



China Beidahuang Industry Group Holdings Limited
中國北大荒產業集團控股有限公司

(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: 00039)

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

2019

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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I. ABOUT THIS REPORT

China Beidahuang Industry Group Holdings Limited (referred to as the “Group” or we) principally engages in the sale and distribution of wine and liquor, trading of food products, financial leasing services, rental services, and mineral products businesses. The principal facilities are located in the People’s Republic of China (the “PRC”).

This report summarises several subjects of the Group’s business practices for the Environmental, Social and Governance (referred to as the “ESG”) report (referred to as the “Report”) and its relevant implemented policies and strategies in relation to the Group’s operational practices and environmental protection. For information regarding corporate governance, please refer to the “Corporate Governance Report” in the Group’s annual report for the year ended 31 December 2019.

The Report covers the period from 1 January 2019 to 31 December 2019 (the “Reporting Year” or “FY2019”).

- **Reporting Framework**

The Report has been prepared with reference to the ESG reporting guide set out in Appendix 27 to the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited.

In preparation of this Report, due diligence has been taken to adhere to the Reporting Principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”. The materiality assessment (page 4) has ensured the Report presents the most material ESG topics pertaining to our businesses. Whenever necessary, the Report details any standards, methodologies, assumptions and/or calculation tools used, or source of conversion factors used, as well as explanations of any inconsistencies to previous reports.

一. 關於本報告

中國北大荒產業集團控股有限公司（「本集團」或我們）主要從事銷售及分銷酒類、買賣食品、融資租賃服務、租賃服務及礦產業務。主要設施位於中華人民共和國（「中國」）。

本報告概述本集團業務實踐中有關環境、社會及管治（下稱「ESG」）報告（「本報告」）的若干主題及其與本集團業務運作及環境保護相關的政策實施及策略。有關企業管治的資料，請參閱本集團截至二零一九年十二月三十一日止年度年報中的「企業管治報告」。

本報告涵蓋二零一九年一月一日至二零一九年十二月三十一日（「報告年度」或「二零一九財年」）。

- **報告框架**

本報告按照香港聯合交易所有限公司主板上市規則附錄二十七所載ESG報告指引編製。

於編製本報告時，本集團展開盡職調查以遵守「重要性」、「量化」、「平衡」及「一致性」的報告原則。重要性評估（見第4頁）確保本報告展示了我們業務與ESG相關最重要的主題。在必要時，本報告詳細說明了所使用的任何標準、方法、假設及／或計算工具，或所使用的轉換係數的來源，以及與先前報告任何不一致之處的說明。

- **Reporting Scope**

The Report content covers the Group's ESG policies and measures, and compliance for the entire Group. The disclosure scope of related data covers our Hong Kong headquarters and the following major subsidiaries: (i) Shenzhen Beidahuang Green Food Distribution Limited ("Green Food Distribution") (ii) Beijing Chuangzhang Desheng Investment Management Co., Ltd ("Desheng") (iii) Beijing Chuangzhang Wangxin Investment Management Co., Ltd ("Wangxin") (iv) Beijing Mumian Shangyuan Investment Management Co., Ltd ("Shangyuan") which engages in the leasing of office premises and facilities in the PRC; and (v) Most Success Corporation Ltd ("Most Success") which engages in the leasing of logistics facilities. There are no changes to the reporting scope compared to the previous reporting year.

- **Comments and Feedback**

We make every effort to ensure consistency between the Chinese and English versions of this Report. However, in the event of any inconsistency, the English version shall prevail.

The progress of the Group depends in part on valuable comments from stakeholders. For any clarifications or advice regarding the content of this ESG Report, please forward your comments and suggestions to info@sino-distill.com.

- **報告範圍**

本報告涵蓋本集團的ESG政策及措施，以及整個集團的合規。相關數據的披露範圍包括我們於香港的總辦事處及下列主要附屬公司：(i)深圳北大荒綠色食品配送有限公司（「綠色食品配送」）；(ii)北京創展谷德勝投資管理有限公司（「德勝」）；(iii)北京創展谷望新投資管理有限公司（「望新」）；(iv)北京木棉上元投資管理有限公司（「上元」），從事於中國租賃辦公物業及設施業務；及(v)偉成興業有限公司（「偉成興業」），從事租賃物流設施業務。報告範圍與上一報告年度相比沒有變化。

- **意見及反饋**

我們將盡一切努力確保本報告中英文版本的一致性。然而，如有任何歧義，應以英文版本為準。

本集團的進展部分取決於持份者的寶貴意見。如對本ESG報告內容有任何澄清或建議，請將閣下的意見及建議轉發至info@sino-distill.com。

II. APPROACH TO SUSTAINABILITY

The Group's mission is to maximise the benefits to our shareholders and employees. It upholds the core values of "integrity, market-driven, accurate positioning, and seeking joint development", while adopting a people-oriented approach that values employees' continuous development.

Our mission statement shows what we endeavour to be. The journey towards it is equally important. Business longevity shall only be granted to those who look beyond short-term gains and consider the external impacts they have on the economy, society, and environment. The Group incorporates ESG into the board's oversight of strategy. We identify and evaluate the materiality of the diverse range of ESG topics that are interrelated with our business operations (See next section: Materiality Assessment). Validated by the board, the most material ESG topics guide the Group's corporate strategy. As we advance our sustainability journey, the Group endeavours to raise the board's knowledge and awareness of the ESG landscape.

- **Materiality Assessment**

Sustainable development encompasses a holistic spectrum of environmental and social aspects. In order to harness the related risks and opportunities, it is crucial for the Group to determine the most material aspects. The Group adopts a three steps process of identification, prioritisation and validation to ensure sustainability topics are being managed and reported in accordance with their materiality.

二. 可持續發展方向

本集團的使命乃為股東及僱員爭取最大利益，其秉承「誠信為本，市場為導，準確定位，共謀發展」之核心價值，同時採取以人為本之方針，重視僱員的持續發展。

我們的使命宣言表明了我們努力的方向。實現使命的旅程同樣重要。業務的長久性只應屬於那些超越短期利益並考慮其對經濟、社會及環境外部影響的企業。本集團將ESG納入董事會的監察策略。我們確定並評估與我們業務營運相關的各種ESG主題的重要性（請參閱下節：重要性評估）。經董事會驗證，最重要的ESG主題可指導本集團的企業戰略。在我們推進可持續發展之旅的過程中，本集團致力於提高董事會對ESG環境的了解及認識。

- **重要性評估**

可持續發展涵蓋了環境及社會方面的整體範疇。為了把握相關的風險及機遇，確定最重要的方面對本集團至為重要。本集團採用識別、優先次序及驗證的三步過程，以確保根據重要性對可持續性主題進行管理及報告。

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(1) *Identification*

All fundamental sustainability topics were identified in accordance with the ESG Reporting Guide. In the context of the latest sustainability landscape, the Group has determined the following 18 topics deemed to have impact on the environment and society through our operations.

(1) 識別

根據ESG報告指引，確定了所有基本的可持續發展主題。在最新的可持續發展形勢下，本集團確定了以下18個主題，該等主題被認為通過我們的營運對環境及社會產生了影響。

ESG Aspects
ESG層面

Material ESG issues for the Group
本集團之重要ESG議題

| | | |
|-------------------------|---|--|
| A. Environmental | <i>A1 Emissions</i> | 1. Air emissions 2. Greenhouse gas emissions 3. Waste management |
| A. 環境 | <i>A1 排放物</i> | 1. 空氣排放 2. 溫室氣體排放 3. 廢棄物管理 |
| | <i>A2 Use of Resources</i> | 4. Energy consumption 5. Water consumption 6. Paper consumption |
| | <i>A2 資源使用</i> | 4. 能源消耗 5. 耗水 6. 紙張消耗 |
| | <i>A3 The Environment and Natural Resources</i> | 7. Environmental risk management |
| | <i>A3 環境及自然資源</i> | 7. 環境風險管理 |

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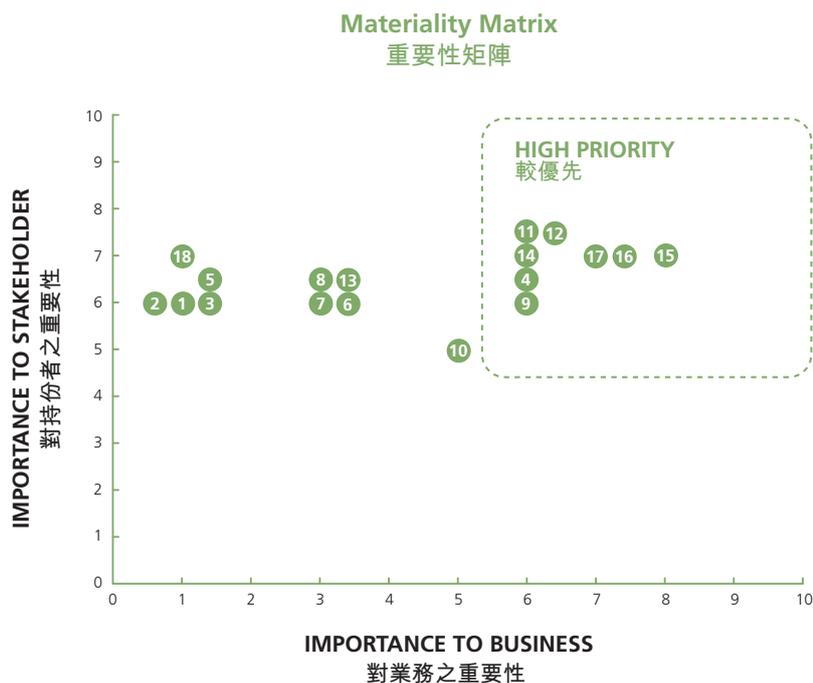
| ESG Aspects ESG層面 | | Material ESG issues for the Group 本集團之重要ESG議題 |
|----------------------|------------------------------------|---|
| B. Social | <i>B1 Employment</i> | 8. Human resources practices 9. Remuneration policies 10. Equal opportunity |
| | <i>B1 僱傭</i> | 8. 人力資源管理 9. 薪酬政策 10. 平等機遇 |
| B. 社會 | <i>B2 Health and Safety</i> | 11. Workplace health and safety |
| | <i>B2 健康與安全</i> | 11. 工作場所的健康與安全 |
| | <i>B3 Development and Training</i> | 12. Employee development |
| | <i>B3 發展及培訓</i> | 12. 僱員發展 |
| | <i>B4 Labour Standards</i> | 13. Anti-child and forced labour |
| | <i>B4 勞工準則</i> | 13. 反童工與強制勞工 |
| | <i>B5 Supply Chain Management</i> | 14. Supplier practices |
| | <i>B5 供應鏈管理</i> | 14. 供應商慣例 |
| | <i>B6 Product Responsibility</i> | 15. Product quality and customer satisfaction 16. Protection of customer data |
| | <i>B6 產品責任</i> | 15. 產品質量及客戶滿意度 16. 客戶數據保護 |
| | <i>B7 Anti-corruption</i> | 17. Anti-corruption and Anti-money laundering |
| | <i>B7 反貪污</i> | 17. 反貪污及反洗錢 |
| | <i>B8 Community Investment</i> | 18. Community support |
| <i>B8 社區投資</i> | 18. 社區支持 | |

(2) *Prioritisation*

To determine the materiality of the selected ESG topics, the views of senior management were sought. The senior management, who possesses a high-level view of all the topics, was asked to score the significance of each ESG topic to stakeholder groups and the Group in each of their perspective. The following materiality matrix resulted, with the topmost-right quadrant determining the topics of high materiality.

(2) 優先次序

為了確定所選ESG主題的重要性，我們尋求高級管理層的意見。高層管理層對所有主題都具有高層次看法，被要求從持份者及本集團的各個角度對每項ESG主題的重要性進行評分。得出以下重要性矩陣，其中最右上象限確定了高度重要性的主題。



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Highly material topics (by ranking)

高度重要性主題 (按排名先後)

| Ranking 排名 | No. 編號 | Topics 主題 |
|---------------|-----------|---|
| Highest 最高 | 15 | Product quality and customer satisfaction 產品質量及客戶滿意度 |
| | 16 | Protection of customer data 客戶數據保護 |
| | 17 | Anti-corruption and Anti-money Laundering 反貪污及反洗錢 |
| | 12 | Employee development 僱員發展 |
| | 11 | Workplace health and safety 工作場所的健康與安全 |
| | 14 | Supplier practices 供應商慣例 |
| | 4 | Energy consumption 能源消耗 |
| Lowest 最低 | 9 | Remuneration policies 薪酬政策 |

(3) *Validation*

The board has reviewed and validated the materiality process, and hence the Report discloses the Group's performance on all high and low materiality topics. To address matters most material to the Group's stakeholders, topics of high materiality are discussed in more depth throughout the Report.

(3) *驗證*

董事會已審查並驗證重要性流程，因此本報告披露了本集團在所有高重要性及低重要性主題上的表現。為了處理對本集團持份者最為重要的事項，將於本報告中更深入地討論具有高度重要性的主題。

• **Stakeholder Engagement**

The Group believes that identifying and addressing stakeholder views lay a solid foundation to the long-term growth and success of the Group. The Group engages with a wide network of stakeholders, including employees, customers, suppliers, shareholders, government and community.

• **持份者參與**

本集團相信，識別及處理持份者見解為本集團長遠增長及成功奠定穩固基礎。本集團與廣泛的持份者溝通，包含僱員、客戶、供應商、股東、政府及社區。



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The Group develops multiple engagement channels that provide opportunities for stakeholders to express their views on the Group's general business conduct and sustainability management. The engagement channels are summarised in the following table. To reinforce mutual trust and respect, the Group is committed to maintaining effective communication channels with stakeholders in both formal and informal ways. This can enable the Group to better shape its business strategies in order to respond to their needs and expectations, anticipate risks and strengthen key relationships.

本集團設有多個參與渠道，為持份者提供機會表達對本集團一般業務行為及可持續性管理之見解。該等參與渠道於下表概述。為加強互信及彼此尊重，本集團致力維持與持份者有效溝通之正式及非正式渠道，讓本集團可優化業務策略，以回應持份者之需求及期望、預測風險及鞏固主要關係。

| Stakeholders 持份者 | Engagement channels 參與渠道 | Topics of interest/concern 利益／關注主題 |
|---------------------|---|--|
| Shareholders 股東 | <ul style="list-style-type: none"> General meetings Regular corporate publications including financial reports and ESG report Circulars and announcements Direct enquiries Corporate website | <ul style="list-style-type: none"> Business strategies and sustainability Financial performance Corporate governance |
| Employees 僱員 | <ul style="list-style-type: none"> Performance appraisals Training sessions | <ul style="list-style-type: none"> Training and development Employee remuneration and welfare Occupational health and safety Equal opportunities |
| | <ul style="list-style-type: none"> 表現評核 培訓課程 | <ul style="list-style-type: none"> 培訓及發展 僱員薪酬及福利 職業健康與安全 平等機會 |

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| Stakeholders 持份者 | Engagement channels 參與渠道 | Topics of interest/concern 利益／關注主題 |
|---------------------|---|---|
| Customers | <ul style="list-style-type: none"> • Business meetings • Complaint and feedback channels • Corporate website | <ul style="list-style-type: none"> • Service quality and reliability • Customer data security • Business ethics |
| 客戶 | <ul style="list-style-type: none"> • 商業會議 • 投訴及反饋渠道 • 公司網站 | <ul style="list-style-type: none"> • 服務質素及可靠程度 • 客戶數據安全 • 商業道德 |
| Suppliers | <ul style="list-style-type: none"> • Business meetings • Supplier assessment • Continuous direct communication | <ul style="list-style-type: none"> • Fair competition • Business ethics |
| 供應商 | <ul style="list-style-type: none"> • 商業會議 • 供應商評估 • 持續直接溝通 | <ul style="list-style-type: none"> • 公平競爭 • 商業道德 |
| Government | <ul style="list-style-type: none"> • Statutory filings and notification • Regulatory or voluntary disclosures | <ul style="list-style-type: none"> • Compliance with law and regulations • Business strategies and sustainability • Environmental protection |
| 政府 | <ul style="list-style-type: none"> • 法定存檔及通知 • 監管或自願性披露 | <ul style="list-style-type: none"> • 遵守法律及法規 • 業務策略及可持續性 • 環境保護 |
| Community | <ul style="list-style-type: none"> • Community activities • Corporate donations | <ul style="list-style-type: none"> • Fair employment opportunities • Environmental protection |
| 社區 | <ul style="list-style-type: none"> • 社區活動 • 公司捐款 | <ul style="list-style-type: none"> • 平等就業機會 • 環境保護 |

III. ENVIRONMENTAL RESPONSIBILITY

The Group is committed to providing quality products and services in a clean and sustainable manner. Its business activities are principally engaged in the sales of green food products and the leasing of logistic and office facilities. The Group is aware of the environmental impact arising from the offices and operational sites. During the Reporting Year, it has implemented policies and measures to ensure adverse impacts on the environment is minimised and natural resources are conserved. The Group strives to drive improvement to continuously reduce our air emissions and waste generation, as well as conserve energy and water resources.

- **Aspect A1: Emissions and Waste generated**
During the Reporting Year, the Group has not encountered any incidents of non-compliance with all applicable laws and regulations related to air emissions and waste handling at all operating regions. Major laws and regulations applicable are detailed in respective sections.

Air emissions

The Group's air emissions are mainly generated by the use of vehicles. The Group strives to improve the air quality at the roadside and improve traffic flow problem. The Group also encourages the employees to take public transportation for commuting and replacing heavy polluting vehicles with more environmentally-friendly vehicles. Major applicable laws and regulations related to control of air emissions include, but are not limited to, "Air Pollution Prevention and Control Law" of the PRC.

三. 環境責任

本集團致力於以潔淨及可持續方式提供優質產品及服務。其主要從事綠色食品銷售以及物流及辦公設施租賃業務。本集團深明辦公室與營運場址運作對環境造成的影響。於報告年度內，其已實行政策及措施，確保盡量降低對環境的不利影響及保護天然資源。本集團努力推動改進，以持續減少廢氣排放及廢棄物的產生，並節約能源及水資源。

- **層面A1：產生的排放物及廢棄物**
於報告年度內，本集團在所有營運地區均未發生任何違反有關廢氣排放及廢物處理的所有適用法律及法規的事件。主要適用法律及法規於相關章節詳述。

廢氣排放

本集團的廢氣排放主要源自使用汽車。本集團致力改善路邊空氣質素及紓緩交通流量問題，並鼓勵僱員乘搭公共交通工具通勤及以較環保的車輛取代嚴重污染環境的車輛。與控制廢氣排放有關的主要適用法律及法規包括但不限於中華人民共和國《大氣污染防治法》。

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During the Reporting Year, the Group's air emissions of Sulphur Oxides (SO_x), Nitrogen Oxide (NO_x), and Particulate Matter (PM) from vehicle operations were recorded. The Group released 1,344.6 g, 155.2 g and 99.0 g of nitrogen oxides, sulphur oxides, and particulate matter in FY2019.

於報告年度內，本集團車輛運行所產生的硫氧化物(SO_x)、氮氧化物(NO_x)及顆粒物(PM)的氣體氣排放量均已記錄。本集團於二零一九財年釋放了1,344.6克、155.2克及99.0克氮氧化物、硫氧化物及顆粒物。

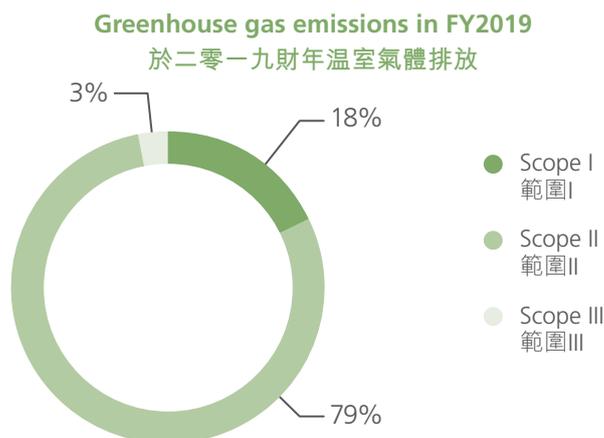
| Air emissions | | Unit | FY2019 | FY2018 | YOY change |
|------------------------------------|------------------------|--------|----------------|---------|------------|
| 氣體排放 | | 單位 | 二零一九財年 | 二零一八財年 | 同比變動 |
| Nitrogen oxides (NO _x) | 氮氧化物(NO _x) | g 克 | 1,344.6 | 1,075.7 | 25% |
| Sulphur oxides (SO _x) | 硫氧化物(SO _x) | g 克 | 155.2 | 92.8 | 67% |
| Particulate matter (PM) | 顆粒物(PM) | g 克 | 99.0 | 79.2 | 25% |

Greenhouse gas emissions and climate change mitigation

Climate change adaptation and mitigation is no longer only a subject of international agenda, but highly relevant to all members of society. The corporate sector is increasingly becoming aware of how climate change impacts pose risks to business operations. To implement an effective approach to climate change mitigation, it is important to have a comprehensive understanding of the carbon emission sources of the Group. The Group's carbon footprint, presented in the chart and table below, is primarily due to the use of electricity and vehicles. During the Reporting Year, the Group generated a total of 154.8 tonnes of carbon dioxide equivalent (tCO₂e) of greenhouse gases (Scope I and II), resulting in a carbon intensity of 0.36 tCO₂e per HKD million revenue generated.

溫室氣體排放與減緩氣候變化

適應及減緩氣候變化不再僅僅是國際議程上的一個議題，而與所有社會成員息息相關。企業部門越來越意識到氣候變化的影響如何對企業經營構成風險。為實施有效的減緩氣候變化的方法，須全面瞭解本集團的碳排放源頭。下表顯示本集團的碳足跡主要來自電力及車輛使用。於報告年度內，本集團共產生154.8噸二氧化碳當量(tCO₂e)的溫室氣體（範圍I及II），導致碳強度為每百萬港元收益0.36噸二氧化碳當量。



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| Greenhouse gas emissions 溫室氣體排放 | Unit 單位 | FY2019 二零一九財年 | FY2018 二零一八財年 | YOY change 同比變動 |
|--|---------------------------------------|------------------|----------------------|---------------------|
| Scope I (Direct Emissions) 範圍I (直接排放) | tCO ₂ e 噸二氧化碳當量 | 28.2 | 15.3 | 85% |
| Mobile combustion 移動燃燒 | tCO ₂ e 噸二氧化碳當量 | 28.2 | 15.3 | 85% |
| Scope II (Indirect Emissions) 範圍II (間接排放) | tCO ₂ e 噸二氧化碳當量 | 126.6 | 149.1 | (15%) |
| Electricity purchased 購電 | tCO ₂ e 噸二氧化碳當量 | 126.6 | 149.1 ⁽¹⁾ | (15%) |
| Scope III (Other Indirect Emissions)⁽²⁾ 範圍III (其他間接排放) ⁽²⁾ | tCO ₂ e 噸二氧化碳當量 | 5.1 | 1.5 | 247% ⁽³⁾ |
| Business air travels 商務航空旅行 | tCO ₂ e 噸二氧化碳當量 | 4.0 | N/A 不適用 | N/A 不適用 |
| Paper waste disposed at landfills 堆填區處置的廢紙 | tCO ₂ e 噸二氧化碳當量 | 1.1 | 1.5 | (26%) |
| Total 總計 | (Scope I and II) (範圍I及II) | 154.8 | 164.3 | (6%) |
| | (Scope I, II and III) (範圍I、II及III) | 159.9 | 165.8 | (4%) |
| Carbon intensity 碳強度 | (Scope I and II) (範圍I及II) | 0.36 | 0.40 | (10%) |
| | (Scope I, II and III) (範圍I、II及III) | 0.37 | 0.40 | (7%) |

Note (1): GHG emissions from "Electricity purchased" in FY2018 is restated using consistent emission factors as in FY2019.

附註(1): 二零一八財年「購電」產生的溫室氣體排放採用與二零一九財年一致的排放係數進行重列。

Note (2): "Emission from other waste" that was disclosed in FY2018 is excluded, as deemed immaterial.

附註(2): 二零一八財年披露的「其他廢物排放」被視為並不重大，因而不包括在內。

Note (3): The significant increase in Scope III emissions is due to the inclusion of "Business air travels" in FY2019.

附註(3): 範圍III排放量的顯著增加是由於二零一九財年將「商務航空旅行」包括其中。

The Group is committed to reducing our carbon footprint. Scope I and II emissions are addressed through our energy reduction initiatives (See Section: A2.1 Energy Consumption). Scope III emissions incur throughout our value chain. During the Reporting Year, we have employed the following measures to minimise such emissions:

- Select direct flights for unavoidable business trips;
- Conduct video conferencing or use emails to reduce carbon footprint from flights;
- Keep company fleet properly tuned as inefficient car will use more fuel and emit more pollutants; and
- Ensure no idling vehicles with running engines.

Waste management

The typical waste generated in the Group's office and operational sites are mainly paper and general waste. The majority of waste is disposed at the landfill by qualified contractors. The Group has established clear and concrete guidelines on waste management. The amount of disposed waste is recorded and matched with contractors' reports to ensure they are entirely disposed in the most appropriate manner.

本集團致力於減少我們的碳足跡。通過我們的節能舉措解決範圍I及II的排放問題(參閱章節:A2.1能源消耗)。範圍III的排放會在我們的整個價值鏈中產生。於報告年度內,我們已採取以下措施將有關排放降至最低:

- 若商務旅行為不可避免,則選擇直達航班;
- 舉行視像會議或使用電郵減少因航班而產生的碳足跡;
- 確保妥善調節公司車隊,因為低效能的車輛會耗用較多燃料及排放較多污染物;及
- 確保停車熄匙。

廢棄物管理

本集團辦公室及營運地點產生的典型廢棄物主要為紙張及一般廢棄物。大部分廢棄物乃由合資格承包商棄置於堆填區。本集團已制定清晰而具體的廢棄物管理指引。本集團會記錄廢棄物棄置量,並與承包商之報告作比對,確保以最適當之方式棄置所有廢棄物。

During the Reporting Year, the Group generated 300 kg of paper waste, resulting in the non-hazardous waste intensity of 0.7 kg per HKD million revenue generated. We recycled 75 kg of the paper waste generated, which is approximately one-fourth of the total paper waste generated. In the course of operation, the Group does not generate any significant hazardous waste. The major applicable laws and regulations related to control of waste include, but not limited to, the “Solid Wastes Pollution Prevention and Control Law” of the PRC and the “Waste Disposal Ordinance” of Hong Kong.

Seeking to contribute to the closed-loop economy, we have employed the following measures and initiatives during the Reporting Year to reduce the generation of non-hazardous waste, and raise recycling rates:

- Organise and maintain the garbage and recycled waste storage areas;
- Place posters on walls and labeling the type of waste or recyclable on the bin;
- Sort recyclable waste into appropriate receptacles;
- Educate the employees on sorting methods;
- Provide paperless billing options for customers and impose smart printing modes for staff; and
- Encourage the staffs to use electronic communications for directory forms, reports and storage when possible.

於報告年度，本集團產生300千克廢紙，產生的無害廢棄物密度為每百萬港元收入0.7千克。我們已回收75千克廢紙，相當於產生的廢紙總量的約四分之一。於經營過程中，本集團並無產生任何重大有害廢棄物。與廢棄物管制有關的主要適用法律及法規包括但不限於中華人民共和國《固體廢物污染環境防治法》及香港《廢物處置條例》。

尋求對閉環經濟作出貢獻，我們已於報告年度採取以下措施及舉措，以減少無害廢棄物的產生並提高回收率：

- 組織和維護垃圾與回收廢棄物存放區；
- 於牆身張貼海報，並於垃圾箱貼上廢棄物或回收物種類標籤；
- 將可回收之廢棄物分類並存放於適當位置；
- 教育僱員如何進行分類；
- 為客戶提供無紙賬單選項，向員工實施智能印刷模式；及
- 鼓勵員工盡可能使用電子通訊作電話簿、表格、報告及儲存資料用途。

- **Aspect A2: Use of Resources**

The Group is committed to continually monitoring and improving resource efficiency as an integral part of business strategy and operating methods, as well as complying with relevant government policies and environmental legislations.

Energy

The Group's energy consumption consists of the use of vehicle fuel and electricity for office and site operations. Electricity purchased accounted for approximately 58% of total energy consumption, while vehicle fuel accounted for the remaining 42%. During the Reporting Year, the Group consumed 346.5 and 473.0 GJ of direct and indirect energy respectively, resulting in a total energy intensity of 1.9 GJ per HKD million revenue generated.

- **層面A2：資源使用**

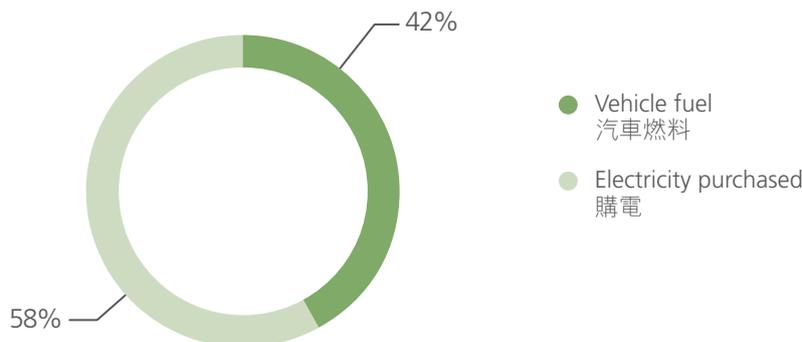
本集團致力於持續監察及提高資源效率，將其作為業務策略及營運方式不可或缺的一部分，並遵守相關政府政策及環境法例。

能源

本集團的能源消耗包括使用汽車燃料以及辦公室與工地營運所使用的電力。購電佔總能耗約58%，而汽車燃料則佔其餘下的42%。於報告年度，本集團分別消耗約346.5及473.0吉焦的直接及間接能源，因此，總能源密度為每百萬港元收入1.9吉焦。

Energy consumption in FY2019

於二零一九財年能耗



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| Energy consumption 能耗 | Unit 單位 | FY2019 二零一九財年 | FY2018 二零一八財年 | YOY change 同比變動 |
|------------------------------------|-----------------------|------------------|------------------|--------------------|
| Direct | GJ | 346.5 | 209.2 | 66% |
| 直接 | 吉焦 | | | |
| Vehicle fuel | GJ | 346.5 | 209.2 | 66% |
| 汽車燃料 | 吉焦 | | | |
| Indirect | GJ | 473.0 | 601.3 | (21%) |
| 間接 | 吉焦 | | | |
| Electricity purchased | GJ | 473.0 | 601.3 | (21%) |
| 購電 | 吉焦 | | | |
| Total (Direct and Indirect) | GJ | 819.5 | 810.5 | 1% |
| 總計 (直接及間接) | 吉焦 | | | |
| Energy intensity | GJ per HKD million | 1.9 | 2.0 | (3%) |
| 能源密度 | 吉焦 每百萬港元 | | | |

The Group is committed to minimising fuel and electricity consumption. During the Reporting Year, offices and facilities have implemented the following initiatives:

本集團致力盡量降低燃料及電力消耗。於報告年度，各辦事處及設施已推行下列措施：

- | | |
|---|--|
| <ul style="list-style-type: none"> ➢ Install energy efficient lightings and cooling system in all the offices and branches; ➢ Replace all the computer equipments, servers, and monitors with energy efficient models; ➢ Turn off all lights and air conditioners when the staffs leave the company; ➢ Turn off all electronics or switch to energy saving mode when they are not in use; and ➢ Maintain room temperature on an average between 24 and 26 degrees. | <ul style="list-style-type: none"> ➢ 於所有辦公室及分公司安裝具能源效益之照明及冷氣系統； ➢ 將所有電腦設備、伺服器及顯示屏更換為具能源效益之型號； ➢ 員工離開公司時關掉所有照明及空調； ➢ 關掉所有閒置電器或開啟節能模式；及 ➢ 將室內溫度保持於平均24至26度。 |
|---|--|

Water resources

At the Group, the offices and sites withdraw water mostly from municipal water supplies. During the Reporting Year, it did not encounter any problems in sourcing water fit for purpose. However, water resources should not be taken for granted and conserved to ensure a sustainable future. The Group is committed to minimising water consumption. During the Reporting Year, offices and sites have implemented the following initiatives:

- Make use of dual-flush toilet to save water;
- Adopt effective water-saving production methods and instruments;
- Check the hoses and pipes for leaks, cracks, and other damage regularly and repair it in a timely manner; and
- Give priority to effective water-saving products in purchase decision.

As the water supply of the Group's premise of operations in Hong Kong and the PRC are solely controlled by the building management office, the provision of water usage data by individual occupant is not feasible, therefore we are unable to disclose our water consumption data.

水資源

本集團辦公室及場地用水主要為市政供水。報告年度，本集團在採購適用水源時並未遇到任何問題。然而，為確保可持續發展，水資源不應視為理所當然，應節約用水以確保未來可持續性。本集團致力於盡量減少耗水量。於報告年度，已於辦公室及場地執行以下措施：

- 使用雙沖水馬桶，節約用水；
- 採用高效節水生產方法及工具；
- 定期檢查膠管及水管是否漏水、破損及其他損壞，並即時維修；及
- 採購時優先選擇高效節水產品。

由於本集團於香港及中國的營運場所的供水完全由大廈管理處控制，提供個別用戶用水數據並不可行，因此我們無法披露我們的用水數據。

Packaging material

In the sales of green food products business, the Group's operations involves the repackaging of wholesale products. The Group regularly communicates with customers to minimise the packaging material as we aim to protect the environment. As the Group deemed packaging consumption was not a material topic, it did not disclose any data for this Reporting Year.

- **Aspect A3: The Environment and Natural Resources**

The Group strives to build an eco-conscious culture that ingrains positive lifestyles and habits among employees. It encourages employees to opt for public transportation when commuting to and from offices. The Group also provides eco-friendly office supplies and reusable cups and kitchenware.

IV. SOCIAL RESPONSIBILITY

The Group ingrains social responsibility into all aspects of its operations. It seeks to address the needs and views of employees by maintaining honest and authentic dialogue with staff. Furthermore, the Group commits to delivering quality products and services grounded on ethical business conduct and supply chain management, as well as to meaningful engagements with the community.

- **Aspect B1: Employment**

As at the end of the Reporting Year, the Group employed 33 full-time employees¹, of which 17 and 16 are male and female staff respectively. The Group employed 7, 5 and 21 directors, managers and general staff respectively, and they are distributed fairly equal across the age groups. In terms of the workforce by region, approximately 82% of the Group's employees are located in the Mainland China, with the remaining staff located in Hong Kong and Malaysia.

包裝材料

在綠色食品產品銷售業務方面，本集團的營運涉及批發產品的重新包裝。由於本集團旨在保護環境，我們會與客戶定期溝通，以盡量減少包裝材料。本集團認為包裝消費並非屬於重大主題，故其並無於本報告年內披露任何數據。

- **層面A3：環境及天然資源**

本集團致力於建立環保意識文化，使積極的生活方式及習慣深入員工意識。本集團鼓勵員工在往返辦公室時選擇公共交通工具。本集團亦提供環保辦公用品及可再用水杯及廚房用具。

四. 社會責任

本集團對其營運的各方面承擔社會責任。本集團致力通過與員工保持誠實及真摯的對話，以滿足僱員的需要及意見。此外，本集團致力於以商業操守及供應鏈管理為基礎提供優質產品及服務，並有效參與社會活動。

- **層面B1：僱傭**

於報告年度末，本集團僱用33名全職僱員¹，其中男性及女性僱員分別為17名及16名。本集團分別聘用7名、5名及21名董事、經理及一般員工，該等員工相對均勻地分佈於各年齡組別。按地區劃分，本集團約82%的僱員位於中國內地，其餘員工則位於香港及馬來西亞。

¹ The data scope of all social KPI disclosures is limited to the reporting scope as stated on page 3.

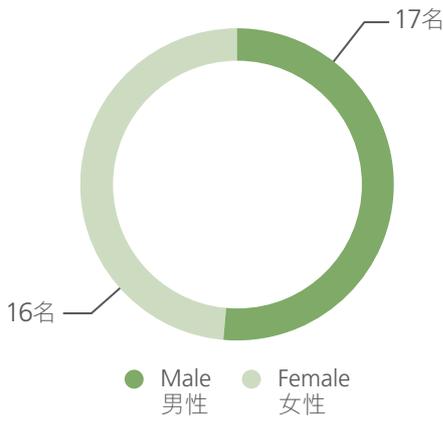
¹ 所有社會關鍵績效指標披露的數據範圍僅限於第3頁所述的報告範圍。

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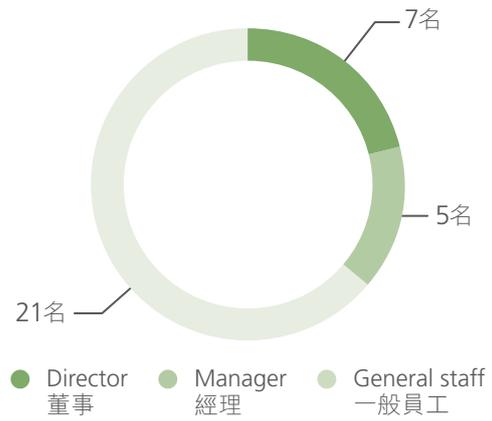
Workforce by gender in FY2019

於二零一九財年按性別劃分的勞動力



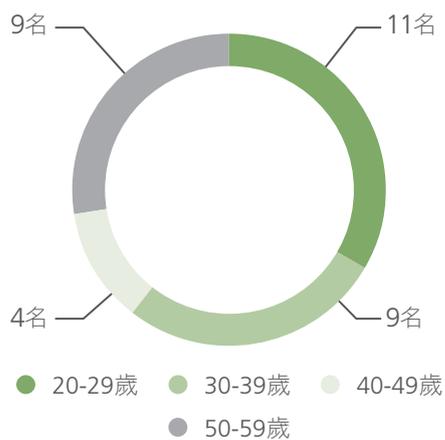
Workforce by employee category in FY2019

於二零一九財年按僱員類別劃分的勞動力



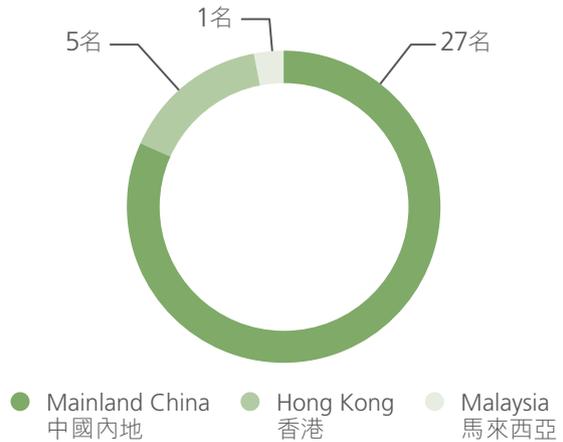
Workforce by age group in FY2019

於二零一九財年按年齡組別劃分的勞動力



Workforce by region in FY2019

於二零一九財年按區域劃分的勞動力



Based on the principles of fairness and equality, the Group's staff handbook stipulates clear policies relating to relevant labour laws, regulations and industry practices, covering areas such as compensation, dismissal, promotion, working hours, recruitment, rest periods, diversity and other benefits and welfare. During the Reporting Year, the Group has not encountered any incidents of non-compliance with all major applicable laws and regulations related to employment at all operating regions. Major laws and regulations applicable include, but are not limited to, the "Labour Law" of the PRC and "Employment Ordinance" of Hong Kong.

Remuneration and welfare

Employees of the Group are remunerated at a competitive level and are rewarded according to their performance and experience. The promotion and remuneration of the Group's employees are subject to periodic review. Employees are entitled to Retirement Fund, transportation allowance and discretionary bonuses. Details are set out in the staff handbook to ensure information transparency on the responsibilities and rights of employees.

Recruitment and promotion

The human resources department conducts a comprehensive recruitment review process to ensure that the data provided by the candidates is accurate. The Group's recruitment and promotion processes are carried out in a fair and open manner for all employees. Employees are recognised and rewarded by their contribution, work performance and skills, and outcomes will not be affected by any discrimination on the grounds of age, sex, marital status, family status, race, disability, nationality, religion, political affiliation and sexual orientation and other factors. In the case of dismissal, the staff handbook is adhered to which ensures the entire procedure is compliant with statutory requirements.

本集團的員工手冊基於公平及平等的原則，制定了與相關勞動法律、法規及行業慣例有關的明確政策，涵蓋內容包括薪酬、解僱、晉升、工作時間、招募、休息時間、多元化以及其他利益及福利等方面。於報告年度內，本集團所有經營地區均未發生違反與僱傭有關的所有主要適用法律及法規的事件。適用的主要法律及法規包括但不限於中華人民共和國《勞動法》及香港《僱傭條例》。

薪酬及福利

本集團僱員之薪酬待遇具有競爭力，按表現及經驗獲得報酬。本集團僱員的晉升及薪酬定期檢討。僱員可享退休基金、交通津貼及酌情花紅。有關詳情載於員工手冊，以確保有關僱員責任及權利資料的透明度。

招募及晉升

人力資源部會進行全面招募審閱流程，確保應徵者提供準確資料。本集團之招募及晉升流程適用於全體僱員，公平公開。僱員會按其貢獻、工作表現及技能獲得認可及回報，而結果將不會存在因年齡、性別、婚姻狀況、家庭狀況、種族、殘疾、國籍、宗教、政治立場、性取向及其他因素而產生之任何歧視。如進行解僱，本集團須遵守員工手冊，以確保整個程序符合法定規定。

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Anti-discrimination

The Group is an equal opportunity employer and embraces inclusive employment that builds a respectful workplace. The staff handbook outlines the terms and conditions of employment, expectation for employees' conducts and behaviours, employees' rights and benefits. With the aim to ensure fair and equal protection for all employees, the Group has zero tolerance on sexual harassment or abuse in the workplace in any form, which is a violation of the labour laws in all countries.

During the Reporting Year, the Group employee turnover rate was 27.3%. The table below presents the turnover rate by gender, age group and region.

反歧視

本集團是平等機會僱主，並擁護多元共融的僱傭原則，建立相互尊重的工作場所。員工手冊載有僱傭條款及條件、對僱員操守及行為的期望、僱員的權利及福利。為公平公正地保障全體僱員權利，對於工作場所內有違世界各國勞工法的任何形式的騷擾或瀆職，本集團均採取零容忍態度。

於報告年度內，本集團僱員流失率為27.3%。下表呈列按性別、年齡組別及區域劃分的流失率。

| Turnover rate 流失率 | | Unit 單位 | FY2019 二零一九財年 |
|----------------------|----------|------------|------------------|
| Group | 本集團 | % | 27.3 |
| By Gender | 按性別 | | |
| Male | 男性 | % | 47.1 |
| Female | 女性 | % | 6.3 |
| By Age Group | 按年齡組別 | | |
| 20 – 29 | 20 – 29歲 | % | 18.2 |
| 30 – 39 | 30 – 39歲 | % | 11.1 |
| 40 – 49 | 40 – 49歲 | % | 25.0 |
| 50 – 59 | 50 – 59歲 | % | 44.4 |
| By Region | 按區域 | | |
| Mainland China | 中國內地 | % | 29.6 |
| Hong Kong | 香港 | % | 20.0 |
| Malaysia | 馬來西亞 | % | 0 |

• **Aspect B2: Workplace Health and Safety**

It is of paramount importance to ensure a safe and healthy workplace for our employees. The Group's safety management systems of respective regions ensure any latest updates related to legislation and industry practices are identified and addressed. During the Reporting Year, the Group has not encountered any incidents of non-compliance with all applicable laws and regulations related to occupational health and safety at all operating regions. Major laws and regulations applicable include, but are not limited to, "Law on Work Safety" of the PRC and the "Occupational Safety and Health Ordinance" of Hong Kong.

The Group spares no effort to safeguard the safety of our employees and workplace. During the Reporting Year, we have adopted the best practices through the following safety policies and procedures:

- Establish safety guidelines and practices to ensure healthy and safe working conditions for our employees;
- Provide safety orientation to new employees to ensure a thorough understanding of health and safety, and their roles and responsibilities;
- Provide necessary protective equipment, such as safety shoes and ear protection, to warehouse workers;

• **層面B2：工作場所的健康與安全**

為僱員確保安全及健康的工作場所至關重要。本集團各地區的安全管理系統確保識別及處理與法規及行業慣例有關的最新更新。於報告年度，本集團所有經營地區均未發生違反與職業健康及安全有關的所有適用法律法規的事件。適用的主要法律法規包括但不限於中華人民共和國《安全生產法》及香港《職業安全及健康條例》。

本集團不遺餘力保障僱員及工作場所的安全。於報告年度，我們通過以下安全政策及程序採取最佳實踐方法：

- 制訂安全指引及常規，確保僱員具備健康與安全之工作條件；
- 為新僱員提供入職安全指導，確保清楚了解健康與安全，以及彼等的角色及責任；
- 向倉管人員提供必要的保護裝備，例如安全鞋及聽覺保護裝備；

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- Conduct regular inspections and investigate any reported unsafe conditions;
 - Conduct rescue, fire and evacuation drills according to statutory requirements; and
 - Hold safety seminars and workshops on a regular basis in order to raise awareness of occupational safety.
- 進行定期檢查，及調查任何已報告的不安全狀況；
 - 按照法定要求進行救援、消防及疏散演練；及
 - 定期舉辦安全講座及工作坊，以提高職業安全意識。

During the Reporting Year, the Group's operations recorded 0 fatalities and 0 lost days due to work injury.

於報告年度，本集團的營運錄得因工傷而導致的意外死亡事故及損失工作天數為零。

• **Aspect B3: Development and Training**

The Group regards the staff as the most valuable assets. The Group dedicates significant resources to attract and retain the talented employees, and to ensure that people will grow along with the business.

• **層面B3：發展及培訓**

本集團視員工為最寶貴之資產，並投入大量資源吸引及挽留人才，確保彼等與業務同步成長。

In addition, the Group's management held on-the-job trainings and off-the-job seminars from time to time during the Reporting Year. Such sessions typically provide a detailed explanation and discussion of technical knowledge encountered by the staffs in the recent projects. The Group highly encourages the staffs to attend internal training courses to develop personal skills and expand their knowledge base.

另外，本集團管理層於報告年度不時舉辦在職培訓及工餘講座。有關環節通常會詳細解釋及討論員工在近期項目所遇到之技術知識。本集團大力鼓勵員工參與內部培訓課程，發展個人技能，增進知識基礎。

During the Reporting Year, the Group has provided different types of training for the top management and general staff to enhance their level of communication and team building skills.

Furthermore, the Group provides guidance and trainings to the directors regarding the Group's business and his/her duties responsibilities under the Listing Rules and the relevant statutory and regulatory requirements when newly appointed. The directors will be briefed regularly on the latest development regarding the Listing Rules and other applicable statutory requirements to ensure compliance and upkeep of good corporate governance practices.

- **Aspect B4: Labour Standard**

The Group strictly prohibits all forms of child labour and forced labour or modern slavery. It establishes and implements the staff handbook which contains clear policies relating to relevant labour laws, regulations and industry practices, covering areas such as compensation, dismissal, promotion, working hours, recruitment, rest periods, diversity and other benefits and welfare. The rights and freedoms of every individual is protected as no worker is asked to surrender identification documents nor lodge deposits as a condition of employment. Cases of child labour in our businesses are averted by conducting age verification of all job applicants.

During the Reporting Year, the Group has not encountered any incidents of non-compliance with all applicable laws and regulations related to anti-child and anti-forced labour practices at all operating regions. Major laws and regulations applicable include, but are not limited to, the "Labour Law" of the PRC and "Employment Ordinance" of Hong Kong.

於報告年度，本集團已為最高管理層及一般員工提供不同類型的培訓，加強彼等的溝通能力及團隊建設技巧。

此外，本集團會向董事提供有關本集團業務及其於上市規則及相關法定及監管規定下職責之指引及培訓。董事獲定期簡介有關上市規則及其他適用法定規定之最新發展，確保合規及恪守良好企業管治常規。

- **層面B4：勞工準則**

本集團嚴格禁止一切形式的童工及強制勞工或現代奴役。其已制訂及實施員工手冊，當中載有關於相關勞動法律、法規及行業常規之明確政策，涵蓋範圍包括補償、解僱、晉升、工作時數、招聘、假期、多元化以及其他待遇及福利等。每個人的權利及自由受到保護，概無任何員工以被要求交出身份證明文件或繳納按金作為僱傭條件。通過對所有求職者進行年齡驗證，避免了我們企業中存在童工案件。

於報告年度內，本集團所有經營地區均未發生任何違反與反童工與強制勞工常規有關的所有適用法律法規的事件。適用的主要法律法規包括但不限於中華人民共和國「勞動法」及香港「僱傭條例」。

- **Aspect B5: Supply Chain Management**

The Group is committed to developing and maintaining effective and mutually beneficial working relationships with the business partners (suppliers, subcontractors, transporter, etc.). The Group requires each business partner to comply with the Group's code of conduct of social responsibility and business ethics. The Group assesses whether the business partners fulfill the code requirement annually. Any violation of the code will lead to instant termination of the business partnership.

Food product quality is essential to the green food products business as they are the main products. All suppliers must pass our stringent assessment procedure in order to be qualified as our approved suppliers, such as whether they have obtained relevant permits, whether their food products comply with the standards, and whether the suppliers meet the sewage and emission requirements in their own regions. The Group would not approve or purchase from unqualified suppliers.

For the rental business of logistics and office facilities, the suppliers mainly comprise of general office supplies, for example, paper and stationery. The Group generally selects suppliers based on their scale of business and reputation. The Group also supports and encourages the suppliers to promote efficient use of resources and environmental protection and fulfill corporate social responsibility. The Group will take a fair and open principle on procurement of materials and services.

- **層面B5：供應鏈管理**

本集團致力與業務夥伴（供應商、分包商及運輸商等）建立並維繫有效之互惠合作關係。本集團要求各個業務夥伴遵守本集團所訂之社會責任及商業道德操守守則。本集團會每年評核業務夥伴是否符合守則規定。任何違反守則會導致即時終止業務夥伴關係。

食品乃綠色食品業務之主要產品，故食品質量至關重要。所有供應商必須通過我們嚴格之評核程序，方合資格成為我們之認可供應商，例如供應商是否已取得相關許可證，食品是否符合標準，以及供應商是否符合自身所在地區之污水及排放規定。本集團不會認可不合資格之供應商或自彼等進行採購。

至於租賃物流設施及辦公設施業務，供應商主要包含一般文儀供應，例如紙張及文具。本集團通常根據供應商之業務規模及聲譽進行篩選。本集團亦會支持及鼓勵供應商促進有效運用資源及環保，並履行企業社會責任。本集團在採購物料及服務時將採取公平、公開原則。

Furthermore, the Group gradually takes environmental consideration into account in the procurement process. To integrate the environmental vision into the procurement of product supplies, the Group avoids disposable products and chooses suppliers who provide durable products with less packaging materials. Priority will be given to environmentally friendly materials and office goods, so as to raise the suppliers' awareness of sustainable development.

- **Aspect B6: Product Responsibility**

The Group offers quality products and services grounded on responsible operating practices. We commit to meeting customer needs through innovation and sound business ethics.

Product quality and safety

Although the Group does not engage in the production of green food products, it pays close attention to the quality and certification of food products distributed. The Group only selects food products under strict control, and mainly distributes rice, grain and oil, including Jinggong No.1 Rice (京貢一號生態米), Royal Spring Soda Mineral Water (國水天然蘇打礦泉水), Qinmin Organic Noodles (親民有機掛麵) and Longhuayuan Peanut Oil (龍花源花生油).

During the Reporting Year, the Group has not encountered any incidents of non-compliance with all applicable laws and regulations related to product/service quality and safety at all operating regions, and no products were subject to recalls for safety and health reasons. Major laws and regulations applicable include, but are not limited to, the "Administrative Measures for Food Operation Licensing" and the "Food Safety Law" of the PRC.

再者，本集團逐步在採購過程中考慮環境因素。為將環境考慮納入產品供應採購，本集團避免使用即棄產品，並選用產品耐用及使用較少包裝材料的供應商。本集團優先使用環保物料及文儀用品，藉此提高供應商之可持續發展意識。

- **層面B6：產品責任**

本集團秉承良心營運慣例提供優質產品及服務。我們致力於通過創新及健全商業道德以滿足客戶需求。

產品質量及安全

儘管本集團並無從事綠色食品生產業務，但仍有密切關注獲配送食品之質量及認證。本集團只會選購經嚴格監控之食品，主要配送大米及糧油，包括京貢一號生態米、國水天然蘇打礦泉水、親民有機掛麵及龍花源花生油。

於報告年度，本集團所有經營地區均未發生違反與產品／服務質量及安全有關的所有適用法律及法規的事件，惟沒有產品因安全及健康原因須進行召回。適用的主要法律及法規包括但不限於中華人民共和國《食品經營許可管理辦法》及《食品安全法》。

Public Interest and Accountability

For the management of personal data privacy, the Group is committed to protecting privacy and confidentiality of personal data of the customers. The employees are instructed to handle customer information with due care. The Group collects and uses customer information in a responsible and non-discriminatory manner. Only designated employees can assess customer information for business use. They are required to sign non-disclosure agreement upon employment to state that they are not allowed to disclose any information to unauthorised third parties.

The Group ensures operations are conducted in a manner consistent with the highest ethical standards, which is essential to gain the confidence of customers and the public. During the Reporting Year, the Group has not encountered any incidents of non-compliance with all applicable laws and regulations related to protection of data privacy, advertising and labelling at all operating regions.

Fair and Open Competition

The Group promotes fair and open competition that aims to develop long-term relationships based on mutual trust. The Group ensures that all parties involved in the procurement process participate fairly, honestly and in good faith. The Group recognises that adherence to the principles of competition is essential to the maintenance of the integrity of the procurement process.

公眾利益及問責

本集團管理個人資料私隱，力求保障客戶之個人資料私隱及保密，並指示僱員審慎處理客戶資料。本集團以負責任及不歧視之方式收集並使用客戶資料。只有指定僱員能接觸客戶資料作業務用途。該等僱員須於受僱時簽署不披露協議，述明彼等不得向未獲授權之第三方披露任何資料。

本集團確保營運以符合最高道德標準之方式進行，這對贏取客戶及公眾信任至關重要。於報告年度，本集團所有經營地區均未發生違反與保護資料私隱、廣告及標籤有關的所有適用法律及法規的事件。

公平公開競爭

本集團提倡公平公開競爭，以互信為基礎建立長期關係。本集團確保參與採購過程之各方公平、信實及真誠地參與其中。本集團確認遵守競爭原則乃維持採購過程誠信之關鍵。

• **Aspect B7: Anti-corruption**

The Group is committed to achieving and maintaining the highest standards of openness, probity and accountability. Employees at all levels are expected to conduct themselves with integrity, impartiality and honesty. It is every employee's responsibility and it is all interest of the company to ensure that any inappropriate behaviour or organisational malpractice that compromises the interest of the shareholders, investors, customers and the wider public does not occur.

During the Reporting Year, the Group has adopted Code of Conduct in the Group's compliance policy which includes provisions for conflicts of interest, privacy and confidentiality of information, use of computer software control, bribery and anti-corruption.

Whistle-blowing policy is also implemented to encourage employees and others who have serious concerns to voice any suspected misconduct, illegal acts or failure to act. Employees who breach the anti-corruption policy will face disciplinary action, which could result in dismissal for serious misconduct. During the Reporting Year, the Group has not encountered any incidents of non-compliance with all applicable laws and regulations at all operating regions. Major laws and regulations applicable include, but are not limited to, the "Criminal and Civil Law" of the PRC and the "Prevention of Bribery Ordinance" of Hong Kong.

• **層面B7：反貪污**

本集團致力落實及維持公開、誠信及問責之最高標準。全體上下僱員理應正直不阿、信實公平行事。每名僱員及本公司均有責任傾力確保不會發生有損股東、投資者、客戶及普羅大眾之任何不當行為或有組織舞弊。

於報告年度，本集團於其合規政策中採納操守守則，當中載有關於利益衝突、資料私隱及保密、電腦軟件監控應用、賄賂及反貪污之條文。

本集團亦已實施舉報政策，鼓勵僱員及其他人士舉報懷疑不當行為、不法行動或不行動。違反反貪污政策之僱員將面臨紀律行動，嚴重不當行為者有可能被解僱。於報告年度，本集團所有經營地區均未發生違反所有適用法律及法規的事件。適用的主要法律及法規包括但不限於中華人民共和國刑法及民法以及香港《防止賄賂條例》。

- **Aspect B8: Community Investment**

For the Group's long-term development, community participation is important. As a responsible corporate citizen, the Group is constantly aware of the needs and is committed to promoting development and construction activities of the community at which the Group operates.

The Group takes up corporate responsibilities with the best efforts and benefits the community through a variety of actions, such as investment, donation, time, products, services, influence, management knowledge and other resources. The Group also encourages staff to spend time and efforts in various community projects, making contributions to the community.

V. LOOKING FORWARDS

The Group understands the importance of achieving economic, environmental and social sustainability for the long term success of the business. The sustainability guidelines lay out the principles and actions for managing and performing in an ethical manner, throughout the operational flow. The Group shall continue to deliver safe and quality services that do not come at the expense of the environment.

- **層面B8：社區投資**

社區參與對本集團之長期發展起重要作用。作為負責任之企業公民，本集團一直關注有需要人士，不遺餘力推動本集團業務所在社區之發展及建設活動。

本集團竭盡所能履行企業責任，透過不同活動惠澤社群，例如投資、捐贈、付出時間、產品、服務、影響力、管理知識及其他資源。本集團亦鼓勵僱員抽空參與不同社區項目，為貢獻社區出力。

五. 展望未來

本集團瞭解實現經濟、環境及社會可持續發展對業務長遠成功之重要性。可持續發展指引載列以有操守方式管理及執行各個運作流程之原則及行動。本集團將繼續在不付出環境代價的前提下提供安全優質服務。



China Beidahuang Industry Group Holdings Limited
中國北大荒產業集團控股有限公司