



Tong Ren Tang Technologies Co. Ltd.

北京同仁堂科技發展股份有限公司

(A joint stock limited company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

(Stock Code 股份代號:1666)

# 2021

Environmental, Social  
& Governance Report

環境、社會及管治報告





# 北京同仁堂

Beijing Tong Ren Tang







# Content 目錄

About this Report 關於本報告	2	<b>Product Responsibility</b> 產品責任	29
About Us 關於我們	4	Quality Control 質量控制	30
Brand and Culture 品牌與文化	6	Innovation and R&D 創新研發	34
<b>Responsibility Management</b> 責任管理	8	Customer Service 客戶服務	35
ESG Management System ESG 責任管理體系	9	<b>Environmental Protection</b> 綠水青山	38
Stakeholder Engagement 利益相關方溝通	12	Emission Management 排放物管理	43
Materiality Analysis 重大性議題判定	13	Resource Utilisation 資源使用管理	47
<b>Corporate Governance</b> 公司管治	14	Coping with Climate Change 應對氣候變化	52
Risk Identification 風險識別	16	<b>Employee Care</b> 關愛員工	55
Risk Control 風險管控	17	Employees' Rights and Interests 員工權益	56
Anti-corruption 反腐敗	18	Employee Development 員工發展	59
<b>Authentic Medicinal Materials</b> 道地藥材	21	Employee Care 員工關愛	64
Authentic Place of Origin 道地產區	22	Safe Production 安全生產	65
Ecosystem and Natural Resources Conservation 生態環境及天然資源保護	23	<b>Contributions to Society</b> 回饋社會	68
Supplier Management 供應商管理	27	Fight Against the Epidemic 迎「疫」而戰	69
		Health-preserving Medication 醫藥健康	71
		Independent Assurance Report 獨立鑒證報告	73

## About This Report

**This report is the Environmental, Social and Governance Report for the year 2021 (this “Report”) published by Tong Ren Tang Technologies Co. Ltd. (the “Company”, 1666.HK) and its subsidiaries (together, the “Group”). The board of directors of the Company (the “Board”) and its individual members affirm that this Report contains no false or misleading statements or material omissions and that they are jointly and severally responsible for the truthfulness, accuracy, and completeness of its contents.**

The Board believes that sound environment, society and governance (“ESG”) structure is vital for the development of the Group. In addition to the business growth, the Group has been pursuing excellence in environmental protection, social responsibility, corporate governance and other areas. Meanwhile, the Group also expects to enhance its transparency of operation to achieve and uplift the sense of social responsibility. With reference to its own experience, the Group primarily adopts the principles and basis of Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) (the “Listing Rules”) as its standards, with an aim to establish a sound ESG structure. This report has complied with the “Comply or explain” provisions set out in the Environmental, Social and Governance Reporting Guide.

This Report sets out the Group’s (for the purposes of this Report, unless otherwise indicated, it does not include a subsidiary of the Company, namely Beijing Tong Ren Tang Chinese Medicine Company Limited (“Tong Ren Tang Chinese Medicine”, 3613.HK), and its subsidiaries (hereinafter collectively referred to as “Tong Ren Tang Chinese Medicine Group”)) policies and practices in aspects such as working environment, operational management, public welfare and environmental protection for the period from 1 January 2021 to 31 December 2021 (the “Reporting Period”). This Report is designed to allow shareholders, investors and the public to have a more comprehensive and profound understanding of the Group’s corporate governance and culture, and please see the announcement released on Hong Kong Stock Exchange for the ESG performance of Tong Ren Tang Chinese Medicine.

This Report is prepared and published in traditional Chinese and English. In the event of discrepancy between each version, the traditional Chinese version shall prevail. This Report is printed on environmental-friendly paper to minimize impacts on the environment and advocate the Group’s environmental principles.

Ernst & Young Huaming LLP, an independent assurance organization, has provided independent assurance services for this Report and issued an independent assurance report.

This Report is available in both paper and electronic formats. The electronic format can be viewed and downloaded on the website of the Hong Kong Stock Exchange ([www.hkex.com.hk](http://www.hkex.com.hk)) and the website of the Company ([www.tongrentangkj.com](http://www.tongrentangkj.com)). For any suggestion or opinion on this Report or the Group’s ESG work, please kindly send it to the Company through our communication channels.





## 關於本報告

本報告是北京同仁堂科技發展股份有限公司(「本公司」, 1666.HK)及其子公司(以下合稱「本集團」)向社會公眾發佈的二零二一年度《環境、社會及管治報告》(「本報告」)。本公司董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏, 並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

董事會認為, 良好的環境、社會及管治(「ESG」)構架對於本集團之發展極其重要, 除了致力於在業績上追求增長, 亦於環境保護、社會責任及企業管治等範疇不斷精益求精; 同時亦希望增強本集團運營之透明度, 從而實現並提高社會責任感。本集團主要採納香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄二十七所載《環境、社會及管治報告指引》之原則及基準作為本集團的標準, 同時結合自身實際, 旨在構建良好的ESG構架。本報告已遵守《環境、社會及管治報告指引》載列的「不遵守就解釋」條文。

本報告報告時間跨度為二零二一年一月一日至二零二一年十二月三十一日(「報告期」)。本報告載列了本集團(僅就本報告而言, 除特別注明外, 均不包含本公司之子公司北京同仁堂國藥有限公司(「同仁堂國藥」, 3613.HK)及其子公司(以下合稱「同仁堂國藥集團」)於工作環境、營運管理、社會公益及環境保護等方面的策略與實踐, 股東、投資者以及公眾人士通過本報告可對本集團的治理與文化有更加全面、深刻的瞭解, 而同仁堂國藥之ESG表現可參閱其於香港聯交所發佈之報告。

本報告分別以中文繁體及英文編寫、發佈, 在對各文本的理解上發生歧義時, 請以中文繁體文本為準。本報告之紙張均使用環保紙張印制, 旨在最大限度降低對環境的影響與污染, 倡導本集團的環保理念。

安永華明會計師事務所(特殊普通合伙)已為本報告提供獨立鑒證服務, 並出具鑒證報告。

本報告有紙質版及電子版兩種形式, 電子版可以在香港聯交所網站([www.hkex.com.hk](http://www.hkex.com.hk))和本公司網站([www.tongrentangkj.com](http://www.tongrentangkj.com))查閱和下載, 歡迎社會各界人士透過本公司通信渠道, 就本報告或本集團ESG工作提出建議及意見。



## About Us

The Company was established in March 2000, was listed on the Growth Enterprise Market of the Stock Exchange of Hong Kong in October of the same year, and was transferred to the Main Board of the Stock Exchange of Hong Kong in July 2010.

As one of a modern Group based on traditional Chinese medicine integrating production, supply and marketing under China Beijing Tong Ren Tang Group Co., Ltd. which is the ultimate holding company of the Group has always adhered to and enhanced its pharmaceutical tradition of “no compromise on labour cost despite the complexity of processing herbal medicines; no compromise on material resources despite the scarcity of medicine ingredients” since its incorporation. Relying on modern pharmaceutical technology and taking up its mission of “Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health”, we insist on the pharmaceutical characteristics of “unique prescription, superior materials, superb technique and obvious effects” to provide high-quality, safe and reliable authentic products to all consumers at home and abroad.

Taking Chinese patent medicine as the core, the Group boasts an abundant product reserve. The products in a variety of categories offer such efficacies as nourishing heat-clearing, relieving, soothing, etc. There are more than one hundred products in various dosage forms, such as pills, tablets, granules, oral liquids and gels, among which the representative varieties include Liuwei Dihuang Pills, Niu Huang Jiedu Tablets, Ganmao Qingre Granules, etc.

The Group is engaged in production and sales of traditional Chinese medicine, food and daily chemicals, production of traditional Chinese medicinal materials, medical services, etc.

Committed to the modernisation of traditional Chinese medicines and traditional Chinese medicine healthcare, the Group innovates based on heritage and self-develops backed by innovation, making continuous efforts to promote the dissemination and development of traditional Chinese medicines and traditional Chinese medicine healthcare.





## 關於我們

本公司於二零零零年三月成立，同年十月在香港聯交所創業板掛牌上市，並於二零一零年七月轉至香港聯交所主板上市。

本集團作為最終控股公司——中國北京同仁堂(集團)有限責任公司旗下的一家集產供銷於一體的現代化中藥集團，自成立之日起，始終堅持繼承和發揚同仁堂「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的製藥傳統，依托現代製藥技術，以「同修仁德，濟世養生」為己任，堅持「配方獨特，選料上乘，工藝精湛，療效顯著」的製藥特色，為海內外廣大消費者提供質量優良、安全放心的道地產品。

本集團以中成藥產品為核心，具有豐富的產品儲備，產品涵蓋補益類、清熱類、解表類、安神類等多種門類，涉及丸劑、片劑、顆粒劑、口服液和膠劑等多種劑型的百餘個產品，代表品種包括六味地黃丸、牛黃解毒片、感冒清熱顆粒等。

本集團涉及中藥產品、食品、日化類產品的生產銷售，中藥材原料生產，醫療服務等領域。

本集團致力於傳統中藥現代化和中醫藥健康領域，在繼承中創新，在創新中發展，為持續推動實現中醫藥的傳播與發揚而不斷努力。



## Brand and Culture

Founded in 1669 (the 8th year of Kang Xi reign in Qing Dynasty), Tong Ren Tang has a history of over 350 years. Since then, Tong Ren Tang has been adhering to the old maxim of “No compromise on labour cost despite the complexity of processing herbal materials. No compromise on material resources despite the scarcity of medicine ingredients”, and treating patients with benevolence and competence. This is the foundation of Tong Ren Tang’s culture of quality and integrity, and the code of conduct observed by generations of those at Tong Ren Tang.

“Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health” is both Tong Ren Tang’s mission and its spirit. Tong Ren Tang is in the pharmaceutical industry, taking on the mission of improving and enhancing health and life quality of people. We always adhere to the ways of operation of making profits by performing good deeds along with making profits, hold sentiments of preserving tranquility and wellness, in order to actively promote the Chinese medicine culture.

On the foundation of inheriting the essence of the traditional Chinese medicine culture of China, after over 300 years’ evolution and innovation, Tong Ren Tang combines TCM and Chinese Medicine, tradition and modernity, formed a unique integration of traditional techniques, preparation methods, as well as cultures of benevolence, quality, and integrity, business philosophy, values and brand image. In 2006, Tong Ren Tang’s Chinese medicine culture was recognized as one of the first National Intangible Cultural Heritages.

Over the past hundreds of years, the people of Tong Ren Tang have endeavoured to maintain the brand of Tong Ren Tang. “Unique prescription, superior materials, superb technique, and obvious effects” have characterized the pharmaceutical expertise of Tong Ren Tang for hundreds of years, and are well-known in markets.

From 1669 to 2021, Tong Ren Tang experienced a change from a drugstore, to a family business of “front store, back factory”, and then to a state-owned listing enterprise. In these 350 years, despite changes in times and environment, the concept of Tong Ren Tang to operate with integrity has never changed and the pace of progress has never stopped. Through these 350 years, the brand of Tong Ren Tang has gradually took a historic leap from Beijing to the country, and then to the world. Bringing back memories of hometowns to overseas Chinese and gaining praises of patients with different skin colors from all corners of the world, the word “Tong Ren Tang” brings people not only health, but also a strong Chinese sentiment.

In 1989, the Trademark Office of the State Administration of Industry and Commerce certified “Tong Ren Tang” as a national well-known trademark. “Tong Ren Tang” trademark is owned by China Beijing Tong Ren Tang Group Co., Ltd., the Group can use the trademark and logo of “Tong Ren Tang” for a fee according to its authorization.





## 品牌與文化

同仁堂創始於公元一六六九年(清康熙八年)，至今已有三百五十多年的歷史。同仁堂自創始之日起，始終堅持「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的古訓，講「仁心」、重「仁術」，奠定了同仁堂質量和誠信的文化根基，成為歷代同仁堂人遵循的行為準則。

「同修仁德，濟世養生」既是同仁堂的使命，也是同仁堂的精神。同仁堂既處醫藥行業，以改善和提高人民健康水平和生活質量為己任，始終堅持以義為上、義利共生的經營之道，恪同修仁德之根本，抱濟世養生之情懷，積極弘揚中醫藥文化。

同仁堂在繼承中國傳統中醫藥文化精髓的基礎上，經過三百餘年的傳承與創新，將中醫與中藥相結合、傳統與現代相結合，形成了獨具特色的傳統技藝、炮製方法，形成了仁德文化、質量文化、誠信文化，以及獨有的經營哲學、價值理念與品牌形象。同仁堂中醫藥文化已於二零零六年列入首批國家級非物質文化遺產名錄。

幾百年來，同仁堂人都在全力維護同仁堂品牌。「配方獨特，選料上乘，工藝精湛，療效顯著」是同仁堂數百年的製藥精髓與特色，在中醫藥市場上享有盛名。

從一六六九年到二零二一年，同仁堂歷經了從一家藥室，到前店後場的家族企業，再到國有上市公司的身份轉變。三百五十餘年來，時代在變、環境在變，但同仁堂人靠誠信立業的理念從未改變，前進的腳步從未停歇，同仁堂品牌也逐步實現了從北京走向全國，再到世界的歷史性跨越，從海外華人到同仁堂藥店找尋對故鄉的記憶到五湖四海不同膚色患者的交口稱讚，「同仁堂」三個字帶給人們的不只是健康，還包括那份濃濃的中華情。

「同仁堂」商標由國家工商行政管理局商標局於一九八九年認定為國家馳名商標。「同仁堂」商標為中國北京同仁堂(集團)有限責任公司所有，本集團依照其授權可有償使用「同仁堂」商標及商標圖樣。



# Responsibility Management

責任管理





# 責任管理

## ESG Management System

The Group primarily adopts the principles and basis of the *Environmental, Social and Governance Reporting Guide* set out in Appendix 27 to the Listing Rules as its standards of ESG management.

The Group always pays close attention to harmonious corporate and social development, gradual integration of social responsibility into all aspects of the Company's production and operation, earnestly fulfils economic, social and environmental responsibilities, and accepts the supervision of various stakeholders such as the government, shareholders, employees, management, partners, consumers and the public. The Group also strengthens communication with stakeholders, enhances the transparency of corporate operations, raises society's awareness and recognition of the Group's sustainable development efforts, and realises the pattern of mutual development and mutual benefit between the Company and stakeholders. At the same time, combined with its own development, it has constantly improved its corporate governance structure and internal risk management level, thereby continuously promoting the healthy, sustained and stable high-quality development of the Group.

The Group's business and operation relating to ESG are led and authorised by the Board. Certain powers are entrusted by the Board to the management to formulate and implement the strategy and operation plan in respect of ESG of the Group. The Company has established functional departments such as the Trade Union, Production Management Department, Quality Management Department, Human Resources Department, Financial Planning Department, Security Department, Engineering Department, Audit Department, Investment and Financing Management Department, Strategic Planning Department, After-Sales Service Inspection Department and Legal Department (Brand Risk Control Department), which are directly led by the senior management and are responsible for the Group's overall management of strategy, personnel, finance, quality, energy, safety and environment protection, risk control and other aspects of sustainable development.

## ESG 責任管理體系

本集團主要採納上市規則附錄二十七所載《環境、社會及管治報告指引》之原則及基準作為 ESG 管理之標準。

本集團重視公司與社會的和諧發展，將 ESG 管理理念逐步融入到公司生產經營的各個環節，認真履行經濟、社會及環境責任，接受政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的監督，加強與利益相關方間的溝通，增強公司運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成公司與各利益相關方共同發展、互利共贏的格局。同時，本集團結合自身發展，不斷完善法人治理結構，提升內部風險管理水平，進而持續推動本集團健康、持續、穩定的高質量發展。

本集團之 ESG 相關業務及事務由董事會領導及授權處理。若干權利需由董事會委託予管理層，讓管理層制定及實施本集團之策略及營運計劃。本公司設有工會、生產管理部、質量管理部、人力資源部、財務計劃部、安全保衛部、工程部、審計部、投融資管理部、戰略規劃部、售後服務監察部、法律事務部(品牌風控部)等職能部室，並分別由高級管理人員直接領導，負責本集團在戰略管理、人員管理、財務管理、質量管理、能源管理、安全環保、風險防控等可持續發展方面的各方面管理。



# Responsibility Management

The Company has established the strategy and planning committee under the Board to conduct research and evaluation on the performance of the Company's development strategy and planning, brand protection, legal risk prevention, product safety and other ESG related aspects and make recommendations to the Board, so as to enhance governance standard of the Group, prevent operational risks, and meet development needs of the Group.

The Board of the Company deliberates and makes decisions on major ESG issues as the highest decision-making body of the Group on ESG work, and assumes full responsibility for the environmental, social and governance strategies and reporting of the Group. The Board reviewed and approved the Environmental, Social and Governance Report of the Company for the year ended 31 December 2021 at the board meeting.

本公司於董事會下設立戰略與規劃委員會，對本公司發展戰略與規劃、品牌保護、法律風險防範、產品安全等 ESG 方面的表現進行研究並向董事會提出建議，進而不斷提升本集團的治理水平、防範經營風險，以適應本集團發展需要。

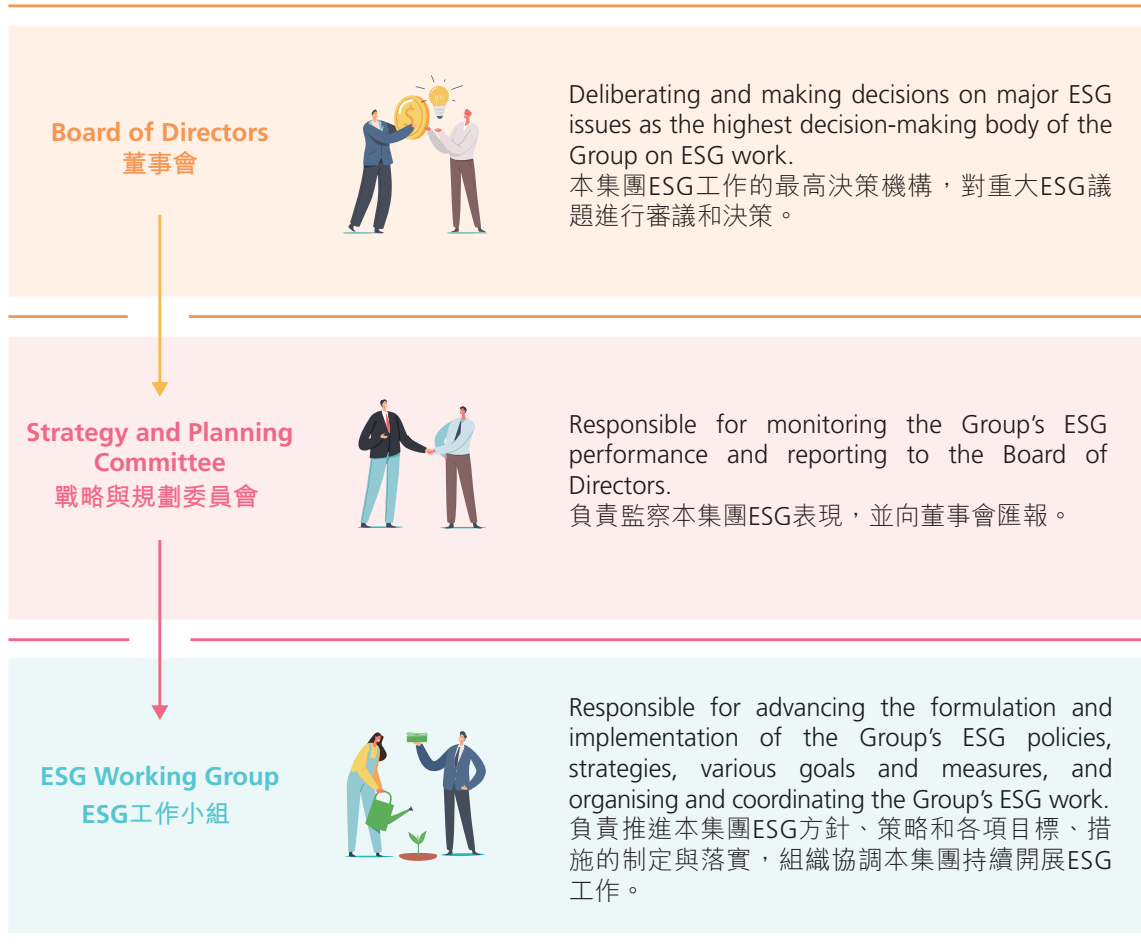
本公司董事會是本集團 ESG 工作的最高決策機構，對重大 ESG 議題進行審議和決策，並對本集團的 ESG 策略及匯報承擔全部責任。董事會已於董事會會議上審閱並批准本公司截至二零二一年十二月三十一日止年度之《環境、社會及管治報告》。





## 責任管理



### The Group's ESG Governance Structure 本集團ESG治理架構



# Responsibility Management

## Stakeholder Engagement

### 利益相關方溝通

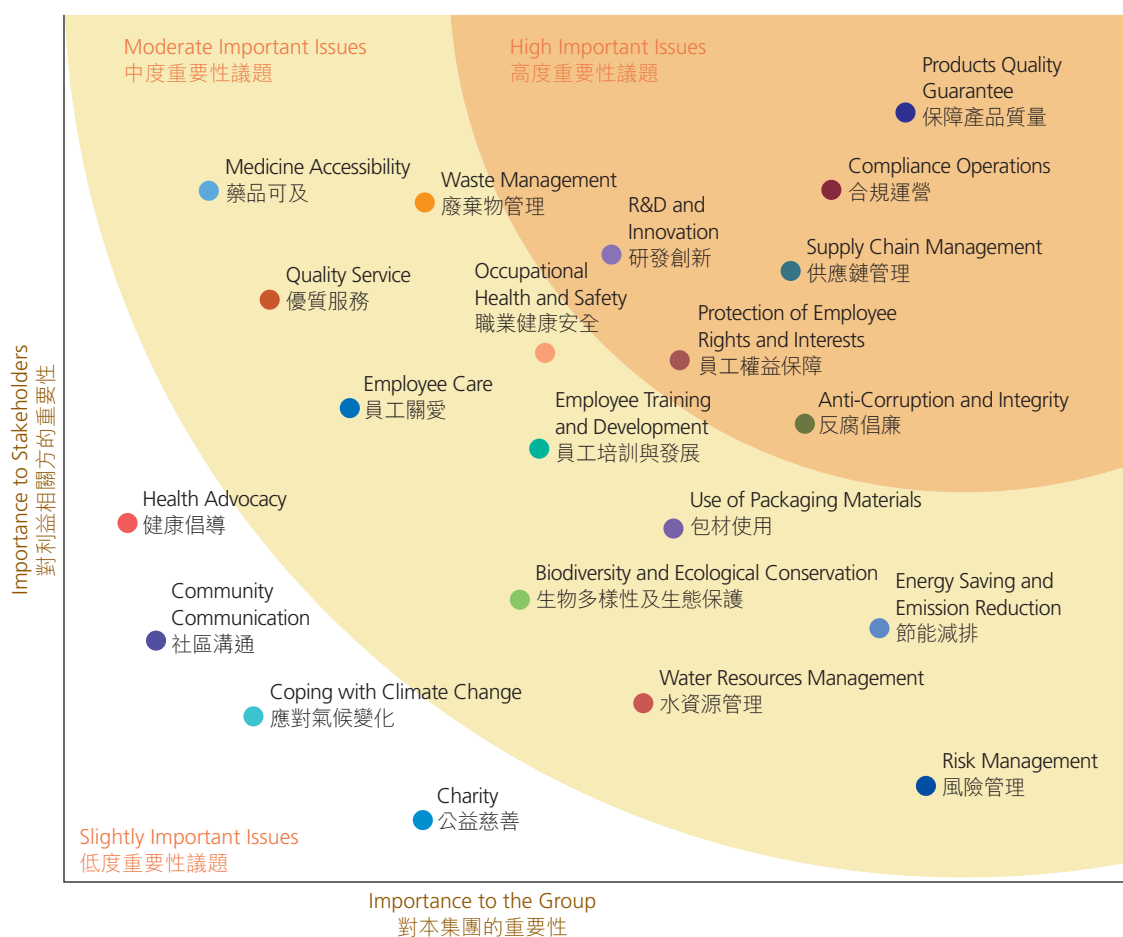
 <b>Stakeholders</b> 利益相關方	 <b>Expectations and demands</b> 期望與訴求	 <b>Our response</b> 我們的回應
<b>Shareholders and investors</b> 股東及投資者 	Standardise operations 規範運作 Reasonable return on investment 合理的投資回報	Accuracy and regulated information disclosure 準確規範的信息披露 Payment of dividends 派發股息
<b>Customers and consumers</b> 客戶與消費者 	Quality product supply 優質的產品供應	Guarantee of product quality and product safety 保障產品質量與產品安全
<b>Employees</b> 員工 	Good working environment 良好的工作環境 Good benefits 良好的福利待遇 Providing vocational skills training and career development paths 提供職業技能培訓與職業發展路徑	Providing a safe work environment 提供安全的工作環境 Complete salary and welfare system 完備的薪酬福利體系 Providing diversified training 開展多元化的培訓 Establishing a career promotion path 建立職業晉升路徑
<b>Community and the public</b> 社區及公眾 	Reducing the impact of production operations on the surrounding environment 降低生產運營對周邊環境的影響 Popularising health knowledge 普及健康知識 Helping vulnerable groups 幫扶弱勢群體	Clean and green production 實現清潔、綠色生產 Participating in various public services 開展各類公益活動
<b>Government</b> 政府 	Compliance operations 合規經營 Payment of taxes according to law 依法納稅	Operating according to law 依法營運 Full tax payment 足額繳稅

# 責任管理

## Materiality Analysis 重大性議題判定

In 2021, factoring into internal and external environment changes and through interaction and communication with various stakeholders about the daily production and operation, the Group collected opinions and suggestions from various stakeholders on the sustainable development management of the Group; meanwhile, the Group carried out benchmarking analysis of information disclosure of peer companies on sustainable development, and sorted out the issues of sustainable development related to the industry and the Group. After discussion and screening, issues of sustainable development for the year were identified, which serve as an important basis and guidance for the sustainable development management of the Group in the future. The Group's 2021 materiality matrix was finally determined as follows.

二零二一年，本集團結合內外部環境變化，通過日常生產經營業務與各類利益相關方進行互動與溝通，收集各類利益相關方對於本集團可持續發展管理工作的意見與建議。同時，開展同行企業可持續發展信息披露的對標分析，梳理與本行業和本集團相關的可持續發展議題，經過討論和篩選，確定了本年度的可持續發展議題，並作為本集團未來開展可持續發展管理的重要依據和指導方向。本集團二零二一年度可持續發展重大性議題矩陣如下。





# Corporate Governance

## 公司管治

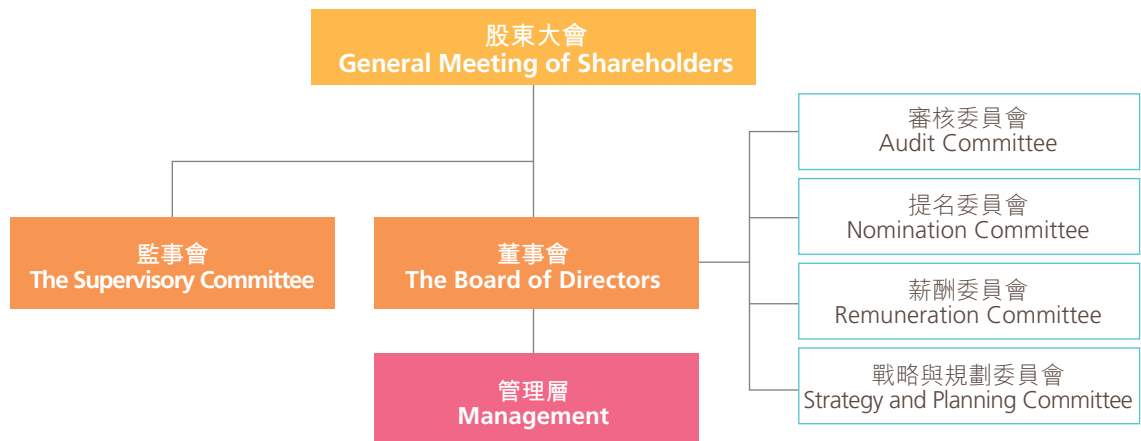


## 公司管治

The Group fully understands that sound corporate governance is the cornerstone of development. The Group has adopted the principles and standards contained in the Corporate Governance Code set out in Appendix 14 to the Listing Rules as the Group's standards, combined them with the Group's conditions and constantly optimised corporate management, aiming to establish a good corporate governance structure, improve its governance, enhance the core competitiveness of the Group and fulfil expectations of shareholders and investors.

本集團深知良好的公司管治乃發展之基。本集團已採納上市規則附錄十四所載《企業管治守則》之原則及基準作為本集團的標準，同時結合本集團之實際，不斷優化公司治理，旨在構建良好的公司管治構架，提升管治水平，進而提升本集團核心競爭力，不辜負股東及投資者的期許。

### Organizational Structure of the Company 本公司組織架構



The Company has set up a corporate governance structure comprising the general meeting, the Board, the special committees, the Supervisory Committee and management pursuant to the *Company Law of the People's Republic of China*, the *Listing Rules*, the *Hong Kong Securities & Futures Ordinance* and other applicable laws and regulations. The shareholders' general meeting is the highest authority of the Company while the Company's business and operation are led and authorised to be managed by the Board. Certain powers shall be entrusted by the Board to management. The Board monitors the performance of management. The Board has multiple special committees, to supervise the specific affairs of the Company. In addition, the Supervisory Committee of the Company exercises the power of supervision in accordance with the law, with an aim to protect the interests of Shareholders, the interests of the Company, and the legitimate rights and interests of employees from violation. Such organisational structure provides the authority organs, decision-making organs, supervisory organs and management with clear roles, responsibilities and operating standards, and enables them to constrain each other.

During the Reporting Period, the operation of duties of the authority, decision-making and supervisory of the Company, including the general meeting, the Board and the Supervisory Committee, which all respectively carried out management decision making and played supervisory roles strictly and operated in a standardised and effective manner. The special committees under the Board also strictly performed their duties.

本公司根據《中華人民共和國公司法》、上市規則、《香港證券及期貨條例》等法律法規，建立了由股東大會、董事會及其專門委員會、監事會和管理層組成的公司治理構架。本公司股東大會是最高權力機構，本公司之業務及事務由董事會領導及授權處理，若干權利由董事會委託予管理層，並監察管理層之表現。董事會下設多個專門委員會，以監察本公司特定方面之事務。此外，本公司監事會依法行使監督權，保障股東權益、公司利益、員工的合法權益不受侵犯，從而形成了權力機構、決策機構、監督機構和管理層之間權責明確、運作規範和相互制衡的機制。

於報告期內，本公司股東大會、董事會、監事會等各自按權力、決策、監督職責運行，嚴格進行管理決策和實施監督，運作規範有效。董事會下設的各專門委員會亦嚴格履行其相應職責。



# Corporate Governance

## Risk Identification

### 風險識別

The Group regularly identifies and analyses risks based on the *Self-Check List for Risk Management Work* and their own actual conditions, and screens the internal and external risks and factors associated with or with possible influence on the achievement of the Group's goals in the risk identification process. Based on the "risk source", "the impact of the risk" and "the likelihood of the risk", the Group discusses and determines the degree of impact and probability of the risk and completes the risk identification. The identified risks are then put in order to determine those worthy of key concern and priority control, and finally the Group's risk list is determined and entered into the risk database.

The management of the Company regularly discusses, combs and updates the state of risk identification, identifies the scope of risks that need attention, and makes reviews and adjustments due to changes in business nature, operating environment and policy requirements, thus to continuously update and evaluate different risk factors.

本集團定期根據《風險管理工作自查表》，結合自身實際情況對風險進行識別與分析，並在風險識別過程中篩選出與實現本集團目標相關的內部風險和外部風險，以及可能影響實現本集團目標的因素。本集團依據「風險來源」、「風險出現的影響程度」、「風險發生的可能性大小」進行討論，判定風險的影響程度和發生可能性，完成風險的識別，並對識別的風險進行排序，確定重點關注及優先控制的風險，最終確定本集團風險清單內容，納入風險庫。

本公司管理層定期進行商討、梳理和更新風險識別情況，識別所需關注的風險範疇，並因業務性質、營運環境及政策要求等的改變作出檢討和調整，持續更新及評價不同的風險因素。





# 公司管治

## Risk Control

### 風險管控

The Group has established three lines of defense and monitoring mode for risk management, with each business unit serves as the first line of defense for risk management, and each functional management department serves as the second line of defense for risk management, and the audit department and other supervision departments serve as the third line of defense for risk management. In 2021, the Legal Affairs Department (Brand Risk Control Department) took the lead to carry out comprehensive risk identification and sorting out countermeasures within the Group operations, and make recommendations to tackle identified risks, ensure the effective operation of the Group's risk management system, and ensure that risks are managed and controlled.

Each unit of the Group collects internal and external information related to its risk management in accordance with the major risks. According to the risk information collected, the degree of impact, probability of occurrence and risk category are determined. Based on the results of the risk analysis, combined with the cause and tolerance of the risk, the risk and return are weighed to formulate a risk response plan. At the same time, dynamic management is carried out for the risks discovered and their changes. We regularly analyse the material risks currently faced by the Group, discuss and formulate countermeasures to control the risks within an acceptable range and reduce the probability of occurrence.

The Board of Directors is responsible for evaluating and determining the nature and extent of risks that the Group can accept when realising its strategic objectives, regularly reviewing and approving reports on risk management, assessing risks and countermeasures to ensure that the Group maintains appropriate risk management, and reviewing their effectiveness. The risk management report of the Group for the year ended 31 December 2021 was reviewed and approved by the Audit Committee and the Board at the meetings held on 15 March 2022 and 18 March 2022, respectively. For details of the measures taken by the Group for management of the major risks, please refer to the section headed "Risk Management and Internal Control" in the chapter "Corporate Governance Report" of the 2021 annual report of the Company.

本集團已建立風險管理三道防線及監控模式，由各業務發起單位作為風險管理的第一道防線，各職能管理部門作為風險管理的第二道防線，審計部等監察部門作為風險管理的第三道防線。二零二一年，由法律事務部(品牌風控部)牽頭，在本集團範圍內開展全面的風險識別及應對措施的梳理，通過識別、評估、應對、監控風險流程的運行，獨立檢討本集團之運營，並提出建議，以應對所識別之風險，保障本集團風險管理體系運行有效，確保風險得到管理和控制。

本集團所屬各單位廣泛收集與本集團風險管理相關的內外部信息，並根據收集的風險信息按照風險影響程度和風險發生的可能性兩個因素進行風險類別的判定，對應風險分析的結果，結合風險發生的原因以及承受度，權衡風險與收益，制定風險應對方案。同時，對發現的風險及風險變化情況進行動態管理，定期分析本集團當前面臨的風險，並研討和制定應對措施，將風險控制在可接受範圍，降低風險的發生概率。

董事會負責評價及釐定本集團達成策略目標時所能夠接受的風險性質及程度，定期審閱並批准關於風險管理的報告，對相應風險和應對措施作出評估，確保本集團建立和維持適當的風險管理系統，並檢討其有效性。審核委員會及董事會已分別於二零二二年三月十五日及二零二二年三月十八日舉行的會議上審閱並批准本集團截至二零二一年十二月三十一日止年度之風險管理工作報告。本集團管理主要風險所採取的措施詳見本公司二零二一年度報告「企業管治報告」章節的「風險管理及內部監控」部分。



# Corporate Governance

## Anti-corruption

### 反腐敗

The Group complies with the *Constitution of the Communist Party of China*, *Regulation of the Communist Party of China on Disciplinary Actions* and *Certain Regulations on Integrity of Leaders in State-owned enterprises* and other internal party regulations, as well as the *Anti-Money Laundering Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, the *Law of the People's Republic of China on Government Sanctions of Public Officials*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Regulations on the Prevention of Bribery* among other relevant laws and regulations. We have anti-corruption mechanisms such as the *Provisions on Investigating Responsibility for Illegal Operation and Investment* and the *Procurement Supervision and Management Regulations*. All of the Party members, cadres and employees are strictly supervised to abstain from such misconducts as fraud, offering or accepting bribes, corruption, extortion and money laundering.

The Company has established the "Three Importance and One Large" system implementation measure under which decisions on important matters, appointment and resignation of key managerial staff, arrangements on important projects, and use of large-sum money must be made through collective discussion. In daily operation, the Group strictly abides by rules such as governing business expenditure and executive management. The matters that fall within the scope of the "Three Importance and One Large" system shall be collectively decided by the Group in meetings such as the Party Committee meeting, the office meeting of managers, Board meeting, etc. During the year, the Group effectively carried out clean and honest governance by establishing and improving internal audit rules and regulations and internal control systems and strengthening internal supervision and anti-corruption management. Meanwhile, the Group has strengthened supervision over managerial staff at different levels, and effectively carried out anti-corruption, admonishing and warning talks as well as written inquiries. The Group continued to carry out integrity education and anti-corruption training. During the year, Party organizations at all levels organized more than 200 related training sessions with over 4,000 participants. Meanwhile, the Company also carried out integrity education and training for all Directors and Supervisors by distributing learning materials and organizing online learning.

本集團依據《中國共產黨章程》《中國共產黨紀律處分條例》《國有企業領導人員廉潔從業若干規定》等黨內法規，以及《中華人民共和國反洗錢法》《中華人民共和國監察法》《中華人民共和國公職人員政務處分法》《中華人民共和國反不正當競爭法》《防止賄賂條例》等相關法律法規，設有反腐敗機制，制定了《違規經營投資責任追究規定》《採購監督管理規定》等內部規章制度，對全體黨員幹部職工嚴格管理，不得存在欺詐、行賄、受賄、貪污、勒索、洗黑錢等失當行為。

本公司設有「三重一大」制度實施辦法（重大事項決策、重要幹部任免、重要項目安排、大額資金的使用，必須經集體討論做出決定的制度），在日常工作中嚴格遵循業務支出、幹部管理等若干規定，針對「三重一大」事項，相應召開黨委會、經理辦公會、董事會等形式的會議，作出集體決策。年內，本集團有效開展廉潔建設工作，建立健全內部審計規章制度及內部控制體系，強化內部監督及反腐敗管理。同時，加強對各級幹部的日常監督管理，做好廉政談話、誠勉談話、警示談話及函詢工作。本集團持續開展廉政教育及反腐敗培訓工作，年內，各級黨組織共組織召開各類相關培訓200餘場，超過4,000人次參加。同時，本公司亦通過發放學習材料、組織線上學習等方式，對全體董事、監事開展廉政教育培訓工作。



## 公司管治

### Case 例

#### “Taking Cases as a Mirror to Facilitate Rectification” Warning Education Conference 「以案為鑒，以案促改」警示教育大會

In November 2021, the Company held the 2021 “Taking Cases as a Mirror to Facilitate Rectification” Warning Education Conference. More than 60 members of the Company’s leadership team, heads of management departments and secondary units attended the conference. We called on all Party members, cadres and employees to take cases as a mirror, reflect on and learn the lessons, and stay alert; strictly abide by political discipline and rules, always stay politically loyal, clean and responsible, bravely shoulder responsibilities and mission, play an exemplary role, and make new contributions to the healthy development of the Company.



二零二一年十一月，本公司召開二零二一年「以案為鑒、以案促改」警示教育大會。本公司領導班子成員、各管理部室及各二層單位負責人共60餘人參會。會議要求全體黨員幹部職工要以案為鑒、以事為鑒，深刻汲取教訓，做到引以為戒，警鐘長鳴。同時，號召全體黨員幹部職工，嚴守政治紀律和政治規矩，始終保持忠誠、乾淨、擔當的政治本色，勇擔責任使命，發揮表率作用，為本公司的健康發展做出新的貢獻。





## Corporate Governance

The Company has established a Disciplinary Supervision Committee (“**Disciplinary Committee**”). The Disciplinary Committee issued integrity reminder cards and announced to all employees the hotline and other channels for reporting. We actively accept employees’ letters and visits by organising the “Disciplinary Committee Secretary Reception Day” and other activities to support employees to report corruption incidents. After receiving the relevant report, we conduct investigation and verification. We strictly handle improper behaviour in accordance with the corresponding laws and regulations and the Company’s system, and transfer suspected criminals to the judicial authority. At the same time, strict measures have been implemented for protection of whistle-blowers and reported information. In the investigation process, we ensure that relevant personnel are protected. It is strictly forbidden for staff to keep, conceal, consult, extract, copy and carry the information involved in the case without permission. It is strictly forbidden to disclose the information involved in the case or contact the persons involved in the case and their specific related parties without approval.

The Group continued to advance its work on economic responsibility audit. As for the main leaders and special posts person in charge, on the basis of “those who resign or leave must be reviewed”, we combined the outgoing audit and the incumbent audit over a three-year period, during which a rotating audit mechanism has been established to carry out internal economic responsibility audits in a planned way. During the Reporting Period, the Group hired independent third-party intermediaries with corresponding qualifications to form a joint audit project team with the Audit Department to conduct economic responsibility audits on some of its factories and subsidiaries.

In 2021, the Party Committee of the Group actively carried out internal special inspections on the implementation of party building work, the business expenditures, the Company’s business decision-making and system construction, etc., as well as systematic inspections on the risks and deficiencies of each link of operation. We established and improved the relevant internal control systems, supervised the state of their implementation, and formed a long-acting management mechanism to further improve the internal control structure.

During the Reporting Period, these rules and systems served the control and preventive function in anti-corruption management of the Group, and no material defect was identified. During the year, to the knowledge of the Company, no corruption-related litigation was discovered.

本公司設有紀律檢查委員會（「紀委」），向全體員工發放黨風廉政卡，公開電話等舉報渠道，積極受理員工信訪舉報，並設立紀委書記接待日等活動，支持員工舉報貪腐事件。接到相關舉報後，進行調查核實，確定不當行為後按照相應的法律法規及本公司制度進行嚴格處理，對於涉嫌犯罪行為的人員將移交司法機關處理。同時，對舉報人和舉報信息實施嚴格的保護措施，調查過程確保相關人員迴避，嚴禁工作人員私自留存、隱匿、查閱、摘抄、複製、攜帶涉案資料，嚴禁洩露涉案信息，嚴禁未經批准接觸涉案人員及其特定關係人。

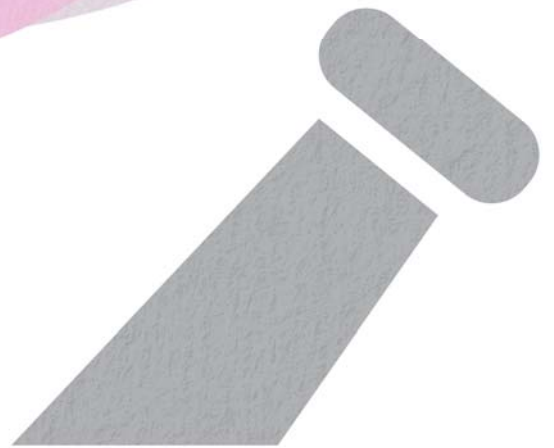
本集團持續推進經濟責任審計工作，對主要領導及特殊崗位負責人在「凡離（職）必審，凡退（出）必審」的基礎上，將離任審計與任中審計相結合，三年為一期，建立輪審機制，有計劃地開展內部經濟責任審計。於報告期內，本集團聘請具有相應資質的獨立第三方中介機構，與審計部組成聯合審計項目組，對部分分廠及子公司等二層單位開展經濟責任審計工作。

二零二一年，本集團黨委積極開展內部專項檢查工作，對落實黨建工作情況、業務支出情況、公司經營決策及制度建設情況等內容進行檢查，系統排查經營各環節的風險和不足，建立健全相關內控制度，監督落實與執行情況，形成長效管理機制，進一步完善內部控制體系架構。

報告期內，本集團相關制度及體系對本集團風險控制及反腐敗管理方面起到了控制與防範作用，未發現重大缺陷。據公司所知，年內未發現貪污腐敗相關訴訟。



# 道地藥材



# Authentic Medicinal

## Authentic Place of Origin

### 道地產區

The main raw materials used in the Group's production are various traditional Chinese medicinal materials. The Group strictly abides by the approach of "planting and harvesting specific to places of origin and seasons". We have established six subsidiaries that engage in planting in Hebei, Hubei, Henan and other regions of Chinese medicinal materials to plant indigowoad root, tuckahoe, cornel and other local traditional Chinese medicinal materials, respectively, which are commonly used by the Group.

本集團用於生產的主要原材料為各類中藥材。本集團嚴格遵循「採其地、用其時」的種植採收標準，已在河北、湖北、河南等中藥材產區自設六家種植型子公司，分別種植板藍根、茯苓、山茱萸等本集團常用之中藥材。

## Traceability of medicinal materials

### 中藥材溯源

In order to meet the requirements for standardised planting, management and traceability of traditional Chinese medicinal materials, and ensure product quality, realise the supervision of traditional Chinese medicinal materials across the life cycle, from 2020, the Group tried to use modern information technology to build a traceability system for traditional Chinese medicinal materials. With the help of Internet of Things technology, the traceability system can collect environmental information such as air temperature, humidity and soil moisture in the place of origin of traditional Chinese medicinal materials, and provide standardised and scientific guidance on the sowing time, fertilisation time and harvest time of different traditional Chinese medicinal materials. At the same time, the traceability system can correlate the provenance batches, planting batches, harvesting batches, processing batches and other data of traditional Chinese medicinal materials to form a complete traceability chain. In 2021, the Company continued to promote planting traceability on a pilot basis. The planting-focused subsidiary in Hebei continuously improved the technical regulations and quality system management of planting varieties, carried out technical research on varieties including motherwort, atracylodes rhizome and red peony, and formulated the standardized planting technical regulations for multiple varieties including corydalis bungeana and motherwort.

為滿足中藥材規範化種植、管理和溯源的需求，保障產品質量，實現對中藥材全生命周期的監管，自二零二零年起，本集團嘗試利用現代化信息技術，開展中藥材溯源體系的建設工作。中藥材溯源系統借助物聯網技術，可採集中藥材產地的空氣溫度、濕度、土壤水分等環境信息，對不同中藥材的播種時間、施肥時間、採收時間等進行規範化、科學化指導。同時，中藥材溯源系統可將中藥材的種源批次、種植批次、採收批次、加工批次等數據相關聯，形成完整的追溯鏈條。二零二一年，本公司持續推進種植溯源試點工作，位於河北的種植型子公司不斷完善種植品種的技術規程和質量體系管理，持續開展益母草、蒼朮、赤芍等品種技術研究，並已制定苦地丁、益母草等多個品種的規範化種植技術規程。

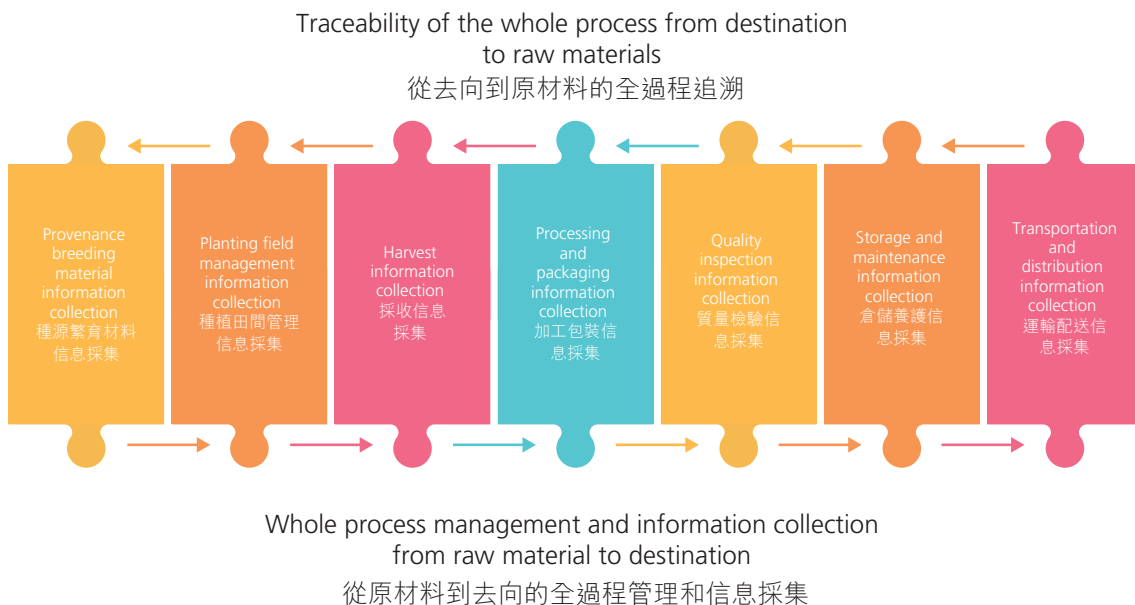




## 道地藥材

### Traceability system for traditional Chinese medicinal materials

#### 中藥材溯源系統



#### Whole Process Traceability of Traditional Chinese Medicinal Materials 中藥材溯源系統全過程追溯示意圖

### Ecosystem and Natural Resources Conservation

#### 生態環境及天然資源保護

Traditional Chinese medicines and traditional Chinese medicine healthcare have played pivotal role in the development of China for thousands of years and are still common treatments for disease in China today. Among them, medicinal animal and plant resources are an important part of traditional Chinese medicines. They are all derived from nature, and as natural medicines cannot be completely replaced by chemical synthetics. Therefore, in order to meet the needs of the development of the traditional Chinese medicine in the country and fully meet the standards of "Chinese Pharmacopoeia", the Company rationally uses natural musk and other medicinal animal and plant resources in some products such as Xihuang Pills to ensure product efficacy and consumer health and meet consumer demand.

中醫藥文化在我國數千年的發展中具有舉足輕重的地位，直至今日在我國仍然是治療疾病的常用方法之一。其中，藥用動植物資源作為中藥的重要組成部分，均源自天然，而天然藥物不能完全用化學合成品取代，因此，為滿足我國中醫藥發展需要，符合《中華人民共和國藥典》標準，保證產品療效、滿足消費者的用藥需求與健康，本公司在西黃丸等部分產品中合理使用天然麝香等藥用動植物資源。

## Authentic Medicinal

The rational use of medicinal animal and plant resources is not inconsistent with their protection. In order to protect and promote the sustainable utilisation of medicinal animal and plant resources, China has promulgated laws and regulations such as the *Wildlife Protection Law of the People's Republic of China*, the *Implementation Regulations of the People's Republic of China on the Protection of Terrestrial Wildlife* and the *Implementation Regulations of the People's Republic of China on the Protection of Aquatic Wildlife* and the *List of Key Protected Wild Animals in China*, which impose very strict regulatory requirements on the procurement and utilisation of related resources. The Company strictly abides by relevant national laws and regulations when purchasing and using such resources. The Company only purchases relevant resources from suppliers with legal sources of traditional Chinese medicinal materials. Before selling such resources to the Company, the supplier must apply to the national/local administration to get approval, only after which will the Company purchase and store the materials in strict accordance with the approved varieties and quantities. When using relevant resources, the Company will apply in advance to the national/local administration for approval on the amount and purpose of use, quantity of finished products and the purchase volume of the "China Wildlife Management Special Label". After approval, we produce in strict accordance with the approved amount of use, and paste the "China Wildlife Management Special Label" on product packaging in accordance with relevant national laws and regulations.

Meanwhile, in order to protect the ecological environment and biodiversity and minimise the impact on the environment, the subsidiaries of the Group that engage in planting strictly follow GAP requirements and use standardised management approaches to strictly control key points and elements in the process of planting traditional Chinese medicinal materials, such as seeding, fertilisation and pest control, etc. At the same time, the type and use of pesticides and fertilisers are finely controlled to avoid environmental pollution. The Group takes all measures to ensure the quality of medicinal materials and to realise the sustainable use of natural resources.

保護與合理使用藥用動植物資源並不相悖，為保護及促進藥用動植物資源的可持續利用性，我國出台了《中華人民共和國野生動物保護法》《中華人民共和國陸生野生動物保護實施條例》《中華人民共和國水生野生動物保護實施條例》《國家重點野生保護動物名錄》等法律法規，對相關資源的採購及使用有非常嚴格的監管要求。本公司在採購、使用相關資源時，均嚴格按照國家相關法律法規的規定執行。本公司僅向有合法來源的中藥材供應商進行相關資源的採購，供應商在向本公司出售相關資源之前，會向國家／地方行政部門進行申請，經審批後，本公司將嚴格按照經審批的採購資源種類及數量進行採購、入庫。在使用相關資源時，本公司事先向國家／地方行政部門申請相關資源的使用量、使用用途、產成品數量及「中國野生動物管理專用標識」購入量，經審批後，嚴格按照批准的使用量進行生產，並按國家相關法規要求，在產品包裝上粘貼「中國野生動物管理專用標識」。

同時，為保護生態環境與生物多樣性，最大限度降低對周邊環境的影響，各種植型子公司嚴格參照GAP要求，通過規範化的管理方式，嚴格把控播種、施肥、病蟲害防治等中藥材種植過程中的各個關鍵點及要素，精細控制農藥化肥的使用，防止其種類和數量的過度使用，避免生態環境污染，進而在保證中藥材質量的同時，實現天然資源的可持續利用。



## 道地藥材

### Case 例

#### Continuous promotion of planting traceability by Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies Co., Limited

北京同仁堂河北中藥材科技開發有限公司持續推進種植溯源試點工作

During the year, Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies Co., Limited, a subsidiary of the Company, initiated a pilot program to install an intelligent monitoring station for the whole process traceability inspection on standardized planting of schizonepeta tenuifolia in Yutian County, Hebei Province. The realisation of whole process traceability of standardized planting ensures stable and controllable quality. Meanwhile, quality management personnel conducted inspections on the planting from time to time and strictly prohibited random application of pesticides and fertilisers. Moreover, the harvested medicinal materials were sampled and tested for pesticide residues and heavy metals to ensure product safety.

年內，本公司之子公司北京同仁堂河北中藥材科技開發有限公司在河北省玉田縣建立荊芥規範化種植全過程追溯監測試點，並安裝荊芥標準化種植全過程追溯智能監測站，實現了荊芥規範化種植全過程追溯試點工作，保證荊芥質量穩定可控。同時，質量管理人員不定期監測種植過程，嚴禁隨意施用農藥及化肥，對採收後的藥材進行農藥殘留和重金屬監測，確保產品安全。





## Authentic Medicinal

### Case 例

#### **Continuous efforts on breeding high-quality authentic medicinal materials by Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies Co., Limited** 北京同仁堂河北中藥材科技開發有限公司持續繁育優質道地藥材

In recent years, in response to the increasing price of wild authentic medicinal materials and exhaustion of some wild medicinal materials, Beijing Tong Ren Tang Hebei Chinese Medicine Raw Materials Technologies Co., Limited, a subsidiary of the Company, has built a breeding field for authentic medicinal materials such as scutellaria baicalensis, radix bupleuri and atractylodes rhizome in Chengde City, Hebei Province, and continued to carry out the breeding of wild authentic medicinal materials. The subsidiary conducts continuous research on standardized planting technology of authentic medicinal materials by adopting the method of transplanting wild medicinal materials which imitates the wild planting free of fertilizers and pesticides, in an effort to ensure good quality of cultivated medicinal materials and purity of seed provenance and maximize the protection of wild medicinal materials resources and ecological surroundings.

近年來，隨著野生道地藥材價格上漲，部分野生藥材資源瀕臨枯竭，為此，本公司之子公司北京同仁堂河北中藥材科技開發有限公司已在河北省承德市建設黃芩、柴胡、蒼朮等道地藥材品種繁種田，並持續開展野生道地藥材種子的繁育工作。其通過野生藥材移栽的方式，採用仿野生的種植模式，不施用化肥及農藥，持續開展道地藥材規範化種植技術研究，在保證種植藥材質量及種源純正的同時，最大限度地保護了野生藥材資源及周邊生態環境。



# 道地藥材

## Supplier Management

### 供應商管理

The Group has strictly complied with the *Law of the People's Republic of China on the Administration of Pharmaceuticals, Good Manufacturing Practice ("GMP")* and relevant laws and regulations, and established supplier management systems, such as *Management Regulations about Suppliers of Traditional Chinese Medicine Material*, *Management Regulations about Suppliers of Ingredient and Packaging Material*, *Management Regulations about Supplier Audit, Evaluation and Approval*, etc. The Group has clarified supplier qualifications, selection standards, quality auditing and evaluation standards, and material quality evaluation standards to establish an increasingly strict supplier management system.

本集團嚴格按照《中華人民共和國藥品管理法》《藥品生產質量管理規範》(「GMP」)及其他法律法規要求，制定了《原料採購管理制度》《輔料、包材供應商管理規程》《供應商審計、評估與批准管理規程》等管理制度，明確供應商資質要求、選擇標準、質量審計評估標準以及物料質量評估標準等，進而建立了日趨嚴格的供應商管理體系。

The Group formulated a stable supplier selection process. Based on adequate qualifications, the quality department, in collaboration with related units, conducts assessment and on-site audit on suppliers. Only suppliers who have passed the audit and assessment may be listed in the *Qualified Supplier List*, and allowed to provide products. In 2021, the Company recorded 217 qualified suppliers and chose from them based on the actual needs of procurement and while in business. The distribution in the *Qualified Supplier List* is as follows.

本集團有固定的供應商選擇流程，在確保供應商資質符合條件的基礎上，由質量部門協同相關單位進行供應商的評估和現場審計。經過審計、評估合格的供應商可被列入本公司《合格供應商名錄》，方可供貨。二零二一年，列入本公司《合格供應商名錄》的合格供應商共計217家，於開展業務時，本公司會根據實際採購需求，從中進行選擇。《合格供應商名錄》中的供應商分布情況如下。

### Distribution of qualified suppliers in 2021

#### 2021年合格供應商分布情況

Regions 地區	Number of suppliers 供應商數量(家)
North China 華北地區	119
Other provinces, cities, and autonomous regions 其他省、市、自治區	98
Other countries and regions outside of mainland China 中國內地以外的其他國家及地區	0



# Authentic Medicinal

## Supplier management by risk level

### 供應商風險分級管理

Based on identified risks of production materials, the Group has adopted level-to-level management which classifies risks into A, B, C and D levels. The Group has identified supplier risk levels accordingly. For different levels, the Group has determined the corresponding audit cycle and has formulated next year's audit plans, based on the outcome of the supplier annual review and risk evaluation, and increases audit frequency on production suppliers with high risks so as to further reduce material purchasing risks.

At the same time, the Group also carries out long-term quality monitoring and regular reviews on all suppliers. In case of any serious issues in supplier qualification or supply quality, the Group will suspend the purchasing order with the supplier immediately to ensure the quality and safety of the Group's products.

本集團依據生產所需物料的風險，將生產所需的物料分為A、B、C、D四個等級進行分級管理，並以此劃分供應商的風險等級。針對不同的風險等級，本集團規定相應的審計周期，並結合供應商年度回顧及風險評估結果制定新一年度的供應商審計計劃，針對高風險物料的供應商適時增加審計頻次，進一步降低採購風險。

同時，本集團亦會對所有供應商進行長期質量監控及定期評審。如若發現供應商資質或質量出現嚴重問題，本集團將立即停止該供應商之供貨，確保本集團產品質量安全。

## Green supply

### 綠色供應

The group establishes a sound system and implements standardized management on material procurement. The purchased raw materials, auxiliary materials, packaging materials and other materials must meet the corresponding national standards and environmental protection characteristics (for example, strictly control the content of pesticide residues and heavy metals in raw materials; the purchased packaging materials need to use environmental protection ink and environmental protection glue). At the same time, ESG considerations such as corporate governance, safety and environmental protection are gradually incorporated into supplier audit, and through interviews, training and other means, suppliers are urged to continuously improve their environmental awareness and drive suppliers to jointly realize green, harmonious and sustainable development.

本集團建立健全制度體系，對物料採購實行標準化管理，所選購的原材料、輔料、包材等物料均須符合相應的國家標準及環保特性（例如，嚴格控制原材料中農藥殘留物及重金屬含量；所選購的包材需使用環保油墨及環保膠等）。同時，在供應商審計中逐步納入公司治理、安全環保等ESG方面的考量因素，並通過訪談、培訓等方式，促使供應商不斷提升環保意識，帶動供應商共同實現綠色、和諧、可持續發展。





# Product Responsibility

產品責任



# Product Responsibility

## Quality Control

### 質量控制

The Group has strictly complied with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, *Law of the People's Republic of China on Product Quality*, *Law of the People's Republic of China on Traditional Chinese Medicine*, *Administrative Measures on Adverse Drug Reaction Reporting and Monitoring* and other national laws and regulations about product safety so as to ensure product safety. The quality control of the Group is mainly implemented in accordance with the relevant requirements of Chinese Pharmacopoeia, GMP and the Group's internal quality control standards. The Group has formulated various quality inspection and management standards, including for traditional Chinese medicinal materials, excipients, packaging materials, semi-finished products and finished products, and made detailed regulations on various objects, methods and contents of inspection. In 2021, the Group, in response to the latest pharmaceutical regulations, completed the formulation of a number of systems such as Special Work Management System for Product Quality and Administrative Measures for Subsidiary Variety Filing, and organized relevant units to carry out internal and external training to ensure compliance with the latest pharmaceutical regulations.

The Group's quality control of Chinese patent medicines covers the entire production cycle of the product from raw material procurement, warehouse management, and processing, to product quality control and after-sales feedback.

In terms of material selection, the Group controls product quality from the source. For the quality control of medicinal raw materials, the Group has a professional team with rich experience in medicinal raw material acceptance and inspection. The team of medicinal materials experts firstly carry out appearance character inspection for medical raw materials through "look, smell and taste" and other detection methods, and then the inspection team conducts full inspection for traditional Chinese medicinal materials lot by lot through professional equipment to eliminate such phenomena as dyeing, weight gain and adulteration of medicinal materials, exercising rigorous control over the quality of medicinal materials.

本集團嚴格遵照《中華人民共和國藥品管理法》《中華人民共和國產品質量法》《中華人民共和國中醫藥法》《藥品不良反應報告和監測管理辦法》等國家有關產品安全的法律法規，致力於確保產品安全。本集團的質量控制主要根據《中華人民共和國藥典》、GMP及本集團內部質量控制標準的相關要求執行。同時，本集團制定了各項質量檢驗管理標準，包括中藥材、輔料、包材、半成品及成品，對各種檢驗對象、檢驗方法與檢驗內容做出了詳細規定。二零二一年，本集團針對新的藥政法規要求，完成了《產品質量專項工作管理制度》《子公司品種備案管理辦法》等多項制度的制定工作，並組織相關單位開展內外部培訓，確保新藥政法規要求落實到位。

本集團對中成藥的質量控制覆蓋了產品的全生產周期，涵蓋原料採購、倉儲管理、炮製加工、產品質量控制、售後反饋等各個環節。

選料方面，本集團從源頭把控產品質量，對於中藥材原材料的質量控制，本集團配備有經驗豐富的中藥原材料驗收與檢驗團隊，由中藥材專家團隊首先通過「眼看、鼻聞、口嘗」等檢測方式，先行對中藥材進行外觀性狀檢驗，再由檢驗團隊利用專業設備對中藥材進行逐批全項檢驗，杜絕藥材染色、增重、摻偽等現象，嚴格把控中藥材原材料質量。



## 產品責任

The Group exercises strict product quality control throughout the production process. Adhering to ancient maxims, the Group combines traditional preparation techniques with modern pharmaceutical technologies, and strictly complies with characteristic traditional Chinese medicine processing and production procedures and techniques that Tong Ren Tang has developed over nearly a hundred years. The Group strictly controls every key point in production and constantly pursues better quality. Tong Ren Tang boasts characteristic grinding levels, mixing uniformity, as well as temperature and timing in integration of Chinese medicinal materials of different qualities. In addition, our production features special manual water-based pill manufacturing techniques and wax coating techniques.

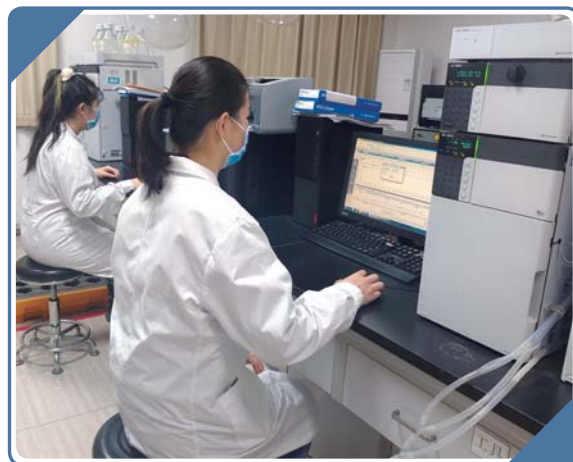
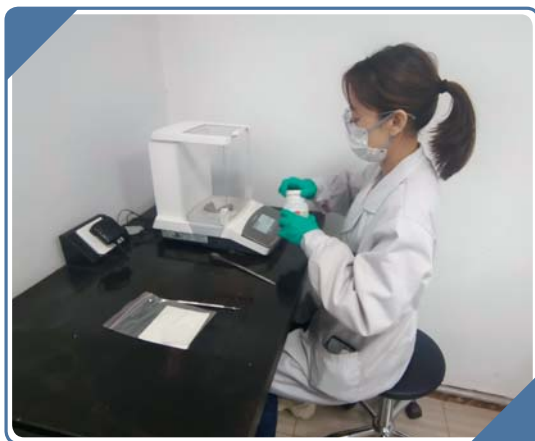
Regarding production quality control, the Group regularly does meticulous and overall on-site inspections for all production workshops, control product quality rigorously through strengthening on-site management and control as well as monitoring the manufacturing process. In case of substandard products in the production process, the quality officers have vote power to ensure the compliance of products with quality requirements.

In 2021, the Company's quality management department formulated a GMP self-inspection plan, and organized a joint quality inspection team composed of relevant management departments and industrial units to conduct quality supervision, inspection and unannounced inspections for all industrial units, subsidiaries, and some entrusted production units, and put forward rectification requirements for problems spotted on site. By the end of the Reporting Period, all relevant units had completed rectification. The Group's quality management system operates in a standardized and effective manner.

在生產過程中，本集團始終嚴格堅持產品質量控制，遵照古訓，在繼承同仁堂傳統炮製技藝的同時，與現代製藥技術相結合，嚴格遵循在百年實踐中形成的獨具同仁堂特色的中藥加工製作工序及工藝，嚴格把控每一個生產關鍵點，不斷追求精益求精。不同質地中藥材粉碎的細度、研配的均勻度、合坭的溫度和時間、手工泛丸技術、吊蠟皮技術等均獨具特色。

在產品質量管控方面，本集團定期對各生產車間進行細緻、全面的現場檢查，通過加強現場管控，對產品生產進行監控，嚴格確保產品質量。在生產過程中若出現不合格產品，質量管理人員均有權實行一票否決權，確保產品符合質量要求。

二零二一年，本公司質量管理部門制定 GMP 自檢計劃，並組織相關管理部門、各工業單位組成聯合質量檢查組對各工業單位及各子公司、部分委託生產單位進行質量監督檢查及飛行檢查，對現場發現的問題提出整改要求。截至報告期末，各相關單位已完成整改，本集團質量管理體系運行規範、有效。





# Product Responsibility

## Quality training 質量培訓

The Group attaches great importance to quality-related training. In 2021, in accordance with the requirements of regulations such as the *Administrative Measures on Drug Postmarketing Changes (Trial)*, the *Pharmacopoeia of the People's Republic of China (2020 Edition)*, the Group organized relevant units to participate in external training and carried out internal training level by level, in order to continuously improve the professional and technical literacy of quality management personnel and raise the level of quality management.

本集團高度重視質量相關的培訓工作。二零二一年，本集團針對《藥品上市後變更管理辦法（試行）》《中華人民共和國藥典》（2020版）等法規要求，組織相關單位參加外部培訓並逐級開展內部培訓，不斷提升質量管理人員的專業技術素養，提升質量管理水平。

- Internal training: we invited experts on Chinese medicinal material appraisal to give training in the form of online + offline on topics including “quality and inspection of Chinese medicinal materials” and “application of new technologies in quality control of Chinese medicinal materials”, elaborating on purchase, acceptance and inspection, etc., in a bid to improve the appraisal and inspection competency of our inspection personnel.
- External training: we participated in multiple training programs on laws and regulations and inspection technology improvement organized by Beijing Pharmaceutical Profession Association and China National Institute for Food and Drug Control.
- 內部培訓：採用線上+線下的形式，邀請中藥材鑒定專家開展「中藥質量與檢驗」、「新技術在中藥質量控制中應用」等專題培訓，培訓針對中藥材採購、驗收、檢驗等多項內容進行詳細講解，進而持續提升藥材檢驗人員的中藥材鑒定及質量檢驗水平。
- 外部培訓：參加北京醫院行業協會、中國食品藥品檢定研究院組織的多項法規及檢驗技術提升培訓。

## Drug recall 藥品召回

Drug recall refers to the recall of drugs with potential safety hazards that have been put on the market by drug manufacturers in accordance with prescribed procedures. In accordance with the relevant requirements of the National Medical Products Administration and the Group's drug quality management, the Group has established the Regulations on Drug Recall Management and a drug recall team composed of heads of quality, sales, production, and finance departments. If quality defects or safety hazards are identified in launched products, they will be promptly handled in strict accordance with the protocol and procedures to ensure the vital interests and medication safety of consumers.

藥品召回是指藥品生產企業按照規定的程序收回已上市銷售的存在安全隱患的藥品。根據國家藥品監督管理局及本集團藥品質量管理的相關要求，本集團已制定《藥品召回管理規程》，並成立了藥品召回小組，由質量、銷售、生產、財務等部門負責人組成。如若發現已上市銷售的產品存有質量缺陷或安全隱患，將及時按照制度及程序嚴格執行，保障消費者的切身利益與用藥安全。



## 產品責任

### Drug Recall Process

#### 藥品召回處理流程

##### Before the recall

##### 召回前

- The Quality Department conducts investigation and evaluation of drugs that may have potential safety hazards, and issues an evaluation report.
- 質量部門對可能具有安全隱患的藥品進行調查評估，出具評估報告。
- The drug recall team makes a recall decision based on the evaluation report and initiates the recall.
- 藥品召回小組根據評估報告作出召回決定，啟動召回。
- The Quality Department formulates a recall plan, drafts and issues a recall notice, and prepares the recalled drug information (including name, batch number, dosage form, quantity, specification and production date), sales records, instructions for discontinuation of sales and use, and at the same time submits a report to the drug supervision and administration department.
- 質量部門制定召回計劃，擬定下達召回通知，並準備好召回藥品資料（包括名稱、批號、劑型、數量、規格、生產日期）、銷售記錄、停止銷售和使用的說明，同時向藥品監督管理機構報告。
- After receiving the notice, the Sales Department will track the flow and notify the distributors to stop selling and using the corresponding drugs.
- 銷售部門接到通知後追蹤流向，通知經銷商停止銷售、使用相應藥品。

##### During the recall

##### 召回中

- Each member unit of the drug recall team keeps records properly. The records are sorted and summarised by the Quality Department who then fills in the recall summary table, evaluates the effect of the recall and submits a summary report to the drug supervision and administration department. The records are archived and an announcement is made in written form that the recall is over.
- 藥品召回小組各成員單位做好記錄，由質量部門對記錄進行整理匯總，填寫召回情況匯總表，並對召回效果進行評價，向藥品監督管理機構提交總結報告；記錄存檔，書面形式宣布召回結束。

##### After the recall

##### 召回後

- The products are retrieved and put it in the non-conforming product warehouse. After the investigation and evaluation is completed, they will be dealt with in accordance with the relevant provisions of the Non-conforming Product Management Regulations.
- 收回產品，放入不合格品庫，待調查評估結束後，按《不合格品管理規程》的相關規定進行處理。

In 2021, the Group recorded no recall due to product quality, safety and health issues.

二零二一年，本集團未發生因產品質量安全及健康問題召回的情況。



# Product Responsibility



## Innovation and R&D 創新研發

In order to improve the level of scientific research, enhance innovation capabilities and ensure the standardisation and institutionalisation of scientific research projects, the Group has formulated the R&D Project Management System to clarify the management regulations for scientific research planning, project application and approval, project implementation process, use of project funding, etc. In addition, the Group rigorously protects intellectual property rights and regulates their use and management in strict accordance with the *Patent Law of the People's Republic of China* and the *Trademark Law of the People's Republic of China* and other applicable laws and regulations.

In terms of scientific research on products, the Group is mainly committed to the secondary scientific research of existing products, taking into consideration of curative effects of existing products and concentrating efforts in technological improvement and upgrading. During the Reporting Period, in line with the strategy for major varieties, the Company carried out research on the efficacy of products such as Jinkui Shenqi Pills, Shengmai Liquor, Jingzhi Niu Huang Detoxification Tablets, Zhuangyao Jianshen Pills, Taizi Baoxin Liquor and Yangxue Rongjin Pills in the treatment of chronic diseases, with a view to continuously improving the scientific value, clinical value and market value of the products by means of technological innovation. Meanwhile, in conjunction with the 14th Five-Year Plan, the Company conducted safety evaluation and stability research of several classic prescriptions such as Tao Hong Si Wu Tang and Ling Gui Zhu Gan Tang, and the production transformation of the products was in progress.

為提高科研水平、增強創新能力，確保科研項目規範化、制度化，本集團已制定《研發項目管理制度》，對科研計劃、項目申報審批、項目實施過程、項目經費使用等作出明確的管理規定。此外，本集團依據《中華人民共和國專利法》《中華人民共和國商標法》等法律法規，嚴格保護知識產權，規範其使用及管理。

在產品科研方面，本集團主要致力於現有產品的二次科研，結合現有產品的藥效特點，在工藝改進與療效提升方面傾斜力量。於報告期內，本公司圍繞大品種戰略，開展金匱腎氣丸、生脈飲口服液、京製牛黃解毒片、壯腰健腎丸、太子保心口服液、養血榮筋丸等產品在治療慢性病方面的藥效研究工作，以期用科技創新的方式持續提升產品的科學價值、臨床價值及市場價值。同時，結合本公司「十四五」發展規劃，積極推進桃紅四物湯、苓桂術甘湯等多個經典名方產品的安全性評價及穩定性研究，產品生產轉化工作正在進行中。



## 產品責任

### Customer Service

#### 客戶服務

Upholding the principle of honesty and trustworthiness, the Group provides consumers with accurate consumption information, ensures consumers' right to know, and offers a reliable service environment for consumers. At the same time, the Group spares no effort to protect the privacy of consumers. Personal information collected from consumers is kept strictly confidential and managed by dedicated staff. In case of leakage of consumer personal information and serious consequences, the relevant persons will be held responsible.

The Group continuously standardises its services, striving to raise the quality and level of services and create a high-quality and efficient service support system. The Group has established an after-sales service supervision department, the *Customer Service (Complaint) Management System*, and the *Operational Procedures for Handling Pharmaceutical Enquiries and Complaints* to standardise the operational procedures for pharmaceutical enquiries, complaints and complaint handling, keep a detailed record of consumer visits, incoming calls and emails, and patiently explain and answer their enquiries. The department carries out investigations promptly and handles cases properly in case of product complaints.

During the year, the group has established an after-sales service system including all product subsidiaries, revised and improved a number of systems such as *Customer Service (Complaint) Management Regulations*, *Product Anti-counterfeiting Management System* and *Market Inspection Management System*, and clarified the responsibilities, staffing and other relevant requirements of relevant units, in order to continuously improve the overall after-sales service level of the group, effectively improve the response rate, resolution rate and satisfaction rate of after-sales service. At the same time, the company continues to implement the relevant work of "immediate action upon complaint", strengthen internal and external coordination to actively solve various problems raised by consumers.

本集團秉承誠實守信之原則，為消費者提供準確的消費信息，確保消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。同時，本集團竭力保護消費者隱私，對收集的消費者個人信息安排專人負責保存管理，並嚴格保密，一旦出現消費者個人信息洩露並造成嚴重後果的情況，將追究相關人員的責任。

本集團持續規範服務行為，努力提高服務質量和服務水平，打造優質高效的服務支持體系。本集團設有售後服務監察部，制定《客戶服務(投訴)管理規定》，並建立《處理藥品投訴、諮詢操作規程》，對藥品諮詢、投訴及處理等操作程序進行規範，詳細記錄消費者來訪、來電及郵件記錄，給予其耐心解釋與答覆，如遇產品投訴等情況將立即調查並妥善處理。

年內，本集團已建立包括所有產品型子公司在內的售後服務體系，並修訂完善《客戶服務(投訴)管理規定》《產品打假工作管理制度》《市場巡查管理制度》等多項制度，明確各相關單位職責、人員配置等相關要求，旨在持續提高本集團整體售後服務水平，切實提升售後服務工作的響應率、化解率、滿意率。同時，本公司持續落實「接訴即辦」相關工作，加強內外部聯動，積極解決消費者提出的各種問題。



## Product Responsibility

In 2021, the Group received more than 3,100 inquiries and services from customers, and spared no effort to safeguard the legitimate rights and interests of consumers by responding to and processing actively and properly to their enquiries in a timely manner.

二零二一年，本集團客戶服務熱線共接到消費者各類諮詢及投訴信息3,100餘次，並對信息予以及時回應及積極妥善處理，竭力保障消費者的合法權益。

### Number of enquiries

#### 諮詢及投訴數量

Year 年份	Number of inquiries and complaints (Times) 諮詢及投訴數量(次)
2020	3,895
2021	3,174

The Group attaches great importance to the protection of our brand and products. We have formulated the *Market Inspection Management System* and the *Product Anti-counterfeiting Management System* to understand timely the market performance and quality of the company's products, find out the possible acts of making and selling fake products in the market, and effectively protect the legitimate rights and interests of the Group. During the year, the Group visited Shandong and other provinces and municipalities in Mainland China to inspect possible violations, such as improper propaganda, counterfeiting of the Group's products and the Tong Ren Tang brand, which further standardised the market order, prevented potential risks and protected the rights and interests of consumers and the Group.

In product marketing activities, the Group has strictly complied with *the Good Supply Practice for Pharmaceutical Products*, *the Advertisement Law of the People's Republic of China*, *Law of the People's Republic of China on the Administration of Pharmaceuticals* and other applicable laws and regulations, and formulated internal management systems of the Group including the *Advertisement and Publicity Management Regulations* and the *Internal Review Management System for Publishing Information Online*. It has also established advertisement management procedures, and an advertisement review and filing system. We provide consumers with accurate consumption information, ensure consumers' right to know and offer a reliable service environment for consumers.

本集團高度重視品牌及產品的維權工作，制定《市場巡查管理制度》和《產品打假工作管理制度》，及時瞭解公司產品的市場表現、質量情況，發現市場上可能存在的製假、售假行為，切實保護本集團的合法權益。年內，本集團先後走訪山東等中國內地多個省市，對可能出現的產品違規宣傳、仿冒本集團產品及同仁堂品牌的情形進行巡查，進一步規範市場秩序，防範潛在風險，保障消費者及本集團權益。

在市場宣傳過程中，本集團嚴格執行《藥品經營質量管理規範》《中華人民共和國廣告法》《中華人民共和國藥品管理法》等國家法律法規，並制定《廣告宣傳管理制度》及《網絡信息發佈內部審核管理制度》等內部管理制度，建立廣告管理流程及審查備案制度。確保為消費者提供準確的消費信息，保障消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。



## 產品責任



### Pharmacovigilance 藥物警戒

The Group has formulated the *Pharmacological Vigilance Management System* in compliance with the requirements of such documents as the GMP, the *Drug Administration Law of the People's Republic of China*, the *Specifications for Pharmacovigilance Quality Management*, the *Announcement of the State Drug Administration on Direct Reporting of Adverse Reactions by Drug Launch Permit Holders*, the *Guiding Principles for the Collection and Reporting of Individual Cases of Adverse Drug Reaction*, the *Administrative Measures on Reporting and Monitoring of Adverse Drug Reaction*, the *Rules for Implementation of Administration Measures on Reporting and Monitoring of Adverse Drug Reaction in Beijing*, clarifying the requirements for tasks to monitor, identify, evaluate and control individual cases of adverse drug reaction in order to ensure the safety of drug use by consumers.

In addition, the Group constantly strengthens the supervision of adverse drug reactions by collecting incidents of adverse drug reaction through the Internet, literature, research, telephone and other channels, confirming, analysing and evaluating the collected data, and reporting any adverse drug reaction directly to the system in a timely manner. Meanwhile, the Group, in accordance with relevant national regulations, completes approval of regular safety update reports and the submission of the annual report, and actively carries out pharmacovigilance training.

本集團依據GMP、《中華人民共和國藥品管理法》《藥物警戒質量管理規範》《國家藥品監督管理局關於藥品上市許可持有人直接報告不良反應事宜的公告》《個例藥品不良反應收集和報告指導原則》《藥品不良反應報告和監測管理辦法》《北京市藥品不良反應報告和監測管理辦法實施細則》等相關文件要求，制定《藥物警戒管理制度》，對藥品不良反應的監測、識別、評估和控制等工作內容提出明確要求，保障消費者的用藥安全。

此外，本集團不斷加強對藥品不良反應的監管，通過網絡、文獻、電話等途徑收集藥品不良反應，並對收集到的數據進行確認、分析與評價，並及時於藥品不良反應直接報告系統上報。同時，按照國家相關法規要求，完成定期安全性更新報告審批，完成年度報告提交，並積極開展藥物警戒培訓工作。

# Environmental Protection

綠水青山





## 綠水青山

Clear water and green mountains are natural resources that need to be protected by the whole world. As an enterprise which is mainly engaged in traditional Chinese medicine, the Group actively implements the path of green and low-carbon production and operation, explores strategies for circular and sustainable development, and minimises effects on the ecological environment. The Group strictly controls the discharge of various pollutants to reduce waste, advocates energy conservation and consumption reduction, optimises the efficiency of resource use, and improve resource recycling rate and the proportion of new energy use.

綠水青山是需要全世界共同呵護的自然資源，本集團作為以中藥生產為主的企業，積極踐行綠色低碳的生產經營理念，探索循環發展、可持續發展的道路，最大限度地降低對生態環境的影響。本集團嚴格控制各類污染物排放，減少廢棄物，倡導節能降耗，優化資源使用效率，提高資源可回收利用率與新能源使用佔比。

### Energy conservation and emission reduction goals and measures

#### 節能減排目標及措施：

At present, China has set the mid-term goal of carbon peaking and the long-term goal of carbon neutrality, which point the direction for the Group's future energy conservation and emission reduction efforts. In 2021, the greenhouse gas emissions per RMB10,000 of the Group's revenue decreased by 0.03 ton of carbon dioxide equivalent compared with the same period last year. In the future, the Group will strengthen energy management and daily control of environmental protection of each industrial unit through energy conservation and emission reduction measures as follows, continue to strive to achieve targets of energy conservation, pollution reduction and carbon reduction, and make unremitting effort to achieve the national goals of carbon peaking in year 2030 and carbon neutrality in 2060, respectively.

目前，國家已訂立碳達峰及碳中和的中長期目標，亦為本集團未來的節能減排工作定下方向，二零二一年，本集團每萬元收入產生的溫室氣體排放量較去年同期下降0.03噸二氧化碳當量。未來，本集團也將通過如下節能減排措施加強對各工業單位能源管理及環境保護工作的日常管控，持續致力於實現節能、減污、降碳的目標，為實現國家二零三零年碳達峰和二零六零年碳中和戰略目標而不懈努力。



To improve the efficiency of electricity, gasoline and diesel use, reduce energy consumption, minimize greenhouse gas (Scope 1 and Scope 2) emissions, and achieve the medium-term and long-term carbon emission targets set by the state.

提高電力、汽柴油使用效率，減少能源消耗，最大程度減少溫室氣體（範圍一及範圍二）的排放量，實現國家訂立的中長期碳排放目標。



To continue to facilitate the construction of energy management and control platforms, improve energy efficiency, reduce energy consumption, and increase the use of renewable energies.

持續推動能源管控平台建設，提升能源使用效率，減少能源消耗，增加可再生能源的使用。

## Environmental Protection

### Pollutants and waste management 污染物及廢棄物管理



To strengthen the management of various pollutants, carry out harmless treatment of waste water, waste gas and other pollutants, reduce the amount of hazardous waste, and strive to minimize the impact on the surrounding environment.

加強對各類污染物的管理，對廢水、廢氣等各類污染物進行無害化處理，減少有害廢棄物的產生量，努力做到對周邊環境的影響降到最低。

To reduce emission of the volatile organic compound ("VOC") through reforming system.

通過改造系統，減少揮發性有機化合物（「VOC」）的排放。

To deal with wastewater by utilizing membrane bio-technology.

利用膜生物技術對污水進行處理。

### Water resources management 水資源管理



To strengthen water management of all industrial units, improve water-saving awareness of all employees, minimize water consumption during business operations, improve efficiency of water use, and reduce water consumption of each industrial unit to a level that meets or is lower than the target set by the water conservation center where the industrial unit locates.

加強對各工業單位的用水管理，提高每名員工的節水意識，最大程度減少業務運營過程中的用水量，提高水資源使用效率，降低水資源消耗，符合或低於各工業單位所在地節約用水中心下達的預設目標。

The Group continues to pay attention to energy conservation and emission reduction. In early 2021, based on the production plans and equipment and facilities operation of production units as well as the requirements of energy management departments in each production unit's location, the Group signed the Annual Target Responsibility Letter with major production units including the Liujiayao branch factory, Yizhuang branch factory and Daxing branch factory to specify the annual environmental protection requirements and assessment indicators for each production unit and grant rewards and impose punishments based on the assessment results, which motivates each production unit to actively fulfill its own environmental protection responsibilities. Meanwhile, the Group, through such means as environmental protection investment, publicity and training, has fully integrated the concepts of low-carbon operation and circular economy into the production process.

To improve the efficiency of energy use, comply with national and local environmental protection agencies' standards on the concentration of emissions, reduce the total amount of energy consumption and pollutants, reduce the impact of production on the environment and achieve a win-win situation with both economic and environmental benefits, the Group has successively facilitated and adopted a series of measures for sustainable development.

本集團持續關注節能減排工作，二零二一年初，本集團根據生產單位的生產計劃及設備設施運營情況及各生產單位所在地能源管理部門要求，與劉家窯分廠、亦莊分廠、大興分廠等主要生產單位訂立年度目標責任書，明確各生產單位的年度環保工作要求、考核指標，並依據考核結果進行獎懲，促使各生產單位積極落實各自的環境保護責任。同時，本集團通過環保投入、宣傳培訓等方式，將低碳運營、循環經濟理念充分融入生產過程。

為提高能源使用效益，符合國家及各地方環境保護機構對排放物濃度的標準，降低能耗總量及污染物總量，減少生產對環境的影響，實現經濟效益與環保效益雙贏，本集團也相繼推動並採取了一系列可持續的管理措施。

## 綠水青山

### Energy and water resources management 能源及水資源管理



To achieve precision energy management and collect various types of energy usage data such as water, electricity and natural gas data more accurately, effectively and timely, since 2020, the Group has gradually established energy management and control platforms in each major production unit to monitor the usage of all types of energy; an economical operation monitoring and energy efficiency evaluation system was also established to analyze the energy consumption indicators and operation parameters of major energy-using equipment, display energy usage data in real time, and reasonably control the operation of equipment and facilities to improve equipment operation efficiency and continuously improve resource management.

為實現精細化能源管理，更準確、有效、及時地收集水、電、天然氣等各類能源使用數據，自二零二零年起，本集團在各主要生產單位逐步建立能源管控平台，用以監控各類能源的使用情況，並通過建立經濟運行監控及能效評價體系，對主要用能設備的能耗指標和運行參數進行分析，實時展示能源使用數據，合理控制設備設施運轉，提高設備運行效率，不斷提高資源管理水平。

By the end of 2021, the energy management and control platform has been officially launched in major production units such as the Daxing branch factory and Yizhuang branch factory, and will be launched in other production units in the future.

截至二零二一年底，能源管控平台已於大興分廠、亦莊分廠等主要生產單位正式啟用，未來將進一步在其他生產單位中推廣普及。

In the future, the Group plans to actively adopt and promote solar photovoltaic power generation projects in major production units on a pilot basis; the use of such renewable energy will reduce fossil fuel usage and greenhouse gas emissions, effectively contributing to the Group's pursuit of its energy saving and carbon emission targets.

未來，本集團計劃以主要生產單位為試點，積極採用並推廣太陽能光伏發電項目，通過可再生能源的使用，減少化石燃料的使用及溫室氣體的排放，有效落實節能降耗及碳排放目標。

### Pollutants Management 污染物管理



The Group strictly follows the national and local pollutant discharge standards and accordingly equips itself with sewage and waste gas treatment facilities to conduct harmless treatment of various pollutants such as waste water and waste gas generated in the production process before discharging them together when they reach or are below national and local discharge standards, which reduces the amount discharged.

本集團嚴格參照國家及地方的污染物排放標準，配備污水及廢氣處理設施，將生產過程中產生的廢水、廢氣等各類污染物進行無害化處理，達到或低於國家及地方排放標準後統一排放，降低排放水平。

At the same time, the Group continues to increase investment in environmental protection. By using environmentally friendly equipment and using clean energy such as natural gas to replace coal combustion, the Group has minimized emission of various pollutants.

同時，本集團持續加大環保投入，通過使用環保型設備，並採用天然氣等清潔能源替代燃煤，最大限度降低各類污染物排放。

# Environmental Protection

## Hazardous waste management 有害廢棄物管理



The Group collects and stores hazardous waste by classification, and strengthens the daily management and maintenance of equipment and facilities in storage sites to avoid scattering, loss and leakage of hazardous solid waste. The Group strictly prohibits dumping, stacking, discarding or omitting hazardous waste without authorisation, and posts clear signs at the collection and storage sites as a warning.

本集團將有害廢棄物進行分類收集和儲存，並加強儲存場所設備設施的日常管理與維護，避免有害固體廢棄物揚散、流失、滲漏等。本集團嚴禁擅自傾倒、堆放、丟棄、遺漏有害廢棄物，並在收集和儲存的場所張貼明顯標識進行警示。

Besides, the Group has established management ledgers and emergency plans, entrusts third-party companies that have the corresponding disposal qualifications with unified treatment of hazardous waste, and strictly implements waste transfer procedures and keeps transfer documents and other documents.

同時，本集團建立管理台賬和應急預案，將有害廢棄物委託給具有處置資質的第三方單位進行統一處理，並嚴格執行廢棄物轉移流程，保存轉移聯單等文件。

## Non-hazardous waste management 無害廢棄物管理



The Group collects and stores non-hazardous wastes by classification, and entrusts units that have the corresponding disposal qualifications with unified recycling and treatment on a regular basis.

本集團將無害廢棄物進行分類收集和儲存，並定期委託具有處置資質的單位進行統一回收和處理。

At the same time, the Group tries its best to use recyclable and degradable green materials, and continuously optimises production processes to increase the first-time pass rate, reduce packaging material consumption and minimise the generation of non-hazardous waste.

同時，本集團盡量採用可回收、可降解的綠色循環材料，並不斷優化生產工藝以提高一次合格率，降低包材損耗，盡可能減少無害廢棄物的產生。

## Dust and noise pollution management 粉塵與噪音污染管理



The Group rents water trucks, dust collectors and other equipment and facilities to prevent air pollution caused by dust scattering.

本集團租用灑水車、除塵機等設備設施，防止粉塵飛散造成空氣污染。

The Group installs effective denoisers, sound-absorbing equipment, etc. in the factory area, reasonably arranges operation time to reduce noise pollution as much as possible and minimise the impact on the surrounding environment and employees.

本集團在廠區內安裝有效的降噪、吸音等設備，合理安排作業時間，盡可能降低噪音污染，最大限度地減少對周邊環境及員工的影響。



# 綠水青山

## Emission Management

### 排放物管理

In the process of practicing green production, the Group strictly controls the generation and discharge of waste, and complies with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution*, the *Air Pollution Prevention Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution* and the *Clean Production Promotion Law of the People's Republic of China* among other relevant national laws and regulations. On that basis, we have formulated such internal management policies as the *Management System on Environmental Protection*, the *Management System on Clean Production*, the *Management System on Prevention and Control of Water Pollution*, the *Management System on Atmospheric Pollution Prevention and Control* and the *Management System on the Prevention and Control Hazardous Waste* to continuously improve the environmental management system and standardise the management of waste from daily production and operation to reduce the adverse impact of waste on the environment.

在踐行綠色生產的過程中，本集團嚴格控制廢棄物的產生與排放，在遵守《中華人民共和國環境保護法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國環境噪聲污染防治法》《中華人民共和國清潔生產促進法》等國家相關法律法規的基礎上，制定了《環境保護管理制度》《清潔生產管理制度》《水污染防治管理制度》《大氣污染防治管理制度》《危險廢物污染防治管理制度》等內部管理制度，不斷建立健全環境管理制度體系，規範日常生產運營中的廢棄物管理工作，降低廢棄物對環境造成的不利影響。

## Main types of emissions

### 主要排放物類型

The Group's emissions are mainly generated during the production process, mainly including wastewater, exhaust gas, solid waste and noise. Among them, wastewater mainly contains COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand), ammonia nitrogen, suspended substances, etc.; exhaust gas mainly contains nitrogen oxides; solid waste is divided into hazardous waste and non-hazardous waste. With Chinese patent medicine as main product, the Group produces less hazardous waste during the production process, mainly including liquid lab waste, medical waste, activated carbon, etc. The non-hazardous solid waste generated by the Group in the production process is mainly various types of waste packaging materials, such as drug instructions.



本集團的排放物主要是在生產過程中產生，主要包括廢水、廢氣、固體廢棄物及噪音。其中，廢水主要含有COD(化學需氧量)、BOD(生化需氧量)、氨氮、懸浮物等；廢氣主要含有氮氧化物；固體廢棄物分為有害廢棄物和無害廢棄物。本集團以中成藥產品為主，在生產過程中產生的有害廢棄物較少，主要包括實驗室廢液、醫療廢棄物、活性炭等。本集團在生產過程中產生的無害固體廢棄物主要為各類廢棄包材，例如藥品說明書等。



# Environmental Protection

In 2021, the pollutants produced by the main production units of the Group were as follows:

2021 年，本集團主要生產單位產生的污染物情況如下：

Pollutant Indicator (Unit) 污染物指標(單位)		Emission 排放量 2021	Emission 排放量 2020	Basis of calculation 核算依據
<b>WASTE WATER EMISSION</b> 	Waste water discharged (10,000 tons) 廢水排放量(萬噸)	102	86	Conversion based on 80% of fresh water consumption. 按照新鮮水消耗量的80%進行折算。
	Density of Waste water discharged (tons/RMB10,000) 廢水排放密度(噸/萬元)	2.48	2.49	Waste water discharged per RMB10,000 of revenue of the Group. 本集團每萬元收入產生的廢水排放量。
	Chemical Oxygen Demand (CODcr) (tons) 化學需氧量(CODcr)(噸)	67	82	Accounting based on concentration data in the Group's routine monitoring reports.
	Five-day Biochemical Oxygen Demand (BOD <sub>5</sub> ) (tons) 五日生化需氧量(BOD <sub>5</sub> )(噸)	24	35	依據本集團例行監測報告中的濃度資料進行核算。
	Ammonia nitrogen (tons) 氨氮(噸)	1	1	
	Suspended Substance (SS) (tons) 懸浮物(SS)(噸)	14	24	
<b>Exhaust</b> 	Nitrogen oxides (tons) 氮氧化物(噸)	25	28	Conversion with reference to the NO <sub>x</sub> pollution factor of industrial gas boilers in the <i>Handbook of Industrial Emission Factors</i> . 參考《工業產排污系數手冊》工業燃氣鍋爐中的氮氧化物產污系數進行折算。



# Environmental Protection

Pollutant Indicator (Unit)		Emission 排放量 2021	Emission 排放量 2020	Basis of calculation 核算依據
<b>Greenhouse gas<sup>2</sup></b> 溫室氣體 <sup>2</sup>				
	Direct emissions (10,000 tons of CO <sub>2</sub> equivalent) 直接排放量 (萬噸二氧化碳當量)	3	3	Greenhouse gas emissions are accounted based on the <i>Greenhouse Gas Accounting System — Corporate Accounting and Reporting Standards</i> issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and the Intergovernmental Panel on Climate Change (IPCC) <i>Fifth Assessments Report 2013</i> and <i>Industrial and Other Industries Companies Greenhouse Gas Emission Accounting Methods and Reporting Guidelines (trial)</i> . For the greenhouse gas emission from electricity, the factors were selected in accordance with the <i>Notice on Properly Carrying out Key Tasks Related to the Management of Corporate Greenhouse Gas Emissions Reporting in 2022</i> published by the Ministry of Ecology and Environment of the PRC. 溫室氣體排放量依據世界資源研究所 (WRI) 和世界可持續發展工商理事會 (WBCSD) 發佈的《溫室氣體核算體系—企業核算與報告標準》、政府間氣候變化專門委員會 (IPCC) 《第五次評估報告 2013》以及《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》核算得出。其中電力部分的溫室氣體排放因子參照中華人民共和國生態環境部印發的《關於做好 2022 年企業溫室氣體排放報告管理相關重點工作的通知》進行換算。
	Indirect emissions (10,000 tons of CO <sub>2</sub> equivalent) 間接排放量 (萬噸二氧化碳當量)	6	6	
	Total emissions (10,000 tons of CO <sub>2</sub> equivalent) 排放總量 (萬噸二氧化碳當量)	9	9	
	Density of emissions (tons of CO <sub>2</sub> equivalent/ RMB10,000) 排放密度 (噸二氧化碳當量/萬元)	0.23	0.26	

- The Company produces over 100 types of Chinese patent medicines every year, and uses over 1,000 types of packaging materials. The generated waste packaging materials are in various types and use different specifications and measurement units. Therefore, it is not applicable to count the total amount and density of the waste packaging materials produced by finished products.
- Greenhouse gases are mainly carbon dioxide, methane and nitrous oxide.
- 本公司常年生產的中成藥產品類別超過百種，所用包材種類逾千種，產生的廢棄包材種類眾多且其規格、計量單位均有差異，故不適用於統計產成品所產生的廢棄包材總量及密度。
- 溫室氣體主要為二氧化碳、甲烷、氧化亞氮。



## 綠水青山

### Case 例

#### An environmental steward was hired to fully diagnose the status of environmental management

##### 聘請環保管家全面診斷環境管理現狀

The company has hired a professional environmental consulting firm to provide comprehensive consulting services and environmental stewardship for the major production units, and the firm is tasked with a comprehensive diagnosis of the problems and deficiencies in their environmental management, and pollution prevention and control. In 2021, the environmental steward team carried out a total of four rounds of inspections, in which it conducted thorough investigations and offered rectification opinions with a focus on the prevention and control of pollutants, the operation of environmental facilities, and daily environmental protection management in various industrial units.

本公司已聘請專業環境諮詢公司為主要生產單位提供環保管家綜合諮詢服務，全面診斷企業環境管理、污染防治中存在的問題和不足。二零二一年，環保管家團隊共計開展四輪巡查工作，重點針對各工業單位污染防治、環保設施運行情況、日常環保管理工作等方面進行深入排查並提出整改意見。



### Resource Utilisation

#### 資源使用管理

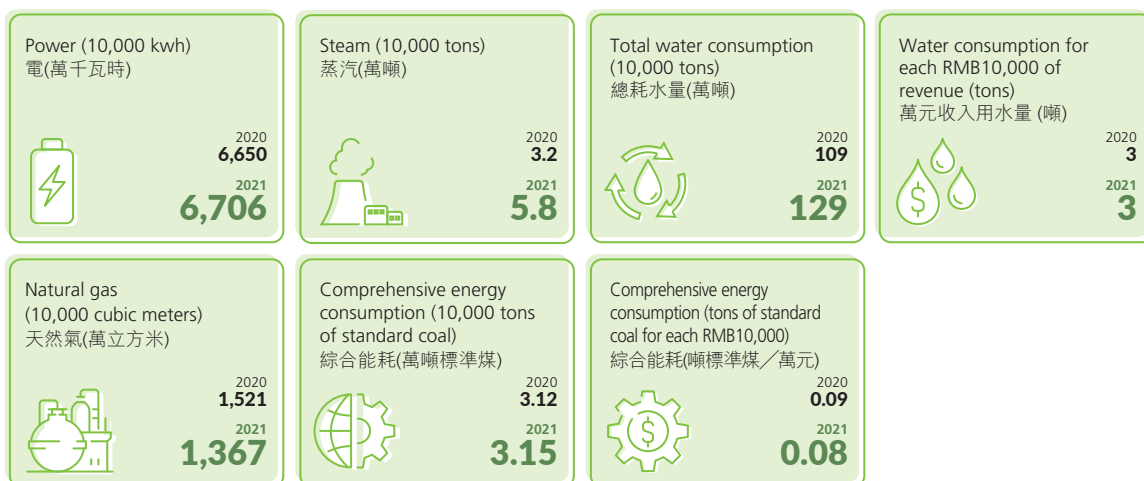
The Group is committed to becoming a resource-saving and environment-friendly modern green enterprise. We have actively implemented the green concept of energy saving and consumption reduction in daily production and operation and strictly implemented the Energy Conservation Law of the People's Republic of China and other relevant national laws and regulations. We have formulated the Energy and Water Resources Management Regulations and other internal management systems, striving to strengthen energy management, practice green office and green production, and actively implement energy conservation and consumption reduction in production, operation and daily office work.

本集團致力於成為資源節約型、環境友好型的現代綠色企業，在日常生產經營中積極落實節能降耗的綠色理念，嚴格執行《中華人民共和國節約能源法》等國家相關法律法規，制定了《能源、水資源管理規定》等內部管理制度，力求在生產經營和日常辦公中加強能源管理，踐行綠色辦公和綠色生產，積極落實節能降耗。

# Environmental Protection

The resources and energy consumed by the Group in the production process mainly include water, electricity, steam and natural gas, etc., which are all obtained through outsourcing. In 2021, the resources and energy consumed by the main production units of the Group are as follows:

本集團在生產過程中所消耗的資源與能源主要包括水、電、蒸汽和天然氣等，均通過外購方式獲得。二零二一年，本集團主要生產單位消耗的資源與能源情況如下：



Note: The consumption of water, electricity, steam and natural gas was calculated based on the payment vouchers and billing statistics. The comprehensive energy consumption was calculated according to the *General Principles for Calculation of Comprehensive Energy Consumption*.

註：水、電、蒸汽及天然氣消耗數量依據繳費憑證、單據統計核算得出。綜合能耗依據《綜合能耗計算通則》核算得出。



Note: The Company produces over 100 types of Chinese patent medicines every year, and uses over 1,000 types of packaging materials, such as product manual, composite films, packaging boxes, etc. and the packaging materials are in various types and use different specifications and measurement units. Therefore, it is not applicable to count the total amount and density of the packaging materials produced by finished products. The procured quantities of product manuals is closely related to production plans and output. In 2021, under the effect of the safety policies of medicines, which requires amending the instruction manuals of series of products such as Liuwei Dihuang pills, resulting in an increase in the use of Chinese patent medicine manuals.

註：本公司常年生產的中成藥產品類別超過百種，所用包材種類逾千種（如產品說明書、複合膜、包裝盒等），且其規格、計量單位均有差異，故，不適用於統計產成品所用包材總量及密度。產品說明書採購量與生產計劃及產量密切相關，二零二一年，受藥監政策影響，須對六味地黃丸等系列產品說明書進行修訂，因此說明書消耗量亦有所上漲。

## 綠水青山

### Green production

#### 綠色生產

The Group advocates green production. Adhering to the concept of energy saving and emission reduction in the production process, we promote new materials, new processes, new technologies and new equipment, and effectively improve energy efficiency. At the same time, the Group promotes the use of renewable energy by adopting a geothermal heat pump system for heating and cooling in the plant area which consumes electricity and circulating water to supply heat to meet daily production and operation needs. The geothermal heat pump system can reduce energy use and carbon emission to a certain extent compared with traditional technology.

本集團倡導綠色生產，在生產過程中堅持貫徹節能減排思想，推廣新材料、新工藝、新技術和新設備，切實提高能源使用效率。同時，本集團推廣使用可再生能源，在廠區內採用地源熱泵系統採暖和制冷，通過消耗電能和使用循環水供應熱能，以滿足日常生產經營需求，地源熱泵系統較傳統技術可在一定程度上減少能源使用和碳排放。

The water resources used by the Group mainly come from the local municipal water supply, and water shortage is not a key constraint in the production process of the Group. In order to improve water use efficiency, the Group have formulated the *Energy and Water Resources Management Regulations* and other internal management systems, and uses water-saving appliances to regularly inspect and maintain the water supply system to avoid spillage and leakage. At the same time, the Group adopts a circulating water system in the production process and uses reclaimed water for greenbelt irrigation to promote the recycling and reuse of water resources and reduce water consumption. The Group strictly follows the national and local pollutant discharge standards and accordingly formulated the *Water Pollution Prevention and Control Management System*, and conducts decontamination treatment of various pollutants such as waste water generated in the production process before discharging them together when they reach or are below national and local discharge standards to reduce the discharge amount.

本集團所用的水資源主要來源於當地市政供水，水資源短缺並非本集團生產過程中的關鍵性制約因素。為提升用水效率，本集團制定了《能源、水資源管理規定》等內部管理制，並通過使用節水型器具，定期對供水系統進行檢查、維護，避免跑、冒、滴、漏的現象發生。同時，本集團在生產環節中採用循環水系統，利用中水進行綠地澆灌，促進水資源的回收再利用，降低水資源消耗。此外，本集團嚴格參照國家及地方法律法規，制定了《水污染防治管理制度》，將生產過程中產生的廢水進行無害化處理，達到或低於國家及地方排放標準後統一排放，降低排放水平。



# Environmental Protection

## Green office 綠色辦公

The Group advocates green office concept, incorporates the concept of low-carbon operation in daily management and office work, and actively adopts various energy-saving and emission-reducing measures, striving to transform to a paperless, energy-saving and low-carbon office model. The Group strictly controls the use of various paper products, such as paper, archive bags and packaging boxes, and requires the reduced use of difficult-to-degrade items such as plastics, inks, chemical fibres and electronic consumables. The Group actively adopts electronic communication methods such as telephone conferences and online video conferences to reduce energy consumption from business travel.

In order to enhance employees' awareness of energy conservation and environmental protection and promote their understanding and recognition of low-carbon production and lifestyles, the Group actively carries out various activities of publicity and education on environmental protection, encouraging employees to cultivate resource-saving and environmentally friendly concepts, take green travel modes and participate in the design of various energy-saving and consumption-reducing schemes. At the same time, the Group posts water-saving and power-saving reminders in office premises and factory areas and erects energy-saving publicity billboards to actively implement the green office concept.

本集團倡導綠色辦公理念，在日常管理和辦公中融入低碳經營的理念，積極採取各類節能減排措施，努力向辦公無紙化、節能化、低碳化的方向轉型。本集團嚴格管控各類紙張、檔案袋、包裝箱等紙製品的使用，並要求減少塑料、油墨、化纖以及電子耗材等難以降解物品的使用。本集團積極採用電話會議、網絡視頻會議等電子通訊方式，以減少差旅過程中產生的能源消耗。

為了提升員工的節能環保意識，促進員工瞭解並認同低碳生產、生活方式，本集團積極開展形式多樣的環保宣傳文化教育活動，倡議員工培養資源節約、環境友好的理念，鼓勵員工綠色出行、參與各類節能降耗方案設計。同時，本集團在辦公場所和廠區內張貼節水節電提示，開設節能宣傳欄，積極踐行綠色辦公。





## 綠水青山

### Environmental awareness 環保意識



We cultivate employees' environmental awareness of waste utilisation, water and electricity saving, energy recycling rate and reduction of pollutant emissions.

培養員工廢物利用、節水節電的環保意識，提升能源循環利用率，降低污染物排放。

### Saving water 節約用水



We use water-saving equipment to strengthen the daily over-haul and maintenance of water equipment.

使用節水型設備，加強用水設備的日常檢修和維護。

### Saving electricity 節約用電



We use energy-saving and environmentally friendly lamps, such as LED lights, etc.

使用節能環保型燈具，如 LED 照明燈等。

### Saving paper 節約用紙



We use e-mail, electronic office platforms, etc., recycle waste paper, and reduce the use of paper products.

使用電子郵件、電子辦公平台等，回收利用廢舊紙張，減少紙製品的使用量。

### Green travel 綠色出行



We provide shuttle service for some routes, and encourage employees to advocate public transportation and green travel.

提供部分路線班車，倡導員工乘坐公共交通、綠色出行。

# Environmental Protection

## Coping with Climate Change

### 應對氣候變化

Climate change has become the focus of widespread concern in society. The frequency and intensity of extreme weather has increased, and it has severely affected industries such as agriculture, forestry and animal husbandry. Traditional Chinese medicinal materials are special agricultural resources whose cultivation, growth, distribution and harvesting are also affected by climate change. As an enterprise which is mainly a Chinese patent medicine manufacturer, the Group identified risks and opportunities related to climate change based on its current status and needs, improved risk management and control mechanisms, and explored measures to address climate change, to ensure the sustainable development and utilisation of traditional Chinese medicines.

氣候變化問題已成為社會廣泛關注的焦點，極端天氣的發生頻次及強度有所增加，已對農、林、牧等產業造成了嚴重影響。中藥資源作為特殊的農業資源，其栽培、生長、分布和採收也會受到氣候變化的影響。本集團作為中成藥製造為主的企業，已結合自身現狀與需求，識別有關氣候變化的風險和機遇，並完善風險管控機制，探索應對氣候變化的措施，以保障中藥資源的可持續發展與利用。

## Risk identification

### 風險識別

The extreme weather caused by climate change poses many challenges to the utilisation of natural resources and production and operation activities. In the face of the urgency of climate change, the Group takes into account its own needs to identify and analyse the possible impacts of climate change on the Group's operations.

On the one hand, the country proposed in 2020 to reach peak carbon emissions by 2030 and achieve carbon neutrality by 2060, therefore, with the tightening of relevant national policies, the Group may be subject to restrictions or requirements related to carbon emissions by regulatory authorities, resulting in an increase in compliance costs. On the other hand, as the country pays increasing attention to climate change and the ecological environment, the protection of biodiversity may be strengthened, resulting in restrictions or prohibitions on the types and quantities of plant and animal-based traditional medicinal materials collected by the Group, thereby increasing operating costs and compliance costs.

氣候變化引發的極端天氣為自然資源利用、生產經營活動等帶來諸多挑戰。面對刻不容緩的氣候變化形勢，本集團從自身出發對運營可能受到的氣候變化影響進行識別和分析。

一方面，國家在二零二零年提出力爭於二零三零年前達到碳峰值，爭取二零六零年前實現碳中和的減排目標。隨著最新國家相關政策的趨嚴，本集團可能會受到監管部門與碳排放量有關的限制或要求，導致合規成本的增加。另一方面，隨著國家對氣候變化和生態環境的重視，可能會加強對生物多樣性的保護，導致本集團採收動植物中藥材資源的種類和數量受到限制或禁止，使得運營成本和合規成本增加。



## 綠水青山

Meanwhile, global climate change brings possible changes of temperature, humidity and other conditions in authentic places of origin, the Group may be posed to situations such as outputs decrease, a decline in the quality and market price fluctuations of traditional Chinese medicinal materials, which in turn may have an impact on the Group's production and procurement costs.

For example, climate change may have an impact on the production of traditional Chinese medicinal materials. The quantity of traditional Chinese medicinal materials is closely related to the geographical environment, climate and human activities. Climate change may destroy and affect the physical and chemical properties of the soil and threaten the growth of some traditional Chinese medicinal materials. In addition, extreme weather such as drought, rainstorms and floods may cause a severe decline in the output of traditional Chinese medicinal materials. Similarly, climate change may have an impact on the quality of traditional Chinese medicinal materials. Traditional Chinese medicinal materials have obvious regional characteristics, especially authentic medicinal materials with superior quality and obvious effects. Climate change may cause changes or shrinkage of the environment suitable for the growth of traditional Chinese medicinal materials, causing them to migrate to a more suitable environment where the content of active ingredients may change, thereby having an impact on their quality and efficacy.

同時，全球氣候變化可能導致道地產區的溫度、濕度等條件發生變化，使得本集團生產所需中藥材採收量減少、中藥材質量下降、市場價格波動等，進而對本集團生產供應及採購成本造成一定影響。

例如，氣候變化會對中藥材的產量產生影響。中藥材數量與地理環境、氣候環境和人類活動息息相關，氣候變化可能會破壞和影響土壤理化性質，對部分中藥材的生長造成威脅。此外，乾旱、暴雨、洪澇等極端天氣也可能使得中藥材產量嚴重下降。同樣，氣候變化也會對中藥材的質量產生影響。中藥材具有明顯的地域特性，尤其是品種優良、療效顯著的道地藥材，而氣候變化可能會導致中藥材適宜生長的環境發生變化或萎縮，使得中藥材向更適宜的環境遷移，導致藥用活性成分含量發生不同的變化，進而對中藥材的質量和藥效產生一定的影響。



# Environmental Protection

## Risk response

### 風險應對

Based on the identification of climate change risks, the Group has set out to formulate management measures to deal with climate change risks. We have adopted a three-level risk management and incorporated natural and environmental factors such as natural disasters and environmental conditions in the scope of identification of risks, in order to strengthen the ability to respond to climate change risks. The Group has refined the process of risk identification, assessment and management, and set up such links as risk monitoring, reporting and early warning, risk assessment processing, risk management supervision and evaluation, formulation and implementation of countermeasures to actively prevent and respond to possible climate change risks.

The Group will strengthen the identification, evaluation and supervision of the impacts and risks of severe climate changes on the Group's various businesses, pay attention to market conditions and changes in related industrial policies in a timely manner, strengthen the close connection between procurement, production and sales, and maintain a reasonable inventory structure and appropriate strategic reserves to maximise the supply of required materials and to avoid the risk that their prices rise due to the imbalance between supply and demand.

At the same time, we timely grasp the quantity and dynamic changes of traditional Chinese medicinal materials resources, analyze the dynamic change and carry out the artificial cultivation and breeding of precious and endangered animal and plant-based medicinal materials resources in accordance with the law in order to effectively prevent and mitigate the negative effects of climate change on traditional medicinal materials resources. We actively advocate low-carbon and green production and lifestyles, improve energy efficiency, reduce pollution emissions and alleviate climate change.

在氣候變化風險識別的基礎上，本集團著手制定全面風險管理規定，建立健全三道防線將自然災害、環境狀況等自然環境因素納入風險識別範圍，強化氣候變化風險的應對能力。本集團細化了風險識別、評估及管理的流程，設置了風險監控報告與預警、風險評估處理、風險管理的監督與評價、應對措施的制定與實施等環節，積極防範與應對可能發生的氣候變化風險。

本集團將加強重大氣候變化對本集團各項業務產生的影響及風險的識別、評估和監管，及時關注市場行情及相關產業政策變化，強化採購與生產、銷售之間的緊密銜接，保持合理庫存結構和適當的戰略性儲備，最大限度保障所需物料的供應，避免其價格因供需矛盾失衡而持續上升的風險。

同時，及時瞭解和掌握中藥資源數量，進行動態分析，依法開展動植物中藥材資源的人工培養、繁育，預防和減緩氣候變化對所需中藥材資源產生的負面影響；積極倡導低碳化、生態化的生產生活方式，提高能源利用率，減少污染排放，緩解氣候變化。





# Employee Care

關愛員工



# Employee Care

Talent is the core competitiveness of the development. The Group believes that realisation and promotion of employees' value will help achieve the Group's overall goals. Therefore, we continuously promote the establishment of a talent management system, employ employees in compliance with laws and regulations, formulate a sound scientific system for employee training and promotion and a platform for employees to realise their self-worth, effectively protect employees' rights and interests, and care for employees' physical and mental health, so as to achieve mutual growth of employees and the Company.

人才是發展的核心競爭力，本集團始終深信員工價值的實現與提升，有利於本集團整體目標的實現。本集團持續推動人才管理體系建設，依法合規僱傭員工，制定科學完善的員工培訓晉升制度，打造員工實現自我價值的平台，切實維護員工權益，關愛員工身心健康，實現員工與企業共成長。

## Employees' Rights and Interests

### 員工權益

The Group strictly complied with the relevant laws and regulations of the PRC *including Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China, and the Law of the People's Republic of China on Protection of Minors and the Law of the People's Republic of China on the Protection of Rights and Interests of Women*. We have a strict recruitment system and recruitment process internally. General recruitment and campus recruitment have been adopted to attract talents needed by the Company according to the principles of openness, equality, voluntariness and consensus. We sign labour contracts in written form with recruits. We pursue a fair, just and non-discriminatory employment policy. During the recruitment process, there is no discrimination against any candidate due to gender, region, ethnicity, religion, age, marital status or other factors. We respect and protect the legal rights and interests of all employees.

The Group strictly abides by the *Attendance and Vacation Management System*. We implement a working hour system of 8 hours a day and 5 days a week for office employees and a work shift and alternative holiday system for production employees. The arrangements for rest days and statutory holidays of employees are consistent with those provided in the national labour laws and regulations. In addition, child labour and forced labour are strictly prohibited. In case of any suspected violation of the above laws, the Group will immediately assist the victim in reporting to the police or relevant labour authorities in strict compliance with national laws and regulations, and will make every effort to cooperate with the investigation. Should the violation be confirmed, the Group will promptly hold the relevant person liable. During the Reporting Period, no employment of child labour, forced labour or any other violations occurred. In addition, the Group understands and recognises the benefits of a diversified employee structure and regards it as an important element to maintain the long-term competitive advantage of the Group. A multicultural company should include employees of different genders, ages, skills, educational backgrounds, industry experience and other qualities in order to achieve the optimum structure and balance.

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》《中華人民共和國婦女權益保障法》等國家相關法律法規，於內部嚴格規範招聘制度與招聘流程，採取社會招聘和校園招聘等途徑，根據公開、平等、自願、協商一致的原則，引進公司所需人才，並與其簽訂書面形式的勞動合同。本集團奉行公平、公正、無歧視的用工政策，招聘過程中不會因應聘者的性別、地域、民族、宗教、年齡、婚姻狀況等因素產生任何歧視，尊重並保障所有員工的合法權益。

本集團嚴格遵守《考勤及假期管理制度》，辦公室員工實行每日8小時、每周5天的工作時間制度，生產員工或實行輪班、輪休制度，員工的休息日及法定節假日與國家勞動法規一致。同時，嚴禁使用童工和強制勞動事件發生，如若發生相關事件，本集團將嚴格按照國家相關法律法規立即協助受害員工向警方或相關勞動部門報告，並全力配合調查，如若屬實，本集團將立即追究違規辦事人員責任。於報告期內，未有聘用童工、強迫勞工等事件發生。此外，本集團瞭解並認同多元化員工結構的裨益，並視之為維持集團長久競爭優勢的重要元素之一。一個具備多元文化的公司應包括不同性別、年齡、技能、教育背景、行業經驗及其他素質的員工，以達到最適合的結構與平衡。



## 關愛員工

During the Reporting Period, the Group had a total of 3,221 regular employees (2020: 3,128 employees), of which 1,972 are regular employees of the Company (2020: 1,950 employees). Besides, the Company had a total of 116 dispatched staff (2020: 92 dispatched staff). Regular employees were divided by gender, age, academic qualification and region as follows:

報告期內，本集團共有正式員工3,221人(二零二零年：3,128人)，其中，本公司共有正式員工1,972人(二零二零年：1,950人)，此外，本公司另有派遣員工116人(二零二零年：92人)，正式員工按性別、年齡、學歷和地區劃分情況如下：

### The Group Employees Portfolio

#### 本集團人員分佈

Total employees  
正式員工總人數



2020  
**3,128名**

2021  
**3,221名**

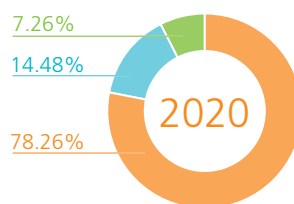
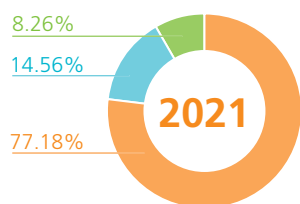
Male/female ratio  
男女比例



2020  
**1.2:1**

2021  
**1.2:1**

Percentage by region  
按地區劃分百分比



- Beijing  
北京
- He Bei  
河北
- Other provinces, cities, and autonomous regions  
其他省、市、自治區

Breakdowns by age  
按年齡分佈



	2021	2020
Aged under 30 30歲以下	18%	24%
Aged 30-39 30歲-39歲	46%	42%
Aged 40-49 40歲-49歲	23%	20%
Aged 50 and above 50歲及以上	13%	14%

Breakdowns by academic qualification  
按學歷分佈

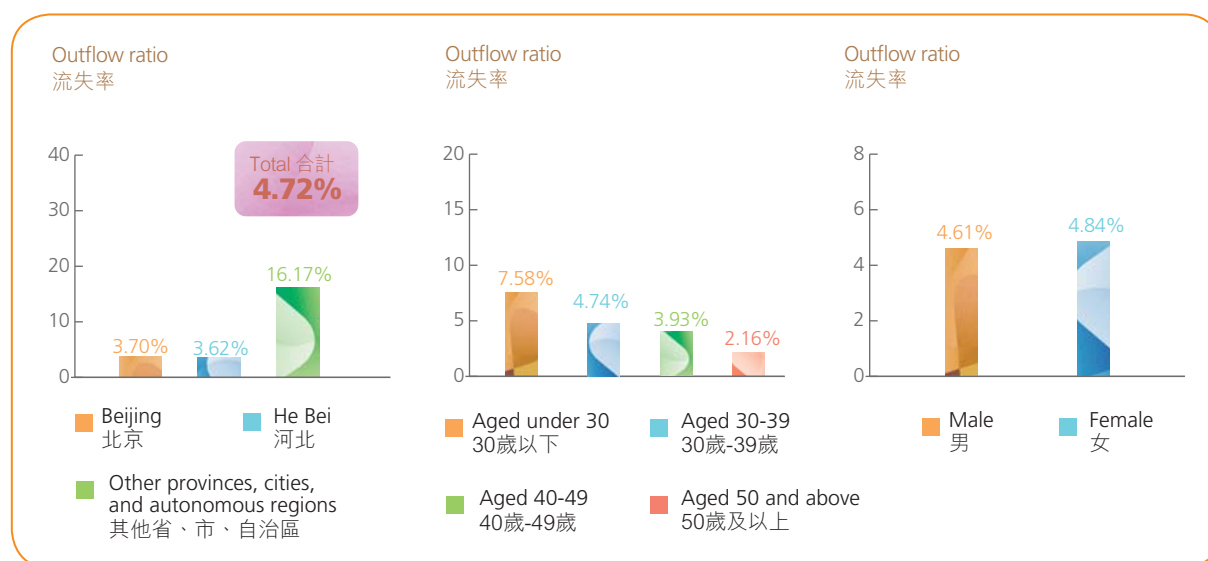


	2021	2020
Post-graduate and above 研究生及以上	4%	4%
University 本科	35%	34%
College graduate 大專	31%	30%
High school and below 高中及以下	30%	33%

## Employee Care

Brain drain is a universal problem in corporate talent management. The Group actively summarises the reasons for employee turnover and makes targeted optimisation and improvement to try its best to retain outstanding talents. In 2021, 152 employees (excluding retired employees) had departed from the Group with a turnover rate of 4.72%, 338 employees were hired with an inflow rate of 10.49%. The rate of worker flow divided by geographical location, age and gender is as follows.

人才流失是企業人才管理的普遍問題，本集團積極總結員工流失原因，並針對性地進行優化改善，盡力留住優秀人才。二零二一年，本集團員工流失人數（不包括退休人數）為152人，流失率為4.72%，新入職員工338人，流入率為10.49%。按地區、年齡及性別劃分的流動情況如下：



Besides, the Group strives to create an open, transparent, equal and diversified environment by effectively protecting the legitimate rights and interests of employees such as the right to know and the right to speak. The Group has established trade union organisations at all levels in accordance with the *Trade Union Law of the People's Republic of China* to provide employees with smooth channels of information communication. At the same time, we regularly organise "Democratic Reception Day" to actively listen to the opinions and suggestions of employees and promptly adopt corresponding solutions to problems that are of high concern to employees to protect their interests.

此外，本集團努力營造開放、透明、平等、多元的工作環境，重視並切實保護員工的知情權、話語權等合法權益。本集團已按照《中華人民共和國工會法》成立了各級工會組織，為員工提供暢通的信息溝通渠道。同時，本集團定期開展「民主接待日」活動，積極聽取員工的意見與建議，針對員工關注度較高的問題及時採取相應的解決措施，保障廣大員工的利益。



## 關愛員工

### Employee Development

#### 員工發展

The continuous growth of employees is the foundation and motivation for the Group to maintain healthy and long-term development. The Group attaches great importance to the growth and development of each employee. With the aim of “Building a Growth Path for Employees”, the Group has diligently selected, fostered, used and retained talents, and has been gradually establishing a training mechanism that can bring employees’ potential into full play. We strive to provide employees with a complete learning and promotion platform in expectation of their realisation of self-worth and career development goals.

In 2021, the Group continued to pay more attention to employee development. In line with the Group’s “14th Five-Year Plan”, taking a market-oriented, precision and professional approach with focus placed on how to cultivate, introduce, bring into play, incentivize and supervise talents, the Group continuously encourages employees to take more initiative and strives to build a structurally reasonable team of talents that are politically compliant, sufficient in number and highly competent, which will ensure a reliable supply of talents needed for the Group to achieve the high-quality development goals and contribute to its healthy and sustainable development.

Furthermore, the Group has adopted the principle of unified management and level-by-level training for staff education and training and have established a multi-layer system with a diversified format of training in place. Upon joining the Company, new employees must participate in induction training in relation to the Company’s culture, corporate policies and goals, production safety, necessary skills, etc. Meanwhile, the Group offers a wide range of training sessions regularly to all employees covering management, quality standards, skills and professional skills.

員工的不斷成長是本集團保持健康、長遠發展的根基與動力。本集團重視每一位員工的成長與發展，以「為員工創造成長之路」為宗旨，注重人才的「選、育、用、留」，逐步建立起「人盡其才」的培養機制，努力為員工提供完善的學習與晉升平台，期待員工自我價值及職業發展目標的實現。

二零二一年，本集團持續提升對員工發展的關注度，結合本集團「十四五」發展規劃，以「市場化、精細化、專業化」為方向，緊扣人才隊伍培養、引進、使用、激勵、監督五個環節，持續激發員工的主觀能動性，打造一隻政治合格、數量充足、結構合理、素質優良的人才隊伍，為本集團實現高質量發展目標提供堅實的人才保障，助力本集團健康、可持續發展。

同時，本集團對員工的教育培訓採取統一管理，依據分級培訓的原則，建立了多層次、多形式的培訓體系。針對新入職員工，自其入職之日起即接受公司文化、方針目標、安全生產和崗位入職等培訓；同時，針對全體員工定期進行各種類別的培訓，涵蓋管理類、質量標準類、專業技能類等諸多方面。

## Employee Care

In 2021, the Group held nearly 500 training events of various types with nearly 10,000 attendances. All the employees attended relevant trainings with training duration listed below:

二零二一年，本集團共舉辦各類培訓活動近500場，參與人次近10,000人次，全體員工均參加了相應的培訓，員工參與培訓情況如下：

### Average training duration of each employee of the Group (hours) 本集團人均培訓時長(小時)

Male employee  
男性員工

**17.91**



Female employee  
女性員工

**16.90**



Senior management and  
intermediate employees  
高級管理層及中層員工

**17.84**



Ordinary employees  
普通員工

**17.46**



## 關愛員工

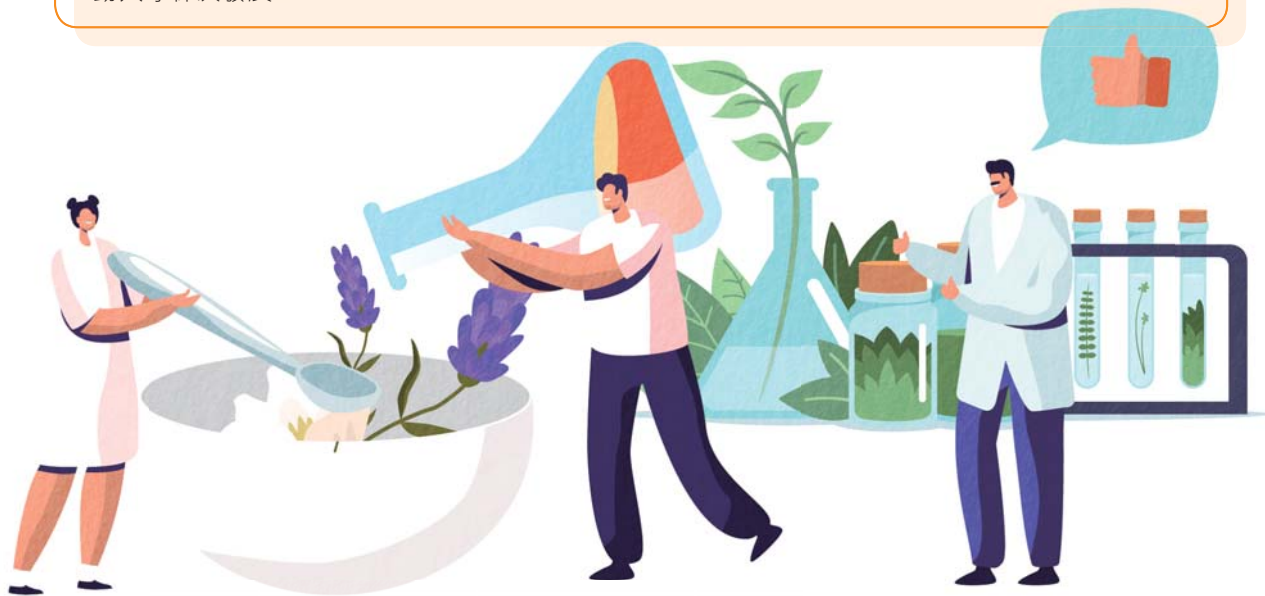
### Case 例

#### Construction of Chief Technician Studio for “Passing the Torch with Masters Guiding Apprentices”

##### 首席技師工作室建設

In 2021, the Group, in light of the development status of all industrial units, set up Chief Technician Studios composed of technicians and experts with outstanding techniques and skills and their own features and characteristics in their field of production; the studios practice the system of “Masters Guiding Apprentices” and seek to further improve the skills of employees overall and advance the progressive development of talents.

二零二一年，本集團結合各工業單位發展狀況，依託技藝出眾、在生產各領域有特點、特色的技師、專家等，建立首席技師工作室，推行名師帶徒制度，進一步提升整體企業職工技能水平、推動人才梯次發展。



## Employee Care

### Case 例

#### A series of training activities for young cadres in 2021 二零二一年青年幹部系列培訓活動

From September to November 2021, the Group successively organized more than 230 young cadres under the age of 35 to participate in 7 sessions of closed training, each of which lasted 2 days. The training offered courses such as party education, integrity education and product knowledge for the young cadres and applied immersive training methods such as scenario simulation, further improving the management capability, communication skills and team spirit of the trainees and improving the competencies of young cadres overall in the Group.

二零二一年九月至十一月期間，本集團先後組織230餘名35歲以下青年幹部開展七期封閉式培訓，每期培訓時長兩天。本次培訓分別開設青年幹部黨課、廉政教育、產品知識等課程，並通過情景模擬等沉浸式體驗的培訓方式，進一步提升參訓人員的管理質素和溝通配合能力，不斷提升本集團青年幹部的綜合素質。





## 關愛員工

### Case 例

#### The Company Held Skill Performance Improvement Competition

本公司舉辦「技控大賽」

From April to December, 2021, the Company held the Skill Performance Improvement Competition in order to build a high-quality and highly skilled workforce, and a total of more than 150 employees from various management departments and industrial units participated. This form of competition, rather than training, stimulated employees' enthusiasm for work and inspired a spirit of reform and innovation in them, contributing to the cultivation of talents needed for the Company's future development.

二零二一年四月至十二月期間，為打造高素質、高技能職工隊伍，本公司開展「技控大賽」，來自各管理部室、各工業單位的共計 150 餘名員工參與。本次活動用以賽代訓的模式激發員工的工作熱情，培養員工的改革創新精神，也為本公司的未來發展提供了良好的人才保證。



# Employee Care

## Employee Care

### 員工關愛

The Group pays great attention to the needs of employees by creating a caring and equal atmosphere and working environment and carrying out a wealth of cultural and sports activities to help employees balance work and life, provide employees with practical care and protection, and continuously improve employees' sense of happiness and belonging.

All employees of the Group are entitled to statutory holidays prescribed by PRC, as well as paid leave for ethnic minority events such as Lesser Bairam Day, preschool children vaccination and participation in parents' meetings, etc., and employees enjoy bonuses, allowances, subsidies and welfare in connection with paid vacation according to the applicable regulations of the State and the Company. For female employees, in addition to the statutory 98-day maternity leave stipulated in the Special Provisions on Labour Protection for Female Employees, they can also enjoy an additional three months of maternity leave from the company, besides the Company has Baby Care Room in some of the work place to fulfill the demand of lactation from female employees, and to effectively protect their health rights and interests.

The Group always cares about its employees and continuously pays attention to their needs by actively creating an atmosphere of mutual help and striving to create a heart-warming working environment, continuously improving employees' sense of belonging, happiness and satisfaction. In 2021, the Group actively offered assistance to employees, providing corresponding subsidies to hospitalised employees or employees in need so as to address the worries of employees. Besides, a mechanism is also in place to provide a certain percentage of medical expense reimbursement for family members of qualified employees to ease their burden.

The Group is committed to improving the working and living environment of front-line employees. By the end of 2021, the labour union of all units had established multiple heart-warming stations and Baby Care Rooms for employees, for whom we purchased refrigerators, fresh-keeping cabinets, microwave ovens, first-aid kits, tables and chairs, storage boxes, umbrellas and other materials to ensure and improve the production and living conditions of front-line employees. In summer, we distribute products such as mosquito repellent, heatstroke prevention and cooling products to front-line employees.

本集團高度關注員工的需求，營造關愛、平等的氛圍與工作環境，開展豐富的文體活動，幫助員工平衡工作與生活，為員工提供切實的關愛與保障，持續提升員工的幸福感和歸屬感。

本集團員工均享受帶薪休假，除享有國家規定的法定節假日外，適逢開齋節等少數民族節日、學齡前子女接種疫苗、參加子女家長會等，均會相應給予假期，員工帶薪休假之獎金、津貼、補貼、福利等按國家及本公司有關制度發放。針對女性員工，除享有國家《女職工勞動保護特別規定》中法定的98天產假之外，還可享有公司額外獎勵的3個月產假，此外，於部分工作場所建立母嬰關愛室，滿足哺乳期女員工需求，切實保護女性員工健康權益。

本集團始終心系員工，時刻關注員工的需求，積極營造企業內部互幫互助的工作氛圍，努力為員工打造一個溫暖的工作環境，持續提升員工的歸屬感、幸福度和滿意度。二零二一年，本集團積極開展員工互助幫扶工作，為住院員工或困難員工提供相應的補助，解決員工後顧之憂。同時，本公司還為滿足條件的員工家屬提供一定比例的醫療費用報銷，以減輕員工負擔。

本集團致力於改善生產一線員工的工作與生活環境。截至二零二一年末，各單位工會已為員工建立多個暖心驛站及母嬰關愛室，並購置冰箱、保鮮櫃、微波爐、職工急救藥箱、桌椅、儲物盒、雨傘等物資，保障和改善一線員工的生產生活條件。同時，本集團於夏季積極開展送清涼活動，為一線員工發放驅蚊、防暑降溫等用品。



## 關愛員工

Since 1 July 2021, the Company has an enterprise annuity plan in place. The contribution base of the enterprise annuity is the average monthly salary of the employees in the previous year, but shall be capped at five times the average monthly salary of the previous year in Beijing. The employees' contribution rate is 2%, and the Company's 6%, so as to continuously protect and improve employees' post-retirement benefits, encourage them to take initiative, and promote the healthy and sustainable development of the Company.

自二零二一年七月一日起，本公司實施企業年金計劃，企業年金的繳費基數以員工上一年度月平均工資為基數，唯不得超過北京市上一年度月平均工資的五倍，其中，員工繳費比例為2%，本公司繳費比例為6%，進而持續保障和提高員工退休後的待遇水平，調動其積極性，促進本公司健康持續發展。

## Safe Production

### 安全生產

The Group strictly implements the relevant provisions in the *Law of the PRC on Prevention and Control of Occupational Diseases* and relevant labour protection regulations, and has formulated the *Employee Health Management Regulations* and the *Management Regulations for Sanitation and Personnel Health*. We regularly organise employees to take health checkups every year. For employees engaged in jobs with occupational hazards, measures such as regular health checkups and providing labor protection appliances are adopted to reduce the incidence of occupational diseases. In addition, the Group regularly monitors and evaluates occupational hazards in production sites.

In order to effectively ensure production safety, the Group has established a "dual control" safety management system that combines risk classification and control and hidden danger investigation and rectification.

- Risk classification-based management and control system: According to the possibility of safety accidents, the frequency of exposure of personnel to dangerous environments, and the possible consequences of accidents, we carry out safety assessment of hazard sources in potentially dangerous operating environments to determine the extent of risk under operating conditions, and then formulate a management and control system involving management requirements, emergency measures, etc.

本集團嚴格執行《中華人民共和國職業病防治法》和相關勞動保護條例等有關規定，制定了《職工健康管理規程》及《衛生和人員健康狀況管理規程》，每年定期組織員工進行健康體檢。對於從事具有職業危害工作的員工，本集團通過定期進行健康檢查、發放勞動保護用品等方式降低職業疾病發生率。此外，本集團亦定期對生產場所進行職業病危害因素監測與評價。

為有效保障生產安全，本集團建立了風險分級管控和隱患排查治理相結合的「雙控」安全管理體系。

- 風險分級管控體系：根據安全事故發生的可能性、人員暴露於危險環境中的頻繁程度和一旦發生事故可能造成的後果三個因素，對具有潛在危險性作業環境中的危險源進行安全評價，評判作業條件危險性大小，進而制定管理要求、應急措施等。



## Employee Care

- Hidden danger investigation and resolution system: After identifying known hazard categories, design defects, and potential damages to process equipment, operation and management, we apply harmless and risk-reducing treatments for these hazards.
- 隱患排查治理體系：對已知的危險類別、設計缺陷以及與工藝設備、操作、管理有關的潛在危險性和有害性進行判別檢查後，採取無害化、降低危險性的處理措施。

The Group has continued to promote safe production, and formulated three-level safety inspection regulations and standards which include the factory level, workshop level and group level, to continuously strengthen the construction of safe production standardisation, so as to protect employees. Furthermore, dedusting, denoising and poison-proof devices are furnished at production workshops, where standard safety signs for hazardous articles are in place and inflammables and explosives are stored and used according to strict requirements. Production staff are provided with PPE — personal protective equipment such as protective articles to minimise the negative impact on employees' health. In 2021, the Group fulfilled the responsibility of preventing, controlling and eliminating occupational hazards, preventing and treating occupational diseases and protecting the health of employees and had all personnel that were exposed to occupational hazards including staff of outsourced services and outgoing staff taking the special body check for occupational health. The Group met the standard requirements in terms of year-round hazard detection for jobs with hazard factors and occupational health body checks.

During the Reporting Period, the Group actively responded to the special rectification actions of hazardous chemicals by pharmaceutical companies in Beijing by conducting a statistical analysis of all hazardous chemicals involved and adding hazardous chemical storage cabinets to ensure the compliance and safety of hazardous chemicals storage. In addition, the Group regularly conducts fire-fighting evacuation, self-rescue and escape drills every year, as well as relevant training on the use of hazardous chemicals, laboratory safety, emergency first aid, etc. to continuously strengthen employees' awareness of safety and improve the ability to protect themselves. The Group had no major work-related injury accident in 2021 and no occupational fatality over the past three years. In 2021, workdays lost within the Group due to work-related injuries totaled 510.

本集團持續推進安全生產，制定分廠級、車間級、班組級的三級安全檢查制度與標準，不斷加強安全生產規範化建設，以保護生產員工安全。此外，本集團生產車間均裝有除塵、除噪、防毒等設備，並規範設置危險品識別標誌，規範使用、儲存易燃易爆物品，並為生產員工提供防護用品，最大限度地降低對員工健康的傷害。二零二一年，本集團以預防、控制和消除職業病危害，防治職業病，保護員工健康為職責，對包括勞務用工在內的所有接觸職業危害作業人員和離崗人員進行了職業健康專項體檢，全年危害因素崗位檢測和職業健康體檢均符合標準要求。

於報告期內，本集團積極響應北京市醫藥企業危險化學品專項整治行動，對自身涉及的全部危險化學品進行了統計梳理，並增設危險化學品儲存櫃，保障危險化學品存儲的合規性與安全性。同時，本集團每年定期舉行消防疏散、自救、逃生等演練，開展危險化學品使用、實驗室安全、應急急救等相關培訓，不斷強化員工的安全意識，提高員工的自我保護能力。二零二一年內，本集團未發生重大工傷事故，近三年內未發生員工因工身故情況，二零二一年，本集團因工受傷員工損失的工作天數總計 510 天。





## 關愛員工

### Case 例



#### Safety management for resumption of work and production during the Epidemic 人防、技防相結合，多措並舉，有效防控疫情風險

In response to the normalization of Epidemic prevention and control, the Company installed a facial recognition and body temperature measurement system at the beginning of the year, which effectively manages personnel entering and leaving the Company, serving both access control and the fight against the Epidemic. Meanwhile, all related units were required to put together a dedicated team of Epidemic prevention and control and emergency preparedness, which is responsible for conducting Epidemic-related inspections, measuring body temperature, and checking Health Kit and other health codes and other relevant matters for all visitors, making every effort to ensure the anti-Epidemic personnel and measures and emergency measures are all put in place in the Company.

為應對疫情常態化防控工作，本公司於年初加裝人臉識別測溫系統，將安全保衛工作和疫情防控工作相結合，有效管控進出公司人員。同時，要求各相關單位組建疫情防控應急專職隊伍，負責所有來訪人員的防疫檢查、體溫檢測、健康寶查驗等相關工作，全力保障本公司防疫力量到位、防控措施到位、應急處置到位。

### Case 例

#### Emergency preparedness for all and “month of safe production” series of activities 應急安全進萬家與安全生產月系列活動

In 2021, in line with the goals and requirement under “high-quality development”, the Group carried out a series of activities themed “month of safe production”, through which knowledge of the law and safety commonsense related to emergency management, safe production and disaster prevention and relief were publicized in an all-round way. These efforts further improved all employees’ awareness of emergency preparedness and capabilities in disaster prevention, mitigation and relief, laying a solid foundation for the safe development of the Group.

二零二一年，本集團圍繞「高質量發展」的工作目標和要求，開展「安全生產月」主題系列活動，全面宣傳應急管理、安全生產、防災減災法律知識與安全常識，進一步提升全體員工應急安全意識，提高防災、減災、救災能力，為本集團安全發展奠定堅實的基礎。



Fire emergency drill  
消防應急演練



# Contributions to Society

回饋社會



## 回饋社會

As the inheritor and disseminator of Tong Ren Tang culture, the Group adheres to the concept of giving back to society. We actively devote ourselves to public undertakings, integrate business development with social responsibility, and demonstrate our social value and responsibility. Using its own professional knowledge and platform resources the Group maintains its focus on health-preserving medication and other fields. In the battle against the Epidemic, from the perspectives of resumption of work and production, support with traditional Chinese medicines and traditional Chinese medicine healthcare, we have fulfilled our responsibilities and obligations.

作為同仁堂文化的繼承者和傳播者，本集團始終秉持回饋社會的理念，積極投身公共事業，將經營發展與社會責任相融合，展現社會價值和責任擔當。本集團利用自身專業知識及平台資源，持續聚焦醫藥健康等領域，並在抗擊疫情的戰役中，從復工復產、中醫藥助力等方面出發，踐行責任與義務。

### Fight against the Epidemic

#### 迎「疫」而戰

“Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health” is the original intention and mission of Tong Ren Tang. As a traditional Chinese medicine producer, the Group, facing the increasingly severe pandemic, took up its social responsibility by actively resuming work and production and sparing no effort to ensure the production and supply of anti-Epidemic drugs. In 2021, the pandemic still had a high impact on people’s lives, and pandemic prevention were taken no less seriously. During the year, the Group continued to strictly fulfill various safety production responsibilities during the pandemic, stepped up inspections, timely eliminated hidden dangers to ensure the safety of employees and production operation. At the same time, the Group timely stocked up on raw materials, ingredients and packaging materials, took on procurement and production earlier than scheduled, properly controlled the production pace, made full use of the favorable resources within the Group to ensure the supply of anti-pandemic drugs on a high priority and overcame difficulties such as logistics and transportation as well as work and production resumption of employees, contribute to pandemic prevention and control.

「同修仁德，濟世養生」是同仁堂的初心與使命，作為傳統中藥企業，本集團面對疫情愈加嚴重的趨勢，堅持扛起社會責任，積極復工復產，全力保障防疫藥品生產供應。二零二一年，疫情依舊高度影響著人們的生活，防疫工作仍不容忽視。年內，本集團繼續嚴格落實疫情期間各項安全生產責任，加大巡檢力度，及時排除隱患，保障員工及生產經營安全。同時，疫情期間及時儲備原輔包材，前移採購及生產計劃，有序把控生產節奏，充分運用本集團各種有利資源，克服物流運輸、生產人員復工復產等多方面困難，優先保障防疫藥品供應，為疫情防控貢獻力量。





# Contributions to Society

## Community service

### 深入社區

The party members of the Group went deep into the front line of the fight against the pandemic in communities. We actively participated in volunteer activities for pandemic prevention in designated communities where we spread knowledge on pandemic prevention and control, guarding community entrances and exits, environment disinfection, etc., jointly weaving a dense net of pandemic prevention and control, giving full play to the exemplary role of party members, and demonstrating the sense of responsibility of Tong Ren Tang.



本集團廣大黨員深入社區抗疫一線，積極參與社區防疫志願援助活動，對接所在社區，積極開展疫情防控知識宣傳、社區出入口值守、環境消毒等工作，共同織密疫情防控網，持續發揮黨員先鋒模範作用，展現同仁堂人的擔當與作為。



From July to August and from October to December of 2021, to help more people receive COVID-19 vaccination, Beijing Tong Ren Tang No. 2 Chinese Medicine Hospital, a subsidiary of the Company, timely sent some medical staff (nearly 50 person times) to assist the vaccination venues in Fengtai District, Beijing with COVID-19 vaccination of residents there and on-site first-aid services.

二零二一年七月至八月及十月至十二月期間，為滿足廣大群眾的新冠疫苗接种需求，本公司之子公司北京同仁堂第二中醫醫院及時抽調部分醫護人員（近50人次）馳援北京市豐台區疫苗接种點，為周邊居民提供新冠疫苗接种和現場急救保障工作。

During the year, more than 20 employees of the company actively participated in the voluntary service of "courtesy of zebra crossing" after working hours, as well as participated around 20 hours to carried out activities such as civilized traffic and traffic safety knowledge publicity. In addition, the company called on all Party members to take the initiative to be deeply involved in the community in their spare time. During the year, more than 500 people participated in various public welfare activities such as "garbage classification", "environmental governance", "cash and goods donations", and made their own contribution to building a beautiful and harmonious community with practical actions.



年內，本公司20餘名員工在工作之餘積極參與「禮讓斑馬線」志願服務，並開展文明交通和交通安全知識宣傳等活動，投入時間約20小時。此外，本公司號召全體黨員利用業餘時間主動深入社區，年內，超過500人次參與「垃圾分類」、「環境治理」、「捐款捐物」等各項公益活動，用實際行動為構建美好和諧社區貢獻一己之力。



## 回饋社會

### Health-preserving Medication 醫藥健康

The Group makes sustained efforts in caring for the health of the people. We popularise the culture and health-preserving knowledge of traditional Chinese medicine by means of free clinic services in communities, health consultations and open lectures on medical knowledge to raise people's health awareness and convey the concept of health for all.

本集團持續在關愛百姓健康方面作出努力，通過社區義診服務、健康諮詢、醫藥知識科普及講座宣傳等方式，普及中醫藥文化及養生知識，提高百姓健康意識，傳遞全民健康理念。



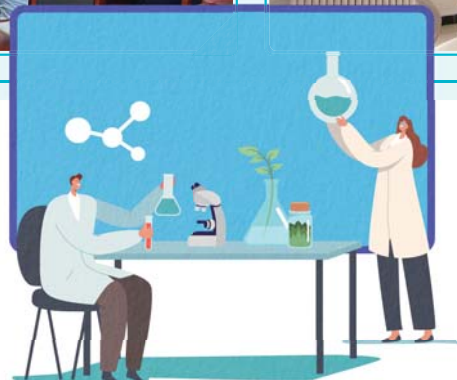
Free clinic services  
義診活動

### Case 例

#### The theme activity of "Traditional Chinese Medicines and Traditional Chinese Medicine Healthcare to Enter Campus" 開展「中醫藥進校園」主題活動

In 2021, the Group continue launched a theme activity of "Caring for Gardeners, Caring for Health" to spread the culture of traditional Chinese medicines and traditional Chinese medicine healthcare and the knowledge on daily prevention and health care against occupational diseases for teachers of Beijing Mentougou Jingshi Experimental High School in order to protect the health of these hardworking gardeners.

二零二一年，本集團繼續開展以「關愛園丁，呵護健康」為主題的中醫藥進校園活動，為北京市門頭溝京師實驗中學的教師們進行中醫藥文化宣傳及教師職業病的日常預防保健宣講，為辛勤園丁的健康保駕護航。



## Contributions to Society

### Case 例

#### The theme activity of "Traditional Chinese Medicines and Traditional Chinese Medicine Healthcare to Enter Campus"

醫藥志願者走進同仁堂，感受中醫藥文化魅力

In June, 2021, the Yizhuang branch factory of the Company received multiple batches of pharmacy service volunteer groups from the medical community in Beijing for on-site tours and exchanges. The volunteer groups were shown around the Culture Exhibition Hall and production workshops of tablets, pills and granules. Watching the medicine production process, the volunteers had a glimpse into the traditional Chinese medicine culture and modern medicine production process at close range.

二零二一年六月，本公司亦莊分廠先後多次接待了北京醫藥行業藥學服務志願團人員進行實地參觀與交流，志願團人員參觀了文化展室、片膠生產車間、丸劑生產車間及顆粒劑生產車間，通過觀看藥品的生產流程，讓志願團人員近距離感受傳統中藥文化，體驗現代化製藥工藝。



# 獨立鑒證報告

安永華明(2022)專字第61617040\_A01號

To the Board of Directors of Tong Ren Tang Technologies Co. Ltd.:

## I. Scope of Our Engagement

The 2021 Environmental, Social and Governance Report (the “**ESG Report**”) of Tong Ren Tang Technologies Co., Ltd (the “**Company**”) has been prepared by the Company. The management of the Company is responsible for the collection and presentation of information within the ESG Report referring to the Stock Exchange of Hong Kong Limited (“**HKEx**”) Listing Rules — Appendix 27 Environmental, Social and Governance Reporting Guide. The Management is also responsible for maintaining adequate records and internal controls that are designed to support the ESG reporting process.

Our responsibility is to carry out limited assurance procedures over key social responsibility performance indicators for the year ended 31 December 2021 and to issue the assurance statement in accordance with the “International Standard on Assurance Engagements 3000: Assurance Engagements other than Audits or Reviews of Historical Financial Information” (ISAE 3000), based on the Management’s instructions and as agreed with Management in our terms of reference signed.

Our work was limited to these stated above and our report is made solely to you, as a body, and for no other purpose. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance any such third party may place on the ESG Report is entirely as its own risk.

北京同仁堂科技發展股份有限公司董事會：

### 一、鑒證範圍

北京同仁堂科技發展股份有限公司(以下簡稱「**貴公司**」)2021年度環境、社會及管治報告(以下簡稱「**環境、社會及管治報告**」)由貴公司編制。收集和披露環境、社會及管治報告內容，包括根據香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》要求的原則編制環境、社會及管治報告，是貴公司管理層的責任。保留充分的證據，以及設計、實施和維護與環境、社會及管治報告編制相關的內部控制也是貴公司管理層的責任。

我們的責任是根據貴公司管理層的要求以及雙方簽訂的業務約定書中的條款，對環境、社會及管治報告中披露的2021年社會責任關鍵績效信息實施《國際鑒證業務準則第3000號：歷史財務信息審計或審閱以外的鑒證業務》(ISAE 3000)中有限保證的鑒證程序並形成鑒證意見。

根據雙方的業務約定條款，本鑒證報告僅為貴公司董事會出具。我們的工作僅限於就上述約定事項向貴公司董事會進行匯報，而非其他目的。我們不會就我們所實施的工作、出具的報告或做出的結論對除貴公司董事會以外的任何第三方承擔任何責任。



# Independent Assurance Report

安永華明(2022)專字第61617040\_A01號

## II. Work Performed

Our review has been planned and performed in accordance with ISAE 3000. In order to form our conclusions, we carried out the following procedures:

The limited assurance procedures were performed over the key performance indicators in the ESG Report for the year ended 31 December 2021.

In preparing the key performance indicators, the Company applied the criteria in the HKEx — Appendix 27 Environmental, Social and Governance Reporting Guide.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the key performance indicators subject to assurance, and applying analytical and other limited assurance procedures.

The limited assurance procedures performed included, but were not limited to:

- Interviewing the Company's management and staffs responsible for the selected key performance information;
- Performing analytical review procedures;
- Performing sample inspection on the selected key performance information;
- Performing recalculation procedures on the selected key performance information;
- Other procedures we considered necessary.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

## 二、鑒證工作

我們按照 ISAE 3000 的要求計劃和執行鑒證工作。

我們對環境、社會及管治報告關鍵績效信息實施了鑒證工作程序。

針對報告中的關鍵績效指標，貴公司應用了香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》進行準備。

為了得出鑒證結論，我們執行的有限保證工作包括對選定的關鍵績效指標的負責人進行訪談，執行分析性程序和其他有限保證程序等。

我們所實施的鑒證程序僅限於以下方面：

- 訪談貴公司參與提供環境、社會及管治報告中所選定的關鍵績效信息相關的部門人員；
- 實施分析性覆核程序；
- 對選定的社會責任關鍵績效信息實施抽樣檢查；
- 對選定的社會責任關鍵績效信息實施重新計算；
- 我們認為必要的其他程序。

我們相信所獲取的證據作為出具有限鑒證結論的基礎是充分而合適的。





# 獨立鑒證報告

安永華明(2022)專字第61617040\_A01號

## III. Limitations of Our Scope

Our scope of work did not include:

- Assessing the accuracy or fairness of the information (including financial information) other than the selected key performance information.
- Reviewing the forward-looking statements made by the Management.
- Reviewing and consequently providing assurance on historical data.

## IV. Level of Assurance

Our evidence gathering procedures have been designed to obtain a limited level of assurance on which to base our conclusion. The procedures conducted do not provide all the evidence that would be required in a reasonable assurance engagement and, accordingly, we do not express a reasonable assurance opinion or an audit opinion. While we considered the effectiveness of the Management's internal controls when determining the nature and extent of our procedures, our review was not designed to provide assurance on internal controls.

## 三、鑒證的局限性

我們的鑒證工作不包括：

- 鑒證除上述關鍵社會責任績效信息外，其餘信息或數據（含財務信息和數據）的準確性及公允性；
- 鑒證貴公司管理層的預測性聲明；
- 鑒證歷史比較數據。

## 四、保證水平

我們的鑒證程序是為得出有限保證的鑒證結論而設計的，執行這些程序並不會使我們獲取為得出合理保證的結論而所需的全部鑒證證據。儘管我們在決定鑒證程序的性質和範圍時會考慮貴公司內部控制的有效性，但我們的目的不是就貴公司內部控制的有效性發表意見。



# Independent Assurance Report

安永華明(2022)專字第61617040\_A01號

## V. Our Conclusions

Subject to the limitations of scope and based on the procedures specified above for this 'limited level' assurance engagement, we provided the following conclusions:

Nothing has come to our attention that causes us to believe that the indicators were not presented fairly in all material respects in the 2021 Environmental, Social and Governance Report of the Company, in accordance with the criteria defined above.

## VI. Our Independence

We are in compliance with the Ernst & Young Global Independence Policy which was designed to comply with the requirements of the IFAC Codes of Ethics for Professional Accountants (the IFAC Code). We believe that there were no events or prohibited services provided which could impair our independence.

## VII. Our Assurance Team

Our assurance team has been drawn from our sustainability assurance service network, which undertakes similar engagements to this with a number of domestic or international businesses. We have the required competencies and experience to conduct this assurance engagement.

### Ernst & Young Hua Ming LLP

Beijing, PRC

18 March, 2022

## 五、結論

基於本鑒證報告所述的範圍、實施的程序和上述局限性，我們的鑒證結論如下：

我們沒有注意到任何事項使我們相信，在貴公司2021年度環境、社會及管治報告中選定的關鍵績效指標在任何重大方面按上述定義的標準存在不公允的表述。

## 六、獨立性說明

我們遵循了安永全球獨立性政策。安永全球獨立性政策是根據國際會計師聯合會的要求而制定的，我們相信沒有任何事項或其他項目服務的提供會損害到我們環境、社會及管治報告鑒證服務工作的獨立性。

## 七、鑒證團隊

本次鑒證服務工作人員包括來自我們環境、社會及管治報告鑒證服務領域的專家，他們在國內或國際上從事類似的鑒證服務，我們的鑒證團隊滿足了本項目要求的工作能力和工作經驗。

安永華明會計師事務所(特殊普通合夥)

中國 北京

2022年3月18日





This report is printed on environmentally friendly paper  
本報告以環保紙張印製