

Bay Area Gold Group Limited

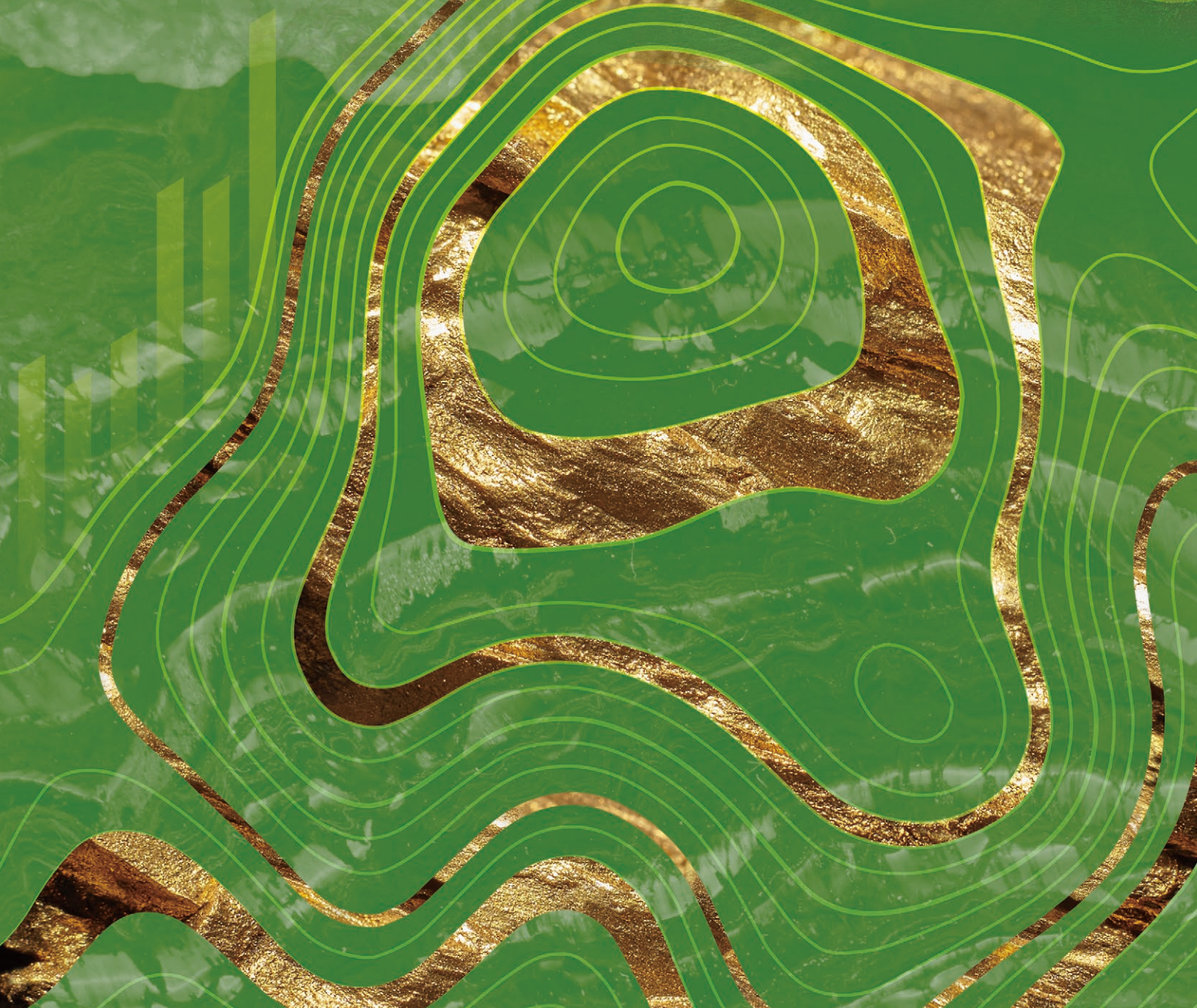
灣區黃金集團有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)
(於開曼群島註冊成立並於百慕達存續之有限公司)

Stock code 股份代號 : 1194

2020

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



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ABOUT THIS REPORT

關於本報告

Bay Area Gold Group Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide 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. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the rules governing the listing of securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operating activities which are considered as material by the Group – (i) mining and processing of gold ores and sales of gold products and other by-products (the “gold mining business”) in the People’s Republic of China (the “PRC”); and (ii) provision of financial services including asset management, securities brokerage, financing and advisory services (the “financial services business”) in Hong Kong and the PRC. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data, implement and monitor measures. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2020 to 31 December 2020.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Enquiries may be put to the Board through the Company’s Principal Place of Business in Hong Kong at Units 5&6, 17/F, Convention Plaza Office Tower, 1 Harbour Road, Wan Chai, Hong Kong (website: www.bayareagold.com.cn).

灣區黃金集團有限公司(「本公司」, 連同其附屬公司統稱「本集團」)欣然呈列本環境、社會及管治報告(「本報告」), 以便為本集團的管理層提供有關影響營運的主要問題概覽以及本集團在環境及社會方面的表現。本報告乃由本集團在亞太合規顧問及內控服務有限公司提供專業協助下編製。

編製基準及範圍

本報告乃依照香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七「環境、社會及管治報告指引」而編製, 並遵守上市規則「不遵守就解釋」條文。

本報告概述本集團在企業社會責任方面的表現, 涵蓋本集團視為重要的營運活動—(i)在中華人民共和國(「中國」)進行金礦開採及加工黃金產品及其他副產品銷售(「金礦開採業務」); 及(ii)在香港及中國從事提供包括資產管理、證券經紀、融資及諮詢服務在內的金融服務業務(「金融服務業務」)。為完善及加強本報告所需的披露, 本集團主動制定相關政策、記錄相關數據、執行及監察相關措施。本報告在聯交所網站上以中英文發表。如中、英文兩個版本有任何不符之處, 概以英文版本為準。

報告期

本報告闡述我們於二零二零年一月一日至二零二零年十二月三十一日的報告期間內在可持續發展方面的措施。

聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋。股東可透過本公司的香港主要營業地點向董事會作出查詢, 地址為香港灣仔港灣道1號會展廣場辦公大樓17樓5至6室(網站地址: www.bayareagold.com.cn)。

The Group is a non state-owned Chinese gold mining company in the PRC with a particular focus on the central and western regions of the PRC. The Group currently owns five operating gold mines located in the central, western and northern regions of the PRC, namely Jinxing Gold Mine and Luanling Gold Mine in Henan Province, Mojiang Gold Mine and Hengyi Gold Mine in Yunnan Province, and Yongfeng Gold Mine in Inner Mongolia. Meanwhile, the Group has diversified its operation into financial services industry in Hong Kong and the PRC, including asset management, securities brokerage and advisory services. The Group has successfully operated a substantial number of major projects and set up different investment funds focusing on high investment returns.

The Group has a clear strategy for its business development. In order to achieve sustainable development for affordable capital and long-term competitiveness, we recognise the importance of operating in a responsible manner for the environment and community. The Group remains dedicated to the local communities. More effort is put on optimising the construction of the major exploration projects and on the cost control in an environmentally friendly manner. The Group is in strict compliance with the legal requirements in the area we operate. Various policies and procedures have been established based on the compliance of law and business development strategies of the Group. These policies and procedures can help us to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

本集團是一間位於中國的非國有金礦公司，主要金礦資產位於中國中西部地區。本集團目前有五個營運中的金礦，分別位於中國中部、西部及北部地區，即河南省的金興金礦及欒靈金礦，雲南省的墨江金礦及恒益金礦，以及內蒙古的永豐金礦。同時，本集團已將其業務拓展至香港及中國的金融服務行業，包括資產管理、證券經紀及諮詢服務。本集團成功營運多個重大項目，並設立多種側重高投資回報的投資基金。

本集團設有明確的業務發展策略。為實現可承擔資本的可持續發展及長期競爭力，我們深明以負責任的方式為環境及社區開展營運的重要性。本集團繼續致力於當地社區的發展。本集團以環保方式加大力度優化主要礦產項目的勘探工程建設及成本控制。本集團嚴格遵守我們營運所在地區的法律規定。為遵守法律及基於本集團的業務發展策略，本集團已制定各種政策及程序。該等政策及程序可幫助我們管理及監督與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展管理辦法的詳情列示於本報告。

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

The Group understands the success of the Group's business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group's activities, products, services and relationships. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

本集團深明，本集團的業務能夠取得成功取決於能否獲得主要持份者的支持，其(a)已投資或將投資於本集團；(b)有能力影響本集團事務的結果；及(c)於本集團的業務、產品、服務及關係中擁有權益或受其影響或潛在影響。這令本集團洞悉風險及機遇。本集團將繼續確保有效溝通及與其各主要持份者維持良好的關係。

基於本集團的角色及職責、戰略規劃及業務計劃，本集團不時以持份者為先。本集團致力與其持份者溝通以發展互利關係及尋求其對業務建議及計劃的意見，同時促進於市場、工作場所、社區及環境的可持續性發展。

本集團承認從持份者的見識、查詢及對本集團業務活動的持續關注中獲得的信息至關重要。本集團已確認了對我們的業務至關重要的主要持份者，並建立了各種溝通渠道。下表提供本集團主要持份者以及用於聯絡、聆聽及回應的各種交流平台和方式的概覽。

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
Government and regulatory authorities	<ul style="list-style-type: none">– Comply with the laws and regulations– Proper tax payment– Promote regional economic development and employment	<ul style="list-style-type: none">– On-site inspections and checks– Research and discussion through work conferences, work reports preparation and submission for approval– Annual reports and announcements– Company website
政府及監管機構	<ul style="list-style-type: none">– 遵守法例及規例– 依法納稅– 促進地區經濟發展及提高就業	<ul style="list-style-type: none">– 實地視察檢查– 透過工作會議、工作報告編製及提交工作審批進行研究及討論– 年度報告及公告– 公司網站
Shareholders and Investors	<ul style="list-style-type: none">– Return on the investment– Information disclosure and transparency– Protection of interests and fair treatment of shareholders	<ul style="list-style-type: none">– Annual general meeting and other shareholder meetings– Annual reports, circulars and announcements– Newsletter– Meeting with investors and analysts– Websites, both of the Company and The Stock Exchange of Hong Kong Limited– Company contact information
股東及投資者	<ul style="list-style-type: none">– 投資回報– 資訊披露及透明度– 股東權益保障及公平對待股東	<ul style="list-style-type: none">– 股東週年大會及其他股東大會– 年度報告、通函及公告– 內部通訊– 投資者及分析師見面會– 公司及香港聯合交易所有限公司網站– 公司聯絡資料

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> - Safeguard the rights and interests of employees - Working environment - Career development opportunities - Self-actualisation - Occupational health and safety - Staff remuneration, benefits and well-beings 	<ul style="list-style-type: none"> - Meetings and conferences - Trainings, seminars, briefing sessions - Labour union - Entertainment, cultural and sport activities - Feedback box
Customers 客戶	<ul style="list-style-type: none"> - Safe and high-quality products - Stable relationship - Information transparency - Business ethics 	<ul style="list-style-type: none"> - Email and customer service hotline - Visits and meetings
Suppliers/Partners 供應商／合夥人	<ul style="list-style-type: none"> - Long-term partnership - Honest cooperation - Fair and open - Risk reduction 	<ul style="list-style-type: none"> - Regular meeting - Tendering process - Strategic cooperation

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
Peer/Industry associations	<ul style="list-style-type: none">- Experience sharing and cooperation- Fair competition	<ul style="list-style-type: none">- Industry conference and seminars- Site visit
同業／行業協會	<ul style="list-style-type: none">- 經驗分享及合作- 公平競爭	<ul style="list-style-type: none">- 行業會議及研討會- 實地考察
Public and Communities	<ul style="list-style-type: none">- Community involvement- Social responsibilities	<ul style="list-style-type: none">- Volunteering- Village visiting- Charity and social investment
公眾及社區	<ul style="list-style-type: none">- 投入社區- 社會責任	<ul style="list-style-type: none">- 義工活動- 探訪村莊- 慈善活動及社會投資

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

透過與持份者的整體溝通，本集團了解持份者的期望及顧慮，所獲得的反饋令本集團可作出更為明智的決定，以及更好地評估及管理其產生的影響。

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the GRI Guidelines.

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

Step 1: Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG area was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

Step 2: Prioritization – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects were covered.

Step 3: Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2020, those important ESG areas to the Group were discussed in this Report.

本集團透過了解對本集團的業務而言屬重要的關鍵環境、社會及管治議題，已於環境、社會及管治報告中採納重要性原則。根據環境、社會及管治報告指引（上市規則附錄二十七）及全球報告倡議組織指引的推薦建議，本集團已於本報告中匯報所有關鍵環境、社會及管治議題和關鍵績效指標。

本集團已透過採取下列步驟評估環境、社會及管治方面之重要性及重大性：

步驟1：識別—行業基準

- 透過審閱本地及國際同行之相關環境、社會及管治報告，識別環境、社會及管治相關範疇。
- 各環境、社會及管治範疇之重要性乃基於透過管理層內部討論得出其對本集團的重要程度，並按上市規則附錄二十七環境、社會及管治報告指引之推薦意見而釐定。

步驟2：優先次序—持份者參與

- 本集團就上文識別之主要環境、社會及管治範疇與主要持份者進行討論，以確保涵蓋所有重要範疇。

步驟3：確認—釐定重大議題

- 基於與主要持份者之討論及管理層內部討論，本集團管理層確保所有對業務發展屬重要之主要及重大環境、社會及管治範疇均予以呈報，且遵守環境、社會及管治報告指引。

由於在二零二零年實施這一程序，對本集團屬重要之環境、社會及管治範疇均已於本報告內予以討論。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

As one of the largest privately owned, China-based gold mining company, the Group recognizes that it has an obligation to reduce the impact of our operations on the environment and be accountable for the resources and materials that are used in our daily operations. The Group promotes environmental stewardship throughout our business ecosystem by introducing a number of measures to enhance the environmental protection awareness among its employees, encouraging them to develop environment-friendly working habits and to take action in protecting the precious environment. The Group also continues with its effort on exploration, organic expansion and cost control in an environmentally friendly manner in the gold mining segment.

A1. EMISSIONS

Operations of mines affect the physical environment, including the land, air, water and other important resources. The Group strives to protect the environment and minimise the impacts on the environment through responsible reclamation and appropriate remediation.

The Group's objectives on environmental protection are to reduce the emissions of air pollutants, wastes, wastewater and noise. In pursuit of these objectives, the Group has established "Environmental Facilities Operation and Management System" and implemented corresponding mitigation measures. The Group monitors the environmental performance of mining operations regularly to ensure the emissions meet the relevant national standards. All operations have emissions control plans in accordance with local laws, regulations and permit requirements. During the reporting period, the Group was in strict compliance with all relevant environmental laws and regulations such as the Environmental Protection Tax Law of China in the PRC, the Environmental Protection Law of the PRC and Air Pollution Control Ordinance (Cap. 311) in Hong Kong. In 2020, no concluded case regarding air pollutant emissions was brought against the Group or its employees.

作為中國其中一個最大的民營金礦企業，本集團確認其有責任減少營運對環境的影響，並對日常營運所用的資源及物料負責。本集團通過引入多項措施，增強僱員的環保意識，鼓勵他們養成環保的工作習慣並採取措施保護珍貴的環境，從而改善整個業務生態系統中的環境管理。本集團於金礦開採分部亦繼續致力以環保方式進行勘探、有機擴張及成本控制。

A1. 排放物

礦山經營影響自然環境，包括土地、空氣、水及其他重要資源。本集團致力保護環境，並通過負責任的復墾及適當的補救措施，最大限度地降低對環境的影響。

本集團環保的目標是減少空氣污染物、廢物、污水及噪音的排放。為達成上述目標，本集團已建立「環境設施運行及管理系統」，並實施相應的紓緩措施。本集團定期監察採礦業務的環境表現，確保排放物符合國家相關標準。所有業務均按照當地法律、法規及許可證要求設有排放物控制計劃。於報告期內，本集團嚴格遵守所有環保相關法律及法規，例如中國的《中華人民共和國環境保護稅法》、《中華人民共和國環境保護法》及香港的《空氣污染管制條例》(第311章)。於二零二零年內，概無發生就空氣污染物排放針對本集團或其僱員的結案案件。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Air Pollutant Emissions

Air pollutant emission control is essential for mitigating the impact on the environment and protecting the health of employees. The Group's air pollutants emissions mainly come from gaseous fuel consumption of mobile source generated in our gold mining business segment. The Group understands that its mining operation involves heavy machinery and large vehicles to dig and transport ore from place to place. Usually, these heavy equipment produces different types of air pollutant emissions with lower fuel efficiency.

In order to enable gold mining to be more environmentally friendly, the Group has implemented environmental management policy such as adopting wet grinding process at the processing plant to prevent creation of dusts, using equipment and fuels that comply with the national emissions standards, and switching off equipment which is not running so as to reduce exhaust gas emissions. The decrease in air pollutant emissions in 2020 was mainly attributable to the effective implementation of petrol and diesel saving policy in the gold mining business during the year.

The detail of air pollutant emissions of the Group during the reporting period is as follows:

空氣污染物排放

空氣污染物排放控制對於紓緩對環境的影響及保護僱員的健康至關重要。本集團的空氣污染物排放主要來自於我們的金礦開採業務分部產生的流動源氣體燃料消耗。本集團了解其採礦業務涉重型機械及大型車輛，以便挖掘礦石並將其從一個地方運至另一個地方。通常情況下，該等重型設備會造成燃料效率較低的不同類型的空氣污染物排放。

為使金礦開採更加環保，本集團已實施環境管理政策，例如在加工廠採用濕磨工藝以防止產生粉塵、使用符合國家排放標準的設備及燃料及關閉無需運作的設備，減少廢氣排放。二零二零年空氣污染物排放有所減少主要由於年內金礦開採業務有效實施汽油及柴油節省政策所致。

本集團於報告期內的空氣污染物排放詳情如下：

Air Pollutant Emissions	Unit	Gold mining business	Financial services business	2020 Total 二零二零年 總計	2019 Total 二零一九年 總計
空氣污染物排放	單位	金礦開採業務	金融服務業務		
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 千克	13,193	1	13,194	18,488
Sulphur dioxide (SO ₂) 二氧化硫(SO ₂)	kg 千克	316	1	317	1,429
Particulate matter (PM) 顆粒物(PM)	kg 千克	1,612	1	1,613	3,045

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Greenhouse Gas (“GHG”) Emissions

Climate change is gradually concerned by the community as it affects our daily life and poses a risk to its business. Hence the Group commits to mitigating the effects of climate change and to protecting the health of employees. GHG is considered as one of the major contributors of the climate change.

Regarding GHG emissions of the Group, scope 1 direct emissions and scope 2 indirect emissions mainly result from combustion of fuels in mobile sources and purchased electricity respectively for gold mining operations. Giving the majority of the GHG emissions of the Group come from energy consumption, the Group tackles the GHG emission by lowering the energy consumption in our business operations. Policies and procedures as mentioned in the section “Use of Resources” to encourage energy saving have been incorporated throughout the operations in order to reduce the carbon footprint. The increase in GHG emissions in 2020 was mainly due to the increase in revenue generated from the gold mining business during the year.

溫室氣體（「溫室氣體」）排放

氣候變化正逐漸受到社區的關注，原因是其影響我們的日常生活並對其業務構成風險。因此，本集團致力於減輕氣候變化的影響並保護僱員的健康。溫室氣體被視為導致氣候變化的主要因素之一。

就本集團的溫室氣體排放而言，範疇一直接排放及範疇二間接排放分別主要來自金礦開採業務中流動源燃料燃燒及所購買電力。鑒於本集團的大部分溫室氣體排放來自能源消耗，本集團通過降低業務運營中的能源消耗來解決溫室氣體排放問題。為了減少碳足跡，整個運營過程中均採用「資源使用」一節中所述鼓勵節能的政策及程序。二零二零年溫室氣體排放有所增加主要由於年內金礦開採業務產生的收益增加。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

The detail of GHG emissions of the Group during the reporting period is as follows:

本集團於報告期內溫室氣體排放詳情如下：

GHG Emissions ¹	Unit	Gold mining	Financial	2020 Total	2019 Total
		business	services		
溫室氣體排放 ¹	單位	金礦 開採業務	金融 服務業務	二零二零年 總計	二零一九年 總計
Scope 1 ²	tonnes of CO ₂ -e	1,559	20	1,579	2,019
範疇一 ²	噸二氧化碳當量				
Scope 2 ³	tonnes of CO ₂ -e	44,028	34	44,062	39,859 ⁴
範疇二 ³	噸二氧化碳當量				
Total GHG emission	tonnes of CO₂-e	45,587	54	45,641	41,878⁴
溫室氣體排放總量	噸二氧化碳當量				
GHG intensity	Gold mining:	0.19			0.06 ⁴
	tonnes of CO ₂ -e/ tonnes of production				
溫室氣體強度	金礦開採：				
	噸二氧化碳 當量／噸產量				
	Financial services:		1.98		1.96 ⁴
	tonnes of CO ₂ -e/ employee				
	金融服務：				
	噸二氧化碳 當量／僱員				

- ¹ The calculation of the GHG emissions is based on the "Corporate Accounting and Reporting Standard" from GHG Protocol.
- ² Scope 1: Direct emissions from sources that are owned or controlled by the Group.
- ³ Scope 2: Indirect emissions from the purchased electricity and steam consumed by the Group.
- ⁴ The data for year 2019 has been restated for comparative purpose for adoption of the latest model for electricity consumption in PRC.

- ¹ 溫室氣體排放量乃按溫室氣體議定書內「企業會計與報告標準」計算。
- ² 範疇一：本集團擁有或控制的來源的直接排放。
- ³ 範疇二：本集團耗用所購買電力的間接排放。
- ⁴ 二零一九年數據已予重列，以就採用中國最新的用電模式進行比較。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Waste Management

Waste management is considered as one of the material topics in environmental protection. The Group recognizes the importance of waste reduction. Waste management measures have been introduced and implemented to minimize the amount of waste generated and the impact on the environment. No hazardous waste is discharged during the production process. In order to improve waste management, the Group has a classification system for different types of wastes. Each type of wastes has specific storage location and collection procedures. The Group's waste is mainly a by-product generated from mining activities. Wastes mainly consist of waste mining rock, tailings and commercial waste.

Waste mining rock is one of the major wastes generated during mining process. In order to reduce the impact of the mining rocks on the environment, the mining rocks produced are used for road paving after being crushed into small pieces. Tailings are another major waste generated in the mine processing plant. They are the materials left over after the separation process of the valuable fraction of ore from the uneconomic fraction.

Tailings storage is a challenging issue in the mining industry. The Group discharges the tailings into the tailings pond in accordance with the national laws and regulations. The volume and height of the tailings in the tailings pond are monitored regularly to ensure it is within the safe level.

Daily office operation is the major source of commercial waste. During our office operation, employees are encouraged to sort wastes for recycling and use double-sided printing to reduce paper waste. The Group will seek other possible measures to manage and reduce the waste generated in mining sites and offices in the future.

廢物管理

廢物管理被認為是環境保護的重要議題之一。本集團認識到減少廢物的重要性。本集團引入並實施廢物管理措施，以盡量減少產生的廢物量及對環境的影響。在生產過程中，並無排放有害廢物。為改善廢物管理，本集團設有針對不同類別廢物的分類系統。各類廢物均有特定的儲存地點及回收程序。本集團的廢物主要是採礦活動產生的副產品。廢物主要包括廢棄採礦岩石、尾礦及商業廢物。

廢棄採礦岩石為在採礦過程中所產生的主要廢物之一。為減少採礦岩石對環境的影響，所產生的開採岩石會在被粉碎成小塊後，用於鋪設路面。尾礦為礦山加工廠所產生的另一種主要廢物。尾礦是在將礦石中有價值部分從無經濟價值部分分離後所遺留的物質。

在採礦業中，尾礦貯存是一個難題。本集團按照國家法律及法規將尾礦排入尾礦池，並定期監測尾礦池中尾礦的體積及高度，確保其在安全水平內。

日常辦公營運是商業廢物的主要來源。在我們的辦公營運中，本集團鼓勵員工將廢物進行分類回收，並使用雙面打印以減少紙張浪費。本集團將尋求其他可行措施，管理及減少礦場及辦公室今後所產生的廢物。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

In 2020, most of the Group's non-hazardous wastes is a by-product generated from the mining activities. During the year, the decrease in the amount of non-hazardous wastes was mainly attributable to the effective implementation of waste management policy in the gold mining business during the year. The detail of waste generated of the Group during the reporting period is as follows:

於二零二零年，本集團的大部分無害廢棄物為採礦活動產生的副產品。年內，無害廢棄物數量有所減少主要由於年內金礦開採業務有效實施廢物管理政策所致。本集團於報告期內所產生的廢物詳情如下：

Non-hazardous wastes generated	Unit	Gold mining business 金礦開採業務	Financial services business 金融服務業務	2020 Total 二零二零年總計	2019 Total 二零一九年總計
產生的無害廢棄物	單位				
Commercial waste 商業廢物	tonnes 噸	14	3	17	9
Tailings 尾礦	tonnes 噸	168,093	–	168,093	1,464,144
Mining rocks 採礦岩石	tonnes 噸	476,140	–	476,140	343,519
Total waste 廢物總計	tonnes 噸	644,247	3	644,250	1,807,672
Waste generated intensity 所產生廢物強度	Gold mining: tonnes of CO ₂ -e/ tonnes of production 金礦開採： 噸二氧化碳 當量／噸產量	2.66			2.64
	Financial services: tonnes of CO ₂ -/ employee 金融服務： 噸二氧化碳 當量／僱員		0.10		0.07

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Wastewater

The Group has obtained valid pollutant discharge permit from the relevant local environmental protection department to undertake mining and processing activities at the respective mining sites. The quality of wastewater discharged is monitored regularly to ensure it meets the national standards and requirements. Devices are installed in the discharging pipes to monitor the sewage flow and wastewater quality.

Apart from monitoring the quality of wastewater discharged, the Group also strives to reduce wastewater discharged through recycling. The wastewater discharged is pumped back to the processing plant for reuse after a series of treatment processes. Hence, wastewater is recycled and reused as a closed cycle to reduce external discharge. The wastewater treatment facility requires regular maintenance to ensure it operates efficiently.

A2. USE OF RESOURCES

The Group considers environmental protection as an essential component of a sustainable and responsible business. The Group has an in-depth understanding of the importance of safeguarding sustainable development of the environment and this to attach importance to efficient utilization of resources by introducing various measures in daily business operations. It understands that staff participation is the key to achieve such goals. The Group strives to build up a working environment that emphasizes the “Green office” and “Low Carbon” policy such as a set of guidelines to improve the efficient use of resources for the long-term sustainability. The Group has also adopted policies such as “Energy Resource Control Procedure” to improve the efficient use of energy, water and other materials.

廢水

本集團已取得當地有關環保部門簽發的有效污染物排放許可證，以在相應礦場進行採礦及加工活動。本集團會定期監測所排放廢水的質量，確保其符合國家標準及規定。本集團會在排放管道中安裝設備，以監測污水流量及廢水質量。

除監控所排放廢水的質量外，本集團亦通過回收廢水，努力減少廢水的排放。所排放的廢水在經過一系列處理流程後，會由水泵送回處理廠以供再用。因此，廢水被回收及再用，形成一個閉合循環，從而減少外部排放。廢水處理設施需要定期維修，以確保其有效運行。

A2.資源使用

本集團將保護環境視為可持續及具責任心企業的業務的重要成分。本集團深覺保護環境可持續發展的重要性，在日常業務運營中採取各項措施，側重資源的有效利用。本集團明白員工參與為達到該等目標的關鍵。本集團致力於營造強調「綠色辦公」和「低碳」政策（如各項規章指引）的工作環境，以提高資源的有效利用率，實現長期可持續發展。本集團亦已採納「能源資源控制程序」等政策，以提升能源、水及其他物料的有效利用率。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Energy

The Group considers environmental protection as an essential component of a sustainable and responsible business. With aims of resource saving and implementation of energy saving measures, the Group actively promotes the concept of energy saving and emission reduction into the entire process of its business development and operation and implements different energy saving measures.

For example, the Group chooses to use power-saving facilities and reduces the number of equipment used. Besides, the Group motivates all its employees to participate in resources conservation activities and encourages them to turn off the idle machinery and equipment. Energy conservation reminders are placed to increase employees' awareness of energy saving. Internal security staff also patrol the offices after the employees finish duty to ensure there is no wastage of power. We will consistently seek ways to improve energy efficiency and reduce energy consumption in our facilities in the future.

The Group's energy consumption consists of six types – (i) purchased electricity, (ii) petrol, (iii) diesel, (iv) coal, (v) liquefied petroleum gas and (vi) steam. During the year, purchased electricity and diesel were our major energy consumption sources in our business operations. The increase in total energy consumption in 2020 was mainly attributable to the increase in revenue generated from the gold mining business during the year.

能源

本集團將保護環境視為可持續及具責任心企業的業務的重要成分。為節省資源及實行節能措施，本集團於整個業務發展及營運過程中積極推行節能減排的概念，並實施不同的節能措施。

例如，本集團會選用省電設施並盡量減少所使用設備的數量。此外，本集團亦激勵全體員工參與資源保護活動，並鼓勵彼等關閉閒置機械及設備。我們會放置節能提醒標誌，以提高員工的節能意識。內部安保人員在員工完成工作後，亦會巡視辦公室，確保不會浪費電力。我們日後將一如既往地尋求提高能源效率及減少設施耗能的方法。

本集團的能源消耗情況包括六類—(i)購買電力、(ii)汽油、(iii)柴油、(iv)煤炭、(v)液化石油氣及(vi)蒸汽。年內，購買電力及柴油為我們業務運營中的主要能源消耗源頭。二零二零年的總能源消耗有所增加主要由於年內金礦開採業務產生的收益增加。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

The detail of energy consumption of the Group during the reporting period is as follows:

於報告期內，本集團的能源消耗詳情如下：

Energy Consumption	Unit	Gold mining business 金礦 開採業務	Financial services business 金融 服務業務	2020 Total 二零二零年 總計	2019 Total 二零一九年 總計
能源消耗	單位				
Purchased electricity 購買電力	MWh 兆瓦時	50,410	42	50,452	45,659
Petrol 汽油	MWh 兆瓦時	692	80	772	845
Diesel 柴油	MWh 兆瓦時	5,247	–	5,247	6,479
Coal 煤炭	MWh 兆瓦時	–	–	–	291
Liquefied petroleum gas 液化石油氣	MWh 兆瓦時	59	–	59	59
Steam 蒸汽	MWh 兆瓦時	–	1	1	–
Total energy consumption 能源消耗總量	MWh 兆瓦時	56,408	123	56,531	53,333
Energy consumption intensity 能源消耗強度	Gold mining: MWh/tonnes of production 金礦開採： 兆瓦時／噸產量	0.23			0.08
	Financial services: MWh/employee 金融服務： 兆瓦時／僱員		4.50		1.45

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Water

Water is another important resource used for the daily operation. For saving the use of water in mining production process, there is a water recycling system to recycle the water used. To reduce the daily water use, most toilets are half flushing. Water pipes and taps are checked regularly by the Group to detect leakage. Besides, daily water is reused for planting purpose. Regarding water consumption for the HK office, water supply is solely controlled and centrally managed by its respective property management of the buildings. In this case, it is not feasible for the Group to provide all relevant water consumption data as there is no separate meter for the individual office unit to record water usage. However, the Group still actively seeks ways to mitigate water consumption by raising employees' awareness of water saving through green office policy such as reminding employees to turn faucet off tightly, conducting regular inspection and maintenance of water facilities. In this year, the decrease in water consumption was mainly attributable to the effective implementation of water saving policy during the year.

The detail of water consumption of the Group during the reporting period is as follows:

Water Consumption	Unit	Gold mining	Financial	2020 Total	2019 Total
		business	services		
耗水	單位	金礦 開採業務	金融 服務業務	二零二零年 總計	二零一九年 總計
Water consumption	m ³	246,269	1	246,270	302,367
耗水量	立方米				
Water consumption intensity	Gold mining: m ³ /tonnes of production	1.02			0.44
耗水強度	金礦開採： 立方米／噸產量				
	Financial services: m ³ /employee		0.01		0.07
	金融服務： 立方米／僱員				

水

水是在日常經營業務時所使用的另一種重要資源。為在採礦生產過程中節約用水，本集團設有一套用於回收已使用過的水的水循環系統。為減少日常用水量，廁所用大多為半程沖洗。本集團會定期檢查水管及水龍頭，以檢測是否存在漏水情況。此外，日常用水可重新用作種植用途。有關香港辦公室的耗水量，供水完全由該大廈各自的物業管理控制及集中管理。在此情況下，由於沒有單獨水錶用以記錄獨立辦公室單位的用水量，故本集團無法提供所有相關耗水量數據。然而，本集團仍積極尋找方法減少耗水量，透過提醒僱員應關緊水龍頭、定期進行檢查及維護用水設施等綠色辦公政策，提高僱員的節水意識。今年的耗水量減少主要由於年內有效實施節水政策所致。

於報告期內，本集團的耗水量詳情如下：

A. ENVIRONMENTAL ASPECTS

A. 環境層面

A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group understands that developing a new mining site and mining activities can cause significant environmental impacts as native vegetation is cleared and destroyed. As a responsible miner, the Group has attached great importance to green mining. To minimise the impact on the environment, the Group strives to restore the used land to its natural state through land reclamation and revegetation measures. In addition, for any possible incident that will cause pollution to the environment, the Group has clarified the management responsibilities of each post. Once there is an incident, emergency plan will be formulated immediately and the incident will be reported to the environmental department to protect the ecological environment.

The Group also acknowledges that the mining activities consume valuable natural resource which is ore. To reduce the consumption of ore, the density of high-grade ore drilling is increased to reduce the loss of ore and increase the recovery rate of ore.

The Group recognizes that maintenance of strong, healthy and friendly business relations with employees, supply chains, and a business is connected or expected to have a connection, whether internal or external, is the foundation for the Group's success and development. The Group highly considers employees as important assets and is committed to earning respect from employees, maintaining work-life balance, and making them to grow together with us. With supporting business sustainable development, the Group works closely with suppliers to manage social risks. Also, with a goal of understanding the needs and interests of communities where the issuer operates, the Group takes its own initiatives to actively contribute to the society in various ways.

A3.環境及天然資源

本集團深明，開發新礦場及採礦活動會清除及破壞本地植被，故可能會造成重大環境影響。作為負責任的採礦企業，本集團高度重視綠色採礦。為最大限度地減少對環境的影響，本集團致力通過土地復墾及植被恢復措施，將已使用過的土地恢復至自然狀態。此外，對於任何可能會造成環境污染的事件，本集團已明確各崗位的管理責任。一旦發生事故，本集團將即時制定應急計劃，並向環保部門匯報，以保護生態環境。

本集團亦確認，採礦活動會消耗礦石這一寶貴的自然資源。為減少礦石消耗，本集團增加高品位礦石鑽井密度，以減少礦石損失及提升礦石回收率。

本集團承認與僱員及供應鏈保持緊密、健康及友好的業務關係，且業務不論內外均保持連繫或預期保持連繫，是本集團成功及發展的基礎。本集團視僱員為重要資產，並致力得到僱員尊重，維持工作生活平衡，並使僱員與我們共同成長。藉著支持業務可持續發展，本集團與供應商緊密合作以管理社會風險。此外，為求了解發行人經營所在社區的需要及利益，本集團採取主動，以各種方式為社會作出積極貢獻。

B. SOCIAL ASPECTS

B. 社會層面

EMPLOYMENT AND LABOUR PRACTICES

B1. EMPLOYMENT

The Group believes that people are important assets and are crucial to the business success of the Group. We are committed to providing a favourable working environment where our employees can thrive. We have a set of human resources management policies and procedures in place with the aim to provide a good working environment to employees where they can have a safe and healthy workplace to engage and perform to the satisfaction of the Group. These policies and procedures do not only ensure the Group's compliance of the relevant labour laws and regulations in the PRC and Hong Kong, but also set out the Group's standard of staff recruitment, promotion guidelines, remuneration scale, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare as well as termination of employment and compensation matters. In this year, there was no case of non-compliance related to labour and employment practices or complaints in relation to discrimination within the Group.

The Group recruits and promotes people based on their capabilities regardless of their nationality, age, religion, marital status and other factors. All employees are remunerated according to their performance, experience and prevailing industry practices. They are provided with retirement benefits in the form of Mandatory Provident Fund Scheme under the Hong Kong Mandatory Provident Fund Scheme Ordinance or defined contribution retirement benefit schemes organised by relevant local government authorities in the PRC. We also arrange cash bonus to employees on special occasions like Spring Festival, Mid-Autumn Festival and International Women's Day.

The Group recognises that a proper balance between work and rest can help employees to realise their full potential. The Group strictly complies with the working hours and statutory holidays under the related laws and regulations at places where the businesses operate. Personal leave, sick leave, marriage leave, maternity leave, work injury leave, etc. are provided to employees in order to balance their work and life.

僱傭及勞工常規

B1. 僱傭

本集團認為，人才是重要資產，對本集團業務的成功至關重要。我們致力於為員工提供良好的工作環境，讓員工大展拳腳。本集團已實行一套人力資源管理政策及程序，旨在為員工提供良好的工作環境，能夠有安全健康的工作場所來參與及履行職責，使其工作令本集團滿意。該等政策及程序不僅確保本集團遵守中國及香港的相關勞工法律法規，亦載列本集團的員工招聘、晉升指引、薪酬比例、工作時數、假期、平等機會、多元化、反歧視與其他待遇及福利的標準，以及終止僱傭及補償事宜。於本年度，本集團內並無任何與勞工及僱傭行為有關的違規個案，亦無與歧視有關的投訴。

本集團會根據能力招募及提拔人才，而不論其國籍、年齡、宗教信仰、婚姻狀況及其他因素。所有員工均根據其績效、經驗及現行行業慣例獲得報酬。本集團以《香港強制性公積金計劃條例》下的強積金計劃或中國有關地方政府機構組織的界定供款退休福利計劃的形式向員工提供退休福利。我們亦在春節、中秋節及國際婦女節等特殊日子安排向員工發放現金花紅。

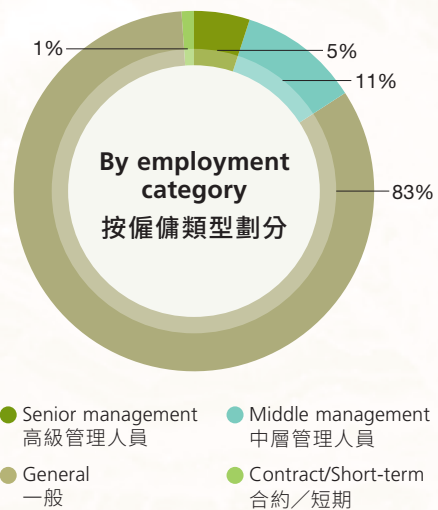
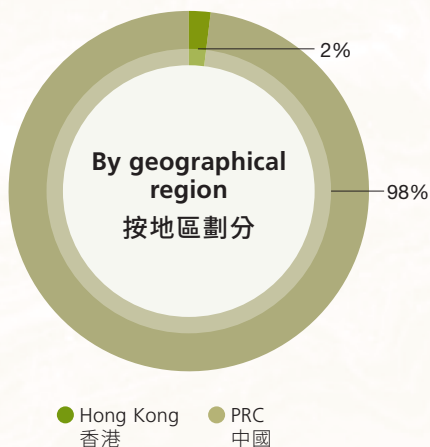
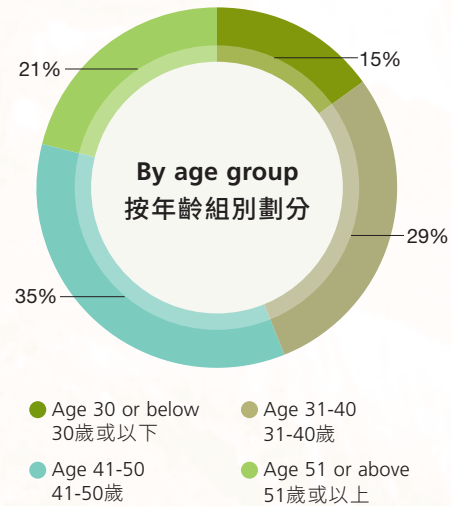
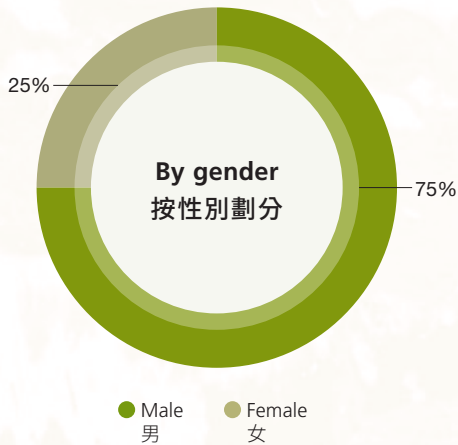
本集團深明，工作與休息保持適當平衡能有助員工充分發揮潛力。本集團嚴格遵守經營業務所在地有關法律及法規的工作時數及法定假期規定。本集團為員工提供個人假期、病假、婚假、產假、工傷假等假期，以平衡彼等的工作與生活。

B. SOCIAL ASPECTS

B. 社會層面

As at 31 December 2020, the employee compositions (in percentage) by gender, employee category, age group and geographical region are as follows:

於二零二零年十二月三十一日，按性別、僱傭類型、年齡組別及地區劃分的員工構成(按百分比計)如下：



B. SOCIAL ASPECTS

B. 社會層面

The employee turnover rates by gender, age group and geographical region during the reporting period are as follow:

於報告期間，按性別、年齡組別及地區劃分的員工流失率如下：

Employee turnover rate	員工流失率	2020 二零二零年	2019 二零一九年
By gender	按性別劃分		
– Male	– 男	7.4%	23.6%
– Female	– 女	10.0%	25.3%
By age group	按年齡組別劃分		
– 30 or below	– 30歲或以下	10.1%	39.0%
– 31-40 years old	– 31-40歲	11.7%	29.4%
– 41-50 years old	– 41-50歲	5.0%	39.4%
– 51 years old and above	– 51歲或以上	6.5%	13.2%
By geographical region	按地區劃分		
– Hong Kong	– 香港	–	24.0%
– The PRC	– 中國	8.2%	28.6%
Overall	整體	8.0%	24.0%

B2. HEALTH AND SAFETY

The Group regards occupational health and safety as its most important aspect of corporate risk management. The Group strictly complies with Occupational Safety and Health Ordinance and Law of the PRC on the Prevention and Treatment of Occupational Diseases. In this year there was no case of non-compliance in relation to health and safety or work-related injury within the Group.

The Group not only strictly implements relevant laws and regulations but also proactively formulates internal policies and standards related to specific business departments of the Group. For gold mining business, the Group attaches great importance to occupational health and safety as the key focus for our operation is to ensure the safety and well-being of the employees. For this reason, a comprehensive occupational health and safety management system has been established for the mines. Safety training is arranged for every employee according to the job position to raise their awareness of emergency responses and enhance their skills for safety operation. We have set up a dedicated safety and environment enhancement team which is responsible for the occupational health and safety of our mines and operations. The team carries out regular on-site safety inspection. Every employee is provided with safety equipment and clothing which is checked regularly to ensure proper usage and functioning. They are also provided with medical check annually. First aid equipment and real-time visual monitoring system including emergency shower and eyewash facilities, etc. are equipped in the workplace for prompt responses to any injuries and incidents happened.

The Group has obtained production safety permits for our gold mining operations. We require our contractors to possess production licences and relevant qualifications for the work they contract from us and to undertake appropriate safety measures. In addition, occupational hazard is identified during the construction stage of the mining project. This can evaluate the potential health and safety impacts on the employees who work in the mining operation, and hence, specified prevention measures can be implemented.

B2.健康與安全

本集團視職業健康與安全為其企業風險管理的最重要層面。本集團嚴格遵守《職業安全及健康條例》以及《中華人民共和國職業病防治法》。於本年度本集團內並無有關健康與安全或工傷的違規個案。

本集團不僅嚴格執行相關法律及法規，亦積極制定與本集團特定業務部門相關的內部政策及標準。就金礦開採業務而言，本集團高度重視職業健康與安全，確保員工的安全及福祉乃我們營運的重中之重。為此，本集團已為礦場建立全面的職業健康與安全管理體系。本集團會根據工作崗位為每位員工安排安全培訓，以提高應急響應意識及提升安全操作技能。我們已成立專責的安全及環境提升小組，負責我們礦山及作業的職業健康與安全。該團隊會定期進行現場安全檢查。本集團為每位員工提供安全設備及服裝，並定期進行檢查，以確保正確使用及發揮作用。本集團亦會每年為員工提供體檢。在工作場所配備有急救設備及實時視頻監控系統，包括緊急噴淋及洗眼設施等，以便及時處理發生的任何受傷及事故。

本集團已取得金礦開採業務的安全生產許可證。我們要求承包商擁有向我們承包工作所需的生產許可證及相關資格，並採取適當的安全措施。此外，我們在採礦項目施工階段會確定職業危害。這可評估對從事採礦作業僱員的潛在健康與安全影響，故可實施特定的預防措施。

B. SOCIAL ASPECTS

B. 社會層面

The Group has established an internal policy on safety management and has assigned different safety compliance duties to different teams in order to reduce potential risk with clear division of labour. For financial services business, main operation is carried in the office. The Group strives to eliminate the use of office equipment and materials which causes serious occupational health and safety consequences.

B3. DEVELOPMENT AND TRAINING

The Group is committed to providing continuous training and learning opportunities to employees to develop their talents and to expand the Group's business. The Group has provided numerous development opportunities throughout the year to employees at all levels to continuously strengthen employee's skill in order to enhance the Group's competitiveness for sustainable business growth.

The Group has established relevant development and training systems with the aim to promote a learning culture for improvement. Employees are encouraged and have equal opportunities to participate in different training programmes. Subsidies and supports are given to employees to participate in the relevant training courses. Training is particularly focused on safety training which is our primary concern in gold mining business. Safety training covers a wide range of topics, including safety production procedures, occupational hazard etc. to ensure all employees acquire proper skills and knowledge before performing the assigned tasks. With continuous safety training, not only the employees' safety knowledge and awareness can be increased, but also the occurrence of work-related accidents can be reduced.

Apart from safety training in enhancing the safety performance, orientation training is provided for new employees to familiarise with the corporate culture and the background of the Group. Training offered to employees depends on the job position of employees and the development of the Group. Regular assessment is conducted to keep track on the performance of the employees for the purpose of formulating further training plans, job promotions and salary adjustments. The Group will enhance the training system in order to improve the personal development of employees.

本集團已制定安全管理內部政策，並已向不同的團隊指派不同的安全合規職責，明確分工以減少潛在風險。就金融服務業務而言，主要業務在辦公室開展。本集團竭力杜絕使用會造成嚴重職業健康與安全後果的辦公設備及物料。

B3.發展及培訓

本集團致力為員工提供持續培訓及學習機會，以發展他們的才能並擴展本集團業務。本集團全年為各級員工提供多項發展機會以不斷加強員工技能，從而提升本集團競爭力，以促進業務可持續增長。

本集團已建立有關發展及培訓系統，旨在弘揚積極進步的學習文化。本集團鼓勵員工並為其提供平等機會參與各類培訓計劃。我們會就員工參與有關培訓課程向員工發放補貼及提供資助。培訓內容尤其側重安全生產，此乃我們在金礦開採業務中首要關注的問題。安全培訓涵蓋安全生產程序、職業危害等多種課題，以確保全體員工在執行所分派任務之前獲得適當的技能及知識。通過持續的安全培訓，不僅可提高員工的安全知識及安全意識，還可減少發生與工作有關的事故。

除旨在提升安全績效的安全培訓外，我們亦向新員工提供定向培訓，使彼等熟悉本集團的企業文化及背景。向員工提供的培訓取決於員工的工作崗位及本集團的發展。我們會進行定期評估以跟蹤員工的表現，從而制定進一步培訓計劃、職位晉升及薪酬調整。本集團將增強培訓體系，以提升員工的個人發展。

B. SOCIAL ASPECTS

B. 社會層面

In 2020, the detailed breakdown of the percentage of employees trained and the average training hours completed per employee by gender and employee category is as follows:

於二零二零年，按性別及僱員類別劃分的受訓僱員百分比及每名僱員完成受訓平均時數的明細如下：

Training	培訓	Average training hours (hours/employee) 平均受訓時數 (小時／僱員)		Percentage of employee trained 受訓僱員百分比	
		2020 二零二零年	2019 二零一九年	2020 二零二零年	2019 二零一九年
By gender	按性別劃分				
– Male	– 男	28.6	1.3	60.6%	82.4%
– Female	– 女	64.9	1.0	39.4%	17.6%
By employment category	按僱傭類型劃分				
– Senior management	– 高級管理人員	20.4	6.1	3.3%	3.6%
– Middle management	– 中層管理人員	36.1	2.9	8.1%	13.5%
– General	– 一般	39.1	0.8	88.6%	82.9%
– Contract/Short-term	– 合約／短期	–	–	–	–

B4. LABOUR STANDARDS

The Group is committed to protecting human rights in workplace and has zero tolerance to the use of child or forced labour during our operation. The Group understands that child labour and forced labour violate fundamental human rights and international labour conventions and may constitute threat to the social and economic sustainability. Therefore, the Group has implemented policies, including “Prohibition of Child Labour Regulation” to strictly prohibit the recruitment of child labour and the use of forced labour. If there is any confirmed case, the Group must report to the related authorities immediately. Our commitment to human rights extends to supply chain. Suppliers are expected to follow the same standard of labour practices when working with us.

During the reporting period, the Group was in full compliance with all the applicable labour laws and regulations including Labour Contract Law of the PRC, Provisions on the Prohibition of Using Child Labour and Employment of Children Regulations in Hong Kong. The Group did not have any cases related to child labour or forced labour in this year.

B4. 勞工準則

本集團致力保障工作場所內的人權，並對營運中僱用童工及強制勞工零容忍。本集團深明童工及強制勞工違反基本人權及國際勞工公約，可對社會及經濟可持續性構成威脅。因此，本集團已實施包括「禁止使用童工規定」在內的政策，嚴禁招聘童工及強制勞工。如確定存在任何相關情況，本集團須立即向有關部門匯報。我們對人權的承諾已延伸至供應鏈。供應商與我們合作時，預期應遵守相同的勞工常規準則。

於報告期內，本集團全面遵守一切適用勞動法律及法規，包括《中華人民共和國勞動合同法》、《禁止使用童工規定》及香港的《僱用兒童規例》。本集團於本年度並無任何有關童工及強制勞工的個案。

B. SOCIAL ASPECTS

B. 社會層面

OPERATING PRACTICES

B5. SUPPLY CHAIN MANAGEMENT

As a gold mining company, the Group recognises suppliers, vendors and contractors as valuable stakeholders within the supply chain as their responsible business behaviours are important in contributing to quality excellence, operational efficiency and good reputation of the Group. We strive to cooperate with local suppliers whenever possible to promote local economy and strengthen the control of environmental risks related to supply chain management.

The Group formulates “Suppliers/Distributors Social Responsibilities Control Procedure” to monitor a wide range of aspects for the suppliers, from product and service quality to business ethical standards. We have high expectations in the sustainability performance of our supply chain partners with the aim of achieving sustainability throughout the supply chain. Suppliers are required to sign a social responsibility agreement to promise its compliance with all local laws and regulations before working with us. Regular review and on-site inspection are carried out to ensure compliance. If any cases of non-compliance are discovered, we will terminate our cooperation promptly. Long-term stable relationship with our supply chain partners is maintained based on the result of supplier assessment.

B6. PRODUCT RESPONSIBILITY

The Group attaches great importance to product quality and responsibility. The Group has implemented related policies and procedures to manage the quality and safety of its products. During the reporting period, the Group has complied with all the applicable laws and regulations regarding product responsibility issues.

營運慣例

B5. 供應鏈管理

作為一家金礦公司，本集團深明供應商、賣方及承包商為供應鏈中寶貴的持份者，因為彼等負責任的商業行為對提升本集團的卓越品質、營運效率及良好聲譽實屬重要。我們力求與當地供應商合作，盡可能促進當地經濟發展及加強與供應鏈管理相關的環境風險控制。

本集團制定「供應商／分銷商社會責任控制程序」，以監察供應商從產品及服務質量到商業道德標準的各個方面。我們對供應鏈合作夥伴的可持續發展表現寄予厚望，致力實現整個供應鏈的可持續發展。在與我們合作之前，供應商須簽署社會責任協議，以保證其將遵守所有當地的法律及法規。我們會進行定期檢討及實地視察，以確保彼等的合規性。如發現任何違規情況，我們將立即終止與其合作。我們會根據供應商的評估結果，維持與供應鏈合作夥伴的長期穩定關係。

B6. 產品責任

本集團高度重視產品質量及產品責任。本集團已實施相關政策及程序，以管理其產品的質量及安全。於報告期內，本集團已遵守一切有關產品責任事宜的適用法律及法規。

B. SOCIAL ASPECTS

B. 社會層面

Quality Control

In order to strengthen quality control and stabilise product quality, the Group has established “Quality Management Procedure” to ensure the quality of products sold meets the standard of our customers. All products sold to customers by the Group are subject to measurement and quality inspection. We closely monitor different production processes, such as mining, exploration and construction. Quality indicators are set during the design and planning stages of mining. Regular survey and testing are conducted to ensure the mining product quality meets the relevant standard. All these measures ensure our compliance with the applicable laws and regulations, including Product Quality Law of the PRC.

Customer Information Protection

The Group takes privacy issues very seriously and protects the privacy of its customers, business partners and employees to the utmost. “Confidentiality System” of the Group is in place in accordance with the Staff Handbook to ensure compliance with relevant laws and regulations, including Law of the PRC on the Protection of Consumer Rights and Interests and Personal Data (Privacy) Ordinance in Hong Kong. Employees are prohibited from disclosing commercial information, such as the data of customers and business partners, to third parties. Documents containing confidential information are required to be stored securely or shredded.

質量控制

為加強質量控制及穩定產品質量，本集團已制定「質量管理程序」，確保所出售的產品質量符合客戶標準。本集團向客戶銷售的所有產品均須經過測量及質量檢驗。我們密切監察採礦、勘探及建設等各個生產環節。質量指標乃於採礦設計及規劃階段設定。本集團會定期進行調查及測試，以確保採礦產品質量符合相關標準。所有該等措施確保我們遵守包括《中華人民共和國產品質量法》在內的適用法律及法規。

客戶資料保護

本集團非常重視私隱問題，並最大限度地保護客戶、業務合作夥伴及員工的私隱。本集團已按照員工手冊編製「保密制度」，以確保遵守包括《中華人民共和國消費者權益保護法》及香港《個人資料（私隱）條例》在內的相關法律及法規。我們禁止員工向第三方披露商業資料，如客戶及業務夥伴的資料。包含機密資料的文件須安全地保存或粉碎。

B. SOCIAL ASPECTS

B. 社會層面

B7. ANTI-CORRUPTION

The Group is committed to operating with a high standard of integrity and accountability. Our commitment to preventing any forms of corruption is stipulated in the “Anti-fraud System”, “Anti-money Laundering System” and “Avoidance System”, which can be made reference to the Staff Handbook. The principle of anti-corruption is well conveyed to our employees, suppliers and customers through daily communication and training. Employees are required to declare any conflicts of interest. The Group has engaged internal and external stakeholders to monitor and evaluate the effectiveness of the systems to prevent corruption. Violations of the laws and the Group’s anti-corruption systems will be reported to regulators. During the reporting period, the Group strictly complied with all the relevant laws and regulations, including Criminal Law of the PRC and Prevention of Bribery Ordinance in Hong Kong. No non-compliance regarding corruption practices was brought against the Group or its employees during the year.

The Group has formulated a “Whistle-blowing Control Procedure” to allow its employees to report suspected cases of corruption. All reported cases are carefully classified, analysed and investigated while the information is kept confidential in order to protect the individual’s privacy. The internal monitoring department of the Group monitors the whistle-blowing channels through communication with the employees and on-site inspections and checks to ensure the channels are properly functioned.

B7.反貪污

本集團致力以高標準的誠信及問責制經營業務。「反欺詐制度」、「反洗錢制度」及「避稅制度」載有我們有關防止任何形式的貪污的承諾，可參考員工手冊。我們通過日常溝通及培訓，向員工、供應商及客戶妥為傳達反貪污的原則。員工須就任何利益衝突作出聲明。本集團已聘請內部及外部持份者監察及評估用於預防貪污的系統有效性。本集團會向監管機構匯報違反法律及本集團反貪污系統的行為。於報告期內，本集團嚴格遵守所有相關法律及法規，包括《中華人民共和國刑法》及香港《防止賄賂條例》。年內，本集團或其僱員概無遭控訴未能遵守反貪污常規。

本集團已制定「舉報控制程序」，允許員工舉報疑似貪污的情況。我們會仔細分類、分析及調查所有被舉報的情況，同時對有關資料進行保密，以保護個人私隱。本集團的內部監控部門通過與員工溝通及現場視察和檢查，對舉報渠道進行監督，確保渠道正常運作。

COMMUNITY

B8. COMMUNITY INVESTMENT

The Group believes that our success comes from the support of the society. The Group is committed to supporting and contributing to the society. In order to understand the needs of the community, we implement related policies and measures such as “Community Investment Policy” to make its own efforts in the development of the community. The Group understands that contribution of the community in the region of operation is crucial to the sustainable development. Thus, we focus on four areas including living standard of the community, culture, education and development, and labour cooperation for contributions. We will continue to contribute to the sustainable development of the community by building a healthy and dynamic community.

社區

B8. 社區投資

本集團認為，我們的成功來自社會的支持。本集團致力支持社會並對社會作出貢獻。為了解社區的需要，我們實施相關政策及措施，例如「社區投資政策」，以在社區發展中盡一分力。本集團深明經營所在地區的社區貢獻對可持續發展至關重要。因此，我們重點關注社區生活水平、文化、教育與發展及勞動合作貢獻四個領域。我們將通過打造健康而充滿活力的社區，繼續為社區的可持續發展作出貢獻。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

環境、社會及管治報告指引

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Page
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A.環境			
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A1：排放物			
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關鍵績效指標A1.1	排放物種類及相關排放數據	「排放物—空氣污染物排放」	
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	“Emissions – Greenhouse Gas Emission”	12
關鍵績效指標A1.2	溫室氣體總排放量及(如適用)強度	「排放物—溫室氣體排放」	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Not applicable to the Group’s business	N/A
關鍵績效指標A1.3	所產生有害廢棄物總量及(如適用)強度	不適用於本集團的業務	不適用
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	“Emissions – Waste Management”	14
關鍵績效指標A1.4	所產生無害廢棄物總量及(如適用)強度	「排放物—廢物管理」	
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關鍵績效指標A1.5	描述減低排放量的措施及所得成果	「排放物—空氣污染物排放」	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	“Emissions – Waste Management” “Emissions – Wastewater”	13, 15
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	「排放物—廢物管理」 「排放物—廢水」	

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A2: Use of Resources

A2：資源使用

General Disclosure

一般披露

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		「資源使用」	
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KPI A2.3	Description of energy use efficiency initiatives and results achieved	“Use of Resources – Energy”	16
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KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	“Use of Resources – Water”	18
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及提升水效益計劃及所得成果	「資源使用－水」	
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Not applicable to the Group’s business	N/A
關鍵績效指標A2.5	製成品所用包裝材料的總量及(如適用)每生產單位佔量	不適用於本集團的業務	不適用

A3: The Environment and Natural Resources

A3：環境及天然資源

General Disclosure

一般披露

		“The Environment and Natural Resources”	19
		「環境及天然資源」	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	“The Environment and Natural Resources”	19
關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	「環境及天然資源」	

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B.Social

B.社會

Employment and Labour Practices

僱傭及勞工常規

B1: Employment

B1：僱傭

General Disclosure		“Employment”	20
一般披露		「僱傭」	
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KPI B1.2	Employee turnover rate by gender, age group and geographical region	“Employment”	22
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率	「僱傭」	

B2: Health and safety

B2：健康與安全

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KPI B2.1	Number and rate of work-related fatalities	-	-
關鍵績效指標B2.1	因工作關係而死亡的人數及比率		
KPI B2.2	Lost days due to work injury	-	-
關鍵績效指標B2.2	因工傷損失工作日數		
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	“Health and Safety”	23
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法	「健康與安全」	

B3: Development and Training

B3：發展及培訓

General Disclosure		“Development and Training”	24
一般披露		「發展及培訓」	
KPI B3.1	The percentage of employee trained and employee category	“Development and Training”	25
關鍵績效指標B3.1	受訓僱員百分比及僱員類別	「發展及培訓」	
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關鍵績效指標B3.2	按性別及僱員類別劃分的每名僱員完成受訓的平均時數	「發展及培訓」	

B4: Labour Standards

B4：勞工準則

General Disclosure		“Labour Standards”	25
一般披露		「勞工準則」	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	“Labour Standards”	25
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工	「勞工準則」	
KPI B4.2	Description of steps taken to eliminate such practices when discovered	“Labour Standards”	25
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟	「勞工準則」	

Operating Practices

營運慣例

B5: Supply Chain Management

B5：供應鏈管理

General Disclosure		“Supply Chain Management”	26
一般披露		「供應鏈管理」	
KPI B5.1	Number of suppliers by geographical region	–	N/A
關鍵績效指標B5.1	按地區劃分的供應商數目	–	不適用
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	“Supply Chain Management”	26
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	「供應鏈管理」	

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B6: Product Responsibility

B6：產品責任

General Disclosure

		“Product Responsibility”	26
一般披露		「產品責任」	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	–	N/A
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康原因而須回收的百分比	–	不適用
KPI B6.2	Number of products and service related complaints received and how they are dealt with	–	N/A
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法	–	不適用
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights	–	N/A
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例	–	不適用
KPI B6.4	Description of quality assurance process and recall procedures	“Product Responsibility – Quality Control”	27
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序	「產品責任—質量控制」	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	“Product Responsibility – Customer Information Protection”	27
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法	「產品責任—客戶資料保護」	

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B7: Anti-corruption

B7：反貪污

General Disclosure		"Anti-corruption"	28
一般披露		「反貪污」	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case	No concluded legal cases were brought.	N/A
關鍵績效指標B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	並無任何已審結的訴訟案件。	不適用
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	"Anti-corruption"	28
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法	「反貪污」	28

Community 社區

B8: Community Investment

B8：社區投資

General Disclosure		"Community Investment"	29
一般披露		「社區投資」	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	"Community Investment"	29
關鍵績效指標B8.1	專注貢獻範疇 (如教育、環境關注事宜、勞工需求、健康、文化、體育)	「社區投資」	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	-	N/A
關鍵績效指標B8.2	在專注範疇所動用資源 (如金錢或時間)	-	不適用

The background is a green-tinted landscape featuring rolling mountains and a large tree trunk in the foreground. The tree trunk is partially obscured by several concentric, wavy green lines that resemble topographic contour lines or a stylized logo element. The overall aesthetic is clean and nature-oriented.

Bay Area Gold Group Limited
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