



NORTH MINING SHARES COMPANY LIMITED

北方礦業股份有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號 : 433)

2024 環境、社會及管治報告 Environmental, Social and Governance Report



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About this Report

關於本報告

This is the Environmental, Social and Governance (“ESG”) Report of North Mining Shares Company Limited (“North Mining”) (the “Company”, together with its subsidiaries, the “Group”), outlining the Group’s efforts to drive sustainable development forward during the financial year from 1 January 2024 to 31 December 2024.

本報告為北方礦業股份有限公司（「北方礦業」）（「本公司」，連同其附屬公司統稱「本集團」）的環境、社會及管治（「ESG」）報告，概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的財政年度內推動可持續發展的努力。

REPORTING PRINCIPLES AND BOUNDARY

This report has been prepared in compliance with ESG Reporting Guidelines set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the reporting principles are applied as below:

報告原則及範圍

本報告按照香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2所載的ESG報告指引編寫，採用以下報告原則：

Materiality:	Stakeholder engagement is undertaken annually to identify the material sustainability topics which are addressed in this report.
重要性：	每年均會與持份者溝通，以確定本報告中涉及的重大可持續發展議題。
Quantitative:	Data in this report are checked and analysed to account for year-on-year changes and are presented in a way that allows for comparison with previous performance. Please refer to the Performance Data Summary of this report for standards used for calculation of environmental performance indicators.
量化：	本報告中的資料經過檢查及分析，已計入逐年變化，並以能夠與先前績效進行比較的方式呈現。關於環境績效指標的計算標準，請參閱本報告的績效資料摘要。
Balance:	We prepare the report in a transparent manner in which both positive and negative impacts are disclosed.
平衡性：	我們以透明方式編寫報告，同時披露正面及負面影響。
Consistency:	To maintain comparability of information, unless otherwise stated, the data and statistical methods in this report are presented in a consistent manner, which allows for meaningful comparison over time.
一致性：	為保持資料可比性，除另有說明外，本報告中的資料及統計方法以一致方式呈現，可以在一段時間內進行有意義比較。

The boundary of this report follows that of the annual report, covering the mining business, chemical trading business and aluminium metal trading business in the PRC.

本報告涵蓋範圍與年報相符，包括於中國的採礦業務、化學品買賣業務及鋁金屬貿易業務。

FEEDBACK

We value your thoughts and feedback regarding how we can improve our reports and sustainability performance in the future. Please send us your feedback at info@northmining.com.hk.

反饋

歡迎閣下就我們未來如何改善報告及可持續發展表現提出寶貴建議及反饋。請將反饋發送至info@northmining.com.hk。

Board Statement

董事會聲明

Sound management of ESG issues is crucial for the Group to continuously grow and prosper in the future. The Board of Directors (the “**Board**”) bears the overall responsibility of overseeing the Group’s sustainability performance and regularly evaluating sustainability strategies, targets and performance. The Board has reviewed and approved the report for the integrity of the disclosures. To the best of its knowledge, this report addresses all relevant material issues and fairly presents ESG management approach and performance of the Group.

The ESG Working Group, consisting of senior management who report to the Board on ESG issues, regularly holds meetings to suitably evaluate, prioritise and manage material ESG-related issues and their corresponding risks and opportunities. By implementing proper ESG management and integrating sustainable practices into daily operations, we endeavour to improve our sustainability performance and create long-term values to meet stakeholders’ expectations.

In the drive to take sustainable development forward, we put in efforts to strengthen our environmental management and ensure our operations are in compliance with relevant laws and regulations. This year, we have established environmental targets in various aspects for ongoing review and improvement. Moreover, green office initiatives have been adopted to minimise environmental impacts and create low-carbon operations. To combat climate change, we have put in place a climate change policy and strive to address issues associated with climate change by taking adaptation and mitigation measures.

In financial operations, we attach great importance to protecting private information and maintaining high ethical standards across all our operations. A stringent quality control system has been implemented to select qualified suppliers. We make every effort to enhance operational excellence, shouldering responsibility to provide quality products and services to our customers. Together with all our stakeholders, North Mining is dedicated to creating a sustainable business and delivering great value to the society.

妥善管理ESG問題對本集團日後持續繁榮發展至關重要。董事會（「**董事會**」）對監督本集團的可持續發展表現及定期評估可持續發展策略、目標及表現負有整體責任。董事會已審閱並批准本報告，保證披露的完整性。據董事會所知，本報告回應所有有關重要事項及公允地呈報本集團的ESG管理方針及表現。

ESG工作小組（由高級管理層組成，以向董事會報告ESG問題）定期舉行會議以恰當評估、優先處理及管理重大的ESG相關問題及其相應風險及機遇。我們通過實施妥善的ESG管理並將可持續實踐融入日常營運，致力提升可持續發展表現並創造符合持份者預期的長期價值。

為推動公司的可持續發展，我們致力加強環境管理，確保我們的經營符合相關法律法規。本年度，我們已制定多方面的環保目標，並持續檢討及改善。此外，我們已採取綠色辦公措施，盡量減少環境影響，打造低碳經營。為應對氣候變化，我們已制定氣候變化政策，通過落實適應環境及緩解影響的措施解決與氣候變化相關的問題。

於金融業務方面，我們極為重視私隱信息的保護，務求在所有業務經營中維持高水準的職業道德。我們已就合資格供應商的甄選推行嚴格的質量控制制度。我們不遺餘力地提升營運優勢，肩負為客戶提供優質產品及服務的責任。北方礦業將與所有持份者同心協力，致力實現可持續業務發展，為社會創造良好價值。

Stakeholders Engagement

持份者參與

Stakeholder engagement is an essential process for enhancing transparency and understanding stakeholders' needs and identifying potential ESG risks and opportunities. We engage with our internal and external stakeholders including customers, employees, the community, the government and investors through various communication channels, shown in the table below.

持份者參與是提高透明度及了解持份者需求以及識別潛在ESG風險及機遇的重要一環。我們通過下表所列的各種溝通渠道與內部及外部持份者（包括客戶、僱員、社區、政府及投資者）進行互動。

Stakeholders 持份者	Concerned Topics 關注議題	Engagement Channels 溝通渠道
Investors 投資者	<ul style="list-style-type: none"> Economic performance Operational compliance Timely disclosure of relevant information 經濟表現 營運合規 及時披露相關資料 	<ul style="list-style-type: none"> Annual reports and interim reports Press releases General meeting of shareholders 年報及中期報告 新聞稿 股東大會
Employees 僱員	<ul style="list-style-type: none"> Talent management Training and development Compensation, rights and interests Occupational health and safety 人才管理 培訓與發展 薪酬福利及權益 職業健康與安全 	<ul style="list-style-type: none"> Complaints system Employee safety trainings Provide employees with safety equipment Training and career development 投訴制度 僱員安全培訓 為僱員提供安全設備 培訓與職業發展
The Government 政府	<ul style="list-style-type: none"> Anti-corruption Business ethics Prevention of child labour and forces labour Workplace health and safety Energy resources conservation 反貪污 商業道德 避免童工和強制勞工 工作場所健康與安全 節約能源 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Compliance reporting Use of clean energy 遵守適用法例及法規 合規報告 使用清潔能源
Customers 客戶	<ul style="list-style-type: none"> Information security and privacy Customer satisfaction Quality of products and services 信息安全及隱私 客戶滿意度 產品及服務質素 	<ul style="list-style-type: none"> Feedback from frontline employees 前線僱員反饋意見
Community 社區	<ul style="list-style-type: none"> Community involvement Environmental compliance 社區參與 環境合規 	<ul style="list-style-type: none"> Support charity organisations 支持慈善團體

Materiality Assessment

重要性評估

ESG issues that have significant impacts on the Group and stakeholders are identified through materiality assessment. The process of materiality assessment consists of four steps, including identification, prioritisation, validation and review.

IDENTIFICATION

Based on the HKEX ESG Reporting Guide, we assessed a broad list of ESG topics. In 2024, a total of 20 potential material topics were identified and included in the assessment, covering different aspects.

PRIORITISATION

The Board of the Group was administered a questionnaire to determine the importance of different ESG-related issues to the Group. All material ESG topics were ranked into three levels, which are shown below.

本集團透過重要性評估識別對其及持份者有重大影響的ESG事宜。重要性評估的流程包括四個步驟，分別為識別、優先次序、驗證及審閱。

識別

我們已基於香港交易所ESG報告指引評估多項ESG議題。於二零二四年，評估合共識別及包含20項可能屬重大的議題，內容涵蓋多個方面。

優先次序

本集團董事會接受問卷調查，以釐定不同ESG相關問題對本集團的重要性。所有重大的ESG議題分為以下三級。

Level I 第一級	Level II 第二級	Level III 第三級
Emissions management 排放管理	Talent management 人才管理	Energy and resources management 能源及資源管理
Greenhouse gas emissions 溫室氣體排放	Occupational health and safety 職業健康與安全	Supply chain management 供應鏈管理
Environmental compliance 環境合規	Training and development 培訓與發展	Health and safety of products 產品健康與安全
Climate change 氣候變化	Compensation, right and interests 薪酬福利及權益	Quality of products and services 產品及服務質素
Economic performance 經濟表現	Prevention of child labour and forces labour 避免童工和強制勞工	Customer satisfaction 客戶滿意度
Community involvement 社區參與		Information security and privacy 信息安全及隱私
		Business ethics 商業道德
		Anti-corruption 反貪污
		Operational compliance 營運合規

VALIDATION AND REVIEW

The result of the materiality assessment has been validated and approved by the Board of the Group. We regularly review the list of material topics and identify gaps for improvement.

驗證及審閱

重要性評估的結果已獲本集團董事會驗證及批准。我們將定期審閱重大議題列表，識別改進空間。

Our People

我們的人員

North Mining strives to create an inclusive work environment that nurtures a desirable work culture among its employees. We are an equal opportunity employer, providing employees with the support and encouragement they need to grow and prosper within our organisation. We recognise and reward efforts to increase employees' engagement and productivity.

EMPLOYMENT AND LABOUR PRACTICE

The Group believes that its staff members are fundamental to enterprise, and it strives to create a safe and healthy working environment to attract talents. The Group also attaches great importance to upholding employees' rights and interests. Our Group has established rules and procedures of recruitment, job promotion, compensation, benefits, rest periods, dismissal, etc., to protect our employees' rights. Our Directors confirm that our Group also constantly reviews and improves its policies to ensure that employees' rights are upheld. During recruitment and job promotion, our Group follows the principle of "selection on merit", taking into account the performance, work experience and capability of the applicant or employee. Our Group advocates a diverse and equal workforce culture by ensuring that applicants and employees are not discriminated against on the basis of gender, age, race, family status or physical disability. The Group strictly prohibits any forms of unfair or unreasonable dismissal, and sets out the terms of dismissal of employees. Our Group determines employees' compensation packages on the basis of work performance and the market standard of remuneration. Our Group also provides employee benefits where applicable, such as overtime payment and holiday working allowances. Employees are entitled to statutory holidays, annual leave, sick leave and maternity leave. Unpaid leave, paternity leave, marriage leave and casual leave are

北方礦業致力於打造包容性的工作環境，在僱員中培養理想的工作文化。我們是平等機會僱主，為僱員提供所需的支持及鼓勵，讓他們在組織中成長成才。我們認可僱員所付出的努力並作出獎勵，以提高僱員積極性及創造力。

僱傭及勞工常規

本集團相信員工乃企業之根本，並努力創造安全及健康的工作環境，吸引人才。本集團亦致力維護僱員權益。本集團於招聘、職位晉升、報酬、福利、假期、解僱等方面均設有相應規則及程序，以保障僱員權利。董事確認，本集團亦不斷審視及改進其政策，確保僱員權利得以維護。在招聘及職位晉升過程中，本集團遵循「用人唯才」的原則，並會考慮申請人或僱員的表現、工作經驗及能力。本集團倡導多元化及平等的工作文化，確保申請人及僱員不會因性別、年齡、種族、家庭狀況或身體殘疾而受到歧視。本集團嚴禁任何形式的不公平或不合理解僱，並訂明解僱僱員的條件。本集團根據工作表現及市場薪酬標準來確定僱員的薪酬待遇。本集團亦提供例如加班費及假日工作津貼等僱員福利（如適用）。僱員有權享受法定假日、年假、病假及產假。無薪假、陪產假、婚假及事假會根據個別情況提供。於二零二四年十二月三十一日，本集團於中國及香港擁

Our People

我們的人員

provided depending on individual circumstances. As at 31 December 2024, the Group had 678 employee in PRC and Hong Kong (FY2023: 653 employee). Our employee profile was as follows:

有678名僱員（二零二三財政年度：653名僱員）。我們的僱員情況如下：

		Number of Employees 僱員人數 As at 31 December 於十二月三十一日	
		2024 二零二四年	2023 二零二三年
By Gender	按性別劃分		
Male	男性	534	533
Female	女性	144	120
By Age	按年齡劃分		
<30	<30	116	78
31–50	31–50	463	460
>50	>50	99	115
By Employment Type	按僱傭類型劃分		
Full Time	全職	678	653
Part time	兼職	0	0
By Position Type	按職務類型劃分		
General staff	一般員工	621	603
Management	管理層	57	50
By Geographical Region	按地區劃分		
PRC	中國	668	645
Hong Kong	香港	10	8

During the Reporting Period, we are not aware of any case of material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, discrimination, and other matters of benefits and welfare in both PRC and Hong Kong.

於報告期間，就我們所知，我們在中國及香港並無嚴重違反任何有關補償及解僱、招聘及晉升、工作時間、假期、平等機會、多樣性、歧視以及其他福利事項的法律及法規。

Our People

我們的人員

OCCUPATIONAL HEALTH AND SAFETY

The PRC government imposes significant regulatory requirements on mining operation-exploitation and exploration of mining resources and chemical trading operation — manufacturing and sales of chemical with respect to employee safety. We regard occupational health and safety as one of our most important responsibilities. We have implemented a number of measures to ensure compliance with the stringent regulatory requirements which we are subject to. Our Directors confirm that our safety procedures are in line with the PRC industry standard practices and PRC safety regulations. A department responsible for occupational health and safety had been set up and periodic inspections and assessment of our safety standards would be carried out in order to ensure that our entire mining operation and chemical trading operation is in compliance with the applicable PRC laws and regulations. During the Reporting Period, various internal inspections covering electricity usage safety, fire safety, facility and equipment safety, maintenance and welding safety, tailing storage safety, mining vehicles, crane and chemicals safety had been conducted. In addition to the safety systems, we also organize and conduct training sessions for employees on accident prevention and management. First-aid kits are provided in all workplaces. The Group has established arrangements to minimize potential accidents when employees travel to or from their workplaces. The Group have passed all periodic and other safety inspections by the relevant authorities.

During the Reporting Period, our Group had no accidents, claims or complaints which materially and adversely affected our operation and the Group's work-related fatality rate was nil (2023: nil) and loss of the working days on our operation due to work injury was nil (2023: nil).

職業健康與安全

中國政府對採礦業務 — 開採及勘探礦產資源以及化學品買賣業務 — 製造及銷售化學品的僱員安全實施嚴格的監管要求。我們將職業健康與安全視為我們最重要的職責之一。我們實行多項措施來確保遵守我們須遵守的嚴格監管要求。董事確認，我們的安全程序符合中國行業標準慣例及中國安全法規。負責職業健康與安全的部門已成立，定期對我們安全標準的情況進行檢查及評估，以確保我們的整體採礦業務及化學品買賣業務遵守中國適用法律及法規。於報告期間，我們已進行多項內部檢查，涵蓋用電安全、消防安全、設施及設備安全、維修及焊接安全、尾礦儲存安全、採礦車輛、起重機及化學品安全。除安全體系外，我們還為僱員組織和開展有關事故預防及管理的培訓課程。所有工作場所均提供急救箱。本集團已作出安排，盡量減少僱員往返工作地點時可能發生的意外事故。本集團已通過有關部門的所有定期及其他安全檢查。

於報告期間，本集團概無發生任何對我們營運產生重大不利影響的事故、申索或投訴，本集團因工傷死亡率為零（二零二三年：零），我們因工傷損失的營運工作日數為零（二零二三年：零）。

Our People

我們的人員

TRAINING AND DEVELOPMENT

Our Group believes that retaining talent and promoting teamwork are key to its long-term development, and is committed to enhancing the professional knowledge and skills of its employees. Our Group regularly participates in training seminars on topics such as financing, compliance, corruption prevention and job safety. Our Group provides the employees with orientation training, including an introduction to corporate culture and on-the-job training, which enable them to quickly integrate into our Group and adapt to their jobs. Further on-the-job training, health and safety training, in-house experience sharing and other activities are arranged for employees to broaden their professional horizons. To encourage development, our Group conducts employee assessments at the end of each year. Depending on their performance and responsibilities, our Group provides employees with promotion and training opportunities. The breakdown of employees trained and average training hours completed per employee by gender and employment type during the Reporting Period are as follows:

發展及培訓

本集團認為，挽留人才及促進團隊合作是長遠發展的關鍵，並致力提高僱員的專業知識及技能。本集團定期參加有關融資、合規、預防貪污及工作安全主題的培訓研討會。本集團為僱員提供入職培訓，包括企業文化介紹及在職培訓，使其能夠迅速融入本集團並適應本身的工作。本集團亦為僱員安排進一步在職培訓、健康及安全培訓、內部經驗分享及其他活動，以拓寬其專業視野。為鼓勵發展，本集團於每年年底對僱員進行年度評估。本集團會根據僱員的表現及職責提供晉升與培訓機會。於報告期間，按性別及僱傭類型劃分的受訓僱員和每位僱員完成的平均培訓時數明細如下：

		Unit 單位	2024 二零二四年	2023 二零二三年
Total number of employees receiving training	參與培訓僱員總數	Person 人	329	295
Proportion of employees receiving training to total number of employees	參與培訓僱員佔僱員總數比例	Percentage 百分比	49	45
Total training hours	總培訓時數	Hour 小時	8,967	5,945
Average training hours	平均培訓時數	Hour 小時	27.26	20.15

Our People

我們的人員

LABOUR STANDARD

The Group strictly complies with the “Employment Ordinance” of Chapter 57 of the Laws of Hong Kong and the “Regulation on Labour Security Supervision” of the State Council of the People’s Republic of China. All recruitment procedures and promotions are strictly supervised by the Group’s human resources management system. Due to its capacity as mining operation-exploitation and exploration of mining resources, chemical trading operation — manufacturing and sale of chemical products, aluminium metal trading — sale of aluminium plates and given the nature of our work, the Group has more male staff. However, the Group has no specific gender requirement on staff in our recruitment.

The Group has strict rules on the conduct of all our employees, including directors and management, to protect employees from any form of harassment and bullying and ensure employees are treated equally. We are committed to protecting human rights, prohibiting the employment of forced labour and child labour in business operation, and ensuring that all employees are not discriminated against or deprived of any benefit due to gender, race, religion, age, marriage and family status, disability or any other cause.

During the Reporting Period, the Group had no child labour and forced labour, and no incident of discrimination due to race, religion, age and disability was reported.

勞工準則

本集團嚴格遵守香港法例第57章《僱傭條例》以及中華人民共和國國務院的《勞動保障監察條例》。所有招聘程序及晉升活動均根據本集團人力資源管理制度嚴格監督。除了本身作為採礦業務 — 開採及勘探礦產資源、化學品買賣業務 — 製造及銷售化學品、鋁金屬買賣業務 — 銷售鋁板，因工作性質局限而較多男性員工外，本集團於招聘時概無任何對員工性別的要求。

本集團對包括董事及管理層在內所有僱員的行為操守有嚴格規定，保障僱員不受任何形式的騷擾及欺凌，確保僱員獲得平等待遇。我們致力保障人權，禁止於業務營運中聘用強制勞工及童工，亦確保所有僱員不會因性別、種族、宗教、年齡、婚姻及家庭狀況、殘疾或任何其他原因而遭受歧視或遭剝奪任何待遇。

於報告期間，本集團並無童工或強制勞工，亦無任何涉及種族、宗教、年齡、殘疾等歧視事件。

Environmental Protection

環境保護

ENVIRONMENTAL MANAGEMENT

The Group is aware of the environmental impacts of generation of waste and resource consumption by its operating activities. To minimise the environmental impacts, we strive to continuously improve resource usage efficiency, waste reduction and carbon emissions reduction in our daily operations.

We adopt green office initiatives to achieve green and low-carbon operations. Energy efficiency measures are adopted, and we strive to achieve paperless operations.

To ensure continuous improvement in our environmental performance, we have established environmental targets on Greenhouse Gas (“GHG”) emissions, energy efficiency, waste and water use. To ensure the effectiveness of these targets, they are reviewed annually and updated when necessary. The Group’s environmental targets are listed in the table below:

Aspects 項目	Targets 目標	Base year 基準年份	Progress 進度
GHG Emissions 溫室氣體排放	Reduce 1% by 2026 二零二六年之前減少1%	2024 二零二四年	In progress 進行中
Waste 廢棄物	Reduce 1% by 2026 二零二六年之前減少1%	2024 二零二四年	In progress 進行中
Water 水	Reduce 1% by 2026 二零二六年之前減少1%	2024 二零二四年	In progress 進行中

During the year, the Group was not aware of any non-compliance with relevant laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

環境管理

本集團關注自身經營活動產生的廢棄物及消耗的資源對環境造成的影響。為將環境影響降至最低，我們致力於持續改善資源利用效率，在日常經營中減少廢棄物及碳排放。

我們推行綠色辦公理念，實現綠色低碳運營。我們實施節能措施，並努力推行無紙化辦公。

為確保我們的環保工作持續改進，我們對溫室氣體（「溫室氣體」）排放、節能、廢棄物及用水等方面制定了環保目標。同時，為保證這些目標的有效性，我們每年進行檢討，並在需要時作出更新。本集團的環保目標列於下表：

年內，據本集團所知，並無任何違反有關廢氣及溫室氣體排放、向水及土地排污以及產生有害及無害廢棄物的法律法規而對本集團造成重大影響的情況。

Environmental Protection

環境保護

EMISSIONS

Air Emissions

Petrol and diesel were used in private cars for business meetings and travels, which contributed to the emission of 16.96 kg of sulphur oxides (“SO_x”), 266 kg of nitrogen oxides (“NO_x”), and 22 kg of suspended particles (“PM”) during the Reporting Period¹.

排放物

大氣排放物

於報告期間，商務會議及差旅的私家車使用汽油及柴油，排放16.96千克硫氧化物（「硫氧化物」）及266千克氮氧化物（「氮氧化物」），並22千克呼吸性懸浮顆粒物（「懸浮顆粒物」）¹。

Air Emissions (in kg)	大氣排放物（千克）	Emission Coefficient 排放系數	2024 二零二四年	2023 二零二三年
SO _x	硫氧化物	(0.0147–0.0161) g/L 克／升	16.96	0.38
NO _x	氮氧化物	(0.0885–3.1332) g/km 克／公里	266	98
PM	懸浮顆粒物	(0.0848–0.3106) g/km 克／公里	22	Nil 零

Greenhouse Gas Emissions

溫室氣體排放

Scope of GHG Emissions	Emission Sources	Emission Coefficient	Emission in 2024 (in tonnes of carbon dioxide equivalent “tCO ₂ e”) 二零二四年 排放量 (噸二氧化碳 當量（「噸二氧化 碳當量」）)	Emission in 2023 (in “tCO ₂ e”) 二零二三年 排放量 (噸二氧化碳 當量)
溫室氣體排放範圍	排放源	排放系數		

Scope 1

範圍1

Direct Emission

直接排放

Combustion of fuel for mobile
sources

流動來源的燃料燃燒

— Petrol

2.36 (kg/L)

49

47

— 汽油

(千克／升)

Combustion of fuel for stationary
sources

固定來源的燃料燃燒

— Diesel

2.614 (kg/L)

2,703

10

— 柴油

(千克／升)

Environmental Protection

環境保護

Scope of GHG Emissions	Emission Sources	Emission Coefficient	Emission in 2024 (in tonnes of carbon dioxide equivalent “tCO ₂ e”) 二零二四年 排放量 (噸二氧化碳 當量 (「噸二氧化 碳當量」))	Emission in 2023 (in “tCO ₂ e”) 二零二三年 排放量 (噸二氧化碳 當量)
溫室氣體排放範圍	排放源	排放系數		
Scope 2				
範圍2				
Energy Indirect Emission 能源間接排放	Purchased electricity 購買電力	0.7033 (tCO ₂ /MWh) (噸二氧化碳／兆瓦時)	83,867	63,453
Scope 3				
範圍3				
Other Indirect Emission 其他間接排放	Paper waste disposal at landfills 棄置到堆填區的廢紙	0.616 (gCO ₂ /piece) (克二氧化碳／張)	2	4
	Water 水	0.401 (kgCO ₂ /m ³) (公斤二氧化碳／立方米)	235	315
Total (in tCO ₂ e) 總計 (噸二氧化碳當量)			86,856	63,829
Emission Intensity (in tCO ₂ e/million HKD) 排放密度 (噸二氧化碳 當量／百萬港元)			78.25	41.6

Note 1: Emission factors were made by reference to Appendix C2 to the Listing Rules and their referred documentation as set out by The Stock Exchange of Hong Kong Limited, unless stated otherwise. Scope 2 and Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.

附註1：除非另有說明，否則排放系數乃經參考香港聯合交易所有限公司所載的上市規則附錄C2及其提述文件得出。範圍2及範圍3排放僅基於可自參考文件獲得之排放系數計算。

Note 2: Emission factor for purchased electricity from the National Grid of the PRC was made with reference to the National Emission Factors for Mainland China outlined by the Ministry of Ecology and Environment of the PRC. Emission factor of 0.608 tCO₂e/MWh was used for purchased electricity from the National Grid of the PRC in 2023. The latest emission factor of 0.7033 tCO₂e/MWh was used for purchased electricity from the National Grid of the PRC.

附註2：從中國國家電網購買電力之排放系數乃參考中國生態環境部發佈的中國內地國家排放系數。二零二三年自中國國家電網購買電力的排放系數為0.608噸二氧化碳當量／兆瓦時。最新的中國國家電網購買電力的排放系數為0.7033噸二氧化碳當量／兆瓦時。

Note 3: There was no change to the calculation methodologies used in 2023 and 2024.

附註3：二零二三年及二零二四年的計算方法無變化。

Environmental Protection

環境保護

The Group's activities contributed to 86,856 tCO₂e, with emission intensity of 78.25 tCO₂e/million HKD, of the Group's total revenue, which included mainly carbon dioxide, methane, nitrous oxide and hydrofluorocarbons emissions, during the Reporting Period.

Waste

Hazardous materials are corrosive, reactive, explosive, toxic, flammable and potentially biologically infectious, which poses a potential risk to human and/or environmental health. During the Reporting Period, no hazardous wastes were generated from the mining operation and the chemical trading operation.

USE OF RESOURCES

The Group upholds and promotes the principle of effective use of resources. The Group monitors and reviews potential environmental impacts in its operations. The Group also promotes green office and operation environment, and minimise the environmental impacts of the Group. To improve the efficiency of the use of resources in business operations, the Group has implemented various resource conservation initiatives in operations and encouraged behavioural changes of employees.

Energy Consumption

The Group consumed a total of 129,271 MWh for vehicles and electricity for its daily operation during the Reporting Period. The energy consumption intensity during the Reporting Period was 116 MWh/million HKD of the Group's total revenue. The energy consumption details are presented below.

於報告期間，本集團的活動產生86,856噸二氧化碳當量，排放密度為78.25噸二氧化碳當量／本集團總收益百萬港元，主要包括二氧化碳、甲烷、一氧化二氮及氫氟碳化物排放物。

廢棄物

有害廢棄物具有腐蝕性、反應性、爆炸性、毒性、易燃性及潛在的生物傳染性，對人類及／或環境健康構成潛在風險。於報告期間，採礦業務及化學品買賣業務概無產生任何有害廢棄物。

資源使用

本集團堅守並推動有效使用資源的宗旨。本集團監控及檢討營運中的潛在環境影響。本集團亦提倡綠色辦公室及營運環境，並盡可能減少本集團的環境影響。為提升業務營運中的資源使用效率，本集團在營運中實施了各種資源節約措施，並鼓勵僱員改變行為。

能耗

於報告期間，本集團的汽車及日常營運所需電力消耗了合共129,271兆瓦時。於報告期間，能源消耗密度為116兆瓦時／本集團總收益百萬港元。能源消耗詳情呈列如下。

Energy Consumption Sources	Use of Energy	Direct Consumption In 2024	Consumption in 2024 (in MWh)	Consumption in 2023 (in MWh)
		直接消耗二零二四年	二零二四年消耗 (兆瓦時)	二零二三年消耗 (兆瓦時)
能源消耗源頭	能源使用			
Petrol	For vehicles	21,038 L	200	190
汽油	用於汽車	21,038升		
Diesel	For vehicles	1,033,956 L	9,823	36
柴油	用於汽車	1,033,956升		
Electricity	For daily operation	119,248 MWh	119,248	109,207
電力	用於日常營運	119,248兆瓦時		
TOTAL (in MWh)			129,271	109,433
合計 (兆瓦時)				
Energy Consumption Intensity (in MWh/million HKD)			116	71
能源消耗密度 (兆瓦時／百萬港元)				

Environmental Protection

環境保護

Note 1: Emission factors were made by reference to Appendix C2 to the Listing Rules and their referred documentation as set out by The Stock Exchange of Hong Kong Limited, unless stated otherwise.

附註1：除非另有說明，否則排放系數乃經參考香港聯合交易所有限公司所載的上市規則附錄C2及其提述文件得出。

Note 2: There was no change to the calculation methodologies used in 2023 and 2024.

附註2：二零二三年及二零二四年的計算方法無變化。

Energy Use Efficiency Initiatives and Targets

Energy consumption has a direct influence on the environment and operational costs. Various measures have been implemented by the Group to encourage energy conservation. The Group chooses electrical appliances with high energy efficiency and has installed automatic lighting devices to ensure that unnecessary lighting devices are switched off after office hours. Notices and reminders are regularly issued to staff to raise their awareness on their energy saving.

高效使用能源的舉措及目標

能源消耗直接影響環境及運營成本。本集團已實施各種措施鼓勵節能。本集團選擇高能效的電器及安裝自動照明設備，以確保於辦公時間後關閉不必要的照明設備。我們會定期向員工發放通告及提示，以提升彼等的節能意識。

The Group targets to achieve a 1% of reduction in energy consumption by 2026, tracking against the energy consumption data in financial year 2024.

本集團的目標是於二零二六年前實現能耗相較於二零二四財政年度的能耗數據減少1%。

Target Performance Review

目標績效審閱

Indicator	2024 baseline	2026 Target	Reporting Period	
			Performance	Progress
指標	二零二四年 基線	二零二六年 目標	報告期間績效	進度
Energy consumption 能源消耗	109,433 MWh 109,433兆瓦時	108,339MWh 108,339兆瓦時	109,433 MWh 109,433兆瓦時	In progress 進行中

The Group will continue its effort in reducing energy consumption to maintain achievement of the target.

本集團將繼續努力減少能源消耗，以持續實現目標。

Environmental Protection

環境保護

Water Consumption

574,357 m³ of water was consumed by the Group during the Reporting Period. Water consumption included only consumption from headquarter office and factory that directly manage their water consumption data.

No issue in sourcing water that is fit for purpose had been identified during the Reporting Period. The Group targets to achieve a 1% reduction in water consumption by 2026, tracking against the water consumption data in financial year 2024.

Target Performance Review

水消耗

於報告期間，本集團消耗了574,357立方米的。水消耗僅包括總部辦事處及直接管理其水消耗數據的廠房的消耗量。

於報告期間，概無識別出有關求取適用水源的問題。本集團的目標是於二零二六年前實現水消耗相較於二零二三財政年度的水消耗數據減少1%。

目標績效審閱

Indicator	2024 baseline 二零二四年 基線	2026 Target 二零二六年 目標	Reporting Period	
			Performance	Progress
指標			報告期間績效	進度
Water consumption 水消耗	574,357 m ³ 574,357立方米	568,613m ³ 568,613立方米	574,357 m ³ 574,357立方米	In progress 進行中

The Group will continue its effort in reducing water consumption to maintain achievement of the target.

本集團將繼續努力減少水消耗，以持續實現目標。

Operating Practices

營運實務

SUPPLY CHAIN MANAGEMENT

Our Group's supply chain primarily includes petroleum resin raw material suppliers and utilities provider. Our Group prescribes transparent procurement procedures for selecting suitable suppliers in a fair, impartial and open manner. Our Group's procedures ensure fair competition when procuring, including objective selection criteria. These procedures protect the interests of both our Group and the supplier. Our Group's procurement considerations including but not limited to product or service quality, pricing and delivery time, aim to reduce procurement risk and enhance procurement efficiency. Our Group has measures to ensure that the products and services provided meet its standards. Our Group also monitors the environmental and social performance of its suppliers to ensure that its requirements are met, and to reduce the environmental and social risks caused by procurement. In the selection of suppliers, the Company has been strictly controlling the environmental, social and governance practice of suppliers, giving priority to environmentally friendly products and services. In FY2024, most of our major suppliers were located in Jiangsu Province and Zhejiang Province, the PRC.

INTELLECTUAL PROPERTY RIGHTS

Intellectual property rights of the Group are its important assets and as such, the Group has made every effort to protect them. Meanwhile, the Group respects the intellectual property rights of any third party. Employees should not infringe or violate the patents, trademarks, copyrights or intellectual property rights of any third parties. These guidelines are reviewed annually by management to ensure their effectiveness.

供應鏈管理

本集團供應鏈主要包括石油樹脂原材料供應商及公用設施供應商。本集團定有透明的採購程序，以公平、公正、公開的方式挑選合適供應商。本集團程序設有客觀挑選準則，確保採購時公平競爭。該等程序可保障本集團及供應商的利益。本集團於採購時考慮各種因素，包括但不限於產品或服務品質、定價及交付時間，以減少採購風險，提高採購效率。本集團採取措施確保獲提供的產品及服務符合標準。本集團亦會監察供應商的環境及社會表現，確保彼等達標，減少採購所帶來的環境及社會風險。於挑選供應商時，本公司始終嚴格監控供應商的環境、社會及管治常規，優先選擇環保產品及服務。於二零二四財政年度，我們的供應商大部份在中國江蘇省及浙江省。

知識產權

本集團的知識產權是本集團的重要資產，因此，本集團已盡一切努力保護知識產權。同時，本集團尊重任何第三方的知識產權。僱員不得侵犯或違反任何第三方的專利、商標、版權或知識產權。管理層每年檢討該等準則，以確保其有效。

Operating Practices

營運實務

PRODUCT RESPONSIBILITY

Our Group is committed to upholding and enhancing the quality of its products for its customers and strictly in line with the Product Quality Law of the People's Republic of China and all relevant laws and regulations in respect of the health and safety, advertisement, label and privacy matters and remedies of products and services. Our Group regularly conducts inspection on its machinery and equipment employed in its mining, beneficiation and processing operations to ensure that they are safe and in good working order and our products are not defective as a result. During the Reporting Period, there are no breaches of the relevant laws and rules. Our Group has also established procedures for managing product defects. During the Reporting Period, there are no products sold subject to recalls for safety and health reasons and we have not received any complaints regarding material product defects. If customer complaints arise during the sales process, we will actively respond to customer issues and resolve them at the first instance. Our Group has procedures in place to assign senior personnel to deal and handle the transport logistics with customer, in the event that our products need to be recalled.

In order to enhance our product qualities, we also devoted ourselves in research and development activities. As at 31 December 2024, the chemical trading operation of our Group owned 66 patents. During the Reporting Period, the Group had not infringe any third party trademark or intellectual property rights. Our Group regards customer privacy as a matter of prime importance, and provides employees with guidance to prevent them from disclosing customer information. If any leak of customer information is found, our Group will rectify it promptly and administer punishment to responsible employees corresponding to the severity of the incident. Employees will also be held legally responsible in certain serious breach of our privacy policies. During the Reporting Period, there are no issue relating to the customer privacy in our Group.

產品責任

本集團致力維護並提高給予客戶的產品質量，嚴格遵守《中華人民共和國產品質量法》及所有涉及產品及服務的健康安全、廣告、標籤及私隱事宜和補救措施的相關法律法規。本集團定期檢查採礦、選礦及加工業務使用的機械設備，確保有關設備的工作狀態安全良好，不會導致產品出現缺陷。於報告期間並無違反相關法律法規的情況。本集團亦設有瑕疵產品管理程序。於報告期間，並無售出產品因安全及健康理由被召回，亦未有收到任何有關產品重大瑕疵的投訴。如果在銷售過程出現客戶投訴，我們會積極回應客戶問題，第一時間予以解決。本集團已制定程序，在產品需要召回的情況下，指派高級人員與客戶交涉並處理運輸物流。

我們亦致力於研發活動，以提高產品質量。截至二零二四年十二月三十一日，本集團化學品買賣業務擁有66項專利。於報告期間，本集團並無侵犯任何第三方商標或知識產權。本集團極其重視客戶私隱，並為僱員提供指引，防止彼等洩露客戶資料。一旦發現任何洩露客戶資料的情況，本集團將盡快糾正，並根據事件的嚴重程度，對涉事僱員處以相應懲罰。在若干嚴重違反隱私政策的情況下，亦將會追究僱員的法律責任。於報告期間，本集團並無遇到涉及客戶私隱的問題。

Operating Practices

營運實務

CORRUPTION PREVENTION

The Group strives to be ethical in its business operations, and does not tolerate any form of corruption, such as bribery, extortion, fraud or money laundering. The Group strictly complied with the Company Law of the People's Republic of China, the Law of the People's Republic of China on Anti-money Laundering, the Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on Banning Commercial Bribery and other relevant laws and regulations on prevention of bribery, extortion, fraud and money laundering. There exist effective measures throughout our Group including risk management and internal control policies to prevent any form of corruption. Such measures also provide our employees with clear guidance and training in dealing with receiving gifts and donation, conflict of interests, etc. Furthermore, our Group further strengthens the awareness of the Directors and the existing staff and new recruits by conducting periodic anti-corruption training. Any corruption related cases of the Group are required to report to a compliance committee for further investigation and actions where appropriate.

預防貪污

本集團在業務經營中恪守道德，絕不容忍賄賂、敲詐、欺詐或洗錢等任何形式的貪污。本集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及其他涉及防止賄賂、敲詐、欺詐及洗錢的法律法規。本集團已採納有效措施（包括風險管理及內部監控政策）預防任何形式的貪污。該等措施亦在接受禮物、饋贈及利益衝突等問題的處理上，為僱員提供明確的指引及培訓。此外，本集團亦定期舉辦反貪污培訓，進一步加強董事、現職員工及新入職員工的反貪意識。本集團如有任何涉貪事件，均必須呈報合規委員會作進一步調查，並於適當時採取行動。

Community

社區

COMMUNITY INVESTMENT

Community Engagement

Our Group appreciates the importance of giving back to the community and fulfilling its corporate social responsibilities. When developing its business, our Group inherently considers its potential for making a positive impact on the community. Our Group is constantly striving to understand the impact of its business on the communities in which it operates, and explores opportunities to contribute to them with a view of improving lives and enhancing our Group's brand image. The Group mainly participates in and supports the development of public welfare undertakings, such as, education, health, culture and sport events in the communities where our employees work and in the towns where our enterprises are located, by means of public welfare donations by our time participation and contribution of resources.

Compliance with applicable laws, rules and regulations with regard to environmental and social aspects are of paramount importance and we understand the risk of non-compliance that can be detrimental to the Group. The Group has implemented systems and allocated staff resources to ensure ongoing legal compliance. The Group's operations are mainly carried out in PRC. Accordingly, the Group's establishment and operations shall comply with all laws and regulations applicable in PRC.

社區投資

社區參與

本集團深明回饋社會及履行企業社會責任的重要性。於發展其業務時，本集團必然會考慮到其對社區產生積極影響的可能性。本集團不斷努力了解業務對營運所在地社區的影響，並尋找機會為其做出貢獻，以改善大眾生活及提升本集團的品牌形象。本集團主要通過投入時間參與及貢獻資源，以公益性捐助方式參與並支持僱員工作所在社區及企業所在城鎮的教育、衛生、文化及體育活動等公益事業的發展。

遵守有關環境及社會方面的適用法律、規則及法規至關重要，我們明白不合規風險可能對本集團造成不利影響。本集團已實施各項制度，並調派人力資源確保持續遵守法律。本集團的業務主要於中國營運。因此，本集團的成立及營運須遵守中國的所有適用法律及法規。



Laws and Regulations

法律及法規

Compliance with applicable laws, rules and regulations with regard to environmental and social aspects are of paramount importance and we understand the risk of non-compliance that can be detrimental to the Group. The Group has implemented systems and allocated staff resources to ensure ongoing legal compliance. The Group's operations are mainly carried out in PRC. Accordingly, the Group's establishment and operations shall comply with all laws and regulations applicable in PRC.

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Subject Areas, Aspects, General Disclosures and KPIs 主題範疇、層面、一般披露及關鍵績效指標

A. ENVIRONMENTAL

A. 環境

Aspect A1:

Emissions

A1層面：

排放物

General Disclosure

一般披露

Information on:

有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：

(a) the policies; and

政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

遵守對發行人有重大影響的相關法律及規例

relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

的資料。

Note: Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations.

附註：大氣排放物包括氮氧化物、硫氧化物及國家法律法規規定的其他污染物。

Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.

溫室氣體包括二氧化碳、甲烷、一氧化二氮、氫氟碳化物、全氟化碳及六氟化硫。

Hazardous wastes are those defined by national regulations.

有害廢棄物指國家法規規定的危險廢棄物。

KPI A1.1

The types of emissions and respective emissions data.

關鍵績效指標A1.1 排放物種類及相關排放數據。

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).

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）。

KPI A1.3

Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

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）。

KPI A1.4

Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

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）。

KPI A1.5

Description of emissions target(s) set and steps taken to achieve them.

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。

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.

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。

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Subject Areas, Aspects, General Disclosures and KPIs

主題範疇、層面、一般披露及關鍵績效指標

Aspect A2: Use of Resources

A2層面： 資源使用

General Disclosure

一般披露

Policies on the efficient use of resources, including energy, water and other raw materials.

有效使用資源（包括能源、水及其他原材料）的政策。

Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.

附註：資源可用於生產、儲存、運輸、建築物、電子設備等。

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).

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）。

KPI A2.2

Water consumption in total and intensity (e.g. per unit of production volume, per facility).

關鍵績效指標A2.2

總耗水量及密度（如以每產量單位、每項設施計算）。

KPI A2.3

Description of energy use efficiency target(s) set and steps taken to achieve them.

關鍵績效指標A2.3

描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。

KPI A2.4

Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.

關鍵績效指標A2.4

描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。

KPI A2.5

Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.

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）每生產單位佔量。

Aspect A3: The Environment and Natural Resources

A3層面： 環境及 天然資源

General Disclosure

一般披露

Policies on minimising the issuer's significant impacts on the environment and natural resources.

減低發行人對環境及天然資源造成重大影響的政策。

KPI A3.1

Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.

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。

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Subject Areas, Aspects, General Disclosures and KPIs 主題範疇、層面、一般披露及關鍵績效指標

Aspect A4: Climate Change A4層面： 氣候變化	General Disclosure 一般披露	
	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
	KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.
	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。

B. SOCIAL

B. 社會

Employment and Labour Practices

僱傭及勞工常規

Aspect B1: Employment B1層面： 僱傭	General Disclosure 一般披露	
	Information on:	
	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	
	(a) the policies; and 政策；及	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer 遵守對發行人有重大影響的相關法律及規例	
	relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 的資料。	
	KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.
	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。
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.
	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。

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Subject Areas, Aspects, General Disclosures and KPIs

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Aspect B2: Health and Safety

B2層面： 健康與安全

General Disclosure

一般披露

Information on:

有關提供安全工作環境及保障僱員避免職業性危害的：

(a) the policies; and

政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

遵守對發行人有重大影響的相關法律及規例

relating to providing a safe working environment and protecting employees from occupational hazards.

的資料。

KPI B2.1

關鍵績效指標B2.1

Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.

過去三年（包括報告年度）每年因工亡故的人數及比率。

KPI B2.2

關鍵績效指標B2.2

Lost days due to work injury.

因工傷損失工作日數。

KPI B2.3

關鍵績效指標B2.3

Description of occupational health and safety measures adopted, and how they are implemented and monitored.

描述所採納的職業健康與安全措施，以及相關執行及監察方法。

Aspect B3: Development and Training

B3層面： 發展與培訓

General Disclosure

一般披露

Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.

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。

Note: Training refers to vocational training. It may include internal and external courses paid by the employer.

附註：培訓指職業培訓，可能包括由僱主支付的內部和外部課程。

KPI B3.1

關鍵績效指標B3.1

The percentage of employees trained by gender and employee category (e.g. senior management, middle management).

按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。

KPI B3.2

關鍵績效指標B3.2

The average training hours completed per employee by gender and employee category.

按性別及僱員類別劃分，每名僱員完成受訓的平均時數。

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Aspect B4: Labour Standards B4層面： 勞工準則

General Disclosure

一般披露

Information on:

有關防止童工或強制勞工的：

- (a) the policies; and
政策；及
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例
relating to preventing child and forced labour.
的資料。

KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.

關鍵績效指標B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。

KPI B4.2 Description of steps taken to eliminate such practices when discovered.

關鍵績效指標B4.2 描述在發現違規情況時消除有關情況所採取的步驟。

Operating Practices 營運實務

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

General Disclosure

一般披露

Policies on managing environmental and social risks of the supply chain.

管理供應鏈環境及社會風險的政策。

KPI B5.1 Number of suppliers by geographical region.

關鍵績效指標B5.1 按地區劃分的供應商數目。

KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.

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

KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.

關鍵績效指標B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。

KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.

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。

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Aspect B6: Product Responsibility B6層面： 產品責任

General Disclosure

一般披露

Information on:

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) the policies; and

政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

遵守對發行人有重大影響的相關法律及規例

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

的資料。

KPI B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

關鍵績效指標B6.1

已售或已運送產品總數中因安全與健康理由而須回收的百分比。

KPI B6.2

Number of products and service related complaints received and how they are dealt with.

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。

KPI B6.3

Description of practices relating to observing and protecting intellectual property rights.

關鍵績效指標B6.3

描述與維護及保障知識產權有關的慣例。

KPI B6.4

Description of quality assurance process and recall procedures.

關鍵績效指標B6.4

描述質量檢定過程及產品回收程序。

KPI B6.5

Description of consumer data protection and privacy policies, and how they are implemented and monitored.

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。

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Aspect B7: Anti-corruption B7層面： 反貪污

General Disclosure

一般披露

Information on:

有關防止賄賂、勒索、欺詐及洗黑錢的：

(a) the policies; and
政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例
relating to bribery, extortion, fraud and money laundering.
的資料。

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.

關鍵績效指標B7.1

於報告期間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。

KPI B7.2

Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.

關鍵績效指標B7.2

描述防範措施及舉報程序，以及相關執行及監察方法。

KPI B7.3

Description of anti-corruption training provided to directors and staff.

關鍵績效指標B7.3

描述向董事及員工提供的反貪污培訓。

Community 社區

Aspect B8: Community Investment B8層面： 社區投資

General Disclosure

一般披露

Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.

有關以社區參與來了解發行人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。

KPI B8.1

Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).

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）。

KPI B8.2

Resources contributed (e.g. money or time) to the focus area.

關鍵績效指標B8.2

在專注範疇所動用資源（如金錢或時間）。



NORTH MINING SHARES COMPANY LIMITED

北方礦業股份有限公司