



China Jishan Holdings Limited

Singapore 068902

SUSTAINABILITY REPORT

Covering Fiscal Year 2018

Overview

This Sustainability Report attempts to inform investors of China Jishan Holdings Limited (“China Jishan” or “the Group”) about our sustainability performance in a transparent and responsible manner.

● Reporting Period

China Jishan’s Sustainability Report would be published on an annual basis and this is the second Sustainability Report of the Group. This report covers the Financial Year 2018 from 1 January 2018 to 31 December 2018.

● Reporting Scope

This Sustainability Report covers the Head Office of China Jishan, Zhejiang Jishan Printing and Dyeing Co., Ltd, and Polar International Trading Company, the latter two entities being the Group’s wholly-owned subsidiaries, as well all the operating factories.

● Reporting Process

The preparation of the report was led by China Jishan’s Board of Directors (“BOD”), which comprises the Independent Chairman, Chief Executive Officer, Executive Directors, and Independent Directors, together with the senior management from all divisions, supported by a team of staff at the department head-level responsible for a well-planned report preparation strategy. Information and data for this report are collected from various departments and factories, and the accuracy and credibility of the data are validated through documentary evidence or past operational performance. Our Group will continue to work on this process to ensure that our data collection is effective and robust.

● GRI Guidelines

This report is prepared in accordance with the Global Reporting Initiatives (“GRI”) reporting guidelines, issued by Global Sustainability Standards Board (“GSSB”) in 2016, and in line with the core option, where applicable. We have not pursued external assurance for this report.

● Feedback

Whether you are our staff, clients, partners, industry associations, government departments, general public, media or social organizations, you are welcome to read this Sustainability Report and send your feedback and suggestions to the Group by email, so that the Group can continuously improve its sustainability performance.

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CONTENT

Page 1	Chairman's Message
Page 2	About China Jishan Holdings Limited
Page 4	Corporate Governance
Page 5	Sustainability at China Jishan
Page 6	People Oriented
Page 11	Green Development
Page 20	Safety Management
Page 23	Quality Products
Page 24	Supporting the Community
Page 25	GRI Content and Index

Chairman's Message

Dear Shareholders:

This is our second Sustainability Report for which we have adopted the Global Reporting Initiative's ("GRI") reporting guidelines. The report covers areas that are believed to be significant for China Jishan, including our corporate governance, sustainability strategies, policies towards employees, environmental impact, safety management, quality responsibility, as well as our actions to support society.

The Group has leased office space and plant and equipment to third parties. This is part of our rationalization strategy to ensure a stream of stable and recurring income from the lease of part of our unutilized factory space, and plant and equipment. This has enabled us to streamline our operations to more efficiently utilize our capacity, as well as diversify our income streams. However, the Group strengthened monitoring operations of the lessees to ensure that the Group's sustainability policies are achieved.

During the year of 2018, the Group continued to integrate its sustainable development with its own operations and identified the risks and opportunities of the Group in environmental, social and governance for each business operation. The strategy combines these elements with previous achievements, continuously enhances the awareness of the Group on these elements and ensures long-term improvements.

Mr. Lien Kait Long

Independent Chairman

China Jishan Holdings Limited

About China Jishan Holdings Limited

China Jishan Holdings Limited ("China Jishan") is a limited liability company incorporated in the Republic of Singapore, and has been listed on the Singapore Exchange Securities Trading Limited ("SGX-ST") since 2004. The registered office of the Company is at 112 Robinson Road, #05-01, Singapore 068902.

● Production Facilities

Production facilities are strategically located within the Shaoxing Binhai Industrial Zone in China (5728 Xingbin Rd, Binhai Industrial District, Shaoxing, China), widely known as "Blueprint Town". The principal business activity of the Group is the leasing of factory space, plant and equipment to businesses involved in fabric processing, printing and dyeing, and sale of print and dye finished products and garments.

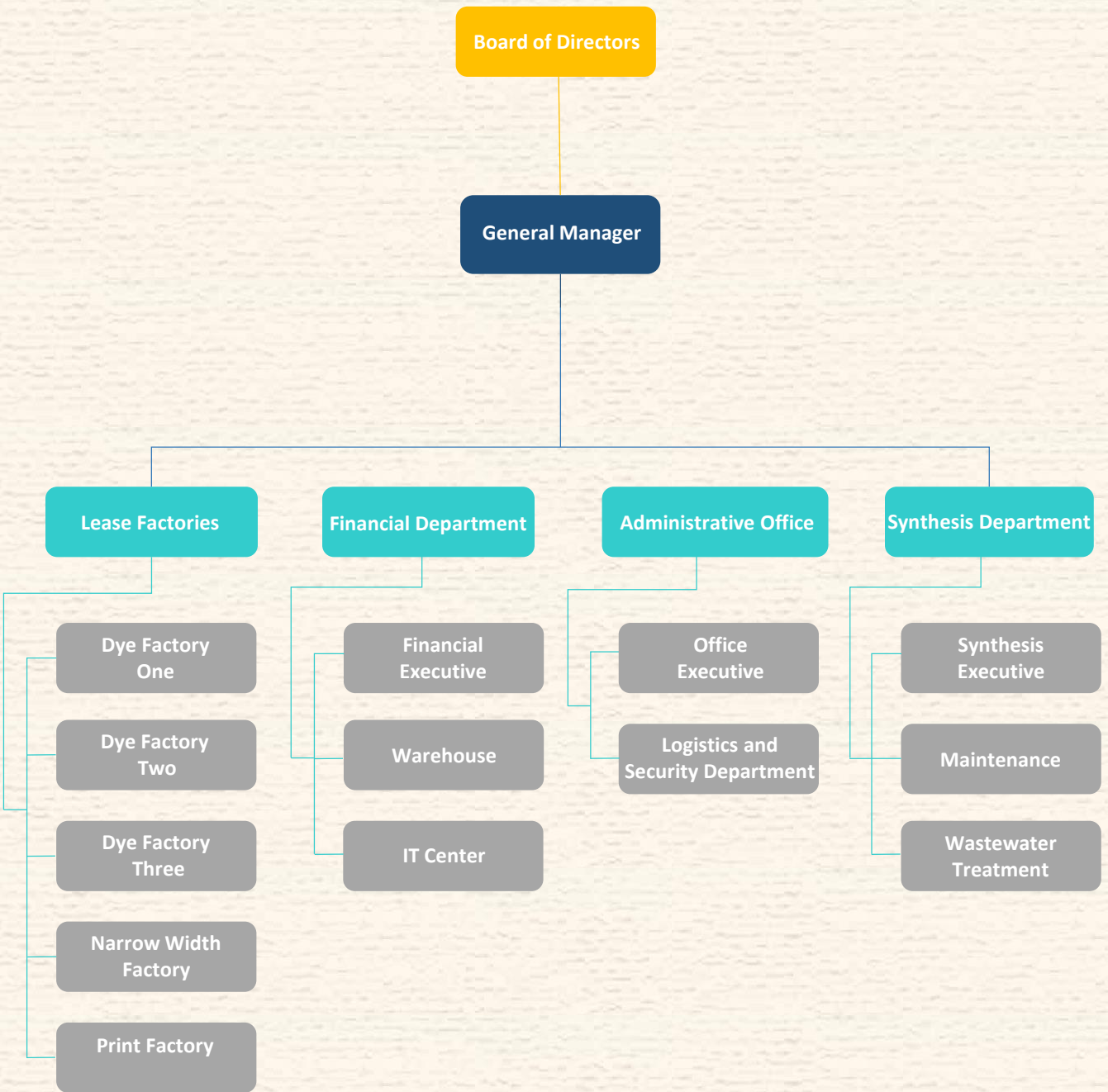
● Awards & Accreditations

In recognition of our strong brand equity and service excellence, we have received numerous awards and accolades including "Shaoxing City Famous Brand" by the Shaoxing Administration for Industry and Commerce in 2012, "Zhejiang Provincial Famous Brand" by the Zhejiang Administration for Industry and Commerce in 2010 and 2013, "China's Quality Print and Dye Fabric - Top Award" by the China Dyeing and Printing Association in 2013 and 2014, "Special invited vice president unit" issued by China Printing and Dyeing Industry Association in 2018, and "2010 Model Enterprise Award for Labour Security and Integrity" by the Human Resources and Social Security Bureau of Shaoxing County.

We are also an ISO9001:2008 and ISO14001:2004 certified printing and dyeing services provider, which attests to the Group's track record in delivering high quality products in a balanced and environmentally responsible manner.



Organizational Structure of China Jishan Holdings Limited



Corporate Governance

The Board and Management of China Jishan Holdings Limited are dedicated to constantly improving shareholder value by setting and maintaining high standards of corporate governance, integrity, competence and commitment across all aspects of our operations, cemented by effective internal control and risk management systems.

The Board of China Jishan Holdings Limited comprises Non-executive and Independent Chairman Mr. Lien Kait Long, Executive Director Mr. Jin Guan Liang, Executive Director Mr. Xiao Zi Liang, Executive Director Mr. Yu Ming Hai, Executive Director Mr. Yong Kok Hoon, Independent Director Ms. Cai Tian Chen and Independent Director Mr. Mak Yen-Chen Andrew. They come from diverse backgrounds with wide-ranging expertise in finance, business, legal, marketing and management fields. The principal functions of the Board include setting the direction of the Group's strategic direction, reviewing and approving annual budgets and financial plans, as well as supervising and monitoring the Group's performance, and ensuring the Group's compliance with all relevant laws and regulations.

The Board currently comprises the following members:

Mr. LIEN KAIT LONG	Mr. JIN GUAN LIANG
Non-Executive Director/ Independent Chairman	Executive Director
Mr. XIAO ZI LIANG	Mr. YU MING HAI
Executive Director / Chief Executive Officer	Executive Director
Mr. YONG KOK HOON	Ms. CAI TIAN CHEN
Executive Director	Independent Non-Executive Director
Mr. MAK YEN-CHEN ANDREW	
Independent Non-Executive Director	

Full profiles of Directors are available on page 6 and 7 of the Annual Report.

Length of Service

Newly appointed Directors serve an initial term of three years, after which they are considered for re-nomination for another term. Their re-nominations are subject to the recommendations of the Nominating Committee and the Board. New Directors appointed in the year, as well as retiring Directors, are subject to retirement and re-election by shareholders at the next Annual General Meeting.

Sustainability at China Jishan

China Jishan's sustainability strategy has been established by the BOD and we believe our sustainability framework allows us to practice good corporate citizenship, along with making contributions to the development of the local area and the markets that we operate in. Our sustainability framework is divided into three stages: the BOD charts the Group's strategic plan for sustainable development; the senior management team develops the specific policies and monitors their execution; and the department heads implement the policies and carry out the action plans. We defined employee development, environmental protection, production safety management, product quality and support to the community as the key elements of our sustainability strategy.

● People Oriented

Our success would not have been possible without the efforts and diligence of our people. We are committed to providing a working environment with equal opportunities for employees to fulfill their potential.

● Green Development

We value the importance of the environment and we are committed to environmental sustainability by ensuring that our operations are conducted in a responsible manner. We maximize the improvement of waste, resources and emissions management in the entire process of operation to effectively reduce the negative impact on the environment.

● Safety Management

Safety is an essential part of China Jishan's business philosophy and we constantly improve the Group's safety management mechanism including safety technology, safety education and safety management.

● Quality Products

In the provision of the products, lessees are to comply strictly with relevant quality standards to ensure product quality and to improve customer satisfaction.

● Supporting the Community

We actively promote good relationships with the communities where our operations are located, including participation in charity and voluntary work to support the long-term development of the community.

People Oriented

As a leading player in China’s textile industry, China Jishan remains committed to enhancing the productivity and manufacturing capabilities of its core print and dye business. In line with this internal strategy, we are determined to recruit professional and dynamic individuals from diverse backgrounds. During the year of 2018, the Group has rented out all the factory space and plant and equipment to ensure a stable and recurring income stream. The Group is responsible for the human resources of the employees which include those sub-contracted to the lessees.



Our workforce can be divided into two main functions: factory workers (subcontracted workers for lessees) and non-factory staff. Factory workers are employees working for lessees in the factories. Non-factory staff are employees working for China Jishan who are in charge of all operational work, including the management team, as well as the financial department, administrative department and synthesis department. The Group is in charge of the human resources procedures for all employees (both factory and non-factory workers). In 2018, factory workers made up 96.25% of the total workforce due to the labour intensive characteristic of the print and dye industry. In 2017, factory workers made up 96.1% of the total workforce. The proportion of factory employees remained stable.

Total Workforce by Function

Year	2017		2018	
Function	Factory	Non-Factory	Factory	Non-Factory
Number of Employees	1,154	47	1,285	50
Total	1,201		1,335	



Diverse Workforce

The employees come from a range of places in China, including Guizhou Province, Zhejiang Province, Anhui Province, Hebei Province, Jilin Province, Henan Province, Heilongjiang Province, Hubei Province, Hunan Province, Jiangsu Province, Jiangxi Province, Guangxi Province, Shandong Province, Shaanxi Province, Sichuan Province, Yunnan Province and Chongqing.

The workforce comes from 17 provinces in China. By the end of 2018, our employee count reached 1,335, a 11.16% increase over the previous year.

Total Workforce by Gender



Total Workforce by Gender and Rank

Year		2017		2018	
Gender		Male	Female	Male	Female
Number of Employees	Senior Management	4	1	5	1
	Middle Management	20	-	52	2
	General Staff	795	381	856	419
Total		1,201		1,335	

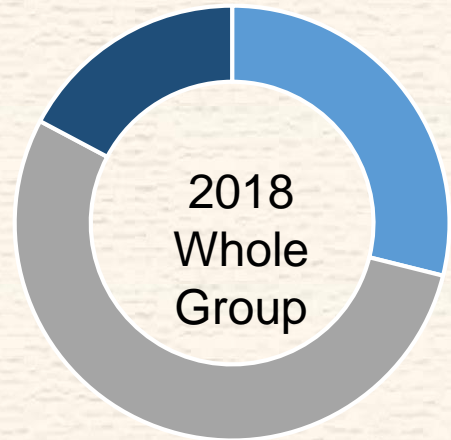
The structure of employees with regard to the gender remains relatively stable in China Jishan, female employees account for 31% of total employees in 2017 and 2018 .



In 2018, employees under the age of 30 accounted for 22.4%. Most employees are between the ages of 30 and 50, accounting for 53.03% of the company. Employees between the ages of 30 and 50 have become the main force of the Group and the main driver of business activities.

Most of the employees above 50 are old employees of the company. They have witnessed the success of Jishan Group since the 1990s, accounting for 24.57% of the entire company.

Percentage of Employees by Age Group



Age below 30: 22.4%
Age 30 and 50: 53.03%
Age above 50: 24.57%

New Employee Hires by Age Group in 2018

Age above 50

107

22.77%

Age 30 and 50

252

53.62%

Age below 30

111

23.61%

Total

470

Employee Departures by Age Group in 2018

Age above 50

66

19.64%

Age 30 and 50

177

52.68%

Age below 30

93

27.68%

Total

336

In 2017, 376 employees left the Group, most of them had voluntarily resigned. The turnover rate was approximately 23.84%. In 2018, a total of 336 employees left the company and the turnover rate was approximately 20.1%.

Employee Benefits

Full-time employees enjoy the following benefits:

- Leave – matrimonial, maternity, home leave, national service and special leave.
- Transportation allowances.
- Luncheon allowances.
- Staff travel.

Employee Health

Apart from free annual basic health screening for every employee, lessees also provide occupational health examination for factory workers. We want to help our factory workers in preventing occupational diseases or in lessening the impact of those afflictions, so as to build a promising future for them and their families.

Activities Organized in 2018



Health Initiatives

- a. Free annual basic health screening
- b. Occupational health examination for factory workers
- c. Lecture / Workshop
- d. General health talks
- e. Healthy diet talks



Talks/Workshops

- a. General health talks
- b. Modern business etiquette
- c. Healthy diet talks



Leisure Activities

- a. Staff travel
- b. Group table tennis tournament
- c. Group hike trek
- d. Excellent employee recognition activities

Staff Travel to Lanting



In July 2018, some of the staff went to Lanting for a group activity.

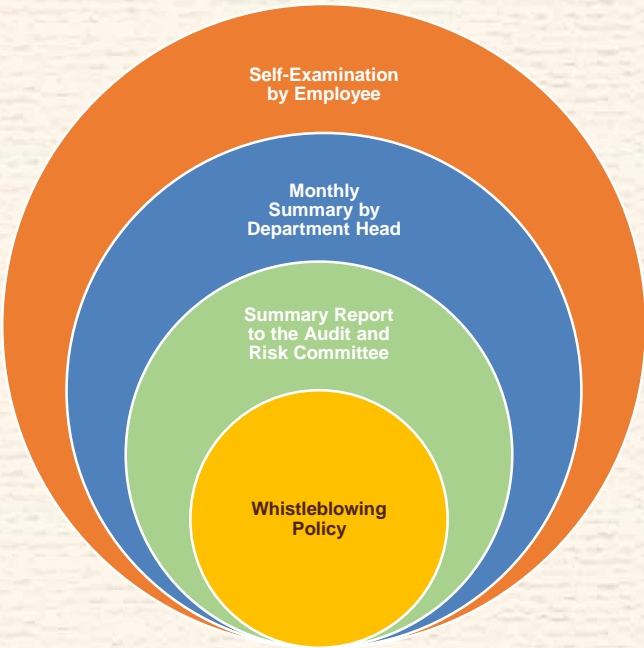
Employee Code of Conduct

All employees must recognize the Group’s core values, including integrity and teamwork, customer first, safety and pursuit of excellence. These core values run through the business activities of China Jishan and are also reflected in the employee code of conduct.

The employee code of conduct covers various perspectives, such as non-discrimination, harassment, anti-corruption, diversity and equal opportunity as well as other contents that are compliant with the Chinese Labor Law.

Staff are required to be in strict compliance with the employee code of conduct, with the related content also included in their employment contracts. We have established a monitoring mechanism for recording and correcting any misconduct, as well as guiding appropriate actions.

A whistleblowing policy has also been established to report conduct that is procedurally noncompliant or which may lead to potential frauds. Employees can report severe disciplinary violations to the BOD directly via a whistleblowing email address and hotline. The Audit and Risk Committee is responsible for following up on the report and conducting an investigation into the potential violations.



Green Development

Sustainability Policy

To practice good corporate citizenship, China Jishan has the responsibility to protect the environment in the long-run. The group integrates the concept of low-carbon and sustainable development into the operation and management process. We ensure that our business operations, as well as those of our lessees, are carried out in a responsible manner and we do our best to minimize any negative impact relating to carbon emissions, waste and the consumption of energy and resources.



Climate Change – The Impact on Print and Dye Industry

Textiles are a fundamental part of everyday life and an important sector in the global economy. In terms of value, the global market size of the textile staples market is expected to expand from nearly US\$125 billion in 2017 to over US\$200 billion by 2027, registered a compound annual growth rate of 4.9% during the forecast period 2017-2027. As printing and dyeing is a crucial processing stage in the textiles industry, it will also be in an upward trend in the long run.

The UN Intergovernmental Panel on Climate Change (“IPCC”) estimates that global emissions will increase from the current 2% to 3% by 2050. IPCC also estimates that global temperatures will rise by 4 degrees Celsius by the year 2100, if no action is taken to reduce emission of anthropogenic greenhouse gas emissions. Although only responsible for a comparatively small percentage of global emissions, the print and dye industry is making efforts to reduce its carbon footprint.

Energy Utilization

The principal sources of energy used by the lessees' business operations are electricity, water and steam. Electricity is used to power the processing machines in the workshops, which is essential for business operations. Water consumption is used to print and dye the fabrics. After processing, water effluent is discharged to wastewater treatment plants for further treatment. The steam is used for processing fabrics. Two types of steams are used in the factory: low-pressure steam for fabric treatment; and middle-pressure steam for heat setting. Currently, energy is mainly utilized by lessees in the factories and the Group is responsible for supervising and regulating their operations and production, including energy utilization.



The following table illustrates the energy utilization from different energy sources in 2017 and 2018. Due to a 17% increase of production from 195.62 million meters in 2017 to 228.89 million meters in 2018 by the lessees, electricity utilization, water consumption, steam consumption increased by 28.86% ,by 18.59% and by 24.38% respectively. Sewage disposal increased only by 7.2%.

Energy Type (Unit)	2017	2018
Electricity Consumption (GWh)	39.08	50.36
Water Consumption (10,000 ton)	137.28	162.8
Sewage Disposal (10,000 ton)	170.36	182.7
Steam Consumption (10,000 ton)	51.44	63.98

Energy Intensity

Energy intensity is calculated by dividing the absolute energy consumption by total textile produced per year. In 2017 and 2018, the total textile production of China Jishan by lessees were 195.62 million meters and 228.89 million meters respectively.

The following table illustrates the energy intensity of different energy sources from the two years. Comparing with 2017, energy intensity in 2018 increased by 10% for electricity consumption, 1.28% for water consumption and 6.46% for steam consumption respectively. Sewage disposal lowered by 8.38%.



Energy Type (Unit)	2017	2018
Average electricity consumption for finished goods (kWh/meter)	0.2	0.22
Average water consumption for finished goods (kilogram/meter)	7.02	7.11
Average sewage disposal for finished goods (kilogram/meter)	8.71	7.98
Average steam consumption for finished goods (kilogram/meter)	2.63	2.8



Carbon Emission

The indirect (Scope 2) carbon emissions in metric tons of CO₂ is calculated in the table below and Global Warming Potential (“GWP”) rates from the Fourth Assessment Report (“AR4”) by Intergovernmental Panel on Climate Change (“IPCC”) in 2007 are used. Comparing with 2017, Carbon emissions increased by 25.25% in 2018 due to the increased textile production.



Emission (Unit)	2017	2018
From electricity used (tons)	18,370	23,670
From steam used (tons)	75,822	94,305
Total (tons)	94,192	117,975

Carbon Emission Intensity

The indirect (Scope 2) carbon emissions intensity in metric tons per 10,000 meters is calculated in the table below, by dividing carbon emissions from different energy sources by the total textile production per year. Due to increased textile production in 2018, the carbon intensity of electricity consumption increased by 9.57%. The carbon intensity of steam consumption increased by 6.19% compared to 2017.

Energy Type (Unit)	2017	2018
Average emission from electricity consumption for finished goods (tone/10,000 meter)	0.94	1.03
Average emission from steam consumption for finished goods (tone/10,000 meter)	3.88	4.12

Electricity Consumption

Due to the increased textile production by lessees in 2018, the electricity consumption and energy intensity increased by 28.86% and 10% respectively compared with 2017.

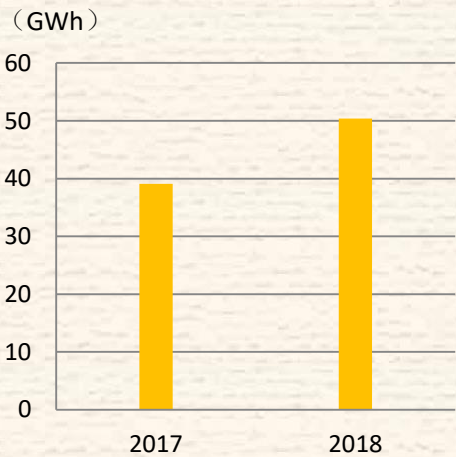


Lessees’ teams took actions in the following aspects to improve operational efficiency:

- a. Introducing new and efficient equipment and disposing of old facilities
- b. Adding operational efficiency as a key indicator in the employee’s performance review program
- c. Changing the reporting mechanism from staff reporting to workshop supervisors to staff reporting directly to department head
- d. Increasing the frequency of self-assessment in the workshop from monthly to weekly

In the construction of the new factory, energy-efficient facilities were introduced to reduce carbon emissions. These include energy-saving electric appliances, LED lights and thermal insulation windows and walls.

Total Electricity Consumption

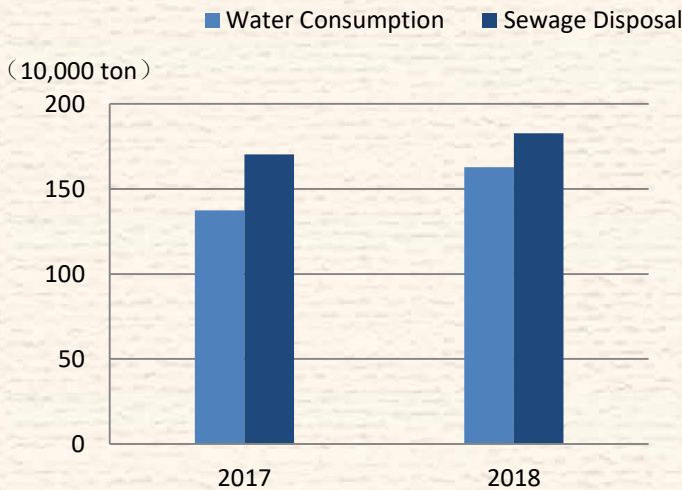


Water Consumption and Sewage Disposal

Due to the increased production by lessees in 2018, water consumption increased by 18.59 % comparing with 2017. However in 2018, the lessees built a wastewater pool in the factory which was much more efficient in wastewater processing compared to 2017, water consumption in unit sewage disposal decreased.

The constitution of the sewage and its treatment are illustrated in the next two pages. In 2017, sewage disposal was approximately 24% higher than the volume of water consumption, as chemical additives in the print and dye processing are mainly fluids. The dyeing effluent would be discharged with the water consumed during the processing efficiency. In 2018, sewage disposal was approximately 12.22% higher than the volume of water consumption. The sharp decrease of water consumption in unit sewage disposal in 2018 was led by improvements in processing efficiency that required less water to produce the same amount of fabric.

Total Water Consumption and Sewage Disposal



Sewage Disposal

Wastewater from dyeing processes is one of the biggest contributors to textile effluent. The wastewater mainly includes residual dyes and auxiliary chemicals. The table below illustrates the major components of the wastewater.

Dye Class	Fibre	Loss to Effluent (% applied)
Acid	Polyamide (nylon)	5-20
Basic	Acrylic	0-5
Direct	Cotton	5-30
Disperse	Polyester	0-10
Metal-complex	wool/polyamide	2-10
Reactive	Cotton	10-50
Sulphur	Cotton	10-40
vat	Cotton	5-20

Improvement of Textile Auxiliaries to Protect Environment

Developments in technology have helped the textile industry in its efforts to protect the environment. Print and dye processing industry now uses environmentally-friendly textile auxiliaries instead of chemical auxiliaries, which are environmentally friendly and in compliance with European standards. Our lessees too have participated in this transition, thus contributing to less pollution from the effluent discharged from our factory which can be treated more easily.



Wastewater Management

Apart from using environmentally friendly textile auxiliaries, in 2018, the lessees built a waste pool for pre-treatment before discharging wastewater to the wastewater treatment plant. The pre-treatment capacity of the waste pool is 2,500 tons/day. The construction of the waste pool reduced the sewage discharge from the factory to a certain extent.



The factory was relocated to Binhai District, Shaoxing City at the end of 2016 and this district is equipped with one of the largest wastewater treatment facilities, with an average flow rate of 900,000 cubic meters per day (m³/day). Wastewater discharged from different mills in Binhai District will be treated uniformly so that the water quality meets the national standard and is safe to be discharged into the nearby river. The construction of the third phase of the sewage treatment plant by government was completed in 2018. It greatly improved the sewage treatment capacity of the Group.

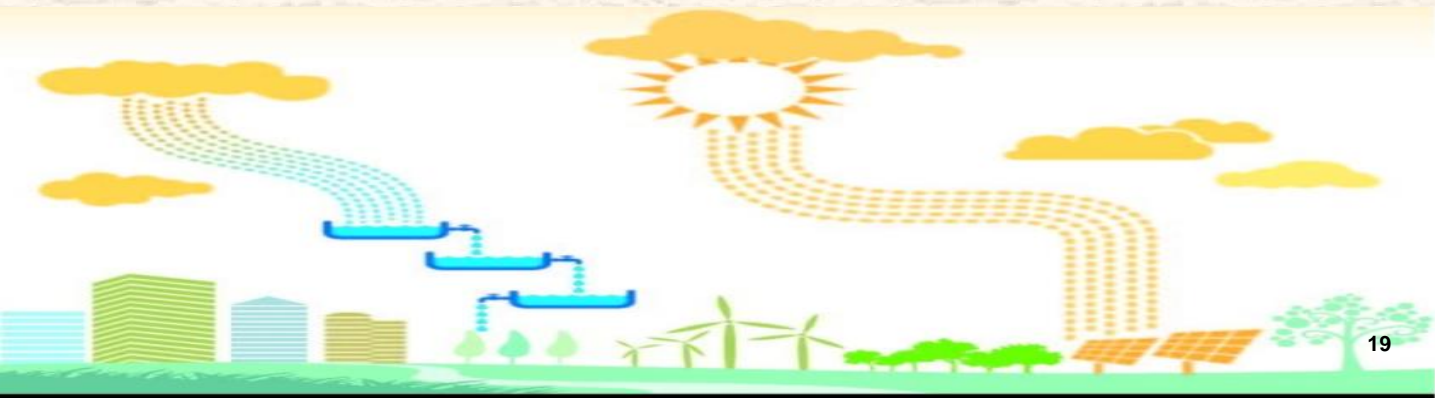
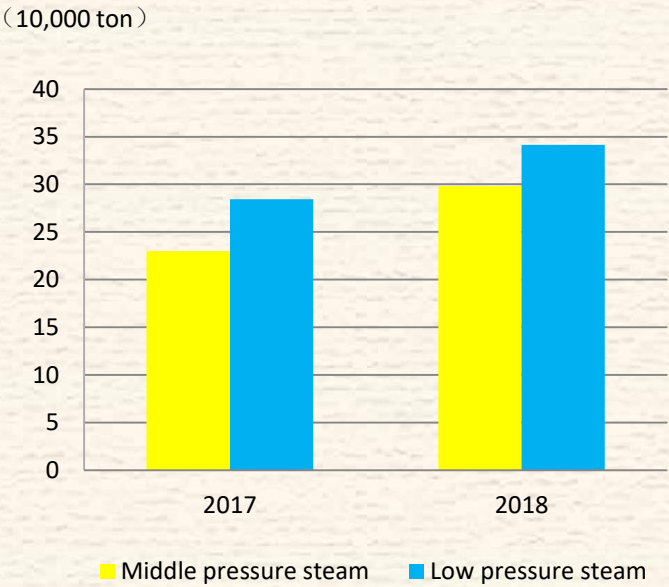
Steam Consumption

Steam utilization increased by 24.38% in 2018 compared to 2017. The increase was mainly due to an increase in textile production in 2018.

Currently, lessees use two types of steam in the factory: low-pressure steam for fabric treatment; and middle-pressure steam for heat setting.

Lessees are attempting to adapt new technology in future for fabrics processing to improve production efficiency and reduce steam consumption.

Total Steam Consumption



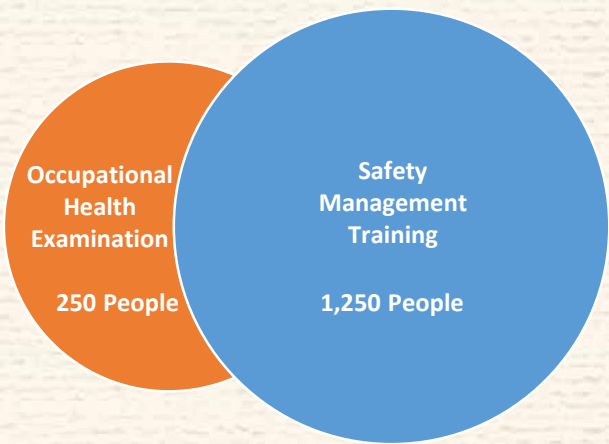
Safety Management

Employees are the most valuable assets of China Jishan. We place great emphasis on our relations with employees, and have been endeavoring to improve the performance of the Group in terms of safety. Abiding by the guiding policy of “Safety First”, the Group has been improving its occupational health and safety systems and policies, and providing protective measures (including requirement on wearing workshop uniforms) for its employees to prevent any potential risk of health and safety.



The Group arranges free health screenings for employees each year. The lessees also provide occupational health examination for staff working in the processing workshop. In 2018, a total of 250 employees accepted the occupational health examination .

The lessees pay great attention to labor security and thus we organize various training sessions related to safety management all year round to strengthen employees’ safety awareness through continuous training. The training sessions are a combination of theoretical and practical training, including safety training, fire protection training, fire drill, expert first aid speech, and machine operation training. In 2018, 1,250 people attended the training sessions.



Safety Training Sessions

In 2018, many safety training sessions were organized, including the annual safety training session, safety alert education training course and fire first aid training course

Annual Safety Training Session

A group of employees are seated at long tables in a large, well-lit room, attending a training session. They are looking towards the front of the room where a presentation is likely taking place.

The annual safety training session was conducted in June of 2018. All employees were required to attend the session.

Safety Alert Education Training Course

Two photographs showing management staff attending a training session. The left photo shows a group of people seated at a long table in a meeting room, with a presentation screen visible in the background. The right photo is a circular inset showing a similar scene from a different angle.

In December 2018, the management participated in the safety-alert training. The training helped the management in strengthening their awareness of safe production and their leadership roles in daily safety work.

Fire First Aid Training Course-Theory



In July 2018, a fire-first-aid training was organized. Experts from the fire department were invited to demonstrate how to operate fire equipment and how to perform fire rescue. The training taught our staff how to respond quickly to the situation and how to protect themselves from fire accidents.

Fire First Aid Training Course-Practical



Experts from the fire department also demonstrated the way of using the fire extinguisher and how to put out a fire using a hydraulic giant. This is essential for the processing workshop employees because the fabrics are made of flammable materials.

Quality Products

Quality Responsibility

It is mandatory for the lessees, in the provision of product quality, to comply strictly with quality standards, thus being responsible to the customers and community.



The lessees have strict criteria for selecting suppliers and the textile auxiliaries they use are environmental friendly and in compliance with related standards. Therefore, the effluent discharged from our factory is less polluted and can be treated more easily.

The lessees' procurement functions execute pre- and post-control measures through supplier selection and supplier management to ensure the commitment to fulfilling corporate social responsibilities.

Anti-Corruption Practices

We have updated the content on anti-corruption/anti-bribery practices in our latest policy and included the relevant clauses in the new contracts that require all suppliers to comply with all local laws where they operate. Moreover, suppliers should disclose to us immediately if they learn of any such violations.

In addition, we have improved the relevant rules in our code of conduct on clean governance, with the aim of creating an enterprise free of corruption through the supervision of our corporate management system.

To further enhance business transparency by our staff and to facilitate a channel for any misconduct or violations to be reported, a whistleblowing policy has also been established to reveal conduct that is procedurally noncompliant or which may lead to potential frauds.

Supporting the Community

Our success would not have been possible without the support from our community. As such, we believe in reinvesting into the community. We actively promote a good relationship with the communities in which our operations are located, including engaging in charitable and voluntary work to support the long-term development of the community.



China Jishan invests in the education of young people. We have established long-term technical cooperation with the National Dyeing and Finishing Engineering Research and Development Center, Zhejiang Sci-Tech University and other research centers. We are eager to provide work opportunities for young people who have passion for the print and dye industry.

We also encourage the staff to make contributions to our community. We have organized voluntary blood donation activities to strength our relationships with governmental organizations, charitable organizations and social organizations. Jishan Group injects money to local poverty alleviation funds each year, benefiting those poor villagers.

Warm winter



In February 2018, accompanied by Wuyang Village cadres from Fuquan Street, Keqiao District, Shaoxing, Zhejiang Province, the Group distributed cash to each poor household and sent warmth to poor villagers in Wuyang Village, Fuquan Street.



GRI Content Index

GENERAL STANDARD DISCLOSURES		
GRI Code	Description	Page Reference and remarks
ORGANIZATIONAL PROFILE		
G102-1	Name of the organization	About China Jishan Holdings Limited (Pg 2)
G102-2	Activities, brands, products, and services	About China Jishan Holdings Limited (Pg 2)
G102-3	Location of headquarters	About China Jishan Holdings Limited (Pg 2)
G102-4	Location of operations	About China Jishan Holdings Limited (Pg 2)
G102-5	Ownership and legal form	About China Jishan Holdings Limited (Pg 2)
G102-6	Markets served	About China Jishan Holdings Limited (Pg 2)
G102-7	Scale of the organization	People Oriented (Pg 6-10)
G102-8	Information on employees and other workers	People Oriented (Pg 6-10)
G102-9	Supply chain	Quality Products (Pg 23)
G102-10	Significant changes to the organization and its supply chain	Nil
G102-11	Precautionary Principle or approach	Nil
G102-12	External initiatives	People Oriented (Pg 6-10) Supporting the Community (Pg 24)
G102-13	Membership of associations	Nil
STRATEGY		
G102-14	Statement from senior decision-maker	Chairman's Message (Pg 1)
G102-15	Key impacts, risks, and opportunities	Chairman's Message (Pg 1)
ETHICS AND INTEGRITY		
G102-16	Values, principles, standards, and norms of behavior	Corporate Governance (Pg 4) People Oriented (Pg 6-10) Quality Products (Pg 23)
G102-17	Mechanisms for advice and concerns about ethics	People Oriented (Pg 10) Quality Products (Pg 23)
GOVERNANCE		
G102-18	Governance structure	Corporate Governance (Pg 4)
G102-19	Delegating authority	Corporate Governance (Pg 4)
G102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance (Pg 4) Sustainability at China Jishan (Pg 5)
G102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability at China Jishan (Pg 5)
G102-22	Composition of the highest governance body and its committees	Corporate Governance (Pg 4)
G102-23	Chair of the highest governance body	Corporate Governance (Pg 4)
G102-24	Nominating and selecting the highest governance body	Corporate Governance (Pg 4)

GRI Content Index

GENERAL STANDARD DISCLOSURES		
GRI Code	Description	Page Reference and remarks
GOVERNANCE		
G102-25	Conflicts of interest	Annual Report (Pg 24)
G102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance (Pg 4)
G102-27	Collective knowledge of highest governance body	Corporate Governance (Pg 4)
G102-28	Evaluating the highest governance body's performance	Annual Report (Pg 23-25)
G102-29	Identifying and managing economic, environmental, and social impacts	Sustainability at China Jishan (Pg 5)
G102-30	Effectiveness of risk management processes	Annual Report (Pg 19-23)
G102-31	Review of economic, environmental, and social topics	Annual Report (Pg 4)
G102-32	Highest governance body's role in sustainability reporting	Corporate Governance (Pg 4) Sustainability at China Jishan (Pg 5)
G102-33	Communicating critical concerns	Annual Report (Pg 31-32)
G102-34	Nature and total number of critical concerns	Sustainability at China Jishan (Pg 5)
G102-35	Remuneration policies	Annual Report (Pg 17-19)
G102-36	Process for determining remuneration	Annual Report (Pg 17-19)
G102-37	Stakeholders' involvement in remuneration	Annual Report (Pg 17-19)
G102-38	Annual total compensation ratio	Annual Report (Pg 17-19)
G102-39	Percentage increase in annual total compensation ratio	Annual Report (Pg 17-19)
STAKEHOLDER ENGAGEMENT		
G102-40	List of stakeholder groups	Sustainability at China Jishan (Pg 5)
G102-42	Identifying and selecting stakeholders	Sustainability at China Jishan (Pg 5)
G102-43	Approach to stakeholder engagement	Sustainability at China Jishan (Pg 5)
G102-44	Key topics and concerns raised	Sustainability at China Jishan (Pg 5)
REPORTING PRACTICE		
G102-45	Entities included in the consolidated financial statements Disclosure	Annual Report (Pg 9)
G102-46	Defining report content and topic Boundaries	Overview
G102-47	List of material topics	Sustainability at China Jishan (Pg 5)
G102-48	Restatements of information	Sustainability at China Jishan (Pg 5)
G102-49	Changes in reporting	Not applicable
G102-50	Reporting period	Overview
G102-51	Date of most recent report	Overview
G102-52	Reporting cycle	Overview

GRI Content Index

SPECIFIC STANDARD DISCLOSURES		
GRI Code	DMA and Indicators	Page Reference and remarks
ENVIRONMENTAL		
Energy		
G302-1	Energy consumption within the organization	Green Development (Pg 12-13, Pg15)
G302-3	Energy intensity	Green Development (Pg 13)
G302-4	Reduction of energy consumption	Green Development (Pg 12)
Emissions		
G305-2	Energy indirect (Scope 2) GHG emissions	Green Development (Pg 14)
G305-4	GHG emissions intensity	Green Development (Pg 14)
G305-5	Reduction of GHG emissions	Green Development (Pg 14)
effluent and waste		
G306-1	Water discharge by quality and destination	Green Development (Pg 16-18)
COMPLIANCE		
G307-1	Non-compliance with environmental laws and regulations	There were no such incidents occurred during the reporting period
EMPLOYMENT		
G401-1	New employee hires and employee turnover	People Oriented (Pg 6- 8)
G401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People Oriented (Pg 9)
G401-3	Parental leave	In total 169 employees were entitled to parental leave In total 15 employees took parental leave
OCCUPATIONAL HEALTH AND SAFETY		
G403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	There were no such incidents occurred during the reporting period
G403-3	Workers with high incidence or high risk of diseases related to their occupation	Not applicable. No worker in China Jishan belongs to this category
G403-4	Health and safety topics covered in formal agreements with trade unions	Not applicable
TRAINING AND EDUCATION		
G404-1	Average hours of training per year per employee	Operational staff: 24 hours per employee Factory worker: 12 hours per employee
G404-2	Programs for upgrading employee skills and transition assistance programs	Safety Management (Pg 20-22)
DIVERSITY AND EQUAL OPPORTUNITY		
G405-1	Diversity of governance bodies and employees	People Oriented (Pg 6-8)

GRI Content Index

SPECIFIC STANDARD DISCLOSURES		
GRI Code	DMA and Indicators	Page Reference and remarks
HUMAN RIGHTS		
Non-discrimination		
G406-1	Incidents of discrimination and corrective actions taken	Nil
Freedom of association and collective bargaining		
G407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Nil
Child Labor		
G408-1	Operations and suppliers at significant risk for incidents of child labor	We are in compliance with the Employment Act and Chinese Labor Law. All our suppliers are expected to comply with our Suppliers' Code of Conduct
Forced or Compulsory Labor		
G409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We are in compliance with the Employment Act and Chinese Labor Law. All our suppliers are expected to comply with our Suppliers' Code of Conduct
SOCIETY		
Anti-corruption		
G205-2	Communication and training about anti-corruption policies and procedures	People Oriented (Pg 10) Quality Products (Pg 23)
G205-3	Confirmed incidents of corruption and actions taken	Nil
Local Communities		
G413-1	Operations with local community engagement, impact assessments, and development programs	Supporting the Community (Pg 24)



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