



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

2020 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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以誠心服務社會

以愛心培育人才



Overview

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 pleased to present its Environmental, Social and Governance Report for the year 2020 (the “Report”) to share with the stakeholders the policies we implemented during the previous academic year as well as demonstrate the analysis and result of the data and information collected from relevant stakeholders.

Established in 2003, “serving the society with honesty and integrity through our services and cultivating talents with a warm and loving heart” has always been our educational objectives. We solicit families from middle and upper classes in China to enjoy our quality education. During the year ended 31 August 2020, we have a total of twelve schools, six of which are located in Guangdong Province; one in Liaoning Province; two in Shandong Province; two in Sichuan Province and one in Fujian Province. Among which, Bazhong Guangzheng Preparatory School in Sichuan Province, Yunfu Guangming Foreign Language School and Shunde Guangzheng Preparatory School in Guangdong Province are new schools that commenced their first semester in September 2019.

Scope of the Report and the Reporting Period

As the number of students and total income of Dongguan Guangming Primary School (“Guangming Primary School”), Dongguan Guangming Secondary School (“Guangming Secondary 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 Group, on the basis of the Group’s performance ratio and materiality, the scope of the Report is same as the previous year. Unless otherwise stated, the Report mainly discloses the environmental, social and governance (“ESG”) performance of Guangming Primary and Secondary Schools and Guangzheng Preparatory for the period from 1 September 2019 to 31 August 2020 (“FY2020”).

Reporting Standards

The Report is prepared in accordance with 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 2020 Annual Report. In the preparation of the Report, we have complied with the following ESG reporting standards:

Materiality: The materiality of our ESG issues is determined by the Board. The process of communication with stakeholders and identification of material issues and the matrix are all disclosed in this Report.

Quantitative: All quantitative key disclosure indicators herein are regularly collected and aggregated by designated personnel for the preparation of the Report.

Balance: This Report shall provide an unbiased picture of the Group’s performance during FY2020 and should avoid inappropriately influencing the judgment or decision made by the report readers.

Consistency: The statistical methodologies applied to the data disclosed in this Report shall be consistent.



Overview (Continued)

Prospects — Impacts of the COVID-19 pandemic

To cope with the outbreak of novel coronavirus (“COVID-19”) in the beginning of 2020, the Chinese government implemented various isolation measures and arrangements. After careful consideration, in order to safeguard the health of students and staff, the Group suspended its face-to-face classes from February to May in 2020. At the same time, with a positive attitude, we designed a series of measures to deal with the peak of the pandemic, which included online live lessons and distance learning activities on websites. Fortunately, the pandemic did not seriously hinder the progress of the semester. Our students could still learn and self-enhance through online courses regardless of their locations and be fully prepared for future examinations and assessments.



Inter-class activity of “One Meter Sunshine (一米陽光)”, the music group of Guangming Secondary School

Communication with Stakeholders

The Group believes that creating sound communication channels with different stakeholders enable us to understand their expectations and demands, hence to improve our sustainable development plan and grow our business to new heights. Our major stakeholders are students and parents, teachers and staff, shareholders and investors, government agencies, peers or business partners and communities. The following table sets out the aspects the stakeholders are concerned about and the relevant communication channels with the Group:

Stakeholder group	Key concerns	Communication channel
Students and parents	<ul style="list-style-type: none"> • High-quality teaching and resources • Safe campus environment • Diverse learning opportunities • Comprehensive learning support • Sufficient teaching resources 	<ul style="list-style-type: none"> • Survey on students' satisfaction • Open day for parents • Family education lecture classes • Forum • Official WeChat account
Teachers and staff	<ul style="list-style-type: none"> • Good career development platform • Competitive remuneration packages • Comfortable working environment • Health and safety • Work-life balance • Protecting employees' rights 	<ul style="list-style-type: none"> • Training, seminars and briefings • Intranet • E-mails • 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 • Compliance operation and management 	<ul style="list-style-type: none"> • Corporate website • Corporate communications (interim/annual reports, sustainability reports, shareholder circulars and announcements) • General meetings of shareholders
Government agencies	<ul style="list-style-type: none"> • Operating in compliance with laws and regulations • Paying taxes on time • Promoting regional economic development and employment 	<ul style="list-style-type: none"> • School inspection • Regular submission of documents
Peers or business partners	<ul style="list-style-type: none"> • Mutual benefit and win-win • Promoting industry development • Fair competition 	<ul style="list-style-type: none"> • Industry conferences • Exhibitions • School visits
Communities	<ul style="list-style-type: none"> • Community engagement • Charitable activities 	<ul style="list-style-type: none"> • Public welfare and charitable activities • Volunteer activities

Communication with Stakeholders (Continued)

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

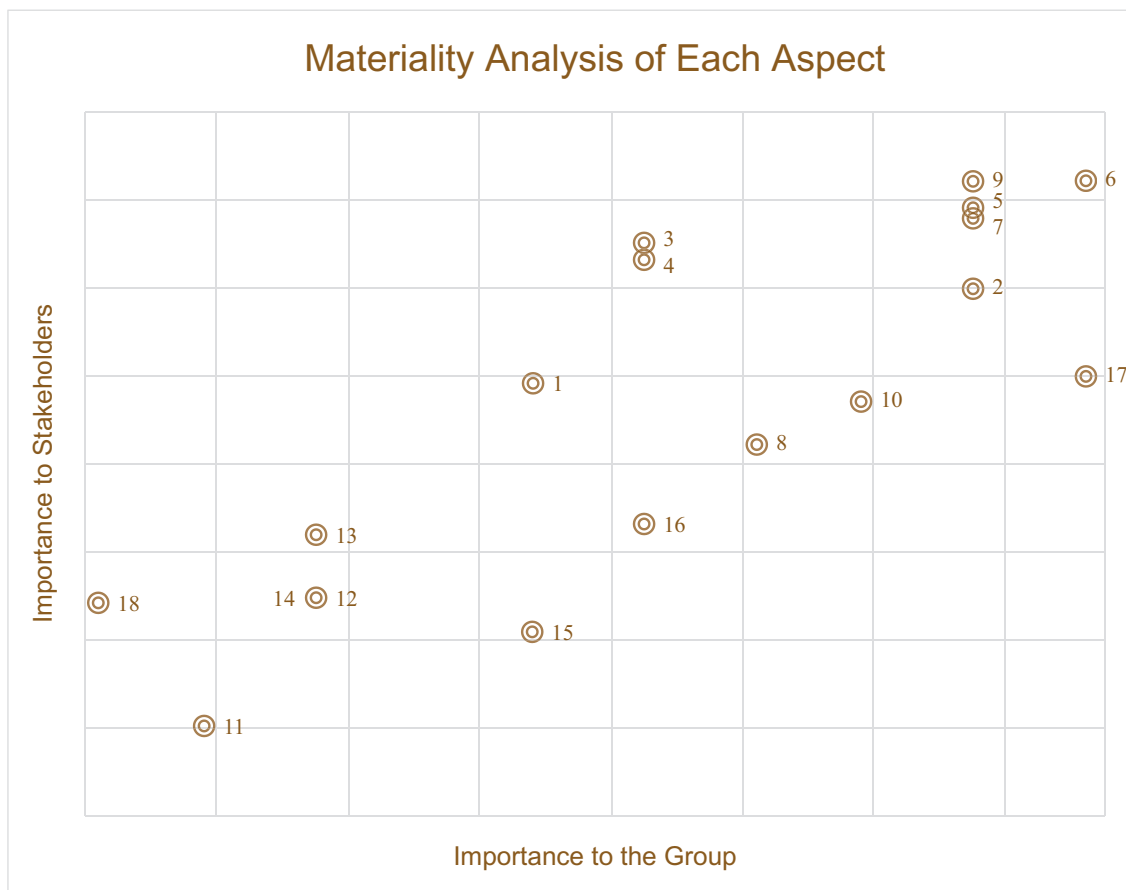
Address: Room 3302, 33/F, Lee Garden One, 33 Hysan Avenue, Causeway Bay, Hong Kong
Telephone: (852) 3899 3588
Fax: (852) 3899 3522
Email: ir@wisdomeducationintl.com



The opening ceremony of the first semester of 2019 to 2020 academic year of Guangzheng Preparatory

Identification and Prioritization of Material Aspects

The ability to identify various types of important issues in ESG helps the Group to decide which issues should be focused on for improvements in the next year. We have designed an online questionnaire for stakeholders and invited the senior management and various stakeholders of the Group to fill in to express their opinions about the Group. From the following analysis results, the top right-hand corner of the matrix represents the aspects which our stakeholders are most concerned about. These aspects include teaching quality management, campus safety and accidents contingency management, employee remunerations and benefits as well as satisfactory level of parents and students.



Note: Figures in the matrix represent ESG 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. Employment policies (e.g. recruitment and termination procedures) 2. Employee rights protection (e.g. equal employment and promotion opportunities, anti-discrimination, prevention of child labour and forced labour) 3. Occupational safety and health of employees 4. Staff training and development 5. Employee remunerations and benefits 6. Teaching quality management 7. Satisfactory level of parents and students 8. Complaint handling 9. Campus safety and accidents contingency management 10. Personal privacy and data protection
Environmental Protection and Green Operations	<ol style="list-style-type: none"> 11. Greenhouse gases emission management 12. Utilization of resources (e.g. electricity and water, etc.) 13. Green operations 14. Waste management 15. Supply chain management
Campus Operating Practices and Contributions	<ol style="list-style-type: none"> 16. Anti-corruption 17. Operation and management in compliance with laws and regulations 18. Public welfare and charity

Creating a Safe Campus

In order to provide our students and staff with a healthy learning and working environment, we always place the safety of campus at the top of our management scope. All of our measures have been implemented in compliance with the requirements under the Administrative Measures of Safety of Kindergartens, Primary and Secondary Schools (《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 Organs 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》) to ensure the protection of the personal safety of students and staff.

Ensuring School and Dormitory Safety

We have been comprehensively practising the following measures in the hope of cultivating the safety awareness among students and staff at all times:

- Making sure that all emergency exits in campus are kept unobstructed through arranging staff for regular checks;
- Posting safety warnings/signage in schools;
- Hold safety work meetings regularly to review the implementation and effectiveness of various management measures and make improvements;
- A traffic police room has been set up on campus to manage the traffic conditions near the schools and enhance the road safety knowledge of teachers and students from time to time;
- Security guards on campus must receive regular trainings on fire prevention and security management to refresh their emergency capacity to handle any emergency on campus;
- Teachers are assigned to each floor of the dormitory buildings to prevent any form of bullying. Meanwhile, our teachers also observe and manage the psychological status and daily life of boarding students. Professional counsellors will be arranged for counselling students in need;
- To ensure that the fire service system is functioning properly, inspections and updates are carried out annually by the local education bureau for our campuses. 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.



Promotional activity on fire safety at Guangming Secondary School



Anti-riot drill at Guangming Secondary School

Creating a Safe Campus (Continued)

Maintaining Hygiene on Campuses and Canteens

Due to the outbreak of COVID-19 in the beginning of 2020, apart from conducting routine cleaning works in accordance with the School Environmental Sanitation and Disinfection Regulations (《校園環境衛生消毒制度》), we have also been implementing the following major measures to prevent the spread of the virus:

- Every student, staff member and visitor must have their body temperature checked before entering the campuses;
- Make sure there is sufficient fresh air while using air conditioners;
- It is recommended to use a container (such as a cup or bottle) to hold water from a bottle-filling dispenser for drinking;
- Clean and disinfect classrooms, toilets, changing rooms and shower rooms regularly by using 1:99 diluted household bleach;
- Arrange students to use shared facilities, such as music rooms and computer rooms, at different times to avoid large number of students from different classes clustering at the same place; and
- Avoid unnecessary group activities and consider using broadcast instead of assembly.

At the same time, in order to provide safe and healthy catering for our students, we have established systems 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》), such as 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》), regulating food hygiene management personnel, both full-time and part-time, to follow the regulations in order to secure the cleanliness and hygiene of canteens.

In addition, we have also formulated 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》) to arrange physical and health examinations for newly recruited students and employees as well as conduct annual routine health and body examinations for students.

In FY2020, no material violations of relevant laws and regulations regarding hygiene or safety was noted.



Students of Guangming Secondary School returning to school after the COVID-19 pandemic has been relieved

Responsible Publicity to Recruit Talents

We attract high-quality students to enrol at our schools through various publicities, which include advertisements in newspapers and other media, inviting parents and students to visit the schools, distributing brochures, providing free trial classes, tuition discounts, etc. We adhere to the principle of seeking truth from facts when conducting publicity works. We carry out publicity in accordance with the Management Regulations for Publicity Work (《宣傳工作管理制度》) to ensure that promotional materials have been reviewed before being published and are without false or inaccurate content. In FY2020, 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.



"Dreaming and Growing in Guangming", the orientation activity for new grade 1 students of Guangming Primary School



Forum for transfer students to Guangming Secondary School (spring admission)

Exploring for Elites and Providing All-round Quality Development

In addition to outstanding academic results, we believe that looking for opportunities to participate in a variety of extra-curricular activities is also important, which is helpful to the personal developments of our students. In respect of all-round quality development, we pay specific attention to unleashing their potentials in physical and artistic aspects. In FY2020, our students have achieved impressive results in both physical and artistic aspects.

Guangming Primary School

Title of the Award	Award Issuer
First Class Award in Primary and Middle School Students' Aerobics Cheerleading League (Dongguan) in Guangdong Province	Guangdong Province Student Sports and Art Federation
First Class Award in Primary and Middle School Students' Dancing Competition in Dongguan	Dongguan Education Bureau
Second Class Award in Primary and Middle School Students' Orienteering League in Guangdong Province (Dongguan)	Guangdong Province Student Sports and Art Federation

Guangming Secondary School

Title of the Award	Award Issuer
First Class Award for the Best Team in Summer Camp of Campus Football for National Youth (Guangdong Province)	Guangdong Province Department of Education
First Class Award in the Project of High-speed Rail Era in 20th Youth Robot Competition in Guangdong Province	Guangdong Province Science Support and Technology Association
Champion of Optional Bouquet Dance in Cheerleading for Middle and High School in Guangdong Province	Guangdong Province Student Sports and Art Federation

Guangzheng Preparatory

Title of the Award	Award Issuer
First Class Award in Environmental Creativity Competition of Junior High School Group of Youth in Guangdong Province	Guangdong Province Environmental Protection Publicity and Education Center
First Class Award in 100m Orienteering in the 4th Campus Orienteering Competition in Dongguan	Dongguan Education Bureau



"Guangzheng Rising and Fast-growing in China", the Welcoming New Year Gala and Xuebin Scholarship Award Ceremony of Guangzheng Preparatory



"Building Dreams with Technologies and Growing in Innovation", the Eighth Technology Festival and Maker Carnival of Guangming Primary School

Establishing Connections Together with Parents

To understand the study life of our students and relieve their troubles and upsets in time, a “Friendly Sister Mailbox” is set up on each floor of our Guangming Primary and Secondary Schools for students to confide their troubles to teachers by writing letters and seek for help. If direct assistance is needed, psychological counselling will be provided to the students in need. We also provide the students with music chairs for them to relax in campuses.

On the other hand, the mental health of students also rely on the support of their parents, therefore, Guangming Primary and Secondary Schools and Guangzheng Preparatory would try their best to organize various activities for parents and students to participate in every academic year. Due to the pandemic, we have also organized online activities this year.



Course Guidelines of Guangming Secondary School in relation to the “War against Pandemic” activity was held online



Parent Education Lecture of Guangming Primary School

Creating Professional Development Space for Teachers

A professional teacher team has laid a foundation for the Group to provide high-quality education. Their expertise has facilitated our educational model that focuses on educating students according to their aptitudes. In FY2020, the outstanding teacher teams of Guangming Primary and Secondary Schools and Guangzheng Preparatory have won the following awards:

Title of the Award	Award Issuer
First Class Award in Annual Paper Selection 2019 (19th) of China Education System (Foundation Education)	China Education and Teaching Research Association
Second Class Award in Online Teaching Cases and Paper Selection Activities in 2020	Dongguan Middle School Geography Teaching Research Association
Second Class Award in Dongguan Excellent Education and Teaching Achievement	Dongguan Education Bureau
First Class Award in the Fourth Batch of Chemistry Teaching Experts in High Schools of Dongguan	Dongguan Education Bureau

In previous years, we organized different exchange activities regularly for our teachers to continuously improve their education approaches. However, under the influence of the pandemic, we have suspended these exchange activities in FY2020. We hope to participate in exchanges again in the coming year, so that our teachers will have a better development on their career paths.



Contributing to Society with Enthusiasm

While actively developing the aspects of “moral, intellectual, physical, social and aesthetic”, in order to enhance the environmental awareness among our students, we have also added additional course curricula to let students understand the benefits of environmental protection and making good use of resources. Furthermore, apart from establishing awards and scholarships to encourage the students with outstanding performances, in FY2020, Guangming Primary and Secondary Schools also continued to provide financial assistance to students with financial difficulties.

Although we have reduced various social activities in FY2020 due to the pandemic, our enthusiasm for participating in social welfare has not been diminished. During FY2020, Guangming Primary and Secondary Schools organized a number of voluntary activities, including the “Guangdong Province Poverty Alleviation Day cum Dongguan Charity Day”. Guangzheng Preparatory had also donated to the Charity Fund of Chashan Town in Dongguan City (東莞市茶山慈善基金會), so that all teams of teachers and students of our schools can promote economic development to overcome this severe pandemic together and make us as a good role model for society.



Creating a High-quality Supply Chain

Currently, our suppliers are mainly from food, renovation works and equipment industries, etc. The Group has been performing tender and procurement works in accordance with systems such as 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》). In order to ensure the consistency of product quality, all procurements are handled by the Group for centralized bidding. Suppliers have to be screened by a committee that are composed of various managements before being hired. The committee shall regularly conduct 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》) and update the List of Qualified Suppliers (《合格供應商名單》) accordingly. The Group will consider increasing or prioritizing procurements from the suppliers that have excellent performance or advocating environmental-friendly concepts.

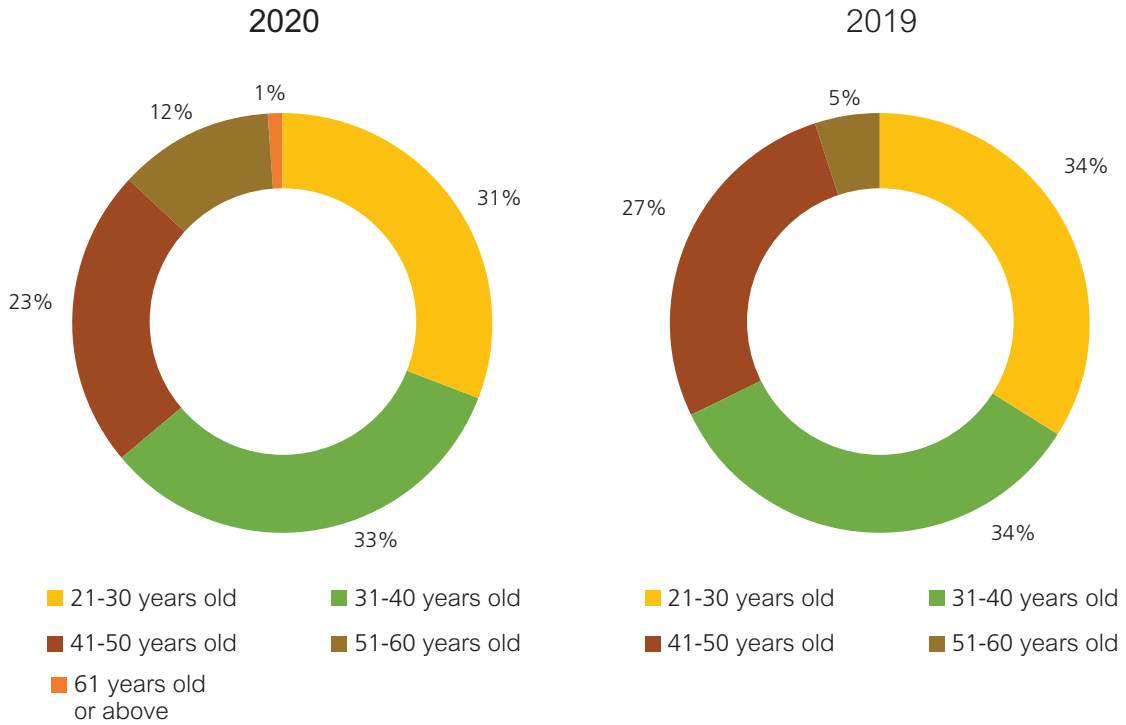
Besides, in order to protect intellectual property owners, we purchase and use licensed software for teaching. In FY2020, the Group was not aware of any material violations of the intellectual property regulations set out in the Tort Liability Law of the PRC (《中華人民共和國侵權責任法》).



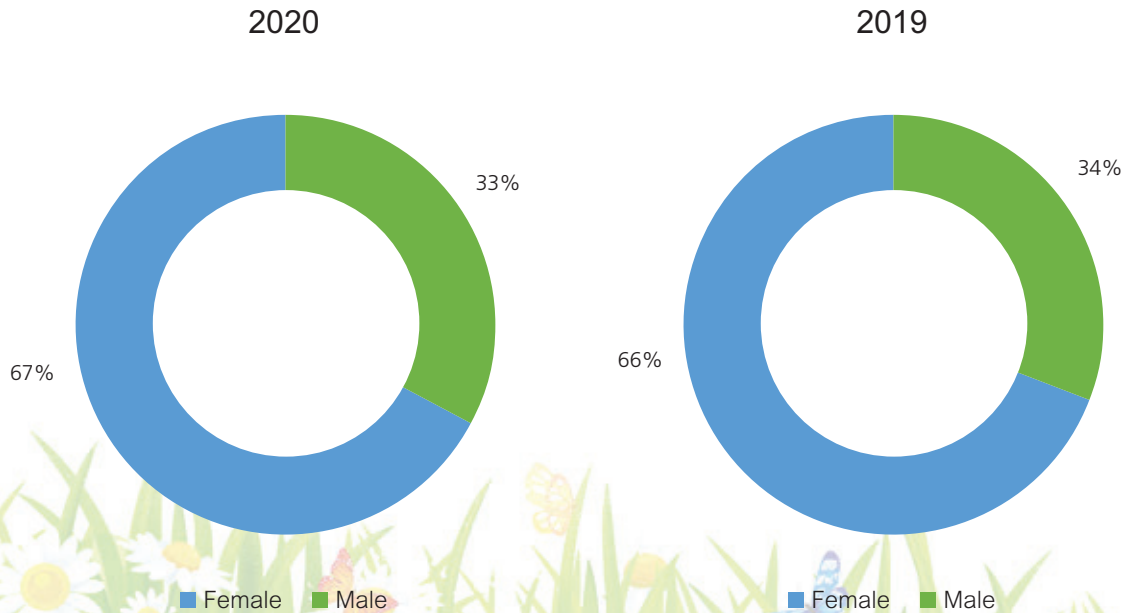
Providing Equal Opportunities to Recruit Excellent Teachers

As of 31 August 2020, Guangming Primary and Secondary Schools employed 1,464 (2019: 1,426) full-time employees in total, including 998 (2019: 984) teachers and 466 (2019: 442) staff members; Guangming Preparatory employed 1,405 (2019: 1,174) full-time members in total, including 1,056 (2019: 767) teachers and 349 (2019: 407) staff members.

Percentage of Age Distribution



Percentage of Gender Distribution



Providing Equal Opportunities to Recruit Excellent Teachers (Continued)

The ability to gather high-quality teachers to join our schools is particularly important to our business. We emphasize the professional ethics training of teachers and strictly control on the teachers' style and morality. At the recruitment stage, we will recruit teachers through mass media, job fairs, campus recruitments, employee referrals, commissioned head-hunters, etc. We are committed to providing equal employment opportunities regardless of nationality, race, color, gender, age, marital status, disability, religious belief or sexual orientation. As a result, when selecting suitable talents, we base on the principles of open recruitment, equal competition, two-way selection, suitability and ability. The recruitment is normally led by the assessment group composed of leaders of the Group, the school principal and person-in-charge of the relevant subjects pursuant to the procedures under 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》). The professional, academic and technical qualifications, ability, skills, past experience and actual performance of the applicants are our scope of assessment. If any employees are found to be in serious violation of rules of the school or regulations during employment, the relevant party will be subjected to disciplinary actions or dismissed.

In FY2020, 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 impacts on the Group.

Providing Continuous Training to Maintain Quality Education

In order to improve our quality of teaching, Guangming Primary and Secondary Schools have formulated their Teacher and Staff Training Policy (《教職工培訓制度》) to make the training arrangements more systematic. Our trainings are mainly divided into induction programmes and on-the-job trainings. The induction programmes aim to familiarized the newly joined teachers and staff with our corporate culture, operation models, relevant policies as soon as possible, and ensure their behaviours are within the codes of conduct. On the other hand, in every academic year, we provide various of on-job trainings, such as inviting internal or external professionals to hold seminars and share their teaching experiences with our teachers and staff. When needed, we also provide rich learning opportunities to our teachers and staff through organizing regular exchange tours.



Regular meeting of teachers at the beginning of semester of Guangming Secondary School



Examination Training Conference of Guangzheng Preparatory

Offering Competitiveness and Attractive Benefits

We understand that remunerations and benefits are driving forces for the continuous improvement of our teachers and staff. We are committed to providing suitable remunerations and benefits to attract and retain talents. All our teachers and staff have equal promotion opportunities. We conduct annual appraisal to determine the adjustments in their remunerations and grades.

Apart from providing our teachers and staff with professional trainings, the Group also considers that, to maintain our competitiveness, they should enjoy work-life balance, therefore, the working hours for teachers and staff shall not exceed 8 hours per day to allow sufficient rest time. We also provide a special bonus for certain statutory holidays to enhance the morale of the staff. This year, we planned to organize diversified activities for the participation of teachers and staff in each of our schools, such as: volunteer activities, yoga, sports and cultural weeks, singing competitions, dance networking activities, etc., however, under the pandemic, these activities were suspended. We hope that the activities can be resumed after the pandemic has passed and add more fun to the campus life of teachers and staff.



“Live Healthily and Work Happily”, the activity for teachers and staff of Guangming Primary School

Avoiding the Employment of Child Labour and Forced Labour

We have been forbidding any forms of forced labour and child labour and strictly complied with the Labour Law (《勞動法》), the Protection of Minors Law (《未成年人保護法》), the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), the Teachers Law (《教師法》) and the Code of Ethics of Teachers in Primary and Secondary Schools (《中小學教師職業道德規範》) of the PRC. Due to the nature of our business, we are not susceptible to child labour, but we still arrange our human resources department to verify the identification of job seekers during the recruitment process, while they are required to present valid identification documents. To avoid forced labour, job applicants will sign a labour contract on a voluntary basis after agreeing to the terms thereunder. They can also proceed with the resignation procedure under the arrangement of the personnel department. In FY2020, we were not aware of any material non-compliance with the laws and regulations governing the employment of forced labour or child labour.



Campus Cultural and Sports Festival of Guangming Primary School

Environmental Protection

Greenhouse Gases and Air Emissions

During our operations, the main pollutants include greenhouse gases, domestic sewage and domestic waste. Our greenhouse gases produced are mainly from the use of electricity in offices of the school and campuses, natural gas for canteens, and fuel for vehicles and lawn mowers. In order to reduce the emissions, we have mainly adopted the following measures:

Emission reduction	<ul style="list-style-type: none"> • When replacing air-conditioners with another model, we will prioritize to consider those with better energy efficiency; • Encouraging to plant more green plants in the lawn on campus to relieve the greenhouse gases and air from business operation. We have formulated the Landscape Planning and Management Policy (《園林規劃與管理制度》) and stipulated 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; • Utilizing video or audio conferencing for meetings as much as possible to reduce carbon footprint from traveling by air; • Installing more energy-saving lighting systems; • Maintaining the indoor temperatures of classrooms and offices at or over 26℃ as possible; • Shutting down electronic equipment when they are not in use, especially computers and printers; and • Performing regular vehicle maintenance to reduce gas 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; • Regularly cleaning of windows to increase the utilization rate of natural lighting and reduce the power consumption; • Turning off lights that are not in use during lunch break; • Regularly checking and repairing various equipment to reduce increased water and electricity usage due to damage; and • Posting energy saving notices on campus to promote environmental awareness



Environmental Protection (Continued)

Water conservation	<ul style="list-style-type: none">• Posting water conservation notices on campus to enhance environmental awareness among students and teachers and staff, and remind them to turn off the tap after use;• Regularly checking and repairing equipment that uses water to reduce waste of water due to leakage; and• Using a large dishwasher to centralize cleaning utensils in canteen in order to reduce water consumption
Paper reduction	<ul style="list-style-type: none">• Utilizing multimedia in teaching to reduce paper consumption;• Setting the printer to print on both sides of paper; and• Encouraging the teachers and staff to reuse single-sided paper and other paper products, such as envelopes, and cartons, as possible
Waste reduction	<ul style="list-style-type: none">• Trying to repair equipment before replacing to avoid replacing the entire equipment and wasting resources;• Setting of classifying recycling bins in campuses to promote waste classification;• Encouraging the use of one's own container and adopting water dispenser to reduce the use of plastic water bottles; and• Encouraging students to use their own cutleries to reduce the use of disposable cutleries

Environmental Protection (Continued)

In FY2020, greenhouse gases and air emissions were as follows:

Environmental KPI	Unit	2020 Value	2019 Value ²
Total greenhouse gas emissions (Scopes 1 and 2) ¹	Tonnes of carbon dioxide equivalent	16,207.80	16,349.30
Direct emissions (Scope 1)	Tonnes of carbon dioxide equivalent	613.90	957.98
Indirect emissions (Scope 2)	Tonnes of carbon dioxide equivalent	15,635.62	15,400.15
Total greenhouse gas reduced by planted trees (Scope 1)	Tonnes of carbon dioxide equivalent	41.72	8.83
Greenhouse gas emission intensity (Scopes 1 and 2)	Tonnes of carbon dioxide equivalent/number of people	0.53	0.50
Nitrogen oxides (NOx)	kg	295.45	370.22
Sulfur oxide (SOx)	kg	2.64	3.79
Particulate matters (PM)	kg	6.14	4.27

In FY2020, the data on energy consumption were as follows:

Environmental KPI	Unit	2020 Value	2019 Value
Total energy consumption	MWh	21,668.49	22,775.50
Purchased power	MWh	18,687.25	18,405.82
Diesel	MWh	48.86	33.62
Natural gas	MWh	2,786.41	4,172.46
Unleaded gasoline	MWh	145.97	163.60
Energy intensity	MWh/number of people	0.70	0.70

During the Year, the Group was not aware of any non-compliance with the relevant laws and regulations relating to air and GHG emissions which had a significant impact on the Group.

¹ Our reporting on air and greenhouse gases (GHG) emissions mainly base on the requirements in "How to prepare an ESG report" published by The Stock Exchange of Hong Kong Limited and "GHG Protocol Corporate Accounting and Reporting Standard (revised edition)" published by the World Business Council for Sustainable Development and World Resources Institute.

² With reference to the emission factors for Mainland China based operations newly supplemented in "How to prepare an ESG report" published by The Stock Exchange of Hong Kong Limited, the emissions in 2019 have also been restated.

Environmental Protection (Continued)

Solid Waste Management

The domestic waste generated by Guangming Primary and Secondary Schools and Guangzheng Preparatory is general campus domestic waste, such as waste paper, electronic waste and food waste, and a small amount of hazardous medical waste generated in the infirmary. For medical waste, since it is considered as dangerous waste, we have to strictly comply with the Medical Waste Management Regulations (《醫療廢物管理條例》) and entrust a reliable third party to collect and transport medical waste to the Dongguan Medical Treatment Center for harmless treatment. Besides, in terms of treatment of electronic 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 in campuses every day.

In FY2020, the data on waste were as follows:

Environmental KPI	Unit	2020 Value	2019 Value
Total amount of hazardous waste	Tonnes	0.13	0.18
Intensity of hazardous waste	Tonnes/number of person	0.000004	0.000006
Total amount of non-hazardous waste	Tonnes	772.73	1,322.85
Intensity of non-hazardous waste	Tonnes/number of person	0.03	0.04
Electronic equipment recycled	Tonnes	0.32 ³	100 pieces
Total amount and intensity of packaging materials	—	Not applicable	Not applicable

Water Consumption and Sewage Discharge

The sewage of Guangming Primary and Secondary Schools and Guangzheng Preparatory is mainly from general domestic sewage and oily wastewater from the canteen. Firstly, 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. In order to reduce the harm on the natural environment, oily wastewater produced will be treated first by the grease trap, and then recycled and disposed of by a third-party institution.

We had no problem in sourcing water in FY2020. The data on total water consumption were as follows:

Environmental KPI	Unit	2020 Value	2019 Value
Total water consumption	Cubic meter	1,617,186	1,986,557
Water consumption intensity	Cubic meter/number of person	52.61	60.76

³ As compared to the number of 2019, since the Group is able to collect the comprehensive data for the weight of recycled electronic equipment in 2020, metric tons has been used as the unit of calculation.

Personal Data Privacy

During our operations, we have collected personal data from students, parents, teachers and staff. The Group understands its responsibility to protect their privacy and personal data. We have established the Documents and Archives Management Policy (《文書檔案管理制度》), which states the processing procedures and steps for managing personal data privacy. Furthermore, we have arranged dedicated staff being responsible for managing confidential information and only authorized personnel can access the relevant information. In FY2020, we were not aware of any breach of the rules and regulations regarding the use of personal data.



Anti-corruption

As one of the largest private education groups, the Group has the responsibility to set a good example for our peers. We have been requesting all our teachers and staff to strictly abide by various regulations and the applicable laws of the PRC, 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》). We adopt a zero-tolerance attitude towards all types of corruption, including bribery, fraud and money laundering. Under the segment of internal policy, we have formulated 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》), which clearly stipulated the importance of integrity. Meanwhile, if any relevant violations are found, the Group also encourages employees to report to the commissioner in charge of anti-corruption cases and we promise to keep the identity of the reporter confidential. In FY2020, we were not aware of any bribery, fraud and money laundering which would violate the relevant regulations or have any impacts on the Group.



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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.	Environmental Protection	21
KPI A1.1	The types of emissions and respective emissions data.	Greenhouse Gas and Air Emission	23
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	23
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	24
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	24
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Greenhouse Gas and Air Emission	21
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Greenhouse Gas and Air Emission	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	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	23

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KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Consumption and Sewage Discharge	24
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Greenhouse Gas and Air Emission	21
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	24
KPI A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	Not applicable	Not applicable
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	21
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	21
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 remuneration 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	16
		Offering Competitiveness and Attractive Benefits	19
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Providing Equal Opportunities to Recruit Excellent Teachers	16
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Not disclosed for FY2020	Not applicable

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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 Campus	8
KPI B2.1	Number and rate of work-related fatalities.	Not disclosed for FY2020	Not applicable
KPI B2.2	Lost days due to work injury.	Not disclosed for FY2020	Not applicable
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Not disclosed for FY2020	Not applicable
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Providing Continuous Training to Maintain Quality Education	18
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management, etc).	Not disclosed for FY2020	Not applicable
KPI B3.2	The average training hours completed per employee by gender and employee category.	Not disclosed for FY2020	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.	Avoiding the Employment of Child Labour and Forced Labour	20
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Not disclosed for FY2020	Not applicable
KPI B4.2	Description of steps taken to eliminate such non-compliance practices when discovered.	Not disclosed for FY2020	Not applicable

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Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Creating a High-quality Supply Chain	15
KPI B5.1	Number of suppliers by geographical region.	Not disclosed for FY2020	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 FY2020	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.	Creating a Safe Campus	8
		Responsible Publicity to Recruit Talents	10
		Establishing Connections Together with Parents	12
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable	Not applicable
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Not disclosed for FY2020	Not applicable
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Responsible Publicity to Recruit Talents	10
		Personal Data Privacy	25
KPI B6.4	Description of quality assurance process and recall procedures of products.	Not applicable	Not applicable
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Personal Data Privacy	25

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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	26
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	26
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption	26
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.	Contributing to Society with Enthusiasm	14
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Not disclosed for FY2020	Not applicable
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Not disclosed for FY2020	Not applicable