

民生教育集团有限公司

Minsheng Education Group Company Limited

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1569

Environmental, Social and Governance Report

2019

環境、社會及管治報告

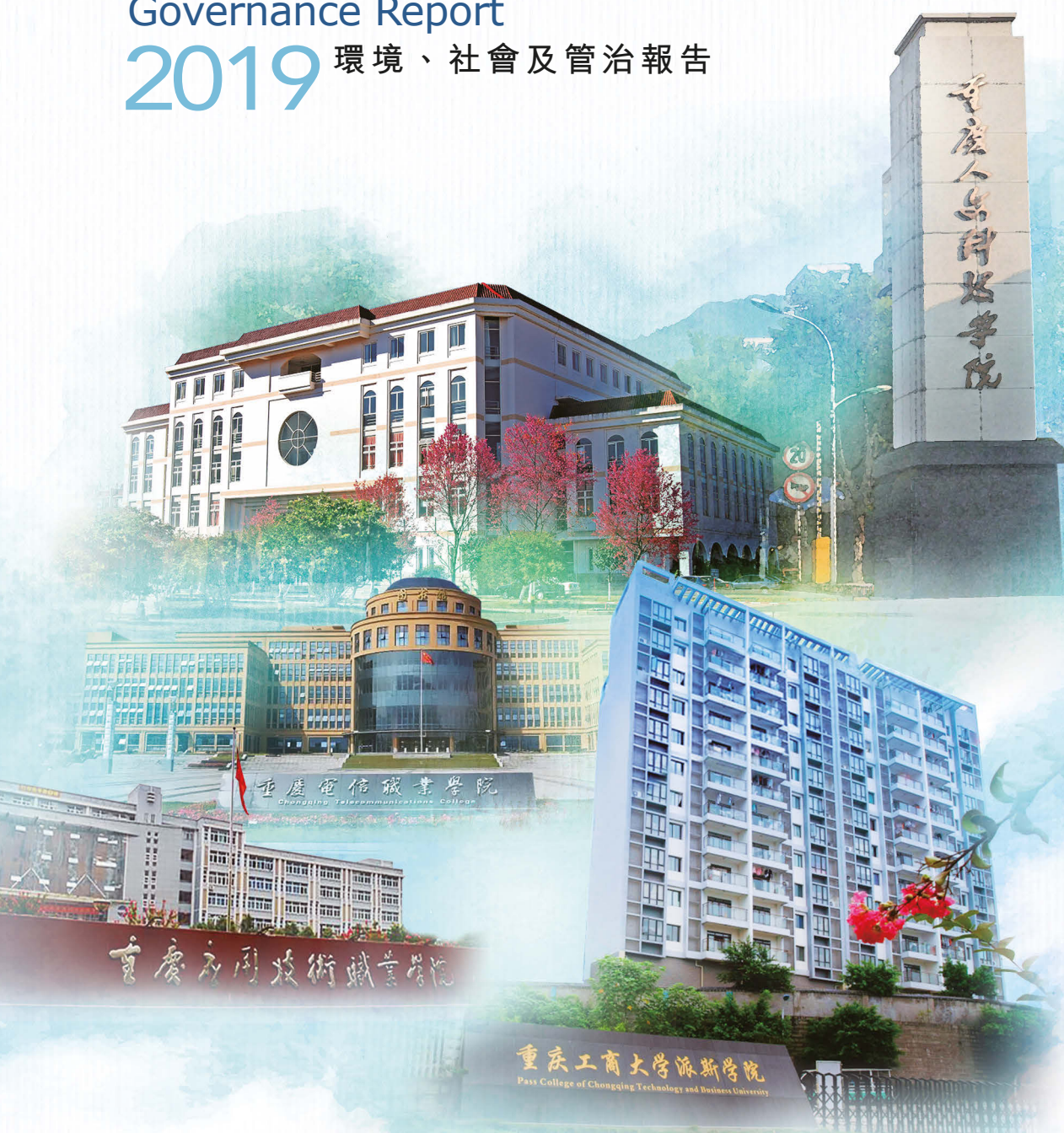


Table of Contents 目錄

Scope and Reporting Period	3
範圍及報告期間	
The Group's Commitment on ESG	4
本集團就環境、社會及管治作出的承諾	
Stakeholder Engagement and Materiality	5
權益人參與及重要性	
Stakeholders' Feedback	7
權益人的反饋	
A. Environmental	8
環境	
A1. Emissions	8
排放物	
A1.1 Air Emissions	9
廢氣排放	
A1.2 Greenhouse Gas ("GHG") Emissions	10
溫室氣體排放	
A1.3 Hazardous Waste	12
有害廢棄物	
A1.4 Non-hazardous Waste	12
無害廢棄物	
A1.5 Measures to Mitigate Emissions	12
減排措施	
A1.6 Wastes Handling and Reduction Initiatives	13
廢物處理及減量措施	
A2. Use of Resources	14
資源使用	
A2.1 Energy Consumption	15
能源消耗	
A2.2 Water Consumption	16
水資源消耗	

TABLE OF CONTENTS (Continued)

目錄(續)

A2.3 Energy Use Efficiency Initiatives 能源使用效益措施	16
A2.4 Water Use Efficiency Initiatives 用水效益措施	18
A2.5 Packaging Materials 包裝材料	18
A3. The Environment and Natural Resources 環境及天然資源	19
A3.1 Significant Impacts of Activities on the Environment and Natural Resources 業務活動對環境及天然資源的重大影響	19
B. Social 社會	20
I. Employment and Labour Practices 僱傭和勞工常規	20
B1. Employment 僱傭	20
B2. Employee Health and Safety 僱員健康與安全	25
B3. Development and Training 發展與培訓	29
B4. Labour Standards 勞工準則	30
II. Operating Practices 營運常規	31
B5. Supply Chain Management 供應鏈管理	31
B6. Product Responsibility 產品責任	33
B7. Anti-corruption 反貪污	37
B8. Community Investment 社區投資	38

2019 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2019 環境、社會及管治報告

SCOPE AND REPORTING PERIOD

This is the fourth Environmental, Social and Governance (the “**ESG**”) Report issued by Minsheng Education Group Company Limited (the “**Company**”, together with its subsidiaries, the “**Group**”), highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide (the “**ESG Reporting Guide**”) as described in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

The Group principally engages in providing private higher education in the People's Republic of China (the “**PRC**”). This ESG report covers the Group's overall performance in two subject areas, namely, Environmental and Social of the key business operations of six campuses in the PRC, of which were in full operations from 1 January 2019 to 31 December 2019 (the “**Reporting Period**”), unless otherwise stated. The business operations to be reported include:

- Chongqing College of Humanities, Science and Technology (“**CQ-CHST**”);
- Pass College of Chongqing Technology and Business University (“**CQ-PASS**”);
- Chongqing Vocational College of Applied Technology (“**CQ-VCAT**”);
- Inner Mongolia Fengzhou Vocational College, Qingcheng Branch (hereafter “**IM-FZVC**”);
- Chongqing Electronic Information College (“**CQ-EIC**”); and
- Dianchi College of Yunnan University (“**YN-DCYU**”).

範圍及報告期間

這是民生教育集團有限公司(「**本公司**」，連同其附屬公司統稱「**本集團**」)發出的第四份環境、社會及管治(「**環境、社會及管治**»)報告，著重匯報其於環境、社會及管治方面之表現，而當中之披露事項乃經參考香港聯合交易所有限公司證券上市規則(「**上市規則**»)附錄二十七所規定環境、社會及管治報告指引(「**《環境、社會及管治報告指引》**»)後作出。

本集團主要於中華人民共和國(「**中國**»)提供民辦高等教育。本環境、社會及管治報告涵蓋本集團在2019年1月1日至2019年12月31日期間(「**報告期間**»)於中國全面營運的六所學校的主要業務營運在環境及社會兩個方面的整體表現，另有說明除外。報告將予呈報的業務營運包括：

- 重慶人文科技學院(「**重慶人文科技學院**」);
- 重慶工商大學派斯學院(「**重慶派斯學院**」);
- 重慶應用技術職業學院(「**重慶應用技術職業學院**」);
- 內蒙古豐州職業學院(青城分院)(「**內蒙古豐州職業學院**」);
- 重慶電信職業學院(「**重慶電信職業學院**」); 及
- 雲南大學滇池學院(「**雲南大學滇池學院**」)。

One major operational change in the scope compared with the period from 1 January 2018 to 31 December 2018 (the “**Last Reporting Period**”) was the full operation of the YN-DCYU after acquisition. No other major changes in the business model and operational location have been made. Due to the enlarged scope as well as the updated emission factors used for calculation of emission data, the comparison of environmental results was not presented in this report, as it may not yield a consistent and meaningful benchmark.

The board of directors of the Company (the “**Board**”) acknowledges that it has overall responsibility for the Group’s ESG strategy and reporting and for evaluating and determining the Group’s ESG-related risks. The Group has complied with all the “comply or explain” provisions set out in the ESG Reporting Guide during the Reporting Period.

THE GROUP’S COMMITMENT ON ESG

The Group is committed to achieving the best academic outcomes for students and endeavouring to improve the quality of education at all schools it operates. The Group continuously invests in upgrading facilities and allocating new resources to accommodate the needs of all employees and students, and to provide them with the best study, work, and living environment. The Group actively seeks opportunities to maximize the benefits of investors and strike a balance between the economic, social and environmental performances for the goal of sustainable development.

The Group understands that it is responsible for the environmental impacts arising from its business operations. The Group’s business model belongs to service industry, and thus no significant pollutants were generated. Adverse impact on the surrounding environment is also minimal. Meanwhile, the Group is deeply aware of the importance to promote environmental protection, energy conservation, and green campus construction to its stakeholders. The Group continues to take measures to save energy, reduce direct and indirect emissions, as well as to reduce/reuse/recycle waste. The Group encourages students and staff to adopt energy saving behaviours, to achieve low-carbon lifestyle and to take initiatives in environmental protection.

與2018年1月1日至2018年12月31日期間(「**上一報告期間**」)相比，報告範圍的主要營運變動在於雲南大學滇池學院於收購後投入全面營運。業務模式及經營地點並無其他重大變動。由於報告範圍擴大及計算排放數據所用的排放系數更新，本報告並無呈列環保表現的比較，蓋因未必能夠提供一致性及有意義的基準。

本公司董事會(「**董事會**」)確認其就本集團的環境、社會及管治策略及呈報以及評估及釐定本集團的環境、社會及管治相關風險負有整體責任。於報告期間，本集團已遵守《環境、社會及管治報告指引》載列的所有「不遵守就解釋」條文。

本集團就環境、社會及管治作出的承諾

本集團致力為學生提供最佳教學服務，並努力提升旗下所有學校的教育質量。本集團不斷斥資升級學校設施，並投入新資源滿足全體僱員及學生的需求，及為他們提供最佳的學習、工作及生活環境。本集團積極尋求機會最大化投資者利益，竭力平衡經濟、社會及環境表現，以實現可持續發展。

本集團了解，應對其業務營運造成的環境影響負責。本集團的業務模式屬於服務行業，因此並無產生重大污染物，對周邊環境的不利影響亦甚微。此外，本集團深知促進環保、節能及綠色校園建設對其權益人的重要性，並繼續採取措施實現節能、減少直接和間接排放及減少／再用／循環利用廢棄物。本集團鼓勵學生及員工注重節能、踐行低碳生活方式以及採取措施保護環境。

The Group is aware of the business risks associated with the ESG-related factors. It also recognizes its responsibility to ensure that appropriate internal control systems are taken place.

本集團了解環境、社會及管治相關因素的有關業務風險，亦認識到其有責任確保設立適當的內部監控系統。

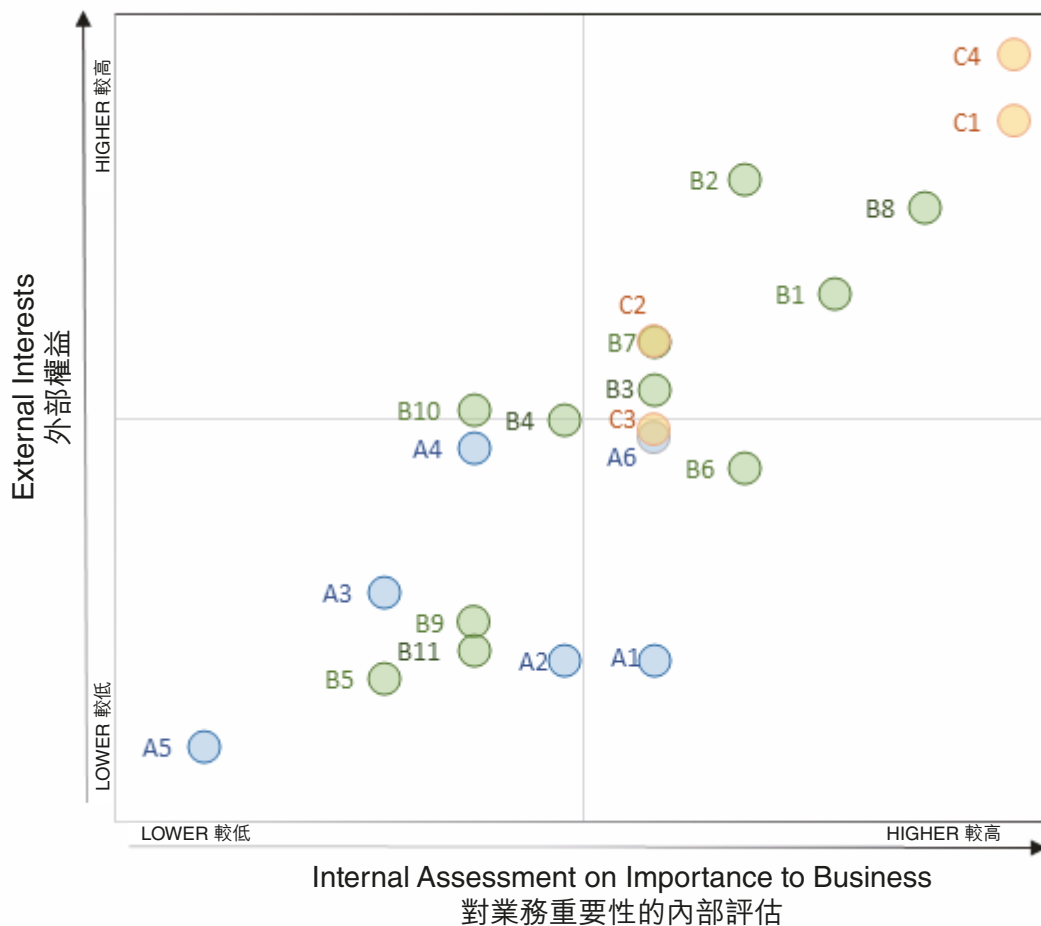
STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group values input and feedback of its stakeholders as they bring potential impacts to the Group's business. To identify the most significant ESG aspects, the Group distributed quantitative surveys to stakeholders such as management, teachers and staff, and students to gain further insights on ESG material aspects and challenges in the Reporting Period. The Materiality Matrix below shows the result of the materiality assessment process:

權益人參與及重要性

本集團十分重視權益人的意見及反饋，因其會對本集團業務帶來潛在影響。為識別最為重要的環境、社會及管治範疇，本集團對管理層、教職員工及學生等權益人進行定量調查，以期獲得對報告期間環境、社會及管治的重大範疇及挑戰的深入洞見。以下重要性矩陣展示重要性評估流程的結果：

Materiality of Different Topics from Stakeholder Engagement
從權益人參與角度分析不同議題的重要性



Environmental 環境	Social 社會	Others 其他
A1 Energy 能源	B1 Employment 僱傭	C1 Staff and Student Safety 員工及學生安全
A2 Water 水	B2 Occupational Health and Safety 職業健康及安全	C2 Campus Facilities 校園設施
A3 Air Emission 廢氣排放	B3 Development and Training 發展與培訓	C3 Smart Campus 智能校園
A4 Waste and Effluent 廢物及廢水	B4 Labour Standards 勞工準則	C4 Food Safety 食品安全
A5 Other Raw Materials Consumption 其他原材料耗用	B5 Supply Chain Management 供應鏈管理	
A6 Environmental Protection Measures 環保措施	B6 Intellectual Property 知識產權	
	B7 Data Protection 數據保護	
	B8 Customer Service 客戶服務	
	B9 Product/Service Quality 產品／服務質量	
	B10 Anti-corruption 反貪污	
	B11 Community Investment 社區投資	

Among the environmental and social aspects, the following were identified as the top material issues:

- Staff and Student safety
- Food Safety
- Occupational Health and Safety
- Customer Service
- Employment

The Group complies with relevant laws and regulations, such as Regulations on the Management of Food Safety and Labour Law of the PRC, and has established policies and initiatives to manage the concerned aspects, which can be found in the corresponding parts of this report.

The Group will continue to identify areas of improvement for the concerned aspects and keep close communication with its stakeholders to share and exchange ideas for advancing the Group's ESG management.

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its environmental, social and governance approach and performance. Please give your suggestions or share your views with the Group via email at msedu@minshengedu.com.

在眾多環境及社會範疇中，以下議題被視為至關重要：

- 員工及學生安全
- 食品安全
- 職業健康及安全
- 客戶服務
- 僱傭

本集團遵守食品安全管理制度及中國《勞動法》等相關法律法規，並已制定政策及舉措以管理關注範疇，詳情載於本報告內相關部分。

本集團將繼續識別關注範疇有待改善之處，並與權益人維持密切溝通，交流分享各種建議意見，提升本集團在環境、社會及管治方面的管理。

權益人的反饋

本集團歡迎權益人就我們在環境、社會及管治的方針及表現提供反饋。請發送電郵到 msedu@minshengedu.com 提供建議或分享閣下的意見。

A. ENVIRONMENTAL

A1. Emissions

The Group strictly complies with national and local laws and regulations concerning environmental protection and pollution control, including but not limited to the followings:

- Environmental Protection Law of the PRC;
- Law of the PRC on the Prevention and Control of Environment Pollution Caused by Solid Wastes;
- Law of the PRC on the Prevention and Control of Atmospheric Pollution;
- Water Pollution Prevention and Control Law of the PRC; and
- Energy Conservation Law of the PRC.

No non-compliance with relevant laws and regulations that have a significant impact to the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste had been identified during the Reporting Period. Please refer to Sections A1.5 and A1.6 of this report for detailed information on policies implemented and actions taken in relation to the mitigation of air and greenhouse gas emissions and waste reduction.

All emission data presented in this report was calculated with up-to-date emission factors available at the time of report preparation.

A. 環境

A1. 排放物

本集團嚴格遵守有關環保及污染防治的國家及地方法律法規，包括但不限於以下各項：

- 中國環境保護法；
- 中國固體廢物污染環境防治法；
- 中國大氣污染防治法；
- 中國水污染防治法；及
- 中國節約能源法。

於報告期間，並無發現違反有關廢氣及溫室氣體排放、向水及土地排污以及有害及無害廢棄物產生方面且對本集團影響重大的相關法律法規的情況。有關就減少廢氣及溫室氣體排放以及廢棄物減量所實施政策及所採取行動的詳細資料，請參閱本報告A1.5及A1.6節。

本報告呈列的所有排放數據乃根據編製報告時可取得的最新排放系數計算。

A1.1 Air Emissions

During the Reporting Period, passenger cars and other mobile machinery operated on gasoline and diesel had been used for daily operations. Their combustion generated several air emissions including nitrogen oxides (“NO_x”), sulphur oxides (“SO_x”) and respiratory suspended particles (“PM”).

A1.1 廢氣排放

於報告期間，汽油及柴油類汽車及其他移動機械用於日常運營。汽油及柴油燃燒產生若干廢氣排放，包括氮氧化物、硫氧化物及可吸入懸浮顆粒。

Mobile fuel source	汽車燃料來源	Air emissions (non-GHG) from the vehicle operations 車輛運作產生的廢氣排放 (非溫室氣體)		
		NO _x (kg) 氮氧化物 (千克)	PM (kg) 懸浮顆粒 (千克)	SO _x (kg) 硫氧化物 (千克)
Gasoline and diesel	汽油及柴油	964.28	25.35	4.89

Note: Emission factors for calculations on environmental parameters throughout this report were referred to Appendix 27 to the Listing Rules and their referred documentation as set out by the Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註：除另有說明外，本報告中環境參數計算的排放系數乃參照上市規則附錄二十七及香港交易及結算所有限公司所提述參考文件而作出。

Natural gas was used in canteens and dormitories for staff and students.

天然氣用於員工及學生食堂及宿舍。

Stationary fuel source	固定燃料來源	Air emissions (non-GHG) from natural gas consumption in canteens and dormitories 食堂及宿舍天然氣耗用產生的廢氣排放 (非溫室氣體)	
		NO _x (kg) 氮氧化物(千克)	SO _x (kg) 硫氧化物(千克)
Natural gas	天然氣	280.83	0.70

A1.2 Greenhouse Gas (“GHG”) Emissions

During the Reporting Period, there were 21,555.22 tonnes of carbon dioxide equivalent (CO_{2eq.}) GHG (mainly carbon dioxide, methane and nitrous oxide) emitted from the Group's operation, resulting in an overall intensity of 0.29 tCO_{2eq.} per person (i.e. including all teachers, staff and students).

The GHG emissions reported included the following activities and scopes:

- Direct (scope 1) GHG emissions: stationary combustion of natural gas, and mobile combustion associated with road transportation;
- Energy Indirect (scope 2) GHG emissions: purchased electricity; and
- Other Indirect (scope 3) GHG emissions: municipal freshwater and sewage processing, and business air travel.

A1.2 溫室氣體排放

於報告期間，本集團業務營運排放21,555.22噸二氧化碳當量溫室氣體(主要為二氧化碳、甲烷及氧化亞氮)，導致整體密度為每人0.29噸二氧化碳當量(即包括全體教職工及學生)。

呈報的溫室氣體排放包括以下活動及範圍：

- 直接(範圍一)溫室氣體排放：天然氣固定燃燒及道路交通工具相關移動燃燒；
- 能源間接(範圍二)溫室氣體排放：外購電力；及
- 其他間接(範圍三)溫室氣體排放：市政淡水及污水處理以及商務航空差旅。

Scope of GHG emissions	Emission sources		GHG Emission 溫室氣體 排放 (in tCO ₂ eq.) (噸二氧化碳 當量)	Sub-total 小計 (in tCO ₂ eq.) (噸二氧化碳 當量)	Total GHG emission 溫室氣體 排放總量 (in percentage) (百分比)
溫室氣體排放範圍	排放來源				
Scope 1 Direct emission ¹ 範圍一直接排放 ¹	Combustion of fuels in stationary sources 固定來源燃料燃燒	Natural gas 天然氣	3,734.27	4,602.79	21.4%
	Combustion of fuels in mobile sources 移動來源燃料燃燒	Diesel 柴油	394.06		
		Gasoline 汽油	474.46		
Scope 2 Energy indirect emission 範圍二能源間接排放	Purchased electricity ² 外購電力 ²		15,609.82	15,609.82	72.4%
Scope 3 Other indirect emission 範圍三其他間接排放	Business air travel by employees ³ 僱員商務航空差旅 ³		130.08	1,342.61	6.2%
	Electricity used for processing fresh water by government departments/ third parties 政府部門／第三方淡水處理用電		816.37		
	Electricity used for processing sewage by government departments/third parties 政府部門／第三方污水處理用電		396.16		
Total 總計				21,555.22	100%

Note 1: Emission factors were referred to Appendix 27 to the Listing Rules and their referred documentation as set out by the Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註1：除另有說明外，排放系數乃參照上市規則附錄二十七及香港交易及結算有限公司所提述參考文件而作出。

Note 2: Combined margin emission factors of 0.603, 0.542 and 0.713 tCO₂eq./MWh were used for purchased electricity in Chongqing, Yunnan and Inner Mongolia, China, respectively.

附註2：中國重慶、雲南及內蒙古的外購電力排放量分別採用合併邊際排放系數每兆瓦時0.603、0.542及0.713噸二氧化碳當量計算。

Note 3: Emissions were calculated using the online tool provided by International Civil Aviation Organisation.

附註3：排放量乃採用國際民用航空組織所提供在線工具計算得出。

A1.3 Hazardous Waste

All campuses did not generate industrial hazardous waste during the Reporting Period.

A1.3 有害廢棄物

所有學校於報告期間均無產生工業有害廢棄物。

A1.4 Non-hazardous Waste

Non-hazardous waste was mainly generated from the daily operations of schools. The amount of total non-hazardous waste was not recorded during the Reporting Period due to the lack of appropriate measuring methods. The Group will review and explore systematic approach for collecting information of non-hazardous waste in the future.

A1.4 無害廢棄物

無害廢棄物主要來自日常學校營運，由於並無適當計量方法，報告期間未有記錄無害廢棄物總量。本集團將於日後審視及探討系統性方法以收集無害廢棄物資料。

A1.5 Measures to Mitigate Emissions

To control direct and indirect emissions from vehicles, the Group continues to implement the Effective Vehicle Management System. Measures are also adopted as follows:

A1.5 減排措施

為控制直接及間接汽車排放，本集團繼續實施高效汽車管理制度。另外採納的措施如下：

- Conduct annual review of fuel consumption for vehicles, and the mileage data is used to benchmark the driving behaviours of drivers;
- Strengthen driver's technical skills via training programs to govern the operation and to maximize the fuel economy;
- Carry out daily maintenance for vehicles;
- Plan before dispatching vehicles;
- Encourage carpooling when schedule allows to reduce total fuel consumption;
- Encourage the use of public transport for non-urgent activities; and

- 每年檢討汽車的燃油耗用量，並利用里程數據衡量司機的駕駛行為；
- 舉辦培訓課程，強化司機技能，以期管控操作，同時擴大油耗效益；
- 每日均須對汽車進行保養護理；
- 做好汽車調配規劃；
- 鼓勵於行程允許情況下進行拼車以減少燃料總消耗量；
- 辦理非緊急事務時，鼓勵乘坐公共交通工具；及

- Strengthen in checking and maintenance of pipelines to prevent leakage.

A1.6 Wastes Handling and Reduction Initiatives

The Group's business did not involve a significant amount of hazardous and non-hazardous waste. The Group reuses non-hazardous waste whenever possible. Non-hazardous waste that is non-reusable was collected by qualified recycling companies for recycling. Other domestic waste was transported to the municipal waste treatment centre by professional waste compression trucks purchased by the schools.

For daily operation, the Group encourages all teachers, staff and students to reduce, reuse, or recycle waste whenever applicable:

- All school canteens use reusable utensils to reduce plastic waste. Disposable take-away food containers are banned throughout all campuses;
- Furniture and appliance are reused whenever possible. Damaged furniture and appliances will be repaired and/or reassembled first, followed by reusing for other purpose. When they cannot be repaired and reused, qualified waste recovery companies will collect and send them to downstream treatment, before considering disposal of such waste;
- All campuses mainly utilize office automation ("OA") system and multimedia teaching to reduce the consumption of paper products. When the use of paper is inevitable, double-sided printing is encouraged;

- 加強管道檢測及維護以防止滲漏。

A1.6 廢物處理及減量措施

本集團業務並無涉及大量有害及無害廢棄物。本集團盡可能循環利用無害廢棄物。不可回收再用的無害廢棄物則由合資格回收公司進行回收處理。其他生活廢棄物由學校購置的專用廢棄物壓縮車運送至市政廢棄物處理中心進行處理。

在日常營運中，本集團鼓勵全體教職工及學生盡量減少、再用或循環回收廢棄物：

- 所有學校食堂均採用可再用容器以減少塑膠廢棄物。所有校園禁用一次性外賣食物容器；
- 傢俱及電器盡可能循環利用。對於損壞的傢俱及電器，首先會予以維修及／或重新組裝，其後重新用作其他用途。如無法予以維修及再用，則合資格廢物回收公司將會收集及運送有關廢棄物以進行下游處理，其後方會考慮棄置有關廢棄物；
- 所有校園主要採用辦公室自動化(「辦公室自動化」)系統及多媒體教學，藉此減少紙質產品消耗。如須採用紙質產品，則鼓勵採用雙面打印；

- Qualified recycling companies are involved in recyclable waste. All campuses are equipped with recycling bins with clear instruction on separating recyclable and non-recyclable waste; and
- Non-recyclables are collected by certified parties and processed in municipal solid waste treatment facilities.

The Group highly values the importance of sustainable behaviour education. Waste management schemes, such as the Food Waste Management System in Canteen, are established and the details are regularly publicized in billboards at various locations of the schools to promote sustainable education to teachers, staff, workers, and students. In addition, the logistics department closely monitors the implementation of the above waste management schemes. During the Reporting Period, recycling activities were held on campuses, reducing the amount of waste while enhancing the awareness of staff and students.

A2. Use of Resources

The Group strives to minimize negative impact on the environment through optimizing the use of natural resources. To meet the Group's environmental commitments, various initiatives have been implemented for the efficient use of energy, water and packaging materials. Through actively monitoring and managing the use of resources, the Group aims to reduce operating costs as well as environmental footprint. Please refer to Sections A2.3 and A2.4 of this report for detailed information on policies implemented and actions taken on the efficient use of energy and water.

- 可循環再用廢棄物由合資格回收公司進行回收處理。所有校園均配備回收垃圾桶，其上清楚標明可回收及不可回收廢棄物的分類；及
- 不可回收廢棄物由持證方公司收集，並由市政固體廢棄物處理廠進行處理。

本集團非常注重可持續行為教育，並制定廢物管理計劃，例如食堂食物渣滓管理制度，及定期在校內多個地點宣傳欄刊載有關詳情，向教職工、工人及學生宣傳可持續教育。此外，後勤部門密切監控以上廢物管理計劃的實施。於報告期間，校園舉行回收活動，減少廢棄物數量的同時，增強員工及學生的相關意識。

A2. 資源使用

本集團致力於透過優化天然資源的使用盡可能降低對環境的不利影響。為踐行本集團的環保承諾，我們實施多項措施，以實現能源、水資源及包裝物料的高效利用。透過積極監控及管理資源使用，本集團致力削減經營成本及減少環境影響。有關就能源及水資源的有效使用所實行政策及所採取行動的詳細資料，請參閱本報告A2.3及A2.4節。

A2.1 Energy Consumption

During the Reporting Period, direct electricity consumption by the Group was 26,726,331 Kilowatt-hour (kWh).

A2.1 能源消耗

於報告期間，本集團的直接用電量為26,726,331千瓦時。

Direct energy consumption (electricity)	直接能源消耗 (電力)	
Total electricity consumption (kWh) for the Group	本集團總用電量(千瓦時)	26,726,331
Total electricity consumption intensity (kWh per person)	總用電密度(人均千瓦時)	362

Consumption of gasoline, diesel, natural gas, and LPG was converted to indirect consumption in kWh unit as below:

下表列示汽油、柴油、天然氣及液化石油氣的耗用量換算為以千瓦時為單位計量的間接消耗：

Indirect energy source 間接能源資源	Direct consumption 直接消耗	Indirect consumption (in kWh) 間接消耗(千瓦時)
Gasoline 汽油	175,933 L 175,933升	1,559,059
Diesel 柴油	143,207 L 143,207升	1,431,829
Natural gas 天然氣	1,832,910 m ³ 1,832,910立方米	18,112,973

Note: Conversion factors were referred to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

附註：換算系數乃參照《國際能源署能源統計手冊》及《2006年IPCC國家溫室氣體清單指南》而作出。

Indirect energy consumption (gasoline, diesel, natural gas, and LPG)	間接能源消耗(汽油、柴油、天然氣及液化石油氣)	
Total indirect energy consumption (kWh) for the Group	本集團間接能源消耗總量(千瓦時)	21,103,861
Total indirect consumption intensity (kWh per person)	總間接消耗密度(人均千瓦時)	286

Total energy consumption for the Group was 47,830,192 kWh.

本集團能源消耗總量為47,830,192千瓦時。

Total energy consumption (Direct and indirect)	能源消耗總量 (直接及間接)	
Total energy consumption (kWh) for the Group	本集團能源消耗總量 (千瓦時)	47,830,192
Total energy consumption intensity (kWh per person)	總能源消耗密度 (人均千瓦時)	648

A2.2 Water Consumption

During the Reporting Period, the total water consumption for the Group was 2,021,208 m³, with an intensity of 27.39 m³ per person. Fresh water was supplied by Municipal Water Supply Network. No issues on sourcing water were reported during the Reporting Period.

Wastewater

Major sources of wastewater discharged during the Reporting Period were domestic sewage from campuses and wastewater from canteens. Wastewater was treated by on-site septic system before discharged into central wastewater pipelines and further treated in the municipal wastewater treatment plant.

A2.3 Energy Use Efficiency Initiatives

The Group ensures rational use of energy resources. Energy-saving schemes have been implemented by the Group as follows:

1. Implement the Management Rules for the Use of Air Conditioning for Students' Dormitories to encourage efficient use of air conditioning ("AC") system in the dormitories, in particular:

A2.2 水資源消耗

於報告期間，本集團的總用水量為2,021,208立方米，人均用水密度為27.39立方米。淡水由市政供水系統提供。於報告期間，在獲得水資源方面並無任何問題。

廢水

報告期間排放的廢水主要來自校園的生活廢水及餐飲場所的廢水。廢水首先由校區化糞系統處理，然後排入中央廢水管道，再由市政廢水處理廠作進一步處理。

A2.3 能源使用效益措施

本集團確保合理使用能源資源。本集團已實施以下節能措施：

1. 實施《學生宿舍空調使用管理規定》以鼓勵善用宿舍空調(「空調」)系統，尤其：

- | | |
|---|--|
| <ul style="list-style-type: none"> • Switch on the AC system only during hot days and certain period of the days when student occupancy is sufficient; • Set the AC system at 26 degrees Celsius or above to allow energy saving while maintaining a healthy and comfortable indoor environment; • Close doors and windows when the AC system is operating; and • Encourage staff and students to reduce the use of AC. | <ul style="list-style-type: none"> • 僅於炎熱日子及在學生住宿人數充足的情況下於特定時段開啟空調系統； • 空調系統設定於攝氏26度或以上，以節約能源同時維持健康及舒適室內環境； • 空調系統運作時關閉門窗；及 • 鼓勵員工及學生減少空調使用。 |
|---|--|
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| <ol style="list-style-type: none"> 2. Establish campus rules such as Management of Students' Daily Behaviour, Management of Air Conditioning in Dormitory, and Regulations on Accommodation Management to ensure proper use of electric appliances; 3. Use solar energy collectors to provide hot water in selected dormitories; and 4. Maximize natural light in common areas. | <ol style="list-style-type: none"> 2. 制定校園規則，例如《學生日常行為管理》、《宿舍空調管理》及《住宿管理條例》，以確保恰當使用電器； 3. 使用太陽能聚熱器為選定宿舍區提供熱水；及 4. 於公共區域最大化自然光。 |
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A2.4 Water Use Efficiency Initiatives

The Group continuously conserves water resources. Several water-saving schemes have been implemented by the Group as follows:

- Post water-saving slogans at various locations on the campus to increase students' awareness of water-saving;
- Install water-saving valves in toilets;
- Strengthen checking and maintenance to ensure no water leakage;
- Reuse grey water for planting; and
- Educate and facilitate students to establish good water-saving habits.

A2.5 Packaging Materials

As an education service provider, the Group does not consume a significant amount of packaging materials, and thus no relevant policies have been formulated for the quantity management of packaging materials. Meanwhile, the Group has established the Management of Food Safety and Safety Letter for Canteen Suppliers to ensure the safety and hygiene of food packing provided by the canteens on campuses.

A3. The Environment and Natural Resources

During any construction and/or renovation projects, the Group strictly follows applicable environmental protection laws to minimize any ecological disturbance caused by those projects. The Group also continues to implement various environmental management policies as specified in corresponding sections to create a safe, healthy and comfortable campus environment.

A2.4 用水效益措施

本集團始終致力保護用水資源。本集團已實施以下若干節水措施：

- 在校園多個地方張貼節約用水標語以提高學生節水意識；
- 在洗手間安裝節水閥；
- 加強檢測及維護以防漏水；
- 將污水循環利用於淋植；及
- 教育及促進學生養成良好節水習慣。

A2.5 包裝材料

本集團作為一家教育服務提供商，並無消耗大量包裝材料，故並無製訂相關政策管理包裝材料數量。同時，本集團已設立《食品安全管理制度》及《食堂供應商食品安全責任書》，以確保校園食堂所供應食品包裝安全衛生。

A3. 環境及天然資源

於任何施工及／或改造項目期間，本集團嚴格遵循適用環境保護法，盡量降低該等項目所引致的任何生態失衡。本集團亦繼續實施相應章節所述的多項環境管理政策，致力營造安全、健康及舒適的校園環境。

A3.1 Significant Impacts of Activities on the Environment and Natural Resources

The Group's operation did not pose any significant adverse impacts on the environment and natural resources. The Group continuously monitors air emission, wastewater discharge, and noise level to ensure minimum impacts on the surrounding environment and to create a healthier environment for its workers. The Group did not receive any complaints from the surrounding community regarding air pollution, odor, noise, or light pollution.

To further promote and cultivate the environmental awareness of staff and students, the school offers courses relating to environment and natural resources conservation, including building energy conservation, landscape design, environment and resource protection law, renewable energy and low-carbon society. Various activities were organized during the Reporting Period. For instance, flea market was held, giving unwanted items a second life. Volunteer activities such as river clean-up and tree planting events were also held, providing opportunities for students to engage in the conservation of natural environment.



A3.1 業務活動對環境及天然資源的重大影響

本集團的營運並無對環境及天然資源造成任何重大不利影響。本集團持續監控廢氣排放、廢水排放及噪音水平，確保盡量降低對周邊環境的影響並為其工人營造更為健康的環境。本集團並無接獲周邊社區關於空氣污染、氣味、噪音或光污染的任何投訴。

為進一步促進及培養員工及學生的環保意識，學校提供有關環保及天然資源保護的課程，包括建築節能、園境設計、環境及資源保護法、可再生能源及低碳社會，並於報告期間組織各種活動，如組織舉辦跳蚤市場，以促進舊物再用。學校亦組織河流清理及植樹等義工活動，令學生有機會參與自然環境保護。

B. SOCIAL

I. Employment and Labour Practices

B1. Employment

The Group stringently complies with national and local laws and regulations concerning employment and labour practices, including but not limited to the followings:

- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Law of the PRC on the Protection of Minors;
- Law of the PRC on the Protection of Disabled Persons;
- Trade Unions of the PRC; and
- Social Insurance Law of the PRC.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

There were no major updates on the human resources policies and working procedures, which continue to provide guidance on the management of employment and labour-related practices during the Reporting Period. There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination for the Group.

B. 社會

I. 僱傭和勞工常規

B1. 僱傭

本集團嚴格遵守有關僱傭和勞工常規的國家及地方法律法規，包括但不限於以下內容：

- 中國《勞動法》；
- 中國《勞動合同法》；
- 中國《婦女權益保障法》；
- 中國《未成年人保護法》；
- 中國《殘疾人保障法》；
- 中國《工會法》；及
- 中國《社會保險法》。

於報告期間，並無發現違反有關賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視以及其他利益及福利且對本集團影響重大的相關法律法規的情況。

於報告期間，人力資源政策及工作程序並無重大更新，繼續指導管理僱傭及勞動相關常規。本集團有關賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化及反歧視的政策並無重大變化。

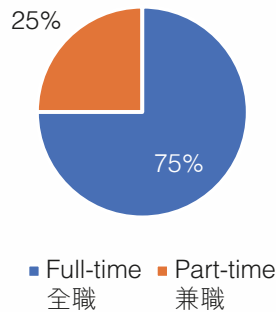
Workforce

This report covered six schools, which comprised a total number of 4,217 employees as of 31 December 2019. All employees were from various provinces of the PRC, except four from the United States, two from Japan, one from Vietnam, one from Thailand, and one from Canada. The figures below present the detailed distribution of workforce.

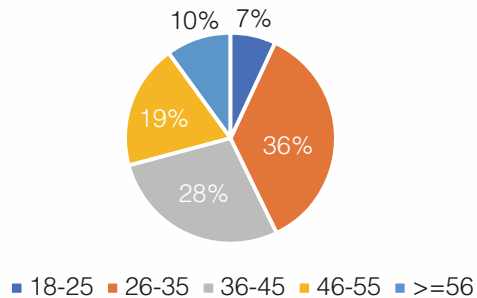
員工

於2019年12月31日，本報告涵蓋的六所學校共有4,217名僱員。除四名僱員來自美國、兩名來自日本、一名來自越南、一名來自泰國及一名來自加拿大外，所有其他僱員均來自中國各省。下圖展示員工具體分佈情況。

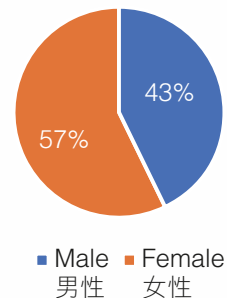
Total Workforce by Employee Type
按僱員類型劃分的全體員工



Total Workforce by Age Group
按年齡組別劃分的全體員工



Total Workforce by Gender
按性別劃分的全體員工



Employee Benefits and Welfare

The Group has established a competitive remuneration system for its employees according to the Labour Law of the PRC. Employees are entitled to basic salaries, statutory holidays, various types of paid leave, medical insurance, housing funds, and social insurance coverage. The benefits and welfare are clearly listed on the employment contract. Working hours and rest period are arranged in accordance with the national and local laws and the employees' job position, written clearly on the employment contract.

Recruitment and Promotion

The recruitment procedure is implemented according to the Labour Law of the PRC. All positions are filled based on objective criteria including professional qualifications, educational level, required skills and other miscellaneous factors (such as physical and mental conditions). Evaluation is conducted regularly, in assessing the performance, the conduct, professional ethics, and professional qualifications of employees.

The Group has established a mature mechanism for the promotion of employees. Every three to four years, the Group identifies potential leaders via a thorough internal competition process in which all employees participate. Vacancies will also be filled by new leaders who have achieved outstanding performance.

僱員利益及福利

本集團根據中國《勞動法》為其僱員設立具競爭力的薪酬制度。僱員享有基本薪金、法定假期、各種帶薪假期、醫療保險、住房基金及社會保險保障。有關利益及福利於僱傭合約清楚列明。僱傭合約亦清晰列明，須根據國家及地方法律以及僱員工作崗位安排工作時間及休息時間。

招聘及晉升

本集團根據中國《勞動法》進行招聘程序。所有崗位根據客觀標準招聘，包括專業資歷、教育程度、所需技能及其他各種因素(諸如身體及心理狀況)。本集團會定期進行評估，藉此評核僱員的表現、行為、職業操守及專業資歷。

本集團已建立一套成熟的僱員晉升機制。每三至四年，本集團透過所有僱員可參與的全面內部競爭程序物色潛在的領導。空缺職位亦將由表現出色的新領導填補。

Dismissal

There are different types and categories of employment contract determination, such as resignation, dismissal, and termination under various situations. Any parties who want to terminate the contract shall follow the dismissal process as outlined in the labour contract. The Group can dismiss an employee under certain circumstances, such as when the employee seriously violates the Group's rules and regulations. Employees can also terminate the labour contract on a voluntary basis, following a minimum notice period of 30 days.

Equal Opportunity

The Group offers opportunities for employees to develop their career and challenge their potentials. Although the Group has not established any formal policy regarding anti-discrimination, equal opportunities are given to employees in respect of recruitment, training and development, job advancement and compensation and benefits. Employees are not discriminated against or deprived of opportunities based on gender, ethnic background, religion, color, sexual orientation, age, marital status, or family status. There was no material non-compliance with laws and regulations relating to equal opportunity, diversity and anti-discrimination during the Reporting Period.

解僱

僱傭合約終止包括不同類型及類別，如辭任、解僱及根據多種情況終止僱傭。任何一方如欲終止合約須遵循勞動合約載述的解僱程序。本集團可在若干情況下解僱員工，如僱員嚴重違反本集團規則及條例。僱員亦可在發出至少30日的通知後自願終止勞動合約。

平等機會

本集團為僱員提供職業發展機會，充分發揮他們的潛能。儘管本集團並無制定任何正式的反歧視政策，僱員在招聘、培訓與發展、升職以及賠償及福利方面均會給予平等機會。僱員概無因性別、種族背景、宗教信仰、膚色、性取向、年齡、婚姻狀況或家庭狀況而受到歧視或被剝奪機會。於報告期間，並無發現嚴重違反有關平等機會、多樣性及反歧視的法律法規的情況。

Communication

The Group believes that effective communication is essential to everyone in the schools. During the Reporting Period, regular meetings and various activities were arranged to enhance communication among employees and students. The Group organized events and performance to celebrate the Chinese New Year, International Women's Day, National Day and teacher's day. Singing contest, reading activities, and commendation ceremony were also carried out to strengthen the bond between employees and students.



交流溝通

本集團相信，有效溝通對學校內所有人員均至關重要。於報告期間，定期舉行會議及組織各種活動，以增加僱員及學生之間的交流溝通。本集團組織活動及表演慶祝農曆新年、國際婦女節、國慶節及教師節。此外，本集團舉辦歌唱比賽、朗讀活動及表彰大會，藉此加強僱員與學生的聯繫。



B2. Employee Health and Safety

The Group highly values the importance of providing a safe and accident-free environment for all employees and students. Each school strictly follows the listed rules, regulations, and various plans, including but not limited to:

- Regulations on the Management of Food Safety;
- Safety Letter for Canteen Suppliers;
- Regulations on the Management of Students Behaviour;
- Contingency Plan for Food Safety Accidents;
- Contingency Plan for Natural Disasters;
- Contingency Plan for Campus Emergent Events;
- Fire Safety Management System;
- Safety Education Management System; and
- Implementation Plan for Comprehensive Management of Electrical Fires.

Each campus regularly conducts various inspection work to eliminate potential safety risks, including water, electricity and gas safety inspection, road safety inspection, office and dormitory safety inspection. Fire drills in dormitories and teaching buildings are conducted at least once per year to familiarize all employees and students with the drill procedure. Free health check-up is provided to our employees.

B2. 僱員健康與安全

本集團高度注重為所有僱員及學生提供安全無事故的環境。各校嚴格遵守所列規則、法規及多項計劃，包括但不限於：

- 食品安全管理制度；
- 食堂供應商食品安全責任書；
- 學生行為管理規定；
- 食品安全事故應急處置預案；
- 自然災害事件預案；
- 校園突發事件預案；
- 消防安全管理制度；
- 安全教育管理制度；及
- 電氣火災綜合治理工作實施方案。

各校園定期開展多項檢查工作以消除安全隱患，包括水電及燃氣安全檢查、道路安全檢查、辦公室及宿舍安全檢查等。每年至少進行一次宿舍及教學樓消防演習，以令所有僱員及學生熟悉演習流程。本集團亦向其僱員提供免費健康體檢。



Various activities have also been carried out to equip employees and students with safety knowledge to promote safety awareness:

學校亦開展多項活動，為僱員及學生提供安全知識，宣傳安全意識：

CQ-CHST
重慶人文科技學院



- In April 2019, the school held a cardiopulmonary resuscitation (CPR) skills competition.
於2019年4月，該校舉行心肺復甦技能競賽。
- In May 2019, the school organized a series of activities with the theme of “Preventing Diabetes, Enjoying a Healthy Life” to celebrate the International Nurses’ Day.
於2019年5月，為慶祝國際護士節，該校組織主題為「預防糖尿病享受健康生活」的系列活動。
- In May 2019, during emergency evacuation drill organized by the school, nursing students of the school gave practical demonstrations on wound bandaging, fracture fixation, CPR and other rescue methods for the wounded, aiming to guide employees and students to conduct on-site rescue for emergencies and enhance their abilities to handle such situation.
於2019年5月，在該校組織的緊急疏散演習中，該校護理專業學生就為傷員進行傷口包紮、骨折固定、心肺復甦及其他急救方法作出實操示範，以指導僱員及學生進行現場急救，提高他們應對有關情況的能力。

IM-FZVC
內蒙古豐州職業學院



- During the Reporting Period, the school formulated the “2019 Healthy China, Healthy Teachers and Students” educational activity plan, which aims to enhance the physical and mental health of students.
於報告期間，該校制定「2019師生健康中國健康」教育活動計劃，旨在增強學生身心健康。
- On 7 March 2019, the school held a lecture on “Safety for College Students against Telecommunication Fraud”, educating students on the prevention of campus online loans and financial fraud.
於2019年3月7日，該校舉辦「大學生防電信詐騙安全知識」講座，教導學生如何預防校園網貸及金融詐騙。

CQ-PASS
重慶派斯學院



- In May 2019, the school held a lecture in enhancing students' awareness on tuberculosis and AIDS prevention.
於2019年5月，該校組辦預防結核病及艾滋病講座，以提高學生的相關意識。

- In May 2019, the school held a lecture on fire safety and invited personnel from the local government fire department as speaker.
於2019年5月，該校組辦消防安全講座，並邀請當地政府消防部門人員進行演講。

- In June 2019, the school held a civil defence speech contest on the theme of "Caring for Life, Focusing on Civil Defence".
於2019年6月，該校舉辦題為「關愛生命，關注民防」的民防演講比賽。

CQ-VCAT
重慶應用技術職業學院

- On 18 July 2019, the firefighters of the school to explain firefighting knowledge to employees and students and to conduct firefighting training.
於2019年7月18日，該校消防人員向僱員及學生講解消防知識及進行消防培訓。

CQ-EIC
重慶電信職業學院



- In February 2019, the school formed a safety inspection team to conduct inspection on fire and electricity safety, and food hygiene.
於2019年2月，該校成立安全檢查小組，進行消防及電力安全以及食品衛生檢查。

- In September 2019, the school formed a team to conduct safety inspection on the school and the surrounding areas. Student dormitory, canteen, teaching building, training center, etc. are inspected. The team registered and took photos of any safety problem identified. Rectification was made by the corresponding departments or by the school.

於2019年9月，該校成立校園及周邊地區安全巡檢隊，對學生宿舍、食堂、教學樓、實訓中心等進行檢查。一旦發現任何安全隱患，巡檢隊作出登記及拍照，以便相關部門或該校作出相應整改。

YN-DCYU

雲南大學滇池學院

- On 31 August 2019, the school invited a senior lecturer from fire safety vocational training school to deliver fire safety education and training.
於2019年8月31日，該校邀請消防安全職業培訓學校的高級講師進行消防安全教育及培訓。
- On 4 September 2019, Safety Education Lectures were organized for new students.
於2019年9月4日，該校為新生組辦安全教育講座。

During the Reporting Period, there was no material non-compliance with the applicable laws and regulations relating to occupational health and safety that had a material impact on the Group.

於報告期間，並無發現嚴重違反有關職業健康及安全且對本集團影響重大的相關法律法規的情況。

B3. Development and Training

The Group provides comprehensive career development and training to employees. Training needs are identified through two major mechanisms. Firstly, each department recommends outstanding candidates according to their performance review, the career development needs and other relevant criteria. Secondly, college determines the training needs and recommends relevant faculty and staff members to attend training sessions accordingly.

Training records are kept for the effective management on training-related activities. Prior to training, the training objectives, training outcomes and evaluation parameters are identified and analyzed. After training, the trainees will hold sharing sessions to discuss their training experience with other staff members.

Similar training categories as the Last Reporting Period were carried out during the Reporting Period:

B3. 發展與培訓

本集團為僱員提供全面的職業發展及培訓。培訓需要主要透過兩種機制確定。首先，各部門按員工的表現審查、職業發展需求及其他有關標準推薦表現出色人選。其次，院校確定培訓需要及推薦相關教職人員參加相應培訓課程。

為有效管理培訓相關活動，會作出培訓記錄。培訓之前，明確及分析培訓目標、培訓效果及評價參數；而培訓之後，受訓者將舉行分享會與其他員工探討培訓經驗。

於報告期間，本集團進行的培訓類別與上一報告期間類同：

Categories 類別	Targets 目標	Details 詳情
Pre-job Training 崗前培訓	Newly recruited faculty and staff members 新入職的教職人員	Introduce the mission, structure and policies of schools 介紹學校基本情況，瞭解學校各項規章制度
Pre-job Training 崗前培訓	Newly recruited faculty members, counsellors, and prospective teaching staff 新入職的教師、輔導員及準教職員工	Arrange training, which mainly include teachers' professional ethics, pedagogy, psychology, teachers' regulations and other training according to the requirement of the Education regulatory bodies 根據教育部門的規定安排培訓，主要涉及教師職業道德、教育學、心理學、教師法規等培訓
Network Training 網絡培訓	All staff members 所有員工	Provide training through a platform jointly established by the national teachers' network training centre and the schools 透過由國家教師網絡培訓中心和學校共同搭建的平台提供培訓
Professional Training 專業培訓	Employees recommended by departments 部門推薦僱員	Arrange various training sessions and workshops organized locally and/or internationally 安排國內外各種培訓課程及講座

B4. Labour Standards

The Group strictly observes relevant laws and regulations such as the Labour Law of the PRC, Labour Contract Law of the PRC and Provisions on the Prohibition of Using Child Labour. The Group has established policies to prevent child labour and forced labour.

B4. 勞工準則

本集團嚴格遵守中國《勞動法》、中國《勞動合同法》及《禁止使用童工規定》等相關法律法規。本集團制定政策防止童工及強制勞工。

The Group requires all applicants to provide true and accurate personal information. The Human Resources Department stringently verify their information with documents, including identity card and academic certificates, during the recruitment process to guard against child labour. During employment, the conduct and professional ethics of faculty staff are evaluated. The Group prohibits forced labour.

No child labour, nor forced labour was reported and/or identified during the Reporting Period. There are no major risks associated with incidents of child labour, forced or compulsory labour within the Group's business operation.

本集團要求所有應聘者提供真實準確的個人信息。在招聘過程中，人力資源部門根據身份證及畢業證書等文件嚴格核實有關信息，以杜絕誤用童工。於僱傭期間，亦會對教職員工的行為及職業操守加以評估。本集團禁止強迫勞工。

於報告期間，概無呈報及／或發現童工或強制勞工情況。本集團業務營運中不存在涉及童工、強迫或強制勞工事件的重大風險。

II. Operating Practices

B5. Supply Chain Management

The Group implements strict supplier and contractor selection process to ensure that suppliers deliver high quality work while maintaining satisfactory environmental and social performance. The Group also upholds a close relationship with the suppliers and contractors to guarantee a stable supply chain.

The Group has established and implemented policies to monitor the procurement procedures. During the procurement process, the Group goes through a tender process or compares the price of at least 3 qualified supplies, according to the anticipated expenditure. The Group also values the environmental indicators of suppliers, such as, when YN-DCYU was preparing tender documents, it follows the spirit of the Notice on Adjusting and Optimizing the Implementation Mechanism for the Government Procurement of Energy-Saving Products and Environmental Labeling Products, Notice on Issuing the List of Environmental Labelling Products for the Government Procurement and Notice on

II. 營運常規

B5. 供應鏈管理

本集團實行嚴格的供應商及承包商篩選程序，確保供應商在提供高質量工作的同時維持令人滿意的環境與社會表現。本集團亦與供應商及承包商保持密切關係，以保障供應鏈穩定。

本集團已設立及實施採購流程監督政策。於採購過程中，本集團會根據預計開支進行招標或對至少三種合格供應品作出價格比較。本集團亦重視供應商的環境指標，如，雲南大學滇池學院在編製招標文件時，按照《關於調整優化節能產品、環境標誌產品政府採購執行機制的通知》、《關於印發環境標誌產品政府採購品目清單的通知》及《關於印發節能產品政府採購品目清單的通知》的

Issuing the List of Energy-Saving Products for Government Procurement, setting specific indicators and requirements for suppliers such as energy efficiency and environmental protection standards.

Tenderers are required to provide relevant certifications or documents to prove that they meet the government's environmental protection requirements and other specified standards. The Group strictly examines the qualification certificates of tenders, ensuring that the purchased products are of high quality and meet the energy efficiency and environmental protection requirements.

Suppliers with remarkable product quality, internal organization management, cost-efficiency, and after-sales service will be selected for cooperation. The Group has a guarantee policy which requires suppliers to take measures on quality control. The Group also conducts audits regularly, examining the performance of suppliers.

When it comes to the procurement of major materials for construction projects, suppliers must list the types, quantities, specifications and details of materials. Change of major materials shall not exceed 10% after a project is approved. Otherwise, the project shall be resubmitted and reassessed, with fully justified reasons for the discrepancy.

精神，對供應商設置能效及環保標準等特定的指標及規定。

投標者須提供相關證書或文件以證明達致政府的環保要求及其他特定標準。本集團會嚴格審查投標資格證書，確保採購的產品均質量上乘並符合能效及環保規定。

本集團將選擇產品質量、內部組織管理、成本效益及售後服務卓著的供應商進行合作。本集團已制定保證政策，要求供應商採取質量控制措施。本集團亦定期進行審核，對供應商的表現予以核査。

對於施工項目主要物資的採購，供應商須列明物資類型、數量、規格及詳情。項目一經批准，主要物資變更不得超過10%，否則項目須重新提交評估，並充分說明物資變更的理由。

B6. Product Responsibility*Product Labelling, Health and Safety, and Advertising*

The Group continues to adopt effective marketing strategies to attract talents. The Group promotes its brand names via social media platforms including its web page, Weibo, QQ and WeChat. Detailed information on each school's program, facilities, teaching staff etc. can be easily accessed from the school websites.

For any marketing and promotional activities and materials, the Group ensures that applicable laws and regulations, such as the Advertisement Law of the PRC, are observed. No false or misleading contents shall be included in the advertisement.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, and labelling relating to services provided had been identified during the Reporting Period.

Quality Assurance

As a higher education service provider, the Group strives to provide the best education service to nurture students. The overall graduation rates for the Group was 98%, with all schools achieved over 96% during the Reporting Period.

B6. 產品責任*產品標籤、健康與安全及廣告*

本集團持續採用有效的市場營銷策略以吸引人才。本集團透過網頁、微博、QQ及微信等社交媒體平台對其品牌名稱進行宣傳。有關各學校課程、教學設施、教職人員等方面的詳細資料可參閱學校網站。

就任何市場營銷及推廣活動及材料而言，本集團確保遵守《中華人民共和國廣告法》等適用法律法規。任何廣告中不得包含錯誤或誤導的成分。

於報告期間，並無發現違反有關提供服務所涉及健康與安全、廣告及標籤方面且對本集團影響重大的相關法律法規的情況。

質量保證

作為高等教育服務提供商，本集團致力提供最佳教育服務以培養學生。於報告期間，本集團整體畢業率為98%，所有學校的畢業率均達96%以上。

		CQ-CHST	CQ-PASS	CQ-VCAT	IM-FZVC	CQ-EIC	YN-DCYU
		重慶人文 科技學院	重慶 派斯學院	重慶 應用技術 職業學院	內蒙古豐州 職業學院	重慶電信 職業學院	雲南大學 滇池學院
The total number of final year students during the Reporting Period	於報告期間的 總應屆畢業 生人數	4,896	2,591	1,333	715	1,622	4,574
The total number of graduates obtaining the graduation certificate	取得畢業證書 的總畢業生 人數	4,809	2,509	1,306	703	1,550	4,525
Graduation rate (%)	畢業率(%)	98%	97%	98%	98%	96%	99%

Teaching Quality Assurance

The Group actively monitors the teaching quality of each school. Regulation on Identification and Handling of Teaching Accidents gives comprehensive advice on the assurance of teaching quality. For any verified cases for disqualified teaching, the college collects any written testimonies and relevant information from the students and any other parties concerned and holds a joint meeting with the responsible faculty member. The preliminary assessment is then drafted and submitted to the Dean's Office, which further discuss the case with the Academic Affairs Office to reach a conclusion.

Food Safety

Food safety is the top priority for the Group. It strictly observes the Food Safety Law of the PRC and ensures safe and hygienic conditions and practices during food preparation, processing, cooking, thawing, packaging, storage, and serving. The Group has also established Regulations on the Management of Food Safety which give guidance on the standard operations in canteens to ensure food safety.

教學質量保證

本集團積極監控各個學校的教學質量。《教學事故認定及處理條例》對教學質量保證給予全面的意見。不合格教學情況一經核實，學院自學生及任何其他有關人士收集任何書面證明及相關資料，並與負責教師舉行聯合會議。其後擬定初步評估，並提交院長辦公室。院長辦公室與教務處進一步討論有關情況以作出最終結論。

食品安全

食品安全乃本集團最注重之事。本集團嚴格遵守《中華人民共和國食品安全法》，並確保食品在準備、加工、烹飪、解凍、包裝、儲存及提供時以符合安全衛生的條件進行操作。本集團亦設有《食品安全管理制度》，為餐飲場所的運作標準作出指引，以保證食品安全。

Canteen staff receives appropriate training in food hygiene. Standard washing, cleaning, sanitizing methods and procedures are also established to maintain high standards of hygiene in the canteens. Compliance checks are conducted regularly to guarantee food safety in canteens.

Student's health

To improve student's health, the Group has established the Students Health Management System and Students Health Education and Promotion System to promote a healthy lifestyle among students. Health education and promotional activities, such as sports competitions and lectures on Tuberculosis and AID, are organized.

During the Reporting Period, the Group did not have any material non-compliance of the relevant laws and regulations regarding product or service safety and health.

Data Protection

The Group ensures strict compliance with the statutory laws and regulations such as the Network Security Law of the PRC and Regulations of the PRC on Protecting the Safety of Computer Information Systems to meet a high standard of personal data privacy protection.

The Group has established a Network Security Management Method which gives guidelines on the information technology management within all campuses, to guarantee safe and effective use of network for the purpose of office work, teaching and other education-related activities. The Group has also issued the Management Method of Campus Network User, to advise on the proper behaviours of network users. All users need to register with

餐廳場所的僱員接受食品衛生方面的適當培訓。本集團亦建立標準的洗滌、清潔、消毒的方法及程序，以保持餐飲場所的高衛生標準。餐廳場所定期進行合規檢查以保證餐廳食品安全。

學生健康

為提高學生健康水平，本集團已制定《學生健康管理制度》及《學生健康教育宣傳制度》，在學生中推行健康的生活方式。本集團還組織體育比賽以及肺結核及艾滋病講座等健康教育及宣傳活動。

於報告期間，本集團並無任何嚴重違反有關產品或服務安全及健康的相關法律法規的情況。

數據保護

本集團確保嚴格遵守《中華人民共和國網絡安全法》及《中華人民共和國計算機信息系統安全保護條例》等法律法規，以符合高標準的個人資料私隱保障。

本集團已制定《網絡安全管理辦法》，為校園內信息技術管理提供指引，以保證辦公、教學及其他教育相關活動的網絡使用安全高效。本集團亦已頒佈《校園網用戶管理辦法》，為網絡用戶良好行為提供意見。所有用戶須實名註冊上網。所有辦公賬號由各

their names when accessing the Internet. All office accounts are managed by the departments for central management. Regular sessions on Network Safety Education have been provided to students.

Various schemes have been implemented for the use and management of hardware and software, network, server, security, and server rooms to ensure the stability of network. The Group demands to use genuine software and has installed anti-virus software to protect computer systems against viruses, spyware, malware, and other associated risks. Cyber security is regularly examined. If there are any problems identified, the emergency plan will be initiated, and technical measures will be implemented to eliminate risks. Investigation and evaluation of the incident will be conducted, and relevant notice will be disseminated to the public.

During the Reporting Period, there were no non-compliance of the relevant laws and regulations in relation to the Group's investment practices and data privacy that had a significant impact on the Group.

Intellectual Property

As a think tank, the Group protects its intellectual property ("IP") rights and strictly prohibits any third-party to use, sell or duplicate any IP materials illegally. The Group holds academic integrity in high regard and forbids any form of plagiarism by faculty, staff and students.

部門集中管理。本集團定期為學生提供網絡安全教育課程。

為確保網絡穩定性，針對各硬件軟件、網絡、伺服器、安全及伺服器機房的使用與管理已實行多項計劃。本集團要求使用正版軟件，並安裝殺毒軟件以保護電腦系統不受病毒、間諜軟件、惡意軟件侵害及存在其他相關風險。網絡安全會定期進行檢查。如發現任何問題，本集團將啟動應急計劃，並將執行技術措施以消除風險，同時就有關事件展開調查及評估，以及向公眾發佈相關通告。

於報告期間，並無發現違反有關本集團投資常規及數據私隱方面且對本集團影響重大的相關法律法規的情況。

知識產權

作為一家學術機構，本集團致力保護其知識產權，並嚴禁第三方非法使用、出售或複製任何知識產權材料。本集團高度重視學術誠信，並禁止教師、職工及學生以任何方式進行抄襲。

The Group has the following policies and practices for the protection of IP rights:

- Academic Code of Conduct;
- Provisions on Investigation and Punishment of Academic Misconduct; and
- Notice on Consolidation of Academic Integrity and Prevention of Academic Misconduct.

Without the consent of the patentee, no individual or unit shall use the work, design or information. If there is any infringement found, one can report to the patent administration or the people's court for investigation to protect their legitimate rights and interests.

B7. Anti-corruption

The Group strictly follows the Anti-Unfair Competition Law of the PRC, Criminal Law of the PRC, and other laws, regulations and regulatory documents related to commercial bribery.

Both Management of Material Procurement and Project Management of Logistics Service Centre regulate the discipline and professional conduct of employees to prevent any bribery, extortion, fraud, money laundering and gambling.

The Group has a comprehensive whistleblowing system. Employees are encouraged to report any suspected cases of misconduct. Channels include oral means such as telephone calls, and written modes such as reports, fax, and emails. Investigation will be conducted and recorded by personnel and supervisors.

本集團遵守以下政策及常規以保護知識產權：

- 學術規範；
- 關於查處學術不端行為的規定；及
- 關於進一步加強學術規範和防止學術不端行為的通知。

未經專利權所有人同意，任何個人或單位不得使用有關作品、設計或資料。如發現侵權行為，人們可以向專利管理部門或人民法院報告要求調查，以保護其合法權利及權益。

B7. 反貪污

本集團嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》及其他與商業賄賂有關的法律法規及監管文件。

《物資採購管理辦法》及《後勤服務中心項目管理辦法》規範僱員紀律及專業操守，禁止任何賄賂、勒索、欺詐、洗錢及賭博行為。

本集團設立完善舉報系統，鼓勵僱員報告任何可疑不當行為事件。舉報渠道包括電話等口頭方式以及報告、傳真及電郵等書面形式。將有人員及督察員進行調查及記錄。

Teaching staff is not allowed to arrange external private training and collect tuition fees, or accept any property from students, parents, and other parties. The tender procedures set out shall be strictly followed. Any abuse of authority or unfair assessment on students' work will lead to a serious violation against the Group's regulations, which may result in a written warning or disciplinary measures, including dismissal.

The Group has not aided, abetted, assisted or colluded with an individual who has committed, or conspired to commit any unlawful activities. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering had been identified during the Reporting Period. No legal case regarding corrupt practices was brought against the Group or the Group's employees during the Reporting Period.

B8. Community Investment

The Group strives to implement corporate social responsibility and to participate in public welfare activities. Each school has established scholarships and grants to help students with financial burden and/or to reward students with outstanding academic achievement. The Group encourages students to participate "Going to the Countryside" initiative, a program under which college students visit rural places to share scientific knowledge, offer medical service, and serve the general public. During the Reporting Period, the Group has actively participated following community engagement events:

教師不得組織校外私人培訓並收取學費，亦不得收受來自學生、家長及其他人士的任何財物。所載招標程序須嚴格遵守。濫用職權或對學生的學業作出不公正評估，將導致嚴重違反本集團規定，從而或會招致書面警告或免職等紀律處分。

本集團並無援助、教唆、協助或勾結個人以從事或串謀從事任何非法活動。於報告期間，並無發現違反有關貪污、賄賂、勒索、欺詐及洗錢且對本集團影響重大的相關法律法規的情況。於報告期間，概無本集團或本集團僱員因貪污行為而捲入法律案件。

B8. 社區投資

本集團努力踐行企業社會責任及參與公益事業。各學校設立獎學金及助學金，以幫助有財務負擔的學生及／或獎勵學習成績優異的學生。本集團鼓勵學生參加「三下乡」活動，組織大學生深入農村地區，分享科學知識，提供醫療服務，造福廣大民眾。於報告期間，本集團已積極參與以下社區參與活動：

CQ-CHST
重慶人文科技學院



- In May 2019, the school donated RMB300,000 to the Chongqing Education Development Foundation to support the poverty alleviation work in Tianyuan Township, Wuxi County of Chongqing.

於2019年5月，該校向重慶市教育發展基金會捐款人民幣300,000元，用以支持重慶市巫溪縣天元鄉扶貧工作。
- On 9 July 2019, the Medical Service Team consisted of teachers and students from the School of Nursing went to Caojie Street, Hechuan, Chongqing and provided residents with free medical services and delivered an introduction on prevention of summer illness.

於2019年7月9日，由護理學院師生組成的醫療服務小組前往重慶市合川區草街街道為當地居民提供免費醫療服務並就夏季疾病的預防作出介紹。
- On 10 July 2019, teachers and students from the Art College visited children living in the countryside and carried out voluntary teaching program.

於2019年7月10日，藝術學院的師生看望鄉村兒童並開展志願教學輔導。
- In November 2019, the school donated newspapers and magazines which valued RMB28,800 to Pengshui, Chongqing.

於2019年11月，該校向重慶市彭水縣捐贈價值人民幣28,800元的報紙及雜誌。

IM-FZVC

內蒙古豐州職業學院



- In June 2019, the student representative team went to Saihan, Hohhot to carry out a voluntary activity “Little Teacher Enters the Community”, supporting underprivileged children.
於2019年6月，學生代表隊前往呼和浩特市賽罕區開展志願者活動「小老師進社區」，為貧困兒童提供支持。
- In July 2019, “Technology Going to the Countryside” was organized. Representatives of students majoring in architecture and vehicle repairing went to Tuzuoqi for a volunteer activity to exchange technology and knowledge.
於2019年7月，該校組織「技術下鄉」。建築及車輛維修專業的學生代表前往土左旗參與義工活動，以進行技術及知識交流。
- In August 2019, student representatives who are majoring in computer studies went to Xincheng, Hohhot to carry out a volunteer activity “Knowledge Going to the Countryside” to exchange technology and knowledge.
於2019年8月，計算機課程專業的學生代表前往呼和浩特市新城，開展「知識下鄉」義工活動，以進行技術及知識交流。
- In August 2019, the school held a “Serving the Countryside” project. Student representatives who are majoring in high-speed train crew service went to Hohhot and Lingle to carry out volunteer activities, exchanging technology and knowledge.
於2019年8月，該校舉辦「服務下鄉」項目。高速列車乘務專業的學生代表前往呼和浩特和林格爾開展義工活動，進行技術及知識交流。

CQ-PASS
重慶派斯學院



- During the Reporting Period, the school donated RMB300,000 and RMB131,380 worth of supplies to support the poverty alleviation work in Tianyuan Township, Wuxi County of Chongqing, and donated China Education Daily which valued RMB28,800 to Fengjie, Chongqing.

於報告期間，該校捐款人民幣300,000元及捐贈價值人民幣131,380元的物資，用以支持重慶市巫溪縣天元鄉扶貧工作，及向重慶奉節捐贈價值人民幣28,800元的《中國教育報》。
- From 3 to 8 July 2019, the Agriculture Supporting Team jointly formed by the School of Software Engineering and the School of Management went to Qijiang, Chongqing, carrying out agricultural technology training and agricultural science lectures, educating people living in the countryside.

自2019年7月3日至8日，軟件工程學院與管理學院聯合成立農業支持團隊，團隊成員前往重慶綦江，開展農業技術培訓及農業科學講座，為村民提供有關方面的知識教育。
- From 5 to 9 July 2019, an Education and Care members composed of teachers and students went to Banan, Chongqing. The group delivered volunteer service activities, focusing on children caring and poverty alleviation.

自2019年7月5日至9日，由師生組成的教育關愛服務團前往重慶巴南。團隊成員開展義工服務活動，著重關愛兒童及扶貧。
- From 7 to 11 July 2019, a Cultural and Art Service Group jointly formed by the School of Finance and the School of Accounting went to Jiangjin, Chongqing, organizing exhibitions and reading activities to promote traditional culture.

自2019年7月7日至11日，金融學院與會計學院聯合成立文化藝術服務團前往重慶江津，組織展覽及閱讀活動以弘揚傳統文化。

CQ-VCAT
重慶應用技術職業學院



- In May 2019, the school donated RMB250,000 to the Chongqing Education Development Foundation to support the poverty alleviation work in Tianyuan Township, Wuxi County of Chongqing.

於2019年5月，該校向重慶市教育發展基金會捐款人民幣250,000元，用以支持重慶市巫溪縣天元鄉扶貧工作。

- From 8 to 12 July 2019, the Sunshine Education and Service Team was formed and went to the community education and learning center of a village in Hechuan to carry out a five-day education care service activity. The team provided lectures on anti-trafficking, anti-drowning, and anti-car accidents. The team also taught children to sing, dance, draw and do homework, and held performances.

自2019年7月8日至12日，該校成立陽光教育服務團隊，團隊成員前往合川一個村莊的社區教育及學習中心，開展為期五天的教育關愛服務活動。該團隊提供有關反人口販賣、防溺水及防車禍的課程。團隊成員亦教授孩童歌舞、畫畫及輔導家庭作業，並舉辦演出。

CQ-EIC
重慶電信職業學院

- In July 2019, the school organized a visit to Tuqiao, Tongliang to promote legal knowledge.

於2019年7月，該校組織前往銅梁土橋以宣傳法律知識。

- In September 2019, the school went to a kindergarten in Dazu, Chongqing and delivered educational activities by telling stories, playing games, and teaching children to sing and dance.

於2019年9月，該校前往重慶大足的一間幼兒園並開展教育活動。通過講故事、玩遊戲及教授孩童歌舞的方式教育幼兒。

YN-DCYU
雲南大學滇池學院



- From 8 to 12 July 2019, the Construction Volunteer Service Team went to Qiubei, Wenshan, Yunnan to carry out the "Rural Revitalization Plan" which included knowledge promotion, and a basic study of village planning. In December 2019, the service team was awarded the "Excellent Team" for the 2019 National University and College Student Volunteer Activity.

自2019年7月8日至12日，建工築夢志願服務團前往雲南文山丘北，實施「鄉村振興計劃」，包括知識宣傳及對鄉村規劃的基礎調研。於2019年12月，服務團獲授2019年全國大專學生志願者活動的「優秀團隊」。



民生教育集团有限公司
Minsheng Education Group Company Limited