



About Us

[Company Overview](#)

[Company Structure](#)

[Chairman Message](#)

[Our Position](#)

[Company Highlights](#)

[Members of the Board](#)

[Whistleblower Policy](#)

Company Overview

Corporate Profile

China Daye Non-Ferrous Metals Mining Limited ("China Daye" or "The Group"; stock code: 661.HK) is the first state-owned enterprise in Hubei Province listed in Hong Kong. The Group specializes in the exploration and development of non-ferrous mines.

Daye Non-Ferrous has more than 50 years of experience in the non-ferrous metal industry. It is one of the five biggest raw copper producers and stands in the front rank in terms of cathode copper production capacity and sales revenue in mainland China. As a large-scale and state-owned enterprise in Hubei, Daye Non-Ferrous has operations in southeast Hubei, the Yangtze River Delta, the Pearl River Delta, Hunan, Xinjiang, Hong Kong, as well as Kyrgyzstan and the Republic of Mongolia.

The Group currently owns five copper mines, which are respectively located in Hubei Province and the Xinjiang Uyghur Autonomous Region.

Since the demand for non-ferrous metals is huge in China, their prices are rising continuously. Benefited from the government's support for the industry, the Group is in a good position to capture growth opportunities, enhance its position in the non-ferrous metal industry and boost its technological strength at a time of industry consolidation. With the growth of its mine resources segments, the Group will be able to achieve economies of scale and reinforce its own value.



CORPORATE CULTURE AND STRATEGY

Our spirit of responsibility inspires us to create, and we stick to our pursuit with loyalty and belief. Our spirit of learning and enterprising achieve our career.

我们不断凝聚融合。纳万壑溪流，凝聚成一股强有力的动脉；聚千山精髓，锤炼成一簇金色的品牌。与员工融合，荣辱与共；与客户融合，携手共赢；与自然融合，保护环境；与社会融合，服务人民。

We continue to coalesce and integrate. Various streams condensed into our powerful artery; gathering the essence of thousands of mountains tempered into our golden brands. Integrated with employees, we share honor and disgrace. Integrated with customers, we work together for a win-win situation. Integrated with nature, we protect the environment. Integrated with society, we serve the people.

The Company has developed core values, cultural ethos and an action-oriented multi-dimensional cultural regime to foster a corporate atmosphere of responsibility, loyalty, learning, and enterprising and enhance staff sense of belonging and responsibility, while facilitating the Company's long-term sustainable development through extensive publicity of typical experience and practices, advanced role models, and carry forward the spirit of enterprise in the new era.

The Company's culture is moulded by our vision and values. They are shaped jointly by our employees, business partners, and customers. Our culture in turn shapes our employees, our strategies, and dictate the way we operate, solve problems and develop new technologies.

We, through study, seminars, interviews and exchanges, solicit opinions and suggestions from all parties, and continuously revise and improve the corporate culture system. We have prepared a "Corporate Culture Concept Manual" and distributed to various departments for reading and learning. We also use the company newspaper, the company website, the company's internal TV station and the company's WeChat public account to promote corporate culture.

Risk Culture

Risk culture is the set of shared values and behaviors of all staff that influences the Group's risk decisions. The Group strives to create a culture of speaking up across the Group. This includes online and offline platforms that encourages all corporate and employees to communicate proactively on any potential issues – whether operational risks, unsatisfactory customer service, grievances, whistleblowing, or ways to improve the working environment. Some attributes of a positive risk culture are where:

- Everyone is able to identify, understand, openly discuss and efficiently act on current and future risks
- Risks are efficiently and clearly communicated to the relevant stakeholders
- Policies, guidelines and rules are adhered to by everyone

Performance-based Culture

The Company's executive remuneration structure ensures appropriate consideration of the risk management framework within a strong performance-oriented culture. This is supported by a performance management system where all staff are measured on 'how' as well as 'what' they deliver. This structure places significant emphasis on conduct as well as achievement, and is consistent with our fundamental Operating Philosophy.