

Environmental, Social and Governance Report 2020

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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 pleased to present our third Environmental, Social and Governance Report (hereinafter referred to as “this Report”), which summarises our initiatives, strategies and objectives relating to environmental, social and governance (or “ESG”) 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 prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) set out in Appendix 27 to the Listing Rules issued by The Stock Exchange. The contents covered herein are in compliance with the “comply or explain” provision required in the Guide and the requirements of the four reporting principles (materiality, quantitative, balance and consistency). An index of the 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 section 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 related to core businesses and the overall performance of performing corporate social responsibility from 1 September 2019 to 31 August 2020 (hereinafter referred to as 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 Environmental Subject Area 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.

Approval of this Report

This Report was approved by the Board of Directors on 30 November 2020 after being confirmed by the management.

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. ABOUT CHUNLAI EDUCATION

As a leading provider of private general higher education, we adhere to the education philosophy of “Putting People First, Putting Moral Education First, Putting Emphasis on Ability, Quality being the Root, Legacy and Innovation, Serving the Society, and Pursuing Excellence”, and provide 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, and continuously improve our teaching quality. Our career guidance programmes focus on training students’ practical skills that meet the needs of China’s economic development, and emphasise internship training to improve the competitiveness of graduates in the job market and enable them to smoothly transit from students to workers. Over the years, the schools under the Group have trained hundreds of thousands of graduates and socialist construction talents to the state and the society.

Since its establishment in 2004, the Group has operated Shangqiu University, Anyang University, and Shangqiu University Kaifeng Campus in Henan Province, and has participated in the operation of Yangtze University College of Technology & Engineering and Tianping College of Suzhou University of Science and Technology. In addition, after being filed and approved by the Ministry of Education, we established Hubei Health Vocational College in March 2020. Chunlai Education was listed on the Main Board of the Stock Exchange in 2018 and landed on the international capital market, opening a new chapter in development and also injecting new momentum into future development. Each college is also preparing for expansion, adding various teaching facilities to increase market share and meet the long-term needs in respect of the growth of the number of students.

2.1 An Overview of our Colleges

Shangqiu University

Shangqiu University implements the development strategy of “establishing the school with quality, developing the school with talents, prospering the school with unique characteristics, and managing the school according to law”. The school currently has 15 teaching units, namely Faculty of Mechanical and Electrical Information, Faculty of Computer Engineering, Faculty of Architecture and Civil Engineering, Faculty of Landscape Architecture, Faculty of Management, Faculty of Media, Faculty of Art, Faculty of Foreign Languages, Faculty of Humanities, Faculty of Business, Faculty of Physical Education, Faculty of Marxism, Chunlai Institute, Faculty of Innovation and Entrepreneurship, and Faculty of International Education. The school offered 46 bachelor’s degree programmes, forming a professional pattern of the coordinated development of multiple disciplines such as engineering, agriculture, management, art, culture, education, science and economics, with engineering as the main body. The school currently has 2 Henan provincial first-class professional construction site and 1 Henan provincial key discipline, and offers 1 Henan provincial first-class programme, 2 Henan provincial specialty majors, 3 Henan provincial comprehensive reform pilot majors, 13 Henan provincial brand majors, and 5 Henan provincial premium online open programmes. In 2019, the school was established as a project construction institute for master’s degree.

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Anyang University

Anyang University has always adhered to the education philosophy of “character building and talent fostering, bridging knowledge and practice, cultivating specialized talents and developing the school with well-cultured students”. The school currently has “16 faculties and two departments”, namely the Faculty of Aeronautical Engineering, the Faculty of Computer Science and Technology, the Faculty of Architectural Engineering, the Faculty of Mathematics and Science, the Faculty of Literature and Media, the Faculty of Foreign Languages, the Faculty of International Education, the Faculty of Finance and Accounting, the Faculty of Economics and Management, the Faculty of Music, the Faculty of Fine Arts, the Faculty of Vocational Education, the Faculty of Marxism, the Faculty of Health Management, the First Faculty of Clinical Medicine, the Faculty of Continuing Education, the Department of Physical Education and the Department of Public Art Teaching, and has established 17 scientific research institutions including the Oracle Art Research Center, the Hongqiqu Spirit Research Center, the Intangible Cultural Heritage Art and Culture Research Institute, and the Applied Mathematics Research Institute. Led by discipline construction, the school currently offers 41 bachelor’s degree programmes, 32 junior college diploma programmes, 3 double bachelor’s degree programmes, 12 adult higher education programmes, 3 counterpart bachelor’s degree programmes, 3 counterpart junior college diploma programmes, 25 combined vocational education and junior college diploma programmes and 6 technical secondary school programmes, covering eight disciplines including literature, science, engineering, law, economics, management, education and art. In July 2019, the school was approved by the Henan Provincial Department of Education as a project construction institute for master’s degree for 2019-2021.

Shangqiu University Kaifeng Campus

Shangqiu University Kaifeng Campus adheres to the education 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 26 bachelor’s degree programmes and 18 junior college diploma programmes. The university currently has: the Department of Accounting, the Department of Art and Education, the Department of Business Administration, the Department of Civil Engineering and Architecture, the Department of Computer Engineering, the Department of Mechanical Engineering, the Department of Ideological and Political Theory Teaching, and the Department of Basic Teaching; offers 26 bachelor’s degree programmes including accounting, financial management, civil engineering, engineering cost, environmental design, visual communication design, radio and television editing and directing, preschool education (teacher-training), mechanical design and manufacturing and its automation, computer science and technology, marketing, logistics management, auditing, automotive service engineering, vehicle engineering, network engineering, e-commerce, Internet of Things engineering, data science and big data technology, elementary education (teacher-training), English, Chinese language and literature, electrical engineering and its automation, road, bridge and river-crossing engineering, network and new media, and architecture; and 18 junior college diploma programmes including accounting, construction engineering technology, preschool education (teacher-training), automobile inspection and maintenance technology, machinery manufacturing and automation, marketing, logistics management, computer application technology, e-commerce, business English, electrical automation technology, financial management, art design, construction decoration engineering technology, numerical control technology, big data technology and application, film and television editing and directing, and elementary education (teacher-training).

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Hubei Health Vocational College

By closely following the state's "Healthy China 2030" and "Aging Service and Industry" strategic development needs, the Hubei Health Vocational College has set up three departments and two divisions, including the Department of Nursing, the Department of Health Intelligent Engineering, the Department of Public Health, the Division of Basic Medicine, and the Division of Public Instruction, and offers 7 majors, namely nursing, midwifery, rehabilitation technology, dental medicine technology, health management, early childhood development and health management, and rehabilitation engineering technology.

2.2 Awards and Recognitions

The Chunlai Education brand has been highly recognised by parents and society. The Group and its colleges and universities have repeatedly won various accolades such as Influential Brand for Education Group, the Most Influential Private School in China, Private Education Top 30 in China, Advanced Unit of Private Education, Advanced Group of Higher Education Teaching, Civilised School, Independent College with the Highest Brand Value in China and the Most Beautiful University Campus, have harvested the joy of educating talents and have strengthened our confidence in strengthening morality and cultivating talents.

Chunlai Education

Awards and Recognitions

Hosting/Awarding Organisation

2019 Zhongyuan Brand Influence Education Group
(2019中原品牌影響力教育集團)

zynews.cn/Yujiao (中原網／豫教)

Shangqiu University

Awards and Recognitions

Hosting/Awarding Organisation

Excellent Organisation Unit of 2019 "Perfect Campus"
Resume Competition
(2019年「完美校園」簡歷大賽優秀組織單位)

Henan College Graduation Employment
Promotion Association
(河南省大專畢業生就業促進會)

2019 Zhongyuan Education Famous Brand College
(2019年中原教育知名品牌院校)

zynews.cn (中原網)

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)

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 Campus Culture
in Private Education Industry in the Province
(2019年度全省民辦教育行業校園文化先進單位)

Henan Province Private Education
Research Association
(河南省民辦教育研究會)

Excellent Co-organizer of National Environmental
Protection Knowledge Contest for College Students
(全國大學生環保知識競賽優秀協辦單位)

Organizing Committee of National
Environmental Protection Knowledge
Contest for College Students
(全國大學生環保知識競賽組委會)

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Anyang University

Awards and Recognitions

Hosting/Awarding Organisation

The information management and information system major was approved for 2019 Henan Province First-class Undergraduate Major Construction Site Project Initiation (信息管理與信息系統專業獲批2019年度河南省一流本科專業建設點立項)	Education Department of Henan Province (河南省教育廳)
2019 Zhongyuan Education Famous Brand College (2019中原教育知名品牌院校)	zynews.cn/Yujiao (中原網／豫教)
Excellent Organization Prize of the Third School and Enterprise Cooperation for Innovation and Entrepreneurship Project Promotion Meeting (河南省第三屆校企合作就業創業項目推介會優秀組織獎)	Organizing Committee of School and Enterprise Cooperation for Innovation and Entrepreneurship Project Promotion Meeting (河南省校企合作就業創業項目推介會組委會)
"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 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)
"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)
The Museum of Anyang University was accredited as "Advanced Unit for Collection Filing of Non-state-owned Museums in Henan Province" (安陽學院博物館被評為「河南省非國有博物館藏品備案工作先進單位」)	Henan Provincial Administration of Cultural Heritage (河南省文物局)
Excellent Organization Prize of the 2019 "Vitality Cup" Henan School Communist Youth League Basic Work Competition (2019年度「活力杯」河南學校共青團基層基礎工作大賽優秀組織獎)	Henan Provincial Youth League Committee (共青團河南省委)
Excellent Organization Prize of 2019 Henan Province University and Vocational School Student Volunteer Summer Culture, Technology and Health "Sanxiaxiang" Social Practice Activity Outstanding Project Review (2019年河南省大中專學生志願者暑期文化科技衛生「三下乡」社會實踐活動優秀項目展評優秀組織獎)	Henan Provincial Youth League Committee (共青團河南省委)
"Advanced Unit in Creating the Learning-type Organization of Anyang" (「安陽市創建學習型組織先進單位」)	Anyang Municipal Federation of Trade Unions (安陽市總工會)

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Shangqiu University Kaifeng Campus
Awards and Recognitions
Hosting/Awarding Organisation

Research on the Teaching Reform of Aerobics in Private Colleges and Universities in Kaifeng (關於開封市民辦高校健美操教學改革的研究)	Henan Province Private Education Association (河南省民辦教育協會)
Excellent Organization Prize of the 2020 Henan Province College Reading Competition under the Theme of "Reading. New Knowledge. Salute" (2020年河南省高校「悅讀·新知·致敬」主題朗讀比賽優秀組織獎)	Library and Information Committee of Henan Universities and Colleges (河南省高等學校圖書情報工作委員會)
Research on the Paths of Serving the Construction of the Kaifeng Free Trade Zone by Accounting Professionals from Local Colleges and Universities under the Background of the "Belt and Road" – Third Prize (「一帶一路」背景下地方高校會計專業人才服務開封自貿區建設路徑研究 – 三等獎)	Kaifeng Municipal Philosophy and Social Science Planning Leading Group (開封市哲學社會科學規劃領導小組)
Research on Case Teaching Methods Based on Real Projects – Taking Private College Asset Appraisal Courses as an Example – First Prize (基於真實項目的案例教學方式研究 – 以民辦高校資產評估課程為例 – 一等獎)	Henan Province Private Education Association (河南省民辦教育協會)
Research on the Implementation of the Flipped Classroom Teaching Model under the Guidance of "Golden Class" – Taking Accounting Practice Courses as an Example – Third Prize (「金課」導向下翻轉課堂教學模式的實施探究 – 以會計實訓課為例 – 三等獎)	Henan Province Private Education Association (河南省民辦教育協會)
2019 Outstanding Institute in Municipal Social Science Work (2019年度全市社會科學工作先進單位)	Kaifeng Municipal Federation of Social Sciences (開封市社會科學屆聯合會)
The 6th "Luban Cup" National College BIM Graduation Design Work Competition – Third Prize (第六屆「魯班盃」全國高校BIM畢業設計作品大賽 – 三等獎)	China Association of Construction Education (中國建設教育協會)
The first "Pinming Cup" National College BIM Application Graduation Design Competition – Prize for Excellence (首屆「品茗盃」全國高校BIM應用畢業設計大賽 – 優勝獎)	China Association of Construction Education (中國建設教育協會)
Soft Soil Foundation Treatment Technology Innovation and Engineering Application Prize (軟土地基處理技術創新與工程應用獎)	Education Department of Henan Province (河南省教育廳)
The 6th National College BIM Graduation Design Innovation Competition (第六屆全國高校BIM畢業設計創新大賽)	China Software Industry Association (中國軟件行業協會)
Project Award Certificate of Henan Province Private Education Association (河南省民辦教育協會課題獎勵證書)	Henan Province Private Education Association (河南省民辦教育協會)

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3. SUSTAINABLE DEVELOPMENT MANAGEMENT

3.1 Sustainable Development Strategy

Chunlai Education adheres to the concept of “contributing to society and making it a better place”. While expanding its education undertaking, it regards sustainable development management as an important task of the Group. To effectively implement sustainable development management, we have established an environmental, social and governance working group coordinated by the chief executive officer, with members including representatives from various departments, to identify and manage environmental, social and governance-related risks and formulate sustainable development strategies and promote the implementation of various environmental, social and governance policies by various departments. The environmental, social and governance working group regularly reports to the Board of Directors on the environmental, social and governance work and makes relevant recommendations to assist the Board of Directors in effectively supervising environmental, social and governance matters and improve the sustainable development strategies and related policies.

3.2 Participation by Stakeholders

The sustainable development of the Group is inseparable from stakeholders. We have established a mechanism for communication with stakeholders to fully understand the concerns and demands of stakeholders such as investors/shareholders, teachers/employees, students/parents, government and regulatory agencies, suppliers, business partners, communities/non-governmental organisations and the general public through multiple channels, which is used as a basis for improving the Group’s sustainable development strategy, and work with stakeholders to create a sustainable future.

Key Stakeholders and Communication and Response Channels

Stakeholders	Main concerns	Major communication and response channels
Investors/shareholders	<ul style="list-style-type: none"> Information transparency Corporate governance Compliant and sound operation 	<ul style="list-style-type: none"> Annual general meeting and other general meetings Interim report and annual report Corporate communications, such as letters/circulars to shareholders and meeting notices Result announcements Environmental, social and governance meetings Meetings of investors Senior management meetings Shareholder visits

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Stakeholders	Main concerns	Major communication and response channels
Teachers/employees	<ul style="list-style-type: none"> • Sense of belonging of employees • Employee salary and benefits • Health and safety of employees • Career development • Channels for employees to express their opinions • Education service quality 	<ul style="list-style-type: none"> • Employee opinion surveys • Work performance assessments and interviews • Meetings and interviews • Publications (such as employee communications) • Employee communication meetings • Employee intranet • Training courses • Discussions/workshops/seminars
Students/parents	<ul style="list-style-type: none"> • Education service quality • Education resources • Qualification of teachers • Healthy and safe learning environment 	<ul style="list-style-type: none"> • Satisfaction survey • Regular visits • Feedback in the class • Phone, e-mail, QQ group, WeChat group
Government and regulatory authorities	<ul style="list-style-type: none"> • Compliant and sound operation • Education service quality 	<ul style="list-style-type: none"> • Symposiums • Rating of the schools • Visiting the schools • Seminars
Suppliers	<ul style="list-style-type: none"> • Fair and unbiased procurement • Sustainable supply chain 	<ul style="list-style-type: none"> • Supplier management procedures • Supplier/contractor evaluation system • On-site visits
Business partners	<ul style="list-style-type: none"> • Corporate governance • Investment return 	<ul style="list-style-type: none"> • Strategic partnership projects • Cooperation meetings
Community/Non-governmental organisations	<ul style="list-style-type: none"> • Promotion of community development • Participation in social charity 	<ul style="list-style-type: none"> • Volunteer activities • Donations • Cooperation meetings
Public	<ul style="list-style-type: none"> • Information transparency • Education service quality • Sound operation 	<ul style="list-style-type: none"> • Media information • School website • Activities organised by the school



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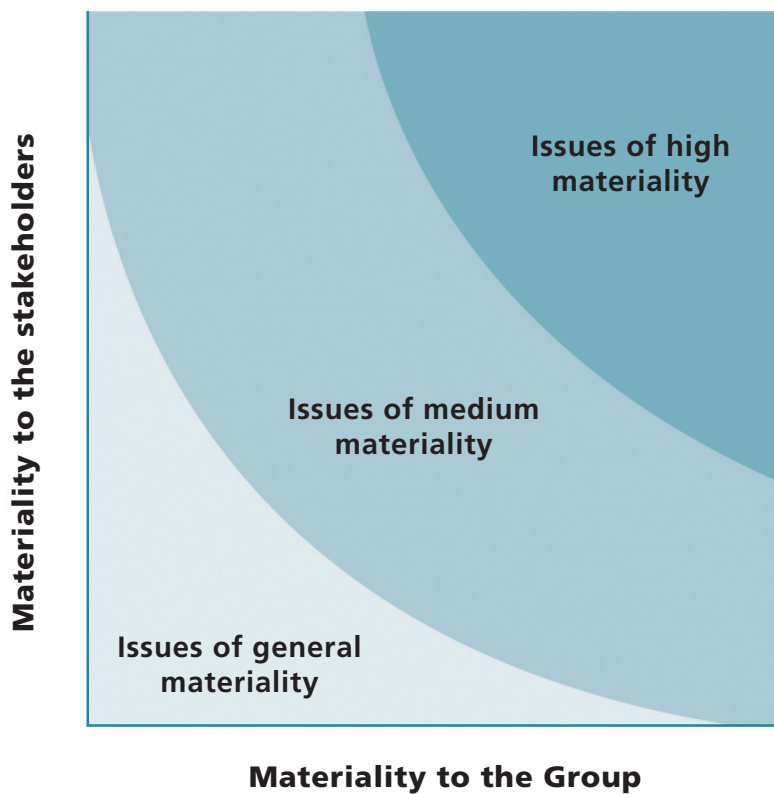
3.3 Materiality Assessment

During the Reporting Period, we maintained close communication with various stakeholders and learned about their expectations of the Group through different daily communication channels. We sorted out and analysed the opinions and suggestions of different stakeholders. Based on the results of the materiality analysis in the previous fiscal year, we conducted an overall review on the importance of ESG issues from the following aspects:

- Whether there are major changes in the expectations and demands of stakeholders on ESG issues;
- Whether there are major changes in the influence of ESG issues on stakeholders; and
- Whether there are major changes in the influence of ESG issues on the education management of Chunlai.

Meanwhile, we took into account the results of comparisons with peers, our own operating conditions and development goals, and management's review, and summarised the priorities of 24 important ESG issues, including 16 issues of high materiality, 7 issues of medium materiality and 1 issue of general materiality. Relevant issues are divided into 4 topics: Quality Educational Philosophy, Steady Governance for Compliance, Contribution to Social Welfare and Joint Construction of an Environmentally Friendly Campus.

Materiality matrix of ESG Issues



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Issues of high materiality	Corresponding chapter	Issues of medium materiality	Corresponding chapter	Issues of general materiality	Corresponding chapter
Health and safety of the students	Quality Educational Philosophy	Waste management	Joint Construction of an Environmentally Friendly Campus	Climate change	Joint Construction of an Environmentally Friendly Campus
Occupational health and safety	Quality Educational Philosophy	Pollution reduction and emissions reduction	Joint Construction of an Environmentally Friendly Campus		
Employment system with equal opportunities	Quality Educational Philosophy	Use of materials/resources	Joint Construction of an Environmentally Friendly Campus		
Qualifications and professional ethics of the teachers	Quality Educational Philosophy	Green building on the campus	Joint Construction of an Environmentally Friendly Campus		
Employment rights and interests	Quality Educational Philosophy	Water consumption and efficiency	Joint Construction of an Environmentally Friendly Campus		
Teaching quality control	Quality Educational Philosophy	Energy consumption and efficiency	Joint Construction of an Environmentally Friendly Campus		
Handling opinions on teaching	Quality Educational Philosophy	Greenhouse gas emissions	Joint Construction of an Environmentally Friendly Campus		
Market competitiveness	Quality Educational Philosophy				
Employees' training and development	Quality Educational Philosophy				
Information and privacy protection	Steady Governance for Compliance				
Anti-corruption and compliant operations	Steady Governance for Compliance				
Intellectual property protection	Steady Governance for Compliance				
Responsible procurement	Steady Governance for Compliance				
Promotion and product service labelling	Steady Governance for Compliance				
Community investment and participation	Contribution to Social Welfare				
Environmental education	Joint Construction of an Environmentally Friendly Campus				

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4. QUALITY EDUCATIONAL PHILOSOPHY

Chunlai Education embodies the 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”. Our curriculum focuses on 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 teaching quality management, nurturing excellent teaching staff and attracting high-level faculty are of paramount importance to the success of the Group. Therefore, we are committed to protecting the rights and interests of employees, caring about their needs and providing diversified talent trainings. Meanwhile, we care about the health and safety of employees and students and strive to build a healthy and safe campus.

4.1 Teaching Quality Management

High-quality teaching is essential to talent training, while good ethics and styles of teachers are the prerequisites for high-quality teaching. To maintain academic dignity, advocate a rigorous and practical style of study and maintain the good reputation of our schools, we have formulated the Implementation Rules for the Long-term Mechanism of Building the Ethics and Work Style of Teachers in Shangqiu University 《商丘學院師德師風建設長效機制實施細則》, the Academic Code of Ethics for Shangqiu University (Trial) 《商丘學院學術道德規範(試行)》, the Professional Code of Ethics for Teachers of Anyang University 《安陽學院教師職業道德規範》 and the Teaching Code for Teachers of Anyang University (Revised) 《安陽學院教師教學工作規範(修訂)》 in accordance with relevant requirements including the Teacher Law of the People’s Republic of China 《中華人民共和國教師法》 and the Higher Education Law of the People’s Republic of China 《中華人民共和國高等教育法》; the Several Advices on Improving Academic Morality Construction 《關於加強學術道德建設的若干意見》 and the Notice on Serious Handling of Academic Misconduct in Colleges and Universities 《關於嚴肅處理高等學校學術不端行為的通知》 by the Ministry of Education; the Measures for Handling Misconduct in Science Fund Funding (Trial) 《對科學基金資助工作中不端行為的處理辦法(試行)》 by the National Natural Science Foundation of China; and the “Several Advices on the Code of Conduct for Scientific and Technological Workers 《關於科技工作者行為準則的若干意見》 by the Ministry of Science and Technology together with other ministries and commissions. We have also required teachers to strictly comply with the relevant requirements.

Based on the spirit of the Key Points for Teaching Management in Higher Education Institutions 《高等學院教學管理要點》 by the Department of Higher Education under the Ministry of Education, we have formulated the Compilation of Teaching Management System of Shangqiu University 《商丘學院教學管理制度匯編》 and the Regulations for Teaching Management of Anyang University 《安陽學院教學管理規程》. We will also conduct a summary assessment of our work each year so that our work in the coming year can be further improved on this basis.

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We treasure opinions and suggestions from students, parents or various stakeholders, thereby promoting continuous improvement of the teaching quality and management level of the Group. We understand the expectations of our teachers, students and parents on the Group through satisfaction surveys and regular visits to teachers and student as well as parents' meetings. The Group will also make relevant response and improvement based on the survey results accordingly. Besides, we will also follow up on and investigate the employment status of students, and improve and upgrade our teaching plans based on the survey results so as to better meet the needs of the labour market. We also use open and transparent Internet technology to share real time school news and information so that teachers, students and parents can learn about the planning and management of our schools in a timely manner. Meanwhile, we guarantee the authenticity and accuracy of the information published, and never use any exaggerated, false or misleading information.

In addition, we have established a complaint system. Once we receive a complaint, we will take it seriously, including investigating the root of the problem, holding meetings to discuss resolutions and improvement plans, and then make timely corresponding feedback and actions. During the Reporting Period, our average annual teaching praise rating was 94.30% (Shangqiu University 91.35%, Anyang University 95.84% and Shangqiu University Kaifeng Campus 95.72%), reflecting students' high satisfaction with the teaching quality of our teachers.

4.2 Healthy and Safe Campus

Chunlai Education attaches great importance to and is committed to protecting the physical and mental health of its faculty by strictly abiding by laws and regulations on protecting the safety of schools, teachers and students, such as the Occupational Disease Prevention Law of the People's Republic of China 《中華人民共和國職業病防治法》, School Health Work Regulations 《學校衛生工作條例》, Fire Protection Law of the People's Republic of China 《中華人民共和國消防法》, Food Safety Law of the People's Republic of China 《中華人民共和國食品安全法》. We have formulated the School Safety Management System 《學校安全管理制度》 to regulate the safety for campus facilities, electricity, water, heating power and gas use. We are committed to building a healthy and safe campus and optimising systems for the health of employees and students, canteen food safety, teaching environment safety.

During the Reporting Period, the Group did not receive any complaints or lawsuits regarding violations of health and safety-related laws. Neither were there any cases of death due to work.



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Prevention and Control of the COVID-19 Epidemic

To earnestly implement the spirit of the state's important instructions on the COVID-19 epidemic, the Group has attached great importance to and regarded the prevention and control of the COVID-19 epidemic as our top priority, putting the health and life safety of teachers and students first by implementing a series of epidemic prevention and control measures to fully guarantee the health and safety of teachers and students.

Implementation of Online Teaching

To protect the health and safety of teachers and students, the Group has formulated the Notice on Effective Implementation of Online Teaching during the Period of Epidemic Prevention and Control 《關於做好疫情防控期間網上教學工作的通知》, pursuant to which teachers were allowed to teach students flexibly by way of online teaching so that students could continue to learn online even when they could not return to school during the postponement period. To ensure the quality of online teaching, all colleges have formulated implementation plans for monitoring and guaranteeing the quality of online teaching, and arranged for centralised testing before online teaching, while all Academic Affairs Offices, Teaching Promotion Offices and colleges (departments) of all colleges have monitored and supervised online teaching activities and evaluated students in class to ensure the teaching quality during the epidemic.



Strengthening Publicity and Education on Epidemic Prevention and Control

Through our official website, official account, WeChat group, official Weibo and news media, we publicise epidemic prevention knowledge as well as prevention and control requirements to our students and faculty to enhance the protection awareness of teachers and students, let them timely keep pace of our school's measures for epidemic prevention and control and understand our relevant work arrangements and requirements.

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Emergency Plan and Emergency Drill

Pursuant to notices such as the Notice of the Ministry of Education on Effective Implementation of the Emergency Plan for the Prevention and Control of the COVID-19 Epidemic 《教育部關於切實做好新型冠狀病毒感染的肺炎疫情防控工作應急預案的通知》 and the Announcement of the Henan Provincial People's Government on Strengthening the Prevention and Control of the COVID-19 Epidemic 《河南省人民政府關於加強新型冠狀病毒感染的肺炎防控工作的通告》 as well as the requirements of state laws and documents such as the Law on Prevention and Control of Infectious Diseases of the People's Republic of China 《中華人民共和國傳染病防治法》, the Emergency Plan of the Ministry of Education for Public Emergencies in the Education System 《教育部教育系統突發公共事件應急預案》, we have formulated the Emergency Plan for the Prevention and Control of the COVID-19 Epidemic infected by the Novel Coronavirus 《新型冠狀病毒感染的肺炎疫情防控工作應急預案》, and all units have established leading groups for epidemic prevention and control to build the "school-college-class" three-level prevention and control system for good protection of student groups and various employees; for strengthening campus access management, safety management of school food and drinking water as well as environmental sanitation monitoring and supervision work, etc., while medical rooms have reserved sufficient personal protection and epidemic prevention supplies.

To protect the health and safety of teachers and students after they return to school, all members of our school's epidemic prevention and control leading group, heads of various functional departments, college leaders, counselors, etc. have participated in the emergency drills for students' starting school. Targeting various hidden risks that may realise when students return to school, we have specially set up multiple "real practical" scenarios such as body temperature detection and registration upon admission to school, apartment management, classroom teaching, dining in the cafeteria as well as isolation and handling for abnormal body temperature, with focus on comprehensive and detailed simulation drills for prevention and control segments such as epidemic discovery, epidemic reporting and emergency response. After the drills, various epidemic prevention plans and emergency plans have been improved to ensure the health and safety of teachers and students when they return to campus.



Psychological Support During the Epidemic

We are very concerned about the psychological and emotional health of teachers and students during the epidemic. To help teachers and students adjust their emotions during the period of epidemic prevention and control, all colleges have set up psychological assistance services in response to the epidemic to ease their psychological pressure caused by the epidemic through online chats or emails.

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We emphasise food safety in canteens of various colleges. To strengthen prevention and control of food hygiene and safety in schools, we have established a food safety management system, including implementation of the principal responsibility system for food safety, establishment of a Food Safety Management System (《食品安全管理制度》), a Food Safety Rapid Inspection Management System (《食品安全快速检测管理制度》) and a Food Safety Self-inspection and Reporting System (《食品安全自检自查与报告制度》), etc. We are also equipped with food safety testing equipment to inspect the food sold on a regular or irregular basis to ensure food safety.

During the Reporting Period, we continued to implement a series of measures and activities for protecting the health and safety of employees and students such as first aid trainings, fire drills, anti-terrorism and anti-riot drills, dormitory safety inspections, campus food safety knowledge lectures and other activities to comprehensively maintain campus safety as well as the health and safety of employees and students.

First Aid Knowledge Training Activities

Shangqiu University Kaifeng Campus held a first aid knowledge training activity for college counselors on 14 September 2019. It explained the importance of first aid knowledge in daily life by explaining basic theoretical knowledge of first aid and a large number of cases to help counselors master basic on-site first aid skills for further enhancing their emergency response capabilities.



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Publicity Activities on the Knowledge for Prevention and Treatment of AIDS, Tuberculosis, Common Diseases and Occupational Diseases

On 11 October 2019, the Catering Service Center of Shangqiu University Kaifeng Campus held a publicity activity on the knowledge for prevention and treatment of AIDS, tuberculosis, common diseases and occupational diseases, including on-site explanation on prevention and treatment of AIDS and tuberculosis, combining with on-site guidance to students in doubt about the knowledge for prevention and treatment of AIDS and tuberculosis. The event was successful with good response and remarkable results. More than 400 promotional materials and over 200 promotional pockets were distributed.



4.3 Protection of Employment Rights and Interests

The Group values employment rights and interests and strictly abides by laws and regulations such as the Labour Law of the People's Republic of China 《中華人民共和國勞動法》, the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》, the Implementation Regulations of the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法實施條例》, the Law on the Protection of Minors 《未成年人保護法》, as well as the Regulations on Prohibition of Child Labour 《禁止使用童工規定》 and the Regulation on Sanitary Work of Schools 《學校衛生工作條例》. During the Reporting Period, the Group did not have any violation relating to employment, employment of child labour or forced labour.

The Group has formulated the Administrative Measures on Recruitment 《招聘管理辦法》 pursuant to which recruitment is considered by the principles of fairness and openness based on the candidates' professional knowledge, ability, work experience, academic qualifications and morals, etc., without considering gender, age, marital status, nationality, race and other factors that have nothing to do with job requirements to ensure that every applicant has an equal opportunity to be employed. When newly hired teachers and staff are recruited, the Personnel Department will verify the identity and qualification certificates of the newly hired staff to determine that they have relevant qualifications and avoid employing child labour. In case of fraud, we will terminate the labour contract pursuant to the Labour Contract Law. The Handbook for Teachers and Staff 《教職工手冊》 stipulates the working hours of staff. We also regularly check overtime and labour intensity of staff and forced labour is strictly prohibited.

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Information of the Group's staff during the Reporting Period is set out below:

Staff category	Number of staff
All staff	2,710
By gender	
Female staff	1,613
Male staff	1,097
By employment category	
Short-term contract/part-time staff	173
Junior staff	567
Middle management	282
Senior management	262
Other staff ¹	1,426
By age group	
Under the age of 30	1,198
Aged 30-50	1,025
Over the age of 50	487
By region²	
Staff from Central China region	2,710

Promotion System

In order to motivate employees to make progress and improve work efficiency, we have formulated a fair, just and open Staff Promotion Method 《職員晉升辦法》 to stipulate the promotion conditions. Employees with outstanding performance in talents, conducts, work performance, etc. can be recommended for promotion by the person in charge of the unit for review and approval by the management. We have also established the Implementation Method for the Construction of Middle-level Reserve Cadre Team 《中層後備幹部隊伍建設實施辦法》. Employees with outstanding work performance, ability and integrity as well as development potential can be promoted through recommendation or selection after passing the assessment.

Resignation Management

We take the stay and leave of every employee seriously. When an employee makes a resignation request, the person in charge of the unit will communicate with him/her to understand the reason for the resignation, seek improvement measures, and increase the sense of belonging of the current employees. The management also continuously monitors the turnover rate and establishes a good communication channel and employment relationship with employees.

¹ Mainly include staff in the logistics, catering, security, dormitory management and industrial categories

² Employees by region during the Reporting Period are classified by location of work

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4.4 Warm-hearted Care for Employees

Chunlai Education cares about the needs of every employee. We provide competitive salaries and considerate benefits to attract and retain outstanding talents.

The Group has formulated the Performance Assessment Measures (《績效考核辦法》) which correctly evaluates the virtues and actual work performance of teachers and staff by objective, fair and transparent criteria to issue performance bonuses, and encourages teachers and staff to work actively and perform their duties. Apart from basic salaries, we provide allowances for housing and overtime as well as welfare bonuses, etc. for various positions to reward past efforts of employees for the colleges. Talents with high professional titles from other places even enjoy transportation allowances for travel to and from their hometowns during national holidays as well as winter and summer vacations. We also regularly adjust the salaries of all staff by reference to economic environment, the Group's actual conditions and industry conditions to stimulate staff's enthusiasm for work and enhance their cohesion to the Group and the college.

Holidays and Benefits

Chunlai Education has formulated the Handbook for Teachers and Staff (《教職工手冊》) which stipulates the benefits that teachers and staff can enjoy. Apart from paid annual leave, statutory paid sick leave, personal leave, maternity leave, accompanying leave as well as wedding and funeral leave, our employees also enjoy Teacher's Day, Mid-Autumn Festival and Spring Festival benefits. To meet the needs of new mothers at work, female employees can apply for breastfeeding leave after maternity leave. To encourage on-the-job studies of full-time teachers and staff, we provide a week off every semester during the course of study. The Group has formulated the Interim Measures for the Administration of Social Insurance (《社會保險管理暫行辦法》) to provide insurance package that comprises "five insurances and the housing fund" for qualified teaching staff who have signed valid contracts.

Diversified Employee Activities

Each of our colleges organises different employee activities every year to promote communication between colleges and employees as well as between employees, and enhance the sense of belonging of employees.



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Shangqiu University Celebrating the 2019 Teacher's Day cum the Award Ceremony

In order to promote noble teacher ethics, Shangqiu University held the conference for celebrating the 2019 Teacher's Day and the award ceremony on 9 September 2019 to recognise teachers who have outstanding performance in teaching, scientific research, management, and service in the past year. College leaders, all middle-level cadres, teachers and staff representatives and student representatives attended the conference, and the school leaders issued honorary certificates to winners.



Faculty Congress for the First Semester of the 2019-2020 School Year of Anyang University

Anyang University held the Faculty Congress for the first semester of the 2019-2020 school year, with leaders and all teachers and staff of the college attending the meeting. While affirming the results of the previous school year, the meeting clarified the development direction of the college in the next school year, and encouraged all teachers and staff to work actively, striving to build a high-level applied private university with standardised management and distinctive characteristics.



2019 Table Tennis Competition for Teachers and Staff of Shangqiu University Kaifeng Campus

To enrich the spiritual and cultural life of teachers and staff of the university, promote their physical and mental health and enhance communication between employees as well as the cohesion of the faculty team, the faculty union of Shangqiu University Kaifeng Campus launched a faculty table tennis competition in November 2019. All participating teachers actively prepared for the competition and cultivated friendship in the competition.



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4.5 Diversified Talent Training

Chunlai Education firmly believes that the quality of teachers is an important element for the successful development of the Group. We actively invest resources to train the faculty and promote teachers' growth in areas of work ethics, professional knowledge, teaching ability, scientific research level and social service ability, so as to build a team of high-quality teachers with noble ethics and excellent teaching skills.

"Thirteenth Five-Year Plan" for Construction of Teaching Staff (《「十三五」師資隊伍建設規劃》)

The Group implements the strategy of "Strengthening the School with Talents" and formulates the "Thirteenth Five-Year Plan" for Construction of Teaching Staff (《「十三五」師資隊伍建設規劃》) to strengthen construction of high-quality teaching staff. Based on the needs of discipline and professional construction with focus on the three stages of "Introducing talents, Cultivating talents, and Employing talents (引才、育才、用才)", we introduce high-level and high standard talents to enrich the teaching staff, improve the teaching and research level of on-the-job teachers and strengthen moral construction of teachers. We insist on the continuous education system for teachers with focus on improving the level of academic qualifications and professional abilities of teachers, and select outstanding teachers to study for degrees, go for study visits, and conduct academic exchanges and cooperative research at well-known universities and research institutes at home and abroad. We strengthen the nurturing and training of young teachers, and implement a tutor system for young teachers to promote their growth.

2016-2020 Work Plan for Teacher Training (《2016-2020年教師培訓工作規劃》)

We have formulated the 2016-2020 Work Plan for Teacher Training (《2016-2020年教師培訓工作規劃》), with young teachers as the targets for training to strengthen teachers' professional ethics education, enhance their teaching level and scientific research capabilities as well as enhancing skills such as the skill for application of modern educational technologies. We have also launched the Training Program for Young Backbone Teacher (《青年骨幹教師培養計劃》), with focus on training young teachers who have outstanding performance in actual teaching and scientific research so that they can become key teachers and new professional leaders. According to the requirement for teachers' professional development, we provide teachers with different types of trainings and fully enhance teachers' abilities of teaching and education through school-based trainings, off-campus trainings, practical trainings, academic qualification improvement trainings and online trainings.

School-based Trainings

Training on teachers' ethics

Provide training on teachers' professional ethics and relevant requirements for teacher ethics construction

Pre-job training

Divided into new teacher job training and teacher qualification training

On-the-job tutor training

Adopt the tutor-assisted teaching system, and strengthen the training of new teachers through one-on-one transmission, assistance and guidance between old and new teachers

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School-based Trainings

Teaching training through observation

Organise young teachers to observe teaching of outstanding teachers to improve their teaching ability

Courses or professional trainings

Employ famous domestic and foreign experts, scholars or famous teachers above provincial level to visit schools for centralised courses or professional trainings

Team training

Carry out construction of school-level teaching team, scientific research and innovation team to train the team spirit of teachers

Training on modern education technologies

Provide trainings on including computer, multimedia and network technologies to enable teachers to master modern education technologies so as to improve education and teaching abilities as well as teaching effect

Off-campus Trainings

National training, provincial training

Organise new teachers to participate in national and provincial trainings to help them establish correct professional concepts, cultivate good teacher ethics, academic standards and psychological quality, and master basic education and teaching skills

Visiting scholars

Select young and middle-aged key teachers to be visiting scholars in universities, scientific research institutions and large enterprises at home and abroad to participate in major scientific research projects and conduct academic exchanges

Professional backbone training

Regularly select outstanding teachers to go to foreign universities and research institutions to conduct academic exchanges, visits, short-term trainings or study for degrees, so as to learn advanced experience and models and promote construction of disciplines and professional teams

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Shangqiu University Holding a Speech Contest on the Theme of Teacher Ethics Education

Shangqiu University held a speech contest on the theme of teacher ethics education on 6 September 2019. A total of 12 teachers entered the final. With the theme of “Learning from role models of the times to achieve a brilliant life (學習時代楷模，成就出彩人生)”, the 12 participating teachers, incorporating their own work, feelings of studies as well as touching stories around them, deduced the teachers’ ethics of loves and responsibilities throughout education, and fully demonstrated the good teacher ethics of our teachers. After careful evaluation by the judges, 2 first prizes, 4 second prizes and 6 third prizes were selected.



The opening ceremony of the pre-job training class for new faculty members of Anyang University for the 2019-2020 school year



Anyang University’s seminar themed “Never Forget the Original Intention and Keep the Mission in Mind (不忘初心、牢记使命)” for leading cadres above division level cum the first concentrated learning

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5. STEADY GOVERNANCE FOR COMPLIANCE

We deeply understand the importance of compliance governance, so we have established a risk management system. We have formulated the Risk Management Measures for Henan Chunlai Education Group (《河南春來教育集團風險管理辦法》), the Constitutions of the Risk Assessment Committee (《風險評估委員會章程》) and the Constitutions of the Audit Committee (《審計委員會章程》), which require risk assessment, risk response, risk testing, risk monitoring and reconfirmation during the work process. Risk reporting should be no less than once every two years.

5.1 Adherence to Integrity

The Group is committed to conducting business with integrity, fairness and honesty, fully implementing the spirit of the 19th Communist Party of China National Congress, earnestly implementing the responsibility system for party conduct and clean government construction, and strictly implementing regulations of People's Republic of China on anti-corruption and promoting integrity, such as the Clean and Honest Governance and Self-discipline Standard of the 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 the Discipline Inspection Group of the Communist Party of China (《中國共產黨紀律檢查機關控告申訴工作條例》) as well as other relevant requirements. We have formulated the Implementation Measures on the Responsibility System for Construction of Party Conduct and Clean Government (《黨風廉政建設責任制實施辦法》) to strictly prohibit occurrence of any bribery, extortion, fraud, improper use of public funds and money laundering. In order to effectively implement the monitoring system, we have also formulated the Measures for Public Complaints and Whistle-Blowing (《信訪舉報工作辦法》). Whistleblowers can report through personal visits, phone calls, mailboxes or emails and other 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 as soon as possible. Through a variety of methods, we are committed to blocking corrupt behavior from the source.

The Group had no cases involving corruption litigation during the Reporting Period.

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5.2 Information Security Assurance

The Group attaches great importance to protecting the privacy of students and faculty members, and will only collect and keep business-related information in a proper way. We strictly abide by state laws and regulations including but not limited to the Regulations of the People's Republic of China on Protecting the Safety of Computer Information Systems (《中華人民共和國計算器信息系統安全保護條例》), the Provisional Regulations of the Administration of International Networking of Computer Information in the People's Republic of China (《中華人民共和國計算機信息網絡國際聯網管理暫行規定》) and the Cybersecurity Law of the People's Republic of China (《中華人民共和國網絡安全法》), and have 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體系》) by reference to the National Standard GB/T18336 (Common Criteria for IT Security Evaluation) (國家標準GB/T18336《信息技術安全技術信息安全評估通用準則》), the National Confidentiality Standard BMB3-1999 (Technical Requirements and Test Methods for Electromagnetic Shielding Rooms for Handling Confidential Information) (國家保密標準BMB3-1999《處理涉密信息的電磁屏蔽室的技術要求和測試方法》) as well as the National Confidentiality Standard BMB2-1998 (Using Site Information Equipment Electromagnetic Leakage Emission Inspection Test Method and Safety Criterion) (國家保密標準BMB2-1998《使用現場的信息設備電磁洩漏發射檢查測試方法和安全判據》), etc., to continuously improve the information security system and enhance security of the system.

We strive to build an information security system with the approach of "comprehensive prevention that emphasises both management and technology based on safety-first and a precautionary mindset". We install permanent and reliable anti-virus software for all computer equipment, and at the same time set permissions for the replacement and incoming of hardware and software so as to protect assets from cyber fraud, detectives, viruses or hackers. We also protect important and sensitive data through system access control and industry-standard encryption technologies to prevent unauthorised access, copy and tampering. All key positions of our staff need to sign a confidentiality agreement, while transfer and resignation will be bound by the agreement. We have established a network security and informatisation leading group. Their responsibilities include:

- Review information security related strategies, specifications and management regulations of the Company, and supervise and inspect the implementation thereof;
- Perform regular health checks on the system, computer and real-time scanning/filtering;
- Regularly carry out information security education and publicity activities;
- Formulate information security incident handling methods and emergency management procedures, and regularly conduct trainings and drills for emergency plan;
- Regularly conduct security assessments and formulate information security strategies;
- Establish effective information feedback channels to ensure timely handling of and response to information security incidents.

During the Reporting Period, the Group did not have any complaints or lawsuits regarding data protection and privacy protection.

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5.3 Intellectual Property Protection

The Group complies with the Trademark Law of the People's Republic of China 《中華人民共和國商標法》, the Advertising Law of the People's Republic of China 《中華人民共和國廣告法》, the Copyright Law of the People's Republic of China 《中華人民共和國著作權法》, the Copyright Ordinance 《版權條例》 of Hong Kong, the Guidelines for Genuine Software Management 《正版軟件管理工作指南》 and other laws and regulations relating to intellectual property protection.

We use copyrighted products and require employees not to download or install any forged or copied programs, software or materials (including non-copyrighted materials, such as computer software, books, audio and video tapes, periodicals and magazines). We strictly protect the intellectual assets of the Group, including but not limited to trade names, trademarks (logos), patents, copyrights and confidential data. In order to protect the rights and interests of our school, prevent the loss of school assets, and at the same time improve the efficiency of use of intangible assets, we have formulated the Administrative Measures for Intangible Assets 《無形資產管理辦法》 according to relevant laws and regulations such as the Financial System of Colleges and Universities (Caijiaozi [2012] No. 488) 《高等學校財務制度》 (財教字[2012]488號), the Administrative Regulations on the Protection of Intellectual Property Rights in Colleges and Universities (Ministry of Education [1999] Order No. 3) 《高等學校知識產權保護管理規定》 (教育部[1999]3號令).

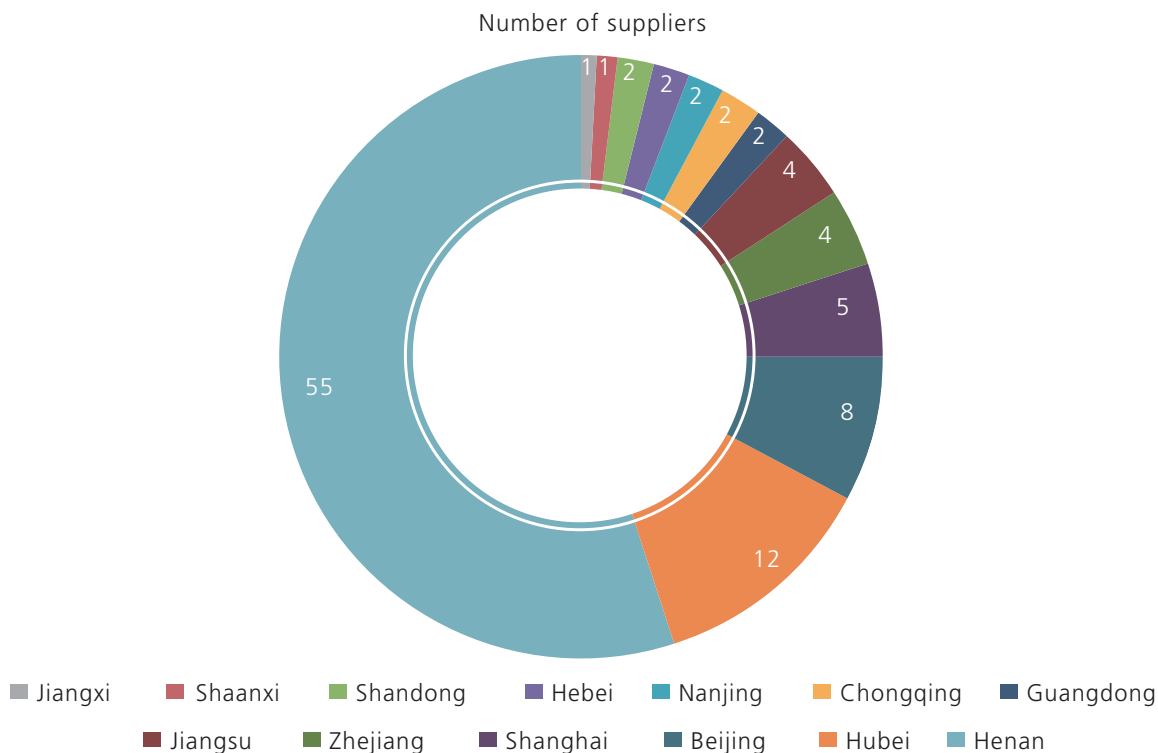
We also pursue high-quality scientific research. In order to fully mobilise the enthusiasm of teachers and students for scientific research and technological innovation, and to continuously enhance the teaching and research level of the schools, we have formulated the Chunlai Education Group's Implementation Measures for the Award of Scientific Research Achievements of Subordinate Schools 《春來教育集團關於下屬各學校科研成果獎勵的實施辦法》. During the Reporting Period, with the concerted efforts of teachers and students, the Group maintained 67 registered patents and 18 new patents.

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5.4 Responsible Supply Chain

The Group is committed to establishing long-term business relationships with suppliers. We have formulated the Procurement Management System 《採購管理制度》, the Tendering Process Management 《招標流程管理》, the Supplier Management System 《供應商管理制度》 and the Rating Standards for Suppliers 《供應商評級標準》 to standardise the selection, evaluation and monitoring procedures of suppliers, ensure fairness and justice throughout the process and prevent any commercial bribery. The procurement department determines whether procurement tendering is required according to the plan of the demand department and the Tendering Process Management 《招標流程管理》. Where it is within the scope of procurement by tendering, an application for procurement by tendering shall be submitted to the Group's procurement office, and procurement will be carried out in the form of public tender and invitation of tender. The Group understands the importance of sustainable supply chain management, so our selection criteria for suppliers include legality, supply level, product quality status, price level, production technology level, financial status, credit status, service quality, management level and compliance with national environmental protection standards and energy conservation standards, etc. To maintain the quality of the supply chain and reduce operational risks, we conduct monthly assessments and reviews of the selected suppliers, and import the scores of each supplier into the Supplier Comprehensive Evaluation Form 《供應商綜合評價表》. Suppliers whose half-year average score are unqualified will be eliminated.

During the Reporting Period, the Group's procurement categories were mainly teaching supplies, office stationery, books, audio and video, electrical equipment, computers, software services, electronic equipment, network equipment, mechanical equipment, etc., and the suppliers were mainly from Henan and Hubei. During the Reporting Period, the Group had a total of 100 suppliers, whose distributions are as follows:

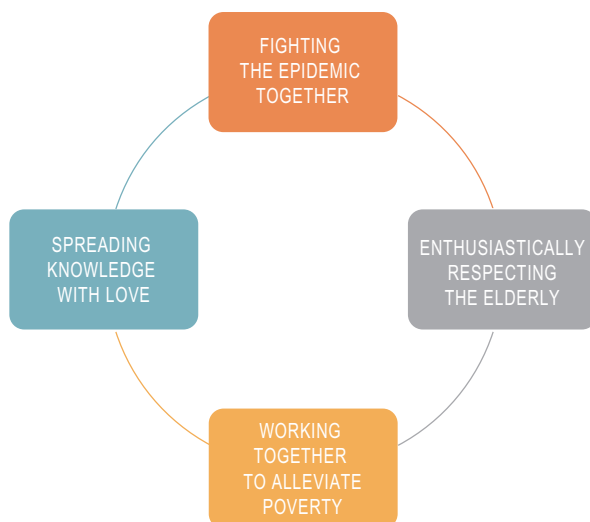


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6. CONTRIBUTION TO SOCIAL WELFARE

Adhering to the social responsibility of “contributing to society and making it a better place”, we have always regarded giving back to society as our duty and obligation. We have been proactively devoted to social welfare undertakings hand in hand with our commitment to education; we also cultivated students’ practical skills while striving to bring love and warmth to those in need.

During the Reporting Period, our community investment centred on the following four key focus areas: “Fighting the Epidemic Together”, “Enthusiastically Respecting the Elderly”, “Working Together to Alleviate Poverty”, and “Spreading Knowledge with Love”.



During the Reporting Period, the Group has donated more than RMB140,000, and the team of student volunteers has served more than 25,000 hours.

6.1 Fighting the Epidemic Together

At the beginning of 2020, under the highly severe situation of COVID-19, a series of measures were provided to undertake epidemic prevention and control. The central department and provincial youth league committee of the Group have made a series of important deployments and raised explicit requirements for the organisations at all levels engaging in epidemic prevention and control. The organisations at all levels actively responded to our Group and rapidly carried out a series of tasks.

We encouraged everyone to support frontline anti-pandemic work by actively donating money. Relevant personnel of the organisations distributed disposable masks to urban sanitation workers and residents nearby at the school gate for the purpose of properly implementing epidemic prevention around the school. The school principal also came on-site to take in the situation of epidemic prevention. We also encouraged students to join the anti-pandemic work, such as spreading the scientific knowledge of home observation as well as hygiene and epidemic prevention to communities, and assisting in the registration and purchase of epidemic prevention supplies and living necessities to the elderly living alone and the youth in difficulties in an orderly manner.

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The school principal was inspecting the situation of epidemic prevention

6.2 Enthusiastically Respecting the Elderly

To promote the traditional virtue of “Respecting the elderly” in Chinese culture and enhance the sense of social responsibility of college students, we have arranged several elderly visits. Student volunteers visited the elderly with gifts, relieved their sorrow and loneliness, talked with them in a cordial manner, gave them a massage, and showed them performances. Student volunteers also took other actions within their ability to help the elderly. The interesting interaction between student volunteers and the elderly has brought material support and spiritual care to the elderly, so that the elderly would feel the heart-warming care from the society.



Members of the Youth Volunteer Association of Shangqiu University performed for the elderly

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6.3 Working Together to Alleviate Poverty

We respond to the call of the Party Central Committee and attach great importance to poverty alleviation by proactively participating in the activity of "Aids from Hundred Enterprises to Hundred Villages" (百企助百村), and continuously carrying out a series of activities such as caring for staff in difficulties on Teacher's Day and Spring Festival and donation to seriously ill teaching staff and students, so as to add luster to winning the battle of poverty alleviation.

When "The Sixth Day of Poverty Alleviation in Chinese Society" (第6個中國社會脫貧日) was drawing near, we also actively carried out a poverty alleviation and donation programme in Minquan County. All teachers and students made donation cordially and all the donated funds for poverty alleviation would be used for Minquan County's poverty alleviation work, which would be mainly used for registered special poverty-stricken households in "No Worry about Food and Clothing with Compulsory Education, Basic Medical Care, and Housing Guaranteed" (兩不愁三保障) program as well as for poverty alleviation, charitable and social welfare undertakings.

At the same time, we also organised teachers and students to actively donate all kinds of clothes. The donated clothes were delivered to the warehouse through Clothing and Quilts to Help Others, a voluntary organisation, and subsequently transported to the base of the organisation in Zhengzhou. After being sorted, washed, ironed, disinfected and organised strictly, the clothes were re-packaged and shipped to poverty-stricken mountainous areas and families around the country, and finally sent as care and warmth to people in need of clothes, so that those people could warmly get through the winter.



"Donate Your Clothes and Warm the World" (愛心捐衣暖人間) activity was carried out in Shangqiu University

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6.4 Spreading Knowledge with Love

Our teaching assistance activities are based on the promotion and inheritance of Chinese traditional culture and themed on patriotism, gratitude, etiquette, behavioral conduct and personal relationship. With rural primary schools as a platform, the activities integrated book reading and traditional culture promotion in a hope to help rural children broaden their horizons and develop their knowledge while enhancing their reading and writing skill level, improving their learning attitude and helping them foster positive values.

Throughout the teaching process, our volunteers conscientiously made lesson preparation on teaching content, interacted with the pupils in the classroom, and improved the pupils' memory for knowledge with various interesting stories as assistance. The pupils also responded actively and put forward their own opinions. In their spare time, our volunteers played with pupils to improve mutual understanding.

Our teaching assistance activities went very well. While enriching the daily life of the pupils, the activities also strengthen our volunteers' social and practical skills, demonstrating the volunteer spirit of "dedication, friendship, mutual aid and progress".



The student from Shangqiu University Kaifeng Campus was in her teaching assistance activity



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7. JOINT CONSTRUCTION OF AN ENVIRONMENTALLY FRIENDLY CAMPUS

The Group has always attached importance to protecting the environment, actively integrating environmentally-sustainable practices across business operations, and promoting all employees and students to save energy, cherish natural resources, reduce pollution, and jointly establish an environmentally friendly campus. The Group has been strictly complying with the Environmental Protection Law of the People's Republic of China 《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》.

As a higher education industry, our major impact on the environment comes from energy consumption, water consumption, the use of school and office materials, and the generation of waste from school and canteens. We have formulated relevant environmental protection systems and adopted effective measures in terms of energy saving, water conservation, waste management and emission reduction, to minimise the potential impact on the environment and natural resources.

During the Reporting Period, there was no violation of any laws and regulations in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, and no material environmental violation was found.

7.1 Implementation of Green Operations

We are committed to constructing an environmentally friendly campus and implementing green operations in energy saving, green building, water management, paperless office and waste management. Meanwhile, we hold a number of environmental protection education activities, such as online Tree-Planting Day, "Earth Hour" online activity, green plants adoption, Zero Food Waste campaign, campus trash clean-up activities to actively promote green life to teachers and students.

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Energy Saving

The Group attaches importance to energy management and actively promotes the culture of energy saving and emissions reduction on campus. Our main energy consumption comes from power consumption in daily business operations, burning of natural gas in the cafeteria and the gasoline and diesel consumed during transportation.

Air-conditioner energy-saving management

- In summer, setting the temperature of air-conditioners not lower than 26°C, and in winter, not higher than 20°C within campus;
- Turning off air-conditioners when no one is indoor;
- Adopting variable speed drives and adjusting the water pump and fan system according to the actual needs of the air-conditioners;
- Cleaning and maintaining fan coil filters regularly.

Lighting energy-saving management

- Maximising the use of natural lighting in offices during sunny days;
- Turning off lights when no one is indoor;
- Using lightings with high energy efficiency;
- Installing motion sensors in areas not frequently in use;
- Dividing the offices into several different lighting areas, which are equipped with individually controlled light switches;
- Appropriately reducing the number of lightings turned on, on the basis of appropriate illuminance, in public places such as stairs and corridors.



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Energy-saving management of electronic office equipment

- Using electronic office equipment including computers, printers, copiers and scanners reasonably;
- Turning off electronic office equipment when leaving work to prevent standby.

Energy-saving management of on-campus restaurants

- Using environment-friendly refrigeration equipment and green and energy-saving cooking equipment, such as energy-saving gas stoves and energy-saving low-power soup and congee stoves.

During the Reporting Period, the three colleges under the Group consumed 15,731.56 MWh of energy in total during their operation, representing a decrease of 42.3% when compared with last year³. The total energy consumption intensity was 0.007 MWh/m² and 0.25 MWh/person⁴.

Green Building

The Group adopts the concept of green building in the design of new buildings and strives to build an environmentally friendly and highly efficient campus.

Our main energy saving strategies in green architecture:

- Installing an insulation layer on external walls to reduce the temperature difference between indoors and outdoors, reduce the use of air-conditioners and reduce the consumption of energy;
- Adopting plastic steel doors and windows with good heat insulation to reduce the use of air-conditioners and reduce the consumption of energy;
- Installing smart electricity control cabinets in the transformer rooms of each teaching building, and smartly controlling electricity in public areas;
- Installing solar devices in both teaching buildings and dormitory buildings, so as to convert solar energy into heat to supply domestic hot water system;
- Equipping all buildings with energy efficient lightings, and successively installing energy-saving LED lights in each teaching building.

The new apartment buildings of Anyang University were awarded the Recording of Design Standard for Energy Efficiency of Residential Buildings in Cold Zones of Henan Province, reflecting our efforts and achievements in green building.

³ Mainly due to implementation of online teaching in 3 colleges during the COVID-19 epidemic

⁴ Calculated based on the number of staff and students on 31 August 2020

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Water Management

We understand that water is the source of life, the foundation of ecology, and the essential for production. Therefore, we highly cherish water resources. In order to enhance water management and realise the rational and efficient utility of water resources, we have formulated regulations such as the Water Management System 《用水管理制度》, the Water Conservation System 《節約用水制度》, and the Water Conservation Assessment System 《節約用水考核制度》. We have established the Accountability System for Water-saving Targets 《節水目標責任制》. In order to effectively achieve the water-saving targets, we have established a water-saving leading group to decompose the water-saving targets at different levels and implement them to various departments and individuals, assess them level by level, and strengthen the management of water conservation on campus. We have also established the Water Saving Accountability System for Cafeteria Staff 《食堂節水崗位責任制》, which clearly lists the water saving requirements for cafeteria staff members when working in the canteen. We ensure the effective implementation of water-saving measures in management systems, water-saving facilities and water-saving education. The followings are the main water management and water conservation measures:

- To install water meters for departments that consume a lot of water, use with fixed amounts, and charge water fees based on tons;
- Faucets in public places are managed by the user department to prevent the phenomenon of long water flow. Any waste of water will be punished;
- In order to save water, a designated person from the business support services department is responsible for using pool water and wastewater to irrigate green spaces and sports fields;
- Students in the dormitory building must use water in accordance with the dormitory regulations, and they will be charged for the excess water consumption;
- To strengthen rainwater collection system for green irrigation and reduce tap water consumption;
- To strengthen the daily inspection and maintenance of water-saving equipment installed in toilets to ensure that they are in good working condition;
- To strengthen education, carry out various activities, and strive to cultivate the awareness of water conservation among staff and students.

During the Reporting Period, the three colleges under the Group consumed 161,873.00 tonnes of water in total during their operation, representing a decrease of 57.8% when compared with last year³. The total water consumption intensity was 0.07 tonne/m² and 2.53 tonnes/person⁴. We have 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.



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Paperless Office

The major information technology platform of the Group, including the Group's financial management system, supply chain system, human resource management system, asset management system and administrative office management system, etc., can improve work efficiency and carry out visible and controllable information management, and also fully realise paperless office. We implement online office and approval procedures through office automation system to replace paper transfer and approval in each work stream, effectively saving time and cost as well as office paper.

We encourage employees to transfer information via electronic communication technology in order to reduce paper use. As for the unavoidable paper usage, we will use paper with recycled materials and set the computers and printers to double-sided printing mode, and arrange recycling stations next to printers for employees to recycle paper.

During the Reporting Period, the three colleges under the Group consumed 9,045.31kg of paper, representing a decrease of 26.8% when compared with last year³. Paper consumption per capita was 3.37kg per employee.

Waste Management

The Group implements waste management and 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 the Administrative Measures for Urban Domestic Waste 《城市生活垃圾管理辦法》. 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. Hazardous waste, such as toner cartridges, are all scheduled for regular care and maintenance by contractors and are all recycled for repeated use.

We formulated the Leftovers Disposal Management System 《餐廚廢棄物處置管理制度》 and strictly implemented the management of restaurant and kitchen waste in canteens. Leftovers must be placed by different categories and stored in covered containers for detoxified treatment. It is prohibited to discharge leftovers directly into public waters or into public toilets and domestic waste collection facilities. The waste edible oils and fats should be stored in special closed containers marked with "For Waste Oils and Fats" and then sold to licensed units that specialize in the treatment of waste oils and fats.

During the Reporting Period, the three colleges under the Group generated 4,016.00 tonnes of non-hazardous waste in total during their operation, representing a decrease of 47.3% when compared with last year³. The non-hazardous waste generation intensity was 0.06 tonne/person⁴.

We actively reduce waste. If there are old computers and other electronic wastes, they will be sent to recyclers for recycling. We also promote a culture of saving resources to staff and students, encouraging food cherishment, reducing the use of disposable tableware and plastic bags, and minimising the generation of waste and the consumption of natural resources.



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Environmental Protection Activities

2020 Online Tree-Planting Day

The Youth Volunteer Association of Shangqiu University held the "2020 Online Tree-Planting Day" to raise students' awareness of greening the environment. With low-carbon activities such as walking, subway travel, and online payment of utility bills, students planted virtual trees in Alipay through the co-planting project in Alipay Ant Forest during the activity. After these trees grow up, non-profit organizations and environmental enterprises can "buy" the virtual "trees" users planted in the Ant Forest, and plant a physical tree in a certain area of the real world to help mitigate climate change.



"Earth Hour" Online Activity

The committee of Shangqiu University Kaifeng Campus held the online activity "Earth Hour" with the theme of "Speak for the Earth, in the Name of Life" (以生命之名·為地球發聲) from 29 March 2020 to 4 April 2020. It raised teachers' and students' awareness of actively responding to global climate change through the active participation of all teachers and students.



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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 and reduce emissions, so that the impact on the environment and natural resources can be minimised, thus ensuring environmental protection. A series of measures we have adopted for energy conservation and emissions reduction 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 utilisation 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.

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7.2 Active Emissions Reduction

Greenhouse gas emissions management

We are committed to managing greenhouse gas emissions and implementing low-carbon operation in accordance with 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)》, National Strategies in Response to Climate Changes 《國家適應氣候變化戰略》 and the 2019 Annual Report on China's Policies and Actions to Address Climate Change 《中國應對氣候變化的政策與行動2019年度報告》. The Group launched investigation of greenhouse gas emissions for the three colleges 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. During the Reporting Period, the summary of greenhouse gas emissions is as follows:

Greenhouse gas emissions performance	Unit	2020
Amount of greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	499.81
Greenhouse gas removals from newly planted trees (Scope 1)	tCO ₂ e	605.31
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	9,597.83
Other indirect greenhouse gas emissions (Scope 3)	tCO ₂ e	5,074.11
Total amount of greenhouse gas emissions (Scope 1, 2 & 3) ⁵	tCO ₂ e	14,566.43
Intensity of greenhouse gas emissions		
Per square metre of floor area (Scope 1, 2 & 3)	tCO ₂ e/m ²	0.007

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 sources that are relevant to the Group's activities but are not owned or directly controlled by it.

⁵ There may be a slight discrepancy between the sum of individual items and the total as shown in the tables owing to rounding

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Our greenhouse gas emissions come from the fuel consumption of the Group's fixed equipment and vehicles, the use of refrigerants (Scope 1), the consumption of purchased electricity (Scope 2) and the water consumption in business operation, the generation of wastewater and the use of paper, and the waste landfill (Scope 3). During the Reporting Period, the total amount of greenhouse gas emissions (Scope 1, 2 & 3) was 14,566.43 tCO₂e⁵, representing a decrease of 32.7% when compared with last year³.

We have adopted low-carbon measures such as energy saving, water conservation, and waste reduction to reduce greenhouse gas emissions. We actively create a green campus and plant trees in all 3 colleges, which can polish the campus environment and reduce greenhouse gas emissions. We encourage employees to use video conferences and teleconferences to replace non-essential business trips. Looking ahead, we will continue to monitor greenhouse gas emissions and adopt effective low-carbon measures to mitigate climate change.

Air Emissions Management

We actively reduce air emissions and strictly comply 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》). In the course of our operation, the gasoline and diesel used in our vehicles and landscaping equipment will generate air emissions, including sulphur dioxide (SO₂), nitrogen oxides (NO_x) and particulate matter (PM).

During the Reporting Period, the types and data of air emissions arising from our vehicles are as follows:

Type of emissions	Unit	2020
NO _x	kg	166.10
SO _x	kg	0.79
PM	kg	8.62

In order to reduce the air emissions caused by vehicles, we maintain the Company's fleet, regularly check and keep tyres inflated, and ensure that engines are stopped when vehicles are not in motion to reduce fuel consumption. We also encourage staff to take more public transportation and shared transportation to reduce the use of vehicles. In addition, cooking fume filtering devices have been installed in the restaurants of our universities to effectively reduce oil smoke emissions.

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APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA

Environmental performance	Unit	2020
Amount of greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	499.81
Greenhouse gas removals from newly planted trees (Scope 1)	tCO ₂ e	605.31
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	9,597.83
Other indirect greenhouse gas emissions (Scope 3)	tCO ₂ e	5,074.11
Total amount of greenhouse gas emissions (Scope 1, 2 & 3) ⁵	tCO ₂ e	14,566.43
Intensity of greenhouse gas emissions		
Per square metre of floor area (Scope 1, 2 & 3)	tCO ₂ e/m ²	0.007
Electricity consumption		
Total electricity consumption	MWh	15,731.56
Total electricity consumption intensity	MWh/m ²	0.007
Total electricity consumption intensity ⁴	MWh/person	0.25
Fixed equipment fuel consumption		
Natural gas consumption	ten thousand m ³	15.52
Gasoline consumption	tonne	4.65
Diesel consumption	tonne	1.52
Motor vehicle fuel consumption		
Gasoline consumption	litre	40,754.49
Diesel consumption	litre	11,686.00
Water consumption		
Total water consumption	tonne	161,873.00
Total water consumption intensity	tonne/m ²	0.07
Total water consumption intensity ⁴	tonne/person	2.53
Total hazardous waste production		
Batteries	piece	167
Used ink cartridges and used toner cartridges	piece	300
Total hazardous waste recycled		
Used ink cartridges and used toner cartridges	piece	300
Non-hazardous waste		
Total non-hazardous waste production	tonne	4,016.00
Non-hazardous waste production intensity ⁴	tonne/person	0.06
Total non-hazardous waste recycled	tonne	793.00
Paper consumption		
Total paper consumption	kg	9,045.31
Paper consumption per capita	kg/staff	3.37

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Social performance	Unit	2020
Total number of staff	person	2,710
Total number of staff (by gender)		
Female staff	person	1,613
Male staff	person	1,097
Total number of staff (by employment category)		
Short-term contract/part-time staff	person	173
Junior staff	person	567
Middle management	person	282
Senior management	person	262
Other staff ¹	person	1,426
Total number of staff (by age group)		
Under the age of 30	person	1,198
Aged 30-50	person	1,025
Over the age of 50	person	487
Total number of staff (by geographical region)²		
Staff from Central China region	person	2,710
Staff turnover rate⁶		
All staff	%	24.32%
Staff turnover rate (by gender)⁶		
Female staff	%	23.56%
Male staff	%	25.43%
Staff turnover rate (by age group)⁶		
Under the age of 30	%	33.13%
Aged 30-50	%	14.15%
Over the age of 50	%	24.02%
Staff turnover rate (by region)⁶		
Staff from Central China region	%	24.32%

⁶ Calculation method: the number of staff lost ÷ the number of staff at the end of the year × 100%

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Social performance	Unit	2020
Training staff percentage (by gender)⁷		
Female staff	%	23.31%
Male staff	%	20.88%
Training staff percentage (by employment category)⁷		
Junior staff	%	40.39%
Middle management	%	28.72%
Senior management	%	25.95%
Other staff	%	15.92%
Average training hours (by gender)⁸		
Female staff	hour	12.53
Male staff	hour	6.75
Average training hours (by employment category)⁸		
Junior staff	hour	9.43
Middle management	hour	8.45
Senior management	hour	5.31
Other staff	hour	3.48
Occupational health and safety		
– Work-related casualties of staff directly recruited		
Work-related fatalities	person	0
Lost days due to work injury	day	11

⁷ Calculation method: the number of training staff of that category/the total number of staff of that category

⁸ Calculation method: the total training hours of training staff of that category/the total number of staff of that category



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APPENDIX II: INDEX TO THE ESG REPORTING GUIDE OF THE 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.	7. Joint Construction of an Environmentally Friendly Campus
	A1.1	The types of emissions and respective emissions data.	7.2 Active Emissions Reduction
	A1.2	Greenhouse gas emissions in total and intensity.	7.2 Active 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.	7.1 Implementation of Green Operations Appendix I: Summary of Sustainable Development Data
	A1.5	Description of measures to mitigate emissions and results achieved.	7. Joint Construction of an Environmentally Friendly Campus
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	7.1 Implementation of Green Operations

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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.	7. Joint Construction of an Environmentally Friendly Campus
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	Appendix I: Summary of Sustainable Development Data
	A2.2	Water consumption in total and intensity.	7.1 Implementation of Green Operations Appendix I: Summary of Sustainable Development Data
	A2.3	Description of energy use efficiency initiatives and results achieved.	7. Joint Construction of an Environmentally Friendly Campus
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	7.1 Implementation of Green Operations
	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.	7. Joint Construction of an Environmentally Friendly Campus
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Joint Construction of an Environmentally Friendly Campus



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Indicators			Related Sections
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.	4.3 Protection of Employment Rights and Interests 4.4 Warm-hearted Care for Employees
	B1.1	Total number of staff by gender, employment type, age group and geographical region.	4.3 Protection of Employment Rights and Interests Appendix I: Summary of Sustainable Development Data
	B1.2	Staff turnover rate by gender, age group and geographical region.	Appendix I: Summary of Sustainable Development Data
B2: Health and Safety	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 the provision of a safe working environment and protecting staff 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.	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

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Indicators			Related Sections
B3: Development and Training	General Disclosure	Policies on improving knowledge and skills of staff for discharging duties at work. Description of training activities.	4.5 Diversified Talent Training
	B3.1	The percentage of staff trained by gender and staff category (e.g. senior management, middle management).	Appendix I: Summary of Sustainable Development Data
	B3.2	The average training hours completed per staff by gender and staff category.	Appendix I: Summary of Sustainable Development Data
B4: Labour Standards	B4	Information on: (a) the 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.	4.3 Protection of Employment Rights and Interests
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.3 Protection of Employment Rights and Interests
	B4.2	Description of steps taken to eliminate such practices when discovered.	4.3 Protection of Employment Rights and Interests
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Responsible Supply Chain
	B5.1	Number of suppliers by geographical region.	5.4 Responsible Supply Chain
	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 Responsible Supply Chain



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Indicators			Related Sections
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters of products and services provided and methods of redress.	4.1 Teaching Quality Management 4.2 Healthy and Safe Campus 5.2 Information Security Assurance 5.3 Intellectual Property Protection
	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.	4.1 Teaching Quality Management
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.3 Intellectual Property Protection
	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 Security Assurance
B7: Anti-corruption	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 the prevention of bribery, extortion, fraud and money laundering.	5.1 Adherence to Integrity
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its staff during the reporting period and the outcomes of the case.	5.1 Adherence to Integrity
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.1 Adherence to Integrity
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.	6. Contribution to Social Welfare
	B8.1	Focusing on areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	6. Contribution to Social Welfare
	B8.2	Resources contributed to the focus area.	6. Contribution to Social Welfare