



HONGCHENG ENVIRONMENTAL
TECHNOLOGY COMPANY LIMITED
鴻承環保科技有限公司

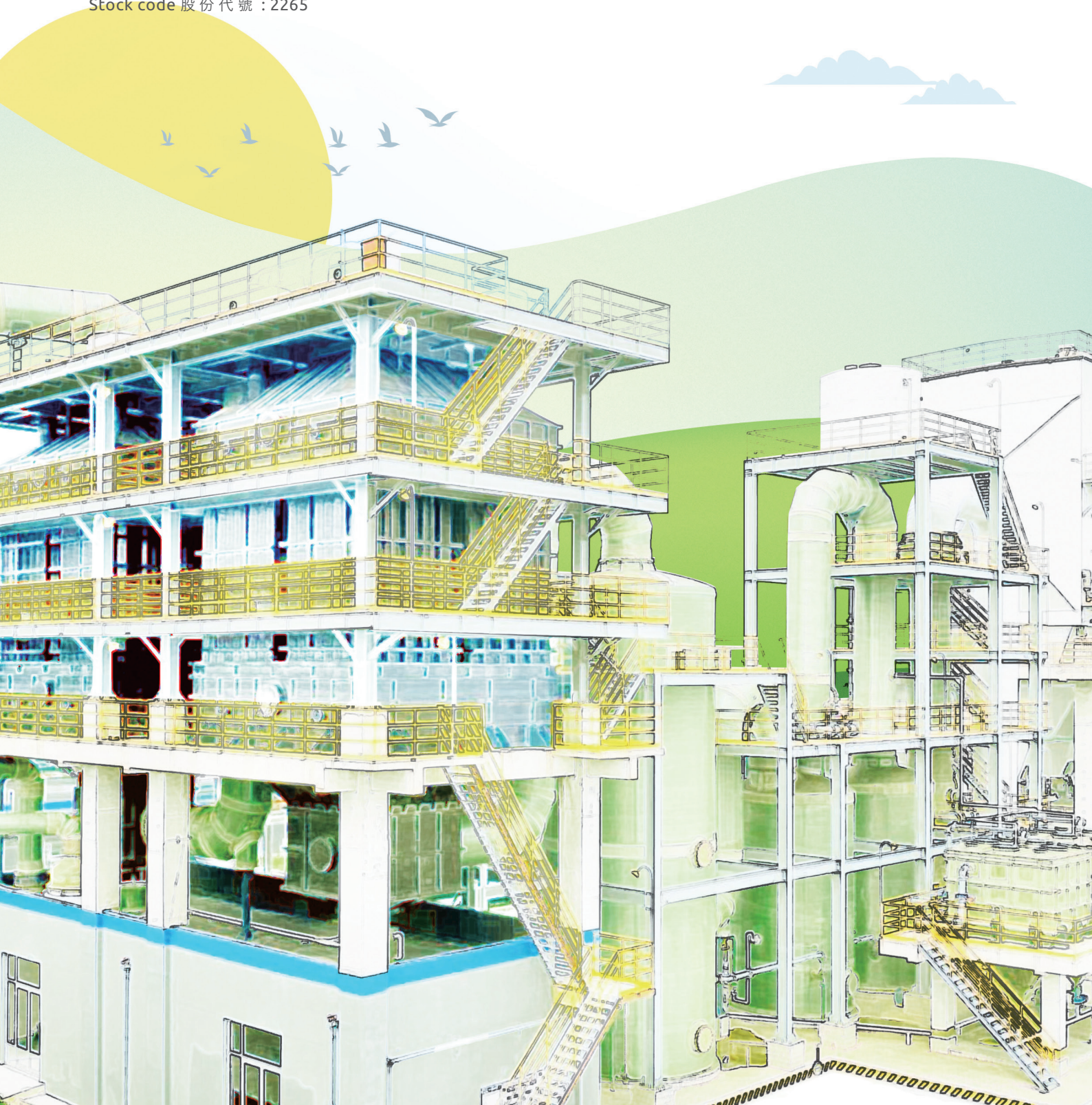
(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號: 2265

Environmental, Social
and Governance Report

環境、社會
及管治報告 **2024**





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

2024 年環境、社會及管治報告

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ABOUT THIS REPORT

Hongcheng Environmental Technology Company Limited (the “**Company**” which together with its subsidiary, collectively, the “**Group**” or “**we**” or “**us**”) is delighted to present the fourth Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) to summarise the Group’s policies, measures and performance on the key ESG issues.

Reporting Period

The Report illustrates the overall performance of the Group regarding the environmental and social aspects from 1st January 2024 to 31st December 2024 (the “**Period**”, “**2024**”).

Reporting Scope and Boundary

The Report discloses related policies and initiatives for the core and material businesses of (i) gold mine hazardous waste treatment; (ii) recycling and extracting therefrom resources with economic value for sale; and (iii) sale of products derived from the reprocessing of pyrite concentrate, in Shandong province, People’s Republic of China (“**PRC**”).

The Report has disclosed key performance indicators (“**KPIs**”) of the corporate office (“**office**”) and the representative project(s) (“**project(s)**”) which contributed 100% of the Group’s total annual revenue.

Reporting Basis and Principles

The Report is prepared in accordance with the ESG Reporting Guide (the “**ESG Guide**”) as set out in Appendix C2 to the Listing Rules by the Hong Kong Exchanges and Clearing Limited (the “**Stock Exchange**”) and based on the four reporting principles — materiality, quantitative, balance and consistency:

- “Materiality” Principle:

The Group identifies material ESG issues by stakeholder engagement and materiality assessment. Details are set forth in the section headed “Materiality Assessment”.

- “Quantitative” Principle:

Information is presented with quantitative measure, whenever feasible, including information on the standards, methodologies, assumptions used, and provision of comparative data.

關於本報告

鴻承環保科技有限公司(「**本公司**」, 連同其附屬公司統稱為「**本集團**」或「**我們**」)欣然呈遞第四份環境、社會及管治報告(「**本報告**」), 以概述本集團有關環境、社會及管治主要議題的政策、措施及表現。

報告期間

本報告闡述本集團於二零二四年一月一日至二零二四年十二月三十一日(「**報告期間**」, 「**二零二四年**」)期間環境及社會層面的整體表現。

報告範圍及邊界

本報告披露核心及重要業務的相關政策及舉措, 即於中華人民共和國(「**中國**」)山東省提供(i)金礦有害廢物處理; (ii)從中回收及提取具有經濟價值的資源以供銷售; 及(iii)銷售由硫精礦再加工產出的產品。

本報告已披露佔本集團年總收入100%的公司辦公室(「**辦公室**」)和代表項目(「**項目**」)的關鍵績效指標(「**關鍵績效指標**」)。

匯報基礎及原則

本報告依循香港聯合交易所有限公司(「**聯交所**」)證券上市規則(「**主板上市規則**」)附錄C2所載之環境、社會及管治報告指引(「**環境、社會及管治指引**」)編制, 並以四項匯報原則 — 重要性、量化、平衡及一致性為基準:

- 「重要性」準則:

本集團通過持份者的參與和重要性評估來釐定重大環境、社會及管治議題。詳情在「重要性評估」一節闡釋。

- 「量化」準則:

本集團於可行情況下以量化計量單位呈報資料, 包括有關所用標準、方法、假設及提供比較數據的資料。



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- “Balance” Principle:

The ESG Report identifies the achievements and challenges faced by the Group.

- “Consistency” Principle:

The ESG Report is the fourth ESG report of the Group. The ESG Report will continue to use consistent methodologies for comparisons in the following years unless improvements in methodology are identified.

The Report has complied with all “comply or explain” provisions on disclosures outlined in the ESG Guide.

The information contained in the Report is derived from internal documents and statistics of the Group, as well as the control, management, and operations information provided by the subsidiary in accordance with the Group’s internal management systems. A complete content index is appended to the last section of this Report for reference. The ESG Report is prepared and published in both Chinese and English at the Stock Exchange’s website (www.hkexnews.hk) and the Company’s website (<http://www.sdhcgroup.cn/>). In the event of contradiction or inconsistency between the Chinese version and the English version, the Chinese version shall prevail.

Review and Approval

The Board (the “**Board**”) of directors (the “**Directors**”) acknowledges its responsibility for ensuring the accuracy and completeness of the Report and to the best of their knowledge, the Report has addressed all relevant material issues and has fairly presented the ESG performance of the Group.

Feedback

Should you have any opinion or suggestion on the ESG Report, please feel free to liaise with the Group as follows:

Address: Yeyan Road North, Dadongzhuang Village North
Shahe Town, Laizhou, Yantai, Shandong Province, PRC
Telephone: (86) 0535-2176699
Email: admin@sdhcgroup.cn

- 「平衡」準則：

本報告識別出本集團取得之成就及面臨之挑戰。

- 「一致性」準則：

本報告是本集團的第四份環境、社會及管治報告。本報告未來數年將使用一致的方法作有意義的比較，惟識別到方法改進除外。

本報告已按環境、社會及管治指引所述遵守所有「不遵守就解釋」條文。

本報告所載資料均來自本集團的內部檔案及統計數據，以及由附屬公司依據本集團內部管理制度提供的控制、管理及營運資料匯總。本報告最後一節附有完整的內容索引，以便快速查閱。本報告以中英雙語編製及刊發，並可於聯交所網站 (www.hkexnews.hk) 及本公司網站 (<http://www.sdhcgroup.cn/>) 查閱。倘中英文版本有任何抵觸或不符之處，概以中文版本為準。

審閱及批准

本公司之董事（「**董事**」）會（「**董事會**」）明白其有責任確保環境、社會及管治報告的準確性和完整性，且據彼等所深知，本報告涵蓋所有相關的重大議題，並公平呈列本公司的環境、社會及管治表現。

意見反饋

本集團尊重閣下對本報告之意見。倘閣下有任何意見或建議，歡迎透過以下方式聯絡本集團：

地址：中國山東省煙臺市萊州沙河鎮
大東莊村北葉延路北段
電話：(86) 0535-2176699
電郵：admin@sdhcgroup.cn



BOARD STATEMENT

Dear Stakeholders,

On behalf of the Board (the “**Board**”) of directors, I am pleased to present the fourth Environmental, Social and Governance Report of the Group, for the purpose of demonstrating the Group’s policies, practices, measures and performance on environmental, social and governance areas.

The Group places great importance on ESG topics as all of us, as well as our next generation, could be affected by sustainable development and ESG issues. As such, as a listed company in the environmental protection related industry, the Board is responsible for evaluating and identifying the Group’s ESG-related risks and ensures that appropriate and effective ESG risk management and internal control systems are in place. Hence, sound ESG principles do add value to the Group’s development.

To address the global market trend of low carbon transition and raising awareness of ESG issues, we need to incorporate sustainable development risk factors, including climate change, health and safety, business ethics and regulatory compliance, into the risk matrix, to mitigate related impacts and explore best practices in environmental risk management for long-term business growth and sustainability. As the most important leadership role of the Group, the Board is solely responsible for supervising, directly managing and monitoring the Group’s environmental, social and governance performance and implementation progress.

In 2024, with the further implementation of the Fourteenth Five-Year Plan and Vision 2035 Outline, the momentum of green development policies continued. This further propelled a comprehensive green transformation of economic and social development, promoting the development of a circular economy and environmental protection industries. The Group will firmly practise the sustainable development concept of “lucid waters and lush mountains are invaluable assets” philosophy based on our advantages in local resources, continuously extend the development of our waste treatment industry chain, enrich product portfolio, devote in technology research and development, and become the leading competent enterprise in circular economy on the basis of adapting to market needs. We have established relevant emission reduction targets and corresponding strategies, and incorporated sustainable development factors into the Group’s strategic planning, business operation model and other decision-making processes. The Board regularly monitors and reviews the effectiveness of the management approach, including reviewing the Group’s ESG performance and adjusting the corresponding action

董事會聲明

各位持份者，

我謹代表董事會，欣然提呈本集團上市後第四份的環境、社會及管治報告，旨在展示本集團在環境、社會及管治領域方面的政策、實踐、措施及表現。

本集團非常重視環境、社會及管治議題，因我們明白我們所有人和我們的下一代均可能受到可持續發展和環境、社會及管治問題影響。因此，作為一家具影響力的上市公司，董事會有責任評估和識別本集團的環境、社會及管治相關風險，並確保建立適當有效的環境、社會及管治風險管理和內部控制系統。由此可見，穩健的環境、社會及管治方針確實能夠為本集團的發展創造價值。

為應對全球低碳轉型的市場趨勢及提高對環境、社會及管治事宜的意識，我們需要將可持續發展的風險因素，包括氣候變化、健康及安全、商業道德及監管合規納入風險矩陣，以減輕相關影響，並探索環境風險管理的最佳做法，以實現業務的長期增長及可持續性。董事會作為本集團最為重要的領導角色，全權負責督導、直接管理及監督本集團的環境、社會及管治表現和執行進度。

二零二四年，隨著《第十四個五年規劃和二零三五年遠景目標綱要》的進一步實行，綠色發展政策力度延續，進一步推動經濟社會發展全面綠色轉型，推動循環經濟及環保產業發展。本集團將基於本地資源優勢，堅持踐行「綠水青山就是金山銀山」的可持續發展理念，在適應市場需求的基礎上，不斷拓展廢物處置處理產業鏈條的整體發展戰略，構建獨特的循環產業模式，持續豐富產品佈局，致力於技術研發創新升級，成為具有市場競爭力的循環經濟領域的領軍企業。我們已設立相關減排目標和相應的策略，並將可持續發展因素納入本集團的策略規劃、業務運作模式及其他決策過程。董事會定期監察及檢討管理方法的有效性，包括檢討本集團的環境、社會及管治表現而調整相應的行動計劃。有效的環境、社會及管治政策



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plan. Effective ESG policy implementation depends on the cooperation between different departments. To this end, the Group has established an inter-departmental ESG working group in response to the recommendation of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), which is responsible for coordinating different departments to facilitate mutual cooperation, so as to achieve consistent work performance and meet the expectations of stakeholders, to work together towards sustainable development.

The Group insists in combining government-led and market-led operation, fully enhancing the intrinsic requirement of resource utilisation efficiency, actively promoting hazardous waste treatment recycling from “low efficiency and low value” to “high efficiency and high value”. With the commencement of production operation of the Group’s production line for sulphuric acid (“**New Product**”) production (“**New Production Line**”) in 2023, the Group has been able to utilise pyrite concentrate and add other raw materials to reprocess them to produce sulphuric acid, iron powder and electricity for sale. The efficient utilisation of waste resources is an important part of the circular economy industry. The Group will, by leveraging our experience and network in relevant areas of the production of recycled products, extend the industry chain of our business, expand our product portfolio and actively explore business with high profitability, which include the Group’s ongoing production plan of the New Product and the plan to promote low-carbon recycling of high-silica residues. Based on our expertise and experience in the comprehensive utilisation of gold mine hazardous wastes and recovery of recycled products, we will further enrich the product portfolio of our recycled products, while continuously enhancing our research and development capabilities and technical skills to achieve high utilisation of gold mine hazardous wastes so as to extract more economically valuable resources. While consolidating our major business of hazardous wastes treatment, we hope to grasp market opportunities to expedite the expansion of our resource treatment business. Also, the Group was widely recognised by various sectors with its good operating results and solid management team. In 2024, the Group’s construction project was awarded the “2024 Outstanding Practice Case in Corporate Integrity Building” (2024年企業誠信建設優秀實踐案例) by the China Enterprise Confederation (中國企業聯合會) and the China Enterprise Directors Association (中國企業家協會). Additionally, Mr. Liu Zeming, Executive Director and Chairman of the Board, received the “2024 Shandong Outstanding Contribution to Social Responsibility Award for Entrepreneurs” (2024山東企業家社會責任卓越貢獻獎).

實施有賴於不同部門的合作。為此，本集團已因應香港聯合交易所有限公司（「聯交所」）建議成立跨部門的環境、社會及管治工作小組，負責協調不同部門以促進彼此之間的合作，務求達到工作表現一致並合乎持份者之期望，為可持續發展目標共同努力。

本集團堅持政府引導與市場主導相結合，全面提高資源利用效率的本質要求，積極推動危廢處置循環利用由「低效、低值」向「高效、高值」整體轉變。隨著本集團的硫酸（「**新產品**」）生產的生產線（「**新產品線**」）已於二零二三年開始生產運營，本集團可利用硫精礦加入其他原材料再加工產出硫酸，鐵粉和電力以供銷售。廢物資源的高效利用是循環經濟產業的重要一環，我們將通過發揮本集團在生產可再生產品相關領域的經驗和網絡，使集團業務的產業鏈延伸，擴大我們的產品組合及積極拓展高利潤業務，包括本集團正在開展的新產品生產計劃和著力推進的高矽渣低碳回收計劃。基於我們在金礦有害廢物綜合利用及回收再生產品的專業知識和經驗，我們將進一步豐富再生產品的產品組合，並不斷提升研發能力和技術技能以實現金礦有害廢物的高利用率，從而提取更多具有經濟價值的資源。我們希望在鞏固有害廢物處理的主要業務的同時，把握市場機遇，加快資源化業務的擴展步伐。此外，本集團以良好的經營業績和紮實的管理團隊贏得了各界的認可。在二零二四年，本集團的建設項目獲得由中國企業聯合會和中國企業家協會頒布的「2024年企業誠信建設優秀實踐案例」。另外，本集團執行董事兼董事會主席劉澤銘先生榮獲「2024山東企業家社會責任卓越貢獻獎」。



The Board will also ensure the effectiveness of the Group's ESG risk management and internal control system and actively communicate with internal and external stakeholders and to understand their expectations and requirements. The Board believes that the Group's ESG engagement will be highly beneficial to the long-term development of the Group. To contribute to creating a better environment for the next generation, the Board will continue to review and monitor the Group's ESG performance and provide consistent, comparable and reliable ESG information to the stakeholders on an annual basis.

Finally, I would like to express my gratitude to my fellow Directors, senior management, and all staff of the Group for their contributions to the business development of the Group in the past year. Furthermore, I would also like to take this opportunity to thank our customers, suppliers, business partners and shareholders of the Company for their continuous support and trust. Looking ahead, I believe all members of the Group will continue to dedicate their best endeavours to promote the business growth and sustainable development, to bring greater returns for our shareholders.

Hongcheng Environmental Technology Company Limited

Chairman and Chief Executive Officer

Liu Zeming

Hong Kong, 30th April 2025

董事會亦會確保本集團環境、社會及管治風險管理及內部監控系統的有效性，並積極與內外部持份者溝通，瞭解他們的期望和要求。董事會相信，本集團對環境、社會及管治議題的參與將非常有利於本集團的長遠發展。為替下一代營造更美好的環境而作出貢獻，董事會將繼續檢討及監察本集團的環境、社會及管治表現，並每年向持份者提供一致、可比較及可靠的環境、社會及管治資訊。

最後，本人對本集團的董事會、管理層和員工在過去一年的辛勤付出表示最衷心的感謝。此外，本人亦希望藉此機會衷心感謝我們的客戶、供應商、商業夥伴和股東一直以來對本集團的支持和信任。展望將來，本集團全體成員將繼續竭盡全力，推動業務增長及可持續發展，為股東帶來更豐厚的回報。

鴻承環保科技有限公司

主席兼執行董事

劉澤銘

香港，二零二五年四月三十日



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ABOUT THE GROUP

The business of the Group focuses on gold mine hazardous waste treatment; recycling and extracting therefrom resources with economic value for sale; and sale of products derived from the reprocessing of pyrite concentrate.

Our upstream customers mainly engaged us to provide treatment services for cyanide tailings, which is a kind of gold mine hazardous waste resulting from smelting of gold. These cyanide tailings consist of cyanide, which is one of the only few chemical reagents that will dissolve gold in water. Cyanide is a toxic substance and can be lethal if ingested or inhaled in sufficient amounts. Gold mining companies employ stringent risk management systems to prevent injury or damage from the use of cyanide. Cyanide in mining solutions is collected, either be recycled or disposed, after gold is removed. Due to the restrictions on technical expertise and cost consideration, gold smelting companies under gold mining companies engage gold mine hazardous waste treatment companies, like us, to collect the cyanide tailings from them and pay the corresponding treatment fee. In our operation process, we are capable of detoxifying the gold mine hazardous wastes. Further, we are able to extract resources with economic value from gold mine hazardous wastes, and pyrite concentrate and gold-bearing pyrite concentrate are the major recycled products extracted, which can be used for the production of sulphur and sulphuric acid that can be applied in various industrial process. With the commencement of production operation of the Group's production line for sulphuric acid production (the "**New Production Line**"), the Group is able to use pyrite concentrates and reprocess them to produce sulphuric acid, iron powder and electricity for sale to downstream customers, in order to attain comprehensive utilisation of gold mine hazardous wastes. Also, the Group provides hazardous waste storage rental services.

關於本集團

本集團的業務專注於金礦有害廢物處理、從中回收及提取具有經濟價值的資源以供銷售，以及銷售由硫精礦再加工產出的產品。

本公司為上游採金公司委聘提供氰化尾渣處理服務，氰化尾渣為於黃金冶煉過程中產生的一種金礦有害廢物，當中包括氰化物，其為少數能使金溶於水的化學試劑。氰化物屬有害物質，攝入或吸入足夠的數量可以致命。採金公司採用嚴格的風險管理體制，避免因使用氰化物而造成傷害或損害。當黃金移除後，採金公司從採礦溶液收集氰化物，以作回收或處置。出於技術專長及成本考慮的限制，採金公司旗下的黃金冶煉公司會委聘金礦有害廢物處理公司收集該等公司的氰化尾渣，並支付相應處理費用。本集團營運過程中，能夠為金礦有害廢物分解毒素，此外，我們能夠從金礦有害廢物中提取具有經濟價值的資源，而硫精礦及含金硫精礦是主要提取的再生產品，可用於生產硫磺及硫酸，後者可用於不同的工業流程。隨著本集團的硫酸生產的生產線（「**新產品線**」）開始生產運營，本集團利用硫精礦再加工產出硫酸，鐵粉和電力以供銷售予下游客戶，實現金礦有害廢物的綜合利用。此外，本集團亦有提供有害廢物倉儲租賃服務。



The Company is the only company in Laizhou city, Shandong province that has obtained the Hazardous Waste Business Licence issued by Yantai Municipal Ecology and Environment Bureau (煙臺市生態環境局). The Group's comprehensive strengths rank among the top in the global heavy metal processing industry. In 2024, the Group's construction project was awarded the "2024 Outstanding Practice Case in Corporate Integrity Building" (2024年企業誠信建設優秀實踐案例) by the China Enterprise Confederation (中國企業聯合會) and the China Enterprise Directors Association (中國企業家協會). Additionally, Mr. Liu Zeming, Executive Director and Chairman of the Board, received the "2024 Shandong Outstanding Contribution to Social Responsibility Award for Entrepreneurs" (2024山東企業家社會責任卓越貢獻獎).

The Group will further strengthen its hazardous waste treatment capability, so as to acquire more market shares and maintain its leading position in the industry. According to the development plan issued by the Department of Industry and Information Technology of Shandong Province (山東省工業和信息化廳), the gold industry layout and product structure in Shandong province will be increasingly optimised, further highlighting brand effects and significantly raising the safety and environmental protection standards, with remarkable results in high-end, intelligent and green development. The Group consistently increase its competitiveness by technology development and innovation. By fostering technology development, more exchanges with peers in the same trade, enhancing cooperation with research institutes and strengthening development team, we enhance production capacity and quality, resource exploitation and application in harmless treatment, as well as develop new product extensions.

The Group believes, by leveraging on the industry expertise and technical know-how that we possess, together with the growth of the gold mining industry and support of favourable government policies, we are well-positioned to capture more business opportunities from gold mining companies, chemical manufacturing companies and trading companies of chemicals in the PRC. As such, we plan to expand our production capacity, enhance our production capabilities on diversifying products offerings and strengthen research and development ability to capitalise on the growing demand of gold mine hazardous waste treatment services and recycled products.

本公司是山東省萊州市唯一一間獲煙臺市生態環境局發出危險廢物經營許可證的公司。本公司綜合實力亦位居世界同行業前列，於二零二四年，本集團的建設項目獲得由中國企業聯合會和中國企業家協會頒布的「2024年企業誠信建設優秀實踐案例」。另外，本集團執行董事兼董事會主席劉澤銘先生榮獲「2024山東企業家社會責任卓越貢獻獎」。

本集團將進一步加強有害廢物處理能力，以佔領更多市場份額，保持行業的龍頭地位。根據山東省工業和信息化廳公開出臺的發展規劃，山東省的黃金產業佈局和產品結構將會更加優化，品牌效應進一步凸顯，安全環保水準明顯提升，高端化、智慧化、綠色化發展成果顯著。本集團堅持以研發能力和技術創新來加強市場競爭力。通過積極推進技術研發工作，加強與同業交流，強化與科研院所協作和壯大研發團隊，以此優化生產工藝，提升產品質量，加強資源化利用和無害化處理的應用以及拓展新產品。

本集團相信，憑藉我們擁有的行業專長及技術知識，加上金礦行業增長及有利政府政策支持，我們具備充分條件，可把握來自中國的採金公司、化工製造公司及化工貿易公司的更多商機。因此，本公司計劃擴充產能、提升擴闊產品組合的產能及加強研發能力，以迎合金礦有害廢物處理服務和再生產品不斷增長的需求。



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GOVERNANCE STRUCTURE

The Group understands the importance of sustainable development management and has committed to integrating the concept of sustainable development into our overall strategies, policies and business plans. The Group has established the Environmental, Social and Governance Policy (環境、社會及管治政策), and an ESG Working Group composed of the Company's executive directors, management of various business segments and representatives of major departments, in order to manage the ESG risks more effectively, and promote and supervise the implementation of various ESG policies by departments. The Board has the full responsibility for ESG strategy and reporting, and is responsible for coordinating, assessing and determining the suitability and effectiveness of the Group's risk management and internal control systems for ESG.

管治架構

本集團明白可持續發展管理的重要性，一直致力把可持續發展的理念融入在我們的整體策略、政策及業務計劃中。本集團已建立《環境、社會及管治政策》，並成立由本公司執行董事、各業務板塊管理層及各主要部門代表組成的環境、社會及管治工作小組，以更有效地管理環境、社會及管治的相關風險，推動及監督各部門執行各項環境、社會及管治政策。董事會對環境、社會及管治策略及匯報承擔全部責任，負責統籌、評估及釐定本集團就環境、社會及管治的風險管理及內部監控系統是否合適及有效。

ESG Working Group, established by the Board of Directors 由董事會建立的環境、 社會及管治工作小組

- Oversees the ESG strategies, policies, objectives and targets
監督環境、社會及管治策略、政策、宗旨和目標
- Allocates ESG Committee to identify material environmental, social and governance matters through review and assessment of internal operations
通過審查和內部運作評估，識別重大的環境、社會和管治問題

Senior Management 管理層

- Advises and supports the Board on ESG matters, strategies, policies
就環境、社會和管治問題、策略及政策向董事會提供建議和支持
- Overall management and monitoring of ESG performance and targets
全面管理和監測環境、社會及管治表現和目標

Department Heads and Employees 部門主管及僱員

- Take record and monitor ESG KPIs
記錄和監察環境、社會及管治關鍵績效指標
- Implement ESG policies and related initiatives
實施環境、社會及管治政策和相關措施

The Board reviews and evaluates the Group's ESG performance on a regular basis and the annual ESG Report is examined and approved by the Board.

董事會定期檢討本集團的環境、社會及管治表現，並審閱及批核本集團的年度環境、社會及管治報告。



STAKEHOLDERS ENGAGEMENT

Stakeholders' opinions are crucial to the Group's sustainable development and success. Stakeholder engagement helps the Group in developing business strategies which meet the needs and expectations of the stakeholders, thereby enhance potential risk identification, and strengthens important relationships. The Group actively communicates with its stakeholders through various channels, as set forth below.

持份者參與

持份者的意見是本集團可持續發展及成功的堅實基礎。持份者參與有助本集團制定符合持份者需求及期望的業務策略，提升識別潛在風險的能力及強化重要關係。本集團通過下列所示的各種管道積極地與持份者溝通。

Stakeholders 持份者	Communication Channel 參與平台
Government and regulatory agencies 政府及監管機構	<ul style="list-style-type: none"> Annual reports, interim reports, ESG reports and other public information 年報、中期報告、環境、社會及管治報告及其他公開資料 Supervision and inspection 監督和審查
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meetings and other general meetings 股東週年大會及其他股東大會 Company website 公司網站 Press releases/announcements 新聞稿／公告 Annual reports, interim reports, ESG reports and other public information 年報、中期報告、環境、社會及管治報告及其他公開資料
Employees 員工	<ul style="list-style-type: none"> Training 培訓 Meetings 會議 Performance evaluation 表現評估 Surveys 意見調查
Customers 客戶	<ul style="list-style-type: none"> Fax, email and telephone 傳真、電郵及電話 Meetings 會議
Suppliers/Subcontractors/ Business Partners 供應商／分包商／ 業務合作夥伴	<ul style="list-style-type: none"> Meetings 會議 Site visits 實地考察 Surveys 意見調查 Trainings 培訓



Stakeholders 持份者	Communication Channel 參與平台
Community or Non-governmental Organisations (NGOs) 社區及非政府組織	<ul style="list-style-type: none"> Sponsorships and donations 贊助和捐贈 ESG reports 環境、社會及管治報告
Media 傳媒	<ul style="list-style-type: none"> Enquiry mailbox 查詢電郵

MATERIALITY ASSESSMENT

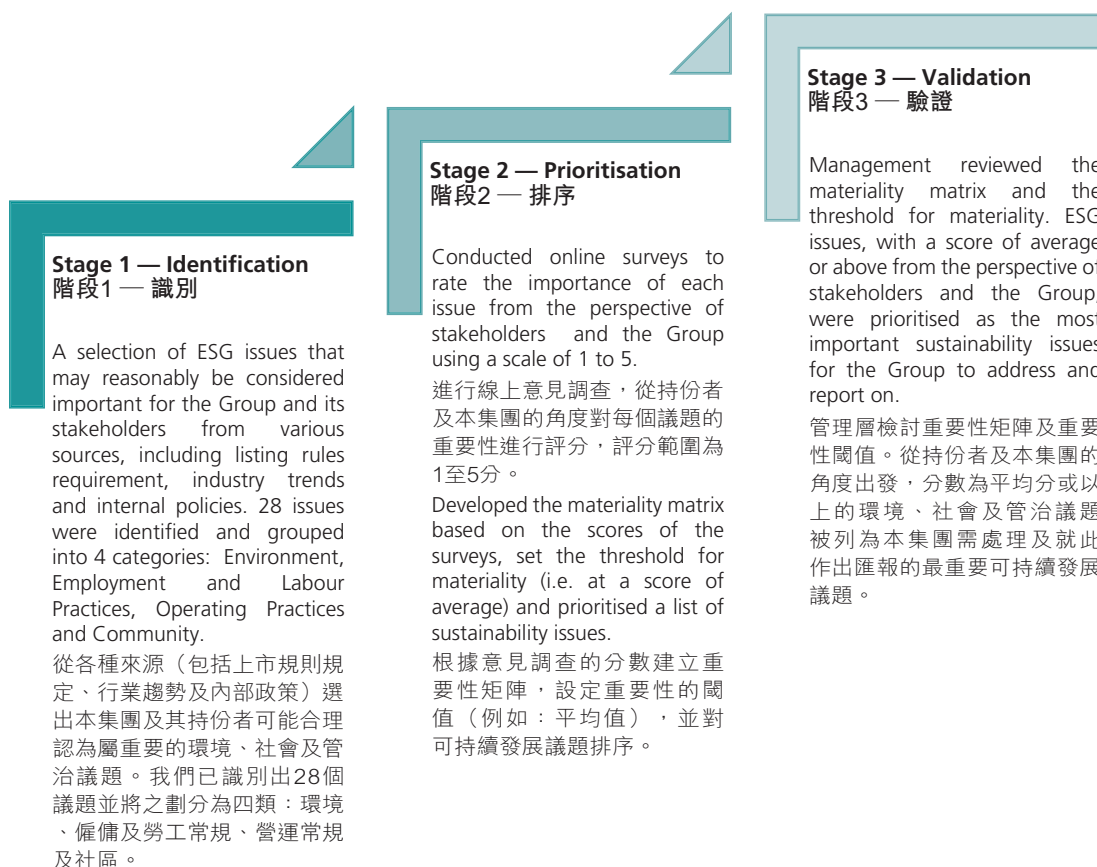
In preparing the ESG Report, the Group directly engaged with the above stakeholders as part of the materiality assessment process to identify and prioritise the issues, which the Board believes would have significant impact on the Group's business and its stakeholders, to be included in the ESG Report.

Process

重要性評估

於編製本環境、社會及管治報告時，作為重要性評估流程的一環，本集團直接與以上持份者群體溝通，以辨識本報告中涉及對業務及持份者有重大影響的議題並加以排序。

流程



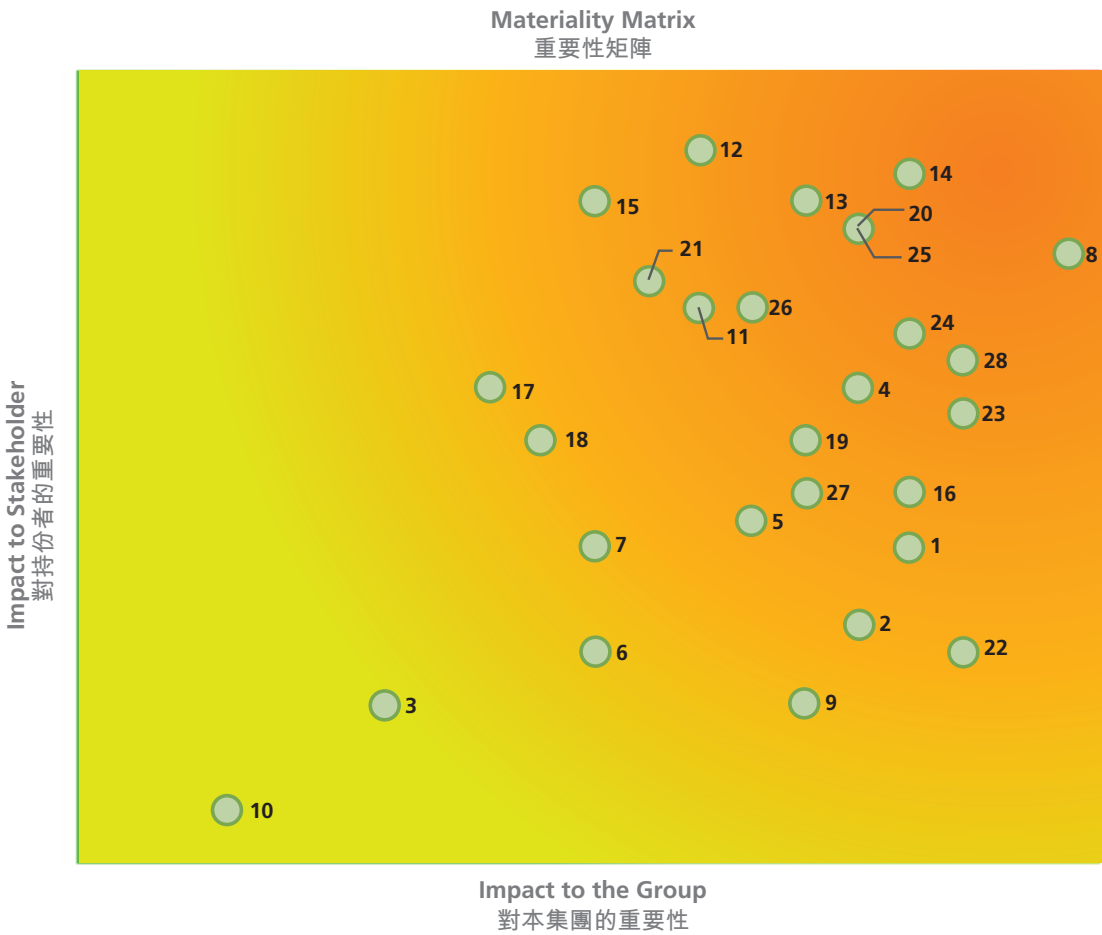


Materiality Matrix

Based on the materiality matrix, the Board believes that the most pertinent sustainability issues which are material to both the Group and its stakeholders include the following:

重要性矩陣

基於重要性評估，我們認為對本集團和持份者最為相關的可持續發展議題包括以下各項：





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1 Air Emissions 大氣污染物排放	11 Employment Practices 僱傭措施	21 Customer Satisfaction 顧客滿意程度
2 Greenhouse Gas ("GHG") Emissions 溫室氣體排放	12 Diversity and Equal Opportunities 多元化及平等機會	22 Intellectual Property 知識產權
3 Effluents Management 污水管理	13 Anti-discrimination 反歧視	23 Safety of Services/Products 服務／產品安全
4 Waste Management 廢棄物管理	14 Staff Occupational Health and Safety 員工職業健康與安全	24 Quality of Services/Products 服務／產品質素
5 Energy Efficiency 能源效益	15 Staff Development and Training 員工發展與培訓	25 Business Ethics 商業道德
6 Water Efficiency 用水效益	16 Prohibition of Child Labour and Forced Labour 防止僱用童工和強制勞動	26 Anti-corruption Training for Management and Employees 領導層和員工的反貪污培訓
7 Use of Raw and Packaging Materials 原材料及包裝物料使用	17 Responsible Supply Chain Management 負責任的供應鏈管理	27 Contributions to the Society 社區貢獻
8 Environmental Regulations Compliance 遵守環境法規	18 Environmental Friendliness on Products or Services Purchased 採購產品和服務的環境友好性	28 Communication and Connection with Local Community 與當地社區的交流和聯繫
9 Land Use, Pollution and Restoration 土地的使用、污染和恢復	19 Compliance with Regulations on Marketing, Product and Service Labelling 遵循市場推廣及產品和服務標籤 的法規	
10 Climate Change 氣候變化	20 Customers' Privacy and Confidentiality 顧客私隱及資料保密	



OUR ENVIRONMENT

Sustainability Overview and Management Objectives

The Group is aware that the gold mine hazardous waste treatment process consumes certain amount of resources. Our goal is to reduce environmental pressure on the already-stressed natural systems and use our power to help mitigate global warming. We must also adapt and respond to climate change and the impacts of the inevitably increasing extreme weather events.

The Group has established a set of management policies and adopted various measures on environmental protection and natural resources conservation to help ensure the sustainable development and operation of the business. The Group's subsidiary has been accredited with a number of management system certifications, including ISO 14001:2015 (Environment), ISO 9001:2015 (Quality) and ISO 45001:2018 (Occupational Health and Safety). The Group actively manages its business in an environmentally and socially responsible manner which is consistent with the policies adopted. The following sections present a summary of these policies and their implementation during the Reporting Period. By organising environmental knowledge education and trainings, and promoting "Green Office", etc., colleagues' environmental protection awareness is strengthened and acquired the following knowledge: compliance with laws and regulations, energy saving at workplace and home, waste reduction and separation, green shopping, raising awareness of caring for the community or public, as well as assist in sustainable development.

Besides, the Group advocates energy saving and carbon reduction, and is committed to achieving sustainable operations. To this end, we have set clear emission reduction targets in year 2021, and strive to achieve the following targets by 2026:

- Reduction of air emission by 3% (in tonnes per thousand RMB revenue);
- Not exceeding 26,000 tonnes carbon dioxide emission per year;
- Reduction of waste disposal by 3% (in tonnes per thousand RMB revenue);

我們的環境

可持續發展概覽及管理目標

本集團在金礦有害廢物處理過程中會耗用一定資源。我們的目標是減少對已承受壓力的自然系統施加環境壓力，發揮我們的力量協助減緩全球暖化。我們亦必須適應及應對氣候變化以及隨著不可避免的極端天氣事件增加所帶來的影響。

本集團已制定一系列管理政策，並採納各種環保及天然資源保護措施，有助確保業務之可持續發展及經營。本集團的附屬公司已獲得多項管理體系認證證書，包括ISO 14001:2015（環境）、ISO 9001:2015（質量）及ISO 45001:2018（職業健康安全）。本集團按照所採納之政策，通過對環境及社會負責之方式積極管理業務，以下各章節概述於報告期間該等政策及其實施情況。本集團透過舉辦環保知識教育培訓、推廣「綠色辦公」等，加強僱員的環保意識，並掌握以下知識：遵守規例、在工作地點及家居節省能源、減少廢物及廢物分類、環保購物、提高關懷社區或大眾的意識，以及協助可持續發展。

此外，本集團倡導節能減碳，致力於實現可持續經營。為此，我們已在二零二一年制定了明確的減排目標，期望在二零二六年時對比二零二一年達到：

- 減少3%的空氣排放物密度（每千人民幣收益噸）；
- 每年二氧化碳排放數字不超26,000噸二氧化碳；
- 減少3%的廢物棄置量密度（每千人民幣收益噸）；



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- Reduction of energy consumption by 3% (in MWh per thousand RMB revenue);
- Reduction of water consumption by 3% (in thousand tonnes per thousand RMB revenue); and
- Surge in paper waste recycling by 3% (in kilogram per thousand RMB revenue).
- 減少3%的電力消耗密度（每千人民幣收益兆瓦時）；
- 減少3%的耗水量密度（每千人民幣收益千噸）；及
- 增加3%的廢紙回收量密度（每千人民幣收益千克）。

Looking ahead, we will continue to improve our internal management policies and adopt emission-reducing and energy-saving equipment and technologies to effectively achieve relevant goals.

展望將來，我們將持續改進內部管理政策，採用減排節能的器材及技術，以有效達致相關目標。

Policies

We have established "Environmental, Social and Governance Policy" (環境、社會及管治政策) which outlines (i) appropriate risk governance in relation to ESG matters; (ii) the process for formulating ESG strategies; (iii) ESG risk management and monitoring; and (iv) identification of KPIs and related measures. The Group's ESG policies are formulated in accordance with the standards set out in Appendix C2 of the Listing Rules.

政策

我們已訂立《環境、社會及管治政策》，其概述（其中包括）(i)有關環境、社會及管治事宜方面的適當風險管治；(ii)環境、社會及管治策略制定的程序；(iii)環境、社會及管治風險管理及監察；及(iv)識別關鍵績效指標及相關措施。本集團的環境、社會及管治政策乃根據上市規則附錄C2的標準訂立。

We adopt different strategies and measures to identify, assess and manage environment-related risks, social-related risks and climate-related issues, including but not limited to:

我們採取不同的策略及措施以識別、評估及管理環境相關風險、社會相關風險及氣候相關問題，包括但不限於：

- Review and evaluate the ESG reports of similar companies in the industry to ensure that all ESG-related risks are identified in a timely manner;
- Management discussions are held from time to time to ensure that all material ESG areas are identified and communicated;
- The Group highly values stakeholder engagement, and takes their expectations and demands as the focus in formulating sustainable development strategies and implementing decisions, helping us identify existing and potential opportunities and risks, which form an important part of our sustainable management. Through various businesses of waste management and environmental services, we actively and closely communicate with external and internal stakeholders, including shareholders/investors, government/regulatory agencies, customers, employees, suppliers, sectors of society and Research and Development ("R&D") institutions, to understand their views and needs;
- 審閱及評估行內同類公司的環境、社會及管治報告，確保及時識別所有環境、社會及管治相關風險；
- 管理層不時進行討論，確保所有重大環境、社會及管治範疇得到確認及通報；
- 本集團非常重視持份者參與，並以他們的期望與訴求為制定可持續發展策略及實施決策的關注點，幫助我們釐定現有和潛在的機遇及風險，在可持續管理中構成非常重要的部分。我們通過各類廢物管理和環境服務的業務，積極與各外部及內部持份者作緊密溝通，包括股東／投資者、政府／監管機構、客戶、員工、供應商、社會各界及研發機構，以明白他們的意見及需要；



- With reference to the ESG Guide issued by the Stock Exchange, targets are set for key ESG KPIs, including emissions, pollution and other environmental impacts, to reduce emissions and natural resource consumption, and ESG performance is evaluated annually;
- Regularly arrange third-party companies to measure the amount of pollutant emissions of the Group, and consult on the plans for pollutant emissions reduction;
- The Group strictly abides by the relevant laws and regulations and strives to fully meet the relevant requirements, including but not limited to the Administrative Measures for Pollutant Discharge Licensing (Trial) (《排污許可管理辦法(試行)》), the Comprehensive Emission Standard of Air Pollutants (《大氣污染物綜合排放標準》), Emission Standards for Odour Pollutants (《惡臭污染物排放標準》), etc.;
- Incentive policies are adopted for managing ESG matters, including but not limited to publishing the achievements of ESG objectives; and
- The Group organises annual safety and environmental protection education and programme. All employees must attend.
- 參考聯交所發佈的環境、社會及管治指引，就各主要環境、社會及管治關鍵績效指標設定目標，包括排放、污染及其他對環境的影響，以減少排放和天然資源消耗，並每年評價環境、社會及管治成績；
- 定期安排第三方廠商公司為企業測量污染物排放的數量，並諮詢減低污染物排放的方案；
- 對於相關法例的要求，本集團均嚴格遵守，務求對有關要求做到完全達標，相關法例包含但不限於：《排污許可管理辦法(試行)》、《大氣污染物綜合排放標準》、《惡臭污染物排放標準》等；
- 就管理環境、社會及管治事宜採取激勵政策，包括但不限於公佈環境、社會及管治目標的成就；及
- 企業設定年度安全環保教育培訓計畫。全體員工必須參加。

The Group has also adopted and implemented health and safety measures and procedures to safeguard employees from physical injury and other health and safety risks. Please refer to section headed "Our People — Health and Safety" for more details.

本集團亦已採取及實施健康及安全措施和程序，以保護員工免受身體傷害及其他健康和安全的風險。更多詳情請參閱下文「我們的員工 — 健康與安全」。

To mitigate the potential impacts resulting from environmental-related risk, social-related risk and climate-related risks, our Group has formulated the "Contingency Plan for Environmental Emergencies" (the "**Contingency Plan**") (突發環境事件應急預案), which covers the immediate actions to be taken in the event of environmental emergencies, including leakage of exhaust gas, solid waste (including hazardous waste), solid waste caused by man-made or irresistible natural factors. The Contingency Plan aims to improve the emergency response system for environmental pollution, strengthen the prevention and early warning mechanism, and enhance the ability of staffs to handle environmental emergencies. In addition, we are committed to reducing environmental risks arising from the operation of our production facilities by complying with the Contingency Plan, and ensuring that environmental pollution incidents are controlled within the scope of production facilities. Moreover, our Group has formulated the "Incident Restoration Plan" (災難恢復計劃), which

為減輕環境相關風險、社會相關風險及氣候相關風險帶來的潛在影響，本集團已制定《突發環境事件應急預案》(「**應急預案**」)，涵蓋在突發環境事故發生時應立即採取的行動，包括廢氣、固體廢物(包括有害廢物)、人為或不可抗拒的自然因素造成的固體廢物洩漏。該應急預案旨在完善環境污染應急體系，加強預防及預警機制，以及提高工作人員處理環境突發事故的能力。此外，我們通過遵守應急預案，致力減少生產設施運行所產生的環境風險，並確保環境污染事故在生產設施範圍內得到控制。另外，本集團亦已制定《災難恢復計劃》，規定在緊急情況下應採取的程序和指引，其中包括面臨對本集團財產構成危害和發生危險的極端氣候



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sets out the procedures and guidelines that should be adopted in case of emergencies, including emergency procedures when facing extreme climate events that pose hazards and dangers to the Group's property. A disaster management team led by Mr. Sheng Haiyan, our Executive Director, has been established to evaluate the damage caused by the incident in case of emergencies and to minimise the impacts through the implementation of the Contingency Plan.

Environmental Compliance

During the Reporting Period, the Group has complied with the following laws and regulations, including but not limited to:

- Environmental Protection Law of the PRC (《中華人民共和國環境保護法》);
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》);
- Atmospheric Pollution Prevention and Control Law of the PRC (《中華人民共和國大氣污染防治法》);
- Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》);
- Regulation on the Administration of Permitting of Pollutant Discharges (《排污許可管理條例》);
- Law of the PRC on Environmental Impact Assessment (《中華人民共和國環境影響評價法》);
- Regulations on the Administration of Construction Project Environmental Protection (《建設項目環境保護管理條例》);
- Management Regulation on Hazardous Wastes Manifests (《危險廢物轉移聯單管理辦法》); and
- Measures for the Administration of Permit for Operation of Hazardous Waste (《危險廢物經營許可證管理辦法》).

During the Reporting Period, to the best of the Directors' knowledge, the Group was not aware of any significant non-compliance issues regarding emission, noise, waste disposal, and wastewater discharge. To avoid any occurrences of non-compliance in future, we will continue to uphold and enhance our environmental awareness.

事件的應急程序。我們成立了一支在緊急情況下由執行董事盛海燕先生領導的災難管理小組，以評估災難造成的破壞，並通過執行應急計劃將影響降至最低。

環境合規

報告期間，本集團已遵守以下法律及法規，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國固體廢物污染環境防治法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《排污許可管理條例》；
- 《中華人民共和國環境影響評價法》；
- 《建設項目環境保護管理條例》；
- 《危險廢物經營許可證管理辦法》；及
- 《危險貨物道路運輸安全管理辦法》。

於報告期間，據董事所深知，本集團並無接獲任何通知有關排放、噪音、廢物處置和污水排放的違規事宜。為避免日後出現任何違規行為，我們將繼續秉持並提高集團的環保意識。



Environmental Impacts from our Operations and Mitigation Measures

Air Emission

The principal types of emission are generated from the detoxifying process of gold mine hazardous wastes, while the major pollutants produced include sulphur dioxide and hydrogen cyanide. We have implemented a series of mitigation measures on air emissions to control the exhaust gas and dust generated by the projects. Minimal emission is achieved by installing the confined exhaust gas absorption unit and the exhaust gas is emitted through a 25-metre exhaust pipe. Moreover, we use water sprinkling equipment to sprinkle water on gold mine hazardous wastes, raw materials and recycled products regularly to maintain a certain surface humidity to avoid dust. The storage facilities are covered with colour steel tiles and windproof dust suppression net to avoid dust. The Group has also installed equipment such as vehicle washing machines and exhaust gas treatment equipment to reduce air emissions in operation processes. Relevant pollutants are discharged in compliance with the standards defined in the Comprehensive Emission Standard of Air Pollutants (《大氣污染物綜合排放標準》) and the Comprehensive Emission Standard for Atmospheric Particulate Matter from Stationary Sources in Shandong Province (《山東省固定源大氣顆粒物綜合排放標準》).

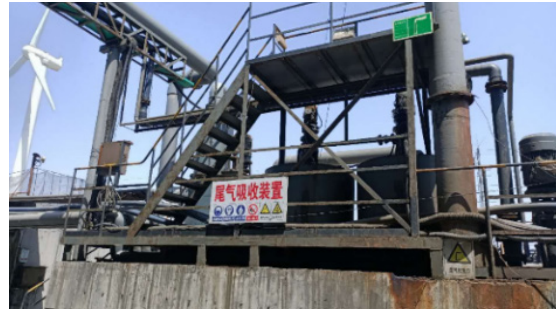
我們營運產生的環境影響及緩解措施

空氣排放

本集團排放的廢氣主要來自金礦有害廢物的毒素分解過程，而產生的主要污染物包括二氧化硫及氰化氫。我們已就空氣排放推行一系列緩解措施，以控制項目產生的廢氣及塵埃。通過安裝密閉式廢氣吸收裝置，廢氣均須經過二十五米的排氣管後始對外排放，藉此將廢氣排放量減至最低。另外，我們利用灑水設備定期對金礦有害廢物、原材料及再生產品灑水，保持一定的表面濕度，避免揚塵。倉儲設施上面鋪設彩鋼瓦和防風抑塵網，避免揚塵。本集團亦設置洗車機及尾氣處理設備等設施以減低營運過程中的空氣排放。有關污染物亦已符合《大氣污染物綜合排放標準》及《山東省固定源大氣顆粒物綜合排放標準》中定義的標準排放要求。



Vehicles washing machine
洗車機



Exhaust gas treatment equipment
尾氣處理設備



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During the Reporting Period, our air pollutants are mainly emitted from equipment and the Group's vehicle. The Group's emission data are as follows:

於報告期間，我們的空氣污染物主要來自設備及集團汽車排放。本集團所產生的空氣污染物排放如下：

Air Pollutant ¹ 空氣污染物 ¹	Unit 單位	2024 二零二四年	2023 二零二三年
Nitrogen oxides ("NO _x ") 氮氧化物 (「NO _x 」)	tonnes 噸	6.46	0.93
Sulphur oxides ("SO _x ") 硫氧化物 (「SO _x 」)	tonnes 噸	0.34	0.19
Particulate matter ("PM") 顆粒物 (「PM」)	tonnes 噸	0.45	0.07
NO _x Intensity 氮氧化物密度	tonnes per million RMB revenue ² 每百萬人民幣收益噸 ²	0.028	0.009
SO _x Intensity 硫氧化物密度	tonnes per million RMB revenue ² 每百萬人民幣收益噸 ²	0.001	0.002
PM Intensity 顆粒物密度	tonnes per million RMB revenue ² 每百萬人民幣收益噸 ²	0.0019	0.0006

During the Period, air pollutant emissions increased due to the inclusion of a new production line for sulphuric acid reprocessing within the reporting scope.

於報告期間，由於報告範圍新增硫精礦再加工的新產品線，空氣污染物有所增加。

¹ Air pollutant emission calculation is based on "Non-road Mobile Source Air Pollutant Emission Inventory Preparation Technical Guide (Trial)" issued by Research Academy of Environmental Sciences of the PRC and Beijing Institute of Technology, "Technical Guidelines for Compiling the Air Pollutant Inventory of Road Mobile Vehicles (Trial)" and "Manual on Coefficients and Accounting of Boiler Production and Discharge" issued by Ministry of Environmental Protection of the PRC, the National standards of the PRC "Limits and Measurement Methods for Emissions from Light-duty Vehicles (China VI)" and "Limits and Measurement Methods for Emissions from Heavy-duty Diesel Vehicles (China VI)".

² The Group's annual revenue was approximately RMB107,988,000 and RMB233,908,000 in Financial Year 2023 and Financial Year 2024 respectively.

¹ 空氣污染物排放的計算方法分別根據由中華人民共和國環境科學研究院和北京理工大學編製的《非道路移動源大氣污染物排放清單編製技術指南（試行）》、由中華人民共和國生態環境部編製的《道路機動車大氣污染物排放清單編製技術指南（試行）》、《鍋爐產排污量核算系數手冊》、中華人民共和國國家標準《輕型汽車污染物排放限值及測量方法（中國第六階段）》和《重型柴油車污染物排放限值及測量方法（中國第六階段）》進行估算。

² 本集團於二零二三年及二零二四年的年度收入分別約為107,988,000元人民幣和233,908,000元人民幣。



Greenhouse Gas (GHG) Emission

Climate change and global warming have become growing concerns in recent year. We are committed to reducing carbon dioxide and other GHG emissions in our daily operations. The Group's GHG emissions mainly derived from the Group's vehicles, production equipment, diesel and exhaust gas generated by the use of electricity. During the Reporting Period, the GHG emissions data³ are as follows:

	Unit 單位	2024 二零二四年	2023 二零二三年
Scope 1 ⁴ 範圍一 ⁴	tonnes CO ₂ -equivalent 噸二氧化碳當量	1,547	893
Scope 2 ⁵ 範圍二 ⁵	tonnes CO ₂ -equivalent 噸二氧化碳當量	10,417	10,615
GHG emissions reductions ⁶ 溫室氣體減除量 ⁶	tonnes CO ₂ -equivalent 噸二氧化碳當量	(7)	0
Total 總計	tonnes CO ₂ -equivalent 噸二氧化碳當量	11,957	11,508
Intensity 密度	tonnes CO ₂ -equivalent per thousand RMB revenue ² 每千人民幣收益噸二氧化碳當量 ²	0.05	0.11

Scope 1 emission from fossil fuel consumption in our operations contributed to around 12.9% only of our total emissions, including diesel and gasoline consumption for our equipment and vehicles.

溫室氣體排放

近年來，氣候變化和全球變暖問題日益受到關注。我們致力在日常營運中減少二氧化碳及其他溫室氣體的排放。本集團的溫室氣體排放主要來自本集團所持有的車輛，生產設備、柴油和使用電力時產生的尾氣而釋出的溫室氣體。於報告期間，溫室氣體排放量³如下：

由我們營運所產生的化石燃料消耗的範圍一排放僅佔我們排放總量約12.9%，包括我們的設備和車輛的柴油和汽油消耗。

³ The calculation of greenhouse gas emissions refers to the "How to Prepare an ESG Report" and its attachment "Appendix II: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange of Hong Kong, "General Guideline of the Greenhouse Gas Emissions Accounting Method and Reporting of Other Industrial Enterprises" issued by the National Development and Reform Commission, the "Emission Reduction Project of China Regional Grid Baseline Emission Factor" issued by the Department of Climate Change, the Ministry of Ecology and Environment of the PRC, "2021 Carbon Dioxide Emission Factor for Electricity" issued by the Ministry of Ecology and Environment and the National Bureau of Statistics of the PRC, as well as "China Energy Statistical Yearbook 2023" issued by the National Bureau of Statistics of the PRC.

⁴ Scope 1 : Direct emission from the business operations owned or controlled by the Group, such as emissions from diesel burnt on site and vehicles' petrol consumption.

⁵ Scope 2 : The "indirect energy" emissions from the internal purchased electricity consumption by the Group.

⁶ GHG emissions reductions: GHG removals from newly planted trees.

³ 溫室氣體排放的計算方法參照由香港聯合交易所發佈之《如何編備社會、環境及管治報告》及其附件《附錄二：環境關鍵績效指標匯報指引》、國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南》、中華人民共和國生態環境部氣候變化司發佈的《減排項目中國區域電網基準線排放因數》、中華人民共和國生態環境部和國家統計局聯合發布之《2021年電力二氧化碳排放因子》、中華人民共和國國家統計局出版之《中國能源統計年鑑2023》。

⁴ 範圍一：由本集團擁有或控制的業務營運產生的直接排放，如設備燃燒柴油和車輛汽油所產生的排放。

⁵ 範圍二：本集團內部購買電力消耗產生的「間接能源」排放。

⁶ 溫室氣體減除量：因新種植樹木而導致的溫室氣體減除量。



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In addition to the direct emissions from the combustion of fuels, the use of electricity from the electricity generation process by the Group is also indirectly attributable to the production of GHG. With reference to the kilowatt-hour power generation to carbon dioxide emission ratio published by the PRC government, during the Reporting Period, approximately 10,417 tonnes of carbon dioxide were attributable to the Group's electricity usage in the operation of production facilities and office. Our new sulphuric acid product line achieves self-heating baking by the chemical reaction between sulfur concentrate powder and oxygen inside the baking furnace. Heat is released during the process, which is then transmitted through cooling coils to generate steam for powering the generator set, without the need for additional electricity or fuel consumption.

During the reporting period, we planted 300 trees to reduce carbon emissions. The Group will continue to assess, record, and disclose its GHG emissions annually and will continue to refine the data collection system and develop reduction strategies if appropriate based on the projection of data in the coming years.

除燃燒燃料的直接排放外，本集團用電亦間接導致產生溫室氣體，其為來自產電過程。經參考中國省政府於報告期間發佈的千瓦時產電量與二氧化碳排放量的比率，報告期內，約10,417噸的二氧化碳來自本集團生產設施和辦公室營運過程中外購的用電量。我們的硫酸新產品線通過硫精礦粉在焙燒爐內與氧氣的化學反應自熱焙燒，過程中釋放出熱力，通過冷卻盤管降溫，產生蒸汽供發電機組發電，加工過程無需額外消耗外購電力或燃料。

報告期間，我們已種植300棵樹木以減少碳排放。本集團將繼續每年評估、記錄和披露其溫室氣體排放量。本集團將根據未來數年的數據預測，繼續完善數據收集系統並制定適當的減排策略。



Waste Management

Solid wastes generated during the gold mine hazardous waste treatment process include waste rocks, sand, waste residues and hazardous waste. The Group is committed to managing waste in an effective and sustainable manner and reducing its impact on the environment in accordance with the Waste Management Policy. Non-hazardous solid wastes are gathered and managed by the Environmental and Safety Department for land filling within the production facilities or further treatment as appropriate. Waste activated carbon generated by the Group during the operation processes is categorised as hazardous waste. In order to prevent the environmental emergencies caused by hazardous waste to have an impact on the surrounding areas and the society, the Group has taken precautionary measures from the following aspects:

1. Hazardous wastes are packaged completely without leakage.
2. Hazardous waste shall be sealed and packaged with a label of "hazardous waste" outside.
3. Hazardous waste collection, transfer, storage and other operations should be carried out in strict accordance with the operating procedures, and the transfer documentation system should be strictly implemented.
4. Entrust with qualified units in accordance with the provision of harmlessly dispose of hazardous wastes, standardised transfer and disposal ledger records.

In addition, staff canteens generate food waste. To this end, the Group introduced and promoted the concepts of "Green Office" and "Civilised Dining". "No leftovers", cherishing the food and reducing food waste are encouraged.

The Group's solid wastes management is in compliance with the emission standard of the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste (《一般工業固體廢物貯存、處置場污染控制》) and the Standard for Pollution Control on Hazardous Waste Storage (《危險廢物貯存污染控制標準》).

廢物管理

礦山固體廢物指採礦及洗礦過程中產生的廢石、尾渣、廢物殘渣及有害廢物。本集團致力於按照廢物管理政策的規定，以有效及可持續的方式管理廢物，減少其對環境的影響。無害固體廢物由環境保護及安全部門收集和管理，在生產設施內填埋或視乎情況適合進一步處理。公司產生的廢活性炭為危險廢物，為防止危險廢物引起的突發環境事件對周邊和居民造成的環境影響，公司從以下幾個方面做好防範措施：

1. 確保有害廢物包裝完整，不滲漏。
2. 將有害廢物進行密封包裝、外貼有「危險廢物」字樣標籤。
3. 有害廢物收集轉移、存儲等操作均嚴格按照操作規程進行，嚴格實行轉移聯單制度。
4. 委託有資質單位按規定無害化處置危險廢物，規範轉移、處置台賬記錄。

另外，員工食堂會產生廚餘。本集團為此引進並推廣「綠色辦公」和「文明餐桌」的概念，鼓勵員工「不剩飯」、「不剩菜」，珍惜糧食，減少廚餘。

本集團的固體廢物管理已符合《一般工業固體廢物貯存、處置場污染控制》及《危險廢物貯存污染控制標準》的排放標準。



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During the Reporting Period, wastes generated by the Group are as follows: 於報告期間，本集團營運產生的廢棄物如下：

Wastes Type 廢棄物類型	Waste Category 廢棄物種類	Handling Method 處理方式	Unit 單位	2024 ⁷ 二零二四年 ⁷	2023 二零二三年
Hazardous waste ⁸ 有害廢棄物 ⁸	Waste oil 廢機油	Handled by qualified contractor 由有資質的承辦商處理	tonnes 噸	0.04	0.01
	Waste Packaging and Containers 廢棄包裝物及容器	Handled by qualified contractor 由有資質的承辦商處理	tonnes 噸	0.77	0.86
	Arsenic-containing waste 含砷廢物	Handled by qualified contractor 由有資質的承辦商處理	tonnes 噸	2.00	2.08
	Total 總計		tonnes 噸	2.80	2.95
	Intensity 密度		tonnes per million RMB revenue ² 每百萬人民幣收益噸 ²	0.01	0.03
Non-hazardous wastes 無害廢棄物	Domestic wastes 生活垃圾	Landfill 送往垃圾焚燒廠焚燒	tonnes 噸	44.8	21.1
	Food wastes 廚餘	Landfill 送往垃圾焚燒廠焚燒	tonnes 噸	9.4	4.6
	Total 總計		tonnes 噸	54.2	25.7
	Intensity 密度		tonnes per million RMB revenue ² 每百萬人民幣收益噸 ²	0.23	0.24

During the Reporting Period, we are subject to annual assessments relating to the Hazardous Waste Standardised Management Index System (《危險廢物規範化管理指標體系》) (the “Index System”) as issued by the Ministry of Ecology and Environment, which were conducted by the assessors representing Yantai Municipal Ecology and Environment Bureau, with each inspection involving at least two persons with environmental supervision and law enforcement qualifications, while experts may also be invited to participate in the inspection. The Index System, containing a summary of major applicable environmental protection regulatory requirements in the PRC, include but not limited to the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共

於報告期間，我們須接受與生態環境部發佈的《危險廢物規範化管理指標體系》(「指標體系」)有關的年度評估，該評估由代表煙臺市生態環境局的評估人員進行，每次檢查均涉及至少兩名具環境監督執法資格的人員，亦可邀請專家參與檢查。指標體系載有中國主要適用環保法規要求的摘要，包括但不限於《中華人民共和國固體廢物污染環境防治法》、《危險廢物轉移聯單管理辦法》及《危險廢物經營許可證管理辦法》，為評估人員在檢查期間對指標體

⁷ Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

⁸ To enhance the disclosure quality of our ESG reporting, we have reviewed and updated the classification methodology for hazardous waste, and accordingly reclassified the 2023 data.

⁷ 數據基於四捨五入原則調整，因此總計與所列數據的總和之間存在差異。

⁸ 為了優化我們ESG報告的披露，我們重新審視並更新了有害廢棄物的分類方法，並對二零二三年的數據進行重新分類整理。



和國固體廢物污染環境防治法》), the Measures for the Administration of Hazardous Waste Transfer Manifests (《危險廢物轉移聯單管理辦法》), and the Measures for the Administration of Permit for Operation of Hazardous Wastes (《危險廢物經營許可證管理辦法》), gives assessors a regulatory guideline during their inspection in assessing the level of compliance with the major regulatory requirements stipulated under the Index System. During the inspection, assessors would assess all applicable regulatory requirements stipulated under the Index System as their scope of assessment. Subsequent to the inspection, assessors generally issue a written report to us on the same day, which generally contains, among other things, materials which were inspected by the assessors and an overall result indicating whether we have achieved the compliance standard as set out in the Index System. Looking ahead, the Group will continue to refine its waste reduction measures and disclose relevant results when appropriate.

Wastewater Management

Wastewater is generated from surface runoff, vehicles washing and other daily production operations. The Group takes appropriate measures to avoid pollution and blockage of public drains and sewers. Production facilities are equipped with production circulation pools which all polluted wastewater generated during the production process can be recycled and not discharged. Domestic sewage is treated by the integrated sewage treatment station in production facilities and then be used for greening and dust reduction within the production facilities without discharge. During the Reporting Period, a total of 580,975 tonnes of wastewater was reused. The pollutants have also met the discharge standards of the Wastewater Quality Standards for Discharge to Municipal Sewers (《污水排入城市下水道水質標準》). In addition, we have also applied for and obtained the pollution discharge permit issued by the local Ecology and Environment Bureau for the Group's factories.

Noise Control

Noise comes from various waste handling activities and the operation of machinery and equipment. As our projects may affect nearby communities, reducing noise nuisance is also an important part of pollution mitigation. Noise producing machinery is arranged indoors and away from boundary of the production facilities to minimise the impact of noise on the surrounding environment. Further, we set up sound insulation hold for high-noise machinery to inhibit the noise generated by mechanical vibration from spreading and sound insulation doors and windows for production compartments. Noise generated from our business operations is in compliance with the Emission Standard for Industrial Enterprises Noise at Boundary (《工業企業廠界環境噪聲排放標準》).

系下指定主要監管要求的合規水準進行評估時提供監管指引。在檢查過程中，評估人員會評估指標體系下指定的所有適用監管要求，作為評估範圍。檢查結束後，評估人員一般會在同日向我們發出書面報告，內容一般載有（其中包括）經評估人員檢查的材料以及總體結果，表明我們是否已經達到指標體系所載的合規標準。展望未來，本集團將繼續完善其減廢措施，並在適當時披露相關結果。

廢水處理

廢水產生於地面徑流、清洗車輛及其他日常礦場營運活動。本集團採取適當措施，避免污染及堵塞公共排水渠及污水渠。生產設施配備生產循環池，在生產過程中產生的所有污染廢水都可以循環使用，而不會向外排放。生活污水經生產設施內的綜合污水處理站處理後，用於生產設施內的綠化、降塵及礦渣填濕，同樣不會向外排放。報告期間，共有580,975噸污水被重用。有關污染物亦已符合《污水排入城市下水道水質標準》的排放標準。另外，我們亦已為集團旗下廠房申請並已領取由廠房當地所屬之生態環境局所出具的排污許可證。

噪音控制

噪音來自各種廢物處理活動及機器和設備的運作。由於我們的業務過程可能會影響附近的社區，減輕噪音滋擾亦是減緩污染的重要一環。發出噪音的設備會被安排在室內，遠離生產設施的邊界，儘量減少噪音對周圍環境的影響。此外，我們為高噪音機器安裝隔音罩，抑制機械振動產生的噪音擴散，並為生產區安裝隔音門窗。由我們業務產生的噪音排放已符合《工業企業廠界環境噪聲排放標準》的標準。



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Natural Resources

The Group recognises the importance of efficient resources consumption and continuously aims at streamlining its operations to develop an energy-efficient culture. The principal types of resources utilised by the Group in the operation and management of production facility and offices during the Reporting Period, and the measures undertaken by the Group to promote efficient usage are discussed below:

Energy Consumption and Efficiency

Electricity is essential for the offices' operations and production facilities, and is the main source of energy of the Group. The Group has adopted an internal policy to promote conservative energy uses.

- Ensure lighting and air conditioning are turned off after using and office hours;
- Specify summer and winter air conditioning temperatures;
- Use energy-efficient appliances with Grade 1 energy labels; and
- The computer is set to auto-idle mode.

During the Reporting Period, The Group's energy consumption data⁹ is as follows:

	Unit 單位	2024 二零二四年	2023 二零二三年
Diesel 柴油	MWh 兆瓦時	5,691.56	3,238.05
Petrol 汽油	MWh 兆瓦時	223.42	168.71
Purchased and Self-Generated Electricity 外購及自產電力	MWh 兆瓦時	41,066.74	11,269.29
Electricity Sold 出售電力	MWh 兆瓦時	(25,648.00)	0.00
Total 總計	MWh 兆瓦時	21,333.72	14,676.05
Intensity 密度	MWh per thousand RMB revenue ² 每千人民幣收益兆瓦時 ²	0.09	0.14

⁹ The calculation of energy consumption refers to the "Oil information: Database documentation (July 2024 edition)" published by the International Energy Agency, as well as "China Energy Statistical Yearbook 2023" issued by the National Bureau of Statistics of the PRC.

天然資源

本集團深明有效消耗資源的重要性，並繼續以精簡其營運為目標，旨在發展能源效益文化。報告期間，本集團於生產設施和辦公場所營運及管理所使用的主要資源類別，以及本集團為推動有效使用已採取的措施於下文陳述：

能源使用及效益

電力對辦公室和生產設施之營運攸關重要，亦為能源使用之主要來源。本集團採用內部政策以推廣節約使用能源。

- 確保在使用及辦公時間後關閉房間的照明和空調；
- 規定夏天和冬天空調溫度；
- 選用貼有一級能源標籤的節能電器；
- 電腦設置為自動閑置模式。

於報告期間，本集團的能源消耗數據⁹如下：

⁹ 能源消耗的計算方法參照由國際能源總署發佈的《石油資訊：資料庫文件（2024年7月版）》，以及中華人民共和國國家統計局發佈的《中國能源統計年鑑2023》。



Our new sulfuric acid production line utilizes a self-heating baking process, where pyrite concentrate reacts with oxygen in the baking furnace to generate heat. Thermal energy is recovered through cooling coils to produce steam, which powers electricity generators. The production plant utilizes the self-generated electricity from the generating units for its own use and sells the unutilised electricity. During the reporting period, the inclusion of this new pyrite reprocessing line, along with increased usage of heavy equipment (e.g., loaders) and reliance on self-generated power, resulted in a 45% increase in energy consumption compared to 2023.

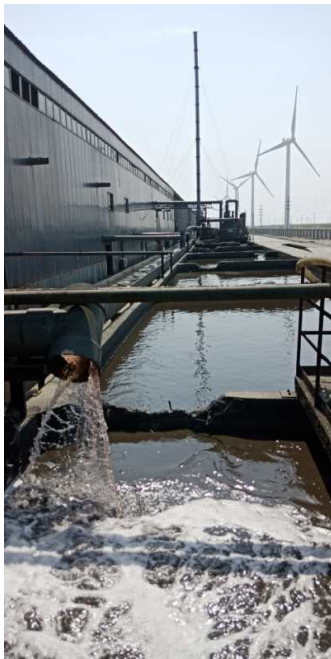
Water Consumption and Efficiency

Water is an important resource on earth. The water supply of the Group is provided by Water Resources Department of Shandong Province, therefore, there is no problem in water supply. In order to reduce waste of water resources, the Group has installed water recycling facilities, such as circulating pools and rainwater collection and utilisation facilities. In addition, the Group has taken measures to control water consumption. We put up “please save water” signs in toilets and other areas to remind employees of the importance of water conservation.

我們的硫酸新產品線通過硫精礦粉在焙燒爐內與氧氣的化學反應自熱焙燒，過程中釋放出熱力，通過冷卻盤管降溫，產生蒸汽供發電機組發電。工廠利用發電機組自產電力作使用，額外的電力則作出售。於報告期間，由於報告範圍新增硫精礦再加工的新產品線，相關重型設備（例如：剷泥車）使用量隨之增加，同時我們亦使用自產電力，導致能源消耗較二零二三年度增加了約45%。

用水效益

水是地球上的重要資源。本集團之供水由山東省水利廳提供，因此，在水源供應方面並無問題。為減少浪費水資源，本集團已安裝水循環利用設施，如循環水池及雨水收集利用設施。另外，本集團已採取控制耗水的措施。我們在洗手間等場所張貼「請節約用水」的告示，提醒員工節省水資源的重要性。



Circulating pool
循環水池



Rainwater collection and utilisation facilities
雨水收集利用設施



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During the Reporting Period, the Group's water consumption data is as follows:

在報告期內，本集團的耗水量如下：

	Unit 單位	2024 二零二四年	2023 二零二三年
Total 總計	thousand tonnes 千噸	676.82	92.21
Intensity 密度	thousand tonnes per million RMB revenue ² 每百萬人民幣收益千噸 ²	2.89	0.85

During the Reporting Period, the Group's water consumption increased by approximately 634%, mainly due to the inclusion of the new product line for the reprocessing of pyrite concentrate. On the other hand, the Group's equipment includes rainwater collection tanks and circulating pools, so we will prioritise the consumption of collected rainwater to meet the needs of daily operations, and use additional water sources only when the amount of collected rainwater is not sufficient to meet the daily operational needs.

於報告期間，因報告範圍新增硫精礦再加工產品線，本報告年度耗水量較二零二三年度上升約634%。另一方面，本集團設備當中包括雨水收集池和循環水設備，故我們會選擇優先消耗所收集之雨水和循環水以滿足日常營運所需，只有在所收集的雨水量和循環水不足以滿足日常營運所需時才會使用額外自來水。

Materials Consumption

The Group's operations do not involve a high level of paper and packaging materials consumption. The Group mainly adopts paper for offices and general use within the Group. Paper waste is the main source of non-hazardous waste in our offices. In order to improve working efficiency, reduce administrative costs, and build an informative and economical business, the Group implements "Green Office" and initially determines to implement paperless office by reducing printing and copying expenses. Integrated with the actual needs of the Group, the following are the matters related to the implementation of paperless office:

物料消耗

本集團之營運並不涉及大量使用包裝物料。本集團主要將紙張用於集團辦公室和內部的一般使用。廢紙為我們辦公室無害廢物之主要來源。為提高工作效能，降低行政成本，建設資訊化、節約型企業，本集團推行「綠色辦公」，決定從降低列印、複印開支方面著手初步推行無紙化辦公。結合公司實際需要，現列舉推行無紙化辦公有關事宜如下：

- For informal final documents and internal circulation documents, if printing is needed, use the another side of the single-sided used paper for printing to improve paper utilisation, if possible;
- If the document is misprinted, it can be placed in the single-sided paper recycling box for reuse;
- All documents that need to be printed should be formatted and previewed first to avoid printing waste due to formatting errors;
- Before printing the document, properly arrange the page layout and minimise the page size (For example, adjust the document to one page if the second page has only one or two lines);
- If the document needs multiple copies, you should print one copy and then finish the remaining printing by making copies;
- 非正式定稿檔以及內部傳閱檔，若需要列印，儘量採用以往曾經使用的單面紙的另一面進行列印，提高紙張利用率；
- 若有文檔列印錯誤，可放到單面紙回收盒，以便再次利用；
- 所有需要列印的文檔，應調整好格式，並先預覽，避免因格式錯誤造成列印浪費；
- 文檔列印前，適當調整頁面設置，及盡量縮小頁面篇幅。（例如第二頁只有一兩行，可縮小篇幅至一頁紙）；
- 若需要多份文檔，應列印一份以後，採取複印方式完成剩餘列印事宜；



- Copying of personal documents is prohibited; and
- Notices, general documents forwarding, announcements, circulars, learning materials, presentations, etc. will all be transmitted by email.
- 禁止複印私人文檔；及
- 通知、一般公文轉發、公示、通報、學習材料、簡報等相關文檔的傳閱均通過電子郵件傳輸。

During the Reporting Period, the Group’s paper and packaging materials consumption data are as follow: 於報告期間，本集團的辦公室用紙及包裝物料消耗量如下：

	Unit 單位	2024 二零二四年	2023 二零二三年
Paper Consumption 用紙量	kg 千克	948.02	443.09

During the Reporting Period, paper consumption has increased by 114%, due to the expansion of reporting scope. 於報告期間，因報告範圍有所擴大，用紙量較二零二三年度上升114%。

Investment in Environmental Management

To promote the development of a green environment, the Group has always reserved funds for environmental and emergency management and prepared for monitoring, cleaning, wastewater treatment, greening, maintenance, emergency response, etc. We have also invested in establishing various mitigation measures, such as vehicle washing machines, exhaust gas treatment equipment, circulating pools and rainwater collection and utilisation facilities. In addition, the environmental management system of the Group’s subsidiary has been accredited with GB/T 24001-2016/ISO 14001:2015 certification. Looking ahead, we will continue to invest and contribute to environmental protection and climate change mitigation.

In the area of technology research and development, the Group focused on the research of relevant technologies for recycling gold tailings. In 2024, the Group’s construction project was awarded the “2024 Outstanding Practice Case in Corporate Integrity Building” (2024年企業誠信建設優秀實踐案例) by the China Enterprise Confederation (中國企業聯合會) and the China Enterprise Directors Association (中國企業家協會). The primary materials used in the manufacturing of sulphuric acid include pyrite concentrate, which is the main recycled product of the Group. We plan to build a comprehensive resource research laboratory in the future, to cultivate resource innovation. We will continue to improve resource sharing, encourage raw material and product exchange industry chains between enterprises, promote synergistic reuse of various solid waste,

對環境管理的投資

為促進發展綠色環境，本集團一直為環境及應急管理預留資金並就監測、清潔、污水處理、綠化、維護、應急等方面作準備，同時亦一直投放資金建立不同緩解措施，例如：洗車機、尾氣處理設備、循環水池及雨水收集利用設施等。此外，本集團的附屬公司的環境管理體系已獲 GB/T 24001-2016/ISO 14001:2015 認證。展望未來，我們將不斷推進，為環境保護和緩解氣候變化繼續作出投資和貢獻。

在技術研發方面，本集團著力研究有關黃金尾渣資源回收利用相關技術。二零二四年，本集團的建設項目獲得由中國企業聯合會和中國企業家協會頒布的「2024年企業誠信建設優秀實踐案例」。生產硫酸主要原材料包括硫精礦，而硫精礦為本集團的主要再生產品。本集團籌劃日後興建資源綜合研究實驗室，成為資源全面研究創新的孵化器。本集團將持續加強資源共享，鼓勵企業間原料互供、產品互換的產業鏈



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strengthen mutualism among industries and mutual development among different areas, meanwhile solving outstanding environmental issues by sustainable use of resources, enhancing resource exploitation and promoting resource comprehensive utilisation industry to attain new development.

Climate Change

Climate change is one of the biggest global challenges faced by the society nowadays. We must act now and proactively prepare for the related impacts of climate change on our business. In recent years, extreme weather, such as strong winds and heavy rainfall, as well as tides and floods, have become the focus around the world. Logistics and supply chains are particularly vulnerable. Heavy rainfall, rising sea levels and floods can cause serious damage to assets such as buildings, warehouses and goods in storage which results in material financial losses. Our suppliers are all located in the PRC. We may face indirect impacts of supply chain disruptions if our suppliers experience extreme weather conditions, such as flooding. Severe flooding from heavy or continuous rainfall could have significant impacts on our business and land pollution, but we have formulated contingency plans and procedures to reduce the risks caused by extreme weather and the Board will review and improve the contingency mechanisms from time to time. Although continuous high temperatures may result in increased electricity consumption, we have implemented energy-saving measures to manage this risk. Even though the impacts of climate change are beyond our control, as climate change is considered to be one of the most significant risks to the world in the next five years, the Group believes that all stakeholders should work together to address climate change and do their best to mitigate it while minimizing its impact on business operations.

In recent years, the pace of change has expedited around the world, underscoring the importance for us to accelerate its transition to a low-carbon economy. The Group essentially plans to respond to local government initiatives and follow local governments' emission reduction requirements. We are committed to continuously improving our energy efficiency, applying professional knowledge to improve on-site efficiency and maintain efficient management support, in order to safeguard the Group's reputation.

群，大力推進多種固廢協同利用，產業間融合共生、區域間協同發展，以資源可持續利用來支撐，從源頭出發解決環境突出問題，提升資源高效利用，推動資源綜合利用產業實現新發展。

氣候變化

氣候變化是當今全球社會所面臨的最大挑戰之一，我們現在必須採取行動，積極籌備以應對因氣候變化對集團業務產生的相關影響。近年來，極端天氣如強風和高降雨量以及潮汐和洪水災害成為全球的焦點，物流和供應鏈特別容易受到影響。暴雨、海平面上升和洪水災害可能對建築物、倉庫和儲存貨物等資產造成嚴重破壞，從而造成經濟損失。我們的供應商均位於中國，倘供應商遇到極端天氣狀況（如水災），我們可能面臨供應鏈中斷的間接影響。大雨或持續降雨造成的嚴重水災或對我們的業務和環境土地污染造成重大影響，惟我們已制定應急預案和程序，以減少極端天氣造成的風險，董事會將不時檢討並改善應急機制。雖然持續高溫可能導致電力消耗增加，惟我們已採取節能措施以管理此種風險。儘管氣候變化帶來的影響超出我們的控制範圍，然而由於氣候變化已被視為未來五年世界面臨的最重大風險之一，本集團認為，各持份者應共同努力應對氣候變化，為減緩氣候變化盡力的同時，亦極力減低其對業務運作構成的影響。

近年來，世界各地的變革步伐加快，使我們更能明白加快轉型至低碳經濟的重要性。本集團計劃響應各地政府倡議，並跟隨各地政府的減排要求設定減排目標。我們致力於不斷提高能源效率，利用專業知識，不斷尋求進步，推動現場效率改進，維持高效管理支援，並保障本集團的聲譽。



Over the years, we have been grasping different opportunities to expand our business, accelerate the transformation and make the Group more digitalised, more environmentally friendly, and safer for employees and users (such as automation, and utilizing digital platforms for online conference to reduce carbon footprint in transportation). These measures have made our facilities become more sustainable and fulfil our commitment to resource management and environmental protection.

Action on climate change

Action on responding climate change is embedded in the Group's business strategy and is reflected in the governance and management processes of the Company. The index table below outlines where to find the core elements of how the Group responds to the Stock Exchange recommendations in this report.

多年來，我們一直在把握不同的機遇來拓展業務，加速轉型和使本集團邁向智能化及更環保，使員工和產品使用者更安全（如自動化、使用更多網上會議電子平台以減低交通運輸所產生的碳排放）。這些措施使我們業務營運的可持續性得以增加，並履行我們對資源管理和環境保護的承諾。

氣候變化行動

應對氣候變化的行動已納入本集團的業務策略，並體現於公司的管治及管理流程中。以下索引表概述本集團如何在此報告參考聯交所建議的各項核心元素：

Core element 核心要素	The Group's response 本集團回應
Governance 管治	<ul style="list-style-type: none"> Setting up ESG Working Group and carrying out regular meeting 成立環境、社會及管治工作組和定期進行會議 Integrating ESG topics (including climate-related issues) in corporate decision making 將環境、社會及管治議題（包括氣候相關事宜）納入企業決策
Strategy 策略	<ul style="list-style-type: none"> Understanding climate risks through scenario analysis 通過情境分析瞭解各氣候風險 Identifying risks and opportunities in the low-carbon transition 識別低碳轉型的風險和機遇
Risk Management 風險管理	<ul style="list-style-type: none"> Risk Management Working Group led by the Board to discuss ESG risks 由董事局領導的風險管理工作小組討論環境、社會及管治風險 Preparing for the transition to a low-carbon economic 為向低碳經濟轉型做準備 Preparing and setting up measures to physical climate risks 準備和制定應對實體氣候風險的措施
Metrics and Targets 指標和目標	<ul style="list-style-type: none"> Investing in transition enablers 投資轉型推動因素 Creating value in the low-carbon transition 在低碳轉型中創造價值



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When developing these scenarios, the Group has identified a series of climate-related risks and opportunities relevant to our assets and services which are significant to us. These transition and physical risks are discussed in the sections below.

在制定這些情境時，本集團已識別出一系列與我們的資產及服務有關的氣候相關風險和機遇，以瞭解這些風險和機遇在哪些情境中可能有較大影響，這些過渡和實體風險將在以下部分中討論。

	Risks 風險	Opportunities 機遇
Short term (0 – 1 year) 短期 (0 – 1年)	<ul style="list-style-type: none"> Physical risks from extreme weather events 極端天氣事件引起的實體風險 Securing the skills and capability required to implement climate strategy 獲取落實氣候策略所需的技能及能力 	<ul style="list-style-type: none"> New services to help communities decarbonise 幫助社區減碳的新產品及服務 Technologies to enhance the performance of operation and energy efficiency 新技術可提升營運和能源效率
Medium term (5 years) 中期 (5年)	<ul style="list-style-type: none"> Transition risks — Implementation of low-carbon policies for the operation 過渡風險 — 為營運落實低碳政策 Transition risks — Supply and demand for certain commodities, products and services may change as climate related risks and opportunities are increasingly taken into account. 過渡風險 — 隨著越來越多地考慮與氣候相關的風險和機遇，某些商品、產品和服務的供需可能會發生變化 	<ul style="list-style-type: none"> Transitioning to low carbon economy market model to meet government decarbonisation targets 業務所在市場邁向低碳經濟模式，以滿足政府的減碳目標 Opportunities arising from transition enablers 促進轉型因素所產生的機遇
Medium to long term (5+ years) 中長期 (5年以上)	<ul style="list-style-type: none"> Transition risks — Potential new regulation and policies 過渡風險 — 潛在的新法規和政策 Transition risks — Development and use of emerging technologies may increase the operational costs, and reduce the Groups' competitiveness 過渡風險 — 新興技術的開發和使用可能會增加營運成本，並降低集團的競爭力 Transition risks — Due to changing customer or community perceptions of the Group's contribution to or detracting from the transition to a lower-carbon economy, the Group reputation, may therefore, be impacted 過渡風險 — 由於客戶或社區對集團於低碳經濟轉型的貢獻或減損的看法發生變化，本集團聲譽可能因此而受到影響 	<ul style="list-style-type: none"> Transitioning to low carbon economy market to meet government decarbonisation targets 走向低碳經濟市場過渡，以實現政府脫碳目標 Opportunities arising from transition enablers 促進轉型因素所產生的機遇 To work as a pioneer in the industry and build up the relevant reputations 成為行業的先驅並建立相關聲譽



Physical climate risks have the potential to damage the integrity of the Group's assets or affect our service delivery and customers directly. The Group has already formulated a range of measures in place to enhance the continuity and integrity of its operations, such as "Contingency Plan for Environmental Emergencies" (《突發環境事件應急預案》), in order to effectively prevent and handle environmental emergencies, avoid or minimize the pollutants or other toxic and hazardous substances from entering the atmosphere, water body, soil, etc., so as to protect the environment, help maintain social stability and make every effort to ensure that the impacts of such environmental incidents on public health and property safety are minimized.

Transition risks can potentially increase the Group's operational cost and legal risks due to the change in policy, technological development, digitalisation, impact on the supply chain and the public perceptions towards the Group's impression and reputation. The Group has already identified the relevant risks and will keep monitoring the market and policy updates regularly. The Group has also planned to invest according to the market needs and take this as an opportunity for long-term development.

Over the years, a series of measures have been adopted to put in place along the Group value chain to help the Company prepare for climate events. These measures are deployed for different geographies, taking into account the asset type, location and relevance. These are summarised in the table below:

實體氣候風險可能會損害本集團資產的完整性或直接影響到我們的服務和客戶。本集團已制定一系列措施以加強其業務持續性及誠信，例如《突發環境事件應急預案》，以有效防範應對突發環境事件，避免或最大程度減少污染物或其他有毒有害物質進入大氣、水體、土壤等，藉此達至保護環境，協助維護社會穩定，並盡力確保公眾生命健康和財產安全受環境事件影響的程度降至最低。

由於政策更新、技術發展、數碼化、影響供應鏈的相關風險以及公眾對本集團的印象和聲譽等的過渡性風險都有可能令營運成本和法律風險增加。本集團已識別相關風險，並持續監察市場及政策的變更。本集團亦計劃根據市場需求進行投資，並以此為契機進行長遠發展。

多年來，本集團為價值鏈已採取一系列措施，協助公司應對氣候事件，考慮到資產類型、地點及相關性，採取因地制宜的針對性措施。下表已概述相關措施：

Relevant part of the value chain 價值鏈的相關部分	Relevant measures 相關措施
Supply chain 供應鏈	Diversify material and supply from multiple suppliers, sources and countries. 分散材料和物資供應商的來源和國家
Operation 營運	Monitor and inspect assets regularly 定期監控和檢查資產 <ul style="list-style-type: none">To maintain a contingency plan for all facilities 為所有設施制定應急計劃To audit/review workers' working hours to provide a better working environment. 審查／檢討工人的工作時間以提供更好的工作環境To install water fountains for staff and workers if applicable 為員工和工人增加飲水機，如適用 To address extreme heat and increased temperature: 應對極端高溫及氣溫上升： <ul style="list-style-type: none">To maintain cooling equipment in good conditions 維持冷卻設備處於良好狀態



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Relevant part of the value chain 價值鏈的相關部分	Relevant measures 相關措施
	<p>To address the risk of water shortage and drought: 應對水資源短缺及乾旱風險：</p> <ul style="list-style-type: none"> — To maintain water tank(s) in facilities if possible — 如情況許可，為設施設立水箱 — To purchase drinking water with sufficient storage — 購買並儲存足夠的飲用水 <p>To address flooding risks: 應對洪水災害風險：</p> <ul style="list-style-type: none"> — If necessary, build protection walls for facilities and run-off water storage — 如有需要，為設施和徑流蓄水修建防護牆 — To deploy anti-flooding measures suitable for the assets, including drainage systems, flood gates and flood barriers, if necessary — 為資產制定適合的防洪措施，如有需要我們會考慮採用地面排水系統、沿海岸線建造海堤，以及安裝防水閘及防洪壩 — If necessary, put in place additional coverage with tarps, grass planting and drainage works to avoid soil erosion — 如有需要，為設施加蓋防水布、種植草皮和進行排水工程，以避免水土流失 — If necessary, we will continually control and monitor river and underground water rate flow, and maintain regular communication with the local authority on its flood discharge schedule and flow rate — 如有需要，我們會持續控制和監測河流和地下水流量，並就洩洪時間表和流量與當地政府保持定期溝通
Services 服務	<ul style="list-style-type: none"> — To establish emergency management procedures and response plans for all business sectors — 制定業務各範疇的緊急管理程序及應對計劃，並進行定期演習 — To establish typhoon response protocol and coordinating system, standardise internal communication guideline and conduct post-typhoon reviews to ensure smooth execution of contingency plans — 制定颱風應對程序及協調機制，進行定期演習和在應對颱風影響後進行檢討，以確保應急計劃能順利執行 — To enhance the communication capacity of customer services, in particular post-incident customer communication — 提升客戶服務的通信能力，尤其事故後與客戶通信的能力

Investing transition enablers

Investment in a broad range of transition enablers is required to transform the business to low-carbon economy. In accordance with the actual needs of our business, the Group will invest resources to purchase Electric vehicle (EV) to replace old fossil fuels vehicles and introduce more renewable energy equipment in the future, such as photovoltaic power supply equipment.

投資能源轉型推動因素

為達至將企業轉型至低碳經濟的目標，本集團認為我們有需要對廣泛的轉型推動因素進行投資。本集團會按業務實質需要，未來將投入資源購入電動汽車逐步取代舊有的化石燃料汽車和引入更多再生資源設備，例如光伏供電設備。



OUR PEOPLE

Employees are the foundation of the Group's success and development. We consider human resources as the most important asset and the Group is committed to ensuring the occupational health, safety, and general welfare of its employees. In addition, the Group provides various job-related seminars, workshops, and training courses for the employees' continuous professional development. The Group has also adopted a number of social responsibility practices for supporting the community and upholding the Group's business integrity.

Policies

The "Employees' Handbook" (員工手冊) sets out the terms, guidelines, and arrangements on remuneration, dismissal, recruitment, promotion, working hours, rest periods, leaves, employees' health and safety, insurance benefits, labour discipline, diversity, equal opportunities, anti-discrimination, other benefits and welfare to the employees of the Group.

Human Resources Management

Recruitment and Dismissal

Recruitment is required when there is a change of personnel, identification of new positions, or the workloads or responsibilities within a department increase. In order to fulfil the company's demand for talents for continuous, stable and rapid development, we hereby standardise the recruitment process and formulate the "Recruitment Interview Management System" (招聘面試錄用管理制度), thereby improving the efficiency of human resource management and the selection mechanism.

Recruitment is tailored to different classes of positions to be filled and will be directed to appropriate applicants in order to attract as many candidates as possible. Open recruitment will be conducted through appropriate media and sufficient time would be given to ensure that candidates could make wise considerations. We are committed to recruiting, training and retaining skilled and experienced people in our operations. When we make recruitment decisions, we take into account business strategy, development plans, industry trends and the competitive environment. We hire employees based on a number of factors, including their work experience, educational background and job opening needs. We are committed to attracting and retaining the right and suitable people to serve the Group.

我們的員工

員工為本集團成功與發展之基礎。我們視人力資源為最重要的資產而本集團致力確保其員工的職業健康、安全及一般福利。此外，本集團為員工之持續專業發展提供不同與工作有關之講座、工作坊及培訓課程。再者，本集團亦採納多項社會責任措施，以支持社區及維持本集團之業務誠信。

政策及制度

我們的《員工手冊》載有薪酬、解僱、招聘、晉升、工作時間、休息時間、休假、員工健康和安安全、保險福利、員工紀律、多元化、平等機會、反歧視、其他福利以及涉及員工重大利益的條款、指引和安排。

人力資源

招聘及解僱

當有人員更換、確定新職位或部門內工作量或職責增加時，便需要進行招聘。為滿足公司持續、穩定、快速發展而對人才的需求，特此規範招聘流程並制定《招聘面試錄用管理制度》，從而提高人力資源管理效率，並完善人才選用機制。

招聘是針對不同類別的職位進行，並針對合適的申請人來源進行招聘，以盡量吸引更多的應徵者。公開招聘將通過合適的媒體進行，並提供充足的時間，以確保應徵者能在公開申請事宜方面有足夠的機會作出考慮。我們致力於營運過程中招聘、培訓及挽留有技術及經驗的人士。當我們作出招聘決定時，會考慮業務策略、發展計劃、行業趨勢和競爭環境等因素。我們基於員工的工作經驗、教育背景及職位空缺需求等眾多因素來聘請員工。我們致力於吸引並挽留適當和合適的人員服務本集團。



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The dismissal or voluntary termination of employment contracts shall be enforced by the employment laws and regulations in Hong Kong and the PRC. Either party may terminate the employment by giving a written notification or payment in lieu of notice to the other party as specified in the employment contract according to the local requirements of Labour Legislation and in compliance with the employment contract. In addition, an exit interview will be conducted by the person in charge of the comprehensive department with the employee upon termination.

On the other hand, the employment contract shall be terminated if the employee commits any of the following acts:

- Gaining improper benefits by speculation or falsification, including providing false personal information when applying for employment; providing false performance records, overtime records, and various types of expense information when working; altering or falsifying financial records, attendance records, medical certificates or other original certificates to gain personal or illegal benefits; damaging the company's reputation, etc.;
- Continuous absenteeism of more than two days or cumulative absenteeism of more than four days in a year;
- Disclosing the company's business secrets, causing the company to lose more than RMB10,000;
- Detention, re-education through labour, or treatment by government public security or judicial departments; or
- Taking advantage of the convenience of the position to embezzle or retain gift certificates, gifts, or other means to illegally possess the company's property, amounting to RMB2,000.

Promotion

The Group recognises a higher level of knowledge, skill, or responsibility is required in the promotion from one position to another, and a higher pay range should be offered. We adopt an open-door communication policy and carry out an annual review with the employees on their performance during the Reporting Period, during the process each employee is given equal opportunity for promotion. The Group's employees are provided with a clear career path with opportunities for additional responsibilities and promotions.

解僱或自願終止員工合同應根據香港和中國的僱傭法律和法規執行。任何一方均可根據當地勞動法的要求，按照僱傭合約，以書面通知或支付代通知金終止僱傭關係。另外，員工於離職時均由綜合部負責人與該名員工進行離職面談。

另一方面，員工若有任何下列行為者，均予以解除僱傭合約：

- 以投機取巧、弄虛作假的方式謀取不正當利益，包括應聘時提供個人虛假資訊；工作時提供虛假業績、加班時間記錄、各類費用資訊；修改或偽造財務記錄、出勤記錄、醫療證明或其他原始憑證等以謀取個人或非法利益；損害公司名譽等行為；
- 連續曠工超過兩日以上或一年內累計曠工超過四日者；
- 洩露公司商業機密，致使公司損失人民幣萬元以上者；
- 政府公安、司法部門給予拘留、勞教、處理者；或
- 利用職務上的便利，侵佔或截留贈送給顧客的禮券、贈品、或其他手段非法佔有公司財產的，金額達人民幣2,000元者。

晉升

本集團認為員工從一個職位晉升至另一個需要具備更豐富的知識、技能或責任的職位，並賦予更高的薪酬範圍。本集團採取開放溝通政策，定期對員工於報告期間之表現進行年度評核。在該過程中，本集團賦予每名員工平等之晉升機會。本集團之員工均擁有明確之事業前景，並有獲得其他職責及晉升之機會。



Equal Opportunity, Diversity, and Anti-discrimination

The Group is committed to providing a fair and equitable working environment for its employees and ensuring that employees are treated fairly at all levels of work. We are committed to providing a non-discriminatory working environment and have zero-tolerance towards any form of discrimination or harassment. In the recruitment and hiring process, the Group values diversity and gives equal opportunities to all candidates. Interviews are conducted on the basis of objectivity, fairness and impartiality to select the most suitable candidates for employment.

The Group understands and believes that diversity of board members and staff is beneficial to the quality and performance of the company. We have adopted a board diversity policy which sets out the approach to achieve and maintain a balanced view of board diversity that is relevant and appropriate to the development of the company. In accordance with the board diversity policy, the selection of candidates for the Board will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge and industry experience.

We strictly prohibit any form of discrimination or harassment regarding gender, size, illness, race, age, sexual orientation, nationality, religion, family status, etc., and apply it to all aspects of employment relations, including but not limited to recruitment, promotion, transfer, job assignment, incentives and benefits, training and development, suspension, etc. In addition, the Group takes a zero-tolerance approach to physical assault, threatening behaviour, unwelcome photo-taking and harassment in the workplace. All employees are encouraged to report any violations to the human resources department and all cases will be thoroughly investigated and handled in a highly confidential manner.

平等機會、多元化及反歧視

本集團致力為員工提供公正公平的工作環境，確保員工於各個工作層面上均得到公平的待遇。我們致力提供一個沒有歧視的工作環境，對任何形式的歧視或騷擾採取零容忍政策。在招聘人材錄用的過程中，集團重視人材的多元化，每位應徵者均予以平等機會，面試則秉持以客觀，公平公正為原則，為集團選取最為合適的人材予以聘用。

本集團明白並深信董事會成員及員工多元化有利於提升公司素質及表現。我們已採納董事會多元化政策，其載列方針以達至及維持與本公司發展相關且適切的董事會多元化平衡觀點。根據董事會多元化政策，甄選董事會候選人時將以一系列的多元化觀點為基準，包括但不限於性別、年齡、文化及教育背景、專業資格、技能、知識及行業經驗。

我們不容忍任何形式有關性別、體型、疾病、種族、年齡、性取向、國籍、宗教、家庭狀況等方面的歧視或騷擾，並將其應用於僱傭關係的各個範疇，包括但不限於招聘、晉升、轉職、工作分配、獎勵及福利、培訓及發展、停職等。此外，本集團亦對員工在工作場所進行人身攻擊、威脅行為、不受歡迎的拍照和騷擾行為等採零容忍態度。我們鼓勵所有員工向人力資源部舉報任何違規事件，所有案件皆在高度保密的情況下進行徹底調查和處理。



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Employment Profile

僱傭概況

Workforce Distribution As at 31 December ¹⁰	員工分佈 截至十二月三十一日 ¹⁰	2024 No. of Staff 二零二四年 員工人數	2023 No. of Staff 二零二三年 員工人數
By Gender	按性別		
Male	男	204	159
Female	女	73	54
By Age Group	按年齡組別		
Below 30	30歲以下	14	17
30 – 50	30 – 50歲	186	156
Over 50	50歲以上	77	40
By Employment Type	按僱傭類型		
Full time	全職	277	213
Part time	兼職	0	0
By Management Level	按僱傭類別		
Senior Management	高級管理人員	16	12
Middle Management	中級管理人員	41	34
General Staff	一般員工	220	167
By Geographical Region	按地區		
The PRC	中國內地	275	212
Hong Kong	香港	2	1
Total	總計	277	213

The Group strictly abides by the following laws and regulations, including but not limited to:

- Labour Law of the PRC (《中華人民共和國勞動法》);
- Labour Contract Law of the PRC (《中華人民共和國勞動合同法》); and
- Social Insurance Law of the PRC (《中華人民共和國社會保險法》).

During the Reporting Period, to the best of the Directors' knowledge and belief, the Group was not aware of any material non-compliance in this regard.

本集團嚴格遵守相關法律及法規，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；及
- 《中華人民共和國社會保險法》。

於報告期間，據董事知悉，本集團就此並沒有發生任何重大不合規事宜或情況。

¹⁰ Only covered the employees in production facilities in Shandong and the office units of the Group.

¹⁰ 僅涵蓋本集團山東生產設施及集團辦公室的僱員。



Employee Retention

Remuneration and Compensation

The Group offers competitive compensation to attract talents. The remuneration of each employee is determined by reference to a number of factors, including educational background, job responsibilities, professional skills, technical competence and experience, as well as the salary level of similar positions in the industry.

To attract and retain talents, the Group offers competitive remuneration packages and various benefits, including bonuses, incentives and allowances. In accordance with the PRC regulations, we participate in social insurance schemes operated by the relevant local government agencies and have established mandatory pension contribution schemes for some of our employees and have taken out medical insurance, work injury insurance, unemployment insurance and maternity insurance. We also make contributions to housing provident funds for some of our employees.

In addition, the Company also provides other benefits, including: (i) lunch allowance for each employee and, when conditions allow, canteen meals are provided; (ii) cultural and sports activities to enrich employees' leisure time; (iii) seasonal fruits and vegetables and festive benefits are gifted to employees from time to time; and (iv) a birthday cake provided by the Company for employees who have worked for the Company for one year or more on their birthday.

On the other hand, in order to encourage employees to actively improve their performance and avoid gross negligence, the Group has established a reward and punishment system and the relevant requirements is defined in the Our "Employees' Handbook". For outstanding employees, we have the following forms of rewards:

- *Contribution Award (貢獻獎)*

Contribution Award is a mechanism to provide tangible rewards to employees who have achieved outstanding results. Although employees are rewarded for their contributions to our daily business through their salaries and basic benefits, their additional efforts to the Group should also be valued and rewarded. Therefore, the Group has set up this award to recognise employees who have created value for the company and encourage them to continue their efforts to achieve new achievements and breakthroughs.

人才留任

薪酬及補償

本集團提供具競爭力薪酬以吸引人才。每名員工之薪酬將參考多項因素而釐定，包括教育背景、工作職責、專業技能、技術能力及經驗，以及行業同類職位薪酬水準。

為吸引及挽留人才，本集團提供具競爭力的薪酬待遇及各項福利，包括花紅、獎金及津貼。按照中國法規規定，我們參加由相關地方政府機構運作的社會保險計劃，並為部分員工設立強制性養老金供款計劃並投購醫療保險、工傷保險、失業保險及生育保險。我們亦為部分員工支付住房公積金供款。

此外，本公司亦提供其他福利，包括：(i) 為每位員工提供午餐津貼，條件許可時，可提供食堂用膳；(ii) 開展文化體育活動，豐富員工業餘生活；(iii) 不定期為員工發放時令蔬果和節日福利；及(iv) 在公司工作滿一年員工，可於生日當天獲贈由公司提供的生日蛋糕一個。

另一方面，為鼓勵員工積極提升工作表現及避免嚴重過失，本集團已設立獎懲制度，並在《員工手冊》中明確定義相關要求。對表現良好的員工，我們有以下獎勵形式：

- *貢獻獎*

貢獻獎是向取得突出成績的員工頒發有形獎勵的一種機制。員工在日常業務工作中的貢獻，雖然已經藉薪酬及基本福利得到相應回報，然而他們為集團所付出的額外努力亦應獲得重視及獎勵。因此，本集團特設置此獎項以表彰替公司創造價值的員工，鼓勵員工再接再厲，不斷取得新成績、新突破。



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- *Rationalization Proposal Award (合理化建議獎)*

We encourage our employees to make suggestions on various aspects of the Group. For those rationalised suggestions that are adopted, the Group will organise an evaluation on their effectiveness and grant a certain percentage of the monetary reward to the employee who made the suggestion based on the evaluation results.

Rest Period and Working Hours

The Group provides reasonable working hours and rest periods to employees. The resting time of the Group's employees is well respected and the employees are also entitled to paid holidays under statutory requirements or otherwise under their respective employment contracts such as annual leave, sick leave, work injury leave, maternity leave, marriage leave and bereavement leave.

Employee Activities

To create a friendly and caring working environment, during the Reporting Period, the Group has organised various employee activities to enhance employees' self-confidence, sense of belonging and cohesion, and encouraged inter-departmental gatherings and activities. During the Reporting Period, we have provided a number of benefits and activities for our employees, such as festival events and team building activities.

- 合理化建議獎

我們鼓勵員工對集團的各個方面提出建議，對被採用的合理化建議，集團將組織效果評估，根據評估結果發放一定比例的獎勵予提出該建議的員工。

休假及工作時間

本集團為員工提供合理的工作時間和休息時間。本集團員工之休息時間備受尊重，員工亦享有根據法例規定或彼等各自之僱傭合約所規定之有薪假期，例如年假、病假、工傷假、產假、婚假、喪假等。

員工活動

本集團為員工營造友善關懷的工作環境，於報告期內已舉辦各類員工活動從而提升員工的自信心、歸屬感及凝聚力，並鼓勵舉行部門間的聚會及活動。於報告期內，我們已為員工提供多項福利及活動，例如節日活動和團隊建設活動。



Staff Sports Competition
員工運動會

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Employee Turnover

During the Reporting Period, the Group has an overall turnover rate of 14.5%. The detailed turnover numbers and percentage are set forth below:

員工流失比率

在報告期內，本集團整體流失率為14.5%。詳細員工流失數目和比率如下：

Turnover ¹¹	流失比率 ¹¹	2024	2024	2023	2023
		No. of staff 二零二四年 員工人數	Turnover rate (%) 二零二四年 流失比率(%)	No. of staff 二零二三年 員工人數	Turnover rate (%) 二零二三年 流失比率(%)
By Gender	按性別				
Male	男	45	18.1%	20	11.2%
Female	女	2	2.7%	6	10.0%
By Age Group	按年齡組別				
Below 30	30歲以下	14	50.0%	12	41.4%
30 – 50	30 – 50歲	25	11.8%	8	4.9%
Over 50	50歲以上	8	9.4%	6	13.0%
By Management Level	按僱傭類別				
Senior Management	高級管理人員	0	0.0%	0	0.0%
Middle Management	中級管理人員	0	0.0%	1	2.9%
General Staff	一般員工	47	17.6%	25	13.0%
By Geographical Region	按地區				
The PRC	中國內地	47	14.6%	26	10.9%
Hong Kong	香港	0	0.0%	0	0.0%
Overall	整體	47	14.5%	26	10.9%

Health and Safety

The health and safety of our employees is of utmost importance to the Group. The Group is committed to providing a safe working environment for our employees. In order to maintain a safe working environment and reduce work-related accidents, the Group has formulated internal policies on safety management and assigned various safety compliance responsibilities to different teams. The occupational health and safety management systems of the Group's subsidiary has been certified by GB/T 45001-2020/ISO 45001:2018.

In addition, in order to fulfil the statutory duty of occupational health monitoring for employees exposed to occupational disease hazards and to improve employees' self-protection awareness and ability, the Group has formulated the "Occupational Health Surveillance and Its Archives Management System" (職業健康監護及其檔案管理制度) and the "Occupational Health Education and Training System" (職業衛生宣傳教育培訓制度) in accordance with the Occupational

健康與安全

員工的健康及安全對本集團至關重要。本集團承諾為我們的員工提供安全工作環境。為維護安全的工作環境並減少工傷事故，本集團已制定安全管理內部政策，並分配各項安全合規責任予不同團隊。本集團的附屬公司的職業健康安全管理體系已獲 GB/T 45001-2020/ISO 45001:2018 認證。

另外，為履行對接觸職業病危害的員工進行職業健康監護的法定職責及提高員工的自我保護意識和能力，根據《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》、《用人單位職業健康監護監督管理辦法》等法律法規的要求，本集團特制定《職業健康監護

¹¹ Turnover rate = Total number of employee turnover in the Reporting Period / (Total number of employee turnover in the Reporting Period + Total number of employees at the end of the Reporting Period).

¹¹ 流失比率 = 於報告期間的員工流失總人數 / (於報告期間的員工流失總人數 + 報告期末總僱員人數)。



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Disease Prevention Law of the PRC (《中華人民共和國職業病防治法》), Provisions on the Supervision and Administration of Occupational Health at Work Sites (《工作場所職業衛生監督管理規定》), and the Measures for the Supervision and Administration of Employers' Occupational Health Surveillance (《用人單位職業健康監護監督管理辦法》). The Group organises education training for employees on occupational disease prevention and control regulations, knowledge, systems, operating procedures, proper use of occupational disease hazard protective equipment and personal protective equipment, and provides occupational health check for employees who are exposed to occupational disease hazards.

Policies

We comply with the relevant PRC laws and regulations relating to labour, safety and work-related accidents. According to these laws and regulations, we are required to maintain safe production conditions and protect the occupational health of our employees. We implement production safety management policies and safety measures in accordance with relevant PRC laws and regulations, including investigation procedures, reporting to management and corrective actions in the event of an incident.

The handling of hazardous waste from gold mines and the production of recycled products may involve safety risks and hazards, such as equipment failure, inclement weather, natural disasters and industrial accidents. These hazards can result in personal injury and death, damage or destruction of property and equipment, and environmental damage and pollution. Therefore, we provide occupational health and safety training to our employees to ensure that they are familiar with occupational health and safety standards and procedures, and are required to comply with the relevant requirements.

In order to mitigate the potential impact of production safety risks (i.e. the risk of losing corporate property, temporary suspension of production or damage to reputation due to inadequate safety management systems or accident prevention measures), we have formulated a "Comprehensive Emergency Response Plan" (《綜合應急預案》) for safety incidents to regulate safety risk management and prevent the occurrence of accidents. We have developed (i) a Comprehensive Emergency Response Plan that includes our emergency response organisation and its functions, planning system, response procedures, incident prevention and emergency training; and (ii) special emergency response plans for identified significant potential risks and incidents, such as electrocution, poisoning, burns, fire and explosion. The special emergency plan covers relevant risk analysis, potential incident characteristics, preventive measures, emergency handling procedures and emergency protection measures.

及其檔案管理制度》及《職業衛生宣傳教育培訓制度》。本集團組織對員工進行職業病防治法規、知識、制度、操作規程、職業病危害防護設備和個體防護用品的正確使用等宣傳教育培訓，並為從事接觸職業病危害因素的員工提供職業健康檢查。

政策

我們遵守涉及勞動、安全和工作相關事故的相關中國法律法規。根據該等法律法規，我們須維持安全生產條件，並保障我們員工的職業健康。我們根據中國相關法律法規實施生產安全管理政策及安全措施，包括調查程序、向管理層匯報及發生事故時的整改活動。

處理金礦有害廢物及生產再生產品均可能涉及安全風險及危害，例如設備故障、惡劣天氣、自然災害及工業事故等。該等危害可能造成人身傷害及死亡、損壞或損毀財產及設備以至環境損害及污染。因此，我們為員工提供職業健康及安全的培訓，確保彼等熟悉職業健康及安全標準及規範，並要求員工遵守相關要求。

為減輕安全生產風險（指由於安全管理制度不健全或事故預防措施不足而導致的企業財產損失、暫時停產或聲譽受損風險）帶來的潛在影響，我們已制定安全事故《綜合應急預案》，規範安全風險管理及預防事故發生。我們已制定(i) 綜合應急預案，說明（其中包括）我們的應急組織及其職能、預案體系、應對程序、事故預防及應急訓練；及(ii) 針對已發現的重大潛在風險及事故，如觸電、中毒、燒傷、火災及爆炸等制定特別應急預案。特別應急預案涵蓋相關風險分析、潛在事故特點、預防措施、應急處理程序及應急保障措施。



Occupational Measures

The below sets forth a few examples of the practices adopted by the Group in accordance with the applicable local laws and regulations in relation to workplace safety:

Our Attempt

- Ensure that the Group has accident insurance in place for its employees to compensate and protect them against work-related injuries, accidents or incidents resulting in occupational health illnesses;
- Proper and effective communication of safety procedures between our management, safety department and employees should be established through maintaining proper records of accident data, safety reports and training documentation, holding regular internal and external safety meetings, and conducting occupational health and safety briefings for all levels of personnel;
- Conduct health and safety risk assessments to identify potential risks associated with hazardous waste prior to the start of operations, and conduct the aforementioned assessments periodically during operations;
- Consider the past safety records, safety standards of suppliers and qualification required by the industry when selecting them to provide transportation services;
- Develop and implement emergency response plans and organise relevant drills on a regular basis;
- The safety department is responsible for maintaining safety training records, identifying appropriate employee training programs, organising and inspecting emergency drills, and ensuring strict compliance with all applicable occupational health and safety laws and regulations and our internal safety policies; and
- All violations found at production facilities must be documented and communicated to our safety team and management in a timely manner.

職業措施

下文載列本集團已採納常規之若干例子，以遵守有關工作安全並適用的本地法律及法規：

我們的措施

- 確保本集團已為其員工購買意外保險，保障發生工傷、意外或引致員工患上職業健康疾病事件時能得到應有賠償；
- 我們的管理層、安全部門、員工之間應建立適當有效的安全溝通制度，方法包括維持妥善的事故數據、安全報告及培訓文檔記錄，定期召開內部及外部安全會議，並對各級人員召開職業健康及安全簡介會；
- 在作業開始前，我們必須進行健康及安全風險評估，以確定與有害廢物有關的潛在風險，並在作業期間定期進行前述之評估；
- 在選擇供應商提供運輸服務時，應考慮其安全往績，安全標準及行業需要的資格；
- 制定並實施應急預案，定期組織相關演練；
- 安全部門負責保存安全培訓記錄，確定合適的員工培訓計劃，組織及檢查應急演練，並確保嚴格遵守所有適用的職業健康及安全法律、法規以及我們的內部安全政策；及
- 所有在生產設施發現的違規情況必須記錄在案，並及時向我們的安全團隊及管理層匯報。



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1. Emergency drills

During the Reporting Period, the Group has organised 61 drills, including fire drills, drills of drowning incident, and emergency drills of fire and explosion incidents. After each drill, a meeting of all responsible parties is held to review and examine all aspects.



Emergency drill of fire and explosion
火災爆炸事故專項應急演練

1. 應急演習

在報告期間，本集團組織了61次演練，包括消防事故專項預案演練、淹溺事故專項預案演練、火災爆炸事故專項應急演練等。每次演習後均會召開由所有責任方組成的會議，對各方面進行審查及檢討。



Drill of drowning incident
淹溺事故專項預案演練



Fire drill
消防事故專項預案演練



Emergency drill of chemical leakage incident
化學品洩漏事故專項應急演練

2. Emergency Preparedness

“Contingency plans for Environmental Emergencies” (突發環境事件應急預案) and “Contingency plans for natural disaster incidents” (災難恢復計劃) are established in response to fire, explosions and other accidents, in order to minimise the risk to human health and the environment caused by the release of hazardous waste into the air, soil or water.

2. 應急計劃準備能力

為應對火災、爆炸或其他意外等突發事件制定《突發環境事件應急預案》及《災難恢復計劃》，以最大限度降低事件導致的危險廢物洩漏到空氣、土壤或水源中而產生對人體健康和環境的危害。



Safety Performance

The Group is committed to providing all necessary resources for effective implementation and continuously improve its occupational health and safety performance, to minimise and eliminate potential accidents at the workplace. According to the PRC laws and regulations, our projects are subject to certain safety and health requirements, including but not limited to:

- The Labour Law of the PRC (《中華人民共和國勞動法》);
- The Labour Contract Law of the PRC (《中華人民共和國勞動合同法》);
- Occupational Disease Prevention Law of the PRC (《中華人民共和國職業病防治法》);
- Fire Control Law of the PRC (《中華人民共和國消防法》);
- Production Safety Law of the PRC (《中華人民共和國安全生產法》); and
- Measures for the Administration of Contingency Plans for Work Safety Incidents (《生產安全事故應急預案管理辦法》).

The table below illustrates the safety performance related data of the Group during the Reporting Period and the previous two years:

安全表現

本集團承諾提供一切必要資源以有效地實施及持續改善其職業健康及安全表現，避免事故頻繁發生。根據中國法例，我們的項目須遵守若干安全及健康要求，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國職業病防治法》；
- 《中華人民共和國消防法》；
- 《中華人民共和國安全生產法》；及
- 《生產安全事故應急預案管理辦法》。

下表概述本集團於報告期間及過往兩年之安全表現相關數據：

		2024 二零二四年	2023 二零二三年	2022 二零二二年
Number of reportable accidents	可呈報事故數量	0	0	0
Number of fatalities	死亡人數	0	0	0
Fatalities rate per 1,000 employee and workers ¹²	每千名員工及工人的死亡率 ¹²	0	0	0
Lost days due to injuries	因工傷損失工作日數	151	0	81.5

¹² Fatality rate per 1,000 employees and workers = (Number of fatality/Daily average employees and workers) x 1,000.

¹² 每千名員工及工人的死亡率 = (死亡人數/每日平均員工及工人人數) x 1,000



During the Reporting Period, the Group had no major accidents and fatalities and the total number of lost working days due to work-related injuries was 151 days. In addition, to the best of the Directors' knowledge and belief, the Group is generally in compliance with local labour laws and regulations regarding occupational health and safety during the Reporting Period. Looking ahead, we will continue to improve our safety management system. The Group will continue to update and review our safety and health policies and our safety objectives to enhance the safety awareness of our frontline workers. Effective safety training and communication will be promoted through more meetings and discussions on inspection and evaluation for improvement organized by the Group.

Employee Training and Development

Employees are our valuable assets. While the Group pursues business development, it also places great emphasis on investing in its employees. Considering that employees are indispensable to the Group's business success, in addition to the safety-related training mentioned above, the Group also provides regular training to our directors, senior management and employees on our internal control policies, listing rules and other duties and responsibilities of directors and management of listed companies under applicable laws and regulations in order to maintain our corporate image and enhance the quality of work and personal development of our employees.

We have established a series of trainings and related policies for our employees to help them establish long-term professional development career paths, including but not limited to:

- Quantitative performance appraisal system for general managers (總經理績效量化考核辦法)

In order to comprehensively and scientifically assess the overall quality of our senior management staff and to improve the Group's appraisal and management system, the Group has developed a performance appraisal mechanism for senior management staff to effectively achieve the above objectives. The appraisal covers all aspects of the management capabilities of the relevant personnel and is conducted on a regular basis in accordance with the established principles in the relevant documents.

於報告期間，本集團均沒有發生重大工傷事故和死亡的情況，而因工傷導致的總損失工作日數為151天。此外，本集團相信，就董事所深知及確信，其於本報告期間已大致遵守本地有關職業健康與安全之勞工法。展望未來，我們將繼續致力改善安全管理制度，不斷更新及檢討我們的安全及健康政策以及我們的安全目標，以加強前線工人的安全意識。本集團透過召開更多有關檢查及評估的會議及討論以作改進，從而促進有效的安全培訓及溝通。

員工培訓及發展

員工是我們寶貴的資產。本集團追求業務發展的同時亦十分重視對員工的投資。考慮到員工對本集團業務成就而言屬不可或缺，除上述與安全有關之培訓外，本集團亦定期向董事、高級管理層及員工提供有關我們的內部控制政策、上市規則及其他適用法律法規下上市公司董事及管理層職責及責任的培訓，以維護我們的企業形象並提升員工之工作質素及個人發展。

我們為員工制定一系列的培訓並已制定相關政策從而協助其建立長期專業發展的職業路徑，包括但不限於：

- 總經理績效量化考核辦法

為全面而科學化地考評高級管理人員之綜合素質，並完善集團考核管理體系，本集團特此製訂高級管理人員之績效考核評價機制從而有效達到上述目的。考評範疇涵蓋相關人員於各方面的管理能力並按有關文檔中的既定原則進行定期評核。



- Performance appraisal method for personnel in each department (各部門人員績效考核辦法)

The performance appraisal method is formulated in order to implement the working principle of quantitative performance appraisal of the Group, to fully utilize the guiding and motivating effect of performance appraisal, so as to reflect the appraisal principles in forms of rewarding and punishing.

Career Development

The Group has formulated labour contract to be entered into with each employee in accordance with the applicable labour laws. The Group also offers remuneration package to the employees including salary, bonus and other benefits and allowances such as the social security and housing provident fund.

We evaluate the performance of our employees annually for promotion, salary review and determination of annual bonus. The Group believes that the current appraisal and bonus system provides an effective channel of communication between our employees and management and is conducive to the achievement of the Group's expectations, and therefore we will continue to select talent and retain existing employees by assessing individual performance in employee management.

Learning and Development

To keep the employees abreast of new knowledge and skills, the Group also provides training programmes covering company culture, job competencies required for each position, safety and environmental knowledge, communication skills, ethics education, etc. We believe that providing opportunities for continuing education and advanced training can enhance employees' abilities and efficiency, as well as increase job satisfaction and loyalty.

The Group assists employees in planning their careers in the Group based on their conditions, work performance and abilities, and personal values, and requires employees to plan their careers in the Group taking into account their own basic conditions and characteristics. In addition, employees are required to communicate with their department heads regarding their plans and to coordinate with each other to ensure that the planned development direction meets the Group's requirements.

- 各部門人員績效考核辦法

為貫徹集團公司開展績效量化考核的工作方針，充分發揮績效考核的導向作用和激勵約束作用，從而體現獎懲有據、獎懲分明的考核原則，特制定本績效考核辦法。

職業發展

我們根據適用的勞動法與每位員工訂立僱傭合約。我們亦向員工提供薪酬待遇，包括薪金、花紅及其他津貼，如社會保險及住房公積金。

我們每年評核員工的表現以評估晉升、檢視薪金及釐定年度花紅。我們相信，現行的評估和花紅制度為我們的員工和管理人員提供有效的溝通管道，有利於實現集團的期望，因此在人才管理方面我們將繼續通過評估個人表現，選拔人才及挽留現有員工。

學習與發展

為了讓員工瞭解新知識及技能，我們為員工安排培訓計劃，內容涵蓋：公司文化、各職位需要的工作能力、安全及環保知識、溝通能力、職業道德教育等。我們相信，提供持續教育及進階培訓的機會既可以提高員工的能力及工作效率，亦能提高工作滿意度及忠誠度。

本集團根據員工的基礎情況、工作表現和能力、個人價值取向協助其規劃在集團發展的職業生涯，並要求員工規劃個人在集團發展的職業生涯時須以自身的基礎情況和特點為考量。此外，員工亦需就相關規劃與部門主管溝通，雙方協調一致，確保所規劃的發展方向符合集團要求。



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In order to familiarize new employees with the Group's culture and work practices, new employees are subject to a probationary period required for the specific position. Upon expiry of the probation, the relevant supervisor will decide whether to grant permanent employment status based on the employee's performance. In addition to on-the-job training, the Group also arranges targeted induction training for new employees according to their job categories. In addition, the Group conducts performance appraisals for the management and staff of each department, and has a reward and punishment system to encourage employees to improve their performance and avoid serious mistakes.

為讓新聘員工熟悉集團文化和工作常規，新員工須遵守特定職位所要求的試用期。試用期屆滿後，相關主管將根據新員工的表現決定是否授予永久僱傭資格。除在職培訓外，本集團亦會根據新員工的工作類別安排針對性的入職培訓。另外，本集團為管理層及各部門員工進行績效考核，並設有獎懲制度，以鼓勵員工提高工作表現，避免嚴重錯誤。



Safety Month Training
安全月專題培訓



Laws and Regulations, Safety Education and Training
法律法規、安全教育培訓



Training for precursor chemicals
易製毒化學品教育培訓



Operating procedures and safety management system training
操作規程、安全管理制度培訓



Overall, during the Reporting Period, the Group had a total of 277 employees and all of them have participated in the training, with a total of 10,950 training hours¹³. The details are as follows:

總體而言，於報告期間，本集團共有277名員工，全數員工均有參與培訓，共計提供10,950小時¹³的培訓。具體情況如下：

Percentage of Employee Received Training ¹⁴		2024 二零二四年	2023 二零二三年
	受訓員工百分比 ¹⁴		
By Gender	按性別		
Male	男	100%	100%
Female	女	100%	100%
By Employment Category	按僱傭類別		
Senior Management	高級管理人員	100%	100%
Middle Management	中級管理人員	100%	100%
General Staff	一般員工	100%	100%
Overall	整體	100%	100%

Average Training Hours ¹⁵		2024 Hours/Employee 二零二四年 時數／員工	2023 Hours/Employee 二零二三年 時數／員工
	平均培訓時長 ¹⁵		
By Gender	按性別		
Male	男	39.5	35.7
Female	女	39.7	37.0
By Employment Category	按僱傭類別		
Senior Management	高級管理人員	38.5	38.8
Middle Management	中級管理人員	40.7	40.0
General Staff	一般員工	39.4	35.0
Overall	整體	39.5	36.0

¹³ The data only included trainings for employees arranged by the Group. The number of training hours achieved by the training sessions arranged by the employees were not available.

¹⁴ Percentage of trained employees = Total number of employees received training during the Reporting Period/Total number of employees.

¹⁵ Average training hours = Total training hours during the Reporting Period/Total number of employees at the end of the Reporting Period.

¹³ 僅包括員工參與經集團安排之培訓課程。員工自行安排之培訓課程時數無法統計。

¹⁴ 受訓員工百分比=報告期間受訓員工總數/報告期末總員工人數。

¹⁵ 平均培訓時長=報告期間受訓總時數/報告期末總員工人數。



Prohibition of Child and Forced Labour

The Group has spared no effort to be a responsible employer and we are committed to good employment practices and the promotion of ethics and human rights in the workplace. The Group only employs legitimate employees and will not employ anyone who does not meet the minimum working age required by applicable laws and regulations. During the recruitment process, recruiters scrutinise the various documents of applicants to ensure their authenticity in order to prevent any child labour among the Group's employees. The Group has a proper internal policy and "Employee Handbook", which prohibits any form of child labour, requires that only employees of legal age are employed and requires new employees to provide true and accurate personal information when they are hired.

On the other hand, the Group signs employment contracts with employees in accordance with the law, which clearly set out the job descriptions and obligations, so there is no forced labour. In addition, the Group's employees work overtime on a voluntary basis to avoid violating labour standards and to protect employees' rights and interests. The Group also prohibits punitive management methods and behaviours such as verbal abuse, physical punishment, violence, and mental oppression against employees for any reason. In addition, we have clearly stated the process of resignation and termination of employment in the "Exit Management Regulations" (離職管理規定) in order to protect the rights of the Group and employees and further eliminate the possibility of forced labour. The human resources department will regularly review employment practices to prevent the possibility of child labour and forced labour. If any child labour or forced labour is found, the employment of the underage labour will be stopped immediately. The Group will handle such situations in accordance with local labour laws and regulations.

The Group strictly complies with laws and regulations related to the prevention of child labour or forced labour in all material aspects, including but not limited to the Labour Law of the PRC (《中華人民共和國勞動法》), Provisions on the Prohibition of Using Child Labour (《中華人民共和國禁止使用童工規定》), the Convention on the Abolition of Forced Labour (《廢除強迫勞動公約》) and the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》). During the Reporting Period, the Group was not aware of any significant non-compliance cases relating to child labour and forced labour.

防止僱傭童工和強制勞動

本集團為成為負責任之僱主一直不遺餘力，而我們致力實行良好僱傭實踐，於工作場所提倡道德及人權。本集團只聘請合法僱員而不會聘用任何不符合適用法例及法規規定之最低工作年齡人士。於招聘過程中，招聘人員嚴格審查應聘人員的各種證件，以確保其真實性，以防止集團僱員當中存在任何童工。本集團有妥善的內部政策及《員工手冊》，禁止任何形式的童工，規定只僱用達到法定年齡的僱員，並要求新入職的僱員提供真實準確的個人資料。

另一方面，本集團與僱員依法簽訂僱傭合約，當中清楚列明工作內容及義務，因此並無強制使用勞工行為。此外，本集團僱員加班均遵循自願原則從而避免違反勞工準則，並切實維護僱員權益。本集團亦禁止以任何理由對僱員進行辱罵、體罰、暴力、精神壓迫等懲罰性管理方法和行為。此外，我們已於《離職管理規定》中清晰列明僱員辭任及離職之過程，以保障本集團及僱員之權利，進一步消除強迫勞動的可能性。人力資源部將定期檢討僱傭實踐，以防止錄用童工和強迫勞動的可能性。如發現任何童工或強迫勞動情況，將立即停止未成年勞工的工作。本集團將遵循當地勞動法律和法規處理此類情況。

本集團於所有重大方面均嚴格遵守與防止童工或強制勞工有關的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國禁止使用童工規定》、《廢除強迫勞動公約》及《中華人民共和國勞動合同法》。於報告期間，本集團並不知悉任何與童工及強制勞工有關的重大違規個案。



OUR SUPPLY CHAIN

Supply Chain Management

The Group is committed to build lasting and constructive relationships with partners in its supply chain. To maintain and ensure the quality of the Group's services, the Group's supply chain management policy clearly sets out our commitment to achieve a fair, transparent and competitive procurement process, requiring all employees to adhere to the highest standards of business integrity and to comply with relevant laws and regulations. We are also committed to minimise long-term ESG risks and improved the environmental performance of our services and recycled products through the adoption of a green supply chain.

The Group has formulated the "Supplier Management System" (供應商管理制度) to ensure effective evaluation and selection of qualified suppliers, improving the Group's supply structure and system, enhancing supply standards, ensure the quality, price, production and delivery capacity of the suppliers can continuously meet the Group's requirements, and able to provide quality after-sales service, in order to ensure that the Group's daily operational needs are met. The Group sets up an assessment team comprising the procurement department, production department, R&D department and the general manager, to review the specifications and quality of suppliers. In addition, the procurement department is responsible for collecting supplier information and verifying the supplier's daily management assessment; it is also responsible for the accuracy and authenticity of the supplier's delivery capacity, price, and after-sales service quality. The production department will also participate in supplier evaluation, sample verification, supply quality control and assessment.

Supplier Engagement

The Group adheres great importance to the collaboration with suppliers and believes deeply that the establishment of a cooperation relationship with suppliers would enhance the Group's workflow and product quality. During the Reporting Period, the Group's suppliers of goods and services mainly include: (i) transportation companies; (ii) suppliers of consumables such as xanthate and sodium sulphite; (iii) suppliers of utilities; and (iv) other service providers such as laboratory testing. We conduct supplier evaluations for new suppliers, and screen and review potential and approved suppliers from time to time. We review suppliers' background information such as scale of their operations, quality control systems, prices, financial status and industry reputation. In the process of selecting suppliers, the Group takes into account relevant factors including: (i) purchasers should consider the principles of quality and price comparison when purchasing materials; (ii) have a certain level of reputation in the market and experience in industry application; (iii) suppliers who have

我們的供應鏈

供應鏈管理

本集團致力於與供應鏈上的合作夥伴建立持久和建設性的關係。為保持和確保集團的服務質量，我們的供應鏈管理政策已明確規定我們對公平、透明和競爭性採購過程的承諾，要求所有員工遵守最高標準的商業誠信，並遵守相關法律和法規。我們亦致力通過採用綠色供應鏈，將長期環境、社會及管治風險降至最低，並積極改善我們服務及再生產品的環境績效。

為有效地評價和選擇合格供應商，完善集團供應鏈結構及體系，提高供應水準，確保供應商的供貨品質、價格、生產交付能力均能持續符合集團要求，並能提供優質的售後服務，以保證滿足集團日常營運需求，本集團已制定《供應商管理制度》。本集團組建由採購部、生產部、研發部及總經理組成的評核小組，負責審核供應商的規格和質量。另外，採購部負責採集供應商的資料和查證供應商的日常管理考核；對供應商的交貨能力、價格、售後服務質素的準確性及真實性負責。生產部同樣會參與供應商評核、樣品驗證、供貨品質管制及考核。

供應商的參與

本集團非常重視與供應商的合作，並深信與供應商建立合作關係將促進本集團工作流程和產品質量的持續改進。在報告期間，本集團的貨品及服務供應商主要包括：(i) 運輸公司；(ii) 黃原酸酯及硫化鈉等耗材供應商；(iii) 水電供應商；及(iv) 實驗室測試等其他服務供應商。我們對新供應商進行供應商評估，並不時對潛在及認可供應商進行篩選及檢討，我們會審核供應商的經營規模、質量控制系統、價格、財務狀況及行業聲譽等背景資料。於挑選供應商的過程中，本集團考慮的相關因素包括：(i) 採購員在採購物資時應按質量比較及比價原則作為考量；(ii) 在市場上有一定的知名度，有行業應用經驗；(iii) 在供應商管理體系建立前已與集團有往來且表



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been in contact with the Group before the establishment of the supplier management system and have performed well; (iv) suppliers designated and recognised by the Group; (v) suppliers accredited with third-party quality control system certification such as ISO, is prioritised (vi) based on the premise of sustainable development, if the supplier has high risks in environmental and social aspects, we will consider avoiding the selection of such suppliers when there are other choices given that they provide the same raw materials and prices; and (vii) suppliers adhering to environmental protection and social protection is prioritised.

The Group has established a set of standard procedures for the selection of new suppliers, after the Group's procurement officers have a basic understanding of the supplier's production capacity and quality assurance system, we will continue to conduct further evaluation on new suppliers. For suppliers of raw materials and auxiliary materials, after the procurement officers have a general understanding of the supplier's situation, they will carry out on-site assessments of the supplier's quality and production capacity in the areas of quality and their production efficiency. The on-site assessment usually comprises of procurement, R&D and production officers. After the on-site assessment, relevant parties will hold an evaluation meeting to summarize the existing problems and inform the supplier and take corresponding improvement measures. After completing the on-site assessment, procurement, R&D, and production officers who participated in the evaluation will draw up evaluation opinions based on the actual situation of the suppliers. For suppliers that meet the requirements, the procurement department will submit the supplier evaluation form, supplier's business license and other information in accordance with the supplier approval procedures, and the supplier will be included in the list of qualified suppliers after approval by the general manager. For new suppliers of hardware accessories and office supplies, the assessment may be exempted depending on specific situation, but the authenticity and validity of the supplier's business license, tax registration and basic information must be checked and confirmed. For suppliers providing logistics services, department head should evaluate the logistics supplier's operational qualifications and their related licenses, transportation scale, transportation regulations, transportation efficiency, compliance management, social reputation, industry reputation and other aspects.

Supplier Profile

As at 31 December 2024, the Group has a total of 53 suppliers. All the suppliers of the Group are located in the PRC.

現優秀的供應商；(iv)集團指定承認的供應商；(v)若供應商已取得如ISO等協力廠商品質管制體系認證合格證書的，則優先考慮；(vi)基於可持續發展的前題，若供應商在環境和社會風險較大的，需要考慮在同等原料和價格下避免採用；及(vii)優先考慮重視環保和社會保護的供應商。

本集團在選擇新供應商時建立了一套既定程序，本集團採購業務人員對供應商的生產能力、品質保證體系基本瞭解後，會繼續對新供應商作進一步評核。對供應原材料及輔料的供應商，採購業務人員對供應商情況大致瞭解後，就組織研發及生產效能範疇對供應商進行品質、生產能力的現場評估，現場評審一般由採購、研發、生產人員共同參與。現場評估結束後由相關人員召開評審會議，對現存問題進行總結並告知供應商以及採取相應的改善措施。現場評估完成後，參與評審的採購、研發、生產等相關人員根據供應商的實際情況得出評審意見，對達到合格條件要求的供應商，採購部門將供應商評審表、供應商營業執照等其他資料，按照供應商審批程序上報，經總經理批准後列入合格供應商名單。對小五金配件、辦公用品的新供應商，則視具體情況考慮免除評估，但必須核對並確認供應商營業執照、稅務登記及基本資訊的真實性、有效性。對提供物流服務的供應商，部門負責人需對物流供應商的營運資質及相關許可、運輸規模、運輸規範、運輸效率、合規管理、社會信譽、行業口碑等各個方面作出評核。

供應商概況

截至二零二四年十二月三十一日，本集團共有53家供應商，所有供應商均位於中國。



Supplier Control and Monitoring

Qualified suppliers must meet the following criteria: (i) must have a valid business license and sufficient registered capital. In the case of special industries, relevant qualifications must be recognized by the state. If there is intellectual property registration, it must be indicated and provided with relevant supporting documents; (ii) must have production and business premises that meet the requirements of relevant local laws and regulations; comply with relevant industry regulations and have corresponding production, supply, delivery and service capabilities; (iii) have qualified quality assurance and testing capabilities; and (iv) suppliers must provide products and services under the principle of "Integrity and Quality First".

We maintain a list of approved suppliers and update it regularly. Only suppliers who meet our selection criteria can be approved as our approved suppliers. In order to ensure that our supplier's delivery quality and timeliness can continue to meet the Group's requirements, we must strengthen the daily management of suppliers. The procurement department is responsible for evaluating the suppliers based on their delivery status, service, and quality records. We also evaluate approved suppliers on a regular or irregular basis, based on the following criteria: (i) quality standards: the percentage of good quality materials, the handling of failed products, the implementation of specific quality management system, the quality and safety issues in production in the past year, handling of quality issues; (ii) delivery capacity: timeliness of delivery and samples, flexibility to expand supply, ability to increase or decrease supply in a short period of time, inventory capacity; (iii) price level: the degree of concession relative to market price, ability to absorb price increases, payment methods; (iv) technical ability: advancement of technology, product R&D capability, ability to solve technical problems; (v) management and service system: supporting and after-sales service capability, the degree of perfection of the management system; and (vi) evaluation of cooperation status: contract performance and degree of cooperation harmony.

When the quality of the qualified suppliers is found to be abnormal, the procurement department, together with production and R&D department, will conduct an on-site technical verification to the relevant suppliers, analyse the reasons, propose improvement measures, and confirm in writing by both parties. In the event of a major quality incident resulting in loss, a claim shall be made to the supplier after assessing the loss. After evaluation, for those without effective rectification and stable quality, the supply qualification should be revoked.

供應商控制和監測

合格供應商需符合以下條件：(i) 必須具備有效的營業執照及充足的註冊資金。如屬特種行業，則必須具備國家認可的相關資質。如有知識產權註冊，則須注明並提供相關證明文件；(ii) 必須具有符合國家相關法規要求的生產營業場所；遵守相關行業法規並具有相應的生產、供應交付與服務能力；(iii) 具備符合要求的品質保證和檢測能力；及(iv) 供應商必須以「誠信、品質第一」的原則提供產品及服務。

我們存有一份認可供應商名單，並定期作出相應更新，只有符合我們遴選標準的供應商才能成為我們的認可供應商。為確保供應商的交貨品質、交付期限能持續滿足集團要求，我們必須強化對供應商的日常管理工作，採購部負責將供應商的交貨狀況及服務、品質記錄作為供應商考評依據。我們亦定期或不定期評估認可供應商，考核標準如下：(i) 品質水準：材料的優良品百分比、不合格品的處理辦法、具體品質管理體系的實施、過去一年在生產中的品質、安全問題、對質量問題的處理；(ii) 交貨能力：交貨的及時性、樣品的及時性、擴大供貨的彈性、短時間內增減供貨的能力、庫存能力；(iii) 價格水準：相對市場價格的優惠程度、消化漲價的能力、付款方式；(iv) 技術能力：工藝技術的先進性、產品研發能力、技術問題的解決能力；(v) 管理和服務體系：配套及售後服務能力、管理體系的完善程度；及(vi) 合作狀況評估：合同履約情況、合作融洽程度。

當發現合格供應商供貨品質發生異常時，採購部門組織生產和研發部門對供應商進行現場工藝技術驗證，分析原因，提出改善措施，並由雙方書面確認。當發生重大品質事故造成損失，應按損失評定後向供應商索賠。經評審後整改不力、品質仍不穩定的應予以撤銷供應資格。



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If any suppliers with improper practices and unsatisfactory performance are found, a rectification notice will be issued to them, and they are not allowed to supply until passing the rectification assessment, otherwise the business relationship will be terminated.

OUR CUSTOMER

Product and Services Quality

Quality Policy

We believe that the ability to provide quality recycled products and hazardous waste treatment services is one of our key competitive advantages. Therefore, an effective quality control system is of paramount importance for our customers. This requires us to adopt a strict quality control system and invest capitals and human resources to ensure that each step of implementation of the quality control system is strictly monitored. If we are unable to effectively maintain or implement the quality control system, our demand for recycled products may decline and our market competitiveness may be weakened. Our subsidiary has been awarded certificates of compliance for quality management systems that have complied with GB/T 19000-2016/ISO 9001:2015 standards applicable to our operations. These certificates signify that our operations meet the benchmark of quality standards, which we believe are critical to our hazardous waste treatment services and sales of recycled product.

The Directors believe that high quality and high standards are the keys to the success of the Group. Shandong Hongcheng Mining (Group) Company Limited has obtained the accreditation of ISO 9001:2015 since June 2022. The major objective for adopting ISO 9001:2015 is to demonstrate our ability to consistently provide quality services to our customers and we aim to enhance customer satisfaction through effective application of the quality management system. We have a quality control team who directly reports to our Executive Directors. The quality control team is responsible for the quality assurance of our recycled products, including the formulation of quality standards and control. The Group's recycled products have undergone internal production control, quality assurance control and rigorous testing. We are dedicated to ensuring the high standard of safety and quality of (i) the recycled products extracted by us; (ii) the consumables used for our production of recycled products procured from our suppliers; and (iii) suppliers of services for our core business activities, such as transportation companies.

如發現任何不當做法及表現未如理想的供應商，本集團會對其發出整改通知，整改評審合格後方可繼續供貨，否則將與其解除業務往來關係。

我們的客戶

產品及服務質素

質量政策

我們認為，提供優質再生產品和有害廢物處理服務的能力是我們其中一項關鍵競爭優勢。因此，有效的質量控制系統對客戶至關重要。這要求我們採納嚴格的質量控制系統及投放資金及人力資源以確保落實質量控制系統的每個步驟均受到嚴格監控。倘我們無法有效維持或落實質量監控系統，我們的再生產品需求或會下降，市場競爭力亦會減弱。我們的附屬公司已獲授質量管理系統的合格證書，該等系統已符合我們營運適用的 GB/T 19000-2016/ISO 9001:2015 標準。該等證書標誌著我們的品質管理體系已符合國際品質標準，我們相信這對我們的有害廢物處理服務和再生產品銷售至關重要。

董事相信，高質量及高標準是本集團成功的關鍵。山東鴻承礦業（集團）有限公司二零二二年六月起取得 ISO 9001:2015 認證。採用 ISO 9001:2015 的主要目的是證明我們有能力持續為客戶提供優質服務，我們旨在通過有效應用品質管理體系提升客戶滿意度。我們擁有一支質量控制團隊，彼等直接向執行董事匯報。質量控制團隊負責確保再生產品的品質，包括制訂品質標準及控制措施。本集團的再生產品均經過內部生產控制、質量保證控制及嚴格測試。我們致力於確保 (i) 由我們提取的再生產品；(ii) 我們用於生產再生產品而從供應商採購的耗材；及 (iii) 我們核心業務活動的服務供應商（例如運輸公司）的高安全及質量標準。



We have adopted a stringent quality and management control system which oversees the entire treatment and production process in order to ensure the quality of our products is up to standard. Our quality control procedures are performed continuously at various stages of our processing and storage to ensure the quality of our products. In addition, we have internal codes of practice governing work procedures for various stages of operations and works performed by us, such as outlining the responsibilities of personnel of different levels, setting up general procedures for planning, management, repair and maintenance, accident reporting, communications with customers, procurement of goods and service, to ensure our operations are carried out in a safe and timely manner, and therefore, satisfy the needs of our customers.

Quality Management System

In order to provide consistent quality and safety services to customers, the Group has established a formal quality management system that complies with the requirements of ISO 9001:2015.

As our production process may involve hazardous waste and pollutants, we are committed to complying with local laws and regulations on product safety, to protect the surrounding environment and the health of the public. The Group implements strict internal codes and procedures for quality checks during the production process. Any non-conformity products must be handled properly with procedures such as proper labelling and recording.

The Group strictly abides with national and local laws and regulations, including but not limited to the Product Quality Law of the PRC (中國產品質量法) and the Production Safety Law of the PRC (中國安全生產法). During the Reporting Period, there was no official record of any material non-compliance or violation of relevant laws and regulations regarding product and service quality.

Complaint Handling

In order to provide employees with guidelines on handling complaints, we have established a complaint handling mechanism and standardised the return management process in the "Sales Management System" (銷售管理制度). If a customer complaint is received, which is usually involving goods return, it will be handled by production, warehouse, quality control and other departments with the supervision of the general manager, to ensure that the complaint is properly followed up and strive to meet the customer's needs. During the Reporting Period, we have not received any material complaints or claims of any kind from our customers regarding the quality of the recycled products we sold and the services we provided. During the Reporting Period, we did not have any products to be recalled due to safety and health reasons.

我們採用嚴格的質量及管理控制系統，對整個處理及生產過程進行監督，以確保產品的質量符合標準。我們在加工及貯存的各個階段持續進行質量控制程序，以確保我們產品的質量。我們對所從事的營運和工程的各個階段都設有內部規管工作程式的守則，例如列明各級人員的責任、就規劃、管理、維修及維護、事故報告、與客戶溝通、貨品及服務採購制定一般程式，確保我們的營運安全並能及時地按既定程序進行日常業務操作，從而滿足客戶要求。

質量管理系統

為提供貫徹統一質量及安全的服務予客戶，本集團已設立了符合 ISO 9001:2015 要求的正式質量管理系統。

由於我們的生產過程或涉及有害廢物及污染物，我們致力於遵守當地相關產品安全的規則和條例，並保護周邊環境及民眾的健康。本集團在生產過程中實施嚴格的內部規範和質量檢查程序。任何不合格的產品都必須通過適當的標籤和記錄等程序妥善處理。

本集團嚴格遵守國家和當地法律和法規，包括但不限於《中國產品質量法》及《中國安全生產法》。在報告期內，沒有任何關於產品和服務質量的重大違規或違反相關法律和法規的正式記錄。

投訴處理

為向員工提供有關投訴處理的指引，我們設立了投訴處理機制並於《銷售管理制度》中規範退貨管理流程。如收到客戶投訴，一般以退貨為主，均由生產、倉庫、品質管控等部門配合處理並由總經理負責監督，確保相關投訴能獲得妥善跟進，盡力滿足客戶所需。於報告期間，我們並無接獲客戶因或涉及我們所出售的再生產品及我們所提供的服務的質量而提出的任何重大投訴或任何形式的賠償要求。於報告期間本集團亦沒有任何產品因安全及健康理由而須要回收。



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Intellectual Property, Product Advertising and Labelling

The Group values intellectual property rights. The Group currently owns 2 trademarks, 17 patents and 1 domain name, that are material to our business. We have obtained a number of invention patents, including “a pump-mixed pipeline dosing device for comprehensive utilisation of gold cyanide tailings” (一種黃金氰化尾渣綜合利用的泵混式管道加藥裝置), “a diversion treatment and recovery device for gold tailings sewage” (一種黃金尾礦污水分流處理回收裝置) and “a stirring device for producing pyrite concentrate powder” (一種用於生產硫鐵精礦粉的攪拌裝置), etc. The Group’s business does not involve in any marketing and advertising related matters.

The Group strictly abides by national and local laws and regulations, including but not limited to the Patent Law of the PRC (《中華人民共和國專利法》), the Copyright Law of the PRC (《中華人民共和國著作權法》), the Trademark Law of the PRC (《中華人民共和國商標法》) and other laws and regulations. To the best knowledge of the Directors, during the Reporting Period, the Group has not found any significant impact on the operation in relation to intellectual property, advertising and labelling. We will closely monitor the business environment to identify any significant risks in this regard.

Customer Privacy and Corporate Data

According to the “Supplier Management System” (供應商管理制度), the finance department can directly obtain relevant payment information from the suppliers, and it is also responsible for considering the protection measures for the supplier’s information security and maintenance in the finance system.

知識產權、市場推廣及標籤

本集團尊重知識產權。本集團目前擁有兩個商標、十七項專利及一個域名對我們業務屬重要的知識產權。我們獲得多項發明專利，包括「一種黃金氰化尾渣綜合利用的泵混式管道加藥裝置」、「一種黃金尾礦污水分流處理回收裝置」及「一種用於生產硫鐵精礦粉的攪拌裝置」等。集團業務並沒有涉及市場推廣及廣告等相關事宜。

本集團嚴格遵守國家和當地法律法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》和其他法律和法規。據董事所深知，於報告期間，本集團並無發現任何有關知識產權、廣告及標籤對營運的重大影響。我們將密切監察業務環境，以識別該方面的任何重大風險。

客戶私隱及企業資料

根據《供應商管理制度》，財務部能夠直接從供應商處獲取由其付款的相關資訊，該部門亦負責考慮對供應商資訊安全的保護措施並在財務系統中對其進行維護。



When collecting, processing and using the business or personal data of customers, business partners and employees, the Group is committed to protect the privacy of its business or personal data and preventing misuse or disclosure of information. We have formulated the internal "Information System Management System" (信息系統管理制度) to ensure that office and site equipment such as laptops are properly kept. All the documents and electronic materials of the Group, including training materials, are not allowed to be circulated outside without authorisation. All business information, financial information, personnel information, bidding information, contract documents, customer information, research and statistical information, technical information documents, planning and marketing plans, management documents, meeting content, that have not been publicly disclosed are all considered corporate secrets. Any employee who fail to comply with confidentiality obligations may result in disciplinary action, and in serious cases, will be regarded as serious misconduct. During the Reporting Period, to the knowledge of the Directors, the Group was not aware of any material non-compliance in this regard.

BUSINESS ETHICS

Anti-corruption

The Group is committed to conducting its business with honesty and integrity and applying the highest standards on the establishment of transparent and open corporate governance frameworks. The Group has zero-tolerance towards any unethical acts.

Our anti-corruption and anti-bribery policy provide the necessary tools and resources to facilitate, monitor and enforce full compliance with the anti-bribery and anti-corruption laws of the PRC and other countries in which we operate. To comply with relevant laws and regulations related to anti-corruption and anti-bribery, we have established and implemented anti-corruption and anti-bribery policies and measures. In order to strengthen the Group's integrity, create a honest and efficient working atmosphere, continuously enhance self-discipline and legal awareness, the Group has formulated the "Integrity Management Regulations" (《廉政建設管理規定》) and "Anti-Corruption Policy" (《反舞弊政策》) to regulate and prohibit all forms of bribery and corruption acts or the intentions of such practices. In addition, employees are required to sign the "Integrity and Self-discipline Commitment" (《廉潔自律承諾書》) in order to strictly implement and fully enforce the Group's regulations on the integrity and self-discipline building. Our Anti-Corruption Policy also sets out the training requirements for the Group's Directors and employees on the anti-corruption policy and the code of business conduct and ethics, as well as disciplinary actions to be taken in the event of a breach of the Policy and/or relevant laws and regulations,

於收集、處理及使用客戶、商業夥伴及僱員的商業或個人資料時，本集團致力保障其業務或個人的資料私隱，防止不當使用或洩露資訊。我們已制定集團內部的《信息系統管理制度》，以確保辦公室和場地設備（如筆記本電腦）得到妥善保管。本集團所有的檔案和電子資料，包括培訓用的資料，未經授權不允許對外流通。所有未公開披露的商業資訊、財務資訊、人事資訊、招標資訊、合同文檔、客戶資訊、研究和統計資訊、技術資訊檔案、規劃和營銷計劃、管理文件、會議內容等均被視為企業機密。任何僱員未能遵守保密義務可能導致紀律處分，情節嚴重的將被視為嚴重不當行為。於報告期間，據董事所知悉，本集團在此方面並無任何重大不合規情況。

商業道德

反貪污

本集團致力於以誠實和正直的態度開展業務，並以最高標準建立透明和開放的公司治理框架。我們對任何不道德的行為採取零容忍態度。

我們的反貪污及反賄賂政策提供必要的工具及資源，以幫助、監控及執行全面遵守中國及我們開展業務的其他國家的反賄賂及反貪污法律。為遵守與反貪污及反賄賂有關的適用法律及法規，我們已建立及實施反貪污及反賄賂政策和措施。為加強本集團之廉政建設，營造廉潔高效的工作氛圍，不斷增強自律意識，提高法制觀念，本集團特制定《廉政建設管理規定》及《反舞弊政策》，藉此規範並禁止一切形式的賄賂及貪污行為或此類行為的意圖。另外，員工需簽署《廉潔自律承諾書》，以嚴格執行全面落實集團關於廉潔自律建設的各項規定。我們的《反舞弊政策》亦規定集團董事及員工就反舞弊政策及商業行為與道德規範守則的培訓要求，以及在違反政策及／或相關法律及法規的情況下應採取的紀律行動，包括終止僱用及追究法律責任。我們亦已設立舉報系統，由本



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including termination of employment and pursue legal action. We have also established a whistle-blowing system, which is overseen by the Group's Audit Committee. Reports of known or suspected fraud can be made through internal reporting (whistle-blowing email) or anonymously. The Group encourages individuals to report to the internal audit manager immediately upon detection or suspicion of fraudulent conduct and the internal audit manager will report directly to the audit committee. During the Reporting Period, the Group has arranged anti-corruption training for its directors and employees, focusing on analyzing anti-corruption provisions in national laws such as the "Criminal Law Amendment" (《刑法修正案》) and the "Environmental Protection Law" (《環境保護法》) in the field of environmental protection, while also strengthening local compliance requirements in accordance with the "Shandong Province Ecological Environment Administrative Penalty Discretionary Criteria" (《山東省生態環境行政處罰裁量基準》). Additionally, during the reporting period, the Group provided anti-corruption training for all directors and employees.

We are committed to complying with the anti-corruption and anti-bribery laws in the PRC and other countries, such as the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) and the Criminal Law of the PRC (《中華人民共和國刑法》). The Group's employees are also required to strictly comply with the above laws and regulations, which are stipulated as terms under the Group's standard employment contract which prescribed that violations will constitute grounds for dismissal. To the best knowledge of the Directors, the Group was not aware of any material cases of non-compliance or related legal cases regarding corrupt practices during the Reporting Period.

集團的審計委員會負責監督。已知或疑似舞弊的檢舉可以通過內部彙報(檢舉電子郵箱)或匿名方式進行。本公司鼓勵個人一旦察覺或懷疑舞弊行為應立即向內部審計經理作檢舉並由內部審計經理向審計委員會直接彙報。於報告期間，集團已安排反貪污相關培訓予其董事及員工，重點解析《刑法修正案》、《環境保護法》等國家法規中有關環保領域的反貪污條款，並同時結合《山東省生態環境行政處罰裁量基準》強化屬地合規要求。此外，在報告期內，本集團已為所有董事及員工提供反貪培訓。

我們致力遵守中國及其他國家的反貪污及反賄賂法律，如《中華人民共和國反不正當競爭法》和《中華人民共和國刑法》。本集團的員工亦須嚴格遵守上述法律和法規，該規定是本集團標準僱傭合約項下設有之條款，其訂明違法行為將構成解僱理由。據董事所深知，本集團並無發現任何重大違規案例或相關貪污訴訟案件。



Anti-corruption and self-discipline training
廉潔自律培訓



OUR SOCIETY

Community Investment

The Group believes that community support is important to the Group's long-term success and strives to engage the surrounding community to understand their needs. The Group is committed to contributing to programmes that support healthy, resilient, and sustainable community development over the short and long term. In addition, the Group is also committed to making contributions to society and support of initiatives that benefit the communities in pursuit of a better tomorrow. The Group has been developing in recent years but has not forgotten the social responsibility to contribute to the society.

Our Contribution

We actively support the communities where we operate through our volunteer team, with the goal of fostering community relationships and cohesion within the community, encouraging individual participation to help solve community problems and caring for those in need. We encourage employees and family members, as well as working partners to volunteer and contribute to their communities. During the Reporting Period, the Group has made contributions in various areas including community, education, environment and public health, including scholarship donations, and visits and resources donation to nursing homes. During the Reporting Period, the Group donated a total of approximately RMB165,000 in various areas including community, education and public health as well as contributing approximately 34 hours on relevant activities.

我們的社會

社區投資

本集團深信社區支援對本集團之長遠成就至關重要，故一直致力融入社區，以瞭解周邊社區所需。本集團致力於在短期和長期內為支持健康、具復原力和可持續社區發展的計劃作出貢獻。此外，本集團亦支持有利於社區的項目，以追求更美好的明天。本集團近年不斷發展，仍不忘社會責任，回饋社會。

我們的貢獻

我們透過義工團隊積極支持我們的業務所在社區，目標是促進社區內的社群關係和凝聚力，鼓勵通過個人參與協助解決社區難題和關愛有需要社群。我們鼓勵員工和家庭成員以及工作夥伴共同參與志願服務，為所在社區作出貢獻。於報告期間，本集團已在多個領域包括社區、教育、環境及公共衛生等多個領域貢獻，包括助學金捐款及走訪多所養老院，捐贈生活物資。本集團在社區、教育及公共衛生等多個領域捐獻合共約165,000元人民幣及貢獻約34小時於相關活動。



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Scholarship donation
助學金捐贈



Scholarship donation
助學金捐贈



Elderly home visit
走訪社區養老院



Elderly home visit
走訪社區養老院



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REPORTING GUIDE INDEX

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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
A: Environment		
A：環境		
Aspect A1: Emissions		
層面 A1：排放物		
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Our Environmental — Policies, Environmental Compliance
一般披露	有關廢氣及溫室氣體排放、向水及土地的排汙、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。	我們的環境 — 政策、環境合規
KPI A1.1	The types of emissions and respective emissions data	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Air Emissions
關鍵績效指標 A1.1	排放物種類及相關排放數據。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 空氣排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Greenhouse Gas (GHG) Emissions
關鍵績效指標 A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 溫室氣體排放



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Waste Management
關鍵績效指標 A1.3	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）。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 廢物管理
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Waste Management
關鍵績效指標 A1.4	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）。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 廢物管理
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Our Environmental — Policies
關鍵績效指標 A1.5	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。	我們的環境 — 政策
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Waste Management
關鍵績效指標 A1.6	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。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 廢物管理
Aspect A2: Use of Resources		
層面 A2：資源使用		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	Our Environmental — Policies, Environmental Compliance
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	我們的環境 — 政策、環境合規
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 unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Energy Consumption and Efficiency
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（如以每產量單位、每項設施計算）。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 能源使用及效益



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Water Consumption and Efficiency
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）。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 用水效益
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Energy Consumption and Efficiency
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。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 能源使用及效益
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Water Consumption and Efficiency
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。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 用水效益
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures — Materials Consumption
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。	我們的環境 — 我們營運產生的環境影響及緩解措施 — 物料消耗



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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.	Our Environmental — Policies
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。	我們的環境 — 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.	Our Environmental — Environmental Impacts from our Operations and Mitigation Measures
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。	我們的環境 — 我們營運產生的環境影響及緩解措施
Aspect A4: Climate Change		
層面 A4：氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Our Environmental — Climate Change
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。	我們的環境 — 氣候變化
KPI A4.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our Environmental — Climate Change
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。	我們的環境 — 氣候變化



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
B: Social		
B：社會		
Employment and Labour Practices		
僱傭及勞工常規		
Aspect B1: Employment		
層面 B1：僱傭		
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our People — Policies, Human Resources Management, Employee Retention
一般披露	有關薪酬及解雇、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。	我們的員工 — 政策及制度、人力資源、人才留任
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Our People — Human Resources Management
關鍵績效指標 B1.1	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。	我們的員工 — 人力資源
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Our People — Employee Retention
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	我們的員工 — 人才留任



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Aspect B2: Health and Safety		
層面 B2：健康與安全		
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 providing a safe working environment and protecting employees from occupational hazards.	Our People — Health and Safety
一般披露	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。	我們的員工 — 健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Our People — Health and Safety
關鍵績效指標 B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	我們的員工 — 健康與安全
KPI B2.2	Lost days due to work injury.	Our People — Health and Safety
關鍵績效指標 B2.2	因工傷損失工作日數。	我們的員工 — 健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Our People — Health and Safety
關鍵績效指標 B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	我們的員工 — 健康與安全



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
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.	Our People — Employee Training and Development
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。	我們的員工 — 員工培訓及發展
KPI B3.1	The percentage of employees trained by gender and employee category (e.g.: senior management, middle management).	Our People — Employee Training and Development
關鍵績效指標 B3.1	按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	我們的員工 — 員工培訓及發展
KPI B3.2	The average training hours completed per employee by gender and employee category.	Our People — Employee Training and Development
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。	我們的員工 — 員工培訓及發展
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 or forced labour.	Our People — Prohibition of 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。	我們的員工 — 防止僱傭童工和強制勞動
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our People — Prohibition of 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。	我們的員工 — 防止僱傭童工和強制勞動
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Our People — Prohibition of Child and Forced Labour
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。	我們的員工 — 防止僱傭童工和強制勞動



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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	Policies on managing environmental and social risks of the supply chain.	Our Supply Chain — Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	我們的供應鏈 — 供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Our Supply Chain — Supply Chain Management
關鍵績效指標 B5.1	按地區劃分的供應商數目。	我們的供應鏈 — 供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Our Supply Chain — Supply Chain Management
關鍵績效指標 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	我們的供應鏈 — 供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Our Supply Chain — Supply Chain Management
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。	我們的供應鏈 — 供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Our Supply Chain — Supply Chain Management
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。	我們的供應鏈 — 供應鏈管理



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
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.	Our Customer — Product and Services Quality
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。	我們的客戶 — 產品及服務質素
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Our Customer — Product and Services Quality
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。	我們的客戶 — 產品及服務質素
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Our Customer — Product and Services Quality
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。	我們的客戶 — 產品及服務質素
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Our Customer — Intellectual Property, Product Advertising and Labelling
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。	我們的客戶 — 知識產權、市場推廣及標籤
KPI B6.4	Description of quality assurance process and recall procedures.	Our Customer — Product and Services Quality
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程式。	我們的客戶 — 產品及服務質素
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Our Customer — Customer Privacy and Corporate Data
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。	我們的客戶 — 客戶私隱及企業資料



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

2024 年環境、社會及管治報告

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
Aspect B7: Anti-corruption		
層面 B7：反貪污		
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 bribery, extortion, fraud and money laundering.	Business Ethics — Anti-corruption
一般披露	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。	商業道德 — 反貪污
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	No related cases
關鍵績效指標 B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	沒有發生相關事宜
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Business Ethics — Anti-corruption
關鍵績效指標 B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。	商業道德 — 反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics — Anti-corruption
關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	商業道德 — 反貪污



Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、關鍵績效指標		Section/Statement 章節／聲明
Community		
社區		
Aspect B8: Community Investment		
層面 B8：社區投資		
General Disclosure	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.	Our Society — Community Investment
一般披露	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。	我們的社會 — 社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our Society — Community Investment
關鍵績效指標 B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	我們的社會 — 社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Our Society — Community Investment
關鍵績效指標 B8.2	在專注範疇所動用的資源（如金錢或時間）。	我們的社會 — 社區投資



HONGCHENG ENVIRONMENTAL
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鴻承環保科技有限公司