



綠科科技
Greentech

Environmental, Social and
Governance Report
2023

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

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

TABLE OF CONTENT

2	1.	ABOUT THE REPORT
2	1.1	Introduction
2	1.2	Reporting Scope and Period
2	1.3	Reporting Frameworks
3	1.4	Reporting Principles
3	1.5	Data Collection
3	1.6	Report Availability
3	1.7	Contact
4	2.	ESG BOARD STATEMENT
4	2.1	Board Statement
5	2.2	ESG Committee
6	3.	OUR ESG APPROACH
6	3.1	Our ESG Commitment
6	3.2	Stakeholder Engagement
8	3.3	Materiality Assessment
10	3.4	Our Performance Highlights
11	4.	OUR PEOPLE
11	4.1	Corporate Culture
12	4.2	Employee Health and Safety
15	4.3	Talent Management and Equal Opportunities
15	4.4	Training and Development
19	4.5	Our Workforce
20	4.6	Labour Standards
20	5.	PROTECTING OUR ENVIRONMENT
20	5.1	Climate Change Management
20	5.2	Corporate Environmental Policy
21	5.3	Exhaust Gas and GHG Emissions
23	5.4	Waste Management
25	5.5	Use of Resources
28	5.6	Climate Risk Assessment
32	6.	OPERATING RESPONSIBLY
32	6.1	Encouraging Innovation
32	6.2	Supply Chain Management
33	6.3	Product Responsibility
33	6.4	Privacy Protection
34	6.5	Anti-Corruption
34	6.6	Whistle-blowing Policy
34	6.7	Intellectual Property Rights
35	7.	CONTRIBUTING TO OUR COMMUNITY
35	7.1	Community Development
35	7.2	Involvement with the Local Community
36	8.	INDEX OF THE STOCK EXCHANGE ESG REPORTING GUIDE

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

1. ABOUT THE REPORT

1.1 Introduction

Greentech Technology International Limited and its joint ventures (the “**Group**” or “**we**”) are principally engaged in the business of mining and sale of tin in Australia. The Group is pleased to present this environmental, social and governance (“**ESG**”) report (the “**Report**”). The report communicates the Group’s impact, policies and initiatives on material ESG issues, and demonstrates its long-term commitment on sustainable development. Additional information in relation to the Group’s corporate governance and financial performance is available in the annual report for the year ended 31 December 2023.

1.2 Reporting Scope and Period

This Report outlines the Group’s sustainability strategies and performance for the business of mining and sale of tin in Australia from 1 January to 31 December 2023 (“**2023**” or “**Reporting Period**”).

The Group endeavours to maintain a consistent boundary for reporting ESG issues. The scope of this Report encompasses operations and entities in which the Group has a controlling interest and are under its operational management, in terms of a contractual obligation. The Group does not report on entities which are outside of the Group’s structure, where it does not directly own the assets and does not directly engage the workforce, and where it does not operate under a contractual obligation.

1.3 Reporting Framework

This Report has been prepared in accordance with the mandatory disclosure requirements and “comply or explain” provisions of the ESG Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). Please refer to the Stock Exchange Content Index in this Report for information on the location of specific disclosures.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

1.4 Reporting Principles

The board of directors (the “**Board**”) acknowledges its responsibility for ensuring integrity of this Report. To the best of its knowledge, this Report was prepared according to the principles of materiality, quantitative, and consistency, presenting the ESG performance of the Group in a balanced manner, in accordance with the ESG Reporting Guide:

Materiality	This Report covers the material ESG factors that are sufficiently important and material to different stakeholders. In order to determine what issues are relevant and material, the Group has performed a materiality assessment. The directors and senior management are mainly responsible for the identification of material ESG factors on the basis of the feedback from stakeholders. Please refer to the section “Stakeholder Engagement” for more information.
Quantitative	Summary tables of performance are shown in relevant sections. Supplementary notes are added along with quantitative data disclosed in this Report to explain any standards, methodologies, and sources of conversion factors used during the calculation of emissions and energy consumption.
Balance	Both positive and negative impact and performance have been presented in a transparent manner.
Consistency	Methodologies and key performance indicators are used and calculated in a consistent approach. If there are any changes in consistency that may affect a meaningful comparison, the detail will be disclosed.

1.5 Data Collection

The data in this Report is extracted from the Group’s internal management system and statistics, and part of the data was collected in previous years. Unless otherwise stated, HKD is used in this Report as its functional currency.

1.6 Report Availability

In addition to inclusion in the Group’s Annual Report, this Report is also accessible in electronic version at <http://www.green-technology.com.hk>.

1.7 Contact

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

2. ESG BOARD STATEMENT

2.1 Board Statement

Success is more than just delivering strong financial performance, the Board is committed to dedicating its resources and its best endeavours to build a sustainable business for the future, and to do more for the well-being of its employees and the community. The Board has an overarching responsibility for ensuring the effectiveness of our sustainability strategy, risk management and internal control system. It constantly identifies arising material issues, assesses the associated risks and opportunities, and reviews goals, targets and performance. It assures the following sustainability principles are being embedded into the Group's strategy and daily operations:

Fighting Climate Change

We are committed to protecting and preserving our planet by adopting sustainable practices throughout our business, managing the consumption of natural resources responsibly, and integrating low-carbon solutions into our operations.

Health and Well-being

While maintaining a robust business growth, we are determined to support the health and wellness of our employees. We uphold an open, fair, just and reasonable human resource policy, and aim to provide an inclusive and safe working environment for our employees.

Strong Governance

We have an effective governance structure comprising both decision-making level and execution level members. Our ESG committee has Board representation, and it strengthens our ESG management in the long run. The Board assumes responsibility of defining our ESG strategy and approach, it oversees, manages and assesses our ESG performance.

Community Engagement

We encourage giving back and strengthening the community through volunteering and philanthropy. Our employees contribute their time and talent to a variety of community services. In addition, many of our officers provide leadership by serving in non-profit organizations.

Innovation-driven

We demonstrate our innovative capacity in accomplishing long-term sustainability by offering a range of practical applications to manage energy use in a greener way. We continue to apply new technology to deliver improvements, leveraging on innovation for better decision making.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

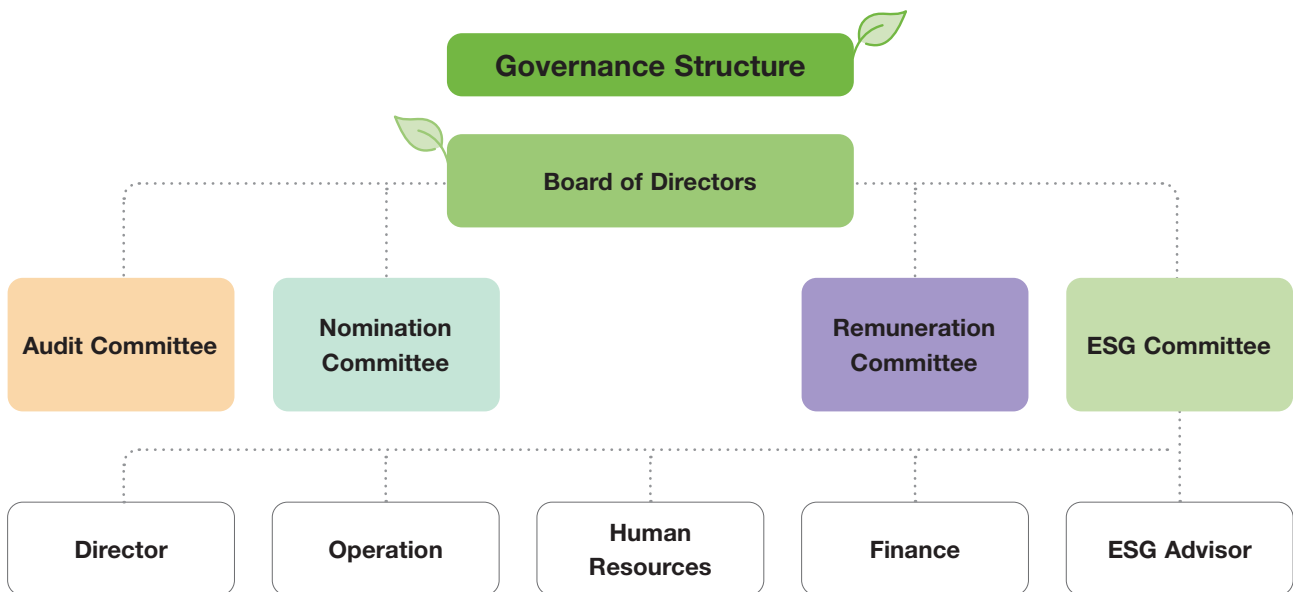
Value Creation

To address the macro challenges for our business, such as geopolitics, increasing costs, supply chain disruption, talent attraction, and digitalisation, we actively identify and transform these risks into opportunities for long-term value creation.

2.2 ESG Committee

The ESG Committee consists of a director, department heads from the operations, finance and human resources departments and an ESG advisor. The ESG Committee is responsible for reviewing and monitoring the Group’s ESG policies, performance and progress made against goals and targets, implementing sustainability initiatives, and ensuring the Group’s compliance with the relevant legal and regulatory requirements. It also monitors and responds to emerging ESG issues and makes recommendations to the Board to improve the Group’s ESG performance.

Table 2-1: Governance Structure



During 2023, the ESG Committee organised meetings to review the Group’s ESG policy, evaluate the effectiveness of existing ESG initiatives and progress of ESG performance, and advise the Board on sustainability strategy and approach.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

3. OUR ESG APPROACH

3.1 Our ESG Commitment

Extracting valuable resources from the earth will always involve some level of disruption to the surroundings. The use of industrial machinery is typically associated with safety implications. Unfortunately, the mining industry remains one of the world's most emissions-intensive sectors and is responsible for a significant portion of the world's greenhouse gas emissions.

As consumers become more aware of these issues, they are constantly reconsidering their purchasing decisions. Consumers now expect companies to clearly state where products come from, and any ESG policies that governs the choice of materials, processes, and deployment of human resources. In the past, consumers rarely questioned how a product was made or what it was made of. But today, it is essential for companies to be transparent about their practices and policies.

To meet these new challenges, we must find reliable, sophisticated ways to measure and report our emissions, as well as to test, trial and then implement solutions for improvement. We are committed to instilling the consciousness of resources conservation, the low-carbon concept and environmental protection into our business. We believe that our commitment to environmental protection will become a part of our competitiveness, leading us to a greater success in the future.




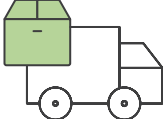
3.2 Stakeholder Engagement

The Group values the feedback and opinions of its stakeholders. Stakeholder engagement is an important exercise for the Group to understand the views of different stakeholders, which forms the basis of its sustainability framework.



With reference to industry trends and development, the Group has developed an approach to identify topics that are relevant and may be considered as material. The stakeholders are then engaged to collect their feedback on these topics. Their perspectives and voices can be heard and timely responses can be provided by the Group. A summary of the stakeholder groups, key issues concerned, and engagement channels are listed in the following table.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Table 3-1: Stakeholders and Communication Channels

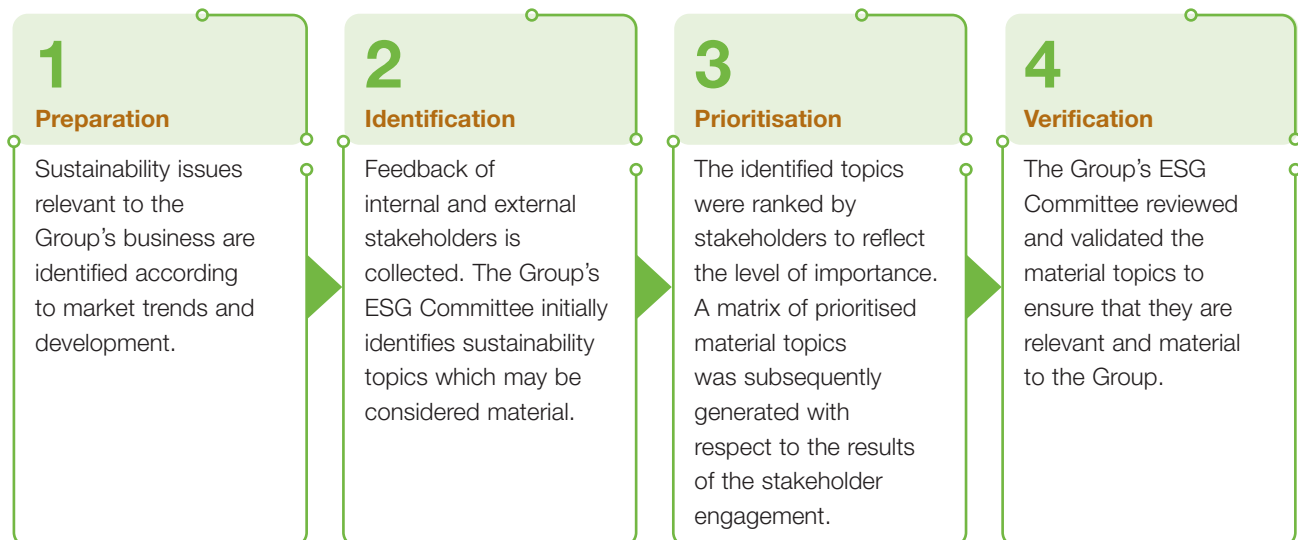
Stakeholders Groups	Engagement Channels	Key Issues
<p>Customers</p> 	<ul style="list-style-type: none"> • Customer service hotline and emails • Customer satisfaction surveys • Social media platforms 	<ul style="list-style-type: none"> • Customer information and privacy • Privacy protection in strict accordance with the confidentiality provisions of the contracts
<p>Employees</p> 	<ul style="list-style-type: none"> • Surveys and focus groups • Intranet and internal publications • Internal communications and training 	<ul style="list-style-type: none"> • A safe and healthy workplace • Career development • Training and education • Remunerations and welfare • Culture • Diversity and inclusion
<p>Shareholders</p> 	<ul style="list-style-type: none"> • Annual and interim reports • ESG report • Regular business review • Shareholders' general meetings 	<ul style="list-style-type: none"> • Corporate governance and risk management • Growth and financial sustainability • Transparent and ethical business • Operation in compliance with applicable law and regulations • ESG governance of the Board
<p>Suppliers and contractors</p> 	<ul style="list-style-type: none"> • Regular business review meetings • Operational meetings • Anti-corruption education 	<ul style="list-style-type: none"> • Quality of products or services • Sustainability in business model • Operation in compliance with applicable law and regulations • Human rights (responsible supply chain)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Stakeholders Groups	Engagement Channels	Key Issues
Local communities 	<ul style="list-style-type: none"> Community investment Social media platforms Press release 	<ul style="list-style-type: none"> Local environment protection Local community activities involvement Operation in compliance with applicable law and regulations Vocational development Cultural heritage
Government, regulators and industry association 	<ul style="list-style-type: none"> Forums and conferences Regulatory task forces and committees 	<ul style="list-style-type: none"> Climate change Operation in compliance with laws and regulations Safety and environmental protection including tailings, biodiversity and water management Community assistance

3.3 Materiality Assessment

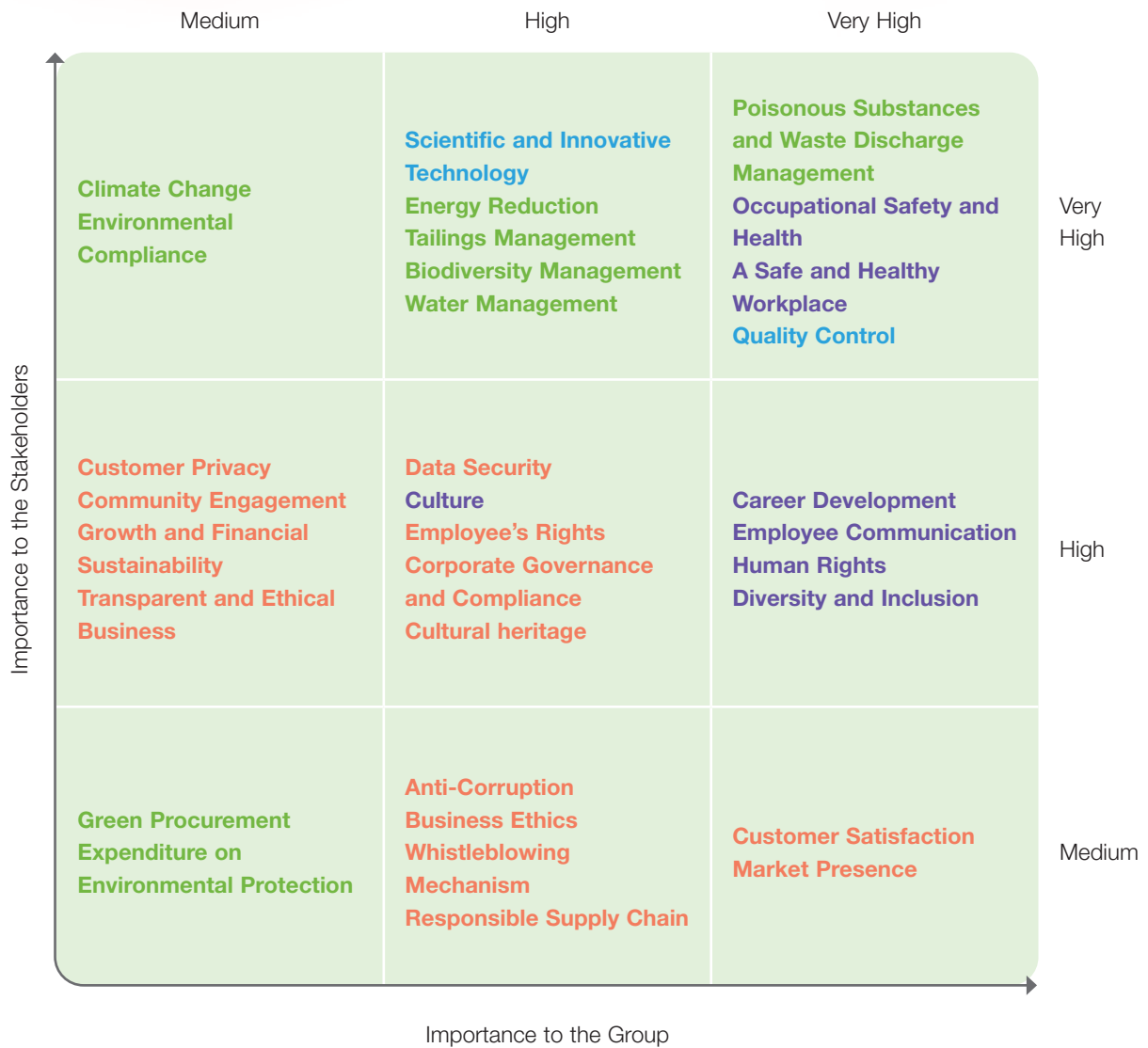
ESG issues that are pertinent to the Group and its stakeholders are identified through a materiality assessment, which is a crucial step in developing the sustainability strategy. The Group uses a four-step process for its materiality assessment: preparation, identification, prioritisation, and verification, as summarised below.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

The results of the materiality assessment are summarised in the form of a materiality matrix below. The materiality matrix generally demonstrates that all issues raised were important to stakeholders, in varying degrees of importance.

Table 3-2: Materiality Matrix



Key: ● Innovation and Technology ● Our People ● Environment ● Being a Conscientious Company

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

3.4 Our Performance Highlights



Environment

13% reduction on greenhouse gas (“GHG”) emissions

A new decant return system recirculates from the tailings dam to reuse the Tailings Storage Facilities (“TSF”) water and reduce reliance on fresh water.

Commissioned a new paste plant that utilises tailings to fill underground voids reducing the volumes that are required to be stored on the ground surface.

Planning and design completed for upgrade to the sites TSF monitoring system to allow online instantaneous monitoring of TSF facilities in real time.

The new water treatment plant collects all major site water streams and treats the water before re-use or release to the TSF facilities.

Completing the removal of sediment from the various antipollution dams at site to improve water settling efficacy, treatment efficiency, and retention duration.



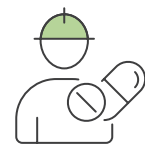
People & Wellness



Commissioned a new ventilation system that improve the working conditions for all underground personnel.



16,126
training Hours



28 lost days due to
injury at work
Zero work-related
fatality



Community



Supported the Zeehan Primary School, Rosebery Neighbourhood House, the Cancer Council, among others



Community Contribution of
close to
AUD24,000

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)



Operation



Zero case of service recall
and complaints

4. OUR PEOPLE

4.1 Corporate Culture

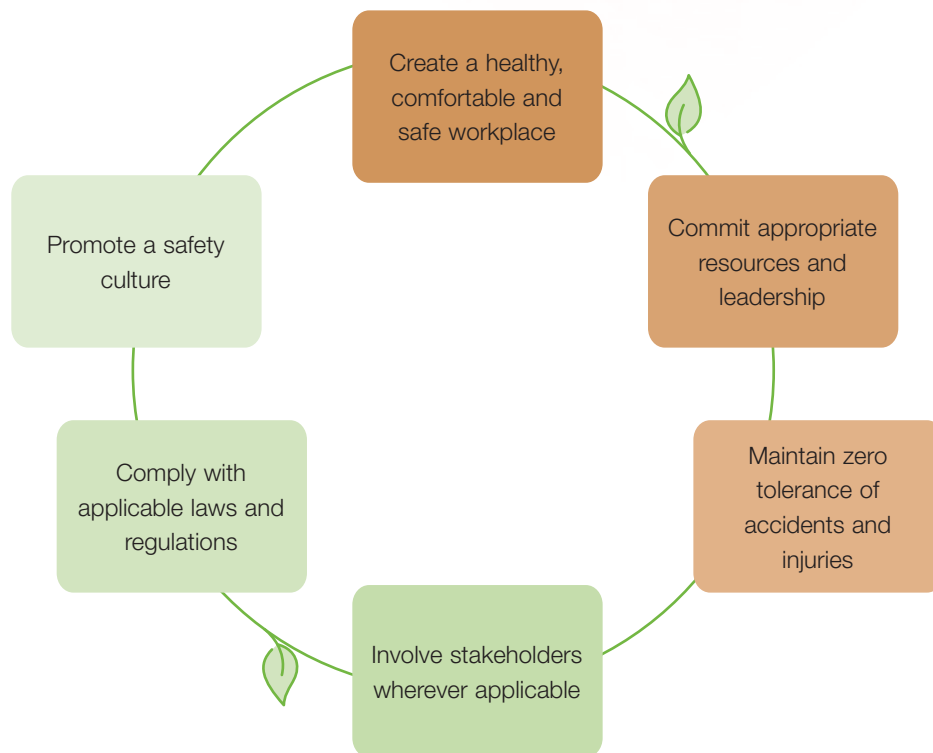
We believe that a harmonious corporate culture among employees is essential to our prosperous growth. To foster a healthy corporate culture, we provide opportunities for our employees to innovate and encourage our employees to be changemakers by providing an effective channel to realise their ideas. Our employees are equipped with necessary know-how to innovate and commercialise their ideas to make further contribution. We engage with employees to ensure that their voices are heard at both corporate and team levels. We bring in new recruits and help them to blend into our established culture.

We are committed to supporting our employees to maintain a work-life balance. Regular and festive gatherings are organised to enhance the harmonious spirit of different levels of staff members. We believe that such a corporate culture and friendly working environment will result in better employee retention and improved productivity.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

4.2 Employee Health and Safety

We are committed to maintaining a zero-harm workplace for our employees, contractors and subcontracted workers, and lowering the risks of occupational safety and health (“**OSH**”) in our operations. Our OSH management system aims at the identification, prevention and management of risks and hazards throughout the workplace, as well as remediation for accidents or injuries. The principles of our OSH policy are outlined below:



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

- Formulate emergency response plans, risk assessment and accident investigation mechanism;
- Arrange fire drills and emergency evacuation simulations to raise the employees' awareness of fire prevention and to equip employees with appropriate knowledge in the event of an emergency;
- Assign only trained staff to handle works with critical hazards or OSH impacts;
- Organise induction programs, vocational training and toolbox meeting for new employees so that they can be familiar with our OSH policies;
- Assign Registered Safety Officer and Safety Supervisors to regularly perform checks in the workplace and staff facilities to ensure safety precautions are in place;

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

- Provide OSH training to employees according to their roles and responsibilities to ensure awareness of job hazards and conformity to safety practices;
- Provide job-related training to existing employees to strengthen their professional knowledge and skills on safety matters;
- Encourage contractors or sub-contractors to assist in the implementation of policies, procedures and practices related to OSH;
- Prohibit smoking and abuse of alcohol and drugs in the workplaces; and
- Review periodically the performance of various OSH measures to ensure their effectiveness.

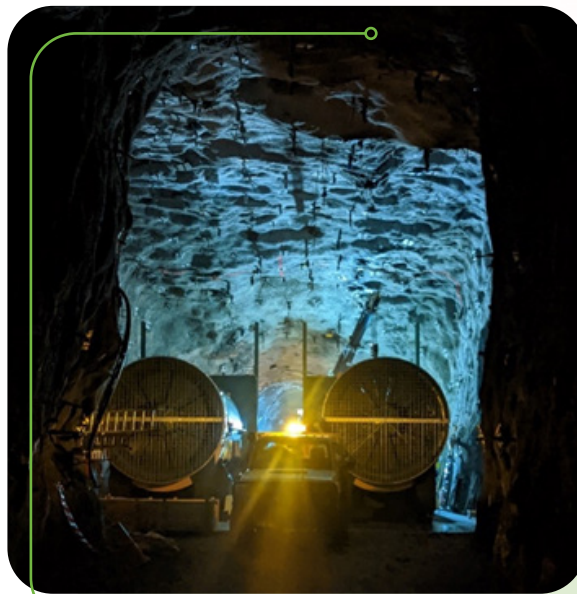
Tailings management is especially important for the mining industry, therefore, dedicated personnels are assigned to perform safety checks of the TSF and processing facilities. TSF monitoring programs include daily, weekly, fortnightly, monthly and quarterly visual inspections and surveillance monitoring and alarm systems in order to mitigate and eliminate catastrophic TSF failure.

To protect our employees against airborne hazards such as exposure to atmospheric contaminants and radiation, dust, noise, heat stress, we have the following particular measures.

- The use of personal protective equipment (“**PPE**”) is mandatory.
- The use of respiratory protective equipment (“**RPE**”) is encouraged.
- Underground ventilation system is put in place for exhaust ventilation.
- Workplace exposure limits are strictly adhered to.
- OSH audits are conducted on a scheduled basis.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

The below photo depicts the underground ventilation system that is put in place:



At each of our mining site, there is a trained incident management team, responsible for the decisions and actions required to address an emergency event and support recovery efforts. We strive to ensure that all contractors align with our OSH standards and OSH management system, providing contractors a corrective action plan within a required timeframe in the event that non-compliance or irregularities are identified. The result of the OSH audits is an important part of our assessment of contract renewal with the contractors.

During 2023, the Group did not record any non-compliance with the applicable laws and regulations that would have a significant impact on the Group in relation to providing a safe working environment and protecting employees from occupational hazards in the regions where we operated.

We aim to ensure that the employees are working in a safe environment with proper measures for assuring health, safety and means of escape. The Group did not record any accidents that resulted in death or serious physical injury. A summary of work-related injuries is shown in the table below.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Table 4-1: Health and Safety Statistics

	Total Number in 2023	Frequency Rate in 2023	Total Number in 2022	Frequency Rate in 2022
Work-related fatalities	-	-	-	-
Lost days due to work injury	28	2.7	2	1.8

4.3 Talent Management and Equal Opportunities

Building the Group with the right people is essential to our business development and continuity. In order to attract and retain our employees, which are our most valuable assets, we offer competitive wages, internal promotion opportunities and performance-based bonus, medical insurance, disability and invalidity coverage, maternity leave and other compensation to our employees. We determine remunerations based on the roles, work experience and the prevailing market practices. Apart from basic remuneration, share options may be granted to eligible employees by reference to the performance of the Group and individual employees.

In Australia, we participated in a state-managed retirement benefit scheme (Superannuation fund) and provided occupational injury insurance and medical insurance in accordance with the local regulations. Transportation and accommodation were provided to employees according to their shift schedule.

We aspire to nurture a diverse team that works together collaboratively. We encourage differences and individuality in employees, with the philosophy that diversity can bring new ideas, dynamics and challenges to our operations. We discourage all forms of discrimination on gender, age, family status, sexual orientation, disability, race and religion. As such, we are determined to uphold an open, fair, just and reasonable human resource policy.

We have formulated the recruitment policy with respect to equal opportunities, diversity and anti-discrimination. Our employment policy encourages hiring of talented people regardless of their backgrounds. We strive to follow ethical business practices and respect equal opportunities in employment. Any complaints or issues related to harassment and discrimination are handled in an unbiased manner within the Group.

During 2023, we strictly observed the applicable laws and regulations and follow our employment policies relating to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

4.4 Training and Development

We believe that empowering our people through training and development is the cornerstone of our success in the long-run. We provide training opportunities to equip employees with skills to align with the latest technological developments. We have developed a comprehensive plan and budget allocation for our learning and development initiatives of our employees.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

In 2023, we organised a total of 16,126 hours of training for 90.9% of employees. The average number of training hour is 55.6 hours per employee who received training. The training programs offered include induction training, technical skills training, pre-post training and thematic courses such as anti-corruption.

Table 4-2: Employee Training and Development

	2023	
	Percentage of Employee Trained (%)	Average Training Hours per Employee (hours)
By Gender		
Male	89.0	56.8
Female	105.3	48.4
By Employment Type		
Senior level	50.5	110.7
Middle level	50.5	110.7
Junior level	111.9	42.7

Notes:

1. Percentage of employee trained by category = Number of trained employees in a specific category/Total number of employees in that category at the end of 2023 * 100%
2. Average training hours per employee = Number of training hours for a specific category/Number of trained employees in that category during 2023
3. Training was provided to senior and middle level employees as a group and may not be effectively segregated.

We encourage directors and senior management to take part in professional training sessions and seminars on topics such as occupational safety, corporate governance, business development and strategy, in order to develop and refresh their knowledge and skills. We additionally provided the management with a series of thematic courses to their leadership and management skills. Latest applicable laws, rules and regulations are circulated among employees and directors from time to time.

Considering that each of the position has its unique professional and technical needs, we ensure that every new joiner receives proper orientation training and mentoring in order to help them adapt to the new working environment. Continuous training is offered to relevant employees to ensure they possess the appropriate qualifications and skill-sets. Implementation of safety training is also one of the most important tasks. During 2023, we provided Emergency Response Team training to the underground mining staff in accordance with our OSH Policy. Details of the development and training programs are summarised below.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Table 4-3: Training and Development Programs

Orientation Programs

Orientation programs are organised for new joiners by introducing the history and corporate culture of the Group, as well as functions of respective departments, aiming at helping them adapt to the new work environment quickly.

Continuous Professional Training

Continuous training is held in different ways, including internal comprehensive training for specific skill development, and courses for continuous professional development for relevant employees to ensure that they are constantly updated on knowledge and skills.

Thematic Training

Directors and senior management are encouraged to take part in professional thematic training and seminars including occupational safety, corporate governance, business development and strategy.

Employees from respective departments are encouraged to take part in thematic courses on topics such as Personal Data Privacy, compliance, anti-money laundering and anti-corruption.

Safety training in preparation for the unlikely event of a mining emergency is held every month. The Emergency Response Team are trained and tested in a range of rescue drills such as confined space, rope, road, and underground rescue, as well as firefighting. Safety courses ensure that we have crews ready to respond to any incidents, not only at the mine but in the local community. The below photos depict one of the Emergency Response Team's training sessions.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

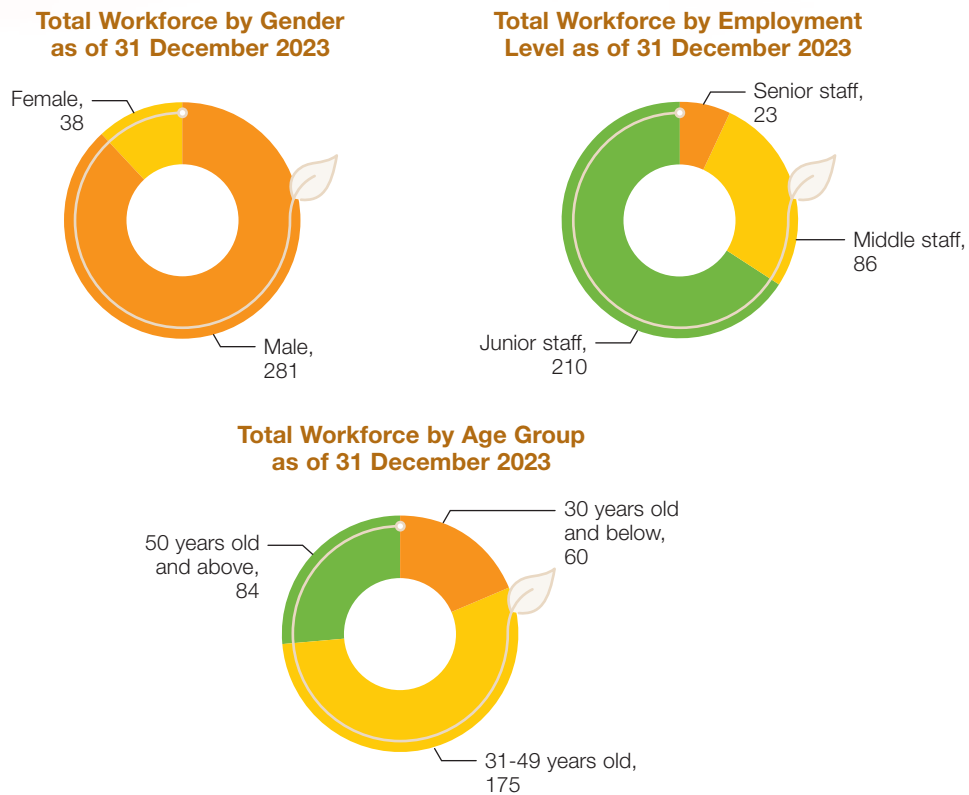


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

4.5 Our Workforce

At the end of 2023, we had a total of 319 employees. In 2023, the Group was not aware of any material non-compliance with laws and regulations that would have a significant impact on the Group in respect of human resources. A summary of our employee profile is provided below.

Table 4-4: Our Workforce



With a people-oriented culture supported by good employment practices, our employee turnover rate has been kept low. In 2023, our employee turnover was 21.9%.

Table 4-5: Employee Turnover

Categories	2023 (%)	2022 (%)
By Gender		
Male	20.6	21.1
Female	31.6	19.6
By Age Group		
30 years old and below	25.0	22.4
31-49 years old	20.0	21.7
50 years old and above	23.8	18.3

Note:

- Percentage of employee turnover = Number of employees leaving employment in a specific category/Total number of employees in that category at the end of 2023 * 100%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

4.6 Labour Standards

The Group strictly prohibits the employment of any child labour and forced labour, being fully aware that exploitation of child and forced labour violates human rights and international labour conventions. All candidates applying for a position in the Group are required to present their identity documents for inspection and ascertaining their identities, ages and validity of employment status. Recruiters diligently review the entry documents including medical examination certificates, academic certificates and identity cards.

Managers are responsible for ensuring compliance with the Group's policies to avoid the use of child and forced labour. If any child labour or forced labour is found, the Group will immediately stop all work of the identified child labour or forced labour. Follow-up investigations will be conducted to find out the reasons and modify the employment management measures to rectify the loopholes.

During 2023, the Group was not aware with any non-compliance with the laws and regulations that would have a significant impact on the Group relating to the prevention of child labour or forced labour.

5. PROTECTING OUR ENVIRONMENT

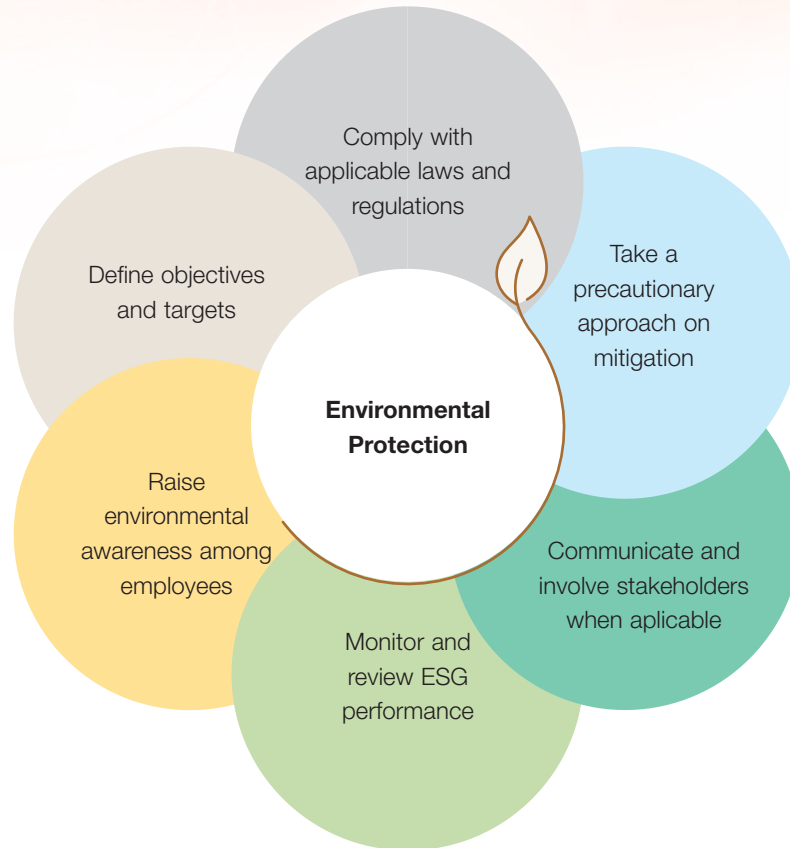
5.1 Climate Change Management

Climate change is the greatest challenge of the global community. It also presents a once in a lifetime opportunity for economic growth and value creation. We are conscious that our decisions today will have an impact for many years to come. As such, we will devote our resources to promote sustainability, and ensure environmental compliance as required under applicable laws and ordinances. We are on a march to achieve a net zero future. Our climate-related risk management framework addressing climate change is embedded throughout our business.

5.2 Corporate Environmental Policy

We are committed to upholding high environmental standards. We continue to devote human and financial resources to environmental conservation and reduction of carbon footprint, and ensure environmental compliance as required under applicable laws and regulations. The Group adheres to the following principles for a sound and effective management of energy consumption, GHG emission, as well as discharge of waste, sewage and other pollutants, highlighted as below.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)



During 2023, the Group was not aware of any material non-compliance with environmental protection laws and regulations that would have a significant impact on the Group in relation to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

5.3 Exhaust Gas and GHG Emissions

The Group generates GHG emissions from the use of vehicles and industrial machinery, as well as from purchased electricity. The Group is committed to reducing its emissions and adopt practices that are sustainable to the environment. Some of the measures include:

- Emissions of nitrogen oxides and sulphur dioxide are reduced through the implementation of boiler transformation and desulphurisation facilities transformation.
- Dust on roads and at stockpile locations are reduced through instalment of additional water spraying devices. Engineered dust collection systems are set up to control potential particulate emissions.
- Progressive reclamation is used to reduce the potential of windblown dust from TSF.
- Cleaner fuels for the mining operations are used whenever practical and feasible.
- Alternative operating models with less impact on the environment are explored on an ongoing basis.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

In 2023, the emission intensity reduced, which was the result of various emission reduction measures.

Table 5-1: Air Pollutants

Types of Air Pollutants	Unit	2023	2022
Nitrogen oxides (NOx)	kg	20,489.01	14,773.14
Sulphur oxides (SOx)	kg	43.70	0.06
Particulate matter ("PM")	kg	1,596.76	1,456.53

Table 5-2: Emissions

Types of GHG Emissions	Unit	2023	2022
Direct GHG emissions (Scope 1)			
• Petrol, diesel, Liquefied petroleum gas ("LPG")	tonnes CO2e	10,192.49	9,188.85
Indirect GHG emissions (Scope 2)			
• Purchased electricity	tonnes CO2e	13,179.35	16,157.01
Total GHG emissions (Scope 1&2)	tonnes CO2e	23,371.85	26,895.65
	tonnes CO2e	73.27	88.18
GHG emission intensity	per employee		

Notes:

- GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "2022 Sustainability Report" published by HK Electric Investments Limited and the "CLP 2022 Sustainability Report" published by CLP Holdings Ltd.
- As of end 2023, the number of employees under the reporting scope is 319. (2022: 305). The data is also used for calculating other intensity data.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

5.4 Waste Management

As a mining company, we recognize that our operations have certain material impacts on the environment, especially on the treatment of rocks and tailings, hazardous and non-hazardous wastes. Therefore, we are committed to aligning our waste management policy and environmental governance with the Australian standard for solid waste and dam safety. We have implemented policies on waste disposals, aiming at waste management from the source. We also try to reduce consumption and convert waste materials into useful assets for the community. Below is a summary of our waste management measures:

Table 5-3: Waste Management Measures

Prevention

- Remove single use coffee cups from dining rooms, recreational rooms and pantries
- Initiate a packaging reduction process with our key suppliers, with the aim of eliminating single use plastic from the goods delivered to us

Reduction

- Regularly maintain our mobile assets so that their average lifespan can last around 10 years
- Reduce paper consumption by encouraging a paperless office
- Encourage double-sided printing

Reuse

- Use of re-treaded tyres to extend their life where appropriate
- Collect rubber on site for internal reuse
- Reuse of carton boxes
- Reuse paper printed on one side

Recycle

- Sell or recycle aged equipment via third-party contractor
- Recycled paper, cans and plastics

Replace

- Replace carton boxes and wood pallets with more durable or recyclable alternatives, such as logistics carts, plastic tote boxes and plastic pallets
- Promote the use of paper from sustainable sources
- Migrate to product materials with a longer durability

Non-hazardous Waste

The non-hazardous wastes generated by the Group are mainly domestic waste including stationery, packaging materials, scrap steel, pallets, rubber, drink containers and paper from our operations. Where waste cannot be recycled or reused, it is disposed of at regulated landfill facilities on site or at nearby municipal landfill facilities.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Hazardous Waste, Tailings and Waste Rock Management

A large volume of tailings, waste rocks and hazardous materials is generated from the process of ore mining, selection, metallurgy and processing. Hazardous waste generated by the Group include hydrocarbons, waste oil and batteries. The potential impact of hazardous materials is managed under our chemical and hydrocarbon management plan. The Group manages hazardous waste, with measures governing the proper temporary storage, transfer and disposal in strict accordance with all relevant laws and regulations.

To minimize the hazards, the Group is committed to a sound and proper management of these waste, by applying the measures listed below:

- Manage the design, construction, operation, monitoring, and decommissioning of tailings dams and dump piles to minimize the risk of catastrophic failures, with reference to international best practices;
- Design and build storage facilities to minimise risks associated with slope stability, and geochemistry impacts;
- Ensure tailings slag from the processing plant are discharged properly into the TSF;
- Recycle or reuse any usable materials; and
- Remove waste from our sites for recycling and disposal by licensed, third party waste management companies.

Table 5-4: Waste Discharge

Category of Waste	Unit	2023	2022
Waste rocks	tonnes	132,667	112,430
Tailings	tonnes	630,487	616,717
Hazardous waste	tonnes	120	155
Hazardous waste intensity	tonnes per employee	0.38	0.51
Non-hazardous general waste	tonnes	2,241	1,924
Non-hazardous waste intensity	tonnes per employee	7.02	6.31

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Wastewater and Sewage Discharge

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

During 2023, the Group further applied the following control measures have been to reduce the impact of its water discharge:

- Settling capacity of two dams have been increased through dredging activities;
- Water was redirected to a licensed discharge point before disposal;
- A proactive approach has been adopted to manage pH levels through regular monitoring and enhancements to the lime and caustic dosing systems; and
- The newly constructed contaminated water treatment plant is enabling most of the contaminated mine water to be treated with the improvements from this water treatment facility.

5.5 Use of Resources

Energy Consumption

As natural resources are being depleted progressively, sustainability has become an important part of our business. We are working to optimise and reduce the overall amount of natural resources we consume. We have implemented various initiatives throughout our operations, minimising the use of fuel and energy. Through actively monitoring and managing the use of resources, we aim to reduce our carbon footprints as well as our operating cost. Below are some of the specific measures that we have taken to reduce energy use:

- Use energy-saving measures and technologies such as large-scale mining and selection equipment, LED lighting, devices which carry the certified energy label, advanced high-efficiency energy-saving motors, and more variable frequency equipment to strengthen power management;
- Use fuel efficient vehicles to reduce consumption;
- Maintain indoor temperature at 24-26°C, and schedule regular cleaning of dust filters and fan coils to improve efficiency of the air con system;
- Provide on-off and zoning control of lighting and ventilation system according to the operation schedules;
- Encourage employees to switch off idle machines and devices, such as computers and monitors;
- Encourage online meetings to reduce traveling;
- Organize training sessions and case studies to engage employees in adopting energy-saving practices; and
- Place reminders in the workplace to raise employees' environmental awareness.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

The energy consumption for 2023 is as follows, company vehicles has used diesel instead of petrol during the year.

Table 5-5: Energy Consumption

Types of Energy Consumption	Unit	2023	2022
Direct energy consumption:		41,345,402.16	37,271,277.00
• Unleaded petrol	kWh	0.00	61,142.78
• Diesel	kWh	41,266,867.95	37,075,279.91
• LPG	kWh	78,534.22	134,854.31
Indirect energy consumption:	kWh	109,827,940.00	100,958,892.00
• Purchased electricity		109,827,940.00	100,958,892.00
Total energy consumption	kWh	151,173,342.16	138,230,169.00
Energy consumption intensity	kWh per employee	473,897.62	453,213.67

Water Stewardship

Processing mined materials requires large volumes of water and may affect the quality of both surface and underground water resources. Therefore, water stewardship is critical, and we actively collaborate with the local communities and other consumers of water to improve water management using a catchment-based approach.

We can save significant amount of water for production and domestic use through the efficient management of water resources. Production wastewater, domestic wastewater and rainwater are treated separately to reduce the need for production waste water treatment. Recycled water is used for mining production.

Waving devices are installed at water taps in the workplace wherever possible. Environmental messages are posted up in pantry and washrooms to remind employees of the importance of water conservation. The utility facilities are maintained regularly to ensure that water seepage or leaking pipelines are replaced or repaired promptly. During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose due to its geographic location that its operation located.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Table 5-6: Water Consumption

Indicator	Unit	2023	2022
Total water consumption	m ³	2,375,993	2,376,234
Water consumption intensity	m ³ per employee	7,448.25	7,790.93

Packaging Materials

Given the nature of our business, we do not consume a significant amount of packaging material. However, we have encouraged our suppliers to engage in green packaging and reduce excessive packaging.

Paper Consumption

We consume a considerable amount of paper and therefore we have adopted a series of initiatives to reduce the amount of paper consumption:

- Encourage paperless office and reduce printing;
- Use electronic approvals instead of paper signatures, make full use of electronic archives and documents;
- Encourage the use of online communication;
- Use double-sided printing when needed; and
- Raise employees' awareness of conserving paper in the workplace.

Table 5-7: Paper Consumption

Indicator	Unit	2023	2022
Total paper consumption	kg	3,243.24	3,368.00
Paper consumption intensity	kg per employee	10.17	11.04

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

5.6 Climate Risk Assessment

Besides allocating resources on sustainability measures, we are committed to providing investors and stakeholders with useful information on climate-related risks and opportunities that are related to our business. We perform risk assessment to identify the physical and transition risks that are most relevant to the Group. The result will be incorporated into our risk management system where appropriate.

Transitional Risks

Transitional risks are those associated with the transition to a low carbon economy, which may be due to changes in policies, technologies and markets. The table below shows our response in managing various transitional risks.

Table 5-8: Transitional Risks and Opportunities

Risk	Risk Detail	Mitigation and Opportunities
Policy and regulatory changes	Evolving policy and regulatory changes, including those that cap emissions, may increase expenditure required to meet emissions caps.	<p>We are focused on reducing our emissions and have a target to achieve carbon neutrality.</p> <p>We will continue to work with industry bodies, peers, governments, and communities to ensure an effective governance framework and full compliance.</p>
Technical viability of decarbonisation strategy	<p>Technical challenges may impact our ability to achieve carbon neutrality.</p> <p>The technology required for the solutions to be delivered may not be proven at scale in a mining environment.</p>	<p>We are investing in renewable energy to power our operations and are making significant investments to research, develop and trial technical solutions to decarbonise our haul trucks, ventilation system, TSF facilities and drill rigs including:</p> <ul style="list-style-type: none"> • Ongoing discussion with key suppliers to develop the technology to integrate zero emissions power system into our operations; and • Development of partnerships with key suppliers and industry experts.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Risk	Risk Detail	Mitigation and Opportunities
<p>Market risks</p>	<p>Downstream market developments may include the introduction of a carbon tax, carbon border adjustment, the increased cost of raw material due to embedded GHG emission price.</p>	<p>We continue to be engaged and collaborate with our customers to reduce the emissions.</p> <p>As emissions reduction frameworks evolve, we will ensure the environmental performance of our products meets customer requirements.</p>
<p>Reputational damage</p>	<p>Technical solutions to meet our decarbonisation targets may not be commercially viable, exposing us to reputational damage.</p> <p>This may impact our:</p> <ul style="list-style-type: none"> • Social licence to operate • Product demand • Financing • Investment opportunities 	<p>We are implementing a decarbonisation strategy that includes significant investment in renewable energy and low emission fuels for our equipment.</p> <p>We ensure regular and transparent engagement with our stakeholders on our climate strategy and progress on achieving our objectives through direct consultation, quarterly briefings, annual meetings, annual reports, media statements and presentations.</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Physical Risks

Physical risks reflect how changes to the frequency and intensity of extreme weather can impact, disrupt and damage business operations, assets and supply chains, as well as lead to broader impacts such as food and water security and trends in migration.

Table 5-9: Physical Risks and Opportunities

Risk	Risk Detail	Mitigation and Opportunities
ACUTE RISKS		
Increased severity of extreme weather events	The increased severity of cyclones and flooding from climate change may cause material damage to assets, leading to operational disruptions, decreased productivity and increased costs associated with asset repair.	We focus on building resilience of our operations to protect assets and minimize operational downtime from extreme weather events.
	The risk may also impact our value chain over the long-term.	We have constructed mine infrastructure to meet engineering specifications, accounting for the future risk of extreme weather events by taking account of current industry standards of Australia. We review and redesign our assets and infrastructure as new information becomes available, including emerging patterns associated with extreme weather events. All new projects include plans to address the potential physical impacts of climate change. We conduct annual risk assessments that consider the future physical impacts of climate change.
Increased frequency of extreme heat	Climate change may lead to an increase in the severity or frequency of bushfires which have the potential to cause material damage and/or production delays to our mining operations.	We focus on building resilience of our operations to ensure assets are protected and operational downtime from bushfires is minimised.
	Increased heat stress can put employee safety at risk and disrupt operations.	We also implement some procedures that detail how to conduct a thermal risk assessment and heat management controls.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Risk	Risk Detail	Mitigation and Opportunities
CHRONIC RISKS		
Rising sea levels and storm surge inundation	<p>Global sea level rises coupled with storm surge has the potential to cause material damage to mine infrastructure through inundation.</p> <p>Sea levels may rise due to expanding ocean volumes from temperature increases and from melting glaciers and ice sheets.</p>	<p>We are investigating new approaches to assess the exposure of our mine assets to flood hazards under climate change scenarios.</p> <p>All new projects include management and mitigation mechanisms to address the potential physical impacts of climate change.</p>
Changes in precipitation patterns	<p>The potential for prolonged drought events or changes to precipitation patterns may place increasing stress on the availability of water resources. This may delay approvals, lead to more stringent controls and impact relationships with local stakeholders.</p>	<p>Our water strategy is focused on reducing water usage across our operations. This includes adopting technological solutions and using metrics and internal performance standards to proactively manage water use.</p> <p>We assess the extent to which prolonged droughts may place additional stress on mine water supplies and if it may increase the risk of non-compliance with environmental approvals.</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

6. OPERATING RESPONSIBLY

The demand for ethical compliance and sustainable development is getting increasingly high in the mining industry. As a responsible business, we realise that we must operate in a sustainable fashion with a comprehensive ESG management approach. In addition, it is essential for us to encourage all business partners to incorporate those sustainability practices and policies into their operations to achieve our common ESG goals.

6.1 Encouraging Innovation

The Group anticipates that technological innovation shall play a crucial role in our long-term business development. As such, we are determined to set ourselves in a good position to proactively engage in research and development, and introduce products, services and processes into our business model wherever commercially feasible and appropriate.

6.2 Supply Chain Management

Our supply chain management incorporates the principle of sustainability in every part of the procurement process, including logistics, sourcing, selection of materials, distribution and inventory management. We give priority to products and services which are environmentally friendly and socially responsible. We regularly evaluate our vendors and suppliers based on their compliance with applicable laws and regulations in relation to safety, environment protection, forced labour, child labour and other social aspects. Regular assessments covering the professional qualification, services/products quality, financial status, integrity, and legal compliance are conducted as needed. When the result is not satisfactory, the supplier will be removed from the approved supplier list.

Every supplier is required to comply with our code of practice, which prohibits the offering of gifts, loans, hospitality, services or favour in an improper manner. In addition, the Group encourages our business partners to adopt the best environmental and social practices and to integrate sustainability into the core business, through developing energy-saving and consumption reduction policies. For example, we recommend the suppliers to apply sustainable transport and logistics solutions by using online carbon calculator for route planning in order to reduce carbon footprint in their delivery process.

We believe that, through the above review process, we can monitor and minimise the potential environmental and social risks associated with the supply chain. In 2023, the Group had 542 suppliers, 97% of which are all located in Australia where we are operating.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

6.3 Product Responsibility

We understand the importance of providing the highest standards of products and services to our customers and we maintain continuous communication with them to make sure that we understand and fulfil their needs and expectations. Furthermore, we keep track of emerging trends and refine our products and services to offer the best experience to our customers.

We constantly review product quality and identify room for improvements. We follow the quality assurance protocol to ensure products and services constantly meet customer requirements and legal and safety standards for its intended use, and for circumstances of reasonably foreseeable misuse. We carry out regular assessment of our products with respect to environmental impacts, as well as health and safety hazards. We ensure that our products are advertised and labelled with sufficient information and directions for use in accordance with legislation and industry codes of practice. Product information should not be biased and misleading.

We pay special attention to customer satisfaction and customer feedback. Regular communication channels are in place to gather information on satisfaction and suggestions for improvement. We have various complaints and feedback channels, such as telephone hotline, emails and websites, to collect suggestions and advice. Customer feedback is consolidated and analysed in order to identify issues. Follow-up actions, including internal evaluation and training, will be undertaken to address the issues identified and to continuously improve our services.

In 2023, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. There were no cases of product recall due to health and safety issues nor complaints received against our services during 2023.

6.4 Privacy Protection

The Group acknowledges the importance of protecting personal data against unauthorised access, use or loss and the Group adheres to the Personal Data (Privacy) Ordinance when collecting, processing and using customers' personal data. To safeguard customer privacy, the Group takes practicable steps to ensure the data is securely stored, and the use of data is limited to certain authorized employees, and only for the original intended purpose.

The Group sets out and regularly reviews its data privacy policy, under which customer and supplier data should be used exclusively for matters relating to the Group's operations. We strive to ensure all collected data is free from unauthorised or accidental access, processing, erasure or other use.

There were no non-compliance cases noted in relation to our data privacy and no material complaints received regarding our services that would have significant impact on the Group in 2023.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

6.5 Anti-Corruption

The Group makes every effort to uphold a high standard of business ethics. Bribery and corrupt practices of any forms are strictly prohibited. The Group has developed a series of policies and code-of-conduct with respect to anti-fraud and anti-bribery, which apply to all employees. In general, we require our employees to declare any conflict of interest and avoid any possible conflict with suppliers and sub-contractors. We organise seminars at least annually in relation to anti-corruption and avoidance of conflict of interest for our directors and staff. We also encourage our business-related parties to observe the principles of these policies, and to proactively report any suspected misconduct to us. In 2023, 282 employees attended a total of 564 hours in anti-corruption training.

According to the Group's policy, employees may report any concern in relation to accounting controls and audit matters to the Audit Committee, which will review each complaint and decide if in-depth investigation should be conducted. There were no concluded legal cases regarding corrupt practices brought against the Group or our employees, and the Audit Committee identified no complaint from employees during 2023.

During 2023, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

6.6 Whistle-blowing Policy

In order to encourage our employees to report illegality, irregularity, malpractice, unethical acts or behaviors, and misconduct, which may damage the Group's interests and reputation, we have established a whistle-blowing policy and stated the procedures for employees to report cases via a confidential reporting channel. The policy aims to encourage our employees to report behaviour that is not in line with the principles of ethics and the Group's policies.

The Group is committed to handling the reports with due care, and will conduct a comprehensive and independent investigation for each reasonably established report. All reported cases will be handled confidentially to protect the identity of the whistle-blowers and their privacy. They will not be subjected to unfair dismissal or unreasonably disciplinary action and the Group will protect other legal rights of the whistle-blowers.

The whistle-blowing policy applies to all levels of the members of the Group, and it has been documented in the employee handbook and circulated among employees for their reference.

6.7 Intellectual Property Rights

We have policies, controls and guidance to manage risk relating to intellectual property. This ensures that intellectual property is identified, maintained and protected appropriately, and ensures that we do not infringe third-party intellectual property rights during the course of business. The Group also protects its own intellectual properties through patents and trademark.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

7. CONTRIBUTING TO OUR COMMUNITY

We consider that it is our mission to give back to our community. Given that our mining operations are in close proximity to some agricultural land, we may impose inherent risk of environmental, social and economic impacts on these neighbours. As such, we strive to make a better society through our active involvement in the communities where we run our business, helping the people in need through volunteer services, donation programmes and social enterprise support.

We dedicate our engagement with the local community in the following ways:

- Engage in community affairs and functions;
- Protect traditional and cultural heritages of the local community; and
- Respect the values of indigenous people and ethnic minorities.

7.1 Community Development

The Australian Native Title Act requires mining companies to negotiate and enter into Community Development Agreements (“**CDAs**”) with Aboriginal communities that have a legal interest in the land as native title holders. As well as being a legal requirement, CDAs have proved an effective route for mining companies to obtain the goodwill of host communities – the “**social licence to operate**” – by involving local decision-makers and giving them responsibility for how financial rewards will be used. The Group has strictly complied with this requirement and has been actively collaborating with the local community with respect to the local development.

During 2023, we provided financial sponsorship totalling AUD 23,984 to the local community, such as Zeehan Primary School, Rosebery Neighbourhood House, Tasmanian Minerals, Manufacturing And Energy Council, the Cancer Council, St Josephs Catholic School, West Coast Heritage Centre, North Western Tasmania Axemen Association, and the Strahan Primary School as part of our efforts on community development.

7.2 Involvement with the Local Community

Our employees are especially proactive in organising regular community outreach activities to support the local communities where we operate. By employing local workforce and initiating the internship programs for university students, we contributed to the local labour market. We partner with local non-profit organisations to take part in a variety of charitable activities, targeted to help children, elderly, the poverty and underprivileged groups, and to support animal welfare.

The below photo depicts our student program in which students and young members of the community join us for work experience or visits.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

8. CONTENT INDEX OF THE STOCK EXCHANGE ESG REPORTING GUIDE

Indicators	Description	Section and Remarks
A1. Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Protecting Our Environment
A1.1	The types of emissions and respective emissions data.	Protecting Our Environment
A1.2	GHG emissions in total (in tonnes) and intensity.	Protecting Our Environment
A1.3	Total hazardous waste produced (in tonnes) and intensity.	Protecting Our Environment
A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Protecting Our Environment
A1.5	Description of reduction initiatives and results achieved.	Protecting Our Environment
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Protecting Our Environment
A2. Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Protecting Our Environment
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Protecting Our Environment
A2.2	Water consumption in total and intensity.	Protecting Our Environment

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Indicators	Description	Section and Remarks
A2.3	Description of energy use efficiency initiatives and results achieved.	Protecting Our Environment
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Protecting Our Environment
A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced.	Defined to be irrelevant to the Group's operations.
A3. The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Protecting Our Environment
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Protecting Our Environment
A4. Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Protecting Our Environment
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.	Protecting Our Environment

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Indicators	Description	Section and Remarks
B. Social		
B1. Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our People
B1.1	Total workforce by gender, employment type, age group and geographical region.	Our People
B1.2	Employee turnover rate by gender, age group and geographical region.	Our People
B2. Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Our People
B2.1	Number and rate of work-related fatalities.	Our People
B2.2	Lost days due to work injury.	Our People
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Our People

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Indicators	Description	Section and Remarks
B3. Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our People
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Our People
B3.2	The average training hours completed per employee by gender and employee category.	Our People
B4. Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Our People
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our People
B4.2	Description of steps taken to eliminate such practices when discovered.	Our People
B5. Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Operating Responsibly
B5.1	Number of suppliers by geographical region.	Operating Responsibly

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Indicators	Description	Section and Remarks
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Operating Responsibly
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Operating Responsibly
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Operating Responsibly
B6. Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Operating Responsibly
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Operating Responsibly Not applicable to the Group's core operations.
B6.2	Number of products and service-related complaints received and how they are dealt with.	Operating Responsibly No products and services related complaints received during the Reporting Period.
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Operating Responsibly

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

Indicators	Description	Section and Remarks
B6.4	Description of quality assurance process and recall procedures.	Operating Responsibly No product recall during the Reporting Period.
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Operating Responsibly
B7. Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Operating Responsibly
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Operating Responsibly No concluded legal cases regarding corrupt practices during the Reporting Period.
B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Operating Responsibly
B7.3	Description of anti-corruption training provided to directors and staff.	Operating Responsibly
B8. Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contributing to Our Community
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contributing to Our Community
B8.2	Resources contributed (e.g. money or time) to the focus area.	Contributing to Our Community