



嘉士利集團有限公司 JIASHILI GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)
Stock Code : 1285



**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**



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1 COMPANY OVERVIEW

1.1.1 As a household brand in China, Jiashili Group Limited (hereinafter referred to as “Jiashili” or the “Group”) has continued to prevail as a company known for its high-quality pastry products. With biscuits as a predominant product line, the Group is constantly developing new varieties to please the ever-evolving palates. Currently, Jiashili’s products have reached over 30 regions in China and 20 overseas markets. As the way forward, the Group’s core values of “People-oriented, Integrity, Quality, Efficiency” have been the four pillars of success. The Group’s motto, “Jiashili benefits thousands of families” professes the Group’s aspiration to create positive economic ripple effects through its business success. With this ongoing endeavor, the Group has received numerous acclaims for its excellent business and social performance.

2 CHAIRMAN’S STATEMENT

Dear valuable stakeholders,

We are delighted to present our Environment, Social and Governance (ESG) report for 2017. We believe at Jiashili Group Limited that, achieving durable business prosperity means promoting our stakeholders’ well-being and contributing to make our planet a better place. Our business definitely aims to add value to society and operate in a sustainable way. Based on our sustainable development vision, we have made significant progress in 2017 in adding value by conceiving premium products that nourish people, while creating jobs and contributing to the economic and social development.

Based on our customers’ expectations, and in line with the reporting theme for 2017 “Creating Ripple Effect”, technological innovations are promoted to add premium cakes into our business in a resource-efficient manner with strengthened governance transparency, risk management, environmental conscious and social responsibility. These delicious cakes are being spreading rapidly and won the hearts of a vast range of customers. This business trend is expected to enable Jiashili brand gradual growth with more diversified choices for our valuable customers.

Our commitment to sustainable business enables, not only to develop synergic business cooperation in enhancing our competitiveness, but also to give back to the society and hold high standard as corporate citizens, in perfect symbiosis with our mindset of “JIASHILI-benefit thousands of families”.

As a leading biscuit manufacturer in China, we are fully devoted to continuously exploring innovation and excellence with responsible investment and sustainability awareness. I would like also to take this opportunity to address a special thanks to all departments and our valuable teams for their precious contributions to this ESG report.

Huang Xian Ming
Chairman



3 APPROACH TO SUSTAINABILITY

3.1.1 Sustainable business program, not only needs stable and responsible investment, but also to value all stakeholders. This is why the Group aims to align its investment with the sustainable development goals. In order to better guide its business decisions, the Group has designed people oriented-sustainable development vision which is the closest to the employees' hearts, skills building, research and innovation in nutrition, professional development, stakeholders' expectation, with equity, environmental conscious and social responsibility. The Group's sustainable development goals are therefore to:

- Be the employer of choice by providing employees with an exciting and fulfilling work environment;
- Create value to the shareholders with transparent governance and enhanced risk management system;
- Be stewards of environmental consciousness and social responsibility in all business places; and
- Instil confidence in its external stakeholders in accordance with sustainable business values.

3.1.2 Under such sustainability vision, the Group is committed to delivering healthy and delicious products to the market, in compliance with all local laws, regulations and standard quality requirements. The Group aims to improve its customers' nutrition by providing them with fortified products they always want to eat.

4 ABOUT THIS REPORT

4.1 REPORTING SCOPE

4.1.1 This report is the second ESG report published by the Group to present its sustainability strategy and the highlights of its ESG performances during the financial year

4.1.2 The scope of the report covers its efforts and contributions to environment and society in the financial year ended 31 December 2017 (i.e. from 1st January to 31st December 2017). The scope covers three production plants of the Group, situated in Guangdong, Jiangsu and Henan Province unless otherwise specified.

4.2 REPORTING PRINCIPLES

4.2.1 This report is prepared in accordance with The Stock Exchange of Hong Kong Limited's (HKEx) Environmental, Social and Governance Reporting Guide (ESG Guide), under Appendix 27 of the Main Board Listing Rules. This report has incorporated reporting principles of materiality, quantitative, balance and consistency. The information relating to the Group's corporate governance has been addressed separately in the annual report in accordance with Appendix 14 of the Main Board Listing Rules.



4.3 COMMENTS AND SUGGESTIONS

4.3.1 Your opinions are of great value to the Group's ongoing effort to improve its operations and its overall sustainability strategy. Please feel free to contact us via the following mediums:

Product Inquiries Hotline: 400-633-3876

Product Complaints Email: cpts@gdjsl.com

5 PROTECTING THE ENVIRONMENT

5.1.1 As one of the largest biscuit brands in China and a trustworthy enterprise, the Group is determined to be the source of positive ripple effect by embracing its responsibility to protect the environment. By becoming a catalyst in the industry, the Group continues to influence its peers to co-create a sustainable environment.



The Group was awarded as one of the dominant enterprises (243 out of 500 enterprises) in China





The Group was awarded as a trustworthy enterprise in 2017

5.1.2 In this respect, the Group's environmental strategy has adopted the following principles to ensure exceptional environmental performance:

- Emphasizes on preventive measures to achieve zero pollution
- Upholds business integrity to build public trust and social capital through strict compliance with regulations

5.1.3 Corresponding with the above principles, the Group has established the following environmental policies to prevent and minimize negative environmental impacts:

- Strict compliance with relevant environmental laws and regulations regarding emissions and resources management
- Conducts regular monitoring and audits to identify possible environmental issues as well as identifying opportunities for improving environment performances
- Reviews environmental policies and strategies at least once a year
- Provides environmental protection training for employee to raise awareness



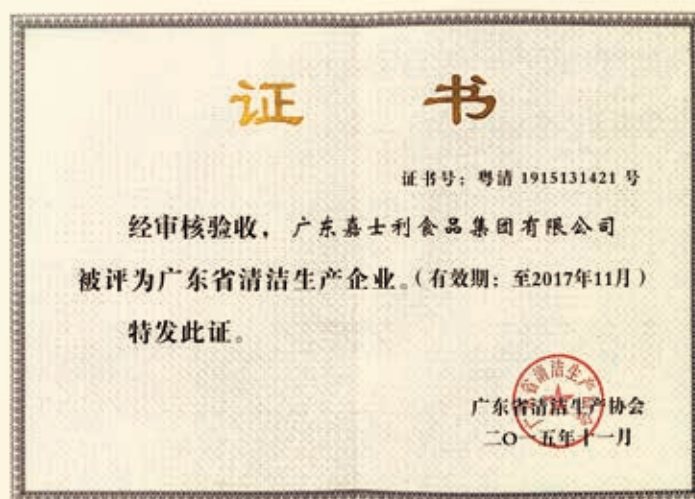
5.1.4 The Group strives to meet environmental standards that are beyond national legal requirements. The aforementioned policies are all part of the Group's Environmental Management System (EMS) that has been developed based on the international environmental management standard ISO 14001:2004.



ISO 14001 : 2004 Certificate



5.1.5 Since receiving the award for Clean Production Enterprise in recognition of the Group's commitment to environmental protection and its excellent environmental performance, Jiashili has continued to operate in strict compliance with environmental laws and standards, while practicing a sustainable growth strategy in pursuant of a coordinated economic and ecological development to deliver values to the society.



Award for Clean Production Enterprise

5.1 ENVIRONMENTAL IMPACT MANAGEMENT

Air Emission

5.1.6 As a large-scale biscuit manufacturer, Jiashili's operations heavily rely on machines to produce biscuits in large quantity. In the past, most of the boilers and furnaces were powered by natural gas and diesel; inevitably, GreenHouse Gas (GHG) and other air pollutants were generated as a result. In the effort to manage these emissions, the Group has replaced all of the diesel furnaces with electric ones. At present, 90% of the machineries are powered by electricity, and only a few boilers are powered by natural gas. The new machineries have not only reduced the Group's carbon emissions, they have also eliminated the fugitive dust emitted during combustion.

5.1.7 During the baking process, small amounts of oily fumes and odour are emitted. Despite its seemingly insignificant emission amount, the Group has installed sealed enclosures in the furnaces to ensure the baking process operated in an enclosed environment.

5.1.8 The continuous improvements are a result of the Group's effective emission control policy, which has provided a framework for developing and improving the Group's environmental protection measures.



Overview of GHG Emission**	
Scope 1 Direct Emission (tonnes of CO ₂ equivalent)(tCO ₂ e) ¹	31,959
Scope 2 Indirect Emission (tCO ₂ e) ²	27,521
Total Greenhouse Gas (GHG) Emission	59,480
Total Greenhouse Gas Emission Intensity (tCO ₂ e/Million RMB Revenue)*	51

* Revenue: 1,174,977,000 RMB; ** Emission of NOx, SOx and Suspended Particulates are not significant.

Waste Management

Bakery By-product

5.1.9 Bakery by-products are the bits and pieces of dough, pastry crumbs, and broken pastries that have fallen off the conveyor belts. Most of the times, these by-products are still usable. To upcycle these resources while adhering to the food safety standards, collection trays are installed along the conveyor belts to capture these by-products in a hygienic manner for further use. The Group has recruited third party waste management services to collect these by-products and upcycle them into pest control baits and animal feed.

Packaging Waste

5.1.10 Packaging wastes are mainly the paper boxes, plastic bags, and plastic containers that have been used for packaging the raw materials. The packaging wastes are sorted into different categories according to their reusability. Intact packaging materials in good condition will be returned to suppliers for re-use. Damaged but recyclable packaging materials are sent to recycling facilities, while materials that are neither recyclable nor reusable will be handled by the waste management companies.

Wastewater Treatment

5.1.11 The cooling agents in air-conditioners and cleansing water are the major sources of wastewater. To ensure wastewater discharge meets the regulatory standards, wastewater treatment facilities are installed in all production plants to treat the wastewater. The wastewater facilities utilize both anaerobic and aerobic treatment systems to breakdown microorganisms and pollutants in the wastewater.

¹ Data represents the emission of GHG generated by Boilers burning Natural Gas and by vehicles burning petrol from 3 production plants (Guangdong, Jiangsu and Henan). Boiler of production plant in Henan started operating on September. Only data from September to December were included.

² Data represents the emission of GHG generated by electricity consumption from 3 production plants (Guangdong, Jiangsu and Henan).



Overview of Non-hazardous Waste ³	
Paper (tonnes)	280
Plastic (tonnes)	94
Biscuit Crumbs and Defected Products (tonnes)	584
Non-hazardous Waste (tonnes)	959
Total non-hazardous waste intensity (tonnes/Million RMB Revenue)	0.82

* Revenue: 1,174,977,000 RMB

5.2 RESOURCE CONSERVATION

5.2.1 In the Group's commitment to environmental stewardship, the Group has been prudently managing its resource usage to minimize environmental impact and to increase resource efficiency.

Water

5.2.2 Water is an essential resource to the nature, community, and Jiashili's day-to-day operations. It is critical for the Group to seek efficient ways to use water and prioritize water sustainability. Through identifying and examining the pain points in water consumption patterns among different production processes, the following initiatives have been implemented to streamline water conservation methods:

Recycling Water

5.2.3 In processes such as cooling down overheated machines, the water in the water cooling system is recirculated to reduce freshwater intake.

Water Efficient Faucets

5.2.4 The Group has installed foot-pedal powered faucets in all lavatories to promote a more efficient use of water. This allows the users to manually control the water flow and prevents any wastage of water.

³ Non-hazardous waste included papers, plastic wastes, biscuit crumbs and defected products. Data represents the non-hazardous wastes generated by 3 production plants (Guangdong, Jiangsu and Henan).



Overview of Water Consumption⁴

Total Water Consumption (m ³)	258,464
Water Intensity (m ³ /Per Million RMB Revenue)*	220

* Revenue: 1,174,977,000 RMB

Energy

5.2.5 The Group recognizes the importance of stringent management over the use of energy in maximizing product productivity, energy conservation and reducing carbon emission. Set out below are the measures implemented to strategically improve energy efficiency:

Low Impact Lighting System

5.2.6 In all of the facilities that require extended hours of artificial illumination, LED lightings are used as the predominant light source. Compared to incandescent light and other energy saving light lighting systems, LED light has the highest lighting efficiency and the longest lifespan.

Heat Recovery System

5.2.7 The installation of waste heat recovery system has provided different means to reuse residual heat generated from the production process. The waste heat has been used to heat up the water for employees' dormitory and cleaning purposes as well as maintaining the temperature of the syrup during transportation.

⁴ Data represents the water consumption from 3 production plants (Guangdong, Jiangsu and Henan).



Overview of Energy Consumption	
Electricity Consumption (kWh in '000) ⁵	45,348.15
Fuel Consumption (kWh in '000) ⁶	159,738.03
Total Energy Consumption (kWh in '000)	205,086.18
Energy Consumption Intensity (kWh in '000/Million RMB Revenue)*	174.54

* Revenue: 1,174,977,000 RMB

Raw Material

5.2.8 Flour, palm oil, and refined sugar are some of the most commonly used raw materials in Jiashili's production process. In assuring that the usage of these materials have minimal impact on the environment, the Group has established standard operating procedures for managing its raw materials. The procedures specify the precise amount of materials needed to produce every type of biscuit to ensure that all raw materials are prudently used without any wastage. The leftover materials are stored in temperature-controlled facilities to preserve their freshness and prolong their shelf life.

Packaging Material

5.2.9 One of the top priorities of the product development team is to continuously seek new packaging solutions that can optimize product freshness with minimum packaging possible. By reducing packaging, it not only allows the Group to operate more efficiently, but also reduces the amount of unnecessary waste. In support of recycling, the Group has opted for recycled materials to produce some of the packaging such as cardboard boxes. For some of the plastic packaging, the Group has chosen single-material packaging, designed to facilitate recycling. For products that required multi-material packaging, the packaging is typically thinner in comparison, however, the products are optimized to achieve the same freshness.

⁵ Data represents the electricity consumption from 3 production plants (Guangdong, Jiangsu and Henan).

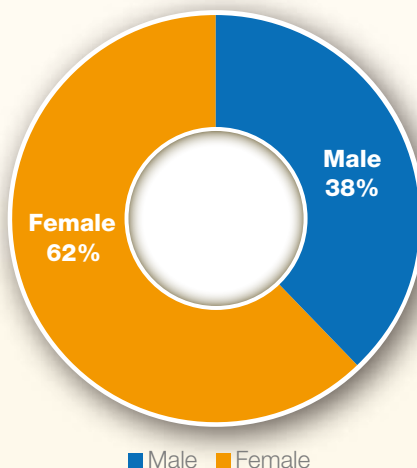
⁶ Data represents the energy consumed by Boilers using Natural Gas and by vehicles using petrol from 3 production plants (Guangdong, Jiangsu and Henan). Boiler of production plant in Henan started operating on September. Only data from September to December was included.



6 PEOPLE-ORIENTED OPERATION

6.1.1 To ensure equal opportunity and diversity, the Group's employment process is strictly on qualification and merit without consideration of gender, religion, race, or other discriminatory factors.

GENDER PROPORTION



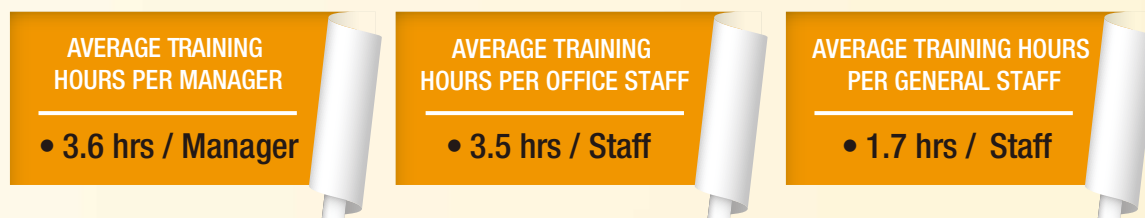
6.1.2 The Group complies with all employment-related standard laws and regulations, maintains a good relationship with employees, and actively encourages staffs' feedback. The Group also strictly prohibits recruitment of child or forced labor.

6.1 STAFF CAPACITY BUILDING AND CAREER DEVELOPMENT

6.1.3 The Group attaches great importance to the professional development of its staff, so as to provide a wide range of training and continuous professional development programmes at all levels. In accordance with the human resource policy, all new employees receive an orientation training to understand the corporate governance system, as well as the knowledge on their job positions, professional skills, rights, and benefits. Career development trainings are scheduled annually by the Human Resource Department based on employees' needs.



6.1.4 Over the reporting year, internal and external training programmes covered both technical and managerial aspects including system and machinery operation, health and safety, pastry-class, food quality inspection, leadership and business management, anti-corruption, team building and strategization. The main objective is to enhance the technical and managerial skills, and competitiveness of the Company in order to support its sustainable development.



6.2 STAFF REMUNERATION AND BENEVOLENCE

6.2.1 The Group's remuneration packages are generally structured with reference to market terms and individual merits. The Group defines the retirement contribution benefits scheme under the Mandatory Provident Fund Schemes Ordinance for all of its employees in Hong Kong.

6.2.2 The Group also provides contributions to provident funds, elderly insurance, medical insurance, unemployment insurance and work-related injury insurance in accordance with appropriate laws and regulations in the Mainland China. The Group adopts a share option scheme to provide incentive or reward to eligible high-calibre employees and attract talents that are valuable to the Group's business growth. In addition, specific staff promotion programmes are implemented to empower the employees.

6.2.3 As a case story, staff excellence award ceremony was held in 2017 to deliver 35 awards for outstanding departments and 214 awards for outstanding employees to recognise their commitment and performance in previous years, and motivate them for better performance over the coming years.

6.3 ENSURING HEALTHY AND SAFE WORKPLACE TO EMPLOYEES

6.3.1 The Group highly values employees' health and safety. Effective measures are implemented to prevent occupational hazards to all employees. Accordingly, the Group has set up occupational health and safety system in accordance with existing laws and regulations in both Hong Kong and Mainland China.

6.3.2 Regular physical examinations for employees are conducted to establish employee occupational health records including personal information cards, test results of workplace occupational risk, and other occupational health care data. This enables the Group to effectively oversee all hazardous issues and secure healthy and safe workplace to the employees.



6.4 ENGAGING EMPLOYEES IN AN ACTIVE LIFESTYLE

6.4.1 Diverse activities, such as cultural and educational festivals, team lunch/dinners, and recreational sports, are regularly organized within the Group to promote employees' interactions, interpersonal skills, life-work balance and well-being.

6.4.2 In 2017, these activities included the winter solstice dinner; celebration of Women' Day; participation in the 'Kaiping City Labour Day Sports Gala' which was organised by Kaiping City Labour Union in Cuishan Lake Industrial District Sports Hall; participation in the Overseas Chinese Walking Marathon; and participation in various national educational and cultural visits, such as visiting 'Zhou Wentao and Chen Tiejun Martyrs Cemetery' in Baihe Town and Feng Ru Plaza in Enping County District.

6.5 ETHICS AND INTEGRITY

6.5.1 Being one of Jiashili's core values, the Group expects every employee to uphold integrity in all aspect of their work. All expectations are clearly stipulated in the Group's anti-corruption policy. Employees are also provided with discreet whistle-blowing mechanisms to report any suspected case of corruption. These reported cases are investigated to determine their validity, and once confirmed, the Group would undertake the necessary disciplinary and legal actions.

7 DELIVERING THE BEST TO THE CUSTOMERS

7.1.1 Jiashili believes that effective communication leads to success of a business. In order to understand its customers and business partners, the Group reaches out to all stakeholders, especially customers and suppliers to address their needs accordingly. The reflected rising demand for stricter quality control of customers has prompted the Group to implement a number of standard operating principles in supply chain management in hopes of creating products and services of the best quality.

7.1.2 The Group abides by its motto "Quality foremost". On top of fulfilling legal and regulatory requirements in regards to food safety, marketing, product labelling, and customer privacy, the Group has implemented a quality control system to oversee operations from sourcing, manufacturing to customer health and safety. The Group carries out regular site inspections to ensure all facilities and equipment are operating within established standards.

7.1.3 Apart from on-site monitoring, real-time data is obtained in the online quality control system to support instant off-site supervision, efficient data collection, and effective measurement.



7.1.4 The Group has developed an internal quality control policy following national GB/T 19001-2008 as a part of its Quality Management System (QMS). The QMS has also met the international quality standard ISO 9001:2008 and Good Manufacturing Process (GMP) standard. The ongoing efforts made to improve quality standard demonstrates the Group's commitment to become an internationally-recognized responsible manufacturer.



ISO 9001:2008 Certificate



7.1 PRODUCT QUALITY MANAGEMENT

7.1.5 One of the top priorities of quality management is to ensure food safety throughout the product shelf life. In this respect, the Group has implemented the following initiatives:

- Educates employees on importance of customer satisfaction and regulatory requirements through regular training sessions, promotion and seminars
- Develops and review strategies and objectives for Food Safety Management System (hereinafter referred to as “the System”)
- Reviews the Suitability, Sufficiency and Effectiveness of the System
- Provides adequate resource to facilitate and refines the System operation to increase customer satisfaction.

Meeting International Standards for Food Safety

7.1.6 Adopting to the standards of the GMP, the Group has formulated a series of hygienic measures to ensure food safety. The Group’s hygienic measures include avoidance of cross contamination, pest’s control, cleaning and sterilization plan, and employees’ personal hygiene requirements. Appropriate trainings are delivered to all employees to enhance their skills in operation hygiene.

7.1.7 Daily hygiene inspection and monitoring system have been established to fully assure hygienic condition during the operations. All products have obtained the GMP certification by the World Health Organization. The certificate acknowledges the strict hygiene processes each product has to go through to meet the Group’s food safety requirements.

Food Safety Committee

7.1.8 The Group has established a Food Safety Committee to provide trainings and oversee on issues concerning hygiene and quality of food products. Such training is included in the curriculum of the Annual Employee Training Program, which provides the employees with up-to-date information and trainings related to their job role. The Safety Committee also conducts assessments on all the implemented safety procedures as a part of the risk analysis in ensuring their effectiveness.

7.1.9 Food Safety Committee serves various functions. First, it ensures an effective enforcement of Food Safety Control by managing the quality control network involving the company, production area and workforce. Second, the responsible persons of the network carry out evaluation on sourcing, raw material assessment, production process and end-products. The committee has a tiered approach in overseeing food safety issue at different points of value chain.



Product development process

7.1.10 Innovation is what has made Jiashili a leading biscuit manufacturer in China. The Group constantly strives to improve its business processes through research and documentation. From automation to digitization, The Group is actively working in all areas through international cooperation to keep up with high premium products. In terms of product innovation, the Group also integrates emerging research and development tools to operate its own trial production laboratories for new product development. This enables the Group to enhance its ability to continually develop and improve diverse range of products. In 2017, the main priority of the Group was the branding consolidation. Jiashili's brand is expected to keep its high-quality standard and market recognition.

Protecting Intellectual Property and Data Privacy

7.1.11 To safeguard the paramount effort Jiashili's product development team has exerted in perfecting the products and manufacturing processes, the Group proactively files for suitable patents for its products and technology. Thanks to many innovative and adventurous spirits within the Group, it has currently filed more than 4 patents for different aspects of inventions and 27 utility models such as pastry production, circulation systems and process optimisation devices. To the Group, patenting products means keeping the industry to a level playing ground with fair business practice and highest integrity by promoting uniqueness and innovation in the industry.

7.1.12 "Onion fermentation method by virtue of added tetragenococcus halophilus" was one of the invention patents. After treated by the patented fermentation method, original onion pungent smell is removed while its onion flavour is retained. Besides, nutrients in the onion can be enhanced which promote healthy eating after the fermentation method.



Product using "Onion fermentation method by virtue of added tetragenococcus halophilus"



7.1.13 The Group has maintained a confidential agreement with all of its employees. Employees are required to keep confidentiality of customer data and the Group's intellectual properties during or after the period of employment. All operations regarding intellectual property and customers' data protection have been carried out in full compliance with relevant laws and regulations.

7.2 QUALITY SOURCING

7.1.14 Jiashili made its name with its quality biscuits. To consistently produce high quality products, an important preliminary step is the procurement of premium quality materials. In this regard, the Group has put in place stringent supplier assessment criterion and a detailed purchasing guide to manage its supply chain. When considering the materials, much thoughts have been given to their source and their sustainability. The Group wants to ensure that the use of these materials does not contribute to the depletion of resources, loss of biodiversity or any social issues.

7.1.15 The Group maintains a list of qualified suppliers who regularly assesses to ensure consistent level of quality and avoid any underlying issues.



8 COMMUNITY INVESTMENTS

8.1.1 Jiashili strives to fulfill its corporate responsibility at both local and national levels. With the goal of assisting communities in social betterment, the Group has adopted various ways to engage in community wellness annually including donation in response to natural disaster in China, cultural activities for promoting nationalism, as well as sponsorship for city-level marathons.

“Support for the Hunan Flood” Charitable activity

8.1.2 The disastrous flood that had happened late June in 2017 took away lives and properties of the people in Hunan. To support the affected area, Jiashili promptly donated 1-million-yuan worth of disaster relief provisions to Hunan.



The Group's Party-Themed Day and Activities

8.1.3 More than 20 Party members engaged in volunteering work such as street cleaning at Sanbu Stree and 1000 mooncake giveaway to sanitation workers of Kaiping City during 16th September, 2017. Apart from volunteering work, they revised the party oath, watched educational video and visited the Integrity Base in Haohai Feng Cai Hall.



The 5th Capital of Overseas Chinese Walking Marathon Kaiping Section

8.1.4 Sponsored by the Group and organised by Kaiping County-level Government on 25th November 2017, the 5th Capital of Overseas Chinese Walking Marathon Kaiping Section was successfully held since 2015. The Group funded a total of 260k in cash and 'Jinshanke' products. 140 staff participated in the marathon.



9 LOOKING FORWARD

9.1.1 In line with its sustainable development vision, the Group is committed to take Jiashili to new heights through achieving breakthrough innovations which drives both business success and helps to create a more sustainable world. Based on its capability for innovative research and development, the Group is fully committed to take on new sustainability challenges as the business develops. Over the coming years, the Group intends to strengthen its staff capacity building scheme to print sustainability culture into each employee's daily behaviour, in order to increase the Company's competitive edge and create further value to the stakeholders.



ESG Aspect and KPI		Statement/Section	Page No.
A. Environment			
A1 Emission			
A1	General Disclosure	The Group is not aware of any non-compliance of laws and regulations that have a significant impact on the Group during the reporting period.	P. 7-9
A1.1	The type of emissions and respective emissions data	5.1 Environmental Impact Management	
A1.2	Greenhouse gas emissions in total (in tonnes)		
A1.3	Total hazardous waste produced (in tonnes)	The Group does not produce hazardous waste during the operation.	/
A1.4	Total non-hazardous waste produced (in tonnes)	5.1 Environmental Impact Management	P. 7-9
A1.5	Description of measures to mitigate emissions and results achieved		
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved		
A2 Use of Resources			
A2	General Disclosure	5.2 Resource Conservation	P. 9-12
A2.1	Direct and/or indirect energy consumption by in total and intensity		
A2.2	Water consumption in total and intensity		
A2.3	Description of energy use efficiency initiatives and results achieved		
A2.4	Description of water efficiency initiatives and results achieved.		
A2.5	Total packaging material used for finished products (in tonnes)	The Group is in the process of refining its data collection system and is unable to provide the data due to the different variation in packaging sizes and types.	/



ESG Aspect and KPI		Statement/Section	Page No.
A3 The Environment and Natural Resources			
A3	General Disclosure	5. Environmental Protection	P. 4-12
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.		

B. Social

B1 Employment			
B1	General Disclosure	6. People-oriented Operation	P. 12-14
		The Group is not aware of any non-compliance with the relevant laws and regulations concerning its employment practices.	
B1.1	Total workforce by gender, employment type, age group and geographical location	<p>By Gender: Male staff: 944 (38.1%) Female staff: 1536 (61.9%)</p> <p>By Employment Type: Managers: 123 (5.0%) Office Staff: 495 (20.0%) General Staff: 1862 (75.0%)</p> <p>By Age Group <30: 856 (34.5%) 31-40: 761 (30.7%) 41-50: 758 (30.6%) >51: 105 (4.2%)</p> <p>By Geographical Region Kaiping: 1459 (58.8%) Guangdong: 275 (11.1%) Jiangsu: 21 (0.8%) Henan: 404 (16.3%) Others: 321 (12.9%)</p> <p>Total Workforce: 2480</p>	/
B1.2	Employee turnover rate by gender, age group and geographical region	The Group currently does not report on the turnover rate. The Group plans to disclose the information in the future.	/



ESG Aspect and KPI		Statement/Section	Page No.
B2 Health and Safety			
B2	General Disclosure	6. People-oriented Operation The Group has complied with all laws and regulations relating to occupational health and safety.	P. 12-14
B2.1	Number and rate of work-related fatalities	There were no work-related fatalities during the reporting period.	/
B2.2	Lost days due to work injury	The Group currently does not report on the lost days due to work injury. The Group plans to disclose the information in the future.	/
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	6. People-oriented Operation	P. 12-14
B3 Development and Training			
B3	General Disclosure	6. People-oriented Operation	P. 12-14
B3.1	Percentage of employees trained by gender and employee category	The Group is currently developing its data collection system in this area and plans to disclose this information in the future.	/
B3.2	The average training hours completed per employee by gender and employee category	By Employment Type: Average Training Hours per Manager: 3.6 hrs/Manager Average Training Hours per Office Staff: 3.5 hrs/Staff Average Training Hours per General Staff: 1.7 hrs/Staff	/
B4 Labour Standard			
B4	General Disclosure	6. People-oriented Operation	P. 12-14
B4.1	Description of measures to review employment practices to avoid child and forced labour		
B4.2	Description of steps taken to eliminate such practices when discovered		



ESG Aspect and KPI		Statement/Section	Page No.
B5 Supply Chain Management			
B5	General Disclosure	7. Delivering the Best to the Customers	P. 15-19
B5.1	Number of suppliers by geographical region	The Group currently does not report on suppliers' information. The Group plans to disclose the information in the future.	/
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented and monitored	7. Delivering the Best to the Customers	P. 15-19
B6 Product Responsibility			
B6	General Disclosure	7. Delivering the Best to the Customers Group is not involved any incidents of non-compliance with laws and regulations that have a significant impact on the Group concerning product responsibility. In cases where a complaint is received, formal investigations are launched and appropriate follow-up actions will be taken.	P. 15-19
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	No product was recalled for safety and health reasons.	/
B6.2	Number of products and service related complaints received and how they are dealt with	7. Delivering the Best to the Customers	P. 15-19
B6.3	Description of practices relating to observing and protecting intellectual property rights		
B6.4	Description of quality assurance process and recall procedures		
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.		



ESG Aspect and KPI		Statement/Section	Page No.
B7 Anti-Corruption			
B7	General Disclosure	6.5 Ethics and Integrity The Group is not aware of any material non-compliance with any relevant laws and regulations.	P. 14
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	During the reporting period, there was no concluded legal case regarding corruption.	
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored		
B8 Community Investment			
B8	General Disclosure	8. Community Investments	P. 20-22
B8.1	Focus areas of contribution		
B8.2	Resources contributed		

