



中國大冶有色金屬礦業有限公司

China Daye Non-Ferrous Metals Mining Limited

(Incorporated in Bermuda with limited liability)

Stock Code : 00661



2020
**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT**



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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2020

INTRODUCTION

In 2020, China Daye Non-ferrous Metals Mining Limited (the “Company”) and its subsidiaries (collectively the “Group”) upheld its belief that economic development should go hand in hand with environmental protection and focused on its objectives and strengthened its problem-oriented approach in accordance with its environmental policy of “compliance with laws and regulations, green development, energy conservation and emission reduction and clean production”, with the aim of making continuous improvement and opening a new stage for the Company’s efforts in the ecological environment protection.

This environmental, social and governance report (“this report”) is prepared by the Group in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited.

THE SCOPE OF AND THE PERIOD COVERED BY THIS REPORT

Unless otherwise stated, this report consists mainly of the relevant operational information of two subsidiaries of the Company, namely Daye Non-ferrous Metals Co., Ltd. (大冶有色金屬有限責任公司) (“Daye Metal”) and Xinjiang Hui Xiang Yong Jin Mining Co., Ltd. (新疆匯祥永金礦業有限公司) (“Xinjiang Hui Xiang Yong Jin”), during the Reporting Period. This report covers the period from 1 January 2020 to 31 December 2020 (the “Reporting Period”).

STAKEHOLDER ENGAGEMENT

Stakeholders refer to the parties that have interests in the Group or would be affected by the decisions and activities of the Group, including our shareholders, employees, suppliers, customers, regulators and the public. Stakeholders have participated in the assessment of materiality by way of face-to-face interviews, annual general meetings, telephone interviews, questionnaires, etc.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUE (“ESG”) IS A BOARD RESPONSIBILITY

The Board is responsible among other things for the development of the Group’s long-term corporate strategies and broad policies. In setting its standards, it considers the needs and requirements of the business, its stakeholders, the Corporate Governance Code and ESG Reporting Guide encompassed in the Stock Exchange’s Rules governing the listing of securities.

As such, the Board has overall responsibility for, and is engaged in, the Group’s ESG strategy and reporting, including identifying, evaluating and managing ESG-related risks, and ensuring appropriate and effective ESG risk management are in place. Management provides confirmation to the Board of the effectiveness of these systems. The Board also reviews progress made against ESG-related goals and targets.

Main Responsibilities of the Board

1. Oversee and execute the Group’s ESG strategy.
2. Review and ensure proper disclosure and compliance with the ESG Guide of The Stock Exchange of Hong Kong Limited.
3. Review the annual materiality assessment of ESG risks.
4. Review the internal procedures and system for the maintenance and generation of appropriate and accurate KPI data.

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The Group has established an ESG taskforce (the “Taskforce”). The Taskforce comprises of core members from the Groups’ different departments and is responsible for collecting relevant policies and information on its ESG aspects for preparing this report. The capital operation department is responsible for the overall planning, with the guidance from the company secretary, and the members come from the safety and environmental supervision and management department, the enterprise management department, the science and mineral resources department, the quality accounting center, the safety and environmental protection supervision and management department, the human resources department, the commercial affairs department, the disciplinary committee and labor union.

The Taskforce will report to the Board at least once a year and is responsible for reviewing, assessing and enhancing the Group’s ESG policies, strategies and performance, and ensuring the Group is in full compliance with ESG requirements. The Taskforce also examines and evaluates the Group’s performances in different areas such as environment, safety production, labor standards, and product responsibilities in the ESG aspects. The Board has also set up a general direction for the Group’s ESG strategies, ensuring the effectiveness in the control of ESG risks and internal control mechanism. This approach affirms and enables the Group’s commitment to ESG, and ensures that members with different backgrounds and expertise are represented to deliver meaningful outcomes.

Main Responsibilities of the Taskforce

1. Collect relevant policies and information for preparing this report.
2. Present and regularly report to the Board on ESG performance.
3. Make recommendations to enhance ESG strategies and practices.

ENVIRONMENT

1. Environmental Protection

The Group painstakingly implemented Chairman Xi Jinping’s thought on ecological civilization as well as the spirit of the Fourth and Fifth Plenary Sessions of the 19th CPC Central Committee by placing the development of ecological civilization in a prominent strategic position. With rigid adherence to its environmental policy of “compliance with laws and regulations, green development, energy conservation, emission reduction and clean production”, the Group stringently implemented national environmental protection laws and regulations, technical specifications and emission standards while continuously promoting clean production and the operation of the environmental management system as part of its efforts to fulfil its social and environmental responsibilities, with the aim of achieving green development. The Group did not incur any major environmental incidents during the Reporting Period.

1.1 Environmental Management

The Group constantly improves its environmental management mechanism by establishing a corporate management department, a specialized function for environmental management responsible for the organization, supervision, inspection and coordination of the Company’s daily environmental management efforts, as well as the environmental protection offices, which are responsible for environmental management during the production process. The Group standardized its daily management of environmental protection through the establishment of a series of environmental protection management regulations such as the Management of Hazardous Waste 《危險廢物管理》 and Environmental Management of Construction Projects 《建設項目環境管理》.

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The Group implements the Annual Environmental Monitoring Program (《年度環境監測計劃》) by combining online and manual monitoring, i.e. regularly monitoring the pollutants to obtain knowledge of wastewater and exhaust emissions at the key points, so as to ensure that the emission of pollutants meets the standards.

Usable materials in solid waste produced during the smelting process are further recycled and used by the Company; unusable materials are handed to professional companies for proper disposal; tailings slag from ore processing is discharged into tailings ponds for non-hazardous storage.

For the noise generated during the production process, facilities such as sound-proof walls, mufflers and shock absorbers, etc. are employed to minimize noise pollution, and noisy equipment is placed away from the residential areas and staff quarters.

For the projects under planning, the Group carried out assessment of their impacts on the environment, and took effective measures to minimize such impacts.



Illustration: Remarkable Reduction in Pollutants Emission Achieved through Advanced Technical Innovation

1.1.1 The Group invested RMB17.07 million and RMB5.02 million respectively in the emission standard upgrade and renovation in deep desulfurization of sulfuric acid exhaust project from its smelting plants and gas collection project for comprehensive treatment, which resulted in complete elimination of flue gas tailing, reduction in the emission of particulate matter. A concentration of nitrogen oxides has been kept below 100 mg/m³, and the emission of heavy metals was reduced by a total of 2,891.42 kg.



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- 1.1.2 The Group invested RMB1.05 million in the upgrade of the dust collection system in the screening process of Tongshankou Mine, after which, with the new dust filter, dust concentration at the flue gas outlet has been kept below 10 mg/m³.



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Illustration: The Group scheduled clean production inspection to promote "Energy Saving, Consumption Reduction, Pollution Reduction and Efficiency Improvement"

1.1.3 During the second round of the clean production examination for acceptance, the smelting plant and the precious metal workshop obtained the approval, while Tongshankou Mine and Tonglvshan mines successfully passed the assessment of the experts. A total of 21 mid- and high-cost projects with a total investment of RMB93.54 million were executed during the inspection, generating annual economic benefits of RMB12.43 million, with an annual electricity saving of 4.552 million KWhs and an annual reduction in wastewater discharge of 1.05 million m³, rendering satisfactory economic and environmental performance.

黄石市生态环境局

黄石市生态环境局 关于大冶有色金属有限责任公司冶炼厂 清洁生产审核验收有关意见的函

大冶有色金属有限责任公司冶炼厂：

你公司《关于申请审批大冶有色金属有限责任公司冶炼厂清洁生产审核验收报告的请示》及相关报告材料收悉。经专家评审和现场验收，现将你公司清洁生产审核验收有关意见函告如下：

一、清洁生产审核验收总体评价

你公司提交的审核验收资料基本规范，较为齐全，落实了技术评估会专家组技术审查意见，完善了相关的技术措施和管理要求。设定的6个中/高费方案已经实施完成，处于正常运行状态，无/低费方案已经纳入正常生产管理。

二、清洁生产审核结论

本轮清洁生产审核确定的“废水提标改造”、“转炉无组织排放治理”等6个中/高费方案，已全部实施完毕，以铜冶炼车间、硫酸车间为本轮清洁生产审核重点，中/高费方案取得可量化经济效益588.38万元。年减少SO₂排放80.91t，减少了SO₂及铅尘无组织排放量；减少废水排放37.38万m³，年减排重金属As 183kg、Cd 1.65kg、Pb 15.7kg；年节水37.38万m³，年节电145.13万kWh；冶炼厂水

循环率提升至98.23%；硫酸系统总转化率提升至99.65%；硫回收率提升至98.7%。

清洁生产指标体系符合国家和省环保政策、标准，企业整体达到同类企业清洁生产三级水平，部分指标有所提升。

三、清洁生产审核验收结论

你公司实现了本轮清洁生产近期目标，同意大冶有色金属有限责任公司冶炼厂通过本轮清洁生产审核验收。

四、清洁生产审核验收建议

（一）在进一步调查的基础上，深化本企业与国内同类企业关于清洁生产的比较分析，找出差距，有针对性筛选持续清洁生产的中高费方案，为下一轮清洁生产审核做好准备；

（二）强化企业涉重的风险管理，进一步完善管理制度；

（三）积极发掘清洁生产潜力，按照《关于部分城市延期执行大气污染物特别排放限值的公告》（湖北省生态环境厅〔2020〕第2号）（钢铁、石化、化工、有色（不含氧化铝）、水泥行业现有企业）的要求，持续推进二氧化硫、氮氧化物、颗粒物减排工作。



黄石市生态环境局

黄石市生态环境局 关于大冶有色金属有限责任公司冶炼厂（稀贵车间） 清洁生产审核验收有关意见的函

大冶有色金属有限责任公司冶炼厂（稀贵车间）：

你公司《关于申请审批大冶有色金属有限责任公司冶炼厂（稀贵车间）清洁生产审核验收报告的请示》及相关报告材料收悉。经专家评审和现场验收，现将你公司清洁生产审核验收有关意见函告如下：

一、清洁生产审核验收总体评价

你公司提交的审核验收资料基本规范，较为齐全，落实了技术评估会专家组技术审查意见，完善了相关的技术措施和管理要求。设定的7个中/高费方案已经实施完成，处于正常运行状态，无/低费方案已经纳入正常生产管理。

二、清洁生产审核结论

本轮清洁生产审核确定的“脱氮塔节能改造”、“转炉无组织排放治理”等7个中/高费方案，已全部实施完毕。以焙烧车间和粗炼车间为审核重点，中/高费方案取得可量化经济效益166.78万元。年节约蒸汽2558t，年节水9.51万m³，年节电18.42万kWh；年减少废水排放量4.98万m³，减排砷2.8kg、铅0.6kg、铜3.4kg；减少氮

气无组织排放；单位产品取水量降至34.89m³/t，水循环率提升至97.39%。

清洁生产指标体系符合国家和省环保政策、标准，企业整体达到同类企业清洁生产三级水平，部分指标有所提升。

三、清洁生产审核验收结论

你公司实现了本轮清洁生产近期目标，同意大冶有色金属有限责任公司冶炼厂（稀贵车间）通过本轮清洁生产审核验收。

四、清洁生产审核验收建议

（一）在进一步调查的基础上，深化本企业与国内同类企业关于清洁生产的比较分析，找出差距，有针对性筛选持续清洁生产的中高费方案，为下一轮清洁生产审核做好准备；

（二）强化企业涉重的风险管理，进一步完善管理制度；

（三）积极发掘清洁生产潜力，按照《关于部分城市延期执行大气污染物特别排放限值的公告》（湖北省生态环境厅〔2020〕第2号）（钢铁、石化、化工、有色（不含氧化铝）、水泥行业现有企业）的要求，持续推进二氧化硫、氮氧化物、颗粒物减排工作。



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1.2 Environmental Protection Activities



Illustration: The Group advanced the construction of green mines to optimize the synergy of "resource, environment and economy"

1.2.1 Pursuant to the Group's belief of "development of a mine should bring to the local benefits and environmental protection so as to achieve coordinated and green development between the mine and the local community", the Company implemented its "green development" principle throughout the process of planning, exploration, development and protection of mineral resources during the construction of green mines, with Tongshankou Mine, Fengshan Copper Mine, Tonglvshan Mine and Xinjiang Hui Xiang Yong Jin Sareke Copper Mine being included in the directory of national green mines.



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Illustration: The Group organized targeted trainings on environmental protection to enhance the awareness of its employees

1.2.2 In order to implement the government's newly-issued environmental protection policies, officials of the Department of Ecology and Environment of Hubei Province were invited to the Group on 16 August 2020 to give a lecture on the Law of Solid Waste Pollution Prevention and Control and the relevant requirements for hazardous waste management, through which our frontline managers obtained the latest knowledge of the environmental protection laws and were updated with the latest environmental protection requirements.



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1.3 Emission Statistics during the Reporting Period

	2020	2019
CO ₂ :	522,399 tonnes	551,531 tonnes
SO ₂ :	1,709 tonnes	1,813 tonnes
NO _x :	139 tonnes	262 tonnes
Dust:	37 tonnes	82 tonnes
Production of hazardous waste:	82,056 tonnes	82,082 tonnes
Disposal rate of hazardous waste:	100%	100%
Production of non-hazardous waste:	7,143,418 tonnes	4,592,736 tonnes
Disposal rate of non-hazardous waste:	100%	100%

Note: CO₂ emissions are calculated according to the national "Guidelines for Accounting and Reporting Greenhouse Gas Emissions from the Smelting and Rolling of Other Non-ferrous Metals Industrial Enterprises" 《其他有色金屬冶煉及壓延加工企業溫室氣體排放核算方法與報告指南》. (Including the smelting plant, Tonglvshan Mine, Tongshankou Mine, Fengshan Copper Mine, Xinjiang Hui Xiang Yong Jin)

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2. Use of Resources

2.1 Energy Saving Control

The Group earnestly implements national and industrial energy conservation laws, regulations, standards and requirements, and strictly follows relevant provisions including the Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》, Electric Power Law of the People's Republic of China 《中華人民共和國電力法》, and Norm of Energy Consumption Per Unit Products of Copper Metallurgical Enterprise 《銅冶煉企業單位產品能源消耗限額》, etc., and sets improving comprehensive utilisation levels of resources and low-carbon green development as energy conservation management targets. By implementing effective control and management, the Group increases comprehensive utilization rate of resources in each processes including mining, ore processing and smelting and reduces the use of energy and water resources to realise comprehensive sustainable development of the business, the industry and the society.

Measures for Operation Management

- The Group has passed the new edition of energy management system certification of ISO50001:2018, improves field management and strictly complies with regulations. Through ongoing effective operation of the energy management system and continuous application of energy control enhancement measures, energy consumption in products is reduced.
- Energy conservation-related technological improvement plans are formulated to further improve energy saving technological transformation. Energy saving technological breakthroughs are made in the production process to reduce energy consumption on large energy-consuming equipment and improve operation stability of key equipment and increase energy efficiency.
- Annual energy consumption limits for all production units as well as total energy consumption control targets for the Group are formulated, and performance appraisals are carried out, to control energy consumption comprehensively in multiple levels.
- The usage and control of water resources are strengthened to increase recycling and reuse rate of circulation water and underground water. The management measures of water savings are introduced to reduce the new water consumption. The Group did not encounter any issues on seeking for sources of water.

Measures for Office and Domestic Management

- The use of energy saving LED lighting is promoted and smart sensing power switches with voice, light and time control, etc. are installed.
- Energy and water resource management in offices are strengthened by use of natural light for office lighting as much as possible and complete prevention of unused lights, air conditioners and running faucets, etc.



Illustration

- 2.1.1 In 2020, the Ausmelt furnace oxygen enrichment concentration project was launched, and the oxygen concentration was increased to 75%, achieving stable control of high oxygen enrichment concentration. The hourly processing capacity has been increased from 200 tons to 220 tons. The daily electricity consumption of the electric furnace is saved by 10,000 kilowatt-hours, and the coal consumption per ton is reduced by 5 kg.

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2.2 Improving Resource Utilization Rate

The Group conducted exploration of mineral resources in strict compliance with the Mineral Resources Law of the People's Republic of China 《中華人民共和國礦產資源法》, and enhanced the comprehensive utilization of resources through technological innovation and optimization of mining, processing and smelting processes.

The Group advanced breakthroughs of mining techniques at the edge and deep areas of mines under development, resulting in an increase in our resource reserves and extension of the service life of our mines.

Through enhanced technology management, key technical and economic indicators such as mining loss rate and depletion rate, copper recovery rate and total recovery rate during smelting of copper, gold and silver, were steadily increasing.

The Group carried out research on co-processing of multi-based solid waste and safe disposal of high arsenic polluted acid, aiming to reduce the discharge of solid waste such as waste circuit boards and polluted acid, mitigate its impact on the environment and recycle them.

2.3 Indicators of Energy Consumption during the Reporting Period

	2020	2019
Electricity consumption:	715,660,648 KWh	717,813,609 KWh
Natural gas consumption:	16,240,942 m ³	16,053,022 m ³
Total quantity of new water:	5,479,414 tonnes	6,007,558 tonnes
New water consumption per tonne of copper:	8.28 tonnes of water/tonne of copper cathodes	8.02 tonnes of water/tonne of copper cathodes

Notes:

- ① Electricity consumption includes all the electricity consumed for production at the smelting plant, Tonglvshan Mine, Tongshankou Mine, Fengshan Copper Mine and Xinjiang Hui Xiang Yong Jin.
- ② Natural gas consumption (cubic meter) represents the quantity of natural gas consumed by the smelting plant.
- ③ Total quantity of new water represents the quantity of new water used for production in the smelting plant, Tonglvshan Mine, Tongshankou Mine, Fengshan Copper Mine and Xinjiang Hui Xiang Yong Jin.
- ④ New water consumption per tonne of copper (tonne of water/tonne of copper cathodes) is the indicator of water consumption for producing copper cathodes, the main products of the smelting plant.

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SOCIAL

1. Safe Development

The Group adheres to the concept of safe development and strictly complies with the laws and regulations of the PRC on production safety, and has established and continuously improved its occupational health and safety management system to provide a safe and healthy workplace for its employees and protect their safety and health.

1.1 Safety Management System

The Group attaches remarkable importance to the construction of an occupational health and safety management system, and establishes, implements and maintains the system in strict compliance with its own requirements, and continuously improves its occupational health and safety performance.

- Safety management organization: The Group has established a safe production committee, which is responsible for standardizing and managing its safe production efforts, designating persons responsible for safe production according to their positions at each level, with chairman and general manager of the corporation being the principal persons responsible for safe production, and the persons at each level assigned clear responsibility for safe production. The Group has also set up a Safety Supervision and Management Department as a specialized institution for safety management, which, pursuant to the requirements of the laws and regulations, professional production safety management personnel were deployed.
- Safety performance inspection: The Group has established a safety performance evaluation program to regularly review and evaluate its compliance with the laws and regulations, the progress of goal achievement, the operation of its occupational health and safety management system, and results of safety education and training, etc., to identify opportunities for improvement, formulate improvement measures and continuously improve its safety management performance.
- Safety inspection and rectification: The Group believes that "hidden danger is accident" and thus, schedules regular safety inspection and rectification tasks under a "three-level" hierarchy, i.e. the corporation, workshops and production teams, to identify and eliminate hazards in a timely manner and prevent and reduce the occurrence of accidents through the inspection of the working environment, equipment and facilities, and personnel equipment operation.
- Safety emergency management: The Group has established an emergency rescue center and a mine emergency rescue team, equipped with corresponding rescue equipment. Based on the safety risks of the Group, corresponding emergency plans are formulated. The Group establishes an emergency drill scheme annually and organizes emergency drills of fire, hazard chemicals and flood prevention on a regular basis.
- Safety education management: The Group has established a "three-level" safety training system covering the corporation, workshops and production teams, which provides its employees with trainings such as inception training, daily safety training and those for special work types, etc., and specialized operators must pass the examination and obtain certificate before they are allowed to operate the equipment. In addition, the Group regularly organizes a series of safety promotion, education and training activities, such as "Accident Alert Month" (事故警示月), "Safe Production Month" (安全生產月), "Ankang Cup" (安康杯) and "100 Days with Zero Accident" (百日安全生產無事故) to enhance the safety awareness and skills of its employees.
- Occupational health protection: The Group provides its employees with plants that meet the local occupational health standards as well as protective products that meet safety standards, such as safety helmets, dust masks, gas masks, protective glasses and earplugs, aiming to improve their working environment. In addition, the Group purchased dust washer, ventilators and other occupational disease protection equipment to reduce dust concentration at the work site, improve the operating conditions, and protect the physical and mental health of its workers. The Group formulates onsite dust monitoring scheme annually to conduct regular occupational hazard tests on the work site, organizes medical checkups and rehabilitation trips for its employees, and purchases medical insurance, work injury insurance and safety liability insurance for those who meet the requirements.

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1.2 Safe Operation

The Group strives to keep its occupational health and safety management system operating effectively and is committed to providing a safe working environment for all its employees to protect them from occupational injury.

The Group attaches remarkable importance to occupational health and safety and strives to provide a safe working environment for all its employees by adopting advanced and reliable technologies and equipment. For example, we introduced small and medium-sized machinery and equipment such as wagon drilling, scaler and remote-controlled load-haul-dump vehicle, as well as unmanned operation of underground water pumps in our underground mines to protect our staff from safety risks. For areas and equipment that are prone to accidents and pose a threat to our employees' safety and health, we have installed adequate protective facilities. For example, gas leak detectors are installed at sites with flammable and explosive materials, protective covers are installed over the transmission parts of equipment, with obvious warning signs posted to warn people of the danger.

The Group also exhibited its concern about road safety and traffic control by deploying dedicated traffic management personnel for daily traffic control. We provide education and training on road safety to drivers on a regular basis, who must pass the examination held by the safety management department before they are allowed to commence work. The Group's safety management department organizes regular safety examinations and installs GPS-powered real-time monitoring systems and video surveillance systems on vehicles transporting hazardous chemicals for real-time monitoring.

The Group also takes into serious consideration the safety management of its contractors. All the contractors for construction projects are verified for safety qualifications before they proceed to sign the contracts with the Group. For qualified contractors, a Safe Production Management Agreement (《安全生產管理協議》) would be entered into before the project is kicked off in order to clarify their rights and obligations for safe production; meanwhile, we will keep the contractors under our unified management and provide their staff with necessary safety education and training.

1.3 KPIs

During the Reporting Period, the Group managed to maintain a generally stable situation of safe production through, among other things, strengthening accountability for safe production, conducting tiered control of safety risks, rolling out risk filtering and rectification and staging a three-year campaign to eliminate safety risks and constantly improve the safety level in production. During the Reporting Period, the Group recorded zero work-related fatalities, 5 minor injuries, an injury rate of 0.95‰, and a loss of 300 working days due to work-related injuries (based on the minimum of 60 working days under the Classification Standard for Work-related Injuries and Deaths GB6441-86).

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Illustration

1.3.1 On 22 June 2020, a heat stroke prevention and first aid drill was held in the processing workshop of Tongshankou Mine of the Company, aiming to improve its workers' capability to prevent and handle high temperature emergencies in summer. At the drill site, the instructors explained to the workers the heat stroke prevention and cooling measures to be taken while working under high temperature in summer, to help them learn the relevant safety knowledge and first aid methods.



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Illustration

1.3.2 On 12 July 2020, the Group was notified of the continuous rise of the Yangtze River by the Yangtze River Flood Control and Drought Relief Command (陽新防汛抗旱指揮部) and quickly activated its emergency response mechanism and assembled a rescue team to rush to Fuchi, Yangxin County and after days of hard work, a dam was built along the river, adding another barrier to the Yangtze river flood.



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Illustration

1.3.3 At 3:40 PM, 18 July 2020, the Group's emergency rescue team (National Mine Emergency Rescue Daye Team (國家礦山應急救援大冶隊)) received an order from the Huangshi Flood Control Command to carry out emergency drainage at the Huatan Wufu Park of the army-operated farm in Yangxin County, Huangshi City.



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Illustration

1.3.4 On 16 September 2020, 47 new employees of Sareke Copper Mine of the Company, received an occupational health checkup, during which, medical workers from Xinjiang Kashgar Puhui Health Checkup Centre taught them basic knowledge of occupational safety and health and basic requirements for preventing occupational hazards, improving their ability to prevent occupational diseases. After the checkup, they were informed of the checkup results instantly, and their checkup reports will be included in the occupational health information archive maintained by the mine.



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Illustration

1.3.5 On the morning of 25 September 2020, the Group's emergency rescue team (National Mine Emergency Rescue Daye Team) held a rescue drill in its training base. The drill had two national teams, an enterprise team, and a community team participating, with a professional team observing. The drill mobilized more than 40 people, more than 20 vehicles, 100 sets of emergency rescue equipment (devices), which worked together to contribute to the success of the drill of mine shaft accident rescue and handling. Through the drill, our interactive emergency response team mode was further improved, with the rapid response capability, coordination and emergency handling capability of the National Mine Emergency Rescue Team significantly enhanced, which will ensure that once there is an emergency, the rescue team can be immediately dispatched and functioning as expected.



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Illustration

1.3.6 On the morning of 1 June 2020, members of the management team and middle-level managers of our Tonglvshan Mine of the Company attended the Monday Safety Meeting of the paired production team for the first class of "Safe Production Month".



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Illustration

1.3.7 In June 2020, the Company's labor union staged a micro-video collecting activity known as "Our Children's Wishes for Safety " during the nineteenth national "Safe Production Month", aiming to improve the safety awareness of our workers with the power of love, and foster a strong safety culture.



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Illustration

1.3.8 On 22 September 2020, Tongshankou Mine of the Company, held a grand meeting to mobilize its employees to strive for “100 Days with Zero Accidents” (百日安全无事故), as a support to its endeavor to achieve its annual targets of safe production.



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Illustration

1.3.9 On 23 September 2020, Fengshan Copper Mine of the Company, kicked off a campaign known as “100 Days of Safe Production with Zero Accidents” (百日安全生產無事故活動) together with a pre-holiday safety and environmental protection comprehensive inspection to demonstrate its determination in implementing the Company’s centralised remediation action plan and the safety prevention measures, and effectively preventing and curbing production safety accidents.



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After the ceremony, seven inspection teams were dispatched to the operation areas at the middle-portion mining site, i.e. from -356m to -440m on the south edge, the transport tunnel, water pump rooms, tailings ponds, explosives depot, mining chemicals storage and other areas to inspect the roof management records, management of solid waste and hazardous waste, operation of environmental protection equipment and facilities, etc. by means of checking against the manuals and random inspection of on-site safety standardization referring to the safety inspection list. The inspection teams made rectification suggestions on the problems spotted during the inspection and issued notice of rectification, ordering the relevant units to rectify the problems within a certain period.



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2. Employment Relationship and Labor Standards

The Group complies strictly with the laws, regulations and policies on human resources and social security, and has formulated a comprehensive human resources management system to ensure the legality and compliance of its labor employment. The Group has also established a diversified income distribution system to open up the development and promotion channels, while providing multi-level training and various welfare benefits to its employees.

2.1 Employment

The Group insists on hiring its staff in compliance with the laws and regulations, entering into labor contracts with them to protect their legitimate rights and interests and promoting harmonious and durable labor relations. During the Reporting Period, the Group did not incur any serious violations of laws and regulations in terms of recruitment and promotion, remuneration and dismissal, working hours, holidays, equal opportunities, diversity, anti-discrimination, other treatment and benefits, and forced labor.

- The Group implements a standard working hours system to ensure reasonable working hours for its employees and made reasonable arrangements for its employees to take paid leaves.
- The Group strives to provide a healthy and safe working environment for its employees, distributes necessary protective equipment to them, and arranges regular medical checkups, rehabilitation and recuperation for those working in toxic and hazardous environments.
- The Group complies strictly with the Labor Law of the People's Republic of China (《中華人民共和國勞動法》) and the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the labor contract signing ratio of the employees of the Group has reached 100%.
- The Group absolutely forbids the use of child labor and forced labor.
- The Group protects the rights and benefits of its female employees in pregnancy, childbirth and breastfeeding.
- The Group opposes discrimination and treats our employees from different countries, ethnicities, genders and religions in a fair and equitable manner.

2.2 Care for our employees

The Group cares for its employees, organizing diverse and interesting cultural and sports activities, as well as physical examination and protection for occupational disease for our employees to enhance their sense of happiness and loyalty.

- The Group takes good care of its employees in need and makes efforts to satisfy their daily needs. We sponsor targeted missions such as support, mutual help and major disease relief to help those suffering from various kinds of difficulties; we also pay condolence visits to the junior level staff and worker exemplar during holidays to extend our greetings and make them feel the warmth like a family.
- The Group provides soccer fields, basketball courts, tennis courts, and badminton courts, and regularly organises various cultural and sports activities, such as basketball, badminton, chess and card competitions, as well as Labor Day and National Day evening parties, for our employees.

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2.3 *Remuneration and Incentives*

The remuneration of our employees is determined based on the value of their positions as well as the Group's operating results and the individual employee's performance, which is assessed through a complete performance appraisal system, under the principle of fairness, equity and transparency.

- The Group has established a remuneration management system which is pegged to the achievement of the Group's targets and the completion of respective unit's tasks, whereby the total remuneration varies with the profits of the Group and the units.
- The Group implements a diversified distribution system based on the performance of its employees with various forms of payments, such as annual salary, agreed salary, output-based salary and commission for marketing staff.
- We aim at sharing the Group's profits with its employees and continuously improve their income.

2.4 *Employee Development*

The Group offers education and training programs to our employees with the aim of "growing into an enterprise with learning atmosphere and cultivating employees with learning altitude", reserving talent for our production and operation and development strategies. While ensuring the sustainable and stable development of the Group, respecting the personality and desires of our employees, we adhere to the training theory of "training for everyone and forever", aiming to provide it with various outstanding management, technical and operational talents. Our education and training programs are organized under the principle of "effectiveness-oriented and learn for application", with a hierarchical and categorized training system and a variety of training activities to provide quality resources for the long-term development of our employees.

2.5 *KPIs*

As at the end of 2020, the Group had a total of 5,769 employees, which are distributed as follows:

1. Age: 0 under 18; 559 between 18 and 29; 880 between 30 and 39; 3,494 between 40 and 49; and 835 at 50 or above;
2. Gender: 5,032 males and 737 females;
3. Type of employment: 100% on a permanent basis;
4. Employees trained: 4,080 males in 2020, with a training rate of 64%, 430 females, with a training rate of 58.5%; the average number of training hours per employee is 20 (the training rate dropped in 2020 due to the impact of the epidemic);
5. Voluntary turnover rate: 48 in 2020, accounting for 0.83% of the total employees; among them, 0.36% are between 18 and 29; 0.24% between 30 and 39; 0.14% between 40 and 49, and 0.09% at 50 or above; 0.76% are male and 0.07% are female.

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2.6 Illustration

2.6.1 Chairman Mr. Wang Yan's message to the newly-recruited college students: Fly high with your dream and live up to the good times

On 5 September 2020, the Group held an induction ceremony for the new employees of Yangxin Hongsheng Copper Industry Company Limited (陽新弘盛銅業有限公司) ("Yangxin Hongsheng") at the Vocational Education Centre. Chairman Mr. Wang Yan attended the ceremony and gave the newly-recruited college students their first lesson: "Strategic Planning of the Company". Managers and directors of the relevant units and departments of the Group as well as 207 college students newly-recruited by Yangxin Hongsheng were present at the induction ceremony.



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2.6.2 The graduation ceremony of the training class for newly-recruited college students and the Mid-Autumn Festival and National Day party

Thanks for the cool autumn breeze for bringing us the fragrance of the laurel. As the Mid-Autumn Festival and the National Day were approaching, the Group held the graduation ceremony of the training session for the newly-recruited college students and the Mid-Autumn Festival and National Day party on 30 September 2020 at the Sports and Cultural Activities Centre. Managers and directors of the relevant units and departments of the Group as well as around 300 newly-recruited college students joined together happily at the big party.



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2.6.3 Leaders of the Company and representatives of newly-recruited college students met for heart-to-heart talks

On 5 December 2020, in the auditorium of Yangxin Hongsheng's 400,000-tonne project site, Chairman Mr. Wang Yan, Mr. Wang Yong*(王勇), deputy general manager of the Group, and Mr. Zhang Jianqiang*(張建強), chairman of the labor union, had a face-to-face talk with the representatives of the college students to exchanges thoughts, with high hopes and expectations pinned on them.



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2.6.4 Environmental Training Program for 2020

2020 is the closing year of the Group's three-year targeted action plan. In order to achieve the green and healthy development, the Group organized training sessions on environmental laws and regulations on disposal of solid waste to guide its employees to strictly comply with the environmental protection laws and regulations, enhance their awareness of environmental protection so that they will consciously perform their environmental protection duties through the promotion of environmental protection laws and regulations.



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3. Supply Chain Management

3.1 Environmental and social risk policies for managing the supply chain

The Group is a state-owned large-scale copper industrial conglomerate engaged in geological exploration, mining, mineral processing, smelting and processing, etc. The Group mainly engaged in non-ferrous metal resources development and trading, and the raw materials required for non-ferrous metal resources development are mostly imported copper concentrates, blister copper and anode plates. Mines, suppliers and trading companies are the sources of the Group's main raw materials.

The Group manages its supplier with performance evaluation in accordance with a full set of rules such as Credit Risk Management (《信用風險管理》), Implementation Measures for Investing Responsibility for Non-compliant Operation (Trial) (《違規經營投資責任追究實施辦法(試行)》), Copper Supplier Evaluation & Management System (《銅原料供方評價管理制度》) and Copper Procurement Management Measures (《銅原料採購管理辦法》), aiming to realize dynamic management of its suppliers throughout the entire process.

The Group attaches remarkable importance to supply chain risk control and maintains comprehensive assessment and control of the environmental, social and governance risks of its suppliers through on-site inspection, performance appraisal and review by third-party agencies, etc.

The increasing number of the new and upcoming smelt enterprises and constantly growing production capacity has resulted in serious imbalance on the supply side of raw materials. The intensified competition among peers, year-on-year increase in procurement costs, and the increasingly demanding environmental policies and import policies has created enormous difficulty in the normal production of the upstream suppliers, resulting in more and more obvious imbalance between supply and demand.

3.2 KPIs

3.2.1 KPIs (Number of suppliers by region)

Year	Raw Material Sources	Region	Number of suppliers
2020	Imported	Switzerland	9
		Singapore	7
		Hong Kong	3
		United States	2
	Domestic mines	In Province	13
		Outside the Province	8
		Anhui	2
		Jiangxi	4
		Hunan	4
	Blister copper, anode plate	Guangdong	2
		Shanghai	1
		Zhejiang	2
		Yunnan	1
		In Province	8

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3.2.2 KPIs (Illustrate the management of the supplier, the number of suppliers to whom the practice is enforced, and the related implementation and monitoring methods)

The Group attaches great importance to the exploration of non-ferrous metal resources and purchases raw copper from qualified suppliers in accordance with the Group's criteria. When selecting the suppliers, we take into account the price, the stability and reputation of the goods and the environmental protection policies of the suppliers. Our commerce department evaluates the quality of the supplied goods and the operation of key links in the execution process every six months based on the supplier's supplying strength and ability to fulfill the contract, and submits the evaluation results to the relevant senior managements for approval, so as to ensure that the quality and price of the purchased raw materials meet the requirements. Meanwhile, process implementation was examined from time to time and offer suggestions for improvement.

During the Reporting Period, the Group included the key indicators of the quality of raw materials, i.e. the grade of copper and sulfur, in its annual performance appraisal system, and improved and optimized the system based on the appraisal results.

3.2.3 KPIs (Illustrate the practices for identifying environmental and social risks in each link of the supply chain, and the related implementation and monitoring methods)

The Group assesses the impacts of its suppliers on the environment and society in their production or supply chain by maintaining contact with them, and continuously monitored them in collaboration with the relevant departments of the Group and made appropriate procurement recommendations to the senior management in a timely manner.

During the Reporting Period, the Group sorted out and examined the latest operations development and the credit risks of its suppliers in the supply chain such as abnormal changes in their industrial and commercial registration, major tax violations and defaults, dishonest person subject to enforcement etc., aiming to eliminate those with abnormal operating conditions and high credit risks in a timely manner.

3.2.4 KPIs (Illustrate the practices for encouraging the suppliers to use more eco-friendly products and services during the screening process, and the related implementation and monitoring methods)

During the Reporting Period, the Group's commerce department made its utmost efforts to encourage our suppliers to adopt more eco-friendly ways in providing mining services and helped them optimize their production processes.

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4. Product Responsibility

The Group complies strictly with relevant laws and regulations including the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》) and the Metrology Law of the People's Republic of China (《中華人民共和國計量法》), etc. in its production process. All our products and labels have met the applicable national and industrial quality standards. Our products had a 100% success rate in various product quality sampling tests conducted by national, provincial and municipal government authorities. During the Reporting Period, no punishment was imposed on the Group due to violation of laws and regulations in relation to product quality and technical supervision.

- The Group has established comprehensive quality management systems, under which all the products must be thoroughly tested according to customer's requirements and relevant national standards before leaving the factory. Daye Metal has passed and obtained ISO9001 Quality Management System Certificate, ISO10012 Measurement Management System Certificate, ISO14001 Environmental Management System Certificate, ISO45001 Occupational Health and Safety Management System Certificate and ISO50001 Energy Management System Certificate. Daye Metal aims for zero defect in product quality by insisting on the quality policy of "first-class products, services in good faith, management excellence and market development".
- A strict product inspection system has been established to ensure high product quality in highly-effective production process. In addition to its established customer communication platform, Daye Metal also conducts annual customer satisfaction surveys, aiming to understand customers' opinions on the services of Daye Metal. Apart from regular technical seminars, Daye Metal also has a customer complaint mechanism. Containment actions will be taken within 24 hours upon receiving customer complaint to ensure that once a defective product is reported, the cause will be found out within seven days and preventive measures will be implemented, and the customer will be informed of follow-up measures on a timely basis, while internal review will be made and internal management will be improved.
- In order to foster a good quality management culture, Daye Metal promotes a quality-oriented philosophy among its employees, and carries out different quality assurance education and training for its management, technical staff and front-line operators, aiming to continuously improve their awareness of the importance of quality, the quality efficiency and legal compliance in quality through organizing the "Month of Quality" activities, targeted technical challenges and improvement in quality assurance methods.
- Daye Metal attaches great importance to the protection of customer privacy and undertakes to avoid disclosing customer information when signing contracts with customers to protect customer's privacy. Daye Metal did not receive any complaint resulted from the disclosure of customer information.

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4.1 KPIs:

A2.5 The total amount of packaging material used in the finished products (in tonnes) and, if applicable, the amount per unit of output.

The packaging materials used for the finished products are mainly steel belts, with a total consumption of 408.03 tonnes and 0.8 kg per tonne of production.

B6.1 The Group did not identify any cases of non-compliance of its products and services with the relevant health and safety legislation.

B6.2 According to the 2020 customer satisfaction survey, customer satisfaction with the Group is 98.27%.

B6.3 The Group is committed to complying with the national policies and laws and regulations pertaining to the protection of intellectual property rights. During the Reporting Period, the head office of the Group did not receive any reports on violations in the protection and safeguarding of intellectual property rights.

B6.4 The Group has established a product quality accountability management system, and conducts regular assessments of customer satisfaction, initiates quality accountability for complaints against the Company's major products (copper cathode, gold, silver and sulfuric acid), monitors the quality of production, operation and sales, formulates preventive measures and supervises their implementation.

B6.5 During the Reporting Period, the head office of the Group did not receive any complaints due to the leakage of customer information.

4.2 Application of Reporting Principles

The product responsibility of Daye Metal is identified according to the quality management system standard GB/T 19001-2016/ISO 9001:2015.

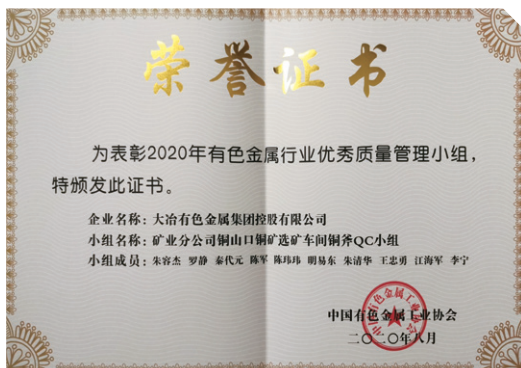
Total amount of packaging materials used in finished goods (in tonnes) and, if applicable, the amount per unit of output. The packaging material for finished goods are mainly steel belts, with a total consumption of 408.03 tonnes and 0.8 kg per tonne of production. The process of calculation is as follows: the total copper cathode production in 2020 is 51,036.01 tonnes and the finished copper cathode products are packaged at 2.50 ± 0.05 tonnes/bundle, resulting in 204,015 bundles. The weight of the packaging material is 2 kg/bundle, so the total weight of the packaging material will be $204,015 \text{ bundles} \times 2 \text{ kg/bundle} = 408,030 \text{ kg} = 408.03 \text{ tonnes}$, and the amount of packaging material per unit of production is $2 \text{ kg/bundle} \div 2.5 \text{ tonnes/bundle} = 0.8 \text{ kg/tonne}$.

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Illustration

- 4.3 Daye Metal regarded the activities of its QC group as an important part of its annual work and selected 12 QC achievements in 2020 for external exchange and publication, which were well received with honors. Among them, the Reducing Comprehensive Energy Consumption of the Ausmelt Furnace (《降低澳爐綜合能耗》) of the QC team of Ausmelt Furnace in the smelting workshop of the smelting plant won the second prize in the QC Team Achievements of State-owned Enterprises in the second session of 2020 and was awarded the title of National Excellency, with the other 6 QC achievements granted the certificates of Excellent Quality Management Team in the Non-ferrous Metals Industry, 2 QC achievements granted the certificates of Excellent Quality Management Practice Benchmark of Hubei Province, and 4 QC achievements granted the certificates of Excellent Quality Management Team of Huangshi City.



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5. Anti-corruption

The Group gives particular attention to improving the integrity of the Party members and maintains its anti-corruption efforts in strict compliance with the relevant national laws and regulations of the PRC as well as basic rules and regulations of the Company, including the Supervision Law of the People's Republic of China (《中華人民共和國監察法》), the Regulation of the Communist Party of China on Disciplinary Actions (《中國共產黨紀律處分條例》), etc., aiming to prevent and eliminate corruption, bribery, extortion, fraud and money laundering. During the Reporting Period, the Group did not incur any cases of corruption and other violations of relevant laws and regulations.

- The Group regularly organizes the “One Theme for Each Season” educational activities and the Month of Publicity for Integrity and Anti-Corruption Campaigns to warn its employees of the danger of corruption and urge them to comply with the relevant laws and regulations and perform their duties decently by making educational propaganda campaigns on the Guidelines (《準則》) and Regulations (《條例》), showing them the Cases of Disciplinary and Legal Violations by Party Members and Officials (《黨員幹部違紀違法案件警示錄》) and Typical Cases of Disciplinary and Legal Violations (《違紀違法典型案例警示錄》) and holding anti-corruption conversations with them.
- The Group makes relentless efforts to investigate integrity risks and formulate and improve risk prevention and control measures, while strengthening its supervision of the implementation of important rules and regulations, so as to continuously improve its supervisory mechanism.
- The Group makes timely revision of and improvement in the Management Methods for Handling Problems and Clues by the Discipline Inspection Committee (《紀委問題線索處置管理辦法》) and Implementation of the Rules for Reporting Work to the Discipline Inspection Committee of the Company (《紀委向公司紀委報告工作的實施辦法》) while making publicly available the complaint hotline, mailboxes and methods of sending letters and visits about reporting corruptive acts, with the aim of regulating the disposal of all kinds of reported information.
- The Group strives to foster an overall supervision pattern by giving full play to the function of the coordination team for the development of decent work style and anti-corruption efforts, and vigorously integrating the resources for the supervision of discipline, inspection, business operation, internal audit and dispatched supervisors, aiming to achieve synergy among those efforts. It urges the relevant functional departments to strengthen their daily supervision of such key sectors like investment, trade, futures, finance, procurement, performance assessment, candidate selection and appointment etc. in accordance with their respective responsibilities, and gradually shift from “post-event supervision” to “supervision throughout the whole process” so as to reinforce the restrictive effect of supervision.
- The Group assisted the its Party Committee in mobilizing a total of 127 officials at the middle and higher level to attend the educational session on fostering an honest work style and staging anti-corruption campaigns, aiming to help the party members and officials learn lessons from the typical cases, further improve their political position and consciousness, abide by the principles of the CPC and prevent themselves from touching the “red line”, implement the rules and regulations with no compromise, and comply with the disciplines and rules without crossing the “bottom line”.
- The Group mobilized the discipline inspection officials to attend 7 sessions of “Online Training on Discipline Inspection of State-owned Enterprises for 2020” and participate in the training for all the discipline inspection personnel organized by the Group in 2020; the Group implemented the “Dual Saturday” Learning Program by arranging for more than 70 discipline inspection officials to study and discuss the spirit of the documents issued by the disciplinary committee at a higher level and the newly revised disciplinary system, so as to further improve the comprehensive quality of the disciplinary officials.

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6. Community Investment

The Group attaches importance to the fulfillment of social responsibilities, and advocates the concepts of patriotism, integrity, law-abiding, innovation, amiability and responsibility to upgrade the employees' moral accomplishment. The Group actively participates in welfare, charity and public undertakings to contribute to the growth of enterprises and surrounding communities, and our employees' sense of social responsibilities has been continuously strengthened.



Illustration

6.1 The labor union of Daye Metal established a "520-Volunteer Service Team" (520志願者服務隊); the volunteers of the team actively participated in caring services and public welfare activities.



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