



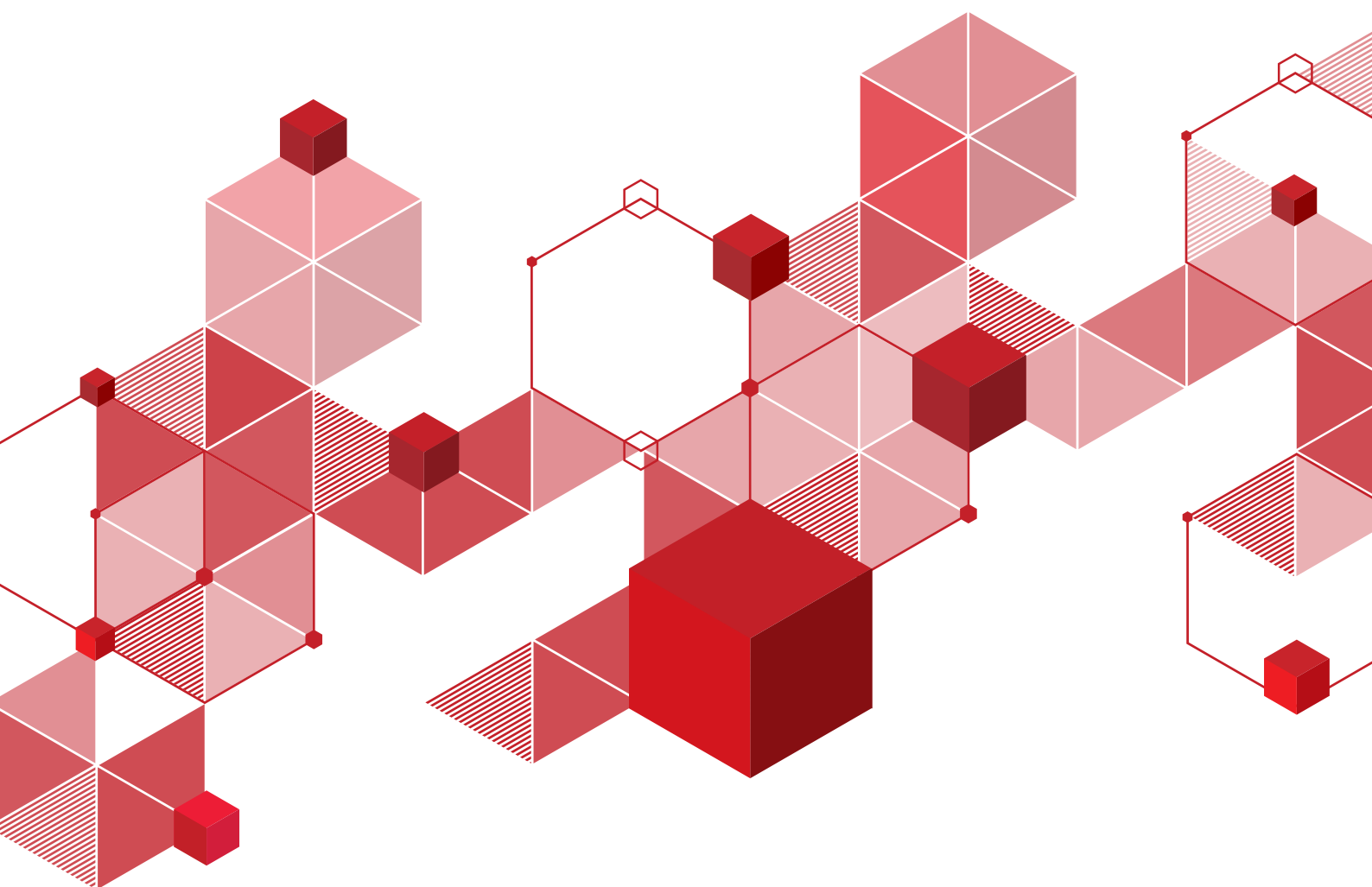
百仕達控股有限公司\*

SINOLINK WORLDWIDE HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

Stock Code : 1168

# Environmental, Social & Governance Report 2016



\* For identification purpose only

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# ABOUT THE REPORT

This is the first annual Environmental, Social and Governance (“ESG”) report issued by Sinolink Worldwide Holdings Limited (“Sinolink” or the “Company”). It is prepared in compliance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

This report is prepared not only to enhance the stakeholder’s understanding regarding the Group’s sustainability management approach, but also to highlight the ongoing environmental and social initiatives carried out by the Group.

## REPORTING PERIOD AND SCOPE

The scope of this report includes Sinolink and its subsidiaries (“the Group”) established in Hong Kong and PRC, spanning across the Group’s core property development, property investment, property management and financial investment business. The information published in this Report covers the Company’s fiscal year period from January 1, 2016 to December 31, 2016.

## FEEDBACK

The Group welcomes any feedback and suggestions from its stakeholders. You may contact us by sending emails to [group@sinolinkhk.com](mailto:group@sinolinkhk.com).

## ESG MANAGEMENT APPROACH

The Group is principally engaged in premier property development and property investment in first tier cities in China.

Since the Group's establishment, environmental and social consideration have been gradually embedded at the core of its business development. The Group views being sustainable as the key in achieving its mission to improve the environment and quality of life for urban metropolitans. This can be seen from the Group's past record of incorporating sustainable elements in its property designs and the recognition received for adopting the best practices regarding environmental management. By introducing more resource-efficient designs and green spaces, the Group firmly believes that not only can harmful emissions be drastically reduced, but also individuals can benefit from a better quality of life with cleaner air and a greener environment.

Instead of treating environmental and social initiatives as a one-off event, we adopt a long-term approach based on the belief that companies can only be sustainable when they take on a more institutional perspective and start making organizational reforms. As a property developer, we acknowledge the impacts property development business might potentially bring to the environment as buildings are constructed, maintained and occupied. We have also diversified into other types of businesses such as commercial property investment, financial investment, and securities trading. In the past year, the Group has also been actively exploring new expansion opportunities such as the financial technology and other new economic sectors.

After carefully considering its business nature and society's expectations, the Group has been focusing its efforts on aspects such as the environment, employee's occupational health and safety, supplier management, product responsibility, etc. Green office measures have been incorporated into the Group's daily business operation whilst assessments have been regularly conducted to evaluate and minimize the level of risks prevalent in working environments. To ensure premium products are provided to the customers, strict supplier selection procedures have also been implemented and systematic policies and education programs have been conducted to prevent any misconduct from occurring within the Group.

# LETTER TO STAKEHOLDERS

I am pleased to present to you Sinolink's 2016 Environmental, Social and Governance report.

With the increasing severity of climate change and concerns relating to social wellbeing, it has become more important for companies to better manage their environmental, social, governance risks and communicate their performance in a transparent and accountable manner. We believe it is important for the Group to meet the changing expectations of both internal and external stakeholders and kick start its sustainability reporting journey.

As the Group is committed to building and developing world-class property projects for its customers, we acknowledge the consequent effects the construction processes might potentially have on the environment for our principal property development business. The Group has been managing the pollutants emitted during the construction process, adopting a wide range of environmental measures to mitigate the impacts at each construction stage. Such examples include regularly watering loose and dry soil on construction sites to reduce the spread of dust and using mechanical equipment with lower noise level, etc.

Work safety is one of our top priorities. For the construction business, assessments are carried out to identify and mitigate occupational risks in the working environment whilst personal safety equipment and training are provided to employees. With regards to product quality and supplier management, in addition to implementing stringent supplier selection procedure, we have a quality assurance unit to conduct rigorous inspections and examinations throughout the property development life cycle. Over the years, the Group has been living up to its reputation of building premium, sustainable housing properties. Last but not least, various internal controls have also been established to protect and enhance the integrity of the employees.

Albeit the upcoming market uncertainties, the Group will remain resolute in its commitment to integrate sustainability principles throughout its business operations. As we present to you our first ever ESG report, we look forward to receiving your invaluable feedback and continuous support.

By Order of the Board  
**Sinolink Worldwide Holdings Limited**  
**Xiang Ya Bo**  
*Chairman*

Hong Kong, 11 July 2017

We aim to minimize our environmental impacts as far as possible. At the early design stages of its property development life-cycle, the Group adopts eco-friendly and energy efficient designs. Examples of such practices include resource-saving measures such as installing LED and energy saving lighting, operating lifts and escalators with variable voltage variable frequency and providing balconies in residential units to save energy and improve air ventilation. The Group is also actively considering the installation of electric vehicle chargers at carparks and solar panels in some of its properties to alleviate its environmental impact.

In 2016, the Group is not aware of any non-compliance of applicable laws and regulations that have a significant impact on the Group relating to emissions, wastewater discharge or generation of waste.

## MANAGEMENT APPROACH ON RESOURCES CONSUMPTION

The Group has introduced various green office measures in its daily business operations. Regarding water, electricity, and office consumables use, a wide range of measures have been implemented to make sure resources are utilized in an efficient manner as shown in the following table.

### Water

- Educate and encourage employees to save and reuse water
- Repair leakage as soon as possible when discovered

### Electricity

- Maintain room temperature at 25 degrees
- Turn off light and electrical appliances when not in use

### Office Consumables

- Encourage duplex printing and reusing the blank side of single-side printed paper, where appropriate
- Prohibit printing and photocopying of materials unrelated to work

# ENVIRONMENTAL

## MANAGEMENT APPROACH ON EMISSIONS

As the Group develops premium housing for its customers, it is aware of the potential impact of the construction processes that might cause to the environment. Pollutants such as dust, exhaust, wastewater, domestic sewage, waste and noise are emitted into the environment during the construction process. The Group ensures that its contractors have complied with the laws and contractual requirements in respect to environmental protection and construction safety standards. Below table summarizes the source of emissions and the corresponding environmental measures we have taken to alleviate such impacts.

	Source of Emissions	Measures taken
<b>Waste gas</b>	<ul style="list-style-type: none"> <li>Dust resulting from construction activities</li> <li>Exhaust gas emitted from construction machinery and transportation vehicles</li> </ul>	<ul style="list-style-type: none"> <li>Watering loose and dry soil on construction sites regularly</li> <li>Covering construction waste that may cause airborne dust with an enclosure</li> <li>When not in use, machinery should be turned off to reduce the generation of exhaust gas from combustion</li> </ul>
<b>Wastewater</b>	<ul style="list-style-type: none"> <li>Surface runoff of heavy rain</li> <li>Wastewater from rinsing ground surface</li> <li>Domestic sewage</li> </ul>	<ul style="list-style-type: none"> <li>Directing ground surface water ditches to temporary sedimentation tanks</li> <li>Setting up rinsing, washing facilities and temporary settling basins</li> </ul>
<b>Solid Waste</b>	<ul style="list-style-type: none"> <li>Silt, muck, and sludge resulting from surface excavation</li> <li>Resided waste such as mortar surface cement, plastic, scrap metal wire generated from renovation</li> <li>Residual waste construction materials and domestic garbage</li> </ul>	<ul style="list-style-type: none"> <li>Categorizing and sorting different types of solid waste generated from construction</li> <li>Transporting unwanted and spoiled material as soon as possible</li> <li>Waste should be only dumped in landfill sites designated by the relevant authorities</li> </ul>
<b>Noise</b>	<ul style="list-style-type: none"> <li>Foundation piling machines, excavators and bulldozers</li> </ul>	<ul style="list-style-type: none"> <li>Using mechanical equipment with low noise levels</li> <li>Prohibiting the operation of machinery with high noise levels during breaks, noon time and night time</li> </ul>

The Group views employees as its most important asset and has been offering a comprehensive and competitive remuneration package to attract and retain talent. As an equal opportunity employer, the Group believes firmly in meritocracy and values the input and contributions by employees from all backgrounds regardless of their race, gender, age and nationality.

To prevent from any potential irregularities, all job applicants are required to complete a job application form and declare that all personal data provided, including age and personal particulars, are true and accurate during recruitment. If needed, the Group also undertakes a detailed job reference check to verify information provided. In case of the provision of any inaccurate information which causes damage to the Group's business, the Group reserves the right to hold the respective employee accountable. During the year, the Group is not aware of any non-compliance with laws and regulations having a significant impact on the Group relating to employment including hiring of child or forced labour, occupational health and safety.

The Group highly values principles such as integrity and honesty in its daily business operations. To ensure the employees are well aware of their ethical requirements and conduct, the Group has established an "Employee Handbook" which is in compliance with the relevant labour laws in both Hong Kong and the PRC. The handbook is communicated to all employees who are then held responsible for understanding and complying to the Group's Code of Conduct and disciplinary actions are taken in case of any violations committed.

### EMPLOYEES BENEFIT AND WELFARE

In addition to providing basic employee welfare such as statutory holidays, mandatory provident schemes and retirement benefit scheme in both Hong Kong and the PRC, the Group offers welfare benefits such as medical insurance which includes both hospital and clinical benefits to employees who have passed their probation period. Furthermore, share options may also be granted to eligible employees of the Group according to the terms of the approved share option scheme to recognize the hard work of the employees.

### HEALTH AND SAFETY

The Group is committed to offering a safe and congenial work environment, providing Employee Compensation Insurance as stipulated by the Employee's Compensation Ordinance (Cap. 282) and Personal Accident Insurance.

Risks assessments are conducted to identify potential health hazards in special working environments, while detailed safety instructions are formulated and communicated to workers as part of their safety training sessions. Along with the provision of adequate training and guidelines, personal safety equipment such as safety helmets, safety shoes, ear plugs and dusk masks are also provided to the construction workers. To prevent the occurrence of accidents, employees are also encouraged to report any unsafe measures to their department head or Administration Manager.

Although there are relatively fewer hazardous risks present in the office environment, to ensure the wellbeing of the employees, posters which detail health guides when working with computers and other ideal occupational health and safety practices are posted on the staff bulletin board to educate the employees. Furthermore, employees are also encouraged to participate in the regular fire drills organized by the property management office to ensure they are well aware of safe and quick escape methods in case a fire emergency were to occur.



# OUR PEOPLE

## DEVELOPMENT AND TRAINING

One of the key drivers for the Group's success is having a talented and competent team. The Group encourages all its employees to attend training and development programs so that their job skills and professionalism could be further enhanced and developed. The Group adopts a systematic training approach and organizes appropriate training for each respective employee based on the nature of their job position.

To motivate its employees to participate in the external forms of training, different support policies have been implemented within the Group. Examples include providing financial sponsorships to assist employees in attaining professional memberships and granting professional leaves for them to participate in external training courses or job-related seminars.

## COMMUNITY INVESTMENT

The Group cares for the development of the society at large and aims to promote a harmonious relationship between the Group and the community. All employees are encouraged to participate in charitable events and to make contributions by both financial and non-financial means such as volunteering and making donations of money and used items. The Group encourages and supports employee's participation in charitable initiatives as long as these events are aligned with the Group's core values.

# OPERATING PRACTICES

## PRODUCT RESPONSIBILITY

Since its establishment, the Group has not only been committed to providing safe and premium quality property projects to its tenants but also to improving the urban living environment and quality of life overall. Throughout the life-cycle of the property development projects, the Group persistently places its customers at the center of its products and services. During the year, we were not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group concerning health and safety, advertising, labelling and privacy matters relating to products and services provided.

Maintaining quality and precision for its products is one of the Group's major priorities. Adopting a systematic quality assurance approach, a team comprising of both internal and external professionals is set up to supervise the Group's construction of office and residential properties whilst regular examinations and inspections are carried out thoroughly at each construction stage. During the handover of properties to purchasers, strict examinations and rectifications are conducted alongside with the establishment of a customer service team to ensure that high quality goods and services are provided to the customers.

## SUPPLY CHAIN MANAGEMENT

The Group deals with its business partners with the utmost integrity and sincerity, aiming to build and maintain a solid and positive relationship with its suppliers. The Group pays great attention and care during its procurement activities, Factors including statutory qualifications, reputation, previous track record and satisfaction of past cooperation are considered during the supplier selection process. The suppliers are ultimately selected based on their continuous ability to guarantee satisfactory product quantity, quality and price on time.

## ANTI-CORRUPTION

The Group has designed and implemented various internal controls to minimize the occurrence of bribery, extortion, fraud and money-laundering. Strict policies regarding the acceptance of gifts and entertainment have been established and communicated to the employees. During the year, there were no confirmed cases of corruption.

Other preventive measures also include the establishment of a whistleblowing mechanism and provision of training sessions on bribery. The Group's whistleblowing mechanism enables employees to report any suspected cases of bribery, extortion, fraudulent and money-laundering to either their department head, CEO, Chairman of the Board or the Chairman of the Audit Committee. After carrying out thorough investigation, in case of any solid evidences found, reports would be made to the police or other regulatory bodies for prosecution. In addition, trainings are also regularly provided to the management level and employees in hope to educate them with the latest regulations and best prevention practices relating to anti-bribery, extortion, fraud, and money-laundering.

# HKEX ESG CONTENT INDEX

KPIs	ESG Reporting Guide Requirements	Section/Remarks
<b>A. Environmental</b>		
<b>Aspect A1</b>	<b>Emissions</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental – Management approach on emissions
<b>Aspect A2</b>	<b>Use of Resources</b>	
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials.	Environmental – Management approach on resources consumption
<b>Aspect A3</b>	<b>The Environment and Natural Resources</b>	
General Disclosure	Policies on minimizing the issuers' significant impact on the environment and natural resources.	Environmental
<b>B. Social</b>		
<b>Aspect B1</b>	<b>Employment</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our People – Employees Benefit and Welfare
<b>Aspect B2</b>	<b>Health and Safety</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  Relating to providing a safe working environment and protecting employees from occupational hazards.	Our People – Health and Safety
<b>Aspect B3</b>	<b>Development and Training</b>	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our People – Development and Training
<b>Aspect B4</b>	<b>Labour Standards</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  Relating to preventing child or forced labour.	Our People
<b>Aspect B5</b>	<b>Supply Chain Management</b>	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Operating Practices – Supply Chain Management
<b>Aspect B6</b>	<b>Product Responsibility</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  Relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Operating Practices – Product Responsibility
<b>Aspect B7</b>	<b>Anti-Corruption</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  Relating to bribery, extortion, fraud and money laundering.	Operating Practices – Anti-corruption
<b>Aspect B8</b>	<b>Community Investment</b>	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Our People – Community Investment