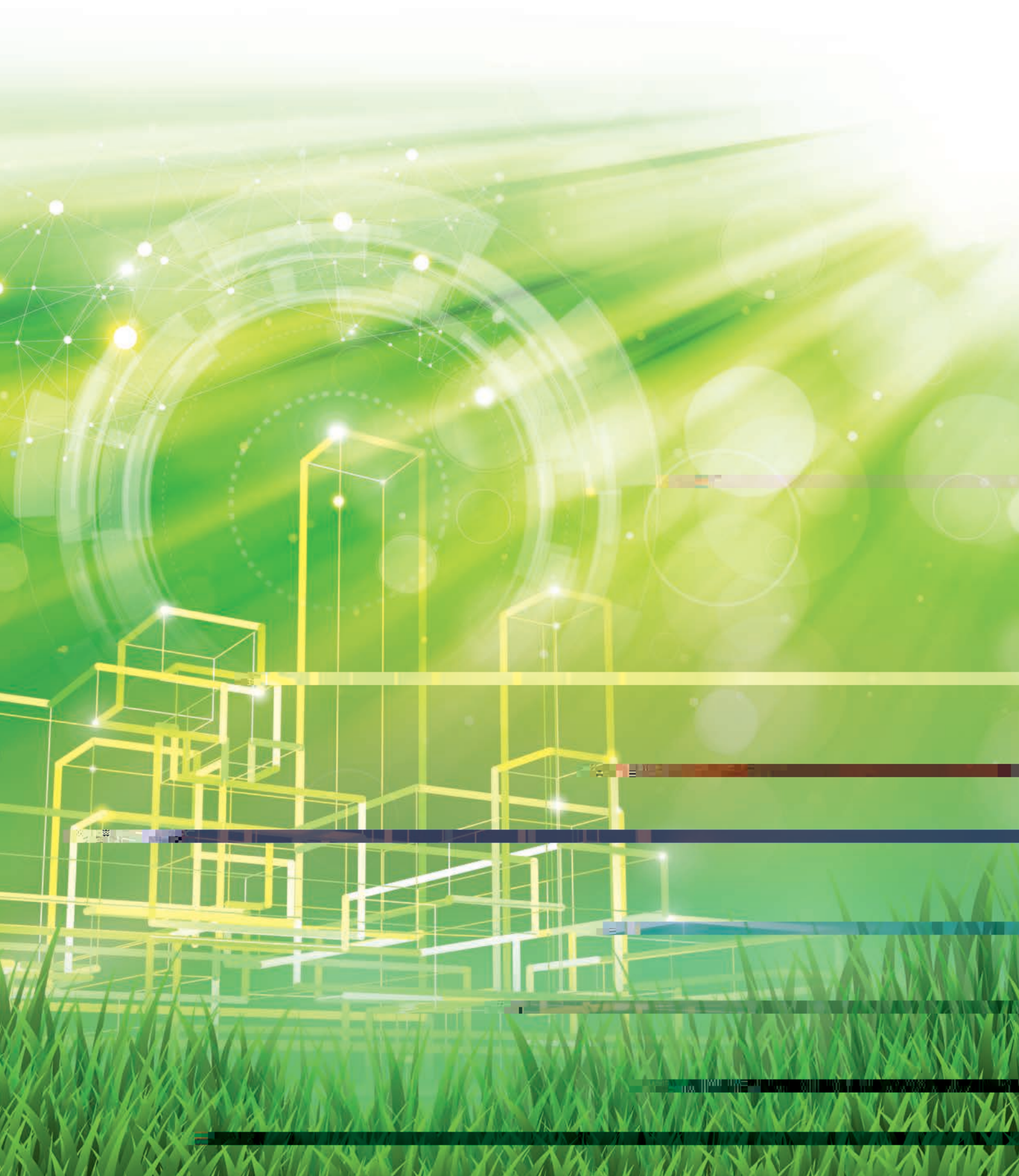




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ABOUT THIS REPORT

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

As a responsible corporate citizen, Fook Lee, W. H. & Co. (Gulf) Limited ("FLW") is committed to environmental protection and social responsibility. In 2018, FLW has continued to improve its environmental and social performance. This report provides a comprehensive overview of FLW's environmental and social performance in 2018, as well as the company's commitment to environmental and social responsibility.

FLW is committed to environmental protection and social responsibility. In 2018, FLW has continued to improve its environmental and social performance. This report provides a comprehensive overview of FLW's environmental and social performance in 2018, as well as the company's commitment to environmental and social responsibility. FLW has implemented various measures to reduce its carbon footprint, improve energy efficiency, and protect the environment. Additionally, FLW has also focused on social responsibility, including employee welfare, community engagement, and philanthropy.

This report is prepared in accordance with the Hong Kong Environmental Council (HKEC) Environmental Reporting Guidelines (ERG) 2018, effective from 31 December 2018. The report is prepared by the Environmental and Social Responsibility Committee (ESRC) of FLW. The ESRC is responsible for monitoring and reporting on FLW's environmental and social performance. The report is available on FLW's website at www.fooklee.com.

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I. ABOUT THE GROUP

H. E. C. L. (C.)
(G.)
C. 30.

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EPC
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B. G. G.
G. B. R.
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R. B. M. G. EPC, BOT, BOO

D. 31 D. 2018, G.
RMB25,879.46
RMB71.32
D. C.
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 complete environmental protection management system. In 2018, the Company has continued to improve its environmental protection management system and has achieved significant results in environmental protection.

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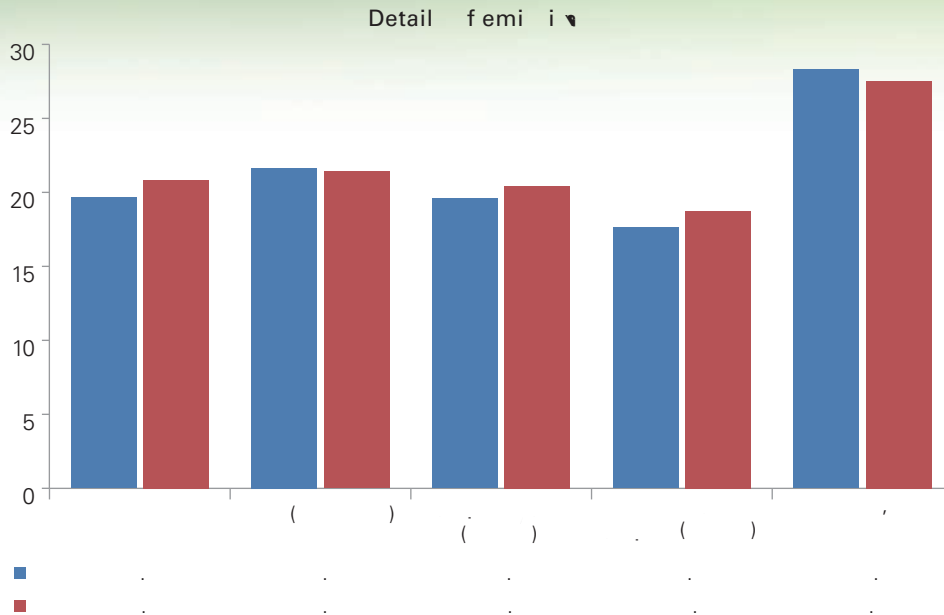
1. EMISSIONS

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 complete environmental protection management system and has achieved significant results in environmental protection.

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II. ENVIRONMENT



T / G 2018, 683 100% T / G

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F / G E

II. ENVIRONMENT

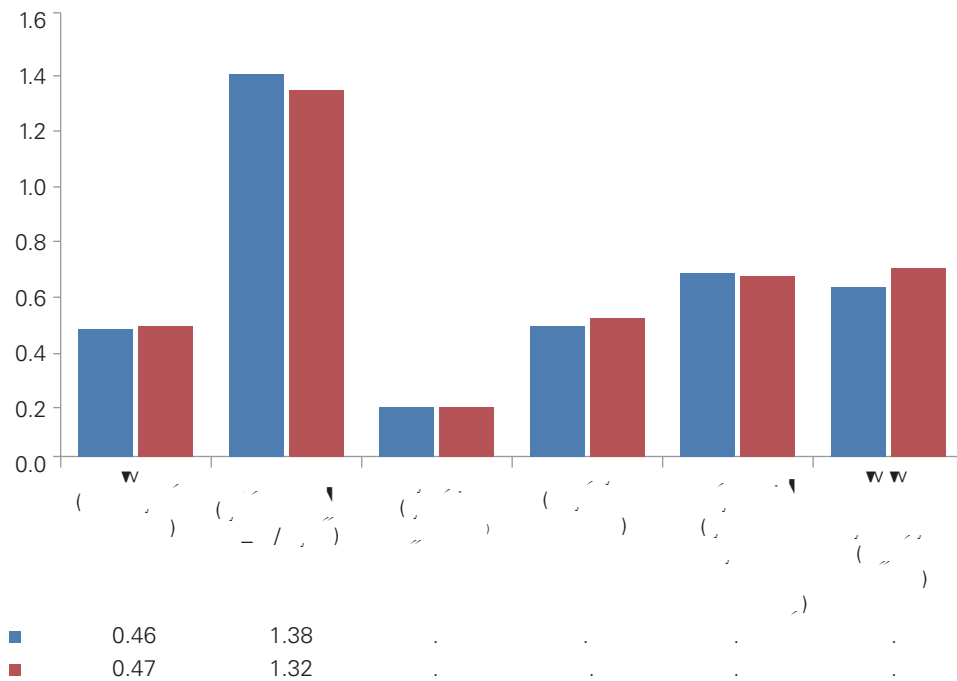
2. USAGE OF RESOURCES

The Group has established a PRC Environmental Management System, and has implemented a series of measures to improve environmental management. The Group has established an Environmental Management System, and has implemented a series of measures to improve environmental management.

The Group has established a Green Building Management System, and has implemented a series of measures to improve environmental management. The Group has established a Green Building Management System, and has implemented a series of measures to improve environmental management.

As of the end of 2018, the Group has established a Green Building Management System, and has implemented a series of measures to improve environmental management. The Group has established a Green Building Management System, and has implemented a series of measures to improve environmental management.

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 1,131 were retired employees. The Company's total number of employees increased by 55 employees compared to the end of 2017. The Company's total number of employees increased by 55 employees compared to the end of 2017.

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1. EMPLOYMENT

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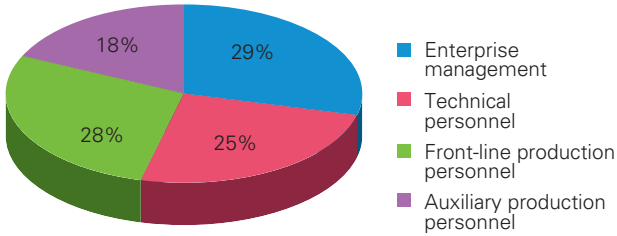
Table 1 Staff Structure

Employee Category	Educational Background				Total
	Number	Percentage	Number	Percentage	
Female	4,014	29.2%	53	0.4%	11,760
Male	3,448	25.0%	1,485	10.8%	5,035
University	3,861	28.1%	4,875	35.5%	3,894
Junior College	2,418	17.6%	7,328	53.3%	3,280

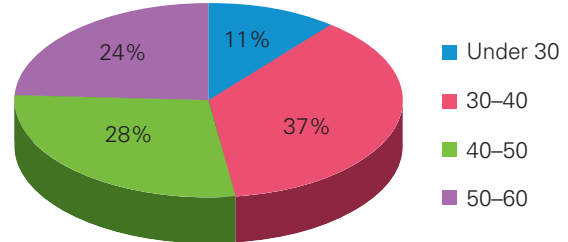
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III. SOCIETY

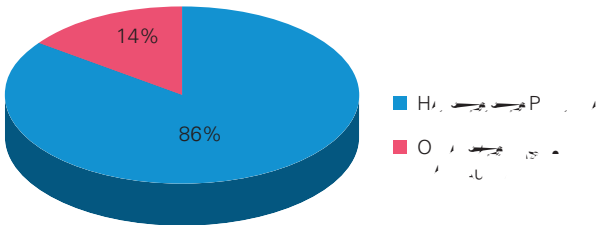
Staff Structure (By Professional)



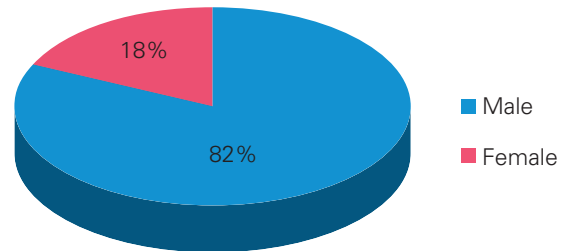
Staff Structure (By Age)



Staff Structure (By Region)

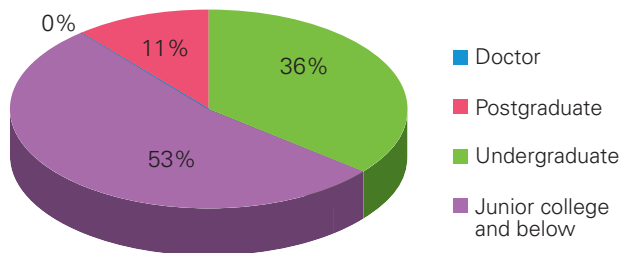


Staff Structure (By Gender)



As of the end of 2018, there were 14,975 employees in total, including 2,266 employees in Henan Province and 12,709 employees in other regions. There were 1,485 employees in Henan Province and 4,875 employees in other regions.

Staff Structure (By Educational Background)



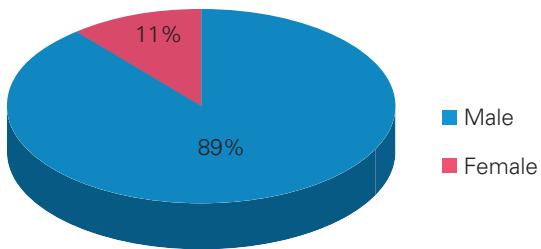
III. SOCIETY

At the end of 2018, 297 employees were employed by the Company, an increase of 1.9%.

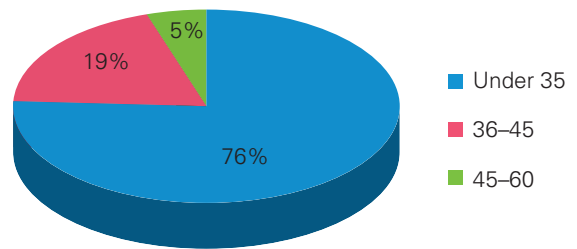
Table 2 Staff Structure

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

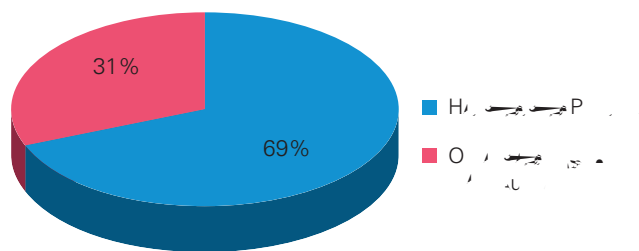
Staff Structure (Gender)



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 established a safety committee to oversee the implementation of the health and safety management system. The committee is composed of representatives from all levels of the organization.

The Group has also established a safety training program to ensure that all employees are aware of the health and safety risks in the workplace and know how to avoid them. The program includes regular safety meetings, safety drills, and safety training courses.

In 2018, the Group has achieved a significant improvement in its health and safety performance. The number of lost time accidents (LTAs) has decreased by 17% compared to 2017. The number of lost time injury (LTI) cases has also decreased by 17%. The Group's safety performance has been recognized by the industry and the public.



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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 branches. Through training, the company has cultivated a large number of high-quality talents, which has provided a 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%	
Average	40	40	120	90	35	

III. SOCIETY

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(1)

(2)

I 2018, 227 A, 31 D, 2018, G 4,013

Table 4 Distribution of Society

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

Distribution of Society



III. SOCIETY

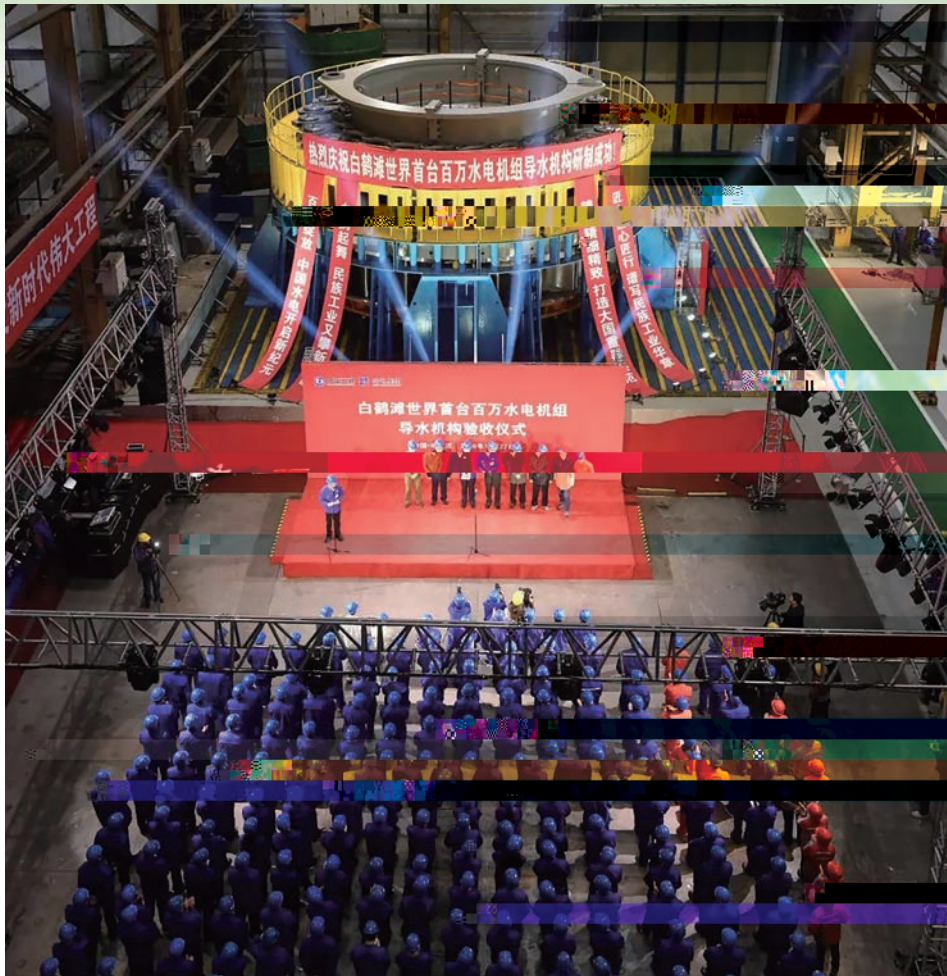
6. PRODUCT LIABILITY

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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D. G
| 2018, G . N
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III. SOCIETY

7. ANTI-CORRUPTION

T / G 2018, C

I 2018, G

8. COMMUNITY CONTRIBUTION

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T / C M C P
F G H H P
C A B C A D O H T
G 2018.

I G RMB1
W C P T / G
I 2018, G W C P



哈电集团
HARBIN ELECTRIC CORPORATION

HARBIN