



GRAND T G GOLD HOLDINGS LIMITED

大唐金控有限公司*

(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：8299)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT FOR THE YEAR ENDED 31 MARCH 2017

截至二零一七年三月三十一日止年度之
環境、社會及管治報告

* *For identification purpose only*

* 僅供識別

INTRODUCTION AND SCOPE OF ESG REPORT

For the year ended 31 March, 2017, Grand T G Holdings Limited (the “Company”, and together with its subsidiaries referred to as the “Group”) has prepared the first Environmental, Social and Governance (“ESG”) report of the Group in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 20 to the Rules Governing the Listing of Securities on the Growth Enterprise Market of the Stock Exchange of Hong Kong Limited (“GEM Listing Rule”). The Board has reviewed and approved the report and is pleased to present the performance and progress on the environmental, social and governance of the Group for the year ended 31 March, 2017.

The ESG report of the Group has been presented into two subject areas, namely environmental area and social area, and each subject area has various aspects to disclose the relevant policies and the status of compliance with relevant laws and regulations as addressed by the ESG Guide. Being the first ESG report of the Group, it would mainly present the Group’s policies, initiatives and performance for the subject areas. The chart below shows the summary of the ESG matters that are found to be material for the Group and relevant ESG Guide:

ESG Guide

環境、社會及管治指引

A. Environmental

A. 環境

A.1 Emissions

A.1 排放物

A.2 Use of resources

A.2 資源使用

A.3 Environment and natural resources

A.3 環境及自然資源

環境、社會及管治報告之簡介及範圍

截至二零一七年三月三十一日止年度，大唐滄金控股有限公司（「本公司」），連同其附屬公司統稱為「本集團」已根據香港聯合交易所有限公司創業板證券上市規則（「創業板上市規則」）附錄二十所載環境、社會及管治報告指引（「環境、社會及管治指引」）編製本集團首份環境、社會及管治（「環境、社會及管治」）報告。董事會已審閱並批准該報告，並欣然呈列本集團截至二零一七年三月三十一日止年度的環境、社會及管治表現及進展。

本集團的環境、社會及管治報告乃按環境與社會兩個主要範疇呈列，各主要範疇將從若干層面披露環境、社會及管治指引所提出相關政策以及遵守相關法律及法規的情況。本報告為本集團的首份環境、社會及管治報告，將主要呈列本集團在主要範疇方面的政策、舉措及表現。下表概述對本集團而言屬重大之環境、社會及管治事項及相關環境、社會及管治指引：

ESG issues relevant to the Group

與本集團相關的環境、社會及管治事宜

Carbon dioxide emissions, waste micro dust management, waste water management, waste mining rock management and noise management

二氧化碳排放、微塵廢物管理、廢水管理、採礦廢石管理及噪聲管理

Energy and raw materials consumption

能源及原料消耗

Measures in reducing environmental impact

減少環境影響的措施

INTRODUCTION AND SCOPE OF ESG REPORT *(Continued)*

環境、社會及管治報告之簡介及範圍 (續)

ESG Guide

環境、社會及管治指引

ESG issues relevant to the Group

與本集團相關的環境、社會及管治事宜

B. Social

B. 社會

B.1 Employment

B.1 僱傭

B.2 Health and safety

B.2 健康及安全

B.3 Development and training

B.3 發展及培訓

B.4 Labour standards

B.4 勞工準則

B.5 Supply chain management

B.5 供應鏈管理

B.6 Product responsibility

B.6 產品責任

B.7 Anti-corruption

B.7 反貪污

B.8 Community investment

B.8 社區投資

Labour practices

勞工常規

Workplace health and safety

工作場所健康與安全

Employee development and training

僱員發展及培訓

Child labour and forced labor

童工及強制勞動

Supplier management

供應商管理

Product safety and quality

產品安全及質素

Anti-corruption and money laundering

反貪污及洗錢

Community involvement

社區參與

INFORMATION ABOUT THE GROUP

The principal activity of the Company is investment holding. Its subsidiaries are principally engaged in gold exploration, mining and mineral processing with gold concentrate as their product.

To reduce environmental impact and create value in community, the Group seeks every opportunity to incorporate sustainability standards and practices into all aspects of its business.

Also, social responsibility is the fundamental duty of the Group to contribute to society in which it is brought up. The group and participates actively helps the underprivileged.

A. Environmental

A.1 Emissions

Carbon dioxide (CO₂) emissions

The Group has strived to minimize the environmental impact of its mining activities, production activities and products. Gold mining and exploration properties (“Taizhou Gold Mines”) are located in Tongguan County of Shanxi Province, the second largest gold mineralization and production region in China. In 2017, the Group complied with applicable environmental laws and regulations.

The Group is governed under Environmental Protection of the People’s Republic of China Prevention 《中華人民共和國環境保護法》. Violation of environmental regulations may result in temporary suspension of production.

有關本集團之資料

本公司之主要活動為投資控股。其附屬公司主要從事黃金勘探、開採以及以黃金精礦為其產品的礦物加工。為減少環境影響及為社區創造價值，本集團把握每個機會將可持續準則及常規全方位融入其各方面業務中。

此外，社會責任為本集團的基本職責，以為本集團賴以成長的社會作出貢獻。本集團積極參與幫助弱勢社群的活動。

A. 環境

A.1 排放物

二氧化碳排放

本集團致力減少其開採活動、生產活動及產品的環境影響。黃金開採及勘探物業（「太洲金礦」）位於中國第二大黃金礦化及生產地區山西省潼關縣。於二零一七年，本集團已遵守適用環境法例及法規。

本集團受《中華人民共和國環境保護法》規管。違反環境法規或會導致生產暫停。

INFORMATION ABOUT THE GROUP (Continued)

A. Environmental (Continued)

A.1 Emissions (Continued)

Carbon dioxide (CO₂) emissions (Continued)

The Group sticks to the principle of active participation and environmental responsibilities. The Group can fulfill not only its market mandate but also greatly support green activities and actively implement effective policies aimed at emission reduction. The Group will consider acquiring more environmental friendly machinery when the existing machinery is no longer in use.

For the year ended 31 March 2017, the Group has not generated any hazardous waste. No adverse comments or irregularities have been reported from internal and external control sources.

The Group has also used a set of CO₂ emission reduction management policy in order to save energy resources, reduce energy waste and spend energy efficiently. All members of the Group build up a saving habit on energy resources. The reduction policy has suggested some tactics to create a better and cleaner environment for society.

The Group has constantly updated with the local legislation and standards for environmental protection and assessed whether these legislations and standards are related to the business of the Group and the Group's compliance status. During the year ended 31 March 2017, the Group has complied with environmental laws and regulations applicable to the Group's business. The Group will continue looking for ways to reduce CO₂ emissions and land contamination.

有關本集團之資料 (續)

A. 環境 (續)

A.1 排放物 (續)

二氧化碳排放 (續)

本集團堅持積極參與及對環境負責的原則。本集團不只履行其市場職責，同時亦大力支持綠色活動，並積極執行旨在減少排放的有效政策。本集團將於現有機器無法使用的情況下考慮購買更多環保型機器。

截至二零一七年三月三十一日止年度，本集團並無產生任何有害廢物。內部及外部控制源均無呈報任何不利意見或違規行為。

本集團亦已採用一套二氧化碳減排管理政策，以節約能源資源、減少能源浪費及提高能源效率。本集團所有成員公司力爭養成節能習慣。該減排政策提出若干方針，致力為社會打造更好更清潔的環境。

本集團不斷更新本地環保法例及標準，並評估該等法例及標準是否與本集團之業務有關以及本集團合規情況。截至二零一七年三月三十一日止年度，本集團已遵守適用於本集團業務之環境法律及法規。本集團將繼續尋求減少二氧化碳排放及土地污染之方法。

INFORMATION ABOUT THE GROUP (Continued)

A. Environmental (Continued)

A.1 Emissions (Continued)

Carbon dioxide (CO₂) emissions (Continued)

Waste micro dust management

The Group blasts, stacks and loads and unloads ore during the production process and produce micro dust. Therefore, the Group uses wet drilling method, ventilation machines and rock-surface cleaning regularly to control the micro dust emissions and avoid the negative effect to the environment.

During ore crushing and ore screening system, the micro dust may also produce. In order to control emissions of micro dust, the Group uses an automatic feeding system and wet ore brokering method to reduce the emissions of micro dust.

Waste water management

Contaminated water (containing mainly suspended solid from ore processing) may produce during the production process and thus the Group built a wastewater treatment facility at the tailing pond to collect through dedicated pipelines of wastewater produced at the two ore processing plants. Following sedimentation at the wastewater treatment facility, the wastewater can reach the relevant discharge standards. However, to reduce substantially water consumption and thus improve resources conservation, the Group recycles and reuses all its treated wastewater back to its processing plants without any direct discharge to the environment, either from the processing plants or tailing pond under the normal operation conditions. The Group also has one wastewater collection sump at each of its two operating processing plants for accidental discharges in case of any accident at the plants which may result in release of wastewater. These two sumps however seem too small in comparison with applicable standards and the Group is in the process to expand the capacity of these sumps, as well as to improve its collecting/guiding pipes, to be in full compliance. The proper collection, treatment and recycling and reuse of wastewater at the Group help protect natural receiving water bodies in the surrounding areas and the ecological environment.

有關本集團之資料 (續)

A. 環境 (續)

A.1 排放物 (續)

二氧化碳排放 (續)

微塵廢物管理

本集團於生產過程中需要爆破、堆砌、裝載及卸載礦石，故會產生微塵。因此，本集團透過使用濕法鑽進方法、安裝通風機及定期清潔岩石表面，以控制微塵排放及避免對環境產生不利影響。

於碎礦及選礦系統中亦會產生微塵。為控制微塵排放，本集團使用自動送料系統及濕礦代理法減少微塵產生。

廢水管理

生產過程中可能會產生污水（主要含有礦石加工產生的懸浮固體），因此本集團於尾礦庫建造了一個廢水處理設施，通過專用廢水管道收集兩個選礦廠產生的廢水。經廢水處理設施沉澱後，廢水可達到相關排放標準。然而，為大幅削減用水量，節約資源，本集團將其所有經處理廢水回收再利用至選礦廠，於正常經營環境下，無論加選礦廠或尾礦庫均無任何直接排放至環境中。本集團亦均於其兩個運行中的選礦廠設有一個廢水收集池，以收集選礦廠發生任何事故而導致廢水洩露引致的意外排放廢水。然而，與適用標準相比，該兩個收集池似乎太小，因此本集團正在擴建該等收集池的容量以及改進其收集／引導管道，以使其完全合規。本集團妥為收集、處理及回收利用廢水，有助於保護周邊地區的自然受納水體及生態環境。

INFORMATION ABOUT THE GROUP (Continued)

A. Environmental (Continued)

A.1 Emissions (Continued)

Carbon dioxide (CO₂) emissions (Continued)

Waste water management (Continued)

The Group has invested much production cost for wastewater control and recycling to meet the integrated wastewater discharge standards 《污水綜合排放標準》. The waste water only contains a small amount of harmful substances and it is in line with integrated wastewater discharge standards.

Waste mining rock management

The mine has been continuously producing for many years. Waste mining rocks are generated during the production process.

The waste mining rock of the Group was used for road paving and underground filling of mines after being crushed. The remaining waste was stockpiled in special waste rock plants. Some of the mineral processing tailings were transported for underground filling of mines after being classified and disposed.

Noise management

The Group primarily makes noise when operating air pumps, blowers, ball mills, crushers, belts and vibratory screens during production. The Group control noise by applying noise-abatement equipment, basic vibration reduction methods, vibration-absorptive and soundproofing rooms and rubber lining. The positions of these noise generation equipment are also in compliance with the applicable standards for buffer distances to sensitive receptors, such as residences and villages, and thus minimizing the impacts.

In the process of blasting, the Group also makes noise. The Group considered noise pollution issues when choosing the mining area so the Group chose the mining area which is far away from the residential areas. The Group strictly follows emission standard for industrial enterprises noise at boundary 《工業企業廠界噪聲標準》.

有關本集團之資料 (續)

A. 環境 (續)

A.1 排放物 (續)

二氧化碳排放 (續)

廢水管理 (續)

本集團在廢水控制及循環再用方面投入大量生產成本以符合《污水綜合排放標準》。廢水內僅包含少量有害物質，符合《污水綜合排放標準》。

採礦廢石管理

礦場持續生產多年。生產過程中會產生採礦廢石。

本集團的採礦廢石經破碎後用於鋪設道路及採礦井下充填，剩餘廢棄物堆存在專設的廢石堆場。選礦尾礦砂經分級處理後部分輸送到井下用於採礦井下充填。

噪聲管理

本集團的噪聲主要來自生產過程中氣泵、鼓風機、球磨機、壓碎機、皮帶、振動篩的運轉。本集團採用消聲裝置、基礎減振方法、減震隔音間及橡膠內襯等降噪措施對噪聲進行控制。該等噪聲產生設備的位置亦符合住宅及村莊等敏感受體具有緩衝距離的適用標準，從而盡量減低影響。

本集團於爆破過程中亦會產生噪音。本集團選擇採礦區時已考慮噪音污染問題，故本集團選擇遠離住宅區的採礦區。本集團嚴格遵守《工業企業廠界噪聲標準》。

INFORMATION ABOUT THE GROUP (Continued)

A. Environmental (Continued)

A.2 Use of resources

Electricity, water and fossil fuel consumption

The Group utilizes resources effectively and responsibly to achieve sustainable development. The Group encourages staff to adopt environmentally responsible habits to measure and reduce the use of waste, minimize waste and recycle materials.

The use of electricity, water and fossil fuel directly impacts the environment. When the Group conducts gold mining business or operates its offices, it exerts an impact on the environment through the consumption of electricity, water and fossil fuel. The Group has tried its very best to reduce the consumption of energy.

The Group did not have problems in seeking appropriate water resources. The existing supply of water resources could satisfy the Group's needs in the aspects of volume, quality of water and the guarantee of water supply facilities. In 2017, the Group is carrying out measures of reduction in water consumption, recycling and utilisation of industrial waste water.



The Group's electricity and fossil fuel consumption during the year ended 31 March 2017 are listed in the below table.

有關本集團之資料 (續)

A. 環境 (續)

A.2 資源使用

電力、水資源及化石燃料的消耗

本集團有效利用資源，主動承擔實現可持續發展方面責任。本集團鼓勵員工養成環保習慣，控制及減少消耗，並最大限度地減少浪費及回收可用材料。

電力、水資源及化石燃料的使用均會對環境產生影響。本集團的金礦開採業務和辦公室營運由於消耗電力、水資源及化石燃料而對環境造成影響，惟本集團一直盡力減少能源消耗。

本集團在獲取合適水源方面並無問題。現有水源供應在水量、水質及供水設施保證方面均可滿足本集團的需求。於二零一七年，本集團已貫徹落實節水降耗、工業廢水循環利用等措施。

本集團於截至二零一七年三月三十一日止年度的電力及化石燃料消耗列於下表。

INFORMATION ABOUT THE GROUP (Continued)

A. Environmental (Continued)

A.2 Use of resources (Continued)

Electricity, water and fossil fuel consumption
(Continued)

Resources Consumption

資源消耗量

Electricity consumption

電力消耗量

Fossil fuel used

已用化石燃料

The “save more use less” concept is being promoted throughout all work sites. The Group will optimise production schedules to improve the production efficiency to reduce use of resources including energy and raw materials.

A.3 Environment and natural resources

Measures in reducing environmental impact

This ESG report covers the general disclosures and compliance status that are based on Appendix 20 of the ESG Guide.

As gold mining operators, the Group inevitably exploits natural resources from Taizhou Gold Mines thereby causing certain ecological environment change. The Group exploits Taizhou Gold Mines according to the market demand and avoids unnecessary exploitation and production activities.

There is no doubt that energy efficiency and environmental protections are great concerns and difficult long-term tasks for the Group and the society. The Group strictly monitors and reviews the data from time to time, minimizing the negative effect to the environment and maximizing its business development and operation at the same time.

有關本集團之資料 (續)

A. 環境 (續)

A.2 資源使用 (續)

電力、水資源及化石燃料的消耗
(續)

Unit

單位

KWH

千瓦時

L

升

Amount

用量

5,650,822

9,677

本集團已在所有工作場所推廣「多省少用」的理念。本集團將持續優化生產計劃，以提高生產效率，減少對能源及原材料等資源的使用。

A.3 環境及自然資源

減少環境影響的措施

本環境、社會及管治報告載有根據附錄20《環境、社會及管治報告指引》作出的一般披露資料及合規情況。

作為黃金開採商，本集團不可避免的需要開發Taizhou Gold Mines的自然資源，一定程度上造成生態環境的改變。本集團乃根據市場需求開發Taizhou Gold Mines，避免不必要的開採及生產活動。

能效及環保無疑已是本集團乃至全社會的共同關注焦點和長期艱巨任務。本集團嚴格監控並不時審閱相關數據，竭力減小對環境的負面影響，同時最大程度地實現業務發展及營運。

INFORMATION ABOUT THE GROUP *(Continued)*

B. Social

B.1 Employment

Labour practices

A good workplace prevents discrimination and promotes equal opportunities for all people despite age, gender, race, colour, sexual orientation, disability or marital status to increase employee satisfaction. The Group provides a good working environment for employees because it regards every single staff member as a valuable asset to the Group.

The Group guarantees the rights and interests of employees relating to compensation and dismissal, recruitment and promotion, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfares. The Group explains the details of the employment rights to employees clearly.

The Group has an annual review of the employment policy and strikes a balance between employee remuneration and business growth, which can benefit the development of the Group.

Anti-discrimination and equal opportunity

The Group has diversified staff in terms of gender and age to balance the culture and communications between staff. The Group is committed to having a workplace environment free from discrimination and equal opportunities for all despite age, gender, race, colour, sexual orientation, disability or marital status. The Group encourages labour diversity and welcomes all manpower, thus putting the principle of fairness into practice. The Group had no reported incidents of non-compliance with regulations concerning employment during the year ended 31 March 2017.

有關本集團之資料 (續)

B. 社會

B.1 僱傭

勞工常規

本集團設有良好工作場所常規，員工不論年齡、性別、種族、膚色、性取向、殘疾或婚姻狀況，均不受歧視，並擁有平等機會，從而提高員工滿意度。本集團將每個員工視為其寶貴資產，盡心為全體僱員提供良好的工作環境。

本集團積極保障員工補償及解僱、招聘及晉升、休息時間、平等機會、多元性、反歧視以及其他待遇及福利方面的權利和權益。本集團清楚地向其僱員闡釋就業權益詳細。

本集團對僱員政策進行年度審閱，確保僱員薪酬與業務增長之間的平衡，使其有利於本集團的發展。

反歧視及平等機會

本集團力爭員工性別及年齡多元化，以使員工在文化及交流方面實現均衡。本集團致力於為所有員工提供一個無歧視及平等機會的工作環境，不論其年齡、性別、種族、膚色、性取向、殘疾或婚姻狀況。本集團鼓勵勞工多元化，歡迎所有地區的勞動力，將平等原則付諸實踐。截至二零一七年三月三十一日止年度，本集團並無獲報告任何不遵守僱傭相關法規的情況。

INFORMATION ABOUT THE GROUP (Continued)

B. Social (Continued)

B.2 Health and Safety

Workplace health and safety

Protecting employee's occupational health and safety is critical for the Group. The Group respects occupational safety and health and other applicable regulations for a safe and comfortable working environment that protects employees from occupational hazards.

The health and safety of employees have always been the Group's priority of productions. Every worker is required to follow the safety instruction and train for using equipment or plant safety. Safety monitoring mechanism has been established and staff in each of production stage has been assigned to monitor the compliance of safety rule.

The Group has equipped the Factory and the head office with all the required safety equipment and facilities, and has passed all the governmental safety inspections.

The Group uses explosives for mining gold and follows strict rule and regulation of using explosives and consistent with the PRC's standard. There are dedicated, exclusive and isolated bunkers designed with the required standards and approval the safety authority as well as the local public security authority which controls the supplies. Detonators and explosives are stored in two separate bunkers with a safe distance to each other. The yard where these bankers are located is fully secured with high walls, a locked metal gate, a guard dog and 24-hours surveillance cameras. Both bunkers are well secured with two locks, with keys kept with two separate staff (a management and s safety personnel). Only when both individuals (key holders) are present at the same time, can the locks be fully opened and detonate and/or explosives accessed. The storage facility is inspected by the management as well as by the safety and public security authorities regularly to ensure compliance at all time. After the use of explosives, the Group will use the detection equipment to measure the residue in the air. Employees can only enter the gold mine until the air meets the standard.

有關本集團之資料 (續)

B. 社會 (續)

B.2 健康及安全

工作場所健康與安全

保護僱員的職業健康和 safety 對於本集團極為重要。本集團遵守職業安全與健康及其他適用法規，為僱員提供安全及舒適的工作環境，避免員工遇到職業性危害。

本集團始終視僱員健康及安全為生產的優先考慮因素。每位工人須遵守安全指示，並接受有關安全使用設備或廠房之培訓。本集團已設立安全監督機制並於各生產階段指派員工監督安全規則的遵守情況。

本集團工廠及總辦事處配備所有必要安全設備及設施，並已通過所有政府安全檢驗。

本集團使用炸藥開採金礦物，並嚴格遵守與中國標準貫徹一致的炸藥使用規則及法規。本集團設有經安全機構及控制物資的地方公安機關批准並根據其規定標準設計的專門、專用及隔離的炸藥庫。雷管及炸藥存放於兩個獨立的庫內，彼此之間存有安全距離。該等庫房所在的院落完全被高牆、鎖著的金屬門、守衛犬及24小時監控攝像頭護衛。兩間炸藥庫均有兩把鎖、鎖匙由兩名獨立員工（一名管理人員及一名安全人員）保管。僅於該兩名人員（鎖匙保管人）同時出現方能完全打開全部門鎖，才可以取得雷管及／或炸藥。存儲設施由管理層以及安全及公安機關定期檢查，以確保始終合規。使用炸藥後，本集團將使用檢測設備測量空氣殘餘物數量。空氣符合標準後方會安排僱員進入金礦。

INFORMATION ABOUT THE GROUP (Continued)

B. Social (Continued)

B.2 Health and Safety (Continued)

Workplace health and safety (Continued)

The Group follows the laws and regulations ensuring workplace health and safety, which mainly include:

- Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》
- Regulations for the Implementation of the Mine Safety Law of the People's Republic of China 《中華人民共和國礦山安全法》
- Emergency Response Law of the People's Republic of China 《中華人民共和國突發事件應對法》
- Law of the People's Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》
- Special Equipment Safety Law of the People's Republic of China 《中華人民共和國特種設備安全法》
- Safety requirements for explosion hazard locations 《爆炸危險場所安全規定》

Moreover, the Group provides accident insurance for employees. The Group has taken up every reasonable step to improve the working environment and created a safe and comfortable workplace for employees but a fatal accident, which resulted in loss of two of our valuable staff, and temporary interruption of exploration activities (mining and processing activities have not been affected) has been recorded during the year. The management has taken immediate rectification actions to improve the safety level of workplace as well as additional mandatory training to all staff. The management has provided necessary support to the affected families including but not limited to the financial assistance.

有關本集團之資料 (續)

B. 社會 (續)

B.2 健康及安全 (續)

工作場所健康與安全 (續)

本集團遵守確保工作場所健康及安全的法律法規，相關法律法規主要包括：

- 《中華人民共和國安全生產法》
- 《中華人民共和國礦山安全法》
- 《中華人民共和國突發事件應對法》
- 《中華人民共和國職業病防治法》
- 《中華人民共和國特種設備安全法》
- 《爆炸危險場所安全規定》

此外，本集團為僱員投購意外保險。同時本集團亦採取一切合理措施改善工作環境，為僱員營造安全舒適的工作場所，但年內發生一起致命事故，導致我們損失兩名寶貴的員工及短暫停止勘探活動，但採礦及選礦活動並無受到影響。管理層已立即採取糾正措施，提高工作場所的安全水平，並強制性地對全體員工進行培訓。管理層已向受影響家庭提供必要支持，包括但不限於經濟援助。



INFORMATION ABOUT THE GROUP *(Continued)*

B. Social *(Continued)*

B.3 Development and Training

Employee development and training

Keeping employees trained is part of a fundamental role in business growth. The Group encourages employees for continuous development and improves their skill set through training. The Group understands that training is the most sustainable way for long term development, which is beneficial for both the Group and the employees.

The Group provides training for directors regarding the Group's development and essential skills, in order to have better understanding of the Group development potential and direction for enhancing their management skills.

The Group provides various internal trainings for developing the workforce, including orientation and on-board trainings for new staff to adapt to the operation of the Group efficiently and strengthen the skill and knowledge required at work. It is important for employees to perform tasks safely, follow safe work procedures and operate machines and equipment carefully.

The Group evaluates the training programs from time to time and reviews the effectiveness of training. The Group puts effort to improve employees' knowledge and technical skills for discharging duties at work.

Moreover, the Group encourages mutual communication between management and employees. The Group respects and cares about employees' opinions and suggestions. At the same time, the Group delivers the latest corporate news to all employees in a timely manner.

有關本集團之資料 *(續)*

B. 社會 *(續)*

B.3 發展及培訓

僱員發展及培訓

為員工提供持續培訓乃業務發展的重要一環。本集團鼓勵僱員不斷進行發展並透過培訓提升彼等之技能。本集團了解培訓乃最能符合可持續發展的長期發展方式，對本集團及僱員均有所裨益。

本集團為董事提供有關本集團發展及必備技能的培訓，以更好地了解本集團的發展潛力及彼等管理技能的提升方向。

本集團提供了不同的內部培訓以培訓員工，包括對新員工的入職培訓和在職培訓以令員工有效地適應本集團的運作和鞏固工作上所需要的技能以及知識。僱員應安全工作、遵守安全工作流程並謹慎操作機器及設備。

本集團不時評估培訓課程並審閱培訓效果。本集團致力於提升僱員的知識及技能以便於工作職責的履行。

此外，本集團鼓勵管理層與僱員互相交流。本集團尊重並關心僱員的意見及建議。同時，本集團及時向全體僱員發佈最新的公司動態。

INFORMATION ABOUT THE GROUP (Continued)

B. Social (Continued)

B.4 Labour Standards

Child labour and forced labor

Any individual hired under legal working age and without any identification documents is disqualified from employment. It is the Group's policy to disqualify the person from employment if he or she is found to be hired against the requirements of the Labour Contract Law.

The Group makes good use of the Human Resource Department to ensure employment compliance with laws and regulations. The Human Resource Department takes up the responsibilities to review and confirm employment practices, avoiding child and forced labour. In case of any unlawful labour is discovered, the Group would immediately assist the employee and cooperate with relevant labour authorities.

The Group follows the laws and regulations prohibiting child labour and forced labour, which mainly include:

- Employment Ordinance of HKSAR
- Labor Law of the PRC 《中華人民共和國勞動法》
- Labor Contract Law of the PRC 《中華人民共和國勞動合同法》
- Law of the PRC on Protection of Minors 《中華人民共和國未成年人保護法》
- Regulations on Prohibiting Use of Child Labor (State Council Order No.364)

For the year ended 31 March 2017, there was no violation regarding age of employment and any labour dispute within the Group.

有關本集團之資料 (續)

B. 社會 (續)

B.4 勞工準則

童工及強制勞動

任何未達到法定工作年齡及並無任何份證明文件的個人不合資格接受僱傭。本集團的政策為不僱傭違反勞動合同法規定的人士。

本集團充分利用人力資源部門，以保證僱傭的合法及合規。人力資源部門有責任審閱及確認僱傭常規、避免童工及強制勞動。倘發現任何不合法用工，本集團將立即協助有關僱員並與配合相關勞動部門。

本集團遵守禁止童工及強制勞動的法律及法規，主要包括：

- 香港特區《僱傭條例》
- 《中華人民共和國勞動法》
- 《中華人民共和國勞動合同法》
- 《中華人民共和國未成年人保護法》
- 《禁止使用童工規定》(國務院令 第364號)

截至二零一七年三月三十一日止年度，本集團並無違反有關僱傭年齡的法律及法規，亦無遭致任何勞工糾紛。

INFORMATION ABOUT THE GROUP (Continued)

B. Social (Continued)

B.5 Supply Chain Management

Supplier management

The Group aims to provide comprehensive solutions that meet customers' needs and establish a comprehensive vertical supply chain management system through resource integration and supplier screening and management.

The objectives are to deepen the collaborative relationship with the strategic suppliers and to create competitive advantages in the value chain, thereby aiming to enhance the impact on the society and environment. The Group maintains long term relationship with its suppliers for ensuring stable supply.

During the year ended 31 March 2017, the Group purchases explosive substances from reputable local suppliers under government regulation.

The Group does not foresee its source of supplies to be a potential threat to our factory operation.

B.6 Product Responsibility

Product safety and quality

The policies which the Group has adopted to ensure customer satisfaction and product quality. The Group strives to provide clients with quality products so as to establish good credibility and reputation.

Ores may contain different amount of gold and the quality of ores depends on the quality of the mine. The customer has the right to test the quality of the ores before they actually purchase the products.

The director believed that the Group has complied with relevant law and regulations related to the products of the Group.

有關本集團之資料 (續)

B. 社會 (續)

B.5 供應鏈管理

供應商管理

本集團旨在提供全面的解決方案以滿足客戶的需要並透過資源整合及供應商遴選及管理建立一套全面的垂直供應鏈管理系統。

本集團的目標為深化與策略供應商的合作關係並建立於價值鏈中的競爭優勢，進而提升社會及環境影響力。本集團與其供應商保持長期關係以保證穩定供應。

截至二零一七年三月三十一日止年度，本集團根據政府規定自聲譽良好的本地供應商購買易爆物質。

本集團預期其供應來源將不可能影響我們的工廠經營。

B.6 產品責任

產品安全及質素

本集團已採納保證客戶滿意度及產品質素的政策。本集團致力於向客戶提供優質產品以建立良好信譽及聲譽。

礦石中的黃金含量不盡相同，而礦石的質素取決於礦區的質素。客戶有權於實際購買產品前測試礦石的質素。

董事認為本集團已遵守有關本集團產品的相關法律及法規。

INFORMATION ABOUT THE GROUP *(Continued)*

B. Social *(Continued)*

B.7 Anti-Corruption

Anti-corruption and money laundering

The Group's operation complies with local and national legislation strictly, such as the Prevention of Bribery Ordinance of Hong Kong and relevant legislation on anti-corruption of mainland China.

The Group is well aware of the importance of honesty, integrity and fairness in its operations and has in place an anti-corruption policy. Employees at all levels are constantly reminded in meetings and documents, such as the staff handbooks of corruption, giving and taking of interests. Staff are required to declare any conflicts of interests in the execution of their roles.

Through the establishment of these rules and regulations, we encourage all employees to discharge their duties with integrity and comply with the relevant laws and regulations. Transactions in monetary sums are processed through cash and bank transactions which require authorised signatures of the appropriate levels. Money laundry should not be our concern and there were no enquiries or concerns from the government or banking officials.

During the reporting period, the Group recorded no bribery nor corruption charges.

有關本集團之資料 *(續)*

B. 社會 *(續)*

B.7 反貪污

反貪污及洗錢

本集團的經營嚴格遵守地方及國家法律，如香港《防止賄賂條例》及中國大陸有關反貪污的相關法律。

本集團深知誠實、誠信及公平對其經營的重要性並已制定反貪污政策。分別在會議和文件中，如員工手冊，多次提醒各級員工注意反貪污、給予和接受利益。員工必須在履行職責時申報利益衝突。

透過制定有關規則及規定，我們鼓勵僱員誠實地履行彼等之職責並遵守相關法律及法規。透過現金及銀行交易進行的有關貨幣金額的交易須適當公司層級的授權簽名。洗錢應與我們無關，政府或銀行部門並無提出有關查詢或關注。

於報告期間，本集團並無錄得賄賂或貪污指控。

INFORMATION ABOUT THE GROUP *(Continued)*

B. Social *(Continued)*

B.8 Community Investment

Community involvement

Contributing to society is a part of the Group's sustainable development strategy. The Group is committed to providing career opportunities to locals and promoting the development of the community's economy.

The Group fully understands and appreciates the importance of and the need for community investment. Through the day to day contact with the community officials and leaders, the Group explores and examines on what and how the Group can engage in the community. One thing remarkable and fully appreciated by the local community is that most employees of the mine come from the nearby villages. The Group is committed to developing more community investment opportunities in our development plans.

有關本集團之資料 *(續)*

B. 社會 *(續)*

B.8 社區投資

社區參與

回饋社會乃本集團可持續發展策略的組成部分。本集團致力於為當地提供就業機會並促進社區經濟的發展。

本集團深知並重視社區投資的重要性及需要。透過與社區官員及領導者的日常聯繫，本集團探索本集團參與社區的內容及方式。社區中非常值得讚賞的事情是礦區的大多數僱員都是來自鄰近的村莊。本集團致力於在我們的發展規劃中開發更多的社區投資機會。