



**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 2017**



以  
愛心  
培育  
人才

以  
誠心  
服務  
社會





# Contents

2	ABOUT THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
4	ABOUT US
6	STAKEHOLDER ENGAGEMENT
10	ENVIRONMENTAL ASPECT
12	SOCIAL ASPECT
16	OPERATING PRACTICES
20	COMMUNITY
21	INDEX OF THE HONG KONG STOCK EXCHANGE'S ESG REPORTING GUIDE





# About the Environmental, Social and Governance Report



Wisdom Education International Holdings Company Limited (the “Company”, together with its subsidiaries collectively referred to as the “Group”, “we”, “us”, “our” or “Wisdom Education”) is pleased to present its first Environmental, Social and Governance Report for 2017 (the “Report” or the “Environmental, Social and Governance Report”), which gives an overview of the Group’s management of the significant issues affecting its operation (including environmental, social and governance issues).

## **The Reporting Period**

The Report elaborates the policies of the Group in respect of the environmental and social aspects during the reporting period from 1 September 2016 to 31 August 2017 (the “reporting period”) and their performance.

## **Scope of the Report**

Unless otherwise stated, the Report covers the six schools operated by the Group in the People’s Republic of China, namely Panjin Guangzheng Preparatory School, Weifang Guangzheng Preparatory School, Huizhou Guangzheng Preparatory School, Dongguan Guangzheng Preparatory School, Dongguan Guangming Primary



## About the Environmental, Social and Governance Report



School and Dongguan Guangming School. The Group will continue to optimize and improve its operation in accordance with the disclosure requirements after the data collection system of the Group becomes more well-developed and its environmental, social and governance work further develops.

### Preparation Standards

The Report is prepared in accordance with the “Comply or Explain” provisions as set forth in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 27 to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). The Report gives a concise overview of the environmental, social and governance performance of Wisdom Education. The last chapter of the Report contains an index of the subject areas under the ESG Reporting Guide with reference to the contents of the Report for the easy reference of readers. The Report is prepared in both Chinese and English, and in case of any discrepancy or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

### Information and Feedback

The Group values your opinions on this Report. Please send your comments or advice (if any) to the following email address: [ir@wisdomeducationintl.com](mailto:ir@wisdomeducationintl.com)





## About Us



Our educational objectives are “to serve the society with honesty and integrity through our services” and “to cultivate talents with a warm and loving heart” (以誠心服務社會，以愛心培育人才). To achieve our objectives, we have established the following educational philosophy: enhance morality and foster talents; nurture worthy and capable, sincere and upright graduates (賢良方正，立德樹人).





## About Us



Our schools are boarding schools equipped with student dormitories. To promote the well-rounded development of our students, we offer a wide range of school-based elective courses, including courses for sports, art, music and Chinese culture. Our students have made significant achievements in areas such as basketball, track and field, martial arts, music, dancing and Chinese calligraphy. For instance, our Dongguan Guangming School high school male basketball team has won various municipal and provincial championships and was the second runner-up in the 2017 National High School Basketball Competition.

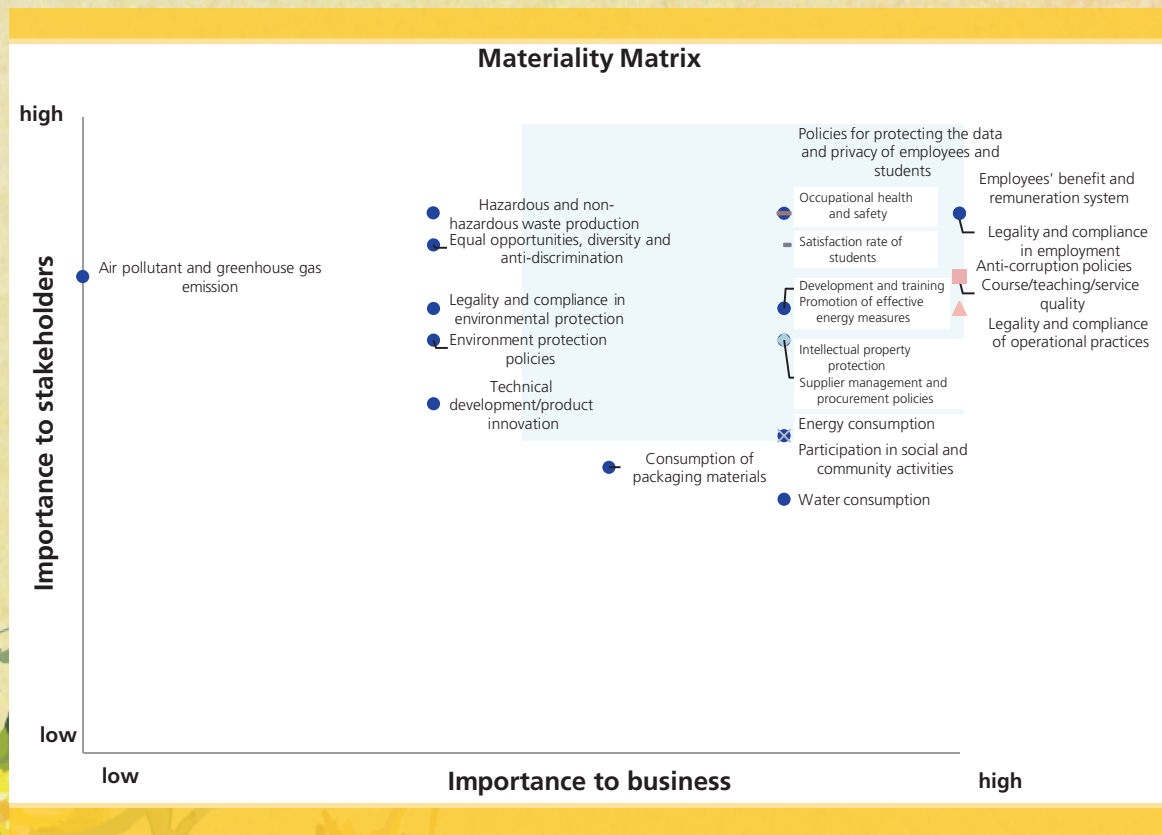
Committed to operating in a responsible manner, the Group takes environmental and social factors into consideration during operation so as to create value for stakeholders and the community. The Group ensures that it operates in a way that brings about a more positive impact on society and the environment. Meanwhile, it monitors the progress of relevant activities, complies with the legal requirements of the places where it operates and adopts the opinions of stakeholders, all of which serve as the basis for the implementation of our sustainable strategies. This is the key to the Group's efforts in growing its business, achieving outstanding operating performance and building a long-term competitiveness. We have developed and implemented various policies and practices to manage and monitor the risks related to the environment, employment, operational practices and the community. The Report sets out the details of the management's approach to sustainable development in different areas.





# Stakeholder Engagement

In preparing the Environmental, Social and Governance Report of the Group, the inclusion of this section, "Stakeholder Engagement", does not only help to analyze the level of concern of all the Group's stakeholders, whether individuals or organizations, about the Group in terms of the environmental, social and governance aspects, but also facilitates the materiality assessment. We believe that the engagement of stakeholders will have a certain impact on the Group in formulating its sustainable development directions and strategies and in performing its social responsibilities, which lays the foundation for the Group to develop strategies and implement decisions.





## Stakeholder Engagement



The Group has involved stakeholders in surveys. Stakeholders who have significant influence and high level of dependence on the Group were surveyed with questionnaires by the management of the Group, and gave their opinions and advice on the environmental and social issues related to the operation of the Group. The Environmental, Social and Governance Report covers all important issues and describes the efforts of the Group in this regard. With a strong emphasis on the areas under these issues in its long-term operation, the Group will develop corresponding strategic approaches, improve policies and establish long-term objectives.





## Stakeholder Engagement

The Group attaches importance to the opinions and questions of stakeholders and the information obtained by them through their continuous attention to the business activities of the Group. Effective communication with stakeholders is essential for our continuous success and forms an integral part of our operational mode over the years. We have established various channels of communication with stakeholders to achieve two-way communication. The table below summarizes the stakeholders of the Group, their concerns, all platforms and communication methods for the purpose of contacting, hearing and responding to them.

Stakeholders	Concerns of stakeholders	Communication Methods
Government	<ul style="list-style-type: none"> <li>• Compliance with the laws</li> <li>• Appropriate tax payments</li> <li>• Promotion of regional economic development and employment</li> </ul>	<ul style="list-style-type: none"> <li>• Visits to the Company and inspection of our schools</li> <li>• Annual report, quarterly report, interim report and other publicly available information</li> </ul>
Shareholders and investors	<ul style="list-style-type: none"> <li>• Low risk</li> <li>• Return on investment</li> <li>• Information disclosure and transparency</li> <li>• Protection of the rights of shareholders and fair treatment</li> </ul>	<ul style="list-style-type: none"> <li>• Annual general meetings and other shareholders' meetings</li> <li>• Regularly organizing annual and interim results presentations</li> <li>• Holding annual general meetings to update investors' understanding of the operation of the Group</li> <li>• Annual report, quarterly report, interim report and other publicly available information</li> <li>• Websites of the Company and the Hong Kong Stock Exchange</li> </ul>
Teachers	<ul style="list-style-type: none"> <li>• Working environment</li> <li>• Career development opportunities</li> <li>• Self-realization</li> <li>• Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Training, seminars and briefings</li> <li>• Cultural activities</li> <li>• Internal network and email</li> <li>• Assessing teachers' performance on a regular basis</li> </ul>
Peers/industry organizations	<ul style="list-style-type: none"> <li>• Experience sharing</li> <li>• Cooperation opportunities</li> <li>• Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>• Industry conference</li> <li>• Exchange visits to schools</li> <li>• Exhibitions</li> <li>• Forming 1050 Strategic Cooperative Alliance<sup>1</sup></li> </ul>

<sup>1</sup> 1050 Alliance is currently known as Dianshi Alliance, an educational collaboration platform formed by 7 well-known middle schools in Guangdong under the leadership of South China Normal University



## Stakeholder Engagement

Stakeholders	Concerns of stakeholders	Communication Methods
General public and communities	<ul style="list-style-type: none"> <li>• Community engagement</li> <li>• Social responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteers</li> <li>• Charitable and social investment</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Good business relationship</li> <li>• Fair tendering</li> <li>• Information sharing</li> <li>• Honest cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• Inviting suppliers to participate in celebration activities such as the galas at Spring Festival, Dragon Boat Festival and Mid-Autumn Festival</li> <li>• Publishing bid invitation projects and the relevant standards and requirements on the website</li> <li>• Regularly holding progress meetings</li> <li>• Review and assessment</li> </ul>
Students	<ul style="list-style-type: none"> <li>• Learning environment</li> <li>• Opportunities for diversified activities</li> </ul>	<ul style="list-style-type: none"> <li>• Survey on students' satisfaction</li> <li>• Allowing students to send mail to the principal</li> </ul>
Parents	<ul style="list-style-type: none"> <li>• Teaching quality</li> <li>• School atmosphere</li> <li>• Performance of students</li> </ul>	<ul style="list-style-type: none"> <li>• Parents' committee</li> <li>• Parents' meetings</li> <li>• School open day and school basketball match</li> </ul>



## Environmental Aspect

Paying close attention to the impact on and the potential risks to the environment and the surrounding ecosystem as a result of the operation of its schools, the Group operates in a manner that is friendly and accountable to the environment and strictly complies with the relevant environmental laws and regulations in all places where it currently operates. The Group had no major non-compliance in this aspect during the reporting period.

The Group mainly engages in the operation of schools and we conduct school-wide environmental assessments. The impact of the operation on the environment mainly arises from the emission of vehicle exhaust gas, cooking oil fumes, domestic wastewater and solid waste. The Report sets out the relevant emissions and control measures of the Group in the sections below. In addition, the Group implements energy-saving measures in its offices and schools to reduce power consumption and greenhouse gas emission.

### Emissions

Air pollutants generated during the operation of our schools mainly comes from the emission of cooking oil fumes in kitchens and the combustion of vehicle fuels. We monitor the kitchen fumes on a regular basis and the Environmental Protection Bureau of the PRC analyses their emissions. Moreover, we carry out daily maintenance work on our school buses with a view to saving fuels.

To reduce indirect greenhouse gas emission, large comprehensive meetings are all held by video or telephone. We encourage our staff to take public transportation in all non-emergency situations and when handling personal affairs. The Company also encourages teachers to adopt multimedia teaching methods and make their offices a paperless workplace.

Our solid waste is mainly generated from the daily operation of our schools, including mostly of food waste and waste oils and fats. Moreover, a small amount of medical waste is produced during the use of the medical room, including mostly used cotton balls, gauze, adhesive tapes, wastewater, disposable medical instruments and expired drugs, etc. Our schools have established corresponding systems to handle such waste, including the disposal system of medical waste and the regulations on the collection of food waste and garbage. In addition, food waste and waste oils and fats will be collected by relevant qualified companies on a regular basis. All canteens of our schools require the users to use food trays, so as to effectively control the use of disposable tableware. For the collection and disposal of medical waste, we have signed a medical waste disposal contract with a professional company.

The Group does not primarily engage in businesses which produce a large amount of industrial wastewater. Our wastewater mainly comes from the discharge of domestic wastewater from our school campuses and wastewater from the dining places of our schools. The Group has established a sewage treatment program to manage sewage discharge and reduce the impact on the environment, whereby a sewage treatment system and grease traps have been set up in our schools.

### Use of Resources

As global warming becomes increasingly serious, energy saving and carbon reduction has become the most important issue nowadays. We are aware that saving energy not only reduces the indirect carbon emissions, but also effectively cuts down our expenses and lower our operating costs. Therefore, we have installed meters in our schools to record water, power and gas consumption, and our power consumption mainly comes from the daily operation of our offices and schools. Moreover, we have taken different measures to achieve our goal of saving energy.



## Environmental Aspect

To raise our staff's awareness of energy saving, we provide them with education and promotion on electricity saving, such as posting resource-saving labels and civilized dining cards. In addition, the Group uses energy-saving lighting, replaces the existing mechanical and electrical equipment and products with energy-saving alternatives, maintains the temperature of indoor offices at over 26°C, and encourages the staff to shut down the computer equipment and other office equipment when they are not in use. We also install air-source heat pump water heaters with lower power consumption in dormitories for students to take shower, and apply for energy-saving subsidies from the government.

A significant amount of water is used in the daily operation of canteens and dormitories in our schools. Therefore, the Group also implements the following measures for water conservation. We promote and educate our staff on water conservation to change their water consumption habits, such as turning down water flow whenever possible and turning off the tap after using water so as to avoid the waste of water resources. We also strive to recycle water resources, use water-saving equipment and install water-saving flushing devices in bathrooms.

In addition to the use of electricity and tap water, we also use paper and office supplies in our daily office operation. To save such supplies, we encourage our staff to print on both sides of paper, replace paper documents with electronic documents, and reduce the use of manuscript paper, envelopes, notebooks and sign pens. Disposable cups can only be used in conference rooms and for reception, and waste should be properly sorted and handled for collection.

### The Environment and Natural Resources

Although our business does not directly damage and affect the ecological environment, we proactively put various measures into actions to reduce the emissions from our daily operation and save energy consumption with a view to minimizing the impact on the environment. The relevant measures are explained in the sections of "Emissions" and "Use of Resources".





## Social Aspect

The Group is committed to maintaining high-level corporate social governance due to its importance to the creation of a safe and healthy teaching environment, as well as safeguarding teaching quality and social reputation. Besides, the Group is also committed to maintaining the long-term sustainable development of the business and the community in which it is located. In promoting this mode of business, the Group exercises great caution when managing its business and executes the decisions made by the management in a prudent and focused manner.

### Employment and Labour Practices

#### *Employment*

The Group complies with the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), the Teachers Law of the PRC (《中華人民共和國教師法》), the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法》), the Education Law of the PRC (《中華人民共和國教育法》), and the Law on the Protection of Minors of the PRC (《中華人民共和國未成年人保護法》). During the reporting period, the Group has complied with all applicable employment laws and regulations, and no fine, punishment, investigation or charge was imposed on the Group due to failure to comply with relevant laws and regulations.

#### *Recruitment and Dismissal of Teachers*

We employ teachers through different channels and methods, including campus recruitment, general public recruitment, self-recommendation from candidates and online recruitment. Generally, we recruit new teachers in accordance with the following procedures: determine our recruitment demands; place recruitment advertisements; collect resumes; select suitable candidates; evaluate their professional qualifications; evaluate their moral qualities; give professional skill tests; ask candidates to deliver trial lectures; conduct interview by the school principal; hold group discussion with teachers and managers; approve employment; notify results to the candidates; verify the identity and professional certificates of the new staff; verify their previous work experience and arrange for them to take physical check-ups. In accordance with the development of the institution and vacancies caused by outgoing staff, we organize recruitment to replenish the workforce. Subject to the development plans of the institution and the experience, qualifications and annual evaluation results of the faculty and staff, employees can participate in the open recruitment of the institution, and will only be promoted after passing the examination.

Teachers will only be subject to disciplinary punishment or be dismissed when there is a serious violation of the rules and regulations of the institution and related laws and regulations, or when they fail the performance appraisal. Dismissal of any faculty or other staff member is made in strict compliance with relevant laws and regulations, including the Labour Law of the PRC and the laws and regulations that are applicable to private educational institutions.

#### *Remuneration and Benefits*

To attract and retain high-caliber teachers, we provide our faculty and staff with relatively competitive remuneration and welfare, as well as free or low-cost accommodations in or near the school. We determine their remunerations based on their titles and the corresponding competence, upholding the principles of “more work for people with higher competence” and “more rewards for more work”, so as to attract and retain excellent talents. All staff members are required to undergo annual assessments, and their remunerations and positions will be subject to the assessment results. Additional staff welfare includes semester commencement bonus, birthday welfare, consolation for illnesses and funerals, Spring Festival, Women’s Day, New Year’s Day, Dragon Boat Festival, Teachers’ Day, Mid-Autumn Festival and National Day welfare, and employee welfare funds for



## Social Aspect

a semester, etc. Moreover, we comply with the PRC's employment ordinance and provide the employees in the PRC with five national statutory social insurances (including basic endowment insurance, basic medical insurance, employment injury insurance, maternity insurance and unemployment insurance).

### *Working Hours*

In accordance with the national laws and regulations, the working hours for faculty and staff shall not exceed 8 hours per day and 40 hours per week. For some positions such as drivers, a flexible working hour mechanism will be adopted due to the duties involved. We do not encourage overtime work, but we will give overtime pay in accordance with national regulations if our staff works overtime under emergency circumstances.

### *Equal Opportunities, Diversification and Anti-Discrimination*

During recruitment, we put emphasis on the behaviors and moralities of teachers and employees. We will first consider the applicants' majors, academic and technical qualifications, competence, skills, experience, actual performance, physical and psychological conditions before making a recruitment decision, so as to provide equal employment opportunities for those with different nationalities, races, genders, religious beliefs or cultural backgrounds.

We also value our employees' opinions. Diversified communication channels, such as letter boxes for communication, telephone hotlines, mailboxes, training, meetings and instant messaging software including WinEIM, WeChat and QQ, are used between the management and our employees. In addition, we encourage our employees to maintain the balance between work and life, providing them with recreational activities, such as the Group's evening parties for the three festivals, new-semester outward bound activities for teachers, and basketball games for faculty and staff, etc.

### *Health and Safety*

The Group has complied with all applicable health and safety laws and regulations, including but not limited to the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Regulation 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 Law of the PRC on Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), the Work-related Injury Insurance Regulations (《工傷保險條例》), the Interim Administrative Measures of Campus Environment in Middle and Primary Schools (《中小學校園環境管理暫行規定》), the Administrative Measures of Safety of Kindergartens, Primary and Middle School (《中小學幼兒園安全管理辦法》), the Measures for Implementation of Labour Protection of Female Workers in Guangdong Province (《廣東省女職工勞動保護實施辦法》), the Food Hygiene Law of the PRC (《中華人民共和國食品衛生法》), the Regulations on Administration of Public Places (《公共場所管理條例》), and the Administrative Measures on Preventive Health Examination (《預防性健康檢查管理辦法》). The Group has complied with all applicable health and safety laws and regulations, and no fine, punishment, investigation or charge was imposed on the Group due to failure to comply with relevant laws and regulations.

### *Safe Working Environment*

The Group takes the following various health and safety management measures once every semester or quarter which are monitored by the Group's office and the principal's office, so as to provide a safe working environment for the employees and ensure good fire and sanitary safety management. The Group provides faculty and staff with medical checks, food safety training, fire emergency drills and entry level position training. We conduct fire emergency drills, safety checks, air conditioning system cleaning and carpet disinfection regularly. Smoking and drinking are prohibited in workplaces. We provide annual health and safety training and



## Social Aspect

hold safety working meetings on a regular basis. In addition, we publish work safety and health announcements, and post safety warnings, signs and slogans in workplaces. Schools are provided with sufficient first-aid stations/facilities with unrestricted access. During working hours, all emergency exits in workplaces are kept unobstructed and unlocked.

To ensure the health of teachers and students, the Group regularly monitors students' health conditions, provides them with health education, helps them cultivate good health habits, treats the infectious diseases and common diseases among students, and improves teachers' environmental hygiene and sanitary conditions.

### *Canteen Safety*

The collective canteens in schools have obtained the corresponding licenses in accordance with the laws, and have strictly complied with the laws, regulations and food safety standards. The food orders of the canteens are given to the enterprises with food production and management licenses, and the ordered foods are inspected as required.

The internal and external environment of school canteens are kept clean and tidy, and the food purchasing process is under strict supervision. Staff members and the management of the canteens are required to familiarize themselves with the basic requirements for food hygiene. The principals are responsible for the food safety in school canteens, and the schools are required to appoint full-time or part-time food hygiene managers.

### *Teacher Development and Training*

The training policy of the Group standardizes the training plan formulation process, training resources management, training contents and costs, training rights and obligations of faculty and staff, lecture fees and training rewards. We provide multilevel training courses to create development opportunities for our faculty and staff. We organize training in accordance with the instructions of the senior supervisory department, as well as various professional training courses in accordance with the development needs of our faculty and staff. The Group organizes different types of training activities such as the principals' academic summit meeting, of which the main content is specific business discussions, including: the directions of the schools, strategies, formulation of special courses, etc.; entry level training for faculty and staff, which includes special skill training on job responsibilities, career planning, etc.; and building talent reserve for the Group's top- and middle-level staff, which includes specific business training about career planning, skills, etc. The Group formulates and implements the "Phoenix Scheme" (鳳凰計畫) to build a reserve of talents and establish training programs.

In addition, we will provide training for newly employed teachers, so that they can be familiar with the requirements and expectations of their own schools and the Group, and get acquainted with their working environment and colleagues. We will also provide continuous training plans for our teachers, such as group discussions, cross-school teacher seminars and outdoor training camps, in which teachers can share their experience, improve teaching skills and enhance team cooperation. We monitor the teaching quality through a teaching evaluation system which is established on the basis of various factors, including students' questionnaires, the implementation of teaching objectives and students' test scores. We will provide incentives to teachers with excellent performance, and ask those with poor performance to improve within a prescribed period.



## Social Aspect

### *Labour Standards*

The Group has strictly complied with the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), and the Law on the Protection of Minors of the PRC (《中華人民共和國未成年人保護法》). During the reporting period, the Group has not found any significant non-compliance with any relevant laws and regulations, nor has the Group hired any child labour or forced labour.

The Group has established internal working standards, codes and guidelines related to the prevention of using child labour or forced labour. The Group will carefully verify the basic background, identity, qualification and competence of the workers, and the official employment shall be subject to multilayer approval, which is supervised by the Group's human resources department and the Auditing and Supervision Center.

The Group signs labour contracts and handles social insurance procedures in accordance with the applicable laws, and receives the supervision from the local social security bureau, so as to prevent using child labour or forced labour. If the suspected use of child labour or forced labour is identified, the relevant employees will be remunerated in accordance with the national laws and regulations, and the human resources department and the Auditing and Supervision Center will verify such situations through investigations. If it is proved to be true, a heavy punishment will be imposed in accordance with the national policies and legislations as well as the Group's rules and regulations.





# Operating Practices

## Supply Chain Management

The suppliers of the Group mainly provide renovation services, equipment, supplies, etc. The Group's Collection of Rules (《制度彙編》) includes the tendering and procurement system, which contains specific requirements for the suppliers to comply with in tendering and procurement. When choosing a supplier, the Group grades and screens the suppliers based on their prices and business (qualification, technology, strength, etc.). A contract must be signed for each project and the acceptance and maintenance must be carried out strictly in accordance with the requirements of the contract.

The Group has a List of Qualified Suppliers (《合格供應商資源庫》), and looks for new suppliers on a regular basis. The Auditing and Supervision Center takes the lead to review the suppliers, mainly covering the necessary qualification certificates (including special industry certificates), track record of cooperation and history of creditability. They will be classified as qualified suppliers if the above requirements are met. When selecting a supplier, we consider and review whether the company is involved in any lawsuits. In order to ensure constant supply, we usually have a number of backup suppliers for one project. The Group coordinates the departments of each school to prepare more than one assessment report on suppliers each year to understand the integrity and service quality of the suppliers. In order to maintain good relationship with suppliers, the Group organizes supplier meetings on a regular basis or invites suppliers to attend large-scale celebration events. Moreover, in order to ensure timely delivery to meet our requirements at the beginning of the school terms, the tendering work organized by the Group may be conducted in advance, and the suppliers are required to provide corresponding follow-up services. For supplies which cannot satisfy our requirements in the cause of our cooperation, the Group will conduct discussion sessions with relevant departments, blacklisting and imposing appropriate penalties upon companies that breach the contract of a project.

## Quality of Education

The Group has established its Collection of Rules to monitor the matters concerning service quality. The Group complies with relevant laws, including but not limited to, the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Administrative Measures on License of Catering Industry (《餐飲服務許可管理辦法》), Regulation 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 Laws of the PRC on the Protection of Minors, the Administrative Measures of Safety of Kindergartens, Primary and Middle School (《中小學幼兒園安全管理辦法》), the Regulation on Sanitary Work of Schools (《學校衛生工作條例》), the Administrative Measures of Students' Injuries and Accidents (《學生傷害事故處理辦法》), the Advertisement Law of the PRC (《中華人民共和國廣告法》), the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法》), the Implementation Rules of the Law for Promoting Private Education (《民辦教育促進法實施條例》), and the Educational Law of the PRC (《中華人民共和國教育法》). Each year, the Group conducts an annual inspection on its school operating license and the registration certificate for private non-enterprise entities and submits annual report to the relevant administration of the Industrial and Commercial Bureau. During the reporting period, a group of officials from the provincial Department of Education and other government departments visited the schools for research. The research group conducted field research on the faculty, student aid and logistics service of the school. The school officials also reported to each of the government departments. The officials were impressed by the educational philosophies of the school and praised the achievements of the schools, expressing that they would continue to enhance the support for high-quality application-oriented universities, as well as the growth and development of the schools. In addition, the Group has not found any significant non-compliance with any relevant laws and regulations.



## Operating Practices

The Group adheres to the objective of “to serve the society with honesty and integrity through our services” and “to cultivate talents with a warm and loving heart”. We focus on providing high-quality Chinese courses to students in primary and middle schools and pay attention to the well-rounded development of students. We believe that our brand is well-known in and beyond the regions where our schools are located. We provide all kinds of resources to help our students prepare for enrollment tests of higher education, including exam preparation lectures provided by experienced teachers, practice questions, mock exams and revision courses.

To emphasize the well-rounded development of our students, we offer a wide range of school-based elective courses, including courses for sports, art, music, Chinese culture and activities that promote the development of students’ moral character. As a private education group operating premium primary schools and secondary schools, we encourage students to pursue their interest from childhood and constantly provide them with different levels of courses to enhance their interest.

### *Guarantee of Service Quality*

The teaching quality of the Group is verified by the Research and Teaching Center in accordance with the requirements of government departments and the Group’s standards. The logistics service quality is verified by the Logistics Service Center in accordance with the requirements of the government departments and the Group’s standards. The quality of construction is verified by the Engineering Management Department in accordance with the requirements of the government departments and the Group’s standards. The Auditing and Supervision Center shall audit the above work.

As we believe that the teachers’ quality is vital to our schools’ success, we have a team of qualified and dedicated teachers. We provide competitive remuneration to attract and retain excellent teachers, and at the same time provide training and tailored support to our teachers while continuously monitoring the teaching quality of our schools.

Academic performance is one of the main factors that our potential students and their parents consider when choosing a school. In order to maintain and improve the teaching quality of our schools, we plan to monitor our students’ academic performance on an ongoing basis, provide tailored guidance to our students, grant scholarships and subsidies to encourage students to achieve outstanding academic results, and keep active contact with parents for their feedback on our schools. We will continue to pay attention to the well-rounded development of our students. To provide a pleasant learning environment to arouse students’ interest and help them build confidence, we intend to review, adjust and expand our school-based elective courses from time to time. We believe that excellent teachers and appropriate teaching methods are essential to the success of our schools, and will continue to strive to recruit and retain high-caliber teachers. We plan to further promote the discussion and experience sharing among teachers by holding regular group meetings and subject-specific seminars. We also plan to organize visits to other schools and educational institutions for our teachers and carry out academic exchanges from time to time, so as to allow our teachers to understand thoroughly the latest teaching methods and models.



## Operating Practices

### *Brand-building and Publicity*

In order to attract high quality students to enroll in our schools, we adopt multiple marketing and recruitment methods, which includes advertising our recently established schools through the press and other media, visiting potential feeder schools to introduce our education courses, inviting potential students and their parents to visit our campus, distributing information booklets, providing free trial classes and providing scholarships and tuition fee discounts. We believe that our brand will play a crucial role in terms of recruitment, and we adopt a wide range of marketing methods to promote our brand name, which involves increasing the Group's exposure in the media, organizing promotional activities, donating for charity and participating in community services.

### *Intellectual Property*

The Group has complied with the Patent Law of the PRC (《中華人民共和國專利法》), the Intellectual Property Law of the PRC (《中華人民共和國智慧財產權法》), the Tort Liability Law of the PRC (《中華人民共和國侵權責任法》), the Agreement on Trade-Related Intellectual Property (《與貿易有關的智慧財產權協定》), and the Advertisement Law of the PRC (《中華人民共和國廣告法》). To protect our intellectual property rights, the Group strictly requires the publicity department to use the registered trademark of the Group, purchase copyrighted software, teaching materials etc.

### *Communication between Parents and Schools*

To facilitate parent-school communication and to timely obtain feedback from our students' parents, we set up parents' committee in each of our schools, comprising of parent-representatives from each grade. The parents' committees act as a liaison between the school and parents and allow parents to voice their opinions about our schools. We also organize a variety of events and activities for our students' parents, such as teacher-parent meetings, mom chorus, dad basketball teams, parent-in-the-classroom day and parent invigilation teams. We believe these events and activities have strengthened the relationship between our schools and our students' parents and contributed to creating a harmonious learning environment. The Group provides different types of channels to collect students' opinions on the schools, including the principal's mailbox, the student union, complaint and suggestion hotline, E-mail, etc. The Auditing and Supervision Centre will be in charge of collecting complaints/suggestions. Complaints are generally handled within five working days.

### *Student Aid and Health*

For each of our schools, we have a team of counsellors to provide care, support and guidance to our students. Our counsellors share the same daily schedule with our students, overseeing the safety and wellbeing of the students in campus. Our counsellors are available to provide 24-hour services to students. For primary 1-3 students, our counsellors assist students with their daily routines and teach students independent living skills. For primary 4-6 students, our counsellors teach them social skills and independence. For middle and high school students, our counsellors supervise their dormitories to provide an orderly, safe, clean and healthy living environment for our students. We also provide on-campus medical staff and mental-health counsellors to create a healthy and safe campus environment for our students.



## Operating Practices

We are dedicated to ensuring the health and safety of our students. Our student dormitories are on a full boarding schedule and are under the dual supervision of teachers and counsellors. We maintain security guards and camera surveillance equipment on each of our campuses. We arrange third-party suppliers to provide school shuttle bus services for students at our schools. We also engage on-campus medical staff and mental-health counsellors to handle routine medical treatments and psychological counselling for our students, and will promptly send our students to hospitals when necessary.

We have put in place enhanced health and safety measures, including (i) increasing the patrol presence of our staff in student dormitories, (ii) enhancing the communication with parents and students to better understand the physical and psychological state of our students, (iii) holding educational talks to increase student awareness on health and safety matters, (iv) further promoting the on-campus counselling services provided by our teachers and counselors, and (v) conducting additional training to the relevant staff to ensure appropriate and prompt responses in circumstances of emergency.

Each of our schools has an on-campus medical treatment room designed to provide medical services for our students. In case of emergency or under necessary and appropriate circumstances, we will timely send our students to a nearby hospital for medication and treatment.

### **Protection of Personal Data Privacy**

The Group deals with the data of students and employees in accordance with the archives management system, protecting the personal data of students/employees by implementing confidentiality system and signing confidentiality agreements. The measures are carried out by the schools and departments, while the Auditing and Supervision Centre is responsible for supervision. During the reporting period, no complaints were received concerning students/employees and privacy/data.

### **Anti-corruption**

The Group shall not tolerate any illegal or immoral behaviors, and employees shall not engage in any misconduct, malfeasance, bribery, fraud, theft or any malicious acts. The Group has complied with 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》), the Law of the PRC on Anti-Money Laundering (《中華人民共和國反洗錢法》), the Tendering and Bidding Law (《招標投標法》). We have entered into the clean governance agreement, the anti-commercial bribery agreement and the confidentiality agreement so as to prevent and monitor any suspected bribery, extortion, fraud and money-laundering activities. We implement strict rules to prohibit teachers from accepting gifts of monetary value from parents and students. If employees find suspicious or improper incidents that may give rise to moral misgivings, they can report to the management directly.

During the reporting period, the Group has not found any major non-compliance with the laws and regulations which had a significant impact on the Group concerning the prevention of bribery, extortion, fraud and money laundering, nor is it aware of any lawsuits against the Group or its employees due to violation of anti-corruption laws and regulations.



## Community

### Community investment

In addition to devotion to its own sound development, the Group actively takes up corporate social responsibilities by paying close attention to people's livelihood needs while proactively undertaking social responsibilities and earnestly supporting the development of social welfare undertakings. We have been promoting the development of students' moral character and have been organizing the yearly "Inspirational Students Award" (感動光明校園人物), the selection of "Top 10 Guangming Stars" (十大光明之星) and other activities, in order to commend students with outstanding virtue and character. We also encourage our employees and students to participate in various kinds of social service activities. In order to produce sincere and upright graduates, we have sought to uphold our educational objectives, namely, "serving the society with honesty and integrity through our services and cultivating talents with a warm and loving heart". We have established scholarships and student grants, such as Love & Care Foundation (愛心基金會), in order to care for and offer financial assistance to students with excellent academic performance whose families face financial difficulties.













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

Subject Areas/Aspects/KPIs	Chapter/Statement	Page No.
<b>Aspect B6: Product Responsibility</b>		
General Disclosures	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Quality of Education  13-15
<b>Aspect B7: Anti-corruption</b>		
General Disclosures	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  15
<b>Community</b>		
<b>Aspect B8: Community Investment</b>		
General Disclosures	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.	Community Investment  16





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