



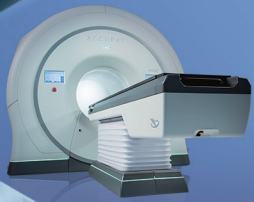
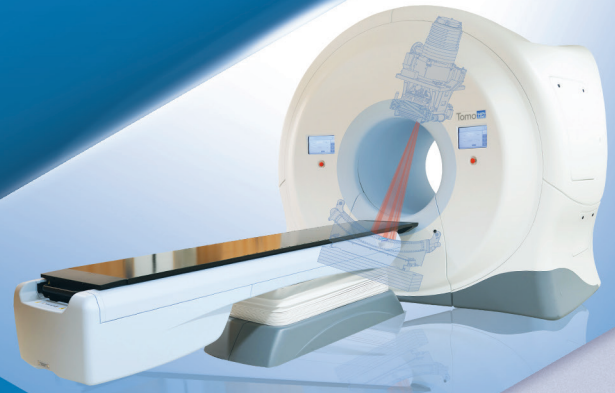
中國同輻股份有限公司

China Isotope & Radiation Corporation

(於中華人民共和國註冊成立的股份有限公司)

(A joint stock company incorporated in the People's Republic of China with limited liability)

股份代號 Stock Code : 1763



2020

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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DEFINITIONS

Unless otherwise stated, the respective terms are defined as follows:

PRC	People's Republic of China
Hong Kong	Hong Kong Special Administrative Region of the People's Republic of China
SEHK	The Stock Exchange of Hong Kong Ltd.
Listing Rules	The Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Ltd.
ESG Reporting Guide	The Environmental, Social and Governance Reporting Guide set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Ltd.
Report or ESG Report	Environmental, Social and Governance Report
ESG	Environmental, Social and Governance
Year	From January 1, 2020 to December 31, 2020
Company	China Isotope & Radiation Corporation
CIRC, Group or we	China Isotope & Radiation Corporation and its subsidiaries
HTA	HTA Co., Ltd.
CNGT	Chengdu Gaotong Isotope Co., Ltd. (CNNC)
Headway	Shenzhen Zhonghe Headway Bio-Sci & Tech Co., Ltd.
BNIBT	Beijing North Institute of Biological Technology Co., Ltd.
CNNC	China National Nuclear Corporation

DEFINITIONS (CONTINUED)

Jinhui Radiation	Beijing Atomic High-Tech Jinhui Radiation Technology Application Co., Ltd.
Wuhan Zhongtong Lanbo	Wuhan China Nuclear Zhongtong Lanbo Medical Laboratory Co., Ltd.
Beijing Zhongtong Lanbo	Beijing China Nuclear Zhongtong Lanbo Medical Laboratory Co., Ltd.
Chengdu Zhongtong Lanbo	Chengdu China Nuclear Zhongtong Lanbo Medical Laboratory Co., Ltd.
Hazardous Chemicals	Hazardous Chemical Waste
COVID-19 Epidemic	Coronavirus Disease 2019

ABOUT THE REPORT

INTRODUCTION OF THE REPORT

This is the third ESG report published by CIRC to the public, which aims to review the Group's concept, measures, performance and commitment in the area of sustainable development in 2020, meanwhile also focuses on addressing the main concerns of key stakeholders on the Group's sustainable development. In order to obtain a comprehensive understanding of the Group's ESG performance, the Report is to be read in conjunction with the section headed "Corporate Governance Report" in the 2020 Annual Report.

BASIS OF PREPARATION

The Group prepared this Report in accordance with the ESG Reporting Guide (2016 Edition) published by the SEHK. The Report complies with the "Comply or Explain" provisions of the ESG Reporting Guide and was prepared in adherence to the four reporting principles consisting of "Materiality", "Quantitative", "Balance" and "Consistency".

REPORTING SCOPE

The scope of the Report mainly covers the Group's core businesses in the Mainland China (please refer to the chapter of "About the Group" in the Report for more details). Unless otherwise stated, the reporting period covered by the Report is from 1 January 2020 to 31 December 2020, which is consistent with the 2020 Annual Report.

DISCLAIMER OF THE REPORT

The Board of Directors bears full responsibility for ESG strategies formulation and reporting. The Report is published in two languages: Traditional Chinese and English. Should there be any discrepancy in the Report, the Traditional Chinese version shall prevail.

ACCESS TO THE REPORT

The electronic version of the Report is available for downloading on the Group's official website at <https://www.circ.com.cn>. If you have any inquiries or suggestions about the Report, please feel free to contact us via email (Email address: ir@circ.com.cn).

ABOUT THE GROUP

As a leader of the isotopes and irradiation technology application industry in the PRC, CIRC has tapped into the field of isotopes and irradiation technologies since it was established in 1983, and operated actively in the nuclear technology application industry. The business of the Group basically covers the entire spectrum of the nuclear technology application industry. Given the high entry qualifications and complex technological barriers, CIRC has ample room for business expansion in addition to its existing business.

CIRC focuses on the research and development, manufacturing, and sales of pharmaceuticals, and is also engaged in the business of radioactive sources, irradiation, nuclear medical equipment, independent clinical laboratory services and other businesses. The Group derives 69.7% of its revenue and 83.2% of its gross profit from the pharmaceuticals segment in the nuclear medicine industry. As a leading enterprise in the nuclear medicine industry in the PRC, which features huge potential, high entry barriers and strong profitability, CIRC is the largest manufacturer of imaging diagnostic and therapeutic radiopharmaceuticals, UBT kits and analysers, and RIA kits domestically. CIRC has a high market presence. CIRC is the largest radioactive source products manufacturer with the most comprehensive product portfolio in the PRC, and is the only radioactive source product manufacturer in the PRC with the manufacturing capability to produce various products such as Cobalt-60 for irradiation service and Cobalt-60 for medical applications. In terms of the irradiation service, CIRC is the third largest provider of such service, and is the only company to provide services of the upstream production as well as downstream design and installation of irradiation facilities. The two subsidiaries of CIRC are among the three qualified EPC service providers approved by the Ministry of Ecology and Environment of the People's Republic of China to engage in the design, manufacturing and installation of irradiation facilities in China.

As an important member of isotopes and irradiation technology industry of CNNC, CIRC has achieved the domestication of radioisotope raw materials production as well as research and development of irradiation products by leveraging on the availability of CNNC's nuclear reactors, cyclotrons and resources on professional and technical personnel.

1. MANAGEMENT RESPONSIBILITY

1.1 STAKEHOLDERS COMMUNICATION

Maintaining close communication with stakeholders is conducive to the Group's endeavours in promoting sustainable development. The Group has been actively communicating with stakeholders through various channels to understand their needs and expectations, and using these as a reference to fully consider and respond to stakeholders in the daily operation and decision-making process of the Group, and to proactively fulfil corporate social responsibility to achieve mutual advancement and development. For detailed information about the Group's stakeholder groups, communication channels and expectations, please refer to the following table:

Stakeholder Groups	Communication Channels	Expectations
Shareholders	<ul style="list-style-type: none"> Corporate reports and other announcements Shareholder meetings Official website 	<ul style="list-style-type: none"> Economic performance Corporate governance Compliant Operation
Government and Regulatory Authorities	<ul style="list-style-type: none"> Corporate reports and other announcements 	<ul style="list-style-type: none"> Compliance with relevant laws and regulations Tax according to the law
Employees	<ul style="list-style-type: none"> Employee discussion forum Trade union activities Email 	<ul style="list-style-type: none"> Employees' rights, benefits and development Health and safety
Customers	<ul style="list-style-type: none"> Customer visit Customer service satisfaction surveys 	<ul style="list-style-type: none"> Product quality High-quality service
Suppliers	<ul style="list-style-type: none"> Public tender Interview and email 	<ul style="list-style-type: none"> Fair and open tendering process Win-win Collaboration
Local Community	<ul style="list-style-type: none"> Charitable activities 	<ul style="list-style-type: none"> Compliance with relevant laws and regulations Community engagement Environmental protection

1. MANAGEMENT RESPONSIBILITY (CONTINUED)

In order to respond to the ever-changing sustainability needs of the stakeholders in a timely manner and to effectively manage and report on issues that are significant to both the Group and the stakeholders, the Group continued to conduct materiality assessment during the Year to determine the focus of disclosure in the Report. The specific process is as follows:

Step 1: Identification

Collaboratively by communicating regularly with various stakeholders to understand their expectations, and with reference to the ESG Reporting Guide, industry benchmarking analysis and corporate development characteristic, the Group revisited and shortlisted a total of 27 sustainability issues (9 environmental issues and 18 social issues) to form the pool of sustainability issues for 2020.

Step 2: Ranking

The Group invited internal and external stakeholders, including the management, employees, shareholders, government and regulatory authorities to participate in the assessment via an online questionnaire, where the sustainability issues in the pool were ranked according to the levels of attention paid. A total of 395 valid questionnaires were received.

Step 3: Evaluation

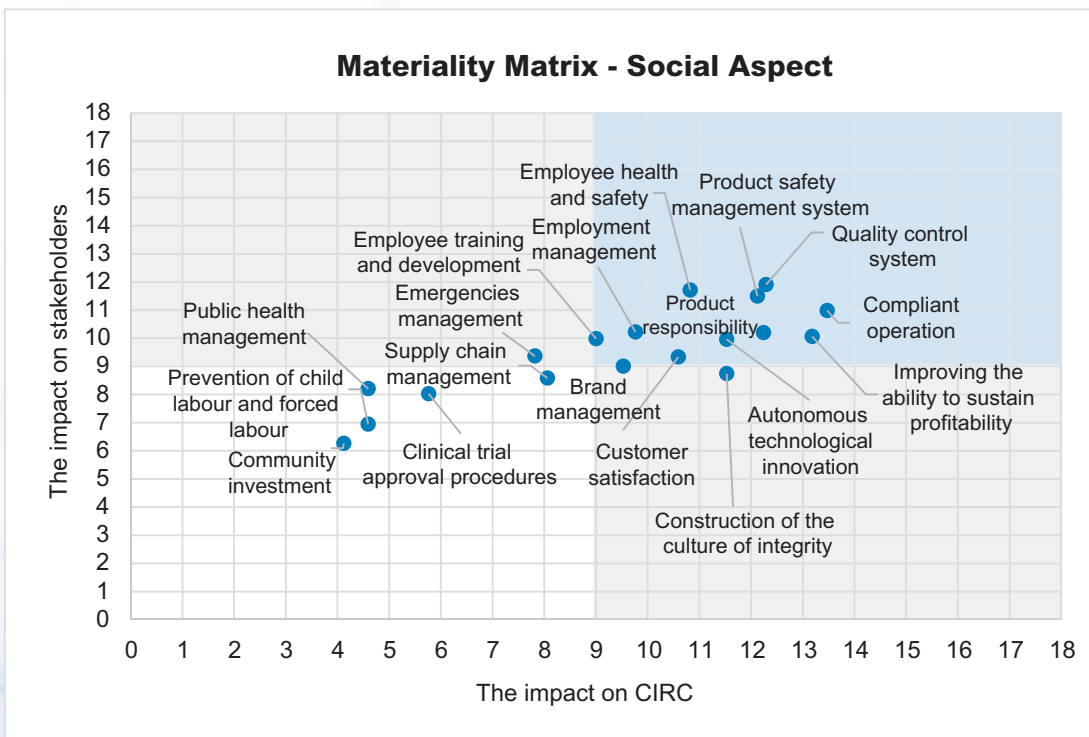
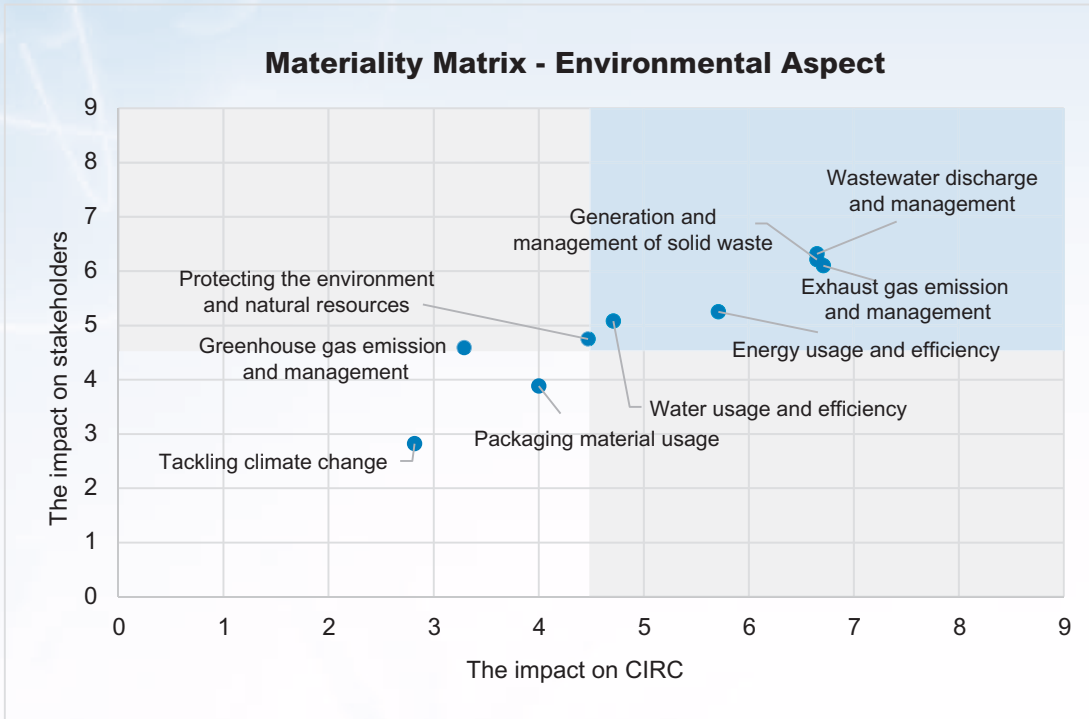
The Group examined the materiality of the issues based on two dimensions of “the impact on CIRC” and “the impact on stakeholders”, issues that scored half or above in both dimensions are considered as material issues. As a result, 5 material issues in environmental aspect and 11 material issues in social aspect were identified.

Step 4: Review

The Group reviewed the screened material issues and confirmed their importance to the Group's stakeholders, thereby disclosed specifically in the Report.

1. MANAGEMENT RESPONSIBILITY (CONTINUED)

The results of the materiality assessment are shown in the following figures:



1. MANAGEMENT RESPONSIBILITY (CONTINUED)

Issues	Environmental Aspect	Social Aspect
1 st Tier Issues ¹ (distributed in the blue area of the materiality matrix)	<ul style="list-style-type: none"> Wastewater discharge and management Generation and management of solid waste Exhaust gas emission and management Energy usage and efficiency Water usage and efficiency 	<ul style="list-style-type: none"> Quality control system Product safety management system Compliant operation Improving the ability to sustain profitability Employee health and safety Product responsibility Autonomous technological innovation Employment management Customer satisfaction Employee training and development Brand management
2 nd Tier Issues ² (distributed in the grey area of the materiality matrix)	<ul style="list-style-type: none"> Protecting the environment and natural resources Greenhouse gas emission and management 	<ul style="list-style-type: none"> Construction of the culture of integrity Emergencies management
3 rd Tier Issues ³ (distributed in the white area of the materiality matrix)	<ul style="list-style-type: none"> Packaging material usage Tackling climate change 	<ul style="list-style-type: none"> Supply chain management Clinical trial approval procedures Public health management Prevention of child labour and forced labour Community investment

¹ 1st Tier Issues : Refers to material issues, details about strategies and practices are stated in the Report as responses

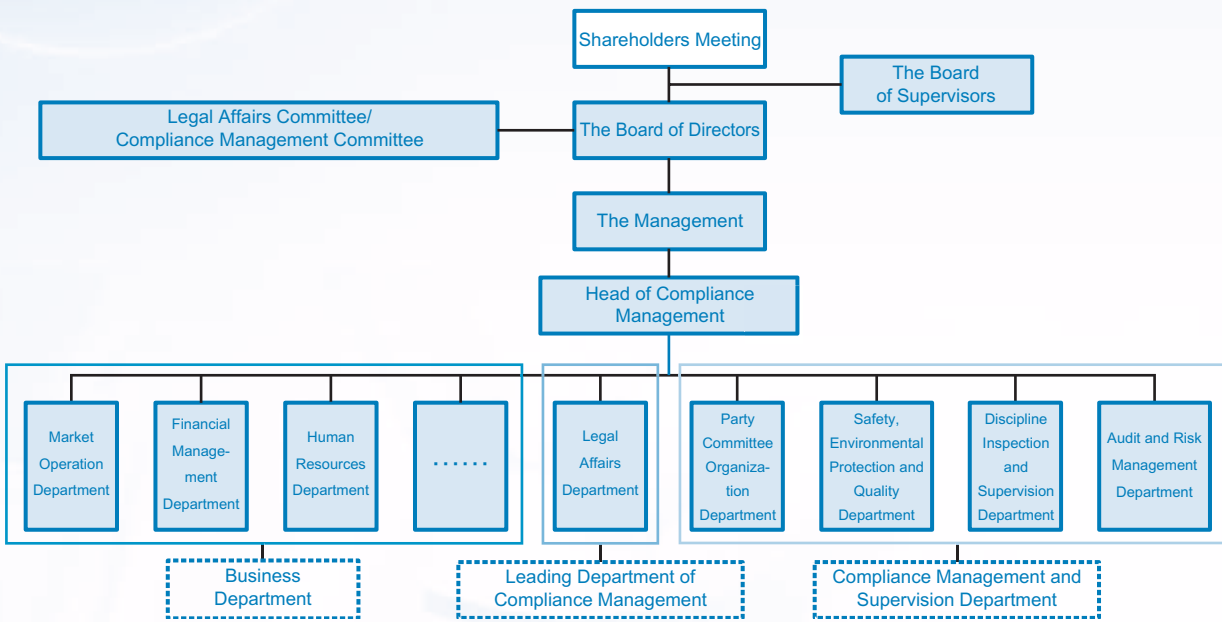
² 2nd Tier Issues : Relevant practices are included in the Report as responses

³ 3rd Tier Issues : Ongoing concerns

1. MANAGEMENT RESPONSIBILITY (CONTINUED)

1.2 PRACTICING OPERATIONAL COMPLIANCE

CIRC is committed to upholding robust and high standards of corporate governance. Regarding the Group’s governance, we have clarified the Board of Directors as the decision-making body for compliance management, with the Legal Affairs Committee as the subordinate to lead and promote the compliance management work. To further improve the compliance management leadership system, CIRC has established a leader agency and assigned the responsible department and person in charge for carrying out compliance management work. The organisational structure of compliance management in CIRC is as follows:



Picture: Compliance Management Organizational Chart of CIRC

1. MANAGEMENT RESPONSIBILITY (CONTINUED)

In order to enhance the compliance management performance of CIRC, we have formulated the *Compliance Management Policy of CIRC* according to regulatory documents such as the *Guidelines for Compliance Management of Central Enterprises (Trial)*, the *Guidelines for Enterprises on the Compliance Management of Overseas Operations*, etc. The work contents of compliance management regulated by the policy include policy development, risk identification, compliance review, risk response, accountability, assessment and evaluation, compliance training, etc., which clearly requires CIRC and its subsidiaries to establish and improve the specific compliance management system in relevant key areas gradually (including but not limited to marketing and sales, construction projects, safety and environmental protection, product quality, labouring, financial tax, intellectual property, business partner, sponsor and donation and others), to organise the combining of specific compliance management processes in the key business areas, as well as to design forms used for compliance review and compliance risk prevention and control, with the purpose to strengthening the investigation of the above business areas, and hence ensuring the Group's compliance with the law, continuous standardised management and long-term healthy development.



Picture: The Group successfully held a training on securities affairs and corporate governance on 22 October 2020 to enhance employees' compliance awareness

1.3 OPERATING WITH INTEGRITY AND HONESTY

The Group is committed to operating in a clean, honest, open and transparent manner, and strictly abides by the laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering, including but not limited to the *Criminal Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Law of the People's Republic of China on Administrative Discipline for Public Officials* and the *Prevention of Bribery Ordinance of Hong Kong*. During the Year, the Group did not receive any cases of violations of laws and regulations related to bribery, extortion, fraud and money laundering.

In order to improve corporate governance, the Group strictly enforces the *Management Measures of Anti-fraud in CIRC*, which specifies the responsibilities of senior management on anti-fraud work, and requires continuous monitoring of frauds incorporated into daily activities; at the same time, the permanent anti-fraud institution is stipulated to receive, investigate, report and give advices on the handling of fraud reports. The Group's accountability for fraud includes both leadership and direct responsibility.

- Leadership responsibility: refers to relevant management members are held liable for causing inaccuracy and hidden loss in accounting information for corruption due to their dereliction or negligence within their supervisory or subordinate scope of work
- Direct responsibility: refers to relevant management and executives are held liable for causing accounting information distortion and hidden loss due to their direct operation or involvement in the concerned decisions, or their authorisation, instruction, order, connivance, harbouring, and other fraud and failure to perform duties correctly.

1. MANAGEMENT RESPONSIBILITY (CONTINUED)

With a view to strengthening the governance and internal control of anti-fraud work, the Group actively ensures smooth reporting channels by establishing the whistleblowing hotlines, e-mail box, etc. and publishing these channels, to receive feedbacks such as violating professional ethics and damaging the interests of both parties in the society from employees at all levels and all parties that are having direct or indirect economic relationship with the company. The content of the report and the information of the informant is strictly protected to ensure a smooth and efficient reporting channel. Employees who violate the internal system shall be handled in accordance with the work and organisational disciplinary procedures, and shall hand the case of criminal offenses over to the judicial authorities.

In addition, the Group has been actively engaged in anti-corruption and integrity education. The anti-corruption policies and measures of the Group were disseminated and publicised through employee handbooks, office automation (OA) systems and training, enabling the requirements of anti-corruption and integrity advocacy to be fully implemented in the daily work of the Group. During the Year, the Group signed the *Professional Integrity Commitment Letter* with 1,669 employees to regulate the integrity and self-discipline of the employees to further prevent fraudulent practices from occurring.

Case: CIRC’s “Anti-Corruption and Integrity Education Month” campaign

From July to September 2020, the Group launched the “Anti-Corruption and Integrity Education Month” with the theme of “Remembering Our Duties and Missions, Strengthening the Political Role”. The Group continued to strengthen the integrity awareness of the employees through watching warning education films, visiting warning education base, conducting integrity knowledge tests, organising exchange seminars and collecting paintings and calligraphy on integrity.

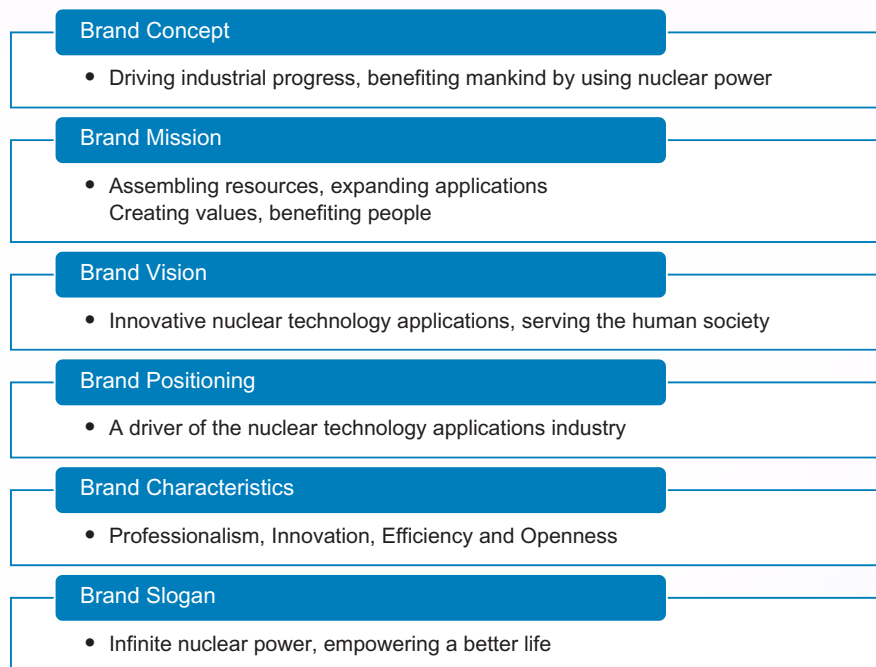


1. MANAGEMENT RESPONSIBILITY (CONTINUED)

1.4 REFINING BRAND MANAGEMENT

Brand image is one of the most essential intangible assets of a corporate. Over the years, through our quality products and services, CIRC has established a unique brand reputation and influence through the provision of quality products and services in the nuclear technology application industry.

During the Year, CIRC further optimised the brand definition system and brand framework system, by formulating the new *Brand Construction Management Outline* together with the *Brand Implementation Manual* and various brand training sessions, gradually forming a brand cultivation atmosphere in which “Everyone is a Spokesperson for the CIRC Brand”. Through the implementation of brand strategies that are better suited to the current development stage, the two-way transmission with brand assets, accumulation of brand assets and continuous improvement of brand value can be realised, and we will continue to interpret the CIRC brand and promote the development of the industry through practical actions.



Picture: CIRC Branding System

2. REDUCING EMISSIONS FOR THE ENVIRONMENT

The Group understands that environmental protection is an indispensable part of achieving the sustainable development goals of an enterprise, and therefore consistently implements environmental protection measures. The Group observes the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Radioactive Pollution*, the *Law of the People's Republic of China on Environmental Impact Assessment*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *Energy Conservation Law of the People's Republic of China*, etc., laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

In addition, the Group has formulated internal management policies such as the *Management Measures on Safety and Environmental Protection of CIRC*, the *Management Measures on Environmental Protection of CIRC*, the *Safety Production and Environmental Protection Responsibility System*, the *Onsite Environmental Monitoring Program*, the *Regulations of Management of Personnel Transporting Radioactive Item*, the *Regulations of Award and Penalty of Radioactive Waste Management Regulations of Dangerous Goods* and the *Implementation Rules for On-site Collection and Classification of Solid Waste* on the basis of compliance with laws and regulations, so as to strengthen the regulation of behaviours in respect of emissions management, resources use and the reduction of significant impacts on the environment and natural resources.

2.1 ENERGY AND WATER RESOURCES USE

In response to the call of the state on energy saving and emission reduction, the Group has continued to implement the "Cost Reduction and Efficiency Enhancement" plan, striving to achieve cost reduction and efficiency enhancement in the aspects of process of production, technical transformation, on-site management, energy management, etc., covering various areas such as electricity and water saving, fuel consumption, technology development, lean management, logistic management and others, so as to minimise energy consumption and costs while continuously exploring opportunities to enhance operational efficiency.

Resource Use Category	Management Measures
Energy use	<ul style="list-style-type: none"> Post the environmental protection slogan of "Saving Electricity" Control the temperature of air-conditioning; indoor air-conditioning temperature could not be lower than 26°C in summer and not be higher than 20°C in winter Switch off computers' monitors and other electric equipment after work Use energy saving lighting devices (such as LED) Use energy saving devices (such as grade 1 energy-efficiency labelled devices)
Water use	<ul style="list-style-type: none"> Post the environmental protection slogan of "Saving Water" Promote water saving awareness and guide employees to use water rationally Use water-saving systems and appliances
Packaging materials	<ul style="list-style-type: none"> Implement the recycling system of packaging materials to reuse packaging materials at most
Office supplies	<ul style="list-style-type: none"> Post the signs of "Saving Paper" in key locations Encourage double-sided printing to reduce paper use Promote paperless (OA) office

2. REDUCING EMISSIONS FOR THE ENVIRONMENT (CONTINUED)

In order to achieve long-term stable and sustainable development and enhance market competitiveness under the new norm, the Group encourages its subsidiaries to reduce the consumption and wastage of resources such as energy, water and other raw materials. In terms of reducing energy consumption, Headway has planned to sign a convention on energy saving and consumption reduction next year to enhance the awareness on energy saving and consumption reduction of all employees, to strengthen the management of water and electricity consumption and to reduce resources wastage, so as to practically reduce energy consumption.

In respect of improving water use efficiency, the subsidiaries have gradually adopted wastewater recycling by recycling the wastewater generated from parts cleaning and water purification process, which is ultimately reused for greenery at the plant site. During the Year, the Group had no difficulties in sourcing water.

- Headway has formulated the *Environmental Monitoring Program* to strengthen the monitoring and management of industrial wastewater as well as to standardise the monitoring and treatment procedures. Headway also complies with the *Environmental Quality Standards for Surface Water (GB3828-2002) Class III* standard, the industrial wastewater is treated at the on-site wastewater treatment station for recycling and reuse, saving approximately 37 tonnes of water per year
- HTA completed the water system wastewater recycling project during the Year, with an estimated annual cost saving of approximately \$45,000 from water conservation in the future
- BNIBT also recycles and reuses equipment cooling water and wastewater from the water system



Picture: HTA water system wastewater recycling and reuse project

2.2 EMISSIONS AND WASTE MANAGEMENT

The Group is aware of its responsibility to reduce atmospheric pollutants and greenhouse gas emissions, as well as pays close attention to relevant environmental issues and takes active actions to reduce greenhouse gas emissions from production and operation activities. Therefore, the Group has implemented management measures including: (1) encourage employees to use public transportation when they are on duty; (2) replace business travel with telephone conferences as much as possible; (3) impose regulations on vehicle management, for instance, the *Management Measures of Motor Vehicles of BNIBT* regulates that drivers should repair and maintain the vehicle in a timely manner to improve vehicle efficiency and reduce fuel consumption; (4) specific resource consumption reduction measures (as mentioned in the “Energy and Water Resources Use” section) etc.

2. REDUCING EMISSIONS FOR THE ENVIRONMENT (CONTINUED)

In terms of waste management, regarding the characteristics of the radioactive medicine business, the Group generates both radioactive and non-radioactive waste during operation. In order to properly handle the radioactive “Three Wastes” (solid waste, wastewater and waste gas), the Group has made clear provisions including the *Radioactive Waste Management System*, the *Administrative Measures on Radioactive Waste of BNIBT* and the *Regulations on Safety Management for radioactive “Three Waste” of HTA*, radioactive waste is collected and managed in accordance with the principle of “Minimising Generation, Collecting by Categories” during the production process, and the mixing of radioactive waste with non-radioactive waste is strictly prohibited, thus ensuring that the pollution generated by the Group’s production and scientific research activities to the environment is kept to a minimum.

Specific requirements for handling radioactive “Three Wastes”:	
Solid waste	<ul style="list-style-type: none"> • Separating radioactive waste into different packages and storage sites • Radioactive waste stored at temporary storage site should be sealed, labelled and their information should be documented • Transferring or sending radioactive solid waste to qualified units according to requirements, completing handover procedures and keeping records
Wastewater	<ul style="list-style-type: none"> • Strong acidic and organic radioactive wastewater are forbidden to be discharged into radioactive liquid pipelines. Instead, they should be collected separately in special packaging and safely stored by the generating unit. Then, they should be documented in details before being delivered and stored by the Company
Waste gas	<ul style="list-style-type: none"> • Purification and filtration of radioactive waste gas produced from both Class A and Class B worksites are required, then waste gas is discharged into the atmosphere through a specific exhaust duct after confirming compliance with the required standards • Purification and filtration of radioactive aerosols (including cobalt [60Co] aerosols) generated during the operation of radioactive sources by a nuclear grade filter is required before discharge, with the implementation of internal routine monitoring and external periodic monitoring • Volatile reagents (methanol, trimethylbenzene, ethanalamine) are enclosed in reagent containers and configured in the fume hood, after which they are sealed in product containers, and the entire subsequent production process is in an enclosed state, with the volatile organic matter being treated by an activated carbon filter before discharge

2. REDUCING EMISSIONS FOR THE ENVIRONMENT (CONTINUED)

With regard to the proper management of non-radioactive waste, the Group has formulated the *Regulations on Safety Management of Hazardous Chemicals*, the *Management Measures on Medical Waste* in accordance with laws and regulations such as the *Regulations on Safe Management of Hazardous Chemicals*, the *Rule for Storage of Chemical Dangers* etc. For non-hazardous waste such as paper, plastics, glass, metal and household waste etc., the Group mainly hands them over waste recycling stations or entrusts a third party for recycling and handling on a daily basis. For hazardous waste, the Group strictly adheres to relevant national regulations and the *Industrial Waste Management System* formulated by the Group, collects hazardous waste by category and stores it in special containers in the hazardous waste depot, as well as affixes hazardous waste labels on the containers in compliance with the regulations, so as to prevent secondary pollution. As for the Hazardous Chemicals, the Group entrusts qualified third-parties for handling them in accordance with the regulations. The specific requirements of the Group in respect of the handling of Hazardous Chemicals include:

1. Records the type, nature, quantity, concentration, storage location, storage measures and the disposal site of waste Hazardous Chemicals
2. Takes unified record for both production and treatment of waste Hazardous Chemicals (liquid, solid) as to prevent illegal abasement or loss
3. Collection, temporary storage, declaration and disposal of waste Hazardous Chemicals should be handled by designated personnel, arbitrary discard or disposal are prohibited
4. Containers and packaging that conform to relevant standards are used for collection and storage of waste Hazardous Chemicals, and measures are taken to prevent leakage during storage

Meanwhile, the Group requires the responsible units to adopt all reasonable and feasible technological improvement and management measures (such as the use of advanced automatic equipment) in daily production and scientific research, to continuously optimise the production processes and to strengthen the maintenance of equipment and facilities, thus preventing the increase in waste caused by equipment operational defects. In addition, we are committed to minimising waste generation at source and reducing environmental pollution, by strengthening the education and training of relevant personnel and regulating their behaviour at work to eliminate the increase in waste due to personnel errors.

2.3 ENVIRONMENTAL AND NATURAL RESOURCES PROTECTION

In order to reduce the impact on the environment and natural resources in the course of the Group's operations, the Group has adopted a variety of practices, for the new construction, reconstruction, safety rectification, and decommissioning of radioactive workplaces, the relevant implementation units must fully implement the requirements of "Three Simultaneities" (the pollution prevention facilities in construction projects should be designed, constructed, and put into operation simultaneously with the main construction works) in the process of project design and environmental assessment, and also organise environmental impact assessment and acceptance monitoring, to implement risk prevention measures for the purpose of ensuring the environmental risks are controllable.

In the future development, CIRC will continue to implement the concept of "Lucid Waters and Lush Mountains Are Invaluable Assets", follow the path of green development, vigorously develop green production and insist on safety and environmental protection first, strive to become a leader and a main contributor in the construction of eco-civilisation.

2. REDUCING EMISSIONS FOR THE ENVIRONMENT (CONTINUED)

2.4 ENVIRONMENTAL PERFORMANCE DATA

	Unit	Data of 2020 ⁴	Data of 2019
Resources utilization⁵			
Purchased electricity consumption	kWh in '000s	6,182.51	8,184.65
Intensity of purchased electricity consumption	kWh in '000s/100 million yuan	227.35	265.39
Purchased steam consumption	Tonnes	886.00	886.00
Intensity of purchased steam consumption	Tonnes/100 million yuan	32.58	28.73
Gasoline (mobile source) consumption ⁶	Litres	24,989.37	60,120.21
Intensity of gasoline (mobile source) consumption	Litres/per gasoline mobile	1,249.47	2,505.01
Diesel (mobile source) consumption ⁷	Litres	89,382.45	355,615.65
Intensity of diesel (mobile source) consumption	Litres/per diesel mobile	4,469.12	13,677.53
Total water consumption	Tonnes	46,976.00	45,112.00
Intensity of total water consumption	Tonnes/100 million yuan	1,727.42	1,462.79
Increment of packaging materials	Tonnes	372.02	353.22 ⁸
Increment intensity of packaging materials	Tonnes/100 million yuan	13.68	11.45
Air pollutant emissions⁹			
NO _x emission	Tonnes	2.77	10.09
SO _x emission	Tonnes	1.89×10 ⁻³	6.75×10 ⁻³
CO emission	Tonnes	1.61	4.94
PM _{2.5} emission	Tonnes	0.08	0.25
PM ₁₀ emission	Tonnes	0.08	0.28
Greenhouse gas emissions			
Greenhouse gas emissions ¹⁰ (scope 1)	Tonnes	821.01	1,614.82

⁴ Unless otherwise specified, the Group's scope of statistics of the environmental KPI during the Year covers data from headquarters of HTA, CNGT, Headway and BNIBT.

⁵ The use of cylinder LPG in the Headway employee canteen is minimal and therefore not included in the data.

⁶ The Group used fewer vehicles during the Year and therefore the amount of gasoline used was reduced.

⁷ The Group used fewer vehicles during the Year and therefore the amount of diesel used was reduced.

⁸ The Group has updated the data of increment of packaging material and density data for 2019 and the relevant data disclosed in the Report shall prevail.

⁹ Air pollutants are generated by the vehicles, machinery and diesel generators during the Year. Calculations of air pollutants emission refer to *Technical Guideline for the Preparation of Road Vehicle Emission Inventory (Trial)* and *Technical Guidelines for the Preparation of Non-road Mobile Source Air Pollutant Emission Inventory (Trial)* published by the Ministry of Ecology and Environment of the People's Republic of China.

¹⁰ Greenhouse gases are generated by the vehicles, machinery, diesel generators and consumption of refrigerant during the Year as direct emissions. Calculations of greenhouse gas emission refer to *Appendix 2: Reporting Guidance on Environmental KPIs* published by HKEX, *Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions from Land Transport Companies (Trial)* published by the Ministry of Ecology and Environment of the People's Republic of China and *Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises in Other Industries (Trial)* published by the National Development and Reform Commission of the People's Republic of China.

2. REDUCING EMISSIONS FOR THE ENVIRONMENT (CONTINUED)

	Unit	Data of 2020 ⁴	Data of 2019
Greenhouse gas emissions ¹¹ (scope 2)	Tonnes	3,775.04	5,257.70
Total greenhouse gas emissions	Tonnes	4,596.04	6,872.52
Intensity of total greenhouse gas emissions	Tonnes/100 million yuan	169.01	222.85
Wastewater discharge¹²			
Wastewater discharge	Cubic meters	41,303.30	43,352.00
Intensity of wastewater discharge	Cubic meters/100 million yuan	1,518.82	1,405.73
Non-radioactive waste¹³			
Generation of Hazardous Chemicals	Tonnes	5.18	–
Generation intensity of Hazardous Chemicals	Tonnes/100 million yuan	0.19	–
Treatment of Hazardous Chemicals	Tonnes	4.68	9.30
Treatment intensity of Hazardous Chemicals	Tonnes/100 million yuan	0.24	0.30
Generation of waste packaging materials	Tonnes	19.20	–
Generation intensity of waste packaging materials	Tonnes/100 million yuan	0.71	–
Generation of office paper	Tonnes	9.72	0.92
Generation intensity of office paper	Tonnes/100 million yuan	0.51	0.08
Amount of office paper recycled	Tonnes	2.45	0.03
Generation of domestic waste	Tonnes	216.11	64.88
Generation intensity of domestic waste	Tonnes/100 million yuan	11.26	5.39
Radioactive waste			
Generation of radioactive gas	Cubic meters	6,445,000.00	35,680,000.00
Generation intensity of radioactive gas	Cubic meters/100 million yuan	236,997.52	1,156,954.05
Generation of radiation source	Pieces	2,846.00	8,994.00
Generation intensity of radiation source	Pieces/100 million yuan	104.65	291.64
Generation of low-level solid radioactive waste	Tonnes	11.67	68.71
Generation intensity of low-level solid radioactive waste	Tonnes/100 million yuan	0.43	2.23
Generation of low-level liquid radioactive waste	Cubic meters	5.98	32.66
Generation intensity of low-level liquid radioactive waste	Cubic meters/100 million yuan	0.22	1.06
Generation of intermediate-level solid radioactive waste	Tonnes	0	0.72
Generation intensity of intermediate-level of solid radioactive waste	Tonnes/100 million yuan	0	0.02

¹¹ Greenhouse gases are generated from consumption of purchased steam and electricity as indirect emission. Calculations of greenhouse gas emission refer to the *Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises in Other Industries (Trial)* and the *Notice on the preparation of the carbon emission report and verification and emission monitoring plan in 2018* published by National Development and Reform Commission of the People's Republic of China.

¹² Wastewater mainly includes domestic sewage and industrial water.

¹³ The main types of non-radioactive waste generated during the Year are Hazardous Chemicals, domestic waste, waste packaging materials and office paper.

3. EARNING REPUTATION FOR OUR PRODUCTS

3.1 MAINTAINING QUALITY AND SAFETY

High level of product safety and quality control is the keystone of the Group’s long-term development. The Group strictly complies with laws and regulations relating to health, safety and methods of redress of the products and services, such as the *Product Quality Law of the People’s Republic of China*, the *Production Safety Law of the People’s Republic of China*, the *Regulation on the Safety and Protection of Radioisotopes and Radiation Devices*, the *Regulation on the Administration of Transport Safety of Radioactive Articles*, the *Measures for the Administration of Radioactive Pharmaceuticals*, the *Regulation on the Safety Management of Hazardous Chemicals* and the *Nuclear Safety Law of the People’s Republic of China*. The Group has formulated a series of internal management policies, such as the *Post Responsibilities System of Safety Duty*, the *Safety Electricity Management Regulations*, the *Fire Safety Management Regulation*, the *Regulations on Safety Management of Construction Projects*, the *Responsibility System for Duty of Onsite Safety of Construction Project*, and the *Regulations of Safety Management for Special Equipment*, etc.

In terms of safety management, the Group has continued to incorporate safety targets in all parts of production activities in its business. The Group conducts regular safety inspections and safety technical improvements, and the Safety Production Committee convene a specific meeting on safety issues on a quarterly basis. The subsidiaries further safeguard smooth production and operation activities and product safety by actively adopting safety management policies. In particular, HTA and CNGT comply with the requirements of the *Pharmaceutical Administration Law of the People’s Republic of China (2019 Revision)* in relation to pharmacovigilance and have established the following relevant regulatory requirements (including but not limited to):

HTA	The <i>Regulations on the Management of Adverse Drug Reaction Reporting and Monitoring</i> , the <i>Administrative Measures on the Pharmacovigilance System</i>
CNGT	The <i>Management Regulations on the Labelling</i> , the <i>Management Framework for Safety, Environmental Protection and Occupational Health</i> , the <i>Management Regulations on the Related Parties of Safety</i> , the <i>Environmental Protection and Occupational Health</i> , the <i>Administrative Measures on the of Standardised Self-evaluation and Continuous Improvement of Safety Production</i> , the <i>Management Regulations on the Safety Inspections and Checks</i> , the <i>Management Regulations on the Safety Production Responsibility and Accountability</i> , the <i>Management Regulations on the Production and Service Processes</i>

3. EARNING REPUTATION FOR OUR PRODUCTS (CONTINUED)

In addition, CNGT states clearly in the *Safety Management Protocol* that the Safety Production Committee at the member unit level is the decision-making body for safety production and safety management, which is responsible for making decisions on major safety issues, organizing and revising the company-level safety management system, as well as standardise contents of the working responsibilities, irradiation safety management, general safety management, transportation safety management, accident emergency management, safety education and training, safety performance assessment and occupational health management, etc. For the safety management of radioactive sources and radioactive materials, the *Regulations on the Safety Management of Radioactive Sources and Radioactive Materials of HTA* requires all units and subsidiaries to establish safety management responsibility system on the basis of complying with relevant safety management regulations about purchasing, producing, selling, recycling, storing, transferring, importing, exporting and transporting radioactive sources and materials. An uniform approval system is in place regarding procurement, borrowing, transfer, storage, and processing of radioactive raw materials and all units (non-independent subsidiaries) of the company are strictly prohibited from performing these activities without the approval of the company's executive. In addition, in order to further strengthen the supervision of radioactive sources and materials, the regulation also requires HTA and the production units to encode the radioactive sources produced, and those without codes must not be sold. The sale of radioactive sources, devices containing radioactive sources and radiographic devices to units and individuals without qualifications is strictly prohibited, and the approval of the local Environmental Protection Department where customers are located is ensured before shipment for all products sold.

In order to further enhance the safety emergency preparedness and emergency response capability, the Group has improved the management system and procedures by establishing the *Management Measures of Production Safety Emergency of CIRC*, the *Comprehensive Emergency Plan for Production Safety Incidents of CIRC* and the *Regulations on the Production Safety Incident Reporting and Investigation of CIRC*, as well as formulating three specific emergency plans, namely the *Emergency Plan for Irradiation Incidents of CIRC*, the *Emergency Plan for Industrial Safety Incidents of CIRC* and the *Emergency Plan for Environmental Emergencies of CIRC*. The Group has also established an emergency response organisation to properly respond to emergency incidents.

3. EARNING REPUTATION FOR OUR PRODUCTS (CONTINUED)

Case: Exercising safety core values at work – “Safety Production Day”

The Group organised the “Safety Production Day” on 6 April 2020, during which each subsidiary carried out comprehensive risk identification and potential hazard investigation and management, as well as conducted relevant trainings on occupational health for employees, including displaying typical safety scenarios, conducting safety warning education and special lectures, conducting activities such as emergency response drills and knowledge competitions.



Picture: The Group held a signing ceremony of the strategic cooperation on irradiation safety and environmental protection with the Nuclear and Radiation Safety Centre of the Ministry of Ecology and Environment on 27 July 2020



Picture: The Group held the 2020 Third quarter safety production committee meeting on 9 October 2020

3. EARNING REPUTATION FOR OUR PRODUCTS (CONTINUED)

In terms of quality management, the guidelines of CIRC is “Integrity-based, Law-abiding Operation, Customer First, High Quality and Efficiency”. The Group has established the *Regulations on Quality Management of CIRC*, the *Administrative Measures on Quality Incident of CIRC*, the *Administrative Measures on Quality Supervision of CIRC*, the *Administrative Measures on Quality Information of CIRC*, the *Administrative Measures on Quality Training of CIRC* and the *Administrative Measures on Quality Management Group Activities of CIRC*. The Group has obtained the ISO9001 quality management system certification, and organises quality control (QC) team activities annually and quality month activities to promote the quality enhancement of CIRC’s products.



Picture: The Group held the result presentation ceremony of the 2nd Quality Management Group activities on 28 and 29 July 2020

The quality management system of the Group has covered the control of product manufacturing process and product recall, for example, the *Quality Manual of CIRC* specifies the procedures related to the required product validation, monitoring activities and acceptance criteria for products. The Group stipulates that the Operation Department is responsible for the organisation of product and service design, product delivery and after-sales service control, and the Safety, Environmental Protection and Quality Department is responsible for releases of products, inspections of the measuring instruments and the monitoring and measurement equipment, and implementations of monitoring and measurement activities. The provision of products and delivery of services to customers is prohibited until the planned arrangements have been successfully completed and approved by both the Head of Operation Department and the Head of Safety, Environmental Protection and Quality Department (customer approval is also required where applicable).

Regarding the control and management of unqualified products, the Group has clearly defined the control and handling procedures of unqualified products in the *Quality Manual of CIRC*. The processes for the disposal of unqualified products include:

- (1) Identifying, isolating, recording, filling out the *Unqualified Products Notification* and notifying the person in charge of the Operation Department and the Safety, Environmental Protection and Quality Department if unqualified products are found in the warehouse verification process after being purchased;
- (2) Designating relevant personnel for review according to the *Unqualified Products Notification*;
- (3) Reporting and approving the *Review and Disposal Form of Unqualified Products*;
- (4) Disposing of unqualified products in accordance with approved disposal methods.

Disposal of unqualified products includes concessions (only for typical unqualified products that do not have a material impact), scrapping, negotiating with the customer or returning and exchanging the product, and notifying the customer to discontinue using or recalling the product. During the Year, the Group did not receive any recalls of sold or shipped products for safety and health reasons.

3. EARNING REPUTATION FOR OUR PRODUCTS (CONTINUED)

3.2 FOCUSING ON SCIENTIFIC RESEARCH AND INNOVATION

The Group has strong research and development strengths. Our research and development team comprises of 410 research and development personnel and assistants focusing on the extensive researching and optimization of production technologies, the development of new products and the safety and efficacy upgrading of existing products. We have always actively conducted research and development work on various types of imaging diagnosis and radioactive pharmaceuticals, striving to fill the void of various fields of medical treatment and meet the medical needs of China through detailed market analysis and rigorous selection of research and development projects that incorporate own advantages, industrial expertise and market demand. As of the end of the Year, we had eight types of imaging diagnosis and radioactive pharmaceuticals under research and development. Among them, a type of radioactive pharmaceutical (i.e. sodium iodine-131 capsule for therapeutic purpose) was awaiting approval, two types of radioactive pharmaceuticals (i.e. iodine-131-MIBG injection and sodium fluorine-18 injection) were in clinical trial phase and a type of radioactive pharmaceutical (i.e. palladium-103 sealed source) was awaiting approval for the clinical trial phase, and four types of imaging diagnosis and radioactive pharmaceuticals were under various phases of research and development.

The Group actively promotes autonomous technological innovation and has achieved remarkable results. The Group continued to promote the construction of “1 + N” research and development platform system, and accelerated the external research and development platform; promoted the construction of a team of leading talents in technology innovation, and the first batch of postdoctoral personnel completed the review of the inception report and mid-term academic assessment at the postdoctoral research station, as well as introduced high-level talents to each research and development centre; applied for research projects and implemented the key research projects; and conducted academic exchanges, of which the “CIRC Science and Technology Lecture” lectures series were successfully held.



Picture: “Autonomous Innovation and Application of Key Positron Emission Tomography Technology” project won the second prize of the Beijing Science and Technology Progress Award

3. EARNING REPUTATION FOR OUR PRODUCTS (CONTINUED)

The Group stringently complies with the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the *Regulation on National Defense Patent*, the *Anti-unfair Competition Law of the People's Republic of China* and other relevant laws and regulations and has revised the *Administrative Measures on the Intellectual Property of CIRC* to regulate intellectual property protection management. In order to reinforce the construction of the intellectual property management mechanism, the Group has revised the *Administrative Measures on Technology Investment Projects of CIRC* during the Year, stipulating that intellectual property rights shall be managed throughout the entire process of technology investment projects. Prior to the project commencement, the project research unit undertakes a patent search, conducts a patent risk analysis and include intellectual property planning in the project contract. During the implementation process of a technology investment project, regular planning and layout of intellectual property rights are performed. For projects that may involve the export of technology or products in the future, the Group starts planning for international patents in advance and will apply for patents as soon as possible if the conditions for patent application are met; those that are not suitable for patent application are protected through effective measures such as proprietary technology; and newly developed products are actively protected through trademark registration.

The Group places great emphasis on technological innovation and the protection of intellectual property rights. During the Year, the number of patent applications and licensing of intellectual property rights of CIRC increased significantly and peaked a historical high. CIRC applied a total of 152 patents (including 42 invention patents) and 8 software copyrights, while 76 patents (including 6 invention patents) and 21 software copyright licenses were granted. The number of patent applications in 2020 increased by 77% and the number of patents granted increased by 145% compared to 2019.



Picture: Authorisation certificate of patent

3. EARNING REPUTATION FOR OUR PRODUCTS (CONTINUED)

3.3 CONSTRUCTING A RESPONSIBLE SUPPLY CHAIN

Adhering to the principle of “Openness, Fairness, Justice, Merit Selection, Honesty and Trustworthiness, Standardisation and Efficiency, and Guarantee Supply”, the Group has established relationships of mutual trust and win-win cooperation with suppliers. The Group strictly complies with relevant laws and regulations such as the *Bidding Law of the People’s Republic of China* and the *Regulation on the Implementation of the Bidding Law of the People’s Republic of China*, and conducts supplier management in accordance with the *Administrative Measures on Suppliers Management of CNNC*.

The Group classifies suppliers into core suppliers, important suppliers and general suppliers based on factors such as the function and importance of the supplies, the level of nuclear safety requirements, technical requirements, the degree of impact on the quality and safety of construction and production, the procurement scale and the application scope. Core suppliers and important suppliers are qualified suppliers of CNNC in principle, while general suppliers are registered suppliers of CNNC’s electronic procurement platform in principle. In order to realise an effective supplier management, the Group stipulates that each member unit should establish a supplier management model led by the Safety, Environmental Protection and Quality Department, Using Department, Purchasing Department, Warehousing Management Department and After-sales Service Department, with cooperation and information sharing among these departments. Meanwhile, each member unit should establish a dynamic and quantitative assessment management system for suppliers and specify the measures to deal with non-compliance behaviour of the suppliers.

In the process of supplier evaluation, the Group also pays close attention to supplier’s performance on social responsibility and environmental responsibility, and manages the supplier admittance through on-site assessment, information assessment and documentation assessment in accordance with the regulations of CNNC. During the Year, the Group has implemented the above admittance practices to 15 suppliers. At the same time, each subsidiary has formulated its own supplier management system, for example, the *Supplier Management Regulations of HTA* prescribes that the methods assessing suppliers’ quality are divided into documentation review, on-site audit, written audit and sample test, and also prescribes that the personnel participating in the onsite audit for material suppliers shall confirm the suppliers’ qualification, including whether there are Good Supply Practice for Pharmaceutical Products (GSP) certificate, Good Manufacturing Practice for Pharmaceutical Products (GMP) certificate, Quality Management System Certificate, Environmental Management System Certificate and Occupational Health and Safety Management System Certificate; and the personnel participating in the on-site quality audit of key raw and auxiliary materials should make records of conditions of the supplier’s plant and facilities, equipment, etc.

We have further formulated relevant policies, such as the *Administrative Measures on the Procurement in CIRC*, the *Administrative Measures on the Bidding in CIRC* and the *Administrative Measures on the Non-bidding in CIRC*, on the basis of complying with relevant laws and regulations. In respect of procurement, each subsidiary shall establish procedures of compiling and reviewing procurement plans, clarify the division of responsibilities, and achieve unified management of procurement plans. Implementations of procurement shall be in accordance with the approved procurement plans and procurement programs, as well as complying with the national laws and regulations and relevant regulations of CNNC. In principle, all types of procurement activities (except for emergency procurement, procurement published on public resources trading platforms in accordance with relevant national regulations, procurement involving confidentiality, and procurement for small-sum and sporadic goods) should be published on CNNC’s electronic procurement platform for online procurement. In respect of tendering, we follow the management measures to carry out work related to tendering construction projects and non-tendering procurement projects. The specific procedures for tendering generally include: issuing tender notices, conducting qualification assessments, forming tender evaluation committees, opening tenders, evaluating tenders, announcing and finalising tenders, etc.

4. CREATING VALUE FOR THE CUSTOMERS

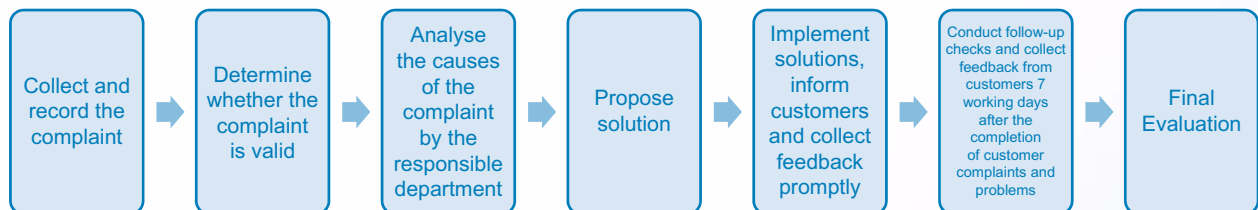
4.1 IMPROVING SERVICE QUALITY

The Group insists on enhancing the service quality driven by the customers' needs and strives to construct a "market-driven and customer-oriented" marketing service system, to enhance the brand image and improve the customer satisfaction monitoring and management system, so as to provide strong market support for the strategic development of CIRC.

CIRC's marketing system is managed in a centralised approach, with the Market Operation Department being responsible for the overall management of the CIRC and each subsidiary being responsible for sales management and marketing management relating to sales work. In accordance with the requirements of the *Administrative Measures on the Marketing of CIRC (Trial)*, each subsidiary shall establish a customer management system, including but not limited to customer file management, customer service, handling of customer opinions and complaints, call-back system and customer satisfaction survey and analysis.

The Group supervises its subsidiaries in implementing the customer satisfaction management work in accordance with the relevant requirements of the *Administrative Measures on Customer Satisfaction of CIRC*, and regularly inspects the implementation of customer satisfaction improvement plans of each subsidiary. In addition, the Group continues to maintain smooth communication channels with the customers, such as academic promotions, customer meetings and customer visits, to introduce information of products and businesses of the Group to customers. The Group also listens to customers' needs and responds to their inquiries, and accepts comments and suggestions from customers to continuously enhance its competitiveness in the market.

The following is the Group's approach to respond to complaints received about the products and services:



Various departments of the Group conduct inspections and random checks on customer complaints on a regular or irregular basis, and incorporate the details of product and service complaints and the implementation of the outcome of such complaints into the performance appraisal management system of the relevant employee of each department. Meanwhile, the Group has made specific provisions on the management process of pharmaceutical complaints. Taking the *Complaint Management Regulations in Good Manufacturing Practice (GMP) of HTA* as an example, it stipulates that dedicated personnel and sufficient counsellors are responsible for the investigation and handling of quality complaints. Take the process of handling radiopharmaceutical quality complaints of HTA as an example, general complaints are notified by the Radiopharmaceutical Marketing Center of CIRC to business units of HTA, and results are reported within 24 hours after receiving complaints; major complaints are immediately notified by the Radiopharmaceutical Marketing Center to the General Marketing Service Department of HTA, which immediately notifies the Quality Department of HTA. The Quality Department reports the feedback to business units and the General Marketing Service Department, and business units returns the feedback to customers promptly. The whole process of complaint handling should not exceed 5 working days, so as to ensure that measures are taken in a timely manner to control potential risks and improve customer satisfaction.

4. CREATING VALUE FOR THE CUSTOMERS (CONTINUED)

4.2 SECURING CUSTOMER RIGHTS

The Group recognises that protecting the privacy of our customers is an important part in maintaining service excellence. The Group continues to strengthen the management on advertising and labelling and strictly complies with the *Advertising Law of the People's Republic of China*, which prohibits the advertising of special drugs including narcotic drugs, psychotropic drugs, toxic drugs for medical use and radioactive drugs, precursor chemicals, as well as drugs, medical devices and treatment methods for drug addiction treatment, the Group also complies with the *Trademark Law of the People's Republic of China* and the *Law of the People's Republic of China on Guarding State Secrets* and other laws and regulations relating to advertisements, labels, privacy matters and methods of redress for the products and services provided. During the Year, the Group did not receive any incidents of violation of the above laws and regulations.

In terms of customer privacy protection, we adhere to the principles of “Business Operators Responsible for Confidentiality” and “Confidentiality is implemented with Business” to carry out confidential work on important information, including but not limited to the following measures:

- Formulated internal policies including the *Regulations for Privacy Management of CIRC*, the *Administrative Measures for Business Secret of CIRC (Temporal)*, specifying that the scope of commercial confidentiality includes important customer and supplier information, as well as other marketing information and operational information such as market procurement and marketing plans, market forecasts, production and sales strategies, operational channels, sales methods and production costs
- Require that the labouring contract signed with employees should contain the provisions related to protection of commercial confidentiality and strictly control availabilities of commercial confidentiality
- As the administrative unit in charge of the confidentiality daily work of CIRC, the CIRC Confidentiality Office is responsible for organising and carrying out education and training of commercial confidentiality protection, confidentiality inspection, confidentiality technology protection, and investigation and handling of leaks in accordance with law. We stipulated that any exposures of national confidentiality or corporate business confidentiality through operational mistakes or slack management could lead to investigation on the responsible person for legal liability or administrative sanction once the situation was confirmed
- Actively organise publicity, education and training activities of commercial confidentiality protection through various ways, such as sales and marketing training, so as to cultivate confidentiality awareness and preventive skills of commercial confidentiality management personnel and personnel with access to business confidentiality

5. BUILDING CAREERS FOR OUR EMPLOYEES

5.1 IMPROVING TALENT MANAGEMENT

The Group regards talents as valuable assets for corporate development, and stringently complies with the laws and regulations that have significant impacts on the Group in respect of remuneration and dismissal, recruitment, and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other treatment and benefits, such as the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors* and the *Social Insurance Law of the People's Republic of China*. The Group advocates equal opportunities, diversity and anti-discrimination. While continuously improving its talent management system, the Group has formulated detailed internal policies and established employee communication channels to safeguard various legitimate rights of the employees. During the Year, the Group did not receive any violations of laws and regulations that are related to employees' recruitment, dismissal, salary, promotion, working hours, holidays, equal opportunities, diversity, and anti-discrimination.

<p>Labouring and employment</p>	<p><u>Recruitment and promotion:</u></p> <p>In order to standardise the recruitment and hiring process, we have established the <i>Administrative Measures for the Recruitment of Staff in the headquarter of CIRC</i>. We uphold the principles of "Openness, Equality, Competitiveness, and Merit Selection", "Combining Virtue and Talent, Hiring Based on Competence", and "Matching Personnel with Positions", and oppose any forms of discrimination, we never discriminate against any candidate by gender, age, race, physical barriers, etc. during the processes of recruitment and promotion, striving to guarantee a fair competitive environment. In addition, we recruit talents through social recruitment and campus recruitment. Each unit formulates the annual recruitment plan according to its needs and sets its own specific requirements on recruitment management, and recruitment plans of the subsidiaries are then approved by the Human Resources Department.</p> <p><u>Dismissal:</u></p> <p>We have formulated the <i>Implementation Measures on the Labour Contract Regulations in the Headquarters of CIRC</i>, which regulates the relevant regulations and procedures for the termination of labour contracts for employees in strict compliance with the requirements of laws and regulations, and specifies the obligations and standards for the payment of financial compensation and indemnity. Apart from relevant conditions that have been clearly stipulated (e.g. new employees who violate the national laws and regulations and receive penalties during probation period shall have the labour contract terminated), the Group strictly prohibits unfair or unreasonable dismissals in order to protect the rights and interests of the employees.</p>
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5. BUILDING CAREERS FOR OUR EMPLOYEES (CONTINUED)

	<p><u>Labour standards:</u></p> <p>We insist on legal employment and management in accordance with the law, resolutely prohibit employments of child labour and all kinds of forced labour. We stipulate that applicants should be at least 18 years old in our recruitment policies, and a labour contract is signed with the new employee to establish a labour relationship. The Group will terminate the employment relationship with the person concerned immediately if any non-compliance with the employment conditions is found during the probation period. During the Year, the Group did not receive any cases of violation or complaints about illegal child labour or forced labour that are significant to the Group.</p>
<p>Working hours and holidays</p>	<p>By formulating the <i>Regulations on the Management of Work Attendance in the Headquarters of CIRC</i>, we adopt a weekly 40-hour working system generally and a shift system for production positions in the subsidiaries to safeguard a reasonable working hours and time of the employees. We also stipulate that employees could have sick leave, work-related injury leave, maternity leave, marriage and compassionate leave and paid annual leave, etc.</p>
<p>Salary and benefits</p>	<p>We continuously strive to build and improve our salary system, and have implemented the <i>Administration Measures on the Total Wages of CIRC</i> and the <i>Administration Measures on the of Employee Welfare Fees of CIRC</i>, taking into account factors such as the overall salary level of the industry and employee's work performance in determining employee remuneration. In addition to abiding by regulations in the areas of labour, insurance and welfare that are stipulated in the <i>Social Insurance Law of the People's Republic of China</i> and other relevant national and local laws and policies, we further provide employees with welfare including retirement benefits scheme, medical and work-related injury insurance plan, and housing provident fund plan. We also provide employees with various welfare fees, including medical examination fees and medical subsidies for their immediate relatives, striving to protect the reasonable welfare of the employees.</p>

5. BUILDING CAREERS FOR OUR EMPLOYEES (CONTINUED)

5.2 EMPLOYMENT DATA OVERVIEW

As of the end of the Year, the total number of employees of the Group was 2,912, of which 1,870 were male and 1,042 were female. The overall employee turnover rate was 4.77%. Please refer to the following table for specific figures:

By Gender	Employee (People)	Percentage
Male	1,870	64.22%
Female	1,042	35.78%

By Age	Employee (People)	Percentage
20-30 years old	1,108	38.05%
31-40 years old	1,009	34.65%
41-50 years old	567	19.47%
51-60 years old	228	7.83%

By Employee Type	Employee (People)	Percentage
Management	7	0.24%
Middle-level Employee	83	2.85%
General Employee	2,822	96.91%

By Education Background	Employee (People)	Percentage
Below Bachelor	1,116	38.32%
Bachelor	1,423	48.87%
Master	339	11.64%
Doctor	34	1.17%
Total	2,912	100%

5. BUILDING CAREERS FOR OUR EMPLOYEES (CONTINUED)

By Geographical Location	Beijing	Sichuan	Shandong	Shanghai	Guangdong	Chongqing	Hebei	Hubei	Anhui	Jiangsu	Zhejiang
Employee (People)	1,218	265	60	94	429	16	45	20	164	139	40
By Geographical Location	Hunan	Tianjin	Henan	Hainan	Guizhou	Jilin	Shaanxi	Guangxi	Jiangxi	Shanxi	
Employee (People)	36	223	28	18	16	25	23	18	15	20	

By Gender	Employee Turnover (People)	Percentage
Male	83	4.44%
Female	56	5.37%

By Age	Employee Turnover (People)	Percentage
30 years old and below	49	4.42%
31-40 years old	49	4.86%
40-50 years old	25	4.41%
51 years old and above	16	7.02%

By Geographical Location	Beijing	Sichuan	Shanghai	Guangdong	Hubei	Anhui	Jiangsu
Employee Turnover (People)	53	18	2	33	11	1	8
By Geographical Location	Zhejiang	Hunan	Tianjin	Guangxi	Jiangxi	Liaoning	
Employee Turnover (People)	3	1	5	1	1	2	

5.3 SAFEGUARDING THE HEALTH OF EMPLOYEES

The Group is dedicated to protecting the occupational safety and health of the employees. On the basis of strict compliance with laws and regulations relating to the provision of a safe working environment and the protection of employees from occupational hazards, such as the *Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases*, the *Production Safety Law of the People's Republic of China*, the *Regulation on the Safety and Protection of Radioisotopes and Radiation Devices* and the *Basic Standards for Protection Against Ionizing Radiation and for the Safety of Radiation Sources*, the Group has formulated policies including the *Administrative Measures for Occupational Health Supervision of CIRC* and the *Administration Regulations on the Safety Production Responsibility and Accountability of CIRC*, which set out measures for managing occupational health and safety, and strengthening the prevention, control and elimination of occupational hazards in scientific research and production processes, thereby protecting the health and related rights of employees.

5. BUILDING CAREERS FOR OUR EMPLOYEES (CONTINUED)

The Group pays attention to employees' physical and mental health, and endeavours to create a healthy and safe working environment for employees. For radioactive practitioners, the Group regularly conducts occupational health examinations for radioactive workers in accordance with legal and regulatory requirements and provides employees with personal dose film at the workplace for regular check-ups. During the Year, there were no abnormalities in the test results of the Group's employees. As for occupational health management, we require workplace monitoring and personal monitoring to be undertaken at the workplace where occupational hazards exist. The monitoring results of individual dose of occupational exposure should be properly reserved, copied and handed to the Safety, Environmental Protection and Quality Department. Moreover, the Group actively organise activities such as sports games, festive events and team building activities to alleviate the pressure of employees, thus enhancing the team spirit and creating a harmonious atmosphere among the employees.

In order to improve the awareness of occupational health and safety among employees, the Group organised a series of training during the Year to enhance employees' awareness and ability of self-protection. Through learning relevant knowledge and emergency measures, the awareness and skills of all employees on health and safety protection are raised, thereby preventing the occurrence of potential accidents effectively. During the Year, the Group had no work-related fatalities or workdays lost caused by work-related injuries.



Picture: The Group conducted the "Production Safety Month" themed campaign in June 2020, and CNGT participated by educating employees on fire safety knowledge and fire-fighting equipment operation drills to enhance their knowledge of common fire prevention and self-rescue



Picture: The Women Workers' Committee of the CIRC Union organised a hand-made mooncake workshop on 29 September 2020 which enhanced the cohesion among employees

5. BUILDING CAREERS FOR OUR EMPLOYEES (CONTINUED)

5.4 SUPPORTING THE GROWTH OF EMPLOYEES

The Group is committed to creating a fair and harmonious working environment with development potential for our employees. In order to foster and optimise the management policies and development and training programmes for employees, we have formulated the *Administrative Measures for Education and Training in CIRC*. We have actively provided quality training resources to all employees and organised a series of training activities, including professional competency enhancement trainings for departmental employees, and safety and quality trainings etc., to enhance employees' knowledge and skills in performing their duties. During the Year, the number of employees trained by the Group was 2,912. Please refer to the following table for specific training figures:

Data	By Gender		By Employee Category		
	Male	Female	Management	Middle-level Employee	General Employee
Number of employees trained (people)	1,870	1,042	7	83	2,822
Percentage of employees trained (%)	100.00	100.00	100.00	100.00	100.00
Average training hours completed for each employee (hour)	108.00	113.09	95.00	105.00	110.00

In order to help employees to work and learn more smoothly during the COVID-19 Epidemic, the Group launched an online learning platform to further expand the training methods and channels. Though the online learning platform, the Group initiated the construction of a course database and set up a new employee training course and a lean management course system, aiming to strengthen corporate knowledge accumulation and management. At the same time, the Group launched a common course on "communication skills" and a knowledge-sharing column to regularly share good books and lectures given by selected instructors with employees. During the Year, the Group successfully organised various forms of online training, and completed a total of 7 training programmes, 22 live courses with more than 6,000 attendances.

5. BUILDING CAREERS FOR OUR EMPLOYEES (CONTINUED)

Case: Develop precise training with a demand-driven approach – “Lean Pioneer Empowerment Programme Training Course (Phase 1)”

The Group organised the “Lean Pioneer Empowerment Programme Training Course (Phase I)” through the online learning platform during the Year, with the aim of developing a group of lean talents who possess excellent management knowledge and are proficient in identifying and solving problems in practice, as well as providing opportunities for employees to realise their personal career goals and expectations.

The training course was conducted systematically for 40 trainees through 8 live online courses, offline benchmarking visits and results reporting. The online platform was fully utilised to enable intelligent class management, allowing trainees to follow the learning plan for study, and to complete assignments and examinations. To enhance the motivation of all employees to learn, the Group took advantages of the online learning platform to facilitate the sharing of training resources. Apart from the regular trainees, each live course was also offered to the public and 4,500 participants attended the training.



6. SHOWING CARE FOR THE SOCIETY

6.1 PRACTISING PUBLIC CHARITY

As a corporate with social responsibility, the Group has always spared no efforts in understanding and satisfying the needs of the community while achieving steady development of itself. The Group complies with laws and regulations such as the *Law of the People’s Republic of China on Donations for Public Welfare* and the *Administrative Measures for External Donations of CNNC*, which stipulates that all units that directly or indirectly under the Group must honestly carry out donations that have been approved through internal decision-making procedures and promised to the public or the recipient, any false propaganda or promises are strictly prohibited. The Group’s charitable donations are made in accordance with the regulations, and the types of external donations are classified as follows:

Relief donations	Refers to donations which shall be used in production, livelihood relief and succour for people suffering from natural disasters, or living in old, ethnic, frontier and impoverished regions identified by the state or designated aid areas, as well as other vulnerable groups and individuals
Public welfare donations	Refers to donations which shall be used in social welfare undertakings such as education, science and health, environmental protection, energy conservation and emission reduction
Other donations	Refers to donations for other public and welfare undertakings aiming at promoting humanism or social development apart from the above-mentioned categories, as well as fulfilling CNNC’s social responsibilities

During the Year, the Group continued to take practical actions to improve the livelihood of the public and facilitate community development by actively carrying out charity activities, including book donations, free screening for *Helicobacter pylori* and conducting free online medical consultations.



Picture: On 20 November 2020, the Group organised a book corner construction activity at Xianhe Town Centre Primary School in Xunyang County, Ankang City, Shaanxi Province, which donated 12 book corners with a total of 960 books to 12 classes of the school

6. SHOWING CARE FOR THE SOCIETY (CONTINUED)



Picture: Headway and the helicobacter pylori specialised unit of Chongqing City Medical Association Gastroenterology Committee jointly held the 6th “Pylori-free” online medical consultations on 9 April 2020



Picture: On 20 June 2020, Headway held a “Urea Carbon-14 Breath Test Campaign” at Xinyang City First Municipal Hospital to provide free screening for Helicobacter pylori to the public

6. SHOWING CARE FOR THE SOCIETY (CONTINUED)

6.2 COMBATING THE EPIDEMIC TOGETHER

In the face of the COVID-19 Epidemic, CIRC responded to the national call promptly and worked together with the frontline medical workers and medical institutions, and has actively organised a series of anti-epidemic material donations. CIRC has actively fulfilled its social responsibility by leveraging its technical and professional strengths in nuclear medicine.

Case: CIRC is fully engaged in epidemic prevention and suppression

➤ Donation of anti-epidemic materials:

CIRC donated a total of 2,000 sets of medical protective clothing, 16,000 N95 medical masks and 38,000 disposable medical masks to Hubei province during the COVID-19 Epidemic, with a total value of approximately RMB1 million. In order to step up our efforts to combat the epidemic, we also donated two batches of anti-epidemic materials, including masks and medical testing kits, valued at approximately RMB200 thousand to hospitals, medical institutions and charitable organisations in overseas countries and regions, in an effort to contribute to the society.



6. SHOWING CARE FOR THE SOCIETY (CONTINUED)

> Adopting irradiation technology:

We participated in the preparation of the China Isotope and Radiation Association’s *Emergency Regulations for Irradiation and Sterilization of Medical Disposable Protective Clothing during the Epidemic Period (Provisional)*, and also promoted and highlighted the critical role of technology in fighting against epidemics through the International Atomic Energy Agency and the International Irradiation Association. We provided free irradiation services for 2.51 million sets of disposable medical protective clothing, 2.49 million units of disposable medical masks and 4.55 million pairs of disposable medical latex gloves in total. Jinhui Radiation, a subsidiary of CIRC, was awarded the “National Advanced Group in the Fight Against the COVID-19”.



Around 50 companies and organizations nationwide are ready for the task. It's a process that's safe and commonly used, especially in food storage products and the medical industry.

"That means a life chance for the medical staff at the time," said Kang Siqing, a manager from China Isotope & Radiation Corporation, which belongs to the country's nuclear power giant, China National Nuclear Corporation (CNNC).

Kang said that there are many ways to sterilize medical equipment before they are used in hospitals and this is a must for a life chance for the medical staff.



> Assisting in coronavirus nucleic acid testing:

CIRC has played an active role in coronavirus nucleic acid testing. On 26 February 2020, Wuhan Zhongtong Lanbo, a subsidiary of CIRC, was approved as the eighth batch of nucleic acid testing units in Hubei Province by the Medical Treatment and Prevention Group of the Coronavirus Prevention and Control Command of Hubei; Beijing Zhongtong Lanbo and Chengdu Zhongtong Lanbo have also successfully obtained nucleic acid testing qualifications afterwards, satisfying the current needs of epidemic prevention and control.



6. SHOWING CARE FOR THE SOCIETY (CONTINUED)

➤ Participating in anti-epidemic volunteering service:

On 26 June 2020, we organised two groups of young volunteers from CIRC to participate in volunteering at the nucleic acid testing site in Xicheng District, and each group volunteered for 7 days.



APPENDIX: INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Aspect	Indicator No.	Indicator Description	Disclosures	Chapters/Remarks
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 non-hazardous waste	✓	Reducing Emissions for the Environment
	A1.1	The types of emissions and respective emissions data	✓	Environmental Performance Data
	A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	✓	Environmental Performance Data
	A1.3	Total hazardous waste produced and, where appropriate, intensity	✓	Environmental Performance Data
	A1.4	Total non-hazardous waste produced and, where appropriate, intensity	✓	Environmental Performance Data
	A1.5	Description of measures to mitigate emissions and results achieved	✓	Emissions and Waste Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	✓	Emissions and Waste Management
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources	✓	Energy and Water Resources Use
	A2.1	Direct and/or indirect energy consumption by type in total and intensity	✓	Environmental Performance Data
	A2.2	Water consumption in total and intensity	✓	Environmental Performance Data
	A2.3	Description of energy use efficiency initiatives and results achieved	✓	Energy and Water Resources Use
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	✓	Energy and Water Resources Use
	A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	✓	Environmental Performance Data

APPENDIX: INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (CONTINUED)

Aspect	Indicator No.	Indicator Description	Disclosures	Chapters/Remarks
A3: Environmental and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	✓	Environmental and Natural Resources Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	✓	Environmental and Natural Resources Protection
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, anti-discrimination, and other benefits and welfare	✓	Improving Talent Management
	B1.1	Total workforce by gender, employment type, age group and geographical region	✓	Employment Data Overview
	B1.2	Employee turnover rate by gender, age group and geographical region	✓	Employment Data Overview
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	✓	Safeguarding the Health of Employees
	B2.1	Number and rate of work-related fatalities	✓	Safeguarding the Health of Employees
	B2.2	Lost days due to work injury	✓	Safeguarding the Health of Employees
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	✓	Safeguarding the Health of Employees

APPENDIX: INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (CONTINUED)

Aspect	Indicator No.	Indicator Description	Disclosures	Chapters/Remarks
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	✓	Supporting the Growth of Employees
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	✓	Supporting the Growth of Employees
	B3.2	The average training hours completed per employee by gender and employee category	✓	Supporting the Growth of Employees
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	✓	Improving Talent Management
	B4.1	relating to preventing child and forced labour Description of measures to review employment practices to avoid child and forced labour	✓	Improving Talent Management
	B4.2	Description of steps taken to eliminate such practices when discovered	✓	Improving Talent Management
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain	✓	Constructing a Responsible Supply Chain
	B5.1	Number of suppliers by geographical region		Statistical methodology is continuously being refined and the data will be disclosed in the future
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	✓	Constructing a Responsible Supply Chain

APPENDIX: INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (CONTINUED)

Aspect	Indicator No.	Indicator Description	Disclosures	Chapters/Remarks
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.	✓	Earning Reputation for Our Products
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	✓	Maintaining Quality and Safety
	B6.2	Number of products and service related complaints received and how they are dealt with	✓	Improving Service Quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights	✓	Focusing on Scientific Research and Innovation
	B6.4	Description of quality assurance process and recall procedures	✓	Maintaining Quality and Safety
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	✓	Securing Customer Rights

APPENDIX: INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (CONTINUED)

Aspect	Indicator No.	Indicator Description	Disclosures	Chapters/Remarks
B7: Anti-corruption	General Disclosure	Information on:	✓	Operating with Integrity and Honesty
		(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		
	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	✓	Operating with Integrity and Honesty
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	✓	Operating with Integrity and Honesty
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	✓	Showing Care for the Society
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	✓	Showing Care for the Society
	B8.2	Resources contributed (e.g. money or time) to the focus area	✓	Showing Care for the Society

中國同輻股份有限公司
China Isotope & Radiation Corporation