



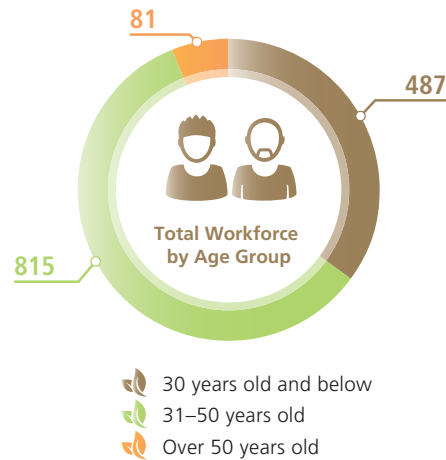
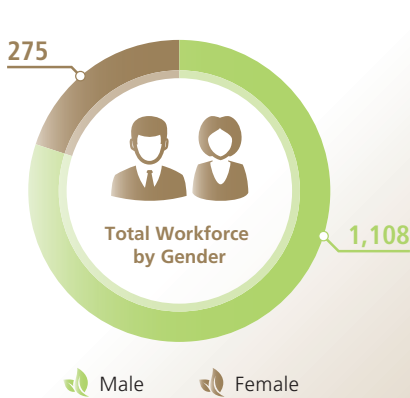
INCLUSIVE WORKING ENVIRONMENT

Our dedicated workforce drives our business and our success. We attract and hire the best talent to build high-performing teams and foster diversity and inclusion of all employees. We also seek to invest in our employees and aim to provide them with rewarding career paths so as to develop a diverse industry-leading team.

The Group strictly adheres to the *Labour Law of the PRC* to protect the legal rights and interests of labour and to create and maintain an open, respectful and equitable working environment. The Group's *Social Responsibility Management Policy* is in line with the SA8000 Social Accountability Standard, ensuring all applicable labour requirements are integrated into our corporate culture. We strive to continually improve the welfare of the employees and ensure that the Group's operations comply with national and international standards.

As of 31 December 2020, our WTE projects employed a total of 1,383 staff, with all of them being full-time and permanent, comprising a significant proportion of technicians and operational workers.

Workforce Demographics of WTE Projects in 2020





Our Approach in Protecting the Rights and Interest of Employees

Employment Policy	<ul style="list-style-type: none"> To ensure the Group and its employees abide by relevant laws and regulations, including the <i>Labour Law of the PRC</i> and the <i>Employment Ordinance of Hong Kong</i>
Anti-Discrimination Procedure	<ul style="list-style-type: none"> To ensure all our employees receive fair wage, fair benefits, fair working hours and fair treatment regardless of gender, age, ethnic origin, religion, political affiliation and nationality
Prohibition of Child Labour and Remedial Procedure and Elimination of Forced Labour Procedure	<ul style="list-style-type: none"> To ensure child and forced labour is prevented
Grievance and Compliant Procedures	<ul style="list-style-type: none"> To investigate and respond to any employee’s grievance in a timely manner in addition to quarterly meetings with employees’ representatives To report concerns, employees can contact the head of their respective departments or make a report through our whistleblowing platform. A mailbox for handling complaints is set up at each of the operating projects and handled by the senior management directly. Confidentiality is ensured at all steps to protect all persons from reprisal or disadvantage as a result of making a report
Anti-Corruption and Anti-Bribery Management Procedure	<ul style="list-style-type: none"> To provide guidance on each type of unethical behaviours and ensure our employees understand how to avoid bribery, extortion, fraud and money laundering with oversight from the Board
Freedom of Association and Collective Bargaining Procedure	<ul style="list-style-type: none"> To ensure our employees have the rights to form and participate in trade unions and collective bargaining

