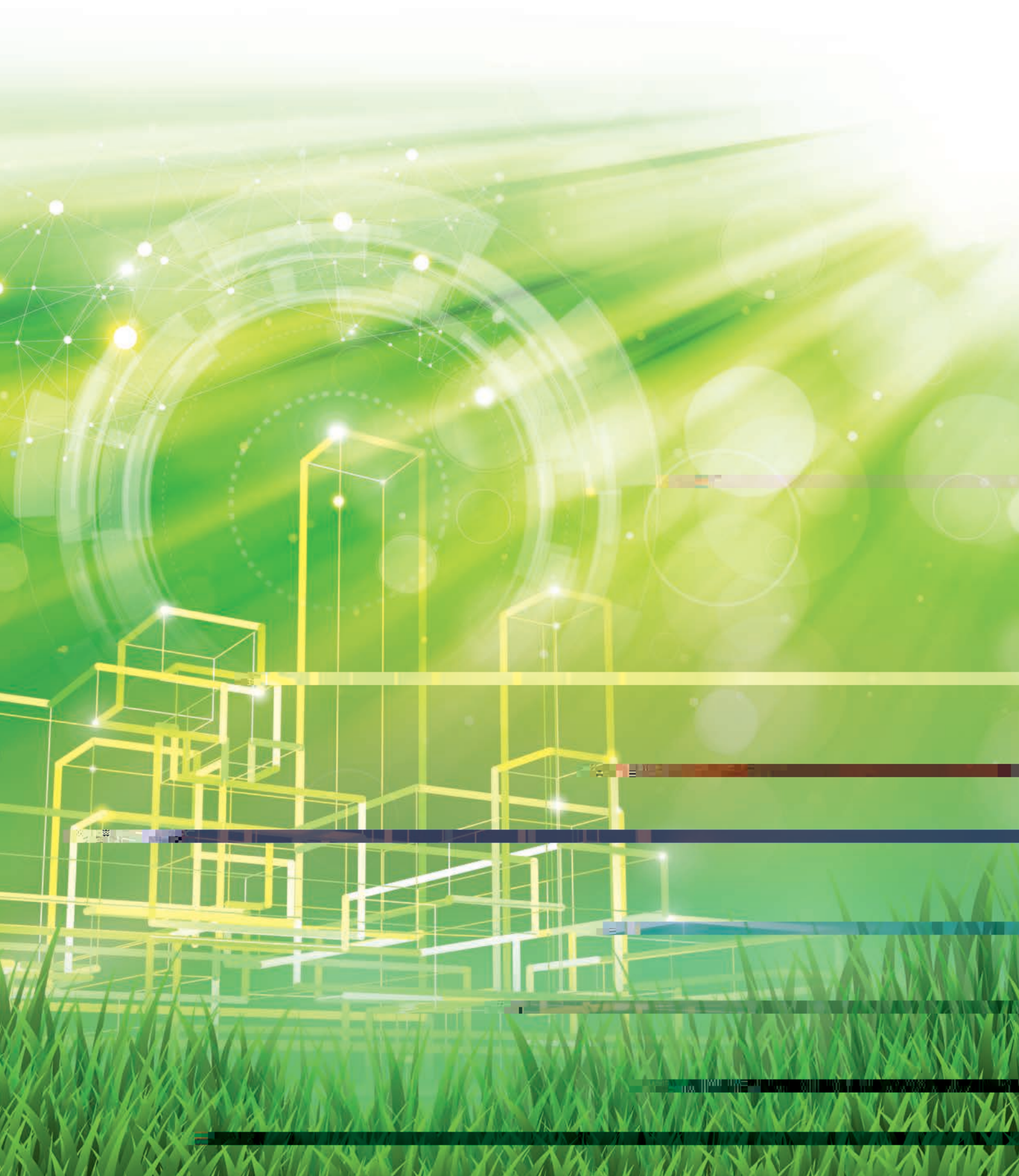




H&E



ABOUT THIS REPORT

This report is prepared in accordance with the Hong Kong Environmental Council (HKEC) Environmental Reporting Guidelines (ERG) published on 31 December 2018.

As a responsible corporate citizen, Fook Lee, Wai Hong & Co. ("FLW") is committed to environmental protection and social responsibility. In 2018, FLW has implemented various measures to reduce its environmental impact and improve its social performance. This report provides a comprehensive overview of FLW's environmental and social performance in 2018, including its environmental policy, objectives, and key performance indicators. The report also highlights FLW's commitment to transparency and accountability in its reporting process.

FLW's environmental policy is based on the principles of prevention, reduction, and recycling. The company has set clear environmental objectives and targets for 2018, which are detailed in the report. FLW has implemented various measures to reduce its carbon footprint, including energy conservation, waste management, and water conservation. The report also discusses FLW's social performance, including its commitment to fair labor practices, employee development, and community engagement. FLW is committed to continuous improvement and will strive to achieve its environmental and social goals in the future.

This report is prepared in accordance with the Environmental Council of Hong Kong (ECHK) Environmental Reporting Guidelines (ERG) published on 14 March 2018. The report is prepared in accordance with the Environmental Council of Hong Kong (ECHK) Environmental Reporting Guidelines (ERG) published on 14 March 2018. The report is prepared in accordance with the Environmental Council of Hong Kong (ECHK) Environmental Reporting Guidelines (ERG) published on 14 March 2018.

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I. ABOUT THE GROUP

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D. 31 D. 2018, G.
RMB25,879.46
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RMB33.744



II. ENVIRONMENT

As a public company, Harbin Electric Company Limited (the "Company") has always paid attention to environmental protection and has established a sound environmental management system. In 2018, the Company has continued to improve its environmental management system and has achieved significant results in environmental protection.

In 2018, the Company has continued to improve its environmental management system and has achieved significant results in environmental protection. The Company has established a sound environmental management system and has achieved significant results in environmental protection.

1. EMISSIONS

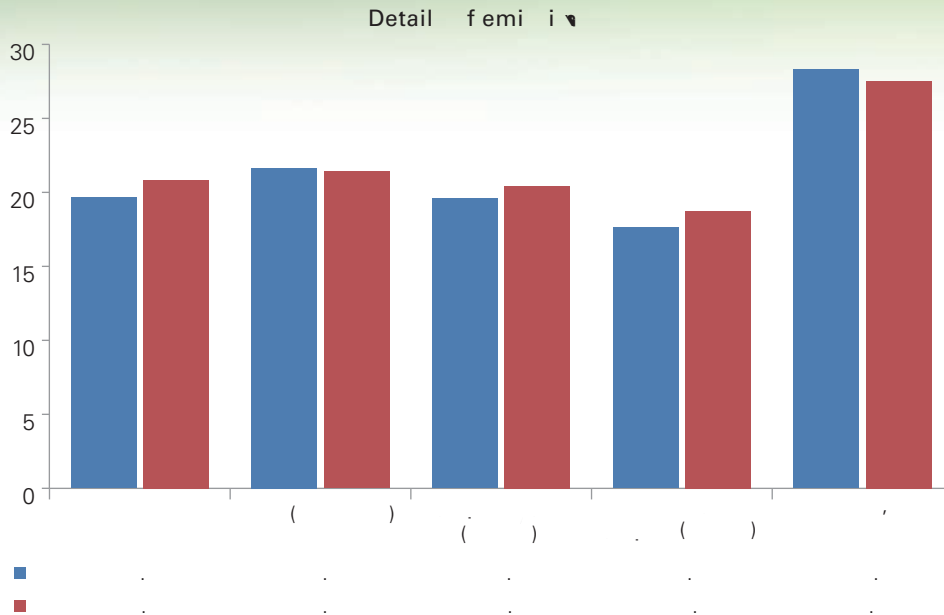
The Company's main business is the production and sale of electrical equipment. The Company's production process involves the use of various raw materials and energy, which may result in the emission of greenhouse gases and other pollutants. The Company has established a sound environmental management system and has achieved significant results in environmental protection.

In 2018, the Company has continued to improve its environmental management system and has achieved significant results in environmental protection. The Company has established a sound environmental management system and has achieved significant results in environmental protection.

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Item	2018	2017	Change (%)
CO ₂	19.66	18.50	5.67%
SO ₂	216.70	212.50	1.21%
COD	19.59	19.00	4.02%
CO ₂	17.63	16.50	5.83%
CO ₂	283,123	281,000	0.18%

II. ENVIRONMENT



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II. ENVIRONMENT

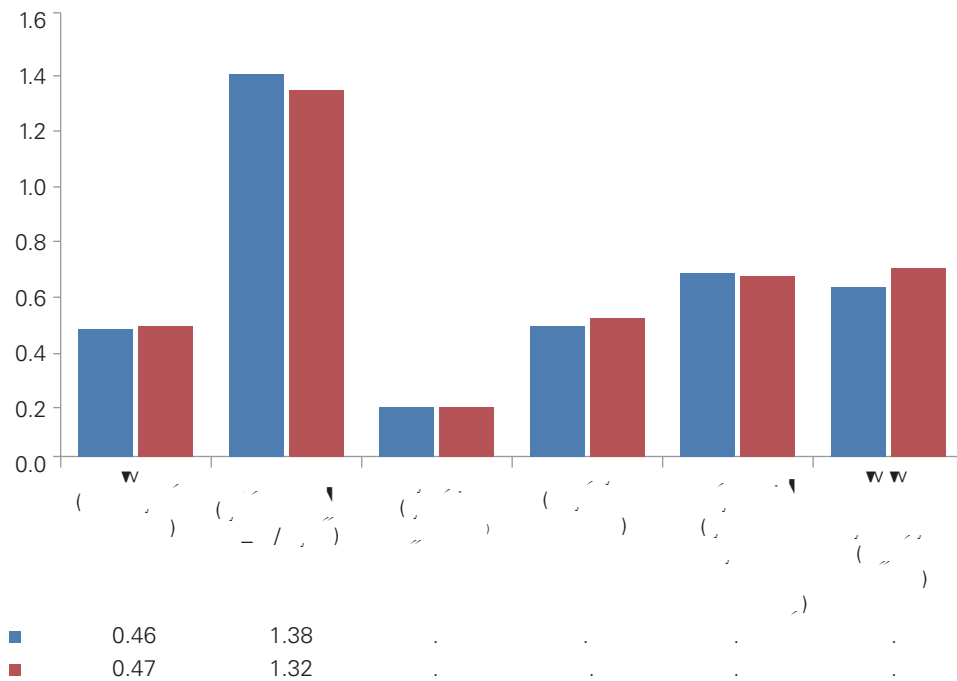
2. USAGE OF RESOURCES

The Group has established a PRC Environmental Management System, and has implemented a series of measures to improve environmental management. The Group has established a series of environmental management systems, including the Environmental Management System, the Occupational Health and Safety Management System, and the Energy Management System.

The Group has established a Green Building Management System, and has implemented a series of measures to improve green building management. The Group has established a series of green building management systems, including the Green Building Management System, the Green Building Design System, and the Green Building Construction System. In 2018, the Group's green building management system has achieved a compliance rate of 80%.

According to the 2018 Environmental Management Report, the Group's total energy consumption in 2018 was 4.6 million kWh, an increase of 138.13% compared with 1.54 million kWh in 2017. The Group's total water consumption in 2018 was 17.58 million m³, an increase of 465% compared with 3.6 million m³ in 2017. The Group's total waste generation in 2018 was 66,405 kg, an increase of 0.04% compared with 64,000 kg in 2017. The Group's total greenhouse gas emissions in 2018 were 608,856 kg CO₂e, an increase of 0.34% compared with 602,000 kg CO₂e in 2017. The Group's total greenhouse gas emissions in 2018 were 13.63% of the Group's total revenue. The Group has established a series of environmental management systems, including the Environmental Management System, the Occupational Health and Safety Management System, and the Energy Management System.

Comparison of Resource Consumption





III. SOCIETY

For the year ended December 31, 2018, the Company's total number of employees was 13,741, of which 2,456 were full-time employees, 11,154 were part-time employees, and 131 were temporary employees. The Company's total number of employees was 13,741, of which 2,456 were full-time employees, 11,154 were part-time employees, and 131 were temporary employees.

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1. EMPLOYMENT

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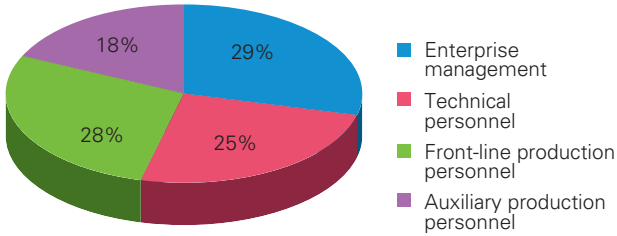
Table 1 Staff Structure

Employee Category	Educational Background				Employee Category	Employee Category	Employee Category
	Number	Percentage	Number	Percentage			
Full-time employees	2,456	17.9%	11,154	81.1%	Part-time employees	11,154	81.1%
Temporary employees	131	0.9%	13,741	100%	Temporary employees	131	0.9%

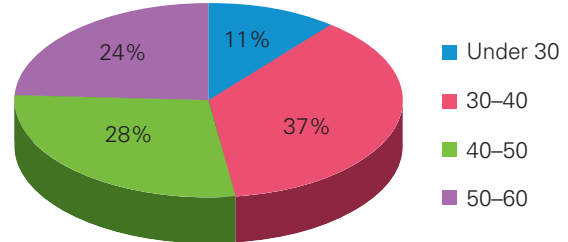
As of December 31, 2018, the Company's total number of employees was 13,741, of which 2,456 were full-time employees, 11,154 were part-time employees, and 131 were temporary employees. The Company's total number of employees was 13,741, of which 2,456 were full-time employees, 11,154 were part-time employees, and 131 were temporary employees.

III. SOCIETY

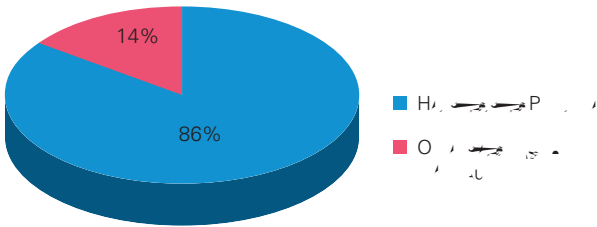
Staff Structure (By Professional)



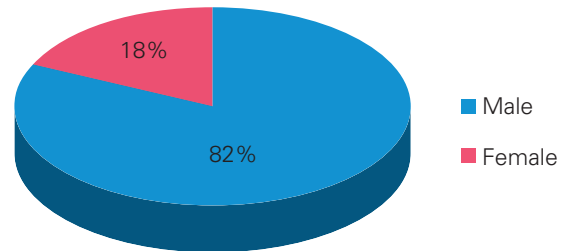
Staff Structure (By Age)



Staff Structure (By Region)

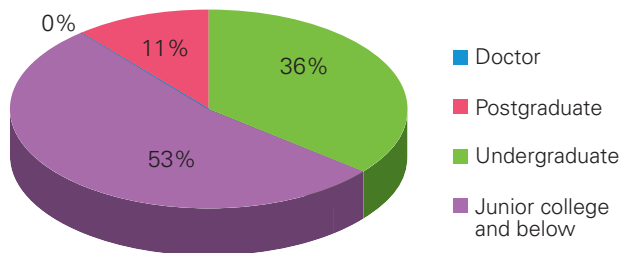


Staff Structure (By Gender)



As of the end of 2018, the total number of employees was 14,975. The number of employees in the Hubei region was 12,875, and the number of employees in other regions was 2,100. The number of employees in the manufacturing industry was 11,485, and the number of employees in other industries was 3,490. The number of employees in the full-time position was 12,266, and the number of employees in the part-time position was 2,709. The number of employees in the permanent position was 10,530, and the number of employees in the non-permanent position was 4,445.

Staff Structure (By Educational Background)



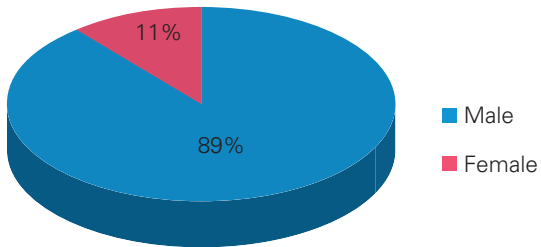
III. SOCIETY

At the end of 2018, 297 employees were employed, an increase of 1.9% over the end of 2017.

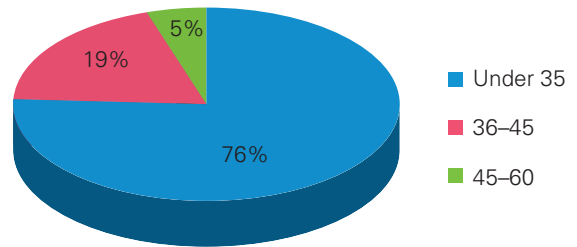
Table 2 Staff Structure

Gender	Number	Age	Number	Region	Number
Male	265	Under 35	226	Harbin	206
Female	32	36-45	57	Others	91
		45-60	14		

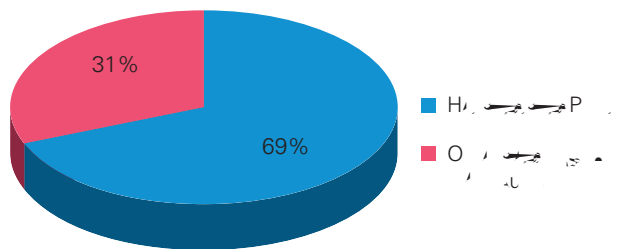
Staff Structure (Gender)



Staff Structure (Age)



Staff Structure (Region)



III. SOCIETY

2. HEALTH AND SAFETY

Top management is committed to providing a safe and healthy working environment for all employees. The Group has established a comprehensive health and safety management system to ensure the safety and health of its employees and the public.

The Group has implemented the Occupational Health and Safety Management System (OHSMS18000) and the Environmental Management System (ISO14000). It has also established a safety culture where safety is the top priority for all employees.

The Group has provided comprehensive safety training for all employees, including safety awareness, emergency response, and first aid. It has also established a safety committee to oversee the implementation of the health and safety management system.

The Group has established a safety reporting mechanism to encourage employees to report safety incidents and near misses. It has also established a safety incentive system to reward employees who contribute to the safety of the company.

In 2018, the Group has achieved a significant improvement in its health and safety performance. The number of lost time accidents (LTAs) decreased by 121 compared to 2017. The total number of safety incidents decreased by 136 compared to 2017. The Group has also achieved a 32% reduction in the number of lost time injuries (LTIs) compared to 2017.



In 2018, the Group has achieved a significant improvement in its health and safety performance. The number of lost time accidents (LTAs) decreased by 121 compared to 2017. The total number of safety incidents decreased by 136 compared to 2017. The Group has also achieved a 32% reduction in the number of lost time injuries (LTIs) compared to 2017.

III. SOCIETY

3. DEVELOPMENT AND TRAINING

Training is an important part of Harbin Electric's human resources management. The company has established a complete training system, including on-the-job training, classroom training, and self-study. In 2018, the company spent 50 million yuan on training, which was an increase of 15% compared with 2017. The training content covers various aspects, including technical skills, management, and safety. The company also provides training opportunities for employees to attend external courses and conferences. Through continuous training, the company has significantly improved the overall quality and professional skills of its staff, which has contributed to the company's sustainable development.

In 2018, the company has completed a total of 68,659 training hours. The training hours are distributed across different departments and levels of staff. The R&D department has the highest number of training hours, followed by the production and sales departments. The company also provides training for its subsidiaries and partners. Through training, the company has cultivated a large number of professional talents, which has provided strong support for the company's business expansion and innovation.

In 2018, the company's total training expenditure was 50 million yuan, which was an increase of 15% compared with 2017. The training expenditure is mainly used for external training, internal training, and training materials. The company will continue to increase its investment in training in the future to further improve the quality of its staff.

Table 3 Annual Training of Staff

	By gender		Senior management	By initiative level		General staff
	Male	Female		Mid-level management	General staff	
%	97%	95%	100%	100%	91%	
Amount (10,000 yuan)	40	40	120	90	35	

III. SOCIETY

5. SUPPLY CHAIN MANAGEMENT

The Group has established a supply chain management system to ensure the stability and efficiency of the supply chain. The Group has established a supply chain management system to ensure the stability and efficiency of the supply chain. The Group has established a supply chain management system to ensure the stability and efficiency of the supply chain.

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III. SOCIETY

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Table 4 Distribution of Society

Region	Healthcare	Other activities in North China	Other activities of the company	Others
Northern China	1,691	535	1,581	206
%	42%	13%	39%	5%

Distribution of Society



III. SOCIETY

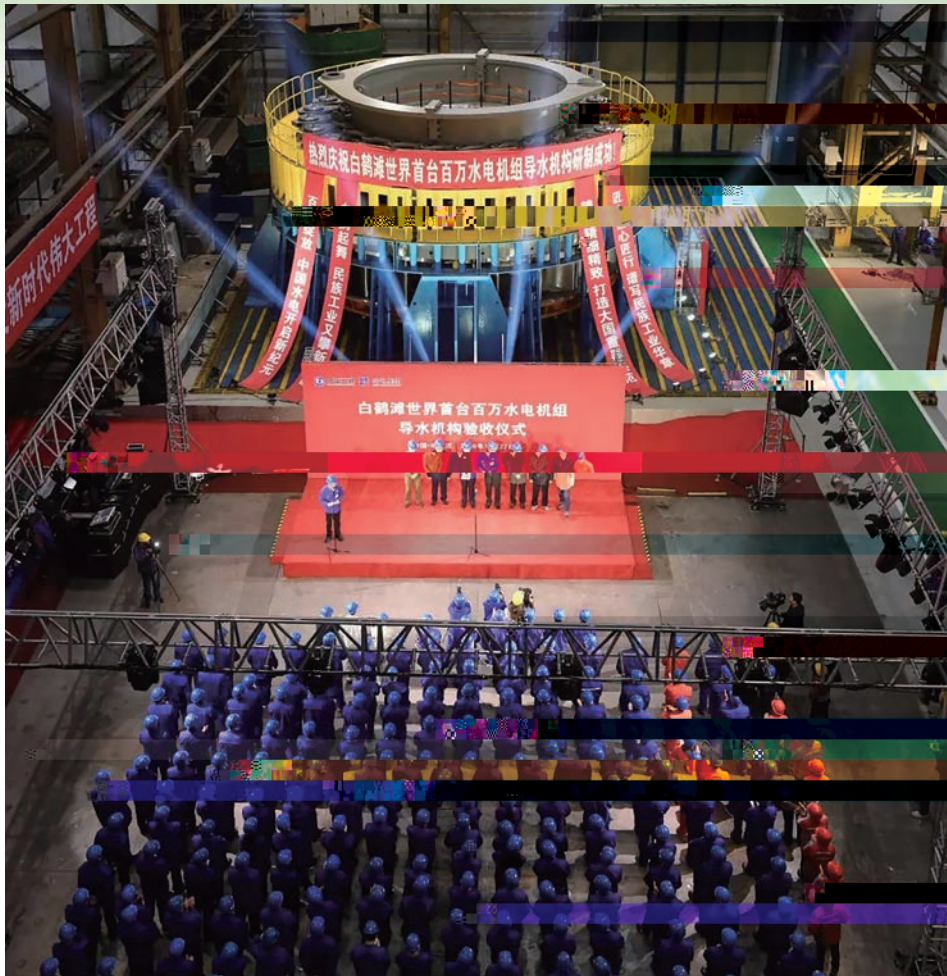
6. PRODUCT LIABILITY

W. CO₂ 40% 45% 2020 2005, A. C. T. G. T. G. O. T. G. 1,000MW 272 W 12 W 1,000MW 6,000 1,000MW 72,000 200,000 T. G. R&D D C T P P (大唐長山熱電廠生物質耦合發電技術改造示範項目). I. C. 10 N 2018. T. C. C. T. G. S. B. C. A. 135MW-1100MW, 100 KW. W. 3. C.

III. SOCIETY

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III. SOCIETY



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III. SOCIETY

7. ANTI-CORRUPTION

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8. COMMUNITY CONTRIBUTION

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C A B C A D O H T
G 2018.

I G RMB1
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I 2018, G W C P



哈电集团
HARBIN ELECTRIC CORPORATION

HARBIN