
Environmental, Social and Governance Report 2019



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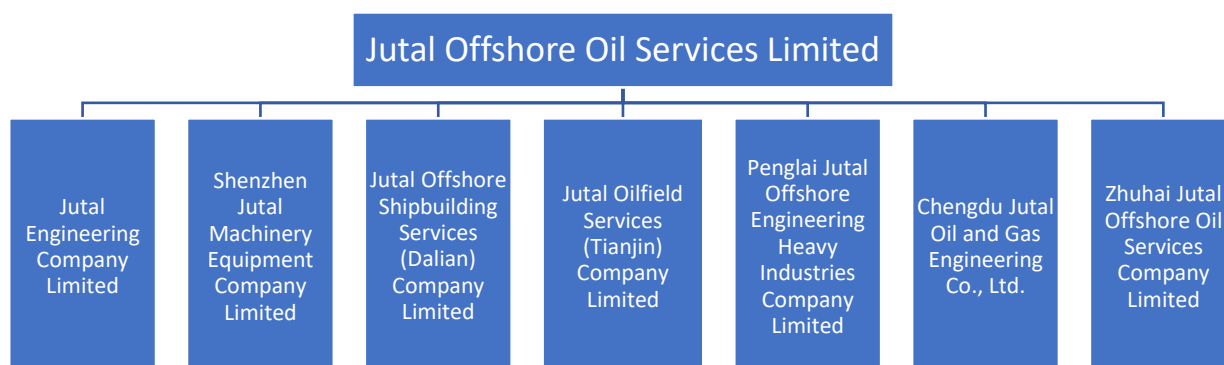
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ABOUT JUTAL

The core businesses of Jutal Offshore Oil Services Limited (the "Company") and its subsidiaries ("Jutal" or the "Group") are large-scale module construction and offshore engineering businesses, facing to the energy and refining and chemical industries in China and worldwide. Its products and services involve the construction and services of energy facilities, LNG facilities, refining and chemical facilities.

The Group has two large-scale equipment construction sites located in Penglai in northern China and Zhuhai in southern China. In order to meet the construction needs of large-scale projects undertaken, in 2019, Penglai Jutal of the Group expanded the construction site areas and rented a new plant nearby with facilities upgraded. During the year, the Group has moved the southern service base of its traditional offshore technical support services operations to Huizhou, and further explored the offshore wind power installation and underwater service market to provide wind power project services.

The Group conducts its business mainly through the subsidiaries in mainland China as well as that in Singapore and Hong Kong. Among all, the major subsidiaries of the fabrication of facilities and provision of integrated services for oil and gas industries or other energy and refining and chemical industries, or the provision of technical support services for shipbuilding industry located in Mainland China and Hong Kong are as shown below:



ABOUT THIS REPORT

As the Company's forth environmental, social and governance ("ESG") report, it describes the policies, measures and performances of Jutal in environmental, social and governance aspects between January and December 2019 ("this year"). The report is prepared in both Chinese and English, and has been uploaded to the website of the Company's website (www.jutal.com) and that of the Stock Exchange of Hong Kong (www.hkexnews.hk).

Report Boundary

This report focuses on the Group's core businesses, the offices located in Shenzhen, Tianjin, Penglai, Dalian¹ and Zhuhai² (the "offices"), and the construction sites in Tianjin³, Penglai⁴, Zhuhai⁵ and Huizhou (the "construction sites"). Apart from the site of Huizhou, a newly added reported entity, the remaining businesses and entities covered in this year's reporting scope are consistent with last year. The report does not cover operations of the Group located outside mainland China (E.g. Jutal Engineering Company Limited located in Hong Kong) and the business operations out of the core business (E.g. the undersea maintenance services provided to industries apart from oil and gas, other energy and refining and chemical industries) due to the smaller proportion of revenue contributed.

Reporting Standards

This report is prepared in accordance with the 'comply or explain' provisions in *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. Meanwhile, this report also reports on all the applicable "recommended disclosure" of the key performance indicators in the social aspects in the Guide. A complete index table is attached to the last chapter of this report so that all readers can understand it by referring to the Guide.

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 Company Limited ("Zhuhai Jutal")

Stipulated Principles	Definition	Application of the Stipulated Principles
Materiality	Focus on the environmental, social and governance issues which have significant impacts to the Group and its stakeholders.	The Group determined the impacts of various environmental, social and governance issues on its operations through the Board's questionnaire. Key disclosures were made based on the result of the questionnaire and the identified key environmental and social issues.
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 not only describes the Group's environmental, social and governance achievements, but also the challenges encountered and the solutions used to ensure an objective and factual disclosure on the Group's environmental and social performances.
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 statistical methods where feasible. It has explained in the report contents for any changes which may affect the comparison with previous reports.

Data Preparation

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 30 June 2020.

Opinion and Feedback

Stakeholders' opinions and suggestions can help the Group to develop a more comprehensive sustainability strategy. 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:

Jutal Offshore Oil Services Limited
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MESSAGE FROM DIRECTOR

The Group is aware of the impacts of traditional energy industry on the environment, and the social risks brought by the manufacturing of heavy industry equipment. As such, Jutal is actively preparing for timely actions encountering various changes in the future. The focuses of the implementation of sustainable development measures are the occupational health and safety of employees, the impacts of operations on the environment and natural resources, and the consumption of resources.

The Group has already established the Production Safety Committee in the main sites to manage its environmental and social performances. The Board of Directors attached great importance to its role in sustainable development issues to monitor the work of the Production Safety Committee and listen to the general managers' presentations on working status.

The communication on sustainable development issues with stakeholders is very important to the Group. During the year, it engaged with an external consultancy to conduct a survey with directors to identify and determine the most critical environmental and social issues to the Group's operation. According to the survey result, the environment and natural resources, employment, health and safety, anti-corruption, resource consumption and development and training are the most important six topics. This report has focused on these topics according to the result.

The trend of sustainable development brings various of risks and opportunities to an enterprise's operation. The Group also considers environmental, social and governance issues and other relevant factors when formulating and implementing policies to bring positive impacts to stakeholders and the surrounding environment. The Group formulates policies and measures related to employee safety and environmental management through *the Occupational Health, Safety and Environmental Protection Policy*, and strives to ensure the safety of the working environment while reducing the impact of operations on the environment. The Group will continue to analyze the risks and opportunities faced by the operation on a regular basis and take countermeasures in a timely manner.

Looking ahead, the Group will further improve its sustainable development strategy and related policies. We will continue to increase the communication channels of different stakeholders to better understand their expectations and opinions of stakeholders on the operation of the Group, and to respond to potential environmental and social risks as early as possible, so as to create long-term value for shareholders and society.

Jutal Offshore Oil Services Limited
Wang Lishan
Chairman

30 June, 2020

Governance Structure

The Group strongly believes that good corporate governance can respond to the sustainable development needs more effectively, which helps to build and realize the long-term strategies and policies to encounter various opportunities and challenges. The Board takes up the leading role among the governance structure to monitor the Group's determination and implementation of strategies and relevant policies, and ensure the operations comply with the national regulations and relevant procedures. The Group has also committed to maintain the accountability and transparency in business operations and strived for the balance between financial returns, social development and environmental protection.

The Group has set up the Production Safety Committee in the key sites 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 departments (including health, safety and environmental protection department, technical department, procurement department, quality inspection department and equipment and facilities department), the chairman of the union and representatives of the occupational health, safety and environmental department. The chairman of the Production Safety Committee reports to the Board of Directors. During the year, Penglai Jutal of the Group also established a care committee to provide a communication platform for management and employees to communicate and give feedback on issues such as environment, occupational health and safety, and thereby improve the Group's health and safety management system.

Looking forward, the Group plans to strengthen the work of sustainable development. It expects to explore the future sustainable development structure of the Group based on the present health, safety and environmental management system for the future formulation of the Group's future sustainable development strategy and relevant policies, measures and targets.

Environmental, Social and Governance Risk Management

Good corporate governance relies on effective risk management. The Board of Directors is responsible for the risk management and internal control system, while the Group has also clarified the departments and management personnel's responsibilities and internal control procedures. Each business department needs to identify the potential risks which may influence the achievement of business objectives, and cooperate with the management to analyze and evaluate the importance of these risks. The management needs to report to the Board of Directors and the Audit Committee annually and evaluate the system's effectiveness and potential monitoring errors with the Board of Directors to make timely corrections.

For environmental, social and governance related issues, the Group established an environmental management risk assessment team in accordance with *the Risk and Opportunity Management Procedures* to identify the risks and opportunities at the construction sites, including environmental management, occupational health and safety and product quality aspects. At the same time, the Group has also established procedures and regulations according to the issue, including *Occupational Health, Safety and Environmental Policy*, *Supplier Management Procedures* and *Personnel Management System* to ensure that the Group's production processes are standardized and related risks are minimized.

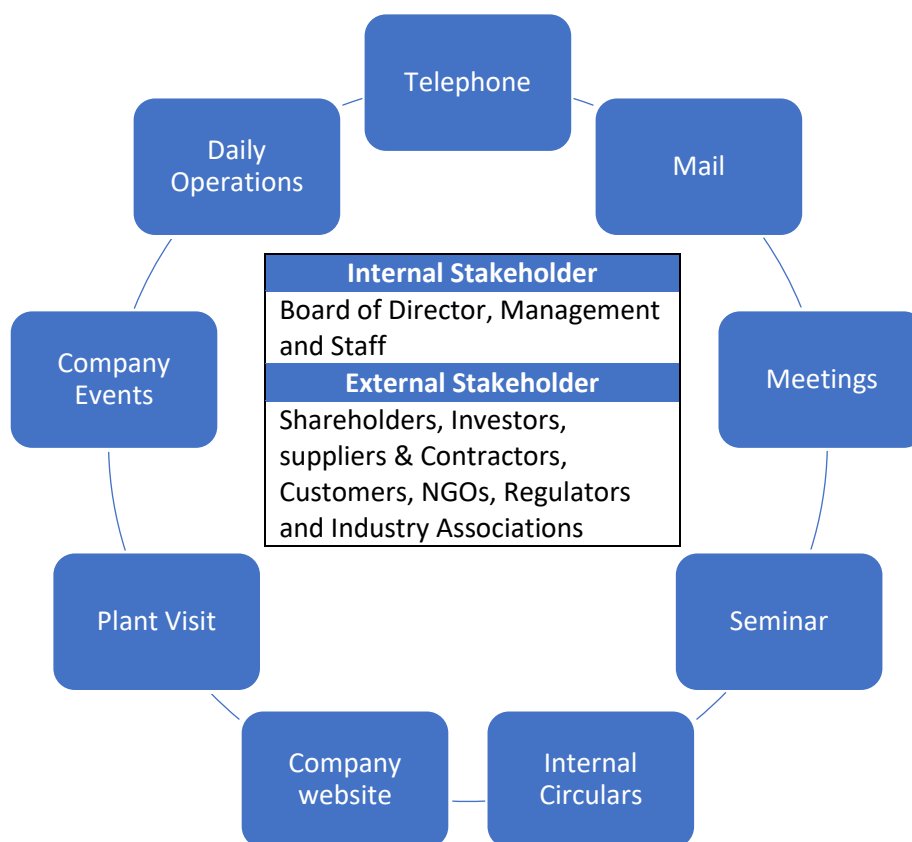
The Group has noticed that the current risk management and internal control system have yet to cover all sustainable development issues. Thus, looking ahead, the Group will continue to modify the relevant mechanisms and risk management systems.

Stakeholder Engagement

It is very important for the Group to maintain good communications with stakeholders for its positioning of sustainable development. The Group communicates with stakeholders through different channels to understand their expectations towards its environmental, social and governance issues and views of its business. The opinions of the stakeholder can help the Group to determine its future sustainable development policies and business policies.

The Group's major stakeholders are the individuals and organizations which have significant impacts to or are affected by the business, including the Board of Directors of the Group, management and staff, shareholders, investors, suppliers and contractors, customers, regulators, NGOs and industry associations.

Main Means of Stakeholder Engagement This Year



Material Sustainability Issues

To identify environmental and social issues that are relevant and important to the operation of the Group, it commissioned an external consultant and the Board of Directors to conduct a questionnaire survey. Based on the results of the survey, the Group identified the six major environmental, social and governance issues shown in the following figure as the focus of this report. This result also forms the basis for the Group's decision on future sustainable development matters.



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 can respond to stakeholders' expectations more precisely.

EMPLOYMENT AND LABOUR PRACTICE

The Group values the efforts and contributions of employees. It is committed to establishing an employment system that protects the employees' rights and interests, and a healthy and safe working environment for them in accordance with *the Employees Handbook*, *the Personnel Management Policy* and *the Occupational Health, Safety and Environmental Management Handbook*.

Employment System

The success of the Group depends on the joint efforts and dedication of employees. It strongly believes that an adequate employment system can attract and retain talents. The Group's regulations and arrangements on recruitment, dismissal, promotion, remuneration, working hours, rest days and welfares through *the Employees Handbook* and *the Personnel Management Policy*.

Employment & Dismissal	Remuneration
<p>The Group upholds the principles of openness, fairness and justice to conduct recruitment for suitable employees. The Group has also provided onboarding instruction for the recruited employees to ensure they are well informed about the company's relevant regulations.</p> <p>The Group and employees can propose termination of labour contracts as needed. Employees who leave voluntarily would be interviewed by the human resources department to understand the reasons for their departure and take relevant measures to retain suitable talents.</p>	<p>The Group is committed to maintaining a competitive remuneration, and pays the remuneration to employees in accordance with <i>the Employees Remuneration Management Policy</i>, which includes regular wages, subsidies and performance and annual bonuses. Among them, performance and annual bonus are linked to the employees' performance.</p>
Working hours& rest times	Welfares
<p>The Group determines the employees' working hours according to <i>the Employees Attendance Management Regulations</i>. As stated in this Regulations, each employee should work for 8 hours a day with a short break provided at noon. Apart from statutory holidays, the employees of the Group can also enjoy paid leaves including annual leave, company leave, marriage and compassionate leave, breastfeeding leave, paternity leave, etc.</p>	<p>According to <i>the Employees Welfare Management Policy</i>, the Group helps the employees to register for the social insurance and housing fund and pays for the responsible part. It also provides employees with annual health checkups. Besides, it provide all the management with subsidies for lunches, accommodations and communications.</p>

The Group upholds the principle of treating all employees and job applicants equally. 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*, and strive to construct a multicultural and inclusive working environment. The Group will continue to review the current employment system and how to improve the Group's requirements for diversity, anti-discrimination and equal opportunities.

The Group sets the up the standards of professional ethics, working discipline and attitude for the employees, and establishes the guidelines in *the Code of Conduct for Employee Discipline*. If the employees are intimidated, insulted or harassed by other employees, employees can file complaints with the department head or the human resources department according to *the Complaints and Reporting Management System*, and refer the complaints to the business department for investigation and handling.

In year 2019, the total workforce of all offices and sites was 3,113, while there were 5,422 workers recruited by the Group's contractors and service outsourcers working at the Group's sites and offices. Due to the characteristics of the engineering industry, the ratio of male-to-female employees and that of male-to-female workers are 5.5:1 and 8.05:1 respectively. This year, the rate of new employees and turnover rate were 25% and 23% respectively, which were both higher than that of last year.

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.

Health and Safety

The Group values the occupational health and safety of its employees by putting safety on the first place in its business operations and strives to build a safe production 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*, as well as relevant safety production regulations and operating procedures based on this management system.

For employees safety, the Group implements specific measures related to occupational safety in accordance with *the Employees Safety Manual* and *Occupational Health and Workplace Health Management Procedures*, providing guidance in various aspects including personal protective equipment, occupational health and hygiene, safe operating procedures, and occupational hazards. The Group has also formulated occupational safety trainings, such as providing new employees, employees of special types of work, and management personnel with various safety training and seminars to ensure that they have sufficient safety awareness and skills.

As the Group attaches great importance to the personal health of employees, it conducts annual checkups for employees to ensure that they are in good health. The Group also set up employee rest rooms, drinking water and ventilation facilities in the workplace.

In order to respond to potential safety accidents and emergency situations, Zhuhai Jutal and Penglai Jutal have representatively formulated *the Integrated Emergency Response Plan* and *Emergency Preparation and Control Response Procedures*, specifying the organization and personnel list for emergency response, emergency equipment, facilities and materials, evacuation route and meeting place, rescue measures, etc. The emergency plan has included an emergency rescue command centre with seven teams to coordinate relevant matters. Zhuhai Jutal and Penglai Jutal also regularly conducted emergency drills and training for employees in accordance with the relevant emergency plan requirements to ensure that they had sufficient awareness and avoided harm to the public

To ensure the effective operation of the occupational health and safety management system, the Group ensured the working environment and employee safety complied with the system's requirement through tasks such as internal controls and compliance. The Group also regularly conducted safety inspections and safety risk assessments, and communicated with employees on occupational safety issues to evaluate the safety measures' effectiveness and formulate the corrective measures to reduce industrial accident casualties and safety accidents.

During the year, there were neither safety incidents nor work-related fatalities within the Group. Nevertheless, the Group recorded 35 cases of work-related injuries, which were mainly happened in sites of Zhuhai, Penglai and Huizhou. The main reason for the injuries were due to employees' improper operation of machines and lack of safety awareness. All injured employees had received timely and proper treatment. Work injury compensation were paid according to laws and regulations such as *the Regulation on Work-Related Injury Insurance* and the Group's regulations. The Group also arranged incident investigators to conduct investigations of the work injury incidents and produce detailed investigation reports. To strengthen the employees' safety awareness and ability to identify hazards, the Group formulated corresponding improvement measures, including improvement of the of production safety management, conducting regular safety training and regulatory knowledge training for employees. The Group also required the supervisors to conduct safety inspections in accordance with the requirements of management standards to look for deficiencies and correct them as soon as possible to ensure the safety of production procedures.

The Group abides by the relevant laws and regulations, such as *the Production Safety Law of the People's Republic of China*, *the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases* and *the Fire Control 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 health and safety.

Development and Training

The Group supports employees' long-term development. Thus, it organized different training plans according to the needs of different sites and departments and provided various trainings and development opportunities for employees. Zhuhai Jutal formulated *the Internal Training Management Measures* and *the Lecturer Management Method* according to *the Employees Handbook*, which regulated the issues including training contents, training subsidiaries, application procedures and curriculum supervisions; the Group's Penglai Jutal also formulated *the Employees Education Training Control Procedures* and *the Human Resources Education Training Implementation Procedures*, which specified the training requirements for employees of various departments on the awareness of quality, safety and environment.

The Group also provided induction training for new employees through project knowledge training and on-the-job learning to deepen their understanding of the company's business scope and job responsibilities, so as to integrate into the working environment as soon as possible. The Group encouraged employees to develop their career and provided guidance for their career development paths and directions in accordance with *the Employees Handbook* and *the Employees Career Management System*. The Group has management stream, technical stream and skill stream for employees to enhance the professional skills according to their ability and choices to become professional management talents by providing key training opportunities.

During the year, there were 2,921 employees of the Group being trained, accounting for 94% of the total number of employees. Among the trained employees, male and female employees accounted for 85% and 15% respectively, while senior management staff, middle management staff and general employees account for 1%, 2%, and 97% respectively. During the year, employees received 41,065.5 hours of training, with an average of 13.2 hours of training per employee.

Labour Standards

The Group strictly prohibits the employment of child labour and forced labour in operations. The Group established *the Child Labour Rescue and Minor Labour Management Control System* based on *the Employees Handbook*, which aims to take any necessary supports and actions to rescue child labour hired by mistake. The company's Human Resources department would verify and record the employee's identity documents before being onboard to prevent child labour from entering the workplace. If the child labour is found to be wrongly hired afterwards, 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 has also formulated *the Plan for Promoting Children's Education* to raise the awareness among employees.

The Group prohibits forced labor. It specifies the overtime management system in accordance with *the Employees Handbook* and *the Personnel Management Working Procedures*. All employees must be voluntary to work overtime and obtain the approval from their superiors. The Group would pay overtime according to the actual hours. Employees can also take the initiative to terminate labor contracts at any time 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

The Group totally understands that the emissions from business operation and the potential risks of environmental incidents have significant impacts on itself. It established an environmental management system applicable to Jutal's business operations and formulated the relevant handbooks based on international environmental management system standard ISO14001. Relevant policies of emissions management, resources utilization and environmental impact reduction were set, regarding to the procedures of management, operation and construction site operations.

The Environment and Natural Resources

The Group values the impacts of the operation process on the surrounding environment and natural resources. It formulated *the Environmental Operation Control Procedure* in accordance with the ISO 14001 management system, which aims to effectively control the environmental factors generated during the daily work and construction activities of the Group, reduce or even eliminate environmental risks, prevent environmental pollution, and improve the environmental performance to ensure the normal operation and continuous improvement of the environmental management system to achieve environmental policies, goals and targets.

In order to reduce the impacts of production on the surrounding environment, the Group ensures that environmental assessments are conducted before developing large-scale construction projects and formulates various environmental protection measures, together with the approval of the domestic authority for the environmental assessment being obtained. In addition, the Group has established *the Emergency Plan for Environmental Pollution Accidents*, which specifies the emergency principles, responsibilities of various departments, warning and emergency procedures when environmental accidents occur, to prevent and reduce environmental pollution accidents.

Penglai Jutal has formulated *the Serious Pollution Weather Emergency Plan* to plan for the plant's response mechanism and preventive measures under extreme weather conditions or severe air pollution to reduce the impacts brought by air pollution to employee and surrounding environment of the construction sites. Looking forward, the Group will conduct a more comprehensive study on the impact of the environment and natural resources and climate change on the Group, and formulate relevant preventive measures and emergency plans.

Use of Resources

The Group attaches importance to the effective consumption of resources in the operation process. To ensure the effective use of resources and avoid waste, the Group has established resource management measures according to the occupational health, safety, and environmental policies to make management regulations for the use of energy, water, and raw materials.

Energy Consumption

The Group's energy consumption was equivalent to 34,497 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. The main energy of the Group was mainly the consumption of purchased electricity and diesel, of which electricity consumption accounts for 67.6% of the total energy consumption, and followed by diesel, which accounts for 22.4% of the total energy consumption. The energy intensity in terms of number of employees this year decreased by 13.9% compared with last year, while that in terms of turnover of RMB million decreased by 28.3% compared with last year.

Energy	2019	2018	Unit
Direct Energy			
Gasoline	1,480	1,362	MWh equivalent
Petrol	7,731	2,511	MWh equivalent
Liquefied natural gas	186	11,690	MWh equivalent
Natural gas	1,794	2,120	MWh equivalent
Indirect energy			
Purchased Energy ⁶	23,306	17,679	MWh
Total energy consumption	34,497	35,362	MWh equivalent
Energy intensity (by number of employees)	11.1	13.0	MWh equivalent /employee
Energy intensity (by turnover)	17.1	32.7	MWh equivalent /RMB 1,000,000

Consumption of Water

The Group strived to effectively manage the use of water resources in its operations. The Group adopted a number of water-saving measures in accordance with *the Environmental Operation Control Procedures*, such as the use of water-saving products, regular inspections of water supply facilities, and maintenance of leaking pipes to reduce the waste of precious resources.

The Group's water consumption was 224,272 cubic meters⁷, which was mainly in staff dorms, office buildings and factory areas; water consumed during production accounts for 69.0% of the total water consumption. All sites and offices sourced water from municipal networks to fulfil production and domestic needs. There were no issues in sourcing water fit for purpose.

Use of Materials

To use the resources effectively, the Group strived to promote green procurement, reduce the environmental impacts from production process and implement recycling measure. As the Group's day-to-day operation of offices involved considerable use of paper, it advocates double-sided printing, paper recycling and encouraging employees to reduce paper use through electronic office. During the year, the Group's sites in Huizhou and Penglai consumed a total of 4.11 metric tons of packaging materials, including the main packaging materials are stretch film, plastic paper, carton, bubble film, tape, etc.

⁶ 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.

⁷ The water consumption of the Group does not include Chengdu and Dalian offices. As these offices do not have water meters, they cannot provide data on water consumption.

Energy Saving and Carbon Reduction

The Group paid attention to emissions from business operations and strived to reduce the impact of emissions on the surrounding environment. The Group implemented various measures to reduce emissions in accordance with the environmental management system.

Greenhouse Gas Emission

Greenhouse gas (“GHG”) emissions are closely related to climate change. To quantify the GHG emissions of the operation, the Group continues to commission a professional 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 20,402 metric tons of carbon dioxide equivalent, mainly from the purchased electricity of the scope II of GHG emission, accounting for 70% of the total carbon emissions. It was used for office equipment, site machinery and equipment operations and canteens; the Group’s second largest carbon emissions came from the burning of fossil fuels from the scope I of GHG emission, accounting for about 10% of the total carbon emissions.

As the Huizhou sites were newly included in the report’s scope, the Group’s total GHG emissions were 13.9% higher than the previous year. The GHG emission intensity by the number of employees was the same as that of the previous year, while the intensity by RMB 1,000,000 is 10.1 metric tons of carbon dioxide equivalent, a decrease of 16.3% compared with last year.

GHG Emissions	2019	2018	Unit
Scope I - Direct emissions ⁸	5,863	4,052	tonnes of carbon dioxide equivalent
Scope II - Energy indirect emissions ⁹	14,219	13,547	tonnes of carbon dioxide equivalent
Scope III - Other indirect emissions ¹⁰	320	305	tonnes of carbon dioxide equivalent
Total GHG Emissions	20,402	17,904	tonnes of carbon dioxide equivalent
GHG Intensity (by number of employees)	6.6	6.6	tonnes of carbon dioxide equivalent/employee
GHG Intensity (by turnover)	10.1	16.6	tonnes of carbon dioxide equivalent /RMB 1,000,000

To reduce the GHG emissions, the Group formulated energy saving measures according to *the Energy Conservation and Consumption Reduction Management System*. Power consumption rules for office operations were established and regularly power saving inspections were carried out. The Group has also set up rules for saving electricity at the sites. Among them, Penglai Jutal set energy-saving targets and prepared *the HSE Target Indicator Management Plan*, which electricity saving measures were formulated based on the analysis of electricity consumption, such as adding power-saving devices on equipment and improving the production techniques. The Group was also committed to raising employees' awareness of energy conservation through regular environmental protection related trainings for employees and posting promotional slogans to remind them to save energy.

⁸ Scope I includes emissions of stationary and mobile sources of fossil fuel combustion, fuel combustion of industrial production process, and equipment and system operations.

⁹ Scope II includes emissions of purchased electricity (excluding Dalian Jutal).

¹⁰ Scope III includes emissions due to employees’ air business travel.

Air Pollutants

The Group produced air pollutants during its operation, which 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. The air pollutants produced in this year had increased significantly compared with the previous year due to the significantly increased workload of the sites, resulting in a corresponding increase in the discharge of various pollutants.

	2019	2018	Unit
Nitrogen Oxides	30,147	7,490	kg
Sulphur Oxides	7,904	161	kg
Particulates	16,199	6,405	kg
Volatile organic compounds ¹¹	10,872	1,269	kg

To handle the emissions properly, the Group had established environmentally friendly treatment systems at various sites to treat air pollutants generated by industrial processes such as spraying, welding, sanding, etc., thereby reducing volatile organic compounds. The measures implemented by the Group included the installation of painting mist filters, anti-explosion centrifugal fans, organic solvent adsorption devices and activated carbon devices. The Group also regularly commissioned testing companies to conduct regular emission testing to ensure that the emissions complied with the Group's standards.

Waste Management

To ensure that the garbage and waste generated during the operation were handled properly, the Group formulated *the Waste Safety Management Regulations*, which stated that the wastes were recycled, sorted, stored or handled by certified contractors according to the wastes’ categories. The main waste of the Group was non-hazardous waste, which 1,410 tonnes of non-hazardous wastes were generated, including waste metal and steel, domestic waste, waste cardboard boxes, waste timber and office paper. All non-hazardous wastes of the Group were collected and transported by recyclers. During the year, the Group generated approximately 245 metric tons of hazardous waste¹², including organic solvents, 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, which totally discharged 188,023 cubic meters. 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.

This year, Jutal abided by laws and regulations such as *the Environmental Protection Law of the People's Republic of China*, *the Law of the People's Republic of China on the Prevention and Control of Water Pollution*, *the Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and *the Guangdong Province Energy Conservation Regulations*. There were no cases of non-compliance with laws and regulations in relation to emissions and other environmental issues.

¹¹ The amount if VOCs only included data from Zhuhai and Penglai sites, while other sites and offices basically do not involve relevant emissions.

¹² 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.

OPERATIONS MANAGEMENT

The Group is committed to maintaining high-quality products and services, and maintaining high transparency, integrity and reliability with its customers. It has formulated a series of supply chain, quality management and anti-corruption policies and operational measures to ensure that its operations meet industry and international standards.

Anti-corruption

The Group has always upheld the highest standards of corporate integrity and business ethics. Thus, *the Code of Conduct for Trade* was formulated to prohibit employees from corruption, bribery or unethical behaviors, and any acts intended to damage the company's interests or integrity. If any employee accepts or provides any gifts that make the recipient feel obligated, they can be regarded as an improper transaction or bribe. Zhuhai Jutao had also formulated *the Code of Conduct for Employees*, requiring employees to maintain professional ethics of honesty and integrity, and not to accept bribes. The Group had also provided *the Gift Registration Form* to employees to register and notify the company in time when they cannot reject the gifts.

The Group has set up relevant positions to deal with anti-corruption matters with 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. In order to strengthen the employees' awareness of anti-corruption, the Group will continue to train them against corruption in the future.

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 totally understand the importance of product and service quality. Thus, it had been certified with the ISO9001 quality management system and had incorporated various businesses into the scope of this system. The Group formulated and executed various operating procedures through the quality and safety department to ensure that each project and process met the quality requirements to fulfill customers' expectations for quality services and products.

The Group's Quality Policy: Continuously enhance quality awareness among employees, strictly implement comprehensive quality management, strive to provide satisfactory products and sound services for customers, endeavor to build a first-class, international reputation.

Quality Inspection Processes

The Group ensured the health and safety of customers when using the Group's products and services by implementing a series of product quality control processes. It had various management procedures and operating procedures to monitor the production process and inspection procedures to ensure that the products met the quality and safety requirements, such as *the Operation Rules for Self-purchasing Materials, Project Material Labeling and Tracking Procedures, Installation Management Procedures, Warehousing Management Procedures and Secondary Warehouse Management Procedures*. The Group had also formulated the Product Process Inspection Control Procedures and various inspection management regulations to regulate the production process, which included project material, product dimensions, appearance of product seam welding, product sandblasting, product coating, heat treatment, pressure testing, product release and process inspection.

In order to avoid the delivery of unqualified products to customers, the Group set up *the Unqualified Product Control Procedures (Product)*, which stipulates how to deal with non-conforming products, including product verification, analysis of root causes, formulating corrective and preventive measures, and following up on the products. During the year, no products of the Group had to be recalled for safety and health reasons.

Customer Service

To maintain customers satisfactory towards the Group's products and services, the Group had formulated *the After-sales Service Management Procedures and After-sales Service Management Procedures Flowcharts*. If the customers 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. If the customers have any opinions, suggestions and complaints, the Group's Project Department will analyze and improve the situation and modify the product quality management system.

Zhuhai Jutal received one complaint during the year, which referred to the improper manufacturing of products without following the relevant process specifications, resulting in quality problems and failure of meeting the required standard stated in the sales contract. The Group had already followed up on this complaint and resolved the incident.

Customer Privacy

The Group paid attentions to customer privacy and stipulates in *the Code of Conduct for Trade* that it is forbidden for employees to use their authority or the relationship with the company to obtain or disclose any confidential or customer information to obtain any individual benefits.

Contract confidentiality and intellectual property

The Group strictly abides by contract confidentiality and intellectual property rights. According to *the Employees Handbook* and *Project Document Management Procedures*, the Group had formulated non-disclosure agreements with its suppliers. It was strictly forbidden to use any confidential information in the contract without consent to protect the interests of both parties. The Group also respected the suppliers' intellectual property rights and kept confidential information provided by suppliers confidential.

Advertisement

All sales promotion of the Group shall be in accordance with legal requirements, and approved and monitored by the management to ensure the accuracy of the information delivered to customers and avoid false information.

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

To ensure that suppliers provide high-quality and stable raw materials, the Group selected suitable suppliers according to *the Supplier Management Procedure*. The Group's Procurement Department seeks, evaluates and supervises suppliers based on the business needs. The Procurement Department would also follow up the quality and progress of supply, and assist suppliers to make improvements when problems are found. The Group handles quality management reviews with the help of other relevant departments, such as the Quality Inspection Department, Design Center, Equipment and Facilities Department, Project Department and Security Department. The Group selected suitable suppliers based on the principle of "fairness, justice and openness" and the suppliers' background, history, and importance of products or services.

The Group also pays attention to health, safety and environment related factors when selecting suppliers. With *the Procurement Department HSE Management Procedures*, the Group requires suppliers to include the Group's occupational health and safety management system. Besides, the Group also supports the local economy and green procurement. Thus, it uses local suppliers as much as possible to reduce carbon emissions during transportation.

The Group's inspection team would conduct on-site supplier assessment according to purchasing needs according to *the Supplier On-Site Assessment Form* and *Supplier Questionnaire* to confirm if the suppliers' products fulfil the requirement of materials, equipment, logistics, health and safety and environmental management. If problems are found during the assessment, it would communicate with the suppliers and formulate the quality management upgrading measures. *the Supplier On-Site Assessment Form* would also serve as the basis for future cooperation.

Suppliers met the requirements of the Group would be added to *the Qualified Supplier Directory* and received *the Notes to Qualified Suppliers* to further explain the requirements and expectations of the Group. Besides, *the General Terms and Conditions Agreement for Purchase and Sale Contracts* is included in the procurement contracts to explain the procurement details such as general terms, prices, delivery dates and locations, and payment methods. The Group also conducted performance evaluations to suppliers on a monthly and annual basis. If deficiencies are found, the Group would require suppliers to formulate measures to improve within a time limit, or they would be disqualified and removed from *the Qualified Supplier Directory*.

During the year, the Group had 647 suppliers providing product raw materials and services, an increase of 17% compared with that in the previous year. 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 convinced that business operations and community development are indispensable. The Group is committed to practicing corporate social responsibility and encourages employees to contribute to the society. The Group established a Caring Committee and formulated *the Caring Committee Charter* to implement community investment projects. During the year, the Group focused on the aspects of environmental protection and community development, which included: the Environment Day, Family Day activities, Safe Community activities and World Safety and Health Day activities. The Group invested RMB\$100,000 in community investment projects and supported employees to participate in volunteer activities for a total of 50 hours. Although the Group has not yet formulated a specific community investment plan, it will consider identifying the designated beneficiary organizations and projects. The plan will further increase social participation and invest in more social welfare resources to the community in need, which is committed to understanding the expectations of stakeholders on Jutal's community investment, and formulating relevant policies and measures to bring more positive impacts on society.

KEY PERFORMANCE INDICATOR SUMMARY

Environmental Performance

Environmental Key Performance Indicator	2019	2018	單位
Type of emissions and the relevant emission data			
Nitrogen Oxides	30,147	7,490	kg
Sulphur Oxides	7,904	161	kg
Particulates	16,199	6,405	kg
Volatile organic compounds ¹³	10,872	1,269	kg
GHG emissions			
Scope 1 - Direct emissions	5,863	4,052	tonnes of carbon dioxide equivalent
Scope 2 - Energy indirect emissions	14,219	13,547	tonnes of carbon dioxide equivalent
Scope 3 - Other indirect emissions	320	305	tonnes of carbon dioxide equivalent
Total GHG emissions	20,402	17,904	tonnes of carbon dioxide equivalent
GHG Intensity (by number of employees)	6.55	6.52	tonnes of carbon dioxide equivalent/employee
GHG Intensity (by turnover)	10.08	12.05	tonnes of carbon dioxide equivalent/RMB 1,000,000
Generation of hazardous waste			
Total generation of hazardous waste	245.1	108.8 ¹⁴	tonne
Hazardous waste intensity (by number of employees)	0.09	0.04	tonne/employee
Hazardous waste intensity (by turnover)	0.16	0.07	tonne/RMB 1,000,000
Generation of non-hazardous waste			
Total generation of non-hazardous waste	1,410.1	2,530.2	tonne
Non-hazardous waste intensity (by number of employees)	0.45	0.92	tonne/employee
Non-hazardous waste intensity (by turnover)	0.70	1.70	tonne/RMB 1,000,000
Total energy consumption			
Direct energy	11,191	17,683	MWh equivalent
Indirect energy ¹⁵	23,306	17,679	MWh
Total energy consumption	34,497	35,361	MWh equivalent
Energy intensity (by number of employees)	11.08	12.87	MWh equivalent/employee
Energy intensity (by turnover)	17.06	23.8	MWh equivalent/RMB 1,000,000
Total water consumption			
Total water consumption ¹⁶	224,272	560,079	cubic metre
Water intensity (by number of employees)	82.21	203.89	cubic metre/employee
Water intensity (by turnover)	115.78	376.91	cubic metre/RMB 1,000,000
Packaging material used in finished products			
Consumption of packaging materials ¹⁷	4	-	tonne
Packaging material intensity (by number of employees)	0.0021	-	tonne/employee
Packaging material intensity (by turnover)	0.0026	-	tonne/RMB 1,000,000

¹³ 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.

¹⁴ The statistics of hazardous waste only includes emissions from construction sites located in Zhuhai Jutal, Penglai Jutal and Dalian Jutal. Other offices and fabrication sites within the scope of the report basically do not produce hazardous waste.

¹⁵ This year's 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 2018.

Social Performance

Number of employees	Region	Gender	Age				Distribution by region
			Below 30	31-40	41-50	Above 50	
Shenzhen		Male	2	13	8	4	38
		Female	3	3	5	0	
Zhuhai		Male	135	198	121	32	587
		Female	44	37	19	1	
Penglai		Male	511	705	248	57	1,813
		Female	81	174	34	3	
Tianjin		Male	28	30	30	5	107
		Female	0	14	0	0	
Huizhou		Male	46	60	57	14	183
		Female	2	3	1	0	
Chengdu		Male	0	5	6	3	19
		Female	1	2	1	1	
Dalian		Male	64	100	103	51	366
		Female	3	12	29	4	
Distribution by age			920	1,356	662	175	3,113
Total male workforce			2,636				
Total female workforce			477				
Total workforce			3,113				
Total male-to-female ratio			5.53:1				

Number of employees	Region	Age	Gender				
			Senior management	Middle management	General staff	Full-time	Part-time
Shenzhen		Male	3	6	18	27	0
		Female	0	1	10	11	0
Zhuhai		Male	3	13	470	486	0
		Female	1	0	100	101	0
Penglai		Male	5	15	1,501	1,521	0
		Female	0	3	289	292	0
Tianjin		Male	0	7	86	93	0
		Female	0	0	14	14	0
Huizhou		Male	1	7	169	177	0
		Female	0	0	6	6	0
Chengdu		Male	0	2	12	14	0
		Female	0	0	5	5	0
Dalian		Male	1	8	309	318	0
		Female	0	1	47	48	0
總計			14	63	3,036	3,113	0

	Region	Gender	Age				Distribution by age	Distribution by region
			Below 30	31-40	41-50	Above 50		
Number of contractors/service subcontractor workers	Shenzhen	Male	0	0	0	0	0	1
		Female	0	0	1	0	1	
	Zhuhai	Male	35	97	25	5	162	203
		Female	10	24	5	2	41	
	Penglai	Male	904	1,548	1,274	687	4,413	4,963
		Female	122	151	210	67	550	
	Tianjin	Male	15	63	7	0	85	85
		Female	0	0	0	0	0	
	Huizhou	Male	3	30	43	4	80	80
		Female	0	0	0	0	0	
	Chengdu	Male	0	0	0	0	0	0
		Female	0	0	0	0	0	
	Dalian	Male	7	20	38	18	83	90
		Female	2	4	1	0	7	
	Distribution by age			1,098	1,937	1,604	783	5,422
	Total male workforce			4,823				
	Total female workforce			599				
	Total workforce			5,422				
	Total male-to-female ratio			8.05:1				

	Rate of new hires and employee turnover rate	Rate of new hires	Employee turnover rate
Region	Shenzhen	8%	47%
	Zhuhai	24%	22%
	Penglai	26%	14%
	Tianjin	8%	18%
	Huizhou	26%	19%
	Chengdu	11%	5%
	Dalian	29%	68%
Age	Below 30	49%	30%
	31-40	17%	21%
	41-50	11%	19%
	Above 50	9%	17%
Gender	Male	24%	25%
	Female	30%	12%
Rate of new hires and employee turnover rate		25%	23%

Employee occupational safety performance	
Work-related fatalities	Work-related injuries
0	35
Lost days due to work-related injury	Incidence of work-related injury per 100 employees
1,051	1.12
Rate of lost days due to work-related injury	Absence days ¹⁸
0.0015	6,662

	Region	Gender	Type of employment			Rate of trained employees (by gender)	Rate of trained employees (by region)	
			Senior management	Middle management	General staff			
Rate of trained employees ¹⁹	Shenzhen	Male	100%	100%	56%	70%	66%	
		Female	-	100%	50%	55%		
	Zhuhai	Male	100%	100%	100%	100%	100%	
		Female	100%	-	100%	100%		
	Penglai	Male	100%	100%	100%	100%	100%	
		Female	-	100%	100%	100%		
	Tianjin	Male	-	100%	65%	68%	59%	
		Female	-	-	0%	0%		
	Huizhou	Male	100%	100%	83%	84%	81%	
		Female	-	-	0%	0%		
	Chengdu	Male	-	100%	67%	71%	74%	
		Female	-	-	80%	80%		
	Dalian	Male	100%	100%	74%	75%	74%	
		Female	-	100%	64%	65%		
		Rate of trained employees (By type of employment)		100%	100%	94%		
		Rate of trained employees		94%				

¹⁸ Tianjin Jutal has no data of absence days.

¹⁹ Trained employees by gender in 2019: male (85%) and female (15%); trained employees by type of employment: senior management (1%), middle management (2%) and General staff (97%).

	Region	Gender	Type of employment			Average training hours of employee (By gender)	Average training hours of employee (By region)
			Senior management	Middle management	General staff		
Average training hours of employees	Shenzhen	Male	10.0	10.0	5.6	7.0	6.4
		Female	-	2.0	5.0	4.7	
	Zhuhai	Male	10.0	4.6	2.4	2.5	2.5
		Female	20.0	-	2.4	2.5	
	Penglai	Male	48.0	65.7	16.8	17.4	16.2
		Female	-	64.0	9.3	9.9	
	Tianjin	Male	-	10.0	16.0	15.5	13.5
		Female	-	-	0.0	0.0	
	Huizhou	Male	0.0	48.0	33.9	34.2	34.4
		Female	-	-	38.3	38.3	
	Chengdu	Male	-	5.0	6.7	6.4	6.8
		Female	-	-	8.0	8.0	
	Dalian	Male	8.0	8.0	6.0	6.0	5.9
		Female	-	8.0	5.1	5.2	
Average training hours of employees (according to type of employment)			23.4	28.4	12.8		
Average training hours of employees			13.2				

Supplier origin	Number of suppliers ²⁰	Number of suppliers where the practices are being implemented ²¹
Mainland China	630	630
Japan	1	1
Korea	1	1
Singapore	8	8
Germany	4	4
United Kingdom	1	1
United States	2	2
Total number of suppliers	647	647 (100%)

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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