



**Green Island Cement  
Company Limited**

*working together to build a*  
**Green Island**

Sustainability Report 2020



Member of CK Infrastructure Holdings Limited

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# Green Island Cement Company Limited Sustainability Report

# 2020

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# Message from the CEO

## *Working Together To Build A Green Island*

Welcome to our second Sustainability Report where we share our progress and latest initiatives over the last 24 months. In this reporting cycle, new elements are introduced to provide greater insight on Green Island Cement's ("GIC") approach to sustainability initiatives. We have expanded some disclosures in efforts to increase transparency and improve the Report quality as well as to better align our Report with the Global Reporting Initiative's (GRI) Standards reporting guidelines.

Since we consider the environmental impact of our Company to be of the utmost importance for preserving Hong Kong's delicate ecosystem and limited natural resources, we have been making every effort to operate in an environmentally responsible manner. This period saw our continuing efforts to experiment with using waste as an alternative fuel or as an alternative constituent for our cementitious products.

In fact, in 2020 we will be bringing 'eco-friendly cement' to Hong Kong through the construction of a new slag-grinding plant at Tap Shek Kok. We expect this cutting-edge technology will also help reduce our carbon dioxide emissions going forward. We have also been busy collecting and burning typhoon yard waste, to be used in our plant as an alternative energy source to coal. In order to help divert Hong Kong's waste glass from landfill we have taken the initiative to use glass cullet as an additive during cement production. Doing this both helps us reduce

our carbon dioxide emissions while also diverting tonnes of glass from our landfills.

Furthermore, our Mainland operations have successfully mastered the technology of using waste oil and oil filters as a coal replacement.

These small steps forward help us rely less on internationally sourced materials, which are becoming increasingly scarce and more expensive, while enabling us to minimize our carbon footprint.

Offering a healthy workplace for our employees, providing incentives and initiatives that promote an honest and collaborative working environment have always been an important focus. Since late 2017, we have enhanced our Staff Referral Bonus Programme, adopted a five-day work week, installed a staff fitness room, launched our Scheme "A" Graduate Training programme, and introduced Volunteer Leave and new staff bonus programmes. All of which are to support our aim of being an attractive employer where colleagues feel valued and are able to apply their skills in a welcoming and collaborative work environment.

When I think about our suppliers, I think about the community of people with whom we have partnered and worked alongside for years. We do our best to support the local economy by purchasing products and services





locally as much as possible. As we keep growing and expanding our operations in the Mainland, we have also been exploring integrated industrial waste treatment with local groups and will be increasing production and employment opportunities in Guangdong subsequent to our acquisition of a cement grinding plant and three pier berths in 2018.

Looking to our broader community of stakeholders, I am pleased by how much our team has volunteered and donated to local non-profits and community groups. We also continue to open up our production facilities for schools and local NGOs and corporate education. I believe this helps us engage with our communities, imparts the importance of GIC's work and offers an opportunity for youth to realize the vast usability and need for cementitious products.

Since the views of our stakeholders are very important, we expanded our engagement more widely than last year and found that we have gained support for: our energy saving initiatives to reduce emissions, along with our efforts for improving employees' training, their benefits and a sense of belonging, while continuing to improve our health, safety, and staff well-being programmes, as being the most important issues for our focus. Reducing operational costs while continuing to enhance and improve production processes were also highlighted, and these are each discussed in the Report.

In our last Report, we identified four of the United Nation's Sustainable Development Goals (SDGs) to which we have found linkages with our own sustainability efforts. We are using these four goals to guide our decision-making moving forward. Despite all of the progress we have already made, there is always potential to improve our business and environmental impact and I am both optimistic and excited about the future.

As I am proud to see our colleagues continuously innovating on our environmental initiatives, I would appreciate you taking the time to read our Report which demonstrates their successes and the challenges they face. I look forward to hearing your feedback on our progress towards meeting our commitments on sustainability.

Eddy Tsang  
Chief Executive Officer  
22 July 2020

# About this Report

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We are pleased to present our second Sustainability Report (the Report), which covers our sustainability performance from 1 January 2017 to 31 December 2018. The Report highlights our approach to sustainability in our operations in Hong Kong and Mainland China, with an emphasis on Hong Kong. Our key performance data are shared throughout the Report in order to show progress and provide transparency and additional performance data can be found in the content index.

In this Report, we provide an overview of who we are as a company, our values and commitments, and how we engage our stakeholders. We also provide details of our approach to managing our relationships with our stakeholders, as well as impacts from our production, employees, suppliers, environmental and community initiatives. The scope of the Report includes our three core business locations, namely our Hong Kong Division, Green Island Cement Company Limited ("GICL") located in Tap Shek Kok, the Guangdong GITIC Green Island Cement Company Limited ("GGGIC") and Green Island Cement (Yunfu) Company Limited ("GICYF") in our Mainland China Division. Our limestone and shipping businesses are not included in this Report.

The Report was developed referencing existing locally and globally recognized reporting frameworks, namely the Hong Kong Stock Exchanges (HKEx) Appendix 27 of the Main Board Listing Rules (HKEx ESG Guide).

In addition, we have referenced select disclosures, from the Global Reporting Initiative (GRI) Standards framework in efforts to better align our non-financial reporting with global Environment, Social and Governance (ESG) indicators.

Again, a content index is included at the end of the Report as a tool to help readers more easily locate relevant information across the Report and GIC's web-based resources, and to demonstrate compliance with the HKEx ESG Guide.

## We Value Your Feedback

Your feedback is valuable to our continuous improvement. We welcome feedback and questions on this Report and encourage you to share any queries or comments with us at [sustainability@gich.com.hk](mailto:sustainability@gich.com.hk).



## Stakeholder Engagement

While preparing this, our second Report, we saw the opportunity to further understand our impacts through the views of a wider set of stakeholders. The previous stakeholder engagement process began with an exercise focussing on our senior and middle management who were invited to a training session in early 2017, where awareness and understanding of the material issues were identified through in-depth discussion. We also engaged key external stakeholders via interviews to identify the environmental and social impacts of our business and the ways stakeholders expect us to address the issues.

For this Report we extended the engagement to external stakeholders such as our suppliers, contractors, and partnered NGOs. As such an online survey to consult our management, employees, and our external stakeholders was conducted in the middle of 2019. These stakeholders were selected because they represent key groups that we would typically interact with while running our business. By doing so, we have been able to identify areas for improvement and hope to better collaborate on future opportunities to strengthen our licence to operate. Overall, the process has achieved our objective to understand the environmental and social impacts of our business and how stakeholders expect us to address these issues.

The results of the engagement exercise found three top sustainability aspects on which GIC should place a greater focus:



Energy saving initiatives and reducing emissions



Improving employee training, benefits, and sense of belonging



Reducing operational costs while continuing to enhance and improve production

This feedback was shared with GIC's senior management and will be addressed in the coming year, as well as being discussed in this Report.

2017

- Senior and middle management training
- Key internal and external stakeholder interviews

2019

- Online survey for key internal and external stakeholders



# Materiality Assessment The Process

The materiality assessment process involved:



## The Result

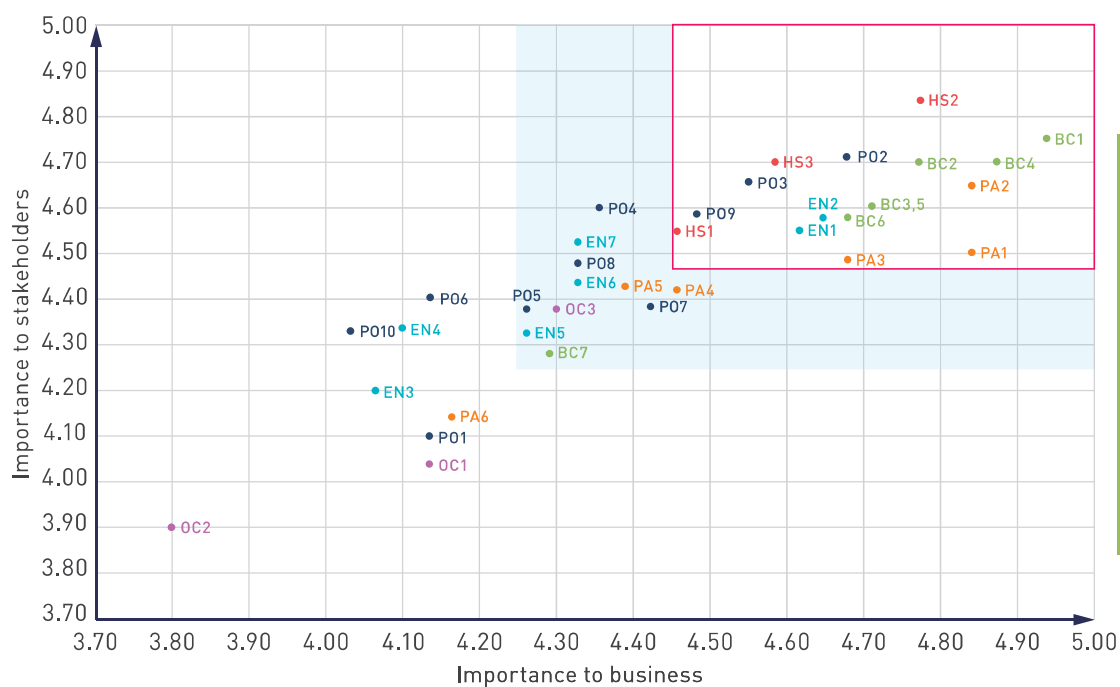
### Our Material Issues

The above process resulted in a list of top material issues, as presented in the materiality matrix below.

- There are 17 issues, sitting in the red box in the matrix scored equal or above the mean in the survey, and are identified as top material issues.
- There are 11 issues, sitting in the blue area, had an alternative mean and were top issues in the previous engagement exercise, and are identified as additional top issues.
- The remaining 8 issues, outside the red box and the blue area, were not identified as top issues.

### Materiality Matrix

Detailed materiality assessment results are depicted in the following matrix.



The issues plotted within the blue boundary x: 4.25; y: 4.25 in the materiality matrix, correspond closely to the top issues identified by stakeholders, which GIC will continue to consider important and will aim to address.

The top right quadrant lists out highly material issues, whereas the least material issues are shown at the bottom left.

#### Legend:

BC:	Business Conduct
BC1	Anti-corruption
BC2	Brand and reputation
BC3	Business development, strategies and prospects
BC4	Compliance with local laws and regulations
BC5	Corporate governance
BC6	Corporate values and ethical standards
BC7	Positive industry development

HS:	Occupational Health and Safety
HS1	Facility management
HS2	Occupational health and safety of employees
HS3	Training on occupational health and safety

PA:	Our Partners
PA1	Data security and protection
PA2	Quality control
PA3	Quality customer service
PA4	Responsible marketing
PA5	Supply chain management
PA6	Supplier environmental assessment

EN:	Environment
EN1	Air quality and carbon emissions
EN2	Energy consumption
EN3	Climate-related risks and impacts
EN4	Green procurement
EN5	Natural resources
EN6	Waste management
EN7	Water consumption and sewage discharge

OC:	Our Community
OC1	Economic contribution
OC2	Community participation and support
OC3	Community impact

P0:	Our People
P01	Operations automation
P02	Employee compensation and benefits
P03	Employee well-being
P04	Human rights
P05	Innovation and technology
P06	Labour shortage
P07	Succession planning
P08	Training and career development
P09	Talent attraction and retention
P010	Workforce diversity

We believe this process of highlighting the material issues both from our previous engagement and the current one, supports transparency and provides necessary insight on what should be our top-of-mind issues. In addition, the assessment will also help improve our operational efficiency, and provide better risk management of business relevant topics.

Showing feedback and encouraging on-going discussion will allow a deeper trust in our brand and reputation and enhance our recruitment efforts.



# About GIC





# Who We Are

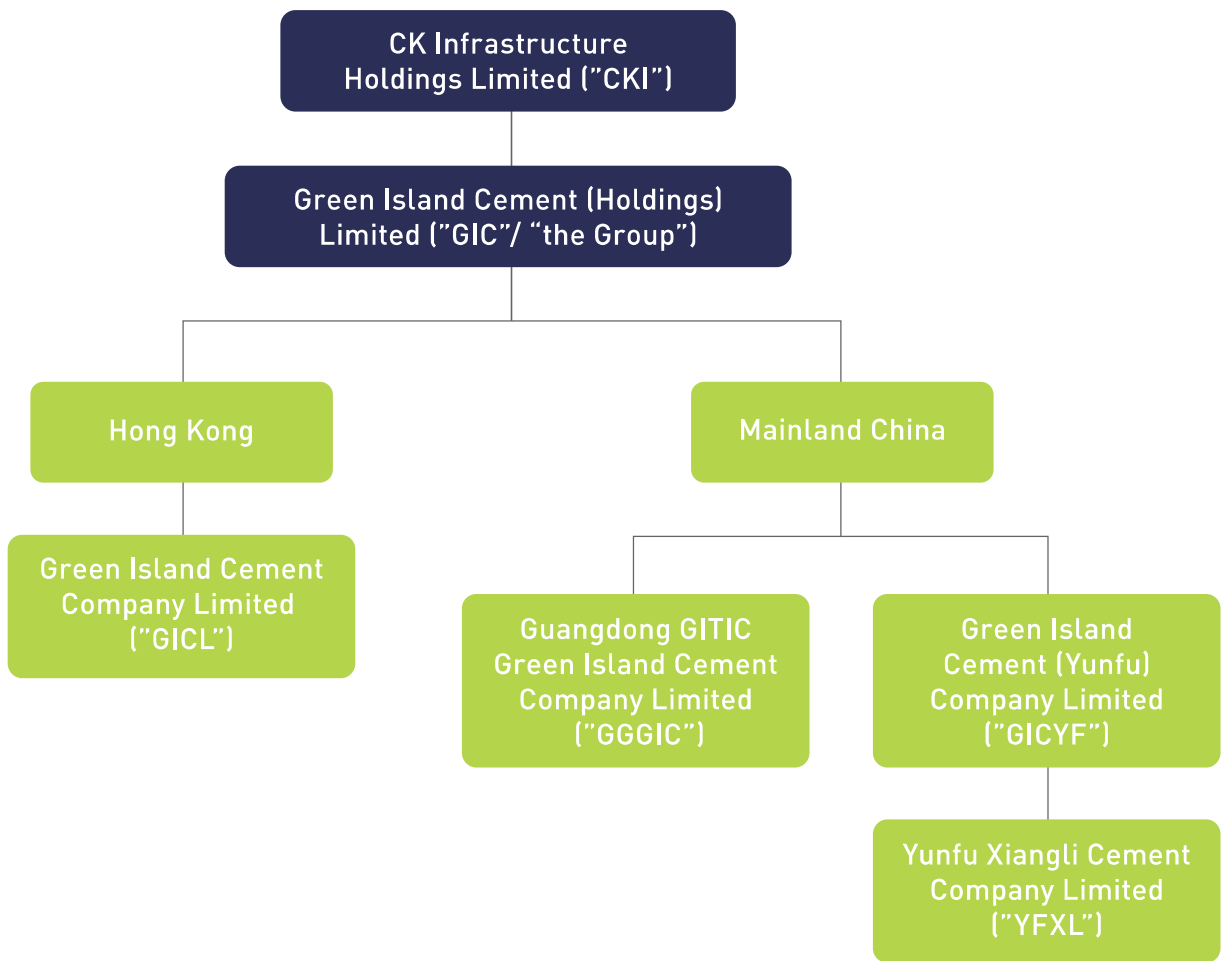
Founded in 1887 at Tsing Chau (Green Island) in Macau, Green Island Cement Company Limited ("GICL") has grown to become Hong Kong's leading manufacturer and distributor of cement and cement-based products.

Over the years we have helped build and grow Hong Kong, from its iconic buildings to infrastructure projects. From towers to bridges, hospitals to Hong Kong's Airport, our products are the bedrock of Hong Kong, and have in turn helped build the Hong Kong economy. Today GIC remains Hong Kong's only integrated cement manufacturer, accounting for more than half of the city's market share.

In 1998 GICL acquired the former Guangdong Yunfu Cement Plant in Mainland China, which led to the establishment of Guangdong GITIC Green Island Cement Company Limited ("GGGIC") - a joint venture. GGGIC owns a quarry with a large reserve of high-quality limestone.

Green Island Cement (Yunfu) Company Limited ("GICYF") is our flagship cement plant in Mainland China, which has been in operation since 2013, together with a supporting waste heat power generation system. Operating in Mainland China enables our goal of becoming a bigger and stronger cement Group and in April 2018, we acquired Yunfu Xiangli Cement Company Limited ("YFXL"), a cement grinding plant and jetty facilities in Yunfu City.

For more details of GIC's background and history, please refer to our website: [www.gich.com.hk](http://www.gich.com.hk) and [www.gggic.com](http://www.gggic.com) for details about our Mainland China business.

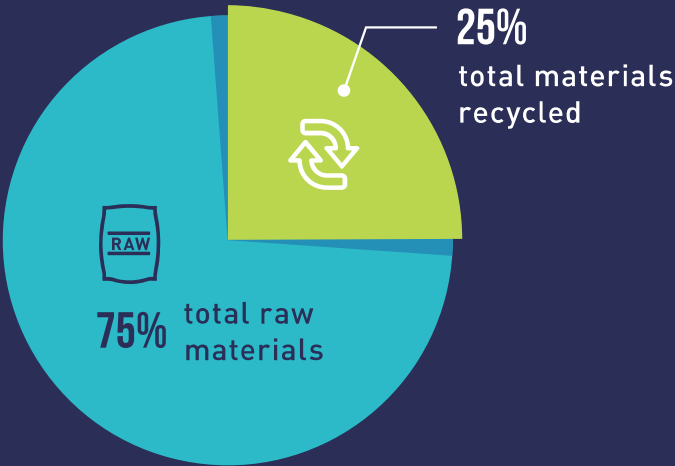


# The Nature of Our Business

## GIC's Value Chain



### RAW MATERIALS



### Suppliers by region

- Hong Kong
- Mainland China
- Asia
- UK
- Europe
- Australia
- Canada
- USA etc





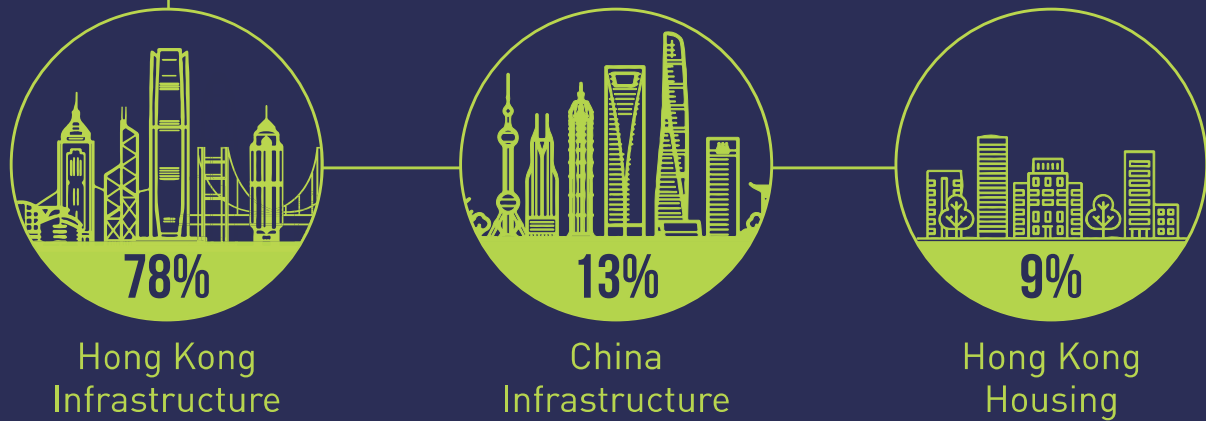
## PRODUCTION



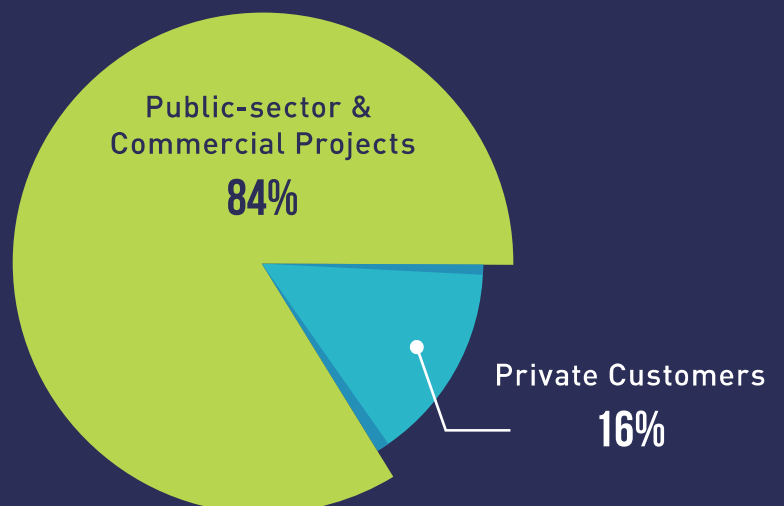
### PRODUCTS



### HOW THEY ARE USED



## CUSTOMERS





Cement is our core business; however, we are also an innovative technology company that applies new approaches to cement and aggregate development. We work with local waste management groups to reuse recycled glass cullet, the local government to collect wood waste for wood pellets, and more (learn more in the Simultaneously Reducing Emissions and Waste section). Our portfolio continues to expand our eco-friendly production as part of our mission to be the leading manufacturer and distributor of cement and cementitious products in Hong Kong while maintaining an

environmentally friendly, efficient and effective waste management production processor. The concerns with climate change impacts have local implications and we take this seriously. Since we operate in a sector that contributes to the problem, we also understand that our focus on innovating helps us attract talent that in turn will support our mitigation initiatives. Our intention is to be known for our responsible business conduct which builds trust and gives us the opportunity to work with partners for a climate resilient Hong Kong.

## Our Connectivity with Hong Kong

Our cement has contributed to the construction of countless iconic sights and infrastructure projects in Hong Kong. Between 2017 and 2018, more large-scale projects using GIC's cement were commissioned which include:



The Hong Kong-Zhuhai-Macao Bridge which was commissioned in October 2018.



The Guangzhou-Shenzhen-Hong Kong Express Rail Link which was commissioned in September 2018.

# Corporate Governance

We are firmly committed to the principles of good corporate governance by emphasising transparency, independence, accountability, responsibility and fairness when conducting business. Further information about CKI, our parent company, can be found on the Group website, in the Annual Report 2018, and from the Group Corporate Governance Report.

The basic structure of our organisation management:



## Our Values and Commitments

Our six core values reflect our aim to be recognized by our employees, the government and the public as good corporate citizens. Since it is important to us to be an employer of choice and for our staff to remain proud of what they do we continue to focus on building a high quality, healthy and safe workplace for our employees. By upholding our responsibility to our staff by offering incentives and initiatives that promote an honest and collaborative working environment we will also enhance our ability to attract new talent. At the same time, we endeavour to further protect the environment by using cutting-edge technology and have been continuously experimenting with using waste as an alternative fuel or an alternative constituent for our cement products. As such we are motivated to grow and diversify our portfolio of products, from waste management and treatment projects to generating revenue from other sources in order to sustain our operations for years to come.



## Business Ethics and Integrity

GIC has zero tolerance for corruption and bribery. To maintain high standards of business ethics and corporate governance, the Group adheres to the Code of Conduct of CKI Materials (CKIM), which specifies our values and the ethical and legal standards that apply at our Company, including guidelines on how employees should behave. Policies within the Code of Conduct include Prevention of Bribery, Acceptance of Advantage, Offer of Advantage, Entertainment, and Conflict of Interest. Any director or employee in breach of this Code is subject to disciplinary action, including termination of employment. The topics of corruption prevention and complaints and grievance procedures are also included in our Employee Handbook.

The process for reporting concerns about illegal or unethical behaviour is outlined in the Code of Conduct as well as preventive measures and whistle-blowing procedures. Any violations of this Code may prompt internal reporting and all staff are encouraged to direct enquiries about the Code or provide reports of possible breaches to the General Manager, Group Human Resources and Administration. Reports will be treated as confidential to the extent possible as allowed by law. No director or employee will be disciplined for reporting a concern in good faith. A register of both suspected and actual cases and the relevant statistics is provided to Management on a quarterly basis.

## Commitment to Sustainable Development

To meet today's global challenges, there is a need for partnerships between individuals, companies and organizations to collectively find solutions to issues such as poverty, inequality and climate change, reducing carbon emissions and natural resource depletion by the year 2030. As we look ahead to 2030, we hope not just to be a cement company but a genuinely innovative environmentally-friendly building materials company. GIC takes into consideration how our products, operations and long-term outlook contribute to the international sustainable development agenda and we are committed to enhancing collaboration through global initiatives such as the United Nation's Sustainable Development Goals (the SDGs).

In our last report, we identified four SDGs (7, 8, 12 and 13) that we believe are where we can make the most positive impact. For this report we have gone one step further by finding linkages with our own sustainability efforts and are using them to guide our decision-making. By innovating across our value chain and within our operations, we strive to be a responsible company that not only has its employees' wellbeing at heart but also cares for the environment and society as a whole. In coming years, we will continue to align our practices with the following motivations, commitments and progressive targets.



SDG	Motivation to:	Commitment to:	Progress in 2017-2018:
	<ul style="list-style-type: none"> <li>• Increase renewable energy sources</li> <li>• Improve our energy efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct research on the possibility of using alternative fuels from unwanted solid waste to provide cleaner energy and better manage waste</li> </ul>	<ul style="list-style-type: none"> <li>• Total energy consumption decreased by 11%</li> <li>• In 2018, diverted approximately 263 tonnes of fallen trees from landfill</li> <li>• Completed the trial burn test of wood derived fuel in Hong Kong</li> </ul>
	<ul style="list-style-type: none"> <li>• Achieve high levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</li> </ul>	<ul style="list-style-type: none"> <li>• Safeguard our employees by providing a zero-harm workplace</li> <li>• Adopt a diverse and inclusive employment approach to attract the best talent</li> <li>• Offer tailor-made training that best develops the potential of our employees</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced the number of lost days due to work injury by 46%</li> <li>• Developed a new approach to attract more diverse talent which includes Scheme A Graduate Training and Referral Bonus Programme</li> <li>• Provided ongoing training to employees</li> <li>• Created new positions to build the slag plant</li> </ul>
	<ul style="list-style-type: none"> <li>• Address resource usage</li> <li>• Refer to Targets 12.2 (achieve the sustainable management and efficient use of natural resources) and 12.5 (substantially reduce waste generation through prevention, reduction, recycling and reuse) as we move forward</li> </ul>	<ul style="list-style-type: none"> <li>• Strive for sustainably-sourced key materials including gypsum, fly ash, and glass to avoid overuse of raw materials</li> <li>• Increase energy efficiency across our supply chain including sourcing, manufacturing, packaging and logistics</li> <li>• Reduce our water consumption</li> <li>• Achieve zero waste in our production process</li> </ul>	<ul style="list-style-type: none"> <li>• Sourced 25% of reused or recycled materials</li> <li>• Water intensity reduced by 61%</li> <li>• In 2018, handled 3,560 tonnes glass cullet, while also diverting nearly 1,000 metric tonnes of glass from landfill every month</li> <li>• Maintained zero disposal of bulk materials from production process</li> </ul>
	<ul style="list-style-type: none"> <li>• Focus on our organizational capacity to address awareness, strategy development and planning around mitigation</li> <li>• Learn more about adaptive capacity and resilience to climate change impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Support innovative solutions that reduce emissions such as reducing the volume of limestone in cement, as well as the use of a low NOx burner and employing flue gas desulfurization</li> <li>• Support to use of alternative cementitious material to reduce greenhouse gas emission</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced the volume of greenhouse gas by 8%</li> <li>• NOx intensity reduced by 23%</li> <li>• SOx intensity reduced by 85%</li> <li>• Increased the waste-heat power generation by 3%</li> <li>• Started the construction of slag grinding plant in Hong Kong in February 2018</li> </ul>

We believe our operations are well aligned with these Global Goals and we will continue to innovate our product portfolio and demonstrate our support for tackling the global compelling issues through the following actions:

- Use of alternative fuels;
- More efficient use of natural resources;
- Minimization of negative impacts on ecosystems; and
- Reduction of emissions to tackle climate change.

Each of these actions are further elaborated in their respective sections of the Report.

Additionally, internal audit of our manufacturing processes and products will be conducted regularly to enable us to create positive synergies and conditions that can address these development challenges.

# Our People



As one of our core values, we are dedicated to building a better workplace for all our colleagues. We strive to cultivate an engaging workplace that offers meaningful jobs to a dynamic group of caring and committed employees. As a company that constantly looks to innovate and challenge, we seek out team members who embody our core values, look out for one another, and can truly work as a team. Despite local manpower shortages and a decrease in skilled labours, we work hard to remain an employer of choice that attracts and retains the best talent. We do this by safeguarding employee health and safety. We also offer one of the most competitive benefits packages in the manufacturing sector, going well beyond local legal requirements.



## At a Glance – Our People Highlights



**954**  
Employees



**9.12%**  
Average turnover rate



**6.6:1**  
Male / female ratio



**20.35**  
Average hours of training



**249**  
Lost Days due to work injury, a 46% decrease from the last reporting period

Comparing our performance to past years we have seen our turnover and overall employment rate remain stable and we continue to offer an attractive benefits package to our staff. Motivated by the concept of continuous improvement and being a good business, we will keep working on ways to consistently improve our corporate culture and employee wellness.

Our recently updated Employee Handbook outlines our approach to employment, including fair hiring practices, compensation and dismissal, working hours, rest periods, anti-discrimination, and employee welfare all come together to promote an honest and supportive workplace. Bound by our Code of Conduct, our hiring practices take into account the abilities and performance of employees regardless of their race, ethnicity, gender, creed, religion, age, disability or sexual preference.



All levels of employees are encouraged to keep abreast of CKIM's activities in relation to the Group's goals, directions and performance. CKIM offers several channels for employees to express their opinions on employment practices and to offer suggestions. Most employees do so by speaking or writing directly to their supervisor, Department Manager or General Manager. By having these channels of communication, we can ensure both an open and transparent workplace while protecting employees' privacy.



Highlights of new and ongoing initiatives during the reporting period include:



SEP 2017  
Enhancing the Staff Referral Bonus Programme



OCT 2017  
Streamlining operations to adopt a five-day work week



JAN 2018  
Incorporating healthy lifestyles by installing a staff fitness room at CRC House



APR 2018  
Introducing Volunteer Leave of one day off to employees



JUL 2018  
Launching a new staff bonus programme



## Health and Safety

It is essential that we provide a safe workplace for all our employees so that we can create an atmosphere where employees feel safe, happy, motivated, and responsible. We understand nothing can compensate for the pain or loss of an injured family member and colleague. Given the terrible impact of industrial injuries, we have proactively adopted preventive measures and set safety KPIs to reduce workplace incidents and injuries. Being fully committed to complying with local relevant statutory health and safety legislation and statutory provisions, we have achieved OHSAS 18000, a critical barometer for industrial safety.



### Number of Lost Days Due to Work Injury

 46% ↓

### Number of Work-Related Fatalities

 0

Over many years of taking care of each other at GIC, we have 'we are peers' culture where employees are incentivized and motivated to ensure the health and safety of their colleagues. The success of this approach has resulted in a significant decrease in the number of lost days due to work injury. The rate has dropped by 46% since 2017 and the number of work-related fatalities has been maintained at zero.

To ensure our facilities are properly and safely managed, we maintain an ongoing scheduled preventive maintenance programme in various operational departments. Together with the guiding principles set forth in the Integrated Policy of Quality, Environmental, Safety and Health and our Ten General Safety Rules, our Occupational Health and Safety (OHS) training system is rigorously implemented for all staff - from frontline operators to office staff - to minimize industrial injuries. Our in-house safety and environment rules, which are implemented through our Unsafe Acts / Conditions Control Procedure, Safety Working Cycle, as well as Inspection Programme and Training, ensure we are running an effective safety and health management system to minimize the exposure of health and safety risks to our staff.



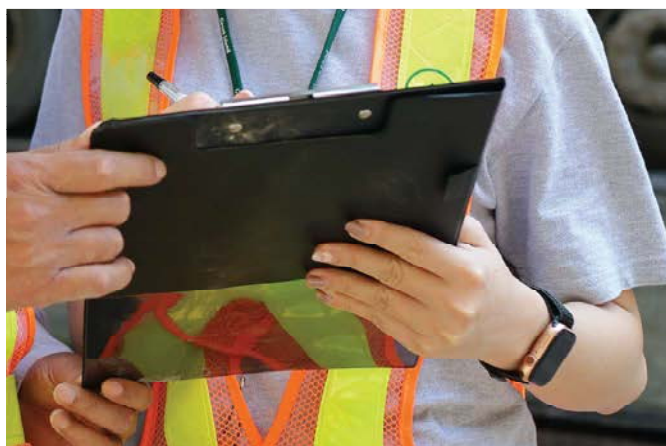
## Highlights of our OHS initiatives:



▲ “Safety is everybody's responsibility and everyone is a safety officer.”

In July 2017, we launched an incentive scheme to improve safety performance by introducing a monthly safety bonus. To highlight accountability, financial penalties are imposed on the individual's monthly safety bonus if there is a violation of rules and an occurrence of lost time injury. The scheme encourages staff to stick with our safety rules, to be considerate and create a safe working environment. The higher the staff grade, the higher the responsibility and the higher the penalty for non-compliance. Since the scheme was launched, our accident rates have dropped and we are now reviewing the 43 rules for further improvement and comprehensiveness.

In this reporting period, a new electronic system of safety management (SAFSM) was developed to make a more traceable and reliable safety management database.



Time spent on paper work is reduced and efficiency is increased, and thus productivity. The new SAFSM enables direct input of raw data, from daily findings, in the system and reports can be quickly generated reducing time for data processing as well as human error. We are now working on upgrading the new system, so as to replace the previous practice of using printed documents onsite (which are apt to dissolve in extreme weather conditions), with a digitalized version. While the GGGIC and GICYF operations also have a similar system in place, all OHS team members using the system have given positive feedback.



## Learning and Development

We believe we can only be as good as our best and brightest team members. So, our approach to training aims to facilitate honest and transparent coaching, provide feedback and recognition, and support employees' development, motivation and engagement. As part of our commitment to SDG 8, we provide a variety of training and development programmes for our employees to maximize their potential and enhance their capabilities. During the reporting period, the Group offered an average of 20.35 hours of training to each employee.

Overseen jointly by our Human Resources and OHS departments, our learning and development programmes develop in-house talent and promote workforce mobility as well as occupational health and safety. During the reporting period, we provided 151 internal and 25 external training courses on topics ranging from First Aid to effective presentation skills to welding safety and more.

GGGIC and GICYF have both focused on providing their staff development programmes in product quality, environmental management and occupational health and safety. Various working manuals, such as the Laboratory Quality Manual,

Quality and Safety Integrated Manual and the Safety and Environmental Management Standards Manual were updated during the reporting period.

## Nurturing Talent

For the long-term success of our Group, we value qualified, motivated employees who help us evolve and drive innovation. As a basis for strategic development and effective succession planning, we aim to attract young, dynamic industry professionals, especially chemists and engineers. Our succession programme promotes continuous advancement through annual reviews and internal on-the-job training. We will continue working on expanding our programmes for the advancement of future executives and strengthening our recruitment of university graduates and graduates with international professional experience.

We also recognize our talent through nomination and selection of 'Smart Employees' from within. We believe that motivated and engaged employees are the key to our success and they support our drive for innovative projects that address both our material issues and our expanding portfolio.



## Scheme “A” Graduate Training

Talent training initiatives help us stay in touch with the needs of our workforce, ultimately boosting team morale and productivity. The initiatives also demonstrate our commitment to providing an engaging and caring working environment and further build GIC’s sustainable edge in the industry. In 2017 we launched a new scheme to support graduate trainees who aim to become future engineering experts. The scheme not only offers a valuable opportunity for trainees to acquire the latest theoretical and practical skills in the cement industry, trainees also gain exposure to GIC’s key environmental initiatives such as waste to raw material processes, waste to energy opportunities, as well as waste and emission reduction efforts. Moreover, trainees are given the opportunity to put engineering theories into practice in the cement-manufacturing sector, and participate actively in relevant in-house and external Continuing Professional Development (CPD) activities.

From the perspective of three of our graduate trainees, the Scheme has built a concrete foundation of their engineering career, and instilled inspiring insight for their future career development at GIC:



I had a valuable opportunity to participate in a 5-day training in our cement plant in Yunfu, where I could learn about various technologies, such as waste-heat electricity generation and the rope-way conveying system. I had the opportunity to participate in CPD seminars and technical visits.



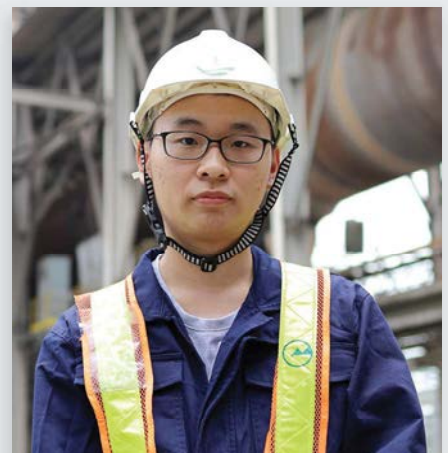
- CHUNG Hing Kit, Jacky



I learnt practical maintenance skills and knowhow under the mentorship of two experienced frontline operators. I also witnessed the commencement of two of GIC’s key environmental projects - turning waste-glass into cement and using typhoon yard waste as an alternative fuel, which showed me how we can contribute to the waste problem to the city as a company.



- WONG Ho Kiu



The scheme has sharpened my project management skills through job rotation in both Production and Maintenance departments, where I acquired valuable knowledge in cement plant operations and performed equipment analysis under the coaching of experienced engineers. I also got some hands-on plant maintenance experience in welding and the dismantling of mechanical components.

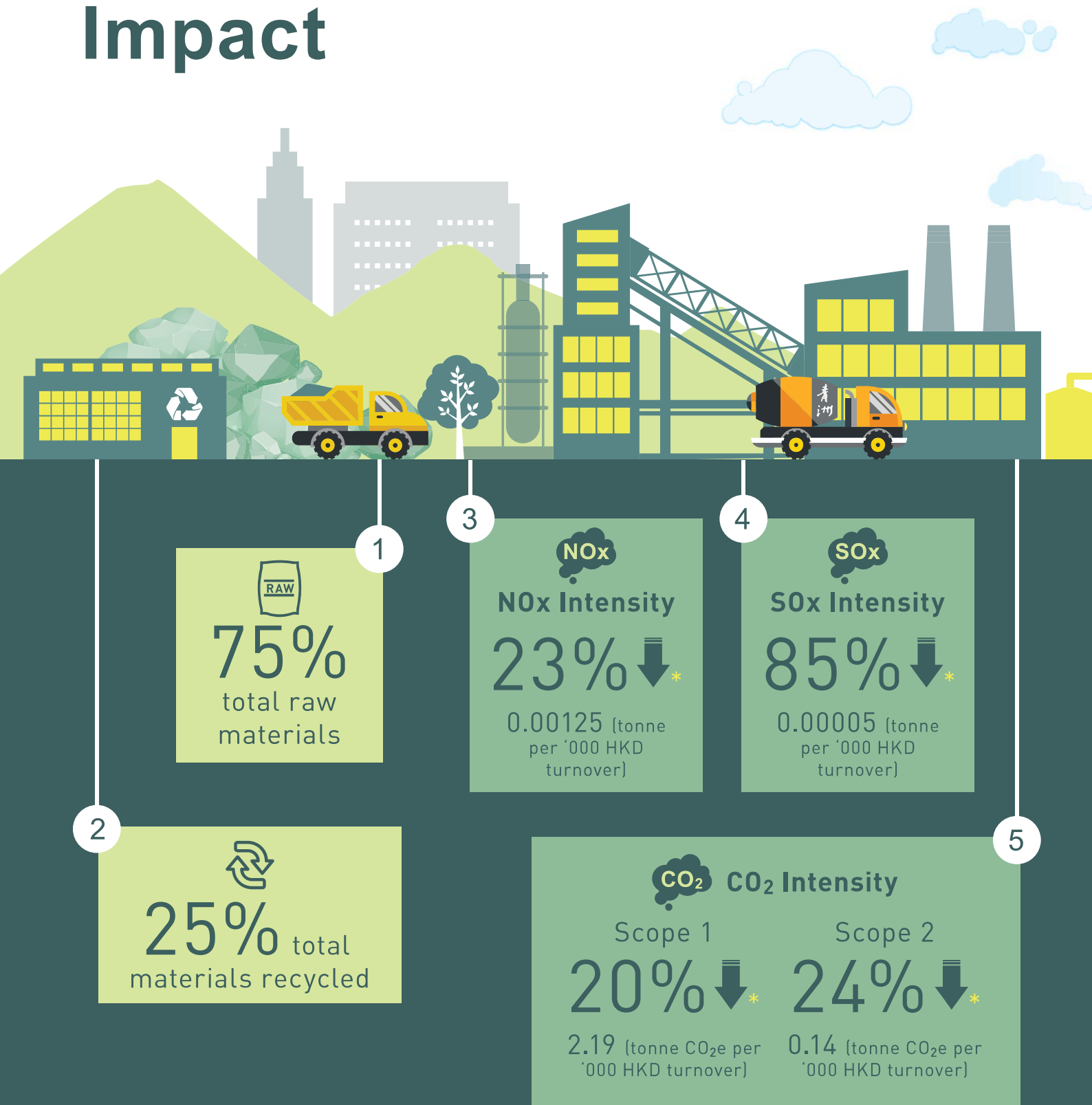


- LUI Wan Kit, Maurice

We will continue enhancing and strengthening the Scheme “A” in coming years to support our next generation of cement industry experts. Our trainees will become self-motivated team players, equipped with solid technical as well as soft skills, and will be able to lead GIC in addressing future challenges that our industry may face.



# Our Environmental Impact





6



Coal

38% ↓\*

8.4603 (GJ  
per '000 HKD turnover)

7



Diesel

26% ↓\*

0.0182 (GJ per '000  
HKD turnover)

10



Hazardous  
Waste Intensity

13% ↓\*

0.00005 (tonne per  
'000 HKD turnover)

8



Electricity

14% ↓\*

251.2 (kWh per  
'000 HKD turnover)

9



Water

61% ↓\*

0.63 (cubic metre per  
'000 HKD turnover)

11



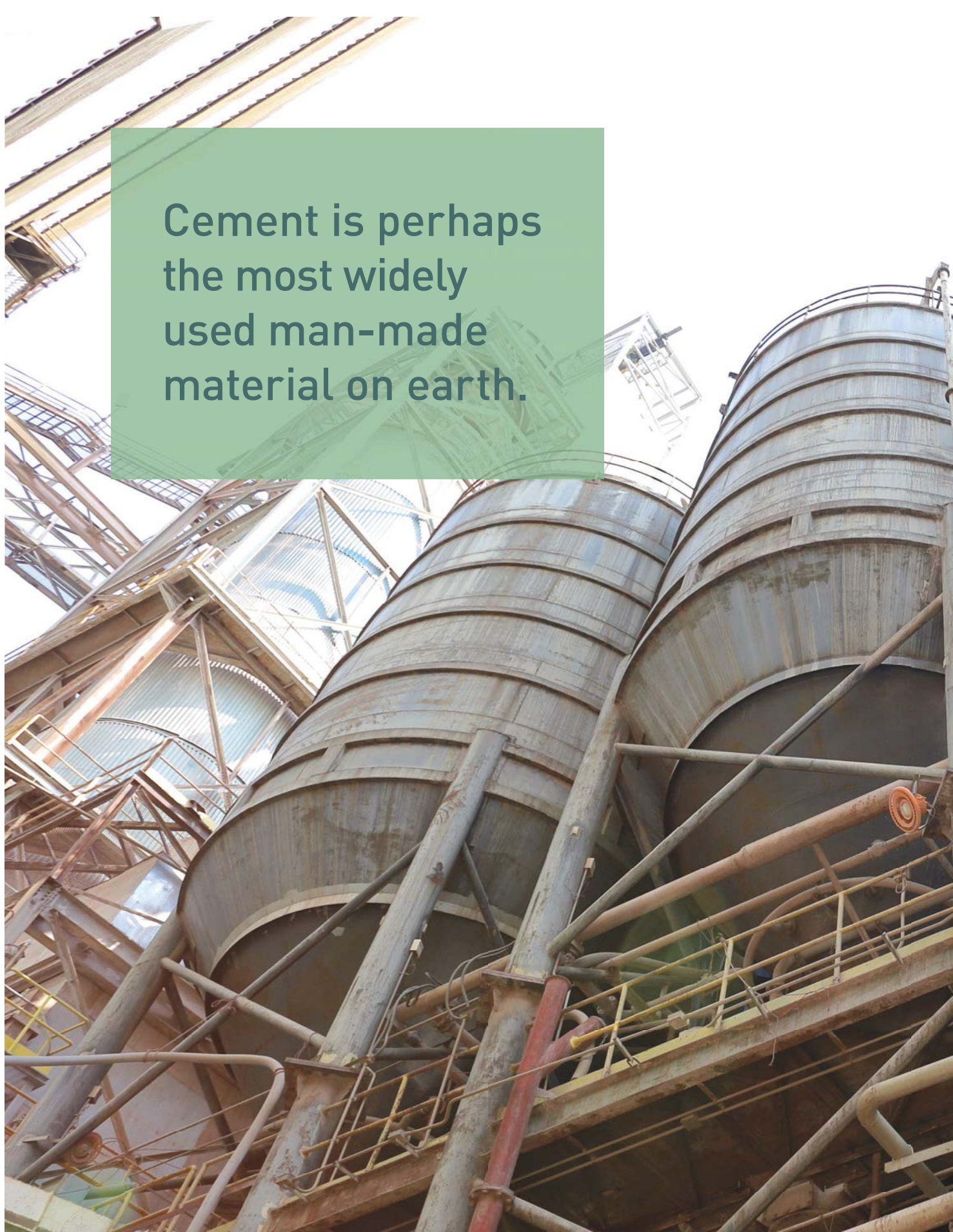
Non-hazardous  
Waste Intensity\*

23% ↑\*

0.00236 (tonne per '000 HKD  
turnover)

\*100% recycled

\*compared to last reporting period



Cement is perhaps  
the most widely  
used man-made  
material on earth.





As a key ingredient for concrete, cement is used in the construction of everything from buildings and bridges to roads and pavements and more. Having largely shaped the modern built environment, we recognize that cement production single-handedly accounts for about 7% of all global carbon emissions<sup>1</sup> The intense heating required to bind cement materials for production requires massive amounts of fuel and also causes one of the main ingredients - limestone - to chemically decompose, leaving behind a compound called calcium oxide, which releases large amounts of carbon dioxide as a by-product.

For over 20 years our systematic approach to environmental management has met or exceeded internationally-recognized standards. We seek to use finite resources efficiently, while reducing GHG emissions and minimising waste as best we can. Indeed, we are proud to operate in our long-time home of Hong Kong and consider the environmental performance of our company to be critical to helping preserve Hong Kong's delicate eco system and few natural resources.

At minimum, we operate under licences issued from the Environmental Protection Department (EPD) of Hong Kong and Ministry of Ecology and Environment of Mainland China. However, our efforts go beyond those required and our Environmental Management System has been implemented since 2005 to ensure that our environmental policies are effective and all environmental issues are addressed promptly. Additionally, our Integrated Policy of Quality, Environmental, Safety and Health; Integrated Management System (IMS); and especially our Environmental Policy help keep our team take ownership of our many environmentally considerate initiatives and programmes.

During this reporting period, we made two major improvements to our IMS Policy. Our Policy was migrated to ISO14001:2015 in May 2018 which will help enhance our environmental performance and prior to the migration, the Policy was carefully reviewed in January 2018 to better integrate environmental aspects across our operations. Various members of management and the Integrated Management Committee are empowered to periodically review objectives and targets according to this framework.

<sup>1</sup> According to estimates from the International Energy Agency.





## Minimizing Our Use of Natural Resources

As one of our core values, we are dedicated to protecting the environment and extending the value of our resources. A big part of this is resource optimisation and as often as possible, we use by-products from other industries in our operations. This helps reduce natural or virgin resources from being extracted from the environment.

Three new initiatives launched during the reporting period that underscore our efforts:

- Using more than 4,000 metric tonnes of cleaned and shattered recycled glass to make cement in 2017 and 2018.
- Our Mainland China operations in Guangdong are testing opportunities to convert various types of industrial waste into energy, which would reduce our coal consumption and help divert waste from landfills. We expect to enter into a joint venture agreement by 2020 with a textile manufacturer in Haizhu to convert a targeted 83 tonnes of scrap textiles into energy. This is a relatively 'clean' process, resulting in the production of little to no emissions.
- A trial burn study on using wood derived fuel in our Hong Kong operation was completed in 2017. The use of alternative fuel enables us to be less dependent on coal fossil fuel.



## Simultaneously Reducing Emissions and Waste

As a responsible corporate citizen, reducing greenhouse gases (GHG) emissions is extremely important to us, and we do everything possible to radically reduce emissions in a variety of ways. This also ties in with our motivation to contribute to SDGs 12 and 14 by finding innovative ways to minimize our emissions as best we can.

Pending approval from the EPD, we will soon be able to replace about 40% of the coal used for cement production with alternative fuels by building a disposal facility designated to convert multiple types of high-calorific waste, such as wood derived fuels, into energy. Bringing this facility to life will not only add to our core business of cement manufacturing, it will also enable GIC to be a waste management solutions provider. A more stable revenue source compared to our cement revenue which is cyclical and seasonal will be provided.

We have several other pinnacle projects that aim to help decrease our GHG emissions during the cement production process and reduce waste by diverting materials that would otherwise be sent to landfills.





### Bringing eco-friendly cement to Hong Kong

The Slag-grinding plant at Tap Shek Kok - which is slated to open in Q4 2020 - will grind slag<sup>2</sup> to produce ground granulated blast furnace slag as a partial replacement of cement in concrete. The design of the plant, which offers a unique approach to reducing the carbon footprint of our cementitious products, is being built inside our existing cement plant and uses waste heat from the kiln system to dry slag. With a lower carbon footprint than portland cement<sup>3</sup> and an excellent replacement material for Pulverized Fuel Ash (PFA)<sup>4</sup>, slag is a more eco-friendly cementitious option, and is new to the Hong Kong market.

The capital investment of the slag plant was approximately HK\$200 million and is anticipated to prevent the release of around 284kt of carbon dioxide equivalent emissions per year. Additionally, as the slag plant was built inside the existing cement plant, only a few additional employees will be required to operate it and the environmental and community impact from noise and air pollution should be quite minimal. To ensure this, the air quality of the neighbouring community was assessed during the licencing process, and during the construction phase heavy machinery or oversize structures will be transported to the site either by barge or during off-peak hours.

With an expected upcoming shortage of PFA in Hong Kong due to local power plants adopting more natural gas and reducing their coal consumption, the slag plant will provide customers a consistently priced and stable product for years to come.



<sup>2</sup> Slag cement is a hydraulic cement formed when granulated blast furnace slag (GGBFS) is ground and is used to replace a portion of portland cement. Slag cement is commonly found in ready-mixed concrete, precast concrete, masonry, soil cement and high temperature resistant building products. It is a recovered industrial by-product of an iron blast furnace.

<sup>3</sup> The basic ingredient of concrete which is formed when cement creates a paste with water that binds with sand and rock to harden.

<sup>4</sup> Pulverized Fuel Ash (PFA), a.k.a. 'Fly ash' is a cement substitute and is a by-product of coal-burning power stations.





### Using typhoon yard waste as an energy source

The use of cement substitutes is a common practice throughout the global cement industry. Another common methodology to reducing emissions in cement production is from using alternative fuels, such as biomass and other waste materials. We have always considered alternative fuel use a win-win solution as it increases our profitability and enhances competitiveness while reducing our carbon footprint.

Despite prevalence in other countries, in Hong Kong, it is an unusual practice for a cement company to target locally available waste. To demonstrate the environmental and economic value, we conducted a trial burn programme of wood derived fuel to prove how GIC can collaborate with local waste management groups and resolve the waste problem of Hong Kong in a responsible and accountable manner. Under a special permit granted by the EPD in October 2018 and after Typhoon Mangkhut, approximately 263 tonnes of fallen trees and twigs were collected and burned in our plant as an alternative energy source in 2018.

The trial burn exercise has proven to be successful in showcasing our capacity for providing a high-quality standard of cement that diverts waste from landfill and incinerators and has minimal emissions.

### Recycling glass bottles

Hong Kong residents and companies use a lot of glass for food and beverage needs, and despite being endlessly 100% recyclable, without loss in quality or purity, very little of it is recycled. Always thinking resourcefully, in 2017 we saw an opportunity to help divert Hong Kong's waste glass from landfill by using glass cullet<sup>5</sup> as an additive during cement production. The glass cullet replaces between 1-2% of clinker<sup>6</sup> and in 2018 we handled 3,560 tonnes, which is equivalent to around 2,500 tonnes in CO<sub>2</sub> reduction while also diverting nearly 1,000 metric tonnes of glass from going to landfill every month. We target to convert around 16,000 tonnes annually (i.e. 1% of our clinker dosage) however achieving this goal is subject to the availability of glass supply and the logistics of working with waste glass collection service providers. The EPD supports this initiative as it is considered a viable solution that both diverts waste and reduces CO<sub>2</sub> emissions.

<sup>5</sup> The industry term for furnace-ready recycled glass

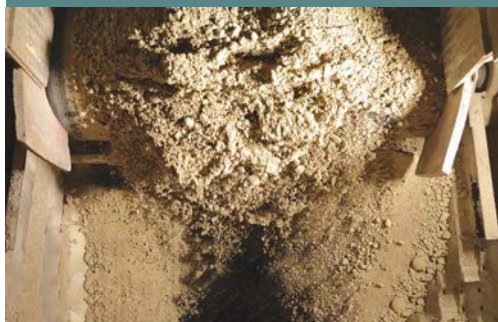
<sup>6</sup> The main raw material used for cement manufacturing. Limestone powder, iron ore, alumina are all made into a powdery form which is then heated resulting in a lumpy solid substance called 'clinker'.



## Enhancing Our Energy Efficiency

Energy efficiency is another critical aspect to minimizing our environmental impact. Several types of fuels are used for cement production and we are continuously improving our energy consumption. Highlights of initiatives to enhance our energy efficiency during the reporting period include the following aspects:

### Grinding process improvements



Launched a trial study on using ceramic balls in the grinding process to improve electricity consumption



Employed a new grind aid to finish mill operation to fully utilize the clinker strength capacity and hence reduce its power consumption



Upgraded the feeding of air separator to improve its separation efficiency and prevent overgrind, and hence reduce the electricity consumption of raw grinding operation

### Equipment (such as feeders, fans, etc.) improvements



Upgraded precal coal dust feeder to remove the process bottlenecks



Vertex killer was installed to reduce the turbulence at fan inlets which reduces power consumption



Replaced raw mill and kiln ID fans motors, feeders and controllers



Replaced kiln main drives, motor, feeder and controller



Replaced clinker cooler fans, motors and their feeders



Replaced cooler bag house exhaust fan motor, its feeder and controller



## Working Towards Our Water Goals

For over ten years we have had a goal to emit zero water discharge from our plants. We are committed to minimize discharge by reusing domestic waste water which we treat in an internal facility. The water is sterilized before being reused in our irrigating system. We also collect rainwater into a reservoir, which is then recycled and used to moisten dust particulates in the flue gas stream. This increases the efficiency of dust collection in the electrostatic precipitator. The recycled water is also loaded in our numerous water trucks for road water sprays and other applications.

# Our Partners and Suppliers

## At a Glance – Our Partners and Suppliers Highlights





2,881 Suppliers

77% of which are  
local suppliers

524 suppliers were  
screened using environmental  
and/or social criteria

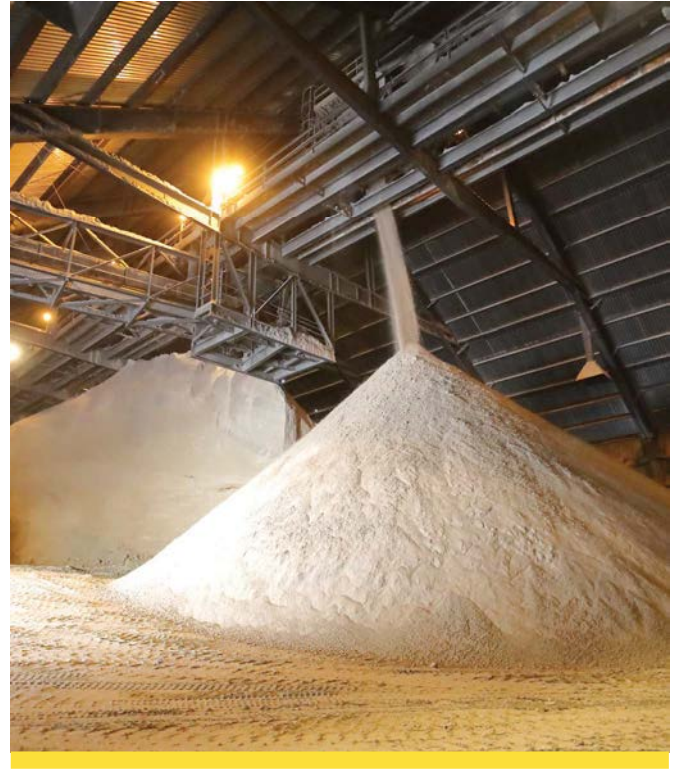
14.43 years  
the average number of years  
our suppliers worked with us



We encourage our suppliers, contractors and other partners to explore and implement sustainable business practices as best they can. We regularly assess supplier performance in areas such as packing and product quality, while procurement contractor performance is measured against environmental, safety and quality benchmarks. We safeguard the integrity of our supply chain through our Code of Conduct, which guides our procurement and tendering procedures for the highest ethical standards.

Our Purchasing Procedure for Indirect Materials and Works provides a general guideline for our purchasing practices regarding the selection of environmentally friendly materials and minimizing packing materials for import shipments. The procedure, in accordance with legal requirements, offers clear directions on how to minimize the use of hazardous commodities. We also control the purchase of certain items that have a significant impact on the environment (significant environmental control items) such as ozone depleting agents.

Additionally, although options are sometimes limited, we try our best to support the local economy by purchasing locally products and services as much as possible.



## Supplier Environmental Assessment

It is important for us to make improvements throughout our supply chain to reduce our environmental impact and we do this as best as we can. We select suppliers who demonstrate sound sustainable practices that are aligned with our core values. We also give priority to suppliers who actively participate in environmental protection, save energy, and obtain ISO14001 environmental system certification (particularly within our China business units). Suppliers are requested to provide a copy of their ISO14001 certificate and environmental control plan where applicable. We also assess their performance when an order/service has been completed and communicate regularly with them in case improvements are needed.

## Expanding Synergies in Guangdong

### Exploring integrated industrial waste treatment

Partnering with one of China's leading comprehensive waste treatment solution providers, GICYF is keen to explore integrated waste treatment technologies and solutions to alleviate the waste burden of our operations as well as the local community. Through research and repetitive trials, GICYF obtained an official approval from the Guangdong Environmental Bureau in June 2018 to treat various types of solid industrial waste delivered to the Yunfu City Industrial Waste Recycling Centre. We aim to treat a maximum of 83,000 metric tonnes of waste per year within the next five years.



### Increasing production opportunities

The demand for cement has been rising steadily in Guangdong and throughout the country in recent years, leading to a stable increase in the average selling price. As a response to this, in April 2018, the Group acquired a cement grinding plant, Yunfu Xiangli Cement Company Limited (YFXL) and three pier berths in Yunfu city. The plant's annual production capacity is 1 million tonnes of cement grinding, which is widely applied in highways, bridges, metro railways, water amenities, housing properties and civil construction.

The RMB180 million (approximately HK\$224 million) acquisition facilitates the expansion of GIC's portfolio and presence in Mainland China. The acquisition is yet another robust investment with stable returns for CKI.



# Our Customers and Community

## At a Glance – Our Community Highlights



**934.25**  
hours of staff  
volunteering



HK\$  
**1.929M**  
in donations to  
local charities



**718** visitors  
to our plant from 23  
schools, NGOs and  
corporate organizations

As Hong Kong's leading provider of cement and cement-based products, we are well placed to have a positive and lasting impact on the communities in which we operate. One of our core values, providing quality products and services reflects our desire to do right by our customers and the communities in which we operate. This starts by building relationships and understanding the changing needs of customers and local communities and then finding

ways to position ourselves as a force for good.

Improving the customer experience and caring for the communities in which we operate is critical to the sustainability of our business and the ongoing relevance and reputation of our brand, products and services. We also truly value the relationships that have been built over decades with our loyal customers and local communities.



## Customer Privacy

We are committed to protecting the data privacy of our customers, as stated in our Customer Data Privacy Policy. All personal data collected through our customer service department, marketing activities or online platforms is handled in an appropriate manner in accordance with local regulatory requirements and can only be accessed by authorized persons at the Company. Should an issue arise, our Customer Complaints Handling Procedure outlines the obligations of GIC staff when handling customer complaints associated with company products or services.

## Product Quality Control

Our manufacturing processes have ISO9001 accreditation, and our Portland Cement adheres to the British Standard BS12:1996 and BS EN 197-1:2000 while our Pulverized-Fuel Ash adheres to BS3892:Part 1:1997.

For use throughout the Group, our Quality Control Regulations for Cement Manufacturers outlines requirements and procedures for ensuring quality on topics such as:

- Cement standard consistency water consumption, setting time, stability test methods
- Cement sampling methods
- Cement mortar strength test method
- Quality Management System Requirements

GIC's Mainland China operations make use of the Groups' Quality Management System Requirements and Cement Production Enterprise Quality Management Regulations, which ensure that a sound quality management and quality assurance system has been established. Additionally, a comprehensive management manual for quality, environment and occupational health and safety has been launched and a full-time quality management department and quality management manual have been implemented. Our Mainland China operations utilize advanced quality inspection equipment and facilities as well as a training plan for quality management personnel and quality inspection personnel has been developed. These investments aim to ensure that all our employees remain safe at work, and our products and services meet our rigorous quality standards.

## Community Engagement

GIC cares for our community and we believe that strong relationships with the communities in the areas we operate are indispensable to our success. We are particularly compassionate towards supporting children and encourage our staff to volunteer with local children's groups. Starting in 2018, the Company has granted one day off to employees who have participated in 40 or more hours of community voluntary service, as a token of appreciation and to act as encouragement and recognition of their efforts.

The Group also provides charitable contribution to several fund-raising activities including the Community Chest of Hong Kong and the Construction Industry Council. We like to think that by making this voluntary commitment to society, we strengthen community ties and achieve long-term socio-economic added value for the communities to which our staff belong in Hong Kong and Yun Fu.



## Appendix

Award	Year	Organization
Caring Company Award	2017 & 2018	The Hong Kong Council of Social Service
Joyful @ Healthy Workplace Best Practices Award (Enterprise / Organization Category) Excellence Award	2018 - 2019	Occupational Safety and Health Council
Family-Friendly Employer	2018	Home Affairs Bureau & Family Council
Good Employer Charter	2018	Labour Department
Happy Company	2017 & 2018	Hong Kong Productivity Council & Promoting Happiness Index Foundation
BOCHK Corporate Environmental Leadership Awards EcoChallenger - 5 Years+ EcoPioneer Companies - Top 3	2017 & 2018 2018	Federation of Hong Kong Industries
Hong Kong Green Awards Green Management Award (Corporate) - Silver	2017 & 2018	Green Council
CLP's Green Plus Award (Industry) - Silver	2017	China Light and Power Group
CLP's Smart Energy Award Peak Demand Management Outstanding Award	2018	China Light and Power Group
Good MPF Employer Award 2016-17 and 2017-18	2017 & 2018	Mandatory Provident Fund Schemes Authority
International Day of Persons with Disabilities - 18 Districts Caring Employers 2017 Award	2017	Labour and Welfare Bureau - Rehabilitation Advisory Committee
The Hong Kong Outstanding Corporate Citizenship Logo Enterprise Category + Volunteer Team	2017 & 2018	Hong Kong Productivity Council
Silver Award (as a supporting organization of our Youth Employment Support Services Programme)	2017	The Boys' & Girls' Clubs Association of Hong Kong
HKCMA Directors' Awards for Health and Safety & Environmental Excellence 2016-2017 Best Health, Safety or Environmental Initiative Award - Certificate of Merit	2017	Hong Kong Construction Materials Association
ERB Manpower Developer Award	2017 & 2018	Employees Retraining Board
Hong Kong Smoke-free Leading Company Award	2017	Hong Kong Council on Smoking and Health
Partner Employer Award	2018	The Hong Kong General Chamber of Small & Medium Business
Better World Company	2018	Junior Chamber International Hong Kong
Social Capital Builder Award 2018	2018	Labour and Welfare Bureau - Community Investment and Inclusion Fund

## HKEx Content Index

HKEX ESG Reporting Guide *Recommended Disclosures	Reporting Location	Explanation/Remarks				
Aspect A1 Emissions: General Disclosure	Our Environmental Impact	During the reporting period, we have complied with all applicable environmental laws and regulations related to emissions, water discharge and waste management. This includes efforts to ensure compliance with Hong Kong environmental laws and ordinances such as: • Air Pollution Control Ordinance (Cap.311) • Waste Disposal Ordinance (Cap.354) • Water Pollution Control Ordinance (Cap.358) • Noise Control Ordinance (Cap.400) • Ozone Layer Protection Ordinance (Cap.403) • Environmental Impact Assessment Ordinance (Cap.499) • Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611)				
KPI A1.1	Our Environmental Impact – Simultaneously Reducing Emissions and Waste		2017		2018	
		NOx (tonnes)	1,947		1,873	
		SOx (tonnes)	73		78	
KPI A1.2		Scope 1 emission (tonne CO <sub>2</sub> e)	3,338,135		3,342,905	
		Scope 2 emission (tonne CO <sub>2</sub> e)	218,682		218,359	
KPI A1.3		—				
KPI A1.4		—				
KPI A1.5						
KPI A1.6		Our hazardous waste mainly comes from used machinery lubricant, spent batteries, spent Hg contained lamp and medical waste which is either recycled (69 tonnes) or incinerated (280kg). 65 tonnes of used engine oil are temporarily stored and may be used in our kilns after special treatment.				
Aspect A2 Use of Resources: General Disclosure	Our Environmental Impact					
KPI A2.1	Our Environmental Impact – Enhancing Our Energy Efficiency		2017		2018	
		Total energy consumption (kWh)	385,022,187		380,811,630	
KPI A2.2		Water consumption (cubic metre)	981,284		944,104	
KPI A2.3		—				
KPI A2.4		Not aware of any issues in sourcing water that it fit for purpose in Hong Kong. Data not available for Mainland China operations.				
KPI A2.5		Not considered a material issue for our products as there is little packaging involved.				
Aspect A3 The Environment and Natural Resources: General Disclosure	Our Environmental Impact					
KPI A3.1	Our Environmental Impact	—				
Aspect B1 Employment: General Disclosure	Our People					
KPI B1.1*	Our People – Learning and Development		2017		2018	
		Total workforce by gender	Male	Female	Male	Female
			834	124	829	125
		Total workforce by geographical region	Hong Kong	Mainland	Hong Kong	Mainland
			355	603	352	602
KPI B1.2*		—				



HKEX ESG Reporting Guide *Recommended Disclosures	Reporting Location	Explanation/Remarks				
Aspect B2 Health and Safety: General Disclosure	Our People – Health and Safety	To the best of our knowledge, we operate in compliance with relevant local laws and regulations including the Hong Kong Occupational Safety and Health Ordinance, Chapter 509 and the Factories and Industrial Undertakings Ordinance, Chapter 59.				
KPI B2.1*						
KPI B2.2*						
KPI B2.3*	Our People – Health and Safety					
Aspect B3 Development and Training: General Disclosure	Our People					
KPI B3.1	Our People – Learning and Development		2017		2018	
		Percentage of employees trained by employment category	Non- manager	manager	Non- manager	manager
			95.51%	3.86%	95.07%	4.09%
		Percentage of employees trained by gender	Male	Female	Male	Female
			86.43%	12.94%	86.48%	12.68%
KPI B3.2*	Our People – Learning and Development	Average training hours by employment category	Non- manager	manager	Non- manager	manager
			18.3	22.5	20.6	20.1
		Average training hours by gender	Male	Female	Male	Female
			18.6	17.7	21.0	17.9
Aspect B4 Labour Standards: General Disclosure	Our People	We adhere to the guidance of and remain in compliance with the Employment of Children Regulations under the Hong Kong Employment Ordinance (Cap. 57) and Mainland China's the Law on the Protection of Minors, Regulations on the Prohibition of Child Labour, and the Notice on the Prohibition of Child Labour.				
Aspect B5 Supply Chain Management: General Disclosure	Our Partners and Suppliers					
Aspect B6 Product Responsibility: General Disclosure	Our Customers and Community	There were no substantiated complaints concerning breaches of customer privacy or losses of customer data during the reporting period.				
KPI B6.5*						
Aspect B7 Anti-Corruption: General Disclosure	About GIC – Our Values and Commitments – Business Ethics and Integrity	No legal cases regarding corrupt practices have been brought against GIC or its employees during the reporting period nor were any violations of the Prevention of Bribery Ordinance (Cap 201) reported.				
KPI B7.1*						
KPI B7.2*						
Aspect B8 Community Investment: General Disclosure	Our Customers and Community					

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