

Annual Report 2016 年報



**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



# Environmental, Social and Governance Report

## 環境、社會及管治報告

In 2016, the Group was committed to the performance of its corporate social responsibilities to a high standard and believes that high standard of 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 2016, 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, while diligent staff can also render quality products and services to customers of the Group, hence contributing to the community. To safeguard employees' occupational health and safety, the Company works hard to provide a safe, healthy and comfortable working environment by providing relevant protective equipment such as helmets, safety belts, masks and protective clothing at our project sites. 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 has established and maintained fair and comprehensive employment policies and practice to provide equal opportunity and career development to all our employees. 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 labour, recruitment, dismissal and other 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 2016, the Group offered over 30 training courses for its employees to enhance their job skills, and more than 90 employees attended these trainings. Other training expenses amounted to approximately RMB300,000. In addition, the Group allowed its employees to reimburse the expenses required to

於二零一六年，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。二零一六年，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，而勤奮努力之員工亦能為集團客戶提供優質產品與服務，從而對社會作出貢獻。為保障員工職業健康及安全，本公司致力提供一個安全、健康與舒適的工作環境，當中亦於各項目工地提供相關保護設備，包括頭盔、安全帶、口罩及保護性衣物。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。

本集團已建立並維持公平及全面的僱傭政策，為全體僱員提供平等的機會及職業發展。本集團招聘流程公開透明，為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，所有勞動、解聘及其他僱傭事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。於二零一六年，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90人，其他培訓費用支出約人民幣30萬元。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

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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.

### ENVIRONMENTAL PROTECTION

The Group is a keen 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. All of our projects minimize the raw materials wastage and energy use through enhancing construction efficiency. We have also actively implemented eco-friendly measures to minimize carbon emission and water usage in our business and operations. We are also engaging professional companies to dispose of any hazardous wastes generated during construction. We believe that the Group is in compliance in all material aspects with applicable environmental laws and regulations of the countries we are operating in. 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 2016, the Group's Wanda Plaza project in Guilin maintained the One-star Green Building Design Certification granted by the Ministry of Housing and Urban-Rural Development of the PRC in 2015.

In addition, the Wanda Plaza project in Guilin also uses Huiyun management system to save energy. 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.

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。

### 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。各項目均透過提昇工程效率減少原料及能源消耗，同時我們亦積極推行環保措施以儘量減少我們業務營運中的碳排放及用水量，並聘請專業公司處理在工程中產生的有害廢棄物。我們相信，本集團已於所有重大方面遵守業務運營當地的相關法規。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。於二零一五年，本集團的桂林萬達廣場項目獲得，並於二零一六年保持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，桂林萬達廣場項目還使用慧雲平臺以節約能耗。慧雲平臺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臺上，降低了機電系統的能源消耗。





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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.

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. The project has received BREEAM's VERY GOOD pre-assessment during the design phase and a final assessment will be conducted after the completion of construction.

U.S. Green Building Council ("USGBC"), a well-known green building group, is committed to promoting sustainable development of building and construction industry. Its initiative, namely Leadership in Energy and Environmental Design ("LEED"), is a world-renowned and widely used green building certification program. The program conducts assessment based on building design, construction, operation, maintenance and sustainable development, which can effectively assist building operators and owners in mitigating impacts on the environment and making efficient use of resources. The Group's Chicago Project in the United States is currently under construction, whose construction is in compliance with LEED's silver grade standards and requirements.

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。

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的人們的舒適感。本集團位於英國的倫敦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。此項目已經在設計階段獲得BREEAM的VERY GOOD預評估，在施工完成後將會再進行BREEAM的最終評估。

美國綠色建築議會 U.S. Green Building Council (「USGBC」) 是著名的綠色建築團體，致力促進建築和建築行業的可持續發展。其推動的 Leadership in Energy and Environmental Design (「LEED」) 是世界知名及被廣泛應用的綠色建築認證計劃。此計劃按建築的設計、建造、運營、維護到可持續發展進行評估，能有效地幫助建築營運商和業主減少對環境的影響，並有效地利用資源。本集團位於美國的芝加哥項目目前正在建設中，其建設是按照LEED的銀級標準和要求來執行。

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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 to staff who go out for work 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 anti-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.

Any forms of bribery and corruption are strictly prohibited by the Group in the tender process. The process is closely monitored to prevent corruption, including bribery, extortion, fraud and money laundering. Employees are reminded to avoid situations that may lead to and involve a conflict of interest. The Group's suppliers are rigorously reviewed. The engagement and appointment of each supplier is subject to the primary selection in accordance with the internal management process of the Group. The Group then invites market public tender or directly appoints suppliers as appropriate, with strict internal audit of the process. For suppliers under public tender, the Group adopts public tendering procedures in line with the market practice. After screening, the Group engages or appoints the supplier upon recommendation from the tendering group. For suppliers that might be directly appointed, the Group appoints based on the conditions for direct appointment stipulated in the internal operating manual. For suppliers under exceptional circumstances but required direct appointment, the Group is required to conduct critical internal audit and strictly controls the number of direct appointment of such suppliers under exceptional circumstances, and assesses relevant senior management during the internal assessment at the end of the year.

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對於任何外出辦事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。

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。招投標流程受密切監督，以杜絕貪污行為，亦包括行賄、勒索、欺詐及洗黑錢等。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初選後，再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。對於公開招標的供應商，會採取市場慣例的公開招標流程，多家比選後，由招標小組推薦進行聘用或委任。對於可能直接委任的供應商，會根據內部操作手冊中規定的可直接委任的條件來進行委任。對於情況特殊但需要進行直接委任的供應商，本集團需要進行嚴格的內部審計，並嚴格控制此類特殊情況的供應商直接委任的次數，並在年終內部考核中對相關高級管理層予以考評。



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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. 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 and strictly abide by laws and regulations where it operates.

The Company is committed to a socially responsible supply chain management system. The Company has implemented a strict selection process on its suppliers and sub-contractors, taking into consideration such elements as supplier qualification, past performance, financial strength and price. The Company only works with qualified suppliers and sub-contractors and, for the duration of any arrangement with a supplier or sub-contractor, the Company closely supervises its performance and provides feedback where necessary.

### PRODUCT RESPONSIBILITY

The Group values quality to ensure customer satisfaction in terms of our products and services. We have dedicated teams to respond to customer enquiries before and after sales and our projects have enhanced the quality of our properties sold and management services through eco-friendly building designs and operational measures. We believe that the Group is in compliance in all material aspects with applicable laws and regulations such as health and safety, advertising and privacy matters in the countries which we operate.

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。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，嚴格遵守業務運營當地的法規法律政策。

本公司致力確保其供應鏈管理亦對社會負責。本公司已執行嚴謹的選聘供應商及分包商流程，當中考慮各項因素，如供應商資格、過往表現、財政實力以及價格。本公司只與合資格供應商及分包商合作，並於與供應商或分包商進行任何安排期間，密切監督其表現，如有需要即回報反饋。

### 產品責任

本集團奉質素至上，確保客戶滿意我們的產品及服務。我們已設專責團隊回覆客戶銷售前後的疑問；各項已通過環保的建築設計和營運措施，致力提高旗下銷售物業及管理服務質素。我們相信本集團已於各相關重大方面，如健康安全、廣告、反私隱事項，遵守業務運營當地的相關法規。

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### COMMUNITY INVOLVEMENT

The Group is of the opinion that as part of the community, it has the responsibility to seek well-being and prosperity for the region. During the year, the Group actively participated in community engagement, creating 76 direct employments. The Group organized a total of 5 volunteer activities during the year, including care for disabilities and charity marathon. All of our employees actively took part in the events and the number of participants reached 62 in total. In addition, the Group showed care to local disadvantaged groups in different places of operation. During the year, the Group's Gold Coast in Australia donated AUD75,000 to Australian Children's Cancer Foundation. Moreover, with respect to culture promotion, National Library of Australia held the exhibition event "Celestial Empire: Life in China, 1644-1911" ("清·中國人的生活 1644-1911") in the early 2016. To give locals the opportunity to learn more about the history of China, the Group's Sydney project in Australia provided strong support and acted as the main sponsor of the exhibition.

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 continue to support disadvantaged groups, strengthen its partnership with charities and volunteer organizations and further nurture a culture of giving within the community.

### 社區參與

本集團認為，作為社區一分子，其責任是為地區謀求福祉和繁榮。本集團於年內積極參與社區活動，造就了76個直接就業職位，並於年內舉辦義工活動共5次，當中包括了關愛殘障人士和慈善長跑等等。集團之員工均踴躍參加，參與人數共有62人之多。此外，本集團還在不同的業務運營當地關顧當地的社會弱勢群體。於本年度，本集團位於澳大利亞黃金海岸的項目向澳大利亞兒童腫瘤基金會捐贈了75,000澳元。另外，在推動文化方面，澳大利亞國家圖書館於二零一六年初舉行了「清·中國人的生活 1644-1911」展覽活動。為讓當地人們有機會更加瞭解中國歷史，本集團下屬之澳大利亞悉尼項目公司大力支持了該次展覽，是該次展覽的主要贊助商。

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。



