



Green Leader Holdings Group Limited
綠領控股集團有限公司

(Incorporated in Bermuda with limited liability) (於百慕達註冊成立之有限公司)
Stock Code 股份代號 : 0061



Environmental,
Social and
Governance Report
2018 環境、社會及
管治報告

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I. PREAMBLE

引言

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In response to the call of the 2030 Agenda for Sustainable Development, which widely acknowledges that it is the private sector that will become one of the most significant sources of resources, action and technical capacity relied upon by the global society to achieve the Sustainable Development Goals (“**SDGs**”), Green Leader Holdings Group Limited (the “**Company**” together with its subsidiaries as the “**Group**”) have been dedicated to developing an ambitious, comprehensive and integrated framework for sustainable development for years. As one of the enterprises in Hong Kong and the People’s Republic of China (the “**PRC**”) that have been engaged in a diversified range of businesses, including the development of cassava cultivation and deep processing business for the related ecological cycle industry chain (“**Cassava business**”), coal exploration and development, and sales of coking coal and the provision of coal trading and logistics services (“**Coal mining business**”), and sales of information technology products, provision of systems integration services, technology service, software development and solution services (“**IT related business**”), the Group has laid great emphasis on its environmental, social and governance (“**ESG**”), management and sustainable development. By stringently adhering to its environmental and social commitments, actively scaling up efforts at various aspects to transition towards low-carbon development, and tremendously promoting the collaboration with different entities to stave off the prospect of dangerous levels of global warming, the Group endeavours to incorporate its ESG matters that have significant impact on the Group’s business growth alongside financial factors into its decision-making process and daily operations.

As the coherence of effective action with corporate sustainability goals on the Group not only requires a sustainable way companies perceive their environmental impact and social responsibility, but more important is how those companies govern and manage their business practices, the Group, therefore, has put focus on the increasingly important role of the Board of Directors (the “**Board**”) which plays in the implementation of ESG management policies and supervision of its daily operations to ensure that the Group continuously moves towards sustainable development. In order to promote the regulatory requirements to be communicated throughout the entire organisation and the hands-on experience to be timely updated to the policymakers and the Group’s executives, a general top-down and bottom-up approach has been adopted by the Group in its ESG management.

「2030年可持續發展議程」廣泛承認，私營企業將成為全球社會為實現可持續發展目標（「**可持續發展目標**」）而倚賴的最為重要的資源、行動及技術能力來源之一，為響應該議程的號召，綠領控股集團有限公司（簡稱「**本公司**」）連同其附屬公司統稱為「**本集團**」多年來一直致力於建立可持續發展的宏大、全面的綜合框架。作為香港及中華人民共和國（「**中國**」）的企業之一，一直從事多元化業務，包括開發木薯種植及相關生態循環產業鏈之深加工業務（「**木薯業務**」）、煤炭勘探及開發、銷售焦煤及提供煤炭貿易及物流服務（「**煤炭採礦業務**」），以及銷售資訊科技產品、提供系統集成服務、技術服務、軟件開發及解決方案服務（「**資訊科技相關業務**」），本集團非常重視環境、社會及管治（「**ESG**」）、管理以及可持續發展。本集團嚴格遵守其環境及社會承諾，積極加大各方面的努力向低碳發展過渡，並大力推動與不同機構的合作，避免全球變暖危險水平的前景，努力將對本集團的業務增長有重大影響的ESG事宜以及財務因素納入其決策流程及日常營運。

為確保本集團持續採取有效措施以實現企業可持續性目標，不僅需要公司採取可持續性方式預測其環境影響及社會責任，更重要的是該等公司管治及管理其業務實踐的方式，因此，本集團重視董事會（「**董事會**」）在實施ESG管理政策及監督其日常營運方面發揮越來越重要的作用，以確保本集團不斷向可持續發展邁進。為確保於整個集團內有效傳達監管規定及及時向決策者及本集團管理人員反饋實踐經驗，本集團在其ESG管理方面採用一種自上而下及自下而上的管理方法。

I. PREAMBLE

引言

APPROACH TO ARTICULATING **sustainability**

說明 **可持續性** 的方法

Top-down: decision making and leadership 自上而下：決策及領導力



Bottom-up: experiences and feedback 自下而上：經驗及反饋

I. PREAMBLE

引言

To prevent any shambolic circumstances and to enhance the effectiveness of the execution of proposed policies, the Group has established a professional ESG management team which is responsible for supervising the daily operational practices in the Group and reporting material ESG issues to the Board. With such a strong ESG management framework and clear governance procedures, the Board's oversight of ESG-related opportunities and risks within the Group can be efficiently implemented. Below is the ESG governance structure that reveals how the Board can be updated of significant ESG matters among different business units in its cassava business.

為防止出現任何混亂情況及提高執行建議政策的成效，本集團已成立專業ESG管理團隊，負責監督本集團的日常營運行為及向董事會報告重大ESG問題。憑藉如此強大的ESG管理框架及清晰的管治程序，董事會可以有效地監察本集團內ESG相關機會及風險。以下為ESG管治架構圖，該架構展示董事會如何獲悉其木薯業務不同業務部門之間的重大ESG事宜。

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I. PREAMBLE

引言

Given the ever-changing market in the industry of coal mining business and cassava business due to the global economic turbulence and the enforcement of increasingly strict regulations, the Board keeps reviewing its business strategy and internal sustainability policies, in order to make appropriate adjustments to comply with the latest laws, regulations and industry standards. Specifically, under the Recommendations of Task Force on Climate-related Financial Disclosures (“TCFD”), the Group spares no effort in the evaluation of the financial and operational implications of climate-related risks and potential opportunities in this day and age, which facilitates the Group to optimise its ESG governance model, development strategy, risk management system and business objectives in respect to corporate sustainable development. For example, the increased cost of raw materials has been regarded by the Group as a potentially significant impact caused by climate change on the Group’s Cassava business in the long term. The Board believes that being informed of the risks in advance could help the Group engage with all of its stakeholders in the resilience building and rational capital spending, which through the equipment upgrade and application of more eco-friendly technologies in the operations will promote a smooth rather than a chaotic and inefficient transition to a low-carbon economy.

The Group is pleased to present its third ESG Report to further demonstrate the Group’s approach and performance in terms of sustainable development, and how the Group embedded board-level sustainability strategy throughout the Company with excellent ESG practice for the year ended on 31 December 2018 (“FY2018”). This ESG report was prepared in compliance with the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

鑒於全球經濟動盪及政府法規執行日益嚴格，煤炭採礦業務及木薯業務市場不斷變化，董事會持續檢討其業務戰略及內部可持續發展政策，以便作出適當調整，以遵守最新的法律、法規及行業標準。具體而言，根據氣候相關金融資訊披露工作組（「TCFD」）的建議，本集團全力評估當今氣候相關風險及潛在機會的財務及營運影響，這有助於本集團優化其ESG管治模式、發展戰略、風險管理系統以及企業可持續發展的商業目標。例如，本集團認為原材料成本增加是氣候變化長期對本集團木薯業務造成的潛在重大影響。董事會認為，提前了解風險有助於提高本集團與所有利益相關方之間的黏性及合理規劃資本開支，進而通過設備升級及於營運中應用更為環保的技術，將促進本集團以平穩而非混亂、低效的方式向低碳經濟過渡。

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本集團欣然提呈第三份ESG報告，以進一步闡述其於截至二零一八年十二月三十一日止年度（「二零一八年財政年度」）在可持續發展方面所採取的方針及表現，以及本集團如何以卓越ESG實踐在整個公司滲透董事會層面的可持續發展戰略。本報告依據香港聯合交易所有限公司（「聯交所」）證券上市規則附錄27所載「環境、社會及管治報告指引」而編製。

II. MESSAGE FROM THE BOARD

董事會意見

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Embracing the concept of a community of shared future for mankind has long been at the heart of our business development and success. As an enterprise that has been committed to developing its business in an environmentally-sustainable, economically-feasible and socially-responsible manner, the Company adheres to the path of green, circular and sustainable development and benchmarks the best practices in the industry from the perspective of ESG investment and management.

Climate change is inevitably influencing the lives we live, the ways we work and models we rely on to run the business nowadays. To halt the devastating impact calls for new mentality, a mentality that incorporates environmental degradation, social commitment and transformation of governance structure that adapts to such new era. As such, it is imperative for us to change by making our sustainability governance system more inclusive and responsive. To better manage the Cassava business in Cambodia, for example, the Group has adopted SAFA (Sustainability Assessment of Food and Agriculture systems) Guidelines as a holistic global reference framework for assessment, implementation and improvement of its agricultural operations. In the coal mining business of the Group, raising the awareness of every worker to respect, accommodate and protect nature has been the core of policies. The Group believes that ensuring a barrier-free communication channel within the enterprise not only allows the Board to identify key ESG risks efficiently, but enables the ESG opportunities to be spotted as well. Thus, the ESG management team and relevant responsible personnel are required to do presentations in meetings on the Group's ESG management performance regularly, through which the Board can be timely updated of the latest progress of the sustainability goals set before and the predicaments that the Group is currently faced with.

We are very proud that the Company has made great strides in its corporate sustainable development and is writing another splendid chapter in its journey toward the transition to the lower-carbon economy.

容合人們未來共享社區的理念，長期以來一直是我們業務發展及成功的核心。作為一家致力於以環境可持續、經濟可行及對社會負責的方式發展業務的企業，本公司堅持走綠色、循環及可持續發展的道路，且奠定行業ESG投資及管理的最佳實踐基準。

氣候變化正不可避免地影響我們的生活、工作方式及業務模式。為制止破壞性影響，需要全新心態，這種心態包括環境退化、社會承諾及對治理結構作出順應的轉變。因此，變革勢在必行，以使我們的可持續發展治理體系更具包容性，且順應民需。例如，為更好地管理柬埔寨的木薯業務，本集團已採用SAFA(糧食與農業系統的可持續性評估)指引，作為評估、實施及改善其農業業務的整體全球參考框架。本集團於開展煤炭採礦業務時，一直將提高工人尊重、容納及保護自然的意識作為核心政策。本集團認為，確保企業內設有無障礙溝通渠道不僅使董事會有效識別主要的ESG風險，亦可發現ESG機會。因此，ESG管理團隊及相關負責人員須定期在會議上陳述有關本集團ESG管理績效的報告，董事會可通過該報告及時知悉之前設定的可持續發展目標的最新進展以及本集團目前面臨的困境。

本公司在企業可持續發展方面發展迅速，並於向低碳經濟轉型的過程中寫下另一新章節，這使我們深感自豪。



III. REPORTING PERIOD AND SCOPE OF THE REPORT

報告涵蓋時期及內容

The ESG report covers the operational boundary of the Group's business segments, namely the Cassava business, Coal mining business and IT related business. The geographical locations of the businesses in which the Group were principally engaged in FY2018 were the PRC, the Kingdom of Cambodia ("**Cambodia**") and Hong Kong. To deliver a formalised and internationally compatible report that appeals to the global readership, the Group referenced Global Reporting Initiative Standards ("**GRI(s)**") Standards for its ESG reporting. A complete content index and a GRI linkage table are available at the end of the ESG report for readers' convenience.

For corporate governance section, please refer to page 54–74 of the Group's 2018 Annual Report. The reporting period of this ESG report is for FY2018, from 1 January 2018 to 31 December 2018, unless specifically stated otherwise. If there is any conflict or inconsistency, the English version shall prevail.

ESG報告涵蓋本集團業務板塊主要收入的經營範圍(即木薯業務、煤炭採礦業務及資訊科技相關業務)。本集團於二零一八年財政年度主要在中國、柬埔寨王國(「**柬埔寨**」)及香港經營業務。為提交吸引全球讀者且國際認可的正式報告，本集團參考全球報告倡議組織標準(「**GRI(s)**」)編制ESG報告。ESG報告結尾處提供完整的內容索引及GRI鏈接表，方便讀者查閱。

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有關企業管治部分，請參閱本集團二零一八年年度報告第54-74頁。除非另有說明，本ESG報告的報告涵蓋時期為二零一八年財政年度，即自二零一八年一月一日至二零一八年十二月三十一日。如有任何衝突或不一致者，概以英文版本為準。

IV. STAKEHOLDER ENGAGEMENT

持份者參與

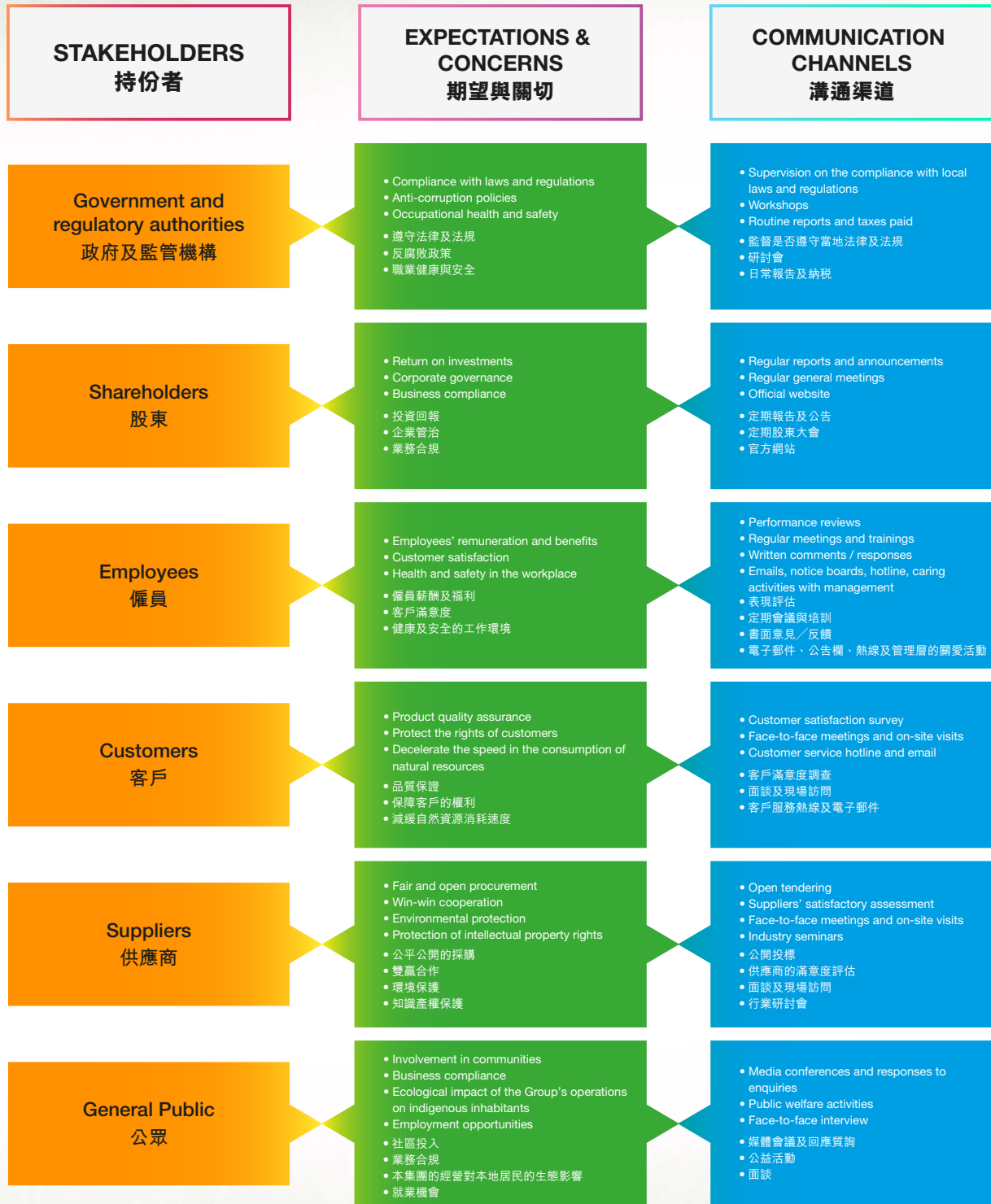
8 Fostering a sound relationship with all stakeholders has been seen as the prerequisite of effective communications and the realisation of the Group's vision of valuation creation for all. Therefore, the Group counts on its good corporate citizenship, reputational influence and great capability in coordination to build a collaborative relationship with its stakeholders including policy makers, regulators, investors, customers and suppliers. Through a broad range of open communication channels, the Group has garnered a deeper understanding of its stakeholders' genuine concerns and expectations, and that prompts the Group's business strategy to integrate material social and environmental topics and the corporate management of sustainability issues to be incorporated in wider business processes.

本集團將與所有持份者建立良好關係視為進行有效溝通及實現為所有持份者創造價值這一願景的前提。因此，本集團依賴其良好的企業公民意識、聲譽影響力及出色的協調能力，與其持份者(包括政策制定者、監管機構、投資者、客戶以及供應商)建立合作關係。本集團通過各種開放的溝通渠道深入了解持份者的真實關注及期望，這亦推動本集團業務策略的實施，即將重大社會及環境議題與企業在可持續發展方面的管理綜合納入更廣泛的業務流程。



IV. STAKEHOLDER ENGAGEMENT

持份者參與



IV. STAKEHOLDER ENGAGEMENT

持份者參與

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With the goal to strengthen corporate sustainability management while enhancing stakeholders' awareness of ESG and sustainability issues, the Group has bent all its efforts for the internal and external stakeholder engagement. During the year under review, the Group collected and carefully evaluated its stakeholders' opinions on corporate sustainable development, especially the material ESG topics and United Nations Sustainable Development Goals, and was committed to addressing those concerns in a proper manner based on continuous, concise and effective communications. The Group hopes to achieve the following three goals from the survey initiated by an external sustainability consultancy agency:

- a. Depict a comprehensive and objective picture of stakeholders' concerns in the path of the Group's long-term sustainable development;
- b. Surface potential business opportunities by addressing the climate-related risks and crisis through innovation and optimisation of the entire operational process; and
- c. Clarify a shared value between the Group and investors through quality education on ESG requirements and SDGs commitments.

According to the result, Goal 7 (Affordable and Clean Energy), Goal 3 (Good Health and Well-Being) and Goal 4 (Quality Education) ranked first, second and third among all 17 topics of SDGs in terms of the degree of stakeholders' attention and interest. In response to stakeholders' concerns on sustainable development goals, the Group has laid the emphasis on the topics that were given serious attention by the stakeholders and commits to make contributions to those goals from within the Group.

為加強企業可持續發展管理，同時提高持份者對ESG及可持續發展意識，本集團一直致力促進內部和外部持份者的參與。於回顧年度內，本集團已收集並仔細評估其持份者對企業可持續發展的意見，特別是重大ESG議題和聯合國可持續發展目標，並致力於在持續、簡潔和有效溝通的基礎上以適當的方式解決該等問題。本集團希望透過外部可持續發展諮詢機構發起的調查，實現以下三個目標：

- a. 全面客觀地描繪持份者對本集團長期可持續發展的關注事項；
- b. 透過創新和優化整個營運流程，解決與氣候相關的風險及危機，抓住潛在商機；及
- c. 透過ESG規定及可持續發展目標承諾方面的優質教育，明確本集團與投資者之間共同利益。

根據結果，按照持份者的關注及感興趣程度，於所有17個目標中，目標7(廉價和清潔能源)、目標3(良好健康與福祉)及目標4(優質教育)分列前三。為響應持份者對可持續發展目標的關注，本集團將重點放在持份者給予重點關注的議題上，並致力於在本集團內部為該等目標貢獻力量。



IV. STAKEHOLDER ENGAGEMENT

持份者參與



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可持續發展目標



IV. STAKEHOLDER ENGAGEMENT

持份者參與

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7 AFFORDABLE AND CLEAN ENERGY



7 經濟適用的清潔能源



In constant pursuit of the adoption of sustainable and eco-friendly energy resources in its daily operations, the Group insists on the research and development of the efficient application of renewable energy into its coal mining and agricultural practices. The Group believes that the promotion of the consumption of domestic renewable energy resources will not only lower the Group's carbon footprint, but contribute to reducing the energy footprint of cassava production and final products in various forms. The Group commits to keep improving its energy-smart operational system in all its businesses by setting clear targets to accomplish and building professional teams to monitor and supervise.

本集團在日常營運中不斷尋求採用可持續環保能源，堅持就可再生能源於其煤炭採礦及農業實踐中的有效應用進行研發。本集團認為，國內可再生能源資源的推廣將不僅可減少本集團的碳足跡，亦有助於以各種形式降低木薯生產及最終產品的能源消耗。本集團透過制定明確目標及成立專業團隊進行監察及監督，致力於不斷改進其所有業務的節能營運系統。

3 GOOD HEALTH AND WELL-BEING



3 良好健康與福祉



Caring about the occupational health and safety-related impacts of operations, the Group has long been committed to eliminating the physical and chemical risks in its businesses. With the implementation of detailed occupational health and safety policies, the Group ensures that all of its employees are not exposed to hazardous chemicals, waste or risks that lead to serious work-related accidents. More importantly, as coal mining is recognized as being arduous and liable to injuries and diseases, the Group has strengthened its risk management and emergency management during coal mining operations.

本集團關注職業健康及安全相關的營運影響，並一直致力消除其業務過程中的物理及化學風險。本集團實施詳盡的職業健康及安全政策，確保所有員工不會因接觸到危險化學品及廢料或會引致嚴重工作相關事故的風險。更重要的是，由於煤炭開採被認為是一項艱苦的工作，且易造成傷亡，本集團已在煤炭採礦作業中加強風險管理及應急管理。

4 QUALITY EDUCATION



4 優質教育



Goal 4 calls for global efforts to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. As an enterprise that relies on and employs a variety of types of innovations in its businesses, including open innovation, disruptive innovation, radical innovation and incremental innovation, the high-quality education throughout the entire company is fundamental. Being a socially responsible firm, the Group has not only allocated resources to its internal training, but endeavoured to support the youths in local communities through employment skills training programmes and donations.

目標4呼籲全球共同努力，確保廣泛及公平的優質教育及為所有人提供終身學習的機會。作為一間依賴及運用各種創新模式（即激進性創新和漸進性創新）的企業，在全公司上下推行優質教育乃公司的立足之本。作為一間有社會責任感的公司，本集團不僅投入資源進行內部培訓，亦透過就業技能培訓計劃和捐款，盡力為當地社區的年輕人提供支持。

IV. STAKEHOLDER ENGAGEMENT 持份者參與

MATERIALITY ASSESSMENT

Since ESG risks and opportunities for companies vary across industries and depend on the companies' business models, the Group undertook an annual review to pinpoint its stakeholders' main concerns and interests in an inventory of material ESG topics. In FY2018, the Group engaged its stakeholders to conduct a materiality assessment survey. Specifically, internal and external stakeholders were chosen in the first round based on their influence and dependence on the Group. Stakeholders with high scores were then invited to participate in this online survey, which contained numerous well-designed questions to express their concerns on a list of sustainability issues. Through such objective, transparent and decision-useful materiality assessment, the Group could prioritise the material ESG topics and formulate a materiality matrix as shown below. The assessment process was believed vital to demonstrating the Group's emphasis on stakeholders' inclusiveness and the outcome of the survey served as a powerful tool which assisted the Group to develop its action plans for more focused ESG management.

重要性評估

由於各公司在ESG方面的風險及機遇因應行業不同並視乎公司的業務模式而存在差異，故本集團會進行年度檢討，以確定其持份者對重大ESG議題的主要關注及感興趣事項。本集團已於二零一八年財政年度委託持份者進行重要性評估調查。具體而言，本集團於第一輪中依據有關持份者對本集團的影響及依賴程度挑選內部及外部持份者。得分較高的持份者隨後獲邀參與是次網上調查，就一系列可持續發展性事宜提出其看法。調查包括多項問題，透過客觀、透明且對決策有幫助的重要性評估，本集團對重大ESG議題進行排序並制定重要性矩陣(如下文所示)。本集團認為，該評估過程對突顯本集團重視持份者的參與十分重要，且調查結果作為一個有力工具，可促進本集團制定更有針對性的ESG管理行動計劃。

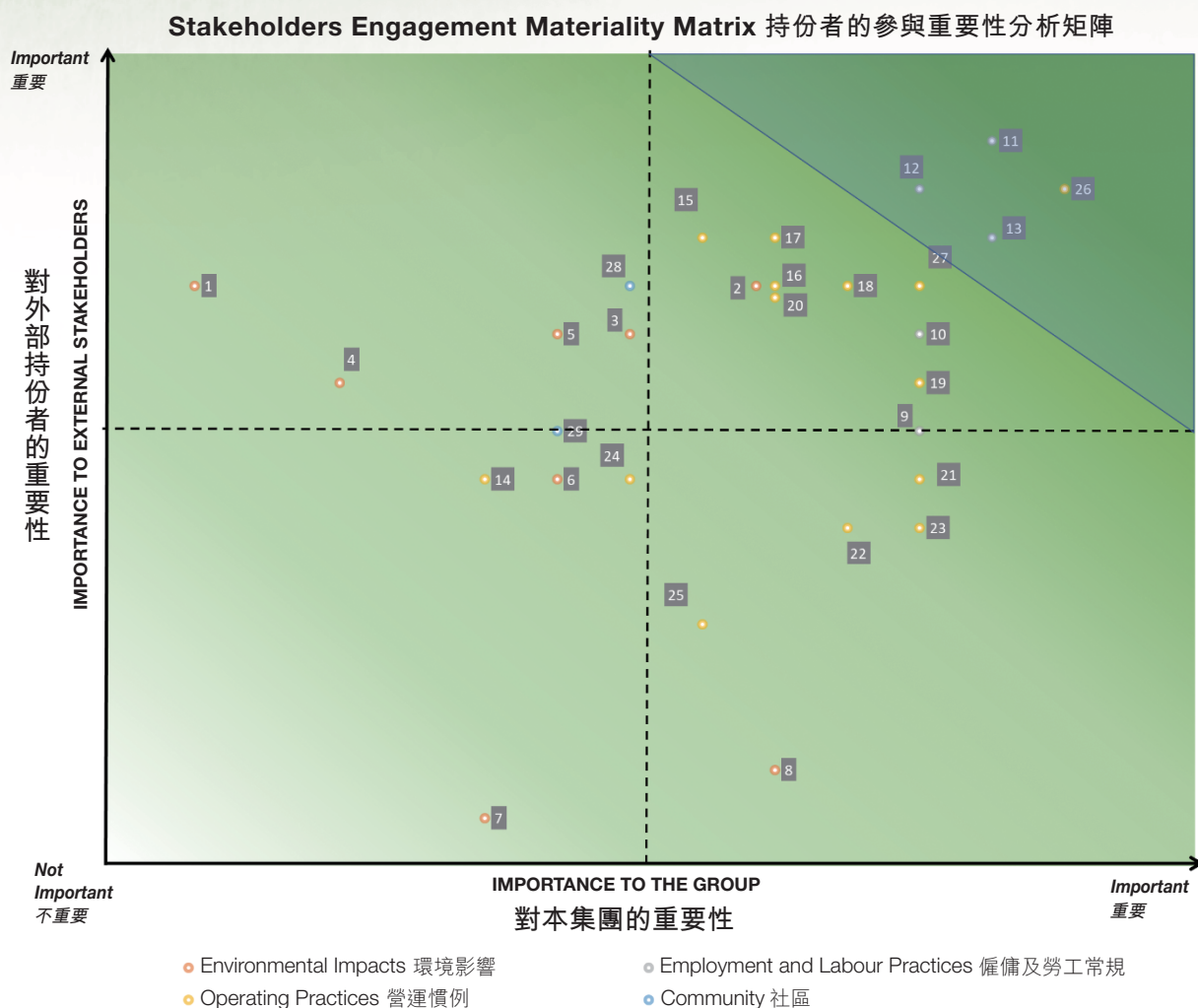
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IV. STAKEHOLDER ENGAGEMENT

持份者參與

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IV. STAKEHOLDER ENGAGEMENT

持份者參與

1	Air and greenhouse gas emissions 大氣污染物和溫室氣體的排放	11	Occupational health and safety 職業健康與安全	21	Marketing and promotion 行銷和推廣
2	Sewage treatment 污水處理	12	Employee development and training 僱員發展及培訓	22	Observance and protection of intellectual property rights 遵守和保護知識產權
3	Land use, pollution and restoration 土壤的使用、污染和恢復	13	Prevention of child and forced labour 防止僱傭童工和強制勞工	23	Quality control and management of products 產品品質保證和管理
4	Solid waste treatment 固體廢物處理	14	Suppliers' geographical regions in which materials are sourced 供應商按地區分類情況	24	Protection of consumer information and privacy 顧客資訊和私隱保護
5	Energy use 能源使用	15	Selection of suppliers and assessment of their products/ services 供應商選擇及其產品/服務的評 估標準	25	Labelling relating to products/ services 與產品/服務相關的標籤問題
6	Water use 水資源使用	16	Environmental protection assessment of the suppliers 供應商的環保評估	26	Prevention of bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐和洗黑錢
7	Use of raw/packaging materials 原材料/包裝材料的使用	17	Social risks assessment of the suppliers 供應商的社會風險評估	27	Anti-corruption policies and whistle-blowing procedures 反貪污政策及舉報流程
8	Mitigation measures to protect natural resources 環保措施	18	Procurement practices 採購措施	28	Understanding local communities' needs 了解當地社區需求
9	Composition of employees 僱員組成	19	Health and safety relating to products/services 產品/服務健康和安安全	29	Public welfare and charity 公益和慈善
10	Employee remuneration and benefits 僱員薪酬條件和福利政策	20	Customer satisfaction 顧客滿意度		

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Through the materiality analysis matrix, the Group identified “Prevention of consumer information and privacy”, “Occupational health and safety”, “Prevention of child and forced labour”, and “Employee development and training” as issues of high importance.

STAKEHOLDERS FEEDBACK

Striving for excellence, the Group welcomes stakeholders' feedback and advice on the improvement of corporate ESG approach and performance, especially related to topics listed as the highest importance in the materiality assessment. Readers are also welcome to share their views with the Group by email to info@greenleader.hk.

透過該重要性分析矩陣，本集團已確定「保護消費者資料及隱私」、「職業健康與安全」、「防止僱傭童工和強制勞工」及「僱員發展及培訓」為重要事宜。

持份者反饋

本集團不斷追求卓越，並歡迎持份者就改善企業ESG方法及表現提供反饋及建議，尤其是與重要性評估中具有高重要性的議題有關的反饋及建議。歡迎讀者通過電子郵件致 info@greenleader.hk 與本集團分享其意見。

V. ENVIRONMENTAL SUSTAINABILITY

環境可持續性

To seek long-term sustainability of the environment and community where it operates, the Group has made great efforts in controlling its emissions as well as its consumption of resources, and has strictly complied with relevant environmental laws and regulations in the PRC, Hong Kong and Cambodia during its daily operations, including but not limited to the following:

為尋求營運所在環境和社區的長期可持續性，本集團在控制排放物和資源消耗方面作出巨大的努力，並在日常營運中嚴格遵守中國、香港和柬埔寨的相關環境法律及規例，包括但不限於：

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- *Environmental Protection Law of the People's Republic of China;*
 - *The Law of the People's Republic of China on Appraising of Environmental Impacts;*
 - *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes;*
 - *Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise;*
 - *Water Pollution Prevention and Control Law of the People's Republic of China;*
 - *Atmospheric Pollution Prevention and Control Law of the People's Republic of China;*
 - *Energy Conservation Law of the People's Republic of China;*
 - *Cleaner Production Promotion Law of the People's Republic of China;*
 - *Provisions on the Protection of the Geologic Environment of Mines;*
 - *Regulations on the Administration of Construction Project Environmental Protection;*
 - *Regulations of Shanxi Province of Environmental Protection*;*
 - *Regulations of Taiyuan Municipality of Eco-environmental Protection*;*
 - *Emission standard for pollutants from coal industry (GB 20426-2006);*
 - *Emission standard of air pollutants for boiler (GB 13271-2014);*
 - *Technical Specifications of Eco-environmental Protection and Reclamation for Mining (HJ 651-2013);*
 - *Standard for pollution control on hazardous waste storage (GB 18597-2001);*
 - *Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong); and*
 - *Law on Environmental Protection and Natural Resources Management* (Cambodia).*
- 《中華人民共和國環境保護法》;
 - 《中華人民共和國環境影響評價法》;
 - 《中華人民共和國固體廢物污染環境防治法》;
 - 《中華人民共和國環境噪聲污染防治法》;
 - 《中華人民共和國水污染防治法》;
 - 《中華人民共和國大氣污染防治法》;
 - 《中華人民共和國節約能源法》;
 - 《中華人民共和國清潔生產促進法》;
 - 《礦山地質環境保護規定》;
 - 《建設項目環境保護管理條例》;
 - 《山西省環境保護條例》;
 - 《太原市生態環境保護條例》;
 - 《煤炭工業污染物排放標準》(GB 20426-2006) ;
 - 《鍋爐大氣污染物排放標準》(GB 13271-2014) ;
 - 《礦山生態環境保護與恢復治理技術規範》(HJ 651-2013) ;
 - 《危險廢物儲存污染控制標準》(GB 18597-2001) ;
 - 《廢物處置條例》(香港法例第354章) ; 及
 - 《環境保護及自然資源管理法》*(柬埔寨)。

* For identification purpose only

* 僅供識別

V. ENVIRONMENTAL SUSTAINABILITY

環境可持續性

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources in FY2018.

A.1. EMISSIONS

In FY2018, the Group complied with relevant national and local environmental laws in terms of emissions during its daily operations. In particular, the Group was not in violation of any laws and regulations in relation to air and greenhouse gas ("GHG") emissions, discharges into water and land, generation of hazardous and non-hazardous wastes, and noise that have a significant impact on the Group. Sticking to principle of "Sound ecological environment is the most inclusive benefits to people's well-being", the Group has implemented various measures to mitigate its impacts on the environment.

During the year under review, air pollutants emitted from the Group such as sulphur oxides ("SO_x"), nitrogen oxides ("NO_x") and particulate matter ("PM") were mainly generated from vehicles used for transportation and machineries for mining and agricultural operations. Specifically, the Group's air emissions of SO_x, NO_x and PM from the Cassava business amounted to 0.24 kg, 208.88 kg and 20.71 kg, respectively in FY2018, while the mass concentration of the emissions of SO_x, NO_x and PM were 0.4 mg/m³, 150mg/m³ and 1.0mg/m³. It goes without saying that GHG is a major contributor to climate change and have been rigorously governed by the United Nations' Framework Convention on Climate Change. GHG emissions from the Group primarily came from the burning of fossil fuels and the consumption of electricity in its daily operations. In FY2018, the Group's total GHG emissions amounted to 26,897.7 tonnes of CO₂e, with an intensity of 41.07 tonnes of CO₂e/employee. In addition, the Group generated a total of 4,500 tonnes of non-hazardous domestic and other solid wastes, whilst 4,037 cubic metres of non-hazardous wastewater were discharged during FY2018. In FY2018, the Group did not discharge any hazardous wastes (solid waste or sewage) to the environment during its operations. The Group's total emissions in FY2018 are summarised in table 1 below. To better illustrate the GHG emissions of the Group in detail, especially from the perspective of different business segments, geological locations, use of resources and emission scopes, a GHG emissions Sankey diagram has been formulated. It visualises the patterns of corporate GHG emissions with the width of flows representing the magnitudes of the amount of emissions.

本章節主要披露本集團於二零一八年財政年度的排放物、資源使用、環境及自然資源的政策、慣例及量化數據。

A.1. 排放物

於二零一八年財政年度，本集團在日常營運過程中遵守有關排放物的國家和地方相關法規。尤其是，本集團並無違反任何與廢氣及溫室氣體(「溫室氣體」)排放、向水及土地排污、有害和無害廢物的產生以及噪音有關的法律及法規而對本集團產生重大影響。本集團秉承「良好的生態環境是最普惠的民生福祉」的原則，採取各種措施，以減低對環境的影響。

於回顧年度，本集團所排放的廢氣污染(例如硫氧化物(「SO_x」)、氮氧化物(「NO_x」)及顆粒物(「顆粒物」))主要來自於運輸汽車以及採礦和農業作業機械。具體而言，於二零一八年財政年度，本集團木薯業務所產生的廢氣排放分別為0.24千 克SO_x、208.88千 克NO_x及20.71千 克顆粒物，而SO_x、NO_x及顆粒物的質量濃度為0.4毫克/立方米、150毫克/立方米及1.0毫克/立方米。毫無疑問，溫室氣體為氣候變化的主要因素，並一直受到《聯合國氣候變化框架公約》的嚴格管控。本集團的溫室氣體排放主要來自於日常營運過程中消耗燃料和電力。於二零一八年財政年度，本集團的溫室氣體排放總量為26,897.7噸二氧化碳當量，密度為每人41.07噸二氧化碳當量。此外，於二零一八年財政年度，本集團共產生4,500噸無害生活廢物及其他固體廢物，並排放4,037立方米無害廢水。於二零一八年財政年度，本集於日常營運過程中並無向環境排放任何有害廢物(不論是固體廢物或污水)。本集團於二零一八年財政年度的總排放量概述於下文表一。為更好地展現本集團的溫室氣體排放詳情，特別是從不同商業板塊、地理位置、資源使用和排放範圍等方面作出闡述，本集團繪製了溫室氣體排放桑基圖。該桑基圖利用箭頭的寬度代表排放量的大小，將企業溫室氣體排放的現狀具體地表現出來。

V. ENVIRONMENTAL SUSTAINABILITY

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Table 1: the Group's total emissions by category in FY2018

表一：本集團二零一八年財政年度總排放量(按類別劃分)

Emission category	Key performance indicator (KPI)	Unit	Amount in FY2018	Intensity* (Unit/Employee) in FY2018	
排放類別	關鍵績效指標(KPI)	單位	於二零一八年財政年度的排放量	於二零一八年財政年度的密度* (單位/人)	
Air Emissions (Coal mining business) 廢氣排放 (煤炭採礦業務)	SO _x	mg/m ³ 千克/立方米	0.4	-	
	NO _x	mg/m ³ 千克/立方米	150	-	
	PM 顆粒物	mg/m ³ 千克/立方米	1.0	-	
Air Emissions (Cassava business) 廢氣排放(木薯業務)	SO _x	kg 千克	0.24	-	
	NO _x	kg 千克	208.88	-	
	PM 顆粒物	kg 千克	20.71	-	
GHG Emissions 溫室氣體排放	Scope 1 (Direct Emissions) 範圍一(直接排放)	tonnes CO ₂ e 噸二氧化碳當量	2,703.3	4.13	
	Scope 2 (Energy Indirect Emissions) 範圍二(能源間接排放)	tonnes CO ₂ e 噸二氧化碳當量	23,894.4	36.48	
	Scope 3** (Other Indirect Emissions) 範圍三**(其他間接排放)	tonnes CO ₂ e 噸二氧化碳當量	301.3	0.46	
	GHG removals from newly planted trees 新種植樹木所減少的溫室氣體排放量	tonnes CO ₂ e 噸二氧化碳當量	1.3	0.002	
	Total (Scope 1 & 2 & 3) 總排放量(範圍一、二及三)	tonnes CO ₂ e 噸二氧化碳當量	26,897.7	41.07	
	Non-hazardous Waste 無害廢物	Solid Wastes 固體廢物	tonnes 噸	4,500	6.87
		Wastewater 廢水	m ³ 立方米	4,037	6.16

* Intensity for FY2018 was calculated by dividing the amount of air, GHG and other emissions respectively by the total workforce of the Group in FY2018, which was 655;

** The Group's GHG emissions for Scope 3 (Other Indirect Emissions) only covered that from paper waste disposed of at landfills and electricity used for processing fresh water and sewage by government departments; and

*** The methodology adopted for reporting on GHG emissions set out above was based on the "How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

* 於二零一八年財政年度的密度乃分別按本集團於二零一八年財政年度所產生廢氣、溫室氣體或其他排放數量除以員工總數(655)計算；

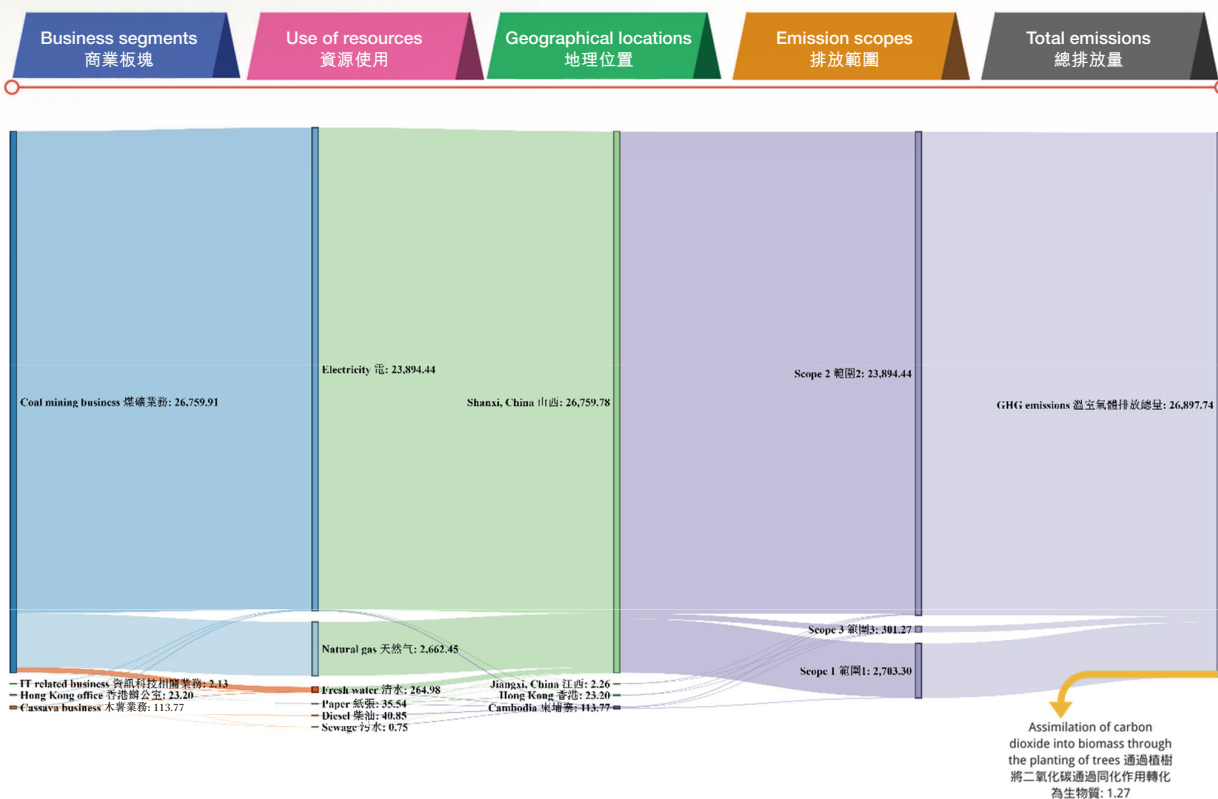
** 本集團溫室氣體排放範圍三(其他間接排放)僅包括於堆填區處置廢紙以及政府部門使用電力處理食水及廢水所引致的溫室氣體排放；及

*** 上述溫室氣體排放報告採用的方法乃基於聯交所頒佈的「如何編製ESG報告? – 附錄二：環境關鍵績效指標匯報指引」。

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Unit: tonne CO₂e
單位：噸二氧化碳當量



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Coal mining business

The principal emissions in the Coal mining business of the Group included GHG emissions from the purchase of electricity and fuels combustion for machinery operations, sulphur oxide, nitrogen oxide, smoke, noise, mine wastewater, gangue during mining process and domestic wastewater and domestic solid waste from workers. To ensure that all emissions from the mining sites, especially the key elements that pose potentially detrimental threat to the environment could be well managed, the Group not just commissioned a professional team on site comprised of specialists with diverse backgrounds to supervise mining operations, a series of internal policies and corresponding facilities were established and applied into practice to manage the emissions from this business segment effectively.

煤炭開採業務

本集團煤炭開採業務的主要排放物包括購買用於機器運轉的電力及燃料燃燒所產生的溫室氣體排放、開採過程中產生的硫氧化物、氮氧化物、煙霧、噪音、礦場廢水、脈石以及工人的生活廢水及生活固體廢物。為確保礦場的所有排放能夠獲得有效管理，尤其是可能對環境造成有害威脅的主要因素，本集團不僅委託一支由擁有豐富經驗的專家組成的專業團隊現場監察採礦業務，制定一系列內部政策及設立相應設施，同時亦有效貫徹執行此業務分部的排放管理。

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Air & GHG Emissions

Air and GHG emissions from the Coal mining business of the Group were mainly caused by the use of electricity, consumption of diesel and gasoline, and operations of gas boilers. For instance, the heavy machineries for the mining generated exhaust fumes, while certain amounts of nitrogen oxides were discharged from gas boilers that were used for heating. In addition, it is worth mentioning that the dust hazard has long been a serious problem in mining operations, which could cause coal workers' pneumoconiosis or "black lung" and chronic obstructive pulmonary diseases. As such, the Group has strictly abided by relevant laws in controlling its exhaust gas emissions and implemented an environmental management system of continual improvement to review, prevent, mitigate or ameliorate adverse environmental impacts. Specifically, the Group has demolished coal fired boilers and installed gas boilers with the emission of nitrogen oxides being strictly controlled under 30mg/m³ in some mining sites, which was significantly lower than the limited under the "Emission standard of air pollutants for boiler" (GB 13271-2014). Other mining sites have connected their heating systems with the heating system of Gujiao City and realised central heating. Moreover, to control the coal dust on site, a number of measures for dust suppression, ventilation and respiratory protection have been taken by the Group. In particular, some mining sites have adopted enclosed coal storage sheds, installed water spraying facilities and built automatic vehicle cleaning equipment, which could, to certain degrees, mitigate the risks of coal dust on site.

To further lower the air & GHG emissions from mining operations, there is no doubt the fact that controlling the consumption of fossil fuels at source is a foundational step for the Group. Thus, the Group has set up effective internal policies, which are further described in the section A.2. Use of Resources, to make its energy use more efficient through advancing energy management programs and strategically pushing its transition toward low-carbon economy.

Wastewater

In FY2018, the wastewater from this business segment consisted of mine wastewater and domestic wastewater generated by workers. Being dedicated to reducing the discharge of onsite sewage, the Group keeps optimising its wastewater treatment process on site through the purchase of advanced facilities for wastewater treatment and has achieved magnificent success toward the target of zero discharge. Specifically, the mine wastewater was treated through a set of standard and scientific process including pre-sedimentation, mixture with coagulants, disinfection and filtration. The treated wastewater was all recycled for fire protection in the pit, dust control on site, mud grouting and planting. The Group has strictly adhered to the approval of environmental impact assessment and insisted on zero discharge to external water bodies. The following diagram illustrates the entire process flow of mine wastewater treatment in detail.

大氣污染物及溫室氣體排放

本集團煤炭開採業務的大氣污染物及溫室氣體排放主要來自使用電力、消耗柴油及汽油以及運作燃氣鍋爐。例如，用於開採的重型機械產生大量的廢氣，而用於加熱的燃氣鍋爐亦會排放一定量的氮氧化物。此外，值得一提的是，粉塵危害一直是採礦業務中一項嚴重的問題，可使煤炭工人患上塵肺病或「黑肺病」及慢性阻塞性肺病。因此，本集團已嚴格遵守相關法律，控制其廢氣排放量並實行持續優化的環境管理制度，以審查、預防、減輕或改善不利的環境影響。特別是，本集團拆除燃煤鍋爐並安裝燃氣鍋爐，將部分採礦場的氮氧化物排放量嚴格控制在30毫克/立方米，遠低於《鍋爐大氣污染物排放標準》(GB 13271-2014)項下的限值。其他礦場的供熱系統與古交市的供熱系統相連並實行集中供熱。此外，為控制礦場煤塵，本集團已採取多項措施進行除塵、通風及呼吸防護。特別是，部分礦場採用封閉式煤倉、安裝噴水設施及自動車輛清洗設備，可在一定程度上減輕礦場煤塵的風險。

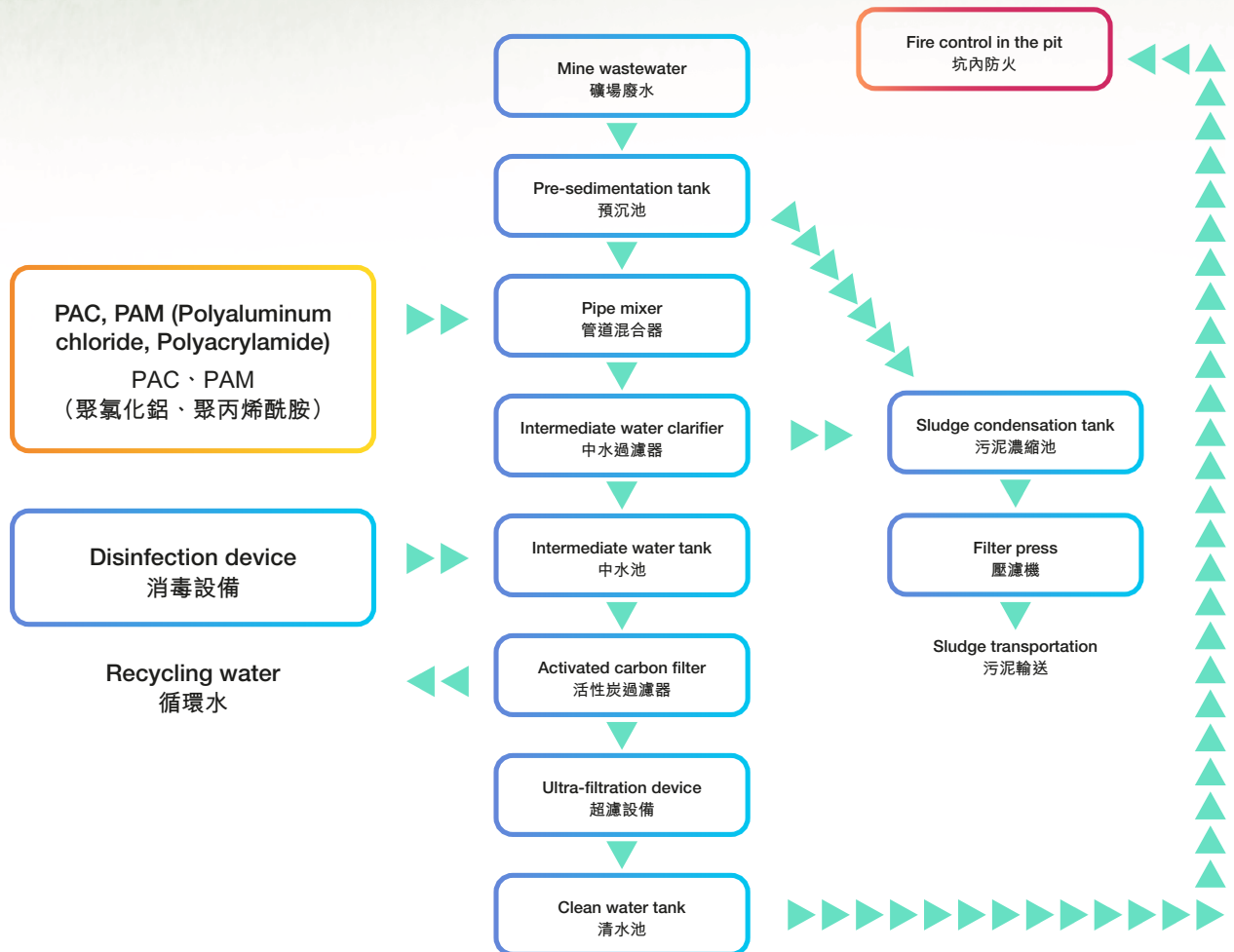
為進一步減低開採業務中大氣污染物及溫室氣體排放，毫無疑問從源頭控制礦物燃料燃燒對本集團而言屬基礎一步。因此，本集團已制定有效的內部政策(進一步詳述於A.2. 資源使用一節)，透過改良能源管理方案及戰略性推動向低碳經濟轉型使能源使用更具效益。

廢水

於二零一八年財政年度，此業務分部的廢水包括礦場廢水及工人的生活廢水。本集團為減少礦場廢水排放，通過購買先進的廢水處理設施優化礦場的廢水處理流程並在實現零排放上取得巨大成功。具體而言，礦場廢水乃通過一套標準及科學的流程進行處理，包括預沉、混合凝結劑、消毒及過濾。處理後的廢水全部循環用於坑內防火、礦場防塵、灌泥漿及種植。本集團嚴格遵守對環境影響評估的審批並堅持向外部水域的零排放。下圖詳細說明礦場廢水處理的整個流程。

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The floating mud collected from the condensation tank was processed through the filter press first and transported to the certified external environmental organisations. The domestic wastewater was also collected and processed by relevant facilities. The treated domestic wastewater was then utilised for planting or watering the haul road. The mine wastewater and domestic wastewater that have been treated through internal wastewater treatment process were in full compliance with relevant requirements under the “Integrated waste discharge standard” (GB8978-1996).

自濃縮池收集的浮泥首先經壓濾機處理，而後運送到經認證的外部環保組織。生活廢水亦經收集後並由相關設施進行處理。處理後的生活廢水則用於種植或澆灌料器。礦場廢水及生活廢水乃經內部廢水處理流程處理，已完全遵守《污水綜合排放標準》(GB8978-1996)的相關規定。

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Mine Wastewater Treatment Facilities
礦場廢水處理設施

In FY2018, all coal mining sites of the Group have accomplished the goal of recycling all wastewater generated on site and no wastewater was discharged directly to the municipal drainage system.

Solid Wastes

The solid wastes in this business segment were majorly constituted by domestic solid wastes from employees and gangue. The domestic waste was stacked at the rubbish bins on site, well-sorted and recycled by internal staffs, and handled by certified local sanitation departments, with which each mining site has signed contract for domestic solid waste treatment. Gangue came from the coal mining process and was treated quite differently by different mining sites of the Group. For instance, some mining sites chose to enter into agreements with local coal preparation plants or coal washing plants, which were responsible for transporting the gangue to approved waste heap for further treatment, while others handled the gangue internally, such as backfilling in the pit, and accomplished the target of zero discharge of gangue above the pit.

於二零一八年財政年度，本集團的所有煤礦均完成循環使用礦場內所產生的所有廢水且並無廢水直接排向市政排水系統。

固體廢物

此業務分部的固體廢物主要來自於僱員產生的生活固體廢物及脈石。生活廢物均由內部員工堆放在礦場的垃圾箱、妥善分類及回收，並由經認證的地方衛生部門進行處理，且各礦場均與該等地方衛生部門訂立生活固體廢物處理合同。脈石於煤炭開採過程中產生，且本集團的不同礦場對其的處理方式大不相同。例如，部分礦場選擇與當地的選煤廠或洗煤廠簽訂協議，該等工廠負責將脈石運送至經授權的廢石堆作進一步處理，而其他礦場則內部處理脈石（如坑內回填）並實現脈石在坑上的零排放。

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In terms of the prevention of any penetration and leakage of hazardous chemicals that were used during operations, the Group has installed special facilities on site for the storage of hazardous materials and assigned professional staffs who received sufficient hours of trainings to manage the warehouse in accordance with the requirements of the Regulations on the Safety Management of Hazardous Chemicals (危險化學品安全管理條例).

Noise

Noise emissions generated by the Group mainly came from the operation of machineries during mining processes. In strict compliance with national and local regulations in terms of noise emissions such as "Emission standards for industrial enterprises noise at boundary" (GB12348-2008), the Group has adopted many noise-reducing facilities and measures to mitigate the impact of noise on the surroundings by sticking to the following three principles:

為防止營運中所用的危險化學品滲漏及洩漏，本集團已根據危險化學品安全管理條例的規定於礦場內安裝用於儲存危險化學品的特別設施並委派已接受充足培訓的專業員工管理倉庫。

噪音

本集團產生的噪音排放主要來自開採過程中的機器運作。為嚴格遵守有關噪音排放的國家及當地法例(如《工業企業廠界環境噪聲排放標準》(GB12348-2008))，本集團已採用大量減音設施及採納多項措施，並通過堅持以下三項原則減輕對周圍環境的噪音影響：

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* For identification purpose only

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In addition, the Group spared no efforts in pragmatic innovations on the redesign of machineries and purchase of brand-new equipment that is notably quieter, more environmentally friendly and more efficient compared with the outmoded machineries of which the noise pollution might reach a high decibel level.

In a nutshell, the coal mining business of the Group actively responded to the call of environmental protection and has achieved solid progress toward its goals in environmental management, such as recycling all mine wastewater and domestic wastewater internally instead of discharging sewage to external water bodies. With an ambition to pursue a more environmentally sound stewardship in the emission control of its coal mining business, the Group has established an integrated management system, focusing on the effective implementation and continuous improvement in the following areas:

此外，本集團不遺餘力地務實創新，重新設計機械並購置全新的設備，該等設備較噪音污染已達高分貝水平的老舊機械而言更為安靜、環保並更具效益。

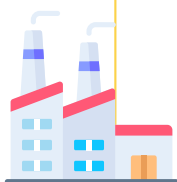
總括而言，本集團的煤炭開採業務積極響應環保號召並在實現環境管理方面取得重大進展，如內部循環所有的礦場廢水及生活廢水，而非排向外部水域。為在煤炭開採業務的排放控制方面實現更為環保的管理，本集團制定綜合管理制度，著重在以下領域有效執行及持續改善：



Strengthen the management of policies 強化政策管理

Each mining site should formulate clear management policies for environmental protection, including the Pollution Control Facility Management System, General Industrial Solid Waste Management System, Dangerous Waste Management System, Internal Monitoring Management system, Environmental Protection Inspection System and Environmental Protection Reward and Punishment System.

各礦場應制定明確的環保管理政策，包括污染控制設施管理制度、一般工業固體廢物管理制度、危險廢物管理制度、內部監控管理制度、環保監察制度及環保獎懲制度。



Strictly carry out air pollution control 嚴格控制大氣污染

Mining sites should control the emission of nitrogen oxides generated from boilers strictly according to relevant regulations and pay great attention to dust suppression on site. Also, ecological restoration and management needs to be implemented actively in a practical way.

礦場應嚴格遵守相關法規控制鍋爐產生的氮氧化物排放並著重於消除礦場粉塵。此外，生態恢復及管理需要以實際的方式積極開展。



Ensure effective management of onsite facilities for pollution prevention 確保對礦場污染防治設施的有效管理

All mining sites are required to make sure the effective operations and regular upkeep of all facilities for waste treatment and emission control.

所有礦場需確保廢物處理及排放控制的所有設施均可有效運作及定期維護。



Professionally treat solid waste 專業處理固體廢物

Gangue and domestic solid waste on site should be handled by certified organisations. The mining sites need to keep the entire disposal process under surveillance.

礦場的脈石及生活固體廢物應由經認證的機構進行處理。礦場需監控整個處理過程。



Internal monitoring 內部監控

All mining sites should abide by relevant laws in the mining operations and comply with all environmental laws strictly. An internal audit team should be built to conduct the self-monitoring work.

所有礦場的開採業務應符合相關法律並嚴格遵守所有環保法律。該等礦場應設立內部審計團隊進行自我監督。

In FY2018, the coal mining business of the Group was not in violation of any relevant laws and regulations in relation to emissions, which have a significant impact on the Group.

Cassava business

In FY2018, the major emissions from the Cassava business of the Group included mandioc wastewater, cassava residue, and domestic solid waste and wastewater from onsite workers. To efficiently control the emissions from this business segment, the Group has implemented effective policies and adopted various advanced methods.

於二零一八年財政年度，本集團的煤炭開採業務並無違反有關排放且對本集團有重大影響的相關法律及法規。

木薯業務

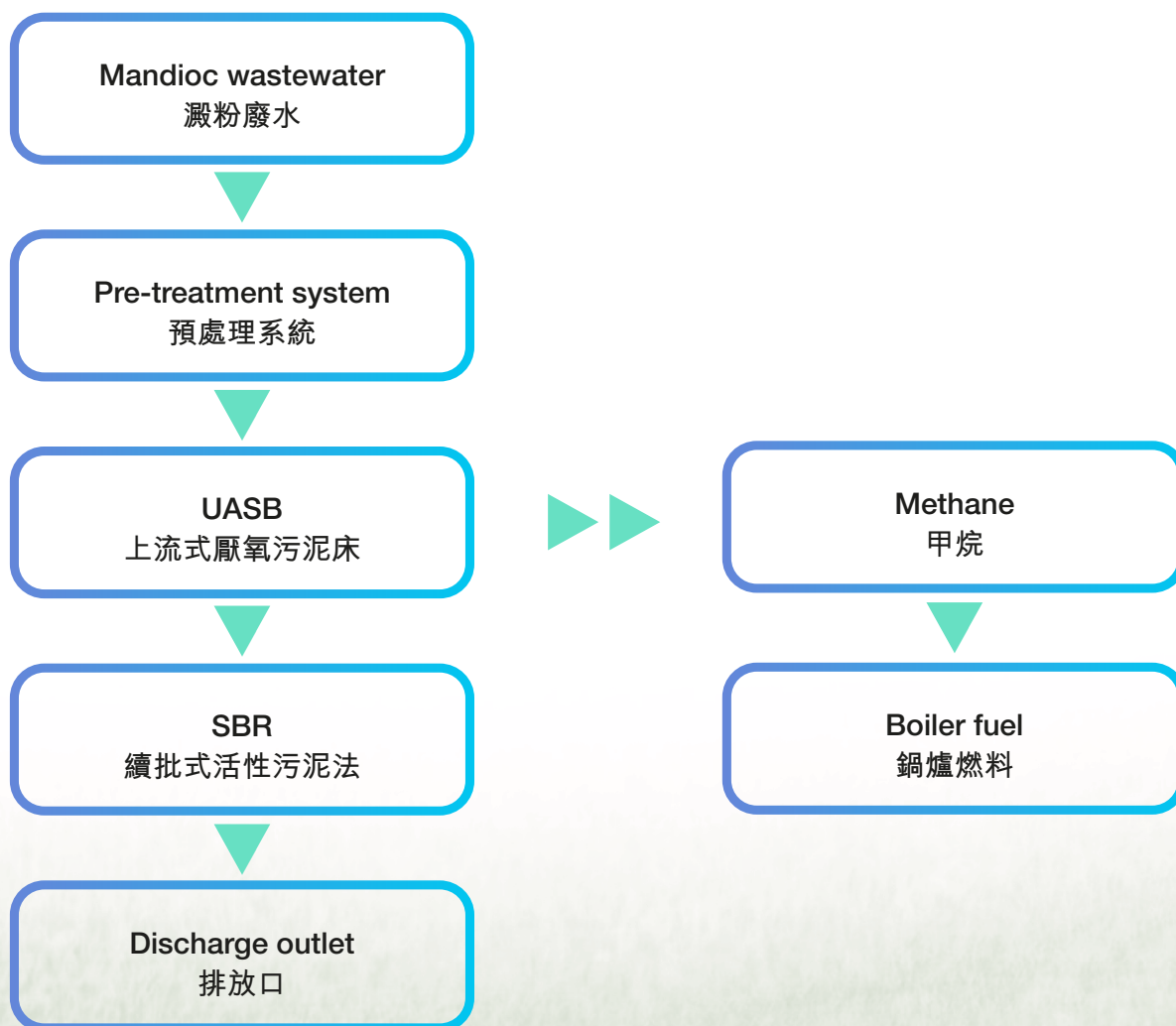
於二零一八年財政年度，本集團木薯業務的主要排放物包括澱粉廢水、薯渣及生活固體廢物以及來自現場工人的廢水。為有效控制此業務分部的排放物，本集團已實施有效的政策及採取多種卓越的方法。

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Specifically, it is manifest that mandioc wastewater normally contains toxic materials that may jeopardise human's health, as well as other living organisms if not being properly treated before disposal. In order to address this problem, therefore, the Group deployed a highly efficiently biological wastewater treatment system. The system containing pre-treatment device, Up-flow Anaerobic Sludge Blanket ("UASB"), methane recovery device and Sequencing Batch Reactor Activated Sludge Process ("SBR") has been considered as an optimal selection due to its technological and economic advantages. To maintain the high-efficiency of detoxification process during mandioc wastewater treatment, the Group keeps monitoring and measuring the degradation rate with sodium hydrate. In addition, the Group has long been putting great emphasis on the recovery of usable energy and utilised the methane generated from the mandioc wastewater treatment process for boiler fuel. The Group ensures that all discharged wastewater must conform to the requirements under ISO 22000 (Food Safety Management System) as well as the requirement of local government (e.g. biochemical oxygen demand of less than 100 mg/l).

具體而言，顯而易見的是，如果在處置前未得到適當處理，澱粉廢水通常包括可能危害人類及其他生物健康的有毒物質。因此，為解決該問題，本集團已部署高效生態廢水處理系統。該系統包括：預處理設施、上流式厭氧污泥床（「UASB」）、甲烷回收設備及續批式活性污泥法（「SBR」）。由於其技術及經濟優勢，該系統被認為是最佳的選擇。為維持澱粉廢水處理時無害化處理的高效運作，本集團持續監控及測量氫氧化鈉的衰減率。此外，長期以來，本集團一直非常重視可用能源的回收，並利用澱粉廢水處理過程中產生的甲烷作為鍋爐燃料。本集團確保排放的所有廢水必須滿足ISO 22000（食品安全管理系統）及當地政府的要求（即生物化學需氧量少於100mg/l）。

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The solid waste from the Cassava business of the Group consisted of domestic waste and cassava residue. In terms of the domestic solid waste treatment, the special economic zone developer was responsible for the collection, transportation and disposal, while the cassava residue was processed and converted to organic fodder for animals.

IT related business

Since the IT related business of the Group mainly operated in the offices, principal emissions from this business segment were GHG emissions from the purchase of electricity for office lighting and daily operations, commercial solid waste and sewage generated from staffs at offices. Despite not being a business segment that generated significant amounts of emissions, the Group has been rethinking its design and sustainability management of its offices to save energy resources, lower carbon emissions and reduce daily wastes.

To create a pleasant working environment for its employees while maintaining a high efficiency of energy consumption in the offices, the Group mainly focused on the following three areas:

1. Retrofit: IT related business keeps optimising its office equipment and systems, including the redesign of heating systems, upkeep of air-conditioning, instalment of automated lighting controls and replacement of electricity-intensive lighting fixtures;
2. Sustainability training: To raise the awareness of employees at offices in energy conservation and its connection with environmental impact, the offices of IT related business have held a series of internal seminars and educational activities to share the knowledge and viable practices for environmental protection in the offices; and
3. Details: The Group believes that details are the key to success and therefore encourages its employees at offices to start energy conservation and emissions reduction from small changes around them, such as shutting down idle computers in time and switching off the lights when not needed.

來自本集團木薯業務的固體廢物包括生活廢物及薯渣。經濟特區開發商負責收集、運輸及處理生活固體廢物，而薯渣經過加工轉變為動物的有機飼料。

資訊科技相關業務

由於本集團資訊科技相關業務主要在辦公室營運，此業務分部的主要排放物包括為辦公室照明及日常營運過程中購買電力產生的溫室氣體排放、商業固體廢物及辦公室內員工產生的廢水。儘管此業務分部並不會產生大量排放物，本集團已再三考慮其辦公室的設計及可持續性管理以節約能源、降低碳排放量及減少日常廢棄物。

為向其員工創造一個舒適的工作環境，同時保持辦公室高能源消耗，本集團主要致力於以下三個方面：

1. 改造：資訊科技相關業務持續優化其辦公室設備及系統，包括重新設計供熱系統、空調保養、安裝自動化照明控制及更換耗電的照明裝置；
2. 可持續性培訓：為提高辦公室員工能源節約及其與環境影響相關聯的意識，資訊科技相關業務辦公室已舉行一系列內部研討會及教育活動，以分享辦公室環境保護的知識及可行實務；及
3. 細節：本集團相信細節乃成功之關鍵，因此鼓勵其辦公室員工開始從週邊的微小改變做起，進行節能減排，例如，關閉閒置的電腦及於不需要時關燈。

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Insisting on “buying less so waste less”, the Group believes that the most effective way to cut down on waste is to prevent it being generated in the first place. To efficiently manage its commercial solid waste from offices, the Group has adopted various measures, such as using centralised garbage can for the collection of waste in the offices. Besides, the Group has put efforts into waste classification. The sorted municipal solid waste from offices is normally handled by the property management of the building, and then disposed of at landfills by the government. Given the commitment of the Group to Sustainable Waste Management, effective actions to reduce, reuse and recycle materials have been taken in all offices, as highlighted below in particular:

- Recycle as much solid waste as possible through classification process;
- Educate all employees on reducing the use of disposable items such as plastic tableware;
- Purchase microwaves in the offices to encourage employees to take their own lunch boxes instead of ordering take-away food, which could largely reduce the waste of food packages; and
- Advocate the reuse of office stationeries.

In FY2018, the wastewater generated from offices of the Group was directly discharged into the municipal sewage network and handled by the property management of buildings. Since the amount of wastewater highly depends on the amount of fresh water used, the Group has taken specific measures, further described in the next subsection under Section Water, to reduce its water consumption in the offices.

A.2. USE OF RESOURCES

In FY2018, the primary resources consumed by the Group were electricity, water, natural gas, diesel and paper. Given the nature of its business, the Group did not consume any packaging material during the year under review. Table 2 illustrates the amount of different resources used by the Group.

本集團堅持「少買少浪費」，認為減少浪費的最有效方法是首先防止產生廢物。為有效管理辦公室的商業固體廢物，本集團已採取多項措施，如使用集中式垃圾桶收集辦公室的廢物。此外，本集團致力於固體垃圾分類。經分類辦公室的都市固體廢物通常由大廈的物業管理部門處理，然後交由政府部門處理。秉承對廢物可持續化管理的承諾，本集團所有辦公室均採取有效措施，以減少、重複利用及回收材料，具體做法如下：

- 盡量以分類方式回收固體廢物；
- 教育全體員工減少使用塑膠餐具等一次性物品；
- 購買微波爐，鼓勵辦公室僱員自帶午餐盒，代替叫外賣，從而大幅減少食物包裝廢物；及
- 提倡可重複利用辦公室文儀用品。

於二零一八年財政年度，本集團辦公室產生的廢水直接排入市政污水網絡，並由大廈的物業管理部門處理。由於廢水量很大程度上取決於用水量，本集團已採取具體措施以減少辦公室的用水量。具體措施將在下一小節用水中進一步說明。

A.2. 資源使用

本集團於二零一八年財政年度所使用的主要資源為電力、用水、天然氣、柴油及紙張。鑒於其業務性質，本集團在回顧年度內未消耗任何包裝材料。表二闡述了本集團使用的資源量。

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Table 2: Total Resource Consumption in FY2018

表二：於二零一八年財政年度資源使用總量

Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2018	Intensity* (Unit/Employee) in FY2018
資源使用	關鍵績效指標(關鍵績效指標)	單位	總量 - 於二零一八年財政年度	強度* (單位/每人) - 於二零一八年財政年度
Energy 能源	Electricity 電力	kWh'000 千千瓦時	27,042	41.29
	Diesel 柴油	L 公升	15,000	22.90
	Natural gas 天然氣	m ³ 立方米	1,272,720	1,943.08
Water 用水	Water 用水	m ³ 立方米	1,682,390	2,568.53
Paper 紙張	Paper 紙張	kg 公斤	7,404.1	11.30

* Intensity for FY2018 was calculated by dividing the amount of resources the Group has consumed in FY2018 by the total workforce of the Group in FY2018, which was 655.

* 於二零一八年財政年度，排放強度是按本集團於二零一八年財政年度所消耗的資源數量除以本集團於二零一八年財政年度的僱員總數(655)計算。

Electricity

The Group consumed electricity in its daily operations in its coal mining site, farms and offices. To further mitigate the consumption of electricity so as to diminish its GHG emissions, the Group has embedded the slogan of "Saving Electricity" into its business strategy and daily operations, and in particular implemented the following practices:

- Switch off all idle lights and air conditioners (e.g. most electrical equipment is turned off during lunch time);
- Maintain the electrical equipment in the offices (including air conditioners and paper shredders) regularly to keep their efficiency;
- Adjust the set temperature of air conditioners in the offices based on the weather at the time;
- Use more efficient LED bulbs instead of energy-intensive lamps in both offices and mining sites; and
- Encourage all employees to keep the curtains open and utilise natural sunlight in the offices when possible.

電力

本集團於其採礦場、農場及辦公室的日常營運中消耗電力。為進一步減少電力消耗從而降低溫室氣體的排放，本集團已將「節約用電」的口號納入其業務發展策略及日常營運中，並特別實施以下措施：

- 關閉所有閒置的照明和空調(例如，大部分電器設備將在午餐時間關閉)；
- 定期保養辦公室的電子設備(如空調和碎紙機)，以保持其高效率；
- 根據季節調節辦公室空調的設定溫度；
- 於辦公室及採礦場使用更高效能的LED燈泡替換消耗大量電力的燈泡；及
- 鼓勵所有僱員在可能的情況下打開窗簾，利用自然陽光照亮辦公室。

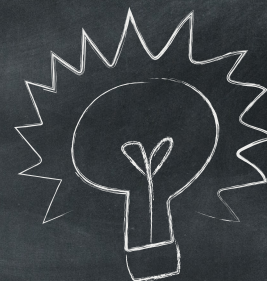
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環境可持續性

CASE STUDY

案例分析

- The Coal mining business of the Group is aware of the increasingly severe consequences and risks for ecosystem, human health and the economy caused by climate change, and has long been dedicated to the adoption of various practicable measures for energy conservation. By deeply grasping the essence of 'Energy Conservation Management Regulation' issued by the Company in 2017 and strictly executing relevant policies, all mining sites have taken into consideration the electricity peak and valley tariffs and implemented the policy of 'Avoiding the peak and operating at the valley', which has substantially helped the Company lower its expenditure on electricity consumption. Moreover, the Company has released many notices regarding appropriate and safe use of electricity to its coal mining sites, requiring the regular inspection and maintenance of electrical facilities in order to keep the high efficiency during operations.
- 本集團的煤炭採礦業務部門意識到氣候變化對生態系統、人類健康以及經濟造成的後果和風險日益嚴重，並一直致力於採取各種切實可行的節能措施。通過深刻把握本公司於二零一七年發佈的「節約能源管理條例」的本質，並嚴格執行相關政策。所有採礦場均已考慮電力峰谷收費，並實施「避峰就谷經營」的政策，這在很大程度上幫助本公司降低用電支出。此外，本公司已向其採礦場發佈多份有關適當及安全使用電力的通知，要求定期檢查和維護電氣設施，以保持營運期間的高效率。



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Other energy resources

The consumption of other energy resources in the mining sites and farms of the Group, primarily in the form of diesel and natural gas, has drawn the Group's attention as well. In FY2018, diesel and natural gas were mainly used by the Group for the operations of certain machineries and boilers. The Group has always been committed to optimising its operations and believes that ensuring its access to secure and reliable energy sources is key to the long-term stability of the Group's business. In addition to raising the awareness of its employees in energy conservation, the Group has spared no efforts in redesigning its machineries to be more eco-efficient. For instance, the coal mining business of the Group replaced its coal fired boilers with either gas boilers or by central heating system, which not only saved vast amounts of energy and mitigated the air pollution, but improved local environment where employees of the Group could work and live more healthily. Besides, the public baths in all mining sites of the Group have been installed with air-source water heaters, which have been proved to be more energy efficient, environmentally sound and user-friendly.

其他能源資源

本集團採礦場及農場的其他能源資源消耗(主要以柴油及天然氣形式)亦已引起本集團的注意。於二零一八年財政年度，本集團將柴油及天然氣主要用於若干機器及鍋爐的營運。本集團一直致力於優化其營運，並認為確保其獲取安全可靠能源資源對本集團業務的長期穩定至關重要。除提高僱員對節能的意識外，本集團不遺餘力地對機器進行再設計，以提高生態效益。例如，本集團的煤炭採礦業務以燃氣鍋爐或集中供熱系統取代燃煤鍋爐，不僅節省大量能源，減輕空氣污染，亦改善當地的環境，使本集團僱員能夠更健康地工作和生活。此外，本集團所有採礦場的公眾浴室均已安裝空氣能熱水器，事實證明該等熱水器更節能、環保且方便使用。

V. ENVIRONMENTAL SUSTAINABILITY

環境可持續性

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Water

Water conservation has been given great attention by the Group. In FY2018, there was a sharp decrease (60%) in water consumption of the Cassava business of the Group when compared with that in FY2017. During the year under review, the Group did not face any problem in sourcing water that was fit for its purpose. In FY2018, subsidiaries of the Group held a number of meetings, seminars and trainings delving into more advanced and effective ways of saving water in daily operations, and employees of the Group were also incentivised to try their best to reuse wastewater as much as possible. For example, the wastewater in the mining sites was recycled and reused for wheel washing, spraying streets, planting, fire control in the pit and mud grouting after being scientifically treated, which effectively alleviated the daily demand for water in the mining sites, and more importantly, increased the overall benefits of the Company while promoting the sustainable development of local communities. Also, the Cassava business of the Group was aware of the importance of improving water efficiency, thereby allocating large amounts of resources to technological breakthrough, research, innovation and implementation towards more sustainable use of water. To improve the utilisation efficiency of water resources, the Group has further adopted the following practices:

- a. Fix dripping taps immediately once leakage is found;
- b. Remind staff to turn off water taps after use through emails and notices; and
- c. Place "saving water resources" posters in prominent places in the mining sites, farms and offices to encourage water conservation.

Paper

Reducing the consumption of paper in its offices has been the core task to the Group for years, which keeps insisting on the promotion of the concept of "paperless office" and has already achieved significant progress. In FY2018, a total of 2057.2 kg paper was recycled by the Group through effective measures that are highlighted as follows:

- Embrace the concept of paperless office and office automation, and disseminate information by electronic means (i.e. emails or e-bulletin boards) as much as possible;
- Spread the idea of "think before you print" by using posters and stickers in the offices to remind the staff to avoid unnecessary printings; and
- Use the back of old single-sided documents for printing or as draft paper.

用水

本集團十分重視節約用水。於二零一八年財政年度，本集團木薯業務的耗水量較二零一七年財政年度大幅減少60%。於回顧年度內，本集團並未發現求取適用水源的任何問題。於二零一八年財政年度，本集團附屬公司舉行多次會議、研討會及培訓，探討更先進及有效的日常營運節約用水的方法，並激勵本集團的僱員盡可能多地重複利用廢水。例如，採礦場廢水經過科學處理後，可進行回收和重複利用於輪胎清洗、街道噴灑、種植、井下消防及灌泥漿，這有效緩解採礦場日常用水需求，更重要的是，在促進當地社區可持續發展的同時，亦提高本公司的整體效益。此外，本集團的木薯業務意識到提高用水效率的重要性，從而將大量資源用於技術突破、研究、創新及落實，以實現較程度的可持續用水。為提高水資源利用效率，本集團進一步採取以下做法：

- a. 一旦發現洩漏，立即修復滴水的水龍頭；
- b. 通過電郵和通告，提醒員工在使用後關閉水龍頭；及
- c. 在採礦場、農場及辦公室當眼位置放置「節約水資源」的海報，以鼓勵節約用水。

紙張

多年來，減少辦公室紙張消耗一直是本集團的核心任務，本集團堅持推廣「無紙化辦公」的概念，並已取得重大進展。於二零一八年財政年度，本集團通過以下有效措施共回收2,057.2公斤紙張：

- 推廣無紙化辦公室和自動化辦公的概念，並盡可能通過電子方式(即通過電郵或電子公告板)傳播信息；
- 通過在辦公室使用海報和貼紙的形式傳播「打印前請思考」的概念，提醒僱員避免不必要的印刷；及
- 使用舊的單面文檔背面打印或用作稿紙。

V. ENVIRONMENTAL SUSTAINABILITY

環境可持續性

A.3. THE ENVIRONMENT AND NATURAL RESOURCES

Aiming to minimise the potentially detrimental impact on the environment and consistently optimising the business strategy to enhance the energy efficiency during daily operations, the Group has made enormous efforts in forging an enterprise that remain competitive in the industry for a long term while playing a pivotal role in leading all its peers and stakeholders in sustainable development. As such, the Group has carefully evaluated its business model, daily practices and hidden climate-related risks and opportunities alongside corporate growth, in order to perceive its inherent interconnections with the environment. The Group believes that it is of paramount importance to recognise that sustainability is a multifaceted goal that focuses on economic, social and environmental dimensions. Only if the resilience of ecological and socio-economic systems is truly improved, can the enterprise survive the climate crisis and achieve the permanent success. To a company that has been engaged into various businesses which require the exploitation of natural resources while generating waste to the environment, the Group has attached great importance to its environmental management.

The major environmental impact of the Coal mining business of the Group is the solid waste and wastewater from the mining sites. In an attempt to reduce the generation of waste, the Group sticks to the concept of “Circular Economy” and has fully implemented the idea of “Reduce, Reuse and Recycle” in its daily operations. Specifically, with a clear target to lower wastewater discharge to zero, all mining sites of the Group have successfully installed a set of advanced wastewater treatment facilities and conducted a series of policies for daily management, a result that realises that all wastewater including mine and domestic wastewater can be used for different purposes repeatedly. What is more, gangue has never been a liability to the Group. Through the backfill of gangue to the pit, the Group has effectively lowered the cost on transportation while limiting the damage of ground depression.

A.3. 環境及天然資源

為盡量減少對環境的潛在負面影響，並不斷優化業務策略以提高日常營運期間的能源效益，本集團竭盡所能創造一個於行業內長期保持競爭力的企業，同時在引領所有同業及持份者參與可持續發展方面發揮關鍵作用。因此，本集團已審慎評估其業務模式、日常慣例及潛在氣候相關風險以及企業增長機會，以了解其與環境的固有聯繫。本集團認為，認識可持續性為側重於經濟、社會及環境領域的多方面目標至關重要。只有真正改善生態及社會經濟系統的複原力，企業才能在危機中倖存並取得成功。作為一家從事開發天然資源但亦同時產生環境廢物的多種業務的企業，本集團極度重視環境管理。

本集團煤炭採礦業務對環境的影響主要為採礦場的固體廢物及廢水。為減少廢物的產生，本集團堅持「循環經濟」的理念，並在日常營運中全面實施「減少、重複使用和回收材料」的概念。具體而言，為達致將廢水排放降至零的目標，本集團所有採礦場均成功安裝一套先進的廢水處理設施，並實施一系列日常管理政策，實現包括礦井和生活污水在內的所有廢水均可重複用於不同用途。更重要的是，煤矸石從未為本集團造成負擔。本集團將煤矸石回填到井下，有效降低運輸成本，同時限制地面塌陷的損害。

V. ENVIRONMENTAL SUSTAINABILITY

環境可持續性

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It is obviously that an access to reliable water resources is critical to the Cassava business of the Group, which therefore keeps improving water efficiency in agriculture practices at all levels, including huge investment in the research and development on the innovation of cultivation and processing practice, and scientific guidance on the management of water usage. The Group has learned the knowledge from the “5 Principles and 20 Actions” recommended in “Transforming food and agriculture to achieve the SDGs” issued by Food and Agriculture Organisations of the United Nations, benchmarked sustainably good agricultural practices from its peers, and committed to manage its precious natural resources in an efficient way that maintains ecosystem functions to meet both the present and future generation’s needs.

Moving forward, the Group will comply with relevant environmental laws and regulations in a persistent way and put more efforts in its exploration of the effective application of renewable and clean energy into its daily operations. In the near future, the Group commits to gradually transform its operation approach that majorly relies on the consumption of traditional energy resources such as coal and petroleum to an eco-friendly one that brings revenues to the Group while delivering a range of environmental benefits to local communities.

顯而易見，獲取穩定的水資源對本集團的木薯業務至關重要，因此不斷改善各層面農業實踐的用水效益，包括對培植及加工實踐創新的研發作出巨大投資，以及對用水量管理給予科學性指引。本集團了解由聯合國糧食及農業組織發表的《糧食及農業轉型以支持實現可持續發展目標》中所建議的「5項原則及20項行動」，以其同業可持續發展的優良農業規範為基準，並致力於有效管理我們的寶貴天然資源，維持生態系統功能，以滿足當代及後代的需要。

展望未來，本集團將持之以恆地遵守相關環境法律及法規，並加大力度探索將可再生能源及清淨能源有效應用於日常營運。在不久的將來，本集團承諾逐步將其主要依賴消耗煤炭及石油等傳統能源的營運方式轉變為環保型營運方式，該方式於為本集團帶來收入的同時亦為地方社區帶來一系列環境效益。

VI. SOCIAL SUSTAINABILITY

社會可持續性

EMPLOYMENT AND LABOUR PRACTICES

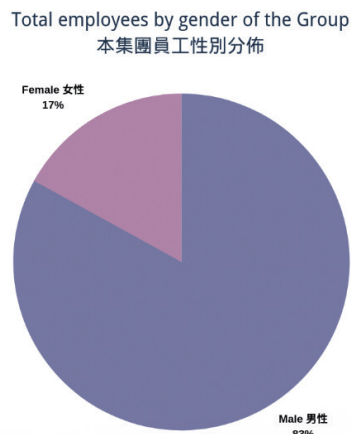
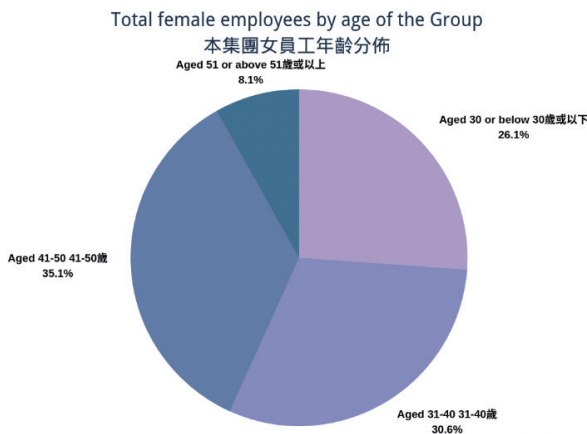
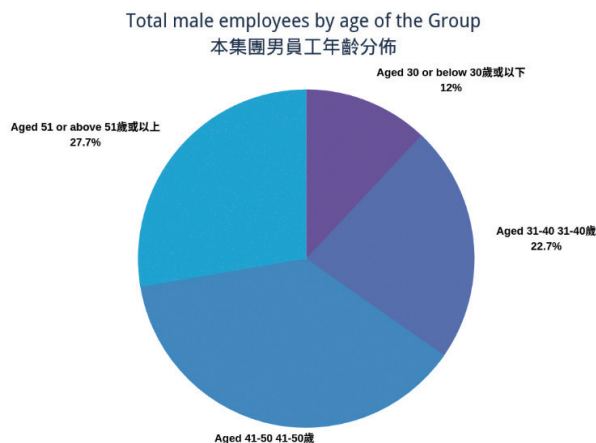
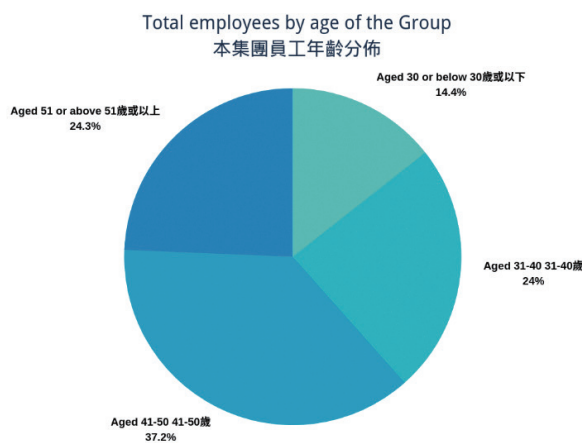
B.1. Employment

As a diversified enterprise that relies on technological advancement in business development and the efforts made by its employees in daily operations for success, the Group believes that a sound capital management and the formulation of appropriate employment policies are fundamental to the long-term stability and competitiveness of the Group. As such, the Group treasures employees' talent and strives to provide its employees with a suitable platform and working environment for their professional development.

僱傭及勞工常規

B.1. 僱傭

作為一家在業務發展中不斷追求技術革新與在日常營運中依靠其僱員努力爭取成功的多元化企業，本集團相信良好的資本管理和制定合理的僱傭政策對本集團的長遠穩定及保持競爭力至關重要。因此，本集團重視僱員才能，並致力為其僱員提供適合其職業發展的平台及工作環境。



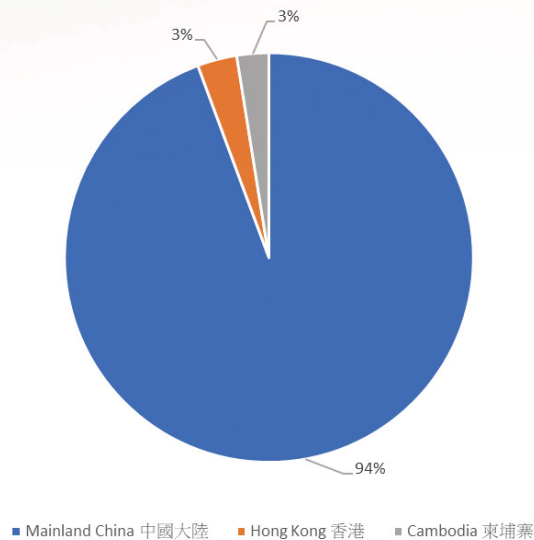
VI. SOCIAL SUSTAINABILITY

社會可持續性

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Total employees by geographical regions of the Group

本集團員工地域分佈



Law compliance

The Group's employment policies have been updated and adjusted to cater to social changes since the inception of the Group, and more importantly, to abide by the relevant laws and regulations in Hong Kong, the PRC and Cambodia. In FY2018, the Group complied with all the relevant laws and regulations, including the following:

- *Employment Ordinance (Cap. 57 of the Laws of Hong Kong);*
- *Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong);*
- *Labour Law of the People's Republic of China** ;
- *Social Insurance Law of the People's Republic of China**; and
- *Labour Law of Cambodia.*

The human resources department of the Group is responsible for reviewing and updating the relevant company policies on a regular basis in accordance with the latest laws and regulations.

遵守法律

自本集團成立以來，本集團的僱傭政策為迎合社會變化和遵守香港、中國及柬埔寨的相關法律及法規已經進行不斷更新與調整。於二零一八財政年度，本集團遵守所有相關法律及法規，包括以下各項：

- 《僱傭條例》(香港法例第57章)；
- 《強制性公積金計劃條例》(香港法例第485章)；
- 《中華人民共和國勞動法》；
- 《中華人民共和國社會保險法》；及
- 《柬埔寨勞工法》*。

本集團的人力資源部負責根據最新法律及法規定期審查和更新相關公司政策。

* For identification purpose only

* 僅供識別

VI. SOCIAL SUSTAINABILITY

社會可持續性

Recruitment and promotion

The Group has adopted a set of transparent and clear policies to conduct its annual recruitment plan, such as “Personnel Recruitment Management Procedures” and “Labour Contract Provisional Regulation”. The Group considers talent acquisition to be essential to keeping the Group energetic and competitive in the market. The Group organised many job fairs and campus recruitment during the year under review.

Pursuant to its recruitment policy, the Group offers fair and competitive remuneration and benefits in accordance with the applicants’ educational backgrounds, personal attributes, job experiences and career aspirations to attract high-calibre candidates. The Group also refers to market benchmarks in relation to staff promotion and provides equal opportunities of promotion and development for eligible employees who have shown outstanding performance and potential in their positions. With reference to the staff handbook of the Group, any promotion within the Group is based on clear and legitimate procedures.

Compensation and dismissal

As talent retention is vital to its business development in the long run, the Group periodically reviews its compensation packages and performs the probationary and regular evaluations on the capability and performance of its employees, to ensure that all employees can be recognised by the Group appropriately with respect to their efforts and contributions. Adjustment of compensation and termination of employment which are determined by a number of factors, such as performance of the relevant employee and the Group are based on reasonable and lawful grounds and the internal policies of the Group, such as the staff handbook and the “Remuneration Management Procedures”. Since the Group strictly prohibits any kind of unfair or illegitimate dismissal, stringent policies regulating the procedures of dismissal of employees are in place for employee management according to the relevant laws and regulations in Hong Kong, the PRC or Cambodia (as the case may be).

招聘及晉升

本集團已採取一套透明而明確的政策來執行其年度招聘計劃，例如「人員招聘管理辦法」及「勞動合同臨時規定」。本集團認為招賢納士對於保持本集團在市場上的活力及競爭力十分重要。於回顧年度內，本集團已組織多次招聘會和校園招聘。

本集團依照其招聘政策，根據申請人的教育背景、個人能力、工作經驗及職業理想，提供公平及具競爭力的薪酬與福利，從而吸引高素質人才。本集團亦參考與僱員晉升有關的市場標準，為在職位上有著卓越表現和潛力的合適僱員提供平等晉升及發展機會。根據本集團之員工手冊，本集團內的任何晉升均基於明確且合理的程序執行。

薪酬及解僱

由於留住人才對其未來業務發展至關重要，本集團不斷審閱其薪酬待遇，並對僱員的能力及表現進行考核及定期評估，以確保僱員的努力及貢獻可得到本集團適當的認可。薪酬調整和僱傭的終止取決於若干因素，例如相關僱員的表現，並基於本集團合理及合法的理由以及內部政策，例如「員工手冊」和「薪酬管理辦法」。本集團嚴格禁止任何不公平或不合理的解僱，因此根據香港、中國或柬埔寨的相關法律法規（根據具體情況而定）就僱員管理制定了嚴格的解僱程序政策。

VI. SOCIAL SUSTAINABILITY

社會可持續性

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Working hours and rest period

The Group believes that striking a proper balance between work and leisure can effectively help employees recharge their batteries and enhance the productivity. The Group has formulated its policy, such as the “Provisional Procedures of Employee Working Hours, Attendance Management and Rest Period”^{*} based on local employment laws including the “Provisions of the State Council on Employees’ Working Hours”^{*} (國務院關於職工工作時間的規定), announced by the State Council of the PRC, to determine working hours and rest periods for employees. The Group monitors the working hours of its employees and has installed attendance management system to ensure that employees who work overtime could be compensated. On top of basic annual leave and statutory holidays, employees are also entitled to extra leave benefits such as marriage leave, maternity leave and compassionate leave.

Equal-opportunity and anti-discrimination

Gender equality and non-discrimination is a significant topic in SDGs and has been discussed under various targets. To the Group, an equal opportunity employer, creating a fair, respectful and diverse working environment by promoting anti-discrimination and equal opportunity in all its human resources and employment decisions should not be a catchword. Rather, the Group hopes to use strict policies to regulate corporate daily practice and avoid any activities that run contrary to the principle of equal opportunity and anti-discrimination. For instance, training and promotion opportunities, dismissals and retirement policies are based on factors irrespective of the employees’ age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion or any other discriminatory elements in all business units of the Group. Meanwhile, the Group has formulated equal opportunity policies according to Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong) and Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) and allow zero tolerance in relation to any workplace discrimination, harassment or vilification in accordance with local ordinances and regulations. Moreover, employees are vigorously encouraged to report any incidents involving discrimination to the human resources department of the Group. Once any relevant report is received, the human resources department would take responsibility for the assessment, recording and implementation of any necessary disciplinary actions on the incidents.

工作時數和假期

本集團認為，在工作與休息之間尋求適當平衡可有效地幫助僱員恢復體力，並可提高生產力。本集團已根據當地僱傭法例，包括中國國務院發佈的《國務院關於職工工作時間的規定》，制定了「員工工作時間、考勤管理和休息休假暫行辦法」等政策，以釐定僱員工作時數和假期。本集團監察其僱員的工作時數，並安裝出勤管理系統，以確保僱員超時工作能獲得補償。除基本年假及法定假期外，僱員亦享有額外休假福利，如婚假、產假及恩恤假。

平等機會及反歧視

性別平等及不歧視原則是可持續發展目標的重大議題，於多項指標中一直有所討論。對本集團而言，作為一個願意提供平等機會的僱主，於所有人力資源及僱傭決定上推動反歧視及平等機會理念，以營造公平、互相尊重及多元化的工作環境不應只是空談。相反，本集團希冀實施嚴格的政策，規範企業的日常運作，及避免任何違反平等機會及反歧視原則的行動。例如，本集團所有部門的培訓及晉升機會、解僱及退休政策不會以僱員的年齡、性別、婚姻狀況、懷孕、家庭情況、殘疾、種族、膚色、血統、民族或族裔背景、國際、宗教信仰或任何其他具歧視性質的因素為依據。另一方面，本集團已根據《殘疾歧視條例》(香港法例第487章)和《性別歧視條例》(香港法例第480章)制定平等機會政策，且根據當地條例及規例對任何工作場所的歧視、性騷擾或污衊實施零容忍。此外，我們積極鼓勵僱員向本集團人力資源部舉報任何涉嫌歧視的事件。一旦收到有關舉報，人力資源部將負責對有關事件進行評估、記錄及採取任何必要的紀律處分。

^{*} For identification purpose only

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Other benefits and welfare

The Group cares about the well-being of its employees and believes that employees are the creators, practitioners and trailblazers of the fulfilment of corporate values. According to national regulations, the Group provides employment injury insurance for its employees. In addition, meals, uniforms, and well-equipped dormitories are generously offered by certain subsidiaries of the Group according to relevant laws and regulations. During some traditional Chinese festivals, employees may even receive additional bonuses and gifts.

In FY2018, the Group was in compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

B.2. Health and Safety

Health and safety at work involves both the prevention of harm and the promotion of employees' well-being at the workplace. To provide and maintain a safe, clean and environmentally-friendly working condition for its employees, the Group has established strict safety and health policies in line with the relevant laws and regulations in Hong Kong, the PRC and Cambodia, including the following:

- *Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong);*
- *Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases* ;*
- *Production Safety Law of the People's Republic of China*;*
- *Regulation on Work-Related Injury Insurance*;*
- *Regulations on the Administration of Construction Project Environmental Protection*;*
- *Measures for the Administration of Contingency Plans for Work Safety Incidents*;*
- *National Environmental Emergency Response Plan*;*
- *Warning Signs for Occupational Hazards in the Workplace*;* and
- *Labour Law of Cambodia.*

* For identification purpose only

其他待遇及福利

本集團關心其僱員的福祉，並相信僱員是促使企業價值觀得以實現的創造者、實踐者及先驅者。按照地方規例，本集團為僱員提供工傷保險。此外，本集團若干附屬公司根據相關法律及規例慷慨為僱員提供膳食、制服及設備齊全的宿舍住宿。於部分傳統中國節日，僱員更可獲得額外花紅及禮物。

於二零一八年財政年度，本集團在薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、福利及其他待遇方面，遵守對本集團有重大影響的相關法律及規例。

B.2. 健康與安全

工作中的健康與安全有賴預防傷害以及僱員在工作場所福祉的提倡。給僱員提供並保持安全、整潔及環境友好的工作環境，本集團已制定符合香港、中國及柬埔寨相關法律及規例的嚴格的安全及健康政策，包括：

- 《職業安全及健康條例》(香港法例第509章)；
- 《中華人民共和國職業病防治法》；
- 《中華人民共和國安全生產法》；
- 《工傷保險條例》；
- 《建設項目環境保護管理條例》；
- 《生產安全事故應急預案管理辦法》；
- 《國家突發環境事件應急預案》；
- 《工作場所職業病危害警示標識》；及
- 《柬埔寨勞工法》*。

* 僅供識別

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As the phrase of "Safety first, Life is paramount" that captures one of core strengths of the Coal mining business of the Group, the Group strives for zero accidents of all persons and focuses on the implementation of effective measures in its daily operations. To ensure a healthy and safe working environment where risks of occupational hazard could be to large extent minimised, the Group has assigned special workforce for onsite supervision and emergency relief in its Coal mining business, such as Occupational Health and Safety Administrative Office*. Suitable protective gears and rescue plans for emergency have been provided to the mining rescue team as well. The Group regulates that employees in special positions must pass relevant training programmes and obtain specific work permit. Furthermore, relevant safety and health related announcements, signs, slogans and warning signs need to be posted in order to remind employees to prevent accidents.

誠如本集團煤炭採礦業務核心優勢之一「安全第一，生命至上」所述，本集團爭取實現所有人員的零事故率，並致力於其日常營運中實施有效舉措。為確保一個健康及安全的工作環境，最大程度上減少職業危害的風險，本集團已為其煤炭採礦業務指派現場監察與緊急救援專業人員，如職業健康與安全科，亦已向採礦救援隊提供合適的防護裝備及緊急救援計劃。本集團規定，特殊職位僱員必須通過相關培訓計劃並獲得特殊工作許可。此外，亦須張貼安全及健康相關公告、標識、口號及警示標識，提醒僱員防範事故發生。



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On top of that, professional emergency facilities and sufficient supplies are all in reserve for unpredicted circumstances and well managed by designated staffs in warehouses such as “fire-fighting equipment warehouse”, to make sure that the contingency plan could be perfectly carried out during the outbreak of unwanted environmental and operational incidents, which might endanger the health and safety of workers. With a strong ambition to lower the rate of operational accidents, such as decreasing the incidence of dust hazard to 0.05% as a long-range corporate goal, the Group commits to keep optimising its countermeasures to emergency and improving its occupational health and safety system that further standardises all internal policies and regulations such as “Three Simultaneities” policy and “Warning Signs” policy.

The training regarding occupational health and safety is also one of the most critical measures taken by the Group to prevent any health and safety related incidents from happening. Relevant safety trainings are provided to workers at the operational level and requires that all frontline workers should attend the full training compulsorily.

In addition, the Group has also conducted the following measures for its safety and health management in the offices and other workplaces as well:

除此之外，專業應急設施及充足的供品已配備供突發情況使用，並由倉庫(如「消防設備倉庫」)的指定員工妥善管理，確保應急計劃可於威脅工人健康和安全的突發環境及營運事故發生時執行。憑藉我們堅決降低營運意外率的決心，如將粉塵危害發生率降至0.05%作為一個長期的企業目標，本集團致力於持續優化其應急對策並通過進一步規範所有內部政策和法規，如「三同時」政策和「警示標識」政策提高其職業健康和安全管理體系。

有關職業健康與安全的培訓亦是本集團為防止發生任何與健康與安全相關的事件所採取的最重要的措施之一。按職業性水平要求向工人提供相關的安全培訓，並強制要求所有前線工人參加全面培訓。

此外，本集團亦於辦公室及其他工作場所的安全及健康管理方面採取以下措施：



Emergency response drills for employees at offices
辦公室僱員應急演習

Safety inspections in the offices and warehouses
辦公室與倉庫安全大檢查



Cleaning of air-conditioning systems in offices
辦公室空調系統清潔工作

Disinfection of carpets in offices
辦公室地毯消毒



Prohibition of smoking and drinking liquor in the workplace
工作場所嚴禁吸煙飲酒

Education through bulletins and warning posters
通過公告和警示海報進行教育



Provision of suitable Personal Protective Equipment (such as helmets, safety ropes, gloves, etc.) to onsite workers
向現場工人提供合適的個人防護設備(比如，頭盔、安全繩、手套等)

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In FY2018, the Group found no work-related fatalities during its operations and was not in any violation of relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that may have a significant impact on the Group.

於二零一八年財政年度，本集團於其營運期間未發現與工作有關的死亡事故，且本集團並無違反任何對本集團有重大影響及有關安全工作環境和保護僱員免受職業危害的相關法律及規例。

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B.3. Development and Training

B.3. 發展及培訓

Training matters to us 我們的培訓

Corporate trainings act as a catalyst for progressive and continuous learning
企業培訓能啟發不斷學習

Employees' weakness and deficiency of knowledge can be pinpointed and addressed
可解決僱員的弱點及知識不足

Self and inter-personal trust, support and collaboration within the enterprise can be cultivated effectively
有效營造企業內部自我及人際間的相互信任、支持及合作

Higher productivity and revenue can be achieved rapidly once individual goals are integrated with the organisational targets through communications and trainings
透過培訓將個人目標與組織目標結合，實現更高生產力及收益

With a high level of discipline and consistency with corporate vision, solidarity among employees and leadership can play important roles in innovation and creativity
高度自律及與企業願景一致，僱員與領導層之間將能同心協力，於創新及發展上發揮重要角色

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The Group has been committed to designing and providing suitable training programmes to its employees and has organised a multitude of trainings that cover numerous subjects during the year under review in accordance with its internal policy, such as “Employee Training Management Procedures”*. In particular, the Group offers its employees a variety of online platforms and training centre options, through which the employees of the Group could be updated of the latest knowledge in the market and most advanced technologies in their work-related realm. For example, the employees from the coal mining business of the Group could receive relevant trainings in the Coal Training Centre of Shanxi Province, Dongshan Training Centre, Gujiao City Training Company and Coal Distance Learning Platform.

Insisting on the principle of “scientific planning, teaching according to needs, and unified management”, the Group has laid emphasis on the practicability and effectiveness of the content of training that is provided to its employees. Generally, a complete training package is provided to new hires which serves to provide them with an introduction of various aspects of the Group, such as corporate culture, organisational structure, and occupational health and safety, while other job-related courses are offered to the experienced staff according to both corporate and individual needs. Before reporting for work, for example, employees of the coal mining business must attend a number of trainings regarding occupational health and safety. In particular, the workers engaged in special types of work in the mining sites should receive three degree safety education* and hold certificates of special operations*. To further enhance their professional skills so as to meet the Group’s development goal, the employees of the Group are encouraged to take professional qualification examinations and participate in external trainings. Employees who have passed professional qualification examinations and obtained vocational qualification certificates will receive reimbursements from the Group. Meanwhile, the Group regularly invites external organisations and experts to provide relevant trainings to its employees.

本集團一直致力為僱員設計及提供適當培訓計劃，並根據其內部政策(如「職工教育培訓管理辦法」)於回顧年度內組織多項涵蓋多個科目的培訓。具體而言，本集團為其僱員提供各種在線平台及培訓中心選項，而本集團僱員藉此可了解市場上的最新知識及其工作相關領域之最新技術。例如，本集團煤炭採礦業務的僱員可於山西省煤炭培訓中心、東山培訓中心、古交市培訓公司及煤炭遠程學習平台接受相關培訓。

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本集團秉持「科學規劃、因需施教及統一管理」的原則，重視向僱員所提供培訓內容的實用性及有效性。一般而言，本集團為所有新員工提供完整的入職培訓課程，向其介紹本集團的各個方面，比如企業文化、組織架構、以及職業健康與安全。而對於在職員工，本集團根據企業和個人需求提供其他與工作相關的課程培訓。例如，從事煤炭採礦業務的僱員於上崗前必須參加與職業健康及安全有關的一系列培訓。具體而言，於採礦場從事特殊工種的工人應接受三級安全教育及持有特種作業操作證。為進一步提高彼等之專業技能以實現本集團發展目標，本集團鼓勵其僱員參加專業資格考試並參加外部培訓。已通過專業資格考試並獲得職業資格證書的僱員將獲本集團報銷。同時，本集團定期邀請外部組織及專家為其僱員提供相關培訓。

* For identification purpose only

* 僅供識別

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In FY2018, a total of 643 employees in the Group received trainings in various subjects and the average training time by each employee was recorded to be approximately 2 hours. Specifically, the amount of time spent by the general employee, manager and director on the training was 0.6 hours, 11 hours and 1.6 hours, respectively.

42 B.4. Labour Standards

In FY2018, the Group abided by the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Labour Law of the People's Republic of China* (中華人民共和國勞動法), the Labour Law of Cambodia, and other related labour laws and regulations in Hong Kong, the PRC and Cambodia to prohibit any child and forced labour employment. To combat against illegal employment of child labour, underage workers and forced labour, the human resource department of the Group requires all job applicants to provide valid identity documents to ensure that they are lawfully employable prior to confirmation of any employment. It is also the responsibility of the Group's human resource department to monitor and guarantee the compliance of corporate policies and practices with the relevant laws and regulations that prohibit child labour and forced labour. Once the Group has identified any case which fails to comply with the relevant labour laws, regulations and standards, the relevant employment contract will be immediately terminated.

In FY2018, the Group was not in violation of any relevant laws and regulations in relation to the prevention of child and forced labour that have a significant impact on the Group.

OPERATING PRACTICES

B.5. Supply Chain Management

A sound supply chain management is the lifeblood of any company in its business growth. As a result, the Group has focused on the control of the environmental and social risks that may affect its supply chain in order to maintain a reliable and stable financial income while fulfilling its environmental commitment. As a socially responsible enterprise, the Group is aware of its duties and obligations in strengthening its management and oversight over its suppliers and requires its suppliers to fully comply with the laws and regulations in Hong Kong, the PRC and Cambodia.

於二零一八年財政年度，本集團合共643名僱員接受多個主題的培訓，每名僱員的平均培訓時間為約2小時。具體而言，一般僱員、經理及董事在培訓上投入的時間分別為0.6小時、11小時及1.6小時。

B.4. 勞工準則

於二零一八年財政年度，本集團遵守《僱傭條例》(香港法例第57章)、《中華人民共和國勞動法》、《柬埔寨勞工法》*及香港、中國及柬埔寨的其他相關勞動法律及規例，以禁止僱用任何童工或強制勞工。為打擊非法聘用童工、未成年勞工和強制勞工，本集團人力資源部要求所有求職者在確認聘用之前提供有效的身份證明文件，確保申請人可合法受僱。本集團的人力資源部亦負責監督及確保企業政策及實踐遵守禁止童工及強制勞工的相關法律及規例。一旦本集團發現任何違反相關勞動法律、法規和準則的案件，相關的僱傭合同將立即終止。

於二零一八年財政年度，本集團在防止童工及強制勞工方面，並無違反任何對本集團有重大影響的相關法律及規例。

營運行為

B.5. 供應鏈管理

穩健的供應鏈管理是任何公司業務發展的命脈。因此，本集團注重對可能影響其供應鏈的環境及社會風險的控制，以在履行其環保承諾的同時，維持可靠及穩定的財務收入。作為一個對社會負責的企業，本集團深知其在加強對其供應商管理及監督方面的責任及義務，並要求其供應商完全遵守香港、中國及柬埔寨的法律及規例。

* For identification purpose only

* 僅供識別

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The Group has formulated its internal “Supplier Management Procedures” as a guideline to manage its suppliers. To enhance the effectiveness of procurement, the Group normally performs site inspection to assess the background of the eligible tenderers based on factors including suppliers’ reputation, service/product quality, environmental management qualification and certification, cost, production and technical capacity, business track record for past 3 years, economic disputes history with the Group, and regulation compliance. To stabilise the supply chain and avoid the monopoly of supply, the Group generally maintains at least two to three qualified suppliers for each material. To better reflect the specific supply chain management approach of the Group in different business segments, here demonstrates the performance of the Coal mining business and the Cassava business in terms of their supply chain control and implementation of relevant policies.

Coal mining business

The major suppliers of this business segment of the Group are facility manufacturers and distributors. The raw materials of this business segment include equipment and accessories for mining operations and materials for production. The mining sites formulate the procurement plan for approval by the relevant department of the Company. According to the procurement value, the external corporate agent is entrusted by the Company to conduct open tenders or competitive negotiations (as the case may be). During the selection of suppliers, the Company carries out an examination on the eligibility of candidates, including the verification of suppliers’ business license, status on the list of dishonest persons and whether any law-breaking exists during operations in the past. Moreover, given the business nature of the Company, the quality of equipment in terms of explosion-proof performance is one of the most important factors the Company considers in its procurement of certain types of equipment. Specifically, the Company requires its candidates to provide relevant certification of explosion-proof qualification and explosion-proof labels for the equipment that will be operated in the pit.

The bid winner enters into the technical agreement and business contract with the Company and must fully comply with the terms of the contract in the supply process. The supplies must undergo careful examinations by relevant staffs from the Company, responsible employees from the mining sites and suppliers together to ensure that the quantity and quality of received products are in conformity to the terms in the agreement before being laid up. To avoid any shortage of supplies in the inventory that undermines the normal repair and maintenance of equipment, the Company formulates procurement plans in advance and increases the number of vulnerable parts appropriately. Meanwhile, the Company commits to standardise and unify the brands of equipment in all mining sites in the near future, which enables those mining sites where malfunctional equipment is found and no extra parts are in place can temporarily obtain relevant items from other mining sites for emergency.

本集團已制定其內部「供應商管理程序」作為管理其供應商的指引。為提高採購的有效性，本集團通常根據供應商信譽、服務／產品質量、環境管理規格及認證、成本、生產及技術能力、過去三年的業務記錄、與本集團的經濟糾紛歷史及監管合規性等因素進行實地檢查，以評估合資格投標人的背景。為維持供應鏈穩定及避免供應壟斷，本集團通常就每種材料維持至少兩至三名合資格供應商。為更好地反映本集團於不同業務分部的具體供應鏈管理方法，以下顯示煤炭採礦業務及木薯業務在其供應鏈控制及相關政策實施方面的表現。

煤炭採礦業務

本集團此業務分部的主要供應商為設施製造商及分銷商。此業務分部的原材料包括採礦業務所用設備及配件以及生產所用材料。採礦場制定採購計劃，以供本公司相關部門批准。根據採購額，本公司委託外部代理公司進行公開招標或競爭性磋商（視情況而定）。在篩選供應商過程中，本公司對候選人的資格進行審查，包括對供應商營業執照、於失信人員名單上的狀態及於過往的營運中是否存在任何違法行為的核實。此外，鑒於本公司的業務性質，設備在防爆性能方面的質量是本公司在其採購若干類型設備時考慮的最主要因素之一。具體而言，本公司要求其候選人提供相關防爆資格證書並就將於礦井中運作的設備提供防爆標籤。

中標者與本公司訂立技術協議及業務合約，並須於供應過程中完全遵守合約條款。供應須由本公司相關員工、採礦場負責的僱員及供應商共同進行仔細檢查，以確保已收取產品的數量及質量於卸載之前與協議條款一致。為避免出現任何存貨供應不足而損害設備的正常維修及維護，本公司提前制定採購計劃並適當增加易損件的數量。同時，本公司承諾於不久的將來實現所有採礦場設備品牌的標準化及統一化，從而使發現故障設備且並無額外部件的採礦場可暫時自其他採礦場獲得相關物品以供應急。

VI. SOCIAL SUSTAINABILITY

社會可持續性

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Cassava business

The supplies of the Cassava business are mainly local crops, and the Company purchases its raw materials from indigenous farmers of Cambodia. In FY2018, a total of 2,836 local farmers were in contract with the Company in the Cassava business. According to the requirements under ISO22000 and procedures of cGMP (Current Good Manufacture Practices), the Company strictly manages its supply chain of the Cassava business and has established an internal Enterprise Resource Planning (“ERP”) platform for effective and efficient supplier management. Specifically, through an evaluation over its suppliers’ quality system, production capacity, the use of chemical agent during manufacturing process, food safety control procedures and shipment condition, the Company is committed to making sure that the supplier selection process is standardised and the quality of both suppliers and their supplies are in compliance with relevant laws, regulations and the Company’s internal policies. To ensure the implementation of an effective system in order to improve food safety, the Company keeps monitoring the entire supply process in accordance with HACCP (Hazard Analysis and Critical Control Point).

As the Group has been committed to keeping the social and environmental risks associated with its suppliers under control according to the Quality Management Systems (ISO 9001: 2015), it has classified suppliers into different groups in order to implement distinct management strategies towards suppliers. Cooperation surveys with suppliers are conducted by the Group regularly to minimise potential risks and to address any problem that may harm the business relationship between the Group and suppliers later. Given the solid and steady relationships with suppliers, the Group has not experienced any material delays, conflicts or other significant issues with suppliers. The Group values the mutual understanding with suppliers and believes respect toward each other is vital to maintaining a sustainable and robust business relationships with its business partners.

木薯業務

木薯業務的供應主要為當地農作物，而本公司向柬埔寨當地農民採購其原材料。於二零一八年財政年度，合共有2,836名當地農民就木薯業務與本公司訂立合約。根據ISO22000的規定及cGMP(現行藥品生產管理規範)的程序，本公司嚴格管理其木薯業務供應鏈，並建立內部企業資源計劃(「ERP」)平台，以實現有效及高效的供應商管理。具體而言，通過對其供應商質量體系、產能、生產過程中對化學藥劑的使用、食品安全控制程序及裝運條件的評估，本公司致力於確保供應商篩選流程的規範化，且供應商質素及其供應的質量等，均符合相關法律、規例及本公司內部政策。為確保實施有效的制度以改善食品安全，本公司根據HACCP(危害分析和關鍵控制點)對整個供應過程進行持續監控。

由於本集團一直致力於根據質量管理體系(ISO 9001:2015)控制與其供應商相關的社會及環境風險，並將供應商分為不同的群體，以便對供應商實施差異化管理策略。本集團定期與供應商進行聯合調查，以將潛在風險降至最低，並於之後解決可能損害本集團與供應商之間業務關係的任何問題。鑒於與供應商的穩固關係，本集團並未與其供應商發生任何重大延誤、衝突或其他重要問題。本集團重視與供應商的相互理解，並相信彼此之間的尊重對於與其業務合作夥伴維持可持續且穩定的業務關係至關重要。

VI. SOCIAL SUSTAINABILITY

社會可持續性

B.6. Product Responsibility

Law compliance

In FY2018, the Group was in compliance with the relevant rules, regulations and standards in Hong Kong, the PRC and Cambodia that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters with respect to its products and services and methods of redress, including but not limited to the following:

- *Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong);*
- *Consumer Council Ordinance (Cap. 216 of the Laws of Hong Kong);*
- *Trade Marks Ordinance (Cap. 559 of the Laws of Hong Kong);*
- *Patents Ordinance (Cap. 514 of the Laws of Hong Kong);*
- *Product Quality Law of the People's Republic of China* ;*
- *Production Safety Law of the People's Republic of China*;*
- *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*;*
- *Advertising Law of the People's Republic of China*;*
- *Patent Law of the People's Republic of China*;*
- *Intellectual Property Law of the People's Republic of China*;* and
- *Law on the Management of Quality and Safety of Products and Services (Cambodia).*

* For identification purpose only

B.6. 產品責任

遵守法律

於二零一八年財政年度，本集團遵守香港、中國及柬埔寨有關其產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的對本集團有重大影響的相關規則、規例及標準，包括但不限於：

- 《個人資料(私隱)條例》(香港法例第486章)；
- 《消費者委員會條例》(香港法例第216章)；
- 《商標條例》(香港法例第559章)；
- 《專利條例》(香港法例第514章)；
- 《中華人民共和國產品質量法》；
- 《中華人民共和國安全生產法》；
- 《中華人民共和國消費者權益保護法》；
- 《中華人民共和國廣告法》；
- 《中華人民共和國專利法》；
- 《中華人民共和國知識產權法》；及
- 《產品和服務質量與安全管理法》*(柬埔寨)。

* 僅供識別

VI. SOCIAL SUSTAINABILITY

社會可持續性

Product quality

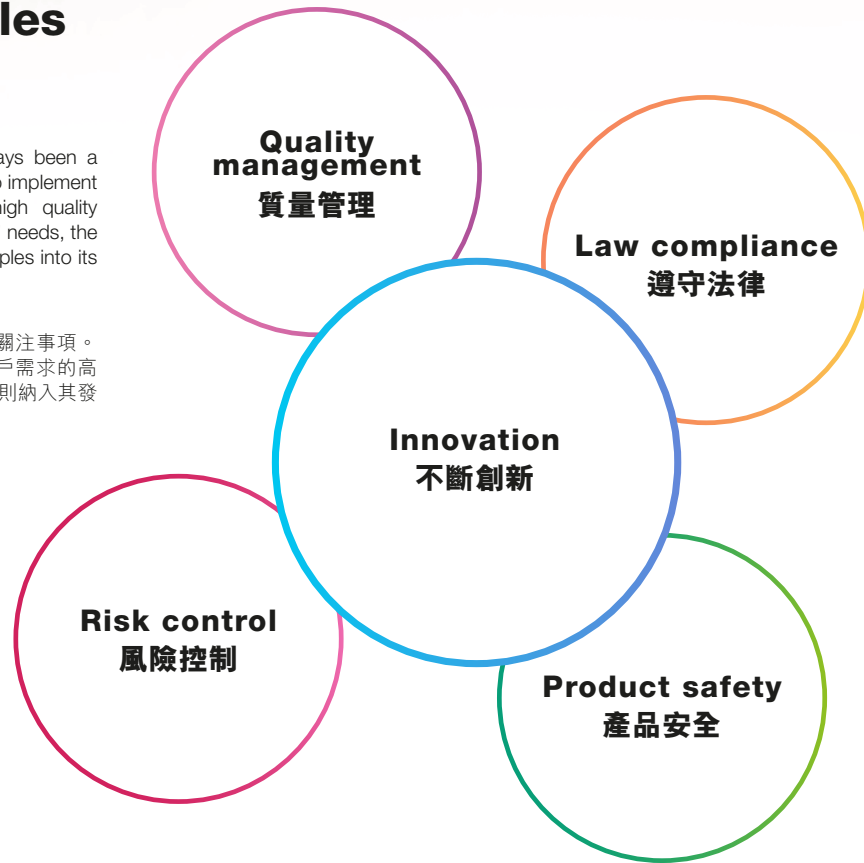
產品質量

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Five principles 五項原則

Product responsibility has always been a major concern for the Group. To implement various measures to make high quality products that satisfy customers' needs, the Group insists to embed 5 principles into its development strategy.

產品責任一直是本集團的主要關注事項。為實施各種措施以生產滿足客戶需求的高質量產品，本集團堅持將5項原則納入其發展戰略。



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社會可持續性

Based on relevant international and national standards, such as GB/T 19001-2016 Quality management systems – Requirements*, GB/T 24001-2015 Environmental management systems – Requirements with guidance for use*, ISO14001: 2015, ISO22000, GB/T 28001-2011 Occupational health and safety management systems – Requirements*, and OHSAS18001: 2011, the Group acts in accordance with relevant laws and regulations in its different business operations, such as “Interim Measures for the Administration of Commercial Coal Quality”*, to maintain a sound working environment in which reliable and safe products can be delivered. To ensure its product quality, a variety of effective policies and measures have been formulated and taken by the Group. The Quality Management Rule* and the Coal Management Regulation*, for instance, are two significant internal policies the coal mining business has adopted to ensure the production of high-quality coal product. In particular, by referring to the Classification of Chinese Coals* (GB5751-86), the Group controls the moisture content and impurity of its coals. Moreover, the Cassava business of the Group sticks to ISO22000 and has set up its internal management system regarding food safety to promote its safe production and accelerate the implementation of contingency plans for safety accidents.

Complaints

The customer service department is responsible for the collection of feedbacks from customers. The Group responds to product inquiries timely and aims to deal with any substantiated complaints from its clients in an efficient manner. In FY2018, the Group did not receive any substantiated complaints regarding its products.

Labelling and advertisement

The Group has internal guidelines such as Label Management Policy* to ensure the compliance of its product labels with relevant laws and regulations. For advertisement policy, any misrepresentation or exaggeration advertising is strictly prohibited. The standard and compliance department of the Group supervises the implementation of various rules and regulations of the Group and its subsidiaries in terms of internal controls, risk management and law compliance by carefully reviewing the sales and marketing materials in advance, in order to prevent any violations during its advertising practices.

Privacy

With the application of efficient ERP and CRM (Customer Relationship Management) systems, the Group has put its customers' privacy in the first place and been committed to ensuring that its customers' transactions and information are strictly protected. Information collected by the Group from its customers would be used only for the purpose for which it has been collected. In FY2018, there were no substantiated complaints received by the Group concerning breach of customer privacy and the loss of customer data.

根據GB/T 19001-2016質量管理體系要求、GB/T 24001-2015環境管理體系要求及使用指南、ISO14001:2015、ISO22000、GB/T 28001-2011職業健康安全體系要求及OHSAS18001:2011等相關國際及國家標準，本集團於其不同業務營運中根據《商品煤質量管理暫行辦法》等相關法律及規例行事，以維持良好的工作環境，從而可交付可靠及安全的產品。為確保其產品質量，本集團已制定並採取多項有效政策及措施。例如，質量管理章程及煤炭管理制度是煤炭採礦業務為確保生產優質煤炭產品而採取的兩項重要內部政策。尤其是，本集團經參考中國煤炭分類標準(GB5751-86)控制其煤炭的水份含量及雜質。此外，本集團木薯業務嚴格遵守ISO22000，並就食品安全建立其內部管理體系，以促進其安全生產並加快安全事故應急計劃的實施。

投訴

客戶服務部負責收集客戶的反饋。本集團及時回覆產品查詢，旨在有效地處理來自其客戶的任何已證實投訴。於二零一八年財政年度，本集團並無收到任何有關其產品的已證實投訴。

標籤及廣告

本集團已制定標籤標識管理制度等內部指引，以確保其產品標籤符合相關法律及規例。就廣告政策而言，嚴禁任何虛假陳述或誇大宣傳。本集團的標準及合規部門通過提前仔細審查銷售及營銷材料監督本集團及其附屬公司於內部控制、風險管理及遵守法律方面的各項規則及規例的實施，以防止在其宣傳實踐中有任何違規行為。

隱私

通過應用有效的ERP及CRM(客戶關係管理)系統，本集團將其客戶隱私置於首位，並致力於確保其客戶的交易及資料受到嚴格保護。本集團自其客戶收集的資料僅會用作其收集的用途。於二零一八年財政年度，本集團並無收到有關違反客戶私隱及客戶數據丟失的已證實投訴。

* For identification purpose only

VI. SOCIAL SUSTAINABILITY

社會可持續性

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Intellectual property

The Group actively prevents infringement of Intellectual Property Rights and signs the confidential agreement and non-competition agreement with relevant employees who are obliged to keep trade secrets. The Group will affix legal liability of relevant staffs who have violated associated regulations of corporate intellectual property rights. The external law firms that specialise in patent issues have collaborated with the Group to better verify any possible violation act of its intellectual property rights and assist the Group to take immediate steps to safeguard its legitimate rights and interests.

In FY2018, the Group was not in violation of any relevant laws and regulations regarding health and safety, advertising, labelling and privacy matters of its products and services that have a significant impact on the Group.

B.7. Anti-corruption

To maintain a fair, ethical and efficient working environment, the Group abided by the local laws and regulations relating to anti-corruption and bribery, irrespective of the region in which the Group operates in FY2018, including the Anti-Corruption Law of the People's Republic of China*, the Law of the People's Republic of China* on Anti-money Laundering, the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong), the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), and Cambodia Anti-Corruption Law 2010.

The Group has formulated and strictly enforced its anti-corruption policies to prevent any illegal practices, including corruption, extortion and money-laundering within the Group. To prohibit all forms of bribery and corruption, and to require all its employees to follow the relevant codes of professional ethics, the Group has relevant departments in different subsidiaries, such as standard and compliance department, to oversee and handle related cases. All employees are expected to discharge their duties with integrity, to act fairly and professionally, and to abstain from engaging in bribery or any activities which might exploit their positions against the Group's interests. During the year under review, no legal cases regarding corrupt practices were brought against the Group or any of its employees.

Whistle-blowers can report verbally or in writing to the risk management committee of the Group for any suspected misconduct with full details of the incidents and supporting evidence. The risk management committee of the Group will conduct investigations against any suspicious or illegal behaviour to protect the Group's interests. The Group has established an effective grievance mechanism to protect the whistle-blowers from unfair dismissal or victimisation. Where any crime is suspected by the Group, a report will be submitted promptly to the relevant regulators or law enforcement authorities when the management of the Group considers it necessary.

* For identification purpose only

知識產權

本集團積極防止其知識產權受到侵犯，並與有義務保守商業機密的相關僱員簽訂保密協議和競業限制合同。本集團將對違反公司知識產權相關法規的員工追究法律責任。擅長專利事宜的外聘律師事務所與本集團合作，以便更有效地發現其知識產權相關的任何可能的違法行為，並協助本集團及時採取措施維護其合法權益。

於二零一八年財政年度，本集團並無違反任何對本集團有重大影響有關產品及服務健康及安全、廣告、商標及私隱事宜之相關法律及法規

B.7. 反貪污

為維持公平、合乎道德及高效的工作環境，本集團恪守地方有關反貪污及賄賂的法律及法規(不因本集團經營業務於二零一八年財政年度所處地區而異)，包括《中華人民共和國反腐敗法》、《中華人民共和國反洗錢法》、《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)、《防止賄賂條例》(香港法例第201章)及柬埔寨二零一零年《反腐敗法》*。

本集團已制定並嚴格執行其反腐敗政策，以杜絕本集團內部的任何違法行為，包括貪污、勒索及洗黑錢。為禁止一切形式的賄賂和腐敗，並要求其所有僱員遵守相關的職業道德準則，本集團在不同附屬公司設有標準及合規部門等相關部門，以監督及處理相關案件。本集團期望所有僱員誠信地履行其職責、公平和專業地行事，並避免從事賄賂或任何可能利用其職位違背本集團利益的活動。於回顧年度內，概無就本集團或其任何僱員提起有關貪污腐敗的法律案件。

舉報者可以口頭或書面方式向本集團風險管理委員會報告任何可疑的不當行為，並提供詳情及證據。本集團風險管理委員會將就任何可疑或非法行為進行調查，以保障本集團的利益。本集團建立有效的申訴機制，以避免舉報者遭遇不公平的解僱或傷害。若本集團發現任何涉嫌犯罪行為，本集團將在其管理層認為必要時立即向相關監管或執法機關報告。

* 僅供識別

VI. SOCIAL SUSTAINABILITY

社會可持續性

In FY2018, the Group was not in violation of any relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

COMMUNITY

B.8. Community Investment

As an enterprise with an ambition to bear more social responsibilities, the Group insists on developing with the communities where it operates and has made solid progress. The Group believes that enterprise is an indispensable part of local community groups. In FY2018, to introduce advanced technologies and enable the farmers to acquire new skill, reduce the price risk, and open up new markets of indigenous farmers in Kratie province of Cambodia, the Group has teamed up with United Nations Development Programme, the Ministry of Agriculture, Forestry and Fisheries and the Ministry of Commerce in Cambodia to promote contract farming. With an annual donation of around USD500,000 for four years in row and over 10,000 hours spent by its employees on the project, the Group was committed to facilitating the implementation of contract farming, thereby ultimately lifting the local people out of poverty.

To better fulfil its social responsibilities, the Group is committed to playing an important role in leading the industry to make contributions to the society in the future:

- Actively engage local community groups in determining the best approach to enhancing net positive impacts on biodiversity through communication of technology and sharing of infrastructure;
- Incessantly strengthen internal education on environmentally-sustainable, economically-feasible and socially-responsibility ways the company develops;
- Financially support the impoverished and underprivileged people by providing employment opportunities and sponsoring them for the pursuit of high-level education; and
- Facilitate the cooperation with regulatory organisations to build stable, long-term and systematic frameworks that accelerate more effective markets, more collaborative research and committed knowledge sharing.

於二零一八財政年度，本集團沒有違反任何對本集團有重大影響的防止賄賂、勒索、欺詐及洗黑錢方面的相關法律及規例。

社區

B.8. 社區投資

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作為一家勇於承擔更多社會責任的企業，本集團堅定不移地秉持與其營運所在社區共同發展的理念，並已取得穩定進展。本集團相信，企業為當地社區團體重要一環。於二零一八財政年度，為引進先進技術、使農民掌握新技術、降低價格風險及開拓柬埔寨桔井省當地農民的新市場，本集團與聯合國開發計劃署、柬埔寨農、林及漁業部及商務部合作，推廣合約耕種。本集團已連續四年就該項目捐款約500,000美元，且其員工已就該項目耗時逾10,000個小時，以加快合約耕種的實施，最終帶領當地人民脫貧致富。

為了更好地履行其社會責任，本集團致力擔當重要角色，帶領行業未來為社會作出貢獻：

- 積極聯絡當地社區團體，透過技術交流及基礎設施共享制定加強對生態多樣性有正面影響之最佳方法；
- 繼續加強本公司發展進程中有關環境可持續、經濟可行及社會責任的內部教育工作；
- 透過提供就業機會及資助彼等接受高等教育等財政扶持方法，幫助貧困人口及弱勢群體；及
- 促進與監管機構的合作，建立更為有效的市場、合作研究更多及知識共享的穩定、長期及系統化的框架體系。

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報告披露索引

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Aspects	ESG Indicators	Description	GRI Standards and Disclosures*	Page
層面	ESG 指標	說明	GRI 標準及披露*	頁碼
A. Environmental				
A. 環境				
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 305: Emissions, and GRI 306: Effluents and Waste)</i> <i>GRI 305: Emissions: Management approach disclosures guidance</i> <i>GRI 307: Environmental Compliance: Disclosure 307-1</i>	17
A1 : 排放物	一般披露	有關廢氣及溫室氣體排放、水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<i>GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 305 : 排放物與 GRI 306 : 廢水和廢物一併使用)</i> <i>GRI 305 : 排放物 : 管理方式披露指南</i> <i>GRI 307 : 環保合規 : 披露條款 307-1</i>	
	KPI A1.1	The types of emissions and respective emission data.	<i>GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-6, and 305-7</i>	17
	關鍵績效指標 A1.1	排放物種類及相關排放資料。	<i>GRI 305 : 排放物 : 披露條款第 305-1、305-2、305-3、305-6 和 305-7 條</i>	

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Aspects	ESG Indicators	Description	GRI Standards and Disclosures*	Page
層面	ESG 指標	說明	GRI 標準及披露*	頁碼
	KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<i>GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4</i>	18
	關鍵績效指標A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	<i>GRI 305 : 排放物 : 披露條款第305-1、305-2、305-3、305-4條</i>	
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<i>GRI 306: Effluents and Waste: Disclosure 306-2 (a)</i>	17
	關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	<i>GRI 306 : 廢水和廢物 : 披露條款306-2(a)</i>	
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<i>GRI 306: Effluents and Waste: Disclosure 306-2 (b)</i>	18
	關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	<i>GRI 306 : 廢水和廢物 : 披露條款306-2(b)</i>	

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層面	ESG 指標	說明	GRI 標準及披露*	頁碼
	KPI A1.5	Description of measures to mitigate emissions and results achieved.	<i>GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 305: Emissions)</i> <i>GRI 305: Emissions: Clause 1.2 and Disclosure 305-5</i>	19
	關鍵績效指標A1.5	描述減低排放量的措施及所得成果。	<i>GRI 103：管理方式：披露條款103-2(與GRI 305：排放物一併使用)</i> <i>GRI 305：排放物：條款1.2和披露條款305-5</i>	
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	<i>GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 306: Effluents and Waste)</i> <i>GRI 306: Effluents and Waste: Disclosures 306-2 and 306-4</i>	20
	關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	<i>GRI 103：管理方式：披露條款103-2(與GRI 306：廢水和廢物一併使用)</i> <i>GRI 306：廢水和廢物：披露條款306-2及306-4</i>	
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, and GRI 303: Water)</i>	27
A2：資源使用	一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	<i>GRI 103：管理方式：披露條款103-2(c-i)(與GRI 301：材料、GRI 302：能源及GRI 303：水一併使用)</i>	

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層面	ESG 指標	說明	GRI 標準及披露*	頁碼
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	<i>GRI 302: Energy: Disclosures 302-1 and 302-3</i>	28
	關鍵績效指標A2.1	按類型(如電力、燃氣或燃油)劃分的直接及/或間接能源總耗量(千瓦時)及密度(如以每產量單位、每項設施計算)。	<i>GRI 302 : 能源 : 披露條款 302-1 及 302-3</i>	
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	<i>Not covered by the GRI Standards</i>	28
	關鍵績效指標A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	<i>GRI 標準未包含</i>	
	KPI A2.3	Description of energy use efficiency initiatives and results achieved.	<i>GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 302: Energy) GRI 302: Energy: Disclosures 302-4 and 302-5</i>	28
	關鍵績效指標A2.3	描述能源使用效益計劃及所得成果。	<i>GRI 103 : 管理方式 : 披露條款 103-2 (與 GRI 302 : 能源一併使用) GRI 302 : 能源 : 披露條款 302-4 及 302-5</i>	

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層面	ESG 指標	說明	GRI 標準及披露*	頁碼
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	<i>GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 303: Water)</i> <i>GRI 303: Water: Disclosure 303-3</i>	30
	關鍵績效指標A2.4	說明尋找適用水源是否存在任何問題、節水效率措施及所得成果。	<i>GRI 103 : 管理方式 : 披露條款103-2(與GRI 303 : 水一併使用)</i> <i>GRI 303 : 水 : 披露條款303-3</i>	
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	<i>GRI 301: Materials: Disclosure 301-1</i>	27
	關鍵績效指標A2.5	製成品所用包裝材料的總量(以噸為單位)及,如適用,參考每單位產量。	<i>GRI 301 : 材料 : 披露條款301-1</i>	
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste).</i>	31
A3 : 環境及天然資源	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	<i>GRI 103 : 管理方式 : 披露條款103-2(c-i)(與GRI 301 : 材料、GRI 302 : 能源、GRI 303 : 水、GRI 304 : 生物多樣性、GRI 305 : 排放物和GRI 306 : 廢水和廢物一併使用)</i>	

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	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	<i>GRI 103: Management Approach: Disclosures 103-1 and 103-2 (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste) GRI 303: Water: Disclosure 303-2 GRI 304: Biodiversity: Disclosure 304-2 GRI 306: Effluents and Waste: Disclosures 306-3 (c) and 306-5</i>	31
	關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取有關管理行動。	<i>GR 1103：管理方式：披露條款103-1和103-2（與GRI 301：材料、GRI 302：能源、GRI 303：水、GRI 304：生物多樣性、GRI 305：排放物和GRI 306：廢水和廢物一併使用）GRI 303：水：披露條款303-2 GRI 304：生物多樣性：披露條款304-2 GRI 306：廢水和廢物：披露條款306-3(c)及306-5</i>	

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Aspects	ESG Indicators	Description	GRI Standards and Disclosures*	Page
層面	ESG 指標	說明	GRI 標準及披露*	頁碼
B. Social				
B. 社會				
Employment and Labour Practices				
僱傭及勞工常規				
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 202: Market Presence, GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination) GRI 419: Socioeconomic Compliance: Disclosure 419-1</i>	33
B1: 僱傭	一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<i>GRI 103：管理方式：披露條款 103-2(c-i) (與 GRI 202：市場活躍度、GRI 401：僱用、GRI 405：機會的多樣性和均等性及 GRI 406：非歧視原則一併使用) GRI 419：社會經濟合規：披露條款 419-1</i>	

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層面	ESG 指標	說明	GRI 標準及披露*	頁碼
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 403: Occupational Health and Safety) GRI 419: Socioeconomic Compliance: Disclosure 419-1	37
B2 : 健康與安全	一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 403 : 職業健康與安全一併使用) GRI 419 : 社會經濟合規 : 披露條款 419-1	37
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 404: Training and Education) GRI 404: Training and Education: Disclosure 404-2 (a)	40
B3 : 發展及培訓	一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 404 : 培訓和教育一併使用) GRI 404 : 培訓和教育 : 披露條款 404-2(a)	40

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B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor)</i> <i>GRI 419: Socioeconomic Compliance: Disclosure 419-1</i>	42
B4 : 勞工準則	一般披露	有關防止童工及強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<i>GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 408 : 童工和 GRI 409 : 強迫或強制勞動一併使用)</i> <i>GRI 419 : 社會經濟合規 : 披露條款 419-1</i>	
Operating Practices				
營運慣例				
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment)</i>	42
B5 : 供應鏈管理	一般披露	管理供應鏈的環境及社會風險政策。	<i>GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 308 : 供應商環境評估和 GRI 414 : 供應商社會評估一併使用)</i>	

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B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	<i>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, and GRI 418: Customer Privacy)</i> <i>GRI 416: Customer Health and Safety: Disclosure 416-2</i> <i>GRI 417: Marketing and Labeling: Disclosures 417-2 and 417-3</i> <i>GRI 418: Customer Privacy: Disclosure 418-1</i> <i>GRI 419: Socioeconomic Compliance: Disclosure 419-1</i>	45
B6 : 產品責任	一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	<i>GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 416 : 客戶健康與安全、GRI 417 : 行銷和標籤及 GRI 418 : 客戶隱私一併使用)</i> <i>GRI 416 : 顧客健康與安全 : 披露條款 416-2</i> <i>GRI 417 : 行銷和標籤 : 披露條款 417-2 及 417-3</i> <i>GRI 418 : 客戶隱私 : 披露條款 418-1</i> <i>GRI 419 : 社會經濟合規 : 披露條款 419-1</i>	

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B7: Anti-corruption B7 : 反貪污	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 205: Anti-corruption) GRI 205 Anti-corruption: Disclosure 205-3 GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 205 : 反腐敗 一併使用) GRI 205 反腐敗 : 披露條款 205-3 GRI 419 : 社會經濟合規 : 披露條款 419-1	48
Community 社區				
B8: Community Investment B8 : 社區投資	General Disclosure 一般披露	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. 有關以社區參與來瞭解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 413: Local Communities) GRI 103 : 管理方式 : 披露條款 103-2(c-i) (與 GRI 413 : 地方團體 一併使用)	49

* The linkage between the GRI standards and disclosures that relate to each aspect in HKEX ESG Reporting Guide refers to the summary table from the "Linking the GRI Standards and HKEX ESG Reporting Guide".

* 與香港聯交所環境、社會及管治報告指引各方面有關的GRI標準及披露之間的聯繫乃參考「連結GRI標準及香港聯交所環境、社會及管治報告指引」綜合列表。



Green Leader Holdings Group Limited
綠領控股集團有限公司

Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司
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