

Environmental, Social and Governance Report

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1. ABOUT THIS REPORT

China Chunlai Education Group Co., Ltd. (hereinafter referred to as “Chunlai Education”) and its subsidiaries (hereinafter referred to as “Group”, “our Group”, “the Group”, “we”, “us” or “our”) are institutions providing private higher education. The Group is pleased to present its second Environmental, Social and Governance Report (hereinafter referred to as the “ESG Report” or “this Report”), which summarises our initiatives, strategies and objectives relating to environmental, social and governance issues, and describes our vision and commitment to fulfilment of sustainable development philosophy, as well as our corporate social responsibilities.

Reporting Standard

This Report is published in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). The reporting contents covered herein are in compliance with the “comply or explain” principle required in the ESG Reporting Guide. An index for major categories of ESG Reporting Guide prepared in accordance with the contents of this Report is inserted in the last chapter of this Report for readers' easy reference. You should read this Report together with the chapter headed “Corporate Governance Report” in this Annual Report to have a comprehensive understanding of the Group's environmental, social and governance performance.

Reporting Scope

This Report describes the sustainable development policies related to core businesses and the overall performance of performing corporate social responsibility from 1 September 2018 to 31 August 2019 (hereinafter referred to as the “Year” or the “Reporting Period”). Unless otherwise specified, this Report covers the businesses directly controlled by Chunlai Education, and the data collection of the Key Performance Indicators (KPIs) under the Subject Area – Environmental covering Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus, all of which are located in Henan Province.

Language of this Report

This Report is available in two languages, including Traditional Chinese and English versions. Should there be any inconsistency between them, the Traditional Chinese version shall prevail.

Feedback on this Report

We highly value your feedback on this Report. Should you have any questions or suggestions, please do not hesitate to contact us through the following channels:

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2. INTRODUCTION TO THE GROUP'S BUSINESS

Chunlai Education

Chunlai Education is a leading private provider of higher education in China. Since its inception in 2004, the Group has grown to operate three colleges in Henan Province, namely Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus, and participate in the operation of College of Engineering and Technology of Yangtze University. Since its establishment, the Group adheres to its educational philosophy of "continuously improving the quality of talent cultivation and the ability to serve society through character building and talent fostering, persisting with scientific development, reform and innovation, education in full legal compliance to embark on its journey to internal, innovative and distinctive development", vigorously promotes educational reform and comprehensively optimizes teaching methods. The Group provides students with academic programmes including bachelor's degree, junior college to bachelor's degree transfer, junior college diploma, combined vocational education and junior college diploma and vocational education.

In 2018, with the successful listing of the Group on the Hong Kong Stock Exchange, the Group entered the international capital market, which commenced a brand new chapter in and injected new momentum for our future development. Each college has been preparing construction projects to expand and construct multiple new teaching facilities and staff and student dormitories in order to raise our market share and meet the long-term demand as a result of the growth in student numbers.

2.1 An Overview of our Colleges

Shangqiu University

The predecessor of Shangqiu University was Huayu College of Henan Agricultural University (河南農業大學華豫學院), which obtained approval from the MOE in 2005 to be established as an independent college and was later renamed as Shangqiu University in 2011. Shangqiu University currently has 16 teaching units, offers 45 bachelor's degree programmes and 28 junior college diploma programmes, and currently offers 2 provincial-level specialty majors, 11 provincial-level brand majors, 3 provincial-level comprehensive reform pilot majors, and 3 provincial-level experimental teaching demonstration centers. In the 2018/2019 school year, a total of 19,605 students were enrolled. The engineering programmes of Shangqiu University are highly recognized by Henan Province. In order to strengthen practical training and improve the quality of talent cultivation, Shangqiu University has entered into cooperation agreements with a number of enterprises to build approximately 300 off-campus practical training bases, and the employment rate of graduates achieved 96% and above.

On 21 December 2018, China Education Daily reported the new ideas and new methods adopted by Shangqiu University in educational and teaching reform and talent cultivation on the topic of "Taking Roots in Central China, Cultivating Talents through Deepened and Refined Approaches – Exploration and Practice of Cultivating High-Quality and Application-Oriented Talents at Shangqiu University", which demonstrated the new achievements of Shangqiu University in serving local and regional economic construction and social development.

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Anyang University

The predecessor of Anyang University was the College of Humanities and Management of Anyang Normal University (安陽師範學院人文管理學院) (the "College of Humanities and Management"). In 2009, a new campus was established at the current location of Anyang University. Anyang University currently has 16 schools and two departments, offers 41 bachelor's degree programmes and 32 junior college diploma programmes, and currently offers 7 provincial-level brand majors, 1 provincial-level comprehensive reform pilot major, 5 provincial-level featured online open courses, 1 provincial-level first-class undergraduate major, 1 provincial-level experimental teaching demonstration center, 1 provincial-level key subject (In Nurturing), 3 provincial-level excellent grass-roots teaching organizations and 2 municipal-level key laboratories.

Anyang University is known for its liberal arts programmes with multiple recognitions from provincial-level institutions. In the 2018/2019 school year, a total of 22,043 students were enrolled. In response to the development of the aviation industry in the Anyang area, the School of Aeronautical Engineering was launched in 2014. Anyang University has specifically expanded student dormitories, classrooms, other teaching facilities and acquired electric gliders and other electronic equipment for the programmes. Anyang University held oracle calligraphy art exhibitions at the UNESCO Morocco Artificial Intelligence Forum and the United Nations Headquarter in New York in December 2018 and April 2019, respectively, and received extensive attention and reports from more than 150 domestic and overseas media.

Shangqiu University Kaifeng Campus

Shangqiu University Kaifeng Campus, established in 2013, is a branch college of Shangqiu University. The college adheres to the strategy of "establishing the school with quality, developing the school with talents, and prospering the school with unique characteristics". It has six schools and two departments, and offers 25 bachelor's degree programmes and 18 junior college diploma programmes. In the 2018/2019 school year, a total of 8,232 students were enrolled. In order to strengthen practical training and improve the quality of talent cultivation, the college adheres to the application-oriented talent training model, cooperates with the education projects, the teacher quality improvement projects and the industry-university-research cooperation education projects, and strengthens the school-enterprise cooperation and the integration of industry and education. Looking forward, the college is planning to file an application to transform Shangqiu University Kaifeng Campus into an independent Private HEI. All current campus expansion plans at the college are implemented with the objective to be qualified as a Private HEI and to lay the groundwork for increased enrolment rate.

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2.2 Awards and Recognitions

We are committed to improving the teaching quality of various colleges and maintaining the good reputation of the Group. Over the years, we have been recognized by all parties and have won many awards in the past, including honours such as “2014 Outstanding Educational Institution (2014年度先進辦學單位)”, “2015 Outstanding Private School (2015年度優秀民辦學校)”, “2015 Most Beautiful University Campus in Henan Province (2015年河南省最美大學校園)”, “2016 Model School of Henan Province (河南省2016年度文明學校)”, “2015-2016 High-Quality Characteristic School (2015-2016年度優質特色學校)”, “2016 QQ Smart Campus Orientation in 100 Schools – ‘National Demonstration School’ (2016QQ智慧校園百校迎新“全國示範院校”)” and “2017 1st Golden Candle Award for High-Quality Employment Demonstration University in Henan Province (2017年河南省首屆“金燭獎”高質量就業示範高校)”. Moreover, each of college of Chunlai Education adheres to the principles on emphasising innovative scientific development, and continuing to get inventions that combine high level of practicality and artistic value, many of which have already applied for patents. The colleges will continue to input resources in presenting more inventions that can contribute to society. These recognitions have encouraged us to march on and constantly enhance our competitive edge and development potential in the industry. In 2019, the Group received numerous awards, mainly including:

Awards and recognitions received by China Chunlai Education Group:

Awards and Recognitions	Hosting/Awarding Organisation
2018 Leading Brand in Education Industry (2018年度教育行業領軍品牌)	zynews.cn, henan.sina.com.cn (中原網、新浪河南)

Awards and recognitions received by Shangqiu University:

Awards and Recognitions	Hosting/Awarding Organisation
2018-2019 Most Influential Private School in China (2018-2019年中國最具影響力民辦學校)	China Education and Teaching Quality Evaluation Center (中國教育教學質量評估中心)
Outstanding Private Higher Education Institute in Henan During 40 Years of Reform and Opening Up (改革開放40年河南優秀民辦高校)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Henan Private Education Research Base (河南省民辦教育研究基地)	Henan Province Private Education Association (河南省民辦教育協會)
Safe Campus in Henan Province (河南省平安校園)	Education Department of Henan Province, Public Security Department of Henan Province, Leading Group for Safe Construction of Henan Province (河南省教育廳、河南省公安廳、 河南省平安建設工作領導組)
Outstanding University in Stability Maintenance in Henan Province (河南省高校維穩工作先進單位)	Public Security Department of Henan Province (河南省公安廳)
Outstanding Institute in Network Security of Education and Research Computer Network in Henan Province (河南省教育科研計算機網絡安全先進單位)	Education and Research Computer Network Center of Henan Province (河南省教育科研計算機網絡中心)

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Awards and Recognitions	Hosting/Awarding Organisation
Excellent Organizational Institute of 2018 National Computer Skill Application Competition for College Students (2018年全國大學生計算機技能應用大賽優秀組織單位)	The Training Center of Software Industry Association of China (中國軟件行業協會培訓中心)
2018 Excellent Volunteer Service Team in Shangqiu City (商丘市2018年度優秀志願服務團隊)	Shangqiu Municipal Civilization Office (商丘市文明辦)
May 1st Labour Medal (五一勞動獎章)	Shangqiu Municipal Federation of Trade Unions (商丘市總工會)

Awards and recognitions received by Anyang University:

Awards and Recognitions	Hosting/Awarding Organisation
Outstanding Private Higher Education Institute in Henan During 40 Years of Reform and Opening Up (改革開放40年河南優秀民辦高校)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Top Ten School Newspapers of Private Schools in the Province for 2018-2019 School Year (2018-2019學年全省民辦學校十佳校報)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Excellent Website of Private Higher Education Institutes in the Province for 2018-2019 School Year (2018-2019學年全省民辦高校優秀網站)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Top Ten Websites of Private Schools in the Province for 2018-2019 School Year (2018-2019學年全省民辦學校十佳網站)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Excellent WeChat Public Platform for Private Schools in the Province for 2018-2019 School Year (2018-2019學年全省民辦學校優秀微信公眾平台)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Standardized Demonstration Canteen for Students (標準化示範學生食堂)	Education Department of Henan Province (河南省教育廳)
Demonstration Institute in National Unity and Progress (民族團結進步創建示範單位)	Education Department of Henan Province (河南省教育廳)
Henan Private Education Research Base (河南民辦教育研究基地)	Henan Province Private Education Association (河南省民辦教育協會)
Second Prize of Excellent Achievements in the 2nd Campus Culture Construction of General Colleges and Universities in Henan Province (河南省第二屆普通高等學校校園文化建設優秀成果二等獎)	The University Working Committee of CPC Henan Provincial Committee (中共河南省委高校工委), the Education Department of Henan Province (河南省教育廳)
Excellent Organization of "Striving to be a Good Teacher like Li Fang" Theme Essay ("爭做李芳式的好老師"主題徵文優秀組織獎)	The University Working Committee and the Education Department of Henan Province (河南省高工委、教育廳)
Red Flag Youth League Committee of Henan Province (河南省五四紅旗團委)	Henan Provincial Youth League Committee (共青團河南省委)
Excellent Organization at the Grass-roots Level during the New Year (新春走基層"優秀組織獎")	China Youth Daily (中國青年報社)

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Awards and Recognitions	Hosting/Awarding Organisation
2019 Outstanding Institute for Party Construction in Private Education Industry in the Province (2019年度全省民辦教育行業“黨建工作”先進單位)	Henan Province Private Education Research Association (河南省民辦教育研究會)
2019 Outstanding Institute for Characteristic School in Private Education Industry in the Province (2019年度全省民辦教育行業“特色辦學”先進單位)	Henan Province Private Education Research Association (河南省民辦教育研究會)
2019 Outstanding Institute for Teaching in Private Education Industry in the Province (2019年度全省民辦教育行業“教學工作”先進單位)	Henan Province Private Education Research Association (河南省民辦教育研究會)
Won one second prize and one third prize at the contest of 2019 “CCB Cup” “Internet +” Competition in Henan Province (“建行杯”2019年河南省“互聯網+”大賽)	Education Department of Henan Province (河南省教育廳)
Our school was approved as a project construction institute for master's degree in 2019-2021 (2019-2021年碩士學位授予立項建設單位)	Education Department of Henan Province (河南省教育廳)
The “Red Culture Education Project” (紅色文化育人工程) of our school won 2018 Excellent Brand of Ideological and Political Work of Universities in the Province (2018年全省高校思想政治工作優秀品牌)	Education Department of Henan Province (河南省教育廳)

Awards and recognitions received by Shangqiu University Kaifeng Campus:

Awards and Recognitions	Hosting/Awarding Organisation
2018 Outstanding Institute in the Municipal Social Science System (2018年度全市社科系統先進單位)	Kaifeng Municipal Federation of Social Sciences (開封市社會科學界聯合會)
Kaifeng Excellent Young Volunteer Service Group (開封市優秀青年志願者服務集體)	Kaifeng Municipal Youth League Committee (開封市團市委)
Standardized Demonstration Canteen for Students of General Colleges and Universities in Henan Province (河南省普通高等學校標準化示範學生食堂)	Education Department of Henan Province (河南省教育廳)
Excellent Organisation in the 2019 National English Competition for College Students (2019年全國大學生英語競賽優秀組織獎)	The College English Teaching and Research Association of China (高等學校大學外語教學研究會)
Second Prize in 2nd National University-Enterprise Value Creation Regional Contest (第二屆全國高校企業價值創造區域賽二等獎)	Teaching Guidance Sub-Committee of Accounting Major, Ministry of Education (教育部會計學專業教學指導分委員會)
Kaifeng Municipal Red Flag Youth League Committee (開封市五四紅旗團委)	Kaifeng Municipal Youth League Committee (開封市團市委)

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3. ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT

3.1 Sustainable Development Strategy

Since its inception, Chunlai Education has always been adhering to the social responsibility of “contributing to society and making it a better place”. We are committed to education and at the same time actively participate in social welfare undertakings. We hope that sustainable development is regarded as an important task of the overall business operation. Over the years, the Group has always insisted on serving the society and exchanging opinions with stakeholders through various channels to formulate the Group's sustainable development strategy.

3.2 Communication with Stakeholders

The Group focuses on communicating with different external and internal stakeholders (including shareholders, students, parents, employees, investors, government and regulatory authorities, suppliers and the general public), which is the key to the success of the Group. The Group strives to maintain contact, cooperation and establish a solid relationship with the stakeholders, and adopts an open and proactive attitude to listen to and understand their areas of concern, so as to determine the scope of environmental, social and governance coverage of this Report. The following are the communication and response channels of key stakeholders this year.

Key Stakeholders and Communication and Response Channels

Stakeholders	Main concerns	Major communication and response channels
Government and regulatory authorities	Compliance with laws and regulations Positive impacts on the society	Meetings Rating of the schools Visiting the schools
Shareholders/investors	Compliant and sound operation Information transparency Business growth	Annual general meeting of shareholders and other general meetings of shareholders Interim report and annual report Corporate communications, such as letters/circulars to shareholders and meeting notices Result announcements Environmental, social and governance (ESG) meetings Meetings of investors Senior management meetings Shareholder visits

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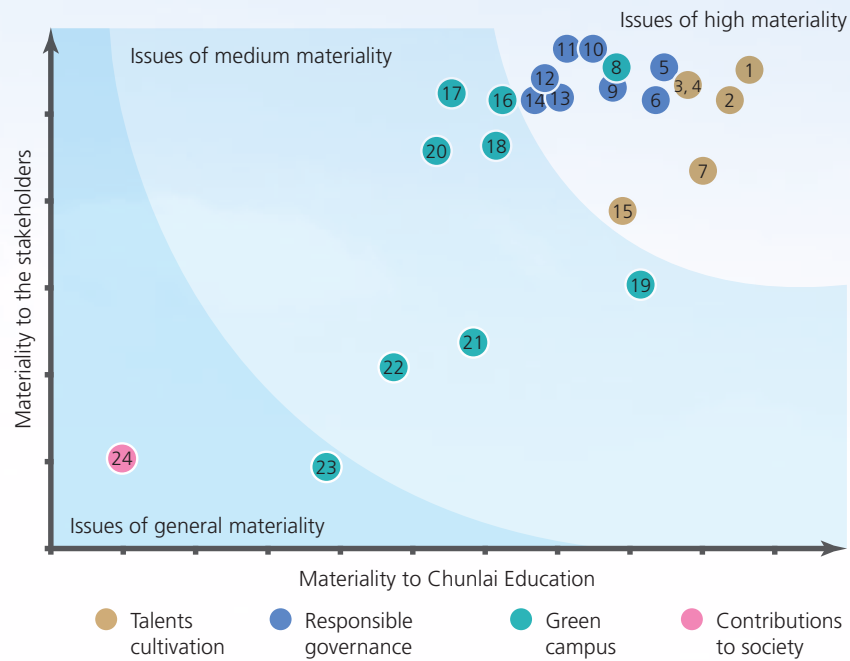
Stakeholders	Main concerns	Major communication and response channels
Teachers/other employees	Career development Salary and benefits Healthy and safe working environment	Training courses Meetings and interviews
Students/parents	Education quality Education resources Qualification of teachers Healthy and safe learning environment	Satisfaction survey Regular visits Feedback in the class Parents' meeting Online platform Phone E-mail
Suppliers	Fair and unbiased procurement Sustainable supply chain	Supplier management procedures Supplier/contractor evaluation system On-site visits Meetings
Business partners	Mutually beneficial and win-win cooperation	Exchange activities Meetings Visits Lectures
Community and public	Participation in charity Promotion of community development	Education fund/scholarship Donations Activities organized by the school Seminars/lectures/workshops Meetings School website Media information

3.3 Materiality Assessment

In order to further determine the materiality of corporate environmental, social and governance practices and disclosure, in the report, targeted environmental, social and governance issues were proposed to respond to the concerns and needs of stakeholders. Chunlai Education commissioned independent consultancy firm to conduct materiality assessment on the environmental, social and governance issues, and collected the views and focus of the Group's environmental, social and governance work of various internal and external stakeholders through questionnaires, and in consideration of the results of different communication channels with various stakeholders, the Group formulated a matrix of important issues during the Reporting Period. The results are as follows:

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Materiality Matrix of ESG Issues of the Group



The Important Issues in 2019 ESG Report of Chunlai Education

Issues of high materiality	1	Health and safety of the students	Issues of high materiality	13	Promotion and information disclosure		
	2	Occupational health and safety		14	Market Competitiveness		
	3	Employment system with equal opportunities		15	Employees' training and development		
	4	Qualifications and professional ethics of the teachers		Issues of medium materiality	16	Waste management	
	5	Information and privacy protection			17	Pollution reduction and emissions reduction	
	6	Anti-corruption and compliant operations			18	Use of materials/resources	
	7	Labour rights			19	Green building in campus	
	8	Environmental education			20	Water consumption and efficiency	
	9	Education quality control			21	Energy consumption and efficiency	
	10	Protection of intellectual property			22	Greenhouse gas emissions	
	11	Handling of educational opinions			Issues of general materiality	23	Climate change
	12	Responsible procurement				24	Community investment and participation

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Based on the above materiality assessment results, the direction of environmental, social and governance of Chunlai Education in this year are divided into four categories, including "Leading Educational Philosophy", "Accomplishing Responsible Governance", "Constructing a Green Campus" and "Jointly Creating a Harmonious Society". This report reflects the Group's annual environmental, social and governance priorities and contributions in these four categories.



4. LEADING EDUCATIONAL PHILOSOPHY

Pursuing the philosophy of providing practical education, Chunlai Education is committed to the development of students' practical skills that meet the needs of China's economic development, with a view to giving our graduates an upper hand in the job market. We believe that nurturing excellent teaching staff and attracting high-level faculty are of paramount importance to the success of the Group. Therefore, with a particular emphasis on the compliance with practices on employment, labor and occupational health and safety, we strictly follow the laws and regulations such as Labour Law of the People's Republic of China 《中華人民共和國勞動法》, Labor Contract Law 《勞動合同法》, the Implementation Regulations for the Labor Contract Law 《勞動合同法實施條例》, the Law on the Protection of Minors 《未成年人保護法》, the Regulations on the Prohibition of Child Labor 《禁止使用童工規定》, and the Regulation on Sanitary Work of Schools 《學校衛生工作條例》.

4.1 Outstanding Education Institution

By implementing the strategy of "Strengthening the School with Talents", the Group makes unremitting efforts in putting the improvement of quality of all employees and their benefits as the first priority of the Group so as to attract high-level talents. Key areas such as competitive human resource management policies, employee management, remuneration management, annual appraisal, promotion channel, recruitment criteria and procedure, employee compensation and benefits as well as employee training plans are set out in the Employee Manual 《職工手冊》 in detail. In order to introduce more high-level talents, Shangqiu University and Anyang University have respectively implemented the "Administrative Regulations for Introducing High-level Talents" 《高層次人才引進管理辦法》 to fortify a team of highly qualified personnel.

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Shangqiu University 2019 Teaching Staff Union Congress

The leadership and all the faculty of Shangqiu University attended the 2019 faculty union congress where they conducted an overall review of the progress and effectiveness of various undertakings achieved by the school in the 2018-2019 school year. By outlining the targets (including appraisal of school management) to be achieved by the school in the new school year, the Group implemented a fundamental task of moral education by optimizing the discipline and professional structure, comprehensively improving the aptitude of teachers in imparting knowledge and improving the level of informationisation of education and the teaching quality, which provided clear guidelines for upholding the school's quality teaching in the new school year.

Faculty Congress of the Second Semester of the 2018-2019 School Year of Anyang University

The leadership of Anyang University and all the faculty attended the faculty congress where the leadership summed up the outstanding achievements made by the college in terms of teaching, scientific research, talents, recruitment and employment in the past year, and mapped out the overall vision of school undertakings in the new year, including continuing to lead the construction of the Party's working style and push forward its clean and honest administration; continuously improving the quality of teaching and research; strengthening the construction of faculty; continuing to implement information management and continuing to strive to build the college into a high-level application-oriented private college.

4.2 Healthy and Safe Campus

Chunlai Education has been attaching great importance to the physical and mental health of its faculty by strictly abiding by the laws and regulations on the safety of schools, teachers and students, such as the Occupational Disease Prevention Law, School Health Work Regulations, Fire Protection Law, Safety Production Law, etc. We have implemented a series of health and safety measures and arrangements, and have also formulated a School Safety Management System for campus facilities, electricity, water, heating power and gas use, and are committed to building a healthy and safe campus and optimizing the health of employees and students, canteen food safety, teaching environment safety. During the reporting period, the Group did not have any cases of workplace fatalities due to work-related injuries. Although there was a work-related accident that resulted in the loss of one working day, our school was extremely concerned about the incident and reported it to the Work Injury Insurance Center in real time, and such employees are entitled to the employee's social plan. In the future, we will strengthen the preventive measures to avoid similar accidents.

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Faculty Health Checkup

The Group places great emphasis on the health of its employees. Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus regularly arrange mandatory medical checkup for faculty on cardiopulmonary, liver and kidney, blood glucose, and blood lipids. Professional advice and consulting services on health care were given based on the individual's physical condition and medical examination report, disease prevention and treatment so that staff can have a better understanding of their health status, achieving "early treatment and early prevention of disease" to ensure faculties are in good health.



Prevention of Occupational Diseases of Teachers

Anyang University also simultaneously held publicity activities in respect of teachers' knowledge of occupational disease prevention during physical checkup, and medical staff conducted a Q&A on the spot for teachers seeking consultation on health. The Medical Office of Shangqiu University also produced a booklet of "Health Education Propaganda-How to Prevent Occupational Diseases Among Teachers?", allowing teachers to identify common symptoms of occupational diseases and convey preventive measures.

Student Health and Safety

Comprehensive epidemic prevention measures can protect students and reduce operational risks. The Group made reference to the Epidemic Prevention and Control Law, Public Health Response Regulations and other regulatory documents to formulate the Epidemic Prevention and Control Contingency Plan, focusing on the prevention and treatment, the implementation of health education and the establishment of a complete monitoring and reporting mechanism, which also detailed the treatment methods and steps to deal with various situations of contingency to achieve the goal of "early detection, early report and early treatment".

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Freshman Admission Checkup

According to the Notice on the Due Performance of the Epidemic Prevention and Control in the Fall of 2018, the Provincial Department of Education conducted medical checkup for freshmen in our school to ensure that they have a better understanding of their physical health and have a sound body and mind to fit in with campus life.

Lecture on Tuberculosis Prevention and First Aid Knowledge Training- Anyang University



In order to further improve students' awareness and prevention of tuberculosis, Anyang University invited doctors from Anyang Tuberculosis Prevention Institute to teach students about the basics of tuberculosis and prevention and control. Nearly 350 students participated in this lecture. In addition, in order to let the teachers and students fully understand the first aid knowledge and enhance emergency response capabilities, the college held a special lecture on first aid knowledge training. Medical staff in the infirmary and nearly 400 students participated in the training.

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Fire Safety Month

In order to strengthen fire safety publicity and education and enhance the fire safety awareness of restaurant staff, faculty and students, Shangqiu University and Shangqiu University Kaifeng Campus designated April as the "Fire Safety Month", and organized a safety education activity on the theme of "Common Efforts to Build a Firewall with Dedication and Building a Life Safety Net"(共築心中防火牆·搭起生命安全網), and also conducted fire drills on the campus under the leadership of fire brigade instructors. More than 300 student representatives participated in the event.



Campus Canteen Environment and Food Safety

As the saying goes, "food is the paramount concern of the people and safety is the paramount concern for food." We attach great importance to the canteen environment and food safety, and strictly abide by the Food Safety Law of the People's Republic of China, Regulations on the Hygienic Management of School Canteens and Student Group Dining, and Food Safety and Nutrition Health Management Regulations. All three of our colleges have set up a food management supervision group composed of student members to formulate and improve the meal management system through food inspection, inspection of the canteen environment, feedback collection and routine meetings to safeguard the safety and quality of meals for teachers and students.

The college has also established Food Safety Management System 《食品安全管理制度》, Food Safety Self-inspection and Self-inspection and Reporting System 《食品安全自檢自查與報告制度》, Food Safety Speedy Inspection Management System 《食品安全快速檢測管理制度》, "Six Ts Law" Management System 《"六T法"管理制度》, etc., setting out the requirements and steps that need to be strictly followed to monitor and enforce food safety with an accountability system. In order to further ensure the campus environment and food hygiene safety, the college's catering management company has obtained multiple international system certifications related to food safety management, including Food Safety Management System Certification (食品安全管理體系認證), HACCP System Certification 《HACCP體系認證》, Quality Management System Certification 《質量管理體系認證》 and Occupational Health and Safety Management System Certification 《職業健康安全體系認證》, etc.

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In addition, we organized a number of food safety and nutrition health publicity activities this year to successfully promote the concept of food safety and nutrition health to teachers and students of the college. Shangqiu University and Shangqiu University Kaifeng Campus held a food safety publicity week in April 2019, with the theme of "Balanced Dietary Nutrition and Protection of Physical Health"(平衡膳食營養·保障身體健康), advocating a green, healthy, safe and nutritious diet concept with "the Four Most Stringent Rules" (四個最嚴) to safeguard the "Security on the Tip of the Tongue"(舌尖上的安全). Activities include:

- Gourmet Cooking Competition

The competition is divided into a professional group participated by catering chefs and a non-professional group participated by teachers and students. The competition is based on the principles of nutrition, health and reasonable diet. Food health and safety messages are passed on throughout the campus.



- Transparency Kitchen

By inviting student representatives and teachers to visit the kitchen workshop to understand the food production supervision and process of our school restaurant which implements transparency management, we promote "hygienic environment, food safety, healthy diet" and push forward salt reduction, oil reduction and sugar control and balanced healthy diet, boosting the health and safety of our school teachers and students alike.

- "Your Health is My Concern"

Through the physical exercises of running on the "Sports World Campus" app, the running kilometers recorded by teachers and students under the application can be converted into discounts for dining in the campus cafeteria. If the daily running record is 3 kilometers, you can enjoy a 12% discount in the campus restaurant on the same day.

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– Food Safety and Health Education Seminars

In various lectures, the college has broadcast food safety videos, showing the achievements of food safety quality improvement, and training knowledge and skills for school restaurant employees. The Food Safety Law 《食品安全法》, School Food Safety and Nutrition and Health Management Regulations 《學校食品安全與營養健康管理規定》 provide special training on the requirements and specifications of school meals, and successfully pass on food safety and health knowledge to faculty and students.

4.3 Employment System with Equal Opportunities

In the recruitment process, the Personnel Department verifies the qualifications of newly hired teachers and staff. Employment of child labour and forced labour is strictly prohibited. We will also regularly review staff overtime and their labour intensity. Moreover, we have zero-tolerance towards discrimination in the workplace, forced labour, harassment and other acts. During the Reporting Period, the Group did not record any violation related to discrimination, employment of child labour or forced labour.

Recruitment Management and Promotion System

The Group formulated the Administrative Measures on Recruitment 《招聘管理辦法》 and formed a recruitment leading group. We always regard merit-based appointments, and value morality in conducts as the top priority, and in addition, we ensure equal employment opportunities for candidates regardless of their gender, age, nationality or race. After passing the resume screening stage, applicants are required to provide relevant materials such as identification document, transcripts of studies, recommendation letters and certificates to the human resources department for record and stringent verification, so that we can ascertain that the candidates do possess genuine and relevant qualifications and avoid employment of child labour. In addition, the Board, school principals, the human resources department, and the office of academic affairs and the manager of the hiring college will take part in the teacher recruitment interviews to evaluate the applicants based on factors such as their character, educational background, work experience and expertise. Once the appointments of applicants are reviewed and confirmed by the Board, we will sign an employment agreement and employment contract with the potential employee so as to protect the interests of our staff.

In addition, in order to improve work efficiency and motivate employees' determination to strive forward, we have also established a fair, just and open Staff Promotion Method and Implementation Method for the Construction of Middle-level Reserve Cadre Team, employees with excellent performance and ethics can be promoted through recommendation or selection.

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Information of the Group's staff for the year is set out below:

Staff category	Number of staff
All staff	3,509
By gender	
Female	2,007
Male	1,502
By employment category	
Short-term contract/part-time	524
Junior level	427
Intermediate level	394
Senior level	455
Other	1,709
By age group	
Under the age of 30	1,476
Aged 30-50	1,291
Over the age of 50	742
By region	
Central China region	2,417
North China region	928
East China region	78
Northeast China region	55
Northwest China region	24
South China region	5
Other regions (including Hong Kong, Macau and Taiwan)	2

We treat the continuation (or not) in service of each teaching staff with cautiousness and care about their well-being. When a staff tenders a resignation, the person in charge of the unit will try his best to retain the staff and engage in a dialogue with him/her to understand the reasons for the resignation. By finding out the improvement measures, we try to increase the sense of belonging of our existing teaching staff. The management also continuously monitors the turnover rate and continues to communicate with the staff to establish a good employment relationship. Employee turnover rate for the year is as follows:

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Staff category	Turnover rate
All staff	15.5%
By gender	
Female	16.7%
Male	14.0%
By age group	
Under the age of 30	22.6%
Aged 30-50	14.1%
Over the age of 50	4.0%
By region	
Central China region	15.7%
North China region	14.0%
East China region	28.2%
Northeast China region	20.0%
Northwest China region	12.5%
South China region	0%
Other regions (including Hong Kong, Macau and Taiwan)	0%

4.4 Comprehensive Benefits and Salaries

Chunlai Education firmly believes that the teaching staff is an important asset of the Group and retains talents with comprehensive benefits and salaries. The Group has formulated the Performance Assessment Management Measures 《績效考核管理辦法》 reward and punishment system, which evaluates the virtues and performance of teachers and staff by objective, transparent and fair criteria to issue performance bonuses, and encourages teachers and staff to work actively and perform their duties. In addition, according to the economic situation, the actual situation of the school and the industry, we regularly adjust the salaries of all employees, reward them for their past efforts devoted to the college, stabilize the backbone team, stimulate work enthusiasm and enhance cohesion.

Benefits and Allowances

Chunlai Education provides employee benefits that exceed the legal minimum requirements. In addition to daily rest days, employees enjoy paid annual leave, statutory paid sick leave, maternity leave, accompanying leave and wedding and funeral leave, and also enjoy Teacher's Day, Mid-Autumn Festival and Spring Festival benefits. In order to be considerate of the needs of new mothers at work, female employees can apply for breastfeeding leave after maternity leave. In order to encourage on-the-job training, we have also set up study vacations and give full-time teaching staff a week off every semester. The Group has formulated the "Interim Measures for the Administration of Social Insurance" to provide insurance package that comprises five insurances and the housing fund for the qualified teaching staff who have signed valid contracts. Non-local talents with high professional titles also enjoy transportation allowances and travel to and from their hometowns on national holidays and winter and summer holidays.

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4.5 Training of Teaching Staff

We provide comprehensive career planning, and also encourage teaching staff to improve their academic qualifications and professional abilities through continuous learning and on-the-job training. We provide opportunities for young teachers to broaden their horizons and enhance their development capabilities such as observation classes, demonstration classes, skill contests, and excellent lesson plan comparison activities; senior teachers will be selected to study for degrees in well-known universities and research institutes at home and abroad to study for degrees, study visits, and conduct academic exchanges and cooperative research. The training program can establish a foundation for key disciplines and teaching quality projects to further enhance the college's applied education level.

"Thirteenth Five-Year Plan" Construction of Teaching Staff

Adhering to the Party's socialist school running direction and the policy of "Standardizing School Running, Accelerating Construction, Improving Quality and Accentuating the Outstanding Features", the Group has mapped out the "Thirteenth Five-Year Plan for construction of teaching staff". Revolving around the three stages of "Introducing Talents, Educating Talents, and Using Talents" as the key undertakings of the plan, the Group introduced high-level talents and improved the construction of "double-qualified" teaching staff, setting up an annual target to cultivate the number of teaching or research teams in an effort to maintain outstanding talents of the college.

Shangqiu University 2019 "Young Eagle" (雏鹰) Training Camp



In order to improve the professional qualities and teaching abilities of newly recruited young teachers and their teaching quality, Shangqiu University held a "Young Eagle" (雏鹰) workshop for new teachers this year. The training method combines basic teaching training, online learning, practice exercises and special trainings of colleges and other activities to improve the quality of new teachers' education and teaching and strengthen the construction of teaching staff.

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The category, content and purpose of the comprehensive teaching staff training plan provided by the Group are as follows:

Training category	Training content and purpose
Pre-employment training	A training meeting for newly hired staff is held every year to enable newly recruited staff to initially grasp the basic principles and methods of teaching in colleges and universities, to conduct education and training on teacher ethics and morality, and to encourage young teachers to fully perform their duties and dedication.
Apprenticeship	During the first academic year, a new teacher will be teamed up with an experienced mentor. The new teacher will be able to adapt to the new environment faster through experience sharing on lessons preparation, attending lectures, teaching in class, counselling, Q&A and homework review and marking.
Training on higher education teaching qualification	We provide our new teachers with certified training courses and examinations for further education and help them obtain teaching qualifications of higher education.
National training demonstration unit	Train newly hired teachers so that they can master the correct professional concepts and education and teaching skills, and cultivate good teacher ethics, academic standards and psychological qualities.
Training on teaching methods and skills	To train up younger teaching staff on learning to combine traditional teaching theories, skills and approaches, to enhance English proficiency and to improve teaching skills and quality of business service, by working with modern educational information technology applications.
Academic visits and further studies overseas	We offer overseas academic visits and further studies opportunities to selected teachers for further study to broaden their knowledge of other countries and keep pace with trends and developments in international education, scientific research and administration and put more efforts in training young and middle-aged backbone teachers.
Training on professional practical skills	Setting up research directions in practice and developing potential projects as well as enhancing school-corporation collaboration by nominating teachers to companies and scientific research institutions of corresponding professional specialisations for on-the-job training.

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The following table summarizes the training we provided this year:

Staff category	Percentage of staff trained	Average training hours completed per staff
By gender		
Female	57.2%	167 hours
Male	39.5%	170 hours
By employment category		
Junior level	36.3%	128 hours
Intermediate level	70.3%	126 hours
Senior level	60.0%	24 hours

We greatly strengthened the training of teaching staff during the year. Both the proportion of staff trained and the average training hours completed per staff have greatly increased from last year. In particular, we have strengthened the training of junior and intermediate staff in academic and management aspects, enhancing the quality and teaching level of teaching staff.

5. ACCOMPLISHING RESPONSIBLE GOVERNANCE

5.1 Construction of Anti-corruption System

The Group attaches great importance to the discipline and ethics of all employees. We strictly comply with the regulations on anti-corruption and promoting integrity, such as the Clean and Honest Governance and Self-discipline Standard of Communist Party of China 《中國共產黨廉政自律準則》, the 'Ten Impermissible Rules' Regarding Integrity and Self-Discipline to Be Abided by Party Members, Leaders and Cadres in University 《高校黨員領導幹部廉潔自律“十不准”》, and the Regulations on Appeals and Reclaims Initiated by Discipline Inspection Group of Communist Party of China 《中國共產黨紀律檢查機關控告申訴工作條例》 and other relevant requirements. In order to ensure that teaching staff strictly abide by the laws, regulations and rules of integrity and self-discipline, we have developed the “Implementation Measures of the Accountability System for Establishing Party Conduct and Upholding Integrity” 《黨風廉政建設責任制實施辦法》. We regard the teachers' good moral cultivation as importance. Teachers shall treat every student in a fair and impartial manner and be forbidden to solicit any gifts and money from students and their parents. The behaviours in breach of professional ethics such as fraud, money laundering, extortion, bribery, and embezzlement are stringently banned by the Group.

In order to effectively implement the monitoring system, we have formulated the Measures for Public Complaints and Whistle-Blowing 《信訪舉報工作辦法》. Whistleblowers may report through personal visit, phone calls, pail box or email and other confidential channels. The reported cases will be handled by authorities of discipline inspection and supervision in accordance with the Party Constitution, state laws, regulations, policies and school rules within 60 days.

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During the year, to ensure that all employees strictly abide by relevant regulations, the anti-corruption education, corruption prevention and monitoring measures have been taken by us included:

Education, prevention and monitoring measures	Specific contents
Case Study-based Reform on both Symptoms and Root Causes	To conduct in-depth study of various cases, take rectified measures, establish a sound system, strengthen supervision and inspection, and achieve anti-corruption on both the symptoms and root causes and promote integrity
Integrity Warning Education Activities	To deliver integrity publicity to school leaders and strengthen their law and discipline and integrity awareness through deeds of a person with positive integrity and the typical corruption case
"Anti-Corrupted Campus" Publicity and Education Activities	To promote integrity culture across the campus by demonstrating good experience and introducing role models and strengthening the integrity awareness of teachers and students
Study the Regulation of the Communist Party of China on Disciplinary Actions 《中國共產黨紀律處分條例》	To study this regulation at the learning conference and enforce disciplinary actions against violations and offences in a fair, serious and impartial manner for which employees are reminded and cautioned and will consciously abide by it
Leading Group of the Responsibility System for Establishment of a Clean and Honest Party	To regularly inspect, examine and supervise the implementation of the responsibility system for the establishment of a clean and honest Party by the lower-level leading team to ensure that the system is properly carried out
Accountability for Work of Clean and Honest Governance	To hold accountable for identified failure of performance of clean and honest governance in a proper way and promptly urge to take rectification measures

During the reporting period, the Group has not involved in any corruption case, which fully manifested the effective implementation of clean and honest governance and educational work.

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5.2 Information Disclosure Security

In order to improve the overall security protection of information system of the Group and achieve targeted level of control over information security, Chunlai Education strictly abides by the Regulations of the People's Republic of China for Safety Protection of Computer Information Systems 《中華人民共和國計算機信息系統安全保護條例》, Overall Plan on National Information Security System 《國家系統信息安全體系總體方案》, Opinions of the State Informatisation Leading Group for Strengthening Information Security Assurance Work 《國家信息化領導小組關於加強信息安全保障工作的意見》, and other state laws and regulations, and has set up the Information Security Management System for Henan Chunlai Education Technology Co., Ltd. 《河南春來教育科技有限公司信息安全管理制度》 and Verification and Management System for Online Information Release by China Chunlai Education Technology Co., Ltd. 《中國春來教育科技有限公司信息上網發佈審核管理制度》 so as to attain a unified security strategy management, improve the overall information security, and ensure the implementation of information security control measures.

Information Security Assurance

Taking “comprehensive prevention that emphasises both management and technology based on safety-first and a precautionary mindset” as an overall approach, we ensure that the intranet and extranet information systems maintain stable and reliable running and keep the confidentiality of information to protect the information system from damages caused by online fraud, detectives, viruses, hackers, malicious code and others. In order to effectively implement the information security management system, we have established a network security and informatization leading group in charge of reviewing and verifying information security strategies and regulations, and managing and supervising the implementation of such system. The key measures we took on information security are as follows:

- To strengthen network security management and virus prevention, such as installation of software firewall and anti-virus software for systems and computers, and perform real-time scanning, filtering and regular inspection
- To regularly provide on-the-job training and education on network and information security in respect of knowledge and technology for different employees
- To regularly carry out the National Network Security Publicity Week
- To conduct regular safety examination and inspection to eliminate loopholes and hidden dangers
- To set up information security incident handling methods and emergency management procedures, and regularly conduct emergency plan training and drill
- To establish effective information feedback channels, and report to relevant leaders upon occurrence of any security threats, incidents and failures

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Strict Confidentiality Measures

In order to protect our information security and prevent data leakage, we have developed the following major confidentiality measures:

- With respect to internal sensitive information files and important documents, system access control and industry-standard encryption technology are used to prevent information from being accessed and copied without proper authorization
- All key personnel are required to sign a security and confidentiality agreement, and will be bound by such agreement upon reassignment and resignation
- Non-temporary external personnel must sign a security and confidentiality agreement before entering the workplace

Protection of Intellectual Property Rights

We regard the protection of intellectual property rights with high importance and strictly comply with the Guidelines for Genuine Software Management 《正版軟體管理工作指南》 issued by the State Intellectual Property Office. We ensure that all faculty members' computers are equipped with secured and genuine computer software. We ensure that the products we purchased are in line with the relevant state regulations with safety product sales licenses and intellectual property certifications in accordance with the Regulations on Information System Construction Safety Management 《信息系統建設安全管理規定》 and Regulations on Equipment Safety Management 《設備安全管理規定》.

Technology research and development is one of our major developmental directions, and we continue to bear fruits with collective efforts from teachers and students. We apply patents for the invented products and technologies to ensure originality and recognition of efforts of the research and development work. During the Reporting Period, we achieved splendid results for research and development by maintaining existing registered patents for a total of 35 inventions and obtained new patents for 21 other inventions.

5.3 Handling Opinions on Teaching

We always regard feedbacks on teaching as a key driver for the Group's improvement. We have a standard procedure in place to handle complaints and feedbacks. During the reporting period, we received 22 complaints, of which 10 were related to teaching. Upon receipt of complaints, we will handle the cases with rigorous seriousness in a timely manner, which includes holding discussion meetings, reviewing the details of the case and providing solutions and improvement plans, and complete to handle all cases as soon as possible. To maintain the quality of service offered by each college, we also constantly keep track of, respond to and improve upon complaints to deliver the best teaching service to enhance our competitiveness.

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Strengthening Communication with Teachers, Students and Parents

As an operator of higher education institution, the teachers, students and parents, are extremely concerned about the career development of our graduates. The annual tracking survey of the employment of graduates can reflect whether the programmes offered by the Group can meet the demand of the employment market. It also enables us to design courses for the new semester under a better understanding of social trends. In order to promote the employment of graduates, we held a graduate employment training session for the year to enhance the guidance capabilities and professional level of the college instructors for employment of graduates. The school has also set up various communication channels for teachers, students and parents, such as satisfaction surveys, regular visits and parent meetings to collect opinions and advice on teaching from teachers, students and parents, upon which management of the Group will give timely feedback and develop solutions, thus providing a more inclusive channel for teachers, students and parents to participate in school development and management. We also utilise highly transparent and monitored Internet information technologies, such as campus network and the OA system, to share internal teaching information, and thus realising an open and transparent communication model for school affairs.

Building Brand Image

Adhering to the principle of “live, work and form a career with honesty, diligence and pragmatism”, Chunlai Education built a quality education brand. Our programmes reflect our education philosophy of emphasising practicality to ensure that the information we release while promoting our brand, such as talent training programmes for all professionals, college data indicators and qualifications of our teaching staff, is complete, authentic and accurate for the public in order to eradicate all false and misleading descriptions which will the public.

5.4 Suppliers' Management

In order to ensure the quality of suppliers, enhance the quality and efficiency of procurement, and improve the suppliers' management system, the Group has formulated the Suppliers' Management System 《供應商管理制度》 and the Procurement Management System 《採購管理制度》. Prior to procurement, we will conduct a review of the suppliers based on the established supplier evaluation criteria, taking into account quality, price, delivery time, technology, flexibility, service and strategies to meet state sustainable development in respect of compliance, safety and environmental protection. Such suppliers will become our qualified suppliers subject to our evaluation standards. The criteria is conducive to enhancing the suppliers' awareness of social responsibility in line with green procurement, and establishing a sustainable supply chain. The business license is required to be rendered by the selected supplier for qualification assessment and will be recorded in the supplier files. We will also conduct regular assessment and review of suppliers, implement an elimination mechanism, and replace unqualified suppliers so as to ensure that suppliers continue to meet the criteria and mitigate the risks exposed to our operations. In the case that the supplier is identified to have committed fraud, malpractice or poor integrity, it will be blacklisted and terminated to be employed. In addition, we have also developed monitoring method and bidding process for the procurement to ensure that the procurement process is fair and equitable.

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The suppliers of the Group are mainly located in Henan and Beijing, and the products and services we procured mainly include textbooks, uniforms, teaching equipment, office facilities, software service and others. Selection of local suppliers will not only serve to vitalise the region's economy, but also reduce carbon emissions released during transportation and mitigate the impact on the environment. We strictly conformed with the Suppliers' Management System (《供應商管理制度》) and the Procurement Management System (《採購管理制度》) to select qualified suppliers, thereby enhancing procurement quality and efficiency. The following chart shows the composition of our suppliers for the year:

Regions of suppliers	Numbers of suppliers
Henan	84
Beijing	8
Jiangsu	2
Hebei	1
Chongqing	1
Shenzhen	1

6. CONSTRUCTING A GREEN CAMPUS

6.1 Implementing Energy Conservation and Emissions Reduction

Energy conservation and emissions reduction are the requirements of our country and the needs of the times. As a responsible pioneer in higher education sector, Chunlai Education attaches great importance to environment protection and takes actions for this target. We have been focusing on all impacts and potential risks on the environment and surrounding ecosystem as a result of the operations of school buildings with the concept of "Striving for scientific development, for reform and innovation, and for education based on laws", and encouraging all teachers and students to reduce energy consumption and emissions and use resources efficiently. The Group has been strictly complying with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》) and relevant environmental laws and regulations in which our businesses operate, such as the Regulation on the Prevention and Control of Atmospheric Pollution of Henan Province (《河南省大氣污染防治條例》). There was no material environmental violation during the Reporting Period.

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Combating Climate Change

Many countries around the world have signed the historically significant agreement to combat climate change, the Paris Agreement (《巴黎協議》), which was approved at the twenty-first session of the United Nations Climate Change Conference (COP21) held in Paris in determination to jointly combat climate change. The People's Republic of China also expressed a deep commitment to its undertakings in relation to honouring the agreement, through issuing significant policies such as National Planning in Response to Climate Changes (2014-2020) (《國家應對氣候變化規劃(2014-2020年)》) and National Strategies in Response to Climate Changes (《國家適應氣候變化戰略》) successively in an effort to tackle climate change. In response to the nation's energy conservation and emissions reduction campaign, the Group launched its first investigation of greenhouse gas emissions on three colleges of the Group including Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus in accordance with the Greenhouse Gas Protocol (《溫室氣體盤查議定書》) developed by World Resources Institute and World Business Council for Sustainable Development and ISO14064-1 determined by the International Standardisation Organisation.

After the investigation, the Group's greenhouse gas emissions can be categorised into direct emissions (Scope 1), indirect emissions (Scope 2) and other indirect emissions (Scope 3). The greenhouse gas emissions are produced by burning natural gas and fuel consumption of vehicles and landscaping equipment of the Group (Scope 1), power consumption in operation and gas consumption (Scope 2), as well as water consumption, waste landfill and paper consumption (Scope 3), respectively. The summary of greenhouse gas emissions during the Reporting Period is as follows:

Greenhouse gas emissions performance	Unit	2019
Amount of greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	968.83
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	14,326.98
Other indirect greenhouse gas emissions (Scope 3)	tCO ₂ e	6,344.09
Total amount of greenhouse gas emissions (Scope 1, 2 & 3)	tCO ₂ e	21,639.90
Intensity of greenhouse gas emissions		
Per square metre of floor area (Scope 1, 2 & 3)	tCO ₂ e/m ²	0.01

Scope 1: Direct greenhouse gas emissions from sources that are owned and controlled by the Group.

Scope 2: Indirect greenhouse gas emissions resulted from the generation of electricity, heating, cooling or steam purchased by the Group.

Scope 3: Greenhouse gas emissions indirectly resulted from source that are relevant to the Group's activities but are not owned or directly controlled by it.

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Reducing Emissions

The Group has been committing to protecting the environment and reducing emissions, and strictly complying with relevant laws and regulations, such as the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 and the Action Plan for Environmental Pollution Prevention and Control of Shangqiu City in the Year 2017 《商丘市2017年度環境(大氣)污染防治工作方案》. In the course of our operation, the gasoline and diesel used in our vehicles and landscaping equipment will cause air emissions, including sulphur oxides ("SO_x"), nitrogen oxides ("NO_x") and particulate matter ("PM"). The following coping methods and emissions reduction measures have been taken:

- To carry out maintenance for the Group's vehicles to reduce fuel consumption and emissions of pollutants
- To conduct regular check and keep tyres inflated to ensure correct tyre pressure
- To ensure that engines are stopped when vehicles are not in motion
- To prioritise the use of electric or hybrid-electric vehicles
- To provide training of low-carbon driving for drivers

During the year, the types and data of air emissions generated from our vehicles are as follows:

Type of emissions	Unit	2019
NO _x	kg	226.66
SO _x	kg	0.95
PM	kg	11.68

Since March 2018, all kitchen utensils in our school canteens have been replaced with natural gas stoves. Old boilers are phased out and the use of hazardous combustible gas such as liquefied gas and methanol is terminated, to implement lower carbon emissions, environmental protection and green catering. Combustion of natural gas, as compared with combustion of coal, can greatly reduce the emissions of pollutants such as SO₂, NO_x and respirable suspended particles, and thus reducing air pollution. In addition, we have also installed cooking fume purifiers to further reduce the release of hazardous substances and emissions, and also regularly monitored the emission concentration of the oil smoke to ensure that the oil smoke can meet the emission standard.

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Energy Conservation and Emissions Reduction on Construction Sites

When expanding our campus, we have taken measures at the construction sites to save energy, reduce emissions and protect the environment, so that we can minimize the impact on the environment and natural resources while developing our business, thus realising sustainable development. A series of measures we have adopted for energy conservation, emissions reduction and environment protection are as follows:

- Energy saving: to prioritise the use of energy-saving and efficient construction equipment and machines recommended by the state and in the industry, and formulate reasonable energy consumption indicators for construction to improve energy utilization rate;
- Water conservation: to leverage advanced water-saving construction technology, water-saving systems and water-saving appliances to improve the recycling rate of recycled water;
- Dust control: to take measures such as water spraying, covering, hardening the road surface of construction sites and fencing to prevent dust generation;
- Water pollution control: to set up corresponding treatment facilities for different sewage, such as sedimentation tanks, grease traps, etc., to ensure that the discharge meets the requirements of national standards;
- Noise control: to take noise and vibration isolation measures by using equipment with low noise and low vibration to avoid or reduce construction noise and vibration, and ensure that the site noise emissions do not exceed the national standards.

Supporting Renewable Energy



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The Group supports the concepts of low-carbon campus and sustainable development, with actively using renewable energy in its daily campus life. We flexibly utilise campus rooftop space to install solar hot water systems, with heat exchangers installed in the middle of solar panels and taking advantage of heat from solar radiation to generate hot water, which is then conveyed to electric water heaters to provide teachers and students with hot water for dormitory use. Although hot water provided by the solar devices on campus is not for all teachers and students, it nevertheless provides a platform for teachers and students to participate in the exchange of knowledge and experience in the applications of solar energy, which is of even greater significance. In addition, interactive teaching increases participating students' knowledge and attention on renewable energy.

6.2 Practicing Green Operation

Although the Group's business concentrates on the operation of schools and is not involved in production operations with high energy consumption and high emissions, we are still committed to implementing various green initiatives within campus to create a green campus, promote environmental protection teaching concepts and educate the next generation to reduce waste of energy consumption and to cherish the resources of the Earth.

Green Building

The Group is committed to building a healthy, green and highly efficient campus; the concept of green building has been adopted in the design of new buildings. During the design phase, the Group has adopted the reasonable layout of the building functions, minimised the use of synthetic materials, fully utilised sunlight, and saved energy, thus creating a feeling of being close to nature in daily use.

The Group has implemented the following energy saving strategies in green architecture:

- Installing smart electricity control cabinets in the transformer rooms of each teaching building, and smartly controlling electricity in public areas;
- Installing an insulation layer on external walls to reduce the temperature difference between indoors and outdoors and reduce the consumption of energy;
- Installing solar devices in both teaching buildings and dormitory buildings, so as to convert solar energy into heat to supply domestic hot water system and reduce the consumption of electricity;
- Equipping all buildings with energy efficient lightings, and successively installing energy-saving LED lights in each teaching building;
- Replacing with time delay flush valves for all restrooms on campus, and eliminating flushing methods with long water flow.

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Energy Management

The Group's main energy consumption comes from power consumption in daily operations, burning of natural gas in the cafeteria and the gasoline and diesel consumed during transportation. Our schools pay close attention on energy management and actively implement the concept of energy saving and emissions reduction. In summer, we set the temperature of air-conditioners not lower than 26°C, and in winter, not higher than 20°C. For energy-saving management of the air-conditioning system, the air-conditioning system adopts the "single freezing-single cooling" operating mode at light loads, adopts variable speed drives and adjusts the water pump and fan system and variable refrigerant flow system according to the actual needs of the air conditioner to optimize refrigerant flow and reduce energy consumption of the air-conditioning system. We also regularly clean and maintain fan coil filters and fins to reduce energy consumption in air conditioning systems. For lighting system, our schools give priority to the use of lighting with high energy efficiency and the offices are divided into several different lighting areas. Each area is equipped with individually controlled light switches and motion sensors are installed in areas not frequently in use to reduce energy consumption. In the cafeterias of our schools, we switch to environment-friendly refrigeration equipment and green and energy-saving cooking equipment, such as energy-saving steamers, bun furnaces and barrels for cooking noodle, so as to save energy.

During the year, the three colleges under the Group consumed 27,253.14MWh of energy in total during their operation, with the total energy consumption intensity of 0.012MWh/m², representing a decrease of approximately 2% as compared with that of last year.

Cherishing Water Resources

Our Group attaches great importance to water resources management and has no problem in obtaining suitable water sources. Drinking water purification devices have been installed in our schools to strengthen the monitoring of water safety through the ultrafiltration water purification system. In order to enhance water conservation management, we have formulated regulations such as the Water Conservation System (《節約用水制度》) and the System of Rewards and Penalties on Water Conservation (《節約用水獎懲制度》). According to the actual situation of each college, we manage the water conservation of teaching and cafeteria staff members; establish an accountability system and incentive mechanism for water-saving target; formulate various water-saving and water utilisation indicators and quotas; and implement awards for saving water and penalties for exceeding the water consumption cap. We also pay attention to improving the rate of reusing water and recycled water consumption, and promote the awareness of utilisation of reused water and recycled water to our teaching staff. The water conservation measures adopted by the Group are as follows:

- To promote the importance of water conservation to all teaching staff and students, and post water conservation banners in college restaurants and restrooms to increase awareness of water conservation;
- To conduct leakage detection regularly on the water pipe network to prevent the phenomenon of "running, spraying, dripping and leaking of water" (跑、冒、滴、漏);
- To use water saving faucets and dual flush toilet cisterns in restrooms and cafeterias;

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- To install rainwater collection devices and to irrigate plants using rainwater and automatic irrigation;
- To recycle sanitary sewage for cleaning and irrigation.

During the year, the three colleges under the Group consumed 383,855.11 tonnes of water in total during their operation, with the total water consumption intensity of 0.18 tonne/m². The Group strived to build a water-saving campus through a series of water-saving solutions and measures as well as promotion and education activities on water conservation, and obtained great results in water efficiency.

Paperless Office

During the year, we continued to operate our major information technology platform, including the Group's financial management system, supply chain system, human resource management system, asset management system and administrative office management system, etc.

We promote a paperless office by adopting smart office software to replace paper records mainly used for administrative affairs at the office, and by implementing online office and reimbursement procedures. This has not only simplified the application process of the applicant and improved the work efficiency of our schools, but it has also effectively saved considerable time and cost as well as office paper. We have set the computers and printers to double-sided printing and ink-saving mode, and arranged recycling stations next to printers for employees to recycle paper. We also conduct regular paper consumption survey to monitor the use of paper and encourage employees to transfer information via electronic communication technology in order to reduce paper use.

Waste Management

The Group strictly complies with the Environmental Pollution Prevention and Control Law of Solid Wastes of the People's Republic of China 《中華人民共和國固體廢物污染環境防治法》, and divides domestic waste into four categories, including recyclable waste, kitchen waste, hazardous waste and other waste. We will collect the waste according to different categories, which will then be transported to the appropriate place by designated environmental hygiene contractors, while the recyclable waste will be recycled. Other hazardous waste, such as toner cartridges, are all scheduled for regular care and maintenance by contractors and are all recycled for repeated use. The waste edible oils and fats should be stored in special closed containers and then sold to licensed units that specialize in the treatment of waste oils and fats. We have been working hard on reducing our kitchen waste and other non-hazardous waste. During the year, our colleges have launched various campaigns to promote a culture of saving resources to all teachers and students, raising awareness towards environmental protection. We actively promote the concept of low-carbon catering consumption, encourage our teachers and students to cherish food, refuse or reduce the use of disposable tableware, reduce material consumption, and minimise the generation of waste and the damage to the environment.

During the year, the three colleges under the Group generated 7,621.7 tonnes of non-hazardous waste in total during their operation, with the non-hazardous waste generation intensity of 2.17 tonnes/employee, representing a reduction of approximately 4% as compared with that of last year.

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Food Wise Culture at School Canteens

To fully promote a food-wise culture, we continued to hold the “Zero Food Waste” campaign by encouraging our teachers and students to cherish food and eliminate waste of food and with promotional banners that read “Zero Food Waste” displayed at key positions in the public areas of the canteens, and invited student representatives to post paintings and make “cherish food” pamphlets to promote a food-wise culture as joint efforts. If there is surplus food after a meal, the canteens will recommend dinners to pack and take away.



Civilised Dining Table

Our schools organised a civilised dining table campaign with the theme of “Promoting Frugality and Curb Waste” to encourage all teachers and students to nurture a habit of cherishing food. We displayed banners themed with “Zero Food Waste” and “Healthy Diet” in our schools. Publicity leaflets with topics that include the theme of “Food Saving, Civilised Dining and Green Dining Table” were also distributed on the main roads of our campus by students to advocate civilised dining. Furthermore, we launched an innovative restaurant-experience campaign themed “Each and Every Grain of Rice Is the Fruit of Toiling Farmers” so that students may learn first-hand simple and safe food-processing procedures through direct participation in order to promote scientific diets. Meanwhile, we also changed the meal-serving flows at the canteens from providing set meals with fixed amounts of food to buffet style and limited the supply of meat in most cases, allowing diners to request rice and vegetables as per their own requested volume. By doing so, we managed to cut back unnecessary waste and created a harmonious dining atmosphere, while cultivating a healthy and civilised dining culture.

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Reducing Carbon Emissions by Planting Trees



The Group has been committed to reducing carbon emissions by planting trees. During the year, Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus planted more than 1,900 trees to reduce carbon emissions and made their contribution to fight against climate change. In March 2019, a series of public benefit activities relating to Tree-Planting Day were held by Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus respectively. Leaders of various colleges led the staff representatives and students to carry out tree planting activities, which demonstrated the environmental awareness of contemporary college students.

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7. JOINTLY CREATING A HARMONIOUS SOCIETY

Adhering to the social responsibility of “contributing to society and making it a better place”, the Group has been proactively devoted to social and public welfare undertakings hand in hand with its commitment to education. In response to the State’s deepening strategies on poverty alleviation, the Group has been committed to serving and giving back to society and took the initiative to shoulder its share of social responsibilities throughout the years, and insisted on helping the poor and disadvantaged groups. During the year, we contributed to the building of a more prosperous, harmonious and better society by centring on three key focus areas – “Cultivating Local Talents”, “Assisting the Poor and the Elderly” and “Building a Socially-inclusive Community”.



7.1 Cultivating Local Talents

Chunlai Education has always adhered to the educational philosophy of “continuously improving the quality of talent cultivation and social service capabilities”, and while devoting to private higher education, it has contributed to the cultivation of local talents.

Social Practice Activity

To fulfil our fundamental mission of “Character Building and Talent Fostering”, Shangqiu University, Anyang University and Shangqiu University Kaifeng Campus continued to organize summer social practice activities during the summer vacation this year, which focused on different themes, including assisting in teaching in primary school, caring for the elderly, poverty alleviation and environmental protection education. The students of our school can learn about the society, understand the national conditions, expand their horizons, improve their characters, and increase their talents in social practice and mass learning while serving and giving back to the society.

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Assisting in Teaching

During the year, the three colleges of our school have held a number of teaching assistance activities. The students of Shangqiu University visited Yangdazhuang Primary School (楊大莊小學) and organized the "Technology and Growth" activity, holding technology exhibits such as intelligent robots and smart cars to the pupils of the third to sixth grades, which stimulated the students' curiosity for innovative technology products and increased their scientific knowledge. Members of the Youth Volunteer Association of Shangqiu University Kaifeng Campus explained the basics of piano and traditional Chinese etiquette to the pupils, and taught them the experience of handicrafts, which enriched the children's life in the classroom.



7.2 Assisting the Poor and the Elderly

As a leading education service provider consistently performing our social responsibility, our goal is to raise our students' awareness on poverty reduction and support for the elderly. This also helps continue the tradition of respecting the elderly and loving the young, thereby promoting traditional virtues of the Chinese culture. During the year, the Group donated more than RMB160,000 to charity organizations to help in poverty alleviation.

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National Poverty Alleviation Day and “100 Enterprises Helping 100 Villages” Donation Ceremony (全國扶貧日暨「百企幫百村」捐贈儀式)

On behalf of the college, Hou Chunling, vice chancellor of Shangqiu University, attended the National Poverty Alleviation Day and “100 Enterprises Helping 100 Villages” donation ceremony, and donated RMB100,000 to this event, actively cooperating with Shangqiu City in completing the goal of poverty alleviation, winning the battle of poverty alleviation and continuing to carry forward the fine tradition of poverty alleviation and assisting the poor.



Poverty Alleviation Skill Training Course

Ma Yong, Dean of the School of Landscape Architecture, Yang Chaoxia, Assistant Dean of the School of Landscape Architecture, and Tian Wei, Professor of the School of Landscape Architecture, Shangqiu University, delivered a poverty alleviation skills training course on the theme of “Efficient and Simple Cultivation Techniques of Wheat” (《小麥的高效簡約栽培技術》) in April 2019, explained the efficient and simple cultivation techniques of wheat in an easy to understand way to nearly 800 poverty-stricken households in Qitai Village, Zhecheng County.



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Respecting and Caring for the Elderly

In order to further study and implement the spirit of the 19th National Congress of the Communist Party of China, build a harmonious and healthy new community, and inherit the Chinese traditional virtues, the Group is committed to promoting community activities for the elderly and respecting the elderly. During the year, a number of activities for visiting the elderly, including visiting the nursing home, were arranged. The students chatted with the elderly, massaged their backs and legs, and distributed cakes and fruits, which made the elderly feel warm and caring. The visit activity further established the traditional virtues of "Expand the respect of the aged in one's family to that of other families" (老吾老以及人之老) and promoted the spirit of voluntary service of dedication, love, mutual assistance and progress.



7.3 Building a Socially-Inclusive Community

The three colleges under the Group proactively fulfil corporate social responsibility in communities, actively organize a number of socially-inclusive activities and contribute to building a socially-inclusive community.

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Caring for Children with Special Needs

In October 2018, the teachers of Anyang University led the “Aeronautic and Assistance (航•援)” volunteers to Bo'ai Special School in Anyang City (安陽市博愛特殊學校), and visited different classes to take care of children with special needs. The volunteers drew, wrote and played together with the children to inspire their interests and hobbies, and also made them feel the care and love.



Blood Donation

Shangqiu University Kaifeng Campus organized blood donations annually, and summoned students to participate in voluntary blood donation activities at Kaifeng Central Blood Station (開封市中心血站), which received positive responses from students from various faculties. During the year, more than a hundred students volunteered as donors and donated over 54,000cc of blood, which helped mitigate the shortage of blood for clinical use in major hospitals.



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APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA

Environmental performance	Unit	2019
Amount of greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	968.83
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	14,326.98
Other indirect greenhouse gas emissions (Scope 3)	tCO ₂ e	6,344.09
Total amount of greenhouse gas emissions (Scope 1, 2 & 3)	tCO ₂ e	21,639.90
Intensity of greenhouse gas emissions		
Per square metre of floor area (Scope 1, 2 & 3)	tCO ₂ e/m ²	0.01
Electricity consumption		
Total electricity consumption	MWh	27,253.14
Total electricity consumption intensity (per m ²)	MWh/m ²	0.012
Total electricity consumption intensity (per employee)	MWh/employee	7.77
Fixed equipment fuel consumption		
Natural gas consumption	ten thousand m ³	37.60
Gasoline consumption	tonne	5.44
Diesel consumption	tonne	1.70
Motor vehicle fuel consumption		
Gasoline consumption	litre	46,959
Diesel consumption	litre	16,190
Water consumption		
Total water consumption	tonne	383,855.11
Total water consumption intensity (per m ²)	tonne/m ²	0.18
Total water consumption intensity (per employee)	tonne/employee	109.39
Total hazardous waste production		
Batteries	piece	179
Used ink cartridges and used toner cartridges	piece	418
Amount of hazardous waste recycled		
Used ink cartridges and used toner cartridges	piece	79
Non-hazardous waste		
Total non-hazardous waste production	tonne	7,621.70
Non-hazardous waste production intensity	tonne/employee	2.17
Total non-hazardous waste recycled	tonne	3,816.20
Paper consumption		
Total paper consumption	kg	12,351.88
Paper consumption per capita	kg/employee	3.52

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Social performance	Unit	2019
Total number of staff	person	3,509
Total number of staff (by gender)		
Female	person	2,007
Male	person	1,502
Total number of staff (by employment category)		
Short-term contract/part-time	person	524
Junior level	person	427
Intermediate level	person	394
Senior level	person	455
Other	person	1,709
Total number of staff (by age group)		
Under the age of 30	person	1,476
Aged 30-50	person	1,291
Over the age of 50	person	742
Total number of staff (by geographical region)		
Central China region	person	2,417
North China region	person	928
East China region	person	78
Northeast China region	person	55
Northwest China region	person	24
South China region	person	5
Other regions (including Hong Kong, Macau and Taiwan)	person	2
Staff turnover rate		
Total staff	%	15.5
Staff turnover rate (by gender)		
Female	%	16.7
Male	%	14.0
Staff turnover rate (by age group)		
Under the age of 30	%	22.6
Aged 30-50	%	14.1
Over the age of 50	%	4.0

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Social performance	Unit	2019
Staff turnover rate (by region)		
Central China region	%	15.7
North China region	%	14.0
East China region	%	28.2
Northeast China region	%	20.0
Northwest China region	%	12.5
South China region	%	0
Other regions (including Hong Kong, Macau and Taiwan)	%	0
Training staff percentage (by gender)		
Female	%	57.2
Male	%	39.5
Training staff percentage (by employment category)		
Junior level	%	36.3
Intermediate level	%	70.3
Senior level	%	60.0
Average training hours (by gender)		
Female	hour	167
Male	hour	170
Average training hours (by employment category)		
Junior level	hour	128
Intermediate level	hour	126
Senior level	hour	24
Occupational health and safety – Work-related casualties of staff directly recruited		
Work-related fatalities	person	0
Lost days due to work injury	day	1
Number of suppliers (by geographical region)		
Domestic	unit	97
Overseas	unit	0

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APPENDIX II: INDEX TO THE ESG REPORTING GUIDE OF HONG KONG STOCK EXCHANGE

Indicators			Related Sections
A. Environmental			
A1: Emissions	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.	6. Constructing a Green Campus
	A1.1	The types of emissions and respective emissions data.	6.1 Implementing Energy Conservation and Emissions Reduction
	A1.2	Greenhouse gas emissions in total and intensity.	6.1 Implementing Energy Conservation and Emissions Reduction Appendix I: Summary of Sustainable Development Data
	A1.3	Total hazardous waste produced and intensity.	Appendix I: Summary of Sustainable Development Data
	A1.4	Total non-hazardous waste produced and intensity.	6.2 Practicing Green Operation Appendix I: Summary of Sustainable Development Data
	A1.5	Description of measures to mitigate emissions and results achieved.	6. Constructing a Green Campus
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	6.2 Practicing Green Operation

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Indicators			Related Sections
A2 : Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	6. Constructing a Green Campus
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	6.2 Practicing Green Operation Appendix I: Summary of Sustainable Development Data
	A2.2	Water consumption in total and intensity.	6.2 Practicing Green Operation Appendix I: Summary of Sustainable Development Data
	A2.3	Description of energy use efficiency initiatives and results achieved.	6. Constructing a Green Campus
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	6.2 Practicing Green Operation
	A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Not applicable to the Group's business
A3 : The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	6. Constructing a Green Campus
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6. Constructing a Green Campus
B. Social			
B1 : Employment	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.	4. Leading Educational Philosophy 4.1 Outstanding Education Institution 4.3 Employment System with Equal Opportunities 4.4 Comprehensive Benefits and Salaries
	B1.1	Total workforce by gender, employment type, age group and geographical region.	4.3 Employment System with Equal Opportunities Appendix I: Summary of Sustainable Development Data
	B1.2	Employee turnover rate by gender, age group and geographical region.	4.3 Employment System with Equal Opportunities Appendix I: Summary of Sustainable Development Data

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Indicators			Related Sections
B2 : Health and Safety	General Disclosure	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the provision of a safe working environment and protecting employees from occupational hazards.	4.2 Healthy and Safe Campus
	B2.1	Number and rate of work-related fatalities.	4.2 Healthy and Safe Campus Appendix I: Summary of Sustainable Development Data
	B2.2	Lost days due to work injury.	4.2 Healthy and Safe Campus Appendix I: Summary of Sustainable Development Data
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.2 Healthy and Safe Campus
B3 : Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.5 Training of Teaching Staff
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.5 Training of Teaching Staff Appendix I: Summary of Sustainable Development Data
	B3.2	The average training hours completed per employee by gender and employee category.	4.5 Training of Teaching Staff Appendix I: Summary of Sustainable Development Data

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Indicators			Related Sections
B4 : Labour Standards	B4	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of child and forced labour.	4. Leading Educational Philosophy 4.3 Employment System with Equal Opportunities
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	4. Leading Educational Philosophy 4.3 Employment System with Equal Opportunities
	B4.2	Description of steps taken to eliminate such practices when discovered.	4. Leading Educational Philosophy 4.3 Employment System with Equal Opportunities
B5 : Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Suppliers' Management
	B5.1	Number of suppliers by geographical region.	5.4 Suppliers' Management Appendix I: Summary of Sustainable Development Data
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5.4 Suppliers' Management
B6 : Product Responsibility	General Disclosure	Information on: (a) 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 of products and services provided and methods of redress.	5.2 Information Disclosure Security 5.3 Handling Opinions on Teaching
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable to the Group's business
	B6.2	Number of products and services related complaints received and how they are dealt with.	5.3 Handling Opinions on Teaching
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.2 Information Disclosure Security
	B6.4	Description of quality assurance process and recall procedures.	Not applicable to the Group's business
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.2 Information Disclosure Security

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Indicators			Related Sections
B7: Anti- corruption	General Disclosure	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of bribery, extortion, fraud and money laundering.	5.1 Construction of Anti-corruption System
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case.	5.1 Construction of Anti-corruption System
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.1 Construction of Anti-corruption System
B8: Community Investment	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.	7. Jointly Creating a Harmonious Society
	B8.1	Focusing on areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	7. Jointly Creating a Harmonious Society
	B8.2	Resources contributed to the focus area.	7. Jointly Creating a Harmonious Society