



SHOUGANG CENTURY HOLDINGS LIMITED

Stock Code : 103



2021

Environmental, Social and Governance Report

CONTENTS

ABOUT THIS REPORT	2
MESSAGE FROM CHAIRMAN AND MANAGING DIRECTOR	7
STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT	9
OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION	15
ENVIRONMENT	15
EMISSIONS	17
USE OF RESOURCES	28
THE ENVIRONMENT AND NATURAL RESOURCES	35
CLIMATE CHANGE	39
BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY	
ENVIRONMENT	42
EMPLOYMENT	42
HEALTH AND SAFETY	50
DEVELOPMENT AND TRAINING	54
LABOUR STANDARDS	56
OPERATING PRACTICES	58
SUPPLY CHAIN MANAGEMENT	58
PRODUCT RESPONSIBILITY	62
ANTI-CORRUPTION	65
OUR COMMUNITY	67
COMMUNITY INVESTMENT	67
HKEX ESG REPORTING GUIDE CHECKLIST	72

ABOUT THIS REPORT

Shougang Century Holdings Limited (“Shougang Century”/the “Company”; together with its subsidiaries, collectively the “Group”) issues its environmental, social and governance (the “ESG”) report (the “ESG Report”) for the year ended 31 December 2021. The report expatiates the Group’s ESG management strategies and performance in 2021, especially focusing on the issues of investors and other stakeholders’ concerns and how the Group has value-added in economic, environmental and social terms by pursuing sustainability development into its business.

Reporting Boundary

The Group principally engages in the manufacturing of steel cords for radial tyres, sawing wires and hose wires activities. The ESG information contained in the ESG Report is divided into three segments: (1) steel cord segment; (2) copper and brass products segment; and (3) head office and other operating subsidiaries’ office (the “Offices”). Due to the cessation of the factory operation of the copper and brass products segment since 2018, ESG information/data in relation to copper and brass products segment may not be available in the subsequent years. For details of corporate profile, please refer to the “CORPORATE PROFILE” section on page 2 of the 2021 annual report of the Company.

Reporting Standards and Framework

Since 2013, the Company has established an ESG working group and set up an ESG database to collect and review relevant data so as to prepare the ESG Report. In addition, the ESG Report follows all the “comply or explain” provisions set out in the ESG Reporting Guide (the “ESG Guide”) of Appendix 27 of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) for the purpose of providing our investors and stakeholders with comprehensive and comparative non-financial information.

In addition to complying with the ESG Guide, reference has been taken from international standards or guidelines in preparation of our ESG Report. The scopes of emissions and their emission factors are defined in accordance with Hong Kong and the international reporting framework published as shown below and quoted from relevant websites:

ABOUT THIS REPORT

- Respective Sustainability Reports 2021 of CLP Holdings Limited and HK Electric Investments Limited;
- The Hong Kong Environmental Protection Department's (the "EPD") Vehicle Emission Calculation model;
- The Greenhouse Gas Accounting Tool for Chinese Cities published by the World Resources Institute;
- Emission Factors of China's Regional Power Grid Baseline of 2019 published by the Clean Development Mechanism in China;
- The discharge coefficient of pollutant from domestic source and the user manual published by the South China Institute of Environmental Sciences, under the Ministry of Environment Protection;
- The World Resources Institute/World Business Council for Sustainable Development, as reported in "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard" and International Organisation for Standardisation ("ISO"), as reported in ISO14064-1;
- Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong published by the EPD and the Electrical and Mechanical Services Department (the "EMSD");
- Emission factors from Intergovernmental Panel on Climate Change ("IPCC");
- The International Civil Aviation Organisation and Carbon Care Asia Limited's ("CCA") Carbon Emissions Calculators;
- Practical guidance on how to collect, calculate and report the information called for under each of the key performance indicators ("KPI(s)") as reported in "How to Prepare an ESG Report", published by the Stock Exchange; and
- Guidance on Climate Disclosures published by the Stock Exchange.

The figures of 2021 and 2020 have not been assured by the third party.

Regarding corporate governance aspect, please refer to "CORPORATE GOVERNANCE REPORT" section on pages 32 to 70 of the 2021 annual report of the Company.

ABOUT THIS REPORT

Reporting Principles

The Group follows the four fundamental reporting principles set out in the ESG Guide for the preparation of this report:

Materiality: Material environmental and social issues were identified and prioritised based on the results of the stakeholders' engagement and materiality assessment, and are disclosed in this ESG Report.

Quantitative: The Group records and discloses the KPIs in quantitative terms wherever appropriate for evaluation and validation of the effectiveness of ESG policies and measures.

Consistency: As far as reasonably practicable, the Group applies consistent measurement methodology to achieve meaningful comparison of the ESG performance over time. Any changes in the methodologies or the KPIs used will be disclosed in the relevant sections.

Balance: This report discloses information in an objective manner, which aims to provide stakeholders with a balanced overview of the Group's overall ESG performance.

ABOUT THIS REPORT

Governance Structure

The board of directors (the “Board”) of the Group is the highest responsible and decision-making body for ESG matters, and assumes the overall responsibility for the ESG strategy and reporting matters of the Group, responsible for assessing and determining ESG risks, and ensuring the stable operation of the Group’s risk control and internal control systems. The Board has set up an ESG working group, which is responsible for monitoring the commitment as to and the performance of key ESG issues, and reporting to the Board to ensure the integration of ESG concepts and development strategies.

The Group attaches great importance to the material impact that the ESG risks may have on the Company. Based on the external social and economic macro environment and the Group’s development strategy, it regularly conducts assessments on material ESG issues and reports to the Board for review. The Board discusses and determines the Group’s ESG risks and opportunities, takes the management and improvement of material issues as the focus of ESG work, incorporates them into the Group’s overall strategy for consideration, and monitors issue management and performance.

The Group will continue to strengthen the mechanism for the Board to participate in ESG work, and consider formulating ESG management approach in respect of pollutant discharge, energy consumption management, water resource consumption management, carbon emission, occupational health and safety and product quality etc., so as to continuously implement the Group’s work in relation to ESG governance, and conduct regular reviews on the progress towards the goals to ensure the realisation thereof. Through achieving such goals, the Group believes better quality and safe products are provided to its customers, energy efficiency is optimised and productivity is enhanced, thereby reducing the Group’s impact on the environment and society.

ABOUT THIS REPORT

Contact us

The Group values stakeholders' feedback relating to this ESG Report. If there are any comments or suggestions, please share by post or email at the addresses below:

Postal address

Room 1215, 12/F., Honour Industrial Centre
6 Sun Yip Street, Chai Wan, Hong Kong

E-mail addresses

business_link@shougangcentury.com.hk
ir@shougangcentury.com.hk
schl@shougangcentury.com.hk

This ESG Report can be downloaded from the websites of the Stock Exchange and the Company.

MESSAGE FROM CHAIRMAN AND MANAGING DIRECTOR

Dear Stakeholders,

Being the Chairman and Managing Director of the Company, I am delighted to present our Group's sixth ESG Report on behalf of the Company. We know that not all returns are expressed in monetary terms, but can indeed be achieved through our accountability to stakeholders. As one of the leading steel cord manufacturers with influential and recognised "Eastern" brand name in the Mainland, the Group is committed to providing high-quality products and after-sales service to customers. In 2022, I am of the view that there are still many uncertainties and challenges ahead, not only are we still threatened by new virus variants of COVID-19 and Sino-American relations, but also global warming's concern for global environmental protection, and the rights and interests of employees regarding human rights at workplace. Thus, we are committed to implementing relevant measures to reduce emissions, use resources efficiently and appropriately, and satisfy our employees' needs.

Besides, we treasure employees as valuable assets and are keys to generate profits of the Group and contribute shareholder value in terms of their skills and talents. In this regard, we ensure to create an inclusive and supportive working environment to our employees, including providing equal employment opportunities, which was also our Company's measurable objective in 2021.

In order to get align with our corporate culture and operating practices, we are committed to providing safe and high-quality products and services. We impose strict requirements on the quality of our "Eastern" products to satisfy customers' needs. In terms of supply chain, the Group is committed to choosing suppliers who strongly emphasise on environmental protection as well as respect the rights of employees. The Group has also maintained good relationship with its suppliers to ensure more stable procurement and meet our production requirements.

MESSAGE FROM CHAIRMAN AND MANAGING DIRECTOR

In addition, the Group shall formulate sustainable development strategies for its businesses to bring positive impact to the communities in Hong Kong and Mainland China. Facing global climate change and extreme weather issues, we will continue make efforts to reduce greenhouse gas and air emissions, energy consumption and wastes in our two steel cord plants and workplaces. Also, we will strive to improve our operating efficiency and resource management in order to build a sustainable future, which can create value for our stakeholders.

Lastly, on behalf of the Board, I would like to express my sincere gratitude to all board members and colleagues for their contribution to the ESG Report. I am confident that the Group will continue to grasp opportunities for better performance in the coming year and beyond.

By Order of the Board

Su Fanrong

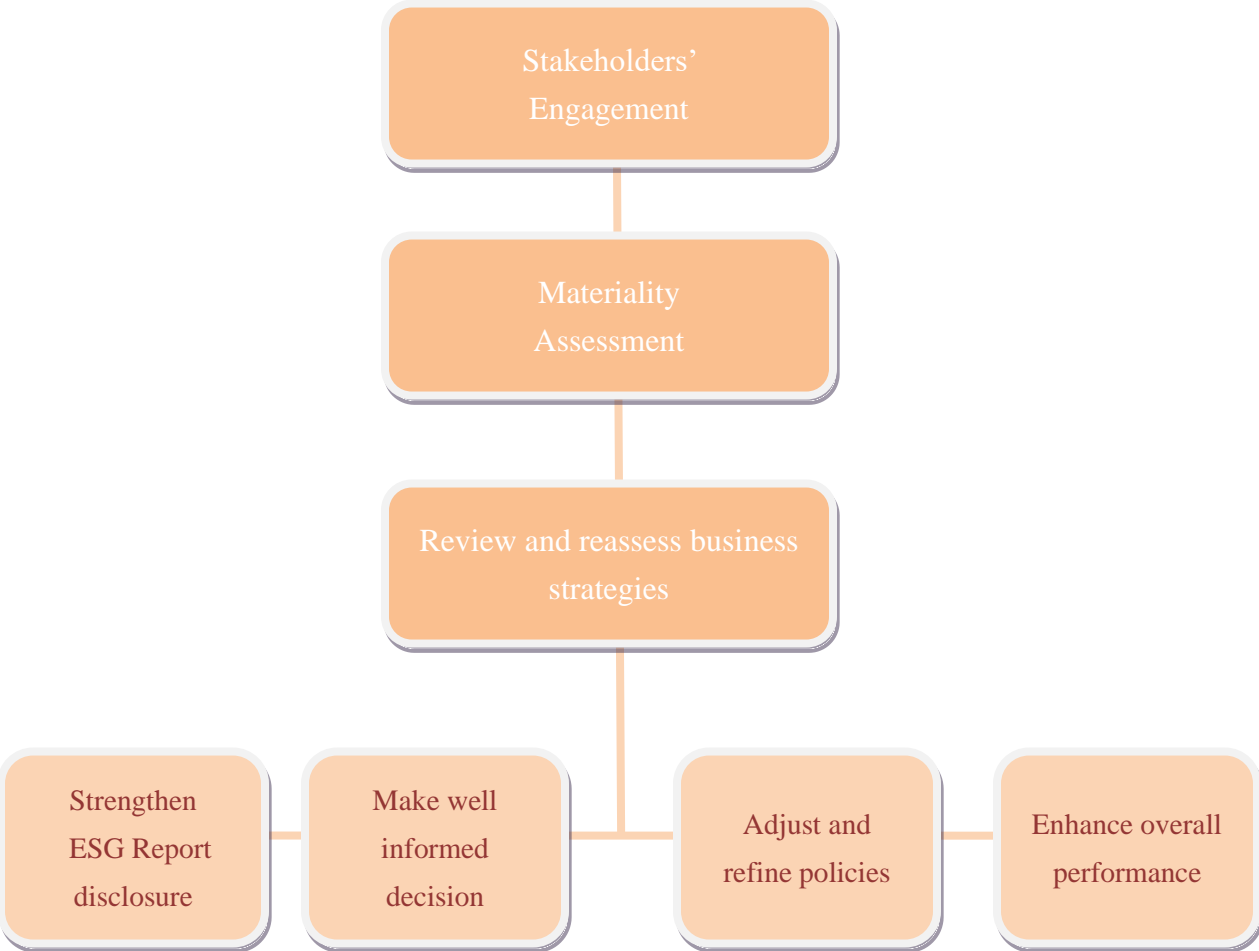
Chairman and Managing Director

Hong Kong, 25 March 2022

STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

We strongly believe that paying attention to the interests of stakeholders is essential to the sustainable development of the Group. Fulfilling the expectations and concerns of stakeholders is one of our main responsibilities and commitments apart from striving for better financial performance. We determine to make further review on our business decision, refine policies and business strategies to improve business performance and satisfy the needs of stakeholders through a materiality assessment, so that our ESG Report disclosures can be strengthened, appropriate policies can be carried out, well informed business decisions can be made and overall performance can be enhanced (in terms of monetary or non-monetary).

A flow chart showing the process of stakeholders' engagement and materiality assessment



STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

STAKEHOLDERS' ENGAGEMENT

We identify our stakeholders in accordance with evaluation that any individuals or entities who are materially influencing or being influenced by the finance, operation, community investment and environmental policies of the Group. The Group's stakeholders include shareholders, employees, customers, suppliers, media, community and general public, government and regulators, as well as banks and financial institutions/creditors. In order to map out our relation with stakeholders and their ability to influence our decision-making process, the "Stakeholders' Influence – Dependency Matrix" below generates insights on the importance and influence of each category of stakeholders. With this information, it becomes possible to develop a specific approach for the identified stakeholders and their concerns:

		Stakeholders' influence on Company's objective, project and business line			
Stakeholders' dependence on Company's objective, project and business line	High dependence			Shareholders	Employees
				Customers	Suppliers
No direct impacts		Community & General Public		Government & Regulators	
			Media	Banks & Financial Institutions/ Creditors	
		No influence	Low influence	Some influence	High influence

STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group recognises the importance of engaging with its stakeholders and considers their inputs and feedbacks are the key to the sustainable development of the Group. In order to understand and address the main concerns of stakeholders, we utilised a variety of engagement channels in our business processes to ensure ongoing communication with stakeholders. The following table provides an overview of the Group's key stakeholders and the various communication approaches and their expectations and concerns of the Group.

Stakeholders	Communication Channels	Expectations and Concerns
Shareholders	<ul style="list-style-type: none"> - Regular reports and announcements - Annual general meeting and general meetings - Company website - Press releases - E-mail and postal correspondences - Telephone enquiries 	<ul style="list-style-type: none"> - Return on the investment - Stock price performance - Information disclosure and transparency - Company's growth and sustainability - Protection of interests and fair treatment of shareholders
Employees	<ul style="list-style-type: none"> - Employees' satisfaction survey - Trainings - Regular performance review - Team building activities - Department heads communicating with their subordinates - Congress of Workers and Staff 	<ul style="list-style-type: none"> - Salary competitiveness - Working environment - Occupational health and safety - Job security and satisfaction - Career advancement and trainings - Management system
Customers	<ul style="list-style-type: none"> - Customers' satisfaction survey - Regular face-to-face meetings and visits - Scoring system for rating our services and products - Feedbacks on product quality and service from time to time 	<ul style="list-style-type: none"> - Supply chain management - Product safety - Compliance with laws and regulations - Quality assurance process - Product specification requirements - Credibility - Pre-sale and after-sale services

STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

Stakeholders	Communication Channels	Expectations and Concerns
Suppliers	<ul style="list-style-type: none"> - Regular face-to-face meetings and visits - Scoring system for assessing the quality of products provided by suppliers 	<ul style="list-style-type: none"> - Profitability - Compliance with laws and regulations - Supply chain management - Accountability, credibility and reliability - Good communications
Government & Regulators	<ul style="list-style-type: none"> - Occasional face-to-face meetings and visits 	<ul style="list-style-type: none"> - Compliance with laws and regulations - Compliance with accounting standards and procedures - Operational and ethical practices - Community investment
Banks & Financial Institutions/ Creditors	<ul style="list-style-type: none"> - Occasional face-to-face meetings and visits 	<ul style="list-style-type: none"> - Profitability - Financial management - Ability to repay loans and interests - Compliance with law and regulations - Credibility - Financial position - Stock price performance

We will keep abreast of and respond to the appeals expressed by all categories of stakeholders and ensure effective and stable channels of communication are in place as a necessary part of continuous enhancement of the Group's overall ESG performances.

STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT

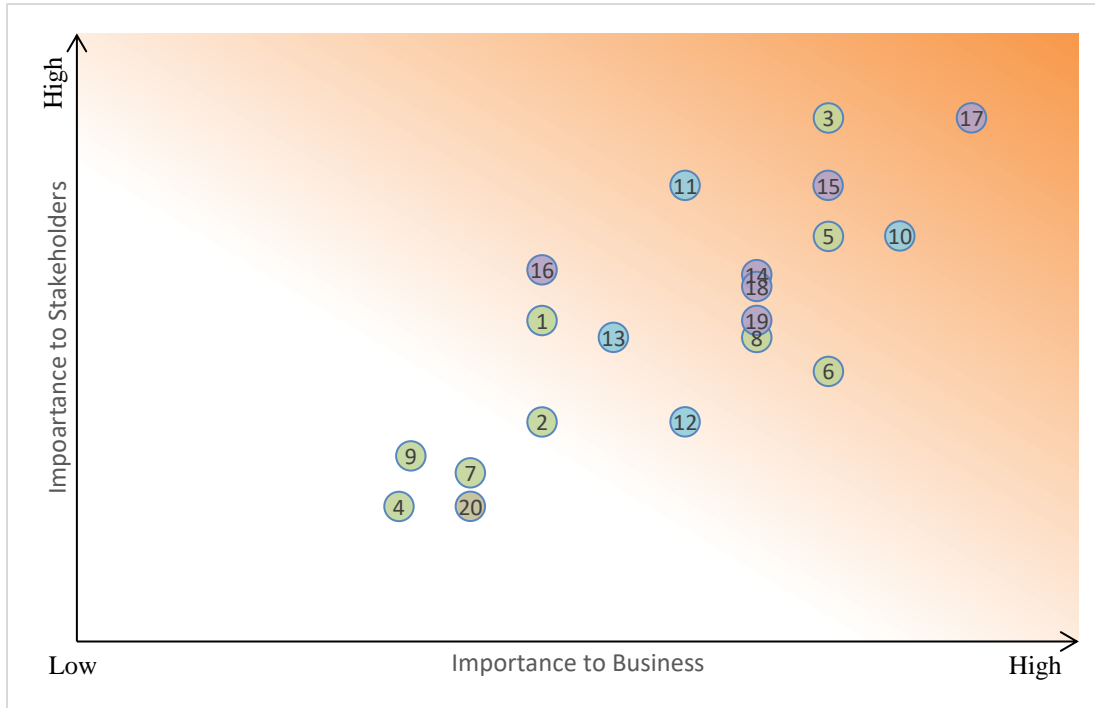
The Group sees the importance to the identification and management of sustainable development issues. We adopt a three-step assessment process to ensure ESG topics are being managed and reported in accordance with their materiality.

Step 1: Identification	Step 2: Prioritisation	Step 3: Validation
<p>All fundamental sustainability topics were identified in accordance with the ESG Guide. With reference to the Group's business development strategies, 2020 materiality assessment result and industrial practices, the Group has determined 20 relevant ESG topics that are deemed to have impacts on the environment and society through our operations.</p>	<p>Internal and external stakeholders were invited to participate in a questionnaire to rate the importance of the selected ESG topics to the Group's development from their perspectives. Results of the questionnaires were analysed to generate ESG materiality ranking.</p>	<p>The ESG working group of the Group validated and confirmed the key material ESG issues for ensuring all the identified material ESG topics, which were important to the business development, were reported and in compliance with ESG Guide.</p>

Results of the materiality assessment were analysed and presented as a materiality matrix. Product quality assurance is a material issue that is of utmost concern to the Group. Materiality assessment results are regarded by the Group as important indicators that are useful for our future planning and ESG policy making. Based on such results, we aim to strengthen our ESG strategies and promote sustainable growth.

STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

Materiality Matrix



Environmental

1. Air emissions
2. Greenhouse gas (“GHG”) emissions
3. Hazardous waste
4. Non-hazardous waste
5. Energy consumption
6. Water consumption
7. Packaging consumption
8. Environment and natural resources
9. Climate change

Operating practices

14. Supply chain management
15. Customer satisfaction
16. Intellectual property rights protection
17. Product quality assurance
18. Customer data protection and privacy
19. Anti-corruption

Social

10. Employment
11. Occupational health and safety
12. Development and training
13. Labour standards

Community

20. Community investment

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

ENVIRONMENT

The Group is fully conscious of the environmental impacts that may arise from its business operations. We are now facing severe global challenges, including climate changes. In view of the recent occurrences of extreme weather caused by climate change, the Group is fully aware of its duties as a responsible corporate in protecting the environment by reducing its overall GHG emissions and improving its water conservation efforts and energy efficiency.

Hence, the Group is committed to protecting environment proactively and complying with relevant environmental laws, rules and regulations in Hong Kong and the People's Republic of China ("PRC") in which it operates its businesses. We have implemented proper measures to reduce wastes and GHG emissions, while maintaining and providing safe and high-quality products and services to our customers. In order to mitigate wastes, and use energy and resources more wisely, we have adopted principles to reduce, reuse and recycle in our plants and offices in Hong Kong and the Mainland. Employees have been nurtured and encouraged to have energy conservation and environmental protection consciousness.

Starting from 2018, through regular monitoring and active management, we respond to environmental risks and changes in the external environment in a prompt manner. We also strengthen our 5S Management, which are known as "sort", "set in order", "shine", "standardise" and "self-discipline" in both manufacturing plants in order to make the production lines greener and more environmentally friendly. We continue to devote our efforts in environmental protection by implementing policies and measures discussed hereunder, so that our businesses and the communities in which we operate can be benefited.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

We have adopted various policies, procedures and measures which would be updated and revised from time to time to reduce GHG emissions, wastes generated and energy consumption in our plants and offices in Hong Kong and the Mainland as shown below:

GHG Emissions	Wastes Generated	Energy Consumption
<ul style="list-style-type: none"> • Procedures of handling excess emissions and measures on reduction of emissions 	<ul style="list-style-type: none"> • Management on the handling of hazardous waste system 	<ul style="list-style-type: none"> • Measures on effective energy conservation
<ul style="list-style-type: none"> • Regulations on the management, prevention and control of waste gas pollution 	<ul style="list-style-type: none"> • Regulations and methods on the waste treatment 	<ul style="list-style-type: none"> • Guidelines on resources conservation in Offices and environmental protection
<ul style="list-style-type: none"> • Regulations on the management of waste gas 	<ul style="list-style-type: none"> • Regulations on hazardous chemicals management 	<ul style="list-style-type: none"> • Regulations on energy savings management
	<ul style="list-style-type: none"> • Regulations on waste management 	<ul style="list-style-type: none"> • Regulations on usage of office resources
	<ul style="list-style-type: none"> • Risk identification, assessment and control procedures 	<ul style="list-style-type: none"> • Regulations on management of energy saving and consumption reduction
	<ul style="list-style-type: none"> • Regulations on the management of waste water 	

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Environment Management System Authentication

The latest certificates, ISO14001:2015 Environment Management System Certificate, were obtained by Jiaxing Eastern Steel Cord Co., Ltd. (“JESC”) and Tengzhou Eastern Steel Cord Co., Ltd. (“TESC”) in December 2020. These systems have been operating effectively and reviewed annually by WIT Assessment Company Limited and Shanghai NQA Certification Co. Ltd. respectively. The respective certificates are valid till October 2023 and December 2023 respectively.

Energy Management System Authentication

The latest certificate, ISO50001:2018 Energy Management System Certificate, was obtained by JESC in April 2021. This system has been operating effectively and reviewed by WIT Assessment Company Limited. The certificate is valid till March 2023.

Quality Management System Authentication

The latest certificates, IATF16949:2016 Quality Management System Certificate, were issued by TÜV Rheinland Cert GmbH, to JESC and TESC in January 2021. The latest certificate, ISO9001:2015 Quality Management System Certificate, was obtained by TESC in January 2021. These systems have been operating effectively. These certificates are valid till January 2024.

EMISSIONS

The Group strictly monitors and controls the generation of wastes, sewage discharges and GHG emissions during the production process, and ensures all the emissions and discharges are within environmental quality standards as set out by the local government of the place where our businesses operate to mitigate negative impacts on the environment. These laws, ordinances and regulations include the Environmental Protection Law of the PRC (《中國環境保護法》), the Environmental Protection Tax Law of the PRC (《中國環境保護稅法》), the Water Pollution Prevention and Control Law of the PRC (《中國水污染防治法》), the Prevention and Control of Atmospheric Pollution of the PRC (《中國大氣污染防治法》), the Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong), and the Product Eco-responsibility Ordinance (Chapter 603 of the Laws of Hong Kong) etc..

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

GHG Emissions and Other Pollutants Emissions

The Group is committed to reducing air emissions, GHG emissions and other pollutants' emissions in all our areas of operation as far as practicable. We have implemented and improved the aforesaid policies and measures since inception and from time to time to suit the need of environmental protection law requirements. To reduce GHG and other pollutants, we have adopted several measures, for example, selling products with minimal packaging, using less heat and air-conditioning in our manufacturing plants of the steel cord segment.

The total amount of air pollutants of the steel cord segment in 2021 decreased when compared to that of 2020. This was mainly attributable to the improvement of the production equipment in the production lines and the implementation of other energy saving measures during 2021. Further details in respect of other energy saving measures are illustrated in the section of “**Emissions Target and Steps Taken to achieve it**” in this ESG Report.

Details of the data of air emissions is set out under the headings “**Air Emissions**” and “**GHG Emissions**”. We continue to appoint environmental technicians in the steel cord segment to monitor all emissions from the plants and report to their managers/supervisors immediately if the emission amount exceeds the standards required under the relevant environmental laws and regulations.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Sewage Discharge Management

Same as 2019, to ensure the release of sewage to the sewer complies with the standards under the Environmental Quality Standard for Surface Water (《地表水環境品質標準》) and Wastewater Quality Standards for Discharge to Municipal Sewers (《污水排入城鎮下水道水質標準》) of the PRC, both plants have set up sewage treatment stations to collect and dispose of domestic sewage and industrial sewage. Besides, they have also set up condensate receivers to collect and reuse water after steam cooling from steam condensate return systems in the production lines. They monitor the pH value and Chemical Oxygen Demand (“COD”) daily at regular intervals, and detect heavy metals ions of industrial sewage in the sewer from time to time. Immediate actions will be taken to stop the discharge of industrial sewage if emissions are discovered to be excessive, and perform exhaustive inspection to ensure all emissions are in compliance with the standard requirements as set out by the PRC environmental regulatory authority. JESC obtained a Jiaying province Pollutant Discharge Rights Permits and a national Pollutant Discharge Permits and issued by Jiaying Ecology and Environment Bureau in February 2022 and June 2020 respectively. These Permits aims to regulate and restrict pollutant discharge units, and to ensure compliance with the regulatory requirements of the relevant environmental laws. In addition, JESC has installed four online waste water monitoring systems in March 2020, to ensure that the waste water discharge can meet the standard required. During the years ended 31 December 2021 and 2020, the pH value, COD and heavy metals ions of industrial sewage were lower than the stipulated standards. Further details in respect of other energy saving measures are illustrated in the section of “**Energy Use and Water Efficiency Targets and Steps Taken to achieve them**” in this ESG Report.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Waste Management

A hazardous waste treatment system and waste treatment procedures have been established which formulated provisions for collection, storage, and disposal of hazardous wastes generated in production lines. Qualified disposal enterprises in accordance with the Measures for Hazardous Waste Operation Administration (《危險廢物經營授權管理辦法》) and the Environmental Pollution by Solid Wastes of Prevention and Control Law of the PRC (《中國固體廢物污染環境防治法》) have been engaged to dispose of hazardous wastes properly. All of the non-hazardous wastes, including kitchen wastes, were disposed of by engaging recycling enterprises for recycling and reusing or by using other legitimate measures. In order to strengthen the environmental awareness of the employees, JESC established an environmental protection team to manage the classification of hazardous wastes, solid wastes and domestic garbage generated from the operation of the production, record and real-time track all the wastes produced every day, and the results are obvious. JESC has also built a new hazardous waste warehouse in the same year to better manage and control the amount of the wastes generated. Since 2017, JESC has tested and installed a new emulsion condensed evaporator to condense the density of lubricant. Further details in respect of the disposal of hazardous and non-hazardous wastes are illustrated in the section of “**Hazardous and Non-hazardous Wastes**” in this ESG Report. In addition, for further details in respect of other energy saving measures are illustrated in the section of “**Hazardous and Non-hazardous Wastes Reduction Targets and Steps Taken to achieve them**” in this ESG Report.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Air Emissions

In general, the key air pollutants include nitrogen oxides, sulphur oxides and the respiratory suspended particles. The air pollutants of the Group are mainly generated from the gaseous fuel consumption in the production lines of the steel cord segment. The related data of air emissions⁽¹⁾ for the years ended 31 December 2021 and 2020 are as follows:

Steel Cord Segment

Types of air pollutants (tonne(s))	2021	2020
Nitrogen oxides	21.18	22.67
Sulphur oxides	2.35	3.41
Respiratory suspended particles	1.58	1.83
Total air pollutants	25.11	27.91
Total air pollutants per thousand tonnes of production volume (tonne(s)/'000 tonnes)	0.11	0.15

1. The above air emissions data presented in nitrogen oxides, sulphur oxides and the respiratory suspended particles were provided from a third-party inspection agency.
2. Total air pollutants in 2021 decreased by approximately 10% when compared with that of 2020. The reason of the decrease is illustrated under the heading “**GHG Emissions and Other Pollutants Emissions**”.
3. The Offices mainly provide management and consulting services to the Group and there is no production line. Thus, the table did not list out the relevant ESG data of the segment.
4. Due to the cessation of the factory operation of the copper and brass products segment since 2018, ESG information/data in relation to copper and brass products segment may not be available in the subsequent years.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

GHG Emissions

GHG emissions come from all sorts of everyday activities, principally from water consumption, electricity consumption, combustion of fuel and gases, and driving. The increase in GHG emissions is one of the main reasons for the rise of the global temperature and occurrence of extreme weather and carbon dioxide is the major GHG emitted through human activities. We are committed to managing our GHG emissions by reducing flaring and improving the efficiency in use of energy and resources in our day-to-day operations.

The GHG emissions of the three segments for the years ended 31 December 2021 and 2020 are as follows:

	Steel Cord Segment		Copper and Brass Products Segment		Offices		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
Direct emissions (tonne(s)) (Scope 1)								
Corporate fleet ⁽³⁾	49.78	43.83	N/A	N/A	18.18	16.74	67.96	60.57
Natural gas	24,870.29	22,539.55	N/A	N/A	N/A	N/A	24,870.29	22,539.55
Total emissions (tonne(s)) (Scope 1)	24,920.07	22,583.38	N/A	N/A	18.18	16.74	24,938.25	22,600.12
Indirect energy emissions (tonne(s)) (Scope 2)								
Electricity	269,390.38	221,261.20	N/A	0.77	26.99	28.16	269,417.37	221,290.13
Other indirect emissions (tonne(s)) (Scope 3)								
Business travel ⁽⁴⁾	10.51	9.42	N/A	N/A	6.54	4.00	17.05	13.42
Paper consumption ⁽⁵⁾	50.29	39.15	N/A	0.04	1.76	1.91	52.05	41.10
Water consumption	924.71	734.07	N/A	0.02	0.03	0.04	924.74	734.13
Total emissions (tonne(s)) (Scope 3)	985.51	782.64	N/A	0.06	8.33	5.95	993.84	788.65
Total emissions (tonne(s)) (Scopes 1, 2 and 3)	295,295.96	244,627.22	N/A	0.83	53.50	50.85	295,349.46	244,678.90
Total emissions per thousand tonnes of production volume (tonne(s)/'000 tonnes)	1,290.32	1,302.89	N/A	N/A	N/A	N/A	N/A	N/A
Total emissions per gross floor area (tonne(s)/m ²)	N/A	N/A	N/A	N/A	0.08	0.08	N/A	N/A

1. Due to the operation needs of the steel cord segment, GHG emissions mainly come from the combustion of natural gas and electricity consumption.
2. GHG emissions factors are calculated based on the Report on GHG Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) issued by the EPD and the EMSD, Guide to Low Carbon Office issued by the EPD, Legislative Council Complex Greenhouse Gas Accounting Report issued by CCA, China's Regional Power Grid Baseline of 2019 (using the average of the operation margin and build margin) published by the Clean Development Mechanism in China and 2019 Refinement to the 2006 IPCC Guidelines for National GHG Inventories from the IPCC.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

3. Emissions from corporate fleet only include the transportation of employees as we do not have our own corporate fleet to transport/deliver our products to customers in steel cord segment.
4. Emissions from business travel by air are measured as they account for a major and large part of emissions from business transportation. We use the emission factors quoted from the International Civil Aviation Organization and CCA's Carbon Emissions Calculators to calculate the amount of emissions.
5. Paper consumption only includes A4 papers which are commonly used for printing corporate documents/communication in the ordinary course of business of the respective segment.
6. Due to the cessation of the factory operation of the copper and brass products segment since 2018, ESG information/data in relation to copper and brass products segment may not be available in the subsequent years. The above relevant data in 2021 and 2020 have been shown as "N/A".

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Hazardous and Non-hazardous Wastes

Other hazardous and non-hazardous wastes (apart from air pollutants and GHG emissions) generated for the years ended 31 December 2021 and 2020 are as follows:

Steel Cord Segment

Types of hazardous wastes (tonne(s))	2021	2020
Solid wastes		
Sludge from sewage treatment station ⁽⁴⁾	1,242.18	923.42
Sludge from lubricating station	266.00	235.35
Total solid wastes	1,508.18	1,158.77
Total solid wastes per thousand tonnes of production volume (tonne(s)/'000 tonnes)	6.59	6.17
Liquid wastes		
Lubricant	7,319.71	6,070.69
Used acid	13,039.70	12,957.15
Total liquid wastes	20,359.41	19,027.84
Total liquid wastes per thousand tonnes of production volume (tonne(s)/'000 tonnes)	88.96	101.34
Sewage⁽⁴⁾		
Domestic and industrial sewage	508,355.00	423,141.40
Total sewage per thousand tonnes of production volume (tonne(s)/'000 tonnes)	2,221.30	2,253.66

1. In accordance with the List of National Hazardous Wastes formulated by the Environmental Pollution by Solid Wastes of Prevention and Control Law of the PRC (《中國固體廢物污染環境防治法》), all the captioned wastes we have recorded are defined as hazardous wastes.
2. Sewage was discharged of from the business units of the PRC and consumption data was based on the amount of sewage discharged.
3. Due to the increase in the production volume during the year, the amount of hazardous wastes in 2021 has increased as compared to that of 2020, but most of the hazardous wastes per thousand tonnes of production volume is less than that of 2020.
4. The total amount of sludges from sewage treatment station and sewage in 2021 has increased significantly as compared to that of 2020, this is mainly attributable to the fact that TESC Phase II Project was put into operation in 2021. Measures have been taken to reduce the flushing water of all production lines and to prevent the drip leakage, and strengthen the frequency of on-site inspections. Drip leakage problems will be dealt with immediately if suspected, and the amount of wastewater and sludges were reduced accordingly.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Steel Cord Segment (continued)

Types of non-hazardous wastes	2021	2020
Industrial wastes (tonne(s))		
Scrapped rod ties, scrapped wires and steel wire rod ties ⁽³⁾	8,142.93	6,625.57
Oxidised surface of steel wire rod	905.41	757.27
Total industrial wastes	9,048.34	7,382.84
Total industrial wastes per thousand tonnes of production volume (tonne(s)/'000 tonnes)	39.54	39.32
Metallic wastes (unit(s))		
Scrapped spools	167,490.00	170,808.00
Total metallic wastes per thousand tonnes of production volume (unit(s)/'000 tonnes)	731.86	909.73
Packaging wastes (tonne(s))		
Scrapped plastic separators ⁽⁴⁾	13.04	5.74
Scrapped plastic bags ⁽⁵⁾	22.06	8.26
Used packaging plastic ties	4.85	3.66
Used packaging plastic bags for steel wire rod	255.73	187.85
Total packaging wastes	295.68	205.51
Total packaging wastes per thousand tonnes of production volume (tonne(s)/'000 tonnes)	1.29	1.09
Other wastes (tonne(s))		
Used sacks	65.06	69.04
Total used sacks per thousand tonnes of production volume (tonne(s)/'000 tonnes)	0.28	0.37
Used powdered lubricant	258.50	171.87
Total used powdered lubricant per thousand tonnes of production volume (tonne(s)/'000 tonnes)	1.13	0.92
Scrapped wooden brackets ⁽⁶⁾	244.56	200.30
Total scrapped wooden brackets per thousand tonnes of production volume (tonne(s)/'000 tonnes)	1.07	1.07

1. The aforesaid wastes generated in production lines of the steel cord segment were disposed of properly by those qualified disposal enterprises to mitigate the impact on the environment and those wastes are not defined as hazardous wastes according to the “List of National Hazardous Wastes”. Those wastes could be properly disposed of and re-used.
2. Due to the increase in the production volume during the year, the amount of non-hazardous wastes in 2021 has increased as compared to that of 2020, but some of the non-hazardous wastes per thousand tonnes of production volume is less than or about the same than that of 2020.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

3. The amount of scrapped rod ties, scrapped wires and steel wire rod ties in 2021 has slightly increased as compared to that of 2020, this is mainly attributable to the increase of the filament breakage rate in TESC in 2021, thus the amount of scrapped wires increased.
4. The amount of scrapped plastic separators in 2021 has increased significantly as compared to that of 2020, this is mainly attributable to a large-scale of disposal of scrapped plastic separators by JESC previously accumulated in 2021.
5. The amount of scrapped plastic bags in 2021 has increased significantly as compared to that of 2020. This is mainly due to the usage of plastic bags by TESC to protect the returned spools from rain, in order to reduce the repair cost of the spools. Thus, it resulted in an increase in scrapped plastic bags in 2021.
6. The amount of scrapped wooden brackets in 2021 has increased significantly as compared to that of 2020, this is mainly attributable to the increased number of new spools purchased by JESC. The wooden brackets used for placing the spools were damaged and could not be used, and needed to be disposed.

Offices

Types of non-hazardous wastes	2021	2020
Paper wastes collected for recycling (kg(s)) ⁽¹⁾	800.0	736.0

1. The total amount of paper wastes collected for recycling in 2021 slightly increased when compared to that of 2020. It falls within the normal fluctuation range.
2. In 2021 and 2020, the Offices did not produce any hazardous wastes.
3. Paper wastes collected for recycling included shredded paper and old newspapers. Since 2020, we started to recycle old newspapers, in calculating the amount of paper wastes collected for recycling.
4. Paper wastes collected for recycling commenced from the third quarter of 2016. Paper consumption in the Offices decreased in 2021 when compared with that of 2020.
5. Due to our administrative operation in the Offices, we inevitably consume large amounts of paper. The Group has stepped up its efforts in lowering the paper consumption in the Offices and has adopted principles to reduce, reuse and recycle in the Offices. To lower the impacts from the unavoidable consumption, we are also committed to enhancing our efforts in paper wastes recycling, while lowering paper consumption in the meantime. For details in respect of the measures on paper recycling implemented in the Offices are illustrated in page 35 under the section of “**THE ENVIRONMENT AND NATURAL RESOURCES**” in this ESG Report.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Emissions Target and Steps Taken to achieve it

The Group is committed to playing our parts in reducing emissions in order to fight climate change and devoted our efforts to protect the environment.

Our emissions target in 2030:

- reduce 20% total GHG emissions per thousand tonnes of production volume in the steel cord segment as compared to that in 2021

We aim to reduce emissions year by year, and have implemented a number of energy saving steps. In 2021, JESC renovated dust removal system of dry drawing production process, installed an industrial dust collector for dry drawing machines and replaced the original ten dust removal towers. In addition, technical transformation of electroplating line in the east area was also carried out, three acid mist purification towers were integrated into one, which greatly reduced the emission of waste gas. In 2022, JESC is planning to make full use of the smart energy management system to promote orderly electricity consumption, reduce comprehensive energy consumption and reduce GHG emissions.

Besides, we use energy efficient equipment, reuse water produced by the condensation of steam in production lines and reduce electricity, water and paper consumption in the Offices to mitigate emissions. Since 2017, we place great emphasis on the promotion of the concept of environmental protection by participating in the “Green Office Awards Labelling Scheme” (“GOALS”) and “Eco-Healthy Workplace Awards Labelling Scheme” (“Eco-Healthy Workplace”) organised by the World Green Organisation (“WGO”) to increase the awareness on physical and mental health of employees on workplace and be able to identify and apply reduction opportunities, ranging from energy, water and paper consumption to carbon at the office to assess and improve the environmental footprint.

To show our continual support on the promotion of green office, we will continue to participate in GOALS and Eco-Healthy Workplace. The idea of GOALS has become the mindset of our colleagues in our subsidiaries in the Mainland, they are now accustomed to switch off the lights when they leave their office and switch off lights that are not in use. Sticking labels beside the light switch is just a reminder to strengthen employees’ awareness on the importance of electricity saving. We will continue to spare no effort in strengthening and improving the current measures and policies in mitigating emissions. The effectiveness of the measures will be reviewed periodically in order to seek continuous improvement in the efficient use of energy and resources. For further details in respect of green measures implemented in Offices are illustrated in the section of “**THE ENVIRONMENT AND NATURAL RESOURCES**” in this ESG Report.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Hazardous and Non-hazardous Wastes Reduction Targets and Steps Taken to achieve them

We are committed to reducing waste generation in our operations for the sake of minimizing our environmental impacts. We monitor the waste generated in our production process to look for reduction opportunities as our target.

Our hazardous and non-hazardous wastes reduction targets in 2030:

- reduce 10% total hazardous wastes per thousand tonnes of production volume in the steel cord segment as compared to that in 2021
- reduce 5% total non-hazardous wastes per thousand tonnes of production volume in the steel cord segment as compared to that in 2021

To achieve the targets, the Group has entered into contracts in respect of the disposal of the sludge from sewage station and lubricating station, used acid and lubricant between qualified disposal enterprises. These hazardous wastes generated in production lines of the steel cord segment were disposed of properly by those qualified disposal enterprises in accordance to the Standard for Pollution Control on Hazardous Wastes Storage (《危險廢物貯存污染控制標準》) regulated in the PRC. In addition, JESC is undergoing a sludges desiccation project, aiming to reduce the amount of sludges disposal, and to save the related disposal fee. All used wrapping papers, metallic and plastic packaging ties, plastic films, paper cores and scrapped wood pallets incurred in production lines of the steel cord segment had also been disposed properly by those qualified disposal enterprises if possible. We actively dispose paper wastes and old newspapers to recycling enterprises for recycling or reusing. For further details in respect of the measures on green measures implemented in the Offices are illustrated in the section of “**THE ENVIRONMENT AND NATURAL RESOURCES**” in this ESG Report.

USE OF RESOURCES

The Group has adopted a set of specific and efficient policy in the use of resources in the production lines and spares no effort in nurturing and encouraging employees to have practices for energy and resources conservation. The Group has also implemented various measures to reduce paper, water and electricity consumption in production lines and the Offices. To monitor the implementation of energy consumption measures, environmental technicians and/or the manager of Human Resources and Administration Department are responsible for monitoring the use of energy and resources in the production lines and the Offices. Details of the green measures are set out under the heading “**THE ENVIRONMENT AND NATURAL RESOURCES**” in this ESG Report.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Direct and Indirect Energy Consumption

The energy consumption data of the three segments for the years ended 31 December 2021 and 2020 are as follows:

	Steel Cord Segment		Copper and Brass Products Segment		Offices		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
Direct energy consumption (MWh)								
Natural gas ⁽³⁾	128,440.47	116,403.58	N/A	N/A	N/A	N/A	128,440.47	116,403.58
Petrol	206.47	181.79	N/A	N/A	75.41	69.45	281.88	251.24
Total direct energy consumption (MWh)	128,646.94	116,585.37	N/A	N/A	75.41	69.45	128,722.35	116,654.82
Indirect energy consumption (MWh)								
Electricity consumption	456,942.37	375,305.24	N/A	1.52	39.92	41.61	456,982.29	375,348.37
Total direct and indirect energy consumption (MWh)	585,589.31	491,890.61	N/A	1.52	115.33	111.06	585,704.64	492,003.19
Total energy consumption per thousand tonnes of production volume (MWh/'000 tonnes)	2,558.78	2,619.82	N/A	N/A	N/A	N/A	N/A	N/A
Total energy consumption per gross floor area (MWh/m ²)	N/A	N/A	N/A	N/A	0.17	0.17	N/A	N/A

1. Energy consumption data was measured based on the amount of electricity, and fuels and gas consumed and energy conversion factors had taken reference from the Bioenergy Feedstock Development Program at Oak Ridge National Laboratory and a Beginner's Guide to Energy and Power, an article submitted by N Packer, Staffordshire University, UK, February 2011.
2. The total amount of direct and indirect energy consumption of the steel cord segment in 2021 increased when compared to that of 2020. This is mainly attributable to the increase in the production volume of the steel cord segment, thus resulted in a significant increase in energy consumption. But the total energy consumption per thousand tonnes of production volume is less than that of 2020. Details of the energy saving measures in the production lines are illustrated under the heading "**Energy Use and Water Efficiency Targets and Steps Taken to achieve them**" on page 31 of this ESG Report.
3. Natural gas was consumed in the combustion furnace at production lines of and cooking in the steel cord plants.
4. Due to the cessation of the factory operation of the copper and brass products segment since 2018, ESG information/data in relation to copper and brass products segment may not be available in the subsequent years. The above relevant data in 2021 and 2020 have been shown as "N/A".

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Water Consumption

Water is a paramount resource in the running of our operation and production, therefore we are acutely aware of water resources consumption and aim to maximise our water utilisation efficiency. Currently, the water resources supply comes primarily from local municipal water supply, rivers and lake water. We have installed condensate receivers to collect and reuse water after steam cooling from steam condensate return system in the production lines.

The water consumption data of the three segments for the years ended 31 December 2021 and 2020 are set out as follows:

	Steel Cord Segment		Copper and Brass Products Segment		Offices		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
Total water consumption (m ³)	1,016,164.03	806,673.81	N/A	24.26	33.80	40.98	1,016,197.83	806,739.05
Total water consumption per thousand tonnes production volume (m ³ /’000 tonnes)	4,440.21	4,296.36	N/A	N/A	N/A	N/A	N/A	N/A
Total water consumption per gross floor area (m ³ /m ²)	N/A	N/A	N/A	N/A	0.05	0.06	N/A	N/A

1. The data of amount of water is quoted by the water bills received and bottled water consumed.
2. The amount of water consumption of steel cord segment in 2021 has increased significantly as compared to that of 2020, this is mainly attributable to the replacement and maintenance of the cooling towers in the factory by TESC in 2021 to improve the cooling effect of the cooling towers. In addition, the increase in the production volume during the year also resulted in a significant increase in water consumption.
3. Due to the cessation of the factory operation of the copper and brass products segment since 2018, ESG information/data in relation to copper and brass products segment may not be available in the subsequent years. The above relevant data in 2021 and 2020 have been shown as “N/A”.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Energy Use and Water Efficiency Targets and Steps Taken to achieve them

Our production processes are inevitably water-intensive, so we strive to reduce water consumption and protect the environment.

Our energy use and water efficiency targets in 2030:

- reduce 3% total energy consumption per thousand tonnes of production volume in the steel cord segment as compared to that in 2021
- reduce 3% total water consumption per thousand tonnes of production volume in the steel cord segment as compared to that in 2021

We take the following steps to achieve the targets:

1. Carrying out air compressors preheat recovery projects to extend the service life of air compressors and to save energy and steam costs;
2. Setting up two sets of harmonic management devices to reduce heating rate of cables and other production machinery and equipment;
3. Using energy efficient equipment, such as motors, frequency converters and reactors and the cross-sectional area of the cable in the power supply system to reduce the usage of electricity;
4. Reducing the amount of water consumption in the production lines through the reuse of water after steam cooling from steam condensate return system in steel cord segment;
5. In 2022, JESC is planning to analyse water consumption every day through the smart energy management system, and deal with any abnormality in time to avoid wasting water and reduce water consumption;
6. TESC takes water-saving measures. For example, after the drainage water from the cooling towers is purified, it is reused in the cooling towers to reduce the amount of new water supplement;
7. Reducing the amount of electricity consumption in the production line of TESC through upgrading and improving the production equipment of TESC's manufacturing plant;
8. Modifying and maintaining the air-conditioning system and ventilation system of TESC's steel cord plant to reduce the usage of electricity;
9. Using energy efficient LED lighting rather than fluorescent lamp; and
10. Selling products with minimal packaging.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

In 2020, JESC was listed as one of the water-saving enterprises in Zhejiang Province in 2019, which is jointly recognised by Jiaxing Municipal Bureau of Economic and Information Technology, Jiaxing Municipal Bureau of Housing and Urban-Rural Development and Jiaxing Municipal Water Conservancy Bureau. The list is used to strengthen the work guidance for water-saving enterprises to improve water efficiency and promote the green and high-quality development of enterprises.

The Group has also implemented energy saving steps in the Offices as stated under the heading “**THE ENVIRONMENT AND NATURAL RESOURCES**” in this ESG Report.

Packaging Materials for Finished Products

The Group encourages reusing and recycling certain materials like spools and wooden pallets so as to reduce wastes. However, we understand that finished products produced by the steel cord segment should be packed properly and follow customers’ instructions before delivery so as to avoid any damage during transportation. Therefore, packaging materials could not be reduced significantly, in particular when the production volume increased. The types and data of package materials for steel cord segment for the years ended 31 December 2021 and 2020 are as follows:

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Steel Cord Segment

Types of packaging materials	2021	2020
Wooden, plastic and metallic pallets (unit(s)) ⁽²⁾	225,798.00	162,383.00
Total wooden, plastic and metallic pallets per thousand tonnes of production volume (unit(s)/'000 tonnes)	986.64	864.85
Spools (unit(s)) ⁽³⁾	9,507,974.00	7,789,648.00
Total spools per thousand tonnes of production volume (unit(s)/'000 tonnes)	41,545.84	41,487.81
Plastic bags (unit(s))	207,642.00	164,371.00
Total plastic bags per thousand tonnes of production volume (unit(s)/'000 tonnes)	907.31	875.44
Cardboard boxes (unit(s))	190,396.00	154,350.00
Total cardboard boxes per thousand tonnes of production volume (unit(s)/'000 tonnes)	831.95	822.07
Plastic scale boards (piece(s)) ⁽³⁾	962,002.00	814,368.00
Total plastic scale boards per thousand tonnes of production volume (piece(s)/'000 tonnes)	4,203.54	4,337.34
Humidity indicators (piece(s)) ⁽⁴⁾	200,307.00	157,421.00
Total humidity indicators per thousand tonnes of production volume (piece(s)/'000 tonnes)	875.26	838.43
Desiccants (tonne(s)) ⁽⁴⁾	856.21	674.99
Total desiccants per unit of production volume (tonne(s)/'000 tonnes)	3.74	3.60
Packaging ties (tonne(s))	64.86	54.18
Total packaging ties per thousand tonnes of production volume (tonne(s)/'000 tonne)	0.28	0.29

1. The amount of packaging materials in 2021 has increased as compared to that of 2020, due to the increase in the production volume during the year.
2. The number of plastic pallets in 2021 has increased significantly as compared to that of 2020, this is mainly attributable to the increase in the number of new customers who used plastic pallets in the two plants in 2021 and the increase in orders from customers who originally use plastic pallets, resulting in an increase in the usage of plastic pallets. Thus, we have to increase the input of the new plastic pallets to supplement the turnover. Due to the increase in the use of plastic pallets, the usage of wood pallets has also increased, so as to relieve the tension of plastic pallets.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

3. The amount of spools and plastic scale boards in 2021 has increased significantly as compared to that of 2020, this is mainly attributable to the increase in the production volume during the year and the decrease of the return of the old spools and plastic scale boards, resulting in an increase of the new spools and plastic scale boards input for supplement to keep up with the pace of the production. The total spools and plastic scale boards per thousand tonnes of production volume are about the same and slightly lower than that of last year respectively.
4. The amount of humidity indicators and desiccants in 2021 has increased significantly as compared to that of 2020, this is used mainly to increase the anti-oxidation of the products waiting for checking in the workshop.
5. The impact of the COVID-19 epidemic has caused the amount of packaging materials returned by the customers decreased in 2021, we have to increase the input of the new packaging materials to keep up with the pace of the production. In addition to the increase in the productivity of the steel cord segment, the amount of packaging materials increased in 2021 and the total packaging materials per thousand tonnes of production volume of respective packaging materials (except plastic scale boards and packaging ties) is slightly higher than that of 2020. In 2021, we continued to use packaging materials efficiently. For instance, we reused the packaging materials returned by the customers such as spools, plastic scale boards and wooden pallets, in order to reduce the input of the new packaging materials in 2021. We also increase the repairment rate of old wooden pallets, to reduce the input of new wooden pallets and save costs.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

THE ENVIRONMENT AND NATURAL RESOURCES

We understand that our business nature would have an impact on the environmental and natural resources. Thus, continuous efforts have been put into minimising such impact by implementing various measures at the Offices and production lines as far as we could so as to generate profits and return to the shareholders simultaneously, and also protect the environment. Due to office relocation in both Hong Kong and Shanghai in 2018, we have adopted various green measures to mitigate the impact of the renovation of our new offices and to achieve better furnishment to make our new offices greener.

We encourage employees to go green at Offices by implementing the following steps:

Green Steps	
Lighting	<ul style="list-style-type: none">• During the period from 1:10 p.m. to 1:50 p.m. (lunch time) and from 6:00 p.m. (after office hours) on business days, only those lighting which are essentially needed for safety, security or other specific purposes are maintained by adopting timer or plug load controller.• Switch off lights that are not in use. Those lighting which are in individual office areas are mandatory to switch off when the occupier is away or out for work.• Non-essential lighting should be switched off if there are only few people working in the office.• The last-man-out should check and turn off the lighting of all areas of the office.• Use energy efficient LED lighting rather than fluorescent lamp or tungsten filament lamp.• Monitor the implementation of the switch off light policy daily.
Air-conditioning	<ul style="list-style-type: none">• Individual air-conditioner can be adjusted manually to suitable temperature. It is recommended to adjust the temperature of individual air-conditioner to 25°C or above to save energy.• The last-man-out should check and switch off the air-conditioning of all areas of the office. Individual office users should check and ensure that the air-conditioner is turned off before leaving.• Affix stickers as a reminder to encourage employees switch off air-conditioning when not in use.• Alternative ventilation systems, e.g., fans, were available and good enough for normal air ventilation without air-conditioning.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

	<ul style="list-style-type: none"> • Individual office equipment with energy label (e.g., computers and monitors with EU Energy Star) were adopted.
Office Equipment	<ul style="list-style-type: none"> • Air-conditioning system was well-maintained regularly to maintain efficiency.
	<ul style="list-style-type: none"> • Affix “Save Energy” stickers near the main power switches as a reminder to employees.
	<ul style="list-style-type: none"> • Computers, monitors and individual multi-functional printers (if any) should be switched off after office hours or when leaving the workplace to reduce power consumption.
	<ul style="list-style-type: none"> • All computers shall preset time for standby or hibernate mode. Switch computers to sleep or hibernate mode and switch off monitors when they are idle to reduce power consumption.
	<ul style="list-style-type: none"> • The auto energy-saving mode of the computer has been activated and the brightness of the screen of the monitor has been lowered to reduce power consumption.
	<ul style="list-style-type: none"> • 22-inch LED monitors were widely adopted in office for higher resolution so that the chance of eye problems can be reduced.
	<ul style="list-style-type: none"> • LED monitors instead of Cathode Ray Tube monitors were used in order to save the consumption of electricity.
	<ul style="list-style-type: none"> • Multi-function device (includes printing, scanning, photo copying and fax) was used and well-maintained to prevent waste of paper.
	<ul style="list-style-type: none"> • Purchase environmentally friendly stationery and office equipment as priority. Stop purchasing and using stationery and office equipment which may cause a negative impact to the environment.
	<ul style="list-style-type: none"> • Employees should reuse stationeries, e.g., paper clips, folders, binders and envelopes.
	<ul style="list-style-type: none"> • Refrigerator and cool water dispenser were kept away from sunlight, well-ventilated and well-maintained.
	<ul style="list-style-type: none"> • Unwanted materials and thick ice were regularly cleared and defrosted from refrigerator.
	<ul style="list-style-type: none"> • The last-man-out should check and turn off all office equipment.
Water	<ul style="list-style-type: none"> • Strengthen the daily maintenance of water supply equipment. Employees should inform the property management office through Human Resources and Administration Department for carrying out repairing work promptly once water supply equipment is damaged.
	<ul style="list-style-type: none"> • Employees are reminded to shut water taps after use at drinking water and pantry area.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

	<ul style="list-style-type: none"> • Cleaning staff or drivers should clean with wet mop or cloth instead of flushing.
	<ul style="list-style-type: none"> • Employees were encouraged to report leaks and drips.
	<ul style="list-style-type: none"> • Water taps are equipped with automatic open or close sensor to save water.
	<ul style="list-style-type: none"> • Dual flush cistern was adopted for toilet.
Behavioural Change	<ul style="list-style-type: none"> • Employees should adjust the margins and font size of documents in order to optimise the use of paper, use double-sided copying, reuse single-sided paper, shred non-useful papers instead of throwing away together with domestic wastes, prevent unnecessary and wrong printing and avoid colour printing and copying to conserve more ink.
	<ul style="list-style-type: none"> • To nurture employees the habits of waste separation at source, two waste separation bins have been positioned at pantry for collecting plastic and metallic wastes. Other domestic wastes which cannot be recycled should be placed in existing garbage bins. Printed waste papers after shredding will also be arranged to be disposed of by recycling enterprises for recycling.
	<ul style="list-style-type: none"> • Employees should purchase in bulk (e.g., barreled fresh water) to reduce resource utilization by transportation.
	<ul style="list-style-type: none"> • Buy toners and inks that can be refilled to avoid more metallic or plastic cartridges disposed of to landfills.
	<ul style="list-style-type: none"> • Use reusable utensils and refuse to use disposable cups, plates, forks and other utensils.
Others	<ul style="list-style-type: none"> • Pen refills instead of new pen will be provided when used up.
	<ul style="list-style-type: none"> • Recycle the cartridges by manufacturer or EPD assigned recyclers (e.g., Computer Recycling Programme).
	<ul style="list-style-type: none"> • Electronic documentation was available and widely adopted.
	<ul style="list-style-type: none"> • In-situ reminders such as signage, poster, friendly reminder for switch-off light and air-conditioner were placed in a prominent position.
	<ul style="list-style-type: none"> • Environmental awareness was continuously raised through different environmental programs and other means in which employees could actively participate in.
	<ul style="list-style-type: none"> • Umbrella stand was available to avoid using one-off umbrella bags.
	<ul style="list-style-type: none"> • General greenery in office area.
	<ul style="list-style-type: none"> • Use environmentally friendly paper (wood-free paper) for printing annual report and circulars, etc..
	<ul style="list-style-type: none"> • Building was within walking distance from public transport stops or transportation stations.

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Through implementing the aforesaid steps, recycling of waste and recovery of resources, we believe that we can manage the negative impact on the environment and use resources effectively and efficiently to the greatest extent. We are gratefully being awarded a Certificate of Recognition by WGO for the period from July 2021 to August 2022 by participating in the GOALS and Eco-Healthy Workplace as an affirmation to our contribution. We also commit to improving our environmental performance in our production lines continuously by installing more environmentally friendly production machinery and equipment.



OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

CLIMATE CHANGE

The emerging challenge of climate change creates visible and responding to climate change has become a global consensus. The Chinese government has also put forward the climate action goal of “striving to reach the peak of carbon dioxide emissions by 2030 and striving to achieve carbon neutrality by 2060”.

The Group attaches great importance to climate change, and has identified and analysed the key climate-related risks in order to formulate actions to tackle with the potential impact on the long-term interests of the Group and other stakeholders. We believe that minimising the environmental footprint and strengthening energy-saving renovation, are essential to mitigate the adverse impact of climate change.

The Task Force on Climate-related Financial Disclosures divided climate-related risks into two major categories: (i) physical risks related to the physical impacts of climate change; and (ii) transition risks to achieve a lower-carbon economy.

The following table summarises the risks imposed to the Group brought by climate changes and respective mitigation measures taken.

Physical Risk	Mitigation Measures
<ul style="list-style-type: none"> ➤ Increased frequency of extreme weather events caused by climate change, leading to incidents and damage to factory properties. Since our business operations are only in indoor environment, we were less likely be affected by the extreme weathers such as floods, hurricanes, and droughts and other significant climate related issues 	<ul style="list-style-type: none"> ✓ Conduct property enhancement initiatives, strengthen building safety assessment and inspection to prevent and alleviate impacts due to extreme weather events, including flooding and typhoon ✓ Growing of perennial grass and stands of trees have been carried out as a means of wind barriers ✓ Precautionary measures have been taken by the Group, including work arrangements in the case of adverse weather conditions such as Typhoon Signal No. 8 or above or “black” rainstorm warning signal, as well as insurance coverage for fire, flood and typhoon damages to merchandise, furniture, fixtures and fittings ✓ Established the Typhoon and Flood Emergency Plan

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

Transition Risks	Mitigation Measures
A. Policy and Legal Risks	
<ul style="list-style-type: none"> ➤ China is expected to adopt more aggressive policies and measures to limit GHG emissions, thereby matching the national target of achieving carbon neutrality before 2060 ➤ The possibility of being regulated by the carbon trading system will bring uncertainty to the Group's business development ➤ Growing stakeholders' expectation on sustainability achievement. As the value of loss and damage arising from climate change grows, litigation risk of the Group is also likely to increase. Reasons for such litigation include the failure of organisations to mitigate impacts of climate change, failure to adapt to climate change, and the insufficiency of disclosure around material financial risks 	<ul style="list-style-type: none"> ✓ Actively obtain policy trends and incorporate them into the Company's long-term planning in a timely manner ✓ Conduct regular reviews and analyses of local and international reporting requirements ✓ Actively consider to enhance reporting and data collection procedures through assistance from independent consultant ✓ Closely monitor the development of regulations on prudent financial management and disclosure relating to climate change ✓ Established an ESG working group to drive initiatives
B. Technology Risk	
<ul style="list-style-type: none"> ➤ Technological improvements or innovations that support the transition to a lower-carbon, energy efficient economic system involve the development and use of emerging technologies, that may affect the competitiveness of the Group, their production and distribution costs 	<ul style="list-style-type: none"> ✓ Study and optimise equipment energy saving renovation plans to further reduce equipment energy consumption
C. Reputation Risk	
<ul style="list-style-type: none"> ➤ Customer, community and general public's perceptions of the Group's contribution to a lower-carbon economy 	<ul style="list-style-type: none"> ✓ Actively abide by the relevant policies and requirements relating to climate change to protect the Company's reputation ✓ Obtain relevant authentication (e.g. Environment Management System Authentication, Energy Management System Authentication and Quality Management System Authentication) ✓ Attach importance to supplier sustainability management and strengthen supplier sustainability related training

OUR RESPONSIBILITIES FOR ENVIRONMENTAL PROTECTION

In the future, the Group will continue to analyse the key climate-related risks so as to understand the impacts on its operations and implement mitigation measures to enhance its resilience and adaptability to climate change.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

EMPLOYMENT

Our People and Safety

Employees are the most critical assets of the Group and an integral part of its long-term sustainable development that their abilities, knowledge and experience cannot be replaced. It goes without saying that ensuring their safety and health at the workplace is of our top priority. The Group is committed to providing all employees with a harmonious, safe and healthy working environment.

During the year, we have implemented various measures to promote occupational health and safety at the workplace and ensure that employees work under a safety environment. This is also a part of the initiatives we have taken under GOALS and Eco-Healthy Workplace (collectively the “Schemes”) organised by WGO. We have implemented some of the recommended practices listed in the guidelines of the Schemes, such as putting labels around the shelves and working stations to remind employees not to look at the computer screens for too long, using trolleys when carrying heavy objects, adjusting light intensity in the office for a comfortable and safe working environment, removing excess lighting in the areas that are too bright, placing computer screens at a right angle to the windows, placing the photocopiers in a designated area to reduce noise, keeping all sections of the office tidy and clean, disposing garbage into appropriate containers, placing air purifiers, cleaning carpets regularly and providing chairs with “height adjustable seat”, “adjustable armrest” and “tilting backrest” to employees etc.. All the above measures are adopted in order to provide a safe and healthy working environment to our valuable employees of the Group. For further details regarding the Schemes, please refer to the heading “**COMMUNITY INVESTMENT**” in this ESG Report.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Management Systems for the Employees of the Group

The Group has prepared human resources policies, which are stipulated in employees' handbooks, notices, and relevant codes of conduct, and implemented employees' management systems in its business units. The abovementioned handbooks, notices, codes and systems cover the area of relevant rules and regulations in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods, and other benefits and welfare. Regulations and rules set out in those handbooks, notices, codes and systems are in line with the applicable laws and regulations in Hong Kong and the PRC, including the anti-discrimination Ordinance (e.g. Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong)), Employment Ordinance (Chapter 57 of the Laws of Hong Kong), Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong), Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong), Company Law of the PRC (《中國公司法》), Labour Law of the PRC (《中國勞動法》), Labour Contract Law of the PRC (《中國勞動合同法》), etc.. During the year under review, there was no material breach of or non-compliance with those applicable laws and regulations by the Group.

Compensation and Dismissal

We have formulated procedures and terms and conditions in the employees' handbooks to deal with those employees who violate any rules set out by the Group. A written warning notice will be given or immediate dismissal will be imposed to those employees according to the level of severity of each case. Human resources department of the concerned company should be consulted prior to the proposed dismissal of any employee so as to ensure the compliance with the legal requirements.

We will pay sufficient compensation to those employees subject to the aforesaid laws and regulations.

Working Hours and Rest Periods

The employees' handbooks and employment contracts have clearly specified the working hours of employees. For employees who are required to work on irregular hours or public holidays are offered overtime pay and additional compensation as defined in their employees' job descriptions. The Group has complied with the relevant employment laws and regulations in respect of working hours and rest periods in Hong Kong and the PRC.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Emolument Policies of the Directors and Employees

The emoluments of the directors of the Company are determined by the remuneration committee of the Company according to his experience and duties, his role played in the Board, the Group's performance and profitability, the remuneration benchmark in the industry and the prevailing market conditions. The emolument policy of the Group's employees is also based on their merit, qualifications and competence as well as the prevailing market conditions of the industry. In general, remuneration packages, including discretionary bonus, are reviewed annually. In addition to salary payments, other employee benefits including medical subsidies, hospitalisation scheme and a defined contribution provident fund stipulated by the State Regulations of the PRC, Mandatory Provident Fund Scheme stipulated by the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) and other retirement schemes or other similar defined contribution provident fund schemes have been provided as retirement benefits to employees in Hong Kong and the PRC respectively. Employees in the PRC are also entitled to other benefits under the Labour Law of the PRC (《中國勞動法》).

Equal Opportunity, Recruitment and Promotion

The Group is committed to protecting human right and strictly prohibiting any discrimination, harassment, victimisation or vilification occurred at workplace in spite of their gender, physical or mental state, race, nationality, religion, age, family status or sexual orientation, or any other attribute recognised by the laws of the country in which the Group operates. We emphasis on the prohibition of discrimination, especially the sexual discrimination at workplace. Thus, we have established the Policy on Prevention of Sexual Harassment at Workplace.

The procedures of recruitment, promotion and retention of talents are implemented in accordance with the principles of equal opportunity under the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong), Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong), Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong), Family Status Discrimination Ordinance (Chapter 527 of the Laws of Hong Kong), Protection of Women's Rights and Interests Law of the PRC (《中國婦女權益保障法》), the Special Rules on the Labour Protection of Female Employees (《女職工勞動保護特別規定》) and Protection of Disability Law of the PRC (《中國殘疾人保障法》).

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

In addition, we have adopted the Policy for Nomination of a Director of the Company, which sets out the procedures for the selection, appointment and reappointment of Directors, with selection criteria including but not limited to considering the potential contributions a candidate can bring to the Board in terms of qualifications, skills, experience, independence and gender diversity.

The Group has formulated a promotion mechanism which sets out uniform selection criteria and guidelines for employees' promotion. Moreover, the Group has established a complaint channel for employees to make complaint if he/she has been suffered from any unfair treatments.

Personal Data Privacy

The Group respects personal data privacy and is committed to implementing and complying with the data protection principles and all relevant provisions of the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) and codes of practice/guidelines issued by the Privacy Commissioner for Personal Data, Hong Kong for the collection of personal data from employees for the purpose of providing them with benefits, compensation, salary payments, performance assessment, promotion etc..

Diversity and Gender Mainstreaming

The Group has established a diversity policy for employees, regardless of their gender, age, religion, race and nationality but recruit them based on their skills and professions. All employees are entitled to the same rights of work, salary and benefits.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Since 2013, the Board has also established a Board Diversity Policy to attract and retain talented people as board members. The Board Diversity Policy has been reviewed and recommended by nomination committee members, and approved by Directors, such as increasing diversity at the Board level, including but not limited to gender, language, age, religion, social-economic status, cultural and educational background, ethnicity, professional experience, regional and industry experience, skills, knowledge, thinking styles, know-how and length of service, in particular focus on gender diversity, independence of independent non-executive Directors and skills and experience, as an essential element in supporting the attainment of the Company's objectives and its sustainable development. A summary regarding the Board Diversity Policy can refer to the "The summary of Board Diversity Policy" section on page 46 under the heading "CORPORATE GOVERNANCE REPORT" of the 2021 annual report of the Company.

Moreover, the Company has participated the Gender Focal Point Network (GFPN) which was jointly organised by the Labour and Welfare Bureau of the Government of the Hong Kong Special Administrative Region and the Women's Commission in promoting gender mainstreaming, which is a global strategy of the United Nations for the promotion of women's advancement and gender equality. Since joining GFPN, we are willing to communicate and cooperate with employees on gender-related matters in their daily work.

Communication with Employees

The Group values its employees as they are our important internal stakeholders and we believe that loyal employees help contribute the Group's business strategies as well as achieve goals and missions. In addition, the Group also pays attention to the opinions/suggestions of employees.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

The two steel cord plants of the Group conduct an Employees' Satisfaction Survey every year by using a scoring assessment mechanism to indicate the employees' satisfaction level on their career prospects. Through the surveys, we can measure the engagement level of our employees to the companies and know whether employees are engaged or disengaged under common factors, such as promotion, benefits and compensation, working conditions, relationship with management, company culture etc.. Those surveys also provide employees a channel for open feedback, thereby creating a platform for mutual communication. In addition, the information obtained from the surveys enable us to identify the strengths and opportunities for improving engagement in our Group. The Company has conducted the same Employees' Satisfaction Survey since 2016, aiming to collect employees' opinions/suggestions on career perspectives and submit the relevant employees' job satisfaction summary analysis report to the management for review. The management of the Company will consider and make response to the feedback from employees and refine the relevant human resources related policies and systems, if practicable.

The Group is aware of the importance of safeguarding the rights and interests of employees, especially the production workers in the PRC, as those production workers constitute the majority of the Group's employees. If they are not satisfied with their salaries, meal allowance, working hours and conditions, apart from expressing their views/opinions to the management of the Group, they also have the right to report to the Chinese Trade Union and negotiate with their employers under the Trade Union Law of the PRC (《中國工會法》), Articles of Association of Trade Unions in the PRC (《中國工會章程》) and Congress of Workers of the Industrial Enterprises Regulations (《全民所有制工業企業職工代表大會條例》). Our employees, including production workers, can present their opinions and recommendations at the Congress of Workers and Staff. All in all, we are pleased to listen to the needs and opinions from employees and provide various communication channels for employees to express their views regarding employment issues. We also obey the Special Rules on Labour Protection of Female Employees (《女職工勞動保護特別規定》) to protect the health of female employees.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Total Workforce and Employee Turnover Rate by Gender, Employment Type, Age Group and Staff Hometown Region

Total workforce by gender, employment type, age group and hometown region of staff of the three segments for the years ended 31 December 2021 and 2020 are as follows:

Unit	Steel Cord Segment		Copper and Brass Products Segment		Offices		Total		
	2021	2020	2021	2020	2021	2020	2021	2020	
Total number of employees	2,264	2,105	0	2	40	41	2,304	2,148	
By gender									
Male	No. of employees	1,977	1,907	0	0	21	20	1,998	1,927
Female	No. of employees	287	198	0	2	19	21	306	221
By employment type									
Full time	No. of employees	2,264	2,105	0	2	40	41	2,304	2,148
Part time	No. of employees	0	0	0	0	0	0	0	0
By age group									
30 or below	No. of employees	394	409	0	0	0	2	394	411
31 to 50	No. of employees	1,671	1,530	0	1	26	25	1,697	1,556
Over 50	No. of employees	199	166	0	1	14	14	213	181

Year	Unit	Steel Cord Segment			Copper and Brass Products Segment			Offices			Total
		Shandong Province	Zhejiang Province	Henan Province	Hong Kong	Guangdong Province	Hong Kong	Shanghai	Beijing	Others	
By staff hometown region											
2021	No. of employees	1,424	433	80	0	0	12	13	6	336	2,304
2020	No. of employees	1,266	441	91	1	1	15	12	6	315	2,148

1. The factory operation of copper and brass products segment has ceased in September 2018, but there are still employees working for the matters regarding the discontinued operation of copper and brass products business in 2020. In 2021, all the employees regarding the business have resigned.
2. The above table of the total workforce by staff hometown region of the three segments is showing the three segment's top three hometown regions that most of the employees live respectively.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

The number and turnover rate of employees by gender, employment type, age group and hometown region of staff for the years ended 31 December 2021 and 2020 are as follows:

Unit		Steel Cord Segment				Copper and Brass Products Segment				Offices				Total			
		2021		2020		2021		2020		2021		2020		2021		2020	
Number and rate of employee turnover (%)		989	3.53	719	2.88	2	12.50	0	0.00	4	0.81	1	0.20	995	3.49	720	2.82
By gender																	
Male	No. of employees and %	879	3.14	682	2.73	0	0	0	0.00	3	0.61	0	0.00	882	3.10	682	2.67
Female	No. of employees and %	110	0.39	37	0.15	2	12.50	0	0.00	1	0.20	1	0.20	113	0.39	38	0.15
By employment type																	
Full time	No. of employees and %	989	3.53	719	2.88	2	12.50	0	0.00	4	0.81	1	0.20	995	3.49	720	2.82
Part time	No. of employees and %	0	0.00	0	0.00	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
By age group																	
30 or below	No. of employees and %	426	1.52	320	1.28	0	0	0	0.00	0	0.00	0	0.00	426	1.49	320	1.25
31 to 50	No. of employees and %	549	1.96	373	1.50	1	4.17	0	0.00	3	0.61	0	0.00	553	1.94	373	1.47
Over 50	No. of employees and %	14	0.05	26	0.10	1	8.33	0	0.00	1	0.20	1	0.20	16	0.06	27	0.10

Year	Unit	Steel Cord Segment				Copper and Brass Products Segment				Offices							
		Shandong Province		Zhejiang Province		Sichuan Province		Others		Hong Kong		Guangdong Province		Hong Kong Harbin			
By staff hometown region																	
2021	No. of employees and %	794	2.83	39	0.14	22	0.08	134	0.48	1	8.33	1	4.17	3	0.61	1	0.20
Year	Unit	Steel Cord Segment				Copper and Brass Products Segment				Offices							
		Shandong Province		Zhejiang Province		Sichuan Province		Others		Hong Kong		Guangdong Province		Hong Kong			
By staff hometown region																	
2020	No. of employees and %	544	2.17	39	0.16	23	0.09	113	0.46	0	0.00	0	0.00	1	0.20		

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Promotion of Employees' Work-life Balance

Striking a perfect work-life balance has always been a challenge for our employees. We believe that employees are more willing to work at the Company for a longer period of time when they feel more motivated and less stressed at work. Therefore, a higher employee retention rate, a lesser time-consuming training and a greater employees' loyalty towards the Company can be achieved.

HEALTH AND SAFETY

The Group treats its employees' health and safety as high priority and we are committed to maintaining a safe, healthy and productive workplace for our employees. Thus, we provide orientation training, comprehensive and ongoing safety trainings to our employees of the main departments, in particular to those who worked at workshops and production lines of the Company and its principal business units/its subsidiaries, to help them adapt to the operation of the plant and machinery and production facilities.

In order to provide a safe and healthy working environment to our employees, the Group has formulated various production safety regulations, relevant workshop regulations and codes of conduct in workplace, which provide guidelines on handling personal injuries and operating equipment accidents in case of occurrence, handling dangerous chemicals and operating machines which is set out in the procedures on operation safety manual and safety codes in accordance with the Occupational Safety and Health Ordinance, Occupational Disease Prevention Law in the PRC (《中國職業病防治法》) and the Production Safety Law of the PRC (《中國安全生產法》).

We have adopted the codes of practice in safety operation for handling hazardous wastes and operating machines to strictly regulate employees who often handle hazardous wastes and operate machines. They have to take and/or wear full set occupational protective equipment provided by the Group, such as face shields, safety glasses/goggles, safety belts, protective clothing etc. when they are handling dangerous chemicals or operating machines to protect their health and safety. They should check if the operating machines or equipment are in order and safe before use. All the operating machines and equipment have been inspected regularly to ensure safety. We have also prepared a compilation of responsibilities on safety issues to regulate the duties of each of main department of the two steel cord plants in terms of planning, monitoring and reviewing of safety and health measures. Safety maintenance officers have been appointed by the two plants to implement, monitor and enforce the management of health and safety policies. Moreover, we have also formulated regulations in respect of maintenance of healthy and safe workplace for our employees.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Our two manufacturing plants in the PRC have implemented several working measures, especially strengthening the safety and 5S Management, which are known as “sort”, “set in order”, “shine”, “standardise” and “self-discipline” so as to enable our employees to work at a safe and green working environment and production lines.

The Group has regulated that all new employees in the Mainland must take three levels of production safety trainings before taking up their duties, i.e., departmental trainings, workshop trainings and class/team work lines trainings. Employees who have special job duties, such as handling of dangerous chemicals, electricians, fitters, welders, forklift operators etc., must follow the operation safety rules. For employees who change job positions must also re-take relevant safety trainings before serving. We also provide trainings to Hong Kong and PRC employees, aiming to deliver a message of the importance of occupational health and safety in Hong Kong and PRC offices. Since the outbreak of the COVID-19 epidemic, Hong Kong head office, Shanghai subsidiary office and the two plants have implemented different anti-epidemic measures, such as working from home, providing masks to employees, taking body temperature at work etc., all of which are based on employees’ safety and health as priority.

In addition, a reporting channel has been established for work injuries and work-related fatalities. In the event of any work injury or work-related fatality, the managers of the main business units of the Company and its subsidiaries must report to the manager of human resources and administration department immediately. We have also adopted an internal key performance indicator defining a tolerance level for occupational injuries and work-related fatalities in main business units of the subsidiaries. When no occupational injury or serious occupational accident has occurred or the occurrence rate is below the tolerance level, the responsible person of the management will be awarded. We believe that such measures can reduce the occurrence of work injuries.

Both manufacturing plants in JESC and TESC have set a target to achieve “zero” work injury in 2021.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Occupational Health and Safety Management System Authentication

JESC and TESC obtained the latest certificates, ISO45001:2018 Occupational Health and Safety Management System Authentication Certificate since December 2020 and January 2016 (reissued in December 2020), which are reviewed by WIT Assessment Company Limited and Shanghai NQA Certification Co., Ltd. respectively every year. The respective certificates are valid till October 2023 and January 2022 respectively.

Work Safety Management System Authentication

JESC and TESC obtained the Work Safety Standardization Certificates issued by the State Administration of Work Safety of the PRC (中國國家安全生產監督管理總局) since December 2019 and May 2021 respectively. The respective certificates are valid till December 2022 and May 2024 respectively.

Number and Rate of Work-related Fatalities in the past three years and Lost Days due to Work Injury

Under the Employees' Compensation Ordinance, the Company must possess a valid employees' compensation insurance policy to cover its legal liabilities under both the ordinance and common law for work injuries in Hong Kong. All employees working in the PRC are protected from work injuries and work-related diseases subject to China's social security system. If an employee has suffered from work-related injury, fatality or disease in his/her course of employment, we must report to the Labour Department in Hong Kong or Ministry of Human Resources and Social Security of the PRC in writing within the period stipulated by the Occupational Safety and Health Ordinance, Regulation on Work-Related Injury Insurances (《工傷保險條例》) of the PRC and The State Council of the PRC, as the case may be.

Neither any accidents in relation to occupational health and safety nor work-related fatalities had occurred in connection to the Group in the past three years including the reporting year.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

The related data of occupational injury of the Group for the years 2021 and 2020 are as follows:

	Unit	2021	2020
No. of employee's occupational injury incidents ⁽¹⁾	No. of incidents	9	7
No. of employee's occupational injury	No. of persons	9	7
Percentage of employee's occupational injury ⁽²⁾	%	0.39	0.33
No. of working days lost due to employee's occupational injury	Days	490	511

1. Reportable injuries refer to work-related accidents of employees resulting in incapacity for a period exceeding 3 days in Hong Kong under the Employees' Compensation Ordinance and the days as defined under the Regulation on Work-Related Injury Insurances (《工傷保險條例》) in the PRC.
2. The rate of occupational injury is calculated as the number of injured employees divided by the number of employees employed in steel cord segment and multiplied by 100%.

Compensation for Work Injuries

The Group complies with the laws, rules and regulations in relation to compensation for work injuries or occupational diseases in Hong Kong and the PRC, which include the Employees' Compensation Ordinance, Compensation Standard for Work Injury (《工傷賠償標準》), Regulation on Work-Related Injury Insurances (《工傷保險條例》), Social Insurance Law of the PRC (《中國社會保險法》) and Regulation on Work-Related Injury Insurance in Zhejiang Province (《浙江省工傷保險條例》) to pay compensation to employee who has suffered from work-related injuries or work-related diseases. The Group also considers to pay extra compensation more than statutorily required to those employees who are injured, dead or suffered from work-related diseases in their course of employment.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

DEVELOPMENT AND TRAINING

The Group aims to ensure the continuous development and training of all employees, and is committed to providing continuous development training programmes/courses to the Mainland employees, Directors and employees of the Company to enhance their production and management skills, as well as professional skills and knowledge. Therefore, the Group has adopted training course management policies for employees at different levels of the Group, including managerial grade or above, general staff and production workers, to provide them with a training framework for internal and external training programmes/courses. Each business segment is responsible for developing its own training programmes/courses to meet its specific business requirements. These training programmes/courses offered to employees include orientation training, on-the-job training, safety education, on-site training, simulative practice, vocational training, talk/lecture, quality management, job relocation training and external training related to professional qualifications. Through orientation training, new employees can have a fast understanding of the company, identify the organisational culture of the company and can easily adapt to it. Employees who fail the orientation training after the probation period stipulated in their employment contract and employees' handbook of their companies may result in disqualification as permanent employees with those companies. Any employee who has attended on-the-job training must take examinations to assess employee's performance.

During the year ended 31 December 2021, the Directors have attended programmes or seminar(s) organised by the Company, other qualified professional bodies or regulatory authorities. In particular, all Directors had actively participated in the anti-corruption training in ESG reporting under the New ESG Requirements that took effect for financial years commencing on or after 1 July 2020.

The Group encourages employees to pursue lifelong learning and training. Therefore, we offer comprehensive benefits, such as examination leaves, for those employees who will attend examinations organised by professional bodies or academic institutions in relation to the job he/she performs. All in all, the Group provides all-round and comprehensive trainings to employees enhancing their technical skills and knowledge continuously.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

The Percentage of Employees Trained and Average Training Hours Completed per Employee by Gender and Employee Category

As at 31 December 2021 and 2020, the respective percentage of employees trained and average training hours completed per employee by gender and employee category are as follows:

	Unit	Steel Cord Segment		Offices	
		2021	2020	2021	2020
Percentage of employees trained	%	54.82	54.31	6.29	7.76
Percentage of employees who received training by gender					
(a) Male	%	48.76	50.19	0.63	1.91
(b) Female	%	6.06	4.12	5.66	5.85
Percentage of employees who received training by employee category					
(i) Directors and/Senior Management	%	N/A	N/A	0.41	0.84
(ii) Managerial grade or above	%	0.08	0.06	0.21	0.43
(iii) Production workers	%	51.80	50.67	N/A	N/A
(iv) Supporting/General Staff	%	2.89	3.45	1.66	1.87
(v) Others	%	0.05	0.13	4.01	4.62
Average hours of training per employee by gender					
(a) Male	Hours	9.52	7.62	0.17	0.19
(b) Female	Hours	12.03	7.12	0.63	0.87
Average hours of training per employee by employee category					
(i) Directors and/Senior Management	Hours	N/A	N/A	0.15	0.13
(ii) Managerial grade or above	Hours	0.21	0.74	0.33	0.34
(iii) Production workers	Hours	10.96	8.51	N/A	N/A
(iv) Supporting/General Staff	Hours	1.13	1.46	0.68	0.68
(v) Others	Hours	0.06	0.19	0.57	0.60
Total training hours completed by employees	Hours	274,260.00	189,434.10	253.00	256.00
Average hours of training per employee	Hours	9.81	7.58	0.53	0.53

1. Due to the cessation of the factory operation of the copper and brass products segment since 2018, ESG information/data in relation to copper and brass products segment may not be available in the subsequent years.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

LABOUR STANDARDS

The Group has formulated a comprehensive set of human resources policies to recruit talented persons from the widest pool of available talent in a fair and equitable manner, including but not limited to stipulating rules on recruitment and also formulated a strict recruitment policy to prevent child and forced labour, and other potential illegal incidents.

Management Systems for Recruitment

The Group aims to recruit and retain the best employees to help achieve its business objectives, missions and visions by implementing recruitment management systems strictly. The Group has taken all practical steps to ensure that the job applicants are legally employed in accordance with the Provisions on the Prohibition of Child Labour of the PRC (《中國禁止使用童工規定》) and relevant laws and regulations in Hong Kong and the PRC and request new applicants truthfully fill in their personal information in the personal data form, and provide identification documents and/or working visa (if any) to human resources and administration department in a fair and equitable manner and also under legitimate procedures. Those procedures include but not limited to verification of identity to prevent the Group from recruiting employees under the age of 16 and forced labour. In addition, we ensure that applicants and employees are treated equally in respect of recruitment, assignment, development, evaluation and reward.

BUILDING A HARMONIOUS AND PROSPEROUS COMMUNITY ENVIRONMENT

Prevention of Child Labour and Forced Labour

Pursuant to the Provisions on the Prohibition of Child Labour of the PRC (《中國禁止使用童工規定》) and the Law of the PRC on the Protection of Minors (《中國未成年人保護法》), the Group is prohibited to recruit employees under the age of 16 and forced labour. In this regard, we have formulated regulations on managing the prevention of child labour and forced labour, and established procedures for handling incidents with necessary actions taken to transport back those labour to hometown or place of origin if any child labour/forced labour is found. Disciplinary actions including the possibility of summary dismissal will be taken against employees deliberately providing untrue personal data, forged certificates or violating such regulations subject to the concerned company's employees' handbook and policies. Those regulations are in compliance with the Employment Ordinance and relevant laws and regulations in the PRC.

All in all, the Group shall review the overall recruitment practices from time to time to prevent child labour, forced labour and other potential illegal incidents and shall comply with any laws, rules and regulations to prohibit child labour and forced labour. During the year of 2021, the Group was not aware of any breach of or non-compliance with applicable laws and regulations in relation to child labour and forced labour.

OPERATING PRACTICES

SUPPLY CHAIN MANAGEMENT

Our customers and suppliers

The Group has maintained good business relationship with the suppliers for many years as they have been continuously providing stable and high-quality raw materials to the Group. The suppliers mainly supply steel wire rods for manufacturing of steel cords for radial tyres, which are used in steel cord segment.

We are committed to providing our customers with high quality and advanced steel cords, sawing wire and hose wire products to (i.e., tyre manufacturers). In our supply chain management, quality control is one of the key features. Therefore, steel cord segment will strictly select raw material suppliers with quality assurance, good reputation, high credibility and integrity which we can maintain long-term business relationship with them. In addition, we adopt a stringent procurement management mechanism and screening system by selecting our raw materials suppliers based on various factors, such as price, exclusivity, transportation convenience, financial condition, quality, techniques and skills, reputation, after-sale services, social responsibility etc..

In addition, we regularly evaluate the current suppliers, and the evaluation factors mainly include the on-going quality of raw materials, costs, service, delivery, customers feedback etc.. We have gone through a set of standard procedures to select and evaluate samples of raw materials, i.e., wire rods, to meet the quality requirements of international standard, such as ISO9001:2015. We also monitor the changes of customers and suppliers information under well-established procedures to minimise possible business risks arising from changes in owners/beneficiaries of our customers and suppliers, in order to maintain accurate and reliable record of our customers and suppliers.

OPERATING PRACTICES

Number of Suppliers by Geographical Region

The number of suppliers by geographical region of steel cord segment for the years 2021 and 2020 are as follows:

	2021	2020
PRC		
Jiangsu	7	8
Others	5	5
Subtotal	12	13
Japan	1	1
Total	13	14

OPERATING PRACTICES

Practices relating to Engaging Suppliers, Number of Suppliers where the Practices are being Implemented, and the Execution and Monitoring of those Practices

For steel cord segment, its purchasing department has developed a series of supplier management procedures to strictly monitor the quality of raw materials and review the rating of those suppliers regularly. Our objective is to select suitable suppliers who can provide high quality raw materials and excellent service. We have also drafted a supplier product quality assurance cooperation agreement for key suppliers to ensure that the products provided by them meet our quality requirements. We believe this practice can enhance the mutual trust relationship between the suppliers and our Company and safeguard the interests of both parties.

The above practices applied to all suppliers in respect of provision of raw materials for steel cord segment during the years of 2021 and 2020.

In order to minimise the use of resources due to transportation and prioritise the purchase of environmentally friendly stationery and office equipment etc., we have adopted a green procurement policy to encourage employees to purchase in bulk.

In addition, we encourage our suppliers to follow the Group's standards, comply with all applicable laws and regulations, and strive to minimise the negative impacts on environment and protect our natural resources. For instance, one of our suppliers, Nanjing Iron & Steel Co., Ltd., supplies us with products in accordance with its environmental policies and guidelines and follows our requirements.

Our suppliers also have expectations on us, including profitability, level of compliance with laws and regulations, effectiveness of supply chain management, accountability, integrity and reliability, willingness to communicate, degree of integrity in co-operation and length of partnership.

We hope to be the selected customers of our targeted suppliers. In contrast, their loyalty, support and collaboration enable us to operate more effectively, obtain raw materials more sustainably, and thereby enhance our supply chain value.

OPERATING PRACTICES

Practices used to identify Environmental and Social Risks along the Supply Chain, and the Execution and Monitoring of those Practices

As an initial step towards achieving our sustainable development goal, we have established a new sustainable development procurement policy, which sets out the procedures and practices of integrating environmental and social factors into the procurement process as well as assessing the associated risks.

In particular, the Group conducts evaluation on the environmental and social risks of suppliers. Qualification requirements such as environmental assessment reports, pollutant discharge permits etc. are listed as qualifications (if appropriate), while industry-related requirements such as environmental system certifications, work safety permits etc. are listed as supporting qualifications (if appropriate). We also monitor the changes of suppliers' information to minimise possible risks.

Practices used to promote Environmentally Preferable Products and Services when Selecting Suppliers, and the Execution and Monitoring of those Practices

The Group supports the purchases of environmentally friendly products to minimise the environmental impact caused by our business operations. Thus, the suppliers' responsibility for environmental protection and society are also our concern in supply chain management.

On one hand, the Group selects suppliers who are committed to emphasising the philosophy of environmental protection and the rights of employees, for instance, one of our suppliers, Nanjing Iron & Steel Co., Ltd., has its production philosophy in providing an environmentally friendly and safety working environment to its employees; while on the other hand, the Group closely cooperates with suppliers and continues to maintain satisfactory relationship with them to guarantee better procurement, maintain the quality of products and services, and suit our production requirements.

Besides, we try to procure locally or in nearby places instead of overseas so as to reduce air and GHG emissions as well as energy consumption during transportation and shipping, hence most of our steel cord segment's suppliers are located in Nanjing and Jiangsu.

OPERATING PRACTICES

PRODUCT RESPONSIBILITY

We have to go through rigorous testing procedures to become a qualified supplier for new radial tyres customers. In most of the international radial tyre manufacturers, these testing procedures could last for about two years to test the performance of steel cord in radial tyres under various weather conditions. In this regard, the Group attaches great importance to providing customers with products of high quality and high safety standards, aiming to maintain our “Eastern” brand recognition in steel cord industry. We constantly monitor the quality of steel cords of different specifications to ensure that radial tyre manufacturers are satisfied with our products, and their requirements for production of safe radial tyres can be met. By applying these standards, we can gain their long-term support and trust, and thereby enhance the profitability of the Group.

In order to maintain customers’ confidence in our product quality, the Group provides after-sale services to our customers. If we receive any complaint from a customer, we will first communicate with that customer and arrange our technical personnel to visit that customer’s site for inspection or fine tune our product specification (as the case may be). For example, if we find out the main reason of the complaint is due to the customer’s dissatisfaction with the requirements of the current production process, we will improve the product quality according to customers’ needs, and customers may return the products or exchange for new products subject to the terms and conditions of the contracts. In addition, if we find that the operators violate the rules and do not follow the operation procedures, our management will issue warnings to these operators and provide further trainings to them.

IATF 16949:2016 certificates were issued by TÜV Rheinland Cert GmbH, a leading international provider of inspection services, to TESC and JESC in 2018 and 2019 respectively (reissued in January 2021), proving the manufacturing of steel cords met the requirements of IATF standard. The respective certificates are valid till January 2024. In December 2020, a GB/T45001-2020 certificate, was issued to JESC by WIT Assessment Co. Ltd., a commercial services company specializing in third-party certification business, providing management system certification, products certification and training services to domestic and international clients, which will be valid until October 2023. Those certificates are intended to build up or enforce the confidence of a customer towards the system and process quality control of a supplier, in particular for the development, production and installation and servicing of automotive-related products.

OPERATING PRACTICES

For steel cord segment, there are pre-product quality control planning procedures and sales of products policies and procedures, in which the area of those procedures and policies covers sales return policy, customers' complaint procedures and intellectual property policies and measures related to maintenance and safeguard products. In addition, this segment also conducts customers' satisfaction surveys every year to collect customers' opinions on our product quality, delivery efficiency and after-sale service. The sales representatives of steel cord segment visit the customers occasionally to obtain comments/opinions, thereby improving the quality of our products and enhancing our technical skills and knowledge in order to meet the customers' requirements.

We understand the importance of intellectual property rights protection and have developed some guidelines for identifying the intellectual property rights and applying for registration. Intellectual properties are important assets towards our Company, so we strive to safeguard the rights and interests of intellectual properties. As the owner of certain intellectual property rights, we have adopted products standard management procedures to protect customers' information from unauthorised access, use and disclose, and preserve their data properly.

There was no issue regarding material non-compliance with the relevant laws and regulations that have any significant impact on the Group relating to health and safety, advertising, labelling and privacy matters during the year.

There were no products of the Group sold or shipped subject to recalls for safety and health reasons in 2021 and 2020.

OPERATING PRACTICES

Number of Products and Service Related Complaints Received and How to Deal With

As mentioned under the heading of “**PRODUCT RESPONSIBILITY**” above, when customer complaints are received, we will first communicate with our customer and arrange technical personnel to visit the customer’s site for inspection or fine tune our product specification (as the case may be). After that, they will fine-tune the properties of products to suit the requirements of their customers (if necessary). Any corrective actions will then be recorded in the corrective action report and will follow-up if any corresponding actions are required. Moreover, the disqualified products can be returned or exchanged subject to the terms and conditions of the sales contracts. The complaint rate of steel cord segment for the years 2021 and 2020 are as follows:

	Unit	Steel Cord Segment	
		2021	2020
Total number of products related complaints received per thousand tonnes of production volume	No. of complaints/ '000 tonnes	0.15	0.22

OPERATING PRACTICES

ANTI-CORRUPTION

Standard of Conduct

Having good corporate governance standards is essential to the success of our business development, since this can foster and strengthen the confidence of our stakeholders. We have established and adopted several clear guidelines/policies for the Directors, management and employees of the Group which enable the Group to achieve a high standard of code of conduct, including the following:

- Declaration of Conflict of Interest
- Guidelines on Accepting and Offering Gifts and Entertainment
- Whistleblowing Policy
- Key channels of compliant
- Reporting and Monitoring Policy on Connected Transactions and Continuing Connected Transactions

All the above policies/guidelines are annexed to the Internal Management and Control Manual (“Internal Control Manual”) of the Company which will be reviewed and updated on a regular basis. The latest Internal Control Manual has been revised and adopted on 30 December 2021. Besides, all employees of the Group, including directors of the Company, should avoid conflict of interest between their private interests and the interests of the Company and should report in such cases. They must also follow the guidelines in relation to provision of gifts and entertainment and accepting gifts and benefits and observe any updates and changes regarding the anti-corruption measures.

In addition, a whistleblowing policy and system have been implemented and set up since 22 March 2012 and updated on 6 December 2021 to provide procedures to employees who have concerns about any suspected misconduct or malpractice within the Group, in which those employees can reflect those concerns or submit a written report to the Company through this policy. The Company will then evaluate the report to decide whether a full investigation is needed. If it is necessary, the investigation process will start and the Company will prepare an investigation report and then submit to the audit committee of the Company upon completion of the investigation. The audit committee of the Company is responsible for monitoring and reviewing the operation of the whistleblowing policy and providing any recommendations attributable from the investigation of complaints.

OPERATING PRACTICES

We have also formulated policies/guidelines on anti-corruption and codes of conduct for respective core business units in the Mainland, namely Guidelines on Corporate Corruption Prevention, Management of Regulations on Anti-corruption and Anti-bribery, Whistleblowing Policy (applicable in the PRC), Code of Conduct and Code of Ethics relating to fraud, bribery and extortion.

During the reporting period, the Directors and employees had attended E-Training provided by Independent Commission Against Corruption, Hong Kong, which enhance their understanding of and compliance with all the applicable anti-corruption laws and regulations.

Also, we have engaged Moore Advisory Services Limited, the internal auditor of the Company, to review the abovementioned policies to avoid any misappropriates, suspected or alleged fraud, abuse of power etc. and to ensure that all employees comply with the code of conduct.

As for suppliers, we have a stringent procurement management system to assess our suppliers' performance and conduct in order to enhance the suppliers' commitment to the Group's standards and principles.

Moreover, the audit committee members of the Company have responded to PricewaterhouseCoopers, the external auditor of the Company, about their knowledge on any actual, suspected or alleged fraud which may affect the Group. During the year, the internal auditor, among others, has reviewed the risk management and internal control systems to see if any additional precaution needed to be added.

All the business operations have complied with relevant laws and regulations that may have a significant impact on the Group relating to bribery, extortion, fraud and money laundering etc. in the PRC and Hong Kong.

During the year, we were not aware of any legal cases regarding corrupt practices brought against the Company or its employees.

OUR COMMUNITY

COMMUNITY INVESTMENT

The Group integrates community care into our corporate value and endeavours to give back to the communities in which we operate. We are keen to support environmental activities, and actively engage with the community, make regular contributions to improve the wellbeing of our local community. We are aiming to (i) promote environmental awareness within the Group; (ii) strengthen occupational safety and health at workplace; and (iii) show care to people who are in need in society.

In order to raise employees' awareness on environmental protection, and occupational safety and health issues, as well as encourage their contribution to the society, we have established Corporate Social Responsibility Guidelines, Social Welfare Activities and Philanthropy Management Guidelines that encourage all employees to involve in community events, build up a safe and healthy working environment, comply with the relevant laws and regulations, and commit to environmental protection. We believe and expect every employee can play an important role in community investment.

We are a member of the “Jockey Club CarbonCare Open Innovation Lab” (“COIL”) since 2015, which is established by CarbonCare Inn Lab and contributed by the Hong Kong Jockey Club Charities Trust. COIL holds events and/or seminars, invites a number of low-carbon experts specialised in different areas or the management of companies/organisations to provide information on low-carbon and share their experiences in reducing carbon emission. The events and seminars held and information provided by COIL on climate justice, carbon reduction, resource conservation and adaptation to future climate scenarios are particularly useful and the knowledge obtained does help us to devise relevant measures and policies on carbon reduction properly and effectively.

OUR COMMUNITY

To make the first move to promote green culture at our workplace, we had enthusiastically participated in GOALS and Eco-Healthy Workplace organised by the WGO since 2017. The Schemes require companies to execute various green practices in their offices based on WGO's guidelines with the support of Green Auditors. On the way to achieve the goals, we have gained knowledge and skills on environmental protection and sustainability, raised employees' awareness on healthy workplace, and assessed and improved our environmental footprint by identifying and applying reduction measures, in respect of energy, water, paper consumption and carbon at the office. As we had demonstrated sufficient achievements in green workplace practices, we had been awarded with WGO's GOALS label and Eco-Healthy Workplace label for a year on 28 July 2021. This recognised and honored our significant efforts in facilitating green office and commitment to sustainable development. In order to share our achievements in promoting sustainability, we had kept on motivating the subsidiaries to take actions and implement green measures in their office area and work stations. Our colleagues in the Mainland now have a "green office" concept at their workplace. They have stuck labels beside the light switch to remind themselves the importance of electricity saving. They also place waste separation bins to separate the wastes which can be recycled.



During the year, the Company had participated in the "Earth Hour 2021" campaign organised by World Wildlife Fund, again supported the Hong Kong Green Building Week 2021 ("HKGBW 2021") organised by Construction Industry Council and the Hong Kong Green Building Council, and take part in the Biz-Green Dress Day of HKGBW 2021. These activities encourage employees to take practical actions in energy conservation, and adopt a more sustainable lifestyle in the workplace.

OUR COMMUNITY

Apart from implementing green initiatives at Offices, the Company also take active role in contributing to the communities with love and care by engaging in charitable activities and donations. We had participated in the “2021 Dress Casual Day” organised by the Community Chest, which is one of the most important charities in Hong Kong, and donated a certain amount of benevolent donation for elderly service. Employees were allowed to dress casual to work and it has gained full support by the Directors, the management and the employees of the Company. We hope to spread up positive vibes and cherish health and happiness amid the ongoing epidemic. After the reporting date, we had also made donations to the “Services for Street Sleepers, Residents in Cage Home and Cubicles” by supporting another event called “Skip Lunch Day 2022” launched by the Community Chest.

DRESS CASUAL DAY
公益金便服日
WeWearWear
2021.10.23

為公益金資助之163間社會福利會員機構籌款 To benefit the 163 social welfare member agencies supported by The Community Chest

查詢電話 Enquiries: **2599 6111** 網頁 Website: www.commcHEST.org

贊助機構 Sponsoring Sponsors

- 恒生銀行 HANG SENG BANK
- 38 YEARS
- 南茂集團 NAMESON GROUP
- 匯豐銀行 HSBC BANK
- 上海商業儲蓄銀行 SHANGHAI COMMERCIAL BANK

贊助機構 Sponsoring Sponsors

- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON

贊助機構 Sponsoring Sponsors

- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON

贊助機構 Sponsoring Sponsors

- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON

贊助機構 Sponsoring Sponsors

- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON
- 渣打銀行 CHATILLON

公益「折」食日 18.3.2022 星期五
FRIDAY
行善 SKIP LUNCH DAY 2022

為公益金資助之「服務街睡者、籠屋及劏房居民餐館」籌款
To benefit "Services for Street Sleepers, Residents in Cage Homes and Cubicles" supported by The Community Chest

凡捐贈價值三十元以上之善款，均獲公益金回贈「折」食日電子愛心券一張。憑券可於2022年3月18日至4月30日於合輪轉福堂門市換領下列其中一樣產品：
By making a donation of HK\$30 or more, each donor will receive a Skip Lunch Day e-Coupon. Holder of the e-Coupon can redeem ONE of the following items at any Hung Fook Tong outlets in Hong Kong from 18 March to 30 April 2022.

查詢 Enquiries: **2599 6111**
網頁 Website: www.commcHEST.org
活動詳情: www.commcHEST.org

贊助機構 Sponsoring Sponsors

- 夏枯草 (一盅)
- 川貝雪梨海參膠 (一盅)
- 楊枝甘露 (一盅)
- 蟹肉鮑魚羹 (一盅)

香港公益金 THE COMMUNITY CHEST
香港賽馬會 The Hong Kong Jockey Club
香港食物銀行 HUNG FOOK TONG

OUR COMMUNITY

On the other hand, the Group strive to foster a harmonic and work-life balance workplace by organising various leisure or team-building activities. Due to the COVID-19 epidemic, different activities used to be organised by various business units of the Group in the past such as celebration of Chinese New Year and Christmas, celebration of the anniversary of operation of steel cord plant and annual dinner, have been significantly reduced. During the year, TESC, one of our Company's PRC subsidiaries, has organised employees to plant trees in Arbor Day to support environment protection. Our Shanghai subsidiary also arranged a family day activity for general employees together with the management to take a dragon boat for a tour of Shanghai Pujiang, so as to provide them entertainment outside work and enhance their communication.



OUR COMMUNITY

Furthermore, the Company had been granted the Good MPF Employee Award for the year 2020/21 launched by Mandatory Provident Fund Schemes Authority in recognition of the Company's constant efforts in protecting and enhancing the employees' retirement needs.



The Group attaches great importance to corporate social responsibility to the long-term success of our business. The above community participation is merely the start of our initiatives towards business sustainability. We will make every effort to encourage participation of employees in a wider range of community-based activities such as social welfare activities and community care projects to support local community. Moving forward, we will invest available resources and seek further opportunities to contribute back to the society with a more progressive attitude.

HKEX ESG REPORTING GUIDE CHECKLIST

General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	15-20
KPI A1.1	Types of emissions and respective emissions data.	21
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emission and intensity.	22-23
KPI A1.3	Total hazardous waste produced and intensity.	24
KPI A1.4	Total non-hazardous waste produced and intensity.	25-26
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	27
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction target(s) set and steps taken to achieve them.	28

HKEX ESG REPORTING GUIDE CHECKLIST

General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect A2: Use of Resources		
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials.	28
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	29
KPI A2.2	Water consumption in total and intensity.	30
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	31-32
KPI A2.4	Description of whether there is any issue in sourcing water, water efficiency target(s) set and steps taken to achieve them.	31-32
KPI A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced.	32-34
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	35-38
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	35-38

HKEX ESG REPORTING GUIDE CHECKLIST

General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	39-41
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	39-41
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	42-47
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	48
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	49

HKEX ESG REPORTING GUIDE CHECKLIST

General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	50-52
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	52
KPI B2.2	Lost days due to work injury.	53
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	50-53
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	54
KPI B3.1	The percentage of employees trained by gender and employee category.	55
KPI B3.2	The average training hours completed per employee by gender and employee category.	55

HKEX ESG REPORTING GUIDE CHECKLIST

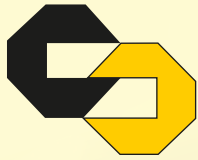
General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	56-57
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	56-57
KPI B4.2	Description of steps taken to eliminate such labour practices when discovered.	56-57
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	58
KPI B5.1	Number of suppliers by geographical region.	59
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	60
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	61
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	61

HKEX ESG REPORTING GUIDE CHECKLIST

General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	62-63
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	63
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	64
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	63
KPI B6.4	Description of quality assurance process and recall procedures.	62-63
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	63

HKEX ESG REPORTING GUIDE CHECKLIST

General Disclosure and KPIs	Description	Refer to the page(s) no. of this 2021 ESG Report
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	65-66
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	66
KPI B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.	65-66
KPI B7.3	Description of anti-corruption training provided to directors and staff.	66
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration communities' interests.	67-71
KPI B8.1	Focus areas of contribution.	67-71
KPI B8.2	Resources contributed to the focus areas.	67-71



SHOUGANG CENTURY HOLDINGS LIMITED

