



万达酒店发展有限公司

WANDA HOTEL DEVELOPMENT COMPANY LIMITED

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 169

Annual Report 2015 年報





Environmental, Social and Governance Report

環境、社會及管治報告

In 2015, the Group has been committed to the performance of its corporate social responsibilities to a high standard and believes that high standard corporate social responsibilities are very helpful for maintaining sound relationships between corporate and society as well as promoting staff confidence. In addition to its focus on its business development in 2015, the Group has proactively undertaken its social responsibilities to contribute to the construction of a harmonious society.

QUALITY OF WORKING ENVIRONMENT

The Group considers excellent staff to be a key factor for business growth and sustainable development of an enterprise. Therefore, the Group provides a sound and safe working environment for its employees and pays attention to the balance between work and healthy life of employees. The Group also encourages and supports its employees to attend on-job training and further education.

The Group adheres to an open and transparent process of recruitment, and provides a competitive remuneration package to its employees, which is subject to adjustment in respect of the individual performance, contribution of each employee, and market condition on an annual basis. Employment conditions also include a number of other benefits, such as medical insurance and retirement plan. The Group has a well-defined promotion channel and proportion for its employees, and hire of child labor and forced labor are strictly prohibited, with all employment related matters in compliance with the laws, regulations and policies in the place where the business operation is located.

The Group expects to grow together with its employees, and attaches great importance to their development. In 2015, the Group offered over 30 training courses for its employees to enhance their job skills, and more than 80 employees attended these trainings. Other training expenses amounted to approximately RMB200,000. In addition, the Group allowed its employees to reimburse the expenses required to maintain their professional qualifications, providing adequate resources support for its employees to improve their expertise. The Group also provides continuous professional development training to its directors and senior management to enable them to develop and update their knowledge and skills, including provision of updated information on corporate governance and regulatory development and requirements to them.

於二零一五年，本集團致力於以高標準承擔企業社會責任，並相信高標準的企業社會責任對建設良好的企業和社會的關係及激勵員工士氣有莫大的幫助。二零一五年，本集團在發展業務的同時，積極履行社會責任，為建設和諧社會作出貢獻。

工作環境質素

本集團視優秀員工為推動業務發展及維持企業持續發展的重要因素。因此，集團為員工提供良好及安全的工作環境，並重視員工工作與健康生活的平衡，集團亦鼓勵及支持員工參與在職培訓及持續進修。

本集團招聘流程公開透明，給員工提供具有市場競爭力的薪酬，並每年根據員工個別的工作表現、貢獻及市場情況作出調整。受聘條件還包括多項其他福利，包括醫療保險及退休計劃等。本集團對員工有明確定義的晉升通道和比例，嚴禁僱傭童工及強制勞動，僱傭各項均符合業務運營當地的法規法律政策。

本集團期望與員工一同成長，非常重視員工發展。於二零一五年，本集團為員工提供提升工作技能的培訓超過30場，培訓員工超過80人，其他培訓費用支出約人民幣20萬元。此外本集團准許員工報銷其維持專業資格所需費用，為員工增進專業知識提供足夠的資源支援。本集團亦為其董事及高級管理人員提供持續專業發展培訓，使他們發展和更新自己的知識和技能，當中包括對其提供企業管治以及監管發展和要求的更新訊息。

ENVIRONMENTAL PROTECTION

The Group is a supporter of environmental protection. To enhance environmental sustainability, eco-friendly measures were implemented and practices for effective use of resources to reduce wastage were introduced in the operation and management of the Group's businesses.

As a property developer, the Group is committed to the implementation of green building. In China, green building is to increase our conservation efforts in terms of energy, land resources, water and raw materials and other efforts in terms of environmental protection and reducing pollution in the whole life cycle, in order to provide the general public with healthy, suitable and efficient open space that is consistent with the nature, as required by Evaluation Standard for Green Building 《綠色建築評價標準》(GB/T 50378-2006) issued by the Ministry of Construction of the PRC. In 2015, the Group's Wanda Plaza project in Guilin earned One-star Green Building Design Certification granted by the Ministry of Housing and Urban-Rural Development of the PRC.

In addition, the Wanda Plaza project in Guilin also uses Huiyun management system to save energy in 2015. Huiyun management system is one of the integrated plaza management systems developed by DWCP. The system is an integrated system comprising 16 subsystems, covering fire-fighting, security, equipment, operation and energy conservation. With the system, energy consumption by electric and mechanic system is reduced.

The Group is also committed to maintaining the sustainable development of the ecological environment in the course of project construction overseas. The Group's project in Gold Coast, Australia is currently under construction. The sea sand generated during the excavation stage was backfilled to local beaches after being filtered to help local municipal government solve sand backfilling work. All hazardous substances found during the project demolition and excavation stage were removed by category, which obtained certification from the Queensland environmental authorities in Australia.

綠色環保

本集團對環境保護不遺餘力。為保持生態環境的可持續發展，集團在其日常營運及管理上引入環保元素，並推行多項節能措施，減少非必要之浪費。

作為房地產發展商，本集團致力推行綠色建築。在中國，綠色建築是指滿足中國建設部發佈的《綠色建築評價標準》(GB/T 50378-2006)，在全壽命週期內最大限度地節能、節地、節水、節材，保護環境和減少污染，為人們提供健康、適用和高效的使用空間，與自然和諧共生的建築。二零一五年，本集團的桂林萬達廣場項目獲得國家住房和城鄉建設部頒發的「一星級綠色建築設計」認證。

此外，於二零一五年，桂林萬達廣場項目還使用慧雲平台以節約能耗。慧雲平台是大連萬達提出的智能化廣場標準之一，它把消防、安防、設備、運營和節能管理等16個智能化子系統集成在平台上，降低了機電系統的能源消耗。

在海外，本集團也致力在建設項目的同時保持生態環境的可持續發展。本集團位於澳大利亞黃金海岸的項目目前正在建設中，其在大開挖階段挖出的海沙經過濾洗後回填當地沙灘，幫助當地市政府解決沙灘回填工作。對於項目拆遷、開挖階段發現的有害物全部分類清除，並獲得澳大利亞昆士蘭省政府環保部門認證。



Environmental, Social and Governance Report

環境、社會及管治報告

The Building Research Establishment Environmental Assessment Methodology (“BREEAM”), an environmental sustainability building assessment system in the UK, is a globally leading sustainability assessment method for overall project planning, infrastructure and building, which encourages innovative and effective use of resources by developers. BREEAM’s focus on value and efficiency of sustainability enables its certified developers to usually create a sustainably good environment and make people living and working in this environment feel more comfortable. The Group’s London project in the UK is currently under construction, whose construction is in strict compliance with BREEAM’s VERY GOOD grade standards and requirements.

In addition, the Group also endeavors to take environmental measures in its daily operation, such as disposal of work garbage by category; dual-side printing to the greatest extent when printing documents to save paper; electronic management and filing of drawings, reports, contracts and other documents supplemented by paper-based approach; lighting controlled by the Building Management System (BMS) for majority of leased offices to save energy; and strong recommendation and encouragement within the Group to use public transportation after taking efficiency into consideration.

OPERATING PRACTICES

Working closely with suppliers, the Group is committed to achieving and maintaining a high standard of openness, probity and accountability. The members and employees of the Group are required to comply with the anti-bribery and corruption policies developed by the Group. The Group encourages employees and all persons who deal with the Group, including customers, suppliers, creditors and debtors, to proactively report any suspected impropriety, misconduct or malpractice within the Group, and rewards meritorious person, which is incorporated into the internal management system.

英國綠色可持續性建築評估體系Building Research Establishment Environmental Assessment Methodology (「BREEAM」) 是世界領先的對總體規劃項目、基礎設施和建築物的可持續性評估方法，其鼓勵發展商創新地和有效地利用資源。其對可持續價值及效率的注重使得被BREEAM認證之發展商通常可創造持續良好的環境並可提升在此環境中生活和工作的人們的舒適感。本集團位於英國倫敦的項目目前正在建設中，其建設嚴格按照BREEAM的VERY GOOD等級標準和要求來執行。

此外，於日常運營中本集團也致力採取環保措施，例如對工作垃圾進行分類處置；對打印文件儘量做到雙面打印以節約紙張；對於圖紙、報告、合約等文件的管理和歸檔採取電子化為主，紙質化為輔的管理方式；對大部分租用的辦公室，要求燈光由智能建築管理系統(BMS)控制以達到節能目的；並在集團內大力提倡和鼓勵在平衡效率的情況下儘量使用公共交通工具。

營運慣例

本集團與供應商緊密合作溝通，致力達致並維持高度的開放性、廉潔及責任性之水平，集團成員及員工均須遵從集團制定的反貪污及反賄賂的政策。本集團鼓勵員工及所有與集團有業務來往之人士，包括顧客、供貨商、債權人及債務人，主動舉報集團內之懷疑屬不當行為、失當行為或不良行為，並且將獎勵舉報有功人員納入內部管理制度。

Any forms of bribery and corruption are strictly prohibited by the Group in the tender process. Employees are reminded to avoid situations that may lead to and involve a conflict of interest. The Group's suppliers are rigorously reviewed, and each supplier is engaged and appointed by market public tender in accordance with the internal management process of the Group or appointed directly as appropriate, with strict internal audit of the process.

To maintain a fair and efficient business and working environment, the Group emphasizes the importance of anti-corruption practices. It is the Group's policy that any form of corruption will not be tolerated. Employees are prohibited to request, receive or accept any forms of benefits from any persons, companies or organizations having business transactions with the Group, and the senior management is required to sign the "Declaration of Probity and Self-discipline" (《廉潔自律宣言》). During the year, the Group also sought training resources from the Independent Commission Against Corruption to assist senior management and employees to understand corruption-preventing practices and guidelines, so as to remind them to comply with personal and business conducts.

COMMUNITY INVOLVEMENT

During the year, the Group's employees actively took part in the schoolbag donation initiative organized by Wanda Group to donate schoolbags containing stationery to children of migrant workers in the PRC.

Going forward, the Group will continue to identify new opportunities to further incorporate the principles of sustainable development and community enhancement into the business development of the Group. The Group will concern more about the minority groups, strengthen its partnership with charities and volunteer organizations and further nurture a culture of giving within the community.

本集團嚴禁在一切招投標項目中有任何賄賂及貪污的行為，亦時刻提醒員工必須避免可能導致及產生利益衝突之情況。本集團供應商均經過嚴格審核，每家供應商的聘用和委任前均要根據集團內部管理流程進行市場公開招標或視情況進行直接委任，並對招標程序進行嚴格的內部審計。

為維持一個公平及高效率的營商及工作環境，集團高度重視在反貪污方面的責任。本集團不會容忍任何形式的貪污行為，禁止員工向與集團有業務來往之人士、公司或機構要求、收取或接受任何形式之利益，並要求高級管理層簽署《廉潔自律宣言》。年內，本集團也尋求廉政公署的培訓資源，協助高級管理層及員工認識防貪污常規與指引，以提醒各人須遵守個人及商業操守。

社區參與

本集團之員工於年內踴躍參加了萬達集團發起的愛心小書包捐贈活動，捐贈內含文具的愛心書包給中國的打工子弟。

展望未來，本集團將繼續尋求新的機會，進一步將持續發展及改善社群的原則融入本集團之業務發展，更多地關顧社會弱勢群體，加強與慈善機構及志願團體的夥伴關係，進一步提倡貢獻社會之風氣。

