



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

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

Stock Code 股份代號 : 1636

2021 Environmental, Social and Governance Report
環境、社會及管治報告書



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

1. REPORT OVERVIEW

1.1 About the Environmental, Social and Governance Report

This report is the sixth annual environmental, social and governance report (the “ESG Report”) released by China Metal Resources Utilization Limited (the “Company”), together with its subsidiaries (“CMRU”, collectively the “Group”). It, adhering to the ESG reporting principles of materiality, quantitative, balance and consistency, provides a detailed account of the Group’s sustainability performance, policies and strategies for the twelve months ended 31 December 2021 (the “Reporting Period”).

The Group is committed to maintaining the long-term sustainability of its business, as well as supporting environmental protection and the communities in which it operates. The Group provides customers with quality products and services and prudently manages its business in accordance with well-established decision-making procedures. Through the constructive communication, the Group strives to balance the views and interests of various stakeholders to determine the long-term development direction. The Board of Directors (the “Board”) is responsible for assessing and determining the environmental, social and governance risks of the Group and ensuring that relevant risk management and internal control systems are in place and functioning effectively. The Group has set up a working team (the “ESG Working Team”) that meets regularly to review and assess the performance of corporation on relevant environmental, social and governance matters.

- **Reporting Principles**

Materiality: Regular stakeholder engagement and materiality assessments are conducted to identify ESG-related issues and ensure they are reflected in our reports.

Quantitative: The data presented in this report has been carefully collected. See Environmental and Social Performance Data for the criteria and methodology used to calculate KPIs.

1. 報告概述

1.1 關於環境、社會及管治報告

本報告是中國金屬資源利用有限公司(「本公司」)及其附屬公司(「中金資源」)(統稱「本集團」)發佈的第六份年度環境、社會及管治報告(「ESG報告」)。本報告遵循ESG報告原則的重要性、量化、平衡及一致性的原則，詳述本集團截至2021年12月31日止十二個月(「報告期間」)的可持續表現、政策及策略。

本集團致力維持其業務的長遠可持續發展，以及為環境保護及其營運所在的社區提供支援。本集團為客戶提供優質的產品及服務，並根據完善的決策程序審慎管理業務。本集團透過具建設性的溝通，致力平衡持份者的意見及利益，從而確定長期發展方向。董事會(「董事會」)負責評估及釐定本集團的環境、社會及管治風險，並確保相關風險管理及內部監控系統已實施到位及有效運作。本集團已成立一隊會定期會面以檢討及評估企業在相關環境、社會及管治事宜方面的表現的工作小組(「ESG工作組」)。

- **報告原則**

重要性：定期進行持份者參與及重要性評估，以識別重大環境、社會及管治事宜，並確保該等事宜反映於我們的報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

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Balance: Both positive and negative impacts of the business are presented in a transparent manner.

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

Consistency: Unless otherwise stated, disclosures, data collection and calculation methods have been consistent over the years to allow comparisons over time.

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

- **Scope of the ESG Report**

The Group is principally engaged in the manufacturing, sales and trading of copper, aluminium and related products. The reporting scope of 2021 ESG Report mainly covers the group core business segments in the People's Republic of China (the "PRC"), which include recycled scrap copper manufacture, as well as the sales of communication cables, power transmission and distribution cables using copper wire rods that the Group produce as the major raw material.

- **ESG 報告範疇**

本集團主要從事銅、鋁及相關產品的製造、銷售及貿易。2021年ESG報告的報告範疇主要涵蓋本集團於中華人民共和國（「中國」）的核心業務分部，包括再生廢銅製造以及銷售使用本集團生產的銅杆作為主要原材料的通信電纜及電力送配電纜。

- **Preparation Basis and Reporting Standard**

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") under the Appendix 27 to the Rules Governing the Listing of Securities on HKEX and presented in details with tables for the four environmental aspects and eight social aspects. The Board of Directors are responsible for conducting the oversight of ESG risks and formulating management direction and strategy to ensure effective risk control measures are adopted by the Group during the process. An internal ESG working team has been set up across the Group to collect ESG data and compile the ESG Report.

- **編製基準及報告準則**

ESG報告乃遵從香港交易所證券上市規則附錄二十七中的《環境、社會及管治報告指引》（「ESG報告指引」）要求進行編製，並對其四項環境層面及八項社會層面作出詳細表述。董事會負責對與ESG相關的風險進行監管，並制定管理方針及策略，在過程中確保本集團採取有效風控措施。本集團已成立了內部ESG工作團隊，以收集ESG資料並編製ESG報告。

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- **Feedback**

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

1.2 Governance Structure

- **The Board Oversight of ESG Matters**

The Board plays a major role in overseeing the Group's environmental, social and governance matters. In 2021, the Board, the management and the ESG working team assessed the impact of ESG-related risks on operations, and formulated ESG-related policies to deal with related risks. The Board oversight ensures that the management and the ESG working team has all the right tools and resources to oversee ESG matters.

To show the Group's commitment to transparency and accountability, the Group has established an ESG Working Team and formulated clear terms of reference for it setting out its authority delegated by the Board. The Group attaches the great importance to the opinions of various stakeholders and regards them as the cornerstone of the Group's development.

The ESG working team is primarily responsible for reviewing and overseeing the Group's environmental, social and governance processes and risk management. During the reporting period, ESG governance and ESG related matters have been reviewed at regular meetings.

- **意見反饋**

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

1.2 管治架構

- **董事會對環境、社會及管治事宜的監督**

董事會在督導本集團的環境、社會及管治事宜方面擔當主要角色。於二零二一年度，董事會、管理層與ESG工作組評估環境、社會及管治相關風險對營運的影響，並制定環境、社會及管治相關政策以處理相關風險。董事會的督導確保管理層及ESG工作組擁有一切合適的工具及資源，以便督導環境、社會及管治事宜。

為展示本集團對透明度及問責性的承擔，本集團已成立ESG工作組，並為其制訂載列其獲董事會授予權力的明確職權範圍。本集團極其重視各持份者的意見，視之為本集團發展的基石。

ESG工作組主要負責檢討及監督本集團的環境、社會及管治流程以及風險管理。於報告期間，已於定期會議上檢討環境、社會及管治的治理情況及環境、社會及管治相關事宜。

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- **The Board's ESG management approach and strategy for material ESG-related matters**

In order to better understand the views and expectations of different stakeholders on environmental, social and governance matters, the Group conducts materiality assessments annually. The Group ensures that various platforms and communication channels are used to reach, listen to and respond to its key stakeholders. Through comprehensive communication with stakeholders, the Group is able to understand the expectations and concerns of its stakeholders. The feedback obtained enables the Group to make more informed decisions and to better assess and manage the impact of such business decisions.

The Group has assessed ESG materiality through the following steps: (i) the Group identifies ESG issues; (ii) rank key ESG issues with stakeholder engagement Scope prioritization; and (iii) verification and determination of material ESG issues based on the results of communication with stakeholders.

Taking these steps will enhance the understanding of the importance attached by the Group's stakeholders to various ESG issues and allow the Group to make a more comprehensive plan for the future direction of sustainable development.

- **董事會對重大環境、社會及管治相關事宜的環境、社會及管治管理方法及策略**

為更好地了解不同持份者對環境、社會及管治事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的回饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估環境、社會及管治方面的重要性：(i)本集團識別環境、社會及管治事宜；(ii)在持份者參與下，排列關鍵環境、社會及管治範疇優先順序；及(iii)根據與持份者的溝通結果驗證及釐定重大環境、社會及管治事宜。

進行這些步驟可加強了解本集團持份者對各環境、社會及管治事宜的重視程度，並使本集團可對未來的可持續發展方向作出更為全面的規劃。

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- **Progress of the Board's review of ESG-related goals and objectives**

Implementation progress and performance against goals and objectives should be carefully reviewed from time to time. Modifications may be required if progress does not meet expectations or if there are changes in business operations. Effective communication of goals and objectives with key stakeholders such as employees, customers and suppliers is critical.

Setting strategic objectives enables the Group to develop a realistic path and focus on achieving the outcomes of the vision.

Setting goals requires the ESG Working Team to weigh the ambitions and objectives of the Group and carefully examine whether the goals can be achieved.

The Group is pleased to present this ESG Report, which provides an overview of the Group's management of material issues that affect the Group's operations and performance from an environmental and social perspective. The Board of Directors has reviewed and approved the ESG report to ensure that all material matters and impacts on sustainable development are presented fairly.

- 董事會對環境、社會及管治相關目的與目標的檢討進度實施進度以及目的與目標的績效應不時獲仔細檢討。倘進度未達預期或業務營運有變，則可能需作出修改。與主要持份者（如僱員、客戶及供應商）就目的與目標進行有效溝通乃至關重要。

設定戰略目標使本集團能夠制定切實可行的路向，並專注達成有關願景的成果。

設定目標要求ESG工作組須就本集團的抱負和目的作出權衡，仔細審查能否達成有關目標。

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

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1.3 Stakeholder Engagement

The Group recognises the importance of the stakeholder participation and the Group strive to maintain a stable and close relationship with the Group key stakeholders, identified as government and regulatory authorities, shareholders and investors, customers and business partners, public environment, employees, community and media. Various communication channels are in place to ensure the group understand and meet their expectations. The expectations of the Group's stakeholders and their communication and feedback are as follows:

1.3 持份者參與

本集團認可持份者參與的重要性，本集團爭取保持與主要持份者之間穩定而密切的關係，而主要持份者乃認為政府及監管機構、股東及投資者、客戶及合作夥伴、公眾環境、員工、社區及媒體。本集團開放多個溝通渠道以確保本集團了解及滿足彼等之期望。本集團持份者的期望及其溝通與反饋如下：

Stakeholders 持份者	Expectation 期望	Communication and feedback 溝通與反饋
Government and regulatory authorities 政府及監管機構	• Operation in compliance 合規運營	• Compliance with laws and regulations 遵守法例及規例
	• Fulfilment of tax obligation 繳納稅款	• On-time payment of taxation 按時足額納稅
	• Promotion of local economic development 帶動當地經濟	• Enhancement of industrial scale 提升產業規模
	• Creation of job opportunities 促進地方就業促進地方就業	• Provision of job opportunities 提供工作機會
Shareholders and investors 股東及投資者	• Investment returns 收益回報	• Enhancement of profitability 提高盈利能力
	• Operation in compliance 合規運營	• Compliance with laws and regulations 遵守法例及規例
	• Production safety 安全生產	• Improvement of safety measures in workplace 完善工作地點安全措施

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Stakeholders 持份者	Expectation 期望	Communication and feedback 溝通與反饋
Customers and business partners 客戶及合作夥伴	<ul style="list-style-type: none"> Integrity and fulfilment of agreements 誠信履約 	<ul style="list-style-type: none"> Business communication and performance of contracts in accordance with laws 商務溝通及依法履約
	<ul style="list-style-type: none"> High quality products 高品質產品 	<ul style="list-style-type: none"> Listening to customer feedback and strict implementation of product inspection 聆聽客戶反饋及嚴格執行產品質檢
	<ul style="list-style-type: none"> High quality services 高品質服務 	<ul style="list-style-type: none"> Improvement of staff service quality 提升員工服務水平
Public environment 公眾環境	<ul style="list-style-type: none"> Fulfilment of emission standards 達標排放 	<ul style="list-style-type: none"> Communication with local environmental protection department and compliance with local laws 與當地環境部門交流及遵守地方法規
	<ul style="list-style-type: none"> Energy conservation and emission reduction 節能減排 	<ul style="list-style-type: none"> Usage of environmental friendly and energy saving equipment 使用環保節能設備
	<ul style="list-style-type: none"> Efficient use of water resources 合理用水 	<ul style="list-style-type: none"> Raising employees' awareness of saving water 提高員工節約用水意識

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Stakeholders 持份者	Expectation 期望	Communication and feedback 溝通與反饋
Employees 員工	<ul style="list-style-type: none">Occupational safety and health 職業安全與健康Remuneration and benefits 薪酬福利Career development 職業發展Employee caring 人文關懷	<ul style="list-style-type: none">Provision of health check and safety training for employees 提供員工健康檢測與安全培訓Regular review of employees' remuneration and welfare 定期檢討員工薪金及福利水平Provision of occupational skill training for employees 提供員工職業技能培訓Employee representatives meeting and regular employee events 職工代表大會及定期舉辦員工活動
Community 社區	<ul style="list-style-type: none">Improvement of community environment 改善社區環境Support for community welfare 支持社區公益	<ul style="list-style-type: none">Provision of necessary materials to community 提供社區所需物資Sponsoring charity organization in community 資助社區慈善機構
Media 媒體	<ul style="list-style-type: none">Openness and transparency of information 信息公開透明	<ul style="list-style-type: none">Group website, announcement by the Group and interviews 集團網站、集團公告及接受採訪

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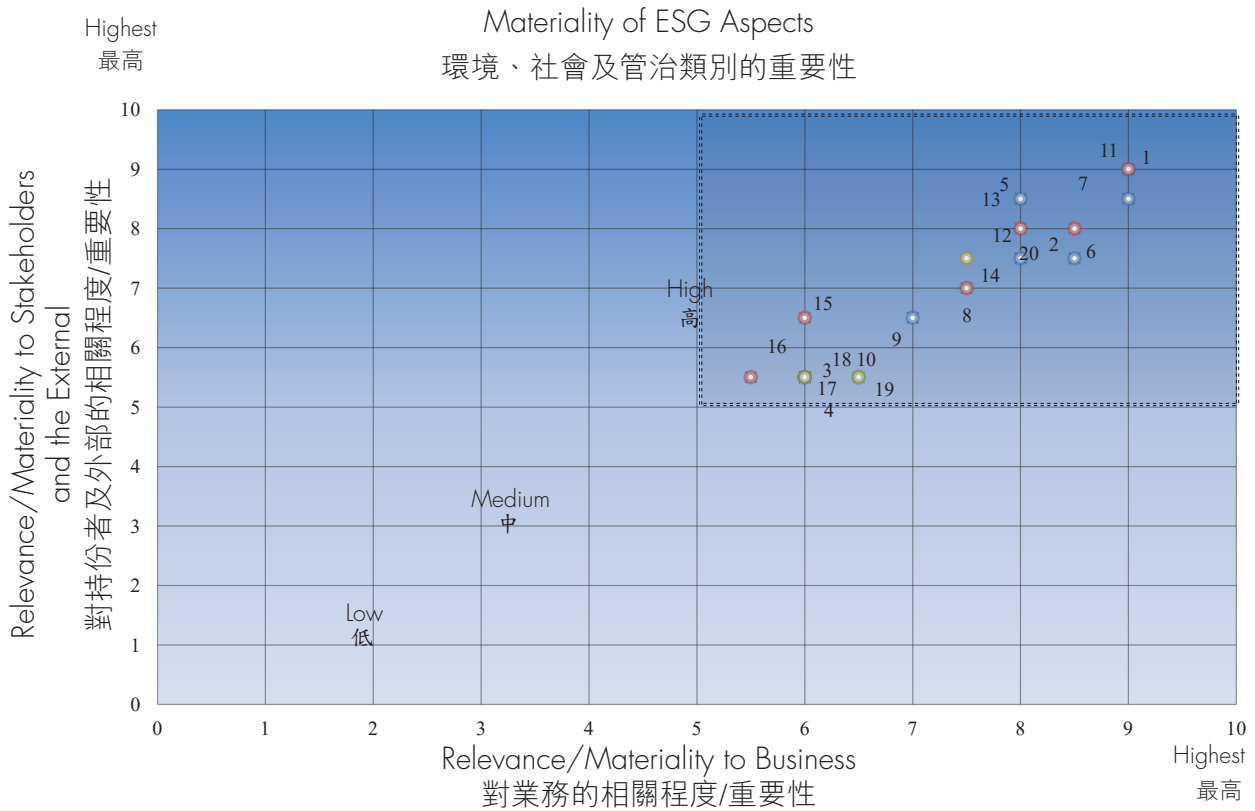
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1.4 Materiality Assessment

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

1.4 重要性評估

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



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

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2. THE ENVIRONMENT

2.1 Environment Strategy and Management Approach

- **Business Overview**

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

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

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



2. 環境

2.1 環境策略與管理方法

- **業務概覽**

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

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

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



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

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

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

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

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2.2 Emissions

• Air Pollutant Emissions

The production plants of the Group strictly abide by the law of the PRC on Air Pollution Prevention. During the Reporting Period, the waste gas was mainly generated from machinery and vehicles in the production plants, including nitrogen oxides, sulphur oxides and particulate matter.

During the Reporting Period, data of emission ^(Note 1) of air pollutants is set out below:

Air Pollutant Category 空氣污染物種類	Unit 單位	2021 ^(Note 2) 二零二一年 ^(註2)
Nitrogen oxides (NOx) 氮氧化物 (NOx)	KG 公斤	7,022.70
Sulphur oxides (SOx) ^(Note 3) 硫氧化物 (SOx) ^(註3)	KG 公斤	2,070.06
Particulate matter (PM) 懸浮粒子或顆粒 (PM)	KG 公斤	15.93

Note 1: Emissions in Hong Kong are estimated with reference to Appendix 2: Reporting Guidance on Environmental KPIs under HKEX — How to prepare an ESG Report.

Note 2: The emissions include the operating data from the Sichuan headquarters and the production plants in Mianyang, Hunan, Hubei and Henan.

Note 3: The data primarily represents sulphur dioxides produced from burning natural gas in production plants.

To evaluate the effectiveness of the relevant measures, the management of the Group will continue to monitor and manage the use of the production equipment in each operating area.

2.2 排放物

• 空氣污染物排放

本集團廠區在廢氣處理方面嚴格遵守《中華人民共和國大氣污染防治法》。於報告期間，產生的廢氣主要來自於生產車間的機器及車輛廢氣排放，包含氮氧化物、硫氧化物及懸浮粒子或顆粒。

於報告期間，空氣污染物排放的數據 ^(註1) 如下：

註1：香港有關排放量估算參考香港交易所 — 如何準備ESG報告附錄2：關於環境KPI的報告指南。

註2：排放物包括四川的總部及綿陽、湖南、湖北及河南廠區的營運數據。

註3：數據主要為各廠區天然氣燃燒產生的二氧化硫。

本集團管理層會持續監測及管理各營運地區的生產設備使用，以評估相關措施成效。

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- **Target Intensity of Air Pollutant**

- **空氣污染物目標密度**

Environmental KPI 環境關鍵績效指標	Emission reduction target 減排目標	Base Year 基準年	Status 狀態
Nitrogen oxides (NOx) Intensity 氮氧化物 (NOx) 密度	Reduce 5% by 2025 於二零二五年度前減少 5%	2020 二零二零年度	In progress 進行中
Sulphur oxides (SOx) Intensity 硫氧化物 (SOx) 密度	Reduce 5% by 2025 於二零二五年度前減少 5%	2020 二零二零年度	In progress 進行中
Particulate matter (PM) Intensity 懸浮粒子或顆粒 (PM) 密度	Reduce 5% by 2025 於二零二五年度前減少 5%	2020 二零二零年度	In progress 進行中

- **GHG Emission**

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

- **溫室氣體排放**

中金資源致力於採取可持續發展的長期行動來管理其生產及營運中的碳排量。本集團生產排放的溫室氣體主要乃因消耗所購天然氣及所購電力所產生。本報告重點關注範圍2排放(即消耗所購能源產生的排放)下的二氧化碳當量溫室氣體(GHG)排放。

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The Group's GHG emission data during the Reporting Period are as follows:

於報告期間本集團之溫室氣體排放數據如下：

GHG emission 溫室氣體排放	Unit 單位	2021 ^(Note 1) 二零二一年 ^(註1)
GHG emission (Scope 1) 溫室氣體排放(範圍1)	Tonne (carbon dioxide equivalent) 噸(二氧化碳當量)	2,481.24 ^{(Note 2)(註2)}
GHG emission (Scope 2) 溫室氣體排放(範圍2)	Tonne (carbon dioxide equivalent) 噸(二氧化碳當量)	5,194.23 ^{(Note 3)(註3)}
GHG emission (Scope 3) 溫室氣體排放(範圍3)	Tonne (carbon dioxide equivalent) 噸(二氧化碳當量)	22.52 ^{(Note 4)(註4)}
Total GHG emission 溫室氣體排放總量	Tonne (carbon dioxide equivalent) 噸(二氧化碳當量)	7,697.99
GHG emission intensity 溫室氣體排放密度	Tonne (carbon dioxide equivalent)/ Tonne of production 噸(二氧化碳當量)/ 產量噸數	0.14

Scope 1: Direct greenhouse gas emissions from operations that are owned or controlled by the Company.

範圍1：由公司擁有或控制的業務營運直接產生的溫室氣體排放。

Scope 2: "Indirect energy" emissions resulting from the consumption of purchased or acquired electricity, heating, cooling and steam by the Company.

範圍2：由公司內部消耗(購回來的或取得的)電力、熱能、冷凍及蒸氣所引致的「間接能源」排放。

Scope 3: All indirect GHG emissions generated outside the Company, including upstream and downstream emissions.

範圍3：由公司以外產生的所有間接溫室氣體排放，包括上游及下游的排放。

Note 1: The greenhouse gas emissions include the operating data from the Sichuan headquarters and the production plants in Mianyang, Hunan, Hubei and Henan.

註1：溫室氣體排放包括四川的總部及綿陽、湖南、湖北及河南廠區的營運數據。

Note 2: The data primarily represents the charcoal, diesel and fuel oil consumed by the equipment in production plants and vehicles.

註2：數據主要代表生產車間機器及汽車所消耗的木炭、柴油及燃油。

Note 3: The data primarily represents the electricity and natural gas purchased from suppliers and is calculated based on the Grid Emission Factor of Central China Region in 2019 and Standards GB/T 32151.10-2015 in the People's Republic of China.

註3：數據主要代表從供應商購買的電力及天然氣，並分別以2019年中國華中區域電網排放系數及中華人民共和國國家標準GB/T 32151.10-2015為計算基準。

Note 4: The data primarily represents electricity used in water consumption.

註4：數據主要代表消耗用水量所使用的電力。

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- Target Intensity of Greenhouse Gases Emissions

- 溫室氣體排放目標密度

Environmental KPI 環境關鍵績效指標	Emission reduction target 減排目標	Base Year 基準年	Status 狀態
GHG emission intensity (Scope 1) 溫室氣體排放密度(範圍1)	Reduce 5% by 2025 於二零二五年度前減少5%	2020 二零二零年度	In progress 進行中
GHG emission intensity (Scope 2) 溫室氣體排放密度(範圍2)	Reduce 5% by 2025 於二零二五年度前減少5%	2020 二零二零年度	In progress 進行中
GHG emission intensity (Scope 3) 溫室氣體排放密度(範圍3)	Reduce 5% by 2025 於二零二五年度前減少5%	2020 二零二零年度	In progress 進行中

2.3 Waste Management

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

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

2.3 廢棄物管理

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

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

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During the Reporting Period, the main waste discharges from CMRU are metal and other waste, the relevant data are as follows:

於報告期間，中金資源的主要廢棄物排放為金屬及其他廢棄物，相關數據如下：

Emission Category 排放類別	Unit 單位	2021 二零二一年	Emission intensity, per tonne of production (Total waste/tonne of production) 每噸產量的排放密度 (廢棄物總量/產量噸數)
Metal (Note 1) 金屬 (註1)	Tonne 噸	715.27	0.0133
Other waste 其他廢棄物	Tonne 噸	97.58	0.0018
Total waste (Note 2) 廢棄物總量 (註2)	Tonne 噸	812.85	0.0151

Note 1: All are recycled by professional companies.

註1：全部由專業公司回收。

Note 2: The data primarily represents the total waste and intensity of the production plants in Mianyang, Hunan, Hubei and Henan.

註2：數據主要代表綿陽、湖南、湖北及河南廠區的廢棄物總量及密度。

• Target Intensity of Waste Generated

• 產生的廢棄物目標密度

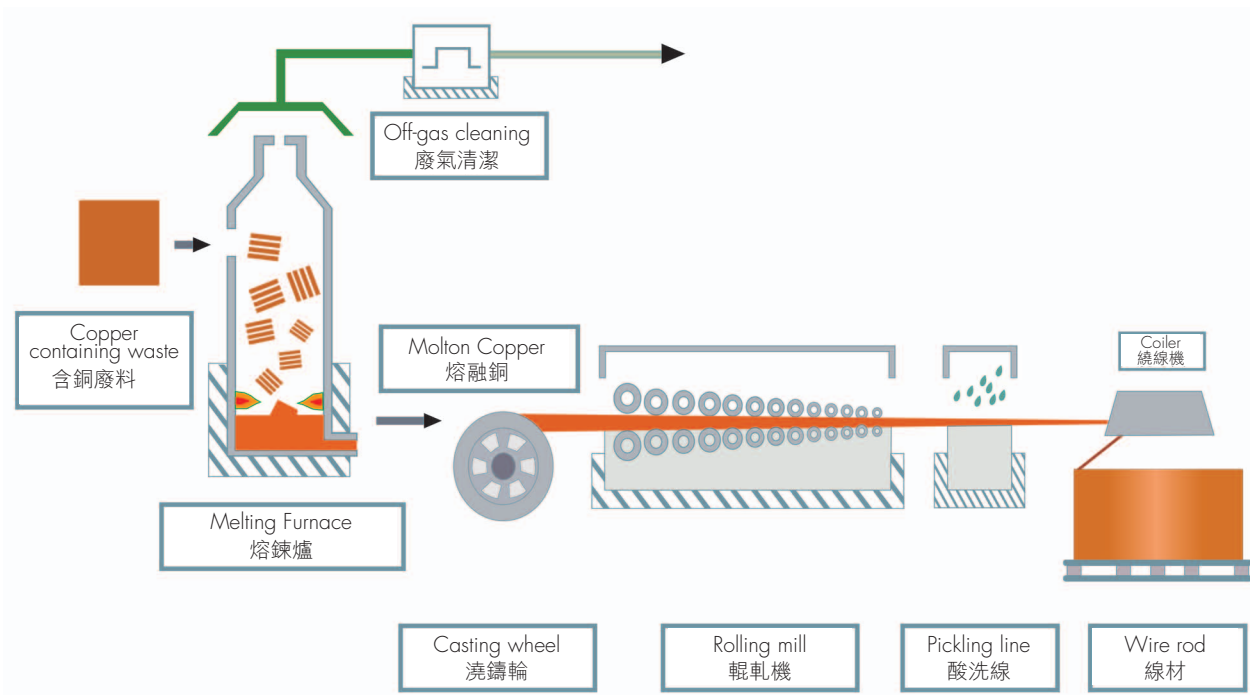
Environmental KPI 環境關鍵績效指標	Discharge Reduce Target 減產目標	Base Year 基準年	Status 狀態
Waste Intensity Generated 產生的廢棄物密度	Reduce 5% By 2025 於二零二五年度前減少5%	2020 二零二零年度	In progress 進行中

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During the reporting period, the Group was not aware of any material violation of relevant laws and regulations that have significant impact relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. The Group strictly complied with local laws and regulations relating to emission, such as the Environmental Protection Law of the PRC 《(中華人民共和國環境保護法)》, the Law on the Prevention and Control of Water Pollution of the PRC 《(中華人民共和國水污染防治法)》 and the Law on the Prevention and Control of Solid Waste Pollution of the PRC 《(中華人民共和國固體廢物環境防治法)》. Furthermore, no significant fine or non-monetary sanctions were imposed on the Group due to non-compliance with relevant laws and regulations during the reporting period.

於報告期間，本集團並無發現有關本集團廢氣及溫室氣體排放、向水及土地的排污以及廢棄物的產生之重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物環境防治法》。此外，於報告期間亦沒有因未遵守有關法律法規而遭受重大金額罰款或非貨幣制裁。



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2.4 Use of Resources

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

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

Energy and Water consumption quantities are as below:

2.4 資源使用

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

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

能源及水資源的消耗量如下：

Source Category 資源類別	Unit 單位	Consumption Quantity 消耗數量	Consumption intensity, per tonne of production (Total source (in category)/ tonne of production) 每噸產量的消耗密度 (資源類別總量/產量噸數)
Electricity 電力	kWh 千瓦時	7,989,423	148.4
Gasoline 汽油	kWh 千瓦時	898,012	16.7
Diesel 柴油	kWh 千瓦時	538,481	10.0
Total energy consumption 能源消耗總量	kWh 千瓦時	9,425,916	175.1
Natural gas 天然氣	M ³ 立方米	3,283,559	61.0
Water 水資源	M ³ 立方米	44,581	0.8

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Sub-consumption for each source category by production plant seen as follows:

各資源類別按生產工廠的分項消耗如下：

Production plant ^(Note 1) 生產工廠 ^(註1)	Electricity 電力 千瓦時	Natural Gas M ³ 天然氣 立方米	Water M ³ 水資源 立方米
Mianyang Tongxin and Mianyang Metal Materials 綿陽銅鑫及綿陽金屬材料	2,206,387	836,598	21,108
Hunan Yinlian 湖南銀聯	368,094	68,498	7,931
Sichuan Baohe 四川保和	520,150	–	3,096
Mianyang Baohe Taiyue 綿陽保和泰越	861,557	–	7,470
Hubei Rongsheng 湖北融晟	1,772,600	1,007,661	4,440
Henan Chengxin 河南晟鑫	2,184,675	1,370,802	–
Sichuan Boxin 四川博鑫	70,728	–	413
Fuqing Zhongjin 福清中金	5,232	–	123
Total 總量	7,989,423	3,283,559	44,581

Note 1: Names of production plants are in short form.

註1：以生產工廠縮寫名稱標示。

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- **Target Intensity of Energy and Water Consumption**

- 能源及水資源消耗目標密度

Environmental KPI 環境關鍵績效指標	Consumption Reduction Target 減耗目標	Base Year 基準年	Status 狀態
Energy Consumption Intensity 能源消耗密度	Reduce 5% By 2025 於二零二五年度前減少5%	2020 二零二零年度	In progress 進行中
Water Consumption Intensity 水資源消耗密度	Reduce 5% By 2025 於二零二五年度前減少5%	2020 二零二零年度	In progress 進行中

- **Packaging Materials**

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

- **包裝材料**

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

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In terms of emission reduction measures, the Group closely monitors the energy consumption, greenhouse gas emissions and waste disposal levels of CMRU and its offices, and devises feasible measures to achieve energy saving and emission reduction targets. Details and results are listed below:

就減少排放的措施而言，本集團密切監察中金資源及其辦事處的能源消耗、溫室氣體排放及廢棄物處置水平，並構思可行措施以實現節能減排目標。詳情及成果列示如下：

Project 項目	Details and Results 詳情及成果
Multifunction Device 多功能設備	A wide range of multifunction devices for printing, scanning and photocopying are used. Employees are advised to switch on only when in use and turn off related equipment during non-office hours to reduce power consumption. 廣泛採用集打印、掃描及影印的多功能設備。建議僱員僅在使用時開動，並在非辦公時間關掉相關設備，以減少耗電量。
Air conditioner 空調	More energy-efficient air conditioners have been installed during the reporting period to reduce the associated electricity consumption. 已於報告期間安裝更多具能源效益的空調，以減少相關耗電量。
Water conservation 節約用水	Communicate water conservation messages to employees through posters and e-mails to raise their awareness, and check taps regularly to prevent leaks. 通過海報及電子郵件等方式向僱員傳達節約用水信息，從而提高彼等的意識，另定期檢查水龍頭以防止滲漏。
Car 汽車	The car is only for senior management to attend business meetings and for important customers or business partners. 汽車僅限供高級管理層出席商務會議及重要客戶或業務夥伴使用。
Waste 廢棄物	Waste mainly includes metal and other waste. CMRU and its offices strive to minimize the impact on the environment through the use of recyclable metals and other wastes, and encourage the separation of metals and other wastes and place them in designated areas pending approval Recycler collection. 廢棄物主要包括金屬及其他廢棄物。中金資源及其辦事處透過使用可回收金屬及其他廢棄物，竭力將其對環境的影響降至最低，另鼓勵將金屬及其他廢棄物作分類處理，放置於指定區域，以待認可回收商收集。

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2.5 Environment Development

The Group adopted advanced purifying control technology on liquid oxygen-driven combustion to the Group's smelting furnace, which resulting in a reduction of 10.1 tonnes of sulfur dioxide emission on a yearly basis.

Mianyang Tongxin factory is honoured with "Sichuan province Green factory" by Sichuan provincial economic and information department in September 2019.

Mianyang Tongxin Factory has upgraded its organic waste gas treatment facilities since May 2021, reducing the emission concentration of organic waste gas and reducing the generation of hazardous waste, thereby reducing volatile organic compounds by about 1.2 tons and waste activated carbon by about 1 ton.

2.6 Environment Achievement

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

Environment awards received by the Group include as follows:

- (i) In February 2021, Mianyang Tongxin Factory, one of the Group's factories, was granted by the People's Government of Youxian District, Mianyang City with the title of "First Prize for Safety and Emergency Management Work".
- (ii) In June 2021, Mr. Yin Nianwei (殷年偉), an employee of the Group, was granted by the Mianyang Municipal Bureau of Ecology and Environment with the title of "Top Ten Environmental Protection Figures".

2.5 環保發展

本集團將有關液氧驅動燃燒的淨化控制技術應用於其冶煉爐，從而按年減少10.1噸的二氧化硫。

綿陽銅鑫工廠從2019年9月起榮獲四川省經濟和信息化廳頒發的「四川省綠色工廠」稱號。

綿陽銅鑫工廠從2021年5月起進行了有機廢氣治理設施升級改造，降低了有機廢氣的排放濃度，減少了危險廢物的產生，從而按年減少揮發性有機化合物約1.2噸及廢活性炭約1噸。

2.6 環保成就

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

本集團獲得的環保獎項包括如下各項：

- (i) 從2021年2月，本集團旗下一間工廠綿陽銅鑫工廠獲綿陽市遊仙區人民政府授予「安全和應急管理工作一等獎」稱號。
- (ii) 從2021年6月，本集團旗下員工殷年偉同志獲綿陽市生態環境局授予「十佳環保人物」稱號。



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2.7 Climate Change

Public awareness of climate change is growing, and climate change is one of the most frequently discussed topics among companies. The Group is no exception and is increasingly concerned about the potential impact of climate change on the Group's business and operations. The Group regularly reviews global and local government policies, regulatory updates and market trends to identify potential climate-related risks that may affect the Group's business operations.

According to the reporting framework developed by the Working Team on Climate-Related Financial Disclosures, climate-related risks are divided into two categories: physical and transitional risks. The Group will immediately formulate response plans, such as changing business strategies and revising development plans, to reduce the negative impact of these climate-related risks.

The Group will continue to incorporate sustainable development practices into its business operations, prepare and maintain adequate resources to manage identified climate-related risks and study potential remedies.

During the reporting period, there were no climate-related risks (including physical and transition risks) that had a material impact on the Group.

2.7 氣候變化

大眾對氣候變化的意識不斷提高，氣候變化亦為公司間最常探討的話題之一。本集團亦不例外，日益關注氣候變化對本集團業務及營運的潛在影響。本集團定期審閱全球及地方政府政策、監管更新及市場趨勢，以識別可能影響本集團業務營運的潛在氣候相關風險。

根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為物理及過渡風險兩大類。本集團將立即制定應對計劃，如改變業務策略及修改發展計劃，以減少該等氣候相關風險的負面影響。

本集團將繼續把可持續發展常規納入其業務營運，並準備及維持充足資源，藉以管理已識別的氣候相關風險及研究潛在補救措施。

於報告期間，概無對本集團有重大影響的氣候相關風險（包括物理及過渡風險）。

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3. THE EMPLOYEE

3.1 Employment Policy and Labour Standards

- **Employment Policy**

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

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

- **Labour Standards**

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

3. 僱員

3.1 僱傭政策及勞工標準

- **僱傭政策**

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

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

- **勞工標準**

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

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

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

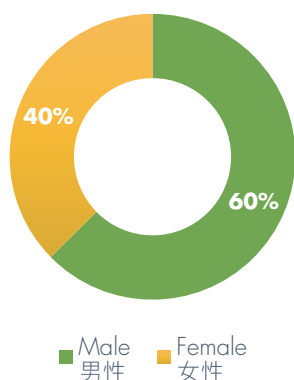
3.2 Employee Profile

As of 31 December 2021, the Group had 584 employees in the PRC (excluding 8 staff in Hong Kong Special Administrative Region) distributed in 7 cities in Mainland China, comprising of 234 female employees and 350 male employees, as 100% of them are full-time employees. The number of female employees has decreased by approximately 17% from the previous reporting period. The age profile shows that the Group is attracting younger generations with its viable culture and employee terms. The turnover rate for the Reporting Period is approximately 35%. The detailed employee statistics and employee turnover rates are presented below:

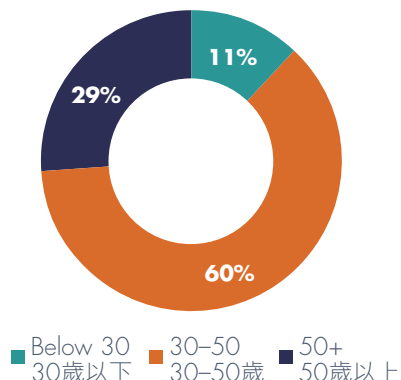
3.2 僱員簡介

截至2021年12月31日，本集團於中國聘用584名僱員（不含香港特別行政區8名僱員），分佈在中國大陸7個城市，由234名女員工及350名男員工組成，其中100%為全職員工，而女員工人數較上個報告期減少約17%。年齡結構顯示，本集團能以可靠的文化及僱員條款吸引年輕人。於報告期間的僱員流動率約為35%。詳細的僱員統計資料及僱員流動率呈列如下：

By gender
按性別劃分：



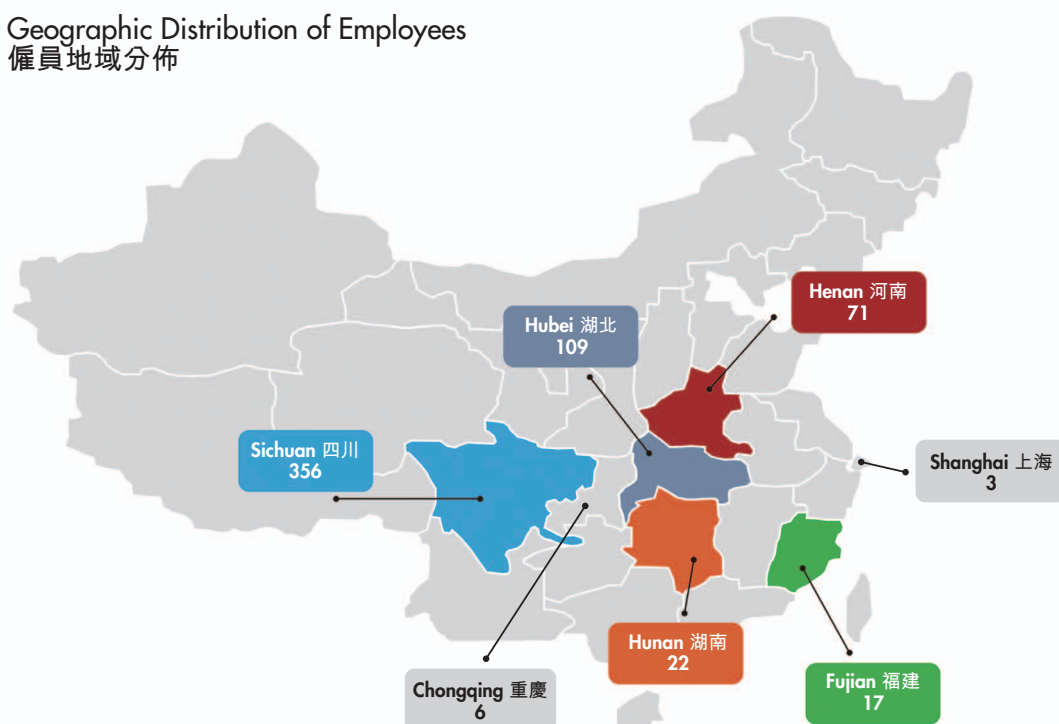
By Age group
按年齡組別劃分：



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Geographic Distribution of Employees
僱員地域分佈



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Employee turnover rate^[Note 1]

僱員流失比率^(註1)

Total number of former employees	離職僱員總數	228
By gender	按性別劃分	
Male	男性	35%
Female	女性	35%
By age group	按年齡組別劃分	
Below 30	30歲以下	58%
30-50	30至50歲	29%
50+	50歲以上	38%
By region	按地區劃分	
Hong Kong	香港	—
China	中國	35%

Note 1: The turnover ratio is calculated by dividing the number of employees leaving the company by the average number of employees in a particular group.

註1：流失比率乃按離職僱員人數除以特定組別的平均僱員人數所計算。

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3.3 Working Environment

- **Equal Opportunities**

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

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

- **Diversity**

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

- **Work-life Balance**

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

3.3 工作環境

- **機會均等**

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

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

- **多元化**

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

- **工作與生活平衡**

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

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3.4 Employee Safety and Health

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

3.4 員工安全與健康

人才對本集團的可持續發展是不可或缺。本集團遵守所有相關法例，致力確保員工的工作環境達高水平的職業安全與健康（「OSH」），以預防傷病。本集團亦獲得OHSAS 18001:2007職業健康管理體系認證。現有常規中部份範例包括但不限於堅定的安全意識培訓及推出支持工具。於報告期間，本集團並無出現對僱員安全及健康相關法律的違反情況。於報告期間，概無發生工傷事故，故無因工傷損失工作日數及並無發生與本集團僱員有關的因工死亡事故。於過去三年，本集團並無員工涉及因工死亡事故。



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• Precautionary measures for 2019 novel coronavirus

In view of the outbreak of 2019 novel coronavirus disease ("COVID-19"), the Group has immediately complied with hygiene guidelines and formulated a series of precautionary measures, which has been implemented since early 2020 and will continue to implement until the pandemic is basically under control. Precautionary measures of the Group include but not limited to (i) Itinerary code check and body temperature check before entering premises; (ii) provision of disposable face masks and hand-sanitizer for all employees and visitors; (iii) frequent sterilization in risky areas; (iv) maintaining appropriate communication and distance during work; (v) regular thorough sterilization in premises and (vi) reducing the risk of people gathering with flexible meal times.

While addressing the health and safety issue to mitigate the impact of COVID-19 and battling against the epidemic, the Group must ensure to provide a safety working environment and sufficient number of face masks to employees.

• 應對2019冠狀病毒病的預防措施

隨著2019冠狀病毒病(「COVID-19」)爆發，本集團已即時遵從當局衛生指引及制定了一系列疫情防禦措施，並於2020年初已開始執行，及將會持續實施，直至疫情基本受到控制。本集團的防疫措施包括但不限於：(i)在進入場所之前檢查行程碼及體溫；(ii)為所有員工和訪客提供一次性防護口罩和洗手液；(iii)經常性對高風險區域進行消毒；(iv)保持適當的溝通和工作距離；(v)定期對場所進行全面消毒；及(vi)員工分流用餐以減少人群聚集。

在解決健康及安全問題以減輕COVID-19的影響及在抗擊疫情的同時，本集團必須確保提供安全的工作環境，為員工提供充足的口罩。



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3.5 Employee Development and Training

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

During the Reporting Period, the Group held 62 vocational skill training sessions for employees to strengthen their job-related and professional skills.

3.5 僱員發展與培訓

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

於報告期間，本集團為僱員舉辦了62次職業技術培訓課程，以增強與其職業相關的專業技能。

Vocational Skills Training 職業技能培訓

Training Topic 培訓主題	Number of Trainings in 2021 2021年培訓次數
Special Job Training 專項職業培訓	46
Electrical Equipment Knowledge Training 電子設備知識培訓	3
Entry Level Educational Training 入門級教育培訓	3
Job skills 職業技能	10

During the Reporting Period, the Group held 171 training sessions on employee health and safety, environmental protection and emergency measures.

於報告期間，本集團舉辦了171次有關員工健康與安全、環境保護及應急措施等的培訓課程。

Health and Safety Training 健康與安全培訓

Training Topic 培訓主題	Number of Trainings in 2021 2021年培訓次數
Safety Knowledge Training 安全知識培訓	104
Vocational Health Knowledge Training 職業健康知識培訓	12
Environmental Knowledge Training 環境知識培訓	14
Fire Safety Knowledge Training 消防安全知識培訓	13
Safety Training for Interns 實習生安全培訓	7
Security Trainings for Security Administrator and Officer 安全管理員及高級職員安全培訓	11
Emergency Drills 緊急演習	10

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During the reporting period, the employee training ratio of the Group is as follows:

於報告期間，本集團的僱員受訓比率如下：

受訓僱員的百分比

100%

Percentage of trained employees by gender 按性別劃分的受訓僱員百分比

Male 男性

60%

Female 女性

40%

Percentage of trained employees by employee category 按僱員類別劃分的受訓僱員百分比

Senior management 高級管理層

4%

Middle management 中級管理層

12%

General staff 一般員工

84%

The average number of training hours completed by each employee is not significant and therefore not mentioned in the ESG report.

按每名僱員完成受訓的平均時數不屬重大，故ESG報告並無提及。

4. THE VALUE CHAIN

4. 價值鏈

4.1 Supply Chain Management

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

4.1 供應鏈管理

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

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- **Management Overview**

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

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

- **Managing Suppliers and Subcontractors**

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

- **管理概覽**

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

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

- **管理供應商及分包商**

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

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During the reporting period, the number of suppliers and subcontractors by region is as follows:

於報告期間，按地區劃分的供應商及分包商數目如下：

Hong Kong 香港	-
Mainland China 中國內地	292

4.2 Product Quality and Responsibility

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

- **Customer feedback and handling**

The Group welcomes comments and suggestions from customers. The Group provides various communication channels such as social media, membership channels, telephone hotlines, emails and web pages. The Group regularly establishes communication channels and feedback systems to collect satisfaction data and improvement suggestions from customers.

If customers have complaints about the Group's products and services, the Group will comprehensively and comprehensively analyze the feedback from customers, and then monitor the customer's satisfaction with its business. The Group will also take follow-up actions, including internal assessment and revision of employee training plans, formulation of improvement plans and refinement of existing management procedures to resolve identified issues. In addition, the Group will provide timely feedback to customers.

CMRU will only sell products to customers after inspecting and ensuring that all products are in good quality. During the reporting period, there were no product recalls or complaints regarding the Group's services due to health and safety issues.

4.2 產品質量及責任

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

- **客戶反饋及處理方式**

本集團歡迎客戶提出意見及建議。本集團提供多種溝通渠道，例如社交媒體、會員頻道、電話熱線、電子郵件及網頁。本集團定期設立溝通渠道及反饋系統，以便從客戶收集滿意度資料和改進建議。

如客戶對本集團產品及服務有投訴，本集團會綜合及全面分析客戶的反饋意見，並持後監察客戶對其業務的滿意程度。本集團亦會採取跟進行動，包括內部評估及修改僱員培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。此外，本集團將及時向客戶提供反饋。

中金資源在檢查及確保所有產品擁有良好品質後，方會將產品售予客戶。於報告期間，並無因健康及安全問題而召回產品或針對本集團的服務接獲投訴的情況。

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- Quality Product
Recycled Copper Products



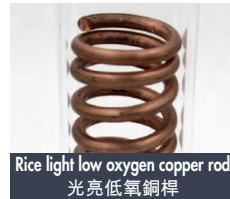
Copper wire
銅絲



Copper rod
銅桿



Copper rice
銅米



Rice light low oxygen copper rod
光亮低氧銅桿



Motor enameled wire
電機漆包線



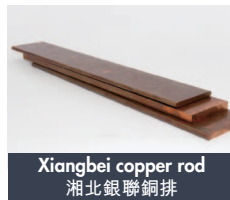
Standard copper row
標準銅排



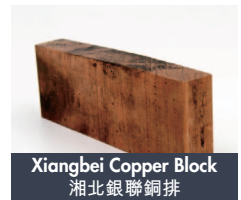
Copper block
銅塊



Xiangbei copper rod
湘北銀聯銅桿



Xiangbei copper rod
湘北銀聯銅排



Xiangbei Copper Block
湘北銀聯銅排

- 優質產品
再生銅產品

- Communication Cable Products

- 通信電纜產品



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Cable Distribution Products

送配電纜產品



- Quality Management**

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

- 質量管理**

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



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4.3 Product Innovation

According to the latest summary of patent obtained by the Group, as of December 2021, there is a total number of 103 patents have been granted to CMRU(the Group). There are 13 inventions and 90 utility models, of which 1 won the China Patent Excellence Award and 1 won the second prize of Sichuan Patent.

4.4 Business Ethical Conduct

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

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

- **Anti-corruption**

The Group strictly abides by relevant anti-corruption and anti-bribery laws and regulations relating to anti-corruption, such as the Hong Kong Prevention of Bribery Ordinance. The Group also issued Anti-Bribery Policy to ensure honesty, integrity and fair play of business activities, and commit to establish, maintain and review the anti-bribery policies.

4.3 產品創新

根據本集團所獲專利的最新摘要，截止2021年12月，中金資源利用(集團)公司共擁有專利103件，發明13件，實用新型90件，其中1件榮獲中國專利優秀獎、1件榮獲四川省專利二等獎。

4.4 商業道德操守

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

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

- **反貪污**

本集團嚴格遵守有關反貪污的相關反貪及反賄賂法律法規，例如香港《防止賄賂條例》。本集團亦發佈反賄賂政策以確保業務活動信守誠實、誠信及公平競爭，並承諾建立、維持及審視反賄賂政策。

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- **Code of Ethics and Whistleblowing Policy**

The Group has established regular review procedures for its business practices, anti-corruption measures and guidelines, and investigations of reported misconduct.

The Group is committed to ensuring that all employees report any suspicious conduct in a safe, secure and confidential manner. Therefore, the Group has established a whistle-blowing policy stating that the identities of whistle-blowers will not be disclosed. The Group is committed to ensuring that no one is disadvantaged by refusing to engage in bribery or corruption. The Group has a sound organizational structure and policies to maintain a high level of corporate governance and maintain an ethical corporate culture.

The Group organized a one-day training course led by the Hong Kong Business Ethics Development Centre to provide anti-corruption-themed training to its directors, senior management and relevant staff.

During the reporting period, the Group was not aware of any serious violations of the Prevention of Bribery Ordinance, the Criminal Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China and other applicable laws and regulations that make it a significant issuer in relation to bribery, extortion, fraud and money laundering. During the reporting period, there were no cases prosecuted for violating relevant laws.

- **操守守則及舉報政策**

本集團已針對其業務慣例、反貪污措施及指引以及被舉報不當行為的調查制定定期審查程序。

本集團致力確保所有僱員以安全、可靠及保密的方式舉報任何可疑行為。因此，本集團已設立舉報政策，註明不會公開舉報人士的身份。本集團致力確保沒有人因拒絕參與賄賂或貪污而遭受不利對待。本集團設有健全的組織架構及政策，以維持高水平的企業管治及維繫符合道德的企業文化。

本集團組織了由香港商業道德發展中心帶領的一日網上培訓課程，為其董事、高級管理層及相關員工提供以反貪污為主題的培訓。

於報告期間，本集團並不知悉有任何嚴重違反《防止賄賂條例》、《中華人民共和國刑法》及《中華人民共和國反洗錢法》。以及其他適用法例及規例的情況，令其在賄賂、勒索、欺詐及洗黑錢方面構成與發行人有關的重大影響。於報告期間，並無因違反相關法律而被起訴的案件。

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- **Internal Control and Audit Policy**

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

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

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

- **Confidentiality**

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

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

- **內部控制及審核政策**

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

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

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

- **保密**

保密對於公司與業務合作夥伴建立信任至關重要。本集團一直努力維護業務過程中處理信息的機密性，並嚴格恪守《個人資料(私隱)條例》。員工禁止因其個人利益洩露公司的任何機密或內幕信息。

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

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- **Intellectual property rights (“IP”)**

The Group is committed to complying with laws and regulations relating to IP, and to respect and protect its intellectual property rights by renewing patents and trademarks. In order to ensure that the intellectual property rights of customers’ products are properly protected in the process of outsourcing to suppliers, a non-disclosure agreement on intellectual property rights must be signed before hiring. The Group enters into standard employment contracts with its employees, which set out provisions regarding intellectual property rights and confidentiality.

During the reporting period, the Group was not aware of any serious violations of the Trade Descriptions Ordinance, the Copyright Ordinance, the Prevention of Copyright Piracy Ordinance and other applicable laws and regulations, which affected the health of the products and services provided by the Group. Significant implications for security, advertising, labelling and privacy matters and remedies. In addition, during the reporting period, no significant fines were imposed.

- **知識產權 (「知識產權」)**

集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權。為確保客戶產品的知識產權於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。

於報告期間，本集團並不知悉有任何嚴重違反《商品說明條例》、《版權條例》、《防止盜用版權條例》以及其他適用法例及規例的情況，令本集團所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法方面構成重大影響。此外，於報告期間，概無被判處重大罰款。

5. THE COMMUNITY

5.1 Community Initiatives

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

5. 社區

5.1 社區活動

本集團確認其作為社區成員有責任以負責任及建設性的態度行事。通過廣泛的社區行動、慈善捐贈及志願服務，本集團致力於為社會創造價值並為人們的生活帶來歡樂。本集團一直支持旨在促進教育及為服務不周社區的年輕人創造實現夢想的機會的多項計劃。本集團為已與多個共享社區參與價值的組織建立合作夥伴關係而感到自豪。

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5.2 Public Welfare and Social Activities

On September 2, 2021, the trade union of the Group responded to the call of the Sichuan Red Cross Foundation, mobilized and organized the trade unions of various subsidiaries to carry out the old clothes donation activity of "Deep love for old clothes illuminates the distance", and promoted employees to actively participate in charity activities.



5.2 公益及社會活動

2021年9月2日，集團工會響應四川省紅十字會基金會的號召，先後動員組織各子公司工會，開展「衣舊情深照亮遠方」舊衣捐贈活動，宣導職工積極參與獻愛心。



5.3 Donations

On 13 March 2021, the Group donated RMB500,000 to Yun Meng County Charity Foundation as the charity funding for epidemic prevention measures for resumption of schools in Yun Meng County.



5.3 捐款

於2021年3月13日，本集團捐贈人民幣50萬愛心款給予雲夢縣慈善會，定向於用雲夢縣教育事業學校的復學防疫工作。



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6. AWARDS AND CERTIFICATIONS IN 2021

6. 2021年獎項及證書

Names of Awards and Certifications 獎項及證書名稱	Date 日期
Advanced Unit of Internal Security Work in Youxian District in 2020 (Tongxin Copper Industry) 游仙區2020年度內保工作先進單位(銅鑫銅業)	6 January 2021 2021年1月6日
"Green New Recycled Copper Refining Process and Industrial Application" project won the second prize of Sichuan Science and Technology Progress Award (Tongxin Copper Industry) 「綠色新型再生銅精煉工藝及產業化應用」專案榮獲四川省科技進步二等獎(銅鑫銅業)	17 March 2021 2021年3月17日
Top 100 Private Enterprises in Sichuan in 2021 2021年四川民營企業100強	September 2021 2021年9月
First Prize for Tax Contribution 納稅貢獻一等獎	March 2021 2021年3月
Outstanding Tax Contribution Enterprise 稅收貢獻優秀企業	2021 2021年度
Service and Support for Local Development of Outstanding Enterprise 服務支援地方發展優秀企業	2021 2021年度
Excellent Safe Production Work Unit 安全生產工作優秀單位	2021 2021年度

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7. HKEX ESG GUIDE CONTENT INDEX

7. 香港聯交所《環境、社會及管治報告指引》內容索引

Subject Areas/Aspects/KPIs 主要範疇／層面／關鍵績效指標		Page 頁碼	Section 章節
Subject Area A – Environmental 主要範疇A – 環境			
Aspect A1: Emissions 層面A1：排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Page 11 第11頁	Section 2.1 第2.1章
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	Page 13 第13頁	Section 2.2 第2.2章
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Page 14 第14頁	Section 2.2 第2.2章
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Page 16 第16頁	Section 2.3 第2.3章
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Page 17 第17頁	Section 2.3 第2.3章

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Subject Areas/Aspects/KPIs 主要範疇／層面／關鍵績效指標		Page 頁碼	Section 章節
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Page 16 第 16 頁	Section 2.3 第 2.3 章
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Page 16 第 16 頁	Section 2.3 第 2.3 章
Aspect A2: Use of Resources 層面 A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Page 19 第 19 頁	Section 2.4 第 2.4 章
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per meal) 按類型劃分的直接／及間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每餐計算)。	Page 19 第 19 頁	Section 2.4 第 2.4 章
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Page 20 第 20 頁	Section 2.4 第 2.4 章
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Page 23 第 23 頁	Section 2.6 第 2.6 章
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Page 23 第 23 頁	Section 2.6 第 2.6 章
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	Page 21 第 21 頁	Section 2.4 第 2.4 章

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Aspect A3: The environment and Natural Resources 層面 A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Page 23 第 23 頁	Section 2.5 第 2.5 章
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Page 23 第 23 頁	Section 2.5 第 2.5 章
Aspect A4: Climate Change 層面 A4：氣候變化			
General Disclosure 一般披露	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Page 24 第 24 頁	Section 2.7 第 2.7 章
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Page 24 第 24 頁	Section 2.7 第 2.7 章

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Subject Area B – Social 主要範疇B – 社會			
Employment and Labor Practices 僱傭及勞工常規			
Aspect B1: Employment 層面B1：僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Page 29 第29頁	Section 3.3 第3.3章
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Page 29 第29頁	Section 3.3 第3.3章
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Page 29 第29頁	Section 3.3 第3.3章

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Aspect B2: Health and Safety 層面B2：健康與安全			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Page 30 第30頁	Section 3.4 第3.4章
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Page 30 第30頁	Section 3.4 第3.4章
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Page 30 第30頁	Section 3.4 第3.4章
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Page 30 第30頁	Section 3.4 第3.4章

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Aspect B3: Development and Training 層面B3：發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。註：培訓指職業培訓，可包括由僱主付費的內外部課程。	Page 32 第32頁	Section 3.5 第3.5章
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Page 33 第33頁	Section 3.5 第3.5章
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Pag33頁	Section 3.5 第3.5章
Aspect B4: Labour Standards 層面B4：勞工準則			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Page 25 第25頁	Section 3.1 第3.1章
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Page 25 第25頁	Section 3.1 第3.1章
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Page 25 第25頁	Section 3.1 第3.1章

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Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Page 33 第 33 頁	Section 4.1 第 4.1 章
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Page 33 第 33 頁	Section 4.1 第 4.1 章
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 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，以及相關執行及監察方法。	Page 33 第 33 頁	Section 4.1 第 4.1 章
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Page 34 第 34 頁	Section 4.1 第 4.1 章
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Page 34 第 34 頁	Section 4.1 第 4.1 章

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Aspect B6: Product Responsibility 層面B6：產品責任			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Page 35 第35頁	Section 4.2 第4.2章
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Page 35 第35頁	Section 4.2 第4.2章
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Page 35 第35頁	Section 4.2 第4.2章
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Page 41 第41頁	Section 4.4 第4.4章
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Page 35 第35頁	Section 4.2 第4.2章
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	Page 40 第40頁	Section 4.4 第4.4章

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Aspect B7: Anti-Corruption 層面B7：反貪污			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的 (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Page 38 第38頁	Section 4.4 第4.4章
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報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。	Page 38 第38頁	Section 4.4 第4.4章
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Page 39 第39頁	Section 4.4 第4.4章
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Page 39 第39頁	Section 4.4 第4.4章

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Community 社區			
Aspect B8: Community Investment 層面B8：社區投資			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Page 41 第41頁	Section 5 第5章
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Page 41 第41頁	Section 5 第5章
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Page 41 第41頁	Section 5 第5章



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