

2021-22

*Environmental, Social
and Governance Report*



GRAND T G GOLD HOLDINGS LIMITED
大唐潼金控股有限公司*

(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)

* For identification purpose only 僅供識別

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

OBJECTIVES

The board of directors (the **“Board”**) of Grand T G Gold Holdings Limited (the **“Company”**) is pleased to present the environmental, social and governance report which is prepared in accordance with Environmental, Social and Governance Reporting Guide (the **“ESG Guide”**) set out in Appendix 20 to the GEM Listing Rules. The Board has reviewed and approved the report and is pleased to present the measures and activities in the environmental, social and governance (**“ESG”**) aspect of the Company and its subsidiaries (collectively, the **“Group”**) for the year ended 31 March 2022.

GOVERNANCE STRUCTURE

Board’s oversight of ESG issues

The Board has a primary role in overseeing the Group’s ESG issues. In 2022, the Board, the management and the ESG Working Team evaluated the impacts of ESG-related risks on the operation and formulated ESG-related policies in dealing with relevant risks. The oversight of the Board is to ensure that the management and the ESG Working Team have all the right tools and resources to oversee the ESG issues.

To demonstrate the Group’s commitment on transparency and accountability, the management and the ESG Working Team will review and evaluate the Group’s performance in respect of ESG issues and report to the Board regularly.

The Board is primarily responsible for reviewing and supervising the ESG process and risk management of the Group. In 2022, the ESG governance and ESG-related issues were reviewed at regular meetings.

宗旨

大唐滙金控股有限公司(「本公司」)之董事會(「董事會」)欣然呈列根據GEM上市規則所載的附錄20環境、社會及管治報告指引(「環境、社會及管治指引」)編製《環境、社會及管治報告》。董事會已審閱並批准該報告，並欣然呈列本公司及其附屬公司(統稱「本集團」)截至2022年3月31日止年度(「2022年度」)的環境、社會及管治(「ESG」)範疇的措施及活動。

管治架構

董事會對環境、社會及管治事宜的監督

董事會在督導本集團的ESG事宜方面擔當主要角色。於2022年度，董事會、管理層與負責ESG事宜的員工評估ESG相關風險對營運的影響，並制定ESG相關政策以處理相關風險。董事會的督導確保管理層及負責ESG事宜的員工擁有一切合適的工具及資源，以便督導ESG事宜。

為展示本集團對透明度及問責性的承擔，管理層及負責ESG事宜的員工會檢討及評估本集團在ESG事宜的表現並定期向董事會匯報。

董事會主要負責檢討及監督本集團的ESG流程以及風險管理。於2022年度，已於定期會議上檢討ESG的治理情況及ESG相關事宜。

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The Board's ESG management approach and strategy for material ESG-related issues

In order to deeply understand the opinions and expectations of different stakeholders on the ESG issues, materiality assessment of the Group is conducted annually. The Group ensures various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. Through general communication with stakeholders, the Group is able to understand the expectations and concerns from its stakeholders. The feedback obtained allows the Group to make more informed decisions, and to better assess and manage the resulting impacts of the business decisions.

The Group has evaluated the materiality of ESG aspects through the following steps: (i) identification of ESG issues by the Group; (ii) prioritisation of key ESG aspects with stakeholder engagement; and (iii) validation and determination of material ESG issues based on the results of communication with stakeholders.

These steps can help the Group understand the degree of concern stakeholders show to each ESG issue, and enable the Board to make a more comprehensive plan for the future direction of sustainable development.

The Board's review progress against ESG-related goals and targets

The Group will closely review the performance of the goals and targets and the progress of implementation from time to time. If the progress falls short of expectation or the business operation changes, rectification may be needed and communication about the goals and targets with key stakeholders such as employees, customers and suppliers may be conducted.

Setting strategic goals for the future that enables the Group to develop a realistic roadmap and focus on the development direction in achieving the visions. The ESG Working Team will carefully examine the attainability of the targets which should be weighed against the Group's principles and goals.

董事會對重大ESG相關事宜的ESG管理方法及策略

為深入地了解不同持份者對ESG事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估ESG方面的重要性：(i) 本集團識別ESG事宜；(ii) 在持份者參與下，排列關鍵ESG範疇優先順序；及(iii) 根據與持份者的溝通結果驗證及釐定重大ESG事宜。

進行該等步驟可加強了解本集團持份者對各ESG事宜的重視程度，並使董事會可對未來的可持續發展方向作出更為全面的規劃。

董事會對ESG相關目的與目標的進度檢討

本集團會不時仔細檢討ESG相關目的與目標的績效及實施進度。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者（如僱員、客戶及供應商）就目的與目標進行溝通。

本集團已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。董事會會就本集團的理念和目的作出權衡，仔細審視能否達成有關目標。

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REPORTING PRINCIPLES

The report is centred on 4 principles:

Materiality: Stakeholder engagement and materiality assessment are conducted regularly to identify material ESG issues, and to ensure that these issues are addressed in the report.

Quantitative: Data presented in this report has been collected prudently. Please refer to the environmental and social performance data for standards and methodologies used for calculation of key performance indicators.

Balance: Both positive and negative impacts of the business have been presented in a transparent manner.

Consistency: Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time.

REPORTING SCOPE

The principal activity of the Company is investment holding. Its subsidiaries are principally engaged in gold exploration, mining and mineral processing. To reduce environmental impact and create value for communities, the Group seeks every opportunity to incorporate sustainability standards and practices into all aspects of its businesses.

Tongguan Taizhou Mining Company Limited* (滄關縣太洲礦業有限責任公司) (collectively referred to as “**Taizhou Mining**”) is the Group’s focus in the ESG Report for 2022. It is principally engaged in gold exploration, mining and mineral processing with gold concentrate as its product. In 2022, Taizhou Mining mainly completed certain mining development projects, including the excavation of approximately 5,039 meters of various tunnels, excavation of approximately 403 meters of slope supporting, excavation of approximately 604 meters of ore chute as well as excavation of approximately 1,511 meters for track laying and ditches.

匯報原則

本報告著重於4個原則：

重要性：定期進行持份者參與及重要性評估，以識別重大ESG事宜，並確保該等事宜反映於本報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

匯報範圍

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、開採及礦物加工。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各方面業務中。

滄關縣太洲礦業有限責任公司(以下統稱「**太洲礦業**」)是本集團於2022年度《環境、社會及管治報告》重點關注範疇，其主要從事黃金勘探、開採及以黃金精礦為其產品的礦物加工。太洲礦業於2022年度主要完成各類巷道掘進約5,039米、斜坡道掘進約403米、溜礦井掘進約604米及鋪設軌道和水溝開挖約1,511米等若干礦業開發工程。

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In addition, the Group treats social responsibility as its basic responsibility. In order to contribute to the society which the Group relies on, the Group actively participates in activities to help underprivileged communities.

此外，本集團認為社會責任是其基本職責，為了在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。

The disclosures in this report are focused on the policies and performance of the aforesaid businesses in terms of 4 environmental protection aspects and 8 social responsibility aspects in 2022.

於2022年度，本報告以上述業務的4個環境保護範疇及8個社會責任範疇之政策及表現作披露。

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is the core element of the Group's sustainable development. Focusing on the establishment of a regular communication mechanism for the stakeholders, the Group has set up online and offline communication channels to demonstrate to the stakeholders its strategic plans for and performance of sustainable development and to consult their opinions and needs in a timely manner, so as to fulfil their expectations.

持份者的參與

持份者參與是本集團可持續發展工作的核心部分。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通管道，及時向持份者闡述本集團可持續發展戰略規劃與績效表現，諮詢各方的意見與要求，以滿足持份者的期望。

The Group's stakeholders include the shareholders, staff, government and regulatory authorities, customers, suppliers and communities, shareholders/institutional and individual investors, etc. The Group will engage in discussions with the stakeholders about relevant issues through various channels. The relevant communication channels and stakeholders' expectations and requirements for the Group are as follows:

本集團的持份者包括股東、僱員、政府及監管機構、客戶、供應商及社區、股東／機構及個人投資者等。本集團會就議題內容透過不同管道與持份者進行溝通，相關的溝通渠道及持份者對本集團的期望與要求如下：

Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Shareholders 股東	Financial results 財務業績 Information transparency 資訊透明度 Sound control over risks 完善的風險控制	Growth in profitability and ensuring in business sustainability 提高盈利能力及確保業務可持續性 Regular disclosure of information 定期信息披露 Optimisation of risk management and internal control 優化風險管理及內部監控

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Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Staff 僱員	Platform for career development 持續晉升機制 Salary and benefits 薪金及福利 Safe working environment 安全的工作環境	Providing platform for career development 提供職業發展平台 Competitive salaries and employee benefits 具競爭力的薪金及僱員福利 Provision of employee training and improvement in safety awareness 提供僱員培訓及加強安全意識
Government and regulatory authorities 政府及監管機構	Compliance with rules and regulations 遵守法例及規例 Tax payment in accordance with laws 履行稅務責任	Operational compliance 合規經營 Full payment of tax when due 按時足額納稅
Customers 客戶	Maintaining high quality products 持續交付高質量產品 Security of customer information 客戶信息安全 Protection of customers' rights and interests 客戶權利及權益保障	Ensuring the stability of product delivery 維持產品交付穩定性 Protection of customer privacy 客戶私隱保護 Marketing compliance 合規營銷
Suppliers 供應商	Cooperation with integrity 誠信合作 Business ethics and creditworthiness 商業道德及信譽	Establishment of a responsible supply chain 構建負責任的供應鏈 Performance of contracts according to the law 依法履行合約
Communities 社區	Environmental protection 環境保護 Job opportunities 就業機會	Use of environmentally friendly and energy-saving equipment 使用環保節能設備 Provision of job opportunities 提供就業職位

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Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Shareholders/institutional and individual investors 股東／機構及個人投資者	Annual general meetings and notices 股東周年大會及通知 Regular corporate publications (including financial statements) 定期的公司刊物(包括財務報表) Increase in transparency of corporate development 增加企業發展透明度	Platforms for communications with shareholders 提供與股東溝通的平台 Results announcements 業績公告 Issue of circulars and announcements in due course 於適時發出通函及公告

MATERIALITY ASSESSMENT

In 2022, the Group conducted a comprehensive materiality assessment, which involved group discussions, interviews and questionnaire surveys with internal and external stakeholders to identify the environmental, social and operational issues which have the most significant impacts on the Company's business and the relevant issues which are of concern to the stakeholders.

With reference to the scope of disclosure as required under the ESG Reporting Guide, as well as taking into consideration its business features, the Group has identified and determined 22 issues covering greenhouse gas ("GHG") emission, energy consumption, employee welfare, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, and community investment and other aspects with respect to business operation.

重要性評估

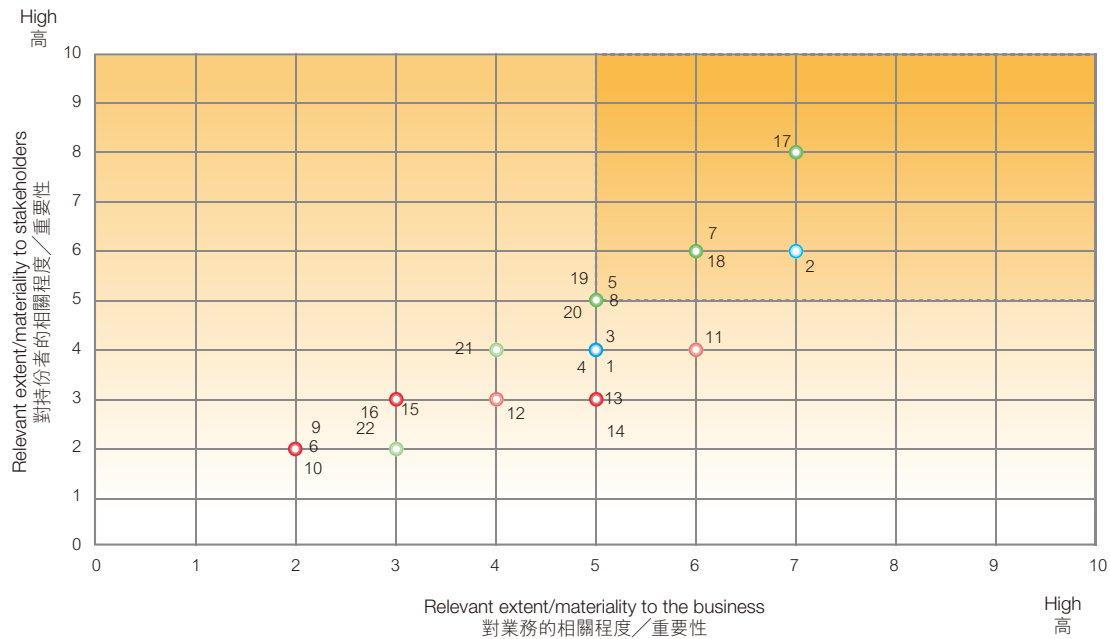
於2022年度，本集團進行了全面的重要性評估。這涉及與內部及外部持份者開展小組討論、面談及進行問卷調查，以識別本公司業務對其影響最為重大的環境、社會及營運的議題，以及與持份者切實相關的議題。

參考《環境、社會及管治報告指引》規定的披露範疇，結合本集團業務特點，識別並確定了22項議題。有關議題涵蓋業務造成的溫室氣體排放、能源消耗、僱員福利、職業健康與安全、培訓及發展、供應鏈管理、客戶私隱、反貪污及社區投資等各方面。

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Environmental aspect 環境範疇	Social aspect 社會範疇	Operational aspect 營運範疇
1. GHG emission 溫室氣體排放	9. Local community engagement 當地社區參與	17. Economic value generated 產生的經濟價值
2. Energy consumption 能源消耗	10. Community investment 社區投資	18. Corporate governance 企業管治
3. Water consumption 耗水量	11. Occupational health and safety 職業健康及安全	19. Anti-corruption 反貪污
4. Waste 廢棄物	12. Labour standards in supply chain 供應鏈勞工準則	20. Supply chain management 供應鏈管理
5. Environmental impact of business 業務造成的環境影響	13. Training and development 培訓及發展	21. Customer satisfaction 客戶滿意度
6. Use of natural resources and packaging materials 使用天然資源及包裝物	14. Employee welfare 僱員福利	22. Customer privacy 客戶私隱
7. Customer engagement in environmental issues 環境議題的客戶參與	15. Inclusion and equal opportunities 共融及平等機會	
8. Use of chemicals 使用化學品	16. Talent attraction and retention 吸引及挽留人才	



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A. ENVIRONMENTAL

To fulfil its sustainability commitment and comply with the requirements under the laws and regulations in respect of environmental protection, the Group has been striving to reduce the impact of its operating activities on the environment.

A1: Emissions

The Group strives to minimise the environmental impact of its mining activities, production activities and products. Taizhou Mining is located in Tongguan County of Shaanxi Province, the gold mineralisation and production region in China. The business of the Group is governed under the Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法). Violation of relevant environmental regulations may result in temporary suspension of production.

The Group adheres to the principles of active participation and environmental responsibility. The Group not only performs its market duties, but also vigorously supports green activities and actively implements effective policies which are aimed at reducing emissions. The Group will consider purchasing more environmentally friendly machinery in case that the existing machinery is no longer available.

During 2022, the Group has no emissions of hazardous substances. No adverse comment or irregularity has been reported from internal and external control sources.

The Group has also adopted a set of CO₂ emission reduction management policy in order to save energy resources, reduce energy waste and improve energy efficiency. All the member companies of the Group strive to form energy saving habits. The emission reduction policy has stipulated certain guidelines, aiming to create better and cleaner environment for society.

A. 環境

為履行本集團堅持可持續發展的承諾以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1：排放物

本集團致力減少其開採活動、生產活動及產品的環境影響。太洲礦業位於中國黃金礦化及生產地區陝西省潼關縣。本集團的業務受《中華人民共和國環境保護法》規管。如違反相關環境法規，或會導致生產暫停。

本集團堅持積極參與以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。

於2022年度，本集團未有任何有害物質的排放，而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。

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Since the local legislation and standards for environmental protection are constantly updated, the Group shall assess whether these legislations and standards are relevant to the businesses of the Group and the Group's compliance status. During 2022, the Group has complied with environmental laws and regulations which were applicable to the Group's businesses. The Group will continue looking for ways to reduce CO2 emission and land pollution.

During 2022, pollution factors such as nitrogen oxide ("NO_x"), sulfur oxide ("SO_x") and suspended particulate matters ("PM", also known as "Particles") were mainly generated from vehicles of the Company.

During the reporting period, air pollutant emissions were as follows:

Types of emission (Note 1) 排放物種類(附註1)	Unit 單位	2022	2021
Nitrogen oxide (NO _x) 氮氧化物(NO _x)	gramme 克	10,393	5,962
Sulfur oxide (SO _x) 硫氧化物(SO _x)	gramme 克	172	110
Suspended particulate matters (PM) 懸浮粒子(PM)	gramme 克	747	421

Note:

1. The emission factors used to calculate the NO_x, SO_x and PM are sourced from: the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modeling Software – MOBILE 6.1; and the assumptions of 80% relative humidity, a temperature of 25 degrees Celsius, an average speed of 30km/h, and include running exhaust emissions only.

由於地方環保法例及標準不斷更新，本集團會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的合規情況。於2022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。

於2022年度，氮氧化物(「NO_x」)、硫氧化物(「SO_x」)及懸浮粒子(「PM」，亦稱「顆粒物」)等污染因數乃主要來自公司車輛。

於報告期間，空氣污染物排放如下：

附註：

1. 用於計算NO_x、SO_x和PM的排放因子來自：香港環境保護署EMFAC-HK車輛排放計算模型和美國環境保護署的車輛排放建模軟件—MOBILE6.1；並且假設相對濕度為80%，溫度為25攝氏度，平均速度為30公里／小時，僅包括運行中的廢氣排放。

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Reduction Target of Air Emissions

廢氣排放物的減排目標

Air Emissions 廢氣排放物	Reduction Target 減排目標	Baseline Year 基準年	Status 狀態
Nitrogen oxide (NO _x) emission intensity 氮氧化物(NO _x)排放密度	Reduce 3% by 2024 於2024年度前減少3%	2019	In progress 進行中
Sulphur oxide (SO _x) emission intensity 硫氧化物(SO _x)排放密度	Reduce 3% by 2024 於2024年度前減少3%	2019	In progress 進行中
Particulate matters (PM) emission intensity 懸浮粒子(PM)排放密度	Reduce 3% by 2024 於2024年度前減少3%	2019	In progress 進行中

The main sources of the Group's GHG emissions are direct emission from the mobile combustion sources ("Scope 1"), indirect emission from acquired electricity emissions ("Scope 2") and other indirect emissions ("Scope 3").

本集團溫室氣體排放的主要來源為流動燃燒源的直接排放(「範圍1」)、所獲電力排放的間接排放(「範圍2」)及其他間接排放(「範圍3」)。

In 2022, GHG emissions were as follows:

於2022年度，溫室氣體排放如下：

GHG Emissions 溫室氣體排放	Unit 單位	2022	2021
GHG emissions (Scope 1) (Note 1) 溫室氣體排放(範圍1)(附註1)	kg of carbon dioxide equivalent ("kgCO ₂ e") 公斤二氧化碳當量	34,044	33,925 [#]
GHG emissions (Scope 2) 溫室氣體排放(範圍2)	kgCO ₂ e 公斤二氧化碳當量	7,079,975	7,279,913
GHG emissions (Scope 3) 溫室氣體排放(範圍3)	kgCO ₂ e 公斤二氧化碳當量	14,706	14,431
Total GHG emissions 溫室氣體排放總量	kgCO ₂ e 公斤二氧化碳當量	7,128,725	7,328,269
Total production 生產總量	tonne 噸	78,022	62,361
GHG intensity 溫室氣體密度	kgCO ₂ e/per tonne of product 公斤二氧化碳當量/每噸單位產品	91	118

[#] Figures for 2021 have been restated to facilitate consistent comparisons.

[#] 有關2021年度數字已重列供連貫比較。

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Note:

1. The emissions related to electricity consumption were calculated on the basis of the emission factor of Northwest China Power Grid for 2019. Such figures have been calculated in accordance with the Reporting Guidance on Environmental KPIs.

Scope 1: represents diesel and gasoline consumed by motor vehicles.

Scope 2: represents electricity purchased from electricity suppliers.

Scope 3: represents scrap papers and water consumed.

Reduction Target of GHG Emissions

Environmental KPI 環境關鍵績效指標	Reduction Target 減排目標	Baseline Year 基準年	Status 狀態
GHG emission intensity (Scope 1) 溫室氣體排放密度(範圍1)	Reduce 3% by 2024 於2024年度前減少3%	2019 2019年度	In progress 進行中
GHG emission intensity (Scope 2) 溫室氣體排放密度(範圍2)	Reduce 3% by 2024 於2024年度前減少3%	2019 2019年度	In progress 進行中
GHG emission intensity (Scope 3) 溫室氣體排放密度(範圍3)	Reduce 3% by 2024 於2024年度前減少3%	2019 2019年度	In progress 進行中

Environmental performance

Environmental performance 環境表現	Unit 單位	2022	2021
Extra trees planted 額外種植的樹木	Tree 棵	16,000	510
Carbon dioxide reduced 所減少的二氧化碳	kgCO ₂ e 公斤二氧化碳當量	368,000	11,730

附註：

1. 電力消耗相關排放量是以2019年中國西北區域電網排放系數為計算基準。該等數字乃根據「環境關鍵績效指標匯報指引」計算。

範圍1： 主要指汽車所消耗的柴油及汽油。

範圍2： 主要指自中國電力供應商購買的電力。

範圍3： 主要指消耗的廢紙及用水。

溫室氣體排放物的減排目標



In 2022, Taizhou Mining actively planted saplings in the near mountains, including locusts, poplars, Pinus tabuliformis, Pinus armandii and cypresses, which are suitable for planting in the mountains of Qinling.
於2022年度，太洲礦業積極在附近山區栽種樹苗，主要品種包括槐樹、楊樹、油松樹、華山松樹及柏樹等適合在秦嶺山區種植的樹苗。

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Waste micro dust management

The Group blasts, stacks and loads and unloads ore during the production process which will 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 adverse effect on the environment.

The micro dust may also be generated from the ore crushing and ore screening system. 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. The crushing and screening equipment is located in a fully enclosed workshop and ore storage yard is covered with a dense mesh as micro dust suppression methods.

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。壓碎篩選機乃位於全封閉式車間，礦石堆場採用密實網格作為抑制微塵的方法。

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Wastewater management

Wastewater (containing mainly suspended solid from ore processing) may be produced during the production process and thus the Group has built a wastewater treatment facility at the tailing pond to collect wastewater 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 resource 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 operating 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. According to the environmental protection requirements promulgated by local government, the Group has built a sedimentation tank with capacity of 100 M³ at the pithead of wastewater collection sump. The proper collection, treatment and recycling and reuse of wastewater in the Group help protect natural receiving water bodies and ecological environment in the surrounding areas.

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 wastewater only contains a small amount of harmful substances and it is in line with Integrated Wastewater Discharge Standards.

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，無論選礦廠或尾礦庫均無任何直接排放至環境中。

本集團亦於其兩個運行中的選礦廠各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。本集團已按照當地政府環保要求，在廢水收集池口修建一座100立方米沉澱池。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。

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，沒有發現不符合《污水綜合排放標準》。

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Non-hazardous waste management

The mine has been in continuous production 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. The waste rock yard set up retaining walls as required to intercept drainage facilities to prevent soil erosion and mudslides.

The Group has not generated hazardous waste during its production process. The non-hazardous waste is mainly waste mining rock. The Group also transports domestic waste to designated garbage collection station.

In 2022, the quantity of hazardous and non-hazardous wastes generated were as follows:

Hazardous and non-hazardous wastes generated

所產生有害廢棄物及無害廢棄物	Unit 單位	2022	2021
Total quantity of hazardous wastes (Note 1) 有害廢棄物總量(附註1)	tonne 噸	N/A	N/A
Intensity of hazardous wastes (Note 1) 有害廢棄物密度(附註1)	tonne/per tonne of product 噸／每噸單位產品	N/A	N/A
Total quantity of non-hazardous wastes 無害廢棄物總量	tonne 噸	17,948	17,800
Intensity of non-hazardous wastes 無害廢棄物密度	tonne/per tonne of product 噸／每噸單位產品	0.23	0.29

Note:

- Hazardous wastes generated from gold mining and exploration business are relatively small. As such, the Group does not quantify the relevant figures.

無害廢物管理

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。廢石堆場按照規定建立擋土牆，以截斷排水設施，以防止水土流失及泥石流。

本集團在生產過程中沒有產生有害廢棄物，而無害廢棄物主要為採礦廢石，本集團亦將生活垃圾送往指定的垃圾收集點。

於2022年度，有害廢棄物及無害廢棄物產生量如下：

附註：

- 黃金開採及勘探業務的有害廢棄物產生量較少，因此，本集團並無量化有關數字。

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Reduction Target of Waste

Environmental KPI 環境關鍵績效指標	Reduction Target 減廢目標	Baseline Year 基準年	Status 狀態
Intensity of hazardous waste 有害廢棄物密度	N/A 不適用	N/A 不適用	N/A 不適用
Intensity of non-hazardous waste 無害廢棄物密度	Reduce 3% by 2024 於2024年度前減少3%	2019 2019年度	In progress 進行中

廢棄物的減廢目標

Noise management

The Group makes noise primarily when operating air pumps, blowers, ball mills, crushers, belts and vibratory screens during production. The Group controls 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 minimising the impacts.

The Group also makes noise in the process of blasting. 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 the Noise at the Boundaries of Industrial Enterprises (工業企業廠界噪聲標準).

噪音管理

本集團的噪音主要來自生產過程中氣泵、鼓風機、球磨機、壓碎機、皮帶及振動篩的運轉。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音進行控制。該等噪音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，並嚴格遵守《工業企業廠界噪聲標準》。

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Compliance with relevant laws and regulations

In 2022, the Group was not aware of air and GHG emissions, discharges into water source and land, or generated wastes which have a significant impact on the environment. The Group was not aware of any material violation of laws and regulations. The Group strictly complied with laws and regulations relating to emissions, such as the Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法), the Law on the Prevention and Control of Water Pollution of the People's Republic of China (中華人民共和國水污染防治法) and the Law on the Prevention and Control of Solid Waste Pollution of the People's Republic of China (中華人民共和國固體廢物環境防治法). Furthermore, no significant fine or nonmonetary sanction for non-compliance with relevant laws and regulations was imposed on the Group in 2022.

A2: Use of resources

Electricity, water and fossil fuel consumption

The Group utilises resources effectively and initiatively takes its responsibilities to achieve sustainable development. The Group encourages its employees to develop environmentally responsible habits, control and reduce consumption, minimise waste and recycle useful materials.

The use of electricity, water and fossil fuel may have effect on 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. Nevertheless, the Group has always tried its best to reduce its energy consumption.

遵守有關法律法規

於2022年度，本集團並沒發現有關本集團空氣及溫室氣體排放、向水源及土地之排放，以及所產生廢棄物對環境產生重大影響亦沒有發現有任何重大違反法律法規的事宜。本集團嚴格遵守與排放物有關的法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物環境防治法》。此外，於2022年度亦沒有因未遵守有關法律法規而遭受大額罰款或非貨幣制裁。

A2：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。本集團鼓勵僱員養成環保習慣，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。

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In October 2020, the Group reconstructed the high voltage lines in its mining area and replaced equipment and lines, in order to improve production capacity of the mining area and reduce its line loss. The relevant projects have been completed and put into use in 2021. In 2022, the relevant projects have saved the Group's electricity consumption by approximately 220,000 kWh despite the substantial increase in production throughput.

The Group has no problem in accessing to appropriate water source. The existing supply of water source can satisfy the Group's needs in the aspects of volume and quality of water and guarantee of water supply facilities. In Year 2022, the Group has implemented measures on water conservation and consumption reduction and recycling of industrial waste water.

The Group used 291 tonnes (2021: 245 tonnes) explosive for mining gold mineral, and the production volume was 78,022 tonnes in 2022 (2021: 62,361 tonnes).

The Group not only strictly observes the Energy Conservation Law of the People's Republic of China (中華人民共和國節約能源法), but also encourages its employees to develop resource saving and recycling habits in daily practices. To protect natural resources and increase operation efficiency, the Group closely monitors the use of resources with a view to ensuring full utilisation of resources and preventing wastage. Each department of the Group regularly reports on its use of resources and takes corrective actions for issues arisen in a timely manner.

本集團於2020年10月開始對礦區的高壓線路進行改造及更換設備及線路，以提升礦區的生產能力及降低線路損耗。相關工程已於2021年內完成並正式投入使用，於2022年度，儘管產能大幅提升，相關工程為本集團節省約220,000千瓦時的用電量。

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2022年度，本集團已貫徹落實節水降耗、工業廢水循環利用等措施。

本集團使用291噸(2021年度：245噸)炸藥開採金礦物，且於2022年度的產量為78,022噸(2021年度：62,361噸)。

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期匯報資源使用狀況，並針對問題及時作出整改行動。

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The following consumption data was recorded in 2022 for gold mining business:

於2022年度錄得就開採金礦物業務的消耗數據如下：

Environmental performance 環境表現	Unit 單位	2022	2021
Electricity consumption 電力消耗	KWh 千瓦時	7,936,031	8,160,608
Fuel consumption (Note 1) 燃料消耗(附註1)	KWh 千瓦時	373,177	363,560
Total energy consumption 能源總耗量	KWh 千瓦時	8,309,208	8,524,168
Energy consumption intensity 能源消耗密度	KWh/per tonne of product 千瓦時／每噸單位產品	106	137
Water consumption 耗水量	M ³ 立方米	17,875	17,544
Water consumption intensity 耗水密度	M ³ /per tonne of product 立方米／每噸單位產品	0.23	0.28
Total packaging material used 包裝物總量	Kg 公斤	N/A 不適用	N/A 不適用
Intensity of packaging material used 包裝物密度	Kg/tonne 公斤／噸	N/A 不適用	N/A 不適用

Note:

- The conversion factors used to calculate the units to kWh are sourced from the Energy Statistics Manual issued by the International Energy Agency.

附註：

- 用於計算千瓦時單位的轉換係數來自國際能源署刊發的《能源統計手冊》。

Reduction Target of Resources Consumption

資源使用的節約目標

Environmental KPI 環境關鍵績效指標	Reduction Target 節約目標	Baseline Year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	Reduce 3% by 2024 於2024年度前減少3%	2019 2019年度	In progress 進行中
Water consumption intensity 耗水密度	Reduce 3% by 2024 於2024年度前減少3%	2019 2019年度	In progress 進行中

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A3: Environment and natural resources

Measures to reduce environmental impact

As gold mining operators, the Group inevitably needs to extract natural resources from Taizhou Mining, thereby causing change to the ecological environment to a certain extent. The ecological impacts were mainly as a result of land occupation. The extent of the Group in extraction operation at Taizhou Mining is performed in line with market demand and the Group has not engaged in any unnecessary exploitation and production activities. The Company complies with the policies under national laws and regulations, and the Group adopts standard production methods and technology. The Company has taken measures, such as water and soil conservation, mining area plantation, etc., to reduce the impact on the natural environment.

Efficiency and environmental protection are significant concerns and difficult long-term tasks for the Group and the society as a whole. The Group strictly monitors and reviews relevant data from time to time, so as to minimise the negative effect on the environment and, at the same time, maximise its business development and operation.

A4: Climate Change

Awareness over climate change continues to grow and climate change is one of the most discussed topics among companies. The Group is no exception in increasing its awareness over the potential impact of climate change on the Group's business and operation. The Group regularly reviews global and local government policies, regulatory updates and market trends to identify potential climate-related risks that may affect the Group's business operations.

A3：環境及天然資源

減少環境影響的措施

作為黃金開採商，本集團不可避免的需
要開發太洲礦業的自然資源，一定程度
上造成生態環境的改變。生態影響主要
是由佔用土地所致。本集團根據市場需
求拓展於太洲礦業的開採業務及本集團
並未進行不必要的開採及生產活動。本
公司遵守國家法律及法規下的政策，且
本集團採用標準生產方法及技術。本公
司已採取措施減少對自然環境的影響，
如保護水土，礦山綠化等。

效能及環保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，竭力減少對
環境的負面影響，同時最大程度地實現
業務發展及營運。

A4：氣候變化

大眾對氣候變化的意識不斷提高，氣候
變化亦為公司間最常探討的話題之一。
本集團亦不例外，日益關注氣候變化對
本集團業務及營運的潛在影響。本集團
定期審閱全球及地方政府政策、監管更
新及市場趨勢，以識別可能影響本集團
業務營運的潛在氣候相關風險。

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In accordance to the reporting framework developed by the Task Force on Climate-related Financial Disclosures, there are two major categories of climate-related risks, being the physical risks and transition risks. The Group will develop a response plan immediately such as changing the business strategy and modifying the development plan in order to reduce the negative impacts of such climate-related risks.

The Group will continuously incorporate sustainable practices in its business operations and prepare and maintain sufficient resources for managing identified climate-related risks and studying the potential remediation measures.

In 2022, there was no climate-related risk, including physical risks and transition risks, that had a significant impact on the Group.

根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為物理及過渡風險兩大類。本集團將立即制定應對計劃，如改變業務策略及修改發展計劃，以減少該等氣候相關風險的負面影響。

本集團將繼續把可持續發展常規納入其業務營運，並準備及維持充足資源，藉以管理已識別的氣候相關風險及研究潛在補救措施。

於2022年度，概無對本集團有重大影響的氣候相關風險（包括物理及過渡風險）。

B. SOCIAL

B1: Employment

Labour practices

The Group has formulated good workplace practices for all the employees, regardless of their age, gender, race, colour, sexual orientation, disability or marital status, to prevent discrimination and promote equal opportunities and therefore increase job satisfaction among the employees. The Group endeavours to provide a good working environment for its employees because it regards every single employee member as a valuable asset of 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 clearly explains in detail the rights enjoyed by its employees with regard to their employment.

B. 社會

B1：僱傭

勞工常規

本集團設有良好工作場所常規，僱員不論年齡、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，從而提高僱員滿意度。本集團將每個僱員視為其寶貴資產，盡心為全體僱員提供良好的工作環境。

本集團保障僱員補償及解僱、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情。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

The Group carries out an annual review of employment policy to ensure the balance between employee remuneration and business growth, so that it can benefit the development of the Group.

Anti-discrimination and equal opportunity

The Group strives to diversify employees in terms of gender and age, so as to realise balance in culture and communication among employees. The Group is committed to providing a working environment free from discrimination and with equal opportunities for all its employees, regardless of age, gender, race, colour, sexual orientation, disability or marital status. The Group encourages labour diversity and welcomes labour from all areas, thus putting the principle of fairness into practice. The Group has not reported incidents of non-compliance with employment-related regulations in 2022.

本集團對僱傭政策進行年度審閱，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

本集團力爭僱員性別及年齡多元化，以使僱員在文化及交流方面實現均衡。本集團致力於為所有僱員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。於2022年度，本集團並無獲報告任何不遵守僱傭相關法規的情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

The Group has implemented rigorous recruitment procedures to select and attract outstanding talents for the Group through a combination of external recruitment and internal training. In 2022, the proportions of employees (excluding independent non-executive directors) of the Group by gender, age band, nature of employment and geographical region are as follows:

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為集團甄選及吸納優秀的人才。於2022年度，本集團按性別、年齡組別、僱傭類別及地理區域劃分之僱員組成(不包括獨立非執行董事)如下：

Social Performance	社會表現	Unit	單位	2022
By gender	按性別劃分			
Male	男性	Person	人	47 (81%)
Female	女性	Person	人	11 (19%)
Total	總計	Person	人	58 (100%)
By age group	按年齡組別劃分			
Age below 30	30歲以下	Person	人	4 (7%)
Aged 30 to 50	30至50歲	Person	人	17 (29%)
Aged 50 above	50歲以上	Person	人	37 (64%)
Total	總計	Person	人	58 (100%)
By employment type	按僱傭類別劃分			
Full-time	全職	Person	人	58 (100%)
Part-time	兼職	Person	人	- (-%)
Total	總計	Person	人	58 (100%)
By geographical region	按地理區域劃分			
Hong Kong	香港	Person	人	7 (12%)
China	中國	Person	人	51 (88%)
Total	總計	Person	人	58 (100%)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

In 2022, the employee turnover rates of the Group were as follows:

於2022年度，本集團的僱員流失比率如下：

		2022
By gender (Note 1)	按性別劃分 (附註1)	
Male	男性	5%
Female	女性	-
By age group (Note 1)	按年齡組別劃分 (附註1)	
Age below 30	30歲以下	-
Aged 30 to 50	30至50歲	-
Aged 50 above	50歲以上	6%
By geographical region (Note 1)	按地區劃分 (附註1)	
Hong Kong	香港	-
China	中國	4%

Note:

- The turnover rate is calculated by dividing the number of departed employees in a specified category in 2022 by the number of employees in such specified category as at 31 March 2022.

附註：

- 流失比率乃按特定組別於2022年度的離職僱員人數除以於2022年3月31日該特定組別的僱員人數所計算。

Compliance with relevant laws and regulations

In 2022, the Group was not aware of any material non-compliance with the relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have significant impact. The Group strictly complied with local laws and regulations relating to employment, such as the Labour Law of the People's Republic of China and the Labour Contract Law of the People's Republic of China, the Regulations on Enterprise Wage Payment of Shaanxi Province. In addition, there was no significant fine or sanction as a result of non-compliance with relevant laws and regulations during 2022.

遵守有關法律法規

於2022年度，本集團並沒發現有關本集團賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視及其他福利及待遇之產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與僱傭有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《陝西省企業工資支付條例》。此外，於2022年度亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

B2: Health and Safety

Workplace health and safety

It is critical for the Group to protect its employees' occupational health and safety. The Group respects occupational safety and health and other applicable regulations for a safe and comfortable working environment that protects employees from occupational hazards. In 2022, as the Group has been proactively improving workplace health and safety, the Group was awarded "Advanced Collective on Safety Production" by the local government which represented safety production.

The Group always treats employees' health and safety as its priority for production. Every worker is required to follow safety instructions and attend safety training on using equipment or plant. Safety monitoring mechanism has been established and employees have been assigned to monitor the compliance with safety rules at each production stage.

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



Method of Risk Assessment for Operation Conditions in Mines
於礦山的作業條件危險評價辦法

B2：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，避免僱員遭受職業性危害。於2022年度，由於本集團積極完善工作場所健康與安全，獲當地政府頒發象征安全生產的「安全生產先進集體」獎。

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僱員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。



Procedures on Accident Prevention, Safety Risk Classification and the Screening, Identification and Control of Potential Hazards in Mines
於礦山的事務預防、安全風險分級及事故隱患排查治理程序

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

The Group uses explosives for mining gold and strictly follows rules and regulations on using explosives which are consistent with the standards in the PRC. There are dedicated, exclusive and isolated bunkers designed in accordance with the required standards and approved by safety authority and 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 to these bunkers is secured with high walls, metal gate, and 24-hour video cameras. Both bunkers are well secured with two locks, with keys kept by two separate staff (one management personnel and one safety personnel). Only when both individuals (key keepers) are present at the same time, all the locks can be unlocked to access detonators and/or explosives. The storage facilities are regularly inspected by the management and the safety and public security authorities to ensure compliance at all time. After the use of explosives, the Group will use detection equipment to measure the residue in the air. Employees cannot be arranged to enter into the gold mine until the air meets the standards.

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、金屬門及24小時監控攝像頭護衛。兩間炸藥庫均各有兩把鎖、鎖匙由兩名獨立僱員（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，待空氣符合標準後方會安排僱員進入金礦。



Safety facility outside explosive storage
炸藥庫外的安全設備



Safety facility outside warehouse
storing detonators
雷管庫外的安全設備

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

During the outbreak of 2019 coronavirus disease (“COVID-19”), in light of various provisions promulgated by the Leadership Group of County Government for Fighting against COVID-19 Epidemic, the Group established its Leadership Group for Fighting against COVID-19 Epidemic. According to the prevention and control principle of “early precaution, early detection, early reporting, early isolation, and early treatment”, the Group strictly implemented its daily control measures. The Group also formulated the Proposal of Tongguan Taizhou Mining Company Limited* (潼關縣太洲礦業有限責任公司) for Fighting against COVID-19 Epidemic and Resumption of Work and Production. The Group strictly adopted a number of precaution measures, including (i) personal health management; (ii) persistent cleaning of office areas, changing rooms and dining areas; (iii) all employees must wear a mask before entering office areas, changing rooms and dining areas; and (iv) all employees are required to have their body temperature checked before entering office areas, changing rooms and dining areas. In addition, the Group also adopted flexible working hours, and reduced unnecessary trips.

2019新冠病毒病爆發期間，本集團針對縣政府應對新冠疫情工作領導小組的各項規定，成立了應對新冠疫情工作領導小組，按照「早預防、早發現、早報告、早隔離、早治療」的防治原則，從嚴日常管控措施，並制定了《潼關縣太洲礦業有限責任公司應對新冠病毒疫情復工復產方案》嚴格採取多項預防政策，包括(i)個人健康管理；(ii)頻繁清潔辦公室區域、更衣室及用膳區域；(iii)所有僱員進入辦公室區、更衣室及用膳域前須戴口罩；及(iv)進入辦公室、更衣室及用膳域區域時測量僱員的體溫。此外，本集團亦安排彈性工作時間，並減少不必要的出行。



Temperature measurement for employees
僱員體溫測量

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

In 2022, the numbers of lost days due to work-related injury were as follows:

於2022年度，因工傷損失工作日數如下：

		2022
Number of work-related fatalities	因工死亡的人數	—
Number of work-related injuries	工傷人數	—
Lost days due to work-related injuries	因工傷損失工作日數	—
Lost day rate	損失日數比率	—

In the past three years, no employees of the Group were involved in work-related fatalities.

於過去三年，本集團並無僱員涉及因工死亡事故。

Compliance with relevant laws and regulations

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

遵守有關法律法規

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：

- Production Safety Law of the People's Republic of China
- Mine Safety Law of the People's Republic of China
- Emergency Response Law of the People's Republic of China
- Law of the People's Republic of China on the Prevention and Control of Occupational Diseases
- Special Equipment Safety Law of the People's Republic of China
- Safety Requirements on Explosive Hazardous Area

- 《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》

No significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during 2022. Moreover, the Group has maintained accident insurance for its employees. The Group has taken all reasonable measures to improve the working environment and to create a safe and comfortable workplace for employees. The management has improved the safety standard of workplace, and has provided mandatory training for all its employees.

於2022年度，本集團沒有因有關法律法規而遭受大額罰款或制裁。此外，本集團為僱員投購意外保險。本集團已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。管理層已提高工作場所的安全水平，並強制性地對全體僱員進行培訓。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

B3: Development and Training

Employee development and training

Continuous staff training plays a fundamental role in business growth. The Group encourages employees to engage in continuous development and to improve their skills through training. The Group understands that training is the most sustainable way for long-term development, which is beneficial for both the Group and its employees.

The Group provides training for its directors regarding the Group's development and essential skills, enabling them to have a better understanding of development potential of the Group and direction to enhance their management skills.

The Group provides various internal trainings for developing the workforce, including orientation and on-board trainings for new employees to enable them to adapt to the operation of the Group efficiently and strengthen their skills and knowledge required for work. It is important for employees to perform tasks safely, follow safety working procedures and operate machines and equipment cautiously.



Production safety training activities (Picture 1)
安全生產培訓活動(圖1)



Accident rescue drill (Picture 3)
事故救援演練活動(圖3)



Flood prevention drill (Picture 2)
防汛演練活動(圖2)



Emergency drill of fire-fighting (Picture 4)
消防應急演練活動(圖4)

B3：發展及培訓

僱員發展及培訓

為僱員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僱員，包括對新僱員的入職培訓和在職培訓以令僱員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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

In 2022, the employee training rates of the Group were as follows:

於2022年度，本集團的僱員受訓比率如下：

		2022
Percentage of employees trained (Note 1)	受訓僱員百分比(附註1)	90%
Percentage of employees trained by gender (Note 2)	按性別劃分的受訓僱員百分比(附註2)	
Male	男性	88%
Female	女性	12%
Percentage of employees trained by employment category (Note 2)	按僱傭類別劃分的受訓僱員百分比(附註2)	
Senior management	高級管理層	19%
Middle management	中級管理層	25%
General staff	一般僱員	56%

Note:

1. Calculated by dividing the number of employees trained by the total number of employees as at 31 March 2022.
2. Calculated by dividing the number of employees trained in such category by the total number of employees trained.

附註：

1. 按受訓僱員人數除以於2022年3月31日的僱員總人數。
2. 按該類別受訓僱員人數除以受訓僱員總人數計算。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

In 2022, the average training hours of the Group's employees were as follows:

於2022年度，本集團的僱員之平均培訓時間如下：

		2022
Average training hours completed per employee (Note 1)	每名僱員完成受訓平均時數(附註1)	7
Average training hours completed per employee by gender (Note 2)	按性別劃分的每名僱員完成受訓平均時數(附註2)	
Male	男性	7.6
Female	女性	2.7
Average training hours completed per employee by employment category (Note 2)	按僱傭類別劃分的每名僱員完成受訓平均時數(附註2)	
Senior management	高級管理層	5
Middle management	中級管理層	5.4
General staff	一般僱員	8.4

Note:

1. Calculated by dividing the total training hours by the total number of employees as at 31 March 2022.
2. Calculated by dividing the total training hours in a category by the total number of employees in such category.

附註：

1. 按培訓總時數除以於2022年3月31日的僱員總人數。
2. 按該類別培訓總時數除以該類別僱員總人數。

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

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。

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

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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

B4: Labour Standards

Child labour and forced labour

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

The Group makes good use of its Human Resource Department to ensure compliance with laws and regulations. The Human Resource Department takes the responsibilities to review and confirm employment practices to avoid child labour and forced labour. In case that any unlawful labour was identified, the Group would immediately terminate the employment relationship with the relevant employee and hold the person-in-charge accountable.

Compliance with relevant laws and regulations

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

- Employment Ordinance of Hong Kong Special Administrative Region
- Labour Law of the People's Republic of China
- Labour Contract Law of the People's Republic of China
- Law of the People's Republic of China on Protection of Minors
- Regulations on Prohibiting Use of Child Labour (State Council Order No.364)

In 2022, there was no violation of laws and regulations on employment age or any labour dispute arose within the Group.

B4 : 勞工準則

童工及強制性勞工

任何未達到法定工作年齡及並無任何身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，以保證遵守法律及法規。人力資源部門有責任審閱及確認僱傭常規、避免童工及強制性勞工。倘發現任何不合法勞工，本集團將立即與有關僱員解除僱傭關係，並對責任人追究責任。

遵守有關法律法規

本集團遵守禁止童工及強制性勞工的法律及法規，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)

於2022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。

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B5: 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 of the Group are to deepen the collaborative relationship with its strategic suppliers and to create competitive advantages in the value chain, and thus to enhance the impact on the society and environment and to ensure that its suppliers uphold similar stance in sustainable development. The Group maintains long-term relationship with its suppliers to ensure stable supply.

In 2022, the Group purchases explosive substances from local reputable suppliers according to government regulations. The Group does not foresee its source of supplies would have effect on the operation of local factories.

As at the end of 2022, the number of major suppliers by geographical region was as follows:

B5：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及保證供應商於可持續發展方面秉持相似立場。本集團與其供應商保持長期關係以保證穩定供應。

於2022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本地工廠的經營。

截至2022年度末，按地區劃分的主要供應商數目如下：

		2022
Mainland China	中國內地	7

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B6: Product Responsibility

Product safety and quality

The Group has formulated customary practices to ensure that its customers are well aware of the quality and gold content of mineral ore being purchased. A sample test would be conducted by an independent lab on each shipment of mineral ore under the supervision of representatives of the Group and its customer. The Group strives to provide its customers with quality products to establish good credibility and reputation. The Group has complied with relevant requirements in the Product Quality Law of the People's Republic of China.

Product return policy

In 2022, there were no product sold or shipped subject to recalls for safety and health reasons in the Group and there were no cases of complaints received against the quality of the Group's products.

Customer feedback and handling

The Group welcomes comments and suggestions from the customers. The Group provides a variety of communication channels, for instance, social media, phone hotline, emails and websites. Regular communication channels and feedback systems are in place to gather information on satisfaction and suggestions for improvement from the customers.

The Group consolidated and comprehensively analysed the customers' feedback and monitor the level of customer satisfaction in its business. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

B6：產品責任

產品安全及質素

本集團有一貫的做法以確保客戶知悉其所購買礦石的質素及黃金含量。每批礦石出貨時，會在本集團及客戶的代表監督下由獨立實驗室進行抽樣檢測。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。本集團已遵守《中華人民共和國產品質量法》的有關規定。

產品退貨政策

於2022年度，本集團已出售或已付運的產品並無因安全及健康理由而須予回收，以及產品並無因質量問題而接獲投訴的情況。

客戶反饋及處理方式

本集團歡迎客戶提出意見及建議。本集團提供多種溝通渠道，例如社交媒體、電話熱線、電子郵件及網頁。本集團會定期設立溝通渠道及反饋系統，以便從客戶收集滿意度資料及改進建議。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其業務的滿意程度。本集團將採取跟進行動，包括內部評估及修改僱員培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。本集團將及時向客戶提供反饋。

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Data privacy

The Group keeps business information and customers' data confidential in order to protect consumer data and privacy. The Group will destroy relevant information in due time. The Group has set up strict code of conduct requirements for their employees. In addition, the employees are required to maintain all reasonable methods to safeguard the information of the Group and the customers as stated in the Staff Handbook and working practices

Protection of intellectual property rights

The Group is committed to complying with relevant laws and regulations in relation to intellectual property rights by valuing and protecting its intellectual properties through renewals of patent and trademark. The Group enters into standard employment contracts with its employees which contain provisions on intellectual property rights and confidentiality.

Compliance with relevant laws and regulations

The directors believe that the Group has complied with relevant laws and regulations related to the products of the Group, such as the Product Quality Law of the People's Republic of China (中華人民共和國產品質量法). In 2022, the Group did not have any product returned due to safety or health problems or any complaint received from customers or any significant fine resulted from violation of regulations.

數據私隱

本集團對商業資料保密，並對客戶資料保密以保護消費者資料及隱私，且本集團會適時銷毀有關資料。本集團已制定嚴格的僱員行為守則。此外，本集團要求僱員按照員工手冊及工作準則要求，採取一切合理方法保密本集團及客戶資料。

保護知識產權

本集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。

遵守有關法律法規

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，如《中華人民共和國產品質量法》。於2022年度，本集團概無因安全或健康問題而遭退回產品，沒有收到任何客戶投訴，亦沒有因違規而遭受大額罰款。

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B7: Anti-Corruption

Anti-corruption and money laundering

The Group's operation strictly complies with local and national legislations, 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 to its operation and has formulated its anti-corruption policy. The Group has reminded its employees at all levels many times of anti-corruption, giving and taking of interests in meetings and documents such as staff handbooks. Staff are required to declare any conflicts of interests when performing their duties.

Through the establishment of relevant rules and regulations, the Group encourages all the employees to discharge their duties with integrity and in compliance with the relevant laws and regulations. Transactions in monetary sums are processed through cash and bank transactions which require authorised signatures with appropriate levels. The Group didn't involve in money laundry and there was no enquiry or concern from the government or banking department.

The Group has provided 1 anti-corruption education and training projects for its directors and staff in 2022 to raise their awareness towards ethical and corruption issues.

In 2022, the Group did not record any bribery or corruption charge.

B7：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。本集團在會議和文件(如員工手冊)中，多次提醒各級僱員注意反貪污、給予和接受利益。僱員必須在履行職責時申報利益衝突。

本集團透過制定有關規則及規定，鼓勵全體僱員誠實地履行彼等之職責並遵守相關法律及法規。有關貨幣金額的交易乃透過須經適當層級授權簽名的現金及銀行交易進行。本集團並無涉及洗錢，政府或銀行部門並無提出有關查詢或關注。

於2022年度，本集團向其董事及僱員提供了1個反貪污教育及培訓項目，以提高彼等對道德及腐敗問題的認識。

於2022年度，本集團並無錄得賄賂或貪污指控。

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Compliance with relevant laws and regulations

In 2022, neither the Group nor any of its employees was found involved in any legal proceedings relating to bribery, extortion, fraud or money laundering, or has recorded any bribery or corruption charge. The Group strictly complied with the Prevention of Bribery Ordinance, the Anti-unfair Competition Law of the People's Republic of China and other local laws and regulations relating to anti-corruption.

遵守有關法律法規

於2022年度，本集團或其僱員概無發現牽涉有關賄賂、勒索、欺詐或洗黑錢之任何法律案件，亦沒有錄得賄賂或貪污指控。本集團嚴格遵守《防止賄賂條例》、《中華人民共和國反不正當競爭法》及其他反貪污有關的地方法律法規。

B8: Community Investment

Community involvement

Giving back to society is a component of the Group's sustainable development strategy. The Group fully supports community welfare and particularly focuses on underprivileged community to enhance its efficiency of community involvement. In 2022, the Group carried out several social public welfare undertakings, including donation of RMB200,000 to Tongguan County People's Government to support the prevention and control measures for the pandemic and donation of living necessities to Taiyao community and Oujiacheng Village of Taiyao Town of Tongguan County to support pandemic prevention staff.

B8：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。本集團全面支持社區福利，並特別關注弱勢社群以提高社區參與效率。於2022年度，本集團參與了多項社會公益事業，包括捐款人民幣20萬元予潼關縣人民政府，以支援疫情防控工作，及捐出生活物資予潼關縣太要鎮太要社區及歐家城村，以支持防疫工作人員。



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The Group fully understands and appreciates the importance of and the need for community investment. Through the daily contact with community officials and leaders, the Group explores the content and manner for the Group to engage in community. One remarkable move is that most employees working in the mining area were hired by the Group from the nearby villages, which was highly appreciated by the local community. The Group is committed to developing more community investment opportunities in its development plans.

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。值得注意的是，本集團在礦區中的大多數僱員都是來自鄰近村莊，此舉備受當地社區讚譽。本集團致力於在其發展規劃中開發更多社區投資的機會。



Taizhou Mining has received a donation certificate and monument from Tongguan County People's Government for donating to support epidemic prevention work 於礦山的作業條件太洲礦業因捐款支援防疫工作而獲滄州關縣人民政府贈送捐贈證書及紀念盾危險評價辦法