

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### About Lam Soon

#### Our Sustainability Mission and Vision

Lam Soon (Hong Kong) Limited (the “Company” or “Lam Soon”) and together with its subsidiaries referred to as the (“Group”) is built on the strong heritage of value creation for our stakeholders and communities within which we operate. Over the years, we have taken a progressive approach in integrating sustainability into our operations, towards a stronger, more resilient group. We are committed to: growing our businesses responsibly, balancing environmental with economic considerations, as well as creating a positive impact for our stakeholders and contributing to our communities.

#### Our Values

The Group continues to strive for excellence in its day-to-day business operations and embrace the following core values in all aspects:









### 有關南順

#### 我們的可持續發展使命與願景

南順(香港)有限公司(「本公司」或「南順」)連同其附屬公司統稱(「本集團」)建立在為持份者及我們所經營的社區創造價值之強大承傳上。多年來，我們採取進取的方針將可持續發展納入我們的營運上，使集團變得更強大及強韌。我們致力：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，以及為持份者創造積極影響及為社區作出貢獻。

#### 我們的價值觀

本集團繼續在日常業務營運中追求卓越，並在各方面秉承以下核心價值：

	<b>Honour</b> 道德	To conduct business with honour 以有信譽之方式進行業務
	<b>Human resources</b> 人力資源	To enhance the quality of human resources – as the essence of management excellence 提升人力資源質量－作為卓越管理之精髓
	<b>Entrepreneurship</b> 企業精神	To pursue management vision and foster entrepreneurship 追求管理願景及培育企業精神
	<b>Innovation</b> 創新	To nurture and be committed to innovation 扶持及致力創新
	<b>Quality</b> 質量	To provide products and services that consistently exceed customers' expectations 持續提供超出客戶期望的產品及服務
	<b>Progress</b> 進步	To continuously improve existing operations and to position for expansion and new business opportunities 持續改善現有營運以及為擴展及迎接新商機作好準備
	<b>Unity</b> 團結	To ensure oneness in purpose, harmony and friendship in the pursuit of prosperity for all 於追求成功的同時，確保目標一致、和諧及友好關係能夠互相協調
	<b>Social responsibility</b> 社會責任	To create wealth for the betterment of society 創造財富以造福社會

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### About Lam Soon *(continued)*

#### Our Values *(continued)*

These intrinsic values form a major part of the Group's core value system and have served as the foundation for its sustainable growth and development.

#### Our Business

Lam Soon has been publicly listed on The Stock Exchange of Hong Kong Limited ("Stock Exchange") since 1972. The Group is headquartered in Hong Kong and is principally engaged in the manufacturing, trading and processing of food and home care products in Hong Kong, the PRC and Macau. The Group comprises a broad portfolio of famous brands which include "Knife", "Red Lantern", "AXE", "Labour", "Golden Statue", "American Roses", "Royal Sakura" and "Double Peach".

### About This Report

#### Reporting Standard

This is the sixth Environmental, Social and Governance ("ESG") report (the "Report") of the Company, highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 to the Rules Governing the Listing of the Securities ("Listing Rules") on the Stock Exchange and Guidance issued by the Stock Exchange. The Group has complied with all the "comply or explain" provisions set out in the ESG Reporting Guide during the Reporting Period (as defined below).

#### Reporting Period

From 1 July 2021 to 30 June 2022 (the "Reporting Period").

#### Reporting Scope

This Report covers the Group's overall environmental performance in the manufacture and distribution of food and home care products in Hong Kong and Mainland China, which accounted for 98% of the Group's total revenue during the Reporting Period. During the Reporting Period, the Group's major operational sites were:

- (i) the Lam Soon Building in Hong Kong comprising the headquarters office, the edible oil plant, and the logistic fleet;
- (ii) the Shenzhen office in Shekou, Shenzhen of the People's Republic of China ("PRC");
- (iii) the five flour mills in Shekou (Shenzhen), Yixing, Jintan, Qionglai and Qingzhou of the PRC;

### 有關南順<sup>(續)</sup>

#### 我們的價值觀<sup>(續)</sup>

該等內在價值組成本集團核心價值體系的重要部分，並已成為其可持續增長及發展的基礎。

#### 我們的業務

南順自一九七二年起已在香港聯合交易所有限公司(「港交所」)公開上市。本集團的總部位於香港，主要於香港、中國及澳門從事食品與家居護理產品的製造、貿易及加工。本集團旗下擁有眾多知名品牌，包括「刀嘜」、「紅燈」、「斧頭牌」、「勞工牌」、「金像牌」、「美玫牌」、「櫻皇」及「雙桃」。

### 有關本報告

#### 報告準則

此為本公司刊發之第六份環境、社會及管治(「環境、社會及管治」)報告(「本報告」)，以強調本集團於環境、社會及管治方面之表現，有關披露乃參考由港交所刊發之證券上市規則(「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(定義見下文)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。

#### 報告期間

由二零二一年七月一日至二零二二年六月三十日(「報告期間」)。

#### 報告範圍

本報告涵蓋本集團在香港和中國大陸之食品及家居護理用品之製造及分銷業務(佔本集團於報告期間內總收入98%)之整體環境表現。於報告期間內，本集團之主要業務營運場地包括：

- (i) 位於香港的南順大廈，包括總部辦事處、食用油廠及物流車隊；
- (ii) 位於中華人民共和國(「中國」)深圳蛇口的深圳辦事處；
- (iii) 位於中國蛇口(深圳)、宜興、金壇、邳嶗及青州的五個麵粉廠；

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### About This Report *(continued)*

#### Reporting Scope *(continued)*

- (iv) the edible oil plant in Shekou, Shenzhen of the PRC;
- (v) the homecare product plant in Guangzhou of the PRC; and
- (vi) the specialty fats plant in Jintan of the PRC.

The logistic fleet in Hong Kong and the specialty fats plant in Jintan of the PRC are newly added to the reporting scope of the Report this year. The environmental performance of the business operation in Macau, the sales offices in Beijing and Shanghai were not reported as they did not have significant ESG impact during the Reporting Period.

#### Reporting Principles

**Materiality:** We focus on issues with high importance to the Group and our stakeholders. Various material sustainability issues were identified through our interaction with internal management and staff as well as external stakeholders. These material sustainability issues form the basis for preparing this Report.

**Quantitative:** In order to set a measurable target and evaluate the ESG performance more objectively, quantitative information is provided, where appropriate. A data collection tool is used to record and monitor various environmental and social indicators.

**Balance:** We review and disclose our achievements, areas for improvement and future action plans in this Report to provide an unbiased picture of our ESG performance.

**Consistency:** Unless otherwise stated, the methodologies used in this Report are consistent with prior year for meaningful comparisons of ESG data over time.

#### Feedback

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please contact us via email at [webmaster@lamsoon.com](mailto:webmaster@lamsoon.com).

### 有關本報告 *(續)*

#### 報告範圍 *(續)*

- (iv) 位於中國深圳蛇口的食用油廠；
- (v) 位於中國廣州的家居護理用品廠；及
- (vi) 位於中國金壇的特種油脂廠。

位於香港的物流車隊及位於中國金壇的特種油脂廠為本報告今年新增的報告範圍。澳門之業務營運以及北京及上海銷售辦事處的環境表現並無報告，皆因該等處所於報告期間內並無任何重大環境、社會及管治影響。

#### 報告原則

**重要性：**我們專注於對本集團及持份者至關重要的議題。我們透過與內部管理層和員工以及外部持份者進行溝通來識別各項重大可持續發展議題，而這些重大可持續發展議題構成編製本報告之基礎。

**量化：**為設定可衡量目標及更客觀評估環境、社會及管治表現，我們會適時提供量化資料。我們亦會運用數據收集工具來記錄及監察各項環境及社會指標。

**平衡：**我們於本報告中檢討及披露我們的成就、需要改進的範疇及未來行動計劃，以公正地描述環境、社會及管治表現。

**一致性：**除另有說明外，本報告所採用的方法與上年一致，以隨時間對環境、社會及管治數據進行有意義比較。

#### 反饋意見

本集團歡迎持份者對我們的環境、社會及管治方針和表現發表意見。敬請閣下透過電郵與我們聯絡，電郵地址為：[webmaster@lamsoon.com](mailto:webmaster@lamsoon.com)。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Our Approach to Sustainability

#### Environmental, Social and Governance Management

The Group sees the benefits of proactively tackling ESG issues, believing that its strategic focus on sustainability and its ability to manage associated ESG risks can create not only tangible value for its business, but also long-term value for its employees, customers, the environment and the broader society.

The Group formalised its ESG Governance Structure in November 2020, in which the board of directors of the Company (the "Board") oversees the sustainability management and performance of the Group and undertakes overall responsibility for the Group's ESG strategy and reporting. The Group has dedicated its efforts to ensuring compliance with relevant legal and regulatory requirements as described in the latest Listing Rules.

### 我們對可持續發展的方針

#### 環境、社會及管治的管理

本集團深明積極處理環境、社會及管治問題之神益，相信其對可持續發展之策略重點及其管理相關環境、社會及管治風險的能力，不僅可以為其業務創造價值，亦可以為其員工、客戶、環境及廣泛的社會創造長期價值。

本集團於二零二零年十一月正式建立了環境、社會及管治的管理架構，其中本公司的董事會（「董事會」）負責監督本集團可持續發展的管理及表現，並全面負責本集團的環境、社會及管治策略及匯報。本集團致力於確保遵守最新《上市規則》中所述之相關法律和監管要求。

#### ESG Governance Structure at Lam Soon

#### 南順的環境、社會及管治的管理架構



##### Board of Directors 董事會

- To have overall responsibility for the Group's ESG and oversee the sustainability and climate change risk management and performance of the Group.  
對本集團的環境、社會及管治事宜整體負責，並監督本集團可持續發展及氣候變化風險管理及表現。



##### Board Audit and Risk Management Committee 董事會審核及風險管理委員會

- To assist the Board to oversee the Group's overall risk management and governance issues including, among others:  
協助董事會監督本集團的整體風險管理及管治事宜，其中包括：
- To monitor the ESG reporting progress.  
監察環境、社會及管治報告進度。
- To review the ESG report as well as the ESG related risks and issues.  
審閱環境、社會及管治報告及環境、社會及管治相關風險及事宜。



##### ESG Task Force 環境、社會及管治工作小組

- Group Managing Director  
集團董事總經理
- Chief Financial Officer  
首席財務總監
- General managers of business units  
各業務單位總經理
- Heads of various functions  
各職能主管

- To develop and oversee ESG strategies and to monitor overall ESG performance.  
制定及監督環境、社會及管治策略及監察環境、社會及管治整體表現。
- To implement the strategies, setting their respective actions and goals, devising and implementing related plans and policies.  
實施策略、制定其各自的行動及目標、制定及實施相關計劃及政策。
- To work with business units and departments on a regular basis to collect data, track operational performance and coordinating the preparation of the ESG report.  
定期與業務單位及部門合作以收集數據、跟蹤營運表現及協助編製環境、社會及管治報告。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Our Approach to Sustainability *(continued)*

#### ESG Governance Structure at Lam Soon *(continued)*

The Group also incorporates ESG and major climate-related risks into its Enterprise Risk Management (“ERM”) Framework, where the processes for controls and risk management have been embedded into its daily operations and decision-making process. Under the Group’s ERM Framework, a structured approach was employed on an ongoing basis to identify, assess, treat, monitor and report on the key risks affecting the sustainability of the Group’s business. During the Reporting Period, we have identified, assessed, and prioritised physical risk and transition risk as our climate-related risks within our ERM Framework, and corresponding risk management programs. Actions have been developed and implemented with the objective to bring them under the Group’s overall risk appetite level and enhance business resilience to climate change.

For details of the Group’s corporate governance practices, please refer to the Section of “Corporate Governance Report” of this annual report.

#### Four-Pillar Approach to Sustainability

The Group believes that an effective ESG management structure is a key factor to business success and has therefore adopted an integrated four-pillar approach to its overall sustainability management of ESG issues on the environment, human capital, corporate governance and social capital.

### 我們對可持續發展的方針 *(續)*

#### 南順的環境、社會及管治的管理架構 *(續)*

本集團亦將環境、社會及管治以及重大氣候相關風險納入其企業風險管理(「企業風險管理」)框架，而該框架已將控制及風險管理過程融入其日常營運及決策過程之中。在本集團的企業風險管理框架下，我們持續採用有條不紊的方法來識別、評估、處理、監察及報告影響本集團業務可持續性的主要風險。於報告期間，我們於企業風險管理框架及相應的風險管理計劃中識別、評估及優先考慮物理風險及過渡風險為我們的氣候相關風險，且已制定並實施各種行動，旨在將該等風險控制在在本集團整體風險偏好水平以下及增強業務對氣候變化的適應力。

有關本集團企業管治常規的詳情，請參閱本年報的「企業管治報告書」章節。

#### 可持續發展的四大支柱方針

本集團相信有效的環境、社會及管治的管理架構是取得業務成功的關鍵因素，並因此於整體可持續性管理中採用了整合的四大支柱方法，以管理有關環境、人力資本、企業管治及社會資本的環境、社會及管治問題。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Our Approach to Sustainability *(continued)*

#### Stakeholder Engagement

The Group values input and feedback of its stakeholders as they bring potential insights to the Group's business. To ensure its business focus remains relevant, the Group commissioned an independent consultant to conduct stakeholder survey and materiality assessments in 2020 to engage and gauge feedbacks from internal and external stakeholders. Besides, we regularly communicate with our shareholders and understand their expectations on us through a range of communication channels. Through identifying areas of improvement and maintaining close communication with various stakeholders, the Group aims to consistently enhance its ESG performance and management.

### 我們對可持續發展的方針 *(續)*

#### 持份者參與

本集團重視持份者的意見及反饋，因為持份者可能會為本集團的業務帶來真知灼見。為確保其業務重點的相關性，本集團於二零二零年委託獨立顧問對持份者進行調查及重要性評估，以了解及收集內部和外部持份者的反饋。此外，我們透過一系列的溝通渠道，定期與股東溝通，深入了解他們對我們的期望。通過識別需要改進的範疇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。

Stakeholder Group 持份者組別	Communication Channel	溝通渠道
<b>Management and Employees</b> 管理層及員工	Annual conferences Appraisal sessions Employee engagement and team building activities Internal e-newsletters – E-Post Interviews Intranet Meetings Mediation team Labour union Notice boards	年會 評估會議 員工參與和團隊建設活動 內部電子通訊 – E-Post 訪問 內聯網 會議 調解小組 工會 員工告示牌
<b>Customers</b> 顧客	Customer hotlines Customer satisfaction surveys Website and social media platforms	客戶熱線 顧客滿意度調查 網站和社交媒體
<b>Investors/Shareholders</b> 投資者／股東	Annual and interim reports Annual General Meeting (AGM) Official website Press releases and announcements	年報和中期報告 股東週年常會(週年常會) 官方網站 新聞稿和公佈
<b>Suppliers and Business Partners</b> 供應商和業務合作夥伴	Tendering and procurement communication Regular evaluation Conference calls Meetings Workshops	招標及採購溝通 定期評估 電話會議 會議 工作坊
<b>Industry Association/ Regulators/Media</b> 行業協會／監管機構／媒體	Industry forum Official website Press Releases and Announcements	行業座談會 官方網站 新聞稿和公佈
<b>Community Partners/NGOs</b> 社區合作夥伴／非政府組織	Community engagement ESG Report Social Media Volunteering and charitable activities	社區參與 環境、社會及管治報告 社交媒體 志願服務和慈善活動

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Our Approach to Sustainability *(continued)*

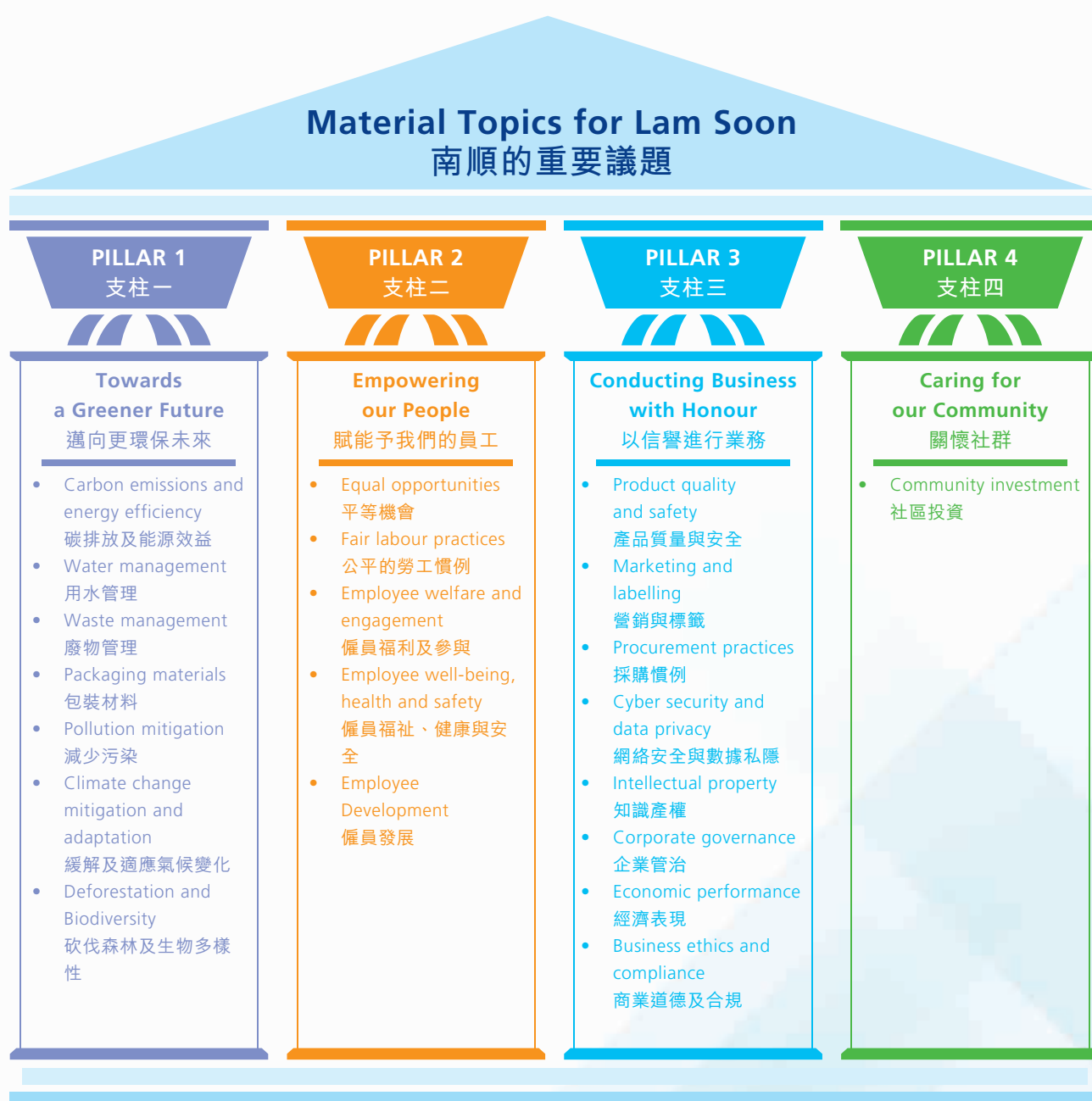
### 我們對可持續發展的方針 *(續)*

#### Materiality Analysis

#### 重要性分析

In 2020, the Group conducted a comprehensive stakeholder engagement which involved over 100 stakeholders via surveys to collect their feedback and recommendation on our ESG performance in various topics. Based on the industry trend and benchmarks, we identified a total of 21 sustainability issues (as shown in table below) for stakeholders to rank its relative importance to the Group on a scale of 1 to 5 (with "1" being not important at all and "5" being very important).

於二零二零年，本集團全面開展持份者參與活動，通過調查與超過100名持份者接觸，以收集其對我們在各議題下的環境、社會及管治表現的反饋和建議。根據行業趨勢及基準，我們共確定了21項可持續發展議題（如下表所示），讓持份者以1至5（「1」代表完全不重要，「5」代表非常重要）的標準就其對本集團的相對重要性進行排名。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

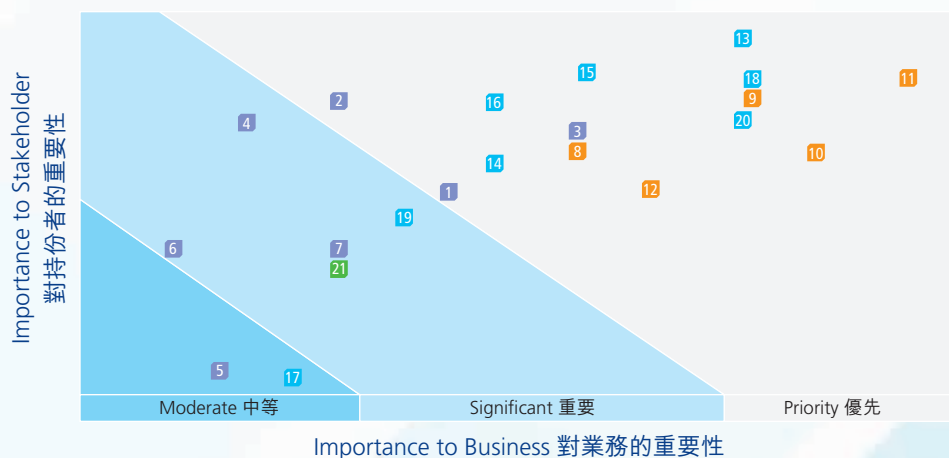
### Our Approach to Sustainability *(continued)*

#### Materiality Analysis *(continued)*

A materiality matrix was developed from the results of the stakeholder engagement exercise conducted with internal and external stakeholders through an online survey. ESG Issues for disclosure in this Report were identified by considering the relevance of each ESG Issue to the operations and stakeholders of the Group.

Upon analysing the survey results as adjusted by peers' materiality, 14 issues were identified within the "Priority" area, while the remaining 7 were identified within the "Significant" and "Moderate" areas of the materiality matrix. Among all issues, "employee well-being, health and safety", "product quality and safety" and "corporate governance" were the top three material sustainability issues. The results in the materiality analysis were reviewed and endorsed by the Board.

#### Materiality Matrix



1	Carbon emissions and energy efficiency 碳排放及能源效益
2	Water management 用水管理
3	Waste management 廢物管理
4	Packaging materials 包裝材料
5	Pollution mitigation 減少污染
6	Climate change mitigation and adaptation 緩解及適應氣候變化
7	Deforestation and Biodiversity 砍伐森林及生物多樣性

8	Equal opportunities 平等機會
9	Fair labour practices 公平的勞工慣例
10	Employee welfare and engagement 僱員福利及參與
11	Employee well-being, health and safety 僱員福祉、健康與安全
12	Employee Development 僱員發展
13	Product quality and safety 產品質量與安全
14	Marketing and labelling 營銷與標籤

15	Procurement practices 採購慣例
16	Cyber security and data privacy 網絡安全與數據私隱
17	Intellectual property 知識產權
18	Corporate governance 企業管治
19	Economic performance 經濟表現
20	Business ethics and compliance 商業道德及合規
21	Community investment 社區投資

### 我們對可持續發展的方針 *(續)*

#### 重要性分析 *(續)*

根據通過在線調查與內部及外部持份者進行的持份者參與活動的結果，我們已制定重要性矩陣。通過考慮各環境、社會及管治議題與本集團運營及持份者的相關性，我們確定了本報告中需要披露的環境、社會及管治議題。

對調查結果進行分析並根據同行的重要性進行調整後，14個議題被確定屬於重要性矩陣中的「優先」領域，而其餘7個議題則被確定屬於「重要」及「中等」領域。在所有議題中，「僱員福祉、健康與安全」、「產品質量與安全」及「企業管治」為三大重要可持續性議題。重要性分析的結果已獲董事會審閱及認可。

#### 重要性矩陣



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future" 支柱一：「邁向更環保未來」

#### Key Achievements 主要成就

Established Climate Change Policy to set out our commitment to mitigate and adapt the impact of climate change.

制定氣候變化政策，說明我們緩解及適應氣候變化影響的承諾。

Conducted climate risk assessment to identify, analyse and evaluate the potential physical and transition risks to enhance Group's climate resilience.

進行氣候風險評估，以識別、分析及評估潛在物理及過渡風險，以提升本集團的氣候適應力。

Participated in CLP Power Hong Kong Limited ("CLP") Renewable Energy Feed-in Tariff Scheme by installing 542 solar PV modules on the rooftop of Lam Soon Building in Hong Kong.

參與中華電力有限公司(「中電」)的「可再生能源上網電價計劃」，在香港南順大廈的屋頂安裝了542個太陽能光伏組件。

Replaced 70 induction lights with LED high bay lights for Lam Soon Building in Hong Kong.

為香港南順大廈更換70盞感應燈為LED工礦燈。

Achieved 76% diversion rate for non-hazardous waste and maintained 100% recycling rate for hazardous waste in all manufacturing plants.

無害廢棄物分流率達到76%，各生產廠房的有害廢棄物回收率維持於100%。

#### Environmental Management

***We aim to reduce waste and improve efficiency in energy and use of resources, starting from the humblest of steps and seek to entrench the philosophy into a Group-wide awareness and culture of caring for the environment.***

The Group pledges to make continuous improvement in managing and monitoring its emissions, 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.

#### 環境管理

我們的目標是從最低限度的步驟開始，減少浪費及提高能源和資源利用的效率，並努力貫徹這理念成為整個集團對關愛環境的意識及文化。

本集團承諾持續改善對排放、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。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Environmental Management (continued)

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;
- Soil Pollution Prevention and Control Law of the PRC;
- Directory of National Hazardous Wastes;
- The Administrative Measures for Hazardous Waste Transfer Manifests;
- 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).

### 支柱一：「邁向更環保未來」

(續)

#### 環境管理(續)

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》；
- 《中華人民共和國土壤污染防治法》；
- 《國家危險廢物名錄》；
- 《危險廢物轉移聯單管理辦法》；
- 《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》(中華人民共和國建設部令第157號)。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

#### Environmental Management (continued)

No cases of material non-compliance with relevant laws, rules 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 were recorded during the Reporting Period.

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 complying with:

- The Emission Standard of Air Pollutants for Boilers (DB44/765-2019 and GB 13271-2014);
- The Emission Limits of Air Pollutants (DB44/27-2001) in Guangdong Province;
- The Integrated Emission Standard for Air Pollutants (GB 16297-1996); and
- The Regional and Integrated Emission Standard of Air Pollutants (DB37/2376-2019) in Shandong Province.

For the discharge of water pollutants, the Group is committed to complying with:

- The Discharge Limits of Water Pollutants (DB44/26-2001) in Guangdong Province;
- The National Integrated Wastewater Discharge Standard (GB 8978-1996); and
- Wastewater Quality Standards for Discharge to Municipal Sewers (GB/T 31962-2015).

For noise pollution, the Group controls the noise generated from production activities in compliance with:

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

The Group continuously monitors its air emission, wastewater discharge and noise level to control and manage the impact on the surrounding environment and to create 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, odour, noise, or night light pollution during the Reporting Period.

### 支柱一：「邁向更環保未來」

(續)

#### 環境管理(續)

於報告期間，並無發生任何重大違反相關法律、法規及規章的事件對本集團造成重大影響，內容涉及大氣及溫室氣體(「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。

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，本集團致力遵守：

- 《鍋爐大氣污染物排放標準》(DB44/765-2019及GB 13271-2014)；
- 《廣東省大氣污染排放限值》(DB44/27-2001)；
- 《大氣污染物綜合排放標準》(GB 16297-1996)；及
- 《山東省區域性大氣污染物綜合排放標準》(DB37/2376-2019)。

就水污染排放而言，本集團致力遵守：

- 《廣東省水污染物排放限值》(DB44/26-2001)；
- 《污水綜合排放標準》(GB 8978-1996)；及
- 《污水排入城鎮下水道水質標準》(GB/T 31962-2015)。

就噪音污染而言，本集團透過遵守以下標準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》(GB12348-2008)。

本集團持續監察其空氣排放、廢水排放及噪音水平，以控制及管理對周圍環境的影響，並為其員工創造健康的環境。強制對機器及設備進行定期維護，以防止產生過多噪音。於報告期間，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

### Pillar 1: "Towards a Greener Future"

(continued)

#### Air Pollutant Emissions

All air-borne emissions are strictly monitored by the Ministry of Environmental Protection of the PRC. All sampling results from our plants were within permissible levels stated by various emission standards, including the Determination of Toxic Substances in Workplace Air – Chloride (GB Z/T160.37-2004).

The Group has made relentless efforts on emission reduction through various initiatives and policies. Our operational site operates a natural gas-fuelled boiler with high efficiency and low NOx emissions. The flour mills are equipped with dust collector systems for collection and removal of airborne dust generated during the flour production processes. When the air containing flour dust passes through the filter, the flour dust is captured and circulated back into the production processes. Then the filtered air is released into the atmosphere via exhaust pipes mounted on the building's walls or roof. The filters and exhaust pipes are constantly being monitored by the production team. In addition, a third-party testing organization is invited each year regularly for testing. According to the testing report, the actual concentration of particles (up to 20mg/m<sup>3</sup>) was found to be lower than the national standard (120mg/m<sup>3</sup>). During the Reporting Period, edible oil plant in Shekou started the retrofit of two boilers to further reduce the NOx emissions limit from 150mg/m<sup>3</sup> to 30mg/m<sup>3</sup>.

To further reduce air emissions, our operational sites have upgraded all forklift trucks to electric-powered models, resulting in lower fuel consumption and exhaust emission. The Group has an internal guideline on the purchase of hybrid electric vehicles aiming at further minimising fuel consumption and GHG emission. The new staff canteen uses electricity rather than LPG to reduce air pollution caused by catering service. Fume exhaust generated from canteen operations in other plants is purified by electrostatic precipitator before releasing into the atmosphere.

#### Air pollutant emissions of all business operations

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
<b>Air Pollutant Emissions</b> 空氣污染物排放				
Nitrogen oxides ("NOx") 氮氧化物	kg 千克	1,745.75	82.07	133.21
Sulphur oxides ("SOx") 硫氧化物	kg 千克	2.11	0.64	0.70
Respiratory suspended particles ("RSP") 可吸入懸浮粒子	kg 千克	108.38	2.28	2.39

### 支柱一：「邁向更環保未來」

(續)

#### 空氣污染物排放

所有空氣傳播的排放均受到中國環保部的嚴格監控。所有由我們廠房採樣的結果均在各種排放標準規定的允許水平內，包括《工作場所空氣有毒物質測定氯化物》(GBZ/T160.37-2004)。

本集團通過各種舉措和政策為減排作出了不懈努力。我們的營運場地操作的天然氣鍋爐效率高，氮氧化物(NOx)排放低。麵粉廠配備了集塵器系統，用於收集和清除麵粉生產過程中產生的揚塵。當含有麵粉粉塵的空氣通過過濾時，麵粉粉塵會被收集，並循環至生產過程，隨後經過濾空氣通過安裝在建築物牆壁或屋頂的排氣管排放至大氣中。生產團隊不斷監測過濾器 and 排氣管。此外，我們每年定期邀請第三方檢測機構進行檢測。根據檢測報告，發現顆粒物的實際濃度(達到每立方米20毫克)低於國家標準(每立方米120毫克)。於報告期間，蛇口食用油廠啟動兩台鍋爐改造，將氮氧化物排放限值由每立方米150毫克進一步降低至每立方米30毫克。

為進一步減少空氣排放，我們的營運場地已將其所有叉車升級為電動模式，從而降低了油耗及廢氣排放。本集團設有混合動力汽車採購內部指引，旨在進一步減少燃料消耗及溫室氣體排放。新員工食堂使用電力而非液化石油氣(LPG)，以減少餐飲服務所造成的空氣污染。在其他工廠的食堂營運中產生的煙氣先用靜電除塵器淨化後方會排放至大氣中。

#### 所有業務營運之空氣污染物排放

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Air Pollutant Emissions (continued)

##### Air pollutant emissions of all business operations (continued)

Note:

- Emission factors were revised to make reference to Appendix 27 to the Listing Rules and their referred documentation as set out by the Stock Exchange, unless stated otherwise.
- Significant increase in air pollutant emissions due to the expansion of reporting scope to include specialty fats plant in Jintan PRC and the logistic fleet in Hong Kong. They have contributed 1,673.13 kg NO<sub>x</sub>, 1.56 kg SO<sub>x</sub> and 106.34 kg RSP during the Reporting Period.

#### Greenhouse Gas Emission and Energy Efficiency

During the Reporting Period, the Group's business operations resulted in GHG emission of 41,398.18 tonnes of carbon dioxide equivalent (“tCO<sub>2</sub>e”), mainly carbon dioxide, methane, nitrous oxide and hydro fluorocarbons. The overall intensity of the GHG emissions for the Group was 0.05 tCO<sub>2</sub>e/tonne of production volume. The major sources of greenhouse gas (GHG) emissions for the Group came from production activities, canteen operations and mobile vehicles. The GHG reported arose from the following activities and scopes:

- Direct (scope 1) GHG emissions from the combustion of various fuels in stationary and mobile sources, and release of refrigerants;
- Energy Indirect (scope 2) GHG emissions from purchased electricity; and
- Other Indirect (scope 3) GHG emissions from business air travel, freshwater and sewage processing, and paper waste disposal at landfills.

To reduce scope 1 GHG emissions, refrigerants with lower Global Warming Potential were chosen. R22 refrigerant has been replaced by R32 refrigerant in our operational sites. For scope 2 GHG emissions, the electricity consumed by the Group during the Reporting Period was 66,819,191.40 Kilowatt-hour (“kWh”). Overall energy intensity was 77.79 kWh/tonne of production volume. Types of energy consumed included electricity, natural gas, LPG, biofuel, petrol and diesel.

### 支柱一：「邁向更環保未來」

(續)

#### 空氣污染物排放(續)

##### 所有業務營運之空氣污染物排放(續)

附註：

- 除另有說明外，排放系數乃經參考上市規則附錄27及港交所刊發的參考文件而予修訂。
- 由於報告範圍擴大至包括中國金壇的特種油脂廠及香港的物流車隊，空氣污染物排放量顯著增加，於報告期間，彼等產生1,673.13千克氮氧化物、1.56千克硫氧化物及106.34千克可吸入懸浮粒子。

#### 溫室氣體排放及能源效益

報告期間內，本集團的業務營運導致溫室氣體排放量為41,398.18噸二氧化碳當量（「噸二氧化碳當量」），主要為二氧化碳、甲烷、氧化亞氮和氫氟碳化物。本集團的溫室氣體排放整體強度為每噸產量0.05噸二氧化碳當量。本集團的溫室氣體排放主要來自其生產活動、食堂營運和流動車輛。所報告之溫室氣體乃來自以下活動及範疇：

- 固定及流動來源中各種燃料的燃燒以及製冷劑的釋放導致的直接（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
- 來自本集團商務差旅、淡水及廢水處理以及在堆填區處置的廢紙所產生的其他間接（範疇3）溫室氣體排放。

為減少範疇1溫室氣體排放，本集團選擇全球暖化潛勢單位較低的製冷劑。在我們的營運場地，R22製冷劑已被R32製冷劑取代。就範疇2溫室氣體排放而言，本集團於報告期間的耗電量為66,819,191.40千瓦時（「千瓦時」）。整體能源強度為每噸產量77.79千瓦時。能源消耗種類包括電力、天然氣、液化石油氣、生物燃料、汽油及柴油。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Greenhouse Gas Emission and Energy Efficiency

(continued)

The Group continues exploring new energy-saving opportunities and energy-efficient technologies for its premises and production lines with a view to reducing energy consumption and GHG emissions. Priority is always given to energy-efficient equipment with Grade 1 energy label when selecting cooling system.

To support the use of clean energy, the Group took part in the CLP Power Hong Kong Limited (“CLP”) Renewable Energy Feed-in Tariff Scheme by installing 542 pieces of 220-kW solar PV module on the rooftop of Lam Soon Building in Hong Kong. The solar PV system commenced operation in November 2019 and supplied electricity of 676,972 kWh to CLP’s power grid as of 30 June 2022. In Mainland China, solar panels are under installation in two flour plants and will be put into operation by the end of 2022. The solar power project has also been kicked off for the remaining flour plants. These projects aim at providing sufficient electricity supply to avoid operation disruption during peak demand in electricity and also achieving carbon reduction across operation processes.

### 支柱一：「邁向更環保未來」

(續)

#### 溫室氣體排放及能源效益(續)

本集團繼續為其廠房及生產線探索新的節能機會及高能效技術以減少能源消耗及溫室氣體排放。選擇製冷系統時，我們始終優先考慮附有1級能源標籤的節能設備。

為支持清潔能源的使用，本集團參加中華電力有限公司(「中電」)的「可再生能源上網電價計劃」，在香港南順大廈的屋頂安裝了542塊220千瓦的太陽能光伏組件。太陽能光伏系統於二零一九年十一月開始運行，截至二零二二年六月三十日已向中電的電網供電676,972千瓦時。於中國大陸，兩間麵粉廠正在安裝太陽能電池板，並將於二零二二年底前投入使用。餘下麵粉廠的太陽能發電項目亦已啟動。該等項目旨在提供充足電力供應，以避免於電力需求高峰期造成營運中斷，同時實現整個營運過程的碳減排。

The solar PV modules installed at the roof top of Lam Soon Building in Hong Kong  
於香港南順大廈的屋頂所安裝的太陽能光伏組件



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Greenhouse Gas Emission and Energy Efficiency

(continued)

The Group receives continuous support from CLP Eco Building Fund. In 2022, 70 pieces of induction lights have been changed to LED High Bay Light, saving 48% electricity consumption per year. Some of the plants in Mainland China are also equipped with LED lighting system. The refurbishment work is expected to be scaled up across the business units in Hong Kong and Mainland China.

### 支柱一：「邁向更環保未來」

(續)

#### 溫室氣體排放及能源效益(續)

本集團持續獲得中電綠適樓宇基金的支持。於二零二二年，我們已將70盞感應燈更換為LED工礦燈，每年節省48%的電力消耗。中國大陸的若干廠房亦配備了LED照明系統。預計翻新工程將擴大至香港及中國大陸的業務分部。

Lam Soon Realty Limited was awarded “Appreciation Certificate” by CLP for participating in CLP’s Peak Demand Management Programme 2020

南順地產有限公司因參與中電之  
高峰用電管理計劃2020獲中電頒發「感謝證書」



Furthermore, system upgrades on programmable logic controllers (“PLCs”) have been completed for our operational site. The strengthened control over production equipment reduces engine idling and thus improves the overall energy efficiency. Old machinery (e.g., blowers and motors) was replaced with energy-saving models. Designed with energy efficiency up to 94%, a new natural gas boiler with a fully automatic condensing system for energy-saving has been in operation at the edible oil plant in Shekou since 2019. In addition, the preservation for boilers has been changed from wet method using steam to dry method using chemicals, saving more than 4,700 m<sup>3</sup> natural gas for generating steam annually. Heat insulation building design was adopted in our specialty fats plant, reducing energy use to maintain thermal comfort.

此外，我們的營運場地已完成可編程邏輯控制器(「PLCs」)系統升級。加強對生產設備的控制可減少發動機空轉，從而提高整體能效。節能機型已取代舊機器(例如鼓風機及電動機)。自二零一九年以來，附節能全自動冷凝系統的新天然氣鍋爐已於蛇口的食用油廠投入運作，設計能效高達94%。此外，鍋爐保護已由使用蒸汽的濕法改為使用化學品的乾法，每年可節省逾4,700立方米產生蒸汽的天然氣。我們的特種油脂廠採用隔熱建築設計，減少能源使用以維持熱舒適度。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

### 支柱一：「邁向更環保未來」

(續)

#### Greenhouse Gas Emission and Energy Efficiency

(continued)

#### 溫室氣體排放及能源效益(續)

Greenhouse gas emissions and energy consumption data of all business operations

所有業務營運之溫室氣體排放及能源消耗量

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
<b>Greenhouse Gas Emissions</b> 溫室氣體排放				
<b>Scope 1 Direct emission<sup>1</sup></b> 範疇1 直接排放 <sup>1</sup>				
Natural gas <sup>2</sup> 天然氣 <sup>2</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	270.66	58.06	114.37
Liquefied Petroleum Gas ("LPG") 液化石油氣(「液化石油氣」)	tCO <sub>2</sub> e 噸二氧化碳當量	0.25	0.17	0.87
Diesel <sup>2</sup> 柴油 <sup>2</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	272.25	4.15	3.47
Petrol 汽油	tCO <sub>2</sub> e 噸二氧化碳當量	102.51	116.15	125.12
Biofuel 生物燃料	tCO <sub>2</sub> e 噸二氧化碳當量	3.42	3.43	3.32
Refrigerants 製冷劑	tCO <sub>2</sub> e 噸二氧化碳當量	171.09	140.77	57.71
<b>Scope 2 Energy indirect emission</b> 範疇2 能源間接排放				
Purchased electricity <sup>3</sup> 購電 <sup>3</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	40,374.70	38,141.58	37,943.17
<b>Scope 3 Other indirect emission</b> 範疇3 其他間接排放				
Paper waste disposed of at landfills 堆填區處置的廢紙	tCO <sub>2</sub> e 噸二氧化碳當量	19.43	66.43	63.56

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

### 支柱一：「邁向更環保未來」

(續)

#### Greenhouse Gas Emission and Energy Efficiency

(continued)

#### 溫室氣體排放及能源效益(續)

Greenhouse gas emissions and energy consumption data of all business operations (continued)

所有業務營運之溫室氣體排放及能源消耗量(續)

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
Freshwater processing 淡水處理	tCO <sub>2</sub> e 噸二氧化碳當量	81.52	71.70	68.15
Sewage processing 廢水處理	tCO <sub>2</sub> e 噸二氧化碳當量	15.69	33.69	31.49
Business air travel <sup>4</sup> 商務航空差旅 <sup>4</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	86.66	115.51	156.33
<b>Total GHG emission</b> <b>溫室氣體排放總量</b>	<b>tCO<sub>2</sub>e</b> <b>噸二氧化碳當量</b>	<b>41,398.18</b>	38,751.55	38,567.56
<b>GHG emission intensity</b> <b>溫室氣體排放強度</b>	<b>tCO<sub>2</sub>e/tonne of production volume</b> <b>噸二氧化碳當量／ 每噸產量</b>	<b>0.05</b>	0.04	0.05
<b>Energy Consumption</b> <b>能源消耗</b>				
Electricity <sup>5</sup> 電力 <sup>5</sup>	kWh 千瓦時	66,819,191.40	63,277,270.87	60,502,263.00
Natural gas <sup>5</sup> 天然氣 <sup>5</sup>	m <sup>3</sup> 立方米	134,272.97	28,706.40	56,546.50
	kWh 千瓦時	1,328,138.14	283,944.45	559,320.04
LPG 液化石油氣	kg 千克	84.00	56.00	495.00
	kWh 千瓦時	1,170.74	780.49	6,899.00



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

### 支柱一：「邁向更環保未來」

(續)

#### Greenhouse Gas Emission and Energy Efficiency

(continued)

#### 溫室氣體排放及能源效益(續)

Greenhouse gas emissions and energy consumption data of all business operations (continued)

所有業務營運之溫室氣體排放及能源消耗量(續)

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
Diesel <sup>5</sup> 柴油 <sup>5</sup>	L 升	103,293.42	1,584.38	1,175.00
	kWh 千瓦時	1,032,758.36	15,841.10	11,748.00
Petrol 汽油	L 升	38,546.16	43,666.95	46,508.00
	kWh 千瓦時	343,102.93	388,683.55	413,972.00
Biofuel <sup>6, 7</sup> 生物燃料 <sup>6, 7</sup>	L 升	6,340.00	6,360.00	6,150.00
	kWh 千瓦時	30,781.47	30,878.58	29,859.00
<b>Total energy consumption</b> <b>能源消耗總量</b>	<b>kWh</b> <b>千瓦時</b>	<b>69,555,143.04</b>	<b>63,997,399.04</b>	<b>61,524,061.04</b>
<b>Energy consumption intensity</b> <b>能源消耗強度</b>	<b>kWh/tonne of production volume</b> <b>千瓦時／每噸產量</b>	<b>77.79</b>	<b>72.66</b>	<b>74.25</b>

Notes:

附註：

- Emission factors ("EFs") were made reference to Appendix 27 to the Listing Rules and their referred documentation as set out by the Stock Exchange, unless stated otherwise.
- Significant increase in Scope 1 GHG emissions due to the expansion of reporting scope to include specialty fats plant in Jintan PRC and the logistic fleet in Hong Kong. They have contributed 219.91 tCO<sub>2</sub>e natural gas and 254.43 tCO<sub>2</sub>e diesel.
- Significant increase in Scope 2 GHG emission due to the expansion of reporting scope to include specialty fats plant in Jintan PRC and the logistic fleet in Hong Kong. They have contributed 661.45 tCO<sub>2</sub>e of purchased electricity. EF of 0.39 kg CO<sub>2</sub>e/kWh was adopted for purchased electricity in Hong Kong. EF of 0.6101 kg CO<sub>2</sub>e/kWh was adopted for purchased electricity in Mainland China.
- CO<sub>2</sub> emissions from the Group's business air travels were reported in accordance with the International Civil Aviation Organisation ("ICAO") Carbon Emission Calculator.

- 除另有說明外，排放系數(「排放系數」)乃參考上市規則附錄27及港交所刊發的參考文件。
- 由於報告範圍擴大至包括中國金壇的特種油脂廠及香港的物流車隊，範疇1溫室氣體排放顯著增加。特種油脂廠及物流車隊已耗用219.91噸二氧化碳當量天然氣及254.43噸二氧化碳當量柴油。
- 由於報告範圍擴大至包括中國金壇的特種油脂廠及香港的物流車隊，範疇2溫室氣體排放顯著增加。特種油脂廠及物流車隊已耗用661.45噸二氧化碳當量購電。就香港之購電採用的排放系數為每千瓦時0.39千克二氧化碳當量。就中國大陸購電採用的排放系數為每千瓦時0.6101千克二氧化碳當量。
- 本集團航空商務差旅產生的二氧化碳排放量乃根據國際民用航空組織(「ICAO」)碳排放計算方法報告。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

#### Greenhouse Gas Emission and Energy Efficiency

(continued)

#### Greenhouse gas emissions and energy consumption data of all business operations (continued)

Notes: (continued)

- Significant increase in energy consumption due to the expansion of reporting scope to include specialty fats plant in Jintan PRC and the logistic fleet in Hong Kong. They have contributed 109,096.00 m<sup>3</sup> natural gas, 96,101.61 L diesel and 1,084,165.00 kWh electricity, resulting in a 3,124,121.95 kWh increase in total energy consumption.
- EF of biofuel used in canteen operations was assumed to be 0.54 tCO<sub>2</sub>e/tonne, by referring to the Methanol Institute Specifications.
- Energy density of 9,500 BTU/pound was adopted for biofuel calculation, by referring to the Methanol: Properties and Uses published by SGS.

The Group has developed GHG emission and energy use targets of manufacturing plants<sup>1</sup> to monitor the performance on GHG emission and energy consumption reductions:

#### GHG Emission and Energy Use Targets

溫室氣體排放及能源使用目標

Base Year	Target Year	Target Detail	Base Year Performance	Performance in 2021/22
基準年度	目標年度	目標詳情	基準年度表現	二零二一／二二年之表現
2018/19	2025	To reduce electricity intensity by 7%	70.18 kWh/tonnes of production volume	71.58 kWh/tonnes of production volume
二零一八／一九年	二零二五年	用電強度降低7%	每噸產量 70.18千瓦時	每噸產量 71.58千瓦時
2018/19	2025	To reduce electricity-led carbon intensity (Scope 2) by 8%	0.04 tCO <sub>2</sub> e/tonnes of production volume	0.04 tCO <sub>2</sub> e/tonnes of production volume
二零一八／一九年	二零二五年	用電產生的碳強度(範疇2)降低8%	每噸產量0.04噸 二氧化碳當量	每噸產量0.04噸 二氧化碳當量

<sup>1</sup> Manufacturing plants include the five flour mills in Shekou (Shenzhen), Yixing, Jintan, Qionglai and Qingzhou in the PRC, the edible oil plant in Shekou, Shenzhen in the PRC and Hong Kong, and the homecare product plant in Guangzhou in the PRC.

### 支柱一：「邁向更環保未來」

(續)

#### 溫室氣體排放及能源效益(續)

#### 所有業務營運之溫室氣體排放及能源消耗量(續)

附註：(續)

- 由於報告範圍擴大至包括中國金壇的特種油脂廠及香港的物流車隊，能源消耗顯著增加。特種油脂廠及物流車隊已耗用109,096.00立方米天然氣、96,101.61升柴油及1,084,165.00千瓦時電力，導致能源消耗總量增加3,124,121.95千瓦時。
- 通過參考甲醇研究所的規範，假設食堂運營中所使用生物燃料的排放系數為每噸0.54噸二氧化碳當量。
- 通過參考SGS出版的《甲醇：特性與用途》，採用能量密度每磅9,500BTU計算生物燃料。

本集團已為生產廠房<sup>1</sup>制定溫室氣體排放及能源使用目標，以監察溫室氣體排放及降低能耗的表現：

<sup>1</sup> 位於中國蛇口(深圳)、宜興、金壇、邛崃及青洲的五個麵粉廠，位於中國深圳蛇口及香港的食用油廠及位於中國廣州的家居護理用品廠。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

#### Water Management

The Group consumes water for its production and domestic activities. Water consumed by its Hong Kong operations was supplied by Hong Kong's Water Supplies Department, whilst water consumed by its Mainland China operations was sourced from the municipal water supply system in their respective locations. 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. During the Reporting Period, the Group consumed 190,290 m<sup>3</sup> of freshwater, with a water intensity of 0.21 m<sup>3</sup>/tonne of production volume. All discharges from production and domestic activities are pre-treated on-site through regularly maintained grease traps and septic tanks. On-site wastewater treatment facilities are installed in some of our operational sites for advanced sewage treatments<sup>2</sup>. 40% of the wastewater in home care production plant is treated and reused as flushing water. The pre-treated wastewater will enter the sewage collection system and discharge to a nearby municipal sewage pipe network system.

The treated effluent discharged by our operational sites fulfilled the requirements of permitted discharge limits set by the Discharge Limits of Water Pollutants (DB44/26-2001). The home care product plant monitors chemical oxygen demand ("COD") in real time. During the Reporting Period, we have engaged third-party testing organization twice to measure COD, the results were 12mg/L and 13mg/L respectively, which were lower than the discharge limit of 100 mg/L, meeting the first-class discharge standard of Guangzhou, the PRC. The edible oil plant in Shekou performs regular wastewater testing and the sampling results of COD, pH value, total suspended solids, and oil and grease were all within the relevant permissible levels during the Reporting Period.

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

- (i) Establishing regulations on water management to regulate water consumption practices of employees;
- (ii) Using cooling water recirculation system for cooling towers;
- (iii) Installing automatic faucets;
- (iv) Re-using purified reverse osmosis ("RO") water for toilet flushing and greening of production areas; and
- (v) Posting promotional materials and reminders to encourage water conservation practices.

<sup>2</sup> Since the flour mills did not generate industrial wastewater, and the wastewater generated by the edible oil plant in Hong Kong was minimal, there were no on-site wastewater treatment facilities provided in these plants.

### 支柱一：「邁向更環保未來」

(續)

#### 用水管理

本集團的生產及日常活動均需要用水。香港營運的用水由香港水務署供應，而中國大陸營運的用水則來自各地的市政供水系統。在取得合適水源方面並無發現問題。廠房亦建有水箱以儲存水作緊急用途。於報告期間，本集團消耗190,290立方米淡水，用水強度為每噸產量0.21立方米。生產及日常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先處理。我們部分的營運場地安裝了現場廢水處理設施<sup>2</sup>，以進行污水深度處理。家居護理用品廠中40%的污水經處理後重新用作沖洗用水。經過預先處理的廢水將通過污水收集系統進入並排放至附近的市政污水管網系統。

我們的營運場地排放的經處理廢水符合《水污染物排放限值》(DB44/26-2001)中規定的允許排放限值。家居護理用品廠實時監測化學需氧量(COD)。報告期間內，家居護理產品工廠實時監測化學需氧量(COD)。報告期內，我們兩次委託第三方檢測機構檢測COD值，結果分別為每升12毫克及每升13毫克，均低於排放限值每升100毫克，達到中國廣州的一級排放標準。報告期間內，蛇口的食用油廠定期進行廢水測試，並且COD、pH值、總懸浮固體及油脂的採樣結果均於允許水平內。

本集團通過維護及升級其供水管道系統來持續減少水量損失，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) 訂立有關用水管理的規章以規範僱員的用水習慣；
- (ii) 冷卻塔使用循環冷卻水系統；
- (iii) 安裝自動感應水龍頭；
- (iv) 再使用反滲透淨化廢水於沖廁及廠區綠化；及
- (v) 張貼宣傳材料及提示以鼓勵節水習慣。

<sup>2</sup> 由於麵粉廠不產生工業廢水，並且香港食用油廠產生的廢水極少，因此該等工廠並無安裝現場廢水處理設施。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

#### Water Management (continued)

Our manufacturing plant has formulated Regulations on Management of Water Usage during the Reporting Period to regulate rational use of water and promote the conservation of water resources. In addition, the Administration Department of the Group has expedited the replacement of old water dispensers to reduce the consumption of bottled water, reducing bottled water consumption in Hong Kong's office by 51%.

#### Water consumption of all business operations

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
<b>Water Consumption</b>				
<b>用水量</b>				
<b>Absolute Water consumption</b>	<b>m<sup>3</sup></b>	<b>190,290.00</b>	171,865.00	160,658.00
<b>絕對用水量</b>	<b>立方米</b>			
<b>Water consumption intensity</b>	<b>m<sup>3</sup>/tonne of production volume</b>	<b>0.21</b>	0.20	0.19
<b>用水強度</b>	<b>立方米／每噸產量</b>			

To monitor our progress in water saving, we have set a target to reduce water intensity:

### 支柱一：「邁向更環保未來」

(續)

#### 用水管理(續)

我們的生產廠房於報告期內制定了《用水管理規定》以規範合理用水及促進保護水源。此外，本集團行政部已加快更換舊飲水機的速度以減少瓶裝水的消耗，香港辦公室的瓶裝水消耗量減少51%。

#### 所有業務營運之用水量

為監察我們在節水方面的進展，我們已設定目標降低用水強度：

#### Water Intensity Reduction Target

用水強度降低目標

Base Year	Target Year	Target Detail	Base Year Performance	Performance in 2021/22
基準年度	目標年度	目標詳情	基準年度表現	二零二一／二二年之表現
2018/19	2025	To reduce water intensity of our manufacturing plants <sup>3</sup> by 3%	0.17 m <sup>3</sup> /tonnes of production volume	0.20 m <sup>3</sup> /tonnes of production volume
二零一八／一九年	二零二五年	把生產廠房 <sup>3</sup> 的將用水強度降低3%	每噸產量 0.17立方米	每噸產量 0.20立方米

<sup>3</sup> The water consumption of the Hong Kong edible oil plant and Hong Kong office is recorded in one master water meter as they locate in the same building.

<sup>3</sup> 香港食用油廠及香港辦事處的用水量記錄在一個主水錶，原因為均位於同一樓宇內。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Waste Management

The Group generated an approximate total of 36,424 kg of hazardous waste with an intensity of 0.04 kg/tonne of production volume and 1,031,545 kg of non-hazardous waste with an intensity of 1.15 kg/tonne of production volume in the Reporting Period. Hazardous wastes generated include waste with organic solvent, waste with mineral oil, waste with dye and coating, selenium and mercury-containing wastes and other wastes (i.e. waste containers, capacitors and oil wipes). Non-hazardous wastes generated comprised of commercial waste, paper, plastic, scrap metal, sludge and other wastes. Other wastes included sampling and liquid wastes from manufacturing plants.

The Group is committed to reducing waste generated in our manufacturing plants and offices and ensuring that both hazardous and non-hazardous wastes are well-managed.

For hazardous wastes, we have appointed licensed operators/applied industry standard to collect and handle hazardous wastes prior to disposal. For non-hazardous wastes, centralised waste collection, storage and transfer facilities for on-site solid wastes are available in accordance with national standards to maximise recycling rates. Non-hazardous wastes are collected by registered waste collectors for proper disposal. Commercial wastes are transferred to designated collection points; other recyclables, including scrap metals and waste paper, are collected and repurposed by qualified recyclers.

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

Additionally, the Group has adopted electronic communication to achieve paperless operation. Where printing is necessary, double-sided printing is recommended. The use of smart-print application also saves paper and ink. Waste recycling bins are installed in the offices to encourage paper recycling. Over 76.3% of the non-hazardous wastes were recycled during the Reporting Period, with 100% recycling rates achieved for scrap metal, waste paper and waste plastic.

### 支柱一：「邁向更環保未來」

(續)

#### 廢物管理

本集團於報告期間共產生約36,424千克有害廢棄物，強度為每噸產量0.04千克，以及1,031,545千克無害廢棄物，強度為每噸產量1.15千克。所產生的有害廢棄物包括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、含硒及汞的廢棄物以及其他廢棄物（即廢棄容器、電容器及擦油布）。所產生的無害廢棄物包括商業垃圾、紙張、塑料、廢金屬、污泥及其他廢棄物。其他廢棄物包括樣品及來自生產廠房的液體廢棄物。

本集團致力於減少我們的生產廠房及辦公室產生的廢物，並確保有害及無害廢棄物得到妥善管理。

在有害廢棄物方面，本集團已委任持牌運營商／應用的行業標準來收集和處理有害廢棄物，然後進行處置。在無害廢棄物方面，可根據國家標準使用集中式廢物收集、存儲和轉移現場固體廢物的設施，以最大程度提高回收率。無害廢棄物由註冊廢物收集商收集，以確保作出適當處理。商業廢物被轉移到指定的收集點，其他可回收材料（包括廢棄金屬及廢紙）由合資格的回收商收集並重新利用。

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，致力妥善及即時處理有害廢物及需要嚴格控制的廢物。

此外，本集團已為實現無紙化營運而採用電子通訊。如需打印，我們建議員工雙面打印。使用智能打印應用程式亦可節省紙張及墨水。辦公室內安裝了廢物回收箱，以鼓勵紙張回收。報告期間內，我們回收了76.3%以上的無害廢棄物，廢金屬、廢紙及廢塑料的回收率達到100%。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Waste Management (continued)

Our manufacturing plant has established the following initiatives to reduce waste generation:

- Recycles the empty chemical containers by the raw material suppliers;
- Establishes the “Waste Management Procedure” and sets up various recycling stations, to facilitate better classification of wastes for storage and disposal; and
- Generates economic benefits from non-hazardous wastes, by selling them to recognised recycling companies.

#### Waste production of all business operations

### 支柱一：「邁向更環保未來」

(續)

#### 廢物管理(續)

我們的生產廠房已制定以下舉措減少廢棄物產生：

- 由原材料供應商回收空化學容器；
- 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；及
- 通過將無害廢物出售予認可的回收公司，從中獲經濟利益。

#### 所有業務營運之廢物產生

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
<b>Hazardous Waste Produced</b> <b>產生有害廢棄物</b>				
Other waste listed on the Directory of National Hazardous Wastes 名列《國家危險廢物名錄》的其他廢棄物	kg 千克	33,683.69	25,748.95	14,558.00
Pesticide wastes (from treatment within the factory premises) 農藥廢棄物(來自工廠場地內的處理)	kg 千克	—	—	3,682.00
Wastes with organic solvent 含有機溶劑的廢棄物	kg 千克	820.00	721.88	1,299.00
Wastes with mineral oil <sup>Note</sup> 含礦物油的廢棄物 <sup>附註</sup>	kg 千克	1,601.20	578.99	525.00
Mercury-containing wastes (from waste lighting products) 含汞廢棄物(來自廢棄照明產品)	kg 千克	130.60	245.40	306.00
Wastes with dye and coating 含染料及塗料的廢棄物	kg 千克	142.00	453.03	244.00
Acid waste 酸性廢棄物	kg 千克	—	—	80.00



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

### 支柱一：「邁向更環保未來」

(續)

#### Waste Management (continued)

#### 廢物管理(續)

#### Waste production of all business operations (continued)

#### 所有業務營運之廢物產生(續)

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
Selenium-containing waste 含硒廢棄物	kg 千克	46.20	79.15	78.00
<b>Total hazardous wastes produced</b> 產生有害廢棄物總量	<b>kg</b> 千克	<b>36,423.69</b>	27,827.40	20,772.00
<b>Hazardous wastes intensity</b> 有害廢棄物強度	<b>kg/tonne of production volume</b> 千克／每噸產量	<b>0.04</b>	0.03	0.03
<b>Non-hazardous Waste Produced</b> 產生無害廢棄物				
Commercial waste 商業廢棄物	kg 千克	391,742.86	447,725.08	355,080.00
Scrap metal 廢棄金屬	kg 千克	111,885.00	165,217.00	219,195.00
Sludge 污泥	kg 千克	127,530.00	94,937.00	187,960.00
Waste plastic 廢棄塑料	kg 千克	302,721.00	283,657.00	175,055.00
Waste paper 廢紙	kg 千克	97,666.00	99,280.57	20,641.00
<b>Total non-hazardous wastes produced</b> 產生無害廢棄物總量	<b>kg</b> 千克	<b>1,031,544.86</b>	1,090,816.65	957,931.00
<b>Non-hazardous wastes intensity</b> 無害廢棄物強度	<b>kg/tonne of production volume</b> 千克／每噸產量	<b>1.15</b>	1.24	1.16

Note:

The annual quota of hazardous waste disposal is limited by the local governments, partial mineral oil produced in 2020/21 was handled by licensed operators in 2021/22, resulting in the increased number of wastes with mineral oil in the Reporting Period. As a large number of machines were undergoing maintenance this year, the mineral oil used in machine maintenance also increased.

附註：

有害廢棄物處置的年度配額受地方政府限制，二零二零／二一年產生的部分礦物油於二零二一／二二年由持牌運營商處理，導致報告期內含礦物油廢棄物數目增加。由於本年度大量機器進入保養期，機器保養所用礦物油亦有所增加。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

#### Waste Management (continued)

##### Waste production of all business operations (continued)

The Group has developed waste targets to monitor the performance on waste reduction:

### 支柱一：「邁向更環保未來」

(續)

#### 廢物管理(續)

##### 所有業務營運之廢物產生(續)

本集團已制定廢物目標以監察減少廢棄物的表現：

Waste Reduction Targets 廢棄物減少目標				
Base Year	Target Year	Target Detail	Base Year Performance	Performance in 2021/22
基準年度	目標年度	目標詳情	基準年度表現	二零二一／二二年之表現
2018/19 二零一八／一九年	2025 二零二五年	For non-hazardous wastes, to achieve 100% diversion rate of all business operations 對於無害廢棄物，實現所有業務運營的100%分流率	68.60%	76.31%
2018/19 二零一八／一九年	2025 二零二五年	For hazardous wastes, maintaining 100% recycling rate for hazardous wastes of manufacturing plants 對於有害廢棄物，保持生產廠房的有害廢棄物100%的回收率	100%	100%

#### 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 inspection on quality, particularly on their safety and hygiene performances. During the Reporting Period, a total of 17,461 tonnes of packaging materials have been consumed for protection of finished products, representing a consumption intensity of 0.02 tonne/tonne of production volume.

#### 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17,461噸包裝材料，表示消耗強度為每噸產量0.02噸。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: "Towards a Greener Future"

(continued)

#### Packaging Materials (continued)

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. The following practices were implemented by our manufacturing plants:

- Reduce the consumption of packaging materials by bulk delivery and light packaging;
- Evaluate packaging suppliers annually for compliance assurance;
- Reduce the use of non-recyclable resources for packaging;
- Apply various re-using and recycling methods to non-food packaging materials, such as re-using as turnover box, or recycling by recognised handlers; and
- Adopt recyclable labelling materials, such as replacing polyvinyl chloride ("PVC") based labelling materials with those made of polyethylene terephthalate ("PET").

#### Packaging material consumption of all business operations

### 支柱一：「邁向更環保未來」

(續)

#### 包裝材料(續)

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。我們的生產廠房已實施以下措施：

- 通過大批交付及輕包裝減少包裝材料的消耗；
- 每年評估包裝供應商以確保合規性；
- 減少使用不可回收資源製作包裝；
- 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
- 採用可回收標籤材料，例如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。

#### 所有業務營運之包裝材料消耗

	Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
<b>Packaging Material Consumption</b> 包裝材料消耗				
Plastic 塑料	tonnes 噸	9,313.22	8,197.41	8,133.79
Paper 紙張	tonnes 噸	6,750.91	6,413.11	6,607.78
Metal 金屬	tonnes 噸	866.84	1,110.98	1,429.39
Cotton 棉布	tonnes 噸	506.14	553.89	533.58
Fibre and cotton 纖維及棉布	tonnes 噸	24.23	23.48	22.32

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Climate Change – Mitigation and Adaptation

Climate change has been posing challenges among all industries including our business operations. Therefore, we have appointed a third-party consultant to conduct a climate risk identification exercise in 2022 to identify, analyse and evaluate the potential physical and transition risks related to climate change.

For physical risk, extreme weather events including extreme wind or cyclone, and shifts on climate including rising water stress may damage equipment, buildings and assets, thus interrupting the production of our factories. Transition risk including policy, technology and market risks will also have a significant effect to the group's operation and long-term development.

### 支柱一：「邁向更環保未來」

(續)

#### 氣候變化－緩解及適應

氣候變化給所有行業(包括我們的業務營運)帶來挑戰。因此，我們已委聘第三方顧問於二零二二年進行氣候風險識別，以識別、分析及評估與氣候變化相關的潛在物理風險和過渡風險。

就物理風險而言，極端天氣事件(包括強風或旋風)以及氣候變化(包括缺水)可能會損壞設備、樓宇及資產，從而中斷工廠生產。政策、技術及市場風險等過渡風險亦將對本集團營運及長期發展產生重大影響。

Physical Risk 物理風險	Description 描述
Extreme wind/Cyclone 強風／旋風	Some of our manufacturing plants are located in coastal areas, natural disasters may cause damage to the equipment, buildings and assets. 我們的若干生產廠房位於沿海地區，自然災害可能會對設備、樓宇及資產造成損壞。
Flooding 洪水	Heavy precipitation, storm surge or riverine overflow may bring acute flooding risks, resulting in the damage of the plant-based ingredients. 強降水、風暴潮或河流溢流可能帶來嚴重的洪水風險，導致植物成分材料受損。
Water Stress 缺水	Although most of the properties of the Group are located near the coastal areas with plenty water resource, access to water fit for purpose may not be guaranteed due to the increasing demand for agriculture and urban use, human consumption and ecosystems, which poses a challenge for water stress. 儘管本集團大部分物業臨近沿海地區，水資源豐富，但由於農業及城市用水、人為消耗及生態系統的需求不斷增加，可能無法保證取得合適水源，對用水壓力帶來挑戰。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

### 支柱一：「邁向更環保未來」

(續)

#### Climate Change – Mitigation and Adaptation (continued)

#### 氣候變化－緩解及適應(續)

Transition Risk 過渡風險	Description 描述
Policy and legal 政策及法律	Since the Chinese and HKSAR Government have set carbon neutrality target, more aggressive regulations, policies and initiatives will be implemented to limit the energy consumption and GHG emission to achieve the target. 由於中國及香港特區政府已制定碳中和目標，將實施更進取的法規、政策及舉措，以限制能源消耗及溫室氣體排放以實現目標。
Technology 技術	Phase out of old equipment and lighting system upgrade for new technology would increase the investment cost and potentially decrease the revenue due to temporary shutdown in production to upgrade equipment. 淘汰舊設備及為新技術升級照明系統將增加投資成本，並可能因升級設備而引致暫時停產而減少收入。
Market 市場	Change in consumer preferences and behaviour also leads to market risk as customers might be sensitive to the procurement and production processes of food manufacturing. 消費者偏好及行為的變化亦會導致市場風險，原因為消費者可能對食品製造的採購及生產過程較為敏感。

To lessen the impact of potential climate-related risks on our business, we have established our Climate Change Policy this year. The policy outlines our commitment to mitigate the negative impacts of climate change on our operations and increase our resilience to climate change via mitigation, adaptation, monitoring and reporting. The ISO 14001 Environmental Management System has been adopted across most of the Group's operation sites. The system with its effective and timely emergency mechanism is in place in case of severe environmental incidents. It also keeps track of the Group's energy efficiency and emission reduction targets.

To enhance our emergency response capability on extreme climate event, we have formulated a Flood Prevention Contingency Plan. The Plan clarified the role and responsibility of each personnel when flooding is expected. It helps minimise the casualties of our people and economic loss of the Company due to natural disaster.

為減少潛在氣候相關風險對我們業務的影響，我們已於本年度制定氣候變化政策。該政策概述我們致力於減輕氣候變化對我們營運的負面影響，並通過緩解、適應、監察及報告提高我們對氣候變化的抵禦能力。本集團的大部分運營地點均採用ISO 14001環境管理體系。該體系建立我們於發生嚴重環境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。

為提高應對極端氣候事件的應急能力，我們已制定防汛應急預案。該預案明確預計發生洪水時每名人員的職責，有助最大限度減少自然災害造成的人員傷亡及本公司之經濟損失。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 1: “Towards a Greener Future”

(continued)

#### Climate Change – Mitigation and Adaptation (continued)

Since 2013, the Group has appointed qualified third-party institutions to verify its greenhouse gas (“GHG”) emission, as part of the commitment to the government’s Emission Trading Scheme. In particular, the flour mill 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 69-2018).

Electricity consumption, which accounted for over 96% of the Group’s total GHG emission, remains the largest source of GHG emissions for the Group during the Reporting Period. To demonstrate its determination to lower the overall energy consumption, the Group has phased out old equipment, upgraded lighting system and participated in the CLP clean energy initiative to optimise energy efficiency, which aims to reduce electricity consumption and align with the practices in regions where it operates.

### 支柱一：「邁向更環保未來」

(續)

#### 氣候變化－緩解及適應(續)

自二零一三年起，本集團已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。尤其是，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量化和報告規範及指南》(SZDB/Z 69-2018)。

電力消耗佔本集團溫室氣體總排放量的96%以上，仍是本集團在報告期間內最大的溫室氣體排放源。為展示降低總體能耗的決心，本集團已淘汰舊設備、升級照明系統並參加了中電優化能源效率的清潔能源計劃，旨在減少電力消耗，並與其經營所在地區的慣常做法保持一致。

### Pillar 2: “Empowering our People”

### 支柱二：「賦能予我們的員工」

#### Key Achievements 主要成就

- Deployed various explosion protection systems to minimise explosion hazard in the flour mills.  
安裝各種防爆系統以減少麵粉廠內爆炸危險。
- Adopted flexible work arrangements and preventive measures during COVID-19 pandemic.  
於COVID-19疫情期間採取彈性的工作安排及預防措施。
- Purchased formaldehyde-free office furniture to ensure employee safety.  
購買不含甲醛的辦公室傢俬以確保僱員安全。
- Provided various training schemes, an E-learning platform and subsidies for employee development.  
為僱員發展提供多個培訓計劃、電子學習平台及補貼。
- Around 90% of the employees were trained in various areas according to their needs.  
約90%僱員按其需要於多個領域接受培訓。
- Achieved zero work-related fatalities in all operational sites.  
於所有業務營運場地達至零宗與工作有關的死亡事故。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

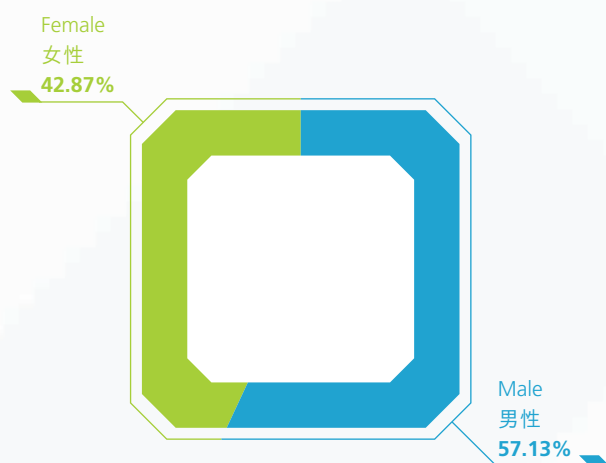
### Pillar 2: "Empowering our People"

(continued)

#### People Management

The Group had a total of 1,675 employees as of 30 June 2022, all of whom were full-time employees. The total workforce categorised by gender, age group and geographical region is shown below:

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



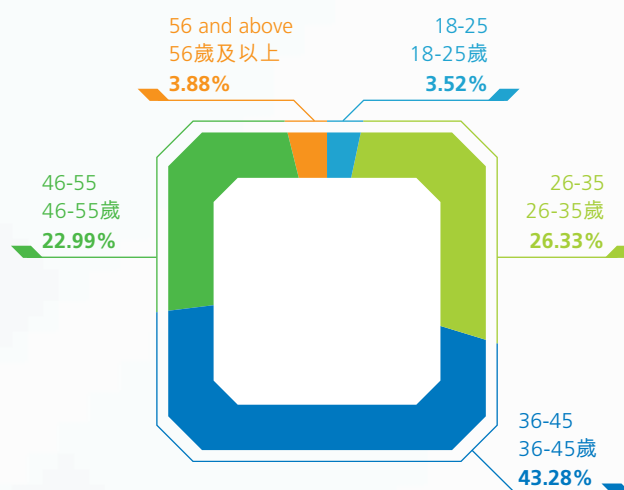
### 支柱二：「賦能予我們的員工」

(續)

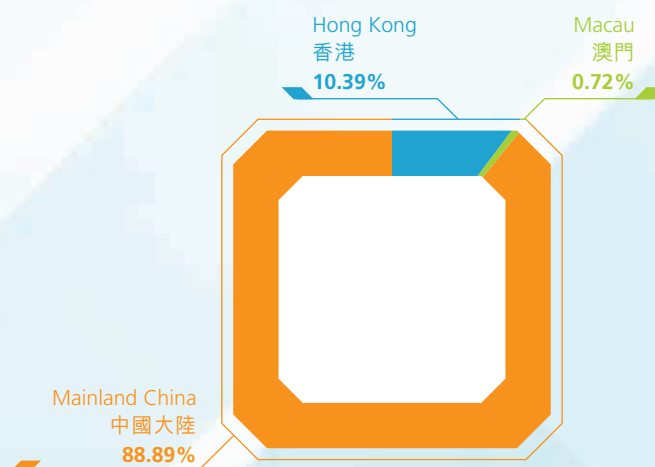
#### 人員管理

於二零二二年六月三十日，本集團共有1,675名僱員，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 Group**  
按年齡組別劃分的勞動力總數(%)



**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

### Pillar 2: “Empowering our People”

(continued)

#### People Management (continued)

We aim to create a diverse, welcoming culture and a safe working environment in which our people are engaged, nurtured and empowered to realise their full potential.

The Group regards human resources (“HR”) as its most valuable asset. With a mission to create values for its employees, the Group offers attractive career prospects, a wide variety of learning opportunities and a safe working environment.

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

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

The Code of Conduct provides our employees with clear requirements on their conduct at work. It defines the ethical principles and behaviours expected to be observed by our employees and explains how employees are expected to apply the Group’s values and comply with the laws and regulations that affect its operations.

No material non-compliance with relevant laws and regulations 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.

### 支柱二：「賦能予我們的員工」

(續)

#### 人員管理(續)

我們的目標是營造一種多元、熱情的文化以及一個安全的工作環境，使我們的員工能夠獲得參與、培育及賦能以充分發揮其潛能。

本集團視人力資源(「人力資源」)為其最寶貴的資產。本集團以為僱員創造價值為使命，提供具吸引力的職業前景、廣泛的學習機會以及安全的工作環境。

本集團在所有重大方面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》。

《行為準則》對我們的員工在工作中的行為提出明確要求。該準則界定了員工應遵守的道德原則及行為，並闡釋員工應如何應用本集團的價值觀並遵守影響其運營的法律及法規。

報告期間，並無發現任何嚴重違反與補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視以及其他補貼及福利之相關法律及法規的事項。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: “Empowering our People”

(continued)

#### Fair Labour Practices and Equal Opportunities

The HR Department continues to implement comprehensive checking system during the recruitment process to comply 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. We have complied with relevant laws and regulations in relation to the prevention of use of child and forced labour during the Reporting Period.

Equal opportunities are given to employees in respect of recruitment, training and development, job advancement, and compensation and benefits. 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.

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

#### Employee Well-being, Health and Safety

The safety and well-being of employees is a core concern of the Group. As such, the Group takes a strict approach to implement measures to foster compliance with 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 and Health Ordinance (Chapter 509 of the Laws of Hong Kong), and Hong Kong Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong). The Group also has OHS systems and policies in place to manage occupational health and safety issues across the entire business operations.

### 支柱二：「賦能予我們的員工」

(續)

#### 公平的勞工慣例及平等機會

人力資源部於招聘過程中繼續實施全面檢查制度，以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》。

對於任何違反適用法律、法規及條例的人員，本集團將採取適當的紀律處分。報告期間，我們已遵守防止使用童工或強迫勞動相關法律及法規。

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。

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才能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。

#### 僱員福祉、健康與安全

員工的安全和福祉是本集團關注的核心事項。因此，本集團採取嚴格方針實施措施以促進遵守有關職業健康與安全（「職安健」）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》（香港法例第509章）以及《香港僱員補償條例》（香港法例第282章）。本集團亦備有職安健系統及政策，以管理整個業務的職業健康與安全問題。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: “Empowering our People”

(continued)

#### Employee Well-being, Health and Safety (continued)

Apart from mandatory health check-up before employment, annual or biennial check-ups are also offered to employees based on their employment categories and nature. Frontline workers in the PRC undergo end of term check-ups. Employees exposed to high occupational health risks are offered occupational health checks in accordance with the statutory requirements. 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. We also provide diversity training on health and safety for our employees. Employees were invited to the Nanshan Safety Education Experience Center to raise their safety awareness through immersive experience.

Noise reduction devices have been installed in the equipment such as exhaust fans, air compressors and grinders in accordance with the requirements of the Environmental Impact Assessment Report conducted by the Group’s appointed agencies. Acoustic meters have been installed in all working areas to further improve the monitoring processes.

The risk of developing respiratory diseases is high for employees working inside the flour mills, especially if they are not properly protected with adequate PPE. To reduce workers’ exposure to flour dust, effective dust collection devices are installed at all flour mills to ensure that the airborne dust concentration does not exceed regulatory exposure standards. Annual assessments are conducted on the occupational environmental factors. To minimise explosion hazard, the flour mills have deployed various explosion protection systems (e.g., explosion-proof lighting system, flameless vent installations on dust collectors). Our plants have obtained relevant explosion-proof certifications, ISO 9001, ISO 14001, ISO 22000, HACCP and FSSC 22000 certification. Meanwhile we have maintained compliance with the following regulatory requirements, which include:

- Safety Regulations for Dust Explosion Prevention and Protection (GB15577-2018);

### 支柱二：「賦能予我們的員工」

(續)

#### 僱員福祉、健康與安全(續)

除入職前必須進行的健康檢查外，本集團亦根據僱員的工作性質向其提供一年一次或兩年一次的檢查。此外，我們亦為中國的前線工人提供約滿體檢。根據法定要求，本集團向面臨高職業健康風險的僱員提供職業健康檢查。根據僱員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環境，以確保其符合有關室內環境污染控制的適用國家標準。我們亦為僱員提供多元化的健康及安全培訓。僱員獲邀到訪南山安全教育體驗中心透過身臨其境的體驗提升其安全意識。

根據本集團委聘之機構進行的《環境影響評估報告》所要求，本集團已於排氣扇、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。

在麵粉廠工作的僱員患呼吸道相關疾病的風險較高，特別是如果僱員未有獲得適當的個人保護設備的保護。為減少工人接觸麵粉粉塵，所有麵粉廠均已安裝有效的集塵裝置，以確保空氣中的粉塵濃度不超過規定的暴露標準。我們每年對職業環境因素進行評估。為減少爆炸危險，麵粉廠已安裝各種防爆系統（例如防爆照明系統、集塵器上的無焰通風裝置）。我們的廠房已取得相關防爆認證、ISO 9001、ISO 14001、ISO 22000、危害分析與關鍵控制點（HACCP）及FSSC 22000認證。同時，我們一直遵守以下監管規定，其中包括：

- 《粉塵防爆安全規程》(GB15577-2018)；

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: “Empowering our People”

(continued)

#### Employee Well-being, Health and Safety (continued)

- Safety Regulations for the Protection of Dust Explosion for Grain Processing (GB17440-2008);
- Guide for Pressure Venting of Dust Explosions (GBT15605-2008); and
- Safety Specifications for Dedusting System Used in Dust Explosion Hazardous Area (AQ4273-2016).

When purchasing office furniture, the Group selects formaldehyde-free products and gives preference to wood products from FSC-certified forests to ensure that its employees work in a safe environment.

The health and safety of employees in times of the pandemic remains the Group's primary concern. To contain the spread of COVID-19 and to protect the health and safety of our employees, the Group has implemented special arrangements and stepped up precautionary measures, aiming to reduce the risk of infection.

Special arrangements and preventive measures adopted by the Group includes:

- Adopt flexible work arrangements (e.g., work-from-home arrangement, rotating shifts);
- Postpone non-essential travel to countries where there are confirmed cases of COVID-19;
- Request self-quarantine for staff members who have travelled overseas recently;
- Require periodic negative rapid antigen test result for employees to enter the Lam Soon Building;
- Conduct internal questionnaire to understand employees' health conditions after travelling abroad and collect feedback;

### 支柱二：「賦能予我們的員工」

(續)

#### 僱員福祉、健康與安全(續)

- 《糧食加工、儲運系統粉塵防爆安全規程》(GB17440-2008)；
- 《粉塵爆炸泄壓指南》(GBT15605-2008)；及
- 《粉塵爆炸危險場所用除塵系統安全技術規範》(AQ4273-2016)。

購買辦公室傢俬時，本集團選擇不含甲醛的產品，並優先選擇獲森林管理委員會認證森林中的木材產品，以確保我們的僱員在安全的環境中工作。

僱員於疫情期間的健康及安全仍然是本集團的主要關切點。為抑制COVID-19的傳播並保護僱員的健康及安全，本集團已採取特殊安排並加強預防措施，旨在降低感染風險。

本集團採取的特殊安排及預防措施包括：

- 採取彈性的工作安排（例如在家工作的安排、輪班）；
- 推遲前往有COVID-19確診病例之國家的不必要差旅；
- 要求近期有出國行程的工作人員進行自我檢疫；
- 要求僱員定期提供快速抗原檢測陰性結果，方可進入南順大廈；
- 開展內部問卷調查，以瞭解僱員出國後的健康狀況並收集反饋意見；

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: “Empowering our People”

(continued)

#### Employee Well-being, Health and Safety (continued)

- Arrange body temperature check before entering Lam Soon offices and plants; and
- Provide hand sanitisers and surgical masks in the workplace.

Owing to the effective OHS management, we have maintained zero employee fatality in the past three years.

#### Employee work-related fatalities over the past three years

		Unit 單位	2021/22 二零二一／二二年	2020/21 二零二零／二一年	2019/20 二零一九／二零年
Work-related fatalities 與工作有關的死亡事故	Number 數目		0	0	0

#### Employee Welfare and Engagement

The Group provides competitive remuneration with various benefits to attract and retain talent. 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 eligible employees to provide incentive and 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 upon completion of probationary period. Additionally, staff sale, meals and transportation are made available to employees according to the actual situation. 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.

### 支柱二：「賦能予我們的員工」

(續)

#### 僱員福祉、健康與安全(續)

- 進入南順辦公室及廠房前，安排體溫檢查；以及
- 在工作場所提供手部消毒劑及口罩。

由於有效的職業健康安全管理，我們在過去三年中保持零僱員死亡。

#### 於過去三年與工作有關的僱員死亡事故

#### 僱員福利及參與

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。我們亦向本集團之合資格僱員授出股份認購權，以向彼等提供獎勵及認可彼等之貢獻。

於中國所僱用的僱員可享有年終花紅、社會保障保險及住房公積金。我們向於試用期結束後的香港僱員提供年終花紅、人壽及健康保險。此外，我們會根據實際情況為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

### Pillar 2: “Empowering our People”

(continued)

#### Employee Welfare and Engagement (continued)

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.

The Group also arranges various onboarding training activities to help new employees adapt to the company culture. During the Reporting Period, the Group organised group meetings and team building activities to enhance employees’ sense of belonging and foster staff relationship. Some of the activities organised during the Reporting Period include:

- Day trip and team building events organised by Labour Union in Shenzhen;
- Badminton event organised by Labour Union in Shekou;



- Basketball competition in the East China.



### 支柱二：「賦能予我們的員工」

(續)

#### 僱員福利及參與(續)

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。

本集團也安排各種入職培訓活動，幫助新員工適應公司文化。於報告期間，本集團舉辦了集團會議及團隊建設活動，以增加員工的歸屬感及增進員工關係。報告期間舉辦的部分活動包括：

- 工會於深圳組織的一日遊及團隊建設活動；
- 工會於蛇口組織的羽毛球活動；

- 華東地區籃球比賽。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: “Empowering our People”

(continued)

#### Employee Development

With human resources as one of its core assets, 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 the following 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, targeting employees of various levels. During the Reporting Period, employees have been provided with both internal and external training on numerous areas including salesman training – baking technique and theory, ISO training, occupational safety and health training, customs regulations training and IT security awareness training. Apart from the traditional training, the Group developed an interaction platform, E-learning, for the Company to communicate with employees through laptops, tablets, and smartphones. Employees can access technical skills, Company news, knowledge and experience shared by the management and honour guests through different kind of electronic devices anytime and anywhere. The Group can also analyse the employees’ preferences and design effective and efficient courses through this E-learning platform in the future. Food Safety Competition was held on the E-learning platform during the Reporting Period, aiming to emphasise on food safety requirements such as health and hygiene, purchase of raw material, control on manufacturing process, and facility maintenance.

### 支柱二：「賦能予我們的員工」

(續)

#### 僱員發展

人力資源為本集團的核心資產之一，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，所提供的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。

針對不同級別的員工，培訓課程涵蓋了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。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，包括銷售員培訓－烘焙技術與理論、國際標準組織培訓、職業安全及健康培訓、海關法規培訓和資訊科技安全意識培訓。除傳統培訓外，本集團開發一個互動電子學習平台，讓本公司可透過筆記本電腦、平板電腦及智能手機與僱員溝通。僱員可隨時隨地透過各種電子設備獲取技術能力、本公司消息、由管理層及嘉賓分享的知識及經驗。本集團最後亦可透過該電子學習平台分析僱員喜好及設計有效而高效的課程。於報告期間，我們於電子學習平台舉行食品安全比賽，旨在強調安全及衛生、原材料採購、製造過程控制及設施維護等食品安全規定。



Food Safety Competition  
食品安全比賽



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: “Empowering our People”

(continued)

#### Employee Development (continued)

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

### 支柱二：「賦能予我們的員工」

(續)

#### 僱員發展(續)

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。

#### Lam Soon E-learning platform

南順電子學習平台



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 2: "Empowering our People"

(continued)

### 支柱二：「賦能予我們的員工」

(續)

#### Social Performance

#### 社會表現

Turnover Rate 流失率 : 9.13%

##### By Gender (%) 按性別劃分



Male 男性 9.30

Female 女性 8.91

##### By Geographical Region (%) 按地區劃分



Hong Kong 香港 18.39

Macau 澳門 25.00

Mainland China 中國大陸 7.92

##### By Age Group (%) 按年齡組別劃分



18-25 11.86

26-35 16.55

36-45 7.31

46-55 4.16

≥56 6.15

#### Health and Safety 健康與安全

Lost days due to work injury 895.50 days  
因工傷損失工作天數 天



#### Development and Training 發展與培訓



Development and Training (%) Average Training Hours (hours)  
發展與培訓 (%) 平均培訓時數 (小時)

Employees trained 員工培訓

88.66

—

##### By gender 按性別劃分

Male 男性

91.33

17.62

Female 女性

85.10

15.40

##### By employee category 按僱員級別

Senior Level Management

100.00

21.43

高級管理人員

Middle Level Management

98.31

11.61

中級管理人員

Frontline and Other Employees

86.44

17.71

前線及其他員工

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “Conducting Business with Honour”

### 支柱三：「以信譽進行業務」

#### Key Achievements 主要成就

Invited ICAC to provide anti-corruption training to senior management and employees in both Hong Kong and the PRC.

邀請廉政公署為香港及中國的高級管理人員及僱員提供反貪污培訓。

Audited packaging materials suppliers against the safety and hygiene performances according to the Supplier Assessment and Control Procedures.

根據《供應商考核控制程序》包裝材料的供應商進行安全及衛生表現方面的審核。

The Group's business operations were accredited with ISO 9001 Quality Management System certification, ISO 22000 Food Safety Management System, Hazard Analysis and Critical Control Point (HACCP) certification, and FSSC 22000 Food Safety System Certification.

本集團的業務部門已獲得ISO 9001品質管理體系標準、ISO 22000食品安全管理體系標準、危害分析與關鍵控制點(HACCP)體系以及FSSC 22000食品安全體系標準認證。

Strictly complied with laws and regulations regarding marketing and labelling of products.

嚴格遵守有關產品營銷及標籤的法律及法規。

Developed a variety of online and social media channels to promote a healthy lifestyle for our customers.

發展多個線上及社交媒體渠道，為客戶推廣健康生活方式。

#### Business Ethics

The Group upholds a zero-tolerance approach to corrupt practices by employees. To ensure ethical business practices, the Group strictly observes applicable laws, regulations and regulatory documents related to commercial bribery, including but not limited to:

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

#### 商業道德

本集團對僱員的貪污行為堅持零容忍態度。為確保商業道德常規，本集團嚴格遵守適用有關商業賄賂的法律、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》；
- 香港法例中的《防止賄賂條例》；
- 香港法例中的《盜竊罪條例》；及
- 香港法例中的《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

### Pillar 3: “ Conducting Business with Honour” *(continued)*

#### Business Ethics *(continued)*

The Group has established a publicly available whistleblowing channel for all stakeholders. The Group Internal Audit department will consolidate all cases received, assess the severity of the case and report to the Chairman, Group Managing Director and the Chairman of the Board Audit and Risk Management Committee when there is an event of foreseeable significant impact to the Group's operations and/or reputation. The investigation will be conducted in a fair and efficient manner, the result will be reported to the whistle-blower and all information will be kept confidential.

During the Reporting Period, we invited the Independent Commission Against Corruption (ICAC) to provide five anti-corruption training sessions to senior management and employees in both Hong Kong and the PRC to make sure that the highest level of business ethics has been met. The topics covered the explanation of relevant laws and regulations on anti-corruption and business ethics, the definition of conflict of interest, preventive measures, and the report channels. There were no concluded legal cases regarding corrupt practices brought against the Company or its employees during the Reporting Period.



#### Supply Chain Management

We aim to uphold good business ethics and integrity and to develop long term relationships with our business partners based upon fairness, mutual trust and benefit. We abide by applicable laws and regulations of Hong Kong, the PRC and relevant international standards as listed below and no material non-compliance was identified during the Reporting Period.

### 支柱三：「以信譽進行業務」 (續)

#### 商業道德(續)

本集團為所有持份者建立了一個公開的舉報渠道。本集團的內部審核部對所有收到的案件進行整合，並評估案件的嚴重度，如案件會對本集團營運及／或聲譽產生可預見的重大影響，則向主席、集團董事總經理及董事會審核及風險管理委員會主席匯報有關案件。調查將以公平而有效率的方式進行，結果將報告予舉報人，且所有資料均將保密。

於報告期間，我們邀請廉政公署為香港及中國的高級管理人員及僱員提供五次反貪污培訓，以確保達到最高的商業道德水平。培訓主題包括相關法律及法規對反貪污及商業道德的解釋、利益衝突的定義、預防措施和舉報渠道。於報告期間，本公司或其員工並無因貪污行為而結案的法律案件。

#### 供應鍵管理

我們旨在維護良好的商業道德和誠信，並在公平、互信和互惠的基礎上與我們的業務合作夥伴建立長久關係。我們遵守如下所列的香港及中國適用的法律和法規以及相關國際標準。於報告期間，本集團未發現嚴重違反下列法律法規的情況。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “ Conducting Business with Honour” (continued)

### 支柱三：「以信譽進行業務」 (續)

#### Supply Chain Management (continued)

#### 供應鏈管理(續)

Applicable laws and regulations on supply chain management and business ethics 供應鏈管理及商業道德之適用法律及法規	
Scope 範圍	Laws and regulations 法律及法規
 <b>Product quality and safety</b> 產品質量與安全	<ul style="list-style-type: none"> <li>Food Safety Law of the PRC 《中華人民共和國食品安全法》</li> <li>National Food Safety Standard for the Use of Food Additives 《食品安全國家標準食品添加劑使用標準》</li> <li>Administrative Measures for Food Recalls 《食品召回管理辦法》</li> <li>Public Health and Municipal Services Ordinance of the Laws of Hong Kong 香港法例中的《公眾衛生及市政條例》</li> <li>Food Adulteration (Metallic Contamination) Regulations 《食物攙雜(金屬雜質含量)規例》</li> <li>Food Recall Guidelines in Hong Kong 香港的《食品回收指引》</li> <li>National Food Safety Standard – Detergent 《食品安全國家標準—洗滌劑》</li> <li>Technical Specification for Safety of Soaps and Detergents 《洗滌用品安全技術規範》</li> </ul>
 <b>Marketing and labelling</b> 營銷與標籤	<ul style="list-style-type: none"> <li>Advertisement Law of the PRC 《中華人民共和國廣告法》</li> </ul>
 <b>Cyber security and data privacy</b> 網絡安全與數據私隱	<ul style="list-style-type: none"> <li>Personal Data Protection Ordinance of the Laws of Hong Kong 香港法例中的《個人資料(私隱)》條例</li> <li>Personal Information Protection Law of the PRC 《中華人民共和國個人信息保護法》</li> </ul>

#### Procurement Practices

The Group has Procurement Management, Supplier Management and Evaluation Policies in place which specify the Group's procurement principles. Two new logistics guidelines on e-bidding and request for quotation for transportation services and external warehouse services have been adopted by the Group. The policies provide guidelines and procedures to manage supply chain during tendering, contract period and post-completion of work.

#### 採購慣例

本集團已制定採購管理、供應商管理及評估政策，規定了本集團的採購原則。本集團已採納兩項有關運輸服務及外部倉庫服務的電子投標及要求報價之新物流指引。該等政策提供了在招標、合約期及工作完成後管理供應鏈的指引及程序。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “Conducting Business with Honour” (continued)

### 支柱三：「以信譽進行業務」 (續)

#### Procurement Practices (continued)

#### 採購慣例(續)

#### Three underlying principles on procurement management as outlined in the procurement policy

#### 列載於採購政策內的三個採購管理基本原則



Adopt a just-in-time inventory model to buy only what the business operation needs with speculative behaviour prohibited.  
採用及時庫存模式，僅購買業務營運所需，禁止投機行為。



Source from local suppliers to reduce transportation cost.  
從本地供應商採購，以降低運輸成本。



Source for high quality and competitive products to meet the business strategy of the Group.  
向優質及具競爭力的供應商採購，以配合本集團的業務。

During tendering, 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 and after-sales service. Within the contract period, background, permits, licences and certificates of suppliers are checked to ensure their compliance with food safety policies and standards. Products sourced from suppliers are subject to multiple tests to ensure they are of national food safety standards. The flour mills 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. Suppliers of packaging materials are audited against their safety and hygiene performances according to the Supplier Assessment and Control Procedures annually. Suppliers must carry out rectifications if non-conformities are identified. The Group also enters into contract with outsourced services providers, requiring them to meet occupational health and safety standards while performing their works. Suppliers who violate laws and regulations, fail to meet tender requirements, or commit misconducts during the contract period could be subject to compensation payment and/or contract termination. Upon completing the work, suppliers' performance will be evaluated based on the marking scheme as set out in the Supplier Management Policy.

在投標過程的階段，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、食品安全及售後服務。在合約期內，本集團會檢查供應商的背景、許可證、牌照及認證，以確保彼等遵守食品安全政策及標準。購自供應商的產品須經過多次測試，以確保符合國家食品安全標準。麵粉廠及食用油廠每六個月評估原料供應商以確保合規性，並定期收集供應商的活動日誌以確保質量。我們每年根據《供應商考核控制程序》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，供應商必須進行糾正。本集團亦與外判服務供應商訂立合約，規定其於進行工作時達至職業健康及安全標準。於合約期內，供應商如違反法律及法規、不符合招標要求或有不當行為，可能會被要求支付賠償金及／或終止合約。完成工作後，將根據《供應商管理政策》所載評分標準對供應商的表現進行評估。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “Conducting Business with Honour” (continued)

#### Procurement Practices (continued)

##### Number of suppliers by geographical region

供應商數目(按地區劃分)

##### Geographical region

地理區域

Hong Kong

香港

Mainland China

中國大陸

Others (including Canada, US, Australia, Europe and Asia)

其他(包括加拿大、美國、澳洲、歐洲及亞洲)

Unit

單位

No. of supplier 8

供應商數目

No. of supplier 332

供應商數目

No. of supplier 28

供應商數目

Along the supply chain, the Group engages 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 ensure utilisation efficiency of its resources in accomplishing the production, supply and sales targets.

#### Product Quality and Safety

The Group fulfils relevant product quality, product safety and food labelling requirements and meets various internationally recognised standards. All the Group's business operations possess the ISO 9001 Quality Management System certification. The flour mills, edible oil plants and specialty fat plant are certified to ISO 22000 Food Safety Management System. The four flour mills in Shekou, Jintan, Qionglai and Qingzhou as well as the edible oil plants are accredited with Hazard Analysis and Critical Control Point (HACCP) certification. The flour mills in Yixing and Jintan, the edible oil plant in Shekou and the specialty fats plant are certified to FSSC 22000 Food Safety System Certification. During the Reporting Period, there were no significant products and service-related complaints received.

To ensure high product quality and safety for customers, the Group strictly follows its policy, manual and guideline, and procedure on customer satisfaction management, complaint handling and product recall. The Group deploys standard procedures on sanitation of food plants, oil plants and associated equipment to maintain a high hygiene standard throughout the production process. For home care product plant, the Group is committed to being compliant with Detergents for hand dishwashing (GB/T 9985-2000) and National Food Safety Standard – Detergent (GB 14930.1-2015). Tests are conducted by the Quality Assurance Department against pre-defined specifications in product safety or quality standards. Qualified testing organisations are engaged to validate the test results and issue independent test reports. Any materials or products that fail to meet the required standards will be labelled, isolated and assessed by related departments.

### 支柱三：「以信譽進行業務」 (續)

#### 採購慣例(續)

在供應鏈中，本集團讓僱員維持、監察及改善本集團整體採購管理。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之成效以達成生產、供應及銷售目標。

#### 產品質量與安全

本集團符合相關產品質量、產品安全及食品標籤要求，並符合各種國際公認的標準。本集團所有業務部門已獲得ISO 9001品質管理體系標準認證。麵粉廠、食用油廠及特種油脂廠均獲ISO 22000食品安全管理體系標準認證。蛇口、金壇、邛崃及青州的四個麵粉廠以及食用油廠已取得危害分析與關鍵控制點(HACCP)體系認證。宜興及金壇的麵粉廠、蛇口的食用油廠以及特種油脂廠已獲FSSC 22000食品安全體系標準認證。於報告期內，我們並無接獲產品和服務相關的重大投訴。

為確保向顧客提供高質量及安全的產品，本集團嚴格遵守顧客滿意度管理、投訴處理及產品召回方面的政策、手冊及指引以及程序。本集團對食品生產廠房、油廠及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。就家居護理用品廠而言，本集團致力遵守《手洗餐具用洗滌劑》(GB/T 9985-2000)及《食品安全國家標準—洗滌劑》(GB 14930.1-2015)。品質保證部根據預設的產品安全和質量標準進行測試。我們委聘合資格測試機構驗證測試結果並發出獨立測試報告。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。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “Conducting Business with Honour” (continued)

#### Product Quality and Safety (continued)

To strengthen customers' confidence in our brand, the Group responds to complaints/enquiries promptly with authorized personnel assigned for handling. If there is any product quality issue raised by our customers, we will conduct investigation to identify the root cause of the incident, rectify the problem timely and take appropriate preventive actions. If the complaints involve product safety and withdrawal of the affected products from the market is deemed necessary, we will immediately activate our product recall procedures. The recalled products will be isolated to ensure proper handling or disposal. All the information related to the recall will be documented for senior management review and approval. During the Reporting Period, no products sold were subject to recalls for safety and health reasons.

### 支柱三：「以信譽進行業務」 (續)

#### 產品質量與安全(續)

為加強客戶對我們品牌的信心，本集團委派獲授權人員迅速地回應處理投訴／查詢事宜。如果我們的客戶提出任何產品質量問題，我們將進行調查以確定事件的根本原因，及時糾正問題並採取適當的預防措施。如果投訴涉及產品安全，並且認為有必要將受影響的產品撤出市場，我們將立即啟動我們的產品召回程序。被召回的產品將被隔離，以確保正確處理或處置。與召回相關的所有信息都將記錄在案，以供高層管理人員審查和批准。於報告期內，並無已售產品因安全與健康理由而須回收。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “Conducting Business with Honour” (continued)

#### Marketing and Labelling

The Group has established guidelines on marketing and labelling to ensure that product specification and promotional activities comply with applicable laws and regulations. Labels of edible oils and flour products contain nutritional profile and the product composition. For home care products, the product labels provide information on the main ingredients, dosage instructions, directions for use and safety precautions. Labels are required to be approved by our Legal Department and Quality Assurance Department with records filed. All marketing and labelling materials are reviewed by relevant departments for compliance with relevant regulatory requirements. New product packages shall apply for patent registration whenever necessary. Specifically, our home care product plant is accredited with the China Environmental Labelling Products Certification for fulfilling the control requirements on hazardous substances in raw materials or products, pollutants in the factory as well as environmental policy in the production processes.

The Group strives to improve public well-being by promoting a healthy lifestyle. As part of its ongoing effort to increase awareness among business-to-business customers and strengthen technical support to industry partners, the Group has set up six baking centres in Shenzhen, Yixing, Jinan, Chengdu, Jintan, and Quanzhou. Other online promotional channels, including the “Good Mother” (<https://www.haomama.com>) website, Knife Oil Facebook, Xiaohongshu, Tik Tok, WeChat Video Channel, where we upload videos on various topics, including introduction of nutritional values of our products by registered dietitians and sharing of cooking recipes prepared with nutritious ingredients. We also livestream on different platforms to share cooking recipes. Apart from this, the Group organises workshops to introduce new products and solutions, aiming to promote a healthy and balanced lifestyle to the public.

Neither false nor misleading contents will be contained in any product specification or promotional channels. During the Reporting Period, the Group did not record any cases of material non-compliance with laws and regulations regarding advertising, marketing and labelling matters.

#### Intellectual Property (“IP”)

The Group strives to protect its own IP rights and respects third party IP rights according to 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.

### 支柱三：「以信譽進行業務」 (續)

#### 營銷與標籤

本集團已制定營銷及標籤指引，以確保產品規格及促銷活動符合適用法律及法規。食用油及麵粉產品的標籤包含營養成分及產品成分。至於家居護理用品，產品標籤會提供有關產品主要成分、劑量說明、使用說明及安全預防措施的資料。標籤必須經其法律部及品質保證部批准並存檔。所有營銷及標籤材料由相關部門審核，以確保符合相關監管要求。新產品包裝應在必要時申請專利註冊。具體而言，我們的家居護理用品廠已獲中國環境標誌產品認證，符合生產過程中對控制原材料或產品有害物質、工廠污染物以及在生產過程中有關環境政策的要求。

本集團致力於通過促進健康生活方式來改善公眾福祉。為持續努力提高企業對企業模式之顧客的意識及加強對行業合作夥伴的技術支持，本集團已在深圳、宜興、濟南、成都、金壇及泉州設立六個烘焙中心。我們亦使用其他線上推廣渠道，包括「好媽媽」網站(<https://www.haomama.com>)、刀嘜臉書專頁、小紅書、抖音及微信視頻頻道，上載不同主題的影片，包括由註冊營養師介紹我們產品的營養價值及分享使用營養豐富材料的食譜。我們亦於不同平台上直播分享烹飪食譜。除此之外，本集團舉辦工作坊以介紹新產品及解決方案，旨在向公眾推廣健康均衡的生活方式。

任何產品規格或促銷渠道均不得包含虛假或誤導性內容。於報告期間，本集團並無錄得任何嚴重違反廣告、營銷及標籤事宜的法律及法規的個案。

#### 知識產權(「知識產權」)

本集團致力根據適用法律及法規保障其自身的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追蹤其他人士進行之知識產權侵犯的舉動。本集團保留對任何涉嫌侵權人士採取法律行動的權利。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 3: “Conducting Business with Honour” (continued)

#### Intellectual Property (“IP”) (continued)

The Group also requires its service providers, suppliers or business partners to 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 appropriate consequences in the event of a breach.

During the Reporting Period, the Group did not record any material IP infringement claims brought against any member of the Group.

#### Cyber Security and Data Privacy

The Group's Legal Department seeks to improve the Group's compliance with applicable laws and regulations in data privacy. We strictly follow internal policy, manual, guidelines and procedures on protecting customers' data as stated in the Code of Conduct. Before collecting personal data from customers, they are informed of the purposes of data collection and how it will be used. Procedures on handling, storing, transferring and erasing customers' personal data collected are reviewed periodically.

During the Reporting Period, the Group did not record any cases of material non-compliance with laws and regulations regarding cyber security and data privacy matters.

### 支柱三：「以信譽進行業務」 (續)

#### 知識產權(「知識產權」)(續)

本集團亦規定其服務供應商、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適當後果。

於報告期間，本集團並無記錄對本集團任何成員提出的任何重大知識產權侵權索償。

#### 網絡安全與數據私隱

本集團的法律部力求提升本集團在遵守數據私隱之適用法律及法規方面的水平。我們嚴格遵守《行為守則》所述保障客戶資料的內部政策、手冊、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資料的目的及擬作用途。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。

於報告期間，本集團並無錄得任何嚴重違反網絡安全及數據私隱的法律及法規的個案。

### Pillar 4: “Caring for our Community”

### 支柱四：「關懷社群」

#### Key Achievements 主要成就

Garnered the “Caring Company Award” for the 15<sup>th</sup> consecutive year.  
連續15年獲頒「商界展關懷」獎。

Donated RMB100,000 worth of products to support flood relief in Zhengzhou, Henan province.  
捐贈價值人民幣100,000元的產品以支援河南省鄭州市防洪救災。

Participated in the Jintan poverty alleviation programme for the 2<sup>nd</sup> consecutive year.  
連續2年參與金壇市扶貧計劃。

Collected over 20,000mt of high-quality local wheat through a wheat incubation programme.  
透過小麥培植計劃收割超過20,000公噸優質當地小麥。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 4: "Caring for our Community"

(continued)

#### Community Investment

***We aim to contribute for the betterment of society, to create collective advancement and harmonious community relationships.***

While formal policies on community engagement are yet to be established, the Group continued to maintain its strong tradition of supporting various charitable causes during the Reporting Period. The Group established a volunteer service team to convey love and care, giving back to the society and fulfilling our social responsibility.

In partnership with Shandong Luyan Agriculture Seeds Co., Ltd, the Group has launched the wheat incubation project since 2013 to stabilise food production and security. Under the project, we conducted a three year-long experimental cross breeding of Local Chinese Wheat to test the wheat milling quality stability, followed by contract farming. New varieties were put into the incubation and quality verification pipeline year on year, thus over 20,000mt high quality local wheat collected through contract farming.

#### Volunteering and Charitable Activities

When flooding struck Zhengzhou, Henan province in July 2021, the Group provided relief and donated RMB100,000 value of products to Henan University of Technology to support teachers, students and the university to overcome difficulties caused by the flood.

### 支柱四：「關懷社群」(續)

#### 社區投資

我們旨在改善社會，創造共同進步及和諧的社區關係。

儘管本集團尚未制定有關社區參與的正式政策，但我們於報告期間繼續保持支持各種慈善事業的悠久傳統。本集團已成立志願者服務團隊以傳遞愛與關懷、回饋社會及履行社會責任。

自二零一三年起，本集團與山東魯研農業良種有限公司合作啟動小麥培植項目，以穩定食品生產和安全。在該項目中，我們對中國本土小麥進行為期三年的實驗雜交育種，以測試小麥制粉質量的穩定性，隨後開展合同農業。每年投入新品種培植及進行質量檢驗計劃，透過合約農業累計收割超過20,000公噸優質當地小麥。

#### 志願及慈善活動

於二零二一年七月河南省鄭州市發生水災期間，本集團向河南工業大學提供救災物資及捐贈價值人民幣100,000元的產品，以支援教師、學生及大學克服水災所帶來的困境。

Donating products to Henan University of Technology during the Zhengzhou Flood in Hunan Province

於河南鄭州市水災期間向河南工業大學捐贈產品



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 4: "Caring for our Community"

(continued)

#### Volunteering and Charitable Activities (continued)

The Group has been collaborating with Hong Chi Association by donating company products to their central kitchen to alleviate its operating costs. In addition, with the support of the Group, the Social Enterprise Division of Hong Chi Association has become the service provider of the Group's canteen in Hong Kong, giving people with intellectual disabilities the opportunity to receive job training, as well as to find career direction, build self-esteem and enhance competitiveness. Nominated by Hong Chi Association, the Group has been awarded the "Caring Company Award" for fifteen consecutive years by the Hong Kong Council of Social Service since 2007, which is a testament to our long-term commitment to community investment.

### 支柱四：「關懷社群」(續)

#### 志願及慈善活動(續)

本集團一直與匡智會合作，向其中央廚房捐贈公司產品以舒緩其經營成本。此外，在本集團支持下，匡智會社會企業已成為本集團香港食堂的服務供應商，為智障人士提供就業培訓、尋找職業方向、建立自尊心及提高競爭力的機會。在匡智會的提名下，本集團自二零零七年起連續十五年獲得香港社會服務聯會頒發的「商界展關懷」獎，印證了我們對社區投資的長期承諾。

Staff meal provided by Hong Chi Association  
匡智會為員工提供膳食服務



The Group is awarded the "Caring Company Award" for the fifteenth consecutive year by the Hong Kong Council of Social Service  
本集團連續十五年獲香港社會服務聯會頒發的「商界展關懷」獎



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### Pillar 4: “Caring for our Community”

(continued)

### 支柱四：「關懷社群」(續)

#### Volunteering and Charitable Activities (continued)

On 10 December 2021, the Group participated in “Love Teeth Day”, an annual fund-raising event organised by the Community Chest of Hong Kong, the Hong Kong Dental Association and Oral Health Education Unit of the Department of Health to promote oral health education. Proceeds raised will be donated to the Community Chest to provide professional dental care to the needy such as the elderly and people with intellectual disabilities. Employee participating in the event also received a “Love Teeth Day Care Pack”.

#### 志願及慈善活動(續)

於二零二一年十二月十日，本集團參加由香港公益金、香港牙醫學會及衛生署口腔健康教育組合辦的「公益愛牙日」年度籌款活動，推廣口腔健康教育。所得善款將捐贈予公益金以向長者及智障人士等有需要人士提供專業牙齒護理。參與活動的僱員亦獲贈「愛牙日禮包」。



Love Teeth Day  
公益愛牙日

For the second consecutive year, the Group participated in the poverty alleviation programme organised by the local government to provide assistance to Zhiqian District Luxi Village in Jintan. The Group donated RMB50,000 and set up an overall support plan for the following three years to guide continuous partnership.

本集團連續兩年參與了當地政府組織的扶貧計劃，為金壇市指前鎮蘆溪村提供幫助。本集團捐贈人民幣50,000元及制定未來三年的整體幫扶計劃以指導持續合作。

Meeting with local Government and other corporations to formulate and launching assistance programmes to the underprivileged in Jintan

與當地政府及其他企業會面以制定及推出金壇市扶貧計劃



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## 環境、社會及管治報告書

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Subject Areas, Aspects, General Disclosures and KPIs	Relevant Chapter(s) or Other References/Explanation
主要範疇、層面、一般披露及關鍵績效指標	相關章節或其他引述／解釋
<b>A. ENVIRONMENTAL</b>	
<b>A.環境</b>	
Aspect A1: Emissions	
層面A1：排放物	
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Environmental Management; Air Pollutant Emissions 環境管理； 空氣污染物排放</p>
KPI A1.1 關鍵績效 指標A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p> <p>Air Pollutant Emissions 空氣污染物排放</p>
KPI A1.2 關鍵績效 指標A1.2	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Greenhouse Gas Emission and Energy Efficiency 溫室氣體排放及能源效益</p>
KPI A1.3 關鍵績效 指標A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Waste Management 廢物管理</p>
KPI A1.4 關鍵績效 指標A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Waste Management 廢物管理</p>
KPI A1.5 關鍵績效 指標A1.5	<p>Description of emissions target(s) set and steps taken to achieve them.</p> <p>描述所訂立的排放量目標及為達到這些目標所採取的步驟。</p> <p>Greenhouse Gas Emission and Energy Efficiency 溫室氣體排放及能源效益</p>
KPI A1.6 關鍵績效 指標A1.6	<p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p> <p>描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。</p> <p>Waste Management 廢物管理</p>



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主要範疇、層面、一般披露及關鍵績效指標		相關章節或其他引述／解釋
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Management 環境管理
KPI A2.1 關鍵績效 指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Greenhouse Gas Emission and Energy Efficiency 溫室氣體排放及能源效益
KPI A2.2 關鍵績效 指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Water Management 用水管理
KPI A2.3 關鍵績效 指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Greenhouse Gas Emission and Energy Efficiency; 溫室氣體排放及能源效益；  Climate Change – Mitigation and Adaptation 氣候變化－緩解及適應
KPI A2.4 關鍵績效 指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Management  All water used by the Group were obtained with respective permits. There were no issues related to sourcing water that was fit for purpose. 用水管理  本集團使用的所有水都獲得了相應的許可。並無任何與取得適合用途的水有關的問題。
KPI A2.5 關鍵績效 指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Packaging Materials 包裝材料
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental Management 環境管理



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主要範疇、層面、一般披露及關鍵績效指標		相關章節或其他引述／解釋
KPI A3.1 關鍵績效 指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental Management; Greenhouse Gas Emission and Energy Efficiency 環境管理； 溫室氣體排放及 能源效益
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change – Mitigation and Adaptation 氣候變化－緩解及適應
KPI A4.1 關鍵績效 指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change – Mitigation and Adaptation 氣候變化－緩解及適應
<b>B. SOCIAL</b> <b>B. 社會</b> <b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b> Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People Management; Fair Labour Practices and Equal Opportunities; Employee Welfare and Engagement 人員管理； 公平的勞工慣例及平等機會； 僱員福利及參與；
KPI B1.1 關鍵績效 指標B1.1	Total workforce by gender, employment type, (for example, full- or part-time), age group and geographical region. 按性別、僱傭類別（如全職或兼職）、年齡組別及地區劃分的僱員總數。	People management 人員管理
KPI B1.2 關鍵績效 指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Social Performance 社會表現

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主要範疇、層面、一般披露及關鍵績效指標		相關章節或其他引述／解釋
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People Management; Employee Well-being, Health and Safety 人員管理； 僱員福祉、 健康與安全
KPI B2.1 關鍵績效 指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Employee Well-being, Health and Safety 僱員福祉、健康與安全
KPI B2.2 關鍵績效 指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Social Performance 社會表現
KPI B2.3 關鍵績效 指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Employee Well-being, Health and Safety 僱員福祉、 健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	People Management; Employee Development 人員管理； 僱員發展
KPI B3.1 關鍵績效 指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Social Performance 社會表現
KPI B3.2 關鍵績效 指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Social Performance 社會表現

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主要範疇、層面、一般披露及關鍵績效指標		相關章節或其他引述／解釋
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People Management; Fair Labour Practices and Equal Opportunities 人員管理； 公平的勞工慣例及平等機會
KPI B4.1 關鍵績效 指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Fair Labour Practices and Equal Opportunities 公平的勞工慣例及平等機會
KPI B4.2 關鍵績效 指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Fair Labour Practices and Equal Opportunities 公平的勞工慣例及平等機會
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management Procurement Practices 供應鏈管理 採購慣例
KPI B5.1 關鍵績效 指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Procurement Practices 採購慣例
KPI B5.2 關鍵績效 指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Procurement Practices 採購慣例
KPI B5.3 關鍵績效 指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Procurement Practices 採購慣例
KPI B5.4 關鍵績效 指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Procurement Practices 採購慣例

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### HKEX ESG Reporting Guide Content Index *(continued)*

### 香港聯交所環境、社會及管治報告指引內容索引 *(續)*

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Chapter(s) or Other References/Explanation
主要範疇、層面、一般披露及關鍵績效指標		相關章節或其他引述／解釋
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Quality and Safety 產品質量與安全 Marketing and Labelling 營銷與標籤 Cyber Security and Data Privacy 網絡安全與數據私隱
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品質量與安全
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Quality and Safety 產品質量與安全
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property 知識產權
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Quality and Safety 產品質量與安全
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Cyber Security and Data Privacy 網絡安全與數據私隱
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business Ethics 商業道德

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告書

### HKEX ESG Reporting Guide Content Index *(continued)*

### 香港聯交所環境、社會及管治報告指引內容索引 *(續)*

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Business Ethics 商業道德
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Business Ethics 商業道德
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Business Ethics 商業道德
<b>Community</b> <b>社區</b>		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment Volunteering and Charitable Activities 社區投資 志願及慈善活動
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment Volunteering and Charitable Activities 社區投資 志願及慈善活動