time.

Greenhouse Gas Emission

To quantify the GHG emissions generated by operations, the Group has continued to commission Carbon Care Asia, an independent consultancy, to conduct carbon assessment which is conducted according to *the GHG Emissions Accounting Methods and Reporting Guidelines for Mechanical Equipment Manufacturers (Trial)* published by the National Development and Reform Commission of the People's Republic of China and with reference to international standard ISO14064-1 and the GHG Protocol.

During the year, the Group's total carbon emissions were 38,124 metric tons of carbon dioxide equivalent, mainly from the purchased electricity, accounting for 68% of the total carbon emissions. Compared with last year's performance, the Group's total GHG emissions increased 87%, which was mainly generated by the increasing work load of construction sites. The GHG emission intensity by the number of employees is 11.1, while the intensity by RMB 1,000,000 is 10.5.

GHG Emissions	2020	2019	Unit
Scope I - Direct emissions ⁹	11,842	5,863	tonnes of carbon dioxide equivalent
Scope II - Energy indirect emissions ¹⁰	26,031	14,219	tonnes of carbon dioxide equivalent
Scope III - Other indirect emissions ¹¹	251	320	tonnes of carbon dioxide equivalent
Total GHG Emissions	38,124	20,402	tonnes of carbon dioxide equivalent
GHG Intensity (by number of employees)	11.1	6.6	tonnes of carbon dioxide equivalent/employee
GHG Intensity (by turnover)	10.5	10.1	tonnes of carbon dioxide equivalent/RMB 1,000,000

In order to effectively reduce GHG emissions in daily operations, the Group adopted various energy-saving and emission-reduction measures.

Energy-saving and emission-reduction measures taken by Jutal during the year
<ul style="list-style-type: none"> • Set up rules for saving electricity at the offices and sites; • Preferentially select low-consumption and energy-saving products when purchasing electrical equipment; • Air-conditioning usage requirements: cannot adjust the temperature of the air-conditioner to lower than 26°C during summer, and cannot adjust to higher than 18°C during winter (except for special circumstances); • Energy-saving lights are preferred for lighting, and use natural light as much as possible during the day; • Check and turn off all electrical equipment such as air conditioners, computers, lights, etc. after work; • Conduct regular inspections for electricity saving and analyze electricity consumptions; • Provide employees with training on energy conservation and emission reduction on a regular basis to increase their awareness of environmental protection; and • Monitor energy consumption and set energy-saving targets.

The Group will continue to evaluate, record and disclose its GHG emissions and other environmental data annually, and regularly review the performance of existing measures to improve relevant GHG emission policies.

Air Pollutants

The Group's daily operation mainly covers equipment constructions and various production procedures. The air pollutants produced during the operation mainly included nitrogen oxides, sulfur oxides, particulates and volatile organic compounds ("VOCs"). The Group's nitrogen oxides, sulfur oxides, and particulates mainly came from fossil fuels consumed by production equipment at the sites, kitchen equipment and vehicles; while particulates and VOCs came from the sites' sanding and painting processes.

⁹ Scope I includes emissions of stationary and mobile sources of fossil fuel combustion, fuel combustion of industrial production process, and equipment and system operations

¹⁰ Scope II includes emissions of purchased electricity (excluding Dalian Jutal).

¹¹ Scope III includes emissions due to employees' air business travel.

Air Pollutants	2020	2019	Unit
Nitrogen Oxides	58,257	30,147	kg
Sulphur Oxides	20,408	7,904	kg
Particulates	32,116	16,199	kg
Volatile organic compounds ¹²	3,457	10,872	kg

To reduce air pollutants, the Group had established environmentally friendly treatment systems at various sites, such as Penglai Jutal's *Abatement Options for Air Pollutants* and *Comprehensive VOCs Treatment Plan* to treat air pollutants generated by industrial processes such as spraying, welding, sanding, etc. by installing down-flow dust collectors, painting mist filters, anti-explosion centrifugal fans, organic solvent adsorption devices and activated carbon devices etc. The Group also regularly commissioned testing companies to conduct regular emission testing to analyst the progress of air pollutant emissions and ensure that the emissions complied with the Group's standards.

Waste Management

The Group is committed to reducing waste during constructions. It had formulated *the Waste Safety Management Regulations* to regulate the recycle, storage and treatment of waste of the Group. During the year, the Group generated 3,816 metric tons of non-hazardous waste, mainly including waste metal and steel, domestic waste, waste cardboard boxes, waste timber and office paper. All non-hazardous wastes were collected and transported by recyclers.

During the year, the Group generated 566 metric tons of hazardous waste¹³, including waste paint residue, mineral oil, paint buckets, lubricants, and toner cartridges. All waste were collected and processed by qualified contractors.

Waste Water Management

The Group's wastewater produced in the operation were mainly production wastewater in construction sites and domestic wastewater in offices. The Group abides by the requirements of national laws and regulations to ensure that wastewater *meets the Wastewater Quality Standards for Discharge to Municipal Sewers* before discharge to sewage treatment plant through the municipal sewage network.

The Group complies with relevant laws and regulations, such as *the Atmospheric Pollution Prevention and Control Law of the People's Republic of China*. There were no cases of non-compliance with laws and regulations in relation to emissions and other environmental issues.

OPERATIONS MANAGEMENT

The Group is committed to becoming a professional and trustworthy business partner for customers, providing them with quality products and services. It has formulated a series of supply chain, quality management and anti-corruption policies and operational measures, including *the Employees Handbook, the Code of Conduct for Trade, the Anti-commercial Bribery Management System, the Code of Conduct for Employee Discipline* and *the After-sales Service Management Procedures*.

Anti-corruption

The Group has always upheld the highest standards of corporate integrity and business ethics. It adopts a zero-tolerance attitude towards bribery, extortion, fraud and money laundering. It has also prohibited employees from corruption, bribery or unethical behaviors, and any acts intended to damage the company's interests or integrity by stating the rules in *the Code of Conduct for Trade* and *the Anti-commercial Bribery Management System*.

¹² The amount if VOCs only included data from Zhuhai and Penglai sites, while other sites and offices basically do not involve relevant emissions.

¹³ Hazardous waste includes only Dalian Jutal, Zhuhai Jutal, and Penglai Jutal. The remaining offices or construction sites within the scope of the report do not produce hazardous waste

The Group has established the gifts notification system, which allows employees to register and notify the company in time when they cannot reject the gifts to maintain honesty and the corporate culture of integrity. At the same time, the Group established the anti-corruption reporting mechanism, including the reporting box and reporting telephone number, to encourage employees to report misconduct involving business bribery. Any report would be investigated by relevant personnel and any violations would be subject to disciplinary action or transferred to the judicial authorities.

The Group continued to provide employees with integrity ethics and anti-corruption training during the year, aiming at improving the employees awareness towards anti-corruption to realize the integrity corporate culture. During the year, the Group provided integrity ethics and anti-corruption trainings to 2,633 employees of Zhuhai and Penglai sites.

The Group abides by the relevant laws and regulations, including *the Criminal Law of the People's Republic of China*. There were no cases of reports, legal cases or cases of non-compliance with laws and regulations in relation to corruption this year.

Product Responsibility

The Group attaches great importance to quality management and is committed to providing customers with high-quality and safe products. It has established a quality management system in accordance with the ISO 19001 international standard to implement its quality policy, ensuring that the production process of each project meets the quality requirements to provide customers with satisfactory products and services.

Quality Management

The Group established a series of product quality control processes to ensure that its products were up to the quality and safety requirements, including *the Operation Rules for Self-purchasing Materials, Project Material Labeling and Tracking Procedures, Installation Management Procedures, Warehousing Management Procedures and Secondary Warehouse Management Procedures*, controlling the procedures of raw materials management, labeling, processing, storage and inspection. Regarding to the raw material management, the Group established *the Product Process Inspection Control Procedures* to carry out a series of inspections on raw materials, including product dimensions, appearance of product seam welding, product sandblasting, product coating, heat treatment and pressure testing. The quality department of the Group also conducts random checks on a regular basis to ensure that the raw materials used for the project meet the construction requirements. During the year, no products of the Group had to be recalled for safety and health reasons.

Customer Service

In order to ensure that customers continue to be satisfied with the Group's products and services, it provides after-sales services to follow up on customers' use of products. If they have encountered any technical problems, the Group will arrange relevant department to research on the problem and formulate the solutions. Technicians would be arranged for on-site maintenance if needed to the customers to solve the technical problems.

The Group has the customer feedback and complaint collecting mechanism for the customers to file their comments and complaints. All the feedbacks are collected and analyzed by the project department of the group to improve the product quality management. During the year, the Group received one complaint, referring to the product quality problem. As such, the Group had already followed up by calling quality meetings and providing solutions regarding to the content of the customers' complaint to solve the issue.

Customer Privacy

The Group values customer privacy and is committed to protecting the privacy and personal data of customers and related personnel. The Group's Employee Confidentiality Management System requests the employees to observe the system and not to disclose any information of customers to the third parties for any personal benefits.

Contract confidentiality and intellectual property

The Group respects the contract confidentiality and intellectual property rights, and complies with the national and domestic laws and regulations. It had added non-disclosure clauses when formulating the suppliers' contracts, requiring that the confidential information cannot be disclosed with both parties' consents to protect the mutual benefits. Besides, the information provided by suppliers would be kept confidential.

Advertisement

All the advertisements of the Group must be produced in accordance with legal requirements. Relevant contents must be approved and monitored by the management to ensure all the messages delivered are true and accurate to meet the requirements of domestic laws and regulations. Due to the business nature, the label and service description did not have a significant impact on the Group, so this report does not disclose relevant policies and measures.

The Group abides by the relevant laws and regulations, such as *the Product Quality Law of the People's Republic of China*. There were no cases of non-compliance with laws and regulations in relation to product responsibility.

Supply-chain Management

The Group works closely with different suppliers to purchase high-quality and stable raw materials for project construction. *The Supplier Management Procedure* of the Group states the standards of choosing the suitable suppliers. The Group selected suitable suppliers based on the principle of "fairness, justice and openness" and the suppliers' background, and importance of products or services. The Procurement Department of the Group, in conjunction with other departments, is responsible for handling quality management reviews. It would follow up with the suppliers regularly on the quality of supplies and progress by conducting on-site reviews and performance assessments for the suppliers to ensure they can satisfy the needs of various aspects such as materials, equipment, logistics, health and safety and environmental management. If problems are found during the assessment, it would communicate with the suppliers and help them to meet the requirements.

During the year, the Group has identified the environmental and social risks related to the supply chain, and formulated measures to reduce risks based on their importance. During the supplier selection process, the Group will also consider factors such as environmental protection, health and safety and labour. Priority is given to local suppliers and suppliers with environmental certification to reduce carbon emissions during transportation. With *the Procurement Department HSE Management Procedures* established, the performances of the Group's supplier are included in the occupational health and safety management system. At the same time, the Group also requires all suppliers to bare their social responsibilities and implement effective control and continuous improvement based on meeting environment and safety related laws.

During the year, the Group had 746 suppliers providing raw materials and services. The suppliers were mainly from Mainland China, accounting for 97% of the total number of suppliers, and the rest were from different countries, including Singapore, Germany and the United States.

COMMUNITY INVESTMENT

The Group is committed to practicing corporate social responsibility to care about the disadvantaged in the society. The Group established a Caring Committee and formulated the Caring Committee Charter to implement community investment projects. During the year, the Group continued to focus on the aspects of community development. Zhuhai Jutal and Penglai Jutal donated RMB20,000 and RMB1,000,000 respectively to two projects, including donations to the Shange Village, Caojiang Town, Gaozhou City, a poverty area in Guangdong Province, and donations to the Penglai City Government to combat COVID-19.

Looking ahead, the Group will consider expanding the functions of the Care Committee, and plan to implement different types of investment projects to increase the degree of social participation and invest more resources to communities in need, so as to bring a diversified positive impact to the society.

KEY PERFORMANCE INDICATOR SUMMARY

Environmental Performance

Environmental Key Performance Indicator	2020	2019	Unit
Type of emissions and the relevant emission data			
Nitrogen Oxides	58,257	30,147	kg
Sulphur Oxides	20,408	7,904	kg
Respiratory Particulates	32,116	16,199	kg
Volatile organic compounds ¹⁴	3,457	10,872	kg
GHG emissions and intensity			
Scope 1 - Direct emissions	11,842	5,863	tonnes of carbon dioxide equivalent
Scope 2 - Energy indirect emissions	26,031	14,219	tonnes of carbon dioxide equivalent
Scope 3 - Other indirect emissions	251	320	tonnes of carbon dioxide equivalent
Total GHG emissions	38,124	20,402	tonnes of carbon dioxide equivalent
GHG Intensity (by number of employees)	11.13	6.55	tonnes of carbon dioxide equivalent/employee
GHG Intensity (by turnover)	10.45	10.08	tonnes of carbon dioxide equivalent/RMB 1,000,000
Generation of hazardous waste and intensity			
Total generation of hazardous waste	566	245	tonne
Hazardous waste intensity (by number of employees)	0.17	0.09	Tonne/employee
Hazardous waste intensity (by turnover)	0.16	0.16	Tonne/RMB 1,000,000
Generation of non-hazardous waste and intensity			
Total generation of non-hazardous waste	3,816	1,410	tonne
Non-hazardous waste intensity (by number of employees)	1.11	0.45	Tonne/employee
Non-hazardous waste intensity (by turnover)	1.05	0.70	Tonne/RMB 1,000,000
Total energy consumption and intensity			
Direct energy	34,452	11,191	MWh
Indirect energy ¹⁵	42,743	23,306	MWh
Total energy consumption	77,195	34,497	MWh
Energy intensity (by number of employees)	22.53	11.08	MWh/employee
Energy intensity (by turnover)	21.17	17.06	MWh /RMB1,000,000
Total water consumption and intensity			
Total water consumption ¹⁶	261,973	224,272	cubic metre
Water intensity (by number of employees)	76.47	82.21	cubic metre/employee
Water intensity (by turnover)	71.83	115.78	cubic metre/RMB 1,000,000
Packaging material used in finished products and intensity			
Consumption of packaging materials ¹⁷	316	4	tonne
Packaging material intensity (by number of employees)	0.0923	0.0021	tonne/employee
Packaging material intensity (by turnover)	0.0867	0.0026	tonne/RMB 1,000,000

¹⁴ The statistics of VOC only include emissions from the operation of construction sites in Zhuhai and Penglai, while other sites and offices do not involve VOC emissions.

¹⁵ The indirect energy consumption does not include Dalian Jutal's purchased electricity as the electricity consumed there was provided by the property owner and could not be counted separately.

¹⁶ Due to the lack of separate water meter in the area and being unable to collect relevant data, Dalian Jutal and Chengdu Jutal are excluded in the water consumption data.

¹⁷ This year the data of packaging material is newly added in the report with only data of Huizhou and Penglai sites included, while there had no relevant data in 2019.

Social Performance

Number of employees		2020							2019	
Region		Shen zhen	Zhu hai	Peng lai	Tian jin	Hui zhou	Cheng du	Da lian	Total	Total
Gender	Male	26	561	1,662	93	164	8	408	2,922	2,636
	Female	10	109	305	15	5	5	55	504	477
Age	Below 30	7	219	673	12	15	2	96	1,024	920
	31-40	8	258	922	56	37	7	175	1,463	1,356
	41-50	14	154	306	26	90	3	139	732	662
	Above 50	7	39	66	14	27	1	53	207	175
Type of Employment	Senior Management	3	3	6	0	1	0	1	14	14
	Middle Management	5	15	18	37	10	1	8	94	63
	General Staff	28	652	1,943	71	158	12	454	3,318	3,036
	Full-time	36	670	1,967	108	169	13	463	3,426	3,113
	Part-time	0	0	0	0	0	0	0	0	0
Total		36	670	1,967	108	169	13	463	3,426	3,113

Number of workers ¹⁸		2020							2019	
Region		Shenzhen	Zhuhai	Penglai	Tianjin	Huizhou	Chengdu	Dalian	Total	Total
Gender	Male	0	772	4,364	177	73	0	69	5,455	4,823
	Female	1	88	734	0	0	0	17	840	599
Total		1	860	5,098	177	73	0	86	6,295	5,422

Rate of new hires and employee turnover rate		Rate of new hires		Employee turnover rate	
		2020	2019	2020	2019
Region	Shezhen	19%	8%	25%	47%
	Zhuhai	30%	24%	17%	22%
	Penglai	22%	26%	14%	14%
	Tianjin	13%	8%	12%	18%
	Huizhou	2%	26%	11%	19%
	Chengdu	8%	11%	54%	5%
	Dalian	45%	29%	24%	68%
Gender	Male	26%	24%	17%	25%
	Female	18%	30%	12%	12%
Age	Below 30	51%	49%	28%	30%
	31-40	16%	17%	11%	21%
	41-50	12%	11%	10%	19%
	Above 50	10%	9%	11%	17%
Total		25%	25%	16%	23%

¹⁸ Workers include contractors, employees of service outsourcers, site workers, security personnel and cleaners.

Employee occupational safety performance	Employees		Workers	
	2020	2019	2020	2019 ¹⁹
Work-related fatalities	0	0	0	-
Work-related injuries	11	35	0	-
Lost days due to work-related injury	832	1,051	0	-
Incidence of work-related injury per 100 employees	0.32	1.12	0	-
Rate of lost days due to work-related injury	0.0010	0.0015	0	-
Absence days	12,615	6,662	0	-

Rate of trained employees		2020								2019
Region		Shenzhen	Zhuhai	Penglai	Tianjin	Huizhou	Chengdu	Dalian	Total	Total
Gender	Male	15%	100%	100%	59%	94%	100%	57%	91%	94%
	Female	60%	99%	100%	0%	60%	80%	47%	90%	91%
Type of Employment	Senior Management	0%	33%	100%	-	0%	-	100%	57%	100%
	Middle Management	60%	93%	100%	0%	0%	100%	100%	47%	100%
	General Staff	25%	100%	100%	77%	99%	92%	55%	93%	94%
Total		28%	100%	100%	51%	93%	92%	56%	91%	94%

Percentage of employees being reviewed regularly on KPI and career development									
Region		Shenzhen	Zhuhai	Penglai	Tianjin	Huizhou	Chengdu	Dalian	Total
Gender	Male	96%	100%	100%	100%	100%	100%	100%	100%
	Female	100%	100%	100%	100%	100%	100%	100%	100%
Type of Employment	Senior Management	67%	100%	100%	-	100%	-	100%	93%
	Middle Management	100%	93%	100%	100%	100%	100%	100%	99%
	General Staff	100%	100%	100%	100%	100%	100%	100%	100%
Total		97%	100%	100%	100%	100%	100%	100%	100%

Supplier Management	Mainland China	Japan	Korea	Singapore	Germany	United Kingdom	United States	Netherlands	Austria	Total
Number of Suppliers ²⁰	726	1	2	6	6	1	2	1	1	746
number of suppliers where the practices are being implemented ²¹	726 (100%)	1 (100%)	2 (100%)	6 (100%)	6 (100%)	1 (100%)	2 (100%)	1 (100%)	1 (100%)	746 (100%)

Product quality	Regions	Shenzhen	Zhuhai	Penglai	Tianjin	Huizhou	Chengdu	Dalian	Total
Customer complaints	Amount of customer complaints	0	1	0	0	0	0	0	1

¹⁹ There are no statistics on the health and safety of labours in 2019.

²⁰ Excluding suppliers of Dalian Jutal and Chengdu Jutal. The headquarters does not involve specific business practices; therefore, there were no supplier information in the headquarters.

²¹ The Group selects suppliers based on the *Supplier Management Procedures* or the *Sub-Supplier Management Procedures*.

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