



(Incorporated in Bermuda with limited liability)

(Stock Code: 1229)

Environmental, Social and Governance Report

2017/18

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About the Group

Nan Nan Resources Enterprise Limited (“Nan Nan Resources” or the “Company”, together with its subsidiaries, the “Group”) is a resources company principally engaged in the business of coal mining and sales. Currently, the Group owns two coal mines situated in Changji Prefecture, Xinjiang, China, namely Kaiyuan Open Pit Coal Mine¹ (“Kaiyuan Mine”) and Zexu Open Pit Coal Mine, and plays the role of a major local coal supplier.

What sets the coal mining industry apart from other industries is the more stringent local laws and regulations that govern environmental and safety requirements, and the Company expects to continuously put effort in the compliance of such rules and regulations. Nan Nan Resources will ramp up the management of coal mines in compliance with laws and regulations. At the same time, the Group will strive to strengthen its corporate management, control the cost of mining cost, carry out corrective measures required in accordance with the government’s requirements and seek new opportunities.

About this Report

This report is the second *Environmental, Social and Governance Report* (the “Report”) published by the Group. By reporting the policies, measures and performances of the Group in environmental and social aspects, it allows all stakeholders to better understand the progress and development direction of the Group in relation to sustainability issues. This Report, which is prepared in both Chinese and English languages, has been uploaded to the website of the Stock Exchange of Hong Kong Limited (“SEHK”) and the Group’s website www.nannanlisted.com.

Reporting Scope

Since there were no mining activities in Zexu Open Pit Coal Mine between 1 April 2017 and 31 March 2018 (the “Reporting Period”), the Report focuses on the operation of the business of coal mining and sales of Kaiyuan Mine during the Reporting Period, while other operations are excluded. For easy comparison of the Group’s yearly performance, the structure of the Report and that of the first report align as closely as possible. While this Report does not cover all of the Group’s operations, the aim of the Group is to consistently upgrade the internal data collection procedure and gradually expand the scope of disclosure.

¹ Kaiyuan Open Pit Coal Mine is operated by Mulei County Kai Yuan Coal Company Limited (“Kaiyuan Company”), a subsidiary of Nan Nan Resources Enterprise Limited.

Reporting Standard

This Report is prepared in accordance with the “comply or explain” provisions of Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) launched by the SEHK. The four reporting principles: materiality, quantitative, balance and consistency form the backbone of this Report. To ensure the accuracy of environmental key performance indicators, the Group commissioned a professional consultancy to conduct a carbon assessment. In addition, selected key performance indicators that are categorised by the ESG Reporting Guide as “recommended disclosures” are included for enhanced reporting. A complete index is inserted in the last chapter for the reader’s easy reference.

Confirmation and Approval

Information documented in this Report is sourced from the official documents, statistical data, management and operation information of and collected by the Group according to its policies. The Report has been confirmed and approved by the Board of Directors of the Group in September 2018.

Opinion and Feedback

The Group values the opinion of stakeholders. If you have any questions or suggestions regarding the content or format of the Report, please contact the Group via the following channels:

Address: 8/F., Tower 2, Admiralty Centre, 18 Harcourt Road, Admiralty, Hong Kong

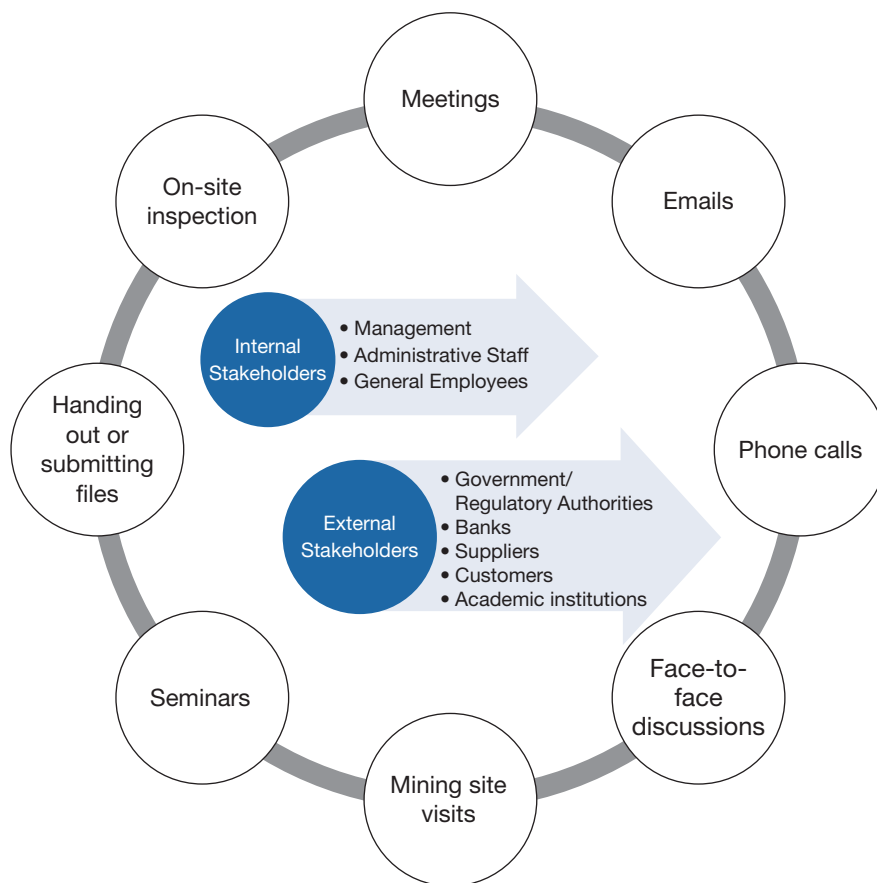
Tel: (852) 2248 0188

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Email: info@nannanlisted.com

Stakeholder Engagement

As a key in the business management of the Group, stakeholder² participation helps the Group review potential risks and business opportunities. Communicating with stakeholders and understanding their views allow the Group to better fulfil their needs and expectations with its business practice and manage different stakeholders' opinions. The Group constantly communicates with key internal and external stakeholders via various channels. This ensures that they have the opportunity to learn about the Group's development and operation directions and offers the Group the chance to listen to them in order to identify the priority of issues and develop corresponding policies to drive the Group's sustainability.



² Stakeholders refer to groups or individuals materially influencing or affected by the Group's business. Internal stakeholders include the management, administrative staff and general employees. External stakeholders include government/regulatory authorities, banks, suppliers, customers and academic institutions.

Main means of stakeholder engagement during the Reporting Period

To better formulate the Group's sustainability strategy and direction and to identify the most important environmental and social issues for the Group and its stakeholders, the Group commissioned an independent consultancy to conduct a management interview. Combining the results of interview and expert advice, the Group selects three material issues from the eleven environmental and social aspects from the ESG Reporting Guide to be the material focus of this Report.



The Group believes that, stakeholder engagement plays an essential role in its achievement of sustainability. To build a closer relationship with stakeholders and to ensure the effectiveness of stakeholder engagement, the Group dedicates itself to establishing communication mechanisms for transparency, integrity and accuracy and providing timely response. In the future, the Group will continue to interact with stakeholders and increase its access to stakeholders to create mutually beneficial relationships.

Chairman's Statement

Faced with the increasing shortage of natural resources, to effectively obtain and utilize resources has become a global challenge. While structural adjustment to the coal mining industry is underway in China, stringent policies against the coal mining industry are a major challenge. As a company that focuses on coal mining and sales, Nan Nan Resources strives to integrate a sustainability approach into its operational policy and listen to stakeholders' opinion to fulfil the expectations and demands of society.

As the national environmental standards for the coal mining industry increases, it creates both challenges and opportunities to push the Group to invest more resources in technological transformation. In dealing with climate change, the coal mining industry has its share of responsibility. The Group commissioned a sustainability consultant to conduct a carbon assessment during the Reporting Period to obtain greenhouse gas emissions data of each operating branches to further formulate emissions reduction strategies and goals.

Nan Nan Resources values employees' health and safety by making it a priority in business decisions. Despite that the operations of the coal mining industry inevitably poses risks to employees, the effective implementation of the Group's internal production safety management system helps the management identify work roles exposed to higher safety risks and carry out corresponding preventive measures. Kaiyuan Mine regularly conducts overall safety inspections to remove hidden safety risks to minimize the possibility of accidents.

The quality management of suppliers is especially important to the Group. Apart from taking into account suppliers' technical capabilities and competitiveness in pricing, the Group does all it can to reduce the social risks of the supply chain and commits itself to protecting the interests of all stakeholders in the value chain. The Group engages suppliers with established practices and maintains close communication with them to ensure they understand the Group's requirements in social and environmental performance.

In the future, the Group will continue to improve cost control in coal mining, comply with laws and regulations to support environmental and social management, and seek opportunities in developing renewable energy in line with national policies to drive sustainability.

Kwan Man Fai

Chairman

Nan Nan Resources Enterprise Limited

Hong Kong, 18 September 2018

Protecting the Environment

Nan Nan Resources values its environmental responsibilities and pays attention to the emissions, use of resources and environmental impact of its businesses.

Emissions

The Group proactively responds to the global development approach in building a low-carbon economy and pays attention to the environmental impact of its operation. Policies related to the management of wastewater, dust and waste are formulated in its “Environmental Work Policy”.

Greenhouse gas

The emissions of greenhouse gas are closely linked to climate change and global warming. Companies worldwide are all formulating carbon reduction measures and targets. During the Reporting Period, the Group commissioned a consultant to conduct a carbon assessment with reference to the Guidelines³ released by the National Development and Reform Commission of the People’s Republic of China and international standards such as ISO14064-1 to ensure the accuracy of environmental key performance indicators.

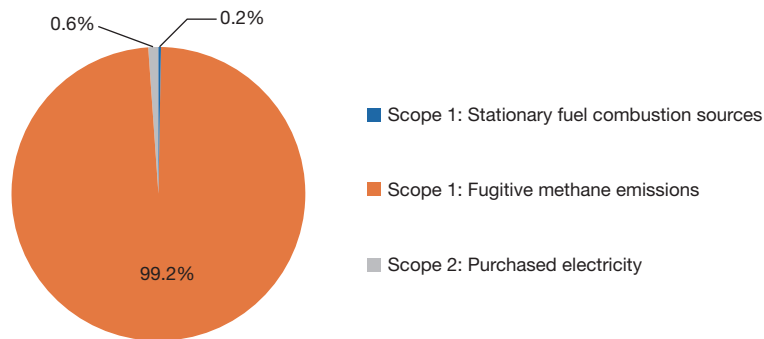
During the Reporting Period, the total carbon emissions of Kaiyuan Mine were 92,512 tonnes of carbon dioxide equivalent while the carbon emissions intensity was 0.036 tonnes of carbon dioxide equivalent per tonne of raw coal produced, a decrease of approximately 2.1% compared to the previous year.

Total carbon emissions
92,512 tonnes carbon dioxide equivalent

Carbon emissions intensity
(in production quantity)
0.036 tonnes carbon dioxide equivalent per
tonne of raw coal

³ Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions by Coal Producing Enterprises in China (Trial)

Greenhouse gas emissions (by sources)



The main source of the Group’s carbon emissions was the fugitive emissions of methane from raw coal production, accounting for 99.2% of total emissions; followed by purchased electricity of Scope 2, which accounted for 0.6% of the total emissions. The Group will continue to assess, record and disclose its annual greenhouse gas emissions and other environmental data for comparison with future data. Evaluation of the performance can help the Group further formulate its carbon reduction target.

Air emissions

The main contributor of air pollutants was the production facilities of Kaiyuan Mine, where the combustion of diesel produced approximately 28.5 kg inhalable particulate matter. To reduce air emissions, Kaiyuan Mine removed the boilers for coal combustion and replaced them with clean energy boilers. Kaiyuan Mine implemented the “Dust Control Work System” established in the Group’s “Internal Control and Management System for Mining Site Safety and Production”. Dust produced in the operation is controlled by measures like water sprinkling for dust reduction and wind-proof dust control net. Dust-removing water cannons that were installed in an elevated position in chambers that house boilers in Kaiyuan Mine for removing dust and sulphur to remove the concentration of air emissions. At the same time, Kaiyuan Mine regularly monitors the dust emissions of the mining site and dedicates itself to researching new technologies in dust control. Through promotion and education on occupational hazard prevention, it strengthens employees’ awareness of self-protection and ensures that employees are provided with suitable and adequate dust-proof masks. Road-hardening was carried out in mining site to prevent the dissemination of dust particle. A new screening system will also be constructed.

Waste

Waste generated by Kaiyuan Mine mainly included scraps such as scrap steel and domestic waste produced in the living area. The inventory of scrap steel at the mining site was collected by a recycling agency, while domestic waste from the living area was disposed of by regular burial. As the amount of waste generated was insignificant, the Group did not invest resources to record its production of hazardous and non-hazardous waste. The Group plans to improve the data collection system and formulate emissions reduction measures, which will be disclosed in future reports.

Wastewater

The main source of wastewater in Kaiyuan Mine was domestic wastewater. A new wastewater treatment plant is built in Kaiyuan Mine. Treated domestic wastewater can be used in greening in later stages and water sprinkling for dust reduction.

During the Reporting Period, the Group complied with the relevant laws and regulations, such as the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Provisions on the Protection of the Geologic Environment of Mines* and the *Regulation of Xinjiang Uyghur Autonomous Region the Administration of the Geological Environment*. There were no cases of non-compliance in relation to emissions within the Group.

Use of Resources

The Group has always adhered to the principle of reducing resource consumption and increasing the resources use efficiency. The “Environmental Work Policy” mentions that the Group strives to promote clean production, achieve resources intensification, adopt environmentally friendly mining, adopt clean production processes, minimize road dust, implement a systematic corporate management system, and promote the harmony between economic development in the mining industry and the natural environment.

The major resources consumed in the operation of Kaiyuan Mine included diesel and electricity used to support the operation of machinery and water consumed by the machinery repair plant and employees. The water consumed is sourced from municipal water supply. Kaiyuan Mine had no difficulty in sourcing water that is fit for purpose.

Use of Resources	
Energy consumption	
Direct Energy – Diesel (GJ)	2,434
Indirect Energy – Purchased electricity (MWh)	882
Water consumption	
Water (cubic meter)	89,187

In the future, the Group will formulate energy saving and water saving targets for Kaiyuan Mine to consistently improve the efficiency in the use of resources.

The Environment and Natural Resources

The Group understands that open pit coal mining has environmental impact such as aggravating soil erosion and damage to vegetation. Therefore, it dedicates itself to avoiding and reducing environmental damage and pollution in the mining site. Kaiyuan Mine complied with the *Regulation of Xinjiang Uyghur Autonomous Region the Administration of the Geological Environment* and the *Procedures for Administration of Registration of Mining of Mineral Resources*. Kaiyuan Mine will continue to improve the total governance rate of soil erosion and drive the remediation rate of disturbed land and the vegetation restoration rate. The departments for corporate environmental protection undertakings of the Group regularly evaluates the environmental performance of its operations and determined the material corporate environmental protection matters and future plans.

Suspension of production at Kaiyuan Mine and demolition of gas station

During the Reporting Period, Kaiyuan Company received a notice between September and October 2017 from the government, requesting it to suspend production at the Kaiyuan Mine, since it has yet to implement the coal mine environmental comprehensive remediation proposal in accordance with the requirements of, among other things, the “Implementation Opinion on Environmental Protection Specific Remediation in Zhundong Development Area”. Kaiyuan Company was requested to, among other things, conduct remedial works in four aspects: the mining system, the storage and crushing-screening system, the road in the mining area and the sewage water in the mine and conduct remedial works while carrying out coal production. After discussion, normal production at Kaiyuan Mine can be resumed while Kaiyuan Company fulfilled its requirements of conducting the remedial works. With regard to the progress of remediation, Kaiyuan Mine demolished the original boilers for coal combustion and replaced it with clean energy boilers of new models, which reduced the emission of pollutants. A new wastewater treatment plant was built in the mining site. A new reservoir of 1,000 cubic meters was constructed to recycle wastewater for greening in later stages and water sprinkling to reduce dust. Road-hardening was carried out on roads entering into and in the mining site to prevent the dissemination of dust particle. Currently, the new screening system is underway and pending for approval. On 26 October 2017, Kaiyuan Company received the approval from the relevant government department to resume normal production while fulfilling its requirements of conducting the remedial works.

Besides, Kaiyuan Company also received a notice from the government during the same period, alleging that there were illegal storage and use of diesel at Kaiyuan Mine and the gas station constructed therein was not in compliance with the “Regulations on Design and Construction of Gas Station”. Kaiyuan Company was requested to cease usage of the gas station immediately and demolish the gas station. Kaiyuan Mine later amended the design of the gas station and received the approval of the relevant government departments. The amendment of the gas station is near completion.

Care for Employees

Health and Safety

The Group values the health and safety of employees and strives to maintain a healthy and safe working environment to prevent work injury. Kaiyuan Mine complied with the relevant laws and regulations, such as the *Regulation on Work Safety Licenses*, *Production Safety Law of the People's Republic of China*, *Coal Industry Law of the People's Republic of China*, *Regulations on Safety Supervision over Coal*, *Coal Mine Safety Rules* and *Special Provisions of the State Council on the Prevention of Work Safety Accidents of Coal Mines*. It continues to implement its "Internal Control and Management System for Mining Site Safety and Production" to protect the health and safety of employees.

Kaiyuan Mine identified job positions of potential safety risks. They include the Safety Department, the Electrical and Mechanical Department and the Production Technology Department, where the main potential hazard was pneumoconiosis. Six employees were identified to be exposed to dust in the working environment. Kaiyuan Mine pays attention to employee protection. Apart from on-site water sprinkling for dust reduction and providing personal protective equipment, Kaiyuan Mine also arranged annual health checks for high-risk groups. In daily operations, the standardization of safety and quality management leadership team conducts a thorough safety check twice a month with special attention to high-risk factors such as conditions of roadside slopes, road conditions, machinery, and electrical and mechanical equipment. Employees are also encouraged to perform safety self-check prior to the commencement of each workday. To strengthen employees' safety awareness, Kaiyuan Mine linked safety and quality outcomes to the payment of salaries and bonuses.

During the Reporting Period, Kaiyuan Mine was involved in two accidents. Two customers who visited the mining site to collect coal were injured. Both customers suffered burns when they accidentally entered the fire area during coal collection and were taken to hospital for treatment. To avoid similar accidents, extra warning signs and barbed wire fence were erected along the coal transportation route in the mining site and publicity work targeted at customers and employees was carried out.

During the Reporting Period, there were no cases of non-compliance in relation to health and safety within the Group.

Employment System

The Group adheres to a people-oriented principle, cares for employee growth and strives to provide them with a working environment where they can demonstrate their capability and gain all round development. To regulate recruitment management, the Group formulated the “Employee Organization Management System” and developed a recruitment and employee management standard system. The Group’s recruitment is based on the principle of fairness and hiring the best, regardless of factors such as gender, race, age, marital status, fertility status and religious belief.

The Group strives to defend its employees’ interests. Arrangements related to remuneration and welfare, performance management and reward and punishment are listed in the “Employee Organization Management System”. Apart from statutory holidays, employees were also provided with food allowance, call cost subsidy, birthday, marriage, compassion or sickness pension or leave. Employee activities were also organized to help them relax their body and mind.

The Group also strives to create a working environment of diversity for employees. The human resources department matches diverse talents to different positions in a reasonable way to expand the team. In the future, the Group plans to introduce relevant policy statements and operational guidance in the “Employee Organization Management System”.

During the Reporting Period, the Group complied with 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 *Provisions on the Prohibition of Using Child Labour*. There were no cases of non-compliance in relation to employment within the Group.

Development and Training

The Group arranged different kinds of employee training, which not only helped them improve their work skills and operational efficiency, but also provided opportunities for their personal development. The Group implemented the arrangements related to training in the “Employee Organization Management System” and conducted training specific to employees’ needs.

Type of training	Target	Content
Pre-job training	New employees	Study the company’s rules and regulations, basic knowledge of job positions, practical operational skills and basic professional knowledge.
In-service training	Existing employees	Strengthen job-specific skill learning and update professional knowledge for practical use to learn new business and skills.
Special training	Specific employees	Conduct special training for specific tasks and targets in the future and formulate training plan according to the specific tasks and targets.

The Group encourages employees to continue learning and strengthen their professional and management skills. There should be no less than 20 hours of safety education training for employees every year. Training opportunities with salary are provided for employees. During the Reporting Period, the Group conducted a total of 66 hours of safety certificate annual training with employees employed in specific positions and 60 hours of training with employees who obtain their safety certificate for the first time. At the same time, the Group organized appropriate assessments according to employees' ranks to provide specific suggestions to improve the quality and procedure of work and link the outcome of the assessment to salary and bonuses to motivate employees and encourage them to grow with the Group.

Looking ahead, the Group will continue to pay attention to the development and training of employees to establish training plans that could better meet the needs of employees and formulate a reasonable training budget based on the actual situation of the mining site.

Labour Standards

The Group complied with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China* and the *Provisions on the Prohibition of Using Child Labour*. The Group prohibits the use of child labour. The "Employee Organization Management System" stipulates that underage persons will not be employed. The Administrative Department is responsible for conducting age verification in the recruitment process and checking identity documents of employees when they report to duty. The Group respects employees' freedom of work and their rights. It will only impose requirements included in a standard labour contract and will not restrict the employment relationship between employees and the Group with any unfair means. In relation to overtime work, the Group has established a mechanism to ensure that employees voluntarily accept overtime work arrangements. Overtime pay is provided according to the laws and regulations. Employees are also compensated with compensatory leave or overtime work allowance.

During the Reporting Period, there were no cases of non-compliance in relation to child labour and forced labour within the Group.

Operational Practices

Supply Chain Management

The Group values the cooperation with suppliers and believes that building a partnership with suppliers can help it continuously improve the operational flow and quality. The major suppliers of Nan Nan Resources provide it with engineering machinery and materials for coal mining. The Group formulated the “Procurement Management System” to manage the procurement of various materials and state the duties of related employees and procurement requirements. The procurement department conducts checking of suppliers’ quotations against the type, specifications, quantity and quality requirements to ensure that suppliers can provide materials that can meet the actual procurement requirements. Comparative analysis of price, delivery period and after sales service is conducted to choose the best supplier.

The Group understands the importance of suppliers in promoting sustainability. In the future, the Group will improve the supplier selection mechanism to include environmental and social requirements. It will also maintain close contact with suppliers and increase their sustainability awareness.

Product Responsibility

Product safety and quality management

The Group focused on coal mining and sales. Due to its nature of business, the Group regards safety at the mining site and production control to be an integral part of quality management and formulated the “Internal Control and Management System for Mining Site Safety and Production” to regulate the relevant management. To ensure that any safety issues can be solved in time to guarantee safe production, the Group formulated the workplace safety meeting system, where the mine manager will host bimonthly workplace safety meetings to discuss issues like the implementation of safety measures and the progress of rectification.

Kaiyuan Mine produced low-ash raw coal with medium-sulfur, low-to-medium phosphorus contents and medium-to-high calorific value that produces less pollution in its use than ordinary coal. The Group values the quality of the products and has established the standardization of safety and quality management leadership team. The mine manager, the safety vice mine manager and various employees of safety and technology departments carried out checking and assessment of standardization of safety and quality and arrange quality inspection of coal in the testing department. During the Reporting Period, the Group was not involved in any cases of product recall.

Management of customer feedback

The Group emphasizes the establishment of a free flowing channel of communication with customers to satisfy their needs. Kaiyuan Mine formulated and implemented the “Sales Contract and Sales Flow Management System” to guide employees to identify the needs and expectations of customers and maintain effective communication with them. During the Reporting Period, the Group did not receive any customer complaints.

Customer data and protection of intellectual property

Protection of customer data is essential to the Group in maintaining good governance and establishing long standing relationships of mutual trust with its clients. The Group established the “Customer Privacy Protection Regulation”, which stipulates that customer information can only be inquired or accessed with effective legal instrument of the body or organization which owns the information, or with the relevant approval document issued by the Group.

The Group pledges that its business is free of any intellectual property infringement and dedicates itself to protecting the intellectual property of its partners. In the “Intangible Asset Management System”, the Group requires employees to maintain the confidentiality of and protect intangible assets, including patents, non-professional technology, copyright, trademark right and software license, etc.

As the Group is principally engaged in coal mining and sales, its operation does not involve advertising and labelling. During the Reporting Period, the Group complied with laws and regulations in relation to product responsibility, such as the *Product Quality Law of the People’s Republic of China*. There were no cases of non-compliance in relation to product responsibility within the Group.

Anti-corruption

Anti-corruption has become one of the fundamental principles adopted by the international community to define corporate social responsibility. In recent years, the Chinese government also proactively carried out anti-corruption work. The Group adopts zero tolerance of any form of corruption, including bribery, extortion, fraud and money laundering, and pledges to run its business in an honest and moral manner. The Group formulated and implemented the “Employee Organization Management System” to prohibit any corruption, offer or acceptance of bribes. The “Staff Handbook” also stipulates the professional ethics and code of conduct required of employees.

The Group also implemented the “Employee Complaints and Whistleblowing Management System” to strengthen employees’ supervision of the Group’s management. The administration department of the Group established a complaints and whistleblowing comment box. Complaints and whistleblowing reports are handled by specialized staff. At the same time, the Group emphasizes the confidentiality in whistleblowing to protect the whistleblower. The name, department, position and contact of the employee lodging the complaint or report will only be used for collecting evidence from him/her or notification of the outcome of the case. The Group ensures that such information will not be used for any other purposes or leaked to the subject of complaint or whistleblowing.

During the Reporting Period, the Group complied with the articles on graft and bribery in the *Criminal Law of the People’s Republic of China*. There were no cases of non-compliance with laws or regulations in relation to corruption. There were no legal cases regarding corrupt practices brought against the Group or its employees.

Community Investment

Businesses are expected by the society to operate in a responsible manner, cooperate with different sectors of society to care for and give back to the community. Despite that the Group could not invest resources in formulating its community investment policy and plan, it undertakes to proactively fulfil its corporate responsibility to contribute to and create value for the community where it operates.

Key Performance Indicators

Environmental Performance

Environmental Performance	Quantity	Unit
The types of emissions and respective emissions data		
Nitrogen oxides	Not applicable	
Sulphur oxides	Not applicable	
Suspended particles	28.5	kg
Greenhouse gas emissions in total		
Scope 1	91,923.1	tonnes of CO ₂ -e
Scope 2	588.4	tonnes of CO ₂ -e
Greenhouse gas emissions in total	92,511.6	tonnes of CO ₂ -e
Intensity of greenhouse gas emissions (in terms of production)	0.036	tonnes of CO ₂ -e/ tonne of raw coal
Total hazardous waste produced ⁴		
Total hazardous waste produced	Data unavailable	
Intensity of hazardous waste produced	Data unavailable	
Total non-hazardous waste produced ⁵		
Total non-hazardous waste produced	Data unavailable	
Intensity of non-hazardous waste produced	Data unavailable	
Energy consumption		
Direct energy	2,434.1	GJ
Indirect energy	882.1	MWh
Energy intensity (in terms of production)	2.2	GJ/tonne of raw coal
Water consumption		
Total water consumption	89,187	Cubic meter
Water intensity (in terms of production)	0.03	Cubic meter/ tonne of raw coal
Total packaging material used for finished products		
Total packaging material used	Not applicable	
Packaging material intensity	Not applicable	

⁴ As the amount of waste generated was insignificant, the Group did not invest resources to record its production of hazardous waste. The Group plans to improve the data collection system and formulate emissions reduction measures, which will be disclosed in future reports.

⁵ As the amount of waste generated was insignificant, the Group did not invest resources to record its production of non-hazardous waste. The Group plans to improve the data collection system and formulate emissions reduction measures, which will be disclosed in future reports.

Social Performance

Number of employees

Gender	Rank/Age	Below 30	30-40	41-50	Above 50	Workforce by gender
Male	General manager	0	0	1	1	52
	Senior management	0	0	3	4	
	Middle management	0	1	2	0	
	General staff	6	11	10	13	
Female	General manager	0	0	0	0	17
	Senior management	0	0	0	0	
	Middle management	0	0	0	0	
	General staff	1	7	5	4	
Total						69

Number of new hires

Gender	Rank/Age	Below 30	30-40	41-50	Above 50	Total number of new hires	Ratio of new hires
Male	General manager	0	0	0	0	15	23%
	Senior management	0	0	0	0		
	Middle management	0	1	0	0		
	General staff	5	4	1	4		
Female	General manager	0	0	0	0	1	
	Senior management	0	0	0	0		
	Middle management	0	0	0	0		
	General staff	1	0	0	0		

Employee turnover

Gender	Rank/Age	Below 30	30-40	41-50	Above 50	Employee turnover	Turnover rate
Male	General manager	0	0	0	0	16	28%
	Senior management	0	0	0	0		
	Middle management	0	0	0	0		
	General staff	7	5	1	3		
Female	General manager	0	0	0	0	3	
	Senior management	0	0	0	0		
	Middle management	0	0	0	0		
	General staff	2	1	0	0		

Health and safety

Gender	Number of fatalities as a result of work-related injury	Number of employees injured at work	Rate of work-related injury (per 1,000 employees)	Number of lost workdays due to work-related injury
Male	0	0	0	0
Female		0		

ESG Reporting Guide Content Index

Material Aspect	Content	Page Index
A. Environmental		
A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7-9
A1.1	The types of emissions and respective emissions data.	17
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7, 17
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	17
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	17
A1.5	Description of measures to mitigate emissions and results achieved.	8-9
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	8
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	9
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).	17
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	17
A2.3	Description of energy use efficiency initiatives and results achieved.	9
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	9
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	17
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	10
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	10

Material Aspect	Content	Page Index
B. Social		
B1 Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	12
B1.1	Total workforce by gender, employment type, age group and geographical region.	18
B1.2	Employee turnover rate by gender, age group and geographical region.	19
B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	11
B2.1	Number and rate of work-related fatalities.	19
B2.2	Lost days due to work injury.	19
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	11
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	12-13
B4 Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	13
B4.1	Description of measures to review employment practices to avoid child and forced labour.	13
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	14

Material Aspect	Content	Page Index
B6 Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	14-15
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	14
B6.2	Number of products and service related complaints received and how they are dealt with.	15
B6.3	Description of practices relating to observing and protecting intellectual property rights.	15
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	15-16
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.	15-16
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	15-16
B8 Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	16