



利記控股有限公司
LEE KEE HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

Stock code : 637

Environmental, Social and Governance Report

2017 - 2018



Table of Contents

1. Message from Management	3
2. About the Report	5
3. Awards, Certificates, and Membership	7
4. Corporate Social Responsibility	9
5. Our People	11
6. Our Environment	15
7. Our Community	18
8. Our Value Chain	20
9. HKEx KPI Data Table.....	22
10. HKEx ESG Guide Content Index.....	23

1. Message from Management

Since our establishment in 1947, Lee Kee Group (“Lee Kee” or “the Group” which includes Lee Kee Holdings Limited and its subsidiaries) as a leading solutions provider for metals, has been dedicated to delivering quality, professional and reliable value-added metal solutions to our customers. I am glad to share with you the second Environmental, Social and Governance (“ESG”) Report of Lee Kee Holdings Limited (the “Company”) which demonstrates our sustainability performance in the year 2017/18, and our future commitments aiming to meet the expectations of our stakeholders. The Group has made significant efforts in our sustainability performance over the past year to address the environmental and social concerns in the communities where we operate.

Our core value which contributes to our success is the growth and well-being of our employees. Lee Kee supports employees with continuous training and development opportunities to encourage life-long learning in a positive, caring, healthy and safe work environment. With a strong focus on Occupational Health and Safety, our top priority is to safeguard the health and safety of all employees by adopting relevant policies. Our Safety Committee governs the well-established Occupational Health and Safety Policy and constantly communicates with employees to gain insight and feedback during the occupational health and safety assessments. As a result of our efforts in health and safety, we are pleased to announce that we have had zero work-related fatalities during the reporting period.

We have actively taken steps to manage our environmental performance and mitigate the environmental impacts arising from our business activities. As an achievement in environmental management, Lee Kee has been assessed and certified under the ISO14001 Environmental Management System¹. At the same time, we strive to reduce our carbon footprint in operations with the replacement of incandescent lighting in office areas with T8 LED tubes and reducing the number of light tubes in meeting rooms in the year 2017/18. Lee Kee has taken actions in decreasing the amount of greenhouse gas emissions (“GHG”) through energy-efficient hardware upgrades in our offices. Our efforts to further diminish our emissions are augmented by our continuous involvement in the Environment Protection Department’s Carbon Footprint Repository and the Carbon Audit Green Partner programme.

¹ The scope and number of companies certified with the ISO14001 standard are listed on Lee Kee’s website.

Over the past year, we have stepped up our efforts in sustainability garnering awards from several reputable organisations. We continue to gain further support from stakeholders in the journey towards sustainability leadership. In the future, the core values of Lee Kee will continue to guide the Group on working closely with our internal and external stakeholders and building a better and more resilient future in Hong Kong.

On behalf of the Board of Directors of
Lee Kee Holdings Limited

CHAN Yuen Shan Clara
Vice-Chairman and Chief Executive Officer

20 July 2018

2. About the Report

Reporting Scope and Standard

Lee Kee Group's Environmental, Social and Governance Report aims to demonstrate the ways in which we have incorporated sustainable practices and initiatives into our operations. The Report has been prepared in accordance with the ESG Reporting Guide issued by Hong Kong Exchanges and Clearing Limited ("HKEx"). The scope of the report covers Lee Kee's operations in Hong Kong during the reporting period of 1 April, 2017 to 31 March, 2018.

This Report's purpose is to disclose Lee Kee Group's ESG performance. Information on our corporate governance and financial performance can be found in our 2017/18 Annual Report.

Stakeholder Engagement

Involving our stakeholders in sustainability efforts is a valuable process that drives our growth and helps us to achieve our initiatives more successfully. A third-party consultant was commissioned to aid Lee Kee with the process of assessing our stakeholders' stances on different ESG issues through online surveys. Our stakeholders had the opportunity to rank the level of materiality of ESG issues and provide suggestions regarding sustainability for the Group. We welcome your feedback. Please feel free to contact us with any suggestions at: ir@leekeegroup.com

Materiality Assessment

Materiality is one of the Reporting Principles listed in the HKEx ESG Guide. A thorough Materiality Assessment was conducted to identify material sustainability issues for Lee Kee in 2016/17 which was considered remain valid for 2017/18 without material change. This process is outlined below:

Step 1: Identification

- Peer benchmarking: In order to identify relevant HKEx Aspects to disclose, Lee Kee's disclosure was benchmarked against the disclosures of peer companies which also conduct business in metals, mining, and mineral trading.
- Stakeholder engagement: Actively involving our stakeholders through online surveys and other channels of communication enabled us to better identify and rank relevant and important ESG issues.

Step 2: Prioritisation

- The material aspects which were identified through peer benchmarking and stakeholder engagement were consolidated, creating a list of relevant material ESG issues to be brought forward for Step 3.

Step 3: Validation

- Our independent consultant helped to prioritise the findings from the first two steps and our Senior Management then confirmed a list of material ESG issues and the relevant HKEx Aspects and KPIs for disclosure in this report.

3. Awards, Certificates, and Membership

Lee Kee Group's performance has been recognised through the following awards and certificates.

Award / Certificate	Issuing Organization	Issue Year
BOCHK Corporate Environmental Leadership Awards 2017 – EcoChallenger & 3 Years + Eco Pioneer	Federation of Hong Kong Industries and others	2018
10 Years+ Caring Company Logo	The Hong Kong Council of Social Service	2018
FHKI "Industry Cares" 2017 - Caring Certificate (Enterprise Group)	Federation of Hong Kong Industries	2017
FHKI "Industry Cares" 2017 – 3+ Year Award	Federation of Hong Kong Industries	2017
'Happiness-at-Work' 2018 - Happy Company	Promoting Happiness Index Foundation	2018
HK Green Organisation Certification "Excellence Level" Productwise Certificate for Mastercast zinc alloy products	Environmental Campaign Committee	2017
HK Green Organisation Certification	Environmental Campaign Committee	2017
Partner Employer Award 2017/18	The Hong Kong General Chamber of Small and Medium Business	2017

Certain group companies of Lee Kee are also a member of the following organisations through which we share knowledge and remain up-to-date on the latest industry trends and best practices.

Professional Membership	Organization
General Member	Business Environment Council
Member	The Chinese General Chamber of Commerce
Member	The Chamber of Hong Kong Listed Companies
Member	The Chinese Manufacturers' Association of Hong Kong
Member	The Federation of Hong Kong Industries (Group 2, 7, 18, 20, 26, 27)
Member	Hong Kong Association for Testing, Inspection and Certification
Member	Hong Kong Aviation Industry Association
Member	Hong Kong Auto Parts Industry Association

Member	Hong Kong Chinese Importers' & Exporters' Association
Member	Hong Kong Electrical Appliance Industries Association (formerly the Hong Kong Electrical Appliances Manufacturers Association)
Member	Hong Kong Electro-Plating Merchants Association
Member	Hong Kong Foundry Association (formerly the Hong Kong Diecasting and Foundry Association)
Member	Hong Kong General Building Contractors Association
Member	Hong Kong Medical and Healthcare Device Industries Association
Member	Hong Kong Metal Merchants Association
Member	Hong Kong O2O Ecommerce Federation
Member	Hong Kong Plumbing & Sanitary Ware Trade Association
Member	Hong Kong Surface Finishing Society (formerly the Hong Kong Metal Finishing Society)
Member	Hong Kong Watch Manufacturers Association
Member	The Hong Kong Exporters' Association
Member	The Hong Kong General Chamber of Commerce
Member	The Hong Kong Metals Manufacturers Association
Member	The N.T. North District Manufacturers Association of Hong Kong
Member	The Toys Manufacturers' Association of Hong Kong

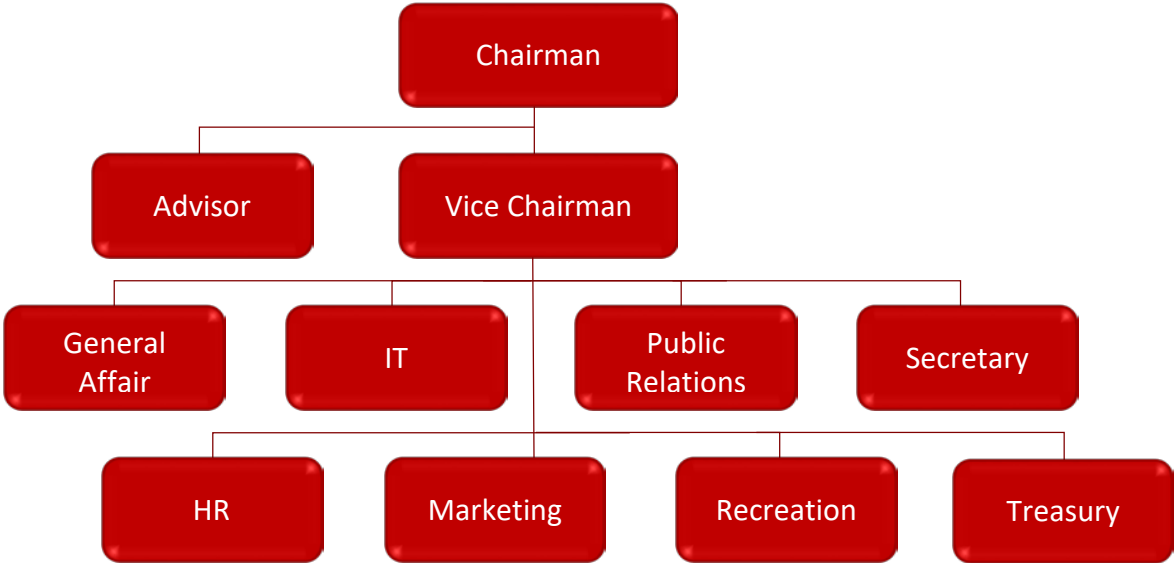


4. Corporate Social Responsibility

Corporate Social Responsibility (“CSR”) is a vital part of our overall vision as Lee Kee is committed to good corporate governance practices, creating economic and social value for the community and minimising our impact on the environment. With our Group’s vision on the development of society and the wellbeing of the environment, we continue to promote environmental awareness, provide training for our employees, and serve the community.

Our CSR Approach

To address sustainability issues effectively at operation level, Lee Kee CSR Committee was established to develop the CSR strategy of the Group which outlines our CSR goals and commitments in line with business objectives. Chaired by the Group’s senior management, the CSR committee is comprised of representatives from our key functional units, who are responsible for the management of CSR programmes to ensure the concerns from the community are well addressed.



Despite the establishment of CSR Committee, the Board still has an overall responsibility in overseeing the management of ESG-related risks and implementation of internal control systems. ESG-related risks (though not considered as material risk) have been covered in our risk management system. The risk management and internal control systems (mainly according to the ISO system) whose scope has covered ESG. Accordingly, ESG risk management and internal control systems are considered effective and appropriate. Further information of such systems can be found in the Corporate Governance Report in the Company’s Annual Report 2017/2018.

CSR Programme

We believe that supporting the community contributes towards the success of our business. Apart from our sponsorship of different external community programmes, we also help the community to grow through our own CSR programmes. We encourage our employees to volunteer through an incentive scheme. We also participate promotional activities such as “Green Partner” to raise our employees’ environmental awareness as well as implement our environmental policies including the ISO14001. We cooperate with different organisations to hold training and community activities in order to provide development opportunities for the youth.

5. Our People

Employees are the Group's most valuable asset and Lee Kee is fully committed to providing an industry-leading, caring and safe work environment with a wide range of on-the-job training and development opportunities.

Working Conditions

The Group appreciates diversity in the workplace and provides all our employees with equal opportunities. We recruit employees using an unbiased screening process regardless of race, religion, gender or age while maintaining respect for the rights and confidentiality of applicants. Our "Non-discrimination and Equal Employment Opportunity" Code of Conduct supports the integrity and effectiveness of our company. Lee Kee aims to provide employment which offers fair remuneration in relation to responsibility and performance, and our benefits and compensation follow three guiding principles: Fairness and Consistency, Pay for Performance, and Market Competitiveness.

During the year, there were no non-compliance cases relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

Training and Development

Lee Kee encourages and arranges specific on-the-job training and development opportunities in order to further improve job performance and enhance career development within the Group. These training opportunities are both internal and external, while encouraging learning and sharing among Lee Kee employees. We intended to further equip the staff's knowledge and skills in order to allow them to be as successful as possible within the Group, as well as to ensure that those selected for promotion are appropriately prepared for their new responsibilities.

Occupational Health and Safety

To provide a healthy and safe working environment for the Group's employees, we deploy proactive and preventive measures in order to eliminate and reduce occupational risks. An Occupational Health and Safety Policy was formulated in accordance with the requirements set out by the Labour Department, as well as an individual safety plan created by our own Safety Committee and Safety Management Team. Regular meetings, reviews and inspections are being held to ensure that measures are strictly followed in order to continuously eliminate and prevent any workplace hazards. During this reporting year, our Safety Committee held meetings on a monthly basis to discuss different safety-related topics such as fire safety measures, lifting operation safety, heat stroke prevention, preventing mosquito bites, grinding wheel safety, ladder safety and forklift safety. We require all appropriate workers to wear the suitable personal protective equipment such as hard hats, safety shoes, gloves, reflective vests and ear plugs. Moreover, training is provided specifically for the employees who are responsible for operating machinery. As a result of these policies, there have been no work-related fatalities in this reporting period.

During the year, there were no non-compliance cases relating to the provision of a safe working environment and the protection of employees from occupational hazards.

Caring Workplace

Lee Kee considers the wellbeing of all employees as the foundation for the sustainable development of an enterprise. As such, we aim to achieve and enhance a steady and harmonious relationship with our employees by providing a caring workplace for all staff. We strongly believe that a healthy lifestyle and work-life balance among employees is essential in order for them to reach their full potential. Employees are encouraged to participate in various staff bonding activities held by the Group such as yoga classes, company outings, Lee Kee day and staff barbeques. These engagement activities allow

the opportunity for our staff to interact with one another outside of a traditional office setting and enhances their overall wellbeing. On top of these programmes, we maintain open channels of communication between employees and management, so that we can understand the needs of our employees and respond accordingly. For example, we welcome our employees to communicate directly with our CEO through the CEO mailbox on our intranet.



Company Barbeque

Programmes/Initiative

Yoga Lessons for Employees

Badminton Competition for Employees

Company Barbeque

Lee Kee Day

Birthday Parties for Employees



Lee Kee Day 2017

To strengthen bonds between colleagues and their sense of belonging to the company, a series of celebrations were organised for Lee Kee Day 2017. Lee Kee was formally registered on June 15, 1947 which has been celebrated since then as “Lee Kee Day”. This year marks the 70th anniversary of the establishment of Lee Kee, therefore, our CSR committee arranged a large birthday party as well as a display of Lee Kee’s items that show great historic value. This annual event also allows Lee Kee an opportunity to share and convey the company’s core values to colleagues.



Future Plans

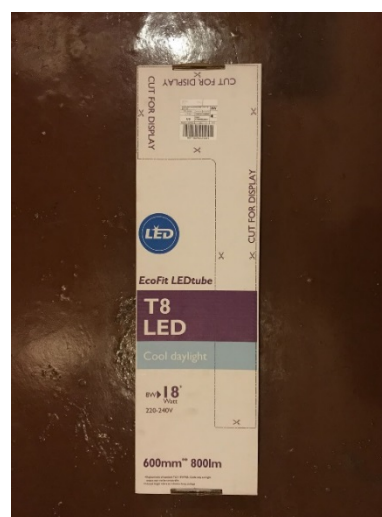
Lee Kee will continue to progressively enhance our work environment, explore further training and development opportunities, and support our employees as they grow professionally and personally. We aim to create more open communication channels between staff and management to ensure their needs are well received, further develop our health and safety measures and initiate new staff development programmes and caring events. Through this, we aim to continue to raise job satisfaction and improve employees’ performance.

6. Our Environment

Environmental sustainability is a top priority for the Group with our key responsibilities being operating environmentally friendly, integration of green and sustainable practices in our operations, and contribution to a greener future. Lee Kee is fully dedicated to environmental protection and reducing the adverse environmental impacts arising from our business operations. We aim to enhance energy efficiency, reduce emissions, conserve resources, manage waste and promote environmental awareness and green events participation, in order to maximise the benefits of environmental protection. We incorporate guidelines, requirements and measures of environmental protection in particular to reduce resource consumption in our daily operations. We have attained and implemented the ISO14001 Environmental Management System², and target to increase environmental awareness and action throughout the Group continually.

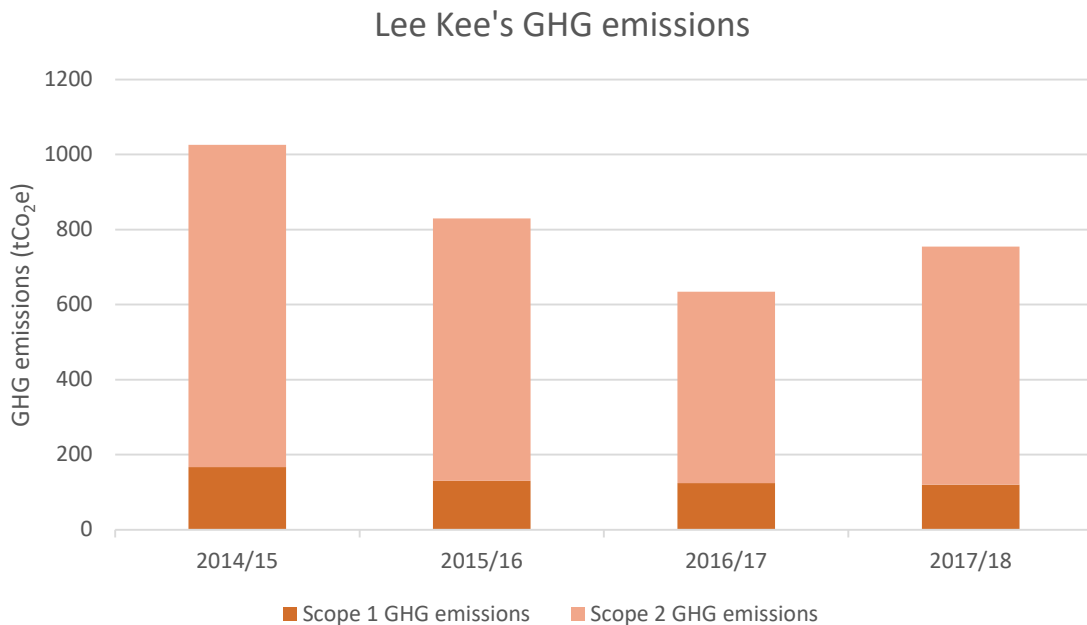
Energy Consumption and Emissions

At Lee Kee, energy consumption is one of the major environmental impacts of our business operations and daily activities. Therefore, we have taken a systematic approach to manage our energy use and carbon footprint. For instance, we have replaced incandescent lighting in office areas with LED T8 tubes and reduced the number of light tubes in meeting rooms. We provide regular maintenance service and cleaning of fan coil units and filters to ensure the efficient and optimal operation of the system. We also replaced all obsolete plastic protection cushions for water cooling pipes. These energy-saving measures contribute to managing the carbon footprints of our daily business operations.



² The scope and number of Group companies certified with the ISO14001 standard are listed on Lee Kee's website.

Apart from energy saving, Lee Kee is committed to reducing the amount of greenhouse gas emissions resulting from fuel consumption throughout our business operations. The Group is involved in the Environment Protection Department's Carbon Footprint Repository and Carbon Audit Green Partner programme, which facilitate the implementation of initiatives to reduce emissions and the associated environmental impacts.



Waste and Resource Management

Lee Kee has implemented a wide range of measures regarding waste management and reduction in order to responsibly manage our use of resources. Waste recycling practices are widespread across all operations including the provision of recycling bins in our offices. We encourage our staff to perform day to day business electronically to reduce the amount of paper printed in our offices as well as the adoption of double-side printing where possible. In addition, we are actively looking for opportunities to sell our metal scraps and zinc dross to potential metal recyclers to avoid direct disposal without reuse and engage certified waste disposal companies when disposing of our chemical wastes. With this systematic approach of waste management, Lee Kee hopes to inspire employees on environmental awareness and participation in green events to promote a more sustainable business and operating practice.

To raise awareness on water conservation and drive behavioural change, our CEO led a team of 9 employees to participate in the Hong Kong Water Race 2017. Through taking part in a “water-themed” city orientation competition, our employees learnt more about the concept of a water footprint and the challenges of water scarcity, enabling them to spread the message of water conservation to their colleagues, families and friends.

Mitigating Environmental Impacts

The Lee Kee Group actively pursues a variety of environmental activities to raise employee awareness of environmental conservation, and to educate and increase the engagement of employees in doing their part to protect the environment. Appropriate training on environmental protection and awareness of the Group's environmental statement, policy and objectives are also an important component towards sustainability. We are dedicated to responsible natural resource consumption



and the recycling of used resources whenever possible. We perform an Environmental Aspects Identification and Assessment regularly and set out the respective control and measurement activities in order to improve the Group's environmental performance. Beyond our internal policies on environmental protection, we also encourage our suppliers and subcontractors to observe and comply with our environmental policies and to raise awareness of all external and internal stakeholders on mitigating environmental impacts. At Lee Kee, we are continuously dedicated to promoting the best practices in environmental protection and hope to inspire other companies in Hong Kong to adopt such practices.

During the year, there were no non-compliance cases relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Future Plans

Lee Kee Group will continue to maintain a high standard of environmental protection and sustainability efforts. We will explore and hold more environmental activities for our employees and stakeholders to promote awareness, as well as improve and expand our environmental policies. We also plan to explore different environmentally friendly designs and technologies applicable to our business and daily operations and are looking at sourcing more sustainable means of transportation and distribution.

7. Our Community

The Group embraces a culture of sharing, contributing and giving back to the community through our extensive engagement activities and community-based programmes. We strongly encourage our employees to take part in sponsoring and hosting philanthropic activities and volunteering work to serve the underprivileged in the community. With a special focus on education and sports, Lee Kee engages our management, staff, customers and members of our community to make a positive impact through contributions and volunteering opportunities which benefit the local communities.

Programme / Initiative
BGCA i100 iNurturing Programme
Corporate Challenge Entry Fee for 2 Teams
FM Event Limited - Barbie run HK 2017
Outward Bound Adventure Race
Outward Bound HK - Gold Sponsor
Sponsorship to Hong Kong Children & Youth Services
Sponsorship to Outward Bound HK - HK Vertical 1000
Sponsorship to Qi Yi Professional Ltd. - Enterprises Soccer Project
Sponsorship to Hong Kong Blind Sports Federation - 2018 Run for Brightness
The Hong Kong Award for Young People - Sponsor for Rogaine
Volunteering in YDC School-Company - Parent Programme
VTC Outstanding Industrial Attachment Scholarships
VTC Design Education Fund 2016/17
Wofoo - Sponsorship to Wofoo Soccer Team 2017/18
Wofoo Social - Sponsorship to Jockey Club Homeless World Cup (HK) Fund-raising Tournament
Wofoo—Sponsorship to Enterprises Soccer Project

Sponsorship to Hong Kong Vertical 1000

One of the ways Lee Kee contributed to the betterment of the community during this reporting year was through supporting the personal growth and social skills of young people in Hong Kong. The Group has put corporate social responsibility into practice by sponsoring the fund-raising event “Hong Kong Vertical 1000”. Through this fund-raising programme, the non-profit organisation Outward Bound is able to provide the young generation opportunities to build up confidence and a positive attitude.



8. Our Value Chain

Supply Chain Management

The sustainability performance of our suppliers has great impact on our business operations, hence, sustainability is one of the factors that Lee Kee considers when choosing our supply chain partners. The Group requests all of our suppliers to provide a copy of their ISO14001 certification or to sign an environmental statement to ensure that their values are aligned with ours. Our suppliers must be able to demonstrate environmental awareness and commitment to sustainability. It is important to the Group that we are sourcing from suppliers that provide quality goods and services while protecting the environment and the interests of our customers.

Product Responsibility

Lee Kee is committed to providing quality services and ensuring customer satisfaction. We have complied with both national and international standards, moreover, we have a certified quality management team to ensure our products and services meet high standards. The Group has a comprehensive quality assurance process, which includes the monitoring of supplier performance, quality control, employee training and development, customer feedback analysis, and corrective and preventative actions.

The Group's established customer complaint handling procedure requires our Quality Team to attend to any issues immediately for effective correction actions and prompt response. Furthermore, preventative actions formulated by the Quality Team will be applied in order to avoid similar issues in the future. We comply with international standards and are certified with ISO9001 and IATF16949 quality management system³.

During the year, there were no non-compliance cases relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

³ The scope and number of Group companies certified with ISO9001 and IATF16949 standards are listed on Lee Kee's website.

Anti-Corruption

Lee Kee's Employee Handbook stipulates strict anti-corruption policies which all our employees abide. The Group's "Code of Conduct – Standards of Behaviour" covering anti-corruption is introduced to new employees in the orientation training describing the anti-corruption and bribery policies. We have a firm policy regarding gifts and the solicitation of money. The Code of Conduct is anticipated to be strictly followed by every employee in order to maintain an honest and functional workplace.

The Group has established its whistle-blowing policy for all employees to ensure that management is well aware of the situation where employees have concerns regarding corruption or bribery. This procedure allows employees and management to work together to resolve any issues and prevent further misconduct.

During the reporting year, we were not aware of any non-compliance with laws and regulations regarding bribery, extortion, fraud and money laundering.

9. HKEx KPI Data Table

HKEx KPI		Unit	FY2017/18
A. Environmental			
A1.2	Greenhouse gas emissions in total and intensity		
	Scope 1 emissions	Tonnes of CO ₂ e	120.47
	Scope 2 emissions	Tonnes of CO ₂ e	633.86
	- in total (Scope 1 and 2 emissions)	Tonnes of CO ₂ e	754.33
	- by intensity	Tonnes of CO ₂ e /FTE ⁴	6.735
A1.3	Total hazardous waste produced		
	Mix of hydrochloric acid and nitric acid		
	- in total	kg	300
	- by intensity	kg/FTE	2.68
	Hydrofluoric acid		
	- in total	kg	80
	- by intensity	kg/FTE	0.71
A1.4	Total non-hazardous waste produced		
	General waste		
	- in total	kg	105,229
	- by intensity	kg/FTE	939.54
	Recycled paper waste		
	- in total	kg	4,795
	- by intensity	kg/FTE	42.81
	Recycled aluminium can		
	- in total	kg	9
	- by intensity	kg/FTE	0.08
	Recycled plastic bottles		
	- in total	kg	35.5
	- by intensity	kg/FTE	0.32
	Overall recycling rate	%	4
A2.1	Energy consumption by type		
	Direct energy consumption (Fuel consumed)		
	- in total	'000 kWh	448.00
	- by intensity	'000 kWh/FTE	4.00
	Indirect energy consumption (Purchased electricity)		
	- in total	'000 kWh	1,242.82
	- by intensity	'000 kWh/FTE	11.10

⁴ FTE: Full-time equivalent (Full-time employees of Lee Kee)

10. HKEx ESG Guide Content Index

Aspect	KPI	Description	Section / Remarks
A. Environmental			
A1 Emissions	A1	General Disclosure	6
	A1.1	Types of emissions and respective emissions data	not material to Lee Kee
	A1.2	Greenhouse gas emissions in total and intensity	9
	A1.3	Total hazardous waste produced and intensity	9
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	9
	A1.5	Description of measures to mitigate emissions and results achieved	6
	A1.6	Description of how hazardous and non-hazardous waste are handled, reduction initiatives, and results achieved.	6
A2 Use of Resources	A2	General Disclosure	6
	A2.1	Direct and/ or indirect energy consumption by type and intensity	9
	A2.2	Water consumption in total and intensity	not material to Lee Kee
	A2.3	Description of energy use efficiency initiatives and results achieved	6
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results	6
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	not material to Lee Kee
B. Social			
B1 Employment	B1	General Disclosure	5
	B1.1	Total workforce by gender, employment type, age group and geographical region	9
	B1.2	Employee turnover rate by gender, age group and geographical region	9
B2 Health and Safety	B2	General Disclosure	5
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	5
B3 Development and Training	B3	General Disclosure	5
	B3.1	The percentage of employees trained by gender and employee category	9
	B3.2	The average training hours completed per employee by gender and employee category	9

B4 Labour Standards	B4	General Disclosure	We abide by relevant employment ordinances and statutory requirements. No relevant cases of non-compliance were recorded
B5 Supply Chain Management	B5	General Disclosure	8
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	8
B6 Product Responsibility	B6	General Disclosure	8
	B6.2	Number of products and service related complaints received and how they are dealt with	9
	B6.3	Description of practices relating to observing and protecting intellectual property rights	8
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	8
B7 Anti-corruption	B7	General Disclosure	8
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	8
B8 Community Investment	B8	General Disclosure	7
	B8.1	Focus areas of contribution	7
	B8.2	Resources contributed to the focus area	7

We Create Value Solutions for Metals

引領金屬發展 共創增值方案

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