2020
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

綠科科技
Greentech

Greentech Technology International Limited
綠科科技國際有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 00195)

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

1. ABOUT THE REPORT

Greentech Technology International Limited and its joint ventures (the "**Group**" or "**we**") are pleased to present our Environmental, Social and Governance Report (the "**ESG Report**"). The report concerns environmental and social impacts, policies and initiatives of the Group to demonstrate our long-term commitment to ensure that our activities, at all levels, are economically, socially and environmentally sustainable. Additional information in relation to the Group's corporate governance and financial performance can be referred to our annual report for the year ended 31 December 2020.

1.1 Scope and Reporting Boundary

The scope of the ESG Report covers the environmental and social performances of the Group's principal operating activities over the period from 1 January 1 2020 to 31 December 2020 ("**Reporting Period**"). Our principal business includes the mining, production and sales of tin in Australia and active search for investment opportunities in other non-ferrous metal mines with the aim of gradually establishing a business structure based primarily on tin mines and secondarily on other non-ferrous metals.

While we seek to establish a consistent boundary for reporting ESG aspects across the Group's structure, the reporting boundary of the ESG Report is hence established based on the criteria that all operations and entities in which the Group has a controlling interest and which are under our management, in terms of a contractual obligation. As a result, we do not report entities which are outside of the Group's structure, where we do not own the assets and do not directly engage or employ the workforce, and where we do not operate the asset under a contractual obligation. In addition, we do not report entities which were sold or acquired during the Reporting Period.

Part of the content may look back upon the performance of the Group in past years with a view to presenting the report in a more informative and comparable manner. The reporting boundary includes the operation entities in Australia and Hong Kong.

1.2 Reporting Guidelines

The "Environmental, Social and Governance Reporting Guide" (the "**ESG Reporting Guide**") which is set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "**HKEX**") serves as the reporting guidelines of this report.

1.3 Reporting Principles

The reporting principles of this ESG Report are governed by "materiality" and "quantitative". With respect to "materiality", we ensure that ESG issues discussed in this report are sufficiently important and material to investors and stakeholders including clients, communities, employees, institutions, governments, non-governmental organizations, shareholders, subcontractors, suppliers and industry associations. With respect to "quantitative", Key Performance Indicators ("**KPI**") required by the ESG Reporting Guide are measurable such that the effectiveness of our ESG policies and management systems can be evaluated and validated continuously.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

The Group is determined to be a responsible enterprise and is committed to perfecting its business and improving the local community. In order to determine what issues are relevant and material to our business with respect to sustainability, the Group is aware that the key is to understand what issues that our stakeholders concerned most. We define our stakeholders as people who affect our business or who are affected by our business. In our daily business, we actively exchange information with our stakeholders through our transparent platform while we are devoted to continuous improvement of our communication system. In addition, we are committed to maintaining a long-term partnership with our stakeholders and are actively engaged in addressing their concerns with timely follow-up actions. The Group is working to create a sustainable growth for the benefit of all our stakeholders.

1.4 Reporting Framework

With reference to the ESG Reporting Guide and the Group's business operation, the presentation of our ESG Report divides the relevant aspects and KPI, which are considered to be relevant and material to the Group, into four subject areas: Protecting the Environment, Our People, Operating Responsibly and Contributing to our Community.

A complete index in compliance with the ESG Reporting Guide is also available at the end of this report for reference. Except for provisions that the Group considers are inapplicable to its operations, for which explanations have been given on the rightmost column in the said index, this report is compliant with all the "comply or explain" provisions set out in the ESG Reporting Guide.

1.5 Data Collection

Data in this report are extracted from the Group's internal management system and statistics, and part of the data collected in previous years. Unless otherwise stated, HKD is used in this report as its functional currency.

1.6 Report Availability

In addition to inclusion in the Group's Annual Report, this report is also accessible in electronic version from http://www.green-technology.com.hk.

1.7 Contact

We welcome all sorts of comments and suggestions from our stakeholders with respect to this ESG Report or our sustainability performance. Comments or views can be sent to ir@green-technology.com.hk.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

2. OUR RESPONSES TO COVID-19

In early 2020, the outbreak of the novel coronavirus epidemic (COVID-19) has brought exceptional challenges to the world. The COVID-19 pandemic is undoubtedly the defining global health crisis of our time, with governments and health services alike racing to slow the spread of the virus. But beyond the impact on global health, COVID-19 has shown its potential to create devastating social, economic and political challenges that will have lasting repercussions. The crisis has limited the operations of many businesses and has had implications for employees, supply chains, cash flows and investor return.

The Group's response has been swift and aligned, and has been driven by two key priorities. Firstly, protecting the health and safety of employees and local communities; and secondly, laying the groundwork to support the longer-term economic recovery which includes supporting livelihoods, protecting severely disrupted supply chains, and helping to build long-term community resilience to any future crises.

We successfully navigated through disturbances together with our employees, suppliers, clients, and local communities by putting people first, and contributing to communities, nation, and humanity. Capitalizing on our knowledge, experience and strengths, we will continue to ensure the safety and well-being of our employees, suppliers and support our consumers, stakeholders and communities in the battle to overcome the COVID-19 pandemic. On the other hand, we are dedicating human and financial resources to help those in need and help us, as a society, emerge stronger on the other side.

2.1 Health and Safety – a fundamental shared value

Some criticism has been levelled at the mining industry for being focused on keeping operations open in some countries, despite the perceived risk to the health and safety of communities and workers. Health and safety are a fundamental shared value for the mining industry, and one which is at the centre of every responsible mining company's business strategy. This has meant our top management is well placed to draw on our existing breath of expertise in managing other health crises. The foremost priority for the Group is to provide our employees with a safe and healthy working environment during the COVID-19 pandemic, maintaining a firm grasp of all applicable obligations (whether mandated or voluntary). The Group has taken the following precautionary measures at our workplaces to minimise the risk of transmission of COVID-19.

- We provide adequate amount of surgical mask to employees, while advising all staff members to maintain good personal hygiene and to avoid touching eyes, mouth and nose before cleaning hands;

- We provide 70-80% alcohol-based handrub to employees for hand sanitization;

- Employees are recommended to rub hands with liquid soap for at least 20 seconds when washing;

- Any person who accesses to the workplaces and restaurant must wear a face mask and would be invited for a temperature screening procedure;

- To adopt increased hygiene measures such as social distancing and reduced shift sizes;

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

- To place restrictions on work-related travel;

- Any person who has symptoms of fever, or other respiratory symptoms would be advised to seek medical advice and would be refrained from entering the workplaces;

- Commonly touched areas such as lift buttons and electronic products are disinfected regularly during day time;

- Cleansing employees should wear appropriate personal protective equipment including: surgical mask, Latex gloves and eye protection (goggles/face shield);

- Friendly message of upkeeping personal and environmental hygiene, health and safety as individual's own responsibility are posted in the workplaces;

- Maintain a register of staff-members who are on duty and their mandatory travel and health declaration, for possible public health action in case the employee is confirmed to be infected with COVID-19;

Each country has responded differently to the pandemic and in many countries the response differs across states and regions. The Group is therefore working closely with health authorities to ensure all sites are adhering to national and local guidance. Continuing to share learnings from different responses and knowledge of specific health protocols will be critical in order to help flatten the curve and ensure workers and communities are kept safe.

2.2 Adapted Management

- We establish a designated working team, driven by various department heads, to strengthen the Group's overall pandemic preparedness through a well-coordinated and managed preparation and implementation of fighting pandemic measures;

- To increase social distancing and reduce number of staff members inside the workplaces, our workforce is divided into multiple smaller teams such that they are able to report to the workplaces on a rotating schedule;

- We review, update and modify crisis management plans, as needed, and ensure that employees follow these plans during the pandemic;

- We ensure that we comply with operational and monitoring requirements imposed by law, permit conditions and consent orders;

- We communicate regularly and frequently (e.g., through daily, weekly or biweekly check-ins) with key compliance personnel, such as facility-level staff; environmental, health and safety managers; in-house and outside counsel;

- We ensure that key employees have access to and/or knowledge about critical records and recordkeeping requirements;

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

- We ensure that emergency and security protocols remain in place for shuttered facilities or those operating with reduced staff to ensure the health and safety of employees remaining on site and the nearby community;

- Where possible, we seek to leverage work-from-home measures via cloud-network integration and ensure our employees have sufficient digital tools to remain productive and engaged; and

- We leverage pandemic update provided by the government such as daily active cases or percentage of positive cases, along with public health guidelines, to inform its level of permitted employee or client contact.

2.3 Migrating to a Remote Workforce

Through active management and resources planning, the Group encouraged its administration and supporting personnel to work-from-home to form the remote workforce, whenever feasible and appropriate, in order to reduce employees' exposure to travelling and crowded public transport. At the same time, we seek to upgrade digital infrastructure for corporate employees to better facilitate remote work.

2.4 Communicating with Communities

A key insight that has arisen from the Group's point of view is the importance for communities, with our greater understanding of the mining sector and the critical role it plays in socio-economic development. Not only do local mining operations provide jobs and security to communities, it also supports livelihoods by supplying the vital goods and services needed in some of the most remote regions on earth. The Group has a relationship with and special commitment to local communities that is like no other sector. This has been shown by our group providing for example food parcels, medical assistance, medical supplies (ventilators, PPE and medicine), educational materials, basic infrastructure (sanitation facilities, drinking water and roads) and information about COVID-19.

The Group was founded on a fundamental set of principles that promote sustainable economic growth, the building of resilient and inclusive communities and developing the innovations needed to urgently address climate change. These shared commitments give us optimism that our mining business can and will support long-term recovery, helping communities to recover and rebuild. We will remain resilient, ensuring to maintain our operations as smoothly and efficiently as possible during these exceptionally challenging times. We will also continue to help protect our workforce and safeguard livelihoods, and help communities recover and build resilience towards a better future.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

3. THE JOURNEY TOWARDS CARBON NEUTRALITY

3.1 A "Greener" and "Safer" Operation

While the impact of global sustainability issues like climate change, plastic pollution, ecological and ethical footprints is increasingly prominent, the Group is aware that consumers are gradually becoming more sensitive to those issues which start to influence the purchasing decisions of average consumers. Where once customer would rarely question how a product was made or what it was made of, corporates are now expected to clearly state where products come from and how the ESG policies inform their choice of processes, materials and deployment of human resources. The change of consumer mentality is progressively transforming the purchasing decisions.

The recent Brumadinho dam disaster in Brazil, which resulted in a death of more than 250 persons, led to a renewed focus on the safety of mining and on the impact on the communities around mining operations. Investors and regulators demand transparency and tougher requirements on how mining facilities are generally maintained with a long-term and balanced ESG approach.

As such, it has never been more important for the Group to implement good ESG practices into our business model. We are committed to instilling the consciousness of resources conservation, deeply indoctrinated the low-carbon concept and environmental protection into the work and life of every employee. We continue to seek business partners who share our philosophy, commitment to environment conservation and compliance with the applicable environmental laws and regulations. We firmly believe that our commitment to environmental protection will become a part of our competitiveness, leading the Group to a greater success in the future and fulfil our responsibilities as a member of the community we all live in.

Although change is always difficult and requires careful management, we firmly believe that our commitment to environmental protection will become part of our competitiveness, leading the Group to a greater success in the future and fulfil our responsibilities as a member of the c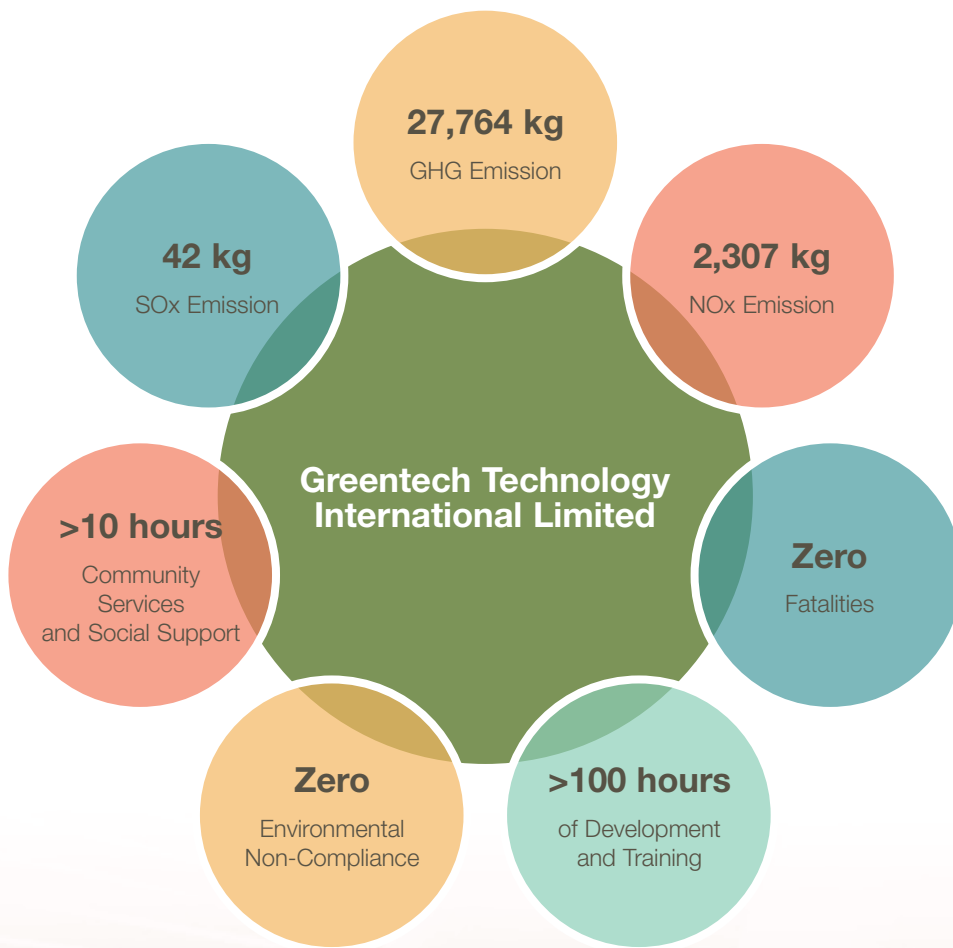ommunity we all live in. ESG is an even more dominant force, and if we can continue to provide tangible evidence of its progress on this front — in a cost-effective manner — generalist investors might continue to support the us and mining industry.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

3.2 Our Recent Key Achievements

The Group contemplates that ESG is an integral part of our principal business and also our ability to succeed in a relentlessly competitive market. As such, the Group has been continuously spending remarkable efforts to address various aspects of ESG, including greenhouse gas reduction, environmental compliance, health and safe work environment for employees, development and training opportunities for employees, customer satisfaction, and community investments.

27,764 kg
GHG Emission

2,307 kg
NOx Emission

42 kg
SOx Emission

Greentech Technology International Limited

>10 hours
Community Services and Social Support

Zero
Fatalities

Zero
Environmental Non-Compliance

>100 hours
of Development and Training

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

4. PROTECTING THE ENVIRONMENT

4.1 Corporate Environmental Policy and Compliance

We are committed to upholding high environmental standards to fulfil relevant requirements throughout our operation, and continues to devote human and financial resources for environmental conservation, reduction of carbon footprint and environmental compliance as required under applicable laws and regulations, continuously addressing the complicated environmental issues including:

Greenhouse Gas emissions (GHG): Actual or potential regulations such as carbon taxes, emissions trading schemes, and other direct or indirect costs. The GHG emissions under the Kyoto climate change agreement are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF_6).

Extreme weather events: Incremental costs or the potential physical impact on assets associated with recurring or infrequent severe weather events.

Water scarcity: Potential costs related to the need for extracting or sourcing large quantities of water, or requiring on-site water treatment, in comparison to other water users of the same water basins or utilities.

Waste, pollution, and toxicity: Potential fines or rising costs associated with prevention and treatment of waste and pollution, including hazardous waste and air pollution.

Land use and biodiversity: Asset retirement obligations, developing natural land or potential operating constraints, or increased costs associated with protecting plant and animal life.

To achieve environmental sustainability, the Group formulated relevant rules and regulations for a sound and effective management of energy consumption, GHG emission, as well as discharge of waste and sewage and other pollutants, highlighted as below.

- Actively promote a culture of environmental sustainability among customers, workforce, and supplier, encouraging their participation in green initiatives;

- Comply with applicable environmental protection laws and regulations;

- Define appropriate goals, objectives and targets on a regular basis for our ESG management approach;

- Continuously improve the ESG management system and maintain rigorous standards; and

- Communicate our environmental performance to stakeholders and seek their involvement wherever applicable.

ERP integration: Given the compounding impacts of climate change across the enterprise, there is a growing need to seamlessly integrate emissions data with the Group's operational and financial data such that the Group is capable to make more informed capital project decisions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

As one of the world class mining and processing operation in Australia, the Group must meet the challenges of managing this operation in varying climates, physical, biological and human environments. During the Reporting Period, our operation strictly complied with the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) and other relevant environmental protection laws and regulations in Australia relating to air and GHG emissions, discharge into water and land, and generation of hazardous and non-hazardous waste. The Group did not violate any environmental protection laws or regulations in the region of its operation, nor was it subject to significant fines, non-monetary penalties and litigation relating to environmental violations.

The Group regulates the daily management of environmental protection and ensures legal compliance in production and operation through the establishment of a sound series of environmental protection management systems. We implement prudent tailings management system, pursue progressive reclamation during the operational phase, protect biodiversity in the areas of mining activities, promote the recycling of resources and minimize emissions and waste generation.

4.2 Climate Change Mitigation

Our operations, through consumption of various kinds of fossil fuel, inevitably release Nitrogen Oxides (NO_x), Sulphur Oxides (SO_x), and Carbon Dioxide (CO_2) into the air, which are considered to be one of the major sources of global warming. The Group is highly aware that such GHG emission is one of the major sources of global warming. As such, we are committed to reducing our carbon and ecological footprint and adopt practices that are sustainable to the environment and minimize our impact on the environment. The sustainable measures adopted by the Group includes:

- Continuously improving the fuel efficiency of vehicles, leading to a significant reduction in carbon dioxide emissions, fuel economy, and performance goals.

- Sulphur dioxide emission is reduced through deep desulphurisation of acid-making tail gas and integrated treatment of exhausted gases.

- Dust on roads and at stockpile locations are reduced through water spraying and instalment of additional spraying devices. Engineered dust collection systems are set up to control potential particulate emissions.

- Progressive reclamation is used to effectively reduce potential for windblown dust from tailing storage facilities.

- Use of alternative less-polluting fuels for the mining operation whenever practical and feasible.

In addition to the emission reduction measures designed for the mining operation, the Group actively adopts electricity conservation and energy saving measures for the office operation, including:

- Migration to product materials with a longer durability and a low carbon footprint whenever possible;

- Maintaining indoor temperature at an optimal level for comfort;

- Providing on-off and zoning control of lighting and ventilation system in the workplaces according to the operation schedule;

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

- Encouraging employees to switch off machines and devices, such as computers and monitors when not in use;

- Procuring energy efficient electrical appliances (such as those with grade 1 energy labels, fridge with door and LED lighting systems) whenever practical;

- Encouraging employees to make the best use of modern telecommunication system to avoid unnecessary travel arrangement;

- Placing "green message" reminders on office equipment and workplaces to further enhance employees' environmental awareness;

- Organizing training sessions including case studies to improve awareness of energy efficiency and GHG saving and to engage staff to adopt the energy saving practices together;

- Retrofitting lights to more energy efficient lights, such as LED and T5 fluorescent lamp in workplaces;

- Continuous replacement of aged air handling unit by more energy efficient ones with variable frequent drive control; and

- E-communication system was installed to enable the Group's shareholders and non-registered shareholders to have an easy and quick access to the corporate information published while reducing paper consumption.

The Group believes that the adoption of the above mitigation measures will help change the behaviour of the use of energy in the workplaces and finally achieve the goal of reducing the GHG emission and protecting our environment.

4.3 Exhaust Gas and GHG Emissions

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of "Emissions" during the Reporting Period is tabulated below.

Table 1 – Emissions

	Unit	FY2020	FY2020 Intensity (per employee)	FY2019	FY2019 Intensity (per employee)
GHG Emissions	CO$_2$e (kg)	27,764	82.88	27,894	89.98
Nitrogen Oxides	kg	2,307	6.89	1,523	4.91
Sulphur Oxides	kg	41.7	0.12	72.4	0.23
Particulate Matter	kg	186.1	0.56	148.5	0.48

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

4.4 Waste Management

Waste Management Policy

The Group is committed to aligning our waste management policy and environmental governance with the Australian standard for solid waste and dam safety, recognising that waste is one of the environmental impacts that arises from our operations. We established directed actions linked to the rational use of minerals, the minimization of environmental impacts, the improvement of health and safety conditions, in addition to considering the need for improvement, use of new technologies, reducing consumption and recycling or converting waste materials into useful resources for the community. In view of our mining business, we have adopted different approaches to managing waste rocks and tailings, hazardous and non-hazardous waste.

Waste Rocks and Tailings

Waste rocks and tailings are by far the largest wastes in terms of volume produced by the mining activities. These materials are managed according to applicable laws and standards at the mine site. The Group adheres to the principles of waste management and is committed to a sound and proper management of waste generated during our operation, highlighted as below, so as to minimize environmental impact.

- Consistent with internationally recognized good practices, to effectively manage the design, construction, operation, monitoring, and decommissioning of tailings dams and dump piles to minimize the risk of catastrophic failures;

- Storage facilities are engineered and designed to minimize risks associated with slope stability, geochemistry, safety and environmental impacts;

- Laws and regulations regarding solid waste are strictly complied with and unusable materials out of the solid waste produced are handed to professional companies for disposal;

- Usable materials in solid waste produced are further recycled and reused; and

- Tailings slag from the processing plant are discharged properly into tailings storage facilities.

Hazardous and Non-hazardous Waste

During our operation, both hazardous and non-hazardous wastes were generated. Our waste management practice is compliant with laws and regulations relating to environmental protection. The Group has also implemented policies to reduce waste generation through environmental education, aiming at waste management from the source. The Group endeavors to recycle electronic waste throughout our operation wherever practical, ultimately reducing both the monetary and environmental costs involved in disposal of these electrical parts that would otherwise be scrapped and treated as hazardous waste.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Non-hazardous waste generated by the Group are predominately domestic waste including stationery, packaging materials, paper form our operations, among which, recyclable wastes will be recycled for reuse. While educating our employees and working partners the significance of sustainable development to enhance their skills and knowledge in sustainable development, we constantly encourage all employees to reduce paper usage by duplex printing, paper recycle and frequent use of electronic information systems for material sharing or internal administrative documents. We encourage the use of reusable product, such as envelopes, and better separation of waste streams for recycling. We maintain 100% recycling of used toner cartridges by collecting and returning all used cartridge to recycling agents. We encourage minimal consumption of paper towels in the workplaces.

Wastewater and Sewage Discharge

Wastewater of our mining operation includes water used for mineral processing, production domestic sewage, sewage from equipment washing and sanitary sewage. The Group has spent remarkable efforts on sewage control and recycle to meet the standards for discharge after treatment. Processing water is largely recycled.

Table 2 – Total Waste Discharge

	Unit	FY2020	FY2020 Intensity (per employee)	FY2019	FY2019 Intensity (per employee)
Waste Rocks	tonnes	168,090	501.76	80,858	260.83
Tailings	tonnes	665,018	1,985.13	732,224	2,362.01
Hazardous Waste	tonnes	104	0.31	334	1.08
Non-hazardous Waste (General Waste)	Cubic metres	2,228	6.65	2,690	8.68

In the aspect of waste management, the Group constantly strives to maintain a high standard of requirement of waste reduction, actively encouraging our employees to appreciate the significance of sustainable development through continuous development in skills and knowledge.

4.5 Use of Resources

In light of finite earth's resources, the Group considers the conservation of natural resources through low-carbon practices as an indispensable component of our sustainable business. Through actively promoting various environmental-friendly measures, we encourage an efficient use of resources, including energy, paper, water and other raw materials. As such, the Group has initiated policies to raise the awareness of electricity conservation and has adopted energy saving measures throughout our daily operation as elaborated in the section of Climate Change Mitigation.

Energy Transition

The mining industry plays a focal role in addressing global warming and supporting the global energy transition. The Group adopts the climate-smart mining practices including the integration of renewable energy to power mining operations.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Water Consumption

The Group takes a cautious approach to water stewardship, seeking to maximize efficiency and reduce wastes. We strive to engage all employees, clients, suppliers and business partners to develop a habit of conserving water consciously.

Our mining operation can significantly save water for production and domestic use through the efficient management of water resource, The Group has been continuing to pursue ideas for examples such as synthetic water, which will dramatically reduce its water needs in areas where the resource is scarce, production waste water, domestic waste water and rain water are treated separately to reduce the need for production waste water treatment. Recycled water is used for mining production.

Our office administrative operation, water saving devices are installed at water taps in the office wherever possible. Pantry and washrooms are posted with environmental messages to remind employee the importance and urgency of water conservation. The utility facilities are maintained regularly for service to ensure that water seepage or leaking pipelines are replaced or repaired on a timely basis. The Group also seeks to reduce water usage, reuse water and improve the quality of wastewater discharged from our working stations wherever possible.

Packaging Material

Given our business nature, the Group does not have manufacturing facilities and consume a significant amount of packaging materials.

Environmental Performance

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of "Energy and Resources Use" during the Reporting Period are tabulated below.

Table 3 – Energy and Resources Use

	Unit	FY2020	FY2020 Intensity (per employee)	FY2019	FY2019 Intensity (per employee)
Total energy consumption	kWh	128,533,551	383,682.24	146,068,807	471,189.70
Electricity	kWh	104,139,445	310,864.01	101,100,338	326,130.12
Purchased Gas	kg	4,767	14.23	4,674	15.08
Unleaded Petrol	L	4,697	14.02	4,324	13.95
Diesel	L	2,585,151	7,715.87	2,775,574	8,953.46
Paper	kg	2,049	6.12	1,893	6.11
Water	m^3	8,431,600	25,168.96	8,234,000	26,561.29

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

5. PEOPLE

5.1 Recruitment and Promotion

The Group fully understands that our corporate development and long-term growth are largely driven by our experienced and competent workforce. As such, it is therefore of paramount importance for us to proactively manage our talent pipeline and career development for employees. The Group is determined to set itself in a good position to maintain a robust business performance and growth together with our employees, with an objective to uphold an open, fair, just and reasonable human resource policy.

The Group has formulated the recruitment policy with respect to equal opportunities, diversity and anti-discrimination. We encourage differences and individuality in employees, with the philosophy that diversity can bring new ideas, dynamics and challenges to our operations. We discourage all forms of discrimination on gender, age, family status, sexual orientation, disability, race and religion. Our employment policy encourages hiring of talented people with physical or mental disabilities. We are committed to supporting our employees to maintain a family-friendly work environment because we respect their roles and responsibilities in their families. We strive to make sure employees and business partners comply with laws and regulations, follow ethical business practices and respect equal opportunity in employment. We bring in new recruits and equip them with necessary skill sets to develop a long-term rewarding career with us.

During the Reporting Period, we continued to strictly observe the applicable laws and regulations and follow our employment policies relating to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, by providing competitive remuneration package, including internal promotion opportunities and performance-based bonus, so as to recruit and retain experienced employees.

5.2 Employment and Labour

In order to attract and retain our employees, which are our most valuable assets, the Group offers competitive wages, medical insurance, disability and invalidity coverage, maternity leave and other compensation to our employees. The Group decides the remunerations payable to its staff based on their duties, work experience and the prevailing market practices. Apart from basic remuneration, share options may be granted to eligible employees by reference to the performance of the Group and individual employees.

During the Reporting Period, the Group complied with the applicable laws and regulations in relation to employment and labour in regions where we operated. In Hong Kong, we participated in the Mandatory Provident Fund retirement benefit scheme and provided medical insurance for our eligible employees. In Australia, we participated in a state-managed retirement benefit scheme (Superannuation fund) and provided occupational injury insurance and medical insurance in accordance with the local regulations. Transportation and accommodation were provided to employees according to their underground shift schedule.
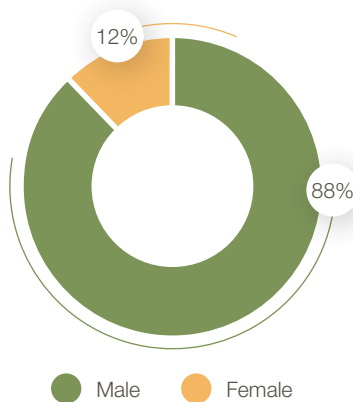
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In accordance with the ESG Reporting Guide set out by HKEX, details of the Group's workforce during the Reporting Period are tabulated as well as presented in charts below.

Table 4 – Our Workforce

	FY2020
Total Number of Full-Time Employees	**335**
Turnover Rate by Gender	
Male	**18.5%**
Female	**40.0%**
Turnover Rate by Age	
Aged under 30 years old	**23.9%**
Aged between 30 and 50 years old	**18.8%**
Aged over 50 years old	**23.8%**

Total workforce by gender as of 31 December 2020

12%
88%

● Male   ● Female

Total workforce by employment level as of 31 December 2020

6%
14%
80%

● Senior   ● Middle   ● Junior
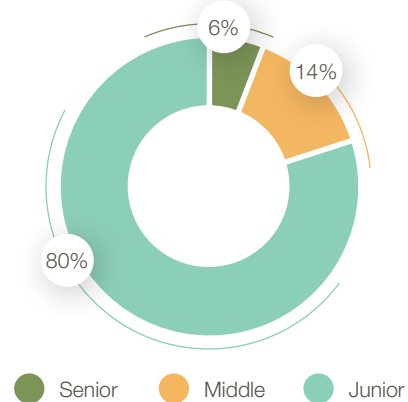
Total workforce by age group as of 31 December 2020

19%
28%
53%

● Aged below 30 years old
● Aged between 30 and 50 years old
● Aged above 50 years old
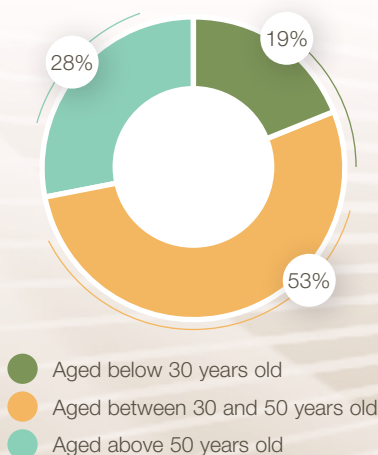
Total workforce by region as of 31 December 2020

7%
1%
92%

● Hong Kong   ● Vietnam   ● Australia

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

5.3 Occupational Health and Safety ("OSH")

The Group is highly aware that employees' safety and health is of paramount importance to our operation and therefore, the Group is determined to attaching great importance to a healthy, comfortable and safe working environment for our employees, which protects them from potential occupational hazards, health and safety risks. The goals of our OSH policy are highlighted as below.

- The OSH management system aims at identification, prevention and management of risks and hazards throughout the workplaces as well as follow-up actions for accidents or personal injuries;
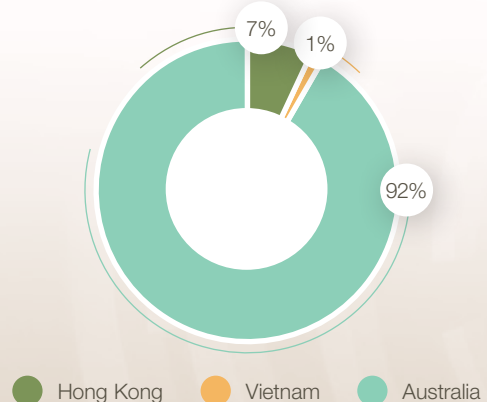
- The OSH management system defines appropriate objectives and targets on a regular basis;

- Zero tolerance of accidents and injuries;

- Promotion of a safety culture among employees;

- Commitment to the provision of a safe and healthy working environment for the employees;

- Commitment to human and financial resources for the OSH management system;

- Communication of our health and safety performance with stakeholders and seek their involvement wherever applicable;

- Encouraging contractors to align with our OSH standards and develop an OHS management system based on hazard analysis and risk assessment of their projects or operations; and

- Compliance with applicable laws and regulations in relation to occupational safety and health.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

To achieve the goals of our OSH policy, the following measures are adopted.

- Formulation of emergency response plans, risk assessment and accident investigation mechanism so as to ensure legal compliance with OSH;

- Organization of fire drills and emergency evacuation simulations to raise the employees' awareness of fire prevention and to equip employees with appropriate knowledge and skills in the event of emergency;

- Assignment of competent and skilled staff to handle works with critical hazards or impacts related to OSH;

- Promotion of safety culture among employees;

- Organization of induction programs and safety training programs to new employees such that they can be familiar with our corporate policies in relation to health and safety matters as quickly as they can;

- Assignment of Registered Safety Officer and Safety Supervisors to regularly perform checks on the work environment and staff facilities and ensure safety precautions are in place;

- Provision of OSH training sessions to employees according to their roles and responsibilities to ensure awareness of job hazards and conformity to safety practices with respect to OSH;

- Provision of vocational training and toolbox meeting to newly joined staff for relevant occupational safety, health registration and emergency planning;

- Provision of job-related training to existing staff-members to strengthen their professional knowledge and skills in daily operations and safety matters;

- Training courses and measures are reviewed and regularly reported to the management by the safety officer;

- Encourage contractors or sub-contractors to assist in the implementation of policies, procedures and practices related to OSH at work wherever practical;

- Prohibition of smoking and abuse of alcohol and drugs in the workplaces;

- Provision of first aid kits and fire extinguishers in workplaces;

- Provision of clean and tidy rest area;

- Provision of adjustable chairs and monitors for eye protection;

- Installation of air purifiers in relatively crowded areas such as conference and meeting rooms; and

- Set up posters of proper working postures and lifting method accessible on the intranet and at appropriate locations in offices;

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

At our mine site, we continuously perform risk assessments to identify, analyse, evaluate and control any potential risks associated with our operation. To mitigate the impacts and to maintain the wellness of our employees who are exposed to various hazards, such as exposure to atmospheric contaminates and radiation, noise, heat stress, ergonomic hazards and mental health hazards, we have implemented the following measures in particular:

- We perform regular safety check of the tailing storage facilities and processing facilities;

- We situate the biological effluent treatment plant in a remote location to isolate potential hazards;

- We install dust suppression and extraction systems, gas detection monitors, and ultraviolet water sanitisers to improve the working environment; and

- We implement underground ventilation facilities for a better air quality and temperature at the workplaces;

- An emergency response plan is in place to address safety issues which is reviewed at least twice annually to ensure it is up-to-date;

- We regularly organize training and assessment programs to support the well-being of our employees;

- OSH audits are conducted on a scheduled basis to review effectiveness of the implementation of the OSH management system;

- We strive to ensure that all contractors align with our OSH standards and OSH management system, providing contractors a corrective action plan within a required timeframe in the event that non-compliance or irregularities are identified for necessary corrective actions. The result of the OSH audits is an important part of our assessment of contract renewal with the contractors.

During the Reporting Period, the Group compiled with the applicable laws and regulations in relation to safety and health of employees in the regions where we operated, by ensuring that the employees are working in a safe environment in respect of health, hygiene, ventilation, gas safety, building structure and means of escape. The Group did not record any accidents that resulted in death or serious physical injury and identify any material non-compliance with laws and relations relevant to health and safety of employees. Summary of work-related fatalities and injuries are shown in the table below.

Table 5 – Health and Safety

	FY2020
No. of Work-Related Fatalities	0
Rate of Work-Related Fatalities	0
No. of Injuries at Work	25
Lost Days due to Injury at Work	239

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

5.4 Development and Training

The Group envisions that empowering its people through development and training is the cornerstone of our success in the long-run. The Group listens and responds to our people, striving to create an environment of continuous learning, to facilitate development of careers and to provide knowledge and skills for better fulfilment of roles and responsibilities. Our training programmes are designed not only to meet our business vision and to provide skillset required for the operation, but also for the benefit of society as a whole wherever possible.

Considering that each of the position is of unique professional and technical needs, the Group ensures that every new joiner receives proper orientation training and mentoring in order to help them adapt to the new working environment affirmatively and quickly. Continuous training is committed by the Group in different ways including internal training programs, comprehensive training for specific skill development, and courses for continuous professional development for relevant employees so as to ensure that they possess the appropriate qualities and skill-sets. Implementation of safety training and comprehensive risk assessments are also one of the most important tasks in the Group. During the Reporting Period, we provided Emergency Response Team (ERT) training to the underground mining staff in accordance with our OSH Policy.

ERT training provided to underground staff

Employees at all levels can satisfy their needs of trainings through multiple training courses, including induction training, technical skills training and pre-post training. We also provide the management with a series of courses related to soft skill development. The goal is to strengthen their leadership and management skills, which is expected to drive the team to grow. These training programs not only facilitate the career prospect of individual employee, but also boost the sustainable development of the Group.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Table 6 – Employee Development and Training

	Unit	FY2020
Percentage of employees trained by employment level		
Senior Staff	%	**87.5%**
Intermediate Staff	%	**100%**
Junior Staff	%	**3.2%**
Percentage of employees trained by gender		
Male	%	**20%**
Female	%	**18.8%**

5.5 Harmonious Culture

The Group is strongly convinced that a harmonious corporate culture among the employees and management are always the key drivers to the Group's healthy and prosperous growth. To achieve this, we utilize a variety of channels, including:

- Regular all-staff meetings to update on business performance and the development of key projects.

- Employee engagement such as annual employee survey which provides a confidential route for employee feedback. Follow up actions ensure that employees' voices are heard and responded to at both corporate and team levels.

- Regular and festival gatherings are organised during the Reporting Period to enhance the harmonious sprit of different levels of staff members throughout the Group.

The Group believes that such a corporate culture and harmonic working environment will naturally achieve a synergistic result to facilitate employee retention and to improve productivity.

5.6 Labour Standards

Being fully aware that exploitation of child and forced labour violates human rights and international labour conventions, the Group strictly prohibits the employment of any child labour and forced labour in any form. New employees are required to provide true and accurate personal data when they are onboard. Recruiters should strictly review the entry documents including medical examination certificates, academic certificates and identity cards. The Group constantly rejects to engage suppliers and contractors, that hire child labour or forced labour in their operations.

During the Reporting Period, the Group strictly complied with the relevant laws and regulations in relation to labour standards and employment in the regions where we operated. No material non-compliance with the laws and regulations relating to the prevention of child labour or forced labour have been found by the Group during the Reporting Period.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

6. OPERATING RESPONSIBLY

In the global mining industry, demand for environmental, ethical compliance and sustainable development are increasingly pressing. In order to achieve our goal to be a responsible corporate in the Asia-Pacific region, we realize that we must operate in a sustainable fashion with a comprehensive ESG management approach. In addition, it is essential to us to encourage all business partners to incorporate those sustainability practices and policies into their operation thoroughly in order to work together in our pursuit of sustainable development.

6.1 Encouraging Innovation

The Group anticipates that innovation and technology strategies shall play a crucial role in our long-term business development. As such, we are determined to set ourselves in a good position to continuously and proactively introduce products, services and processes derived from high-tech oriented research and development, into our operation and business model wherever commercially feasible and appropriate.

6.2 Supply Chain Management

The Group understands that supply chain management is one of the key aspects of the Group's operation. Our supply chain management team not only considers economic and commercial benefits during the supplier assessment processes, but also evaluates the suppliers' and contractors' track record relating to legal and regulatory compliance which include environmental, social and governance aspects.

We developed a vendor and supplier selection mechanism based on potential vendors' compliance with all applicable laws and regulations in relation to the safety, environment, forced labor, child labor and other social aspects. Suppliers which can deliver products and services with environmentally friendly and socially responsible features will be given a higher technical score during our assessment process. Inspection and assessments may be conducted by the Group if deemed necessary. We are obliged to terminate the cooperation contract with suppliers if they fail to reach the applicable compliance standard. Every supplier is required to comply with our code of practice, which prohibits offering of gifts, certificates, loans, hospitality, service or favor in an improper manner. In addition, the Group encourages all business partners to develop energy-saving and consumption-reducing policies in order to work together in our pursuit of sustainable development.

We believe that, through the above review process, we can minimize the potential environmental and social risks associated with the supply chain management. During the Reporting Period, the Group has in total 620 suppliers which are all located in the same geographic region as our operation.

6.3 Product Responsibility

To be a successful business, we are committed to the highest standards of products and services we deliver, maintaining continuous communication with our clients to ensure that we understand and fulfil their needs and expectations. Furthermore, we keep track of emerging trends and continue to develop and optimize products and services that offer the best experience to our clients.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

The Group undertakes the defined quality assurance protocol to ensure products and services constantly meet customer requirements and legal and safety standards for its intended use and for circumstances of reasonably foreseeable misuse. We carry out regular assessment for each product type with respect to the aspects of environmental impact, health impact, safety and hazards associated with the raw materials. We ensure that every product is correctly labelled with sufficient information and directions for use required by legislation and industry codes of practice. We perform continuous and regular assessments of the product quality and review of opportunities for improvements and changes.

During the Reporting Period, our operation complied with relevant laws and regulations wherever appropriate and applicable. We also carried out continuous assessment of the product quality and review of opportunities for improvements and changes. During the Reporting Period, the Group did not identify any material non-compliance of the laws and regulations related to the quality of products and services.

6.4 Customer Feedback and Handling

Realizing that our customer needs and expectations should be well addressed, the Group pays attention to the level of satisfaction of customers and their feedback. Regular communication channels and feedback systems are in place to gather information on satisfaction and suggestions for improvement from our diverse portfolio of customers. The Group established various complaints and feedback channels, such as telephone hotline, emails and websites, to collect suggestions and advice from customers.

The Group consolidated and comprehensively analysed the customers' feedback in order to identify the issues. Follow-up actions, including internal evaluation and modification of training programs for employees, will be taken to address the issues identified and to continuously improve our service delivered. Feedback will additionally be provided to the customers in a timely manner.

There were no cases of product recall nor complaints received against our services due to health and safety issues during the Reporting Period.

Table 7 – Product Recalls and Complaints

	FY2020
Percentage of complaints received about the products related to health and safety issues	n/a

6.5 Privacy Protection

The Group is committed to compliance with the privacy laws and regulations to ensure that all data are securely kept in our internal system with access control. We also set out data privacy requirements in our corporate policies, under which the data of customers and suppliers would be used exclusively for matters relating to the Group's operation only. We strive to ensure all collected data is free of unauthorized or accidental access, processing, erasure or other use.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

6.6 Anti-Corruption

The Group makes every effort to uphold a high standard of business ethics and prohibition of any forms of bribery and corrupt practices. The Group has developed a series of policies and compiled code-of-conduct with respect to anti-fraud and anti-bribery, which apply to all staff-members. In general, we require our employees to declare any conflict of interest, to avoid any possible such conflict with sub-contractors or suppliers, organizing seminars in relation to anti-corruption and avoidance of conflict of interest for our employees. We also encourage our business-related parties, including suppliers to observe those principles of the policies and to proactively report any suspected misconduct issues to the Group.

During the Reporting Period, the Group observed with related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering mentioned above, as well as the corporate policy of anti-corruption.

According to the Group's policy, employees may report any concern in relation to accounting controls and audit matters to the Audit Committee which will review each complaint and decide how the investigation should be conducted. No cases of anti-corruption were concluded whereas the Audit Committee identified no complaint from employees during the Reporting Period.

6.7 Whistle-Blowing

In order to encourage our employees to report illegality, irregularity, malpractice, unethical acts or behaviors, inappropriate conducts or actions, the Group has set up new whistle-blowing policy and procedures during the reporting period, by provoking disclosure of relevant information via a confidential reporting channel to the extent that is made possible to all employees. The policy aims to encourage our employees to report behaviour that is not in line with the principles of ethics and the Group's policy such as events that are non-compliant with the Group's policy, laws, rules, regulations, general practice of financial reporting and internal control.

The Group is committed to addressing the "whistle-blowers" concerns in a fair and reasonable manner and to handling the reports with due care and conducting a comprehensive and independent investigation for each reasonably established report. All "whistle-blowers" who report in good faith are reasonably protected from retaliation or adverse consequence of their employment regardless of whether the allegation is substantiated.

The policy of "Whistle-Blowing" and its procedures, which apply to all levels of the members of the Group, have been documented in the employee handbook and have been circulated among employees for their reference.

6.8 Intellectual Property Rights

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property right ("**IP rights**") by valuing and protecting its intellectual properties through patent fees and periodic trademark renewals.

7. CONTRIBUTING TO OUR COMMUNITY

The Group actively strives to making a better society through our active involvement in the communities wherever we run business. Because our mining operations take place in proximity to other land uses such as agriculture, there is inherent risk of environmental, social and economic impacts on these neighboring interests from the mine operations.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

By attaching equal importance to corporate growth and corporate responsibility, the Group has vigorously been engaged in helping the local communities and people in needs through voluntary services, donation programs and social enterprise supports.

Our engagement with local and regional communities covers key considerations as below:

- Investment in community affairs and functions;

- Traditional and cultural heritages of communities where we operate; and

- Recognition of the values of indigenous people and ethnic minorities

7.1 Community Development

In Australia, the Australian Native Title Act requires mining companies to negotiate and enter into Community Development Agreements ("**CDAs**") with Aboriginal communities that have a legal interest in the land as native title holders. As well as being a legal requirement, CDAs have proved an effective route for mining companies to obtain the goodwill of host communities – the "social licence to operate" – by involving local decision-makers and giving them responsibility for how any financial rewards will be used. The Group has been strictly compiled with this requirement and has been actively collaborating with the local community with respect to the local development. During Reporting Period, we provided financial sponsorship to Westpac Rescue Helicopters as part of our effort for the community development.

7.2 Involvement with the Local Community

Our employees are especially proactive in organizing regular community outreach activities to engage with and support the local communities where we operate. By employing local workforce and initiating the internship programs for university students, our investment in Australia contributed to the local labor market. We endeavor to partner with local non-profit organizations to take part in a variety of charitable activities and actions such as health education and action, poverty action, children, elderly, underprivileged groups, animal welfare, environmental protection and community order.

During the Reporting Period, we supported a number of school and community events such as the event of "Walk of Life" and "Strahan Christmas", as part of our engagement with the local community. In addition, we made financial sponsorship to Zeehan Community Christmas Party, Rosebery District High School and Mountain Vista Golf Club during the Reporting Period. We consider this is a good fit to our operation in the region and continue our sponsorship with the local community throughout the period.

7.3 Continuous Support for Education and Local Culture

The Group recognizes the importance of respecting cultural aspects and education of communities. We encourage our operating companies to actively support education and recognition of local cultural values.

Going forward, the Group will continue to foster the culture of active participation in community services, encouraging our staff members to be actively engaged in voluntary services and join hands together to disseminate the spirit of services in the community where we all depend on.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

8. HKEX ESG GUIDE CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect 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	Protecting the Environment	
KPI A1.1	Types of emissions and respective emissions data	Protecting the Environment	
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	Protecting the Environment	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Protecting the Environment	
KPI A1.4	Total non-hazardous waste produced and intensity	Protecting the Environment	
KPI A1.5	Description of measures to mitigate emissions and results achieved	Protecting the Environment	
KPI A1.6	Description of how hazardous and non-hazardous waste are handled, reduction initiatives and results achieved	Protecting the Environment	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect A2: Use of Resources			
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials	Protecting the Environment	
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Protecting the Environment	
KPI A2.2	Water consumption in total and intensity	Protecting the Environment	
KPI A2.3	Description of energy use efficiency initiatives and results achieved	Protecting the Environment	
KPI A2.4	Description of whether there is any issue in sourcing water, water efficiency initiatives and results achieved	n/a	Defined to be irrelevant to the Group's operation
KPI A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced	n/a	Defined to be irrelevant to the Group's operation
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Protecting the Environment	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them	Protecting the Environment	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect 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	People	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	People	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	People	
Aspect 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	People	
KPI B2.1	Number and rate of work-related fatalities	People	
KPI B2.2	Lost days due to work injury	People	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	People	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	People	
KPI B3.1	The percentage of employees trained by gender and employee category	People	
KPI B3.2	The average training hours completed per employee by gender and employee category	People	
Aspect 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	People	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	People	
KPI B4.2	Description of steps taken to eliminate child and forced labour practices when discovered	n/a	No such incidents were reported during the Reporting Period.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain	Operating Responsibly	
KPI B5.1	Number of suppliers by geographical region	Operating Responsibly	
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	Operating Responsibly	
Aspect 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	Operating Responsibly	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	n/a	Not applicable to the Group's core operation
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Operating Responsibly	No products and service related complaints received during the Reporting Period.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Operating Responsibly	
KPI B6.4	Description of quality assurance process and recall procedures	Operating Responsibly	No product recall during the Reporting Period

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Operating Responsibly	
Aspect 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	Operating Responsibly	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Operating Responsibly	No concluded legal cases regarding corrupt practices during the Reporting Period.
KPI B7.2	Description of preventive measures and whistle – blowing procedures, how they are implemented and monitored	Operating Responsibly	
Aspect 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 takes into consideration communities' interests	Contributing to our Community	
KPI B8.1	Focus areas of contribution	Contributing to our Community	
KPI B8.2	Resources contributed to the focus areas	Contributing to our Community	