

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group embraces a simple but powerful corporate philosophy of “creating excellence for customers”, which extends beyond our core industry role of delivering high quality dwellings. The Group believes that being excellent implies fully meeting environmental and social needs, as well as maintaining an internal corporate culture which emphasises on loyalty, commitment and full opportunities for personal development. Since its inception, the Group has engaged in its business initiatives in areas such as providing green living services, and promoted and supported a wellness lifestyle through development, advocating green and healthy living society.

This Environmental, Social and Governance (“ESG”) report elaborates various aspects of the Group’s philosophy and corporate behaviour focusing on ESG development and achievements over the past fiscal year. The first part lays out the initiatives of the Group adopted to maintain a happy, healthy and motivated workforce which is our underpinning to excel. The second part focuses on our environmental contribution in terms of green philosophy and green implementations taken in our property development projects. The final section addresses other community contributions, including measures of fostering harmonious communities in our development projects and promoting society improvement.

Building a positive and fulfilling workplace environment

In 2014, the Group was in full compliance with all relevant national and local regulations governing employment practices and responsibilities. We ensure compliance with a series of internal policies and systems that it has developed, including a “Daily Employee Management System” (員工日常管理制度) which maintains full and detailed records of all employees and work performed, and a comprehensive “Employee Annual Leave Management System” (員工年假管理制度).

As at 31 March 2017, the Group employed a total of 210 staff whom were stationed in various locations in which the Group operates, namely Beijing, Shenyang, Dalian, Anshan, Wuhan, Chongqing, Shanghai, Tianjin, Dongguan, Foshan, Shenzhen, Zhuhai and Hong Kong. Staff ages ranged from 18 to 60, with 128 males and 82 females. Staff turnover rate was about 49%, which was higher than the industry average level. The reason for such a high turnover rate is owing to the termination of employment of staff mainly in the property management segment (safeguards, cleaners and etc.) upon the disposal of a property management company in the Group.

Based on the figures stated above, the male to female ratio within the Group is around 61:39. A higher proportion of male employees, which is mainly due to more male staff are engaged in providing on-site project management services of the Group, and is in line with the market practice. The Group is continuously working on improving to a more balanced gender ratio representation for those subsidiaries that have a heavier weighting of male employees, such as using new technology to reduce physical labour demand of certain jobs duties so as to allow a wider range of suitable candidates.