

Communication on Progress of Greenland Financial Holdings to UN

Statement of continued support by the Chief Executive Officer

- *Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.*

- It is my pleasure and honor to confirm that Greenland Financial Holdings Group will continue its supports for the UN Global Compact and its ten principles with all categories indicated in the COP document, including human rights, labor, environment and anti-corruption.

We intend to continue enforcing all the above mentioned principles in our organization and put all efforts to encourage these practices within our region and neighboring areas. And to advance the broader development goals of the United Nations in particular.

We will also remain committed to the submission of our partnership with the Global Compact through the annual renewal of this Communication of Progress.

Sincerely Yours,
Dr. James Geng
Chairman of the Board & President
Greenland Financial Holdings Group

Human Rights

- **Assessment, policy and goals**

- *Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.*

- Greenland Financial Holdings is committed to developing an organizational culture which implements a policy of support for the locally and internationally recognized human rights and seeks to avoid complicity in human rights abuses.

Our commitment to the realization of human rights is embedded in the Group's human rights and social policies and the criteria appropriate to Greenland Financial Holdings in the Global Reporting Initiative. Human rights are part of our non-financial risk assessment of operations.

Greenland Financial Holdings is involved in multilateral efforts to support human rights through joining the United Nations Global Compact and actively attending Greenland Charity Public Benefit Fund, organizing labor union etc.

- **Implementation**

- *Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.*

- Greenland Financial Holdings has taken the following measures to prevent human rights violation on its work locations:
 - A complaint channel has been set up and employees could write freely to management to submit their complaints and/or issues with regards to unfair treatment. These complaints are revised by top management and discussed immediately.
 - A training session has been conducted for all employees to raise the public awareness on human rights issues.

- **Measurement of outcomes**

- Management will evaluate the amount and frequency of complaints monthly. So far company does not receive any complaints regarding Human Rights violations.

Labour

- **Assessment, policy and goals**

- *Description of the relevance of labor rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labor rights.*

- To respect the human rights of our employees, Greenland Financial Holdings Group creates fair working environment with policies of non-discrimination, prohibition of child and enforced labor, and freedom of association and the right to engage in collective bargaining.

- **Implementation**

- *Description of concrete actions taken by the company to implement labor policies, address labor risks and respond to labor violations.*

- - Greenland Financial Holdings Group strictly obeys and follows Labor Law of PRC. Company signs contract with every employee to ensure his/her labor rights. All staff will have their social security fund, medicine insurance and housing fund.
- Greenland Financial Holdings Group has established a union for the Employees to discuss issues with management with regards to labor and salaries and fair career advancement.
- Equal opportunities to all employees without regard to race, religion, nationality, and gender.

- **Measurement of outcomes**

- Greenland Financial Holdings Group holds a yearly appraisal scheme about employees' satisfaction of working environment and labor rights protection. At the end of 2014, employees give high scores on the above subject.
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Environment

- **Assessment, policy and goals**

- *Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.*
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- Our environmental policy reflects our environmental commitment and challenges us to find ways to produce, deliver, and use energy as sustainably, responsibly, and efficiently as possible.
- Train all employees on applicable environmental requirements and the importance of environmental leadership to achieving our vision, and ensure that there is accountability for and recognition of actions; and Strive for continual improvement in our environmental performance.

- **Implementation**

- *Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.*
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- Greenland Financial Holdings Group requires every staff should turn off his PC, office lighting and other electronic equipments to save power before leaving office. Think before printing and double-side printing to save papers.
- Greenland Financial Holdings Group actively attend the GREENLAND FOUNDATION, a fund launched by its mother company – Greenland Holdings Group for research and develop “green architecture” and for forest protection.
- Greenland Financial Holdings Group encourages staff walk to work, reduce the chance of auto mobile driving to keep staff healthy and protect our world.

- **Measurement of outcomes**

- Description of how the company monitors and evaluates environmental performance.
 - Greenland Financial Holdings Group continue to follow the water & electricity bills to check the volume used. Well control of the resources usage.
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- Each employee has a bracelet to record steps he/she walked each day. Smart phone APP shows the competition result between staff and intra departments.
 - Admin Dept will manage the consumption of office facilities and analyze the monthly usage report to advise every dept to reduce any unnecessary wastage.
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Anti-Corruption

- **Assessment, policy and goals**

- *Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.*

- Greenland Financial Holdings Group cannot tolerate any corruption, fraud, theft, maladministration or any other dishonest activities of a similar nature.
- Greenland Financial Holdings Group complies with all anti-corruption regulations set by the national government where we do business and international bodies worldwide. It is our policy to conduct business in an honest way, and without the use of corrupt practices or acts of bribery to obtain an unfair advantage.
Greenland Financial Holdings does not tolerate or engage in any actions constituting corruption, fraud, theft and maladministration collectively.

- **Implementation**

- *Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.*
- Greenland Financial Holdings Group conducts annual comprehensive audit to prevent any potential corruption.
- All procurements or projects proposed and implemented by different departments. A completed payments need checked and endorsed by initiative dept, admin dept, finance dept and general manager office.
- An employee/official, who suspects or reports suspected dishonest activity or any such activity that he/she has witnessed, may remain anonymous should he/she so require.
- Allegations made by employees/officials who are false and made with malicious intent, should be discouraged by Heads of Office. Where such malicious or false allegations are discovered, the person who made the allegations must be subjected to firm disciplinary action. There will be no

reprisal by management against an employee/official who in good faith reported a violation or suspected violation.

- Training organized for all staff to enhance their professional practice ethics and awareness about anti-corruption.

- **Measurement of outcomes**

- *Description of how the company monitors and evaluates anti-corruption performance.*

- So far Greenland Financial Holdings Group has not received any reports about corruption from insider or outsider parties. There is no corruption case reported from our yearly internal audit.
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