



Chia Tai Enterprises International Limited  
正大企業國際有限公司

(incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)  
stock code 股份代號 : 3839

2018  
ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT  
環境、社會及管治報告

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## Approach

### 匯報方式

Chia Tai Enterprises International Limited (the “Company”) and its subsidiaries (together, the “Group”) are committed to maintaining sustainable development. The board of directors of the Company (the “Board”) is responsible for evaluating and determining environmental, social and governance (“ESG”) risks related to the Group and ensures that appropriate management and internal control systems are in place. Management has reviewed and reported to the Board regarding the effectiveness of the ESG risk management and internal control systems.

The Group publishes this Environmental, Social and Governance Report (the “Report”) with the aim of communicating material ESG issues faced by the Group, the initiatives taken and the achievements in sustainable development.

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of Stock Exchange of Hong Kong Limited. Unless otherwise specified, the report covers our ESG performance for the period between 1 January 2018 and 31 December 2018 (the “Reporting Period”).

The scope of the Report covers the most material ESG issues of the Group’s biochemical business, which is under its direct operational control.

The Report focuses on the Group’s environmental and social performance. For information regarding our corporate governance, please refer to the Company’s annual report.

正大企業國際有限公司(「本公司」)及其附屬公司(統稱「本集團」)致力於可持續發展。本公司董事會(「董事會」)負責評估及釐定與本集團有關之環境、社會及管治風險，並確保適當的管理及內部監控系統到位。管理層已檢閱有關環境、社會及管治風險管理及內部監控系統的有效性並向董事會作出匯報。

本集團發佈本環境、社會及管治報告(「本報告」)以闡述本集團在環境、社會及管治方面的重大影響事宜、採取的舉措及在可持續發展方面的績效。

本報告之撰寫乃根據香港聯合交易所有限公司證券主版上市規則附錄二十七《環境、社會及管治報告指引》(「指引」)。除非文義另有所指，本報告涵蓋我們由2018年1月1日至2018年12月31日期間(「報告期」)之表現。

本報告的範圍涵蓋由本集團直接營運及控制的生化業務之環境、社會及管治的重大事宜。

本報告主要針對本集團在環境和社會方面的表現。有關我們企業管治的資訊，請參閱本公司之年報。

**STAKEHOLDER ENGAGEMENT PROCESS****權益人參與過程**

To understand the ESG issues related to our biochemical business, the Group engaged a diverse group of stakeholders through various formal and informal communication channels. The table below outlines our engagement channels with different stakeholder groups:

為了解與我們生化業務有關的環境、社會及管治事宜，本集團透過多個正式和非正式的交流渠道來邀請不同類別的權益人參與。下表詳列不同權益人的參與渠道：

Stakeholder Groups 權益人類別	Engagement Channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> <li>Performance appraisals 工作表現評估</li> <li>Surveys and interviews conducted by a third party 由第三方進行之調查及訪問</li> <li>Volunteering activities 義工活動</li> <li>Training sessions, seminars and workshops 培訓課程、講座及工作坊</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Customer satisfaction surveys 客戶滿意度調查</li> <li>Surveys and interviews conducted by a third party 由第三方進行之調查及訪問</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>Site visits 實地考察</li> <li>Surveys and interviews conducted by a third party 由第三方進行之調查及訪問</li> <li>Supplier assessments 供應商評估</li> </ul>
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> <li>Annual general meeting 股東週年大會</li> <li>Annual and interim reports 年報及中期報告</li> </ul>
Communities and non-governmental organisations (NGOs) 社區及非政府組織	<ul style="list-style-type: none"> <li>Charity donations 慈善捐獻</li> <li>Participation in programmes initiated by NGOs 參與由非政府組織舉辦的活動</li> <li>Volunteering activities 義工活動</li> </ul>

## Approach

匯報方式

### MATERIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES TO THE GROUP

In our first year of ESG reporting in 2016, a diverse group of stakeholders were invited to consider, propose and rate ESG issues for inclusion in our ESG report according to the extent of impact on them. The group of stakeholders, including our employees, customers, suppliers, shareholders, investors and other members of the communities and NGOs, provided extensive and meaningful feedbacks that guided us in formulating our ESG strategy.

Following the stakeholders' feedback, the Group conducted a materiality analysis based on the subject areas and aspects in the ESG Guide, including emissions, use of resources, the environment and natural resources, employment, health and safety, development and training, labour standards, supply chain management, product responsibility, anti-corruption and community investment. Based on the stakeholders' engagement process and in accordance with the ESG Guide, the Group identified several key ESG issues that are material to its business.

### 影響本集團的重大環境、社會及管治事宜

本集團於二零一六年首次籌備環境、社會及管治報告時，邀請了不同類別的權益人檢閱及建議在本報告中應涵蓋之環境、社會及管治的事宜，及評價各事宜對他們的影響程度。這些權益人包括僱員、客戶、供應商、股東及投資者，以及社區內的其他成員和非政府組織，他們提供了廣泛和具價值的建議，對我們在制定環境、社會及管治策略時產生指導作用。

根據權益人的反饋，本集團就指引中不同範疇及層面進行重要性分析，這些層面包括排放物、資源使用、環境及天然資源、僱傭、健康與安全、發展及培訓、勞工準則、供應鏈管理、產品責任、反貪污和社區投資。根據與權益人之交流過程及按照指引，本集團訂出數項對本集團業務有重大影響的環境、社會及管治事宜。

ESG Subject Areas 環境、社會及管治範疇	ESG Aspects 環境、社會及管治層面	Material Issues to the Group 對本集團有重大影響的事宜
Environment 環境	Emissions 排放物	✓
	Use of Resources 資源使用	✓
	The Environment and Natural Resources 環境及天然資源	✓
Social 社會	Employment 僱傭	✓
	Health and Safety 健康及安全	✓
	Development and Training 發展及培訓	✓
	Labour Standards 勞工準則	
	Supply Chain Management 供應鏈管理	✓
	Product Responsibility 產品責任	✓
	Anti-corruption 反貪污	
Community Investment 社區投資	✓	

**MATERIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES TO THE GROUP (continued)**

There was no significant, fundamental change in our business since we conducted the materiality analysis for our first ESG report in 2016. The Group also undertook a review of the key ESG issues faced by peer companies to consider whether any other issues should be taken into consideration in the Report. Following this review, the previous materiality analysis result was still applicable and can form the basis for the ESG Report.

**影響本集團的重大環境、社會及管治事宜 (續)**

我們的業務自二零一六年為第一份環境、社會及管治報告進行重要性分析以來並無重大變化。我們亦檢閱同業的環境、社會及管治重要事宜，以評估是否需要調整與行業有關之環境、社會及管治的重要事宜。經評估後，以往的重大性分析結果可繼續沿用，並能作為選定本報告內容之基礎。

## A. Environmental 環境

The Group is committed to strengthen environmental protection and has established a Safety, Health and Environment Committee (the “SHE Committee”) at each of our production sites in Pucheng and Zhumadian in China. The SHE Committees oversee relevant environmental policies and programmes affecting our biochemical operations, and ensure that proper environmental considerations are taken into account during the Group’s decision making processes. The SHE Committee comprises of representatives appointed by each department within the respective entity.

Our biochemical operations are certified under International Organization for Standardization (“ISO”) 14001 Environmental Management System. According to ISO’s requirements, the Group’s operating facilities which have obtained ISO 14001 certification are evaluated regularly by a third party to ensure adherence to proper environmental protection guidelines and procedures for improving environmental performance.

### A1. EMISSIONS

#### Air Emissions and Greenhouse Gas Emissions

The Group is vigilant in monitoring the emissions generated from our business activities, which forms an important part of our environmental strategy.

The main air pollutants from our production sites in Pucheng and Zhumadian include nitrogen oxides, sulphur oxides and particulates.

The Group conducts regular checks on the pollutant control systems of our machineries to ensure compliance with the relevant national and local emission laws and regulations. In anticipation of the Chinese government tightening the requirements for emission limits on volatile organic compounds (“VOCs”), we are adopting the necessary measures to monitor our VOCs emission.

Carbon dioxide (“CO<sub>2</sub>”) is the main type of greenhouse gas generated from our operations. The Group recognises that greenhouse gas has a negative impact on climate change and therefore systematically monitors emissions by tracking the emission intensity.

本集團致力於加強環境保護，於中國浦城及駐馬店之生產設施分別成立安全、健康及環境委員會以監督影響我們生化營運的相關環境政策和項目，並致力確保本集團在決策過程中考慮環境因素。該委員會由公司內各部門的代表組成。

我們的生化業務擁有國際標準化組織(「ISO」)14001環境管理系統認證。按照ISO的要求，本集團已獲ISO 14001認證的營運設施定期由第三方進行評估，確保妥善遵守環境保護指引及程序以改善環境表現。

### A1. 排放物

#### 廢氣及溫室氣體排放

作為環境策略中的重要一環，本集團密切監察因業務活動而產生的廢氣排放。

本集團位於浦城及駐馬店的生產設施主要排放的廢氣包括氮氧化物、硫氧化物和微粒。

本集團對機器的污染控制系統進行定期檢測，確保符合國家及當地相關的排放法律和規例。針對中國政府將逐步收緊對揮發性有機化合物(「VOCs」)的排放限制，我們已採取必要的措施以監測我們的揮發性有機化合物排放。

二氧化碳(「CO<sub>2</sub>」)是我們營運中產生的主要溫室氣體。本集團知悉這些溫室氣體對氣候轉變有負面影響，因此有系統地監察排放密度。

A. Environmental  
環境

## A1. EMISSIONS (continued)

## A1. 排放物(續)

Approaches to reduce emissions 減少排放的方法	Measures 措施
Structural improvement 改善結構	Eliminate outdated production equipment and replace old machines with more energy-efficient models. 淘汰過時的生產設備，以節能型號取代舊有機器。
Process improvement 改善生產過程	Adopt new technologies to reduce emissions, for example, through adding dust-removal and sulphur-removal equipment to production lines. 採用減少排放的新技術，例如在生產線引入除塵及除硫設備。
Management system improvement 改善管理系統	Conduct annual review of the Group's management system and optimise it to improve production efficiency and reduce air emissions. In accordance with government requirements, the Group evaluates its production process regularly to ensure that the air pollutant emissions level complies with the national standards. 就本集團的管理系統進行年度評估，以改善生產效率和減少氣體排放。根據政府要求，本集團定期評估其生產流程，確保廢氣排放量符合國家標準。

Air pollutant emissions from our production activities are regulated by the Chinese government under "Emission Standard of Air Pollutants for Boilers". Simultaneous improvement in the three areas discussed above enabled the Group to pass the air pollutants sampling tests conducted by the government during the Reporting Period.

我們生產活動的氣體污染物的排放受中國政府制定的《鍋爐大氣污染物排放標準》所規管。我們同時結合上述三方面的減少排放方法，使集團於報告期內通過政府有關氣體污染物排放的樣本測試。

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions.

報告期內，本集團遵守對其有重大影響的有關廢氣及溫室氣體排放之相關法律及規例。

**Waste****廢棄物**

As the business grows, the Group will continue to develop a comprehensive waste management solution for its biochemical business that reduces waste generation and handles its waste responsibly. Part of this solution involves finding ways to reuse waste when feasible.

隨著業務增長，本集團將繼續為其生化業務制定全面的廢棄物管理方案，以減少產生和妥善處理廢棄物。部分措施包括在可行情況下循環再用廢棄物。

One of the Group's waste treatment methods is converting organic waste matters into fertilisers through fermentation and biological detoxification. The Group can then reuse such organic matters as fertilisers, reducing the amount of waste that is sent to landfill.

本集團其中一個處理廢棄物的方法是透過發酵和生物脫毒將有機廢棄物轉化為肥料。本集團將該有機物料作為肥料循環再用，以減少送往堆填區的廢棄物。



## A. Environmental

### 環境

#### A1. EMISSIONS (continued)

Hazardous waste is generated during the production process which involves the use of chemicals. The Group is mindful of the negative effect of hazardous waste on the environment, and will ensure hazardous waste is processed in compliant with the laws and regulations. Our hazardous waste, including waste solvents and mycelium residue, is handled by and disposed of through licensed waste collectors or detoxified before disposal by the Group.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to discharges into water and land, and generation of hazardous and non-hazardous waste.

Going forward, the Group will continue to explore ways to further reduce its waste generation.

#### A2. USE OF RESOURCES

##### Energy usage

The Group puts significant emphasis on energy management and conservation as an important part of its business operations. The Group's biochemical business has an established energy management system which comprises guidelines on managing energy that is reviewed annually and updated as necessary. The energy management system, which covers energy procurement and machine operations, helps the Group in managing different types of energy usage in its business.

Under the energy management system, each department has its own obligations and responsibilities to ensure energy management measures are consistently and effectively implemented across all levels of operations.

Coal is the primary source of energy in our factories, accounted for around 57% of the Group's total energy consumption in 2018, followed by electricity. The use of poor quality coal can cause serious environmental impact as burning poor quality coal can produce more carbon dioxide and sulphur oxides that contribute to climate change and air pollution. To minimise the environmental impact of burning coal, the Group follows its coal procurement manual when selecting suppliers to ensure that the quality of coal supplied to the Group meets our requirements as to, for example, its sulphur content and energy values.

#### A1. 排放物 (續)

在生產過程中使用的化學物會產生有害廢棄物。本集團明白這些有害廢棄物對環境造成的不良影響，故致力確保有害廢棄物的處理符合相關的法律和規例。我們的有害廢棄物由註冊廢物收集商處理和棄置或在本集團棄置前進行脫毒，包括廢溶劑和菌絲體殘餘物。

報告期內，本集團遵守對其有重大影響的有關向水及土地的排污、有害及無害廢棄物的產生之相關法律及規例。

展望未來，本集團會繼續尋求方法減少廢棄物的產生。

#### A2. 資源使用

##### 能源使用

作為業務營運的重要一環，本集團高度重視能源管理和節能。其生化業務設有一套由能源管理指引組成的能源管理系統，並每年進行檢討和於有需要時作出更新。該能源管理系統涵蓋能源採購和機器運作，有助本集團管理各種能源的使用。

在能源管理系統下，不同部門各有責任和職責，確保在不同營運層面能貫徹和有效地執行能源管理措施。

煤是我們工廠的主要能源，佔本集團二零一八年的能源總耗量約57%，其次是電力。使用質素欠佳的煤可對環境造成嚴重影響。燃燒質素欠佳的煤會產生更多二氧化碳和硫氧化物，導致氣候變化和造成空氣污染。為減少燃煤對環境的影響，本集團在選擇供應商時遵守採購守則，確保提供予本集團的煤的質素，如硫的含量和能源值符合要求。

## A. Environmental 環境

### A2. USE OF RESOURCES (continued)

In 2018, our Pucheng factory installed an energy saving circulating pump for lowering temperature during the process of fermentation to reduce energy consumption.

The Group regularly reviews its production lines and production process and conducts daily inspections to monitor equipment performance to minimise energy wastage resulting from equipment mismanagement. If the results of the inspections indicate that a particular machine is malfunctioning, the machine will be shut down immediately and repaired or replaced accordingly. We continue to upgrade equipment with an aim to reduce energy consumption.

#### Water and Wastewater

The Group carefully manages water consumption and wastewater discharge notwithstanding that the Group's operations are not located in water-stressed regions and has no difficulty in sourcing water that is fit for the purpose.

Under the respective SHE Committees' oversight, the Environmental Departments at our production sites in Pucheng and Zhumadian have implemented wastewater treatment systems to monitor water quality in real time, and to thoroughly filter and neutralise wastewater before discharge. The treated wastewater is maintained at a level of chemical oxygen demand ("COD") that complies with the national requirements as specified in "Standard of Water Pollution for Fermented Pharmaceutical Industry".

During the Reporting Period, Henan province issued a more stringent local standard for discharging wastewater – "Standard of Water Pollution for Honghe River Basin". We have upgraded our sewage system in our Henan province Zhumadian factory to comply with the new COD requirement.

Although the amount of water used by employees in their daily activities is not significant, the Group encourages them to conserve water as far as practicable. Tips and reminders are placed inside our facilities, including washrooms and dormitories, to raise awareness of water conservation.

### A2. 資源使用(續)

二零一八年，我們的浦城工廠已安裝一台節能循環水泵，用於發酵過程中降溫，以減少能源消耗。

本集團定期檢討生產線和生產過程，每日均進行檢驗以監控設備的運作情況以減少因設備管理不善而導致浪費能源。若檢測結果顯示機器出現故障，我們會立即停止其運作，並進行維修或更換。與此同時，我們會繼續升級現有設備以降低能源消耗。

#### 用水及污水

儘管本集團的業務並非處於水資源缺乏的地區，且在獲得適用水源上並未有任何問題，本集團仍謹慎管理用水量和廢水排放量。

在各自的安全、健康及環境委員會的管理下，浦城及駐馬店生產設施的環境部門根據污水處理系統實時監察水質，確保在排放前徹底過濾和中和污水。經過處理的污水的化學需氧量維持在符合國家《發酵類製藥工業水污染物排放標準》的水平。

報告期內，河南省頒布了更為嚴格的污水排放標準《紅河流域水污染排放標準》。我們已升級湖南省駐馬店生產設施之污水排放系統，以符合新的化學需氧量要求。

雖然由僱員日常活動產生的用水量不多，本集團亦鼓勵僱員在可行情況下節約用水，故在不同設施如洗手間和宿舍張貼提示和告示，以提高僱員節約用水的意識。

## A. Environmental

環境

### A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group is conscious of the potential impact that its biochemical business could have on the environment. For example, we engage authorised subcontractors to dispose of hazardous waste with due care, minimising the potential effect on the micro-ecosystems in soil and groundwater.

With the continuous support from our stakeholders, the Group aims to further reduce its environmental impact and improve its environmental performance by investing in projects that upgrade and enhance existing production lines.

### A3. 環境及天然資源

本集團了解我們的生化業務對環境產生的潛在影響，例如於棄置有害廢棄物時，我們會聘請獲認可的承包商作適當處理，以減低對泥土及地下水的微生態系統的影響。

在權益人不懈的支持下，本集團透過投資於改良和升級現有生產線的項目，旨在繼續降低對環境造成的影響。

## B. Social 社會

### B1. EMPLOYMENT

Talent is one of the most valuable resources for any organisation, and our employees play an essential role in helping the Group to excel in product quality and productivity. As a responsible employer, the Group recognises the importance of understanding, respecting, trusting and developing its employees.

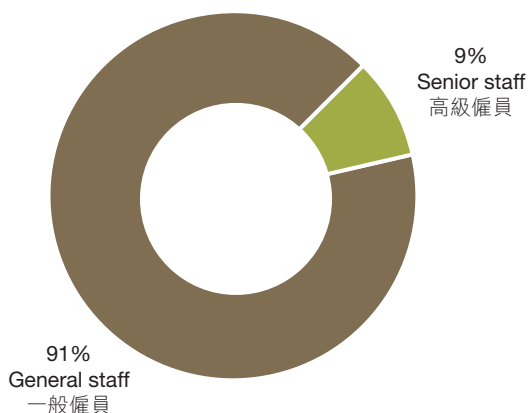
These values and beliefs form the basis of our employee handbooks. Comprehensive employment policies have been developed to cover aspects such as company values, compensation and benefits, business ethics and conducts, and equal employment opportunities.

### B1. 僱傭

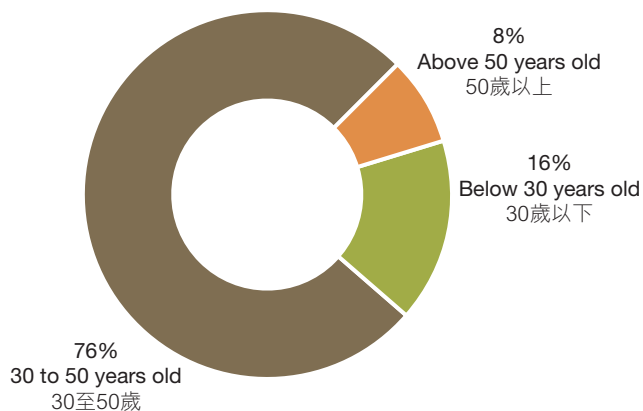
人才是機構的最重要資源之一，僱員在提升本集團的產品質素和生產力上擔當重要角色。作為負責任的僱主，本集團著重理解、尊重、信任和栽培僱員。

我們在制定僱員手冊時，均以這些價值和信念為基礎，並制定了涵蓋公司價值觀、薪酬和福利、商業道德和操守及平等聘用機會的全面僱員政策。

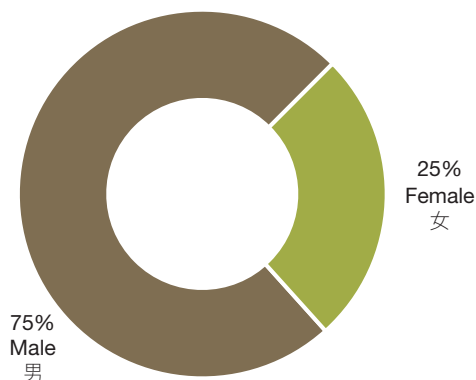
Breakdown of employees by employment type  
按僱傭類型劃分的僱傭情況



Breakdown of employees by age group  
按年齡劃分的僱傭情況



Breakdown of employees by gender  
按性別劃分的僱傭情況



## B. Social

社會

### B1. EMPLOYMENT (continued)

We aim to recruit and retain high-calibre talents by providing attractive compensation packages and development opportunities. As of 31 December 2018, the Group's biochemical business had around 800 employees.

The Group promotes open and honest two-way communication. We facilitate internal communications by organizing regular meetings between employees and senior management. During these meetings, employees can voice their opinions and concerns in relation to work conditions, employee benefits and matters of employee interests.

In addition to this two-way communication, the Group believes that employees are the most productive and motivated when they have a healthy work-life balance. To help achieve this balance, the Group organised a series of leisure activities and competitions for employees, ranging from running and swimming competitions to fishing and basketball competitions, to promote and encourage a balanced lifestyle.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

### B2. HEALTH AND SAFETY

Workplace safety is the foundation for a sustainable business. Under the respective SHE Committees' oversight, Safety Departments at our production sites in Pucheng and Zhumadian ensure safety measures are properly implemented throughout the workplace to create a safe working environment.

The Group's factories in Pucheng and Zhumadian have attained Occupation Health and Safety Assessment Series ("OHSAS") 18001 accreditation. The certification demonstrates that our factories conform to international standards on occupational health and safety management. In addition, the Pucheng facility also holds the Work Safety Standards Attainment Certificate issued by the Chinese government.

### B1. 僱傭 (續)

本集團透過吸引的薪酬水平和發展機會，招聘和挽留高質素的僱員。截至2018年12月31日，本集團的生化業務約有800名僱員。

本集團鼓勵開放和誠懇的雙向溝通，我們通過組織定期員工座談會，促進高級管理層和員工之間的內部交流。在座談會期間，員工可以表達他們對工作條件、員工福利和員工利益問題的相關意見和關注。

除了雙向的溝通，本集團相信僱員若能在工作與生活之間取得平衡會有助提升其生產力和工作動力。因此，本集團為僱員舉辦一系列的消閒活動和競賽，由跑步、游泳，以至釣魚、籃球比賽，以推廣及鼓勵平衡的生活方式。

報告期內，本集團遵守對其有重大影響的有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利之相關法律及規例。

### B2. 健康與安全

安全的工作環境是業務達至可持續發展的基礎。在各自的安全、健康及環境委員會的管理下，浦城及駐馬店生產設施的安全部門致力確保安全措施在工作場所內有效執行，以創造安全的工作環境。

本集團在浦城和駐馬店的廠房均獲得職業安全健康管理體系(OHSAS) 18001認證，這認證反映我們的廠房在職業健康和安全管理上符合國際標準。此外，浦城的生產設施亦持有由中國政府頒發的安全生產標準認證。

**B2. HEALTH AND SAFETY (continued)**

The Group continuously identifies safety risks and implements controls to minimise safety hazards at its factories. We inspect our factories and examine heavy machineries on a routine basis to ensure their proper functioning. Our safety policies also require our production staff to wear personal protective equipment while operating machineries. Further, the Group provides health examinations every year for production staff who are potentially exposed to occupational health risks.

As our worksites and operations involve the use of heavy equipment, the Group provides technical safety trainings to minimise workplace injuries. The Group requires its production staff to obtain relevant occupational qualification certificates issued by the local authorities before commencing work. During the Reporting Period, the Group's operations achieved zero fatality.

We also provide briefing sessions on safety requirements and measures to contractors and other service providers who regularly perform duties at our production sites.

During the Reporting Period, the Group complied with the relevant laws and regulations that had a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

**B3. DEVELOPMENT AND TRAINING**

The Group values the development of our employees and promotes career development among our employees. We provide equal opportunities for promotion based on merits and offer career advancement paths across the organisation. We encourage all our employees to realise their career goals and make the best use of their talents.

The Group has developed training programmes for different levels of employees across our biochemical business, from junior to senior level. New hires are required to attend a series of orientation activities, such as introduction to the Group and safety training. New staff are also assigned a "work buddy" to offer guidance regarding day-to-day aspects in carrying out his or her duties at work.

**B2. 健康與安全(續)**

本集團持續進行風險識別和監控以減少廠房的安全隱憂。我們定期巡視廠房和檢查重型機械，以確保機械正常運作。我們的安全政策亦要求生產線職員在操作機械時穿上個人保護裝備。此外，本集團為承受潛在職業健康風險的生產線員工每年提供健康檢查。

由於本集團的廠房和營運涉及使用重型設備，本集團提供技術安全培訓以減少工業意外，並要求生產員工在投入工作崗位前獲取由當地政府發出的相關職業技能鑒定證書。本報告期內，本集團的營運點並無發生任何死亡事故。

我們亦為在我們生產設施內定期履行職責的承包商及其他服務供應商就安全規定及措施提供簡介會。

報告期內，本集團遵守對其有重大影響的有關提供安全工作環境及保障僱員避免職業性危害之相關法律及規例。

**B3. 發展及培訓**

本集團重視人才並鼓勵員工的職業發展，提供建基於個人績效的平等晉升機會及於集團內的職業發展路徑。我們鼓勵所有員工向實現事業目標邁進，盡展才能。

本集團的生化業務為不同級別，由初級至高級的僱員提供培訓，新入職員工須參與一系列的迎新活動，例如集團介紹和安全培訓。新員工均獲編排一位「工作夥伴」，為其日常工作提供指導。



**B. Social**

社會

**B3. DEVELOPMENT AND TRAINING (continued)**

We have upgraded our in-house developed online learning platform by partnering with a well-known third party provider, offering courses on topics that range from job requirements to hobbies and interests. This platform enables employees to customise training programmes that suit and help with career progression. While employees can choose online courses based on their interests, job related trainings are mandatory to ensure employees are competent at their job.

During the Reporting Period, our employees attended more than 22,000 hours of training in aggregate, representing around 29 hours for each employee.

**B4. LABOUR STANDARDS**

The Group complies with relevant national labour laws and regulations, and has zero tolerance for child and forced labour. The employment policies of the Group outline the principles and procedures to prevent child or forced labour in the organisation. These procedures include inspecting birth certificates upon request. Our human resources department conducts regular checks for child and forced labour. If any child or forced labour is discovered in the organisation, the matter will be reported to management for further investigation.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to preventing child and forced labour.

**B5. SUPPLY CHAIN MANAGEMENT**

We expect our suppliers to share the same values and commitments as ours on product quality and environmental performance. The Group's standards are outlined in our supplier code of conduct, which our suppliers are required to comply with.

A robust supplier selection mechanism is in place to ensure that the suppliers we select are of the highest quality. Suppliers are assessed based on criteria including their product and service quality, credentials, and company size. We consolidate the results of these assessments into a rating to reflect each supplier's overall performance.

**B3. 發展及培訓(續)**

我們透過與知名的第三方提供商合作，升級了我們內部開發的網上學習平台，提供各種涵蓋工作需要、興趣及愛好等課程，使僱員能定製合適和對他們事業發展有幫助的培訓課程。儘管僱員可以根據自己的興趣自行選擇在線課程，但本集團亦要求僱員進行強制性的工作相關培訓，以確保僱員能勝任工作。

報告期內，我們的員工受訓的總時數超過22,000小時，即平均每名員工接受總共約29小時的培訓。

**B4. 勞工準則**

本集團遵守相關的國家勞工法律和法規，絕不容忍童工和強制勞工。本集團的僱傭政策列明相關原則和程序，防止本集團內出現童工或強制勞工，這些程序包括根據要求檢查出生證明。我們的人力資源部門定期檢查童工或強制勞工情況。如在本集團中發現童工或強制勞工行為，該行為將會匯報給管理層，並進行進一步調查。

在報告期內，本集團遵守對其有重大影響的有關防止童工及強制勞工的相關法律和規例。

**B5. 供應鏈管理**

供應商應與我們擁有相同的價值觀和承諾，尤其在產品質素及環境表現方面。本集團的標準已列明在我們的供應商行為守則中，供應商須遵守有關準則。

本集團採取嚴格的供應商挑選機制，確保選擇最高質素的供應商。我們對供應商進行不同層面的評估，包括產品及服務質素、資格認證和公司規模。本集團會綜合評估結果釐定評級，以反映供應商的整體表現。

**B5. SUPPLY CHAIN MANAGEMENT (continued)**

The Group's biochemical business purchases raw materials from suppliers that meet our quality requirements. Both new and existing suppliers must pass quality tests conducted by our in-house laboratory which examines the levels of impurities in the raw materials that they supply to ensure that they are up to our stringent standards.

Along with stricter environmental regulations in China, the Group further integrates sustainability considerations into the procurement process. The Group prefers sourcing from suppliers that invest in improving environmental performance.

During the Reporting Period, we had around 260 suppliers and all of our suppliers were based in mainland China.

**B6. PRODUCT RESPONSIBILITY**

The Group endeavours to provide the best possible services and products to customers. Our products must meet our quality criteria including nutrient content, water content, colour, and granularity before they can be despatched. Moreover, all products are appropriately labelled and advertised as required by the relevant regulations.

While our factories in Pucheng and Zhumadian are fully compliant with the standards set by the Chinese government, the Group takes a step further by implementing the ISO 9001 Quality Management System in its factories.

The Group has set up Quality Management Departments at our production sites in Pucheng and Zhumadian to monitor and control product quality so as to ensure that our products are produced in accordance with the procedures outlined in our quality management manual. Every batch of our production must undergo sample tests at our laboratories to check for impurities and contamination.

The quality management manual also specifies corrective actions to be taken when a product fails our quality tests. With our established management system, the Group is confident that our products are of the highest standard.

Our Quality Management Departments at the production sites in Pucheng and Zhumadian have partnered with top universities and research institutes to keep abreast of the latest technologies to support our business development. Implementing the right technologies in our operations has strengthened our capability to produce top quality products.

**B5. 供應鏈管理 (續)**

本集團的生化業務從供應商採購符合我們品質要求的原材料。新採用及現有的供應商均須通過集團於自設實驗室進行的品質測試，包括檢驗原材料的雜質水平，確保能符合我們的嚴格標準。

隨著中國出台更嚴格的環境法規，本集團進一步將可持續發展的理念融入採購環節。本集團傾向選擇致力改善其環境表現的供應商。

報告期內，本集團聘用約260家供應商。所有供應商均以中國為基地。

**B6. 產品責任**

本集團致力為客戶提供最佳的服務和產品。產品在出貨前均須符合我們的品質要求，包括其營養含量、水含量、色澤和大小。同時，我們根據相關法例要求，適當地標籤及宣傳產品。

本集團在浦城和駐馬店的廠房均符合中國政府的標準，集團更進一步在廠房中採用ISO 9001品質管理系統。

本集團於浦城及駐馬店的生產基地已成立品質管理部門以監控產品質素，確保產品的生產過程均遵照我們品質管理守則所列明的程序。我們會從每一批產品中抽取樣本於本集團的實驗室進行雜質含量及污染物測試。

品質管理守則內也列明產品如不通過品質測試的糾正措施。在有關管理系統下，本集團有信心其產品能達至最高標準。

我們位於浦城及駐馬店的生產設施的品質管理部門夥拍頂尖大學和研究機構，確保本集團了解最先進的科技，以支持業務發展。在營運中運用適當的科技使我們能加強生產高質素產品的能力。



## B. Social

### 社會

#### B6. PRODUCT RESPONSIBILITY (continued)

Nevertheless, the Group has set up a recall procedure in case any such incidents occur. We have also established a Recall Committee to make necessary decisions in the unlikely event of a recall where the Board and related government department will be informed, and will rectify the problem as soon as possible. The Group will ensure that any recall process is carried out in an effective and transparent manner. None of the products sold or shipped were subject to recalls for safety or health reasons during the Reporting Period.

The Group endeavours to deliver high quality products to our customers and values customer satisfaction. The sales teams at Pucheng and Zhumadian are tasked to handle customer enquiries and complaints and follow up on suggestions and complaints. They are responsible for obtaining details of the problem underlying each complaint following which the team will investigate the cause of the problem, propose a resolution to the customer, and communicate any appropriate remedy to the relevant departments for future improvement. During the Reporting Period, there were no substantial complaints regarding our product quality or safety.

According to our company policies, any inventions or technical knowhow developed by employees during their course of employment with the Group are owned by the Group. Where appropriate, the Group will apply for the registration of intellectual property rights such as patents and trademarks. With regard to the protection of customer data and privacy, only authorized persons can collect customer data and have access to the collected data. Trainings are also provided to staff to enhance their awareness and knowledge on customer information protection.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

#### B6. 產品責任(續)

惟本集團亦訂立了一套回收程序，為萬一出現有關情況作準備。本集團已成立回收委員會，如一旦出現回收個案，可作出所需決策，並立即知會董事會及相關政府部門，儘快解決問題。本集團會確保任何回收過程具效率和透明度。報告期內，並無產品在出售或運送後，因為安全或健康理由需要回收。

本集團致力為客戶提供高品質產品，並重視客戶滿意度。浦城及駐馬店的銷售團隊負責處理客戶查詢並跟進建議和投訴。同時，銷售團隊負責就每宗投訴收集詳細資料並調查問題起因，為客戶提供解決方案，並就有關投訴對相關部門提出改善建議。報告期內，本集團沒有涉及就產品質素及安全的重大投訴。

根據我們的公司政策，僱員在本集團任職期間所開發的任何發明及累積的專業知識均歸本集團所有。在適當的情況下，本集團會申請專利和商標等知識產權。此外，為保障客戶的資料及私隱，只有授權人員才可接收和查閱客戶資訊。我們亦會向員工提供培訓課程以提升員工在保護客戶資料方面的意識及知識。

報告期內，本集團遵守對其有重大影響有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法之相關法律及規例。

## B. Social 社會

### B7. ANTI-CORRUPTION

We conduct our business in accordance with the highest ethical standards, and are committed to preventing corrupt practices. The Group has company policies designed to prevent dishonest behaviour. Any employee that violates the Group's anti-corruption policies will be warned, dismissed and/or reported to relevant regulatory bodies. The Group also provides channels for stakeholders to report any suspicious activities.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to bribery, extortion, fraud and money laundering. In the same period, there was no legal cases regarding corruption practices in which the Group or our employees were found guilty.

### B8. COMMUNITY INVESTMENT

The Group takes an active role in giving back to the community and strongly ingrains this value among employees. The Group cares about the communities where we operate in. We proactively communicate with stakeholders to understand their needs and provide support through various charitable activities. The Group also encourages our employees to take part in such activities.

During the Reporting Period, the Group held several charitable and community activities in China. The Group made donations to nearby villages of Pucheng for infrastructure development and a governmental body of Zhumadian for the alleviation of poverty in the region.

The Group also volunteered to safeguard a portion of a river in Pucheng to support environmental protection advocated by the local government. The Group strives to keep the river clean and monitors any illegal discharges. Furthermore, our Pucheng factory organised a local river clean up event. During the event, volunteers collected trash along the river, sorting it into different categories for proper disposal.

### B7. 反貪污

我們以最高的道德標準經營業務，致力預防貪污行為。本集團有防止不誠實行為的公司政策。任何違反本集團反貪污政策的員工將給予警告、辭退懲戒和／或通知相關監管機構。在適當情況下本集團還向權益人就任何可疑資訊提供舉報管道。

報告期內，本集團遵守有關防止賄賂、勒索、欺詐及洗黑錢之相關法律及規例。在同一時期，本集團或其員工沒有就貪污訴訟案件被判有罪。

### B8. 社區投資

本集團積極回饋社區，並向僱員灌輸這價值觀。本集團關心我們經營所在地的社區。我們主動與權益人溝通並了解他們的需求，並通過各種慈善活動提供支持。本集團亦鼓勵員工參與此類慈善活動。

報告期內，本集團在中國舉辦多項慈善及社區活動。本集團向浦城附近村莊捐款用於基礎設施建設，並向駐馬店政府機關捐款以緩解地區貧困問題。

本集團還自願保護浦城河流的一部分以對當地政府倡導的環境保護表示支持。本集團致力保持河流清潔，並巡查違規排放情況。此外，我們浦城工廠組織了清理當地河流的活動。在活動期間，志願者們沿著河邊收集垃圾並進行分類，以便妥善處置。

# Environmental, Social and Governance Data Table<sup>1</sup>

## 環境、社會及管治數據表<sup>1</sup>

	Units 單位	2018	2017
<b>A. Environment 環境</b>			
<b>Air Emissions 排放物</b>			
Sulphur oxides (SO <sub>x</sub> ) 硫氧化物	tonnes 公噸	48.3	41.2
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物	tonnes 公噸	55.6	62.8
Smoke and dust 煙塵	tonnes 公噸	8.90	10.8
<b>Greenhouse Gas<sup>2</sup> 溫室氣體<sup>2</sup></b>			
Total greenhouse gas emissions (Scope 1 & Scope 2) 溫室氣體總排放量 (範圍一及二)	Million tonnes of CO <sub>2</sub> equivalents 百萬公噸二氧化碳當量	0.18	0.20
Greenhouse gas emissions intensity 溫室氣體排放密度	kilogram of CO <sub>2</sub> equivalents per production tonne 千克二氧化碳當量/公噸產量	5,393	5,000
<b>Hazardous Wastes 有害廢棄物</b>			
Hazardous waste 有害廢棄物	tonnes 公噸	5,600	6,630
Hazardous waste intensity 有害廢棄物密度	kilogram per production tonne 千克/公噸產量	166	165
<b>Non-hazardous Waste 無害廢棄物</b>			
Non-hazardous waste 無害廢棄物	tonnes 公噸	18.3	31.2
Non-hazardous waste intensity 無害廢棄物密度	kilogram per production tonne 千克/公噸產量	0.54	0.77
<b>Energy 能源</b>			
Coal 煤	million gigajoules 百萬千兆焦耳	0.76	0.93
Electricity 電力	million gigajoules 百萬千兆焦耳	0.43	0.43
Natural gas 天然氣	million gigajoules 百萬千兆焦耳	0.15	0.11
Fuel 燃料	million gigajoules 百萬千兆焦耳	0.00	0.00
Total energy consumption 能源總耗量	million gigajoules 百萬千兆焦耳	1.33	1.48
Total energy intensity 能源消耗密度	gigajoule per production tonne 千兆焦耳/每噸產量	39.4	36.7

Environmental, Social and Governance Data Table<sup>1</sup>環境、社會及管治數據表<sup>1</sup>

	Units 單位	2018	2017
<b>Water 水</b>			
Water consumption 耗水量	million cubic meters 百萬立方米	8.87	4.51
Water intensity 耗水密度	cubic meter per production tonne 立方米／公噸產量	262	112
Wastewater discharged 污水排放	million cubic meters 百萬立方米	1.02	1.38
Wastewater intensity 污水密度	cubic meter per production tonne 立方米／公噸產量	30.2	34.1
<b>Packaging Material 包裝材料</b>			
Total packaging materials used 包裝材料總量	tonnes 公噸	434	433
Packaging material intensity 包裝材料密度	kilogram per production tonne 千克／公噸產量	12.8	10.7
<b>B. Social 社會</b>			
<b>Employment 僱傭</b>			
Total Employee Turnover 僱員流失總數	person/turnover rate 人／流失率	68/9%	N/A
By Gender 以性別劃分			
Male 男	person/turnover rate 人／流失率	54/10%	N/A
Female 女	person/turnover rate 人／流失率	14/7%	N/A
By Age 以年齡劃分			
< 30	person/turnover rate 人／流失率	25/21%	N/A
30 – 50	person/turnover rate 人／流失率	37/6%	N/A
> 50	person/turnover rate 人／流失率	6/10%	N/A
<b>Health and Safety 健康與安全</b>			
Lost Days Due to Work Injuries 因工傷損失工作日數	days 日	247	112
Number of Fatalities 死亡個案	cases 宗	0	0

Environmental, Social and Governance Data Table<sup>1</sup>環境、社會及管治數據表<sup>1</sup>

	Units 單位	2018	2017
<b>Development and Training 發展及培訓</b>			
<b>Percentage of Employees Trained 受訓僱員百分比</b>			
By Gender 以性別劃分			
Male 男	percentage 百分比	89%	91%
Female 女	percentage 百分比	100%	87%
By Employee Category 以職級劃分			
Senior 高級僱員	percentage 百分比	99%	58%
General 一般僱員	percentage 百分比	92%	94%
<b>Average Training Hours Completed Per Employee 僱員完成受訓的平均時數</b>			
By Gender 以性別劃分			
Male 男	Hours 小時	28.7	30.3
Female 女	Hours 小時	31.0	30.3
By Employee Category 以職級劃分			
Senior 高級僱員	Hours 小時	14.3	12.0
General 一般僱員	Hours 小時	30.9	32.3

## Remarks:

<sup>1</sup> ESG data table covers biochemical business that is under the Group's direct operational control. Industrial businesses are not covered as these businesses are operated by an associate and a joint venture and not under the Group's direct operational control. ESG data of our Hong Kong office is not covered as its ESG impacts are insignificant.

環境、社會及管治數據表涵蓋由本集團直接營運控制的生化業務，並不包括由合營企業及聯營公司組成，及並非由其直接營運控制的工業業務和對本集團並無構成重大影響的香港辦公室數據。

<sup>2</sup> Scope 3 greenhouse gas emissions from our operations are not included in the figures.

並不包括由營運產生的範圍三溫室氣體排放。

# Laws and Regulations

## 法規列表

Based on the subject areas and aspects in the ESG Guide, the Group has identified relevant laws and regulations that had a significant impact on our business.

本集團就指引中不同範疇及層面識別出對我們業務有重大影響的相關法規。

ESG Guidelines 環境、社會及管治指標	China Laws & Regulations 中國政策及法規
<b>A. Environmental 環境</b>	
Aspect A1: Emissions 層面A1：排放物	<p>Atmospheric Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》</p> <p>Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》</p> <p>Prevention and Control of Solid Waste Pollution Law of the People's Republic of China 《中華人民共和國固體廢物污染環境防治法》</p> <p>Prevention and Control of Soil Pollution Law of the People's Republic of China 《中華人民共和國土壤污染防治法》</p>
<b>B. Social 社會</b>	
Aspect B1: Employment and Labour Practices 層面B1：僱傭及勞工常規	<p>Labour Law of the People's Republic of China 《中華人民共和國勞動法》</p> <p>Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》</p>
Aspect B4: Labour Standards 層面B4：勞工準則	<p>Labor Union Law of the People's Republic of China 《中華人民共和國工會法》</p> <p>Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》</p> <p>Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》</p>
Aspect B2: Health and Safety 層面B2：健康及安全	<p>Work Safety Law of the People's Republic of China 《中華人民共和國安全生產法》</p> <p>Prevention and Control of Occupational Diseases Law of the People's Republic of China 《中華人民共和國職業病防治法》</p> <p>Fire Prevention Law of the People's Republic of China 《中華人民共和國消防法》</p> <p>Special Equipment Safety Law of the People's Republic of China 《中華人民共和國特種設備安全法》</p>

## Laws and Regulations

## 法規列表

<p>ESG Guidelines 環境、社會及管治指標</p> <p>Aspect B6: Product Responsibility 層面B6：產品責任</p>	<p>China Laws &amp; Regulations 中國政策及法規</p> <p>Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》</p> <p>Protection of Consumer Rights and Interests Law of the People's Republic of China 《中華人民共和國消費者權益保護法》</p> <p>Advertising Law of the People's Republic of China 《中華人民共和國廣告法》</p> <p>Regulations on Administration of Veterinary Drugs 《獸藥管理條例》</p>
<p>Aspect B7: Anti-corruption 層面B7：反貪污</p>	<p>Criminal Law of the People's Republic of China 《中華人民共和國刑法》</p> <p>Anti-money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》</p>

# HKEx Environmental, Social and Governance Content Index

## 香港聯合交易所環境、社會及管治內容索引

Indicators 指標		Section/Statement 分部／聲明	Page 頁數
<b>A. Environmental 環境</b>			
<b>Aspect A1: 層面A1：</b>		<b>Emissions 排放物</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	A1. Emissions 排放物	6-8
KPI 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	ESG Data Table 環境、社會、管治數據表	18
KPI 關鍵績效指標 A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity. 溫室氣體總排放量(以噸計算)及(如適用)密度。		
KPI 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。		
KPI 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。		
KPI 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施和所得成果。	A1. Emissions 排放物	6-7
KPI 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous waste are handled, reduction initiatives, and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。		7-8



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Indicators 指標		Section/Statement 分部／聲明	Page 頁數
<b>Aspect A2: 層面A2：</b>		<b>Use of Resources 資源使用</b>	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	A2. Use of Resources 資源使用	8-9
KPI 關鍵績效指標 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。	ESG Data Table 環境、社會、管治數據表	18
KPI 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。		19
KPI 關鍵績效指標 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。	A2. Use of Resources 資源使用	8-9
KPI 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。		9
KPI 關鍵績效指標 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)每生產單位估量。	ESG Data Table 環境、社會、管治數據表	19
<b>Aspect A3: 層面A3：</b>		<b>The Environment and Natural Resources 環境及天然資源</b>	
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	A. Environmental; 環境;	6
		A3. The Environment and Natural Resources 環境及天然資源	10

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Indicators 指標		Section/Statement 分部／聲明	Page 頁數
KPI 關鍵績效指標 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。	A3. The Environment and Natural Resources 環境及天然資源	10
<b>B. Social 社會</b>			
<b>Aspect B1: 層面 B1 :</b>		<b>Employment and Labour Practices 僱傭及勞工常規</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B1. Employment 僱傭	11-12
KPI 關鍵績效指標 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。		11
KPI 關鍵績效指標 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。	ESG Data Table 環境、社會、管治數據表	19

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Indicators 指標		Section/Statement 分部／聲明	Page 頁數
<b>Aspect B2: 層面B2：</b>		<b>Health and Safety 健康及安全</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B2. Health and Safety 健康及安全	12-13
KPI 關鍵績效指標 B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	ESG Data Table 環境、社會、管治數據表	19
KPI 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。		
KPI 關鍵績效指標 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。	B2. Health and Safety 健康及安全	12-13
<b>Aspect B3: 層面B3：</b>		<b>Development and Training 發展及培訓</b>	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	B3. Development and Training 發展及培訓	13-14
KPI 關鍵績效指標 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。	ESG Data Table 環境、社會、管治數據表	20
KPI 關鍵績效指標 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。		

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香港聯合交易所環境、社會及管治內容索引

Indicators 指標		Section/Statement 分部／聲明	Page 頁數
<b>Aspect B4:</b> 層面B4：		<b>Labour Standards</b> 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B4. Labour Standards 勞工準則	14
KPI 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。		
KPI 關鍵績效指標 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。		
<b>Aspect B5:</b> 層面B5：		<b>Supply Chain Management</b> 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	B5. Supply Chain Management 供應鏈管理	14-15
KPI 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。		15
KPI 關鍵績效指標 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及監察方法。		14-15

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Indicators 指標		Section/Statement 分部／聲明	Page 頁數
<b>Aspect B6: 層面B6：</b>	<b>Product Responsibility 產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters  relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B6. Product Responsibility 產品責任	15-16
KPI 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。		16
KPI 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。		
KPI 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。		
KPI 關鍵績效指標 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。		15-16
KPI 關鍵績效指標 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。		16

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Indicators 指標		Section/Statement 分部／聲明	Page 頁數
<b>Aspect B7: 層面B7：</b>		<b>Anti-corruption 反貪污</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B7. Anti-corruption 反貪污	17
KPI 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。		
KPI 關鍵績效指標 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。		
<b>Aspect B8: 層面B8：</b>		<b>Community Investment 社區投資</b>	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	B8. Community Investment 社區投資	17
KPI 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。		
KPI 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。		



Chia Tai Enterprises International Limited  
正大企業國際有限公司