



HONGCHENG ENVIRONMENTAL
TECHNOLOGY COMPANY LIMITED
鴻承環保科技有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號 : 2265

2021

Environmental, Social and
Governance Report

環境、社會及管治報告



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THIS REPORT

HONGCHENG ENVIRONMENTAL TECHNOLOGY COMPANY LIMITED (the “**Company**”), together with its subsidiaries (collectively as the “**Group**”, “**we**”, “**us**” or “**our**”) is delighted to present the first Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) to summarise the Group’s policies, measures and performance on the key ESG issues.

Reporting Period

The Report illustrates the overall performance of the Group regarding the environmental and social aspects from 1 January 2021 to 31 December 2021 (the “**Reporting Period**” or “**2021**”).

Reporting Scope and Boundary

The Report discloses related policies and initiatives for the core and material businesses of (i) gold mine hazardous waste treatment; (ii) recycling and extracting therefrom resources with economic value for sale; and (iii) hazardous waste storage rental services in Shandong Province, People’s Republic of China (“**PRC**”).

The Report has disclosed key performance indicators (“**KPIs**”) of the corporate office (“**office**”) and the representative project(s) (“**project(s)**”) which contributed 100% of the Group’s total annual revenue.

Reporting Basis and Principles

The Report is prepared in accordance with the ESG Reporting Guide (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and based on the four reporting principles — materiality, quantitative, balance and consistency:

- “Materiality” Principle:
The Group identifies material ESG issues by stakeholder engagement and materiality assessment. Details are set forth in the section headed “Materiality Assessment”.
- “Quantitative” Principle:
Information is presented with quantitative measure, whenever feasible, including information on the standards, methodologies, assumptions used, and provision of comparative data.

關於本報告

鴻承環保科技有限公司(「**本公司**」)，連同其附屬公司統稱為「**本集團**」或「**我們**」欣然呈遞首份環境、社會及管治報告(「**本報告**」)，以概述本集團有關環境、社會及管治主要議題的政策、措施及表現。

報告期間

本報告闡述本集團於二零二一年一月一日至二零二一年十二月三十一日(「**報告期間**」，「**二零二一年**」)期間環境及社會層面的整體表現。

報告範圍及邊界

本報告披露核心及重要業務的相關政策及舉措，即於中華人民共和國(「**中國**」)山東省提供(i)金礦有害廢物處理；(ii)從中回收及提取具有經濟價值的資源以供銷售；及(iii)有害廢物倉儲租賃服務。

本報告已披露佔本集團年總收入100%的公司辦公室(「**辦公室**」)和代表項目(「**項目**」)的關鍵績效指標(「**關鍵績效指標**」)。

匯報基礎及原則

本報告依循香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄二十七所載之環境、社會及管治報告指引(「**環境、社會及管治指引**」)編製，並以四項匯報原則 — 重要性、量化、平衡及一致性為基準：

- 「重要性」準則：
本集團通過持份者的參與和重要性評估來釐定重大環境、社會及管治議題。詳情在「重要性評估」一節闡釋。
- 「量化」準則：
本集團於可行情況下以量化計量單位呈報資料，包括有關所用標準、方法、假設及提供比較數據的資料。

- “Balance” Principle:
The Report identifies the achievements and challenges faced by the Group.
- “Consistency” Principle:
The Report is the first ESG report of the Group. The ESG report will continue to use consistent methodologies for comparisons in the following years unless improvements in methodology are identified.

The Report has complied with all “comply or explain” provisions on disclosures outlined in the ESG Guide.

The information contained in the Report is derived from internal documents and statistics of the Group, as well as the control, management, and operations information provided by the subsidiaries in accordance with the Group’s internal management systems. A complete content index is appended to the last section of this Report for reference. The Report is prepared and published in both Chinese and English at the Stock Exchange’s website (www.hkexnews.hk) and the Company’s website (www.sdhcgroup.cn). In the event of contradiction or inconsistency between the Chinese version and the English version, the Chinese version shall prevail.

Review and Approval

The board (the “**Board**”) of directors (the “**Directors**”) of the Company acknowledges its responsibility for ensuring the accuracy and completeness of the Report and to the best of their knowledge, the Report has addressed all relevant material issues and has fairly presented the ESG performance of the Group. The Report was reviewed and approved by the Board on 30 May 2022.

Feedback

Should you have any opinion or suggestion on the Report, please feel free to liaise with the Group as follows:

Address: Yeyan Road North, Dadongzhuang Village North,
Shahe Town, Laizhou City, Shandong Province, PRC
Email: admin@sdhcgroup.cn

- 「平衡」準則：
本報告識別出本集團取得之成就及面臨之挑戰。
- 「一致性」準則：
本報告是本集團的首份環境、社會及管治報告。本報告未來數年將使用一致的方法作有意義的比較，惟識別到方法改進除外。

本報告已按環境、社會及管治指引所述遵守所有「不遵守就解釋」條文。

本報告所載資料來自本集團的內部檔案及統計數據，以及由附屬公司依據本集團內部管理制度提供的控制、管理及營運資料滙總。本報告最後一節附有完整的內容索引，以便快速查閱。本報告以中英雙語編製及刊發，並可於聯交所網站(www.hkexnews.hk)及本公司網站(www.sdhcgroup.cn)查閱。倘中英文版本有任何抵觸或不符之處，概以中文版本為準。

審閱及批准

本公司之董事(「**董事**」)會(「**董事會**」)明白其有責任確保環境、社會及管治報告的準確性和完整性，且據彼等所深知，本報告涵蓋所有相關的重大議題，並公平呈列本公司的環境、社會及管治表現。董事會確認已審閱及批准本報告。本報告已由董事會於二零二二年五月三十日審閱及批准。

意見反饋

本集團尊重閣下對本報告之意見。倘閣下有任何意見或建議，歡迎透過以下方式聯絡本集團：

地址：中國山東省萊州市沙河鎮
大東莊村北葉延路北段
電郵：admin@sdhcgroup.cn

BOARD STATEMENT

Dear Stakeholders,

On behalf of the Board, I am pleased to present the first ESG Report of the Group as a publicly listed company, for the purpose of demonstrating the Group's policies, practices, measures and performance on environmental, social and governance areas.

The Group places great importance on ESG topics as all of us, as well as our next generation, could be affected by sustainable development and ESG issues. As such, as a listed company in the environmental protection related industry, the Board is responsible for evaluating and identifying the Group's ESG-related risks and ensures that appropriate and effective ESG risk management and internal control systems are in place. Hence, sound ESG principles do add value to the Group's development.

To address the global market trend of low carbon transition and raising awareness of ESG issues, we need to incorporate sustainable development risk factors, including climate change, health and safety, business ethics and regulatory compliance, into the risk matrix, to mitigate related impacts and explore best practices in environmental risk management for long-term business growth and sustainability. As the most important leadership role of the Group, the Board is solely responsible for supervising, directly managing and monitoring the Group's environmental, social and governance performance and implementation progress.

The Green Mine Policies, which are for mining industries and introduced by central government and governments of all levels in the PRC, aim to improve the environmental protection standard of mining industries, such as gold mining, and establish a sustainable development model. The Group, as a gold mine hazardous waste treatment service provider, has set clear short-term and long-term sustainable development goals to achieve ongoing emission reduction progress in accordance with the government's requirements. We have established relevant emission reduction targets and corresponding strategies, and incorporated sustainable development factors into the Group's strategic planning, business operation model and other decision-making processes. The Board regularly monitors and reviews the effectiveness of the management approach, including reviewing the Group's ESG performance and adjusting the corresponding action plan.

董事會聲明

各位持份者，

本人謹代表董事會，欣然提呈本集團作為公開上市公司的首份環境、社會及管治報告，旨在展示本集團在環境、社會及管治領域方面的政策、實踐、措施及表現。

本集團非常重視環境、社會及管治議題，因為我們明白我們所有人和我們的下一代均可能受到可持續發展和環境、社會及管治問題影響。因此，作為一家身處環保相關行業的上市公司，董事會有責任評估和識別本集團的環境、社會及管治相關風險，並確保建立適當有效的環境、社會及管治風險管理和內部控制系統。由此可見，穩健的環境、社會及管治方針確實能夠為本集團的發展創造價值。

為應對全球低碳轉型的市場趨勢及提高對環境、社會及管治事宜的意識，我們需要將可持續發展的風險因素，包括氣候變化、健康及安全、商業道德及監管合規納入風險矩陣，以減輕相關影響，並探索環境風險管理的最佳做法，以實現業務的長期增長及可持續性。董事會作為本集團最為重要的領導角色，全權負責督導、直接管理及監督本集團的環境、社會及管治表現和執行進度。

綠色礦山政策是由中央政府和各級政府針對採礦行業所出臺的政策，旨在提高採金等採礦行業的環保水準及建立可持續的發展模式。本集團作為一家中國金礦有害廢物處理服務企業，已訂立清晰明確的短期及長期可持續發展願景目標，按照政府要求並朝著減排的願景不斷邁進。我們已設立相關減排目標和相應的策略，並將可持續發展因素納入本集團的策略規劃、業務運作模式及其他決策過程。董事會定期監察及檢討管理方法的有效性，包括檢討本集團的環境、社會及管治表現而調整相應的行動計劃。有效的環境、社會及管治政策實施有賴於不同部門的合作。為此，本集團已因應香港聯合交易所有限公司（「聯交所」）建議成立跨部門的環境、社會及管治工作小組，負責協調不同

Effective ESG policy implementation depends on the cooperation between different departments. To this end, the Group has established an inter-departmental ESG working group in response to the recommendation of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), which is responsible for coordinating different departments to facilitate mutual cooperation, so as to achieve consistent work performance and meet the expectations of stakeholders, to work together towards sustainable development.

The Board will also ensure the effectiveness of the Group’s ESG risk management and internal control system and actively communicate with internal and external stakeholders and to understand their expectations and requirements. The Board believes that the Group’s ESG engagement will be highly beneficial for the long-term development of the Group. Looking ahead, to contribute to creating a better environment for the next generation, the Board will continue to review and monitor the Group’s ESG performance and provide consistent, comparable and reliable ESG information to the stakeholders on an annual basis.

Finally, I would like to express my gratitude to my fellow Directors, senior management, and all staff of the Group for their contributions to the business development of the Group in the past year. Furthermore, I would also like to take this opportunity to thank our customers, suppliers, business partners and shareholders of the Company for their continuous support and trust. Looking ahead, all members of the Group will continue to dedicate their best endeavours to promote business growth and sustainable development, to bring greater returns for our shareholders.

**HONGCHENG ENVIRONMENTAL TECHNOLOGY
COMPANY LIMITED**

Liu Zeming

Chairman and Executive Director

30 May 2022

部門以促進彼此之間的合作，務求達到工作表現一致並合乎持份者之期望，為可持續發展目標共同努力。

董事會亦會確保本集團環境、社會及管治風險管理及內部監控系統的有效性，並積極與內外部持份者溝通，瞭解他們的期望和要求。董事會相信，本集團對環境、社會及管治議題的參與將非常有利於本集團的長遠發展。展望將來，為替下一代營造更美好的環境而作出貢獻，董事會將繼續檢討及監察本集團的環境、社會及管治表現，並每年向持份者提供一致、可比較及可靠的環境、社會及管治資訊。

最後，本人對本集團的董事會、管理層和員工在過去一年的辛勤付出表示最衷心的感謝。此外，本人亦希望藉此機會衷心感謝我們的客戶、供應商、商業夥伴和股東一直以來對本集團的支持和信任。展望將來，本集團全體成員將繼續竭盡全力，推動業務增長及可持續發展，為股東帶來更多回報。

鴻承環保科技有限公司

主席兼執行董事

劉澤銘

二零二二年五月三十日



ABOUT THE GROUP

The business of the Group focusing on (i) gold mine hazardous waste treatment; and (ii) recycling and extracting therefrom resources with economic value for sale.

Our upstream customers, gold mining companies, mainly engaged us to provide treatment services for cyanide tailings, which is a kind of gold mine hazardous waste resulting from smelting of gold. These cyanide tailings consist of cyanide, which is one of the only few chemical reagents that will dissolve gold in water. Cyanide is a toxic substance and can be lethal if ingested or inhaled in sufficient amounts. Gold mining companies employ stringent risk management systems to prevent injury or damage from the use of cyanide. Cyanide in mining solutions is collected, either be recycled or disposed, after gold is removed. Due to the restrictions on technical expertise and cost consideration, gold smelting companies of gold mining companies engage gold mine hazardous waste treatment companies, like us, to collect the cyanide tailings from them and pay the corresponding treatment fee. In our operation process, we are capable of detoxifying the gold mine hazardous wastes. Further, we are able to extract resources with economic value from gold mine hazardous wastes, and pyrite concentrate, and gold-bearing pyrite concentrate are the major recycled products extracted, which can be used for the production of sulphur and sulphuric acid. We usually sell our recycled products to our downstream customers which are chemical manufacturing companies and trading companies of chemicals. Also, the Group provides hazardous waste storage rental services.

關於本集團

本集團的業務專注於金礦有害廢物處理，以及從中回收及提取具有經濟價值的資源以供銷售。

我們為上游採金公司委聘提供氰化尾渣處理服務，氰化尾渣為於黃金冶煉過程中產生的一種金礦有害廢物，當中包括氰化物，其為少數能使金溶於水的化學試劑。氰化物屬有毒物質，攝入或吸入足夠的數量可以致命。採金公司採用嚴格的風險管理體制，避免因使用氰化物而造成傷害或損害。當黃金移除後，採金公司從採礦溶液收集氰化物，以作回收或處置。出於技術專長及成本考慮的限制，採金公司旗下的黃金冶煉公司會委聘金礦有害廢物處理公司收集該等公司的氰化尾渣，並支付相應處理費。本集團營運過程中，能夠為金礦有害廢物分解毒素，此外，我們能夠從金礦有害廢物中提取具有經濟價值的資源，而硫精礦及含金硫精礦是主要提取的再生產品，可用於生產硫磺及硫酸。我們一般將再生產品出售予下遊客戶，彼等為化工製造公司及化工貿易公司。此外，本集團亦有提供有害廢物倉儲租賃服務。



We are second and third largest gold mine hazardous waste treatment company in Shandong Province and in the PRC, respectively, with a market share of approximately 15% and 10% in terms of revenue in 2020, respectively. We are also ranked first in gold mine hazardous waste treatment volume in Shandong Province and the PRC. Also, the Group is the only company in Laizhou city, Shandong Province that has obtained the Hazardous Waste Business Licence issued by Yantai Municipal Ecology and Environment Bureau (煙臺市生態環境局). The Group's comprehensive strengths rank among the top in the industry. The Group has received numerous awards, including but not limited to the "Enterprise Progress Award" (企業進步獎), "Advanced Unit for Comprehensive Utilisation of Resources in Shandong Province" (山東省資源綜合利用先進單位), "Executive Director of Units of the All-China Environment Federation" (中華環保聯合會常務理事單位), "2020 Shandong Top Ten Innovation Achievements Award of Circular Economy" (2020年度山東省循環經濟十大創新成果獎), "2021 Shandong Province 'Specialised, and innovative' Small and Medium-sized Enterprises" (2021年度山東省『專精特新』中小企業), and "Shandong Province Gazelle Enterprise" (山東省瞪羚企業).

The Group believes, by leveraging on the industry expertise and technical know-how that we possess, together with the growth of the gold mining industry and support of favourable government policies, we are well-positioned to capture more business opportunities from gold mining companies, chemical manufacturing companies and trading companies of chemicals in the PRC. As such, we plan to expand our production capacity, enhance our production capabilities on diversifying products offerings and strengthen research and development ability to capitalise on the growing demand of gold mine hazardous waste treatment services and recycled products.

按二零二零年收益計算，本公司分別是山東省及中國第二及第三大金礦有害廢物處理公司，分別佔約15%及10%市場份額。按金礦有害廢物處理量計算，我們亦於山東省及中國排行第一。另外，本集團是山東省萊州市唯一一間獲煙臺市生態環境局發出危險廢物經營許可證的公司。本公司綜合實力位居行業前列，先後榮獲「企業進步獎」、「山東省資源綜合利用先進單位」、「中華環保聯合會常務理事單位」、「2020年度山東省循環經濟十大創新成果獎」、以及「2021年度山東省『專精特新』中小企業」及「山東省瞪羚企業」等多項榮譽。

本集團相信，憑藉我們擁有的行業專長及技術專業知識，加上金礦行業增長及有利政府政策支持，我們具備充分條件，可把握來自中國的採金公司、化工製造公司及化工貿易公司的更多商機。因此，本公司計劃擴充產能、提升擴闊產品組合的多樣性及加強研發能力，以把握金礦有害廢物處理服務和再生產品不斷增長的需求。



GOVERNANCE STRUCTURE

The Group understands the importance of sustainable development management and has committed to integrating the concept of sustainable development into our overall strategies, policies and business plans. The Group has established the Environmental, Social and Governance Policy (環境、社會及管治政策), and an ESG Working Group composed of the executive Directors, senior management team of various business segments and representatives of major departments of the Company, in order to manage the ESG risks more effectively, and promote and supervise the implementation of various ESG policies by departments. The Board has the full responsibility for ESG strategy and reporting, and is responsible for coordinating, assessing and determining the suitability and effectiveness of the Group's risk management and internal control systems for ESG.

管治架構

本集團明白可持續發展管理的重要性，一直致力把可持續發展的理念融入在我們的整體策略、政策及業務計劃中。本集團已建立《環境、社會及管治政策》，並成立由本公司執行董事、各業務板塊管理層及各主要部門代表組成的環境、社會及管治工作小組，以更有效地管理環境、社會及管治的相關風險，推動及監督各部門執行各項環境、社會及管治政策。董事會對環境、社會及管治策略及匯報承擔全部責任，負責統籌、評估及釐定本集團就環境、社會及管治的風險管理及內部監控系統是否合適及有效。

ESG Working Group, established by the Board 由董事會建立的環境、社會及管治工作小組

- Oversees the ESG strategies, policies, objectives and targets
監督環境、社會及管治策略、政策、宗旨和目標
- Identifies material environmental, social and governance matters through review and assessment of internal operations
通過審查和內部運作評估，識別重大的環境、社會和治理問題

Senior Management 管理層

- Advises and supports the Board on ESG matters, strategies, policies on environment, social and governance issues, strategies and policies to provide advice and support to the Board
就環境、社會和管治問題、策略及政策向董事會提供建議和支持
- Overall management and monitoring of ESG performance and targets
全面管理和監測環境、社會及管治表現和目標

Department Heads and Employees 部門主管及僱員

- Take record and monitor ESG KPIs
記錄和監察環境、社會及管治關鍵績效指標
- Implement ESG policies and related initiatives
實施環境、社會及管治政策和相關措施

The Board reviews and evaluates the Group's ESG performance on a regular basis and the annual ESG report will then be examined and approved by the Board.

董事會定期檢討本集團的環境、社會及管治表現，並審閱及批核本集團的年度環境、社會及管治報告。



STAKEHOLDERS ENGAGEMENT

Stakeholders' opinions are crucial to the Group's sustainable development and success. Stakeholder engagement helps the Group in developing business strategies which meet the needs and expectations of the stakeholders, thereby enhance the ability to identify potential risks, and strengthens the important relationships. The Group actively communicates with its stakeholders through various channels, as set forth below.

持份者參與

持份者的意見是本集團可持續發展及成功的堅實基礎。持份者參與有助本集團制定符合持份者需求及期望的業務策略，提升識別潛在的風險能力及強化重要關係。本集團通過下列所示的各種管道積極地與持份者溝通。

Stakeholders 持份者	Communication Channel 參與平台
Government and regulatory agencies 政府及監管機構	<ul style="list-style-type: none"> Annual reports, interim reports, ESG reports and other public information 年報、中期報告、環境、社會及管治報告及其他公開資料 Supervision and inspection 監督和審查
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meetings and other general meetings 股東週年大會及其他股東大會 Company website 公司網站 Press releases/announcements 新聞稿／公告 Annual reports, interim reports, ESG reports and other public information 年報、中期報告、環境、社會及管治報告及其他公開資料
Employees 僱員	<ul style="list-style-type: none"> Training 培訓 Meetings 會議 Performance evaluation 表現評估 Surveys 意見調查
Customers 客戶	<ul style="list-style-type: none"> Fax, email and telephone 傳真、電郵及電話 Meetings 會議
Suppliers/Business Partners 供應商／業務合作夥伴	<ul style="list-style-type: none"> Meetings 會議 Site visits 實地考察 Surveys 意見調查 Trainings 培訓



Stakeholders 持份者	Communication Channel 參與平台
Community or Non-governmental Organisations (NGOs) 社區及非政府組織	<ul style="list-style-type: none"> Sponsorships and donations 贊助和捐贈 ESG reports 環境、社會及管治報告
Media 傳媒	<ul style="list-style-type: none"> Enquiry mailbox 查詢電郵

MATERIALITY ASSESSMENT

In preparing the Report, the Group directly engaged with the following stakeholders as part of the materiality assessment process to identify and prioritise the issues to be included in the Report which the Board believes would have significant impact on the Group's business and its stakeholders.

Process

重要性評估

於編製本報告時，作為重要性評估流程的一環，本集團直接與以下持份者群體溝通，以確定本報告中涉及對業務及持份者有重大影響的議題並加以排序。

流程



Materiality Matrix

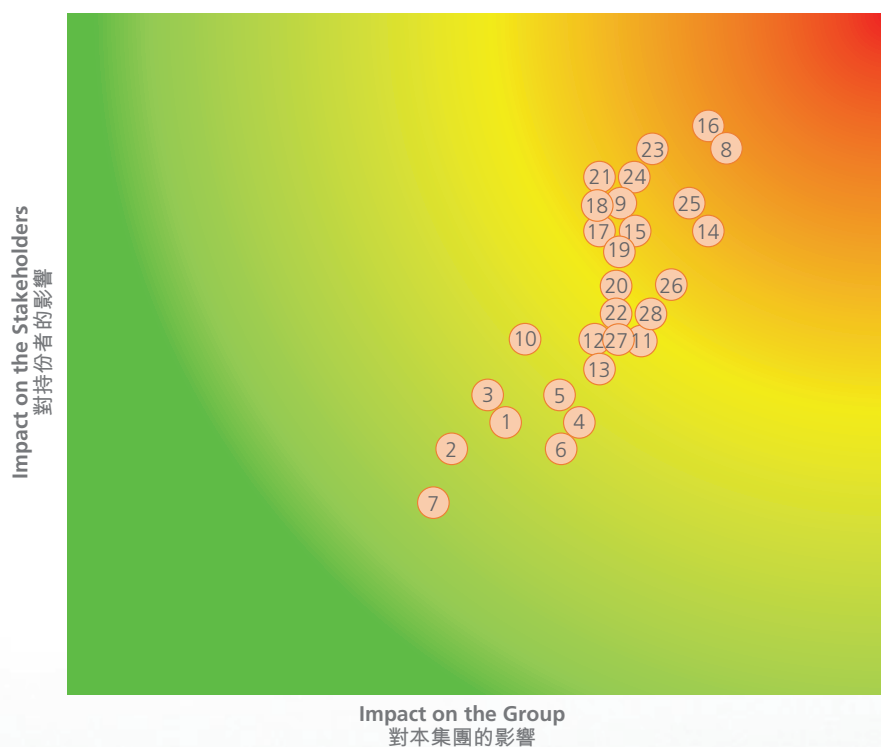
Based on the materiality matrix, the Board believes that the most pertinent sustainability issues which are material to both the Group and its stakeholders include the following:

重要性矩陣

基於重要性評估，我們認為對本集團和持份者最為相關的可持續發展議題包括以下各項：

Environmental Regulations Compliance 遵守環境法規	Prohibition of Child Labour and Forced Labour 防止僱用童工和強制勞動	Staff Occupational Health and Safety 員工職業健康與安全	Business Ethics 商業道德	Safety of Services/Products 服務／產品安全
Quality of Services/Products 服務／產品質素	Anti-corruption Training for Management and Employees 領導層和員工的反貪污培訓	Staff Development and Training 員工發展與培訓	Land Use, Pollution and Restoration 土地的使用、污染和恢復	Customers' Privacy and Confidentiality 顧客私隱及資料保密

Materiality Matrix
重要性矩陣



1	Air Emissions 大氣污染物排放	11	Employment Practices 僱傭措施	21	Customer Satisfaction 顧客滿意程度
2	Greenhouse Gas (“GHG”) Emissions 溫室氣體排放	12	Diversity and Equal Opportunities 多元化及平等機會	22	Intellectual Property 知識產權
3	Effluents Management 污水管理	13	Anti-discrimination 反歧視	23	Safety of Services/Products 服務／產品安全
4	Waste Management 廢棄物管理	14	Staff Occupational Health and Safety 員工職業健康與安全	24	Quality of Services/Products 服務／產品質素
5	Energy Efficiency 能源效益	15	Staff Development and Training 員工發展與培訓	25	Business Ethics 商業道德
6	Water Efficiency 用水效益	16	Prohibition of Child Labour and Forced Labour 防止僱用童工和強制勞動	26	Anti-corruption Training for Management and Employees 領導層和員工的反貪污培訓
7	Use of Raw and Packaging Materials 原材料及包裝物料使用	17	Responsible Supply Chain Management 負責任的供應鏈管理	27	Contributions to the Society 社區貢獻
8	Environmental Regulations Compliance 遵守環境法規	18	Environmental Friendliness on Products or Services Purchased 採購產品和服務的環境友好性	28	Communication and Connection with Local Community 與當地社區的交流和聯繫
9	Land Use, Pollution and Restoration 土地的使用、污染和恢復	19	Compliance with Regulations on Marketing, Product and Service Labelling 遵循市場推廣及產品和服務標籤的法規		
10	Climate Change 氣候變化	20	Customers’ Privacy and Confidentiality 顧客私隱及資料保密		



OUR ENVIRONMENT

Sustainability Overview and Management Objectives

The Group is aware that the gold mine hazardous waste treatment process consumes amount of resources. Our goal is to reduce environmental pressure on the already-stressed natural systems and use our power to help mitigate global warming. We must also adapt and respond to climate change and the impacts of the inevitably increasing extreme weather events.

The Group has established a set of management policies and adopted various measures on environmental protection and natural resources reservation to help ensure the sustainable development and operation of the business. The Group has been accredited with a number of management system certifications, including ISO 14001: 2015 (Environment), ISO 9001: 2015 (Quality) and ISO 45001: 2018 (Occupational Health and Safety). The Group actively manages its business in an environmentally and socially responsible manner which is consistent with the policies adopted. The following sections present a summary of these policies and their implementation during the Reporting Period. By organising "World Environment Day" and promoting "Green Office" environmental protection awareness amongst our employees was strengthened and they have acquired the following knowledge: compliance with laws and regulations, energy saving at workplace and home, waste reduction and separation, green shopping, and raising awareness of caring for the community or public, as well as assist in sustainable development.

我們的環境

可持續發展概覽及管理目標

本集團在金礦有害廢物處理過程中會耗用一定資源。我們的目標是減少對已承受壓力的自然系統施加環境壓力，發揮我們的力量協助減緩全球暖化。我們亦必須適應及應對氣候變化以及隨著不可避免的極端天氣事件增加所帶來的影響。

本集團已制定一系列管理政策，並採納各種環保及天然資源保護措施，有助確保業務之可持續發展及經營。本集團已獲得多項管理體系認證證書，包括ISO 14001: 2015(環境)、ISO 9001: 2015(質量)及ISO 45001: 2018(職業健康安全)。本集團按照所採納之政策，通過對環境及社會負責之方式積極管理業務，以下各章節概述於報告期間內之該等政策及其實施情況。透過舉辦「世界環境日」、推廣「綠色辦公」等，加強同事的環保意識，並掌握以下知識：遵守規例、在工作地點及家居節省能源、減少廢物及廢物分類、環保購物、提高關懷社區或大眾的意識，以及協助可持續發展。



Theme Activity on World Environment Day
世界環境日主題活動

Besides, the Group advocates energy saving and carbon reduction, and is committed to achieving sustainable operations. To this end, we have set clear emission reduction targets, compared with the 2021 baseline, and strive to achieve the following targets by 2026:

- Reduce 3% of air emission intensity (tonnes per thousand RMB revenue);
- Reduce 3% of energy consumption intensity (MWh per thousand RMB revenue);
- Reduce 3% of water consumption intensity (thousand tonnes per thousand RMB revenue); and
- Reduce 3% of waste disposal intensity (tonnes per thousand RMB revenue).

Policies

We have established “Environmental, Social and Governance Policy” (環境、社會及管治政策) which outlines (i) appropriate risk governance in relation to ESG matters; (ii) the process for formulating ESG strategies; (iii) ESG risk management and monitoring; and (iv) identification of KPIs and related measures. The Group’s ESG policies are formulated in accordance with the standards set out in Appendix 27 of the Listing Rules.

此外，本集團倡導節能減碳，致力於實現可持續經營。為此，我們制定了明確的減排目標，以二零二一年為基準，致力於二零二六年或之前實現以下目標：

- 減少3%的空氣排放物密度(每千人民幣收益噸)；
- 減少3%的能源消耗密度(每千人民幣收益兆瓦時)；
- 減少3%的耗水量密度(每千人民幣收益千噸)；及
- 減少3%的廢物棄置量密度(每千人民幣收益噸)。

政策

我們已訂立《環境、社會及管治政策》，其概述(i)有關環境、社會及管治事宜方面的適當風險管治；(ii)環境、社會及管治策略制定的程序；(iii)環境、社會及管治風險管理及監察；及(iv)識別關鍵績效指標及相關措施。本集團的環境、社會及管治政策乃根據上市規則附錄二十七的標準訂立。



We adopt different strategies and measures to identify, assess and manage environment-related risks, social-related risks and climate-related issues, including but not limited to:

- Review and evaluate the ESG reports of similar companies in the industry to ensure that all ESG-related risks are identified in a timely manner;
- Management discussions are held from time to time to ensure that all material ESG areas are identified and communicated;
- The Group highly values stakeholders engagement, and takes their expectations and demands as the focus in formulating sustainable development strategies and implementing decisions, helping us identify existing and potential opportunities and risks, which form an important part of our sustainable management. Through various businesses of waste management and environmental services, we actively and closely communicate with external and internal stakeholders, including shareholders/investors, government/regulatory agencies, customers, employees, suppliers, sectors of society and research and development (“R&D”) institutions, to understand their views and needs;
- With reference to the ESG Guide, targets are set for key ESG KPIs, including emissions, pollution and other environmental impacts, to reduce emissions and natural resource consumption, and ESG performance is evaluated annually;
- Regularly arrange third-party companies to measure the amount of pollutant emissions of the Group, and consult on the plans for pollutant emissions reduction;
- The Group strictly abides by the relevant laws and regulations and strives to fully meet the relevant requirements, including but are not limited to the Administrative Measures for Pollutant Discharge Licensing (Trial) (《排污許可管理辦法(試行)》), the Comprehensive Emission Standard of Air Pollutants (《大氣污染物綜合排放標準》), Emission Standards for Odour Pollutants (《惡臭污染物排放標準》), etc;

我們採取不同的策略及措施以識別、評估及管理環境相關風險、社會相關風險及氣候相關問題，包括但不限於：

- 審閱及評估行內同類公司的環境、社會及管治報告，確保及時識別所有環境、社會及管治相關風險；
- 管理層不時進行討論，確保所有重大環境、社會及管治範疇得到確認及通報；
- 本集團非常重視持份者參與，並以他們的期望與訴求為制定可持續發展策略及實施決策的關注點，幫助我們釐定現有和潛在的機遇及風險，在可持續管理中構成非常重要的部分。我們通過各類廢物管理和環境服務的業務，積極與各外部及內部持份者作緊密溝通，包括股東／投資者、政府／監管機構、客戶、員工、供應商、社會各界及研發機構，以明白他們的意見及需要；
- 參考環境、社會及管治指引，就各主要環境、社會及管治關鍵績效指標設定目標，包括排放、污染及其他對環境的影響，以減少排放和天然資源消耗，並每年評價環境、社會及管治成績；
- 定期安排第三方廠商公司為企業測量污染物排放的數量，並諮詢減低污染物排放的方案；
- 對於相關法例的，本集團嚴格遵守，務求對有關要求做到完全達標，相關法例包含但不限於：《排污許可管理辦法(試行)》、《大氣污染物綜合排放標準》、《惡臭污染物排放標準》等；

- Incentive policies are adopted for managing ESG matters, including but not limited to publishing the achievements of ESG objectives; and
- The Group organises annual safety and environmental protection education and programme. All employees must attend.
- 就管理環境、社會及管治事宜採取激勵政策，包括但不限於公佈環境、社會及管治目標的成就；及
- 企業設定年度安全環保教育培訓計畫。全體僱員必須參加。

The Group has also adopted and implemented health and safety measures and procedures to safeguard employees from physical injury and other health and safety risks. Please refer to section headed “Our People — Health and Safety” for more details.

To mitigate the potential impacts resulting from environmental-related risk, social-related risk and climate-related risks, our Group has formulated the “Contingency Plan for Environmental Emergencies” (the “**Contingency Plan**”) (突發環境事件應急預案), which covers the immediate actions to be taken in the event of environmental emergencies, including leakage of exhaust gas, solid waste (including hazardous waste), solid waste caused by man-made or irresistible natural factors. The Contingency Plan aims to improve the emergency response system for environmental pollution, strengthen the prevention and early warning mechanism, and enhance the ability of staffs to handle environmental emergencies. In addition, we are committed to reducing environmental risks arising from the operation of our production facilities by complying with the Contingency Plan, and ensuring that environmental pollution incidents are controlled within the scope of production facilities. Moreover, our Group has formulated the “Incident Restoration Plan” (災難恢復計劃), which sets out the procedures and guidelines that should be adopted in case of emergencies, including extreme climate events that pose hazards and dangers to the Group’s property. A disaster management team led by Mr. Sheng Haiyan, the executive Director, has been established to evaluate the damage caused by the incident and to minimise the impacts through the implementation of the contingency plan.

本集團亦已採取及實施健康及安全措施和程序，以保護僱員免受身體傷害及其他健康和安​​全風險。更多詳情請參閱下文「我們的僱員 — 健康與安全」。

為減輕環境相關風險、社會相關風險及氣候相關風險帶來的潛在影響，本集團已制定《突發環境事件應急預案》(「**應急預案**」)，涵蓋在突發環境事故發生時應立即採取的行動，包括廢氣、固體廢物(包括有害廢物)、人為或不可抗拒的自然因素造成的固體廢物的洩漏。該應急預案旨在完善環境污染應急體系，加強預防及預警機制，以及提高工作人員處理環境突發事故的能力。此外，我們通過遵守應急預案，致力減少生產設施運行所產生的環境風險，並確保環境污染事故在生產設施範圍內得到控制。另外，本集團亦已制定《災難恢復計劃》，規定在緊急情況下應採取的程序和指引，其中包括對本集團財產構成危害和危險的極端氣候事件。我們成立了一支在緊急情況下由執行董事盛海燕先生領導的災難管理小組，以評估災難造成的破壞，並通過執行應急計劃將影響降至最低。



Environmental Compliance

During the Reporting Period, the Group has complied with the following laws and regulations, including but not limited to:

- Environmental Protection Law of the PRC (《中華人民共和國環境保護法》);
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》);
- Atmospheric Pollution Prevention and Control Law of the PRC (《中華人民共和國大氣污染防治法》);
- Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》);
- Regulation on the Administration of Permitting of Pollutant Discharges (《排污許可管理條例》);
- Law of the PRC on Environmental Impact Assessment (《中華人民共和國環境影響評價法》);
- Regulations on the Administration of Construction Project Environmental Protection (《建設項目環境保護管理條例》);
- Management Regulation on Hazardous Wastes Manifests (《危險廢物轉移聯單管理辦法》);
- Measures for the Administration of Permit for Operation of Hazardous Waste (《危險廢物經營許可證管理辦法》).

During the Reporting Period, to the best of the Directors' knowledge, the Group was not aware of any significant non-compliance issues regarding emission, noise, waste disposal, and wastewater discharge. To avoid any occurrences of non-compliance in future, we will continue to uphold and enhance our environmental awareness.

環境合規

報告期間，本集團已遵守以下法律及法規，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國固體廢物污染環境防治法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《排污許可管理條例》；
- 《中華人民共和國環境影響評價法》；
- 《建設項目環境保護管理條例》；
- 《危險廢物轉移聯單管理辦法》；
- 《危險廢物經營許可證管理辦法》。

於報告期間，據董事所深知，本集團並無接獲任何通知有關排放、噪音、廢物處置和污水排放的違規事宜。為避免日後出現任何違規行為，我們將繼續秉持並提高集團的環保意識。

Environmental Impacts from our Operations and Mitigation Measures

Air Emission

The principal types of emission generated from the detoxifying process of gold mine hazardous wastes, while the major pollutants produced include sulphur dioxide and hydrogen cyanide. We have implemented a series of mitigation measures on air emissions to control the exhaust gas and dust generated by the projects. Minimal emission is achieved by installing the confined exhaust gas absorption unit and the exhaust gas is emitted through a 25-metre exhaust pipe. Moreover, using water sprinkling equipment to sprinkle water on gold mine hazardous wastes, raw materials and recycled products regularly to maintain a certain surface humidity to avoid dust. The storage facilities are covered with colour steel tiles and windproof dust suppression net to avoid dust. The Group has also installed vehicles washing machines and exhaust gas treatment equipment to reduce air emissions in operation processes. Relevant pollutants are discharged in compliance with the standards defined in the Comprehensive Emission Standard of Air Pollutants (《大氣污染物綜合排放標準》) and the Comprehensive Emission Standard for Atmospheric Particulate Matter from Stationary Sources in Shandong Province (《山東省固定源大氣顆粒物綜合排放標準》).

我們營運產生的環境影響及緩解措施

空氣排放

本集團排放的廢氣主要來自金礦有害廢物的毒素分解過程，而產生的主要污染物包括二氧化硫及氰化氫。我們已就空氣排放推行一系列緩解措施，以控制項目產生的廢氣及塵埃。通過安裝密閉式廢氣吸收裝置，廢氣均須經過二十五米的排氣管後始對外排放，藉此將廢氣排放量減至最低。另外，利用灑水設備定期對金礦有害廢物、原材料及再生產品灑水，保持一定的表面濕度，避免揚塵。倉儲設施上面鋪設彩鋼瓦和防風抑塵網，避免揚塵。本集團亦設置洗車機及尾氣處理設備等措施以減低營運過程中的空氣排放。有關污染物亦已符合《大氣污染物綜合排放標準》及《山東省固定源大氣顆粒物綜合排放標準》中定義的標準排放。



Vehicles washing machine
洗車機



Exhaust gas treatment equipment
尾氣處理設備

During the Reporting Period, our air pollutants are mainly emitted from equipments and the Group's vehicles. The Group's emission data are as follow:

於報告期間，我們的空氣污染物主要來自設備及集團汽車排放。本集團所產生的空氣污染物排放如下：

Air Pollutant ¹ 空氣污染物 ¹	Unit 單位	2021 ² 二零二一年 ²
Nitrogen oxides ("NOx") 氮氧化物(「NOx」)	tonnes 噸	17.03
Sulphur oxides ("SOx") 硫氧化物(「SOx」)	tonnes 噸	0.37
Particulate matter ("PM") 顆粒物(「PM」)	tonnes 噸	1.08
NOx Intensity 氮氧化物密度	tonnes per million RMB revenue ³ 每百萬人民幣收益噸二氧化碳當量 ³	0.07
SOx Intensity 硫氧化物密度	tonnes per million RMB revenue ³ 每百萬人民幣收益噸二氧化碳當量 ³	0.004
PM Intensity 顆粒物密度	tonnes per million RMB revenue ³ 每百萬人民幣收益噸二氧化碳當量 ³	0.004

We will continue to improve our internal data collection mechanism for a complete disclosure in the coming years.

我們將持續改進其內部數據收集機制，以便在未來幾年內全面披露。

¹ Only the emissions from construction equipment, petrol and diesel mobile consumption covered, and the estimation is based on "Non-road Mobile Source Air Pollutant Emission Inventory Preparation Technical Guide (Trial)" (「非道路移動源大氣污染物排放清單編製技術指南(試行)」) issued by Research Academy of Environmental Sciences of the PRC and Beijing Institute of Technology, and "Technical Guidelines for Compiling the Air Pollutant Inventory of Road Mobile Vehicles (Trial)" (「道路機動車大氣污染物排放清單編製技術指南(試行)」) issued by Ministry of Environmental Protection of the PRC respectively.

¹ 僅涵蓋建築設備和汽油及柴油移動源消耗產生的排放。其分別根據由中華人民共和國環境科學研究院和北京理工大學編製的「非道路移動源大氣污染物排放清單編製技術指南(試行)」及由中華人民共和國生態環境部編製的「道路機動車大氣污染物排放清單編製技術指南(試行)」進行估算。

² This is the first ESG report of the Group. No previous data can be provided and used for comparison purpose.

² 本報告為本集團的首份環境、社會及管治報告，因此未能提供以往的數據作比較。

³ The Group's annual revenue was approximately RMB257,043,000 and RMB205,392,000 in Financial Year 2021 and Financial Year 2020 respectively.

³ 本集團於二零二一年及二零二零年的年度收入分別約為257,043,000元人民幣和205,392,000元人民幣。

Greenhouse Gas (GHG) Emission

Climate change and global warming have become growing concerns in recent years. We are committed to reducing carbon dioxide and other GHG emissions in our daily operations. The Group's GHG emissions mainly derived from the Group's vehicles, production equipments, diesel and exhaust gas generated by the use of electricity. During the Reporting Period, the GHG emissions⁴ data are as follow:

	Unit 單位	2021 ² 二零二一年 ²
Scope 1 ⁵ 範圍一 ⁵	tonnes CO ₂ -equivalent 噸二氧化碳當量	1,759
Scope 2 ⁶ 範圍二 ⁶	tonnes CO ₂ -equivalent 噸二氧化碳當量	16,553
Total 總計	tonnes CO ₂ -equivalent 噸二氧化碳當量	18,312
Intensity 密度	tonnes CO ₂ -equivalent per thousand RMB revenue ³ 每千人民幣收益噸二氧化碳當量 ³	0.07

Scope 1 emission from fossil fuel consumption in our operations contributed to around 9.61% only of our total emissions, including diesel and gasoline consumption for our equipment and vehicles. This report is our first ESG report after listing on Main Board of the Stock Exchange. The Group will continue to assess, record, and disclose its GHG emissions annually and will continue to refine the data collection system and develop reduction strategies if appropriate based on the projection of data in the coming years.

溫室氣體排放

近年來，氣候變化和全球變暖問題日益受到關注。我們致力在日常營運中減少二氧化碳及其他溫室氣體的排放。本集團的溫室氣體排放主要來自本集團所持有的車輛，生產設備、柴油和使用電力時產生的尾氣而釋出的溫室氣體。於報告期間，溫室氣體排放量⁴如下：

由我們營運所產生的化石燃料消耗的範圍一排放僅佔我們排放總量約9.61%，包括我們的設備和車輛的柴油和汽油消耗。本報告為我們在聯交所主板上市後的首份環境、社會及管治報告，本集團將繼續每年評估、記錄和披露其溫室氣體排放量。本集團將根據未來數年的數據預測，繼續完善數據收集系統並制定適當的減排策略。

² This is the first ESG report of the Group. No previous data can be provided and used for comparison purpose.

³ The Group's annual revenue was approximately RMB257,043,000 and RMB205,392,000 in Financial Year 2021 and Financial Year 2020 respectively.

⁴ The calculation of greenhouse gas emissions refers to the "General Guideline of the Greenhouse Gas Emissions Accounting Method and Reporting of Other Industrial Enterprises" (《工業其他行業企業溫室氣體排放核算方法與報告指南》) issued by the National Development and Reform Commission and the "China Regional Grid Baseline Emission Factor" (《中國區域電網基準線排放因數》) issued by the Department of Climate Change, the Ministry of Ecology and Environment of the People's Republic of China.

⁵ Scope 1: Direct emission from the business operations owned or controlled by the Group, such as emissions from diesel burnt on site.

⁶ Scope 2: The "indirect energy" emissions from the internal purchased electricity consumption by the Group.

² 本報告為本集團的首份環境、社會及管治報告，因此未能提供以往的數據作比較。

³ 本集團於二零二一年及二零二零年的年度收入分別約為257,043,000元人民幣和205,392,000元人民幣。

⁴ 溫室氣體排放的計算方法參照由國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南》和中華人民共和國生態環境部氣候變化司發佈的《中國區域電網基準線排放因數》。

⁵ 範圍一：由本集團擁有或控制的業務營運產生的直接排放，如燃燒柴油所產生的排放。

⁶ 範圍二：本集團內部購買電力消耗產生的「間接能源」排放。

In addition to the direct emissions from the combustion of fuels, the use of electricity from the electricity generation process by the Group is also indirectly attributable to the production of GHG. With reference to the ratio of kilowatt-hour power generation to carbon dioxide emission published by the PRC government, during the Reporting Period, approximately 16,553 tonnes of carbon dioxide were attributable to the Group's electricity usage in the operation of production facilities and office.

Waste Management

The Group will generate solid wastes during the gold mine hazardous waste treatment process including waste rocks, sand and other waste residues. The Group is committed to managing waste in an efficient and sustainable manner and reducing its impact on the environment in accordance with the waste management policy of the Group. Non-hazardous solid wastes are gathered and managed by the environmental and safety department of the Group for land filling within the production facilities or further treatment as appropriate. Waste oil, its packaging and containers generated by the Group during the operation processes are categorised as hazardous waste. In order to prevent the environmental emergencies caused by hazardous waste have an impact on the surrounding areas and the society, the Group has taken precautionary measures from the following aspects:

1. Hazardous wastes are packaged completely without leakage.
2. Hazardous waste shall be sealed and packaged with a label of "hazardous waste" outside.
3. Hazardous waste collection, transfer, storage and other operations should be carried out in strict accordance with the operating procedures, and the transfer document system should be strictly implemented.
4. Entrust with qualified units in accordance with the provision of harmlessly dispose of hazardous wastes, standardised transfer and disposal ledger records.

In addition, staff canteens generate food waste. To this end, the Group introduced and promoted the concepts of "Green Office" and "Civilised Dining". "No leftovers", cherish the food and reduce food waste are encouraged.

除燃燒燃料的直接排放外，本集團用電亦間接導致產生溫室氣體，其為來自產電過程。經參考中國政府於報告期間分別發佈的千瓦時產電量與二氧化碳排放量的比率，報告期內，約16,553噸的二氧化碳來自本集團生產設施和辦公室的營運過程中的用電量。

廢物管理

本集團在金礦有害廢物處理過程中產生的固體廢物主要為廢石、沙和其他廢物殘渣。本集團致力於按照廢物管理政策的規定，以有效及可持續的方式管理廢物，減少其對環境的影響。無害固體廢物由環境及安全部門收集和管理，在生產設施內填埋或視乎情況適合進一步處理。公司在營運過程中產生的廢機油以及其包裝物及容器為有害廢物，為防止有害廢物引起的突發環境事件對周邊社區造成的環境影響，公司從以下幾個方面做好防範措施：

1. 有害廢物包裝完整，不滲漏。
2. 有害廢物進行密封包裝、外貼有「危險廢物」字樣標籤。
3. 有害廢物收集轉移、存儲等操作應嚴格按照操作規程進行，嚴格實行轉移聯單制度。
4. 委託有資質單位按規定無害化處置危險廢物，規範轉移、處置台賬記錄。

另外，員工食堂會產生廚餘。本集團為此引進並推廣「綠色辦公」和「文明餐桌」的概念。鼓勵員工「不剩飯」、「不剩菜」，珍惜糧食，減少廚餘。

The Group's solid wastes management is in compliance with the emission standard of the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste (《一般工業固體廢物貯存、處置場污染控制》) and the Standard for Pollution Control on Hazardous Waste Storage (《危險廢物貯存污染控制標準》).

本集團的固體廢物管理已符合《一般工業固體廢物貯存、處置場污染控制》及《危險廢物貯存污染控制標準》的排放標準。

During the Reporting Period, wastes generated by the Group are as follows:

於報告期間，本集團營運產生的廢棄物如下：

Wastes Type 廢棄物類型	Waste Category 廢棄物種類	Handling Method 處理方式	Unit 單位	2021 ² 二零二一年 ²
Hazardous waste 有害廢棄物	Waste oil	Handled by qualified contractors 由有資質的承辦商處理	tonnes 噸	0.02
	Waste Packaging and Containers 廢棄包裝物及容器	Handled by qualified contractors 由有資質的承辦商處理	tonnes 噸	0.56
Total 總計			tonnes 噸	0.58
Intensity 密度			tonnes per million RMB revenue ³ 每百萬人民幣收益噸 ³	0.002
Non-hazardous wastes 無害廢棄物	Domestic wastes	Landfill 填埋	tonnes 噸	19.71
	Food wastes 厨餘	Landfill 填埋	tonnes 噸	13.14
Total 總計			tonnes 噸	32.85
Intensity 密度			tonnes per million RMB revenue ³ 每百萬人民幣收益噸 ³	0.13

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² 本報告為本集團的首份環境、社會及管治報告，因此未能提供以往的數據作比較。

³ The Group's annual revenue was approximately RMB257,043,000 and RMB205,392,000 in Financial Year 2021 and Financial Year 2020 respectively.

³ 本集團於二零二一年及二零二零年的年度收入分別約為257,043,000元人民幣和205,392,000元人民幣。

During the Reporting Period, we are subject to annual assessments relating to the Hazardous Waste Standardised Management Index System (《危險廢物規範化管理指標體系》) (the “**Index System**”) as issued by the Ministry of Ecology and Environment, which were conducted by the assessors representing Yantai Municipal Ecology and Environment Bureau, with each inspection involving at least two persons with environmental supervision and law enforcement qualifications, while experts may also be invited to participate in the inspection. The Index System, containing a summary of major applicable environmental protection regulatory requirements in the PRC, include but not limited to the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), the Measures for the Administration of Hazardous Waste Transfer Manifests (《危險廢物轉移聯單管理辦法》), and the Measures for the Administration of Permit for Operation of Hazardous Wastes (《危險廢物經營許可證管理辦法》), gives assessors a regulatory guideline during their inspection in assessing the level of compliance with the major regulatory requirements stipulated under the Index System. During the inspection, assessors would assess all applicable regulatory requirements stipulated under the Index System as their scope of assessment. Subsequent to the inspection, assessors generally issue a written report to us on the same day, which generally contains, among other things, materials which were inspected by the assessors and an overall result indicating whether we have achieved the compliance standard as set out in the Index System. Looking ahead, the Group will continue to refine its waste reduction measures and disclose relevant results when appropriate.

Wastewater Management

Wastewater is generated from surface runoff, vehicles washing and other daily production operations. The Group takes appropriate measures to avoid pollution and blockage of public drains and sewers. Production facilities are equipped with production circulation pools which all polluted wastewater generated during the production process can be recycled and not discharged. Domestic sewage is treated by the integrated sewage treatment station in production facilities and then be used for greening and dust reduction within the production facilities without discharge. During the Reporting Period, a total of 988,082 tonnes of wastewater was reused. The pollutants have also met the discharge standards of the Wastewater Quality Standards for Discharge to Municipal Sewers (《污水排入城市下水道水質標準》). In addition, we have also applied for and obtained the pollution discharge permit issued by the local Ecology and Environment Bureau for the Group’s factories.

於報告期間，我們須接受與生態環境部發佈的《危險廢物規範化管理指標體系》有關的年度評估，該評估由代表煙臺市生態環境局的評估人員進行，每次檢查均涉及至少兩名具環境監督執法資格的人員，亦可邀請專家參與檢查。指標體系載有中國主要適用環保法規要求的摘要，包括但不限於《中華人民共和國固體廢物污染環境防治法》、《危險廢物轉移聯單管理辦法》及《危險廢物經營許可證管理辦法》，為評估人員在檢查期間對指標體系下指定主要監管要求的合規水準進行評估時提供監管指引。在檢查過程中，評估人員會評估指標體系下指定的所有適用監管要求，作為評估範圍。檢查結束後，評估人員一般會在同日向我們發出書面報告，內容一般載有(其中包括)經評估人員檢查的材料以及總體結果，表明我們是否達到指標體系所載的合規標準。展望未來，本集團將繼續完善其減廢措施，並在適當時披露相關結果。

廢水處理

廢水產生於地面徑流、清洗車輛及其他日常生產營運活動。本集團採取適當措施，避免污染及堵塞公共排水渠及污水渠。生產設施配備生產循環池，在生產過程中產生的所有污染廢水都可以循環使用，而不會向外排放。生活污水經生產設施內的綜合污水處理站處理後，用於生產設施內的綠化和降塵，同樣不會向外排放。報告期間，共有988,082噸污水被重用。有關污染物亦已符合《污水排入城市下水道水質標準》的排放標準。另外，我們亦已為集團旗下廠房申請並已領取由廠房當地所屬之生態環境局所出具的排污許可證。

Noise Control

Noise comes from various waste handling activities and the operation of machinery and equipment. As our projects may affect nearby communities, reducing noise nuisance is also an important part of pollution mitigation. Noise producing machinery is arranged indoors and away from boundary of the production facilities to minimise the impact of noise on the surrounding environment. Further, we set up sound insulation hold for high-noise machinery to inhibit the noise generated by mechanical vibration from spreading and sound insulation doors and windows for production compartments. Noise generated from our business operations is in compliance with the Emission Standard for Industrial Enterprises Noise at Boundary (《工業企業廠界環境噪聲排放標準》).

Natural Resources

The Group recognises the importance of efficient resources consumption and continuously aims at streamlining its operations to develop an energy-efficient culture. The principal types of resources utilised by the Group in the operation and management of production facilities and offices during the Reporting Period, and the measures undertaken by the Group to promote efficient usage are discussed below:

Energy Consumption and Efficiency

Electricity is essential for the offices' operations and production facilities and is the main source of energy of the Group. The Group has adopted an internal policy to promote conservative energy uses.

- Ensure lighting and air conditioning are turned off after using and office hours;
- Specify summer and winter air conditioning temperatures;
- Use energy-efficient appliances with Grade 1 energy labels; and
- The computer is set to auto-idle mode.

噪音控制

噪音來自各種廢物處理活動及機器和設備的運作。由於我們的項目可能會影響附近的社區，減輕噪音滋擾亦是減緩污染的重要一環。發出噪音的設備會被安排在室內，遠離生產設施的邊界，儘量減少噪音對周圍環境的影響。此外，我們為高噪音機器安裝隔音罩，抑制機械振動產生的噪音擴散，並為生產區安裝隔音門窗。由我們業務產生的噪音排放已符合《工業企業廠界環境噪聲排放標準》的標準。

天然資源

本集團深明有效消耗資源的重要性，並繼續以精簡其營運為目標，旨在發展能源效益文化。報告期間，本集團於生產設施和辦公場所營運及管理所使用的主要資源類別，以及本集團為推動有效使用已採取的措施於下文陳述：

能源使用及效益

電力對辦公室和生產設施之營運攸關重要，亦為能源使用之主要來源。本集團採用內部政策以推廣節約使用能源。

- 確保在使用及辦公時間後關閉房間的照明和空調；
- 規定夏天和冬天空調溫度；
- 選用貼有一級能源標籤的節能電器；及
- 電腦設置為自動閉置模式。



During the Reporting Period, The Group's energy utilisation data is as follows: 於報告期間，本集團的能源消耗數據如下：

	Unit 單位	2021 ² 二零二一年 ²
Diesel 柴油	MWh 兆瓦時	8,611.48
Electricity 電力	MWh 兆瓦時	17,573.75
Total 總計	MWh 兆瓦時	26,185.23
Intensity 密度	MWh per thousand RMB revenue ³ 每千人民幣收益兆瓦時 ³	0.10

Water Consumption and Efficiency

Water is an important resource on earth. The water supply of the Group is provided by Water Resources Department of Shandong Province, therefore, there is no problem in water supply. In order to reduce waste of water resources, the Group has installed water recycling facilities, such as circulating pools and rainwater collection and utilisation facilities. In addition, the Group has taken measures to control water consumption. We put up "please save water" signs in toilets and other areas to remind employees of the importance of water conservation.

用水效益

水是地球上的重要資源。本集團之供水由山東省水利廳提供，因此，在水源供應方面並無問題。為減少浪費水資源，本集團已安裝水循環利用設施，如循環水池及雨水收集利用設施。另外，本集團已採取控制耗水的措施。我們在洗手間等場所張貼「請節約用水」的告示，提醒僱員節省水資源的重要性。



Circulating pool
循環水池



Rainwater collection and utilisation facilities
雨水收集利用設施

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² 本報告為本集團的首份環境、社會及管治報告，因此未能提供以往的數據作比較。

³ 本集團於二零二一年及二零二零年的年度收入分別約為257,043,000元人民幣和205,392,000元人民幣。

During the Reporting Period, the Group's water consumption data is as follow:

在報告期內，本集團的耗水量如下：

	Unit 單位	2020 二零二零年	2021 二零二一年
Total 總計	thousand tonnes 千噸	73.62	75.89
Intensity 密度	thousand tonnes per million RMB revenue ³ 每百萬人民幣收益千噸 ³	0.36	0.30

During the Reporting Period, the Group's water consumption slightly increased by approximately 3%, mainly because of the water consumption variance due to raw materials and weather conditions. During the Reporting Period, we need more water to replenish moisture of our raw production materials in order to maintain normal operations. On the other hand, the Group's equipment includes rainwater collection tanks, so we will prioritise the consumption of collected rainwater to meet the needs of daily operations, and use additional water sources only when the amount of collected rainwater is not sufficient to meet the daily operational needs. The water consumption increased during the Reporting Period as the amount of rainwater collected was not sufficient to meet the Group's daily operations.

於報告期間，本集團耗水量較二零二零年度稍微上升約3%，主要由於耗水量會根據原料和天氣原因有所改變。於報告期間，我們需要較多用水以補充生產過程中的原材料水分從而維持正常作業。另一方面，本集團設備當中包括雨水收集池和循環水設備，故我們會選擇優先消耗所收集之雨水和循環水以滿足日常營運所需，只有在所收集的雨水量和循環水不足以滿足日常營運所需時才會使用額外自來水，報告期間由於所收集的雨水量和循環水不足以滿足本集團日常營運所需導致耗水量有所增加。

Materials Consumption

The Group's operations do not involve a high level of paper and packaging materials consumption. The Group mainly adopts paper for offices and general use within the Group. Paper waste is the main source of non-hazardous waste in our offices. In order to improve working efficiency, reduce administrative costs, and build an informative and economical business, the Group implements "Green Office" and initially determines to implement paperless office by reducing printing and copying costs. Integrate with the actual needs of the Group, the following are the matters related to the implementation of paperless office:

物料消耗

本集團之營運並不涉及大量使用紙張及包裝物料。本集團主要將紙張用於集團辦公室和內部的一般使用。廢紙為我們辦公室無害廢物之主要來源。為提高工作效能，降低行政成本，建設資訊化、節約型企業，本集團推行「綠色辦公」，決定從降低列印、複印成本方面著手初步推行無紙化辦公。結合公司實際需要，現列出推行無紙化辦公有關事宜如下：

- For informal final documents and internal circulation documents, if printing is needed, use single-sided used paper for double-sided printing to improve paper utilisation, if possible;
- If the document is misprinted, it can be placed in the single-sided paper recycling box for reuse;

- 非正式定稿文檔以及內部傳閱文檔，若需要列印，儘量採用以往曾經使用的單面紙進行雙面列印，提高紙張利用率；

³ The Group's annual revenue was approximately RMB257,043,000 and RMB205,392,000 in Financial Year 2021 and Financial Year 2020 respectively.

³ 本集團於二零二一年及二零二零年的年度收入分別約為257,043,000元人民幣和205,392,000元人民幣。

- All documents that need to be printed should be formatted and previewed first to avoid printing waste due to formatting errors;
- Before printing the document, properly arrange the page layout and minimise the page size (For example, if the second page has only one or two lines, you can be adjusted to one page);
- If the document needs multiple copies, you should print one copy and then finish the remaining printing by making copies;
- Copying of personal documents is prohibited; and
- Notices, general documents forwarding, announcements, circulars, learning materials, presentations, etc. will all be transmitted by email.
- 所有需要列印的文檔，應調整好格式，並先預覽，避免因格式錯誤造成列印浪費；
- 文檔列印前，適當調整頁面設置，及盡量縮小頁面篇幅（例如第二頁只有一兩行，可縮小篇幅至一頁紙）；
- 若需要多份文檔，應列印一份以後，採取複印方式完成剩餘列印事宜；
- 禁止複印私人文檔；及
- 通知、一般公文轉發、公示、通報、學習材料、簡報等相關文檔的傳閱均通過電子郵件傳輸。

During the Reporting Period, the Group's paper and packaging materials consumption data are as follow:

於報告期間，本集團的辦公室用紙及包裝物料消耗量如下：

	Unit 單位	2021 ² 二零二一年 ²
Paper Consumption 用紙量	kg 千克	283

Investment in Environmental Management

To promote the development of a green environment, the Group has always reserved funds for environmental and emergency management and prepared for monitoring, cleaning, wastewater treatment, greening, maintenance, emergency response, etc. We have also invested in establishing various mitigation measures, such as vehicles washing machines, exhaust gas treatment equipment, circulating pools and rainwater collection and utilisation facilities. In addition, the environmental management system of the Group's subsidiaries has accredited with GB/T 24001-2016/ISO 14001: 2015 certification. Looking ahead, we will continue to invest and contribute to environmental protection and climate change mitigation.

對環境管理的投資

為促進發展綠色環境，本集團一直為環境及應急管理預留資金並就監測、清潔、污水處理、綠化、維護、應急等方面作準備，同時亦一直投放資金建立不同緩解措施，例如：洗車機、尾氣處理設備、循環水池及雨水收集利用設施等。此外，本集團附屬公司的環境管理體系已獲GB/T 24001-2016/ISO 14001: 2015認證。展望未來，我們將不斷推進，為環境保護和緩解氣候變化繼續作出投資和貢獻。

² This is the first ESG report of the Group. No previous data can be provided and used for comparison purpose.

² 本報告為本集團的首份環境、社會及管治報告，因此未能提供以往的數據作比較。

Climate Change

Climate change is one of the biggest global challenges faced by the society nowadays. We must act now and proactively prepare for the related impacts of climate change on our business. In recent years, extreme weather, such as strong winds and heavy rainfall, as well as tides and floods, have become the focus around the world. Logistics and supply chains are particularly vulnerable. Heavy rainfall, rising sea levels and floods can cause serious damage to assets such as buildings, warehouses and goods in storage which results in material financial losses. Our suppliers are all located in the PRC. We may face indirect impacts of supply chain disruptions if our suppliers experience extreme weather conditions, such as flooding. Severe flooding from heavy or continuous rainfall could have significant impacts on our business and land pollution, but we have formulated contingency plans and procedures to reduce the risks caused by extreme weather and the Board will review and improve the contingency mechanisms from time to time. Although continuous high temperatures may result in increased electricity consumption, we have implemented energy-saving measures to manage this risk. Even though the impacts of climate change are beyond our control, as climate change is considered to be one of the most significant risks to the world in the next five years, the Group believes that all stakeholders should work together to address climate change and do their best to mitigate it while minimising its impact on business operations.

During the Reporting Period, the COVID-19 pandemic has presented many new challenges, but it has not changed our commitment to climate action. The pace of change has expedited around the world, underscoring the importance for us to accelerate its transition to a low-carbon economy.

The Group essentially plans to respond to local government initiatives and follow local governments' emission reduction requirements. We aim to reduce 3% of air emissions intensity by 2026 and ensure the Group's greenhouse gas emissions intensity will comply with the local requirements on or before 2030. Our target is to still achieve carbon neutrality by 2060 in the PRC. We are committed to continuously improving our energy efficiency, applying professional knowledge to improve on-site efficiency and maintain efficient management support, in order to safeguard the Group's reputation.

氣候變化

氣候變化是當今全球社會所面臨的最大挑戰之一，我們現在必須採取行動，積極籌備以應對因氣候變化對集團業務產生的相關影響。近年來，極端天氣如強風和高降雨量以及潮汐和洪水災害成為全球的焦點。物流和供應鏈特別容易受到影響。暴雨、海平面上升和洪水災害可能對建築物、倉庫和儲存貨物等資產造成嚴重破壞，從而造成經濟損失。我們的供應商均位於中國，倘供應商遇到極端天氣狀況(如水災)，我們可能面臨供應鏈中斷的間接影響。大雨或持續降雨造成的嚴重水災或對我們的業務和環境土地污染造成重大影響，惟我們已制定應急預案和程式，以減少極端天氣造成的風險，董事會將不時檢討並改善應急機制。雖然持續高溫可能導致電力消耗增加，惟我們已採取節能措施來管理此種風險。儘管氣候變化帶來的影響超出我們的控制範圍，然而由於氣候變化已被視為未來五年世界面臨的最重大風險之一，本集團認為，各持份者應共同努力應對氣候變化，為減緩氣候變化盡力的同時，亦極力減低其對業務運作構成的影響。

於報告期間，在全球新冠病毒的大流行下帶來了許多新挑戰，但我們並未因此而改變對氣候行動的承諾。世界各地的變革步伐加快，使我們更能明白加快轉型至低碳經濟的重要性。

本集團本質上計劃響應各地政府倡議，並計劃跟隨各地政府的減排要求。我們期望於二零二六年前減少約3%的空氣排放密度，並確保本集團的溫室氣體排放量在二零三零年或之前符合各地政府愈趨嚴謹的法規要求。我們的目標乃於二零六零年在中國實現碳中和。我們致力於不斷提高能源效率，利用專業知識和進步，推動現場效率改進，維持高效管理支援，並保障本集團的聲譽。



Over the years, we have been grasping different opportunities to expand our business, accelerate the transformation and make the Group more digitalised, more environmentally friendly, and safer for employees and users (such as automation, and utilising digital platforms for online conference to reduce carbon footprint in transportation during the pandemic). These measures have made our facilities becoming more sustainable and fulfil our commitment to resource management and environmental protection.

多年來，我們一直在把握不同的機遇來拓展業務，加速轉型和使本集團邁向智能化及更環保，員工和產品使用者更安全（如自動化、而在疫情下使用更多網上會議電子平台以減低交通運輸所產生的碳排放）。這些措施使我們業務營運的可持續性得以增加，並履行我們對資源管理和環境保護的承諾。

Action on climate change

氣候變化行動

Action on responding climate change is embedded in the Group's business strategy and is reflected in the governance and management processes of the Company. The index table below outlines where to find the core elements of how the Group responds to the Stock Exchange recommendations in this Report.

應對氣候變化的行動已納入本集團的業務策略，並體現於公司的管治及管理流程中。以下索引表概述本集團如何在此報告參考聯交所建議的各項核心元素：

Core element 核心要素	The Group's response 本集團回應
Governance 管治	<ul style="list-style-type: none"> Setting up ESG working group and carrying out regular meeting 成立環境、社會及管治工作組和定期進行會議 Integrating ESG topics (including climate-related issues) in corporate decision making 將環境、社會及管治主題（包括氣候相關事宜）納入企業決策
Strategy 策略	<ul style="list-style-type: none"> Understanding climate risks through scenario analysis 通過情境分析瞭解各氣候風險 Identifying risks and opportunities in the low-carbon transition 識別低碳轉型的風險和機遇
Risk Management 風險管理	<ul style="list-style-type: none"> Risk management working group led by the Board to discuss ESG risks 由董事局領導的風險管理工作小組討論環境、社會及管治風險 Preparing for the transition to a low-carbon economic 為向低碳經濟轉型做準備 Preparing and setting up measures to physical climate risks 準備和制定應對實體氣候風險的措施
Metrics and Targets 指標和目標	<ul style="list-style-type: none"> Investing in transition enablers 投資轉型推動因素 Creating value in the low-carbon transition 在低碳轉型中創造價值

When developing these scenarios, the Group has identified a series of climate-related risks and opportunities relevant to our assets and services which are significant to us. These transition and physical risks are discussed in the sections below.

在制定這些情境時，本集團已識別出一系列與我們的資產及服務有關的氣候相關風險和機遇，以瞭解這些風險和機遇在哪些情境中可能有較大影響，這些過渡和實體風險將在以下部分中討論。

	Risks 風險	Opportunities 機遇
Short term (0-1 year) 短期 (0-1年)	<ul style="list-style-type: none"> Physical risks from extreme weather events 極端天氣事件引起的實質風險 Securing the skills and capability required to implement climate strategy 獲取落實氣候策略所需的技能及能力 	<ul style="list-style-type: none"> New services to help communities decarbonise 幫助社區減碳的新產品及服務 Technologies to enhance the performance of operation and energy efficiency 新技術可提升營運和能源效率
Medium term (5 years) 中期 (5年)	<ul style="list-style-type: none"> Transition risks — Implementation of low-carbon policies for the operation 過渡風險 — 為營運落實低碳政策 Transition risks — Supply and demand for certain commodities, products and services may change as climate related risks and opportunities are increasingly taken into account. 過渡風險 — 隨著越來越多地考慮與氣候相關的風險和機遇，某些商品、產品和服務的供需可能會發生變化 	<ul style="list-style-type: none"> Transitioning to low carbon economy market model to meet government decarbonisation targets 業務所在市場邁向低碳經濟模式，以滿足政府的減碳目標 Opportunities arising from transition enablers 促進轉型因素所產生的機遇
Medium to long term (5+ years) 中長期 (5年以上)	<ul style="list-style-type: none"> Transition risks — Potential new regulation and policies 過渡風險 — 潛在的新法規和政策 Transition risks — Development and use of emerging technologies may increase the operational costs, and reduce the Groups' competitiveness 過渡風險 — 新興技術的開發和使用可能會增加營運成本，並降低集團的競爭力 Transition risks — Due to changing customer or community perceptions of said the Group's contribution to or detraction from the transition to a lower-carbon economy, the Group reputation, may therefore, be impacted 過渡風險 — 由於客戶或社區對集團於低碳經濟轉型的貢獻或減損的看法發生變化，本集團聲譽可能因此而受到影響 	<ul style="list-style-type: none"> Transitioning to low carbon economy market to meet government decarbonisation targets 走向低碳經濟市場過渡，以實現政府脫碳目標 Opportunities arising from transition enablers 促進轉型因素所產生的機遇 To work as a pioneer in the industry and build up the relevant reputations 成為行業的先驅並建立相關聲譽



Physical climate risks have the potential to damage the integrity of the Group's assets or interrupt our service delivery and customers directly. The Group has already formulated a range of measures in place to enhance the reliance of its operations, such as "Contingency Plan for Environmental Emergencies" (《突發環境事件應急預案》), in order to effectively prevent and handle environmental emergencies, avoid or minimise the pollutants or other toxic and hazardous substances from entering the atmosphere, water and soil, so as to protect the environment, help maintain social stability and make every effort to ensure that the impacts of such environmental incidents on public health and property safety are minimised.

Transition risks can potentially increase the Group's operational cost and legal risks due to the change of policy, technological development, digitalisation, impact on the supply chain and the public perceptions towards the Group's impression and reputation. The Group has already identified the relevant risks and will keep monitoring the market and policy updates regularly. The Group has also planned to invest according to the market needs and take this as an opportunity for long-term development.

物理氣候風險可能會損害本集團資產的完整性或直接影響到我們的服務和客戶。本集團已制定一系列措施以加強其業務持續性及誠信，例如《突發環境事件應急預案》，以有效防範應對突發環境事件，避免或最大程度減少污染物或其他有毒有害物質進入大氣、水體、土壤等，藉此達至保護環境，協助維護社會穩定，並盡力確保公眾生命健康和財產安全受環境事件影響的程度降至最低。

由於政策更新、技術發展、數碼化、影響供應鏈的相關風險以及公眾對本集團的印象和聲譽等的過渡性風險都有可能令營運成本和法律風險增加。本集團已識別相關風險，並持續監察市場及政策的變更。本集團亦計劃根據市場需求進行投資，並以此為契機進行長遠發展。



Over the years, a series of measures have been adopted to put in place along the Group value chain to help the Company prepare for climate events. These measures are deployed for the different geographies, taking into account the asset type, location and relevance. These are summarised in the table below:

多年來，本集團為供應鏈已採取一系列措施，協助公司應對氣候事件。考慮到資產類型、地點及相關性，採取因地制宜的針對性措施。下表已概述相關措施：

Relevant part of the value chain 價值鏈的相關部分	Relevant measures 相關措施
Supply chain 供應鏈	Diversify material and supply from multiple suppliers, sources and regions 分散材料和供應商的來源和地區
Operation 營運	<p>Monitor and inspect assets regularly 定期監控和檢查資產</p> <ul style="list-style-type: none"> — To maintain a contingency plan for all facilities 為所有設施制定應急計劃 <p>To address extreme heat and increased temperature: 應對極端高溫及氣溫上升：</p> <ul style="list-style-type: none"> — To maintain cooling equipment in good conditions 維持冷卻設備處於良好狀態 <p>To address the risk of water shortage and drought: 應對水資源短缺及乾旱風險：</p> <ul style="list-style-type: none"> — To maintain water tank(s) in facilities if possible 如情況許可，為設施設立水箱 — To purchase drinking water with sufficient storage 購買並儲存足夠的飲用水 <p>To address flooding risks: 應對洪水災害風險：</p> <ul style="list-style-type: none"> — If necessary, build protection walls for facilities and run-off water storage 如有須要，為設施和徑流蓄水修建防護牆 — To deploy anti-flooding measures suitable for the assets, including drainage systems, flood gates and flood barriers, if necessary 為資產制定適合的防洪措施，如有須要我們會考慮採用排水系統，安裝防水閘及防洪壩 — If necessary, put in place additional coverage with tarps, grass planting and drainage works to avoid soil erosion 如有須要，為設施加蓋防水布、種植草皮和進行排水工程，以避免水土流失 — If necessary, we will continually control and monitor river and underground water rate flow, and maintain regular communication with the local authority on its flood discharge schedule and flowrate 如有須要，我們會持續控制和監測河流和地下水流量，並就洩洪時間表和流量與當地政府保持定期溝通



Relevant part of the value chain

價值鏈的相關部分

Relevant measures

相關措施

Services
服務

- To establish emergency management procedures and response plans for all business sectors and conduct regular drill
- 制定業務各範疇的緊急管理程序及應對計劃，並進行定期演習
- To establish typhoon response protocol and coordinating system, standardise internal communication guideline and conduct post-typhoon reviews to ensure smooth execution of contingency plans
- 制定颱風應對程式及協調機制，規範內部溝通指引和在應對颱風影響後進行檢討，以確保應急計劃能順利執行
- To enhance the communication capacity of customer services, in particular post-incident customer communication
- 提升客戶服務的通信能力，尤其是事故後與客戶通信的能力

Investing transition enablers

Investment in a broad range of transition enablers is required to transform the business to low-carbon economy. In accordance with the actual needs of our business, the Group will invest more resource to purchase electric vehicle (EV) to replace the old fossil fuels vehicles in future and introduce more renewable energy equipment, such as photovoltaic power supply equipment.

投資能源轉型推動因素

為達至將企業轉型至低碳經濟的目標，本集團認為我們有需要對廣泛的轉型推動因素進行投資。本集團會按業務實質需要，未來將投入資源購入電動汽車逐步取代舊有的化石燃料汽車和引入更多再生資源設備，例如光伏供電設備。

OUR PEOPLE

Employees are the foundation of the Group's success and development. We consider human resources as the most important asset and the Group is committed to ensuring the occupational health, safety, and general welfare of its employees. In addition, the Group provides various job-related seminars, workshops, and training courses for the employees' continuous professional development. The Group has also adopted a number of social responsibility practices for supporting the community and upholding the Group's business integrity.

Policies

The "Employees' Handbook" (員工手冊) sets out the terms, guidelines, and arrangements on remuneration, dismissal, recruitment, promotion, working hours, rest periods, leaves, occupational health and safety, insurance benefits, labour discipline, diversity, equal opportunities, anti-discrimination, other benefits and welfare and other vital interests of the employees.

Human Resources Management

Recruitment and Dismissal

Recruitment is required when there is a change of personnel, identification of new positions, or the workloads or responsibilities within a department increase. In order to fulfill the company's demand for talents for continuous, stable and rapid development, we hereby standardise the recruitment process and formulate the "Recruitment Interview Management System" (招聘面試錄用管理制度), thereby improving the efficiency of human resource management and the selection mechanism.

Recruitment is tailored to different classes of positions to be filled and will be directed to appropriate applicants in order to attract as many candidates as possible. Open recruitment will be conducted through appropriate media and sufficient time would be given to ensure that candidates could make wise considerations. We are committed to recruiting, training and retaining skilled and experienced people in our operations. When we make recruitment decisions, we take into account business strategy, development plans, industry trends and the competitive environment. We hire employees based on a number of factors, including their work experience, educational background and job opening needs. We are committed to attracting and retaining the right and suitable people to serve the Group.

我們的僱員

僱員為本集團成功與發展之基礎。我們視人力資源為最重要的資產而本集團致力確保其僱員的職業健康、安全及一般福利。此外，本集團為僱員之持續專業發展提供不同與工作有關之講座、工作坊及培訓課程。再者，本集團亦採納多項社會責任措施，以支持社區及維持本集團之業務誠信。

政策及制度

我們的《員工手冊》載有薪酬、解僱、招聘、晉升、工作時間、休息時間、休假、僱員健康和 safety、保險福利、僱員紀律、多元化、平等機會、反歧視、其他福利以及涉及僱員重大利益的條款、指引和安排。

人事管理

招聘及解僱

當有人員更換、確定新職位或部門內工作量或職責增加時，便需要進行招聘。為滿足公司持續、穩定、快速發展而對人才的需求，特此規範招聘流程並制定《招聘面試錄用管理制度》，從而提高人力資源管理效率，並完善人才選用機制。

招聘是針對不同類別的職位進行，並針對合適的申請人來源進行招聘，以盡量吸引更多的應徵者。公開招聘將通過合適的媒體進行，並提供充足的時間，以確保應徵者能在公開申請事宜方面有足夠的機會作出考慮。我們致力於營運過程中招聘、培訓及挽留有技術及經驗的人士。當我們作出招聘決定時，會考慮業務策略、發展計劃、行業趨勢和競爭環境等因素。我們基於僱員的工作經驗、教育背景及職位空缺需求等眾多因素來聘請僱員。我們致力於吸引並挽留適當和合適的人員服務本集團。



The dismissal or voluntary termination of employment contracts shall be enforced by the employment laws and regulations in Hong Kong and the PRC. Either party may terminate the employment by giving a written notification or payment in lieu of notice to the other party as specified in the employment contract according to the requirements of Labour Legislation and in compliance with the employment contract. In addition, an exit interview will be conducted by the person in charge of the human resource department with the employee upon termination.

On the other hand, the employment contract shall be terminated if the employee commits any of the following acts:

- Gaining improper benefits by speculation or falsification, including providing false personal information when applying for employment; providing false performance records, overtime records, and various types of expense information when working; altering or falsifying financial records, attendance records, medical certificates or other original certificates to gain personal or illegal benefits; damaging the company's reputation, etc.;
- Continuous absenteeism of more than two days or cumulative absenteeism of more than four days in a year;
- Disclosing the company's business secrets, causing the company to lose more than \$10,000;
- Detention or treatment by government public security or judicial departments; or
- Taking advantage of the convenience of the position to embezzle or retain gift certificates, gifts, or other means to illegally possession the company's property, amounting to RMB2,000.

Promotion

The Group recognises a higher level of knowledge, skill, or responsibility is required in the promotion from one position to another, and a higher pay range should be offered. We adopt an open-door communication policy and carry out an annual review with the employees on their performance during the Reporting Period, during which process each employee is given equal opportunity for promotion. The Group's employees are provided with a clear career path with opportunities for additional responsibilities and promotions.

解僱或自願終止僱傭合約應根據香港和中國的僱傭法律和法規執行。任何一方均可根據當地勞動法的要求，按照僱傭合約，以書面通知或支付代通知金終止僱傭關係。另外，僱員於離職時均由人力資源部負責人與該名僱員進行離職面談。

另一方面，員工若有任何下列行為者，均予以解除僱傭合約：

- 以投機取巧、弄虛作假的方式謀取不正當利益，包括應聘時提供個人虛假資訊；工作時提供虛假業績、加班時間記錄、各類費用資訊；修改或偽造財務記錄、出勤記錄、醫療證明或其他原始憑證等以謀取個人或非法利益；損害公司名譽等行為；
- 連續曠工超過兩日以上或一年內累計曠工超過四日者；
- 洩露公司商業機密，致使公司損失一萬元以上者；
- 政府公安、司法部門給予拘留、處理者；或
- 利用職務上的便利，侵佔或截留贈送給顧客的禮券、贈品、或其他手段非法佔有公司財產的，金額達人民幣二千元者。

晉升

本集團認為僱員從一個職位晉升至另一個需要具備更豐富的知識，技能或責任的職位，並賦予更高的薪酬範圍。本集團採取開放溝通政策，定期對僱員於報告期間之表現進行年度評核。在該過程中，本集團賦予每名僱員平等之晉升機會。本集團之僱員均擁有明確之事業前景，並有獲得其他職責及晉升之機會。

Equal Opportunity, Diversity, and Anti-discrimination

The Group is committed to providing a fair and equitable working environment for its employees and ensuring that employees are treated fairly at all levels of work. We are committed to providing a non-discriminatory working environment and have zero-tolerance towards any form of discrimination or harassment. In the recruitment and hiring process, the Group values diversity and gives equal opportunities to all candidates. Interviews are conducted on the basis of objectivity, fairness and impartiality to select the most suitable candidates for employment.

The Group understands and believes that diversity of board members and staff is beneficial to the quality and performance of the company. We have adopted a board diversity policy which sets out the approach to achieve and maintain a balanced view of the board diversity that is relevant and appropriate to the development of the company. In accordance with the board diversity policy, the selection of candidates for the Board will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge and industry experience.

We strictly prohibit any form of discrimination or harassment regarding gender, size, illness, race, age, sexual orientation, nationality, religion, family status, etc., and apply it to all aspects of employment relations, including but not limited to recruitment, promotion, transfer, job assignment, incentives and benefits, training and development, suspension, etc. In addition, the Group takes a zero-tolerance approach to physical assault, threatening behaviour, unwelcome photo-taking and harassment in the workplace. All employees are encouraged to report any violations to the human resources department and all cases will be thoroughly investigated and handled in a highly confidential manner.

平等機會、多元化及反歧視

本集團致力為僱員提供公正公平的工作環境，確保僱員於各個工作層面上都得到公平的待遇。我們致力提供一個沒有歧視的工作環境，對任何形式的歧視或騷擾採取零容忍政策。在招聘人材錄用的過程中，集團重視人材的多元化，每位應徵者均予以平等機會，面試則秉持以客觀，公平公正為原則，為集團選取最為合適的人材予以聘用。

本集團明白並深信董事會成員及員工多元化有利於提升公司素質及表現。我們已採納董事會多元化政策，其載列方針以達至及維持與本公司發展相關且適切的董事會多元化平衡觀點。根據董事會多元化政策，甄選董事會候選人時將以一系列的多元化觀點為基準，包括但不限於性別、年齡、文化及教育背景、專業資格、技能、知識及行業經驗。

我們不容忍任何形式有關性別、體型、疾病、種族、年齡、性取向、國籍、宗教、家庭狀況等方面的歧視或騷擾，並將其應用於僱傭關係的各個範疇，包括但不限於招聘、晉升、轉職、工作分配、獎勵及福利、培訓及發展、停職等。此外，本集團亦對員工在工作場所進行人身攻擊、威脅行為、不受歡迎的拍照和騷擾行為等採零容忍態度。我們鼓勵所有僱員向人力資源部舉報任何違規事件，所有案件都將在高度保密的情況下進行徹底調查和處理。



Employment Profile

僱傭概況

Workforce Distribution 僱員分佈 As at 31 December 2021 截至二零二一年十二月三十一日	2021 二零二一年 No. of Staff 僱員人數
By Gender 按性別	
Male 男	145
Female 女	39
By Age Group 按年齡組別	
Below 30 30歲以下	22
30-50 30-50歲	126
Over 50 50歲以上	36
By Employment Type 按僱傭類型	
Full time 全職	184
Part time 兼職	0
By Management Level 按僱傭級別	
Senior Management 高級管理人員	8
Middle Management 中級管理人員	25
General Staff 一般員工	151
By Geographical Region 按地區	
The PRC 中國內地	183
Hong Kong 香港	1
Total 總計	184



The Group strictly abides by the following laws and regulations, including but not limited to:

- Labour Law of the PRC (《中華人民共和國勞動法》);
- Labour Contract Law of the PRC (《中華人民共和國勞動合同法》); and
- Social Insurance Law of the PRC (《中華人民共和國社會保險法》).

During the Reporting Period, to the best of the Directors' knowledge and belief, the Group was not aware of any material non-compliance in this regard.

Employee Retention

Remuneration and Compensation

The Group offers competitive compensation to attract talents. The remuneration of each employee is determined by reference to a number of factors, including educational background, job responsibilities, professional skills, technical competence and experience, as well as the salary level of similar positions in the industry.

To attract and retain talents, the Group offers competitive remuneration packages and various benefits, including bonuses, incentives and allowances. In accordance with the PRC regulations, we participate in social insurance schemes operated by the relevant local government agencies and have established mandatory pension contribution schemes for some of our employees and have taken out medical insurance, work injury insurance, unemployment insurance and maternity insurance. We also make contributions to housing provident funds for some of our employees.

In addition, the Group also provides other benefits, including: (i) lunch allowance for each employee and, when conditions allow, canteen meals are provided; (ii) cultural and sports activities to enrich employees' leisure time; (iii) seasonal fruits and vegetables and festive benefits are gifted to employees from time to time; and (iv) a birthday cake provided by the Group for employees who have worked for the Group for one year or more on their birthday.

本集團嚴格遵守相關法律及法規，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；及
- 《中華人民共和國社會保險法》。

於報告期間，據董事知悉，本集團就此並沒有發生任何重大不合規事宜或情況。

人才留任

薪酬及補償

本集團提供具競爭力薪酬以吸引人才。每名僱員之薪酬將參考多項因素而釐定，包括教育背景、工作職責、專業技能、技術能力及經驗，以及行業同類職位薪酬水準。

為吸引及挽留人才，本集團提供具競爭力的薪酬待遇及各項福利，包括花紅、獎金及津貼。按照中國法規規定，我們參加由相關地方政府機構運作的社會保險計劃，並為部分僱員設立強制性養老金供款計劃並投購醫療保險、工傷保險、失業保險及生育保險。我們亦為部分僱員支付住房公積金供款。

此外，本集團亦提供其他福利，包括：(i)為每位僱員提供午餐津貼，條件許可時，可提供食堂用膳；(ii)開展文化體育活動，豐富僱員業餘生活；(iii)不定期為僱員發放時令蔬果和節日福利；及(iv)在集團工作滿一年的僱員，可於生日當天獲贈由集團提供的生日蛋糕一個。



On the other hand, in order to encourage employees to actively improve their performance and avoid gross negligence, the Group has established a reward and punishment system and the relevant requirements is defined in the Our "Employees' Handbook". For outstanding employees, we have the following forms of rewards:

- *Contribution Award*

Contribution Award is a mechanism to provide tangible rewards to employees who have achieved outstanding results. Although employees are rewarded for their contributions to our daily business through their salaries and basic benefits, their additional efforts to the Group should also be valued and rewarded. Therefore, the Group has set up this award to recognise employees who have created value for the company and encourage them to continue their efforts to achieve new achievements and breakthroughs.

- *Rationalisation Proposal Award*

We encourage our employees to make suggestions on various aspects of the Group. For those rationalised suggestions that are adopted, the Group will organise an evaluation of their effectiveness and grant a certain amount of the award to the employee who made the suggestion based on the evaluation results.

Rest Period and Working Hours

The Group provides reasonable working hours and rest periods to employees. The resting time of the Group's employees is well respected and the employees are also entitled to paid holidays under statutory requirements or otherwise under their respective employment contracts such as annual leave, sick leave, work injury leave, maternity leave, marriage leave and bereavement leave.

另一方面，為鼓勵僱員積極提升工作表現及避免嚴重過失，本集團已設立獎懲制度，並在《員工手冊》中明確定義相關要求。對表現良好的僱員，我們有以下獎勵形式：

- *貢獻獎*

貢獻獎是向取得突出成績的僱員頒發有形獎勵的一種機制。僱員在日常業務工作中的貢獻，雖然已經藉薪酬及基本福利得到相應回報，然而他們為集團所付出的額外努力亦應獲得重視及獎勵。因此，本集團特設置此獎項以表彰替公司創造價值的僱員，鼓勵僱員再接再厲，不斷取得新成績、新突破。

- *合理化建議獎*

我們鼓勵僱員對集團的各個方面提出建議，對被採用的合理化建議，集團將組織效果評估，根據評估結果發放一定金額的獎勵予提出該建議的僱員。

休假及工作時間

本集團為僱員提供合理的工作時間和休息時間。本集團僱員之休息時間備受尊重，僱員亦享有根據法例規定或彼等各自之僱傭合約所規定之有薪假期，例如年假、病假、工傷假、產假、婚假、喪假等。

Employee Activities

To create a friendly and caring working environment, the Group has organised various employee activities to enhance employees' self-confidence, sense of belonging and cohesion, and encouraged inter-departmental gatherings and activities. During the Reporting Period, we have provided a number of benefits and activities for our employees, such as New Year's Day parties and team building activities.

僱員活動

為僱員營造友善關懷的工作環境，本集團已舉辦各類僱員活動從而提升僱員的自信心、歸屬感及凝聚力，並鼓勵舉行部門間的聚會及活動。於報告期間，我們為僱員提供了多項福利及活動，例如元旦聯歡和團隊建設活動。



Team building activities
團隊建設活動



New Year's Day party
元旦聯歡

Employee Turnover

During the Reporting Period, the Group has an overall turnover rate of 16.3%. The detailed turnover numbers and percentage are set forth below:

僱員流失比率

在報告期內，本集團整體流失率為16.3%。詳細僱員流失數目和比率如下：

Turnover rate ⁷ 流失比率 ⁷	2021 No. of staff 二零二一年 僱員人數	2021 Turnover rate (%) 二零二一年 流失比率 (%)
By Gender 按性別		
Male 男	23	15.9%
Female 女	7	17.9%
By Age Group 按年齡組別		
Below 30 30歲以下	8	36.4%
30-50 30-50歲	13	10.3%
Over 50 50歲以上	9	25.0%
By Management Level 按僱傭級別		
Senior Management 高級管理人員	0	0.0%
Middle Management 中級管理人員	1	4.0%
General Staff 一般員工	29	19.2%
By Geographical Region 按地區		
The PRC 中國內地	30	16.4%
Hong Kong 香港	0	0.0%
Overall 整體	30	16.3%

⁷ Turnover rate = Total number of employee turnover in the Reporting Period / (Total number of employee turnover in the Reporting Period + Total number of employees at the end of the Reporting Period).

⁷ 流失比率 = 於報告期間的僱員流失總人數 / (於報告期間的僱員流失總人數 + 報告期末總僱員人數)。

Health and Safety

The health and safety of our employees is of utmost importance to the Group. The Group is committed to providing a safe working environment for our employees. In order to maintain a safe working environment and reduce work-related accidents, the Group has formulated internal policies on safety management and assigned various safety compliance responsibilities to different teams. The occupational health and safety management system of Laizhou Hongcheng Mining Environmental Protection Development Company Limited (one of the main operating subsidiaries of the Group) has been certified by GB/T 45001-2020/ISO 45001:2018.

In addition, in order to fulfil the statutory duty of occupational health monitoring for employees exposed to occupational disease hazards and to improve employees' self-protection awareness and ability, the Group has formulated the "Occupational Health Surveillance and Its Archives Management System" (職業健康監護及其檔案管理制度) and the "Occupational Health Education and Training System" (職業衛生宣傳教育培訓制度) in accordance with the Occupational Disease Prevention Law of the PRC (《中華人民共和國職業病防治法》), Provisions on the Supervision and Administration of Occupational Health at Work Sites (《工作場所職業衛生監督管理規定》), and the Measures for the Supervision and Administration of Employers' Occupational Health Surveillance (《用人單位職業健康監護監督管理辦法》). The Group organises education training for employees on occupational disease prevention and control regulations, knowledge, systems, operating procedures, proper use of occupational disease hazard protective equipment and personal protective equipment, and provides occupational health check for employees who are exposed to occupational disease hazards.

Policies

We comply with the relevant PRC laws and regulations relating to labour, safety and work-related accidents. According to these laws and regulations, we are required to maintain safe production conditions and protect the occupational health of our employees. We implement production safety management policies and safety measures in accordance with relevant PRC laws and regulations, including investigation procedures, reporting to management and corrective actions in the event of an incident.

健康與安全

僱員的健康及安全對本集團至關重要。本集團承諾為我們的僱員提供安全工作環境。為維護安全的工作環境並減少工傷事故，本集團已制定安全管理內部政策，並分配各項安全合規責任予不同團隊。萊州市鴻鉞礦業環保開發有限公司(本集團主要營運附屬公司之一)的職業健康安全管理體系已獲 GB/T 45001-2020/ISO 45001:2018 認證。

另外，為履行對接觸職業病危害的僱員進行職業健康監護的法定職責及提高僱員的自我保護意識和能力，根據《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》、《用人單位職業健康監護監督管理辦法》等法律法規的要求，本集團特制定《職業健康監護及其檔案管理制度》及《職業衛生宣傳教育培訓制度》。本集團組織對僱員進行職業病防治法規、知識、制度、操作規程、職業病危害防護設備和個體防護用品的正確使用等宣傳教育培訓，並為從事接觸職業病危害因素的僱員提供職業健康檢查。

政策

我們遵守涉及勞動、安全和工作相關事故的相關中國法律法規。根據該等法律法規，我們須維持安全生產條件，並保障我們僱員的職業健康。我們根據中國相關法律法規實施生產安全管理政策及安全措施，包括調查程序、向管理層匯報及發生事故時的整改活動。



The handling of hazardous waste from gold mines and the production of recycled products may involve safety risks and hazards, such as equipment failure, inclement weather, natural disasters and industrial accidents. These hazards can result in personal injury and death, damage or destruction of property and equipment, and environmental damage and pollution. Therefore, we provide occupational health and safety training to our employees to ensure that they are familiar with occupational health and safety standards and procedures and are required to comply with the relevant requirements.

In order to mitigate the potential impact of production safety risks (i.e. the risk of losing corporate property, temporary suspension of production or damage to reputation due to inadequate safety management systems or accident prevention measures), we have formulated a "Comprehensive Contingency plans for Emergency" (《綜合應急預案》) for safety incidents to regulate safety risk management and prevent the occurrence of accidents. We have developed (i) a comprehensive emergency response plan that includes our emergency response organisation and its functions, planning system, response procedures, incident prevention and emergency training; and (ii) special emergency response plans for identified significant potential risks and incidents, such as electrocution, poisoning, burns, fire and explosion. The special emergency plan covers relevant risk analysis, potential incident characteristics, preventive measures, emergency handling procedures and emergency protection measures.

Occupational Measures

The below sets forth a few examples of the practices adopted by the Group in accordance with the applicable local laws and regulations in relation to workplace safety:

Our Attempt

- Ensure that the Group has accident insurance in place for its employees to compensate and protect them against work-related injuries, accidents or incidents resulting in occupational health illnesses;
- Proper and effective communication of safety procedures between our management, safety department and employees should be established through maintaining proper records of accident data, safety reports and training documentation, holding regular internal and external safety meetings, and conducting occupational health and safety briefings for all levels of personnel;

處理金礦有害廢物及生產再生產品均可能涉及安全風險及危害，例如設備故障、惡劣天氣、自然災害及工業事故等。該等危害可能造成人身傷害及死亡、財產及設備的損壞或損毀以及環境損害和污染。因此，我們為僱員提供職業健康及安全的培訓，確保彼等熟悉職業健康及安全標準及程序，並要求僱員遵守相關要求。

為減輕安全生產風險（指由於安全管理制度不健全或事故預防措施不足而導致的企業財產損失、暫時停產或聲譽受損風險）帶來的潛在影響，我們已制定安全事故《綜合應急預案》，規範安全風險管理及預防事故發生。我們已制定(i)綜合應急預案，說明（其中包括）我們的應急組織及其職能、預案體系、應對程序、事故預防及應急訓練；及(ii)針對已發現的重大潛在風險及事故，如觸電、中毒、燒傷、火災及爆炸等制定特別應急預案。特別應急預案涵蓋相關風險分析、潛在事故特點、預防措施、應急處理程序及應急保障措施。

職業措施

下文載列本集團已採納常規之若干例子，以遵守有關工作安全並適用的本地法律及法規：

我們的措施

- 確保本集團已為其僱員購買意外保險，保障發生工傷、意外或引致僱員患上職業健康疾病事件時能得到應有賠償；
- 我們的管理層、安全部門、僱員之間應就安全程序建立適當有效的溝通辦法，方法包括妥善保存的事故數據、安全報告及培訓文檔記錄，定期召開內部及外部安全會議，並對各級人員召開職業健康及安全簡介會；

- Conduct health and safety risk assessments to identify potential risks associated with hazardous waste prior to the start of operations, and conduct the aforementioned assessments periodically during operations;
 - Consider the past safety records, safety standards and qualifications of suppliers when selecting them to provide transportation services;
 - Develop and implement emergency response plans and organise relevant drills on a regular basis;
 - The safety department is responsible for maintaining safety training records, identifying appropriate employee training programs, organising and inspecting emergency drills, and ensuring strict compliance with all applicable occupational health and safety laws and regulations and our internal safety policies; and
 - All violations found at production facilities must be documented and communicated to our safety team and management in a timely manner.
- 在作業開始前，我們必須進行健康及安全風險評估，以確定與有害廢物有關的潛在風險，並在作業期間定期進行前述之評估；
 - 在選擇供應商提供運輸服務時，應考慮其安全往績、安全標準及資格；
 - 制定並實施應急預案，定期組織相關演練；
 - 安全部門負責保存安全培訓記錄，確定合適的僱員培訓計劃，組織及檢查應急演練，並確保嚴格遵守所有適用的職業健康及安全法律、法規以及我們的內部安全政策；及
 - 所有在生產設施發現的違規情況必須記錄在案，並及時向我們的安全團隊及管理層匯報。

1. *Emergency drills*

During the Reporting Period, the Group has organised 16 drills, including fire drills, flood drills, and emergency drills of hazardous waste incidents. After each drill, a meeting of all responsible parties is held to review and examine all aspects.

2. *Emergency Preparedness*

“Contingency plans for Environmental Emergencies” (突發環境事件應急預案) and “Contingency plans for natural disaster incidents” (災難恢復計劃) are established in response to fire, explosions and other accidents, in order to minimise the risk to human health and the environment caused by the release of hazardous waste into the air, soil or water.

1. *應急演習*

在報告期間，本集團組織了十六次演練，包括消防事故專項預案演練、洪澇災害事故專項預案演練、突發危險廢物事故專項預案演練等。每次演習後均會召開由所有責任方組成的會議，對各方面進行審查及檢討。

2. *應急計劃準備能力*

為應對火災、爆炸或其他意外等突發事件制定《突發環境事件應急預案》及《災難恢復計劃》，以最大限度降低事件導致的危險廢物洩漏到空氣、土壤或水源中而產生對人體健康和環境的危害。



Safety Performance

The Group is committed to providing all necessary resources for effective implementation and continuously improve its occupational health and safety performance, to minimise and eliminate potential accidents at the workplace. According to the PRC laws and regulations, our projects are subject to certain safety and health requirements, including but not limited to:

- The Labour Law of the PRC (《中華人民共和國勞動法》);
- The Labour Contract Law of the PRC (《中華人民共和國勞動合同法》);
- Occupational Disease Prevention Law of the PRC (《中華人民共和國職業病防治法》);
- Fire Control Law of the PRC (《中華人民共和國消防法》);
- Production Safety Law of the PRC (《中華人民共和國安全生產法》); and
- Measures for the Administration of Contingency Plans for Work Safety Incidents (《生產安全事故應急預案管理辦法》).

安全表現

本集團承諾提供一切必要資源以有效地實施及持續改善其職業健康及安全表現，避免事故頻繁發生。根據中國法例，我們的項目須遵守若干安全及健康要求，包括但不限於：

	2019 二零一九年	2020 二零二零年	2021 二零二一年
Number of reportable accidents 可呈報事故數量	0	0	0
Number of fatalities 死亡人數	0	0	0
Fatalities rate per 1,000 employee and workers ⁸ 每千名員工及工人的死亡率 ⁸	0	0	0
Lost days due to injuries 因工傷損失工作日數	37	25	0

⁸ Fatality rate per 1,000 employees and workers = (Number of fatality/ Daily average employees and workers) x 1,000.

⁸ 每千名僱員及工人的死亡率 = (死亡人數/每日平均僱員及工人人數) x 1,000。

During the Reporting Period and the previous two years, the Group did not have any accidents or fatalities due to major occupational injuries. In addition, to the best of the Directors' knowledge and belief, the Group has generally in compliance with local labour laws and regulations regarding occupational health and safety during the Reporting Period. Looking ahead, we will continue to improve our safety management system. The Group will continue to update and review our safety and health policies and our safety objectives to enhance the safety awareness of our frontline workers. Effective safety training and communication will be promoted through more meetings and discussions on inspection and evaluation for improvement.

Employee Training and Development

Employees are our valuable assets. While the Group pursues business development, it also places great emphasis on investing in its employees. Considering that employees are indispensable to the Group's business success, in addition to the safety-related training mentioned above, the Group also provides regular training to our Directors, senior management and employees on our internal control policies, listing rules and other duties and responsibilities of directors and management of listed companies under applicable laws and regulations in order to maintain our corporate image and enhance the quality of work and personal development of our employees.

We have established a series of trainings and related policies for our employees to help them establish long-term professional development career paths, including but not limited to:

- *Quantitative performance appraisal system for general managers*

In order to comprehensively and scientifically assess the overall quality of our senior management staff and to improve the Group's appraisal and management system, the Group has developed a performance appraisal mechanism for senior management staff to effectively achieve the above objectives. The appraisal covers all aspects of the management capabilities of the relevant personnel and is conducted on a regular basis in accordance with the established principles in the relevant documents.

於報告期間，本集團於報告期內及前兩年均未發生因重大工傷造成的事故、死亡的情況。此外，就董事所深知及確信，本集團於本報告期間已大致遵守本地有關職業健康與安全之勞工法。展望未來，我們將繼續致力改善安全管理制度。本集團將不斷更新及檢討我們的安全及健康政策以及我們的安全目標，以加強前線工人的安全意識。透過召開更多有關檢查及評估的會議及討論以作改進，從而促進有效的安全培訓及溝通。

僱員培訓及發展

僱員是我們寶貴的資產。本集團追求業務發展的同時亦十分重視對僱員的投資。考慮到僱員對本集團業務成就而言屬不可或缺，除上述與安全有關之培訓外，本集團亦定期向董事、高級管理層及僱員提供有關我們的內部控制政策、上市規則及其他適用法律法規下上市公司董事及管理層職責及責任的培訓，以維護我們的企業形象並提升僱員之工作質素及個人發展。

我們為僱員制定一系列的培訓並已制定相關政策從而協助其建立長期專業發展的職業路徑，包括但不限於：

- *總經理績效量化考核辦法*

為全面而科學化地考評高級管理人員之綜合素質，並完善集團考核管理體系，本集團特此制訂高級管理人員之績效考核評價機制從而有效達到上述目的。考評範疇涵蓋相關人員於各方面的管理能力並按有關文檔中的既定原則進行定期評核。



- *Performance appraisal method for personnel in each department*

The performance appraisal method is formulated in order to implement the working principle of quantitative performance appraisal of the Group, to fully utilise the guiding and motivating effect of performance appraisal, so as to reflect the appraisal principles in forms of rewarding and punishing.

Career Development

The Group has formulated labour contract to be entered into with each employee in accordance with the applicable labour laws. The Group also offers remuneration package to the employees including salary, bonus and other benefits and allowances such as social insurance and housing provident fund.

We evaluate the performance of our employees annually for promotion, salary review and determination of annual bonus. We believe that the current appraisal and bonus system provides an effective channel of communication between our employees and management and is conducive to the achievement of the Group's expectations, and therefore we will continue to select talent and retain existing employees by assessing individual performance in employee management.

Learning and Development

To keep the employees abreast of new knowledge and skills, the Group also provides training programmes covering company culture, job competencies required for each position, safety and environmental knowledge, communication skills, ethics education, etc. We believe that providing opportunities for continuing education and advanced training can enhance employees' abilities and efficiency, as well as increase job satisfaction and loyalty.

The Group assists employees in planning their careers in the Group based on their conditions, work performance and abilities, and personal values, and requires employees to plan their careers in the Group taking into account their own basic conditions and characteristics. In addition, employees are required to communicate with their department heads regarding their plans and to coordinate with each other to ensure that the planned development direction meets the Group's requirements.

- 各部門人員績效考核辦法

為貫徹集團公司開展績效量化考核的工作方針，充分發揮績效考核的導向作用和激勵約束作用，從而體現獎懲有據、獎懲分明的考核原則，特制定本績效考核辦法。

職業發展

我們根據適用的勞動法與每位僱員訂立僱傭合約。我們亦向僱員提供薪酬待遇，包括薪金、花紅及其他津貼，如社會保險及住房公積金。

我們每年評核僱員的表現以評估晉升、檢視薪金及釐定年度花紅。我們相信，現行的評估和花紅制度為我們的僱員和管理人員提供有效的溝通管道，有利於實現集團的期望，因此在人才管理方面我們將繼續通過評估個人表現，選拔人才及挽留現有僱員。

學習與發展

為了讓僱員瞭解新知識及技能，本集團為僱員安排培訓計劃，內容涵蓋：公司文化、各職位需要的工作能力、安全及環保知識、溝通能力、職業道德教育等。我們相信，提供持續教育及進階培訓的機會既可以提高員工的能力及工作效率，亦能提高工作滿意度及忠誠度。

本集團根據僱員的基礎情況、工作表現和能力、個人價值取向協助其規劃在集團發展的職業生涯，並要求僱員規劃個人在集團發展的職業生涯時須以自身的基礎情況和特點為考量。此外，僱員亦需就相關規劃與部門主管溝通，雙方協調一致，確保所規劃的發展方向符合集團要求。



In order to familiarise new employees with the Group's culture and work practices, new employees are subject to a probationary period required for the specific position. Upon expiry of the probation, the relevant supervisor will decide whether to grant permanent employment status based on the employee's performance. In addition to on-the-job training, the Group also arranges targeted induction training for new employees according to their job categories. In addition, the Group conducts performance appraisals for the management and staff of each department, and has a reward and punishment system to encourage employees to improve their performance and avoid serious mistakes.

Overall, during the Reporting Period, the Group had a total of 184 employees and all of them have participated in the training, with a total of 3,789 training hours⁹. The details are as follows:

為讓新聘僱員熟悉集團文化和工作常規，新入職僱員須遵守特定職位所要求的試用期。試用期屆滿後，相關主管將根據新入職僱員的表現決定是否授予永久僱傭資格。除在職培訓外，本集團亦會根據新入職僱員的工作類別安排針對性的入職培訓。另外，本集團為管理層及各部門僱員進行績效考核，並設有獎懲制度，以鼓勵僱員提高工作表現，避免嚴重錯誤。

總體而言，於報告期間，本集團共有184名僱員，全數僱員均有參與培訓，共計提供3,789小時⁹的培訓。具體情況如下：

Percentage of Employee Received Training ¹⁰ 受訓僱員百分比 ¹⁰	2021 二零二一年
By Gender 按性別	
Male 男	100%
Female 女	100%
By Management Level 按僱傭級別	
Senior Management 高級管理人員	100%
Middle Management 中級管理人員	100%
General Staff 一般員工	100%
Overall 整體	100%

⁹ The data only included trainings for employees arranged by the Group. The number of training hours achieved by the training sessions arranged by the employees were not available.

¹⁰ Percentage of trained employees = Total number of employees received training during the Reporting Period/Total number of employees at the end of the Reporting Period.

⁹ 僅包括僱員參與經集團安排之培訓課程。僱員自行安排之培訓課程時數無法統計。

¹⁰ 受訓僱員百分比 = 報告期間受訓僱員總數 / 報告期末總僱員人數。

Average Training Hours ¹¹ 平均培訓時長 ¹¹	2021 二零二一年 Hours/Employee 時數/員工
By Gender 按性別	
Male 男	20
Female 女	21
By Management Level 按僱傭級別	
Senior Management 高級管理人員	17
Middle Management 中級管理人員	21
General Staff 一般員工	18
Overall 整體	21

Prohibition of Child and Forced Labour

The Group has spared no effort to be a responsible employer and we are committed to good employment practices and the promotion of ethics and human rights in the workplace. The Group only employs legitimate employees and will not employ anyone who does not meet the minimum working age required by applicable laws and regulations. During the recruitment process, recruiters scrutinise the various documents of applicants to ensure their authenticity in order to prevent any child labour among the Group's employees.

The Group has a proper internal policy and "Employee Handbook", which prohibits any form of child labour, requires that only employees of legal age are employed and requires new employees to provide true and accurate personal information when they are hired.

防止僱用童工和強制勞動

本集團為成為負責任之僱主一直不遺餘力，而我們致力實行良好僱傭實踐，於工作場所提倡道德及人權。本集團只聘請合法僱員而不會聘用任何不符合適用法例及法規規定之最低工作年齡人士。於招聘過程中，招聘人員嚴格審查應聘人員的各種證件，以確保其真實性，以防止集團僱員當中存在任何童工。

本集團有妥善的內部政策及《員工手冊》，禁止任何形式的童工，規定只僱用達到法定年齡的僱員，並要求新入職的僱員提供真實準確的個人資料。

¹¹ Average training hours = Total training hours during the Reporting Period/Total number of employees at the end of the Reporting Period.

¹¹ 平均培訓時長 = 報告期間受訓總時數/報告期末總僱員人數。

On the other hand, the Group signs employment contracts with employees in accordance with the law, which clearly set out the job descriptions and obligations, so there is no forced labour. In addition, the Group's employees work overtime on a voluntary basis to avoid violating labour standards and to protect employees' rights and interests. The Group also prohibits punitive management methods and behaviours such as verbal abuse, physical punishment, violence, and mental oppression against employees for any reason. In addition, we have clearly stated the process of resignation and termination of employment in the "Exit Management Regulations" (離職管理規定) in order to protect the rights of the Group and employees and further eliminate the possibility of forced labour. The human resources department will regularly review employment practices to prevent the possibility of child labour and forced labour. If any child labour or forced labour is found, the employment of the underage labour will be stopped immediately. The Group will handle such situations in accordance with local labour laws and regulations.

The Group strictly complies with laws and regulations related to the prevention of child labour or forced labour in all material aspects, including but not limited to the Labour Law of the PRC (《中華人民共和國勞動法》), Provisions on the Prohibition of Using Child Labour (《中華人民共和國禁止使用童工規定》), the Convention on the Abolition of Forced Labour (《廢除強迫勞動公約》) and the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》). During the Reporting Period, the Group was not aware of any significant non-compliance cases relating to child labour and forced labour.

另一方面，本集團與僱員依法簽訂僱傭合約，當中清楚列明工作內容及義務，因此並無強制使用勞工行為。此外，本集團僱員加班均遵循自願原則從而避免違反勞工準則，並切實維護僱員權益。本集團亦禁止以任何理由對僱員進行辱罵、體罰、暴力、精神壓迫等懲罰性管理方法和行為。此外，我們已於《離職管理規定》中清晰列明僱員辭任及離職之過程，以保障本集團及僱員之權利，進一步消除強迫勞動的可能性。人力資源部將定期檢討僱傭實踐，以防止錄用童工和強迫勞動的可能性。如發現任何童工或強迫勞動情況，將立即停止未成年勞工的工作。本集團將遵循當地勞動法律和法規處理此類情況。

本集團於所有重大方面均嚴格遵守與防止童工或強制勞工有關的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國禁止使用童工規定》、《廢除強迫勞動公約》及《中華人民共和國勞動合同法》。於報告期間，本集團並不知悉任何與童工及強制勞工有關的重大違規個案。



OUR SUPPLY CHAIN

Supply Chain Management

The Group is committed to build lasting and constructive relationships with partners in its supply chain. To maintain and ensure the quality of the Group's services, the Group's supply chain management policy clearly sets out our commitment to achieve a fair, transparent and competitive procurement process, requiring all employees to adhere to the highest standards of business integrity and to comply with relevant laws and regulations. We are also committed to minimise long-term ESG risks and improved the environmental performance of our services and recycled products through the adoption of a green supply chain.

The Group has formulated the "Supplier Management System" (供應商管理制度) to ensure effective evaluation and selection of qualified suppliers, improving the Group's supply structure and system, enhancing supply standards, ensure the quality, price, production and delivery capacity of the suppliers can continuously meet the Group's requirements, and able to provide quality after-sales service, in order to ensure that the Group's daily operational needs are met. The Group sets up an assessment team comprising the procurement department, production department, R&D department and the general manager, to review the specifications and quality of suppliers. In addition, the procurement department is responsible for collecting supplier information and verifying the supplier's daily management assessment; it is also responsible for the accuracy and authenticity of the supplier's delivery capacity, price, and after-sales service quality. The production department will also participate in supplier evaluation, sample verification, supply quality control and assessment.

我們的供應鏈

供應鏈管理

本集團致力於與供應鏈上的合作夥伴建立持久和建設性的關係。為保持和確保集團的服務質量，我們的供應鏈管理政策明確規定了我們對公平、透明和競爭性採購過程的承諾，要求所有僱員遵守最高標準的商業誠信，並遵守相關法律和法規。我們亦致力通過採用綠色供應鏈，將長期環境、社會及管治風險降至最低，並改善了我們服務及再生產品的環境績效。

為有效地評價和選擇合格供應商，完善集團供應結構及體系，提高供應水準，確保供應商的供貨品質、價格、生產交付能力均能持續符合集團要求，並能提供優質的售後服務，以保證滿足集團日常營運需求，本集團已制定《供應商管理制度》。本集團組建由採購部、生產部、研發部及總經理組成的評核小組，負責審核供應商的規格和質量。另外，採購部負責採集供應商的資料和查證供應商的日常管理考核；對供應商的交貨能力、價格、售後服務質素的準確性及真實性負責。生產部同樣會參與供應商評核、樣品驗證、供貨品質管制及考核。

Supplier Engagement

The Group adheres great importance to the collaboration with suppliers and believes deeply that the establishment of a cooperation relationship with suppliers would enhance the Group's workflow and product quality. During the Reporting Period, the Group's suppliers of goods and services mainly include: (i) transportation companies; (ii) suppliers of consumables such as xanthate and sodium sulphite; (iii) suppliers of utilities; and (iv) other service providers such as laboratory testing. We conduct supplier evaluations for new suppliers, and screen and review potential and approved suppliers from time to time. We review suppliers' background information such as scale of their operations, quality control systems, prices, financial status and industry reputation. In the process of selecting suppliers, the Group takes into account relevant factors including: (i) purchasers should consider the principles of quality and price comparison when purchasing materials; (ii) have a certain level of reputation in the market and experience in industry application; (iii) suppliers who have been in contact with the Group before the establishment of the supplier management system and have performed well; (iv) suppliers designated and recognised by the Group; (v) suppliers accredited with third-party quality control system certification such as ISO, is prioritised; (vi) based on the premise of sustainable development, if the supplier has high risks in environmental and social aspects, we will consider avoiding the selection of such suppliers when there are other choices given that they provide the same raw materials and prices; and (vii) suppliers adhere environmental protection and social protection is prioritised.

供應商的參與

本集團非常重視與供應商的合作，並深信與供應商建立合作關係將促進本集團工作流程和產品質量的持續改進。在報告期間，本集團的貨品及服務供應商主要包括：(i)運輸公司；(ii)黃原酸酯及硫化鈉等耗材供應商；(iii)水電供應商；及(iv)實驗室測試等其他服務供應商。我們對新供應商進行供應商評估，並不時對潛在及認可供應商進行篩選及檢討，我們會審核供應商的經營規模、質量控制系統、價格、財務狀況及行業聲譽等背景資料。於挑選供應商的過程中，本集團考慮的相關因素包括：(i)採購員在採購物資時應按質量比較及比價原則作為考量；(ii)在市場上有一定的知名度，有行業應用經驗；(iii)在供應商管理體系建立前已與集團有往來且表現優秀的供應商；(iv)集團指定承認的供應商；(v)會優先考慮選用已取得如 ISO 或其他相關品質管理認證的供應商；(vi)基於可持續發展的前題，若供應商在環境和社會風險較大的情況下，需要考慮在同等原料和價格下避免採用；及(vii)優先考慮重視環保和社會保護的供應商。



The Group has established a set of standard procedures for the selection of new suppliers, after the Group's procurement officers have a basic understanding of the supplier's production capacity and quality assurance system, we will continue to conduct further evaluation on new suppliers. For suppliers of raw materials and auxiliary materials, after the procurement officers have a general understanding of the supplier's situation, they will carry out on-site assessments of the supplier's quality and production capacity in the areas of R&D and their production efficiency. The on-site assessment usually comprises of procurement, R&D and production staff. After the on-site assessment, relevant parties will hold an evaluation meeting to summarise the existing problems and inform the supplier and take corresponding improvement measures. After completing the on-site assessment, procurement, R&D, and production staff who participated in the evaluation will draw up evaluation opinions based on the actual situation of the suppliers. For suppliers that meet the requirements, the procurement department will submit the supplier evaluation form, supplier's business license and other information in accordance with the supplier approval procedures, and will be included in the list of qualified suppliers after approved by the general manager. For new suppliers of hardware accessories and office supplies, the assessment may be exempted depending on specific situation, but the authenticity and validity of the supplier's business license, tax registration and basic information must be checked and confirmed. For suppliers providing logistics services, department head should evaluate the logistics supplier's operational qualifications and their related licenses, transportation scale, transportation regulations, transportation efficiency, compliance management, social reputation, industry reputation and other aspects.

Supplier Profile

During the Reporting Period, the Group has a total of 27 suppliers, with 10 newly approved suppliers. All the suppliers of the Group are located in the PRC.

本集團在選擇新供應商時建立了一套既定程序，本集團採購業務人員對供應商的生產能力、品質保證體系基本瞭解後，會繼續對新供應商作進一步評核。對供應原材料及輔料的供應商，採購業務人員對供應商情況大致瞭解後，就組織研發及生產效能範疇對供應商進行品質、生產能力的現場評估，現場評審一般由採購、研發、生產人員共同參與。現場評估結束後由相關人員召開評審會議，對現存問題進行總結並告知供應商以及採取相應的改善措施。現場評估完成後，參與評審的採購、研發、生產等相關人員根據供應商的實際情況得出評審意見，對達到合格條件要求的供應商，採購部門將供應商評審表、供應商營業執照等其他資料，按照供應商審批程序上報，經總經理批准後列入合格供應商名單。對小五金配件、辦公用品的新供應商，則視具體情況考慮免除評估，但必須核對並確認供應商營業執照、稅務登記及基本資訊的真實性、有效性。對提供物流服務的供應商，部門負責人需對物流供應商的營運資質及相關許可、運輸規模、運輸規範、運輸效率、合規管理、社會信譽、行業口碑等各個方面作出評核。

供應商概況

在報告期間，本集團共有27家供應商，其中有10家供應商為報告期內新獲批供應商。我們所有供應商均位於中國。

Supplier Control and Monitoring

Qualified suppliers must meet the following criteria: (i) must have a valid business license. In the case of special industries, relevant qualifications must be recognised by the state. If there is intellectual property registration, it must be indicated and provided with relevant supporting documents; (ii) must have production and business premises that meet the requirements of relevant local laws and regulations; comply with relevant industry regulations and have corresponding production, supply, delivery and service capabilities; (iii) have qualified quality assurance and testing capabilities; and (iv) suppliers must provide products and services under the principle of “Integrity and Quality First”.

We maintain a list of approved suppliers and update it regularly. Only suppliers who meet our selection criteria can be our approved suppliers. In order to ensure that our supplier’s delivery quality and timeliness can continue to meet the Group’s requirements, we must strengthen the daily management of suppliers. The procurement department is responsible for evaluating the suppliers based on their delivery status, service, and quality records. We also evaluate approved suppliers on a regular or irregular basis, based on the following criteria: (i) quality standards: the percentage of good quality materials, the handling of failed products, the implementation of specific quality management system, the quality and safety issues in production in the past year, handling of quality issues; (ii) delivery capacity: timeliness of delivery and samples, flexibility to expand supply, ability to increase or decrease supply in a short period of time, inventory capacity; (iii) price level: the degree of concession relative to market price, ability to absorb price increases, payment methods; (iv) technical ability: advancement of technology, product R&D capability, ability to solve technical problems; (v) management and service system: supporting and after-sales service capability, the degree of perfection of the management system; and (vi) evaluation of cooperation status: contract performance and degree of cooperation harmony.

供應商控制和監測

合格供應商需符合以下條件：(i)必須具備有效的營業執照。如屬特種行業，則必須具備國家認可的相關資質。如有知識產權註冊，則須註明並提供相關證明文件；(ii)必須具有符合國家相關法規要求的生產營業場所；遵守相關行業法規並具有相應的生產、供應交付與服務能力；(iii)具備符合要求的品質保證和檢測能力；及(iv)供應商必須以「誠信、品質第一」的原則提供產品及服務。

我們存有一份認可供應商名單，並定期作出相應更新，只有符合我們遴選標準的供應商才能成為我們的認可供應商。為確保供應商的交貨品質、交付期限能持續滿足集團要求，我們必須強化對供應商的日常管理工作，採購部負責將供應商的交貨狀況及服務、品質記錄作為供應商考評依據。我們亦定期或不定期評估認可供應商，考核標準如下：(i)品質水準：材料的優良品百分比、不合格品的處理辦法、具體品質管理體系的實施、過去一年在生產中的品質、安全問題、對質量問題的處理；(ii)交貨能力：交貨的及時性、樣品的及時性、擴大供貨的彈性、短時間內增減供貨的能力、庫存能力；(iii)價格水準：相對市場價格的優惠程度、消化漲價的能力、付款方式；(iv)技術能力：工藝技術的先進性、產品研發能力、技術問題的解決能力；(v)管理和服務體系：配套及售後服務能力、管理體系的完善程度；及(vi)合作狀況評估：合同履約情況、合作融洽程度。



When the quality of the qualified suppliers is found to be abnormal, the procurement department, together with, production and R&D departments, will conduct an on-site technical verification to the relevant suppliers, analyse the reasons, propose improvement measures, and confirm in writing by both parties. In the event of a major quality incident resulting in loss, a claim shall be made to the supplier after assessing the loss. After evaluation, for those without effective rectification and stable quality, the supply qualification should be revoked.

If any suppliers with improper practices and unsatisfactory performance are found, a rectification notice will be issued to them, and they are not allowed to supply until passing the rectification assessment, otherwise the business relationship will be terminated.

當發現合格供應商供貨品質發生異常時，採購部門組織生產和研發部門對供應商進行現場工藝技術驗證，分析原因，提出改善措施，並由雙方書面確認。當發生重大品質事故造成損失，應按損失評定後向供應商索賠。經評審後整改不力、品質仍不穩定的應予以撤銷供應資格。

如發現任何不當做法及表現未如理想的供應商，會對其發出整改通知，整改評審合格後方可繼續供貨，否則將與其解除業務往來關係。



OUR CUSTOMER

Product and Services Quality

Quality Policy

We believe that the ability to provide quality recycled products and hazardous waste treatment services is one of our key competitive advantages. Therefore, an effective quality control system is of paramount importance for our customers. This requires us to adopt a strict quality control system and invest capitals and human resources to ensure that each step of implementation of the quality control system is strictly monitored. If we are unable to effectively maintain or implement the quality control system, our demand for recycled products may decline and our market competitiveness may be weakened. Our subsidiaries have been awarded certificates of compliance for quality management systems that have complied with GB/T 19000-2016/ISO 9001: 2015 standards applicable to our operations. These certificates signify that our operations meet the benchmark of quality standards, which we believe are critical to our hazardous waste treatment services and sales of recycled product.

The Directors believe that high quality and high standards are the keys to the success of the Group. Laizhou Hongcheng Mining Environmental Protection Development Company Limited (one of the main operating subsidiaries of the Group) has obtained the accreditation of ISO 9001: 2015 since October 2018. The major objective for adopting ISO 9001:2015 is to demonstrate our ability to consistently provide quality services to our customers and we aim to enhance customer satisfaction through effective application of the quality management system. We have a quality control team who directly reports to our executive Directors. The quality control team is responsible for the quality assurance of our recycled products, including the formulation of quality standards and control. The Group's recycled products have undergone internal production control, quality assurance control and rigorous testing. We are dedicated to ensuring the high standard of safety and quality of (i) the recycled products extracted by us; (ii) the consumables used for our production of recycled products procured from our suppliers; and (iii) suppliers of services for our core business activities, such as transportation companies.

我們的客戶

產品及服務質素

質量政策

我們認為，提供優質再生產品和有害廢物處理服務的能力是我們其中一項關鍵競爭優勢。因此，有效的質量控制系統對客戶至關重要。這要求我們採納嚴格的質量控制系統及投放資金及人力資源以確保落實質量控制系統的每個步驟均受到嚴格監控。倘我們無法有效維持或落實質量控制系統，我們的再生產品需求或會下降，市場競爭力亦會減弱。我們的附屬公司已獲授質量管理系統的合格證書，該等系統已符合我們營運適用的GB/T 19000-2016/ISO 9001: 2015標準。該等證書標誌著我們的營運符合品質標準，我們相信這對我們的有害廢物處理服務和再生產品銷售至關重要。

董事相信，高質量及高標準是本集團成功的關鍵。萊州市鴻鉞礦業環保開發有限公司(本集團主要營運附屬公司之一)自二零一八年十月起取得ISO 9001: 2015認證。採用ISO 9001: 2015的主要目的是證明我們有能力持續為客戶提供優質服務，我們旨在通過有效應用品質管理體系提升客戶滿意度。我們擁有一支質量控制團隊，彼等直接向執行董事匯報。質量控制團隊負責確保再生產品的品質，包括制訂品質標準及控制措施。本集團的再生產品均經過內部生產控制、質量保證控制及嚴格測試。我們致力於確保(i)由我們提取的再生產品；(ii)我們用於生產再生產品而從供應商採購的耗材；及(iii)我們核心業務活動的服務供應商(例如運輸公司)的高安全及質量標準。



We have adopted a stringent quality and management control system which oversees the entire treatment and production process as in order to ensure the quality of our products is up to standard. Our quality control procedures are performed continuously at various stages of our processing and storage to ensure the quality of our products. The Group has standardised relevant procedures and provided relevant guidelines in the "Production Management System" (生產管理制度) and "Warehouse Management Measures" (倉庫管理辦法) for quality management. In addition, we have internal codes of practice governing work procedures for various stages of operations and works performed by us, such as outlining the responsibilities of personnel of different levels, setting up general procedures for planning, management, repair and maintenance, accident reporting, communications with customers, procurement of goods and service, to ensure our operations are carried out in a safe and timely manner, and therefore, satisfy the needs of our customers.

Quality Management System

In order to provide consistent quality and safety services to customers, the Group has established a formal quality management system that complies with the requirements of ISO 9001: 2015.

As our production process may involve hazardous waste and pollutants, we are committed to complying with local laws and regulations on product safety, to protect the surrounding environment and the health of the public. The Group implements strict internal codes and procedures for quality checks during the production process. Any non-conformity products must be handled properly with procedures such as proper labelling and recording.

The Group strictly abides with national and local laws and regulations, including but not limited to the Product Quality Law of the PRC (中國產品質量法) and the Production Safety Law of the PRC (中國安全生產法). During the Reporting Period, there were no official record of any material non-compliance or violation of relevant laws and regulations regarding product and service quality.

我們採用嚴格的質量及管理控制系統，對整個處理及生產過程進行監督，以確保產品的質量符合標準。我們在加工及貯存的各個階段持續進行質量控制程序，以確保我們產品的質量。本集團已就品質管理範疇於《生產管理制度》及《倉庫管理辦法》中規範有關程序及提供相關指引。此外，我們對所從事的營運和工程的各個階段都設有內部規管工作程序的守則，例如列明各級人員的責任、就規劃、管理、維修及維護、事故報告、與客戶溝通、貨品及服務採購制定一般程序，確保我們的營運安全並能及時地按既定程序進行日常業務操作，從而滿足客戶要求。

質量管理系統

為提供貫徹統一質量及安全的服務予客戶，本集團已設立了符合ISO 9001：2015要求的正式質量管理系統。

由於我們的生產過程或涉及有害廢物及污染物，我們致力於遵守當地相關產品安全的規則和條例，並保護周邊環境及民眾的健康。本集團在生產過程中實施嚴格的內部規範和質量檢查程序。任何不合格的產品都必須進行適當的標記和記錄等程序妥善處理。

本集團嚴格遵守國家和當地法律和法規，包括但不限於《中國產品質量法》及《中國安全生產法》。在報告期內，沒有任何關於產品和服務質量的重大違規或違反相關法律和法規的正式記錄。

Complaint Handling

During the Reporting Period, we did not have any products to be recalled due to safety and health reasons. In order to provide employees with guidelines on handling complaints, we have established a complaint handling mechanism and standardised the return management process in the “Sales Management System” (銷售管理制度). If a customer complaint is received, which is usually involving goods return, it will be handled by production, warehouse, quality control and other departments with the supervision of the general manager, to ensure that the complaint is properly followed up and strive to meet the customer’s needs. During the Reporting Period, we have not received any material complaints or claims of any kind from our customers regarding the quality, health and safety of the recycled products we sold and the services we provided.

Intellectual Property, Product Advertising and Labelling

The Group values intellectual property rights. The Group currently owns two trademarks, six patents and one domain name, that are material to our business. We have obtained a number of invention patents, including “a pump-mixed pipeline dosing device for comprehensive utilisation of gold cyanide tailings” (一種黃金氰化尾渣綜合利用的泵混式管道加藥裝置), “a diversion treatment and recovery device for gold tailings sewage” (一種黃金尾礦污水分流處理回收裝置) and “a stirring device for producing pyrite concentrate powder” (一種用於生產硫鐵精礦粉的攪拌裝置), etc. The Group’s comprehensive strengths rank among the top in the industry. The Group has received numerous awards, including but not limited to the “Enterprise Progress Award” (企業進步獎), “Advanced Unit for Comprehensive Utilisation of Resources in Shandong Province” (山東省資源綜合利用先進單位), “Executive Director of Units of the All-China Environment Federation” (中華環保聯合會常務理事單位), “2020 Shandong Top Ten Innovation Achievements Award of Circular Economy” (2020年度山東省循環經濟十大創新成果獎), “2021 Shandong Province ‘Specialised, and innovative’ Small and Medium-sized Enterprises” (2021年度山東省『專精特新』中小企業). The Group’s business does not involve in any marketing and advertising related matters.

投訴處理

於報告期間本集團並沒有任何產品因安全及健康理由而須要回收。為向員工提供有關投訴處理的指引，我們設立了投訴處理機制並於《銷售管理制度》中規範退貨管理流程。如收到客戶投訴，一般以退貨為主，均由生產、倉庫、品質管控等部門配合處理並由總經理負責監督，確保相關投訴能獲得妥善跟進，盡力滿足客戶所需。於報告期間，我們並無接獲客戶因或涉及我們所出售的再生產品及我們所提供的服務的質量及健康與安全事宜而提出任何重大投訴或任何形式的賠償要求。

知識產權、市場推廣及標籤

本集團尊重知識產權。本集團目前擁有的對我們業務屬重要的知識產權包括兩個商標、六項專利及一個域名。我們獲得多項發明專利，包括「一種黃金氰化尾渣綜合利用的泵混式管道加藥裝置」、「一種黃金尾礦污水分流處理回收裝置」及「一種用於生產硫鐵精礦粉的攪拌裝置」等。本集團綜合實力位行業前列，過往曾先後榮獲「企業進步獎」、「山東省資源綜合利用先進單位」、「中華環保聯合會常務理事單位」、「2020年度山東省循環經濟十大創新成果獎」、以及「2021年度山東省『專精特新』中小企業」等多項榮譽。本集團業務並沒有涉及市場推廣及廣告等相關事宜。



The Group strictly abides by national and local laws and regulations, including but not limited to the Patent Law of the PRC (《中華人民共和國專利法》), the Copyright Law of the PRC (《中華人民共和國著作權法》), the Trademark Law of the PRC (《中華人民共和國商標法》) and other laws and regulations. To the best knowledge of the Directors, during the Reporting Period, the Group has not found any significant impact on the operation in relation to intellectual property, advertising and labelling. We will closely monitor the business environment to identify any significant risks in this regard.

Customer Privacy and Corporate Data

According to the "Supplier Management System" (供應商管理制度), the finance department can directly obtain relevant payment information from the suppliers, and it is also responsible for considering the protection measures for the supplier's information security and maintenance in the finance system.

When collecting, processing and using the business or personal data of customers, business partners and employees, the Group is committed to protect the privacy of its business or personal data and preventing misuse or disclosure of information. We have formulated the internal "Information System Management System" (信息系統管理制度) to ensure that office and site equipment such as laptops are properly kept. All the documents and electronic materials of the Group, including training materials, are not allowed to be circulated outside without authorisation. All business information, financial information, personnel information, bidding information, contract documents, customer information, research and statistical information, technical information documents, planning and marketing plans, management documents, meeting content, that have not been publicly disclosed are all considered corporate secrets. Any employee who fail to comply with confidentiality obligations may result in disciplinary action, and in serious cases, will be regarded as serious misconduct. During the Reporting Period, to the knowledge of the Directors, the Group was not aware of any material non-compliance in this regard.

本集團嚴格遵守國家和當地法律法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》和其他法律和法規。據董事所深知，於報告期間，本集團並無發現任何有關知識產權、廣告及標籤對營運的重大影響。我們將密切監察業務環境，以識別該方面的任何重大風險。

客戶私隱及企業資料

根據《供應商管理制度》，財務部能夠直接從供應商處獲取與其付款相關的信息，該部門亦負責考慮對供應商資訊安全的保護措施並在財務系統中對其進行維護。

於收集、處理及使用客戶、商業夥伴及僱員的商業或個人資料時，本集團致力保障其業務或個人的資料私隱，防止不當使用或洩露資訊。我們已制定集團內部的《信息系統管理制度》，以確保辦公室和場地設備（如筆記本電腦）得到妥善保管。本集團所有的檔案和電子資料，包括培訓用的資料，未經授權不允許對外流通。所有未公開披露的商業資訊、財務資訊、人事資訊、招標資訊、合同文檔、客戶資訊、研究和統計資訊、技術資訊檔案、規劃和營銷計劃、管理文件、會議內容等均被視為企業機密。任何僱員未能遵守保密義務可能導致紀律處分，情節嚴重的將被視為嚴重不當行為。於報告期間，據董事所知悉，本集團在此方面並無任何重大不合規情況。

BUSINESS ETHICS

Anti-corruption

The Group is committed to conducting its business with honesty and integrity and applying the highest standards on the establishment of transparent and open corporate governance frameworks. The Group has zero-tolerance towards any unethical acts.

Our anti-corruption and anti-bribery policy provide the necessary tools and resources to facilitate, monitor and enforce full compliance with the anti-bribery and anti-corruption laws of the PRC and other countries in which we operate. To comply with relevant laws and regulations related to anti-corruption and anti-bribery, we have established and implemented anti-corruption and anti-bribery policies and measures. In order to strengthen the Group's integrity, create a honest and efficient working atmosphere, continuously enhance self-discipline and legal awareness, the Group has formulated the "Integrity Management Regulations" (廉政建設管理規定) and "Anti-Corruption Policy" (反舞弊政策) to regulate and prohibit all forms of bribery and corruption acts or the intentions of such practices. In addition, employees are required to sign the "Integrity and Self-discipline Commitment" (廉潔自律承諾書) in order to strictly implement and fully enforce the Group's regulations on the integrity and self-discipline building. Our anti-corruption policy also sets out the training requirements for the Group's Directors and employees on the anti-corruption policy and the code of business conduct and ethics, as well as disciplinary actions to be taken in the event of a breach of the Policy and/or relevant laws and regulations, including termination of employment and pursue legal action. We have also established a whistle-blowing system, which is overseen by the Group's audit committee. Reports of known or suspected fraud can be made through internal reporting (whistle-blowing email) or anonymously. The Group encourages individuals to report to the internal audit manager immediately upon detection or suspicion of fraudulent conduct and the internal audit manager will report directly to the audit committee. During the Reporting Period, the Group has arranged anti-corruption-related trainings for its Directors and employees on the topics of corporate culture, self-discipline and cite real cases that have happened in society in the past as the topics of discussion.

商業道德

反貪污

本集團致力於以誠實和正直的態度開展業務，並以最高標準建立透明和開放的公司治理框架。我們對任何不道德的行為採取零容忍態度。

我們的反貪污及反賄賂政策提供必要的工具及資源，以幫助、監控及執行全面遵守中國及我們開展業務的其他國家的反賄賂及反貪污法律。為遵守與反貪污及反賄賂有關的適用法律及法規，我們已建立及實施反貪污及反賄賂政策和措施。為加強本集團之廉政建設，營造廉潔高效的工作氛圍，不斷增強自律意識，提高法制觀念，本集團特制定《廉政建設管理規定》及《反舞弊政策》，藉此規範並禁止一切形式的賄賂及貪污行為或此類行為的意圖。另外，僱員需簽署《廉潔自律承諾書》，以嚴格執行全面落实集團關於廉潔自律建設的各項規定。我們的《反舞弊政策》亦規定集團董事及僱員就反舞弊政策及商業行為與道德規範守則的培訓要求，以及在違反政策及／或相關法律及法規的情況下應採取的紀律行動，包括終止僱用及追究法律責任。我們亦已設立舉報系統，由本集團的審計委員會負責監督。已知或疑似舞弊的檢舉可以通過內部彙報（檢舉電子郵箱）或匿名方式進行。本集團鼓勵個人一旦察覺或懷疑舞弊行為應立即向內部審計經理作檢舉並由內部審計經理向審計委員會直接彙報。於報告期間，集團已安排反貪污相關培訓予其董事及僱員並以企業文化、品格自律為題及引用過往發生於社會之真實案例作為探討主題。



We are committed to complying with the anti-corruption and anti-bribery laws in the PRC and Hong Kong, such as the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) and the Criminal Law of the PRC (《中華人民共和國刑法》). The Group's employees are also required to strictly comply with the above laws and regulations, which are stipulated as terms under the Group's standard employment contract and the prescribed violations will constitute grounds for dismissal. To the best knowledge of the Directors, the Group was not aware of any material cases of non-compliance or related legal cases regarding corrupt practices during the Reporting Period.

我們致力遵守中國及香港的反貪污及反賄賂法律，如《中華人民共和國反不正當競爭法》和《中華人民共和國刑法》。本集團的僱員亦須嚴格遵守上述法律和法規，該規定是本集團標準僱傭合約項下設有之條款，其訂明違法行為將構成解僱理由。據董事所深知，本集團於報告期間並無發現任何重大違規案例或相關貪污訴訟案件。



Honesty and Self-Discipline Training
廉潔自律培訓

OUR SOCIETY

Community Investment

The Group believes that community support is important to the Group's long-term success and strives to engage the surrounding community to understand their needs. The Group is committed to contributing to programmes that support healthy, resilient, and sustainable community development over the short and long term. In addition, the Group is also committed to making contributions to society and support of initiatives that benefit the communities in pursuit of a better tomorrow. The Group has been developing in recent years but has not forgotten social responsibility to contribute to the society.

Our Contribution

We actively support the communities where we operate through our volunteer team, with the goal of fostering community relationships and cohesion within the community, encouraging individual participation to help solve community problems and caring for those in need. We encourage employees and family members, as well as working partners to volunteer and contribute to their communities. During the Reporting Period, the Group has made contributions in various areas including community, education, environment and public health, including donations for Children's Day, scholarship donations and visits to nursing homes in Sanshan Island, Tushan Town, Shahe Town and Jincheng Town in Laizhou City. On the other hand, the COVID-19 pandemic was still running rampant this year. The Group not only protects the health of our employees, but also ensures a hygienic working environment and cares for the community. We have been awarded for the "Caring Enterprise for the Prevention and Control of the COVID-19 Epidemic" (防控新冠肺炎疫情愛心企業) by the Laizhou Charity Fund (萊州市慈善總會). During the Reporting Period, the Group donated a total of approximately RMB310,000 in various areas including community, education and public health as well as contributing approximately 10 hours on relevant activities.

我們的社會

社區投資

本集團深信社區支援對本集團之長遠成就至關重要，故一直致力融入社區，以瞭解周邊社區所需。本集團致力於在短期和長期內為支持健康、具復原力和可持續社區發展的計劃作出貢獻。此外，本集團亦支持有利於社區的項目，以追求更美好的明天。本集團近年不斷發展，仍不忘社會責任，回饋社會。

我們的貢獻

我們透過義工團隊積極支持我們的業務所在社區，目標是促進社區內的社群關係和凝聚力，鼓勵個人參與協助解決社區難題和關愛有需要社群。我們鼓勵僱員和家庭成員以及工作夥伴共同參與志願服務，為所在社區作出貢獻。於報告期間，本集團已在多個領域包括社區、教育、環境及公共衛生等多個領域貢獻，包括六一兒童節捐款、助學金捐款及走訪萊州市三山島、土山鎮、沙河鎮、金城鎮等多所養老院。另一方面，今年新冠疫情持續嚴峻。本集團不僅保障公司僱員身體健康，確保工作環境衛生，同時心繫社會，我們已取得由萊州市慈善總會授予的『防控新冠肺炎疫情愛心企業』榮譽。於報告期間本集團在社區、教育及公共衛生等多個領域捐獻合共約310,000元人民幣及貢獻約10小時於相關活動。





Donations for Children's Day
六一兒童節捐款



Caring Enterprise for the Prevention and Control of
the COVID-19 Epidemic
防控新冠肺炎疫情爱心企业



Scholarship Donation
助學金捐款



Nursing Home Visiting in Shahe Town
走訪沙河鎮養老院



ENVIRONMENTAL, SOCIAL AND GOVERNANCE
REPORTING GUIDE INDEX

香港聯交所《環境、社會及管治報告指
引》內容索引

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
A: Environment A : 環境		
Aspect A1: Emissions 層面A1 : 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Environmental — Policies, Environmental Compliance 我們的環境 — 政策、環境合規
KPI A1.1	The types of emissions and respective emissions data.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Air Emissions
關鍵績效指標 A1.1	排放物種類及相關排放數據。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 空氣排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Greenhouse Gas (GHG) Emissions
關鍵績效指標 A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 溫室氣體排放



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Waste Management
關鍵績效指標 A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 廢物管理
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Waste Management
關鍵績效指標 A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 廢物管理
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Our Environmental — Sustainability Overview and Management Objectives; Environmental Impacts from our Operations and Mitigation Measures — Air Emission, GHG emissions
關鍵績效指標 A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	我們的環境 — 可持續發展概覽及管理目標；我們營運產生的環境影響及緩解措施 — 空氣排放、溫室氣體排放

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Our Environmental — Sustainability Overview and Management Objectives; Environmental Impacts from our Operations and Mitigation Measures — Waste Management
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	我們的環境 — 可持續發展概覽及管理目標；我們營運產生的環境影響及緩解措施 — 廢物管理
Aspect A2: Use of Resources		
層面A2：資源使用		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	Our Environmental — Policies, Environmental Compliance
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	我們的環境 — 政策、環境合規
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Energy Consumption and Efficiency
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 能源使用及效益



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Water Consumption and Efficiency
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 用水及效益
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Our Environmental — Sustainability Overview and Management Objectives; Environmental Impacts from our Operations and Mitigation Measures — Energy Consumption and Efficiency
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	我們的環境 — 可持續發展概覽及管理目標；我們營運產生的環境影響及緩解措施 — 能源使用及效益
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Our Environmental — Sustainability Overview and Management Objectives; Environmental Impacts from our Operations and Mitigation Measures — Water Consumption and Efficiency
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	我們的環境 — 可持續發展概覽及管理目標；我們營運產生的環境影響及緩解措施 — 用水及效益

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Materials Consumption
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 物料消耗
Aspect A3: The Environment and Natural Resources		
層面A3：環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Our Environmental — Policies
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	我們的環境 — 政策
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures
關鍵績效指標 A3.1	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。	我們的環境 — 我們營運產生的環境影響及緩解措施
Aspect A4: Climate Change		
層面A4：氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Our Environmental — Climate Change
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	我們的環境 — 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.	Our Environmental — Climate Change
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。	我們的環境 — 氣候變化



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)

主要範疇、層面、關鍵績效指標

Section/Statement
章節/聲明

B: Social

B : 社會

Employment and Labour Practices

僱傭及勞工常規

Aspect B1: Employment

層面B1：僱傭

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our People — Policies, Human Resources Management, Employee Retention
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	我們的僱員 — 政策及制度、僱員管理、人才留任
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Our People — Human Resources Management
關鍵績效指標 B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	我們的僱員 — 僱員管理
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Our People — Employee Retention
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。	我們的僱員 — 人才留任

Aspect B2: Health and Safety

層面B2：健康與安全

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Our People — Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	我們的僱員 — 健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Our People — Health and Safety
關鍵績效指標 B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	我們的僱員 — 健康與安全

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KPI B2.2	Lost days due to work injury.	Our People — Health and Safety
關鍵績效指標 B2.2	因工傷損失工作日數。	我們的僱員 — 健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Our People — Health and Safety
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。	我們的僱員 — 健康與安全
Aspect B3: Development and Training		
層面B3：發展與培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our People — Employee Training and Development
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	我們的僱員 — 僱員培訓及發展
KPI B3.1	The percentage of employees trained by gender and employee category (e.g.: senior management, middle management).	Our People — Employee Training and Development
關鍵績效指標 B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	我們的僱員 — 僱員發展及培訓
KPI B3.2	The average training hours completed per employee by gender and employee category.	Our People — Employee Training and Development
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	我們的僱員 — 僱員發展及培訓
Aspect B4: Labour Standards		
層面B4：勞工準則		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour.	Our People — Prohibition of Child and Forced Labour
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	我們的僱員 — 防止僱用童工和強制勞工
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our People — Prohibition of Child and Forced Labour
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	我們的僱員 — 防止僱用童工和強制勞工
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Our People — Prohibition of Child and Forced Labour
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	我們的僱員 — 防止僱用童工和強制勞工

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Aspect B5: Supply Chain Management

層面 B5：供應鏈管理

General Disclosure	Policies on managing environmental and social risks of the supply chain.	Our Supply Chain — Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	我們的供應鏈 — 供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Our Supply Chain — Supply Chain Management
關鍵績效指標 B5.1	按地區劃分的供應商數目。	我們的供應鏈 — 供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Our Supply Chain — Supply Chain Management
關鍵績效指標 B5.2	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。	我們的供應鏈 — 供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Our Supply Chain — Supply Chain Management
關鍵績效指標 B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	我們的供應鏈 — 供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Our Supply Chain — Supply Chain Management
關鍵績效指標 B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	我們的供應鏈 — 供應鏈管理

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Aspect B6: Product Responsibility

層面B6：產品責任

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Our Customer — Product and Services Quality
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	我們的客戶 — 產品及服務質量
KPI B6.1	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	No product was recalled due to safety and health issues
關鍵績效指標 B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	沒有因安全與健康理由而須回收的產品
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Our Customer — Product and Services Quality
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。	我們的客戶 — 產品及服務質素
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Our Customer — Intellectual Property, Product Advertising and Labelling
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	我們的客戶 — 知識產權、市場推廣及標籤
KPI B6.4	Description of quality assurance process and recall procedures.	Our Customer — Product and Services Quality
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程式。	我們的客戶 — 產品及服務質素
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Our Customer — Customer Privacy and Corporate Data
關鍵績效指標 B6.5	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。	我們的客戶 — 客戶私隱及企業資料



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Aspect B7: Anti-corruption

層面B7：反貪污

General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics — Anti-corruption
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的	商業道德 — 反貪污
	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	No related cases
關鍵績效指標 B7.1	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。	沒有發生相關事宜
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Business Ethics — Anti-corruption
關鍵績效指標 B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。	商業道德 — 反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics — Anti-corruption
關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	商業道德 — 反貪污

Community

社區

Aspect B8: Community Investment

層面B8：社區投資

General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Our Society — Community Investment
一般披露	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	我們的社會 — 社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our Society — Community Investment
關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	我們的社會 — 社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Our Society — Community Investment
關鍵績效指標 B8.2	在專注範疇所動用的資源(如金錢或時間)。	我們的社會 — 社區投資



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