



# CKGSB ESG Assessment Map

(For All Industries)

## Environmental

Manage the environmental impact of a company and its supply chain

<b>E1</b> <b>Carbon Emission</b> Focus on carbon emissions, optimize energy use	<input type="checkbox"/> <b>E1-1</b> <b>Analyze carbon emission data during production and operation</b> Set long-term and short-term carbon reduction targets, and evaluate their effectiveness	<input type="checkbox"/> <b>E1-2</b> <b>Improve energy efficiency or use renewable energy</b> Achieve goals with lower energy consumption. Increase the proportion of renewable energy use	<input type="checkbox"/> <b>E1-3</b> <b>Promote transition to a low-carbon supply chain</b> Propose low-carbon initiatives; Provide technology and resources to support the transformation of the supply chain	<b>E2</b> <b>Pollution and Waste Management</b> Avoid the negative impact of wastes and noxious substances on soil and ecology during production and operations	<input type="checkbox"/> <b>E2-1</b> <b>Manage waste/hazardous/polluting substances</b> Maximize pollution reduction, including gases, liquids and solids, etc.; Emit to higher standards; Take remedial measures for inevitable pollution	<input type="checkbox"/> <b>E2-2</b> <b>Adopt Environmentally friendly procurement standards</b> Integrate environmental criteria into supplier selection; Work with suppliers to reduce the environmental impact of the supply chain		
	<b>E3</b> <b>Resource Management</b> Consume fewer natural resources; Use resources that are more economical, durable and recyclable	<input type="checkbox"/> <b>E3-1</b> <b>Conserve water recycle water</b> E.g., Implement water-saving measures in daily operations; Use technology to enhance the recycling of water used in production	<input type="checkbox"/> <b>E3-2</b> <b>Optimize the use of raw materials and packaging</b> E.g., Minimize raw material use, packaging, and consumables; streamline design for efficiency		<input type="checkbox"/> <b>E3-3</b> <b>Produce and use more durable products</b> E.g., Properly select and maintain production line machines; use more durable printers, light bulbs, etc	<input type="checkbox"/> <b>E3-4</b> <b>Use recyclable or renewable resources</b> E.g., Use recycled or regenerated materials in production and operations	<input type="checkbox"/> <b>E3-5</b> <b>Recycle and recall products with responsibility</b> Recycle products at the end of their life and recall defective products to ensure proper disposal or reuse	<b>More</b>

## Social

Manage the Impact of corporate operations on various stakeholders

<b>S1</b> <b>Products and Customers</b> Provide customers with better and more cost-effective products/services	<input type="checkbox"/> <b>S1-1</b> <b>Protect customer's privacy and data security</b> Adopt effective measures and technologies to protect customer privacy and data from misuse or leaks. Establish a system to deal with complaints	<input type="checkbox"/> <b>S1-2</b> <b>Enhance the quality and safety of products</b> Ensure the product quality and safety consistently meets the standard; Adopt higher standards to provide products or services	<input type="checkbox"/> <b>S1-3</b> <b>Provide adequate product information</b> Ensure customers are informed about the proper use and disposal of products. Be transparent about the supply chain and its environmental and social effects	<input type="checkbox"/> <b>S1-4</b> <b>Provide more cost-effective products/services</b> Provide quality products/services at more affordable prices	<input type="checkbox"/> <b>S1-5</b> <b>Serve the underserved population</b> Make products/services accessible to and equally beneficial for low-income individuals and underserved groups, such as the elderly, disabled, and children	<b>More</b>	
	<b>S2</b> <b>Employee Development and Welfare</b> Value employee development, and offer a platform for personal growth and value realization	<input type="checkbox"/> <b>S2-1</b> <b>Ensure employees' economic interests</b> Pay wages on time; Offer competitive industry wages; Communicate significant changes to employees with ample notice	<input type="checkbox"/> <b>S2-2</b> <b>Provide employee safety and security</b> Establish safety rules and drills to avoid workplace accidents and occupational diseases	<input type="checkbox"/> <b>S2-3</b> <b>Provide workplace physical and mental health support programs</b> E.g., Provide annual medical check-ups; promote a balanced work schedule; offer services for health and mental well-being	<input type="checkbox"/> <b>S2-4</b> <b>Support employees' career development</b> E.g., Offer structured training, job rotation, promotion opportunities, and innovation incubation to foster career development		<input type="checkbox"/> <b>S2-5</b> <b>Create a diverse and inclusive work environment</b> Provide training on inclusive themes; Set up a mechanism to handle discrimination complaints (covering gender, pregnancy, ability, age, etc.) and tackle unconscious discrimination
		<b>S3</b> <b>Local Community Engagement</b> Provide funds/talent/technology for local community development	<input type="checkbox"/> <b>S3-1</b> <b>Provide job opportunities for the local community</b> Prioritize the local workforce, suppliers and partners	<input type="checkbox"/> <b>S3-2</b> <b>Employ disadvantaged groups</b> Employ individuals with disabilities, women, and the elderly, ensuring equal pay, growth opportunities, and recognition	<input type="checkbox"/> <b>S3-3</b> <b>Apply the business value chain to solving social issues</b> Leverage business resources (such as facilities, talent, technology, and network) to meet demands from local communities and public governance		<b>S4</b> <b>Partners</b> Foster supply chain collaboration and advance ESG initiatives with partners

## Governance

Design policies for sustained and stable company growth, and innovate in governance to boost organizational performance

<b>G1</b> <b>Strategies and Missions</b> Include positive social impact in corporate strategy	<input type="checkbox"/> <b>G1-1</b> <b>Include positive social impact in corporate strategy</b> Identify the altruistic aspects of a company' mission and express them into strategic initiatives	<b>G2</b> <b>Ethics and Transparency</b> Value ethics and business integrity, and maintain full and transparent communication with stakeholders	<input type="checkbox"/> <b>G2-1</b> <b>Business ethics training and management</b> Provide training on anti-corruption, unfair competition, and professional integrity; Establish a reporting and disciplinary system; Include business ethics clauses in supplier contracts	<input type="checkbox"/> <b>G2-2</b> <b>Communicate fully with stakeholders</b> Communicate companies' operational and management performance responsibly to stakeholders (including regulators, shareholders, employees, etc.), and respond to their concerns	<input type="checkbox"/> <b>G2-3</b> <b>Disclose ESG impact data</b> Regularly disclose reports, data, or progress on ESG and sustainable development	<b>More</b>		
	<b>G3</b> <b>Ownership and Governance</b> Design a healthy equity relationship, governance structure, and decision-making participation mechanism to ensure stable and effective company operations		<input type="checkbox"/> <b>G3-1</b> <b>Refine ownership and governance structure</b> Regularly review and refine ownership and governance systems to prevent unstable operations and disputes that could harm shareholders' interests	<input type="checkbox"/> <b>G3-2</b> <b>Build an ESG-focused structure and mechanism</b> Assign a dedicated team to manage ESG matters, with direct involvement and oversight from senior management	<input type="checkbox"/> <b>G3-3</b> <b>Oversee members of the board of directors, supervisors, and senior executives</b> Monitor these people in key positions in terms of their diversity, compensation, diligence, and decision quality		<input type="checkbox"/> <b>G3-4</b> <b>Strengthen risk management</b> Implement systematic risk control, early warning systems, and response protocols	<input type="checkbox"/> <b>G3-5</b> <b>Improve employee engagement</b> Establish mechanisms to encourage frontline employees to engage in the discussions on company goals, innovation, and key decisions
			<input type="checkbox"/> <b>G3-6</b> <b>Share financial rewards with employees</b> Provide employee stock ownership, options, dividends, or other similar mechanisms for shared governance and profit-sharing					