



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

2022 環境、社會及管治報告書
Environmental, Social and Governance Report



1. Report Overview 報告概述

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**”). Adhering to the ESG reporting principles of materiality, quantitative, balance and consistency, this report provides a detailed account of the Group’s sustainability performance, policies and strategies for the twelve months ended 31 December 2022 (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 constructive communication, the Group strives to balance the views and interests of 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 material ESG matters 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.

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

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

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 2022 ESG Report mainly covers the Group’s 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.

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2022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。

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

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。

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。2022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 C2 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-related 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.

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 the Group’s website (<http://cmru.com.cn/>).

1.2 GOVERNANCE STRUCTURE

The Board’s oversight of ESG matters

The Board has a primary role in overseeing the Group’s ESG matters. In 2022, the Board, the management and the ESG Working Team evaluated the impacts of ESG-related risks towards the operation and formulated ESG-related policies in dealing with relevant risks. The oversight of the Board ensures that the management and the ESG Working Team can have all the right tools and resources to oversee the ESG matters.

To demonstrate the Group’s commitment to transparency and accountability, the management and the ESG Working Team responsible for ESG matters review and evaluate the Group’s performance in respect of ESG matters and report to the Board regularly.

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

To better understand the opinions and expectations of different stakeholders on the ESG matters, materiality assessment is conducted annually. The Group ensures various platforms and channels of communication are used to reach, listen and respond to its key stakeholders. Through comprehensive communication with the stakeholders, the Group can understand their expectations and concerns. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the impacts of the business decisions.

The Group has evaluated the materiality for each of the ESG aspects through the following steps: (i) identification of ESG matters by the Group; (ii) key ESG areas prioritisation with stakeholder engagement; and (iii) validation and determining material ESG matters based on the results of communication with the stakeholders.

Taking these steps enhances the understanding of the expectations and concerns of the Group’s stakeholders on various ESG matters, which enable the Board to plan the sustainable development direction on a more comprehensive basis in the future.

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 C2 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。

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。於二零二二年度，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，管理層及負責環境、社會及管治事宜的 ESG 工作組會檢討及評估本集團在環境、社會及管治事宜的表現並定期向董事會匯報。

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。所獲得的反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。

進行該等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，並使董事會可對未來的可持續發展方向作出更為全面的規劃。

Progress of the Board's review made against ESG-related goals and targets

The Group will closely review from time to time for the performance and implementation progress of the ESG-related goals and targets. If the progress falls short of expectation or there are any changes of business operations, it may be necessary to make amendments and communicate about the goals and targets with key stakeholders such as employees, customers and suppliers.

The Group has set future strategic goals to enable the Group to develop a realistic path and focus on the development direction for achieving its vision. The Board will carefully examine the attainability of the targets which should be weighed against the Group's philosophy and goals.

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

1.3 STAKEHOLDER ENGAGEMENT

The Group recognises the importance of stakeholder engagement and strives to maintain a stable and close relationship with key stakeholders, who are 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 understands and meets their expectations. The expectations of the Group's stakeholders and their communication and feedback are as follows:

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
	Fulfillment of tax obligation 繳納稅款	On-time payment of taxation in full 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	Provision of job opportunities 提供工作機會

董事會對環境、社會及管治相關目的與目標的檢討進度

本集團會不時仔細檢討環境、社會及管治相關目的與目標的績效及實施進度。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者（如僱員、客戶及供應商）就目的與目標進行溝通。

本集團已設定未來戰略目的，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發展方向。董事會就本集團的理念和目的作出權衡，仔細審視能否達成有關目標。

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。

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，而主要持份者乃認定為政府及監管機構、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：

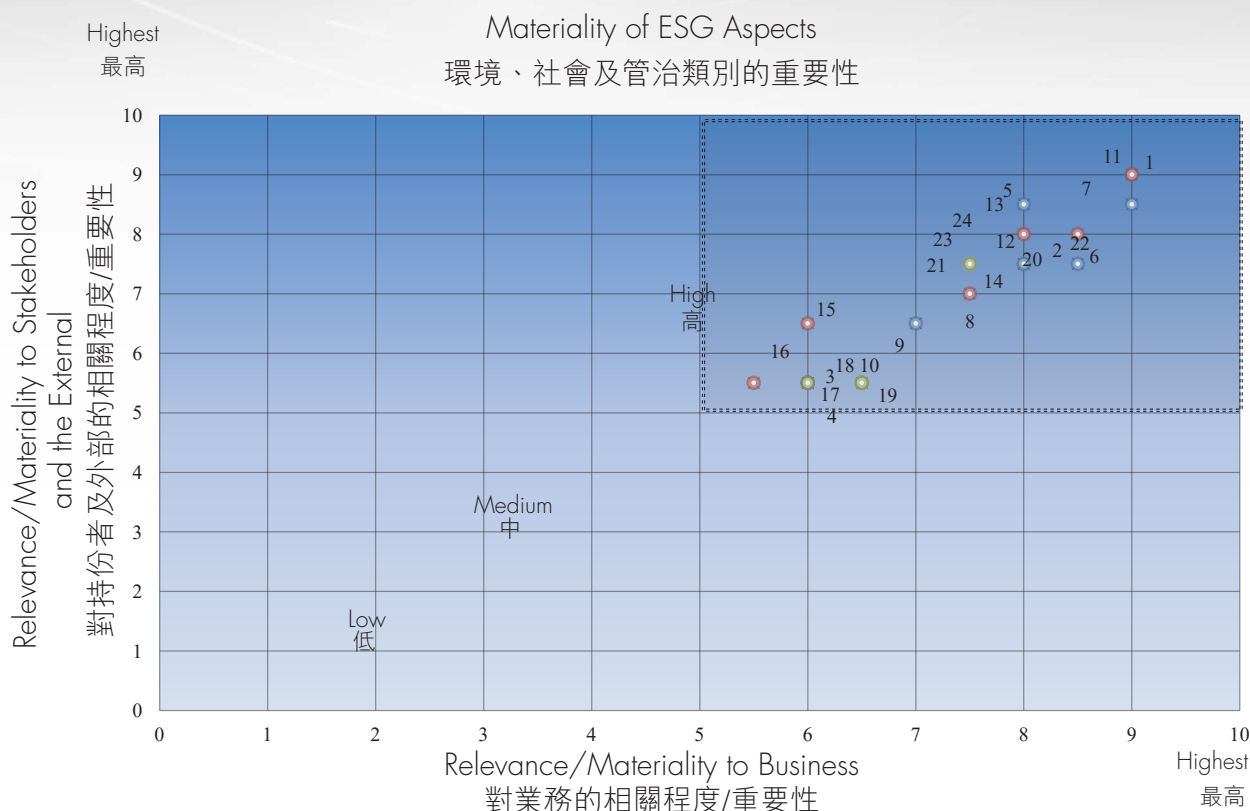
Stakeholders 持份者	Expectation 期望	Communication and Feedback 溝通與反饋
Shareholders and investors 股東及投資者	Investment returns 收益回報	Enhancement of profitability 提高盈利能力
	Operation in compliance 合規運營	Compliance with laws and regulations 遵守法例及規例
	Production safety 安全生產	Improvement of safety measures in workplace 完善工作地點安全措施
Customers and business partners 客戶及合作夥伴	Integrity and fulfillment of agreements 誠信履約	Business communication and performance of contracts in accordance with laws 商務溝通及依法履約
	High quality products 高品質產品	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
	High quality services 高品質服務	Improvement of staff service quality 提升員工服務水平
Public environment 公眾環境	Fulfillment of emission standards 達標排放	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
	Energy conservation and emission reduction 節能減排	Usage of environmental friendly and energy saving equipment 使用環保節能設備
	Reasonable water consumption 合理用水	Raising employees' awareness of saving water 提高員工節約用水意識
Employees 員工	Occupational safety and health 職業安全與健康	Provision of health check and safety training for employees 提供員工健康檢測與安全培訓
	Remuneration and benefits 薪酬福利	Regular review of employees' remuneration and welfare 定期檢討員工薪金及福利水平
	Career development 職業發展	Provision of occupational skill training for employees 提供員工職業技能培訓
	Humanities concerns 人文關懷	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	Improvement of community environment 改善社區環境	Provision of necessary materials to community 提供社區所需物資
	Support for community welfare 支持社區公益	Sponsoring charity organization in community 資助社區慈善機構
Media 媒體	Openness and transparency of information 信息公開透明	Group website, announcement by the Group and interviews 集團網站、集團公告及接受採訪

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 matters. 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。



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. Operation in compliance 合規運營
2. Fulfillment of tax obligation 繳納稅款
3. Promotion of local economic development 帶動當地經濟
4. Creation of job opportunities 促進地方就業

Shareholders and investors 股東及投資者

5. Investment returns 收益回報
6. Operation in compliance 合規運營
7. Production safety 安全生產

Employees 員工

8. Occupational safety and health 職業安全與健康
9. Remuneration and benefits 薪酬福利
10. Career development 職業發展
11. Humanities concerns 人文關懷

Customers and business partners 客戶及合作夥伴

12. Integrity and fulfillment of agreements 誠信履約
13. High quality products 高品質產品
14. High quality services 高品質服務
15. Customer privacy 客戶私隱
16. Handling of opinions and complaints 意見及投訴處理
17. Protection of intellectual property rights 保護知識產權
18. Marketing and labelling 行銷與標示

Public environment 公眾環境

19. Fulfillment of emission standards 達標排放
20. Energy conservation and emission reduction 節能減排
21. Reasonable water consumption 合理用水

Community 社區

22. Improvement of community environment 改善社區環境
23. Support for community welfare 支持社區公益

Media 媒體

24. Openness and transparency of information 信息公開透明

2. The Environment 環境

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 home appliances and mechanical instrumentation. Copper containing wastes range from copper scraps to waste electrical cables. The Group purchases the waste then dismantles and grades them before the subsequent melting and casting process. Undoubtedly, copper recycling allows for lower costs comparing with it mined and extracted from copper ore. The Group's business philosophy is based on the idea of promoting a circular economy, ensuring the protection of the environment through the active reuse of resources in production.

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.

CMRU is committed to promoting an energy-efficient management system on its production site and has obtained ISO 14001:2015 Environmental Management System Certification.



The Group has 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:

- Establishing a regular inspection system for production sites, conducting safety and hazardous checks, and practicing energy conservation
- Conducting annual energy audit for each manufacturing enterprise
- Conducting regular machinery check and maintenance
- Organizing regular training programs about energy conservation measures and publicizing energy management system user guide
- Setting up energy use monitoring management system

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。



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

2.2 EMISSIONS

Air Pollutant Emissions

The production plants of the Group strictly abide by the Law of the PRC on Air Pollution Prevention and Control. 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 air pollutant emissions ^(note 1) is set out below:

Air Pollutant Category 空氣污染物種類	Unit 單位	2022 ^(Note 2) 二零二二年 ^(註2)	2021 ^(Note 2) 二零二一年 ^(註2)
Nitrogen oxides (NO_x) 氮氧化物 (NO_x)	Kg 公斤	1,164.83	7,022.70
Sulphur oxides (SO_x) ^(Note 3) 硫氧化物 (SO_x) ^(註3)	Kg 公斤	314.46	2,070.06
Particulate matters (PM) 懸浮粒子或顆粒 (PM)	Kg 公斤	11.37	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 data for 2022 mainly covered the production plants in Mianyang and Henan, while data for 2021 covered 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 relevant measures, the management of the Group will continue to monitor and manage the use of the production equipment in each operating area.

Emission Reduction Targets for Air Pollutants

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
NO_x intensity 氮氧化物 (NO _x) 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
SO_x intensity 硫氧化物 (SO _x) 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
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 and long-term actions to manage carbon footprint in our productions and operations. GHG emissions of the Group's 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).

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：

Unit 單位	2022 ^(Note 2) 二零二二年 ^(註2)	2021 ^(Note 2) 二零二一年 ^(註2)
Kg 公斤	1,164.83	7,022.70
Kg 公斤	314.46	2,070.06
Kg 公斤	11.37	15.93

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2：二零二二年排放物主要包括綿陽及河南廠區的營運數據，而二零二一年排放物包括四川的總部，以及綿陽、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碳。

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。

空氣污染物的減排目標

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
NO_x intensity 氮氧化物 (NO _x) 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
SO_x intensity 硫氧化物 (SO _x) 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
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

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。

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	2022 ^(Note 1) 二零二二年 ^(註1)	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)	416.92 ^{(Note 2)(註2)}	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)	1,149.56 ^{(Note 3)(註3)}	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)	15.35 ^{(Note 4)(註4)}	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)	1,581.83	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	0.13	0.14

Scope 1: Direct GHG 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 GHG 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 for 2022 primarily represents fuel consumed by vehicles, while the data for 2021 primarily represents charcoal, diesel and fuel consumed by machinery and vehicles in the production plants.

註2：二零二二年數據主要代表汽車所消耗的燃油。二零二一年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 2021 and Standards GB/T 32151.10-2015 in the People's Republic of China, respectively.

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2021年中國華中區域電網排放係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。

Emission Reduction Targets for GHG

溫室氣體排放的減排目標

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, the Group implements a series of waste management system. The Group builds up dust control system at each production stage. There are three sets of melting furnace provided with dust collection and bag-type filtering systems respectively. Each year the Group maintains equipment performance, and conducts sampling test and regular equipment inspection to ensure the dust controlling system operates in good condition.

The Group upgraded the dust collection system, which notably reduced waste gas emissions from 50mg/m³ to 30mg/m³ and reduced PM by 8mg/m³. The smelting furnaces are installed with waste energy recovery system to reuse the waste heat. The Group also has a stringent selection system for local waste processing and disposal suppliers.

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

Emission Category 排放類別	Unit 單位	2022 二零二二年	2021 二零二一年
Metal (Note 1) 金屬 (註1)	Tonne 噸	271.00	715.27
Emission intensity per ton of output (total waste/tonne of output) 每噸產量的排放密度(廢棄物總量/產量噸數)		0.0215	0.0133
Other waste 其他廢棄物	Tonne 噸	1,405.00	97.58
Emission intensity per tonne of output (total waste/tonne of output) 每噸產量的排放密度(廢棄物總量/產量噸數)		0.1113	0.0018
Total waste (Note 2) 廢棄物總量 (註2)	Tonne 噸	1,676.00	812.85
Emission intensity per tonne of output (total waste/tonne of output) 每噸產量的排放密度(廢棄物總量/產量噸數)		0.1328	0.0151

Note 1: All are recycled by professional companies.

Note 2: The data for 2022 primarily represents total waste and emission intensity of the production plants in Hubei, while the data for 2021 mainly represents total waste and emission intensity of the production plants in Mianyang, Hunan, Hubei and Henan.

Emission Reduction Targets for Waste

Environmental KPI 環境關鍵績效指標	Emission Reduction 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

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。

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：

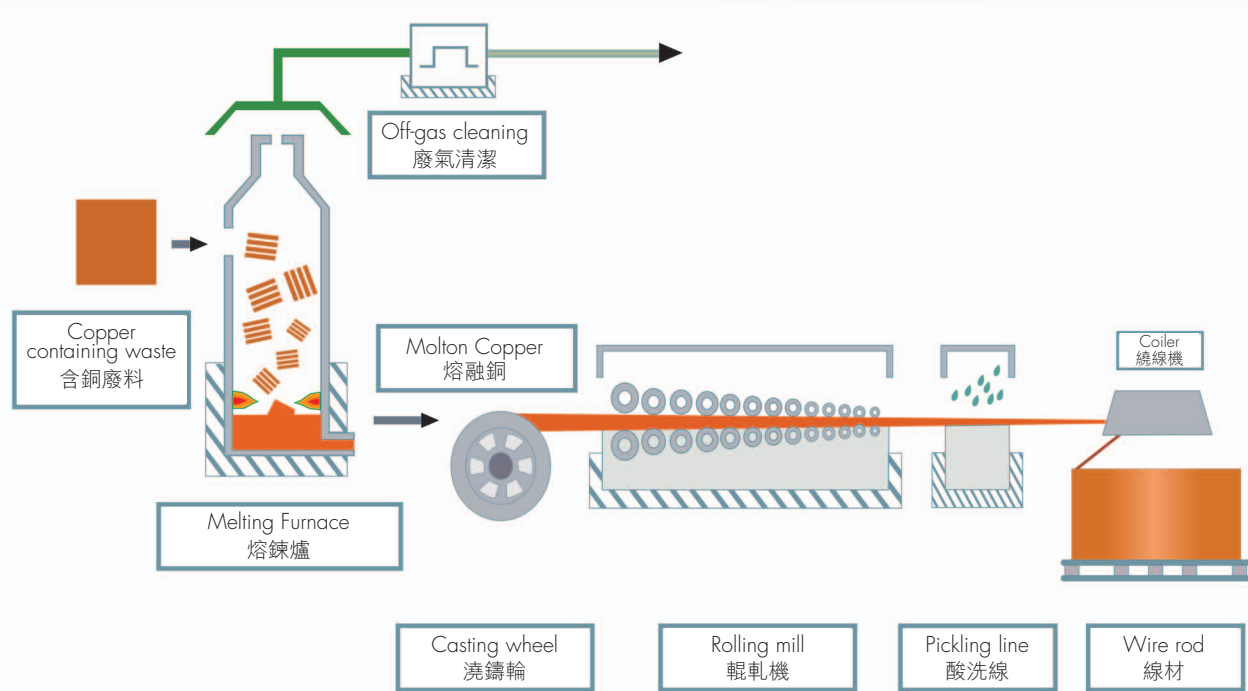
註1：全部由專業公司回收。

註2：二零二二年數據主要代表湖北廠區的廢棄物總量及密度。二零二一年數據主要代表綿陽、湖南、湖北及河南廠區的廢棄物總量及密度。

產生的廢棄物的減排目標

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 of the Group. 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。



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.

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。

Besides the hardware, the Group believes human behaviour also plays an important role in improving energy efficiency. The Group puts up signages at the main entrance of the production facility to ensure a clear guidance on electricity savings and water conservation.

Energy and water consumption quantities are as below:

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：

Resource Category 資源類別	Unit 單位	2022 二零二二年	2021 二零二一年
Electricity 電力	kWh 千瓦時	2,010,985	7,989,423
Consumption intensity per tonne of output (total source/tonnes of output) 每噸產量的消耗密度(資源類別總量/產量噸數)		159.30	148.40
Gasoline (Note 1) 汽油 (註1)	kWh 千瓦時	296,377	898,012
Consumption intensity per tonne of output (total source/tonnes of output) 每噸產量的消耗密度(資源類別總量/產量噸數)		23.48	16.70
Diesel (Note 1) (Note 2) 柴油 (註1)(註2)	kWh 千瓦時	108,178	538,481
Consumption intensity per tonne of output (total source/tonnes of output) 每噸產量的消耗密度(資源類別總量/產量噸數)		8.57	10.00
Total energy consumption 能源消耗總量	kWh 千瓦時	2,415,540	9,425,916
Consumption intensity per tonne of output (total source/tonnes of output) 每噸產量的消耗密度(資源類別總量/產量噸數)		191.35	175.10
Natural gas 天然氣	M ³ 立方米	498,412	3,283,559
Consumption intensity per tonne of output (total source/tonnes of output) 每噸產量的消耗密度(資源類別總量/產量噸數)		39.48	61.00
Water 水資源	M ³ 立方米	33,132	44,581
Consumption intensity per tonne of output (total source/tonnes of output) 每噸產量的消耗密度(資源類別總量/產量噸數)		2.62	0.80

Note 1: The conversion factors used for the conversion of other units into kWh are taken from the Energy Statistics Manual published by the International Energy Agency. The data for 2022 mainly represents the gasoline consumption of 7 vehicles (The data for 2021 mainly represents the gasoline consumption of 22 vehicles).

Note 2: The data for 2021 mainly represents diesel consumption of Mianyang Baohe Taoyue, Sichuan Baohe and Hunan Yinlian. In 2022, there was no diesel consumption in production and operation.

註1：用於將其他單位中的數據轉換為千瓦時的轉換因子乃源自國際能源署發佈的能源統計手冊。二零二二年主要代表7輛汽車之汽油用量(二零二一年主要代表22輛汽車之汽油用量)。

註2：二零二一年主要代表綿陽保和泰越、四川保和及湖南銀聯的柴油消耗數量，而於二零二二年沒有在生產營運中消耗柴油。

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

各資源類別按生產工廠的分項消耗如下：

2022

二零二二年

Production Plant ^(Note 1) 生產工廠 ^(註1)	Electricity 電力 kWh 千瓦時	Natural Gas 天然氣 M ³ 立方米	Water 水資源 M ³ 立方米
Mianyang Tongxin and Mianyang Metal Materials 綿陽銅鑫及綿陽金屬材料	521,800	5,629	21,593
Hunan Yinlian 湖南銀聯	116,075	-	1,004
Sichuan Baohe 四川保和	18,280	-	835
Mianyang Baohe Taiyue 綿陽保和泰越	82,300	-	3,556
Hubei Rongsheng 湖北融晟	812,422	492,783	5,800
Henan Chengxin 河南晟鑫	459,612	-	-
Sichuan Boxin 四川博鑫	496	-	344
Total 總量	2,010,985	498,412	33,132

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

註1：以生產工廠縮寫名稱標示。

2021

二零二一年

Production Plant ^(Note 1) 生產工廠 ^(註1)	Electricity 電力 kWh 千瓦時	Natural Gas 天然氣 M ³ 立方米	Water 水資源 M ³ 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 the production plants are in short form.

註1：以生產工廠縮寫名稱標示。

Conservation Targets for Energy and Water Consumption

能源及水資源消耗的節約目標

Environmental KPI 環境關鍵績效指標	Emission 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

With strict control over the use of packaging materials, the Group has little packaging waste. The Group reuses plastic packages throughout the production cycle. The packaging material used for collecting waste copper has been used on the delivery to the clients and recycled for the next waste collection cycle.

In terms of emission reduction measures, the Group closely monitors the energy consumption, GHG 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:

包裝材料

本集團嚴格控制包裝材料使用，故甚少有關包裝廢料。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。

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	We 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 cars are only used 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 for recognized recyclers to collect. 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。

2.5 ENVIRONMENTAL 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 was awarded "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.

2.5 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 ENVIRONMENTAL 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 become a leader in the sustainable sector of the non-ferrous metal industry in the Chinese mainland.

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”.



2.7 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 also increasingly concerned about the potential impact of climate change on its business and operations. The Group regularly studies 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.

2.6 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。

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)。

3. The Employee 僱員

3.1 EMPLOYMENT POLICY AND LABOUR STANDARDS

Employment Policy

The Group believes the employees are the most important and valuable assets. The Group highly values the protection of all employees' legitimate rights and interests and strictly complies with labor and employment laws including 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 fair arrangements of working hours, wages and off days for employees. In addition, the Group rolled out various programmes for employees during the year.

The Group is committed to becoming an ideal employer of choice and providing a healthy working environment where its employees can thrive. It believes that employee well-being initiatives and work-life balance can bring positive influence on staff wellness and considerably increase team engagement, trust and overall efficiency. The Group was involved in no prosecution for breach of relevant laws and regulations during the Reporting Period.

Labor Standards

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

When cases of child or forced labour are discovered and reported during regular reviews and inspections, the Group will promptly carry out serious investigation to settle the case and prevent the similar situation from happening again. The Group strictly complies with the Labour Law of the PRC and the Hong Kong Employment Ordinance. During the Reporting Period, the Group was not involved in any significant matter of child or forced labour during its operations.

3.2 EMPLOYEE PROFILE

As of December 31, 2022, the Group had 468 employees in the PRC (excluding 1 employees in Hong Kong Special Administrative Region) distributed in 7 cities in the Mainland China, comprising of 191 female employees and 277 male employees, and 100% of them are full-time employees. The number of female employees was approximately 24% less than the number in 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 23%. The detailed employee statistics and employee turnover rates are presented below:

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。如發現童工或強制勞工，將會第一時間與其解除勞動合同。

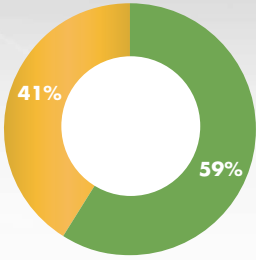
如在本集團的定期評審及檢查中發現及報告童工或強迫勞工案例，則本集團將即時進行認真調查以解決該案例並防止再次發生類似情況。本集團嚴格遵守中國勞動法及香港僱傭條例。於報告期間，本集團的營運不曾面對任何重大童工或強迫勞工的事宜。

3.2 僱員簡介

截至2022年12月31日，本集團於中國聘用468名僱員(不含香港特別行政區1名僱員)，分佈在中國大陸7個城市，由191名女員工及277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24%。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23%。詳細的僱員統計資料及僱員流動率呈列如下：

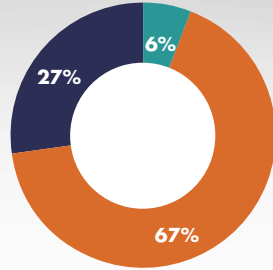
2022
二零二二年

By gender
按性別劃分



Male 男性
Female 女性

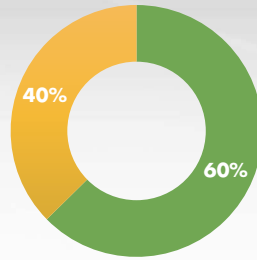
By age group
按年齡組別劃分



Below 30 30歲以下
30-50 30-50歲
50+ 50歲以上

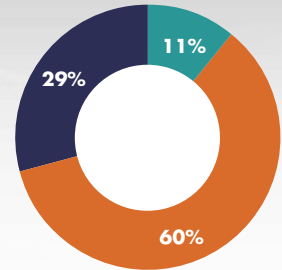
2021
二零二一年

By gender
按性別劃分



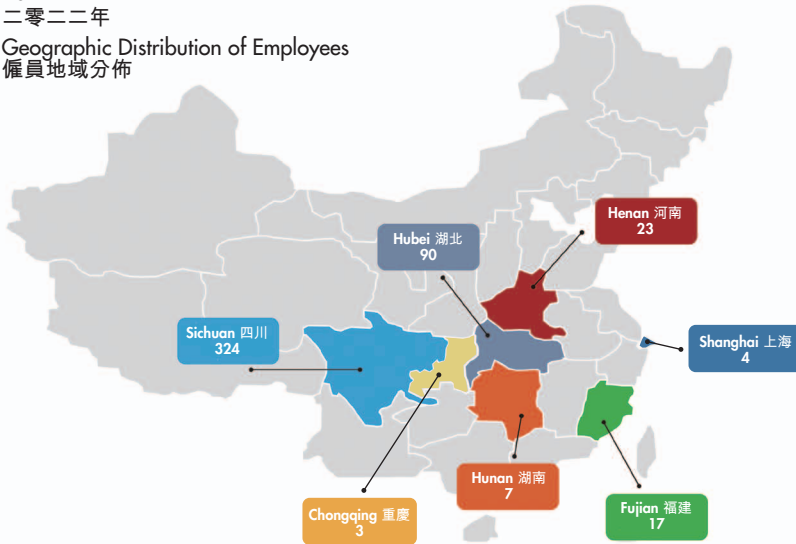
Male 男性
Female 女性

By age group
按年齡組別劃分

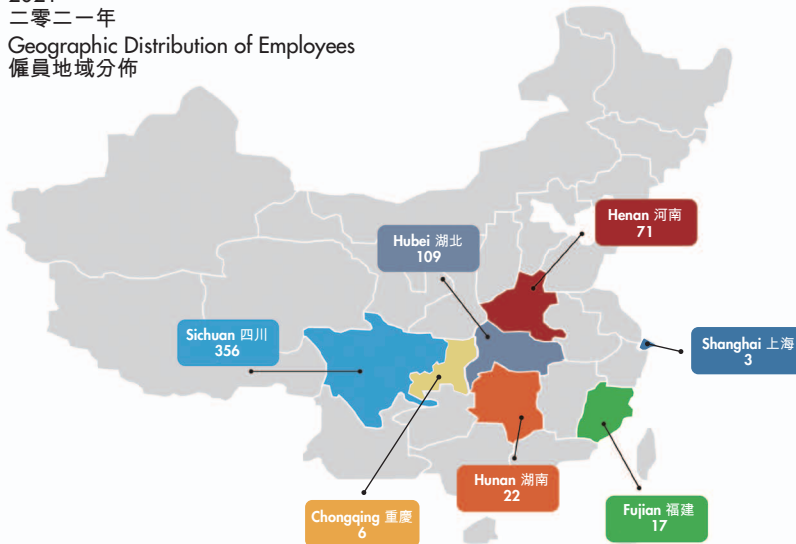


Below 30 30歲以下
30-50 30-50歲
50+ 50歲以上

2022
二零二二年
Geographic Distribution of Employees
僱員地域分佈



2021
二零二一年
Geographic Distribution of Employees
僱員地域分佈



Employee turnover rate (Note 1)僱員流失比率 (註1)

		2022	2021
		二零二二年	二零二一年
Total number of former employees	離職僱員總數	119	228
By gender	按性別劃分		
Male	男性	22%	35%
Female	女性	24%	35%
By age group	按年齡組別劃分		
Below 30	30歲以下	26%	58%
30-50	30至50歲	26%	29%
50+	50歲以上	14%	33%
By region	按地區劃分		
Hong Kong	香港	-	-
China	中國	23%	35%

Note 1: The turnover rate 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。

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 to create a diversified platform where everyone can make the most of their talents. The Group recruits talents through different channels, such as internal referral, career fair, campus recruitment, and advertisement. Looking for high caliber individuals with the right talent and attitude to join us, we'll consider the candidates' education background, previous working experience, and interview performance, etc.

Work-life Balance

The Group encourages its employees to maintain a work-life balance by reasonably arranging 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、產假及侍產假等。達到工作生活平衡的員工往往在辦工時精神抖擻，較少因壓力引發焦慮，繼而提高公司的工作效率，減少工作環境中的衝突。

3.4 EMPLOYEE SAFETY AND HEALTH

People are crucial to the sustainable development of the Group. In compliance with all related legislation, the Group is committed to ensuring a high level of occupational safety and health (“OSH”) performance at the workplace. It has received the OHSAS 18001:2007 certification. Some examples of our regular practices include, but are not limited to, consistent safety awareness training and roll-out of supporting tools. During the Reporting Period, the Group recorded no violation of employee safety and health related laws, no work-related accidents, thus no loss of working days due to work-related injuries, and no work-related fatalities. 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。



Preventive Measures in Response to COVID-19

In 2022, our staff resolutely followed the decisions and arrangements of governments at all levels, and went to the front-line of the fight against COVID-19 according to arrangements of the Group's Party group. A number of outstanding cadres and workers emerged who responded to the commands without hesitation and made selfless contributions.

應對2019冠狀病毒病的預防措施

2022年，面對洶湧疫情，中金資源廣大員工堅決貫徹各級政府決策部署，按照集團黨組工作安排，第一時間馳援各地抗疫前線，湧現出一批聞令而動、挺身而出、衝鋒在前、無私奉獻的優秀幹部職工。

Employees on the Front Line of COVID-19
員工支援現場



Letter of Thanks and Group Photo
收到的感謝信及員工支援留影



3.5 EMPLOYEE DEVELOPMENT AND TRAINING

In order to achieve up-to-standard projects, quality production, individual growth, all employees are encouraged to attend seminars, lectures and training courses that are related to their jobs. The Group believes that effective training on various topics can help employees understand the workplace better and reach their full potential.

During the Reporting Period, the Group offered 24 vocational skill training sessions to improve the employees' professional skills.

Vocational Skills Training

Training Topic 培訓主題		2022 二零二二年 Training Sessions 培訓次數	2021 二零二一年 Training Sessions 培訓次數
Special Job Training	專項職業培訓	16	46
Electrical Equipment Knowledge Training	電子設備知識培訓	2	3
Entry Level Educational Training	入門級教育培訓	1	3
Job skills	職業技能	5	10
Total	總數	24	62

During the Reporting Period, the Group offered 11 training sessions on employee health and safety, environmental protection, and emergency response, etc.

Health and Safety Training

Training Topic 培訓主題		2022 二零二二年 Number of Training Sessions 培訓次數	2021 二零二一年 Number of Training Sessions 培訓次數
Safety Knowledge Training	安全知識培訓	10	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 Training for Security Administrator and Officer	安全管理人員及高級專員安全培訓	1	11
Emergency Drills	緊急演習	-	10
Total	總數	11	171

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任質有關之研討會、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24次職業技術培訓課程，以增強與其職業相關的專業技能。

職業技能培訓

	2022 二零二二年 Training Sessions 培訓次數	2021 二零二一年 Training Sessions 培訓次數
Special Job Training	16	46
Electrical Equipment Knowledge Training	2	3
Entry Level Educational Training	1	3
Job skills	5	10
Total	24	62

於報告期間，本集團舉辦了11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。

健康與安全培訓

	2022 二零二二年 Number of Training Sessions 培訓次數	2021 二零二一年 Number of Training Sessions 培訓次數
Safety Knowledge Training	10	104
Vocational Health Knowledge Training	-	12
Environmental Knowledge Training	-	14
Fire Safety Knowledge Training	-	13
Safety Training for Interns	-	7
Security Training for Security Administrator and Officer	1	11
Emergency Drills	-	10
Total	11	171

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：

Percentage of trained employees (Note 1)

受訓僱員的百分比 (註1)

Percentage by gender (Note 2)

Male
Female

按性別劃分的百分比 (註2)

男性
女性

2022
二零二二年

2021
二零二一年

100%
59%
41%

100%
60%
40%

Percentage of trained employee by category (Note 2)

Senior management
Middle management
General staff

按僱員類別劃分的受訓僱員百分比 (註2)

高級管理層
中級管理層
一般員工

3%
7%
90%

4%
12%
84%

Note 1: The percentage of trained employee is calculated by dividing the number of employee at year end by the number of trained employees.

註1：受訓僱員的百分比乃按參加培訓僱員人數除以年底之僱員人數計算。

Note 2: The percentage of trained employees by category is calculated by dividing the number of trained employees by the number of trained employees in the category.

註2：按類別劃分的受訓僱員分項乃按該類別受訓僱員人數除以參加培訓僱員人數計算。

The average number of training hours per employee is insignificant, so it is 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 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.

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 encourages its 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's 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 conducts stringent inspection and supplier qualification assessment to ensure that they meet its standards in areas such as quality and safety, occupational health and training, and 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's evaluation are required to take timely correction and/or corrective actions; otherwise the unqualified suppliers will be suspended or removed from the approved list of suppliers.

During the Reporting Period, the number of suppliers and subcontractors by region is as follows:

		2022 二零二二年	2021 二零二一年
Hong Kong	香港	-	-
Mainland China	中國內地	261	292

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。

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。

於報告期間，按地區劃分的供應商及分包商數目如下：

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's products include recycled copper products, communication cable products and transmission and distribution cables products. Quality control measures, along with guidelines established by each department, ensure product compliance and accountability.

Customer feedback and handling

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

Customers may make complaints through the Group's social media channels for its trading business, and aftersales service workers will regularly reply to customer questions and take corresponding measures. If customers have complaints about the Group's products and services, the Group will comprehensively analyze the feedback from customers, and then monitor the customers' 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 or safety issues.

Quality Products

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



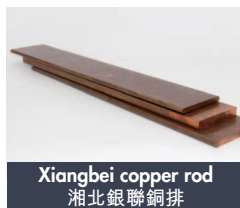
Standard copper row
標準銅排



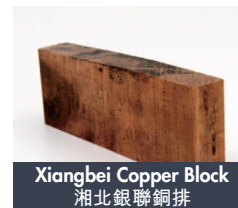
Copper block
銅塊



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

Communication Cable Products

Transmission and Distribution Cables Products

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。

客戶可通過本集團貿易業務的社交媒體渠道進行投訴，售後服務人員將定期回覆客戶詢問並採取後續措施。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。

優質產品

再生銅產品

通信電纜產品

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 prove its achievements in 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。

4.3 PRODUCT INNOVATION

According to the latest summary of patent obtained by the Group, as of December 2022, a total number of 103 patents have been granted to China Metal Resources Utilization Limited. There were 13 inventions and 90 utility models, of which 1 won the China Patent Excellence Award and 1 won the second prize of Sichuan Patent.

4.3 產品創新

根據本集團所獲專利的最新摘要，截止2022年12月，中國金屬資源利用有限公司共擁有專利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 BUSINESS ETHICAL CONDUCT

The Company is committed to upholding the highest ethical standards when conducting business. The Group aims 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 is aimed 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.

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。

Moreover, the Group Anti-Fraud Policy and Whistle-blowing 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 law related to bribery, extortion, fraud and money laundry. During the Reporting Period, there were no reported cases of non-compliance relating to anti-competitive behaviours in the Group.

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。

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.

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。

Code of Ethics and Whistle-blowing 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 had a significant impact on the issuer in relation to bribery, extortion, fraud and money laundering. During the Reporting Period, there were no cases prosecuted for violating relevant laws.

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 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.

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。

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。

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 had significant implications on the health and security of the products and services provided by the Group, as well as 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过程中獲得適當的保護，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. Communities 社區

5.1 COMMUNITY ACTIVITIES

The Group recognizes its responsibility to act responsibly and constructively as a member of the communities. Through a broad range of community initiatives, charitable giving, and volunteer services, 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 it has established with various organizations that share its value of community involvement.

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。

5.2 DONATIONS

In August 2022, Henan Province, Henan Shengxin Copper Co., Ltd. donated RMB5,000 to Xiaochen Township, Weishi County in support of local pandemic control in the hope that we can do our little bit for the prevention and control of the pandemic, and also hope that the pandemic can be ended as soon as possible.

5.2 捐款

2022年8月，為支持河南省尉氏縣疫情防控工作，河南晟鑫銅業有限公司向尉氏縣小陳鄉捐贈人民幣5000元防疫款，希望能夠為防疫盡一點綿薄之力，也希望疫情能早日結束。

6. Awards and Certifications in 2022 2022年獎項及證書

Names of Awards and Certifications

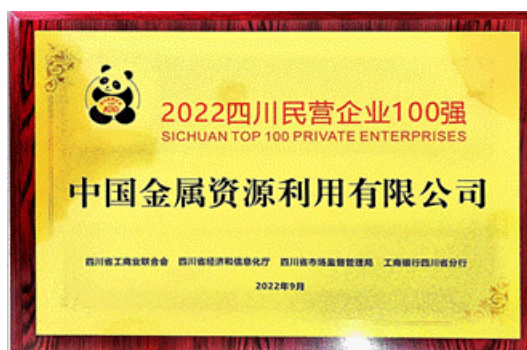
獎項及證書名稱

Date

日期

Sichuan Top 100 Private Enterprises in 2022
2022年四川民營企業100強

September 2022
2022年9月



7. HKEX ESG Guide Content Index

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 6 第6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 7 第7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 8 第8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 9 第9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 9 第9頁	Section 2.3 第2.3章
KPI A1.5 關鍵績效指標 A1.5	Description of objectives of emission reduction and measures to achieve the objectives. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Page 9 第9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, and description of objectives of emission reduction and measures to achieve the objectives. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Page 9 第9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 10 第10頁	Section 2.4 第2.4章

Subject Areas/Aspects/KPIs
主要範疇／層面／關鍵績效指標

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KPI 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).	Page 11 第 11 頁	Section 2.4 第 2.4 章
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源(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)。		
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Page 11 第 11 頁	Section 2.4 第 2.4 章
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。		
KPI A2.3	Description of objectives of energy use efficiency and measures to achieve the objectives.	Page 14 第 14 頁	Section 2.6 第 2.6 章
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。		
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, objectives of water use efficiency and measures to achieve the objectives.	Page 14 第 14 頁	Section 2.6 第 2.6 章
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。		
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Page 13 第 13 頁	Section 2.4 第 2.4 章
關鍵績效指標 A2.5	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。		
Aspect A3: The Environment and Natural Resources			
層面 A3：環境及天然資源			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Page 13 第 13 頁	Section 2.5 第 2.5 章
一般披露	減低發行人對環境及天然資源造成重大影響的政策。		
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Page 13 第 13 頁	Section 2.5 第 2.5 章
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。		
Aspect A4: Climate Change			
層面 A4：氣候變化			
General Disclosure	Identification of and response to the significant climate-related policies which have impacted, and those which may impact, the issuer.	Page 14 第 14 頁	Section 2.7 第 2.7 章
一般披露	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。		
KPI 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.	Page 14 第 14 頁	Section 2.7 第 2.7 章
關鍵績效指標 A4.1	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。		

Subject Area B – Social
 主要範疇 B – 社會

Employment and Labour 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：	Page 17 Section 3.3 第 17 頁 第 3.3 章
	(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。	

KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (e.g. full-time or part-time), 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 17 Section 3.3 第 17 頁 第 3.3 章
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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 17 Section 3.3 第 17 頁 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：	Page 18 Section 3.4 第 18 頁 第 3.4 章
	(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。	

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 18 Section 3.4 第 18 頁 第 3.4 章
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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 18 Section 3.4 第 18 頁 第 3.4 章
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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 18 Section 3.4 第 18 頁 第 3.4 章
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Subject Areas/Aspects/KPIs
主要範疇／層面／關鍵績效指標

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

General Disclosure 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.

一般披露

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 19 Section 3.5
 第 19 頁 第 3.5 章

KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).
 關鍵績效指標 B3.1 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 20 Section 3.5
 第 20 頁 第 3.5 章

KPI B3.2 The average training hours completed per employee by gender and employee category.
 關鍵績效指標 B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。

Page 20 Section 3.5
 第 20 頁 第 3.5 章

Aspect B4: Labour Standards
 層面 B4：勞工準則

General Disclosure 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.

一般披露

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 15 Section 3.1
 第 15 頁 第 3.1 章

KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.
 關鍵績效指標 B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。

Page 15 Section 3.1
 第 15 頁 第 3.1 章

KPI B4.2 Description of steps taken to eliminate such practices when discovered.
 關鍵績效指標 B4.2 描述在發現違規情況時消除有關情況所採取的步驟。

Page 15 Section 3.1
 第 15 頁 第 3.1 章

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

General Disclosure Policies on managing environmental and social risks of the supply chain.
 一般披露 管理供應鏈的環境及社會風險政策。

Page 21 Section 4.1
 第 21 頁 第 4.1 章

KPI B5.1 Number of suppliers by geographical region.
 關鍵績效指標 B5.1 按地區劃分的供應商數目。

Page 21 Section 4.1
 第 21 頁 第 4.1 章

KPI 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.
 關鍵績效指標 B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。

Page 21 Section 4.1
 第 21 頁 第 4.1 章

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KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Page 21 第21頁	Section 4.1 第4.1章
關鍵績效指標 B5.3	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。		
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Page 21 第21頁	Section 4.1 第4.1章
關鍵績效指標 B5.4	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。		
Aspect B6: Product Responsibility			
層面 B6：產品責任			
General Disclosure	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.	Page 22 第22頁	Section 4.2 第4.2章
一般披露	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。		
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Page 22 第22頁	Section 4.2 第4.2章
關鍵績效指標 B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。		
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Page 22 第22頁	Section 4.2 第4.2章
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。		
Operating Practices			
營運慣例			
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Page 25 第25頁	Section 4.4 第4.4章
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。		
KPI B6.4	Description of quality assurance process and recall procedures.	Page 22 第22頁	Section 4.2 第4.2章
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程序。		
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Page 24 第24頁	Section 4.4 第4.4章
關鍵績效指標 B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。		

Subject Areas/Aspects/KPIs
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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 23 第 23 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 24 第 24 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 24 第 24 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 24 第 24 頁	Section 4.4 第 4.4 章

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 25 第 25 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 25 第 25 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 25 第 25 頁	Section 5 第 5 章



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