



CHINA VANADIUM  
TITANO-MAGNETITE MINING  
COMPANY LIMITED  
中國鈦鈦磁鐵礦業有限公司

(Incorporated in the Cayman Islands with limited liability)  
(於開曼群島註冊成立之有限公司)  
(Stock Code 股份代號 : 00893)

## CONSOLIDATE THE FOUNDATION

with inclusiveness and adaptability

謀定而動 順勢而為

We aim to be a  
**TOP-NOTCH ENTERPRISE**  
打造一流企業

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### CORE VALUE 核心價值

- We deliver with integrity
- We explore opportunities
- We uphold the essence of commitment and responsibility
- 誠信、開拓、責任

### VISION 願景

- To explore exceptional potential in mining
- 中國鐵鈦，  
太(鈦)不平凡(鈦)

### MISSION 使命

- We reward shareholders
- We care for the community
- 回報股東，回報社會

## ABOUT THIS REPORT

China Vanadium Titano-Magnetite Mining Company Limited is publishing its ESG Report which presents the Company's concepts, action plans and performance in sustainable development to stakeholders.

### Reporting Period and Scope

This ESG Report discloses the information on the Group in fulfilling its economic, environmental and social responsibilities. This ESG Report is applicable for the period from 1 January 2021 to 31 December 2021. The scope of this ESG Report covers the Continuing Operations following the disposal of the Mancala Australia Group which was completed on 31 July 2021. Accordingly, the information presented in this ESG Report (including the comparative figures for FY2020) excludes the figures of the Mancala Australia Group. Where relevant, references to the performance of the Group in earlier years are made to facilitate comparison.

### Reporting Guidelines

The ESG Report is prepared based on the "comply or explain" approach of the *ESG Reporting Guide* set out in Appendix 27 to the *Rules Governing the Listing of Securities on Hong Kong Stock Exchange*.

As part of our continual efforts to align our ESG reporting with relevant market standards, we have mapped our sustainability efforts to the 2030 Agenda for Sustainable Development which all United Nations Member States adopted in 2015. The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its core are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We have incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

While we have not sought external assurance for this ESG Report, we relied on internal data monitoring and verification to ensure its accuracy. We may seek to assure our future ESG Reports externally as needs arise.

## 關於本報告

中國鈦磁鐵礦業有限公司謹此發表其ESG報告，向持份者闡述本公司在可持續發展方面的理念、行動計劃及表現。

### 報告週期及範圍

本ESG報告披露本集團在履行經濟、環境及社會責任方面的資料，適用於2021年1月1日至2021年12月31日。於2021年7月31日完成出售澳洲曼卡拉集團後，本ESG報告的範圍涵蓋持續經營業務。因此，本ESG報告所列資料（包括2020財政年度的比較數字）不包括澳洲曼卡拉集團的數字。對於本集團往年績效的提述（如適用）旨在方便進行比較。

### 報告指引

本ESG報告按照《香港聯交所證券上市規則》附錄二十七《環境、社會及管治報告指引》的「不遵守就解釋」方針編製。

我們不斷努力使ESG報告符合相關市場標準，因而按照聯合國全體成員國於2015年採納的2030年可持續發展議程制定可持續發展工作重點。聯合國的可持續發展議程為當今和未來人類與地球的和平與繁榮制定共同藍圖，其核心包括17項可持續發展目標，急切呼籲各國（不論是已發展或發展中國家）採取行動，達成全球合作。我們在制定和引領旗下的可持續發展策略時，已結合該等可持續發展目標（如適用）作為輔助框架。

雖然我們並無就本ESG報告尋求外部鑒證，惟我們已依賴內部數據監察及核證，以確保其準確性。我們可能於有需要時尋求外部鑒證日後的ESG報告。

## Data Collection

Financial data in the ESG Report are extracted from the 2021 Annual Report. Other data are extracted from the Group's internal management system and statistics. RMB is used as the reporting currency in this ESG Report unless otherwise stated.

## Report Availability

The ESG Report is issued in electronic versions. Please visit [www.chinavtmmining.com](http://www.chinavtmmining.com) or [www.hkexnews.hk](http://www.hkexnews.hk) to download the ESG Report.

## Contacts

The Company values stakeholders' views and suggestions. Please send your feedback on the ESG Report to [ir@chinavtmmining.com](mailto:ir@chinavtmmining.com).

## BOARD STATEMENT

Our agenda on ESG reporting is led by the Board which oversees and ensures that we pursue our commercial objectives, whilst remaining as a responsible and sustainable organisation.

Committed to pursuing a high-level of corporate governance, we have well-defined and highly transparent corporate governance structures and systems to guarantee the Group's long-term development and safeguard the interests of our shareholders. After extensive study, we have published the *Guideline on Environment, Social and Governance Working Group*\* and formally established an ESG Working Group, supported by an ESG Executive Team, to steer and implement sustainability practices according to the relevant guidelines.

## 資料收集

本ESG報告內的財務數據乃摘錄自2021年年報。其他數據乃摘錄自本集團的內部管理系統及統計數字。除非另有指明，否則本ESG報告的報告貨幣為人民幣。

## 報告取閱

本ESG報告以電子版本發出，請於 [www.chinavtmmining.com](http://www.chinavtmmining.com) 或 [www.hkexnews.hk](http://www.hkexnews.hk) 下載。

## 聯絡資料

本公司重視持份者的意見及建議。如閣下對本ESG報告有任何反饋，歡迎發送至 [ir@chinavtmmining.com](mailto:ir@chinavtmmining.com)。

## 董事會聲明

我們的ESG報告程序由董事會牽頭，董事會亦監督並確保我們在追求商業目標的同時，注重企業社會責任與可持續發展。

我們致力實行高水平的企業管治，因此已建立權限清晰且透明度高的企業管治架構及制度，確保本集團可長遠發展及保障股東的利益。經過廣泛研究，我們已制定《環境、社會及管治(ESG)小組工作制度》及正式設立ESG工作小組，在ESG執行團隊的支持下按照相關制度引領及實施可持續發展常規。

The ESG Working Group is led by the Company's executive Director cum manager of legal and compliance department and supported by the chief executive officer and the financial controller of the Company. Key responsibilities of the ESG Working Group include:

- regularly report ESG related policies and issues to the Board;
- assist in effectively evaluating risks and opportunities arising from the Group's operations;
- develop strategies for ESG reporting, ESG management and map out a medium to long-term ESG management plan to enhance the Group's capability in internal control and risk mitigation;
- establish and maintain a healthy relationship with stakeholders to ensure a proper materiality assessment;
- instruct the ESG Executive Team to establish working mechanisms and approval processes; and
- evaluate the performance of the ESG Executive Team.

The ESG Executive Team comprises managers of the Group's subsidiaries and department heads from the finance, general management, production and operations departments. The ESG Executive Team is responsible for executing instructions given by the ESG Working Group, organising stakeholder communication, ESG reporting and ensuring ESG issues are well incorporated into the Group's daily operations. In addition, a dedicated employee is assigned to manage the daily ESG issues and help set up an ESG contact network.

The above ESG reporting structure allows us to understand our stakeholders' concerns better and obtain timely feedback. The engagement of the Board and senior management of our subsidiaries reinforces the importance of ESG issues and ensures ESG considerations are duly considered in the Group's daily operations. The Board will continue to monitor, review and update ESG goals, targets and disclosure indicators from time to time, taking into account the feedback that we receive from our engagement with our stakeholders, organisational and external developments so as to continuously evaluate and validate the effectiveness of our ESG management system.

ESG工作小組由本公司的執行董事兼法律與合規部部長帶領，並得到本公司的首席執行官及財務總監協助。ESG工作小組的主要職責包括：

- 定期向董事會匯報ESG相關政策及議題；
- 協助有效地評估在本集團營運中出現的風險及機遇；
- 制定ESG報告與管理策略並擬訂中長期ESG管理計劃，以提升本集團的內部監控及風險規避能力；
- 與持份者建立並保持良好關係，確保重要性評估恰當；
- 指示ESG執行團隊設立工作機制及審批程序；及
- 評價ESG執行團隊的表現。

ESG執行團隊由本集團各子公司的經理以及財務、綜合管理、生產及營運等部門的主管組成。ESG執行團隊執行ESG工作小組作出的指示，以及安排持份者溝通及ESG報告事宜，確保本集團的日常運作充分考慮各種ESG議題。此外，本集團亦已指派一名專職僱員負責管理日常ESG議題及協助建立ESG聯繫網絡。

以上ESG報告架構讓我們了解持份者關注的事宜並適時取得反饋。董事會及各子公司高級管理層的參與進一步確認ESG議題的重要性，並確保本集團的日常運作妥善顧及ESG因素。董事會將繼續考慮持份者參與所提供的反饋以及組織內外的發展，不時監察、檢討及更新ESG宗旨、目標及披露指標，從而持續評估並確定ESG管理制度的成效。

Guided by our sustainability framework, we referenced the 17 SDGs under the UN Sustainability Agenda and adopted nine SDGs which are relevant to our operations and ESG issues after a rigorous evaluation process:

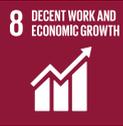
據我們的可持續發展框架指引，我們已參考聯合國可持續發展議程的17項可持續發展目標，並於仔細評估後採納九項與我們的業務及ESG議題相關者：



A summary of our key ESG performance for the Reporting Period is as follows:

我們於報告期內的關鍵ESG績效概要如下：

SDG 可持續 發展目標	Key performance indicator 關鍵績效指標	ESG performance ESG績效	
		FY2021 2021財政年度	FY2020 2020財政年度
 1 NO POVERTY 无贫穷	Amount invested in community development 投資於社區發展的金額	<b>Approximately RMB615,000</b> 約人民幣 <b>615,000元</b>	Approximately RMB430,000 約人民幣 430,000元
	Number of hours invested in community development 投資於社會發展的時數	<b>370 hours</b> <b>370小時</b>	250 hours 250小時
 3 GOOD HEALTH AND WELL-BEING 良好健康与福祉	Number of diagnosed occupational diseases 確診職業病宗數	–	–
	Number of fatalities in operations 因工身故宗數	–	–
	Number of man-days lost due to work injuries 因工傷喪失工作天數	–	45
 6 CLEAN WATER AND SANITATION 清洁饮水和卫生设施	Freshwater consumption per production value of RMB10,000 每人民幣萬元生產值的淡水耗量	<b>1.08 tonnes</b> <b>1.08噸</b>	1.54 tonnes 1.54噸

SDG 可持續 發展目標	Key performance indicator 關鍵績效指標	ESG performance ESG績效	
		FY2021 2021財政年度	FY2020 2020財政年度
 7 AFFORDABLE AND CLEAN ENERGY 经济适用的清洁能源	Energy consumption per production value of RMB10,000 每人民幣萬元產值的能耗	<b>0.57 kgce</b> <b>0.57千克標準煤</b>	0.53 kgce 0.53千克標準煤
	Air pollutants from road transportation: 道路運輸空氣污染物：		
 7 经济适用的清洁能源	<ul style="list-style-type: none"> <li>sulphur oxides 硫氧化物</li> </ul>	<b>0.54 kg</b> <b>0.54千克</b>	0.34 kg 0.34千克
	<ul style="list-style-type: none"> <li>nitrogen oxides 氮氧化物</li> </ul>	<b>904.89 kg</b> <b>904.89千克</b>	335.33 kg 335.33千克
	<ul style="list-style-type: none"> <li>particulate matters 顆粒物</li> </ul>	<b>107.26 kg</b> <b>107.26千克</b>	38.85 kg 38.85千克
	GHG emissions per production value of RMB10,000 (tonnes of carbon dioxide equivalent) 每人民幣萬元產值的溫室氣體排放量(噸二氧化碳當量)	<b>0.0013</b>	0.0012
 8 DECENT WORK AND ECONOMIC GROWTH 体面工作和经济增长	Number of health and safety matters reported arising from the use of products 因使用產品而接獲的健康與安全事項報告宗數	—	—
 10 REDUCED INEQUALITIES 减少不平等	Employee turnover rate 僱員流失率	<b>18.90%</b>	6.52%
	Average training hours per employee 僱員人均培訓時數	<b>43.99</b>	47.27

SDG 可持續 發展目標	Key performance indicator 關鍵績效指標	ESG performance ESG績效	
		FY2021 2021財政年度	FY2020 2020財政年度
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste rocks recycled per production value of RMB10,000 每人民幣萬元產值的重用廢石量	<b>1.01 tonnes</b> <b>1.01噸</b>	2.46 tonnes 2.46噸
	Tailing slurries sold per production value of RMB10,000 每人民幣萬元產值的出售尾礦泥漿量	<b>3.00 tonnes</b> <b>3.00噸</b>	5.06 tonnes 5.06噸
 12 负责任 消費和生产	Percentage of hazardous waste handled by qualified disposal enterprises 合資格處理企業處理的有害廢棄物百分比	<b>100%</b>	100%
	Wastewater discharged per production value of RMB10,000 每人民幣萬元產值的廢水排放量	<b>0.14 tonnes</b> <b>0.14噸</b>	0.25 tonnes 0.25噸
 15 LIFE ON LAND	Vegetation area restored at the mines (square metres) 礦場復歸植被面積 (平方米)	<b>12,423</b>	20,120
	Investment on greening mining area 投資於綠色採礦面積	<b>Approximately RMB146,000</b> <b>約人民幣 146,000元</b>	Approximately RMB125,000 約人民幣 125,000元
 15 陸地生物			
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Number of major breaches of conduct by employees and legal cases relating to corrupt practices 僱員觸犯重大違規行為及貪污訴訟案件宗數	–	–
 16 和平、正义与 强大机构			

COVID-19 has brought greater uncertainties to the Group's operations. As employees are key to the Group's sustainable development, the following measures are in place to protect the health and safety of employees during the pandemic:

- *Aba Mining COVID-19 Emergency Response Plan\** is implemented and Company's notices are disseminated to guide employees about the actions to be taken during the pandemic and raise awareness about COVID-19;
- an Emergency Response Team is set up as the key contact point for COVID-19 related matters;
- employees, customers and suppliers are required to scan the Health Code and be tested negative based on their COVID-19 test report before allowed entry into the Group's premises;
- personal protective equipment (such as masks, gloves and hand sanitisers) is provided to employees and the workplace is disinfected regularly;
- temperature screening for employees is performed daily; and
- emergency vehicles are arranged to evacuate employees in the event of a reported incident.

The Group has been evaluating its corporate strategies with an aim to optimise its resources amidst the COVID-19 pandemic. Looking forward, the Group will remain focused on expanding its High-Fe Mining Operation and trading business while exploring other non-mining business diversification opportunities. The Group will remain vigilant during this challenging period.

We believe that our proactive business initiatives and operational track record will tide us through this uncertain period and allow us to stay on course in our ESG journey.

COVID-19為本集團的業務運作帶來更大的不明朗因素。由於僱員乃本集團可持續發展的關鍵，故我們已實施下列措施，以於大流行中保障僱員的健康與安全：

- 實施《阿壩新型冠狀病毒肺炎預防及應急預案》並發佈公司通告，指導僱員於大流行期間應採取的行動，並提高有關COVID-19的意識；
- 設立防護及應急救援小組作為COVID-19相關事宜的主要聯絡點；
- 僱員、客戶及供應商均被要求掃描健康碼及經COVID-19檢測呈陰性，方會獲准進入本集團的處所；
- 僱員會獲提供個人保護裝備（如口罩、手套及消毒潔手液），而工作場所則會定期消毒；
- 每天為僱員量度體溫；及
- 於發生事故時安排緊急車輛疏散僱員。

本集團一直評估其企業策略，冀能於COVID-19大流行下善用資源。展望將來，本集團將繼續集中提升其高鐵品位礦場業務及貿易業務，同時開拓其他非礦場業務的多元化機會。本集團將於當前挑戰中保持警覺。

我們相信，我們積極的業務措施及經營往績將帶領我們安然渡過目前不明朗的時期，延續我們的ESG旅程。

## GROUP PROFILE

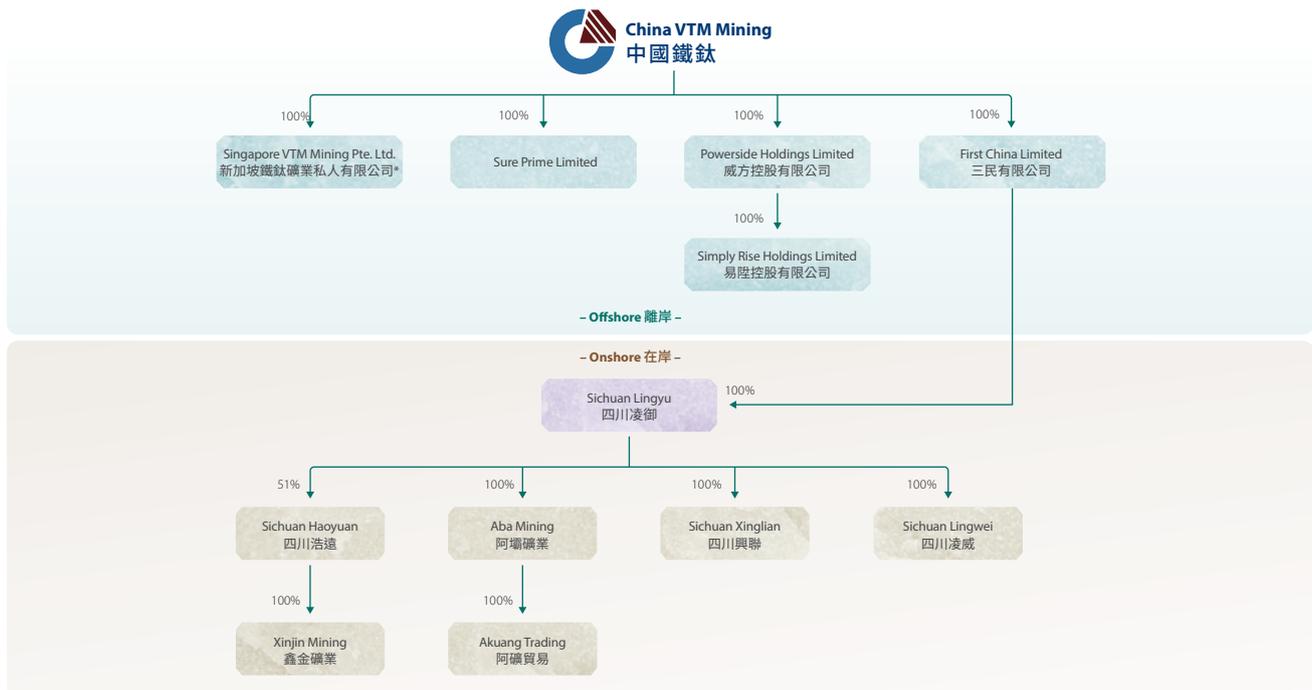
The Company has been listed on the main board of the Hong Kong Stock Exchange since 8 October 2009. The Group is principally engaged in mining and ore processing, sale of self-produced products, trading of steels, mining facilities management and management of strategic investments. As at 31 December 2021, the Group owned one ordinary iron ore mine (namely the Maoling-Yanglongshan Mine), one gypsum mine (namely the Shigou Gypsum Mine) and one processing plant (namely the Maoling Processing Plant). All mines and processing plant are located in Sichuan, PRC.

As at 31 December 2021, the Group structure is as follows:

## 集團簡介

本公司自2009年10月8日起於香港聯交所主板上市。本集團的主要業務為採礦及礦石洗選、銷售自產產品、買賣鋼鐵、礦業設施管理及策略性投資管理。於2021年12月31日，本集團擁有一個普通鐵礦（即毛嶺—羊龍山鐵礦）、一個石膏礦（即石溝石膏礦）及一座洗選廠（即毛嶺洗選廠）。全部鐵礦及洗選廠均位於中國四川。

於2021年12月31日，本集團的架構如下：



## CORPORATE GOVERNANCE

As part of the Group's commitment to uphold corporate governance, formal and transparent procedures are in place to protect and maximise its shareholders' interests. Under the Board's supervision, the management is responsible for designing and implementing the Group's risk management and internal control systems. The Group has set up three lines of defence for risk management and internal controls. As the first line of defence, the business units such as sales department and production department are responsible for identifying and assessing business risks and developing risk mitigation measures. As the second line of defence, the functional departments such as the compliance department and finance department are responsible for monitoring and enhancing the effectiveness of risk management measures. As the third line of defence, the internal audit function assists the Board and the Audit Committee of the Company in reviewing the effectiveness of the Group's risk management and internal control systems.

As and when required, the management convenes meetings which are chaired by the senior management and attended by, among others, managers from subsidiaries and department heads from the headquarters. These meetings consider and determine the Group's decisions on operations, implementation of investment projects, financial matters, and the updates on risk management and internal controls. For more information about the Group's corporate governance, please refer to the Corporate Governance Report in the 2021 Annual Report.

## STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a core part of the Group's sustainability development. The Group strives to establish an effective communication mechanism with its stakeholders by setting up online and offline communication channels to communicate the Group's strategic plan and performance in sustainable development to its stakeholders. The communication mechanism allows timely feedback from our stakeholders to better address their concerns and suggestions.

## 企業管治

本集團致力維持企業管治，並為此設立正式、透明度高的程序以保障及提升股東的權益。在董事會的監督下，管理層負責設計及實行本集團的風險管理及內部監控系統。本集團為風險管理及內部監控制定三條防線。第一條防線為業務單位（如銷售部門及生產部門），負責識別及評估業務風險，並制定減低風險措施。第二條防線為職能部門（如合規部門及財務部門），負責監察並改善風險管理措施的成效。第三條防線為內部核數功能，協助董事會及本公司的審核委員會檢討本集團風險管理及內部監控系統的成效。

如有需要，管理層會召開由高級管理層主持的會議，與會者包括子公司的經理及總部的部門主管。該等會議省覽及決定本集團的營運決策、投資項目的實行、財務事宜和有關風險管理及內部監控的最新資訊。更多關於本集團企業管治的資訊，請參閱2021年年報內的企業管治報告。

## 持份者參與

持份者的參與乃本集團可持續發展的核心元素。本集團致力與持份者建立有效的溝通機制，設立線上線下溝通渠道，從而向持份者闡述本集團在可持續發展方面的策略計劃及表現。溝通機制亦讓持份者迅速提供反饋，讓本集團更有效地回應彼等的關注與建議。

The Group defines its stakeholders as individuals or organisations that interact with the Group and are influenced by, have an influence on, or have a vested interest in, the Group. Stakeholders of the Group include not only internal stakeholders such as the employees, but also external stakeholders such as the shareholders, clients, suppliers, communities and the government. The Group communicates with its stakeholders on various issues through different channels.

本集團將其持份者界定為與本集團互動、受本集團影響、對本集團有影響力或於本集團有既得利益的人士或組織。本集團的持份者不僅包括僱員等內部持份者，亦包括外部持份者，例如股東、客戶、供應商、社區及政府。本集團透過不同渠道與持份者討論各種議題。

Communication with stakeholders 與持份者的溝通			
Types of stakeholders 持份者類別	Needs 需求	Responses 回應	Communication channels 溝通渠道
Shareholders 股東	<ul style="list-style-type: none"> <li>Continuous and stable investment returns</li> <li>持續及穩定的投資回報</li> <li>Timely and fair disclosure of information</li> <li>適時中肯地披露資訊</li> <li>Enterprise operations complying with relevant laws and regulations</li> <li>企業以符合相關法律及法規的方式營運</li> </ul>	<ul style="list-style-type: none"> <li>Improve business portfolio diversity and operating cash flow</li> <li>提高業務多元性及加強營運現金流</li> <li>Establish a sound system for disclosure of regular and ad-hoc information</li> <li>設立完善系統披露定期及特別資訊</li> <li>Improve internal compliance system</li> <li>改善內部合規系統</li> </ul>	<ul style="list-style-type: none"> <li>Annual and interim reports</li> <li>年報及中期報告</li> <li>Corporate announcements</li> <li>公司公告</li> <li>Press releases</li> <li>新聞稿</li> </ul>
Clients 客戶	<ul style="list-style-type: none"> <li>Sustainable, reliable and safe supply of products</li> <li>可靠及安全地持續供應產品</li> <li>Timely response to clients' demands</li> <li>適時回應客戶需求</li> <li>Improvement in product and service quality</li> <li>提升產品及服務質素</li> </ul>	<ul style="list-style-type: none"> <li>Establish a comprehensive safety supervision system and response system</li> <li>設立全面的安全監督系統及回應制度</li> <li>Establish a responsible identification system for clients' needs</li> <li>設立負責任的客戶需求識別系統</li> </ul>	<ul style="list-style-type: none"> <li>Continuous communication through physical visits, emails, virtual meetings and other official channels</li> <li>以親身拜訪、電郵、虛擬會議及其他正式渠道持續溝通</li> <li>Entering into long-term cooperation agreements</li> <li>訂立長期合作協議</li> </ul>

**Communication with stakeholders**  
與持份者的溝通

Types of stakeholders 持份者類別	Needs 需求	Responses 回應	Communication channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> <li>• Adequate health and safety protection</li> <li>• 足夠的健康及安全保障</li> <li>• Decent working environment</li> <li>• 理想的工作環境</li> <li>• Plenty of opportunities for career development</li> <li>• 充足的事業發展機會</li> </ul>	<ul style="list-style-type: none"> <li>• Establish work safety and health policies in line with relevant laws and regulations</li> <li>• 制定符合相關法律及法規的工作安全及健康政策</li> <li>• Improve internal systems for managing staff recruitment and promotion</li> <li>• 改善內部員工招聘及晉升管理制度</li> <li>• Enrich employees' daily lives</li> <li>• 使僱員日常生活更充實</li> <li>• Provide diversified employee benefits</li> <li>• 提供多元化的僱員福利</li> </ul>	<ul style="list-style-type: none"> <li>• Internal memos</li> <li>• 內部備忘</li> <li>• Team building exercises</li> <li>• 團隊建立活動</li> <li>• Staff counselling</li> <li>• 員工輔導</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>• Fair, just and open procurement process</li> <li>• 公平、公正、公開的採購過程</li> <li>• Punctual performance of contractual obligations</li> <li>• 準時履行合約責任</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure transparency in the procurement process with internal and external supervision</li> <li>• 確保採購過程具透明度，接受內部及外部監督</li> <li>• Reasonable management and control of cash flow</li> <li>• 合理管理及監控現金流</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous communication through physical visits, emails, virtual meetings and other official channels</li> <li>• 以親身拜訪、電郵、虛擬會議及其他正式渠道持續溝通</li> <li>• Provide a dedicated hotline for reporting corporate corruption</li> <li>• 提供公司貪污舉報專線</li> </ul>

**Communication with stakeholders**  
與持份者的溝通

Types of stakeholders 持份者類別	Needs 需求	Responses 回應	Communication channels 溝通渠道
Government (of the PRC) 政府 (中國)	<ul style="list-style-type: none"> <li>Promote local and peripheral industry development</li> <li>推動地方及週邊地區的工業發展</li> <li>Enterprise operates in compliance with relevant laws and regulations</li> <li>企業以符合相關法律及法規的方式營運</li> </ul>	<ul style="list-style-type: none"> <li>Provide job opportunities and tax contribution at the location of operations</li> <li>於營運所在地提供工作機會及繳納稅項</li> <li>Receive supervision from the government and improve the internal compliance monitoring system</li> <li>接受政府監督，加強內部遵例監察制度</li> <li>Ensure compliance with relevant laws and regulations regarding environment, safety and integrity</li> <li>確保符合有關環境、安全及誠信的相關法律及法規</li> </ul>	<ul style="list-style-type: none"> <li>Participate in government meetings and pay regular visits to the government authorities</li> <li>參與政府會議，定期造訪政府機關</li> </ul>
Communities 社區	<ul style="list-style-type: none"> <li>Contribute to community development</li> <li>為社區發展作出貢獻</li> <li>Engage in community activities and maintain good communication</li> <li>參與社區活動，保持良好溝通</li> </ul>	<ul style="list-style-type: none"> <li>Improve local infrastructure construction</li> <li>改善當地基礎建設</li> <li>Maintain good communication with local residents</li> <li>與當地居民保持良好溝通</li> </ul>	<ul style="list-style-type: none"> <li>Community services</li> <li>社區服務</li> </ul>
Banks 銀行	<ul style="list-style-type: none"> <li>High credit rating and ability to pay debts</li> <li>高信貸評級，有能力清償債務</li> <li>Stable and sustainable business development</li> <li>穩定可持續的業務發展</li> </ul>	<ul style="list-style-type: none"> <li>Pay debts on time to maintain creditworthiness</li> <li>準時清償債務，以維持良好信譽</li> </ul>	<ul style="list-style-type: none"> <li>Continuous communication through physical visits, emails, virtual meetings and other official channels</li> <li>以親身拜訪、電郵、虛擬會議及其他正式渠道持續溝通</li> </ul>

## ESG REPORTING PRINCIPLES

### Materiality

As part of its ESG practice, the Group identifies ESG issues and conducts materiality assessment in accordance with the requirements of the ESG Reporting Guide to ensure disclosure of ESG issues that are material to the Group and its stakeholders. The relevant processes are detailed as follows:

## ESG匯報原則

### 重要性

本集團ESG常規的其中一環為按照ESG報告指引的規定識別ESG議題，並進行重要性評估，以確保所披露的ESG議題均對本集團及持份者屬重要。有關程序詳列如下：

#### Screening process of ESG issues ESG議題篩選過程

##### Source of ESG Issues ESG議題來源

- Recommendations from the Group's management  
• 本集團管理層的建議
- Internal and external experts' analysis and suggestions  
• 內部及外部專家的分析及提議
- Multimedia information analysis  
• 多媒體資料分析
- Peer benchmarking  
• 同業基準化分析
- ESG related standards and guidelines  
• ESG相關準則及指引

##### Screening criteria 篩選標準

- Contribution to sustainable development  
• 對可持續發展的貢獻
- Stakeholders' general concern  
• 持份者的一般關注
- ESG-related guidelines for materiality  
• ESG相關重要性指引
- In accordance with the Group's strategic development needs  
• 切合本集團策略性發展需要

During the Reporting Period, the Company continued to use questionnaires to understand stakeholders' concerns and receive suggestions in relation to the Group's ESG issues. Based on the results of the Stakeholder Survey, twelve ESG issues deemed material to the Group's business were identified based on the Reporting Scope. The twelve identified issues include water management, ecological protection, waste management, energy conservation and pollution emissions reduction, caring for employees, safety in production, occupational health, employee and hiring, product liability management, anti-corruption, supply chain management, and community development.

As part of the materiality assessment, internal and external stakeholders were requested to rate the materiality of the identified issues in the Stakeholder Survey. Thereafter, the ESG issues for this ESG Report were determined and a materiality matrix was developed taking into consideration of, among others, materiality ratings received, the Group's business nature, performance, industry developments and recommendations from the Group's management. Please refer to the materiality matrix in FY2021 below for further details.

本公司於報告期內繼續以問卷方式了解持份者對本集團ESG議題的關注及收集意見。按照持份者調查的結果，12個ESG議題根據報告範圍被識別及視為對本集團的業務屬重要。該12個已識別議題包括水管理、生態保護、廢棄物管理、節約能源及減少污染物排放、關愛僱員、生產安全、職業健康、僱員及招聘、產品責任管理、反貪污、供應鏈管理及社區發展。

為進行重要性評估，本公司邀請內外部持份者為於持份者調查中已識別的議題的重要性評分。其後，本ESG報告內的ESG議題得到確定，並編製出重要性矩陣，當中考慮（其中包括）接獲的重要性評分、本集團業務性質、表現、行業發展以及本集團管理層的建議。有關進一步詳情請參閱下文的2021財政年度的重要性矩陣。



In accordance with the disclosure requirements of the ESG Reporting Guide, this ESG Report sets out in detail the ESG issues in which the Group's stakeholders are most concerned with. As part of the efforts to improve future reporting, the results of the materiality assessment will be used to guide the ESG strategy and practice going forward, thereby driving the continuous progress of sustainable development.

## Quantitative

The quantitative key disclosure indicators of this ESG Report for all "Subject Area A. Environmental" categories and some "Subject Area B. Social" categories are regularly collected and summarised by the ESG Executive Team during the Reporting Period for disclosure in this ESG Report. For further details on quantitative data, statistical scope and methods adopted, please refer to the relevant sections of this ESG Report.

## Consistency

The approach to collect and report the disclosure indicators corresponding to the ESG Reporting Guidelines and the related statistical methods adopted remains unchanged since the previous reports. For further details, please refer to the relevant sections of this ESG Report.

## ENVIRONMENTAL

The Group actively supports the government's strategic deployment on the construction of a national ecological civilisation, promotes the concept of green sustainable development and strictly abides by relevant laws and regulations such as the *Environmental Protection Law of the People's Republic of China*. To reinforce the Group's commitments, it has developed internal policies such as the *Professional Management Measures for Safety and Environmental Protection\** and the *Rules for Evaluating Safety and Environmental Protection\**, with the intention to optimise water resource usage, reduce waste emissions and conserve resources and energy. Concurrently, the Group undertakes mining reclamation projects, protects and restores the ecological environment and carries out green development practices.

按照ESG報告指引的披露規定，本ESG報告詳細地載列本集團持份者最為關注的ESG議題。為努力改善日後的報告，重要性評估的結果將用作日後ESG策略及常規的指引，從而推動可持續發展的進程。

## 量化

本ESG報告所有「範疇A.環境」類別及部分「範疇B.社區」類別的量化關鍵披露指標於報告期內由ESG執行團隊定期收集匯總，以於本ESG報告中披露。有關量化數據、統計範圍與所採納的方法的進一步詳情，請參閱本ESG報告相關章節。

## 一致性

收集及報告ESG報告指引相應披露指標的方法及相關統計方法與過往報告相同。有關進一步詳情請參閱本ESG報告相關章節。

## 環境

本集團積極支持政府對國家生態文明建設的戰略部署，提倡綠色可持續發展概念，嚴格遵守《中華人民共和國環境保護法》等相關法律法規。本集團為重申其承擔，已制訂《安全環保專業管理辦法》及《安全環保評估細則》等內部政策，以期改善水資源的使用情況，減少廢棄物排放，並節約資源及能源。同時，本集團繼續進行礦區土地復墾項目，保護及恢復生態環境，落實綠色發展常規。

## Ecological Protection

The construction of the Group's facilities has resulted in the removal of natural vegetation. In addition, the storage of tailing, waste rocks and other yards has also occupied part of the ecological field in which the mines and processing plant are located. The Group has carried out vegetation and reclamation projects that cover locations operated by the Group to mitigate the related environmental impacts. These acts have been in line with the Group's obligations to adhere to the *Water and Soil Conservation Law of the People's Republic of China* and *Regulations on the Implementation of the Water and Soil Conservation Law of the People's Republic of China*.

As part of its efforts on ecological protection, Aba Mining has been and will continue to follow the *Mine Geological Environment Protection and Land Reclamation Plan*\*.

Research has been carried out to study the geological environment and land resources of mines and determine the areas for environmental treatment and land reclamation to minimise the environmental pollution on water and soil.

In addition, the Group has been progressively restoring surface vegetation conditions and improving ecological and environmental conditions in the mining areas.

During the Reporting Period, we restored 12,423 square metres (FY2020: 20,120 square metres) of new vegetation through planting trees and paving grass. The decrease in vegetation area restored is mainly due to lesser surface mining activities during the Reporting Period. The Group invested approximately RMB146,000 (FY2020: RMB125,000) as part of its effort to rejuvenate the mining area. The increase in investment to rejuvenate mining area was mainly due to the purchase of trees and grass seeds with higher survival rate.

## 生態保護

興建本集團的設施會移除天然植被，同時礦場和洗選廠所在地的尾礦、廢石庫等堆場亦會佔用部分生態資源。本集團已於其營運所在的覆蓋地種植植被及進行復原項目，盡量減低對環境的相關影響。此等行動符合本集團遵守《中華人民共和國水土保持法》及《中華人民共和國水土保持法實施條例》的義務。

為了努力保護生態，阿壩礦業一直且將會繼續遵循《礦山地質環境保護與土地復墾方案》。

我們一直進行資料蒐集，以研究礦場的地質環境及土地資源以及釐定環境治理及土地復墾的範圍，以盡量降低水土環境污染。

此外，本集團一直逐步恢復開採範圍內的地表植被狀況，並改善生態及環境狀況。

於報告期內，我們通過種植樹木及鋪設草地，復原12,423平方米（2020財政年度：20,120平方米）新植被。復原的植被面積減少主要由於報告期內的露天開採活動減少所致。本集團投資約人民幣146,000元（2020財政年度：人民幣125,000元）於開採地區的復墾工作。復墾開採地區的投資增加主要由於購買生存率較高的樹木及草種子。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>• Increase or maintain the vegetation area of mines, reclamation area of waste mines and investment in greening the mining area</li> <li>• 增加或維持礦場植被面積及廢礦場復墾範圍，並投資礦場綠化工作</li> </ul>	<ul style="list-style-type: none"> <li>• Vegetation area restored at the mines decreased to 12,423 square metres mainly due to lesser surface mining activities during the Reporting Period</li> <li>• 礦區復原的植被面積減少至12,423平方米，主要由於報告期內的露天開採活動減少</li> <li>• Investment to rejuvenate the mining area increased to approximately RMB146,000 mainly due to the purchase of trees and grass seeds with higher survival rate</li> <li>• 復墾開採地區的投資增加至約人民幣146,000元，主要由於購買較高生存率的樹木及草種子</li> </ul>	<ul style="list-style-type: none"> <li>• Increase or maintain the vegetation area of mines, reclamation area of waste mines and investment in greening the mining area</li> <li>• 增加或維持礦場植被面積及廢礦場復墾範圍，並投資礦場綠化工作</li> </ul>

## Energy Conservation and Pollution Emissions Reduction

### Resource Utilisation

In order to actively respond to global climate change, reduce greenhouse gas (“GHG”) emissions and comply with laws and regulations such as the *Energy Conservation Law of the People’s Republic of China*, the Group developed the *Management of Power, Energy and Measurement Practice\**, intending to optimise energy consumption through replacement of high energy-consuming equipment, usage of clean energy and minimises energy consumption.

The electricity consumption of the Group is mainly driven by the usage of its machinery and equipment. To achieve energy-saving and emission reduction, the Group adjusted the mix of its energy source and purchased clean energy from hydropower stations. While pollutive fossil fuels such as gasoline and diesel are still consumed to run some of its vehicles, machinery and equipment, the Group has been exploring alternative to reduce its reliance on pollutive fossil fuels by actively improving its production technology and sourcing for clean energy source. Key statistics on energy consumption during the Reporting Period are as follows:

## 節約能源及減少污染物排放

### 資源使用

為積極應對全球氣候變化及減少溫室氣體排放，本集團遵守《中華人民共和國節約能源法》等法律法規，並已制訂《動力、能源、計量管理辦法》，以期取締高能耗設備，使用潔淨能源，減少能耗，優化能耗。

本集團所耗電力大部分用於機器及設備運作。為達到節能減排目標，本集團已調整能源架構，從水力發電站購入清潔能源。儘管本集團依然使用汽油及柴油等污染環境的化石燃料操作車輛、機械及設備，惟本集團一直探索替代方案，積極提升其生產技術並購買清潔能源，減少倚賴污染環境的化石燃料。報告期內的關鍵能耗數據如下：

## Energy consumption 能耗

	FY2021 2021財政年度	FY2020 2020財政年度
Gasoline (kL) 汽油 (千升)	<b>9.27<sup>(1)</sup></b>	11.90
Diesel (kL) 柴油 (千升)	<b>24.83<sup>(2)</sup></b>	10.44
Electricity (MWh) 電力 (兆瓦時)	<b>6,271.50<sup>(1)</sup></b>	7,104.12
Clean energy purchased 所購入清潔能源		
Energy consumption per production value of RMB10,000 (kgce) <sup>(3)(4)</sup> 每人民幣萬元產值的能耗 (千克標準煤) <sup>(3)(4)</sup>	<b>0.57<sup>(2)</sup></b>	0.53

### Notes:

- (1) Consumption of gasoline and clean energy purchased declined mainly due to a decline in production volume as a result of the Production Suspension and the Temporary Traffic Control Arrangements.
- (2) The increase in diesel consumption and energy consumption per production value of RMB10,000 (kgce) is mainly due to the operation of an additional loader to transport materials and a power generator to provide electricity in the event of power outages.
- (3) The energy consumption is calculated according to the conversion factors as guided in the *General Principles of Comprehensive Energy Calculation GB-T2589-2008*.
- (4) As clean energy is considered environmentally friendly, the calculation of energy consumption per production value of RMB10,000 (kgce) excluded the use of purchased clean energy.

The Group performs regular tracking on its energy consumption and correction actions are taken when unusual consumption patterns are observed. In order to further improve the energy management system and carry out best energy conservation practices, the Group encourages all employees to make suggestions on energy-saving measures through a reward system.

### 附註：

- (1) 汽油及所購入清潔能源的耗量減少主要源於停產及臨時交通管制安排導致產量下跌。
- (2) 柴油耗量及每人民幣萬元產值的能耗 (千克標準煤) 上升主要是由於操作一輛額外搬土機運送材料及一座發電機在停電時供應電力所致。
- (3) 能耗乃按《綜合能耗計算通則GB-T2589-2008》的指引轉換因子計算。
- (4) 由於清潔能源被視為環保，故每人民幣萬元產值的能耗 (千克標準煤) 的計算不包括所購入清潔能源耗量。

本集團定期追蹤能耗並於發現不正常能耗情況時採取糾正行動。為進一步改善能源管理系統及落實最佳節能慣例，本集團透過獎勵制度鼓勵全體僱員提供節能措施建議。

### Emission Management

To adhere to the goals of energy saving, emission reduction, environmental protection, improving efficiency and building a sustainable enterprise, the Group monitors emissions in accordance with relevant provisions of laws and regulations such as the *Environmental Protection Law of the People's Republic of China*. No environmental pollution incident was reported for the Reporting Period (FY2020: none).

- **Air Pollution**

The air pollutants emitted from the Group's operations are mainly from its mining vehicles. The Group adheres to the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*. The table below lists air pollutants generated from the Group's passenger cars, mining vehicles, and machinery and equipment.

#### Air pollutants<sup>(1)</sup> (kilograms) 空氣污染物<sup>(1)</sup> (千克)

Air Pollutant	空氣污染物	FY2021 2021財政年度	FY2020 2020財政年度
Sulphur Oxides	硫氧化物	0.54 <sup>(2)</sup>	0.34
Nitrogen Oxides	氮氧化物	904.89 <sup>(2)</sup>	335.33
Particulate Matters	顆粒物	107.26 <sup>(2)</sup>	38.85

Notes:

<sup>(1)</sup> The air pollutants generated by the combustion of gasoline and diesel are converted according to the *How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* published by Hong Kong Stock Exchange.

<sup>(2)</sup> The increase in air pollutants is mainly due to the increase in diesel consumption as a result of the operation of an additional loader to transport materials and a power generator to provide electricity in the event of power outages.

### 排放物管理

依循節能、減排、環保、增效及建立可持續企業的目標，本集團按照《中華人民共和國環境保護法》等法律法規的相關規定監察排放物。報告期內並無發生環境污染事故(2020財政年度：無)。

- **空氣污染**

本集團營運過程排放的空氣污染物主要來自採礦車輛。本集團遵守《中華人民共和國大氣污染防治法》。下表列出本集團來自乘用車、採礦車輛以及機器及設備的空氣污染物。

附註：

<sup>(1)</sup> 因燃燒汽油及柴油而產生空氣污染物的轉化標準乃參考香港聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》。

<sup>(2)</sup> 空氣污染物上升主要是由於操作一輛額外搬土機運送材料及一座發電機在停電時供應電力所致。

• **GHG Emissions**

The primary sources of GHG emissions in the Group's operations are direct emissions from passenger cars, mining vehicles and machinery and equipment. There are no direct emissions from boilers or other coal-fired or gas-fired equipment as the Group does not operate such equipment. The Group abides by the *Energy Conservation Law of the People's Republic of China* and the *13th Five-Year Work Plan for Greenhouse Gas Emission Control*.

The Group constantly aims to lower its emissions by reducing business travel, encouraging telephone conferences and promoting a paperless office as far as possible. In addition, the Group purchases clean energy to replace traditional energy resources. Aba Mining realised a 100% (FY2020: 100%) clean energy utilisation rate during the Reporting Period by purchasing electricity generated from a local hydro-power plant. In aggregate, approximately 6,271.50 MWh (FY2020: 7,104.12 MWh) of clean energy was purchased which led to a reduction in carbon emission of 5,217.89 tonnes (FY2020: 5,953.25 tonnes) of carbon dioxide equivalent. Both clean energies purchased and carbon emissions declined during the Reporting Period mainly due to a lower production volume as a result of the Production Suspension and the Temporary Traffic Control Arrangements.

• **溫室氣體排放**

本集團營運過程中的主要溫室氣體排放源為乘用車、採礦車輛以及機器及設備的直接排放。由於本集團並無運用鍋爐或其他燃煤或燃氣設備，故並無來自相關設備的直接排放。本集團遵守《中華人民共和國節約能源法》及《「十三五」控制溫室氣體排放工作方案》。

本集團一直透過盡可能減少差旅，鼓勵使用電話會議及提倡無紙化辦公室，藉以減少排放。此外，本集團購買清潔能源以取代傳統能源。於報告期內，阿壩礦業已藉向地方水力發電站購電，實現全部（2020財政年度：全部）使用清潔能源。本集團合共購買約6,271.50兆瓦時（2020財政年度：7,104.12兆瓦時）清潔能源減少5,217.89噸（2020財政年度：5,953.25噸）二氧化碳當量的碳排放。報告期內購入的清潔能源及碳排放有所減少，主要源於停產及臨時交通管制安排導致產量下跌。

**GHG Emissions<sup>(1)</sup> (tonnes of carbon dioxide equivalent)**  
**溫室氣體排放量<sup>(1)</sup> (噸二氧化碳當量)**

		<b>FY2021</b> <b>2021財政年度</b>	FY2020 2020財政年度
Direct GHG emissions (Scope 1)	Gasoline and diesel	<b>89.99<sup>(2)</sup></b>	60.04
直接溫室氣體排放(範圍1)	汽油及柴油		
GHG emissions per production value of RMB10,000		<b>0.0013</b>	0.0012
每人民幣萬元產值的溫室氣體排放量			

Notes:

- <sup>(1)</sup> The GHG emissions are calculated based on the *How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* published by Hong Kong Stock Exchange.
- <sup>(2)</sup> The increase in direct GHG emissions is mainly due to the increase in diesel consumption as a result of the operation of an additional loader to transport materials and a power generator to provide electricity in the event of power outages.

附註：

- <sup>(1)</sup> 該溫室氣體排放量乃按香港聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》計算。
- <sup>(2)</sup> 直接溫室氣體排放上升主要是由於操作一輛額外搬土機運送材料及一座發電機在停電時供應電力所致。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>• Maintain or reduce energy consumption</li> <li>• 維持或減少能耗</li> <li>• Maintain or reduce the amount of air pollutants emitted from vehicles</li> <li>• 維持或減少車輛排放的空氣污染物</li> <li>• Maintain or reduce the amount of GHG emissions</li> <li>• 維持或減少溫室氣體排放量</li> </ul>	<ul style="list-style-type: none"> <li>• The increase in energy consumption per production value of RMB10,000 and air pollutants is mainly due to the operation of an additional loader to transport materials and a power generator to provide electricity in the event of power outages</li> <li>• 每人民幣萬元產值的能耗及空氣污染物上升主要是由於操作一輛額外搬土機運送材料及一座發電機在停電時供應電力所致</li> <li>• No material changes in GHG emissions per production value of RMB10,000</li> <li>• 每人民幣萬元產值的溫室氣體排放量並無重大變動</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain or reduce energy consumption per production value of RMB10,000</li> <li>• 維持或減少每人民幣萬元產值的能耗</li> <li>• Maintain or reduce the amount of air pollutants emitted from vehicles</li> <li>• 維持或減少車輛排放的空氣污染物</li> <li>• Maintain or reduce the amount of GHG emissions per production value of RMB10,000</li> <li>• 維持或減少每人民幣萬元產值的溫室氣體排放量</li> </ul>

## Water Management

The Group attaches great importance to managing water resources as a large volume of water is required for ore processing. The Group complies with the water drawing permit issued by the local governments in the PRC and the *Water Law of the People's Republic of China* and invested great efforts in improving water efficiency.

As the mines and processing plant of the Group are located in mountainous areas, most of its water requirements are drawn from mountain streams and associated water, rather than from the local rivers/lakes or the public water supply systems.

The Group is committed to reducing water usage and apply strict management measures to reduce water consumption in its production and operations. Such measures include conducting regular inspections to detect water loss through leakages. In addition, the Group constructed reservoirs to store water discharged from the tailings pond and re-diverting the water to the processing plant for reuse.

## 水管理

本集團需要大量用水進行礦石洗選，因而極其重視水資源管理。本集團遵行中國地方政府發出的取水許可及《中華人民共和國水法》，大力改善用水效益。

本集團的礦場及洗選廠均位於山區，大部分用水來自山中溪流及伴生水，並無從當地河流／湖泊或公共供水系統取水。

本集團致力減少用水，實行嚴格管理措施，減少生產及營運過程中的耗水量。有關措施包括定期查驗以發現因滲漏而導致的水流失，並建有沉澱池儲存尾礦庫排出的廢水，以將其回流至洗選廠重用。

**Freshwater Consumption (tonnes)**  
淡水耗量 (噸)

		FY2021 2021財政年度	FY2020 2020財政年度
Stream	溪流	55,000	54,234
Associated water <sup>(1)</sup>	伴生水 <sup>(1)</sup>	<u>22,000</u>	<u>21,000</u>
Total	總計	<u><b>77,000<sup>(2)</sup></b></u>	<u><b>75,234</b></u>
Freshwater consumption per production value of RMB10,000	每人民幣萬元產值的淡水耗量	<b>1.08<sup>(3)</sup></b>	1.54

Notes:

- (1) Refers to underground water taken or interfered during the mining process in the mining concession area.
- (2) The increase in freshwater consumption is mainly due to the increased frequency of pipeline and workshop cleaning during the Reporting Period.
- (3) The decline in freshwater consumption per production value of RMB10,000 is mainly because the increase in production value is more than the increase in freshwater consumption as a result of higher average selling price for high-grade iron concentrates and stronger steel demand in the PRC during the Reporting Period.

附註：

- (1) 指開採過程中在採礦許可範圍內取用或干擾的地下水。
- (2) 淡水耗量增加主要是由於報告期內管道及車間增加清潔次數所致。
- (3) 每人民幣萬元產值的淡水耗量下跌主要源於報告期內中國的高品位鐵精礦平均售價上升及鋼鐵需求增強，使產值的升幅超出淡水耗量的升幅。

Most of the wastewater generated in the production and operations is recycled for use in the processing plant and a small portion is directly discharged into the streams after meeting the relevant regulatory standard. Please refer to the section headed “Waste Management” ESG issue in this ESG Report for further details on the wastewater treatment.

生產及營運過程中產生的廢水大部分回收至洗選廠再利用，小部分達到監管規定標準後直接排放至溪流。有關廢水處理的進一步詳情請參閱本ESG報告內的「水管理」ESG議題。

<b>Target for FY2021</b> <b>2021財政年度目標</b>	<b>Performance in FY2021</b> <b>2021財政年度績效</b>	<b>Target for FY2022</b> <b>2022財政年度目標</b>
<ul style="list-style-type: none"> <li>• Maintain or reduce freshwater consumption</li> <li>• 維持或減少淡水耗量</li> </ul>	<ul style="list-style-type: none"> <li>• Freshwater consumption per production value of RMB10,000 decreased to 1.08 mainly due to the proportionally larger increase in production value as compared to the increase in freshwater consumption as a result of higher average selling price for high-grade iron concentrates and stronger steel demand in the PRC during the Reporting Period</li> <li>• 每人民幣萬元產值的淡水耗量減少至1.08，主要源於報告期內中國的高品位鐵精礦平均售價上升及鋼鐵需求增強，使產值的升幅按比例高於淡水耗量的升幅</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain or reduce freshwater consumption per production value of RMB10,000</li> <li>• 維持或減少每人民幣萬元產值的淡水耗量</li> </ul>

## Waste Management

The Group is committed to effective waste management to minimise the impact of waste generated from its operations on the environment. The Group conducts its waste disposal in accordance with the relevant provisions of applicable laws and regulations such as the *Environmental Protection Law of the People's Republic of China* as follows:

- **Solid Waste**

Tailings are reprocessed to extract residual metals and minerals from the initial mining process. During the Reporting Period, Aba Mining processed approximately 8,440 tonnes (FY2020: 57,120 tonnes) of tailings and recovered about 716 tonnes (FY2020: 4,000 tonnes) of iron concentrates as a result. This approach brings economic benefits to the Group as well as reduces wastage. Tailings processed and iron concentrates recovered declined mainly due to a decline in production volume as a result of the Production Suspension and the Temporary Traffic Control Arrangements.

Two main types of solid waste are generated from our operations, comprising waste rocks and tailing slurries. In line with our commitment to be environmentally responsible, such wastes are treated as follows:

- waste rocks are recycled through grinding to extract iron ore powder; and
- tailing facilities are used to re-treat tailing slurries with higher economic value and sell them to cement producers instead of outsourcing the tailings treatment to third-party service providers with lesser economic benefit.

## 廢棄物管理

本集團堅持有效管理廢棄物，致力減輕業務所產生廢棄物對環境的影響，按照《中華人民共和國環境保護法》等適用法律法規的相關規定處置廢物如下：

- **固廢**

尾礦經過再處理，以提取初次採礦過程遺留的金屬及礦物。於報告期內，阿壩礦業處理約8,440噸（2020財政年度：57,120噸）尾礦及回收約716噸（2020財政年度：4,000噸）鐵精礦。此舉為本集團帶來經濟利益並減少浪費。所處理尾礦及所回收鐵精礦減少，主要是由於產量因停產及臨時交通管制安排而下跌所致。

本集團營運過程中產生的兩大類固廢為廢石及尾礦泥漿。按照我們對環境責任的承擔，有關廢棄物處置如下：

- 廢石磨碎重用，提取鐵礦石粉；及
- 使用尾礦設施，再處理經濟價值較高的尾礦泥漿轉售水泥生產商，而非將尾礦處理外判予第三方服務供應商（此舉經濟效益較低）。

### Solid Waste (tonnes)

#### 固體廢棄物 (噸)

		FY2021 2021財政年度	FY2020 2020財政年度
<b>Waste Rocks</b>	<b>廢石</b>		
Recycle	循環利用	72,300 <sup>(1)</sup>	120,000
Waste rocks recycled per production value of RMB10,000	每人民幣萬元產值的廢石循環利用量	1.01 <sup>(2)</sup>	2.46
<b>Tailing Slurries</b>	<b>尾礦泥漿</b>		
Sale	銷售	214,400 <sup>(1)</sup>	247,030
Tailing slurries sold per production value of RMB10,000	每人民幣萬元產值的尾礦泥漿銷量	3.00 <sup>(2)</sup>	5.06

Notes:

(1) The decline in waste rocks recycled and tailing slurries sold is mainly due to a decline in production volume as a result of the Production Suspension and the Temporary Traffic Control Arrangements.

(2) The decline in solid waste per production value of RMB10,000 is mainly due to the decrease in solid waste and increase in production value as a result of higher average selling price for high-grade iron concentrates and stronger steel demand in the PRC during the Reporting Period.

附註：

(1) 所回收廢石及所出售尾礦泥漿有所減少，主要是由於產量因停產及臨時交通管制安排而下跌所致。

(2) 每人民幣萬元產值的固體廢棄物有所減少，主要源於固體廢棄物減少及報告期內中國的高品位鐵精礦平均售價上升及鋼鐵需求增強，令產值上升。

#### • Hazardous Waste

The hazardous wastes of the Group mainly comprise of used lubricating oils and waste liquid generated from the tail water online monitoring system. The Group developed a *Hazardous Waste Management Policy*\* in accordance with relevant national standards, including the *Standards for Pollution Control on Hazardous Waste Storage* (GB18597-2001) and the *Management Measures for the Transfer of Hazardous Waste*. During the Reporting Period, the Group generated 0.15 tonnes (FY2020: 0.15 tonnes) of waste oil and 0.20 tonnes (FY2020: 0.14 tonnes) of waste liquid. The increase in waste liquid generated is mainly attributable to the increased frequency of maintenance of the tail water online monitoring system. During the Reporting Period, 100% (FY2020: 100%) of the hazardous wastes produced was handled by qualified disposal enterprises engaged by the Group.

#### • 有害廢棄物

本集團的有害廢棄物主要為舊潤滑油和尾水線上監測系統的廢液。本集團已按照相關國家標準，包括《危險廢物貯存污染控制標準》(GB18597-2001)及《危險廢物轉移聯單管理辦法》，制定《危險廢物管理制度》。於報告期內，本集團產生0.15噸(2020財政年度：0.15噸)廢油和0.20噸(2020財政年度：0.14噸)廢液。所產生的廢液增加主要是由於尾水線上監測系統加密維護。於報告期內，本集團已委聘合資格處理企業處理全部(2020財政年度：全部)所產生的有害廢棄物。

• **Wastewater**

Wastewater generated from the mines include beneficiation wastewater, tailings wastewater, concentrate filtration wastewater, tunnel gushing water, equipment cooling water and domestic sewage. The main pollutants in the wastewater are chemical oxygen demand and ammonia nitrogen. The Group complies with the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and actively cooperates with the local environmental supervision department in the PRC on monitoring and minimising such pollutants. The Group monitors in compliance with wastewater drainage standards in real time and publishes the results on the bulletin boards located at the mining area quarterly. During the Reporting Period, no incident of excessive discharge and no water pollution incident was recorded (FY2020: none).

• **廢水**

礦場的主要廢水為選礦廢水、尾礦廢水、精礦過濾廢水、礦洞湧水、設備冷卻水及家居污水。廢水的主要污染物為化學需氧量及氨氮。本集團遵守《中華人民共和國水污染防治法》，與中國地方環境監察部門通力合作監察並減少有關污染物。本集團遵照廢水排放標準進行實時監察，每季於開採區域的佈告版公告結果。於報告期內，並無發生過度排放事故，亦無錄得水污染事故（2020財政年度：無）。

**Wastewater and water pollutants (tonnes)**  
廢水及水污染物 (噸)

		<b>FY2021</b> <b>2021財政年度</b>	FY2020 2020財政年度
Wastewater	廢水	<b>10,000.00<sup>(1)</sup></b>	12,000.00
Wastewater discharged per production value of RMB10,000	每人民幣萬元產值的廢水排放量	<b>0.14<sup>(2)</sup></b>	0.25
Chemical oxygen demand	化學需氧量	<b>0.65<sup>(1)</sup></b>	0.71
Ammonia nitrogen	氨氮	<b>0.03</b>	0.03

Notes:

- (1) The decline in wastewater and chemical oxygen demand is mainly due to a decline in production volume as a result of the Production Suspension and the Temporary Traffic Control Arrangements.
- (2) The decline in wastewater discharged per production value of RMB10,000 is mainly due to the decrease in wastewater and increase in production value as a result of higher average selling price for high-grade iron concentrates and stronger steel demand in the PRC during the Reporting Period.

附註：

- (1) 廢水及化學需氧量有所減少，主要源於產量因停產及臨時交通管制安排而下跌。
- (2) 每人民幣萬元產值的廢水排放量有所減少，主要源於廢水減少及報告期內中國的高品位鐵精礦平均售價上升及鋼鐵需求增強，令產值上升。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022年財政年度目標
<ul style="list-style-type: none"> <li>Optimise solid waste generated from operations</li> <li>妥善處理營運所產生的固體廢棄物</li> <li>Ensure 100% of hazardous waste is handled by qualified disposal enterprises</li> <li>確保合資格處理企業處理全部有害廢棄物</li> <li>Ensure zero incident of excessive discharge and water pollution</li> <li>確保無發生過度排放及水污染事故</li> </ul>	<ul style="list-style-type: none"> <li>The decline in solid waste per production value of RMB10,000 is mainly due to the decrease in solid waste and increase in production value as a result of higher average selling price for high-grade iron concentrates and stronger steel demand in the PRC during the Reporting Period</li> <li>每人民幣萬元產值的固體廢棄物有所減少，主要源於固體廢棄物減少及報告期內中國的高品位鐵精礦平均售價上升及鋼鐵需求增強，令產值上升</li> <li>100% of the hazardous wastes produced was handled by qualified disposal enterprises engaged by the Group</li> <li>由本集團委聘的合資格處理企業已處理全部有害廢棄物</li> <li>No incident of excessive discharge and no water pollution incident was recorded</li> <li>無發生過度排放事故，亦無錄得水污染事故</li> </ul>	<ul style="list-style-type: none"> <li>Optimise solid waste generated from operations</li> <li>妥善處理營運所產生的固體廢棄物</li> <li>Ensure 100% of hazardous waste is handled by qualified disposal enterprises</li> <li>確保合資格處理企業處理全部有害廢棄物</li> <li>Ensure zero incident of excessive discharge and water pollution</li> <li>確保無發生過度排放及水污染事故</li> </ul>

## EMPLOYMENT AND LABOUR PRACTICES

In addition to market position and technology capabilities, the quality of employees contributes to the competitiveness of a company. Upholding the people-oriented principle, the Group adopts a sustainable strategy in the management of its human resources. By becoming a responsible employer, the Group hopes to attain sustainable growth for both employees and the Group.

### Occupational Health

Given the nature of the industry, our employees may be exposed to occupational diseases caused by excessive noise and dust absorption during production. In order to maintain a safe working environment, the Group strictly follows the rules in the *Production Safety Law of the People's Republic of China*. In addition, the Group enhances safety management by complying with the requirements stated in the *Occupational Health and Safety Management Systems – Requirements (GB/T28001-2011)*, and developing the *Manual for Safety Supervision\**.

The Group has put in place several safety management related policies and practices, including *Aba Mining Safe Production Management Measures\**, *Aba Mining Environmental Protection Management Measures\**, *Aba Mining Maoling Iron Mine Safety Standardisation Safety Production Responsibility System\** and *Aba Mining Maoling Iron Mine Safety Standardisation Labour Protection Articles Management System\**. The Group will continue to update and enhance the said safety management policies and practices. It will also ensure compliance with the *Anti – “three violations” policy\**, which serves to prevent or minimise the occurrence of illegal operations, illegal command, violation of labour discipline during production and operations.

In total, the Group conducted occupational disease inspections for 95 employees (FY2020: 77 employees) with zero (FY2020: none) diagnosed occupational disease during the Reporting Period.

## 僱傭及勞工常規

除市場地位及技術能力外，僱員質素亦有助提升企業競爭力。秉承以人為本的原則，本集團採取可持續發展的人力資源管理策略。本集團藉着承擔僱主責任，務求推動僱員個人與本集團的共同可持續發展。

### 職業健康

鑑於行業性質，我們的僱員可能因生產過程中的嚴重噪聲及吸入粉塵而面對職業病風險。為維持安全的工作環境，本集團嚴格遵守《中華人民共和國安全生產法》的規則。此外，本集團遵守《職業健康安全管理體系要求》(GB/T28001-2011)所載規定，制訂《安全監察制度》，提升安全管理。

本集團已建立多項安全管理政策及常規，包括《阿壩礦業安全生產管理辦法》、《阿壩礦業環境保護管理辦法》、《阿壩礦業毛嶺鐵礦安全標準化安全生產責任制》及《阿壩礦業毛嶺鐵礦安全標準化勞動防護用品管理制度》。本集團將繼續更新並提升上述安全管理政策及常規。本集團亦將確保遵守《反「三違」管理制度》，以預防或遏止於生產及營過程中的不法經營、不法指令及違反勞動紀律情況。

總體而言，本集團於報告期內合共為95名（2020財政年度：77名）僱員進行職業病檢查，並無（2020財政年度：無）確診任何職業病。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022年財政年度目標
<ul style="list-style-type: none"><li>Ensure zero diagnosed occupational disease</li><li>確保並無職業病確診</li></ul>	<ul style="list-style-type: none"><li>No diagnosed occupational diseases</li><li>並無職業病確診</li></ul>	<ul style="list-style-type: none"><li>Ensure zero diagnosed occupational disease</li><li>確保並無職業病確診</li></ul>

## Safety in Production

As a mining and processing company, the Group attaches great importance to safety management and the protection of its employees. To maintain a safe working environment for its employees, the Group strictly follows the relevant policies and practices stated as mentioned in the Occupational Health ESG issue in this ESG Report.

Under the *Emergency Rescue Plan\**, the Group effectively conducted 30 (FY2020: 15) safety inspections and addressed 67 (FY2020: 45) potential risks during the Reporting Period. The Group organised safety and environmental protection training sessions to prevent accidents and ensure safety during production. With the training conducted, the employees have attended an average of 24 (FY2020: 52) safety training hours per employee. The Group will continuously work towards improving its safety training for employees.

During the Reporting Period, the Group recorded zero (FY2020: none) fatalities in its operations and lost zero man-days (FY2020: 45 man-days) due to work injuries. The Group is committed to assisting injured employees and their families to the best of its ability. The Group invested approximately RMB5.43 million (FY2020: RMB4.57 million) in safe production measures which mainly includes improvement and maintenance to safety protection equipment and roadways during the Reporting Period. The Group will continuously work towards improving its safety management.

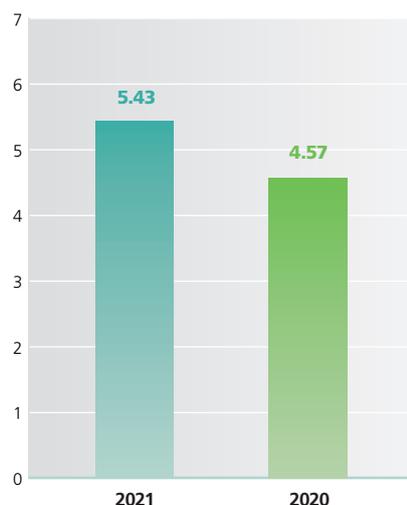
## 生產安全

作為一間採礦選礦公司，本集團高度重視安全管理，保障僱員。為讓僱員享有安全的工作環境，本集團嚴格遵守本ESG報告內職業健康ESG議題所述的相關政策及常規。

於報告期內，根據《應急救援預案》，本集團已有效進行30次（2020財政年度：15次）安全檢測，糾正67項（2020財政年度：45項）潛在風險。本集團已組織多個安全及環境保護培訓課程，防止意外並確保生產安全。根據所進行的培訓，僱員人均安全培訓時數為24小時（2020財政年度：52小時）。本集團將繼續致力改善僱員安全培訓。

於報告期內，本集團的營運錄得零宗（2020財政年度：零宗）死亡個案，並無因工傷損失工作日（2020財政年度：45個工作日）。本集團承諾盡能力援助受傷僱員及其家屬。本集團於報告期內投資約人民幣5.43百萬元（2020財政年度：人民幣4.57百萬元）於安全生產措施，主要包括改善及維護安全保護設備及道路。本集團將繼續致力加強安全管理。

Investment in safe production measures (RMB million)  
生產安全措施投資（人民幣百萬元）



Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022年財政年度目標
<ul style="list-style-type: none"> <li>Ensure zero fatalities in operations</li> <li>確保並無營運死亡個案</li> <li>Maintain or improve man-days lost due to work injuries</li> <li>維持或改善因工傷損失工作日</li> </ul>	<ul style="list-style-type: none"> <li>No fatalities in operations</li> <li>並無營運死亡個案</li> <li>Zero man-days lost due to work injuries</li> <li>並無因工傷損失工作日</li> </ul>	<ul style="list-style-type: none"> <li>Ensure zero fatalities in operations</li> <li>確保並無營運死亡個案</li> <li>Maintain or improve man-days lost due to work injuries</li> <li>維持或改善因工傷損失工作日</li> </ul>

## Caring for Employees

The Group is in compliance with the *Labour Law of the People's Republic of China* and *Regulations for Employees' Paid Annual Leaves*. To create a positive environment that treats all employees fairly, the Group established the *Administrative Measures on Compensation and Benefit*\* which provides employees with competitive remuneration and benefits that match their performance under the Group's internal remuneration structure. To protect employees' rights to leave entitlement, the Group issued the *Administrative Measures on Employee Leave*\*. As legally required, the Group offers a remuneration package to employees, including social insurance, pension insurance, and maternity leaves. During the Reporting Period, the Group provided 100% (FY2020: 100%) of its employees with full social insurance coverage in the PRC.

The Group values the views of its employees and regular meetings are organised with employees' representatives to collect feedback and suggestions from employees.

The Group encourages its employees to achieve work-life balance by hosting various activities for its employees. During the Reporting Period, such activities held include art performances, theme education youth fellowship activities and celebrations during festivals, including Spring Festival celebration, International Women's Day activities and activities during the May Day holiday. In addition, to improve the welfare of our employees at mining areas, the Group offered food and accommodation at discounted staff rates.

## 關愛僱員

本集團遵守《中華人民共和國勞動法》及《職工帶薪年休假條例》。為建立對所有僱員一視同仁的正面環境，本集團已制定《薪酬管理辦法》，為僱員提供切合其表現及本集團內部薪酬架構的具競爭力薪酬及福利。為保障僱員的休假權利，本集團已頒佈《員工休假管理辦法》。本集團依法向僱員提供包含社會保險、退休金保險及產假的薪酬待遇。於報告期內，本集團已經為在中國的100%（2020財政年度：100%）僱員提供全面的社會保險保障。

本集團重視僱員意見，定期組織僱員代表大會，收集僱員反饋及建議。

本集團鼓勵僱員追求作息平衡，為僱員舉辦各種活動。報告期內的有關活動涵蓋藝術表演，青年人主題教育活動及節慶活動，包括春節慶典、國際婦女日活動以及五一勞動節活動等。此外，為改善礦場僱員福利，本集團按員工優惠價提供餐飲及住宿。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>Ensure all employees receive adequate social insurance coverage in the PRC</li> <li>確保中國全體僱員得到足夠的社會保險保障</li> </ul>	<ul style="list-style-type: none"> <li>100% of employees are provided with adequate social insurance coverage in the PRC</li> <li>中國全體僱員已得到足夠的社會保險保障</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all employees receive adequate social insurance coverage in the PRC</li> <li>確保中國全體僱員得到足夠的社會保險保障</li> </ul>

## Employee and Hiring

### Employee Recruitment

The Group operates in compliance with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China* and other national laws and regulations. The requirements include signing an employment contract with all employees and making timely and adequate social insurance contributions. To protect the basic rights and interests of employees, the Group has put in place the *Human Resources Management Measures*\* and the *Working Time Management Measures*\*. These measures strictly prohibit discrimination on grounds such as gender, race, religion and age.

The Group does not allow child labour or forced labour in any form. If a minor worker is identified in the workforce, the Group will arrange for designated employees to bring the minor home to their lawful guardians. During the Reporting Period, no (FY2020: none) violations of laws and regulations concerning underage labour and forced labour were reported.

As at 31 December 2021, the Group has a total headcount of 127 (FY2020: 138) full-time employees with labour contracts. Approximately 99% (FY2020: approximately 99%) of our employees are based in the PRC and the employee turnover for the Reporting Period is 18.90% (FY2020: 6.52%).

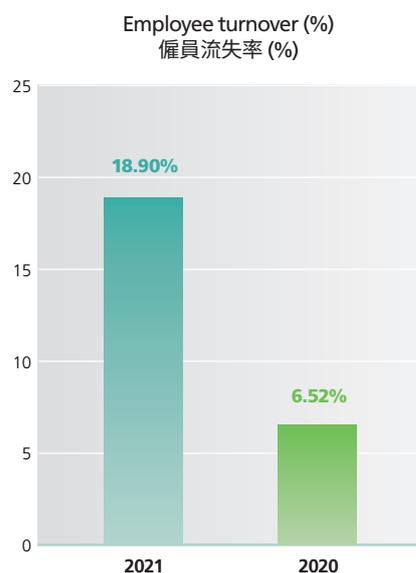
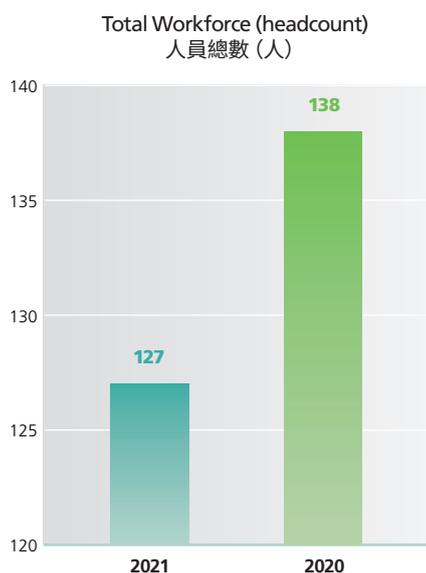
## 僱員及招聘

### 僱員招聘

本集團的營運全面遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他國家法律法規，包括與所有僱員簽訂僱傭合約以及準時繳納足夠社會保險供款。為保障僱員的基本權利及權益，本集團已制定《人力資源管理辦法》及《勞動時間管理辦法》。該等措施嚴禁性別、種族、宗教、年齡等歧視。

本集團不容許以任何形式僱用童工或強制勞工。如發現員工中有任何未成年勞工，本集團將安排指定僱員將未成年人士送返家中交予合法監護人。於報告期內，本集團並無（2020財政年度：無）發現在童工及強制勞工方面違反法律及法規。

於2021年12月31日，本集團共有127名（2020財政年度：138名）已經訂立勞動合同的全職僱員。約99%（2020財政年度：約99%）僱員以中國為基地，於報告期內的僱員流失率為18.90%（2020財政年度：6.52%）。



The distribution of turnover rate by age group and gender is as follows: 按年齡組別及性別劃分的流失率分佈如下：

**Employee turnover (%)**  
僱員流失率 (%)

**By Age Group**

Under 30 years old  
31 to 40 years old  
41 to 50 years old  
51 years old and above

**按年齡組別劃分**

30歲以下  
31至40歲  
41至50歲  
51歲及以上

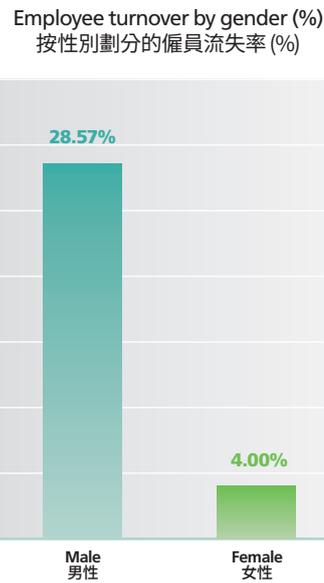
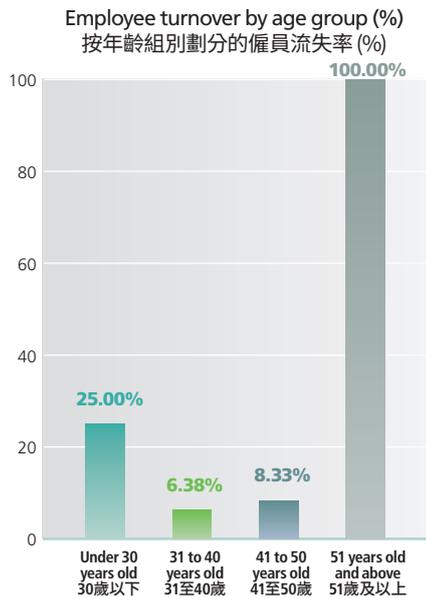
**By Gender**

Male  
Female

**按性別劃分**

男性  
女性

	<b>FY2021</b> 2021財政年度	FY2020 2020財政年度
	<b>25.00</b>	18.18
	<b>6.38</b>	2.17
	<b>8.33</b>	4.17
	<b>100.00</b>	0.00
	<b>28.57</b>	7.95
	<b>4.00</b>	4.00

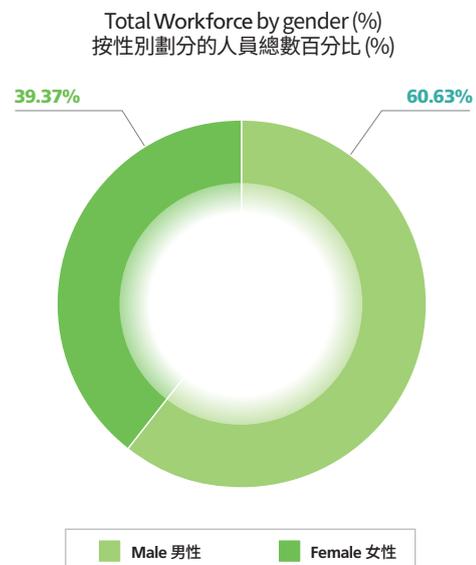
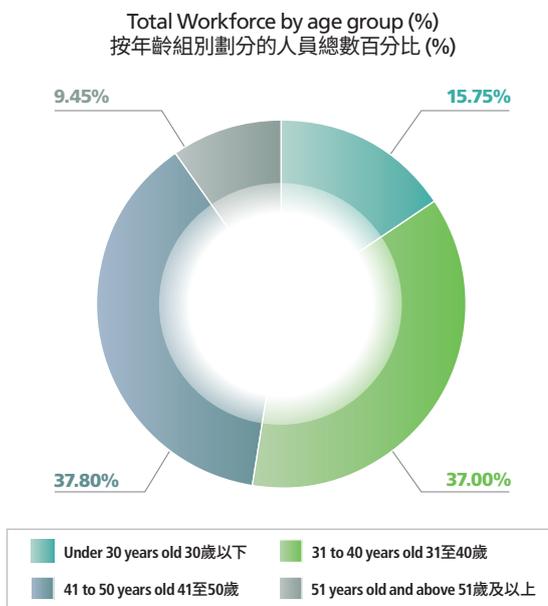


The increase in employee turnover is mainly due to the reduction in manpower needs at the Shigou Gypsum Mine as part of the operational strategy. The Group will continuously improve its turnover rate by age group and gender.

僱員流失率上升主要是由於石溝石膏礦因營運策略而遣散人手。本集團將繼續努力改善各年齡組別及性別的流失率。

On age diversity, matured workers are valued for their experience, knowledge and skills. As at 31 December 2021, 47.25% (FY2020: 50.72%) of our employees is above 40 years old. On gender diversity, 39.37% (FY2020: 36.23%) of the employees is female. Given the nature of our business which is principally in mining and ore processing, the gender ratio is geared towards a higher proportion of male employees.

年齡多元性方面，成熟工人的經驗、知識及技巧十分重要。於2021年12月31日，47.25%（2020財政年度：50.72%）的僱員為40歲以上。性別多元性方面，39.37%（2020財政年度：36.23%）的僱員為女性。基於業務性質主要為採礦及礦石洗選，性別比例傾向男性僱員較多。



### Individual Development

The Group fully recognises the importance of talent and is committed to talent development. To constantly develop employees' competency, the Group has (i) developed and implemented the *Human Resources Management Measures\**; (ii) set up a career advancement system; (iii) built a diversified workforce; and (iv) established a system to nurture, select and manage talents based on the responsibilities and requirements for a particular position. Relevant measures taken by the Group include:

- **Promotion Path**  
The Group provides equal career opportunities and transparent promotional paths for employees at different levels and encourages employees to realise their career goals. For example, Aba Mining developed the *Rewards and Punishments Measures for Employees of Aba Mining\** to motivate employees and *Aba Mining Administrative Measures on Talents Selection and Training\**, which defines a clear set of roles, responsibilities and accountabilities for all employees. Moreover, the Group has set out clear selection criteria and guidance to help employees understand the criteria for career progression so that employees can focus on enhancing the specific skill sets.
- **Training**  
The Group attaches great importance to the improvement of employees' core competencies. In response to job needs and staff requirements, the Group adopted the *Administrative Measures for Training\** and developed a variety of training schemes. Through internal and external career training such as practical field training and technical workshops, employees are provided with the necessary knowledge and skillsets to meet their job needs.

The Group recognises that employees at different positions have different needs. Accordingly, the Group organises different training lessons to cater to the needs of employees via different training platforms such as in-person training, online training, self-studies, secondments and site visits.

### 個人發展

本集團深知人才彌足珍貴，致力於提供人才發展計劃。為不斷提升僱員實力，本集團已(i)制訂及實施《人力資源管理辦法》；(ii)建立事業晉升制度；(iii)組建多元化的人員團隊；及(iv)設立按照特定崗位的責任及要求培育、篩選及管理人才的制度。本集團已採取的相關措施包括：

- **晉升路徑**  
本集團為各級僱員提供公平的事業機會和透明的晉升路徑，並鼓勵僱員實踐事業目標。例如，阿壩礦業亦為激勵員工制定《阿壩礦業有限公司員工獎懲管理辦法》及《阿壩礦業後備人才選拔培養管理辦法》，為全體僱員界定一套清晰的角色、責任及問責體系。此外，本集團列明甄選標準和指引，幫助僱員了解事業發展所需，以便僱員專注於提升個別專業技能。
- **培訓**  
本集團非常注重提升僱員的核心技能。為滿足職務及員工需要，本集團已採納《培訓管理辦法》，打造多元的培訓計劃。透過在職實習培訓及技能工作坊等內外職業培訓，僱員獲得必要的知識和技能，從而滿足職務需要。

本集團深明不同崗位僱員各有不同需要。因此，本集團利用面對面培訓、線上培訓、自學、借調及實地考察等不同培訓平台，組織符合不同僱員需要的培訓課程。

For middle and senior management, effective communication is an important attribute that facilitates information sharing and cooperation for the good of the Group. To facilitate exchanges among middle and senior management, the Group regularly arranges various types of training such as in the areas of skill, safety, and corporate culture.

Safety and professional skill sets are crucial for workers at the production line. The Group conducts regular training on safety, technique, technological process and corporate culture. To ensure the effectiveness of the training program in the long-term, the Group implemented a recording system for training attended by each employee and reviews are conducted monthly.

For new employees, the Group organises induction training, which helps new employees understand the corporate culture, history, latest operating status and development of the Group.

During the Reporting Period, the annual training expenditure amounted to approximately RMB206,840 (FY2020: RMB86,000). The increase in annual training expenditure is mainly due to lesser training sessions conducted in the previous reporting period as a result of the pandemic.

對於中高級管理層，有效溝通有助於資訊同步及協作，對本集團的利益極為重要。為促進中高級管理人員交流，本集團定期安排不同類別的培訓，例如技能、安全及企業文化範疇的培訓。

生產線工人方面，安全及專業技能至關重要。本集團定期提供關於安全、技術、科技工序以及企業文化的培訓。為確保培訓計劃的長遠效能，本集團記錄每一名僱員參與的培訓，並每月檢討。

至於新入職僱員，本集團安排入職培訓，幫助履新僱員了解本集團的企業文化、歷史、最新營運情況及發展。

報告期內的年度培訓開支約為人民幣206,840元（2020財政年度：人民幣86,000元），有關升幅主要源於上一個報告期內進行之培訓課堂因疫情而減少。

The distribution of the average training hours per employee by position and gender are as follows:

按職位及性別劃分的每名僱員平均培訓時數分佈如下：

**Average training hours per employee (hours)**  
每名僱員平均培訓時數 (小時)

		FY2021 2021財政年度	FY2020 2020財政年度
<b>By Position</b>	<b>按職位劃分</b>		
Senior management	高級管理人員	69.00 <sup>(1)</sup>	28.13
Middle management	中級管理人員	102.25	109.08
General staff	一般員工	36.68	40.00
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男性	59.79	55.31
Female	女性	19.96 <sup>(2)</sup>	35.30
<b>Overall</b>	<b>整體</b>	<b>43.99</b>	47.27

Notes:

- (1) The increase in average training hours per employee under senior management position is mainly due to lesser training sessions conducted for senior management during the previous reporting period as a result of COVID-19 pandemic.
- (2) The average training hours per female employee decreased as training sessions conducted during the Reporting Period focused on production safety and operations which are usually carried out by male employees due to the nature of the mining industry.

附註：

- (1) 高級管理人員每名僱員平均培訓時數上升主要源於上一個報告期內進行之高級管理人員培訓課堂因COVID-19疫情而減少。
- (2) 每名女性僱員平均培訓時數減少是由於報告期內所進行之培訓課堂集中於生產安全及運作(基於開採行業的性質,通常由男性僱員負責)所致。

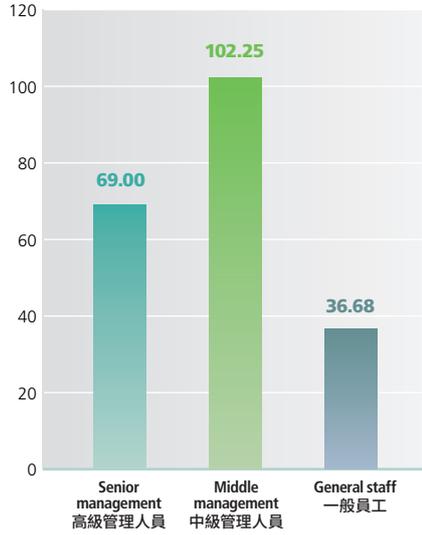
In addition, the distribution of the percentage of the employee who received training by position and gender are as follows:

此外,按職位及性別劃分的僱員培訓百分比分佈如下：

**Percentage of employees receiving training (%)**  
僱員培訓百分比 (%)

		FY2021 2021財政年度	FY2020 2020財政年度
<b>By Position</b>	<b>按職位劃分</b>		
Senior management	高級管理人員	100.00	100.00
Middle management	中級管理人員	100.00	100.00
General staff	一般員工	100.00	100.00
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男性	100.00	100.00
Female	女性	100.00	100.00

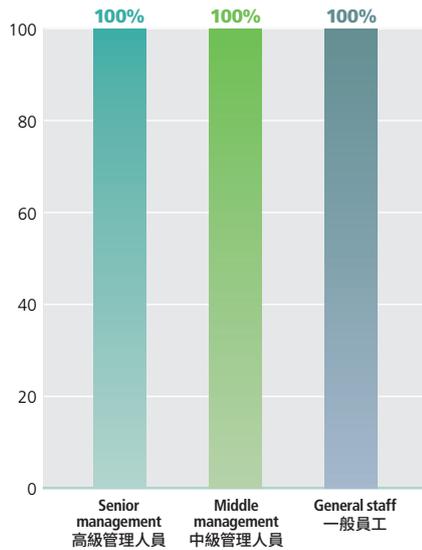
Average training hours completed per employee by position (hours)  
按職位劃分的每名僱員平均已完成培訓時數 (小時)



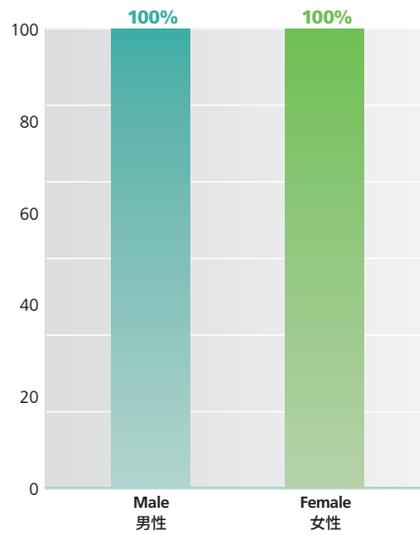
Average training hours completed per employee by gender (hours)  
按性別劃分的每名僱員平均已完成培訓時數 (小時)



Percentage of employee training by position (%)  
按職位劃分的僱員培訓百分比 (%)



Percentage of employee training by gender (%)  
按性別劃分的僱員培訓百分比 (%)



Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>• Move towards a more balanced set of diversity ratios or maintain existing age and gender diversity ratios</li> <li>• 實現更為平衡的多元化比例或維持現有年齡及性別多元化比例</li> <li>• Maintain or increase the average training hours completed per employee</li> <li>• 維持或提高每名僱員平均已完成培訓時數</li> </ul>	<ul style="list-style-type: none"> <li>• No material changes in diversity ratios</li> <li>• 多元化比例並無重大變化</li> <li>• No material changes in average training hours per employee</li> <li>• 每名僱員平均培訓時數並無重大變化</li> </ul>	<ul style="list-style-type: none"> <li>• Move towards a more balanced set of diversity ratios or maintain existing age and gender diversity ratios</li> <li>• 實現更為平衡的多元化比例或維持現有年齡及性別多元化比例</li> <li>• Maintain or increase the average training hours completed per employee</li> <li>• 維持或提高每名僱員平均已完成培訓時數</li> </ul>

## OPERATIONAL PRACTICE

The Group stands by the philosophy of “Integrity Comes First” and adopts a zero-tolerance approach towards illegal acts such as corruption, bribery and commercial fraud. The Group is committed to building a supply chain aligned with best market practices in procurement and supplier management. The Group aims to produce and provide quality products and services to achieve corporate sustainability through strict product quality inspection procedures and effective communication channels with suppliers and customers.

### Product Liability Management

The Group attaches importance to the quality of production and service and strictly implements product quality management measures in accordance with the relevant national laws and regulations and industry standards.

## 營運慣例

本集團一直恪守「誠信為先」的理念，對貪污、賄賂及商業詐騙等不法行為採取零容忍方針，並致力建立在採購及供應商管理方面符合市場最佳常規的供應鏈。透過嚴格執行產品質量檢定程序及建立良好的供應商及客戶溝通機制，本集團冀能生產並供應優質產品及服務，成就可持續企業發展。

### 產品責任管理

本集團十分注重產品及服務的質量，並按照相關國家法律法規及行業標準嚴格實行產品質量管理措施。

To strengthen quality control and stabilise and improve product quality, the Group strictly follows the *Factory Selection Assessment Methods*\* which sets out the quality targets as below:

- guarantee grading of Fe in magnetite fine iron concentrate to exceed 64.5%;
- guarantee grading of Fe in magnetite high purity iron concentrate to exceed 71.5%; and
- no less than 50% of magnetite iron concentrate particles of -200 mesh.

To maintain and improve product quality, the Group developed a set of quality management procedures that sets out the responsibilities of relevant managers and employees. The set of quality management procedures also details related procedures for each production unit such as each production unit has to, by 31 March of each year, establish an annual "Enterprise Quality File" which sets quality targets, frequency and scope of quality inspections.

In addition, quality checks on a sampling basis are conducted by quality control personnel according to the GB/T 10322.1-2014 *Iron Ore Sampling and Sample Preparation Methods*. Such quality checks are required to be conducted timely with the results conveyed to the relevant departments for follow up actions within specified periods.

The Group has also developed the *Measures on Dispute Treatment of Product Quality*\*, which details the level of price adjustments to be made as a result of sub-standard products mainly due to reasons such as product appearance and chemical composition.

As the Group operates in the upper stream of the related supply chain and does not provide products to end users, the Group has no product liability issues relating to advertising, labelling, customer's privacy and health or safety matters arising from consumption.

為加強質量監控以及穩定和提升產品質量，本集團嚴格遵守《選廠考核辦法》，當中載列以下質量目標：

- 保證磁鐵礦精粉鐵品位高於64.5%；
- 保證磁鐵礦高純鐵精粉鐵品位高於71.5%；及
- -200目粒度磁鐵礦精粉顆粒不少於50%。

為穩定及改善產品質量，本集團已制訂質量管理程序，詳列專責經理及僱員的責任。質量管理程序亦詳細訂明相關程序，規定各生產單位於每年3月31日前建立年度「企業質量檔案」，載列質量審查目標、頻率及範圍。

此外，質量管理人員根據GB/T 10322.1-2014《鐵礦石取樣和製樣方法》進行取樣質量檢測。有關質量檢測須於指定時間內完成，而結果須按時發送至相關單位以作跟進。

本集團亦已制定《產品質量異議處理管理辦法》，當中明確主要基於產品外觀及化學成份不合標準等理由作出的標準以下產品價格調整水平。

由於本集團處於相關供應鏈的上游，並非向最終用戶供應產品，故進行銷售時並無出現廣告、標籤或客戶私隱方面的產品責任問題，亦無耗用產品的健康或安全問題。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>Ensure no health and safety matters has arisen during consumption</li> <li>確保無耗用產品的健康及安全問題</li> </ul>	<ul style="list-style-type: none"> <li>No health and safety matters reported arising from the use of products</li> <li>並無耗用產品的健康及安全問題報告</li> </ul>	<ul style="list-style-type: none"> <li>Ensure no health and safety matters has arisen during consumption</li> <li>確保無耗用產品的健康及安全問題</li> </ul>

## Anti-Corruption

The Group adopts a zero-tolerance approach against any form of bribery, extortion, fraud and money laundering, and prohibits the use of powers and positions in the Company, customers, suppliers and other third parties in pursuit of private interests. The Group strictly abides by the *Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong)* and *Ordinance on Disciplinary Sanctions in the Communist Party of China*.

The compliance department of the Group is guided by relevant laws, regulations and the *Toolkit on Directors' Ethics* issued by the Hong Kong Independent Commission Against Corruption (ICAC) and developed a series of policies and appropriate management measures such as the *Administrative Measures of Aba Mining on Staff Rewards and Punishments\** and the *Administrative Measures of China VTM Mining on Staff Rewards and Punishments\** to prevent fraud or unethical behaviour.

The Group implemented a series of measures to strengthen compliance management and is committed to maintain a corruption-free environment. Such measures include the following:

- establishing a code of ethics on dealing with conflict of interests;
- maintaining an *Employee Performance Handbook\** which covers principles against unfair competition and to increase the awareness of anti-corruption procedures and the self-discipline of employees. Upon signing the labour contract with the Group, each employee is required to make a declaration to abide by the rules set out in the *Employee Performance Handbook\** to guard against corruption; and
- organising anti-corruption training and educational activities.

## 反貪污

本集團對任何形式的賄賂、敲詐、欺詐及洗錢活動均採取零容忍政策，禁止使用職權於本公司、客戶、供應商及其他第三方謀取私利。本集團嚴格遵守香港法例第201章《防止賄賂條例》及《中國共產黨紀律處分條例》。

本集團合規部以相關法律法規及香港廉政公署（「ICAC」）的《董事誠信實務指南》為行事指引，並已制訂一系列政策及合適管理措施，例如《阿壩礦業公司員工獎懲管理辦法》和《中國鐵鈦獎懲管理辦法》，以防範欺詐或不道德行為。

本集團推行一系列措施加強合規管理，致力維持不涉貪的環境。有關措施包括：

- 建立處理利益衝突的操守守則；
- 制定《員工行為手冊》，載列反對不公平競爭的原則，以提高僱員的反貪程序及律己意識。各僱員與本集團簽署勞動合同時須聲明服從《員工行為手冊》所列的防止貪污規則；及
- 籌辦反貪污培訓以及教育活動。

Meanwhile, the Group assigned certain employees to be responsible for anti-corruption measures and set up a whistle-blower channel for all stakeholders, including employees, suppliers, and customers. The channel comprises a telephone hotline and email account. Under this reporting mechanism, the identity of the complainant is kept confidential and protected from reprisals.

In addition, Aba Mining issues clean and honest administration declarations to suppliers for their acknowledgment. The Group also conducted training for all the Group's Directors during the Reporting Period to familiarise them with the changes to the corporate governance guidelines issued by the Hong Kong Stock Exchange.

During the Reporting Period, there are no major breaches of conduct by the employees of the Group and no legal cases regarding corrupt practices (FY2020: none).

同時，本集團已指派專門執行反貪污措施的人員並制定機制，為全體持份者（包括僱員、供應商及客戶）設立舉報渠道，有關渠道包括電話熱線及電郵地址。有關舉報機制將舉報人的身份保密，防止報復行為。

此外，阿壩礦業已向供應商發出廉潔誠信管理建設卡，並要求簽署以表確認。於報告期內，本集團亦為其所有董事提供培訓，使彼等熟知香港聯交所頒佈的企業管治指引變動。

於報告期內，本集團並無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件（2020財政年度：無）。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>Ensure no major breach of conduct by the employees and no legal case regarding corrupt practices</li> <li>確保無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件</li> </ul>	<ul style="list-style-type: none"> <li>No major breach of conduct by the employees and no legal case regarding corrupt practices</li> <li>並無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件</li> </ul>	<ul style="list-style-type: none"> <li>Ensure no major breach of conduct by the employees and no legal case regarding corrupt practices</li> <li>確保無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件</li> </ul>

## Supply Chain Management

A sustainable supply chain is an important factor that contributes to the long-term sustainability of a company. The Group values cooperation and interactions with its suppliers and is committed to building a long-term relationship based on open and fair procurement principles.

The Group aims to continuously improve on its procurement and supplier management policy in key areas such as procurement methods and supplier evaluation process. In line with this aim, Aba Mining developed the *Aba Mining Customer Relationship Management Measures\**, *Aba Mining Invitation and Bid Management Measures\** and *Aba Mining Co., Ltd. Procurement Management Measures\**.

## 供應鏈管理

可持續的供應鏈為企業長遠可持續發展的重要基石。本集團重視與供應商合作及交流，並致力緊守公開公正的採購原則，攜手合作保持長遠關係。

本集團努力在採購方法及供應商評價程序等方面不斷改善其採購及供應商管理系統。為此，阿壩礦業實行了《阿壩礦業客戶關係管理辦法》、《阿壩礦業招議標管理辦法》及《阿壩礦業有限公司採購管理辦法》。

As part of its policy requirements, the Group requires its suppliers to undergo a comprehensive assessment on the ability of the supplier to provide/serve. The assessment criteria include supplier's track record, credentials, productivity, product quality, service capabilities and reputation. The assessment also considers suppliers' environmental and social risks, which facilitates the sustainability of the supply chain.

The Group invites representatives from various departments with relevant domain knowledge to evaluate suppliers' performance every year. The Group updates the list of qualified suppliers based on the evaluation results. During the Reporting Period, there were 62 (FY2020: 21) qualified suppliers and all suppliers (FY2020: 100%) were evaluated based on the assessment criteria. The qualified suppliers during the Reporting Period were all based in the PRC (FY2020: 100%). The increase in the number of qualified suppliers is mainly due to the extension in the range of items that involve tender, from key production items to office items and production accessories.

作為政策規定，本集團要求供應商對自身的供貨／服務能力進行全面評估。供應商評核標準包括往績、資歷、生產力、產品質量、服務能力及信譽。有關評估亦會考慮供應商的環境及社會風險，以促進供應鏈的可持續發展。

本集團每年邀請各部門的相關專家代表評價供應商的表現。本集團根據評價結果更新合資格供應商名單。於報告期內，合資格供應商總數為62名（2020財政年度：21名），全部（2020財政年度：全部）均已根據評核標準接受評價。於報告期內，合資格供應商全部（2020財政年度：全部）以中國為基地。合資格供應商數目增加主要是源於投標所涉項目種類從主要生產項目擴大至辦公室物品及生產配件。

Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>Maintain or increase the percentage of suppliers evaluated</li> <li>維持或提高接受評價的供應商百分比</li> </ul>	<ul style="list-style-type: none"> <li>100% of suppliers are evaluated</li> <li>全部供應商均已接受評價</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or increase the percentage of suppliers evaluated</li> <li>維持或提高接受評價的供應商百分比</li> </ul>

## COMMUNITY

### Community Development

The Group is committed to making positive impacts on poverty alleviation for the community in which it operates. Most of the Group's mines are located in impoverished areas in the PRC where minorities reside. The Group regularly communicates with the local communities to understand their needs and take targeted measures to alleviate poverty. The Group's measures on this front include providing job and business opportunities to residents and encouraging employees to participate in volunteering activities.

## 社區

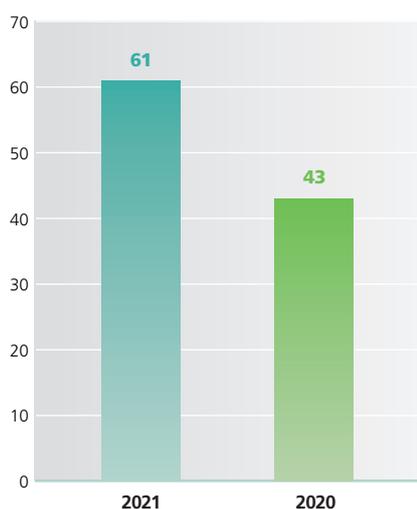
### 社區發展

本集團竭力支持業務所在地的扶貧工作。本集團大部分礦場位於中國少數族裔居住的赤貧地區。本集團定期與當地社區溝通，了解彼等的需要，採取針對措施幫助當地居民擺脫貧窮。本集團為此採取的措施包括為居民提供就業機會及商機，以及鼓勵僱員參與志願活動。

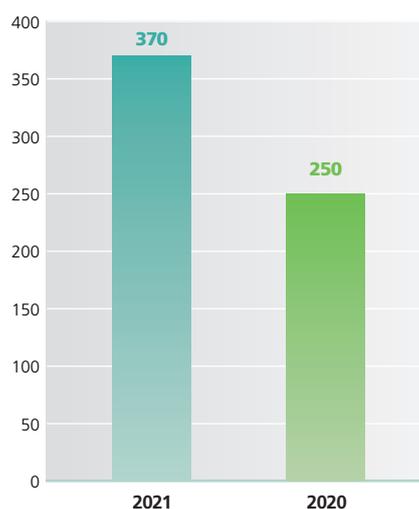
During the Reporting Period, the Group outsourced several engineering projects<sup>\*\*</sup> to the Xinqiao Village Committee to help develop community and foster relationships among surrounding villages and enterprises. By the end of FY2021, the Group invested approximately RMB615,000 (FY2020: RMB430,000) and 370 hours (FY2020: 250 hours) on community development.

於報告期內，本集團將若干工程項目<sup>\*\*</sup>外發予新橋村委會，推動社區發展，促進與週邊村莊與企業的關係。截至2021財政年度年底，本集團已投資約人民幣615,000元（2020財政年度：人民幣430,000元）及370小時（2020財政年度：250小時）於社區發展。

Amount of Charitable Donation (RMB10,000)  
慈善捐款金額 (人民幣萬元)



Charity Investment Hours (hours)  
慈善投資時數 (小時)



Target for FY2021 2021財政年度目標	Performance in FY2021 2021財政年度績效	Target for FY2022 2022財政年度目標
<ul style="list-style-type: none"> <li>Continue to invest in community development</li> <li>繼續投資於社區發展</li> </ul>	<ul style="list-style-type: none"> <li>Increased investment in community development in terms of amount of charitable donation and charity investment hours</li> <li>通過慈善捐款金額及慈善投資時數增加投資於社區發展</li> </ul>	<ul style="list-style-type: none"> <li>Continue to invest in community development</li> <li>繼續投資於社區發展</li> </ul>

<sup>\*\*</sup> Engineering projects mainly include excavator, loader, truck rental, temporary labour, construction and maintenance of sporadic infrastructure projects, etc.

<sup>\*\*</sup> 工程項目主要包括挖掘機、搬土機、卡車租賃、臨時勞工、偶爾的基建項目建設及保養等。

## SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its core are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We believe that everyone plays a vital role in advancing sustainable development. To align our business objectives with the SDGs, we have identified several SDGs that we can contribute to through our business practices, products, and services. The SDGs that we focus on and the related ESG issues are as follows:

## 支持聯合國可持續發展目標

聯合國全體成員國於2015年採納的2030年可持續發展議程為人類和地球現在以至未來的和平及繁榮勾劃出共同的藍圖。其核心為17項可持續發展目標，急切呼籲各國（不論是已發展或發展中國家）採取行動，達成全球合作。我們相信，每一個人在推進可持續發展方面均擔當重要角色。為使我們的業務目標與可持續發展目標一致，我們已識別出多項可持續發展目標，可透過我們的業務經營方式、產品及服務作出貢獻。我們重點關注的可持續發展目標及其相關ESG議題如下：

	SDG 可持續發展目標	ESG issue and our effort ESG議題及我們的行動
 	<p>End poverty in all its forms everywhere 在全世界消除一切形式的貧困</p>	<p><b>Community Development</b> 社區發展</p> <p>We are committed to making positive contributions to poverty alleviation through providing job opportunities, volunteering and donations for the community in which the Group operates. 我們致力透過為本集團業務所在社區提供就業機會、志願工作及捐獻為扶貧作出貢獻。</p>
 	<p>Ensure healthy lives and promote well-being for all at all ages 確保健康的生活方式，促進各年齡段人群的福祉</p>	<p><b>Safety in Production and Occupational Health</b> 生產安全與職業健康</p> <p>We adopt a safety management system and safety measures to avoid accidents that are preventable and in so doing, maintain the well-being and safety of our workers. 我們採納安全管理系統及安全措施，避免發生可防範的意外，從而維護我們工人的福祉及安全。</p> <p><b>Caring for Employees</b> 關愛僱員</p> <p>We value employees' opinions in improving management systems, measures, and benefits and emphasise work-life balance. 我們重視僱員有關改善管理系統、措施及福利的意見，同時着重工作與生活的平衡。</p>

## SDG

### 可持續發展目標

## ESG issue and our effort

### ESG議題及我們的行動



Ensure availability and sustainable management of water and sanitation for all

為所有人提供水和環境衛生並對其進行可持續管理

#### Water Management

##### 水管理

We continuously adopt measures and conduct inspections to reduce water consumption during production and operations.

我們一直採取措施及進行檢查，減少生產及營運用水。



Ensure access to affordable, reliable, sustainable, and modern energy for all  
確保人人獲得負擔得起的、可靠和可持續的現代能源

#### Energy Conservation and Pollution Emissions Reduction

##### 節約能源及減少污染物排放

We emphasise optimisation of the energy management system, elimination of high energy-consuming equipment and usage of clean energy to reduce energy consumption and emission.

我們重視優化能源管理系統、淘汰高能耗設備及使用清潔能源，以減少能耗及排放。



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

促進持久、包容和可持續經濟增長，促進充分的生產性就業和人人獲得體面工作

#### Product Liability Management

##### 產品責任管理

We emphasise on improving and maintaining the quality of our products to meet our customers' needs. Customer satisfaction is vital to the success of our business which in turn, helps to contribute to the economic growth and the creation of employment opportunities.

我們重視改善及維持產品質量，以滿足客戶需要。客戶滿意度對我們業務成功極為重要，並有助推動經濟增長及創造就業機會。

#### Supply Chain Management

##### 供應鏈管理

We continuously maintain a long-term relationship with suppliers and assess suppliers to ensure product quality and sustainable supply chain development.

我們一直與供應商維持長期關係，並對供應商進行評估，從而確保產品質量及供應鏈的可持續發展。

SDG 可持續發展目標	ESG issue and our effort ESG議題及我們的行動
 <p>10 減少不平等</p>	<p>Reduce inequality within and among countries 減少國家內部和國家之間的不平等</p> <p><b>Employee and Hiring</b> 僱員及聘用</p> <p>We build a working environment where employees can enjoy equal opportunities regardless of age, gender, race or religion. 我們營造一個僱員能夠享有平等機會的工作環境，不受年齡、性別、種族或宗教因素影響。</p>
 <p>12 負責任消費和生产</p>	<p>Ensure sustainable consumption and production patterns 採用可持續的消費和生產模式</p> <p><b>Waste Management</b> 廢棄物管理</p> <p>We emphasise recycling, reusing, and responsible disposal of waste to reduce the footprint on the environmental damage that arises from mining activities. 我們着重回收、重用及負責任的廢棄物處置方式，以減少在開採活動造成的環境損害的足印。</p>
 <p>15 陆地生物</p>	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss 保護、恢復和促進可持續利用陸地生態系統，可持續管理森林，防治荒漠化，制止和扭轉土地退化，遏制生物多樣性的喪失</p> <p><b>Ecological Protection</b> 生態保護</p> <p>We implement environment treatment and land reclamation projects and invest in rejuvenating the mining area to create more stable and sustainable ecosystems. 我們推行環境處理及土地復墾項目，並投資恢復礦區，從而創造更為穩定及可持續的生態系統。</p>
 <p>16 和平、正义与强大机构</p>	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels 創建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構</p> <p><b>Anti-corruption</b> 反貪污</p> <p>We adopt a zero-tolerance approach to corruption through various practices that ensure transparency and integrity of our business. 我們對貪污採取零容忍方針，採取不同慣例，確保我們業務的透明度及誠信。</p>

## GLOSSARY

## 詞彙

“2021 Annual Report” 「2021年年報」	指	the annual report of the Company for the financial year ended 31 December 2021 本公司截至2021年12月31日止財政年度的年報
“Aba Mining” 「阿壩礦業」	指	Aba Mining Co., Ltd.*, a limited liability company established in the PRC on 27 February 2004 and an indirect wholly-owned subsidiary of the Company 阿壩礦業有限公司，一間於2004年2月27日在中國成立的有限責任公司，為本公司的間接全資子公司
“Aba Prefecture” 「阿壩州」	指	Aba Tibetan and Qiang Autonomous Prefecture 阿壩藏族羌族自治州
“Akuang Trading” 「阿礦貿易」	指	Huili County Akuang Trading Co., Ltd.*, a limited liability company established in the PRC on 13 June 2012 and an indirect wholly-owned subsidiary of the Company 會理縣阿礦貿易有限公司，一間於2012年6月13日在中國成立的有限責任公司，為本公司的間接全資子公司
“Board” 「董事會」	指	the board of Directors 董事會
“China”, “Mainland China” or “PRC” 「中國」或「中國內地」	指	the People’s Republic of China excluding, for the purpose of this report, Hong Kong, the Macau Special Administrative Region of the PRC and Taiwan 中華人民共和國，就本報告而言，不包括香港、中國澳門特別行政區及台灣
“China VTM Mining”, “Company”, “our”, “us” or “we” 「中國鐵鈦」、「本公司」或「我們」	指	China Vanadium Titano-Magnetite Mining Company Limited, a limited liability company incorporated in the Cayman Islands on 28 April 2008 中國鈦鈦磁鐵礦業有限公司，一間於2008年4月28日在開曼群島註冊成立的有限公司
“Continuing Operations” 「持續經營業務」	指	operations of the Company and its subsidiaries as at the date of this ESG Report 本公司及其子公司於本ESG報告日期的業務
“Director(s)” 「董事」	指	director(s) of the Company or any one of them 本公司任何一名或多名董事
“Disposal” 「出售事項」	指	the sale transaction of the Mancala Australia Group through the disposal of 81% equity interest in Mancala Holdings from the Company to PT. Hay Wei, which was entered into on 30 June 2021 and completed on 31 July 2021 透過本公司向PT. Hay Wei出售開曼曼卡拉的81%股本權益進行澳洲曼卡拉集團的銷售交易，乃於2021年6月30日訂立並於2021年7月31日完成

“ESG Report” 「ESG報告」	指	Environmental, Social and Governance report 環境、社會及管治報告
“ESG Reporting Guide” 「ESG報告指引」	指	Environmental, Social and Governance Reporting Guide (set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited) 《香港聯合交易所有限公司證券上市規則》附錄二十七所載的《環境、社會及管治報告指引》
“Fe” 「Fe」	指	chemical symbol of iron element 鐵元素的化學符號
“FY2020” 「2020財政年度」	指	financial year ended and/or as at 31 December 2020, as applicable 截至2020年12月31日止財政年度及／或於2020年12月31日（如適用）
“FY2021” 「2021財政年度」	指	financial year ended and/or as at 31 December 2021, as applicable 截至2021年12月31日止財政年度及／或於2021年12月31日（如適用）
“FY2022” 「2022財政年度」	指	financial year ending and/or as at 31 December 2022, as applicable 截至2022年12月31日止財政年度及／或於2022年12月31日（如適用）
“GHG emissions” 「溫室氣體排放」	指	a gas in an atmosphere absorbs and emits radiation within the thermal infrared range. This process is the fundamental cause of the greenhouse effect. The primary greenhouse gases in the earth’s atmosphere are water vapor, carbon dioxide, methane, nitrous oxide, and ozone 大氣層中吸收並散發紅外線輻射的氣體，此吸收及散發過程乃溫室效應的根本原因。地球大氣層中的主要溫室氣體為水蒸氣、二氧化碳、甲烷、氧化亞氮及臭氧
“Group” 「本集團」	指	the Company and its subsidiaries 本公司及其子公司
“gypsum” 「石膏」	指	a soft hydrous sulfate mineral with the chemical formula $\text{CaSO}_4 \cdot 2\text{H}_2\text{O}$ 一種軟質含水硫酸鹽礦物，化學式為 $\text{CaSO}_4 \cdot 2\text{H}_2\text{O}$

<p>“High-Fe Mining Operation”</p> <p>「高鐵品位礦場業務」</p>	<p>指</p>	<p>refers to operation of sale of self-produced high-grade iron concentrates within the range of 65% TFe to 72% TFe</p> <p>銷售TFe含量介乎65%至72%的自產高品位鐵精礦的業務</p>
<p>“Hong Kong”</p> <p>「香港」</p>	<p>指</p>	<p>the Hong Kong Special Administrative Region of the PRC</p> <p>中國香港特別行政區</p>
<p>“Hong Kong Stock Exchange”</p> <p>「香港聯交所」</p>	<p>指</p>	<p>The Stock Exchange of Hong Kong Limited</p> <p>香港聯合交易所有限公司</p>
<p>“iron”</p> <p>「鐵」</p>	<p>指</p>	<p>a silvery-white, lustrous, malleable, ductile, magnetic or magnetisable, metallic element occurring abundantly in combined forms, notably in hematite, limonite, magnetite, and taconite, and used alloyed in a wide range of important structural materials</p> <p>一種銀白色的、有光澤、有韌性、可延展、有磁性或可被磁化的金屬元素，以化合物形式大量存在，主要有赤鐵礦、褐鐵礦、磁鐵礦及角岩，在許多種重要結構材料中用於合金中</p>
<p>“iron concentrate(s)”</p> <p>「鐵精礦」</p>	<p>指</p>	<p>concentrate(s) whose main mineral content (by value) is iron</p> <p>主要礦物成份（按價值）為鐵的精礦</p>
<p>“iron ore(s)”</p> <p>「鐵礦石」</p>	<p>指</p>	<p>compounds of iron and oxygen (iron oxides) mixed with impurities (gangue); it is a mineral which when heated in the presence of a reductant will yield metallic iron</p> <p>混合雜質（脈石）的鐵與氧混合物（氧化鐵）；是一種與還原劑一起加熱時會成為金屬鐵的礦物</p>
<p>“kL”</p> <p>「千升」</p>	<p>指</p>	<p>kiloliter(s), a metric unit measure of volume</p> <p>容量量度公制單位千公升</p>
<p>“kgce”</p> <p>「千克標準煤」</p>	<p>指</p>	<p>kilogram of coal equivalent, a unit measure of energy intensity</p> <p>千克標準煤，能量強度量度單位</p>
<p>“Mancala Australia Group”</p> <p>「澳洲曼卡拉集團」</p>	<p>指</p>	<p>refers to the Mancala Holdings Limited and its subsidiaries, which was disposed and deconsolidated as at 31 July 2021, upon completion of the Disposal</p> <p>Mancala Holdings Limited及其子公司，於2021年7月31日出售事項完成時售出並終止綜合入賬</p>
<p>“Maoling Extended Exploration Area”</p> <p>「毛嶺延伸勘探區域」</p>	<p>指</p>	<p>formerly an independent exploration region with an area of 2.83 sq.km. covered under the extended exploration permit of the Maoling Mine (covering 1.9 sq.km. of the mining area of the Maoling Mine), and has been consolidated with the Yanglongshan Mine since September 2012 to form the Maoling-Yanglongshan Mine</p> <p>原為毛嶺鐵礦延伸勘探許可證所覆蓋面積為2.83平方公里（覆蓋1.9平方公里的毛嶺鐵礦採礦面積）的獨立勘探區域，自2012年9月起與羊龍山鐵礦合併成為毛嶺—羊龍山鐵礦</p>

“Maoling Mine” 「毛嶺鐵礦」	指	an ordinary magnetite mine located in Wenchuan County, Sichuan, with a mining area of 1.9 sq.km. 一個位於四川汶川縣的普通磁鐵礦，採礦面積為1.9平方公里
“Maoling Processing Plant” 「毛嶺洗選廠」	指	the ore processing plant located near the Maoling-Yanglongshan Mine and operated by Aba Mining 位於毛嶺—羊龍山鐵礦附近的礦石洗選廠，由阿壩礦業經營
“Maoling-Yanglongshan Mine” 「毛嶺—羊龍山鐵礦」	指	an exploration region with a total area of 11.6 sq.km. covered under the exploration permit of the Maoling-Yanglongshan Mine (the mining area covered is owned by the Maoling Mine), formed from the combination of the Maoling Extended Exploration Area and the Yanglongshan Mine since September 2012 and operated by Aba Mining 由毛嶺—羊龍山鐵礦勘查許可證所覆蓋總面積為11.6平方公里的勘查區域，由毛嶺延伸勘查區域與羊龍山鐵礦自2012年9月起合併而成，所覆蓋的採礦範圍由毛嶺鐵礦擁有，並由阿壩礦業經營
“MWh” 「兆瓦時」	指	megawatt hour(s), a unit of energy 能量單位兆瓦時
“ore processing” 「礦石洗選」	指	the process which in general refers to the extraction of usable portions of ores by using physical and chemical extraction methods 利用物理及化學方式提取礦石中 useful 部分的廣義工序
“Production Suspension” 「停產」	指	temporary suspension of the Group’s operations at the Maoling Mine during the second half of June 2021 本集團毛嶺鐵礦的營運於2021年6月下旬暫停運作
“PT. Hay Wei” 「PT. Hay Wei」	指	PT. Hay Wei Feng Yuan Mining, a company incorporated in Indonesia and the purchaser of the Mancala Australia Group under the Disposal PT. Hay Wei Feng Yuan Mining，一間於印尼註冊成立的公司，為出售事項中澳洲曼卡拉集團的買方
“Reporting Period” 「報告期」	指	the year ended 31 December 2021 截至2021年12月31日止年度



“Reporting Scope” 「報告範圍」	指	the High-Fe Mining Operation and trading businesses of the Group 本集團的高鐵品位礦場業務及貿易業務
“RMB” 「人民幣」	指	the lawful currency of the PRC 中國法定貨幣
“Scope 1” 「範圍1」	指	Direct emissions from operations that are owned or controlled by the Group 來自本集團擁有或控制的營運的直接排放量
“SDGs” 「可持續發展目標」	指	Sustainable Development Goals 可持續發展目標
“Share(s)” 「股份」	指	ordinary share(s) in the share capital of the Company, with a nominal value of HKD0.1 each 本公司股本中的普通股，每股面值0.1港元
“Shareholder(s)” 「股東」	指	holder(s) of the Share(s) 股份持有人
“Shigou Gypsum Mine” 「石溝石膏礦」	指	Shigou gypsum mine located at Hanyuan County, Ya’an City, Sichuan, with a mining area of 0.1228 sq.km. 位於四川雅安市漢源縣的石溝石膏礦，採礦面積為0.1228平方公里
“Sichuan” 「四川」	指	the Sichuan Province of the PRC 中國四川省
“Sichuan Haoyuan” 「四川浩遠」	指	Sichuan Haoyuan New Materials Co., Ltd.*, a limited liability company established in the PRC on 18 July 2011 and a subsidiary of the Company, in which the Company indirectly owns 51% equity interest 四川省浩遠新材料有限公司，一間於2011年7月18日在中國成立的有限責任公司，為本公司的子公司，由本公司間接擁有51%股本權益
“Sichuan Lingwei” 「四川凌威」	指	Sichuan Lingwei Property Service Co., Ltd.*, a limited liability company established in the PRC on 7 July 2021 and an indirect wholly-owned subsidiary of the Company 四川省凌威物業服務有限公司，一間於2021年7月7日在中國成立的有限責任公司，為本公司的間接全資子公司

“Sichuan Lingyu”		Sichuan Lingyu Investment Group Co., Ltd.*, a limited liability company established in the PRC on 9 June 2010 and an indirect wholly-owned subsidiary of the Company
「四川凌御」	指	四川省凌御投資集團有限公司，一間於2010年6月9日在中國成立的有限責任公司，為本公司的間接全資子公司
“Sichuan Xinglian”		Sichuan Xinglian Mining and Technology Construction Co., Ltd.*, a limited liability company established in the PRC on 23 June 2011 and an indirect wholly-owned subsidiary of the Company
「四川興聯」	指	四川省興聯礦產技術工程有限公司，一間於2011年6月23日在中國成立的有限責任公司，為本公司的間接全資子公司
“sq.km.”		square kilometres
「平方公里」	指	平方公里
“Stakeholder Survey”		questionnaires used to understand stakeholders’ concerns and receive suggestions on the Group’s ESG issues
「持份者調查」	指	用於就本集團的ESG議題了解持份者關注事項並收集意見的問卷
“Subject Area”		the Environmental, Social, and Governance (ESG) Reporting Guide of the Hong Kong Stock Exchange divides ESG issues into two subjects, namely A. Environment and B. Social
「主要範疇」	指	香港聯交所環境、社會及管治(ESG)報告指引將ESG議題劃分為兩個範疇：A.環境及B.社會
“Temporary Traffic Control Arrangements”		temporary traffic control arrangements in Aba Prefecture between July and August 2021, which affected supply chain and production operations of the Maoling Mine
「臨時交通管制安排」	指	阿壩州於2021年7月至8月實施的臨時交通管制安排，影響毛嶺鐵礦的供應鏈及生產營運
“TFe”		the symbol for denoting total iron
「TFe」	指	表示全鐵的符號

“UN Sustainability Agenda” 「聯合國可持續發展議程」	指	the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 聯合國全體成員國於2015年採納的2030年可持續發展議程
“Wenchuan County” 「汶川縣」	指	Wenchuan County, Aba Prefecture, Sichuan Province 四川省阿壩州汶川縣
“Xinjin Mining” 「鑫金礦業」	指	Hanyuan County Xinjin Mining Co., Ltd.*, a limited liability company established in the PRC on 29 September 2010 and a subsidiary of the Company, in which the Company indirectly owns 51% equity interest 漢源縣鑫金礦業有限公司，一間於2010年9月29日在中國成立的有限責任公司，為本公司的子公司，由本公司間接擁有51%股本權益
“Yanglongshan Mine” 「羊龍山鐵礦」	指	an ordinary magnetite mine located in Wenchuan County, Sichuan, formerly an independent exploration region with an area of 8.79 sq.km. covered under the exploration permit of the Yanglongshan Mine, and has been consolidated as the Maoling-Yanglongshan Mine with the original Maoling Extended Exploration Area since September 2012 一個位於四川汶川縣的普通磁鐵礦，原為由羊龍山鐵礦勘查許可證所覆蓋面積為8.79平方公里的獨立勘查區域，自2012年9月起與原來的毛嶺延伸勘查區域合併為毛嶺—羊龍山鐵礦

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A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	26-29
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

Disclosure and Key Performance Indicators		Page
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<b>A2: Use of Resources</b>		
<b>A2：資源使用</b>		
<b>General Disclosure</b>		17, 19, 23
<b>一般披露</b>		
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).	20
A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	24
A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	19-20, 23
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	23, 25
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	No related issue
A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	無相關事項
<b>A3: The Environment and Natural Resources</b>		
<b>A3：環境及天然資源</b>		
<b>General Disclosure</b>		17-19, 21-23, 26-28
<b>一般披露</b>		
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	17-29
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
<b>A4: Climate Change</b>		
<b>A4：氣候變化</b>		
<b>General Disclosure</b>		17-19, 21-23, 26-28
<b>一般披露</b>		
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	17-29
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

Disclosure and Key Performance Indicators		Page
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<b>Social</b>		
社會		
<b>Employment and Labour Practices</b>		
僱傭及勞工常規		
<b>B1: Employment</b>		
B1：僱傭		
<b>General Disclosure</b>		32-33
一般披露		
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	33-35
B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	
B1.2	Employee turnover rate by gender, age group and geographical region.	33-35
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	
<b>B2: Health and Safety</b>		
B2：健康與安全		
<b>General Disclosure</b>		30-31
一般披露		
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	31 <sup>###</sup>
B2.1	過去三年(包括報告年度)每年因工亡故的人數及比率。	
B2.2	Lost days due to work injury.	31
B2.2	因工傷損失工作日數。	
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	30-31
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	
<b>B3: Development and Training</b>		
B3：發展及培訓		
<b>General Disclosure</b>		36
一般披露		
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	38-39
B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	
B3.2	The average training hours completed per employee by gender and employee category.	38-39
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	

<sup>###</sup> The Group recorded zero fatalities from FY2019 to FY2021 with reference to page 31 of this ESG Report and page 36 of the FY2019 ESG Report.

<sup>###</sup> 茲提述本ESG報告第31頁及2019財政年度ESG報告第36頁，本集團於2019財政年度至2021財政年度錄得零宗亡故。

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<b>B4: Labour Standards</b>		
<b>B4：勞工準則</b>		
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一般披露		
B4.1	Description of measures to review employment practices to avoid child and forced labour.	33
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	
B4.2	Description of steps taken to eliminate such practices when discovered.	33
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	
<b>Operating Practices</b>		
營運慣例		
<b>B5: Supply Chain Management</b>		
<b>B5：供應鏈管理</b>		
<b>General Disclosure</b>		43
一般披露		
B5.1	Number of suppliers by geographical region.	44
B5.1	按地區劃分的供應商數目。	
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	43-44
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	43-44
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	43-44
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

Disclosure and Key Performance Indicators		Page
披露及關鍵績效指標		頁次
<b>B6: Product Responsibility</b>		
<b>B6：產品責任</b>		
<b>General Disclosure</b>		41
一般披露		
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	No related issue
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	無相關事項
B6.2	Number of products and service-related complaints received and how they are dealt with.	No related issue
B6.2	接獲關於產品及服務的投訴數目以及應對方法。	無相關事項
B6.3	Description of practices relating to observing and protecting intellectual property rights.	No related issue
B6.3	描述與維護及保障知識產權有關的慣例。	無相關事項
B6.4	Description of quality assurance process and recall procedures.	41
B6.4	描述質量檢定過程及產品回收程序。	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	No related issue
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	無相關事項
<b>B7: Anti-corruption</b>		
<b>B7：反貪污</b>		
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一般披露		
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.	43
B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	42-43
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	
B7.3	Description of anti-corruption training provided to directors and staff.	43
B7.3	描述向董事及員工提供的反貪污培訓。	

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<b>B8: Community Investment</b>		
B8：社區投資		
<b>General Disclosure</b>		44
一般披露		
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	44-45
B8.1	專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	
B8.2	Resources contributed (e.g. money or time) to the focus area.	45
B8.2	在專注範疇所動用資源 (如金錢或時間)。	

## FEEDBACK FORM

### 讀者反饋表

Dear reader:

親愛的讀者：

Thank you for reading the *ESG Report of China VTM Mining for FY2021*. We sincerely welcome your feedback regarding this ESG Report and our sustainability performance. Please fill out this feedback form and email to [ir@chinavtmmining.com](mailto:ir@chinavtmmining.com).

感謝閣下閱讀《中國鐵鈦2021財政年度ESG報告》。我們現誠邀閣下發表對本ESG報告及我們可持續表現的意見，敬請填妥本反饋表並發送電郵至[ir@chinavtmmining.com](mailto:ir@chinavtmmining.com)。

- Which of the following stakeholder group do you belong to?  
閣下屬於以下哪個持份者組別?  
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- What is your overall evaluation of the report?  
閣下對報告的整體評價為何?
  - Readability (i.e., intelligible expression, beautiful design, attractive content, and easy-to-find required information)  
可讀程度 (即文筆通順、設計美感、內容吸引力以及資料易於掌握)  
 3 (good) (良好)    2 (general) (一般)    1 (poor) (差劣)
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完整程度 (報告反映正反資料，並提供閣下所需資料)  
 3 (good) (良好)    2 (general) (一般)    1 (poor) (差劣)

In addition to the content that has been disclosed, what kind of information do you wish to read?

除已披露的內容外，閣下希望閱覽哪類資料？

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27 May 2022  
2022年5月27日



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