



CHINA XINHUA EDUCATION GROUP LIMITED 中國新華教育集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 02779

ENVIRONMENTAL SOCIAL AND GOVERNANCE REPORT 2017



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ABOUT THE REPORT

1. ABOUT THE REPORT

China Xinhua Education Group Limited (“Xinhua Education”) and its subsidiaries (the “Group” or “we”) is a leading private higher education provider in the Yangtze River Delta. We operate two schools, namely Xinhua University and Xinhua School. The Group is pleased to present the first Environmental, Social and Governance Report (the “ESG Report”), which summarizes our initiatives, strategies and objectives relating to the environmental, social and governance issues, and describes our vision and commitment to performing the sustainable development concept and corporate social responsibility.

This Report has been prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (the “Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited. The reporting content covered herein also complies with the disclosure principle required in the Guide, and comprises the key performance indicators (KPIs) of the Company's Head Office in the environmental and social aspects.

The ESG Report mainly focuses on the Group's core business, and its overall performance in practicing sustainable development and fulfilling corporate social responsibility from January 1, 2017 to December 31, 2017 (the “Year” or the “Reporting Period”). Unless otherwise specified, this report covers the businesses directly controlled by Xinhua Education.

This report has summarized our work in the environmental and social aspects, which can help the Company formulate the short-term and long-term sustainable development strategies in future. For details about corporate governance of the Company, please refer to the “Corporate Governance Report” Section in the Annual Report and the official website (www.chinaxhedu.com) of Xinhua Education. We attach great importance to your points of view about this report, so if you have any question or suggestion, please don't hesitate to contact us by the following means:

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Tel: 0551-65872266

CHAIRMAN'S STATEMENT

2. CHAIRMAN'S STATEMENT

Dear Stakeholders,

Education is the foundation of a nation. Ever since its establishment, Xinhua Education has always been persisting in the mission of "Serving the Nation by Prospering Education" and is committed to providing application-based education to help students develop a sense of service and pursue career-oriented education. The Group strives to cultivate high-quality talents with applicable skills, future development potential and continued learning ability and willingness.

The corporate culture of Xinhua has been gradually developed by Xinhua staff in their hard work for over two decades, and it is an essence of the ideas that are continuously accumulated and eventually summarized. It originates from practice but is higher than practice, and it inherits the tradition but links to the modern times. It is a concentrated reflection of the spirit, aspiration and determination of Xinhua staff, and a flag that guides Xinhua staff to forge valiantly ahead. We believe that "Unity, Pragmatism, Pioneering and Dedication" are our four guiding spirits as a leading private education provider in China, under which the Group has been wholeheartedly devoted to the career of educating youths of the nation.

In the new era with fierce global competition, cultivating the new youths capable of fitting in with the development of different industries has become a significant precondition to advance the social progress. Therefore, higher education has become an inevitable and vital integral part of the national education undertaking, which will help boost the economic development of social entities.

On March 26, 2018, China Xinhua Education was successfully listed on the Main Board of the Hong Kong Stock Exchange, entering the international capital market, marking a new chapter of development and bringing about new momentum for future development. By virtue of our successful listing, we'll grasp the market potential and opportunity of China's higher education industry, persist in the basic education mission of "Serving the Nation by Prospering Education", cultivate high-quality talents, endeavour to set up a model as a good corporate citizen, perform our environmental, social and governance responsibility, communicate with all social stakeholders frankly and sincerely via this report, and expect to be a model for all students.

A good example is the best sermon. Xinhua Education attaches great importance to building our own brand, and deeply believes that brand is the most valuable assets. Therefore, Xinhua Education pays much attention to the opinions and feedbacks of social stakeholders, devotes itself to education modestly and endeavours to build up an education brand, which is truly recognized by the society and is able to create social values effectively.

By constantly improving the education system, advocating eco-civilization, caring about employee growth and giving back to the society earnestly, the Group is committed to providing application-based education to students and cultivating high-quality talents with applicable skills, future development potential, continued learning ability and social contribution enthusiasm.

In future, Xinhua Education will insist on the ideal of "Prospering the Nation to Benefit People", adhere to the talent-oriented development strategy, continually enhance the development space of private education, and promote the leap of private education industry.

Wu Junbao

Chairman

Xinhua Education

COMPANY PROFILE

3. COMPANY PROFILE

The basic education mission of Xinhua Education is “Serving the Nation by Prospering Education”. The Group is committed to providing application-based education to students and strives to cultivate high-quality talents with applicable skills, future development potential and continued learning ability and willingness. As measured by full-time student enrolments as of December 31, 2016, Xinhua University is the largest private higher education institution in the Yangtze River Delta, while Xinhua School is also the largest private specialized secondary school in Anhui Province. On March 26, 2018, China Xinhua Education was successfully listed on the Main Board of the Hong Kong Stock Exchange, entering the international capital market, marking a new chapter of development and bringing about new momentum for future development.

As of December 31, 2017, the total full-time student enrolments of Xinhua University and Xinhua School operated by the Group were approximately 22,664 and 5,358, respectively, and there were 5,663 students in continuing education program. Xinhua University achieved a high initial graduate employment rate with the average employment rate of 94.4% in 2016-2017 school year for its full-time students, while Xinhua School reported the initial graduate employment rate of approximately 96.8% in 2016-2017 school year.

In the past, the Group has won lots of awards issued by different institutions, including the “2016 Trustworthy Organization for School Running Quality in Hefei”, “National IT Talents Training Demonstration Unit” and “Demonstration Unit Directly Contacted by the CYL Provincial Committee for Reform of the CYL Committee and the Student Union”; the Group was also chosen as the “Deputy Director Unit of the School and Enterprise Cooperation Committee of Anhui Vocational and Adult Education Society” and the “Vice President Unit of the Private Vocational Education Branch of Anhui Vocational and Adult Education Society”, and meanwhile, we were also selected as the Membership Unit of Hefei Moral Education Research Association under Hefei Municipal Education Bureau. This has reflected our contribution to and position in the industry, affirmed our efforts in continuously providing high-quality services, and further highlighted the Group's competitive edges and development potential in the industry.

In 2017, the Group has won many honours, mainly including:

Awards and Honours

Organizing/Awarding Institutions

A Private University Highly Honoured by Students

China Internet News Centre

2017 Private University with Brand Strength

Tencent.com

Advanced Unit of Anhui Psychological Crisis Intervention Society

Anhui Psychological Crisis Intervention Society

Outstanding Organization Award of the “FLTRP Cup” East China Division

Outstanding Organization Award of the National Championship in 2016 National University Students “Internet+” Innovation Competition and the Fourth “Discovery Cup” National University Students Internet Software Design Competition

China Electronic Commerce Association; Hangzhou Municipal Commission of Commerce; Hangzhou Economic and Technological Development Zone (杭州經濟技術開發區)

COMPANY PROFILE

Awards and Honours

Sportsmanship Award of the 2017 Track and Field Games for University and High School Students in Anhui Province

Sportsmanship Award of the 2017 Badminton Game for University Students in Anhui Province

Outstanding Organization Award and Notable Progress Award of the Seventh "Challenge Cup" Extracurricular Academic Science and Technology Works Competition in Anhui Province

Outstanding Reading Brand Award of the First Reading and Writing Activities on Campus in Anhui Province

Outstanding Organization Award of the Second "Guoyuan Securities Cup" Financial Investment Competition of University Students in Anhui Province

Sportsmanship Award of the 2017 Anhui Provincial University Football League

Third Prize of Men's Division A of the 2017 Anhui Provincial University Football League

Best Organization Award of the Fifth Entrepreneurship Guidance Course Teaching Competition of University Teachers in Anhui Province

Best Organization Award of the "Kunshan Huaqiao Cup" 12th Career Planning and Design Competition of University Students and the Entrepreneurship Competition of University Students in Anhui Province

Outstanding Organization Award of the 2017 "VIK-MAX Cup" First Youth Rink Hockey Championship and Rink Hockey Invitational Tournament in Anhui Province

Organizing/Awarding Institutions

Department of Education of Anhui Province; Sports Bureau of Anhui Province

Department of Education of Anhui Province

CYL Anhui Provincial Committee; Department of Education of Anhui Province; Anhui Association for Science and Technology; Anhui Academy of Social Science; Anhui Federation of Students (安徽省學生聯合會)

Education Work Committee of the CPC Anhui Provincial Committee; Department of Education of Anhui Province

Department of Education of Anhui Province

Department of Education of Anhui Province

Department of Education of Anhui Province

Department of Education of Anhui Province

Department of Education of Anhui Province; CYL Anhui Provincial Committee; Anhui Department of Human Resources and Social Security

Sports Bureau of Anhui Province; Department of Education of Anhui Province

COMPANY PROFILE

Awards and Honours

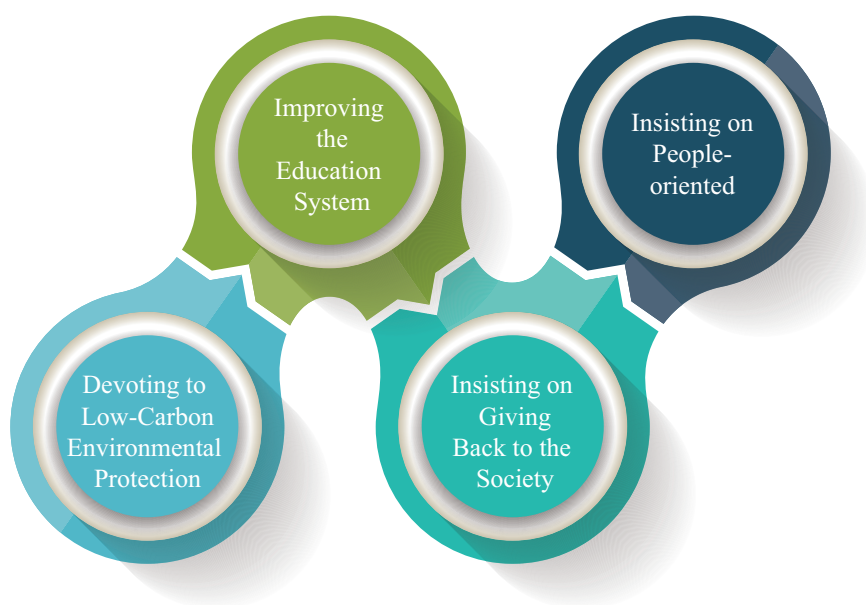
Organizing/Awarding Institutions

Sportsmanship Award of the 2017 "VIK-MAX Cup" First Youth Rink Hockey Championship and Rink Hockey Invitational Tournament in Anhui Province	Sports Bureau of Anhui Province; Department of Education of Anhui Province
Second Runner-up of Women's Group in Youth Division A of the 2017 "VIK-MAX Cup" First Youth Rink Hockey Championship and Rink Hockey Invitational Tournament in Anhui Province	Sports Bureau of Anhui Province; Department of Education of Anhui Province
Champion of Women's Group in Youth Division A of the 2017 "VIK-MAX Cup" First Youth Rink Hockey Championship and Rink Hockey Invitational Tournament in Anhui Province	Sports Bureau of Anhui Province; Department of Education of Anhui Province
First Runner-up of Men's Group in Youth Division A of the 2017 "VIK-MAX Cup" First Youth Rink Hockey Championship and Rink Hockey Invitational Tournament in Anhui Province	Sports Bureau of Anhui Province; Department of Education of Anhui Province
Sportsmanship Award of Anhui Provincial University Basketball Association	Department of Education of Anhui Province
Best Organization Award of the 15th Aerobic Gymnastics Championship (Anqing) in Anhui Province	Aerobics Association of Anhui Province
Second Prize in Second Group for Total Team Score in the Third University Martial Arts Championship of Anhui Province	Organization Committee of the Third University Martial Arts Championship of Anhui Province
Sportsmanship Award of the Third University Martial Arts Championship of Anhui Province	Organization Committee of the Third University Martial Arts Championship of Anhui Province
Third Prize for Innovation of the 2017 National Student Work in Private Colleges and Universities	National Association of student Workers in Private Colleges and Universities
Best Organization Award of the 2017 National University Single-Row Rink Hockey Open Tournament	Organization Committee of 2017 National University Single-Row Rink Hockey Open Tournament

SUSTAINABLE DEVELOPMENT STRATEGY

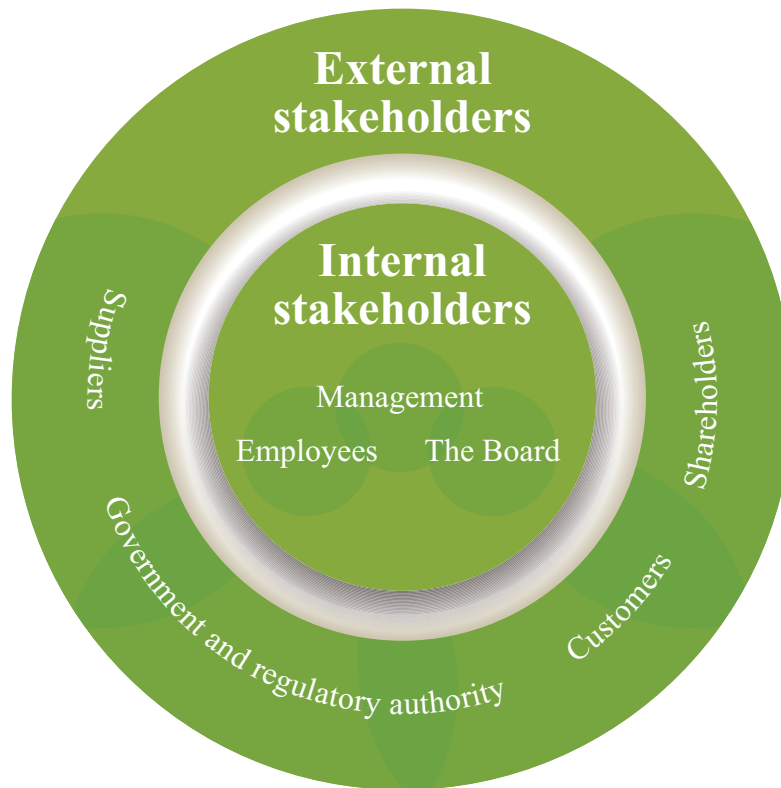
4. SUSTAINABLE DEVELOPMENT STRATEGY

Ever since its establishment, Xinhua Education has always been serving the society by adhering to the social responsibility norms “Prospering the Nation by Education and Benefiting the People by Industry”, and regarding sustainable development as the focus of the whole business operations. We’ve communicated with stakeholders via various channels to formulate the sustainable development strategy, which consists of four categories, namely “Improving the Education System”, “Insisting on People-oriented”, “Devoting to Low-Carbon Environmental Protection” and “Insisting on Giving Back to the Society”. This report has also reflected the Group’s annual social responsibility focuses and contributions from the four categories.



We identify stakeholders from different sectors including shareholders, customers, employees, investors, government and regulatory authority, suppliers, community, etc. In order to know more about their opinions and expectations on the Group and establish a long-term and mutual trust relationship, we’ve listened to and known about the fields they concern in an open and active attitude, thereby defining the subject areas covered in the report.

SUSTAINABLE DEVELOPMENT STRATEGY



Corporate Environmental Policy

Xinhua Group has been committed to integrating the sustainable development concept with the Group's overall strategies, policies and business plans. The Group formulated the Corporate Environmental Protection Policy this year to establish an efficient operation model, use resources more effectively and reduce energy consumption in business operations by continuously improving the environmental management systems and measures. Meanwhile, the Group has also been engaged in the community and made contributions to sustainable development.

ESG Working Group

The Board of the Group undertakes full responsibility for the environmental, social and governance policies and their reporting, and it evaluates and defines the Group's risk management and internal monitoring system with respect to the environmental, social and governance issues. To ensure relevant policies be implemented effectively, we established the ESG Working Group this year. Governed by the Executive Vice President of the Group, the ESG Working Group is responsible for managing relevant risks in the Group's environmental, social and governance issues, promoting various departments to perform the environmental, social and governance policies, ensuring the Group comply with relevant laws and supervisory requirements, supervising and coping with the latest environmental, social and governance issues.

IMPROVING THE EDUCATION SYSTEM

5. IMPROVING THE EDUCATION SYSTEM

Xinhua Education has carefully implemented the policies deployed by the Provincial Committee and Government, and strictly observed relevant laws and regulations. We've cultivated and conveyed all kinds of practical and inter-disciplinary talents that adapt to the social and economic development for the society, and have made positive contributions to promoting local economic development. The Group is committed to "Prospering the Nation by Education and Benefiting the People by Industry" and has become a typical development model for private higher education in China.

5.1. INTERNAL AUDIT AND SUPERVISION

The Group has positively strengthened internal control, supervision and management. We've carried out audit and supervision within the Group, enhanced working efficiency, and guaranteed the Group's sustainable and healthy development. In view of this, we formulated the "Administrative Regulations of Xinhua Education for Audit and Supervision" (《新華教育審計督查管理規定》). An independent audit and supervision department carries out audit and supervision on the principles of independence, objectiveness, justice and confidentiality. It reviews and evaluates the teaching and student management work, the anti-corruption construction work of various departments, as well as the operation, management, satisfaction and internal control of various departments of the Group, inspects the implementation of systems, resolutions and plans, and presents audit opinions to promote the realization of business objectives.

5.2. ANTI-CORRUPTION CONSTRUCTION

Xinhua Education has always attached great importance to anti-corruption construction, formulated anti-corruption measures, and improved the management and supervision mechanism. To regulate the honest and clean practices of the Group and all staff, the Group has formulated the "Administrative Regulations for Anti-corruption Construction" (《廉政建設管理規定》), which focuses on prevention and combines persuasion with punishment. We adopt the anti-corruption management responsibility system, organize all staff to learn the Administrative Regulations every year, and implement the responsibility and assessment schemes for the staff at respective levels.

The Group insists on instructing and influencing others by word and deed. The management takes the initiatives to comply with various rules and regulations relating to anti-corruption construction, instructs and leads the staff at various levels to be clean, honest and self-disciplined. We perform the "Employee Commitment to Clean and Honesty Practices" (《員工廉潔從業承諾書》) and never accept any bribery and any form of private economic interests. We've also strengthened the popularization and construction of anti-money laundering system, and have carried out many special trainings about anti-money laundering knowledge during the Year, so as to advocate the anti-money laundering obligation of citizens, the anti-money laundering laws and regulations, and the great significance of anti-money laundering work, and prevent the occurrence of any illegal behaviour. During the Reporting Period, there was no record of any corruption, bribery, fraud and money laundering and other misconducts for the Group.

In order to implement the effective supervision responsibility system, the Group has formulated the "Administrative Regulations of Xinhua Group for Complaining and Whistle-Blowing" (《新華集團投訴舉報管理規定》), and set the open complaining telephone and the whistle-blowing e-mail. The Group will keep the complaints of employees confidential, while the audit & supervision department will follow up such complaints independently so as to promote the anti-corruption construction.

IMPROVING THE EDUCATION SYSTEM

5.3. INFORMATION DISCLOSURE SECURITY

Xinhua Education attaches great importance to the protection of information security, and strictly abides by relevant national laws and regulations such as Personal Data (Privacy) Ordinance and the Information System Security Management Requirements. We've formulated the "Administrative Regulations of Xinhua Group for Confidentiality" (《新華集團保密工作管理規定》), to prevent disclosure and misuse of the information of the Group, faculties and students.

We improve the Group's information security system and ensure the Group's ability to protect the information system. The purpose of collecting information shall be clarified while any information is collected. Do not collect the information unrelated to business, and do not collect information by inappropriate means.

We've also worked out the confidentiality measures. When new employees are recruited, we provide confidentiality education to let them learn about our confidential work management system. We offer confidentiality education and confidentiality knowledge training for all staff on a regular basis every year. The senior management and confidentiality-related staff shall sign the confidentiality undertaking. Employees who need to refer to the confidentiality data must be first approved by the responsible department, and they can only read at a designated place, and must not lend to others or reproduce such data without authorization.

5.4. DEALING WITH CUSTOMER COMPLAINTS

In order to further improve the working style, enhance the working efficiency, intensify the internal management and supervision mechanism, discover and deal with hidden troubles timely, and guarantee the healthy development of the Group's business, the Group has formulated the "Administrative Regulations of Xinhua Group for Complaining and Whistle-Blowing" (《新華集團投訴舉報管理規定》). Through the existing complaining and whistle-blowing procedures, we provide various complaining and whistle-blowing approaches, like complaining and whistle-blowing telephone, e-mail, letter, address, etc., to keep the complaining and whistle-blowing information strictly confidential, and protect the complainants and whistle-blowers. Up receipt of a complaint, we will try to obtain evidence carefully, carry out investigation in a fair and objective manner, and keep records in the Special Investigation Report for Complaining and Whistle-Blowing Cases, thereby ensuring all complaints be accepted, investigated and fed back timely.

5.5. STRENGTHENING COMMUNICATION BETWEEN TEACHERS AND STUDENTS

In order to have a comprehensive understanding of the Group's "Teaching" and "Learning" circumstances, analyze the problems existing in the teaching process, improve the teaching quality monitoring system, promote the construction of teaching and learning style, and enhance the education and teaching quality, we carried out the online evaluation of teachers by students and online evaluation of students by teachers twice this year, during which real-time feedbacks on teaching and learning evaluation were achieved, and we also conducted about 12 times of teaching and learning evaluation monitoring. We've carried out student evaluation and analysis of totally more than 1,800 teachers and 2,800 courses for various teaching units, in which the student participation rate and the teacher scoring of various units tended to be better. During the Year, the average score of teachers was 88.5, representing a year-on-year increase of 0.1 point; and the student participation rate was 99.3%, representing a year-on-year increase of 2.7%.

IMPROVING THE EDUCATION SYSTEM

In order to have a better understanding of the ideological trends of teachers, students and staff members, and establish their close relationships with the school, we've extensively listened to the opinions of teachers and students, made efforts to build up a united, harmonious and civilized campus atmosphere, and expanded the channels for teachers, students and staff members to participate in school construction and management. We've been implementing the Meet the Principle Day and the dean's mailbox feedback system within the schools. During the year, we totally carried out 6 president's reception days, in which 5 school leaders participated, 32 students were received, 97 student problems were collected and solved, and 9 student opinions were accepted.

5.6. SUPPLY CHAIN MANAGEMENT

Xinhua Education has actively optimized its supply chain management, established and improved the eligible supplier selection system, determined the scientific evaluation system, and formulated the "Administrative Regulations of Xinhua Group for Selection and Evaluation of Procurement Suppliers" (《新華集團採購供應商選擇與評估管理規定》). The Group's suppliers mainly come from Anhui, Jiangsu and Sichuan, with the products and services procured mainly including teaching materials, campus equipments and building materials. We insist on the principle of openness, fairness and justice, and select suppliers by virtue of preliminary examination and field evaluation. Apart from quality, delivery data, price and preferential conditions of suppliers, we will also consider environmental protection, corporate governance, labour conditions and moral standards of potential suppliers, and we uphold green procurement to influence and enhance suppliers' awareness of social responsibility, and are devoted to achieving the sustainable supplier chain together with suppliers.

For the purpose of ensuring good contractual capacity of suppliers, enhancing the procurement quality and efficiency, and improving the satisfaction, the Group carries out semi-annual and annual assessment and evaluation for those suppliers who provide long-term or multiple materials or supporting services. According to the annual assessment results, we'll conduct statistical analysis on quality defection, reject rate and delivery date delay rate of the suppliers, and require them take rapid, timely and reasonable remedial measures. We've also formulated the strategic cooperation planning for procurement, strengthened the team's training about selection of eligible suppliers, and established high-quality database of eligible suppliers to facilitate the Group's operation and development.

5.7. ALWAYS IMPLEMENTING THE RESPONSIBILITY BRAND

Xinhua Education has always been practising the brand-based view of "Brand is the most valuable assets", and strictly abiding by relevant laws and regulations, ensuring that all of our advertisements for brand promotion have delivered the complete, true and accurate product information to the social public. We completely eradicate the act of deceiving customers by using any false and misleading commodity description.

Xinhua Education also attaches great importance to protection of intellectual property rights. In accordance with "Guidelines for Management of Genuine Software of the National Copyright Administration" (《正版軟件管理工作指南》) and relevant laws and regulations about intellectual property rights, we ensure that safe and genuine software is installed in the computers of employees, and illegal use of third-party intellectual property rights is prohibited.

INSISTING ON CARING ABOUT EMPLOYEES

6. INSISTING ON CARING ABOUT EMPLOYEES

Higher education is an important integral part of the national education undertaking and a driving force for social development. Xinhua undertakes the mission of Serving the Nation by Prospering Education and always pursues “Love and Responsibility”, as we believe that only with love and responsibility can we develop education better. Therefore, we care about employees, establish and continuously improve our HR system, work out the HR management policies for employee management, remuneration management, annual assessment, recruitment standard, process, employee benefits, welfare, employee training initiatives, etc., and regard Caring About Employees as an important duty of the Group.

6.1. EQUAL EMPLOYMENT OPPORTUNITY MECHANISM

In strict accordance with relevant national laws and regulations such as the Labour Law, Labour Contract Law, Minor Protection Law and Provisions on Prohibition of Child Labour, the Group prohibits the recruitment of child labour, avoids employment discrimination and forced exploitation of labour, and adopts an attitude of zero tolerance for any form of discrimination or harassment behaviour. During the Reporting Period, no illegal case related to discrimination or recruitment of child or forced labour occurred to the Group.

In order to satisfy the continual and rapid development needs of Xinhua University and recruit more high-quality and excellent talents, we've formulated the “Administrative Regulations of Anhui Xinhua University for Recruitment” (《安徽新華學院招聘管理規定》), standardizing the recruitment procedures of faculties and optimizing the talent selection mechanism. Our Personnel Department formulates the annual recruitment plan every year to carry out recruitment work. The Group insists on the selection criteria and recruitment procedures on the principle of openness, fairness, justice and equal competition. After a round of preliminary examination, professional skills assessment and comprehensive review, we insist on recruiting talented people of high character, assess the moral character, educational background, work experience and skills of the candidates, and promise to provide equal job opportunity for candidates regardless of their gender, age, nationality or race.

INSISTING ON CARING ABOUT EMPLOYEES

Annual Internal Competitive Recruitment for Management Positions



In order to further strengthen the echelon construction of school management teams and optimize staffing, the Group held the 2017 annual internal competitive recruitment for management positions. The recruitment aims to make preferential and open selection among faculties. The Group's leaders and school leaders attended and served as the judges for this recruitment.

This internal competitive recruitment provided multiple middle-level and grassroots management positions for functional divisions and offices, secondary colleges and departments and logistics department, and set up the sections of qualifications review and field assessment, in which 66 faculties have participated. Upon completion of the competitive recruitment, the Personnel Department will investigate, interview and supervise relevant staff, and issue offers to the staff to be adjusted after comprehensive evaluation.

Based on the policy of "Making Reasonable Planning, Ensuring the Key Points, Giving Overall Considerations and Achieving Coordinated Development", the Group has formulated the "Administrative Regulations of Anhui Xinhua University" (《安徽新华学院高层次人才引进管理办法》) for Introducing High-level Talents to further increase the introduction of high-level talents, and vigorously implement the strategy of strengthening the university by talents. In order to accelerate the construction pace of high-level talent teams, we've established the leadership group for introduction of high-level talents, formulated the policy, planning and annual plan for talent introduction work, examined and approved the recruitment opinions and relevant benefits for the talents to be introduced, effectively improved the working and living conditions of the excellent talents introduced, and create a favourable humanistic environment capable of introducing and retaining excellent talents, therefore making corresponding contributions to construction and development of our university.

INSISTING ON CARING ABOUT EMPLOYEES

6.2. PROTECTING EMPLOYEE BENEFITS

Xinhua Education is always insisting on the talent view of “Preserving one’s Morality, Developing Entrepreneurship and Cultivating Talents” and is devoted to providing teachers and other staff with a career development environment with competitive benefits, where they can bring their strengths into full play. We’ve formulated the “Administrative Regulations of Xinhua Group for Employee Welfare” (《新華集團員工福利管理規定》) so as to regulate the employee welfare management, effectively stimulate their working enthusiasm and intensify cohesion. We are committed to establishing a sound, scientific and reasonable remuneration management framework, reviewing the remuneration and welfare policy regularly according to the economic situation, price index, industry and development changes as well as employee performance evaluation results, and ensuring the long-term sustainable development of the Group’s business.

Xinhua Education attaches great importance to the employee welfare and provides employees with the welfare better than the minimum statutory requirements. Apart from routine rest days, paid annual leave, statutory paid sick leave, private affair leave and maternity leave, our employees can also enjoy marital leave and funeral leave. Meanwhile, we’ve also formulated the “Administrative Regulations for Social Insurance and Housing Accumulation Funds of Employees” (《員工社會保險及住房公積金管理規定》), and handle social insurance and housing accumulation funds for eligible faculties. Other welfares are also provided, such as cash gift, condolence money, subsidy for telecom expenses of mobile phones, and subsidy for working meals. When conditions allow, the Group provides transitional accommodation arrangements for eligible faculties. To facilitate the commuting of faculties, we provide transport vehicles to dredge the stream of people.

6.3. CARING ABOUT HEALTH AND SAFETY

Xinhua Education pays attention to the health and safety of faculties and students. We abide by the laws and regulations including the Law of the People’s Republic of China on Prevention and Control of Occupational Diseases, Provisions on the Supervision and Administration of Occupational Health at Work Sites, Regulations on Work-Related Injury Insurances, etc. and are devoted to creating a safe, health and harmonious teaching and learning environment for faculties and students. During the Reporting Period, the Group did not experience any work-related fatality or injury.

Physical Examination

The Group implements the heart-warming project, and provides free physical examination for new employees and trade union members, so as to help employees find any latent diseases and allow them to see the doctors timely, therefore further reinforcing the cohesion of the university, embodying our concerns about employees, and fully mobilizing the working enthusiasm of faculties.

INSISTING ON CARING ABOUT EMPLOYEES

Earthquake Prevention and Disaster Risk Reduction

In order to further strengthen the Group's earthquake emergency evacuation drillings for "Earthquake Prevention and Disaster Risk Reduction" and protect the life and property safety of teachers and students, we've formulated the "2017 'Earthquake Prevention and Disaster Risk Reduction' Implementation Plan for Earthquake Emergency Evacuation Drillings of Anhui Xinhua University" (《安徽新华学院2017年「防震减灾」地震逃生应急演练实施方案》) in accordance with relevant provisions in the Regulations of Anhui Province on Earthquake Prevention and Disaster Reduction, the Earthquake Emergency Response Plan of Anhui Province, and the Public Emergency Response Plan in Education System of Anhui Province. The earthquake escape emergency drillings enable teachers and students to master the correct preventive measures for emergency earthquake and get acquainted with the procedures and routes for emergency evacuation after earthquake, and ensure the rapid, efficient and orderly evacuation in case of an earthquake, thereby protecting the life safety of faculties and students of the university to the utmost, and meanwhile further enhancing the emergency response ability in case of public emergency.

Special Training on Safety Knowledge

In order to further strengthen safety publicity and education for the school staff, we organize special trainings on safety knowledge on a regular basis to focus on awareness of safety, campus security, fire prevention, etc.

Special Training on Safety and Legal Education for University Students



The Group held the special training sessions themed "Analysis and Prevention of Multiple Cases in Universities" for all teachers and students. Mr. Xie Hejun, Director of the Legal Brigade of the High-tech Development Zone Branch of Hefei Public Security Bureau, presented a special training on safety knowledge for more than 100 student workers and more than 800 student cadres. By combining the common and multiple cases frequently occurring on campus and by listing tremendous real cases, the training has vividly recounted the safety education contents in several aspects of drug prevention, anti-theft, anti-cheat, staying away from pyramid selling, imitation gun and controlled knife, etc. The training has enabled students and teachers to know deeply about safety issues on campus, and educate them to fight against religious cults, intensify legal concept, eliminate criminal acts and prevent safety accidents.

INSISTING ON CARING ABOUT EMPLOYEES

"119" Fire-fighting Propaganda Month

On November 9, 2017, which is China's 26th "119" fire-fighting propaganda day, the Group held the "119" fire-fighting propaganda month activities.

Fire Safety Inspection

This inspection mainly focused on fire protection equipments, safety exit signs, emergency lighting lamps, etc. inside the teaching areas and the dormitories, for the purpose of intensifying fire safety awareness and enhancing the emergency response ability.

Fire Protection Knowledge Competition

A fire protection knowledge competition has been held online via the new media push notifications. All classes of the university have attended actively, and we've issued certificates to encourage those students getting the full mark in the competition.

Fire Protection Knowledge Poster Exhibition



In order to enhance the safety protection awareness of teachers and students, and create a safe atmosphere, we've extensively popularized the importance of safety by various forms like safety education, propaganda poster, etc., which has further improved the faculties' recognition about the importance of safety work, and intensified the self-protection awareness of all teachers and students.

INSISTING ON CARING ABOUT EMPLOYEES

"119" Fire-fighting Propaganda Month

Fire Safety Knowledge Training



The training expounded the typical fire cases nationwide, and analyzed specific reasons and hazards of fire. Afterwards, it carried out trainings in the aspects of fire safety management, fire hazards investigation, fire escape, and "Four Abilities" in fire prevention for production and business operation entities, and meanwhile, it made deployment as for key supervision and inspection contents and initial fire emergency response for schools.

Team Activities and Funding

In order to create a happy life for employees, intensify their team cohesion and sense of belonging to the organization, strengthen communication and improve working efficiency, the Group provides funds for team activities, formulates the "Administrative Regulations of Anhui Xinhua University for Team Activities" (《安徽新華學院團隊活動管理規定》), prepares and organizes activities benefit that the physical and mental health of employees, such as cultural and sports activities, cultural training, symposium, themed salon, extension training, etc.

6.4. FACILITATING EMPLOYEE GROWTH

The Group is committed to enhancing overall quality of the faculties' team, building up a well-organized training system, offering various training programs, and promoting the development of faculties. In order to realize the objectives of closely surrounding the school's development plan during the "13th five-year planning" period and establishing the local application-based high-level university, we've formulated the "2017 Training Work Plan of Anhui Xinhua University for Faculties" (《安徽新華學院2017年度教職工培訓工作方案》), which centres on promoting the development of faculties, focuses on enhancing the knowledge, skills, level and teaching morality of the faculties, and targets at training of the young and middle-aged. The Group has increased inputs to expand training channels, established the "University, College and Department" three-level training responsibility sharing mechanism, and built up a definitely positioned training system subject to a clear hierarchy in diversified forms, which covers all the staff and promotes the sustainable development of excellent talents. During the Year, the Group has held multiple trainings, with more than 190 participates and the average 26 training hours completed, which improved the personnel performance and increased their knowledge and skills.

INSISTING ON CARING ABOUT EMPLOYEES

Faculties Training

We deeply believe that employees of different positions also need continuing learning and development, so teacher professional training is the key focus of the Group. The following describes the types of teacher professional training during the Year.

Training Type	Training Purpose
Mentor system for young teachers	The Group dispatches professors or associate professors with rich teaching and scientific research experience to serve as mentors for young teachers. They'll instruct young teachers to complete all teaching links of a teaching cycle, and guide the young teachers to actively participate in teaching research, scientific research or compilation of teaching materials.
Visiting scholars	The Group selects and dispatches the faculties to carry out exchange visit programs in domestic and foreign universities, where they shall learn at least two main courses systematically, and participate in subject research actively. In 2017, the Group planned for selecting and sponsoring over 20 faculties to go for exchange visits, and carrying out annual inspection, assessment and acceptance for the previous visiting scholars.
"Double-qualified" teachers	The Group has actively created conditions and organized teachers in a planned manner to do practices by multiple approaches such as entering the enterprises and institutions or production workshops, participating in lab management and student management, etc. In 2017, the Group intended to carry out the certification of the first batch of "double-qualified" teachers, and completed the implementation, inspection and assessment of 50 teachers doing practices in enterprises and institutions.
External training, overseas and domestic training programmes	The Group has made plans for selecting and sending excellent employees to attend external training for academic degrees, or improvement of management and professional skills beyond the Group, for which the learning expenses will be reimbursed fully or in part by the Group, so as to encourage and support teachers to receive continuing education and improve their educational background in famous universities and research institutes at home and abroad.

INSISTING ON CARING ABOUT EMPLOYEES

On-Boarding Training

The training targets at the on-boarding faculties and it is organized once a year, with the training contents including school history and campus culture, school rules and systems, career development planning, corporate culture, etc. Such on-boarding training is the prerequisite for preliminary determination, assessment and recruitment of the professional and technical positions of new faculties.

Skills Competition

In 2017, the Group intended to carry out such activities as the classroom teaching competition among young teachers, teaching plans and lecture notes competition, and counsellor skills competition, and took the competition results as a reference for selection of excellent teachers and promotion of professional titles. The teaching skills competition of teachers is organized by the Academic Affairs Office, while the skills competition of counsellors is organized by Student Affairs Office.

Cultural Training

The Group organizes the cultural training for faculties twice a year, which is carried out in the form of "Xinhua Culture Lecture Hall". By learning and communicating about teacher's morality and style, Xinhua Culture, etc., it instructs faculties to establish correct views on the world, life and value, build up the characters with "Ideals, Ambitions, Passions and Determinations", and cultivate the feelings of "Loving Students, Loving the School and Loving the Private Education Undertaking".

Special Training of Management Personnel

The Group organizes the special training for management personnel twice a year. By means of special training, exchange and seminar, team discussion, outdoor expansion, etc., it has further improved the knowledge structure of management personnel, broadened their thinking, intensified their capability in comprehensive management, innovation, execution and modern business management, and improved their comprehensive qualities.

GREEN ECO-CIVILIZATION

7. GREEN ECO-CIVILIZATION

7.1. DEVELOPING GREEN ARCHITECTURE

During the construction and use of the buildings, in order to minimize energy and resource consumption, protect the environment and reduce pollution, and provide a healthy, applicable and efficient campus, the concept of green architecture has been adopted in the design and construction of new buildings. In the design, the Group has adopted the reasonable layout of the building functions, minimized the use of synthetic materials, fully utilized the sunlight, and saved the energy, thus created a feeling of being close to nature for users.

The Group has implemented the following energy saving strategies in green architecture:

Install solar devices in both teaching building and dormitory building, convert solar energy into heat to supply domestic hot water system and reduce the consumption of electrical energy;

Use solar photovoltaic systems in the design of canteen, library and research building, convert solar energy into electrical energy to supply electrical appliances and lamps in the building;

Equip all buildings with energy-saving lightings;

Adopt intelligent lighting system to automatically turn on the lighting of the public areas in case of human activity and automatically turn it off when there is no one and natural light is sufficient, which is natural and energy-saving;

Collect rainwater from roof and ground, and after simple treatment, use it for irrigation of green land in the central landscape area, car wash and water supply to artificial lake, thus reduce the municipal water supply pressure.

Land Saving and Outdoor Environmental Quality

The Group's university covers an area of more than 1,500 mu, which fully considers the energy saving and efficiency of land use. The spatial planning of the campus fully guarantees the indoor and outdoor sunlight environment, lighting and ventilation requirements. All the greening plants are local plants adapted to the local climate and soil. They are characterized by less maintenance, strong weather resistance, fewer pests and diseases, and are harmless to the human body.

GREEN ECO-CIVILIZATION

Materials Saving and Selection

We try to use the building materials that can be purchased in the province to reduce the carbon emissions caused by transportation. We also use durable building materials such as high-strength steel and high-performance concrete. In addition, we prefer to use new-type wall materials which are made from non-clay by new process technology, realize energy saving, soil saving, waste reduction, environmental protection and building function improvement.

At present, buildings in campus of the Group basically meet the Green Building Evaluation Label (China One Star) and the building design of library meets the Green Building Evaluation Label (China Two Star).

7.2. PRACTICING GREEN OPERATION

Xinhua Education actively focuses on its operational impacts on the environmental and natural resources with the “Scientific, Efficient, Stable and Innovative” operating philosophy, complies with the environmental protection laws of each operating region, and encourages all teachers and students to reduce energy and resource consumption and cope with climate change together.

Paris Agreement

195 countries adopted the Paris Agreement as a historic climate change agreement at the 21st United Nations Climate Change Conference (COP21) in Paris in December 2015, deciding to work together to address climate change.

Main goals:

- Keeping a global temperature rise this century well below 2 degrees Celsius above pre-industrial levels (many scientists believe that the increase above this limit may have a catastrophic effect) and pursuing efforts to limit the temperature increase even further to 1.5°C above pre-industrial levels;
- Reaching the peak value of global greenhouse gas (GHG) emissions as soon as possible, and achieving the global “Carbon Neutral” target between 2050 and 2100, namely the balance between GHG emissions and absorption;
- Developing carbon emissions reduction targets and updating emissions reduction progress once every five years

The People’s Republic of China has actively implemented its independent contributions and strived to reach the peak value as soon as possible. It has issued important policies such as the National Climate Change Plan (2014-2020) and the National Climate Change Adaptation Strategy.

GREEN ECO-CIVILIZATION

In response to national call for energy saving and carbon emissions reduction, the Group has conducted the first GHG inventory audit for the Head Office of the Group, according to the Greenhouse Gas Protocol developed by the World Resources Institute and the World Business Council for Sustainable Development as well as the ISO 14064-1 set by the International Organization for Standardization. The summary of GHG emissions during the Reporting Period is as follows:

GHG emissions performance		Unit	2017
GHG emissions			
Direct GHG emissions(Scope 1)	Tonnes of carbon dioxide equivalent		842.24
Indirect GHG emissions(Scope 2)	Tonnes of carbon dioxide equivalent		8,148.99
Other indirect GHG emissions(Scope 3)	Tonnes of carbon dioxide equivalent		36.69
Total GHG emissions (Scopes 1,2 & 3)	Tonnes of carbon dioxide equivalent		9,027.92
GHG emissions intensity			
per square metre floor area (Scopes 1,2 & 3)	Tonnes of carbon dioxide equivalent/m ²		
	floor area		0.02
Per employee (Scopes 1,2 & 3)	Tonnes of carbon dioxide equivalent/		
	employee		0.26

Scope 1: Direct GHG emissions from sources owned and controlled by the company.

Scope 2: Indirect GHG emissions from electricity generation, heating and cooling, or steam purchased by the company.

Scope 3: Emissions include indirect GHG emissions from sources that are not owned or directly controlled by the company but are related to corporate business activities.

According to the results of the GHG inventory audit, the Group's GHG emissions included direct emissions (Scope 1) and indirect emissions (Scopes 2 & 3). GHG emissions come from fuels used by vehicles under the Group (Scope 1), natural gas burning, energy consumption during operation (Scope 2), water consumption, waste landfill and paper consumption (Scope 3), etc.

By analyzing the GHG emissions, the Group actively encouraged employees to save energy and developed measures to reduce GHG emissions and improve energy efficiency. We are committed to reducing GHG emissions and energy consumption generated by the Group's daily operations with innovative technologies and strictly complying with environmental laws and regulations and other relevant requirements of the PRC and Hong Kong. Through the formulation of the Corporate Environmental Policy and the continuous improvement of environmental management systems and measures, the Group will cover all of the Group's businesses, products and services, conduct regular environmental reviews to assess environmental performance, and make appropriate adjustments or revisions to environmental policies.

GREEN ECO-CIVILIZATION

We adhere to the principle of energy saving and environmental protection in our daily work, reduce waste of resources in the business process, improve utilization rate of resources and energy, reduce operating costs, strive to improve overall corporate environmental performance and fulfil the responsibility as a global citizens. Compared with 2016, the actual per capita consumption in water, electricity and gas in 2017 was saved by RMB2. In the future, we will further increase the saving of energy and water. In 2017, we built new dormitory building, renovated the south central square of the library and increased the green area, but the total expenditure in water, electricity and gas was saved by about RMB50,000, as compared with 2016.

Green Office Initiatives

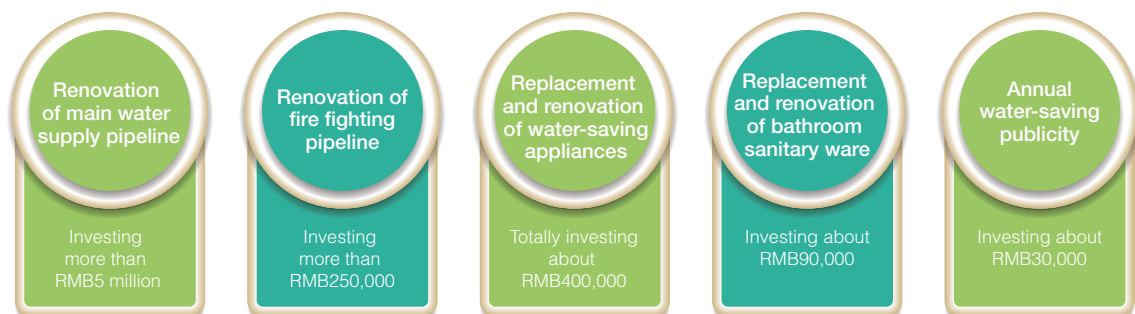
Energy Saving

Although the Group's business is focused on school operations and does not involve any production projects of high energy consumption, we are also committed to continuing energy saving technological transformation in the campus and advocating environmental protection teaching concepts. During the Year, we piloted the light source replacement project for campus street lamps, replacing a small portion of the existing sodium lamp lighting with LED lighting. According to the calculation, the daily lighting energy consumption of the street lamp is obviously reduced after replacement, and the cost of replacing the light source can be recovered after three years of use. In addition, the service life of the LED light source is up to 7 years, which is several times higher than that of the ordinary light source, and the brightness of the LED light source is also superior to that of the ordinary light source. Therefore, the replacement of the light source has extended the service life, reduced the maintenance cost, and saved the energy and the electricity cost, which is a long-term benefit from one investment.

We have also installed time controllers for street lamps throughout the school to reduce the usage of street lamps. The main roads in the campus are separated by street lamps. At 12 o'clock at night, except for the street lamps around the dormitory, all street lamps in other areas are turned off to save electricity, reduce energy consumption and carbon emissions.

Water Saving

Water saving measures of the year



GREEN ECO-CIVILIZATION

The Group comprehended the global crisis of water scarcity, actively renovated the old project of main water supply pipeline, investing more than RMB5 million. In addition, the General Affairs Department continued to carry out monthly inspections of the water supply pipeline during the Year, detected and repaired the water leakage points, optimized the sewer pipes of multiple toilets, significantly avoided the long-running phenomenon of the flush valve. We also carried out annual water saving publicity in the campus through the LED screen, banners, bulletin boards, leaflets and posters with slogans. The annual investment in campus water saving publicity totalled about RMB30,000.

Paperless Office

During the Year, the Group officially launched the OA Collaborative Office System and implemented paperless office. By adopting an electronic office system to replace the administrative affairs of the office based on paper records, it has simplified the application process of the applicant, quickly grasped the staff's office habits, intelligently searched the ranking, reduced the workload of the initiator, improved the correctness of filling and the work efficiency of the school, saved modern office resources, and effectively avoided waste of resources. In addition to encouraging employees to use electronic communication technology instead of paper to transfer information, the Group has set the computers and printer to double-sided printing and ink-saving mode for files that must be printed, and arranged a recycling station next to the printer for employees to recycle paper documents.

Waste Management

The Group strictly abides by the laws and regulations on waste. We attach great importance to hazardous wastes, including computers, air conditioners, TV sets, projectors, switches, central control amplifiers, cameras, servers, laboratory equipment, etc. If the collective argumentation of professionals determines that the above wastes have no use value, we will report to the competent leader for approval, and select a qualified material recovery company in the society to ensure proper treatment of waste.

GREEN ECO-CIVILIZATION

Green Pawn



The Group held a green pawn campaign with the theme of "Recycling". With the slogan of "Pawn starts with the heart and greening ends in the practice", the Group advocated collecting empty bottles for green potted plants, improved the enthusiasm of students to protect the environment, and caused them to develop good environmental habits. Since the campaign was held, more than 50,000 bottles have been collected, and nearly 400 potted plants have been distributed.

Environment and Natural Resources

The Group is pleased to firstly review and report on the performance of the GHG emissions of the Head Office for the year, hopes to expand the coverage and depth of the environmental performance report in the future, continues to monitor the sustainable development performance and conduct a profound analysis and review of the GHG emissions. In addition, the Group conducts benchmarking comparisons to improve overall environmental performance and assume responsibility for both environment and society. During the Year, the Group had neither experienced any major accidents that affected the environment and natural resources, nor involved in any environmental penalties and litigations.

GREEN ECO-CIVILIZATION

Responding to the Earth Hour

March 25 is the “Earth Hour Day” each year. In order to support environmental protection, the Environmental Protection Society under the Youth Volunteers Federation of Anhui Xinhua University responded to the call of WWF, carried out environmental activity of “Turn off lamps for an hour to realize fluorescent campus” in the campus on March 25. “Earth Hour” is an initiative launched by WWF in 2007 to encourage individuals, communities, businesses and governments to turn off their lamps for one hour on the last Saturday of March, inspiring people to protect the earth and consider environmental issues such as climate change and demonstrating support for global efforts to resist climate warming. This is a global event, which has swept the world at an astonishing rate after its first advocacy by WWF in Sydney in 2007. The activity during the Year was divided into three parts, including environmental protection signatures, environmental night running and group play time. The activity was well organized, targeted and interesting with healthy and environment-friendly concept, which have attracted many students to participate.

This campaign has reminded all teachers and students and the public of the importance of energy saving and emissions reduction, which should be integrated into life.

INSISTING ON GIVING BACK TO THE SOCIETY

8. INSISTING ON GIVING BACK TO THE SOCIETY

Xinhua Education has actively participated in public welfare undertaking and tried to be a responsible corporate citizen. During the Year, we've focused on the three public welfare projects of Revitalizing Education for Poverty Alleviation, Providing Assistance for the Elderly Support and Focusing on the Field of People's Livelihood, and made contributions to building up a more prosperous, harmonious and beautiful society.



8.1. REVITALIZING EDUCATION FOR POVERTY ALLEVIATION

Xinhua Education believes that "It takes ten years to grow trees but a hundred years to rear people". A nation's prosperity depends on education, and it is the reasonability of all people to revitalize education. Based on the urgent demands of domestic vocational education development and the relative shortage of vocational education resources in Anhui, Xinhua Education Group has been devoted to the private education undertaking with the concept of "education is an important integral part of the glorious cause" and the great ambition of "Xinhua Education Serving the Nation by Prospering Education".

The higher education schools successfully developed by Xinhua Education Group have played a leading role in promoting the development of China's private education industry, and it has become a typical development model for private higher education in China. During the Year, the Group has totally engaged in more than 4,000 hours for community education. For details, please refer to the following table.

Community Engagement

Volunteer services	hour	320.00
Youth and education	hour	958.00
Nature and environment	hour	880.00
Communities	hour	22.00
Others	hour	2,094.50

INSISTING ON GIVING BACK TO THE SOCIETY

8.2. PROVIDING ASSISTANCE FOR THE ELDERLY SUPPORT

Xinhua Education performed its social responsibility seriously, focused on precision support for the elderly, made it possible to concern and help the underprivileged groups, and inherited the tradition of respecting the old and loving the young.

Ivy League for Serving the Elderly



During the Year, we organized activities for our students to show condolences to the widowed, disabled and elderly people in the community, helped 50 families of the widowed elderly in Shuanghe Community, Fuxing Jiayuan, Shushan District, Hefei and made them feel the warmth of the social family; we've helped 50 families of the widowed elderly in Shuanghe Community. From our actions, more and more elderly people in need of help will know about and participate in this activity. This will intensify the sense of responsibility of university students, enrich their spare time life, enable them to experience the spirit of contribution, attract more people to participate in the actions of undertaking their social responsibility, and make more people understand and help the underprivileged groups. This practical activity has further improved the ideological quality of university students, enhanced their organizational, practical and social skills, brought forward the volunteering spirit, and carried forward the traditional virtues of the Chinese nation in respecting the elderly.

Kinship Care



INSISTING ON GIVING BACK TO THE SOCIETY

During the Year, we've held the kinship care activities. We brought together volunteers to help the elderly of four underprivileged families at weekends, such as accompanying the elderly with vision disorder, helping the elderly cleaning up their house, and doing what we can to bring them warmth. Through simple companionship, chatting or performance, we try to provide some assistance timely when they need help in life, and we give spiritual warmth to the elderly, strengthen the relationship between the elderly and community, and become a tie between the elderly and the community neighbourhood committee. Meanwhile, we encourage our students to learn how to care about the elderly and let them enjoy pleasurable lives in senior years, and enable the volunteers to learn how to care about and respect the elderly.

Internet Surfing Experience Hall



Sponsored by Hefei High-tech Zone Hui'ai Public Welfare Service Development Centre, and organized by the Youth Volunteers Federation of Anhui Xinhua University, the "Internet Surfing Experience Hall" event is a voluntary activity teaching the elderly in Mengcheng Community to use computers and smart phones, with an aim to helping the elderly learn high-tech smart applications, experience the convenience and swiftness of Internet, and thereby allowing science and technology to further influence more people. 400 people have participated in this event, and it has been honoured as the "Excellent Voluntary Service Project" by the CYL Working Committee of the High-tech Zone twice in 2016 and 2017.

8.3. FOCUSING ON THE FIELD OF PEOPLE'S LIVELIHOOD

Xinhua Education attaches great importance to the field of people's livelihood, and has organized our faculties and students to fulfil our social responsibility and promote the construction of spiritual civilization.

Facilitating Blood House Service

In order to solve the national and personal need for blood and alleviating the burdens of medical personnel, the Youth Volunteers Federation of Anhui Xinhua University voluntarily helps the unpaid blood donors with blood donation with the spirit of selfless dedication, and enables more people to participate in unpaid blood donation and show their concern and love of the patients. The Youth Volunteers Federation of Anhui Xinhua University provides one-day voluntary service as a team every Saturday at the unpaid blood donation point of Hefei Central Blood Station located in Huaihe Road in Anhui Province.

INSISTING ON GIVING BACK TO THE SOCIETY

With their unremitting efforts since the initiation of the blood house service activity, the Youth Volunteers Federation of Anhui Xinhua University has helped more than 8,000 loving personnel to donate blood successfully. Meanwhile, it has solved the difficulty of no blood available for patients. During the weekly activity, volunteers of the Youth Volunteers Federation of Anhui Xinhua University popularize knowledge about blood and blood donation to the public, and make more people know about and willing to help others. This activity has promoted more students to concern about blood donation, and has been highly praised by the insiders.

Blood Donation on Campus

During the Year, we've cooperated with Hefei Central Blood Station, the CYL Anhui Xinhua University Committee, and the Youth Volunteers Federation of Anhui Xinhua University to organize the blood donation vehicles to enter the campus for the activity of "painting the sun with my blood and spreading sunshine with your life".

The activity of blood donation vehicles on campus has not only shown the noble quality of the faculties and students of Xinhua University for being ready to help others and make contributions, but also displayed the strong sense of social responsibility of the modern youth. The faculties and students of Xinhua University have made great contributions to the blood bank of Hefei, as they provide blood for the central blood station, and meanwhile this activity also indicates the students' best payback to the society, and represents the best interpretation of life.

Volunteer Teaching

In order to spread new knowledge to hard-working children, broaden their horizons and better instruct their learning and life, the Youth Volunteers Federation of Anhui Xinhua University will organize the faculties and students at school to offer volunteer teaching in Zhongpai Primary School of Feixi County every Wednesday afternoon in later March. Leader of the activity will bring the volunteers to teach at Zhongpai Primary School of Feixi County every Wednesday afternoon in later March. The volunteers will teach some new knowledge and new things to students, and maintain the order. When the volunteers return to school after the teaching activity is finished, a meeting will be held to summarize the education performance of that day, so as to accumulate teaching experience for the next time. The volunteer teaching activity will not only spread new knowledge and guide their learning and living in future, but also bring the professional characteristics of volunteers into full play, enable the university students to achieve their own values and improve their own spiritual quality. It makes full use of the social publicity role of the volunteers to appeal to the society, reflects the living and learning situations of students in poverty-stricken areas to the society, and attract more social forces to participate in volunteer teaching activities, so as to make an effort for the development of China's education undertaking.

INSISTING ON GIVING BACK TO THE SOCIETY

“Heart-to-Heart · Loving Donation”

In order to gather love to convey warmth and create a campus atmosphere of love, the Voluntary Service Division of the University Communist Youth League carried out the “Heart-to-Heart · Loving Donation” activity respectively in Zhongkuai Square, Phase III Square and under the dormitory buildings on May 25 and 26, 2017. On the first day of this activity, all the donation points have received materials donated by teachers and students, including books and newspapers, clothes, plastic bottles, study and office supplies, used bicycles, etc. Attributable to the active propaganda of volunteers, more teachers and students have devoted to the donation activity. On the second day of this activity, more and more donations were received from teachers and students. Moreover, this loving donation activity was also strongly supported by the Association of Young Volunteers of Jiamusi University in Heilongjiang Province, which had provided materials for us to help more people, and conveyed love across several provinces. As a characteristic activity organized by our Youth Volunteers Federation, it is held once every semester to recover the wastes and used materials. Then such recovered materials will be classified and disposed of, of which some will be used for donation to poverty-stricken areas, and some will be sold for charitable money to help people in need. Apart from this, our Youth Volunteers Federation also set a “Loving Station” to accept long-term loving donations. This activity has not only contributed an effort to people that require assistance in the society, but also shown the traditional virtues of the Group's teachers and students in helping and caring for others.

SUSTAINABLE DEVELOPMENT DATA SUMMARY

9. SUSTAINABLE DEVELOPMENT DATA SUMMARY

Environmental Performance	Unit	2017
Fuel consumption		
Gasoline consumption by the motorcade	tonne	32.69
Diesel consumption by the motorcade	tonne	9.00
Natural gas consumption	m ³	340,565.00
Energy consumption		
Total energy consumption	MWh	11,583.49
Total energy consumption intensity (per square meter floor area)	MWh/m ² floor area	0.02
Total energy consumption intensity (per employee and student)	MWh/person	0.33
Water consumption		
Total water consumption	m ³	1,185,673.00
Total water consumption intensity (per square meter floor area)	m ³ /m ² floor area	2.47
Total water consumption intensity (per employee and student)	m ³ /person	33.74
Hazardous waste		
Display	set	308
Computer	set	274
Other electronic waste	piece	1,057
The intensity of hazardous waste (per employee and student)	piece	0.03
Nonhazardous waste		
General waste disposed	tonne	28.75
General waste recovered	tonne	122.56
The intensity of nonhazardous waste (per employee and student)	kg	0.82
Paper consumption	ream	5,478
Paper consumption intensity (per employee and student)	ream/person	0.16
Business trip by air		
Business trip by air	tonnes of carbon dioxide equivalent	9.17

SUSTAINABLE DEVELOPMENT DATA SUMMARY

Social performance**Total employee number**

Directly recruited employee

Unit**2017**

person

1,453

Total employee number (by gender)

Male

person

514

Female

person

939

Total employee number (by age group)

Below 30

person

320

Aged 30-50

person

916

Above 50

person

217

Total employee number (by geographical region)

China

person

1,453

Other regions

person

0

Total newly recruited employees (by age group and gender)

Below 30

person

Male

50

Female

83

Aged 30-50

person

32

30

Above 50

person

9

3

Ratio of newly recruited employees (by age group and gender)

Below 30

%

Male

53.76%

Female

36.56%

Aged 30-50

%

10.67%

4.87%

Above 50

%

7.44%

3.13%

Total employee turnover (by age group and gender)

Below 30

person

Male

25

Female

44

Aged 30-50

person

35

48

Above 50

person

6

5

SUSTAINABLE DEVELOPMENT DATA SUMMARY

Employee turnover rate (by age group and gender)

		Male	Female
Below 30	%	26.88%	19.38%
Aged 30-50	%	11.67%	7.79%
Above 50	%	4.96%	5.21%

Average training hours (by gender)

Male	hour	47.94
Female	hour	49.34

Average training hours (by employee category)

Senior level	hour	34.43
Middle level	hour	37.26
Junior level	hour	17.80
Others	hour	52.88

Ration of employee training (by employee category)

Senior level	%	50.00%
Middle level	%	80.70%
Junior level	%	70.15%
Others	%	100.00%

Occupational health and safety**Work-related casualties**

		Male	Female
Employees directly recruited by the Group			
Work-related injuries	person	0	0
Work-related fatalities	person	0	0

Number of suppliers (by geographical region)

Domestic	11
Overseas	0

APPENDIX: INDEX TO THE ESG REPORTING GUIDE OF HONG KONG STOCK EXCHANGE

10. APPENDIX: INDEX TO THE ESG REPORTING GUIDE OF HONG KONG STOCK EXCHANGE

Indicators			Related Sections
A. Environmental			
A1: Emissions	General Disclosure	Information on: (a) the policies and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.	Green Eco-Civilization
	A1.1	The types of emissions and respective emissions data.	Practicing Green Operation
	A1.2	Greenhouse gas emissions in total and intensity	Practicing Green Operation
	A1.3	Total hazardous waste produced and intensity	Sustainable Development Data Summary
	A1.4	Total non-hazardous waste produced and intensity	Sustainable Development Data Summary
	A1.5	Description of measures to mitigate emissions and results achieved.	Developing Green Architecture Practicing Green Operation
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Developing Green Architecture Practicing Green Operation
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Practicing Green Operation
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity	Sustainable Development Data Summary
	A2.2	Water consumption in total and intensity	Sustainable Development Data Summary
	A2.3	Description of energy use efficiency initiatives and results achieved.	Developing Green Architecture Practicing Green Operation
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Developing Green Architecture Practicing Green Operation
	A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Not applicable, as the Group's business does not involve any packaging material
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Developing Green Architecture Practicing Green Operation
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Developing Green Architecture Practicing Green Operation

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B. Social			
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Equal Employment Opportunity Mechanism Protecting Employee Benefits Caring about Health and Safety Facilitating Employee Growth
	B1.1	Total workforce by gender, employment type, age group and geographical region.	Sustainable Development Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	Sustainable Development Data Summary
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Caring about Health and Safety
	B2.1	Number and rate of work-related fatalities.	Sustainable Development Data Summary
	B2.2	Lost days due to work injury.	Sustainable Development Data Summary
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Caring about Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Facilitating Employee Growth
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Sustainable Development Data Summary
	B3.2	The average training hours completed per employee by gender and employee category.	Sustainable Development Data Summary
B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Equal Employment Opportunity Mechanism
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Equal Employment Opportunity Mechanism
	B4.2	Description of steps taken to eliminate such practices when discovered.	Equal Employment Opportunity Mechanism
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
	B5.1	Number of suppliers by geographical region.	Sustainable Development Data Summary
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management

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B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Always Implementing the Responsibility Brand
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not Applicable
	B6.2	Number of products and services related complaints received and how they are dealt with.	Dealing with Customer Complaints
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Always Implementing the Responsibility Brand
	B6.4	Description of quality assurance process and recall procedures.	Strengthening Communication between Teachers and Students
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Information Disclosure Security
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption Construction
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption Construction
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption Construction
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Insisting on Giving Back to the Society
	B8.1	Focus areas of contribution (e. g. education, environmental concerns, labour needs, health, culture, sport).	Insisting on Giving Back to the Society
	B8.2	Resources contributed to the focus area.	Insisting on Giving Back to the Society

