



OURGAME INTERNATIONAL HOLDINGS LIMITED

聯眾國際控股有限公司

STOCK CODE 股份代碼: 06899

環境、社會和管治報告 2018
Environmental, Social and Governance Report



Environmental, Social and Governance Report

環境、社會及管治報告

This is Ourgame International Holdings Limited's ("the Company", "Ourgame" or "We", and together with its subsidiaries, "Group" or "the Group") (Stock code: 06899) third annual Environmental, Social and Governance (ESG) report. This report sets out how the Group complies with the "comply or explain" provisions under the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules") in respect of our operations and activities for the year ended 31 December 2018.

The Group strives to be a global leader in mind sports by continuously innovating and optimizing its business model, developing and operating online card and board games, organizing online and offline mind sports events, and expanding the eSports business and the global poker entertainment business and other related product chains. In addition to expanding the Group's business, the Group also highly values environmental protection and the rights and interests of its employees, and actively participates in charitable activities to contribute to society.

ENVIRONMENTAL PROTECTION

Emissions Reduction

The Group's daily operation does not involve the production of air and greenhouse gas emissions, discharges into water and soil or the generation of hazardous and non-hazardous waste. Since the Group is mainly engaged in the online gaming business, solid packaging materials are not necessary. Nonetheless, we are devoted to environmental protection. For example, we substitute business travels by using remote telephone conferencing as much as possible in order to reduce traffic emissions. Employees are also advised to take short business trips by train. However, if it is inevitable to travel by airplane, measures would be taken to minimize the impact on the environment. For instance, employees are encouraged to take shuttle buses provided by hotels or airports, subway and other public transport to reduce emissions.

During the year ended 31 December 2018, the total transportation expenses were RMB2,968,554.59, all of which were business land travel by employees, and the total distance travelled was approximately 502,172.98 kilometers. The resultant NO_x emissions were approximately 65,940.75 grams, SO_x emissions 41.07 grams, and PM emissions 6,318.39 grams. For business travel by both land and air, the Group generated a total of 82,753.78 kilograms of CO₂ emissions, 94.78 kilograms of CH₄ and about 957.12 kilograms of N₂O emissions. The HFC and PFC emissions for refrigeration and air-conditioning of our office building were 0 kilogram.

本報告為聯眾國際控股有限公司(「本公司」、「聯眾」或「我們」，連同其附屬公司統稱為「本集團」；股份代碼：06899)出具的第三份年度環境、社會及管治報告。本報告載列本集團於截至二零一八年十二月三十一日止年度在營運及業務活動方面遵守香港聯合交易所有限公司證券上市規則(「上市規則」)附錄27「環境、社會及管治報告指引」項下「不遵守就解釋」原則的情況。

本集團透過不斷推陳出新及改善業務模式、開發和運營在線棋牌遊戲、組織線上線下智力運動比賽、擴展電子競技業務及全球撲克娛樂以及其他相關產業鏈，矢志成為全球領先的智力運動產業企業。本集團不僅致力開拓業務，在環保和僱員權益保障方面亦不遺餘力，並積極投入公益活動以回饋社會。

環境保護

減少排放

本集團的日常業務過程並無排放廢氣及溫室氣體、向水源及土地排污或產生有害及無害廢棄物。由於本集團主要從事線上遊戲業務，故毋須使用實體包裝物料。然而，我們已致力保護環境，例如盡可能以視像電話取代商務差旅，以減少交通排廢。我們亦建議員工短途出差時搭乘火車；若必須搭乘飛機，我們也盡量採取措施，將對環境的影響降至最低，例如鼓勵員工搭乘酒店或機場的穿梭巴士、地鐵以及其他公共交通以減少廢氣排放。

於截至二零一八年十二月三十一日止年度，我們的交通費用共計人民幣2,968,554.59元，均為僱員用於公幹時產生的陸路費用，總行駛距離約為502,172.98公里，由此產生的氮氧化物(NO_x)排放量約為65,940.75克，硫氧化物(SO_x)排放量約為41.07克，顆粒物(PM)排放量約為6,318.39克。本集團因差旅行車及搭乘飛機所產生的二氧化碳(CO₂)排放總量為82,753.78千克、甲烷(CH₄)排放總量為94.78千克、氧化亞氮(N₂O)排放總量約為957.12千克；辦公大樓內空調設備所產生的氫氟碳化物(HFC)及全氟化碳(PFC)排放總量則為0千克。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

For the year ended 31 December 2018, we used 467,500 kilowatt-hours of electricity and generated 223,465 kilograms of CO₂ emissions. With regard to other indirect greenhouse gas emissions, the Group consumed 4,000 kilograms of office paper and the CO₂ emissions from paper waste disposed at landfills were 19,200 kilograms. The Group consumed 6.46 tons of drinking water and the electricity used for processing such fresh water by the manufacturer has caused 4.522 kilograms CO₂ emissions (as there was no charge for the domestic water used in the office building, we cannot provide the corresponding information). The total amount of CO₂ emissions generated by employees traveling by plane was about 54,267 kilograms. The Group generated approximately 13.845 tons of non-hazardous waste during the year ended 31 December 2018. Each employee is provided with a small trash can, and there are ten large trash cans in all office buildings. The intensity of non-hazardous waste is about 1.38 tons.

Use of Resources

The Group has always complied with the provisions of the Environmental Protection Law of the PRC and the Listing Rules. In view of the scarcity of resources, the Group advocates policies on the efficient use of resources on its own initiative, such as storing data electronically, using e-mails for work and discouraging employees to print. Moreover, we have set up several recycling bins in our office to collect waste paper and electronic waste. During our procurement process, the Group gives priority to energy-efficient lights and other energy-saving electric appliances to minimize power consumption. Water-saving taps are also used in our washrooms to curb water consumption.

As the Group is mainly engaged in online gaming, most promotion campaigns are carried out online. Packaging or advertisement materials for such campaigns are therefore not required and no consumption or waste is produced. In respect of offline events, we principally use online advertising for marketing affairs, and prefer cards, chips, tables, chairs or any other materials that are environmentally friendly and can be recycled. We also request that plastic materials should be avoided as much as possible in packaging and transportation to completely eradicate white pollution. Moreover, we have recently replaced the forms to be filed and signed by participants electronically to significantly curb the consumption of paper, ink and space.

The Group motivates all its employees to participate in resources conservation activities and encourages them to save water, power and paper. The Group reminds its employees to turn off power of their workstations to save electricity when they finish work and on festive days. Internal security staff also patrol the offices after the employees finish duty to ensure there is no wastage of power.

於截至二零一八年十二月三十一日止年度，我們用電467,500千瓦時，產生二氧化碳排放總量約為223,465千克。就其他間接溫室氣體排放而言，本集團辦公用紙4,000千克，棄置到堆填區的廢紙所產生的二氧化碳當量排放為19,200千克；本集團消耗飲用水6.46噸，而生產商就處理有關食水而耗用電力所產生的二氧化碳當量排放為4.522千克（由於辦公大樓未就生活用水收費，故無法提供相關資料）。僱員乘坐飛機出外公幹所產生的二氧化碳排放總量約為54,267千克。本集團於截至二零一八年十二月三十一日止年度所產生的無害廢棄物約為13.845噸，每個員工均配備一個小型垃圾桶，而所有辦公大樓共有十個大型垃圾箱。無害廢棄物的密度約為1.38噸。

資源運用

本集團向來謹守中國《環境保護法》及上市規則的規定，並深知資源的珍貴，因此自行推動多項節能方案，例如以電子方式儲存數據，並採用電子郵件辦公，不鼓勵員工打印紙張。此外，我們在辦公室內安設多個回收箱收集廢紙和電子廢料。本集團在採購時會優先考慮選用節能電燈及其他節能型號的電器，盡量降低用電量。我們也於洗手間選用節約型水龍頭，務求減少食水的耗用。

由於本集團主要從事線上遊戲業務，大部分宣傳均於線上進行，不會使用包裝或廣告宣傳物料，因此並無造成消耗或產生廢物。就線下賽事而言，我們主要透過線上廣告進行市場營銷，而棋牌、桌椅等物料則選用可多次循環使用的環保產品。同時，我們要求在物料包裝及運輸過程中盡量避免使用塑料，以盡力杜絕白色污染。此外，我們近期已改由參與者以電子方式填寫及簽署該表格，大大節省紙張、印墨及空間的耗用。

本集團推動全體員工參與節約資源行動，鼓勵彼等節約用水、用電、用紙。於下班及節慶假日，本集團會提醒員工關閉電源以節約用電，內部安保人員亦於員工下班後巡視，確保並無浪費電源的情況。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

As a result of the concerted efforts of various parties of the Group, the annual power consumption totaled approximately 467,500 kilowatt-hours, with an average of approximately 0.31 kilowatt-hours per square meter per employee and approximately 1,764.15 kilowatt-hours¹ per employee annually. The annual water consumption of barreled water for daily drinking is approximately 6.46 tons, with an average of approximately 0.024 ton¹ per employee annually.

Environmental and Natural Resources

Since there is no industrial discharge into water, waste gas emission and waste arising from the daily operation of the Group, prior to the listing of Ourgame, the environmental protection authority had confirmed that the Group was not required to make an environmental impact assessment. Most of our events are held indoors. They last for a short period of time, and the resources used are not significant. No discharge of pollutant is involved and thus there is no material impact on the environment. Nevertheless, we exert ourselves to recycle various materials so as to prolong their service cycles and reduce renewal frequency. Although the transportation of trophies and other articles has little impact on the environment, we have reduced the transportation frequency as much as possible and recycled packing boxes to minimize the environmental impact.

SOCIETY

Employment and Labour Practices

Rights and Interests of Employees

The Group values the rights and interests and the needs of each employee, and strictly observes the provisions of the Labour Contract Law of the PRC, the Social Insurance Law of the PRC and the Labour law of the PRC to provide its employees with various security, welfare and benefits. The Group has also adopted the employee handbook which clearly sets out the policies on working hours, compensation for overtime and business trips. Meanwhile, the Group advocates an eight-hour shift and formulates flexible working hours to enable employees to control their commute times.

¹ The data is calculated based on the 265 employees as of 31 December 2018.

在本集團各方面的共同努力下，全年總用電量約為467,500千瓦時，平均每平方米每名僱員的用電量約為0.31千瓦時，每名僱員全年用電量約為1,764.15千瓦時¹；員工日常飲用的桶裝水全年用水量約為6.46噸，平均每名僱員全年用水量約為0.024噸¹。

環境和自然資源

由於本集團的日常業務並無產生工業廢水、廢氣和廢棄物，對環境並無造成影響，聯眾上市前亦已獲環保當局確認我們毋須進行環境影響評估。我們的賽事多於室內舉辦，屬短期賽事，故所用資源不多。由於不涉及污染物的排放，因此不會對環境造成重大影響。然而，我們也盡力循環再用各類用品，盡量延長其使用週期，降低更換頻率。雖然運輸獎盃和其他物品會對環境的影響不大，但我們亦盡量減少運輸頻率，並重用包裝盒，以將對環境的損害減至最低。

社會

僱傭和勞工慣例

僱員權益

本集團重視每名僱員的權益及需要，嚴加遵守中國《勞動合同法》、中國《社會保險法》和中國《勞動法》等法律，按照法例規定為僱員提供各項保障和福利。本集團同時制定員工手冊，清楚列明員工的工作時間、加班及出差補償等政策。同時，本集團提倡八小時工作制，並制定彈性工作時間，讓員工自主掌握上下班時間。

¹ 該數據按截至二零一八年十二月三十一日有265名員工計算得出。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

In terms of recruitment, we adhere to the principles of fairness and equality and hire people based on their talents. In principle, employees recruited and hired are not allowed to work in the same department as their lineal relatives. Recruitment of employees dismissed from the corporate headquarters, other subsidiaries and offices shall be subject to special approval. In addition, we have set up a sound promotion and assessment system to encourage fair competition, and also introduced a comprehensive promotion and demotion system. Promotion opportunities are available to all employees, provided that they work hard and deliver outstanding performance. We regularly evaluate our employees with key performance indicators and objectives management to adjust their remuneration and positions, to provide coaching and training, and to take other measures including rewards and punishments.

In addition, we put great emphasis on the welfare of female employees. During their pregnancy, female employees are entitled to holidays and welfare as prescribed by legal regulations. We advocate breast-feeding by allowing female employees to have breast-feeding time twice a day. Baby-care rooms are provided within the office area of Ourgame for female employees.

If employees are dismissed upon discussion for reasons such as group restructuring and changes in business or market, etc., we will compensate the employee dismissed legally and reasonably, and strictly follow the provisions in respect of dismissal compensation standards prescribed by laws and regulations, including the Labour law of the PRC, and take the employee handbook and relevant rules and regulations of the Group as the specific operating guidelines, so as to earnestly safeguard our employees' interests and prevent any illegal, unfair and discriminatory situation in this regard.

The Group is committed to facilitating a harmonious relationship among its employees and fostering a pleasant working environment. Each department regularly organizes their own activities such as departmental trips, dinners and birthday parties as appropriate. Since 2015, the Company has organized the "Flea Market" activity four times in a row during the period of "Double 11" each year to encourage our employees to recycle used items and to improve communications among them at the same time.

As of 31 December 2018, Ourgame has a total of 265 employees, with a male-to-female ratio of approximately 1.37:1. Due to the particularities of the industry, most of our employees tend to be in their young adulthood, however, the Group thinks highly of employee diversity and avoids discrimination and unfairness in any aspects, including age and location. Around 50% of our employees work in Beijing and Nanjing, with the rest in America and Europe. We attach importance to communications with our employees. Apart from personalized mailbox and Lync accounts, there are systems in place to allow one-on-one communication between employees and the Chief Executive Officers, communication between employees and their line managers, and communication channels including all-staff town hall meetings.

在招聘方面，我們依循公正、公平的原則，唯才是用。我們原則上不允許獲聘用及錄用的員工與其直系親屬於同一部門工作。重新聘用公司總部、其他附屬公司、辦事處已經辭退的僱員亦須經特殊審批。同時，我們也制定一套完善的晉升及考核機制，鼓勵公平競爭，推行能上能下的職位升降體制。每位努力工作且表現出色的僱員均有機會晉升。我們定期通過關鍵績效考核指標及目標管理對員工進行評核，作出薪酬及職位調整、培訓輔導和各項賞罰等措施。

此外，我們高度重視女性僱員的福利，女性僱員懷孕期間享有法例規定的假期和福利。我們提倡母乳餵哺，女性僱員每天有兩次哺乳時間，而聯眾辦公室內亦設母嬰室以供女性員工使用。

如因集團重組、業務或市場變化等原因而在商討後須辭退僱員，我們將嚴格遵守中國《勞動法》等法律法規有關辭退補償標準的規定，以員工手冊以及本集團相關規例為具體操作準則，向遭辭退的僱員作出合法、合理的補償，以切實維護僱員利益，避免就此出現任何違法、不公及歧視情況。

本集團致力促進僱員之間的和諧友好關係，培養和諧的工作環境。各部門會根據各自的情況定期組織部門旅行、聚餐、生日慶祝會等。自二零一五年起，本公司在每年「雙十一」期間曾連續舉辦四次「跳蚤市場」活動，鼓勵僱員將二手物件循環再用，並同時增進員工間的溝通。

於截至二零一八年十二月三十一日，聯眾共有265名員工，男女比例約1.37:1。鑒於行業特殊性質，僱員大部分屬初步入成年一輩，但本集團重視員工多樣化，避免在年齡、地域等任何層面上出現歧視或不公。本集團約有一半僱員在北京及南京工作，其餘僱員位於美國及歐洲。我們重視與僱員的溝通，除個性化郵箱及Lync帳戶外，亦設有僱員與行政總裁可進行單對單溝通、僱員與直屬經理溝通的制度，以及僱員全民大會等溝通渠道。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

In addition, we have established a staff and workers union. A meeting is convened each year to improve communication with our employees. Moreover, the union organizes basketball and badminton matches as well as cycling activities for employees on a regular basis each year. During traditional festivals in China such as the Dragon Boat Festival and the Mid-autumn Festival, the union also offers holiday welfare and gives out shopping cards. Besides, the union holds health-related activities from time to time, such as oral health salon and health of the ocular fundus screening to promote our employees' health.

Health and Safety

The Group complies with the Production Safety Law of the PRC and the Fire Protection Law of the PRC and other regulations, and has established a system of responsibility for production safety and relevant assessment mechanism. The safety standards of Ourgame are in full compliance with state stipulations. In relation to security, all employees must wear staff cards in the office, and shall swipe their cards to verify their identity when entering and leaving the Company. Full-time security staff is on duty around the clock at the entrances on each floor of the office building. We also have a non-smoking area (smoking is prohibited at the Beijing Office) and conduct fire safety inspection on a regular basis. Clear signs for fire exits are set up in the office. We have established a number of teams on safety production to provide a safe working environment and protect employees from occupational hazards.

In relation to offline events held by the Company, the Company purchases travel accident insurance for all employees involved to provide safety assurance during their business trips. Prior to holding major events, we will coordinate with the local government and cooperate with relevant public security and fire departments, etc. to conduct on-the-spot inspection and guidance. The professional security company then provides a security and crash program to safeguard our employees and participants. Once a hidden danger is identified, we will contact the responsible party to look into the matter at the first opportunity and to inform our employees and participants. The activity shall not kick off until the hidden danger is eliminated.

We carry out safety educational promotion campaign and training for employees on a regular basis, including Safety Education and Training for New Recruits, Production Safety Month Learning and Training, Production Safety-Fire Electricity Safety Training, etc. We review the safety training activities conducted each year, and formulate the safety training plan for the coming year. Computer equipment and devices of employees, such as the screens, are branded products purchased by the Company in bulk. In case of any damage, the person responsible for the equipment will act in conjunction with the administrative department to fix or replace the equipment in question and thus to ensure its safety and availability. We occasionally organize training activities relating to employees' physical and psychological health. For example, dentists, ophthalmologists and paediatricians are invited to provide our employees with relevant inspections and training so as to strengthen their safety and health awareness.

此外，我們已設立職工工會，每年召開一次大會，以加強與僱員的溝通。此外，工會每年會為僱員定期舉行籃球賽、羽毛球賽、及單車活動。在端午節、中秋節等中國傳統節日期間，工會也會向員工提供節日福利及發放購物卡。此外，工會不時舉辦保健活動，例如口腔護理環節、眼底健康檢查等，以促進僱員的健康。

健康及安全

本集團遵守中國《安全生產法》、中國《消防法》及其他法規，並已制定安全生產責任制度和相關的評核機制。聯眾的安全標準完全符合國家規定。在保安方面，所有僱員在辦公室內必須佩戴員工證，出入本公司均須刷卡核實身分。辦公大樓每層入口都有專職保安24小時值班。我們同時設置禁煙區(北京辦公室內全面禁煙區)，並定期進行消防安全檢查，在辦公室設置清晰的走火通道指引。我們已成立不同安全生產小組，以提供安全的工作環境，保障僱員遠離職業危險。

在本公司舉辦的線下賽事方面，本公司為所有參與僱員購買出行意外保險，保障彼等出差期間的安全。在舉辦大型賽事前，我們會與當地政府協調，與相關公安及消防等部門相互配合，進行實地考察及指導，再由專業的保安公司提供保安和突發事件應急方案，保障員工及活動參與者的安全。一旦發現隱患，將第一時間聯繫隱患問題負責方進行查核，並通知員工及活動參與者，在確保隱患問題已得到妥善解決後方會開辦活動。

我們更會定期為員工進行安全推廣教育活動及培訓，包括《新入職員工安全教育培訓》、《安全生產月學習培訓》、《安全生產—消防用電安全培訓》等。我們每年均會就安全培訓活動進行檢討，並制定翌年的安全培訓計劃。僱員的電腦設備(如屏幕)，一律為本公司統一採購的品牌產品。如有損壞，設備負責人會配合行政部盡快進行維修或更換，確保該設備安全可用。我們也會不定期舉辦有關僱員身心健康的培訓活動，例如邀請牙醫、眼科醫生及兒科醫生為僱員提供相關檢查及培訓，提升安全健康意識。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

We have also formulated a sound contingency system in response to emergencies and established a leading group for emergency rescue as a preventive measure. In case of any accident at work, employees can report to their managers and the human resources department immediately, and the person in charge shall take the necessary actions as appropriate. On holidays and festival days, the Company will publish the contact details of the emergency contact. In addition, the Group will conduct emergency exercises on a regular basis.

Development and Training

The Group advocates lifelong learning and continuously provides employees with self-improvement opportunities. We have a special training information release platform on the intranet, and training for employees will be included in their attendance to encourage active involvement. Each of the training activities is jointly evaluated and approved by the executives of the human resources department and the business department, and is generally assessed in terms of necessity. The annual training plan is mapped out during the end of each year to early of the next year.

The chapter headed "training and development" in the employee handbook has set out the resources offered by the Company for employees' external training. In 2018, we did not offer any grants to our employees for their long-term external training, but paid training expenses for their short-term external training and offered subsidies for accommodation, meals and travelling expenses.

Labour Standards

The Group complies strictly with the provisions of the Labour Law of the PRC, the Labour Contract Law of the PRC, the Social Insurance Law of the PRC and other labour regulations, and carefully studies the information, identity and age of new recruits at the time the employee reports to duty. No person under 18 years old is recruited to completely eradicate child labour. During the due diligence process, if child labour or fake identity information is discovered, the person in question shall be dismissed and sent back to the original place of residence in accordance with law, or be handed over to related departments for further action.

Moreover, we inform our employees during induction training that they have the rights to establish and participate in unions, and attend the collective bargaining by law. The employee handbook clearly sets out restrictions and provisions with respect to forced labour. In case forced labour occurs, employees have the right to file complaints to the human resources department of the Company. In addition, we provide our employees with relevant training resources to improve their work efficiency and to reduce or avoid overwork.

我們已同時制定一套完善的突發意外應變制度，並成立應急救援領導小組，防患於未然。工作期間一旦發生意外，僱員可第一時間向經理和人力資源部匯報情況，由負責人員視情況採取必要措施。節慶假日期間，本公司會公佈緊急連絡人的聯繫方式。此外，本集團會定期舉行應急演習。

發展及培訓

本集團提倡終身學習，不斷為員工提供增值機會。我們的內聯網有專門的培訓信息發布平台，員工的培訓亦會計入考勤，以鼓勵員工積極參與。各項培訓一般由人力資源部連同業務部門主管因應所需程度共同評估和審批。年度培訓計劃於每年年底至翌年年初擬定。

員工手冊「培訓和發展」一節已列明本公司為僱員外部培訓所提供的資源。於二零一八年，我們未有資助員工在外進行長期培訓，但有為員工參與的外部短期培訓支付培訓費用並提供住宿、膳食及交通津貼。

勞工標準

本集團嚴格遵守中國《勞動法》、中國《勞動合同法》、中國《社會保險法》及其他勞工法例，並在員工入職時詳細審閱其資料、身份和年齡，未滿18歲者一律不予錄用以杜絕童工。在盡職審查期間，倘發現童工或偽造身份資料的情況，將依據法律辭退該員工，並依法送回原居住地，或交由相關部門進一步處理。

此外，我們在入職培訓期間，會告知員工可依法享有成立和參加工會、參與集體談判等權利。在員工手冊上，列明對強制勞工的若干管束及規定，倘出現強制勞工的情況，員工有權向本公司人事部提出申訴。此外，我們為僱員提供相關培訓資源，以提高工作效率，減少或避免工作過勞的情況。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

OPERATION MODEL

Supply Chain Management

Due to its industrial particularities, the supply chain relationship of the Group is relatively simple, and there is no written policy in this regard. However, the Group places high regard on environmental protection and social significance, and selects, on its own initiative, suppliers whose products and services are in compliance with relevant national standards and adopts strict acceptance standards including a preliminary assessment on the impact on the environment and the society imposed by the goods or services provided by the suppliers. If a supplier is found to be in violation of the standards, we will not sign a contract with them and decide whether or not to report such conduct, as the case may be. Under our strict supervision, no risk has been identified in our supply chain.

As at 31 December 2018, the approximate number of suppliers by geographical location is as follows:

Location	地點	No. 數目
Beijing	北京	41
Jiangsu	江蘇	1
Nanjing	南京	1
Shanghai	上海	5
Tianjin	天津	1
Zhengzhou	鄭州	1
Total	總計	50

Product Responsibility

The Group has posted the Healthy Gaming Advice on the official website of the Group, its web games and mobile games, and implemented the "Project for Parental Monitoring of Minors in Ourgame". We have also set up a link to the security center to provide users with account security services including password protection. In addition, we have put into effect an anti-addiction system on online games by which various anti-addiction measures are implemented to protect the mental health of our users. If there are complaints that users become addicted to our products, we will take relevant actions to strengthen the operation of the anti-addiction system. Furthermore, we have maintained a list of shielded words to regulate the healthy development of game products in accordance with the Constitution and other laws and regulations.

營運模式

供應鏈管理

鑒於行業特殊性質，本集團的供應鏈關係相對簡單，因此並無就此制定成文政策，惟本集團一向重視環保和社會影響，主動選擇產品及服務符合國家相關標準的供應商，並採取嚴格的採納標準，包括對供應商提供的貨品或服務對環境和社會造成的影響進行初步評估。倘若發現供應商違規，我們將不會與其訂立合約，並會視情況決定是否對其行為作出舉報。在我們嚴格監管下，並無於供應鏈發現任何風險。

於二零一八年十二月三十一日，按地區劃分的供應商概約數目如下：

產品責任

本集團在其官方網站、網上遊戲、手機遊戲等界面均標示《健康遊戲忠告》，並實施「聯眾遊戲家長監護工程」，設置安全中心鏈接，為用戶提供密碼保護等賬戶安全服務，同時實施遊戲防沉迷系統，以各種遊戲防沉迷措施保障用戶的精神健康。倘接獲有關用戶沉迷產品的投訴，我們將採取相應行動加強防止沉迷遊戲系統的操作。此外，我們依據憲法及其他法律法規，實施遊戲屏蔽字庫，以規管遊戲產品的健康發展。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

In relation to online events, we have set up a link to the security center on the official website and web games to protect users' game accounts and privacy. In respect of offline events, we coordinate with the land administration offices and hotels to take various security measures, and engage specialized security personnel externally to provide security assurance. Relevant departments of the Group will also supervise the promotion contents and labels used in games and events. Any non-compliance, once identified, will be followed up and eliminated immediately.

If any advertisement is involved, we will strictly select advertisers in compliance with the Advertisement Law of the PRC and other laws and regulations, and manage and control the risks over the content and form of the advertisement to assume corresponding social responsibilities and be responsible for users.

Anti-corruption

To prevent unlawful and rule-breaking acts including bribery, extortion, fraud and money-laundering from happening, the Group has formulated and implemented various anti-fraud and anti-corruption systems, including the Anti-fraud System, the Commitment Letter of Integrity on Business Procurement and the Outline of Moral Operation Regulations. All of these documents are published on the intranet of the Company. In addition, a Commitment Letter of Supplier on Code of Ethics is required to be signed by the Company and suppliers before entering into the procurement contract to caution both parties against corruption. We have also established a sound reporting mechanism and corruption reporting approaches which are well implemented. No corruption issue has been identified among employees as at the date of this report. Moreover, the contents of the induction training also cover anti-corruption rules set out in the employee handbook.

Community Investment

The policy objective of the Group in contributing to society is to create effective and lasting benefits for the communities where the Group operates its business and for the disadvantaged. The Group is committed to supporting long-term investment in communities through corporate charitable activities and by encouraging its employees to participate in charity activities.

就線上賽事而言，我們於官方網站及網上遊戲的界面上均已設置安全中心鏈接，為保護用戶的遊戲賬號及隱私保護。就線下賽事而言，我們已跟地政機關及酒店協調實施各項保安措施，並外聘專業保安提供安全保障。本集團的相關部門亦會對遊戲及大賽的宣傳內容和所使用的標籤進行監察，倘發現不符合法律規定的情況，將馬上跟進及處理。

如涉及廣告行為，我們將遵守中國《廣告法》等法律法規的相關規定，對廣告商進行嚴格篩選，並對廣告內容及形式進行風險管控，以承擔相應的社會責任，對用戶負責。

反貪腐

為防止賄賂、勒索、欺詐及洗黑錢等違法違規的行為，本集團已制定和實施各項反舞弊和反貪腐制度，包括《反舞弊制度》、《商務採購廉潔承諾函》及《道德經營規範綱要》，該等制度文件均刊登於本公司內聯網。此外，本公司與供應商訂立採購合約前，會要求雙方簽署《供應商道德規範承諾函》，以提醒雙方防範貪腐。我們設有完善的申報機制和貪腐舉報途徑，其實施情況良好，於本報告日期，概無發現僱員貪腐問題。此外，入職培訓的內容亦涵蓋員工手冊中的反貪腐規則。

社區投資

本集團貢獻社會的政策目標是為本集團經營業務所在的社區及弱勢社群締造有效及持久的效益。本集團致力透過企業慈善活動及鼓勵僱員參與公益活動，支持長遠的社區投資。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Since launching the Sports Care Fund in collaboration with the Chinese Red Cross Foundation in January 2008, the Group has spared no effort in providing financial aid to the physical education developments of middle and primary schools in remote mountainous areas. The special salvation fund has developed continuously throughout the years, and was officially separated from the Chinese Red Cross Foundation and has been operated by Ourgame independently since July 2011. For projects funded, the marketing department will collect relevant materials and then make recommendations to the management. Upon discussion and confirmation by the management, the projects will be carried out by the marketing department (the events operating center).

The Group will continuously provide employees with cultural, educational and health-related information, organize sports activities, focus on the rights and interests of female employees and offer holiday welfare. The Group will also support charity activities relating to the rights and interests of employees, education, environment, health, culture and sports in communities where the union is located by way of paying membership dues.

本集團自於二零零八年一月與中國紅十字基金會聯合發起成立《體育關愛基金》以來，一直在資助偏遠山區中小學校的體育教育發展不遺餘力。該專項救助基金經多年發展逐漸成熟，自二零一一年七月起正式脫離中國紅十字基金會，並由聯眾獨力營運。在資助項目方面，市場部會收集相關資料，然後向管理層作出建議，經管理層商議確定後，再由市場部(賽事營運中心)執行。

本集團將持續為僱員提供文化、教育及健康的相關資訊、舉辦體育活動、關注女性僱員權益並提供節日福利，並通過繳納會費的形式支持工會在其所在社區進行僱員權益、教育、環境、健康、文化、體育等方面的公益活動。



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