



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

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

Stock Code 股份代號: 1636



環境、社會及
管治報告

2017

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

This report is the first environmental, social and governance report (“ESG Report”) of China Metal Resources Utilization Limited (the “Company”) and its subsidiaries (“CMRU”, or the “Group” or “We”), which provides detailed information on the various works of the Company in full implementation of the concept of sustainable development and fulfilment of corporate social responsibility as well as the performance in corporate governance throughout 2017.

Reporting Scope

The ESG Report focuses on the environmental and social performance of the core business segments of CMRU in PRC from 1 January 2017 to 31 December 2017 (the “Year”). For details on corporate governance, please refer to the Corporate Governance Report of the annual report of the Group.

Reporting Standard

The ESG Report has been prepared in accordance with Appendix 27 Environmental, Social and Governance Reporting Guide to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“ESG Guide”).

Stakeholder Engagement

The Group has engaged its employees from different divisions in the preparation of the ESG Report to help better understand where it is in terms of its environmental and social performance. The information collected for the ESG Report not only summarizes the environmental and social initiatives of the Group in 2017, but also forms the basis of the Group’s short-term and long-term strategy of sustainable development.

Information and Feedback

For detailed information about the work of the Group in environmental protection, social responsibility and corporate governance, please refer to our official website (www.cmru.com.cn) and the annual report.

Materiality Assessment

As Materiality is one of the reporting principles listed in the ESG Guide, a structured, three – stage materiality assessment was undertaken to identify important ESG issues to be included in the report.

關於本報告

本報告是中國金屬資源利用有限公司(「本公司」)及其子公司(「中金資源」、「本集團」或「我們」)發佈的首份環境、社會及管治報告(「ESG報告」)，詳述中金資源在2017年內全面實踐可持續發展理念並履行企業公民責任所推行的各項工作，以及在企業管治方面的表現。

報告範圍

ESG報告的內容主要集中於中金資源在中國內地的核心業務於2017年1月1日至2017年12月31日(「本年度」)在環境及社會層面的表現。有關企業管治的內容，請參閱本集團年報中的《企業管治報告》。

報告準則

ESG報告依照香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》(《指引》)所編寫。

持份者參與

ESG報告的編寫得到各部門同事的共同參與，促使本集團更清晰目前在環境和社會層面的發展水準。ESG報告收集的資料，既是本集團於2017年開展環境和社會相關工作的總結，也是本集團制定短期和長期可持續發展策略的基礎。

信息及反饋

有關本集團環境保護、社會責任及企業管治的詳細資訊，請參閱本集團的官方網站(www.cmru.com.cn)及年報。

重要性評估

由於資料重要性是《指引》的報告原則之一，因此我們進行了一個周全而結構嚴密的重要性評估，以識別與本集團切身的可持續發展議題作匯報。

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Identification

To determine the current level of disclosure in the industry, we review the ESG disclosure performance of local and international peer companies to identify material ESG Aspects and key performance indicators (“KPIs”) for disclosure.

Prioritisation

Based on the results obtained at the Identification stage, we consolidated a list of possible material Aspects and KPIs.

Validation

The senior management of the Group finalise a list of material ESG issues and the relevant ESG Aspects and KPIs for disclosure in this report.

Stakeholder communication

The Company places great emphasis on communication with the stakeholders and promotes the corporate social responsibility philosophy through various channels, and makes great efforts to understand the aspirations of the stakeholders and to deliver proactive response, so as to satisfy the reasonable expectation of the stakeholders.

識別

我們揀選本地及海外同業作為參考基準，以比較和分析同業在環境、社會及管治方面的披露水平，以洞察與本集團切身的重大範疇與關鍵績效指標。

排列優次

我們根據識別階段所獲得的結果，排列重大範疇與關鍵績效指標的重要性。

確認

本集團的高級管理層對列表中的重大範疇與關鍵績效指標進行確認，以確立本報告的披露事項。

持份者溝通

本公司高度重視與持份者的溝通交流，通過多種管道傳播企業社會責任理念，瞭解持份者的訴求並積極回應，以滿足持份者的合理期望。

Stakeholders 持份者	Expectations and aspirations 期望與要求	Communication modes 溝通方式
Government and regulatory authorities 政府與監管機構	Operation in compliance 合規運營	Regular submission of information 定期資訊報送
	Fulfilment of tax obligations 繳納稅款	Regular communication with regulatory authorities 與監管機構定期會話
	Promotion of local economic development 帶動當地經濟	
	Creation of job opportunities 促進地方就業	
Shareholders 股東	Investment returns 收益回報	Announcement by the Group 集團公告
	Operation in compliance 合規運營	Special report 專題匯報
	Production safety 安全生產	Inspection on site 實地考察

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Stakeholders 持份者	Expectations and aspirations 期望與要求	Communication modes 溝通方式
Customers and business partners 客戶及合作夥伴	Integrity and fulfillment of agreements 誠信履約	Business communication 商務溝通
	High quality products 高品質產品	Customer feedbacks 客戶反饋
	High quality services 高品質服務	
Environment 環境	Fulfillment of emission standards 達標排放	Communication with local environmental protection department 與當地環境部門交流
	Energy conservation and emission reduction 節能減排	
	Efficient use of water resources 合理用水	
Employees 員工	Occupational health 職業健康	Employee representatives meeting 職工代表大會
	Remuneration and benefits 薪酬福利	
	Career development 職業發展	
	Employee caring 人文關懷	
Community 社區	Improvement of community environment 改善社區環境	Communication meeting with the community 社區溝通會
	Support for community welfare 支持社區公益	Mutual visits 互訪
Media 媒體	Openness and transparency of information 信息公開透明	Group website 集團網站
		Announcement by the Group Interviews 集團公告 接受採訪

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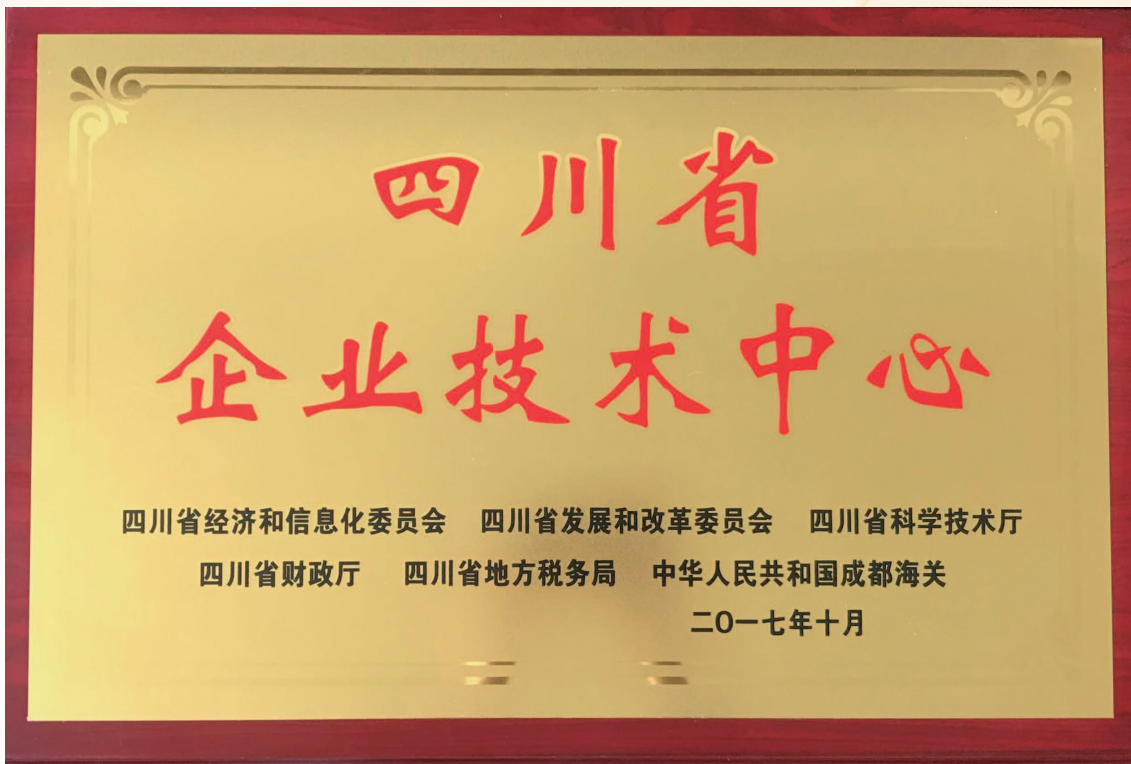
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2017 Technology achievements

1. Building of recycled copper deep processing research and development platform — CMRU provincial technology center

2017 科技成就

1. 再生銅深加工研發平台建設 — 省級技術中心



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CMRU provincial technology center is operated by Mianyang Tongxin Copper Co., Ltd., integrating the technical resources of CMRU. It has a total gross floor area of 3,000 square meters with 76 full-time R & D personnel, of which 4 obtained doctor degree, 3 obtained master degree, 38 obtained bachelor degree, 11 possess senior professional qualifications, 27 possess intermediate professional qualifications and 38 possess junior professional qualifications. The center has 16 external experts, one of which enjoys government subsidies from the State Council and three of which are provincial technology leaders. The technology center is committed to the development of production and processing technology of scrap copper and the process design of scrap copper recycled products, and has achieved many economic and social benefits through efficient technology innovations. The technology center has carried out 42 research projects, of which the research and development of smelting technology for producing low-oxygen copper wirerod using recycled copper (再生銅生產無氧銅杆冶煉技術) and copper granule current separator (銅米氣流分離機) made significant achievements, which greatly promoted our rapid development.

以綿陽銅鑫銅業公司為主體，整合中金資源集團技術力量創建的中金資源(銅鑫銅業)省級技術中心，總建築面積3,000平方米，有專職研發人員76人，其中，博士4人，碩士3人，本科38人；高級職稱11人，中級職稱27人，初級職稱38人；外聘專家16人，其中，享受國務院政府津貼1人，省市學術技術帶頭人3人；技術中心傾心致力於廢舊銅生產加工技術開發和廢舊銅加工再製造產品的工藝設計，取得了良好的經濟和社會效益，科技創新成效顯著。技術中心已開展42項課題研究，其中，再生銅生產無氧銅杆冶煉技術、銅米氣流分離機技術等研發取得重大成果，極大地推動了企業的高速發展。



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We have obtained the Sichuan Provincial Corporate Technology Centre Certificate from the PRC government in October 2017.

我們於2017年10月獲得中國政府頒發的四川省企業技術中心證書。



2. The “digital refining furnace temperature control technology and complete sets of equipment” project of Mianyang Tongxin Copper Co., Ltd. obtained Sichuan Province Science and Technology Achievement Certificate. This achievement was nominated for, the Sichuan Province Science and Technology Progress Award and it is currently under the public consultation stage.

2、綿陽銅鑫銅業有限公司「數位化精煉爐測溫控制技術及成套設備」取得四川省科技成果證書，該成果獲指定為四川省科技進步獎並正在公示階段。

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Environmental development

According to the environmental benefit measurement coefficient analysis set out in the "China's 12th five-year plan for development of recycling non-ferrous metals industry" issued by the Ministry of Industry and Information Technology of China, the Ministry of Science and Technology of China and the Ministry of Finance of China, compared with the production from raw copper, the production of every ton of recycled copper can save 1,054 kg standard coal, 395 cubic meters of water, and reduce discharge of 380 tons of solid waste and 0.137 ton of sulfur dioxide emission. In 2017, compared with the production from raw copper, the production of recycled copper of CMRU can:

save energy: 73,005,000 kg standard coal;

save water: 27,359,000 cubic meters;

reduce solidwaste discharge: total production volume 26,329,000 tons; and

reduce sulfur dioxide emission: 9,000 tons.

CMRU consumed a total of 7,868,000 kWh of electricity and 85,000 tons of water during its production process in 2017.

環保發展

根據國家工信部、科技部、財政部的《十二五期間中國再生有色金屬產業發展推進計畫》中所載環境效益測算係數分析，與原生銅礦生產相比，每噸再生銅相當於節能1054千克標煤，節水395立方米，及減少固體廢物排放380噸，少排放二氧化硫0.137噸。2017年度中金資源廢銅回收利用與原生銅生產相比，

節能：73,005,000 千克標煤；

節水：27,359,000 立方米；

減少固體廢物排放量：26,329,000 噸；及

減少二氧化硫排放量9,000 噸。

2017年度中金資源於生產過程中共耗電7,868,000度及用水85,000噸。

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Exhaust and emission

In 2017, the total emission of CMRU reached 99,765,000 cubic meters, in particular, the average intension of smoke and dust emission was 1.59 milligrams per cubic meter, and the total smoke and dust emission during the year was 93 kilograms, which can meet the grade II standard of the Emission Standard of Air Pollutants from Industrial Furnaces (GB 9078-1996).

Our environmental control system consists of three major components, dust precipitation system, smoke reduction system and wastewater processing system. Dust precipitation system and smoke reduction system are used for removal of dust and smoke generated in our production processes, and wastewater processing system is used for wastewater treatment and disposal.

The wastewater after processed will then be used to cool down the machinery to reduce the emission of waste water.

SUPPLY CHAIN MANAGEMENT

Supply Chain Management

The scrap copper that we process comes from a variety of sources, including used household appliances, electrical equipment and transportation equipment, used cables and wires and scrap materials from certain industrial manufacturing processes. We purchase our scrap copper mainly from domestic suppliers located near our production facilities and elsewhere in other provinces of China. We conduct rigorous quality control inspections at different stages of our production processes, including strict quality tests of our raw materials. Before entering into business relationship with a new supplier, we conduct careful investigation on the supplier's background and reputation in the market to assess its suitability. In addition, we physically inspect each delivery of raw materials to ensure its compliance with contract specifications, including purity and copper content.

The performance of newly admitted suppliers will be closely monitored. We also perform annual review of our existing suppliers in terms of product quality, delivery track record and financial performance. This enables us to ensure the quality and consistency of supply.

Unqualified suppliers will be suspended or removed from our approved vendor list.

With a management team possessing more than 30 years of experience in the scrap copper industry, we can effectively test the grade of scrap copper by adopting a method of combining manpower and equipment to distinguish the various types of scrap copper and determine corresponding price, while ensuring the quality of raw materials meets our requirements.

廢氣與排放

2017年度中金資源排氣總量達99,765,000立方米，當中煙塵排放平均濃度1.59毫克每立方米及全年煙塵排放總量為93公斤，乎合國家工業爐窑大氣污染物排放標準(GB 9078-1996二級標準)。

我們的環境控制系統由三個主要部分組成，包括除塵系統、煙氣還原系統和污水處理系統。除塵系統及煙氣還原系統用於去除在我們的生產流程中產生的煙塵，而污水處理系統則用於處理和處置污水。

經處理後的廢水會用作冷卻生產設施之用以減少污水排放。

供應鏈管理

供應鏈管理

我們加工的廢銅是來自多個來源，包括舊家電、電氣設備及運輸設備、舊電纜電線，以及某些工業製造流程產生的廢料。本集團主要向位於名下生產設施附近及位於中國其他省份的國內供應商採購廢銅。本集團在生產流程的不同階段採取嚴格的質量控制檢測，包括對我們原材料的嚴格品質測試。與一家新供應商建立業務關係前，我們先行審慎調查供應商背景和於市場內的聲譽，以評估其合適性。此外，本集團亦對原材料的每次交貨進行實質檢查，以確保符合合同規格，包括純度和銅含量。

新入場的供應商將被嚴密監控。我們也對我們現有的供應商進行年度審核。考慮事項包括產品質量，交付記錄和財務表現。這使我們能夠確保供應的質量和穩定性。

不合格的供應商將被暫停或從我們批准的供應商名單中刪除。

公司的經營管理團隊有逾30年的廢舊銅行業工作經驗，能夠充分有效地採取人工與設備檢測相結合的方式進行廢銅品位確認，區分各類廢銅並為之相應定價，確保原材料質量合乎要求。

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Product responsibility

The Group is committed to providing quality products and services to customers. The copper rods produced by the Company contain over 99.9% of copper. The electrical resistance, torsional properties and tensile strengths of our products are higher than the requirements of the National Standard Specification for Copper Wirerod for Electrical Purposes, and can be used as a substitute of low-oxygen copper wirerod. The copper rods and other products produced by the Company are fully tested before delivery to customers. Our products are widely used in the production of power wire and cable and network wire and cable. Some of our products are used as the production materials of several listed companies or state-owned enterprises, such as CSG Group, Tongling Nonferrous Metals Group Holdings Co., Ltd., China Daye Non-Ferrous Metals Mining Limited, Da Wa Electronic Company, Datang Telecom and Jiuzhou Electronics. The related products have been applied in the large scale national key projects including Wuhan-Guangzhou High-Speed Rail Project, Guangzhou Metro Project and Wuhan Metro Project.

HUMAN RESOURCES

Employment Policy

The Group attaches great importance to the protection of the legitimate rights and interests of all employees in strict compliance with the national and local relevant laws and regulations such as the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, and the Labour Contract Regulations of Shandong Province. The Group prohibits all forms of discrimination against gender, age, race, religion, marriage status, disability and other aspects in respect of recruitment, remuneration, promotion and training, so as to ensure all employees' access to equal, fair and open working opportunities.

The Group embraces and places emphasis on employee diversity, and strives to attract talents from or at different culture, background and levels, providing a platform for employees to fully demonstrate their talents. Employee recruitment is open to the public through various channels including referral by employees, job fairs, campus recruitment as well as advertisements on TV and newspaper. The Group selects talents based on their education background, work experiences and performance during the interview and written test as well as position requirements, and verifies the identification information of each applicant in accordance with the relevant regulations such as the Provisions on the Prohibition of Using Child Labour, so as to ensure they are lawfully employable. For employees leaving the Group, the labour department will handle the resignation procedures and pay the remuneration after the employees complete the handover process.

產品責任

本集團致力於為客戶提供優質的產品。公司生產出來的銅杆，銅含量超過99.9%，無論電阻、扭轉、拉伸均超過《電工用銅綫坯》國家標準規定，完全可以代替無氧銅杆使用。公司生產的銅杆等產品均經過全面檢測方才交付客戶使用，產品廣泛的應用於電綫電纜、網絡綫纜的生產。部分產品與南車集團、銅陵有色金屬集團控股有限公司、中國大冶有色金屬礦業有限公司、大華電子公司、大唐電信科技股份有限公司、四川九州電子科技股份有限公司等上市公司或國有企業做生產配套，相關產品已經應用在武廣高鐵工程、廣州地鐵工程、武漢地鐵工程等國家大型重點工程中。

人力資源

僱傭政策

本集團重視並依法保障所有員工的合法權益，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《山東省勞動合同條例》等國家和地方的相關法律法規，在招聘、薪酬、晉升、培訓等事宜上杜絕一切性別、年齡、民族、宗教、婚姻狀況、是否殘疾等方面的歧視，確保所有員工享有公平、公正、公開的工作機會。

本集團包容並珍視員工多元性，努力匯集來自不同文化、不同背景、不同層次的人才，實現人盡其才、才盡其用。員工招聘通過內部員工聯繫、人才交流會、學校專場招聘、電視廣告、刊登報紙等多種管道進行，面向社會公開選拔。招聘中根據應聘者的教育背景、工作經驗、面試和筆試表現、崗位需求等情況擇優錄取，同時依照《禁止使用童工規定》等相關規定嚴格審核應聘者的身份資訊，確保其可合法受僱。離職員工在完成工作交接後，由勞資部為其辦理離職手續並支付薪酬。

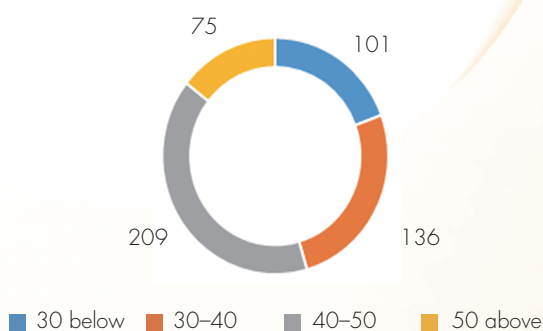
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In order to attract and retain talents, the Group provides employees with competitive remuneration package, which is determined based on their performance, experiences and prevailing industry practice. The management of the Group reviews the remuneration policy and details on a regular basis, and grants extra performance-linked bonus as an incentive and reward to the employees for their contribution to the growth and development of the Group.

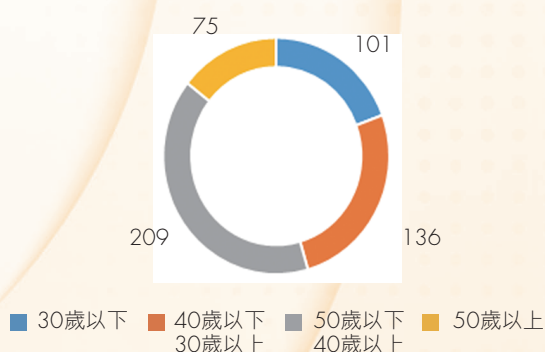
為吸引新人入職及挽留人才，本集團為員工提供具競爭力的薪酬待遇，薪酬水準根據員工表現、經驗及行業內慣例釐定。本集團管理層定期檢討薪酬政策及細節，並根據員工表現給予額外獎金，獎勵對本集團成長與發展作出貢獻的員工。

Composition of staff based on age group¹



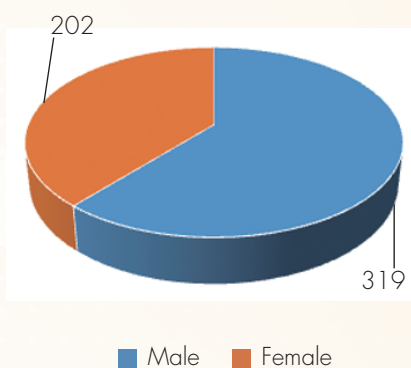
¹ Including full-time staff of HK office

按年齡組別劃分的員工比例¹

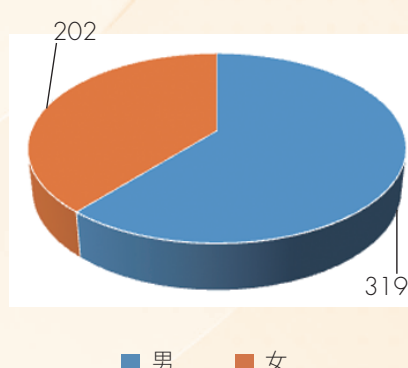


¹ 包括香港的全職員工

Composition of staff based on gender



按男女組別劃分的員工比例



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Well-being of Employees

The Group emphasises the importance of work-life balance and encourages employees to explore their personal interests. We comply with the requirements under the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Labour Law of the People's Republic of China (Article 48), the Labour Contract Law of the People's Republic of China, and the Labour Contract Regulations of Shandong Province to ensure a fair arrangement of working hours and rest days for our employees. To accommodate the diverse interests of our employees, we have organized a variety of staff engagement activities and classes such as photography, sports and outdoor activities, including the followings:

- Women's Day on 8th March, 2017: The Company organized fun fair for female staff and workers and gave holiday gifts, as well as issued awards to outstanding female employees.
- 2017 National Day and Mid-Autumn Festival: The Company gave holiday gifts to all staff, including moon cakes and insulation barrels.
- 2017 Dragon Boat Festival: The Company gave rice dumplings and salted eggs to all staff as holiday gifts.
- 2017 Employee's Birthday: The Company organized birthday party every month to eat cake together, sing songs and express birthday greetings.
- Labour union autumn activities: The Company organized sports competitions such as: badminton, billiards, table tennis, photography, etc for all employees.
- Labour union summer cooling gifts: The Company gave employees heat-clearing drinks and medicines.

Employee Training and Development

To keep our employees abreast of job-related skills and knowledge, and to maintain the Group's resilience in the face of challenges, we organize different trainings to the staff.

To encourage and reward the hardworking staff, we have established the outstanding performance award.

員工福祉

本集團尤其注重員工在工作與生活之間取得平衡，並鼓勵員工發掘個人興趣。我們遵從僱傭條例(香港法例第57章)、《中華人民共和國勞動法》(第四十八條)、《中華人民共和國勞動合同法》及《山東省勞動合同條例》的規定，確保為我們的員工安排合適的工作時間和休息日。為迎合員工多種不同的興趣，我們安排了多樣化的活動和課程，例如攝影、體育和戶外活動及下列活動。

- 2017年三八婦女節活動：公司組織開展了女職工游樂活動並發放了節日慰問禮品，同時對企業的優秀女職工進行了評選及頒獎。
- 2017國慶中秋節：公司向全體員工發放了節日禮品月餅、保溫桶。
- 2017年端午節：公司向全體員工發放了節日禮品糉子、鹽蛋。
- 2017年員工生日：公司每月組織過生日的員工一起參加生日派對，吃蛋糕、唱歌、送上生日祝福。
- 工會金秋活動：公司為全體員工組織體育競技活動，比如：羽毛球、桌球、乒乓球、攝影等比賽。
- 工會夏季送清涼：夏季高溫公司給員工發放清熱解暑的飲品、藥品。

員工培訓及發展

為了讓員工的工作技能和知識跟上社會和科技發展的節奏，並在面對挑戰時保持集團的抗逆力，我們組織了各式各樣培訓予員工。

為鼓勵及獎勵員工努力工作，我們設立優秀員工獎項以作獎勵。

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Safety Measures and Training

Numerous safety-related initiatives and measures are put in place to safeguard the health and safety of our employees. For example, we have provided helmets to workshop staff to protect their safety. We have also organized regular trainings to improve their safety awareness. The Group has complied with laws and regulations of our employees.

Anti-Corruption

We are committed to upholding high ethical standards and integrity in our business operations. Our *Employee Handbook* has specified the requirements of professional conduct that all employees are required to abide by at all times. We have adopted stringent rules on receiving gifts from business partners. An internal notice is also circulated to remind our employees of the rules during festivals. In addition, our Anti-Fraud Policy and Whistleblowing Policy provide relevant to health and safety a dedicated confidential reporting channel for employees and external stakeholders such as customers and suppliers to raise their awareness regarding unethical behaviour, and report malpractice and misconduct. Whistle-blowers are also assured of fair treatment and non-retaliation under our Whistleblowing Policy with their identity being kept confidential. During the reporting period, the Group complied fully with laws and regulations relating to bribery, extortion, fraud and money laundering.

Social responsibility

Support for Employees and People in Difficulties

The Group promotes human-based management. In addition to offering to employees competitive remuneration and benefits, the Group also donates RMB20,000 to the under-privileged students in the family of those staff who are facing financial difficulty.

Donation

In 2017, the Group donated RMB30,000 to the poverty alleviation fund of the State Treasury Payment Center in Youxian District, Mianyang City.

安全措施和培訓

我們制定了許多與安全相關的倡議和措施，以維護員工的健康和安全。例如，提供頭盔給車間員工以保障其安全。同時，我們亦有定期提供培訓予員工以提高安全意識。本集團已遵守與員工安全和健康相關的法規。

反貪污

我們致力秉持高度的道德標準和誠信經營業務。全體員工必須遵守僱員手冊訂明的專業操守規定。我們對接受業務夥伴的饋贈定下了嚴格規例，我們亦會在節慶期間發出通告提醒員工遵守相關規定。此外，我們的反欺詐政策和通報政策為員工和外部持份者（例如客戶和供應商）提供了與安全及健康相關的專門保密通報管道，提升有關不道德的行為意識，並舉報瀆職和不當行為。根據我們的通報政策，告密者的身份將得到保障不被公開，並能獲得尊重及公平的待遇。於報告期內，本集團嚴格遵守與賄賂、勒索、詐騙和洗黑錢有關的法律法規。

社會責任

幫扶困難員工

本集團推行人性化管理，除為員工提供豐厚的福利待遇之外，還為企業內部家庭財務困難的職工給予助學基金人民幣20,000元。

捐款

本集團於2017年捐贈了人民幣30,000元予綿陽市游仙區財政國庫支付中心扶貧捐款金為扶貧作出貢獻。

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APPENDIX: CONTENT INDEX OF ESG REPORTING GUIDE

附錄：《環境、社會及管治報告指引》內容索引

ESG Indicators ESG 指標	Summary 概述	Reference Sections 章節	Page 頁碼
Environmental 環境			
A1 Emission A1 排放	<p>General Disclosure 一般披露</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(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</p>	Environmental development 環保發展	P.7
A2 Use of Resources A2 資源使用	<p>General Disclosure 一般披露</p> <p>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</p>	Environmental development 環保發展	P.7
A3 The Environment and Natural Resources A3 環境及天然資源	<p>General Disclosure 一般披露</p> <p>Policies on minimizing the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策</p>	Environmental development 環保發展	P.7

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ESG Indicators ESG 指標	Summary 概述	Reference Sections 章節	Page 頁碼
B. Society B. 社會			
B1 Employment B1 僱傭	<p>General Disclosure 一般披露</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(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</p>	Human Resources 人力資源	P.9
B2 Health and Safety B2 健康與安全	<p>General Disclosure 一般披露</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards 有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(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</p>	Human Resources 人力資源	P.12

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ESG Indicators ESG 指標	Summary 概述	Reference Sections 章節	Page 頁碼
B3 Development and Training B3 發展及培訓	<p>General Disclosure 一般披露</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. 有關提升僱員履行工作職責的知識及技能的政策。</p> <p>Description of training activities 描述培訓活動</p>	Human Resources 人力資源	P.12
B4 Labour Standards B4 勞工準則	<p>General Disclosure 一般披露</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料</p>	Human Resources 人力資源	P.9
B5 Supply Chain Management B5 供應鏈管理	<p>General Disclosure 一般披露</p> <p>Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策</p>	Supply Chain Management 供應鏈管理	P.8

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ESG Indicators ESG 指標	Summary 概述	Reference Sections 章節	Page 頁碼
B6 Product Responsibility B6 產品責任	<p>General Disclosure 一般披露</p> <p>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 remedial measures 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：</p> <p>(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</p>	Product Responsibility 產品責任	P.9
B7 Anti-corruption B7 反貪污	<p>General Disclosure 一般披露</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering 有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(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</p>	Human Resources 反貪污	P.12
B8 Community Investment B8 社區投資	<p>General Disclosure 一般披露</p> <p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來瞭解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策</p>	Social responsibility 社會責任	P.12



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