ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MESSAGE FROM THE CHAIRMAN

The Board of Directors of the Group ("the Board") strive to advance sustainable development as the greatest business model to serve the interest of our investors and the surrounding communities. In addition to preserve the interests of our stakeholders, we also consider for the sustainable development of the Group.

While the global economy affected by the COVID-19 situation during year 2023, we were actively promoting responsible production and consumption, including optimizing supply chain management, upholding a compatible workplace and business atmosphere, etc.

In the context of business strategy, the Board overviews the environmental, social and governance ("ESG") opportunities. The ESG Committee was commissioned this year to identify and manage material ESG and climate-related risks and opportunities. Moreover, in response to the identified risks and opportunities, the Company's day-to-day ESG and climate-related policies, ESG performances, measures, and targets are reviewed by the Board annually in order to continuing the management of environmental and social opportunities.

Lastly, on behalf of the Board of Directors, I would like to express my sincere gratitude to all shareholders, business partners and staff for their support to our Group, as we strive and convey our efforts and spirit in all our undertakings for their benefits and values. To establish a brighter future, we will continue to build a comfortable and high-quality living standard for the people, to protect our natural environment, and also will pursue a balanced society and sustainable development.

Mr. X. D.
Chairman of the Group
Chairman of the ESG Committee
August 31, 2023

主席寄語

本集團董事會（「董事會」）力求推進可持續發展，以期成為最有利於為我們的投資者和周圍社區服務的商業模式。此外，我們亦考慮本集團的可持續發展，以保護利益相關方的利益。

即使全球經濟受二零二三年新型冠狀病毒疫情影響，我們仍積極推動負責任的生產及消費，包括優化供應鏈管理、維持相容的工作場所及商業氛圍等。

在制定業務戰略時，董事會審視環境、社會及管治（「ESG」）機遇。本年度委任ESG委員會以識別及管理重大ESG及氣候相關風險及機遇。此外，為回應已識別的風險及機遇，本公司日常ESG及氣候相關政策、ESG表現、措施及目標每年由董事會審閱，以確保持續管理環境及社會機遇。

最後，本人謹代表董事會感謝股東、業務夥伴及員工對本集團的支持。本集團將繼續努力及秉承其精神，以期在所有工作中為其利益及價值。為建立更美好的未來，我們將繼續為人民建立舒適及高質素的生活水平，保護我們的自然環境，並追求均衡及可持續的發展。

先生X. D.
主席
本集團
環境、社會及管治報告主席
二零二三年八月三十一日

ABOUT THIS REPORT

Being one of the key non-state owned thermal coal suppliers in China, the Group dedicates to provide high quality coal supply and related services to its customers. Coal mining, purchase and sales, blending, storage and blending of coal in China are covered in the integrated coal supply chain operation of the Group.

The Group is pleased to publish our ESG report (the "Report") of financial year 2022 which discloses our ESG policies, measures and performances, which aimed to reinforce the confidence of stakeholders and to further increase their understanding of our direction and progress on material sustainability issues.

關於本報告

本集團為內地主要非國有動力煤供應商之一，致力為客戶提供優質煤炭供應及相關服務。本集團綜合煤炭產業鏈涵蓋煤炭開採、採購及銷售、煤炭在中國的混合及倉儲服務。

本集團欣然刊發二零二二年財政年度的環境、社會及管治報告（「報告」），藉以披露本集團環境、社會及管治政策、措施及表現，旨在鞏固持份者的信心，並進一步增進持份者對本集團在重大可持續發展議題方面發展方向及進展的了解。

REPORTING SCOPE

This Report discloses the Group's environmental, social and governance (ESG) performances and material topics of the Group during the period from 1 January 2022 to 31 December 2022 (the "Reporting Period").

Unless otherwise noted, the information contained in this report covers the operations of Guangzhou Jinyuan Coal Mine and Panjia Coal Mine that represent major environmental, social and governance issues of the Group.

報告範圍

本報告披露本集團二零二二年一月一日至二零二二年十二月三十一日（「報告期間」）期間的環境、社會及管治（「ESG」）表現及重大議題。

除另有說明外，本報告所載資料涵蓋本集團廣州金源煤矿及潘佳煤矿的營運，代表本集團環境、社會及管治重大議題。

BASIS OF PREPARATION

The Environmental, Social and Governance Reporting Guide which set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited ("HKEx ESG Reporting Guide"), were followed in the preparation and presentation of this report. The preparation of the report is based on the following reporting principles:

1. **M 重要性**: The threshold at which the relevant ESG issues becomes sufficiently important to investors and other related parties that they should be reported. The Group determines materiality through internal assessment and its communication with different stakeholders.

2. **Q 量化**: Key performance indicators ("KPIs"), if any, are measurable, and give effective comparative data where appropriate. Furthermore, the purpose and impacts shall be explained. Internationally or nationally recognized methodologies have been adopted in the calculations and estimations.

3. **B 平衡**: The report should provide an unbiased picture of the Group's performance in the ESG issues and should avoid selections, omissions or presentation formats that may inappropriately influence a decision or judgment by the report users.

4. **C 一致性**: The report should use consistent methodologies to allow meaningful comparisons and disclose any changes to these methodologies.

編製基準

本報告書乃按照香港聯交所有限公司證券上市規則第二十七附錄之環境、社會及管治報告指引（「HKEx ESG報告指引」）所載之編製及呈列。本報告書之編製乃基於下列報告原則：

1. **重要性**：與ESG議題相關的門檻，對投資者及其他相關方而言，相關議題變得足夠重要，以致應當予以報告。本集團通過內部評估及與不同利益相關方的溝通，決定其重要性。

2. **量化**：關鍵績效指標（「KPIs」），如有，可計量的，並提供有效的比較數據，如適用。此外，應說明目的及影響。國際或國家認可的方法已用於計算和估算。

3. **平衡**：本報告書不應存在偏差，應提供本集團在ESG議題上表現的公正畫面，且應避免選擇、遺漏或呈現格式，以不當方式影響報告使用者的決策或判斷。

4. **一致性**：本報告書應採用一致的方法，以允許有意義的比較，並披露任何方法的變化。

FEEDBACK CHANNELS

We highly recognize your valuable opinions on this report. Your feedback is important to help us realize our vision for a sustainable future. We invite you to share your comments using any of the following means.

Address: Room 2401-2408, 24/F
South Tower, Poly International Plaza,
NO. 1 Pazhou Avenue East
Haizhu District
Guangzhou City

Telephone: (020) 89888239

Email: hr@polygroup.com

STAKEHOLDER ENGAGEMENT

The feedback from stakeholders not only enables a comprehensive and appropriate evaluation of the Group's ESG performance, but also aids the Group in improving its performance. Therefore, the Group communicates actively, listens and presents ESG information to stakeholders in a transparent way. In order to enhance efficiency and to develop a better understanding of our vision and contribution to sustainability, we provide a variety of communication channels that are illustrated in the table below.

The Group's business affects various stakeholders, including investors, shareholders, employees, suppliers and customers, who may have different expectations of the Group. To ensure sustainable development, the Group will actively communicate with stakeholders and gather their opinions through various channels. The Group will simultaneously embrace the disclosures to comply with ESG reporting standards in order to satisfy stakeholders' expectations.

意見反饋渠道

您的寶貴意見對本集團的環境、社會及管治表現全面適當評估及合理改善大有裨益。本集團期待與利益相關方溝通，以期實現可持續發展的願景。您可以通過以下方式分享您的意見。

地址：廣州市
海珠區
琶洲大道東1號
保利國際廣場南塔
24樓2401-2408室

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電郵：hr@polygroup.com

利益相關方參與

利益相關方的意見不僅能全面合適地評估本集團的ESG表現，且能助本集團改善其表現。因此，本集團積極與利益相關方溝通，聽取意見並以透明方式呈報ESG信息，以期提升效率及加深理解本集團在可持續發展的願景方面的貢獻。為了解利益相關方的期望，本集團採用多種溝通渠道，詳情如下表。

本集團的業務會影響多種利益相關方，包括投資者、股東、僱員、供應商、客戶等。為了解本集團可持續發展的期望，本集團將積極與利益相關方溝通，收集意見。本集團將同時採納環境、社會及管治報告準則，以滿足利益相關方期望。

Stakeholders 持份者組別	Communication channels 溝通渠道
Investors and shareholders 投資者及股東	• Company website 公司網站 • Company announcements 公司公告 • Annual general meeting 股東週年大會 • Annual and interim reports 年報及中期報告
Customers 客戶	• Company website 公司網站 • Customer direct communication 與客戶直接溝通 • Customer feedback and complaints 客戶意見及投訴
Employees 僱員	• Training and orientation 培訓及迎新 • Emails and intranet 電郵及內部網絡 • Regular meetings 定期會議 • Employee performance evaluation 僱員表現評估 • Employee activities 員工活動
Suppliers and business partners 供應商及業務合作伙伴	• Supplier management 供應商管理 • Procurement procedures 採購程序 • Partnership assessment 合作評估 • Regular communication and feedback 定期溝通及反饋
Government authorities and regulators 政府機構及監管機構	• Direct contact with government officials 與政府官員直接接觸 • Compliance reports and reviews 合規報告及審查
Communities 社區	• Company website 公司網站 • Community activities and volunteering 社區活動及義工服務

MATERIALITY ANALYSIS

A three-phase approach is adopted to formulate ESG strategies and management policies. First, we determine ESG issues that are material to the Group. The Group has also commissioned an independent consultancy firm to develop an online survey for materiality assessment. Considering the importance and the relevance of the identified twenty-two ESG topics to the Group's operations and their impacts on the stakeholders themselves, our key stakeholder groups (e.g., board of directors, employees, customers, and suppliers) were invited to take these topics. The assessment results are the main input for the developing and updating sustainability strategy.

重要性分析

本集團採用三階段方法來制定環境、社會及管治策略及管理政策。首先，我們確定對本集團具有重要意義的環境、社會及管治議題。本集團亦委託獨立諮詢公司開發一項線上調查問卷，以評估重要性。考慮到所確定的二十二項環境、社會及管治議題對本集團運營的重要性及相關性，及其對利益相關方本身的影響，本集團邀請主要利益相關方群體（例如董事會成員、員工、客戶及供應商）參與該項調查。評估結果是開發及更新可持續發展戰略的主要輸入。

MATERIALITY MATRIX 重要性矩陣

13	14	15
Management of hazardous and non-hazardous waste 有害及無害廢棄物管理	Management of greenhouse gas emissions 溫室氣體排放管理	Energy management 能源管理
16	17	18
Water management 用水管理	Pollution control 污染控制	Climate change 氣候變化
19	20	
Sustainable use of packaging materials 包裝材料可持續使用	Protection of the environment and natural resources 環境及天然資源保護	

The materiality matrix shown above illustrates the fundamental implications of our Group. It is noteworthy that all issues are considered as material issues to the Group, the above graph indicates the upper-right corner. Energy conservation, water conservation and quality control of production material are identified as top three significant issues to the Group development. After analysis, as high energy consumption and water consumption are the most material issues to the Group, more efforts should be focused on that. Top five material issues that our stakeholders mostly concern are listed below:

1. Energy Conservation;
2. Water Conservation;
3. Quality Control of Production Material;
4. Guaranteed Health and Safety;
5. Prevention of Bribery, Extortion, Fraud and Money Laundering.

SUSTAINABILITY VISIONS

The Group is committed to maintaining sustainable development into the business operation and consistently a positive and adaptative corporate culture as our key goal. Integrity, creativity, superior product quality are both our ethical business models as we aim to lead in improving culture, protect our staff and EHS rules and standards, we aspire to become an efficient and energy conglomerate.

本集團的環境及社會管治(「環境及社會管治」)理念基本上與貴集團之業務相關。值得注意的是，所有議題均被視為本集團的重大議題，上圖表顯示右上角。通過分析，由於高能耗及用水量是本集團的最重大議題，因此需要更多精力集中於此。本集團重大議題中最為關注的五大環境及社會管治議題如下：

1. 節能減排；
2. 節約用水；
3. 生產物料的質量控制；
4. 保障健康及安全；
5. 防止賄賂、勒索、詐騙及洗錢。

可持續發展願景

本集團致力於通過持續發展業務，以期成為一家具有可持續性、適應性的企業文化，以期成為一家具有誠信、創新、優質產品的綜合企業。為了成為一家具有環境及社會管治文化、保護員工、遵守環境及社會管治規定及標準的綜合企業，我們力求成為一家具有高效能源的綜合企業。

This year, to govern the operation within the Group, we continue to adopt our sustainability policy. Operational Footprint, Product Quality, Responsible Employment and Corporate Governance are four major principles of our sustainability strategy.

今年度，為管治集團內部的營運，我們繼續採納我們的可持續發展政策。營運足跡、產品質量、負責任的僱傭及企業管治是我們可持續發展策略的四大主要原則。

Unit cotton bag, tin and ex-downpipe
materials within our operations
回收棉袋、錫及廢水管物料

Unbleached
cotton bag, tin and healthy
food packaging
materials
未漂白棉袋、錫及健康食品包裝物料

Recycled paper and steel
materials are used for
packaging of our products
回收紙張及鋼材用於產品包裝

Quality of our products
產品質量

Responsible employment
負責任的僱傭

The sustainability policy aims at our operational principle and results, that our corporate company will not only meet the requirements, the Group is committed to please customer and minimizing its carbon footprint, which includes enhancing the efficiency of our production, reducing waste and pollution, reducing our carbon footprint, and reducing our consumption of natural resources. We continue to identify and assess climate-related risks and opportunities. In addition to reduce the environmental impacts, we also pursue our sustainability policy by providing our employees a responsible workplace, encouraging our staff to work as a strong and high-quality, real people and partners.

可持續發展政策旨在我們的營運原則及成果，即我們的企業公司不僅會滿足要求，本集團致力於取悅客戶及盡量減少其碳足跡，其中包括提高我們生產的效率、減少廢物和污染、減少我們的碳足跡、減少自然資源的消耗。我們繼續識別和評估與氣候相關的風險和機遇。為減少環境影響，我們還通過為我們的員工提供負責任的工作場所，鼓勵我們的員工成為強大、高質量、真實的人和合作夥伴，以追求我們的可持續發展政策。

SUSTAINABILITY GOVERNANCE

With a robust governance structure across all departments in place, the Group adopts an innovative strategy to proactively enhance our sustainability governance. To provide long-term value to our stakeholders, we incorporate sustainability management into our corporate management structure and strategic planning. The Board retains ultimate responsibility for managing the Group's sustainability strategy and policy and has assigned responsibility for driving practical execution of our sustainability plans and initiatives to the sustainability committee.

The Sustainability Committee has the most power and is responsible for overseeing and advising on the Group's sustainability strategy, work plans, and performance objectives in order to promote the company's ESG leadership. In addition to monitoring the Group's sustainable governance, it supervises the Group's sustainability activities in responding to an ever-changing environment and developing new potential for getting out of organisation silos and developing an approach for collaboration. The Committee, which is led by board members, is composed of three Executive Directors and reports to the Board on a quarterly basis. The Committee's main duties are as follows:

- Formulate the ESG policies, strategies, objectives and plans, and submit to the Board for approval
- Monitor the implementation of ESG policies, strategies, objectives and plans
- Identify and assess ESG risks
- Ensure that the ESG risk management and internal control systems are in place and effective
- Lead and organise the implementation of ESG policies, strategies, objectives and plans
- Ensure that the ESG policies, strategies, objectives and plans are in compliance with relevant laws and regulations
- Report to the Board on ESG matters
- Other matters as the Board may delegate

可持續發展管治

本集團具備完善的管治架構，並在所有部門實施，故採用創新策略主動加強我們的可持續發展管治。為向利益相關人士提供長期價值，我們將可持續發展管理納入企業管理架構及策略規劃。董事會保留管理本集團可持續發展策略及政策的最終責任，並已指派負責推動實施我們可持續發展計劃及倡議的責任予可持續發展委員會。

可持續發展委員會擁有最大權力，並負責監督及提供可持續發展建議，以推動公司在ESG領導力。除了監督本集團的可持續發展管治，委員會還監督本集團為應對不斷變化的環境而開展的可持續發展活動，並為擺脫組織孤島及發展合作方法開發新潛力。由董事會成員領導的委員會向董事會按季度報告。委員會的主要職責如下：

- 制定ESG政策、策略、目標及計劃，並提交董事會審批
- 監督ESG政策、策略、目標及計劃的實施
- 識別及評估ESG風險
- 確保ESG風險管理及內部控制系統有效及適用
- 牽頭及組織ESG政策、策略、目標及計劃的實施
- 確保ESG政策、策略、目標及計劃符合相關法律及法規
- 向董事會匯報ESG事宜
- 董事會委派的其他事宜

SUSTAINABILITY RECOGNITION

可持續發展表彰

年份	表彰項目	頒發機構
1	China Energy Enterprise 500 2025 - Ranked No. 352 2025中国能源企业500强榜单第352位	China Energy News and China Energy Economic Research Institute 能源报
2	Chinese Preferred Employer of the Year 中国雇主	麦肯锡咨询公司中国能源经济研究院共同颁发

自我評估

環境管理體系

[illegible]

In addition to establish, review and monitor occupational health and safety objectives and policy, we regularly carry out hazard identification. Our safety policy and guidelines stipulate working procedures and measures, and we expect our staff to comply with them. Workers are equipped with protective equipment, and machines that posses safety risks have been installed with safety protection measures in order to address the possible safety concerns. Clear procedures and regulations have been developed for operations with identified hazards, and safety inspections and maintenance on daily operations and machines are carried out on a regular basis. Rectification will be taken promptly if there is any non-compliance.

Accidents and incidents may still occur in our workplace despite adequate safety precautions being in place. Plans for emergency preparedness are designed to direct our employees in reporting, responding to, and conducting investigations in various emergency circumstances. Apart from preventing accidents, the Group guarantees that our employees receive adequate medical care and compensation under social insurance following an accident. To ensure effective rescue efforts from coal mines, we have developed a mobile phone application.

Last year, the subsidiaries posed a significant risk to public health, and we have developed appropriate preventative and control measures. We also focus on the security and safety of our staff, and we regularly carry out training sessions.

The Group complies with laws and regulations that control its OHS. The principal governing laws include the Safety Law and the Law on the Prevention and Treatment of Occupational Diseases. The Group also abides by a number of regulations that are specific to our industry, such as the PRC's Regulations on Safety Supervision of Coal Mines, the Coal Mine Safety Rules, the Regulation on Safety Training and Inspection of KK Company, and the Provisional Sealing and Primary Evacuation System. We are committed to workplace safety and employee well-being. These have been our vital concerns in each of the past three years, including the reporting period, and there were no work-related fatalities.

EMPLOYMENT AND LABOUR PRACTICES

The Group believes that people are the most precious asset of a company since they play a key role in improving the Group's product and service quality and laying the foundation for the Group's development. The Group is dedicated to upholding the cordial connection between the Group and the employees and carefully operating a workplace that promotes safety, health, fairness, and impartiality without discrimination. For the Group's long-term success, the Group also constantly engages and collaborates with its talent pool.

[illegible]

The Group strongly believes that equal opportunity increases employee satisfaction, which subsequently helps retain and motivate our talents to support the Group's business development. For us, with an aim to protect job applicants and employees from discrimination, the Group has established related recruitment and human resources procedures to ensure that recruitment and promotion decisions are made based on the qualification, experiences and competences of applicants and employees, regardless of such factors as race, age, race, family status, religion, color and disability.

[illegible]

The Company provides a safe and supportive working environment to its employees which includes [illegible] The package includes wages, social security, insurance, and other fringe benefits, and it is reviewed on a regular basis to guarantee its competitiveness in the labour market and alignment with the Group's performance.

[illegible]

The Group has a Training and Development Human resources management strategy in place to overseeing human resources functions. Our policy includes guidelines on recruitment and benefits, training, [illegible] and [illegible], performance management, [illegible], compliance, training and development.

僱傭及勞工實踐

本集團相信員工是公司最寶貴的資產，因為他們在提高產品和服務質量方面發揮關鍵作用，並為本集團的發展奠定基礎。本集團致力於維護本集團與員工之間的良好關係，並審慎地營運一個促進安全、健康、公平公正、[illegible]的工作場所。為了本集團的長期成功，本集團還不斷與人才庫接觸、合作。[illegible]

[illegible]

本集團強烈相信平等機會可提高員工滿意度，進而有助於人才留任及激勵人才支持本集團的業務發展。本集團已建立相關招聘及人力資源程序，以保護求職者及員工免受歧視，確保招聘及晉升決定基於求職者及員工的資格、經驗及能力，而不考慮任何因素，例如種族、年齡、種族、家庭狀況、宗教、顏色及殘疾。

[illegible]

本公司提供安全及支持性工作環境，其中包括[illegible]。[illegible]，社保及其他福利，並定期審查，以確保與本集團的表現保持一致。

[illegible]

本集團制定了人力資源管理戰略，以監督人力資源職能。我們的政策包括[illegible]招聘和福利、培訓、[illegible]、績效管理、[illegible]、合規、培訓和發展。

員工

The Group works to create a pleasant work environment, a harmonious working relationship, and a healthy lifestyle for its workers, all of which will increase employees' engagement at work. Therefore, the Company organizes regular medical check-up for our employees, so that they will have a better understanding of their personal health issues. In order to enhance employees' pension, medical insurance, and eventually their living quality, the Group also provides fringe benefits like housing provident fund and supplementary medical insurance.

Other aspects of employees' life are also included in the Group's agenda, such as maternity leave and paternity leave. In addition, the Group is aware of the importance of listening carefully to our employees and allows them to express their opinions to their supervisors.

During the Reporting Period, the Group was in compliance with relevant policies and guidance regarding equal employment opportunities, child labour, forced labour and employment including the Provisions on the Prohibition of Using Child Labour, Special Protection Regulations for Juvenile Employees, the Labour Law of the PRC and the Labour Contract Law of the PRC.

僱員關係

本集團致力於創造愉快工作環境、和諧的僱傭關係及一種健康的生活方式，這些都會增加員工的投入。因此，本公司定期為員工安排例行體檢，以便員工能夠更好地了解自己的健康狀況。為了提高員工的養老金、醫療保險及最終改善生活質量，本集團還為員工提供福利，例如住房公積金和補充醫療保險。

員工生活的其他方面也包括在本集團的議程之內，例如產假和陪產假。此外，本集團明白傾聽員工意見的重要性，並允許員工向主管表達意見。

本報告期內，本集團一直遵守有關平等就業機會、童工、強迫勞動及僱傭的政策及指引，包括中華人民共和國禁止使用童工條例、中華人民共和國少年工特別保護條例、中華人民共和國勞動法及中華人民共和國勞動合同法。

		FY 2022 二零二二年 財政年度	FY 2021 二零二一年 財政年度
按僱佣類別	按僱佣類別		
按性別	按性別		
Male	男性	2,802	2,611
Female	女性	255	241
按僱佣類別及年齡組別	按僱佣類別及年齡組別		
Full-time	全職	3,057	2,851
按年齡組別	按年齡組別		
18-29 years old	18-29歲	232	44
30-40 years old	30-40歲	1,286	1,192
41-50 years old	41-50歲	1,297	1,252
51 years old or above	51歲或以上	241	364
按地區	按地區		
China	中國	3,240	3,020
Hong Kong	香港	817	832
按僱佣類別	按僱佣類別		
按性別	按性別		
Male	男性	7,446	6,944
Female	女性	11,705	11,475
按年齡組別	按年齡組別		
18-29 years old	18-29歲	7,535	6,928
30-40 years old	30-40歲	8,694	8,164
41-50 years old	41-50歲	3,125	3,127
51 years old or above	51歲或以上	1,797	1,800
按地區	按地區		
China	中國	17,455	16,764
Hong Kong	香港	1,696	1,655

TRAINING AND DEVELOPMENT

We believe that professionally trained employees are critical to our business growth and success. Therefore, the Group encourages its employees to actively engage in personal development and job-related training courses. The Group has adopted an employee training policy that defines management's duties for designating heads of each department.

In daily operation, the Group provides on-boarding training to new employees, and assigns experienced employees as mentors to guide new joiners. Together with encouraging collaboration and teamwork, the mentoring arrangement can enhance employees' technical skills and managerial capability. Furthermore, we actively encourage our employees to explore the chance of additional training and development. Based on operational needs, the Group has constantly enhanced the training system. In the Reporting Period, we provided vocational training readily for relevant staff to enhance their technical knowledge. In addition, enrollment in external professional related trainings were also provided to encourage another learning path.

In the Reporting Period, we have offered 199 due training hours to our employees. The percentage of employees trained by gender and employee category during the Reporting Period is shown below.

性別	受訓員工百分比
男性	55%
女性	45%

員工類別	受訓員工百分比
高級管理層	4%
中層管理層	8%
其他員工	88%

培訓及發展

我們相信專業培訓的員工對本集團業務增長及成功至關重要。因此，本集團鼓勵其員工積極參與個人發展及工作相關培訓課程。本集團已採納一項員工培訓政策，該政策界定各部門負責人的管理職責。

在日常運營中，本集團為新入職員工提供入職培訓，並安排有經驗的員工擔任導師指導新人。通過鼓勵合作及團隊精神，導師計劃可以提高員工的技術及管理能力。此外，我們一直鼓勵員工探索額外培訓及發展的機會。根據營運需要，本集團不斷加強培訓系統。在報告期內，我們提供職業培訓以方便相關員工增加其技術知識。此外，還提供外部專業相關培訓以鼓勵其他學習途徑。

在報告期內，我們為員工提供了199個培訓時數。以下顯示按性別及員工類別劃分，在報告期內受訓員工的百分比。

性別	受訓員工百分比
男性	55%
女性	45%

員工類別	受訓員工百分比
高級管理層	4%
中層管理層	8%
其他員工	88%

工作時數	2022	2021
工時（小時）	二零二二年	二零二一年
董事會	執董	非執董

董事會	性別	年齡
董事會內部分類		
董事會按性別及年齡分類		
Management	男性	2%
Functional departments	職能部門	16%
Frontline departments (including local branches and groups)	前線部門（包括當地分行及集團）	48%
董事會內部分類		
董事會按性別及年齡分類		
Management	男性	48%
Functional departments	職能部門	23%
Frontline departments (including local branches and groups)	前線部門（包括當地分行及集團）	64%

工作時數（小時）	2022	2021
董事會內部分類		
董事會按性別及年齡分類		
董事會內部分類		
董事會按性別及年齡分類		
Male	男性	177
Female	女性	11
董事會內部分類		
董事會按性別及年齡分類		
Management	董事會	241
Functional departments	職能部門	145
Frontline departments (including local branches and groups)	前線部門（包括當地分行及集團）	192

董事會聲明

本集團以長遠方式管理人民、企業及營運中出現的環境及社會挑戰和機遇。董事會承擔監督本集團環境、社會及管治事宜的責任，並負責確保本集團採納適當及穩妥的環境及社會政策及慣例，並確保本集團遵守適用法律及法規。董事會亦負責評估及確定本集團為達成其策略目標及業務目標而願意承擔的風險性質及程度，並確保本集團建立及維持適當及有效的風險管理及內部監控系統。董事會已審閱本集團的環境、社會及管治表現及政策的進展情況，並認為本集團在二〇二一年度期間遵守適用法律及法規。

本集團制定了以環境、社會及管治為重點的管理方法，以識別、評估及管理本集團業務營運中出現的重大環境及社會風險。董事會定期檢討本集團的環境、社會及管治表現及政策的進展情況，並認為本集團在二〇二一年度期間遵守適用法律及法規。本集團的環境、社會及管治表現及政策的詳情載於本環境、社會及管治報告。

本環境、社會及管治報告，連同本集團二〇二一年度年報，本集團網站上的公司管治報告及其他公開資料，旨在向公眾及利益相關方提供有關本集團環境、社會及管治表現的全面概覽。

報告期間

本環境、社會及管治報告涵蓋本集團二〇二一年度期間的環境、社會及管治表現。

報告範圍

本環境、社會及管治報告涵蓋本集團在香港的主要營運。

PRODUCT QUALITY

SUPPLY CHAIN MANAGEMENT

We recognise that comprehensive supply chain management can assure the quality and safety of our products. Accordingly, we have developed internal guidance on supplier management. While evaluating the suppliers' operations, the Group continues to adhere to national safety regulations, including GB16111-GB16113 Safety Inspection, Testing, Specifications for Coal Mine, Coal Mine Safety Rules, and Coal Industry Law of the PRC.

We proactively identify and control the environmental and social risks in all lines of supply chain, and commit to building a sustainable supply chain during strengthening the Company's responsibility for society and environment. We regularly evaluate the performance of both our current and potential suppliers based on a range of environmental and product quality criteria, including overall capabilities, asset positions, licences or permits, industry regulation, product quality, goods delivery, and compliance with law and regulations. We also emphasise the procurement of environmentally preferable products and services when selecting suppliers, as long as the other specifications meet the requirements. Therefore, only suppliers that are following relevant requirements and our internal criteria can they be our qualified vendors. Moreover, we can make full use of advice provided by industry and discipline specialists and professional vendors. To ensure timely implementation and monitoring and in case of any major change or frequent recurring in the supply chain, the procurement department will report it to the Group's internal audit function, including our internal policy or procedures.

產品質量

供應鏈管理

我們認識到全面的供應鏈管理能確保我們產品的質量和安全。因此，我們已就供應商管理制定內部指引。本集團在評估供應商營運的同時，繼續遵守國家安全規例，包括GB16111-GB16113安全檢查、礦井煤炭測試及規格、礦井安全規程及中國煤炭行業法律。

我們主動識別和控制各供應鏈中的環境及社會風險，並承諾建設可持續供應鏈，同時加強本公司對社會及環境的責任。我們定期評估現有及潛在供應商的表現，以一系列環境及產品質量標準為基礎，包括整體能力、資產狀況、牌照或許可證、行業監管、產品質量、貨品交付、遵守法律及法規。我們也強調採購環境友善產品及服務，只要其他規格符合要求，我們選擇供應商時會考慮採購環境友善產品及服務。因此，只有符合相關要求及我們內部標準的供應商才能成為我們的合格供應商。此外，本集團會充分利用行業及專業顧問的意見及專業供應商。為確保及時實施及監控任何重大變動或供應鏈中的重大變動，本集團將向其內部審計職能部門報告，包括我們的內部政策或程序。

Besides, we prioritize local suppliers to reduce environmental impacts attributed to the logistics arrangement. During the Reporting Period, we have engaged a total 820 suppliers from Mainland China and 204 overseas suppliers under the above policy.

此外，本集團優先採購當地供應商，以減少物流安排產生的環境影響。於本報告期內，本集團合共與內地及海外供應商分別合作820及204間供應商。

- Suppliers need to provide evidence of production of goods in compliance with relevant environmental protection laws and regulations, such as certificates, permits, environmental protection and management system certificates, etc.

  供應商需提供證明文件，證明其生產的產品符合相關環境保護法律及法規，例如證書、許可證、環境保護及管理系統證書等。

- When considering new suppliers, we prioritize those that have demonstrated a strong commitment to the environment, ensuring alignment with our standards.

  物色新供應商時，我們優先考慮在環境方面表現出強烈承諾的供應商，確保與我們的標準相一致。

PRODUCT/SERVICE RESPONSIBILITY

產品/服務責任

產品/服務質量

Our commitment is to offer coal products that are of the highest quality and are safe, with product safety being one of our material concerns as analysed above. We have established strict policies and procedures for production and sales of coal products. Our internal procedures are established based on various national regulations, including but not limited to Coal Washing Process Water Circuit in Coal Preparation Plant (GB/T 18410-1999), Coal Sizing Equipment Performance Evaluation (GB/T 18710-1999), General Rules for Analytical and Testing Methods of Coal (GB/T 483-2007), Determination of Total Moisture in Coal (GB/T 211-2007), Methods for Determining the Minerals in Coal (GB/T 216.0-2008) and Methods for Determining the Calorific Value of Coal (GB/T 213-2008).

All our coal products are stored in specific sites or warehouses with cold indoor areas, so that no external causes will affect the product quality. Besides, we processes raw or finished products to conduct product inspection in a timely manner to ensure our coal products are in full compliance with quality standards and successfully reach customers. Given our belief in the current trend of the industry and we have established certain internal technology to enhance our efficiency in solution, quality assurance policy has been established to safeguard our product quality. During the Reporting Period, we did not receive any complaints from customers regarding our coal products due to such as unusual quality issues or recalls requirements. Quality standard is set in the contract requirements. If there is any discrepancy in quality standard agreed by the Group and the customers, the product would normally not be resulted in receipt of the transportation fee. Included in the Group's sales contract, the Group will deliver and the company shall pay after discussions and negotiation with the affected customers.

產品/服務質量

確保產品質量

我们承诺提供最高质量的煤炭产品，且产品安全是我们上文所述的重要关注点之一。我们已建立严格的政策及程序用于煤炭产品的生产及销售。我们的内部程序乃根据各项国家法规而建立，包括但不限于《煤炭洗选工艺用水循环系统》(GB/T 18410-1999)、《煤炭筛分设备性能评定》(GB/T 18710-1999)、《煤炭分析和试验方法通则》(GB/T 483-2007)、《煤中全水分的测定方法》(GB/T 211-2007)、《煤中矿物质的测定方法》(GB/T 216.0-2008)及《煤炭发热量测定方法》(GB/T 213-2008)。

我们所有煤炭产品均存放在特定地点或仓库，其冷室内部区域，以确保没有外部因素会影响产品质量。此外，我们会处理原料或成品以进行产品检验，以确保我们的煤炭产品符合全部质量标准，并成功送达客户。鉴于我们对当前行业趋势的信念，并且我们已建立某项内部技术以提高效率，质量保证政策已经建立以保障我们的产品质量。在报告期内，我们未收到客户关于我们的煤炭产品因例如异常质量问题或召回要求而产生的投诉。质量标准是合同要求的一部分。如果在商定的质量标准方面存在任何差异，本集团客户通常不会收到运费。包括在本集团的销售合同中，本集团将交付产品，而客户应在与受影响客户讨论和协商后支付运费。

The features of meals produced by the Group are as follows:

本集團所生產的膳食特色如下：

| | 中式 | | |

In the Reporting Period, the Group complied with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, including the Personal Information Protection Law or PIPL. Besides, we have neither received any product related complaints in the Reporting Period. We have established efficient communication channels so that we may quickly address client concerns and feedback.

CORPORATE GOVERNANCE

ANTI-CORRUPTION

We place a high priority on maintaining the integrity of our business and uncompromising fair competition during our business operations. We are aware that fraud, corruption or other illegal behaviour can tarnish the reputation of the Group and diminish the confidence while collaborating with our business partners. We have established a sound governance structure that adheres to the highest standards. Our Employee Handbook formulates our anti-corruption policies and code of conduct. Clear guidance has been provided in the prevention and acceptance of bribery, such as gifts and payments, and ways to address conflicts of interest. We have also established a policy against bribery, corruption, embezzlement, money laundering and fraud or criminal assets. We also monitor the implementation of anti-corruption actions and offer anti-corruption training to employees and directors regularly.

We have established whistle-blowing procedures to encourage employees, management, and other parties to report any misconduct and illegal behaviour in confidence, including PRC laws, company rules, business ethics, and misconduct, as stated in our Code of Conduct. Following investigation, the Group will take appropriate corrective measures and disciplinary actions, if the particular involved in the event of an internal offence. The Group will report the case to the Competent Authority, if applicable. The Group employs a zero-tolerance approach to all kinds of internal financial misconduct. Any possible investigations in financial expenditure, internal control or other matters will be reported to Audit Committee and Board.

內容主要內容，本集團已遵守與產品及服務提供的法律及法規及方法有關健康與安全、廣告、標籤及私隱事宜的法例及規定，包括個人資料保護法或個人資料保護法（「個人資料保護法」）。此外，我們在報告期內沒有收到任何產品相關投訴。我們已建立高效的溝通渠道，以便快速解決客戶關注問題及反饋。

企業管治

反貪污

我們高度重視維持業務的廉潔性，並在開展業務期間堅決反對不公平競爭。我們明白欺詐、貪污或其他違法行為可能玷污本集團聲譽，並削弱與業務合作夥伴合作的信心。我們已建立穩健的管治架構。僱員手冊制定我們的反貪污政策及行為守則。清晰的指引已提供予防止賄賂及接受賄賂，例如禮品及付款，以及利益衝突的解決方法。我們亦制定反對賄賂、貪污、挪用、洗錢及犯罪或非法資產的政策。我們亦定期監察反貪污行動的實施情況，並為員工及董事提供反貪污培訓。

我們已建立舉報程序，鼓勵員工、管理層及其他人士保密地報告任何違反行為，包括中國法律、公司規章、商業道德及不當行為，如本公司行為守則所述。本集團將根據適用情況採取適當的糾正措施及紀律處分。本集團亦會向主管當局報告案件。本集團採取零容忍方針應對任何內部財務不當行為。本集團將報告任何財務開支、內部控制或其他事項的調查情況。

During the Reporting Period, the Group complied with the Provisions on Prohibiting Corruption and Bribery of the Criminal Law of the PRC and any legal regulation and requirements for listed companies in Hong Kong. There is no legal cases regarding corrupt practices brought against the Group or its employees.

In addition, we offer online anti-corruption training to our directors and employees regularly, where we share with them information from ICAC regarding ways to handle corrupt related situations.

ORGANISATIONAL FOOTPRINT

Considering the environmental consequences, the Group recognises the necessity of environmental stewardship and cleaner mining techniques. We unswervingly pursue breakthroughs in cutting itself off a green path to prevent pollutions, utilise the resources in an environmentally responsible manner and minimise the environmental impacts throughout its operations. We have set up environmental policy and internal guidelines for operation.

During the Reporting Period, we strictly complied with the laws and regulations relating to environmental protection, such as PRC's Law on Prevention and Control of Pollution from Environmental Noise, discharges into water and land, and generation of hazardous and non-hazardous waste, including

EMISSIONS

The Group incorporates the management of emissions into our daily operations and evaluates the progress of emission reduction annually. The Group's gaseous emissions mainly come from air pollutants generated from the fossil fuel burning in boilers, while secondarily from and the transportation of products. These emissions consist of nitrogen oxides (NOx), sulphur oxides (SOx) and respirable particulate matter (PM). We have achieved significant reduction of the air pollutants which is attributed to the replacement of desulfurization and denitrification boilers. In the Reporting Period, we have achieved 25% NOx reduction. Besides, we emitted 1,251 kg tonnes of dust during the production process in the Reporting Period.

The emissions reported in the table below were from the flue gas from the fuel combustion in boilers only. These emissions in the flue gas represent the primary source of emissions of the Group. The emission from transportation is unavoidable as it is a necessary by-product. We will enhance our data tracking process in the future.

The Group aims to reduce its air emission as well as greenhouse gas emissions gradually without compromising our production capacity. Therefore, we continue to optimize our operational efficiency and minimize our environmental impacts. For instance, in order to significantly reduce air emissions in Guangxi Coal Mine and the Xinjiang Coal Mine, we gradually replaced all of the desulfurization and denitrification boilers with natural gas boilers. Looking forward, we will explore opportunities to further curtail our emission during our operational process.

排放物

本集團將排放物管理納入日常營運之中，並每年檢討減少排放物進度。本集團的氣體排放物主要來自燃煤產生的廢氣，主要來自化石燃料在鍋爐中燃燒，而次要來自運輸產品。這些排放物包括氮氧化物(NOx)、硫氧化物(SOx)及可吸入顆粒物(PM)。空氣污染物的顯著減少歸因於脫硫及脫硝鍋爐的替換。回顧期內，我們實現了25%的氮氧化物減排。此外，於報告期內，我們在生產過程中排放了1,251千克的粉塵。

下表呈報的排放物僅來自鍋爐燃料燃燒產生的廢氣。廢氣中的排放物代表本集團的主要排放源。由於來自運輸的排放物是不可避免的，因此屬於必要的副產品。我們日後會加強排放物追踪流程。

本集團一直致力減少空氣排放物及溫室氣體排放物，同時不影響生產能力。因此，我們繼續優化營運效率，並盡量減少環境影響。例如，為大幅減少廣西煤矿及新疆煤矿的空氣排放物，我們逐步用天然氣鍋爐取代脫硫脫硝鍋爐。展望未來，我們將探索機會進一步減少生產過程中的排放物。

排放物	單位	數值
氮氧化物(NOx)	噸	[illegible]
硫氧化物(SOx)	噸	[illegible]
可吸入顆粒物(PM)	噸	[illegible]
二氧化碳(CO2)	噸	[illegible]
溫室氣體排放物	噸	[illegible]

The Group's GHG emissions are caused both directly by burning fossil fuels and indirectly by electricity purchased for daily operations. Calculation is based on PRC Guideline and the grid emission factors published by the utilities operators. Scope 1 Direct Emissions include fossil fuel burning (stationary sources), fossil fuel burning (moving sources), and fugitive emissions (underground mining and post-mining activities). Scope 2 Indirect Emissions include purchased electricity. Scope 3 Other Indirect Emissions include recycled wastepaper. Unfortunately, due to the shortage of natural gas supply in China, some of the natural gas boilers were replaced by the desulfurization and denitrification boilers. Thus, the scope 1 direct emissions for the Reporting Period were increased to a certain extent. As the GHG emissions from discarded wastepaper among total emissions is immaterial for the Group, the figure is not reported here in this year.

本集團的溫室氣體排放直接來自燃燒化石燃料，間接來自為日常營運購買的電力。計算乃基於中國GC指引及公用事業營運商發布的電網排放因子。範圍一直接排放包括固定燃料燃燒（固定來源）、化石燃料燃燒（移動來源）及逸散排放（地下採礦及採礦後活動）。範圍二間接排放包括購買電力。範圍三其他間接排放包括回收廢紙。遺憾的是，由於中國天然氣供應短缺，部分天然氣鍋爐被脫硫脫硝鍋爐取代。因此，範圍一直接排放在報告期間有一定程度上增加。由於廢棄紙張產生的溫室氣體排放在總排放量中微不足道，本集團在此年度未報告相關數據。

GHG 排放 (吨二氧化碳當量)	2016	2015
範圍一直接排放 (吨二氧化碳當量)		
範圍二間接排放 (吨二氧化碳當量)		
範圍一及範圍二排放強度 (吨二氧化碳當量/千瓦時)		
範圍一及範圍二排放強度 (吨二氧化碳當量/員工)		

Also, we reduce our carbon emissions through various indirect carbon sources, such as waste reduction and business travel. We prioritize local suppliers in sourcing to minimize carbon emissions in terms of vehicle use and the use of heavy-duty diesel trucks.

此外，本集團通過各種間接碳源減少碳排放，例如減少廢棄物及商務旅行。我們優先採購當地供應商，以減少車輛使用及重型柴油卡車的使用產生的碳排放。

Furthermore, the Group fully complies with the requirements of environmental laws and regulations, including the Environmental Protection Law of the PRC and the Environmental Impact Assessment Law of the PRC to minimize the impacts brought by the Group operation. The Group also fully complies with the requirements stated in the Ambient Air Quality Standards of the PRC (GB 3095-1996), the Integrated Wastewater Discharge Standard of the PRC (GB8978-1996) and the Code for Design of Outdoor Wastewater Engineering (GBJ14-1987) for all inevitable emissions, including greenhouse gases and wastewater emissions, effectively reducing the impact of the Group on both air and water quality.

Looking forward, we will reduce our emissions gradually by implementing more emission reduction measures. We will keep subsidizing desulfurization and denitrification technology for our boilers in the future.

排放物 Emissions

In compliance with the requirements of waste management, the Group is dedicated to segregate and recycle waste whenever technically feasible as well as properly handle and dispose of waste to avoid any possible negative impacts on the environment. The major hazardous wastes of the Group includes waste rubber oil, petroleum, general dust and waste oil drums, used while the main non-hazardous waste includes waste oil boiler and waste paper. In compliance with the requirements of Environmental Protection Law of the PRC, the Group has entrusted all discarded waste through professional recycling and disposal companies.

此外，本集團全面遵守環境法律法規的規定，包括中國環境保護法及中國環境影響評估法，以盡量減少本集團運營帶來的影響。本集團亦全面遵守中國環境空氣質量標準（GB 3095-1996）、中國污水綜合排放標準（GB8978-1996）及室外污水工程設計規範（GBJ14-1987）所載的規定，有效減少溫室氣體及污水排放物等不可避免的排放物對空氣及水質的影響。

展望未來，我們將逐漸減少排放物，採用更多減排措施。我們將繼續為鍋爐提供脫硫及脫硝技術。

廢棄物管理

根據廢棄物管理的要求，本集團致力於在技術可行的情況下分類及回收廢棄物，並妥善處理及處置廢棄物，以免對環境產生負面影響。本集團的主要有害廢棄物包括廢橡膠油、石油、一般粉塵及油桶，而主要無害廢棄物包括廢油鍋爐及廢紙。本集團遵守中國環境保護法的規定，本集團已委託專業回收及處置公司回收及處置所有廢棄物。

In the future, we will gradually reduce our waste disposal by enhancing resource efficiency and adopting 3R principles (Reduce, Reuse and Recycle). We will also simplify our operational processes and choosing raw materials that produce less waste in the future. For instance, we have reduced a significant amount of waste through the phase-out of traditional boilers. Besides, we have optimized the warehouse management system to improve the turnover of materials and resource efficiency. We have closely monitored our consumption and avoid over purchase.

未來，我們將通過提高資源效益及採納3R原則（減少使用、再用及循環再生），逐步減少廢棄物。我們亦將簡化營運流程及選擇日後會產生較少廃物的原材料。例如，我們已經大幅減少傳統鍋爐的廢棄物。此外，我們優化倉庫管理系統，以提高材料及資源的週轉率。我們密切監控消耗量，並避免過度採購。

USE OF RESOURCES

The Group believes that changing our behaviour and taking consistent actions over time can help reduce our corporate environmental footprint. As a result, we implement green policies in our daily operations to minimise our gas or energy and resources and waste recycling. We also encourage our staffs to adopt a sustainable lifestyle. We advocate 3Rs (Reduce, Reuse and Recycle) throughout our operation to boost resource efficiency and enjoy a better environment. The Group remains steadfast in its concept of resource conservation to achieve green production. In pursuit of this vision, the Group has implemented several measures to enhance energy efficiency, as well as reducing consumption of paper and water. Diligently monitoring and managing our resources, the Group strives to improve the efficient use of resources. Given the Les ness nature of its packaging materials is unknown to the business of the Group, details of quantity and value of consumption are not disclosed below in this scope.

資源使用

本集團相信，改變我們的行為及採取一致行動，長遠而言有助減少公司的環境足跡。因此，我們在日常營運中採納綠色政策，以減少氣體或能源及資源的消耗及廢物回收。我們亦鼓勵員工採納可持續發展的生活方式。我們倡導3R（減少使用、再用及循環再生）貫穿我們的營運，以提高資源效益及享受更佳環境。本集團堅持資源節約的理念，以實現綠色生產。為實現此願景，本集團已採納多項措施以提高能源效益，並減少紙張及水的消耗。本集團密切監控及管理資源，以提高資源的有效使用。鑑於本集團包裝材料的Les ness性質未知，故下文未披露消耗量及價值的詳情。

In the Reporting Period, the resources directly consumed by the Group for operations are as follows:

於報告期內，本集團用於營運直接消耗資源如下：

能源消耗	單位	FY2022 二零二二年	FY2021 二零二一年
Electricity 電	MWh 兆瓦時	64,082.70	67,085.01
Oil 油	MWh 兆瓦時	8,945.67	7,275.46
Natural Gas 天然氣	Cubic metre (m³) 立方米	21,011,255	21,164,167
	MWh 兆瓦時	40,484.65	41,254.46
Total Energy Consumption 能源總消耗量	MWh 兆瓦時	113,513.02	115,614.93
Intensity 密度	MWh per employee 兆瓦時／僱員	34.04	34.71
Water Consumption 用水	m³ 立方米	69,525.00	70,164.00
Intensity 密度	m³ per employee 立方米／僱員	22.44	21.07

Note 1: Water consumption data includes Jingle, Cool Mine and Hengjia. The data of Jingle and Cool Mine are based on actual data of Jingle and Cool Mine, respectively, and the data of Hengjia is based on the average monthly water consumption of Hengjia in the Reporting Period.

附註1：用水消耗數據包括Jingle、Cool Mine及Hengjia。Jingle及Cool Mine的數據分別基於Jingle及Cool Mine的實際數據，而Hengjia的數據基於Hengjia在報告期內的平均月用水量。

Note 2: The Group's operations do not consume any significant amount of packaging materials.

附註2：本集團的營運並未消耗任何重大包裝材料。

We have continuously upgraded our mining equipment to enhance energy efficiency. The original 400 kW front and rear conveyor motors were replaced with an 855 kW inverter integrated motor. The power of the motor was increased by 455 kW, and the cumulative load was by increased by 910 kW. In addition, the 2020/21 main and auxiliary transportation channels was in the process of excavation. 4 sets of 160 kW belt conveyors were deployed to cater for the long excavation distance. Moreover, an additional excavation team was added during the construction of one of the mining tapes, and the cumulative load increased by 640 kW.

Looking forward, we aim to reduce our energy consumption gradually by enhancing energy efficiency of our equipment in addition to phasing out the existing lightings with more energy-saving lightings, such as LEDs, we will give priority to equipment with energy efficiency labels. Besides, we are keen to cultivate conservation awareness of energy and resources to our employees, minimising unnecessary power consumption in workplace.

The Group is aware that scarcity of resources has gave rise to various environmental problems. As a result, the Group is committed to adopt a more environmental friendly approach. The Group has pushed forward several environmental management practices, including green office guidelines with an aim to promote environmentally benign culture in our operation. In addition, we will keep adopting and promoting environmental friendly practices in our daily operations. We will also increase our focusing towards energy efficiency and water saving.

水 Water

The Group is fully aware of the significance of water resources to our environment and to the community. Water management by the Group is focused from the water supply, water use, to the discharge and reuse of effluents in order to minimize the Group's production costs, increasing revenue for shareholders, including environmental degradation, minimal wastewater, air and noise pollution, and maintaining the availability of water resources. We intend to increase our water efficiency in the next 12 months by taking practical measures to supplying facilities and equipment with water-saving equipment.

我們一直在升級我們的採礦設備，提升能源效益。原來的400千瓦前後傳送帶馬達被855千瓦變頻集成馬達取代。馬達的功率增加455千瓦，累計負載增加910千瓦。此外，2020/21年度主要及輔助運輸通道正在挖掘。4組160千瓦皮帶傳送機被部署以適應長距離。此外，一個額外的挖掘團隊在一條採礦帶建設期間被增加，累計負載增加640千瓦。

展望未來，我們一直致力通過提高設備能效逐步降低能源消耗，除了以節能燈具（如LED）替代現有照明設備，我們會優先考慮具有能效標籤的設備。此外，我們會加強培養員工資源和能源保護意識，盡量減少不必要的用電。

本集團深知資源稀缺會引發各種環境問題。因此，本集團致力採取更環保的方式。本集團推行綠色辦公室指引等環境管理實踐，以期在營運中推廣環境友善文化。此外，我們會繼續在日常營運中採用環境友善的做法。我們也會加強關注能源效益和節水。

水 Water

本集團深知水資源的重要性。我們在營運中採取環境管理措施，從水源、水的使用、廢水的排放和回收利用，以盡量減少生產成本、股東收益、環境退化、空氣和噪音污染，以及保護水資源的可用性。我們計劃在未來12個月內採取實用措施，為設施和設備配備節水設備，以提高水效率。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

THE ENVIRONMENT AND NATURAL RESOURCES

The Group is committed to taking immediate action to further improve our environmental performance in the aspects of lowering our total greenhouse gas emissions, resource and energy consumption, and waste production by utilizing the GBA (ISO 14001:2015) certified Environmental Management System (EMS) and ISO/IEC 50001:2018 Energy Management System to identify, manage and mitigate the environmental risks generated by our building and operational processes.

An environmental team has been formed to oversee the establishment, implementation, maintenance, and continuous development of our EMS. The team is operated under the direction of the CEO. It monitors the environmental key performance indicators, such as violation of relevant laws and regulations, safety rate of handling hazardous waste and environmental training coverage. It is also responsible for raising staff's environmental awareness and participation in conformance of environmental laws, events, and activities. Production and safety and environmental operations, Risk assessment and Environmental Impact assessment on the production facilities are conducted regularly to identify the Group's strengths, weaknesses, opportunities and threats of the emissions of air pollutants (particulate matter, sulfur dioxide, nitrogen oxides and carbon monoxide), wastewater, hazardous and non-hazardous waste, noise and soil quality, accordingly, a holistic approach.

The Group to approach their responsibility for nature and the environment has become an important component of our social values. As a socially responsible enterprise, we continuously research for decreasing emissions, pollutants and environmental impacts. We Group will look for means to engage stakeholders and continue and stay dedicated to sustainability development. In addition to continuously identify, assess, and monitor potential adverse environmental impacts, the Group will remain committed to aims of balance between the business and the ecology, and promote long-term sustainability development. The Group will keep taking environmental preservation and resource conservation into consideration when carrying out review and monitoring of operations, strategies and developments.

The Group will continue to take environmentally friendly measures to

環境及天然資源

本集團致力採取即時行動，進一步改善在降低溫室氣體排放總量、資源及能源消耗量、及通過利用獲得GBA (ISO 14001:2015)認證的環境管理系統及ISO/IEC 50001:2018能源管理系統，以識別、管理及減輕我們的建築及營運流程產生的環境風險。

環境團隊已成立，負責監督我們的環境關鍵績效指標，例如違反相關法例及法規的情況、處理有害廢物的安全率及環境培訓覆蓋率。團隊亦負責提高員工的環境意識及參與環境法例、活動及倡議的情況。生產及安全及環境營運、風險評估及環境影響評估定期進行，以識別本集團在空氣污染物（顆粒物、二氧化硫、氮氧化物及一氧化碳）、廢水、有害及無害廢物、噪音及土壤質量的排放方面的優勢、劣勢、機遇及威脅，因此採取全面方法。

本集團在履行其對自然及環境的責任方面，已成為我們企業價值的重要組成部分。作為一家具有社會責任的企業，我們不斷研究減少排放、污染物及環境影響的方法。我們集團將繼續尋求參與利益相關方的機會，並堅持可持續發展。除了不斷識別、評估及監控潛在的不利環境影響，本集團將繼續力求在審查及監控營運、策略及發展的過程中考慮保護環境及資源保護的平衡。本集團將繼續採取

The Group will continue to take environmentally friendly measures to

CLIMATE CHANGE

Climate change is one of the greatest challenges of our times and it will bring significant impacts to our business if we not to develop a plan to deal with the emerging climate priority. Therefore, our board and the sustainability committee assess and evaluate climate related risks and opportunities regularly.

The major physical risks identified of the Group is the threat of extreme weather events which bring heavy rainfall that may lead to severe flooding and landslide. The Group has formulated protocols for the safety of employees and the minimization of impact on the Group's operations. The protocols include strict compliance with the extreme weathering guidelines promulgated by the government and adjustment of routine activities. In addition, we have formulated emergency guidelines and measures to minimise the impacts brought by natural disasters. The Group will review its actions on a regular basis to ensure their effectiveness.

Transition: We have identified opportunities to minimize our carbon footprint, procedures to improve resource efficiency. During the Reporting Period, we have thoroughly carried out a comprehensive energy-saving and warehouse management system. The upgraded centralized system can optimize the management of inventory, which can be tracked timely in the system to avoid over procurement and delivery wastage.

Additionally, the Group has established a Climate Change Task Force (the "Task Force") to enhance the efficiency of transportation, production and distribution as our opportunity for improvement. Throughout the Reporting Period, we have implemented the transportation management plan and route planning, the establishment and delivery options in Shenzhen, Hong Kong and Taiwan. We keep monitoring and coordinate the supply chain with our local producers, from production to sales to achieve a high degree of integration of production, transportation and sales. Aside from the above, we have also conducted internal transportation audit and enhanced market flexibility and efficiency.

氣候變化

氣候變化為我們時代最大挑戰之一，倘未採取措施應對正在出現的氣候優先事項，將為我們的業務帶來重大影響。因此，董事會及可持續發展委員會定期評估及分析氣候相關風險及機遇。

我們主要實體風險為極端天氣事件的威脅，可能引發暴雨導致嚴重洪水及山泥傾瀉。本集團已制定協議，旨在保護員工安全及盡量減少對本集團營運的影響。協議包括嚴格遵守政府頒佈的極端天氣指引及調整日常活動。此外，我們已制定緊急指引及措施以盡量減少自然災害帶來的影響。本集團將定期檢討其行動，以確保其有效性。

轉型：我們已識別出機會以減少碳足跡、提高資源效率。於報告期內，我們已全面實施全面節能及倉庫管理系統。升級的集中系統可優化庫存管理，可在系統中追踪庫存，以避免過度採購及交付浪費。

此外，本集團已成立氣候變化工作小組（「工作小組」），以提高運輸、生產及分銷效率，作為我們改善的機會。於報告期內，我們已實施運輸管理計劃及路線規劃，並在深圳、香港及台灣建立交付選項。我們繼續監控及協調供應鏈與當地生產商，從生產到銷售實現高度一體化。此外，我們亦進行內部運輸審計，以提高市場靈活性及效率。

COMMUNITY INVESTMENT

The Group believes that gaining the trust of the communities in which we operate and winning their recognition of the Group's contribution are crucial for the development of our business in a sustainable way. We undertake the mission to promote the harmonious development of community in a greener environment as a socially responsible enterprise. We encourage employees to participate in volunteer work and support investment in Community Development. Our care for the community, contribution to the society and development in the industry are considered as core responsibilities that contribute to the long-term growth of the Group.

The Group will continue with regular reviews of its objectives for and direction of community investments, sponsorship and donation activities. Moreover, the Group will examine whether its social performance aligns with its community investment policy and community objectives, while overseeing and improving its team capacity to ensure the implementation of community investment plans.

During the Reporting Period, RMB[illegible] donations were made by the Group to enhance social development in various projects. In addition, the Group contributed in kind of education by participating in the relocation of Magabu Primary School in Indonesia, we supported and provided social insight through branding of [illegible].

社區投資

本集團相信，通過獲得當地社區的信任，並贏得社區對本集團貢獻的認可，對本集團業務以可持續方式發展至關重要。作為社會責任企業，我們承擔在更環保的環境下，推動社區和諧發展的使命。我們鼓勵員工參與義工工作，並支持社區發展投資。我們關心社區、貢獻社會及發展行業被視為核心責任，有助本集團的長期增長。

The Group will continue with regular reviews of its objectives for and direction of community investments, sponsorship and donation activities. Moreover, the Group will examine whether its social performance aligns with its community investment policy and community objectives, while overseeing and improving its team capacity to ensure the implementation of community investment plans.

本集團會繼續定期檢討其社區投資、贊助及捐款活動的目標及方向。此外，本集團將檢討其社會表現是否與其社區投資政策及社區目標相符，並監督及改善其團隊能力，以確保社區投資計劃的實施。

During the Reporting Period, RMB[illegible] donations were made by the Group to enhance social development in various projects. In addition, the Group contributed in kind of education by participating in the relocation of Magabu Primary School in Indonesia, we supported and provided social insight through branding of [illegible].

報告期內，本集團作出[illegible]人民幣[illegible]捐款，用於各項社會發展項目。此外，本集團通過參與印尼Magabu Primary School的搬遷活動，以實物形式提供教育。我們通過[illegible]提供社會洞察，[illegible]。

OUTLOOK

The Group recognizes that the continuous improvement and [illegible] of its business operations is important to maintain its competitiveness and [illegible] relevant laws and [illegible] rules. In the coming years, the Group will continue to review the performance of various key [illegible] and [illegible] management, [illegible] to [illegible] [illegible] in our ESG performance in the future. The Group will continue to review and develop [illegible] [illegible] and [illegible] in governance in approaching the [illegible] [illegible].

展望

本集團明白，[illegible]業務營運的持續改善及[illegible]對維持競爭力及[illegible]相關法律及[illegible]規定[illegible]。[illegible]年，本集團將繼續檢討[illegible]關鍵[illegible]表現，[illegible]管理，[illegible]。[illegible]本集團將繼續檢討及發展[illegible]，[illegible]。

HKEX REPORTING GUIDE INDEX 港交所報告指引索引

KPI 關鍵績效指標	描述 Description	參考 Reference
KPI A1 General 關鍵績效指標 A1 一般	Description of how hazardous and non-hazardous wastes are handled, and a description of emission targets set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，以及提出已設定的排放目標及已採取達成目標的步驟。	Organisational Governance - Environmental Management 組織管治 - 環境管理
A2 Use of Resources **A2 資源使用**	Policies on efficient use of resources including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Organisational Governance - Use of Resources 組織管治 - 資源使用
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by types (e.g. electricity, gas or oil) in total (kWh in '000) and intensity (e.g. per unit of production volume, per facility). 按類型(例如電力、燃氣或石油)劃分的直接及/或間接能源總耗量(以千瓦時計算)及強度(例如每產品單位、每設施耗量)。	Organisational Governance - Use of Resources 組織管治 - 資源使用
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及強度(例如每產品單位、每設施耗量)。	Organisational Governance - Use of Resources 組織管治 - 資源使用
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及達致的成果。	Organisational Governance - Use of Resources 組織管治 - 資源使用
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, water efficiency initiatives and results achieved. 描述求取適用水源是否有問題，以及推行的節水計劃及達致的成果。	Organisational Governance - Use of Resources 組織管治 - 資源使用
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (per unit produced) and, if applicable, with reference to per unit of production volume, per facility. 製成品所用包裝材料的總量(以每個已生產單位計算)，及(如適用)參照每產品單位、每設施計算。	Organisational Governance - Use of Resources 組織管治 - 資源使用

[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
A2.3 [illegible]	Policies on minimising the issuer's significant impact on the environment and natural resources 減少發行人對環境及天然資源造成重大影響的政策。	Organisational Foundation – Our Environmental and Natural Resources 組織基礎 – 我們的環境及天然資源 [illegible]
KPI A2.3 [illegible]	Description of the significant impacts of activities on the environment and natural resources, and the actions taken to manage them 描述對環境及天然資源造成重大影響的活動，及為管理該影響而採取的行動。	Organisational Foundation – Our Environmental and Natural Resources 組織基礎 – 我們的環境及天然資源 [illegible]
A2.5 [illegible] A2.5 [illegible]	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer 識別及減緩對發行人產生影響及未來可能產生影響的重大氣候相關議題的政策。	Organisational Foundation – Climate Change 組織基礎 – 氣候變化
KPI A2.5 [illegible]	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them 描述已產生及可能產生影響發行人的重大氣候相關議題，及為管理而採取的行動。	Organisational Foundation – Climate Change 組織基礎 – 氣候變化
A2.6 Supply chain [illegible]		
A2.6.1 [illegible] B1.1 [illegible]	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer [illegible]	Responsible Employment Employment and Labour Practices 負責任僱傭 僱傭及勞工實務
	[illegible]	

KPI 指標	描述	回應
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region. 按性別、僱傭類型(例如全職或兼職)、年齡組別及地區劃分的總員工人數。	Response only 僅回應
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Response only 僅回應
B2 健康與安全 General B2 總體情況	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issue relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員免於職業危害的 (a) 政策；及 (b) 對本期間內對本發行人有重大影響的相關法例及法規的遵守情況。	Response only 僅回應
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years, including the reporting year. 過去三年(包括報告年度)每年因工作致亡人數及比率。	Response only 僅回應
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Response only 僅回應
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 採納的職業健康及安全措施，以及如何執行及監察。	Response only 僅回應

[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
指標	說明	回應
指標 B3.1	Policies on improving employees' knowledge and skills for performing duties at work. Description of training activities. 有關改善僱員履行工作職責時的知識及技能的政策。培訓活動的說明。	Research results Employment Learning and Development 研究結果 僱傭 學習及發展
指標 B3.1 [illegible]	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Research results Employment Learning and Development 研究結果 僱傭 學習及發展
指標 B3.2 [illegible]	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Research results Employment Training and Development 研究結果 僱傭 學習及發展
指標 B4.1 [illegible]	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. 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例及法規的資料。	Research results Employment Labour 研究結果 僱傭 勞工

KPI 關鍵績效指標	描述 Description	相關章節 Relevant Section
B5.2	Policies on managing environmental and social risks of supply chain 管理供應鏈的環境及社會風險的政策。	Product Quality, Supply Chain Management 產品質量 供應鏈管理
KPI B5.2 關鍵績效指標 B5.2	Number of suppliers by geographical region 按地區劃分的供應商數目。	Product Quality, Supply Chain Management 產品質量 供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關僱用供應商的做法，向其實行該做法的供應商數目，以及如何實施和監察方法。	Product Quality, Supply Chain Management 產品質量 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored 描述在供應鏈沿線辨識環境及社會風險的做法，以及如何實施和監察方法。	Product Quality, Supply Chain Management 產品質量 供應鏈管理
KPI B5.5 關鍵績效指標 B5.5	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored 推廣在選擇供應商時優先考慮環保產品及服務的做法，以及如何實施和監察方法。	Product Quality, Supply Chain Management 產品質量 供應鏈管理
B6 產品 層面 B6 B6 產品責任	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 delivered and methods of redress. 有關以下的資料： (a) 政策；及 遵守對發行人有重大影響的相關法例及法規，其涉及產品及服務的健康及安全、廣告、標籤及私隱事宜，以及補救方法。	Product Quality, Supply Chain Management 產品質量 供應鏈管理

指標 Indicator	說明 Description	參考 Reference
KPI PR-6 關鍵績效指標 PR-6	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品中因安全與健康理由而須召回產品的百分比	Product Quality Product/Services Responsibility 產品質量 產品／服務責任
KPI PR-7 關鍵績效指標 PR-7	Number of products and services related complaints received and how they are dealt with 接收與產品及服務相關投訴數目以及處理方法	Product Quality Product/Services Responsibility 產品質量 產品／服務責任
KPI PR-8 關鍵績效指標 PR-8	Description of practices relating to outsourcing and protecting intellectual property rights 描述與產品外發生產和知識產權保護有關的慣例	Product Quality Product/Services Responsibility 產品質量 產品／服務責任
KPI PR-9 關鍵績效指標 PR-9	Description of quality assurance process and recall procedures 質量保證過程及產品召回程序	Product Quality Product/Services Responsibility 產品質量 產品／服務責任
KPI PR-10 關鍵績效指標 PR-10	Description of customer data protection and privacy policies, how they are implemented and monitored 顧客資料保護及私隱政策，及如何執行及監察方法	Product Quality Product/Services Responsibility 產品質量 產品／服務責任
B7 廣告宣傳	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to advertising, solicitation, promotion and misleading marketing 有關廣告宣傳、招攬、推廣及誤導性市場推廣的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法例及法規情況	Product Responsibility Compliance and Certification 產品責任／合規及認證
B7.1	Number of cases regarding breaches of laws and regulations that have a significant impact on the issuer relating to advertising, solicitation, promotion and misleading marketing and the outcomes of the cases 就違反對發行人有重大影響的有關廣告宣傳、招攬、推廣及誤導性市場推廣的法例及法規情況的個案數目及個案結果	Product Responsibility Compliance and Certification 產品責任 合規及認證

GRI 102-16	102-17	205-1	205-2	205-3	419-1
關鍵管理層人員	關鍵管理層人員	關鍵管理層人員	關鍵管理層人員	關鍵管理層人員	關鍵管理層人員
KPI B7.2 關鍵績效指標B7.2	Description of preventative measures and whistle-blowing procedures, how they are implemented and monitored. 描述防止措施及舉報程序，以及如何執行及監察。				Corporate Governance And Conduct 企業管治及操守
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。				Corporate Governance And Conduct 企業管治及操守
社區參與 Community Investment 社區投資	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. 有關以社區參與方式瞭解發行人營運所在地社區需要的政策，確保其活動考慮社區的利益。				Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 貢獻重點領域（如教育、環境關注、勞工需求、健康、文化、體育）。				Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 投放在重點領域的資源（如金錢或時間）。				Community Investment 社區投資