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2020

DA MING INTERNATIONAL HOLDINGS LIMITED

Incorporated in the Cayman Islands with limited liability

Environmental, Social and Governance Report

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ABOUT THIS REPORT

Da Ming International Holdings 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 of significant issues affecting the operation, including environmental, social and governance issues. 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 the stainless steel and carbon steel processing business of the Group in the People’s Republic of China (“PRC”) and Hong Kong. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as 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. Please contact us by email to info@jstdmss.com.hk.

INTRODUCTION

Throughout years of rapid development, the Group has become a comprehensive steel fabrication enterprise well known in China, specialising in processing, sales and technical service services of stainless steel and carbon steel. The Group has a network of ten processing centres in the PRC and several branch offices in Hong Kong and the PRC.

Since 2010, the Group has been officially listed on the Main Board of Hong Kong Stock Exchange and was the first enterprise listed in Hong Kong among stainless steel processing and manufacturing industry in China. The business of the Group has expanded to a variety of industries, including petrochemical, new energy, bio-pharmaceutical, electronic communications, special ship, rail transit and aerospace industry. The Group believes our processing capability, inventory management and just-in-time delivery has made us an important steel processor to our customers.

The Group acknowledges the significance of effective sustainability practices to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to maintaining its operation in a responsible and value-optimising manner for stakeholders and community by incorporating environmental, social and governance considerations into its operation. The Group has established and implemented various policies 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.

STAKEHOLDERS ENGAGEMENT

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.

Stakeholders	Expectations	Engagement channels
Government	<ul style="list-style-type: none"> – Compliance with the law and regulations – 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 – Website
Shareholders and Investors	<ul style="list-style-type: none"> – Low risk – 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 and announcements – Newsletter – Meeting with investors and analysts

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Stakeholders	Expectations	Engagement channels
Employees	<ul style="list-style-type: none">– Safeguard the rights and interests of employees– Working environment– Career development opportunities– Self-actualization– Health and safety	<ul style="list-style-type: none">– Conference– Training, seminars, briefing sessions– Cultural and sport activities– Newsletters– Intranet and emails
Customers	<ul style="list-style-type: none">– Safe and high-quality products– Stable relationship– Information transparency– Integrity– Business ethics	<ul style="list-style-type: none">– Website, brochures, annual reports– Email and customer service hotline– Feedback forms– Regular meetings
Suppliers	<ul style="list-style-type: none">– Long-term partnership– Honest cooperation– Fair, open– Information resources sharing– Risk reduction	<ul style="list-style-type: none">– Business meetings, supplier conferences, phone calls, interviews– Regular meetings– Review and assessment– Tendering process
Peer and Industry Associations	<ul style="list-style-type: none">– Experience sharing– Cooperation– Fair competition	<ul style="list-style-type: none">– Industry conference– Site visits
Financial Institution	<ul style="list-style-type: none">– Compliance with the laws and regulations– Disclosure information	<ul style="list-style-type: none">– Consulting– Information disclosure– Reports
Media	<ul style="list-style-type: none">– Transparent information– Communication with media	<ul style="list-style-type: none">– Website– Interviews– Media conference– Media gathering
Public and Communities	<ul style="list-style-type: none">– Community involvement– Social responsibilities	<ul style="list-style-type: none">– Volunteering– Charity and social investment– Annual reports

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.

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 areas was determined based on the important 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.

Key engagement activities with stakeholders in 2020

1. *Employees*

On 28 December 2020, an Employees' Representatives Conference was convened at the headquarter in Wuxi. A total of 138 employee representatives participated in the conference.

In the conference, issues on working hours, employment contract, remuneration, health and safety and protection of female workers were raised and discussed. The conference provided a platform for employees to convey their opinions and concerns on the Group's policies. The Group can therefore formulate policies that cater for the needs of employees in order to build a motivated and engaged workforce.

2. *Peers and Industry Associations*

The Group believes that the experience and insights gained from peers and industry association are vital for the Group's long-term success. Hence, the Group has participated in an array of meetings, seminars and expos. During the reporting period, the participated events were as follow:

The 9th National Evaporation and Crystallization Technology Conference

From 22 to 24 July, 2020, the "2020 Ninth National Evaporation and Crystallization Technology Conference" was successfully held in Wuxi Zhongwei Blue Ocean Yuhua Hotel. The conference was organized by China Petrochemical Federation Technology and Equipment Sponsored by the Ministry of Evaporation and Crystallization Technology Professional Group, the Evaporation Professional Group of the Chemical Engineering Professional Committee of the Chinese Chemical Engineering Society, and co-organized by the Company. More than 200 representatives from evaporation and crystallization equipment manufacturing companies, scientific research institutions, environmental protection engineering companies, university experts, engineering and technical workers, wastewater treatment units, petrochemical companies, and power supply companies in the PRC were invited to attend the meeting.

Seminar on Application and Processing of Iron and Steel Materials for Electric Control and Distribution

On 24 September 2020, "Tianjin Taigang Daming" hosted the conference. Through the integration of the Group's resources, we prompted the electrical cabinet materials horizontally (conventional cold-rolled and carbon steel materials). Through the co-operation with Tianjin Taigang Tianguan Stainless Steel Co., Ltd. and, a customer of Tianjin Angang Tiantie Cold Rolled Sheet Co., Ltd., met customers in the electrical cabinet industry in the surrounding area of Tianjin.

Seminar on Processing and Application of Lightweight Materials for Trucks and Vehicles

On 25 September 2020, the “Hesteel Group-Daming International Truck and Vehicle Lightweight Material Processing and Application Seminar” was held in Taian, Shandong. Liu Jian, the Deputy General Manager of Hesteel Group, Secretary of the Party Committee and Chairman of Hesteel Co., Ltd., and Zhou Keming, Chairman of the Group’s Board of Directors, respectively delivered speeches and witnessed the signing of the “Hesteel-Daming Supply Chain Cooperation Framework Agreement”. Xu Bin, general manager of Hesteel Co., Ltd., and Jiang Changhong, president of the Group, signed the agreement on behalf of both parties.

2020 Advanced Manufacturing Materials and Processing Application Exchange Promotion Conference

On 16 October 2020, the “2020 Advanced Manufacturing Materials and Processing Application Exchange Promotion Conference” was successfully held in Jingjiang, Jiangsu. The conference consisted of keynote speeches, special forums and roundtable discussions, and arranged 23 speeches and reports from leaders and experts from steel mills, associations, processing service companies, equipment manufacturing companies, engineering companies, design institutes. Some well-known entrepreneurs analyzed and shared the knowledge and experience in the conference.

High-end stainless steel pipe material and processing application exchange meeting

On 13 November, 2020, the “2020 High-end Stainless Steel Pipe Materials and Processing Application Exchange Conference” was held in Wuxi. More than 100 experts and representatives from steel mills, associations, and downstream enterprises attended the conference. The meeting was hosted by the Stainless Steel Branch of the China Special Steel Enterprises Association and the Pipeline Committee of the China Construction Metal Structure Association, hosted by the Group, and supported by Taiyuan Iron and Steel and Pohang (Zhangjiagang). Visiting activities were also arranged during the conference. Participants visited the processing workshop of “Jiangsu Daming” and gained a deeper understanding of the Group’s “one-stop” supporting solutions for stainless steel processing.

A. ENVIRONMENTAL ASPECT

The Group only provides processing services on stainless steel and carbon steel to customers, while we are not involved in the steel production. Besides, the design of existing facilities does not cause serious environmental problem. Hence, the Group is not categorised by the Ministry of Environmental Protection of the PRC as a polluting enterprise. In spite of this, environmental protection remains one of the key focuses of the Group in fulfilling its social responsibilities. The Group is committed to minimising the environmental impacts while maintaining a high quality of services to our customers. To achieve the commitment, the Group has established relevant environmental policies and implemented various measures in accordance to the requirement of ISO 14001 Environmental Management System.

The Group fully complies with the Environmental Protection Law of the PRC, the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on the Prevention and Control of Water Pollution and all other applicable environmental laws and regulations in the PRC. In order to ensure strict compliance with applicable environmental laws, regulations and standards, the Group has appointed a working group within the quality assurance department to oversee the environmental protection policy. During the reporting period, the Group was not aware of any non-compliance issue in relation to environmental law.

A1. EMISSIONS

Air Pollutant Emission

The air pollutants emitted by the Group mainly come from fuel consumption and vehicles. It is important to implement emission control measures to reduce the environmental impacts and protect the health of employees. In order to ensure strict compliance with relevant laws and regulations and reduce the emission, the Group has established a policy of “Exhaust Gas Management Regulation” to regulate and monitor the emission from welding and solvent storage, vehicles and canteens.

To control the emission sources, the Group procures facilities that meet the emission standard and raw materials with low emission. Relevant personnel who handle machinery are required to strictly follow the Group’s work procedure during operation to avoid exhaust gas emission from inappropriate work procedure. The condition of machinery is checked and recorded regularly. In case there is any abnormal emission, maintenance will be conducted immediately.

To monitor the emission, the Group conducts annual assessment on the air pollutants in the production plants so as to ensure that the emission meets the level III standard as stated in the “integrated Emission Standard of Air Pollutant (GB16297-1996)”. The increase in air pollutant emission in 2020 was mainly attributable to the increase in processing volume of stainless steel and carbon steel products during the year.

During the reporting period, the air pollutant emission was as follows:

Air Pollutant Emission

Type of air pollutants	Unit	2020	2019
Sulphur dioxide (SO ₂)	kg	563.44	465.55
Nitrogen oxides (NO _x)	kg	22,291.76	9,774.88
Particulate matter (PM)	kg	904.32	672.47

Greenhouse Gas (GHG) Emission

Greenhouse gas is considered as one of the major contributors to the climate change and global warming. As a steel processing enterprise, energy consumption accounts for a major part of the Group’s GHG emission. The Group has managed the carbon footprint by adopting energy saving strategies and initiatives based on our internal procedure. Policies and procedures adopted on energy saving are mentioned in the section “Use of Resources” of this Report. The increase in GHG emission in 2020 was mainly attributable to the increase in processing volume of stainless steel and carbon steel products during the year.

During the reporting period, the emission of greenhouse gas was as follows:

GHG Emission

Type of GHG emission	Unit	2020	2019
Scope 1 ¹ Direct emission	tonnes of CO ₂ -e	6,016.01	3,639.30
Scope 2 ² Indirect emission	tonnes of CO ₂ -e	83,972.29	75,890.67
Total	tonnes of CO₂-e	89,988.30	79,529.97³
GHG emission intensity	tonnes of CO ₂ -e/tonnes of production	0.015	0.014 ³

¹ Scope 1: Direct emission from sources that are owned or controlled by the Group.

² Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.

³ The data for year 2019 has been restated for comparative purpose for adoption of the latest model for electricity consumption in PRC.

Hazardous and Non-hazardous Wastes

The Group acknowledges the importance to handle the waste properly to minimise the impacts on the environment. The Group has established a policy of “Waste Handling Regulation” to manage waste collection, storage and disposal. There are specific collection processes, storage locations, disposal methods and responsible departments for production waste and domestic waste based on their types and sources of production. Recyclable waste, non-recyclable waste and hazardous waste are marked with different colour labels and symbols to clearly identify the waste for further processing. Recyclable waste such as paper, wood and plastic, are collected and sold to third parties for recycling. Non-recyclable waste such as used-up stationery and discarded tools, are collected by outsourced cleaning companies. For hazardous waste such as oil and batteries, they are handled and stored with due care and in accordance with relevant laws and regulations. The Group engages qualified recycling companies to perform waste treatment in order to ensure they are treated in appropriate ways and do not cause significant impact on the environment. The increase in the amount of both hazardous waste and non-hazardous waste generated in 2020 was mainly attributable to the increase in production volume of stainless steel and carbon steel products during the year.

Apart from recycling, the Group endeavours to reduce the solid waste by implementing various waste reduction measures as follows:

- Communication by electronic means such as emails is promoted.
- Double-sided printing is encouraged.
- Reusable utensils are used instead of disposable ones.
- Employees are encouraged to reuse stationery, such as used envelopes.

During the reporting period, the hazardous and non-hazardous wastes generated by the Group were as follows:

Hazardous Waste and Non-Hazardous Waste

Type of waste	Unit	2020	2019
Hazardous waste	tonnes	325.55	256.94
Hazardous waste intensity	tonnes/tonnes of production	0.000055	0.000044
Non-hazardous waste			
– Domestic waste	tonnes	788.73	453.43
Non-hazardous waste intensity	tonnes/tonnes of production	0.000133	0.000078

Wastewater

The Group strives to effectively regulate the discharge of industrial and domestic sewage with the implementation of “Wastewater Management Regulation”. All discharged sewage meets the national and regional standards, including “Integrated Wastewater Discharge Standard (GB8878-1996)” and “Wastewater Quality Standards for Discharge to Municipal Sewers (CJ343-2010)”. The domestic sewage is discharged into the municipal sewer systems for collective treatment in sewage treatment plant. For other types of wastewater, measures are adopted to avoid mixing the domestic sewage and prevent the pollution to surrounding water bodies as follows:

- Prohibition of using domestic water taps in cleaning of oil tanks and chemical containers.
- Immediate cleaning of any lubricating oil and fuel oil spillage.
- Reduction of the pesticide usage during greening process.
- Prohibition of discharging residual pesticide to the sewer.

In addition, the Group conducts annual assessment on the sewage to ensure that the pollutant levels in the sewage meet the standard of domestic sewage discharge.

A2. USE OF RESOURCES

The major resources used by the Group are energy and water consumed in offices and during steel processing, and packaging materials for processed stainless steel products. The Group attaches great importance to reduce the resource consumption by implementing the “Energy and Resource Management Procedure” to manage the use of resources.

Energy Consumption

The major sources of energy consumption are the fuel consumed by vehicles and machineries, and electricity used in offices and operation lines. The Group manages the use of energy in accordance with the national and local requirements. In order to monitor and reduce the energy consumption, the Group has adopted a variety of measures in production plants and in the office. The increase in total energy consumption in 2020 was mainly due to the increase in production volume of stainless steel and carbon steel products during the year.

In production plants,

- Frequent starting of production facilities, especially air compressor set, water cooling system and central air-conditioning, is avoided to reduce energy consumed from idling operation.
- Electricity meters are installed to monitor the energy usage and determine the effectiveness of energy saving measures.

In office,

- Lights and air-conditioners are switched off before leaving the office.
- Air-conditioning is maintained at an average temperature between 24 to 26 degrees Celsius.
- Energy saving light bulbs, such as compact fluorescent lamps, T5 fluorescent lamps and LED lightings are used.
- Electrical appliances with “Grade 1” energy labels are procured.

Case 1 5S Workplace Organization Methodology Program

5S Workplace Organization Methodology Program (“5S”) is a system to reduce waste and optimise productivity while maintaining an orderly workplace. During the year, Jiangsu Daming production team 1 has implemented a variety of environmental-friendly measures in accordance with 5S to eliminate unnecessary energy consumption, increase operation efficiency and reduce production cost. Equipment idle is a problem that consumes unnecessary energy and accelerates depreciation of machinery. The team has identified the problem of equipment idle and implemented improvement plans to reduce the energy consumption and machinery maintenance cost.

During the reporting period, the energy consumption was as follows:

Type of energy	Energy Consumption		
	Unit	2020	2019
Petrol	MWh	8,705.08	8,581.70
Diesel	MWh	5,196.79	4,707.23
LPG	MWh	601.55	1,363.53
Natural gas	MWh	11,049.10	–
Purchased electricity	MWh	99,559.03	90,735.19
Total	MWh	125,111.55	105,387.65
Energy consumption intensity	MWh/tonnes of production	0.021	0.018

Water Consumption

Water is another important resource used by the Group in daily operation. It is used mainly in canteens, offices and production lines for cleaning and machinery cooling. During the reporting period, the increase in water consumption in 2020 was due to the increase in production volume of stainless steel and carbon steel products during the year. The Group strives to conserve water effectively by identifying water saving initiatives as follows:

- Water-saving fixtures are installed for lavatories.
- Water-saving labels have been posted on water taps to remind employees.
- Regular maintenance is conducted for water supply equipment to prevent water leakage.

During the reporting period, the water consumption was as follows:

Water consumption	Water Consumption		
	Unit	2020	2019
Total water consumption	m ³	469,336.30	361,846.64
Water consumption intensity	m ³ /tonnes of production	0.079	0.062

Packaging Material and Other Resources

The major packaging materials used by the Group are wood, metal, paper and plastic. They are used to protect the stainless-steel products in order to minimise the risk of damage during transportation. The increase in packaging material consumption in 2020 was mainly due to the increase in production volume of stainless steel and carbon steel products during the year.

The packaging material consumption was as follows:

Packaging Material Consumption

Type of packaging material	Unit	2020	2019
Wood	tonnes	3,750.51	4,068.39
Metal	tonnes	1,654.53	1,519.46
Paper	tonnes	1,168.33	1,056.71
Plastic	tonnes	238.23	190.93

A3. THE ENVIRONMENT AND NATURAL RESOURCES

According to the Environmental Protection Law of the PRC, where the construction of a project may cause any pollution to the environment, an environmental assessment must be performed. Environmental impact assessment is crucial for construction projects to identify potential environmental impacts and determine the prevention and remedial measures to be adopted. All the Group's construction and extension projects comply with relevant environmental impact assessment procedures, undergo inspection and have been approved by the relevant environmental protection authorities. The discharge of all pollutants complies with the relevant national standards.

The Group has established "Environmental Factors Identification and Evaluation Management Policy" to identify and evaluate any significant impacts on environment in production, delivery, service and operational activities. The environmental impact is assessed based on the scale, severity, probability of occurrence and duration of the environmental impact, and relevant environmental laws and regulations. With the results from environmental impact assessment, the Group can better formulate targets, indicators and improvement plans to minimise the impacts on the environment.

B. SOCIAL ASPECT

EMPLOYMENT AND LABOUR PRACTICES

The Group believes people are important assets and the keys to maintain its competitiveness. The Group strives to maintain a safe and equal working environment for our employees, provide development opportunities and promote employee health and well-being. The commitment is incorporated into staff handbook and other human resources management policies.

The Group is in strict compliance with the Labour Law of the PRC, the Labour Contract Law of the PRC and other applicable laws and regulations in the PRC. During the reporting period, the Group was not aware of any non-compliance with those applicable laws and regulations.

B1. EMPLOYMENT

The staff handbook covers the Group's standard in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare. The Group fully complies with relevant laws and regulations to provide basic pension insurance, basic medical insurance, work-related injury insurance, unemployment insurance and maternity insurance, and housing provident fund to employees. Employees are also entitled to various holidays and paid leaves such as statutory holidays, paid annual leave, marriage leave, maternity leave and compassionate leave.

The Group strives to create a diverse and inclusive workplace where all its employees are treated with dignity and respect. All employees are treated equally and their employment, remuneration and promotion opportunities will not be affected by their nationality, race, age, gender, religion, marital status or any status protected by law.

At the end of the reporting period, the employee compositions (in percentage of employees) by gender, age group, geographical region, employment category and employment mode were as follows:

Employee compositions	2020	2019
By gender		
• Male	83%	82%
• Female	17%	18%
By age group		
• Age 30 or below	33%	38%
• Age 31-40	47%	43%
• Age 41-50	17%	16%
• Age 51 or above	3%	3%
By geographical region		
• Hong Kong	1%	1%
• PRC	99%	99%
By employment category		
• Senior management	1%	1%
• Middle management	3%	3%
• General staff	95%	95%
• Contract/Short-term staff	1%	1%
By employment mode		
• Full-time staff	100%	100%
• Part-time staff	—	—

The employee turnover rates by gender and age group during the reporting period were as follows:

Employee Turnover Rate

Category	2020	2019
By gender⁴		
– Male	18%	19%
– Female	11%	11%
By age group⁵		
– 30 or below	21%	24%
– 31-40	16%	16%
– 41-50	11%	9%
– 51 or above	11%	9%
Overall⁶	16%	18%

Recognising the importance of a work-life balance to a motivated and productive workforce, the Group organised a range of recreational activities to promote a healthy workplace, strengthen employees’ sense of belongings and encourage them to explore personal interests during the reporting period.

Case 1 Daming Group Skills Exchange and Competition Events

In April 2020, the first “Daming Cup” production operation exchange competition was officially launched. The cutting platform exchange competition was carried out in the second quarter, the welding competition was completed in the third quarter, and the fourth quarter was carried out around the cutting platform for technical operations and theoretical knowledge which can allow exchange and contest between staff.

⁴ Turnover rate refers to total number of employee turnover of the gender group per total number of employees of the corresponding gender group at the end of the year.

⁵ Turnover rate refers to total number of employee turnover of the age group per total number of employees of the corresponding age group at the end of the year.

⁶ Turnover rate refers to total number of employee turnover during the reporting period per total number of employees at the end of the year.

These activities can promote learning and strong skills with competitions, and show their demeanor in technical competitions. The organization of a series of exchanges and competitions will help create a good atmosphere of skills “passing, helping, leading” and “you chase me” in the Group, thereby improving the overall skill level and laying the foundation for better customer service.

Case 2 Healthy Daming “Ming Running Team” series of activities

Adapt to the requirements of the special period of the COVID-19 epidemic. In the first half of the year, the Ming Running Group activities were first adjusted from face-to-face to online, organizing “cloud running tin horse” and house home sports. Subsequently, the “Chinese Valentine’s Day for Love” charity run, the “Double Ninth Festival” online run, the “Mid-Autumn Moon Round” cloud run, and the “Thanksgiving Jiucheng” year-end run “theme run” series of activities were launched, and a running group which was ceremoniously organized at the end of the year participated in the “7th Wuxi International Marathon”.

Case 3 “Daming Cup” three-person basketball game

Starting from September 2020, the “Daming Cup” three-player basketball tournament has been launched in various subsidiaries one after another, and teams to participate in the Group finals have been determined. On 7 November 2020, the Group finals of the 9th “Daming Cup” three-player basketball tournament came to a successful conclusion. After a one-and-a-half day and 19-match competition, the “Hubei Daming” team won the championship and the “Jiangsu Daming” team won the first team. Second place, “Zhejiang Daming” team won the third place. This event has become a branded event for internal exchanges and learning within the Group, which promotes positive and healthy culture.

Case 4 Nine Cities Daming, Charity Going Together

On 10 September, 2020, before the 36th Teacher’s Day, the “Nine Cities Daming, Charity Going Together” Daming Charity Month Wuxi regional activity visited the Wuxi Children’s Welfare Institute to pay tribute to the teachers who are working in special needs education institute. “Tianjin Taigang Daming” and “Tianjin New Binhai Volunteers Association” organized public welfare activities to provide voluntary services in the community and care to the needy and lonely elderly; “Hangzhou Wanzhou” contributed love to children’s welfare homes, and “Jingjiang Daming Heavy Industry” and other subsidiaries also actively participated in the charity activity of “Donating blood without compensation to pass love”.

Case 5 To pay tribute to the employees and their families abroad, hold a National Day Friendship Party

The Mid-Autumn Festival falls on the National Day, and the festival celebrates reunion. In order to enhance the employees' sense of belonging to the company, and express gratitude to the overseas employees and their families for their support, on October 6, the Group held a National Day Friendship Party. More than 40 foreign employees and representatives of their families attended the symposium and visited the "Jiangsu Daming", "Daming Precision Sheet" and "Jingjiang Daming Heavy Industry". By watching corporate videos, visiting "Jiangsu Daming", "Daming Precision Sheet", and "Jingjiang Daming Heavy Industry", they have a deeper and more intuitive understanding of the development of the Group.

The employee welfare and expense during the reporting period was as follows:

Employee Welfare Items and Expenses

Time	Welfare/Event	Expense per person (RMB)
January	Chinese New Year Gift	500
January	Annual Dinner	200
March	International Women's Day Gift	100
June	Dragon Boat Festival Gift	200
July	Personal Care Products	100
September	Mid-Autumn Festival Gift	300
Every month	Birthday Card	75

B2. HEALTH AND SAFETY

The Group places the highest priority on securing health and safety of all employees and strictly complies with the Law of the PRC on Prevention and Control of Occupational Diseases, the Law of the PRC on Work Safety and other applicable laws and regulations in the PRC. The Group strives to provide and maintain a safe and healthy working environment for employees to protect them from work-related injuries. To achieve this goal, the Group has set up a Safety Production Committee and implemented a range of health and safety related policies to manage occupational health and safety issues.

Safety Education

Safety education, including training, assessment and safety management certification, is essential to ensure employees are well equipped to handle the machinery and fully understand the safety risks associated with relevant equipment. All newly recruited production staff receive the three-tier safety education, which includes knowledge of safe production, relevant regulations and operation procedures with the aims to strengthen employees' safety awareness and ability to handle emergency cases. For special operation, relevant personnel must receive safety training and obtain special operation certificate in accordance with national laws and regulations before working at the sites.

Protective Equipment

To secure the health and safety of employees during operation, the Group has implemented a policy of "Labour Protective Supplies Management Regulation". Operational staff is required to wear safety gear such as helmets, gloves and safety shoes to minimise the risk of work-related injuries. In procuring the protective equipment, a qualified supplier is chosen and the equipment is required to meet the relevant national laws and regulations, for example, the safety label and pass certificate. Suppliers are required to present the production and sell certificates.

In addition to protective gear, the Group adopted a policy of "Employee Body Checking Management Regulation" to protect the health of employees. The Group provides pre-placement body checks for newly joined employees, annual body checks for existing employees and specialised body checks for employees who are working in special types of work.

Extreme Hot Weather Precaution

The Group acknowledges the health and safety risk in working under extreme hot weather. Hence, the Group has adopted a policy of "Heatstroke Prevention Management" to implement plans and measures for sunstroke prevention. Under hot weather, the Group provides salted soda water and ice for employees to avoid dehydration and lower body temperature. Employees should avoid working outdoor whenever the temperature of the day reaches 37 degrees Celsius. Employees who are pregnant or whose physical conditions are not suitable to work under high temperature should be avoided from working under hot weather.

During the reporting period, the Group was not aware of any non-compliance with relevant laws and regulations. There were 1,365 lost days due to work-related injuries and one case of fatality with fatality rate smaller than 1.

B3. DEVELOPMENT AND TRAINING

The Group considers the skills and knowledge of our employees as the key elements for sustainable development of the Group. The Group offers training programs and job rotation based on the needs of respective positions and the talents and interests of the employee. The trainings offered can be divided into two main categories, orientation training and on-the job training. The orientation training is provided for newly joined employees. It covers corporate culture, regulation and product knowledge. The on-the-job training is provided for existing employees. The content is based on the needs of each department to enhance employees' skills in discharging their duties. In addition, employees are encouraged to attain relevant examination and obtain relevant certificates to enhance their personal performance.

During the reporting period, the percentage of employees trained by gender and employee categories were as follows:

Percentage of training participants to the number of employees

By gender⁷	2020	2019
– Male	84%	84% ⁸
– Female	16%	16% ⁸
By employment category⁹		
– Senior management	1%	1% ⁸
– Middle management	2%	3% ⁸
– General staff	96%	95% ⁸
– Contract or short-term staff	1%	–

⁷ Percentage of employee trained refers to total number of trained employees of the gender group per the total number of employees of the corresponding gender group average of the year.

⁸ The data of 2019 has been restated for comparative purpose for adoption of the latest methodology for the computation of average training hours and percentage of employee trained.

⁹ Percentage of employee trained refers to total number of trained employees of the corresponding employee category per the total number of employees of the corresponding employee category average of the year.

During the reporting period, the average training hours for employee by gender and employment categories were as follows:

Average training hours for employees

By gender	Unit	2020	2019
– Male	hours/employee	19.55	27.34 ⁸
– Female	hours/employee	18.55	22.06 ⁸
By employment category			
– Senior management	hours/employee	20.39	32.72 ⁸
– Middle management	hours/employee	31.09	25.43 ⁸
– General staff	hours/employee	28.01	26.41 ⁸
– Contract or short-term staff	hours/employee	37.65	16.62 ⁸

Case 1 Internal training from the Group to its subsidiaries

The Group's teaching group continued to share skills and experience with its subsidiaries, develop and improve training courses, hold specific training, and begin assessments and testing. The Group's teaching group actively provided support to subsidiaries, conducted demonstration training and guided the development of training courses. After receiving training and assistance from the teaching group, the subsidiaries can effectively design more relevant operational procedures and training courses according to its own production characteristics.

Case 2 Training for university graduates

The Group has always assisted teenagers to promote the growth and success of the Group. Subsidiaries such as "Jiangsu Daming" and "Jingjiang Daming Heavy Industry" provided a comprehensive two-month on-the-job training to train talented and recognised university graduates. On-the-job training covered corporate culture, safety training, rules and regulations, product knowledge, information systems, work rotation, military training and training reporting, etc., aiming to enable university graduates to be more familiar with the corporate environment and related business knowledge.

Case 3 Provide training to middle and high-level cadres

The Group has always attached importance to the growth of key talents, and has continuously increased the training of cadres, thereby providing a strong impetus for the career development of employees and the sustainable development of the Group. The training for cadres covers macro vision, leadership, management skills, teamwork, financial management, self-cultivation, etc. Through the guidance of external experts in various fields, combined with the actual situation of the Group, the trained cadres have absorbed the industry Advanced knowledge and experience have also enhanced corresponding work consciousness and ability.

Case 4 Liangjiajun University Online Training Platform

In order to better fulfill the requirements of the Group's strategic development, promote the sustainable development of talents, and help the rapid implementation of the Group's strategy, the Group introduced the online learning platform "Liangjiajun University" in December 2020. After sharing with the teachers of Quantum University, a personalized training program that meets the Group's current development stage and employee training needs has been customized. Through the online learning platform, this can enrich curriculum resources, optimize learning forms and create a better learning atmosphere.

B4. LABOUR STANDARDS

The Group strictly emphasises on the prohibition of engaging child labour and forced labour and fully complies with the Labour Law of the PRC, Provisions on the Prohibition of Using Child Labour and other relevant laws and regulations in the PRC. The Group has formulated policy of "Recruitment Procedure" on managing the prohibition of child labour. As prevention for child labour, candidates are required to present their identity cards for age verification during recruitment process. Individuals under the age of 16 or without any identification documents are disqualified from employment. In case of any child labour, the Group will terminate his/her employment and offer medical checks for him/her. The Group will also review the problem to prevent recurrence.



The Group is committed to respecting the freedom of employee and prohibiting all form of forced labour. The working hours are regulated in the staff handbook and overtime working is compensated in accordance to relevant laws and regulations.

With regard to third party suppliers, they are required to comply with relevant laws and regulations to uphold the elimination of child labour and forced labour. Once they are discovered of being intentionally complicit in child or forced labour, cooperation will be terminated immediately.

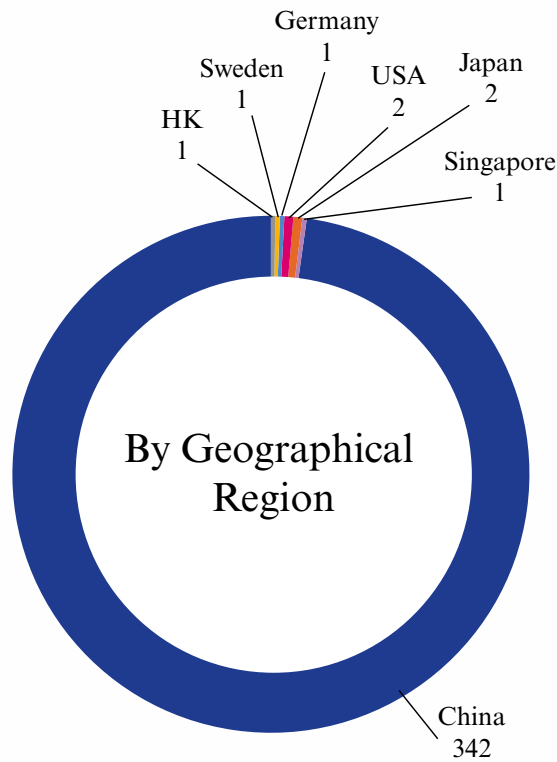
During the reporting period, the Group did not discover any significant risk exposure in relation to the employment of child labour for works of hazardous nature, forced or compulsory labour in any operation.

OPERATING PRACTICES

B5. SUPPLY CHAIN MANAGEMENT

In order to manage and mitigate the environmental and social risks in the supply chain, the Group selected suppliers and products carefully and maintained long-term and stable relationship with qualified suppliers. According to the Group’s policy “Supplier, Distributor and Subcontractor Management Procedure”, the Group considers the social responsibilities of suppliers in selecting suppliers and encourages all suppliers to enhance social responsibility performance. The Group has established social responsibility profiles for suppliers and distributors to keep record of their evaluation results and improvement plans. Suppliers and distributors are required to sign a Social Responsibility Agreement and fully abide by the local labour laws and regulations and the SA8000 Social Compliance Standard. In addition, the Group conducts site inspection at least once a year to assess the social responsibility performance of suppliers and distributors and keep tracks of the improvements.

During the reporting period, the supplier composition (in numbers of suppliers) by geographical region was as follows:



B6. PRODUCT RESPONSIBILITY

The Group regards product and service qualities as key competitive advantages of its business and makes every effort to improve the product and service qualities while strengthening communications with our customers. The Group strictly complies with the Trademark Law of the PRC, Law of the PRC on Product Quality, Law of the PRC on the Protection of Consumer Rights and Interests and other applicable laws and regulations in the PRC.

Quality Control

The Group has established various quality control policies and procedures to ensure our products comply with the product specifications requested by customers and meet the requirement of ISO9001:2008 Quality Management System.

The quality control system can be divided into two main categories, including quality control for raw materials and quality control on processing procedures. To ensure the quality of raw materials meet their respective specifications, samples are taken and sent to laboratories for testing on chemical contents. In order to control the quality of processing process, regular inspections are carried out by quality control personnel at various stages of the processing procedures to ensure consistency of the processing procedures.

During the reporting period, the Group did not identify any product sold or shipped subject to recall for safety and health reasons.

Complaints and Opinions Handling

The Group believes the opinions from customers can drive its continuous improvement program and are essential to its pursuit for excellence. The Group welcomes the opinions from customers by establishing customer service hotlines, conducting site visits and convening customer meetings. In case of receipt of complaints, the Group will take prompt actions and carry out remediation plans. During the reporting period, the Group received 1,423 cases of complaints.

Intellectual Property Protection

The Group is dedicated to protecting and enforcing its intellectual property rights which are crucial to sustainable business growth. Management systems are in place to specify requirements on submission, application, indexing and rewarding of patents. In addition, the Group signs confidentiality agreements with technical specialists.

Customer Data Protection and Privacy

The Group is aware of the importance in handling customer information and takes high precaution in ensuring their confidentiality to avoid misuse of personal data. The Group has implemented policy “Business Ethics Control Procedure” and required employees to fully abide by the guidance on prohibiting any unauthorised disclosure of confidential information.

B7. ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics. With the implementation of “Anti-Corruption Control Procedure”, the Group conveys its firm stance against corruption and fraud to its customers, suppliers, contractors and employees. The Group requests employees and third parties to sign an anti-bribery/anti-corruption commitment and fully comply with the requirements as defined. Management department is responsible to monitor the business operation and oversee any cases related to corruption or fraud.

The Group’s whistle-blowing procedure encourages and enables stakeholders to report on observed and suspected non-compliance and questionable practice by setting up report box and report phone. Once misconduct case is found and confirmed, the relevant personnel will be subject to disciplinary actions and reported to legal authorities when necessary.

During the reporting period, no legal case concerned with corrupt practices was brought against the Group.

COMMUNITY

B8. COMMUNITY INVESTMENT

As a socially responsible corporate citizen, the Group is constantly aware of the community needs and has actively participated in local community’s activities. The Group also encourages employees to devote their effort to community care.

To help our community fight against the COVID-19 epidemic, the Group and its subsidiaries donated money to various organizations and charities. The donation activities during the reporting period were as follows:

Donation activities		Donation amount
Donors	Donees	(RMB)
The Group	Dongbeitang Street, Xishan District, Wuxi	500,000
Hubei Daming Metal Technology Co., Ltd.	Wuhan Yangluo Economic Development Zone	200,000
Daming Heavy Industry Co., Ltd.	Jiangyin Jingjiang Industrial Park	500,000
Taiyuan Taigang Daming Metal Products Co., Ltd.	The Red Cross Society of Jiancaoping District, Taiyuan City	200,000
The Group and its staff	The Red Cross Society of Xinzhou District, Wuhan City	1,005,205

Contribution to environmental field

The Group strives to contribute to the environment by processing products that bring a positive impact on the environment. The Group has strengthened the processing ability and other supporting services to provide one-stop service for environmental field, including exhaust gas management and sewage treatment and management.



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During the reporting period, the Group continued to support clients in environmental field, some examples were as below:

Date	Description
January 2020	Client: Environmental Protection Equipment Company Services: Processing the accessories of stainless steel water collection tank for sewage treatment project
March 2020	Client: Environmental Protection Equipment Company Service: Processing of air-floating shells used in the environmental protection industry
April 2020	Client: Environmental Protection Equipment Company Service: Processing the accessories of RTO (Regenerative Thermal Oxidizer) environmental protection equipment
April 2020	Client: Environmental Protection Equipment Company Service: Processing environmental protection screen parts that used for filtering garbage
June 2020	Client: Environmental Protection Equipment Company Service: Processing fermentation tank
August 2020	Client: Environmental Protection Equipment Company Service: Processing perforated plates for heat exchangers of environmental protection equipment
September 2020	Client: Environmental Protection Equipment Company Service: Processing plate screen frame
September 2020	Client: Environmental Protection Equipment Manufacturer Service: Manufacturing a batch of wastes disposal equipment

Cooperation with education institutions

The Group believes that youths are the future leaders of our society and continues to cultivate young people by cooperating with education institutions.

Case 1 Jiangsu University of Science and Technology

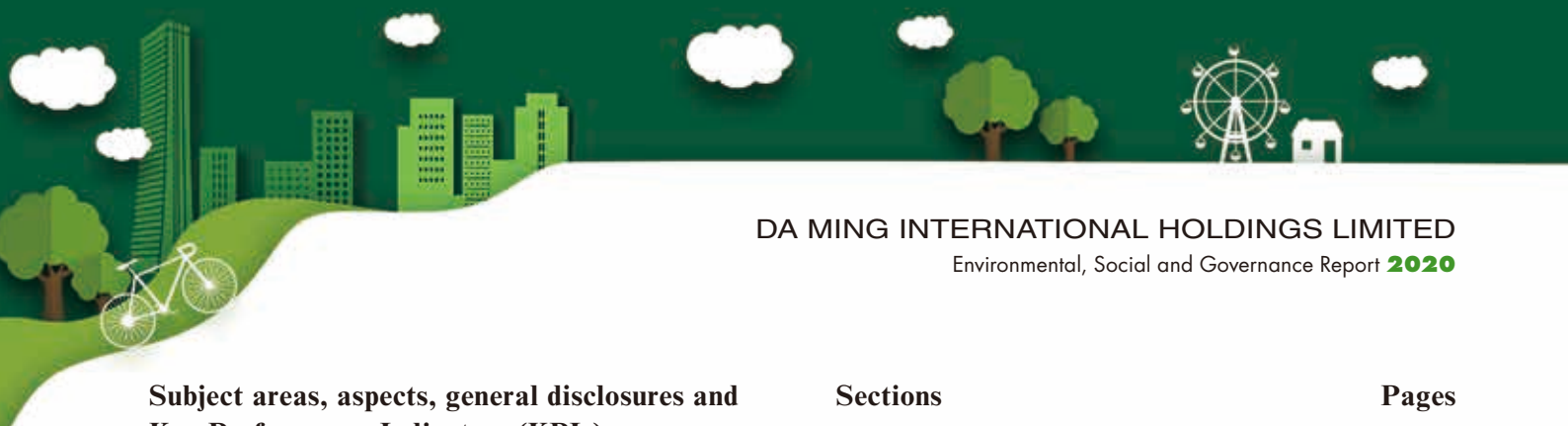
On 5 July, 2020, a team of three staff from the Human Resources Department of the Group visited Jiangsu University of Science and Technology. With the director of the Employment Office, Dean of the School of Materials Science and Engineering, and Dean of the School of Mechanical Engineering conducted a review of the current employment situation of college students. Through information and idea mutual exchanges, the two parties reached consensus on school-enterprise cooperation and other aspects, and reached an agreement on a school-enterprise production, learning and research base.

Case 2 Changshu Institute of Technology

On 23 October, 2020, Li Junfeng, the vice president of Changshu Institute of Technology, and a group of six related leaders visited “Jingjiang Daming Heavy Industry”. University leaders visited the precision manufacturing workshop of “Jingjiang Daming Heavy Industry”, the specialized structural parts manufacturing workshop and the large-scale container supporting workshop. During the discussion and idea sharing, both parties agreed to strengthen communication and fully explore “sharing and win-win” cooperation points, and in-depth exchanges and cooperation in high-quality employment for students, talent introduction and sharing, scientific research cooperation, student internship training, etc.

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KPI A1.3 Total hazardous waste produced and, where appropriate, intensity	“Emissions - Hazardous and Non-hazardous Wastes”	12
KPI A1.4 Total non-hazardous waste produced and, where appropriate, intensity	“Emissions - Hazardous and Non-hazardous Wastes”	12
KPI A1.5 Description of measures to mitigate emissions and results achieved	“Emissions – Air Pollutant Emission” “Emissions - Greenhouse Gas Emission”	10
KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	“Emissions - Hazardous and Non-hazardous Wastes”	11



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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
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KPI B6.2 Number of products and service related complaints received and how they are dealt with	“Product Responsibility - Complaints and Opinions Handling”	28
KPI B6.3 Description and practices relating to observing and protecting intellectual property rights	“Product Responsibility - Intellectual Property Protection”	28
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