



OUR
VISION

GREEN
CONSTRUCTION
FOR
HARMONIOUS
SOCIETY



Jianzhong Construction Development Limited

建中建設發展有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 589

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MESSAGE FROM THE CHAIRMAN



I am delighted to share with you our first ESG report highlighting our vision of “Green Construction for Harmonious Society”. At Jianzhong, we are committed to sustainability that sets the foundation for the long-term growth and development of our business. Our aim is to reduce the environmental impact of our operations in the construction works by conserving energy, water and other resources, while delivering quality project developments in safe manners. We believe the society will become more harmonious in such way. We continue to create values to our customers and to ourselves by providing the society with high quality and reliable materials and finished works for the benefit of the society and communities.

People centred, commitment to our customers, continuous innovation and pursuance of excellence are our most essential core values. We have the mission to create, enhance and sustain the natural and social environments. To reach this mission, our core values continuously drive our excellence in engineering, design, technology and project management.

We are seeing deeper engagement among our people with Jianzhong’s mission. Our people are more concern about the climate change, environmental protection, sustaining the Earth’s natural resources, social commitments and community engagement. In addition, our people continue to explore more possibilities for collaboration and innovation in our business operations to meet our clients’ needs.

We focus more than ever on helping our clients to become more sustainable. We engage with our clients about the opportunities to enhance social, environmental and human capital, while keeping momentum of economic growth for both parties.

There is no doubt that the world is changing. This report shows how we are helping our communities and clients adapt to this change while improving our business operations. It’s our commitment to you, and ourselves to provide the best-in-class service for a sustainable future.



Xun Minghong
Chairman and Executive Director

REPORT BACKGROUND



REPORTING STANDARD AND SCOPE

We are glad to present our first annual Environmental, Social and Governance (“**ESG**”) report (“**Report**”) for Jianzhong Construction Development Limited (建中建設發展有限公司) (the “**Company**”, together with its subsidiaries, the “**Group**” or “**Jianzhong**”). We are committed to create sustainable values for long term development of our business through taking care of our stakeholders. This Report provides an overview on our sustainability performance and it discloses Jianzhong’s policies, guidelines, actions and performance over the past year on various sustainable development issues in a transparent manner.

This Report covers the reporting year from 1 January 2019 to 31 December 2019 (the “**Reporting Year**”) and has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**Guide**”) in Appendix 27 of the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited (“**HKSE**”) and has complied with all the “comply or explain” provisions of the Guide. The Guide requires a listing company to identify and disclose ESG information that is material and relevant to both its business and its stakeholders. This Report has embedded the principles of materiality, quantitative, balance and consistency in presenting the ESG information in a way that can meet better the expectation of our stakeholders.

During the Reporting Year, the Group carried on its business mainly through three business segments in the PRC, consisting of (i) the foundation and other construction works; (ii) leasing of construction machinery, equipment and tools; and (iii) providing services to sewage treatment plant. This Report covers all of these business operations.

OUR ESG OBJECTIVES AND STRATEGY

Jianzhong’s ESG strategy is formulated by the top management with endorsement from the board of directors of the Company (the “**Board**”). The strategy is developed with the objectives of aligning the Group’s philosophy and objectives of creating long-term value for our stakeholders and giving back to the society. The Board oversees the ESG development of the Group and sets out ESG objectives and direction.

The Board always concerns about the corporate social responsibilities (“**CSR**”) of our business operations and evaluates the ESG risks before making decisions. We aim to provide our customers with quality construction works and services that meet their requirements and to create long-term value and business growth for them.







ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2019

In our operations, we strive to provide sustainable development for our employees. We ensure our employees are properly rewarded in accordance with their contributions, have the balance on work and personal lives, have sufficient opportunities for self-development, and go home healthily and safely every day.

We endeavour to reduce the environmental impacts from our business operations. We proactively promote green development and construction works. We invest heavily on technological innovation in order to make the construction operations safer, more efficient and less impact to the environment. We implement the ESG risk management mechanism and internal control system in all our operations to ensure our sustainability objectives can be met.

OUR CORE VALUES THAT DRIVE SUSTAINABILITY

Our set of core values define who we are and how we do business, and they have continuously been driving us forward to achieve excellence in engineering, construction and project management, and to become one of the leaders in the industry.

 People Oriented	Our employees are our most valuable assets. Their passion and initiatives are critical to our sustainable development and business success. We respect our employees to build a harmonious enterprise.
 Priority of Customers	Our customers' success is our success. We try our best to meet the customer expectations and requirements, and to ensure quality and reliability. It is our priority to solve our customers' problems and to explore new opportunities with them.
 Pragmatic Innovation	We strictly comply with all laws and regulations to operate with our stringent management system. We advocate innovation to improve safety and efficiency. We continuously look for new and better ways to provide expertise in our works.
 Pursuit of Excellence	We aim to achieve excellence in all aspects of business – technical, operations, administration and sustainability. We continuously improve and optimise our operations and make our management system effective to promote sustainability.
 Integrity	We are honest and ethical in every way and keep our promises and commitments in business operations. We cooperate with our business partners and customers for win-win.
 Work Safety	Everyone's life matters. We are committed to maintaining a safe and healthy workplace for our people and prevent injuries to our people.
 Green Development	We strive to reduce the impact to the environment during our construction works. We do our best to conserve energy and other natural resources and to reduce air emissions and carbon emissions.

STAKEHOLDER ENGAGEMENT AND COMMUNICATION

We believe that stakeholders’ participation is important in the sustainable development and value creation for our Group. The stakeholder engagement is an important process to understand and identify the material ESG issues in our operations. We identify and engage those key stakeholders who are influenced by our operations and are concerned with our social and environmental policies and strategies. We then connect and communicate with major representatives of each category in order to understand more of their concerns over our sustainability development. It is important for us to assess the priority for developing and implementing our CSR strategies. The stakeholder engagement is a continuous process and we keep on identifying and connecting those stakeholders who are concerned with our ESG issues. The following diagram illustrates the key stakeholders we have engaged during the Reporting Year:



It is a continuous process to communicate with the stakeholders and the communication channels are both formal and informal. We collect our key stakeholders’ views through formal physical meetings, email communications, telephone and fax, industry and government announcements and circulars, and informal communication during collaboration with business partners and customers, etc.

OUR APPROACH TO SUSTAINABLE DEVELOPMENT

Our ESG approach governs how our objectives are translated into sustainability performance. As we have described, our ESG objectives are set and continuously revised by the Board in accordance with the prevailing situation. We continuously engage relevant and key stakeholders and get understanding on their social and environmental expectations. The material ESG issues and the respective risks associated in our operations are then identified. Our decision process prioritises and focuses those relevant and important issues in the long-term planning and our administration department and senior staff from relevant departments formulate strategic plans and arrange CSR activities to meet our ESG objectives.

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We make sure there are adequate manpower and financial resources to meet the strategic plans and execute all the initiatives. We continuously evaluate the effectiveness of our CSR plans and initiatives and where the existing policies are inadequate to meet the ESG objectives, these policies will be enhanced and improved.

ESG data are accumulated and analysed annually using the key performance indicators (“**KPI**”) and the ESG performance is reported to the stakeholders for evaluation of the sustainability performance. The ESG performance are communicated and fed back to the Board regularly for evaluating if our ESG objectives and strategic plans are needed to be revised and improved.



STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on our environmental, social and governance approach and performance. Please share your views with us via email at jianzhong_cons@fjjzkj.com.

ENVIRONMENTAL PROTECTION



“We advocate green construction to minimise the impact to the environment. We are accountable for our day-to-day choices of the least impact actions to the environment, from how we deliver the construction projects to the way we manage resources in our offices.”

ENVIRONMENTAL MANAGEMENT

As a leading construction work specialist in the PRC, we know very well our day-to-day operations may have negative impact on the environment. However, we have been finding ways to minimise the hazards to the environment as caused by our operations, and to make our environment more sustainable.

Our philosophy of green construction always reminds our responsibility on reducing carbon footprint. We integrate environmental considerations into our strategic business planning, project tendering and project planning processes. We have set out the responsibilities and authorities of all departments to ensure that all control measures and procedures are stringently implemented.

Construction Services

Environmental impact assessments are to be carried out before commencement of each project. Our project manager and the senior technical staff within the project team of each project incorporate as many environmental considerations as possible into the project in accordance with our policies on environmental protection.

To achieve our goal for green construction, we have adopted a comprehensive environmental management system which is in compliance with the standard required under GB/T 24000 / ISO14001:2015. The environmental management system incorporated in our operations helps us identify and evaluate the environmental impact and risk of our construction activities so that appropriate mitigating actions can be taken as necessary.

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We are committed to minimising the environmental impact of our business activities by complying with the applicable laws and regulations. Our construction operations has complied with the relevant requirements of the following environmental protection laws of regulations:

- The Environmental Protection Law of the PRC 《中華人民共和國環境保護法》
- The Air Pollution Prevention and Control Law of the PRC 《中華人民共和國大氣污染防治法》
- The Water Pollution Prevention and Control Law of the PRC 《中華人民共和國水污染防治法》
- The Law on the Prevention and Control of Environmental Pollution by Solid Wastes of the PRC 《中華人民共和國固體廢物污染環境防治法》
- The Law on Prevention and Control of Pollution From Environmental Noise of the PRC 《中華人民共和國環境噪聲污染防治法》
- Environmental Impact Evaluation Law of the PRC 《中華人民共和國環境影響評法》
- The Regulations on Environmental Protection Management of Construction Works Projects 《建設項目環境保護管理條例》

We have implemented various environmental protection policies and procedures specially on noise control, air pollution control, solid waste and wastewater treatment. We identify and evaluate environmental risks in our operations and based on the assessment result, appropriate measures are devised to control environmental pollution and damage caused by dust, waste gas, sewage, solid waste and noise. The following is an illustration of certain measures taken to prevent damage to the environment:

- Use noise barrier to cover machines to reduce noise pollution;
- Avoid as possible using such operating processes with high noise level;
- Set up isolation barriers in construction sites for dust containment;
- Recirculate the wastewater used in boring as far as possible after sedimentation; and
- Dispose construction waste at designated point and select qualified waste transportation service provider to handle the disposal of construction waste properly.

Large amount of dust is generated form our construction sites and it can be carried for long distance over a long period of time. Another major source of air pollution on construction sites comes from the fuel combustion of vehicles, heavy equipment and machinery. We have implemented the ISO14001:2015 Environmental Management System to control and mitigate such air pollution issues in a systematic manner and to enhance our environmental sustainability.

Our research and development team continuously develop innovative solutions and initiatives for our operations to reduce the adverse impact to the environment. We have developed new technologies to enhance the function of our smart pipe jacking machine to work on advanced tunnelling works. The new technology can conduct non-disruptive tunnelling works at high precision level with the objective to minimise environmental disruption. As compared with the conventional tunnelling work, the employment of our smart pipe jacking machine on tunnelling works does not require extensive soil excavation and substantial back-fill materials.

Sewage Treatment Services

For our sewage treatment operations, we have established water quality monitoring facilities to ensure the water quality of effluent flowing from our sewage treatment plant is in compliance with the standards set out in the Discharge Standards of Pollutants for Municipal Wastewater Treatment Plants 城鎮污水處理廠污染物排放標準 (GB18918-2002). We have also set up an online water quality monitoring system to assess the quality level of incoming wastewater as well as the post-treatment outgoing water. Water quality control reports generated from sewage treatment plant are delivered to the relevant government environmental department periodically.

During the Reporting Year, we were not aware of any non-compliance of laws and regulations in the PRC relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

EMISSIONS AND CARBON REDUCTION

Energy Consumption and Management

Fuel and electricity are the major energies we consumed in our worksites, factory, machineries for leasing, sewage plant and the offices. We used approximately 5 million litres of fuel during the Reporting Year, and within which, about 4.9 million litres were attributable to the construction, machinery leasing and factory operations. Over 90% of the fuel was consumed by our stationery machineries for our construction projects and for the machineries we leased to our customers. The rest of the fuel was consumed by the cars and our fleet of trucks for all of our Group's operations.

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We used approximately 2.7 million units (kWh) of electricity in total during the Reporting Year. Our sewage treatment service consumed about 1 million units, while our construction projects consumed about 0.85 million units. The rest were attributable to the factory operations of about 0.47 million units and the offices of about 0.36 million units.

KPI – Energy Consumption					
		Offices	Construction and Leasing	Sewage Treatment Operations	Total
Fuel	Usage	(litre)			
		81,747	4,905,646	1,449	4,988,842
	Intensity	(per no. of staff)	(per RMB'm revenue)	(per RMB'm revenue)	
195		3,137	278		
Electricity	Usage	(kWh)			
		356,845	1,315,016	1,045,884	2,717,745
	Intensity	(per no. of staff)	(per RMB'm revenue)	(per RMB'm revenue)	
852		841	200,630		

Energy consumption is a major contributor to the carbon footprint. We have adopted energy management policy for conservation of energy. As our machineries consume the most amount of fuel and electricity, it is our policy when we buy new machineries for business expansion or for replacing old machineries, we choose those more energy efficient machineries if other conditions are comparable. All machineries, whether used in the construction sites or in the factory, are required to perform maintenance regularly to maintain their energy efficiency and durability.

In our factory, our staff and workers are required to follow our electricity saving measures. All electrical machineries and equipment are required to be cleaned and properly maintain regularly to keep their power efficiency. We will turn off machineries when the works are finished.

When we buy motor cars and trucks for our business, we would consider first the fuel efficiency of the motor vehicle models. We perform regular maintenance for the motor vehicles to keep up their fuel efficiencies and prolong their useful lives. We encourage our staff to travel in carpool between our offices, factory, and construction sites to save more energy. Furthermore, to be more environment friendly, we keep less motor cars in our business and encourage our staff to use their own cars for worksite visits, and the staff will get reimbursement for the fuel cost.

In our offices, we switch on less lightings as far as possible and maximise the use of natural daylight. We require our staff to switch off electrical equipment, such as air-conditioners, fans, lightings, computers, etc. when they are away from duty for a prolong period.

Air Emissions

Air emissions of the Group are generated from the mileage usage and fuel combustion of our private cars travelling among the construction sites, and transportation vehicles delivering materials, construction equipment and machinery to the construction sites. To achieve the goal on reducing air emissions from our business operations, we monitor the fuel consumption and mileage usage of the vehicles to avoid unnecessary usage. Proper maintenance is carried out for our vehicles to avoid excess air emissions.

KPI – Air Emissions		
Nitrogen Oxides ("NO _x ")	Sulphur Oxides ("SO _x ")	Particulate Matter ("PM")
kg	kg	kg
2,320	5.0	169

Greenhouse Gas ("GHG") Emissions

We have identified the sources of the Group's GHG emissions as follows:

- *Scope 1 – from fuel consumption of our private cars, our construction machinery and equipment, and transportation vehicles, as well as from refrigerants for air conditioners*
- *Scope 2 – from electricity consumption of our offices, construction sites and production base, and sewage treatment plant*
- *Scope 3 – fuel consumption of staff-owned private cars for business purpose, air business travel and paper waste disposed at landfills*

The GHG emissions of the Group generated in 2019 were mainly come from fuel consumption of our transportation vehicles and the heavy machineries on the construction sites, as well as electricity consumption from our sewage treatment operations, our construction works and factory operations. It is inevitable that our construction works and sewage treatment operations have to use a large amount of fuel and electricity due to our business nature. In order to reduce the adverse impact to the environment from energy consumption, we have set out energy management policies to monitor and control the usage of energy and to avoid unnecessary consumption of energy as described above in Energy Consumption and Management.

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Good and regular maintenance of our motor vehicles, and machineries is also an effective way to increase energy efficiency and reduce the GHG emissions. Although, electricity consumption and paper usage in the offices are not the main source of the emissions, energy saving measures are implemented to raise the awareness of our staff on environmental protection. During office hour, we encourage our staff to switch off lighting, air conditioning and electronic equipment when not in use. Used paper is collected for reuse on printing or copying draft documents.

KPI – GHG Emissions				
	Offices	Construction and Leasing	Sewage Treatment Operations	Total
	tonnes CO ₂ -e			
Scope 1 Direct from Fuel and Refrigerants	104	12,942	4	13,050
Scope 2 Indirect from Electricity	250	924	736	1,910
Scope 3 Indirect from Others	155	11	1	167
Total GHG Emissions	509	13,877	741	15,127
GHG Emissions Intensity	(per no. of staff)	(per RMB'm revenue)	(per RMB'm revenue)	
	1.22	8.87	141.99	

MANAGE WASTE

Non-Hazardous Waste Management

Avoiding waste is our top priority when it comes to waste management. Reducing consumption and reducing generation is the general approach we are adopting for non-hazardous waste management. As an overview, the non-hazardous wastes generated from our operations are mainly:

- Soil waste produced during the excavation process in our construction projects;
- Production waste and wastewater from our manufacturing plant on production of construction machinery, equipment and tools; and
- Commercial waste from our offices, manufacturing plant, staff quarters and sewage treatment plant.

We have established policies to monitor the usage of various resources, including paper, office supplies, production materials and consumable supplies. We continue to implement various waste reduction measures to reduce the commercial waste generated in our workplaces.

Less paper consumption policy is imposed, and we encourage our staff to use electronic communications and electronic filing to replace paper. Double sided printing is encouraged and used paper is collected and reused for printing draft documents to reduce paper usage and paper waste. We also promote the initiative of less office supply consumption to all staff in our Group for reducing office wastes.

During the Reporting Year, non-hazardous commercial wastes generated from offices, manufacturing plant, staff quarters and sewage treatment plant were discharged by our employed professional waste transportation companies. The amount is relatively immaterial and as such no data is presented in this report.

For reducing waste of materials, such as iron and aluminium scraps during production in our factory, we continue to enhance our production efficiency by using lesser materials and producing lesser scrap materials. Scrap materials are collected and sorted into various categories for recycle. Wastewater produced in boring is recirculated for other processes as far as possible after sedimentation.

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The total non-hazardous waste produced in 2019 was 235,948 tonnes. Substantially of this non-hazardous waste was muck while the scrap iron and other metal materials represented only about 340 tonnes. No non-hazardous waste was reported for the offices and sewage treatment plant as the amount is immaterial.

KPI – Non-Hazardous Waste				
	Offices	Construction and Leasing	Sewage Treatment Operations	Total
Amount	tonnes			
	N/A	235,948	N/A	235,948
Intensity	(per no. of staff)	(per RMB'm revenue)	(per RMB'm revenue)	
	N/A	151	N/A	

We provide operating and management services to our sewage treatment plant customer. During the sewage treatment process, non-hazardous waste - sludge is produced as the side product. The amount of sludge produced is not controllable by us as we only provide service to purify the domestic wastewater from the public. The sludge was collected by professional sludge treatment company for further environmental treatment and disposal.

We have complied with the following environmental guidelines for the disposal of sludge:

- The Disposal of sludge from municipal wastewater treatment plant-quality of sludge used in gardens or parks 《城鎮污水處理廠污泥處置 – 園林綠化用泥質》(GB/T 23486-2009)
- The Discharge Standards of Pollutants for Municipal Wastewater Treatment Plants 《城鎮污水處理廠污染物排放標準》(GB18918-2002)

Hazardous Waste

During the Reporting Year, our business did not produce any ignitable, corrosive, reactive, toxic, etc. hazardous waste which is harmful to the environment. We will pay special attention on the management and treatment of hazardous waste if our future operations produces any hazardous waste.

MANAGE NATURAL RESOURCES

Water Conservation

In our offices, the factory and machinery and equipment warehouses, water is supplied through municipal water authorities. Water usage for cleaning machinery and equipment, and for the floor of the factory is monitored to reduce unnecessary wasting of water. Although our offices do not consume significant amount of water, we still pay attention to water conservation. Notices are posted at the prominent places to remind our staff to save water as a habit and a responsibility. In our construction sites, although water is supplied by the main contractors or our customers, we constantly remind our staff and the workers from our subcontractors not to waste water unnecessarily.

KPI – Water Consumption				
	Offices	Construction and leasing	Sewage treatment operations	Total
Usage	m ³			
	8,904	98,278	6,079	113,261
Intensity	(per no. of staff)	(per RMB'm revenue)	(per RMB'm revenue)	
	21.3	62.9	1,166	

During the Reporting Year, we used about 113,261 m³ of water in our operations, and a majority of the water usage, amounted to 98,278 m³, was attributable to the construction and leasing operations where a large amount of water was needed for cleaning purpose. We had not encountered any issue on sourcing appropriate amount and type of water for our business purpose.

Other Natural Resources

We recognise that some activities in our construction operations have direct impacts on the environment and natural resources. Timber is one of the raw materials we extensively used for the production of timber formworks. In order to minimise the use of timber, aluminium is used to replace timber for making formworks in situations where a large number of repetitive shuttering in the same project is anticipated.

Due to our business nature, we do not normally require packing materials for our operations.

SOCIAL BETTERMENT



PEOPLE ORIENTED WORKPLACE

“People are the centre of our business and are the reason we are the top-tier foundation construction enterprise in Fujian Province and in China. We work hard to maintain a harmonious, safe and healthy work environment and recruit and retain top talents. At Jianzhong, we support our people in growing their careers to make our business successful.”

Attracting Talents

Our employees are the most valuable assets in Jianzhong. We strive to attract the best people in the industry and recruit to our big family. They are the key for delivering our business performance, as well as for driving our sustainable development. We also depend on our talents to provide the best service and deliver quality and reliable products to our customers. It is our philosophy in people management to provide equal opportunities to competent people and let them work together in a single common goal to pursue excellence.

In order to attract and retain the right talented people, we offer our talents with competitive salary package and benefits. Their salaries are determined based on their qualification, relevant experience, seniority, performance and contribution to the Group.

We treat our staff with respect and endeavour to make them satisfied and feel pride. The following are the most important human resources principles, along with others, that we always have to uphold:

- No discrimination on the employee’s age, gender, physical or mental deficiencies that are irrelevant to their works;
- Provide workplaces with harmonious atmosphere that our staff can accomplish their work tasks with satisfaction and pride;
- Comply with relevant law and regulations concerning employment of our staff; and
- Offer competitive salary and benefits to our staff.

As at the end of the Reporting Year, we were employing a total of 474 staff in the PRC. We have established human resources policies on compensation and dismissal, recruitment and promotion, working hour, rest period, equal opportunity, diversity, anti-discrimination, and other benefit and welfare for our employees. To protect the legitimate rights and interests of our people, we strictly comply with the following laws and regulations in the PRC relating to labour and employment:

- The Labour Law of the PRC 《中華人民共和國勞動法》
- The Labour Contract Law of the PRC 《中華人民共和國勞動合同法》
- The Social Insurance Law of the PRC 《中華人民共和國社會保險法》

During the Reporting Year, we were not aware of any non-compliance with the above laws and regulations relating to employment that would have a significant impact on the Group.

Rewarding and Supporting Talents

The Management Approach

We care and respect our talents. We strive to provide our staff with a good working atmosphere and fair opportunities for competent staff to develop their career. For those talents who seriously perform their work duties, have significant contribution and are loyal to the Group, we have an established mechanism to recognise their efforts by rewarding them with praises and monetary rewards. We also provide ample opportunities for our talents to grow professionally.

It is our fundamental strategy to incentivise, reward and retain the best talents in order to enhance the sustainability of our business. We have a well-established and transparent staff appraisal system to evaluate our staff's performance in a fair and objective manner. Our talents understand and realise that all contributions they have made to the Group will be fairly recognised and rewarded.

Our performance review is basically conducted annually through review meetings by department heads and the results are calibrated at group-wide level by the human resources department. Talents with better performance and contributions under the appraisal results will be rewarded with higher salary raise and performance bonus, and better promotion opportunities.

We benchmark our salary compensation to the market of the construction industry in order to be competitive for attracting and retaining the best people. We want our people to grow with the Group. We are rapidly expanding and where there is job vacancy, we would first consider promoting internally the right talents before going for new applicants.

Work-Life Balance

A healthy and balance life between working and private life is essential for reducing working stress and maximising the potentials of our talents' ability, creativity and motivation. We strive to provide our talents with work-life balance they can contribute to the Group and at the same time enjoy happy and fulfilled lives. To cultivate different interests, we encourage our staff to participate in various social and personal wellness activities. During the Reporting Year, we arrange our staff to take part in the celebration activity for the 70th Anniversary of the Founding of the PRC. We also held an annual dinner with fantastic entertainments to show our appreciation for efforts and contributions of our staff for the past year. Prizes and rewards were presented to our outstanding talents and lucky draw winners during the dinner function.

Fostering Careers

We encourage our talents to take up continuous learning in order to foster their career development. On the other hand, it is our objective to strengthen our talents' ability by providing them internal and external learning opportunities, information, and other resources that they need. We believe that by investing on staff training and development, our talents can equip better to provide quality services to our customers, and it is critical for the sustainability development of our business.

Our business is growing rapidly in recent years. To cope with the business expansion, we have placed heavy emphasis on staff training and development to enable our talents to acquire the necessary knowledge and skills for meeting the daily work challenges. Systematic and continuous training programs not only can enhance the capabilities of our staff, but also can help them understand and adapt more to the business objectives and development of the Group.

We provide on-board trainings to our new staff for assisting them to understand the Group and to adapt to the new position. The trainings include topics on the Group's background and structure, the job positions and responsibilities, and the required working skills. We also offer various internal and external training courses for our existing staff to enhance their professional knowledge. In each year, our human resources department and other department heads of the Group together formulate the annual training plan for our staff in accordance with the strategic development of the Group and the related job knowledge requirements. The human resources department is also responsible for organising and managing training resources, and for assessing the effectiveness of trainings.

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To encourage ongoing learning and career development of our talents, we support our talents on further professional education and training offered by external organisations at their spare time. Depending on the circumstances, we grant full or partial subsidy of tuition fees to our staff for their professional or personal development education and training courses. We would acknowledge and recognise their education achievements, and this is helpful for their career advancement in the Group.

During the Reporting Year, we had offered the following courses to our staff:

New Staff Orientation	<ul style="list-style-type: none">• Induction programmes for the Group structure, Group policies and the working environment• Introduction to the working group peers, the job position and responsibilities, and the required working skills
In-House Training Programmes	<ul style="list-style-type: none">• Safety training – construction works• Computer software – Excel• Foundation works – construction process• Pre-stressed pile construction process and procedure• Safety operations of tower crane and passage hoist• Erection and striking of aluminium formworks• PRC individual tax
External Training Programmes	<ul style="list-style-type: none">• Supply chain and internet• Associate constructor examination• Common legal risk arising from contract execution• Commercial contract practice• Fire safety• Pile foundation machine - operator advance training

Upholding Labour Standards

We uphold labour standards at all time throughout our businesses. Our human resources policy strictly prohibits the use of child labour and forced labour. To prevent the employment of child labour, our human resources department will inspect the applicant's original identity document with photo that indicates the age of the applicant. We prepare and sign employment contracts with all staff in compliance with the Labour Contract Law 《勞動合同法》 of the PRC. We would not prejudice the employment relationship in any way between the staff and the Group, such as detaining a deposit, or forcing to work against their will under any kind of threat. All staff shall have the right to enter into and leave employment voluntarily and freely as long as it is in compliance with the relevant laws in the PRC and the Group policies. We strictly comply with the Labour Law 《勞動法》, Labour Contract Law 《勞動合同法》, Law on Protection of Minors 《未成年人保護法》 and the Provisions on Prohibition of Using Child Labour 《禁止使用童工的規定》 in the PRC.

During the Reporting Year, we were not aware of any non-compliance with the laws and regulations relating to child labour and forced labour that would have a significant impact on the Group.

HEALTH AND SAFETY

“Everyone’s life matters. We have no appetite for allowing injury and accident in our workplaces. Safety is the most fundamental part of Jianzhong’s DNA”

Safety is the first priority in our business. We see safety as a core value embedded in our culture, from how we work inside the office to every decision and initiative we make in our factory and on a construction site. Safety means a lot to us. It sustains a healthy and vibrant workplace for our talents to unleash their creativities and to contribute to our business success and to the wellbeing of the society.

It is our uncompromised objective to ensure everyone working for Jianzhong in our projects, or anyone who are affected by our operating activities, including our subcontractors, the main contractor and the public, do not suffer from any injury and ill health. In our construction sites, it is our obligation as a contractor to maintain a safe and healthy working environment to all lawful visitors and workers.

Our System and Compliance

To manage the health and safety risks of our operations, we have implemented the GB/T 28001-2011 / OHSAS 18001:2007 (Occupational Health and Safety Management System). The OHSAS 18001:2007 has set out stringent internal safety policies to identify and control operational risks and enhance occupational health and safety.

We also strictly comply with the following laws and regulation relating to occupational health and safety so as to fulfil our corporate responsibility:

- The Work Safety Law of PRC 《中華人民共和國安全生產法》
- The Administrative Regulation on the Work Safety of Construction Project 《建設工程安全生產管理條例》
- The Regulation on Work Safety License 《安全生產許可條例》
- The Administrative Regulations on Work Safety License of Construction Enterprises 《建設施工企業安全生產許可證管理規定》
- The Law of the PRC on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》

During the Reporting Year, we were not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

Measures for Site Safety

We stringently enforce safety control measures to ensure safety in the construction sites. At the preliminary stage of the construction project, we devise general health and safety plan for the project and assign a safety manager for the project management team to implement safety plan and improve the safety awareness of our staff and the workers. The project management team is also responsible for convening meetings and briefings in relation to safety requirements and procedures to ensure implementation of all safety measures.

In each project, we carefully examine and assess every potential health and safety hazard. We then develop and implement appropriate health and safety measures for containing and mitigating such health and safety risks. Examples of such measures are:

- Establishing operational safety zone;
- Wearing personal protective equipment before starting operations;
- Using prominent signals for the crane and hoisting operations to avoid workers entering working zone; and
- Setting up protective screens for working at heights.

Generally, we are responsible for the overall management of the on-site staff and workers and setting the construction procedures and safety measures for our construction work projects. We require our labour subcontractor to conduct trainings for the subcontracted workers, to monitor their adherence to our safety measures and procedures, and to comply with the relevant safety laws and regulations.

Innovation is our core value necessary for improving safety. We have invested heavily on the research and development for our machinery, equipment and tooling. We continue to invent and develop new construction equipment with innovative designs to facilitate our construction process in a safer way. For example, our patented "Smart mast climber construction works platform" was developed to provide a secure construction workspace at elevated heights. Similarly, the patented "Full steel profile attached construction scaffold" minimises the hazards and dangers of conducting construction works at elevated heights.

During the Reporting Year, there was no significant injury recorded at our working sites.

Measures for Office and Factory Safety

We are committed to ensure safety in our own premises in the PRC. Our administration staff have to ensure our premises have complied with the relevant laws and regulations in the PRC on safety, such as fire safety and fire escape regulations. We also carry out regular office cleaning to maintain the office hygiene for the health of our staff.

We have safety measures for preventing injury and accident in our factory in the PRC, such as:

- Keeping passages clean and tidy to prevent slips and trips;
- Appropriate personal protective equipment must be worn in working area;
- Periodic inspection of production equipment to ensure they are safe to operate;
- Stringent procedure on handling and storing of combustible and explosive materials; and
- Keeping warehouse and storage area tidy to prevent heavy falling objects.

During the Reporting Year, there was no significant injury and accident in our offices and factory.

Our response to COVID-19

As we are preparing Jianzhong's 2019 ESG Report, the COVID-19 pandemic began its outbreak in the world. Our measures for responding to the COVID-19 began in February 2020 which was outside the scope of this Report. We will comprehensively describe our response in our next year ESG Report.

The following are some highlights on high-level precautionary measures we have done to keep our staff safe and to keep our business rolling:

- A COVID-19 pandemic working group was set up in February 2020 to prevent and control the spread of the coronavirus in our workplaces. The working group reports directly to the Board and is headed by the General Manager and consists of the Deputy General Manager, the Head of Administration, the Head of Human Resources, and senior staff of relevant departments;
- Proper policy and programmes on prevention of committing the virus was established to require our staff to follow strictly;
- Prominent notices on pandemic precautionary measures were posted at our workplaces; and
- Proper notice and circulars were distributed to all staff to update the development of the pandemic and the precautionary measures.

COMMUNITY INVESTMENT

Our business and construction works have positive impacts to the local community. We are creating employment in the construction industry and the public are using the facilities we have participated to build. During the year, we were recognised by the National Defence department in the PRC as a civil and military corporative unit. We had developed specially made machinery and equipment that were capable to work both for our construction projects and for military use. We have consent to contribute those machinery and equipment for the National Defence purpose when there was the need.

RESPONSIBLE GOVERNANCE



ETHICS AND COMPLIANCE

Management Approach

Integrity is one of our core values that drives us to success. We always strive to achieve the highest professional and ethical standards and keep our promises and commitments in the business operations. At Jianzhong, we realise that we must gain and maintain the trust of our customers, business partners, shareholders, staff and the public. On the other hand, we ask our staff, subcontractors and suppliers to live our ethical values and take personal responsibility for their own behaviours.

Fair Trade - Anti-Corruption

Upholding the principle of integrity and fairness can create a clean and fair business environment and set a solid foundation for sustainable development of our business. Our staff in the PRC must comply with local legislation on bribery, including the Anti-Corruption Law of the People's Republic of China 《中華人民共和國反腐敗法》. We have implemented the following anti-corruption measures to ensure fair trade:

- We have incorporated the anti-corruption policy and code of conduct in our Staff Handbook to ensure that all staff and directors understand and strictly comply with our ethical requirement. Violation of which could result in dismissal of the relevant staff;
- We have set up guidance for our staff to follow for identifying and reporting misconducts relating to anti-corruption;
- We require our suppliers and sub-contractors to sign undertaking in relation to anti-corruption; and
- Regular training is provided to all of our staff on anti-corruption.

Our whistle-blowing policy allows our staff to report suspected or actual corruption, fraud, dishonest practices and any similar matters in confidential manner. All reported cases will be investigated thoroughly and appropriate corrective, disciplinary or legal measures will be taken based on the findings.

Anti-Competition

As a responsible company in the construction industry, we promote fair trade and anti-competition and strictly prohibits bid rigging. We advocate competition in business as it is a fundamental element to a healthy marketplace. Competition in the market increases efficiencies and encourages innovation. It also creates incentives for product differentiation and improves the quality and services provided, which in turn benefits to customers and consumers. We have to comply with the Anti-Monopoly Law of the People's Republic of China 《中華人民共和國反壟斷法》 in doing our business. We have implemented the following measures to ensure fair competition:

- We have internal regulations on contract tendering that bid rigging is forbidden;
- The code of conduct in our Staff handbook requires all of our staff to uphold business ethics and comply with the relevant laws; and
- Our whistle-blowing policy specifies the procedures for reporting illegal practice on bid rigging and any staff committed this inappropriate act is subject to severe punishment.

Anti-Money Laundering

We consider money laundering has a corrosive effect on the country's economy and social well-being. As a socially responsible corporation, it is our responsibility to help deterring money laundering crimes. We strictly comply with the relevant laws and regulations to prevent, within our reach, money laundering activities in order to maintain sustainability in our business. Such laws and regulations include:

- Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》
- Management Measures for Payment Services of Non-Financial Institutions 《非金融機構支付服務管理辦法》

Anti-money Laundering Working Group

In order to ensure the effectiveness of anti-money laundering measures, the company has set up an anti-money laundering working group to take charge of anti-money laundering measures. The working group comprises of:

Anti-money laundering leading group. Chaired by the Chairman of the Company and it contains the General Manager and the heads of the relevant departments. It provides strategy and drives initiatives for anti-money laundering measures.

Anti-money laundering execution group. It comprises staff from relevant departments, such as the finance department, accounting department, IT department and human resources department. It ensures the anti-money laundering measures are properly executed.

Anti-money laundering audit group. The anti-money laundering leading group selects staff from relevant department to perform internal audit works for anti-money laundering, to ensure the effectiveness of the anti-money laundering measures.

During the Reporting Year, we have initiated the following measures:

- We took reasonable measures to identify any suspicious customers, business relationships or transactions with money laundering risk characteristics;
- The customer identity data and transaction records were kept properly for investigation where necessary;
- Suspicious transactions were analysed for irregularity and reported to the anti-money laundering working group; and
- We provided proper trainings to relevant staff on relevant laws and regulations, our policy and procedures, and audit procedures.

Data Confidentiality

We do our best to prevent unfair competition by safeguarding the leakage of our confidential business information, such as the product planning and design, technical documents and information, supplier and customer information, and financial information, etc. We pay particular attention to keep the privacy of our customers and their contacts, wherever possible, in order to maintain the mutual trust between our customers and us. We have the following measures for safeguarding data confidentiality:

- Password management policy is in place for all office computers;
- No one is allowed to operate other person's computer without proper approval;
- Confidential materials are not allowed in computer shared files;
- The customers' data is kept by the responsible project personnel and the top management only;
- Stringent procedure on the release of new products and new technologies to avoid premature leakage causing imitation of copying by others; and
- Information department prohibits browsing of the Company's confidential information by irrelevant staff and third party.

QUALITY AND RELIABILITY

Commitment to Customers

We put our customers in the first place and recognise that our customers success is our success. We strive to meet our customers' requirements and to provide products and works with quality, safety and reliability. Safe and reliable construction works are also our commitment to the society as a responsible corporation.

We continue to improve our operational processes and our staff in project planning, manufacturing, project delivery, after sale service are responsible to put this in practice. In delivery of the projects and the leased machineries and equipment to our customers, we have to abide to a few fundamental commitments as follows:

- Customers' satisfaction with the comfort of safety, assurance and durability is the priority;
- Providing innovative products and services to benefit our customers;
- Providing safe and reliable products and services that have been complied with international quality standards and legal requirements; and
- There is minimum impact to public health and the environment when we deliver the projects and services to our customers.

Product Safety – Enhancing by Innovation

Jianzhong invests heavily on research and development to bring the world ideas for improving economic efficiencies, environmental conservation, and above all, enhancing safety. We endeavour to deliver construction works that are safe to use not only by our main contractors or customers, but also by the general public. We also design and make machineries, equipment and tools that are more convenient and safer to accomplish the construction works. We are making full use of innovation in terms safety to bring the best value to our customers.

Our goal is to improve safety through innovation to a level that can help our customers realise on-site operations as they should be. Besides meeting all the safety laws and regulations in the PRC, we deliver products with exceptional safety features, and many of the features are under our own patents, that are unsurpassed by other competitors to our customers.

Our Patented Safety Improvements

Smart mast climber construction works platform (智能導架式升降平台)

Our smart mast climber construction works platform is developed in view of the operational need to enhance construction work safety and convenience in conducting construction works at elevated heights. The platform utilises a mast climber system which is tethered to a main platform for construction workers to operate on, allowing the platform to ascend and descend to different height levels at ease. The platform comprises a core mast climber system driver (驅動爬升系統), electric safety control system (安全電氣控制系統) and coupling descension system (聯動墜系統) as its system components, where such components combine to allow construction workers/machinery operators to conveniently and securely adjust their work positions at elevated heights.

Full steel profile attached construction scaffold (全型鋼附著升降腳手架)

Our full steel profile attached construction scaffold combines a smart control system with technical specifications. Our scaffold is installed via attachment onto the exterior walls of the building or infrastructure in construction, where an elevating equipment will then be attached to the installed scaffold, acting as a secure and flexible work platform for construction works at elevated heights. The use of our scaffold materialises the mechanisation of scaffold usage, which in turn minimises the hazards and dangers of conducting construction works at elevated heights.

Quality Assurance

At Jianzhong, all employees of each subsidiaries and departments, from product planning to sourcing, development, manufacturing, and after-sales service, share the same philosophy as a single unit to develop and deliver our products and projects that are innovative, safe, reliable and of high quality.

By helping our customers technically and more cost effectively to solve their problems, we can also help them enhance the safety and quality of project works at the same time. We are able to develop or modify new construction machinery, equipment and tools, and adjust certain components of our existing construction machinery, equipment and tool so as to cope with the needs of our customers. We also provide our staff and the workers from our subcontractors with sufficient training to ensure they can follow our stringent service standard and procedures. These measures ensure that we are able to deliver consistent safe and quality services and products to benefit the society, that can also enhance the customer satisfaction and sustainability of our business.

As a reflection to our achievement on quality services, we have possessed the highest qualification and licence in foundation works business, such as:

- First class professional contractor in foundation engineering works qualification (地基基礎工程專業承包一級資質);
- First class professional contractor in lifting equipment installation works qualification (起重設備安裝工程專業承包一級資質); and
- Professional contractor for template and scaffold works (模板腳手架專業承包).

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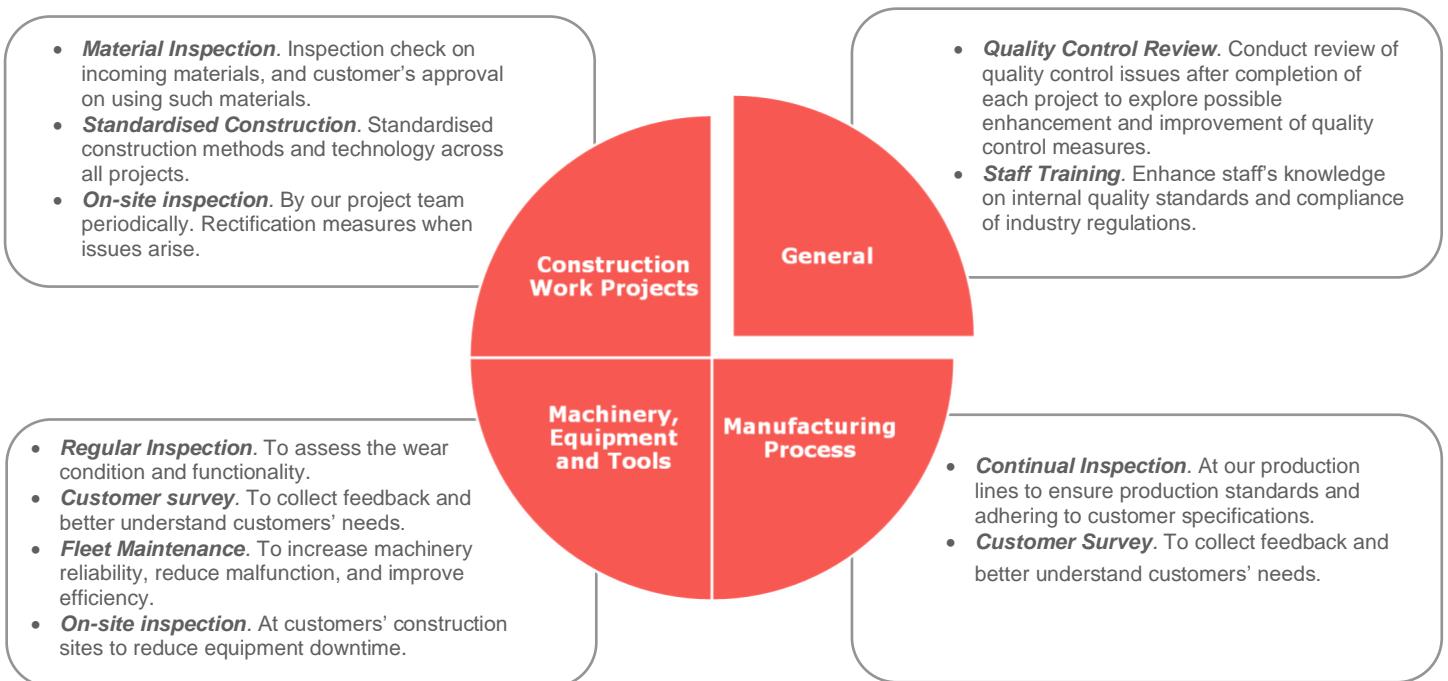
We have also received numerous awards and certificates in recognition of our service quality such as:

- China Top 10 Foundation Construction Company (Non State-owned) (中國基礎施工企業十強 (非國有));
- Fujian Provincial Scientific and Technological Enterprise (福建省科技型企業); and
- Fujian Province Science and Technology Small Giant Enterprise (福建省科技小巨人領軍企業).

We are responsible for the quality and reliability of our products and project works and there are established policy and procedures in our construction work business for fulfilling this responsibility. For each project, we form a project team consisting of a technical supervisor, a project manager, a safety manager, a production manager and site workers. Throughout the construction phase, our project team regularly conducts inspections to ensure that the subject structure is in accordance with our customer’s specifications, and that our workers comply with the relevant PRC laws and regulations. Periodic meetings are also convened between our customers and us to update the construction progress of the project. Upon substantial completion of the construction works, our customer and the relevant professionals will conduct a post-construction inspection. To warrant our project works, we generally provide a defect liability period of 12 to 24 months. During this period, we are required to rectify any defects which are caused either by defective materials, goods or substandard workmanship.

Our Quality Assurance Measures

We realise quality control is critical to our reputation and business sustainability. As such we have adopted various quality assurance measures to ensure the quality and reliability of our works and services. The following is a summary of key quality assurance measures we have implemented:



RESPONSIBLE SOURCING

Our Responsibility and Management Approach

We are the largest foundation works subcontractor in Fujian Province and the third largest non-state-owned foundation works subcontractor in the PRC. We know our quality of works would affect the daily lives of people. Large amount of materials are procured and large number of construction equipment are used when we build the foundations or construct the buildings. When problems in quality of material and workmanship occur, they affect the safety of residents nearby the construction site and also the people using the facilities after the construction projects are finished.

Managing our suppliers and subcontractors is critical to our sustainable operations and our commitment of quality and reliability for our customers. We purchase materials such as concrete, piles, steel reinforcing bars and timber formworks from our suppliers based not only on pricing, quality, delivery time and past performance, but also regulatory compliance on social and environmental requirements. We hire subcontractors mainly for the supply of labour force for our individual construction projects. It is a key priority for us to select and retain those subcontractors who are able to align with Jianzhong's core values in particular the quality of work and the safety.

We strive to ensure as far as possible that our suppliers and subcontractors uphold the integrity culture as ours. They are required to provide goods and services ethically and to comply with all relevant laws and regulation, social and environmental requirements throughout the whole production life cycle.

Responsible Sourcing Initiatives

We have stringent policy and procedures on selection of subcontractors and suppliers, and on quality assurance to ensure the safety and reliability of our equipment and projects. It is crucial to our business sustainability.

- Our suppliers and subcontractors are required to comply with the relevant labour law, occupational health and safety laws and environmental protection laws in the PRC;
- We perform background check and regular evaluation on our subcontractors and suppliers for product safety, reliability and environmental compliance;
- We deploy a project management team for each project and the team is responsible for the safety training and onsite supervision of the subcontractor's workers; and
- We carry out quality assurance check on materials received from suppliers to ensure the quality and reliability of materials meet our requirement.

To further achieve our sustainability objectives and to ensure our materials and machineries meet the quality and reliability requirement, as well as the social and environmental responsibilities, we operate a production base to develop and manufacture some of our construction machinery, equipment and tools such as aluminium formworks, and to modify such machinery, equipment and tools to further enhance our efficiency. By producing ourselves, we are able to closely monitor the production processes and enforce stringent safety control measures. We can also control the use of the parts and materials for the products and ensure the materials used are complied with social and environmental requirements. The factory has obtained all permits and licences as required by the PRC authorities on safety and environmental protection.

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