



中廣核礦業有限公司
CGN Mining Company Limited

(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：01164)



2022

環境、社會及管治報告

Environmental, Social and Governance Report

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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “Report”) discloses the practices and performance of CGN Mining Company Limited (the “Company” or “CGN Mining”) and its subsidiaries (the “Group”) in environmental, social and governance issues in the past year. The Group has been adhering to the sustainable development philosophy to create and share sustainable values with its stakeholders in environmental, economic and social aspects. The Report detailed the contribution of the Group to sustainability management.

The Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) set out by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Report has complied with all the “Comply or Explain” provisions of the Guide and reported on all the recommended disclosures in the Guide.

Reporting Principles

The Group has considered the following reporting principles in preparing the Report:

- **Materiality:** The Group identifies the material environmental and social issues through interviews with the management and questionnaire surveys targeted at internal and external stakeholders, as well as evaluating the impact of various environmental, social and governance issues on the operations of the Group. For more information, please refer to the “Materiality Assessment” section.
- **Quantitative:** The quantitative data of the Report would be recorded and estimated by relevant departments of the Group, and the information of the standards, methodologies, assumptions or calculations were stated in the Report wherever appropriate.

關於本報告

本環境、社會及管治報告(「本報告」)為披露中廣核礦業有限公司(「本公司」或「中廣核礦業」)及其附屬公司(「本集團」)，於過去一年在環境、社會及管治議題方面的行動與表現。本集團一直秉承可持續發展經營理念，與持份者在環境、經濟及社會層面創造及共享可持續價值，本報告詳載本集團為可持續性管理而作出的貢獻。

本報告按照香港聯合交易所有限公司(「聯交所」)載列的《環境、社會及管治報告指引》(「指引」)編製。本報告已遵守指引的所有「不遵守就解釋」條文，並匯報了指引的所有建議披露內容。

匯報原則

本集團在制定本報告時，考慮了下列報告原則：

- **重要性：**本集團透過管理層訪談及內、外部持份者問卷調查的結果，以及評估各項環境、社會及管治事宜對本集團營運的影響，以識別重大環境社會議題，如需更多資料，請參照「重要性評估」的章節。
- **量化：**本集團的相關部門對量化資料作出紀錄及估算，在適當之處列出有關標準、方法、假設或計算方式的資料。



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- **Balance:** The information in the Report was mainly derived from our internal statistical reports, documents and communications for the year of 2022. We are committed to providing an unbiased picture of our performance and fair disclosure of progress and ongoing challenges in the most critical aspects for the Group's performance.
- **Consistency:** We have reported in accordance with the Stock Exchange's "Environmental, Social and Governance Reporting Guide" since 2016. Where practicable, the Group uses consistent methodologies. If there are any changes that may affect the comparison with previous reports, the Group has added remarks to the corresponding content of the Report.
- **平衡性：**本報告的資料主要來自於二零二二年度的內部的統計報告、文檔及溝通文件。我們承諾會提供無偏頗的表現概況，並就本集團表現最關鍵方面的進度及持續挑戰作出公平披露。
- **一致性：**我們自二零一六年起遵循「香港聯交所環境、社會及管治報告指引」進行匯報。在可行情況下，本集團使用一致的統計方法。若有任何可能影響與過往報告作比較的變更，本集團已於本報告相應內容加入註解。

Scope of the Report and Reporting Period

The content of the Report covers the Group's main operating locations such as the UK office and Hong Kong office, as well as the mines (the "Mines") in Kazakhstan owned by Semizbay-U Limited Liability Partnership ("Semizbay-U") and Mining Company "ORTALYK" LLP ("Ortalyk"), in which the Group holds a 49% interest. Although Semizbay-U and Ortalyk are not subsidiaries of the Company and their mines are not directly operated by the Group, the Group has assigned personnel to be involved in their daily production and operations, and participates in governance and control by acting as directors. Since Semizbay-U and Ortalyk have considerable influence on the Company's operations and ESG performance, they are included in the scope of this Report.

Reporting period is from 1 January 2022 to 31 December 2022, same as the financial period of the Annual Report.

報告範圍及報告期

本報告的內容涵蓋本集團在英國辦公室及香港辦公室等主要營運地點，以及本公司於哈薩克斯坦擁有49%權益的謝米茲拜伊鈾有限合夥企業（「謝公司」）及奧爾塔雷克礦業有限合夥企業（「奧公司」）旗下的礦山（下稱「礦場」）。雖謝公司及奧公司並非本公司子公司且其旗下礦場非由本集團控股運營，但本集團有派員參與其日常生產運營，並通過董事參與治理管控。鑒於謝公司及奧公司對本公司的經營及ESG表現有相當影響力，故納入本報告範圍。

報告期為二零二二年一月一日至十二月三十一日，與本公司年報的財政期間相同。

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MESSAGE FROM CHAIRMAN OF THE BOARD

Sustainability development is the key to solving worldwide problem, and ESG is a concrete practice that embodies the concept of sustainable development at the company level. Improving ESG work is an important means of implementing the new development philosophy, and promoting quality growth both economically and socially. In 2022, geopolitical risk and extreme weather pushed up challenging conditions of global energy supply. The way to achieve energy safety and energy independence while promoting the harmony of nature is an important issue that we need to explore for a long time. CGN Mining strives to adopt a prudent and cautious approach incorporating ESG principles into the development strategy and production operations of the Company. In the past year, we put efforts to promote green safety, caring for employees and corporate governance, and achieved good results.

For the green safety, the Company proactively explores safe and reliable mining technology to improve efficiency and reduce emissions, ensuring the safety of all stages from mining to delivery and complying with the highest safety standards. Meanwhile, we established a comprehensive risk management system to effectively identify and tackle ESG-related risks, and achieve risk management and control throughout the business process with making use of the professional advantages of the Company. The implementation of special actions for improving quality and increasing efficiency, and taking effective measures for saving energy and reducing consumption enable the realization and promotion of ecological civilization.

For caring for employees, the Company considers its employees as the most valued asset. Therefore, the Company strives to provide its employees with a positive, safe, healthy and fulfilling workplace to ensure the overall development and happiness of its employees, including provide the extensive training and development opportunities for employees to improve their skills and knowledge as well as to promote their career development. We respect the labor rights and human rights of all employees, maintain high ethical standards, and promote an inclusive culture within the Company. We continue to organize “caring for employee” activities regularly, and set up opinion channels for employees.

董事會主席致辭

可持續發展是解決全球性問題的關鍵，而 ESG則是在公司層面體現可持續發展理念的具體實踐。加強ESG實踐是全面貫徹新發展理念的重要手段，也是推動經濟社會高質量發展的內在要求。2022年，受地緣政治及極端氣候的影響，全球能源供應形勢日益嚴峻，如何在實現能源安全、能源獨立的同時推動人與自然和諧共生是我們要長期探討的重要課題。中廣核礦業秉持著嚴慎細實的工作作風，並將ESG原則納入公司發展戰略和生產經營中。在過去的一年裡，我們全力推動綠色安全、員工關懷、公司治理等各項工作，並取得了顯著成果。

在綠色安全方面，公司積極探討安全可靠的開採技術，提高效率及減少排放，確保產品在開採至交付過程的安全，並符合最高的安全標準。同時，建立健全全面風險管理制度，有效識別、應對ESG相關風險；發揮公司專業優勢，實現業務全過程的風險管控。實施提質增效專項行動，採取有效的節能降耗措施，積極踐行和推動生態文明建設。

在員工關懷方面，公司視員工為最寶貴的財富。因此，公司一直致力於為員工提供一個積極、安全、健康和富有成就感的工作環境，以確保員工的全面發展和幸福感受；包括為員工提供廣泛的培訓和發展機會，提高員工的技能和知識水平，並促進他們的職業發展；尊重所有員工的勞工權利及人權，維持高道德標準，並在公司內倡導包容文化；持續推出員工定期關懷活動，並建立員工多樣化反饋通道。



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For the governance, the Company focuses on improving its governance. In 2022, with the recovery of economic activities in the industry, the Company successfully introduced a group of strategic investors represented by the China State-owned Enterprise Mixed Ownership Reform Fund, and enable such investors to participate in corporate governance, so as to enhance the diversity of the Board, and optimize the structure of the Board. In order to implement the nation's carbon peak and carbon neutrality goals, connect with the capital market, and promote the quality growth of the Company. The Board of the Company has established a new Environmental, Social and Governance Committee ("ESG Committee"), which would bring great benefits to the Company in improving the ESG working mechanism and the quality of ESG-related information disclosed.

CGN Mining has been committed to becoming a world-class natural uranium supplier with the mission of "Providing Safe, Affordable and Reliable Products and Services for Nuclear Power Station" since its establishment. The Company insists on opening cooperation, focuses on improving international management, and strives to seize the opportunity brought about by the recovery of worldwide demand for nuclear power, for seeking high-quality natural uranium resources, achieving better cooperation, higher return on investment, higher quality of product and stronger development resilience, in order to contribute to the development of the nuclear power industry. In 2022, the Company's attributable production of uranium was 1,269 tU, representing a significant increase over 2021, which is equivalent to the generation of electricity 103.33 billion kWh, reduction of dust emissions 40,300 tons, emissions of nitrogen oxides 160,000 tons and emissions of carbon dioxide 70.66 million tons.

在治理方面，公司專注於提高治理水平。2022年，公司在行業復甦大背景下成功引入以中國國家混合所有制改革基金為首的一眾戰略投資人，並使投資人參與公司治理，促進董事背景多元化，董事會結構合理化。為踐行國家雙碳戰略，和資本市場接軌，促進公司高質量發展，公司董事會新設立環境、社會及管治委員會(ESG委員會)，對公司完善ESG工作機制、提升ESG信息披露質量將帶來實質性推動。

中廣核礦業自成立之初便致力於成為國際一流的天然鈾供應商，以「為核電站提供安全、經濟、可靠的核燃料產品和服務」為使命，堅持開放合作，專注於提升國際化管理水平，努力在全球核電復甦的背景之下抓住機遇，尋求優質天然鈾資源，實現更高合作水平、更高的投資回報、更高的產品質量和更強的發展韌性，為核電行業的發展添磚加瓦。2022年，公司實現權益產量1,269噸鈾，比2021年有大幅提升，相當於發電1,033.3億千瓦時，減排4.03萬噸粉塵，16萬噸氮氧化合物，以及7,066萬噸二氧化碳。

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Embracing new aspirations, we are forging ahead for development. Looking forward to the year 2023, CGN Mining will remain true to its original aspiration, further integrate ESG into all aspects of the Company's strategic planning, production and operation with perseverance, strengthen the top-level structure of ESG governance, consolidate the foundation of governance, and actively participate in the construction of China's ESG ecosystem. We will continue to enhance the setting and accomplishment of KPIs in relation to ESG, as well as work with stakeholders to promote the sustainability development of the Company, and strive to enter a new phase of quality growth!



風勁帆滿圖新志，砥礪奮進正當時。展望2023年，中廣核礦業將不忘初心，以始為終，進一步將ESG融入公司戰略規劃和生產經營的各個環節，加強ESG管治的頂層設計，夯實治理基礎，積極參與中國ESG生態體系建設。我們將持續推動ESG關鍵指標目標的訂立及實現，與利益相關方攜手推動公司可持續發展，奮力開啟高質量發展新階段！

CGN Mining Company Limited

中廣核礦業有限公司

Chairman of the Board and

Chief Executive Officer

董事會主席兼首席執行官

An Junjing

安軍靖

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MESSAGE FROM CHAIRWOMAN OF ESG COMMITTEE

Energy crisis and sustainability development are the recurring issues back in 2022. In the past year, CGN Mining continued to support the carbon peak and carbon neutrality goals, The ESG working mechanism was enhanced with an aim to lay a solid foundation for sustainability development and promote the quality growth of the Company, under the leadership of the Board. We upgraded the ESG work to the level of corporate strategy; set up an ESG Committee under the Board; initially established a top-down ESG governance system; improved ESG risk management and control; optimized the information disclosure process; and enhanced and improved the comprehensiveness, authenticity and accuracy of data disclosed. We not only received the ratings in relation to ESG from locally and internationally renowned rating agencies, but also won a number of awards related to governance and value growth, showing that our ESG work has been well recognized by the public.

We are committed to reducing our impact on the natural environment through technological innovation and resource conservation measures. We adopt in-situ leaching for recovery of uranium, which completely mitigates the pollution of radioactive dust, minimizes tailings and exhaust gas pollution, and significantly reduces wastewater discharge. Meanwhile, solar power generation equipments have been installed on the mine site to reduce the outsourced electricity and greenhouse gas emissions generated from the fossil fuels by consumption of renewable energy.

ESG委員會主席致辭

回望2022年，能源危機與可持續發展是貫穿始終的話題。過去的一年，中廣核礦業繼續積極響應「雙碳」目標，在公司董事會的領導下，完善ESG工作機制，力求在可持續發展的道路上穩紮穩打，推動公司高質量發展。我們將ESG工作提升至公司戰略的高度，於董事會下設ESG委員會，初步建立了自上而下的ESG治理體系，增強ESG風險管理和把控力度，優化信息披露流程，鞏固提高數據披露的全面性、準確性與真實性。我們在獲得國內外多家主流機構ESG評級的同時，也榮獲多項治理及價值成長相關獎項，充分體現業界對公司ESG管理及信息披露工作的一致認可。

我們致力於通過技術創新和資源節約措施，減少對自然環境的影響。礦場利用原位地浸方式開採鈾礦，該方法徹底改善放射性污染粉塵的污染，將尾渣及廢氣污染將至最低程度，顯著減少廢水排放量。與此同時，礦場安裝了太陽能發電設備，通過使用可再生能源減少外購電量及因使用化石燃料產生的溫室氣體排放。

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We are concerned about the welfare of our employees and uphold the philosophy of people-orientation. We strive to create a safe, healthy and dynamic workplace. CGN Mining has established a comprehensive occupational health management system, and regularly conducts safety training for employees to improve their safety awareness. In the past three years, there were no case of work-related fatalities in CGN Mining which keeping a record of zero accidents for a long time. At the same time, the Company will provide employees with benefits such as training with equal opportunities, improvement of office environment and setting up multi-dimensional career path to ensure employees can grow together with the Company.

We believe that maintaining business ethics and reducing compliance risks are the keys to the sustainable development of an enterprise. CGN Mining has formulated the stringent anti-corruption and anti-fraud policies, as well as the suitably-targeted preventive measures to avoid the occurrence of corruption. In the past three years, there was zero case of corruption in CGN Mining.

In 2023, under the leadership of the Board, CGN Mining will strive to continue to be a “World-class Natural Uranium Supplier”. We will continue to build an echelon of uranium resource projects with sustainable development capabilities, continue to strenuously cultivate the development of uranium resources, and be actively involved in the international trade of natural uranium. In the process of realizing the carbon peak and carbon neutrality goals and building a low-carbon, clean and green earth, it contributes to the development of CGN Mining by providing natural uranium assurance for nuclear power plants.

我們關注員工福利，堅持以人為本，致力於創建一個安全、健康、充滿活力的工作環境。中廣核礦業建立了完善的職業健康管理體系，定期對員工進行安全培訓，提高員工的安全意識。過去三年，中廣核礦業未發生任何因工亡故事件，長期保持0事故記錄。與此同時，公司將為員工提供平等的培訓、辦公環境改善等福利，設置多維度職業發展通道，確保員工與公司共同成長。

我們相信維護商業道德、降低合規風險是企業可持續發展的重要前提。中廣核礦業制定了嚴格的反貪污及防止欺詐政策，並配有針對性的預防措施，避免反廉潔事件的發生。過去三年，中廣核礦業貪污腐敗事件發生率為0。

2023年，在董事會的帶領下，中廣核礦業將繼續在追求「國際一流天然鈾供應商」的道路上奮力前行。我們將繼續打造具有可持續發展能力的鈾資源項目梯隊，持續深耕鈾資源開發，積極參與天然鈾國際貿易，在實現雙碳目標、打造低碳、清潔、綠色的地球家園的進程中通過為核電站提供天然鈾保障，貢獻中廣核礦業的力量。



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CGN Mining will hold hands with all shareholders, suppliers and service providers to increase the proportion of clean energy that used in the each of stages such as production, transportation, delivery and management, as well as continue to reduce energy consumption and pollutant emissions in order to become a leading environment-friendly enterprise in the industry.

CGN Mining will continue to be concerned about the social environment in where it operates, give priority to local employees and suppliers, and proactively contribute to local employment, taxation and economic prosperity.



中廣核礦業將聯合全體股東、供應商和服務商，在生產、運輸、交付、管理等全流程增加清潔能源使用比例，持續降低單位能耗和污染物排放，成為行業領先的環境友好型企業。

中廣核礦業將持續關注業務所在地的社會環境，優先選用當地僱員和供應商，積極為當地就業、稅收和經濟繁榮貢獻力量。

CGN Mining Company Limited

中廣核礦業有限公司

Executive Director ·

Chairwoman of ESG Committee and

Chief Financial Officer

執行董事、ESG委員會主席兼首席財務官

首席財務官兼ESG委員會主席

Xu Junmei

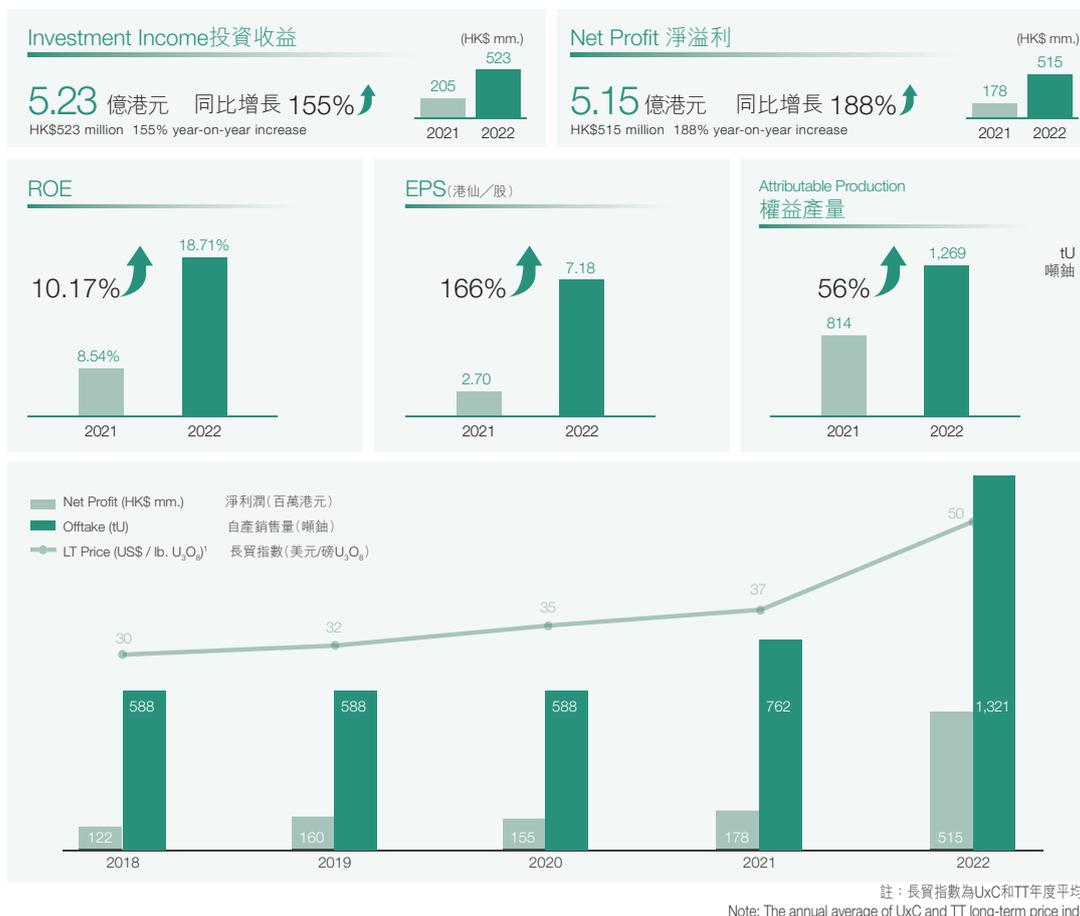
徐軍梅

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OUR PERFORMANCE AT A GLANCE 業績概覽

Financial Performance 業績表現



ESG Performance ESG績效



ESG Ratings ESG評級

MSCI BB

華政指數 BB

中誠信 BB

妙盈 BB

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THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

Vision and Mission

The Group is mainly engaged in developing and trading natural uranium, aiming to become one of the leading suppliers of natural uranium for nuclear power plants. We integrate the concept of sustainable development into its corporate management, group culture and operational strategies to continuously optimize its performance and development in relation to the environment, society and corporate governance.

ESG Development Strategies

The Group responds to the Ten Principles on human rights, labor, the environment and anti-corruption set out in the UN Global Compact, and strives to make the principles part of our business strategy, corporate culture and daily operations.

可持續發展基石

願景及使命

本集團主要從事天然鈾開發與貿易，旨在成為核電站天然鈾的主要供貨商之一。我們將可持續發展概念融入企業管理、集團文化、運營策略當中，不斷優化環境、社會及企業管治相關的表現及發展。

ESG發展策略

本集團響應聯合國全球契約在人權、勞工、環境和反腐敗領域的十項原則，並致力將其融入商業策略、公司文化與日常營運的一部分。

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UN Global Compact

聯合國全球契約

Principle 1 : Support and respect the protection of internationally proclaimed human rights

原則一：企業應該尊重和維護國際公認的各項人權

Principle 2 : Make sure that they are not complicit in human rights abuses

原則二：企業決不參與任何漠視與踐踏人權的行為

Principle 3 : Uphold the freedom of association and the effective recognition of the right to collective bargaining

原則三：企業應該維護結社自由，承認勞資集體談判的權利

Principle 4 : Elimination of all forms of forced and compulsory labor

原則四：企業應該消除各種形式的強迫性勞動

Principle 5 : Promote the effective abolition of child labour

原則五：企業應該支持消滅童工制

Principle 6 : Elimination of discrimination in respect of employment and occupation

原則六：企業應該杜絕任何在用工與職業方面的歧視行為

Current Situation of the Group

本集團現況

The Group strictly abides by the laws, regulations and rules of the nation and the countries where it operates. We support human rights in the workplace and in the community, and strive to improve and respect globally recognized protection of human rights and effectively safeguard the legitimate rights and interests of employees.

本集團嚴格遵守國家及經營所在國的法律、法規、規章。我們支持工作場所和社區的人權，並致力於加強和尊重全球公認的人權保護，切實維護員工合法權益。

The Group promises that the company will not be involved in any human rights violations.

本集團承諾企業不涉及任何侵犯人權的事件。

The Group understands the importance of employees' opinion. Employees are entitled to the freedom of association and collective bargaining power.

本集團瞭解員工意見的重要性，員工充分享有結社自由和集體談判權。

The Group respects human rights in the workplace and will never tolerate any form of forced labor.

本集團尊重職場人權，絕不容忍任何形式的強迫性勞動。

The Group strictly prohibits the hiring of child labor in any form. It checks the original copy of the identity documents and academic certificates of newly joined staff as a dual-verification approach to prevent child labor.

本集團嚴禁使用任何形式的童工，並查驗新進人員身份證明文件及學歷證書正本，雙重把關以杜絕童工。

The Group upholds diversity and non-discrimination. By taking the stand of "respect, adaptation, tolerance and integration", we eliminate discrimination in race, nationality, religion, disability, gender, education, etc. We provide equal opportunities and prohibit both tangible and intangible sexual harassment, bullying and discrimination in the workplace.

本集團秉持多元化及反歧視理念，以「尊重、適應、包容、融合」的態度，拒絕種族、國籍、宗教、殘疾、性別、學歷等方面的歧視。我們提供平等機會，並禁止工作職場任何有形或無形的性騷擾、霸凌、歧視行為。



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UN Global Compact 聯合國全球契約	Current Situation of the Group 本集團現況
Principle 7 : A precautionary approach to environmental challenges	The Group is prepared to cope with climate change and environmental challenges. We have incorporated issues such as climate change into the Group's risk management system to reduce environmental risks and seize opportunities.
原則七：企業應對環境挑戰未雨綢繆	本集團已準備好應對氣候變化和環境挑戰。我們已將氣候變化等議題加入本集團的風險管理體系，以降低環境風險及把握機會。
Principle 8 : Undertake initiatives to promote greater environmental responsibility	The Group aims to refine its business operations to be more environmentally sustainable. We are taking steps to mitigate the impacts on the environment brought about by our operating processes.
原則八：企業應該主動增加對環保所承擔的責任	本集團的目標是將業務運營升級為更具環境可持續性的做法。我們正在採取措施改善我們的流程對環境的影響。
Principle 9 : Encourage the development and diffusion of environmentally friendly technologies	The Group has adopted in-situ leaching technology with less generation of pollutants in the recovery process of uranium. In the future, we will continue to explore opportunities for using environmentally-friendly technologies in our business operations.
原則九：企業應該鼓勵開發和推廣環境友好型技術	本集團已在鈾礦的開採過程中採用了低污染的地浸技術。未來，我們會繼續尋求機會將環保技術融入我們的業務運營中。
Principle 10 : Work against corruption in all its forms, including extortion and bribery	The Group emphasizes the importance of anti-corruption in the supply chain. We strictly comply with relevant laws and regulations, such as competition laws, anti-bribery laws and privacy laws. In addition, trainings are organized to enhance employees' awareness of compliance.
原則十：企業應反對各種形式的貪污，包括敲詐勒索和行賄受賄	本集團強調供應鏈中反腐敗的重要性，我們致力於遵守相關競爭法、反賄賂法及個人隱私保護法各項法規。另外，亦透過教育訓練方式，提升員工遵法的意識。

We continue to support the United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals ("SDGs"). In response to the universal call by the United Nations Member States, the Group aligns its sustainability strategy with the United Nations Sustainable Development Goals. It actively promotes the realization of the global sustainable development goals, and is committed to eradicating poverty by 2030, protecting the earth and ensuring a peaceful and prosperous world for all. For more details on the SDGs, please visit <https://sdgs.un.org/goals>.

我們一貫支持《聯合國2030年可持續發展議程》和《可持續發展目標》（「SDGs」），為響應聯合國會員國的全球呼籲，本集團的可持續發展策略與聯合國可持續發展目標進行對標與融合，積極推動全球可持續發展目標的實現，致力在不遲於2030年消除貧窮、保護地球並確保每個人都享有和平與繁榮。有關可持續發展目標的更多詳情，請瀏覽<https://sdgs.un.org/goals>。

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Sustainable Development Strategy

可持續發展策略

Undertaking Responsibility

責任擔當

- Comply with Laws and Regulations — Ensure our corporate governance structure meets the applicable laws and regulations
- 合法合規 — 確保本集團的企業管治架構符合適用的法律法規
- Risk Management — Review and monitor the internal control systems and risk management processes to ensure the overall effectiveness with continuous improvement
- 風險管理 — 監察及檢討內部監控系統及風險管理程序，以確保整體效益及持續改善
- Code of Ethics — Uphold the highest ethical standards of business integrity and foster a culture of compliance throughout the company
- 道德規範 — 恪守商業誠信道德標準，並在整個公司樹立合規的文化



Pursuing Innovation

創新進取

- Environmental Management — Regularly monitor a variety of environmental parameters and review production plans to minimize impacts on environment
- 環境管理 — 定期監察各類環境參數及檢討生產方案，盡量減少相關的環境影響
- Climate Change Strategy — Review the Group's approach to climate change and develop a sustainability plan to identify and address related physical and transition risks and opportunities
- 氣候變化策略 — 檢討本集團應對氣候變化的方針，並制定可持續發展計劃，以識別和應對相關的實體和轉型風險與機遇
- Green Production Practices — Committed to reducing the environmental impact of the Group's operation
- 綠色生產實務 — 致力減低本集團運作對環境帶來的影響
- Efficient Production Chain — Committed to improving resources efficiency and increasing productivity
- 高效生產鏈 — 致力提升資源效益及提高生產力



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Sustainable Development Strategy

可持續發展策略

Creating Value

價值創造

- Caring for Employees — Through various communication channels and employee activities to strengthen a good relationship with employees
- 關懷員工 — 透過各種溝通渠道及員工活動，加強與員工的良好關係
- Cultivate Talents — Foster an environment for continuous learning and encourage employees to develop their careers in the company
- 培育人才 — 培育持續進修的環境，並鼓勵僱員在企業內規劃他們的職業發展
- Embrace Diversities — Respect the labor rights and human rights of all employees, maintain high ethical standards, clearly specify human resources management policies, and promote an inclusive culture within the company
- 多元包容 — 尊重所有員工的勞工權利及人權，維持高道德標準，並清楚訂明人力資源管理政策，並在公司內倡導包容的文化
- Work Safely — Provide employees with adequate support, a pleasant and healthy working environment, and create a caring community within the working environment
- 安全工作 — 為員工提供充分支持、愉快及健康的工作環境，並在工作環境內營造一個充滿關愛的團體



Being Rigorous and Pragmatic

嚴謹務實

- Product Innovation — Actively explore safe and reliable mining technologies to improve efficiency and reduce emissions
- 創新技術 — 積極探討安全可靠開採技術，提高效率及減少排放
- Product Safety — Ensure product safety throughout the process from mining to delivery and meet the highest safety standards
- 產品安全 — 確保產品在開採至交付過程的安全，並符合最高的安全標準



Communal Harmony

共享和諧

- Use our expertise and resources to serve the communities where our businesses are located
- 利用我們的專長和資源，為業務所在地的社區服務
- Cooperate with local charities to support the vulnerable groups and those in need
- 與本地慈善機構合作支援弱勢社群及有需要人士
- Provide job and training opportunities for young people
- 為年輕人提供工作及培訓機會
- Create a healthy and green community
- 營造健康和綠色社區



Environmental, Social and Governance Report

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ESG Governance Framework

The Group believes that good ESG governance is an important cornerstone for the sustainable development of our business. The Board holds the overall responsibility for the Group's ESG strategies, and monitors the implementation of sustainability strategy by the Company. As the market and regulators are paying more attention to sustainability, the Group should not neglect the issue of sustainability. At 3 January 2023, we formally established the ESG Committee ("Committee") to enhance the ESG governance framework and integrate ESG management concepts into all aspects of corporate management from top to bottom, so as to explore and grasp opportunities to promote sustainable development.

The Board

The Board is responsible for approving material issues, strategies and targets in relation to ESG, listening to ESG-related matters such as business management and safety management on a quarterly basis, raising issues and requirements in relation to ESG at meetings, and vetting relevant reports of the ESG Committee.

ESG Committee (at the Board Level)

The ESG Committee is composed of selected members of the Board of Directors, and is led by the Executive Director, Chief Financial Officer, Ms. Xu Junmei. The ESG committee makes recommendations to the Board on the targets, strategies and management policies of the Group in relation to ESG, is responsible for reviewing and evaluating the adequacy and effectiveness of the management structure, and adopts and updates the policies of the Group in relation to ESG to ensure compliance with applicable laws and regulatory requirements. It identifies, determines, prioritizes and evaluates the Group's risks and opportunities in relation to ESG, and make proposals on those matters that will have a significant impact on the Company's operations. It reviews and monitors the Group's ESG-related work and performance to ensure compliance of the Group's annual ESG report with the relevant requirements set out in the Listing Rules. The committee reviews the Group's annual ESG report and then make recommendations to the Board for approval.

ESG管治框架

本集團堅信良好的ESG管治是推動我們業務可持續發展的重要基石。董事會對本集團的環境、社會及管治策略承擔整體責任，並監督本公司可持續發展策略的執行。而隨著市場及監管機構對可持續發展日益重視，本集團亦不敢怠慢。2023年1月3日，我們正式成立ESG委員會（「委員會」），進而提升ESG管治架構，由上至下將ESG管理理念融入企業經營管理的各個層面，從而探索和把握推動可持續發展的機遇。

董事會

負責通過ESG重要性議題、戰略及目標；每季度聽取經營管理情況、安全管理情況等ESG有關事項，於會議上提出ESG有關事項和要求；以及審批ESG委員會相關彙報。

ESG委員會(董事會層面)

ESG委員會自董事會成員中甄選組成，由執行董事、首席財務官徐軍梅女士領導。ESG委員會就本集團的ESG目標、策略及管理政策，向董事會提出建議；並負責審閱及評估管理架構的充足性及有效性；採納並更新本集團ESG政策，以確保符合適用法律及監管要求；識別、釐定、優次排列及評估本集團ESG風險及機會，就將對公司營運構成重大影響的事宜提出建議；審閱及監察本集團ESG工作及表現，以確保本集團的年度ESG報告符合上市規則的有關要求；以及審閱本集團年度環境、社會及管治報告，向董事會提出建議以供批准。



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ESG Management Committee

The ESG Management Committee is composed of the management of each operating locations and is responsible for formulating visions, strategies, frameworks, principles and policies in relation to ESG. It reviews major ESG trends, related risks and opportunities, and implementing ESG strategies in terms of commercial decision-making, investment, and operations. It reviews ESG-related reports and disclosed documents, gives ESG tasks and supervises ESG practices, and provides the ESG Committee with quarterly reports that cover the Company's management of ESG-related issues.

ESG Working Group

The ESG Working Group is coordinated by the Capital Operation Department, which coordinates departments to complete ESG-related work, and communicates with external parties and investors. For the three aspects of ESG, "Environment", "Social", and "Governance" are dealt with by the Department of Safety & Assurance Department, General Management Department and Legal Department, respectively.

The ESG Working Group will be responsible for implementing the strategies formulated by the ESG Committee and the ESG Management Committee. For example, helping to formulate relevant policies, norms and standards in relation to the ESG management; making phased work plans and implementation plans; setting up performance target systems related to ESG management issues and formulating measures to promote the implementation of related issues; conducting communication with stakeholders; preparing special reports for ESG; disclosing ESG-related information and quarterly reports concerning the management of the Company in relation to ESG issues, with an aim to help the Group achieves the ESG targets.

ESG管理委員會

ESG管理委員會由各地營運區管理層組成，負責制定ESG願景、策略、框架、原則及政策；審視ESG的主要趨勢以及相關風險和機遇，在企業決策、投資、運營中落實ESG策略；審閱ESG相關報告及披露文件；下達ESG工作任務，督促ESG實踐；以及每季度向ESG委員會提供包括ESG有關事項的公司管理季報。

ESG工作小組

ESG工作小組由資本運營部總協調，對內組織各部門完成ESG相關工作，對外與市場及投資者進行溝通。就ESG三部分而言，環境部分、社會部分、治理部分分別由安全質量環保部、綜合管理部及法律部統籌。

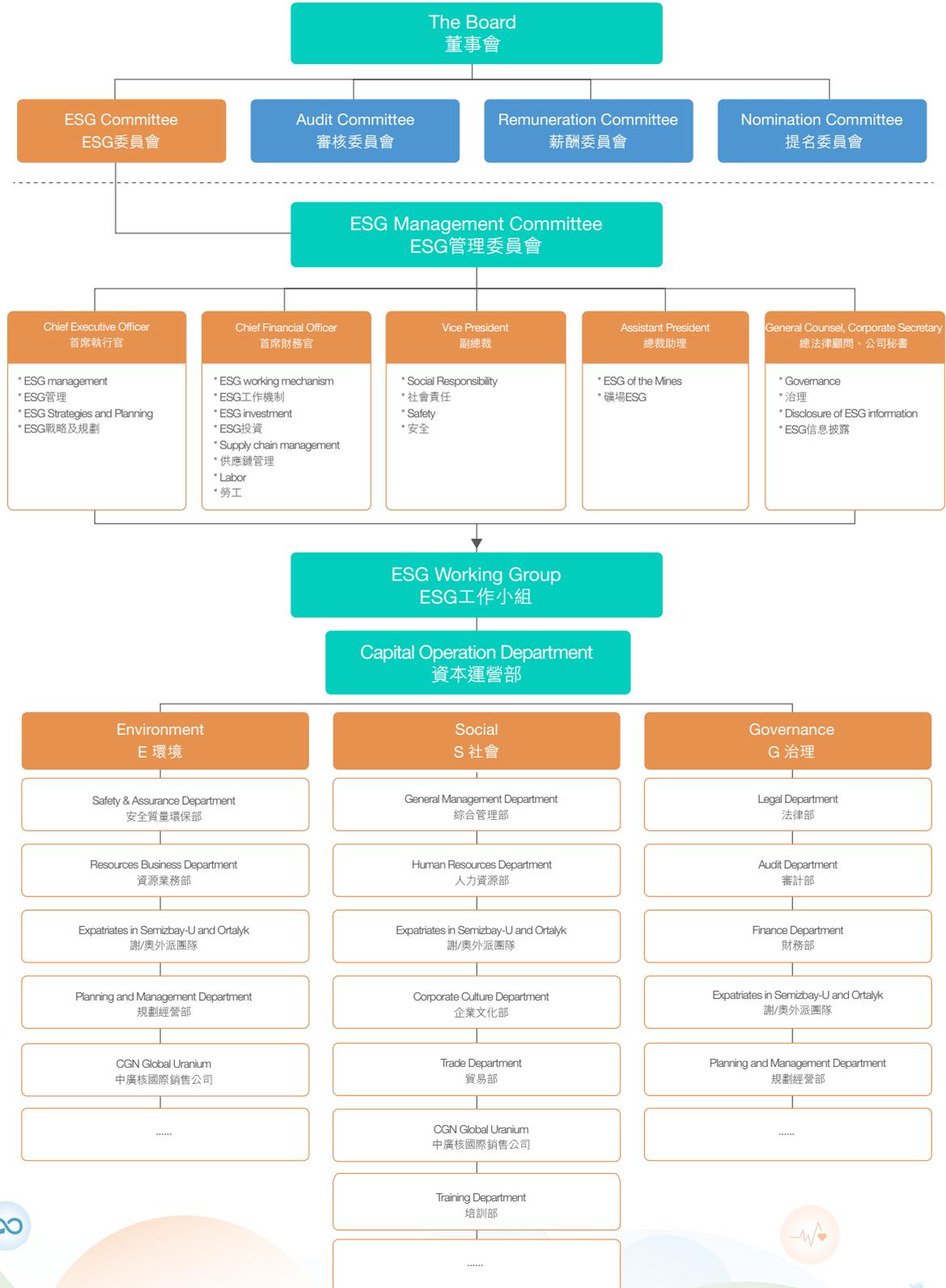
ESG工作小組會負責執行ESG委員會及ESG管理委員會所制定之策略，包括協助擬定主管ESG領域有關制度、規範和標準，制定階段性工作計劃和實施方案；設定主管ESG議題相關績效目標體系並制定措施，推動相關議題執行的落實；開展利益相關方溝通工作；編寫ESG專項報告；完成日常ESG信息披露及ESG有關事項的公司管理季報，以協助本集團達成ESG目標。

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The ESG governance structure of CGN Mining is as follows :

中廣核礦業ESG管治架構如下：



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Review, Reporting and Disclosure

Recognizing that stakeholders' expectations are constantly changing, the Group regularly reviews its business operations and proactively communicates with stakeholders to identify and respond to emerging issues as appropriate. In addition, the Group's ESG Committee regularly reviews its performance and practices on corporate social responsibilities and reports to the Group's Board of Directors. The Group's performance on ESG is not only disclosed through internal communication channels, but also truthfully disclosed to the public through the Group's website, Annual Report and ESG report. The Report is confirmed and approved by the Board on 23 March 2023.

STAKEHOLDER ENGAGEMENT

The Group places great emphasis on communication with stakeholders and strives to understand the ESG expectations, opinions and suggestions that are of concern to stakeholders. The Group incorporates these concerns into its operations and decision-making processes and always seeks to maximize shared value with stakeholders. The Group's key stakeholders including customers, employees, shareholders and investors, regulators, suppliers and local communities. The communication channels are set out below :

檢討、滙報與披露

本集團明白持份者的期望會不斷改變，故會定期檢討其業務營運並積極與持份者溝通，以識別新出現的問題，並作出適切回應。再者，本集團的ESG委員會定期檢討企業社會責任表現及慣例，並向本集團董事會匯報。本集團的ESG表現除了透過內部通訊渠道進行披露，亦會透過本集團網頁、年度報告和環境、社會及管治報告等，如實向外界披露。本報告已於二零二三年三月二十三日獲董事會確認及批准。

持份者參與

本集團十分著重持份者的溝通，極力瞭解其關注的環境、社會及管治的期望、意見和建議，將關注點融入本集團的運營和決策過程，一直追求與各持份者共同價值的最大化。本集團的主要持份者包括客戶、僱員、股東及投資者、監管機構、供應商及當地社區。溝通渠道載列如下：

Stakeholder Groups	Regular Engagement Channels
持份者組別	溝通渠道
Customers	<ul style="list-style-type: none"> Customer evaluation form Telephone / e-mails
客戶	<ul style="list-style-type: none"> Customer visits 客戶評價表 電話／電子郵件 客戶參觀
Employees	<ul style="list-style-type: none"> Regular meetings Training for occupational health and safety Internal circulars and publications / notice board Questionnaire comment box / letter box/ e-mails Job performance assessment
僱員	<ul style="list-style-type: none"> 定期會議 職業健康與安全培訓 內部刊物／告示板 問卷調查意見箱／信箱／電子郵件 工作表現評核

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Stakeholder Groups	Regular Engagement Channels
持份者組別	溝通渠道
Shareholders and Investors	<ul style="list-style-type: none"> Annual and interim reports Annual and interim results announcements Company website General meetings Regular / random communications with investors Articles on financial media Quarterly operational statement Voluntary disclosure of important issues
股東及投資者	<ul style="list-style-type: none"> 年報及中期報告 全年及中期業績公布 企業網站 股東大會 定期／不定期的投資者交流 財經媒體文章 每季度運營公告 重要事項自願披露公告
Regulators	<ul style="list-style-type: none"> Official documents / meetings Government websites Report / visits Supervision / inspection and evaluation
監管機構	<ul style="list-style-type: none"> 公文／會議 政府網站 文書報告／拜訪 監督／檢查及評估
Suppliers	<ul style="list-style-type: none"> Annual audit of suppliers Telephone / e-mails Site visits Questionnaire
供應商	<ul style="list-style-type: none"> 供應商年度審核 電話／電子郵件 實地考察 問卷調查
Local Communities	<ul style="list-style-type: none"> Participation in community activities Donation/sponsorship
當地社區	<ul style="list-style-type: none"> 參與社區活動 捐獻／贊助



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Materiality Assessment

The Group has been working to effectively assess and identify the issues that are most important to its stakeholders. The materiality assessment was carried out independently by professional consultants to understand the expectations of our stakeholders and the challenges we face in global sustainability. This will help us to develop our sustainability strategies and identify core aspects to improve our overall sustainability performance for inclusion in the Report.

The Group has updated the materiality assessment through questionnaires of the Board and stakeholders to identify the sustainability issues that are most important to the Group and its stakeholders. The results of the assessment of materiality issues have been submitted to the Board together with this report for confirmation and approval.

Materiality Assessment Process



重要性評估

本集團一直不斷努力，致力以更有效地評估及識別對本集團的持份者最為重要的議題。重要性評估工作會由專業顧問獨立執行，瞭解持份者的期望和我們在全球可持續發展所面對的挑戰。藉此有助我們制定可持續發展策略，並確定核心範疇，從而全面提升我們的可持續發展績效，並納入報告當中。

本集團已透過董事會及持份者問卷調查，更新重要性評估，以確定對本集團及其持份者最為重要的可持續發展事宜。重要性議題評估結果同本報告已獲得董事會審批。

重要性評估過程

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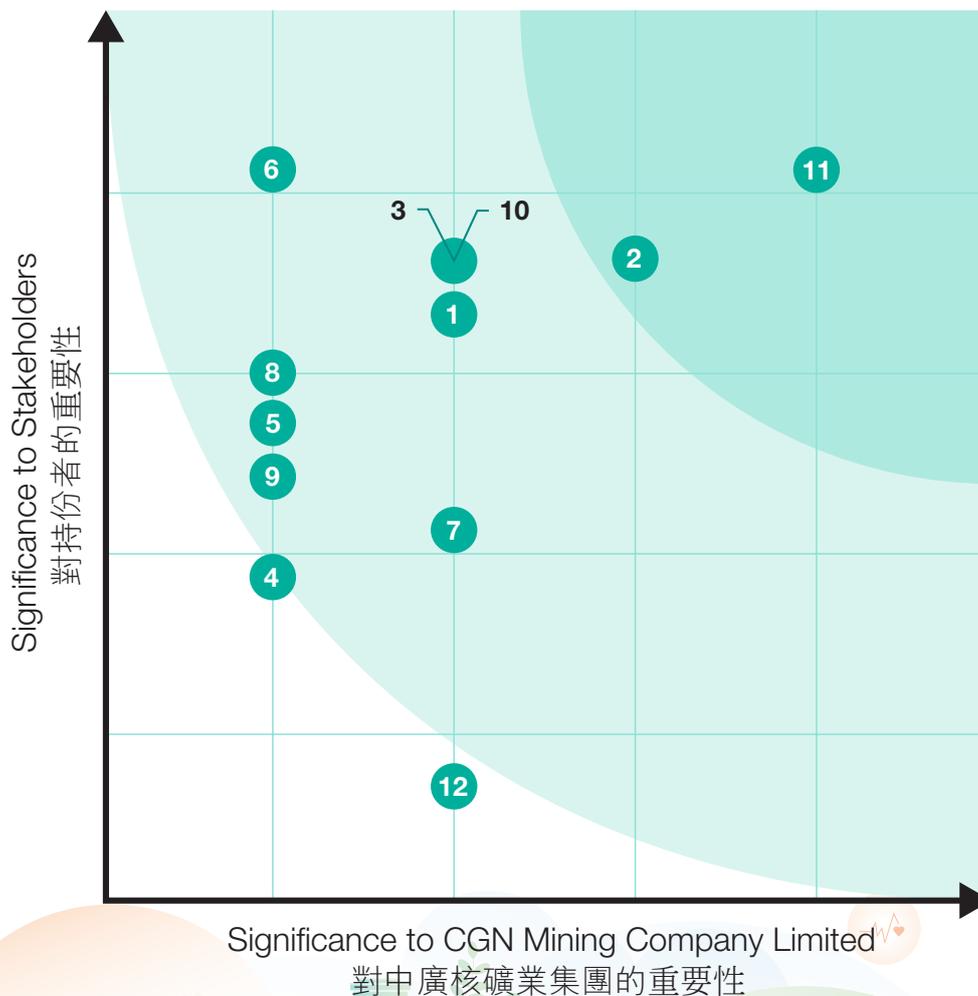
The Group identified the most relevant and important ESG issues to its business and stakeholders with reference to the ESG Guide of the Stock Exchange, industry characteristics as well as risks and opportunities of its business, corporate policies and management strategies. Through the questionnaire survey, stakeholders including the Board of Directors, employees, suppliers and customers were invited to evaluate the materiality of each issue from their own perspective. The key issues were selected and a materiality assessment matrix was drawn up to produce preliminary findings, thus determining the core of its sustainability strategies. The ESG working group then discussed and validated the findings of the materiality assessment and reported to the Board.

本集團參考香港聯交所ESG指引、行業特點及業務的風險與機遇、公司政策及管理策略等，以識別對本集團業務和持份者最為相關和重要的ESG議題。透過進行問卷調查，邀請包括董事會、員工、供應商及客戶等持份者從自身角度評價各議題的重要程度。篩選出關鍵議題，並繪製重要性評估矩陣，得出初步評估結果，從而確定可持續發展策略的核心。其後，由ESG工作小組對重要性評估的結果進行討論和確認，並向董事會匯報。

Materiality Matrix

重要性矩陣

ESG Materiality Matrix for CGN Mining Company Limited
中廣核礦業ESG重要性矩陣



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No. 編號	ESG Issues of High Significance 高度重要ESG議題	No. 編號	ESG Issues of Moderate Significance 中度重要ESG議題	No. 編號	ESG Issues of Low Significance 低度重要ESG議題
11	Corporate governance 企業治理	7	Training and development 培訓發展	12	Give-back to the society 回饋社區
2	Making good use of resources 善用資源	8	Protection of rights and interests 權益保障		
3	Promoting green operations 推動綠色營運	5	Fair employment 平等僱傭		
10	Quality products 優質產品	9	Supply chain management 供應鏈管理		
1	Pollution control 污染控制	4	Climate change 氣候變化		
6	Occupational health and safety 職業健康與安全				

During the reporting period, the Group engaged an independent consulting company to conduct an ESG-related questionnaire survey and materiality assessment with stakeholders so that the Group can better understand the concerns and expectations of various stakeholders. By analyzing the results of the survey, the Group identified the following 6 issues as the most important among the 12 ESG-related issues:

本報告年內，本集團委託獨立顧問公司與持份者進行ESG相關的問卷調查及重要性評估，使本集團更清楚瞭解各持份者的關注點及期望。通過分析問卷調查結果，在本集團12項ESG相關議題中，以下6項是最為重要的議題：



For more information on the above ESG issues, please refer to the relevant sections of the Report.

如欲瞭解更多上述的ESG議題，請參閱本報告中相關的章節。

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UNDERTAKING RESPONSIBILITY



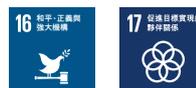
The Group believes that keeping business conduct with ethical, better accountability and high transparency safeguards our stakeholders and retains trust in our business. We are committed to conducting ourselves ethically and forging a strong corporate reputation with integrating regulatory compliance, risk management progress and business ethics into our business operations, in order to become a trusted and respected company and an ethical leader in the industry.

Corporate Governance

The Group strictly abides by the Listing Rules and relevant laws and regulations, continuously refines its governance structure under the premise of safeguarding our shareholders' interest and providing them sustainable returns. Performance of internal control policies and implementation are regularly reviewed to ensure sustainable and robust development in the Group's operations.

The Board is responsible for leading and supervising the business, strategic direction and performance of the Company, as well as performing corporate governance duties, including developing and reviewing the Company's policies and practices on corporate governance; reviewing and monitoring the training and continuous professional development of the directors and senior management; and reviewing and monitoring the Company's policies and practices on compliance with legal and regulatory requirements. The Audit Committee, Nomination Committee, Remuneration Committee and ESG Committee have been established under the Board to assist the Board in performing the aforementioned management and supervision responsibilities. Please visit our website <http://www.cgnmc.com/> for the terms of reference of each committee.

責任擔當



本集團堅信維持誠信的商業操守、責任承擔及高透明度能夠保護我們的持份者，並維繫他人對我們業務的信任。在業務營運中，我們確保符合法規、企業風險管理程序、商業道德規範踐行，務求保持誠信精神和優良的企業口碑，從而達致成為行業內備受信任及尊敬的企業和道德領導者的目標。

企業治理

本集團嚴格按照上市規則和相關法律法規要求，並以維護股東利益及為股東帶來持續回報為前提，不斷完善公司治理架構，並定期對內部控制制度與運行的有效性進行跟踪評價，確保本集團各項業務的持續健康發展。

本公司董事會負責領導及監管本集團的業務、策略方針及表現，以及履行企業管治職責，包括制定及檢討本公司的企業管治政策及常規，檢討及監察董事及高級管理人員的培訓及持續專業發展、公司在遵守法律及監管規定方面的政策及常規。董事會下已成立審核委員會、提名委員會、薪酬委員會和ESG委員會，協助董事會履行上述管理及監督職責。有關各委員會的職權範圍請到本公司網站<http://www.cgnmc.com/>瞭解。

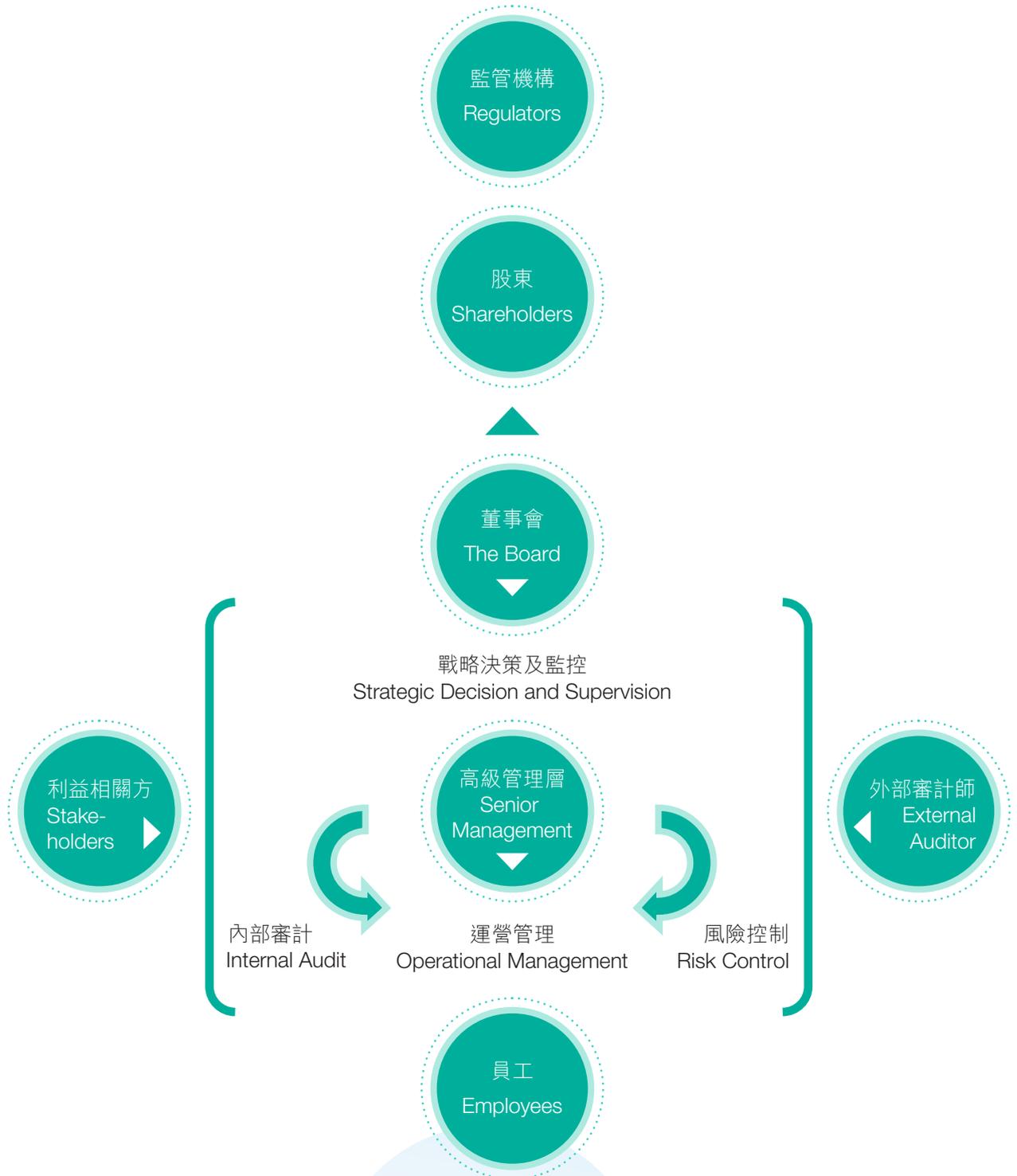


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Corporate Governance Structure

企業管治架構



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Model Code for Securities Transactions by Directors

The Company has adopted the Model Code as the standards of securities transactions by the Directors. All Directors have confirmed, following specific enquiries made, that they have complied with the required standards set out in the Model Code regarding Directors' securities transactions during the reporting period.

Board of Directors

Composition and Role

The Board of the Company currently comprises eight Directors, including two EDs, three NEDs and three INEDs. The composition of the Board is based on a comprehensive consideration of the Directors' professional skills, working background and qualification and demonstrated differentiated and diversified arrangement. The members of the Board during the reporting period and subsequently up to the date of this report are as follows:

董事進行證券交易的標準守則

本公司已採納標準守則為董事進行證券交易的標準。經向所有董事作出特定查詢後，所有董事均確認彼等於報告期內已遵守標準守則。

董事會

組成及角色

本公司董事會現由8名董事組成，包括2名執行董事、3名非執行董事及3名獨立非執行董事。董事會的組成基於董事的專業技能、職業背景及資格等多方面綜合考慮，體現了董事差異化及多元化的安排。於報告期內及之後截至本報告日期，董事會成員如下：

Directors	董事	Remuneration Committee 薪酬委員會	Audit Committee 審核委員會	Nomination Committee 提名委員會	Environmental, Social and Governance Committee 環境、社會及管治委員會
EDs	執行董事				
Mr. An Junjing (chairman and chief executive officer)	安軍靖先生 (主席兼首席執行官)	exM ¹		C	
Ms. Xu Junmei (appointed on 14 March 2022)	徐軍梅女士 (於2022年3月14日獲委任)				C
Mr. Chen Deshao (resigned on 14 March 2022)	陳德邵先生 (於2022年3月14日辭任)				
NEDs	非執行董事				
Mr. Sun Xu	孫旭先生		M		M
Mr. Yin Xiong	殷雄先生				
Mr. Liu Guanhua (appointed on 19 July 2022)	劉冠華先生 (於2022年7月19日獲委任)	M			
INEDs	獨立非執行董事				
Mr. Qiu Xianhong	邱先洪先生	C	C	M	
Mr. Gao Pei Ji	高培基先生	M		M	M
Mr. Lee Kwok Tung Louis	李國棟先生	M	M	M	

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C – Chairman of the relevant Board committees
M – Member of the relevant Board committees
exM – Former member of the relevant Board committees

Note:

1. Ceased to be a member of the Remuneration Committee with effect from 14 March 2022.

The Board is responsible for formulating the overall strategy and policy of the Group and ensures there are sufficient capital and management resources for the implementation of relevant strategies and the completeness of the financial and internal control systems, and the compliance with relevant legal requirements in business operation. All members of the Board have fulfilled their duties and act in the best interest of the Group and Shareholders. Unless otherwise disclosed in this Report, to the knowledge of the Company, there was no financial, business, family and other material/related relationship among members of the Board.

All Directors should comply with Rule 3.08(d) of the Listing Rules at all times to avoid actual and potential conflict of interest and duties. In each meeting of the Board and special committees of the Board (the “Meetings”), Directors are required to declare if they have any interest in the matters being considered in the Meetings. If a Director or any of their associates have material interests in the matters to be considered/approved, the Director will not be counted as the quorum and will not vote at the meeting. The Director may not be present during the discussion on related matters.

Pursuant to Article 108 of the Articles of Association of the Company and the Corporate Governance Code, all Directors are required to retire from office by rotation once every three years. The Board complies with Rules 3.10 (1) & (2) and 3.10A of the Listing Rules in relation to the appointment of at least three INEDs, which represents at least one-third of the Board, and one of the INEDs has appropriate professional qualifications in accounting or related financial management expertise.

During the reporting period, the Audit Committee conducted a review on the effectiveness of the internal control system (including financial controls, operational controls and compliance controls), and no significant control failings were identified. Therefore, the Board considered that the internal control systems of the Group are effective, and complied with the provisions of the Corporate Governance Code.

C – 有關董事委員會的主席
M – 有關董事委員會的成員
exM – 有關董事委員會的前成員

附註：

1. 自2022年3月14日起不再擔任薪酬委員會委員。

董事會負責制定本集團整體策略及政策，以確保有足夠的資金和管理資源來保障相關策略的執行、財務和內部監控系統的完善性以及業務運作符合相關法律規定。董事會成員均勤勉盡責，以本集團及股東的最佳利益行事。除本報告內另有披露之外，據公司所知，董事會成員之間沒有任何財務、業務、家族或其他重大／相關關係。

全體董事於任何時候均須遵守上市規則第3.08(d)條以避免實際及潛在利益和職責衝突。董事需在每次董事會及董事會委員會會議（「該等會議」）上申報是否於該等會議考慮事項中擁有利益。如果一名董事或其任何聯繫人於將要考慮／審議的事項中擁有重大利益，該名董事不會被計入法定參會人數及於會上投票，且可能需在討論有關事項時避席。

根據本公司章程細則第108條及企業管治守則規定，所有董事均須每3年輪流告退。董事會根據上市規則第3.10(1)及(2)和第3.10A條規定，訂明本公司須最少委任三名獨立非執行董事，獨立非執行董事人數須滿足至少佔董事會成員三分之一的比例，且其中一名獨立非執行董事須具備適當的專業資格或會計或相關財務管理經驗。

報告期內，審核委員會已檢討內部監控系統的有效性（包括財務監控、運作監控及合規監控），並無發現任何重大監控失誤。因此，董事會認為本集團的內部監控系統有效且符合企業管治守則的守則條文。

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Responsibilities of the Board

As the decision-making body of the Company, the Board takes charge of the corporate governance function. The major responsibilities of the Board include the tasks stated below. The Board may delegate the responsibilities to other committees when deemed appropriate:

- (a) to review the Company's policies, programs and procedures and make recommendations as necessary from time to time;
- (b) to review and monitor the training and continuous professional development of Directors and senior management;
- (c) to review and monitor the Company's policies and practices to ensure compliance with the legal and regulatory requirements;
- (d) to oversee the implementation of any code of conduct and/or business ethics of the Company to ensure the Company's compliance with the relevant rules and regulations, including but not limited to the Listing Rules and the Takeovers Code;
- (e) to review the Company's compliance with the Corporate Governance Code and disclosure in the Corporate Governance Report;
- (f) to form any committee(s) or panels, appoint members thereto, delegate at any time and from time to time to any person or committee(s) or panel(s), any of its powers and functions conferred on it, review and approve the reports of the committee(s) and panel(s), review their performance and revise their composition and terms of reference as appropriate;
- (g) to oversee all matters and to formulate policies in relation to the Company's internal control, succession plans, remuneration and compensation for Directors and employees, risk management, corporate governance and corporate social responsibility, and to supervise the implementation of such policies conducted by the Company's management;

董事會職責

董事會作為公司的決策機構，就公司治理負有責任和義務。董事會的職責主要包括以下職責，在認為合適的情況下，董事會可能轉授其他委員會以履行相關職責：

- (a) 檢討本公司的制度、計劃及程序，並於有需要時提出建議；
- (b) 檢討及監察董事及高級管理層的培訓及持續專業發展；
- (c) 檢討及監察本公司的制度及常規做法，以確保遵守法律及監管規定；
- (d) 監督本公司對於任何操守守則及／或經營道德標準的執行，以確保本公司遵守有關的規則及規例，包括但不限於上市規則及收購守則；
- (e) 檢討本公司遵守企業管治守則及於企業管治報告內作出披露的情況；
- (f) 成立任何委員會或小組委員會、委任該等委員會的成員，並在任何時候及不時向任何人士或委員會委以該等委員會的權力及職能；審閱及批准該等委員會及小組委員會的報告；審閱彼等履行職務的表現；以及於適當情況下修改其組成及職權範圍；
- (g) 監督與本公司的內部監控、繼任計劃、董事與僱員的薪酬及酬金、風險管理、企業管治與企業社會責任有關的所有事宜及制定有關政策，以及監督本公司的管理層實施該等政策的情況；



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- (h) investigate any significant instances of non-compliance or potential non-compliance of the Company; and
- (i) to do any such things to enable the Board to discharge its obligations and responsibilities.

Major work performed by the Board in relation to its corporate governance function in 2022 includes:

1. reviewing and approving the Board's major work plan of 2022 (including summary of the Board report of 2021);
2. reviewing and approving the Comprehensive Risk Management Report of 2022 (including summary of risk management situation of 2021);
3. reviewing and approving the Internal Audit Plan of 2022 (including summary of the internal work plan of 2021);
4. reviewing and approving the Internal Control Evaluation Report of 2021;
5. reviewing the Interim Report on the Implementation of Comprehensive Risk Management of 2022;
6. reviewing the enhancement plan on CGN Mining's Environmental, Social and Governance reporting work;
7. reviewing and approving the establishment of an Environmental, Social and Governance Committee;
8. reviewing and approving the amendment on the terms of reference of the Remuneration Committee; and
9. reviewing and approving the adoption of the Independence Evaluation and Management Regulations and Anti-corruption and Whistleblowing Regulations of the Board.

- (h) 調查本公司任何重大不合規或可能的不合規情況；及
- (i) 作出任何事情以讓董事會履行其職務及責任。

董事會於2022年年度有關企業管治功能的主要工作包括：

1. 審批2022年度董事會重點工作計劃（包括2021年度董事會報告總結）；
2. 審批2022年度全面風險管理報告（包括2021年度風險管理情況總結）；
3. 審批2022年度內審工作計劃（包括2021年度內審工作總結）；
4. 審批2021年度內控評價報告；
5. 審閱2022年度全面風險管理執行情況中期報告；
6. 審閱中廣核礦業環境、社會及管治報告工作提升方案；
7. 審批設立環境、社會及管治委員會；
8. 審批修訂薪酬委員會職權範圍；及
9. 審批採納董事會獨立性評估管理規定、反腐敗與舉報規定。

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Independence

The establishment of non-executive director seats provides the necessary balances for the effective operation of the Board and ensures the Board's independence from management in exercising its leadership role. The Company has three INEDs and three NEDs seats on the Board, accounting for 75% of the seats on the Board. The Company has established a mechanism to ensure independent views and advice are available to the Board through seeking the external independent professional advice from legal advisers and auditor, as well as the full attendance of all INEDs at all the meetings of the Board and its relevant committees. The Board reviews the implementation and its effectiveness of the aforementioned mechanisms on an annual basis.

The Audit Committee and the Remuneration Committee of the Company's four specialized committees are composed entirely of NEDs, while the Nomination Committee and the ESG Committee comprise a majority of NEDs.

The NEDs give opinions on major issues such as strategy, regulation, operation and management, risk and internal control of the Company at shareholders' meetings, board meetings and special committees in accordance with their professional expertise, forming internal checks and balances of the Board, enhancing the scientific and professional nature of the Board's decisions and effectively making independent judgments to better protect the interests of shareholders. The NEDs do not hold any positions in the Company other than that of directors.

Board Diversity Policy

The Board adopted the "Board Diversity Policy". The Company recognises the merits of Board diversity and sees the edge of Board diversity in driving competitiveness. In making up the Board's composition, the Board considers various skills, regional and industry experience, background, gender and other attributes of the members of the Board. All appointments of the Board are based on the talent, skill and experience of the individual, as well as gender diversity, so as to meet the operational needs.

As of 31 December 2022, the Board composition can fulfill the diversity requirements on skills, background, regional, gender and industry experience.

獨立性

公司設立非執行董事席位可以為董事會有效運作建立必要的制衡，確保董事會獨立於管理層實施領導作用。公司董事會設置3名獨立非執行董事和3名非執行董事席位，占董事席位比例75%。本公司已設立機制，即通過諮詢法律顧問及核數師的外部獨立專業意見及全體獨立非執行董事出席董事會及相關委員會會議的方式確保董事會可獲得獨立觀點及意見。董事會每年檢閱上述機制的實施情況及其有效性。

公司董事會下設四個專門委員會中的審核委員會與薪酬委員會的成員全部由非執行董事組成，提名委員會與ESG委員會的大部分成員由非執行董事組成。

非執行董事結合其專業特長在股東大會、董事會及專門委員會上對公司戰略、規範運作、經營管理、風險內控等重大事項提出意見，形成董事會內部制衡，董事會決策的科學性和專業性獲得提升，有效進行獨立判斷而更好地保障股東利益。非執行董事不在公司擔任除董事以外其他職務。

董事多元化政策

董事會已採納董事會成員多元化政策。本公司認可董事會成員多元化的優點，並已看到董事會成員多元化在提高競爭力方面的優勢。在董事會成員的組成上，董事會將考慮董事會成員的不同技能、區域和行業經驗、背景、性別以及其他特點。所有董事會任命均基於才幹、技能、經驗以及性別差異等，以適應工作需要。

截至2022年12月31日，董事會構成已滿足技能、背景、地域、性別及行業等多元化的要求。



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Internal Audit

During the reporting period, the Company conducted audit work such as risk management assessment, internal control assessment and the economic responsibilities of the General Manager of CGN Global Uranium Ltd.. By implementing specialized audit and risk management reviews and internal control assessments, regular management advices were provided to the Board to effectively prevent and monitor the risks inherent in the operation and management of the Company in the relevant areas, which has played an active role in the internal audit in risk prevention and control and in ensuring the legal and compliance of the Company.

At the same time, the Audit Department of the Company, as the lead department for investigation responsibility for violations of business operations, has regularly confirmed with various functional departments and affiliated companies whether there is any non-compliance, and established a complete notification and monitoring mechanism. During the reporting period, no clues or problems were found for investigating responsibility for illegal operations and investments. The establishment of a sound system of investment accountability for non-compliance provides further protection to the Company's asset safety and legal compliance operations.

The Company regulates the handling and dissemination of inside information as set out in the Information Disclosure Management Policy which contains the detailed procedures to ensure that inside information could be identified timely and remain confidential until the disclosure of such information is appropriately approved, and the dissemination of such information is effectively and consistently made.

內部審計

報告期內，本公司開展了風險管理評價、內部控制評價及中廣核國際銷售公司總經理任期經濟責任審計等工作。通過實施專項審計、風險管理評價和內控評價，定期向董事會提供管理建議，可以有效防範和監控公司相關領域運作與管理中存在的風險，發揮內部審計在風險防控和健全內控方面的積極作用，確保公司的合法合規經營。

同時，作為違規經營投資責任追究工作的牽頭部門，公司審計部定期與各職能部門和下屬公司確認是否存在違規經營情形，並建立了完善的通報和監控機制。報告期內未發現違規經營投資責任追究的線索或問題。通過建立健全違規經營投資責任追究體系，為公司資產安全和合法合規經營提供了進一步保障。

本公司按列示於公司《信息披露管理制度》中的詳細流程就內幕信息進行處理及發佈，以確保內幕信息被及時識別並確保有關內幕信息於獲得適當批准前保持保密，有關信息將以有效及一致的方式進行發佈。

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Risk Management

The Group understands that our business nature and operating environment put us into various potential risks, which will affect the interests of stakeholders, brand reputation, finances, operations and the Group's sustainability performance. The Group has established a comprehensive risk management system with reference to the ISO31000:2018 Risk Management Guidelines and the requirements of the Corporate Governance Code on risk management for the effective identification, tracking and controlling of risks, as well as the implementation of a stringent Comprehensive Risk Management System. The establishment of such risk management system also enables the comprehensive risk issues to be divided into major risk, specific risk, project investment risk and general risk for controlling of risks by types, and for building up a relevant risk management process. The Board, management, risk management department and business departments get to work based on their responsibilities in risk management. The Board is responsible for the risk management and internal control system, and is accountable for reviewing the effectiveness of these systems to ensure the effective implementation of our risk management system.

In response to the risks and opportunities that sustainable development brings to the operation of the Group, the ESG Committee of the Group regularly holds management meetings to assess the ESG risks of different aspects of the Group's operations, and develops the related measures responding to the identified risks, including production process, product quality, working environment and resource allocation, in order to mitigate the negative impact.

風險管理

本集團深明自身的業務性質及營運所在環境令我們面臨各種潛在風險，並會影響持份者利益、品牌名聲、財政、營運及本集團的可持續發展績效。本集團已基本建立起較為完善的全面風險管理體系，以ISO31000:2018標準《風險管理指南》及企業管治守則有關風險管理的要求作為重要參考，對風險進行有效識別、跟蹤及控制，嚴格落實《全面風險管理制度》，並將全面風險業務劃分為重大風險、專項風險、項目投資風險、一般風險，進行分類管理，建立了相應的風險管理流程。董事會、管理層、風險管理部門及業務部門根據其於風險管理中承擔的職責開展工作，董事會對風險管理及內部監控系統負責，有責任檢討該等制度的有效性，確保公司風險管理體系有效運作。

而為應對可持續發展對本集團營運所帶來的風險與機遇，本集團的ESG委員會會定期舉行會議，評估本集團營運各方面的ESG風險，並根據已識別的風險制定相關改善措施，包括生產過程、產品質素、工作環境及資源配備以緩減其負面影響。



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Type of ESG Risks Identified 已識分的 ESG 風險類型	Risk Description 風險描述	Measures Taken 應對措施
Pollution control 污染控制 Making good use of resources 善用資源 Climate change 氣候變化	<p>Emissions from the production process have an impact on the environment and climate change. Leakage of pollutants and illegal disposal by outsourced waste disposal company may affect the market reputation of the Group's products and reduce its sensitivity to the market, and may even cost the Group the further opportunities brought by the low-carbon economy in the future.</p> <p>生產過程中的排放對環境及氣候變化構成影響。如有污染物泄露和委外處置單位非法處置的問題，將可能影響本集團產品在市場上的聲譽及減低對市場的敏感度，更可能令本集團錯失未來低碳經濟帶來進一步的機遇。</p>	<p>The Mines has established a safety, quality and environmental protection department to deal with environmental pollution issues exclusively. The Group has developed an environmental management system in accordance with the framework of the international standard ISO14001, and incorporated environmental impact risks into the constant risk management mechanism. The ESG Committee and the ESG working group will be responsible for implementation and control.</p> <p>礦場已成立安全質量環保部門獨立處理環境污染事宜。本集團按照國際標準ISO14001框架制定環境管理系統，並將環境影響風險納入恒常的風險管理機制中，ESG委員會及ESG工作小組會負責執行及監察。</p> <p>For more information, please refer to the chapter headed "Environmental Management System" 如欲瞭解更多，請參閱環境管理體系章節。</p>

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Type of ESG Risks Identified 已識分的 ESG 風險類型	Risk Description 風險描述	Measures Taken 應對措施
Occupational health and safety 職業健康與安全	<p>Failure to deal with occupational safety and health matters (such as potential fire hazards, and potential risks of aging equipment and facilities) or to comply with relevant laws and regulations in a timely manner will result in production loss, machine damage, work suspension, increase in medical and insurance costs, etc., which would increase the operating costs of the Group.</p> <p>未能及時處理職業安全和健康事宜(例如：潛在火災隱患，及設備、設施老化的風險隱患)或遵守該法律及法規，會導致生產損失、機器損壞、停工、醫療及保險費用增加等，增加本集團的營運成本。</p>	<p>The Mines have adopted the in-situ leaching uranium mining process to reduce the exposure of employees to highly risky workplace and reduce occupational hazards. In addition, a number of training on occupational safety and health, and fire drills were held during the Period to enhance employees' safety awareness. During the COVID-19 pandemic, the Group paid close attention to relevant government policies and market practices to understand and implement the best practices in labor protection and employee health and safety management.</p> <p>礦場採用地浸採鈾工藝進行開採，以減低員工曝露在高風險的工作點，從而降低職業危害水平。此外，期內亦舉辦多場職安建培訓、火警演習，以提高員工的安全意識。於新冠疫情期間，本集團密切關注政府相關政策，以及市場同業做法，瞭解並實施勞動保護及員工健康安全管理的最佳實踐。</p> <p>For more information, please refer to the chapter headed "Occupational Health and Safety". 如欲瞭解更多，請參閱職業健康與安全章節。</p>



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Compliance and Business Ethics

The Group believes that compliance is the premise of enterprise's sustainable development, the key to mutual survival and lawful competition for global economy, and the rule of human economic society's continuous development. We always insist on the corporate culture of honesty and trustworthiness, legitimate operation, ethical business, and that based on the principle of complying with all regulations.

In order to maintain the transparency and openness of the Group; to promote employees being honest, diligent, dedicated, and law-abiding; to prevent behaviours that harm the interests of the Group and shareholders, anti-corruption and reporting regulations have been formulated, which clearly defined that corruption includes accepting bribes or kickbacks, illegal use of company assets, embezzlement, misappropriation, theft of company assets, intentional concealment, misreporting of transactions, and making information disclosure contain false records, misleading statements, or significant omissions, etc. Besides, information such as reporting methods, incident handling procedures, and appeals was announced.

The Group strictly complies with the Law of the People's Republic of China on Anti-money Laundering, Criminal Law of the People's Republic of China and other laws and regulations on anti-corruption, prevention of extortion, fraud and money laundering.

Business Ethics and Governance

In order to build a corporate culture of integrity and prevent corruption, the Mines have formulated anti-corruption and anti-fraud policies which clearly defines that all violations of financial regulatory measures including money laundering, illegal provision of material rewards to individuals and enterprises, illegal receipt of material rewards from individuals are illegal acts of corruption. Specific preventive measures have also been developed to prevent corruption. The Mines organize open tendering and bidding in strict accordance with the procurement rules set by the National Welfare Fund Samruk-Kazyna of Kazakhstan to ensure the fairness and compliance of the relevant procedures. The procurement rules also stipulate that the tender notice and related information shall be published to material suppliers or service contractors on the designated media. Furthermore, the Group's internal service procurement shall go through a rigorous pre-approval process, and a tiered approval system has been set up for bids and contracts with different amounts to ensure that the procurement procedures are closely monitored.

合規與商業道德

本集團深信合規是企業可持續發展的前提，是全球經濟相互依存、依法競爭的關鍵，也是人類經濟社會不斷發展進步的規則。我們始終堅持誠實守信、合規經營、符合商業道德和合規原則的企業文化。

為保持本集團透明、開放；促進員工遵法守規、廉潔勤勉敬業；以及防止損害本集團及股東利益的行為發生，制定了反腐敗與舉報規定，明確定義了腐敗行為包含收受賄賂或回扣，非法使用公司資產，貪污、挪用、盜竊公司資產，故意隱瞞、錯報交易事項，使信息披露存在虛假記載、誤導性陳述或重大遺漏等等。同時，公佈了舉報方式、事件處理流程以及申訴等信息。

本集團嚴格遵《中華人民共和國反洗錢法》、《中華人民共和國刑法》等反貪腐、防止勒索、欺詐及洗黑錢方面的法律法規。

商業道德管治

為建立廉潔的企業文化和防止貪污舞弊行為，礦場更制定了反貪污和防止欺詐政策，明確定義一切違反金融監控措施包括洗黑錢、非法向私人和企業提供物質獎勵、非法收受私人的物質獎勵均屬違法的貪污行為，並制定針對性的預防措施以杜絕貪污情況的出現。礦場嚴格按照哈薩克斯坦國有資產管理基金訂下的採購辦法實行公開招標及投標，確保相關程序公平合規進行，採購辦法亦同時規定必須向物資供應商或服務承辦商於指定媒介發佈招標告示及相關資訊。除此之外，本集團內部的服務採購須經過嚴謹的前置審批流程，而對不同額度的標書及合約更設立分級別的審批制度，確保採購程序得到嚴密監管。

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Whistle-blowing Mechanism

In order to enhance the employees' consciousness on the Group's internal justice, the Group has established a whistle-blowing mechanism and released the 'Anti-Corruption and Whistle-blowing Regulations for Mining Companies' as an internal control to provide employees and stakeholders with reporting channels and guidelines. The regulation will be updated every three years.

We also welcome internal and external stakeholders to raise their concerns about any suspected misconduct, fraud and inappropriate, unethical or unfair treatment in the supply chain, as well as notifying their department heads or reporting to the Chief Executive Officer.

Whistle-blowing channels are as follows:

Whistleblowers who discover, encounter or suspect any corrupt activities that our staff may be involved in can report to us immediately and remind the Company of taking appropriate remedial measures. Reporting Channel 1: The reporting hotline (0086-10-57321852) and reporting email (youye@cgnpc.com.cn; the) that published on the Company website; Reporting Channel 2: mail the reporting letter to the Audit Committee of the Board in a real-name or anonymous manner (Address: 18th Floor, Guangyao Dongfang Building No. 100, North of West 3rd Ring Road Haidian District, Beijing. Attention: The secretary of CGN Mining and the letter will be passed on to the Audit Committee).

Whistle-blowing Process

1. The Audit Committee shall instruct the compliance department to start the processing procedure upon receipt of the reporting case. When the Compliance Department receives the reporting case, it shall report the case to the Audit Committee within a reasonable time frame.
2. The Compliance Department shall determine whether remedial measures can be taken to avoid further loss and impact promptly upon receipt of the reporting case. It shall conduct a comprehensive analysis based on the details of the reporting. The reporting case can be dealt with in ways such as conversation inquiries, preliminary verification, settling case, temporary pending of investigation after approval.

舉報機制

為提高僱員對本集團內部公正的意識，本集團建立舉報機制，併發布了《礦業公司反腐敗及舉報規定》，藉此作為一項內部監控機制，向僱員及持份者提供舉報管道及指引，該規定三年更新一次。

我們亦歡迎內部及外部持份者就供應鏈中任何懷疑的不當行為、舞弊，以及不合適、不道德或不公平的待遇提出他們的疑慮，並可通知其部門主管或向首席行政官作出匯報。

舉報方式如下：

舉報者發現、遭遇或懷疑公司人員涉嫌貪腐行為，可立即進行舉報，並提醒公司採取適當補救措施。舉報途徑一：公司網站公佈統一舉報電話(0086-10-57321852)和舉報郵箱(youye@cgnpc.com.cn)；舉報途徑二：以具名或不具名方式將舉報信件郵寄至董事會下轄審核委員會(地址：北京市海澱區西三環北路100號光耀東方中心18層，收件人：礦業公司秘書轉交審核委員會)。

舉報流程

1. 審核委員會收到舉報後，應指示合規部啟動處理程式；合規部收到舉報後，應在合理時間內呈報審核委員會。
2. 合規部接收到舉報後，應及時判斷是否可採取補救措施，避免擴大損失和影響；應根據舉報具體內容進行綜合分析研判，經審批後，可採取談話函詢、初步核實、予以了結、暫存待查等方式進行處置。



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3. After the reporting case is proved as a fact, a proposed resolution should be made based on the findings of the investigation, and determine how to deal with according to the relevant procedures.

Protection of Whistle-blower

The Group handles all disclosed information in a confidential and cautious manner, including the identities of the informants. Once we acknowledge the receipt of the report, we would conduct further investigations accordingly. We would not tolerate any violation of laws or regulatory requirements and would refer any case we discover to local regulatory agencies such as the Hong Kong Police Force, Hong Kong Independent Commission Against Corruption, Securities and Futures Commission or relevant institutions in Mainland China once discovered.

Future Plans

Provide more trainings on anti-corruption for employees and their families, suppliers and contractors.

Culture of Compliance

A culture of compliance is a critical component in our workplace culture. The Group regularly promotes anti-corruption for the entire group. The Group would compile anti-corruption promotion materials by collecting the latest relevant anti-corruption information, including recent major corruption incidents in various industries and the handling measures, etc, and combine them with the analysis of the Group's summarized business characteristics. All the information will be compiled and distributed to all employees for self-learning in order to create a good anti-corruption environment within the Group. We regularly organize anti-corruption training, such as anti-money laundering training, to enhance employees' awareness of business integrity.

In order to strengthen the construction of a clean culture, cultivate the value concept of integrity, educate and guide the company's employees to be honest and self-disciplined, and promote the formation of a good trend that honors integrity and despises corruption, we organised a series of activities such as integrity education and training every year for different groups of people and at different levels of people. In 2022, focusing on young employees, planned and implemented a clean and honest culture debate competition, which was recognized by the company's employees.

3. 舉報事項經核實後，應根據調查情況提出處理建議，並按有關程式作出處理決定。

舉報者保護

本集團均以保密及慎重的態度處理所有被透露的資料，包括舉報者的身份。若確認收到舉報事宜，我們作進一步的調查，一旦發現任何違反法律或規管要求，我們絕不姑息，並將個案交由當地規管機構如香港警務處、香港廉政公署或證券及期貨事務監察委員會或國內有關機構處理。

未來計畫

加強對員工及其家屬和供應商、承包商的反腐敗教育培訓。

合規文化

合規文化是本集團企業文化的重要組成部分。本集團會定期針對全集團組織反舞弊宣傳，收集最新相關反舞弊的資訊，包括各行業近期發生的重大舞弊事件、處理措施等，結合本集團業務的特點匯總分析並編制反舞弊宣傳資料，發放至本集團內全體員工自學，在本集團內營造良好的反舞弊大環境。我們會定期舉辦反腐敗犯罪行為的培訓，如防止洗黑錢的培訓，以加強員工對商業誠信的認知。

為加強廉潔文化建設，培育清正廉潔價值理念，教育引導公司員工正心修身、廉潔自律，促進形成以廉為榮、以貪為恥的良好風尚。我們每年均針對不同層級及不同人群，開展廉潔教育培訓等系列活動。2022年，聚焦年輕員工，策劃實施了廉潔文化辯論賽，得到了公司廣大員工的認可。

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PURSUING INNOVATION



We feel obliged to protect the ecological environment. We constantly look for ways to improve our business, and introduce innovative environmental management projects to reduce pollution and save natural resources. A large waste water recycling system has been built to reduce carbon emissions and energy consumption.

Environmental Management

The Group complies with the relevant regulations set out in the Regulations of Administration on Energy Conservation and Emission Reduction to ensure effective reduction of emissions in our operations. Such regulations are managed by the project management and property management teams, who are responsible for the introduction and evaluation of energy-saving technologies and equipment, management and development of programs and data analysis respectively. Meanwhile, the Group strictly abides by the laws and regulations of local governments, including the Environmental Protection Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Radioactive Pollution ("the Law of the People's Republic of China on the Prevention and Control of Radioactive Pollution"), Water Law of the People's Republic of China, Law of the People's Republic of China on Environmental Impact Assessment, Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on Marine Environmental Protection, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste.

創新進取



保護生態環境是我們義不容辭的責任，也是不可推卸的責任。我們不斷尋找提升業務的方法，引入不同的創新環境管理項目，以減少污染及節約天然資源。過去，礦場採用了大型的廢水循環再用系統，從而減少碳排放及能源消耗。

環境管理

本集團遵循已編製《節能減排管理規定》的相關規定，以確保營運過程中能有效減少排放物。並由專案管理及物業管理團隊分別肩負起引進及評估節能技術和設備、管理和制定方案及資料分析的職責。同時，本集團嚴格遵守各地地方政府的法律法規，包括《中華人民共和國環境保護法》《中華人民共和國放射性污染防治法》（「《放射性污染防治法》」）《中華人民共和國水法》《中華人民共和國環境影響評價法》《中華人民共和國大氣污染防治法》《中華人民共和國海洋環境保護法》《中華人民共和國固體廢物污染環境防治法》等。



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The Group and the Mines' emission targets and the measures taken to achieve them are as follows:

本集團和礦場的排放目標和為實現這些目標而採取的措施如下：

Environmental targets 環保目標	Directional Indicators 方向性指標	Measures Taken During the Year 年內的措施
Promote the use of renewable energy 推動再生能源使用	Install renewable energy equipment 加設再生能源設備	<ol style="list-style-type: none"> 1. Installed large-scale solar power plants in the Mines to reduce the usage of fossil fuels 1. 礦場安裝了大型太陽能發電設備，以減少對化石燃料的依賴
Improve energy efficiency 提升能源效益	Use energy-saving products and take relevant measures 使用節能產品及措施	<ol style="list-style-type: none"> 1. The temperature of the air conditioner in the office is set at about 25°C 2. When purchasing electrical appliances and other equipment, give priority to products with excellent energy efficiency 3. Use LED lighting system 4. Post environmental protection and energy saving slogans and signs to encourage employees to be environmentally friendly and energy saving 1. 辦公室的空調溫度設置為大約攝氏25度 2. 採購電器等設備時，優先考慮能源效益優良的產品 3. 使用LED照明系統 4. 張貼環保節能的標語及標誌，藉以鼓勵員工環保節能

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Environmental targets 環保目標	Directional Indicators 方向性指標	Measures Taken During the Year 年內的措施
Reduce emissions	<ol style="list-style-type: none"> 1. Reduce the generation of exhaust gas, aiming to reduce the generation of direct greenhouse gas 2. Reduce the demand for electricity to reduce the generation of indirect greenhouse gas 3. Reduce the generation of sewage 	<ol style="list-style-type: none"> 1. When purchasing electrical appliances and other equipment, products with excellent energy efficiency were prioritized to improve the efficiency of electricity consumption and thereby reduce the emission of indirect greenhouse gas 2. Install more LED lightnings to optimize the efficiency of electricity consumption and thus reduce the emission of indirect greenhouse gas 3. Waste water generated in daily lives is recycled after going through technical treatment and used for watering trees, flowers and plants near the mining area. The waste with uranium content is recycled for secondary mining or processing
減少排放物	<ol style="list-style-type: none"> 1. 減少廢氣的產生，務求減少直接溫室氣體的產生 2. 降低對電的需求，達至減少間接溫室氣體的產生 3. 減少污水的產生 	<ol style="list-style-type: none"> 1. 採購電器等設備時，優先考慮能源效益優良的產品，提升用電效能，藉此減少間接溫室氣體的產生 2. 增設LED照明系統，優化用電效能，藉此減少間接溫室氣體的產生 3. 生活廢水經技術處理後回收用於礦區附近綠化樹木和花草的澆灌。含鈾原料的廢棄溶液循環利用，進行二度開採或加工
Reduce waste	Reduce the use of paper	<ol style="list-style-type: none"> 1. Adopt OA system for daily office application processes and promote paperless office 2. Create electronic files to reduce copying and printing 3. Encourage employees to use double-sided printing as much as possible when printing and to use them for draft paper or environmentally friendly printing paper
減低廢棄物	減少使用紙張	<ol style="list-style-type: none"> 1. 使用OA系統進行日常辦公的各項申請流程，提倡無紙化辦公 2. 建立電子檔案，減少複印和列印 3. 鼓勵員工列印時儘量使用雙面列印，並善用為草稿紙或環保打印紙



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Responding to Climate Change

Climate change is a global concern. Especially after the signing of the Paris Agreement in 2015, various countries are expediting their process in completing the relevant goals. Of these, President Xi Jinping announced China will aim to have carbon dioxide emissions peak before 2030 and strive to achieve carbon neutrality by 2060. This means the PRC government will place more emphasis on emission reduction and prompt all parties to address existing and potential issues brought by climate change. The Group faces acute risks and transition challenges arising from climate change. Acute risks include natural disasters, such as increased frequency of super typhoons and floods, or desertification. In the short term, acute natural events can directly damage the Group's assets and facilities, hence affecting the mining output.

In addition to acute risks, climate-related business transition challenges may have a negative impact on the business, operating results and financial condition of the Group, and may be detrimental to the reputation of the Group. It is particularly important to understand the nature and scale of these potential risks in order to mitigate their impact.

Therefore, climate change has been incorporated into the Group's overall risk management. We will manage the specific risk, report the control progress of the relevant risks, carry out risk assessment, and conduct the investigations, assessments and analyses on the relevant risk incidents before, during and after they take place, to make long-term and effective deployment for mitigating risks. During the reporting period, the types of risks, descriptions and countermeasures for climate change of the Group are as follows:

應對氣候變化

氣候變化是全球都關注的重要議題，特別在2015年簽訂《巴黎協定》簽署後，各國都加緊完成相關目標的步伐，包括習近平主席宣佈，「二氧化碳排放力爭於2030年前達到峰值，努力爭取2060年前實現碳中和。」都意味著中國政府會著重減排，進一步促使各方正視現時及潛在有關氣候變化所帶來的問題。本集團面臨氣候變化所帶來的立即性風險及轉型挑戰。即時性風險包括天災，如增加超強颱風及水災的頻率，或沙漠化等。短期而言，即時的天災事件會直接破壞本集團資產及設施，影響採礦的產量。

除了即時性風險之外，氣候相關的業務轉型挑戰可對本集團的業務、營運業績及財務狀況造成負面影響，並可能對本集團聲譽不利。瞭解該等潛在風險、性質及規模，從而減低其影響是尤其重要的。

因此，氣候變化已納入本集團全面風險管理工作。我們會管理該特定風險，報告有關風險的監控進展，開展風險評估工作，並對相關風險事宜開展事前、事中與事後調查、評估與分析為減低風險而作出長遠且有效的部署。本集團報告期內的氣候變化的風險類型、描述及應對措施如下：

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Type of Risk 風險類型	Descriptions of Risk 風險描述	Corresponding Countermeasures 風險應對措施
Extreme weather risk 極端天氣風險	Under extreme weather, we will experience loss of goods and equipment in the northern mining area caused by floods, rainstorms, snowstorms and other abnormal weather. 北部礦區在極端天氣下，將面對水災、暴雨及大雪等反常天氣所造成的貨品及設備上損失。	In order to cope with unexpected extreme weather such as severe cold, the Mines have formulated emergency response plans for extreme and severe weather. For example, the Mines provide heating for employees in the northern mining area where it is often very cold in winter; equip dressing rooms with sauna to help outdoor workers quickly recover their body temperature; and set up observation stations in the mining areas to provide necessary support for outdoor workers. In case of severe weather such as snowstorm, rainstorm and extreme heat, managers need to mobilize staff and take preventive measures, and schedule employees' commuting to and from work in accordance with relevant regulations, so as to ensure the safety of employees. The Group also takes advice from local government departments and develops relevant protective measures to avoid physical damage as much as possible. 為應對突如其來的極端天氣如嚴寒，礦場亦已制定有關極端及惡劣天氣的緊急應對方案，例如在北部礦區冬天時常出現嚴寒，會為員工提供暖氣；而更衣室配用桑拿房，幫助室外作業工人迅速恢復體溫；礦區設有觀察站點，可為礦區室外作業工人提供必要支持。當萬一遇上暴雪、暴雨及酷熱等惡劣天氣，管理人員更需調動人手和採取預防措施，並合規地安排僱員的上下班，以保障員工安全；本集團亦會參照由當地政府部門的建議，制定好相應的保護措施，盡可能避免受到實體性損壞。



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Type of Risk 風險類型	Descriptions of Risk 風險描述	Corresponding Countermeasures 風險應對措施
Policies and laws 政策及法律	The Governments will gradually raise their environmental protection and emission requirements, which involves increasing relevant tax or cost for complying with the standard.	The Group has established an ESG Committee, ESG management committee and an ESG working group. They will pay close attention to the latest policy, while the Group will proactively reduce emission from equipment through continuous regular inspection and renewal, so as to enhance energy saving and emission reduction standards while complying with laws and increasing production capacity.
政策及法律	各國政府對環保及排放要求逐漸提高，會加重相關稅項或為達標所增加的成本。	本集團已成立ESG委員會、ESG管理委員會和ESG工作小組，小組會密切留意最新的政策，同時本集團亦不停透過定期檢查、定期更新，主動減少設備的排放，務求在符合法例及增加產能的同時，仍能提升節能減排的水準。
Image risk 形象風險	Environmental and safety awareness of parties in the society, including the public and investors, has been on the rise. If we fail to meet our environmental protection goals, the share price and the Company's image might be affected.	Strict adherence to the management standards in relation to radioactive materials throughout the whole process from mining to delivery. In addition, the Group provides various channels for different stakeholders to communicate with the Group, in order to clear misunderstandings.
形象風險	社會各界關注環保及安全意識日益提高，包括公眾及投資者，如環保目標未如預期，或會影響股價及公司形象。	本集團由開採至交付的過程均嚴格遵守放射性物料的管理標準。 另外，本集團提供多個管道與各持份者與本集團保持溝通，以減少相關疑慮。

Green Operations

The Group has been incorporating environmental considerations into its business activities, such as adoption of low-pollution mining technology and green procurement. In the future, we look forward to extending the concept of environmental protection to the entire supply chain, thus promoting sustainable development in all aspects.

綠色營運

本集團一直積極將環保元素加入到企業經營活動當中，例如採用低污染的開採技術、綠色採購，未來，我們期望將環境保護理念推廣至整條供應鏈，全面實踐可持續發展。

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Environmental Management System

In order to properly manage our factories and effectively implement environmental protection policies, we actively promote the establishment of an environmental management system, and strive to comply with regulatory requirements, improve environmental performance and prevent environmental pollution, thereby fulfilling our commitment to green life. In accordance with the guidelines issued by the parent company CGNPC-URC, the Group has formulated an environmental management system that complies with the ISO14001 international standard and the requirements of laws, regulations and rules related to energy conservation and ecological environment protection.

Environmental Management System Framework



The safety and environmental management departments are established in the Mines and the headquarters, which is responsible for inspecting and supervising the environmental protection and governance of the Mines, including formulating the environmental management manual, coordinating the implementation of environmental management by different units, and organizing regular joint meetings to analyze and study different environmental protection laws and regulations, major environmental risks and management measures in a timely manner. We promise to continuously improve the internal environmental management system and improve the formulation of the system. In addition, the local government agency will send the environmental management committee to conduct environmental inspections on the mine from time to time.

環境管理體系

為妥善管理各個廠區及有效推行環保政策，我們積極推進環保管理制度的建立，務求達至遵守法規、致力改進環保表現、預防環境污染，以實現綠色生活的承諾。本集團按照母公司中廣核鈾業發展的下達的指引，制定符合ISO14001國際標準和能源節約與生態環境保護相關法律法規、規章要求的環境管理體系。

環境管理體系框架

礦場及總部設有安全環境管理部門，負責檢查和監督礦山的环境保護和治理工作，包括制定環境管理手冊，協調各單位落實環境管理工作；並定期組織聯合會議，及時分析研判各環保法律法規、重要環境風險及管理措施。我們承諾會不斷完善內部環境管理體系，強化制度建設。另外，當地政府機構不定期會派環境管理委員會赴礦場進行環保工作檢查。

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Responsibilities of Environmental Manager

- (1) Promote the implementation of national environmental protection laws, regulations and policies;
- (2) Organize the formulation of the Company's environmental management rules and regulations, formulate the Company's work plan on environmental management and promote its implementation;
- (3) Guide and supervise the subsidiaries to establish and improve the environmental management system, and guide and supervise the project management department to establish a comprehensive the environmental management procedures for projects;
- (4) Explore, coordinate and promote the resolution of the major issues occur in the company's environmental management;
- (5) Supervise and inspect the environmental management of each unit;
- (6) Conduct data statistics and reports in relation to energy conservation and ecological environment protection, and submit the results to the next level of management as required;
- (7) Organize to formulate the evaluation plan on environmental performance and implement assessment;
- (8) Promote harmonization between the nation and relevant environmental management departments of the companies under the Group.

環境管理人員職責

- (1) 推動國家環境保護相關法律、法規及政策文件的貫徹落實；
- (2) 組織制訂公司環境管理規章制度，制訂公司環境管理工作計劃並推動實施；
- (3) 指導、督促各實體化下屬公司建立健全環境管理體系，指導、督促項目管理部門建立健全項目層環境管理程序；
- (4) 研究、協調及推動解決公司環境管理的重大問題；
- (5) 對各單位環境管理工作實施監督檢查；
- (6) 組織能源節約與生態環境保護數據統計和報告，並按要求報送上級單位；
- (7) 組織制定環境績效考核方案並實施評價；
- (8) 與國家和本集團公司相關環境管理部門進行業務接口。

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Green Technology

The Group strictly abides by the laws and regulations of the countries where the country's operations are located, and properly manage and dispose of the radioactive waste produced in operation. We integrate radioactive pollution control into the whole operation process. Meanwhile, stringent control is in place throughout the process from mining to delivery, to minimize the impact on the surrounding environment. The two mines owned by Semizbay-U are far from residential areas. In the mining area and the manufacturing and office area of the mine, the safety standard production system is strictly implemented in accordance with Kazakhstan standards. The Mines obtained certificates issued by the Atomic Energy Supervision Committee of the Ministry of Energy of the Republic of Kazakhstan for radioactive substances, storage devices containing radioactive substances, transportation, and radioactive waste management and etc.

The uranium mines in which the Group holds shares are mined using the technology of in-situ leaching uranium mining, which is a clean production process with relatively less pollution to the surface soil, water and air in the mining area. In addition, such mining technique is safer and ensure a comparatively better working environment relative to other conventional mining and processing technology.

綠色工藝

本集團嚴格遵守各運營地所在國法律法規，對運營過程中產出的放射性物料進行妥善管理、安全處置，並將放射性污染風險管控融入運營全過程，從開採至交付均有嚴格的監控，確保給周邊環境帶來的影響最小化。謝公司兩礦均遠離居民區，在礦區開採區域和生產辦公區域內按照哈國標準嚴格執行安全標準生產體系，礦場擁有哈薩克斯坦共和國能源部原子能監督委員會簽發的關於放射性物質、含有放射性物質存貯裝置、運輸、放射性廢物管理等資格證書，在標準體系下對礦區開採加工生產及運輸即時管理。

本集團參股的鈾礦均使用地浸採鈾工藝技術進行開採，地浸採鈾工藝技術是一種清潔生產工藝，對礦區地表土壤、水體和空氣污染程度相對較小。另外與其他常規開採和加工工藝相比，安全性和工作環境相對比較好。

Technology of In-Situ Leaching Uranium Mining

地浸採鈾工藝

The process has a high degree of automation, and workers do not need to work underground. The mining method is safe and simple, and the process is short. During the mining stage, there is no need to transport or crush ore, and during the water leaching stage, there is no need for ore grinding and solid-liquid separation. This shortens the mining and metallurgical process, resulting in lower direct production costs.

工藝過程自動化程度高，工人不需要到井下工作面；開採方法安全簡單、工藝流程短。採礦階段無需搬運、破碎礦石，水冶階段無需磨礦和固液分離，縮短了採冶工藝流程，直接生產成本低。

Other Mining Techniques

其他開採工藝

Workers need to work underground for rock drilling, blasting, managing compression, etc.

工人要到井下工作面進行鑿岩、爆破、地壓管理等工作。



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Technology of In-Situ Leaching Uranium Mining

地浸採鈾工藝

Relatively low pollution to the surface soil, water and air in the mining area, due to the following reasons:

- i. The basic balance of water pumping is maintained, and the in-situ leaching solution is circulated within a closed pipeline, significantly reducing the amount of wastewater discharged.
- ii. Radioactive dust pollution has been thoroughly improved.
- iii. The pollution from tailings and exhaust gas has been minimized.

對礦區地表土壤、水體和空氣污染程度相對較小，由於：

- i. 抽注基本平衡，地浸溶液是在閉路管道內迴圈使用，其廢水排放量顯著減少；
- ii. 放射性粉塵污染得到徹底改善；及
- iii. 尾渣和廢氣的污染降到最低程度。

Other Mining Techniques

其他開採工藝

Rock piles, tailing pools, polluted mine water, waste water from concentrator, polluted air discharged from ventilation shafts have a relatively greater impact on the surrounding environment, and need to make effort to deal with such impacts that leading to an additional cost.

廢石堆、尾礦庫、污染礦井水、選礦廠廢棄水、回風井排放的污染空氣等，影響周邊環境程度相對較高。並需安排相關的處理設計，增加額外成本。

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In the process of planning in-situ leaching mining and production, for ensuring the safety of production and environment, high-quality materials, advanced equipment and construction techniques are used to build and maintain the boreholes, mining buildings and structures. Mining and processing equipment are made with movable and detachable components for improving the convenience of production, which further ensure the safety of production. In addition, in-situ leaching mines are subject to strict inspection and management systems for mine safety and environmental protection. The above measures are conducive to the safe progress of the in-situ leaching mining, and lead the environmental indicators of the air, water and soil around the mining area to the satisfaction of the relevant national and industry standards.

在地浸礦山設計與生產過程中，為了保障生產安全和環境安全，選用高質量材料、先進設備及施工技術修建鑽孔、礦區建築和構築物。配置可移動式和組件式設備採礦和加工產品液，提高生產便捷性的同時，進一步保證了生產的安全。此外，地浸礦山對礦山安全和環保還配有嚴格的檢查和管理系統。以上措施有利於地浸開採過程的安全進行，使礦區周圍空氣、水體和土壤的環境指標符合國家和行業相關標準。



Note: All uranium mines of the Group are mined using the technology of in-situ leaching uranium mining, workers do not need to work underground.

附註：鈾礦均使用地浸採鈾工藝技術進行開採，工人不需要到井下工作面

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Making good use of resources

Electricity Management

The Group is aware that we mainly rely on fossil fuels for electricity generation currently, which generates a large amount of greenhouse gases and causes serious damage to the environment. Therefore, through regular monitoring and evaluation of electricity consumption, the Group is able to set energy saving targets and promote more energy saving and low carbon measures.

According to the definition of direct energy consumption accounting scope in the Hong Kong Stock Exchange's "Reporting Guidance on Environmental KPIs", the Group's direct energy consumption mainly includes fuel used in mine production, and diesel used in forklifts and gasoline used in motor vehicles. Indirect energy consumption mainly includes purchased electricity used in the mining, processing and transportation processes. The Group has adopted the following measures to achieve emission reduction at source and to continuously improve energy efficiency in the production process:

善用資源

用電管理

本集團深知現時電能主要依賴化石燃料，在發電過程中製造大量溫室氣體，對環境造成嚴重破壞。故此，本集團透過定期監測及評估用電情況，有助於訂立省源節能目標，推進更多節約用電及低碳措施。

根據香港聯交所《環境關鍵績效指標匯報指引》中直接能耗核算範疇的定義，本集團直接能源消耗主要包括礦場生產所使用的燃料、叉車使用的柴油及汽車使用的汽油。間接能源消耗主要包括用於開採、加工及運輸等工序的外購電力。本集團主要採取以下措施實現源頭減排以及持續提升生產過程的能源效益：

Measures 措施	Environmental Performance of Relevant Measures 相應措施的環境效益	Performance in 2022 2022年的表現
Adoption of renewable energy in the Mines	Reduce purchased electricity to reduce emission of greenhouse gas (Scope 2)	<ol style="list-style-type: none"> Semizbay-U built a photovoltaic power station of about 825 square meters, with an annual photovoltaic power generation of 134,000 kilowatts, while the Ortalyk's photovoltaic power generation capacity in 2022 reached 849,460 kilowatts in total, with a photovoltaic area of 50,000 square meters For indoor heating, heat exchangers have been installed to replace traditional fossil fuels through heat exchange principles, thus reducing carbon emissions and energy consumption
礦場採用可再生能源	減少外購電量，從而降低範圍2溫室氣體排放量	<ol style="list-style-type: none"> 謝公司建造約825平方米的光伏電站，全年光伏發電134,000千瓦時，而奧公司2022年光伏發電量共849,460千瓦時，光伏佔地面積50,000平方米 安裝了熱交換器為室內供暖，利用熱交換原理取代以傳統石化燃料提供熱能，以減少碳排放及能源消耗

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Measures 措施	Environmental Performance of Relevant Measures 相應措施的環境效益	Performance in 2022 2022年的表現
Energy-saving LED lighting system 使用節能的LED照明系	Reduce purchased electricity to reduce emission of greenhouse gas (Scope 2) 減少外購電量，從而降低範圍2溫室氣體排放量	1. Prohibit the use of incandescent lamps in the Mines, and install and use energy-saving LED lighting systems instead 1. 礦山禁止使用白熾燈，並安裝和使用節能的LED照明系統取代原有照明燈具
Formulate power management measure for offices	Reduce energy and power consumption by optimizing office equipment and measures	1. Advocate the use of energy-saving, efficient and environmentally-friendly construction equipment, machinery and office appliances recommended by the state and the industry, and give preference to such equipment with an aim to gradually improve energy efficiency 2. Keep updated on the latest environmental news to optimize the existing services, so as to reduce environmental pollution 3. Review power consumption on a regular basis, as well as assess and inspect those departments and workshops with abnormal power consumption to ensure reasonable power consumption 4. Set production schedule for continuous production and make reasonable production plans for the Mines to prevent uneven power consumption and minimize the waste of power arising from machine idling
制定辦公室用電管理措施	通過優化辦公室設備及措施降低能源及電力消耗	1. 提倡優先考慮國家、行業推薦的節能、高效、環保的施工設備、機具和辦公用具，以逐步提高能源效益 2. 持續更新環保的最新消息以優化現有服務，從而減少環境污染 3. 定期評估電耗，對電耗異常的部門進行評估檢查，確保用電合理 4. 礦場處於連續生產作業，按生產計劃，合理安排生產計劃，避免用電不均，避免機器空轉而導致不必要的耗電



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Note: The images above show the photovoltaic power stations built by Semizbay-U and Ortalyk
附註：上圖為謝公司及奧公司的光伏發電站

The total energy consumption of the Group and the Mines are as follows: 本集團及礦場的總耗能如下：

Type of Energy 能源種類	Unit 單位	CGN Mining 中廣核礦業	Mines 礦場
Direct energy consumption 直接能源耗量	kWh in '000s 千千瓦時	N/A 不適用	21,660.52
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000s/person 千千瓦時／僱員	N/A 不適用	19.57
Indirect energy consumption 間接能源耗量	kWh in '000s 千千瓦時	14.34	46,993.72
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000s/person 千千瓦時／僱員	0.62	42.45
Renewable energy (solar energy) consumption 可再生能源(太陽能)耗量	kWh in '000s 千千瓦時	N/A 不適用	983.46
Intensity of Renewable energy (solar energy) consumption 可再生能源(太陽能)耗量密度	kWh in '000s/person 千千瓦時／僱員	N/A 不適用	0.89
Total energy consumption 總能源耗量	kWh in '000s 千千瓦時	14.34	68,788.24
Intensity of total energy consumption 總能源耗量密度	kWh in '000s/person 千千瓦時／僱員	0.62	62.14

Note: The energy data is converted to kWh with reference to the lower heat value issued by the International Energy Agency ; Renewable energy is solar energy

註：能源數據參考較由國際能源總署發佈的低熱值換算為千瓦時；以及可再生能源為太陽能

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Water Management

Water is the lifeblood of all life on our planet. In order to protect our precious water resources, the Group requires water conservation in all its operations, strictly regulates sewage treatment and optimizes water resources management. During the reporting period, the Group strictly abides by the corresponding national laws and regulations and local policies, such as the Water Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Environmental Protection Law of the People's Republic of China, as well as the laws and regulations on water resources in where it operates. Where required, we apply for relevant discharge permits in accordance with local government regulations, and are subject to the supervision of local environmental protection monitoring authorities. Besides, we also formulate and implement water conservation measures based on the conditions of the Group. We regularly reviewed the use of domestic water and the effectiveness of water conservation, and strengthened the management for water resources to protect water resources.

The water used in all of the offices of the Group is mainly sourced from municipal pipelines. Although the operating offices of the Group do not have difficulty in sourcing water in their daily operations, we still persistently reduce the water resources used in business operations. Workers in the Mines purchase barreled or bottled water on their own for drinking. The industrial water used for product processing and firefighting is taken from the water well nearby, the water taken is from upper level of water of the well which is above the ore-bearing layer. We will analyze the current conditions of water resources development and utilization in where we operate, the rationality of water use, the impact of water resources development and utilization on conditions of water resources and other water users, water resources protection measures and etc, to water resources are able support operations of the Company in the long run.

用水管理

水是我們地球上一切生機的命脈。為了保護珍貴的水資源，本集團要求各業務節約用水，嚴格規管污水處理，以及優化水資源管理。報告期內，本集團嚴格遵守國家相應法律法規及地方政策，如《中華人民共和國水法》、《中華人民共和國水污染防治法》、《中華人民共和國環境保護法》，以及營運當地等關於水資源管理的法律法規。如有需要，我們會按當地政府規定進行申請相關排放許可證，並接受環保監測部門的監督。同時，我們亦跟據本集團制定及執行節約用水措施，定期審視生活用水的使用情況，以及節約用水之成效，加強本集團對水資源的管理，進而保護水資源。

本集團的各辦公室的用水主要來自市政管道，雖然本集團各個營運辦公室均在日常營運中並沒有取水的困難，但是我們仍然堅持減少業務營運所使用的水資源。礦場均將自行購買的桶裝或瓶裝純淨水作為飲用水；而用於產品加工和消防的工業用水則會使用礦山附近的取水井，取水層位於含礦層上部的獨立含水層。礦場會不定時對所在區域的水資源開發利用現狀、用水合理性、開發利用水資源對水資源狀況及其他取水戶的影響、水資源保護措施等進行分析，確保水資源能支持公司長期的運作。



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Our operating offices and the Mines strictly control the discharge and treatment of sewage and strengthen the management of water resources, with a view of “saving water and using it wisely”. All of our operating sites and the Mines implement a variety of water management measures, including:

- Promote the concept of water conservation to employees, and put up the “Save Water” label in appropriate places to remind employees to reduce water use in daily operations and turn off the faucet immediately after using it, so as to reduce unnecessary waste and achieve the purpose of water conservation ; and
- Regularly inspect water use areas in the plants, strengthen the daily maintenance management of water equipment, and regularly maintain water supply facilities such as water pipes and hoses to reduce hidden leakage and prevent water waste caused by facility damage.

我們的各營運辦公室及礦場嚴格管控污水處理排放及加強對水資源的管理，並以「節約用水、明智用水」為目標。我們旗下各個營運地點及礦場均實施了多元化的水資源管理措施，包括：

- 我們積極向員工推行節約用水的概念，於適當地方貼上「節約用水」標語，提醒各同事在日常運作中減少用水，注意於用水後隨即關閉水龍頭，減少不必要的浪費，以達至節約用水的目的；以及
- 定期在礦場園區用水區域進行巡查，加強用水設備日常維修管理，對水喉水管等供水設施定期進行保養，以減少隱藏的滲漏情況及防止因設施損壞導致水浪費。



Note: Taking environmental soil samples from the mine
附註：礦場取環境土壤樣板



Note: Residents around the mining area take environmental water samples
附註：礦區周邊居民取環境水樣板

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Packaging Materials

Besides major electricity and water resources, the Group also pays close attention to the use of other resources, such as plastic, paper, metal and wood used in packaging. In terms of packaging plastics, when possible, we would try our best to consume the least resources in the production process and reduce the packaging materials usage in the production as much as we can while meeting all the requirements. The operation of the Group's offices does not involve any packaging process. As such, packaging materials are not significantly related to its business. As a result, the office does not have relevant records for the reporting period.

Pollution Control

Waste Water Treatment

The generation of industrial waste water mainly comes from the production process of mines. We take the utilization of waste water seriously, and reduce the level of pollutants by improving water recycling and extracting useful substances from waste water.

- Arrange reasonable use of water based on production plan, and conduct assessment of water consumption on a regular basis to develop more effective water-conservation plans and measures;
- Optimize work procedures and introduce advanced alternative materials and equipment, and calculate the amount of waste water generated each year and estimate future waste water generation;
- A large sewage recycling system was built where waste water generated in daily lives is sent to septic tank after being chlorinated, waste water is then transported to the biological treatment tank through plastic pipelines. The waste water will be reused in garden irrigation, equipment cleaning and production after purification and disinfection. The system can save 10% of industrial water for the Mines each year; and
- For waste water with uranium content, we recycle and further process such waste water to extract the uranium content.

包裝物料

除了主要的電力及水資源外，集團亦十分關注其他資源的使用情況，例如包裝使用的塑料、紙張、金屬及木材等。在包裝塑料方面，我們在符合要求下，盡量在生產過程中耗用最少的資源及盡可能減少生產時所採用包裝物料。本集團的辦公室運作，並沒有涉及任何包裝過程，所以包裝物料與其沒有重大關聯。因此，在報告年內沒有相關記錄。

污染控制

廢水處理

工業廢水的產生主要來源於礦山的生產過程。我們重視廢水的利用，通過提高水循環利用、提取有價值物質以降低污染物排放。

- 按生產計劃合理安排用水及定期評估用水量，以制定更有效的節水方案及措施；
- 優化工作程序和配置先進的可替代材料和設備，以及每年核算廢水的生成量並對將來廢水生成量進行預估；
- 建立了大型的廢水循環再用系統，生活廢水氯化後送往化糞池，廢水經塑料管線輸送到生物處理池，經淨化消毒後再循環使用在澆灌綠化設施、清洗設備及生產用水環節等，此系統可以為礦場每年節省10%的工業用水；以及
- 對於含鈾的廢水，我們將有關廢水排水回收及進一步加工，以將內含的鈾原料提取。



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Note: Domestic wastewater treatment (red circle)
附註：生活廢水處理(紅框)

Waste Management

We have introduced several waste emission or discharge reduction and control measures to reasonably reduce the amount of waste generated in the production process and ensure effective management of temporary waste storage. The Group has asked its factories to keep informed of laws and regulations and other requirements published by local governments as well as actual conditions, and actively and scientifically sort, collect, and store waste from within the Group.

The solid waste generated in our offices is mainly composed of three types: non-recyclable domestic waste, recyclable domestic waste (cartons, papers, waste metal, waste plastic bags, glass, etc.), and hazardous waste (waste batteries, waste toner cartridges, waste ink cartridges and other toxic and hazardous waste). Recyclable wastes will be reused as much as possible in day-to-day office operations, or disposed by waste recycling stations. Hazardous wastes will be stored separately and handed over to external agencies or returned to the manufacturer(s) for disposal, and shall not be discarded at random in order to prevent re-contamination. Non-reusable domestic wastes produced from the Hong Kong office's operation are under centralized management by property management personnel of the office building, and will be transported to a waste transfer station for classification, and then transported to the site designated by the municipal sanitation department for disposal. Those produced from United Kingdom's office operation will be delivered to waste collection station of the office building by cleaning workers and then arranged for collection and treatment by the municipal government.

廢棄物管理

為合理地減低生產過程中產生的廢棄物產生量，確保廢棄物的暫存管理工作有效實施，我們推行了一系列針對廢棄物的減排及管理措施。集團要求各辦公室及礦場均緊密追蹤當地政府公布的法律法規及其他要求和實際情況，積極將集團內部的廢棄物科學地分類、收集、存放。

辦公室產生的固體廢棄物主要由三部分組成：不可回收的生活廢棄物，可回收的生活廢棄物（紙箱、紙張、廢金屬、廢塑料包裝袋、玻璃等），有害廢棄物（廢電池、廢硒鼓、廢墨盒等有毒有害垃圾）。對有可回收利用價值的廢棄物，則盡量再次利用到日常辦公室營運工作中，或交由廢品回收站處理。有害廢棄物單獨存放集中外委處理或返回廠家，不隨意棄置，防止再次污染。對於辦公中產生的不可再利用的生活廢棄物，香港辦公室會交由大廈物業人員統一管理，運送到垃圾中轉站分類處置，並集中運送到市政環衛部門指定地點處理；而英國辦公室則會交由清潔工運送到辦公樓的垃圾收集處，由市政府安排收集處理。

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In addition, the Group has also implemented a series of waste reduction measures for non-hazardous waste. For example, the OA system was used for application processes in daily office to promote paperless office; the document management team has established electronic files and scanned all contract documents to reduce copying and printing; we encourage employees to use double-sided printing as much as possible when printing, and the blank side of non-confidential documents should be used as draft paper or environmentally friendly printing paper; old stationery was traded in for new ones to reduce waste; environmental protection slogans and signs were posted in each park to encourage employees to make good use of resources, so as to effectively reduce non-hazardous waste. The Group also sorts recyclable waste (e.g. waste paper, plastic products, wooden boards, etc.) by cleaning staff and notifies professional collectors for recycling.

We require the Mines to, in strict accordance with local environmental laws and regulations, transfer the hazardous waste generated in the production process, such as lead-containing accumulators and batteries, waste oil, and waste chemical reagents, to qualified agencies for recycling and disposal. In addition, in order to reduce the generation of waste, the Mines also collect, classify, and arrange recycling of non-hazardous waste such as plastic glass and metal to encourage recycling. For example, the Mines collect iron-containing solid waste and put it in leaching solution pools to help extract more natural uranium, thus reducing waste and increasing output; and engage qualified processing companies to recover, process and recycle hazardous waste such as waste oil and drilling fluid.

Exhaust Gas Management

For exhaust gas management, the Group aims to fully comply with the regulatory requirements and strictly abide by all applicable environmental laws and regulations, such as the Environmental Protection Law of the People's Republic of China. During the reporting period, the Group had no violation of any relevant regulations.

此外，本集團亦針對無害廢棄物，作出一系列的減廢措施。例如：使用OA系統進行日常辦公的各項申請流程，提倡無紙化辦公；機要管理組建立電子檔案，所有合同檔掃描建檔，減少複印和列印；公司鼓勵員工列印時儘量使用雙面列印，而非機要檔的空白一面要善用為草稿紙或環保打印紙；文具提倡以舊換新，減少浪費；各個園區有張貼環保的標語及標志，鼓勵員工善用資源，藉此有效減少無害廢棄物。本集團並對可回收垃圾（如廢紙皮、塑膠製品、木板等）派保潔員進行分類整理，通知專業收集商進行回收。

我們要求礦場嚴格按照當地的環保法例對生產過程中產生的有害廢棄物，如含鉛的蓄電池和電池、廢油、廢棄的化學試劑等轉交相關的合資格處理商進行回收處置。另一方面，為減少廢棄物的產生，礦場亦積極對塑膠玻璃、金屬等無害廢棄物進行分類收集及安排回收以鼓勵回收再造，例如：礦場會收集含鐵的固體廢棄物，再放進溶浸液池以協助提取更多的天然鈾，減少浪費並有助增加產量；另外，亦會聘請合資格處理商對廢油、鑽井液等有害廢棄物安排回收並經加工處理後，再循環使用。

廢氣管理

本集團的廢氣排放管理以完全符合法規要求為目標，嚴格遵守所有適用的環保法例和法規，例如《中華人民共和國環境保護法》，報告期內並未有違規的情況。



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The Group undertakes to reduce the impact of its business operations on neighboring areas. Due to our business characteristics, none of our offices has a significant amount of exhaust emissions. However, we require all offices and the Mines to strictly abide by local regulations on exhaust emissions. The Mines have each obtained an exhaust emission permit issued by Kazakhstan's environmental protection authority, and regularly conduct exhaust emission tests to ensure that the exhaust emissions do not exceed the emission limits stipulated by relevant laws and regulations. The air pollutants emitted by the Group mainly come from fuel consumption during operations and by vehicles. It is crucial to implement emission control measures to reduce environmental impact and protect the health of employees. We gradually upgrade machinery and transportation equipment to replace diesel and gasoline. This move can lower the consumption of diesel and gasoline and reduce the emissions of sulphur dioxide and other exhaust gases and carbon dioxide caused by the combustion of diesel and gasoline.

The Group and the Mines' greenhouse gas emissions during the reporting year are as follows:

集團承諾減少業務營運對鄰近地區的影響，由於業務特性，我們旗下的各營運辦公室均沒有重大的廢氣排放，但是我們要求辦公室及礦場均嚴格遵從當地有關廢氣排放的法例。礦場亦已取得哈薩克斯坦政府環保部門所發出的廢氣排放許可，並定期進行廢氣排放檢測，以確保廢氣排放量不超出相關的法律法規規定排放達標。集團排放之空氣污染物主要來自營運過程中及車輛產生之燃料消耗。實施排放控制措施以減低環境影響及保護僱員健康至關重要。我們續步升級機械及運輸設備，以代替柴油或汽油作燃料，減少柴油及汽油的消耗之餘，亦能有效減少由燃燒柴油及汽油所導致二氧化硫等的廢氣排放及二氧化碳排放。

本集團及礦場報告年內的溫室氣體排放量如下：

Category of Greenhouse Gas Emission 溫室氣體排放類別	Unit 單位	CGN Mining 中礦核礦業	Mines 礦場
Direct emissions (Scope 1) 直接排放(範圍1)	tonnes of CO ₂ e 公噸二氧化碳當量	0	5,720.44
Energy indirect emissions (Scope 2) 能源間接排放(範圍2)	tonnes of CO ₂ e 公噸二氧化碳當量	8.74	20,677.24
Total greenhouse gas emissions 總溫室氣體排放量	tonnes of CO ₂ e 公噸二氧化碳當量	8.74	26,397.67
Intensity of total greenhouse gas emissions 總溫室氣體排放量密度	tonnes of CO ₂ e/person 公噸二氧化碳當量/員工	0.38	23.85

Notes:

The calculations were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, National Electricity Average Emission Factor in 2021 Revised Edition; UK Government Greenhouse Gas Conversion Factors and List of Grid Emission Factors published by The Institute for Global Environmental Strategies (IGES)

Scope 1 includes petrol consumption by mobile vehicles, diesel consumption, purchased natural gas, Carbon dioxide fire extinguisher and etc; and

Scope 2 includes indirect energy emissions from purchased electricity.

附註：

溫室氣體計算乃基於聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第六次評估報告、2021年全國電力平均排放因子；英國政府的溫室氣體換算係數以及全球環境戰略研究所 (IGES) 發佈的電網排放係數清單

範圍1 包括來自：移動車輛的燃油使用（移動車輛），而

範圍2 包括購買電力的能源間接排放。

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Ecological Protection

Mining is an important industry that directly extracts various minerals from the nature with the earth at its core, thereby promoting the progress of human civilization. Although the mining industry has made significant contributions to the development of human society, it has also caused damage to the ecological environment. Therefore, the Group always takes ecological mining as its operating philosophy. Ecological mining aims at protecting the ecological environment and improving resource utilization. Compared to traditional mining, ecological mining is more conducive to achieving the balance between development of mineral resource and protection of environmental resource, that leading to the ultimate goal of modernized mining development (that is, meeting the development needs of the society and improving the living standards of human beings).

We take a responsible approach to biodiversity management at all of our mine operations, so that cause as less harm as possible to the ecosystems, habitats and endangered species, and devise the responsible plans for the mine to be closed :

- Prohibition of killing animals in and around the mining area;
- Vehicles of the Mines and external contractors are prohibited from entering the vegetation area outside the Mines;
- Without the permission of the government, the Mines shall not destroy or transplant plant species protected by the state;
- The explored mining areas will be reclaimed with surface vegetation to restore the original ecological environment and reduce the damage caused to the environment,
- Mining is not allow to carry out for conservation area.

生態保護

礦業是直接從以地球為核心的大自然提取各種礦產、從而推動人類文明進步的重要產業。然而，在礦業為人類社會發展作出了重大貢獻的同時，也造成了對生態環境破壞。因此，本集團一直以生態礦業為營運理念，生態礦業以保護生態環境，提高資源利用率為特徵，與傳統礦業相比，是一種更有利於實現礦產資源開發與環境資源保護協調發展，從而以滿足社會發展需要、提高人類的生活水平為最終目標的現代礦業發展模式。

我們在所有生產運營的礦區採取負責任的生物多樣性管理方法，盡力確保不損害脆弱的生態系統、棲息地和瀕危物種，並為礦區關閉制定負責任的計劃：

- 禁止捕殺礦區及周邊的動物；
- 禁止礦山和外部承包商的車輛駛入礦區以外的植被區域；
- 未經政府允許，礦山不得破壞或移栽國家保護的植物物種；
- 對開墾過的礦區，礦場會進行地表植被的復墾工作以恢復原來的生態環境，減少對環境造成的破壞，
- 自然保育區，不能用於採礦。

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CREATING VALUE

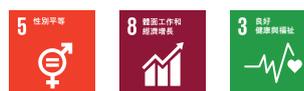


The success of our business through operational excellence depends on the talent, innovation and contribution of our employees. In a highly competitive market, we ensure that our talent strategy meets the immediate and long-term operational needs. We adhere to the principles of “anti-discrimination” and “diversity”, and encourage work-life balance. Providing the safest and most reliable working environment and vocational training to our employee, in order to achieve the goal of becoming an "excellent employer."

Our Teams

As at December 31, 2022, the number of employees of the Group and the Mines by different categories are as follows:

價值創造



本集團業務透過卓越營運而取得的成功，有賴僱員的才能、創新力和貢獻。在競爭激烈的市場中，我們確保人才戰略能夠滿足即時及長期的營運需求。我們堅守「反歧視」和「多元化」的原則，鼓勵工作與生活平衡，為僱員提供最安全及最可靠的工作環境及職業發展培訓，以達成成為「卓越僱主」的目標。

我們的團隊

截至2022年12月31日，本集團及礦場按不同類別劃分的僱員人數¹如下

Category 分類	Number of employees (person) 僱員人數(人)		
	CGN Mining 中礦核礦業	Mines 礦場	
By gender	按性別劃分		
Male	147	1,011	
Female	75	96	
By employment type	按僱傭類型劃分		
Full-time	222	1,097	
Part-time	0	10	
Contract	0	0	
By age group	按年齡組別劃分		
15 to 24	10	41	
25 to 34	89	334	
35 to 44	87	364	
45 to 54	21	250	
55 to 64	15	118	
65 or above	0	0	
By region	按地區劃分		
Mainland China	200	0	
HKSAR	6	0	
Other regions	16	1,107	

Note: The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange. The number of employees in this Report is including all the employees who provide business support for the Company.

附註：計算基於聯交所公布的社會關鍵績效指標報告指引，本報告中的僱員人數包含為本集團提供各項業務支持的人員。

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During the reporting period, the yearly average employee turnover rate of the Group and the Mines are as follows:

報告年內，本集團及礦場的年度平均僱員流失比率如下：

Category 分類		Employee turnover rate (%) 僱員流失比率(%)	
		CGN Mining 中礦核礦業	Mines 礦場
By gender	按性別劃分		
Male	男性	15.65%	7.52%
Female	女性	6.67%	13.54%
By age group	按年齡組別劃分		
15 to 24	25歲或以下	20.00%	7.32%
25 to 34	25至34歲	14.61%	8.38%
35 to 44	35至44歲	11.49%	9.07%
45 to 54	45至54歲	4.76%	2.80%
55 to 64	55至64歲	13.33%	15.25%
65 or above	65歲或以上	0.00%	0%
By region	按地區劃分		
Mainland China	中國大陸	13.50%	0%
HKSAR	香港特別行政區	33.33%	0%
Other regions	其他	0.00%	8.04%

Note: The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange. The turnover rate calculation includes the number of retirements, internal transfers within CGNPC Group, and voluntary resignations

註：計算基於聯交所公布的社會關鍵績效指標報告指引；流失比率計算包含退休、中廣核集團內部調動及自願離職人員的人數

Talent Management

The Group strictly abides by the laws and regulations and relevant practices such as the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Employment Promotion Law of the People's Republic of China, the Special Provisions on Labor Protection of Female Employees, the Trade Union Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors and the Employment Ordinance of Hong Kong, and the Equal Opportunities Employment Policy, the Equality Act 2010 of the UK. In accordance with the above laws and regulations, we also constantly improve the monitoring and protection system for employees' rights and interests to ensure fairness and impartiality in recruitment and promotion as well as create an equal and diversified workforce. We prohibit any form of discrimination and arrange working hours and holidays for employees in a lawful and reasonable manner, striving to provide a healthy and safe working environment for employees and promote the common development of the enterprise and employees.

人才管理

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《女職工勞動保護特別規定》、《中華人民共和國工會法》、《中華人民共和國未成年人保護法》、香港的《僱傭條例》，以及英國《Equal Opportunities Employment Policy, the Equality Act 2010》等法律法規及相應的慣例。我們亦根據上述的法例法規，不斷完善員工權益監督和保障體系，確保招聘、晉升過程的公平公正，打造平等、多元化的員工團隊，禁止任何形式的歧視行為，合法合理安排員工工作時間及假期，為員工提供健康、安全的工作環境，推動企業與員工共同發展。

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During the reporting period, there were no material irregularities or complaints in relation to discrimination or recruitment being discovered or received by the Group.

Equal Opportunities and Diversity and Inclusion

The Group is committed to providing equal opportunities for its employees by adhering to its philosophy of diversity and anti-discrimination personnel management. Our equal employment opportunity policy applies to employment arrangements including recruitment, employment, promotion, job replacement, layoff and dismissal, ensuring that all employees and candidates are treated equally regardless of race, religion, gender, family status, sexual orientation, physical disability or any other reasons.

Recruitment and Promotion

The Group allocates human resources and makes timely adjustments to its team structure according to the actual needs of business development. We have a comprehensive and transparent recruitment process to ensure that the entire recruitment process is fair, just and open. For all job vacancies, we usually only consider the applicants' working experience, talents and academic qualifications. We have a set of transparent promotion system and promotion policies for employees. The promotion or transfer of an employee is based on business needs, and according to multiple perspectives such as their working experience, their quality at work, performance, professional qualifications. We will evaluate and assess the appropriateness of posts for staff from different angles, results of which will be subject to the review of human resources department and the confirmation of management. We encourage employee development and give priority to internal selection over hiring talents under the same conditions.

在報告期內，本集團沒有發現或收到有關於歧視或招聘的重大違規事件或投訴個案。

平等機會及多元共融

本集團堅守多元化及反歧視人員管理理念，致力為員工提供平等的機會。我們的平等就業機會政策適用於包括招聘、僱傭、晉升、換崗、裁員及解僱等的僱傭安排，確保不論種族、宗教、性別、家庭狀況、性取向、肢體傷健或任何其他因由，所有員工及應徵者均獲平等對待。

招聘及晉升

本集團根據業務發展的實際需要來分配人力資源，並及時作出團隊架構調整。我們擁有完善及透明的招聘流程，以確保整個招聘程序公平、公正、公開。對於所有職位空缺，我們通常只會考慮申請者的個人工作經驗、才能及學歷資格等。我們設有明確的員工晉升階梯和政策，僱員崗位的變動或晉升是根據業務需要提出需求，根據員工的工作經驗、工作表現、個人業績、職業資格等多角度、全方面的考察員工與崗位的匹配程度進行評估及考核，並由人力資源職能部門審核，總經理批准。我們鼓勵員工發展，實行同等條件下優先從內部錄用的原則。

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Benefits and Welfare

To enhance the competitiveness of our group in attracting and retaining talent, we offer competitive salaries and benefits. The group implements the management approach of “position-based salaries”. Salaries are determined based on the specific positions that employees are hired for, taking into account the market salary levels of the same positions within the same industry. Employee compensation is determined by considering the macroeconomic environment and market salary levels, as well as various factors including specific positions, personal capabilities, performance, education level, and professional qualifications, etc. In addition, we strictly comply with national and local laws, such as the Labor Law of the People’s Republic of China, Labor Contract Law of the People’s Republic of China, Employment Promotion Law of the People’s Republic of China and Hong Kong Employment Ordinance, implement labor policies in accordance with laws.

We will enter into employment contract with employees in accordance with the local laws and regulations to protect their legal rights and interests, formulate medical insurance policies and ensure minimum wages in compliance with stipulated standards. Employees are entitled to paid holiday, sick leave, work-related injury leave and maternal leave, etc. as required by the laws. The Group is committed to continuously improving the employee welfare system, caring for employees, and promoting the personal growth of employees.

福利與待遇

為提升集團吸納及保留人才的競爭力，我們提供具競爭力的薪酬待遇及員工福利。本集團實行“以崗定薪，崗變薪變”管理理念。參照同行業同層級市場化薪酬水平，根據僱員聘任的具體崗位予以定薪。而員工的薪酬會參考整體經濟環境與同行業薪酬水平，以及結合職位、個人能力、業績、學歷及專業資格等因素厘定。此外，我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》及《香港僱傭條例》等國家及地方法律，依法執行勞工制度。

我們會按招當地的僱傭法例及法規與員工簽訂僱傭合約以保障員工的法定權益，並按法例標準制定提供醫療保險及確保最低工資；依法享有帶薪假期、病假、工傷假、產假等。本集團承諾不斷完善員工福利體系，關愛員工，並促進員工的個人成長。

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Dismissal Policy

The group and the Mines have always been compliant with local labor laws and regulations when it comes to signing employment contracts with employees, clearly defining the rights and obligations between the group and employees, in the hope of creating a harmonious, stable and sustainable relationship with employees. We have established a clear dismissal and compensation system. If an employee was found of: having critically unethical behaviors and doing harm to the interest of the group, such as breaching of code of conduct, rules of production and operations, or safety regulations; having dishonest behaviors such as neglect of duty, serious dereliction of duty, engaging in malpractice, causing damage to the company; having employment with another employer, affecting the everyday work performance in the company and refusing to correct themselves; using fraudulent means to enter into or modify an employment contract with the company; and having anti-social behaviors, the group may terminate the employment with the employee in accordance with relevant labor laws and regulations, and provide a compensation as required by law.

Performance Evaluation

In order to objectively and fairly evaluate the job performance of employees, the group has set out an objective and transparent performance evaluation system.

At the beginning of each year, the annual business goals and key strategic tasks are communicated to different departments. Through effective communications at all levels of the group, business responsibilities are distributed from top to bottom to ensure the achievement of the company's strategic goals. The evaluation results are based on the methods of superior evaluation and cross-level evaluation, taking into account the achievements and performance within the organization, so that employees' performance could be reasonably and fairly evaluated. Performance management mainly consists of three stages: planning, execution, and evaluation.

解僱制度

本集團及礦場一直以來依據營運當地的僱傭法例與僱員簽訂僱傭合約，明確與僱員之間的權利與義務，旨在構建和諧穩定、持續發展的僱傭關係。我們設立明確的解僱及賠償制度，若僱員在工作過程嚴重失德及損害集團的利益，包括存在違反人事管理、生產經營管理及其秩序的情形、存在以下違反安全管理的情形；違反廉潔從業規定的行為、疏忽職責，嚴重失職，營私舞弊，給公司造成重大損害的；同時與其他用人單位建立僱傭關係，對完成本公司的工作任務造成嚴重影響，或者經用人單位提出，拒不改正的；以欺詐的手段使公司在違背真實意思的情況下訂立或者變更僱傭合約的情形；違反社會管理秩序的行為，本集團及礦場有可能在符合相關的僱傭法例的規定下終止僱傭合約，同時亦按法例要求作出應有的賠償。

工作表現評價

為達至客觀公正地評估僱員的工作表現，本集團設有客觀及透明的工作表現評價系統。

每年初將年度工作目標和重點戰略任務向不同的業務單位溝通，經過層層傳遞，有效地把業務責任由上而下分發給不同的工作單位，以確保公司戰略目標的實現。考核結果採用上級考核、隔級評定的辦法，在組織績效達成的基礎上，合理公正評價僱員個人業績。績效管理主要包括三個階段，計劃階段、執行階段、評估階段。

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Performance Evaluation System 工作表現評價系統	
Planning	<ul style="list-style-type: none"> Setting out scientific performance targets Establishing personal development plans
計劃階段	<ul style="list-style-type: none"> 制定科學化績效目標 確定個人發展計劃
Execution	<ul style="list-style-type: none"> Assessor and assessee to agree with the plan together 考核人與被考核人需一同確認
執行階段	<ul style="list-style-type: none"> Performance recording Timely feedback and coaching Periodic reviews 記錄績效 及時的反饋與輔導 進行階段性回顧
Evaluation	<ul style="list-style-type: none"> Assessment of performance Establish the assessee's strengths and areas that require improvements
評估階段	<ul style="list-style-type: none"> 績效結果的評估 明確被考核人的優勢及需改進的方面

Care for Employees

The Group strives to foster a frank, open and efficient communication environment where employees are harmonious and trusting each other. We encourage two-way communication between the management and employees to develop mutual trust, thus to enhance productivity and motivate employees' morale. Therefore, the Group welcomes and values its employees' opinions. The Group's employees can make suggestions for the Company at any time via suggestion boxes, mail boxes, telephones and WeChat, etc.. We will also meet with employees who have decided to resign to collect their feedback and make improvements accordingly. During the Year, the Group did not receive any significant complaints from employees regarding the employment system. We regularly organize diversified activities for employees in all our operating locations to enrich their spare time, promote their communication and teamwork, thereby enhancing friendship and cohesiveness.

關愛員工

本集團致力於建設坦誠、開放、高效的溝通環境，在員工之間建立和諧信賴的關係。我們鼓勵管理層和員工之間進行雙向溝通，以建立互信，提高生產力和激勵員工士氣。故此，本集團十分歡迎及重視員工的意見，本集團員工可隨時透過設置意見箱、郵箱、電話、微信等發表他們對公司的建議。我們也會約見決定離職的員工以收集他們的反饋意見，繼而作出改善；本年度集團沒有收到關於員工對僱傭制度的重大投訴。本集團各營運地點亦會定期組織多元化員工活動，豐富員工業餘生活，促進員工交流和團隊之間的合作，從而增進友誼、增強凝聚力。



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Talent Development

The Group believes that the continuous development and personal growth of our employees is the key to its long-term prosperity. Therefore, the Group devotes resources into staff training and continuing education, and establishes an on-the-job training system. We promote the professionalism and professional development of employees. We formulate personal annual training plans for employees every year, every employee will be arranged to participate in a series of job skill training according to the personal annual training plan every year. Such training courses are closely related to the actual work of the employee, which can help quickly improve his/her job skills in both theory and practice and thus continuously enhance his/her vocational and professional capabilities.

We continue to enhance our employee training system and provide training for all levels of employees, including orientation and training for management development. We have extensive and diverse training programs, including lectures and seminars, online learning, outward bound courses and experience sharing programs. We hope to effectively assist our employees in enhancing their skills through various types of training, helping them to realize their career planning and fully utilize their strengths and potentials in their respective positions.

New Talent Development

The Group provides orientation for new employees, covering corporate culture, systems and procedures, to help them quickly integrate and understand the working environment and culture of the Group. In addition, to help them successfully master the required work skills, on-the-job training is generally provided, and experienced employees guide new employees to improve the work efficiency of new employees and build their career.

The Group strives to cultivate outstanding young people. In order to broaden the horizons of the youth, the Mines encourage young employees to continue their studies, and enters into contracts with them to provide them with learning funds and preserve jobs for them, so that the outstanding young people can explore and develop their potential and build an exciting career.

培育人才

本集團相信僱員的持續發展及個人成長是本集團長遠蓬勃發展的關鍵。故此本集團積極投放資源於員工培訓及持續教育及建立在職培訓體系。我們鼓勵並推行僱員職業化和專業化發展，每年均為員工制定個人年度培訓計劃，每位僱員根據個人年度培訓計劃每年都將被安排參加一系列崗位技能培訓，培訓內容與該僱員的實際工作緊密結合，有助於從理論和實踐兩方面快速提升僱員的工作技能，進而持續提升該僱員的職業化和專業化水平。

我們持續深化員工培訓制度，為各級員工提供包括新入職、管理層能力發展等培訓。我們的培訓模式亦十分豐富及多樣化，當中包括知識講座、在線學習、戶外拓展及經驗分享計劃等，期望通過各類型培訓，有效協助員工提升技能，幫助員工實現職業生涯規劃，及在各自崗位上充分發揮所長和潛能。

新人培育

本集團設有新入職培訓，培訓內容涵蓋企業文化、制度流程等，以幫助新員工快速融入及瞭解本集團的工作環境和文化。此外，幫助他們順利掌握所需的工作技能，一般會進行在職培訓，由富有經驗的員工指導新員工，提升新員工的工作效率。

本集團一直以來堅持培育優秀的年輕一代，為開拓青年人視野，礦場鼓勵年輕員工繼續深造學習，並與員工簽訂學習深造合同，提供學習的資金並保留工作崗位，讓優秀年輕一代能展現和發掘自己的才能，建立理想的職業生涯。

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Training on Vocational Skills

The Group understands the importance of cultivating a professional team. Where there are other functional requirements for certain positions, including job skills (technology, customer service, sales skills, management skills, etc.), knowledge of new products and relevant safety knowledge, relevant environmental protection policies of the Company and anti-corruption/anti-degeneration, we will arrange the respective training sessions. In addition, for some courses that provide employees with the latest skills and knowledge, employees may apply for relevant courses held by relevant units or colleges. The Company will consider internal promotion for those employees with good performance when they finish their courses. The Group matches its development needs with the career development goals of employees, and guides employees to realize their value and dreams in life by accumulating knowledge and upgrading skills, so that they can grow together with the Group.

The Mines provide various training courses on professional skills and language skills for employees to equip themselves for work. The courses cover engineering design, instrumentation and software applications, and English and Kazakh learning. Since 2017, the Mine have carried out winter and summer camp learning programs every year for employees to acquire knowledge regarding lean production through a relaxed team learning model, thereby enhancing the professional management skills of employees and improve the operating efficiency of the Group.

職業技能培訓

本集團深明培養專業團隊的重要，若崗位上有其他職能需求，如：職位技能（技術、客戶服務、銷售技巧、管理技能）、新產品知識、相關安全知識、公司相關環保政策、防貪／反腐敗培訓等，我們會安排相關培訓。另外，對於一些為員工提供最新的技能及知識的課程，員工可向有關單位或學院報讀相關課程。員工修畢課程之後，針對表現良好的員工，公司會考慮進行內部提拔。本集團將企業的發展需求與員工職業發展目標互相配合，並引導員工通過積累知識及提升技能以實現人生的價值和理想，與集團一起成長。

礦場亦為員工提供各方面的專業技能及語言技巧培訓課程以裝備工作所需，課程涵蓋工程設計、儀器及軟件應用，亦提供英語和哈薩克斯坦語等的課程。礦場於2017年至今，每年均開展冬季和夏季營學習計劃，員工透過輕鬆的團隊學習模式以獲得精益生產的相關知識，提升員工的專業管理技巧及提高集團的營運效益。



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During the reporting period, the Group and the Mines' percentage of employees trained by category and the average hours of training completed per employee are as follows:

報告期內，本集團及礦場按不同類別劃分的僱員培訓百分比及每名僱員完成受訓平均時數如下：

Category 分類		Percentage of Employees Trained 按不同類別劃分的受訓員工百分比(%)		Average Hours of Training Completed per Employee 每名僱員完成受訓的平均時數(小時)	
		CGN Mining 中礦核礦業	Mines 礦場	CGN Mining 中礦核礦業	Mines 礦場
By gender	按性別劃分				
Male	男性	68.38%	93.85%	122.45	14.93
Female	女性	31.62%	6.15%	116.25	11.13
By employee type	按僱員類別劃分				
Senior management	高級管理層	5.98%	0.65%	64.15	35.56
Middle management	中級管理層	14.96%	52.28%	81.35	30.66
Supervisor	主管	8.55%	20.04%	112.05	11.65
General employee	一般員工	70.51%	30.20%	134.05	7.24

Note:

– The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

註：

– 計算基於聯交所公布的社會關鍵績效指標報告指引

Occupational Safety and Health

The Group and the Mines regard occupational safety and health as a “top” priority for the Group. The Group’s occupational health and safety policies are formulated in accordance with local laws and regulations such as the Law of the People’s Republic of China on Prevention and Control of Occupational Diseases and the Occupational Safety and Health Ordinance of Hong Kong. We endeavor to take various preventive measures to minimize potential occupational safety risks in our operations and to provide a healthy and safe working environment for our employees.

職業健康與安全

本集團及礦場視職安健為本集團的「首要」事項，本集團按照營運當地法律法規如《中華人民共和國職業病防治法》、《香港職業安全及健康條例》制訂職業健康及安全政策，致力採取各種預防措施，把營運過程中的潛在職業安全風險降至最低，為員工提供一個健康與安全的工作環境。

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Management System

The Group has established contingency plans for safety management, accident prevention and emergency rescue, and formulated a management system for employees' occupational health, to ensure that employees can always work in a safe working environment. In order to continue to implement the safety production strategy of "placing safety first, preventing injuries as core, and managing comprehensively", we improve our abilities at coping with and preventing risks and incidents, keep employees free from the influence of occupational diseases during the process of production and labor work, and prevent the occurrence of occupational safety accidents and occupational diseases.

The Mines arrange designated personnel for the safety matters within our operation area. The Group prepares an effective occupational risk management plan to identify, assess and control potential sources of hazards on all projects and to ensure the safety of the project works through control measures in accordance with the national and project location regulations, rules and contractual requirements on safe and civilized construction. The Mines has formulated a number of safety control measures with focusing on the result of safety risk assessment.

管理制度

本集團建立了針對安全管理、事故預防及應急救援的預案及制訂了員工職業健康等管理體系，務求令員工時刻能在安全的工作環境中作業。為了貫徹落實「安全第一、預防為主、綜合治理」的安全生產方針，提高集團應對風險和防範事故的能力，保障員工在生產勞動過程中不受職業病危害因素的影響，預防職業安全事故和職業病的發生，本集團礦場安排專責人員負責作業範圍內的安全事務。

按國家及項目所在地關於安全文明施工的法律、規定及合同要求，編製有效的職業風險管理計劃，以識別、評估及控制所有工程項目上的潛在危險源，並透過監控措施確保項目工程的安全性。而根據安全風險評估結果，礦場制定了多項針對性的安全控制措施。



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Safety Control Measures

安全控制措施

- Provide sufficient personal protective equipment, like safety belts for aerial work, anti-dust and anti-harmful gas masks and acid-proof overalls, and require that employees must wear these equipment when entering a work site
- 提供充足的個人防護裝備，如高空作業安全帶、防粉塵和防有害氣體口罩、防酸工作服等，並嚴格規定進入工作場地必須佩戴
- Arrange for motor vehicle safety inspectors to inspect the driving conditions of mineral vehicles and the health conditions of drivers in order to ensure the safe driving of vehicles
- 機動車安全檢查員對礦產車輛的行駛狀況和駕駛員的健康狀態進行巡查，確保車輛安全行駛
- Test the operational status of relevant equipment and mineral vehicles on a regular basis
- 並定期對有關設備及礦產車輛進行運行狀態測試
- The Mines and offices have provided dedicated washing places and equipment for staff
- 礦場和辦公室提供了專門的員工個人衛生清洗場所和設備
- Radiation monitoring is conducted daily on employees and the environment in the mining and office areas, and all indicators are within the relevant dose and level limits
- 每日對礦區和辦公區內員工和環境進行輻射監測，各項指標均不超過有關劑量和水準限制
- Medical first aid kits are provided in workplace, workshops and offices and are regularly checked and updated to keep medical supplies adequate
- 工作室、車間和辦公室提供醫療急救包，並定期進行檢查和更新，以保持醫療藥品足夠充分
- Provide employees with complete body checks regularly every year that reflects our concern about health conditions of employees
- 每年定期為員工提供全面的身體檢查，關注員工的健康狀況
- Invite medical experts to give health seminars at the Mines, in order to enhance employees' knowledge on health
- 邀請醫學專家到礦場進行健康講座，增進員工的健康知識
- Check and analyze regularly the concentration of indoor toxic gases to make sure no harm on human health
- 定期檢測室內的有害氣體含量及進行分析，確保不會危害人體健康

For work-related accidents, the Group will report to the human resources department and Social Security Bureau as soon as the accident occurs, and ensure adequate risk prevention and emergency response measures are in place with making a review of work-related accidents afterwards. The Group also delegates its labor union personnel to visit the injured employees, console their family members, and seek for the best treatment plan together with medical institutions. During the reporting period, no working days were lost due to work-related injuries.

應對員工工傷事故，本集團會於事故的第一時間向人力資源和社會保障局溝通申報，通過檢討工傷事故做好風險防範及應急處理措施。同時本集團亦會派出工會人員進行傷病員工慰問探訪，並與醫療機構配合，為員工家屬做好心理輔導，從多方面尋求最佳治療方案。報告期內，未有傷損失工作日數。

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Safety Inspection

We arrange security teams to carry out safety inspections in our daily operations, including regular inspection of plant environment and workshop equipment, checking the condition of personal protection equipment, and putting relevant warning labels at high-risk areas, in order to eliminate potential security risks and potential accidents. Condition of personal protective equipment is examined. Danger warning signs and information signs set on the main road that must pass through on the way to the remote mining area, and a safety and inspection checkpoint is set up near the mining area to strictly prevent the entry of non-operating person.

In addition, for those posts in the Mines exposed to potential hazard, medical examinations will also be arranged for employees when necessary to confirm the risk status of occupational diseases.

Health and Safety Culture

Safety education and training are the cornerstones of a successful production safety system. Therefore, the Group has established and implemented a sound production safety education and training system. We provided regular occupational safety education courses and training to our employees, conducted a number of safety seminars and fire drills to enhance the safety awareness of all employees and upgrade their safety skills. Moreover, in order to enable our employees to understand and practice the contingency measures in case of emergency, in addition to posting fire escape route map on office and work area, we arrange different emergency drills every year, such as fire drills and integrated emergency drills.

The Mines understands the importance of occupational health and safety, so there are special regulations for employees working in the Mine:

- Employees must hold professional qualifications or pass internal assessments before they undertake the work. Staff who undertakes the work, regardless of whether he/she is internally transferred or newly joined, has to receive technical training and pass the assessment before working;
- All employees must undergo safety training and pass the assessment before their employment. In addition, employees have to take safety test every two years which provide opportunities for them to revise and learn new safety knowledge; and

安全巡查

在日常運營中，安排安全小組巡查項目工作，排除可能潛在的安全風險並積極消除隱患，包括定期對工場環境及工場設備進行巡查；檢查個人防護裝備的使用情況及狀況；以及對高危地方張貼相應的警示標誌等。在遠離礦區必經幹道設置危險警告標誌和資訊標誌，在近礦區地塊設置安全檢查崗，嚴控非作業人員進入。

此外，對於礦場內一些對健康有潛在危害的工作崗位，在需要時亦會為員工安排身體檢查，確認職業病的風險狀況。

健康安全文化

安全教育和培訓是成功落實安全生產體系的基石，因此本集團已建立和落實健全的安全生產教育和培訓制度，通過定期向員工提供職業安全教育課程及培訓，開展了多次安全講座及消防演習，增強全員安全防範意識，提升員工安全技能。另外，為了讓員工瞭解及實習當發生突發事故時的應變措施，消防逃生路線圖張貼在辦公室及工作區域，每年都會安排不同的應急演練，如火警演習及綜合應急演練。

礦場方面深明職業健康安全的重要性，故此對於在場山工作的僱員設有特別規定，如：

- 僱員必須持用專業資格或通過內部考核後才可參與工作，而不論是內部調職或新入職僱員需重新接受工藝培訓並通過考核後方可參與工作；
- 所有員工入職前必須經過安全培訓和通過考核，此外，又安排每兩年進行一次安全考試，讓員工重溫及更新安全知識；以及

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- The safety department will carry out random examination on safety knowledge of all employees, unqualified employees will need to receive re-training.

Psychological and Physical Well-being of Employee

The Group and the Mines are very concerned about the health of employees. Each year, the Group provides comprehensive physical examinations for employees, and invite medical experts to give health lectures to increase the health knowledge of employees. We are also concerned about employees' mental health. The Group and the Mines organized psychological awareness workshops for employees on a regular basis, in order to improve their social skills, emotion management skills and productivity. Meanwhile, we specifically purchased mental health consulting services that offered full mental support to employees with individual counselling over the phone.

Labor Standards

The Group also complies with the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Social Insurance Law of the People's Republic of China, the Employment Ordinance and the Employees' Compensation Ordinance of Hong Kong and the Equal Opportunities Employment Policy, the Equality Act 2010 of the UK, in its recruiting process, and strictly prohibits any form of forced labor and forced overtime work.

The Group's employee handbook stipulates that employees are not encouraged to work overtime in order to guarantee that they have enough rest time. In addition, the Group has established the Measures for Employment and Labor Management of the Group, which clearly state that the requirements of national and local labor laws and regulations must be met.

In addition, we allow employees to exercise their freedom of association by participating in trade unions and collective bargaining, and to report any suspected misconduct or abuse through the Group's whistle-blowing mechanism. The Mines also abide by the provisions of Kazakhstan's labor law concerning the prohibition of forced labor, including the prohibition of servitude, corporal punishment or threat of violence against employees, and appropriately arrange their working hours and workload.

- 安全部門會對所有僱員開展安全知識抽檢，不合格的僱員均需重新接受培訓。

員工身心健康

本集團及礦場十分關注員工的健康狀況，會每年定期為員工提供全面的身體檢查，亦會邀請醫學專家到進行健康講座，增進員工的健康知識。我們亦關心員工的心靈健康，集團及礦場會定期為員工舉辦心理健康講座，以提昇他們的社交技巧、情緒處理能力及生產力；同時我們特意採購心理健康諮詢服務，員工可以通過電話諮詢的形式獲得一對一的心理輔導，以讓員工得到更全面的情緒支援。

勞工準則

本集團亦根據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》；香港地區的《僱傭條例》、《僱傭補償條例》；以及英國的《Equal Opportunities Employment Policy, the Equality Act 2010》，依法招聘，嚴禁任何形式的強迫勞動及強迫超時工作。

本集團的員工手冊中訂明不鼓勵員工加班，以確保員工能擁有良好的作息時間。另外，本集團亦建立了《集團勞動用工管理制度》，規章制度清楚列明須符合當地的國家及地方勞工法律法規要求。

我們亦允許員工可以通過參加職工會和參與集體談判來行使結社自由，亦可以透過集團的舉報機制，通報任何疑似的不當行為或虐待事件。礦場亦按照哈薩克斯坦勞動法中關於禁止強制勞工的要求，包括禁止對員工行使勞役、體罰或暴力威迫，並合理安排員工的工作時間和勞動強度。

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The Group works regularly to inspect and prevent child labor and forced labor, organizes inclusive internal training to raise the legal consciousness among its affiliated/joint venture companies subsidiaries and in turn attain the goal of forbidding child labor and forced labor. If any violation is found, the Group will hand it over to the law enforcement agency according to law. During the reporting period, the Group did not record any cases of child labor or forced labor.

Measures for Prevention of Child Labor

To eliminate the occurrence of such incidents, we check and review the identity documents, relevant certificates and work experience of job applicants during the recruitment process to verify their age. Once child labor is found, we will immediately stop their work and conduct investigations to identify loopholes and implement remedial measures to prevent the recurrence of such incidents.

Measures for Prevention of Forced Labor

The Group enters into employment contracts that meet the requirements of local laws and regulations with employees before their official employment, which clearly stipulate the rights and responsibilities of both parties, protect the rights and interests of employees, prohibit any form of forced labor, ensure that all employees work on a voluntary basis, and prohibit the use of any forced labor or indentured labor, corporal punishment, imprisonment, or threat of violence. If overtime work is required for manufacturing operations or under special circumstances, overtime work must be arranged with the consent of the employee without affecting the employee's physical condition and compensated by overtime pay.

集團亦會定時檢查及防止童工或強制勞工的情況，做好內部培訓工作，提高旗下聯營／合營企業法律法規意識，來達到禁止僱用童工和強迫勞動的目標。如發現任何違規情況，本集團會依法交由執法機關處理。在報告年內，集團並未發現任何童工或強迫勞工的情況。

防止童工措施

為徹底杜絕該類事件發生，在招聘過程中檢查及審閱求職者的身份證明文件、相關證書及工作經驗，以核實彼等年齡，一旦發現童工，我們將立即停止其工作，並進行調查以識別漏洞，實施補救措施，防止事件再次發生。

防止強制勞工措施

在員工正式入職前，本集團會與僱員簽訂符合當地法規要求的僱傭合同，當中清楚列明雙方權責，保障員工得到應有的權益，禁止任何形式的強迫勞工，確保所有員工都在自願的基礎上工作，禁止使用任何勞役或契約式勞工、體罰、監禁，或暴力威脅。如因應製造經營需要或特殊情況下需要加班，則需經員工同意並不影響員工身體狀況下安排加班，並得到加班費作為補償。

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BEING RIGOROUS AND PRAGMATIC



By adhering to the quality management policy of "safety first", "quality first" and "pursuit of excellence", the Group strives to deliver products and services that attain the highest levels of safety and quality. Improving the Group's internal management of construction quality serves as a clear basis for the Group to carry out different operations, to improve the quality and efficiency of work. We focus on building long-term, mutually beneficial relationships with our suppliers and contractors through active engagement and management, thus creating synergies and bringing positive impact to the society.

Quality Product

The Group clearly understands that a sound nuclear safety management system is very important to customers, society and corporate reputation. Becoming a world-class nuclear fuel supplier is the value on which our business is built. We carry out each process with a strict, prudent, careful, and pragmatic attitude in order to achieve 100% customer satisfaction, zero complaint, and zero accident in terms of quality, environment, and safety.

The Group strictly complies with the Construction Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests and the Advertising Law of the People's Republic of China, and other laws and regulations and industry standards related to product quality and safety that have a significant impact on the Group.

嚴謹務實



本集團秉持以「安全第一」、「質量第一」、「追求卓越」的質量管理方針，竭誠以最高的安全水平和質量水平為客戶提供產品和服務。完善本集團內部的工程質量管理工作，使其各項事務的運作都有明確依據可以遵循，以此提升工作的質量及效率。我們積極與供應商和承辦商溝通和實行管理，建立長遠互惠的夥伴關係，創造協同效應，堅持為社會帶來積極的影響力。

優質產品

本集團清晰明白完善的核安全管理體系是對於客戶、社會和企業聲譽十分重要。我們視成為國際一流的核燃料供應商是我們業務的基石。我們以嚴格、謹慎、仔細、務實的態度進行每一個工序，以務求達致百份百客戶滿意度，零投訴，零事故的品質環境安全目標。

本集團嚴格遵守《中華人民共和國建築法》、《中華人民共和國消費者權益保護法》及《中華人民共和國廣告法》等對本集團有重大影響產品質量與安全相關的法律法規和其他行業標準。

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Quality Management System

The Group strictly abides by relevant national laws and regulations, continuously improves the quality management system, ensures the quality of products and services with a sound mechanism, and continuously promotes the improvement of quality. The quality management system of the Mines is formulated with reference to the ISO 9001 standard, which regulates the control approaches of self-inspection, cross inspection, and special inspection for the quality of final products to ensure that the products meet relevant quality standards and contractual requirements. The Mines have obtained ISO 9001 Quality Management System certification, which clearly reflects the Group's commitment to operating its business with the highest quality standards. The management policies and quality standards under the quality management system framework have been fully promulgated and implemented across the Group.

質量管理系統

本集團嚴格遵守國家相關法律法規，並不斷完善質量管理系統，以健全的機制確保產品和服務質量，持續推進質量的提升。礦場的質量管理系統參考ISO 9001的標準制定，規範了對最終產品質量的自檢、互檢、專檢等的監控方式，確保生產產品符合相關質量標準和合同要求。礦場已獲得ISO 9001質量管理體系的認證，明確並體現了本集團以最高的質量標準經營業務的承諾。質量管理體系框架下的管理政策和質量標準已經完全通報和落實在集團。



Note: Checking for the quality of final products
附註：人員對最終產品質量進行檢驗

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Product Safety Guarantee

Product safety is the basis for ensuring product quality. The Group attaches great importance to the influence of products on customers' health and safety. Following various international standards, laws, and regulations, the Group has developed a management system related to product safety. All raw materials of natural uranium used by the Group in the process of mining, storage, transportation and delivery must meet stringent safety standards, to ensure the elements in the products satisfying the enterprise standards, ensure the greatest safety of customers and meet their needs.

產品安全保障

產品安全是保證產品質量的基礎。本集團十分注重產品對客戶健康安全的影响，本集團參考各類國際標準與法律法規，制定了與產品安全相關的管理制度。本集團所有的天然鈾原材料由開採、儲存、運送及交付的過程均有嚴格的安全標準，確保產品中的元素含量符合企業標準，最大程度保障客戶使用安全的同時，符合客戶需求。



Building Customer Relationship

The Group believes that the opinions of customers are the driving force for us to continue to move forward. Therefore, we listen to customers' needs and opinions through various channels, including satisfaction survey and complaint channels, and make improvements in a timely manner, to continuously improve service quality and enhance customer experience and satisfaction. We have established relevant procedures to handle customer comments and complaints. When there are quality and safety issues with our products or services, the Group will immediately conduct in-depth investigations to determine the causes, and formulate corresponding mitigation measures to reduce the impact of the issues and prevent recurring.

建立客戶關係

本集團認為客戶的意見是推動我們持續向前的源動力。故此，我們通過多種渠道，包括滿意度調查、投訴處理等聆聽客戶需求及意見，以不斷提高服務質素以提升客戶體驗和滿意度。我們已制定相關程序以處理顧客意見及投訴；當我們的服務出現質量問題時，本集團將立即進行深入調查找出成因，同時，制定相應的緩解措施，減低事件帶來的影響及防止問題再次發生。

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Advertising Standards

The Group has always maintained high transparency and accuracy when launching products and releasing promotional materials to enable customers to make well-informed decisions. Our frontline employees are also required to provide customers with complete and clear product descriptions, and misleading advertising or sales practices are strictly prohibited. Given the specificity of product usage and quality measurement standards, the Mines' product publicity is basically consistent with the real information on the product concerned without any exaggeration or misrepresentation. The Group strictly abides by the laws and regulations on product health and safety, advertising, labeling, remedies and protection of intellectual property rights, and complies with the laws and regulations related to privacy issues, such as the Drug Administration Law of the People's Republic of China. There was no violation during the period.

Protecting Customer Privacy and Intellectual Property Rights

Protecting personal data is fundamental to maintaining the trust of our customers and employees. The Group is committed to maintaining and protecting the personal data privacy of our customers and employees. We strictly comply with privacy-related laws and regulations, including the Law of the People's Republic of China on the Protection of Consumer Rights and Interests. All personnel who have come into contact with technical and business secrets of the Group and clients are required to undertake confidentiality obligations to prevent any leakage of information and commercial confidentiality and to ensure the confidentiality of client information. To protect consumer information and privacy, customers' personal data has been uploaded to the Mingyuan system, which is equipped with the latest firewall and anti-virus software and is protected by a dedicated person responsible for the use of the system account. Access to customer information is restricted to authorized persons on a need-to-know and need-to-use basis. We will continue to optimize the information security regulations, as well as encrypts all sensitive personal data, to protect the interests of relevant parties.

We always attach great importance to and protect intellectual property. To create an environment for fair competition, the Group has been completely following the standards and practices of the rights. The Group has established sound rules and regulations on intellectual property protection. We also organize education and training on intellectual property for employees to raise their awareness of intellectual property protection and establish the concepts of innovation, integrity and intellectual property protection.

廣告標準

本集團在發佈產品及推廣資料時，時刻保持高透明度和準確度，確保我們的客戶能在充分掌握資訊下，作出知情決定。我們的前線人員亦須向顧客提供完備和清晰的產品描述，並嚴禁採用誤導性的廣告或銷售手法。由於產品的使用途徑及品質衡量標準的單一性，礦場對產品的宣傳基本保持與產品本身資訊一致，並不會涉及任何誇大失實成分。本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，同時遵守有關私隱事宜的相關法律及規例，例如《中華人民共和國廣告法》，期內並未有違規情況。

保護客戶私隱和知識產權

保護個人資料是維持客戶和員工信任的根基。本集團致力維護和保障客戶及僱員的個人資料私隱。我們嚴格遵守《中華人民共和國消費者權益保護法》等私隱相關法律法規。並要求所有接觸到本集團及其客戶的技術及商業機密的員工緊守保密義務，防止信息和商業機密的洩漏，確保客戶資料保密。為保障消費者資料及私隱，客戶個人私隱數據均上傳至設有最新防火牆及防毒軟體，並受嚴密保護的明源系統，並由專人負責系統賬戶的使用。客戶資料只供獲授權人士按須知及須用的原則存取。我們會不斷完善資訊安全制度，對敏感資料加密管理，以保障相關方的利益。

我們一直極度重視及保護知識產權。為了維護公平競爭的環境，集團全面遵守行業標準和規範。本集團亦建立了健全的知識產權的規章制度，又為員工安排知識產權的教育培訓，提高員工對知識產權的保護意識，以及樹立創新、誠信，及保護知識產權的觀念。

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Supply Chain Management

Building a stable and sustainable supply chain is the foundation of the Group's business development. Supplier is one of the important stakeholders in the Group's business value chain and has a close and inextricable relationship with us. We focus on responsible management of the supply chain and require suppliers to conduct business in a responsible manner. In addition, we would also always pay attention to the market trends to stay alert and response to the corresponding situation accordingly. We consider the benefits for suppliers and supports suppliers to make better management, while coping with future policy changes, that enable developments in the supply chain for both suppliers and the Group.

Selection System for Suppliers

The Group is proud to provide excellent products and services to our customers. Working closely with a wide range of suppliers is a key to our success. We established a sound supplier selection process to ensure potential suppliers and sub-contractors engaging in fair competition and having equal opportunity. As the governance department of the Group for overseeing tender exercises, the CGN Tendering (Management) Center is responsible for formulating standards to oversee the tendering exercise, including Tenders Evaluation Process, Service Standards of Group for Tendering Agency, Procedures for Receiving, Opening and Evaluating of Tenders, Management Standards for Tenders Evaluation Experts and Tenders Evaluation Database. Bidding shall be conducted according to the law for the projects that should be invited for bidding that meet the requirements of the local government and the Group.

All materials and service contracts of the Mines shall be publicized and go through a tender process on the Kazakhstan's SAC tender website. Prospective suppliers shall provide all necessary qualification documents on the website for review to ensure that the process is open, fair and impartial. The Mines also set up a tendering committee composed of employees or leaders from various departments to conducts final review and approval of tendering and bidding.

供應鏈管理

打造穩定持續的供應鏈是本集團業務發展的核心環節。供應商是集團業務價值鏈中重要的持份者之一，與我們有著環環相扣、密不可分的關係。我們注重供應鏈的負責任管理，要求供應商以負責任的方式開展業務。此外，我們亦會長期關注市場去向，對相應情況做好預警提示與反應，在應付未來政策改變的同時切實考慮供應商利益，協助供應商管理，堅持做到與供應商共同成長。

供應商遴選制度

本集團以致力為客戶提供優質產品及服務為榮。我們成功的其中一個關鍵是獲得各類穩妥的供應商支持。我們擁有完善的供應商引進流程，並確保所有潛在供應商及分包商均能公平競爭及享有均等的機會。中廣核招標(管理)中心作為本集團招標業務的管理機構，負責本集團招標活動規則的制定和監督管理，制定《集團招標管理辦法》、《集團招標代理服務標準》、《集團招標項目收標、開標和評標流程》、《集團評標專家和評標專家庫管理標準》。對於符合當地政府及本集團要求的應該招標的項目，依法進行招標。

礦場所有的物資和服務合同須經過哈薩克斯坦的國資委的招標網站進行公示和招投標工作，供應商在網站上提供所有的資質文件以供審核以確保過程公開、公平及公正。礦場亦設立招投標委員會，委員會由各個部門的員工或領導組成，對招投標工作進行最後的評審和審核。

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Supplier Management System

The Group has established a supplier management process to strengthen supplier management and ensure the quality of products and services provided by suppliers. Supplier evaluation covers the procurement and performance of contract. The evaluation method is mainly based on quantitative performance indicators, supplemented by direction and quality indicators. The setting of evaluation indicators should be objective and comprehensive, including criteria such as technology, quality, cost, delivery, services, environmental protection, and social responsibility. The specific business is regulated by the Group Contract and Order Acceptance and Performance Evaluation Process and the Company Supplier Management Regulations. The Two Zero Tolerance Violation Management Regulations, Company Supplier Management Regulations, Supplier Qualification Review Process, Supplier Qualification Evaluation Process, and Procurement Management System are also regulated.

In the contract, the Company will clearly specify the relevant clauses on the contracts to require suppliers to adhere to the fundamental standards of anti-corruption and integrity, which including entering into a responsible agreement for cooperative consolidation of integrity, a corporate credibility commitment and a fair competition commitment with supplier. We proactively promote the importance of the two “zero tolerance” for non-compliance and relevant requirements and measurements within the Company and to suppliers or contractors with different channels, in order to identify and resolve the problem on the early stage of its incurrence.

The Mines have also established strict criteria for selection and performance assessment of suppliers. The Mines have set up a tendering committee, which is composed of employees or leaders of different departments, to conduct final evaluation and review of the tendering exercise. The assessment criteria include how advanced suppliers' equipment is and the reliability of their technical capabilities. The assessment criteria also cover environmental and safety issues, including assessing the energy consumption of suppliers' equipment, the impact of their production process on the environment, the extent to which the consumption of raw materials is reduced, and the safety of their equipment. In addition, the Supplier Qualification Review Questionnaire will be sent to suppliers from time to time, requiring them to conduct self-assessment.

供應商管理制度

本集團設供應商管理流程，以加強供應商管理及保證供應商所提供的產品及服務的質量。供應商評價涵蓋採購階段及履約階段，評價辦法以量化績效指標為主，方向及質量性指標為輔。評價指標的設置應客觀全面，當中包括技術、質量、成本、交付、服務響應、環境保護和社會責任等維度。具體業務由《集團合同及訂單驗收與履約評價流程》、《「兩個零容忍」違規行為管理規定》、《公司供應商管理規定》、《供應商資格復審流程》、《供應商資格評審流程》以及《採購管理制度》進行規範。

在合同中本公司會明確設置相關條款要求供應商嚴守反腐反貪保廉潔的底線，包括與供應商簽訂合作夥伴廉政建設責任書、企業誠信承諾書以及公平競爭承諾書。通過多種管道在公司內部並向各供應商／承包商積極宣貫「兩個零容忍」違規行為防範的重要性、相關要求及措施，以便盡可能在問題發生初期被發現並解決。

而礦場則訂立了嚴謹的供應商評選及表現評估的標準，設立招投標委員會，由各個部門的員工或領導組成，對招投標工作進行最後的評審和審核。評審準則包括供應商設備的先進程度，技術技能的可靠性；而評審準則同時亦覆蓋環保及安全的範疇，當中包括評核供應商設備的能耗、生產過程對環境的影響、減少原材料消耗的程度；還有設備的安全性等。另外，會不定期向供應商發送《供應商資格評審調查問卷》要求他們進行自我評估等。



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Assessment of Suppliers

The process of assessing suppliers covers the procurement and contract performance, and the assessment method principally based on quantification, and supplemented by identification. The setting of evaluation indicators is objective and comprehensive, which cover aspects such as technology, quality, cost, delivery, service response, environmental protection and social responsibility. Relevant staff evaluates suppliers in a timely manner to ensure that there are consistent evaluation records in place in the time of performing contract. Our staff who is in the areas of technical, business, safety, quality and environment (if necessary), financial (if necessary) involved in the procurement and performance of contracts assist to carry out the assessment of suppliers.

Communication with Suppliers

The Group may invite suppliers to participate in the annual Supplier Exchange Session when necessary. The Group conveys sustainable development concepts and experiences in the supply chain through supplier conferences, supplier visits, and exchanges during site visits, etc. At the same time, the Group learns advanced experiences and the latest technologies from Mainland and the rest of the world proactively to keep abreast of latest development.

The Group, Semizbay-U and Ortalyk employ a total of 670 suppliers from Mainland China, Hong Kong, UK, Kazakhstan and other countries. All new and existing suppliers have passed our established supplier practices.

供應商評價

供應商評價涵蓋採購階段及履約階段，評價辦法以量化為主，定性為輔。評價指標的設置客觀全面，包括技術、品質、成本、交付、服務回應、環境保護和社會責任等維度。相關人員及時按期對供應商進行評價，以確保合同執行週期內有持續的評價記錄。本公司參與採購和合同執行的技術、商務、安質環(如需)、財務(如需)等人員配合開展供應商評價工作。

供應商溝通

本集團根據需要，可能邀請參加本集團年度供應商交流大會，通過供應商大會、供應商走訪、實地考察交流等形式在供應鏈上傳遞可持續發展理念和經驗，同時積極學習國內外先進經驗和最新技術，與時俱進。

本集團及謝、奧公司所聘用的供應商共有670家，分別來自中國內地、中國香港、英國、哈薩克斯坦及其他國家。所有新加入及現正合作供應商均通過我們所制定的供應商慣例。

Number of Suppliers by Region

不同地區劃分的供應商數目

2022

Mainland China	中國大陸	12
Hong Kong SAR	香港特別行政區	27
United Kingdom	英國	3
Kazakhstan	哈薩克斯坦	611
Others	其他	17

Note: Although Semizbay-U and Ortalyk are not subsidiaries of the Company and their mines are not directly operated by the Group, the Group has assigned personnel to be involved in their daily production and operations, and participates in governance and control by acting as directors.

附注：雖謝公司及奧公司並非本公司子公司且其旗下礦場非由本集團控股運營，但本集團有派員參與其日常生產運營，並通過董事參與治理管控。

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Sustainable Supply Chain

In line with the Group's vision and mission for sustainable development and achievements as a responsible corporate citizen, we also expect suppliers to collaborate with us to minimize the environmental and societal impacts during the business operations. Therefore, when selecting suppliers, the Group also takes into account their environmental awareness and social responsibility, and regularly arrange technicians, staff responsible for safety, quality and environment, and commercial team to conduct on-site visits and assessment to the suppliers' workplace. We adopt a collaborative approach throughout our supply chain and encourage suppliers and other partners to explore and implement sustainable business practices.

可持續發展供應鏈

為了符合本集團的可持續發展願景和使命及企業公民的實現，我們也期望供應商與我們一起努力，減少業務運營期間對環境和社會的影響。故在選擇供應商時，本集團亦會將供應商的環保意識及社會責任感納入考慮範圍，並定期安排技術、安質環、商務團隊到供應商現場進行源地評審和源地複審。我們在整個供應鏈採取協作方式，鼓勵供應商及其他合作夥伴探索和實施可持續的經營實務。



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COMMUNAL HARMONY



The Group actively participates in community charity events, giving back to the areas we serve and creating a harmonious community.

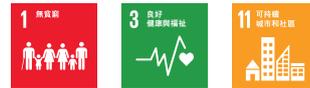
Give-back to the Society

We respect the diversity of cultures and traditions in local areas and value the expectations and opinions of the community organizations, committing to responding to the feedback from the community in a timely manner. We will also support projects that benefit the community where feasible and work with organizations that share our vision, to gain and maintain the mutual trust of all stakeholders for the long-term development of the community. The parent company of the Group stipulates the approval and implementation process of external donations through the "Regulations on the Administration of External Donations", and the relevant donation plans of the Group can be implemented by reference.

The Mines are also participating in various educational and recreational affairs with enthusiasm, including donating books to local public schools and making donations for road repair works around local schools, sending employees to nearby schools in the new year to provide students with new year gifts and learning materials, as well as providing sponsorship for the daily operating expenses of local sports centers.

We believe that there is still a lot of room for improvement in enhancing the connection with the community, and our Group will take ownership in making continuous improvements in our community affairs. We would love to work with community organizations that share our vision of sustainable development and hope to work together with all stakeholders in creating a better living environment for our future generations.

共享和諧



本集團積極參與社區公益事務，回饋所服務的地區，共創和諧社區。

回饋社區

我們尊重地區的多元文化及既有傳統，並且十分重視社區團體的期望及意見，承諾對社區人士的意見適時作出回應。本集團並且會在可行的情況下支持惠及社區需要的項目，與抱有共同願景的團體合作，贏取及維繫與各持份者的互信，為社區長遠發展帶來持續的裨益。本集團母公司通過《對外捐贈管理規定》規定了對外捐贈的審批及執行流程，本集團的相關捐贈方案可參照執行。

礦場亦熱心參與各種教育及文娛康樂事務，當中包括向地方政府的學校捐贈圖書以及為上學道路維修工程提供捐贈；並在新一年亦組織礦山員工往周邊小學慰問，為學生提供新年禮物和學習用品。另外，又為當地體育館的日常營運開支提供贊助。

本集團熱心參與各種教育及文娛康樂事務，我們深信在社區連繫的道路上，我們還有很多改善空間；未來本集團會克盡己任，不斷完善我們的社區公益事務，我們歡迎與我們可持續發展理念相似的社區團體一同合作，並期望與各社會持份者共同努力，為我們的下一代創造一個更美好的生活環境。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX OF THE STOCK EXCHANGE

聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
Aspect a.1 方面A.1	Emissions 排放物	Management environmental 環境管理
Indicator a.1.1 指標A.1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	Pollution control 污染控制
Indicator a.1.2	Direct (scope 1) and indirect (scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. Per unit of production volume, per facility).	Pollution control
指標A.1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	污染控制
Indicator a.1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. Per unit of production volume, per facility).	Pollution control
指標A.1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	污染控制
Indicator a.1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. Per unit of production volume, per facility).	Pollution control
指標A.1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	污染控制
Indicator a.1.5	Description of the emission targets set and the steps taken to reach these targets.	Management environmental
指標A.1.5	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。	環境管理
Indicator a.1.6	Description of the methods to handle hazardous and non-hazardous waste, and the description of the waste reduction targets set and the steps taken to achieve these targets.	Management environmental
指標A.1.6	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。	環境管理
Aspect a.2	Use of resources	Making good use of resources
方面A.2	資源使用	善用資源
Indicator a.2.1	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).	Making good use of resources
指標A.2.1	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)。	善用資源
Indicator a.2.2	Water consumption in total and intensity (e.g. Per unit of production volume, per facility).	Making good use of resources
指標A.2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	善用資源

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A	Environmental 環境	Chapter 章節
Indicator a.2.3 指標A.2.3	Description of the energy efficiency targets set and the steps taken to achieve these targets. 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。	Environmental management 環境管理
Indicator a.2.4 指標A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, and the water efficiency targets set and the steps taken to achieve these targets. 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。	Environmental management 環境管理
Indicator a.2.5 指標A.2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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。	Making good use of resources 善用資源
Aspect a.3 方面A.3	Environment and natural resources 環境及天然資源	Green operations 綠色營運
Indicator a.3.1 指標A.3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	Green operations 綠色營運
Aspect a.4 方面A.4	Climate change 氣候變化	Responding to climate change 應對氣候變化
Indicator a.4.1 指標A.4.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	Responding to climate change 應對氣候變化

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B	Social 社會	Chapter 章節
Aspect b.1 方面B.1	Employment 僱傭	Talents management 人才管理
Indicator b.1.1 指標B.1.1	Total workforce by gender, employment type (e.g. Full-time or part-time), age group and geographical region. 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。	Talents management 人才管理
Indicator b.1.2 指標B.1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Talents management 人才管理
Aspect b.2 方面B.2	Health and safety 健康與安全	Occupational safety and health 職業健康與安全
Indicator b.2.1 指標B.2.1	Number and rate of work-related fatalities in the past three years (include reporting year). 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Occupational safety and health 包括報告期內的過去三年，未有因工亡故事件
Indicator b.2.2 指標B.2.2	Lost days due to work injury 因工傷損失工作日數。	Occupational safety and health 報告期內未有工傷事故
Indicator b.2.3 指標B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Occupational safety and health 職業健康與安全
Aspect b.3 方面B.3	Development and training 發展及培訓	Talents development 培育人才
Indicator b.3.1 指標B.3.1	The percentage of employees trained by gender and employee category (e.g. Senior management, middle management). 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。	Talents development 培育人才
Indicator b.3.2 指標B.3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Talents development 培育人才
Aspect b.4 方面B.4	Labor standards 勞工準則	Talents development 勞工準則
Indicator b.4.1 指標B.4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Talents development 勞工準則
Indicator b.4.2 指標B.4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	No violations during the period 期內未有違規情況

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B	Social 社會	Chapter 章節
Aspect b.5 方面B.5	Supply chain management 供應鏈管理	Supply chain management 供應鏈管理
Indicator b.5.1 指標B.5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply chain management 供應鏈管理
Indicator b.5.2 指標B.5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply chain management 供應鏈管理
Indicator b.5.3 指標B.5.3	Description of the practices related to the identification of environmental and social risks in each section of the supply chain, as well as related implementation and monitoring methods. 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。	Supply chain management 供應鏈管理
Indicator b.5.4 指標B.5.4	Description of the practices that promote the use of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods. 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。	Supply chain management 供應鏈管理
Aspect b.6 方面B.6	Product responsibility 產品責任	Quality product 優質產品
Indicator b.6.1 指標B.6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Quality product 期內未有產品因安全與健康理由而須回收
Indicator b.6.2 指標B.6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	No complaints received during the period 期內沒有投訴，當中未有因品質問題而須回收產品的情況
Indicator b.6.3 指標B.6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Quality product 優質產品

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B	Social 社會	Chapter 章節
Indicator b.6.4	Description of quality assurance process and recall procedures.	As the Group's products have a high demand for safety. Therefore, all safety and quality inspections have been done at the time of delivery. There is no possibility of product recycling due to safety and quality problems. Therefore this section does not apply
指標B.6.4	描述質量檢定過程及產品回收程序。	由於本集團的產品對安全有高度需求。故在交付時已做好所以全安及品質檢定。並不存在產品因安全及品質問題的回收可能。故此部份並不適用
Indicator b.6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Quality product
指標B.6.5	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。	優質產品
Aspect b.7	Anti-corruption	Compliance and business ethics
方面B.7	反貪污	合規與商業道德
Indicator b.7.1	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.	Compliance and business ethics
指標B.7.1	於匯報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。	合規與商業道德
Indicator b.7.2	Description of preventive measures and whistle-blowing Procedures, how they are implemented and monitored.	Compliance and business ethics
指標B.7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	合規與商業道德
Indicator b.7.3	Description of the anti-corruption training provided to directors and employees.	Compliance and business ethics
指標B.7.3	描述向董事及員工提供的反貪污培訓。	合規與商業道德
Aspect b.8	Community investment	Give-back to the society
方面B.8	社區投資	回饋社區
Indicator b.8.1	Focus areas of contribution (e.g. Education, environmental concerns, labor needs, health, culture, sport).	Give-back to the society
指標B.8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	回饋社區
Indicator b.8.2	Resources contributed (e.g. Money or time) to the focus area.	Give-back to the society
指標B.8.2	在專注範疇所動用資源(如金錢或時間)。	回饋社區

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SUSTAINABILITY AT A GLANCE

可持續發展概覽

Energy Consumption 能源耗量		CGN Mining 中礦核礦業	Mine 礦場
Direct energy consumption 直接能源耗量	kWh in '000s 千千瓦時	NA 不適用	21,660.52
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000s/Employee 千千瓦時/僱員	NA 不適用	19.57
Indirect energy consumption 間接能源耗量	kWh in '000s 千千瓦時	14.34	46,993.72
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000s/Employee 千千瓦時/僱員	0.62	42.45
Renewable energy (solar energy) consumption 可再生能源(太陽能)耗量	kWh in '000s 千千瓦時	NA 不適用	983.46
Intensity of renewable energy (solar energy) consumption 可再生能源(太陽能)耗量密度	kWh in '000s/Employee 千千瓦時/僱員	NA 不適用	0.89
Total energy consumption 總能源耗量	kWh in '000s 千千瓦時	14.34	68,788.24
Intensity of total energy consumption 總能源耗量密度	kWh in '000s/Employee 千千瓦時/僱員	0.62	62.14
Direct Energy Consumption 直接能源耗量			
Petrol consumption 柴油耗量	kWh in '000s 千千瓦時	NA 不適用	21,507.17
Intensity of petrol consumption 柴油耗量密度	kWh in '000s/Employee 千千瓦時/僱員	NA 不適用	19.43
Fuel gas consumption 汽油耗量	kWh in '000s 千千瓦時	NA 不適用	153.35
Intensity of fuel gas consumption 汽油耗量密度	kWh in '000s/Employee 千千瓦時/僱員	NA 不適用	0.14
Indirect energy consumption 間接能源耗量			
Electricity consumption 電力耗量	kWh in '000s 千千瓦時	14.34	46,993.72
Intensity of electricity consumption 電力耗量密度	kWh in '000s/Employee 千千瓦時/僱員	0.62	42.45

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Water Consumption		CGN Mining	Mine
耗水量		中礦核礦業	礦場
Water consumption	m ³	NA	119,573.41
耗水量	立方米	不適用	
Intensity of water consumption	m ³ /Employee	NA	108.02
耗水量密度	立方米/僱員	不適用	

Waste Generated Volume		CGN Mining	Mine
廢棄物產量		中礦核礦業	礦場
Hazardous waste	tonnes	NA	7.09
有害廢棄物	噸	不適用	
Intensity of hazardous waste	tonnes/Employee	不適用	0.01
有害廢棄物密度	噸/僱員		
Non-hazardous waste	tonnes	NA	65.70
無害廢棄物	噸		
Intensity of non-hazardous waste	tonnes/Employee	不適用	0.06
無害廢棄物密度	噸/僱員		

Exhaust Gas Pollutant Emission Volume		CGN Mining	Mine
廢氣排放量		中礦核礦業	礦場
Nitrogen oxides (NOX)	kg	NA	4,268.08
氮氧化物	公斤	不適用	
Sulphur oxide (SOX)	kg	NA	10.81
硫氧化物	公斤	不適用	
Particle (PM)	kg	NA	321.53
顆粒物	公斤	不適用	

Greenhouse Gas (GHG) Emission		CGN Mining	Mine
溫室氣體排放		中礦核礦業	礦場
Direct emissions (Scope 1)	tonnes of CO ₂ e	0	5,720.44
直接排放(範圍一)	公噸二氧化碳當量		
Energy indirect emissions (Scope 2)	tonnes of CO ₂ e	8.74	20,677.24
能源間接排放(範圍二)	公噸二氧化碳當量		
Total GHG emissions	tonnes of CO ₂ e	8.74	26,397.67
總溫室氣體排放量	公噸二氧化碳當量		
Intensity of total GHG emissions	tonnes of CO ₂ e/Employee	0.38	23.85
總溫室氣體排放量密度	公噸二氧化碳當量/員工		



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Number of Employees by Different Categories 按不同類別劃分的僱員人數		CGN Mining 中礦核礦業	Mine 礦場
By Gender	按性別劃分		
Male	男性	147	1,011
Female	女性	75	96
By Employment Type	按僱傭類型劃分		
Full-time	全職	222	1,097
Part-time	兼職	0	10
Others	其他	0	0
By Age Group	按年齡組別劃分		
≤25	≤25	10	41
25– 34	25– 34	89	334
35 – 44	35 – 44	87	364
45–54	45–54	21	250
55– 64	55– 64	15	118
65 ≥	65 ≥	0	0
By Geographical Region	按地區劃分		
Mainland China	中國大陸	200	0
Hong Kong SAR	香港特別行政區	6	0
Other	其他	16	1,107

Employee's Turnover Rate by Different Categories 按不同類別劃分的流失比率			CGN Mining 中礦核礦業	Mine 礦場
By Gender	按性別劃分			
Male	男性	%	15.65%	7.52%
Female	女性	%	6.67%	13.54%
By Age Group	按年齡組別劃分			
≤25	≤25	%	20.00%	7.32%
25– 34	25– 34	%	14.61%	8.38%
35 – 44	35 – 44	%	11.49%	9.07%
45–54	45–54	%	4.76%	2.80%
55– 64	55– 64	%	13.33%	15.25%
65 ≥	65 ≥	%	0%	0%
By Geographical Region	按地區劃分			
Mainland China	中國大陸	%	13.50%	0%
Hong Kong SAR	香港特別行政區	%	33.33%	0%
Other	其他	%	0%	8.04%

Note: The turnover rate calculation includes the number of retirements, internal transfers within CGNPC Group, and voluntary resignations

附註：流失比率計算包含退休、中廣核集團內部調動及自願離職人員的人數

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The Percentage of Total Employees

Trained by Different Categories

按不同類別劃分的受訓員工百分比

CGN Mining

中礦核礦業

Mine

礦場

By Gender		按性別劃分			
Male	男性	%	68.38%	93.85%	
Female	女性	%	31.62%	6.15%	
By Employee Category		按僱員類別劃分			
Senior management	高級管理層	%	5.98%	0.65%	
Middle management	中級管理層	%	14.96%	52.28%	
Supervisor	主管	%	8.55%	20.04%	
General Staffs	一般員工	%	70.51%	30.20%	

The Average Training Hours Completed per

Employee by Different Categories

按不同類別劃分每名僱員的平均受訓時數

CGN Mining

中礦核礦業

Mine

礦場

By Gender		按性別劃分			
Male	男性	Hour	122.45	14.93	
Female	女性	Hour	116.25	11.13	
By Employee Category		按僱員類別劃分			
Senior management	高級管理層	Hour	64.15	35.56	
Middle management	中級管理層	Hour	81.35	30.66	
Supervisor	主管	Hour	112.05	11.65	
General Staffs	一般員工	Hour	134.05	7.24	



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Health & Safety 健康與安全		CGN Mining 中礦核礦業	Mine 礦場
Number and rate of work-related fatalities occurred in each of the past three years, including the reporting year. 過去三年(包括彙報年度)因工亡故的人數及比率	%	0	0
Lost days due to work injury. 因工傷損失工作日數	Days 日	0	0

Anti-corruption 反貪污		CGN Mining 中礦核礦業	Mine 礦場
Number of corruption lawsuits filed and concluded during the reporting period	於彙報期內提出並已審結的貪污訴訟案件總數	0	0

Notes:

The office is the UK office and Hong Kong, and the mines are the mines under Semizbay-U Limited Liability Partnership (Semizbay Limited Liability Partnership) and ORTALYK LLP (Ortalyk Mining Limited Partnership), respectively Semizbay mine and Irkol mine, C.Mynkuduk mine and Zhalpak deposit;

Unless otherwise stated, all major performance indicators are compiled and calculated in accordance with the "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" published by Hong Kong Stock Exchange;

The unit for energy data is converted to kWh with reference to lower heating value announced by the International Energy Agency.

The calculations of GHGs emission were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Sixth Assessment Report, and National electricity average emission factors for 2019; the UK government's GHG conversion factors and the list of grid emission factors published by The Institute for Global Environmental Strategies (IGES); and

Scope 1 includes fuel use from: diesel and gasoline used by mobile vehicles, and

Scope 2 includes energy indirect emissions from purchased electricity.

附註：

辦公室為英國辦公室及香港，礦場為Semizbay-U Limited Liability Partnership(謝米茲拜伊有限合夥企業)及ORTALYK LLP(奧爾塔雷克礦業有限合夥企業)旗下的礦山，分別為謝米茲拜伊鈾礦和伊爾科利鈾礦、中門庫杜克鈾礦和扎爾巴克鈾礦；

除另有說明，所有關鍵績效指標均按照香港聯合交易所的《附錄二：環境關鍵績效指標彙報指引》及《附錄三：社會關鍵績效指標彙報指引》進行統計及計算；

能源數據參考較由國際能源總署發佈的低熱值換算為千瓦時；

溫室氣體排放計算乃基於聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第六次評估報告、2019年全國電力平均排放因子；英國政府的溫室氣體換算係數以及The Institute for Global Environmental Strategies (IGES)發佈的電網排放係數清單；以及

範圍1包括來自：移動車輛的汽油及柴使用；及

範圍2包括購買電力的能源間接排放。

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DEFINITION AND TECHNICAL GLOSSARY

釋義及技術詞彙

The following words and expressions shall have the following definitions unless otherwise stipulated in the Report.

除非報告中另有說明，否則下列詞匯的定義如下：

“Company”, “CGN Mining” or “we” [本公司]、[中廣核礦業]或[我們]	CGN Mining Company Limited, a company incorporated in the Cayman Islands with limited liability, the shares of which are listed on the main board of the Stock Exchange 指中廣核礦業有限公司(* CGN Minig Company Limited)，於開曼群島註冊成立之有限責任公司，其股份於聯交所主板上市
“Group” [本集團]或[集團]	the Company and its subsidiaries 指本公司及其附屬公司
“Semizbay-U” [謝公司]	Semizbay-U Limited Liability Partnership, a limited liability partnership established in Kazakhstan, with the Company holding 49% of its equity interest through its wholly-owned subsidiary and recognised as a joint venture of the Company 指謝米茲拜伊有限合夥企業*(Semizbay-U Limited Liability Partnership)，於哈薩克斯坦成立之有限責任合夥企業，為本公司合營企業，本公司通過全資附屬公司持有其49%權益
“Ortalyk” [奧公司]	Mining Company “ORTALYK” LLP, a limited liability partnership established in Kazakhstan, with the Company holding 49% of its equity interest through its wholly-owned subsidiary and recognised as an associate of the Company 指奧爾塔雷克礦業有限合伙企業*(Mining Company “ORTALYK”LLP)，為於哈薩克斯坦成立之有限責任合夥企業，為本公司聯營公司，本公司通過全資附屬公司持有其49%權益
“Mines” [礦場]	the mines owned by Semizbay-U and Ortalyk 謝公司及奧公司旗下的礦山
“Report” [本報告]	ESG Report 2022 of CGN Mining Company Limited 中廣核礦業有限公司之2022環境、社會及管治報告
“year, “2022”, or “reporting period” [本年度]、[2022年度]或[報告期]	From 1 January 2022 to 31 December 2022 2022年1月1日至2022年12月31日
“Stock Exchange” [聯交所]	The Stock Exchange of Hong Kong Limited 香港聯合交易所有限公司



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“Guide” [指引]	The Environmental, Social and Governance Reporting Guide as 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《環境、社會及管治報告指引》
ESG [ESG]	Environmental, Social and Governance 環境、社會及管治
UN Global Compact [聯合國全球契約]	United Nations Global Compact 聯合國全球契約
“SDGs” [SDGs]	United Nations Sustainable Development Goals 聯合國可持續發展目標
“Board” [董事會]	the Board of Directors of CGN Mining Company Limited 中廣核礦業有限公司之董事會
“GHG” [溫室氣體]	Greenhouse Gas, gases that contribute to the greenhouse effect causing a changing climate 會引起溫室效應而導致氣候變化的氣體
“ISO14001” [ISO14001]	ISO 14001 is a standard set by the International Organization for Standardization related to environmental management systems ISO 14001是國際標準化組織設立與環境管理系統有關的標準
“ISO 9001” [ISO 9001]	ISO 9001 is a standard established by the International Organization for Standardization related to quality management systems ISO 9001是國際標準化組織設立與品質管理系統有關的標準
“ED(s)” [執行董事]	executive Directors of the Company 指本公司執行董事
“NED(s)” [非執行董事]	non-executive Directors of the Company 指本公司非執行董事
“INED(s)” [獨立非執行董事]	independent non-executive Directors of the Company 指本公司獨立非執行董事
“Model Code” [標準守則]	the Model Code for Securities Transactions by Directors of Listed Issuers set out in Appendix 10 of the Listing Rules 指上市規則附錄十所載上市公司董事進行證券交易的標準守則
“CGN Group” [中廣核集團]	CGNPC and its subsidiaries 指中廣核集團公司及其附屬公司

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“CGN Global Uranium” [中廣核國際銷售公司]	CGN Global Uranium Ltd, a company incorporated and registered in England and Wales with limited liability and a subsidiary of the Company 指中廣核國際鈾產品銷售有限公司* (CGN Global Uranium Ltd)，一間根據英格蘭及威爾士法律註冊成立的有限公司，為本公司之附屬公司
“Listing Rules” [上市規則]	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited 指香港聯合證券交易所有限公司證券上市規則
“CGNPC-URC” [中廣核鈾業發展]	CGNPC Uranium Resources Co., Ltd.* (中廣核鈾業發展有限公司), a company incorporated in the PRC with limited liability and the sole shareholder of the China Uranium Development. 指中廣核鈾業發展有限公司，於中國成立之有限責任公司，為中國鈾業發展之唯一股東。
“Annual Report” [年度報告]	Annual Report 2022 of CGN Mining Company Limited 中廣核礦業有限公司之2022年度報告
“CGNPC-URC” [中廣核鈾業發展]	CGNPC Uranium Resources Co., Ltd. (中廣核鈾業發展有限公司), a company incorporated in the PRC with limited liability and the sole shareholder of the China Uranium Development. 中廣核鈾業發展有限公司，於中國成立之有限責任公司
“Corporate Governance Code” [企業管治守則]	Corporate Governance Code set out in Appendix 14 to the Listing Rules 指上市規則附錄十四所載企業管治守則

* For identification purpose only
僅供識別

中广核  CGN