

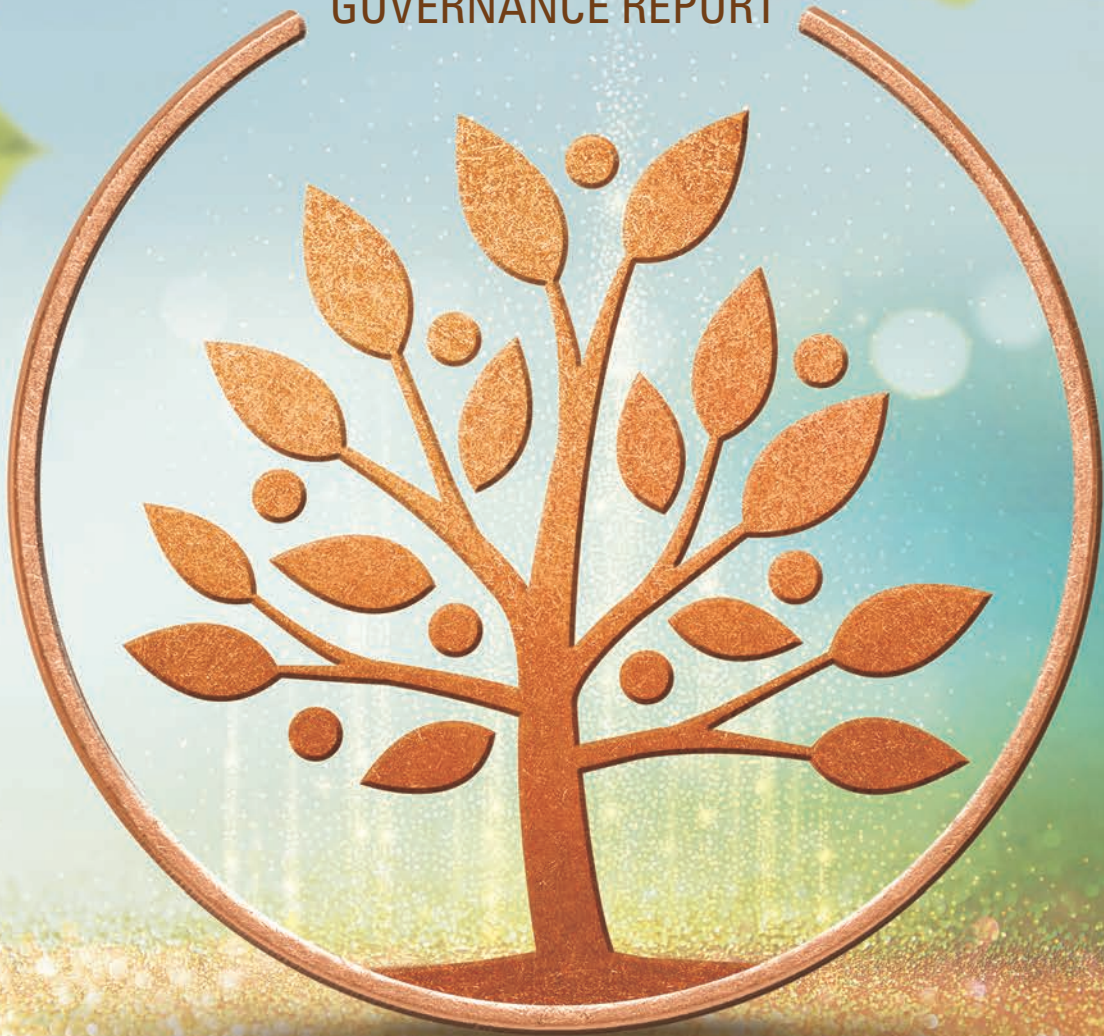


Jiangxi Copper Company Limited

(A Sino-foreign joint venture joint stock limited company incorporated in the People's Republic of China)
(Stock Code · H Share: 0358 · A Share: 600362)

2018

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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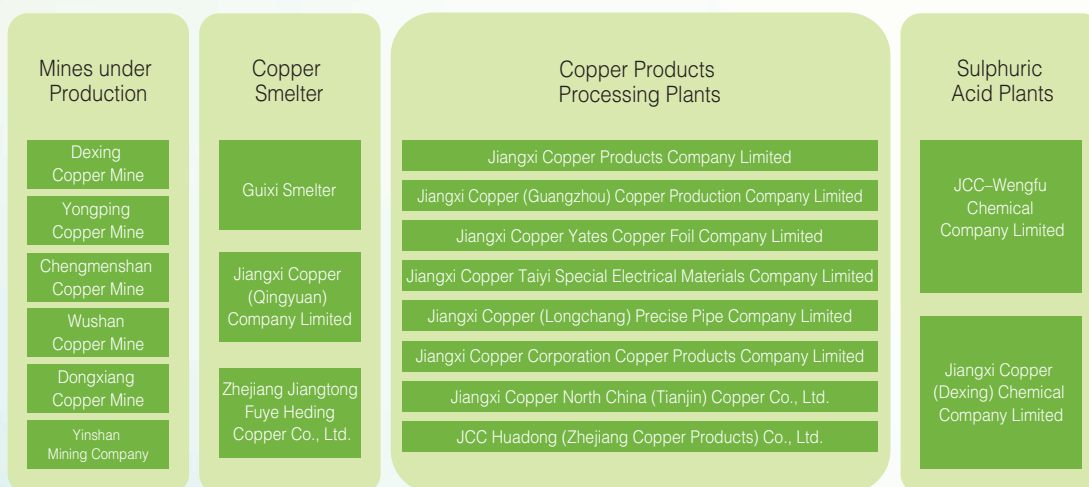
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About Us

Jiangxi Copper Company Limited (the “Company” or “Jiangxi Copper”) was listed in Hong Kong in 1997. The operating activities of the Company, together with its subsidiaries (collectively referred to as the “Group” or “We”), are mainly the production and sales of copper and other related products. The principal business of the Group covers copper mining and dressing, smelting and processing, extraction and processing of the precious metal and scattered metal, sulphuric chemistry as well as finance and trade fields, futures brokerage and exports and imports. The Group has established the complete industrial chain integrated with exploration, mining, ore dressing, smelting and processing in copper and related non-ferrous metal fields. It is an important production base of copper, gold, silver and sulphuric chemistry. The main products of the Group include more than 50 varieties, including copper cathode, gold, silver, sulphuric acid, copper rod, copper tube, copper foil, selenium, tellurium, rhenium, bismuth, etc.

Jiangxi Copper owns industrial assets within and outside the PRC, including the United States, Peru, Albania, Afghanistan and Singapore. In the PRC, the main assets owned and controlled by the Company include:



Guixi Smelter is the largest blister and copper concentrate smelter and refiner with advanced technologies and best environmental protection facilities, which is the largest asset of the Group in the PRC.

Throughout the whole year of 2018, the Group produced 1,463,700 tonnes of copper cathode, 208,300 tonnes of copper contained in copper concentrate, 25.58 tonnes of gold, 394.53 tonnes of silver, 7,506 tonnes of molybdenum concentrates, 4,018,200 tonnes of sulphuric acids, 2,468,500 tonnes of sulphur concentrates, 967,900 tonnes of copper rods and 151,200 tonnes of other copper process products. The production achieved operating income of RMB215.3 billion, representing an increase of 4.99% as compared with 2017. During the reporting period, the Group established JCC Huadong (Zhejiang Copper Products) Co., Ltd. in eastern China and also acquired a copper rod production line with a capacity of 150,000 tonnes per year. The Company acquired 65% equity interest in Yantai Guoxing Copper Co., Ltd. in Yantai City, Shandong Province on the eastern coast, and built a copper production base with a capacity of 180,000 tonnes per year.

About This Report

This is the third environmental, social, and governance (ESG) report issued by the Company. Through reporting on the Group's ESG policies, measures, and performance, this report aims at better informing each of the Group's stakeholders of the progress of and direction for the Group's sustainability issues. This report is written in both Chinese and English and has been uploaded to the official websites of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") and the Company (www.jxcc.com).

Scope of this report

This report covers the environmental, social and governance performance of the Company from January 2018 to December 2018 (the "Year"). In line with the report last year, this report includes the Group's operations in relation to the production and sales of copper and other related products, with a focus on the office of the Group's headquarters at High-tech Zone, Nanchang, Jiangxi Province, the PRC and businesses at Dexing Copper Mine and Guixi Smelter. Environmental key performance indicators do not cover the operating figures of the headquarters at High-tech Zone, Nanchang, Jiangxi Province, the PRC. At present, this report does not cover all respects of the Group's operations, nevertheless the Group is now improving its internal data collection procedure and will continually expand the scope of report.

Standards of this report

This report complies with the "comply or explain" provisions of the Environmental, Social and Governance Reporting Guide (the "Guide") set out in Appendix 27 of the Rules Governing the Listing of Securities ("Listing Rules") promulgated by the Stock Exchange and the four reporting principles as set out by the Guide – materiality, quantitative, balance and consistency – which serve as the basis of preparation of this report. In order to allow stakeholders to have an overall understanding of the environmental, social and governance performance of the Group, this report not only complies with the "comply or explain" provisions to disclose environmental key performance indicators, but also makes additional information on social key performance indicators under "Recommended Disclosure" in the Guide to enhance the completeness of the report.

Confirmation and approval

All information cited herein derives from the Group's official documents and statistics, which were considered and approved by the Company in July 2019.

Opinions and Feedbacks

The Company highly values the opinions of its stakeholders. Should you have any doubts or suggestions regarding the content or form of this report, please contact us via followings:

Address: 7666 Changdong Avenue, High-tech Development Zone, Nanchang, Jiangxi Province, the PRC

E-mail: jjcl@jxcc.com

Telephone: +86 791 82710118

Facsimile: +86 791 82710114

Chairman's Statement

As the leader of the domestic copper industry, the mission of Jiangxi Copper is “devoting to continuously exploring the value of resources, pursuing the harmony and co-living between people and the nature”. Corporate development cannot be separated from the overall interests of society. The Group shall attach great importance to performing social responsibilities and controlling the business's impact on the environment while continuously enhancing its competitiveness. The Group incorporates the strategy of sustainable development into business operation. We focus on development and application of energy-saving and consumption reduction, environmental protection and resources comprehensive utilization technology, by reusing and recycling of various resources, to achieve an environment-friendly and resource-saving operation model.

To manage the policies, measures and objectives of sustainable development in an effective manner, the Group has established an environmental, social and governance structure, in which members of the board (the “Board”) of directors of the Company act as the leaders, comprising representatives from different relevant departments. The Board is responsible for considering and approving the ESG report and the social responsibility report to be issued by the Company on annual basis as well as the overall performance of sustainable development of the Group. Topics related to sustainable development bring various risks and opportunities for the corporate development of the Group. The Group continuously supervises the operation of each subsidiary, in particular, production safety and emissions standard to address issues encountered in a timely and appropriate manner.

The Group values the opinions and suggestions of its stakeholders and regularly conducts stakeholder engagement activities to listen to their needs. Upon discussion with stakeholders, we listed emissions, environment, natural resources, health and safety as important topics for the Year and addressed the issues raised by stakeholders by emphasizing the above matters in the report.

The Group believes that lucid waters and lush mountains are invaluable assets. Going forward, we will continue to carry out sustainable development plans in different ways, including the management of environmental protection facilities, improvement of environmental protection from the source, reduction of environmental impact and enhancement of performance by way of innovation and reform.

Jiangxi Copper Company Limited

Long Ziping

Chairman, Secretary to the Party Committee and Executive Director

Sustainable Development and Corporate Governance

The Board of the Company is committed to upholding high standards of corporate governance and believes that sound corporate governance can effectively lead us to establish and achieve long-term strategies and goals, and lead the enterprise to seize the opportunities and respond to the risks brought by sustainability.

The Group holds departmental meetings regularly to discuss matters including those relating to the environment, society and governance.

Environmental, Social and Governance Risk Management and Internal Control

Risk management is an important part of routine management process and sound corporate governance. The Group has established the risk management and internal control system. The Board is fully responsible for the supervision and management of the risk management and internal control system and the reviewing of its effectiveness.

The Company implemented internal control assessment work in accordance with the internal control standard system, the Internal Control Manual of Jiangxi Copper Company Limited (江西銅業股份有限公司內部控制手冊) and the Internal Control Evaluation Implementation Scheme for the Year 2018 of Jiangxi Copper Company Limited (江西銅業股份有限公司2018年度內部控制評價實施方案).

The risk management system of the Group for the Year was reviewed by the Audit Committee of the Group biannually, and was assessed by the Independent Audit Committee. In the Year, the Group has completed review and assessment on the risk management system, and reported to the Board on review results, management business risks and suggestions for improvement, to allow the Board to conduct assessment on internal control. The supervisory committee of the Company also supervised over the establishment and implementation of internal control by the Board. The management was responsible for organizing and leading routine operation of corporate internal control. The Company assessed the effectiveness of internal control as at the base date (31 December 2018) of the internal control evaluation report, and was of the view that there was no material defect in internal control on financial report and non-financial report of the Company during the Year. For further details, please refer to the 2018 Annual Report of the Company and the 2018 Assessment Report on Internal Control disclosed on the website of the Shanghai Stock Exchange on 28 March 2019.



Sustainable Development and Corporate Governance

In the Year, the Group has identified the following environmental risks and incorporated the responsive measures and control process in corporate planning and management.

Environmental protection risk

The Group is mainly engaged in mining, smelting and processing of non-ferrous metals and rare metals. In compliance with a number of environmental protection laws and regulations concerning air, water quality, waste disposal, public health and safety, the Group shall obtain relevant environmental protection permits for its production and operation, and accept inspections by relevant national environmental protection departments. If the environmental protection departments continue to raise the environmental protection standard in the future, by adopting more extensive and strict pollution control measures, the production and operation of the Group may be affected, leading to an increase in operating costs such as environmental protection expenses. In order to lower such risk, the Group abided by relevant national laws and regulations, developed the Environmental Protection Management Measures of Jiangxi Copper Company Limited (《江西銅業股份有限公司環境保護管理辦法》), monitored its environmental protection performance and controlled its environmental impact. Moreover, over recent years, the Group has invested considerable funds and technical force in improving environmental protection equipment and production process, and treated and discharged pollutants in accordance with national environmental protection requirements.

The Group noted that the current risk management and internal control system has not provided a full coverage of sustainability issues relating to operation. In the future, the Group plans to carry out annual review on environmental, social and government risks and identify related risks so as to make sure that such risks are to be included in the risk management and internal control system.

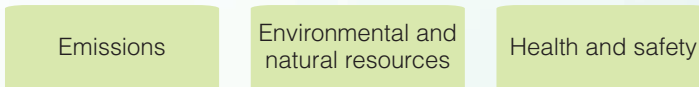
Stakeholder Engagement

The Group is fully aware of the importance of communication with stakeholders¹, and believes that their opinions are going to guide the Group in formulating sustainable development strategies. During the Year, the Group kept collecting feedback from its stakeholders and strove to continuously improve and balance the expectations of all parties. The Group engaged with key stakeholders through multiple channels, including organizing activities such as seminars, conferences, panel discussions and forums in the ordinary course of its operations.



Material environmental and social issues

The Group appointed an independent consultant to assist in the preparation of the ESG report for the Year. During the period, the consultant assisted the management of the Group in reviewing the ESG issues in the Guide issued by the Stock Exchange and identifying material issues based on their importance to stakeholders and the impact of the Group on society and the environment. Based on the review results, the management are of view that the material issues of the Group for the Year are in line with those of last year, which include:



The Group understands the importance of communicating with stakeholders, and has therefore established effective and precise channels for communication and provided timely responses. In the future, the Group will continuously strengthen its interaction with stakeholders, expand more diversified channels (such as questionnaires for stakeholders), increase the chances to contact with them, and create a mutually beneficial and win-win relationship.

¹ Stakeholders are defined as individuals and groups that have an influence on, or who are affected by, the operations of the Group. They can be classified as internal and external stakeholders. The Group's internal stakeholders mainly include: members of the Board of the Group, management and employees; external stakeholders include: shareholders of the Company, clients, business partners, suppliers, underwriters, regulatory authorities and members of the public.

Environmental Protection

Sustainable development of environment is one of the key concerns of the Group in fulfilling its corporate social responsibility. The Group has formulated and implemented the Environmental Protection Management Measures of Jiangxi Copper Company Limited (《江西銅業股份有限公司環境保護管理辦法》), incorporated the concept of environmental sustainability into its business operations through implementation of policies and improved the environmental performance of its business in all aspects, preventing and mitigating environmental pollution and hazards such as waste gas, waste water, waste residue, radioactive substances and noise generated in our business operations, thereby reducing the risks and impacts to the environment.

Emissions

Greenhouse gas emissions

As greenhouse gas emissions are closely related to climate change and global warming, corporations from various countries, one after another, have formulated reduction measures on and goals for carbon emissions. Jiangxi Copper continued to engage Carbon Care Asia, a professional consultant, to conduct carbon assessment to quantify greenhouse gas emissions (or carbon emissions) from its operations during the Year. The process of the quantification was undergone with reference to the guidelines issued by the National Development and Reform Commission (NDRC) in the PRC², ISO14064-1 and Greenhouse Gas Protocol to ensure accuracy of the data for environmental key performance indicators.

The evaluation results show that, mines in production of the Group and Guixi Smelter generated a total of approximately 2,049,472.3 tonnes of CO₂, which increased by 2% when compared to 2017. Scope 2 indirect greenhouse gas emissions from energy were the main sources of emissions, representing approximately 83% of the total volume of greenhouse gas, while power consumption purchased externally, accounting for approximately 81% of the total volume. There are multiple vehicles under the control of the Group but we are unable to collect data on carbon emissions from combustion of fossil fuels in vehicles as data collection is not yet handled systematically. In the coming year, the Group will continue to improve and enhance its data collection capability to ensure the completeness and accuracy of data.

² Reporting Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions from Mining Enterprises (Trial) (《礦山企業溫室氣體排放核算與報告指南(試行)》) and Guidelines for Calculation and Reporting of Greenhouse Gas Emissions from Other Non-ferrous Metal Smelting and Rolling and Processing Enterprises (Trial) (《其他有色金屬冶煉和壓延加工企業溫室氣體排放核算與報告指南(試行)》).

Environmental Protection

Greenhouse Gas Emissions³

Scope	Mines in production	Guixi Smelter	Total emissions in 2018	Total emissions in 2017	Unit
Scope 1: Direct greenhouse gas emissions ⁴	158,910.0	191,496.2	350,406.2	329,430.5	Tonnes of CO ₂ equivalent
Scope 2: Indirect greenhouse gas emissions from energy ⁵	976,130.6	722,935.5	1,699,066.1	1,679,196.8	Tonnes of CO ₂ equivalent
Total greenhouse gas emissions	1,135,040.6	914,431.7	2,049,472.3	2,008,627.3	Tonnes of CO ₂ equivalent
Greenhouse gas density (calculated by revenue)			1.14	0.35	Tonnes of CO ₂ equivalent/ten thousand RMB

Through this carbon assessment, the Group has a more intuitive understanding of the internal use of resources. The Group will continue to assess, record and disclose its greenhouse gas emissions and other environmental data annually, review the effectiveness of existing measures and further develop targets and work plans for carbon reduction. At the same time, the Group will formulate greenhouse gas emission policies to formulate specific carbon reduction work plans and guidelines.

Waste gas emissions

Waste gas emissions of the Group were mainly sulphur oxides and dust generated from the production and operation of open-pitting in Dexing Copper Mine and Guixi Smelter.

Waste gas from open-pitting in Dexing Copper Mine will be emitted after treatment. However, as there is no real-time monitoring system, no relevant data can be obtained.

3 As the data of greenhouse gas emissions of mining business cannot be accounted for separately from the report scope (Dexing Copper Mine), the data for 2017 and 2018 include Dexing Copper Mine, Yongping Copper Mine, Chengmenshan Copper Mine and Wushan Copper Mine.

4 Scope 1 includes greenhouse gas emitted from fixed source combustion of fossil fuels, decomposition of carbonate minerals in industrial production process and the use of reducing agent.

5 Scope 2 includes greenhouse gas emitted from consumption of electricity and thermal power.

Environmental Protection

Waste gas emissions

Type	Total emissions in 2018	Total emissions in 2017	Unit
Nitrogen oxide	24.5	7.3	Tonnes
Sulphur oxide ⁶	1,832.0	5,292.8	Tonnes
Dust	515.5	No record	Tonnes

Waste water emissions

Waste water emissions of the Group within the scope of this report mainly comes from two production zones, i.e. Dexing Copper Mine and Guixi Smelter. The Group has endeavoured to prevent the emission of hazardous pollutants through industrial waste water. Dexing Copper Mine has two sets of industrial wastewater integrated treatment systems and two tailings. The recycling of heavy copper metal in waste water through chemical sulphide process from acidic water with high copper content is first introduced to one industrial wastewater treatment system, followed by the treatment process at the treatment plant of acidic water located in the mining area of Dexing Copper Mine. During the process, other heavy metals and pollutants in waste water are removed before standard discharge. Another set of waste water treatment system transfers acidic water with low content of copper metal directly into the integrated industrial processing station of tails and fines of Dexing Copper Mine for treatment and standard discharge. At the same time, Dexing Copper Mine harnessed an on-line monitoring system at its discharge vent with monitoring factors such as pH, chemical oxygen demand and ammonia nitrogen for real-time monitoring of waste water discharge. The online monitoring equipment is directly connected to the state-controlled, provincial-controlled and municipal-controlled interconnected platforms, and the monitoring information is transmitted immediately to the above-mentioned platform via the environmental protection line. Dexing Copper Mine also commissioned third party monitoring institutions with relevant qualifications to monitor the pollutants discharged from the mine on a monthly basis. The monitoring results have revealed that the discharge of pollutants at Dexing Copper Mine meets the emission standards.

⁶ Sulphur oxides are mainly sulphur dioxide.

Environmental Protection

Guixi Smelter has been dedicated to clean production and ecological protection, and has successively launched “One System Process Optimization Project” (《一系統工藝優化專案》), “Water Saving and Emission Reduction and Waste Water Treatment Project” (《節水減排與廢水綜合治理專案》) and “Natural Gas Replacement Project” (《天然氣替代專案》) to reduce the generation of pollutants from the source. The company has continuously introduced advanced environmental protection treatments to meet the more stringent national standards in the future. The factory is equipped with a waste water treatment facility using both the neutralization method and the electrochemical method. Industrial waste water is treated and discharged to the discharge outlet through the vents of the wastewater treatment plant. At the same time, a waste water emergency treatment station is set up at the front end of the discharge outlet of wastewater to collect waste water for emergency treatment. Active coke desulfurisation facilities and ionic liquid desulfurization treatment facilities are also introduced to the factory to reduce the generation of sulphur oxides. The existing environmental protection facilities of the factory are in normal operation, and the discharge indicators of each pollutant are in compliance with the national standards for discharge of pollutants.

During the Year, Dexing Copper Mine and Guixi Smelter disclosed the emission concentration and total volume of each pollutant in waste water in the environmental information disclosure for listed companies, which were all in compliance with the national or regional industrial standards for pollutant discharge and the approved emission volume.

Waste water pollutants emissions⁷

Type	Dexing Copper Mine	Guixi Smelter	Total emissions in 2018	Unit
Chemical oxygen demand	431.1	225.8	656.9	Tonnes
Ammonia nitrogen	93.2	6.7	99.9	Tonnes
Suspended substance	891.5	0	891.5	Tonnes
Total copper	0.013	0	0.013	Tonnes
Total lead	0.1	0.9	1.0	Tonnes
Total zinc	0.3	0	0.3	Tonnes
Total cadmium	0.04	0.23	0.27	Tonnes
Total arsenic	6.5	0.5	7.0	Tonnes
HG	0	0.0025	0.0025	Tonnes

⁷ Data was extracted from the environmental information table of Dexing Copper Mine and Guixi Smelter.

Environmental Protection

Hazardous and non-hazardous wastes

The Group generated in its operation hazardous wastes (such as smelting slag, white dust, lead filter cake, arsenic filter cake and waste oil) and non-hazardous solid waste (such as tailings, household waste, food waste, non-hazardous industrial waste, etc.). Dexing Copper Mine produced 44,487,593 tonnes of tailings during the reporting year and a total of 1,616,247 tonnes of tailings were produced at the Guixi Smelter. The Group introduced advanced production equipment and processes to reduce the emission of hazardous waste and estimate the amount of non-hazardous waste by quantifying tailings production. A portion of the tailings produced at Dexing Copper Mine were recycled and the remaining non-recyclable portion was first stored in the tailings dam. Non-hazardous solid waste from Guixi Smelter was sent to slag fields for landfill after sorting, while hazardous solid waste had been handed over to a qualified unit for disposal; when leakage occurred in such waste, it should be dealt with in accordance with the corresponding emergency handling measures. The remaining tailings had been fully used for blending cement as construction materials.

A summary of the emissions data can be found in the section “Key Performance Indicators Overview” in this report.

Environment and Natural Resources

The Group continuously promotes the construction of eco-friendly projects and reduces the impact on the environment and natural resources caused by its exploitation business. In addition to compliance with the national and local laws and regulations, the Group has formulated the Environmental Factors Identification and Impact Assessment Process of Guixi Smelter (《貴溪冶煉廠環境因素識別與影響評價流程》) to identify major sources of hazards, and regularly follow up and assess environmental factors, so as to ensure that the impact on the environment and natural resources is minimised.

Environmental Factors Identification and Impact Assessment

Process	Environmental Impact
1 Establishment of organisation	• On atmosphere: gases such as sulphur dioxide and dust, etc. discharged during production.
2 Determination of scope	• On water: such as effluent from boilers and wastewater containing oil, etc..
3 Environmental factors identification	• Solid waste: such as ash discharged during copper smelting. • Noise: noise produced by factory equipment.
4 Impact assessment	• Others: such as electromagnetic radiation, photothermal radiation, and stench, etc..
5 Control measures	
6 Review and approval	
7 Identification of important environmental factors	

Environmental Protection

Focused on these identified environmental factors, the Group makes efforts to improve the existing technologies and the environmental management efficiency of management, formulate management solutions accordingly against possible incompliance with environmental laws and regulations and report to the corporate safety and environmental protection department of the Group.

In order to reduce the impact to the environment, the Group carried out a series of ecological reclamation projects, as of this Year:

Road ecological restoration project of waste rock and rubber belt dump in Dexing Cooper Mine	Completed and is now in the later stage of maintenance
Ecological reclamation project of the eastern side of the Yangtaowu waste dump	
Vegetation recovery at the waste rock yard of Wushan Copper Mine	
Yongping Copper Mine southern waste dump	9.5 hectares of land restoration realised

Use of Resources

Through keen practice of its green development vision of 'increase output, not consumption' ("增產不增耗"), the Group attached importance to technological innovation and input of resources for reducing resources consumption.

Energy consumption

The Group formulated the Measures for the Management of Equipment, Energy and Fixed Assets (《設備能源固定資產管理辦法》), and developed sound energy conservation management. Energy management departments of all production units must execute established measures, including preparing energy conservation plan, regularly monitoring energy consumption and implementing energy analysis, regularly convening energy consumption management meetings, and promoting new technology, equipment, materials and processes for energy management. Through the establishment of the energy management system, we developed and regularly reviewed energy objectives and indicators, in an effort to improve the energy performance of the Group on a continuous basis.

Environmental Protection

Energy consumption of the Group was mainly attributable to stationary emissions from burning of fossil fuel in mining business, stationary emissions from burning of fossil fuel in Guixi Smelter, and consumption of indirect energy, including electric power and thermal power. Specific types of energy consumption and quantities of consumption are as listed in the table below.

Use of Energy

Energy type	Energy category	Energy consumption in 2018		
		Mines in operation ⁸	Guixi Smelter	Unit
Direct energy	Anthracite	228.5	2,355.4	Conversion coefficient for standard coal per ton
	Bituminous coal	4,789.1	N/A	Conversion coefficient for standard coal per ton
	Coke	N/A	2,393.1	Conversion coefficient for standard coal per ton
	Fuel oil	N/A	26,400.5	Conversion coefficient for standard coal per ton
	Gasoline	431.5	170.6	Conversion coefficient for standard coal per ton
	Diesel oil	65,749.9	1,541.3	Conversion coefficient for standard coal per ton
	Natural gas	N/A	52,988.8	Conversion coefficient for standard coal per ton
Indirect energy	Electric power	228,203.3	158,026.4	Conversion coefficient for standard coal per ton
	Thermal power	N/A	14,564.9	Conversion coefficient for standard coal per ton
Total energy consumption		299,402.3	258,441.0	Conversion coefficient for standard coal per ton

⁸ As the data of energy use in mining business for the Year cannot be accounted separately according to the scope of this report (Dexing Copper Mine), data of Dexing Copper Mine, Yongping Copper Mine, Chengmenshan Copper Mine and Wushan Copper Mine were included in 2017 and 2018.

Environmental Protection

For energy conservation, the Group renovated the copper bar of rectifier to address the issue of excessive thermal volatilization due to excessive length of copper bar. In addition, Jiangxi Copper equipped pumps with high energy-saving motors to reduce power consumption and achieve energy conservation.

Consumption of water resources and other resources

The Group had no difficulty in accessing to applicable water source. Both Dexing Copper Mine and Guixi Smelter avail themselves of the water resources at the rivers in the vicinity and possess water supply processing plants, with regular examination conducted at the water intake points. In respect of improving water use efficiency, Guixi Smelter applied cooling water circulation maintenance technology for reusing waste water after cooling. In the Year, water consumption of Dexing Copper Mine and Guixi Smelter amounted to 307 million m³ and 436 million m³, respectively.

The Group's business also involved consumption of other resources, including consumption of carbonate in mining business and consumption of carbonate, desulfurizer and electrode paste in Guixi Smelter.

Other resources

Resource type	Resource consumption in 2018		
	Mining business	Guixi Smelter	Unit
Carbonate	3,967.9	70,805.5	tonnes
Electrode paste	N/A	583.0	tonnes

Next year, the Group will keep improving its performance by developing policy documents on conservation of water and other resources and guidelines for resource conservation.

The Group abided by national and local laws and regulations on emissions, such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》) and the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), and other applicable laws and regulations. In the Year, the Group identified no violation of laws and regulations in relation to emission of exhaust and greenhouse gases, pollution discharge into water or land, and generation of hazardous and non-hazardous waste.

Overview of Key Performance Indicators attached to the report has provided data of environmental performance indicators.

Caring for Our People

Health and Safety

By adhering to the work safety policies of “placing safety first, preventing injuries as core, and managing comprehensively” (安全第一、預防為主、綜合治理), the Group attached great importance to the health and safety of employees at workplace, and developed internal policies and codes, to safeguard the safety and health of employees at workplace and in production.

The Group has developed the thorough Administrative Measures of Jiangxi Copper Company Limited on Production Safety (《江西銅業股份有限公司安全生產管理辦法》), which provided various rules and measures relating to work safety:

- Safety management organ – Work Safety Committee
- Safety Inspection System
- Casualty management
- Rewards and penalties on work safety
- Management of technical measures, protective devices and special equipment for work safety
- Safety management of hazardous operation, hazard source and hazardous chemicals
- Occupational health management
- Work safety education and training

Considering the features of operation, the Group implemented several safety management regulations including the Measures on Health and Safety at Smelters (《冶煉廠健康與安全相關的措施》), the Measures on Health and Safety at Mines (《礦山健康與安全相關的措施》) and A Collection of Safety Systems of Dexing Copper Mine (《德興銅礦安全制度彙編》), in an effort to reduce accidents and injuries and casualties.

In order to prevent occupational diseases, the Group introduced new technologies, processes and materials for work safety, and provided employees engaging in hazardous operation or working in hazardous environment with relevant protective devices. To make sure that employees have clearly understood work safety, the Group required that employees must attend work safety education and training and pass safety test before work. Employees who fail the safety test are not allowed to work.

Caring for Our People

Training requirements and contents

Operational personnel on ground	Average training hours should not be less than 8 hours
Operational personnel in mine pit	Average training hours should not be less than 16 hours
Operational personnel undertaking particular operations (for instance, soldering and thermal cutting, metallurgy production safety operation, and dangerous chemical safety operation)	Completion of special safety training under the relevant national regulations and possession of special qualification certificates

As set out in the Administrative System of Jiangxi Copper Company Limited on Occupational Injuries or Casualties (《江西銅業股份有限公司傷亡事故管理制度》), the severity of an incident can be classified into six levels, with designated emergency handling mechanisms according to the level of severity.

Type of Accident	Accident Reporting	Accident Investigation
Minor Injury	To be reported to Jiangxi Copper within 24 hours	Investigation to be organised and led by each subordinate workshop of the plant (mine)
Serious Injury	To be reported to Jiangxi Copper and local department for production safety within 1 hour. Local health administrative department should also be notified in case of acute intoxication.	Investigation to be organised and led by the plant (mine)
Moderate Accident		Investigation to be conducted by people's local governments at provincial, city and county levels.
Severe Accident		Personnel of the Group will take part in accident investigation.
Critical Accident		
Maximal Accident		

Caring for Our People

Currently, detailed investigation reports have been compiled for all of the incidents in accordance with the provisions of incident handling, and supplementary relief allowances have been granted to personnel involved in the incidents in accordance to rules (such as Regulations on Work-Related Injury Insurances of the PRC (《中華人民共和國工傷保險條例》) and Measures for the Ascertainment of Work-related Injuries (《工傷認定辦法》) issued by the Ministry of Human Resources and Social Security of the PRC (中國人力資源及社會保障部), etc.).

The Group abided by laws and regulations on occupational safety and health, such as the Law of the PRC on the Prevention and Treatment of Occupational Diseases (《中華人民共和國職業病防治法》) and the Fire Control Law of the PRC (《中華人民共和國消防法》), and other applicable laws and regulations. In the Year, the Group had no cases involving occupational injury and death, and identified no violation of laws or regulations on health and safety.

Employment System

The Group focused on establishing a comprehensive employment system. Currently, the Group standardizes the management relating to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, anti-discrimination, and other benefits and welfare in accordance with the Administrative Measures for Employees of Jiangxi Copper Company Limited (《江西銅業股份有限公司員工管理辦法》), the Management Measures of Salary and Welfare of Jiangxi Copper Company Limited (《江西銅業股份有限公司薪酬與福利管理辦法》) and the Social Security System of Jiangxi Copper Company Limited (《江西銅業股份有限公司社會保障制度》).

To build a workplace of equal opportunity and diversity, the Group recruits its employees based on the following four principles:

1. the competency-based principle, with no preferential treatment on the grounds of education qualification or reputation of colleges of which the candidates are from;
2. the quality-based principle, with no compromise on recruitment standard;
3. the reasonable gender ratio principle, that female employees are recruited based on factors such as features of vacant positions and current gender ratio;
4. the even distribution principle, with the rational distribution of the candidates, such as locations of schools and birth places, are taken into consideration during the recruitment process.

Moreover, we respect culture of all races and do not allow any acts of discrimination and sexual harassment to ensure equal opportunity for employees. The Group will conduct an internal assessment from time to time to refine future recruitment procedures.

The Group also provides its employees with additional welfare and advocates for a family-friendly workplace for talent retention:

Caring for Our People

Additional welfare		Family-friendly measures
<ul style="list-style-type: none"> • Performance-related salaries system • Offering allowance for employees under special work conditions: seniority allowance, skill allowance, allowance for underground mine employees, and allowance for afternoon and night shifts 	<ul style="list-style-type: none"> • Offering home leave (a maximum of 38 days to visit spouses or parents living in other provinces in a year), marital leave and maternity leave and other additional annual leave are also available • Launching “Autumn Education Aid” (金秋助學) where children of employees with financial difficulties received education subsidies 	
Total number of employees	Ratio of new employees	Staff turnover rate
10,880	2.22%	1.64%

The Group observes the laws and regulations in relation to employment, such as the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》) and other applicable laws and regulations. During the Year, no filing cases in relation to discrimination or sexual harassment and violations of laws and regulations in relation to employment were found in the Group.

In the coming year, the Group will formulate diversity policies applicable to all employees for co-creating a harmony workplace.

Development and Training

The Group devotes itself to the cultivation of employees' occupational skills and professional qualities, which drive employees to strengthen their skills necessary for occupational development. The Group implemented the Administrative Measures for Staff Education and Training of Jiangxi Copper Company Limited (《江西銅業股份有限公司員工教育培訓管理辦法》), set up an educational training centre and formulated training systems and processes.

- 90% of employees received training
- Average of 23 training hours per staff

Caring for Our People

1	Overall planning	Training systems and funds shall be formulated and arranged by Jiangxi Copper
2	Hierarchical management	Training programs and training resources shall be managed by Jiangxi Copper and factory mines
3	Multi-level implementation	Organisation and implementation shall be carried out at various levels by Jiangxi Copper, factory mines, branches and so on
4	Internal and external training	Internal and external training shall be carried out, cultivating full-time and part-time teachers and developing teaching materials and sharing resources

Major Duties of Jiangxi Copper Education and Training Centre

- To establish and improve the education and training management system of the Group
- To formulate the annual education and training plan of the Group
- To classify and develop the education and training system
- To standardise, direct and assess the education and training business of the Group
- To construct self-assessment system of employees' occupational skills
- To implement education scheme for in-service degrees and other academic qualifications
- To manage training records

Caring for Our People

All new employees will participate in induction training, which shall be implemented in accordance with the Interim Measures for Training and Development for New Employees (《新進員工培訓與開發暫行辦法》). In addition, the Group will also design training programs for employees at all levels and positions, which shall be arranged by the education training centre and designated departments to improve the occupational development of employees and enhance their work efficiency:

Training Targets		Training Objectives	Training Contents
Employees at all levels	Senior Management Personnel	To strengthen leadership skills and decision-making skills	Elementary training, improvement on professional quality and on-job training
	Senior and Middle Management Personnel	To cultivate high-level calibre and well rounded talents	Decision-making skills, capital operation skills, etc.
	Senior and Middle Management Personnel	To cultivate international talents	International technology and operation management
	Middle Management Personnel	To strengthen leadership skills and decision-making skills	Elementary training, improvement on professional quality and on-job training
	Junior Management Personnel	To strengthen execution skills and organisation skills	Elementary training and improvement on professional quality
Special positions	Professional Management Personnel	To enhance management qualities	Customised according to actual business segments
	Professional Technical Personnel	To enhance professional technical qualities	Customised according to types of professional skills and production skills
	Technical Operation Personnel	To enhance quality of operation and maintenance	Elementary training, improvement of professional quality and on-job training

Caring for Our People

Labour Standards

The Group prohibits child labour or forced labour and other like behaviours, which is regulated by the Administrative Measures for Employees of Jiangxi Copper Company Limited (《江西銅業股份有限公司員工管理辦法》). During the recruitment process, human resources department shall inspect the original identification documents of the candidates. The Group will withdraw a job offer made to those who are underaged. Moreover, we also safeguard the rights of employees to take any leave. For those who need to work overtime, the Group shall make payment for such overtime work in accordance with the relevant national provisions.

The Group observes the laws and regulations in relation to labour standards, such as the Labour Law of the PRC (《中華人民共和國勞動法》), the Law of the PRC on Protection of Minors (《中華人民共和國未成年人保護法》) and other applicable laws and regulations. During the Year, no violations of laws and regulations in relation to child labour or forced labour were found in the Group.

For the summary of employment data, please refer to the section headed “Overview of Key Performance Indicators” in this report.

Responsible Operations

The Group devotes itself to improving supply chain and quality management in order to provide a comfortable and safe living environment for clients. Besides, the Group continues to enhance the quality of sales services to safeguard the interests of clients. In daily operation, the Group also attaches great importance to anti-corruption and has set up mechanisms to prevent corruption in any form to ensure the integrity and fairness of supply chain.

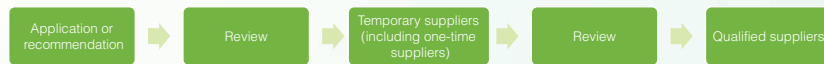
Supply Chain Management

The main supply chain business partners of the Group are the suppliers of materials, equipment and spare parts. The Group builds a long-term and stable supply chain through constant communication with business partners of each operation segment. To further regulate the management of suppliers, in addition to the existing Regulations on the Examination and Management of Imported Raw Materials of Jiangxi Copper (《江銅進口原料檢驗管理規定》), the Group updated the Administrative Measures for Suppliers of Materials, Equipment and Spare Parts of Jiangxi Copper Company Limited (《江西銅業股份有限公司材料、設備、備件供應商管理辦法》) and formulated the Interim Measures for Review of Suppliers by Experts of Jiangxi Copper Company Limited (《江西銅業股份有限公司供應商專家評審管理暫行辦法》) during the Year.

The Group carries out a series of control measures through the above policies:

New Suppliers

Procedures for Including New Suppliers



According to the criteria set out in the Interim Measures for Review of Suppliers of Jiangxi Copper Company Limited by Experts, the Group appoints supplier review experts to form a review panel, which mainly carries out review for introducing new suppliers, determines and adjusts the scope of suppliers' business, and carries out hierarchical review of suppliers. Members of the review panel review the suppliers according to the criteria for the introduction of various suppliers, including whether their qualification, technological research and development capability, production quality management, after-sale service and overall capability meet the requirements of the required materials. After the review, the panel shall submit the Appraisal Form for Introduction of New Suppliers of Materials, Equipment and Spare Parts of Jiangxi Copper Company Limited (《江西銅業股份有限公司材料設備備件供應商引進評審表》).

Responsible Operations

Suppliers
Management

Examination for Raw Materials

The Regulations on the Examination and Management of Imported Raw Materials of Jiangxi Copper (《江銅進口原料檢驗管理規定》) demands a strict compliance of the quality of all imported materials with the relevant national laws and regulations. Such regulations also further standardise inspection and management of imported materials. Having considered the impact of arsenic and other harmful substances found in copper concentrates in different aspects (such as to the environment), the import amount of harmful substance in copper concentrate(s) must comply with the relevant requirements as set out in the Announcement on Disclosure of the Limit on Import Amount of Arsenic and other Harmful Substances Found in Copper Concentrates No. 49 [2006] (《2006年第49號關於公佈進口銅精礦中砷等有害元素限量的公告》).

Examination and
Assessment of
Suppliers

The Suppliers Management Department organizes an annual review on suppliers each year. We shall review their overall capability in terms of types and varieties of materials provided by suppliers, basic quality of suppliers, design and research skills, productivity, examination, warehousing and transportation skills, quality assurance system, after-sale system and financial stability, and their business performance in terms of competitiveness, product quality, service, timeliness of submission of tender and delivery of goods and conduct the assessment.

In the future, the Group will continue to improve the supplier selection system, and identify, assess and manage the social and environmental risks which the suppliers are facing (such as by selecting environmental friendly suppliers with occupational health and safety service).

Product Responsibility

The Group attaches great importance to the quality of products and services, and therefore formulates corresponding policies and management and control measures for different stages of operation to safeguard the interests of clients and enhance their satisfaction by regulating the management of health and safety, advertising, labelling and privacy issues in relation to the products and services provided.

Responsible Operations

Product Quality

In order to reduce safety and health related risks in the process of production and sales of products, the Group formulated and implemented the Quality Control Procedures (《品質管制流程》) and the Measures for the Administration of Product Quality Control (《產品質量控制管理辦法》), to screen raw materials and monitor the quality of finished products. Unqualified products would be disposed of in accordance with the Procedures for Resolution of Disputes on Product Quality (《產品計質量異議處理流程》) and the Procedures for Control of Unqualified Products of Dexing Copper Mine (《德興銅礦不合格品控制流程》). In addition, to maintain product quality, all employees are obliged to conduct supervision and examination of the purchased materials, acquired raw materials, semi-manufactured products and finished products in compliance with the provisions in the Quality Control Procedures, so that these products meet the relevant national and industry standards. Semi-manufactured products may also be labelled by the designated staff if necessary.

We value the interests of customers. In order to prevent any unqualified product from entering into the market, Dexing Copper Mine has imposed the following procedures for handling unqualified products:

1. To determine whether the finished products are qualified according to product standards, contracts and examination results.
2. In case of serious non-qualified issues of the finished products, it is the duty of Production Operation Department to timely organise the relevant unit to analyse the cause.
3. In case of consecutive non-qualification of the finished products, it is the duty of the deputy mine production manager to organise the relevant unit to analyse the cause, and submit examination reports on the quality issues.
4. In case of product failure in quality identified after delivery, it is the duty of the Supply and Sales Department to establish communication with client and solve any issues in a prompt manner. Clients have the right to seek relevant legal proceedings according to terms of contracts should any disputes regarding the handling process arise.
5. Records of the examination, assessment and disposal of unqualified products shall be kept by the relevant department for future reference.

Advertising and Labelling

In order to safeguard customers' interests, the Group has formulated the Information Disclosure Management System (《信息披露事務管理制度》), which is implemented by the Board of the Company to ensure the timely and fair disclosure of relevant information of the Company. Pursuant to the Trademark Law of the PRC, the Legal Affairs Department of Jiangxi Copper is responsible for the registration of Jiangxi Copper's brands, and obtaining the ownership and exclusive rights to the trademarks of Jiangxi Copper's brands.

Responsible Operations

Customer Data Protection

The Group is committed to protecting personal data and privacy of our customers and has set out confidentiality obligations and relevant requirements in the Measures for Confidentiality Management (《保密管理辦法》). All employees are required to sign the Confidentiality Agreement, abide by the Company's code of ethics and the relevant rules and regulations on confidentiality, and keep all privileged information and trade secrets provided by customers confidential.

Respect for Intellectual Property Rights

The Group respects the intellectual property rights of others by formulating relevant provisions in the Measures for the Administration of Intellectual Property Rights (《知識產權管理辦法》), and adding provisions on the protection of intellectual property rights in the employment contracts to protect the intellectual property rights shared by the Company with others, including patent rights, trademark rights, copyrights, etc..

The Group complies with the laws and regulations relating to product responsibility, such as the Product Quality Law of the PRC (《中華人民共和國產品質量法》), Advertising Law of the PRC (《中華人民共和國廣告法》), Law of the PRC on the Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》), Trademark Law of the PRC (《中華人民共和國商標法》) and other applicable laws and regulations. During the Year, the Group has not identified any non-compliance incidents relating to health and safety, advertising, labelling and privacy of products and services.

Anti-corruption

The Group strictly prohibits any corruption related to bribery, extortion, blackmail and money-laundering in its daily operation. With regard to this, the Group has established and implemented a series of policies and control measures to establish a corruption-free operation structure as an important guarantee for our long-term and stable development.

Policies	Measures of Jiangxi Copper on the Development of Clean Governance (《江銅黨風廉政建設責任追究辦法》), Measures of Jiangxi Copper Company Limited on the Prevention Management Pre-warning and Accountability of Corruption Risks (Trial) (《江西銅業股份有限公司廉潔風險防範管理預警及責任追究辦法(試行)》) and Measures of Jiangxi Copper on Implementation of Personal Information Reporting System of Management Personnel and Optimisation of Occupational Integrity Files of Management Personnel (《江銅落實領導人員個人事項報告制度暨完善領導人員廉潔從業檔案的實施辦法》).
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Control measures	During the Year, in compliance with the requirements of central and provincial party committee, we implemented the Plan for the Municipal-wide Promotion of Corruption-free Governance in 2018 (《2018年度全市推進風清氣正政治生態建設實施方案》) and convened the "Education Meeting for Party Leading Cadre" and other meetings. Crosschecks were performed to analyse the causes of problems at all levels, and the responsibilities and the implementation of rectifications were taken up on a proactive basis in order to establish a corruption-free operating structure. In addition, we also convened a work conference on work style, initiated reorganisation internally and enhanced internal sense of responsibility.
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Responsible Operations

Employees' receipt of gifts and benefits in business activities should be handed over within the stipulated period of time, and Registration Form for Directing Staff on the Receipt and Handover of Gifts (Benefits) (《領導人員收受禮品(禮金)及上繳情況登記表》) should be completed for reporting. The Group has established a three-tier risk forecast system ("Orange", "Amber" and "Red") which operates in accordance with the impact and severity of any potential risks of corruption, which is applicable to all units, departments and risk-prone positions. Employees involving in illegal and criminal acts shall be directly referred to the judicial authority.

The Group complies with relevant laws and regulations such as the Regulations on Suppression of Corruption of the PRC (《中華人民共和國懲治貪污條例》), the "Eight Requirements" ("八項規定") of the central government, Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), Anti-money Laundering Law of the PRC (《中華人民共和國反洗錢法》) and other applicable laws and regulations. During the Year, no violations of laws and regulations in relation to corruption were found in the Group, and there were no corruption-related litigation against the Group and our employees.

Community Investment

The Group adheres to the philosophy of “bearing social responsibility and becoming an outstanding corporate citizen” (“履行社會責任·做優秀企業公民”), proactively devotes itself to charitable endeavours and participates in various public welfare activities to assume social responsibilities. At the same time, by giving play to our economic benefits, we promoted the development of local industries and the sustainable development of the local economy.

Targeted poverty alleviation

The Group established a project-based poverty relief program that provides occupational, educational and cultural assistance. Through targeted poverty alleviation, the impoverished households were provided with financial assistance and solutions to employment.

Charitable donation

The Group’s charitable donations, with an aggregated amount of over RMB100 million as of the Year, have been used for charitable endeavours such as education sponsorship, medical assistance, aids for the disabled, cultural assistance, natural disaster assistance in the surrounding neighbourhood as well as construction of new rural village. After making donations, the Group also carries out donation assessment through sharing sessions and field trips, and compiles detailed assessment reports.

In the coming year, the Group will formulate community investment policies to understand the needs of the community in which we operate and ensure that business activities take into account the interests of the community, and improve the scope of our dedicated contribution to create a safer, more friendly and harmonious community.

Overview of Key Performance Indicators

Environmental Performance

Environmental Key Performance Indicators	2018	2017	Unit
Exhaust emissions			
Nitrogen oxide	24.5	7.3	tonnes
Sulphur oxide	1,832.0	5,292.8	tonnes
Dust	515.5	No record	tonnes
Greenhouse gas emissions⁹			
Scope 1: Direct greenhouse gas emissions ¹⁰	350,406.2	329,430.5	tonnes of CO ₂ equivalent
Scope 2: Indirect greenhouse gas emissions from energy ¹¹	1,699,066.1	1,679,196.8	tonnes of CO ₂ equivalent
Total greenhouse gas emissions	2,049,472.3	2,008,627.3	tonnes of CO ₂ equivalent
Intensity of greenhouse gas (calculated by output value)	1.14	0.35	tonnes of CO ₂ equivalent/ RMB10,000
Hazardous waste¹²			
Total hazardous waste produced	No record	No record	N/A
Intensity of hazardous waste (calculated by output value)			
Non-hazardous waste			
Total non-hazardous waste produced	4,610	5,500	10,000 tonnes
Intensity of non-hazardous waste (calculated by output value) ¹³	0.003	0.001	10,000 tonnes/ RMB10,000

⁹ As the data of greenhouse gas emissions from the mining business for the year was not accounted for separately in terms of the reporting scope (Dexing Copper Mine), the data of 2017 and 2018 includes Dexing Copper Mine, Yongping Copper Mine, Chengmenshan Copper Mine and Wushan Copper Mine.

¹⁰ Includes the Group's fossil fuel combustion from fixed and mobile sources, as well as greenhouse gases released during the operations of equipment and systems. R-22, one of the refrigerants used in the refrigeration equipment, is not included in the six greenhouse gases covered by the Kyoto Protocol, its emission however is included in the carbon assessment in the report to provide true and fair information on greenhouse gases.

¹¹ Includes greenhouse gas emissions produced during the Group's electricity consumption.

¹² As the collection system of the hazardous waste has not been completed, the Group was unable to disclose the production amount of hazardous waste. We will build a relevant record system in the next year.

¹³ The intensity of non-hazardous waste for the year 2017 has been calculated by output value.

Overview of Key Performance Indicators

Environmental Key Performance Indicators	2018	2017	Unit
Total energy consumption¹⁴			
Anthracite	2,584.0	2,339.0	Conversion coefficient for standard coal per ton
Bituminous coal	4,789.1	1,433.0	Conversion coefficient for standard coal per ton
Coke	2,393.1	2,386.4	Conversion coefficient for standard coal per ton
Fuel oil	26,400.5	24,717.8	Conversion coefficient for standard coal per ton
Gasoline	602.1	637.5	Conversion coefficient for standard coal per ton
Diesel oil	67,291.1	65,189.0	Conversion coefficient for standard coal per ton
Natural gas	52,988.8	50,936.1	Conversion coefficient for standard coal per ton
Electricity	386,229.7	382,395.4	Conversion coefficient for standard coal per ton
Thermal power	14,564.9	13,489.8	Conversion coefficient for standard coal per ton
Total energy consumption ¹⁵	557,843.27	543,523.9	Conversion coefficient for standard coal per ton
Energy intensity (calculated by output value) ¹⁶	0.31	0.10	Conversion coefficient for standard coal per ton/RMB10,000
Total water consumption			
Total water consumption	743	1,013	Million m ³
Water consumption intensity (calculated by output value)	0.0004	0.0002	Million m ³ /RMB10,000
Packaging materials	The Group's mining and smelting production do not involve a large number of packaging materials		N/A

¹⁴ As the data of energy consumption from the mining business for the year was not accounted for separately in terms of the reporting scope (Dexing Copper Mine), the data of 2017 and 2018 includes Dexing Copper Mine, Yongping Copper Mine, Chengmenshan Copper Mine and Wushan Copper Mine.

¹⁵ Total energy consumption in 2018 was 4,545,250 MWh equivalent (MWh as the unit).

¹⁶ Energy intensity in 2018 was 2.53 MWh equivalent/RMB10,000 (MWh as the unit).

Overview of Key Performance Indicators

Social Performance

Employment¹⁷

The number of employees by gender, age group and geographical region

Gender	Age group				Total number of employees by gender	Total number of employees by geographical region	Ratio of male and female employees
	Below 30 years old	30–40 years old	41–50 years old	Above 50 years old			
Headquarter office at High-tech Zone, Nanchang City, Jiangxi Province							
Male employees	12	37	36	56	141	207	2.14:1
Female employees	7	24	25	10	66		
Dexing Copper Mine							
Male employees	665	689	2,269	3,301	6,924	7,982	6.54:1
Female employees	140	127	600	191	1,058		
Guixi Smelter							
Male employees	418	860	436	556	2,270	2,691	5.39:1
Female employees	103	232	70	16	421		
Total number of employees and ratio of male and female employees						10,880	6.04:1

¹⁷ The Group has no part-time employees.

Overview of Key Performance Indicators

The number of employees by gender, employee category and geographical region

Gender	Employee category			Total number of employees by gender
	Senior management	Management	General staff	
Headquarter office at High-tech Zone, Nanchang City, Jiangxi Province				
Male employees	17	80	44	141
Female employees	0	20	46	66
Dexing Copper Mine				
Male employees	13	558	6,353	6,924
Female employees	0	36	1,022	1,058
Guixi Smelter				
Male employees	10	132	2,128	2,270
Female employees	0	9	412	421
Total number of employees				10,880

Remuneration ratio of male and female employees

Geographical region	Remuneration ratio of male and female employees by geographical region	Overall remuneration ratio of male and female employees
Headquarter office at High-tech Zone, Nanchang City, Jiangxi Province	1.71:1	1.20:1
Dexing Copper Mine	1.23:1	
Guixi Smelter	1.21:1	

Overview of Key Performance Indicators

The number and percentage of new employees by gender, age group and geographical region

Gender	Age group				Total number of new employees by gender	Total number of new employees by geographical region	Percentage of new employees
	Below 30 years old	30-40 years old	41-50 years old	Above 50 years old			
Headquarter office at High-tech Zone, Nanchang City, Jiangxi Province							
Male employees	4	12	6	7	29	45	21.74%
Female employees	8	7	1	0	16		
Dexing Copper Mine							
Male employees	79	0	0	0	79	99	1.24%
Female employees	19	1	0	0	20		
Guixi Smelter							
Male employees	89	0	0	0	89	98	3.64%
Female employees	9	0	0	0	9		
Total number and percentage of new employees						242	2.22%

Overview of Key Performance Indicators

The employee turnover and turnover rate by gender, age group and geographical region

Gender	Age group				Total employee turnover and turnover rate by gender	Total employee turnover and turnover rate by geographical region
	Below 30 years old	30-40 years old	41-50 years old	Above 50 years old		
Headquarters office at High-tech Zone, Nanchang City, Jiangxi Province						
Male employees	0 (0%)	3 (8.11%)	1 (2.78%)	0 (0%)	4 (2.84%)	5 (2.42%)
Female employees	0 (0%)	0 (0%)	1 (4.00%)	0 (0%)	1 (1.52%)	
Dexing Smelter						
Male employees	38 (5.71%)	22 (3.19%)	22 (0.97%)	24 (0.73%)	106 (1.53%)	136 (1.70%)
Female employees	6 (4.29%)	5 (3.94%)	18 (3.00%)	1 (0.52%)	30 (2.84%)	
Guixi Smelter						
Male employees	10 (2.39%)	13 (1.51%)	1 (0.23%)	7 (1.26%)	31 (1.37%)	37 (1.37%)
Female employees	2 (1.94%)	4 (1.72%)	0 (0%)	0 (0%)	6 (1.43%)	
Total employee turnover and turnover rate						178 (1.64%)

Overview of Key Performance Indicators

Development and Training

The number and percentage of trained employees by gender, employee category and geographical region

Gender	Employee category			Total number and percentage (by gender)
	Senior management	Management	General staff	
Headquarter office at High-tech Zone, Nanchang City, Jiangxi Province				
Male employees	17	72	31	120 (85.11%)
Female employees	0	18	33	51 (77.27%)
Total (by employee category)	17 (100%)	90 (90.00%)	64 (71.11%)	171 (82.61%)
Dexing Copper Mine				
Male employees	0	194	5,895	6,089 (87.94%)
Female employees	0	10	948	958 (90.55%)
Total (by employee category)	0 (0%)	204 (34.34%)	6,843 (92.79%)	7,047 (88.29%)
Guixi Smelter				
Male employees	0	132	2,128	2,260 (99.56%)
Female employees	0	9	270	279 (66.27%)
Total (by employee category)	0 (0%)	141 (100%)	2,398 (94.41%)	2,539 (94.35%)
Total number and percentage of trained employees				9,757 (89.68%)

Overview of Key Performance Indicators

Average training hours of employees by gender and employee category¹⁸

Gender	Employee category			Total (by gender)
	Senior management	Management	General staff	
Dexing Copper Mine				
Male employees	0	15	15	15
Female employees	0	11	15	15
Total (by employee category)	0	14	15	15
Guixi Smelter				
Male employees	0	45	51	51
Female employees	0	41	31	32
Total (by employee category)	0	45	48	48
Total average training hours of employees				23

¹⁸ The headquarter office at High-tech Zone, Nanchang City, Jiangxi Province did not collect data of training hours.

Content Index

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