

# ACCELERATE OUR CORE 2.0

Sustainability Report 2015/16 可持續發展報告



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## About this Report 關於本報告

This is the second Sustainability Report for Vitasoy International Holdings Limited's worldwide operations. The Company has adopted its own framework in its sustainability development and performance reporting. An index is included at the end of this Report to provide reference to the Environmental, Social and Governance (ESG) Reporting Guide by the Hong Kong Exchanges and Clearing Limited (HKEX). This Report covers the period from 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2016.

Further information about Vitasoy can be obtained from our corporate website at [www.vitasoy.com](http://www.vitasoy.com). Questions and comments can be sent by email to [sustainability@vitasoy.com](mailto:sustainability@vitasoy.com) or by post 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發表第二份涵蓋全球業務的可持續發展報告。我們依循本公司的框架擬訂可持續發展及績效報告，並在結尾部分提供內容索引，對應香港交易及結算所有限公司（香港交易所）的《環境、社會及管治報告指引》。本報告涵蓋2015年4月1日至2016年3月31日的運作。

欲悉更多關於維他奶的詳情，請瀏覽本公司網站 [www.vitasoy.com](http://www.vitasoy.com)。任何查詢或意見，歡迎電郵至 [sustainability@vitasoy.com](mailto:sustainability@vitasoy.com)，或郵寄到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



The past year has seen the emergence of many challenges that will continue to impact sustainable development for decades.

One important aspect, the global population, which is projected to reach 8.5 billion by 2030 and almost 10 billion by 2050, is putting pressure on food security as well as access to water and other natural resources. While traditional fossil fuel-based energy solutions and conventional animal nutrition models may be scalable, they are not sustainable. Clearly, we have to find new, more sustainable and less resource-intensive food and food production systems to ensure that more people can enjoy nutrition and a higher quality of life.

Governments and organisations around the world are already pulling together to meet these challenges. The United Nations Food and Agriculture Organization has proclaimed 2016-2025 the “Decade of Action on Nutrition”. A hundred and fifty member states have also adopted the United Nations Sustainable Development Agenda, designed to help transform the world by 2030 with 17 goals, three of which are “Zero Hunger”, “Good Health & Well Being” and “Responsible Consumption and Production”.

Vitasoy has followed our founding vision of providing affordable nutrition for more than 70 years. We are fortunate that this has put us in a very favourable position to contribute solutions to global efforts such as those of the United Nations.

Our mission of using plant-based protein to sustainably produce affordable, nutritious and tasty food and beverage is becoming increasingly relevant to the future of the communities we serve. Today, that commitment has become even stronger.

過去一年間出現了許多將會繼續影響往後幾十年可持續發展的新挑戰。

當中重要的一項是全球人口，預計於2030年將達至85億，而到2050年則達到接近100億，這將對糧食安全、用水和其他天然資源構成巨大壓力。雖然以化石燃料為基礎的傳統能源方案和以動物提供營養的主流模式或許仍有擴充性，但兩者都不是可持續的。顯然地，我們有需要尋求新的、更加可持續的、消耗資源更少的糧食和食品生產系統，以確保更多人可以獲得優質營養和更佳的生活質素。

世界各地的政府和組織為應對這些挑戰正在努力。聯合國糧食及農業組織已宣布將2016至2025年訂為「營養行動十年」。150個會員國亦採納了聯合國的可持續發展議程，務求在2030年前，通過17個目標改變世界，其中包括「消除飢餓」、「良好健康與福祉」以及「負責任的消費和生產」。

70多年來，維他奶秉持創始願景，致力為大眾提供價格相宜的營養。這份堅持令我們有幸處於一個有利位置，為全球如聯合國等機構在可持續發展方面的努力貢獻一分力量。

我們利用植物蛋白，持續生產價格相宜及營養美味的食品及飲品，這一使命與社區未來的發展愈見日益相關。時至今日，我們這份承諾變得更堅定。

With this in mind, I have the pleasure to present this second edition of the Vitasoy Sustainability Report.

We have made progress since our last report was published – not just in our actions and management reporting, but most importantly in making our framework more relevant. The Board and the Management Team have re-affirmed their commitment to consciously making sustainability an ever-increasing part of our day-to-day work.

We began communicating our sustainability journey in our first report published in FY2014/15. That report was built around the four pillars of Workplace Quality, Operating Practices, Environmental Protection and Community Involvement. However, during FY2015/16 we spent a great deal of time exploring these areas still further – looking for ways to embed sustainability thinking more deeply into our company. The result has been an updated framework that we are unveiling for the first time in this new report.

The new framework is based on a very focused two-pronged approach – Making the Right Products, and Making Products the Right Way. We are now translating this framework into the operational policies and practices that guide our business functions. As a first step we have formulated specific KPIs and goals which will take us through the next decade in achieving our vision.

We are also working outside the company to build awareness of the importance of nutrition with a new “Nourish Your Body, Nourish Your Mind” programme that fosters nutrition knowledge and education in the communities where we operate. This includes a year-long school nutrition education partnership with the St. James' Settlement in Hong Kong beginning in late 2015 as well as a university grant programme in Mainland China to support the underprivileged.

基於這點，我很高興在此為大家介紹《維他奶可持續發展報告》第二版。

自上期報告發表至今，我們不單在有關工作和報告方面取得了進展，最重要的是建立了一個對公司更具意義的可持續發展框架。同時，董事會和管理團隊經已再次肯定他們的承諾，把可持續發展更有目的地逐步成為日常工作的一部份。

我們利用2014/15財政年度出版第一份可持續發展報告的機會，開始向各界溝通我們可持續發展的相關工作。該報告乃建立在工作環境質素、營運慣例、環境保護和社區參與這四大支柱上。在2015/16財政年度期間，我們投放了大量時間在這些方面作進一步探索，尋求不同方法讓可持續發展思維更深地融入到公司運作中。在新的可持續發展報告中，我們將首次發表更新後的可持續發展框架。

新的框架專注在兩方面 – 生產合適的產品，以及採用合適的生產方法。我們正把這個框架轉成指導各個業務範疇的營運政策及運作指引。作為第一步，我們已經制定了具體的關鍵績效指標和目標，這將帶領我們在未來十年間實現願景。

與此同時，我們亦在公司以外致力提升公眾對營養的重要性的關注，透過一個全新項目「滋養身心」促進社區教育和營養知識，包括在2015年底與聖雅各福群會合作展開為期一年的學校營養教育計劃。另外，還有一個在中國大陸進行，用以支持弱勢社群的大學資助計劃。

Ultimately, we want sustainability to become a major part of what partners and end users see in our company and in our brands. I am also certain that our sustainability journey will continue to help us innovate, remain relevant to the needs of consumers and society while at the same time enabling us to improve our long-term operating performance.

Equally important is a strong ethical culture to ensure employee and customer trust. At Vitasoy we always conduct business with integrity and comply with anti-corruption laws in every market we operate.

The years ahead will have challenges, but they also represent an unprecedented opportunity for Vitasoy as a provider of products with sustainable plant-based nutrition. This Sustainability Report offers some insights into how we intend to make it happen – by working hand-in-hand with customers, suppliers, governments and communities to build a better world together.

**Winston Yau-lai LO**  
*Executive Chairman*

Hong Kong, 23<sup>rd</sup> June 2016

最終，我們希望讓合作夥伴和最終用戶視可持續發展為我們公司及品牌的一個重要部份。我亦可以肯定，可持續發展的旅程能夠不斷協助我們創新，令我們時刻緊貼消費者及社會的需求，同時可以增強長遠的營運表現。

與上述同樣重要的是深厚的道德文化，其確保員工和客戶的信賴。在維他奶，我們一直是以誠信開展業務，並於所有經營市場遵守法律防止貪污。

未來幾年將會是充滿挑戰。維他奶生產含可持續植物營養的產品，這些挑戰對我們來說正是前所未有的機遇。本報告就我們如何掌握這些機遇提供了一些見解，包括通過跟客戶、供應商、政府和社區攜手合作建設一個更美好的世界。

**羅友禮**  
*執行主席*

香港，2016年6月23日



ABOUT VITASOY

關於維他奶

維他奶





### Our Vision

Vitasoy aims to maintain its leadership in promoting superior quality of life through the production of high-quality, great-tasting nutritious products that satisfy customers in every market.

### Our History

Dr. K. S. Lo founded the Vitasoy Company in 1940 with the aim of providing an affordable, tasty and nutritious plant-based beverage to the mass public who were suffering from shortage of food with soaring prices. Vitasoy became a valuable addition to the daily diet of many of the hard-pressed residents in Hong Kong when World War II hit the city.

Today, the Vitasoy Group's branded products are sold in nearly 40 markets worldwide with manufacturing facilities in Hong Kong, Mainland China, Singapore and Australia.

As we have grown, our commitment to our founding vision has become even stronger. We strive for being one of the leading international producers of plant-based food and beverage products.

### 我們的願景

維他奶集團之經營目標旨在維持其促進優質生活的領導地位，透過提供質優味美而營養豐富的產品，滿足各地市場客戶的需求。

### 我們的歷史

羅桂祥博士在1940年創立維他奶公司，目的是為當時受糧食不足及物價飛漲之苦的大眾，提供價格相宜、美味及營養豐富的以植物成分為主的飲品。在第二次世界大戰時期的香港，維他奶成為了眾多困苦市民日常飲食以外的一種有益的補充品。

今天，維他奶集團的品牌產品在香港、中國大陸、新加坡和澳洲擁有生產基地，並在全球近40個市場出售。

隨著業務的成長，我們對創始願景的承諾亦更堅定，矢志成為一家國際領先的以植物成分為主的食品和飲品生產商。



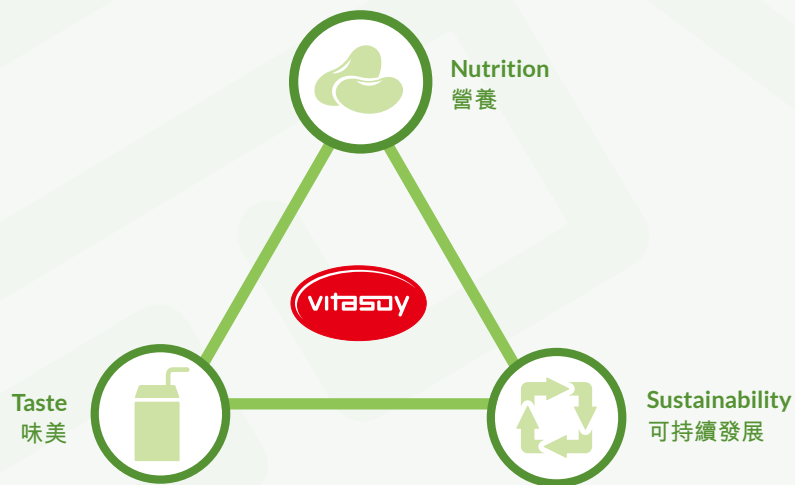
### Our Mission

At Vitasoy, promoting consumer well-being is our number one priority. This is achieved through the provision of a variety of high quality nutritious foods and beverages. Vitasoy is an innovative company, a reliable employer and a responsible corporate citizen dedicated to creating value for our shareholders.

### 我們的使命

維他奶集團以促進消費者健康為首要任務，致力為消費者提供多元化而營養豐富的優質食品和飲品，集團勇於創新，積極拓展業務，是員工值得信賴的工作夥伴。我們並承擔社會責任，以及竭盡所能，為股東爭取長遠穩健的回報。

### Vitasoy's Core – Triangle of Nutrition, Taste and Sustainability 維他奶的核心價值 – 「營養、美味和可持續發展」三角



Dr. K. S. Lo  
羅桂祥博士



### Soy: Protein that is Kind to the Planet 大豆：對地球友善的蛋白質

There are many ways for people to obtain nutrition. But few sources are as environmentally friendly as the soya bean. Known as the “miracle bean,” soy brings tremendous health benefits to individuals and the planet:

- Growing soya beans requires less water than dairy farming, which means more of this precious liquid resource can be used for other purposes
- Compared to soy, dairy production produces more carbon and methane, which are key contributors to global warming
- Soya beans help build soil by fixing nitrogen

人們可以從不同途徑獲取營養，但當中甚少及得上大豆般對環境友善。大豆被稱為「神奇豆」，因為它可以為個人及地球的「健康」帶來很多益處：

- 種植大豆所需的用水比乳牛養殖少，換言之可以讓更多這種珍貴的資源用作其他用途
- 相比大豆製品，生產牛奶製品會製造更多二氧化碳和甲烷，這些都是全球氣候暖化的主要成因
- 大豆幫助土壤固氮

## A Snapshot of Our Company 公司概況



More than 75 years of soya milk  
production heritage  
逾 75 年製造豆奶的經驗



7,124  
PEOPLE

Number of employees  
worldwide  
全球僱員人數



HK\$5,552M

FY2015/16 total revenue  
2015/16 財政年度收入總額



Our Brands

我們的品牌



# VITASOY'S SUSTAINABILITY

維他奶的可持續發展





## Sustainability Vision

Population growth is putting the world's food production under pressure. Agricultural output will have to boost by 70% by 2050 from 2006 to meet demand, and resources are limited.

As well as raising more food, we must also change the way we process it. Today's complex food systems pose many challenges, such as maintaining quality and safety, preventing food wastage and ensuring the livelihood of everyone in the supply chain.

In addition, consumers are becoming more demanding in terms of nutritional content, ingredient information and health benefits. This also presents new opportunities to maximise the nutrition in food products and meet health needs.

As a food and beverage company, Vitasoy sits in the midst of a major sustainability challenge that the world is facing. Put simply, our Sustainability Vision is to provide the right products to complement a healthy lifestyle and make the products in the right way. This may mean producing something that meets the nutritional needs of end users, such as one of our soy-based products. Or it could be a product that can be enjoyed as a delightful snack as part of a healthy lifestyle.

Fundamentally, most consumers choose our products because they enjoy the taste of Vitasoy's products. Moreover, we also want people in pursuit of a healthy lifestyle to know that our products are in harmony with what they value. In the end, we want people to enjoy their food in the full knowledge it has been produced safely and in ways that impact the environment as lightly as possible.

## 可持續發展願景

人口增長為世界糧食生產帶來壓力，如要滿足未來需求，農業產量有需要在2050年前，按2006年的產量提升70%，而資源卻是有限的。

除了要增加糧食產量，我們亦要改變處理糧食的方式。現今複雜的糧食系統帶來一系列挑戰，例如維護品質與安全、避免浪費及確保供應鏈人員生計等。

此外，消費者對於營養含量、成分資料及健康益處等資訊的要求日益提高，為提升食品營養及滿足健康需求帶來新機遇。

作為一家食品和飲品公司，維他奶正處於全球所面對的可持續發展挑戰之中。簡而言之，我們的可持續發展願景是以合適的方法生產合適的產品，以配合健康的生活模式。這可以是製造一些產品以達到最終用戶的營養需求，正如我們的任何一款以大豆為基礎的產品，又或是一種可以作為健康生活一部分的可口小吃。

基本上，大多數消費者選擇我們的產品，因他們享受維他奶產品的美味。除此之外，我們亦希望讓追求健康生活的大眾了解到，我們提供的產品是符合他們的價值觀的。最終，我們希望人們在享用食品或飲品的同時，亦全面了解到它們是在安全及盡力減少影響環境的情況下生產出來的。



Having been providing affordable nutrition for more than 70 years, Vitasoy is fortunate that we are in a favourable position to contribute solutions to global sustainability efforts, for example "Zero Hunger", "Good Health & Well Being" and "Responsible Consumption and Production". 70多年來，維他奶一直致力為大眾提供價格相宜的營養。這份堅持令我們有幸處於一個有利位置，為全球在可持續發展方面的努力貢獻一分力量，例如「消除飢餓」、「良好健康與福祉」以及「負責任的消費和生產」。

## Creating a Framework for Action

Vitasoy invested considerable time and energy in building up its internal sustainability management last year. This was done in parallel with a variety of on-going projects related to product packaging, workforce training and making our manufacturing more efficient.

However, the most significant development was the decision to transform the focus on Sustainability around the Four Pillars into a Two-Pronged Framework which better integrates with the nature of our business. This has enabled us to establish long-term goals that will support the sustainable growth of our company. The framework includes:

- Making the right products
- Making products the right way

This approach provides us with a direction and guides our work with our stakeholders to improve our company.

## 建立行動框架

去年，維他奶投入大量時間和精力建立內部的可持續發展管理。與此同時，我們亦繼續推展一系列不同的項目作配合，包括產品包裝、員工培訓以及提升生產效率等。

然而，最重要的發展是我們決定將可持續發展的焦點由「四大支柱」轉型至「雙軌框架」，這個轉變讓我們可以建立長遠目標，以助業務可持續地增長。該框架範圍包括：

- 生產合適的產品
- 採用合適的生產方法

這個做法為我們提供了方向，並指導我們與持份者合作改進公司。

## The Vitasoy Sustainability Framework 維他奶的可持續發展框架

### Sustainable Plant-based Nutrition 可持續的植物為主的營養

#### Making the Right Products 生產合適的產品

Sustainable Nutrition  
可持續的營養  
Product Portfolio  
產品組合  
End User Engagement  
與最終用戶的關係

#### Making Products the Right Way 採用合適的生產方法

Sustainable Operations  
可持續發展的營運

- Our Manufacturing  
我們的生產
- Our Workplace  
我們的工作環境
- Our Community  
我們的社區

### Making the Right Products

Packaged foods have become a major source of calories and nutrition for many people. At Vitasoy, our R&D is primarily focused on building a portfolio of plant-based products that are compatible with a healthy lifestyle.

It requires constant innovation, and we are making good progress in a number of areas, such as improving nutrient fortification and controlling sugars, fats and other ingredients that we need to be cautious of. Equally importantly, we are committed to engaging with consumers and stakeholders to advocate for a healthy lifestyle and to help people make sound nutrition decisions.

### 生產合適的產品

包裝食品已成為很多人獲取主要熱量和營養的來源。維他奶的研發部門主要專注於開展一系列以植物成分為主的產品組合，以配合人們健康的生活模式。

要發展這些產品，需要不斷創新。我們在一些領域正取得相當的進展，包括強化營養，控制糖、脂肪及其他我們需要注意的成分。同樣重要的是，我們致力於與消費者和持份者建立關係，以提倡健康的生活模式，並幫助大眾在營養方面做出良好的決定。



### Making Products the Right Way

Offering good products is not enough. They have to be made in a sustainable manner, so we must learn to make more with less.

For Vitasoy, this means paying close attention to the environmental aspects of our manufacturing – waste, water, energy, product packaging and raw materials sourcing – to continually reduce our environmental impact. It also means building strong relationships with our employees and communities to ensure that we are creating long-term opportunities for them.

### 採用合適的生產方法

單單提供好的產品是不足夠的。這些產品亦應以可持續的方式製造，因此我們需要學習如何用更少的資源生產更多。

對於維他奶來說，這代表我們需密切關注生產上有關環境的各個方面 – 廢棄物、水、能源、產品包裝及原材料採購 – 以持續減少對環境的影響，同時我們需要與員工及社區建立緊密聯繫，為他們創造長遠機會。



### From Framework to Action

Vitasoy's sustainability strategy has been developed by our External Affairs and Sustainability function along with other members of the management team, under the oversight of our CEO. The management team meets regularly to discuss the programme, with individual departments taking the lead in implementing the pieces most closely related to their operations.

The new Two-Pronged framework will form the basis for the future steps in our sustainability journey. Many of these areas – such as product portfolio development and manufacturing – have always been our focus areas, while others, such as packaging and raw material supplier management, will require more study and engagement with our stakeholders.

We are developing KPIs for each focus area – some of which we have already chosen, while others are evolving as we improve our understanding of key areas that may become additional KPIs in the future.

### 從框架到行動

在行政總裁的指導下，維他奶的可持續發展策略由對外事務和可持續發展部門與管理團隊的其他成員一起制定。管理團隊會定期舉行會議討論由各部門主導及執行的各項工作。

新的「雙軌框架」將成為我們未來在可持續發展道路上的基礎。許多這些範疇，例如產品組合的開發和製造，一直都是我們的焦點，至於其他範疇，如包裝及原材料供應商之管理，則仍需要更多的研究，以及和持份者建立關係。

我們正為每一個範疇建立關鍵績效指標 (KPI) – 當中有些已被確立，而另一些範疇則隨著我們對它們的認識加深有機會在將來建立新的關鍵績效指標。





# Vitasoy's Sustainability 維他奶的可持續發展

Pillar 支柱	Focus Area 重點範疇	KPIs 關鍵績效指標	Goals* 目標 *
<b>Making the Right Products – Sustainable Nutrition 生產合適的產品 — 可持續的營養</b>			
Product Portfolio 產品組合	Strive to innovate on ways to enhance nutrition across our portfolio and ensure our plant-based products are compatible with a healthy lifestyle 努力創新以提升產品組合的營養價值，並確保我們的植物為本產品配合健康的生活模式	Plant-based Nutrition 以植物為主的營養 Increase plant-based beverage offerings 增加以植物成分為主的飲品選擇	Plant-based Nutrition 植物基營養 2016: 82% 2021: 85% 2026: 90%
		Increase nutritious plant milk beverage offerings 增加富營養的植物奶飲品的選擇	2016: 85% 2021: 89% 2026: 95%
		Low Fat Offerings 低脂肪飲品 Increase "low fat", "low saturated fat and zero trans fat" beverage offerings 增加「低脂肪」、「低飽和脂肪及零反式脂肪」的飲品選擇	Low Fat Offerings 低脂肪飲品 2016: 89% 2021: 91% 2026: 93%
		Low to Moderate Sugar Offerings 低至中糖度飲品 Increase beverage offerings with low to moderate total sugar levels 增加低至中糖度的飲品選擇	Low to Moderate Sugar Offerings 低至中糖度飲品 2016: 71% 2021: 76% 2026: 82%
End User Engagement 與最終用戶的關係	As an advocate for a healthy lifestyle, help consumers make informed choices for healthier lives 作為健康生活模式的提倡者，幫助消費者掌握資訊，為健康的生活作出選擇	/	/
<b>Making Products the Right Way – Sustainable Operations 採用合適的生產方法 — 可持續發展的營運</b>			
Our Manufacturing 我們的生產	Help conserve precious limited natural resources through smart and efficient uses 以精明、高效的方式節約珍貴的自然資源	Water Management 水資源管理 Reduce the amount of water used to manufacture each unit of product 減少製造每件產品的用水量	Water Management 水資源管理 2021: -10% vs 2014 2026: -20% vs 2014
		Energy Efficiency and Conservation 能源效益和節約能源 Reduce the amount of electricity and fuel used to manufacture each unit of product 減少製造每件產品的電力和燃料用量	Energy Efficiency and Conservation 能源效益和節約能源 Fuel usage 燃料用量 2021: -15% vs 2014 2026: -20% vs 2014
	Packaging 產品包裝 Strive to reduce the environmental impact of packaging materials 致力減低產品包裝物料對環境造成的影響	Percentage of fresh-keeping laminated paper pack with FSC certification label 印有FSC認證標籤的保鮮複合包裝紙盒的百分比	To increase the percentage of fresh-keeping laminated paper pack with FSC certification label to 90% by 2019 在2019年或之前增加印有FSC認證標籤的保鮮複合包裝紙盒達90%
	Raw Materials Sourcing 採購原材料 Strive to ensure our raw materials come from sources that help to protect delicate ecosystems 致力確保原材料取自保護脆弱生態系統的來源地	/	/
	Waste Management 廢棄物處理 Help reduce impact on the environment through reduction, reuse and recovery of different types of waste 透過減少、再用及回收不同種類的廢棄物，減低對環境的影響	Okara recycling rate 豆渣回收率	Maintain okara recycling rate to be at or above 99% 維持99%或更高的豆渣回收率
Our Workplace 我們的工作環境	Learning and Development 學習與發展 Provide learning and development opportunities to employees to help enhance workforce competency 提供學習和發展機會，以提升員工的能力	/	/
	Diversity and Collaboration 多元與團隊協作 Strive to establish a corporate culture that values individual differences while promoting collaboration 努力建立共融的企業文化，重視員工個人差異，鼓勵團隊協作		
	Safety and Health 安全與健康 Maintain a safe and healthy work environment and ensure employees adopt practices that help to maintain such environment 確保員工採取職安健的措施，維持安全健康的工作環境		
	Engagement and Involvement 投入和參與 Enhance employees' engagement and sense of belonging to maintain a stable workforce 加強員工的敬業度和歸屬感，維持工作團隊穩定		
Our Community 我們的社區	Advocacy and consumer education and enhancement of opportunities for communities to enjoy healthy lifestyle 透過倡導、消費者教育和增加機會，讓社區享受健康的生活模式	/	/

\* All years stated in the KPIs and Goals in this report refer to the fiscal year ended 31<sup>st</sup> March. For example, 2016 refers to FY2015/16  
本報告內所有關鍵績效指標及目標年份為截至三月三十一日止的財政年度。例如2016為2015/16財政年度

MAKING  
THE RIGHT  
PRODUCTS

生產合適的產品



### Sustainable Nutrition

#### Product Portfolio

##### Focus Area 重點範疇：

Strive to innovate on ways to enhance nutrition across our portfolio and ensure our plant-based products are compatible with a healthy lifestyle

努力創新以提升產品組合的營養價值，並確保我們的植物為本產品配合健康的生活模式

Vitasoy has been offering sustainable nutrition through our plant-based beverages since the day we were founded. We have continued to develop products that reduce environmental burden, deliver nutritional benefits and delight the consumer's palate.

We remain committed to ensuring our plant-based products are compatible with a healthy lifestyle, and with the World Health Organization's (WHO) recommendation to follow a nutritious diet based on a variety of plant foods while reducing fat, sugar and salt intake.<sup>i</sup> That commitment has produced a range of plant-based beverages that are important sources of essential nutrients, such as protein and calcium as well as vitamins B and A which help to nourish the body and support one's health. Vitasoy is actively exploring opportunities to improve the nutritional benefits of our beverages through the use of natural and healthy ingredients and functional nutrients.

Making "the right products" can make a huge difference to individuals and is also tremendously beneficial to society at large. A healthy lifestyle contributes to the prevention of common health problems such as obesity, cardiovascular diseases, diabetes and several types of cancer. That, in turn, helps reduce the healthcare burden and free up resources to cater for other needs.

### 可持續的營養

#### 產品組合

維他奶自成立以來，一直透過以植物為本的飲品提供可持續營養。至今我們不斷開發能夠減少環境負擔、提供營養價值及滿足消費者口味的產品。

我們致力生產植物為本的產品以配合健康的生活模式及符合世界衛生組織推薦的營養飲食，即包含多種植物而又減少脂肪、糖和鹽的攝入。<sup>i</sup>基於這份熱忱，我們生產含有營養要素的一系列植物為本飲品，提供重要營養，包括蛋白質、鈣質、維他命B以及維他命A，有助滋養身體及維持健康。維他奶正積極探索機會，提升飲品的營養價值，包括使用天然及健康的材料和功能性營養要素。

生產我們認為「合適的產品」可為個人和社會帶來顯著的效益。健康的生活模式有助預防常見的健康問題，如肥胖、心血管疾病、糖尿病和某些癌症，從而幫助減少醫療保健的負擔，讓更多資源滿足其他需求。



<sup>i</sup> World Health Organization. A healthy lifestyle. Available from: <http://www.euro.who.int/en/health-topics/disease-prevention/nutrition/a-healthy-lifestyle>

<sup>i</sup> 世界衛生組織 — A healthy lifestyle。請參閱：<http://www.euro.who.int/en/health-topics/disease-prevention/nutrition/a-healthy-lifestyle>

### Plant-based Nutrition

A plant-based diet with a high proportion of vegetables, fruit, whole grains, legumes, nuts, and seeds offers many advantages. It is usually lower in total fat, saturated fat and cholesterol than one based on foods originating from animals. A plant-based diet is also associated with a lower risk of obesity, coronary heart disease, high blood pressure, diabetes and some forms of cancer.<sup>ii</sup> According to a recent report by the US Department of Health and Human Services (DHHS) and US Department of Agriculture (USDA), in addition to being more health-promoting, a plant-based diet is associated with less environmental impact than a higher meat or non-plant-based diet.<sup>iii</sup>

To echo the research and the WHO's recommendations for ensuring a healthy lifestyle<sup>iv</sup>, Vitasoy has been offering a bevy of innovative plant-based products in the past five years. They include VITASOY GO and Calci-Plus Sterol in Hong Kong, the Health-Plus series in Mainland China, and the almond milk range and coconut milk range in Australia.

### 以植物為主的營養

以植物為主的飲食包含高比例的蔬菜、水果、全穀類、豆類、堅果及種子，可帶來各種好處，而且通常較以肉食為主的飲食含有較低的總脂肪、飽和脂肪及膽固醇，亦有助減低患肥胖症、冠心病、高血壓、糖尿病和某些癌症的風險。<sup>ii</sup> 根據美國衛生和公共服務部及美國農業部近期的報告顯示，以植物為主的飲食除可以促進健康外，亦較肉食為主或非植物為主的飲食帶來更低的环境影響。<sup>iii</sup>

為回應上述研究報告及世界衛生組織就健康生活模式的建議<sup>iv</sup>，維他奶在過去五年來不斷創新，供應新的以植物成分為主的產品，包括香港的「VITASOY GO」和「鈣思寶」系列，中國大陸的「健康+」系列，以及澳洲的「杏仁奶」和「椰子奶」系列。

#### KPI: Increase plant-based beverage offerings

關鍵績效指標：增加以植物成分為主的飲品選擇

- Goal: Increase the proportion of plant-based beverages<sup>v</sup> in our portfolio, from an average of **82%** in 2106, to **85%** by 2021 and **90%** by 2026  
目標：在產品組合中增加以植物成分為主的飲品<sup>v</sup>，把相關比例從2016年的平均**82%**，於2021年及2026年分別提升至**85%**和**90%**

#### KPI: Increase nutritious plant milk beverage offerings

關鍵績效指標：增加富營養的植物奶飲品的選擇

- Goal: Within our plant milk<sup>vi</sup> beverage portfolio, we will increase the proportion of plant-milk<sup>vi</sup> meeting the nutritious beverage<sup>vii</sup> criteria, from an average of **85%** in 2016, to **89%** in 2021 and **95%** by 2026  
目標：在植物奶<sup>vi</sup>產品組合中增加符合「營養飲品<sup>vii</sup>」的指標的比例，把相關比例從2016年的平均**85%**，於2021年及2026年分別提升至**89%**和**95%**

<sup>ii</sup> American Heart Association. Vegetarian Diets. Available from: [http://www.heart.org/HEARTORG/HealthyLiving/HealthyEating/Vegetarian-Diets\\_UCM\\_306032\\_Article.jsp#.V0KCWjV97ct](http://www.heart.org/HEARTORG/HealthyLiving/HealthyEating/Vegetarian-Diets_UCM_306032_Article.jsp#.V0KCWjV97ct)

<sup>iii</sup> US Department of Health and Human Services; US Department of Agriculture. Scientific Report of the 2015 Dietary Guidelines Advisory Committee. Available from: <http://health.gov/dietaryguidelines/2015-scientific-report/PDFs/Scientific-Report-of-the-2015-Dietary-Guidelines-Advisory-Committee.pdf>

<sup>iv</sup> World Health Organization. A healthy lifestyle. Available from: <http://www.euro.who.int/en/health-topics/disease-prevention/nutrition/a-healthy-lifestyle>

<sup>v</sup> Contain 0mg cholesterol

<sup>vi</sup> Milk-like beverages derived from plant ingredients such as grains, legumes, soya beans, nuts and seeds

<sup>vii</sup> Please refer to Table 1 in Appendix for details on criteria for "nutritious beverage"

<sup>ii</sup> 美國心臟協會 — Vegetarian Diets。請參閱：[http://www.heart.org/HEARTORG/HealthyLiving/HealthyEating/Vegetarian-Diets\\_UCM\\_306032\\_Article.jsp#.V0KCWjV97ct](http://www.heart.org/HEARTORG/HealthyLiving/HealthyEating/Vegetarian-Diets_UCM_306032_Article.jsp#.V0KCWjV97ct)

<sup>iii</sup> 美國衛生和公共服務部，美國農業部 — Scientific Report of the 2015 Dietary Guidelines Advisory Committee。請參閱：<http://health.gov/dietaryguidelines/2015-scientific-report/PDFs/Scientific-Report-of-the-2015-Dietary-Guidelines-Advisory-Committee.pdf>

<sup>iv</sup> 世界衛生組織 — A healthy lifestyle。請參閱：<http://www.euro.who.int/en/health-topics/disease-prevention/nutrition/a-healthy-lifestyle>

<sup>v</sup> 含有0毫克膽固醇

<sup>vi</sup> 仿奶類飲品從植物材料中提煉，如穀物、豆類、大豆、堅果和種子

<sup>vii</sup> 請參閱附錄表一有關「營養飲品」的準則



## Making the Right Products 生產合適的產品

Our commitment to enhancing the nutritional benefits of our products can be seen clearly in what we have already achieved and in the KPIs we have set for the business.

“Nutritious beverage” has limited sugar, fat or saturated fat, and acts as a source of important nutrient, such as protein, fibre, calcium, vitamin B and vitamin A, which helps to nourish the body and support one’s health. Beverages are qualified as being nutritious based on relevant local market regulations and standards. Please refer to Table 1 in the Appendix at the end of this report for details.

### Fat Content Reduction

Vitasoy supports the WHO’s recommendation on controlling fat intake and replacing most saturated fats with unsaturated fats, while limiting the amount of trans fat in the diet.<sup>viii</sup>

我們對加強產品營養效益的承諾，可以從已取得的成果以及所訂定的關鍵績效指標中得到引證。

「營養飲品」含有有限的糖分、脂肪或飽和脂肪，並可作為重要營養素的來源，如蛋白質、纖維素、鈣質、維他命B和維他命A，這些營養素可滋養身體和維持健康。我們對「營養飲品」的定義參考了各相關市場的監管標準，作為合資格的營養飲品。請在本報告結尾部分的附錄表一參考詳細資料。

### 降低脂肪含量

維他奶響應世界衛生組織針對控制脂肪攝取量的建議，以非飽和脂肪取代大部份飽和脂肪，並限制飲食中的反式脂肪。<sup>viii</sup>

#### KPI: Increase “low fat”, “low saturated fat and zero trans fat” beverage offerings

關鍵績效指標：增加「低脂肪」、「低飽和脂肪及零反式脂肪」的飲品選擇

- Goal: Increase the proportion of low fat or low saturated fat and zero trans fat choices in our beverage portfolio from an average of **89%** in 2016, to **91%** in 2021 and **93%** by 2026  
目標：在產品組合中增加含低脂肪或低飽和脂肪以及零反式脂肪的飲品比例，把相關比例從2016年的平均**89%**，於2021年及2026年分別提升至**91%**和**93%**

### Sugar Content Reduction

Vitasoy also supports the WHO’s recommendation to limit the intake of free sugars.<sup>ix</sup> Vitasoy has in fact been offering NO or LOW sugar products since 1990 when we launched our first “No Added Sugar” product – Pure Soya Unsweetened Bean Extract. Since then we have been expanding the portfolio with the addition of new LOW or NO sugar products.

### 降低糖分含量

維他奶亦積極支持世界衛生組織的建議，限制游離糖的攝取量<sup>ix</sup>。事實上，維他奶從1990年推出第一款「無添加糖」產品 – 「維他無添加糖純豆漿」開始，便持續供應無糖或低糖產品，並不斷在產品組合中增加新的無糖或低糖飲品。

#### KPI: Increase beverage offerings with low to moderate total sugar levels

關鍵績效指標：增加低至中糖度的飲品選擇

- Goal: Increase the proportion of beverages with low to moderate sugar<sup>x</sup> in our product portfolio, from an average of **71%** in 2016, to **76%** in 2021 and **82%** by 2026  
目標：在產品組合中增加低至中糖度飲品<sup>x</sup>的比例，把相關比例從2016年的平均**71%**，於2021年及2026年分別提升至**76%**和**82%**

<sup>viii</sup> World Health Organization – Diet. Available from: <http://www.who.int/dietphysicalactivity/diet/en/>

<sup>ix</sup> World Health Organization – Diet. Available from: <http://www.who.int/dietphysicalactivity/diet/en/>

<sup>x</sup> Meet low sugar criteria or total sugar content limited to not more than 7.5%

<sup>viii</sup> 世界衛生組織 – Diet。請參閱：<http://www.who.int/dietphysicalactivity/diet/en/>

<sup>ix</sup> 世界衛生組織 – Diet。請參閱：<http://www.who.int/dietphysicalactivity/diet/en/>

<sup>x</sup> 符合低糖度指標或總糖含量不超過7.5%

## Making the Right Products 生產合適的產品

### End User Engagement

### 與最終用戶的關係

#### Focus Area 重點範疇：

As an advocate for a healthy lifestyle, help consumers make informed choices for healthier lives

作為健康生活模式的提倡者，幫助消費者掌握資訊，為健康的生活作出選擇

Vitasoy understands that consumers are increasingly demanding healthier products with simpler ingredients. They also want easy-to-understand product labelling and easily accessible product information.

As a responsible manufacturer of products with plant-based nutrition, we are committed to addressing those needs and helping consumers make informed, healthier diet choices. To enhance clarity of nutrition information of our products in order to help end users identify beverages that best suit their lifestyles, we intend to enhance our design and nutrition information on the product packs.

At the same time, we will continue to communicate beyond packaging by providing the most updated nutritional information and health news about our products online and explore other channels of communications.

Vitasoy also seeks to provide efficient and courteous customer service to enhance end user satisfaction. Our customer service hotline, which is managed by well-trained customer service representatives, is printed in every Vitasoy product package for consumers to raise enquiries and provide feedback to us. Consumers also have access to information about the operation and management of the Company through our annual reports. We will not make any misrepresentation, exaggeration or overstatement.

維他奶了解到越來越多的消費者需要更健康的產品及更簡單的產品成分，他們亦希望產品標籤容易理解，而產品資訊亦容易獲取。

作為含植物營養的產品的負責任生產商，我們致力滿足消費者的上述需求，幫助他們掌握資訊，作出更健康的飲食選擇。為清晰展示我們產品上的營養資訊，以幫助最終用戶辨識最符合他們生活模式的飲品，我們計劃改善產品包裝上的營養訊息和外觀設計。

同時，我們會繼續在網上提供關於我們產品的最新營養資訊和健康訊息，以及探索更多與消費者溝通的渠道。

為了增進最終用戶的滿意度，維他奶致力提供效率高、慇懃有禮的服務。我們的客戶服務熱線由訓練有素的客戶服務員接聽和處理，而所有維他奶產品的包裝盒上，均印有熱線號碼，方便消費者查詢和回饋意見。他們亦可以閱覽我們的年報，了解本公司的業務營運和管理。我們不會作任何失實、誇大或過份的聲明。

### Product Policies and Consumer Protection

### 產品政策與消費者保障

Vitasoy adheres to an uncompromising philosophy in quality standards, which is vital to business sustainability. In addition to strictly complying with food safety and labelling regulations of the markets where our products are manufactured and sold, we apply quality standards right from raw material management, production and process control to finished goods assurance. Examples of accreditations and certifications awarded to us include Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practice (GMP) and International Organization for Standardization (ISO22000 and ISO9000).

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

維他奶深明品質是支持業務長遠發展的要素，因此恪守不二的宗旨，時刻保持最佳質素。在我們製造和銷售產品的市場，除了嚴格遵守當地相關的食物安全及標籤規例，亦全面監管製造流程，從原材料的管理、生產和加工控制以至製成品質量保證，每個步驟都要求達到最高水平，亦屢獲認證，例如「危害分析及關鍵控制點」(HACCP)、「良好生產規範」(GMP)及「國際標準化組織」(ISO22000和ISO9000)。

我們備有完善的預警機制，設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。

## Making the Right Products 生產合適的產品

Vitasoy has been adopting a Trademark Policy which provides the fundamental guidelines for employees in using the Company's trademarks in appropriate ways 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.

Vitasoy is also 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.

維他奶已制訂商標政策，列明基本指引，以便員工恰當地使用本公司各商標，以避免削弱我們的商標權利。此外，我們在美國委聘商標代理，負責保障及捍衛知識產權，並在有需要時採取行動，保護本公司的知識產權。

維他奶亦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。

# MAKING PRODUCTS THE RIGHT WAY

採用合適的生產方法





## Sustainable Operations

### Our Manufacturing

Food and beverage manufacturing has a comparatively low impact on the environment. Nonetheless, the industry is facing increasingly challenging sustainability issues arising from climate change, water scarcity as well as energy use and the discharge/disposal of waste.

#### Focus Area 重點範疇：

Help conserve precious limited natural resources through smart and efficient uses

以精明、高效的方式節約珍貴的自然資源

### Water Management

In addition to being the main ingredient in most of our beverages, water is also used in many operational areas including heating, cleaning and cooling.

Accordingly, Vitasoy carefully tracks water use across all our facilities to understand consumption patterns and identify gaps and opportunities to reduce the amount of water used.

Currently we are working on increasing the amount of water we recycle for use in some of operational areas. This approach helps lower the total amount of water Vitasoy consumes. For example, our plant in Foshan continually recycles water used to cool production line machinery, saving tens of thousands of tons of water every year.

In our Shanghai plant, optimisation of the can production line process has helped enhance efficiency, resulting in a reduction in the need for Clean-in-Place (CIP), contributing to a reduction in water usage and discharge.

## 可持續發展的營運

### 我們的生產

製造食品及飲品雖對環境構成的影響較低，然而，整個行業正面對由氣候變化帶來的可持續發展方面的挑戰，如水資源短缺、能源使用和廢棄物的排放和丟棄。

### 水資源管理

水資源不但是我們大部份飲品的主要材料，更廣泛應用在眾多的營運範疇上，包括加熱、清潔和冷凍。

有見及此，維他奶仔細地跟進所有設備的用水情況，以了解用水模式和識別可改善的空間及機遇，減省用水量。

我們目前不斷努力增加循環水在一些範疇的應用，借此途徑幫助減低維他奶整體水資源的耗用。例如，我們在佛山的廠房持續使用循環水冷卻生產機器，每年節約數以萬噸的用水量。

我們上海的廠房以優化鋁罐的生產程序提升效率，減低對在線清洗系統的需求及用水量和排放。

#### KPI: Reduce the amount of water used to manufacture each unit of product

關鍵績效指標：減少製造每件產品的用水量

- Goal: Reduce the amount of water used to manufacture each product unit by 20% by 2026 compared with 2014, with a mid-term goal of 10% by 2021  
目標：與2014年相比，在2026年或之前減少生產每件產品的用水量達20%，中期目標為在2021年或之前降低10%

Water Usage 用水量	Base Year 基準年			Goals 目標	
YEAR 年份	FY2013/14	FY2014/15	FY2015/16	FY2020/21	FY2025/26
Water usage/case (kg/case)* 用水量 / 箱 (公斤 / 箱)*	38.2	37.4	37.5	34.4	30.6
Percentage change over year 2014					
與2014年比較的百分比改變	-	-2.1%	-1.8%	-10%	-20%

# Making Products the Right Way 採用合適的生產方法

## Energy Efficiency and Conservation

Vitasoy is committed to continuous improvement on efficiency of fuel and electricity usage, and have implemented a variety of initiatives in the past year.

The Hong Kong operation has improved efficiency by optimising the design of water cooling pipes, which in turn helps to reduce electricity usage. The plant has won the World Green Organisation's Green Office Label for the second consecutive year.

In Mainland China, all our manufacturing plants are designed with a principle to maximise the use of natural sunlight and ventilation. Other initiatives to help further reduce electricity consumption include the use of LED lighting in newer plants, the gradual replacement by LED light at existing plants in areas where applicable, the increasing use of water-cooling type frequency inverter driven compressor air units in production lines as well as the use of solar energy heaters in dormitories. Our dedicated efforts to selecting and using highly efficient machines to increase manufacturing productivity is also a major area of our energy conservation.

## 能源效益和節約能源

維他奶致力在燃料和電力運用的效益上持續作出改善，並在去年施行了眾多相關措施。

我們在香港的營運以優化冷卻水管的設計提升效益和降低電力使用。廠房亦連續兩年取得世界綠色組織頒發的「綠色辦公室認證」。

位於中國大陸的所有廠房皆以充分利用自然採光和通風作為設計原則。其他節能措施包括在較新的廠房使用發光二極體(LED)照明系統，並在現有廠房適合的地方逐步更換LED燈。此外，亦增加在生產線上使用水冷式變頻驅動空氣壓縮機，並在員工宿舍採用太陽能熱水器。我們更致力挑選和採用高效率的機器以提升生產力，這些都是我們節能的重點措施。

### KPI: Reduce the amount of electricity and fuel used to manufacture each unit of product

關鍵績效指標：減少製造每件產品的電力和燃料用量

- Goal: Reduce fuel usage by 20% by 2026 compared with 2014, with a mid-term goal of 15% reduction by 2021  
目標：與2014年相比，在2026年或之前減少生產每件產品的燃料用量達20%，中期目標為在2021年或之前降低15%
- Goal: Reduce electricity usage by 15% by 2026 compared with 2014, with a mid-term goal of 10% reduction by 2021  
目標：與2014年相比，在2026年或之前減少生產每件產品的電力用量達15%，中期目標為在2021年或之前降低10%

Fuel Usage 燃料用量	Base Year 基準年			Goals 目標	
YEAR 年份	FY2013/14	FY2014/15	FY2015/16	FY2020/21	FY2025/26
Fuel usage/case (KWH/case)* 燃料用量 / 箱 (千瓦時 / 箱)*	2.135	2.132	2.111	1.815	1.708
Percentage change over year 2014 與2014年比較的百分比改變	-	-0.14%	-1.12%	-15%	-20%

Electricity Usage 電力用量	Base Year 基準年			Goals 目標	
YEAR 年份	FY2013/14	FY2014/15	FY2015/16	FY2020/21	FY2025/26
Electricity usage/case (KWH/case)* 電力用量 / 箱 (千瓦時 / 箱)*	0.843	0.847	0.808	0.759	0.717
Percentage change over year 2014 與2014年比較的百分比改變	-	+0.5%	-4.2%	-10%	-15%

## Making Products the Right Way 採用合適的生產方法

### Use of Clean Energy

As well as conserving limited natural resources, Vitasoy is doing its best to use clean energy as part of its strategy to reduce environmental impact. At our new plant in Wuhan, China, we are using biomass, which is a type of fuel made from re-used organic material, as the fuel for the facility's boiler. This is a type of cleaner energy with emissions comparable to that of natural gas and lower than fossil fuels and conventionally generated electricity. The new plant is also implementing a trial project to explore the use of solar energy for part of its operations. As mentioned above, at many of our other plants, our dormitories use water heaters that run on solar energy.

Going forward, our target is to use solar energy for non-production applications, such as air conditioning and lighting, in existing and new plants.

### Further Initiatives

In addition to reducing the environmental impact of our existing operations, Vitasoy is also very aware of the need to identify new opportunities for decreasing the company's environmental footprint as our presence expands. Our new plant in Wuhan, opened in March 2016, is Vitasoy's first plant in Mainland China designed in accordance with the LEED (Leadership in Energy and Environmental Design) Gold Certification requirements developed by the US Green Building Council. Environmental efficiency elements include using natural air for ventilation, natural sunlight and solar energy, as well as water and heat reuse systems. In addition, the fence and outdoor benches are constructed with recycled composite made from packaging paper. We will continue to follow the same design standard as we build new plants.

### 使用潔淨能源

除了節約使用有限的天然資源，維他奶積極採用潔淨能源，以減低對環境的影響。我們在中國武漢新廠房的鍋爐採用生物質作為燃料，生物質是一種由再生有機物質製成的燃料，是較潔淨的能源，其碳排放量與天然氣相約，並低於化石燃料和傳統生產的電力。此外，新廠房亦正推行一項試驗計劃，探討在部分營運中採用太陽能。上文亦有提及，我們眾多廠房的員工宿舍現已採用太陽能熱水器。

展望將來，我們的目標是在現有和新建的廠房利用太陽能支持非生產性的營運，如冷氣運作和照明。

### 進一步的措施

現時除了減低現有的營運對環境的影響外，維他奶亦非常關注到在業務擴張的同時，尋求新機遇減少公司環境足跡。於2016年3月投入生產的武漢廠房是維他奶在中國大陸的第一間以美國綠建築協會制定的「能源與環境設計先鋒」金級認證標準來建造的。設計包含了不同的環境效益元素，如自然通風、採用日光和太陽能，以及水和熱力循環使用系統。同時，廠房的圍欄和長凳以產品包裝紙製成的再生複合物建造。我們在建造其他新廠房時將繼續沿用相同的設計標準。



Solar panels at the Wuhan plant in China  
中國武漢廠房的太陽能板





Biomass, a type of fuel made from re-used organic material, is used for the Wuhan plant's boiler  
武漢廠房採用由再生有機物製成的生物質作為鍋爐燃料

### Focus Area 重點範疇： Strive to reduce the environmental impact of packaging materials 致力減低產品包裝物料對環境造成的影響

#### Packaging

Vitasoy has always cared about how packaging is produced and the environmental footprint it leaves. This will be a focus area in Vitasoy's sustainability journey from the intake, ie choice of materials, to its usage and disposal. Efforts are underway to understand this entire area and to explore potential initiatives with various parties to help contribute to the reduction of environmental impact.

This is a major area of usage of raw materials and poses a number of complex issues for the food and beverage industry. It must protect and preserve delicate products under a wide range of conditions in storage, during transport and on the shelf. Disposal of packaging after consumption is also a major environmental challenge for this sector.

We typically use four types of packaging – PET bottles, aluminium cans, glass bottles and carton paper packs so as to offer a selection of packages to suit the varying needs of end users.

#### PET Bottles and Aluminium Cans

In the last three years, we have reduced the weight of PET used in bottles by 1.3% and amount of aluminium used in cans by 8%. We will continue to push this as far as we can without compromising package safety or functionality. For example, we have been looking into further weight reduction for aluminium cans, and in 2015 we developed a new kind of cap for PET bottles that weighs 18% less than previous caps.

In addition, we are studying and exploring the use of different materials for our packaging. Initiatives are in place to understand the environmental footprints of different materials so as to allow us to develop solutions to our future packaging.

#### 產品包裝

維他奶一向關注包裝物料的生產及其環境足跡。這將是維他奶可持續發展道路上其中一個重點領域，由物料的選擇、生產以至丟棄，我們正努力了解這方面的一切，並與不同團體探討可行性方案，為減低對環境的影響作出貢獻。

包裝是原材料的主要用途之一，並為食品及飲品行業衍生很多複雜的問題。包裝物料須在不同階段，包括儲存、運送和在貨架上出售時，保護和保存需要小心處理的產品。當產品使用後，所丟棄的包裝物料亦為行業帶來很大的環境挑戰。

我們普遍使用四種包裝物料，包括聚對苯二甲酸乙二酯（PET）塑膠樽、鋁罐、玻璃樽和包裝紙盒，為產品最終用戶提供多種包裝，以滿足不同需要。

#### 聚對苯二甲酸乙二酯（PET）塑膠樽與鋁罐

在過往三年，我們為塑膠樽減輕PET物料的重量達1.3%，並減低罐的鋁用量達8%。在不影響包裝安全性和功能的前提下，我們將繼續把相關重量盡量減低。例如，我們一直不斷研究進一步減低鋁罐重量的方法，以及於2015年研發了一款新的PET樽蓋，重量比過往的減輕了18%。

另外，我們正研究和探索使用不同物料作包裝之用。我們正了解不同物料的環境足跡，為將來的包裝尋求解決方案。



## Making Products the Right Way 採用合適的生產方法

### Fresh-keeping Laminated Paper Pack

Fresh-keeping laminated paper pack accounts for the largest portion of our packaging and are, therefore, an area of great importance for us. We use fresh-keeping laminated paper pack so that our drinks can be kept in a safe and hygienic environment and in an energy efficient way as they do not need to be refrigerated.

We are committed to using paper that is certified by the Forest Stewardship Council (FSC) to ensure it comes from wood fibres sourced from sustainably managed forests. However, currently not all our product packs are printed with FSC certification labels. In view of the increasing environmental consciousness of consumers and the increasing demand for information related to environmental footprints, we will strive to increase the number of packs with FSC labels to enable consumers to understand our efforts in this area.

### 保鮮複合包裝紙盒

保鮮複合包裝紙盒的使用佔了我們包裝物料用量的最大部份，故對我們至關重要。使用保鮮複合紙盒包裝，可確保我們的飲品的安全和衛生，而且無需冷藏，能幫助節約能源。

我們致力使用「森林管理委員會」(FSC)認證的紙品，確保製造紙品的木材纖維來自以可持續發展原則管理的森林。現時我們的產品包裝並非所有都印有FSC的認證標籤，但有鑑於消費者日益提升的環境保護意識，以及對產品環境足跡資訊的需求，我們將增加使用FSC認證的包裝，讓消費者了解我們在這方面付出的努力。



## Making Products the Right Way 採用合適的生產方法

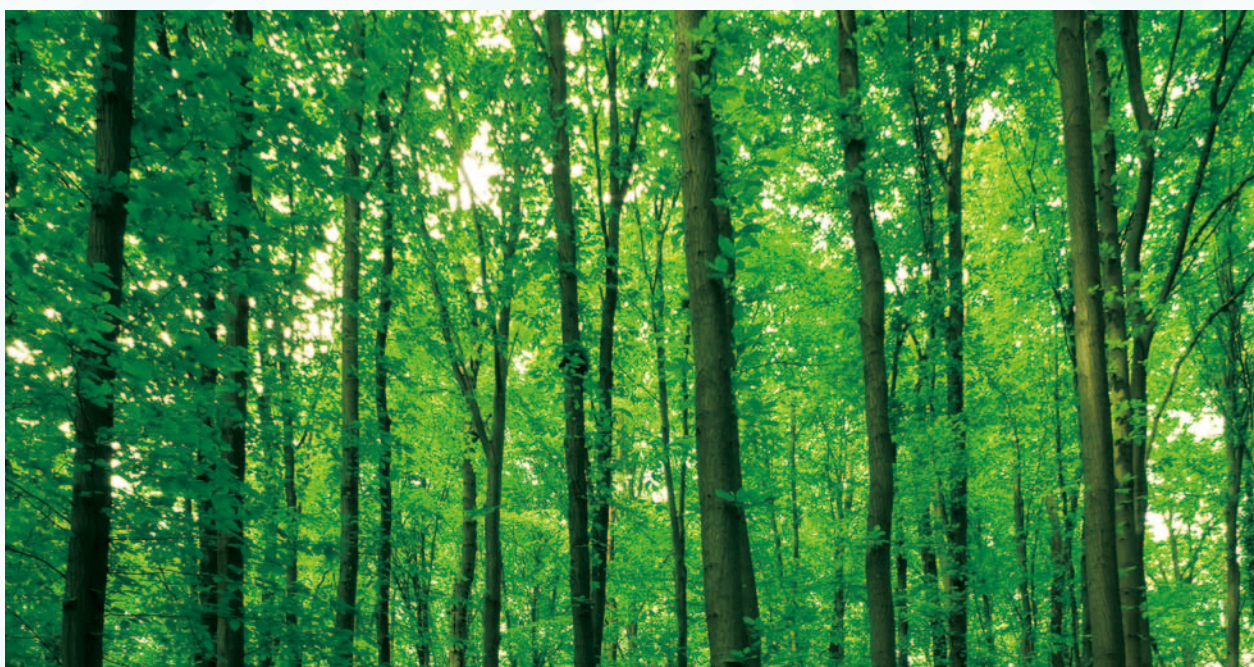
### KPI: Percentage of fresh-keeping laminated paper pack with FSC certification label

關鍵績效指標：印有 FSC 認證標籤的保鮮複合包裝紙盒的百分比

Goal: To increase the percentage of fresh-keeping laminated paper pack with FSC certification label to 90% by 2019

目標：在 2019 年或之前增加印有 FSC 認證標籤的保鮮複合包裝紙盒達 90%

	FY2013/14	FY2014/15	FY2015/16
Percentage of fresh-keeping laminated paper pack with FSC labelled paper 印有 FSC 認證標籤的保鮮複合包裝紙盒的百分比	21.4%	31.8%	52.1%



### The Forest Stewardship Council<sup>1</sup>

森林管理委員會

The Forest Stewardship Council (FSC) 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.

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。

<sup>1</sup> Information taken from The Forest Stewardship Council website

資料取自森林管理委員會網站



### Focus Area 重點範疇：

Strive to ensure our raw materials come from sources that help to protect delicate ecosystems  
致力確保原材料取自保護脆弱生態系統的來源地

#### Raw Materials Sourcing

As a responsible corporate citizen, Vitasoy is committed to selecting and working with suppliers who share our vision of sustainable development. Focusing primarily on plant-based products, our main edible raw materials are soy, tea leaves and other agricultural products.

To ensure a continuous supply we work with suppliers from different countries, most of which have well-developed agricultural sectors and strong national regulatory systems. We also work with a number of contract farms in Australia and Mainland China that supply us with soya beans. Understanding their farming and environmental practices is extremely important. We conduct field audits to help suppliers remain in alignment with sustainability goals.

At Vitasoy, the Purchasing and Product Development teams collaborate closely. That may include requiring appropriate certification to prove the source of a certain raw material. For example, one of the stabilisers used in products manufactured in Australia comes from a sustainable palm oil source which is in compliance with RSPO – the Roundtable on Sustainable Palm Oil supply chain certification system.

As a company that is rooted in soy milk production, we have a stringent policy of purchasing only certified organic or selected non-genetically modified (non-GMO) soya beans. Regular certification verification, testing and audits are conducted to ensure full supplier compliance.

#### 採購原材料

作為負責任的企業公民，維他奶致力挑選與我們抱持相同可持續發展願景的供應商，並與之合作。我們主要集中製造植物為本的產品，故可食用原材料主要為大豆、茶葉和其他農產品。

為確保原材料的持續供應，我們與不同國家的供應商合作，而這些供應商所位處的國家大部份皆有先進的農產業和有利的國家監管系統作支持。我們亦與數個位於澳洲和中國大陸的承包耕作商合作，為我們提供大豆。了解農戶耕作和保護環境的方法乃非常重要，故我們進行實地查核，協助供應商符合可持續發展的目標。

維他奶的採購和產品研發部門合作無間，包括要求某些可食用的原材料必須獲得認證，證明它們來自可持續發展的來源地。例如，在澳洲製造的產品，其使用的一種穩定劑，所採用的棕櫚油是取自可持續發展的來源地，並獲「可持續棕櫚油圓桌倡議組織」(RSPO)的供應鏈認證。

製作豆奶是公司業務的核心，我們推行嚴格的政策，規定只採購經認證的有機大豆或經嚴選的非基因改造大豆。在進料時，我們會對大豆進行定期的認證核實、測試和審核，以確保供應商全面符合規範。



## Making Products the Right Way 採用合適的生產方法

Going forward, we will be adding more systematic procurement policies and tools. The goal is to ensure that our suppliers are helping to protect and improve the natural environment while at the same time supporting the social and economic needs of farmers, their employees and local communities.

展望將來，我們將為現有的採購制度加入更具系統性的採購政策和措施，目標是確保供應商為保護和改善自然環境出一分力，同時為當地農夫、其僱員和當地社區的社會及經濟需要提供支持。

### Focus Area 重點範疇：

Help reduce impact on the environment through reduction, reuse and recovery of different types of waste

透過減少、再用及回收不同種類的廢棄物，減低對環境的影響

### Waste Management

The soy sector does not typically produce any hazardous waste, and Vitasoy is no exception. All solid and liquid waste is disposed of according to local government regulations and requirements. Liquid discharge is treated through our waste water treatment system before being released into the local community's sewage systems.

The original glass-bottle packaging for our signature VITASOY soy milk product is still popular in Hong Kong and Mainland China. We have maintained a high bottle reuse rate of more than 90% for years, and will continue to enhance that through ever more efficient logistics systems.

Another major type of solid waste is “okara” – the residue left after soymilk extraction. In recent years, more than 97% of the okara generated at our manufacturing plants has been passed to recyclers who convert it into animal and fish food. Our goal is to boost the okara recycling rate still further to 99%.

### 廢棄物處理

大豆製品行業一般不會產生任何有害廢棄物，維他奶亦然。所有固體和液體廢棄物皆按照當地政府訂定的法規和要求丟棄。液體排放物均會在我們的污水處理裝置先行處理，然後才排出公共污水系統。

我們以玻璃樽盛載的經典維他奶豆奶產品，時至今日仍在香港和中國大陸深受歡迎。我們過往一直維持超過 90% 的玻璃樽回用率，並將繼續透過更具效率的物流系統實現更高的成效。

另一種主要的固體廢棄物為豆渣，是從大豆提取豆奶後的剩餘物。在近幾年，我們將生產廠房超過 97% 的豆渣交予回收商，將其循環再用製成禽畜飼料和魚糧。我們的目標為增加豆渣的回收率至 99%。

### KPI: Okara recycling rate

關鍵績效指標：豆渣回收率

Goal: Maintain okara recycling rate to be at or above 99%

目標：維持 99% 或更高的豆渣回收率

	FY2013/14	FY2014/15	FY2015/16
Okara recycling rate*			
豆渣的回收率*	99.2%	99.5%	99.7%

At a Vitasoy Group subsidiary, the catering services provider Vitaland Services Limited, a licensed food waste recycling operator, has been appointed to collect unused lunch boxes and food waste. The leftovers are sorted, processed and transported directly to local fisheries and farms to be used as fish and poultry feed.

此外，維他奶集團旗下一間附屬機構，餐飲服務供應商維他天地服務有限公司，委聘了一間持牌廚餘回收商收集未經食用的午餐飯盒和廚餘。把這些剩餘的食物分類和處理後，直接送往本地漁場和農場用作魚糧及家禽飼料。

\* Data on water, fuel and electricity usage as well as Okara recycling for the US plant have been excluded for consistency in tracking related performance in the future, as the assets in relation to the Mainstream and San Sui Businesses in North America have been sold in May 2016

\* 維他奶在北美洲的主流及「山水」品牌業務的有關資產已於 2016 年 5 月出售，為了將來監察用量的一致性，有關的水、燃料和電力用量，以及豆渣回收率，並不包括美國的數據



### Our Workplace

Facing increasing competition and talent shortages at every level – same challenges faced by companies operating in Hong Kong and Mainland China – Vitasoy needs to enhance our ability to attract and retain the right people to support our growth and development. This is particularly important as we pursue our “Go Deep Go Wide” strategy in Mainland China.

In addition to a stable workplace, employees and potential employees are increasingly looking for companies with core values that will enable them to thrive in today’s challenging market.

Nurturing this valuable company culture is the responsibility of the Human Resources department along with our management. Our core competency model – based on the Vitasoy Success Drivers (VSD) launched last year – covers every aspect of cultural excellence, from external facing customer focus to internal collaboration across teams and individual accountability.

In addition, Vitasoy has established policies to encourage best practices in workplace management, including employee development and engagement, diversity policies, an anti-corruption code and a comprehensive health and safety framework.

The result is a distinct corporate culture that is simultaneously true to our heritage and fully-aligned with our future goals.

### 我們的工作環境

在香港和中國大陸營運的企業正面對日益劇烈的市場競爭和各階層人才短缺等挑戰。為了維持增長和發展，維他奶需要增強吸納及保留人才的能力，這對於我們在中國大陸推行「更深更廣」的發展策略尤其重要。

除了穩定的工作環境，僱員和潛在僱員日益重視企業的核心價值，希望可協助他們在現今競爭激烈的市場中取得成功。

人力資源部和公司管理層有責任培育這重要的企業文化，去年推出的「維他奶成功動力」(VSD) 是我們的核心能力模型，覆蓋卓越文化的各個層面，從對外客戶焦點，到內部跨團隊協作，以至個人的責任感。

此外，維他奶亦訂立一系列政策，推動工作環境管理的最佳實踐，包括員工發展和員工敬業度、多元化政策、防止貪污準則以及全面的健康和 safety 框架。

因此我們擁有獨特的企業文化，在承傳公司固有文化的同時，亦符合未來發展的目標。

## Making Products the Right Way 採用合適的生產方法

### Core Competency Model – Vitasoy Success Drivers

Common attitudes to guide behaviour and performance are an essential ingredient for successful growth. Launched in FY2015/16, the VSD core competency model is designed to align skills, attitudes and behaviours and set clear expectations of employee performance through six critical success drivers.

Employees across the entire Vitasoy business have participated in trainings and interactive programmes to see how VSD can be applied in their daily work. Behavioural indicators for different job levels have been incorporated into the Company's Performance Management System (PMS), ensuring alignment between expectations and the actual performance of employees across functions, regions and business units.

### 核心能力模型 – 維他奶成功動力 (VSD)

以統一的態度行為規範引領員工日常行為和工作表現是成功發展的重要因素，我們的核心能力模型VSD於2015/16財政年度建立，以規範員工的技能、態度和行為，並通過六個關鍵成功動力為員工的工作表現設定清晰的要求。

維他奶全體員工均已參與培訓和互動項目，以了解VSD如何在他們的日常工作中應用，不同職級的行為指標已被納入我們的「工作表現管理系統」(PMS)，以確保所有功能部門、區域和業務單位的員工的工作表現與公司的要求一致。



## Making Products the Right Way 採用合適的生產方法

### Human Resources Focuses

Vitasoy believes that the best way to ensure a stable workforce is to promote equal opportunities in every area – from compensation and benefits to recruitment, training and development as well as promotion and transfers. We focus on creating benefits and value for the individual as well as for the organisation. This includes encouraging development and learning, embracing diversity – regardless of nationality, race, religion, gender, age or family status – and collaboration along with safety and health. The result is a genuine meritocracy where everyone is assessed on their ability and performance.

### 人力資源重點範疇

維他奶相信在各方面提供平等的機會是維持穩定人力資源的最佳方法，當中包括報酬和福利，招聘、培訓和發展，晉升和調任等。我們專注為個人和公司創造效益和價值，這包括鼓勵員工培訓和學習，推動多元化，不分國籍、種族、宗教、性別、年齡和家庭狀況，以及保障員工的健康與安全。我們真正做到用人唯才，以每位員工的能力和表現作為評核的基礎。

### Learning and Development

### 學習與發展

#### Focus Area 重點範疇：

Provide learning and development opportunities to employees to help enhance workforce competency

提供學習和發展機會，以提升員工的能力

The Company is dedicated to maintaining our investment in training and development programmes. Last year, we provided nearly 1,660 employee training and development opportunities across Vitasoy's business units. Topics ranged from management skills, personal effectiveness, sales techniques, customer service, quality improvement and food hygiene to workplace safety and technical skills as well as special purpose trainings.

公司一直致力維持投放資源在員工培訓及發展項目。我們在去年為維他奶各業務單位的員工提供將近1,660個培訓和發展機會，培訓主題涵蓋多方面，從管理能力、個人效能、銷售技巧、客戶服務、質量改善和食品衛生，到工作安全和專業技能，同時亦包括其他特別的培訓。

Training 培訓	FY2014/15	FY2015/16
Total Hours 培訓總時數	58,067	107,377 <sup>i</sup>
Training Hours Per Employee 員工人均培訓時數	9.76	15.07

<sup>i</sup> Training hours are significantly higher due to the roll-out of Vitasoy Success Drivers (VSD) across functions, regions and business units

<sup>i</sup> 維他奶成功動力（VSD）在各個功能部門、區域和業務單位的推行使培訓時數顯著上升



## Making Products the Right Way 採用合適的生產方法

### *Talent Management Programme*

All Vitasoy operations have adopted the Talent Management Programme, which identifies the best and brightest candidates for further development and management training.

One of its key components in Hong Kong and Mainland China is the Management Trainee Programme. It offers assignments in different departments, on-the-job coaching, knowledge and skills training, mentor and peer support scheme as well as cross-border exposure. The ultimate goal is to prepare trainees for long and successful career in supervisory positions.

### *World Class Manufacturing*

While Vitasoy is committed to sustainability, we also understand the importance of efficient, cost-effective and superior manufacturing practices. We began to adopt best practices from the World Class Manufacturing (WCM) Programme in Mainland China in 2015 to ensure the highest standard of operation across all our plants in Mainland China.

A series of structured training modules focusing on operational and cost efficiency is being organised and will initially be rolled out to the Mainland China plants, with plants in other locations to follow.

### *Continuous Improvement*

To drive ongoing improvement and enhance the Company's competitive edge, Vitasoy launched a company-wide Continuous Improvement (CI) Programme in July 2015 in Hong Kong. At the senior management level, continuous professional development training programmes enabled Directors and members of the Senior Management team to keep abreast of the latest regulatory requirements, corporate governance practices, macro-economic and consumer trends.

### *人才管理項目*

集團在所有維他奶的業務單位推行「人才管理項目」，旨在選拔最優秀的人員給予進一步的發展和管理方面的培訓。

其中一個在香港和中國大陸的重要項目是「管理培訓生計劃」，安排培訓生於不同部門擔任不同職務、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，最終目標是令他們在將來能成功勝任主管職務，事業得以長遠及成功地發展。

### *世界級製造*

維他奶致力於可持續發展的同時，亦意識到高效能、高成本效益和優良的製造實踐的重要性。我們在2015年開始在中國大陸的生產線採用「世界級製造」(WCM) 的最佳實踐，確保最高的營運標準。

我們安排了一系列結構嚴謹的培訓課程，集中探討營運和成本效益。這些課程將最先在中國大陸的廠房推行，並逐漸擴展至其他地區。

### *持續改進*

為推動公司的持續發展以及加強競爭優勢，維他奶在2015年7月在香港全面推出持續改進計劃。為高級管理層推行持續專業進修項目，讓董事和高級管理層團隊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。



## Making Products the Right Way 採用合適的生產方法

Diversity and Collaboration

多元與團隊協作

### Focus Area 重點範疇：

Strive to establish a corporate culture that values individual differences while promoting collaboration

努力建立共融的企業文化，重視員工個人差異，鼓勵團隊協作

Vitasoy appreciates the importance of a corporate culture that values individual differences. That is one of the reasons we actively promote collaboration as one of our key success drivers, and incorporate performance indicators on collaboration into our Performance Management System where employee performance is measured and evaluated.

Our talented workforce is growing, and we are maintaining a high-level of gender diversity. As of 31<sup>st</sup> March 2016, the Group's total workforce stood at 7,124, with the number of full time staff increasing by 15.07% to 5,460 – mostly in Mainland China, where our business continued to expand.

維他奶的企業文化著重共融，重視每位員工的個人特質，因此我們積極推動團隊協作，視其為成功動力之一。團隊協作亦納入「工作表現管理系統」中，成為評估員工工作表現的指標之一。

我們的人才團隊不斷擴大，並維持高度的性別比例平衡。截至2016年3月31日。集團共有7,124名員工。與去年相比，全職員工人數增加15.07%至5,460人，員工人數的增長主要來自業務持續發展的中國大陸。

### Total Workforce by Gender 以性別劃分的總員工人數

	Female 女性	Male 男性	Total 總數
FY2013/14	2,632	2,772	5,404
FY2014/15	2,754	3,194	5,948
FY2015/16	3,270	3,854	7,124
FY2015/16 Gender ratio 性別比率	46%	54%	



# Making Products the Right Way 採用合適的生產方法

## Safety and Health

## 安全與健康

### Focus Area 重點範疇：

Maintain a safe and healthy work environment and ensure employees adopt practices that help to maintain such environment

確保員工採取職安健的措施，維持安全健康的工作環境

Vitasoy is deeply committed to maintaining the health, safety and welfare of our employees. Occupational Safety and Health (OSH) Committees – comprising management and technical staff within individual operations – have overall responsibility for regulation compliance. They review all work safety and health policies and procedures. When necessary, preventive and corrective measures are implemented to minimise potential hazards and accidents.

All Vitasoy employees attend annual work safety training sessions on quality and safety procedures to update and reinforce their knowledge. We also engage an external accreditation organisation to conduct audits on the safety of our production lines according to Good Manufacturing Practice (GMP) and ISO standards.

The Lost Time Injury Rate has slightly improved in FY2015/16 compared with last year.

維他奶致力保障員工的健康、安全和福祉，職安健委員會由各業務單位的管理及技術人員組成，負責確保守法合規，並檢討所有工作安全和健康的政策和程序。我們亦按需要採取防範及修正措施，讓危害及意外風險減至最低。

所有維他奶員工每年皆參加工作安全培訓，以更新及鞏固他們對品質和安全規程的相關知識。我們亦委聘外界認證機構，按照「良好生產規範」(GMP)及「ISO」標準在各生產廠房進行安全審核。

2015/2016財政年度的損失工時工傷率較去年有輕微改善。

	FY2014/15	FY2015/16
<b>Lost Time Injury Rate<sup>ii</sup></b>		
損失工時工傷率 <sup>ii</sup>	1.32	1.30

<sup>ii</sup> Lost Time Injury Rate is calculated based on the amount of time lost due to injuries per every 200,000 hours worked

<sup>ii</sup> 損失工時工傷率是根據每200,000工時的工傷損失時數計算



# Making Products the Right Way 採用合適的生產方法

## Engagement and Involvement

## 投入和參與

### Focus Area 重點範疇：

Enhance employees' engagement and sense of belonging to maintain a stable workforce

加強員工的敬業度和歸屬感，維持工作團隊穩定

Employee engagement is a core Vitasoy strategy for enhancing productivity and boosting workforce stability. In FY2015/16 employee turnover has improved by 28% over the last year, with a relatively low average rate of 15.91%.

The Staff Welfare Centre organises activities to strengthen the bonds within the Vitasoy family and promote a sense of belonging. Last year, the Company held a wide range of activities to encourage work-life balance among staff.

In addition, our first Employee Engagement Survey, conducted in 2013, produced more than a hundred actions to help nurture company culture and enhance human resources policies and initiatives. We have high hopes that the next one, scheduled for the second half of 2016, will do even better at identifying areas for management attention and pinpointing the overall level of engagement and satisfaction with every aspect of employment.

為提升生產力和工作團隊的穩定性，推動員工的敬業度是維他奶的其中一個核心策略。於2015/2016財政年度，集團的員工平均流失率為15.91%，較去年減少28%。

員工福利會籌辦各項活動，藉此加強維他奶大家庭的凝聚力，並培養員工歸屬感。去年，本公司舉辦多項員工活動，提倡勞逸平衡。

此外，集團在2013年進行第一次的員工敬業度調查，根據調查結果跟進了過百項行動，以培育企業文化並改進人力資源政策和措施。我們計劃在2016年下半年進行第二次調查，希望能藉此為管理層更好地辨識重點關注範疇，更準確地判斷員工敬業度和對公司各方面的滿意程度。

## Anti-Corruption

## 防止貪污

Vitasoy's business principles and practices are designed to foster a strong ethical culture that leads to employee engagement and customer trust.

Naturally, it goes without saying that Vitasoy strictly prohibits bribery and corrupt practices. Accordingly, the starting point for ensuring that business is always conducted with integrity, is to uniformly comply with the anti-corruption laws in every market where we operate.

Our Code of Business Conduct clearly defines expectations for accountability and integrity for employees in every area of the business. All directors and employees are required to read, understand and strictly follow the Code. In addition, a set of Supplier and Contractor Guiding Principles guides employees in establishing healthy long-term partnerships with these stakeholders. Combined with an effective Whistle Blowing Policy as well as risk management programmes, the Company maintains a high standard of integrity and impartiality.

維他奶業務營運的原則和實踐，皆秉持高度的商業道德文化，並以此獲得員工支持和贏得客戶信任。

本集團嚴禁任何貪污賄賂行為，嚴格遵守各地的防止貪污法律，以確保我們的商業誠信。

我們的業務行為守則清晰列明員工在每個業務範疇上的問責性，並須秉持廉潔的道德操守。全體董事和員工必須參閱、理解和嚴格遵守行為守則的內容。此外，公司亦為供應商和承辦商制定一系列的操作指引，指導員工與相關持份者建立良好和長遠的合作關係。結合有效的舉報政策和風險管理系統，以維持公司的高度誠信和公正廉潔風氣。

### Our Community

Helping to enhance wellness and the pursuit of healthy lifestyle in the communities around our operations is part of our commitment to ensuring sustainable operations of our plants.

### 我們的社區

我們矢志在營運社區協助促進並追求健康生活模式，以確保廠房營運的可持續性。

#### Focus Area 重點範疇：

**Advocacy and consumer education and enhancement of opportunities for communities to enjoy healthy lifestyle**

透過倡導、消費者教育和增加機會，讓社區享受健康的生活模式

#### *“Nourish Your Body, Nourish Your Mind”*

Vitasoy recognises the importance of a healthy young generation to support the sustainable development of society. As such, the Vitasoy Group has pursued a number of community programmes in Hong Kong and Mainland China during FY2015/16 under the theme of “Nourish Your Body, Nourish Your Mind”. The programmes were rolled out to provide more education opportunities to those in need and promote health and nutrition knowledge to local communities.

#### *「滋養身心」*

維他奶深諳健康的年青新一代對支持社會可持續發展的重要性。有見及此，維他奶集團在2015/16財政年度以「滋養身心」的主題在香港和中國大陸推行了一系列社區項目。這些活動旨在為有需要人士提供更多教育機會，以及在各地社區宣揚有關健康和營養的知識。

### Education

In Hong Kong, the Group continued to provide bursaries to undergraduates in financial needs through Vitasoy and Dr. K.S. Lo Foundation. Partnering with the Wuhan City Youth Development Foundation, Vitasoy China granted scholarships to 20 financially disadvantaged, but academically outstanding food science-related undergraduates, at Huazhong Agricultural University in Wuhan, Mainland China.

### 教育

在香港，維他奶持續透過集團本身及羅桂祥博士基金為有需要的大學生提供助學金。同時，維他奶中國與武漢市青少年發展基金會合作，為20位就讀於武漢華中農業大學有關食品科學學科而學業成績優異，但面對經濟困境的學生提供獎學金。



## Making Products the Right Way 採用合適的生產方法

### Community Enrichment and Support

In partnership with the St. James' Settlement, Vitasoy Hong Kong has launched a new year-long community programme. Called the "Vitasoy Nutrition Exploration Journey," it has already reached more than 200 primary school students.

The aim was to help enrich and strengthen children's learning and development by broadening the scope of education and providing knowledge of food and nutrition. The programme included talks and classes, English writing and presentation workshops and field trips. It was also designed to stimulate creative ideas development by organising a drink invention competition.

Through Vitaland Services Ltd, Vitasoy has organised seven nutritional talks to more than 500 students, teachers and parents, as well as sponsoring school activities to promote balanced diets and healthy lifestyles. The company has continued to participate in local government initiatives, such as the Eatsmart@Schools and Green Monday programmes, and published and distributed quarterly newsletters to students and parents to promote health information.

Vitasoy Macau also supported a local government nutrition programme and provided all local primary students in Macau with VITASOY Low Sugar Soy Milk throughout the 2015 academic year.

The Group has also continued to support other community events focusing on nutrition and education in FY2015/16 with a total of 184 community activities to help promote the health benefits of soy and balanced diet. We have also donated Vitasoy products to a number of charitable organisations and food banks, benefitting more than 600,000 people last year.

### 提供支援、豐盛社區

維他奶香港與聖雅各福群會合作展開一項全新的社區項目，名為「維他奶營養探索之旅」，活動涵蓋超過 200 名小學學生。

項目旨在透過擴闊教育範疇、灌輸有關食物與營養的知識，豐富及加強兒童的學習和發展。是次活動通過講座、課堂、英語寫作和發佈工作，以及實地考察，增進同學們對營養和健康的知識，此外亦舉辦了一個飲品發明比賽，啟發他們的創意。

除以上項目外，維他奶透過維他天地服務有限公司舉辦了 7 次營養知識講座，參與的學生、教師和家長超過 500 人，另外還贊助學校舉辦活動，提倡均衡飲食和健康的生活模式。公司亦繼續支持本地政府的活動，例如「健康飲食在校園」和「綠色星期一」，並印刷季度通訊，分發給學生及家長，宣揚有關健康的訊息。

而維他奶澳門亦支持了當地政府一個有關營養的計劃，並於 2015 學年為當地所有小學生提供維他奶低糖豆奶。

於 2015/16 財政年度，集團繼續支持共 184 個有關營養和教育的社區活動，宣揚大豆及均衡飲食的健康益處。除此之外，我們亦向個別慈善團體和食物銀行捐贈維他奶產品，去年共超過 60 萬人受惠。

	FY2014/15	FY2015/16
Total number of community events involved by Vitasoy Group in the year:		
在相關年度維他奶集團曾參與的社區活動總數	140	184
Total number of products donated by Group in the year:		
在相關年度維他奶集團曾捐贈的產品總數	500,976	600,935



## Making Products the Right Way 採用合適的生產方法

### Advocacy for Healthy Lifestyle

Vitasoy understands that providing nutritional information about our products is not enough. We also need to help consumers to improve their food choices by enhancing their knowledge about nutrition and wellness.

That includes education and the promotion of well-being in communities around our operations. Looking forward, Vitasoy's nutrition specialist will continue to actively promote health and nutrition through health talks, newspaper columns and via the "Health and Nutrition" section of our corporate website.

### 倡導健康的生活模式

維他奶深明單單為消費者提供產品的營養資訊是不足夠的，我們亦需透過增進他們對營養和健康的認知，協助他們在購買食物時作出更好的選擇。

這包括在營運社區加強教育和提倡健康生活。前瞻未來，維他奶的營養專家將繼續透過健康講座、報紙專欄及我們公司網站的「健康及營養」專頁，積極倡導健康與營養的訊息。



## 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《環境、社會及管治報告指引》及本報告的參考資料

A. Environmental 環境	Reference in this Report 本報告的參考資料
<p><b>A1 Emission</b> 排放物</p> <ul style="list-style-type: none"> <li>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</li> <li>KPI A1.1 Types of emissions and data 排放物種類及相關排放數據</li> <li>KPI A1.2 Greenhouse gas emission in total 溫室氣體總排放量</li> <li>KPI A1.3 Total hazardous waste produced 所產生有害廢棄物總量</li> <li>KPI A1.4 Total non-hazardous waste produced 所產生無害廢棄物總量</li> <li>KPI A1.5 Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果</li> <li>KPI A1.6 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</li> </ul>	<ul style="list-style-type: none"> <li>Making Products the Right Way – Water Management 採用合適的生產方法 — 水資源管理</li> <li>Making Products the Right Way – Energy Efficiency and Conservation 採用合適的生產方法 — 能源效益和節約能源</li> <li>Making Products the Right Way – Waste Management 採用合適的生產方法 — 廢棄物處理</li> <li>*Not aware of any material non-compliance 並無發現重大違規事故</li> <li>Making Products the Right Way – Water Management 採用合適的生產方法 — 水資源管理</li> <li>Making Products the Right Way – Energy Efficiency and Conservation 採用合適的生產方法 — 能源效益和節約能源</li> <li>Making Products the Right Way – Packaging 採用合適的生產方法 — 產品包裝</li> <li>Making Products the Right Way – Waste Management 採用合適的生產方法 — 廢棄物處理</li> <li>Making Products the Right Way – Energy Efficiency and Conservation 採用合適的生產方法 — 能源效益和節約能源</li> <li>*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</li> <li>Making Products the Right Way – Waste Management 採用合適的生產方法 — 廢棄物處理</li> <li>Making Products the Right Way – Energy Efficiency and Conservation 採用合適的生產方法 — 能源效益和節約能源</li> <li>Making Products the Right Way – Waste Management 採用合適的生產方法 — 廢棄物處理</li> </ul>

## A2 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、水及其它原材料）的政策
- KPI A2.1 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 A2.2 Water consumption in total and Intensity  
總耗水量及密度
- KPI A2.3 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 A2.4 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 A2.5 Total packaging material used for finished products  
製成品所用包裝材料的總量
- Making Products the Right Way — Energy Efficiency and Conservation  
採用合適的生產方法 — 能源效益和節約能源
- Making Products the Right Way — Water Management  
採用合適的生產方法 — 水資源管理
- Making Products the Right Way — Raw Materials Sourcing  
採用合適的生產方法 — 採購原材料
- Making Products the Right Way — Energy Efficiency and Conservation  
採用合適的生產方法 — 能源效益和節約能源
- Making Products the Right Way — Water Management  
採用合適的生產方法 — 水資源管理
- Making Products the Right Way — Energy Efficiency and Conservation  
採用合適的生產方法 — 能源效益和節約能源
- Making Products the Right Way — Water Management  
採用合適的生產方法 — 水資源管理
- Making Products the Right Way — Packaging  
採用合適的生產方法 — 產品包裝

## A3 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 A3.1 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
- Making Products the Right Way — Our Manufacturing  
採用合適的生產方法 — 我們的生產
- Making Products the Right Way — Our Manufacturing  
採用合適的生產方法 — 我們的生產



B. Social 社會	Reference in this Report 本報告的參考資料
<b>B1 Employment 僱傭</b>	
<ul style="list-style-type: none"> <li>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、多元化和其它待遇及福利的政策，以及遵守和嚴重違反相關準則、規則及規例的資料</li> <li>KPI B1.1 Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數</li> <li>KPI 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</li> </ul>	<ul style="list-style-type: none"> <li>Making Products the Right Way — Human Resources Focuses 採用合適的生產方法 — 人力資源重點範疇</li> <li>Making Products the Right Way — Diversity and Collaboration 採用合適的生產方法 — 多元與團隊協作</li> <li>Making Products the Right Way — Diversity and Collaboration 採用合適的生產方法 — 多元與團隊協作</li> </ul>
<b>B2 Health and safety 健康與安全</b>	
<ul style="list-style-type: none"> <li>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</li> <li>KPI B2.1 Number and rate of work-related fatalities 因工作關係而死亡的人數及比率</li> <li>KPI B2.2 Lost days due to work injury 因工傷損失工作日數</li> <li>KPI 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</li> </ul>	<ul style="list-style-type: none"> <li>Making Products the Right Way — Safety and Health 採用合適的生產方法 — 安全與健康</li> <li>Making Products the Right Way — Safety and Health 採用合適的生產方法 — 安全與健康</li> <li>*No fatalities reported 沒有死亡報告</li> <li>Making Products the Right Way — Safety and Health 採用合適的生產方法 — 安全與健康</li> <li>Making Products the Right Way — Safety and Health 採用合適的生產方法 — 安全與健康</li> </ul>

## B3 Development and training

### 發展及培訓

- 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 B3.1 The percentage of employees trained by gender and employee category  
按性別及僱員類別劃分的受訓僱員百分比
- KPI 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
- Making Products the Right Way — Learning and Development  
採用合適的生產方法 — 學習與發展
- Making Products the Right Way — Learning and Development  
採用合適的生產方法 — 學習與發展
- Making Products the Right Way — Learning and Development  
採用合適的生產方法 — 學習與發展

## B4 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 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
- KPI 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
- Making Products the Right Way — Our Workplace  
採用合適的生產方法 — 我們的工作環境
- \*We complied with labour or other relevant legislations. We did not identify any material non-compliance or breach of legislations related to workplace quality  
我們遵守勞工或其它相關法例。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

## B5 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 B5.1 Number of supplies by geographical region  
按地區劃分的供應商數目
- KPI B5.2 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
- Making Products the Right Way – Raw Materials Sourcing  
採用合適的生產方法 — 採購原材料
- \*Not mentioned in the report  
報告中沒有提及
- Making Products the Right Way – Raw Materials Sourcing  
採用合適的生產方法 — 採購原材料

## B6 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 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回收的百分比
- KPI 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和應對方法
- KPI 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
- KPI 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
- KPI 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，以及相關執行和監察方法
- Making the Right Products – End User Engagement  
生產合適的產品 — 與最終用戶的關係
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障
- \*Not aware of any material non-compliance  
並無發現重大違規事故
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障
- Making the Right Products – Product Policies and Consumer Protection  
生產合適的產品 — 產品政策與消費者保障



## B7 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 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
- KPI 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
- Making Products the Right Way — Our Workplace  
採用合適的生產方法 — 我們的工作環境
- \*No such case  
並無此類個案
- Making Products the Right Way — Our Workplace  
採用合適的生產方法 — 我們的工作環境

## B8 Community Investment

### 社區投資

- 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 B8.1 Focus areas of contribution  
專注貢獻範疇
- KPI B8.2 Resources contributed  
所動用資源
- Making Products the Right Way — Our Community  
採用合適的生產方法 — 我們的社區
- Making Products the Right Way — Our Community  
採用合適的生產方法 — 我們的社區
- Making Products the Right Way — Our Community  
採用合適的生產方法 — 我們的社區

**Table 1: Criteria for “nutritious beverage” (based on relevant local market food regulatory standards)**

表一： 「營養飲品」準則（參考了各地市場食品監管標準）

Nutritious beverages criteria 營養飲品準則				
A plant-milk beverage is defined as “nutritious” if it meets the following criteria:		如植物奶符合下列條件，便可稱為「營養飲品」：		
Is a “source of nutrient” for one of the essential nutrients including protein, fibre or vitamins and minerals		作為「營養來源」含有至少一種必需的營養元素，當中包括蛋白質、纖維或維他命和礦物質		
AND		以及		
Contains “low level” of sugar, fat or saturated fat and trans fat		含「低量」的糖、脂肪或飽和脂肪與反式脂肪		
	Australia 澳洲	Mainland China and Hong Kong 中國大陸和香港	Singapore 新加坡	The United States 美國
Source of protein 蛋白質	At least 10g per serving 每份含有最少 10 克	At least 3g per 100kcal 每 100 千卡含有最少 3 克	At least 3g per 100kcal and 5g per serving 每 100 千卡含有最少 3 克， 及每份含有不少於 5 克	At least 5g per serving 每份含有最少 5 克
Source of fibre 纖維	At least 4g per serving 每份含有最少 4 克	At least 1.5g per 100ml 每 100 毫升含有最少 1.5 克	At least 3g per 100ml 每 100 毫升含有最少 3 克	At least 2.5g per serving 每份含有最少 2.5 克
Source of essential vitamins/minerals, e.g. calcium, vitamin D, vitamin B, vitamin A 必需的維他命／礦物質 例如：鈣、維他命 D、 維他命 B、維他命 A	At least 25% Recommended Dietary Intake (RDI) of a vitamin or mineral per serving 每份的維他命／礦物質含量 最少達「每日建議攝取量」 的 25%	At least 5% of the Chinese Nutrient Reference Value (NRV) of a vitamin or mineral per 100kcal 每 100 千卡含有最少達「中 國營養參考值」5% 的維他命 或礦物質	At least 1/6 of the Daily Allowance (DA) of a vitamin or mineral per 200ml 每 200 毫升飲品含有最少達 「每日攝取量」1/6 的維他命 或礦物質	At least 10% of the Daily Value (DV) of a vitamin or mineral per serving 每份含有最少達「每日攝取 量」10% 的維他命或礦物質
Low sugar 低糖	Contains not more than 2.5g sugars per 100ml 每 100 毫升飲品的糖含量不 多於 2.5 克	Contains not more than 5g sugars per 100ml 每 100 毫升飲品的糖含量不 多於 5 克	Contains not more than 2.5g sugars per 100ml 每 100 毫升飲品的糖含量不 多於 2.5 克	*Contains not more than 5g sugars per 100ml *每 100 毫升飲品的糖含量 不多於 5 克
Low fat 低脂	Contains not more than 1.5g total fat per 100ml 每 100 毫升的脂肪總量不多於 1.5 克			Contains 3g or less total fat per serving 每份含有 3 克或以下的脂肪 總量
Low saturated fat and zero trans fat 低飽和脂肪及零反式脂肪	No detectable trans-fatty acids or contains not more than 0.3g trans fat per 100ml of food; 在可檢測範圍內不含反式脂肪酸，或每 100 毫升的食品當中含有不多於 0.3 克的反式脂肪；  Contains not more than 0.75g of saturated fat and trans-fatty acids combined per 100 ml of food; and 每 100 毫升的食品當中含有不多於 0.75 克的飽和脂肪與反式脂肪酸；及  Saturated fat and trans-fatty acids, the sum of which contributes not more than 10% of energy. 飽和脂肪與反式脂肪酸的總和提供不多於總能量的 10%。			Contains 1g or less saturated fat per serving and less than 15% or less of calories from saturated fat and not more than 0.5g trans fat per serving 每份含有 1 克或以下的飽和 脂肪及 15% 或以下來自飽 和脂肪的卡路里，以及不多 於 0.5 克的反式脂肪

Notes:

- \* No official definition for “low sugar”. Criteria based on Hong Kong and Mainland China regulations.

References:

- FSANZ – Australia New Zealand Food Standards Code – Standard 1.2.7 – Nutrition, Health and Related Claims
- National Health and Family Planning Commission of the People's Republic of China – National Food Safety Standard
- Hong Kong Centre for Food Safety – Technical Guidance Notes on Nutrition Labelling and Nutrition Claims
- Health Promotion Board – A Handbook on Nutrition Labelling (Singapore) [Revised version 2015]
- U.S. Food and Drug Administration – 21 CFR Part 101 – FOOD LABELING

註：

- \* 對於「低糖」沒有官方定義。所訂標準乃參照香港及中國大陸的有關規定。

參考：

- 澳紐食品標準-澳洲和紐西蘭的食物標準法規 – 標準 1.2.7 – 營養、健康及相關聲明。
- 中國國家衛生和計劃生育委員會 – 食品安全國家標準。
- 香港食物安全中心 – 營養標籤及營養聲稱技術指引。
- 健康促進委員會 – 營養標籤手冊（新加坡）[修訂版 2015 年]。
- 美國食品和藥物管理局 – 聯邦法規 21 第 101 部分 – 食品標籤。



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