



綠科科技

Greentech

Greentech Technology International Limited

綠科科技國際有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 00195)

Environmental, Social and Governance Report 2018

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Environmental, Social and Governance Report

1. ABOUT THE REPORT

Greentech Technology International Limited and its joint ventures (the “Group” or “we”) are pleased to present our Environmental, Social and Governance Report (the “ESG Report”). The report concerns environmental and social impacts, policies and initiatives of the Group to demonstrate our long-term commitment to ensure that our activities, at all levels, are economically, socially and environmentally sustainable. Additional information in relation to the Group’s corporate governance and financial performance can be referred to our 2018 annual report for the year ended 31 December 2018.

The “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) which is set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “HKEX”) is the reporting framework of this ESG Report.

The scope of the ESG Report covers the environmental and social performances of the principal operating activities of the Group, which includes the mining operation in Australia and Group’s office in Hong Kong, spanning over the period from 1 January 2018 to 31 December 2018 (the “Reporting Period” or “FY2018”).

With reference to the ESG Reporting Guide and the Group’s business operation, the presentation of our ESG Report divides the relevant aspects and Key Performance Indicators (“KPI”), which are considered to be relevant and material to the Group, into four subject areas: Environmental Protection, Employment and Labour Practices, Operating Practices and Community Investments.

A complete index in compliance with the ESG Reporting Guide is also available at the end of this report for reference. Except for provisions that the Group considers are inapplicable to its operations, for which explanations have been given on the rightmost column in the said index, this report has complied with all the “comply or explain” provisions set out in the ESG Reporting Guide.

The Group is determined to be a responsible enterprise and is committed to perfecting its business and improving the local community. In order to determine what issues are relevant and material to our business with respect to sustainability, the Group is aware that the key is to understand what issues that our stakeholders concerned most.

We define our stakeholders as people who affect our business or who are affected by our business. In our daily business, we actively exchange information with our stakeholders through our transparent platform while we are devoted to continuous improvement of our communication system. In addition, we are committed to maintaining a long-term partnership with our stakeholders and are actively engaged in addressing their concerns with timely follow-up actions.

We welcome comments and suggestions from our stakeholders. You may provide your comments or views with respect to this ESG Report or our sustainability initiatives via email ir@greentech.com.hk.

Environmental, Social and Governance Report (Continued)

2. ENVIRONMENTAL PROTECTION

2.1. Corporate Environmental Policy and Compliance

The Earth, our precious planet, is the most valuable asset for us. The Group endeavours to protect this planet and to build a sustainable future for our generations and their generations. The Group is committed to upholding high environmental standards to fulfil relevant requirements throughout our operation, and will continue to devote human and financial resources for environmental conservation, reduction of carbon footprint and greenhouse gas emission (“**GHG**”).

Greentech’s principal business is the mining, production and sales of tin in Australia. The Group is setting its sight on middle to large tin mines which are usually associated with other non-ferrous metals. It is also actively looking for investment opportunities in other non-ferrous metal spaces with an aim of gradually establishing a business structure based primarily on tin mines and secondarily on other non-ferrous metals.

Meanwhile, the Group is committed to actively minimizing its impact on the environment through implementing different measures to optimize the workplace, continuously addressing the complicated environmental issues in relation to global warming, pollution, and biodiversity of the environment.

As one of the world class mining and processing operation in Australia, the Group must meet the challenges of managing this operation in varying climates, physical, biological and human environments. Our operation strictly complies with the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) and other relevant environmental protection laws and regulations in Australia. The Group regulates the daily management of environmental protection and ensures legal compliance in production and operation through the establishment of a sound series of environmental protection management systems. We implement prudent tailings management system, pursue progressive reclamation during the operational phase, protect biodiversity in the areas of mining activities, promote the recycling of resources and minimize emissions and waste generation.

With the goal to reduce energy consumption and carbon emissions, the Group has formulated relevant rules and regulations for a sound and effective management of energy consumption, GHG emission, as well as discharge of domestic waste and sewage and other pollutants. We strictly comply with the environmental protection laws and regulation promulgated by the local government.

During the Reporting Period, the Group complied with relevant laws and regulations relating to air and GHG emissions, discharge into water and land, and generation of hazardous and non-hazardous waste. The Group did not violate any environmental protection laws or regulations of the region where we operate, nor was it subject to significant fines, non-monetary penalties and litigation relating to environmental protection.

2.2. Emission

The Group is well aware of the impact of global warming on the planet Earth and all human. Our operations, through consumption of various kinds of fossil fuel, inevitably release Nitrogen Oxides (NO_x), Sulphur Oxides (SO_x), and Carbon Dioxide (CO₂) into the air, which are considered to be one of the major sources of global warming. As such, we are paying close attention to our emissions to ensure that they comply with the industry standards, and that transparent data are communicated effectively throughout the Group to implement applicable changes, including reduction measures. Moreover, we are committed to reducing pollutant emissions and minimizing the damage and influence on ecological environment.

Environmental, Social and Governance Report (Continued)

2.2.1. Exhaust Gas and GHG Emissions

The core of emissions includes nitrogen oxides, sulphur oxides and particulates which are attributable to the consumption of fossil fuel by the mining production.

- Sulphur dioxide emission is reduced through deep desulphurisation of acid-making tail gas and integrated treatment of exhausted gases.
- Dust on roads and at stockpile locations are reduced through water spraying and instalment of additional spraying devices. Engineered dust collection systems are set up to control potential particulate emissions.
- Progressive reclamation is used to effectively reduce potential for windblown dust from tailing storage facilities.

In addition to the emission reduction measures designed for the mining production, the Group actively adopts electricity conservation and energy saving measures for the office operation, including:

- maintaining indoor temperature at an optimal level for comfort;
- providing on-off and zoning control of lighting and ventilation system in the workplace according to the operation schedule;
- installing LED lighting system in the workplace;
- encouraging employees to switch off machines and devices, such as computers and monitors when not in use;
- encouraging employees to make the best use of modern telecommunication system to avoid unnecessary travel arrangement; and
- placing “Green Message” reminders on office equipment and workplace to further enhance employees’ environmental awareness.

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of “Emissions” during the Reporting Period is tabulated below.

Table 1 – Emissions

	Unit	FY2018
GHG Emissions	CO ₂ e (kg)	19,612,866
Nitrogen Oxides	kg	5,558
Sulphur Oxides	kg	31
Particulate Matter	kg	433

Environmental, Social and Governance Report (Continued)

2.2.2. Waste Management

Waste Rocks and Tailings

Waste rocks and tailings are by far the largest wastes in terms of volume produced by the mining activities. These materials are managed according to applicable laws and standards at the mine site. The Group adheres to the principles of waste management and is committed to a sound and proper management of waste generated during our operation, highlighted as below, so as to minimize environmental impact.

- Storage facilities are engineered and designed to minimize risks associated with slope stability, geochemistry, safety and environmental impacts
- Laws and regulations regarding solid waste are strictly complied with and unusable materials out of the solid waste produced are handed to professional companies for disposal
- Usable materials in solid waste produced are further recycled and reused
- Tailings slag from the processing plant are discharged into tailings ponds for disposal

Hazardous and Non-hazardous Waste

During our operation, both hazardous and non-hazardous wastes were generated. Our waste management practice is compliant with laws and regulations relating to environmental protection. The Group has also implemented policies to reduce waste generation through environmental education, aiming at waste management from the source.

Wastewater and Sewage Discharge

Wastewater of our mining operation includes production sewage, domestic sewage, sewage from equipment washing and sanitary sewage. The Group has spent remarkable efforts on sewage control and recycle to meet the standards for sewage discharge after treatment.

Table 2 – Total Waste Discharge

	Unit	FY2018	Intensity
Waste Rocks	tonnes	45,192	155.30
Tailings	tonnes	731,373	2,513.31
Hazardous Waste	tonnes	159	0.55
Non-hazardous Waste	tonnes	549	1.89

The Group strives to maintain a high standard of requirement of waste reduction, actively encouraging its employee to appreciate the significance of sustainable development through continuous development in skills and knowledge.

Environmental, Social and Governance Report (Continued)

2.3. Use of Resources

The Group considers the conservation of natural resources as an indispensable component of our sustainable business. Through actively promoting various environmental-friendly measures, we encourage an efficient use of resources, including energy, paper, water and other raw materials. As such, the Group has initiated policies to raise the awareness of electricity conservation and taken energy saving measures throughout our daily operation as elaborated in the section of 2.1. Emissions.

2.3.1. Green Operation

The Group is committed to a paperless operation, constantly encouraging all employee to reduce paper usage through duplex printing, paper recycle and frequent use of electronic information systems for material sharing or internal administrative documents. Reusable paper products, such as envelopes, are properly recycled whereas the use of disposable paper products, such as paper cups and paper towels, are discouraged wherever possible and appropriate during our operation.

2.3.2. Energy Management

A significant amount of energy is consumed for mining and processing operations through directly the forms of diesel, natural gas and biofuels, as well as indirectly from sources of hydropower, coal and renewable sources. The Group examines practicable opportunities to improve energy efficiency and to increase the reliance on renewable energy sources.

2.3.3. Water Consumption

With respect to water conservation, we encourage all employees and customers to develop the habit of conserving water consciously. Pantry and washrooms are posted with environmental messages to remind employee the importance and urgency of water conservation. Apart from education, the utility facilities are maintained regularly to ensure that water seepage or leaking pipelines are replaced or repaired on a timely basis.

Our mining operation can significantly save water for production and domestic use through the efficient management of water resource, for example, production waste water, domestic waste water and rain water are treated separately to reduce the need for production waste water treatment. Recycled water is used for mining production.

2.3.4. Packaging Material

Due to our business nature, the Group does not have manufacturing facilities and does not consume a significant amount of packaging materials.

Environmental, Social and Governance Report (Continued)

2.3.5. Environmental Performance

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of “Energy and Resources Use” during the Reporting Period are tabulated below.

Table 3 – Energy and Resources Use

	Unit	FY2018	Intensity
Electricity	kWh	101,811,351	349,867
Purchased Gas	Unit	10,289	35
Unleaded Petrol	L	4,096	14
Diesel	L	1,990,271	6,839
Paper	kg	3,411	12
Water	m ³	93,000	320

The Group is committed to instilling the consciousness of resources conservation and environmental protection into the work and life of every employee. We seek business partners who also share with our philosophy and commitment of environment conservation and compliance with the applicable environmental laws and regulations. We believe that these initiatives are capable to reflect our commitment to offering the best quality of services while maintaining the least adverse environmental impact on our planet.

3. EMPLOYMENT AND LABOUR PRACTICES

3.1. Recruitment and Promotion

The experienced and competent workforce is constantly perceived by the Group as the key driver for our ongoing corporate development and growth. As such, it is therefore of paramount importance for us to proactively manage our talent pipeline and career development for employees. The Group is determined to set itself in a good position to maintain a robust business performance and growth together with our employees, with an objective to uphold an open, fair, just and reasonable human resource policy.

The Group has formulated the recruitment policy with respect to equal opportunities, diversity and anti-discrimination. We encourage differences and individuality in employees, with the philosophy that diversity can bring new ideas, dynamics and challenges to our operations. We discourage all forms of discrimination on gender, age, family status, sexual orientation, disability, race and religion. Our employment policy encourages hiring of talented people with physical or mental disabilities. We are committed to supporting our employees to maintain a family-friendly work environment because we respect their roles and responsibilities in their families. We strive to make sure employees and business partners comply with laws and regulations, follow ethical business practices and respect equal opportunity in employment. We bring in new recruits and equip them with necessary skill sets to develop a long-term rewarding career with us.

During the Reporting Period, we continued to strictly observe the applicable laws and regulations and follow our employment policies relating to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, by providing competitive remuneration package, including internal promotion opportunities and performance-based bonus, so as to recruit and retain experienced employees.

Environmental, Social and Governance Report (Continued)

3.2. Employment and Labour

In order to attract and retain our employees, which are our most valuable assets, the Group offers competitive wages, medical insurance, disability and invalidity coverage, maternity leave and other compensation to our employees. The Group decides the remunerations payable to its staff based on their duties, work experience and the prevailing market practices. Apart from basic remuneration, share options may be granted to eligible employees by reference to the performance of the Group and individual employees.

During the Reporting Period, the Group complied with the applicable laws and regulations in relation to employment and labour in regions where we operated. In Hong Kong, we participated in the Mandatory Provident Fund retirement benefit scheme and provided medical insurance for our eligible employees. In Australia, we participated in a state-managed retirement benefit scheme (Superannuation fund) and provided occupational injury insurance and medical insurance in accordance with the local regulations. Transportation and accommodation were provided to employees according to their underground shift schedule.

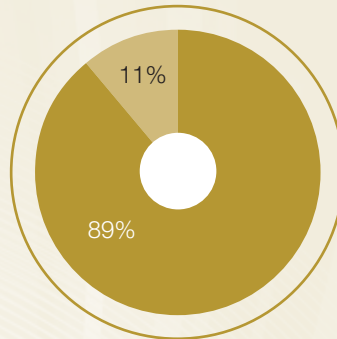
In accordance with the ESG Reporting Guide set out by HKEX, details of the Group's workforce during the reporting period are tabulated as well as presented in charts below.

Table 4 — Our Workforce

	FY2018
Total Number of Full-Time Employees	291
Turnover Rate by Gender	
Male	13%
Female	17%
Turnover Rate by Age	
Under 30 years old	10%
30–50 years old	15%
over 50 years old	14%

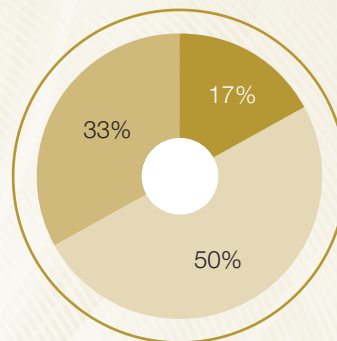
Environmental, Social and Governance Report (Continued)

Total Workforce by Gender as of 31 December 2018



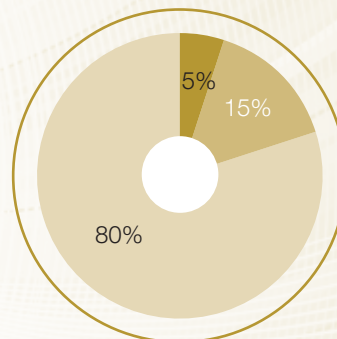
● Male ● Female

Total Workforce by Age Group as of 31 December 2018



● Below 30 Years Old ● Between 30 and 50 Years Old ● Over 50 Years Old

Total Workforce by Employment Level as of 31 December 2018



● Senior ● Middle ● Junior

Environmental, Social and Governance Report (Continued)

3.3. Health and Safety

Employees' health and safety is of supreme importance to the continuing operation of the Group. As a result, we have been attaching great importance to a comfortable and safe working environment for our employees which protect them from potential occupational hazards and health and safety risks, in order to achieve zero tolerance of accidents and injuries.

At our mine site, we continuously perform risk assessments to identify, analyse, evaluate and control any potential risks associated with our operation. To mitigate the impacts and to maintain the wellness of our employees who are exposed to various hazards, such as exposure to atmospheric contaminants and radiation, noise, heat stress, ergonomic hazards and mental health hazards, we have implemented the following measures:

- situating the biological effluent treatment plant in a remote location to isolate potential hazards;
- installing dust suppression and extraction systems, gas detection monitors, and ultraviolet water sanitisers to improve the working environment; and
- implementing underground ventilation facilities for a better air quality and temperature at the workplaces.

Apart from the abovementioned engineering controls, we have also formulated an emergency response plan to address safety issues which is reviewed at least twice annually to ensure it is up-to-date. We regularly organize training and assessment programs to support the well-being of our employees. Full reimbursement for subscription to gymnastic membership are provided for our eligible employees.

Besides, we strive to ensure that all contractors align with our Occupational Health and Safety (OHS) standards and develop an OHS management system based on hazard analysis and risk assessment of their projects or operations. OHS audits are conducted on a scheduled basis to review effectiveness of the implementation of the OHS management system. We provide contractors a corrective action plan within a required timeframe in the event that non-compliance or irregularities are identified for necessary corrective actions. The result of the OHS audits is an important part of our assessment of contract renewal with the contractors.

The Group maintains the risk management system including identification, prevention and management of risks and hazards throughout the workplaces as well as follow-up actions for accidents or personal injuries. We have developed and adopted health and safety policies, including prohibition of smoking in workplace, abuse of alcohol and drugs, identification and prevention of risks and hazards in workplaces, and follow-up actions for accidents or personal injuries. We have taken the following measures:

- installing air purifiers in relatively crowded areas such as conference and meeting rooms;
- prohibiting smoking and abuse of alcohol and drugs in the workplace;
- providing clean and tidy rest area such as corridors and pantry;
- providing adjustable chairs and monitors for eye protection;

Environmental, Social and Governance Report (Continued)

- setting up posters of proper working postures and lifting method accessible on the intranet and at appropriate locations in offices;
- conducting fire drills and emergency evacuation simulations to raise the employees' awareness of fire prevention and to equip employees with appropriate knowledge and skills in the event of emergency; and
- improving the fire evacuation plans by providing first aid kits and fire extinguishers in workplace in response to emergencies.



ERT training provided to underground staff

During the Reporting Period, the Group complied with the applicable laws and regulations in relation to safety and health of employees in the regions where we operated, by ensuring that the employees are working in a safe environment in respect of health, hygiene, ventilation, gas safety, building structure and means of escape. The Group did not record any accidents that resulted in death or serious physical injury.

Additionally, the Group provides induction programs and safety training programs to new employees such that they can be familiar with our corporate policies in relation to health and safety matters as quickly as they can. Summary of work-related fatalities and injuries are shown in the table below.

Table 5 — Health and Safety

	FY2018
No. of Work-Related Fatalities	0
Rate of Work-Related Fatalities	0
No. of Injuries at Work	7
Lost Days due to Injury at Work	79

Environmental, Social and Governance Report (Continued)

3.4. Development and Training

The Group envisions that empowering its people through development and training is the cornerstone of our success in the long-run. We listen and respond to our people. Our training programmes are designed not only to meet our business vision and to provide skillset required for the operation, but also for the benefit of society as a whole wherever possible.

Considering that each of the position is of unique professional and technical needs, the Group ensures that every new joiner receives proper orientation training and mentoring in order to help them adapt to the new working environment affirmatively and quickly. Continuous training is committed by the Group in different ways including internal training programs, comprehensive training for specific skill development, and courses for continuous professional development for relevant employees so as to ensure that they possess the appropriate qualities and skill-sets. Implementation of safety training and comprehensive risk assessments are also one of the most important tasks in the Group. During the Reporting Period, we provided Emergency Response Team (ERT) training to the underground mining staff in accordance with our OSH Policy.



ERT training provided to underground staff

Employees at all levels can satisfy their needs of trainings through multiple training courses, including induction training, technical skills training and pre-post training. We also provide the management with a series of courses related to soft skill development. The goal is to strengthen their leadership and management skills, which is expected to drive the team to grow. These training programs not only facilitate the career prospect of individual employee, but also boost the sustainable development of the Group.

Environmental, Social and Governance Report (Continued)

Table 6 — Employee Training

	Unit	FY2018
Average hours of training received per employee	hours	5
Average hours of training per employee by ranking		
Senior Staff	hours	13
Intermediate Staff	hours	6
Junior Staff	hours	5
Average hours of training per employee by gender		
Male	hours	5
Female	hours	4
Percentage of employees trained by employment level		
Senior Staff	%	33%
Intermediate Staff	%	98%
Junior Staff	%	88%
Percentage of employees trained by gender		
Male	%	88%
Female	%	74%

Moreover, the Group is strongly convinced that the sense of belonging and morale of the employees are always the key drivers to the Group's healthy and prosperous growth. During the Reporting Period, the Group organized festival gatherings for employees, to enhance the harmonious spirit of different levels of staff members throughout the Group as well as to recognize their contribution and dedicated work to the Group. The Group believes that such a corporate culture and harmonic working environment will naturally achieve a synergistic result to facilitate employee retention and to improve productivity.

3.5. Labour Standards

Being fully aware that exploitation of child and forced labour violates human rights and international labour conventions, the Group strictly prohibits the employment of any child labour and forced labour. New employees are required to provide true and accurate personal data when they are onboard. Recruiters should strictly review the entry documents including medical examination certificates, academic certificates and identity cards. The Group constantly rejects to engage suppliers and contractors that hire child labour or forced labour in their operations to provide administrative supplies and services.

During the Reporting Period, the Group strictly complied with the relevant laws and regulations in relation to labour standards and employment in the regions where we operated. No material non-compliance with the laws and regulations relating to the prevention of child labour or forced labour have been found by the Group during the Reporting Period.

Environmental, Social and Governance Report (Continued)

4. OPERATING PRACTICES

Across our industry, demands for ethical compliance are increasingly strict. As a responsible corporate citizen, the Group is determined to disseminate the pursuit of sustainability into our core business which is regarded as part of the responsibility of an accountable corporate citizen. A series of management systems and procedures has been developed in alignment with the Corporate Governance required by the HKEX. At the same time, we encourage all business partners to incorporate the sustainability practice and policy into their operation thoroughly in order to work together in our pursuit of sustainable development.

4.1. Supply Chain Management

The Group understands that supply chain management is one of the key aspects of the Group's operation. Our supply chain management team not only considers economic and commercial benefits during the supplier assessment processes, but also evaluates the suppliers' and contractors' track record relating to legal, regulatory and social compliance aspects which include zero tolerance with child and forced labour, safeguarding workers' health and safety, and mitigating environmental impacts.

The Group believes the value in ethics, honesty and integrity, operating in compliance with applicable laws and regulations. We encourage our business partners to adopt the best environmental and social practices and to disseminate the pursuit of sustainability into the core business. We collaborate closely with our suppliers through an improved market management and centralized procurement system. Advanced technology is also widely utilized in all operations to monitor all purchases and sales transactions. All our processes for procurement, price control, resource management are carefully monitored and documented. Every single purchase is registered with the authority before being put to use.

We have developed a vendor and supplier selection mechanism in which we require our potential contractors or suppliers to comply with all the applicable laws and regulations and confirm their compliance with safety, environment, and social aspects. Inspection and assessments may be conducted by the Group if deemed necessary. To maintain a good corporate control and governance, the Group has developed a series of management system and procedures in alignment with the Corporate Governance required by the HKEX. We are obliged to terminate the cooperation contract with suppliers that may cause or have caused serious pollution or serious social accidents.

We believe that, through the above review process, we can minimize the potential environmental and social risks associated with the supply chain management. During the Reporting Period, the Group engaged 490 suppliers in total which are all located in the same geographic region as our operation.

Environmental, Social and Governance Report (Continued)

4.2. Product Responsibility

To be a successful business, we maintain continuous communication with our customers to ensure that we understand and fulfil their needs and expectations, so that we can improve the quality of our services and products in the long run. The Group is committed to the highest standards of product management, addressing the safety, quality, compliance and sustainability risks associated with products and processes; including occupational health and safety, environmental management, quality control/quality assurance and labelling.

During the Reporting Period, the Group complied with the applicable laws and regulations in relation to the product responsibility in the regions where we operated. In addition, the Group did not identify any material non-compliance with the laws and regulations relating to the quality of products and services. The Group carried out continuous and regular assessment of the product quality and review of opportunities for improvements and changes.

The Group has set up various complaints and feedback channels, such as telephone hotline, emails and websites, to collect suggestions and advice from customers. There were no cases of product recall nor complaints received against our products due to health and safety issues during the Reporting Period.

4.3. Privacy Protection

The Group is committed to compliance with the privacy laws and regulations to ensure that all data are securely kept in our internal system with access control. We also set out data privacy requirements in our corporate policies, under which the data of customers and suppliers would be used exclusively for matters relating to the Group's operation only. We strive to ensure all collected data is free of unauthorized or accidental access, processing, erasure or other use.

4.4. Anti-Corruption

Insisting on the honesty, integrity and fairness in all aspects of our business, and upholding a high standard of business ethics and prohibition of any forms of bribery and corrupt practices, the Group has developed a series of policies of anti-fraud and anti-bribery as part of the exercise of Corporate Governance.

The Group observed with related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering in the regions where we operated. We also encourage employees and all business-related parties, including customers and suppliers, to proactively report any suspected misconduct issues to the Group. During the Reporting Period, the Group complied with the relevant laws and regulations relating to bribery, extortion, fraud and money laundering mentioned above, as well as the corporate policy of anti-corruption, and no cases of anti-corruption have been concluded.

According to the Group's policy, employees may report any concern in relation to accounting controls and audit matters to the Audit Committee which will review each complaint and decide how the investigation should be conducted. During the Reporting Period, the Audit Committee identified no complaint from employees.

Environmental, Social and Governance Report (Continued)

4.5. Whistle-Blowing Policy

In order to encourage our employees to report illegality, irregularity, malpractice, unethical acts or behaviours, inappropriate conducts or actions, the Group has set up new whistle-blowing policy and procedures during the reporting period, by provoking disclosure of relevant information via a confidential reporting channel to the extent that is made possible to all employees. The policy aims to encourage our employees to report behaviour that is not in line with the principles of ethics and the Group's policy such as events that are non-compliant with the Group's policy, laws, rules, regulations, general practice of financial reporting and internal control.

The Group is committed to handling the reports with due care and conducting a detailed investigation seriously for each reasonably established report. Additionally, the Group is fully aware that we are obligated to refer the matter to the legal enforcement parties or regulators if the Group considers necessary.

The Group has addressed the "whistle-blowers" concerns in a fair and reasonable manner. All "whistle-blowers" who report in good faith are reasonably protected from retaliation or adverse consequence of their employment regardless of whether the allegation is substantiated.

The policy of "Whistle-Blowing" and its procedures, which apply to all levels of the members of the Group, have been documented in the employee handbook and have been circulated among employees for their reference.

5. COMMUNITY INVESTMENT

The Group actively strives to making a better society through our active involvement in the communities wherever we do business. Because our mining operations take place in proximity to other land uses such as agriculture, there is inherent risk of environmental, social and economic impacts on these neighboring interests from the mine operations. By attaching equal importance to corporate growth and corporate responsibility, the Group has vigorously been engaged in helping the local communities and people in needs through voluntary services, donation programs and social enterprise supports.

Environmental, Social and Governance Report (Continued)

5.1. Involvement with Local Community

By employing local workforce and initiating the internship programs for university students, our investment in Australia contributed to the local labor market. Meanwhile, during the Reporting Period, apart from donation to various organization, we have also participated in the “Zeehan Gem and Minerals Fair” to connect the community and showcase the minerals and mining history of Tasmania.



The Group's participation in the event of “Zeehan Gem and Minerals Fair” as part of our community care

During the Reporting Period, we also participated in the charity event of “Morning tea for Breast Cancer”. We consider the participation in those events is a good fit to our business whereas we will continue our involvement in the future.



The Group's participation in the event of “Morning tea for Breast Cancer” as part of our community care

Environmental, Social and Governance Report (Continued)

5.2. Continuous Support for Education and Local Culture

The Group recognizes the importance of respecting cultural aspects and education of communities. We encourage our operating companies to actively support education and recognition of local cultural values.

Going forward, the Group will continue to foster the culture of active participation in community services, encouraging our staff members to be actively engaged in voluntary services and join hands together to disseminate the spirit of services in the community where we all depend on.

Environmental, Social and Governance Report (Continued)

6. HKEX ESG GUIDE CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect 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	Environmental Protection	
KPI A1.1	Types of emissions and respective emissions data	Environmental Protection	
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	Environmental Protection	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	—	The Group has not identified any hazardous waste was produced in our core business
KPI A1.4	Total non-hazardous waste produced and intensity	Environmental Protection	
KPI A1.5	Description of measures to mitigate emissions and results achieved	Environmental Protection	
KPI A1.6	Description of how hazardous and non — hazardous waste are handled, reduction initiatives and results achieved	Environmental Protection	

Environmental, Social and Governance Report (Continued)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect A2: Use of Resources			
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials	Environmental Protection	
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Environmental Protection	
KPI A2.2	Water consumption in total and intensity	Environmental Protection	
KPI A2.3	Description of energy use efficiency initiatives and results achieved	Environmental Protection	
KPI A2.4	Description of whether there is any issue in sourcing water, water efficiency initiatives and results achieved	—	Defined to be irrelevant to the Group's operation
KPI A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced	—	Use of packaging material is not applicable to the Group's core operation
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Environmental Protection	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them	Environmental Protection	

Environmental, Social and Governance Report (Continued)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect 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	Employment and Labour Practices	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Employment and Labour Practices	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Employment and Labour Practices	
Aspect 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	Employment and Labour Practices	
KPI B2.1	Number and rate of work-related fatalities	Employment and Labour Practices	
KPI B2.2	Lost days due to work injury	Employment and Labour Practices	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Employment and Labour Practices	

Environmental, Social and Governance Report (Continued)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Employment and Labour Practices	
KPI B3.1	The percentage of employees trained by gender and employee category	Employment and Labour Practices	
KPI B3.2	The average training hours completed per employee by gender and employee category	Employment and Labour Practices	
Aspect 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	Employment and Labour Practices	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Employment and Labour Practices	
KPI B4.2	Description of steps taken to eliminate child and forced labour practices when discovered	—	No such incidents were reported during the Reporting Period.
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain	Operating Practices	
KPI B5.1	Number of suppliers by geographical region	Operating Practices	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Operating Practices	

Environmental, Social and Governance Report (Continued)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect 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	Operating Practices	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	—	Not applicable to the Group's core operation
KPI B6.2	Number of products and service related complaints received and how they are dealt with	—	No products and service related complaints received during the Reporting Period.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	—	Not applicable to the Group's core operation
KPI B6.4	Description of quality assurance process and recall procedures	Operating Practices	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Operating Practices	

Environmental, Social and Governance Report (Continued)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B7: Anti-corruption			
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 bribery, extortion, fraud and money laundering	Operating Practices	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Operating Practices	No concluded legal cases regarding corrupt practices during the Reporting Period.
KPI B7.2	Description of preventive measures and whistle — blowing procedures, how they are implemented and monitored	Operating Practices	
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests	Community Investment	
KPI B8.1	Focus areas of contribution	Community Investment	
KPI B8.2	Resources contributed to the focus areas	Community Investment	