

Sustainable Growth

Sustainability Report 可持續發展報告

2017/18

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Vitasoy International Holdings Limited's ("Vitasoy" or "the Group") fourth annual Sustainability Report ("Report") presents our efforts in social and environmental sustainability across our worldwide operations and offices in Mainland China, Hong Kong, Australia, Singapore, the Philippines* and the USA. The results presented in this Report are aggregated Group level results for the 2017/18 reporting period from 1st April 2017 to 31st March 2018.

In addition to disclosing our Sustainability performance and progress towards our targets to date, we also share our perspective on the challenges and risks we are facing and how our Sustainability vision and framework, and related programmes and initiatives, support advancement in our Sustainability journey.

To ensure our reporting complies with the Main Board Listing Rules of the Hong Kong Exchanges and Clearing Limited ("HKEX"), we have continued to reference Appendix 27: Environment, Social, and Governance Reporting Guide ("ESG Guide") issued by the HKEX. A detailed HKEX ESG content index has been included at the end of this Report to facilitate greater navigability and transparency, and to demonstrate our compliance.

This Report can also be accessed through the HKEX website and the Group's corporate website at www.vitasoy.com, with hard copies distributed to shareholders. Further information about Vitasoy can be obtained from our corporate website and our Annual Report. Questions and comments can be sent by email to sustainability@vitasoy.com or by post to External Affairs and Sustainability, 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「本集團」)發表第四份年度可持續發展報告(「本報告」),闡述本集團於中國大陸、 香港、澳洲、新加坡、菲律賓*及美國營運基地的環球業務及辦事處在社會和環境可持續發展方面所作出的努力。本報告 匯報2017年4月1日至2018年3月31日財政年度期間本集團的可持續發展表現。

除披露本集團的可持續發展表現及邁向相關目標的進展外,我們亦闡述本集團所面臨的挑戰和風險,以及如何透過可持續 發展願景和框架及相關項目和措施推進本集團的可持續發展。

為確保相關報告符合香港交易及結算所有限公司(「香港交易所」)《主板上市規則》,我們繼續參考香港交易所發佈的《附件 二十七:環境、社會及管治報告指引》(「環境、社會及管治報告指引」)。本報告的結尾部份亦提供了香港交易所環境、 社會及管治報告指引的詳盡內容索引,以方便查閱和增加透明度,以及對應本報告對相關指引的遵行。

本報告上載於本集團公司網站www.vitasoy.com和香港交易所網站,亦提供印刷版本予股東參閱。要了解更多有關維他奶 的資訊,請閱覽公司網站及年度報告。如有任何查詢或意見,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對外事務及可持續發展部。

^{*} The joint venture established between Vitasoy and Universal Robina Corporation in the Philippines has commenced operation in 2017/18. 本集團與 Universal Robina Corporation 於菲律賓成立的合資企業於 2017/18 年開始運作。



Vitasoy is committed to providing sustainable plant-based nutrition that is affordable and tasty. We have stood by this mission since our establishment in 1940. Throughout the past almost 80 years, the global environment has become increasingly challenging with climate change impacting on the supply of food and natural resources which are already strained from the needs of a growing world population expected to reach 8.6 billion by 2030.

While population levels are rising, consumers are becoming more aware of the importance of living a healthy lifestyle, pursuing diets with healthy ingredients and less environmental impacts and avoiding undesirable elements such as sugar and fat. Meanwhile, opinion leaders and governments are working to advance sustainable development to cope with climate change and other challenges. Our mission of providing sustainable plant-based nutrition is becoming increasingly relevant both at a global level and in the local communities we serve.

As a responsible company with a broad global vision, we actively monitor and address global environmental, social and regulatory trends which may affect the long-term sustainability of our operations. Vitasoy considers and identifies areas where we can act upon and contribute solutions to important emerging issues. While governments are taking steps to realise the agenda outlined in the United Nations Sustainable Development Goals, we see 維他奶一直致力提供美味及價格相宜的可持續植物為本的營養。自1940年創立以來,我們堅守使命,始終如一。在過去近80年來,全球環境日趨嚴峻。世界人口日益增長,預期2030年將達86億,令糧食和天然資源供應出現緊缺,而氣候變化更令情況雪上加霜。

隨著人口不斷增加,消費者日趨重視健康生活模 式,追求以健康及對環境影響較少的食材入饌, 並減少攝取糖分和脂肪等不合需要的元素。與此 同時,輿論和政府提倡可持續發展,以應對氣候 變化等挑戰。我們提供可持續植物為本營養的使 命,與全球範圍和所服務社區的發展的關係變得 越來越密切。

作為一家負責任且具全球視野的企業,我們密切 關注可能影響我們業務長期可持續發展的全球環 境、社會及監管趨勢。維他奶積極尋求持續改 進,就重大的新興問題提供解決方案。在各地政 府推出措施落實「聯合國可持續發展目標」的同 時,我們亦為實現其中的「消除飢餓」、「良好健 康與福祉」以及「負責任的消費和生產」目標出一 ourselves supporting Zero Hunger, Good Health and Well-being, and Responsible Consumption and Production amongst others with our sustainable plant-based food and beverage products providing healthier options for the body and the planet – for the body by helping to reduce the risks associated with lifestyle diseases; and for the planet by reducing the pressure on natural resources and the environment.

Guided by our two-pronged Sustainability Framework, Making the Right Products and Making Products the Right Way, we encourage efforts across all our operations to improve our environmental and social performance. Throughout the past years, we have invested in research and development to bring about new offerings which are in line with our plant-based, nutritious, low-sugar and low-fat focuses. We have continued to introduce new offerings which are aligned with these focuses in 2017/18 with all of our new beverages being plant-based, reinforcing our commitment to producing high-quality products to support a healthy lifestyle. We are also making good progress on our environmental goals working to boost resource efficiency this year. The 2017/18 fiscal year has seen us surpassing the 2020/21 targets of most of our Sustainability Key Performance Indicators, which we will be reviewing to consider elevating them to more aggressive goals in the coming year.

In search of other opportunities to better understand our environmental footprint and to enhance our progress, we have conducted our first-ever carbon assessment, helping us to gain insight into our greenhouse gas emissions which have also been disclosed in this Report. Meanwhile, our suppliers have been invited to join us in our sustainability journey through our Principles of Supplier Conduct which encourages them to adopt responsible business practices and globally recognised sustainability standards.

On the internal governance front, this year we have continued to integrate sustainability risks into our enterprise risk management and started to cascade the monitoring and management of these risks into all areas of the Group operations. To support the evolution of our sustainability management and performance we have reviewed our governance structure and established a new Sustainability Committee. We are now developing new policies and guidelines to enhance our ethical and sustainable business practices.

Externally, we have launched a pilot clean PET bottle recycling primary school programme to help enhance the younger generation's knowledge of proper waste management and recycling. We have also joined the Single-Use Beverage Packaging Working Group in Hong Kong, a cross-sector collaboration group established in October 2017 with an aim to reduce waste by managing single use beverage packaging in the city. 分力。通過生產可持續的植物成分為主的食品和 飲品,為大眾和地球提供更健康的選擇,減少大 眾因生活習慣而出現疾病的風險,並降低對地球 天然資源和環境的壓力。

按照維他奶的可持續發展「雙軌框架」,即生產 合適的產品以及採用合適的生產方法,我們鼓勵 各業務部門努力提升環境和社會績效。我們一直 大力投入研發活動,開發植物為本、營養豐富及 低糖低脂的新產品。於2017/18年度,我們繼續 維持這些新產品發展方向,其中所有新產品均為 以植物成分為主,反映了我們生產配合健康生活 模式的優質產品的宗旨。年內,我們亦致力提升 資源使用效率,在實現環保目標方面取得長足進 展。於2017/18財政年度,我們的大部分關鍵績 效指標已超越2020/21年度目標,我們將於來年 評估有關指標以考慮設立更高目標。

為從其他方面更好地了解我們環保足印及提升環 保績效,我們首次進行碳足跡評估,藉此了解我 們的溫室氣體排放情況,並已於本報告作出披 露。此外,我們透過制定《供應商行為守則》,鼓 勵供應商採取負責任的營商手法及全球公認的可 持續發展標準,攜手促進可持續發展。

內部管治方面,年內我們繼續將可持續發展風險 納入企業風險管理,並開始將有關風險的監控和 管理延伸至本集團業務的各個方面。為提升可持 續發展管理和績效,我們對集團管治架構作出檢 討,並設立新的可持續發展委員會,負責主管有 關事務。我們現正制定全新政策和指引,以加強 職業操守和可持續發展方面的管治。

對外方面,我們推出小學乾淨膠樽回收先導計 劃,旨在增強年輕一代對廢棄物正確管理及回收 的知識。我們亦與「一次性飲品包裝工作小組」 攜手合作,該工作小組為於2017年10月在香港 成立的跨行業合作組織,希望通過一次性飲品包 裝的有效管理以減少廢棄物。 In addition, we have continued our Nourish Your Body, Nourish Your Mind community efforts, expanding our offer of Mainland China Vitasoy University Grant to Southern China in addition to Wuhan and Shanghai, and organising the Vitasoy Nutrition Exploration Journey school nutrition education partnership programme with St. James' Settlement in Hong Kong for the third year. In 2017/18, we have extended our contribution to postgraduate education through an international research summit Young Scholar Competition sponsorship in Hong Kong.

LOOKING FORWARD, we will continue to seek opportunities to contribute more broadly and reassess our existing KPIs to set higher targets and expand our KPIs. Recognising the rising consumer health demands and challenges in the global environment with pressing issues such as climate change and shortage of resources, we are determined to contribute towards our founding vision to bring sustainable plant-based nutrition solutions made in a responsible way to the communities we serve. We believe through partnering with our customers and suppliers as well as other businesses, governments and communities, we can address social and environmental challenges together and take Vitasoy to a new level.

Winston Yau-lai LO Executive Chairman 15th June 2018 此外,我們繼續推行以「滋養身心」為主題的社 區項目,將「維他奶大學資助計劃」由武漢和上 海擴展至華南地區,並於香港連續第三年與聖雅 各福群會合作,舉辦「營養探索之旅」活動,教 育學生食物營養的重要性。亦於2017/18年度, 維他奶贊助於香港舉辦的國際學術研究會議「青 年學者大賽」,為研究生教育作出貢獻。

展望未來,我們將繼續物色機會作出更大貢獻, 並會重新評估關鍵績效指標以設立更高目標。面 對消費者健康需求日益上升,以及氣候變化、資 源短缺等全球迫切環境問題,我們堅守我們的企 業創立願景,以負責任的方式為我們服務的社區 提供可持續的植物為本營養解決方案。我們相 信,透過與客戶和供應商以及與其他企業、政府 及社區合作,攜手解決社會和環境問題,定能令 維他奶更上一層樓。

羅友禮 *執行主席* 2018年6月15日

ABOUT VITASOY 關於維他奶

Our History

Dr. K. S. Lo produced a new soya drink, VITASOY, in 1940 to offer an affordable and nutritious alternative to dairy milk for the people of Hong Kong during a time of hardship. Over the years, the nutritious VITASOY soya milk has been an accessible product in the lives of people in Hong Kong and has become a quintessential local brand in the community's collective memory.

Since its establishment, the Group has expanded its market presence globally while continuing to operate with Dr. Lo's intent to provide a variety of healthy, nutritious and tasty products that promote the well-being of people worldwide. We now have a direct presence in Mainland China, Hong Kong, Australia, Singapore, the Philippines and the USA, and have our products sold in more than 40 markets.

As we grow our business, Vitasoy remains committed to our founding vision from almost 80 years ago to provide sustainable plant-based beverages and food products that are good for the people and the planet through focusing on Nutrition, Taste and Sustainability.

我們的歷史

羅桂祥博士於1940年生產一款全新豆奶飲品「維 他奶」,在艱難時期為香港人提供價格相宜且營 養豐富的牛奶替代品。多年來,營養豐富的「維 他奶」豆奶飲品已融入香港人的日常生活,是香 港人集體回憶中的本地經典品牌。

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自本集團成立至今,業務已遍佈全球各地,我們 始終秉持羅博士的創立宗旨,提供富營養和美味 的多元化產品,為促進全球消費者的健康出一分 力。如今,我們在中國大陸、香港、澳洲、新加 坡、菲律賓及美國均設有業務基地,產品行銷全 球逾40個市場。

成立近80年來,隨著我們的業務發展,維他奶始 終堅守創立願景:以營養、美味及可持續發展作 為核心,提供可持續的植物成分為主的飲品和食 品,促進大眾健康的同時,竭力保護地球環境。



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



A Snapshot of Our Company 公司概況

Our Global Presence 我們在全球的營銷

~40_{Markets 市場}

Our Heritage 我們的傳承



Our Revenue 我們的收入

Our Workforce 我們的團隊





Our Brands 我們的品牌



VITASOY'S SUSTAINABILITY 維他奶的 可持續發展

Our Sustainability Vision

To us, sustainability means delivering tasty, nutritious and plant-based products compatible with a healthy lifestyle to our consumers in a way which prioritises efficient resource use and minimises environmental impact.

We have stayed true to Vitasoy's Core of **Nutrition, Taste and Sustainability** throughout almost 80 years of our history. This commitment has positioned us to be able to contribute solutions to complex food and health issues, such as shortages of food and natural resources linked to population growth, as well as lifestyle changes that lead to a growing trend in the pursuit of healthy diets. Vitasoy's solutions include the creation of a product portfolio which is good for the health of the people while being made in a way that results in as little impact to the environment as possible.

我們的可持續發展願景

對我們而言,可持續發展就是提供美味、富營養 的植物成分為主的產品,以配合消費者的健康生 活模式,並在生產營運中提升資源使用效率及盡 量降低對環境的影響。

在本集團近80年的發展歷程中,我們始終秉持維 他奶的核心一營養、美味和可持續發展。這份堅 持令我們能夠為應對各種複雜的食品和健康問題 貢獻一分力。如因人口增長而令糧食和天然資源 出現緊缺,以及因生活模式變化而越來越受追捧 的健康飲食。維他奶的應對之道在於提供有利促 進大眾健康的優質產品組合,並同時竭力減少對 環境的影響。

SUSTAINABLE GOALS



Vitasoy has been making efforts to stay connected and contribute to the global sustainability agenda, such as the United Nations Sustainable Development Goals (SDGs), in particular #2 Zero Hunger, #3 Good Health and Well-being, and #12 Responsible Consumption and Production, applying knowledge and expertise from close to 80 years of producing sustainable plant-based nutritional products.

維他奶積極與全球可持續發展日程接軌並致力作出貢獻,例如「聯合國可持續發展目標」。憑藉近80年生產可持續植物為本營養產品的專業知識,為實現 「2.消除飢餓」、「3.良好健康與福祉」以及「12.負責任的消費和生產」這三個聯合國可持續發展目標作出貢獻。

Our Sustainability Framework

In 2015/16, we formalised our approach to Sustainability with a Two-Pronged Framework to better integrate sustainability into our business. We also identified focus areas and determined KPIs and goals using this Framework which comprises Making the Right Products, and Making Products the Right Way. We are also continuously improving our approach and ability to manage and monitor our performance in a more systematic manner, mitigating the environmental and social risks that we face and identifying new opportunities for our sustainable growth.

維他奶的可持續發展框架

於2015/16年度,我們制定了可持續發展策略, 以「雙軌框架」加強可持續發展與業務的整合。 此框架包括生產合適的產品及採用合適的生產方 法。我們依據這框架確立重點範疇、關鍵績效指 標和目標,並不斷改善我們的能力和處理方法, 希望能夠更有系統地管控有關表現,降低所面臨 的環境和社會風險,並發掘新商機促進可持續 增長。

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

Making the Right Products 生產合適的產品

We are committed to building a portfolio of tasty and nutritious plant-based products which support our consumers in pursuing a healthy lifestyle. Throughout the years, we continue to innovate and develop new formulas which provide nutritional benefits with plant-based ingredients and low sugar and fat contents. We also recognise that packaging is an important part of the overall product offering, as it provides functional benefits to protect and preserve the product as well as convenience of consumption. We strive to reduce the environmental footprint of our packaging through different initiatives and enhance our product communications with consumers.

我們致力開發美味、富營養的、以植物為本的產品組 合,滿足消費者追求健康生活的需求。多年來,我們 不斷創新和開發新配方,採用植物為本的材料、以及 減低糖分和脂肪含量,提升產品營養價值。我們也認 為包裝為整體產品的重要部分,在保護和保存產品之 餘,亦提供飲用上的方便。我們致力通過不同措施以 減少包裝對環境的影響,並增強與消費者的產品通訊。 Making Products the Right Way 採用合適的生產方法

Our aim is to provide safe and high quality products while minimising impacts on the environment through thoughtful and responsible choices related to material sourcing, energy and resource consumption and waste management. To achieve this, we seek to work closely with our suppliers, employees and communities.

我們在原材料的採購、能源和資源消耗以及廢棄物管 理方面,採取嚴謹負責的方針政策,在致力提供安全 優質產品的同時,竭力降低對環境的影響。為此,我 們與供應商、員工和社區緊密合作。



Sustainability Governance

Vitasoy's management team has been pivotal in devising our Sustainability strategy and implementing identified programmes under the leadership of the Vitasoy Board. Progress and achievements on our sustainability initiatives with KPIs and glidepath towards targets are reported to the Board. In 2017/18, we took another step to structure our efforts in a more systematic way, establishing a Sustainability Committee which consists of the Group Chief Executive Officer and related Function Heads forming a more effective mechanism to drive and monitor sustainability performance. The Sustainability Committee will become operational in 2018/19 to steer Vitasoy's Sustainability strategy and oversee the implementation of programmes across geographies, integrating sustainability into day-to-day operations. The leadership team has also started to incorporate Vitasoy's sustainability performance into assessment criteria in their performance evaluations. We believe that a formal sustainability governance structure will strengthen sustainability accountability and, by extension, the overall performance of Vitasoy as a responsible company. While we recognise we are in the early days in our Sustainability development, our actions signal our commitment to the long-term evolution of Sustainability within Vitasoy.

Sustainability Risk Management

We have taken a proactive approach to managing the environmental, social and governance risks that we face, such as health-related regulations, the cascading effects of climate change, shortages in resources, intense competition for talent and changing labour dynamics. We recognise that sound sustainability management requires for ESG risks to be identified and included in a company's broader enterprise risks. As such, we have continued to identify and integrate ESG risks into our corporate enterprise risk management system and started to monitor and mitigate them along with other business risks. Details of Vitasoy's Enterprise Risk Management are included in the Corporate Governance section of our 2017/18 Annual Report.

Stakeholder Engagement and Materiality Assessment

Vitasoy has been engaging various stakeholders such as management teams, employees, the media and investors to start to understand their views and identify material aspects for our sustainable development.

可持續發展管治

在維他奶董事會的領導下,管理團隊致力制訂可 持續發展策略和實施既定項目,並向董事會匯報 可持續發展措施及關鍵續效指標的進展情況。在 2017/18年度,我們採取進一步措施,設立可持 續發展委員會,以進行更有系統的管理。該委員 會由集團行政總裁和相關部門主管組成,作為一 個更有效的管治架構,將於2018/19年正式運 作,負責維他奶的可持續發展策略,監督於各地 區實施相關項目,將可持續發展融入日常營運。 領導團隊亦開始將維他奶的可持續發展試入日常營運。 領導團隊亦開始將維他奶的可持續發展減入日常營運。 有導團隊亦開始將維他奶的可持續發展貢效納入 其工作表現評核,作為評估標準的一部分。我們 相信,完善的可持續發展管治架構,有助增強可 持續發展方面的問責,進而提升維他奶作為負責 任企業的整體表現。

可持續發展的風險管理

我們積極管理所面對的環境、社會及管治風險 (ESG),例如與健康相關的規例、氣候變化不斷 升級的影響、資源緊絀、人才競爭激烈及勞動力 趨勢變化。我們了解到有效的可持續發展管理需 要將ESG風險識別及包括在更廣泛的企業風險管 理內。為此,我們已不斷進行識別,將ESG風險 整合在公司的企業風險管理系統當中,而且開始 連同其他業務風險作出監測和減低相關的影響。 有關維他奶企業風險管理的詳情,載於本公司 2017/18年報的企業管治一節。

持份者參與和重要性評估

維他奶一直與各持份者溝通,當中包括管理團 隊、僱員、傳媒及投資者等,以了解各方觀點及 識別本公司可持續發展的重要範疇。 In 2017/18, we held a full-day internal workshop – the Vitasoy Sustainability Forum – to review the progress made and consider how we can accelerate our development through looking at the global landscape, trends and issues and learning from industry and global leaders. We also discussed key aspects that are important for our sustainable growth.

Investors are becoming more and more interested in sustainability related issues and we have been engaging them through face to face meetings and conference calls to address their concerns and discuss their views to ensure we continue to focus on important strategies and drivers for the Company's sustainable growth.

We have also reached out to the media to provide updates on Vitasoy's sustainability initiatives and progress and they have been invited to share their opinions with us on the importance of different ESG aspects.

To enhance our understanding of material issues for Vitasoy's Sustainability we plan to engage a broader range of external stakeholders to gather their views and advice in 2018/19.

於2017/18年度,我們舉辦為期一天的內部工作 坊一維他奶可持續發展論壇回顧可持續發展所取 得的進展,並透過分析全球狀況、趨勢及時事, 以及向業界和全球領先企業學習,考慮如何加快 有關發展。我們還討論對公司可持續增長至關重 要的各個關鍵範疇。

投資者日益關注可持續發展相關議題,我們透過 會面和電話會議方式與他們溝通,以回應其關注 的問題並了解他們的看法,確保我們繼續專注於 重要的策略以推動可持續的增長。

此外,我們主動與傳媒聯絡,提供有關維他奶可 持續發展策略和進展的最新資訊,並邀請他們分 享對環境、社會及管治各個不同範疇的重要性的 看法。

為加強我們對公司可持續發展重要議題的了解, 我們計劃於2018/19邀請更多不同的外部持份者 分享他們的看法及建議。



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



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

We support the global health agenda through a portfolio which aligns with the World Health Organization's (WHO) recommendation to follow a nutritious diet based on a variety of foods originating mainly from plants.

Consumers have noted the many challenges related to unhealthy dietary patterns and are turning instead to products that nourish their bodies. With close to 80 years of heritage and know-how in sustainable plant-based nutrition, Vitasoy is in a position to offer solutions compatible with a healthy lifestyle to address the needs of health conscious consumers.

With our new product offerings in 2017/18 we have surpassed the 2020/21 goals of most of our product portfolio KPIs, including plant-based offerings, nutritious plant milk beverage and fat content reduction. We shall review these goals in the coming year to aim for higher targets. 我們響應全球健康議題及配合世界衛生組織飲食 倡議,推出以多種植物成分為主,並富含營養的 產品組合。

消費者意識到不良飲食習慣帶來諸多問題,轉而 青睞滋養身體的產品。憑藉近80年生產含可持續 植物為本營養的產品的經驗和技術,維他奶可提 供切合健康生活的產品方案,滿足注重健康的消 費者的需求。

隨著2017/18年度推出多款新產品,大多數產品 組合的關鍵績效指標已超越2020/21年度目標, 包括增加以植物為主的產品組合、增加富含營養 的植物奶飲品和降低脂肪含量。我們將於來年檢 討並設定更高目標。



| 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 ¹ | Moderate to zero sugar 中至零糖度 |
|--|----------------------|--|--|------------------------------------|
| Hong Kong 香港 | | | | |
| VITA No Sugar Chrysanthemum Tea 「維他」 無糖茶 — 菊花 | ~ | N/A 不適用 | v | v |
| VITA No Sugar Brown Rice Tea 「維他」無糖茶 — 玄米 | × | N/A 不適用 | ✓ | ✓ |
| VITASOY CALCI-PLUS Hi-Calcium Soya Milk (Unsweetened) 「維他奶」「鈣思寶」大豆高鈣健康飲品(無糖) | ~ | ~ | ~ | × |
| The Philippines 菲律賓 | | | | |
| VITASOY Soya Milk (Original) 「維他奶」豆奶(原味) | ~ | v | v | ~ |
| VITASOY Soya Milk (Coffee Flavour) 「維他奶」豆奶(咖啡味) | × | × | v | |
| VITASOY Soya Milk (Chocolate Flavour) 「維他奶」豆奶(朱古力味) | ~ | × | × | |
| VITASOY Plus Soya Milk (Original) 「維他奶」原味高鈣豆奶 | ~ | × | × | ✓ |
| VITASOY Plus Soya Milk (Oat Flavour) 「維他奶」麥精高鈣豆奶 | ~ | × | ~ | ✓ |
| Singapore 新加坡 | | | | |
| VITA Green Tea 「維他」緑茶 | ~ | N/A 不適用 | ✓ | v |
| VITA Jasmine Tea 「維他」茉莉花茶 | ~ | N/A 不適用 | × | ✓ |
| Australia 澳洲 | | | | |
| VITASOY Almond Milky 「維他奶」杏仁奶 | ~ | ~ | ~ | ~ |
| VITASOY Coconut Milky 「維他奶」椰子奶 | ~ | × | | × |
| All new product offerings are plant-based 所有新上市產品皆以植物為本 | | | | |

1. "Low fat" and "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

A plant-based diet built on vegetables, whole grains, nuts, seeds, legumes and fruits offers well-demonstrated health benefits with lower impacts on the planet. In addition to a lower risk of heart disease, type 2 diabetes, hypertension, certain types of cancer and obesity², a plant-based diet is less resource intensive with a smaller environmental footprint than an animal-based diet³. Soya beans, our main raw material, have an abundance of polyunsaturated fats which, when used in place of animal-based saturated fats, have been found to help reduce the risk of cardiovascular disease by about 30%⁴.

For plant milk to be qualified as a "nutritious beverage", we ensure that our products meet local market criteria based on relevant nutrition regulations and standards (see Appendix on page 52 for more details). Nutritious beverages are defined as offerings that are low in sugar, fat or saturated fat; as well as are sources of important nutrients such as protein, fibre, calcium, vitamin B and vitamin D; and that help nourish the body and support one's health.

以植物成分為主的營養

以植物成分為主的飲食包含多種蔬菜、全穀類、 堅果、種子、豆類和水果。研究證實,以植物為 主的飲食可為健康帶來多種益處,亦可減輕對地 球環境的影響。除有助降低心臟病、二型糖尿 病、高血壓、某些癌症和肥胖症的風險²外,相 比以肉食為主的飲食,以植物為主的飲食耗用較 少資源及產生較少的環境足跡³。我們的主要原 材料大豆,含有豐富的多元不飽和脂肪,研究顯 示以這種脂肪代替動物性飽和脂肪,有助降低約 30%4罹患心血管疾病的風險。

我們的植物奶「營養飲品」標準以主要市場的相 關營養規例和準則制定(詳情見第52頁附錄)。而 較廣泛的定義為低糖、低脂肪或低飽和脂肪的飲 品,以及同時是重要營養素(如蛋白質、纖維、 鈣、維生素B和維生素D)的來源,有助於滋養身 體,促進個人健康。





Clinical Trial on the Effects of a Soya Beverage Enriched with Plant Sterols on Blood Cholesterol Levels 臨床試驗: 合購宣植物目前的互加約日對控制血迹際目前水平的工

臨床試驗:含豐富植物固醇的豆奶飲品對控制血液膽固醇水平的功效

Using VITASOY CALCI PLUS soya milk enriched with 2 grams of plant sterols for the trial, the results showed that consuming one serving of such beverage a day could effectively lower LDL ("bad") cholesterol by about 8% in three weeks⁷. High cholesterol is a major risk factor for cardiovascular disease.

維他奶「鈣思寶」豆奶含有2克植物固醇,臨床實證,連續三星期每日飲用,可有效降低 低密度脂蛋白(「壞」)膽固醇約8%⁷。高膽固醇是誘發心血管疾病的主要風險因素。



5 soya bean benefits for human health 大豆對人體健康的五大益處

- Soya beans are rich in soya protein, a complete protein which contains all the essential amino acids required for normal growth and development.
 - 大豆含豐富大豆蛋白,屬於完全蛋白質,包含能提供人體生長及健康所必需要的氨基酸。
- Soya beans are naturally free of cholesterol and contain a high percentage of heart-healthy polyunsaturated fats such as essential omega-3 and omega-6 fatty acids. 大豆不含膽固醇,並含豐富多元不飽和脂肪,包括重要的奧米加-三和奧米加-六脂肪酸,有助促進心臟健康。
- Soya beans are naturally high in fibre and have a low glycemic index (low Gl). 大豆天然纖維含量高,且具低升糖指數。
- Soya beans are dense in important nutrients such as B vitamins, calcium, potassium and other minerals.

大豆含豐富的重要營養素,如維生素B、鈣、鉀和其他礦物質。

Soya foods are a heart-friendly alternative to meat and other animal products. They are a good protein source for vegetarians, vegans and those following a plant-based diet. Consumption of soya foods has been shown to help improve bone health, lower cholesterol and prevent the risk of heart diseases and certain cancers.

大豆食品是肉類和其他動物性食物的健康「護心」 替代品,可為素食者、全素食者和以植物性飲食為 主的人士提供優質蛋白質。研究發現,食用大豆食品有助促進骨骼健康、降低膽固醇和預防心臟病 及某些癌症。

Visit http://www.vitasoy.com/health-and-nutrition/ for more information. 更多詳情,請參閱 http://www.vitasoy.com/tc/health-and-nutrition/。

- 3. Ranganathan J et al. Shifting Diets for a Sustainable Food Future [Working Paper]. Creating a Sustainable Food Future. World Resources Institute. 2016 Apr;11.
- Sacks FM et al. Dietary Fats and Cardiovascular Disease: A Presidential Advisory From the American Heart Association. Circulation. 2017 Jan 1:CIR-00000000000510.
 Contain Omg cholesterol.
- 含零毫克膽固醇。

 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。

7. Refers to median reduction of low-density lipoprotein (LDL) cholesterol from "ClinicalTrials.gov [Internet]. Bethesda (MD): National Library of Medicine (US). 2000 Feb 29 -Identifier NCT02881658, The Effect of 3-Week Consumption of Soya Beverage Enriched With Plant Sterols on Serum LDL-C; 2016 Aug 29 [cited 2018 Mar 23]. Available from: https://clinicaltrials.gov/ct2/show/NCT02881658".

指低密度脂蛋白膽固醇的中位數下降幅度 Clinical Trials.gov [Internet]. Bethesda (MD): National Library of Medicine (US). 2000 Feb 29 -Identifier NCT02881658, The Effect of 3-Week Consumption of Soya Beverage Enriched With Plant Sterols on Serum LDL-C; 2016 Aug 29 [cited 2018 Mar 23]. Available from: https://clinicaltrials.gov/ct2/show/NCT02881658。

^{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.



Fat Content Reduction

Vitasoy supports the WHO's recommendation to control fat intake, replacing most saturated fats with unsaturated fats and limiting trans fats in the diet. We have been increasing our proportion of products with low fat or low saturated fat, and with the launch of new offerings this year, we have exceeded the 2020/21 goal in fat content reduction.

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含量。我們持續增加 低脂肪或低飽和脂肪產品的比例,隨著年內推出 全新產品系列,我們在降低脂肪含量方面已超越 2020/21年度目標。

Sugar Content Reduction

Vitasoy's efforts in reducing sugar content in our product portfolio is in line with the WHO's recommendation to limit sugar intake in order to reduce the risks of overweight, obesity and tooth decay. Since the launch of our first "no added sugar" product in 1990 – VITASOY PURE Unsweetened Soya Extract – we have continued to expand our moderate, low or no sugar product portfolio.

降低糖分含量

維他奶積極響應世界衛生組織有關限制糖分攝取量的建議,致力降低產品組合中的糖分含量,藉此減少超重、肥胖症和蛀牙的 風險。自1990年推出第一款無添加糖產品—「維他奶」「純」無添加糖豆漿以來,我們持續擴大中糖度、低糖或無糖產品組合。



 Total sugar content of 0-7.5%. 總糖分含量為0-7.5%。

Our Product Packaging

我們的產品包裝

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 is a major part of the overall product offering and serves multiple roles to provide convenience and the functional support needed for storage and transportation. We offer different types of packaging including carton paper packs, PET plastic bottles, aluminium cans and glass bottles to cater to different consumption styles. Right from the choice of materials to the design and production of product packaging we have integrated considerations on hygiene and safety, weight, strength and durability as well as environmental footprint.

We have been adopting various ways to help reduce the environmental impact of our packaging. Such efforts include continuous development of lighter weight packaging while maintaining package integrity, recycling glass bottles and the use of paper made of wood fibres from sustainably managed forests for our fresh-keeping laminated paper packs.

In 2017/18, we have made great strides in achieving a 91% rate of FSC (Forest Stewardship Council) certification labeled fresh-keeping laminated paper packs, already surpassing our 2018/19 goal of 90%. To help us systematically articulate our approach to packaging, we are currently formulating a packaging policy which is expected to be implemented in the coming fiscal year.

To learn more about the recycling initiatives of product packaging, please refer to Environmental Community Programme on page 44.

包裝是整體產品的重要部分,在多方面擔當重要 角色,提供儲存和運輸上的便利和實用性。我們 提供不同類型的包裝,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 足不同消費模式。從選料到設計生產,我們同時 兼顧衛生安全、重量、強度和耐用性以及環境影 響等因素。

我們致力減少包裝對環境造成的影響,包括持續 研發較輕但同時能保持功能的包裝,回收玻璃 樽,以及使用源自可持續發展森林的木材纖維製 成的紙品製造保鮮複合包裝紙盒。

於2017/18年度,我們取得長足發展,91%的保 鮮複合包裝紙盒印有森林管理委員會(FSC)認證 標籤,已超越原來訂下的2018/19年度的90%目 標。為更有系統地管理我們的產品包裝,我們現 正制訂包裝政策,預計於下一個財政年度實施。

如欲了解更多產品包裝回收措施的詳情,請參閱 第44頁的「環境保護社區活動」。



Result that has surpassed 2018/19 goal 代表已超越2018/19目標



The Forest Stewardship Council 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. Through a rigorous certification system, it provides internationally recognised standard-setting, trademark assurance and accreditation services to organisations and communities interested in responsible forestry. (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機構和社區提供制訂國際認可標 準、商標保證及認證服務。(www.fsc.org)

Our Product Communications

我們的產品通訊



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

In addition to providing products with health benefits, we believe it is important to help consumers understand the nutritional benefits of our products, enabling them to make informed choices for a healthy lifestyle.

In response to the global trend of healthy eating, and to emerging regulations and voluntary schemes on food labelling aligned with local public health policies, Vitasoy has continued to enhance information on our product packs, such as labelling designs which provide transparent, easy-to-understand and accessible product information, or direct health benefits.

我們認為,除提供有益健康的產品之外,協助消費者了解產品的營 養價值,讓他們作出明智的健康生活選擇亦至關重要。

為響應全球健康飲食趨勢,我們遵循各地公眾健康政策新推出規例 和自願食品標籤計劃,並持續增強產品包裝資訊內容,如引入簡單 易明的標籤設計,清晰展示產品資訊或對健康的益處。



The VITASOY PLUS range in the Philippines has used simple icons to illustrate the major health benefits of the product.

於菲律賓市場推出的「維他奶」高鈣 豆奶(VITASOY PLUS)系列,運用簡單 標識説明產品的主要健康益處。

In Hong Kong, we have joined the new voluntary Salt/Sugar Label Scheme for Prepackaged Food Products introduced by the Committee on Reduction of Salt and Sugar in Food (CRSS) and related government departments. Vitasoy supports the scheme and has been working on displaying these labels in our point-of-sale materials.

於香港,我們參加降低食物中鹽和糖委員會和相關政府部門新推出的自願性質的預先包裝食品「鹽/糖」標籤計劃。維他奶 支持該計劃並於銷售點陳列品上貼有該等標籤。





The Healthier Choice Symbol indicates options that are generally lower in total fat, saturated fat, sodium and sugar and higher in nutrient content, helping consumers make informed decisions.

印有「更健康選擇標籤」的食品通常為總脂肪、飽 和脂肪、鈉和糖含量較低以及營養成分含量較高 的產品,以幫助消費者作出選擇。

We have also continued to participate in the voluntary Health Star Rating, a front-of-pack labelling system endorsed by the Australia and New Zealand Ministerial Forum on Food Regulation. All of Vitasoy's core product range produced and offered in Australia is rated according to the overall nutritional profile to help our consumers make informed healthy choices.

我們亦繼續參加自願性質的健康之星評級(Health Star Rating),此 為澳洲和新西蘭食品監管部長級論壇(Australia and New Zealand Ministerial Forum on Food Regulation)推薦認可的正面標籤制度。 維他奶於澳洲生產的全部核心產品系列,均根據整體營養成分進行 評級,以便消費者作出明智的健康選擇。



In Singapore, we continue to be an industry partner of the Healthier Choice Symbol Programme by the Health Promotion Board (HPB). Launched in 2017/18, the VITA Green Tea and VITA Jasmine Tea are labelled with the Healthier Choice Symbol (HCS).

於新加坡,我們繼續為新加坡保健促進局的 「更健康選擇標籤」計劃的行業合作夥伴。於 2017/18年度面市的「維他」綠茶和「維他」茉莉 花茶均印有「更健康選擇標籤」。



We have used the Health Star Rating label on the front of pack of our core product range in Australia to help consumers identify healthier product choices.

我們於澳洲的核心產品印有健康之星評 級的正面標籤,以便消費者作出明智的 健康選擇。

In addition to enhancing product pack labelling with clearer and direct nutritional benefits, we have also strengthened the communication of such benefits through other channels, such as TV commercials and point-of-sale materials.

除透過更清晰易明地展示營養價值以加強產品包 裝標籤的訊息外,我們亦透過電視廣告和銷售 點展示等其他渠道,加強宣傳產品的有關健康 益處。 With the goal of improving student health and enhancing nutrition awareness in the community, the Macau government launched the Healthy Schools programme with an emphasis on school canteens. The programme involves a colour coded labeling system to help reduce the consumption of high sugar and high volume beverages provided in schools. Vitasoy contributed its views to the government during the planning stage of the programme. Since its launch, we have been helping schools implement the Green, Yellow and Red colour-coded labels to allow students to identify the nutritional content of different beverage so as to make healthy choices.

To raise awareness and provide professional knowledge of the health benefits of a plant-based diet, we communicate with our consumers by regularly updating our corporate website with the latest nutritional information and findings from well-grounded research. We also reach out to a broader audience through social media and other communication channels, motivating people to make choices to lead a healthier lifestyle.

Product Policies and Consumer Protection

Vitasoy adheres to high, uncompromising quality standards and complies with relevant food safety and labelling regulations in places where we operate. From raw material management to production and process control to finished goods assurance, we apply our quality standards based on a set of best practices and industry standards. The certifications awarded to us include Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practice (GMP) and International Organization for Standardization (ISO22000 and ISO9001) – all of which are demonstrations of our unsurpassed quality standards.

Our Crisis Management System lays out a set of procedures and assigns roles and responsibilities to different personnel during an unexpected and disruptive event. Formed by members of senior management from all related functions, our Crisis Management Team could quickly respond to incidents and effectively manage any incidents that may bring about negative impacts to our operations, thereby protecting our long-standing reputation and brand. We conduct regular reviews and drills of the crisis management process to continuously improve our response.

We are also committed to protecting consumer rights and data privacy, as stated in our Internet Privacy Policy on the Company's corporate website. All personal data information collected through our customer hotline, marketing activities or online platforms is handled in an appropriate manner in accordance with local regulatory requirements and can only be accessed by authorised persons at the Company. 澳門政府推出「校園健康飲食」計劃,旨在加強 學生健康和提升社區營養意識,專注於學校飯堂 的改善。計劃採用顏色標籤制度,提醒學生減少 飲用校園內供應的大容量及高糖飲品。維他奶於 「校園健康飲食」規劃階段為政府提出意見。自上 述計劃推出以來,我們一直協助學校推行綠色、 黃色及紅色標籤,以便學生識別不同飲品的營養 成分,從而作出健康選擇。

我們定期更新公司網站,介紹最新的營養資訊及 專業的研究成果,以提升消費者的健康意識,宣 傳以植物成分為主的飲食健康益處。我們亦透過 社交媒體及其他溝通渠道,向廣大受眾宣傳有關 知識,鼓勵民眾選擇更為健康的生活方式。

產品政策與消費者保障

維他奶一直恪守嚴謹的高質量標準,並嚴格遵守 營運所在地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, 均遵循最佳實踐及行業標準,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,彰顯我們的卓越品質標準。

我們設有危機管理系統,其中列明應對意外和突 發事故的相關程序,並確定不同人員各自的職 責。危機管理小組由所有相關部門的高級管理層 成員組成,能夠就可能會對我們的營運帶來負面 影響的各類事故作出迅速反應及有效管理,從而 維持我們長久以來的聲譽和品牌形象。我們定期 檢討及演習危機管理程序,不斷提升我們的危機 應對能力。

誠如本公司企業網站刊載的《網站私隱權政策》所 述,我們亦竭力保障消費者權益和資料私隱。透 過消費者熱線、營銷活動或線上方式收集的所有 個人資料,均按照當地監管規例妥善處理,只有 本公司獲授權人員方可取閱。

MAKING PRODUCTS THE RIGHT WAY 採用合適的 生產方法

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Our Sustainable Operations

Our Manufacturing: Responsible Resource and Emission Management

可持續發展的營運

我們的生產: 負責任的資源和排放管理

Focus Area 重點範疇

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

According to The World Economic Forum Global Risks Report 2017⁹, all five environmental risks in the survey, namely extreme weather, failure of climate change mitigation and adaption, major biodiversity loss, natural disasters and man-made environmental disasters, were ranked both high-risk and high-likelihood for the first time. Countries have joint forces through various initiatives, e.g. the Paris Climate Accord signed by 195 countries in 2016, to mitigate greenhouse gas (GHG) emissions in order to help combat these challenges brought about by climate change.

As a responsible company committed to contributing to some of these global efforts we have started to assess our carbon footprint as a measurement of GHG emissions and are disclosing them this year. We have continued to improve our water and energy efficiency, reducing the amount used per unit of product produced, and to enhance our waste management through systematic approaches and initiatives so as to help conserve precious natural resources and reduce GHG emissions. This year, we are in the processes of finalising an Environmental Policy to formalise the processes and management systems which have been proven effective. We will also be reviewing the policy regularly to stay connected with global issues and address them as necessary.

We are also committed to extending our influence to suppliers and customers by encouraging them to adopt responsible business behaviours.

During the reporting period, we have complied with all applicable environmental laws and regulations related to GHG emissions, water discharge and waste management. 根據世界經濟論壇2017年全球風險報告^{。,}極端 的天氣、減緩及適應氣候變化失敗、生物多樣性 大大減少、自然及人為環境災害五大環境風險, 首次在調查中被同時列為影響力大且發生概率高 的風險。世界各國已攜手採取多項措施,如195 個國家於2016年共同簽署的巴黎氣候協定,以 期減少溫室氣體排放,應對氣候變化所帶來的 挑戰。

作為一家負責任的企業,我們也為應對全球所面 對的上述挑戰出一分力。這年度我們著手展開碳 足跡評估,以測量溫室氣體排放,並作出相關披 露。此外,我們進一步提高用水及能源效益,降 低生產每單位產品的使用量,同時採取更完善策 略和措施加強廢棄物管理,節約寶貴天然資源和 減少溫室氣體排放。年內,我們正在制定環保政 策,以更有系統地規範已開始取得成效的相關流 程和管理體系。我們亦會緊貼全球動態,定期檢 討有關政策,以應對有關問題。

我們亦向供應商和客戶提倡有關理念,鼓勵他們 採取負責任的營商手法。

於匯報期內,我們已遵守與溫室氣體排放、廢水 排放及廢棄物處理相關的全部適用環境法例。

^{9.} The Global Risks Landscape 2017, http://reports.weforum.org/global-risks-2017/global-risks-landscape-2017/?doing_wp_cron=1517195194.5088539123535156250000#landscape, accessed on 29 January 2018 2017 全球風險格局(http://reports.weforum.org/global-risks-2017/global-risks-landscape-2017/?doing_wp_cron=1517195194.5088539123535156250000#landscape) · 於2018 年1月29日查閱。

KPI 關鍵績效 指標

Reduce the amount of water used to manufacture each unit of product 減少製造每單位產品的用水量

Goal目標



Reduce the amount of water used to manufacture each product unit by 20% by 2025/26 compared with 2013/14, with a midterm goal of 10% by 2020/21

與2013/14年度相比,在2025/26年度或之前減 少生產每單位產品的用水量達20%,中期目標為在 2020/21年度或之前降低10%

Water Usage* Percentage Change vs Base Year 2013/14 與2013/14年度比較的用水量*百份比改變



Result that has surpassed 2020/21 goal 代表已超越2020/21目標

Water Management

Water is a primary resource for Vitasoy, used as a key ingredient in most of our products as well as in production processes for heating, cleaning and cooling. As a general practice, we are careful in site selection to safeguard a steady supply of clean fresh water with 100% of our water coming from municipal water. Our stringent purification treatment and distillation process ensures the purest water is used to maintain the consistently high standard of safety and quality of our products. We track the use of water across our facilities to understand and monitor consumption patterns and have adopted reuse and recycling as two important approaches to managing our usage. Initiatives have been introduced to increase water efficiency, hence easing the stress on water resources. For example, at our manufacturing plants, we have optimised the efficiency of the Clean-in-Place (CIP) system, saving the amount of water used. We also recycle and reuse waste water from the filtration process for general cleaning.

水資源管理

水是維他奶的重要資源,不僅是我們大部分飲品 的主要材料,同時應用於不同的生產流程,進行 加熱、清潔和冷卻。慣常而言,我們會謹慎選 址,確保穩定的淨水供應,而我們的用水全部來 自市政用水。此外我們採取嚴格的淨化處理及蒸 餾流程,確保生產用水純淨,貫徹優質安全產品 標準。我們追蹤整個生產程序的用水情況,以了 解和監測用水模式,並透過循環再用節約用水。 我們亦採取措施提高用水效率,進而減輕水資源 壓力,如優化生產廠房在線清洗系統,節省用水 量。我們亦將過濾程序中的廢水循環再用作一般 清潔用途。

In 2017/18 we have exceeded our 2020/21 goal in reducing water usage intensity, and will review our goals to set higher targets in the coming year.

於2017/18年度,用水量減幅已超越2020/21年度目標,來年我們將會進行檢討並設立更高目標。

Energy Management

Improving energy efficiency has the benefits of reducing our carbon emissions and our operational costs. Over the past year, we dedicated significant effort to measuring our emissions and implementing practices to shift towards clean energy. Some of our initiatives include replacing the public lighting system across all our manufacturing plants in Mainland China with more efficient alternatives such as LED lighting, and switching our passenger fleets to hybrid vehicles. We have also undertaken various cooling tower energy saving projects, and are considering to deploy new chiller technology for heat balancing.

Another area of energy management is to enhance our energy recovery systems. We have successfully recycled steam generated from boilers, heat from centrifuges and energy from other parts of the manufacturing process, helping to reduce our fuel usage which directly impacts our carbon emissions. Using tower water for cooling products after sterilisation is another way of saving energy use. At our Shenzhen operation, recycling hot water from the disinfection machine has increased boiler in-feed water temperature by 10°C, helping us to reduce the use of natural gas for that purpose. The temperature of the final washing process of bottles has also been lowered to avoid the unnecessary use of energy while still maintaining our quality and cleanliness standards.

能源管理

提升能源效益,不但減少碳排放,還可縮減營運 成本。過去一年,我們竭力量度排放情況並致力 轉用清潔能源。我們採取的部分措施包括將中國 大陸所有生產工廠的公共照明更換為發光二極 體(LED)等更高效的照明系統,以及將客用車隊 更換為混能汽車。我們還實施多個冷卻塔節能項 目,現正考慮引入全新凍水機技術以達致更佳熱 平衡效果。

能源管理的另一重點,是改進能源回收系統。我 們成功回收鍋爐蒸汽、離心機產生的熱能及生產 流程其他環節產生的能源,並用冷卻水塔為高溫 消毒後的產品進行冷卻,藉此減少燃料用量,從 而直接減少碳排放。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,有利鍋爐減少天然氣耗用。我們 亦降低飲品瓶樽最後清洗流程的溫度,在保持質 量和清潔標準的同時,避免不必要的能源耗用。





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%



Fuel Usage* Percentage Change vs Base Year 2013/14 燃料用量*與2013/14年度比較的百份比改變



Result that has surpassed 2020/21 goal 代表已超越2020/21目標

At our Wuhan plant, the municipal steam system has been introduced and has greatly improved our environmental performance by reducing the use of fuel and hence the emission of SO_2 , NO_x and particulate matter. We started piloting the use of solar energy at the plant two years ago and now plan to expand the scale of using solar panels at the plant in the next fiscal year marking an important step for Vitasoy in using renewable energy.

With the above initiatives our performance in energy management has surpassed the 2020/21 goals for the reduction of electricity and fuel usage intensities. We will reassess the targets with a view to develop more aggressive goals in the coming year. 武漢廠房方面,透過引進市政蒸汽系統,減少燃 料的使用,進而減少二氧化硫、氮氧化物及微粒 排放,大大提升環保表現。我們於兩年前在該廠 試驗使用太陽能,並計劃於下個財政年度擴大太 陽能板使用規模,在使用再生能源上邁出了重要 的一步。

得益於上述種種措施,我們在能源管理方面表現 卓越,電力和燃料用量減幅已超越2020/21年度 目標。我們將於來年重新評估有關指標,以制定 更積極進取的目標。

Carbon Footprint

For the first time, Vitasoy has conducted a carbon footprint assessment across our operations to allow us to understand our greenhouse gas (GHG) emissions. Our direct emission footprint (Scope 1 emission) arises from fuel burned in our boilers during production, while our indirect carbon footprint (Scope 2 emission) is primarily from the electricity that we use throughout our operations including offices and warehouses we manage.

Our carbon footprint assessment will allow us to better understand our impact and identify opportunities to enhance our progress. Being in the first year of such assessment, we have been reviewing the data collected with a view to continue gathering experience and information that will help us establish GHG emissions targets in the future.

碳足跡

維他奶首次對公司全球營運進行碳足跡評估,以 了解溫室氣體的排放情況。我們的直接碳排放 (範圍1排放)主要源自生產過程中鍋爐使用的燃 料,而間接碳排放(範圍2排放)主要源自營運(包 括辦公室及倉庫)過程中所使用的電力。

透過對碳足跡進行評估,讓我們能夠深入了解企 業的環境足跡,並尋找機會加快我們在可持續發 展的進程。作為首年進行有關評估,我們一直檢 討收集到的數據,旨在繼續積累經驗及資料,以 便將來設定溫室氣體排放目標。

Total Emission Intensity 總排放強度 0.122 kg CO₂e/kg 公斤二氧化碳當量/公斤

Waste Management

廢棄物處理

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、再用及回收各類廢棄物,減低對環境的影響

One of the main solid waste items from our production process is "okara", the solid residue left after soya milk production. We have been passing okara, which contains certain nutrition value, to recyclers to convert it into animal and fish feeds. In 2017/18 we have a slight miss of our 99% okara recycling rate target because of the discontinuation of recycling service in Shanghai during the year due to decreasing demand for animal and fish feeds in the nearby area. However, we remain committed to a 99% recycling rate which we have maintained since 2013, and will endeavour to look for alternative solutions for recycling/reusing okara. 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固體剩餘物。豆 渣含有一定營養價值,我們將豆渣交予回收公司 處理製成禽畜飼料和魚糧。在2017/18年度,由 於上海附近地區對動物和魚類飼料的需求下降, 導致豆渣回收服務未能繼續,我們的整體豆渣回 收率亦因而略為低於99%的回收目標。然而,我 們會致力尋找回收/再利用豆渣的替代方案,以 重達自2013年起所保持的99%回收率。 Although other commercial and production waste such as plastics, scrap metal and paper is comparatively less in amount than okara, we have started to roll out waste management initiatives to help reduce the waste produced. At the Hong Kong offices, we have begun collecting used PET bottles and used paper and sending them to recognised recyclers for further treatment and recycling. Factory waste materials such as paper cartons, PET bottles and other plastics and scrap metal generated during the manufacturing process are collected by recyclers for proper treatment and recycling.

Typical to the soya sector, our operations do not produce hazardous wastes except a trace amount of waste lubricating oil.

塑料、金屬廢料及紙張等其他商業及生產廢棄物 數量雖較豆渣少,我們亦已開始採取廢棄物管理 措施以減少送往堆填區的廢棄物。在香港辦事 處,我們開始收集廢棄PET塑膠樽及廢紙,並運 送至認可回收公司作進一步處理以循環再造。而 紙箱、PET塑膠樽和其他塑料以及金屬廢料等工 廠廢料,亦同樣由回收公司收集作適當處理以供 循環再造。

維他奶的營運與普遍大豆製品行業類同,除少量 的廢潤滑油外,並無產生有害廢棄物。



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Our Suppliers

Vitasoy's supply chain covers a wide range of different types of food ingredients, non-edible materials and service providers, with most of our key ingredients being agricultural products such as tea leaves and soya beans. As a result climate change risks such as extreme weather are among the key risks impacting the majority of our suppliers, and hence our business. We recognise the importance of effective supply chain management in enhancing our overall sustainability performance through driving environmental stewardship, ensuring sound and ethical business practices and creating well-being to local communities.

This year, we have introduced our Principles of Supplier Conduct and invited our suppliers to support us in promoting responsible practices in working conditions and environmental protection.

我們的供應商

維他奶的供應鏈涵括眾多不同類型的食用材料、 非食用材料和服務供應商,主要材料大部分為茶 葉和大豆等農產品。因此,極端天氣等氣候變化 風險為影響大部分供應商的主要風險,亦同時會 對我們的業務造成影響。我們明白透過推動環境 管理,確保營商手法符合理性和道德標準,以及 為社會謀求福祉,對於供應鏈管理的效益尤其重 要,從而提升企業可持續發展的表現。

年內,我們推出《供應商行為守則》,邀請供應商 共同推廣負責任營商行為及環境保護工作。

Principles of Supplier Conduct 供應商行為守則

Suppliers who have signed to support the Principles include key edible and direct packaging suppliers of Mainland China and Hong Kong Operations constitute 90% of the purchasing amount.

已簽署承諾支持此守則的供應商包括中國大陸及香港業務的主要食 用及直接包裝供應商,佔採購額的90%。

We also work to procure sustainable materials, products and services whenever possible. This year, we have been working to draft a Responsible Procurement Policy to provide guidance to our colleagues in the Group's Purchasing functions to incorporate social equity, community and environmental stewardship into purchasing decisions. We would also give priority to products and services certified by recognised authorities such as Forest Stewardship Council, Roundtable on Sustainable Palm Oil and ProTerra Foundation in the selection process. This Policy is expected to be finalised and rolled out to group companies in the coming fiscal year.

To promote sustainable farming practices, we conduct field audits and hold regular meetings with contract farmers in Mainland China and Australia. We also purchase certified organic or selected nongenetically modified (non-GM) soya beans from the global market. Suppliers are asked to submit a non-GM Declaration and provide certificate verification. Our internal quality control also conducts batch to batch checking to ensure non-GM standard. To further enhance our efforts in this area, we are currently developing sustainable farming practice guidelines for our contract farms. 我們在可能的情況下,會優先採購可持續的材 料、產品和服務。年內,我們正在制訂《負責 任的採購政策》,為集團採購部門員工提供指 引,將社會公平、社區及環境管理納入採購決策 考慮中,也會優先採用獲得森林管理委員會、 可持續棕櫚油圓桌倡議組織及普羅泰拉基金會 (ProTerra Foundation)等認可機構認證的產品及 服務。我們預計這項政策將於下一個財政年度完 成並推出至集團各公司。

為提倡可持續發展耕種模式,我們會對中國大陸 及澳洲承包農戶進行實地考查,並與他們定期舉 行會談。我們也從全球各地市場採購獲認證的有 機大豆或精選非基因改造大豆,並要求供應商提 交非基因改造聲明。內部質控部門也會逐批進行 檢驗,確保符合非基因改造標準。我們現正為承 包農戶制訂可持續發展農業耕種指引,以促進這 方面的可持續發展。

Our Workplace

Vitasoy strives to be a reliable employer that operates with a high degree of integrity. We believe that our people are our greatest asset and that they are key in the sustainable development of the company, and therefore it is of utmost importance that we provide a safe, healthy and inclusive workplace. While fostering our commitment to Nutrition, Taste, and Sustainability, we motivate our employees to pursue professional growth through a variety of learning and development programmes. We also continue to build an engaging workplace for them and create meaningful jobs that are shaped by our clear vision and core values.

Business Ethics and Integrity

We stand by the highest standards of business ethics and integrity and we believe these contribute to Vitasoy's long history and continued success. Our Company Code of Conduct is included in our Staff Handbook to ensure a clear understanding and alignment of expectations. In 2017/18, to further strengthen and reinforce our business ethics and integrity, we introduced the Group Business Ethics Policy and the Code of Business Conduct for Suppliers and Customers. To increase the awareness of employees, suppliers and customers, we also conducted trainings to highlight the connection between ethical behaviours and the sustainable development of Vitasoy.

The Group Business Ethics Policy specifies the general principles of business ethical standards that directors and employees are expected to follow in daily operations, and covers topics such as compliance with laws, rules and regulations; conflict of interest; employment of immediate family members and relatives and anti-corruption and anti-bribery. This policy serves as a guideline for formulating detailed procedures and practices that employees must adopt.

To further strengthen our business ethics standards a separate Code of Business Conduct for Suppliers and Customers has been developed to establish minimum requirements and expectations regarding the ethical conduct of Vitasoy's suppliers and customers, including conflict of interest, anti-corruption and fraud, irrespective of country and territory. It also gives direction for local entities to incorporate those requirements into agreements with suppliers and customers.

To ensure that our employees, suppliers and customers are fully aware of the newly launched Business Ethics Policy and Code of Conduct for Suppliers and Customers, we developed and launched an e-learning platform in September 2017 and required our sales and purchasing staff and distributors to go through the training, complete a quiz and score 80% or above as well as acknowledge the policy content in order to receive our endorsement. By the end of January 2018, more than 2,000 sales employees across our operations have completed the training and endorsement process.

我們的工作環境

維他奶秉持高度誠信的經營理念,致力成為員工 值得信賴的工作夥伴。我們深信員工是公司最重 要的資產,他們亦是公司得以持續發展的關鍵, 因此為員工提供安全、健康和共融的工作環境至 為重要。在堅守公司的核心一營養、美味和可持 續發展一的同時,我們鼓勵員工透過各種學習與 發展的項目追求專業發展。我們亦不斷為員工建 立一個能讓他們投入的工作環境,並且根據公司 的願景及核心價值開設富意義的工作。

商業道德與誠信

我們深信維他奶過往和未來的成功皆有賴於我 們嚴守最高的商業道德與誠信標準。公司的《集 團紀律操守規範》載於《員工手冊》內,確保每一 位員工就公司對員工的期望都有清晰和一致的了 解。於2017/18年度,為進一步加強和鞏固商業 道德與誠信,我們推行《集團商業道德政策》及 《供應商及客戶商業行為守則》。此外,為提高員 工、供應商及客戶在此方面的意識,我們還舉辦 培訓,特別説明道德行為與維他奶可持續發展兩 者之間的關係。

《集團商業道德政策》列載日常營運中董事及僱員 須遵循的一般業務道德準則,內容包含法律、法 規和規章、利益衝突、僱用直系親屬或一般親屬 以及防止貪污賄賂等。該政策為制定員工須採用 的詳細程序和規範提供指引。

《供應商及客戶商業行為守則》是維他奶就其在不 同國家及地區的供應商及客戶的道德行為所制訂 的最基本的要求和期望,內容包括利益衝突、防 止貪污及欺詐,同時亦為公司與供應商及客戶簽 訂協議的細節提供準則。

為確保員工、供應商及客戶充分了解新實施的政策,我們於2017年9月開發和推出網上學習平台,要求銷售和採購部的員工、供應商及經銷商均須接受培訓。他們在獲得其年度批核前,必須完成考核並且取得高於80%的成績。截至2018年1月底,集團共超過二千多名銷售和採購員工已通過批核。

Vitasoy International Holdings Ltd. 維他奶國際集團有限公司

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The Company's Whistleblowing Policy, which encourages employees and our business partners to come forward and voice concerns about any suspected misconduct, malpractice or irregularity related to Vitasoy through a well thoughtout mechanism, is a safety net for the Company to achieve and maintain the highest standards of openness, probity and accountability. In 2017/18, we have expanded the range of whistleblowers to external parties and at the same time further improved the reporting channels in order to encourage the reporting of suspected fraud. The revised Whistleblowing Policy has been distributed to all employees in Vitasoy group companies in December 2017.

Fostering a risk management culture to support the sustainable growth of the Company, the Group risk management team continues to coordinate training for all staff and spread the message via regular corporate publications. Following the conclusion of the ISO31000 Risk Management verification conducted by the Hong Kong Quality Assurance Agency this year, a tailor-made strategic risk management workshop was arranged for leadership teams.

集團的舉報政策鼓勵員工及業務合作夥伴透過周 密的舉報機制挺身舉報任何懷疑與公司有關的不 當行為、舞弊或違規情況,是作為公司達至和維 持透明度、廉潔和問責的最高標準的安全網。 2017/18年度,我們將舉報範圍擴展至外部舉報 者,同時進一步改善舉報的渠道以鼓勵舉報懷疑 舞弊的行為。修訂後的舉報政策已於2017年12 月派發予集團各公司的所有員工。

秉承風險管理文化以支持公司的可持續發展,集 團的風險管理小組持續對所有員工進行培訓,並 透過公司定期刊物宣傳有關資訊。繼今年香港品 質保證局對維他奶進行ISO31000風險管理認證 後,我們舉辦了策略性風險管理工作坊予領導 團隊。

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

Safeguarding our employees from occupational hazards and ensuring full compliance with applicable laws and regulations is a main priority for Vitasoy. We have established Occupational Safety and Health ("OSH") Committees, which comprise management and technical staff within individual operations, to review OSH policies and practices. Preventive and corrective measures are implemented to minimise occupational safety and health hazards.

Our employees regularly attend OSH related trainings to renew their knowledge on the subject. Safety audits are also conducted by external accreditation organisation on production lines according to Good Manufacturing Practice ("GMP") and ISO Standards. Apart from applying Key Risk Indicators to monitor Vitasoy's OSH performance, we also adopted Prevention and Mitigation as key risk management strategies to develop control measures and improve the work environment.

保障所有員工免受職業危害和遵守有關法例及法 規是公司首要的工作。我們已成立職業安全健康 委員會,由各業務單位的管理及技術人員組成, 負責檢討有關職安健的政策和措施。委員會實施 防範和修正措施,將職安健危害減至最低。

我們的員工定期參加職安健培訓,以更新他們在 此方面的知識。我們亦聘用認證機構,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。除以主要風險指標監控公司的職 安健表現外,我們還採取防範和風險緩釋措施作 為管理主要風險的策略,制定風險控制措施和改 善工作環境。

Safety and Health

Focus Area 重點範疇
| Examples of safety initiatives in 2017/18: 2017/18年度安全措施例子: | | | | |
|--|-------------------------|-------------------------------------|--|--|
| | | | | |
| Hong Kong | Shenzhen | Wuhan | | |
| 香港 | 深圳 | 武漢 | | |
| New Safety and Health Policy | Safety Production Month | Designated road for delivery trucks | | |
| 新安全與健康政策 | 安全生產月 | 運貨卡車專用的道路 | | |

| Lost Time Injury Rate [*] 損失工時工傷率 [*] | | | | |
|---|---------|---------|---------|--|
| 2014/15 | 2015/16 | 2016/17 | 2017/18 | |
| 1.32 | 1.30 | 1.17 | 1.19 | |

* 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。

Diversity and Collaboration

多元及團隊協作

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

To recruit and retain professional talent, we foster a positive workplace and promote equal opportunities in all areas – from recruitment to compensation and benefits, training and development as well as promotions and transfers. We value an inclusive corporate culture that respects individual differences offering equal opportunities regardless of nationality, race, religion, gender, sexual orientation, age or family status. This, along with our Human Resources and Employment Policies as well as Staff Welfare and Benefits, is included in Our Staff Handbook to affirm our commitment to ensuring an inclusive and diversified workplace for our employees. 為吸納和挽留專業人才,我們營造良好的工作環 境,並在招聘、薪酬和福利、培訓和發展以及晉 升和調任等各個方面提倡平等機會。我們的企業 文化著重共融,尊重員工個人差異,不論國籍、 種族、宗教、性別、性取向、年齡或家庭狀況, 均予提供平等機會。有關資料連同《人力資源及 僱傭政策》及《員工福利》詳載於《員工手冊》內, 肯定了我們為所有員工建設共融且多元的工作環 境的承諾。



We have continued to maintain a high level of gender diversity in our operations across all job levels.

我們繼續在所有業務的各職級均維持高度的性別 比例平衡。

As of 31^{st} March 2018, the Group's total workforce stood at 7,361 with 5,749 full time employees.

截至2018年3月31日,集團共有7,361名員工, 其中全職員工人數為5,749人。

| Total Workforce by Gender 以性别劃分的總員工人數 | | | | | |
|---------------------------------------|-------|------|-------|-----|--------|
| Year 年 | Femal | e 女性 | Male | | Tota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 |
| 2017/18 | 3,384 | 46% | 3,977 | 54% | 7,361 |

| Gender Ratio by Grade 2017/18 年度以職級劃分的性别比例 | | | | | | |
|--|-------|-------------------|-------|-----|-------|--|
| Grade 職級 | Femal | Female 女性 Male 男性 | | | | |
| Total 總數 | 3,384 | 46% | 3,977 | 54% | 7,361 | |
| Management 管理層 | 165 | 45% | 199 | 55% | 364 | |
| Officer Supervisor 主任主管 | 254 | 36% | 446 | 64% | 700 | |
| General Staff 一般職員 | 1,727 | 67% | 841 | 33% | 2,568 | |
| Operative Staff 生產及銷售前線員工 | 1,238 | 33% | 2,491 | 67% | 3,729 | |

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

提供學習與發展機會,以提升員工的能力

Vitasoy is dedicated to investing in our employees by providing learning and development opportunities for their continuous professional growth. Through a diverse range of internal and external training programmes on topics including management skills, sales techniques, customer service, quality improvement and technical skills, we help our employees unleash their potential and ignite innovative ideas to drive the company's sustainable growth.

In the reporting year, our focus area was on risk management providing workshops to different operations to enhance awareness of enterprise risks and train employees on the application of control measures in the workplace. 維他奶一直致力投放資源於員工的學習和發展, 為他們提供持續專業發展的機會。透過主題廣泛 的內部及外部培訓項目,當中涵蓋管理技巧、銷 售技巧、客戶服務、質量改善和專業技能等多個 方面,幫助員工發揮潛能,激發創意,從而推動 公司實現可持續發展。

於本報告年度,我們的重點培訓項目為風險管 理,為各業務單位提供相關工作坊,以提高企業 風險意識,並教導員工在工作中所採取的控制 措施。

| Training 培訓 | 2014/15 | 2015/16 | 2016/17 | 2017/18 |
|---|---------|-----------------------|----------------------|-----------------------|
| Total Hours 培訓總時數 | 58,067 | 107,377 ¹⁰ | 95,379 ¹¹ | 103,620 ¹¹ |
| Training Hours Per Employee 員工平均培訓時數 | 9.76 | 15.07 ¹⁰ | 13.30 | 14.33 |

 The large increase in training hours was due to the roll-out of the VSD training. 因推動「維他奶成功動力」,使培訓時數大幅上升。

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



| Key employee training and development initiatives in 2017/18: | |
|---|--|
| 2017/18年度員工培訓與發展的主要項目: | |

| Mainland China 中國大陸 | Hong Kong 香港 |
|--|--|
| Workshop for key personnel on effective communication and scenario management (Wuhan) 為重點員工開展有效溝通和場景管理工作坊(武漢) | Continuous Improvement (CI): business leaders from leading companies invited to share experiences 持續改進:邀請行內領先企業的業務領導分享經驗 |
| Mind Map Training to sharpen strategic thinking skills (Guangzhou, Wuhan, Shanghai) 舉辦思維導圖培訓,提高策略思考技能 (廣州、武漢、上海) | Best CI Gold Award: a project on improving inventory control of engineering spare parts 最佳持續改進金獎:工程零部件存貨控制改善項目 |
| Vitasoy New Gen: an internship programme tailor made for select year 3 and year 4 students from top ranked universities in Southern China to learn through work experience and regular coaching | Launched self-managed e-training platform Learning Link on management, business, operations and compliance categories |
| 「Vitasoy New Gen」:向華南地區頂級院校選定的三年級 和四年級大學生提供的實習項目,可使學生透過工作體 驗和定期指導進行學習 | 新推出的自我管理網上學習平台 — Learning Link,培訓 內容涵蓋管理、商業、營運及合規等範疇 |

Group Talent Management Programme

To identify high potential talent for further development and management training, the Talent Management Programme has expanded to all operations. Aiming to develop in-house talent and promote workforce mobility, the Programme consists of Talent Segmentation, Talent Review Day and High Potential Development. Our Management Trainee Programme has also been an important component of the Talent Management Programme for Mainland China and Hong Kong.

集團人才管理計劃

為選拔具高潛能的人才並給予其更多的發展機會和參加管理方面的培訓,人才管理計劃已擴展至所有業務單位。該計 劃旨在培養內部人才及促進人才於不同業務單位的流動。人才管理計劃包括人才分類、人才評核日及高潛能人才發展 等項目。中國大陸和香港的「管理培訓生計劃」亦是人才管理計劃的重要組成部分。

Vitasoy Management Mentoring

This new Programme matches mentors from the Group's top management with directors and managers at different operations as mentees. By grooming internal talent through at least nine hours of mentoring sessions per year, we encourage a transfer of experience and knowledge as well as enhance the understanding of Vitasoy's leadership principles and expectations.

維他奶管理人員導師計劃

此新項目是將集團的領導層與各業務單位的管理人員配對。透過每年至少九個小時的指導交流,為公司培育內部人 才,並藉此鼓勵傳授知識經驗及讓參予的管理人員加深對維他奶領導層原則和期望的了解。

Engagement and Involvement

投入和參與

又 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 initiatives help us stay in touch with the needs of our workforce, ultimately boosting the morale and productivity of our staff. In response to the 2016 Employee Engagement Survey, we have identified follow-up actions for priority areas across our operations, such as work conditions and safety as well as training and development. We are on track to completing these actions and we communicate our progress regularly to our employees via various internal channels such as the staff newsletter and meetings. In addition, a range of staff team building and social activities were organised to further engage our employees and enhance their sense of belonging. 員工在公司各方面的積極參與有助我們了解員工 的需要,從而有效提高士氣和生產力。回應2016 年員工敬業度調查,各業務單位已制定優先跟進 工作,例如工作環境和安全以及培訓與發展。這 些跟進工作現正逐步完成,我們會透過員工通訊 及會議等各種內部渠道定期與員工溝通進度情 況。此外,我們亦舉辦一系列員工團隊建設和社 交活動,進一步提升員工的敬業度及歸屬感。





Core Competency Model - Vitasoy Success Drivers 核心能力模型—「維他奶成功動力」

To ensure successful growth, we developed the Vitasoy Success Drivers (VSD) in 2015/16 to set clear expectations of employee behaviour and performance through six success drivers which staff are encouraged to apply in everyday conduct. We sustain the VSD across operations through award schemes, ongoing training and activities. 為確保公司持績成功發展,我們於2015/16年度 制定「維他奶成功動力」(VSD),通過六個成功 動力對員工的工作行為和表現設定清晰的要求, 並鼓勵員工在日常工作中應用。我們透過獎勵、 持續的培訓和活動來鞏固VSD在各業務範疇中的 實踐。

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

One of the initiatives to advance the VSD across the organisation is the Vitasoy Global Excellence Award launched this fiscal year to recognise teams of colleagues who delivered projects that enhance our competitiveness and demonstrate the VSD. 我們於本財政年度推出「維他奶全球卓越獎」,為 集團推動VSD項目之一,用以表彰那些在工作中 展現VSD和提升公司競爭力的項目團隊。

Vitasoy Global Excellence Award 維他奶全球卓越獎

To enhance our organisational capability by fostering a success oriented and proactive culture

透過建立以成功為目標和積極主動的企業文化來提升組織的能力。

To encourage our people to go beyond their ordinary scope of responsibilities to continually improve and outpace our competitors

鼓勵員工突破常規工作職責, 持續改進和超越競爭對手。 To yield tangible and significant business benefits for sustainable growth

致力獲取實質和重大的商業回 報,以鞏固可持續發展

The Winning Team and Project of 2017 Vitasoy Global Excellence Award

Foshan Plant: Streamlining processes and reusing water and heat energy in different parts of production resulting in the reduction of carbon emission equivalent to planting more than 255,000 trees¹².

2017年度維他奶全球卓越獎獲獎團隊和項目

佛山廠房:於生產的各環節中實施精簡程序及水和熱能循環再用, 令碳排放量減少, 相等於種植255,000多棵的 樹木¹²。

^{12.} According to the Beijing Energy Conservation and Environmental Protection Center, it is estimated that one tree can absorb 18.3kg CO₂ in a year. 根據北京節能環保中心・1棵樹1年可吸收二氧化碳18.3千克。

Our Community

我們的社區

Focus Area 重點範疇

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"

Vitasoy is committed to providing sustainable plant-based nutrition and fostering knowledge in nutrition to support and encourage the pursuit of healthy lifestyles in our communities. We also believe that education is fundamental to developing a healthy and thriving community. We have supported general educational initiatives that nourish one's mind as well as leveraged our key area of expertise to focus on nutrition education through various programmes in the communities that we serve. At a global level, we have extended our donation to World Vision in 2017/2018 to support their worldwide child-focused development projects and we plan to extend our support to other international non-profit organisations in the coming year. We continue our community programmes under the theme of "Nourish Your Body, Nourish Your Mind" in the communities that we serve.

Mainland China

Vitasoy expanded the offer of Vitasoy University Grant in Mainland China, benefitting more underprivileged students in the pursuit of undergraduate studies. We have been offering the Grant to students at Huazhong Agriculture University in Wuhan starting from 2015/16, and have expanded to Shanghai Normal University students in 2016/17 and this year to Zhongshan University in Guangzhou.

To enhance public knowledge and understanding of plant-based nutrition and beverage manufacturing process, we have arranged factory visits for teachers and students to our Foshan and Wuhan plants.

「滋養身心」

維他奶致力提供可持續的植物為本的營養並在營 養方面提供更多教育機會,以支持及鼓勵社區追 求健康的生活模式。同時,我們認為教育是社區 健康繁榮發展的根本。我們已支持多項滋養身心 的基礎教育計劃,並透過利用自身專長於我們所 服務的社區開展各項營養教育項目。就全球而 言,我們於2017/2018年度向世界宣明會作出捐 贈,以援助其以兒童發展為中心的全球性項目, 此外,我們還計劃於來年為更多的其他國際非牟 利機構提供協助。我們持續於所服務的社區開展 各類以「滋養身心」為主題的社區項目。



University Grant presentation ceremony at Huazhong Agriculture University in Wuhan 於武漢華中農業大學的維他奶大學資助計劃 頒獎典禮

中國大陸

維他奶不斷擴大在中國大陸的大學資助計劃,令更多貧困的大學生得以繼續學業。我們自2015/16年度起一直向位於武漢 的華中農業大學提供助學金,此後,在2016/17年度開始向上海師範大學學生提供助學金,而本年度,我們將資助計劃擴 大至位於廣州的中山大學。

為加深公眾對於以植物為本的營養以及飲品生產過程的認識及了解,我們安排了師生參觀了佛山及武漢廠房。

Hong Kong and Macau

Vitasoy has continued our partnership with St. James' Settlement in Hong Kong to run the Nutrition Exploration Journey programme. This nutrition education programme organised for the second year benefits underprivileged primary students and features English classes, field trips and workshops with a focus on nutrition. Approximately 200 students from eight primary schools participated in the programme, acting as nutrition ambassadors to spread nutrition and health messages to kindergarten children and the elderly. In October 2017, we expanded the third of this initiative to secondary schools and developed a two-year programme to tie plant-based nutrition into the latest academic needs in the Science, Technology, Engineering, Arts, and Mathematics (STEAM) subjects.

To help promote sustainable agriculture, we sponsored the Young Scholar Competition during the 10-day World Universities Network Symposium cum Research Summit on the Impact of Grain Legume Research & Development in Developing Countries ("the WUN summit"), which was hosted by the SKL Centre for Soybean Research of the Chinese University of Hong Kong. The Young Scholar Competition was presented to highpotential biotech research students who presented the best proposals for improving the quantity and quality of agricultural yields in legumes in developing countries.

To promote the health benefits of plant-based nutrition in the community, we offered samples of VITASOY CALCI-PLUS soya milk to schools, and obstetrics and gynaecology/antenatal care clinics and offices, reaching approximately 84,000 consumers, including kindergarten students, expectant mothers and health conscious consumers.

Vitaland Services Limited, the catering arm of Vitasoy group, participated in more than 1,200 school health talks and activities. Its subsidiary, Hong Kong Gourmet Limited, participated in the government's Salt Reduction Scheme for School Lunches starting from the 2017/18 school year with a commitment to providing primary school students with healthy lunch boxes that use less salt.

Vitasoy continued to provide bursaries to support local university students facing financial difficulties in Hong Kong.

Our Macau operation continued to support the government's nutrition programme and provided about 60,000 1-litre packs and around 620,000 250ml packs of Low Sugar VITASOY soya milk at a discount rate to local primary students during 2017/2018.

香港和澳門

於香港,維他奶繼續與聖雅各福群會合作,舉 辦「營養探索之旅」活動。第二屆的營養教育活 動為基層小學學童舉辦一系列以營養知識為主題 的英語課堂、戶外考察和工作坊等活動。來自 八所小學約200名學生參加是次活動,並擔任營 養大使向幼稚園學童和長者推廣營養和健康資 訊。於2017年10月,我們將第三屆活動擴展至 中學,並推行一項為期兩年的計劃,將植物為本 的營養知識融入科學、技術、工程、藝術及數學 (STEAM)學科的最新學術需求。

為促進農業可持續發展,我們贊助由香港中文大 學農業生物技術國家重點實驗室主辦為期10天的 世界大學網絡論壇暨糧食豆科研究與開發對發展 中國家之影響高峰會(WUN高峰會)中的「青年學 者大賽」,旨在嘉許潛質優厚的生物科技研究人 才,表彰他們為改善發展中國家豆科農作物產量 及品質所提出的真知灼見。

為了於社區宣傳以植物為本營養的健康益處, 我們在學校、婦產科/產前護理診所和辦公室派 發「維他奶鈣思寶」飲品樣本,受眾達84,000名 消費者,包括幼稚園學童、孕婦和關注健康的消 費者。

維他奶集團旗下餐飲公司維他天地服務有限公司 參與1,200多場校園健康講座和活動,其附屬公 司香港美食有限公司亦參與政府於2017/18學年 發起的學校午膳減鹽計劃,為小學學童提供減鹽 健康午膳飯盒。

維他奶亦繼續向香港需要經濟援助的本地大學生 提供助學金。

澳門業務方面,我們繼續支持政府的營養計劃, 於2017/18年度以折扣價向當地小學學童提供 約60,000盒1升裝和約620,000盒250毫升裝的 「維他奶」低糖豆奶飲品。

Young Scholar Competition at the WUN Summit WUN 高峰會的青年學者大賽

Vitasoy awarded young scholars who joined efforts to help improve the agricultural yield for a more sustainable agriculture.

維他奶獎勵提出改善農業生產建議的青年學者,以促進農業可持續發展。



Nutrition Exploration Journey 營養探索之旅

Under the Nutrition Exploration Journey programme which we partnered with St James' Settlement, primary students learned about plant-based nutrition and the health benefits of soya beans during field trips to the Vitasoy factory and organic farms. They also acted as nutrition ambassadors and shared the nutrition knowledge gained in the programme with kindergarten students.



Environmental Community Programme

In addition to general education and enhancing nutrition knowledge, Vitasoy has extended our community contribution to support the protection of our environment and precious resources. One of the focus areas of our efforts is in packaging waste recycling. Vitasoy has joined efforts with Hong Chi Association's Hong Chi Super Services Team to launch the Vitasoy Resource Conservation - PET Beverage Bottle Clean Recycling Pilot Programme in six primary schools. The programme aims to educate the younger generation on the importance of waste reduction and the recycling of beverage bottles through talks on environmental protection, field trips to a government's community green station, and art workshops on PET bottle upcycling as well as the collection of cleaned used PET bottles at schools to help promote the recycling of plastic bottles. Vitasoy plans to expand the education programme to more schools in the coming year to further promote the conservation of environment.

Vitasoy has also been exploring opportunities for collaboration with various parties to address the issue of waste packaging. In December 2017, the Single-Use Beverage Packaging Working Group was established with members from the NGOs, academic and business communities. As a responsible manufacturer Vitasoy has joined other organisations to become a member of the Working Group, which aims to develop practical solutions for managing single use beverage packaging to minimise waste through this cross-sector collaboration. The Working Group has commissioned a community-wide multi-stakeholder research project to identify pragmatic options that would apply in our context.

Vitasoy Resource Conservation - PET Beverage Bottle Clean Recycling Programme 維他奶齊惜資源計劃 — 乾淨膠樽回收活動

Under the Vitasoy Resource Conservation – PET Beverage Bottle Clean Recycling Programme, around 200 primary students were appointed as Save Resources Ambassadors joined workshops and field trips to help promote the environmentally-friendly messages in their schools.

根據「維他奶齊惜資源計劃 — 乾淨膠樽回收活動」,約 200名小學生擔任「齊惜資源」大使,參加各類工作坊 和實地考察,協助在各學校倡導環保理念。

環境保護社區活動

除開展通識教育和增強營養知識外,維他奶致力 於保護環境和寶貴資源,加大力度回報社會。其 中一個重點就是包裝廢棄物回收。維他奶與匡智 會屬下匡智超卓服務隊攜手合作,在六所小學推 出「維他奶齊惜資源計劃一乾淨膠樽回收活動」 先導計劃。活動通過開展環保講座、實地參觀政 府社區環保站及主辦飲品膠樽升級再造創藝班, 以及於學校回收乾淨的廢棄膠樽,旨在教育年輕 一代有關減少廢棄物及膠樽回收的重要性。維他 奶計劃於來年在更多學校開展此類教育活動,進 一步促進環境保護。

此外,維他奶一直尋求與各方合作,共同解決 廢棄包裝問題。2017年12月,由香港非政府組 織、學術機構及商業團體成立的一個「一次性飲 品包裝工作小組」正式成立。維他奶作為一家負 責任的生產商,與其他組織機構共同加入工作小 組,旨在制定切實可行的解決方案,透過跨行業 合作管理一次性飲品包裝以減少廢棄物。工作小 組已展開一個由多方持份者參與的社區性研究項 目,尋找符合香港實際情況的可行方案。



Mainland China 中國大陸

~150 undergraduates

benefitted from the Vitasoy University Grant 150名大學生獲維他奶大學資助計劃提供助學金

Macau 澳門

Mobilised and supplied

Distilled Water

to residents during water shortage when Typhoon Hato hit the city 颱風「天鴿」侵襲澳門,維他奶向當地社區運送瓶裝 蒸餾水提供緊急支援。 Hong Kong 香港

Offered samples of VITASOY CALCI-PLUS soya milk to

84,000 consumers including expectant mothers 向約8萬4千名消費者包括孕婦提供「維他奶」「鈣思寶」 高鈣豆奶樣本

Other Community Support

其他社區貢獻

Our Foshan colleagues in Mainland China organised a volunteer team to visit outdoor workers in the community in July and August and gave away 3,600 packs of VITA Chrysanthemum Tea to help quench their thirst during the hot summer days.

中國大陸佛山員工組成義工隊,於7月和8月探訪當地戶外工作者,並贈送3,600盒維他菊花茶,以助他們於炎炎夏日 中消暑解渴。

In celebration of the 20th anniversary of the establishment of the Special Administrative Region of Hong Kong, Vitasoy as a local enterprise rooted in the city organised factory tours welcoming around 1,800 local residents from different districts to visit our headquarters and learn more about the production of our products.

為慶祝香港特別行政區成立20週年,維他奶作為歷史悠久的香港企業舉辦廠房參觀活動,讓約1,800名來自各區的居 民參觀集團總部,深入了解我們產品的生產流程。

In Hong Kong, we donated 80,000 packs of Vitasoy products to local food banks to support underprivileged families.

在香港,維他奶向本地食物銀行捐贈80,000盒維他奶產品,以支援基層家庭。

Our Macau office provided emergency support through the immediate shipment of bottled distilled water to the local community after the destructive Typhoon Hato struck the enclave. Although our Macau business was brought to a standstill due to power cuts as well as suspension of water supply, we mobilised to ship and supply distilled water to Macau residents to help ease water shortages in the community during this difficult period.

颱風「天鴿」侵襲澳門後,維他奶澳門辦事處立即提供緊急支援,向當地社區供應瓶裝蒸餾水。儘管澳門業務因停水停 電被迫暫停,我們仍努力作出調配為澳門居民供應蒸餾水,在此困難時期幫助社區解決食水短缺問題。

A. Environment 環境

| HKEX KPI 香港交易 所關鍵績 效指標 | Description 描述 | Reference in this Report and Remarks 本報告的參考資料和備註 | Page No. 頁數 |
|---------------------------------|---|---|----------------|
| A1 Emis | sions 排放物 | | |
| A1 | General Disclosure 一般披露 | Vitasoy's Sustainability 維他奶的可持續發展 | 10-11 |
| | | Making Products the Right Way – Our Manufacturing: Responsible Resource and Emission Management 採用合適的生產方法 — 我們的生產:負責任的資源和排放管理 Remarks: We comply with relevant laws and regulations. 備註:我們遵守相關法律和規例。 | 26-31 |
| A1.1 | The types of emissions and respective emissions data 排放物種類及相關排放數據 | Remarks: As this is our first emissions assessment, we have been focusing on carbon emission intensity to begin to understand our environmental footprint. 備註:由於我們是首次進行排放評估,故主要側重於碳排放強 度,以開始對環境足跡的了解。 | N/A |
| A1.2 | Greenhouse gas emissions in total and, where appropriate, intensity 溫室氣體總排放量及(如適用)密度 | Making Products the Right Way - Carbon Footprint 採用合適的生產方法 — 碳足跡 | 30 |
| A1.3 | Total hazardous waste produced and, where appropriate, intensity 所產生有害廢棄物總量及(如適用) 密度 | Making Products the Right Way - Waste Management 採用合適的生產方法 — 廢棄物處理 Remarks: Our operations do not produce hazardous waste except trace amounts of waste lubricating oil and laboratory wastes which are collected by specialised waste contractors in compliance with local regulations. 備註:我們的營運並無產生有害廢棄物,除少量廢潤滑油及實驗 室廢棄物外。有關廢棄物由專門的廢棄物承包商遵照當地規例收 集處理。 | 30-31 |
| A1.4 | Total non-hazardous waste produced and, where appropriate, intensity 所產生無害廢棄物總量及(如適用) 密度 | Making Products the Right Way - Waste Management 採用合適的生產方法 — 廢棄物處理 Remarks: Okara Recycling Rate disclosed. Amount of okara generated is considered commercially sensitive and not disclosed. Other commercial and production wastes such as plastics, scrap metal and paper carton are comparatively much less significant than okara. 備註:豆渣回收率已作披露,而所產生的豆渣量為商業敏感資料, 故不予披露。塑膠、金屬廢料及紙箱等其他商業及生產廠廢棄物 的數量遠少於豆渣廢料。 | 30-31 |

| HKEX KPI 香港交易 所關鍵績 效指標 | Description 描述 | Reference in this Report and Remarks 本報告的參考資料和備註 | Page No. 頁數 |
|---------------------------------|---|---|----------------|
| 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 | Vitasoy's Sustainability 維他奶的可持續發展 | 10-15 |
| | | Making Products the Right Way – Energy Management 採用合適的生產方法 — 能源管理 | 28-29 |
| | | Making Products the Right Way – Carbon Footprint 採用合適的生產方法 — 碳足跡 | 30 |
| A1.6 | Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results | Vitasoy's Sustainability 維他奶的可持續發展 | 10-15 |
| | 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 | Making Products the Right Way – Waste Management 採用合適的生產方法 — 廢棄物處理 | 30-31 |
| A2 Use o | of Resources 資源使用 | | |
| A2 | General Disclosure 一般披露 | Making the Right Products - Our Product Packaging 採用合適的生產方法 — 我們的包裝 | 21-22 |
| | | Making Products the Right Way – Our Manufacturing: Responsible Resource and Emission Management 採用合適的生產方法 — 我們的生產:負責任的資源和排放管理 | 26-31 |
| A2.1 | Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及/或間接能源總耗 量及密度 | Making Products the Right Way – Energy Management 採用合適的生產方法— 能源管理 Remarks: Direct and/or indirect energy consumption by type in total is considered commercially sensitive and not disclosed. 備註:按類型劃分的直接及/或間接能源消耗量被視為商業敏感資 料,故不予披露。 | 28-29 |

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| HKEX KPI 香港交易 所關鍵績 效指標 | Description 描述 | Reference in this Report and Remarks 本報告的參考資料和備註 | Page No. 頁數 |
|---------------------------------|---|---|----------------|
| A2.2 | Water consumption in total and intensity 總耗水量及密度 | Making Products the Right Way - Water Management 採用合適的生產方法 — 水資源管理 Remarks: Total water consumption is considered commercially sensitive and not disclosed. 備註:總用水量被視為商業敏感資料,故不予披露。 | 27 |
| 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 | Making Products the Right Way – Energy Management 採用合適的生產方法 — 能源管理 | 28-29 |
| 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 | 27 |
| A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算) 及(如適用)每生產單位佔量 | Remarks: Total and per unit amount of packaging material used is considered commercially sensitive and not disclosed. 備註:所用包裝材料總量及單位用量被視為商業敏感資料,故不予 披露。 | N/A |
| A3 The I | Environment and Natural Resource | es 環境及天然資源 | |
| A3 | General Disclosure 一般披露 | Making Products the Right Way - Our Manufacturing: Responsible Resource and Emission Management 採用合適的生產方法 — 我們的生產:負責任的資源和排放管理 | 26-31 |
| A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大 影響及已採取管理有關影響的行動 | Making Products the Right Way - Our Manufacturing: Responsible Resource and Emission Management 採用合適的生產方法 — 我們的生產:負責任的資源和排放管理 | 26-31 |

B. Social 社會

| HKEX KPI 香港交易 所關鍵績 效指標 | Description 描述 | Reference in this Report and Remarks 本報告的參考資料和備註 | Page No. 頁數 |
|---------------------------------|---|--|----------------|
| B1 Empl | oyment 僱傭 | | |
| B1 | General Disclosure 一般披露 | Making Products the Right Way – Our Workplace 採用合適的生產方法 — 我們的工作環境 Remarks: We comply with relevant laws and regulations. 備註:我們遵守相關法律和規例。 | 33-40 |
| 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 Remarks: Total Workforce by Gender and Employee Category disclosed. 備註:已披露按性別和僱傭類型劃分的僱員總數。 | 35-36 |
| 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 Remarks: Annual Employee Turnover Rate disclosed. 備註:已披露每年的僱員流失比率。 | 39-40 |
| B2 Healt | th and Safety 健康與安全 | | |
| B2 | General Disclosure 一般披露 | Making Products the Right Way – Safety and Health 採用合適的生產方法 — 安全與健康 Remarks: We comply with relevant laws and regulations. 備註:我們遵守相關法律和規例。 | 34-35 |
| B2.2 | Lost days due to work injury 因工傷損失工作日數 | Making Products the Right Way – Safety and Health 採用合適的生產方法 — 安全與健康 Remarks: Lost Time Injury Rate disclosed. 備註:已披露損失工時工傷率。 | 34-35 |
| 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 | 34-35 |

HKEX ESG Reporting Guide Content Index 香港交易所《環境、社會及管治報告指引》內容索引

| HKEX KPI 香港交易 所關鍵績 效指標 | Description 描述 | Reference in this Report and Remarks 本報告的參考資料和備註 | Page No. 頁數 |
|---------------------------------|---|---|----------------|
| B3 Deve | lopment and Training 發展及培訓 | | |
| B3 | General Disclosure 一般披露 | Making Products the Right Way - Learning and Development 採用合適的生產方法 — 學習與發展 | 37-38 |
| 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 | Making Products the Right Way - Learning and Development 採用合適的生產方法 — 學習與發展 Remarks: Total Training Hours and Training Hours Per Employee disclosed. 備註:已披露總培訓時數及每名僱員培訓時數。 | 37-38 |
| 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 Remarks: Total Training Hours and Training Hours Per Employee disclosed. 備註:已披露總培訓時數及每名僱員培訓時數。 | 37-38 |
| B4 Labo | ur Standards 勞工準則 | | |
| B4 | General Disclosure 一般披露 | Remarks: We comply with labour and/or other relevant legislations. We did not identify any material non-compliance or breach of legislation related to workplace quality. 備註:我們遵守勞工及/或其它相關法例,且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。 | N/A |
| 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 | Remarks: We comply with labour and/or other relevant legislations. We did not identify any material non-compliance or breach of legislation related to workplace quality. 備註:我們遵守勞工及/或其它相關法例,且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。 | N/A |
| 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 | Remarks: We comply with labour and/or other relevant legislations. We did not identify any material non-compliance or breach of legislation related to workplace quality. 備註:我們遵守勞工及/或其它相關法例,且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。 | N/A |
| B5 Supp | ly Chain Management 供應鏈管理 | | |
| B5 | General Disclosure 一般披露 | Making Products the Right Way - Our Suppliers 採用合適的生產方法 — 我們的供應商 | 32 |
| 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 - Our Suppliers 採用合適的生產方法 — 我們的供應商 | 32 |

| HKEX KPI 香港交易 所關鍵績 效指標 | Description 描述 | Reference in this Report and Remarks 本報告的參考資料和備註 | Page No. 頁數 | | |
|---------------------------------|--|--|----------------|--|--|
| B6 Product Responsibility 產品責任 | | | | | |
| B6 | General Disclosure 一般披露 | Making the Right Products - Our Product Portfolio 生產合適的產品 — 我們的產品組合 | 16-20 | | |
| | | Making the Right Products - Our Product Communications 生產合適的產品 — 我們的產品通訊 Remarks: We comply with relevant laws and regulations. 備註:我們遵守相關法律和規例。 | 22-24 | | |
| 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 | | |
| B6.5 | Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策,以 及相關執行及監察方法 | 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 | | |
| B7 Anti-corruption 防止貪污 | | | | | |
| B7 | General Disclosure 一般披露 | Making Products the Right Way - Business Ethics and Integrity 採用合適的生產方法 — 商業道德與誠信 | 33-34 | | |
| 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 – Business Ethics and Integrity 採用合適的生產方法 — 商業道德與誠信 | 33-34 | | |
| B8 Community Investment 社區投資 | | | | | |
| B8 | General Disclosure 一般披露 | Making Products the Right Way - Our Community 採用合適的生產方法 — 我們的社區 | 41-45 | | |
| 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 | 41-45 | | |
| B8.2 | Resources contributed to the focus area 在專注範疇所動用資源 | Making Products the Right Way - Our Community 採用合適的生產方法 — 我們的社區 | 41-45 | | |

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.

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。

| "Nutritious beverage" criteria for plant milk beverages 植物奶作為「營養飲品」的準則 | | | | | |
|---|---|---|---|--|--|
| | 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, 或每份含有最少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 ⁵ 每 100毫升飲品的糖含量不多 於5克 ⁵ | | |
| 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 No detectable trans-fatty acids or not more than 0.3g trans fat per 100ml of food ⁵ ; 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 ⁵ ; Contains not more than 0.75g of saturated fat and trans-fatty acids combined per 100 ml of food; ar 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:

- 1. 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 一 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一《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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