

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

Scope and Reporting Period

This is the third Environmental, Social, and Governance (“ESG”) report of Lam Soon (Hong Kong) Limited (the “Company”, and together with its subsidiaries referred to as the “Group”), highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 of the Main Board Listing Rules (“Listing Rules”) and Guidance set out by The Stock Exchange of Hong Kong Limited. The Group has complied with all the “comply or explain” provisions set out in the ESG Reporting Guide during the Reporting Period.

This ESG report covers the Group’s overall performance in two subject areas, namely, Environmental and Social aspects of its major business operations for the manufacture and distribution of food and home care products in Hong Kong and the Mainland China, which accounted for 98% of the Group’s total revenue, from 1 July 2018 to 30 June 2019 (the “Reporting Period”), unless otherwise stated. The Group has business operations included:

- (i) Hong Kong Lam Soon Building, which comprises the headquarters office and an edible oil plant;
- (ii) Shenzhen office in Shekou, Nanshan District, Shenzhen, People’s Republic of China (“PRC”);
- (iii) Five flour mill plants in Shekou (Shenzhen), Yixing, Jintan, Qionglai and Qingzhou of the PRC;
- (iv) Edible oil plant in Shekou, Nanshan District, Shenzhen, PRC; and
- (v) Home care products plant in Guangzhou, PRC.

The business operation in Macau was excluded due to its relatively small scale. Similarly, sales offices in Beijing and Shanghai were excluded due to their insignificant contribution to the environmental and social impacts. The old Yixing flour mill plant was shut down in January 2019 and new flour mill plant was in commissioning since June 2019. No other major operational changes were occurred during the Reporting Period.

範圍及報告期間

此為南順(香港)有限公司(「本公司」, 連同其附屬公司統稱為「本集團」)刊發之第三份環境、社會及管治(「環境、社會及管治」)報告, 以強調本集團於環境、社會及管治方面之表現, 有關披露乃參考香港聯合交易所有限公司主板上市規則(「上市規則」)附錄27及指引所述之環境、社會及管治報告指引。本集團已遵守於報告期間的環境、社會及管治報告指引所載的所有「不遵守就解釋」條文。

除另有說明外, 本環境、社會及管治報告涵蓋本集團於香港和中國大陸之食品及家居護理用品製造及分銷主要業務(佔本集團總收入98%)於二零一八年七月一日至二零一九年六月三十日(「報告期間」)在環境及社會方面兩大主要範疇之整體表現。本集團擁有業務營運包括:

- (i) 香港南順大廈, 包括總部辦事處及食用油廠;
- (ii) 位於中華人民共和國(「中國」)深圳南山區蛇口的深圳辦事處;
- (iii) 位於中國蛇口(深圳)、宜興、金壇、邳峽及青州的五個麵粉廠;
- (iv) 位於中國深圳南山區蛇口的食用油廠;
- (v) 位於中國廣州的家居護理用品廠。

澳門之業務營運因其規模較小而並無納入在內。同樣地, 由於北京及上海的銷售辦事處對環境及社會影響較小, 亦無納入在內。舊宜興麵粉廠已於二零一九年一月關閉, 而新麵粉廠已自二零一九年六月起開始運營。於報告期間並無發生其他重大運營變動。

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Stakeholder Engagement and Materiality

Key stakeholders including investors, shareholders and employees have been involved in regular engagement sessions to discuss and review areas of attention in order to help the Group meet its potential growth and prepare for future challenges. Through identifying areas of improvement and maintaining close communication with various stakeholders, the Group aims to consistently enhance its ESG performance and management.

Stakeholders' Feedback

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at webmaster@lamsoon.com.

The Group's ESG Commitment

The Board of Directors of the Group acknowledges that it has the overall responsibility for the Group's ESG strategy and reporting and for evaluating and determining the Group's ESG-related risks. The Group has dedicated its effort to ensuring its compliance with the relevant legal and regulatory requirements as described in the Listing Rules.

The Group's Sustainability Mission and Vision

Entrenching its tradition of creating values for its stakeholders and communities, the Group has taken a progressive approach in integrating sustainability into its businesses, towards a stronger, more resilient group. The Group is committed to growing its businesses responsibly, balancing environmental with economic considerations, as well as creating a positive impact for its stakeholders and contributing to its communities.

持份者參與及重要性

主要持份者(包括投資者、股東及僱員)已定期參與會議、討論及審閱注意事項,以助本集團發揮潛在增長及為未來挑戰做好準備。通過識別需要改進的領域並與各持份者保持密切溝通,本集團旨在不斷提高其環境、社會及管治表現及管理水平。

持份者意見

本集團歡迎持份者對我們的環境、社會及管治方法及表現發表意見。敬請閣下透過電郵向我們提出建議或分享意見,電郵地址為 webmaster@lamsoon.com。

本集團的環境、社會及管治承諾

本集團董事會認為,其對本集團的環境、社會及管治戰略及報告以及評估及釐定本集團之環境、社會及管治相關風險負有總體責任。本集團致力確保遵守上市規則所述之相關法律及監管規定。

本集團的可持續發展使命與願景

本集團秉承為持份者及社區創造價值的傳統,並採取進取的方針將可持續發展納入我們的業務,使集團變得更強大及強韌。本集團致力於以負責任的態度拓展我們的業務、平衡環境與經濟考慮因素,以及為持份者締造正面的影響及為社區作出貢獻。

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The Group's Sustainability Mission and Vision *(continued)*

The Group continues to embrace the following core values in all aspects:

| | |
|------------------------------|---|
| Honour | To conduct business with honour |
| Human resources | To enhance the quality of human resources – as the essence of management excellence |
| Entrepreneurship | To pursue management vision and foster entrepreneurship |
| Innovation | To nurture and be committed to innovation |
| Quality | To consistently provide goods and services of the highest quality at competitive prices |
| Progress | To continuously improve existing operations and to position for expansion and new opportunities |
| Unity | To ensure oneness in purpose, harmony and friendship in the pursuit of prosperity for all |
| Social responsibility | To create wealth for the betterment of society |

During the Reporting Period, the Group has put its emphasis on energy saving and energy efficiency. The Administration Department aims to implement various plans to reduce the total energy consumption in our Hong Kong building in the coming 12 months. In addition, the Group has joined the Renewable Energy Feed-in Tariff by CLP Power Hong Kong Limited (CLP) and such project will be completed by the end of 2019 for energy saving and promotion of the use of clean energy.

Challenges and Future Directions

Labour shortage remains as one of the major challenges for various businesses in the PRC. To overcome the problem of labour shortage, the Group has implemented various schemes for employees retention.

In addition, the Group will continue to deploy automation technologies to reduce its dependency on labour in the coming years. This strategy, at the same time, is in line with the development strategy of Shenzhen's Nanshan District, where enterprises are encouraged to improve production efficiency and product quality through adoption of new technologies.

With China tightening control on pollution, the Group has kept track of the latest regulations and its environmental-related parameters resulting from business operations. The Group commits to putting sufficient resources in ensuring that its environmental performances meet or exceed the statutory requirements and reducing overall energy consumption.

本集團的可持續發展使命與願景 *(續)*

本集團在各方面繼續秉承以下核心價值：

| | |
|-------------|-----------------------------|
| 道德 | 以有信譽之方式進行業務 |
| 人力資源 | 提升人力資源質量－作為卓越管理之精髓 |
| 企業精神 | 追求管理願景及培育企業精神 |
| 創新 | 扶持及致力創新 |
| 質量 | 持續以具競爭力的價格提供最優質的貨品及服務 |
| 進步 | 持續改善現有營運以及為擴展及迎接新機遇作好準備 |
| 團結 | 於追求成功的同時，確保目的、和諧及友好關係能夠互相協調 |
| 社會責任 | 創造財富以改善社會 |

報告期間，本集團注重節省能源及能源效率。行政部旨在實施不同計劃，以於未來12個月內將香港建築物的總能源消耗降低。此外，本集團已加入中華電力有限公司(中電)的可再生能源上網電價計劃，該計劃將於二零一九年年底完成以節約能源並促進清潔能源的使用。

挑戰及未來方向

勞動力短缺仍然為中國多項業務面臨的主要挑戰之一。為解決勞動力短缺的問題，本集團已實施各種挽留員工計劃。

此外，本集團將於未來數年繼續部署自動化技術，以減少對勞動力的依賴。此策略同時亦符合深圳南山區的發展方向，鼓勵企業通過採用新技術提升生產效率及產品質量。

隨著中國收緊對污染的控制，本集團一直密切跟踪最新法規及其企業業務營運所產生的環境相關指標。本集團承諾將投入足夠資源以確保其環境表現符合或優於法定要求並減少整體能源消耗。

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A. Environmental

The Group pledges to make continuous improvement in managing and monitoring its waste gas, wastewater, solid waste and noise pollution. Every year, through engaging external licensed testing laboratories, various environmental tests are conducted to evaluate the capability of existing facilities on meeting regulatory and environmental requirements and national standards based on the parameters obtained. Starting from 2013, the Group has also appointed qualified third-party institutions to verify its greenhouse gas ("GHG") emission, as part of the commitment to the government's Emission Trading Scheme. The flour mill plant in Shekou is audited annually to ensure that their GHG emission quantification and reporting meet the requirements set out in the Specification with Guidance for Quantification and Reporting of the Organisation's GHG Emissions (SZDB/Z 69-2012).

Moreover, the ISO 14001 Environmental Management System has been adopted across the Group's major operation sites. The system enables that effective and timely emergency mechanism is in place in case of severe environmental pollution incidents, as well as keeps track of the Group's energy efficiency and emission reduction targets.

A1. Emissions

The Group strictly abides by the laws, rules and regulations enforced in relation to environmental protection and pollution control, including but not limited to the following:

- Environmental Protection Law of the PRC;
- Atmospheric Pollution Prevention and Control Law of the PRC;
- Law of the PRC on Prevention and Control of Water Pollution;
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste;
- Regulations on Environmental Protection in Guangdong Province;
- Regulations on Prevention and Control of Environmental Pollution by Solid Waste in Guangdong Province;
- Measures for the Management of Hazardous Waste Transfer in Shenzhen;
- Environmental Protection Regulations of Shenzhen Special Economic Zone; and
- Measures for the Management of Municipal Domestic Waste (Decree No. 157 of the Ministry of Construction of the PRC).

A. 環境

本集團承諾持續改善對廢氣、污水、固體廢物及噪音污染的管理及監察。本集團每年委聘外部持牌測試實驗室進行針對多項環境測試，以根據所得指標評估現有設施在達至監管及環境規定及國家標準之能力。自二零一三年起，本集團亦委聘合資格第三方機構核查溫室氣體（「溫室氣體」）排放以響應政府的排放交易計劃。蛇口麵粉廠每年接受審核以確保其溫室氣體排放的量化及報告符合《組織的溫室氣體排放量化和報告規範及指南》(SZDB/Z 69-2012)。

此外，我們已於本集團主要營運場所採納ISO 14001環境管理體系。該系統是我們於發生嚴重環境污染事故時有效及適時的應急機制，並能夠掌握本集團的能源效益及減排目標動向。

A1. 排放

本集團嚴格遵守有關環境保護及污染控制的法律、法規及規章，包括但不限於以下各項：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染環境防治法》；
- 《廣東省環境保護條例》；
- 《廣東省固體廢物污染環境防治條例》；
- 《深圳市危險廢物轉移管理辦法》；
- 《深圳經濟特區環境保護條例》；及
- 《城市生活垃圾管理辦法》（建設部令第157號）。

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A. Environmental *(continued)*

A1. Emissions *(continued)*

In addition to complying with laws and regulations at national/provincial/city level, the Group also follows industry standards to monitor its environmental performances.

For air emissions, the Group is committed to strict compliance with:

- The Emission Standard of Air Pollutants for Boilers (DB44/765-2010 and GB 13271-2014); and
- The Integrated Emission Standard for Air Pollutants (GB 16297-1996).

For water pollutants, the Group ensures that its discharge meets:

- The Discharge Limits of Water Pollutants (DB44/26-2001) in Guangdong Province; and
- The national Integrated Wastewater Discharge Standard (GB 8978-1996).

For noise pollution, the Group strictly controls the noise generated from production activities by complying with:

- the Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348-2008).

No cases of material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas (GHG) emissions, discharges into water and land, and generation of hazardous and non-hazardous waste was recorded during the Reporting Period.

A. 環境 *(續)*

A1. 排放 *(續)*

除遵守國家／省／市一級的法律及法規外，本集團亦遵循行業標準以監控其環境表現。

就空氣排放而言，本集團致力於嚴格遵守：

- 《鍋爐大氣污染物排放標準》(DB44/765-2010及GB 13271-2014)；及
- 《大氣污染物綜合排放標準》(GB 16297-1996)。

就水污染而言，本集團確保其排放滿足：

- 《廣東省水污染物排放限值》(DB44/26-2001)；及
- 《污水綜合排放標準》(GB 8978-1996)。

就噪聲污染而言，本集團透過遵守以下標準嚴格控制生產活動產生的噪音：

- 《工業企業廠界環境噪聲排放標準》(GB 12348-2008)。

於報告期間，並無發生任何重大違反相關法律及法規的事件對本集團造成重大影響，內容涉及報告期間大氣及溫室氣體排放、對水及土地的排放物以及產生有害及無害廢物。

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A. Environmental (continued)

A1. Emissions (continued)

A1.1 Air Pollutant Emissions

Liquid petroleum gas (LPG) was used for canteen operations and oil mist was generated from canteens. All air-borne emissions were strictly monitored by the Environmental Protection Agency under various standards such as the Determination of Toxic Substances in Workplace Air – Chloride (GB Z/T 160.37-2004). All sampling results were within permissible levels set by standards. Stationary fuel sources of LPG and natural gas has contributed to the emissions of 10.21 kg of nitrogen oxides (NO_x) and 0.05 kg of sulphur oxides (SO_x).

In addition to direct on-site air emissions, the Group is in the process of replacing self-owned fleet of heavy-duty vehicles and passenger cars (both petrol and diesel engines) to enable they meet the China V emission standards, which also comply with the Euro V vehicle emission standards. During the Reporting Period, NO_x, SO_x and respiratory suspended particles ("PM") were emitted from fuel consumption of company vehicles. Vehicles were used for transportation and delivery of products, contributing to the emissions of 100.24 kg of NO_x, 0.84 kg of SO_x and 4.68 kg of PM.

A1.2 Greenhouse Gas (GHG) Emissions

There were 41,811 tonnes of carbon dioxide equivalent ("tCO₂eq") (carbon dioxide, methane, nitrous oxide and hydrofluorocarbons) emitted in the Reporting Period, with an overall emission intensity of 0.05 tCO₂e/tonnes of production volume. The GHG reported was from the following activities and scopes:

- Direct (scope 1) GHG emissions from the fuels for stationary combustion as well as for mobile transportation;
- Energy Indirect (scope 2) GHG from purchased electricity; and
- Other Indirect (scope 3) GHG from business air travel, freshwater processing, and paper waste disposal by the Group.

A. 環境(續)

A1. 排放(續)

A1.1 空氣污染物排放

液化石油氣乃用於餐廳營運，而餐廳產生油霧。環境保護部門根據各種標準（例如，《工作場所空氣有毒物質測定氯化物》(GBZ/T160.37-2004)）對所有大氣傳播的排放進行嚴格監控。所有抽樣結果均在標準規定的允許水平內。液化石油氣及天然氣的固定燃料來源導致排放10.21千克氮氧化物(NO_x)及0.05千克硫氧化物(SO_x)。

除直接進行現場大氣排放外，本集團正在替換自有重型汽車及乘用車（汽油及柴油引擎發動車）車隊，以使其符合中國第五階段排放標準，亦符合歐洲第五階段汽車廢氣排放標準。於報告期間，公司汽車消耗燃料時排放出NO_x、SO_x及可吸入懸浮粒子（「PM」）。汽車乃用於運輸及交付產品，並排放100.24千克NO_x、0.84千克SO_x及4.68千克PM。

A1.2 溫室氣體(溫室氣體)排放

於報告期間排放41,811噸二氧化碳當量（「噸二氧化碳當量」）（二氧化碳、甲烷、氧化亞氮和氫氟碳化物），整體排放強度為每噸產量0.05噸二氧化碳當量。所報告之溫室氣體乃來自以下活動及範疇：

- 固定源及汽車燃料燃燒直接產生的（範疇1）溫室氣體排放；
- 購電產生的間接能源（範疇2）溫室氣體排放；及
- 來自本集團商務旅行、淡水處理及廢紙處理的其他間接（範疇3）溫室氣體排放。

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A. Environmental (continued)

A1. Emissions (continued)

A1.2 Greenhouse Gas (GHG) Emissions (continued)

| Scope of Greenhouse Gas Emissions 溫室氣體排放範疇 | Emission Sources 排放來源 | GHG Emission (in tCO ₂ eq) 溫室氣體排放量 (噸二氧化碳當量) |
|--|--------------------------|--|
| Scope 1 Direct emission 範疇1直接排放 | | |
| Combustion of fuels in stationary sources 固定源之燃料燃燒 | | |
| | Natural Gas 天然氣 | 132.46 |
| | LPG 液化石油氣 | 4.04 |
| | Diesel 柴油 | 2.11 |
| | Biofuel 生物燃料 | 3.63 |
| Combustion of fuels in mobiles sources 汽車燃料燃燒 | | |
| | Diesel 柴油 | 6.69 |
| | Petrol 汽油 | 146.22 |
| | LPG 液化石油氣 | 4.08 |
| Refrigerant 製冷劑 | | 238.92 |
| Scope 2 Energy indirect emission 範疇2能源間接排放 | | |
| Purchased electricity 購電 | | 40,998.53 |
| Scope 3 Other indirect emission 範疇3其他間接排放 | | |
| Paper waste disposed of at landfills 堆填區處置的廢紙 | | 62.78 |
| Freshwater and sewage processing 淡水及廢水處理 | | 95.54 |
| Business air travel 商務航空差旅 | | 125.63 |
| Total GHG emission 溫室氣體排放總量 | | 41,811 |

Notes:

- According to the "2019 Organizational GHG Verification Report" issued for the flour mill plant in Shekou, Shenzhen, approximately 0.15 tCO₂eq was contributed from the usage of ethyne during 2018. This was not included in the above GHG table due to its insignificant amount, and its different temporal scale measured from the one used in this ESG report.

附註：

- 根據就深圳蛇口的麵粉廠刊發的《二零一九年組織溫室氣體排放核查報告》，於二零一八年因使用乙炔而產生約0.15噸二氧化碳當量。由於該數字並不重大，且其計量所用的時間尺度有別於本環境、社會及管治報告所用者，故並無計入上述溫室氣體表格中。

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A. Environmental (continued)

A1. Emissions (continued)

A1.2 Greenhouse Gas (GHG) Emissions (continued)

Notes: (continued)

- EFs were made reference to Appendix 27 to the Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.
- EF of 0.54 and 0.59 kg CO₂eq/kWh was adopted for purchased electricity in Guangzhou and Shenzhen, respectively. EF of 0.51 kg CO₂eq/kWh was adopted for purchased electricity in Hong Kong. For the five flour mill plants in various provinces of the PRC, their corresponding grid EF was adopted, i.e., 0.71, 0.61, and 0.65 kg CO₂eq/kWh for Shandong, Sichuan, and Jiangsu province, respectively.
- Emission factor of 0.54 tCO₂eq. per tonne of methanol was assumed for the biofuel used in the canteen, sourced from the Methanol Institute.

A1.3 Hazardous Waste

The Group generated an approximate total of 10,752kg of hazardous waste with an intensity of 0.01 kg/tonnes of production volume in the Reporting Period. Hazardous wastes generated include pesticide waste, waste with organic solvent, waste with mineral oil, waste with dye and coating, copper, selenium and mercury-containing wastes and other wastes (i.e. waste containers, capacitors and oil wipes).

A. 環境(續)

A1. 排放(續)

A1.2 溫室氣體(溫室氣體)排放(續)

附註：(續)

- 除另有說明外，排放係數乃參考香港交易及結算所有限公司上市規則附錄27及其參考文件。
- 於廣州及深圳地區購電採用的排放係數分別為每千瓦時0.54及0.59千克。就香港之購電採用的排放係數為每千瓦時0.51千克。就位於中國各省的五個麵粉廠而言，均採用其相應的輸電網排放係數，即山東、四川及江蘇省分別為每千瓦時0.71、0.61及0.65千克。
- 就餐廳所用之生物燃料(購自甲醇研究所)，假設每噸甲醇之排放係數為每千瓦時0.54千克。

A1.3 有害廢棄物

本集團於報告期間共產生約10,752千克有害廢棄物，強度為每噸產量0.01千克。所產生的有害廢棄物包括農藥廢棄物、含有機溶劑的廢棄物、含礦物油的廢棄物、含染料及塗料的廢棄物、含硒及汞的廢棄物及其他廢棄物(即廢棄容器、電容器及擦油布)。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A1. Emissions (continued)

A1.3 Hazardous Waste (continued)

Hazardous Waste generated in 2018/19

| Type of Waste 廢棄物類型 | Waste Generated (in kg) 所產生廢棄物量 (千克) |
|--|---|
| Pesticide waste (from treatment within the factory premises) 農藥廢棄物(來自工廠場地內的處理) | 5,309 |
| Waste with organic solvent 含有機溶劑的廢棄物 | 630 |
| Waste with mineral oil 含礦物油的廢棄物 | 543 |
| Waste with dye and coating 含染料及塗料的廢棄物 | 199 |
| Copper-containing waste 含銅廢棄物 | 3 |
| Selenium-containing waste 含硒廢棄物 | 33 |
| Mercury-containing waste (from waste lighting products) 含汞廢棄物(來自廢棄照明產品) | 324 |
| Other waste listed on the National Inventory of Hazardous Wastes 名列《國家危險廢物名錄》的其他廢棄物 | 3,711 |
| Total 總計 | 10,752 |

A1.4 Non-hazardous Waste

The Group generated an approximate total of 667,098 kg of non-hazardous waste with an intensity of 0.76 kg/tonnes of production volume in the Reporting Period. Non-hazardous wastes generated comprised of commercial, paper, plastic, metal waste, sludge and other wastes. Other wastes included sampling and liquid wastes from manufacturing plants.

A. 環境(續)

A1. 排放(續)

A1.3 有害廢棄物(續)

於2018/19年產生的有害廢棄物

| Waste Generated (in kg) 所產生廢棄物量 (千克) |
|---|
| 5,309 |
| 630 |
| 543 |
| 199 |
| 3 |
| 33 |
| 324 |
| 3,711 |
| 10,752 |

A1.4 無害廢棄物

本集團於報告期間共產生約667,098千克無害廢棄物，強度為每噸產量0.76千克。所產生的無害廢棄物包括商業、紙張、塑料、金屬廢棄物、污泥及其他廢棄物。其他廢棄物包括樣品及來自生產廠的液體廢棄物。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A1. Emissions (continued)

A1.4 Non-hazardous Waste (continued)

Non-hazardous Waste generated in 2018/19

| Type of Waste 廢棄物類型 | Source of Waste 廢棄物來源 | Waste Generated (in kg) 所產生廢棄物量 (千克) |
|------------------------------------|--|---|
| Commercial waste* 商業廢棄物* | Tissue paper, food wastes and other daily office wastes 紙巾、廚餘及其他日常辦公廢棄物 | 279,030 |
| Waste paper 廢紙 | Packaging paper boxes, waste documents and magazines 包裝紙盒、廢棄文件及雜誌 | 36,150 |
| Waste plastic 廢棄塑料 | Waste woven bags and plastic bottles 廢棄編織袋及塑料瓶 | 90,978 |
| Scrap metal 廢棄金屬 | Waste metal containers, equipment parts and accessories 廢棄金屬容器、設備部件及配件 | 32,360 |
| Sludge 污泥 | Sludge from on-site discharge pre-treatment facilities 現場排放預處理設施的污泥 | 174,990 |
| Others 其他 | Old furniture, scraps, sampling and liquid wastes from production plants, and organic wastes such as leaves and weeds 舊傢俱、碎片、樣品及來自生產廠的液體廢棄物，以及樹葉及雜草等有機廢棄物 | 53,590 |
| Total 總計 | | 667,098 |

*Remarks:

In an attempt to maximize the space available for storage within our office building, the Group has taken the necessary actions to remove the extra office waste previously stored at its second floor within the Reporting Period. This was a one-off project completed in November 2018 which explains the increase in the volume of commercial waste for treatment within the Reporting Period as stated above.

A. 環境(續)

A1. 排放(續)

A1.4 無害廢棄物(續)

於2018/19年產生的無害廢棄物

| Waste Generated (in kg) 所產生廢棄物量 (千克) |
|---|
| 279,030 |
| 36,150 |
| 90,978 |
| 32,360 |
| 174,990 |
| 53,590 |
| 667,098 |

*備註：

為最大程度利用辦公室之可用存儲空間，本集團已採取必要措施，以清除過往於本報告期內存儲在二樓的多餘辦公廢棄物。此乃於二零一八年十一月完成之一次性項目，其解釋上述於本報告期處理商業廢棄物的增加。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A1. Emissions (continued)

A1.5 Measures to Mitigate Emissions

To reduce air emissions from mobile fuel combustions, the home care products plant has upgraded all its forklift trucks to be electricity-driven. To reduce direct air emissions from production lines, a natural gas-fueled boiler with high efficiency and lower NO_x emissions was purchased for use in the edible oil plant in Shekou during this Reporting Period.

To reduce emissions from cooling systems, all new cooling systems are required to achieve a coefficient of performance (COP) of 3.6 or higher.

A1.6 Wastes Reduction and Initiatives

To prevent potential harm to human health through contamination of soil, air and water resources, the Group is committed to ensuring proper and immediate treatment of hazardous waste and waste that requires strict control, by engaging qualified companies for collection and further handling.

Centralized waste collection, storage, transfer facilities for on-site solid waste are available in accordance with national standards to maximize recycling rates. Licensed companies are engaged to collect wastes (such as PET bottles, soap and used bleach earth from the edible oil manufacturing plants) for recycling purposes and proper disposal to landfills.

To reduce paper waste, the Group encourages the staff to think before printing and to use recycled paper whenever possible. Furthermore, electronic communication is encouraged to achieve a paperless office.

A. 環境 (續)

A1. 排放 (續)

A1.5 減排措施

為減少移動源燃料燃燒產生的大氣排放，家居護理用品廠已將其所有叉車升級為電力驅動。為減少生產線的直接大氣排放，於報告期間，購入高效及NO_x排放較低的天然氣鍋爐，供蛇口的食用油廠使用。

為減少冷卻系統的排放，所有新冷卻系統都必須達到3.6或更高的性能係數(COP)。

A1.6 減廢及其措施

為避免受污染的泥土、空氣及水資源損害人體健康，本集團透過委聘合資格的公司收集及進一步處理廢物，致力確保有害廢物及需要嚴格控制的廢物得以妥善及即時處理。

根據國家標準，本集團設有集中廢物收集、儲存及轉運設施以處理現場固體廢物及盡量提升回收率。本集團委聘持牌公司收集廢物（例如聚酯瓶、肥皂及來自食用油廠的已用漂白土）以進行回收及妥善處理後堆填。

為減少紙張浪費，本集團鼓勵員工於打印之前再三思考，並儘可能使用再造紙。此外，鼓勵電子通信實現無紙化辦公。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A1. Emissions (continued)

A1.6 Wastes Reduction and Initiatives (continued)

During the Reporting Period, the home care products plant has specifically established the following initiatives to reduce waste generation:

- (i) The plant establishes the "Waste Management Procedure" and sets up various recycling stations, to facilitate better classification of waste for storage and disposal;
- (ii) The plant generates economic benefits from non-hazardous waste, by selling them to recognized recycling companies.

A2. Use of Resources

A2.1 Energy Consumption

The table below shows the energy consumption, energy intensity in terms of the Group's production volume (in kWh/tonne).

Energy Consumption 2018/19

| Resources 資源 | Direct Consumption 直接消耗 | Indirect Consumption (in kWh) 間接消耗 (千瓦時) | Energy Intensity (kWh/tonnes of production volume) 能源強度 (千瓦時／噸產量) |
|---|------------------------------------|--|---|
| Natural gas (stationary combustion) 天然氣(固定源燃燒) | 51,882 m ³ 51,882立方米 | 512,702 | 0.58 |
| Diesel (stationary combustion) 柴油(固定源燃燒) | 806 L 806升 | 8,059 | 0.01 |
| Petrol (stationary combustion) 汽油(汽車燃料燃燒) | 188 L 188升 | 1,666 | 0.002 |
| LPG (stationary combustion) 液化石油氣(固定源燃燒) | 1,340 kg 1,340千克 | 18,678 | 0.02 |
| Petrol (mobile combustion) 汽油(汽車燃料燃燒) | 54,245 L 54,245升 | 480,700 | 0.55 |
| Diesel (mobile combustion) 柴油(汽車燃料燃燒) | 2,419 L 2,419升 | 24,186 | 0.03 |
| LPG (mobile combustion) 液化石油氣(汽車燃料燃燒) | 2,430 kg 2,430千克 | 33,871 | 0.04 |
| Electricity 電力 | 63,958,998 kWh 63,958,998千瓦時 | N/A 不適用 | 72.72 |

A. 環境(續)

A1. 排放(續)

A1.6 減廢及其措施(續)

於報告期間，家居護理用品廠專門制定以下舉措減少廢物產生：

- (i) 工廠建立「廢物管理程序」並設立多個回收站，以促進對廢物進行更好分類以便儲存及處置；
- (ii) 工廠通過將無害廢物出售予認可回收公司，從中獲得經濟利益。

A2. 資源使用

A2.1 能源消耗

下表列示按本集團產量(千瓦時／噸)計算的能源消耗及能源強度。

2018/19年的能源消耗

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A2. Use of Resources (continued)

A2.2 Water Consumption

Water consumed by its Hong Kong's operations was supplied by Hong Kong's Water Supplies Department, and was sourced from municipal water supply system in Mainland China. There was no issue identified in sourcing water that was fit for purpose. The plants have water tanks in place to store water for emergency use.

The Group consumed 153,871 m³ of freshwater, with a water intensity of 0.17 m³/tonne of production volume.

Wastewater treatment

All discharges from production and domestic activities are pre-treated on-site through regularly maintained grease trap and septic tanks before entering the sewage collection system into nearby wastewater treatment facility. The home care products plant has specifically upgraded its sewage treatment stations, and the COD (chemical oxygen demand) indicator is now strictly controlled within 90 mg/L, meeting the first-class discharge standard of Guangzhou, PRC. The treated water is directly discharged into the Pearl River Basin. The flour mill plants did not generate industrial waste water. The production of edible oil plant in Hong Kong was insignificant and generated little wastewater. The edible oil plant in Shekou performs regular wastewater testing and the sampling results of COD, pH, total suspended solids (TSS), and oil and grease were all within permissible level set by the Discharge Limits of Water Pollutants (DB44/26-2001).

A. 環境(續)

A2. 資源使用(續)

A2.2 耗水

香港營運用水由香港水務署提供，並採購自中國大陸的市政供水系統。在取得合適水源方面並無發現問題。生產廠亦建有水箱以儲存水作緊急用途。

本集團消耗153,871立方米淡水，用水強度為每噸產量0.17立方米。

廢水處理

生產及家庭活動中的所有排放物均通過定期維護的隔油池及化糞池進行現場預處理，然後再進入污水收集系統排進附近的廢水處理設施。家居護理用品廠專門對其污水處理站進行升級，現將COD(化學需氧量)指標嚴格控制於每升90毫克以內，達到中國廣州的一級排放標準。處理後的廢水直接排入珠江流域。麵粉廠並無產生工業廢水。香港食用油廠的產量微不足道，幾乎並無產生廢水。蛇口的食用油廠定期進行廢水測試，並且COD、pH、總懸浮固體(TSS)及油脂的採樣結果均於《水污染物排放限值》(DB44/26-2001)規定的允許水平內。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental *(continued)*

A2. Use of Resources *(continued)*

A2.3 Energy Use Efficiency Initiatives

To reduce its dependency on fossil fuels and address climate change, the Group has engaged a Solar Photovoltaic (PV) contractor in May 2019, and joined the Renewable Energy Feed-in Tariff organized by CLP for installation of solar renewable energy device on its Hong Kong Lam Soon Building in Tai Po for connection to CLP electricity grid. The installation and connection works are targeted to be completed by the end of 2019. The expected generation capacity of the system will be 200 kW (Energy to Grid).

The warehouse in Hong Kong has replaced T8 lights with LED lighting during the first quarter of 2019. The total number of tubes were reduced from 704 to 272, resulting in a drastic drop in electricity consumption by 84%.

For the edible oil plant in Shekou, a new natural gas boiler, with a fully automatic condensing system for energy-saving, was purchased. Designed with an energy efficiency up to 94%, the new boiler has completed the pilot test and passed a full set of testings set by Shenzhen Institute of Special Equipment Inspection and Test.

A. 環境 *(續)*

A2. 資源使用 *(續)*

A2.3 高效使用能源措施

為減少對化石燃料的依賴並應對氣候變化，本集團於二零一九年五月委聘太陽能光伏(PV)承包商，並加入中電組織的可再生能源上網電價，以在其位於大埔的香港南順大廈安裝太陽能可再生能源設備，用以連接中電電網。安裝及連接工程目標是在二零一九年年底完成。該系統的預期發電量將為200千瓦(並網能量)。

香港倉庫於2019年第一季度已用LED照明取代T8照明燈。燈管總數從704根減少至272根，導致用電量急劇下降84%。

就蛇口的食用油廠而言，購入一種新天然氣鍋爐，該鍋爐具有節能全自動冷凝系統。新型鍋爐的能效高達94%，已經完成試運行測試，並已通過深圳市特種設備安全檢驗研究院的全套檢測。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental *(continued)*

A2. Use of Resources *(continued)*

A2.4 Water Use Efficiency Initiatives

The Group persistently reduces water loss by maintaining and upgrading its water supply pipeline system, minimizes water consumption through upgrading water-saving devices and reuses wastewater whenever possible. Some water-saving initiatives include:

- (i) Using recirculating cooling water system for cooling towers;
- (ii) Installing automatic faucets;
- (iii) Adopting reverse osmosis to purify wastewater for toilet flushing and greening of production area;
- (iv) Establishing regulations on water management to regulate water consumption practices of employees; and
- (v) Posting promotional materials and reminders to encourage water conservation practices.

The home care products plant also has formulated Regulations on Water Use Management during the Reporting Period to regulate the rational use of water and promote the conservation of water resources. In addition, the Administration Department of the Group is expediting the replacement of old water dispensers to reduce the consumption of bottled water.

A. 環境 *(續)*

A2. 資源使用 *(續)*

A2.4 高效用水措施

本集團通過維護及升級其供水管道系統持續減少水量損失，升級節水設備及在可行情況下再利用廢水，從而減少耗水。部分節水措施包括：

- (i) 冷卻塔使用循環冷卻水系統；
- (ii) 安裝自動感應水龍頭；
- (iii) 採用反滲透淨化廢水以用於沖廁及廠區綠化；
- (iv) 訂立有關用水管理的規章以規範僱員的用水習慣；及
- (v) 張貼宣傳材料及提示以鼓勵節水習慣。

於報告期間，家居護理用品廠亦制定《用水管理規定》，以規範合理用水及促進保護水源。此外，本集團行政部正加快更換舊飲水機的速度，以減少瓶裝水的消耗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A2. Use of Resources (continued)

A2.5 Packaging Materials

Packaging materials consumed by the Group were mainly recyclable materials including plastic, cotton bags and paper. Packaging materials were sourced from external suppliers, with constant check on quality, particularly on their safety and hygiene performances. During the Reporting Period, a total of 16,539.32 tonnes of packaging materials have been consumed for the protection of finished products.

The Group has been proactively exploring ways to reduce the use of packaging materials and promoting products with replaceable packaging to reduce the consumption of plastic pumps. During the Reporting Period, various production lines have reduced the use of non-recyclable resources for packaging. In particular, the flour mill plants have implemented the following practices:

- Make use of recyclable materials for packaging materials;
- Reduce the consumption of packaging materials by bulk delivery;
- Re-use packaging materials to achieve zero packaging waste; and
- Evaluate packaging suppliers annually for compliance assurance.

The edible oil plant in Hong Kong has implemented the following practices:

- Light packaging has been applied for bulk transportation;
- Various reusing and recycling methods have been applied to non-food packaging materials, such as re-using as turnover box, or recycling by recognized handlers; and

A. 環境(續)

A2. 資源使用(續)

A2.5 包裝材料

本集團消耗的包裝材料主要為可回收材料，包括塑料、布袋及紙張。包裝材料乃購自外部供應商，但本集團定期監察質量，特別是其在安全及衛生方面的表現。於報告期間，我們為產品保護共消耗16,539.32噸包裝材料。

本集團一直積極尋求方法減少使用包裝材料及推廣可替換包裝的產品以減少消耗塑料泵。於報告期間，多條生產線減少使用不可回收資源製作包裝。尤其是，麵粉廠已實施以下措施：

- 將可回收材料用作包裝材料；
- 通過大批交付減少包裝材料的消耗；
- 再使用包裝材料，以實現零包裝浪費；及
- 每年評估包裝供應商以確保合規性。

香港的食用油廠已實施以下措施：

- 採用輕包裝作散貨運輸；
- 已對非食品包裝材料採用多種重複利用及再循環方法，例如作為周轉箱重複使用或由認可處理人員進行回收利用；及

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental (continued)

A2. Use of Resources (continued)

A2.5 Packaging Materials (continued)

The edible oil plant in Hong Kong has implemented the following practices: (continued)

- Evaluate packaging suppliers annually for compliance assurance.

In addition, the edible oil plants in both Hong Kong and Shekou replaced polyvinyl chloride (PVC) based labelling materials with those made of polyethylene terephthalate (PET).

Packaging Materials Consumption 2018/19

| Type of Material 材料類型 | Material 材料 | Consumption (in tonnes) 消耗量 (噸) |
|---------------------------|--|--|
| Cotton 棉布 | Cotton bags 布袋 | 683.46 |
| Plastic 塑料 | Plastic bags, bottles, handles, caps and pumps 塑料袋、瓶子、把手、蓋子及泵 | 8,060.52 |
| Paper 紙張 | Paper bags, boxes, labels and cardboards 紙袋、紙箱、標籤及紙板 | 6,086.72 |
| Metal 金屬 | Metal containers 金屬容器 | 1,699.16 |
| Fiber and cotton 纖維及棉布 | Packet lines 小包線 | 9.46 |
| Total 總計 | | 16,539.32 |

A. 環境(續)

A2. 資源使用(續)

A2.5 包裝材料(續)

香港的食用油廠已實施以下措施：(續)

- 每年評估包裝供應商以確保合規性。

此外，香港及蛇口的食用油廠均以聚對苯二甲酸乙二酯(PET)代替以聚氯乙烯(PVC)生產的標籤材料。

2018/19年的包裝材料消耗

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

A. Environmental *(continued)*

A3. The Environment and Natural Resources

A3.1 *Significant Impacts of Activities on the Environment*

The Group continuously monitors its air emission, wastewater discharge, and noise level to ensure minimal impacts on the surrounding environment and creation of a healthy environment for its workers. Regular maintenance of machines and equipment is enforced to prevent excessive noise generation. The Group did not receive any complaints from the surrounding communities regarding air pollution, odor, noise, or night light pollution.

A. 環境 *(續)*

A3. 環境及天然資源

A3.1 活動對環境的重大影響

本集團持續監察其廢氣排放、廢水排放及噪音水平，以確保對周圍環境的影響減至最小，並為其工人創造健康的環境。強制對機器及設備進行定期維護，以防止產生過多的噪音。本集團並無收到周邊社區關於空氣污染、氣味、噪音或夜燈污染的任何投訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social

1. Employment and Labour Practices

B1. Employment

Employees are deemed the most important resource of the Group. The Group provides competitive remuneration with various benefits to attract and retain talents. Employment package is regularly reviewed with consideration of the market trend, benchmarking the industry's salary and benefit information through salary survey reports conducted by professional consultants. Annual salary increment and year-end performance bonus mechanism have been incorporated in the Group's remuneration policy. Share options are also granted to the Group's Managing Director and other eligible employees in recognition of their contributions.

Employees in the PRC are entitled to year-end bonus, social security insurance and housing fund. Year-end bonus, life and health insurance are provided to employees in Hong Kong. Additionally, staff sale, meals and transportation are provided to employees. Fair terms on working hours, holidays, termination of contract, fringe benefits and leave entitlement are stipulated in the employment contracts signed between employees and the Group. Overtime work shall be applied through submission of application forms and approved by departmental supervisors. Any disputes will be settled according to the Group's appeal procedures in an equitable and prompt manner.

B. 社會

1. 僱傭及勞工常規

B1. 僱傭

本集團視僱員為最重要資源。本集團提供具競爭力的薪酬及多項福利以吸引及挽留人才。本集團定期檢討薪酬待遇，當中考慮市場趨勢及通過專業顧問進行的薪金調查報告對標業內薪金及福利的資料。本集團根據薪酬政策設立及實施年度加薪及年終業績花紅機制。我們亦向本集團之董事總經理及其他合資格僱員授出股份認購權，以認可彼等之貢獻。

中國業務的僱員可享有年終花紅、社會保障保險及住房公積金。我們向香港僱員提供年終花紅、人壽及健康保險。此外，我們亦向僱員提供僱員購貨優惠、用餐及交通安排。僱員與本集團簽署的僱傭合約規定的公平條款涵蓋工時、假期、終止合約情況、附加福利及年假。超時工作應透過提交申請表格申請及經部門主管批准。任何爭議均將根據本集團的申訴程序公正及迅速地解決。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social *(continued)*

1. Employment and Labour Practices

(continued)

B1. Employment *(continued)*

The Group is in compliance with all applicable laws of Hong Kong and the PRC regarding labour rights and employment, included but not limited to:

- The Employment Ordinance of the Laws of Hong Kong;
- The Minimum Wage Ordinance of the Laws of Hong Kong;
- The Employees' Compensation Ordinance of the Laws of Hong Kong;
- The Labour Law of the PRC;
- The Labour Contract Law of the PRC; and
- The Social Insurance Law of the PRC.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

B. 社會 *(續)*

1. 僱傭及勞工常規 *(續)*

B1. 僱傭 *(續)*

本集團遵守所有香港及中國有關勞工權利及僱傭之適用法律，包括但不限於：

- 香港法例中的《僱傭條例》；
- 香港法例中的《最低工資條例》；
- 香港法例中的《僱員補償條例》；
- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；及
- 《中華人民共和國社會保險法》。

報告期間，並無發現任何違反與薪酬及解僱、招聘及晉升、工時、休息時間、平等機會、多樣性、反歧視以及其他利益及福利之相關法律及法規的事項對本集團造成重大影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

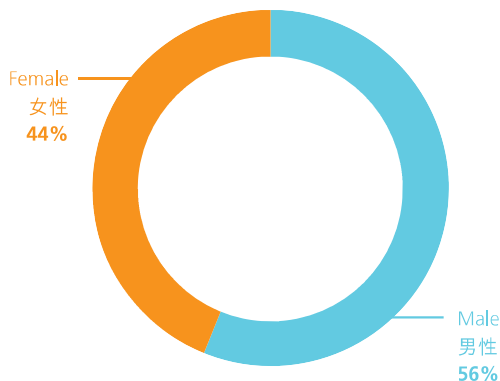
B. Social (continued)

1. Employment and Labour Practices (continued)

B1. Employment (continued)

The Group had a total of 1,681 employees, as of 30 June 2019, of which all are full-time employees. The total workforce categorized by gender, age group and geographical region are shown below.

Total Workforce (%) by Gender
按性別劃分的勞動力總數(%)



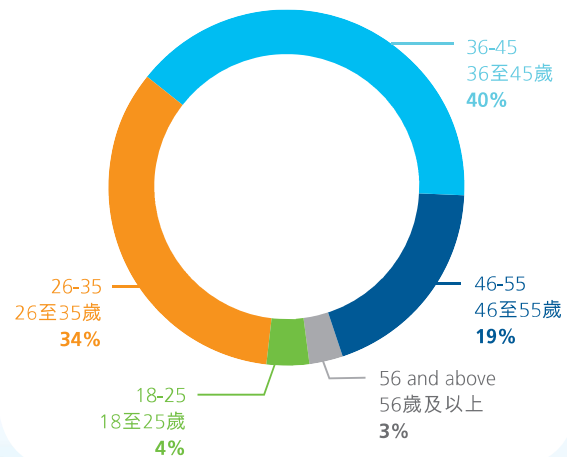
B. 社會 (續)

1. 僱傭及勞工常規 (續)

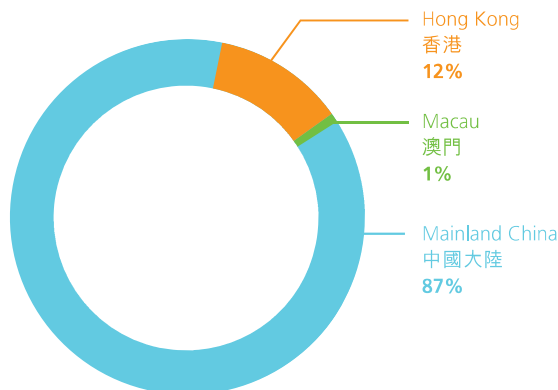
B1. 僱傭 (續)

於二零一九年六月三十日，本集團共有1,681名僱員，全部均為全職僱員。按性別、年齡組別及地區劃分的勞動力總數列示如下。

Total Workforce (%) by Age
按年齡劃分的勞動力總數(%)



Total Workforce (%) by Geographical Region
按地區劃分的勞動力總數(%)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

1. Employment and Labour Practices

(continued)

B1. Employment (continued)

Equal Opportunity

Equal opportunities are given to employees in respect of recruitment, training and development, job advancement, and compensation and benefits. The employees are not discriminated against or deprived of such opportunities on the basis of gender, ethnic background, religion, colour, sexual orientation, age, marital status, family status, retirement, disability, pregnancy or any other discrimination prohibited by applicable laws of Hong Kong and the PRC.

Appraisal System

The Group has a standardized appraisal system to evaluate employees' performances, assess their capabilities and determine whether they are in line with the Group's business development. It also provides a basis for promotion, salary increase and a communication platform for employees and management to set mutually agreed and measurable performance standards, as well as career development opportunities.

B. 社會 (續)

1. 僱傭及勞工常規 (續)

B1. 僱傭 (續)

平等機會

本集團在招聘、培訓及發展、晉升以及補償及福利方面為僱員提供平等機會。僱員並不會由於性別、種族背景、宗教、膚色、性取向、年齡、婚姻狀況、家庭狀況、退休、殘障、懷孕或香港及中國之適用法律所禁止的任何其他歧視因素而遭受歧視或被剝奪平等機會。

評估系統

本集團設有標準化評估系統以評估僱員表現、評核其能力及釐定彼等是否符合本集團的業務發展。系統亦提供晉升、加薪的基準及溝通平台，讓僱員及管理層可制定雙方接納及可計量的表現標準及事業發展機會。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

1. Employment and Labour Practices (continued)

B1. Employment (continued)

Employee Communication

Employees are always kept informed of the Group's key projects, future directions and latest market strategies, activities and social events in the industry through notice boards, intranet, meetings, annual conferences and the internal e-newsletter, namely E Post. During the Reporting Period, the Group has organized group meetings, workshops, annual dinner, travel tours to various provinces of China and other activities to enhance employees' sense of belonging. Some activities organised during the Reporting Period include:

- Lam Soon Annual Conference (19 – 20 July 2018);
- The 4th Congress and Team-building Activity in Eastern China (24 – 25 January 2019);
- Huangshan two days tour for the flour mill plant in Jintan (16 – 17 March 2019);
- Zhu Hai Bamboo Forest Day Tour for the Labour Union of the flour mill plant in Yixing (23 March 2019);
- Shunde Day Tour for the Labour Union of Lam Soon in Shekou (13 April 2019);
- Luo Fu Shan Two Days Tour for Southern China Oil-Sales Team (13 – 14 April 2019); and
- Health Talk on Acupoints Massage in Hong Kong (14 June 2019).

B. 社會 (續)

1. 僱傭及勞工常規 (續)

B1. 僱傭 (續)

僱員溝通

僱員可通過告示板、內聯網、會議、年會及內部電子通訊(即E Post)及時了解本集團的主要項目、未來方向及業內的最新市場策略、活動及社交活動。報告期間，為加強僱員之歸屬感，本集團已舉辦集團會議、工作室、年度晚宴、至中國多個省份的旅行團及其他活動。報告期間舉辦的部分活動包括：

- 南順年會(二零一八年七月十九日至二十日)；
- 第四屆華東地區代表大會及團隊建設活動(二零一九年一月二十四日至二十五日)；
- 金壇麵粉廠的黃山兩日遊(二零一九年三月十六日至十七日)；
- 宜興麵粉廠工會的竹海一日遊(二零一九年三月二十三日)；
- 蛇口南順工會的順德一日遊(二零一九年四月十三日)；
- 華南食用油銷售團隊的羅浮山兩日遊(二零一九年四月十三日至十四日)；及
- 香港穴位按摩健康講座(二零一九年六月十四日)。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

1. Employment and Labour Practices

(continued)

B2. Employee Health and Safety

The Group strictly complies with all applicable laws and regulations in relation to occupational health and safety (OHS), including but not limited to the Law of the PRC on the Prevention and Control of Occupational Diseases, the Hong Kong Occupational Safety & Health Ordinance, and Hong Kong Employees' Compensation Ordinance. OHS policy is in place. Pre-employment health check is required, and annual or biennial check-ups are offered to employees based on their employment categories and nature. End of term check-ups will be offered to frontline workers in the PRC to ensure that no OHS-related health issues were developed during their employment.

Employees exposing to high occupational health risks are offered with occupational health checks in accordance with the statutory requirements and appropriate personal protective equipment ("PPE") is provided to employees based on their duties performed. Offices and canteens are assessed by qualified institutions to ensure that they meet applicable national standards regarding indoor environmental pollution control. The Group also enters into contract with suppliers to ensure that they meet occupational health and safety standards while performing their works.

Noise reduction devices have been installed on equipment such as exhaust fans, air compressors and grinders in accordance with the requirements as specified in the Environmental Impact Assessment Report conducted by our appointed agencies. Acoustic meters have been installed for all working areas to further improving the monitoring processes.

B. 社會 (續)

1. 僱傭及勞工常規 (續)

B2. 僱員健康與安全

本集團嚴格遵守有關職業健康與安全的所有適用的法律及法規，包括但不限於《中華人民共和國職業病防治法》、《香港職業安全及健康條例》以及《香港僱員補償條例》。職業健康與安全政策已準備就緒。須進行入職前健康檢查，並根據僱員的工作類別及性質對僱員進行一年一次或兩年一次體檢。為中國的一線工人提供約滿體檢，以確保彼等於就業期間並無出現與職業健康與安全相關的健康問題。

根據法定要求向面臨高職業健康風險的僱員提供職業健康檢查，並根據其履行的職責提供適當個人保護設備（「個人保護設備」）。合資格機構會評估辦公室及食堂，以確保其符合有關室內環境污染控制的適用國家標準。本集團亦與供應商訂立合約，以確保其於進行工作時達至職業安全標準。

根據《環境影響評估報告》要求，我們的指定機構已於排氣扇、空氣壓縮機及磨床等設備上安裝降噪裝置。已於所有工作區域安裝聲波計，以進一步改善監控過程。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

1. Employment and Labour Practices

(continued)

B3. Development and Training

With human resources as one of the core values, the Group believes that strengthening the capabilities of employees can benefit both the Group and employees themselves. Training needs are identified through appraisal sessions with employees. Thus, the training provided can effectively address below objectives:

- (i) Facilitate the achievement of the Group's and/or its departmental targets;
- (ii) Increase productivity in every aspect of working processes;
- (iii) Enhance employees' satisfaction; and
- (iv) Assist employees' career development.

The training courses vary from mandatory training and skill enhancement to the more advanced supervisory skills and managerial development, targeted employees of various levels. During the Reporting Period, employees have been provided with both internal and external training on numerous areas including occupational health and safety, customer services, product knowledge, management systems, communication skills, risk management, data security and financial budgeting.

Staff are also encouraged to attend e-learning classes, seminars, team building activities and knowledge sharing events to enhance their knowledge and skills. The Group will provide subsidy or full reimbursement on the course fees for eligible staff under the training policy.

B. 社會 (續)

1. 僱傭及勞工常規 (續)

B3. 發展與培訓

人力資源為本集團的核心價值之一，本集團相信，加強員工能力有利本集團及員工本身。於與僱員進行評估時會識別培訓需要。因此，所提供培訓可有效應對以下目標：

- (i) 促使達成本集團及／或其部門目標；
- (ii) 增加工作過程中各方面的生產力；
- (iii) 提升僱員滿意程度；及
- (iv) 協助僱員的事業發展。

培訓課程從強制性培訓及技能提升到更高級的監督技能及管理發展，針對不同的員工級別。報告期間，本公司已為員工提供內部及外部培訓，內容涉及多個領域，包括職業健康與安全、客戶服務、產品知識、管理系統、溝通技巧、風險管理、數據安全及財務預算。

本集團亦鼓勵員工出席電子學習課程、研討會、團隊建設活動及知識分享活動，以提升其知識及技能。本集團將根據培訓政策為合資格員工提供課程費用津貼或全額報銷。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

1. Employment and Labour Practices

(continued)

B4. Labour Standards

The Human Resources Department continues to implement comprehensive checking system during the recruitment process to ensure compliance with all the applicable laws regarding employment and labour standards, such as the Employment Ordinance of the Laws of Hong Kong and Provisions on the Prohibition of Using Child Labour of the PRC.

The Group will take appropriate disciplinary action against anyone who is in breach of any applicable laws, regulations, and ordinance. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing the use of child and forced labour had been identified during the Reporting Period.

2. Operating Practices

B5. Supply Chain Management

The Group's procurement policy has three underlying principles on procurement management:

- (i) Buy only what the business operation needs with speculative behaviour prohibited;
- (ii) Source from local suppliers to reduce transportation cost; and
- (iii) Source for high quality and competitive supplies to meet the Group's business strategy.

B. 社會 (續)

1. 僱傭及勞工常規 (續)

B4. 勞工準則

人力資源部於招聘過程中繼續實施全面檢查制度，以確保遵守有關僱傭及勞工標準的所有適用法律，例如香港法例中的《僱傭條例》及《中華人民共和國禁止使用童工規定》。

對於任何人違反任何適用法律、法規及條例，本集團將採取適當的紀律處分。報告期間，並無發現不遵守防止使用童工及強迫勞動相關法律及法規的事項對本集團產生重大影響。

2. 營運慣例

B5. 供應鏈管理

本集團的採購政策有三個相關採購管理原則：

- (i) 僅購買業務營運所需，禁止投機行為；
- (ii) 從本地供應商採購，以降低運輸成本；及
- (iii) 向優質及具競爭力的供應商採購，以配合本集團的業務。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B5. Supply Chain Management (continued)

The policy states the Group's procurement strategy and provides guidelines and procedures on procurement processes such as sourcing new suppliers, assessing existing suppliers, managing suppliers in breach of the policy, tendering, quality assurance and payment/refund arrangements. Suppliers are selected and rated based on a set of criteria, in terms of product price and quality, timeliness of delivery, payment terms, food safety, environmental and social performance, and after-sales service.

It is essential to engage employees in maintaining, monitoring and improving the Group's overall procurement management. The Group encourages employees to take proactive, comprehensive and stringent measures, in the process of procurement, to avoid unnecessary loss and to ensure utilization of its resources in accomplishing the production, supply and sales targets.

The Group considers the quality of raw materials of paramount importance to ensure the food safety of final products. The flour mill plants and the edible oil plant evaluate their raw material suppliers every six months for compliance assurance, and collect suppliers' activity logs on a regular basis for quality assurance.

B. 社會 (續)

2. 營運慣例 (續)

B5. 供應鏈管理 (續)

政策列出本集團的採購策略，並提供採購過程的指引及程序，例如物色新供應商、評估現有供應商、管理違反政策的供應商、招標、品質保證及付款／退款安排。供應商的挑選及評級乃基於一套準則，內容涉及產品價格及品質、交付是否合時、付款條款、食品安全、環境及社會表現及售後服務。

僱員的參與對保持、監察及改善本集團整體採購管理屬必要。本集團鼓勵僱員在採購過程中採取積極、全面及嚴格的措施以避免非必要損失及確保使用其資源以達成生產、供應及銷售目標。

本集團認為原材料的品質對確保最終產品的食品安全而言至關重要。麵粉廠及食用油廠每六個月對其原料供應商進行一次評估，以確保合規性，並定期收集供應商的活動日誌以確保質量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B6. Product Responsibility

Product Labelling and Advertising

The Group has its own labelling control policy to ensure that both the design of labels and information shown on labels are in compliance with all the applicable standards and laws. Labels are required to be approved by its Legal Department and Quality Assurance Department with records filed. Adequate nutrition information is provided to customers through product labels. Safety information has been clearly labelled on relevant products.

The Group strives to improve public well-being by promoting healthy lifestyle. Its “Good Mother” website (<https://www.haomama.com>) and Knife Oil Facebook aim to share resources about healthy and balanced lifestyle with the public. Moreover, the Group produces and shows videos through social media platforms on which registered dietitians introduce nutritional values of its products, shares cooking recipes prepared with nutritious ingredients and organizes trainings to promote healthy diets.

For any marketing and promotional activities, the Group ensures that relevant activities are in compliance with applicable laws and regulations such as the Advertisement Law of the PRC. No false nor misleading contents shall be contained in any promotional channels. During the Reporting Period, the Group did not record any cases of material non-compliance with laws and regulations regarding health and safety, advertising, labelling and privacy matters relating to products and services provided.

B. 社會 (續)

2. 營運慣例 (續)

B6. 產品責任

產品標籤及廣告

本集團擁有自己的標籤控制政策，以確保標籤的設計及標籤上顯示的信息均符合所有適用的標準及法律。標籤必須經其法律部及質量保證部批准並存檔。通過產品標籤向客戶提供足夠的營養信息。安全信息已於相關產品上作出明確標記。

本集團致力於通過促進健康生活方式來改善公眾福祉。「好媽媽」網站 (<https://www.haomama.com>) 及刀嘜臉書專頁旨在與公眾分享有關健康及均衡生活方式的資源。此外，本集團透過社交媒體平台製作及展示視頻，其中由註冊營養師介紹其產品的營養價值，分享使用營養豐富材料的食譜及舉辦培訓班以推廣健康飲食。

對於任何營銷及促銷活動，本集團確保相關活動符合適用的法律及法規，例如《中華人民共和國廣告法》。任何促銷渠道均不得包含虛假或誤導性內容。報告期間，就所提供之產品及服務而言，本集團並無錄得任何重大違反健康與安全、廣告、標籤及私隱事宜的法律及法規的個案。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B6. Product Responsibility (continued)

Food Safety and Quality

Food safety is of paramount importance to the Group. Its food safety management starts with supplier control. Background, permits, licenses and certificates of suppliers are checked by the Group to ensure suppliers have no record in breaching of any food safety standards and regulations. The Group reiterates its meticulous selection process of suppliers and every product must be tested multiple times to ensure it is of international food safety standard. The Group is in compliance with all applicable laws and standards of Hong Kong and the PRC regarding food safety and quality such as:

- Food Safety Law of the PRC;
- National Food Safety Standards for Food Additive Use; and
- Hong Kong – Part V of the Public Health and Municipal Services Ordinance (Cap. 132).

All flour mill plants (excluding the new one in Yixing which is in the process of application) and the edible oil plant are certified with ISO 9001 Quality Management System standard, ISO 22000 Food Safety Management System standard and other international accreditation standards on quality and environmental management. The Group also fulfills relevant food safety and food labelling requirements, and accomplished the standards issued by the World Health Organisation.

B. 社會 (續)

2. 營運慣例 (續)

B6. 產品責任 (續)

食品安全與質量

食品安全對本集團至關重要。食品安全管理始於供應商控制。本集團會檢查供應商的背景、許可證、牌照及認證，以確保供應商並無違反食品安全標準及法規的記錄。本集團重申，對供應商挑選過程一絲不苟，每件產品必須進行多次測試，以確保符合國際食品安全標準。本集團遵守所有香港及中國有關食品安全適用的法律及標準，例如：

- 《中華人民共和國食品安全法》；
- 《食品安全國家標準食品添加劑使用標準》；及
- 香港法例第132章《公眾衛生及市政條例》第V部。

所有麵粉廠（不包括正在申請中的宜興新廠）及食用油廠均獲ISO 9001品質管理體系標準認證、ISO 22000食品安全管理體系標準認證以及有關品質及環境管理的其他國際認可認證。本集團亦履行相關食品安全及食品標籤規定，並達至世界衛生組織發出的標準。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B6. Product Responsibility (continued)

Food Safety and Quality (continued)

To ensure that food materials comply with food safety and quality standards, tests are performed against food materials or related raw materials (including packaging materials with direct contact with food) before entering production processes, semi-products during production and final products. Testing is done by the Group's Quality Assurance Department and qualified testing organizations are engaged to validate the results and to provide independent reports. The test results shall meet relevant national and industrial standards before proceeding to production or distribution. Any materials or products that fail to meet the required standards will be labelled, isolated and assessed by related departments. Reasons for defect will be analyzed and rectifying measures will be implemented by related departments. The Group also deploys standard procedures on sanitation of food plants and associated equipment to maintain a high hygiene standard throughout the production. Suppliers of packaging materials are audited against their safety and hygiene performances annually. Suppliers must carry out rectifications if non-conformities have been identified.

Any reported case regarding product quality or safety will be investigated and dealt with promptly and responsibly, putting public health, safety and benefits on top priority. Products required to be recalled after assessments will undergo a process according to the Group's product recall policy.

B. 社會 (續)

2. 營運慣例 (續)

B6. 產品責任 (續)

食品安全與質量 (續)

為確保食材符合食品安全及品質標準，我們於進入生產過程前對食品或相關原材料（包括與食品直接接觸的包裝材料）進行測試、於生產時對半成品進行測試及對製成品進行測試。測試由本集團品質保證部進行，而我們亦委聘品質保證機構驗證我們的結果及提供獨立報告。於進行生產或銷售前，測試結果應符合相關國家及行業標準。任何未達到規定標準的材料或產品將會被標籤、隔離及由相關部門評估。相關部門會分析未能達到標準的原因，並實施糾正措施。本集團亦對食品生產廠房及其相關設備採用標準衛生程序，以確保整個生產過程保持高衛生標準。我們每年對包裝材料的供應商進行安全及衛生表現方面的審核。如發現有不合格情況，供應商必須進行整改。

如接獲任何有關產品品質或安全的事務報告，本集團會迅速及負責任地處理個案，並將公眾的健康、安全及利益置於首位。本集團將會針對評估後須召回的產品進行既定產品召回政策中的程序。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B6. Product Responsibility (continued)

Customer Communication

The Group values any complaint or feedback from customers as it does not only allow the Group to have a better understanding of customers' concerns, but also point to the need for improvement in product and service quality. The Group also pays special attention to enquiries regarding health and safety aspects and tries its best to help customers better understand its products and to strengthen customers' confidence in its brands. The Group pledges to handle any enquiry or complaint cases according to the standard procedure established, provide prompt response and keep traceable records of the cases in its system. To ensure that all complaints are resolved to customers' satisfaction, complainants would be invited to rate their level of satisfaction and provide feedback regarding their complaint cases after the cases are resolved.

Intellectual Property ("IP") Rights

The Group strives to protect its own IP rights and respects third party IP rights according to all related applicable laws and regulations. It registers new IPs (including trademarks, designs and patents) in different parts of the world, renews existing IP rights, manages the use of IPs, and keeps track of IP infringement by other parties. The Group reserves the right to take legal actions against any alleged infringement.

The Group also ensures its service providers, suppliers or business partners undertake and warrant that all their deliverables or products are their original creation and/or do not infringe any third party's IP rights. Infringers are liable to specified appropriate consequences in the event of breach.

B. 社會 (續)

2. 營運慣例 (續)

B6. 產品責任 (續)

客戶溝通

本集團重視任何客戶投訴或反饋，因其不僅能令本集團更理解客戶的顧慮，亦能指出改善產品及服務之需求。本集團亦特別注意有關健康及安全方面的查詢，並盡力提升客戶對產品的理解，以加強客戶對其品牌的信心。本集團承諾，會根據制定的標準程序處理任何查詢或投訴個案，提供迅速回應及在系統內保留可追溯個案記錄。為確保所有投訴以客戶滿意的方式解決，投訴人將於個案解決後獲邀為其滿意度評分及就其投訴個案提供反饋。

知識產權 (「知識產權」)

本集團致力根據所有相關之適用法律及法規保障其自有知識產權及尊重第三方知識產權。本集團於世界各地註冊新知識產權（包括商標、設計及專利）、重續現有知識產權、管理知識產權的使用及跟蹤其他人士進行之知識產權侵犯。本集團保留對任何涉嫌侵權人士採取法律行動的權利。

本集團亦確保其服務供應商、供應商或業務合作夥伴承諾及保證，彼等所有可交付產品或產品為其原創及／或並無侵犯任何第三方知識產權。侵權人士須承擔侵權所致的特定適當後果。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B6. Product Responsibility (continued)

Data Protection

The Group strictly follows its policy, manual and guideline, and procedure on protecting customer data. Before collecting personal data from customers, customers are informed of the purposes of data collection and how it will be used. Its Legal Department ensures that the Group is in compliance with the Personal Data Protection Ordinance of the Laws of Hong Kong and any applicable laws in any document, publicity and marketing activity. Procedures on handling, storing, transferring and erasing customers' personal data collected are reviewed periodically.

B7. Anti-corruption

To ensure ethical business practices, the Group strictly observes applicable laws, regulations and regulatory documents related to commercial bribery, including but not limited to:

- The Criminal Law of the PRC;
- The Anti-Unfair Competition Law of the PRC;
- The Hong Kong Prevention of Bribery Ordinance;
- The Hong Kong Theft Ordinance; and
- The Hong Kong Organized and Serious Crimes Ordinance.

B. 社會 (續)

2. 營運慣例 (續)

B6. 產品責任 (續)

資料保護

本集團嚴格遵守其保障客戶資料的政策、手冊及指引以及程序。向客戶收集個人資料前，本集團會告知客戶所收集個人資料的目的及擬作用途。法律部確保本集團在任何文件、宣傳及市場推廣活動中遵守香港法例中的《個人資料(私隱)條例》及任何適用法例。我們會定期檢討所收集的客戶個人資料的處理、儲存、轉移及刪除程序。

B7. 反貪污

為確保遵守道德商業慣例，本集團嚴格遵守與商業賄賂有關的適用法律、法規及監管文件，包括但不限於：

- 《中華人民共和國刑法》；
- 《中華人民共和國反不正當競爭法》；
- 《香港防止賄賂條例》；
- 《香港盜竊罪條例》；及
- 《香港有組織及嚴重罪行條例》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B7. Anti-corruption (continued)

The Group takes a zero-tolerance approach to bribery and is committed to operating its business in an ethical manner with high integrity. The Group has implemented policies on anti-corruption and procedures concerning offering or accepting gifts and gratuities. Suppliers and all employees are required to become acquainted with and to abide by these policies and procedures. Any fraud, corruption, irregular transactions or breach of ethics shall be reported to the Internal Audit Department. Such report, if any, shall be treated in strict confidence to protect the identity of the informer.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, fraud and money laundering had been identified during the Reporting Period.

B8. Community Investment

While formal policies on community engagement are yet to be established, the Group continues to put resources and participate in community activities. The Group maintained its strong tradition of supporting various charitable causes during the Reporting Period.

Overall achievement

Caring Company Scheme – Food Grace

On 21 November 2018, the Group collaborated with Food Grace a workshop to teach employees to create hand-made soap, and to learn the concept of recycling by turning waste into useful products.

On 20 May 2019, the Group has been successfully nominated as Caring Company 2018/2019.

B. 社會 (續)

2. 營運慣例 (續)

B7. 反貪污 (續)

本集團對賄賂採取零容忍態度，並致力以高度誠信的道德方式進行業務。本集團已實施反貪污政策及針對收受禮物及報酬的程序。供應商及全體僱員須熟習及信守該等政策及程序。任何欺詐、貪污、異常交易或違反道德準則的情況均應向內部審核部門申報。有關報告(如有)應嚴格保密處理，以保障舉報者的身份。

報告期間，並無發現任何違反腐敗、賄賂、欺詐及洗錢相關法律及法規的事件對本集團造成重大影響。

B8. 社區投資

儘管尚未制定有關社區參與的正式政策，但本集團繼續投入資源並參與社區活動。本集團於報告期間保持支持各種慈善事業的悠久傳統。

整體成績

商界展關懷－食德好

於二零一八年十一月二十一日，本集團與食德好合作舉辦工作坊，教導僱員製作手工皂，並通過將廢物變成有用產品學習回收利用的概念。

於二零一九年五月二十日，本集團成功獲提名為2018/2019年商界展關懷企業。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social (continued)

2. Operating Practices (continued)

B8. Community Investment (continued)

Volunteer activities

Sponsorship of Sowers Action

On 21 October 2018, the Group sponsored Sowers Action Challenging 12 Hours Charity Marathon.

Share-To-Care Volunteer Campaign

During December 2018, the Group has actively engaged in the Share-To-Care Volunteer Campaign organized by the Agency for Volunteer Service, and donated food and household products.

Voluntary service at Shenzhen West Railway Station

On 26 January 2019, the Group's voluntary service team participated in the voluntary service at Shenzhen West Railway Station, assisting and guiding passengers to board trains in a safe and orderly manner during the Spring Festival.

Caring for the future generation

Visit by Lingnan University's postgraduate students at Hong Kong Lam Soon Building

On 26 October 2018, about 70 postgraduate students, majored in Human Resources Management and Organizational Behavior, from Lingnan University visited Hong Kong Lam Soon Building. The Managing Director of the Group shared with the students the overall business operation of the Group and the human resources management strategies and challenges in the business environment.

B. 社會 (續)

2. 營運慣例 (續)

B8. 社區投資 (續)

義工活動

贊助苗圃行動

於二零一八年十月二十一日，本集團贊助苗圃挑戰十二小時慈善越野馬拉松。

全城「喜」義關懷大行動

於二零一八年十二月，本集團積極參與由義務工作發展局舉辦的全城「喜」義關懷大行動，並捐贈食品及家居用品。

深圳西站的志願服務

於二零一九年一月二十六日，本集團志願服務團隊參加深圳西站的志願服務，在春節期間協助及引導乘客安全有序地登上火車。

關懷下一代

嶺南大學研究生參觀香港南順大廈

於二零一八年十月二十六日，嶺南大學約70名主修人力資源管理及組織行為學的研究生參觀香港南順大廈。本集團董事總經理與學生分享本集團的整體業務運作及人力資源管理策略以及商業環境中的挑戰。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

B. Social *(continued)*

2. Operating Practices *(continued)*

B8. Community Investment *(continued)*

Caring for the future generation (continued)

*Visit by Lingnan University's postgraduate students at Hong Kong Lam Soon Building
(continued)*

The students also visited the Lam Soon Bakery Academy. At the academy, the Group's bakery consultant introduced different types of flour and relevant research and development approaches, and taught the students to make freshly baked pineapple buns with premix flour, letting them have a fun baking experience and a taste of the food they made.

Sponsorship for underprivileged students in Northern China

Financial subsidy was provided to underprivileged students in Qingzhou, Shandong Province in January 2019.

B. 社會 *(續)*

2. 營運慣例 *(續)*

B8. 社區投資 *(續)*

關懷下一代 *(續)*

*嶺南大學研究生參觀香港南順大廈 *(續)**

學生們更參觀了南順廚藝學院。於廚藝學院，本集團的烘焙顧問不但向各位介紹了麵粉的種類、研發方式等等，更即場示範及教授使用預拌粉製作新鮮出爐的菠蘿包，讓大家一起體驗烘焙帶來的樂趣，更可品嚐親自製作的美食。

資助中國北方貧困學生

於二零一九年一月，向山東省青州市貧困學生提供經濟補助。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

Sponsorship of Sowers Action Challenging 12 Hours
Charity Marathon – Official bread
贊助苗圃挑戰12小時慈善越野馬拉松－大會指定麵包

21 October 2018
2018年10月21日



Visit Hong Kong Lam Soon Building by
Lingnan University's undergraduate students
嶺南大學學生參觀香港南順大廈

26 October 2018
2018年10月26日



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

Sponsorship for under-privileged students in
Northern China
資助中國北方貧困學生

January 2019
2019 年1月



Voluntary service at Shenzhen West Railway Station
during Spring Festival rush
深圳西站春運義工服務

26 January 2019
2019年1月26日

