



Wisdom Education International Holdings Company Limited 睿見教育國際控股有限公司

(incorporated in the Cayman Islands with limited liability)
Stock code : 6068

Environmental, Social and Governance Report **2019**



以誠心服務社會

以愛心培育人才



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Overview

The 2019 Environmental, Social and Governance Report (the “Report”) presented by Wisdom Education International Holdings Company Limited (the “Company”) (stock code: 6068), together with its subsidiaries and consolidated affiliated entities (collectively referred to as the “Group” or “we”, “us”, “our”) is a detailed report in which we analyze the policies adopted at the environmental and social levels during the year ended 31 August 2019 and their results.

As a private education group operating premium primary schools and secondary schools, we have always had “serving the society with honesty and integrity through our services and cultivating talents with a warm and loving heart” as our educational objectives. During the year ended 31 August 2019, we operated eleven schools, three of which are located in two campuses in Dongguan, one in Huizhou, one in Jieyang, Guangdong Province; two in Weifang, Shandong Province, two in Zhangzhou, Fujian Province, and the remaining two in Panjin, Liaoning Province and Guang’an, Sichuan Province. The students who choose to join our school network are mainly from middle or upper class Chinese families.

Scope of the Report and the Reporting Period

As the number of students and income of Dongguan Guangming Primary School (“Guangming Primary School”), Dongguan Guangming School (“Guangming School”) (collectively referred to as “Guangming Primary and Secondary Schools”) and Dongguan Guangzheng Preparatory School (“Guangzheng Preparatory”) have accounted for more than 50% of the total number of students and total income of the Group, on the basis of materiality, we are of the view that the scope of the Report will focus on these three schools.

Unless otherwise stated, the Report covers the environmental, social and governance performance of Guangming Primary and Secondary Schools and Guangzheng Preparatory for the period from 1 September 2018 to 31 August 2019 (“FY2019”).

Reporting Standards

The Report is prepared in accordance with the applicable disclosure provisions as set forth in the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited. For details of our corporate governance, please refer to the “Corporate Governance Report” in the Group’s 2019 Annual Report.

Communication with Stakeholders

The Group believes that being able to obtain the opinions of stakeholders will help us analyze, identify and modify our sustainable development plan. We attach great importance to the valuable opinions of stakeholders. At the same time, we will also adopt a two-way interactive approach to make us better understand the needs of stakeholders and their expectations toward the Group through different channels. The following table sets out the aspects they are concerned about and the relevant communication channels for different stakeholder groups:

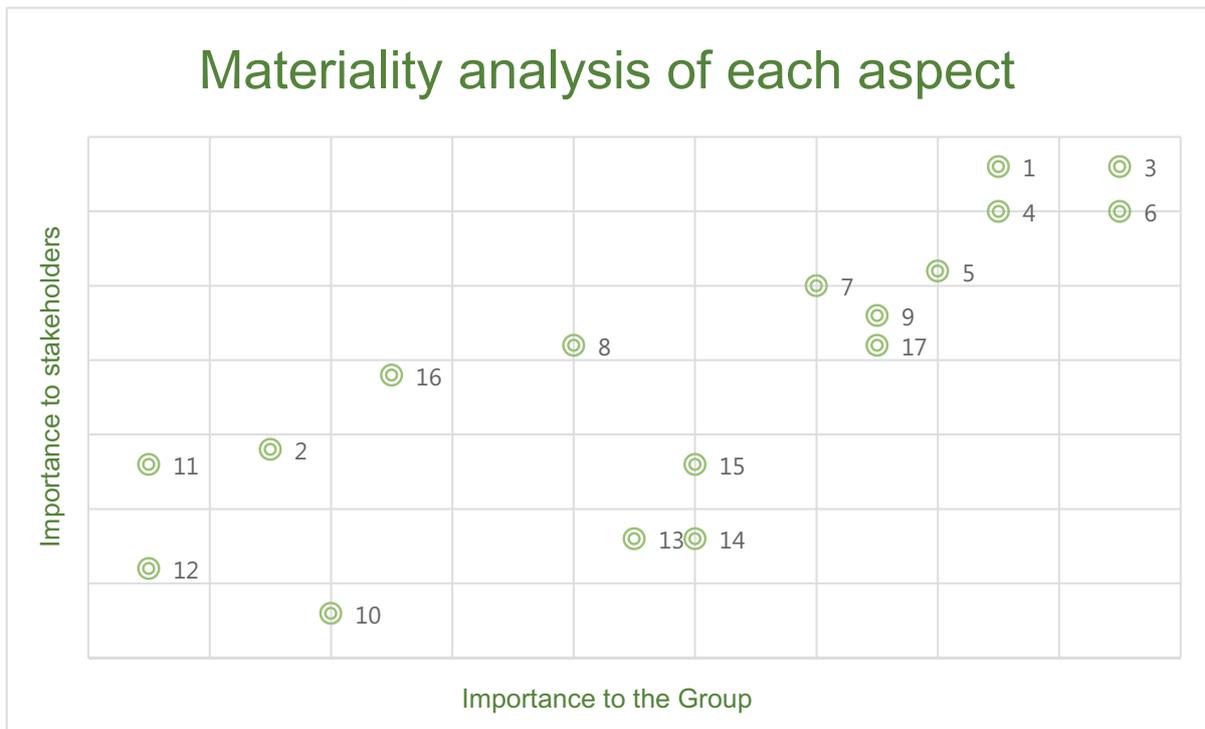
Stakeholder group	Key concerns	Communication channel
Students and parents	<ul style="list-style-type: none"> Teaching quality and resources School safety management Learning opportunities and support 	<ul style="list-style-type: none"> Survey on students' satisfaction Open day for parents Family education lecture classes Forum WeChat official account
Teachers and staff	<ul style="list-style-type: none"> Good career development platform Comfortable working environment Health and safety Work-life balance Employee rights 	<ul style="list-style-type: none"> Training, seminars and briefings Intranet Emails Work performance evaluation Work meetings Corporate celebrations and cultural events
Shareholders and investors	<ul style="list-style-type: none"> Performance and operations Return on investment Protecting shareholders' equity and equal treatment Industry regulations 	<ul style="list-style-type: none"> Corporate website Corporate communications (interim/annual reports, sustainability reports, shareholder circulars and announcements) General meetings of shareholders Non-deal roadshows, investor conferences and other events
Government agencies	<ul style="list-style-type: none"> Operate in compliance with laws and regulations Pay taxes on time Promote regional economic development and employment 	<ul style="list-style-type: none"> School inspection Submission of documents
Peers or business partners	<ul style="list-style-type: none"> Promote industry development Experience sharing Cooperation opportunities 	<ul style="list-style-type: none"> Industry conferences Exhibitions School visits

If you have any questions or advice on the content of this Report, please contact us through the following channels:

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Identification and Prioritization of Material Aspects

To help ourselves identify important aspects to prepare this Report, we distributed questionnaires to various stakeholders to understand their concerns. The following table is a matrix of materiality analysis based on the results of the questionnaires. The top right-hand corner of the matrix represents the aspects that the Group attaches its greatest importance to and also belongs to issues which our stakeholders are most concerned about. These aspects include campus safety and accidents management, employee rights protection, teaching quality management and personal privacy and data protection. The Group will endeavour to regularly review the relevant aspects and strive to continuously improve its sustainable development performance.



Note: Figures in the matrix represent environmental, social and governance issues set out in the following chart.



Identification and Prioritization of Material Aspects (continued)

Classification of aspect	Aspect number
Society (Staff and Campus Management)	<ol style="list-style-type: none"> 1. Teaching quality management 2. Complaint handling 3. Campus safety and accidents management 4. Personal privacy and data protection 5. Employment policies (e.g. hiring and termination procedures) 6. Employee rights protection (e.g. equal employment and promotion opportunities, anti-discrimination, prevention of child labor and forced labor) 7. Occupational safety and health of employees 8. Staff training 9. Employee remuneration and benefits
Environmental Protection and Green Operations	<ol style="list-style-type: none"> 10. Greenhouse gas emission and exhaust emission management 11. Utilization of resources (e.g. electricity and water, etc.) 12. Green operations 13. Waste management 14. Supply chain management
Campus Operating Practices and Contributions	<ol style="list-style-type: none"> 15. Community contribution 16. Anti-fraud and corruption 17. Compliance of operational practices

Creating a Safe and Clean Campus

When it comes to having an excellent school, the Group believes that school safety must be the most important aspect. We have implemented various measures to protect the personal safety of students on campus in accordance with the the Administrative Measures of Safety of Kindergartens, Primary and Middle School (《中小學幼稚園安全管理辦法》), the Law on the Protection of Minors of the PRC (《中華人民共和國未成年人保護法》), and the Eight Measures for Public Security Bureau to Maintain Security Order in School and Surrounding Areas (《公安機關維護校園及周邊治安秩序八條措施》).

Ensuring School and Dormitory Safety

To ensure safety within campuses and dormitories, we have implemented the following measures:

- Posting safety warnings/signs in schools and making sure that all emergency exits are kept unobstructed through regular checks
- Holding safety work meetings regularly to review the implementation and effectiveness of various safety management measures and make improvements if necessary
- Setting up a traffic police room on campus to assist in the management of traffic conditions near the schools and enhance the road safety knowledge of teachers and students
- Arranging security guards on campus and also holding regular trainings on fire prevention and security management for them to ensure that they are equipped with sufficient capacity and emergency knowledge to handle any emergency on campus
- We strictly forbid any form of bullying in schools and dormitories. Teachers are assigned to each floor of the dormitory buildings to take care of resident students' daily lives and mental health. They also provide counselling or arrange professional counsellors for students in need
- To ensure that the fire service system is functioning properly, annual inspections and updates on fire service system are carried out annually according to the requirements of the local education bureau. In addition, to enhance the fire safety awareness, emergency escape and response ability of teachers and students, trainings on fire fighting and fire drills are held regularly at schools



Trainings on fire fighting in school for teachers



Trainings on fire fighting in school for students

Creating a Safe and Clean Campus (continued)

Maintaining Hygiene in Campuses and Canteens

We have developed the School Environmental Sanitation and Disinfection Regulations (《校園環境衛生消毒制度》), and arranged regular cleaning to ensure that the school's hygiene is satisfactory. At the same time, we have also developed the Physical Examination Management Regulations on Primary and Secondary School Students (《中小學學生體檢管理制度》) and the Physical Examination Management Regulations on Staff of Primary and Secondary School (《中小學職工體檢管理制度》) in accordance with the requirements of the National Health Department, and arranged physical examination registration for all newly recruited students and employees in Guangming Primary and Secondary Schools. At the same time, we also conduct a comprehensive physical examination for each student and employee every year to ensure early detection of potential health problems in order to provide prompt and appropriate treatments.

In addition, we have obtained relevant licenses for operating the canteens of our schools in accordance with the Regulations on Hygiene Administration of School Canteens and Collective Dining of Students (《學校食堂與學生集體用餐衛生管理規定》), the Production Safety Law of the PRC (《中華人民共和國安全生產法》), the Food Safety Law of the PRC (《中華人民共和國食品安全法》), and the Food Sanitation Law of the PRC (《中華人民共和國食品衛生法》). We have also formulated the Hygiene Management Regulations for Student Canteens (《學生食堂衛生管理制度》), Health Check for Canteen Staff (《食堂員工健康檢查》), Training System of Knowledge on Hygiene (《衛生知識培訓制度》) and Food Hygiene and Safety Regulations for Restaurants (《餐廳食品衛生安全規定》) so that all food hygiene management personnel, both full-time and part-time, will follow the regulations in order to secure the cleanliness of canteens. In FY2019, no material violations of relevant laws and regulations regarding hygiene or safety is noted.



Publicity with Sincerity and Compliant Talents Recruitment

The Group believes that publicity needs to be thoughtful and sincere. Effective publicity and marketing planning can enable us to attract high-quality talents to apply to our schools. Guangming Primary and Secondary Schools also have developed Management Regulations for Publicity Work (《宣傳工作管理制度》) to ensure that there is no false or inaccurate content in our promotional materials. At present, our main enrolment promotion methods include advertisements in newspapers and other media, inviting parents and students to visit the schools, distributing brochures, providing free trial classes, tuition discounts etc. In FY2019, we strictly adhered to the Advertisement Law of the PRC (《中華人民共和國廣告法》) on copywriting and planning of external publicity, and we are not aware of any material violations of advertising, labelling and privacy laws.



All-round Quality Development to Open Gateway for Elites

In addition to academic learning, spending time to participate in a variety of activities can also broaden students' horizons. Therefore, we also pay much attention to the all-round quality development of our students and hope to provide them with more opportunities to explore different skills and inspire their potentials in physical and artistic aspects. In FY2019, our students received a number of awards and recognitions in both physical and artistic aspects.

Guangming Primary School

- First Class Award (Group) in Dongguan Primary School Students' Aerobics Competition
- Best Display Award in Maker Carnival for Dongguan Primary and Middle Schools 2019
- Best Experience Award in Maker Carnival for Dongguan Primary and Middle Schools 2019
- First Class Award (Outstanding Organization) in Computer Robot Competition for Dongguan Primary and Middle Schools

Guangming Middle School

- Dongguan Sports Bureau — First Class Award (City level)
- Guangdong Society of Aeronautics and Astronautics — First Class Award (Guangdong Province)
- Dongguan Middle School Mathematics Teaching and Research Association — First Class Award (City level)
- Dongguan Science and Technology Association — Outstanding Award
- Organizing Committee of the 2nd Yanyuan Cup Middle School Students' History Writing Competition — Third Class Award (Guangdong Province)

Guangzheng Preparatory School

- Champion (Group) in "Moral Education Dragon Cup" Dongguan Primary School Students' Rope Skipping Competition 2019
- Chashan Town Primary and Middle Schools and Kindergartens Art Education Evaluation (Primary and Middle Schools) — Gold Award
- Best Popularity Award and Best Experience Award in Maker Carnival for Dongguan Primary and Middle Schools 2019



Aerobics Competition

Barrier-free Communication and Parents' Participation

We understand that as a school, we need to listen to our students and provide them with timely support. A "Friendly Sister Mailbox" is set up on each floor of our Guangming Primary and Middle Schools for students to express their feelings by writing letters. Also, the school arranges in-school psychological counsellors to communicate with students and provide counselling to them. Students may sit comfortably on music chairs to relax and chat with the counsellor.

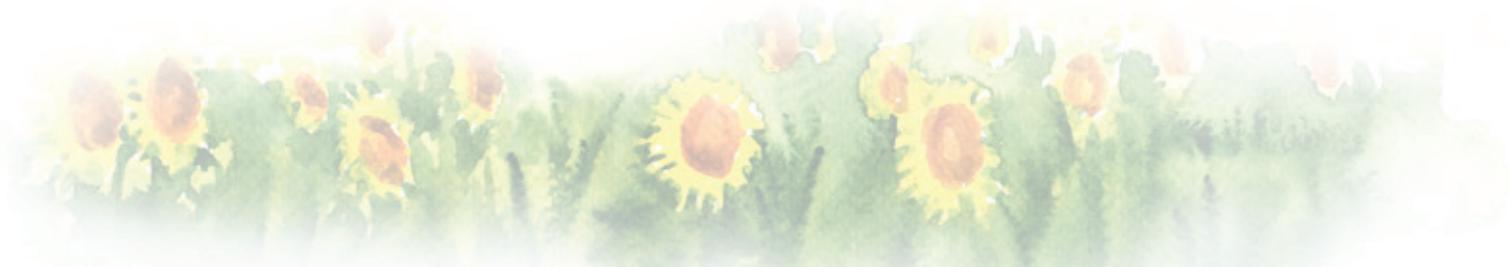
At the same time, we understand that the development of the physical and mental health of students requires hand-in-hand cooperation with parents. As such, in Guangming Primary and Middle Schools, we maintain good communication with parents every year through diverse family activities, including church fellowship activities, mother choirs, father basketball teams, parents' school day and parent invigilation teams. By participating in these activities, parents may get to know more about the school life and performance of their children as well.



Teaching and Cultivating Students According to Their Aptitudes

We have engaged a team of teachers with the required qualifications and extensive experiences. As we emphasize on educating students according to their aptitudes, we perform regular assessment on each student in order to provide tailor-made guidance for them. In addition, we also participate in different exchange activities from time to time such as visiting other schools to help us analyze and continuously improve our operation and education approaches. In FY2019, our team of teachers at Guangming Primary and Middle Schools succeeded last year's impressive results and won the following encouraging awards:

- "An Excellent Lesson for Each Teacher, An Outstanding Teacher for Each Lesson" — Excellent Curriculum Manager 2018
- Outstanding Instructor for Dongguan Primary School Students' Aerobics Competition
- Outstanding Instructor for Dongguan Primary and Middle Schools' Art Performing Activities
- Gold Award (Middle-aged and Young Female Group) in the 4th National Teachers' Choir Festival
- Outstanding Instructor for the 1st Dongguan Songshan Lake Area Primary and Middle School Students' Technology Model Competition 2019



Dedicated to Community and Giving Back to Society

We have always attached great importance to the all-round development of students in the five aspects of “moral, intellectual, physical, social and aesthetic” education, while “moral” education, which is ranked first, is especially important. To nurture students’ virtues, we have added additional course curriculum to teach students the importance of environmental protection and making good use of resources. At the same time, we are also willing to shoulder social responsibilities and always pay attention to the needs of the community. Guangming Primary and Middle Schools have added various kinds of awards and scholarships to encourage teachers and students with outstanding performance and provide financial assistance to students and families who are experiencing financial difficulties. In FY2019, beside holding various voluntary activities such as the Elderly Day and public welfare campaign, the team of Guangming Primary and Middle Schools also led teachers and students to participate in the “Guangdong Province Poverty Alleviation Day cum Dongguan Charity Day”. We hope that these activities can promote economic and social development and train up our future leaders to give back to society.



Guangdong Province Poverty Alleviation Day cum Dongguan Charity Day



Guangdong Province Poverty Alleviation Day cum Dongguan Charity Day



“Elderly Day” in Dongguan Guangming Middle School

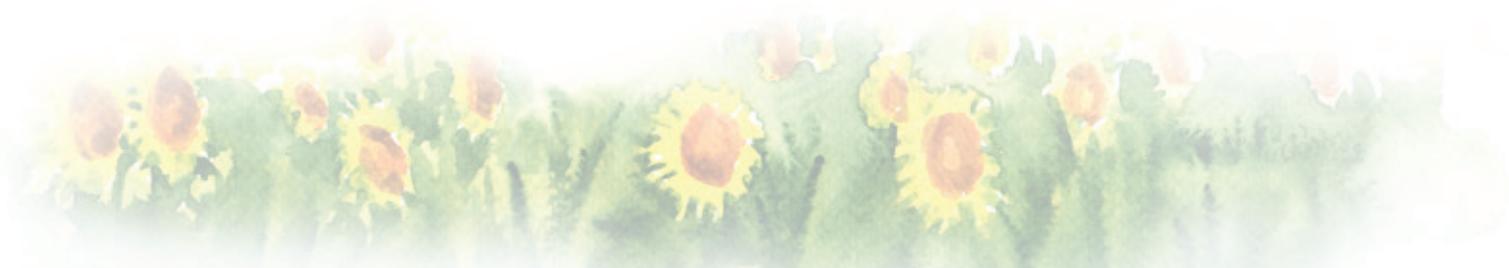


Public Welfare Campaign of Dongguan Guangming Middle School

Strict Procurement to Ensure Quality

The Group has a well-established system to manage various suppliers effectively. The selected suppliers are all engaged through our Group's tender application, and the resources are then distributed to different schools. Our suppliers are mainly from food, renovation works, equipment materials industries, etc. In the process of evaluating suppliers, a committee composed of several members of the management will regularly conduct qualification assessments in respect of quality, cost, delivery, safety etc. in accordance with the Performance Evaluation Form for Suppliers (《供應商履約評核表》). Suppliers who pass the evaluation can be listed on the List of Qualified Suppliers (《合格供應商名單》), and we may increase our procurement from suppliers with good performance as appropriate.

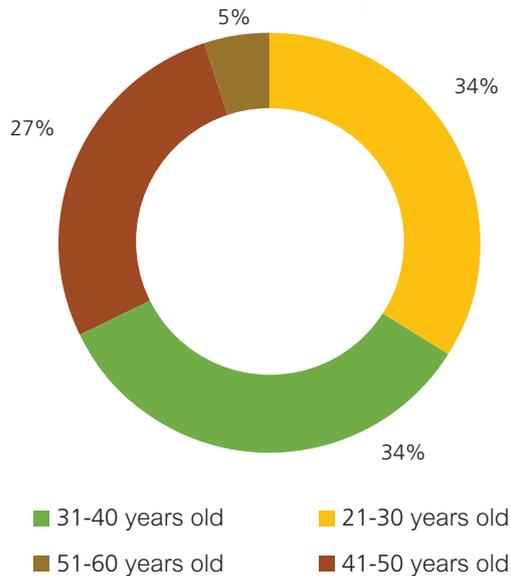
In addition, in order to ensure the quality of procured items are up to standard, we have formulated the Tendering Management Policy (《招標管理規定》), Procurement Management Policy (《採購管理制度》), and Acceptance Management Policy (《驗收管理制度》). We will entrust an independent third party to perform inspections on the items before distributing to students and staff. We also conduct business with multiple suppliers in the same product categories to ensure stable supply and reduce procurement risks. Besides, in order to protect intellectual property owners, we purchase and use licensed software for teaching. In FY2019, we were not aware of any serious violations of the intellectual property regulations set out in the Tort Liability Law of the PRC (《中華人民共和國侵權責任法》).



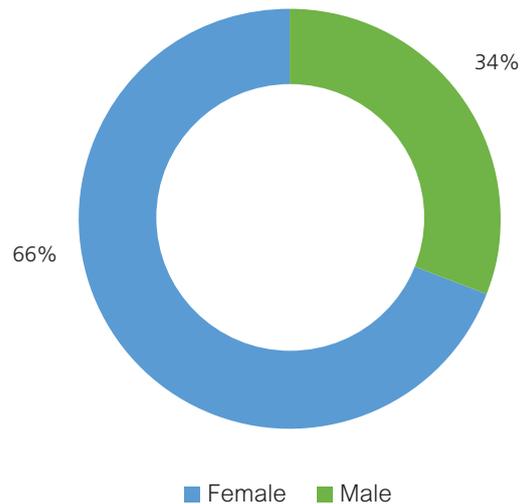
Providing Equal Opportunities to Recruit Excellent Teachers

As of 31 August 2019, Guangming Primary and Middle Schools employed 1,426 (2018: 1,197) full-time employees in total, including 984 (2018: 926) teachers and 442 (2018: 271) staff members; Guangming Preparatory School employed 1,174 full-time members in total, including 767 teachers and 407 staff members¹.

Percentage of age distribution



Percentage of gender distribution



To cope with the rapid development of the Group, we recruit teachers through mass media, job fairs, campus recruitments, employee referrals, commissioned head-hunters, etc. When selecting suitable talents to join our big family, we insist on following the principles of open recruitment, equal competition, two-way selection, suitability and ability. We are also committed to providing equal employment opportunities regardless of nationality, race, color, gender, age, marital status, disability, religious belief or sexual orientation. The recruitment will be conducted by the assessment group composed of leaders of the Group, the school principal and person-in-charge of the relevant subjects pursuant to the Teacher Recruitment Program (《教師招聘方案》) and the Faculty Recruitment and Employment Regulations (《職工招聘與錄用規定》). When conducting assessments, we will consider the professional, academic and technical qualifications, ability, skills, past experience and actual performance of the applicants. If found to be in serious violations of rules or regulations after being hired, the teachers concerned will be subject to disciplinary actions or dismissed.

In FY2019, the Group was not aware of any non-compliance with any laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversification, anti-discrimination and other benefits, which would have material impact on the Group.

¹ Since the part for Guangming Preparatory School is newly added in the reporting scope in 2019, the data for 2018 does not include Guangming Preparatory School. Therefore, the data for 2019 should not be directly compared with the data for 2018.

Continuous Training to Provide Quality Education

The Group is committed to providing quality education, thereby bringing bright future and development to students. Therefore, retaining high-quality teachers and staff members has become a crucial mission for us. Our trainings are divided into induction programmes and on-the-job trainings. We formulate different training programmes for teachers and staff members of Guangming Primary and Middle Schools every year according to their Teacher and Staff Training Policy (《教職工培訓制度》). We hope that through the induction programmes, the newly joined teachers and staff members may learn about our corporate culture, rules and regulations and codes of conduct, and integrate into our Guangming family as soon as possible. In terms of on-the-job trainings, we invite internal or external professionals to provide trainings to the teachers and staff of Guangming Primary and Middle Schools every academic year. At the same time, we also organize regular exchange tours for them to visit other schools to share and listen to more teaching experience.



Training Seminar



Maintaining Competitiveness and Offering Attractive Benefits

The Group provides competitive remuneration and welfare package to attract, recognize and retain talents. To ensure that all teachers and staff have equal promotion opportunities, we conduct annual assessment, and their remunerations and grades will be adjusted subject to the assessment results.

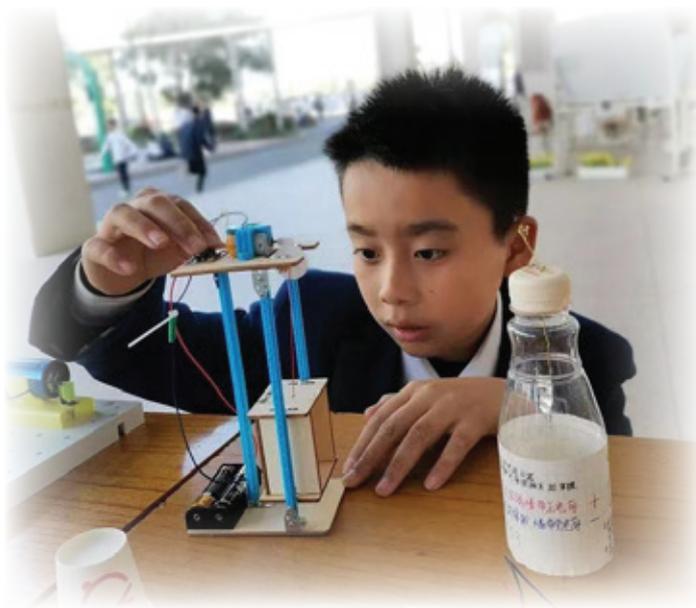
As classes in our schools have different schedules, we adopt flexible working hour mechanism in Guangming Primary and Secondary Schools for our teachers and staff according to their work and duties. The working hours for teachers and staff shall not exceed 8 hours per day to allow sufficient rest time. Meanwhile, to reduce stress of teachers and staff, create opportunities for them to be acquainted with each other and achieve work-life balance, we regularly organize a variety of activities for teachers and staff in each of our schools. Apart from the celebration activity for Teachers' Day in our Guangzheng Preparatory, Guangming Primary and Secondary Schools also organise volunteer activities, yoga, sports and cultural weeks, singing competitions, dance networking activities, etc. In addition, we provide a special bonus for certain statutory holidays to enhance teachers and staff's sense of belonging to the Group.



Guangming School's Teacher Fun Games

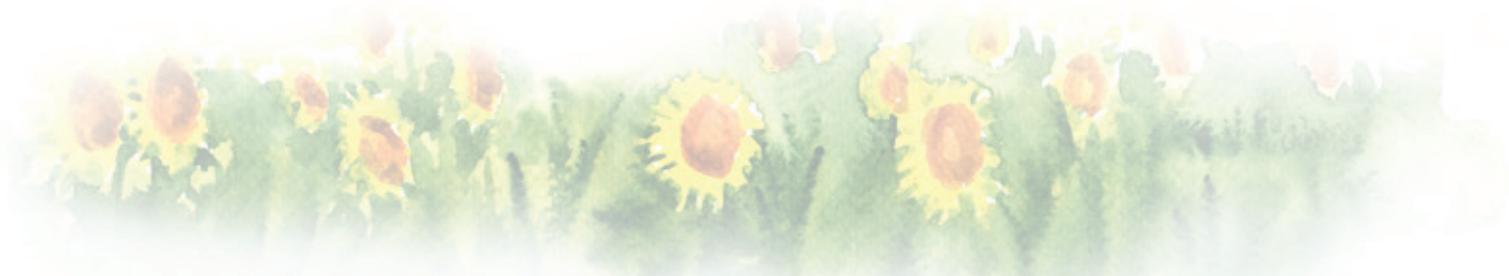


Guangming School's Teacher Fun Games



Legal Employment

We strictly comply with the Labour Law, the Protection of Minors Law, the Provisions on the Prohibition of Using Child Labour, the Teachers Law and the Code of Ethics of Teachers in Primary and Secondary Schools of the PRC, forbidding any forms of forced labour and child labour. To avoid such situation, job seekers are required to present valid identification documents during the recruitment process. Suitable job applicants have equal human rights and sign a labour contract on a voluntary basis to avoid any form of forced labour. If any violations are identified, we will conduct extensive investigation and hold relevant personnel responsible. At the same time, the Group supports our employees to report to the management when their rights have been violated. In FY2019, we were not aware of any material non-compliance with the laws and regulations governing the employment of child labour or forced labour.



Environmental Protection

Greenhouse Gas and Air Emission

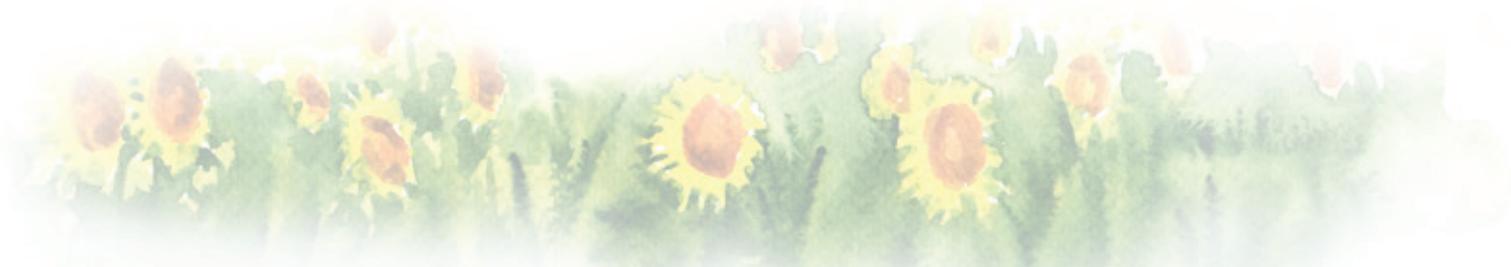
It is inevitable that air pollutants, domestic sewage and domestic waste will be generated in a campus with numerous people. Our greenhouse gas emissions are mainly from the use of electricity in offices and campuses, natural gas for canteens, and fuel oil for vehicles and lawn mowers.

While the amount of emission has no significant impact on the environment, the Group is still committed to reducing our energy consumption by implementing a series of customized measures for our teachers and staff to comply with:

Emission reduction	<ul style="list-style-type: none"> • When replacing high-power-consuming equipment such as air-conditioners, we will take energy efficiency as one of the considerations • Planting various types of green plants on campus, and formulating the Landscape Planning and Management Policy (《園林規劃與管理制度》), clearly requiring that green areas in school shall reach at least 40% of the total campus area • Encouraging teachers and staff to travel to and from schools by public transport means • Encouraging the use of video or audio conferencing for meetings to reduce air pollution from traveling by air • Encouraging the installation of energy-saving lighting system • Maintaining indoor and office temperature at or over 26°C • Encouraging teachers and staff to shut down computer equipment when they are not in use • Performing regular vehicle maintenance to reduce vehicle emissions
Energy saving	<ul style="list-style-type: none"> • An air-source heat pump water-heater unit is installed on dormitory rooftops. The refrigerant in the unit absorbs the low-temperature heat energy in the air, which is converted into high-temperature heat energy after being compressed by the compressor, to heat the domestic water of the dormitory and reduce energy consumption • Active use of natural lighting • Regular cleaning of windows to increase the utilization rate of natural lighting • Turning off lights that are not in use during lunch break • Maintaining indoor air conditioners at the proper temperature • Frequently reminding employees to turn off computer equipment, printers, lights, and other office equipment that are not in use • Regularly checking and repairing various equipment to reduce water and electricity usage due to damage • Posting environmental tips on campus to promote environmental awareness

Environmental Protection (continued)

Water conservation	<ul style="list-style-type: none"> • Posting water conservation notices on campus to remind teachers, staff and students to turn off the tap after use • Regularly checking and repairing equipment that uses water to reduce waste of water due to leakage • Using a large dishwasher to centralize cleaning tableware in canteen in order to reduce water consumption
Paper reduction	<ul style="list-style-type: none"> • Encouraging teachers and staff to adopt multimedia teaching in order to reduce paper usage and create a paperless workplace • Setting the printer to print on both sides of paper • Reusing single-sided paper and other paper products, such as envelopes, and cartons
Waste reduction	<ul style="list-style-type: none"> • Actively repairing equipment to avoid replacing the entire equipment and wasting resources • Recycling and classifying waste • Encouraging the habit of waste classification and recycling among students by setting up recycling bins • Encouraging the use of one's own container and adopting water dispenser to reduce the use of plastic water bottles • Encouraging students to use their own cutleries to reduce the use of disposable cutleries



Environmental Protection (continued)

In FY2019, greenhouse gas and air emissions are as follows²:

Environmental KPI	Unit	2019 Value	2018 Value
Total greenhouse gas emissions (Scope 1 and 2)	Metric tons of carbon dioxide equivalent	10,583.44	5,970.33
Direct emissions (Scope 1)	Metric tons of carbon dioxide equivalent	890.57	502.59
Indirect emissions (Scope 2)	Metric tons of carbon dioxide equivalent	9,701.71	5,476.55
Total greenhouse gas emissions reduced by planted trees (Scope 1)	Metric tons of carbon dioxide equivalent	8.83	8.81
Greenhouse gas emission intensity (Scope 1 and 2)	Metric tons of carbon dioxide equivalent/number of people ³	0.32	0.34
Nitrogen oxides (NOx)	kg	370.22	259.64
Sulfur oxide (SOx)	kg	3.79	2.18
Particulate matters (PM)	kg	10.65	9.23

In FY2019, the data on energy consumption is as follows²:

Environmental KPI	Unit	2019 Value	2018 Value
Total energy consumption	MWh	22,775.50	12,812.51
Purchased power	MWh	18,405.82	10,389.96
Diesel	MWh	33.62	49.74
Natural gas	MWh	4,172.46	2,207.05
Unleaded gasoline	MWh	163.60	165.75
Energy intensity	MWh/number of people	0.70	0.72

² Since the part for Guangming Preparatory School is newly added in the reporting scope in 2019, the data for 2018 does not include Guangming Preparatory School. Therefore, the data for 2019 should not be directly compared with the data for 2018.

³ The number of people in 2019 includes the students, teachers and staff of Guangming Primary and Secondary Schools and Guangzheng Preparatory, but that of 2018 only includes the students, teachers and staff of Guangming Primary and Secondary Schools.

Environmental Protection (continued)

Solid Waste Management⁴

The main solid waste generated by us is general campus domestic waste, such as waste paper, e-waste and food waste, and a small amount of hazardous medical waste generated in the infirmary. To avoid inappropriate disposal of medical waste affecting the environment, we entrust a reliable third party to collect and transport medical waste to Dongguan Medical Treatment Center for harmless treatment according to the Medical Waste Management Regulations (《醫療廢物管理條例》). In terms of treatment of e-waste, to prevent disclosure of confidential information, we will format or delete all data in the machines before selling them to recyclers. We also entrust a third party to collect and dispose other domestic waste every day.

In FY2019, the data on waste are as follows:

Environmental KPI	Unit	2019 Value	2018 Value
Total amount of hazardous waste	Metric tons	0.18	0.01
Intensity of hazardous waste	Kg/number of person	0.000006	0.001
Total amount of non-hazardous waste ⁵	Metric tons	1,322.85	850.26
Intensity of non-hazardous waste	Kg/number of person	0.04	0.05
Electronic equipment recycled	Piece	100	270
Total amount and intensity of packaging materials ⁶	—	Not applicable	Not applicable

Water Consumption and Sewage Discharge⁷

The sewage on campus is mainly divided into general domestic sewage and oily wastewater from the canteen. In order to reduce the impact on the surrounding environment, oily wastewater will be treated first by the grease trap, and then recycled and disposed of by a third party institution. Furthermore, sanitary sewage will be discharged into the municipal sewage pipe according to the requirements of the Integrated Wastewater Discharge Standard (《污水綜合排放標準》) after treatment in a septic tank.

We had no problem in obtaining water in FY2019. The data on total water consumption are as follows:

Environmental KPI	Unit	2019 Value	2018 Value
Total water consumption	Cubic meter	1,986,557	1,058,151
Water consumption intensity	Cubic meter/number of person	60.76	59.87

⁴ Since the part for Guangming Preparatory School is newly added in the reporting scope in 2019, the data for 2018 does not include Guangming Preparatory School. Therefore, the data for 2019 should not be directly compared with the data for 2018.

⁵ As we have not collected data related to food waste in FY2019, the amount of non-hazardous waste does not include amount of food waste.

⁶ Due to the nature of our business, we have not used any packaging material in FY2019.

⁷ Since the part for Guangming Preparatory School is newly added in the reporting scope in 2019, the data for 2018 does not include Guangming Preparatory School. Therefore, the data for 2019 should not be directly compared with the data for 2018.

Personal Data Privacy

The Group understands the importance of personal data privacy protection. As such, Guangming Primary and Secondary Schools implemented the Documents and Archives Management Policy (《文書檔案管理制度》), which states the procedures and steps for processing personal privacy data. There is dedicated staff responsible for managing privacy data and they are required to only access data according to the procedures listed in the policy, so as to ensure that the personal data of all students, parents and staff is protected.

In FY2019, we were not aware of any breach of the rules and regulations regarding the use of personal data.



Anti-corruption

We forbid any corruption and bribery in work and business dealings. We have formulated codes of conduct to regulate teachers and staff's behaviors and conduct, such as: Integrity and Self-discipline Management Policy (《廉潔自律責任管理制度》) and Policy on Integrity in the Process of Teacher Education (《教師教育過程中的廉潔制度》) in Guangming Primary and Secondary Schools. All employees are also required to abide by various regulations and the applicable laws of the country, such as the Law of the PRC on Anti-Corruption and Anti-Bribery (《中華人民共和國反貪污賄賂法》), the Criminal Law of the PRC (《中華人民共和國刑法》), and the Law of the PRC on Anti-Money Laundering (《中華人民共和國反洗錢法》).

In FY2019, we were not aware of any bribery, fraud and money laundering which would violate the relevant regulations or have any impact on the Group.



Investor Relations

Major Investor Relations' Activities

During the year ended 31 August 2019, the Company's management and investor relations ("IR") representatives attended more than 80 investor relations activities, such as non-deal roadshows and group meetings, investor conferences and corporate days, school tours, conference calls and results briefings held in various cities/regions including Hong Kong, Shenzhen, Dongguan, Shanghai, Beijing, Qingdao, Macau, Taiwan, Singapore, Tokyo and New York. During these IR activities, the Company's management and IR representatives communicated with more than 650 investors/potential investors, among other things, about the Group's corporate strategy, operation and results performance, future plan and development, and corporate governance.

Awards

The Company won the award for the Best IR Company (Small Cap) and Mr. Derek Lau, the Vice President & Chief IR Officer of Wisdom Education, won the award for the Best IRO (Small Cap) presented by the Hong Kong Investor Relations Association ("HKIRA") in the 5th IR Awards Conference. These awards reflect that the Company's commitment to maintaining high quality in investor relations, which is widely recognised by the investment community.

The HKIRA Awards has been recognising and honouring IR excellence and best practices among Hong Kong-listed companies and IR professionals for 5 consecutive years. Over 310 guests from the IR industry and investment community as well as representatives of listed companies gathered at the Awards Conference and Awards Presentation Luncheon to congratulate the winners for their dedication and outstanding IR efforts. Mr. Joseph Chan, JP, Under Secretary for Financial Services & The Treasury of The Government of the Hong Kong Special Administrative Region attended as the guest of honor and keynote speaker at the Awards Presentation Luncheon.



Investor Relations (continued)

Index Constituent

As at the date of this Report, the Company has been selected as a constituent of the following indexes:

i) Stock Connect Indexes:

- Hang Seng Stock Connect Hong Kong Composite Index
- Hang Seng Stock Connect Hong Kong MidCap & SmallCap Index
- Hang Seng Stock Connect Hong Kong SmallCap Index
- Hang Seng Stock Connect Hong Kong Mainland China Companies Index
- Hang Seng Stock Connect Hong Kong ex-AH Companies Index

ii) Hang Seng Composite Index and its related Indexes:

- Hang Seng Composite Industry Index — Consumer Discretionary
- Hang Seng SmallCap Index
- Hang Seng MidCap & SmallCap Index

iii) Sector Index

- Hang Seng Consumer Goods and Services Index

iv) MSCI Index

- MSCI China Small Cap Index



Index of the Hong Kong Stock Exchange's ESG Reporting Guide

Subject Areas, Aspects, General Disclosures and KPIs		Chapter/Statement	Page No.
A. Environmental			
Aspect 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.	Greenhouse Gas and Air Emission	18 19
		Solid Waste Management	21
KPI A1.1	The types of emissions and respective emissions data.	Greenhouse Gas and Air Emission	20
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas and Air Emission	20
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Solid Waste Management	21
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Solid Waste Management	21
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Greenhouse Gas and Air Emission	18 19
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Solid Waste Management	21
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources including energy, water and other raw materials.	Greenhouse Gas and Air Emission	18 19
		Solid Waste Management	21
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas and Air Emission	20
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Consumption and Sewage Discharge	21
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Greenhouse Gas and Air Emission	18 19
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Water Consumption and Sewage Discharge	21
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable	Not applicable

Index of the Hong Kong Stock Exchange's ESG Reporting Guide (continued)

Subject Areas, Aspects, General Disclosures and KPIs		Chapter/Statement	Page No.
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Greenhouse Gas and Air Emission	18
			19
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Greenhouse Gas and Air Emission	18 19
B. Social			
Employment and Labour Practices			
Aspect 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.	Providing Equal Opportunities to Recruit Excellent Teachers	14
		Maintaining Competitiveness and Offering Attractive Benefits	16
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Providing Equal Opportunities to Recruit Excellent Teachers	14
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Not disclosed for FY2019	Not applicable
Aspect 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 providing a safe working environment and protecting employees from occupational hazards.	Creating a Safe and Clean Campus	6 7
KPI B2.1	Number and rate of work-related fatalities.	Not disclosed for FY2019	Not applicable
KPI B2.2	Lost days due to work injury.	Not disclosed for FY2019	Not applicable
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Creating a Safe and Clean Campus	6 7

Index of the Hong Kong Stock Exchange's ESG Reporting Guide (continued)

Subject Areas, Aspects, General Disclosures and KPIs		Chapter/Statement	Page No.
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Continuous Training to Provide Quality Education	15
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Not disclosed for FY2019	Not applicable
KPI B3.2	The average training hours completed per employee by gender and employee category.	Not disclosed for FY2019	Not applicable
Aspect B4: Labour Standards			
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 preventing child and forced labour.	Legal Employment	17
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Not disclosed for FY2019	Not applicable
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Legal Employment	17
Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Strict Procurement to Ensure Quality	13
KPI B5.1	Number of suppliers by geographical region.	Not disclosed for FY2019	Not applicable
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Not disclosed for FY2019	Not applicable
Aspect 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, labeling and privacy matters relating to products and services provided and methods of redress.	Publicity with Sincerity and Compliant Talents Recruitment	8
		Strict Procurement to Ensure Quality	13
		Personal Data Privacy	22
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable	Not applicable

Index of the Hong Kong Stock Exchange's ESG Reporting Guide (continued)

Subject Areas, Aspects, General Disclosures and KPIs		Chapter/Statement	Page No.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Not disclosed for FY2019	Not applicable
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Strict Procurement to Ensure Quality	13
		Personal Data Privacy	22
KPI B6.4	Description of quality assurance process and recall procedures.	Not applicable	Not applicable
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Personal Data Privacy	22
Aspect 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 bribery, extortion, fraud and money laundering.	Anti-corruption	23
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption	23
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Not disclosed for FY2019	Not applicable
Aspect 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.	All-round Quality Development to Open Gateway for Elites	9
		Dedicated to Community and Giving Back to Society	12
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Not disclosed for FY2019	Not applicable
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Dedicated to Community and Giving Back to Society	12



Wisdom Education International Holdings Company Limited
睿見教育國際控股有限公司