

# MUNSUN 麥盛

**Munsun Capital Group Limited**  
**麥盛資本集團有限公司**

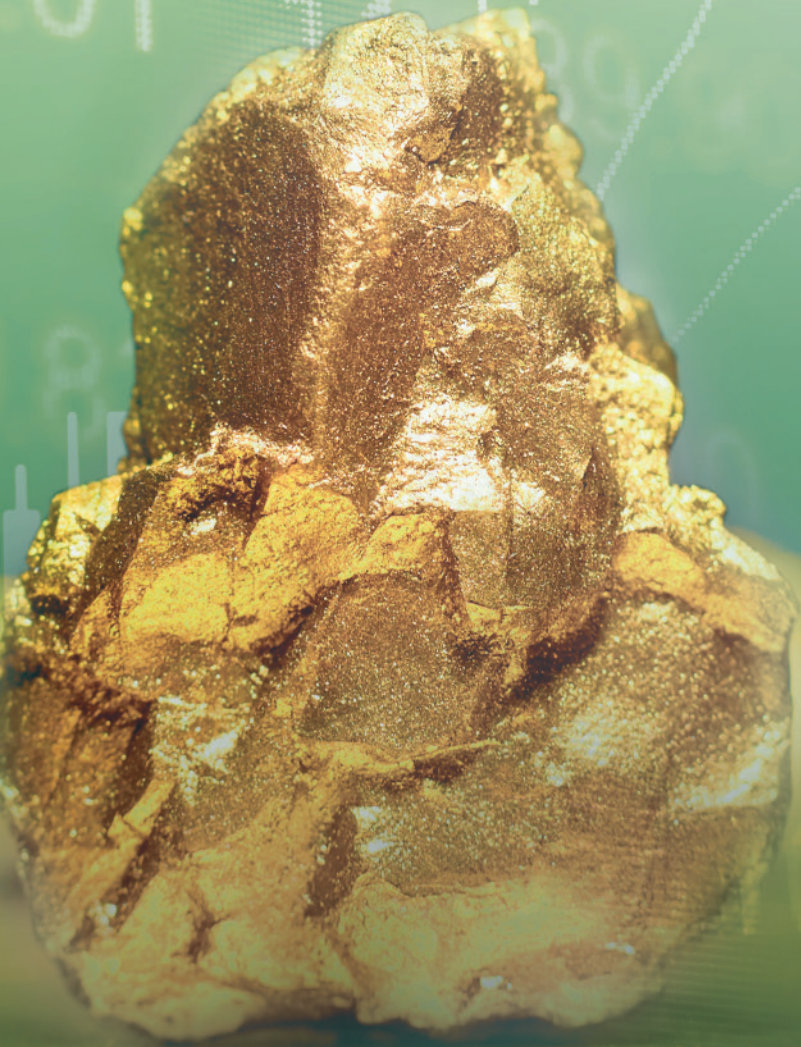
Incorporated in the Cayman Islands with limited liability  
於開曼群島註冊成立之有限公司

Stock code 股份代號 : 1194

## 2016

Environmental, Social and  
Governance Report

環境，社會及管治報告



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## ABOUT THIS REPORT

### 關於本報告

Munsun Capital Group Limited (the “Company” together with its subsidiaries as the “Group”) is pleased to present the first Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance issues. This Report is prepared by the Group with the professional assistance by APAC Compliance Consultancy and Internal Control Services Limited.

### PREPARATION BASIS AND SCOPE

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

This Report summarizes the performance of the Group in respect of corporate social responsibility in 2016, covering its operation which is considered as material by the Group – mining and processing of gold ores and sale of gold products in the People’s Republic of China (the “PRC”), provision of financial services business in Hong Kong and the PRC, including asset management, securities brokerage, financing and advisory services, during the year. In view of the first time of publishing of the Report, only general disclosure of required aspects is disclosed. The Group will continue to optimize and improve the disclosure requirements. This Report shall be published both in Chinese and English. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

### REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2016 to 31 December 2016.

### CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to [info@munsun.hk](mailto:info@munsun.hk).

麥盛資本集團有限公司(「本公司」，連同其附屬公司統稱「本集團」)欣然呈列首份環境、社會及管治報告(「本報告」)，以就影響營運的包括環境、社會及管治問題在內的主要問題為本集團的管理層提供概覽。本報告乃由本集團在亞太合規顧問及內控服務有限公司提供專業協助下編製。

### 編製基準及範圍

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

本報告概述本集團於二零一六年在企業社會責任方面的表現，涵蓋年內本集團視為重要的營運—在中華人民共和國(「中國」)進行金礦開採、加工及黃金產品銷售，在香港及中國從事提供金融服務業務，包括資產管理、證券經紀、融資及諮詢服務。由於本次是首次刊發本報告，因此披露內容只涉及規定層面的一般披露。本集團將不斷完善及加強所需的披露。本報告以中英文發表。如中、英文兩個版本有任何不符之處，概以英文版本為準。

### 報告期

本報告闡述我們於二零一六年一月一日至二零一六年十二月三十一日的報告年度內在可持續發展方面的措施。

### 聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋，請電郵至 [info@munsun.hk](mailto:info@munsun.hk) 與我們聯絡。

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

The Group recognises that in order to continue its success in attracting affordable capital, retaining a loyal workforce and sustainable customer base, the Group needs to protect and enhance its reputation as an ethical, profitable and responsible brand. Respect for stakeholders, employees and the environment, is a non-negotiable business principle throughout the Group and management is confident that it has appropriate systems in place, not only to protect the brand and its businesses but also to provide long-term benefits to various stakeholders.

The Group is committed to responsible operation and value creation for stakeholders and community by integrating environmental and social factors into management considerations. Sustainability strategy is based on the compliance with the legal requirements in the area we operate and opinions from stakeholders. It is crucial for the Group's growth in order to achieve business excellence and to build capabilities for long-term competitiveness. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas have illustrated in this Report.

本集團是一間位於中國的非國有金礦公司，主要金礦資產位於中國中西部地區。本集團目前有5個營運中的金礦，分別位於中國中部、西部及北部地區，即河南省的金興金礦及樂靈金礦，雲南省的墨江金礦及恒益金礦，以及內蒙古的永豐金礦。本集團亦已將其業務拓展至香港及中國的金融服務行業，包括資產管理、證券經紀及諮詢服務。本集團成功營運多個重大項目，並設立多種側重高投資回報的投資基金。

本集團意識到為了持續成功吸引經營資金、挽留忠誠的員工隊伍及可持續的客戶群，本集團需要保障及提升其作為道德與利潤兼顧同時具有責任感品牌的聲譽。尊重持份者、僱員及環境是整個集團不容置疑的經營原則，管理層堅信，其已制定適合的體系，不僅會保護品牌及業務，亦能為不同持份者提供長遠利益。

本集團致力於透過將環境及社會因素納入管理考慮，進行有責任感的營運，為持份者及社區創造價值。可持續發展策略乃基於遵守我們營運所在領域的法律要求及遵從持份者的意見。此乃本集團發展的關鍵以取得業務優勢及建立長期競爭的能力。本集團已確立及實施多項政策以管理及監督與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展管理辦法的詳情列示於本報告。

## STAKEHOLDERS ENGAGEMENT

### 持份者參與

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

本集團承認從持份者的見識、查詢及對本集團業務活動的持續關注中獲得的信息至關重要。下表提供本集團主要持份者及各種平台的概覽，聯絡方法用於聯絡、聆聽及反饋。

Stakeholders 持份者	Issue of concern 關注事宜	Engagement channel 參與渠道
<b>Government and Market Regulators</b>	<ul style="list-style-type: none"> <li>Compliance</li> <li>Proper tax payment</li> <li>Promote regional economic development and employment</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspections and checks,</li> <li>work reports preparation and submission for approval</li> <li>Information disclosure</li> <li>Reports</li> </ul>
政府及市場監管機構	<ul style="list-style-type: none"> <li>遵守法例</li> <li>依法交稅</li> <li>促進地區經濟發展及提高就業</li> </ul>	<ul style="list-style-type: none"> <li>實地視察檢查</li> <li>工作報告的編製及提交審批</li> <li>資訊披露</li> <li>報告</li> </ul>
<b>Shareholders and Investors</b>	<ul style="list-style-type: none"> <li>Return on the investment</li> <li>Information disclosure and transparency</li> <li>Protection of interests and fair treatment of shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meeting and other shareholder meetings</li> <li>2 regular reports, 60 announcements and 7 circulars</li> <li>Website</li> <li>Company contact information</li> </ul>
股東及投資者	<ul style="list-style-type: none"> <li>投資回報</li> <li>資訊披露及透明度</li> <li>股東權益保障及公平對待股東</li> </ul>	<ul style="list-style-type: none"> <li>股東週年大會及其他股東大會</li> <li>2份常規報告、60份公告及7份通函</li> <li>網站</li> <li>公司聯絡資料</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Safeguard the rights and interests of employees</li> <li>Career Development opportunities</li> <li>Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Training</li> <li>Labour union</li> <li>Cultural and sport activities</li> <li>Feedback box</li> </ul>
僱員	<ul style="list-style-type: none"> <li>僱員權利保障及利益</li> <li>事業發展機會</li> <li>健康與安全</li> </ul>	<ul style="list-style-type: none"> <li>培訓</li> <li>工會</li> <li>文體活動</li> <li>反饋箱</li> </ul>

Stakeholders 持份者	Issue of concern 關注事宜	Engagement channel 參與渠道
<b>Customers</b>	<ul style="list-style-type: none"> <li>– Safe and high-quality products</li> <li>– Stable relationship</li> <li>– Information transparency</li> <li>– Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>– Email and customer service hotline</li> <li>– Visits and meetings</li> </ul>
客戶	<ul style="list-style-type: none"> <li>– 安全及高質量的產品</li> <li>– 穩定關係</li> <li>– 資訊透明度</li> <li>– 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>– 電郵及客戶服務熱線</li> <li>– 拜訪及會議</li> </ul>
<b>Suppliers/Partners</b>	<ul style="list-style-type: none"> <li>– Long-term partnership</li> <li>– Honest cooperation</li> <li>– Fair, open</li> <li>– Risk reduction</li> </ul>	<ul style="list-style-type: none"> <li>– Regular meeting</li> <li>– Tendering process</li> <li>– Strategic corporation</li> </ul>
供應商／合夥人	<ul style="list-style-type: none"> <li>– 長期合作關係</li> <li>– 誠信合作</li> <li>– 公平、公開</li> <li>– 降低風險</li> </ul>	<ul style="list-style-type: none"> <li>– 定期會議</li> <li>– 招標過程</li> <li>– 策略合作</li> </ul>
<b>Peer/Industry associations</b>	<ul style="list-style-type: none"> <li>– Experience sharing and corporations</li> <li>– Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>– Industry conference, seminars</li> <li>– Site visit</li> </ul>
同業／行業協會	<ul style="list-style-type: none"> <li>– 經驗分享及合作</li> <li>– 公平競爭</li> </ul>	<ul style="list-style-type: none"> <li>– 行業會議、研討會</li> <li>– 考察</li> </ul>
<b>Public and communities</b>	<ul style="list-style-type: none"> <li>– Community involvement</li> <li>– Social responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>– Volunteering</li> <li>– Village visiting</li> <li>– Charity and social investment</li> </ul>
公眾及社區	<ul style="list-style-type: none"> <li>– 投入社區</li> <li>– 社會責任</li> </ul>	<ul style="list-style-type: none"> <li>– 義工活動</li> <li>– 參觀村莊</li> <li>– 慈善活動及社會投資</li> </ul>



## ENVIRONMENTAL ASPECTS

### 環境層面

#### EMISSIONS

Operations of mines affect the physical environment, including the land, air, water and other important resources that we share with others. This is why the Group is committed to minimizing and mitigating our impacts on the environment in the first place, and where they do occur, to put in place appropriate reclamation and remediation.

The Group's objectives on environmental protection are to reduce the emission of air pollutants, wastewater and hazardous wastes. In pursuing these objectives, the Group has established "Environmental Facilities Operation and Management System" and implemented corresponding procedures. It defines the responsibilities of organisations and employees in all levels in respect of pollutants and use of resources and to serve as guidelines for planning, prevention, governance and statistical analysis of environmental protection activities. Specific personnel is appointed to monitor the environmental performance of the operations and check if the emission meets the relevant national standards. We design facilities and conduct our operations in ways that control emissions. All operations have air control plans and activities in accord with local laws, regulations, and permit requirements. The Group was in strict compliance with related laws and regulations, such as Environmental Protection Law of the PRC during the reporting period.

#### Air Pollutant and Greenhouse Gas Emission

The emission of air pollutants is monitored to ensure it meets the Emission Standard for Air Pollutants for Boiler. Facilities are equipped with emission reduction devices for dust removal and desulphurization. Climate change is gradually concerned by the community. The Group manages the carbon footprint by minimizing the energy consumption and water consumptions as these activities cause significant emission of greenhouse gas. Policies and procedures adopted on resources saving are mentioned in the section "Use of resources".

#### 排放物

礦山經營影響自然環境，包括土地、空氣、水及其他我們與他人分享的重要資源。這即是本集團致力首先儘量減少及減輕我們對環境的影響並在產生影響的情況下進行適當矯正及補救的原因。

本集團環保的目標是減少大氣污染物、污水及有害廢物的排放。為達成上述目標，本集團建立「環境設施運行及管理系統」，並實施相應程序。其確立組織及各級僱員在污染物及資源利用方面的責任，並作為環保活動規劃、預防、管治及統計分析的指引。指派專人監察業務的環境表現並檢查排放物是否符合國家相關標準。我們在控制排放的前提下設計設施及開展業務。所有業務均按照當地法律，法規及許可證要求進行空氣控制計劃及活動。本集團嚴格遵守相關法律及法規，如報告年度的中國環保法律。

#### 大氣污染物及溫室氣體排放

對大氣污染物排放進行監察以確保符合《鍋爐大氣污染物排放標準》。配備的設施有除塵脫硫裝置。社會愈加關注氣候變化。由於能源消耗及水消耗會導致溫室氣體的大量排放，故本集團透過最大限度地減少該等活動來管理碳足跡。有關節約資源所採取的政策及措施載列於「資源使用」一節。

### Wastewater

Wastes water generated is monitored regularly to ensure it meets the national standard. Devices are installed in the discharging pipe to monitor the sewage flow and water quality. The sewage treatment facility requires regular maintenance to ensure it operates efficiently. Domestic wastewater after treated will be reused in ore pulp pond, cleaning. The water in the ore pulp is extracted and reused for production.

### Solid Wastes

The operation of the Group generates wastes oil and other related wastes. Wastes generated is handled with a comprehensive procedure to mitigate the impact to the environment. The Group has a classification system for different types of wastes. Each type of waste has specific storage location and collection procedures. The Group engages qualified recycling companies to perform waste disposal and treatment so as to minimize the impact on nature.

## USE OF RESOURCES

As stipulated in “Energy Resource Control Procedure”, the Group strives to improve the efficiency of energy, water and other material consumption, such as “Energy Resource Control Procedure”. In our daily operation, fuel, electricity, water and paper are the major resource consumption.

In view of the scarcity of resources, the Group has implemented measures on the efficient use of resources. For example, air conditioner operating temperature is set within a reasonable range. Lights and electrical appliance should be turned off before leaving the room. The performance on energy saving of the equipment is one of the key criteria in the procurement process. Water pipes and taps are checked regularly to detect leaks. We consistently seek ways to improve energy efficiency and reduce electricity consumption in our facilities. The Group also motivates all its employees to participate in resources conservation activities and encourages them to save water, power and paper, including replacing traditional business meetings with video conferencing and encouraging double-sided printing. Internal security staff also patrol the offices after the employees finish duty to ensure there is no wastage of power.

### 污水

定期監察所產生的污水以確保符合國家標準。於排放管內安裝設備來監測污水流量及水質。污水處理設施需要定期維修以確保有效運作。處理後的生活污水將重新用於礦漿池塘進行清洗。提取礦漿中的水重新用於生產。

### 固體廢物

本集團經營過程中會產生廢油及其他相關廢物。產生的廢物採取綜合措施來減輕對環境的影響。本集團針對不同種類的廢物有一套分類系統。各類廢物有特定的儲存地點及回收程序。本集團委聘合資格回收公司進行廢物處置及處理以最大限度減輕對自然的影響。

### 資源使用

如「能源資源控制程序」所規定，本集團力爭提升能源、水及其他物料的消耗效益，如「能源資源控制程序」。在我們的日常經營中，燃料、電力、水及紙張是主要資源消耗。

由於資源匱乏，本集團已實施高效資源使用的措施。例如，辦公區域空調溫度設置在合理範圍。離開辦公室前須關閉照明及電器。設備節能性能是採購過程的其中一個關鍵準則。定期檢查水管及水龍頭以防止漏水。我們不斷尋找方法提高能效及減少電力消耗。本集團亦激發其所有僱員參加資源保護活動及鼓勵彼等節約水、電及紙張，包括以視頻會議取代傳統商務會議，並鼓勵雙面打印。內部安保人員亦於僱員完成工作後對辦公室進行巡邏，以確保沒有浪費電。



## ENVIRONMENTAL ASPECTS

### 環境層面

#### THE ENVIRONMENT AND NATURAL RESOURCES

Building a new site or significantly expanding an existing project is an increasingly complex undertaking, due to more stringent regulations and a more inclusive and transparent process involving significantly more stakeholders. We welcome this as it can help ensure broader and more sustained support for our operations.

For any possible incident that will cause pollution to the environment, the Group and its subsidiaries have clarified the management responsibilities of each post and taken measures to protect the local ecological environment and avoid the occurrence of environmental pollution and ecological damage on the affected sites as stipulated in the "Pollution Accident Management" section of the "Environmental Facilities Operation and Management System". Once there is any accident of pollution, an emergency plan will be formulated immediately and the case is reported to the environmental department in order to protect the safety of people and the ecological environment.

#### 環境及天然資源

興建新址或大幅擴張現有項目是一項日益複雜的任務，原因是法規更為嚴格、過程更具包容性及透明，涉及的利益相關者多得多。由於其有助於確保為我們的經營帶來更廣泛及更持久的支持，我們滿意地接受此項任務。

對於將會污染環境的任何潛在事故，本集團及其附屬公司已闡明各職務的管理責任及採取措施保護當地生態環境以及避免受影響地盤發生環境污染及生態破壞，如「環境保護設施運行管理制度」中的「污染事故管理」章節所規定。一旦發生任何污染事故，將立即制定應急計劃，並向環保部門報告情況，以保護人民群眾安全及生態環境。

## EMPLOYMENT AND LABOUR PRACTICES

### EMPLOYMENT

The Group has established and implemented a set of human resources management policies and procedures in place with the aim to provide good and safe working environment to its staff. It sets out the Group's standards for compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. The remuneration management aims to attract potential employees and motivate current staff. The Group provides social insurance to employees, including but not limited to medical insurance, maternity insurance and work injuries insurance. It is adjusted based on the situation of the company and the local salary standard. All employees are treated equally and their employment, remuneration and promotion opportunities will not be affected by their nationality, race, age, religion and marital status. Also, the Group provides different activities for employees so as to promote the physical and mental health of employees. For example, activities for New Year Holiday, Women's day, basketball competition and mid-autumn festival. During the reporting period, the Group complied with relevant laws and regulation, including but not limited to Labor Contract Law of PRC and Labor Law of the PRC.

### HEALTH AND SAFETY

Mining can be dangerous. Exposure to mining equipment, harsh weather conditions, loud noises, potential rock falls, dangerous chemicals, confined spaces, slips, trips and operator error can all contribute to workplace injuries. Therefore, safety has long been a significant concern for the mining business. The Group is committed to achieving a zero-incident work environment with a safety culture based on teamwork and leadership. Nothing is more important than the safety, health, and well-being of our workers and their families.

### 僱傭及勞工常規

#### 僱傭

本集團已制定及實行一套人力資源管理政策及程序，為員工提供良好及安全的工作環境。其列載本集團對薪酬及解僱、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標準。薪酬管理旨在吸引潛在僱員及激勵現有員工。本集團向僱員提供社保，包括但不限於醫療保險、生育保險及工傷保險，基於公司狀況及當地薪金標準予以調整。所有僱員待遇平等，其聘用、薪酬及晉升機會不受國籍、種族、年齡、宗教及婚姻狀況影響。同時，本集團向僱員提供不同的活動，以促進僱員的身心健康。例如，春節假期、婦女節、籃球比賽及中秋節活動。於報告年度，本集團遵守相關法律及法規，包括但不限於《最低工資條例》、《僱傭條例》、《僱員補償條例》、《中華人民共和國勞動合同法》及《中華人民共和國勞動法》。

### 健康與安全

採礦是危險的。接觸採礦設備、惡劣天氣狀況、噪音、潛在岩石崩塌、危險化學品、封閉空間、滑坡、跳閘及操作員失誤均會導致工傷。因此，安全一直是採礦業務的重要關注事項。本集團承諾憑藉基於團隊合作及領導的安全文化實現零事故工作環境。工人及其家屬的安全、健康及幸福是最為重要的。

## SOCIAL ASPECTS

### 社會層面

The Group's "Occupational Health Management System" is the primary tools that guide our efforts to achieve zero incidents. It requires safety and occupational health evaluation, planning and design to be integrated into our business development strategies. Safe production is always our goal, and these tools help sites stay committed to continuous improvement in safety performance.

We have implemented key safety and health programs and activities, training for all employees, special training for emergency response teams, performance measurement, risk-assessment processes, recognition programs for safety achievement, and a steady flow of information to keep people focused on continuous safety improvement. Safety equipment is provided to the employee. The procurement, delivery, storage, check, maintenance, testing and use of safety equipment follow internal standards and procedures. Environmental monitoring devices, including dust measuring device, gas analyses device, are installed in the workplace. If any employee is diagnosed with occupational diseases, the Group will compensate employees for treatment. Regular corporate assurance reviews at our operations help identify safety and occupational health hazards and that effective controls are in place and are monitored for continued improvement and effectiveness. When safety and health assurance reviews identify deficiencies, we identify the root causes underlying these deficiencies so that effective corrective actions can be implemented.

The Group complied with related health and safety laws and regulations such as Law of the PRC on the Prevention and Control of Occupational Diseases during the reporting period.

本集團的「職業健康安全管理體系」是指引我們努力實現零事故的主要工具。其要求將安全及職業健康評估、規劃及設計整合到我們的業務發展策略中。安全生產一直是我們的目標，而該等工具有助於地盤安全持續提升。

我們已實施主要安全及健康計劃及活動、為全體僱員提供培訓、為緊急響應組提供特別培訓、性能測量、風險評估流程、安全業績識別程序及穩定的信息流，讓人們專注於持續安全改進。向僱員提供安全設備。安全設備的採購、交付、存儲、檢查、維修、測試及使用遵循內部標準及程序。在工作場所安裝環保監測設備，包括測塵裝置、氣體分析裝置。倘任何僱員被診斷為職業病，本集團將就治療對僱員作出賠償。我們業務中的定期公司保證審查有助識別安全及職業健康危害，並就持續改善及效果進行有效控制並予以監督。安全及健康保證審查識別缺陷時，我們識別引起該等缺陷的根源，以實施有效的補救行動。

於報告年度，本集團遵守相關健康與安全法律及法規，如《中華人民共和國職業病防治法》。



## DEVELOPMENT AND TRAINING

The Group provides comprehensive training to employees to promote a learning culture base on the Group's Staff Handbook and other related internal policies. The Group provides diversified on-the-job training to employees, particularly safety training, which is our primary concern.

Orientation training allows the new employee to familiar with the corporate culture and the background of the company. Skill and attitude training are offered to employee depending on their job duties and the development of the company. Continuous assessment is conducted to keep track on the performance of the employee.

Safety training covers a wide variety of topics in order to ensure the health and safety of the employee. For instance, emergency procedures, safety management system, safety laws and regulations. The Group believes the development of employee is crucial to the sustainable development of the business. The Group will enhance the training system in order to improve the personal development of the employee.

## LABOUR STANDARDS

The Group is committed to ensuring that our employees respect human rights, including training to recognize and report human rights violations. We are also committed to upholding the elimination of all forms of forced and compulsory labor, and to supporting the effective abolition of child labor. As stipulated in the "Prohibition of Child Labor Regulation", person under 16 is not allowed to work in the Group. If there is any confirmed case, the Group will report to the related authorities immediately. The Group strictly complied with Labor Contract Law of the PRC, Provisions on the Prohibition of Using Child Labor and other relevant laws and regulations during the reporting period. The Group was not subject to any punishment by the government and was not involved in any lawsuit related to child labor or forced labor.

## 發展及培訓

本集團根據其員工手冊及其他有關內部政策，為僱員提供全面培訓，以培養學習氛圍。本集團為僱員提供多元化的在職培訓，特別是安全訓練，此乃我們首要關注的事項。

入職培訓讓新僱員熟悉本公司的企業文化及背景。視乎僱員的工作職責及本公司的發展向僱員提供技能及態度培訓。進行持續評估以跟進僱員的表現。

安全培訓涵蓋廣泛議題，以確保僱員的健康及安全。例如，應急程序、安全管理制度、安全法律及法規。本集團認為，僱員的發展對業務的可持續發展至關重要。本集團將加強培訓制度以促進僱員的個人發展。

## 勞工準則

本集團致力於確保我們的僱員尊重人權，包括培訓以承認及報告侵犯人權事件。我們亦承諾堅持去除各種形式的強迫及強制勞工，並支持有效廢除童工。如「禁止使用童工規定」規定，16歲以下人士不得在本集團工作。倘有任何證實個案，本集團將立即向有關部門報告。於報告年度，本集團嚴格遵守《中華人民共和國勞動合同法》、《禁止使用童工規定》及其他相關法律及法規。本集團並無被政府施加任何處分，亦無牽涉任何有關童工或強制勞工的訴訟。

## SOCIAL ASPECTS

### 社會層面

#### OPERATING PRACTICES

##### SUPPLY CHAIN MANAGEMENT

The Group recognizes that the conduct and behavior of our suppliers, vendors and contractors can affect both positively and negatively the quality of our workplace and the environment, the lives of people in local communities, as well as our reputation and ability to operate effectively. We expect and demand that our supply chain partners uphold the Group's principles of ethical business conduct and respect for human rights. The Group strives to do business only with those suppliers who share these principles.

The Group's "Suppliers/Distributors Social Responsibilities Control Procedure" strengthens the management of the social and environmental risks of suppliers. The procurement department is responsible for monitoring and evaluating the social responsibility performance of suppliers. The supplier is required to sign a social responsibility agreement to promise that it has complied with all local laws and regulations and agrees to have an on-site inspection. If any serious cases of non-compliance are discovered during the on-site inspection for the supplier, we will terminate the contract with it. The Group maintains a long-term relationship with suppliers based on the result of supplier assessment.

##### PRODUCT RESPONSIBILITY

Maintaining safety and high-quality product and providing efficient and safe service to customers are the utmost concern for the Group. The Group has related policies and procedures to control the quality and safety of the services. During the reporting period, the Group was in strict compliance with related laws and regulations, including Law of the PRC on the Protection of Consumer Rights and Interests, Product Quality Law of the PRC and Trademark Law of the PRC.

#### 營運慣例

##### 供應鏈管理

本集團確認，我們的供應商、賣方及承包商的行為及舉動能夠對我們工作場所及環境的質量、當地社會人們的生活以及我們的聲譽及有效經營的能力產生正面及負面影響。我們預計及要求，我們的供應鏈合作夥伴堅持本集團合乎道德的商業行為及尊重人權的原則。本集團堅持僅與共享該等原則的供應商有業務往來。

本集團的「供應商／分銷商社會責任控制程序(Suppliers/Distributors Social Responsibilities Control Procedure)」加強供應商社會及環境風險的管理。採購部門負責監督及評價供應商的社會責任績效。供應商須簽訂社會責任協議，承諾其遵守所有地方法律及法規，並同意進行現場檢查。倘於現場檢查中發現供應商的任何嚴重不合規情況，我們將終止與彼的合同。本集團基於供應商評估的結果與供應商保持長期關係。

##### 產品責任

維持安全優質的產品及為客戶提供高效安全的服務乃本集團的第一要務。本集團訂有相關政策及程序以控制服務質量及安全。於報告年度，本集團嚴格遵守相關法律及法規，包括證券及期貨條例、個人資料(私隱)條例、中華人民共和國消費者權益保護法、中華人民共和國產品質量法及中華人民共和國商標法。

### Quality Control

The Group has a quality control policy in place to ensure that the quality of our concentrates meets the standard for acceptance by our customers. We closely monitor our various production processes, such as mining, exploration or construction. During designing and planning stage of mining, quality performance indicators are set. A quality survey is conducted regularly to record information of the products to see if the performance meets the target.

### Customer Information Protection

The Group places the utmost importance on protecting the privacy of its customers, partners and staff in the collection, processing and use of their personal data. As stipulated in Group's Staff Handbook, the Group adheres to the applicable data protection regulations and ensures appropriate technical measures are in place to protect personal data against unauthorized use or access. The Group also ensures that customers' personal data is securely kept and processed only for the purpose for which it has been collected. Confidential documents are securely stored.

### 質量控制

本集團已制定質量控制政策，以確保我們的精礦質量符合我們客戶接受的標準。我們密切監控採礦、探礦或施工等各個生產過程。本集團於採礦設計及計劃階段設定質量表現指標。本集團定期進行質量調查以記錄產品信息，以確定表現是否符合目標。

### 客戶資料保護

本集團在收集、處理及使用其客戶、合作夥伴及員工的個人資料過程中，對保障彼等的私隱給予最高度的重視。本集團員工手冊規定，本集團嚴格遵循適用的資料保護法規並確保設立適當的技術措施，保障個人資料免被未經授權挪用或存取。本集團亦確保客戶的個人資料獲安全妥善地保存，並只會按收集時指定的用途處理。保密文件會安全妥善地保存。



## SOCIAL ASPECTS

### 社會層面

#### ANTI-CORRUPTION

The Group believes that the integrity of business is a foundation of corporate social responsibility, as well as a fundamental element of a business's competitive advantage and sustainability. For these reasons, we have systematically incorporated anti-corruption management principles into our operations, promoted a fair and just commercial competition to achieve a win-win situation with external partners and adhered to transparent and open mechanisms for internal management as stipulated in the "Anti-fraud System" and "Anti-money Laundering System" in the Group's Staff Handbook. The Group has assigned a specific department to oversee all the issues related to bribery. It is responsible for collecting information on corruption complaints. Anti-corruption and related laws and regulation are included in the training for new employees and regular training. Besides, we open up different communication channels for others to report cases by mail or phone. The performance in anti-corruption is one of the key criteria in the annual performance appraisal. The Group is engaging internal and external stakeholders in strengthening our anti-corruption procedures. All these practical actions not only win the trust of customers but also enhance the sense of belonging and fair play among our employees. During the reporting period, the Group was in strict compliance with Criminal Law of the PRC and there were no cases of corruption litigation against the Group and its employees.

#### 反貪污

本集團深信誠信經營是企業社會責任的基礎，也是企業競爭優勢和持續經營的基本要素。基於該等理由，我們在運營中已系統性貫徹反貪污管理原則、提倡通過公平公正的商業競爭以與外部合作夥伴達到雙贏局面並堅持本集團員工手冊「反欺詐制度」及「反洗錢制度」內規定的透明公開的內部管理機制。本集團已指派一專門部門監督所有賄賂相關事宜，該部門負責收集有關貪污投訴的資料。反貪污及相關法律法規包括在新僱員培訓及定期培訓內。除此之外，我們為其他人員開設不同的溝通渠道，以通過郵件或電話報告有關事宜。反貪污表現乃年度表現評估的重要標準之一。本集團正督促內部及外部持份者加強反貪污程序。所有該等實際行動不僅會贏得客戶信任亦會提升歸屬感及僱員之間的公平競爭。於報告年度內，本集團嚴格遵守防止賄賂條例及中華人民共和國刑法，且並發生無針對本集團及其僱員的貪污訴訟案件。

## COMMUNITY

### COMMUNITY INVESTMENT

As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. The Group has adopted “Community Investment Policy”, which aims to build trust and stable relationship with our stakeholders. The Group strives to contribute to the society by focusing on four area including living standard of the community, culture, education and development and labour corporation.

#### – Living standard of community

We improve the living standard of the community by serving the local underprivileged people. For example, we provide development opportunities, health care, and sport activities

#### – Culture projects

The Group has recognized culture is a key part of our heritage and history. We support high-quality cultural projects, which can both enhance the living standards and encourage creativity.

#### – Education and development

The Group believes that education and development can help the future leaders to equip skills and knowledge support all the training and skill developments related to the Groups’ business. It is because education, professional employees and creativity are the main driving force for sustainable development.

#### – Labour Cooperation

The Group respects the freedom of association and the right of collective bargaining of the employee. We encourage communication between the management team and employee by the establishment of a channel for employee feedback.

## 社區

### 社區投資

作為一家對社會負責的公司，本集團致力了解營運所在社區的需要。本集團已採納「社區投資政策」，旨在與持份者建立相互信任及穩定的關係。本集團努力為社會作出貢獻，並專注於社區生活水平、文化、教育及發展以及勞動合作四個範疇。

#### – 社區生活水平

我們通過服務當地弱勢群體改善社區生活水平。例如，我們提供發展機會、醫療保健及體育活動。

#### – 文化項目

本集團深知文化乃我們的傳統及歷史的重要組成部分。我們支持優質的文化項目，該等項目可提升生活水平同時鼓勵創新。

#### – 教育及發展

本集團相信，教育及發展有助於未來領導人掌握技能及知識，以支持所有與本集團業務相關的培訓及技能發展。此乃由於教育、專業人才及創新是可持續發展的主要推動力。

#### – 勞動合作

本集團尊重僱員的結社自由及集體協商的權利。我們鼓勵管理團隊與僱員之間通過建立僱員反饋渠道進行溝通。

## SOCIAL ASPECTS

### 社會層面

During the reporting period, donations to the local community are as follows:

#### Related activities

#### 相關活動

Subsidy for needy students in Luanchuan County

為樂川縣貧困生提供補貼

Grant to He Ping Town Central School (“和平鎮中心學校”)

為和平鎮中心學校提供補助

Local community for road maintenance, spring festival activities

為當地社區進行道路維修、春節活動

The Group will continue to contribute to the sustainable development of the community by building a healthy and dynamic community.

於報告年度內，本集團向當地社區捐款如下：

#### Donation (RMB)

#### 捐款(人民幣元)

\$5,000

\$100,000

\$153,000

本集團將透過建立健康和充滿活力的社區，繼續為社區的可持續發展作出貢獻。



# THE STOCK EXCHANGE OF HONG KONG LIMITED'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

## 香港聯合交易所有限公司的環境、社會及管治報告指引

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Page
主要範疇、層面、一般披露及關鍵績效指標		章節	頁次
<b>A.Environmental</b>			
<b>A. 環境</b>			
<b>Aspects A1: Emission</b>			
<b>層面 A1：排放物</b>			
<b>A1</b>	General Disclosure	"Emission"	6
<b>A1</b>	一般披露	「排放物」	6
<b>KPI A.1.1</b>	The types of emissions and respective emissions data		N/A
<b>關鍵績效指標 A.1.1</b>	排放物種類及相關排放數據		不適用
<b>KPI A.1.2</b>	Greenhouse gas emissions in total and, where appropriate, intensity		N/A
<b>關鍵績效指標 A.1.2</b>	溫室氣體總排放量及(如適用)密度		不適用
<b>KPI A.1.3</b>	Total hazardous waste produced and, where appropriate, intensity	The Group currently does not report on these indicators. 本集團目前並無就該等指標作出報告。	N/A
<b>關鍵績效指標 A.1.3</b>	所產生有害廢棄物總量及(如適用)密度		不適用
<b>KPI A.1.4</b>	Total non-hazardous waste produced and, where appropriate, intensity		N/A
<b>關鍵績效指標 A.1.4</b>	所產生無害廢棄物總量及(如適用)密度		不適用
<b>KPI A.1.5</b>	Description of measures to mitigate emissions and results achieved		N/A
<b>關鍵績效指標 A.1.5</b>	描述減低排放量的措施及所得成果		不適用
<b>KPI A.1.6</b>	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved		N/A
<b>關鍵績效指標 A.1.6</b>	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果		不適用

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## 香港聯合交易所有限公司的環境、社會及管治報告指引

### Aspects A2: Use of Resources

#### 層面 A2：資源使用

<b>A2</b>	General Disclosure	"Use of Resources"	7
<b>A2</b>	一般披露	「資源使用」	7
<b>KPI A2.1</b>	Direct and indirect energy consumption by type in total		N/A
<b>關鍵績效指標 A2.1</b>	按類型劃分的直接及間接能源總耗量		不適用
<b>KPI A2.2</b>	Water consumption in total and intensity		N/A
<b>關鍵績效指標 A2.2</b>	總耗水量及密度		不適用
<b>KPI A2.3</b>	Description of energy use efficiency initiatives and results achieved	The Group currently does not report on these indicators. 本集團目前並無就該等指標作出報告	N/A
<b>關鍵績效指標 A2.3</b>	描述能源使用效益計劃及所得成果		不適用
<b>KPI A2.4</b>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved		N/A
<b>關鍵績效指標 A2.4</b>	描述求取適用水源上可有任何問題，以及提升水效益計劃及所得成果		不適用
<b>KPI A2.5</b>	Total packaging material used for finished products and, if applicable, with reference to per unit produced		N/A
<b>關鍵績效指標 A2.5</b>	製成品所用包裝材料的總量及(如適用)每生產單位估量		不適用

### Aspects A3: The Environment and Natural Resources

#### 層面 A3：環境及天然資源

<b>A3</b>	General Disclosure	"The Environment and Natural Resources"	8
<b>A3</b>	一般披露	「環境及天然資源」	8
<b>KPI A3.1</b>	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	The Group currently does not report on this indicator. 本集團目前並無就該指標作出報告	N/A
<b>關鍵績效指標 A3.1</b>	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動		不適用

# THE STOCK EXCHANGE OF HONG KONG LIMITED'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

## 香港聯合交易所有限公司的環境、社會及管治報告指引

### B.Social

#### B. 社會

##### Aspects B1: Employment and Labour Practices

###### 層面 B1：僱傭及勞工常規

<b>B1</b>	General Disclosure	"Employment"	9
<b>B1</b>	一般披露	「僱傭」	9
<b>KPI B1.1</b>	Total workforce by gender, employment type, age group and geographical region		N/A
<b>關鍵績效指標 B1.1</b>	按性別、僱傭類型、年齡組別及地區劃分的僱員總數	The Group currently does not report on these indicators.	不適用
<b>KPI B1.2</b>	Employee turnover rate by gender, age group and geographical region		N/A
<b>關鍵績效指標 B1.2</b>	按性別、年齡組別及地區劃分的僱員流失比率	本集團目前並無就該等指標作出報告	不適用

##### Aspects B2: Health and Safety

###### 層面 B2：健康與安全

<b>B2</b>	General Disclosure	"Health and Safety"	9-10
<b>B2</b>	一般披露	「健康與安全」	9-10
<b>KPI B2.1</b>	Number and rate of work-related fatalities		N/A
<b>關鍵績效指標 B2.1</b>	因工作關係而死亡的人數及比率	The Group currently does not report on these indicators.	不適用
<b>KPI B2.2</b>	Lost days due to work injury		N/A
<b>關鍵績效指標 B2.2</b>	因工傷損失工作日數	本集團目前並無就該等指標作出報告。	不適用
<b>KPI B2.3</b>	Description of occupational health and safety measures adopted, how they are implemented and monitored		N/A
<b>關鍵績效指標 B2.3</b>	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		不適用

##### Aspects B3: Development and Training

###### 層面 B3：發展及培訓

<b>B3</b>	General Disclosure	"Development and Training"	11
<b>B3</b>	一般披露	「發展及培訓」	11
<b>KPI B3.1</b>	The percentage of employee trained and employee category		N/A
<b>關鍵績效指標 B3.1</b>	受訓僱員百分比及僱員類別	The Group currently does not report on these indicators.	不適用
<b>KPI B3.2</b>	The average training hours completed per employee by gender and employee category		N/A
<b>關鍵績效指標 B3.2</b>	按性別及僱員類別劃分，每名僱員完成受訓的平均時數	本集團目前並無就該等指標作出報告	不適用



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### Aspects B4: Labor Standard

#### 層面 B4：勞工準則

<b>B4</b>	General Disclosure	"Labour Standard"	9
<b>B1</b>	一般披露	「僱傭」	9
<b>KPI B 4.1</b>	Description of measures to review employment practices to avoid child and forced labor	The Group currently does not report on these indicators	N/A
<b>關鍵績效指標 B 4.1</b>	描述檢討招聘慣例的措施以避免童工及強制勞工		不適用
<b>KPI B 4.2</b>	Description of steps taken to eliminate such practices when discovered	本集團目前並無就該等指標作出報告	N/A
<b>關鍵績效指標 B 4.2</b>	描述在發現違規情況時消除有關情況所採取的步驟		不適用

### Aspects B5 Supply Chain Management

#### 層面 B5 供應鏈管理

<b>B5</b>	General Disclosure	"Supply Chain Management"	12
<b>B5</b>	一般披露	「供應鏈管理」	12
<b>KPI B5.1</b>	Number of suppliers by region		N/A
<b>關鍵績效指標 B5.1</b>	按地區劃分的供應商數目		不適用
<b>KPI B5.2</b>	Description of practices relating to engaging supplies, number of supplies where the practices are being implemented, how they are implemented and monitored	The Group currently does not report on these indicators	N/A
<b>關鍵績效指標 B5.2</b>	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	本集團目前並無就該等指標作出報告	不適用

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### Aspects B6: Product Responsibility

#### 層面 B6：產品責任

<b>B6</b>	General Disclosure	"Product Responsibility"	12
<b>B6</b>	一般披露	「產品責任」	12
<b>KPI B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons		N/A
<b>關鍵績效指標 B6.1</b>	已售或已運送產品總數中因安全與健康理由而須回收的百分比		不適用
<b>KPI B6.2</b>	Number of products and service related complaints received and how they are dealt with		N/A
<b>關鍵績效指標 B6.2</b>	接獲關於產品及服務的投訴數目以及應對方法	The Group currently	不適用
<b>KPI B6.3</b>	Description and practices relating to observing and protecting intellectual property rights	does not report on these indicators	N/A
<b>關鍵績效指標 B6.3</b>	描述與維護及保障知識產權有關的慣例	本集團目前並無就該等指標作出報告	不適用
<b>KPI B6.4</b>	Description of quality assurance process and recall procedures		N/A
<b>關鍵績效指標 B6.4</b>	描述質量檢定過程及產品回收程序		不適用
<b>KPI B6.5</b>	Description of consumer data protection and privacy policies, how they are implemented and monitored		N/A
<b>關鍵績效指標 B6.5</b>	描述消費者資料保障及私隱政策，以及相關執行及監察方法		不適用

### Aspects B7 Anti-corruption

#### 層面 B7 反貪污

<b>B7</b>	General Disclosure	"Anti- Corruption"	14
<b>B7</b>	一般披露	「反貪污」	14
<b>KPI B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case		N/A
<b>關鍵績效指標 B7.1</b>	於匯報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	The Group currently does not report on these indicators	不適用
<b>KPI B7.2</b>	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored	本集團目前並無就該等指標作出報告	N/A
<b>關鍵績效指標 B7.2</b>	描述防範措施及舉報程序，以及相關執行及監察方法		不適用

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<b>B8 Community Investment</b>			
<b>層面 B8 社區投資</b>			
<b>B8</b>	General Disclosure	"Community Investment"	15-16
<b>B8</b>	一般披露	「社區投資」	15-16
<b>KPI B8.1</b>	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport)		15-16
<b>關鍵績效指標 B8.1</b>	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)	"Community Investment"	15-16
		「社區投資」	
<b>KPI B8.2</b>	Resources contributed (e.g. money or time) to the focus area		15-16
<b>關鍵績效指標 B8.2</b>	在專注範疇所動用資源(如金錢或時間)		15-16



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