

# Bay Area Gold Group Limited

## 灣區黃金集團有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

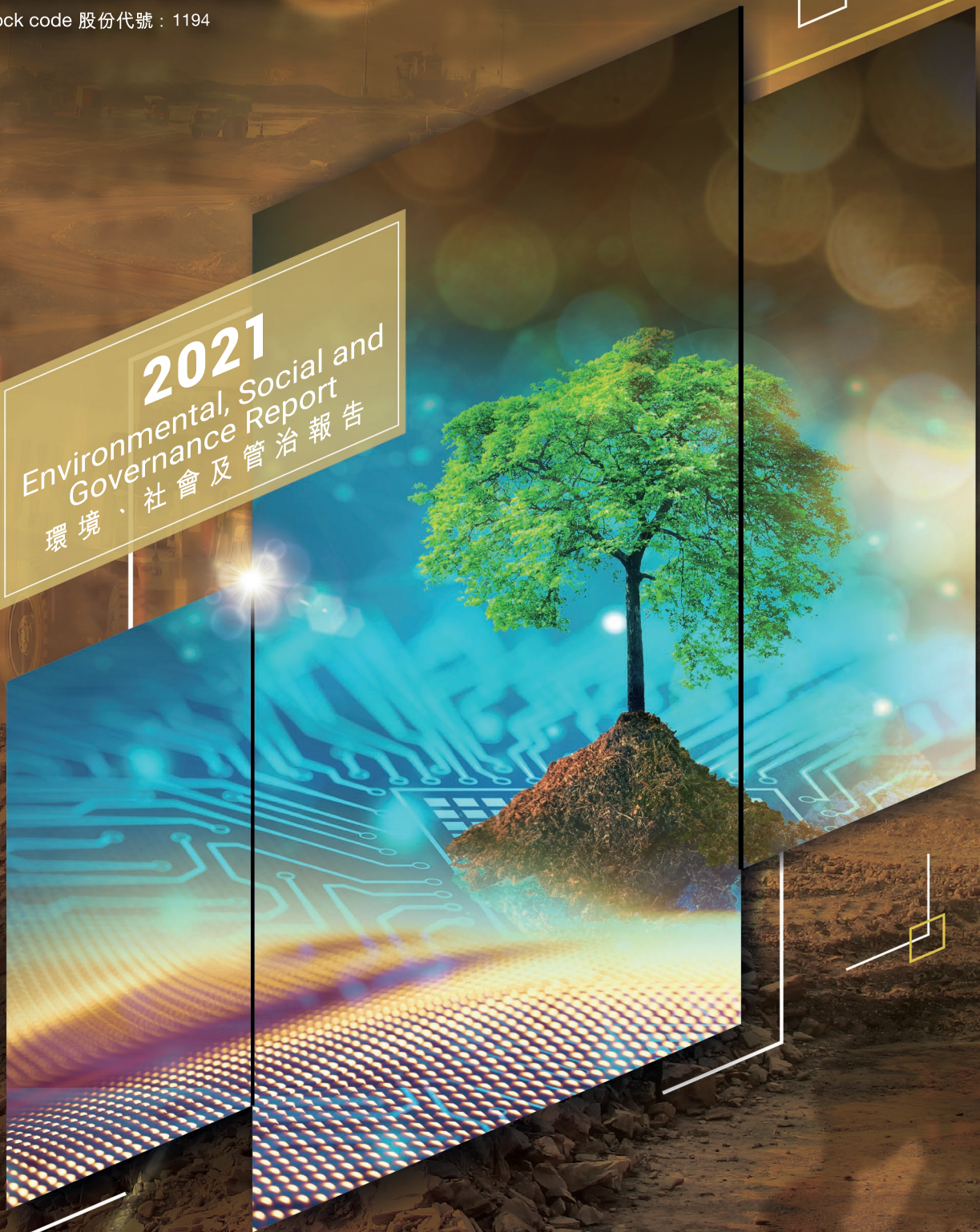
(於開曼群島註冊成立並於百慕達存續之有限公司)

Stock code 股份代號 : 1194

### 2021

#### Environmental, Social and Governance Report

環境、社會及管治報告





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## ABOUT THIS REPORT

### 關於本報告

Bay Area Gold Group Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management on significant issues affecting the operation, and the performance of the Group in terms of environmental and social aspects. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

### PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operating activities which are considered as material by the Group – (i) mining and processing of gold ores and sales of gold products and other by-products (the “gold mining business”) in the People’s Republic of China (the “PRC”); and (ii) provision of financial services including asset management, securities brokerage, financing and advisory services (the “financial services business”) in Hong Kong and the PRC. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data, implement and monitor measures. This Report shall be published both in Chinese and English on the website of the Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

### REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2021 to 31 December 2021.

### CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Enquiries may be put to the Board through the Company’s Principal Place of Business in Hong Kong at Units 5&6, 17/F, Convention Plaza Office Tower, 1 Harbour Road, Wan Chai, Hong Kong (website: [www.bayareagold.com.cn](http://www.bayareagold.com.cn)).

灣區黃金集團有限公司(「本公司」, 連同其附屬公司統稱「本集團」)欣然呈列本環境、社會及管治報告(「本報告」), 以便為本集團的管理層提供有關影響營運的主要問題概覽以及本集團在環境及社會方面的表現。本報告乃由本集團在亞太合規顧問及內控服務有限公司提供專業協助下編製。

### 編製基準及範圍

本報告乃依照香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七「環境、社會及管治報告指引」而編製, 並遵守上市規則「不遵守就解釋」條文。

本報告概述本集團在企業社會責任方面的表現, 涵蓋本集團視為重要的營運活動—(i)在中華人民共和國(「中國」)進行金礦開採及加工黃金產品及其他副產品銷售(「金礦開採業務」); 及(ii)在香港及中國從事提供包括資產管理、證券經紀、融資及諮詢服務在內的金融服務業務(「金融服務業務」)。為完善及加強本報告所需的披露, 本集團主動制定相關政策、記錄相關數據、執行及監察相關措施。本報告在聯交所網站上以中英文發表。如中、英文兩個版本有任何不符之處, 概以英文版本為準。

### 報告期

本報告闡述我們於二零二一年一月一日至二零二一年十二月三十一日的報告期間內在可持續發展方面的措施。

### 聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋。股東可透過本公司的香港主要營業地點向董事會作出查詢, 地址為香港灣仔港灣道1號會展廣場辦公大樓17樓5至6室(網站地址: [www.bayareagold.com.cn](http://www.bayareagold.com.cn))。



The Group is a non state-owned Chinese gold mining company in the PRC with a particular focus on the central and western regions of the PRC. The Group currently owns five operating gold mines located in the central, western and northern regions of the PRC, namely Jinxing Gold Mine and Luanling Gold Mine in Henan Province, Mojiang Gold Mine and Hengyi Gold Mine in Yunnan Province, and Yongfeng Gold Mine in Inner Mongolia. Meanwhile, the Group has diversified its operation into financial services industry in Hong Kong and the PRC, including asset management, securities brokerage and advisory services. The Group has successfully operated a substantial number of major projects and set up different investment funds focusing on high investment returns.

The Group has a clear strategy for its business development. In order to achieve sustainable development for affordable capital and long-term competitiveness, we recognise the importance of operating in a responsible manner for the environment and community. The Group remains dedicated to the local communities. More effort is put on optimising the construction of the major exploration projects and on the cost control in an environmentally friendly manner. The Group is in strict compliance with the legal requirements in the area we operate. Various policies and procedures have been established based on the compliance of law and business development strategies of the Group. These policies and procedures can help us to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

本集團是一間位於中國的非國有金礦公司，主要金礦資產位於中國中西部地區。本集團目前有五個營運中的金礦，分別位於中國中部、西部及北部地區，即河南省的金興金礦及欒靈金礦，雲南省的墨江金礦及恒益金礦，以及內蒙古的永豐金礦。同時，本集團已將其業務拓展至香港及中國的金融服務行業，包括資產管理、證券經紀及諮詢服務。本集團成功營運多個重大項目，並設立多種側重高投資回報的投資基金。

本集團設有明確的業務發展策略。為實現可承擔資本的可持續發展及長期競爭力，我們深明以負責任的方式為環境及社區開展營運的重要性。本集團繼續致力於當地社區的發展。本集團以環保方式加大力度優化主要礦產項目的勘探工程建設及成本控制。本集團嚴格遵守我們營運所在地區的法律規定。為遵守法律及基於本集團的業務發展策略，本集團已制定各種政策及程序。該等政策及程序可幫助我們管理及監督與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展管理辦法的詳情列示於本報告。





## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

### 持份者參與及重要性評估

The Group understands the success of the Group's business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group's activities, products, services and relationships. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

本集團深明，本集團的業務能夠取得成功取決於能否獲得主要持份者的支持，其(a)已投資或將投資於本集團；(b)有能力影響本集團事務的結果；及(c)於本集團的業務、產品、服務及關係中擁有權益或受其影響或潛在影響。這令本集團洞悉風險及機遇。本集團將繼續確保有效溝通及與其各主要持份者維持良好的關係。

基於本集團的角色及職責、戰略規劃及業務計劃，本集團不時以持份者為先。本集團致力與其持份者溝通以發展互利關係及尋求其對業務建議及計劃的意見，同時促進於市場、工作場所、社區及環境的可持續性發展。

本集團承認從持份者的見識、查詢及對本集團業務活動的持續關注中獲得的信息至關重要。本集團已確認了對我們的業務至關重要的主要持份者，並建立了各種溝通渠道。下表提供本集團主要持份者以及用於聯絡、聆聽及回應的各種交流平台和方式的概覽。



# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

## 持份者參與及重要性評估

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
<b>Government and regulatory authorities</b>	<ul style="list-style-type: none"> <li>– Comply with the laws and regulations</li> <li>– Proper tax payment</li> <li>– Promote regional economic development and employment</li> </ul>	<ul style="list-style-type: none"> <li>– On-site inspections and checks</li> <li>– Research and discussion through work conferences, work reports preparation and submission for approval</li> <li>– Annual reports and announcements</li> <li>– Company website</li> </ul>
政府及監管機構	<ul style="list-style-type: none"> <li>– 遵守法例及規例</li> <li>– 依法納稅</li> <li>– 促進地區經濟發展及提高就業</li> </ul>	<ul style="list-style-type: none"> <li>– 實地視察檢查</li> <li>– 透過工作會議、工作報告編製及提交工作審批進行研究及討論</li> <li>– 年度報告及公告</li> <li>– 公司網站</li> </ul>
<b>Shareholders and Investors</b>	<ul style="list-style-type: none"> <li>– Return on the investment</li> <li>– Information disclosure and transparency</li> <li>– Protection of interests and fair treatment of shareholders</li> </ul>	<ul style="list-style-type: none"> <li>– Annual general meeting and other shareholder meetings</li> <li>– Annual reports, circulars and announcements</li> <li>– Newsletter</li> <li>– Meeting with investors and analysts</li> <li>– Websites, both of the Company and The Stock Exchange of Hong Kong Limited</li> <li>– Company contact information</li> </ul>
股東及投資者	<ul style="list-style-type: none"> <li>– 投資回報</li> <li>– 資訊披露及透明度</li> <li>– 股東權益保障及公平對待股東</li> </ul>	<ul style="list-style-type: none"> <li>– 股東週年大會及其他股東大會</li> <li>– 年度報告、通函及公告</li> <li>– 內部通訊</li> <li>– 投資者及分析師見面會</li> <li>– 公司及香港聯合交易所有限公司網站</li> <li>– 公司聯絡資料</li> </ul>



# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

## 持份者參與及重要性評估

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
<b>Employees</b>	<ul style="list-style-type: none"> <li>– Safeguard the rights and interests of employees</li> <li>– Working environment</li> <li>– Career development opportunities</li> <li>– Self-actualisation</li> <li>– Occupational health and safety</li> <li>– Staff remuneration, benefits and well-beings</li> </ul>	<ul style="list-style-type: none"> <li>– Meetings and conferences</li> <li>– Trainings, seminars, briefing sessions</li> <li>– Labour union</li> <li>– Entertainment, cultural and sport activities</li> <li>– Feedback box</li> </ul>
<b>僱員</b>	<ul style="list-style-type: none"> <li>– 保障僱員權利及利益</li> <li>– 工作環境</li> <li>– 事業發展機會</li> <li>– 自我實現</li> <li>– 職業健康與安全</li> <li>– 員工薪酬、福利及福祉</li> </ul>	<ul style="list-style-type: none"> <li>– 會面及會議</li> <li>– 培訓、研討會、簡介會</li> <li>– 工會</li> <li>– 娛樂、文體活動</li> <li>– 反饋箱</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>– Safe and high-quality products</li> <li>– Stable relationship</li> <li>– Information transparency</li> <li>– Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>– Email and customer service hotline</li> <li>– Visits and meetings</li> </ul>
<b>客戶</b>	<ul style="list-style-type: none"> <li>– 安全及優質產品</li> <li>– 穩定關係</li> <li>– 資訊透明度</li> <li>– 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>– 電郵及客戶服務熱線</li> <li>– 拜訪及會議</li> </ul>
<b>Suppliers/Partners</b>	<ul style="list-style-type: none"> <li>– Long-term partnership</li> <li>– Honest cooperation</li> <li>– Fair and open</li> <li>– Risk reduction</li> </ul>	<ul style="list-style-type: none"> <li>– Regular meeting</li> <li>– Tendering process</li> <li>– Strategic cooperation</li> </ul>
<b>供應商／合夥人</b>	<ul style="list-style-type: none"> <li>– 長期合作關係</li> <li>– 誠信合作</li> <li>– 公平及公開</li> <li>– 降低風險</li> </ul>	<ul style="list-style-type: none"> <li>– 定期會議</li> <li>– 招標過程</li> <li>– 戰略合作</li> </ul>



# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

## 持份者參與及重要性評估

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
<b>Peer/Industry associations</b>	<ul style="list-style-type: none"> <li>– Experience sharing and cooperation</li> <li>– Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>– Industry conference and seminars</li> <li>– Site visit</li> </ul>
同業／行業協會	<ul style="list-style-type: none"> <li>– 經驗分享及合作</li> <li>– 公平競爭</li> </ul>	<ul style="list-style-type: none"> <li>– 行業會議及研討會</li> <li>– 實地考察</li> </ul>
<b>Public and Communities</b>	<ul style="list-style-type: none"> <li>– Community involvement</li> <li>– Social responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>– Volunteering</li> <li>– Village visiting</li> <li>– Charity and social investment</li> </ul>
公眾及社區	<ul style="list-style-type: none"> <li>– 投入社區</li> <li>– 社會責任</li> </ul>	<ul style="list-style-type: none"> <li>– 義工活動</li> <li>– 探訪村莊</li> <li>– 慈善活動及社會投資</li> </ul>

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the GRI Guidelines.

透過與持份者的整體溝通，本集團了解持份者的期望及顧慮，所獲得的反饋令本集團可作出更為明智的決定，以及更好地評估及管理其產生的影響。

本集團透過了解對本集團的業務而言屬重要的關鍵環境、社會及管治議題，已於環境、社會及管治報告中採納重要性原則。根據環境、社會及管治報告指引（上市規則附錄二十七）及全球報告倡議組織指引的推薦建議，本集團已於本報告中匯報所有關鍵環境、社會及管治議題和關鍵績效指標。



# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

## 持份者參與及重要性評估

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

### Step 1: Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG area was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

### Step 2: Prioritization – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects were covered.

### Step 3: Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2021, those important ESG areas to the Group were discussed in this Report.

本集團已透過採取下列步驟評估環境、社會及管治方面之重要性及重大性：

### 步驟1：識別－行業基準

- 透過審閱本地及國際同行之相關環境、社會及管治報告，識別環境、社會及管治相關範疇。
- 各環境、社會及管治範疇之重要性乃基於透過管理層內部討論得出其對本集團的重要性程度，並按上市規則附錄二十七環境、社會及管治報告指引之推薦意見而釐定。

### 步驟2：優先次序－持份者參與

- 本集團就上文識別之主要環境、社會及管治範疇與主要持份者進行討論，以確保涵蓋所有重要範疇。

### 步驟3：確認－釐定重大議題

- 基於與主要持份者之討論及管理層內部討論，本集團管理層確保所有對業務發展屬重要之主要及重大環境、社會及管治範疇均予以呈報，且遵守環境、社會及管治報告指引。

由於在二零二一年實施這一程序，對本集團屬重要之環境、社會及管治範疇均已於本報告內予以討論。

### BOARD'S OVERSIGHT OF ESG ISSUES

#### Board's overall vision and strategy in managing ESG issues

The board of directors ("Board") has a primary role in overseeing the management of the Group's sustainability issues. During the year, the Board and the ESG Committee spent significant time in evaluating the impact of ESG-related risks on our operation and formulating relevant policy in dealing with the risks. The oversight of the Board is to ensure the management to have all the right tools and resources to oversee the ESG issues in the context of strategy and long-term value creation.

### ESG WORKING GROUP

To demonstrate our commitment to transparency and accountability, our Group has established an ESG Working Group. We highly value the opinions of each stakeholder and treat them as the cornerstone for the development of the Group. During the reporting period, the ESG Working Group consisted of Company Secretary, HR Manager, factory managers and project managers.

The ESG Working Group is primarily responsible for reviewing and supervising the ESG process, and risk management of the Group. Different ESG issues are reviewed by the ESG Working Group at the on-lines and/or physical meeting. During the reporting period, the ESG Working Group and the management reviewed the ESG governance and different ESG issues.

### 董事會對環境、社會及管治事項的督導

#### 董事會在管理環境、社會及管治事項上的整體願景及策略

董事會（「董事會」）在督導本集團可持續發展事宜的管理方面擔當主要角色。年內，董事會及環境、社會及管治委員會投入大量時間評估環境、社會及管治相關風險對本集團營運的影響，並制定相關政策以處理該等風險。董事會的督導是為了確保管理層擁有完善的合適工具及資源，以便在策略和長期價值創造的背景下督導環境、社會及管治事項。

### 環境、社會及管治工作小組

為展現我們對透明度及問責的承諾，本集團已成立環境、社會及管治工作小組。我們高度重視各持份者的意見，並視彼等為本集團發展的基石。報告期內，環境、社會及管治工作小組由公司秘書、人力資源經理、工廠經理及項目經理組成。

環境、社會及管治工作小組主要負責審閱及監督環境、社會及管治程序以及本集團的風險管理。環境、社會及管治工作小組於線上及／或現場會議上檢討各類環境、社會及管治事宜。報告期內，環境、社會及管治工作小組與管理層已審閱環境、社會及管治治理以及不同環境、社會及管治的事宜。



#### BOARD'S ESG MANAGEMENT APPROACH AND STRATEGY FOR MATERIAL ESG-RELATED ISSUES

In order to better understand the opinions and expectations of different stakeholders on our ESG issues, materiality assessment is conducted each year. We ensure various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group has evaluated the materiality and importance in ESG aspects through the steps: (1) material ESG area identification by industry benchmarking; (2) key ESG area prioritization with stakeholder engagement; and (3) validation and determining material ESG issues based on results of communication among stakeholders and the management.

Hence, this can enhance understanding of their degree and change of attention to each significant ESG issue, and can enable us to more comprehensively plan our sustainable development work in the future. Those important and material ESG areas identified during our material assessment were discussed in this Report.

#### 董事會有關環境、社會及管治 重大事宜的環境、社會及管治 管理方針

為更好地了解各持份者對我們的環境、社會及管治事宜的意見及期望，我們每年進行重要性評估。我們確保使用不同平台及溝通途徑，以接觸主要持份者及聆聽彼等的意見，並作出回應。透過與持份者進行一般溝通，本集團了解到持份者的期望及關注。所獲得的反饋讓本集團能夠作出更為明智的決策，且更有效評估及管理由此產生的影響。

本集團已透過以下步驟評估環境、社會及管治方面的重大性及重要性：(1)以行業基準識別重大環境、社會及管治範疇；(2)透過持份者參與，對關鍵的環境、社會及管治範疇制定優先次序；及(3)基於持份者與管理層的溝通結果確認及釐定重大環境、社會及管治事宜。

故此，此舉能加強就各重大環境、社會及管治事宜的了解程度及關注的轉變，亦能使我們更全面規劃未來可持續發展工作。我們於本報告中討論重要性評估所識別的重要及重大的環境、社會及管治範疇。

#### BOARD REVIEW PROGRESS AGAINST ESG-RELATED GOALS AND TARGETS

The progress of target implementation and the performance of the goals and targets should be closely reviewed from time to time. Rectification may be needed if the progress falls short of expectation. Effective communication about the goals and target process with key stakeholders such as employees is essential, as this enables them to be engaged in the implementation process, and to feel they are part of the change that the company aspires to achieve.

Setting strategic goals for the coming three to five years enables the Group to develop a realistic roadmap and focus on results in achieving the visions.

Setting targets requires the ESG Working Group to carefully examine the attainability of the targets which should be weighed against the company's ambitions and goals. During the year, our Group set targets on an absolute basis.

#### 董事會檢討在達成環境、社會及管治目標方面的進展

董事會應不時仔細檢討實施目標的進展及目標表現。倘進展未及預期，則或需作出修正。亦有必要與主要持份者（如僱員）就達致目標的過程進行有效溝通，此舉可讓彼等參與執行過程，並明白可為本公司致力達成的改變盡一分力。

本集團為未來三至五年設立策略目標，以制定實際的拓展框架，專注於達致願景的結果。

設立目標時，環境、社會及管治工作小組須小心評估達成目標的可行性，而有關目標須經衡量本公司的志向及目標。年內，本集團以絕對基準設立目標。





## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

As one of the largest privately owned, China-based gold mining company, the Group recognizes that it has an obligation to reduce the impact of our operations on the environment and be accountable for the resources and materials that are used in our daily operations. The Group promotes environmental stewardship throughout our business ecosystem by introducing a number of measures to enhance the environmental protection awareness among its employees, encouraging them to develop environment-friendly working habits and to take action in protecting the precious environment. The Group also continues with its effort on exploration, organic expansion and cost control in an environmentally friendly manner in the gold mining segment.

#### A1. EMISSIONS

Operations of mines affect the physical environment, including the land, air, water and other important resources. The Group strives to protect the environment and minimise the impacts on the environment through responsible reclamation and appropriate remediation.

The Group's objectives on environmental protection are to reduce the emissions of air pollutants, wastes, wastewater and noise. In pursuit of these objectives, the Group has established "Environmental Facilities Operation and Management System" and implemented corresponding mitigation measures. The Group monitors the environmental performance of mining operations regularly to ensure the emissions meet the relevant national standards. All operations have emissions control plans in accordance with local laws, regulations and permit requirements. During the reporting period, the Group was in strict compliance with all relevant environmental laws and regulations such as the Environmental Protection Tax Law of China in the PRC, the Environmental Protection Law of the PRC and Air Pollution Control Ordinance (Cap. 311) in Hong Kong. In 2021, no concluded case regarding air pollutant emissions was brought against the Group or its employees.

作為中國其中一個最大的民營金礦企業，本集團確認其有責任減少營運對環境的影響，並對日常營運所用的資源及物料負責。本集團通過引入多項措施，增強僱員的環保意識，鼓勵他們養成環保的工作習慣並採取措施保護珍貴的環境，從而改善整個業務生態系統中的環境管理。本集團於金礦開採分部亦繼續致力以環保方式進行勘探、有機擴張及成本控制。

#### A1. 排放物

礦山經營影響自然環境，包括土地、空氣、水及其他重要資源。本集團致力保護環境，並通過負責任的復墾及適當的補救措施，最大限度地降低對環境的影響。

本集團環保的目標是減少空氣污染物、廢物、污水及噪音的排放。為達成上述目標，本集團已建立「環境設施運行及管理系統」，並實施相應的紓緩措施。本集團定期監察採礦業務的環境表現，確保排放物符合國家相關標準。所有業務均按照當地法律、法規及許可證要求設有排放物控制計劃。於報告期內，本集團嚴格遵守所有環保相關法律及法規，例如中國的《中華人民共和國環境保護稅法》、《中華人民共和國環境保護法》及香港的《空氣污染管制條例》（第311章）。於二零二一年內，概無發生就空氣污染物排放針對本集團或其僱員的結案案件。

## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Air Pollutant Emissions

Air pollutant emission control is essential for mitigating the impact on the environment and protecting the health of employees. The Group's air pollutants emissions mainly come from gaseous fuel consumption of mobile source generated in our gold mining business segment. The Group understands that its mining operation involves heavy machinery and large vehicles to dig and transport ore from place to place. Usually, these heavy equipment produces different types of air pollutant emissions with lower fuel efficiency.

In order to enable gold mining to be more environmentally friendly, the Group has implemented environmental management policy such as adopting wet grinding process at the processing plant to prevent creation of dusts, using equipment and fuels that comply with the national emissions standards, and switching off equipment which is not running so as to reduce exhaust gas emissions. The increase in air pollutant emissions in 2021 was mainly attributable to the increase of production volume in the gold mining business during the year. Furthermore, the Group targets to reduce the air pollutants generated by 5% by 2025.

The detail of air pollutant emissions of the Group during the reporting period is as follows:

#### 空氣污染物排放

空氣污染物排放控制對於紓緩對環境的影響及保護僱員的健康至關重要。本集團的空氣污染物排放主要來自於我們的金礦開採業務分部產生的流動源氣體燃料消耗。本集團了解其採礦業務涉重型機械及大型車輛，以便挖掘礦石並將其從一個地方運至另一個地方。通常情況下，該等重型設備會造成燃料效率較低的不同類型的空氣污染物排放。

為使金礦開採更加環保，本集團已實施環境管理政策，例如在加工廠採用濕磨工藝以防止產生粉塵、使用符合國家排放標準的設備及燃料及關閉無需運作的設備，減少廢氣排放。二零二一年空氣污染物排放增加乃主要由於年內金礦業務產量增加所致。此外，本集團的目標為在二零二五年前將產生的空氣污染物減少5%。

於報告期內，本集團空氣污染物排放詳情如下：

Air Pollutant Emissions	Unit	Gold mining business 金礦開採 業務	Financial services business 金融服務 業務	2021	2020
				Total 二零二一年 總計	Total 二零二零年 總計
空氣污染物排放	單位				
Nitrogen oxides (NO <sub>x</sub> )	kg	15,399	–	15,399	13,194
氮氧化物(NO <sub>x</sub> )	公斤				
Sulphur dioxide (SO <sub>2</sub> )	kg	366	–	366	317
硫氧化物(SO <sub>2</sub> )	公斤				
Particulate matter (PM)	kg	1,911	–	1,911	1,613
懸浮粒子(PM)	公斤				





## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Greenhouse Gas (“GHG”) Emissions

Climate change is gradually concerned by the community as it affects our daily life and poses a risk to its business. Hence the Group commits to mitigating the effects of climate change and to protecting the health of employees. GHG is considered as one of the major contributors of the climate change.

Regarding GHG emissions of the Group, scope 1 direct emissions and scope 2 indirect emissions mainly result from combustion of fuels in mobile sources and purchased electricity respectively for gold mining operations. Giving the majority of the GHG emissions of the Group come from energy consumption, the Group tackles the GHG emission by lowering the energy consumption in our business operations. Policies and procedures as mentioned in the section “Use of Resources” to encourage energy saving have been incorporated throughout the operations in order to reduce the carbon footprint. The decrease in GHG emissions in 2021 was mainly attributable to the effective implementation of electricity saving policy and temporary suspension of certain mining projects for the Luanchuan County Jinxing Mining Co., Ltd. and Mojiang County Mining Co., Ltd. during the year. Furthermore, the Group targets to reduce GHG emissions by 5% by 2025.

#### 溫室氣體（「溫室氣體」）排放

氣候變化正逐漸受到社區的關注，原因是其影響我們的日常生活並對其業務構成風險。因此，本集團致力於減輕氣候變化的影響並保護僱員的健康。溫室氣體被視為導致氣候變化的主要因素之一。

就本集團的溫室氣體排放而言，範疇一直接排放及範疇二間接排放分別主要來自金礦開採業務中流動源燃料燃燒及所購買電力。鑒於本集團的大部分溫室氣體排放來自能源消耗，本集團通過降低業務運營中的能源消耗來解決溫室氣體排放問題。為了減少碳足跡，整個運營過程中均採用「資源使用」一節中所述鼓勵節能的政策及程序。二零二一年溫室氣體排放減少乃主要由於本年度節電政策的有效實施以及樂川縣金興礦業有限責任公司及墨江縣礦業有限責任公司暫時停止若干礦山項目。此外，本集團的目標為在二零二五年前將溫室氣體排放減少5%。

## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

The detail of GHG emissions of the Group during the reporting period is as follows:

於報告期內，本集團溫室氣體排放詳情如下：

GHG Emission <sup>1</sup>	Unit	Gold mining business 金礦開採業務	Financial services business 金融服務業務	2021 Total 二零二一年總計	2020 Total 二零二零年總計
溫室氣體排放 <sup>1</sup>	單位				
Scope 1 <sup>2</sup> 範疇一 <sup>2</sup>	tonnes of CO <sub>2</sub> -e 噸二氧化碳當量	1,792	–	1,792	1,579
Scope 2 <sup>3</sup> 範疇二 <sup>3</sup>	tonnes of CO <sub>2</sub> -e 噸二氧化碳當量	24,994	31	25,025	44,062
<b>Total GHG emission</b> <b>溫室氣體排放總量</b>	<b>tonnes of CO<sub>2</sub>-e</b> <b>噸二氧化碳當量</b>	<b>26,786</b>	<b>31</b>	<b>26,817</b>	<b>45,641</b>
GHG intensity	Gold mining: tonnes of CO <sub>2</sub> -e/ tonnes of production 金礦開採： 噸二氧化碳當量／噸產量	0.03			0.19
溫室氣體強度	Financial services: tonnes of CO <sub>2</sub> -e/employee 金融服務： 噸二氧化碳當量／僱員		2.41		1.98

- <sup>1</sup> The calculation of the GHG emissions is based on the "Corporate Accounting and Reporting Standard" from GHG Protocol.
- <sup>2</sup> Scope 1: Direct emissions from sources that are owned or controlled by the Group.
- <sup>3</sup> Scope 2: Indirect emissions from the purchased electricity and steam consumed by the Group.

- <sup>1</sup> 溫室氣體排放量基於溫室氣體盤查議定書中的「企業會計與報告標準」計算。
- <sup>2</sup> 範疇一：本集團所擁有或控制的來源的直接排放。
- <sup>3</sup> 範疇二：本集團耗用所購買電力及蒸汽的間接排放。





## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Waste Management

Waste management is considered as one of the material topics in environmental protection. The Group recognizes the importance of waste reduction. Waste management measures have been introduced and implemented to minimize the amount of waste generated and the impact on the environment. No hazardous waste is discharged during the production process. In order to improve waste management, the Group has a classification system for different types of wastes. Each type of wastes has specific storage location and collection procedures. The Group's waste is mainly a by-product generated from mining activities. Wastes mainly consist of waste mining rock, tailings and commercial waste.

Waste mining rock is one of the major wastes generated during mining process. In order to reduce the impact of the mining rocks on the environment, the mining rocks produced are used for road paving after being crushed into small pieces. Tailings are another major waste generated in the mine processing plant. They are the materials left over after the separation process of the valuable fraction of ore from the uneconomic fraction.

Tailings storage is a challenging issue in the mining industry. The Group discharges the tailings into the tailings pond in accordance with the national laws and regulations. The volume and height of the tailings in the tailings pond are monitored regularly to ensure it is within the safe level.

Daily office operation is the major source of commercial waste. During our office operation, employees are encouraged to sort wastes for recycling and use double-sided printing to reduce paper waste. The Group will seek other possible measures to manage and reduce the waste generated in mining sites and offices in the future.

#### 廢物管理

廢物管理被認為是環境保護的重要議題之一。本集團認識到減少廢物的重要性。本集團引入並實施廢物管理措施，以盡量減少產生的廢物量及對環境的影響。在生產過程中，並無排放有害廢物。為改善廢物管理，本集團設有針對不同類別廢物的分類系統。各類廢物均有特定的儲存地點及回收程序。本集團的廢物主要是採礦活動產生的副產品。廢物主要包括廢棄採礦岩石、尾礦及商業廢物。

廢棄採礦岩石為在採礦過程中所產生的主要廢物之一。為減少採礦岩石對環境的影響，所產生的採礦岩石會在被粉碎成小塊後，用於鋪設路面。尾礦為礦山加工廠所產生的另一種主要廢物。尾礦是在將礦石中有價值部分從無經濟價值部分分離後所遺留的物質。

在採礦業中，尾礦貯存是一個難題。本集團按照國家法律及法規將尾礦排入尾礦池，並定期監測尾礦池中尾礦的體積及高度，確保其在安全水平內。

日常辦公營運是商業廢物的主要來源。在我們的辦公營運中，本集團鼓勵員工將廢物進行分類回收，並使用雙面打印以減少紙張浪費。本集團將尋求其他可行措施，管理及減少礦場及辦公室今後所產生的廢物。

## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

In 2021, most of the Group's non-hazardous wastes is a by-product generated from the mining activities. During the year, the increase in the non-hazardous wastes was mainly attributable to the increase of production volume in the gold mining business during the year. Furthermore, the Group targets to reduce non-hazardous wastes generated by 5% by 2025.

於二零二一年，本集團的大部分無害廢棄物為採礦活動產生的副產品。年內，無害廢棄物數量有所增加主要由於年內金礦開採業務產量增加所致。此外，本集團的目標為在二零二五年前將所產生的無害廢棄物減少5%。

The detail of waste generated of the Group during the reporting period is as follows:

本集團於報告期內所產生的廢物詳情如下：

Non-hazardous wastes generated	Unit	Gold mining business 金礦開採業務	Financial services business 金融服務業務	2021 Total 二零二一年總計	2020 Total 二零二零年總計
產生的無害廢棄物	單位				
Commercial waste 商業廢物	tonnes 噸	27	3	30	17
Tailings 尾礦	tonnes 噸	234,250	–	234,250	168,093
Mining rocks 採礦岩石	tonnes 噸	460,000	–	460,000	476,140
<b>Total waste 廢物總計</b>	<b>tonnes 噸</b>	<b>694,277</b>	<b>3</b>	<b>694,280</b>	<b>644,250</b>
Waste generated intensity	Gold mining: tonnes of CO <sub>2</sub> -e/ tonnes of production 金礦開採： 噸二氧化碳當量／噸產量	0.88			2.66
所產生廢物強度	Financial services: tonnes of CO <sub>2</sub> -e/employee 金融服務： 噸二氧化碳當量／僱員		0.20		0.10





## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Wastewater

The Group has obtained valid pollutant discharge permit from the relevant local environmental protection department to undertake mining and processing activities at the respective mining sites. The quality of wastewater discharged is monitored regularly to ensure it meets the national standards and requirements. Devices are installed in the discharging pipes to monitor the sewage flow and wastewater quality.

Apart from monitoring the quality of wastewater discharged, the Group also strives to reduce wastewater discharged through recycling. The wastewater discharged is pumped back to the processing plant for reuse after a series of treatment processes. Hence, wastewater is recycled and reused as a closed cycle to reduce external discharge. The wastewater treatment facility requires regular maintenance to ensure it operates efficiently.

#### A2. USE OF RESOURCES

The Group considers environmental protection as an essential component of a sustainable and responsible business. The Group has an in-depth understanding of the importance of safeguarding sustainable development of the environment and this to attach importance to efficient utilization of resources by introducing various measures in daily business operations. It understands that staff participation is the key to achieve such goals. The Group strives to build up a working environment that emphasizes the “Green office” and “Low Carbon” policy such as a set of guidelines to improve the efficient use of resources for the long-term sustainability. The Group has also adopted policies such as “Energy Resource Control Procedure” to improve the efficient use of energy, water and other materials.

#### 廢水

本集團已取得當地有關環保部門簽發的有效污染物排放許可證，以在相應礦場進行採礦及加工活動。本集團會定期監測所排放廢水的質量，確保其符合國家標準及規定。本集團會在排放管道中安裝設備，以監測污水流量及廢水質量。

除監控所排放廢水的質量外，本集團亦通過回收廢水，努力減少廢水的排放。所排放的廢水在經過一系列處理流程後，會由水泵送回處理廠以供再用。因此，廢水被回收及再用，形成一個閉合循環，從而減少外部排放。廢水處理設施需要定期維修，以確保其有效運行。

#### A2.資源使用

本集團將保護環境視為可持續及具責任心企業的業務的重要成分。本集團深覺保護環境可持續發展的重要性，在日常業務運營中採取各項措施，側重資源的有效利用。本集團明白員工參與為達到該等目標的關鍵。本集團致力於營造強調「綠色辦公」和「低碳」政策（如各項規章指引）的工作環境，以提高資源的有效利用率，實現長期可持續發展。本集團亦已採納「能源資源控制程序」等政策，以提升能源、水及其他物料的有效利用率。

#### Energy

The Group considers environmental protection as an essential component of a sustainable and responsible business. With aims of resource saving and implementation of energy saving measures, the Group actively promotes the concept of energy saving and emission reduction into the entire process of its business development and operation and implements different energy saving measures.

For example, the Group chooses to use power-saving facilities and reduces the number of equipment used. Besides, the Group motivates all its employees to participate in resources conservation activities and encourages them to turn off the idle machinery and equipment. Energy conservation reminders are placed to increase employees' awareness of energy saving. Internal security staff also patrol the offices after the employees finish duty to ensure there is no wastage of power. We will consistently seek ways to improve energy efficiency and reduce energy consumption in our facilities in the future.

The Group's energy consumption consists of four types – (i) purchased electricity, (ii) petrol, (iii) diesel, (iv) liquefied petroleum gas. During the year, purchased electricity and diesel were our major energy consumption sources in our business operations. The decrease in total energy consumption in 2021 was mainly attributable to the effective implementation of electricity saving policy and temporary suspension of certain mining projects for Luanchuan County Jinxing Mining Co., Ltd. and Mojiang County Mining Co., Ltd. during the year. Furthermore, the Group targets to reduce energy consumption by 5% by 2025.

#### 能源

本集團將保護環境視為可持續及具責任心企業的業務的重要成分。為節省資源及實行節能措施，本集團於整個業務發展及營運過程中積極推行節能減排的概念，並實施不同的節能措施。

例如，本集團會選用省電設施並盡量減少所使用設備的數量。此外，本集團亦激勵全體員工參與資源保護活動，並鼓勵彼等關閉閒置機械及設備。我們會放置節能提醒標誌，以提高員工的節能意識。內部安保人員在員工完成工作後，亦會巡視辦公室，確保不會浪費電力。我們日後將一如既往地尋求提高能源效率及減少設施耗能的方法。

本集團的能源消耗情況包括四類—(i)購買電力、(ii)汽油、(iii)柴油、(iv)液化石油氣。年內，購買電力及柴油為我們業務運營中的主要能源消耗源頭。二零二一年的總能源消耗有所減少主要由於年內有效實施節電政策以及樂川縣金興礦業有限責任公司及墨江縣礦業有限責任公司的若干礦山項目暫停所致。此外，本集團的目標是於二零二五年前將能源消耗減少5%。



## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

The detail of energy consumption of the Group during the reporting period is as follows:

於報告期內，本集團的能源消耗詳情如下：

Energy Consumption	Unit	Gold mining business 金礦開採業務	Financial services business 金融服務業務	2021 Total 二零二一年總計	2020 Total 二零二零年總計
能源消耗	單位				
Purchased electricity 購買電力	MWh 兆瓦時	28,761	39	28,800	50,452
Petrol 汽油	MWh 兆瓦時	738	–	738	772
Diesel 柴油	MWh 兆瓦時	6,093	–	6,093	5,247
Liquefied petroleum gas 液化石油氣	MWh 兆瓦時	60	–	60	59
Steam 蒸汽	MWh 兆瓦時	–	–	–	1
<b>Total energy consumption 能源消耗總量</b>	<b>MWh 兆瓦時</b>	<b>35,652</b>	<b>39</b>	<b>35,691</b>	<b>56,531</b>
Energy consumption intensity	Gold mining: MWh/tonnes of production 金礦開採： 兆瓦時／噸產量	0.15			0.23
能源消耗強度	Financial services: MWh/employee 金融服務： 兆瓦時／僱員		2.97		4.50

#### Water

Water is another important resource used for the daily operation. For saving the use of water in mining production process, there is a water recycling system to recycle the water used. To reduce the daily water use, most toilets are half flushing. Water pipes and taps are checked regularly by the Group to detect leakage. Besides, daily water is reused for planting purpose. Regarding water consumption for the HK office, water supply is solely controlled and centrally managed by its respective property management of the buildings. In this case, it is not feasible for the Group to provide all relevant water consumption data as there is no separate meter for the individual office unit to record water usage. However, the Group still actively seeks ways to mitigate water consumption by raising employees' awareness of water saving through green office policy such as reminding employees to turn faucet off tightly, conducting regular inspection and maintenance of water facilities.

In this year, the decrease in water consumption was mainly attributable to the effective implementation of water saving policy and temporary suspension of certain mining projects for Luanchuan County Jinxing Mining Co., Ltd. and Mojiang County Mining Co., Ltd. during the year. Furthermore, the Group targets to reduce water consumption by 5% by 2025.

#### 水

水是在日常經營業務時所使用的另一種重要資源。為在採礦生產過程中節約用水，本集團設有一套水循環系統，回收已使用過的水。為減少日常用水量，廁所用水大多為半程沖洗。本集團會定期檢查水管及水龍頭，以檢測是否存在漏水情況。此外，日常用水可重新用作種植用途。有關香港辦公室的耗水量，供水完全由該大廈各自的物業管理控制及集中管理。在此情況下，由於沒有單獨水錶用以記錄獨立辦公室單位的用水量，故本集團無法提供所有相關耗水量數據。然而，本集團仍積極尋找方法減少耗水量，透過提醒僱員應關緊水龍頭、定期進行檢查及維護用水設施等綠色辦公政策，提高僱員的節水意識。

今年的耗水量減少主要由於年內有效實施節水政策以及樂川縣金興礦業有限責任公司及墨江縣礦業有限責任公司的若干礦山項目暫停所致。此外，本集團的目標是於二零二五年前將耗水量減少5%。



## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

The detail of water consumption of the Group during the reporting period is as follows:

於報告期內，本集團的耗水量詳情如下：

Water Consumption	Unit	Gold mining business 金礦開採業務	Financial services business 金融服務業務	2021 Total 二零二一年總計	2020 Total 二零二零年總計
耗水	單位				
Water consumption	m <sup>3</sup>	166,170	–	166,170	246,270
耗水	立方米				
Water consumption intensity	Gold mining: m <sup>3</sup> /tonnes of production	0.69			1.02
耗水強度	金礦開採： 立方米／噸產量				
	Financial services: m <sup>3</sup> /employee		–		0.01
	金融服務： 立方米／僱員				

### A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group understands that developing a new mining site and mining activities can cause significant environmental impacts as native vegetation is cleared and destroyed. As a responsible miner, the Group has attached great importance to green mining. To minimise the impact on the environment, the Group strives to restore the used land to its natural state through land reclamation and revegetation measures. In addition, for any possible incident that will cause pollution to the environment, the Group has clarified the management responsibilities of each post. Once there is an incident, emergency plan will be formulated immediately and the incident will be reported to the environmental department to protect the ecological environment.

The Group also acknowledges that the mining activities consume valuable natural resource which is ore. To reduce the consumption of ore, the density of high-grade ore drilling is increased to reduce the loss of ore and increase the recovery rate of ore.

### A3.環境及天然資源

本集團深明，開發新礦場及採礦活動會清除及破壞本地植被，故可能會造成重大環境影響。作為負責任的採礦企業，本集團高度重視綠色採礦。為最大限度地減少對環境的影響，本集團致力通過土地復墾及植被恢復措施，將已使用過的土地恢復至自然狀態。此外，對於任何可能會造成環境污染的事件，本集團已明確各崗位的管理責任。一旦發生事故，本集團將即時制定應急計劃，並將該事故向環保部門匯報，以保護生態環境。

本集團亦確認，採礦活動會消耗礦石這一寶貴的自然資源。為減少礦石消耗，本集團增加高品位礦石鑽井密度，以減少礦石損失及提升礦石回收率。

#### A4. CLIMATE CHANGE

##### Governance

Our Group addresses climate-related risks based on the nature of the risk to our operations. The physical impacts of climate change, including extreme weather events, or damage to facilities have immediate operational impacts and are treated as operational risks. Long-term challenges, such as emerging ESG issues and climate-related risks and opportunities, may be discussed by the Group's ESG Working Group. Our ESG Working Group provides effective governance for integrating and addressing ESG issues, including climate change, within our business.

Supported by our ESG Working Group, our Board oversees climate-related issues and risks regularly during board meetings and ensures that they are incorporated into our strategy.

To ensure our Board to keep up with the latest trend of climate-related issues, climate competence training will be provided to ensure it has the necessary expertise and skills to oversee the management of climate-related issues. Our Board also seeks professional advice from external experts when necessary to better support the decision-making process.

The ESG Working Group is responsible for approving operational emissions targets for the Group and commissioning an ESG benchmarking, as well as gap analysis exercise to identify gaps in both disclosure and policy relative to best practice standards. Moreover, the ESG Working Group works closely with the Group's different operation departments, with an aim to develop consistent and enhanced approaches on addressing ESG risk issues and report to the management.

#### A4.氣候變化

##### 管治

本集團根據業務風險的性質應對與氣候相關的風險。氣候變化的實際影響（包括極端天氣事件或設施的損壞）會直接影響營運並被視為營運風險。本集團環境、社會及管治工作小組或會就新出現的環境、社會及管治議題及氣候相關的風險及機遇等長期挑戰進行討論。環境、社會及管治工作小組為整合和解決我們的業務範圍內的環境、社會及管治問題（包括氣候變化）而實施有效管治。

在環境、社會及管治工作小組的支持下，董事會於董事會會議上定期監督與氣候相關的事宜及風險，並確保將該等事宜及風險納入我們的策略當中。

為確保董事會及時了解與氣候相關事宜的最新情況，我們將提供氣候能力培訓，確保董事會擁有必要專業知識及技能監督管理與氣候相關的事宜。董事會也在必要時尋求外部專家的專業建議，以便更好地支持決策過程。

環境、社會及管治工作小組負責批准本集團的營運排放目標並進行環境、社會及管治對標，同時進行差距分析，以找出相對於最佳實踐標準的披露和政策方面的差距。此外，環境、社會及管治工作小組與本集團的不同營運部門緊密合作，旨在制定一致且更佳的方法來解決環境、社會及管治風險問題並向管理層報告。



## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Strategy

Climate change risk forms part of our overall risk profile through its role in increasing the frequency and intensity of certain diseases, and the health and mortality impacts resulting from natural disasters. We assess the overall level of risk by taking into consideration a range of diverse risk factors across the many categories in our product or services range.

This diversity of risk is combined with our business strategy and broad geographic footprint helps us distribute risk and provide protection against the impacts of short-term climate change effects. Our products and services continue to provide protection for people in our communities against weather and heat-related disease. Besides, we continue to explore opportunities to engage our business partners and encourage them to develop climate resilience and reduce their operational carbon footprint by taking into consideration of different climate-related scenarios, including a “2°C or lower scenario” through the following steps:

#### Step 1: Set Future Images Assuming Climate Change Effects

As climate change measures proceeds, there is a possibility that the industry will be exposed to substantial changes, such as stricter policies including the introduction of and increases in carbon pricing, as well as advances in technology and changes in customer awareness. In light of these climate change effects, based on the International Energy Agency (“IEA”) scenarios and others, we developed multiple future images as the external environment that will surround our Group.

With regard to the IEA scenarios, we put focus on the 2°C scenario (2DS) and pictured future images in case where climate change measures do not progress and where such measures progress further “Beyond 2°C scenario”.

#### 策略

氣候變化風險會增加部分疾病的發病率或加劇部分疾病的病情，以及透過自然災害對健康和生命造成影響，因而構成我們整體風險的一部分。我們在評估整體風險程度時考慮眾多產品或服務範疇內的一系列不同風險因素。

此等不同類型的風險與我們的業務策略和廣闊的市場佈局相結合，協助我們分散風險並免受短期氣候變化帶來的影響。我們的產品及服務持續為我們所處社區的公眾提供抵禦氣候及炎熱天氣相關疾病的保障。此外，經考慮不同氣候相關情境（包括「2°C或以下情境」），我們繼續透過以下步驟探索機會，與業務夥伴合作，鼓勵彼等積極應對氣候變化並減少營運中的碳排放足跡：

#### 第1步：假設氣候變化的影響，設定未來景象

隨著氣候變化措施的發展，業界可能會面臨重大轉變，例如更嚴格的政策，包括引入及提高碳定價，以及技術進步及客戶意識轉變。鑒於該等氣候變化的影響，根據國際能源署（「國際能源署」）情境和其他情境，我們制定多種未來景象，作為本集團將所處的外部環境。

就國際能源署情境而言，我們專注於2°C情境(2DS)，並就氣候變化措施無進展及有關措施在「2°C以上情境」下的進一步進展情況，繪製未來景象圖。



#### Step 2: Consider the Impacts

We considered the impacts on our Group for each of the future images developed in Step 1. We believe that it will be possible to expedite carbon dioxide reduction effects in our society.

With regard to the effects on raw material procurement, mining exploration and processing activities, introduction of and increases in carbon pricing is anticipated in accordance with the global advance of climate change measures, leading to the possibility of higher raw material procurement and production costs.

On the other hand, in the case where climate change measures are not adequate throughout society, production interruptions and supply chain disruptions are likely to increase as a result of higher frequency and intensification of natural disasters such as flooding.

#### Step 3: Respond to the Strategies

Our Group will begin promoting the reduction of non-renewable energy in our daily operation. This strategy will allow for flexible and strategic responses to each demand for the regions where the emission factors of purchased electricity consumptions are high. By promoting real carbon emissions reductions throughout the world through these types of initiatives, we are working to achieve zero carbon emission in our business.

We minimize carbon emissions through comprehensive energy-saving and introduction of renewable energy. With respect to renewable energy in particular, we have set a new target, achieve a reduction rate for purchased electricity in coming few years.

With regard to the ongoing confirmation of the suitability and progress of the Group's strategies, we believe that we will have opportunities for stable funding and sustainable increase in corporate value through appropriate information disclosure, dialogue with institutional investors and other stakeholders.

#### 第2步：考慮影響

我們考慮第1步所制定的每個未來景象對本集團的影響。我們認為，在我們的社會中，將有可能加快二氧化碳減排的影響。

就對原材料採購、開採勘探及加工活動的影響而言，預計隨著全球氣候變化措施的進步，將引入並提高碳定價，導致原材料採購和生產成本可能上升。

另一方面，倘整個社會應對氣候變化的措施不足，由於洪災等自然災害頻發及加劇，生產中斷及供應鏈中斷的情況可能會增加。

#### 第3步：對策略的回應

本集團將開始提倡在日常運營中減少不可再生能源。對於外購電力消耗的排放係數高的地區，該策略將允許因應各項需求採取靈活及戰略性的應對措施。透過實行該等各類舉措，在全球範圍內促進實際碳減排，我們正努力於業務過程中實現零碳排放。

我們盡量透過全面節能以及引入可再生能源來減少碳排放。特別是在可再生能源方面，我們已設定新的目標，在未來幾年達致外購電力的降幅。

於持續確認本集團策略的適當性及進展方面，我們認為我們將透過適當的信息披露、與機構投資者和其他持份者對話，獲得穩定資金及企業價值可持續增長的機會。

## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Risk Management

Our Group identifies the climate change related risks or to test the existing risk management strategies under climate change with the aid of risk assessment. Hence, the areas where new strategies are needed can be identified.

The risk assessment takes a standard risk-based approach using national data, local information and expert knowledge, which can identify how climate change may compound existing risks or create new ones.

The risk assessment is conducted through the following steps:

##### Step 1: Establish the context

- Objective/goal
- Scale
- Time frame
- Climate change scenario for most climate variables and sea level

##### Step 2: Identify existing risk (past and current)

- Identify the record of occurrence of climatic hazard in the past in the area
- Risk management strategies in place to tackle future occurrence of the hazard

##### Step 3: Identify future risk and opportunities

- Explore climate change projections for the selected time frame(s) and emission scenario(s)
- Identify potential hazards
- Investigate whether any existing risk from Step 2 may get worse under future projected changes
- Identify new risks that can emerge under future projected changes

#### 風險管理

本集團借助風險評估來識別氣候變化相關風險，或測試氣候變化下現有的風險管理策略。因此，可以確定需要實施新策略的領域。

風險評估採用基於風險的標準方法，該方法結合全國性數據、本地資訊及專家知識，可識別氣候變化如何加劇現有風險或產生新風險。

風險評估乃透過以下步驟進行：

##### 第1步：建立場景

- 宗旨／目的
- 規模
- 時限
- 有關大部分氣候變數及海平面的氣候變化情境

##### 第2步：識別現有風險（過往及當前）

- 獲取該地區過去發生氣候危害的記錄
- 制定風險管理策略以應對未來發生的危害

##### 第3步：識別未來風險與機遇

- 探索選定時限及排放情境的氣候變化預測
- 識別潛在危害
- 調查在未來預測變化下，第2步的任何現有風險是否會進一步轉差
- 識別在未來預測變化下可能出現的新風險

#### Step 4: Analyze and evaluate risk

- Identify a set of decision areas or systems (i.e., geographical areas, business operation, assets, ecosystems, etc.) that has the potential to be at risk in future

As outlined within the Governance section above, the Group has robust risk management and business planning processes that are overseen by the board of directors in order to identify, assess and manage climate-related risks. The Group engages with government and other appropriate organizations in order to keep abreast of expected and potential regulatory and/or fiscal changes.

We continue to raise awareness of climate change in regard to monitoring of carbon and energy footprint in our daily operation. However, there remains gaps in understanding how such climate risks and opportunities may impact our operations, assets and profits. Our Group assesses how the business addresses climate change risks and opportunities and takes the initiative to monitor and reduce their environmental footprint.

#### 第4步：分析及評估風險

- 確定一組決策範疇或系統（即地理區域、業務營運、資產、生態系統等），而該等決策範疇或系統未來可能會面臨風險

如上文「治理」一節所概述，本集團擁有健全的風險管理及業務規劃流程，該等流程由董事會監察，以識別、評估及管理氣候相關風險。本集團與政府及其他主管機構合作，以了解預期及潛在的監管及／或財政變動的最新情況。

在日常營運中，我們於監控碳及能源足跡方面繼續提高對氣候變化的意識。然而，對於氣候風險與機遇如何影響我們的營運、資產及利潤的認識方面仍然存在不足。本集團評估業務如何應對氣候變化風險與機遇，並主動監控及減少其環境足跡。



## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Significant Climate-related Issues

During the reporting period, the significant climate-related physical risks and transition risks, which have impacted and/or may impact our Group's business and strategy in (i) operations, products and services, (ii) supply chain and value chain, (iii) adaptation and mitigation activities, (iv) investment in research and development, and (v) financial planning, as well as the steps taken to manage these risks, are as follows:

#### 與氣候有關的重大事宜

於報告期間，已影響及／或可能影響本集團於(i)營運、產品及服務，(ii)供應鏈及價值鏈，(iii)適應及緩解活動，(iv)研發投資，及(v)財務規劃業務及戰略的與氣候有關的急性實體風險及過渡風險，以及本集團為管理該等風險所採取的步驟如下：

Climate-related risks description 與氣候有關的風險詳細描述	Financial Impact 財務影響	Steps taken to manage the risks 管理風險所採取的步驟
<b>Physical Risk</b> 實際風險		
Acute physical risks		
<ul style="list-style-type: none"><li>Increased severity and frequency of extreme weather events such as cyclones and floods, strong wind. Hence, staff are easily injured. In addition, under the extreme weather events, the costs of transportation, communications and living increase, which may lead to financial loss to our Group.</li><li>Increased likelihood and severity of wildfire, which may hinder the operations of factories. Financial loss occurs due to the interruption of supply chain, logistics and transportation in our business operation.</li></ul>	<ul style="list-style-type: none"><li>Operating cost and repairing expenses increase</li><li>Capital cost increases due to the damage of facilities</li></ul>	<ul style="list-style-type: none"><li>Planned to establish a natural disasters emergency plan.</li><li>Planned to devise an action plan to articulate the goals and targets of the reductions in GHG emission and energy consumption. Outlined the plan to achieving those targets and defined responsibilities.</li></ul>
急性實體風險		
<ul style="list-style-type: none"><li>氣旋和水災、強風等極端天氣的嚴重程度及發生頻率上升，令員工更易受傷。此外，若發生極端天氣事件，運送、聯絡和生活成本將會增加，或會令本集團產生財務虧損。</li><li>發生山火的可能性及嚴重程度上升，或會妨礙廠房運作。由於我們業務營運的供應鏈、物流和運輸受阻而出現財務虧損。</li></ul>	<ul style="list-style-type: none"><li>經營成本及維修開支增加</li><li>設施損壞導致資本成本增加</li></ul>	<ul style="list-style-type: none"><li>計劃制訂天災緊急應變計劃</li><li>計劃制訂行動規劃，以說明減少溫室氣體排放及能源消耗的目標和願景。就達成有關目標和願景以及界定責任提出計劃綱要。</li></ul>

## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

Climate-related risks description 與氣候有關的風險詳細描述	Financial Impact 財務影響	Steps taken to manage the risks 管理風險所採取的步驟
<p>Chronic physical risks</p> <ul style="list-style-type: none"> <li>Changes in precipitation patterns and extreme variability in weather patterns. Frequent extreme weather events and rising in sea levels are likely to pose disruptions to communities across the region over the long term, affecting economic output and business productivity.</li> <li>Governments that have been pushing for new regulation to reduce GHG emission will pose a threat to financial performance of a business and increase regulatory risk.</li> </ul> <p>長期實體風險</p> <ul style="list-style-type: none"> <li>降雨模式改變及天氣模式極度反覆。頻密的極端天氣事件及海平面上升，長遠而言可能對區內的社區造成干擾，影響經濟生產力及業務效率。</li> <li>政府推動新規例減低溫室氣體排放，將對企業的財務表現構成威脅，並增加監管風險。</li> </ul>	<ul style="list-style-type: none"> <li>Revenue reduces</li> <li>Operating cost increases</li> </ul> <p>收益減少</p> <p>經營成本上升</p>	<ul style="list-style-type: none"> <li>Planned improvements, retrofits, relocations, or other changes to facilities that may reduce their vulnerability to climate impacts, and increases climate resilience in long term.</li> <li>Record the energy consumption to identify peaks in usage, thus significant savings could be determined.</li> <li>Engaged with local or national governments and local stakeholders on local resilience.</li> </ul> <p>規劃改善、機器翻新、遷廠或對設施作其他變動，或會減低彼等受氣候影響的脆弱程度，且長遠而言能提高適應氣候的能力。</p> <p>記錄能源消耗量以識別用量高峰期，務求大幅節省能源。</p> <p>與當地或國家政府及當地持份者合作，抵禦當地風險。</p>
<p>Transitional Risk</p> <p>過渡風險</p> <p>Policy risk</p> <ul style="list-style-type: none"> <li>As a result of energy efficiency requirements, carbon-pricing mechanisms increase the price of fossil fuels, or policies to encourage sustainable land use, hindering the area of expansion, which increase the operation cost.</li> <li>Mandates on and regulation of existing products and services as of the tightened environmental and safety laws and standards of oil. We have to spend much compliance cost to update or maintain the equipment to fulfil the new regulations.</li> </ul> <p>政策風險</p> <ul style="list-style-type: none"> <li>由於能源效益的規定，碳定價機制令化石燃料價格上升，或有政策出台鼓勵土地持續利用，令地區擴張受阻，從而增加營運成本。</li> <li>環境、安全法例和石油標準收緊，對現有產品和服務作出授權和規定。本集團須投入大量合規成本，更新或保養設備，以遵守新規定。</li> </ul>	<ul style="list-style-type: none"> <li>Operating cost increases due to increased insurance premiums for the factories</li> <li>Risk of trade increases</li> </ul> <p>廠房保費上升，令營運成本增加</p> <p>貿易風險增加</p>	<ul style="list-style-type: none"> <li>Planned to conduct a carbon footprint survey, in order to work out the company's footprint, to prioritize energy and waste reductions.</li> <li>Monitor the updates of the relevant environmental laws and regulations against existing products and services, to avoid the unnecessary increase in cost and expenditure due to non-compliance.</li> </ul> <p>計劃進行碳足跡調查，以計算公司的碳足跡，進而確定節能減廢的優先次序。</p> <p>就現有產品及服務監察相關環境法例及規例的更新情況，以避免因不合規而增加不必要的成本及開支。</p>

# A. ENVIRONMENTAL ASPECTS

## A. 環境層面

Climate-related risks description 與氣候有關的風險詳細描述	Financial Impact 財務影響	Steps taken to manage the risks 管理風險所採取的步驟
<p>Legal risk</p> <ul style="list-style-type: none"> <li>Exposure to litigation risk. We have to adapt the tightened law and regulations imposed by the government due to climate change, as well as bear the risk of potential litigation once we fail to obligate the new regulations.</li> <li>Enhanced air pollutant emissions-reporting obligations for local government, and we may have to spend more time on fulfilling the ESG reporting standards to comply with the Hong Kong Listing Rules.</li> </ul> <p>法律風險</p> <ul style="list-style-type: none"> <li>訴訟風險。我們須適應政府因應氣候變化而收緊法例及規例的做法，一旦未能遵守新規例，則會面臨訴訟風險。</li> <li>當地政府加強空氣污染物排放報告的責任。我們可能需要投入更多時間遵循環境、社會及管治報告準則，以遵守香港上市規則。</li> </ul>	<ul style="list-style-type: none"> <li>Operating cost increases</li> </ul>	<ul style="list-style-type: none"> <li>Monitored the updates of environmental laws and regulations and implemented GHG emissions calculations in advance.</li> <li>Continued monitoring of the ESG reporting standards of the Hong Kong Listing Rules.</li> </ul>
<p>Technology risk</p> <ul style="list-style-type: none"> <li>Developing the low carbon energy saving technologies, the capital investment and Research and Development (R&amp;D) expense increase consequently.</li> <li>More green building strategies with low-carbon, energy-saving technologies are adopted by industry peers. Lagging behind may weaken our competitive edges.</li> </ul> <p>技術風險</p> <ul style="list-style-type: none"> <li>開發低碳節能技術，令資本投資及研究及開發（研發）開支增加。</li> <li>業界同行採納更多基於低碳、節能技術的綠色建築策略。若我們未能跟上，則我們的競爭優勢或會減弱。</li> </ul>	<ul style="list-style-type: none"> <li>Capital investment increases</li> <li>Research and Development (R&amp;D) expense increases</li> </ul>	<ul style="list-style-type: none"> <li>Planned to invest in the innovations of energy saving technologies.</li> <li>Examined the feasibility and benefits of applying the latest low-carbon and energy-saving technologies into our operation.</li> </ul>
<p>Market risk</p> <ul style="list-style-type: none"> <li>More customers are concerned about climate-related risks and opportunities, which may lead to changes in customer preference.</li> <li>Inability to attract co-financiers and/or investors due to uncertain risks related to the climate.</li> </ul> <p>市場風險</p> <ul style="list-style-type: none"> <li>更多客戶關注氣候相關風險及機遇，可能令客戶偏好有所改變。</li> <li>因氣候相關的不確定風險而導致無法吸引融資合作夥伴及／或投資者。</li> </ul>	<ul style="list-style-type: none"> <li>Revenue decreases</li> <li>Operating cost increases</li> <li>Production cost increases</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilled the climate-related regulations by the government.</li> <li>Prioritize the climate change as a high concern in the market decisions to show to the clients that the company is concerned about the problem of climate change.</li> </ul>
<p>Market risk</p> <ul style="list-style-type: none"> <li>More customers are concerned about climate-related risks and opportunities, which may lead to changes in customer preference.</li> <li>Inability to attract co-financiers and/or investors due to uncertain risks related to the climate.</li> </ul> <p>市場風險</p> <ul style="list-style-type: none"> <li>更多客戶關注氣候相關風險及機遇，可能令客戶偏好有所改變。</li> <li>因氣候相關的不確定風險而導致無法吸引融資合作夥伴及／或投資者。</li> </ul>	<ul style="list-style-type: none"> <li>Revenue decreases</li> <li>Operating cost increases</li> <li>Production cost increases</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilled the climate-related regulations by the government.</li> <li>Prioritize the climate change as a high concern in the market decisions to show to the clients that the company is concerned about the problem of climate change.</li> </ul>



## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

Climate-related risks description 與氣候有關的風險詳細描述	Financial Impact 財務影響	Steps taken to manage the risks 管理風險所採取的步驟
<p>Reputational risk</p> <ul style="list-style-type: none"> <li>Unable to fulfil the expectations of the customers, damage the Group's reputation and image.</li> <li>Stigmatization of our business sector, such as more stakeholder concern or negative stakeholder feedback on the product designed in a less environmentally-friendly way.</li> </ul> <p>聲譽風險</p> <ul style="list-style-type: none"> <li>未能達到客戶期望，本集團的聲譽和形象受損。</li> <li>部分業務聲譽受損，例如有更多持份者擔憂或持份者就產品設計對環境友好的程度下降提出負面的反饋意見。</li> </ul>	<ul style="list-style-type: none"> <li>Revenue decreases from decreased demand for goods and the decrease in production capacity</li> <li>Operating costs increases from negative impacts on workforce management and planning</li> </ul> <ul style="list-style-type: none"> <li>產品需求及產能下降，令收益減少</li> <li>勞動力管理及規劃受負面影響令營運成本上升</li> </ul>	<ul style="list-style-type: none"> <li>Supported the green productions.</li> <li>Fulfilled the social responsibility by organizing more activities or executing actions to demonstrate how we place importance on climate change.</li> </ul> <ul style="list-style-type: none"> <li>支持綠色生產。</li> <li>舉辦更多活動或落實執行有關行動，履行社會責任，彰顯本集團對氣候變化的重視。</li> </ul>

During the reporting period, the primary climate-related opportunities and the corresponding financial impacts were as follows:

於報告期內，與氣候有關的主要機遇及相應財務影響如下：

#### Detailed description of climate-related opportunities 與氣候有關的機遇詳細描述

#### Financial Impact 財務影響

##### Resource efficiency

- Use of more efficient modes of transport
- Use of more efficient production and distribution processes
- Use of recycling
- Reduce water consumption

- Operating cost reduces through efficiency gains and cost reductions

##### 資源效率

- 使用更有效率的交通工具
- 使用更有效率的製作及分銷流程
- 循環再用
- 減少用水

- 透過加強效率及節省成本降低營運成本

## A. ENVIRONMENTAL ASPECTS

### A. 環境層面

#### Detailed description of climate-related opportunities 與氣候有關的機遇詳細描述

##### Energy source

- Use of lower-emission sources of energy
- Use of supportive policy incentives
- Use of new technologies
- Shift toward decentralized energy generation

##### 能源

- 使用低排放能源
- 採取支援政策獎勵措施
- 使用新技術
- 過渡至分散的能源產生模式

##### Products and services

- Development of climate adaptation and insurance risk solutions
- Ability to diversify business activities
- Development of new products or services through R&D and innovation

##### 產品及服務

- 制定氣候適應及保險風險解決方案
- 多元化業務活動的能力
- 透過研發及創新技術開發新產品或服務

##### Markets

- Access to new markets

##### 市場

- 進入新市場

#### Financial Impact 財務影響

- Operating cost reduces through use of lowest cost abatement
- Returns on investment in low-emission technology increases

- 透過使用最低成本減排降低營運成本
- 增加低排放技術的投資回報

- Revenue increases through new solutions to adaptation needs, such as insurance risk transfer of products and services

- 透過適應氣候變化所需的新解決方案（如產品及服務的保險風險轉移）提升收益

- Revenue increases through access to new and emerging markets

- 透過進入新興市場增加收益

### Detailed description of climate-related opportunities

與氣候有關的機遇詳細描述

#### Resilience

- Participation in renewable energy programs and adoption of energy-efficiency measures
- Resource substitution or diversification

#### 適應力

- 參與可再生能源計劃及採取節能措施
- 資源替代或多元化

### Metrics and Targets

Our Group adopts the key metrics to assess and manage climate-related risks and opportunities. The energy consumption and greenhouse gas (GHG) emissions indicators are the key metrics used to assess and manage relevant climate-related risks where we consider such information is material and crucial for evaluating the impact of our operation on global climate change during the year. Our Group strives to track our energy consumption and greenhouse gas emissions indicators regularly to assess the effectiveness of emission reduction initiatives, as well as set targets to contribute our effort to have minimal impact on global warming.

The details are described in the sections A1: "Emissions" and A2: "Use of Resources" of this Report. Our Group has adopted absolute target to manage climate-related risks and opportunities and performance.

### Financial Impact

財務影響

- Market valuation increases through resilience planning, such as planning of the research in the use of electric vehicles
- Reliability of supply chain and ability to operate under various condition increases
- Revenue increases through new products and services related to ensuring resiliency
- 透過彈性規劃（如規劃研究使用電動車）增加市場估值
- 增強供應鏈的可靠性及在各種條件下的營運能力
- 透過彈性相關的新產品及服務增加收益

### 指標及目標

本集團採納關鍵指標以評估及管理氣候相關風險及機遇。倘我們認為有關資料就評估我們業務於年內對全球氣候變化的影響而言屬重大及關鍵，則會採用能源消耗及溫室氣體排放指標作為關鍵指標，以評估及管理有關氣候相關風險。本集團致力定期追蹤能源消耗及溫室氣體排放指標，以評估減排措施的效益，並設定目標，盡力協助減低對全球變暖的影響。

有關詳情載述於本報告A1：「排放物」及A2：「資源使用」各節。本集團已採納硬性目標，以管理氣候相關的風險及機遇以及表現。





## B. SOCIAL ASPECTS

### B. 社會層面

The Group recognizes that maintenance of strong, healthy and friendly business relations with employees, supply chains, and a business is connected or expected to have a connection, whether internal or external, is the foundation for the Group's success and development. The Group highly considers employees as important assets and is committed to earning respect from employees, maintaining work-life balance, and making them to grow together with us. With supporting business sustainable development, the Group works closely with suppliers to manage social risks. Also, with a goal of understanding the needs and interests of communities where the issuer operates, the Group takes its own initiatives to actively contribute to the society in various ways.

#### B1. EMPLOYMENT

The Group believes that people are important assets and are crucial to the business success of the Group. We are committed to providing a favourable working environment where our employees can thrive. We have a set of human resources management policies and procedures in place with the aim to provide a good working environment to employees where they can have a safe and healthy workplace to engage and perform to the satisfaction of the Group. These policies and procedures do not only ensure the Group's compliance of the relevant labour laws and regulations in the PRC and Hong Kong, but also set out the Group's standard of staff recruitment, promotion guidelines, remuneration scale, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare as well as termination of employment and compensation matters. In this year, there was no case of non-compliance related to labour and employment practices or complaints in relation to discrimination within the Group.

The Group recruits and promotes people based on their capabilities regardless of their nationality, age, religion, marital status and other factors. All employees are remunerated according to their performance, experience and prevailing industry practices. They are provided with retirement benefits in the form of Mandatory Provident Fund Scheme under the Hong Kong Mandatory Provident Fund Scheme Ordinance or defined contribution retirement benefit schemes organised by relevant local government authorities in the PRC. We also arrange cash bonus to employees on special occasions like Spring Festival, Mid-Autumn Festival and International Women's Day.

本集團承認與僱員及供應鏈保持緊密、健康及友好的業務關係，且業務不論內外均保持連繫或預期保持連繫，是本集團成功及發展的基礎。本集團視僱員為重要資產，並致力得到僱員尊重，維持工作生活平衡，並使僱員與我們共同成長。藉著支持業務可持續發展，本集團與供應商緊密合作以管理社會風險。此外，為求了解發行人經營所在社區的需要及利益，本集團採取主動，以各種方式為社會作出積極貢獻。

#### B1. 僱傭

本集團認為，人才是重要資產，對本集團業務的成功至關重要。我們致力於為員工提供良好的工作環境，讓員工大展拳腳。本集團已實行一套人力資源管理政策及程序，旨在為員工提供良好的工作環境，令他們能夠有安全健康的工作場所來參與及履行職責，使其工作令本集團滿意。該等政策及程序不僅確保本集團遵守中國及香港的相關勞工法律法規，亦載列本集團的員工招聘、晉升指引、薪酬比例、工作時數、假期、平等機會、多元化、反歧視與其他待遇及福利的標準，以及終止僱傭及補償事宜。於本年度，本集團內並無任何與勞工及僱傭行為有關的違規個案，亦無與歧視有關的投訴。

本集團會根據能力招募及提拔人才，而不論其國籍、年齡、宗教信仰、婚姻狀況及其他因素。所有員工均根據其績效、經驗及現行行業慣例獲得報酬。本集團以《香港強制性公積金計劃條例》下的強積金計劃或中國有關地方政府機構組織的界定供款退休福利計劃的形式向員工提供退休福利。我們亦在春節、中秋節及國際婦女節等特殊日子安排向員工發放現金花紅。

## B. SOCIAL ASPECTS

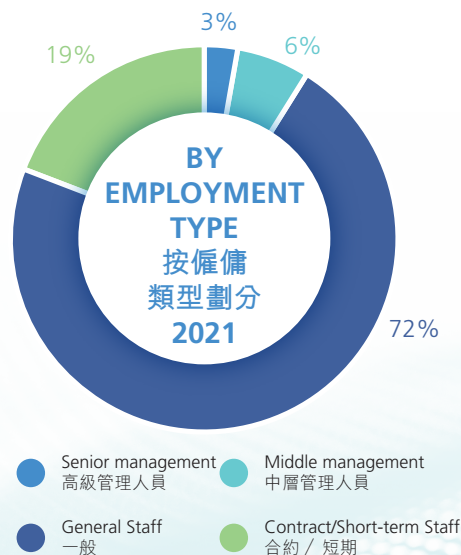
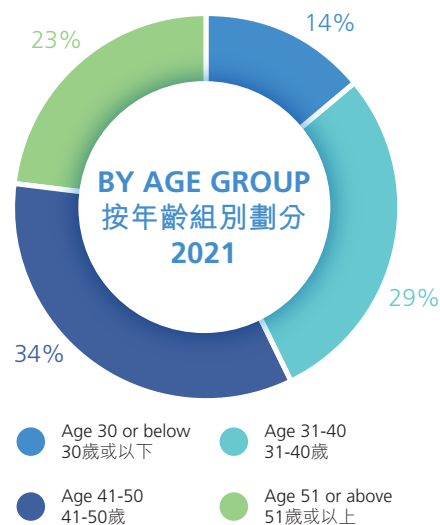
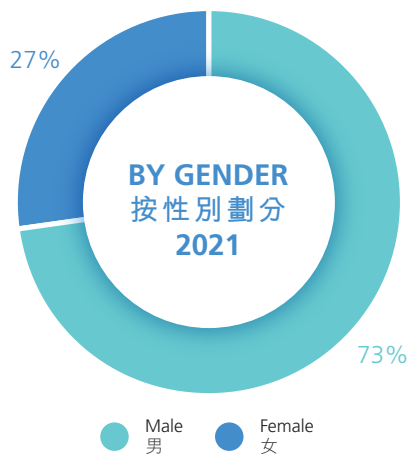
### B. 社會層面

The Group recognises that a proper balance between work and rest can help employees to realise their full potential. The Group strictly complies with the working hours and statutory holidays under the related laws and regulations at places where the businesses operate. Personal leave, sick leave, marriage leave, maternity leave, work injury leave, etc. are provided to employees in order to balance their work and life.

As at 31 December 2021, the employee compositions (in percentage) by gender, employee category, age group and geographical region are as follows:

本集團深明，工作與休息保持適當平衡能有助員工充分發揮潛力。本集團嚴格遵守經營業務所在地有關法律及法規的工作時數及法定假期規定。本集團為員工提供個人假期、病假、婚假、產假、工傷假等假期，以平衡彼等的工作與生活。

於二零二一年十二月三十一日，按性別、僱傭類別、年齡組別及地理區域劃分的僱員構成（按百分比計）如下：

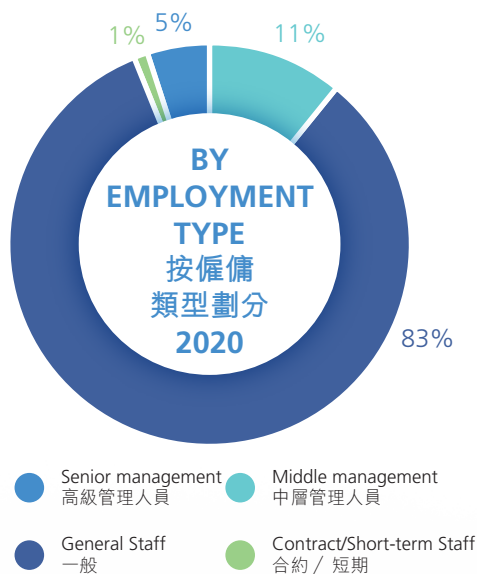
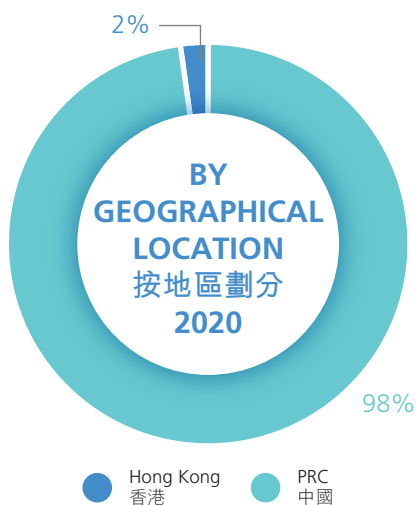
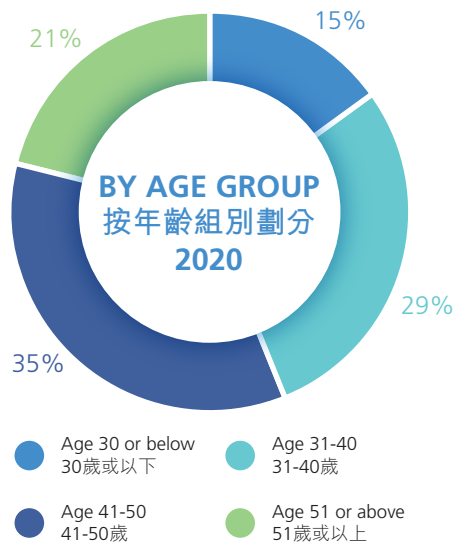
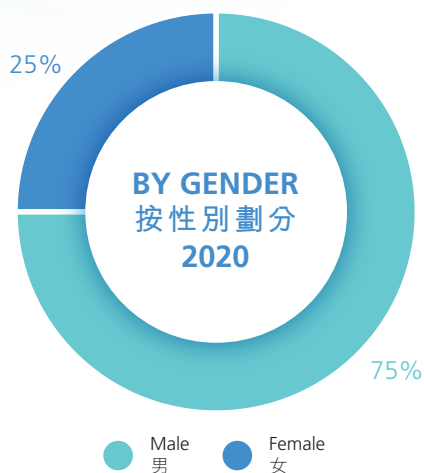


## B. SOCIAL ASPECTS

### B. 社會層面

As at 31 December 2020, the employee compositions (in percentage) by gender, employee category, age group and geographical region are as follows:

於二零二零年十二月三十一日，按性別、僱傭類型、年齡組別及地區劃分的僱員構成（按百分比計）如下：





## B. SOCIAL ASPECTS

### B. 社會層面

The employee turnover rates by gender, age group and geographical region during the reporting period are as follow:

於報告期間，按性別、年齡組別及地區劃分的員工流失率如下：

Employee turnover rate		2021 二零二一年	2020 二零二零年
員工流失率			
By gender	按性別劃分		
– Male	– 男	10.7%	7.4%
– Female	– 女	10.7%	10.0%
By age group	按年齡組別劃分		
– 30 or below	– 30歲或以下	38.4%	10.1%
– 31-40 years old	– 31-40歲	9.3%	11.7%
– 41-50 years old	– 41-50歲	6.7%	5.0%
– 51 years old and above	– 51歲或以上	2.8%	6.5%
By geographical region	按地區劃分		
– Hong Kong	– 香港	58.8%	–
– The PRC	– 中國	10.0%	8.2%
Overall	整體	10.7%	8.0%

## B2. HEALTH AND SAFETY

The Group regards occupational health and safety as its most important aspect of corporate risk management. The Group strictly complies with Occupational Safety and Health Ordinance and Law of the PRC on the Prevention and Treatment of Occupational Diseases. In this year there was no case of non-compliance in relation to health and safety or work-related injury within the Group.

## B2. 健康與安全

本集團視職業健康與安全為其企業風險管理的最重要層面。本集團嚴格遵守《職業安全及健康條例》以及《中華人民共和國職業病防治法》。於本年度本集團內並無有關健康與安全或工傷的違規個案。



## B. SOCIAL ASPECTS

### B. 社會層面

The Group not only strictly implements relevant laws and regulations but also proactively formulates internal policies and standards related to specific business departments of the Group. For gold mining business, the Group attaches great importance to occupational health and safety as the key focus for our operation is to ensure the safety and wellbeing of the employees. For this reason, a comprehensive occupational health and safety management system has been established for the mines. Safety training is arranged for every employee according to the job position to raise their awareness of emergency responses and enhance their skills for safety operation. We have set up a dedicated safety and environment enhancement team which is responsible for the occupational health and safety of our mines and operations. The team carries out regular on-site safety inspection. Every employee is provided with safety equipment and clothing which is checked regularly to ensure proper usage and functioning. They are also provided with medical check annually. First aid equipment and real-time visual monitoring system including emergency shower and eyewash facilities, etc. are equipped in the workplace for prompt responses to any injuries and incidents happened.

The Group has obtained production safety permits for our gold mining operations. We require our contractors to possess production licences and relevant qualifications for the work they contract from us and to undertake appropriate safety measures. In addition, occupational hazard is identified during the construction stage of the mining project. This can evaluate the potential health and safety impacts on the employees who work in the mining operation, and hence, specified prevention measures can be implemented.

The Group has established an internal policy on safety management and has assigned different safety compliance duties to different teams in order to reduce potential risk with clear division of labour. For financial services business, main operation is carried in the office. The Group strives to eliminate the use of office equipment and materials which causes serious occupational health and safety consequences.

本集團不僅嚴格執行相關法律及法規，亦積極制定與本集團特定業務部門相關的內部政策及標準。就金礦開採業務而言，本集團高度重視職業健康與安全，確保員工的安全及福祉乃我們營運的重中之重。為此，本集團已為礦場建立全面的職業健康與安全管理體系。本集團會根據工作崗位為每位員工安排安全培訓，以提高應急響應意識及提升安全操作技能。我們已成立專責的安全及環境提升小組，負責我們礦山及作業的職業健康與安全。該團隊會定期進行現場安全檢查。本集團為每位員工提供安全設備及服裝，並定期進行檢查，以確保正確使用及發揮作用。本集團亦會每年為員工提供體檢。在工作場所配備有急救設備及實時視頻監控系統，包括緊急噴淋及洗眼設施等，以便及時處理發生的任何傷害及事故。

本集團已取得金礦開採業務的安全生產許可證。我們要求承包商擁有向我們承包工作所需的生產許可證及相關資格，並採取適當的安全措施。此外，我們在採礦項目施工階段會確定職業危害，這可評估對從事採礦作業僱員的潛在健康與安全影響，故可實施特定的預防措施。

本集團已制定安全管理內部政策，並已向不同的團隊指派不同的安全合規職責，明確分工以減少潛在風險。就金融服務業務而言，主要業務在辦公室開展。本集團竭力杜絕使用會造成嚴重職業健康與安全後果的辦公設備及物料。

During the reporting period, the Group was not aware of any non-compliance with relevant laws and regulations. There was no injury case (2020: 2, 2019: nil) and no lost days (2020: nil, 2019: nil) due to minor injuries during business operations. There was no work-related fatality case (2020: nil, 2019: nil) during the reporting period. Employees were given paid sick leave for their recovery.

### **B3. DEVELOPMENT AND TRAINING**

The Group is committed to providing continuous training and learning opportunities to employees to develop their talents and to expand the Group's business. The Group has provided numerous development opportunities throughout the year to employees at all levels to continuously strengthen employee's skill in order to enhance the Group's competitiveness for sustainable business growth.

The Group has established relevant development and training systems with the aim to promote a learning culture for improvement. Employees are encouraged and have equal opportunities to participate in different training programmes. Subsidies and supports are given to employees to participate in the relevant training courses. Training is particularly focused on safety training which is our primary concern in gold mining business. Safety training covers a wide range of topics, including safety production procedures, occupational hazard etc. to ensure all employees acquire proper skills and knowledge before performing the assigned tasks. With continuous safety training, not only the employees' safety knowledge and awareness can be increased, but also the occurrence of work-related accidents can be reduced.

Apart from safety training in enhancing the safety performance, orientation training is provided for new employees to familiarise with the corporate culture and the background of the Group. Training offered to employees depends on the job position of employees and the development of the Group. Regular assessment is conducted to keep track on the performance of the employees for the purpose of formulating further training plans, job promotions and salary adjustments. The Group will enhance the training system in order to improve the personal development of employees.

於報告期內，本集團並不知悉任何不符合相關法律法規的情況。業務經營中並無出現因輕傷導致的工傷案件（二零二零年：2宗；二零一九年：無）及損失工作日數（二零二零年：無；二零一九年：無）。於報告期內，並無因工死亡之個案（二零二零年：無；二零一九年：無）。本集團已給予有關僱員帶薪病假以讓彼等康復。

### **B3.發展及培訓**

本集團致力為員工提供持續培訓及學習機會，以發展他們的才能並擴展本集團業務。本集團全年為各級員工提供多項發展機會以不斷加強員工技能，從而提升本集團競爭力，以促進業務可持續增長。

本集團已建立有關發展及培訓系統，旨在弘揚積極進步的學習文化。本集團鼓勵員工並為其提供平等機會參與各類培訓計劃。我們會就員工參與有關培訓課程向員工發放補貼及提供資助。培訓內容尤其側重安全生產，此乃我們在金礦開採業務中首要關注的問題。安全培訓涵蓋安全生產程序、職業危害等多種課題，以確保全體員工在執行所分派任務之前獲得適當的技能及知識。通過持續的安全培訓，不僅可提高員工的安全知識及安全意識，還可減少發生與工作有關的事故。

除旨在提升安全績效的安全培訓外，我們亦向新員工提供定向培訓，使彼等熟悉本集團的企業文化及背景。向員工提供的培訓取決於員工的工作崗位及本集團的發展。我們會進行定期評估以跟蹤員工的表現，從而制定進一步培訓計劃、職位晉升及薪酬調整。本集團將增強培訓體系，以提升員工的個人發展。



## B. SOCIAL ASPECTS

### B. 社會層面

The detailed breakdown of the percentage of employees trained by gender and employee category is as follows:

按性別及僱員類別劃分的受訓僱員百分比的明細如下：

Percentage of employee trained (%)	受訓僱員百分比(%)	2021 二零二一年	2020 <sup>2</sup> 二零二零年 <sup>2</sup>
By gender	按性別劃分		
– Male	– 男	98.8%	51.4%
– Female	– 女	100.0%	67.6%
By employment category	按僱傭類型劃分		
– Senior management	– 高級管理人員	100.0%	36.4%
– Middle management	– 中層管理人員	100.0%	40.5%
– General staff	– 一般	98.8%	59.7%
– Contract/short term	– 合約／短期	100.0%	–
Overall	整體	87.5%	50.5%

During of the reporting period, the composition of employees received training by gender and employment category was as follows:

於報告期內，按性別及僱員類別劃分的受訓僱員構成如下：

Composition of Employees Received Training	受訓僱員構成	2021 二零二一年	2020 二零二零年
By gender	按性別劃分		
– Male	– 男	76.2%	60.6%
– Female	– 女	23.8%	39.4%
By employment category	按僱傭類型劃分		
– Senior management	– 高級管理人員	3.1%	3.3%
– Middle management	– 中層管理人員	5.9%	8.1%
– General staff	– 一般	70.0%	88.6%
– Contract/short term	– 合約／短期	21.0%	–

<sup>2</sup> The data of 2020 has been restated for comparative purpose.

<sup>2</sup> 二零二零年的數據已經重列以作比較用途。

## B. SOCIAL ASPECTS

### B. 社會層面

The average number of employee training hours decreased as a result of the COVID-19 pandemic during the year. In addition, the training mode gradually changed from face-to-face mode to on-line training and delivery of printed training materials to employees. The average training hours completed per employee by gender and employee category during the reporting period is as follows:

年內僱員平均受訓時數減少乃由於新冠疫情所致。此外，培訓模式逐步由面對面模式轉變為線上培訓，並向員工提供印刷培訓資料。報告期內按性別及僱員類別劃分的每名僱員完成的平均受訓時數如下：

Average training hours for employees		2021 二零二一年	2020 二零二零年
僱員平均受訓時數			
By gender	按性別劃分		
– Male	– 男	1.4	28.6
– Female	– 女	1.3	64.9
By employment category	按僱傭類型劃分		
– Senior management	– 高級管理人員	5.6	20.4
– Middle management	– 中層管理人員	3.4	36.1
– General staff	– 一般	1.1	39.1
– Contract/short term	– 合約／短期	1.0	–
Overall	整體	1.3	38.1

#### B4. LABOUR STANDARDS

The Group is committed to protecting human rights in workplace and has zero tolerance to the use of child or forced labour during our operation. The Group understands that child labour and forced labour violate fundamental human rights and international labour conventions and may constitute threat to the social and economic sustainability. Therefore, the Group has implemented policies, including “Prohibition of Child Labour Regulation” to strictly prohibit the recruitment of child labour and the use of forced labour. If there is any confirmed case, the Group must report to the related authorities immediately. Our commitment to human rights extends to supply chain. Suppliers are expected to follow the same standard of labour practices when working with us.

During the reporting period, the Group was in full compliance with all the applicable labour laws and regulations including Labour Contract Law of the PRC, Provisions on the Prohibition of Using Child Labour and Employment of Children Regulations in Hong Kong. The Group did not have any cases related to child labour or forced labour in this year.

#### B4. 勞工準則

本集團致力保障工作場所內的人權，並對營運中僱用童工及強制勞工零容忍。本集團深明童工及強制勞工違反基本人權及國際勞工公約，可對社會及經濟可持續性構成威脅。因此，本集團已實施包括「禁止使用童工規定」在內的政策，嚴禁招聘童工及強制勞工。如確定存在任何相關情況，本集團須立即向有關部門匯報。我們對人權的承諾已延伸至供應鏈。供應商與我們合作時，預期應遵守相同的勞工常規準則。

於報告期內，本集團全面遵守一切適用勞動法律及法規，包括《中華人民共和國勞動合同法》、《禁止使用童工規定》及香港的《僱用兒童規例》。本集團於本年度並無任何有關童工及強制勞工的個案。



## B. SOCIAL ASPECTS

### B. 社會層面

#### B5. SUPPLY CHAIN MANAGEMENT

As a gold mining company, the Group recognises suppliers, vendors and contractors as valuable stakeholders within the supply chain as their responsible business behaviours are important in contributing to quality excellence, operational efficiency and good reputation of the Group. We strive to cooperate with local suppliers whenever possible to promote local economy and strengthen the control of environmental risks related to supply chain management.

The Group formulates “Suppliers/Distributors Social Responsibilities Control Procedure” to monitor a wide range of aspects for the suppliers, from product and service quality to business ethical standards. We have high expectations in the sustainability performance of our supply chain partners with the aim of achieving sustainability throughout the supply chain. Suppliers are required to sign a social responsibility agreement to promise its compliance with all local laws and regulations before working with us. Regular review and on-site inspection are carried out to ensure compliance. If any cases of non-compliance are discovered, we will terminate our cooperation promptly. Long-term stable relationship with our supply chain partners is maintained based on the result of supplier assessment.

#### B6. PRODUCT RESPONSIBILITY

The Group attaches great importance to product quality and responsibility. The Group has implemented related policies and procedures to manage the quality and safety of its products. During the reporting period, the Group has complied with all the applicable laws and regulations regarding product responsibility issues.

#### B5. 供應鏈管理

作為一家金礦公司，本集團深明供應商、賣方及承包商為供應鏈中寶貴的持份者，因為彼等負責任的商業行為對提升本集團的卓越品質、營運效率及良好聲譽實屬重要。我們力求與當地供應商合作，盡可能促進當地經濟發展及加強與供應鏈管理相關的環境風險控制。

本集團制定「供應商／分銷商社會責任控制程序」，以監察供應商從產品及服務質量到商業道德標準的各個方面。我們對供應鏈合作夥伴的可持續發展表現寄予厚望，致力實現整個供應鏈的可持續發展。在與我們合作之前，供應商須簽署社會責任協議，以保證其將遵守當地所有法律及法規。我們會進行定期檢討及實地視察，以確保彼等的合規性。如發現任何違規情況，我們將立即終止與其合作。我們會根據供應商的評估結果，維持與供應鏈合作夥伴的長期穩定關係。

#### B6. 產品責任

本集團高度重視產品質量及產品責任。本集團已實施相關政策及程序，以管理其產品的質量及安全。於報告期內，本集團已遵守一切有關產品責任事宜的適用法律及法規。



#### Quality Control

In order to strengthen quality control and stabilise product quality, the Group has established “Quality Management Procedure” to ensure the quality of products sold meets the standard of our customers. All products sold to customers by the Group are subject to measurement and quality inspection. We closely monitor different production processes, such as mining, exploration and construction. Quality indicators are set during the design and planning stages of mining. Regular survey and testing are conducted to ensure the mining product quality meets the relevant standard. All these measures ensure our compliance with the applicable laws and regulations, including Product Quality Law of the PRC.

#### Customer Information Protection

The Group takes privacy issues very seriously and protects the privacy of its customers, business partners and employees to the utmost. “Confidentiality System” of the Group is in place in accordance with the Staff Handbook to ensure compliance with relevant laws and regulations, including Law of the PRC on the Protection of Consumer Rights and Interests and Personal Data (Privacy) Ordinance in Hong Kong. Employees are prohibited from disclosing commercial information, such as the data of customers and business partners, to third parties. Documents containing confidential information are required to be stored securely or shredded.

#### 質量控制

為加強質量控制及穩定產品質量，本集團已制定「質量管理程序」，確保所出售的產品質量符合客戶標準。本集團向客戶銷售的所有產品均須經過測量及質量檢驗。我們密切監察採礦、勘探及建設等各個生產環節。質量指標乃於採礦設計及規劃階段設定。本集團會定期進行調查及測試，以確保採礦產品質量符合相關標準。所有該等措施確保我們遵守包括《中華人民共和國產品質量法》在內的適用法律及法規。

#### 客戶資料保護

本集團非常重視私隱問題，並最大限度地保護客戶、業務合作夥伴及員工的私隱。本集團已按照員工手冊編製「保密制度」，以確保遵守包括《中華人民共和國消費者權益保護法》及香港《個人資料（私隱）條例》在內的相關法律及法規。我們禁止員工向第三方披露商業資料，如客戶及業務夥伴的資料。包含機密資料的文件須安全地保存或粉碎。



## B. SOCIAL ASPECTS

### B. 社會層面

#### B7. ANTI-CORRUPTION

The Group is committed to operating with a high standard of integrity and accountability. Our commitment to preventing any forms of corruption is stipulated in the “Anti-fraud System”, “Anti-money Laundering System” and “Avoidance System”, which can be made reference to the Staff Handbook. The principle of anti-corruption is well conveyed to our employees, suppliers and customers through daily communication and training. Employees are required to declare any conflicts of interest. The Group has engaged internal and external stakeholders to monitor and evaluate the effectiveness of the systems to prevent corruption. Violations of the laws and the Group’s anti-corruption systems will be reported to regulators. During the reporting period, the Group strictly complied with all the relevant laws and regulations, including Criminal Law of the PRC and Prevention of Bribery Ordinance in Hong Kong. No non-compliance regarding corruption practices was brought against the Group or its employees during the year.

The Group has formulated a “Whistle-blowing Control Procedure” to allow its employees to report suspected cases of corruption. All reported cases are carefully classified, analysed and investigated while the information is kept confidential in order to protect the individual’s privacy. The internal monitoring department of the Group monitors the whistleblowing channels through communication with the employees and on-site inspections and checks to ensure the channels are properly functioned.

#### B7.反貪污

本集團致力以高標準的誠信及問責制經營業務。「反欺詐制度」、「反洗錢制度」及「避稅制度」載有我們有關防止任何形式的貪污的承諾，可參考員工手冊。我們通過日常溝通及培訓，向員工、供應商及客戶妥為傳達反貪污的原則。員工須就任何利益衝突作出聲明。本集團已聘請內部及外部持份者監察及評估用於預防貪污的系統有效性。本集團會向監管機構匯報違反法律及本集團反貪污系統的行為。於報告期內，本集團嚴格遵守所有相關法律及法規，包括《中華人民共和國刑法》及香港《防止賄賂條例》。年內，本集團或其僱員概無遭控訴未能遵守反貪污常規。

本集團已制定「舉報控制程序」，允許員工舉報疑似貪污的情況。我們會仔細分類、分析及調查所有被舉報的情況，同時對有關資料進行保密，以保護個人私隱。本集團的內部監控部門通過與員工溝通及現場視察和檢查，對舉報渠道進行監督，確保渠道正常運作。

## B8. COMMUNITY INVESTMENT

The Group believes that our success comes from the support of the society. The Group is committed to supporting and contributing to the society. In order to understand the needs of the community, we implement related policies and measures such as "Community Investment Policy" to make its own efforts in the development of the community. The Group understands that contribution of the community in the region of operation is crucial to the sustainable development. Thus, we focus on four areas including living standard of the community, culture, education and development, and labour cooperation for contributions. We will continue to contribute to the sustainable development of the community by building a healthy and dynamic community.

The Group supports community development by cash donation. The table below summarises the cash donated by the Group to different charities during the previous reporting period:

## B8.社區投資

本集團認為，我們的成功來自社會的支持。本集團致力支持社會並對社會作出貢獻。為了解社區的需要，我們實施相關政策及措施，例如「社區投資政策」，以在社區發展中盡一分力。本集團深明經營所在地區的社區貢獻對可持續發展至關重要。因此，我們重點關注社區生活水平、文化、教育與發展及勞動合作貢獻四個領域。我們將通過打造健康而充滿活力的社區，繼續為社區的可持續發展作出貢獻。

本集團透過現金捐贈支持社區發展。下表概述本集團於過往報告期間向不同慈善機構捐贈的現金款項：

Description 說明		Donation Amount 捐贈金額 RMB 人民幣
Cultural Construction in Kangsan Village	Kangsan Village的文化建設	30,000
"99" Charity Day	「99」公益日	35,000
Bai Tu Town Chamber of Commerce Donation	白土鎮商會捐贈	5,000
<b>Total</b>	<b>總計</b>	<b>70,000</b>



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

## 環境、社會及管治報告指引

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Page
主要範疇、層面、一般披露及關鍵績效指標		章節	頁次
<b>A. Environmental</b>			
<b>A. 環境</b>			
<b>A1: Emissions</b>			
<b>A1 : 排放物</b>			
<b>General Disclosure</b>		"Emissions"	12
一般披露		「排放物」	
<b>KPI A1.1</b>	The types of emissions and respective emissions data	"Emissions – Air Pollutant Emission"	13
<b>關鍵績效指標A1.1</b>	排放物種類及相關排放數據	「排放物－空氣污染物排放」	
<b>KPI A1.2</b>	Greenhouse gas emissions in total and, where appropriate, intensity	"Emissions – Greenhouse Gas Emission"	15
<b>關鍵績效指標A1.2</b>	溫室氣體總排放量及（如適用）強度	「排放物－溫室氣體排放」	
<b>KPI A1.3</b>	Total hazardous waste produced and, where appropriate, intensity	Not applicable to the Group's business	N/A
<b>關鍵績效指標A1.3</b>	所產生有害廢棄物總量及（如適用）強度	不適用於本集團的業務	不適用
<b>KPI A1.4</b>	Total non-hazardous waste produced and, where appropriate, intensity	"Emissions – Waste Management"	16
<b>關鍵績效指標A1.4</b>	所產生無害廢棄物總量及（如適用）強度	「排放物－廢物管理」	
<b>KPI A1.5</b>	Description of measures to mitigate emissions and results achieved	"Emissions – Air Pollutant Emission"	13
<b>關鍵績效指標A1.5</b>	描述減低排放量的措施及所得成果	「排放物－空氣污染物排放」	
<b>KPI A1.6</b>	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	"Emissions – Waste Management"	16
<b>關鍵績效指標A1.6</b>	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	"Emissions – Wastewater"	
		「排放物－廢水」	

**A2: Use of Resources****A2 : 資源使用**

<b>General Disclosure</b>		"Use of Resources"	18
一般披露		「資源使用」	
<b>KPI A2.1</b>	Direct and/or indirect energy consumption by type in total and intensity	"Use of Resources – Energy"	19
<b>關鍵績效指標A2.1</b>	按類型劃分的直接及／或間接能源總耗量及強度	「資源使用－能源」	
<b>KPI A2.2</b>	Water consumption in total and intensity	"Use of Resources – Water"	22
<b>關鍵績效指標A2.2</b>	總耗水量及強度	「資源使用－水」	
<b>KPI A2.3</b>	Description of energy use efficiency initiatives and results achieved	"Use of Resources – Energy"	20
<b>關鍵績效指標A2.3</b>	描述能源使用效益計劃及所得成果	「資源使用－能源」	
<b>KPI A2.4</b>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	"Use of Resources – Water"	21
<b>關鍵績效指標A2.4</b>	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	「資源使用－水」	
<b>KPI A2.5</b>	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Not applicable to the Group's business	N/A
<b>關鍵績效指標A2.5</b>	製成品所用包裝材料的總量及（如適用）每生產單位佔量	不適用於本集團的業務	不適用

**A3: The Environment and Natural Resources****A3 : 環境及天然資源**

<b>General Disclosure</b>		"The Environment and Natural Resources"	22
一般披露		「環境及天然資源」	
<b>KPI A3.1</b>	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	"The Environment and Natural Resources"	22
<b>關鍵績效指標A3.1</b>	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	「環境及天然資源」	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

## 環境、社會及管治報告指引

### A4: Climate Change

#### A4 : 氣候變化

##### General Disclosure

一般披露

"Climate Change" 23

「氣候變化」

##### KPI A4.1

Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them

"Climate Change" 23

##### 關鍵績效指標A4.1

描述已經及可能會對發行人產生影響的重大氣候相關事宜及應對行動

「氣候變化」

### B. Social

#### B. 社會

#### Employment and Labour Practices

##### 僱傭及勞工常規

#### B1: Employment

##### B1 : 僱傭

##### General Disclosure

一般披露

"Employment" 34

「僱傭」

##### KPI B1.1

Total workforce by gender, employment type, age group and geographical region

"Employment" 35

##### 關鍵績效指標B1.1

按性別、僱傭類型、年齡組別及地區劃分的僱員總數

「僱傭」

##### KPI B1.2

Employee turnover rate by gender, age group and geographical region

"Employment" 37

##### 關鍵績效指標B1.2

按性別、年齡組別及地區劃分的僱員流失比率

「僱傭」

#### B2: Health and safety

##### B2 : 健康與安全

##### General Disclosure

一般披露

"Health and Safety" 37

「健康與安全」

##### KPI B2.1

Number and rate of work-related fatalities

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—

##### 關鍵績效指標B2.1

因工作關係而死亡的人數及比率

##### KPI B2.2

Lost days due to work injury

—

—

##### 關鍵績效指標B2.2

因工傷損失工作日數

##### KPI B2.3

Description of occupational health and safety measures adopted, how they are implemented and monitored

"Health and Safety" 38

##### 關鍵績效指標B2.3

描述所採納的職業健康與安全措施，以及相關執行及監察方法

「健康與安全」



**B3: Development and Training****B3 : 發展及培訓**

<b>General Disclosure</b>		"Development and Training"	39
一般披露		「發展及培訓」	
<b>KPI B3.1</b>	The percentage of employee trained and employee category	"Development and Training"	40
<b>關鍵績效指標B3.1</b>	受訓僱員百分比及僱員類別	「發展及培訓」	
<b>KPI B3.2</b>	The average training hours completed per employee by gender and employee category	"Development and Training"	40
<b>關鍵績效指標B3.2</b>	按性別及僱員類別劃分的每名僱員完成受訓的平均時數	「發展及培訓」	

**B4: Labour Standards****B4 : 勞工準則**

<b>General Disclosure</b>		"Labour Standards"	41
一般披露		「勞工準則」	
<b>KPI B4.1</b>	Description of measures to review employment practices to avoid child and forced labour	"Labour Standards"	41
<b>關鍵績效指標B4.1</b>	描述檢討招聘慣例的措施以避免童工及強制勞工	「勞工準則」	
<b>KPI B4.2</b>	Description of steps taken to eliminate such practices when discovered	"Labour Standards"	41
<b>關鍵績效指標B4.2</b>	描述在發現違規情況時消除有關情況所採取的步驟	「勞工準則」	

**Operating Practices****營運慣例****B5: Supply Chain Management****B5 : 供應鏈管理**

<b>General Disclosure</b>		"Supply Chain Management"	42
一般披露		「供應鏈管理」	
<b>KPI B5.1</b>	Number of suppliers by geographical region	–	N/A
<b>關鍵績效指標B5.1</b>	按地區劃分的供應商數目		不適用
<b>KPI B5.2</b>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	"Supply Chain Management"	42
<b>關鍵績效指標B5.2</b>	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	「供應鏈管理」	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

## 環境、社會及管治報告指引

### B6: Product Responsibility

#### B6：產品責任

<b>General Disclosure</b>		"Product Responsibility"	42
一般披露		「產品責任」	
<b>KPI B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons	–	N/A
<b>關鍵績效指標B6.1</b>	已售或已運送產品總數中因安全與健康原因而須回收的百分比		不適用
<b>KPI B6.2</b>	Number of products and service related complaints received and how they are dealt with	–	N/A
<b>關鍵績效指標B6.2</b>	接獲關於產品及服務的投訴數目以及應對方法		不適用
<b>KPI B6.3</b>	Description and practices relating to observing and protecting intellectual property rights	–	N/A
<b>關鍵績效指標B6.3</b>	描述與維護及保障知識產權有關的慣例		不適用
<b>KPI B6.4</b>	Description of quality assurance process and recall procedures	"Product Responsibility – Quality Control"	42
<b>關鍵績效指標B6.4</b>	描述質量檢定過程及產品回收程序	「產品責任－質量控制」	
<b>KPI B6.5</b>	Description of consumer data protection and privacy policies, how they are implemented and monitored	"Product Responsibility – Customer Information Protection"	43
<b>關鍵績效指標B6.5</b>	描述消費者資料保障及私隱政策，以及相關執行及監察方法	「產品責任－客戶資料保護」	

### B7: Anti-corruption

#### B7：反貪污

<b>General Disclosure</b>		"Anti-corruption"	44
一般披露		「反貪污」	
<b>KPI B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case	No concluded legal cases were brought.	N/A
<b>關鍵績效指標B7.1</b>	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	並無任何已審結的訴訟案件。	不適用
<b>KPI B7.2</b>	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	"Anti-corruption"	44
<b>關鍵績效指標B7.2</b>	描述防範措施及舉報程序，以及相關執行及監察方法	「反貪污」	

## Community

## 社區

## B8: Community Investment

## B8 : 社區投資

## General Disclosure

"Community Investment"  
「社區投資」

45

## 一般披露

## KPI B8.1

Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)

"Community Investment"

45

## 關鍵績效指標B8.1

專注貢獻範疇（如教育、環境關注事宜、勞工需求、健康、文化、體育）

「社區投資」

## KPI B8.2

Resources contributed (e.g. money or time) to the focus area

—

N/A

## 關鍵績效指標B8.2

在專注範疇所動用資源（如金錢或時間）

不適用





# **Bay Area Gold Group Limited**

灣區黃金集團有限公司