

ACCELERATE OUR CORE

SUSTAINABILITY REPORT 可持續發展報告 2014/15



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This is the first Sustainability Report for Vitasoy International Holdings Limited's ("VIHL" or the "Group" or the "Company") worldwide operations. This report follows the Environmental, Social and Governance ("ESG") Reporting Guides issued by the Hong Kong Exchanges and Clearing Limited ("HKEx") and focuses on four areas: Workplace Quality, Operating Practices, Environmental Protection and Community Involvement. Information in this report covers the period from 1st April, 2014 to 31st March, 2015.

For further information about VIHL, you are most welcome to visit our corporate website at www.vitasoy.com. For any questions and comments, please contact us at sustainability@vitasoy.com by email or writing to the Public Relations Department, Vitasoy International Holdings Limited, 1 Kin Wong Street, Tuen Mun, Hong Kong.

維他奶國際集團有限公司（「維他奶集團」、「本集團」或「本公司」）欣然發表第一份涵蓋全球業務的可持續發展報告。本報告是遵照香港交易及結算所有限公司（「港交所」）發出的《環境、社會及管治報告指引》擬備，以四大範圍為重點：工作環境質素、營運慣例、環境保護及社區參與。本報告所載的資料涵蓋2014年4月1日至2015年3月31日。

欲悉更多關於維他奶集團的詳情，請瀏覽我們的公司網站www.vitasoy.com。如有任何查詢或意見，歡迎透過電郵與我們聯絡（sustainability@vitasoy.com），或賜函香港屯門建旺街一號維他奶國際集團有限公司公關部。

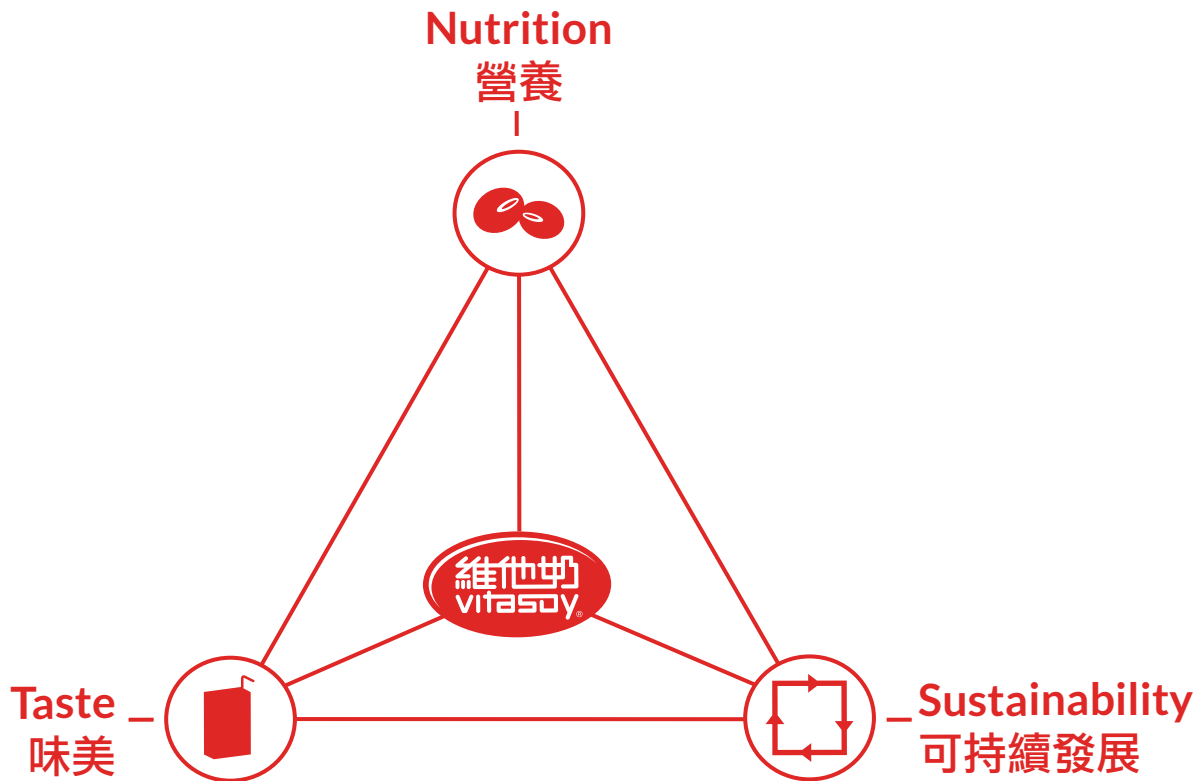


EXECUTIVE CHAIRMAN'S MESSAGE 執行主席的話

Vitasoy has been promoting consumer well-being through high quality food and beverages since 1940. Since its inception, our Company's roots have always been in Nutrition, Taste and Sustainability. This is reflected not only in the plant-based nature of most of our product portfolio but also in our commitment to sustainability, which we view through four lenses: Workplace Quality, Operating Practices, Environmental Protection and Community Involvement.

維他奶由1940年始創至今，一直為消費者提供優質的飲品和食品，促進大眾健康。數十年來，本公司堅守宗旨，製造營養豐富、美味可口的產品，推動業務長遠發展。我們努力實踐企業信念，大部份產品均以植物為原材料，與此同時也追求可持續發展，矢志在工作環境質素、營運慣例、環境保護及社區參與四方面創出理想成效。

Vitasoy's Core – Triangle of Nutrition, Taste and Sustainability 維他奶核心價值 – 「營養、味美及可持續發展」的互相平衡



Soy is a sustainable source of protein. It is known as the 'miracle bean' because of its high quality protein value and health benefits. Our founder, Dr. K. S. Lo, decided to use soy to provide an affordable, nutritious and tasty beverage to the general public in Hong Kong after the World War II.

大豆是可持續的蛋白質營養來源，由於富含優質蛋白質及其他有益成份，它素有「神奇豆類」的美譽。二次大戰後，我們的創辦人羅桂祥博士利用大豆作原料，製造了一款價格相宜、既有營養又味美的飲品，供應香港的普羅大眾。

Nutrition

On Nutrition, for more than 70 years, VIHL has consistently improved and enlarged our product range according to evolving consumer needs and preferences. This has resulted in a full portfolio of food and beverage products sold in over 40 markets. Efforts towards this end have never stopped. In 2014, we continued to launch a variety of nutritious plant-based products, including the new VITALITY Soymilk in Mainland China; VITASOY Almond Blends and Coconut Milk in Australia and New Zealand; VITASOY Premium Organic Sprouted Tofu range in Singapore; VITASOY Refrigerated Soymilk in the United States and Canada; and NASOYA TofuBaked in the United States. Leveraging plant protein as their base, these products enhance our Core Category presence across all markets and meet growing consumer demand for healthy and high-quality products.

營養

在營養方面，維他奶集團70多年來不斷改進及擴大產品系列，以順應時代轉變，迎合消費者的最新需要與喜好。維他奶集團產品多元化，我們的飲品和食品在全球逾40個市場銷售。儘管如此，我們仍孜孜不倦地優化產品系列。在2014年持續推出多款營養豐富的植物為本產品，包括在中國內地推出嶄新的**奕活**系列；在澳洲及新西蘭推出**維他奶**杏仁奶和椰子奶；在新加坡推出全新的有機豆腐系列；在美加推出**維他奶**鮮凍豆奶；以及在美國推出**NASOYA**烘烤豆腐。上述產品均以植物蛋白質為本，並增強我們核心產品種類的實力，在世界各地鞏固市場地位，與此同時滿足消費者對健康優質產品日益殷切的需求。

Taste

On Taste, product enjoyment is critical in our industry. Shoppers not only consume Vitasoy products for their high quality and nutritional value, but also for pleasure and enjoyment. As such, we have a selection of delightful offerings that are customised for our consumers in our Tea portfolio. For example, last year we launched the VITA Hong Kong Style Milk Tea which offers the famous Hong Kong "tea house" flavor and experience, customising this icon as a ready-to-drink beverage to suit the taste profile of people both in Hong Kong, and in many other markets around the world.

味美

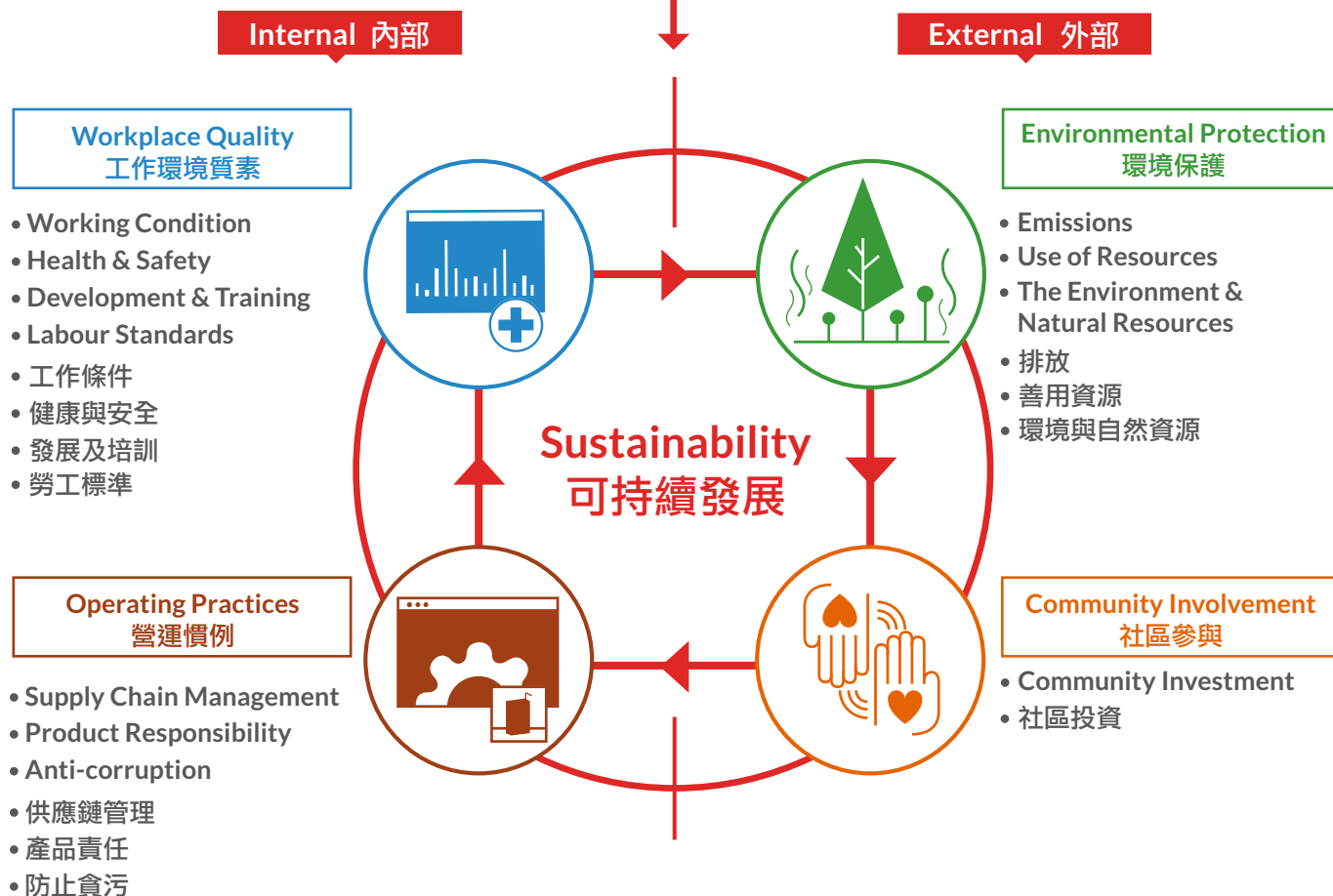
在味美方面，食品和飲品的味道非常重要，必須為消費者帶來愜意的享受。顧客選購維他奶產品，品質優良及營養價值高誠然是重要原因，而產品美味可口也是關鍵考慮。因此，我們的茶類系列有不少迎合消費者口味的產品，例如去年在香港推出的維他港式奶茶便以獨一無二的口味為特色，讓消費者體驗香港茶餐廳風味。這款產品把香港經典變成即飲奶茶，香濃口味不但香港消費者喜歡，世界許多市場也十分受落。

Sustainability

On Sustainability, we go beyond our consistent focus on plant-based products with a view through four key lenses: Workplace Quality, Operating Practices, Environmental Protection and Community Involvement.

可持續發展

在可持續發展方面，我們除了貫徹發展以植物為原材料的飲品和食品外，也兼顧四大範疇，即工作環境質素、營運慣例、環境保護及社區參與。



Internally, we are committed to superior product quality and manufacturing practices. We are also driven by innovation, continuously improving not only our offerings, but also our workplace. One example is the Vitasoy Success Drivers ("VSD") which robustly supports our clearly defined Vision, Mission and Strategy. This core competencies model aims to drive well-rounded performance and corporate culture and align performance evaluation standards.

Externally, we translate our care for the environment and community into programs to help conserve energy, water, electricity, and packaging materials in our manufacturing process. We also seek ways to enhance manufacturing efficiency with higher speed filling machines. As always, we were also actively involved in charitable activities that promote nutrition and sustainability across all markets throughout the reporting year.

To continue to feed the ever-growing world population, plant-based nutrition will be increasingly important. It is not only because of its healthy attributes, but also due to the lower needs for land, water, irrigation, and lower carbon emissions to produce. Dr. K. S. Lo's vision 75 years ago is still as relevant today and for our future.

We look forward to bringing our founder's vision of Nutrition, Taste and Sustainability to more and more people in the communities we are proud to serve.

Winston Yau-lai LO
Executive Chairman

Hong Kong, 25th June, 2015

就內部營運而言，我們致力製造質素卓越的產品，並以最佳營運方式生產，銳意推陳出新。我們不斷改進產品之餘，亦努力改善工作環境。維他奶成功動力（「VSD」）就是一例。這套核心能力模型讓我們凝聚核心力量，全力推進我們早已確立的企業願景、使命和策略。VSD旨在提升整體表現，培育企業文化和結合工作表現評估準則。

對外而言，我們本着對環境及社會的關懷，在生產過程推展多項節約能源、水、電和包裝物料的計劃，另亦改用更高速的新型灌注包裝機，積極提高生產效率。一如以往，於匯報年度，我們各營運業務市場均熱心參與社區慈善活動，大力推廣營養飲食和可持續發展。

隨著世界人口不斷增長及對糧食需求增加，以植物為本的營養越來越重要。這不單止是因為它的營養價值，亦由於其生產所需的土地、水和灌溉較少，而碳排放量亦較低。羅桂祥博士於75年前的願景至今仍切合我們今天以及未來的發展。

我們將繼續奮進，展望更豐盛的明天，實現本公司創辦人的願景，繼續在各營運地區及市場，將營養豐富、美味及可持續發展的產品帶給更多消費者。

羅友禮
執行主席

香港，2015年6月25日

ABOUT VITASOY

關於維他奶



Vitasoy Vision

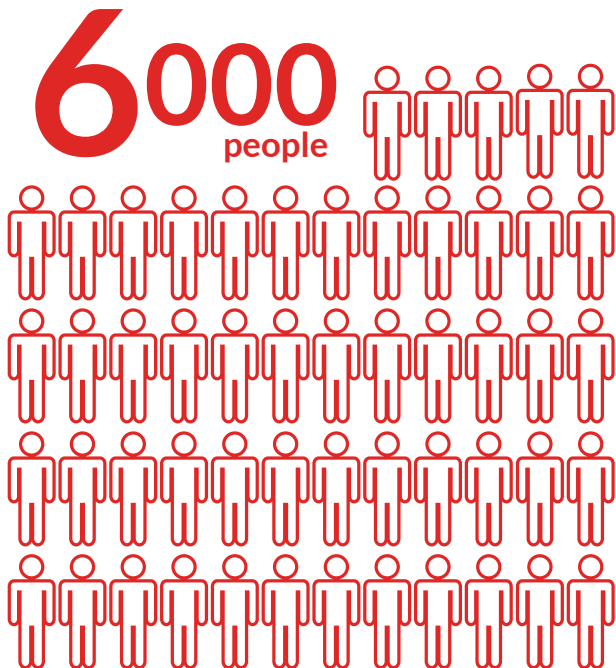
Vitasoy aims to maintain its leadership in promoting consumer well-being through the production of high quality, great tasting and nutritious products that satisfy customers in all markets.

維他奶的願景

維他奶矢志在各市場提供營養豐富、優質美味的產品，穩佔業界翹楚的地位，促進消費者健康。



Over 75 years of soymilk production heritage
逾75年製造豆奶的經驗，歷史悠久



Approximately 6,000 employees worldwide
環球僱員接近6,000人



Sales totalled HK\$5,052 million in FY2014/2015
2014/2015財政年度營業總額達港幣5,052百萬元



Products sold in more than 40 markets
產品行銷世界40多個市場

Asian Roots, International Innovation

We are a leading manufacturer and distributor of plant-based food and beverage, headquartered in Hong Kong. Since its establishment in 1940 by Dr. K. S. Lo, the Vitasoy vision of Nutrition, Taste and Sustainability has been reflected in broad and unique plant-based product offerings. We integrate our business into socially responsible activities to best contribute to the communities we are proud to serve. Currently, the Group's brands and products are available in more than 40 markets worldwide, supplied from 8 manufacturing facilities in Hong Kong, Mainland China, Australia, the United States and Singapore. The Company is listed on the main board of the Hong Kong Stock Exchange (00345.HK).

亞洲根源，國際創意

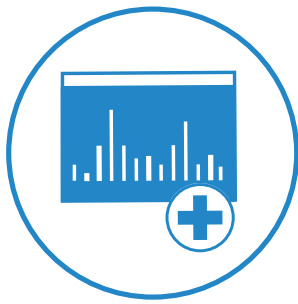
我們是市場首屈一指的植物飲品及食品製造商和分銷商，總部設於香港。維他奶自1940年成立以來，一直堅守羅桂祥博士始創的宗旨，為消費者提供營養、味美及可持續發展的產品。本集團獨特而多元化、以植物為原材料的產品，正是我們企業願景的最佳體現。在營運業務的過程中，我們不忘參與各類社會責任活動，在維他奶經營業務的市場作出貢獻，造福當地社群。本集團的品牌和產品目前在全球40多個市場銷售，8個生產設施分佈於香港、中國內地、澳洲、美國及新加坡。本公司的股票於香港交易所主板上市（代號：00345.HK）。

Our Brands 我們的品牌



2014/2015 Highlights

2014/2015 年要點概覽



Workplace Quality
工作環境質素質量

>10,000 staff attendance in nearly 700 development programs
出席人次參加近 700 個內部培訓及發展計劃

VSD

New Core Competencies Model, Vitasoy Success Drivers ("VSD") is the backbone of our sustainable success
全新核心能力模型 – 維他奶成功動力 (「VSD」) 是我們持續成功的骨幹

Awards and Recognitions
嘉許及表揚



"Manpower Developer" Award Scheme
「人才企業」嘉許計劃



Operating Practices
營運慣例

Adhere to an uncompromising philosophy in quality standards
恪守時刻保持最高質素的營運宗旨

Purchase only certified organic or selected non-genetically modified soybeans
指定採購通過有機認證或特選非基因改造品種的大豆



Environmental Protection
環境保護

99%

Okara, by-product of soy during production, generated were recycled for animal and fish feeds
豆渣回收再造，製成禽畜飼料和魚糧

21%

Tetra Pak cartons we used were certified by the FSC™
我們使用的「利樂」包裝紙盒為森林管理委員會 (FSC™) 認證紙品

Awards and Recognitions 嘉許及表揚



"Hong Kong Pan Pearl River Delta Environmental Award" – Green Medal
「恒生泛珠三角環保大獎」- 綠色獎章



"Green Office Awards Labelling Scheme" Recognition
「綠色辦公室獎勵計劃」認證



Community Involvement
社區參與

500,000

people benefited from our product donations
大眾受惠於我們的產品捐贈

Awards and Recognitions 嘉許及表揚



Caring Company Logo
商界展關懷標誌



Outstanding Sustainable Development Award
傑出可持續發展企業獎

WORKPLACE QUALITY

工作環境質素

		Female 女性	Male 男性	Total 總額
Hong Kong and Macau	香港及澳門	1,521	1,125	2,646
Mainland China	中國內地	1,138	1,788	2,926
Singapore	新加坡	42	75	117
Australia	澳洲	19	73	92
United States	美國	34	133	167
Total	總數	2,754	3,194	5,948

FY2014/2015 Total Workforce by Region and Gender
2014/2015 財政年度按地區及性別劃分的員工總數

Human Resources Policy

The Company believes that continued business success relies on the full contribution and support of our employees. We are dedicated to promoting equal opportunities for all of our employees in different areas, including recruitment, compensation and benefits, training, staff promotion, transfer, and dismissal. All employees are assessed based on their ability, performance and contribution, irrespective of their nationality, race, religion, gender, age or family status.

Diversity and Collaboration

It is our goal to continuously enhance our organisational capabilities by attracting, developing, retaining, rewarding and engaging talent to support our sustainable development. We promote collaboration and encourage employees to leverage their strengths to achieve the company goals together.

As of 31st March, 2015, the Group's total workforce stood at 5,948, with full time employees increasing by 15.37% to 4,745 since last year. Majority of the headcount increase came from Mainland China where our business continued to expand.

Engagement and Involvement

Employee engagement has been our core strategy for enhancing productivity and workforce stability. Over the years, our Staff Welfare Centre, which is composed of elected departmental representatives, has spared no effort in organising activities to strengthen the bonding within the Vitasoy family and promote a sense of belonging. During the year, the Company organised a wide range of activities, including outings, overseas travels, annual dinners, staff visits to production plants, health seminars and hobby classes to encourage work-life balance among our employees. In FY2014/2015, the average employee turnover rate of the Group was 22.21%.

人力資源政策

本公司相信成功的企業是有賴員工鼎力支持，全力以赴。我們確保每一位員工在招聘、薪酬福利、培訓、晉升、調職和解僱安排等各方面均享有平等的機會。在員工評核方面，我們不論國籍、種族、宗教、性別、年齡或家庭崗位等，所有員工均以其才能、表現和貢獻作為評估因素。

多元共融 和衷協作

我們的目標是吸引、培育及保留人才，透過薪酬獎勵，借助雄厚的人力資源追求可持續發展，不斷鞏固企業實力。我們鼓勵員工之間互相協作和善用個人專才優勢，攜手實現公司的目標。

截至2015年3月31日，本集團共有5,948名僱員，全職僱員人數由去年起增加15.37%至4,745名。由於我們在中國內地的業務不斷擴展，令當地員工人數有所增加。員工人數的增長主要是來自中國內地。

投入社群 共同參與

為提升生產力及保持人力資源穩定，我們鼓勵員工參與員工活動，並以此作核心策略。多年來，由各部門推選代表組成的員工福利會一直不遺餘力地籌辦各項活動，藉此加強維他奶大家庭的凝聚力，營造員工歸屬感。於匯報年度，本公司舉辦了多項員工活動，包括郊遊、外地旅遊、周年晚宴、安排員工家屬參觀生產廠房、健康講座及各式興趣班，提倡勞逸平衡，享受健康生活。於2014/2015財政年度，集團的平均員工流失率為22.21%。



Vitasoy Success Drivers

At Vitasoy, business and capability building initiatives have been gathering speed, thanks to the hard work of all our associates. In order to sustain our growth, we must keep in mind the market is changing faster than ever. To stay ahead we must be clear about our Company vision, strategy and programs, while embracing in daily operation the Vitasoy attitudes and behaviors that are required to keep winning retailers' support, consumers' preference and community's admiration. To this end, we have introduced a new model of core competencies: Vitasoy Success Drivers ("VSD"). This sets out the skills, attitudes and behaviors most crucial to the Company's success.

We have developed this new model to ensure the VSD's alignment with market best practices in contributing to organisational growth. The model contains six critical success drivers.

Each of the success drivers is stated with behavioral indicators specified by job level, which will also be incorporated into our Performance Management System ("PMS") as a common platform for all talent systems worldwide. We aim to set clear expectations of success to employees and foster their growth and development with the Company. A series of awareness and customised training programs have been launched to facilitate a comprehensive understanding of the VSD, and to equip employees with the necessary skills and behaviors in their daily work. With our VSD, we align company values and performance expectations across functions, regions, and business units to sustain Vitasoy's growth in the long term.

維他奶成功動力

全賴各方同心協力，年內維他奶不斷促進業務和提升員工能力。集團持續發展，必須時刻警覺現今市場瞬息萬變，並要早著先機，確立清晰的願景、策略和計劃；日常營運則以維他奶的態度和行為作指引，從而贏取零售商的支持及社會的讚許，成為消費者的首選。為此，我們推行一套全新的核心能力模型－維他奶成功動力（「VSD」）。VSD列出一系列本集團賴以成功的必要技能、態度和行為。

VSD是以市場上的良好作業典範為藍本，以此促進機構整體增長，VSD包含六項關鍵成功動力。

每項關鍵成功動力對不同職級均設有相應的行為指標，並會納入我們的「工作表現管理系統」（「PMS」），作為集團在全球各地人才管理的共同平台。我們的目標是制訂對員工清晰的行為要求和期望，讓員工與公司一同發展和進步。為使員工透徹了解VSD，以及令他們掌握必要技能及培養配合企業發展的行為，以致可完善地執行日常工作，我們舉辦了一系列的推廣意識活動，並就VSD設計和提供相關培訓課程。憑藉著VSD，讓所有功能部門、區域和業務單位對集團的經營理念和對員工表現的要求都有一致的理解，從而促進維他奶的長遠發展。

CUSTOMER FOCUS

Consumer needs come first

客戶焦點

滿足消費者的需要為先

ACCOUNTABILITY

Acting like an owner

責無旁貸

以主人翁精神來承擔責任

STRATEGIC AGILITY

Envisioning and leading growth

前瞻策略

遠景思考，領導業務增長

INNOVATION

Generating business-building solutions

創新變革

創建拓展業務的方案

COLLABORATION

Working in partnership for better results

團隊協作

群策群力突破佳績

QUALITY ORIENTATION

Superior service and product

優質為本

提供卓越的服務和產品



Safety and Health

The Company is committed to the health, safety and welfare of our employees. We pledge full compliance in all occupational health and safety legislations and we have implemented an effective and safe working environment for our employees.

We maintain high standards of occupational safety and health across our operations globally. The Occupational Safety and Health ("OSH") Committees formed by management and technical staff of individual operations have assumed overall responsibility for ensuring regulation compliance via monitoring and reviewing all work safety and health policies and procedures. Preventive and corrective measures are implemented, if necessary, to minimize potential hazards and accidents.

All employees are required to attend work safety briefings and training sessions on quality and safety procedures every year to update their knowledge. We have also engaged an external accreditation organisation to conduct audits on the safety of our production lines according to Good Manufacturing Practice ("GMP") and ISO standards.

In FY2014/2015, we recorded zero fatality or permanent disablement cases. Lost days due to work injury was 1,996 for the Group. Lost day injury rate and lost time injury rate were 30.73 and 1.32 respectively.¹

¹ Lost day injury rate is calculated based on the number of lost days per 200,000 hours worked.
Lost time injury rate is calculated based on the lost time injuries per 200,000 hours worked.

安全第一 保障健康

本公司矢志保障員工的健康、安全和福祉，我們承諾嚴格遵守所有職業健康與安全法規，並為員工創造安全完善的工作環境。

我們在全球業務單位推行嚴格的職安健標準，並設有職安健委員會。委員會成員由各業務單位的管理及技術人員組成，專責監察及檢討所有工作安全和健康政策與程序，確守合法合規。我們亦按需要採取防範及修正措施，將危害及意外風險減至最低。

我們規定所有員工每年參加工業安全簡報會和品質與安全培訓課程，以掌握最新的知識。另亦委聘外界認證機構，按照《良好生產規範》（「GMP」）及「ISO」標準在各生產線進行安全審核。

2014/2015 財政年度並無任何致命或導致永久傷殘的意外個案。集團工傷導致損失工作的日數為 1,996 天，損失工日工傷率為 30.73%，而損失工時工傷率為 1.32%¹。

¹ 損失工日工傷率是根據每 200,000 工時的損失工日工傷個案計算。
損失工時工傷率是根據每 200,000 工時的損失工時工傷個案計算。



Training in FY2014/2015

2014/2015 財政年度之培訓

Hour
小時

Total Hours

培訓總時數

58,067

Training Hours Per Employee

員工人均培訓時數

9.76

Development and Learning

The Company maintains an open, interactive and motivating working environment for our employees. We also provide numerous training opportunities to develop their skills and competency.

Capability enhancement is vital to Vitasoy Group's sustainable development. In FY2014/2015, all VIHL operations adopted the Talent Management Programme, which identified a number of high potential candidates for development and management succession. During the year, our Management Trainee Programme in Hong Kong and Mainland China strengthened our talent pipeline by hiring high potential university graduates. The fresh Management Trainees started comprehensive job attachments in different departments. As with previous cohorts, we provided on-the-job coaching, training courses on knowledge and skills, a mentor and buddy support scheme, as well as cross-border exposure for these Management Trainees, aiming to prepare them for a future career in supervisory positions.

Last year, we provided nearly 700 development and training programmes with over 10,000 staff attendance. Topics ranged from management skills, personal effectiveness, sales techniques and customer service to quality improvement, food hygiene, workplace safety and technical skills.

At the senior management level, we provided continuous professional development training programmes to our directors and senior management team to keep them abreast of the latest regulatory requirements, corporate governance practices, macro-economics and consumer trends. Orientation and conferences were also held to facilitate goal alignment and knowledge sharing. For details, please refer to the Corporate Governance section in VIHL's FY2014/2015 Annual Report.

發展與培訓

本公司為員工營造開放、互動及勵志的工作環境，同時提供多項培訓，以增進員工技能。

維他奶集團致力提升人力資源實力，作為我們持續發展的基石。於2014/2015財政年度，集團在所有業務單位全面推行「人才管理項目」，揀選和發展高潛質的人才和實施接班人管理。年內，香港及中國內地的「管理培訓生計劃」取錄了多位潛質優厚的大學畢業生，為我們的人才庫注入新力軍。應屆管理培訓生已開始在不同部門實習。一如以往的管理培訓生計劃，我們也提供在職指導、知識及技能培訓課程、師友支援計劃和跨境工作體驗，讓他們為事業發展作好準備，將來擔任主管職務。

去年我們安排近700個發展及培訓課程，共超過10,000出席人次，廣泛的培訓主題涵蓋管理技能、提升個人能力、銷售技巧、顧客服務、提升品質、食物衛生、工作間安全及技術技能等。

至於高級管理層，我們亦為董事及高級管理人員安排多種持續專業進修項目，讓他們緊貼最新的監管規例、企業管治實務、宏觀經濟及消費市場趨勢。此外，並舉辦迎新會及會議，傳達企業目標和促進分享知識。詳情可參閱集團的2014/2015財政年度報告內之「企業管治」部分。

Anti-Corruption

The Group prohibits bribery and corruption practices. Directors and employees must follow Company policy on the acceptance of benefits. Under no circumstances are they permitted to use insider information for their own private gains. Those involved in the selection of and procurement from suppliers and contractors should avoid misuse of authority or being engaged in situations which could affect their ability to make free and independent decisions regarding the procurement of goods and services.

Whistle Blowing

In the workplace, our Whistle Blowing Policy continues to be an effective mechanism to maintain a high standard of integrity and impartiality. Training on anti-corruption is conducted by Hong Kong Independent Commission Against Corruption at Vitasoy Hong Kong headquarters on a yearly basis.

防止貪污

本集團嚴禁任何貪污賄賂行為，董事及員工必須遵守關於收受利益的公司政策，無論任何情況下均不得以內幕資料謀取個人私利。所有參與供應商和承包商甄選及採購事務的人員必須避免濫用權力，或避免身處任何情況，妨礙其在採購貨物及服務時作出獨立自主的決定。

舉報機制

我們的「舉報政策」行之有效，確保員工以誠信和客觀的態度處事，保持工作間的廉潔風氣。每年亦會安排廉政公署到香港總部主講反貪污培訓。

OPERATING PRACTICES

營運慣例

Commitment to Quality

VIHL adheres to an uncompromising philosophy in quality standards, which is vital to business sustainability. Vitasoy complies strictly to food safety and labeling regulations of the countries where our products are produced and sold. We also implement Total Quality Management (TQM) principles in our daily operations to safeguard product safety and quality.

Quality Commitment

- The Company always puts customers first by providing them with quality products at prices that represent good value.

Safety Commitment

- It is the policy of the Company to offer its customers products that meet high standards of safety, quality and reliability.

Product Policy

- The Company accepts its social responsibility to improve its products in order to promote a higher quality of life.

Quality standards are applied right from raw material management, production and processing control to finished goods assurance. Accreditations and certificates awarded to our plants include Hazard Analysis and Critical Control Points ("HACCP"), Good Manufacturing Practice ("GMP"), International Organisation for Standardisation ("ISO22000" and "ISO9000"), and United States' Safe Quality Food ("SQF").

We have a well-established alert mechanism. A Crisis Management Team is in place to handle any urgent product related incidents. The Team comprises members of senior management from all related functions.

Interaction with customers and consumers is highly valued at Vitasoy Group. Our customer service hotline, which is managed by well-trained customer service representatives, is printed on every Vitasoy product package to address enquiries and feedback from our customers.



品質至上

維他奶集團深明品質是支持業務長遠發展的要素，因此我們恪守不二的宗旨，時刻保持最高質素。在我們生產和銷售產品的國家，我們嚴格遵守當地的食物安全及標籤規例，此外日常營運亦實行「全面優質管理」原則，保障產品的安全與質素。

品質承諾

- 本公司以顧客為先，提供物有所值的優質產品。

安全承諾

- 本公司的政策是為顧客提供安全、質優及可靠的產品。

產品政策

- 本公司樂於承擔社會責任，致力改進產品，向消費者推廣更優質的生活。

我們全面監管製造流程，從原材料的管理、生產和加工控制以至製成品質量保證，每個步驟也要求達到最高水平。維他奶各廠房分別取得多項認證，包括食物安全重點控制（「HACCP」）、良好生產規範（「GMP」）、國際標準化組織（「ISO22000」和「ISO9000」）及美國食品安全品質標準（「SQF」）。

我們設有完善的預警機制，另有危機管理小組處理任何與產品相關的緊急事故。小組成員來自所有相關部門的高級管理層。

維他奶集團很重視與顧客和消費者溝通互動，所有維他奶產品的包裝盒上均印有我們顧客服務熱線的電話號碼，方便顧客查詢及回饋意見，熱線由受過培訓的顧客服務員接聽及處理。





Raw Materials

We have two major categories of raw material suppliers, i.e. edible and non-edible materials (packaging materials). For edibles, a stringent incoming raw material quality checking system is in place to guard the safety and quality of ingredients. Seasonal variation and farming practices of agricultural raw materials are stringently monitored. Weather and natural environmental changes (such as drought and flooding) impact on supply continuity and pricing, which will have a direct impact on our business operation. Hence we have an ongoing exercise of alternative sourcing and business continuity planning. We support global efforts in preventing deforestation. Hence, we select and purchase raw materials that are not cultivated through practices that endanger forestation.

Soy products and Tea drinks are our core categories. It is our policy to purchase only certified organic or selected non-genetically modified ("Non-GMO") soybean varieties in every market we operate. Regular certification verification, testing and audits are conducted to ensure compliance.

Vitasoy has contract farming operations in Mainland China and Australia. Our in-house experts have kept abreast of local farming practice and crop management issues. Field audits are carried out to ensure soybean produced in these farms adhere to our quality standards and environmental policies as well as regulatory requirements.

We purchase our tea leaves from different growing regions to ensure supply continuity. Stringent purchasing policies and audits on soy, tea leaves and other agricultural produces are performed by our purchasing and quality assurance teams to ensure that we deliver high quality products to consumers every day.



原材料

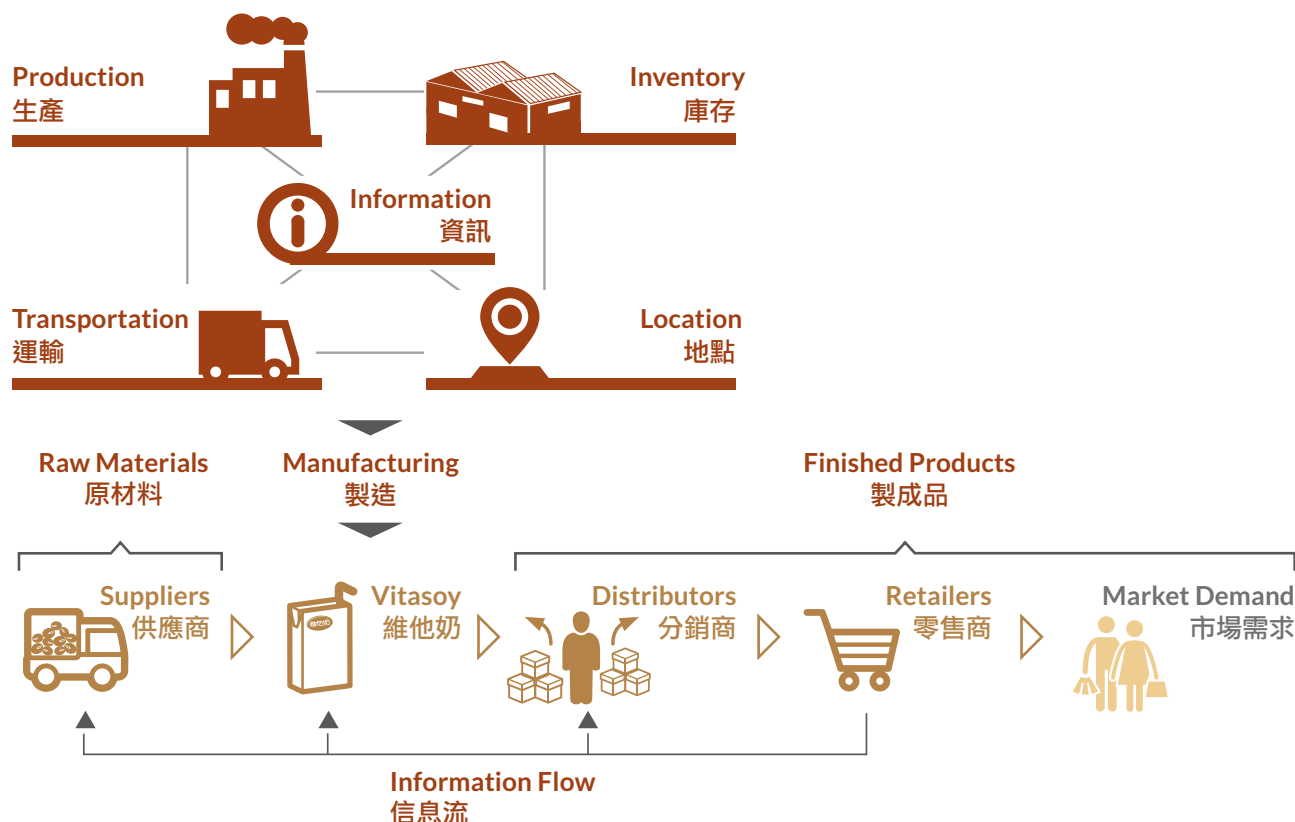
公司的原材料供應商分為兩大類：食用材料及非食用材料(包裝)。對食用原材料，我們有嚴格的食用材料進料檢測流程以確保原料的品質與安全性。我們也密切監察農產類原材料的季節性變化和耕作手法，確保達到公司嚴格的品質要求。此外，天氣和自然環境的變化(例如旱災及水災)亦會導致供應及價格不穩定，對業務造成直接影響，因此我們一直確保有替代貨源，並作好規劃保證業務可持續運作。我們支持全球保護森林防止濫砍，採購原料時以選擇對森林無害的原材料為原則。

大豆產品和茶類是我們的核心理產品種類。在全球每個市場，我們均指定採購通過有機認證或特選非基因改造品種的大豆。進料時我們會對每批原材料進行認證核實、測試和審核，確保合規。

維他奶在中國內地及澳洲均有承包耕作安排，我們的內部農業專家一直密切監察承包耕作及農作物管理事宜，亦進行實地查核，確保有關農戶種植大豆的方法符合維他奶的品質標準和環保政策，同時遵守監管法規。

為確保供應不會間斷，我們於全球多個產茶區採購茶葉。除了奉行嚴謹的採購政策，我們的採購及品質保證人員並會查核大豆、茶葉和其他農產品，保證可每日為消費者供應品質上乘的飲品及食品。





The 5 Major Areas in Vitasoy's Supply Chain Management
維他奶的供應鏈管理的五大範疇

Supply Chain Management

Because of the wide variety of products we produce, we aim to optimise our resources to achieve the right combination of responsiveness and efficiency in 5 major areas –

- (1) Production – what, how and when to produce;
- (2) Inventory – how much to make and how much to store;
- (3) Location – where best to do what activity;
- (4) Transportation – how and when to move product; and
- (5) Information – basis for making the above-mentioned decisions.

Relations with Suppliers and Contractors

Fair and Open Competition

- The Company promotes fair and open competition that aims to develop long-term relationships with suppliers and contractors based on mutual trust.

Public Interest and Accountability

- The procurement from suppliers or services providers is conducted in a manner consistent with the highest ethical standards. This helps assure high products quality at all times to gain the confidence of customers, suppliers and the public.

供應鏈管理

我們製造的產品種類多元化，因此我們盡力善用資源，務求在五大範疇回應需求，提升效率：

- (1) 生產 – 生產甚麼？怎樣生產？何時生產？
- (2) 庫存 – 釐定生產及庫存的产品數量；
- (3) 地點 – 選擇每項活動的最佳地點；
- (4) 運輸 – 選擇運輸產品的途徑和時間；及
- (5) 資訊 – 決定上述範疇的依據。

供應商及承包商關係

公平及公開競爭

- 本公司鼓勵公平公開競爭，本着互信與供應商及承包商建立長遠的合作關係。

保障公眾利益責無旁貸

- 我們向供應商或服務商採購時秉持最高的操守標準，這有助確保產品質素優良，務求令顧客、供應商和公眾安心信賴。



Procurement and Tendering Procedures

- The contracting of services and the purchase of goods are based solely on need, quality and price. This ensures compliance with procurement policies and fosters positive and open competition.

採購及招標程序

- 為保證符合採購政策及促進公開的良性競爭，我們訂定服務承包合約和採購貨物時純粹以需要、品質和價格作為考慮因素。

Relations with Customers and Consumers

Customer Services

- The Company seeks to provide efficient and courteous customer service to maintain customer satisfaction and co-operation. Customers have access to information about the operation and development of the Company through annual reports. The Company shall not make any misrepresentation, exaggeration or overstatement.

顧客及消費者關係

顧客服務

- 本公司致力提供效率高、慇勤有禮的服務，令顧客感到滿意，樂於與我們合作。顧客可閱覽我們的年報，其詳述本公司的業務營運和未來發展。本公司不會作任何失實、誇大或過份的聲稱。

Pricing Policies

- The Company believes in the economic system of the free market, in which price is determined by supply and demand. The Company also seeks to provide customers with the highest quality products at fair prices which allow the Company a reasonable profit in relation to the value provided.

訂價政策

- 本公司信奉由供求決定價格的自由市場經濟體制，同時竭力以合理價格為顧客提供質素上乘的產品，讓本公司賺取與產品價值相符的合理利潤。



Intellectual Property Rights

Trademark and Copyright

VIHL has been adopting a Trademark Policy which provides the fundamental guidelines for employees in using the Company's trademarks smartly without diluting the distinctiveness of our trademark rights. We also engage a trademark agent in the United States to maintain and defend our intellectual property ("IP") rights and take actions whenever necessary to safeguard the Company's IP rights.

We also have a Copyright Policy in place to ensure that our employees do not infringe upon any third party copyrights, such as software licences and copyrighted articles. Breach of the Policy by an employee will lead to disciplinary actions.

Consumer Data Protection

We are committed to protecting consumers' personal data. This is stated in our Internet Privacy Policy which is posted on the Vitasoy corporate website. Consumers' personal information is maintained with care and can only be accessed by authorised persons.

知識產權

商標及版權

維他奶集團已制訂商標政策，列明基本指引，以便僱員明智地使用本公司各商標，避免削弱任何商標權利的顯著性。此外，我們在美國委聘商標代理，負責保障及捍衛我們的知識產權並在有需要時採取行動，保護本公司的知識產權。

我們亦設有版權政策，確保員工不會侵犯任何第三方版權，例如軟件許可權及版權物品等。僱員違反本政策將遭受紀律處分。

保障消費者個人資料

我們承諾保障消費者的個人資料。在維他奶集團的網站，已詳列我們的《網站私隱權政策》。所有消費者的個人資料均小心處理，只有獲授權人員才可取閱。

ENVIRONMENTAL PROTECTION

環境保護



Smart Use of Resources

Environmental protection is a key focus of the Company. We are committed to upholding high environmental standards to fulfill relevant requirements under applicable laws or ordinances during the manufacturing and material disposal processes. We also adopt a responsible approach to ensure environmental and human health.

Responsible energy use means more than just using less, but also making the most from the energy we consume, while delivering safe and quality products to our consumers. To this end, we constrain and minimise the use of natural resources and apply new technology in our operations. We enhance production efficiency with better planning and execution to optimise energy and water consumption with an aim to minimise adverse impacts to our environment. We also explore every opportunity to apply renewable energy usage with clean energy our first choice. By carefully choosing our energy supplies, Vitasoy aims to reduce depletion of critical global reserves, such as fuel and water, and minimise greenhouse gas emissions to help maintain a stable environment for sustainable agriculture. For example, we support crop rotation in our soybean contract farming to enrich soil nutrients through a natural process.

Energy Efficiency

We encourage our staff to save energy and resources in their local operations. Our employees design and implement proposals which complement the environment and communities they serve. Currently, our plants in Mainland China, Australia and the United States have their boiler systems running on Compressed Natural Gas which release lower levels of pollutants per unit of energy used. The usage of traditional fuel oil is greatly reduced under our Clean Energy proposition.

明智善用資源

本公司一向視環保為主要目的，我們矢志在環境保護上達致高水平，確保所有製造及物料處置流程均能遵守適用的法律或條例要求。與此同時，我們亦以負責的態度保護環境及公眾健康。

我們深明使用能源必須負責和明智，除了減少能源使用量，還要物盡其用，在這樣的原則下為消費者製造安全優質的產品。為達致目標，我們在使用天然資源方面盡量克制，務求消耗量減至最低，此外在各營運分部應用新科技，透過周全規劃及提高生產效率，使耗能及用水達致最佳程度，盡量紓減對環境的影響。我們也把握每個機遇使用可再生能源。潔淨能源是我們的首選，在全球各營運廠房嚴選能源供應商，減少損耗全球關鍵資源儲備，例如燃料和水，並且減少溫室氣體排放，以維持環境穩定，促進可持續發展農業。例如，我們的大豆承包耕作便鼓勵輪流耕作，透過自然的交替過程豐富土壤養份。

能源效益

我們鼓勵各地員工在日常營運過程中節約能源和資源，員工可自行設計及推行建議，減少對當地的環境及社區的影響。目前，我們在中國內地、澳洲及美國廠房的鍋爐系統均以壓縮天然氣作燃料，每個耗能單位的污染排放量相對較低，此外我們實行「潔淨能源」方針，大幅減少傳統燃油用量。



Energy	能源	FY2014/2015 2014/2015 財政年度 (kWh) (千瓦時)	FY2013/2014 2013/2014 財政年度 (kWh) (千瓦時)	Change 變動
Fuel	燃料			
Annual Usage	年用量	206,043,790	196,172,278	5.03%
Per Case	每箱	2.333	2.391	-2.42%
Electricity	電力			
Annual Usage	年用量	78,230,151	72,755,189	7.53%
Per Case	每箱	0.886	0.887	-0.11%

In FY2014/2015, new pressure automated pumps were installed for our water circulation system in Hong Kong, reducing water circulation system electricity consumption by 30%.

In Mainland China, we replaced two old filling machines in the Shenzhen plant with a single glass bottle filler, which has helped improve production efficiency and electricity consumption. In the Shanghai plant, heat recovery from the boiler funnel has reduced natural gas consumption by about 75,000 m³/year. In Foshan, we used a frequency converter to eliminate electricity consumption in the ice water system and cooling tower system.

In Australia, we improved boiler performance by optimising the gas and oxygen ratio to reduce natural gas consumption.

In the United States, we added a new Reclaim Clean-In-Place ("CIP") system to reduce detergent usage and production cleaning time; while in Singapore, we replaced a new Fill-Seal machine for tofu production to increase production efficiency by 15%.

Water Management

In FY2014/2015, we implemented Key Performance Indicators and an Internal Plant Audit Scheme at all our production facilities worldwide, which enabled us to identify opportunities in various key water-related areas for improvements. During the year, we have:

- introduced flexible water resource management and reduced our direct water usage;
- enhanced water efficiencies and substantially increased the amount of used water we recycled, such as for heating and cleaning; and
- improved the effectiveness of water discharge treatment.

於2014/2015財政年度，香港廠房的循環水系統裝設了新的壓力式自動卸載水泵，使該系統共節省30%用電。

中國內地方面，深圳廠房以一部玻璃瓶裝灌注機取代兩部舊灌注機，有助提升生產效率，並減少電力消耗。我們亦已在上海廠房鍋爐煙囪加裝熱回收系統，每年將可節省天然氣耗用量約75,000立方米。佛山廠房的冷水系統及冷卻塔系統使用變頻器，節省電力消耗。

澳洲廠房鍋爐重新調校天然氣與氧氣比例，達至最佳燃燒狀態，鍋爐效能得以提升，減少天然氣消耗。

在美國，我們加裝了一套的在線清洗系統（「Reclaim Clean-in-Place」），減少生產過程中清潔劑的使用量和縮短廠房設備清洗時間；新加坡的豆腐生產線亦更新了一台新包裝封口機器，改善生產效率達15%。

水資源管理

2014/2015財政年度，我們全球所有生產設施全面實行「關鍵績效指標」及「內部廠房審核計劃」，在多個與用水相關的範疇尋找可改善的空間。年內我們採取了下列行動：

- 靈活管理水資源帶來直接效益，降低用水量；
- 提高水效益和大幅增加廢水回收量，用於如加熱及清潔等方面；及
- 改善污水系統及排放處理，達到更高效益。

Water Usage	用水量	FY2014/2015 2014/2015 財政年度 (Tonnes) (公噸)	FY2013/2014 2013/2014 財政年度 (Tonnes) (公噸)	Change 變動
Annual Usage	年用量	3,389,777	3,199,824	5.94%
Per Case	每箱	0.0384	0.0390	-1.58%

We believe water management offers great potential for resource conservation and helps to recycle water for alternative uses in different operations. In FY2014/2015, total water saving was around 54,562 tonnes in production.

我們相信對水的妥善管理有助節約資源，亦可促進各營運業務回收廢水以作其他用途。2014/2015 財政年度我們在生產過程中合共節省 54,562 公噸水。

Packaging (Non-edible Raw Materials)

Vitasoy offers a wide product selection. Each packaging material we have selected is recyclable or bio-degradable and is reduced in weight and carbon footprint.

包裝（非食用原料）

維他奶的產品選擇多元化，每款均採用可回收再造或可生物降解的包裝物料，同時盡量減輕重量和縮減碳足跡。

We use Tetra Pak aseptic paper cartons to enable our drinks to be kept in a safe and hygienic environment. In FY2014/2015, 21% of the Tetra Pak cartons we used were certified by the Forest Stewardship Council™(FSC™)², and our target is to have 100% of such certified supply within two years. Our long term partner, Tetra Pak, has set up a Green Commitment to ensure that all of their packaging materials are recyclable to help customers make their packaging choices. This helps us toward our goal of becoming an environmentally responsible corporate citizen.

我們的飲品大多採用「利樂」無菌紙盒包裝，可保持安全衛生。於 2014/2015 財政年度，我們使用的「利樂」包裝紙盒，21% 為「森林管理委員會」™(FSC™)² 認證紙品，我們並計劃在兩年內 100% 採用此來源的包裝紙盒。「利樂」是我們合作多年的長期夥伴，該公司現已作出「綠色承諾」，確保所有包裝物料均可回收再造，為客戶提供更多理想包裝選擇。這項承諾有助我們實現目標，克盡企業公民愛護環境的責任。

In Hong Kong and Mainland China, our time-proven delivery practice of using recyclable glass bottles has been well kept, with a recycling rate of over 90%. We use aluminium cans for a very small portion of our products and also aseptic polyethylene terephthalate ("PET") plastic bottles for our beverage products. The aluminium cans and PET materials are light and recyclable.

在香港和中國內地，我們繼續採用可回收的玻璃樽作飲品容器。這項傳統安排行之有效，而回收率高達 90% 以上。我們的產品中有極少部份使用鋁罐，另有些飲品使用無菌聚對苯二甲酸（「PET」）膠樽。鋁罐和 PET 膠樽均為輕巧的可回收物料。

Packaging Weight Reduction

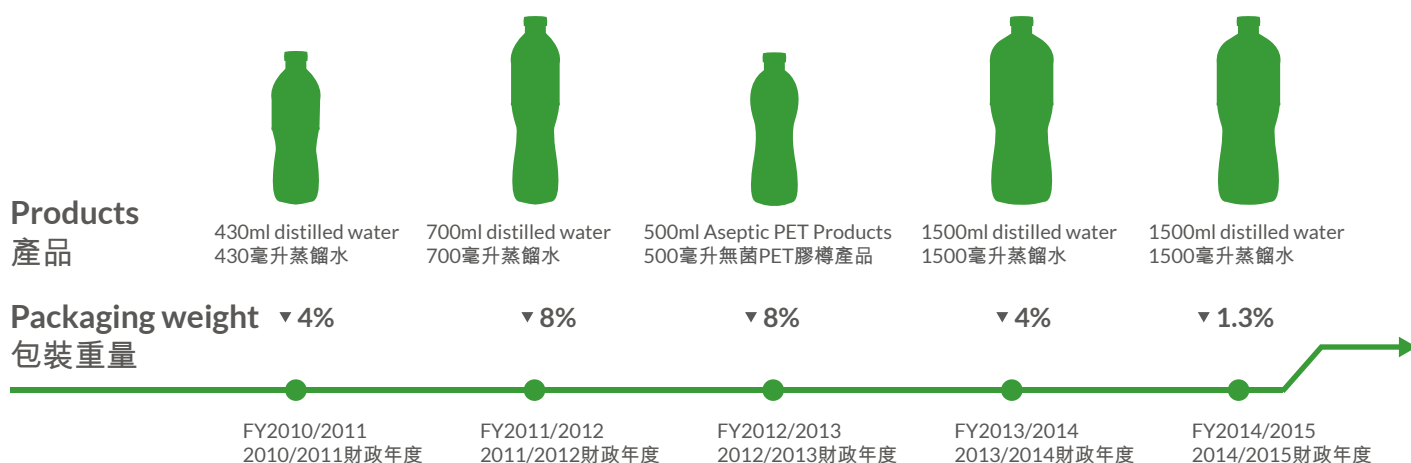
We continue our efforts in reducing the packaging weight of our products through careful design and innovative production techniques. In the past few years, we had been working on projects to reduce PET packaging materials. Because of these projects, we have successfully reduced 7.01% of total PET material consumed from early 2014 to end March 2015.

減輕包裝重量

我們不斷開發優越的設計及創新的生產技巧，從而減輕產品的重量。在過去數年，我們致力減輕 PET 物料重量的工作，由於這些工作項目，令本集團在 2014 年初至 2015 年 3 月底期間，成功減少 7.01% 的 PET 物料用量。

² FSC™ (Forest Stewardship Council™) is an independent, non-governmental, non-profit organisation which promotes responsible forest management worldwide. Via a rigorous certification system, it provides internationally recognised standard-setting, trademark assurance and accreditation services to companies, organisations and communities interested in responsible forestry. Through its forest certification programme, FSC™ contributes to the development of responsible forestry practices around the globe.

² 森林管理委員會™(FSC™)是獨立的非政府非牟利機構，在世界各地提倡以負責任的態度管理森林資源。FSC™ 透過嚴謹的認證體系為全球有志以負責任態度經營林業的公司、機構和社區提供制訂國際認可標準、商標保證及認證服務。FSC™ 藉着森林認證計劃在全球推廣負責任的林業實務手法。



Packaging weight reduction on PET packaging (FY2010/2011 to FY2014/2015)
減輕PET膠樽包裝重量(2010/2011財政年度至2014/2015財政年度)

Waste Reduction and Recovery

Vitasoy actively works on reducing waste generated during production. We have a proactive quality control system to eliminate faulty inputs and processes. Hence, wastage caused by both product spoilage and discarded packaging is reduced.

During production, we ensure that no hazardous waste is produced. All liquid discharge is treated in our waste water treatment plant before leaving our factories to the local community's sewage system. We strictly comply with all local regulations. In 2014, we replaced the waste water treatment plant in the United States operation with a new one which upgraded discharge capacity by more than 35%.

Second Life for Soy

We actively look for ways to reuse and recycle our waste. The "okara" (i.e. the soy residue after soymilk extraction) is still rich in protein, fibre and other nutrients. In FY2014/2015, 99% of the okara generated in our manufacturing plants were passed to recyclers. The okara will be recycled to become animal and fish feeds. We are exploring ways to introduce okara recovery for new production facilities because of its re-use potential and the benefits it brings to both the environment and ecosystem.

Recycling Surplus Food

Vitaland Services Limited, a subsidiary of VIHL, has appointed a licensed food waste recycling operator to collect lunch boxes and food waste for recycling. Food leftovers are sorted, processed and transported directly to the local fisheries and farms as fish and poultry feeds.

減廢及廢料回收

維他奶悉力減少來自生產過程的廢料，我們的品質控制系統可發揮積極防範作用，避免原材料和生產程序錯誤，還可減少產品變壞及棄置包裝造成浪費。

我們確保生產過程中不會生產有害廢物，各地廠房所有液體排放物均會在廠內的污水處理裝置先行處理，然後才排出廠外的公共污水系統。我們亦嚴格遵守各地的規例。於2014年，美國廠房更新了污水處理設施，排污能力提升逾35%。

大豆再生

我們積極尋求再用及回收廢料的途徑。生產後的豆渣仍含有豐富蛋白質、纖維及其他養份，於2014/2015財政年度，我們屬下廠房99%的豆渣交予回收商，循環再造，製成禽畜飼料和魚糧。豆渣甚有再用潛力，對環境和生態系統亦有裨益，因此我們現正研究更多回收方法，準備在新生產設施採用。

廚餘回收

集團附屬公司維他天地服務有限公司已委聘持牌廚餘回收商收集午餐飯盒及廚餘。回收的廚餘分類加工後會直接運往本地的漁場和農場用作魚糧及家禽飼料。

Green Office

During the year, we continued to seek improvements in our office environment to help conserve energy. For example, in addition to encouraging double-sided printing, we launched a less colour printing campaign in August 2014 to help reduce the carbon footprint. As a result, we recorded a year-on-year reduction of 40% in colour paper usage volume from August 2014 to March 2015. We continued to use energy saving devices for lighting and encouraged wider use of electronic information systems (e.g. share points, e-workflow centre, e-leave system) to replace paper for material sharing, resources and leave applications. Employees were also encouraged to attend Green Office seminars and to submit proposals on smart resources utilisation through internal quality improvement teams.

環保辦公室

年內，我們繼續致力改善辦公室環境，以收節約能源之效。例如，除了提倡雙面打印外，我們並於2014年8月開始推行環保運動，鼓勵員工減少彩色打印協助減少碳足跡；結果在2014年8月至2015年3月的8個月內，彩色紙用量較對上一年同期顯著下降40%。除此之外，我們繼續使用節能照明裝置，同時推廣使用電子資訊系統（例如分享站、電子工作流程中心、電子休假申請），毋須打印而分享資料、共用資源和申請休假的文件。我們也鼓勵僱員參加環保辦公室研討會及透過內部品質提升小組來建議明智善用資源的好主意。

COMMUNITY INVOLVEMENT

社區參與



Promoting Consumer Well-being

The Company aims to promote quality of life and contribution to our community through the provision of tasty, nutritious plant-based food and beverages worldwide.

Plant-based Nutrition

Since 1940, we have aimed to meet the people's needs for nutrition. Soya foods and beverages are a healthy, high quality protein source that contains all essential amino acids. In FY2014/2015, Vitasoy continued to provide tasty nutrition to the public by launching a series of new plant-based products to meet the growing demand for healthy food and beverage products in different markets. We also introduced a series of new products with a focus on low sugar and added nutrients. For example, a brand new premium VITALITY Soymilk was introduced in Mainland China. It contains more protein and calcium, but less sugar and no cholesterol. In Australia, VITASOY Almond Blends and Coconut Milk were launched to provide more plant milk choices to local consumers. In the United States and Singapore, we introduced new NASOYA TofuBaked and VITASOY Premium Organic Tofu series respectively, for consumers who value a healthy and convenient diet.

Community Support

In FY2014/2015, Vitasoy continued to support community events that focus on nutrition and education. During the year, the Group supported 140 community activities to help promote the health benefits of soy and balanced diet, and donated Vitasoy products to charitable organisations and local food banks, benefiting nearly 500,000 people.



促進消費者健康

本公司致力提供美味可口、營養豐富的植物類飲品和食品，從而推廣優質生活，回饋社會。

植物營養

自1940年，我們致力滿足大眾的營養需要。大豆食品和飲品是健康、優質蛋白質的來源，蘊含所有必需的氨基酸。於2014/2015財政年度，維他奶繼續向社會大眾供應既美味又富營養的產品，並推出多款以植物為原材料的新產品，滿足各地市場消費者對健康飲食產品日益殷切的需求。我們推出一系列以低糖及添加營養的新產品，例如在中國內地推出低糖及零膽固醇，並蘊含豐富蛋白質及鈣質的全新高級飲料**奕活**豆奶。本年度在澳洲上市的新品包括**維他奶**杏仁奶及椰子奶，為當地消費者提供更多款式的植物奶類產品。在美國及新加坡，我們分別推出即食**NASOYA**烘烤豆腐及**維他奶**高級有機豆腐系列，以滿足喜歡健康飲食及追求方便快捷的消費者。

支持社區活動

於2014/2015財政年度，維他奶繼續支持推廣公眾營養和教育的社區活動。年內，集團支持了140個社區活動，協力推廣大豆營養好處及均衡飲食，及向多間慈善機構及本地食物銀行捐贈維他奶產品，令近500,000人受惠。



Nutrition and Education

We organised school talks on nutrition through our subsidiary Vitaland Services Limited to educate secondary students about the importance of a balanced diet and supported the school sports activities, benefiting over 33,000 secondary students in Hong Kong. We also shared the goodness of soy and the knowledge of beverage manufacturing with about 4,000 primary students through visits to our manufacturing plant in Hong Kong. Through Vitasoy International Holdings Limited Education Foundation Bursaries, we continued to support Hong Kong students with urgent financial needs or disabilities to complete their university studies.

Community Participation

In FY2014/2015, we extended our care to the underprivileged in other parts of the world through participating in fund raising activities of charitable organisations. In Mainland China, we took part in the America Chamber's Charity Tour to Changyuan Village, Meizhou City, Mainland China, to give away VITASOY drinks to 650 local people in the village. We supported World Vision's Famine camps in Hong Kong, Singapore and Malaysia for their community development projects in health care, agricultural production, as well as water and education projects in less developed countries. Our employees actively participated in the Hong Kong Oxfam Trailwalker to help raise funds for people in less developed countries to alleviate poverty.

Looking forward, we will continue our support to the communities we serve, with a particular focus on nutrition, education and children development.

營養與教育

集團透過屬下之維他天地服務有限公司舉辦健康講座，向香港中學生灌輸均衡飲食的重要，及支持學校體育活動，超過 33,000 名中學生受惠。香港的廠房全年合共招待近 4,000 名小學生，參觀活動讓他們了解大豆的健康益處及飲品的製造過程。我們繼續透過「維他奶國際集團有限公司教育助學基金」，在香港支援家庭突然面對經濟困境或殘障的大學生，讓他們完成學業。

社區參與

於 2014/2015 財政年度，在世界其他地區，我們亦熱心參與不同慈善機構主辦的籌款活動，扶貧紓困。我們隨華南美國商會的慈善代表團訪問中國梅州市長源村，捐贈維他奶飲品予當地 650 名村民享用。我們參與世界宣明會在香港、新加坡及馬來西亞舉辦的「饑饉三十」，支持該會在落後國家推展醫療、農業、水利及教育項目。此外，本集團員工亦踴躍參加香港「樂施毅行者」慈善遠足，籌款幫助落後國家的人民脫貧。

展望未來，我們會不斷努力為社區謀求福祉，當中以營養、教育及兒童培育計劃作重點。



Hong Kong Exchanges and Clearing Limited's ESG Reporting Guide and Reference in this Report

香港交易及結算所有限公司的《環境、社會及管治報告指引》及本報告的參考資料

A. Workplace Quality 工作環境質素	Reference in this Report 本報告的參考資料
<p>A1 Working conditions 工作環境</p> <ul style="list-style-type: none"> Information on policies; and compliance and material non-compliance with relevant standards, rules and regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, 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、多元化和其他待遇及福利的政策，以及遵守和嚴重違反相關準則、規則及規例的資料 KPI A1.1 Total workforce by employment type, age group and geographical region 按僱傭類型、年齡組別及地區劃分的僱員總數 KPI A1.2 Employee turnover rate by age group and geographical region 按年齡組別及地區劃分的僱員流失比率 	<ul style="list-style-type: none"> Workplace Quality – Human Resources Policy 工作環境質素 – 人力資源政策 Not aware of any material non-compliance 並無發現重大違規事故 Workplace Quality – Diversity and Collaboration 工作環境質素 – 多元共融 和衷協作 Workplace Quality – Engagement and Involvement 工作環境質素 – 投入社群 共同參與
<p>A2 Health and safety 健康與安全</p> <ul style="list-style-type: none"> Information on policies; and compliance and material non-compliance with relevant standards, rules and regulations on 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政策，以及遵守和嚴重違反相關準則、規則及規例的資料 KPI A2.1 Number and rate of work-related fatalities 因工作關係而死亡的人數及比率 KPI A2.2 Lost days due to work injury 因工傷損失工作日數 KPI A2.3 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 	<ul style="list-style-type: none"> Workplace Quality – Safety and Health 工作環境質素 – 安全第一 保障健康 Workplace Quality – Safety and Health 工作環境質素 – 安全第一 保障健康 No fatality 無死亡個案 Workplace Quality – Safety and Health 工作環境質素 – 安全第一 保障健康 Workplace Quality – Safety and Health 工作環境質素 – 安全第一 保障健康
<p>A3 Development and training 發展及培訓</p> <ul style="list-style-type: none"> 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 KPI A3.1 The percentage of employees trained by employee category 按僱員類別劃分的受訓僱員百分比 KPI A3.2 Average training hours completed per employee by employee category 按僱員類別劃分，每名僱員完成受訓的平均時數 	<ul style="list-style-type: none"> Workplace Quality – Development and Learning 工作環境質素 – 發展及培訓 We have different training programs for our staff, ranging from front line sales to delivery and technical skills for operation teams. We continued to strengthen the capabilities of our office staff and also management skills of the management team 我們為員工提供不同的培訓課程，內容廣泛，包括前線銷售技巧及營運人員的交付和技術技能等。我們亦不斷提升寫字樓員工的職能和管理人員的管理技能

A4 Labour standards

勞工準則

- Information on policies; and compliance and material non-compliance with relevant standards, rules and regulations on preventing child or forced labour
有關防止童工或強制勞工的政策，以及遵守和嚴重違反相關準則、規則及規例的資料
- KPI A4.1 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
- KPI A4.2 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
- Workplace Quality – Human Resources Policy
工作環境質素 – 人力資源政策
We complied with labour or other relevant legislations. We did not identify any material non-compliance or breach of legislations related to workplace quality
我們遵守勞工或其他相關法例。年內並無發現任何嚴重不遵守或違反工作環境質素相關法例的事件
- Not applicable
不適用
- Not applicable
不適用

B. Environmental Protection 環境保護

Reference in this Report 本報告的參考資料

B1 Emissions

排放物

- Information on policies; and compliance and material non-compliance with relevant standards, rules and regulations on air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous wastes, etc.
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政策，以及遵守和嚴重違反相關準則、規則及規例的資料
- KPI B1.1 Types of emissions and data
排放物種類及相關排放數據
- Environmental Protection – Smart Use of Resources
環境保護 – 明智善用資源
Not aware of any material non-compliance
並無發現重大違規事故
- KPI B1.2 Greenhouse gas emission in total
溫室氣體總排放量
- KPI B1.3 Total hazardous waste produced
所產生有害廢棄物總量
- KPI B1.4 Total non-hazardous waste produced
所產生無害廢棄物總量
- Environmental Protection – Energy Efficiency
環境保護 – 能源效益
- Environmental Protection – Water Management
環境保護 – 水資源管理
- Environmental Protection – Packaging (Non-edible Raw Materials)
環境保護 – 包裝（非食用原料）
- Environmental Protection – Waste Reduction and Recovery
環境保護 – 減廢及廢料回收
- Environmental Protection – Energy Efficiency
環境保護 – 能源效益
- Environmental Protection – Waste Reduction and Recovery
環境保護 – 減廢及廢料回收
We believe our business activities did not produce any hazardous waste
我們相信經營活動並無產生任何有害廢物
- KPI B1.5 Description of measures to mitigate emissions and results achieved
描述減低排放量的措施及所得成果
- KPI B1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved
描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果
- Environmental Protection – Energy Efficiency
環境保護 – 能源效益
- Environmental Protection – Waste Reduction and Recovery
環境保護 – 減廢及廢料回收

B2 Use of resources

資源使用

- Policies on 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
- KPI B2.1 Direct and/or indirect energy consumption by type in total and intensity
按類型劃分的能源總耗量及密度
- KPI B2.2 Water consumption in total and intensity
總耗水量及密度
- KPI B2.3 Description of energy use efficiency initiatives and results achieved
描述能源使用效益計劃及所得成果
- KPI B2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved
描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果
- KPI B2.5 Total packaging material used for finished products
製成品所用包裝材料的總量
- Environmental Protection – Smart Use of Resources
環境保護 – 明智善用資源
- Environmental Protection – Energy Efficiency
環境保護 – 能源效益
- Environmental Protection – Water Management
環境保護 – 水資源管理
- Environmental Protection – Energy Efficiency
環境保護 – 能源效益
- Environmental Protection – Water Management
環境保護 – 水資源管理
- Environmental Protection – Packaging (Non-edible Raw Materials)
環境保護 – 包裝 (非食用原料)

B3 The environment and natural resources

環境及天然資源

- Policies on minimizing the operation's significant impact on the environment and natural resources
減低營運對環境及天然資源的重大影響的政策
- KPI B3.1 Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them
描述業務活動對環境及天然資源的重大影響和已採取管理有關影響的行動
- Environmental Protection – Smart Use of Resources
環境保護 – 明智善用資源
- Environmental Protection – Energy Efficiency
環境保護 – 能源效益
- Environmental Protection – Water Management
環境保護 – 水資源管理
- Environmental Protection – Packaging (Non-edible Raw Materials)
環境保護 – 包裝 (非食用原料)
- Environmental Protection – Waste Reduction and Recovery
環境保護 – 減廢及廢料回收
- Environmental Protection – Green Office
環境保護 – 環保辦公室

C. Operating Practices 營運慣例

Reference in this Report 本報告的參考資料

C1 Supply chain management

供應鏈管理

- Policies on managing environmental and social risks of supply chain
管理供應鏈的環境及社會風險政策
- KPI C1.1 Number of supplies by geographical region
按地區劃分的供應商數目
- KPI C1.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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，以及有關慣例的執行和監察方法
- Operating Practices – Supply Chain Management
營運慣例 – 供應鏈管理
- Operating Practices – Relations with Suppliers and Contractors
營運慣例 – 供應商及承包商關係
- Operating Practices – Relations with Suppliers and Contractors
營運慣例 – 供應商及承包商關係

C2 Product responsibility

產品責任

- Information on policies; and compliance and material non-compliance with relevant standards, rules and regulations on 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，以及補救方法的政策，以及遵守和嚴重違反相關準則、規則及規例的資料
- KPI C2.1 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回收的百分比
- KPI C2.2 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和應對方法
- KPI C2.3 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
- KPI C2.4 Description of quality assurance process and recall procedures
描述質量檢定過程及產品回收程序
- KPI C2.5 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，以及相關執行和監察方法
- Operating Practices – Relations with Customers and Consumers
營運慣例 – 顧客及消費者關係
Not aware of any material non-compliance
並無發現重大違規事故
- Operating Practices – Relations with Customers and Consumers
營運慣例 – 顧客及消費者關係
- Operating Practices – Commitment to Quality
營運慣例 – 品質至上
- Operating Practices – Intellectual Property Rights
營運慣例 – 知識產權
- Operating Practices – Commitment to Quality
營運慣例 – 品質至上
- Operating Practices – Consumer Data Protection
營運慣例 – 保障消費者個人資料

C3 Anti-corruption

防止貪污

- Information on policies; and compliance and material non-compliance with relevant standards, rules and regulations on bribery, extortion, fraud and money laundering
有關防止賄賂、勒索、欺詐及洗黑錢的政策，以及遵守和嚴重違反相關準則、規則及規例的資料
 - KPI C3.1 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
 - KPI C3.2 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
 - Workplace Quality – Anti-Corruption
工作環境質素 – 防止貪污
Not aware of any material non-compliance
並無發現重大違規事故
 - No such case
並無此類個案
 - Workplace Quality – Whistle Blowing
工作環境質素 – 舉報機制
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D. Community Investment 社區投資	Reference in this Report 本報告的參考資料
<ul style="list-style-type: none"> • Policies on community engagement to understand the community's needs where it operates and to ensure its activities take into consideration of 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 • KPI D1.1 Focus areas of contribution 專注貢獻範疇 • KPI D1.2 Resources contributed 所動用資源 	<ul style="list-style-type: none"> • Community Involvement – Plant-based Nutrition 社區參與 – 植物營養 • Community Involvement – Community Support 社區參與 – 支持社區活動 • Community Involvement – Plant-based Nutrition and Community Support 社區參與 – 植物營養及支持社區活動 • Community Involvement – Community Support 社區參與 – 支持社區活動



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