

Sustainable Growth

Sustainability Report 可持續發展報告 FY2016/2017



Stock Code 股份代號: 0345

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About this Report 關於本報告

Vitasoy International Holdings Limited ("Vitasoy" or "the Company" or "the Group") is pleased to present our third standalone annual Sustainability Report ("the Report"). Covering our worldwide operations in Hong Kong, Mainland China, Australia and Singapore, the Report presents aggregated Group Level results for the period from 1st April 2016 to 31st March 2017.

In the Report, we provide an overview of our Sustainability vision and framework and related initiatives and performance in our products and operations, responding to our stakeholders' interests in Vitasoy's environmental, social and corporate governance. We also describe the link between our sustainability targets and the company's vision and history, and detail KPI progress towards our targets in the past year.

In 2016/17, Vitasoy completed the divestiture of its assets in relation to the North America Mainstream and SANSUI businesses. To account for this change and in order to better reflect our business, we have recalibrated the base data for tracking our Product Portfolio KPIs which has affected some of the results in the short term.

In developing the Report, we referenced Appendix 27 of the Main Board Listing Rules of the Stock Exchange of Hong Kong ("HKEX ESG Guide"). An index is included at the end of this Report to demonstrate compliance with the HKEX ESG Guide.

All years stated in this report refer to the fiscal year ended 31st March. For example, 2016/17 refers to the period from 1st April 2016 to 31st March 2017.

This Report is posted on the Hong Kong Stock Exchange's website and the Company's corporate website at www.vitasoy.com, with hard copies distributed to shareholders. Further information about Vitasoy can be obtained from our corporate website. Questions and comments can be sent by email to 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(「維他奶」或「本公司」或「本集團」)欣然發表第三份年度可持續發展報告 (「本報告」)。報告涵蓋香港、中國大陸、澳洲及新加坡營運基地的全球業務,滙報2016年4月1日至 2017年3月31日期間本集團的可持續發展表現。

在報告中,我們概述了在產品及營運上的可持續發展願景、框架、相關措施和績效,以回應持份者對 維他奶的環境、社會及企業治理的關注。我們也闡述了可持續發展目標與公司願景和歷史之間的連結, 並詳細介紹各關鍵績效指標在過去一年中邁向目標的進展。

在2016/17年間,維他奶出售了北美洲的主流業務和「山水」品牌業務。為了在報告上顯示這業務變化以 及更充分反映業務概況,我們重新調整了產品組合關鍵績效指標的基準數據計算方法,而一些指標的短 期表現因此受到影響。

在編撰本報告時,我們參考了香港交易所《主板上市規則》附件二十七(香港交易所《環境、社會及管治報告指引》)。本報告的結尾部份亦提供了相關索引,以對應本報告對香港交易所《環境、社會及管治報告指引》的遵行。

本報告所述的年度均指截至3月31日的財政年度。例如,2016/17是指2016年4月1日至2017年3月31日 的時段。

請登上本公司的網站www.vitasoy.com以參閱更多有關維他奶的資訊。任何查詢或意見,歡迎電郵至 sustainability@vitasoy.com,或郵寄至香港屯門建旺街一號維他奶國際集團有限公司公關部。



Since our establishment close to 80 years ago, Vitasoy's core mission has been to provide nutritious and tasty food and beverages. This mission has gained a greater level of importance as we transition to a resource scarce world with a growing global population. As wealth and the standard of living rise across the world, people face increasing health concerns such as obesity and heart diseases. This is coupled with environmental challenges that impact water and other natural resources, driving both governments and businesses to find solutions to these challenges.

Vitasoy has grown its product portfolio and expanded geographically whilst not only remaining true to its vision but also integrating with it our total commitment to creating a sustainable business which positively enhances the life of its communities and environment. In this third sustainability report, we have outlined our progress against our Sustainability goals and our efforts to continue on this track. To embed Sustainability into Vitasoy's everyday operations, last year we introduced a new Two-Pronged Framework – Making the Right Products, and Making Products the Right Way. The Board, the management team and our employees use it to improve our social and environmental performance across all business functions and geographies. 維他奶成立至今將近八十年,我們的核心使命始 終如一,就是為客戶提供富營養又美味的食品和 飲品。隨著全球人口日益增長,資源日漸缺乏, 我們的使命顯得越來越重要。世界各地的生活水 平和富裕程度正在提高,人們卻因此而面臨更多 的健康問題,例如肥胖症和心臟病。再者,水和 其他天然資源所受的環境挑戰日趨嚴峻。這些趨 勢都促使政府和商界尋求解決方案。

維他奶在拓展產品組合及業務領域的同時,不但 堅守使命,而且致力創造可持續發展業務,藉以 增強社區和環境的生命力。這本維他奶第三份可 持續發展報告概述了我們為達到可持續發展目標 的努力和進展。為了將可持續發展概念融入維 他奶的日常運作,我們去年建立了一個「雙軌框 架」,包括生產合適的產品,以及採用合適的生 產方法。董事會、管理團隊和員工都採用這框架 來提升各業務範疇的社會和環境績效。

Executive Chairman's Message 執行主席的話

We are committed to delivering products that support a healthy lifestyle and are sustainably produced. We are on track to our goal to increase plant-based beverages and nutritious plant milk as well as low to moderate sugar and low fat levels product offerings, and to do so using less energy and resources. To further enhance understanding of our portfolio, we have made the label design on some of our key products even simpler and clearer. Meanwhile, we continue to foster nutritional knowledge and education in the communities in which we operate through our "Nourish Your Body, Nourish Your Mind" programme.

We are also making promising progress on our KPIs related to the environment and natural resource conservation. Our plant in Wuhan, China, was awarded the LEED Gold Certification which further demonstrates our advancing environmental performance. We also continue to investigate ways to reduce our impact on the environment. This extends across all aspects of our value chain including the end of life of our product packaging. On this front, we have stepped up our efforts to engage different stakeholders to identify opportunities where we can contribute to post-consumer recycling.

Along with our environmental impact, we understand the role we play as an employer in our society in creating job opportunities. We continue to face an increasingly competitive and tight job market in some of our major geographies. We also see challenges in maintaining a stable workforce. One of the key methods to counter these trends would be to enhance our employee engagement. We have, for the second time, conducted our Employee Engagement Survey and the results are shared in this report.

Considering the challenges ahead, we expect our mission to become increasingly relevant in the future. We are confident in our ability to deliver Sustainable Growth, and thus become an even bigger contributor to the communities we serve. 我們致力提供配合健康的生活模式、並以可持續 方式生產的產品,我們正循序邁向我們的目標, 增加以植物成分為主的飲品、富營養的植物奶、 以及低至中糖度和低脂的產品,並同時減低能源 和資源耗用。為了進一步增強公眾對產品的認 識,我們將一些重點產品的標籤設計得更加簡明 清晰。同時,我們繼續透過「滋養身心」計劃, 促進社區對營養知識的認識和有關的社區教育。

至於保護環境和天然資源方面,我們在相關的關 鍵績效指標上取得可觀進展。例如在中國武漢的 廠房獲得「能源與環境設計先鋒」金級認證,可 見我們正加強力度施行環保措施。我們也繼續探 究如何在價值鏈包括產品包裝的最終處理的各方 面上減少對環境的影響。我們已加緊努力,與不 同持份者溝通,尋找我們能在售後回收方面作出 貢獻的機會。

除了環境影響外,我們也了解在創造就業機會方 面,作為僱主在社會中所扮演的角色。在一些主 要的營銷地區,人力市場競爭日益激烈。我們亦 正面對維持穩定勞動力的挑戰。應對這些趨勢的 關鍵方法之一是加強員工的敬業度。今年,我們 第二次進行了員工敬業度調查,並在本報告中分 享其調查結果。

面對未來的挑戰,我們的使命在將來會變得越來 越重要。我們深信維他奶可實現持續增長,為我 們服務的社區帶來更大的貢獻。

About Vitasoy 關於維他奶

About Vitasoy 關於維他奶

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 all markets.

Our History

Dr. K. S. Lo founded Vitasoy in 1940 with the aim of providing an affordable, tasty and nutritious plant-based beverage to the mass public in a time of food shortage and soaring commodity prices. Vitasoy became a valuable choice of nutritious drinks to many households when their financial situation became difficult during World War II.

Today, Vitasoy has grown from a Hong Kong-based company to one which has branded products sold in about 40 markets around the world. The Company has manufacturing facilities in Hong Kong, Mainland China, Singapore and Australia.

As we develop, we stay true to our vision and continuously explore innovative ways to provide customers with better and more sustainable plant-based products. We constantly strive to be 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,透過提供質優美味而營養豐富的產 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 在糧食不足及物價騰飛之時,為大眾提供價格相 宜、美味及營養豐富的以植物成分為主的飲品。 在二戰期間,維他奶成為一個為眾多困苦家庭提 供營養飲品的寶貴選擇。

今天,維他奶已經從一家香港公司發展成一個在 全球約40個市場上銷售的國際品牌。我們在香 港、中國大陸、新加坡和澳洲均設有生產廠房。

隨著業務發展,我們始終堅守願景,不斷探索創 新的方式,為客戶提供更多更優質及可持續的以 植物為本的產品,致力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



About Vitasoy 關於維他奶



Vitasoy's Sustainability 維他奶的可持續發展

Our Sustainability Vision

While the world's population growth and today's complex food systems continue to pose challenges to the environment and the production and sustainable supply of food, Vitasoy is also seeing an increase in wealth and a demand for wellness in the markets where we operate. Health challenges associated with sedentary lifestyles are becoming more prevalent with rising risks from heart diseases, obesity and hypertension.

As a key and innovative player in the food and beverage industry, Vitasoy rises to these challenges through our Sustainability vision by making the right products which are tasty, nutritious and plant-based while compatible with a healthy lifestyle for the community, and also making our products in the right way through prioritising efficient resource consumption while minimising environmental impact.

Our Sustainability Framework

To address these challenges and guide our Sustainability journey, we have established a Two-Pronged Framework last year to better integrate Sustainability with the nature of our business and to enable us to set targets that support the sustainable growth of the Company.

Making the Right Products

To promote a healthy lifestyle while providing diverse choices to the consumers, we are dedicated to building a portfolio of plant-based products. We strive to innovate and find new ways to enhance the nutrition content across our products while reducing sugar and fat content without compromising taste.

As part of our total product offering, packaging is a focus area where we strive to reduce our environmental footprint. We also provide information on our packaging to help our consumers to make choices for healthy lifestyle.

Making Products the Right Way

Providing safe, high quality food and minimising the impacts of our manufacturing on the environment through the management of waste, energy and water consumption and responsible sourcing are of utmost importance to us as a responsible food and beverage manufacturer. We also make sure we build a strong relationship with our employees and communities by offering business and working opportunities in the local area, and passing on skills and knowledge.

我們的可持續發展願景

全球人口增長和現今複雜的糧食系統為環境、糧 食的生產及其持續供應帶來挑戰,而維他奶業務 所在市場的富裕程度日益提升,對健康的要求也 與日俱增。經常久坐的生活形態所引致的健康問 題越趨普遍,患上心臟病、肥胖症和高血壓的風 險也隨之而上升。

作為食品和飲品行業的翹楚和創新者,維他奶依 據公司的可持續發展願景來應對所述的挑戰。我 們以美味、營養及植物成分為基礎,配合健康的 生活模式,為社區生產合適的產品。在生產期 間,採用合適的方法盡力提高資源使用效率及減 少對環境的影響。

維他奶的可持續發展框架

去年,我們制定了「雙軌框架」以應對這些挑戰 及引領我們的可持續發展之路。這個框架加強了 可持續發展與業務的整合,使我們能夠制定目標 支持公司的可持續增長。

生產合適的產品

為促進健康的生活模式,並為消費者提供多元化 的選擇,我們致力開發一系列以植物成分為主的 產品組合。我們力求創新,不斷尋找新方法加強 產品的營養成分,並在保持美味的前提下,減少 產品的糖分和脂肪含量。

產品包裝是整體產品的一部分,它是我們減少環 境足跡的重點領域,包裝亦提供資訊幫助消費者 為健康的生活作出選擇。

採用合適的生產方法

作為負責任的食品和飲品生產商,我們最重要是 確保食物的安全和質素,以及透過廢棄物管理、 能源管理、用水量的控制和負責任的採購制度來 減少生產過程對環境的影響。另外,我們透過提 供本地商業和就業機會及傳授知識與技能,與員 工和社區建立緊密的關係。

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



While this Framework provides the basis for identifying and pursuing our focus areas and determining KPIs and goals to drive our Sustainability efforts, we also find ourselves in a favourable position to make contributions that are aligned with some of the United Nation's Sustainable Development Goals such as Zero Hunger, Good Health and Well-being as well as Responsible Consumption and Production to help address global sustainability issues. 在依據此框架確立業務可持續發展的重點範疇、 關鍵績效指標和目標的同時,我們亦處於一個有 利位置,可為協助解決全球可持續發展問題出一 分力,為實現聯合國可持續發展目標包括當中的 「消除飢餓」、「良好健康與福祉」以及「負責任的 消費和生產」作出貢獻。

Our KPI Targets and Progress

To turn our vision into action, we devised Key Performance Indicators (KPIs) under different aspects of the Two-Pronged Framework and monitored our performance against a set of goals.

我們的關鍵績效目標及進展

為了將願景付諸行動,我們在「雙軌框架」的各 個範疇中制定了關鍵績效指標(KPI)及相關目標, 並持續監察我們的表現。







Actual-adjusted 調整後的實際表現³

Our Product Packaging 我們的產品包裝



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

FSC Certification Labelled Product Packs 印有 FSC 認證標籤的產品包裝盒

Increase percentage of fresh-keeping laminated paper pack with FSC certification label

增加印有 FSC 認證標籤的保鮮複合包裝 紙盒的百份比





 Base – original: Figures as stated in 2015/16 Report. 調整前的基準數:刊載於2015-16年度報告中的數字。

Base – adjusted: The calculation of SKUs for 2015/16 has been adjusted to reflect our beverage business more accurately. It is based on our global portfolios produced by all Vitasoy factories including the ones in Hong Kong, Mainland China, Australia, and Singapore.
 調整後的基準數:為更準確地反映我們的飲品業務,調整了2015/16年度的最小存貨單位數量計算方法。數據是基於所有維他奶工廠包括香港、中國大陸、澳洲和新加坡生產的全球產品組合。

 Actual – adjusted: To maintain comparability with 2015/16 adjusted data, the 2016/17 figures are reported on the same basis 調整後的實際表現:為使數據能夠與2015/16年度調整後的數據作比較,2016/17年度的數據亦以相同的基礎匯報。

4. In 2016/17 the usage per unit is measured using weight (kg) of products – a change from using cases in 2015/16 – for more consistency across different portfolios. The 2015/16 data are reported in the same unit accordingly.

為加強不同類別產品在匯報上的一致性,產品單位從2015/16年度採用的箱數改為重量(公斤),2016/17年度的數據也以同樣單位計算以作比較。

5. All data for water, fuel and electricity usage are rounded off to the third decimal place for presentation purpose. Percentage changes are calculated based on the source data. 為方便顯示,所有水、燃料及電力用量的數據皆四捨五入至小數點後三個位。其百分比變化按原有數據計算。

Sustainability Governance Structure

Under the leadership of the Board, the management team developed Vitasoy's Sustainability strategy and work together to implement programmes driven by the strategy. The management team meets regularly to discuss material issues relevant to the Company's sustainable development and devise plans for actions. Senior executives of individual divisions and departments across geographies are expected to take the lead in incorporating sustainability into their day-to-day operations and to monitor progress of the plans and solutions for sustainable development. Progress and achievements on our sustainability initiatives, targets and key performance indicators are reported to the Board. This year, it has been decided that the leadership team will incorporate Sustainability into their performance evaluation as part of the assessment criteria starting from 2017/18.

Sustainability Risk Management

In addition to having a sustainability governance structure to ensure the effective and efficient management of Vitasoy's Sustainability, we have also taken a risk management approach in helping to enhance the sustainable development of the Company. Our environmental, social and governance (ESG) risks, such as health trends¹, climate change², energy and water³ and increased competition for and shortages of talent⁴ are identified, monitored and mitigated along with other business risks with the Company's Enterprise Risk Management System, details of which are included in the Corporate Governance section of our 2016/17 Annual Report.

Among the various ESG risks, packaging is one of the more immediate and higher risk areas Vitasoy is facing. It spans from the choice and use of materials to its disposal and waste management. While some efforts are underway to address some of the challenges identified, we are examining the entire lifecycle to enhance our understanding of the associated environmental footprint and risks in order to allow us to identify opportunities to further minimise impact of our packaging while maintaining the quality of our product offerings and addressing the needs of our consumers. More details on our efforts and related KPI on packaging are included in pages 21-22 in the Making Products the Right Way section of this Report.

可持續發展管治架構

在董事會的領導下,管理團隊制定了維他奶的可 持續發展策略,共同執行相關計劃。管理團隊定 期進行會議,討論公司可持續發展的重要問題, 訂立行動計劃。各地區部門的高級管理人員帶領 相關團隊將可持續發展策略融入日常業務,監測 可持續發展計劃和解決方案的進展。管理團隊並 向董事會報告有關計劃、目標和關鍵績效指標的 進度和成果。今年,公司已決定從2017/18年度 起,領導層會將可持續發展納入其工作表現評 核,作為評估標準的一部分。

可持續發展的風險管理

我們除了設立可持續發展的管治架構,有效和高效地管理維他奶的可持續發展外,更利用風險管理方法加以強化。維他奶的企業風險管理系統辨別、監測及緩和各項環境、社會及管治風險,例如健康趨勢¹、氣候變化²、能源和水³以及人才的加劇競爭和短缺⁴。在我們的2016/17年度報告的 企業管治內容詳列了企業風險管理系統的細節。

在維他奶所面對的各個環境、社會及管治風險當 中,產品包裝是風險較高且會造成即時影響的風 險範疇之一。這涵蓋了包裝在原材料的選擇及使 用,以至最終棄置及其廢棄物管理。在努力應 對這項挑戰的同時,我們亦仔細審視產品包裝 的整個生命週期,以加深我們對其環境足跡和風 險的了解。這有助我們識別進一步減低影響的機 會,同時維持產品品質,以滿足消費者的需求。 有關我們在產品包裝方面的工作及其關鍵績效指 標的詳情,請參閱本報告第21至22頁,「生產合 適的產品」章節的內容。

3. For more details on our approach to energy and water issues, please refer to pages 26 to 28. 有關我們的能源和水資源管理,請參閱第 26 至 28 頁。

To learn about Vitasoy's approach to health trends, please refer to Sustainable Nutrition on pages 16 to 20. 有關我們面對健康趨勢的相應措施,請參閱第16至20頁。

For more on our approach to climate change, please refer to page 29. 有關我們面對氣候變化的相應措施,請參閱第29頁。

Please refer to pages 32 to 39 Our Workplace for more on our approach to mitigating and managing this risk. 請參関第32至39頁的我們的工作環境部分,了解更多緩和及管理這風險的措施。

Making the Right Products 生產合適的產品

Sustainable Nutrition

Our Product Portfolio

可持續的營養

我們的產品組合

反 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's plant-based beverages have offered sustainable nutrition since our establishment close to 80 years ago. We continue to innovate to develop delicious and nutritious products that take the environment into account.

Our innovation strategy is driven by our commitment to producing products compatible with a healthy lifestyle. This is aligned with the World Health Organization's (WHO) nutrition recommendations that advocate a diet based on a variety of plants while reducing fat, sugar and salt intake.

In 2016/17, Vitasoy has performed well against the goals set in the previous year. We continue to explore opportunities to use natural and healthy ingredients and functional nutrients to improve the nutritional benefits of our beverages.

維他奶成立至今近八十年,一直以植物成分為主 的飲品提供可持續營養。我們考慮環境因素,不 斷創新開發美味和營養豐富的產品。

我們致力生產可以配合健康生活模式的產品,以 推動創新策略。這是配合世界衛生組織(WHO)所 推薦的營養建議,提倡以多種植物為主的飲食, 同時減少對脂肪、糖分和鹽分的攝取。

維他奶於2016/17年度在邁向上年度所訂下的目標的進展方面表現理想。我們繼續探索新機遇, 以天然健康的材料和功能性營養素提高飲品的營 養價值。



We have launched new product offerings in 2016/17 that support our achievement of various KPI goals.

我們於2016/17年度推出多項新產品,以協助實 踐多項關鍵績效指標。

New Product Offerings 新產品選擇	Plant-based 以植物為本	Nutritious plant milk 營養豐富的植物奶	Low fat ¹ 低脂肪	Low to moderate sugar 低至中糖度
in the second s				
VITASOY Black soya milk 「維他奶」黑豆奶	<	<	<	<
VITASOY Low Sugar Black soya milk 「維他奶」低糖黑豆奶	S	<	<	<
VITASOY GO Chocolate Waffle soya milk VITASOY GO 朱古力窩夫豆奶	S	<	<	<
VITASOY CALCI-PLUS Hi-Calcium almond milk 「維他奶」「鈣思寶」高鈣杏仁奶	S	<	S	<
VITASOY CALCI-PLUS Hi-Calcium coconut milk 「維他奶」「鈣思寶」高鈣椰子奶	S	<		<
VITA Unsweetened Green Tea 「維他」無糖茶 — 綠茶	S	N/A 不適用	٢	<
VITA Unsweetened Jasmine Tea 「維他」無糖茶 — 香片	٢	N/A 不適用	٢	<
🗅 Australia 澳洲				
VITASOY PROTEIN PLUS Unsweetened soya milk 「維他奶」「蛋白質 + 」 豆奶(無添加糖)	<	<	<	<

The calculation of SKUs for the purpose of tracking performance of these product-related KPIs for 2015/16 has been adjusted to better reflect our beverage business. We have adopted a calculation based on our global portfolios of products manufactured by all Vitasoy plants worldwide, including the ones in Hong Kong, Mainland China, Australia and Singapore. To maintain comparability the 2016/17 data are adjusted on the same basis, which will be used for future reports as well.

我們調整了於2015/16年度用作追踪各項與產品 有關的關鍵績效指標的最小存貨單位("SKU")數量 計算方法,以充份反映我們的飲品業務。調整的 計算方法採用了維他奶在全球包括香港、中國大 陸、澳洲和新加坡廠房的生產數據。2016/17年度 及往後的數據亦以同樣的基礎作調整以作比較。

 "Low fat", "low saturated fat and zero trans fat" beverages. 「低脂肪」、「低飽和脂肪及零反式脂肪」的飲品。

Plant-based Nutrition

Living a healthy lifestyle with a plant-based diet offers a number of advantages. A plant-based diet has been shown to have a lower environmental impact when compared to an animal-based diet:

 A new study published in the Proceedings of the National Academy of Sciences (PNAS) found that "Transitioning toward more plant-based diets that are in line with standard dietary guidelines could reduce global mortality by 6-10% and foodrelated greenhouse gas emissions by 29-70% compared with a reference scenario in 2050."¹

Studies have also shown that a plant-based diet with a high proportion of vegetables, fruit, whole grains, legumes, soy products, nuts and seeds lowers the risk of chronic diseases such as heart disease, type 2 diabetes, hypertension, certain types of cancer and obesity.² To contribute to the health and well-being of consumers, Vitasoy has expanded our product offerings in recent years with new plant-based items.

以植物為本的營養

健康的生活模式配合以植物為主的飲食可帶來多 種好處。與肉食為主的飲食相比,植物為主的飲 食會為環境帶來較低的影響:

 在美國國家科學院院刊(PNAS)發表的一項 新研究發現,若根據日常飲食的標準建議轉 為以植物為主的飲食,相比設於2050年的參 考情景,全球死亡率將會降低6-10%,而與 食物相關的溫室氣體排放量則能夠減少29-70%。1

多項研究亦指出,包含高比例的蔬菜、水果、全 穀類、豆類、大豆製品、堅果及種子的以植物為 主的飲食,能有助減低患上慢性疾病的風險,例 如心臟病、二型糖尿病、高血壓、某些癌症和肥 胖症。2維他奶為了促進消費者的健康和福祉,近 年來積極開拓以植物為本的產品種類。

KPI 關鍵績效指標	Increase plant-based 增加以植物成分為主	l beverage offerings 的飲品選擇		
Goal 目標	Increase the proportion of plant-based beverages ³ in our portfolio to 85% by 2020/21 and 90% by 2025/26 在產品組合中增加以植物成分為主的飲品的比例,於2020/21年度及2025/26年度分別 達至 85% 和 90%			
		83% → 2016/17 Result 績效	85% → 2020/21 Goal 目標	90% 2025/26 Goal 目標

In 2016/17, we are on track to achieving our goal to increase the proportion of plant-based beverages. After recalibrating the base year data and related SKUs to reflect our business more accurately, we have increased the proportion of plant-based beverage offerings from 80% in 2015/16 to 83% this year.

在2016/17年度,我們在邁向增加以植物為本的 飲品選擇的目標方面取得了預期進展。為更準確 反映我們業務而調整相關SKU數據後,以植物為 本的飲品選擇的比例從2015/16年度的80%提升 至本年度的83%。

 Contain 0mg cholesterol. 含零毫克膽固醇。

^{1.} Springmann M, Godfray HC, Rayner M, Scarborough P. Analysis and valuation of the health and climate change co-benefits of dietary change. Proceedings of the National Academy of Sciences. 2016 Apr 12;113(15): 4146-51.

^{2.} Melina V, Craig W, Levin S. Position of the Academy of Nutrition and Dietetics: Vegetarian Diets. Journal of the Academy of Nutrition and Dietetics. 2016;116:1970-80

A "Nutritious beverage" is low in sugar, fat or saturated fat, and is a source of important nutrients such as protein, fibre, calcium, vitamin B and vitamin A, which help to nourish the body and support one's health. Plant milk beverages are qualified as being nutritious based on relevant local market or international regulations and standards (see Appendix Table 1 for details of nutritious beverage criteria).

「營養飲品」是低糖、低脂肪或低飽和脂肪的飲 品,亦是重要營養素(如蛋白質、纖維、鈣、維 生素B和維生素A)的來源,有助於滋養身體,保 持個人健康。我們的富營養飲品符合國際或各地 市場的監管標準。(請參考附錄表一有關營養飲 品準則的詳細資料。)



Fat Content Reduction

降低脂肪含量

Vitasoy supports the WHO's recommendation to control fat intake, replacing most saturated fats with unsaturated fats, and limiting trans fats in the diet.

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。

KPI 關鍵績效指標	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			
Goal 目標	Increase the proportion of low fat or low saturated fat and zero trans fat choices in our beverage portfolio to 91% in 2020/21 and 93% by 2025/26 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 [,] 於2020/2021年度 及2025/2026年度分別達至 91% 和 93%			
	90.5% → 90.5% → 91% → 93% 2015/16 Result 績效 2016/17 Result 績效 2020/21 Goal 目標 2025/26 Goal 目標			

The proportion of low fat, low saturated fat and zero trans fat beverage offerings has remained constant in 2015/16 and 2016/17 at a high level of 90.5%. We expect to make progress towards achieving our 2020/21 and 2025/26 goals in the coming years.

在我們的飲品組合中,含低脂肪或低飽和脂肪 以及零反式脂肪的比例,分別在2015/16年度和 2016/17年度維持在90.5%的高水平。我們期望 在未來的日子繼續取得進展,實踐我們所訂下的 2020/21年度和2025/26年度目標。

 Milk-like beverages derived from plant ingredients such as grains, legumes, soya beans, nuts and seeds. 類似奶製品的飲品,提煉自植物材料,例如穀類、豆類、大豆、堅果和種子。

Sugar Content Reduction

Vitasoy supports the WHO's recommendation to limit sugar intake. In 1990, Vitasoy launched our first "No Added Sugar" product – PURE Unsweetened Soya Extract. Since then, we have expanded our portfolio with the addition of new moderate, low or no sugar products.

降低糖分含量

維他奶積極響應世界衛生組織的建議,限制糖分 的攝取量。在1990年,維他奶推出第一款「無添 加糖」產品—「維他」無添加糖純豆漿。此後,我 們擴大有關產品組合,推出中糖度、低糖或無糖 產品。

KPI 關鍵績效指標	Increase beverage offerings with low to moderate total sugar levels 增加低至中糖度的飲品選擇			
Goal 目標	Increase the proportion of beverages with low to moderate sugar ¹ in our product portfolio to 76% in 2020/21 and 82% by 2025/26 在產品組合中增加低至中糖度 ¹ 飲品的比例,於2020/2021年度及2025/26年度分別達 至 76 %和 82%			
	62.5%→ 64.5%→ 76%→ 82% 2015/16 Result 績效 2016/17 Result 績效			

We have made some progress towards our goals, having increased the beverage offerings with low to moderate total sugar levels from 62.5% to 64.5% after adjusting the SKU calculation, and will continue to expand our portfolio in this key area. 我們在達標方面取得了進展。在調整了SKU數量 的計算方法後,低至中糖度的飲品比例從62.5% 提升至64.5%。



 Meet low sugar criteria or total sugar content limited to not more than 7.5%. 符合低糖度指標或總糖分含量不超過7.5%。

Base – adjusted: The calculation of SKUs for 2015/16 has been adjusted to reflect our beverage business more accurately. It is based on our global portfolios produced by all Vitasoy factories including the ones in Hong Kong, Mainland China, Australia, and Singapore.
 調整後的基準數:為更準確地反映我們的飲品業務,調整了2015/16年度的最小存貨單位數量計算方法。數據是基於所有維他奶工廠包括香港、中國大陸、澳洲和新加坡生產的全球產品組合。

 Base – original: Figures as stated in 2015/16 Report. 調整前的基準數:刊載於2015-16 年度報告中的數字。

 Actual – adjusted: To maintain comparability with 2015/16 adjusted data, the 2016/17 figures are reported on the same basis. 調整後的實際表現:為使數據能夠與2015/16年度調整後的數據作出比較,2016/17年度的數據亦以相同的基礎匯報

 Actual – unadjusted data reflects performance using original calculation 未被調整的數據反映以原有方法計算的績效。

Our Product Packaging

我們的產品包裝



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

Packaging is a key element in our total product offering. It must protect and preserve delicate products under a wide range of conditions from storage to transport as well as on the shelf. Reducing the environmental footprint of our packaging continues to be a focus area for us as we explore collaborations with various parties to address packaging lifecycle.

We use four types of packaging suited to the needs of our consumers: carton paper packs, PET bottles, aluminium cans and glass bottles. This year, our Product Development teams continued to develop light weight preform, cap, can and lid, and increase the use of Forest Stewardship Council (FSC) certified paper for our fresh-keeping laminated paper packs.

Our teams have been exploring solutions to use different packaging materials and understand the environmental footprint of each option. Over the last four years we have reduced the weight of PET used in bottles by 1.3% and amount of aluminium used in cans by 8%.

Fresh-keeping laminated paper packs allow our drinks to be stored in a safe, hygienic and non-refrigerated environment. As this type of paper accounts for a significant proportion of our packaging, we are committed to ensuring that it originates from FSC certified sources. 包裝是我們的產品不可或缺的部份。包裝物料須 在不同階段,包括在儲存、運送以及在貨架上出 售時,保護和保存需要小心處理的產品。一直以 來我們都重視從包裝物料減少環境足跡,與不同 的團體探索合作機會,以應對產品包裝生命週期 所帶來的影響。

我們使用四種包裝物料,包括包裝紙盒、聚對苯 二甲酸乙二酯(PET)塑膠樽、鋁罐和玻璃樽,以 滿足消費者對產品的不同需要。今年,我們的產 品開發團隊繼續研發輕質的瓶坯、樽蓋、鋁罐和 蓋,同時增加使用「森林管理委員會」(FSC)認證 的紙品製造保鮮複合包裝紙盒。

我們的團隊不斷研究各種採用不同包裝物料的方 案,並了解各方案的環境足跡。在過往四年,我 們為塑膠樽減輕所採用PET物料的重量達1.3%, 並為鋁罐減低8%的鋁用量。

使用保鮮複合包裝紙盒可確保我們的飲品在安全 衛生的環境下貯存,而且無需冷藏。由於我們大 部分的產品都是採用這類包裝紙盒,我們致力確 保這些紙盒是使用來自FSC認證的紙品。

Making the Right Products 生產合適的產品



Post-consumer recycling is one key area to help reduce the environmental impact of packaging materials. As a responsible manufacturer, we have been in discussions with various stakeholders to understand recycling challenges and opportunities. We are currently developing a pilot community recycling initiative in Hong Kong that is expected to be implemented in the coming fiscal year. 為減少包裝物料對環境造成的影響,消費後回收 是重要的一環。作為負責任的生產商,我們一直 與各持份者商討,以了解回收的挑戰和機遇。我 們現正在香港研究和開展試點回收計劃,並預計 在下一個財政年度實施。

The Forest Stewardship Council (FSC)

森林管理委員會(FSC)

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. (www.fsc.org)

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。(www.fsc.org)

Product Communications

產品通訊



As an advocate for healthy lifestyle, help consumers make informed choices for healthy living 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

We believe that Making the Right Products includes helping consumers understand the nutritional benefits of our products.

Consumers are increasingly demanding healthier products with fewer ingredients. To address this demand Vitasoy has introduced a simplified labelling design for two products, CALCI-PLUS and HEALTH+, to illustrate the health benefits of our products and help consumers make informed decisions.

To raise awareness and improve knowledge of the health benefits of a plant-based diet, we have communicated with our consumers through our regularly updated Group website. It provides nutritional information, health news and the latest studies related to soy-foods and plant-based diets. We have also enhanced our outreach to consumers through both traditional and social media with health related messages.

In Singapore, Vitasoy has participated in the Health Promotion Board's Healthier Choice Symbol Programme. The Healthier Choice Symbol (HCS) on packaged food products indicates that they are healthier options, and this helps consumers make informed food choices. 我們相信生產合適的產品包括協助消費者了解產 品的營養價值。

消費者對產品的要求日益提高,希望得到更健 康的產品和較簡單的產品成分。為回應有關需 求,維他奶為「鈣思寶」和「健康+」產品系列引 入簡單易明的標籤設計,清晰展示產品對健康的 益處,幫助消費者掌握資訊,作出明智的產品 選擇。

我們定期更新集團的網站資訊,以便與消費者溝 通,讓他們可以更加關注和認識以植物為主的飲 食對健康的益處。網站不但提供產品的營養資 訊,還包括保健新聞及有關大豆食品和以植物為 主的飲食的最新研究。我們亦透過傳統和社交媒 體發放與健康有關的訊息,以提升我們與消費者 的聯繫。

維他奶參加了新加坡保健促進局的「更健康選擇 標籤」計劃。包裝食品上的「更健康選擇標籤」表 明這些食品是更健康的選擇,這有助消費者做出 明智的食物選擇。



Indicates options that are generally lower in total fat, saturated fat, sodium and sugar and higher in nutrient content 標示總脂肪、飽和脂肪、鈉和糖含量較低和營養成分含量較高的選項

Helps make informed decisions 掌握資訊作出明智的決定

We continuously reformulate our beverages to meet the latest guidelines of the Healthier Choice Symbol certification.

我們不斷改良產品成分,以符合「更健康選擇標 籤」認證的最新標準。

Product Policies and Consumer Protection

Vitasoy has uncompromising quality standards and complies with the food safety and labelling regulations applicable to our operations. Our quality standards apply from the initial stages of raw material management to production and process control to finished goods assurance. The certifications awarded to us include Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practice (GMP) and International Organisation for Standardisation (ISO22000 and ISO9001).

In addition to ensuring high quality and safety, Vitasoy is also committed to protecting consumer rights and personal data. We are in compliance with relevant laws and regulations that impact our advertising, labelling and consumer privacy matters. We have established a Privacy Policy which is posted on the Company's corporate website. Consumers' personal information, collected through our Consumer Hotline and marketing activities, is maintained with care and can only be accessed by authorised persons at the Company.

Vitasoy's Crisis Management Team, which includes members of senior management from all related functions, handles urgent product related incidents upon receiving an alert. Incidents or crises are managed to minimise negative impact to our operations and reputation through a well-established Crisis Management System which clearly describes roles and responsibilities and processes to follow.

產品政策與消費者保障

維他奶一直恪守嚴謹的質量標準,並嚴格遵守與 營運相關的食物安全及標籤規例。從原材料管 理、生產和加工控制以至製成品的質量保證,每 個步驟都要求達到最高水平,亦因此屢獲認證, 例如獲得「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ISO9001)證書。

除了確保產品的品質及安全外,維他奶亦承諾保 障消費者的權益和個人資料。我們嚴格遵守與產 品和服務有關的廣告、標籤及私隱的法律和規 例。另外,維他奶的公司網站上的私隱政策列出 了網站使用條款及我們對私隱權的承諾。所有由 消費者熱線和營銷活動所收集的個人資料均經過 小心處理,只有獲授權人員才可取閱。

維他奶設立的危機管理小組,小組成員均來自所 有相關部門的高級管理層。當收到有關預警後, 危機小組將立即處理任何與產品相關的緊急事 故。透過設立完善的危機管理系統,以及清楚列 明各個角色的責任和相關程序,我們得以妥善處 理各類危機和事故,將對營運和聲譽的影響降至 最低。

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

Sustainable Operations

The food and beverage industry continues to face challenges posed by climate change, water scarcity and the discharge and disposal of waste. We take care to address our environmental impact reducing our energy, water, waste and emission footprint. We also operate in full compliance with applicable environmental laws and regulations related to GHG emissions, water discharge and waste generation and disposal.

可持續發展的營運

食品及飲品行業持續面對氣候變化、水資源短缺 以及廢棄物排放和丟棄所帶來的挑戰。我們務求 減少業務上的能源、水、廢棄物和排放足跡,以 減低對環境產生的影響。我們的營運亦完全遵守 與溫室氣體排放、水排放及廢棄物排放和丟棄相 關的環保法例。

Our Manufacturing

我們的生產



Help conserve precious, limited natural resources through smart and efficient use

以精明、高效的方式節約珍貴的天然資源

Water Management

Water is a vital resource that is not only the chief ingredient in most of our products, but has a broad array of production applications ranging from heating to cleaning and cooling.

To identify opportunities for the efficient consumption of water, we track its use across our facilities to understand and monitor consumption patterns. We continue to explore opportunities to recycle the water that we use. At our Foshan operations we are able to recycle cooling water from 5 chillers after pasteurisation stage. We also switched from chilled water to using tower water for cooling products after sterilisation. These measures saved up to 224,000 tonnes of water annually.

At our Shanghai plant, we continued to reduce water consumption by installing a tank to collect and reuse rinsing water. Water consumption at the Clean-in-Place (CIP) system contributes to a reduction in water usage and discharge with approximately 15,673 tonnes of water being saved from April to October 2016.

水資源管理

水是重要的資源,它不但是我們大部份飲品的主 要材料,更廣泛應用在眾多生產工序上,包括加 熱、清潔到冷卻。

為找出節約用水的方案,我們跟進所有設備的用 水情況,以了解和監測用水模式。我們不斷探索 循環用水的可能性。於佛山廠房,我們在產品消 毒後的冷卻過程中,循環使用5台凍水機的冷卻 水。此外我們亦改用冷卻水塔為高溫消毒後的產 品進行冷卻。這些措施每年可合共節約224,000 噸水。

在上海廠房,我們安裝了水箱收集和循環再用沖 洗水,以繼續減少我們的用水量。而我們的在線 清洗系統則減少了用水和排水量,單在2016年 4月至10月期間,便合共節省了15,673噸水。



Water Usage*

Percentage Change vs Base Year 2013/14 與2013/14年比較的百份比改變 2014/15 2015/16 2016/17 2020/21 2025/26 0 -5 -3.75% -3.99% 4.874 kg 4.886 kg -10 -8.38% 4.651 kg -10% 4.569 kg -15 Usage unit: kg per 1kg -20 用量單位:公斤/1公斤 -20% 4.061 kg

用水量*

2013/14 base year water usage: 5.076kg per 1kg 2013/14用水量: 5.076公斤/1公斤



Energy Management

Managing the energy that we use helps to reduce both our emission footprint and operational costs. We are committed to the efficient usage of fuel and electricity, and are exploring the adoption of clean energy to reduce our environmental impact.

All our manufacturing plants in China are designed to maximise available natural light and ventilation, while newer plants are installed with efficient LED lighting. At our Shenzhen operations this year, recycling hot water from the steriliser has increased boiler infeed water temperature by 10 degrees Celcius, saving the natural gas that we use. A similar steriliser in Foshan has helped to drive efficient fuel usage at the plant, recycling heat for pasteurisation while saving 417,000kWh of energy.

能源管理

有效管理能源使用可以降低我們的排放足跡及 有利營運成本。我們致力更有效地使用燃料和 電力,並正探索採用清潔能源來減低對環境的 影響。

位於中國大陸的所有廠房的設計皆充分利用自然 採光和通風,並在較新的廠房裝置更高效能的發 光二極體(LED)照明系統。今年在深圳廠房,我們 將消毒機排出的熱水回收,供鍋爐再用,使其進 水溫度提高了攝氏10度,從而減少鍋爐秏用天然 氣。佛山廠房亦設有類似的系統提高能源效率, 熱能回用於殺菌,節省了417,000千瓦時的能量。



* Note註:

• In 2016/17 the usage per unit is measured using weight (kg) of products – a change from using cases in 2015/16 – for more consistency across different portfolios. The 2015/16 data are reported in the same unit accordingly.

為加強不同類別產品在匯報上的一致性,產品單位從2015/16年度採用的箱數改為重量(公斤),2016/17年度的數據也以同樣單位計算以作比較。

• All data for water, fuel and electricity usage are rounded off to the third decimal place for presentation purpose. Percentage changes are calculated based on the source data. 為方便顯示,所有水、燃料及電力用量的數據皆四捨五入至小數點後三個位。其百分比變化按原有數據計算。

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



KPI 關鍵績效指標	Reduce the amount of fuel used to manufacture each unit of product 減少製造每單位產品的燃料用量		
Goal 目標	Reduce fuel usage per unit by 20% by 2025/26 compared with 2013/14, with a mid-term goal of 15% reduction by 2020/21 與2013/14年度相比,在2025/26年度或之前降低每單位產品燃料用量達 20% ,中期目標為在2020/21年度或之前降低 15%		
	$\rightarrow -15\% \rightarrow -20\%$ 2020/21 vs 2013/14 -20% 2025/26 vs 2013/14		

燃料用量*

Fuel Usage*



* Note註:

• In 2016/17 the usage per unit is measured using weight (kg) of products – a change from using cases in 2015/16 – for more consistency across different portfolios. The 2015/16 data are reported in the same unit accordingly

為加強不同類別產品在匯報上的一致性·產品單位從2015/16年度採用的箱數改為重量(公斤)・2016/17年度的數據也以同樣單位計算以作比較。

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Clean Energy

At our plant in Wuhan, we continued to use biomass to heat the facility's boiler. Biomass is a type of fuel made from re-used organic material that has a lower emission factor than fossil fuels or electricity from the main grid. The plant is also piloting the use of solar energy for part of the operations.

We use solar energy for non-production related applications such as lighting and air-conditioning in existing plants, with many of our dormitories using water heaters that run on this energy.

Further Initiatives

Our plant in Wuhan has been awarded the LEED Gold Certificate by the US Green Building Council to recognise its environmentally efficient designs including the use of natural air for ventilation, natural light and solar energy as well as water and heat reuse systems.

Climate Change

2016 marked three consecutive years of "record warmth" across the globe.¹ At the COP 21 conference in Paris, countries pledged to address climate change by reducing emissions, setting out targets and timeframes for action. As a responsible business, we are committed to reducing our carbon footprint.

We are aware of the various greenhouse gases that we produce and the resulting impact from our operations and have established approaches and initiatives to address these emissions. Our direct emission footprint arises from fuel burned in our boilers during production stages, while our indirect carbon footprint is primarily from the electricity that we use throughout our operations. We aim to reduce emissions through efficient energy usage and through the adoption of renewable energy, where feasible, in our operations. We have adopted energy conservation initiatives through the reduction of electricity and fuel consumption, and have set mid and long term goals for electricity and fuel reduction as reported in previous sections of the report. Going forward, we will take a further step to establish a formal policy to address these environmental issues so as to enhance our sustainable development.

潔淨能源

在武漢廠房,我們繼續採用生物質作為鍋爐燃 料。生物質是一種由再生有機物質製成的燃料, 其排放系數相比化石燃料和傳統生產的電力為 低。此外,我們正試驗在廠房的部分營運上採用 太陽能。

我們在現有廠房的非生產性設施中採用太陽能, 例如照明和空調,而在眾多廠房的員工宿舍亦已 採用太陽能熱水器。

進一步的措施

武漢的廠房榮獲美國綠建築協會的「能源與環境 設計先鋒」金級認證,以表揚廠房設計中包含的 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。

氣候變化

2016年為連續第三年有記錄以來全球最炎熱的一年¹。在2015年巴黎舉行的氣候峰會上,各國承 諾透過減少排放、制定行動目標和時間表來應對 氣候變化。作為負責任的企業,我們致力減少公 司的碳足跡。

我們明白因業務運作而產生的各種溫室氣體會對 環境造成影響,因此制定措施應對相關問題。我 們的直接碳排放足跡主要來自生產過程中鍋爐使 用的燃料,而間接的碳排放足跡則主要來自我們 在整個營運過程中所使用的電力。我們的減排目 標是透過有效使用能源,以及在可行的情況下在 營運過程中採用可再生能源。同時,正如前文所 述,我們已採取相關的節能措施,並訂下中長期 目標減少電力和燃料消耗。未來,我們會進一步 採取措施,制定正式的政策應對環境問題,從而 加強我們的可持續發展。

1. Source 資料來源: http://www.noaa.gov/stories/2016-marks-three-consecutive-years-of-record-warmth-for-globe

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

We recognise the importance of reporting our greenhouse gas footprint and establishing systems and processes for data collection in order to better monitor and reduce our direct and indirect emissions. We aim to begin reporting this information next year. 為更有利我們監察和減少溫室氣體的直接及間接 排放,我們深明在報告內提供有關溫室氣體足跡 數據與及建立數據收集系統和相關流程的重要 性。因此,我們將於明年開始匯報有關資料。

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

One of the main solid waste items from our production process is "Okara", the residue left after soya milk extraction. We have been recycling Okara generated at our manufacturing plants in recent years for making animal and fish food. We remain committed to maintaining a 99% recycling rate which we have achieved since 2013/14.

Typical to the soy sector, our operations do not produce any hazardous waste.

我們的生產過程中產生的主要固體廢棄物為豆 渣。豆渣是從大豆提取豆奶後的剩餘物。近年, 我們一直將生產廠房的豆渣回收以供再用製成 禽畜飼料和魚糧。我們在2013/2014年度已達至 99%的豆渣回收率,並致力維持這個水平。

維他奶的營運與普遍的大豆製品行業類同,不會 產生任何有害廢棄物。



Vitaland Services Limited is a Vitasoy subsidiary providing catering services. To address food waste, a recycler collects unused lunch boxes as well as food and oil waste. Leftover waste is sorted, processed and sent to fisheries and farms as poultry and fish feed. Vitaland also supported an environmental initiative to recycle waste cooking oil from tenants at the Hong Kong EcoPark. Our efforts were acknowledged with a Certificate of Appreciation presented by the Hong Kong Government.

Responsible Sourcing

Our environmental influence extends to our supply chain, where we remain committed to working with suppliers who share our vision of sustainable development. Considering that our products are plantbased, our chief edible raw materials are soy, tea leaves and other agricultural products.

We select suppliers who demonstrate sound sustainable practices and are aligned with our beliefs. In the future, when all other factors are equal, suppliers who present sustainability certifications will be given priority in the selection process.

Some of our soya beans come from our contract farms in Australia and China, where we conduct field audits and hold regular meetings with contract farmers to help align them with our sustainability goals. Other than that, we use certified organic or selected nongenetically modified (non-GMO) soya beans. Audits, testing and certificate verification are conducted to ensure compliance. 維他天地服務有限公司是維他奶集團旗下一間提 供餐飲服務的附屬機構。為應對廚餘的產生,公 司委聘了一間回收商收集未經食用的午餐飯盒、 廚餘和廢食油。剩餘的食物經過分類和處理後, 直接送往本地漁場和農場用作魚糧及家禽飼料。 同時,維他天地支持一項為香港環保園租戶回收 廢食油的環保項目,此舉亦獲得香港政府肯定而 向我們頒發嘉許狀。

負責任的採購

我們對環境的影響亦伸延至供應鏈上,維他奶致 力與認同我們可持續發展願景的供應商合作。我 們的產品以植物為本,可食用原材料主要為大 豆、茶葉和其他農產品。

我們選擇的供應商必須符合我們的理念,並已實 踐可持續發展措施。展望將來,在其他因素同等 的情況下,能夠提供可持續發展認證的供應商, 將在我們的甄選過程中獲得優先。

我們部份大豆來自澳洲和中國的承包耕作商農 場。我們會在農場進行實地查核,並與承包農戶 定期舉行會議,以協助他們配合我們可持續發展 的目標。除此之外,我們的大豆產品只會採用 經認證的有機大豆或經嚴選的非基因改造大豆。 我們亦會對大豆進行定期的認證核實、測試和審 核,以確保供應商全面合符規範。

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

Our Workplace

Vitasoy's core values are rooted and demonstrated in the way we do business. Both prospective and current employees are increasingly looking to work with companies that share their values and which allow them to develop professionally. Faced with increasing competition and talent shortages in key markets, it is essential that we develop our ability to attract and retain the right people for our continued growth in addition to being compliant with relevant labour laws and regulations on all employment matters in every market where we operate.

At Vitasoy we strive to create a work environment that enables job satisfaction and a higher sense of purpose. Vitasoy employees believe in our Vision, Mission and Core Values and that their jobs create meaning for themselves and for society. This helps to drive business success and professional growth. The leadership team is accountable to the achievement of core objectives of Vitasoy, engaging employees to set targets and explore opportunities to drive greater value in the future.

The Company also issues a Staff Handbook that details our Human Resources and Employment Policies, Staff Welfare and Benefits as well as Company Code of Conduct for every employee to ensure clear understanding and alignment of expectations and behaviours – these form the foundation of how we operate our business for the long term.

Building upon this foundation is a stable workforce which would be important for the sustainable development of the Company. Vitasoy believes that one of the best ways 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; facilitating collaboration; promoting engagement and involvement and ensuring safety and health. The result is a genuine meritocracy where everyone is assessed on their ability and performance.

我們的工作環境

維他奶的核心價值植根於業務當中。現有和潛在 的僱員都愈來愈重視企業與他們的共同價值觀, 以及能否讓他們在企業內發展其專業。面對在主 要市場的競爭日益加劇及人才短缺的問題,我們 除了要遵守各地與僱傭相關的勞工法例外,還必 須增強吸納及保留人才的能力,以保持穩健的 發展。

我們致力創造一個讓員工獲得成就感與造就使命 感的工作環境。我們的工作團隊秉持維他奶的願 景、使命和核心價值,堅信他們的工作能為社會 和自身創造意義,同時亦推動業務和個人的專業 發展。我們的領導團隊秉承維他奶的宗旨,帶領 員工訂立目標和探索機遇,為未來創造更大的 價值。

公司的《員工手冊》詳列我們的《人力資源及僱傭 政策》、《員工福利》及《公司行為守則》,確保每 一位員工就公司對員工的期望和行為守則都有 清晰和一致的了解,以此奠定長遠業務營運的 基礎。

在此基礎上建立穩定的員工團隊,對公司的可持 續發展至關重要。維他奶相信在各方面提倡平等 機會是維持穩定員工團隊的最佳方法,當中包括 報酬和福利,招聘、培訓和發展,晉升和調任 等。我們重視為個人和公司創造效益和價值,這 包括鼓勵員工學習和發展,推動多元化,不分國 籍、種族、宗教、性別、年齡和家庭狀況,促進 團隊協作,推廣投入和參與,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 的能力和工作表現作為評核的基礎。

Core Competency Model – Vitasoy Success Drivers

A common behavioural and performance focus can contribute to business growth and the professional development of employees. Launched in 2015/16, the Vitasoy Success Drivers (VSD) core competency model is designed to align skills, attitudes and behaviours and set clear expectations of employee performance through six critical success drivers including customer focus, accountability, strategic agility, innovation, collaboration and quality orientation.

Through on-going training and activities, we look to sustain VSD programmes and practices across regions. Our Hong Kong office organised a VSD Awareness Programme to facilitate an understanding of the VSD through a gamified approach. In Mainland China, we organised an award scheme to promote an understanding of the VSD and its applicability at work.

核心能力模型— 「維他奶成功動力」

統一的行為指標及工作表現評核準則可以促進 業務和員工的專業發展。因此,我們在2015/16 年度推出核心能力模型 —「維他奶成功動力」 (VSD),以規範員工的技能、工作態度和行為, 並通過六個關鍵成功動力,包括「客戶焦點」、 「責無旁貸」、「前瞻策略」、「創新變革」、「團隊 協作」及「優質為本」,對員工的工作表現設定清 晰的要求。

我們透過持續的培訓和活動來鞏固各地區的VSD 項目和實踐。當中包括在香港舉辦的提升對VSD 認知的項目,以遊戲活動的形式加深員工對VSD 的了解。而在中國大陸我們推行了一個獎勵計 劃,推動員工了解VSD在日常工作中的應用。



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

Learning and Development

學習與發展



Provide learning and development opportunities to employees to help enhance workforce competency 提供學習與發展機會,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 various 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. These trainings took the form of workshops and classroom teaching by in-house or external trainers, external courses and seminars as well as on-the-job 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 各類培訓和發展機會,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及其 他重點項目培訓。這些培訓由內部或外聘導師以 工作坊和課堂教學的形式進行,另外亦包括外間 課程、研討會和在職培訓。

Training 培訓	2014/15	2015/16	2016/17
Total Hours 培訓總時數	58,067	107,377²	95,379 ¹
Training Hours Per Employee 員工平均培訓時數	9.76	15.07 ²	13.30

Group Talent Management Programme

All Vitasoy operations have adopted the Talent Management Programme, which identifies candidates with highest potential for further development and management training. One of its key components in Hong Kong and Mainland China is the Management Trainee Programme. It offers a comprehensive and well-structured programme for career development at Vitasoy. Management trainees will be given assignments in different departments, onthe-job coaching, knowledge and skills training, mentor and peer support as well as cross-border exposure. The ultimate goal is to prepare trainees for a successful long-term career in Vitasoy and to sustain company growth.

Continuous Improvement

Vitasoy understands the importance of continuous innovation and capacity building in striving for efficient, cost effective and superior manufacturing practices. As a result, Continuous Improvement has

集團人才管理項目

集團在所有維他奶的業務單位推行「人才管理項 目」,選拔最具潛能的員工,給予其更多的發展 機會和參加管理方面的培訓。其中一個在香港和 中國大陸的重點項目是「管理培訓生計劃」,公司 選拔合適人選,在集團為他們提供一個全面和結 構完善的事業發展計劃。這計劃包括安排他們於 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, 最終目標是讓他們在維他奶有成功的長遠職業發 展和能支持公司業務的增長。

持續改進

維他奶明白持續創新及提升能力對實現高效能、 高成本效益和優越製造運作尤其重要。因此,持 續改進是維他奶文化其中一個關鍵元素。為進一

Includes training hours for the structured management trainee programme. 包括「管理培訓生計劃」的培訓時數。

Big increase due to roll-out of Vitasoy Success Driver training. 因推動「維他奶成功動力」,使培訓時數大幅上升。
been one of the key elements of Vitasoy's culture. To further develop and integrate this culture across our operations, we have developed a set of programmes that target our different geographies.

Hong Kong

The Hong Kong Operations have been promoting the Continuous Improvement concept to employees through various internal programmes, and in 2015/16 the initiatives were revamped through the Continuous Improvement Programme (CI) with an aim to sharpen our competitive edge.

An Action Learning process with CI Company-level projects was conducted with teams formed to identify areas of improvement and contribute towards solutions in operation process, efficiency, safety measure and space maximisation. Members harnessed the skills they learned in the skill-builder workshops on productivity practices and through Action Learning projects, enabling them to deliver impactful results.

Mainland China

Inspired by the World Class Manufacturing Programme, we began to adopt and adapt its best practices in China in 2016/17 to ensure the highest operational standards across all our plants.

We encourage our employees to take ownership of continuous improvement initiatives in operations and give suggestions on enhancing operational efficiency such as cost control, quality improvement and maintenance through a scorecard and reward scheme. The suggestions will be implemented and reviewed by relevant personnel. We also prioritised employee learning through training workshops, teambuilding activities, sharing sessions and meetings to give them the knowledge and tools to perform more effectively. 步在不同業務單位發展和融入這個文化,我們在 不同區域開展了一系列相關項目。

香港

香港業務一直透過不同的內部項目向員工推廣持 續改進的理念,包括在2015/16年度推出革新的 持續改進計劃(CI),以提高我們的競爭優勢。

跨部門人員組成的團隊,在行動學習的過程 中參與公司層面的CI項目,讓他們辨識在操 作流程、效率、安全措施及善用空間方面可 改進的地方和提出改善方案。隊員運用他們 在生產力提升工作坊所學到的技能,透過行 動學習項目,讓他們能取得具影響力的成果。

中國大陸

受到「世界級製造項目」的啓發,我們在2016/17 年度開始採納及應用最佳實踐守則,以確保所有 在中國大陸的各個工廠都達至最高的營運標準。

透過記分卡和獎勵計劃,我們鼓勵員工主動提出 持續改進運作的措施,以及提升營運效率的建 議,例如成本控制、質量改進和設施維護等方 面,並由有關人員實施和審查。我們還透過培訓 工作坊、團隊建設活動、分享會和會議,讓員工 獲取提升工作效能的相關知識和技能。



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

Diversity and Collaboration

Overview

多元及團隊協作

概覽



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 values an inclusive corporate culture that understands the importance of diversity in individual preferences and perceptions. This is a key reason for us to 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.

As our workforce grows, we maintain a high-level of gender diversity and a commitment to gender equality across all job levels. We embrace diversity based on capability potential regardless of nationality, race, religion, gender, age or family status.

As of 31st March 2017, the Group's total workforce stood at 7,328, with 5,456 full time employees, similar with last year (5,460).

維他奶的企業文化著重共融,明白每位員工的個 人特質和觀念多元化的重要性。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,作為評估員工工 作表現的指標之一。

隨著維他奶人才團隊的擴大,我們繼續維持高度 的性別比例平衡,並承諾維持所有職級的性別平 等。我們著重多元化,不論國籍、種族、宗教、 性別、年齡或家庭狀況,都以個人能力和潛力為 基礎。

截至2017年3月31日,集團共有7,328名員工。 全職員工人數為5,456人,與去年相若(5,460人)。

Total Workforce by Gender 以性別劃分的總員工人數					
Year 年	Female	e 女性	Male	男性	Total 總數
2013/14	2,632	49%	2,772	51%	5,404
2014/15	2,754	46%	3,194	54%	5,948
2015/16	3,270	46%	3,854	54%	7,124
2016/17	3,340	46%	3,988	54%	7,328

Gender Ratio by Grade 2016/17 年度以職級劃分的性別比例

Grade 職級	Female 女性		Male 男性		Total 總數
Total 總數	3,340	46%	3,988	54%	7,328
Management 管理層	122	41%	173	59%	295
Officer/Supervisor 主任/主管	217	36%	378	64%	595
General Staff 一般職員	1,315	43%	1,774	57%	3,089
Operative Staff 生產及銷售前線員工	1,686	50%	1,663	50%	3,349

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

Employee engagement helps us stay in touch with the needs and requirements of our workforce, ultimately boosting productivity and workforce stability. For example, our Staff Welfare Centre continued to organise activities to strengthen collaboration and foster a family culture at Vitasoy.

A corporate-wide Vitasoy Employee Engagement Survey was conducted in Hong Kong, Mainland China, Singapore and the USA in September 2016 to better understand employee morale, satisfaction and engagement at Vitasoy. The Survey was managed by an independent consultant to ensure impartiality. A total of 5,469 employees were invited and the response rate was over 96%.

Vitasoy's overall Sustainable Engagement score reached 82% in 2016/17, which is a 3% improvement compared with 2013/14 results and is on par with global food and beverage manufacturers. We have had a significant improvement in all categories compared with the last survey.

Vitasoy also developed and implemented Post-Survey Actions to improve employee engagement.

In 2016/17, the employee turnover rate was 16.74% which has been stable and better than market norm in major geographies where we operate.

推動員工的敬業度有助我們了解員工的需要及訴 求,有效提高生產力及工作團隊的穩定性。例 如,員工福利會持續舉辦各項活動,藉以加強團 隊協作及培養維他奶的大家庭文化。

為更了解員工的士氣、滿意度和敬業度,我們在 2016年9月於香港、中國大陸、新加坡及美國進 行了全體員工敬業度調查。該調查由獨立顧問進 行以確保公正。調查一共邀請了5,469名員工參 與,回應率達96%以上。

Sustainable Engagement score reached 2016/17年度的可持續敬業度 82% in 2016/17 維他奶2016/17年度的整 體可持續敬業度為82%, 相比起2013/14年度提升 3%,與全球食品及飲品 行業看齊。與上一次的調 查相比,我們在各個方面 都有顯著的改善。

維他奶還開展和推行了一 雪工的敬業度。

系列跟進行動,改善員工的敬業度。

於 2016/17 年度,集團員工的平均流失率為 16.74%,維持在穩定水平並較我們主要營運地區 的市場基準為佳。

	2014/15	2015/16	2016/17
Employee Turnover Rate 流失率	22.21%	15.91%	16.74%

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

Safety and Health

安全與健康



Maintain a safe and healthy work environment and ensure employees adopt practices that help 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. In order to ensure full compliance with applicable laws and regulations to provide a safe working environment and protect employees from occupational hazards, we have set up Occupational Safety and Health (OSH) Committees – comprising management and technical staff within individual operations – to review all work safety and health policies and procedures. Where necessary, preventive and corrective measures are implemented to minimise potential hazards and accidents.

Employees attend regular 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.

This year, the Learning & Development Department in Hong Kong joined hands with related departments to produce two OSH videos for Customer Service and other frontline employees. Employees are required to watch these clips to reinforce their understanding on safety measures. In early 2016, we introduced a training programme geared to our frontline employees with the aim of transferring critical job skills and Occupational Safety and Health knowledge to all trainees. This contributes to employees possessing a wellrounded knowledge of our business and an understanding of measures and practices to safeguard their well-being.

At the Hong Kong Vitasoy Logistics Centre, a new Frontline Training Centre came into service in May 2016. The Centre enables employees to participate in simulated situations and scenarios relevant to their job tasks, allowing newcomers to refine their relevant skills and settle into jobs and teams within a shorter time period. 維他奶致力保障員工的健康、安全和福祉。為提 供安全的工作環境、保障所有員工免受職業危害 的影響以及遵守有關法例及法規,我們成立了職 安健委員會。職安健委員會由各業務單位的管理 及技術人員組成,負責檢討所有有關工作安全和 健康的政策和程序。如有需要,委員會會實施防 範和修正措施,將危害和意外風險減至最低。

員工定期參加品質和安全規程培訓,以更新及鞏 固他們的相關知識。我們亦委聘認證機構,按照 「良好生產規範」(GMP)及「ISO」標準在各生產廠 房進行安全審計。

今年,香港的學習與發展部與其他部門攜手製作 了兩齣有關職安健的短片。客戶服務及前線人員 都需要觀看該兩齣短片,以加強他們對安全措施 的了解。我們在2016年初推出了專為前線人員而 設的培訓,向他們傳授職安健知識及重要的工作 技能。這有助員工全面了解我們的業務及保障他 們福祉的措施。

2016年5月,全新的前線培訓中心在香港維他奶物流中心投入服務。該中心設有模擬工作的情況和場景,使新員工可以更快地提升相關技能及融入工作和團隊當中。

Vitasoy also invited a Forklift Truck Instructor, licensed by the Hong Kong Occupational Safety & Health Council, to lead two sessions on forklift safety. The sessions overviewed the risks associated with forklift operations including causes of forklift accidents and the correct manner in which to operate a forklift. A total of 66 Forklift Operators attended these discussions.

We also held OSH related competitions at our Shenzhen and Foshan plants to reduce the risk of injury and raise awareness on health and safety practices. 維他奶亦邀請了香港職業安全健康局認可的叉式 起重車("叉車")導師,舉辦了兩次有關叉車安全 的訓練班。訓練班共有66名操作員參加,班上概 述了有關叉車的操作風險、事故的成因以及正確 的操作方式。

另外,我們在深圳和佛山廠房舉辦了與職安健相 關的比賽,以提高健康和安全意識及降低受傷 風險。

Lost Time Injury Rate 損失工時工傷率				
	2014/15	2015/16	2016/17	
Lost Time Injury Rate* 損失工時工傷率	1.32	1.30	1.17	

* Lost Time Injury Rate is calculated based on the number of lost time injury cases per 200,000 hours worked, which is approximately equal to the number of hours worked by 100 people in one year. 損失工時工傷率是根據每 200,000 個工作時數內所發生損失工時的工傷事件計算,此時數約相當於一百名員工在一整年內的工作時數。

Anti-Corruption and Other Ethical Business Practices

Throughout our business, our principles and practices are designed to foster a strong ethical culture that leads to employee engagement and customer trust. They also ensure full compliance with related local laws and regulations in every market we operate including anti-corruption and bribery, extortion, fraud and money laundering legislation.

Vitasoy strictly prohibits bribery and corrupt practices and requires business to be conducted with integrity. We support this policy through conducting thorough due diligence to make sure that we comply with the anti-corruption laws in every market where we operate, and establishing our Code of Business Conduct which 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. We also provide a set of Supplier and Contractor Management Guiding Principles to guide employees in establishing healthy long-term partnerships with these stakeholders.

A Whistle Blowing Policy as well as risk management programmes are in place for Vitasoy to maintain a high standard of integrity and impartiality.

防止貪污及其他商業道德操守

一直以來我們貫穿各業務的原則和實踐都以培養 高度商業道德文化為本,並以此取得員工和客戶 對我們的信任。這些原則和實踐亦確保我們遵守 每一個業務所在市場的法律與法規,包括反貪污 和賄賂、勒索、欺詐和清洗黑錢相關的法例。

維他奶集團嚴禁任何貪污賄賂行為,並要求誠實 正直地進行商業行為。除了嚴格遵守各營銷市場 所在地區的防止貪污法例,我們的業務行為守則 亦清晰列明員工在每一個業務範疇上的責任,並 須秉持誠實正直的道德操守。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,公司亦制定供應商和承辦商管理指導原則, 指導員工與相關持份者建立良好和長遠的合作關 係。

我們有一套行之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。

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

Our Community

我們的社區



Advocacy and consumer education and enhancement of opportunities for communities to enjoy a 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"

At Vitasoy, we are proud to have our "Nourish Your Body, Nourish Your Mind" initiative to guide our community programmes. We are committed to cultivating public knowledge, enabling our communities to make more informed nutritional choices and lead healthier lives. We are also dedicated to fostering educational opportunities in the communities where we have a presence. We have different programmes in Hong Kong, Macau and Mainland China to help achieve these goals.

Hong Kong

We continued our partnership programme, "Vitasoy Nutrition Exploration Journey", with St. James' Settlement which aims to educate primary school students on the importance of nutrition. In 2016/17, approximately 200 students from 8 primary schools took part in the programme, acting as nutrition ambassadors to convey nutrition and wellness messages in their community. Our subsidiary, Vitaland Services Limited, also held discussions to promote healthy lifestyle and diet to students, parents, and teachers.

In order to help raise awareness of the benefits of nutritious drinks among health conscious consumers especially pregnant women, we offered samples of VITASOY CALCI-PLUS soya milk, a high calcium beverage, to offices, obstetrics and gynaecology clinics, body check centres and antenatal care centres, reaching about 60,000 consumers including expectant mothers.

As part of our efforts to contribute to supporting one of the United Nation's Sustainable Development Goals "Zero Hunger", we donated Vitasoy products to World Vision's various activities related to the alleviation of hunger. We also donated Vitasoy products to local food banks for distribution to the needy.

In addition, Vitasoy also sponsored sporting events such as tennis, swimming, dragon boat racing, cycling and football to encourage healthy lifestyle through physical exercise.

「滋養身心」

維他奶很高興能以「滋養身心」為主題推行了一 系列的社區項目。我們致力培養社區的健康知 識,使大眾能掌握資訊作出更明智的營養選擇, 推動健康生活,並在我們營運據點的社區提供更 多教育機會。我們在香港、澳門和中國大陸都有 不同的計劃來實現這些目標。

香港

我們繼續與聖雅各福群會合作,舉辦「維他奶營 養探索之旅」活動,以教育小學生食物營養的重 要性。在2016/17年度,來自8所小學的200多名 學生參加了這項計劃,並擔任營養大使,在社區 傳達營養和健康資訊。我們的附屬機構維他天地 服務有限公司亦舉辦交流活動,與學生、家長和 老師們討論及宣傳健康的生活模式和飲食習慣。

對於關注健康的消費者尤其是孕婦,讓他們更加 了解營養飲品的益處,我們在辦公室、婦科與產 科診所、身體檢查中心和產前保健中心,向約6 萬名人士提供高鈣飲品「維他奶」「鈣思寶」豆奶 樣本。

為支持聯合國可持續發展目標之一的「消除飢 餓」,我們向世界宣明會消除世界飢餓有關的活 動捐贈了維他奶產品。我們還將維他奶產品捐贈 給本地食品銀行,分發給有需要的人。

此外,維他奶還贊助多項體育賽事,如網球、游 泳、龍舟賽、單車和足球,以通過運動鼓勵健康 的生活模式。



Macau

In addition to educational efforts, Vitasoy also strives to promote healthy lifestyles in our communities by offering nutritious products. In the 2016/17 school year, our subsidiary, Vitaland Services Limited, provided VITASOY Low Sugar Soya Milk products to students in 76 primary schools, some with affiliated kindergartens, through a local government nutrition education programme in which we have participated since 2011. Nearly one million students have benefited from this programme.

Mainland China

We established the Vitasoy University Grant to provide financial support to high performing undergraduate students from underprivileged backgrounds. Grants were provided to the Huazhong Agriculture University in Wuhan this school year where 50 students were selected from grant applications received in the 2015/16 school year. In 2016/17, we have expanded the grant to a further 50 undergraduates at the Shanghai Normal University. We will continue to identify and partner with appropriate universities around our communities for this programme.

In Wuhan, where our newest plant is located, we supported victims of the summer rainstorms by providing VITASOY drinks and monetary donations.

澳門

除了教育外,維他奶也通過提供營養產品來促進 社區的健康生活模式。在2016/17學年,附屬機 構維他天地服務有限公司透過自2011年以來參 加的政府營養教育計劃,向76所小學及附屬幼兒 園的學生提供「維他奶」低糖豆奶產品,讓多達 一百萬學生從這個計劃中受益。

中國大陸

我們成立了維他奶大學資助計劃,為貧困但成績 良好的大學生提供財務支持。本學年我們向位於 武漢的華中農業大學提供獎學金,授予50名於 2015/16學年申請資助而獲選的學生。在2016/17 年度,我們將資助計劃擴大至上海師範大學的另 外50名本科生。我們會繼續與我們營運社區內合 適的大學合作推行此項計劃。

在維他奶最新的廠房所在地武漢,我們為夏季暴 雨的災民提供支援,捐款和捐贈「維他奶」飲品。

Looking Ahead 展望將來

We are encouraged by the progress that we have made thus far, but are aware of the sustainability challenges and work that lies ahead. As a key and innovative player in the food and beverage industry, Vitasoy is committed to meeting these challenges by making the right tasty, nutritious and plant-based products which are compatible with a healthy lifestyle, and making them with efficient resource consumption while minimising environmental impact.

We continue to strive to contribute towards addressing global sustainability issues, making our efforts relevant to supporting the United Nations Sustainable Development Goals of Zero Hunger, Good Health and Well-Being as well as Responsible Consumption and Production.

Vitasoy is confident that our commitment and determination together with our experience and capabilities will enable us to continue to make progress on our glide path. We look forward to increasing our positive impact to the communities we serve in the years to come. 我們對至今取得的進展感到鼓舞,但同時意識到 未來在可持續發展方面的挑戰及其漫長工作。維 他奶作為食品和飲品行業的翹楚和創新者,透過 製造美味、富營養、以植物為主和能配合健康生 活模式的產品,以及提高資源效益和盡量減低環 境影響,致力應對未來挑戰。

我們會繼續努力為解決全球可持續發展問題出一 分力,響應聯合國「消除飢餓」、「良好健康與福 祉」以及「負責任的消費和生產」的可持續發展 目標。

我們深信我們的承諾、決心、豐富經驗以及能力 將使我們在可持續發展之路上繼續取得進展,並 期待提升我們將來為社區帶來的正面影響。



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A1: Emiss	ions 排放物		
General Disclosure 一般披露	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	Vitasoy's Sustainability – Our Sustainability Vision 維他奶的可持續發展 — 我們的可持續發展願景	10
	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	Making Products the Right Way – Our Manufacturing 採用合適的生產方法 — 我們的生產	26-31
KPI A1.3	Total hazardous waste produced 所產生有害廢棄物總量	We did not produce any hazardous waste 我們並無產生有害廢棄物	30
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	Making Products the Right Way – Water Management, Energy Management, Clean Energy 採用合適的生產方法 — 水資源管理、能源管理、 潔淨能源	26-29
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Vitasoy's Sustainability – Our KPI Targets and Progress 維他奶的可持續發展 — 我們的關鍵績效目標及進展	12-13
	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	Making Products the Right Way – Waste Management 採用合適的生產方法 — 廢棄物處理	30
A2: Use o	f Resources 資源使用		
General Disclosure 一般披露	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	Making Products the Right Way – Water Management, Energy Management, Clean Energy 採用合適的生產方法 — 水資源管理、能源管理、 潔淨能源	26-29
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	Making Products the Right Way – Energy Management, Clean Energy 採用合適的生產方法 — 能源管理、潔淨能源 Only intensity figures disclosed 只披露了密度數據	27-29
KPI A2.2	Water consumption in total and intensity 總耗水量及密度	Vitasoy's Sustainability – Our KPI Targets and Progress 維他奶的可持續發展 — 我們的關鍵績效目標及進展	12-13
		Making Products the Right Way – Water Management 採用合適的生產方法 — 水資源管理 <i>Only intensity figures disclosed</i> <i>只披露了密度數據</i>	26-27

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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	Vitasoy's Sustainability – Our KPI Targets and Progress 維他奶的可持續發展 — 我們的關鍵績效目標及進展	12-13
	<u> </u>	Making Products the Right Way – Energy Management, Clean Energy 採用合適的生產方法 — 能源管理、潔淨能源	27-29
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Vitasoy's Sustainability – Our KPI Targets and Progress 維他奶的可持續發展 — 我們的關鍵績效目標及進展	12-13
	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	Making Products the Right Way – Water Management 採用合適的生產方法 — 水資源管理	26-27
A3: The E	nvironment and Natural Resources 環	竟及天然資源	
General Disclosure 一般披露	Policies on minimising 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	Making Products the Right Way – Our Manufacturing 採用合適的生產方法 — 我們的生產	26-31
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響和已採 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	26-31

B. Social 社會		Reference in this Report and Remarks 本報告的參考資料和備註	Page No. 頁數
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General Disclosure 一般披露	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	Making Products the Right Way – Our Workplace 採用合適的生產方法 — 我們的工作環境	32-39
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	Making Products the Right Way – Diversity and Collaboration 採用合適的生產方法 — 多元及團隊協作 Only total workforce by gender and employment type disclosed 只披露了按性別和僱傭類型劃分的僱員總數	36
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	Making Products the Right Way – Engagement and Involvement 採用合適的生產方法 — 投入和參與 <i>Only turnover rate per year disclosed</i> <i>只披露了每年的流失比率</i>	37
B2: Healtl	h and Safety 健康與安全		
General Disclosure 一般披露	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	Making Products the Right Way – Safety and Health 採用合適的生產方法 — 安全與健康	38-39
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	Making Products the Right Way – Safety and Health 採用合適的生產方法 — 安全與健康	38-39
B3: Devel	opment and Training 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。 描述培訓活動	Making Products the Right Way – Core Competency Model – Vitasoy Success Drivers 採用合適的生產方法 — 核心能力模型 — 「維他奶 成功動力」	33 34-35
		Making Products the Right Way – Learning and Development 採用合適的生產方法 — 學習與發展	54-55

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B4: Labou	ur Standards 勞工準則		
General Disclosure 一般披露	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	We complied with labour or other relevant legislation We did not identify any material non-compliance or breach of legislation 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	-
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	We complied with labour or other relevant legislation We did not identify any material non-compliance or breach of legislation 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	-
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	We complied with labour or other relevant legislation We did not identify any material non-compliance or breach of legislation 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	-
B5: Suppl	ly Chain Management 供應鏈管理		
General Disclosure 一般披露	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	Making Products the Right Way – Our Manufacturing 採用合適的生產方法 — 我們的生產	26-31
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 – Responsible Sourcing 採用合適的生產方法 — 負責任的採購 Information relating to engaging suppliers and how practices are implemented and monitored is disclosed 報告有披露聘用供應商的慣例及有關慣例的執行和 監察方法相關的資料	31
B6: Produ	uct Responsibility 產品責任		
General Disclosure 一般披露	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	Making the Right Products – Sustainable Nutrition 生產合適的產品 — 可持續的營養 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	16-20 24
	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 B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	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	24

B. Social 社會		Reference in this Report and Remarks 本報告的參考資料和備註	Page No 頁數
B7: Anti-o	corruption 防止貪污		
General Disclosure 一般披露	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	Making Products the Right Way – Anti-Corruption and Other Ethical Business Practices 採用合適的生產方法 — 防止貪污及其他商業道德 操守	39
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	There were no legal proceedings brought against Vitasoy or its employees during the reporting period 匯報期內並無對維他奶或其僱員提出的相關案件	-
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 – Anti-Corruption and Other Ethical Business Practices 採用合適的生產方法 — 防止貪污及其他商業道德 操守	39
B8: Comr	nunity Investment 社區投資		
General Disclosure 一般披露	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	Making Products the Right Way – Our Community 採用合適的生產方法 — 我們的社區	40-41
KPI B8.1	Focus areas of contribution 專注貢獻範疇	Making Products the Right Way – Our Community 採用合適的生產方法 — 我們的社區	40-41
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	40-41

Appendix 附錄

Plant milk beverage is defined as "nutritious" if it meets the following criteria:

- Is a "source of nutrient" for one of the essential nutrients including protein, fibre or vitamins and minerals; AND
- Contains "low level" of sugar, fat or saturated fat and trans fat.

Table 1: "Nutritious beverage" criteria for plant milk beverages

如植物奶符合下列條件,便可稱為「營養飲品」:

- 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;
- 以及含「低量」的糖、脂肪或飽和脂肪與反式 脂肪。

表一:植物奶作為「營養飲品」 的準則

Nutritious beverages 營養飲品				
	Australia ¹ 澳洲 ¹	Mainland China ² and Hong Kong ³ 中國大陸 ² 和香港 ³	Other markets⁴ 其他市場⁴	
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 2.5g per 100kcal or 5g per serving 每 100 千卡含有最少 2.5 克, 及每份含有最少 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 1.5g per 100kcal 每 100千卡含有最少 1.5 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 5% of Nutrient Reference Value (NRV) of a vitamin or mineral per 100kcal 每 100 千卡含有最少達「營養參考 值」5% 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 5g sugars per 100ml ^s 每 100毫升飲品的糖含量不多於 5克 ^s	
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			
Low saturated fat and zero trans fat 低飽和脂肪及零反式 脂肪	Ac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; ⁵ L的及零反式 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			
The sum of saturated fat and trans-fatty acids 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%。				

Reference 參考:

 FSANZ - Australia New Zealand Food Standards Code - Standard 1.2.7 - Nutrition, Health and Related Claims 澳紐食品標準 — 澳洲和新西蘭的食物標準法規 — 標準 1.2.7 - 營養、健康及相關聲明

National Health and Family Planning Commission of the People's Republic of China – National Food Safety Standard

中華人民共和國國家衛生和計劃生育委員會 —《食品安全國家標準》

3. Hong Kong Centre for Food Safety – Technical Guidance Notes on Nutrition Labelling and Nutrition Claims

香港食物安全中心一《營養標籤及營養聲稱》技術指引

 Codex Alimentarius – Guidelines for Use of Nutrition and Health Claims (CAC/GL 23-1997) 食品法典委員會 —《營養和健康聲稱使用準則》(CAC/GL 23-1997)

 No official definition for "low sugar" and "zero trans fat" in Codex Guidelines. Criteria is set based on Hong Kong and Mainland China regulations 《食品法典委員會》指引對於「低糖」和「零反式脂肪」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。





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