



DaChan Food (Asia) Limited
大成食品(亞洲)有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 3999

Environmental, Social and Governance Report

二零一九年環境、社會及管治報告

2019



享受安心美食

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公司介紹 Corporate Profile

大成食品(亞洲)有限公司(「本公司」或「大成」)是於中華人民共和國(「中國」)、越南及馬來西亞經營業務的跨國企業集團。本公司股份自二零零七年起在香港聯合交易所有限公司(「聯交所」)上市。本公司(與其附屬公司及合營公司統稱為「本集團」)乃領先的全面整合動物蛋白產品提供商，產品涵蓋飼料、禽畜、水產動物營養先進配方及加工食品。

本集團在中國、越南及馬來西亞共擁有超過30間工廠，其動物飼料大部分以「綠騎士」、「補克博士」及「SOS」品牌出售，雞肉及加工食品則多數以「姐妹廚房」品牌出售。

本集團透過國內及國際知名連鎖店、農貿市場、網店、分銷商、以及超級市場銷售產品。藉著已建立的完善銷售渠道，本集團已充分具備快速增長的條件。

本集團將食品品質視為重中之重，因其高標準的品質控制而贏得諸多行業獎項及認證。於二零零九年，本集團為「姐妹廚房」品牌產品引入業內領先的產品可溯源體系，使消費者能夠追蹤諸如農戶姓名、養雞場地址、所餵養飼料以及加工工廠名稱等產品信息。

DaChan Food (Asia) Limited (the “Company” or “DaChan”) is a conglomerate with operations in the People’s Republic of China (“PRC”), Vietnam and Malaysia. The Company’s shares have been listed on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) since 2007. The Company (together with its subsidiaries and its jointly-controlled entities the “Group”) is a leading fully integrated animal protein product provider whose products range from feeds, poultry and advanced nutritional formulas for aquatic animals to processed foods.

The Group has more than 30 factories across the PRC, Vietnam and Malaysia. Its animal feeds are mainly sold under the brands of “Green Knight” (綠騎士), “Dr. Nupak” (補克博士) and “SOS”, and chicken meat and processed foods are mainly sold under the brand of “Sisters’ Kitchen” (姐妹廚房).

The Group distributes its products through well known domestic and international chain stores, wet markets, online stores, distributors, and supermarkets. Through its established and comprehensive sales channels, the Group is well positioned for rapid growth.

The Group attaches the highest importance to the quality of its food products. The Group’s high standard quality control have earned numerous industry awards and recognitions. In 2009, the Group introduced a pioneering product safety traceability system for its “Sisters’ Kitchen” products, which enables consumers to trace product information such as the name of the farmers, the location of the chicken farms, the feeds consumed by the animals as well as the name of the food-processing factories.

本集團努力不懈地運用最新食品科技以開發全新的高附加價值產品。通過及時回應市場不斷轉變之需求，本集團大大提升了對客戶的服務品質。

願景

身為食物全產業鏈的整合者，由上游的農業源頭、中游的食品研製製造者、到下游廣大的消費者，大成用心聯結每一個環節，以提升整個食物產業鏈的效率與附加價值，並提供消費者安心、營養、健康的產品與服務。我們希望包括我們的員工、投資股東、供應商及源頭的農戶在內的產業鏈的上中下游每個參與者都以我們公司為驕傲。此外，本集團也會著重生態環保，積極履行社會責任。同時，大成將為同行業中投入最多於生物科技及信息技術有關的創新與應用的公司，並致力於成為大中華區最支持員工發展且最令人尊敬的公司之一！

The Group endeavours to develop brand-new highly value-added products by constantly utilizing the latest food science and technology. By promptly addressing the ever-changing market demand, the Group has greatly enhanced the quality of customer service.

VISION

As a company integrating the entire food production chain, from agricultural source in the upstream, the food researchers and manufacturers in the midstream, to the mass consumers in the downstream, DaChan links every section attentively in order to enhance the efficiency and the value of the entire food production chain, as well as providing consumers with safe, nutritious and healthy products and services. We hope each party involved in the upstream, midstream and downstream of the production chain, including our staff, shareholders, suppliers, and farmers at the source of production, will be proud of us. Besides, the Group also emphasises eco-environmental protection and proactively fulfils its social responsibilities. Meanwhile, DaChan will be the company which invests most resources on the innovation and application of biotechnology and information technology across the industry and committed to become one of the most respectable companies and one of the companies that are the most supportive of staff development in the Greater China Region!



競爭優勢

- 市場領導者且具高品牌知名度
- 業務高度整合，一條龍作業極具高效率營運模式
- 嚴格高標準品質監控，以及可溯源系統
- 與全國及國際知名客戶有穩定及長期關係
- 生產設施及技術具擴充及延展性，可遍及中國、越南及馬來西亞的主要據點
- 擁有經驗豐富及敬業的管理人員

COMPETITIVE ADVANTAGES

- Market leader with high brand publicity
- Highly vertically integrated business with highly efficient mode of operation
- Strict and high standard of quality control and traceability system
- Stable and long-standing relationship with nationally and internationally renowned customers
- Extendable and scalable production facilities and technology in major strategic locations across the PRC, Vietnam and Malaysia
- Experienced and dedicated management team



主席報告 Chairman's Statement



尉安寧 主席 Wei Anning Chairman

均衡高效發展白羽肉雞產業鏈 「做強、做深食品化」

**Balanced and efficient development of the white
feather broilers industry chain
“Strengthening and deepening food product
processing operations”**

各位敬愛的股東們好，

過去這一年裏在前任董事會主席韓家宸的領導下，公司銷售額與獲利都雙雙上升。中國大陸飼料事業的銷量及毛利率反轉了過去幾年持續下跌的趨勢，食品事業保持了一貫的增長，而肉品事業更得到了近年來少見的較大獲利。這個成績有白肉雞行情好的天時因素，也有我們中國境內主要養殖布局聚集在豬瘟較為早發且回復較快的北方的地利原因，但更重要的是DFA同仁和大成集團母公司團隊同心運作的人和凝聚。

在寫這段話的時候，新型冠狀病毒肺炎疫情正在肆虐。在中國大陸不論是工廠同仁返回崗位、物資運輸時效性和成本、還是餐飲、烘焙客戶的運作，都遇到了很多困難。幸好飼料、肉品事業屬於政府支持的菜籃子工程，我們復工複產有一定的政策優勢，同時我們的現金流穩健、管理團隊團結有效，努力把疫情的傷害降到最小。疫情過去後，中國大陸農牧食品行業會進入新一輪的整合，DFA會把握這個機會，利用一條龍的優勢持續加大食品化，服務好我們的養殖客戶和食品客戶。中國食品事業的主要客戶是烘焙、團膳、餐飲企業，受這次疫情的影響比較大，疫情過後我們將利用本來就有的市場領先地位努力擴大市佔率。我們東南亞飼料事業正在和同業一道經受非洲豬瘟的考驗，2019年豬料銷售下滑但整體業績保持增長，實屬不易。

Dear Shareholders,

In the past year, under the leadership of former Chairman of the Board, Mr. Harn Jia-Chen, both the sales and profit of the Company have increased. The sales and gross profit margin of the feeds segment in mainland China reversed the trend of continuous decline in the past few years while the food segment maintained a consistent growth and the meat segment made greater profit which has hardly been seen in recent years. This was mainly attributable to the time factors contributed by the favorable market condition of white meat chicken, and the geographical reason that our main breeding grounds are in northern China where swine fever broke out earlier and recovered faster, but more important is the cooperation and cohesion of DFA colleagues and the parent company team of DaChan Group.

At the time of writing this statement, the COVID-19 was rampant. A lot of difficulties have been encountered in mainland China, whether it was the resumption of work of factory workers to the timeliness and cost of material transportation or the operations of our catering and baking customers. Fortunately, the feeds and meat segments in China belong to Non-staple Food Project (菜籃子工程產業) supported by the central government, and thus we have certain policy advantages to resume work and production. At the same time, our cash flow is stable and our management team is united and effective, which we strive to minimize the harm of the epidemic. When the epidemic is over, the agricultural and livestock food industry in mainland China will enter a new round of integration, DFA will seize the opportunity and make use of the advantages of our one-stop service to continue to expand its food products so as to serve our farming and food customers. The major customers of the food segment in China are baking, group meals and catering enterprises, which were more affected by the epidemic, and we will use our existing market leading position to strive to expand market share after the epidemic. Our feeds segment in Southeast Asia is undergoing the challenges of African swine fever with our peers. It was not easy that despite pig feeds sales declined in 2019, the overall performance maintained its growth.

主席報告 Chairman's Statement

2020年東南亞飼料事業在橫向擴充飼料動物類別同時，啟動了一系列向一條龍下游發展的合作計劃，敬請各位股東見證東南亞飼料事業的轉型。

根據2019年11月6日董事會的決議，我在2020年3月1日接替韓家宸先生擔任董事會主席，同時變動的還有孫德宏先生接替歐倉舟先生擔任執行長。值得一提的是這一天是歐倉舟先生入職大成集團四十周年。2019年初，韓家宸主席臨危受命，擔任董事會主席，在2019年和歐倉舟執行長一道帶領管理團隊不懈奮鬥，交出了一張令人尊敬的成績單，使得今天我和德宏站在了一個更為健康的DFA平台上。我參與DFA的董事會多年，對DFA狀況有相當的瞭解，以往在中國及國際農牧食品產業也有一定的經驗和資源，將會幫助我和德宏一道努力把DFA帶上新的台階。我感謝各位股東在2019年對韓家宸主席的支持，也期待著2020年大家對我的支持。

主席
尉安寧

香港
二零二零年三月

In 2020, the feeds segment in Southeast Asia will launch a series of one-stop downstream development cooperation plans while expanding the categories of feeds livestock horizontally. I would like to invite our shareholders to witness the transformation of the feeds segment in Southeast Asia.

According to the resolution of the Board on 6 November 2019, I assumed the chairmanship of Mr. Harn Jia-Chen on 1 March 2020, while Mr. Sun Teh Hong succeeded Mr. Ou Chang-Jou as Chief Executive Officer. It is worth mentioning that the day marked the 40th anniversary of Mr. Ou Chang-Jou joining DaChan Group. At the beginning of 2019, our Chairman, Mr. Harn Jia-Chen, shouldered the responsibility and served as Chairman of the Board at such critical and difficult moment. Together with our CEO, Mr. Ou Chang-Jou, they led the management team to work tirelessly and deliver fairly decent results in 2019, which created a healthier DF platform for me and Teh Hong to stand on today. For many years, I have been a Board member of DFA and have a good understanding of the situation of DFA. I also had certain experience and resources in the Chinese and international agricultural food industry in the past which will help me work with Teh Hong and bring DFA to a new stage. I would like to express my gratitude to the shareholders for their support to Chairman Harn Jia-Chen in 2019 and I look forward to their support for me in 2020.

Chairman
Wei Anning

Hong Kong
March 2020

環境、社會及管治報告

Environmental, Social and Governance Report

前言 關於本報告

本公司(與其附屬公司及合營公司統稱為「本集團」)乃領先的全面整合動物蛋白產品的提供商，產品涵蓋飼料、禽畜、水產動物營養先進配方及加工食品。身為食物全產業鏈的整合者，我們深明集團在環境、社會及管治(以下簡稱「ESG」)信息披露方面的責任，亦深知環境、社會及管治對集團的未來至關重要。

本集團發佈的《環境、社會及管治報告》(以下簡稱「本報告」)是參照香港聯合交易所有限公司(以下簡稱「交易所」)頒佈的《環境、社會及管治報告指引》(以下簡稱「ESG報告指引」)而編製的。本報告披露本集團於二零一九年一月一日至二零一九年十二月三十一日在ESG方面的績效信息。本報告亦將作為與利益相關方溝通的重要媒介，希望藉由內、外部利益相關方的指導與建議，令本集團得以不斷改善ESG工作，從而提升生產效率及降低生產成本，以達到本集團業務的進一步改善。

本集團常年將可持續發展戰略融入企業文化和運營計劃之內，實現公司的可持續經營發展，提升本集團價值。本集團制定下列戰略目標：

- 建立和增強消費者對食品安全的信心
- 研發及應用生物技術實現資源循環使用並降低排放，治理環境污染狀況

INTRODUCTION: ABOUT THIS REPORT

The Company (together with its subsidiaries and its jointly-controlled entities the “Group”) is a leading fully integrated animal protein product provider whose products range from feeds, poultry and advanced nutritional formulas for aquatic animals to processed foods. As the Company’s business encompasses the entire food production chain, we are keenly aware of our responsibilities in terms of environmental, social and governance (“ESG”) information disclosure. We also recognise that environmental, social and governance factors are vital to the Group’s future.

This Environmental, Social and Governance Report (the “Report”) was prepared with reference to the Environmental, Social and Governance Report Guidelines (“ESG Report Guidelines”) published by the Stock Exchange. The Report discloses performance information relating to ESG aspects of the Group from 1 January 2019 to 31 December 2019. The Report also serves as an important communications link between the Company and its stakeholders. It is hoped that the Group can continue to improve its ESG works under the guidance of internal and external stakeholders, thereby enhancing production efficiency, reducing production costs and further improving its business effectiveness.

The Company’s sustainable development strategy is integral to its corporate culture and its operating plans for sustainable development and enhancing the Group’s value. To this end, the Company has developed the following strategic objectives:

- Establish and enhance consumer confidence in food safety
- Research, develop and apply biotechnology to recycle resources, reduce emissions and curb environmental pollution

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

- 建立及優化優質人才吸收、培養及管理體系
- 創建公平公開公正的經營、工作環境
- 投入社會公益活動，打造受人尊敬的品牌形象
- Establish and optimise a high-quality system for talent attraction, training and management
- Create a fair, open and just management and work environment
- Invest in social welfare activities to create a respected brand image

本集團董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

The Board of directors and all directors of the Group guarantee that this Report contains no false records, misleading statements or major omissions, and bear individual and collective responsibility for the truthfulness, accuracy and completeness of its contents.

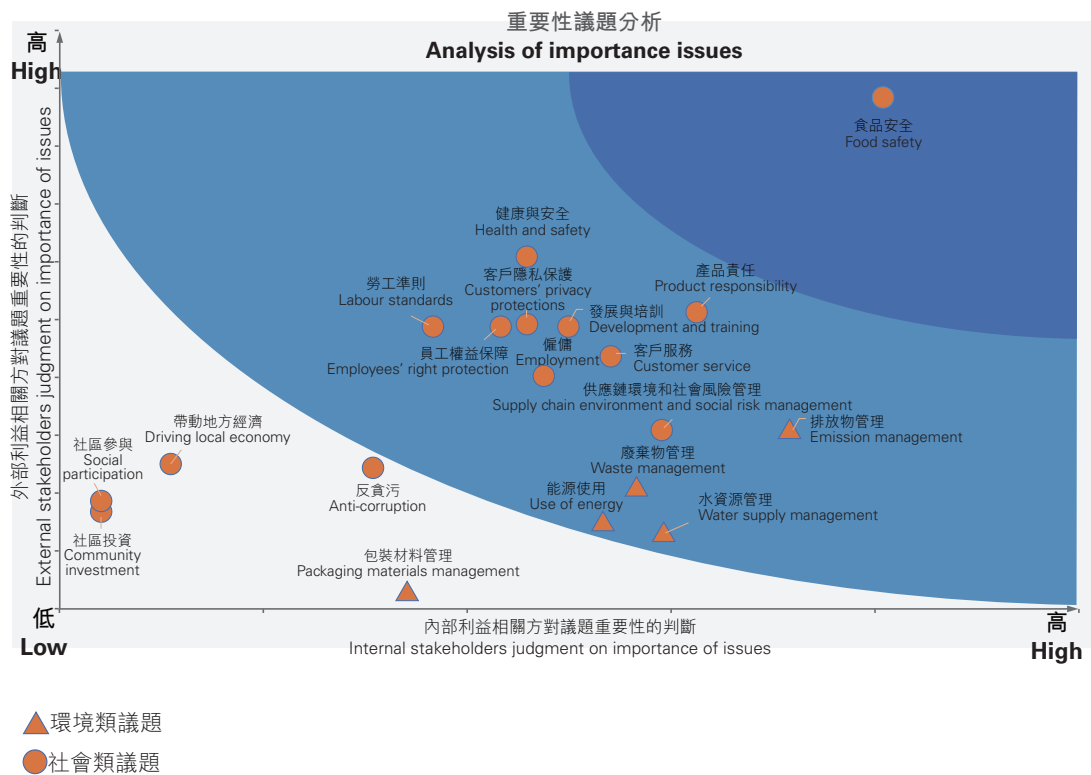


議題實質性分析

本集團根據交易所ESG報告指引要求，參考全球報告倡議組織（「GRI」）有關實質性分析的流程，通過調查問卷、訪談等形式，收集並記錄本集團主要利益相關方關注的議題及對各議題重要性評估結果，並進行重要性分析和排序，確定本集團在環境、社會及管治方面的實質性（重要）議題，並在報告中進行披露。（見下圖）

SUBSTANTIVE ANALYSIS OF THE ISSUE

In accordance with the requirements of the Stock Exchange ESG Report Guidelines and with reference to the process of substantive analysis issued by the Global Reporting Initiative (“GRI”), the Group collects and records major stakeholders’ issues of concern and the result of the evaluation of importance of each issue through questionnaires, interviews and other means. It then conducts analysis and sequencing the importance in order to confirm the substantive (importance) issue in environmental, social and governance of the Group and discloses in the report. (As shown below)



環境保護

排放物

本集團嚴格執行《中華人民共和國環境保護法》、《中華人民共和國鍋爐大氣污染物排放標準》、《中華人民共和國水污染防治法》等法律法規、標準及地方性規範。二零一九年度，本集團環保設施運行穩定，未發生重大環境污染事件以及對本集團有重大影響的環保違規情況。

本集團積極踐行環境保護和節能減排，制定了相關環境保護管理制度，涉及能源、資源、包裝物材料的使用及污染物的排放等內容，並由工程部統籌管理。本集團在生產運營及北方工廠冬季取暖等過程中，因燃燒煤炭、天然氣和生物質，會排放氮氧化物、硫氧化物、顆粒物，由於燃燒煤炭、天然氣和生物質產生的直接溫室氣體，以及由於消耗電能所到導致的間接溫室氣體。

ENVIRONMENTAL PROTECTION

EMISSIONS

The Group strictly complies with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), Emission Standard of Air Pollutions for Boiler of PRC (《中華人民共和國鍋爐大氣污染物排放標準》), Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》) and all other applicable laws, regulations and standards. In 2019, the Group's facilities maintained stable operations and there were no significant environmental pollution as well as environmental violations that had a significant impact on the Group.

The Group actively implements environmental protection, energy conservation and emission reduction, and has formulated relevant environment protection management system that involves the use of energy, resources, packaging materials and emissions of pollutants, and are managed by the engineering department. In processes of production and operation and by heating northern plants during winter, the Group emits nitrogen oxides, sulphur oxides and particulate matter due to the burning of coal, natural gas and biomass, direct greenhouse gases from the burning of coal, natural gas and biomass, and indirect greenhouse gases generated by consumption of electricity.

為減少廢氣和溫室氣體的排放，本集團自二零一五年開始分批將燃煤鍋爐淘汰替換成清潔能源鍋爐，並通過調整作業工序、革新生產工藝、增加環保設施以及委託具有資質的環保機構進行專業操作等一系列措施在氮氧化物、硫氧化物、顆粒物、溫室氣體排放方面取得了顯著的減排效果，污染物排放水平低於國家及地區要求的排放標準。截止二零一九年底，本集團瀋陽廠、營口廠、哈爾濱廠、天津廠、禹城廠、滄州廠、蚌埠廠、四川廠、湖南廠已完成清潔能源鍋爐改造，大連廠已完成燃煤鍋爐脫硫設備更新。

二零一九年度，本集團通過使用清潔能源方式，同比使用傳統燃煤鍋爐方式，大幅減少了廢氣和溫室氣體的排放量。本集團使用天然氣及生物質能源相當於替代了7,150.66噸標準煤的煤炭，同比減少了溫室氣體5,677.09噸二氧化碳當量、硫氧化物60.15噸、氮氧化物46.11噸和顆粒物68.72噸¹的排放。

本集團投資購入污水處理裝置及修建污水處理站，採用物理、化學和生物處理方法，有效去除污水中的懸浮物、生物需氧量、化學需氧量、氨氮等造成水體污染的主要物質，處理後的廢水均符合《污水綜合排放標準》(GB 8978-1996)、《肉類加工工業水污染物排放標準》(GB 13457-1992)和《畜禽養殖業污染物排放標準》(GB 18596-2001)等廢水排放標準。

To reduce greenhouse gas emissions, in 2015 the Group began the phased replacement of coal-fired boilers with clean energy boilers. Emissions of nitrogen oxides, sulfur oxides, particulate matter and greenhouse gases have also been significantly reduced by adjusting industrial operational processes, improving production technology, increasing environmentally friendly facilities, and engaging qualified environmental protection institutions to perform certain professional operations. This has brought the Group's pollutant emissions levels to below those mandated by national and regional emissions standards. As of the end of 2019, the Group had completed the upgrading of clean energy boilers for its plants in Shenyang, Yingkou, Harbin, Tianjin, Yucheng, Cangzhou, Bengbu, Sichuan and Hunan, and completed upgrades of desulphurisation facilities for coal-fired boilers at the plant in Dalian.

In 2019, the Group significantly reduced emissions of exhaust gas and greenhouse gases by using clean energy methods as compared to the traditional coal-fired boiler method. The Group's use of natural gas and biomass energy is equivalent to replacing 7,150.66 tons of standard coal, which has reduced greenhouse gas emissions by 5,677.09 tons of carbon dioxide, 60.15 tons of sulfur oxides, 46.11 tons of nitrogen oxides, and 68.72 tons 1 of particulate matter equivalent.

The Group invested in the purchase of sewage treatment plants and construction of sewage treatment stations. These use physical, chemical and biological methods to remove suspended solids in wastewater, biological oxygen demand, chemical oxygen demand, ammonia nitrogen and phosphorus, which are major substances causing water pollution. The treated waste water is in compliance with the Integrated Wastewater Discharge Standard (GB 8978-1996) (《污水綜合排放標準》), Discharge Standard of Water Pollutants for Meat Packing Industry (GB 13457-1992) (《肉類加工工業水污染物排放標準》) and Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB18596-2001) (《畜禽養殖業污染物排放標準》).

1 廢氣排放參考《鍋爐大氣污染物排放標準》(GB 13271-2014)、《鍋爐大氣污染物排放標準》(DB12/151-2003)。

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本集團高度重視廢棄物的處置，二零一九年度產生的廢棄物均得到了有效處置，對於有害廢棄物如廢機油、廢燈管等交由具備環保處理資質的公司進行外運處理，對於一般廢棄物如爐渣、污泥和畜禽糞便等，通過銷售給第三方公司做建築材料或生產有機肥料使用，對於廢包材、廢金屬等通過銷售給第三方公司最終達到回收利用，工業廢水污染物如化學需氧量和氨氮，隨污水一同處理並達標排放，實現了廢棄物的減量化、資源化和無害化處理。本集團滄州食品廠在作業現場用洗手粉替換布料清洗污垢，減少了一定量廢抹布的產生；鐵嶺肉品廠通過污水處理新工藝改造後，不僅污泥的產生量從2018年度的202噸明顯降低至16.2噸，而且還加強了氨氮的去除。

二零一九年度，蚌埠電宰廠、蚌埠食品廠及大連宮產廠分別完成了污水改造工作。其中，蚌埠電宰廠根據政府提出的污水量處理標準及新的總磷、總氮排放標準，投資人民幣251.24萬元進行污水改造，改造後的污水日處理量由1,200噸提升到2,000噸，污水全部達標排放。蚌埠食品廠投資人民幣12萬元修建污水池暖棚，不僅有助於水池異味的收集和處理，而且能夠提升污水中微生物菌活性，進而提高污水處理效果。

The Group is highly concerned about the disposal of waste. The waste generated by its subsidiary enterprises for the year 2019 was disposed properly. Hazardous wastes such as waste oil, waste light tubes, etc. were disposed by companies possessing environmental protection qualifications. General wastes such as slag, sludge, livestock manure, etc. were sold by the Group to third party companies for reused as building materials or organic fertilisers. Recycling of waste packaging materials, scrap metal, etc. through sales to third-party companies. Industrial wastewater pollutants such as COD and ammonia nitrogen are treated and disposed along with sewage treatment, fulfilling discharge standards, achieving waste reduction, recycling and harmless disposal. The Group's food factory located in Cangzhou replaced the cloth with hand-washing powder to clean the dirt at the operation site, reducing the amount of waste cloths. After the Tieling Meat Factory was transformed by the new sewage treatment process, not only the amount of sludge generated decreased significantly from 202 tons in 2018 to 16.2 tons, and also enhanced ammonia nitrogen removal.

During 2019, Bengbu electric slaughter plant, Bengbu food factory and Dalian Gong plant have completed the sewage reconstruction work. Among them, the Bengbu electric slaughter plant RMB2.5124 million in sewage reconstruction according to the government's proposed sewage treatment standard and new total phosphorus and nitrogen discharge standards. The daily sewage treatment capacity after the transformation was increased from 1,200 tons to 2,000 tons, which was in full compliance with emissions. Bengbu food factory invested RMB120,000 to build a sewage pool heating shed, which not only helps to collect and deal with the peculiar smell of the pool, but also enhances the microbial activity in the sewage and thus improves the wastewater treatment effect.

資源使用

本集團嚴格執行《中華人民共和國節約能源法》、《中華人民共和國可再生能源法》和《中華人民共和國清潔生產促進法》等法律法規、標準及地方規範，及禁止與限制使用淘汰落後技術、工藝及產品的有關規定，積極推廣應用新技術、新材料、新工藝和新產品，以降低能源、水資源和其他原材料的消耗，提高資源使用的效率，加強資源的循環利用，減少廢棄物的產生。

在能源使用方面，本集團在運營過程中主要消耗電能、天然氣、煤炭和生物質能。本集團積極踐行節能降耗的理念，將傳統燃煤鍋爐改造成為清潔能源鍋爐，減少了煤炭使用量，有效提高了能源使用的效率。

USE OF RESOURCES

The Group strictly implements laws and regulations, standards and local regulations on energy conservation, such as the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》), the Renewable Energy Law of the PRC (《中華人民共和國可再生能源法》) and Law of the PRC on the Promotion of Clean Production (《中華人民共和國清潔生產促進法》), as well as applicable provisions for the prohibited or restricted use of or eliminating outdated technologies, processes and products. The Group regularly introduces new technologies, materials, processes and products to reduce its consumption of energy, water and other resources, enhance its utilisation efficiency of resources, strengthen the recycling of resources, and reduce waste.

In terms of use of energy, the Group mainly consumes electricity, natural gas, coal and biomass during its operation. The Group actively practices the concept of energy saving and consumption reduction, to replace traditional coal-fired boilers with clean energy boilers, which has reduced its consumption of coal and effectively increased its energy use efficiency.



蚌埠肉品廠污水處理設備

Sewage treatment equipment of the meat factory at Bengbu



蚌埠食品廠鍋爐改造

Boiler transformation in the food factory at Bengbu

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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，在求取適用水源上未出現任何問題。本集團重視對水資源使用的管理，嚴格執行《中華人民共和國水法》、《中華人民共和國水污染防治法》等法律法規、標準及地方性規範，同時重視對員工進行節約用水的教育，鼓勵二次用水，杜絕浪費，以儘量減少水資源的消耗及污水的產生。二零一九年度，公司各廠根據各自實際生產運行情況，開展節水改造等措施。例如大連IBF1肉品廠本年度加強了對車間所有水管線及閥門的管理，杜絕由於「跑、冒、滴、漏」造成的水資源損失，同時，該廠根據抽腸機的工作原理適當利用回水取代清水，並且在保證正常生產的情況下，適當降低了供水壓力，進而實現每月節省用水約8,000多立方米。蚌埠食品廠強化節水意識，將各班用水量列入考核，二零一九年耗水量較上一年減少了37,001立方米。

In respect to use of water resources, the Group's supply is mainly from municipal and groundwater sources, and no problems is occurred when sourcing applicable water source. The Group pays high attention on management of the use of water resources, which is rigorously managed through strict implementation of the Water Law of the PRC (《中華人民共和國水法》), the Law of the PRC on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), and other relevant laws, regulations and standards. The Group educates employees water-and resourcesaving practices, encourages them to reuse water in order to eliminate waste water and minimize water consumption and wastewater generation. In 2019, each factory of the Company carried out measures such as water-saving reconstruction according to their actual production and operation conditions. For example, the Dalian IBF1 meat products factory has strengthened the management of all water pipelines and valves in the workshop during the year to prevent the loss of water resources caused by "running, surfacing, dripping and leaking". Meanwhile the factory properly used the recycled water to replace clean water in according to the working principle of the sausage machine, and under the condition of ensuring normal production, the pressure of water supply was appropriately reduced, thereby saving about 8,000 cubic meters of water per month. In 2019, the food factory at Bengbu strengthened its water-saving awareness by including the water consumption of each team in its annual assessment, resulting in 37,001 cubic metres less water consumed than in 2018.

在包裝材料、用紙等其他原材料消耗方面，本集團多舉措並行，如在商品包裝設計和製作過程中，盡可能考慮到包裝材料的回收和再利用，並將包裝的體積和重量限制在最低限度內；採用辦公自動化應用系統、減少辦公用品消耗及鼓勵無紙化辦公、二次用紙等。二零一九年度，本集團飼料廠為減少包裝材料的消耗，大力提倡養殖戶推動散裝飼料，由公司投資建設散裝成品料倉，用散裝罐車將飼料運輸到客戶端的料塔，實現飼料不落地，不僅減少了包裝材料的使用量，又降低了養殖戶成本。據統計，二零一九年本集團生產散裝飼料167,140噸，較二零一八年增加了53%，但通過以上方法減少174噸包裝材料的使用。

環境及天然資源

本集團深切理解可持續發展與提高企業綜合競爭力的密切關係，業務活動中產生的能源消耗、污水及固體廢棄物排放可能對水源、空氣、土壤以及生態系統產生影響，也認同平衡經濟、環境和社會需求的重要性。本集團積極踐行環境保護與可持續發展理念，致力遵守政府制定的所有環保標準及政策，以對環境負責的態度經營業務，力求在生產和環境影響方面取得平衡。

本集團旗下各企業遵行從源頭控制、末端治理、技術革新的政策，積極從各方面進行技術改造，力求達到減少使用，增加循環再利用，及復原天然資源的目標，減少排放物及廢棄物的產生，以持續改善天然資源利用效率，將運營對環境及天然資源的影響減至最低。

In respect to the consumption of other materials, such as packaging materials and papers, the Group has taken various measures to increase the recycling and reuse of packaging materials and reduce consumption by limiting packaging volume and weight. The Group has also adopted the application system for office automation, reduced consumption of office supplies, encouraged the reuse of paper, and advocated the creation of a paperless office. In 2019, in order to reduce the consumption of packaging materials, the Group's feeds mill strongly encouraged farmers to promote bulk feed. The Company invested in the construction of bulk finished product storage facilities, and used bulk tankers to transport feeds to the client's feeds tower to ensure the feed did not land, which not only reduced the use of packaging materials, but also reduced the costs of farmers. According to the statistics, the Group produced 167,140 tons of bulk feeds in 2019, representing an increase of 53% as compared with 2018, but the use of 174 tons of packaging materials were reduced through the above methods.

ENVIRONMENTAL AND NATURAL RESOURCES

The Group profoundly understands the direct relationship between sustainable development and competitiveness. The energy consumed and waste generated by business activity does make an impact on water, air and soil resources, and therefore on the ecosystem. The Group also recognises the importance of balancing economic, environmental and social needs. Therefore the Group implements a range of measures for environmental protection and sustainable development, complies with all government environmental protection standards and policies, and strives to operate in a responsible manner which balances the need for production with minimising its environment impact.

All subsidiaries of the Group continuously introduce technical refinements and innovations to source control and end treatment with the purpose of fulfilling targets for reducing, reusing, recycling and renewing natural resources, reducing emissions and waste, improving the utilisation efficiency of natural resources, and minimising the effect of the operation on the environment and natural resources.

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環境關鍵績效指標

Environmental Key Performance Indicators

		飼料廠 ² Feed mill	食品廠 ³ Food factory
總耗水量(單位：立方米)	Total water consumption (unit: cubic metre)	120,993.41 ⁴	2,512,971.18
耗水密度(單位：立方米/萬元營收)	Water consumption density (unit: cubic metres/RMB ten thousand revenue)	0.28	6.87
污水產生量 ⁵ (單位：立方米)	Sewage production ⁵ (unit: cubic metre)	-	1,819,369.92
生活污水產生量(單位：立方米)	Domestic sewage production (unit: cubic metre)	-	168,111.88
工業廢水產生量(單位：立方米)	Industrial wastewater production (unit: cubic metre)	不涉及 Not involved	1,651,258.04
污水處理量 ⁵ (單位：立方米)	Sewage treatment capacity ⁵ (unit: cubic metre)	-	1,819,369.92
生活污水處理量(單位：立方米)	Domestic sewage treatment capacity (unit: cubic metre)	-	168,111.88
工業廢水處理量(單位：立方米)	Industrial wastewater treatment capacity (unit: cubic metre)	不涉及 Not involved	1,651,258.04
總耗電量(單位：千瓦時)	Total power consumption (unit: kWh)	23,675,548.32	84,361,483.24 ⁶
耗電密度(單位：千瓦時/萬元營收)	Power consumption density (unit: kWh/RMB ten thousand revenue)	54.07	230.74
天然氣消耗量(單位：標準立方米)	Natural gas consumption (unit: standard cubic metres)	1,910,731.60	2,263,423.60
煤炭消耗量(單位：噸標準煤)	Coal consumption (unit: ton of standard coal)	2,921.32	1,722.65
生物質消耗量(單位：噸標準煤)	Biomass consumption (unit: ton of standard coal)	1,689.93	1,879.54
綜合能源消耗量(單位：千個千瓦時)	Comprehensive energy consumption (unit: thousand kWh)	46,822.86	105,761.30
綜合能源消耗密度(單位：千瓦時/萬元營收)	Comprehensive energy consumption density (unit: thousand kWh/RMB ten thousand revenue)	0.11	0.29
硫氧化物排放量(單位：噸)	Sulfur oxide emissions (unit: ton)	18.92	27.83
氮氧化物排放量(單位：噸)	Nitrogen oxide emissions (unit: ton)	19.39	35.73
顆粒物排放量(單位：噸)	Particulates emissions (unit: ton)	22.46	22.36
溫室氣體排放總量 ⁷ (單位：噸二氧化碳當量)	Total greenhouse gas emissions ⁷ (unit: ton of carbon dioxide equivalent)	26,251.61	64,978.01
直接溫室氣體排放量(單位：噸二氧化碳當量)	Direct greenhouse gas emissions (unit: ton of carbon dioxide equivalent)	11,807.16	13,509.07

環境關鍵績效指標

Environmental Key Performance Indicators

		飼料廠 ² Feed mill	食品廠 ³ Food factory
間接溫室氣體排放量(單位：噸二氧化碳當量)	Indirect greenhouse gas emissions (unit: ton of carbon dioxide equivalent)	14,444.45	51,468.94
溫室氣體排放強度(單位：噸二氧化碳當量／萬元營收)	Greenhouse gas emission intensity (unit: ton of carbon dioxide equivalent/RMB ten thousand revenue)	0.06	0.18
有害廢棄物的總重量(單位：千克)	Total weight of Hazardous waste (unit: kg)	740.00	16,052.50
廢機油(單位：千克)	Waste oil (unit: kg)	740.00	14,110.00 ⁶
廢燈管(單位：千克)	Waste lamp (unit: kg)	不涉及 Not involved	564.50
廢抹布(單位：千克)	Waste cloth (unit: kg)	不涉及 Not involved	159.00
廢舊電子產品(單位：千克)	Waste and obsolete electronic products (unit: kg)	不涉及 Not involved	1,219.00
無害廢棄物的總重量(單位：噸)	Non-hazardous waste generation intensity (unit: ton)	292.85	4,298.65
爐渣(單位：噸)	Slag (unit: ton)	292.85	1,046.00
污泥(單位：噸)	Sludge (unit: ton)	不涉及 Not involved	2,205.07
病死及死畜禽(噸)	Sick and dead livestock (ton)	不涉及 Not involved	661.21
畜禽糞便(噸)	Livestock manure (ton)	不涉及 Not involved	135.42
工業廢水污染物化學需氧量(單位：噸)	Industrial wastewater pollutants chemical oxygen demand (unit: ton)	不涉及 Not involved	238.36
工業廢水污染物氨氮(單位：噸)	Industrial wastewater pollutants ammonia nitrogen (unit: ton)	不涉及 Not involved	12.59
無害廢棄物的產生強度(單位：噸／萬元營收)	Non-hazardous waste generation intensity (unit: ton/RMB ten thousand revenue)	0.00	0.01
包裝材料的總使用量(單位：噸)	Total usage amount of packaging materials (unit: ton)	1,857.62	4,200.02
紙箱(單位：噸)	Carton (unit: ton)	不涉及 Not involved	2,773.51
塑料(單位：噸)	Plastic (unit: ton)	1,857.62	1,237.04
其他包裝材料(單位：噸)	Other packaging materials (unit: ton)	不涉及 Not involved	189.46
包裝材料每生產單位佔量(單位：噸／萬元營收)	Packaging materials per unit proportion (unit: ton/RMB ten thousand revenue)	0.00	0.01

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- 2 本報告飼料廠數據涵蓋範圍包括哈爾濱、長春、昌圖、瀋陽、葫蘆島、營口、大連、天津、滄州、禹城、蚌埠、湖南及四川13個地區飼料廠。同時，二零一九年度本集團飼料廠營業收入較二零一八年度有較大提高，由於環保管理的有效實施，相關能源、水資源、排放物的量未見明顯提高，且相關密度指標呈現明顯降低趨勢。
 - 3 本報告食品廠數據涵蓋範圍包括天津、大連、鐵嶺、遼陽、兗州、滄州及蚌埠7個地區食品廠，較以前年度報告增加了遼陽和兗州2個地區食品廠及大連美食廠。
 - 4 本集團飼料廠於二零一九年度完善指標收集體系，於本年度開始披露生產及生活總耗水量。二零一九年度以前披露的飼料廠耗水量均為生產過程耗水量。
 - 5 本集團飼料廠在生產過程中不產生工業廢水，生活污水產生量非常少，且均經污水處理裝置處理後達標排放。
 - 6 因部分食品廠制冷蒸發冷更換維修，冷凍時間延長，受其影響耗電量有所增加。同時增加了大連美食廠的耗電量數據。
 - 7 溫室氣體排放參考《中華人民共和國國家標準綜合能耗計算通則》(GB 2589-90)、《中國能源統計年鑒》、《2006年IPCC國家溫室氣體列表指南》、香港聯合交易所有限公司頒布的《如何準備環境、社會及管治報告》、《附錄二：環境關鍵績效指標彙報指引》及《國家發展改革委辦公廳關於做好2016、2017年度碳排放報告與核查及排放監測計劃制定工作的通知》。
 - 8 二零一九年度本集團滄州食品廠對冷凍機開展全面保養並更換了機油。
- 2 The feed mill data in this report include feed mills in 13 regions, including Harbin, Changchun, Changtu, Shenyang, Huludao, Yingkou, Dalian, Tianjin, Cangzhou, Yucheng, Bengbu, Hunan and Sichuan.
 - 3 The food factory data in this report include food factories in 7 regions, including Tianjin, Dalian, Tieling, Liaoyang, Luzhou, Cangzhou and Bengbu.
 - 4 The Group's feed mills improved their indicator collection system in 2019 and began to disclose the total water consumption of production and living during the year. The water consumption of feed mills disclosed before 2019 was the water consumption of the production process.
 - 5 The Group's feed mills do not produce industrial wastewater during the production process, and the amount of domestic sewage generated is very small, and they are discharged in accordance with relevant standards after being treated by waste water treatment facilities.
 - 6 Due to the replacement and maintenance of refrigeration, evaporation, and cooling in some food factories, the freezing time was prolonged, and the power consumption was increased due to the influence. At the same time, the power consumption data of Dalian food factory was increased.
 - 7 References of greenhouse gas emissions: General Principle for Calculation of the Comprehensive Energy Consumption of the PRC (GB 2589-90) (《中華人民共和國國家標準綜合能耗計算通則》), the China Energy Statistical Yearbook (《中國能源統計年鑒》), 2006 IPCC Guidelines for National Greenhouse Gas Inventories (《2006年IPCC國家溫室氣體列表指南》), Appendix 2 Reporting Guidance on Environmental KPIs (《附錄二：環境關鍵績效指標彙報指引》) of "How to Prepare an ESG Report" (《如何準備環境、社會及管治報告》) issued by the Stock Exchange and Notice Regarding Carbon Emissions Reporting and Verification and Emissions Monitoring Program for the years 2016 and 2017 issued by the General Office of the State Development and Reform Commission (《國家發展改革委辦公廳關於做好2016、2017年度碳排放報告與核查及排放監測計劃制定工作的通知》) In 2019, the Group's Cangzhou food factory carried out comprehensive maintenance on the freezer and replaced the engine oil.

社會

僱傭

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等相關法律法規。為了規範員工管理，本集團編製了《員工手冊》，並要求所屬公司嚴格實施其要求，其中載有人力資源政策，涵蓋聘用、解聘、出勤、薪資福利、培訓與發展、績效考核、員工職業道德守則、管理人員職業道德守則、反貪污「陽光計劃」、獎懲管理制度、安全與保密以及溝通與交流等內容。二零一九年度，本集團根據集團發展及法律法規的沿革，重新修訂了《員工手冊》，為員工在崗期間遵紀守法提供了詳細指引。

本集團依據崗位的工作規劃及關鍵績效指標，招募、選拔適合本集團企業文化及該崗位要求的適當人才。在人員選拔及聘用流程中，本集團堅持招聘崗位公開化，每位聘用人選須經過人力資源中心、需求部門雙重面試方可錄用。專業度較高的崗位我們會設計專業筆試題，以保證競爭機會平等選拔，過程透明。我們通過海外招聘網站、社交平台誠邀不同國籍、戶籍、民族、信仰、教育背景的有識之士加盟本集團，致力於打造在行業精英中良好的僱主品牌形象。

SOCIAL

EMPLOYMENT

The Group strictly complies with relevant laws and regulations such as the Labor Law of the PRC and the Labor Contract Law of the PRC. In order to standardize employee management, the Group requires its member to fully implement the requirements described in its Employee Handbook. The Handbook contains human resources policies in relation such matters as employment, termination of employment, attendance, salary and benefits, training and development, performance appraisals, codes of ethics for employees and management, the anti-corruption campaign "Sunshine Project" (「陽光計劃」), management systems for reward and punishment, security and confidentiality, communication and interaction. In 2019, the Group revised the Employee Handbook in accordance with the development of the Group and the evolution of laws and regulations, providing detailed guidelines for employees to abide by the law and discipline during their employment.

In accordance with the job planning and key performance indicators of positions, the Group recruits and selects suitable personnel that are suitable for the Group's corporate culture and the requirements of the position. In the process of personnel selection and hiring, the Group insists on making the recruitment open, and each candidate must be interviewed by the human resources center and the demand department before being employed. We will design professional written test questions for more professional posts to ensure equal selection of competitive opportunities and transparent process. Through overseas recruitment websites and social platforms, we invite people of insight from different nationalities, household registrations, nationalities, beliefs, and education backgrounds to join the Group, and are committed to creating a good employer brand image among the industry elites.

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

績效考核方面，本集團人力資源中心將根據公司的目標和任務，每年度對員工進行年中及年終兩次定期考核，考核結果將與薪酬福利調整和職位晉升等相結合，從而為集團保留優秀人才。此外，本集團依據考核結果，執行適當的崗位調整和工作輪調，使人才在適宜的崗位上發揮最大的功效，並實現員工的自身價值。本集團還通過對不同崗位類別的員工執行相應績效獎金激勵方案，及每年度甄選出重點保留的菁英人才給予合適的獎勵等方式，鼓勵和促進員工不斷成長和進步。

薪酬方面，我們致力於打造完善的薪酬福利體系，提供具有市場競爭力的薪酬福利。二零一九年度，本集團基於同行業薪資調研結果，針對目前薪酬水平及薪酬結構，重新調整了薪酬策略，並通過調薪、調整薪資固浮比等方式逐步實現了薪酬策略的落地。

In terms of performance appraisal, the Group's human resources center will conduct regular mid-year and year-end appraisal of employees twice a year in accordance with the company's goals and tasks in order to retain outstanding talents for the Group. In addition, based on the results of the assessment, the Group performs appropriate job adjustments and job rotations, so that talents can play the most effective role in suitable positions and realize employees' own value. The Group also encourages and promotes the continuous growth and progress of employees by implementing corresponding performance bonus incentive schemes for employees in different job categories, and selecting appropriate talents for key retention every year.

In terms of remuneration, we are committed to creating a complete remuneration and benefit system and providing market-competitive remuneration and benefits. In 2019, based on the salary survey results in the same industry, the Group readjusted the compensation strategy based on the current salary level and salary structure, and gradually realized the implementation of the salary strategy by means of salary adjustment and adjustment of the fixed-floating ratio of salary.

員工福利及關懷方面，本集團建立合乎法律規範的員工福利保障系統，本集團各營業單位為員工提供食堂就餐，為外地員工提供宿舍，並制定了食堂及宿舍的管理規定，設置保潔員、服務員等崗位，為員工提供全方位服務，確保員工的食宿環境乾淨整潔。公司每逢春節、端午節、中秋節等重大節日會依照集團福利標準為員工發放福利品；每個月各營業單位會為當月生日的員工合辦一次職工生日會；員工結婚會不分級別贈送禮金以示祝賀；員工直系親屬去世，本集團致送奠儀金以示慰問。另外，本集團各營業單位會不定期舉行聯歡會、運動會、觀光旅遊等各類文娛活動，以鼓舞員工士氣、提高團隊凝聚力。

假期方面，本集團依照國家規定執行休假制度，在國家法定節假日基礎上提供產假、陪產假、哺乳假、年假、病假等額外帶薪假期。

截至二零一九年末，本集團中國大陸在職總人數為8,412人。在報告期內，本集團在人員招募、聘用、解僱、薪酬、工作時間、假期、平等機會、多元化、反歧視等員工僱傭方面無重大違反相關法律法規情況發生。

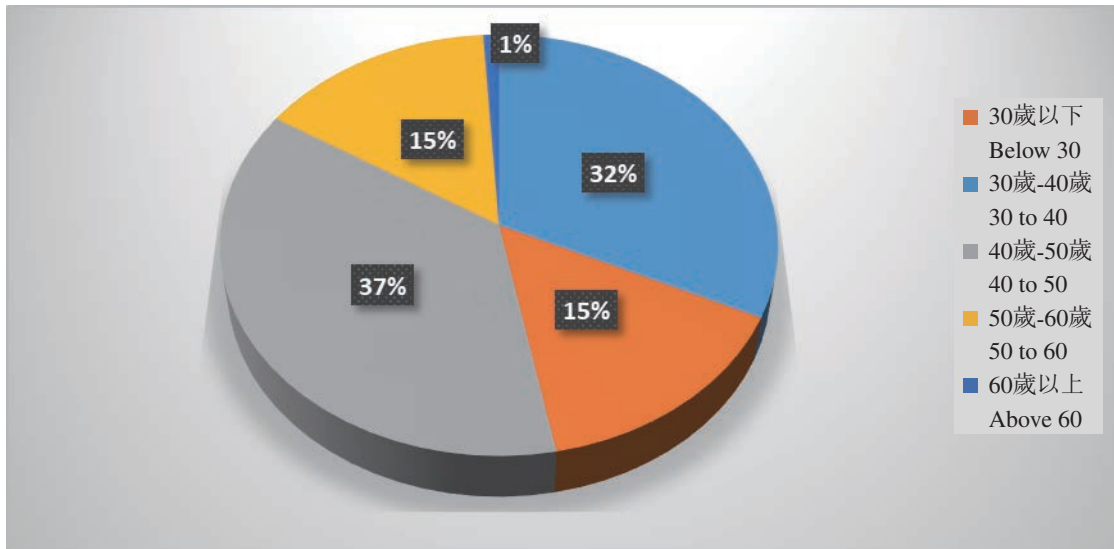
In terms of employee welfare and care, the Group has established a legally-compliant employee welfare protection system. Each business unit of the Group provides canteens for employees to dine, dormitories for foreign employees, and formulated management requirements for canteens and dormitories, and set up positions such as cleaners and waiters to provide employees with a full range of services to ensure that the staff's boarding and lodging environment is clean and tidy. The Company distributes welfare products to employees in accordance with the Group's welfare standards every major holiday such as the Spring Festival, Dragon Boat Festival, Mid-Autumn Festival, etc. Each business unit will co-organize staff birthday party for employees who have birthdays in that month, gifts were given to employees despite levels to congratulate them. The immediate family members of the employees passed away, the Group sent burial money to express condolences. In addition, various business units of the Group hold irregular cultural events, such as gala, sports meets, sightseeing tours, etc., to encourage staff morale and improve team cohesion.

In terms of holidays, the Group implements a vacation system in accordance with national regulations and provides additional paid holidays such as maternity leave, paternity leave, breastfeeding leave, annual leave, and sick leave on the basis of national statutory holidays.

As at the end of 2019, the total number of employees of the Group was 8,412. During the Reporting Period, the Group did not have any major violations of relevant laws and regulations in terms of personnel recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity, anti-discrimination and other employee employment.

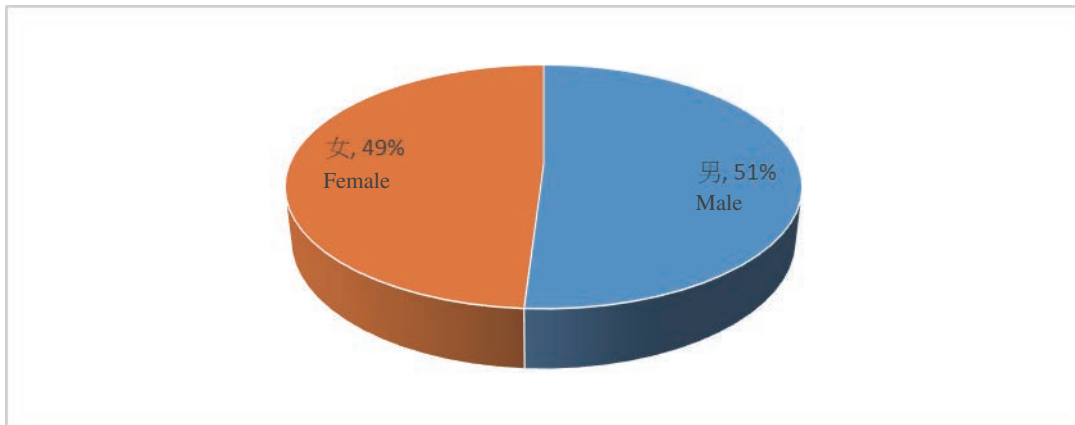
按年齡組別劃分的僱員比例

PERCENTAGE OF EMPLOYEES BY AGE GROUP



按性別劃分的僱員比例

PERCENTAGE OF EMPLOYEES BY GENDER



健康與安全

本集團關注員工的健康和人身安全，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等法律法規、標準及地方性規定。本集團的生產工作堅持「安全第一，預防為主」的原則，為員工提供健康安全的工作環境，實現安全生產和文明生產。二零一九年度，公司未發生對公司有重大影響的違反安全健康相關法律法規的情況。本集團各工廠制定《安全操作流程守則》並設有專職安全員，各工廠定期進行防火演習、安全生產檢查及生產安全評比活動。員工福利項目中涵蓋年度體檢費，每年定期安排員工體檢、職業病檢查和辦理健康證。此外，本集團為員工購買了僱主責任險及人壽商業險，力求提供最完善的保險保障體系，讓員工享受最安心的工作環境。

發展與培訓

本集團以向全體員工提供理想之終身職業為己任，重視員工個人技能提升和職業發展，依員工不同的崗位和職級，設計有針對性的培訓課程並開展對應的培訓計劃，持續提升員工的管理及專業技巧和晉升機會。

二零一九年度，本集團通過線上線下、內訓外訓等一系列措施逐階段完成員工個人能力素質的提升。本集團依托學習平台搭建了企業專業領域資料庫及信息化培訓鏈，打通線上線下、團體及個人信息共享路徑，提高各職能模塊前沿資料時效性，保證部門全體員工得到最新的即時專業資料及管理工具。

Health and Safety

The Group pays close attention to the health and safety of its employees and operates in compliance with the Work Safety Law of the PRC (《中華人民共和國安全生產法》), the Law of the PRC on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and other applicable laws, regulations and standards. The Group adheres to the principle of “safety first, prevention is the key” in the production process with an aim of maintaining a safe and healthy work environment. In 2019, the Company was not in violation of any laws and regulations concerning health and safety. The Group implements a Code of Safe Operating Practices (《安全操作流程守則》) for its plants, engaging specialised safety personnel, organising regular fire drills, and carrying out production safety inspections and appraisal activities. Staff benefits cover annual and regular clinical examination expenses, occupational medical examinations, and obtaining health certification. The Group has also taken out employer’s liability and commercial life insurance to provide comprehensive insurance coverage and secure working environment to employees.

DEVELOPMENT AND TRAINING

The Group is committed to providing a long-term career to its employees, with an emphasis on upgrading and developing their professional skills. According to different positions and ranks of employees, targeted training courses are designed and corresponding training programs are carried out to continuously improve employee management and professional skills and promotion opportunities.

In 2019, the Group improved employees’ individual abilities through online and offline and internal and external training. Relying on the learning platform, the Group has established a database of corporate professional fields and an informatization training chain, opening up online, offline, corporate and personal information sharing paths, improving the timeliness of front-end data of each functional module, and ensuring that all employees of the department receive the latest real-time professional information Management tools.

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

本年度，本集團完善了大成餐飲學院及畜牧學院專業學習平台，人力資源發展中心共製作微課三百餘門，課程總時長近兩千六百分鐘，覆蓋業務、生產、研發、品質保障等一千二百餘人，供員工完成專業課程的在線教育。各事業部根據業務及工作需求，分別完成部門員工的培訓，課程涵蓋企業文化、集團規章制度、營業管理及物流配送相關知識等十八門課程，為員工更好的開展工作、融入企業提供了知識基礎。在銷售管理人才培養方面，本年度集團開啟了首批為期6個月的銷售經理人訓練營，特聘行業資深講師針對客戶關係管理、團隊營銷管控、大客戶銷售技巧、壓力管理等管理技巧設計了全方位課程體系，提升銷售人員技能。

在員工發展方面，本集團實行個性化人才發展項目，通過系統的人才盤點工作，挖掘並建立集團的人才庫，對於高潛人才、梯隊人才、接班人計劃人才。同時，借助學習平台的功能，本集團逐步上線一批職業測評工具，在開發員工潛在能力及提供個人發展規劃的同時，對用人部門發揮員工能力最大化提供了專業支持。本集團給予員工共工作輪調、崗位輪崗等機會，真正實現員工在實際崗位上提拔的機制，並實行「專業通道」和「管理通道」的雙通道晉升路線。

During the year, the Group refined its DaChan College of Food and Animal Husbandry (大成餐飲學院及畜牧學院) professional learning platform, and its Human Resources Centre produced more than 300 videos totaling nearly 2,600 minutes of education on topics such as business, production, research and development and quality assurance for more than 1,200 staff to provide online professional training for employees.

Each business segment completes the training of department employees according to business and work needs, with the courses covering eighteen courses including cooperate culture, rules and regulations of the Group, business management and related knowledge of logistics and distribution, which provides employees with fundamental knowledge of a better way to work and integrate into the enterprise. In terms of sales management talent training, the Group launched the first batch of six-month sales manager training camp this year. Specially-appointed senior lecturers in the industry designed an orientation course system including comprehensive management techniques for customer relationship management, team marketing control, key account sales skills, and stress management to improve the skills of sales staff.

In terms of employee development, the Group implements a personalized talent development project. Through systematic inventory of talents, the Group taps and establishes the talent pool of the Group, and plans for high-potential talents, echelon talents, and successor talents. At the same time, with the help of the function of the learning platform, the Group has gradually launched a number of career assessment tools to provide professional support for the employment department to maximize the capabilities of employees while developing the potential capabilities of employees and providing personal development plans. The Group provides employees with opportunities for job rotation, job rotation, etc., to truly realize the promotion mechanism of employees in actual positions, and implements the dual-channel promotion route of “professional channels” and “management channels”.



第一屆大成集團銷售經理人訓練營
The First DaChan Group Sales Manager Training Camp



大成集團食品事業火鍋專員培訓
DaChan Group Food Segment Hotpot Specialist Training

勞工準則

本集團遵照《中華人民共和國勞動法》、《禁止使用童工規定》等法規，所有崗位禁止僱傭童工和強迫勞動，並會不定期整體檢查僱傭實務，以防止童工、強迫勞動或其他潛在違反相關法律法規事宜的發生。本集團為員工提供多途徑的申訴渠道，當任何員工認為個人利益受到侵犯或對企業經營有不同意見或發現違規違紀情況時，均可通過電郵、電話、平信等方式進行舉報投訴或提交建議。二零一九年度，本集團並無任何違反勞工準則相關法律法規的情況發生。

LABOUR STANDARDS

The Group complies with the Labour Law of the PRC (《中華人民共和國勞動法》) and the Regulations on the Prohibition of Child Labour (《禁止使用童工規定》). It accordingly prohibits the employment of child and forced labour in all positions, and it reviews employment practices at regular intervals to ensure that no violations have or may occur. Employees who wish to lodge complaints about the Company's operation, their treatment, or who wish to report on breaches of the law and/or Company regulations, may do so via designated e-mail and telephone channels, or by ordinary post. During the 2019, the Group did not violate any of the abovementioned laws and regulations.

供應鏈管理

本集團管理從農場到餐桌的整個動物蛋白(肉、蛋、奶)的供應鏈，綜合利用工廠與互聯網等各方面的資源及技術，建立可溯源的產品供應鏈，務求為消費者、員工、股東、供貨商等創造最高價值，提供令消費者放心的安全的食品。這是我們的強項，也是本集團的使命。

本集團高度重視供應商前置管理和持續改進管理，執行綠色採購政策，積極選擇重視環保及企業社會責任的供貨商，建立了一套考察供應商資質合規、硬件設施、體系管理、食品安全風險、供應能力、供貨質量績效評估的高效全面供應商管理系統，確保供應商供貨符合食品安全需求和集團的採購政策。本集團未來將在《供應商管理程序》的資質審核中，加入生產型企業排放污染物許可證的審查，要求供貨商重視環境保護並極積響應國家環保政策。

SUPPLY CHAIN MANAGEMENT

The Group manages the entire animal protein (including meat, egg and milk) supply chain from farm to table and uses resources and technologies comprehensively in various areas such as factories and the Internet to establish a traceable product supply chain in order to create highest value for consumers, employees, shareholders and suppliers. "Providing reliable and safe foods to consumers" is the strength and the mission of our Group.

The Group attaches great importance to the process of selecting suppliers and continuous management. It implements green procurement policies to select suppliers which value environmental protection and corporate social responsibility, and establishes a set of efficient and comprehensive supplier management system that inspects supplier qualification and compliance, hardware facilities, system management, food safety risks, supply capacity, and supply quality performance evaluation to ensure that suppliers comply with food safety requirement its procurement policy. In future, In the future, the Group will include a review of pollutant emission permits for manufacturing companies in the qualification review of the "Supplier Management Procedures", requiring suppliers to attach great importance to environmental protection and respond actively to national environmental protection policies.

本集團自二零零八年開始，著手運行並搭建實名溯源管理體系，至二零一四年構建並推出食品安全實名溯源系統，該系統包括：綠色農場規範化統一標準、肉品安全指針檢測、產品批次管理、以及產品流通環節的追溯和產品召回之四項嚴格的管理機制。本集團在運營管理中嚴格遵循「五統一」原則，即統一供雛、統一用料、統一免疫、統一用藥、統一回收原則。基於「五統一」原則，實現了產品供應鏈全程管控和實名溯源體系。飼料—農場—鮮肉—食品四大環節的溯源信息和監測結果均實時錄入到安全可靠的后台系統，實現了「4W」（即人員、時間、地點、內容）的實時、動態監測管控，以保證產業鏈的完整性、產品來源的透明性和產品質量的安全性。

本集團與第三方國際認證機構Intertek集團合作開展了「安心溯源」戰略合作項目。Intertek對本集團溯源供應鏈中飼料廠、養殖場、屠宰場、加工廠各個環節進行了嚴格的制度審查和現場驗證。截至二零一九年六月，本集團有十六家工廠通過Intertek的權威驗證。

Since 2008, the Group has begun to operate and establish a real-name traceability management system, and have maintained a real-name traceability system for food safety since 2014. The system includes unified green farm standards, meat safety pointer detection, product batch management, and quadruple management mechanisms for traceability and recall of product circulation. The Group follows the operational management principle of unified chick supply, unified materials, unified immunisation, unified medication and unified recycling principles. Based on these, the Group implemented its supply chain management and real-name traceable system. The traceability information and monitoring results of feed-farm-meatfood are recorded in a safe and reliable back-end system in real time, realising real-time and dynamic “4W” (who, when, where, what) monitoring control to ensure the integrity of the industrial chain, the transparency of product sources and the safety of the product.

The Group and Intertek Group, a third-party international certification body, jointly launched a “safety traceability” (「安心溯源」) strategic cooperation programme. Intertek performed stringent system reviews and on-site verifications of feed plants, farms, slaughterhouses and processing plants in the Group’s supply chain. As of the end of 2019, 16 Group plants had been certified by Intertek.

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

本集團重視與供應商共同發展，在提升自身食品安全的同時，建立了與供應商信息共享機制，其中包括：

- 1、 食品安全法規專員定期向供應商推送食品安全相關法律法規標準更新狀況，提示供應商及時更新法律法規標準，依規管理，提升了供應商供應產品的合法性和安全性；
- 2、 供應商管理專員通過組織培訓交流會、現場交流等方式分享國際國內食品檢測新技術、新設備，食品生產新工藝、新設備，提升供應商品質管控能力和生產能力。

同時，本集團還建立了供應商現場幫扶機制：通過委派供應商管理專員到供應商現場指導優化食品安全管理體系，幫助供貨中發生重大異常供應商現場提供整改思路及方法，組織供應商到集團內工廠參觀學習等，實現了食品安全與品質社會共治。

The Group attaches importance to common development with suppliers. While improving its own food safety, a mechanism has been established for sharing information with suppliers, including:

1. the food safety regulations commissioner regularly pushes the status of updates on food safety related laws and regulations to suppliers, prompting suppliers to update the laws, regulations and standards in a timely manner, and managing in accordance with regulations, which improves the legality and safety of suppliers' products;
2. the supplier management specialists share new international and domestic food testing technologies and equipment, as well as new food production processes and equipment by organizing training exchange meetings and on-site exchanges to improve supplier quality control and production capabilities.

Meanwhile, the Group also establishes a supplier on-site assistance mechanism: by appointing a supplier management commissioner to guide the supplier to optimize the food safety management system, help suppliers with major abnormalities in the supply of products to provide on-site rectification ideas and methods, and organize suppliers visiting and studying in factories within the Group has achieved food safety and quality co-governance.

產品責任

本集團嚴格遵守《中華人民共和國食品安全法》、《中華人民共和國產品質量法》、《中華人民共和國計量法》、《中華人民共和國動物防疫法》、《中華人民共和國安全生產法》、《中華人民共和國廣告法》、《中華人民共和國消費者權益保護法》、《中華人民共和國反不正當競爭法》等有關法律法規、規範標準及管理規定。二零一九年度，本集團嚴格按照國家相關法律法規執行，未發生任何因食品安全、產品質量、廣告標識、知識產權以及保密事項所引發的重大訴訟、投訴及違規事件。

本集團以《中華人民共和國食品安全法》為原則，依據ISO22000、HACCP等標準體系，建立了完善的食品安全管理體系，嚴格落實原料進貨查驗、製作流程管控和產品出廠檢驗制度，確保為消費者提供安心健康的食品。二零一九年度，本集團產品質量安全檢測率為100%，產品檢測合格率100%，產品召回率為零。為保障產品質量與安全，本集團加大人才培養力度和產品檢測硬件設施的投入。目前集團食品和肉品系統，在職從事品質控制的檢

PRODUCT RESPONSIBILITY

The Group is in strict compliance with the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Product Quality Law of the PRC (《中華人民共和國產品質量法》), the Metrology Law of the PRC (《中華人民共和國計量法》), the Law of Animal Epidemic Prevention of the PRC (《中華人民共和國動物防疫法》), Work Safety Law of the PRC (《中華人民共和國安全生產法》), Advertising Law of the PRC (《中華人民共和國廣告法》), Law of the PRC on the Protection of Rights and Interests of Consumers (《中華人民共和國消費者權益保護法》) and Law of the PRC against Unfair Competition (《中華人民共和國反不正當競爭法》) and other relevant laws, regulations, standards and requirements. During 2019, the Group had not violated any of the abovementioned laws and regulations, nor was it subject of any material litigations or complaints due to food safety, product quality, intellectual property or data security.

With the Food Safety Law of the PRC as the principle, the Group has established a sound food safety management system based on standardized systems such as ISO22000 and HACCP, and strictly implements raw material procurement inspection, production process control and product factories inspection system to ensure safe and healthy food is provided to consumers. In 2019, the Group's product quality and safety inspection rate was 100% while the production inspection pass rate and recall rate were 100% and zero, respectively. In order to ensure product quality and safety, the Group increased investment in talent training and hardware facilities for product testing. At present, the food and meat system of the Group has about 200 people engaged in quality control inspection

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

驗檢測人員約200人，全年投入品質管理與檢測費用2,000多萬元；為保證食品安全，集團加大精密設備投入，擁有液相色譜質譜聯用儀(LC-MS-MS)、氣相色譜質譜聯用儀(GC-MS-MS)、原子熒光、原子吸收等國際國內先進的檢測設備；為提升檢測能力，本集團成立大連美食檢測中心、天津檢測中心和蚌埠大成食品檢測中心，並全部通過了中國合格評定國家認可委員會(CNAS)認可，本集團從人員、技術、設備和管理層面建立完善的管理體系並確保產品質量安全。

產品工藝和食品配方的創新是本集團保持品牌優勢的有利保障，因此，本集團非常重視對知識產權的維護。本集團知識產權範圍包含：專利權、配方權、商標權、營業秘密及其他知識產權。本集團制定了相關知識產權管理規範，並積極採取措施防止及減少商標、專利等知識產權侵權行為的發生。本集團將具有經濟價值的技術文件、配方、實驗紀錄、製作程序、創新設備、專利、經營數據等列為營業秘密，本集團員工具有保密義務，確保秘密信息不外泄，違者將依據本集團相關規定予以處理並追究其法律責任。本集團食品事業體系的主要產品配方執行保密層級管理制度，由研發中心的核心技術小組主控，經研發最高主管指導。在國家規範及引導下，二零一九年，本集團生物科技研發共獲得15項實用新型專利，另有生物科技3項發明專利進入實質審查；飼料事業有5項發明專利進入實質審查，及食品事業體系有10項發明專利進入實質審查；蚌埠大成於本年度獲得安徽省級技術中心的認可。

and testing, with over RMB20 million invested in quality management and testing costs throughout the year. In order to ensure food safety, the Group has increased investment in precision equipment and owned the liquid chromatography mass spectrometry (LC-MS-MS), gas chromatography mass spectrometry (GC-MS-MS), atomic fluorescence, atomic absorption and other advanced domestic and international testing equipment. In order to enhance the inspection capability, the Group established the Dalian food inspection center, Tianjin inspection center and Bengbu DaChan Food Inspection Center, all of which have obtained recognition by the China Nation Accreditation Service for Conformity Assessment (CNAS). The Group has established a sound management system in terms of personnel, technology, equipment and management to ensure product quality and safety.

Innovation in product technology and food formula are the favorable guarantees of the Group to maintain brand advantage. Therefore, the Group attaches great importance to the protection of intellectual property rights. The scope of the Group's intellectual property rights includes: patent rights, formulation rights, trademark rights, trade secrets and other intellectual property rights. The Group has formulated relevant intellectual property management norms, and has actively taken measures to prevent and reduce intellectual property infringements such as trademarks and patents. The Group lists technical documents, formulas, experimental records, production procedures, innovative equipment, patents, business data, etc. which have economic value as business secrets. The employees of the Group have a duty of confidentiality to ensure that confidential information is not leaked while violators will be dealt with in accordance with the relevant regulations of the Group and held legally responsible. The main product formula of the Group's food business system implements a confidential hierarchy management system, which is controlled by the core technical team of the R&D center and guided by the highest R&D supervisor. Under national regulations and guidance, in 2019, the Group's biotechnology research and development has obtained a total of 15 utility model patents, and another 3 biotechnology invention patents have entered the substantive examination. The

本集團重視保護客戶及業務夥伴的隱私，並將客戶名單等信息列為營業秘密，經營過程中要求員工遵守保密守則，並有信息技術團隊實行並維護數據保護系統，從而確保數據的安全性、有效性及完整性。

反貪污

本集團根據《中華人民共和國反不正當競爭法》、《中華人民共和國反壟斷法》等法律法規和有關反貪污賄賂的法律規定，制定並實施《員工職業道德守則》、《管理人員職業道德守則》以及《陽光計劃及實施細則》，並監督各子公司認真貫徹執行。本集團將「陽光計劃」作為基本制度之一，要求所有員工如實申報與其他員工、客戶和供貨商之間的親屬／同鄉關係、接受饋贈等內容，以防止賄賂、欺詐、洗黑錢及勒索，構建透明、公平的工作環境。本集團要求全體員工均應自覺維護公司的合法利益，嚴格遵守國家相關法律及公司制度，嚴格履行商業合同訂立的規定和程序，禁止員工向其直接主管或向對其崗位有監督或管理職責的其他人員進行任何形式的饋贈。公司舉報政策讓員工、客戶以及供應商，能夠通過800舉報郵箱、稽核電話以及書面等方式，就不當行為、舞弊及違規等懷疑個案，向集團審計委員會稽核室做出舉報。嚴格保密申訴內容，只向參與調查而需要知情的人士披露。二零一九年度，本集團無重大違反與防止賄賂、勒索、欺詐及洗黑錢相關之法律法規的情況發生。

feeds segment had 5 invention patents entered the substantive examination while there were 10 invention patents in the food segment system. Bengbu Dachan has been recognized by Anhui Provincial Technology Center during the year.

ANTI-CORRUPTION

In accordance with the requirements of the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Anti-Monopoly Law of the PRC (《中華人民共和國反壟斷法》) and other laws and regulations relating corruption and bribery, the Group has implemented a Code of Ethics for Employees (《員工職業道德守則》), Code of Ethics for Senior Officers (《管理人員職業道德守則》) and the Sunshine Project and its Implementing Measures (《陽光計劃及實施細則》) and supervised their adoption at its subsidiaries. The Group's Sunshine Plan, one of the basic system, requires all employees to disclose the nature of their relationships with fellow employees, customers and suppliers, including any gifts that may have been exchanged within these relationships, for the record as a deterrent to bribery, fraud, money laundering and extortion. The Group requires all employees to consciously protect the legitimate interests of the Company, comply with relevant laws and regulations of the PRC, observe company policies, and act in strictly accordance with regulations and procedures established by business contracts. This includes a prohibition from offering gifts in any form to direct supervisors or other personnel involved in managing or supervising their duties. The Company's reporting policy allows employees, customers, and suppliers to report suspected cases of misconduct, fraud, and violations to the Audit Office of the Group's Audit Committee through 800 reporting emails, audit telephones, and written methods. In 2019, there were no major violations of laws and regulations by the Group in respect to bribery, extortion, fraud and money laundering.

社區投資

作為富有社會責任感的食品企業，本集團長期積極投入公益扶貧事業，致力於對營運所在國家和地區的經濟及社會福祉做出貢獻。嚴冬來臨，寒意漸濃，為了讓困難群眾感受到冬天的溫暖，為了響應當地政府千企幫千村政策，2019年11月6日大成食品(河北)有限公司精準扶貧小組與幫貧村委會支部書記、村長一同來到河北省孟村回族自治縣高寨鎮大文台村，開展以「寒冬送溫暖，關懷暖人心」為主題的活動，給該村的貧困戶送去了米和麵讓他們溫暖過冬。2019年12月18日，山東省禹城市安仁鎮「不忘初心、扶貧濟困」過暖冬活動在鎮會議室舉行，在此次活動中，本集團下屬子公司山東大成生物科技有限公司愛心捐助了200套棉衣棉被，讓困難群眾渡過一個溫暖的冬天。

COMMUNITY INVESTMENT

As a socially responsible food company, the Group has long been active in public welfare and environmental protection and is committed to making a positive contribution to the economies and societies of the countries in which it operates. Winter was coming and the chill was getting stronger. In order to let the underprivileged people feel the warmth of winter, and in response to the local government's policy of "thousand enterprises helping thousand villages", on 16 November 2019, the Precision Poverty Alleviation Team of DaChan Food (Hebei) Co., Ltd. came to Dawentai Village, Gaozhai Town, Mengcun Hui Autonomous County, Hebei Province with the Helping the Poor Village Committee Branch Secretary and village chief, and carried out an event with theme of "Sending Warmth in Winter and Caring for People" by sending rice and noodles to the underprivileged households in the village for a warm winter. On 18 December 2019, Anren Town, Yucheng City, Shandong Province organized a warm winter event named "Never Forget Your Original Intention, Help the Underprivileged" in town conference room. During this event, Shandong Dachan Biotechnology Co., Limited, a subsidiary of the Company, donated 200 sets of quilts to help people in need to spend a warm winter.



大成食品(河北)有限公司公益活動
Public welfare activity of DaChan Food (Hebei) Co., Ltd.



大成山東禹城公司公益活動
Public welfare activity of DaChan Shandong Yucheng Co., Ltd.

可溯源 更安心

