



China Metal Resources Utilization Limited
中國金屬資源利用有限公司

(a company incorporated under the laws of Cayman Islands with limited liability)
(根據開曼群島法律註冊成立的有限公司)

Stock Code 股份代號 : 1636



2019

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT**

**環境、社會
及管治報告**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

1 REPORT OVERVIEW

1.1 About the Report

This report is the fourth annual environmental, social and governance report (the “ESG Report”) released by China Metal Resources Utilization Limited (the “Company”), together with its subsidiaries (“CMRU”, collectively the “Group”, or “We” and “Us”). It, adhering to the ESG reporting principles of materiality, quantitative, balance and consistency, provides a detailed account of the Group’s sustainability performance, policies and strategies for the twelve months ended 31 December 2019 (the “Reporting Period”).

The Group continues to work towards sustainable growth through communicating and cooperating with its stakeholders. For more information about the Group’s ESG initiatives, please also refer to our website (<http://cmru.com.cn/>).

- **Preparation Basis and Reporting Standard**

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) under the Appendix 27 to the Rules Governing the Listing of Securities on Hong Kong Exchanges and Clearing Limited (“HKEX”). The Board of Directors is responsible for conducting the oversight of ESG risks and ensuring effective measures are in place. An internal ESG working team has also been set up across the Group to collect ESG data and compile the ESG Report. Cushman & Wakefield was appointed as and external consultant to provide assistance and advice in the course of report preparation.

The Group is pleased to present this ESG Report, which provides an overview of the Group’s management on significant issues affecting the operation, and the performance of the Group in terms of environmental and social aspects. The Board of Directors have reviewed and approved the ESG Report to ensure all material issues and impacts on sustainable development are fairly presented.

1 報告概述

1.1 關於本報告

本報告是中國金屬資源利用有限公司(「本公司」)及其子公司(「中金資源」，統稱「本集團」或「我們」)發佈的第四份年度環境、社會及管治報告(「ESG報告」)。本報告遵循ESG報告原則的重要性、量化、平衡及一致性的原則，詳述本集團截至2019年12月31日止十二個月(「報告期間」)的可持續表現、政策及策略。

本集團透過與其持份者溝通及合作而不斷努力以實現可持續增長。有關本集團ESG工作的其他信息，另請參閱我們的網站(<http://cmru.com.cn/>)。

- **編製基準及報告準則**

ESG報告乃遵從香港交易及結算所有限公司(「香港交易所」)證券上市規則附錄二十七中的《環境、社會及管治報告指引》(「ESG報告指引」)要求進行編製。董事會負責對與ESG相關的風險進行督查，並確保採取有效風控措施。本集團還成立了內部ESG工作團隊，以收集ESG資料並編製ESG報告。戴德梁行已獲委任為外部顧問，於報告編製過程中提供協助及建議。

本集團欣然呈列本ESG報告，當中提供本集團對從環境及社會方面影響本集團經營及表現之重大事項的管理概覽。董事會已審閱及批准ESG報告以確保公允地呈列所有重大事項及對可持續發展的影響。

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• Scope of the ESG Report

The Group is principally engaged in the manufacturing, sales and trading of copper, aluminium and related products. The reporting scope of 2019 ESG Report mainly covers our core business segments in the People's Republic of China (the "PRC"), which include recycled scrap copper manufacture, as well as the sales of communication cables, power transmission and distribution cables using copper wire rods that we produce as the major raw material, focusing on three environmental aspects and eight social aspects required by HKEX.

1.2 Stakeholder Engagement

The Group recognises the importance of the stakeholder participation and we strive to maintain a stable and close relationship with our key stakeholders, identified as government and regulatory authorities, shareholders and investors, employees, customers, suppliers and business partners, peer and industry associations, public and communities. Various communication channels are in place to ensure we understand and meet their expectations.

• ESG 報告範疇

本集團主要從事銅、鋁及相關產品的製造、銷售及貿易。2019年ESG報告的報告範疇主要涵蓋我們於中華人民共和國(「中國」)的核心業務分部，包括再生廢銅製造以及銷售使用我們生產的銅杆作為主要原材料的通信電纜及電力送配電纜，專注於香港交易所要求的三項環境層面和八項社會層面。

1.2 持份者參與

本集團認可持份者參與的重要性，我們爭取保持與主要持份者之間穩定而密切的關係，而主要持份者乃認定為政府及監管機構、股東及投資者、員工、客戶、供應商及業務夥伴、同行及行業協會、公眾及社區。我們開放多個溝通渠道以確保我們了解及滿足彼等之期望。

Stakeholders 持份者	Expectation and aspirations 期望與要求	Communication modes 溝通方式
Regulatory authorities 監管機構	<ul style="list-style-type: none"> • Operation in compliance 合規運營 • Fulfilment of tax obligations 繳納稅款 • Promotion of local economic development 帶動當地經濟 • Creation of job opportunities 促進地方就業 	<ul style="list-style-type: none"> • Regular submission of information 定期資訊報送 • Regular communication with regulatory authorities 與監管機構定期會話
Shareholders 股東	<ul style="list-style-type: none"> • Investment returns 收益回報 • Operation in compliance 合規運營 • Production safety 安全生產 	<ul style="list-style-type: none"> • Announcement by the Group 集團公告 • Special report 專題匯報 • Inspection on site 實地考察

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Stakeholders 持份者	Expectation and aspirations 期望與要求	Communication modes 溝通方式
Customers and business partners 客戶及合作夥伴	<ul style="list-style-type: none"> Integrity and fulfilment of agreements 誠信履約 High quality products 高品質產品 High quality services 高品質服務 	<ul style="list-style-type: none"> Business communication 商務溝通 Customer feedbacks 客戶反饋
Environment 環境	<ul style="list-style-type: none"> Fulfilment of emission standards 達標排放 Energy conservation and emission reduction 節能減排 Efficient use of water resources 合理用水 	<ul style="list-style-type: none"> Communication with local environmental protection department 與當地環境部門交流
Employees 員工	<ul style="list-style-type: none"> Occupational health 職業健康 Remuneration and benefits 薪酬福利 Career development 職業發展 Employee caring 人文關懷 	<ul style="list-style-type: none"> Employee representatives meeting 職工代表大會
Community 社區	<ul style="list-style-type: none"> Improvement of community environment 改善社區環境 Support for community welfare 支持社區公益 	<ul style="list-style-type: none"> Communication meeting with the community 社區溝通會 Mutual visits 互訪
Media 媒體	<ul style="list-style-type: none"> Openness and transparency of information 信息公開透明 	<ul style="list-style-type: none"> Group website 集團網站 Announcement by the Group interviews 集團公告接受採訪

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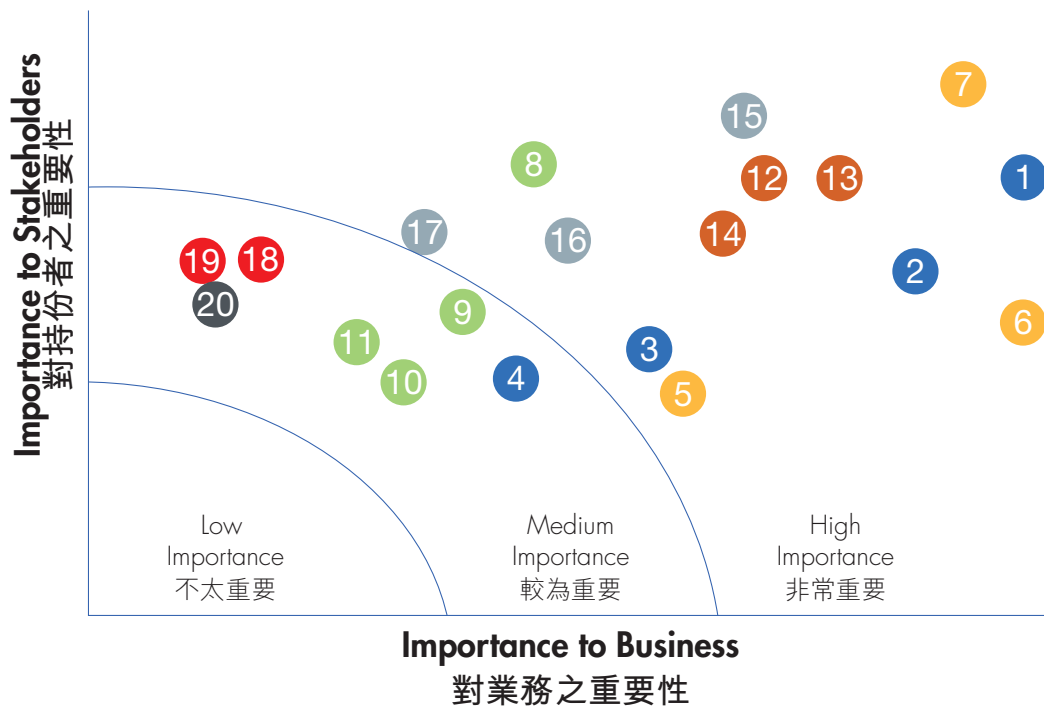
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1.3 Materiality Assessment

To ensure that the ESG Report includes material topics relevant to the Group's business and operations, the Group has appointed an independent consultant to conduct a stakeholder engagement survey, in which views from various stakeholders have been included and analysed. ESG issues with higher ranking were considered material. A list of ESG-related issues of high and medium-level materiality was presented in matrix below.

1.3 重要性評估

為確保ESG報告包括與本集團業務及營運有關之重要主題，本集團已委任獨立顧問進行持份者參與調查，在此期間，已考慮及分析來自不同持份者之意見。較高級別的ESG議題乃視為重要事項。非常重要及較為重要的ESG相關議題清單乃以下列矩陣呈列。



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Stakeholders 持份者		ESG Issues 環境、社會及管治議題
 Government and Market Regulators 政府及市場監管機構	1	Operation in compliance 合規運營
	2	Fulfilment of tax obligation 繳納稅款
	3	Promotion of local economic development 帶動當地經濟
	4	Creation of job opportunities 促進地方就業
 Shareholders 股東	5	Investment returns 收益回報
	6	Operation in compliance 合規運營
	7	Production safety 安全生產
 Employees 員工	8	Occupational safety and health 職業安全與健康
	9	Remuneration and benefits 薪酬福利
	10	Career development 職業發展
	11	Employee caring 人文關懷
 Customers/Partners 客戶／合作夥伴	12	Integrity and fulfilment of agreements 誠信履約
	13	High quality products 高品質產品
	14	High quality services 高品質服務
 Environment 環境	15	Fulfilment of emission standards 達標排放
	16	Energy conservation and emission reduction 節能減排
	17	Efficient use of water resources 合理用水
 Community 社區	18	Improvement of community environment 改善社區環境
	19	Support for community welfare 支持社區公益
 Media 媒體	20	Openness and transparency of information 信息公開透明

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2 THE ENVIRONMENT

2.1 Environment Strategy and Management Approach

• Business Overview

At CMRU Group, we recycle copper and reproduce the vital metal into products that are frequently used in telecommunication links, wiring and plumbing for appliances and mechanical instrumentation. Copper containing wastes range from copper scraps to waste electrical cables. We purchase the waste then dismantle and grade them before the subsequent melting and casting process. Undoubtedly, copper recycling allows for lower costs comparing with it mined and extracted from copper ore. Upon that we run our business to promote a circular economy, ensuring that we have a positive impact through regenerating resources and protecting ecosystems.

Environmental Commitment and Management System

The Group highly values the environmental responsibility as part of our business practices in environmental emission control, resource use and continuous improvement on environmental policies and management scheme.

Demonstrating its commitment to energy-efficiency management system on production site, the Company has obtained ISO 14001:2015 Environmental Management System Certification.



2 環境

2.1 環境策略與管理方法

• 業務概覽

於中金資源集團，我們回收銅並將重要金屬再生為電信鏈路、線路及家用電器及機械儀錶之佈線之常用產品。含銅廢料包含從廢銅渣到廢電纜等廢料。我們於購買廢料後進行拆除及分級，然後再進行冶煉及鑄造工序。毫無疑問，相比從銅礦石開採及提煉所得銅而言，銅回收成本較低。我們的經營理念是基於促進循環經濟(的想法)，保證通過積極的資源再利用的生產實現保護環境的目的。

環境承擔及管理體系

本集團高度重視環境責任，將其作為環保排放控制、資源使用以及環境政策及管理計劃的持續改進的業務常規的一部份。

本公司致力在生產基地中推動節能管理系統，並已通過 ISO 14001:2015 環境管理體系認證。



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The Group established an Energy management system to achieve energy objectives and ensure all significant energy uses which result from the Group's production and operation activities are being strictly controlled.

- Establish a regular inspection system for production sites, conduct safety and hazardous checks, and practice energy conservation
- Conduct annual energy audit for each manufacturing enterprise
- Conduct regular machinery test and maintenance
- Organize regular training programs about energy conservation measures, publicize energy management system user guide
- Set up energy use monitoring management system

本集團建立能源管理系統以實現能源目標及確保本集團生產及經營活動所產生所有重要能源使用受到嚴格控制。

- 建立生產基地定期檢查制度，進行安全及危險檢查以及進行節能實踐
- 對每個製造企業進行年度能源審核
- 進行定期機器檢查及維護
- 組織有關節能措施的定期培訓課程、宣傳能源管理系統用戶指南
- 建立能源使用監控管理系統

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2.2 GHG Emission

CMRU is committed to taking sustainable, long-term actions to manage carbon footprint in our productions and operations. GHG emissions of our production are caused majorly from the consumption of purchased natural gas and purchased electricity. The report focuses on greenhouse gas (GHG) emissions of CO₂e under Scope 2 emissions (i.e. emissions resulting from consuming the generation of purchased energy sources).

The GHG emission and its relating consumed energy sources during the Reporting Period are as follows:

2.2 溫室氣體排放

中金資源致力於採取可持續發展的長期行動來管理我們生產及營運中的碳排放量。我們生產排放的溫室氣體主要乃因消耗所購天然氣及所購電力所產生。本報告重點關注範圍二排放(即消耗所購能源產生的排放)下的二氧化碳當量溫室氣體(GHG)排放。

於報告期間之溫室氣體排放及其相關能耗來源如下：

Emission Source 排放源	Quantity Used 用量	GHG Emission (t-CO ₂) 溫室氣體排放 (噸二氧化碳當量)	GHG intensity, t-CO ₂ /tonnes of production 溫室氣體密度， 噸二氧化碳當量／產生噸數
Purchased Natural Gas 所購天然氣	7,425,244 m ³ 7,425,244 立方米 ³	1,410	0.011
Purchased Electricity 所購電力	14,759,884 kWh 14,759,884 度	7,759	0.061
Total 總計		9,169	0.072

Remarks: The Emission Factor is sourced from "2012 Average Emission Factor of Huazhong Power Grid announced by the National Development and Reform Commission" and "GB/T 32151.10-2015, Requirements of the GHG Emission Accounting and Reporting".

備註：排放係數源自「國家發展和改革委員會公佈的2012年華中電網平均排放係數」及「GB/T 32151.10-2015·溫室氣體排放核算和報告要求」。

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2.3 Waste Management

Waste management affects the life of every individual in our society. To achieve our commitment to reducing the waste generation rate, we implement a series of waste management system. We build up dust control system at each production stage. There are three sets of melting furnace for which with separate sets of dust collection and bag-type filtering system. Each year we maintain equipment performance, conduct sampling test and regular equipment inspection to make sure dust controlling system operate under high quality.

We upgraded dust collection system and notably achieve to reduce gaseous emissions from 50mg/m³ to 30mg/m³, with particle matters lessened by 8mg/m³. Waste energy recovery system was installed to make reuse of the waste heat at smelting furnace. We as well have stringent selective system on local suppliers for waste processing and disposal treatment.

During the Reporting Period, the main waste discharges from CMRU are dust and slag.

2.3 廢棄物管理

廢棄物管理影響我們社會上每個人的生活。為實現我們降低廢棄物產生率的承諾，我們實施一系列廢棄物管理制度，於每個生產階段建立除塵系統。我們有三套熔爐，分別配有集塵及袋式過濾系統。我們每年進行設備性能維護、進行抽樣檢測及定期設備檢查以確保除塵系統的良好運行。

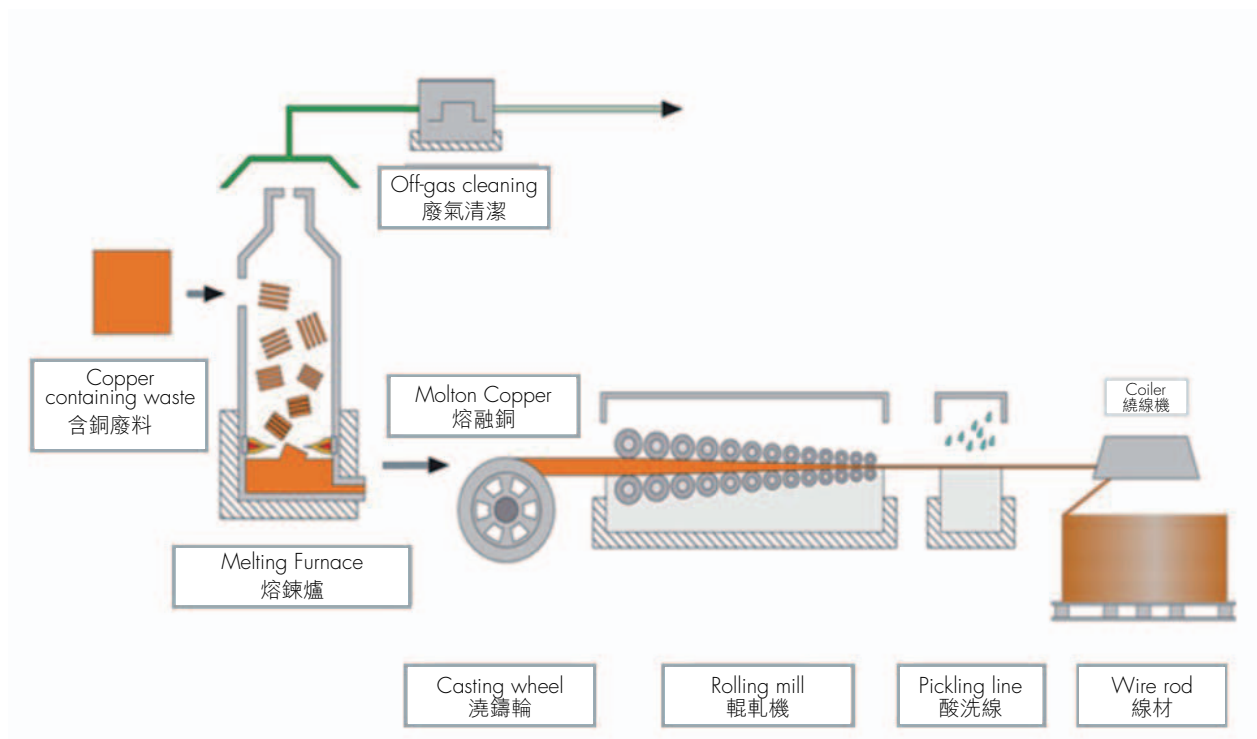
我們升級集塵系統，實現廢氣排放由50毫克／立方米顯著減少至30毫克／立方米，顆粒物減少8毫克／立方米。冶煉爐安裝有廢棄能源回收系統以再利用廢熱。我們亦對當地廢棄物處理及處置供應商設立嚴格的甄選制度。

於報告期間內，中金資源的主要廢棄物排放為粉塵及廢渣。

Emission Category 排放類別	Quantity 數量	Environmental protection treatment 環保處理
Dust 粉塵	96 tonnes 96 噸	All are refined locally by bag-type dust collector. 全部在現場由袋式除塵器精煉。
Slag 廢渣	3,988 tonnes 3,988 噸	All are refined or recycled by professional recycling companies. 全部由專業回收公司精煉或回收。
SO₂ from Natural gas combustion 天然氣燃燒產生的二氧化硫	4,678 kg 4,678 公斤	All are refined at local gaseous filtering system. 全部由現場廢氣過濾系統精煉。
NO_x from Natural gas combustion 天然氣燃燒產生的氮氧化物	15,482 kg 15,482 公斤	All are refined at local gaseous filtering system. 全部由現場廢氣過濾系統精煉。

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2.4 Use of Resources

The production process at CMRU majorly relies on three types of energy resources: natural gas, electricity and water. Of our energy intensive manufacturing demand at copper processing plant, we adopt melting equipment at a high energy efficiency of 55%. In the course of the annual production, we continuously monitor the performance in energy consumption and look into the feasibility of optimization at our production facilities.

Besides the hardware, we believe human behaviour also plays an important role in order to improve energy efficiency. We put up signages at the main entrance of the production facility to assure a clear guidance with green tips on electricity savings and water conservation.

2.4 資源使用

中金資源的生產流程主要依賴三種能源：天然氣、電力及水資源。在我們銅加工廠的能源密集製造需求當中，我們採用55%高能效的冶煉設備。在年生產過程中，我們持續監控節能表現並觀察我們生產設施優化的可行性。

除硬件外，我們認為人力行為對提高能效亦起著非常重要的作用。我們在生產設施的主要入口張貼綠色提示標識以確保作出有關節水節電的清晰指引。

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- Energy and Water**

During the Reporting Period, CMRU's total production quantity is 127,188 tonnes, the main resource consumptions are listed as below:

- 能源及水資源**

於報告期間，中金資源的總產量為127,188噸，主要資源消耗列示如下：

Source Category 資源類別	Consumption Quantity 消耗數量	Consumption Intensity, per tonnes of production 每噸產量的消耗密度
Natural Gas 天然氣	7,425,245 m ³ 7,425,245 立方米	58.4 m ³ 58.4 立方米
Electricity 電力	14,759,884 kWh 14,759,884 度	116.0 kWh 116.0 度
Water 水資源	96,335 m ³ 96,335 立方米	0.757 m ³ 0.757 立方米

Sub-consumption for each source category seen as follows:

各資源類別的分項消耗如下：

Production factory 生產工廠	Natural Gas 天然氣 m ³ 立方米	Electricity 電力 kWh 度	Water 水資源 m ³ 立方米
Mianyang Tongxin 綿陽銅鑫	2,444,467	4,490,430	59,611
Hunan Yinlian 湖南銀聯	783,959	1,679,885	23,260
Sichuan Baohe 四川保和	0	801,400	4,186
Mianyang Baohe Taiyue 綿陽保和泰越	0	1,205,059	9,278
Hubei Rongsheng 湖北融晟	1,241,410	2,199,420	0
Henan Shengxin 河南晟鑫	915,190	1,279,401	0
Sichuan Boxin 四川博鑫	2,040,219	3,104,289	0

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- **Packaging Materials**

The Group strictly control the packaging materials use and rarely have packaging waste. We reuse the plastic packaging covers during the complete production cycle, so the cover used for the collection of waste copper has been used on the delivery to our clients and recycled for the next waste collection cycle.

2.5 Environment Development

It is the obligation for all the enterprises to protect the environment and conserve resources. The Group complies with all applicable environmental laws and regulations and makes great efforts to reduce consumption of resources and energy. The Group itself adheres to the concept of green operation, resource conservation, low carbon and environmental protection to manage the company's daily operations and project sites, and meanwhile transmits these innovative environmental protection concepts to our customers, suppliers and subcontractors, together to achieve natural resource protection.

Our production process involves three main stages: sort-outs, smelting and rolling mill, upgrading copper containing waste into ready-to-use wires and copper sticks. Recycling copper originally minimises harmful emissions than mining and refining raw copper. We always put environment as a high priority when we make decisions on our manufacturing plan. In the course of 2019 manufacturing, the Group invested continuously on production technical upgrading and equipment maintenances. We adopted advanced purifying control technology on liquid oxygen-driven combustion to our smelting furnace, which resulting in a reduction of 13.7 tonnes of sulfur dioxide emission on a yearly basis.

- **包裝材料**

本集團嚴格控制包裝材料使用，鮮有包裝廢料。我們在完整生產週期中重複使用塑料包裝封皮，故用於收集廢銅的包裝材料在向客戶交貨時使用並予回收以用於下個廢料收集週期。

2.5 環保發展

企業均有責任保護環境及保護資源。本集團遵守所有適用環保法律及法規，並努力減少資源及能源消耗。本集團本身堅持綠色營運、資源保護、低碳及環保理念以管理本公司的日常營運及項目基地，同時將該等創新環保理念傳輸予客戶、供應商及分包商，並實現自然資源保護。

我們的生產流程主要分三個階段：揀選、冶煉及軋軋機、升級含銅廢料為即時可用線纜及銅杆。相比原銅開採及精煉，回收銅原將有害物質排放減至最少。我們在作出生產計劃決策時，一直將環境置於首要地位。於2019年生產過程，本集團不斷投資生產技術升級及設備維護。我們將有關液氧驅動燃燒的淨化控制技術應用於我們的冶煉爐，從而按年減少13.7噸的二氧化硫。

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In the year 2019, CMRU continued to involve our manufacturing and management performance in stringent compliance with our "Resource Regeneration Energy Conservation and Emission Reduction" policy. Mianyang Tongxin has established a green factory management system, compiled a long-term plan for green plant, quantitative targets and implementation strategies. The system is complied with National code "General principles for assessment of green factory" on six major indicators including infrastructure, management system, energy consumption, products, environmental emissions and manufacturing performance. Mianyang Tongxin factory is thereafter honoured with "Sichuan province Green factory" by Sichuan provincial economic and information department in September 2019.

2.6 Environment Achievement

CMRU is a pioneer enterprise at copper recycling in copper rod industry and has been certified as "National Model Project for resource comprehensive utilization". CMRU has now become a leader in the sustainable sector of the non-ferrous metal industry in mainland China.

In the year of 2019, environment awards received by the Group include as follows:

- ✓ In June of 2019, CMRU was awarded "Environmental Protection Benchmarking Enterprise" by People's Government of Youxian District, Mianyang City.
- ✓ In June of 2019, Mianyang Tongxin factory, one of the factories under the Group, was granted by Sichuan province with praise "Environmental Integrity Enterprise".
- ✓ In August of 2019, upon the inspection regarding "Safety production and standardization" conducted by Mianyang municipal emergency bureau, the Group was verified to achieve safety production and standardization level 3.

於2019年，中金資源在生產及管理時繼續嚴格遵守我們的「資源再生、節能減排」政策。綿陽銅鑫銅業有限公司已建立綠色工廠管理制度，與有關綠色廠房的長期計劃、定量目標及實施策略相符。此項制度在六項主要指標上遵守「綠色工廠評價通則」，包括基礎設施、管理制度、能源消耗、產品、環境排放及生產表現等。此後，綿陽銅鑫工廠於2019年9月榮獲四川省經濟和信息化廳頒發的「四川省綠色工廠」稱號。

2.6 環保成就

中金資源為銅棒行業銅回收先驅企業，已獲認證為「國家級資源綜合利用示範專案」。中金資源現已成為中國大陸有色金屬產業可持續發展領域的領導者。

於2019年，本集團獲得的環保獎項包括如下各項：

- ✓ 於2019年6月，中金資源獲綿陽市游仙區人民政府授予「環保標桿企業」。
- ✓ 於2019年6月，本集團旗下一間工廠綿陽銅鑫工廠獲四川省授予「環保誠信企業」獎項。
- ✓ 於2019年8月，在綿陽市應急管理局進行「安全生產及標準化」檢查後，本集團經核實達到安全生產及標準化三級。

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Environmental Protection Benchmarking Enterprise
(Municipal Honour)
環保標桿企業
(市政榮譽)



Environmental Integrity Enterprise
環保誠信企業

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3 THE EMPLOYEE

3.1 Employment Policy and Labour Standards

- **Employment Policy**

We believe the employees are the most important and valuable assets of the Group. We put great emphasis on the protection of the legitimate rights and interests of all employees and strictly complies with relevant employment and labour laws under the *Employment Ordinance* (Chapter 57 of the *Laws of Hong Kong*), the *Labour Law of the People's Republic of China*, and the *Labour Contract Regulations of Shandong Province* to ensure a fair arrangement of working hours, wages and off days for our employees. In addition to that, we have continued to roll out various programmes for our employees during the year.

We are committed to an ideal employer of choice and providing a healthy working environment where our employees can thrive. We believe that employee well-being initiatives and work-life balance principle can bring positive influence on staff wellness and considerably increase team engagement, trusts and overall efficiency. There were no cases of prosecution for breach of relevant laws and regulations during the Reporting Period.

- **Labour Standards**

With respect to human rights, the Group has established "Child Labour Rescue Procedure" to support effective abolition of child labour. In our recruitment process, by following the Employment of Children Regulation made by Hong Kong Labour Department, all candidates must be aged 18 or above to be employed and everyone is provided with equal opportunities. Candidates are required to provide identity proof for verification to prevent child labour recruitment.

3 僱員

3.1 僱傭政策及勞工標準

- **僱傭政策**

我們認為僱員是本集團最為重要及寶貴的資產。本集團極為重視對全體僱員法定權利及權益的保障並嚴格遵守僱傭條例(香港法例第57章)、《中華人民共和國勞動法》及《山東省勞動合同條例》項下相關就業及勞動法律以確保對我們僱員的工作時間、工資及休息日作出公平安排。除此之外，我們還在年內繼續為員工推出多項計劃方案。

我們致力成為理想的就業單位選擇，並提供僱員可大有作為之健康工作環境。我們認為，僱員福利計劃及工作與生活平衡原則可對僱員健康帶來積極影響，極大地增強團隊互動、信任及提高整體效率。於報告期間，我們不曾牽涉有關違反相關法律法規之訴訟案件。

- **勞工標準**

人權方面，本集團已設立「拯救童工程序」以支持有效禁僱童工。在我們的招聘流程中，通過遵循香港勞工處所頒佈的《僱用兒童規例》，所有候聘人員年齡須在18歲或以上方可僱傭，人人機會平等。候聘人員須提供身份證明以供核實，以防止招聘童工。

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When cases of child or forced labour are discovered and reported during our regular reviews and inspections, serious investigation will be carried out promptly to settle the case and prevent the similar situation from happening again. The Group strictly complied with the Labour Law of the PRC and the Hong Kong Employment Ordinance. During the reporting period, our operation has not been exposed to any significant risk of child or forced labour.

如在我們的定期評審及檢查中發現及報告童工或強迫勞工案例，則我們將即時進行認真調查以解決該案例並防止再次發生類似情況。本集團嚴格遵守中國勞動法及香港僱傭條例。於報告期間，我們的營運不曾面對任何重大童工或強迫勞工風險。

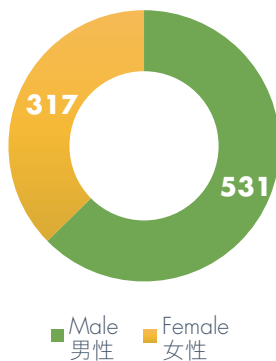
3.2 Employee Profile

During the Reporting Period, the Group has 848 employees based in 7 cities in Mainland China, comprises of 317 female employees and 531 male employees. The number of female employees has increased by about 10% from the previous reporting period. The age profile shows that the Group is attracting younger generations with its viable culture and employee terms. The turnover rate for the Reporting Period is 2.9%. The detailed workforce demographics and turnover rates are presented below:

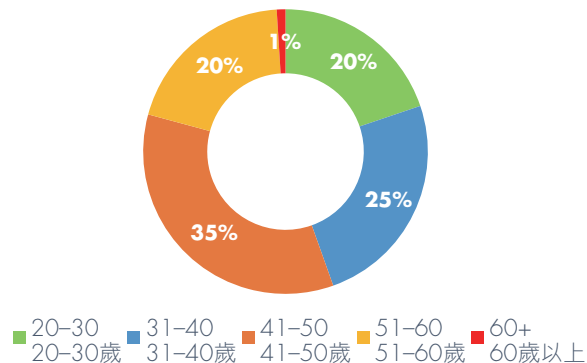
3.2 僱員簡介

於報告期間，本集團有848名僱員，分散在中國大陸7個城市，由317名女員工及531名男員工組成。女員工人數較上個報告期增長約10%。年齡結構顯示，本集團以可靠的文化及僱員條款吸引年輕人。報告期的人員流動率為2.9%。詳細的勞工人口統計資料及人員流動率呈列如下：

Employee by Gender
僱員性別分類



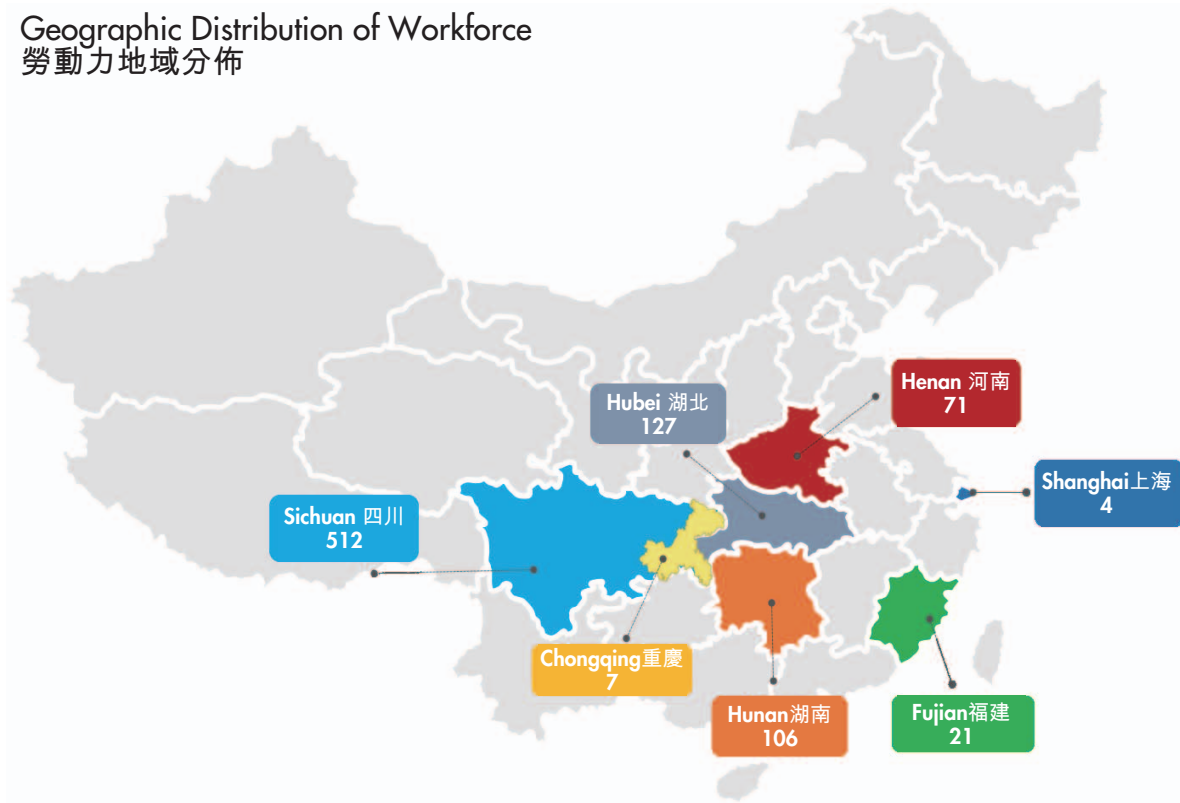
Employee by Age
僱員年齡分類



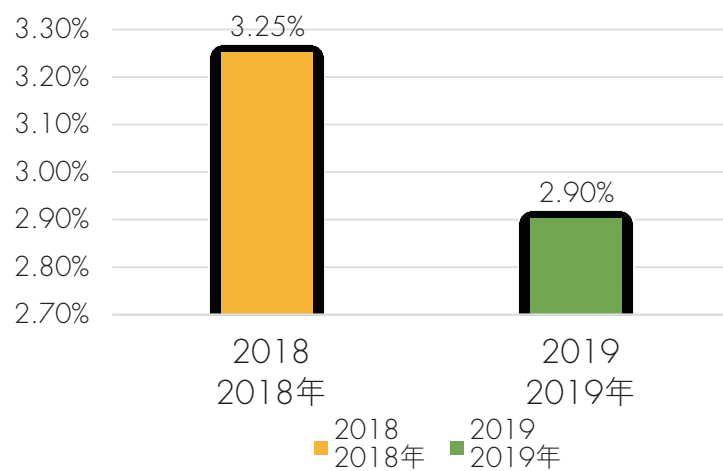
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Geographic Distribution of Workforce
勞動力地域分佈



2018 and 2019 Employee Turnover Rates
2018年及2019年僱員流動率



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3.3 Working Environment

- **Equal Opportunities**

The Group is committed to providing a fair and equitable workplace where all individuals are treated equally in every aspect of their work or employment. Candidates and employees have equal opportunities to employment, remuneration and promotion. We will not conduct or tolerate discrimination or harassment against individuals on the basis of age, gender, race, marital status, religion and disability on any legally protected ground or on any other ground which we consider inappropriate and unacceptable.

This policy applies to all employment activities including, but not limited to recruitment, promotion and transfer, assignment, reward and benefit provisions, training and development, termination and other similar aspects.

- **Diversity**

The Group strives to bring together talents from different cultures, backgrounds and levels, creating a diversified platform in which turns human resources to best account. Talents are absorbed through different ways each year, such as internal referral, career fair, campus recruitment, advertainments and many other ways. Looking for high caliber individuals with the right talent and attitude to join us, selection criteria including candidates' education background, previous working experience, interview performances, etc.

- **Work-life Balance**

The Group is dedicated to encouraging employees to maintain a work-life balance through reasonable contractual working hours, vacation entitlements and company activities. These include statutory holidays, paid annual leave, marriage leave, maternity leave and paternity leave, etc. Balanced employees tend to feel more motivated and less stressed out at work, which thereby increases company productivity and reduces the number of conflicts in the working environment.

3.3 工作環境

- **機會均等**

本集團致力提供一個公平公正的工作環境，確保僱員在工作或僱傭各方面都得到平等對待。候聘人員及僱員有平等的僱傭、薪酬及晉升機會。我們不會基於任何受法律保護的理由或我們認為不當及無法接受的任何其他理由而進行或容忍年齡、性別、種族、婚姻狀況、宗教及殘疾方面的歧視或騷擾。

此政策適用於所有僱傭活動，包括但不限於招聘、晉升及調動、分配、獎勵及福利條款、培訓及發展、解僱及其他類似方面。

- **多元化**

本集團致力彙集不同文化、背景及層次的人才，營造多元化的平台並依託平台實現人盡其才。我們每年通過不同的渠道廣納人才，如內部推薦、招聘會、校園招聘、廣告及許多其他方式。物色具有才幹與態度適宜的卓越人才加入我們，甄選標準包括候選人的教育背景、工作履歷、面試表現等。

- **工作與生活平衡**

本集團致力透過制訂合理的合約工時、假期及安排公司活動，鼓勵員工維持工作與生活平衡。假期包括法定假期、有薪年假、婚假、產假及侍產假等。達到工作生活平衡的員工往往在辦工時精神抖擻，較少因壓力引發焦慮，繼而提高公司的工作效率，減少工作環境中的衝突。

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3.4 Employee Safety and Health

People are crucial to the sustainable development of our Group. The Group is committed to ensuring a high level of occupational safety and health ("OSH") performance of working environment for our people to prevent injury and illness, in compliance with all relevant legislation. The Group also received OHSAS 18001:2007 OHS Management System Certification. Some examples of existing practices include, but not limited to, strongly committed safety awareness training and to roll-out supporting tools. During the Reporting Period, there was no violation of employee safety and health related law.



3.4 員工安全與健康

人才對本集團的可持續發展是不可或缺。本集團遵守所有相關法例，致力確保員工的工作環境達高水平的職業安全與健康（「OSH」），以預防傷病。本集團亦獲得OHSAS 18001：2007職業健康管理體系認證。現有常規中部份範例包括但不限於堅定的安全意識培訓及推出支持工具。於報告期間，本集團並無出現對僱員安全及健康相關法律的違反情況。

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3.5 Employee Development and Training

In order to achieve a standard and quality production of works and to develop individual's potential, all staff are encouraged to attend seminars, lectures and training courses which related to the nature of their duties. The Group believes that effective trainings on various topics can help employees to gain a better understanding of their work environment, thereby fully develop the potential of the workforce.

During the Reporting Period, the Group held 20 vocational skill training sessions for employees to strengthen their job-related and professional skills.

3.5 僱員發展與培訓

為實現工程達標及優質生產以及發展個人潛力，本集團鼓勵全體員工參加與其職責性質有關之研討會、講座及培訓課程。本集團認為，多項主題的有效培訓可幫助員工更好地了解其工作環境，從而全部發展勞動力潛力。

於報告期間，本集團為僱員舉辦了20次職業技術培訓課程，以增強與其職業相關的專業技能。

Vocational Skills Training 職業技能培訓	
Training Topic 培訓主題	Number of Trainings in 2019 2019年培訓次數
Special Job Training 專項職業培訓	2
Electrical Equipment Knowledge Training 電子設備知識培訓	3
Entry Level Educational Training 入門級教育培訓	2
Job skills 職業技能	12
Pressure Pipe Knowledge Training 壓力管知識培訓	1

8 April 2019

China Metal Resources launched a series of training programmes for new employees

2019年4月8日

中國金屬資源為新員工推出一系列培訓計劃



New employee training helped our new recruits to integrate into the corporate culture faster and adapt to the work environment smoothly.

新員工培訓有助我們的新招聘者更快地融入企業文化及順利適應工作環境。

The Company Hopes that all new employees can further enhance team spirit, improve team work level, realize their own value inside the team, and be proactive to contribute to the Company's development.

本公司希望所有新員工能夠進一步增強團隊合作精神、提高團隊工作水平、在團隊內部實現自身價值，並積極為本公司的發展做出貢獻。

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April 2019

China Metal Resources launched competitions on technical skills

In order to motivate all employees to be dedicated and creative at work, the Company organized 9 competitions, such as office automation application competition, forklift skill competition, raw material sorting skill competition and welding skill competition. 為了激發全體員工的敬業精神和創造力，本公司組織了9場競賽，如辦公自動化應用競賽、叉車技能競賽、原材料分選技能競賽及焊接技能競賽。

All competitions were well-received and attracted more than 11 participating units and 105 players. 競賽全部受到好評，吸引了11個以上的參賽單位及105名選手。

During the Reporting Period, the Group held 76 training sessions on employee health and safety, environmental protection and emergency measures.

2019年4月

中國金屬資源開展技術技能競賽



於報告期間，本集團舉辦了76次有關員工健康與安全、環境保護及應急措施等的培訓課程。

Health and Safety Training 健康與安全培訓

Training Topic

培訓主題

Safety Knowledge Training 安全知識培訓
Vocational Health Knowledge Training 職業健康知識培訓
Environmental Knowledge Training 環境知識培訓
Fire Safety Knowledge Training 消防安全知識培訓
Safety Training for Interns 實習生安全培訓
Security Trainings for Security Administrator and Officer
安全管理員及高級職員安全培訓
Emergency Drills 緊急演習

Number of Trainings in 2019

2019年培訓次數

45
13
8
4
3
2
1

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19 March 2019

The Third People's Hospital of Mianyang City conduct a health knowledge lecture for our employees



2019年3月19日

綿陽市第三人民醫院為我們的員工開展健康知識講座

During the lecture, the doctor taught our employees how to prevent cervical problems caused by sedentary work.

在講座中，醫生教導我們的員工如何預防因久坐而引起的頸椎問題。

Employees have improved their understanding of healthy behaviours as well as healthy lifestyles. By setting appointments with family doctors, employees are provided with convenient access to seek medical care and protect their health.

員工已經增進了對健康行為以及健康生活方式的了解。通過與家庭醫生預約，員工可以方便地就醫及保護自己的健康。

19 June 2019

China Metal Resources organized a fire safety emergency drill

The drill focused on rescue and escape topics and presented a live demonstration to help front-line staff get familiar with safety fire protection knowledge and practical skills in handling various emergency situations.

該演習專注於救援及逃生主題，並提供了現場演示，以幫助一線員工熟悉安全消防保護知識及處理各種緊急情況的實用技能。

This activity has effectively enhanced the employees' ability to deal with unexpected accidents and reduce the risk of fire.

這項活動有效地增強了員工處理意外事故的能力，並降低了火災風險。

2019年6月19日

中國金屬資源組織了消防安全應急演練



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4 THE VALUE CHAIN

4.1 Supply Chain Management

The Group adheres to good practices during procurement process and works closely with a spectrum of suppliers for the procurement of production materials, including but not limited to raw materials, accessories, spare parts and other materials. The source of scrap copper includes household appliances, electrical equipment and transportation equipment, used cables and wires and scrap materials from certain industrial manufacturing processes. The areas in which we procure are mainly located near our production facilities and other key industrial areas of the Pearl River Delta, the Yangtze River Delta and the Chengdu-Chongqing Economic Zone.

- **Management Overview**

For long-term success and sustainable development of our business, our Group has formulated quality management policies for our own business operations and that of our suppliers and subcontractors. The policies include Procurement Management Policies, Inventory System Policies and Sales Management System Policies.

We encourage our suppliers and subcontractors to strictly comply with the procedures to ensure the quality management is being performed to fulfil requirements of the relevant domestic and international standards. Our suppliers are expected to have strong commitments to good ESG practices concerning issues such as environmental sustainability, health and safety and ethical conduct.

4 價值鏈

4.1 供應鏈管理

本集團在採購流程中堅持良好慣例，並就採購生產材料（包括但不限於原材料、配件、零部件及其他材料）與多家供應商保持密切合作。廢銅來源包括家電、電氣設備及運輸設備、舊電纜電線，以及某些工業製造流程產生的廢料。我們進行採購的地區主要位於我們生產設施附近以及珠江三角洲、長江三角洲及成渝經濟區其他主要工業地區。

- **管理概覽**

為了業務長期獲得成功及可持續發展，本集團制定了針對我們自身以及供應商與分包商的業務營運的質量管理政策。該等政策包括《採購管理制度》、《存貨管理制度》及《銷售管理制度》。

我們鼓勵我們的供應商及分包商嚴格遵守程序，以確保進行質量管理以達成相關國內及國際標準的要求。預期我們的供應商會對涉及環境可持續性、健康及安全以及道德行為等問題的良好ESG實踐作出強有力的承諾。

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- **Managing Suppliers and Subcontractors**

The Group maintains close communication with subcontractors through training and meetings. Before engaging with a new supplier, we conduct stringent inspection and supplier qualification assessment to ensure that they meet our standards in areas such as quality and safety, occupational health and training, anti-corruption. Performance monitoring and evaluation are conducted quarterly to ensure that all the suppliers in the list remain qualified. Those who do not pass our evaluation are required to take timely correction and/or corrective actions; otherwise the unqualified suppliers will be suspended or removed from our approved vendor list.

- **管理供應商及分包商**

本集團通過召開培訓及會議與分包商保持密切溝通。在與新供應商合作之前，我們會進行嚴格的檢查及供應商資格評估，以確保彼等在質量及安全、職業健康與培訓以及反貪污等方面符合我們的標準。我們按季進行績效監察及評估，確保清單中的所有供應商都保持合格。未通過我們評估的供應商須及時採取糾正及／或矯正措施，否則不合格的供應商將被暫停或從我們批准的供應商名單中刪除。

4.2 Product Quality and Responsibility

The Group places a high priority to ensure customers' satisfaction in terms of products and services we deliver. Our products include recycled copper products, communication cable products, and cable distribution products. Quality control measures, along with guidelines, established by each department to ensure compliance and accountability of product responsibility.

4.2 產品質量及責任

本集團高度重視確保客戶在我們所提供產品及服務方面的滿意度。我們的產品包括再生銅產品、通信電纜產品及送配電纜產品。質量控制措施加上各部門制定的指引確保產品責任的合規性及問責性。

- **Quality Product
Recycled Copper Products**

- **優質產品
再生銅產品**



Copper wire
銅絲



Copper rod
銅桿



Copper rice
銅米



Rice light low oxygen copper rod
光亮低氧銅杆



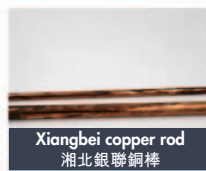
Motor enameled wire
電機漆包線



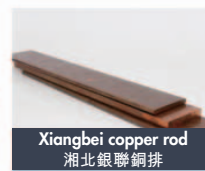
Standard copper row
標準銅排



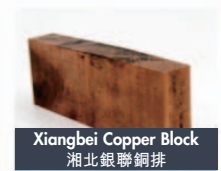
Copper block
銅塊



Xiangbei copper rod
湘北銀聯銅棒



Xiangbei copper rod
湘北銀聯銅排



Xiangbei Copper Block
湘北銀聯銅排

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Communication Cable Products

通信電纜產品



Cable Distribution Product

送配電纜產品



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• Quality Management

The implementation of "Incompatible Separation of Duties" effective on 2 August 2018 further enhanced the internal product responsibility. The core of this management approach is "internal containment", requiring each business to be handled by two or more departments or personnel for supervision and control, which is achieved by rationally dividing the responsibilities and authorities of different departments in major business functions such as internal audit approval, business execution, information recording, and internal supervision. The Company has obtained ISO 9001:2015 Quality Management System Certification to further approved its achievements on product quality management.

• 質量管理

於2018年8月2日生效的「不相容職責分離制度」的實施進一步加強內部產品責任。該管理方式的核心是「內部遏制」，要求各項業務由兩個或以上部門或兩名或以上人員進行監督及控制，此通過合理劃分不同部門在內部審核批准、業務執行、信息記錄及內部監督等主要業務職能部門的職責及權限實現。本公司已獲得ISO 9001:2015質量管理體系認證以進一步認可其於產品質量管理方面取得的成績。



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4.3 Product Innovation

The Group is also committed to providing responsible and quality products by improving the capacity of research development. We have established a long-term relationship with a number of institutions and research labs of universities to facilitate product development and technological innovation in our industry. We have successfully formulated an enterprise standard for waste management of copper processing and developed a logistic intelligent system for the development of renewable resources.

According to the latest summary of patent obtained by the Group, as of October 2019, there is a total number of 68 patents have been granted to the Group. There are 5 pieces submitted for Invention Patents auditing, 9 pieces of newly applied patents and 1 piece have obtained 21st China Patents Award.

4.4 Business Ethical Conduct

Our Company is committed to upholding the highest ethical standards when conducting business. We aim to protect fair competition by prohibiting any anti-competitive behaviours. The Employee Handbook has specified the requirements of professional conduct that all employees are required to abide by at all times. This code of conduct aims to improve understanding of our expectations on staff conduct, especially on anti-bribery, fair competition, equal opportunity, customer data privacy and anti-discrimination, as well as to facilitate training amongst our staff.

Moreover, our Anti-Fraud Policy and Whistleblowing Policy provides employees and external stakeholders with a special confidentiality notification channel related to safety and health. The identity of the informant will be guaranteed not to be disclosed and can be treated with respect and fairness. During the Reporting Period, there was no violation of bribery, extortion, fraud and money laundry related law. During the Reporting Period, there were no reported cases of non-compliance relating to anti-competitive behaviours.

4.3 產品創新

本集團亦致力透過提高研發能力而提供可靠及優質的產品。我們已與多個機構及大學研究實驗室建立長期合作關係，以促進產品開發及行業技術創新。我們已成功制定銅加工廢棄物管理的企業標準，並建立用於開發可再生資源的物流智能系統。

根據本集團所獲專利的最新摘要，截至2019年10月，本集團已獲批授合共68項專利。本集團有5項已呈交審核發明專利、9項新申請專利及1項已獲得第21屆中國專利獎專利。

4.4 商業道德操守

本公司致力於在開展業務時遵崇最高道德標準。我們旨在通過禁止任何反競爭行為來保護公平競爭。全體員工必須一直遵守僱員手冊訂明的專業操守規定。此行為準則旨在加強我們對員工行為為期望的理解，尤其是關於反賄賂、公平競爭、平等機會、客戶數據隱私及反歧視等方面，並促進員工的培訓。

此外，我們的反欺詐政策和通報政策為員工和外部持份者提供了與安全及健康相關的專門保密通報管道。我們將擔保不披露舉報人的身份，且舉報人可得到尊重及公平的對待。於報告期間，本集團並無違反賄賂、勒索、欺詐及洗錢相關法律。於報告期間，本集團並無報告有關反競爭行為的不合規案例。

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- **Anti-corruption**

The Group strictly abides by relevant anti-corruption and anti-bribery laws and regulations relating to anti-corruption, such as the Hong Kong Prevention of Bribery Ordinance. The Group also issued Anti-Bribery Policy to ensure honesty, integrity and fair play of business activities, and commit to establish, maintain and review the anti-bribery policies. There were no cases prosecuted for violating relevant laws during the Reporting Period.

- **Internal Control and Audit Policy**

The Group has initiated an Internal Audit Department as an independent department. It is responsible for investigating daily reports from managers of each department and reviewed by the Board of Directors and Corporate Governance Committee.

The Internal Audit Department has launched a series of policies to facilitate better management of the Company's daily operation and business risk. The policies are formulated based on the references from the People's Republic of China Audit Law, Regulations of Audit Commission on Internal Audit Works, China Internal Auditing Standards, Basic Rules for Internal Control of Enterprises, Small Business Internal Control Specifications (trial), etc.

The purpose of this system is to standardize internal audit policies, strengthen internal control and manage risks based on the specific circumstances of the Group's auditing requirements. The implementation of the system allows the Group to discover and prevent fraud, meanwhile, it can help to improve efficiency of operations, increase economic benefits and protect the legitimate rights and interests of stakeholders.

- **反貪污**

本集團嚴格遵守有關反貪污的相關反貪及反賄賂法律法規，例如香港《防止賄賂條例》。本集團亦發佈反賄賂政策以確保業務活動信守誠實、誠信及公平競爭，並承諾建立、維持及審視反賄賂政策。於報告期間，並無因違反相關法律而被起訴的案件。

- **內部控制及審核政策**

本集團已成立內部審核部門作為獨立部門，負責調查各部門經理的日常報告，並由董事會及企業管治委員會進行審查。

內部審核部門已推出一系列政策，以促進更好地管理本公司的日常運營及業務風險。該等政策乃基於對《中華人民共和國審計法》、《內部審計工作審計委員會條例》、《中國內部審計準則》、《企業內部控制基本規範》、《小企業內部控制規範》(試行)等的參考而制定。

該制度旨在根據本集團審計要求的具體情況，規範內部審計政策、加強內部控制及管理風險。該制度的實施可讓本集團發現並防止欺詐行為，同時可幫助提高運營效率、增加經濟利益並保護持份者的合法權利及權益。

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- **Confidentiality**

Maintaining confidentiality is essential for a company to build trust with its business partners. We have been striving hard to safeguard the confidentiality of information we process during the course of business and strictly adhere to Personal Data (Privacy) Ordinance. The employees shall not divulge any confidential or insider information of the Company for their own personal interest.

As stipulated in our Technical Confidentiality Regulations, employees are required to adequately safeguard data to protect the company's interests and prevent damages caused by loss of intangible assets. The employees of the technology research and development centre must strictly abide by the policies. During the year, the Group was not aware of any violation of relevant laws and regulations that have a significant impact on the Group relating to privacy matters.

- **保密**

保密對於公司與業務合作夥伴建立信任至關重要。我們一直努力維護業務過程中處理信息的機密性，並嚴格恪守《個人資料(私隱)條例》。員工禁止因其個人利益洩露公司的任何機密或內幕信息。

根據科學技術保密條例所規定，員工須充分保障數據以保護公司的權益及防止無形資產虧損所造成的損害。技術研發中心的員工須嚴格遵守政策。年內，本集團並不知悉任何違反有關私隱且對本集團造成重大影響的相關法律法規事宜。

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5 THE COMMUNITY

5.1 Community Initiatives

We recognize our responsibility to act responsibly and constructively as a member of the communities. Through a broad range of community initiatives, charitable giving, and volunteerism, our Group seeks to create value for society and bring joy to people's lives. We have been supporting a number of programs aimed at advancing education and creating experiences for young people from underserved communities to achieve their dreams. We are proud of the partnerships we have established with various organizations that share our value of community involvement.

5.2 Public Welfare and Social Activities

Public welfare is to bring the kindness, feel the love, and can pass on positive energy to the co-existing community. We take social responsibilities by participating in public welfare activities.



8 March 2019
March 8 Women's Day Celebration Activities
2019年3月8日
三八婦女節慶祝活動

5 社區

5.1 社區活動

我們確認我們作為社區成員有責任以負責任及建設性的態度行事。通過廣泛的社區行動、慈善捐贈及志願服務，本集團致力於為社會創造價值並為人們的生活帶來歡樂。我們一直支持旨在促進教育及為服務不周社區的年輕人創造實現夢想的機會的多項計劃。我們為已與多個共享社區參與價值的組織建立合作夥伴關係而感到自豪。

5.2 公益及社會活動

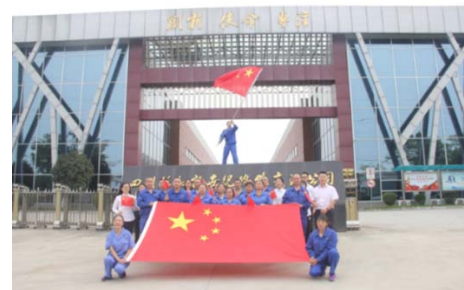
公益是為了帶來善意、感受愛並可以將正能量傳遞予共存的社區。我們通過參與公益活動而承擔社會責任。



21 June 2019
Nursing home visit with warmth and care
2019年6月21日
老人院送溫暖與關愛行動



12 August 2019
Welfare package delivery in hot summer
2019年8月12日
炎熱夏季福袋大派送



29 September 2019
Celebrations of the National Day
2019年9月29日
慶祝國慶節

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5.3 Donations

The Group also pays attention to community investment. In January 2019, CMRU organized a voluntary visit during Lunar New Year to the poor household in the countryside with a donation of RMB20,000. In September 2019, the Group's Trade Union provided scholarships to 15 students of financially-strapped employees with a total of RMB24,000.



24 January 2019
Voluntary countryside visit during Lunar New Year
2019年1月24日
新春下鄉慰問、送溫暖活動

5.3 捐款

本集團亦關注社區投資。於2019年1月，中金資源在農曆新年期間組織了一次自願探訪農村貧困家庭活動，捐款人民幣20,000元。於2019年9月，本集團工會向財務拮据員工的15名學子提供共計人民幣24,000元的獎學金。



September 2019
Red Cross Scholarships to subsidize students in financial needs
2019年9月
紅十字會獎學金資助有財務需要的學生

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6 AWARDS AND CERTIFICATIONS IN 2019

6 2019年獎項及證書

Name of Awards 獎項名稱	Certificates 證書	Date 日期
2019 Top 20 Most Popular Brands in China's Copper Rod Industry 2019年中國銅桿線行業最受歡迎品牌二十強		2019-10-20 2019年10月20日
Top 100 Private Enterprises in Sichuan 四川民營企業100強		2019-09-01 2019年09月01日
Care Organization 愛心組織		2019-09-01 2019年09月01日
Advanced Primary Party Organization 先進基層黨組織		2019-07-01 2019年07月01日
The First "Environmental Benchmarking Enterprise" in Youxian District 游仙區首屆「環保標桿企業」		2019-06-01 2019年06月01日
Environmental Benchmarking Company 環保標桿企業		2019-06-01 2019年06月01日
Integrity Merchant 誠信商家		2019-06-01 2019年06月01日
General Director Unit 常務理事單位		2019-04-01 2019年04月01日
Mianyang Youxian District 2014-2018 Annual Labour Union — Excellent Team 綿陽市游仙區2014-2018年度工會工作先進集體		2019-04-01 2019年04月01日
Safety Production Standard Level 3 (non-ferrous metal pressure processing) 安全生產標準化三級企業(有色金屬壓力加工)		2019-02-01 2019年02月01日
Excellent Private Enterprise 優秀民營企業		2019-01-02 2019年01月02日
2018 "Comprehensive Management Advanced Enterprise" 2018年度「綜合管理先進單位」		2019-01-01 2019年01月01日

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Name of Awards 獎項名稱	Certificates 證書	Date 日期
2018 Excellent Technology Innovation Enterprise 2018 年度科技創新優秀企業		2019-01-01 2019年01月01日
Excellent Private Enterprise 優秀民營企業		2019-01-01 2019年01月01日
2018 Annual Production Safety Advanced Enterprise 2018 年度安全生產先進單位		2019-01-01 2019年01月01日
Outstanding Entrepreneurs Private 優秀民營企業家		2019-01-01 2019年01月01日
Excellent Corporate Team 優秀企業團隊		2019-01-01 2019年01月01日
"Project-based" Talented Team 「課題式」引智優秀團隊		2019-01-01 2019年01月01日
First Prize of Environmental Protection and Green Ecological Environment Construction in 2018 2018 年度環境保護和綠色生態環境建設工作一等獎		2019-01-01 2019年01月01日
Advanced Enterprise 先進企業		2019-01-01 2019年01月01日
First Prize of 2018 Safety and Quality Brand 2018 年度安全和質量品牌工作一等獎		2019-01-01 2019年01月01日
2018 Advanced Enterprise in Service Industry 2018 年度服務業先進企業		2019-01-01 2019年01月01日

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Name of Awards 獎項名稱	Certificates 證書	Date 日期
Second Prize of E-commerce, Internet Plus and Service Industry Development in 2018 2018年電子商務、互聯網+及服務業發展二等獎		2019-01-01 2019年01月01日
First Prize of E-Commerce, "Internet Plus" and Service Industry Development in 2018 2018年電子商務、「互聯網+」及服務業發展一等獎		2019-01-01 2019年01月01日
2018 Annual Urban Mineral Industry "Double Creation" Demonstration Enterprise 2018年度城市礦產行業「雙創」示範企業		2019-01-01 2019年01月01日
Top 500 Chinese Private Enterprise 中國民營企業500強		2019-08-01 2019年08月01日
2018 Top 10 Companies for Tax Contribution 2018年十佳稅收貢獻企業		2019-02-01 2019年02月01日
2018 Tax Outstanding Enterprise 2018年度納稅先進單位		2019-01-01 2019年01月01日

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7 HKEX ESG REPORTING GUIDE INDEX

7 香港聯交所ESG報告指引索引

ESG Reporting Guide ESG 報告指引		Page 頁碼	Section 章節
A. Environmental 環境			
Aspect A1: Emissions A1 層面：排放			
A1	General Disclosure 一般披露	Page 6 第 6 頁	Section 2.1 第 2.1 章
	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. 有關廢氣及溫室氣體排放、向水及土地的排污、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。		
A1.1	The types of emissions and respective emission data. 排放物種類及相關排放資料。	Page 8 第 8 頁	Section 2.2 第 2.2 章
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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）。	Page 8 第 8 頁	Section 2.2 第 2.2 章
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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）。	Page 9 第 9 頁	Section 2.3 第 2.3 章

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ESG Reporting Guide ESG 報告指引		Page 頁碼	Section 章節
A1.4	Total non-hazardous waste produced (in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Page 9 第9頁	Section 2.3 第2.3章
A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Page 9 第9頁	Section 2.3 第2.3章
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 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。	Page 9 第9頁	Section 2.3 第2.3章
Aspect A2: Use of Resources A2 層面：資源使用			
A2	General Disclosure 一般披露	Page 10 第10頁	Section 2.4 第2.4章
	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。		
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). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千度計算)及密度(如以每產量單位、每項設施計算)。	Page 11 第11頁	Section 2.4 第2.4章
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Page 11 第11頁	Section 2.4 第2.4章

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ESG Reporting Guide ESG 報告指引		Page 頁碼	Section 章節
A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Page 13 第 13 頁	Section 2.6 第 2.6 章
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Page 13 第 13 頁	Section 2.6 第 2.6 章
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Page 12 第 12 頁	Section 2.4 第 2.4 章
Aspect A3: The environment and Natural Resources A3 層面：環境及天然資源			
A3	General Disclosure 一般披露	Page 12 第 12 頁	Section 2.5 第 2.5 章
	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。		
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Page 12 第 12 頁	Section 2.5 第 2.5 章

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B. Social 社會

Aspect B1: Employment
B1 層面：僱傭

B1	General Disclosure 一般披露	Page 18 第 18 頁	Section 3.3 第 3.3 章
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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.

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。

Aspect B2: Health and Safety
B2 層面：健康與安全

B2	General Disclosure 一般披露	Page 19 第 19 頁	Section 3.4 第 3.4 章
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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.

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。

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Aspect B3: Development
and Training
B3 層面：發展及培訓

B3 General Disclosure 一般披露 Page 20 第 20 頁 Section 3.5 第 3.5 章

Policies on improving employees' knowledge and skills for discharging duties at work.
Description of training activities.
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。

Aspect B4: Labour
Standards
B4 層面：勞工準則

B4 General Disclosure 一般披露 Page 15 第 15 頁 Section 3.1 第 3.1 章

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.
有關防止童工或強制勞工的：
(a) 政策；及
(b) 遵守對發行人有重大影響的相關法律及規例的資料。

Aspect B5: Supply Chain
Management
B5 層面：供應鏈管理

B5 General Disclosure 一般披露 Page 23 第 23 頁 Section 4.1 第 4.1 章

Policies on managing environmental and social risks of the supply chain.
管理供應鏈的環境及社會風險政策。

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Aspect B6: Product
Responsibility
B6 層面：產品責任

B6 General Disclosure 一般披露 Page 24 第 24 頁 Section 4.2 第 4.2 章

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.

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。

Aspect B7: Anti-Corruption
B7 層面：反貪污

B7 General Disclosure 一般披露 Page 27 第 27 頁 Section 4.4 第 4.4 章

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。

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Aspect B8: Community
Investment
B8 層面：社區投資

B8

General Disclosure
一般披露

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Section 5
第 5 章

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的需要和確保其業務活動會考慮社區利益的政策。



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