

MUNSUN 麥盛

Munsun Capital Group Limited
麥盛資本集團有限公司

Incorporated in the Cayman Islands and continued in Bermuda with limited liability
於開曼群島註冊成立並於百慕達存續之有限公司

Stock code 股份代號 : 1194

184.20

238.00

178.31

1050.14

146.34

194.70

153.24

257.87

62.23

22.25

2017

Environmental, Social and
Governance Report

環境，社會及管治報告

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ABOUT THIS REPORT

關於本報告

Munsun Capital Group Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management on significant issues affecting the operation, and the performance of the Group in terms of environmental and social aspects. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the rules governing the listing of securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operating activities which are considered as material by the Group – (i) mining and processing of gold ores and sale of gold products and other by-products (the “Gold mining business”) in the People’s Republic of China (the “PRC”); and (ii) provision of financial services including asset management, securities brokerage, financing and advisory services (the “Financial services business”) in Hong Kong and the PRC. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data, implement and monitor measures. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2017 to 31 December 2017.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to info@munsun.hk.

麥盛資本集團有限公司(「本公司」，連同其附屬公司統稱「本集團」)欣然呈列本環境、社會及管治報告(「本報告」)，以便為本集團的管理層提供有關影響營運的主要問題概覽以及本集團在環境及社會方面的表現。本報告乃由本集團在亞太合規顧問及內控服務有限公司提供專業協助下編製。

編製基準及範圍

本報告乃依照香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七「環境、社會及管治報告指引」而編製，並遵守上市規則「不遵守就解釋」條文。

本報告概述本集團在企業社會責任方面的表現，涵蓋年內本集團視為重要的營運活動 – (i) 在中華人民共和國(「中國」)進行金礦開採、加工及黃金產品及其他副產品銷售(「金礦開採業務」)；及(ii) 在香港及中國從事提供包括資產管理、證券經紀、融資及諮詢服務在內的金融服務業務(「金融服務業務」)。為完善及加強本報告所需的披露，本集團主動制定相關政策、記錄相關數據、執行及監察相關措施。本報告在聯交所網站上以中英文發表。如中、英文兩個版本有任何不符之處，概以英文版本為準。

報告期

本報告闡述我們於二零一七年一月一日至二零一七年十二月三十一日的報告年度內在可持續發展方面的措施。

聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋，請電郵至 info@munsun.hk 與我們聯絡。

The Group is a non state-owned Chinese gold mining company in the PRC with a particular focus on the central and western regions of the PRC. The Group currently owns five operating gold mines located in the central, western and northern regions of the PRC, namely Jinxing Mine and Luanling Mine in Henan Province, Mojiang Mine and Hengyi Mine in Yunnan Province, and Yongfeng Mine in Inner Mongolia. Meanwhile, the Group has diversified its operation into financial services industry in Hong Kong and the PRC, including asset management, securities brokerage and advisory services. The Group has successfully operated a substantial number of major projects and set up different investment funds focusing on high investment returns.

The Group has a clear strategy for its business development. In order to achieve sustainable development for affordable capital and long-term competitiveness, we recognise the importance of operating in a responsible manner for the environment and community. The Group remains dedicated to the local communities. More effort is put on optimising the construction of the major exploration projects and on the cost control in an environmentally friendly manner. The Group is in strict compliance with the legal requirements in the area we operate. Various policies and procedures have been established based on the compliance of law and business development strategies of the Group. These policies and procedures can help us to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

本集團是一間位於中國的非國有金礦公司，主要金礦資產位於中國中西部地區。本集團目前有五個營運中的金礦，分別位於中國中部、西部及北部地區，即河南省的金興金礦及樂靈金礦，雲南省的墨江金礦及恒益金礦，以及內蒙古的永豐金礦。同時，本集團已將其業務拓展至香港及中國的金融服務行業，包括資產管理、證券經紀及諮詢服務。本集團成功營運多個重大項目，並設立多種側重高投資回報的投資基金。

本集團設有明確的業務發展策略。為實現可承擔資本的可持續發展及長期競爭力，我們深明以負責任的方式為環境及社區開展營運的重要性。本集團繼續致力於當地社區的發展。本集團以環保方式加大力度優化主要礦產項目的勘探工程建設及成本控制。本集團嚴格遵守我們營運所在地區的法律規定。為遵守法律及基於本集團的業務發展策略，本集團已制定各種政策及程序。該等政策及程序可幫助我們管理及監督與環境、僱傭、營運慣例及社區有關的風險。有關不同領域可持續發展管理辦法的詳情列示於本報告。

STAKEHOLDERS ENGAGEMENT

持份者參與

The Group understands that the success of the Group's business depends on the support from its key stakeholders, including regulators, shareholders, employees, customers and suppliers, etc. The Group will continue to ensure effective communication and maintain good relationships with each of its key stakeholders. The following table provides an overview of the Group's key stakeholders and the various platforms of communication used to reach, listen and respond to the stakeholders' concerns.

本集團深明，本集團業務能否取得成功取決於能否獲得主要持份者(包括監管機構、股東、僱員、客戶及供應商等)的支持。本集團將繼續確保有效溝通及與其各主要持份者維持良好的關係。下表提供本集團主要持份者以及用於聯絡、聆聽及回應持份者關注事宜的各種交流平台的概覽。

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
Government and Market Regulators	<ul style="list-style-type: none"> - Compliance - Proper tax payment - Promote regional economic development and employment 	<ul style="list-style-type: none"> - On-site inspections and checks - Work reports preparation and submission for approval - Information disclosure - Reports
政府及市場監管機構	<ul style="list-style-type: none"> - 遵守法例 - 依法納稅 - 促進地區經濟發展及提高就業 	<ul style="list-style-type: none"> - 實地視察檢查 - 編製及提交工作報告以待審批 - 資訊披露 - 報告
Shareholders and Investors	<ul style="list-style-type: none"> - Return on the investment - Information disclosure and transparency - Protection of interests and fair treatment of shareholders 	<ul style="list-style-type: none"> - Annual general meeting and other shareholder meetings - Regular reports, announcements and circulars - Website - Company contact information
股東及投資者	<ul style="list-style-type: none"> - 投資回報 - 資訊披露及透明度 - 股東權益保障及公平對待股東 	<ul style="list-style-type: none"> - 股東週年大會及其他股東大會 - 常規報告、公告及通函 - 網站 - 公司聯絡資料
Employees	<ul style="list-style-type: none"> - Safeguard the rights and interests of employees - Career development opportunities - Health and safety 	<ul style="list-style-type: none"> - Training - Labour union - Cultural and sport activities - Feedback box
僱員	<ul style="list-style-type: none"> - 保障僱員權利及利益 - 事業發展機會 - 健康與安全 	<ul style="list-style-type: none"> - 培訓 - 工會 - 文體活動 - 反饋箱

STAKEHOLDERS ENGAGEMENT

持份者參與

Stakeholders 持份者	Issues of concern 關注事宜	Engagement channels 參與渠道
Customers	<ul style="list-style-type: none"> Safe and high-quality products Stable relationship Information transparency Business ethics 	<ul style="list-style-type: none"> Email and customer service hotline Visits and meetings
客戶	<ul style="list-style-type: none"> 安全及優質產品 穩定關係 資訊透明度 商業道德 	<ul style="list-style-type: none"> 電郵及客戶服務熱線 拜訪及會議
Suppliers/Partners	<ul style="list-style-type: none"> Long-term partnership Honest cooperation Fair and open Risk reduction 	<ul style="list-style-type: none"> Regular meeting Tendering process Strategic cooperation
供應商／合夥人	<ul style="list-style-type: none"> 長期合作關係 誠信合作 公平及公開 降低風險 	<ul style="list-style-type: none"> 定期會議 招標過程 策略合作
Peer/Industry associations	<ul style="list-style-type: none"> Experience sharing and cooperation Fair competition 	<ul style="list-style-type: none"> Industry conference and seminars Site visit
同業／行業協會	<ul style="list-style-type: none"> 經驗分享及合作 公平競爭 	<ul style="list-style-type: none"> 行業會議及研討會 實地考察
Public and Communities	<ul style="list-style-type: none"> Community involvement Social responsibilities 	<ul style="list-style-type: none"> Volunteering Village visiting Charity and social investment
公眾及社區	<ul style="list-style-type: none"> 投入社區 社會責任 	<ul style="list-style-type: none"> 義工活動 探訪村莊 慈善活動及社會投資

ENVIRONMENTAL ASPECTS

環境層面

EMISSIONS

Operations of mines affect the physical environment, including the land, air, water and other important resources. The Group strives to protect the environment and minimise the impacts on the environment through responsible reclamation and appropriate remediation.

The Group's objectives on environmental protection are to reduce the emissions of air pollutants, wastes, wastewater and noise. In pursuit of these objectives, the Group has established "Environmental Facilities Operation and Management System" and implemented corresponding mitigation measures. The Group monitors the environmental performance of mining operations regularly to ensure the emissions meet the relevant national standards. All operations have emissions control plans in accordance with local laws, regulations and permit requirements. During the reporting period, the Group was in strict compliance with related laws and regulations, including Environmental Protection Law of the PRC. No material violation of the laws was noted.

Air Pollutants Emission

Mining activities and use of heavy equipment cause emission of different air pollutants. The Group has implemented the following measures to minimise air pollutants emission:

- Adopt wet grinding process at the processing plant to prevent creation of dusts.
- Use of equipment and fuel that is complied with the national emission standards.
- Switch off equipment which is not running to reduce exhaust gas emission.

For financial services business, the air pollutants mainly come from the use of vehicles.

排放物

礦山經營影響自然環境，包括土地、空氣、水及其他重要資源。本集團致力保護環境，並通過負責任的復墾及適當的補救措施，最大限度地降低對環境的影響。

本集團環保的目標是減少空氣污染物、廢物、污水及噪音的排放。為達成上述目標，本集團已建立「環境設施運行及管理系統」，並實施相應的紓緩措施。本集團定期監察採礦業務的環境表現，確保排放物符合國家相關標準。所有業務均按照當地法律、法規及許可證要求設有空氣控制計劃。於報告期內，本集團嚴格遵守相關法律及法規，包括《中華人民共和國環境保護法》。並無發現存在任何重大違規行為。

空氣污染物排放

進行採礦活動及使用重型設備會造成不同空氣污染物的排放。本集團已實施以下措施以最大限度地減少空氣污染物排放：

- 在加工廠採用濕磨工藝，防止產生粉塵。
- 使用符合國家排放標準的設備及燃料。
- 關閉無需運作的設備，減少廢氣排放。

就金融服務業務而言，空氣污染物主要來自車輛的使用。

ENVIRONMENTAL ASPECTS

環境層面

The air pollutants emission during the reporting period is as follows: 報告期內空氣污染物排放情況如下：

Air Pollutants 空氣污染物	Unit 單位	Gold mining business 金礦開採業務	Financial services business 金融服務業務	Total 總計
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 千克	18,224.64	0.96	18,225.60
Sulfur dioxide (SO ₂) 二氧化硫(SO ₂)	kg 千克	5,641.82	0.29	5,642.11
Particulate matter (PM) 顆粒物(PM)	kg 千克	6,026.16	0.18	6,026.34

ENVIRONMENTAL ASPECTS

環境層面

Greenhouse Gas (“GHG”) Emission

Climate change is gradually concerned by the community. The Group recognises that climate change poses a risk to its business and it is committed to mitigating the effects of climate change. GHG is considered as one of the major contributors of the climate change. As the majority of the GHG emission of the Group comes from energy consumption, the Group manages the carbon footprint by minimising the energy consumption in the business operation. Policies and procedures adopted on energy saving are mentioned in the section “Use of Resources” in order to reduce GHG emission. The GHG emission during the reporting period is as follows:

溫室氣體(「溫室氣體」)排放

氣候變化正逐漸受到社區的關注。本集團深明氣候變化對其業務構成風險，並致力於紓緩氣候變化的影響。溫室氣體被認為是導致氣候變化的主要因素之一。由於本集團大部分溫室氣體排放來自能源消耗，故本集團通過最大限度地減少業務營運中的能源消耗來管理碳足跡。為減少溫室氣體排放而採取的節能政策及措施載於「資源使用」一節。報告期內溫室氣體排放情況如下：

GHG Emission ¹ 溫室氣體排放 ¹	Unit 單位	Gold mining business 金礦開採業務	Financial services business 金融服務業務	Total 總計
Scope 1 ² 範疇一 ²	tonnes of CO ₂ -e 噸二氧化碳當量	2,740.27	8.56	2,748.83
Scope 2 ³ 範疇二 ³	tonnes of CO ₂ -e 噸二氧化碳當量	28,622.92	77.10	28,700.02
Total GHG emission 溫室氣體排放總量	tonnes of CO ₂ -e 噸二氧化碳當量	31,363.19	85.66	31,448.85
GHG intensity 溫室氣體強度		0.03 (unit: tonnes of CO ₂ -e/tonnes of production) 0.03 (單位：噸 二氧化碳 當量/噸產量)	1.95 (unit: tonnes of CO ₂ -e/ employee) 1.95 (單位：噸 二氧化碳 當量/僱員)	

¹ The calculation of the GHG emission is based on the “Corporate Accounting and Reporting Standard” from GHG Protocol.

² Scope 1: Direct emissions from sources that are owned or controlled by the Group.

³ Scope 2: Indirect emissions from the purchased electricity consumed by the Group.

¹ 溫室氣體排放量乃按溫室氣體議定書內「企業會計與報告標準」計算。

² 範疇一：本集團擁有或控制的來源的直接排放。

³ 範疇二：本集團耗用所購買電力的間接排放。

Waste Management

Waste management is considered as one of the material topics in environmental protection. Wastes generated are required to be handled with comprehensive procedures to mitigate the impact on the environment. The Group has a classification system for different types of wastes. Each type of wastes has specific storage location and collection procedures. No hazardous waste was discharged during the production process. The non-hazardous waste was mainly waste mining rock, tailing and commercial waste.

Waste mining rock is one of the major wastes generated during mining activities. To reduce the impact of the mining rocks on the environment, the mining rocks produced are used for road paving after being crushed into small pieces.

Tailings are another major waste generated in the mine processing plant. They are the materials left over after the separation process of the valuable fraction of ore from the uneconomic fraction. Tailings storage is a challenging issue in the mining industry. The Group discharges the tailings into the tailings pond in accordance with the national laws and regulations. The volume and height of the tailings in the tailings pond are monitored regularly to ensure it is within the safe level.

In daily office operation, employees are encouraged to sort wastes for recycling and use double-sided printing to reduce paper waste. The Group will seek other possible measures to manage and reduce the waste generated in mining sites and offices in the future.

廢物管理

廢物管理被認為是環境保護的重要議題之一。所產生的廢物必須通過綜合程序進行處理，以紓緩對環境的影響。本集團就不同種類的廢物設有一套分類系統。各類廢物均有特定的儲存地點及回收程序。在生產過程中，並無排放有害廢棄物。無害廢棄物主要為廢棄採礦岩石、尾礦及商業廢棄物。

廢棄採礦岩石為在採礦活動中所產生的主要廢物之一。為減少採礦岩石對環境的影響，所產生的開採岩石會在被粉碎成小塊後，用於鋪設路面。

尾礦為礦山加工廠所產生的另一種主要廢物。尾礦是在將礦石中有價值部分從無經濟價值部分分離後所遺留的物質。在採礦業中，尾礦貯存是一個難題。本集團按照國家法律及法規將尾礦排入尾礦庫，並定期監測尾礦池中尾礦的體積及高度，確保其在安全水平內。

在日常辦公營運中，本集團鼓勵員工將廢物進行分類回收，並使用雙面打印以減少紙張浪費。本集團將尋求其他可行措施，管理及減少礦場及辦公室今後所產生的廢物。

ENVIRONMENTAL ASPECTS

環境層面

During the reporting period, the wastes produced by the Group are as follows:

於報告期內，本集團所產生的廢棄物如下：

Wastes disposal 廢物棄置	Unit 單位	Gold mining business 金礦開採業務	Financial services business 金融服務業務	Total 總計
Commercial waste 商業廢物	tonnes 噸	48.60	4.31	52.91
Tailings 尾礦	tonnes 噸	367,400.00	—	367,400.00
Mining rocks 採礦岩石	tonnes 噸	5,372,382.91	—	5,372,382.91

Wastewater

The Group has obtained valid pollutant discharge permit from the relevant local environmental protection department to undertake mining and processing activities at the respective mining sites. The quality of wastewater discharged is monitored regularly to ensure it meets the national standards and requirements. Devices are installed in the discharging pipes to monitor the sewage flow and wastewater quality.

Apart from monitoring the quality of wastewater discharged, the Group also strives to reduce wastewater discharged through recycling. The wastewater discharged is pumped back to the processing plant for reuse after a series of treatment processes. Hence, wastewater is recycled and reused as a closed cycle to reduce external discharge. The wastewater treatment facility requires regular maintenance to ensure it operates efficiently.

廢水

本集團已取得當地有關環保部門簽發的有效污染物排放許可證，以在相應礦場進行採礦及加工活動。本集團會定期監測所排放廢水的質量，確保其符合國家標準及規定。本集團會在排放管道中安裝設備，以監測污水流量及廢水質量。

除監控所排放廢水的質量外，本集團亦通過回收廢水，努力減少廢水的排放。所排放的廢水在經過一系列處理流程後，會由水泵送回處理廠以供再用。因此，廢水被回收及再用，形成一個閉合循環，從而減少外部排放。廢水處理設施需要定期維修，以確保其有效運行。

USE OF RESOURCES

The Group has adopted policies such as “Energy Resource Control Procedure” to improve the efficient use of energy, water and other materials.

資源使用

本集團已採納「能源資源控制程序」等政策，以提升能源、水及其他物料的有效利用率。

Energy

In our daily operation, fuel and electricity are the major resource consumption. With the aim to promote energy saving, the Group has implemented different energy saving measures. For example, the Group chooses to use power-saving facilities and reduces the number of equipment used. Besides, the Group motivates all its employees to participate in resources conservation activities and encourages them to turn off the idle electric equipment. Energy conservation reminders are placed to increase employees' awareness of energy saving. Internal security staff also patrol the offices after the employees finish duty to ensure there is no wastage of power. We will consistently seek ways to improve energy efficiency and reduce energy consumption in our facilities in the future.

During the reporting period, the energy consumption is as follows:

能源

在我們的日常營運中，燃料及電力為主要的資源消耗。為促進節能，本集團已實施多種節能措施。例如，本集團會選用省電設施並盡量減少所使用設備的數量。此外，本集團亦激勵全體員工參與資源保護活動，並鼓勵彼等關閉閒置電力設備。我們會放置節能提醒標誌，以提高員工的節能意識。內部安保人員在員工完成工作後，亦會巡視辦公室，確保不會浪費電力。我們將一如既往地尋求提高能源效率及減少設施耗能的方法。

於報告期內，能源消耗情況如下：

Energy 能源	Unit 單位	Gold mining business 金礦開採業務	Financial services business 金融服務業務	Total 總計
– Purchased electricity – 購買電力	MWh 兆瓦時	40,660.22	106.21	40,766.43
– Petrol – 汽油	MWh 兆瓦時	1,284.70	34.88	1,319.58
– Diesel – 柴油	MWh 兆瓦時	6,093.37	—	6,093.37
– Coal – 煤炭	MWh 兆瓦時	1,468.44	—	1,468.44
– Liquefied petroleum gas – 液化石油氣	MWh 兆瓦時	59.38	—	59.38
Total energy consumption 能源消耗總量	MWh 兆瓦時	49,566.11	141.09	49,707.20
Energy intensity 能量強度		0.05 (unit: MWh/ tonnes of production) 0.05 (單位：兆瓦時/ 噸產量)	3.21 (unit: MWh/ employee) 3.21 (單位：兆瓦時/ 僱員)	

ENVIRONMENTAL ASPECTS

環境層面

Water

Water is another important resource used in the operation. For saving the use of water in mining production process, there is a water recycling system to recycle the water used. To reduce the daily water use, most toilets are half flushing. Water pipes and taps are checked regularly to detect leakage. Besides, daily water is reused for planting purpose. During the reporting period, the water consumption is as follows:

水

水為在經營業務時所使用的另一種重要資源。為在採礦生產過程中節約用水，本集團設有一套用於回收已使用過的水的水循環系統。為減少日常用水量，廁所用水大多為半程沖洗。本集團會定期檢查水管及水龍頭，以檢測是否存在漏水情況。此外，日常用水可重新用作種植用途。於報告期內，水消耗情況如下：

Water 水	Unit 單位	Gold mining business 金礦開採業務	Financial services business 金融服務業務	Total 總計
Total water consumption 耗水總量	m ³ 立方米	369,491.17	5.48	369,496.65
Water intensity 用水強度		0.40 (unit: m ³ /tonnes of production) 0.40 (單位：立方米 ／噸產量)	0.20 (unit: m ³ / employee) 0.20 (單位：立方米 ／僱員)	

THE ENVIRONMENT AND NATURAL RESOURCES

The Group understands that developing a new mining site and mining activities can cause significant environmental impacts as native vegetation is cleared and destroyed. As a responsible miner, the Group has attached great importance to green mining. To minimise the impact on the environment, the Group strives to restore the used land to its natural state through land reclamation and revegetation measures. In addition, for any possible incident that will cause pollution to the environment, the Group has clarified the management responsibilities of each post. Emergency plan will be formulated immediately and the incident will be reported to the environmental department to protect the ecological environment.

The Group also acknowledges that the mining activities consume valuable natural resource which is ore. To reduce the consumption of ore, the density of high-grade ore drilling is increased to reduce the loss of ore and increase the recovery rate of ore.

環境及天然資源

本集團深明，開發新礦場及採礦活動會清除及破壞本地植被，故可能會造成重大環境影響。作為負責任的採礦企業，本集團高度重視綠色採礦。為最大限度地減少對環境的影響，本集團致力通過土地復墾及植被恢復措施，將已使用過的土地恢復至自然狀態。此外，對於任何可能會造成環境污染的事件，本集團已明確各崗位的管理責任。一旦發生事故，本集團將即時制定應急計劃，並向環保部門匯報，以保護生態環境。

此外，本集團亦確認，採礦活動會消耗礦石這一寶貴的自然資源。為減少礦石消耗，本集團增加高品位礦石鑽井密度，以減少礦石損失及提升礦石回收率。

SOCIAL ASPECTS

社會層面

EMPLOYMENT AND LABOUR PRACTICES

EMPLOYMENT

The Group believes that people are important assets and are crucial to the business success of the Group. We are committed to providing a favourable working environment where our employees can thrive. A set of human resources management policies and procedures are in place which set out standards for compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. During the reporting period, the Group has complied with relevant laws and regulations, including Labour Law of the PRC and Employment Ordinance in Hong Kong.

The Group recruits and promotes people based on their capabilities regardless of their nationality, age, religion, marital status and other factors. All employees are remunerated according to their performance, experience and prevailing industry practices. They are provided with retirement benefits in the form of Mandatory Provident Fund Scheme under the Hong Kong Mandatory Provident Fund Scheme Ordinance or defined contribution retirement benefit schemes organised by relevant local government authorities in the PRC. We also arrange cash bonus to employees on special occasions like Spring Festival, Mid-Autumn Festival and International Women's Day.

The Group recognises that a proper balance between work and rest can help employees to realise their full potential. The Group strictly complies with the working hours and statutory holidays under the related laws and regulations at places where the businesses operate. Personal leave, sick leave, marriage leave, maternity leave, work injury leave, etc. are provided to employees to balance their work and life.

僱傭及勞工常規

僱傭

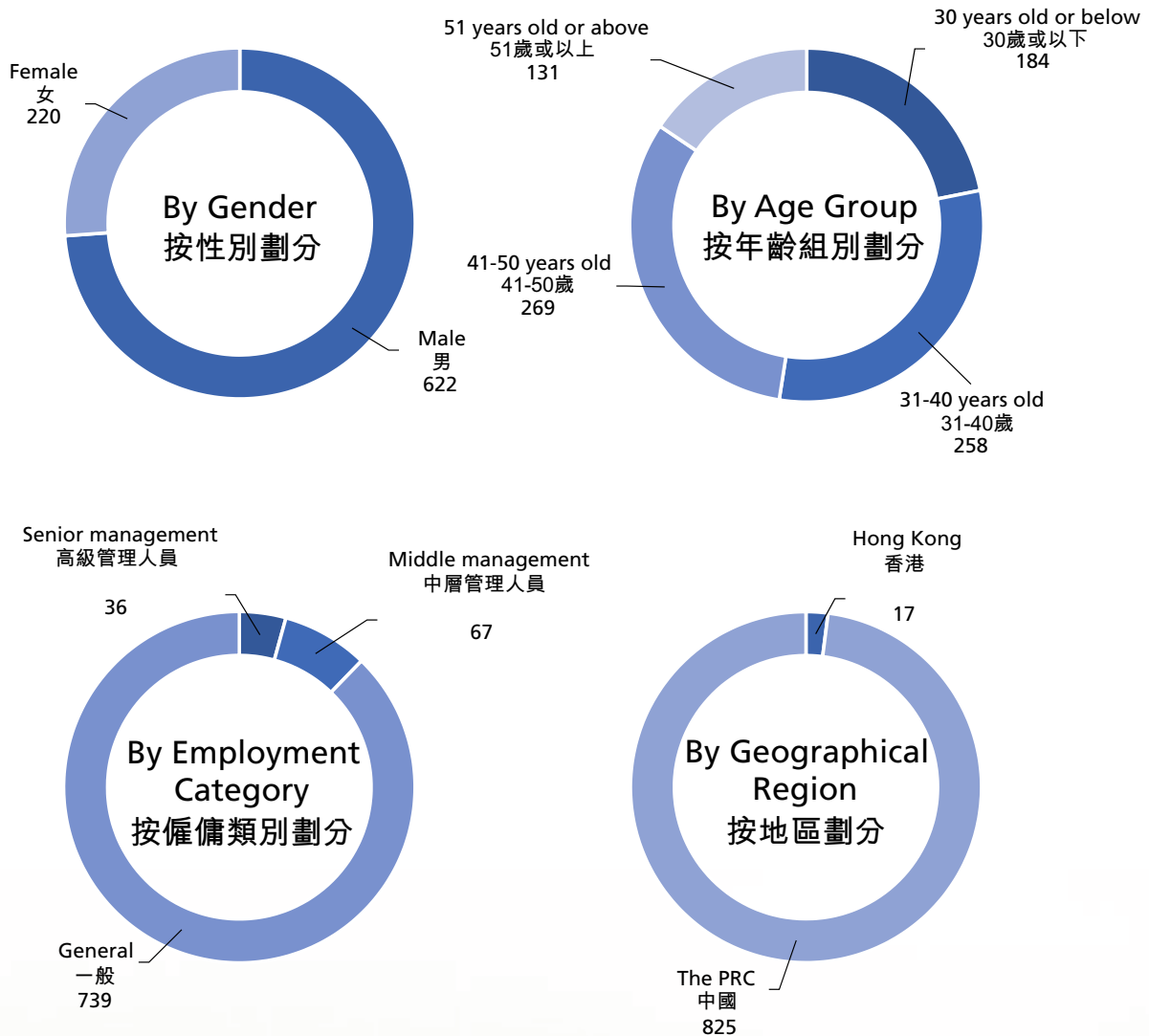
本集團認為，人才為重要資產，人才對本集團業務的成功至關重要。我們致力於為員工提供良好的工作環境，讓員工大展拳腳。本集團已實行一套人力資源管理政策及程序，當中載列本集團對薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的標準。於報告期內，本集團已遵守相關法律及法規，包括《中華人民共和國勞動法》及《香港僱傭條例》。

本集團會根據能力招募及晉升人才，而不論其國籍、年齡、宗教信仰、婚姻狀況及其他因素。所有員工均根據其績效、經驗及現行行業慣例獲得報酬。本集團以《香港強制性公積金計劃條例》下的強積金計劃或中國有關地方政府機構組織的界定供款退休福利計劃的形式向員工提供退休福利。此外，我們亦在春節、中秋節及國際婦女節等特殊日子安排向員工發放現金花紅。

本集團深明，工作與休息保持適當平衡，有助員工發揮全部潛力。本集團嚴格遵守經營業務所在地有關法律及法規的工作時數及法定假期。本集團為員工提供個人假期、病假、婚假、產假、工傷假等假期，以平衡彼等的工作與生活。

The total workforce (in number of staff) at the end of the reporting period by gender, age group, employment type and geographical location are as follows:

於報告期末，按性別、年齡組別、僱傭類型及地區劃分的勞動力總數(按員工人數計)如下：



SOCIAL ASPECTS

社會層面

The turnover rates during the reporting period by gender, age group and geographical region are as follows:

於報告期內，按性別、年齡組別及地區劃分的員工流失率如下：

Turnover	員工流失情況	Rates(%) 流失率
By gender	按性別劃分	
- Male	— 男	7.7
- Female	— 女	4.5
By age group	按年齡組別劃分	
- Age 30 or below	— 30歲或以下	6.5
- Age 31-40	— 31-40歲	12.0
- Age 41-50	— 41-50歲	5.2
- Age 51 or above	— 51歲或以上	0.8
By geographical region	按地區劃分	
- The PRC	— 中國	6.4
- Hong Kong	— 香港	29.4
Overall	整體	6.9

HEALTH AND SAFETY

For gold mining business, the Group attaches great importance to occupational health and safety as the key focus for our operation is to ensure the safety and well-being of the employees. For this reason, a comprehensive occupational health and safety management system has been established for the mines. Safety training is arranged for every employee according to the job position to raise their awareness of emergency responses and enhance their skills for safety operation. We have set up a dedicated safety and environment enhancement team which is responsible for the occupational health and safety of our mines and operations. The team carries out regular on-site safety inspection. Every employee is provided with safety equipment and clothing which is checked regularly to ensure proper usage and functioning. They are also provided with medical check annually. First aid equipment and real-time visual monitoring system including emergency shower and eyewash facilities, etc. are equipped in the workplace for prompt responses to any injuries and incidents happened.

The Group has obtained production safety permits for our gold mining operations. We require our contractors to possess production licences and relevant qualifications for the work they contract from us and to undertake appropriate safety measures. In addition, occupational hazard is identified during the construction stage of the mining project. This can evaluate the potential health and safety impacts on the employees who work in mining operation, and hence, specified prevention measures can be implemented.

For financial services business, main operation is carried in the office. The Group strives to eliminate the use of office equipment and materials which causes serious occupational health and safety consequences.

健康與安全

就金礦開採業務而言，本集團高度重視職業健康與安全，確保員工的安全及福祉乃我們營運的重中之重。為此，本集團已為礦場建立全面的職業健康與安全管理體系。本集團會根據工作崗位為每位員工安排安全培訓，以提高應急響應意識及提升安全操作技能。我們已成立專責的安全及環境提升小組，負責我們礦山及作業的職業健康與安全。該團隊會定期進行現場安全檢查。本集團為每位員工提供安全設備及服裝，並定期進行檢查，以確保正確使用及發揮作用。本集團會每年為員工提供體檢。在工作場所配備有急救設備及實時視頻監控系統，包括緊急噴淋及洗眼設施等，以便及時處理發生的任何傷害及事故。

本集團已取得金礦開採業務的安全生產許可證。我們要求承包商擁有向我們承包的工作所需的生產許可證及相關資格，並採取適當的安全措施。此外，我們在採礦項目施工階段會確定職業危害，這可評估對從事採礦作業僱員的潛在健康與安全影響，故可實施特定的預防措施。

就金融服務業務而言，主要業務在辦公室開展。本集團竭力杜絕使用會造成嚴重職業健康與安全後果的辦公設備及物料。

SOCIAL ASPECTS

社會層面

The Group is committed to meeting applicable legal requirements stated in the laws and regulations, including Law of the PRC on the Prevention and Control of Occupational Diseases, Production Safety Law of the PRC and Mine Safety Law of the PRC. During the reporting period, the Group was in strict compliance with the relevant laws and no material violation of the laws was noted.

DEVELOPMENT AND TRAINING

The Group values continuous development and training of employees as the employees' skill and the Group's competitiveness can be enhanced for sustainable business growth. The Group has established relevant development and training systems with the aim to promote a learning culture for improvement. Employees are encouraged and have equal opportunities to participate in different training programmes. Subsidies and supports are given to employees to participate in the relevant training courses. Training is particularly focused on safety training which is our primary concern in gold mining business. Safety training covers a wide range of topics, including safety production procedures, occupational hazard, etc. to ensure all employees acquire proper skills and knowledge before performing the assigned tasks. With continuous safety training, not only the employees' safety knowledge and awareness can be increased, but also the occurrence of work-related accidents can be reduced.

本集團致力符合法律及法規所規定的適用法律要求，包括《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》及《中華人民共和國礦山安全法》。於報告期內，本集團嚴格遵守有關法律，並無發現存在重大違法行為。

發展及培訓

由於提升員工的技能及本集團的競爭力有助業務的持續增長，故本集團重視員工的持續發展及培訓。本集團已建立有關發展及培訓系統，旨在弘揚積極進步的學習文化。本集團鼓勵員工而員工亦享有平等機會參與各類培訓計劃。我們會就員工參與有關培訓課程向員工發放補貼及提供資助。培訓內容尤其側重安全生產，其乃我們在金礦開採業務中首要關注的問題。安全培訓涵蓋安全生產程序、職業危害等多種課題，以確保全體員工在執行所分派任務之前獲得適當的技能及知識。通過持續的安全培訓，不僅可提高員工的安全知識及安全意識，還可減少發生與工作有關的事故。

Apart from safety training in enhancing the safety performance, orientation training is provided for new employees to familiarise with the corporate culture and the background of the Group. Training offered to employees depends on the job position of employees and the development of the Group. Regular assessment is conducted to keep track on the performance of the employees for the purpose of formulating further training plans, job promotion and salary adjustment. The Group will enhance the training system in order to improve the personal development of employees.

LABOUR STANDARDS

The Group upholds human rights and is committed to preventing child and forced labour in its business operations. The Group has implemented policies, including “Prohibition of Child Labour Regulation” to strictly prohibit the recruitment of child labour and the use of forced labour. If there is any confirmed case, the Group must report to the related authorities immediately. Our commitment to human rights extends to supply chain. Suppliers are expected to follow the same standard of labour practices when working with us.

During the reporting period, the Group was in full compliance with all the applicable labour laws and regulations of the places where the business operates, including Labour Contract Law of the PRC, Provisions on the Prohibition of Using Child Labour and Employment of Children Regulations in Hong Kong. No non-compliance regarding child and forced labour was noted.

除旨在提升安全績效的安全培訓外，我們亦向新員工提供定向培訓，使彼等熟悉本集團的企業文化及背景。向員工提供的培訓取決於員工的工作崗位及本集團的發展。我們會進行定期評估以跟踪員工的表現，從而制定進一步培訓計劃、職位晉升及薪酬調整。本集團將增強培訓體系，以提升員工的個人發展。

勞工準則

本集團倡導人權，並致力預防在其業務營運中僱用童工及強制勞工。本集團已實施包括「禁止使用童工規定」在內的政策，嚴禁招聘童工及強制勞工。如確定存在任何相關情況，本集團須立即向有關部門匯報。我們對人權的承諾已延伸至供應鏈。供應商與我們合作時，應遵守相同的勞工常規準則。

於報告期內，本集團全面遵守業務營運所在地的一切適用勞動法律及法規，包括《中華人民共和國勞動合同法》、《禁止使用童工規定》及香港《僱用兒童規例》。本集團並無發現存在有關童工及強制勞工的情況。

SOCIAL ASPECTS

社會層面

OPERATING PRACTICES

SUPPLY CHAIN MANAGEMENT

The Group recognises suppliers, vendors and contractors as valuable stakeholders within the supply chain as their responsible business behaviours are important in contributing to quality excellence, operational efficiency and good reputation of the Group. We strive to cooperate with local suppliers whenever possible to promote local economy and strengthen the control of environmental risks related to supply chain management.

The Group has formulated “Suppliers/Distributors Social Responsibilities Control Procedure” to monitor a wide range of aspects for the suppliers, from product and service quality to business ethical standards. We have high expectations in the sustainability performance of our supply chain partners with the aim of achieving sustainability throughout the supply chain. Suppliers are required to sign a social responsibility agreement to promise its compliance with all local laws and regulations before working with us. Regular review and on-site inspection are carried out to ensure compliance. If any cases of non-compliance are discovered, we will terminate our cooperation promptly. Long-term stable relationship with our supply chain partners is maintained based on the result of supplier assessment.

PRODUCT RESPONSIBILITY

The Group attaches great importance to product quality and responsibility. The Group has implemented related policies and procedures to manage the quality and safety of its products. During the reporting period, the Group has complied with all the applicable laws and regulations regarding product responsibility issues.

營運慣例

供應鏈管理

本集團深明，供應商、賣方及承包商為供應鏈中寶貴的利益相關者，因為彼等負責任的商業行為對提升本集團的卓越品質、營運效率及良好聲譽實屬重要。我們力求與當地供應商合作，盡可能促進當地經濟發展及加強與供應鏈管理相關的環境風險控制。

本集團已制定「供應商／分銷商社會責任控制程序」，以監察供應商從產品及服務質量到商業道德標準的各個方面。我們對供應鏈合作夥伴的可持續發展表現寄予厚望，旨在實現整個供應鏈的可持續發展。在與我們合作之前，供應商須簽署社會責任協議，以保證其將遵守所有當地的法律及法規。我們會進行定期檢討及實地視察，以確保彼等的合規性。如發現任何違規情況，我們將立即終止與其合作。我們會根據供應商的評估結果，維持與供應鏈合作夥伴的長期穩定關係。

產品責任

本集團高度重視產品質量及產品責任。本集團已實施相關政策及程序，以管理其產品的質量及安全。於報告期內，本集團已遵守一切有關產品責任事宜的適用法律及法規。

Quality Control

In order to strengthen quality control and stabilise product quality, the Group has established “Quality Management Procedure” to ensure the quality of products sold meets the standard of our customers. All products sold to customers by the Group are subject to measurement and quality inspection. We closely monitor different production processes, such as mining, exploration and construction. Quality indicators are set during the design and planning stages of mining. Regular survey and testing are conducted to ensure the mining product quality meets the relevant standard. All these measures ensure our compliance with the applicable laws and regulations, including Product Quality Law of the PRC.

Customer Information Protection

The Group takes privacy issues very seriously and protects the privacy of its customers, business partners and employees to the utmost. “Confidentiality System” of the Group is in place in accordance with the Staff Handbook to ensure compliance with relevant laws and regulations, including Law of the PRC on the Protection of Consumer Rights and Interests and Personal Data (Privacy) Ordinance in Hong Kong. Employees are prohibited from disclosing commercial information, such as the data of customers and business partners, to third parties. Documents containing confidential information are required to be stored securely or shredded.

質量控制

為加強質量控制及穩定產品質量，本集團已制定「質量管理程序」，確保所出售的產品質量符合客戶標準。本集團向客戶銷售的所有產品均須經過測量及質量檢驗。我們密切監察採礦、勘探及建設等各種生產過程。質量指標乃於採礦設計及規劃階段設定。本集團會定期進行調查及測試，以確保採礦產品質量符合相關標準。所有該等措施確保我們遵守包括《中華人民共和國產品質量法》在內的適用法律及法規。

客戶資料保護

本集團非常重視私隱問題，並最大限度地保護客戶、業務合作夥伴及員工的私隱。本集團已按照員工手冊編製「保密制度」，以確保遵守包括《中華人民共和國消費者權益保護法》及香港《個人資料（私隱）條例》在內的相關法律及法規。我們禁止員工向第三方披露商業資料，如客戶及業務夥伴的資料。包含機密資料的文件須安全地保存或粉碎。

SOCIAL ASPECTS

社會層面

ANTI-CORRUPTION

The Group operates with a high standard of integrity and ethics. Our commitment to preventing any forms of corruption is stipulated in the “Anti-fraud System”, “Anti-money Laundering System” and “Avoidance System”, which can be made reference to the Staff Handbook. The principle of anti-corruption is well conveyed to our employees, suppliers and customers through daily communication and training. Employees are required to declare any conflicts of interest. The Group has engaged internal and external stakeholders to monitor and evaluate the effectiveness of the systems to prevent corruption. Violations of the laws and the Group’s anti-corruption systems will be reported to regulators. During the reporting period, the Group strictly complied with all the relevant laws and regulations, including Criminal Law of the PRC and Prevention of Bribery Ordinance in Hong Kong. No non-compliance regarding corruption practices was brought against the Group or its employees during the year.

The Group has established a “Whistle-blowing Control Procedure” to allow its employees to report suspected cases of corruption. All reported cases are carefully classified, analysed and investigated while the information is kept confidential in order to protect the individual’s privacy. The internal monitoring department of the Group monitors the whistle-blowing channels through communication with the employees and on-site inspections and checks to ensure the channels are properly functioned.

反貪污

本集團以高標準的誠信及道德操守經營業務。「反欺詐制度」、「反洗錢制度」及「避稅制度」載有我們有關防止任何形式的貪污的承諾，可參考員工手冊。我們通過日常溝通及培訓，向員工、供應商及客戶妥為傳達反貪污的原則。員工須就任何利益衝突作出聲明。本集團已聘請內部及外部持份者監察及評估用於預防貪污的系統有效性。本集團會向監管機構匯報違反法律及本集團反貪污系統的行為。於報告期內，本集團嚴格遵守所有相關法律及法規，包括《中華人民共和國刑法》及香港《防止賄賂條例》。年內，本集團或其僱員概無遭控訴未能遵守反貪污常規。

本集團已設立「舉報控制程序」，允許員工舉報疑似貪污的情況。我們會仔細分類、分析及調查所有被舉報的情況，同時對有關資料進行保密，以保護個人私隱。本集團的內部監控部門通過與員工溝通及現場視察和檢查，對舉報渠道進行監督，確保渠道正常運作。

COMMUNITY

COMMUNITY INVESTMENT

The Group believes that our success comes from the society. The Group is committed to contributing to the society and fostering a positive relationship with the communities in which it operates. The Group has established “Community Investment Policy” which aims to understand the community needs. Contribution of the community in the region of operation is crucial to the sustainable development. The Group focuses on four areas including living standard of the community, culture, education and development, and labour cooperation for contribution.

During the reporting period, we are actively involved in different charitable activities which recognised our contribution to the community. The details of the charitable activities are listed as below:

- Donation to the needy students in Luanchuan County.
- Donation to the communities for the improvement of infrastructure, Spring Festival activities, local development and provision of financial assistance for the needy students.

The Group donated a total of approximately RMB176,000 (2016: RMB258,000) during the year. We will continue to contribute to the sustainable development of the community by building a healthy and dynamic community.

社區

社區投資

本集團認為，我們的成功來自社會的支持。本集團致力為社會作出貢獻，並與其營運所在的社區培養良好的關係。本集團已制定旨在了解社區需求的「社區投資政策」。在營運所在地區，社區的貢獻對於可持續發展至關重要。本集團重點關注社區生活水平、文化、教育與發展及勞動合作貢獻四個領域。

於報告期內，我們積極參與各類慈善活動，從而認可我們對社區的貢獻。有關慈善活動的詳情列示如下：

- 捐助樂川縣貧困學生。
- 捐助社區，以改善基礎設施、贊助春節活動、資助當地發展及為貧困學生提供財務資助。

於年內，本集團捐贈合共約人民幣176,000元(二零一六年：人民幣258,000元)。我們將通過打造健康而充滿活力的社區，繼續為社區的可持續發展作出貢獻。

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KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	"Use of Resources - Water"	12
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	「資源使用－水」	
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Packaging material used for finished products is not applicable to the Group's business.	—
關鍵績效指標 A2.5	製成品所用包裝材料的總量及(如適用)每生產單位估量	製成品所用包裝材料不適用於本集團的業務。	

Aspect A3: The Environment and Natural Resources

層面 A3：環境及天然資源

A3	General Disclosure 一般披露	"The Environment and Natural Resources" 「環境及天然資源」	13
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B.Social

B. 社會

Employment and Labour Practices

僱傭及勞工常規

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關鍵績效指標 B2.2	因工傷損失工作日數		
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層面 B3：發展及培訓

B3	General Disclosure 一般披露	“Development and Training” 「發展及培訓」	18
KPI B3.1	The percentage of employee trained and employee category 受訓僱員百分比及僱員類別	—	—
關鍵績效指標 B3.1			
KPI 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

層面 B4：勞工準則

B4	General Disclosure 一般披露	“Labour Standards” 「勞工準則」	19
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	—	—
關鍵績效指標 B4.1			
KPI B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	—	—
關鍵績效指標 B4.2			

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KPI B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	—	—
關鍵績效指標 B5.1			
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 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	—	—
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層面 B6：產品責任

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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 and practices relating to observing and protecting intellectual property rights	—	—
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KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	“Product Responsibility - Customer Information Protection” 「產品責任－客戶資料保護」	21
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層面 B7：反貪污

B7	General Disclosure 一般披露	“Anti-corruption” 「反貪污」	22
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 case	No concluded legal cases were brought.	—
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。	並無任何已審結的訴訟案件	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	“Anti-corruption”	22
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Community

社區

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關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境關注事宜、勞工需求、健康、文化、體育)	「社區投資」	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	“Community Investment”	23
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