



統一企業中國控股有限公司
UNI-PRESIDENT CHINA HOLDINGS LTD.

(a company incorporated in the Cayman Islands with limited liability)
(一家於開曼群島註冊成立的有限公司)
(Stock Code 股份編號: 220)

Environmental, Social and
Governance Report

環境、社會及管治報告

2019



環境、社會及管治報告 Environmental, Social and Governance Report

前言

統一企業中國控股有限公司（「本公司」）及其附屬公司（統稱「本集團」或「我們」）遵從公司「永續經營」的目標及策略，致力於關顧及平衡各持份者利益。在面對商業營運的變化與挑戰，以及追求公司業績成長的同時，我們始終兼顧企業的社會責任，在節能環保、產品質量與安全、員工健康安全與關懷、員工僱傭及培訓發展、供應鏈管理、危難救助及社會公益等各個領域上，確保本公司業務活動能為我們的社會資本、人力資本及自然資本創造價值，積極履行企業的環境責任、社會責任和公司治理責任。

本公司董事（「董事」）會（「董事會」）負責評估本集團有關環境、社會及管治的風險，制訂環境、社會及管治策略，確保本集團設立及維持有效的環境、社會及管治內部監控系統，以及透過內部審核功能，定期分析及獨立評估前述系統是否足夠和有效。本集團環境、社會及管治工作小組，由各職能單位專業人員負責相關工作開展，圍繞環境及社會相關法律法規，督導集團內各職能單位制訂企業內部控制標準，持續推動節能減排與環境保護及企業社會責任，在運營過程中實施有效監控與管理。

本集團作為快消品行業的知名企業，肩負維護食品安全與質量保障的使命，通過對食品安全的全方位監控，持續完善監管體系與風險預防機制，確保產品質量與安全，為廣大消費者提供安全、健康、美味的食品。

FOREWORD

Uni-President China Holdings Ltd. (the "Company") and its subsidiaries (together, the "Group", our "Group", "we", "our" or "us") adhere to the Company's objective and strategy of "sustainability" and are dedicated to considering and balancing the interests of all stakeholders. In the face of the changing and challenging business operation, while pursuing business growth of the Company, we also undertake the corporate social responsibilities at all times. We ensure that the business activities of the Company create values for social capital, human capital and natural capital in all such areas as energy conservation and environmental protection, product quality and safety, employee health, safety and care, staff recruitment, training and development, supply chain management, disaster relief and community charity as our active effort to perform the environmental, social and corporate governance responsibilities.

It is the responsibility of the board (the "Board") of directors (the "Directors") of the Company to evaluate the environmental, social and governance risks, formulate the environmental, social and governance (the "ESG") strategy, ensure the establishment and maintenance of an effective internal control system on ESG aspects by the Group as well as perform regular analysis and independent assessment on the adequacy and effectiveness of the said system through the internal audit function. Relevant works of the ESG team of the Group are carried out by professionals of various functional units. Based on relevant environmental and social related laws and regulations, they supervise corporate internal control standards formulated by various functional units within the Group, continuously promote energy conservation, emission reduction and environmental protection as well as corporate social responsibility. Effective monitoring and management are implemented in the operation process.

As a renowned enterprise in the fast-moving consumer goods industry, the Group shoulders the responsibility of upholding food safety and quality assurance, continually optimises its regulatory mechanism and risk prevention system by monitoring food safety thoroughly, and ensures product quality and safety, in order to deliver safe, healthy and delicious food to our consumers.

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關於本報告

本環境、社會及管治報告（「本報告」）涵蓋本集團位於中華人民共和國（「中國」）境內經營製造食品及飲料的主要業務的資料。本報告主要概述2019年1月1日至2019年12月31日期間（「報告期間」）的環境及社會績效，但不包括聯營及合營公司資料。本報告披露資料範圍及統計方法與上年度保持一致。

本報告乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄二十七所載的《環境、社會及管治報告指引》規定而編製。

持份者溝通

本集團持續與持份者建立多元化溝通管道，積極了解其對本集團社會責任期望和訴求，我們高度重視持份者寶貴的意見。本集團相信能夠了解持份者的意見會有助我們分析、鑒定及修改企業社會責任有提高空間之領域，持續完善及提升企業綜合管理能力和水準。下表列出本集團主要持份者較為關注的期望與訴求及相關的溝通方式：

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “Report”) covers information on the Group’s principal activities in the manufacture of food and beverages in the People’s Republic of China (the “PRC”). This Report mainly summarizes the environmental and social performance of the Group during the period from 1 January 2019 to 31 December 2019 (the “Reporting Period”), and does not include information on the Group’s associates and joint ventures. The scope of the information disclosed in this Report and the statistical methods are consistent with the previous year.

This Report is prepared in accordance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

STAKEHOLDERS COMMUNICATION

The Group continues to establish diversified communication channels with its stakeholders to proactively understand their expectations and concerns regarding the social responsibility of the Group. We have paid great attention to the valuable opinions of stakeholders. The Group believes that through understanding their opinions would assist us to analyze, identify and revise the aspects of corporate social responsibility in order to continuously improve and raise our comprehensive corporate management ability and standard. The table below sets forth the expectations and concerns which major stakeholders are more concerned with and the relevant engagement methods:

持份者 Stakeholders	期望與訴求 Expectations and concerns	溝通方式 Engagement methods
股東或投資者 Shareholders or investors	保障股東權益 Protection of shareholders’ rights 合規經營與管理 Compliance operation and management 信息披露 Information disclosure 投資回報 Return on investment	股東大會 General meetings 公告通訊（中期報告、年報、ESG 報告、通函和公告） Announcements (interim reports, annual reports, ESG reports, circulars and announcements) 公司／聯交所網站 Websites of the Company/ the Stock Exchange 投資者會議及路演 Investors’ conferences and roadshows

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持份者 Stakeholders	期望與訴求 Expectations and concerns	溝通方式 Engagement methods
政府或監管機構 Government or regulatory authorities	法律及合規監管 Law and compliance supervision 納稅義務 Fulfilment of tax obligations 社會貢獻 Social contribution 業務與經濟發展 Business and economic development 安全營運 Safe operation	會議 Conferences 合規報告 Compliance reports 實地檢查 Field inspection 參與政府會議或研討會 Participation in government meetings or seminars 提交文件 Submission of documents 回應查詢或檢查 Response to queries or investigation
供應商 Suppliers	公平競爭 Fair competition 長期業務關係 Long-term business relationship 產品質量監察 Product quality	供應商評估 Evaluation of suppliers 實地考察 Field trips 日常交流聯絡 Daily communication
員工 Staff	保障員工權益及權利 Protection of employees' interests and rights 管理層與員工交流 Communication between management and staff 職業安全與健康 Occupational safety and health 改善員工福利 Improved staff benefits 平等就業機會與多元化發展 Equal employment opportunities and diversified development	日常交流溝通 Daily communication 員工座談會 Staff seminars 職工代表大會 Staff representatives meetings 員工培訓 Staff training

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持份者 Stakeholders	期望與訴求 Expectations and concerns	溝通方式 Engagement methods
客戶 Customers	長期業務關係 Long-term business relationship 業績與產品安全 Performance and product safety 產品質量 Product quality 存貨管理 Inventory management	日常交流聯絡 Daily communication 產品管理 Product management
社會 Community	社區參與 Community involvement 公益項目 Charitable projects	志願活動 Volunteer activities 公益活動 Charitable activities

重大議題評估

本集團通過與各持份者的溝通，客觀的評價各項環境、社會及管治議題對本集團業務發展的重要性及持份者關注程度，進行重要性排序，確定本報告披露重點，積極回應各持份者的期望與訴求。

ASSESSMENT OF MAJOR ISSUES

Through communications with respective stakeholders, the Group objectively evaluated the importance of each ESG issue on the Group's business development and the level of concern of respective stakeholders on each ESG, ranked the ESG issues based on materiality, confirmed disclosure highlights of this Report and proactively responded to the expectations and concerns of respective stakeholders.

序號 重要議題 No. Major issues	議題內容 Contents
A. 環境 Environment	
1 排放物 Emissions	廢水、廢氣排放物控制、固體廢棄物管理 Emission control of wastewater and exhaust gas, solid waste management
2 資源使用 Use of resources	節能技術、資源循環利用 Energy saving technology, recycling of resources
3 環境及天然資源 Environment & Natural Resources	綠色營運、節能減排 Green operation, energy saving and emission reduction
4 氣候轉變 Climate change	重大氣候影響、溫室氣體排放 Major climatic influences and emission of greenhouse gas

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序號 重要議題 No. Major issues	議題內容 Contents
B. 社會 Community	
1 健康與安全 Health & Safety	員工安全、職業健康 Employee safety and occupational health
2 產品責任 Product Responsibility	食品安全、品質控制、產品宣傳 Food safety, quality control, product advertisement
3 僱傭 Employment	公平機會、員工權益、員工福利 Fair opportunities, employee rights, employee welfare
4 供應鏈管理 Supply Chain Management	公平公開採購、安全採購源頭 Fair and open procurement, source of safe procurement
5 發展與培訓 Development and training	人才培訓與發展 Talent training and development
6 勞工準則 Labor standards	杜絕童工及強制勞工 Eliminate child labor and forced labor
7 反貪污 Anti-corruption	反貪倡廉 Anti-corruption
8 社區投資 Community investment	公益慈善、志願者活動 Charity and volunteer activities

上述相關議題經綜合評估分析後，經管理層確認各重大議題，由各負責小組評估完整性及其影響的範疇，以符合及響應持份者所關注的重要信息與績效。

Upon comprehensive evaluation and analysis of the above relevant issues, the management acknowledged the major issues and each of the responsible teams evaluated their comprehensiveness and scope of influence in order to meet and respond to the concerns of stakeholders on the important information and performance.

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第一部分、環境披露

環境

企業的「永續經營」與自然環境的變化密切關聯，本集團始終秉承企業效益與環境保護並重的理念，致力於環境保護和可持續發展。我們將持續關注環境保護議題並積極為此做出努力，嚴格遵守國家環保法律法規，在環境資源的使用和污染物排放控制方面不斷精進與提升，始終將節能減排工作貫穿於生產經營活動全過程。從技術和管理兩個方面入手以實現節能降耗，減排增效之目的；在技術層面上，持續引進新技術，向智能化、自動化轉變，以達到能源精準控制，減少浪費；在管理層面上，持續向標準化、系統化精進，通過能源密度目標管理，結合能源小組日常查核、績效檢視、解析及糾偏機制，最終實現降低能源耗用。

於2019年度，本集團共投入人民幣15.7百萬元（2018年：人民幣12.2百萬元）用於節能環保。本集團最近3年節能環保工作投入費用情況如下表：

PART I. ENVIRONMENTAL DISCLOSURE

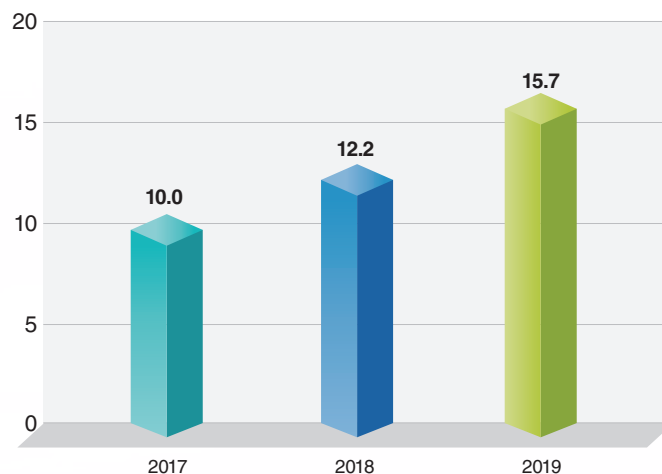
Environment

The “sustainability” of an enterprise is closely intertwined with changes in the natural environment. The Group always places equal emphasis on corporate profitability and environmental protection and is committed to environmental protection and sustainable development. We will continue to pay attention to the issue of environmental protection with our active efforts and strictly abide by the environmental protection laws and regulations of the PRC to achieve continuous improvement in use of environmental resources and control of pollutant emissions and the comprehensive incorporation of energy conservation and emissions reduction practices into all production and operational activities. The objectives of energy conservation, consumption reduction, emissions reduction and effectiveness enhancement are realized by means of technology and management. In terms of technology, we continue to introduce new technologies and shift to intelligentization and automation to achieve accurate energy control and reduce wastage. In terms of management, we continue to pursue improvement in standardization and systematization. Reduction of energy use is ultimately achieved through management of targeted energy intensity as well as the daily checking, performance inspection and analysis and rectification system by the energy team.

In 2019, the Group invested a total of RMB15.7 million (2018: RMB12.2 million) in energy saving and environmental protection. The investment of the Group in environmental protection works over the last three years are set out in the below graph:

環保投入金額（人民幣百萬元）

Investment in Environmental Protection (RMB million)



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氣體排放物控制及廢棄物處理

本集團各工廠在生產經營活動過程中產生的廢水、廢氣及固體廢棄物，均經過內部合理有效的處置，符合國家及當地環保部門的排放標準。本集團制定《環境安全運作作業標準》，規範環境保護責任制度，有效應對各類環境安全事件。本集團透過制定《污水、廢氣與廠界噪聲管理程序》，規範廢水、廢氣及廠界噪聲的產生、治理及排放控管要求。在設備管理方面，制定《鍋爐設備作業標準》及《污水處理作業標準》等相關標準，主要規範設備操作流程、日常點檢、運行記錄以及維護保養制度，確保治理設施正常使用，達到合格排放之目的。同時，積極響應國家環保政策要求，嚴格落實排污許可申報制度，並積極推動設備低氮改造、油煙淨化設備升級改造等系列措施，有效實現污染物減排。

本集團積極響應廢棄物減量化、資源化、無害化的綠色環保處理要求，制定《固體廢棄物管理標準》，規範各類固體廢棄物的分類、收集及處理方法，減少對環境產生的影響；制定《下腳品作業標準》，規範可回收廢棄物的分類、收集、存儲及處置方法，使其資源最大化利用；制定《總務服務項目服務商監控作業標準》，規範廢棄物處理服務商的資質要求，確保引進服務商具備相應的處理條件。

Gas emission control and waste treatment

The wastewater, exhaust gas and solid waste produced during production and operational activities by factories of the Group are subject to reasonable and effective internal treatment which is in compliance with the emission standards of national and local environmental authorities. The Group has formulated the “Environmental Safety Operating Standards” to regulate the responsibility system of environmental protection and to effectively respond to various environmental safety incidents. The “Management Program of Sewage, Waste Gas and Factory Noise” has been established by the Group to specify the requirements on production, management and emission control of wastewater, waste gas and factory noise. With regard to equipment management, the “Operational Standards for Boilers”, “Operational Standards on Sewage Treatment” and other relevant standards have been formulated to mainly specify the operating procedures, daily inspection, operational record, and repair and maintenance policy for the equipment in order to ensure the treatment facilities are properly used and achieve the objective of qualified emission. At the same time, in active response to the requirements under national environmental protection policies, we strictly implement the pollutant discharge permit reporting policy and proactively push forward a series of measures such as equipment modification with the low-nitrogen technology and upgrade of the oil fume purification system in order to effectively reduce the emissions of pollutants.

The Group actively responds to the environmental-friendly treatment requirements on waste reduction, resource utilization and contamination reduction. The “Solid Waste Management Standards” have been established to regulate the segregation, collection and disposal methods for all types of solid waste in order to reduce their environmental impacts. The “Working Standards for Scrap Materials” have been established to regulate the segregation, collection, storage and disposal methods for recyclable waste in order to maximize use of resources; and the “Operational Standards for Monitoring Service Providers of General Service Projects” have been established to specify the requirements on qualification of waste treatment service providers in order to ensure that such providers engaged possess the corresponding treatment conditions.

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本集團通過內部開發下腳品管理系統，實現可回收廢棄物系統化管理與監控；通過推行垃圾分類管理制度，從源頭控制、減少及處置廢棄物；各廠均設立有害廢棄物收集、儲存專用倉庫，對廠內有害廢棄物實施集中化管理；有害廢棄物由具有專業資質廢棄物服務商處置，並通過建立證照系統監督服務商資質。透過上述內部控制標準及系統化管理機制，本集團能夠有效監督無害及有害廢棄物的產生、收集、存儲及處置整個過程。

Systematic management and monitoring of recyclable waste are achieved through the scrap materials management system internally developed by the Group. Waste is controlled, reduced and disposed of at source through the garbage segregation and management policy. Warehouses dedicated for the collection and storage of hazardous waste are established in all factories to conduct centralized management of the hazardous waste in the factories. Hazardous waste is disposed of by waste treatment service providers which are monitored through the license and certificate system. Through the above internal control standards and systematic management mechanisms, the Group is able to supervise the entire process of the production, collection, storage and disposal of non-hazardous and hazardous wastes effectively.

2019年度本集團營運時所產生的主要排放物和廢棄物之總排放量如下表：

The below table sets out the total amount of major types of emission and waste generated from the operation of the Group in 2019:

排放物	Emission	2019	2018	2017
廢水 (噸)	Wastewater (tonnes)	5,664,352	5,732,870	5,521,339
化學需氧量 (噸)	Chemical oxygen demand (tonnes)	364	367	348
氮氧化物 (噸)	Nitrogen oxide (tonnes)	88	94	150
直接溫室氣體 (噸二氧化碳當量)	Direct greenhouse gas (tonnes of carbon dioxide equivalent)	151,082	147,228	139,449
間接溫室氣體 (噸二氧化碳當量)	Indirect greenhouse gas (tonnes of carbon dioxide equivalent)	307,555	307,496	297,767
溫室氣體總量 (噸二氧化碳當量)	Total amount of greenhouse gas (tonnes of carbon dioxide equivalent)	458,637	454,724	437,216
溫室氣體密度 (噸二氧化碳當量/百萬元人民幣)	Greenhouse gas intensity (tonnes of carbon dioxide equivalent/RMB million)	23.42	24.22	24.68
有害廢棄物總量 (噸)	Total amount of hazardous waste (tonnes)	264	153	142
有害廢棄物密度 (噸/百萬元人民幣)	Hazardous waste intensity (tonnes/RMB million)	0.0135	0.0081	0.0080
無害廢棄物總量 (噸)	Total amount of non-hazardous waste (tonnes)	50,403	49,549	49,050
無害廢棄物密度 (噸/百萬元人民幣)	Non-hazardous waste intensity (tonnes/RMB million)	2.57	2.64	2.77

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- 備註： 1. 溫室氣體、有害及無害廢棄物密度披露單位「百萬元人民幣」，依產品「產值」計算；
2. 溫室氣體數據轉換係數，依GB/T2589-2008《綜合能耗計算通則》、GB/T 32150-2015《工業企業溫室氣體排放核算和報告通則》計算。

- Notes: 1. Greenhouse gas, hazardous and non-hazardous waste intensity is presented in “RMB million” and based on “product value” of the product;
2. The conversion coefficient for greenhouse gas data is calculated based on the GB/T2589-2008 “General Principles for Calculation of Total Production Energy Consumption” and GB/T 32150-2015 “General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises”.

如上表所示，本集團廢水、化學需氧量、氮氧化物排放量與去年同比下降；2019年產量增加及能源使用結構調整，溫室氣體排放量中直接溫室氣體與去年相比雖然增加，但是透過節能案推動及管理精進，溫室氣體密度減少至每百萬元人民幣產值使用23.42噸溫室氣體（2018年：24.22噸／百萬元人民幣），同比減少3.3%。

As shown in the above table, the wastewater, chemical oxygen demand and nitrogen oxide emission of the Group decreased as compared to the same period of last year. Whereas, the increase in production volume and adjustment of energy consumption structure in 2019 led to an increase in direct greenhouse gas emission, as included in the total greenhouse gas emission, as compared to last year. However, through implementation of the energy conservation plan and improvement of management, the greenhouse gas intensity decreased to 23.42 tonnes per product value in RMB million (2018: 24.22 tonnes/RMB million), representing a year-on-year decrease of 3.3%.

本集團有害廢棄物2019年總量264噸（2018年：153噸）與去年同比增加，主要是由於國家及地方環保政策變化，廢棄物分類處理趨於規範與完善，電動叉車鉛酸蓄電池集中報廢及藥劑容器量增加所致。

The total amount of the Group’s hazardous waste in 2019 was 264 tonnes (2018: 153 tonnes), representing an increase as compared to the same period of last year, mainly due to the changes in national and local environmental protection policies which resulted in more standardized and optimized segregation of waste, centralized disposal of scrapped lead-acid batteries for electric vehicles and increase in volume of medicine containers.

無害廢棄物2019年總量輕微增加至50,403噸（2018年：49,549噸），但通過持續提升生產技術及包裝材料工藝優化，其密度減少至每百萬元人民幣產值使用2.57噸（2018年：2.64噸／百萬元人民幣），同比減少2.7%。

The total amount of non-hazardous waste generated in 2019 increased slightly to 50,403 tonnes (2018: 49,549 tonnes), while its intensity decreased to 2.57 tonnes per product value in RMB million (2018: 2.64 tonnes/RMB million), representing a year-on-year decrease of 2.7%, attributable to the continuous upgrade of production techniques and process optimization of packaging materials.

環境、社會及管治報告

Environmental, Social and Governance Report

本集團嚴格遵守國家各項環保法律法規，持續檢視環保控制措施的有效性及進行系統化管理，降低對環境產生的影響。本集團所遵守的主要法律及法規包括：

To reduce damages to the environment, the Group strictly complies with relevant environmental laws and regulations of the PRC, and constantly reviews the effectiveness of its environmental protection measures and carries out systematic management. Major laws and regulations complied by the Group include:

《中華人民共和國環境保護法》	“Environmental Protection Law of the People’s Republic of China”
《中華人民共和國環境影響評價法》	“Environmental Impact Assessment Law of the People’s Republic of China”
《中華人民共和國大氣污染防治法》	“Prevention and Control of Atmospheric Pollution Law of the People’s Republic of China”
《中華人民共和國水污染防治法》	“Water Pollution Prevention and Control 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》	“Prevention and Control of Environmental Pollution by Solid Waste Law of the People’s Republic of China”
《中華人民共和國環境噪聲污染防治法》	“Environmental Noise Pollution Prevention Law of the People’s Republic of China”
《危險化學品安全管理條例》	“Regulations on the Safety Administration of Dangerous Chemicals”
《鍋爐大氣污染物排放標準》	“Emission Standard of Atmospheric Pollutants from Boilers”
《污水綜合排放標準》	“Comprehensive Sewage Discharge Standards”
《排污許可管理辦法（試行）》	“The Administrative Measures for Pollutant Discharge Licensing (for Trial Implementation)”
《排污許可證申請與核發技術規範酒、飲料製造工業》	“Technical Regulations on Application and Issuance of Pollutant Discharge Permits – Alcohol and Beverage Manufacturing Industries”
《排污許可證申請與核發技術規範食品製造工業—方便食品、食品及飼料添加劑製造工業》	“Technical Regulations on Application and Issuance of Pollutant Discharge Permits – Food Manufacturing Industry – Instant Food, Food and Feed Additives Manufacturing Industries”

於2019年度本集團並不知悉有任何重大不符合該等法律及法規的情況。

The Group is not aware of any material non-compliance with such laws and regulations in 2019.

環境、社會及管治報告 Environmental, Social and Governance Report

以下是本集團如何通過升級及／或優化系統和設備實現減少排放物和污染物的例子：

減少氮氧化物排放

本集團位於鄭州、濟南、新疆、合肥4家工廠實施鍋爐低氮改造，共投入人民幣7.3百萬元，2019年度減少氮氧化物排放量6.0噸。

The following are examples of how the Group achieved reduced emissions and wastes through the upgrade and/or optimization of systems and equipments:

Reduction in emission of nitrogen oxide

Boilers of the Group's four factories in Zhengzhou, Jinan, Xinjiang and Hefei have been modified with low-nitrogen technology, amounting to a total investment of RMB7.3 million. The emission of nitrogen oxide decreased by 6.0 tonnes in 2019 with such modified boilers.



合肥統一鍋爐低氮改造
Modification of the boilers in Hefei
President with low-nitrogen technology

環境、社會及管治報告 Environmental, Social and Governance Report

自動化生產線製程優化

通過自動化生產線製程優化，降低單位用水量，2019年度減少廢水排放量約39,000噸。

Optimization of the production process of the automatic production line

The production process of the automatic production line has been optimized and the water consumption per unit was reduced. As such, the wastewater discharge was reduced by approximately 39,000 tonnes in 2019.



.....
自動化生產線製程優化
Optimization of the production process
of the automatic production line
.....

資源使用

本集團基於企業的社會責任，在生產運營中嚴格遵守相關資源使用的法律法規要求，同時從管理和技術兩個方面雙管齊下，實現最大程度的減少資源使用。在管理層面上，本集團已建立能源管理平台，系統化管理資源使用量，嚴格控制每日單位資源耗用量，並建立資源耗用異常追蹤改善輔導機制；在技術層面上，本集團不斷擴大節能改造成果，積極探索新技術及新設備的應用，在水資源循環利用、生產製程參數優化、鍋爐煙氣餘熱回收、油煙治理系統餘熱回收、冷凝水餘熱回收、高效節能動態濾波系統應用等方面取得顯著成效，不斷提升資源利用率，探尋節約資源新途徑，同時鼓勵員工積極參與節能提案改善，參加能源日常管理活動，提升全員節能環保意識。

Use of resources

Based on its corporate social responsibility, the Group strictly complies with the laws and regulations in relation to the use of resources during the course of its production and operation, and maximizes the use of resources by means of both management and technology. In terms of management, the Group has developed an energy management platform to manage resource usage systematically and strictly control daily resource consumption by each unit and has established a mechanism for tracking, improving and providing guidance on abnormal resource consumption. In terms of technology, the Group continues to obtain greater achievements in energy saving as it proactively explores the application of new technologies and new equipment. Significant achievements on energy saving have been obtained in respect of recycling of water resources, optimization of production process parameters, recovery of heat from boiler flue gases, oil fume purification system and condensed water, as well as the application of dynamic wave filter system. Resource utilization has been improved and new ways for resources conservation have been explored. At the same time, employees are encouraged to propose improvement plans on energy saving and take part in daily energy management activities so as to raise all staff's awareness of energy-saving and environmental protection.

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在水資源使用方面，本集團求取水源主要來自於市政供水和地下水，地下水的採用受當地相關政府部門監管。於報告期間內，本集團在求取適用水源上並沒有遇到任何問題。

With regard to the use of water resources, the Group obtains water resources mainly from the municipal water supply and the underground water, while the use of underground water is subject to the regulations of the relevant local government authorities. During the Reporting Period, the Group had not encountered any difficulties in obtaining water resources that is fit for the purpose.

本集團嚴格遵守國家各項資源使用的法律法規，持續檢視資源使用所採取的控制措施有效性，減少資源使用量。本集團就資源使用所遵守的主要法律及法規包括：

The Group strictly complies with the laws and regulations in relation to the use of resources of the PRC to review the effectiveness of the control measures adopted for resources usage on an ongoing basis and reduce the use of resources. Major laws and regulations relating to the use of resources complied by the Group include:

《中華人民共和國節約能源法》

“Energy Conservation Law of the People’s Republic of China”

《中華人民共和國水法》

“Water Law of the People’s Republic of China”

《中華人民共和國電力法》

“Electric Power Law of the People’s Republic of China”

《中華人民共和國清潔生產促進法》等。

“Law of the People’s Republic of China on the Promotion of Clean Production”.

於2019年度本集團並不知悉有任何重大不符合該等法律及法規的情況。

The Group is not aware of any material non-compliance with such laws and regulations in 2019.

2019年度本集團於營運時所使用的資源總量如下表：

The table below sets out the total resources used in the operation of the Group in 2019:

資源使用	Use of resources	2019	2018	2017
水(噸)	Water (tonnes)	8,850,686	8,908,076	8,543,173
水密度(噸/百萬元人民幣)	Water intensity (tonnes/RMB million)	451.93	474.38	482.19
電力(兆瓦時)	Electricity (MWh)	344,719	331,517	316,940
天然氣(兆瓦時)	Natural gas (MWh)	522,031	505,092	386,530
煤(兆瓦時)	Coal (MWh)	0	1,697	52,961
外購蒸汽(兆瓦時)	Purchased steam (MWh)	486,574	501,979	654,916
直接能源總耗量(兆瓦時)	Total consumption of direct energy (MWh)	532,001	518,294	455,163
直接能源消耗密度 (兆瓦時/百萬元人民幣)	Consumption intensity of direct energy (MWh/RMB million)	27.17	27.60	25.69
間接能源總耗量(兆瓦時)	Total consumption of indirect energy (MWh)	831,294	833,496	971,805
間接能源消耗密度 (兆瓦時/百萬元人民幣)	Consumption intensity of indirect energy (MWh/RMB million)	42.44	44.39	54.85
能源消耗總量(兆瓦時)	Total consumption of energy (MWh)	1,363,295	1,351,790	1,426,968
能源消耗密度(兆瓦時/百萬元人民幣)	Energy consumption intensity (MWh/RMB million)	69.61	71.99	80.54
製成品所用包裝材料總量(噸)	Total packaging materials for finished products (tonnes)	338,398	335,858	323,111
包裝材料每生產單位佔量(噸/噸)	Packaging materials intensity (tonnes/RMB million)	0.1054	0.1068	0.1075

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- 備註： 1. 水、能源消耗密度披露單位「百萬元人民幣」，依產品「產值」計算；
2. 能源數據轉換成兆瓦時採用的係數，依據GB/T2589-2008《綜合能耗計算通則》計算。

- Notes: 1. Water and energy consumption intensity is presented in “RMB million” based on “product value”;
2. The coefficient used for converting the energy data into MWh is calculated based on the GB/T2589-2008 “General Principles for Calculation of Total Production Energy Consumption”.

如上表所示，本集團2019年因產量增加，電力消耗量344,719兆瓦時（2018年：331,517兆瓦時），同比增加4.0%，天然氣消耗量522,031兆瓦時（2018年：505,092兆瓦時），同比增加3.4%；通過持續實施水資源迴圈利用及能源結構優化調整，水、外購蒸汽消耗量與去年相比下降，並於報告期間內實現煤的零消耗，2019年總體能源消耗密度減少至每百萬元人民幣產值使用69.61兆瓦時（2018年：71.99兆瓦時／百萬元人民幣），同比減少3.3%。

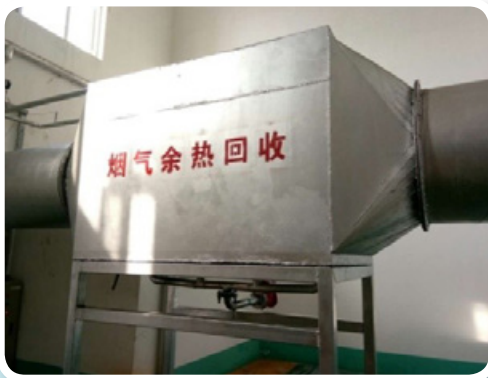
As shown in the above table, due to the increased production volume in 2019, the Group recorded electricity consumption of 344,719 MWh (2018: 331,517 MWh), representing a year-on-year increase of 4.0%, and natural gas consumption of 522,031 MWh (2018: 505,092 MWh), representing a year-on-year increase of 3.4%; the consumption of water and purchased steam decreased as compared to last year and there was no consumption of coal during the Reporting Period, which was attributable to the continuous efforts in recycling of water resources and optimization of energy consumption structure. As such, the overall energy consumption intensity in 2019 decreased to 69.61 MWh per product value in RMB million (2018: 71.99 MWh/RMB million), representing a year-on-year decrease of 3.3%.

減少蒸汽用量

本集團透過導入鍋爐煙氣餘熱回收、油煙淨化系統餘熱回收及蒸箱蒸汽節能系統等，2019年減少蒸汽耗用量1,579噸。

Reduction in steam consumption

Through application of boiler flue gas heat recovery as well as heat recovery from the oil fume purification system and steam box energy saving system, the Group reduced its steam consumption by 1,579 tonnes in 2019.



北京統一鍋爐煙氣餘熱回收
Boiler flue gas heat recovery in
Beijing President



福州統一油煙淨化系統餘熱回收
Heat recovery from the oil fume
purification system in Fuzhou President

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減少電用量

成都統一導入空壓設備智能集中控制系統，2019年減少電耗用量10.5兆瓦時。



Reduction in electricity consumption

Through application of a smart air compressor central control system, Chengdu President reduced its electricity consumption by 10.5 MWh in 2019.

.....
成都統一空壓設備智能集中控制
The smart air compressor central control
in Chengdu President
.....

包材使用減量

本集團在確保公司產品食品安全及品質的前提下，檢視現行產品選用更加環保材料的可行性以及包材減量化方案。2019年通過結合銷售通路推動飲品紙箱縮小搭接尺寸、醬拌面面碗、飲料瓶坯及水產品熱收縮膜輕量化等系列改善案，減少包裝材料用量1,366噸，有效減少資源使用及廢棄物產生，用實際行動承擔起企業的環保責任。

Reduction in the use of packaging materials

To the extent of product safety and product quality are ensured, the Group reviews the feasibility of using more environmental-friendly materials for its existing products and plans for using fewer packaging materials. By collaborating with sales channels, the Group pushed forward a series of improvement plans on the use of packaging materials, including reducing the size of beverage carton box flaps as well as the weight of "Sauce Mixed Noodles" bowls, bottle preforms of beverage products and heat shrinkable film of water products. Under these measures, the use of packaging materials was reduced by 1,366 tonnes in 2019, reflecting the effectiveness of the aforesaid measures in reducing the use of resources and generation of waste and the Group's effort to undertake environmental responsibilities with actions.



.....
南寧統一生產線瓶坯模具改造設備
The equipment for modification of bottle
preform mold in a production line at
Nanning President
.....

環境、社會及管治報告

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環境及天然資源

本集團生產經營活動過程中始終關注對環境及天然資源帶來的影響，致力於環境改善以及消除或減小影響。我們從資源使用至污染物排放整個生產過程加以控制，污染物排放設置收集與處理設施，均符合國家及地方規定的排放標準。誠如本環境、社會及管治報告書的前述章節所述，本集團採取有效環保措施及方案，不斷根據環保要求評估環保設施的符合性，同時不斷提升能源管理水平，向系統化、標準化管理轉變。

本集團立足關愛環境、節約資源，密切關注和嚴格遵守國家和地方環境保護相關法律法規及政策，建立和完善內部管理制度，制定了《固體廢棄物管理程序》、《污水、廢氣和廠界噪聲管理程序》、《環境安全運作作業標準》等環境相關標準文件，成立環境安全小組，實施應急演練，快速妥善處理環境安全危機事件；旗下各工廠重點開展管理創新與技術創新、工藝優化，減少資源耗用，完善排放物環保處理設施，減少廢棄物的排放，倡導綠色營運，使用清潔型能源，有效降低生產過程對環境產生的影響，致力於打造環境友好、資源節約型企業。於2019年度本集團並不知悉在生產營運過程中有任何活動會對環境及天然資源構成任何重大影響。

Environment and natural resources

The Group always pay attention to the impacts brought by its production and operating activities to the environment and natural resources and is dedicated to improving the environment as well as eliminating or minimizing such impacts. The entire production process from use of resources to pollutant emission is controlled and pollutant emission collection and disposal facilities are established, all of which are in compliance with the national and local emission standards. As illustrated in the previous sections in this ESG Report, the Group has effective green initiatives and plans in place to continuously assess the compliance of the environmental facilities according to the environmental protection requirements. At the same time, the Group continues to enhance the energy management standards in pursuit of systematic and standardized management.

The Group cares about the environment and resources conservation and keeps abreast of and stringently complies with national and local laws and regulations relating to environmental protection. It has developed and optimised internal management policy, formulated environment-related standard documents such as “Solid Waste Management Procedure”, “Sewage, Waste Gas and Factory Noise Management Programs” and “Environmental Safety Operating Standard”, and established an environmental safety team to carry out contingency drills and duly respond to the environmental safety crisis in a timely manner. Through management and technological innovation and technical optimization, its factories have reduced resource consumption, improved environmental treatment facilities for emissions, reduced waste emissions, promoted green operation and utilised clean energy, which effectively reduced the environmental impacts brought by production processes and strived to become an environmentally friendly and resources-saving enterprise. The Group is not aware that any activities in the course of its production and operation have caused any significant impact on the environment and natural resources in 2019.

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氣候轉變

2019年12月，《聯合國氣候變化大會》在西班牙首都馬德里召開，中國重點介紹了國家工業綠色發展在應對全球氣候變化的行動及成效，努力構建政府為主導、企業為主體、社會組織和公眾共同參與的環境氣候治理體系，積極落實減排承諾，強化氣候適應，推動應對氣候變化取得積極成效，充分體現國家對氣候變化的高度重視。本集團密切關注國家對氣候變化的相關政策及動態發展趨勢，誠如前述章節所述，不斷提升資源利用率，探尋節約資源新途徑，以減少溫室氣體排放，對於氣體污染物的排放控制，積極響應和落實國家及各地方推行的環保政策，實施設備升級並定期委託第三方具備資質機構對我司排放廢氣指標進行檢測，出具報告存檔備查；製冷設備導入使用環保型製冷劑，減少對大氣臭氧層破壞的影響；制定及完善《空調（採暖）使用作業標準》，規範各區域空調（採暖）設備溫度控制標準，在營造舒適室內工作環境的前提下，兼顧節約能源舉措，降低對大氣環境的影響；同時，我們積極倡導綠色出行，低碳生活，用實際行動降低對氣候的影響。

Climate change

The UN Climate Change Conference was held in Madrid, the capital of Spain, in December 2019, at which the PRC primarily introduced the actions and effectiveness of its green industrial development in addressing the global climate change. A government-driven and enterprise-driven environment and climate governance system with the participation of social organisations and the public has been established to implement the PRC's emission reduction commitment and strengthen adaptation to climate change. Favourable results have been obtained in response to climate change, reflecting China's high emphasis on climate change. The Group keeps track of the relevant policies and dynamic developments of the government in connection with climate change. As illustrated in the previous sections, the Group continues to improve resource utilization and explore new ways for resources conservation in order to reduce greenhouse gas emission and control the emission of air pollutants. In active response to the national and local environmental protection policies, we have upgraded our equipment and regularly engaged third party qualified institutions to assess the Company's waste gas emission indicators and issue reports for filing and inspection. Environmental-friendly refrigerants have been applied for refrigeration units to reduce damages to the ozone layer. Also, we have formulated and improved the "Air-conditioning (Heating) Use Standards" to regulate the temperature control standards for air-conditioning (heating) devices in all areas. As long as a comfortable indoor working environment is available, energy-saving measures could be implemented to reduce the impacts on atmospheric environment. At the same time, we encourage green travel and low-carbon living and reduce our impacts on the climate through actions.

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第二部分·社會披露

健康與安全

本集團堅持「以人為本、安全健康」的方針，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國特種設備安全法》、《生產經營單位安全培訓規定》、《危險化學品安全管理條例》等國家相關法律法規要求，並依據ISO45001職業健康安全體系和生產標準化的要求，集團內部制定及完善《危險源識別管理程序》、《特種設備管理作業標準》、《工安事故報告和調查處理作業標準》、《消防安全管理作業標準》等相關標準，識別和控制生產及服務過程中的風險，制定應急救援的預防和響應措施，提高員工應對突發事件的處理能力，規範特種設備使用登記、年度檢測、維護保養、日常檢查等要求，明確工安事故分級、通報、調查處理、整改等要求，全面指導和推進公司的安全生產及管理活動，確保安全生產的穩定落實。於2019年度未發生一般及以上生產安全事故及火災事故。

本集團持續落實安全生產責任制，通過安全倡導和教育訓練、應急演練等方式，向員工宣傳安全知識，提升員工安全作業能力和強化員工安全意識，利用內外部資源組織專業培訓，提高安全管理人員的安全生產管理能力和專業理論知識；持續落實消防、特種設備、化學品、粉塵防爆、施工作業、生產設備、人員操作的安全管理，開展專項安全檢查、隱患排查和治理工作，開展「安全生產月」、「消防加強月」等專項活動；組織全國安全管理主管進行專業培訓，推行安全管理人員的專業資質評定，對符合資質的安全管理人員進行激勵，鼓勵安全管理人員報名參加註冊安全工程師考試等，持續打造專業化安全管理團隊；強化公司安全管理系統化、標準化，推動

PART II. SOCIAL DISCLOSURE

Health and safety

The Group adheres to “people-oriented, safe and healthy (以人為本、安全健康)” approach, maintaining strict compliance with relevant national laws and regulations such as “Production Safety Law of the People’s Republic of China”, “Fire Protection Law of the People’s Republic of China”, “Special Equipment Safety Law of the People’s Republic of China”, “Regulations on Safety Training of Production and Business Units” and “Regulations on Safe Management of Hazardous Chemicals”. According to the requirements of ISO45001 Occupational Health and Safety Management System and Safety Production Standardization, relevant internal standards such as “Procedures for Identification and Management of Source of Hazards”, “Operating Standard of Special Equipment Management”, “Operating Standards of Reporting Work Safety Incidents and Investigation Handling” and “Operating Standards for Fire Safety Management” have been formulated and refined by the Group. Risks in the production and service processes have been identified and controlled, preventive and response measures for emergency rescue have been developed, capability of staff in handling emergencies is improved, requirements of registration of use, annual inspection, maintenance and daily inspection of special equipment are regulated, requirements on classification, notification, investigation handling and rectification of work safety incidents have been defined. The Group supervises and moves forward all aspects of production safety and management activities, ensuring steady implementation of production safety. There were no general or above-mentioned production safety accidents and fire accidents in 2019.

The Group continues to implement responsibility system of production safety. It has educated employees knowledge about safety, improved their capability of safety operation and strengthened their safety awareness through safety promotion and educational trainings, emergency drills, etc. Internal and external resources have been leveraged to organise professional training to improve capability of safety management personnel in managing production safety and their theoretical professional knowledge. The Group continues to implement safety management of fire prevention and control, special equipment, chemicals, prevention of dust explosion, construction operations, production equipment and personnel operation, as well as to carry out special safety inspections, investigation and handling of hidden hazards. Special activities such as “Safe Production Month (安全生產月)” and “Fire Education Month (消防加強月)” have been organised.

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各廠安全生產標準化建設，截至2019年底，7家工廠通過政府評審的安全生產標準化二級認證，21家工廠通過政府評審的安全生產標準化三級認證；集團內創辦發行《EHS月刊》，主要對新頒布的法律法規、安全事故警示、安全知識等進行宣導，構建企業安全文化；推行安全管理「星級工廠」評比等活動，推進公司安全生產規範化管理和安全文化建設，並定期檢視安全績效達成狀況，持續改進安全生產管理工作，為員工創造安全的工作環境，切實保障員工的安全。

Professional trainings have been conducted for safety management supervisors across the country, the professional qualifications of the safety management personnel have been assessed where qualified safety management personnel would be incentivized, and the safety management personnel have been encouraged to apply for the certified safety engineer examination. A professional safety management team is being established. Greater effort has been made for establishing more systematic and standardized safety management and developing safety production standards in all factories. As of the end of 2019, seven factories passed the Grade Two Certification for Safety Production Standardization upon review by the government and 21 factories passed the Grade Three Certification for Safety Production Standardization upon review by the government. The Environmental Health and Safety (“EHS”) monthly newsletters have been launched and issued inside the Group, which mainly serve to provide information on new laws and regulations, alerts of safety incidents and safety knowledge in order to build up a corporate safety culture. “Star Factories (星級工廠)” evaluation of safety management has been held to promote the standardization management of safe production and building of safety culture of the Company. Safety performance has been regularly reviewed and production safety management has been continuously improved to create a safe working environment for employees and effectively protect their safety.



安全生產標準化認證證書
Certificate for Safety Production
Standardization



EHS月刊
EHS monthly newsletter

環境、社會及管治報告

Environmental, Social and Governance Report

本集團關注員工職業健康，嚴格按照《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》等法律法規要求，集團內部制定及完善《職業健康管理程序》等相關標準，委託有資質的職業衛生技術服務機構對工廠開展職業病危害因素檢測，定期組織員工進行職業健康體檢，為員工配備相應的勞動防護用品，教導員工正確佩戴方法，積極預防和控制職業危害因素給員工帶來的影響，保證員工的職業健康。於2019年度未發生職業病事故。

本集團關注提升員工幸福感，通過舉辦各種節日活動、體育比賽、技能比拼等活動增加人文關懷，降低員工流動率。同時，通過技術創新導入自動化設備，持續優化系統簡化作業流程，改善現場工作環境，降低員工勞動強度。

產品責任

本集團秉持「三好一公道：品質好、信用好、服務好、價格公道」的理念，向消費者提供安全、健康、美味的食品。為提升食品安全管理體系層級，本集團設置食品安全委員會與食品安全中心，致力於食品安全保障系統的布建、食品安全政策的制定，深化食品安全風險評估、預警及監控，保證食品安全；承擔本集團的品保體系管理，制定並落實質量政策，保證產品質量。

The Group pays attention to employees' occupational health, and strictly complies with the requirements of the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases", the "Provisions on the Supervision and Administration of Occupational Health in the Workplace" and other laws and regulations. The Group formulates and optimizes relevant internal standards such as "Procedures for Occupational Health Management", entrusts qualified occupational health technical service agencies to conduct occupational hazard testing for its factories, regularly arranges occupational health checkups for employees, equips employees with corresponding protective equipment and educates employees on how to properly wear such equipment in order to actively prevent and control the impact of occupational hazards on employees and guarantee their occupational health. Three were no occupational health incidents in 2019.

The Group cares for its employees and their happiness. It organises various activities such as festival celebrations, sports competitions and skills competitions, with the aim to reduce employee turnover rate through expressing care for them. At the same time, the Group leverages technological innovation to ease labour intensity of employees by introducing automation equipment, optimizing systems with simplified operational procedures and improving on-site working environment.

Product responsibility

The Group upholds the philosophy of "Three Goods and One Fairness: Good Quality, Good Credit, Good Service and Fair Price" and provides safe, healthy and delicious food to consumers. To enhance the level of its food safety management system, it has set up the food safety committee and food safety centre dedicated to the construction of the food safety protection system, formulation of food safety policy and further enhancement of risk assessment, alert and monitoring with an aim of ensuring food safety. The Group is also committed to managing its quality assurance system as well as establishing and implementing the product quality maintenance policy, so as to ensure product quality.

環境、社會及管治報告 Environmental, Social and Governance Report

本集團以「吃得安心、吃得開心」為使命，食品安全是我們對顧客和品牌堅定的承諾，更是公司永續經營發展的基石，持續推動食品安全文化的建立，營造積極參與食品安全行為和食品安全文化的工作環境，全體員工參與食品安全預防和改進工作，達到產品符合法律法規要求，並獲得消費者的認可。

食安中心下設食品安全檢測中心，2019年通過中國合格評定國家認可委員會專家評審（CNAS認可），共計172項CNAS檢測項目，較2018年新增5項水中重金屬分析認證項目。實驗室可檢測項目超過1000項，同時擁有3項實用新型國家專利授權。該檢測中心還於2018年獲選上海市長寧區食品安全新型檢測技術開發團隊，為長寧區食品類企業唯一獲選團隊。

本集團密切關注外部各種食品安全事件，及時進行風險評估，每週收集／發佈外部食安信息（2019年共計發佈50期），對類似原物料與成品予以排查，完善食品安全管理系統，確保食品安全；積極參與相關國家標準制定及修訂，搜集並發佈食品法規及國內、外食品安全信息，增強集團食品安全意識，促進食品法規與安全標準徹底執行。

With the mission of “be comfortable and happy to eat”, food safety is the Group’s commitment to customers and the brands as well as the foundation of the Company’s sustainable development. We will continue to promote the development of a food safety culture and a working environment that encourages food safety practices and food safety culture where all employees could participate in prevention and improvement works in respect of food safety so that our product could meet the requirements of laws and regulations and earn the recognition of consumers.

The food safety testing centre, established under food safety centre, passed the China National Accreditation Service (“CNAS”) for Conformity Assessment (CNAS accreditation) in 2019. The testing centre has a total of 172 CNAS test items, an addition of five new accreditation items relating to analysis of heavy metal in water as compared to 2018. The laboratory is able to provide testing for over 1,000 items and possesses three novel utility patents granted by the government. This testing centre was recognized as a New Testing Technology Development Team of Food Safety in Changning District, Shanghai in 2018, being the only award-winning team of a food enterprise in Changning District.

We pay close attention to various food safety incidents of other food manufacturers, timely carry out risks assessment, collect/publish food safety information concerning other food manufacturers every week (a total of 50 issues being published in 2019), inspect similar raw materials and finished products and improve food safety management system to guarantee food safety. We also actively participate in the formulation and revision of relevant national standards, gather and promulgate food regulations and local and foreign food safety information to enhance food safety awareness of the Group and facilitate the thorough implementation of food regulations and safety standards.

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本集團持續完善原物料供應鏈的監管機制，重點加強供應鏈源頭食品安全管理及成品的食品安全監控。落實供貨商食品安全資質審核、實地評鑒，建立原物料食品安全項目監控機制，確保從供應鏈源頭落實食品質量安全監控；在對供貨商進行食品安全培訓的同時，還引入第三方專業機構對供貨商進行審核，輔導供貨商建立科學有效的食品安全和質量管理體系。

本集團嚴格執行各類質量過程管理，原物料進廠後，需依照各類產品《驗收標準》執行嚴格驗收，只有驗證、檢驗合格的原物料才能投入生產。生產過程嚴格執行各類產品《製程管制辦法》，依照危害分析關鍵管制點(HACCP)要求，執行過程關鍵管制點(CCP)監控。成品除嚴格遵守《中華人民共和國食品安全法》等國家食品法律法規的規定，也建立相應內部控管標準，如《成品食品安全管理作業標準》等，確保檢驗合格的產品，才能予以放行。制定《出廠產品品質異常處理辦法》對已經交付給顧客的不安全或潛在不安全以及影響公司形象的產品處理，按異常性質分為召回、回購、換貨，其中召回按嚴重程度又區分一級、二級、三級召回。於2019年度均無因安全與健康理由召回的產品。

We continue to improve regulatory mechanism of supply chains of raw materials and focus on strengthening food safety management for the source of supply chains and food safety monitoring of finished products. We have implemented assessment and field inspection of food safety qualifications of suppliers, established monitoring mechanism of food safety projects of raw materials to ensure that food quality and safety monitoring is conducted from the source of supply chain. In addition to provision of food safety training to suppliers, we have also engaged third-party professional agencies to evaluate our suppliers and assist them to establish their own scientific and effective food safety and quality management system.

We strictly implement all types of quality process management. Raw materials should be strictly inspected upon receipt by factories in accordance with the "Acceptance Standards" for respective products. Only the raw materials that pass the inspection could be used for production. The "Production Process Management Measures" are stringently executed during the production process and Critical Control Point (CCP) monitoring is implemented according to the Hazard Analysis and Critical Control Point (HACCP) requirements. For the finished products, we strictly comply with national food laws and regulations such as the "Food Safety Law of the People's Republic of China", and establish corresponding internal control standards such as the "Operating Standards for Food Safety Management of Finished Products". Only the products that pass the inspection could be sold in the market. The "Measures for Handling Sold Products with Abnormal Quality" have been established, under which products which are unsafe or potentially unsafe and may affect the Company's image, if already delivered to customers, should be recalled, repurchased or exchanged based on the nature of the quality abnormality. Recall is classified into level one, level two and level three based on the level of severity. No products were recalled for safety and health reasons in 2019.

環境、社會及管治報告 Environmental, Social and Governance Report

本集團全面導入食品安全防護計劃，從產品設計開始，貫穿生產過程，涵蓋通路銷售，以確保產品安全與美味，消費者安心滿意。公司設立400免費服務熱線，並借助AI技術，收集消費者網絡反饋信息，針對所有的消費者不良體驗反饋，均會記錄在案，並內部追蹤改善。於2019年度顧客滿意度調查結果均滿意，其中「阿薩姆奶茶」在品牌資產調研中得到8.2分（滿分10分）的好評，成為奶茶類第一品牌。

本集團與經銷商客戶保持密切的業務合作關係，高度保障經銷商客戶的隱私與商業機密。本集團已提供合理包裝與詳細的產品信息標示，如產品數據、包裝材料、成分、使用說明等。本集團產品的活動推廣由第三方按照本集團的隱私保護政策、其經營策略及《中華人民共和國合同法》、《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》等法律進行。於2019年度，本集團生產經營各環節皆嚴格遵守法律法規的規定，未發生相關違規事件。

本集團品牌及產品的宣傳推廣項目，嚴格按照《中華人民共和國廣告法》等法律法規的規定作業，於2019年度無違反廣告法的行為。

We have comprehensively introduced the Food Safety Protection Program covering the production process starting from product design as well as sales channels to ensure product safety and taste and provide assurance to customers. The Company has established 400 free service hotlines and utilized AI technology to collect consumer feedbacks on the Internet. All negative feedbacks about the poor experience of consumers are recorded and followed up internally for improvement works. Result of the consumer satisfaction survey is satisfactory in 2019, in which “Assam Milk Tea” scored a high mark of 8.2 (full score: 10) in the brand asset survey, making it the top one brand in the milk tea category.

The Group maintains close business relationships with its distributors and strictly protects their privacy and commercial secrets. The Group has adopted reasonable packaging and displayed detailed product information for its products, including product information, packaging materials, ingredients and instructions. The Group’s marketing activities for its products are conducted based on the Group’s privacy protection policies and operation strategies, and in accordance with laws such as “Contract Law of the People’s Republic of China”, “Anti-Unfair Competition Law of the People’s Republic of China” and “Criminal Law of the People’s Republic of China”. In 2019, the Group strictly complied with the laws and regulations in all aspects of its production and operation and no related violations occurred.

The advertisement and promotion projects for the Group’s brands and products have been conducted in strict accordance with relevant laws and regulations such as the “Advertisement Law of the People’s Republic of China” and there was no violation against the advertisement laws in 2019.



上海統一企業飲料食品
有限公司理化試驗室
The physics and
chemistry laboratory
at Uni-President
Enterprises (Shanghai)
Drink & Food Co., Ltd.

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僱傭

本集團致力打造具高效率、高執行力及高紀律的團隊，除為員工提供良好的工作環境和積極向上的工作氛圍外，更努力建立有利於員工發揮其才能的事業平台及多元化溝通機制，如員工座談會、職工代表大會、工會調解委員會等。

本集團運用社會自主招聘、校園招聘、獵頭招聘等多種管道引進符合本集團戰略要求的人才，以公平、公正的方式進行招募，堅持「德才兼備、用人唯德」的選人用人標準，實施以崗定級、以能力定檔，制定對外具競爭力，對內具公平性的薪酬與福利制度，提供包括基本薪酬、績效獎金、激勵獎金、福利品、旅遊補助、補充醫療等政策，並實施員工績效評級、管理職聘任辦法、職級晉升辦法等作業標準，向員工提供內部晉升的發展路徑。定期組織多種形式文體團建活動，豐富員工的業餘生活，使員工感受到企業的關懷和溫暖，同時增強了團隊凝聚力和向心力，提升了員工對企業的歸屬感。

本集團保障員工的工作權，所有員工不會因為性別、種族、宗教、年齡、殘障狀況、性取向、國籍、政治見解、退伍軍人或民族背景等因素而遭受就業歧視，包括聘用、薪酬、晉升、紀律懲處、解雇、退休。每位員工在任用時，需要簽署勞動合同，明確定義勞工及僱主雙方的權利、責任與義務（包括薪資、工作時數、僱員福利及休假等），所有員工都有權利終止與本集團相關聘用公司的僱傭關係。相關僱傭合約的訂立、變更、解除和終止皆嚴格遵守相關法律政策規定。

本集團嚴格遵守相關國家各項法律法規，積極實施改善措施並不斷優化管理制度，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》。於2019年度本集團並不知悉有任何重大不符合該等法律及法規的情況。

Employment

The Group strives to build an efficient, effective and highly-disciplined team. Not only does it aim at creating an excellent working environment with active and positive atmosphere, it also makes efforts to establish a career platform and diversified communication channels for employees to unleash their full potential, which include staff seminar, employee representative meeting and mediation committee of the trade union.

The Group recruits talents who meet its strategic needs through open recruitment, career events at campuses and headhunters on an equal and fair basis. Adhering to the recruitment and employment principle of "Ability, integrity, and meritocracy", the Group sets up a competitive and fair compensation and bonus system based on employees' positions and abilities, and offers a package including basic salary, performance bonus, incentives, gifts, travel allowance and supplementary medical care. Through performance evaluation, management recruitment measures and promotion measures, the Group provides employees with opportunities of internal promotion. In order to enrich the leisure life of and to show care towards the Group's employees, various culture and sports activities were organized, through which team spirit and sense of belonging among the employees have also been strengthened.

The Group protects employees' right to work. Regardless of gender, race, religious belief, age, disability, sexuality, nationality, political orientation, veteran background and ethnicity, all staff members receive equal treatment at work in terms of job opportunity, remuneration, promotion, disciplinary treatment, dismissal and retirement. The employment contract that each employee signs with the Group clearly defines rights, responsibilities and obligations of employee and employer, including remuneration, working hours, employee benefits, leave days etc. Every employee is entitled to terminate an employment with the relevant Group member. The entering into, amendment, cancellation and termination of the relevant employment contract are strictly subject to the relevant laws and policies.

The Group strictly complies with relevant national laws and regulations, including the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China", as well as taking initiatives to implement improvement measures and optimise management policy. The Group is not aware of any material non-compliance with such laws and regulations in 2019.

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供應鏈管理

本集團秉承「誠實勤道、創新求進」的企業文化，始終堅守「食品安全為第一優先」原則，遵循國家法規要求，建立嚴格的內控作業標準。本集團在食安、環保、稅務、財務、誠信異常等方面依據國家公示信息，並採用國家權威機構公佈大數據，對供貨商進行全面的企業信用風險評級考核，組建專業評鑒團及外審機構進行實地評鑒，如有違反依照本公司內部標準給予供貨商處罰。

本集團原料均制定嚴密的質量標準，並納入食品安全的監測管理系統，選擇良好的供貨商及供應鏈管理機制對於促進上下游合作的順暢銜接具有重大意義，以確保消費者無食品安全風險及提升營運效益，實現上下游雙贏。

為避免供應鏈產品質量參差不齊、用料標準不統一等問題，在供貨商篩選方面，本集團實施「統一招投標」管理制度，以公平、公正、公開、誠實信用的原則對業界知名企業通過廠商資質訪廠等流程進行評估，並由本集團內部或第三方檢測機構對供貨商的物資材料進行檢測，進而選出入圍供貨商，每年不定時進行復檢評估，以確保供貨商遵守本集團制定的管理辦法。

發展及培訓

2019年本集團結合公司營運策略，變思維，助成長，注重創新思維與專業化提升。本集團鼓勵員工參加在職培訓，如：營銷單位的《專屬改革成就逆勢增長》、研究所的《技術創新》、生產管理群的《精益六西格瑪》等培訓課程。在內部培養及引入優秀講師資源情況下，鼓勵員工參加外部培訓學習，如：《陳春花•本質論》，打開員工新思維、推行新模式，為組織策略及人才發展提供儲備人才。

Supply chain management

The Group upholds the corporate culture of “Honesty and Diligence; Innovation and Excellence (誠實勤道、創新求進)” and always adheres to the principle of “Food Safety As The First Priority”. In accordance with the relevant national regulations, it has established stringent internal operating procedure. The Group conducts comprehensive rating assessment of credit risks on its suppliers in areas of food safety, environmental protection, taxation, financial and abnormal credit standing based on information published by the state and big data released by the national authoritative organisations. On-site inspection is conducted by a professional review panel formed for this purpose and external audit organisations. Suppliers will be subject to penalties in accordance with the Company’s internal standards in case of any non-compliance.

Stringent quality standards have been formulated for the raw materials of the Group and incorporated into the food safety monitoring and management system. The selection of good suppliers and supply chain management mechanism are of great significance for facilitating the smooth engagement of upstream and downstream cooperation, so as to protect consumers from food safety risks, increase operational efficiency and achieve a win-win situation for both upstream and downstream partners in the supply chain.

In order to avoid issues such as inconsistent product quality and lack of standardised materials in use throughout the supply chain, the Group implements “Unified Tender Evaluation Mechanism” for selecting suppliers, that is, to evaluate well-known enterprises in the industry based on the principles of fairness, justice, openness and integrity through procedures such as visiting the manufacturers’ factories, and the suppliers’ goods and materials are inspected by the Group’s internal department or third party testing organization(s). Reviews and assessments on selected suppliers are conducted from time to time every year in order to ensure that the suppliers comply with the measures formulated by the Group.

Development and training

As enhancement of creativeness and professionalism was the emphasis in 2019, the Group strived to embrace new thoughts and facilitate growth in line with the Company’s operational strategies. The Group encouraged staff members to participate in on-job trainings. Examples of the training programmes include the “Reformation Achievement and Growth through Adversity” of the marketing department, the “Technological Innovation” of the research institute and the “Six Sigma” of the production and management units. In addition to internal training and engagement of outstanding lecturers, the Group also encouraged staff members to participate in external trainings and learning, such as the seminar “Theory of Essence of Chen Chunhua” to widen the horizons of staff members and implement new models as well as to develop reserve for organisational of strategies and talent development.

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本集團按照《統一中投培訓管理實施作業標準》針對員工崗位特徵，以分類、分級的形式提供新進員工、基層主管、核心人才、管理培訓生項目等專業培訓，從企業文化、安全教育、專業技能、通用技能、領導力等方面，提高員工業務技能和管理水平。如：針對主任群體開展的超凡主任《空軍陸戰隊》特訓營、針對新媒體人員開展的《新媒體課堂》培訓。於2019年度，本集團舉辦線上&線下培訓共約410場，員工參與培訓課程平均時數約17.5小時（2018年：15.5小時）。

In accordance with the Group's "Operational Standards on Training Management of Uni-President China Investment" and based on job nature, the Group offered specialized training of different types and levels to newly recruits, junior supervisors, key personnel and management trainees, so as to enhance their business skills and management level in areas of corporate culture, safety education, professional skills, general skills and leadership, such as the "Air and Land Forces" training camp for excellent senior officers and the "New Media Class" training for new media personnel. In 2019, the Group held 410 sessions of online and offline trainings in total, and staff members spent an average of approximately 17.5 hours on the trainings (2018: 15.5 hours).



管培生項目培訓
Training for management trainees



2019超凡主任「空軍陸戰隊」特訓營
2019 "Air and Land Forces (空軍陸戰隊)"
Training camp for excellent senior officers



舉辦大學校園招聘會
Careers fair at a university campus



秋季趣味運動會
Autumn Fun Sports Day

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勞工準則

本集團已訂立良好的勞工準則機制，《員工手冊》規定錄用員工法定年齡需達到18週歲或以上，且不分種族、膚色、宗教信仰或性別挑選、僱傭、培訓、報酬、提升和調動員工，確保員工就業機會均等。本集團遵守和維護勞動用工法律法規，例如《中華人民共和國勞動法》及《中華人民共和國勞動合同法》，恪守公正公平的用工政策，杜絕使用童工和強迫勞動。於2019年度，本集團並不知悉有任何不遵守有關防止童工或強迫勞工法律及法規之情況。

反貪污

本集團已制定供應商關係準則、政府部門關係準則；針對與商業夥伴、供貨商和客戶等往來，制定職業道德與行為規範及陽光條款，嚴格要求員工遵守職業道德。本集團稽核室已建立舉報及獎勵制度，舉報人可以自己或委託他人採取正式文件、面談、信函、電郵、電話（傳真）或舉報人認為合適的方式，多途徑向本集團稽核室進行舉報，同時對於舉報人信息進行保密，以保護舉報人。並加強內部的反貪污賄賂監察工作，培訓、倡導及防範經營管理各環節的廉潔從業風險。

本集團嚴格遵守《中華人民共和國反不正當競爭法》及《中華人民共和國刑法》等相關法律法規之規定。於2019年度，本集團並不知悉有任何違反上述法律法規之重大案件發生。

Labour standards

The Group has set up well-established labour standards and mechanism and stated in its “Staff Manual” that the minimum age of employees is 18 years old. The selection, employment, training, compensation, promotion and deployment of staff of the Group is not biased against any particular race, skin color, religion or gender, so as to ensure equal opportunities. The Group obeys and follows the labour laws and regulations, such as the “Labour Law of the People’s Republic of China” and the “Labour Contract Law of the People’s Republic of China”, and adheres to a fair and equitable employment policy that forbids child and forced labour. The Group is not aware of any non-compliance with relevant laws and regulations on prevention of child or forced labour in 2019.

Anti-corruption

The Group has established standards for relationships with suppliers and government authorities. It has also set up professional ethics, code of conduct and sunshine laws for dealing with business partners, suppliers and customers, and required its employees to uphold professional ethics. The internal audit team of the Group has set up a whistleblowing and reward policy, under which a whistleblower may report to the internal audit team of the Group in person or by entrustment through a variety of means including official document, face-to-face meeting, letter, email, phone (fax) or any other way(s) the whistleblower deems appropriate. The personal information of the whistleblower will be kept confidential in order to protect the whistleblower. The Group has also stepped up anti-corruption and bribery monitoring within the Group, conducted training, promotion and prevention of the risk of corruption in all aspects of operation and management.

The Group strictly observes the provisions in the “Anti-Unfair Competition Law of the People’s Republic of China”, “Criminal Law of the People’s Republic of China” and other relevant laws and regulations. The Group is not aware of any material case of violation against such laws and regulations in 2019.

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反貪污培訓：本集團稽核室於2019年度，在各子公司舉辦反貪污培訓6場次。

Anti-corruption training: The internal audit team of the Group organised six sessions of anti-corruption training in its subsidiaries during the year of 2019.



本集團稽核室舉辦「反貪污」培訓
The “anti-corruption” trainings organised by the Group’s internal audit team

社區投資

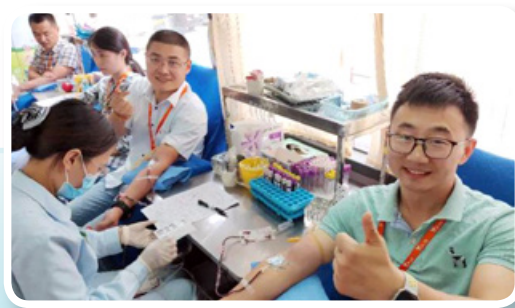
本集團在滿足消費者對食品各方面的消費需求外，始終秉持著「取之社會，用之社會」的理念，持續投入公益活動資金及時間以回饋社會。本集團依照與時俱進的思想，制訂及完善《自然災害捐贈作業標準》及《以公司名義對外參加團體作業標準》等規範化文件，並且在實踐中積極主辦或參與慈善公益、文體教育、環境保護各方面的公益活動，培養人們「樂觀進取、親近自然」的精神。通過積極參與各類社會公益活動，深入體現了本集團「生命至上、健康生活、熱心環保」的理念，切實承擔起了企業所應盡的社會責任。

Community investment

Apart from satisfying consumers’ diverse needs for food, based on the principle of “giving back to the community”, the Group has continuously dedicated money and time to public welfare activities as its contributions back to the community. The Group constantly formulated and improved regulatory documents on public welfare activities such as the “Procedures of Donation for Natural Disasters” and “Code for Group Activities under the Name of the Company” to evolve with times. It encourages the public to be “optimistic, ambitious and nature-loving” by organising and participating in a wide range of public welfare activities including charitable, cultural and sports education, and environmental protection activities. Through participation in various social and public welfare activities, the Group’s philosophy of “Life matters most, Healthy life, Caring for the environment” is thoroughly reflected, showcasing its commitment to corporate social responsibility.



昆山統一「愛心學校」公益活動
The “Caring School (愛心學校)” public welfare activity in Kunshan President



昆山統一積極參加無償獻血活動
Active participation by Kunshan President in blood donation

環境、社會及管治報告 Environmental, Social and Governance Report

於2019年度，本集團在社會公益活動與自然災害捐贈投入資金約人民幣601,000元，投入時間約1,875小時，透過積極參與無償獻血、愛心義賣、圖書捐贈、中考送考行動、敬老院慰問、關愛環衛工人等社會公益活動。同時，我們積極回應政府號召的「親近自然，快樂植樹」活動以及對自然災害快速支援，第一時間組織四川宜賓抗震救災、江西抗洪救災等物資捐助活動，積極為災區捐贈需求物資，提供力所能及的幫助。

In 2019, the Group devoted approximately RMB601,000 and 1,875 hours for social and public welfare activities and natural disaster donations, primarily through blood donation, charity sale, book donation, send-off students for high school examination, elderly visit and care for sanitation workers. At the same time, we actively responded to the government's call for "Love the Nature, Happy Tree-planting" and provided prompt support in times of natural disasters. For the earthquake in Yibin, Sichuan and the flooding in Jiangxi, we immediately organised disaster relief activities to offer as much assistance as we could by donating necessary supplies to the disaster-stricken areas.



成都統一四川宜賓抗震救災
Disaster relief activity of Chengdu President
for the earthquake in Yibin, Sichuan



南昌統一抗洪救災愛心捐贈
Flood relief donation by
Nanchang President

2020年伊始，全國各地發生「新型冠狀病毒感染的肺炎疫情」以來，全國各級政府、企業、社會團體以及個人紛紛以不同方式積極支援抗擊病毒阻擊戰的第一線，在全國範圍內形成了萬眾一心、眾志成城的火熱行動與氛圍。截至2020年3月4日，本集團已累計捐贈了價值超過人民幣21百萬元物資及善款，充分體現了企業的社會責任和積極姿態。

Since the nationwide outbreak of coronavirus disease pandemic at the beginning of 2020, all levels of the local government, enterprises, social organisations and individuals across the country have proactively supported the frontline staff of epidemic prevention unit by different means, during which a united atmosphere was formed and various actions have been taken throughout the country. As of 4 March 2020, supplies and funds amounted to over RMB21 million in aggregate had been donated by the Group, which fully demonstrated its corporate social responsibility and proactive attitude.



2020眾志成城共克時艱
統一企業物資愛心捐贈
第一時間出發
To tide over the difficulties with united efforts, Uni-President immediately donated supplies in 2020



統一企業中國控股有限公司

UNI-PRESIDENT CHINA HOLDINGS LTD.

(a company incorporated in the Cayman Islands with limited liability)

(一家於開曼群島註冊成立的有限公司)

(Stock Code 股份編號: 220)