



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

二零二零年環境、社會及管治報告

2020



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。借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。本集團將食品質量視為重中之重，因其高標準的質量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、所喂養飼料以及加工工廠名稱等產品信息。

本集團努力不懈地運用新食品科技以開發全新的高附加價值產品。通過及時響應市場不斷轉變的需求，本集團大大提升了對客戶的服務質量。

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 jointly-controlled entities, the “Group”) is a leading fully integrated animal protein product provider whose products range from feeds, poultry and advanced nutritional formulae 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 “Green Knight” (綠騎士), “Dr Nupak” (補克博士) and “SOS” brands, while chicken meat and processed foods are mainly sold under the “Sisters’ Kitchen” (姐妹廚房) brand.

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. Its high standard of quality control has earned numerous industry awards and recognitions.

In 2009, the Group introduced a pioneering product safety traceability system for its “Sisters’ Kitchen” products. This enables consumers to trace such product information as the locations and identities of the farms of origin, the animal feeds consumed, and the factories where the foods were processed.

The Group endeavours to develop new high value-added products utilising the latest advances in food science and technology. By promptly addressing changes in market demand, the Group has greatly enhanced the quality of its customer service.

願景

身為食物全產業鏈的整合者，由上游的農業源頭、中游的食品研發製造者、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，本集團也會注重生態環保，積極履行社會責任。同時，大成將成為同行業中投入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更支持員工發展且更令人尊敬的公司之一！

VISION

DaChan's food production chain is wholly integrated, from upstream agricultural sources to midstream food researchers and manufacturers, to the mass consumers downstream. The Company has taken care with every link to ensure high efficiency, high value, and safe, nutritious and healthy products and services. We hope each party involved in the chain, including our staff, shareholders, suppliers, and the farmers at the source of production, will be proud of their work and our Group. The Group places a high priority on protecting the environment and fulfilling its social responsibilities. DaChan also aspires to lead the industry in investment for innovation and applications of biotechnology and information technology. It is committed to becoming a highly respected company in China, widely known for its support of staff development.



公司介紹 Corporate Profile

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
- 嚴格高標準質量監控，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 profile
- Vertically integrated with highly efficient mode of operation
- High quality standards with traceability system
- Stable longstanding relationships with national and international customers
- Extendable and scalable production facilities and technologies in major strategic locations across the PRC, Vietnam and Malaysia
- Experienced and dedicated management team



主席致辭
Chairman's Statement



韋俊賢 主席
James Chun-Hsien Wei Chairman

做強食品品牌，帶動產銷一條龍

Strengthening the Food Brand, Driving
Integration of Production and Sales



主席致辭 Chairman's Statement

各位敬愛的股東

2020年全世界都經歷了驚濤駭浪刻骨銘心的一年。截至目前全球各地仍在面對新冠病毒疫情的挑戰。所幸在中國及越南政府明智領導下，各項迅速有效的行政措施出台，各地的經濟在2020年下半年逐步回穩，預期在各地區疫苗的施打推廣後，希望在2021年世界經濟能夠迅速復甦，2022年逐漸恢復日常生活。經歷了這次事件後，人們生活會更重視健康，對食材安全，食品美味，營養和便利的追求不會終止。消費升級和數位化轉型必將持續，也會帶來無窮商機。

我們公司在前任尉安寧主席，孫德宏執行長和經營團隊的領導下，在嚴峻的形勢下，交出了一份漂亮的答卷。公司的銷售額與獲利都顯著上升，各個事業包含飼料，肉品和加工食品都有斬獲。東南亞事業持續表現亮麗。這些成績背後是公司同仁，在疫情陰影籠罩下，迎難而上，克服萬難，迅速反應的成果。更要感謝客戶的支援，合作夥伴的配合。2020年也為我們打下了堅實的基礎，對2021挑戰充滿信心。

Dear Shareholders,

In 2020, COVID-19 plunged the world into a period of turbulence. Up till now, the world is still facing the challenges brought by the COVID-19. Fortunately, under the wise leadership of the Chinese and Vietnamese governments, effective administrative measures were promptly implemented and the economies of various regions gradually stabilised during the second half of the year. It is expected that after the inoculations have been administered, the world's economy will hopefully recover quickly in 2021, and normal life will resume gradually in 2022. It is likely that the experience of the pandemic will greatly increase people's health awareness, as well as people's continuous demands for food safety, food taste, nutrition as well as convenience. In this respect, trade-up of consumption and the digital transformation will continue to bring about more business opportunities.

Under the leadership of the Company's former Chairman Mr. Wei Anning, Chief Executive Officer Mr. Sun Teh Hong and the operational team, the Company delivered satisfactory performance despite the difficult times. The Company's sales and profit increased significantly, and segments such as feeds, meats and processed foods all achieved gains. In addition, the Southeast Asia business continued to achieve satisfactory results. These outcomes were made possible by the hard work of our employees under the shadow of the pandemic. They faced these challenging times with strong will, speed and dedication. I would also like to thank our customers for their support, and our partners for their cooperation. The year 2020 established a solid foundation for us to face the challenges of 2021 with confidence.

主席致辭 Chairman's Statement

我個人很榮幸在董事會的抬愛下，有幸加入行列，於2021年3月1日起接替尉安寧博士，擔任董事會主席。感謝歷任主席打下堅實基礎，也很慶幸孫執行長領導的經營團隊持續服務，為公司持續發展提供了保障。個人雖然是行業新手，但是耕耘亞洲市場數十年，經營大型跨國快消品企業多年，希望與孫執行長攜手合作，持續推動大成轉型升級。

亞洲經濟雖然是世界的焦點，宏觀形勢樂觀，但也是全世界企業的賽場，競爭十分激烈。大成希望能結合大成長城集團在臺灣64年累積的經驗，人才和技術。賦能一線團隊，迅速反應。聚焦區域，創造局部優勢，發揮一條龍特色，為客戶提供增加附加價值的方案，把握新消費趨勢，推出消費者鍾愛的加工食品。本公司秉持誠信經營、為您健康生命努力的理念，提供健康安心的食品給消費者，持續發佈年度企業環境社會管治報告。本公司亦致力於產銷履歷政策的落實，建立自農場到餐桌的產銷理念，期許消費大眾能對大成產品食的安心。

謝謝股東的支持。

主席
韋俊賢

香港
二零二一年三月

With the support of the Board of Directors, I am honoured to take up the chairmanship of the Board from Dr. Wei Anning starting from 1 March 2021. I would like to express my gratitude to the past chairmen for the concrete foundations they have laid down. I am also very grateful for the continuous service of the operational teams led by the Chief Executive Officer, Mr. Sun, which guarantees the Company's sustainable development. Though a newcomer to the industry, after decades of hard work in the Asian market, I have operated large, international fast-moving consumer goods enterprises for many years. I hope to work with Chief Executive Officer, Mr. Sun toward continuously realizing the transformation and upgrade of DaChan.

With Asian economies under the spotlight of the world and enjoying an optimistic macroeconomic situation, the region has however become a fierce battleground for enterprises from all over the world. DaChan hopes to leverage the Great Wall Group's 64 years of experience, talent and technology accumulated in Taiwan to empower its front-line teams and respond quickly to market demands. By focusing on a few regions to create local advantages and leveraging our production and sales vertical integration business model, we can provide customers with value-added solutions, and seize on new consumption trends and offer processed foods truly loved by consumers. The Company's culture of integrity, hard work and healthy living provides impetus to our offerings of safe, healthy products, and to our publication of annual corporate environmental and social governance reports. The Company is also committed to a production and sales traceability policy so that it may establish a farm-to-table production and sales concept – a way by which we hope to increase consumers confidence in DaChan products.

Thank you shareholders for your support.

Chairman
James Chun-Hsien Wei

Hong Kong
March 2021

董事會ESG聲明

ESG Statements of the Board

身為食物全產業鏈的整合者，我們深明本集團在環境、社會及管治(以下簡稱「ESG」)信息披露方面的責任，亦深知ESG對集團的未來至關重要。

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
- 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

本集團董事會是ESG事宜的最高負責及決策機構，對本集團的ESG策略及匯報承擔全部責任，通過定期溝通會議聽取ESG工作執行層匯報，監察可能影響公司業務或運作、股東與其他利益相關方的ESG相關事宜，以確保ESG理念與公司策略的融合。董事會需負責審批確定利益相關方溝通結果及重大性議題判定結果，並對最終公司ESG報告進行審閱批覆。

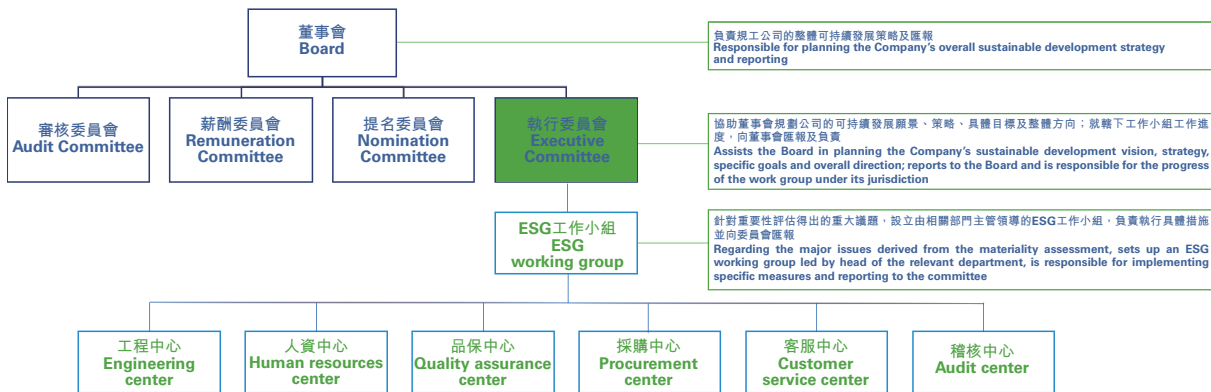
As the Company's business encompasses the entire food production chain, we are keenly aware of our responsibilities in terms of environmental, social and governance (ESG) information disclosure. We also recognise that environmental, social and governance factors are vital to the Group's future.

The Company's sustainable development strategy is integral to its corporate culture, 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
- 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

The Board of Directors is the Group's highest body for responsibility and decision-making on ESG matters. It assumes full responsibility for the Group's ESG strategy and reporting. Through regular communication meetings, it receives reports from executives in charge of ESG issues. It monitors ESG-related issues that may affect the Company's business or operations, shareholders and other stakeholders, and ensures that ESG concepts are integral to Company strategy. The Board of Directors is responsible for reviewing and determining the results of stakeholder communications, the determination of material issues, and reviewing and approving the Company's final ESG report.

大成食品董事會ESG管治架構
ESG GOVERNANCE STRUCTURE OF DACHAN FOOD'S BOARD OF DIRECTORS



本集團執行委員會負責檢討環境、社會及企業治理事宜並就以下事宜向董事會定期匯報並提供意見：

- > 審視和評估本集團層面與可持續發展事宜有關的架構是否足夠和有效；
- > 監察環境、社會及管治願景、策略及政策的制定和實施；
- > 監督企業治理的制定和實施。

基於外部社會經濟宏觀環境和公司發展戰略，本集團定期進行ESG議題的重要性評估，討論並確定公司在ESG方面的風險與機遇，將重點議題的管理與提升作為ESG年度戰略工作。董事會審閱並確認重要性評估結果，將重點議題作為公司整體戰略制定的一部分加以考慮，並監督這些議題的管理與績效。

The Executive Committee is responsible for reviewing environmental, social and corporate governance issues and regularly reporting and providing opinions to the Board on the following:

- > The adequacy and effectiveness of structures related to sustainability at group level
- > The formulation and implementation of environmental, social and governance visions, strategies and policies
- > The formulation and implementation of corporate governance

On the basis of the external socioeconomic macro environment and the Company's development strategy, the Group regularly evaluates the importance of ESG topics, discusses and determines ESG risks and opportunities, and regards the management and improvement of key topics as annual strategic aims related to ESG. The Board reviews and confirms the results of the materiality assessment, considers key issues as part of the Company's overall strategy formulation, and supervises the management and performance of these issues.

關於本報告

About This Report

本報告為大成食品(亞洲)有限公司(下稱「本公司」或「大成食品」及其附屬及合營公司統稱為「本集團」或「我們」)發佈的第五份《環境、社會及管治報告》,本報告主要介紹公司在環境、社會及管治方面做出的努力與貢獻和對未來的展望,我們希望通過發佈此報告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,從而提升本集團整體生產運營質量。

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。

報告期及主體範圍

本報告披露本集團從二零二零年一月一日起至二零二零年十二月三十一日止(下稱「本年度」或「報告期內」),於環境、社會和管治方面的管理方法、舉措及績效表現。其中部分內容延伸至二零二零年之前及二零二一年,使報告更具參考價值。本報告所披露文字內容的涵蓋範圍與本集團二零二零年年報相同,環境和社會範疇數據涵蓋本集團位於中國大陸地區附屬的23家工廠和分公司。

This Report is the fifth “Environmental, Social, and Governance Report” issued by DaChan Food (Asia) Limited (the “Company” or “DaChan Food”, together with its subsidiaries and its jointly-controlled entities, the “Group”, “we” or “us”). It provides an introduction to the Company’s environmental, social, and governance efforts and contributions, and its future outlook. We regard the Report as an important communications link between the Company and its stakeholders. It is hoped that the Group can continue to improve its ESG work under the guidance of internal and external stakeholders, and thereby enhance its overall production and operational quality.

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.

REPORTING PERIOD AND SCOPE

This Report discloses the Group’s approaches, initiatives and performance in relation to ESG management from 1 January 2020 to 31 December 2020 (the “Year” or “Reporting Period”). Some of the Report’s contents date from before 2020 and into 2021, thereby increasing reference value of the Report. The scope of the content disclosed in the Report is the same as that of the Group’s 2020 Annual Report, with the environmental data covering 25 factories and branches in China.

報告主要參照標準

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「香港聯交所」)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。

發佈形式

本報告分別以中、英文版本通過網絡發佈。各利益相關方可登陸香港聯交所網站(www.hkexnews.hk)查閱本報告，如中文版與英文譯本存在歧義，概以中文版本為準。

聯繫方式

我們十分重視各利益相關方和公眾對本報告的看法，若閣下有任何查詢或建議，歡迎通過以下方式與本集團聯絡。

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MAIN REPORTING GUIDELINES

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 of Hong Kong Limited (the “Hong Kong Stock Exchange”).

PUBLICATION

This Report is available online in both Chinese and English versions. All stakeholders can access the Report on the HKEX website at www.hkexnews.hk. In case of any discrepancy between versions, the Chinese version shall be considered definitive.

CONTACT INFORMATION

We highly value the opinions of our stakeholders and the public about this Report. Should you have any enquiries or suggestions, please contact the Group through the following means.

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議題實質性分析

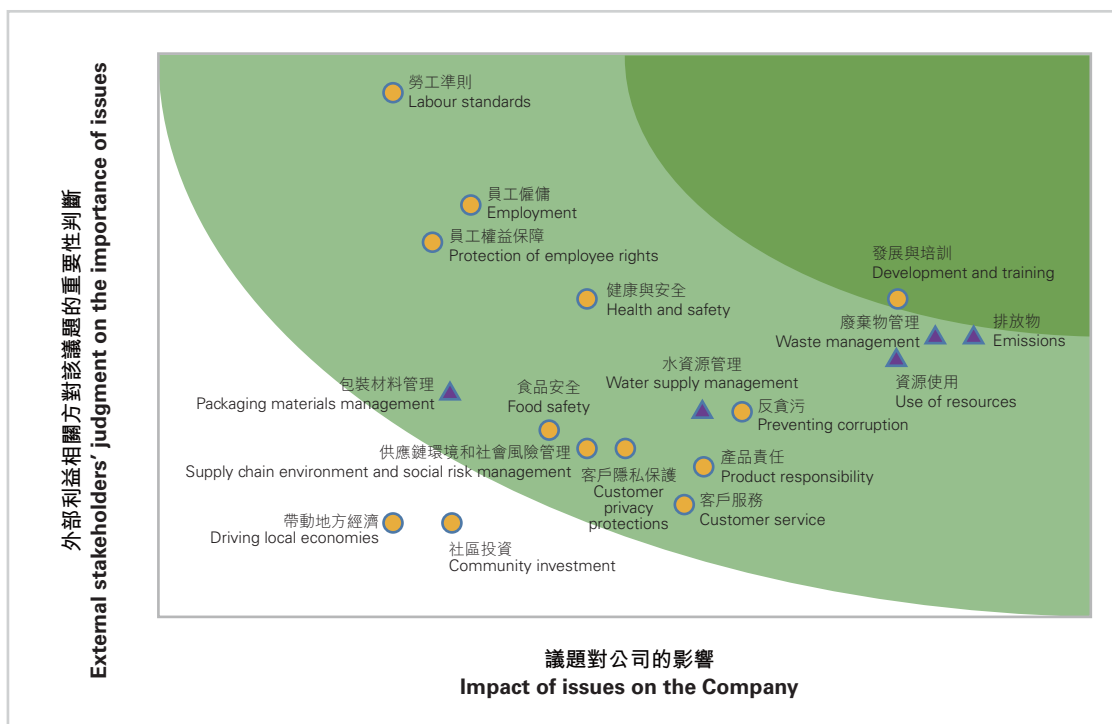
Substantive Analysis of the Issue

本集團重視與利益相關方溝通，建立高效的利益相關方溝通及反饋機制，借助不同渠道聽取政府部門、股東、客戶、員工、供應商等利益相關方的意見和建議，識別各利益相關方對公司的反饋與期望，有針對性地提升公司ESG表現，有效回應各方需求。

本集團按照香港聯交所《ESG報告指引》等相關原則要求及行業普遍關注的ESG議題，通過與各類利益相關方開展不同形式交流和溝通，識別並篩選與本集團相關的ESG議題。本集團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，對篩選出的議題進行優先級排序，瞭解內外部利益相關方對ESG議題的重視程度，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）

The Group's efficient communication and feedback mechanism enables it to listen to the opinions and suggestions of stakeholders such as government authorities, shareholders, customers, employees and suppliers, identify their expectations of the Company, and respond with targeted improvements to its ESG performance.

In accordance with the Hong Kong Stock Exchange's "ESG Reporting Guidelines" and in consideration of ESG issues of general concern in the industry, the Group engages in various forms of exchange and communication with stakeholders to identify and screen ESG issues relevant to the Group. With reference to the process of substantive analysis issued by the Global Reporting Initiative (GRI), the Group collects and records major issues of stakeholders' concern and the results of evaluating the importance of each issue through questionnaires, interviews and other means. It then conducts analysis and sequencing of the issues of importance in order to understand internal and external stakeholders' degrees of emphasis on ESG issues and confirm the substantive (importance) issue in environmental, social and governance of the Group. These are disclosed in the Report as shown below.



- ▲ 環境類議題 Environmental issues
- 社會類議題 Social issues

其他報告原則回應：

量化原則：自二零一七年本集團建立了覆蓋本集團主要工廠的ESG指標收集體系，對包括ESG報告指引中所有「環境」範疇的量化指標進行定期統計；二零二零年，本集團開始對「社會」範疇的量化指標進行定期統計，「環境」範疇和「社會」範疇指標請見本報告「附錄一：環境關鍵績效指標表」、「重視人才管理」和「食品溯源消費放心」。部分數據將注明標準和計算方法。

一致性原則：本報告相對往年ESG報告披露範圍並無重大調整，且使用與以前年度一致的統計、計算方法。

Responses to other reporting principles

Quantitative principles: In 2017, the Group established an ESG indicator collection system covering the Group's major factories, and has regularly collected statistics on all quantitative indicators for the "environmental" portion of ESG reporting guidelines. In 2020, the Group began to collect statistics on one quantitative indicator under "environment". For indicators under "environment" and "social", refer to "Appendix I: Table of Environmental Key Performance Indicators", "Talent Management" and "Food Traceability" in this Report. Some data will indicate the standard and calculation method.

Consistency principle: This Report makes no major adjustments to the disclosure scope of previous years' ESG Reports, and uses the same statistics and calculation methods as previous years.

保護地球生態

Protecting ecological systems

合理減少生產排放

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。二零二零年度，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，並由工程中心統籌管理。

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導致的間接溫室氣體。本集團鍋爐廢氣經過濕法脫硫、布袋除塵處理後，達到《GB13271-2014鍋爐大氣污染物排放標準》排放。為保證廢氣處理設備的運行穩定，本年度部分工廠還進行了天然氣鍋爐低氮改造，改造後氮氧化物排放量降至29毫克/立方米。並同時，相關工廠每月聘請第三方機構對廢氣處理設備相關參數進行檢測，保證低氮排放要求；每月對廢氣進行一次外檢。此外，本集團生產工廠產生的污水處理站臭氣以及食堂產生的油煙廢氣，污水處理站臭氣經收集進入水噴淋塔吸收後或經活性炭吸附後通過15米排氣筒高空排放，廚房油煙經靜電油煙處理器通過管道排放。

REDUCING EMISSIONS

The Group operates in full compliance 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 2020, the Group's facilities maintained stable operations and there were no incidents of significant environmental pollution or violations of environmental law that impacted the Group. The Group has implemented a management system for environmental protection under its engineering department, which pertains to the Group's use of energy, resources, packaging materials, and emissions of pollutants.

In terms of emissions of pollutants, the Group's boiler exhaust gas is treated by wet desulphurisation and bag dust removal, then discharged in accordance with the "GB13271-2014 Boiler Air Pollutant Emission Standard". In order to ensure the stable operation of waste gas treatment equipment, some factories carried out low-nitrogen renovations of natural gas boilers during the year. These led to a 29 mg/m³ reduction in nitrogen oxide emissions. At the same time, some factories hired third-party agencies to test the parameters of exhaust gas treatment equipment every month to ensure low nitrogen emission requirements; and conduct monthly external inspections of exhaust gas. In addition, the odour from the sewage treatment plant of the Group's production plants and the cooking fume waste gas from the canteen also under go treatment before emission. The odours from the sewage treatment plant are routed into a water spray tower, assimilated or absorbed by activated carbon, and then discharged through a 15-metre high exhaust tube. The cooking fume waste gas goes through an electrostatic fume processor and is discharged through the pipe.

本集團污水主要是生產廢水和生活廢水兩部分組成，均經廠內污水處理站集中處理達到國家及運營所在地規定的排放標準後，排入政府統一管網。為保證廢水達標排放，本集團在排水口處安裝污水在線檢測儀，每小時自行採樣檢測1次，每月外檢水樣一次，並不定期接受地方政府飛行檢查。降低廢水排放量，減少新鮮水的使用，廢水的回收再利用，也是非常有效的方法。本集團鐵嶺電宰廠污水經處理後可達到《城市污水再生利用城市雜用水水質》(GB/T18920-2002)要求，處理後的水可用於廠區綠化、道路灑水和沖等，因此無生產廢水外排。蚌埠食品廠在廢水處理過程中，利用污水處理終端水替代新鮮水，進而每年能節約用水3,700立方米。蚌埠電宰廠針對氮、磷的排放，對污水處理進行了提標改造，從原來的SBR工藝改為AO工藝，改造後總氮由原來的60mg/L降為40mg/L以下，總磷由原來的6.5mg/L降為4mg/L以下，改造成效顯著。

Wastewater generated by the Group is mainly composed of production and household types. After wastewater is treated in factory treatment plants to meet local and national discharge standards, it is discharged into the government's unified pipeline network. To ensure that its wastewater meets discharge standards, the Group installs online sewage detectors at drainage outlets and conducts hourly self-sampling and testing and monthly sampling of external water. The water we use is also inspected by the local government from time to time. Decreasing wastewater discharge, reducing the use of fresh water, and recycling wastewater are also very effective methods. Sewage from the Tieling Electric Slaughter Plant meets the requirements of "Urban Wastewater Recycling and Urban Miscellaneous Water Quality" (GB/T18920-2002) after treatment. The treated water can be used for irrigation, road sprinkling and toilet flushing, so there are no production emissions. For its wastewater treatment, the Bengbu Food Factory uses wastewater treatment terminal water instead of fresh water, thereby saving 3,700 cubic metres of water per year. The Bengbu Electric Slaughter Plant upgraded its sewage treatment standards for the discharge of nitrogen and phosphorus, changing from an SBR process to the AO process and subsequently reducing the total nitrogen discharge from 60mg/L to under 40mg/L, and total phosphorus discharge from 60mg/L to under 40mg/L. The original 6.5mg/L was reduced to 4mg/L or less, and the transformation effect was remarkable.

保護地球生態 Protecting ecological systems

本集團高度重視廢棄物的處置，二零二零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、廢樹脂、廢活性炭、污水在線及化驗室產生的廢液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，對於廢包裝材料、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，生活垃圾經由運營所在地環保部門統一處理。此外，本集團鐵嶺電宰廠還將原有的T8熒光燈更換為節能LED一體燈具，新燈具使用壽命增加，功耗低，大幅降低溫室氣體的排放量；大連宮產廠將9台活塞式壓縮機更換為4台螺杆機，冷凍機油的消耗量從42桶降低至5桶，每年約減少6,290公斤冷凍機油的消耗的時，也減少了廢機油和廢油桶的產生量。

按需降低資源消耗

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。

In 2020, the Group ensured that the waste generated by it and subsidiary enterprises was disposed properly. Hazardous waste such as oil, light tubes, resin, activated carbon, online sewage and liquids generated in laboratories were disposed by companies qualified in environmental protection. General waste such as slag, sludge and livestock manure was sold to third-party companies for reuse as building materials or organic fertilisers. Recycling of waste packaging materials, scrap metal, etc, was achieved 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. Household waste is treated collectively by environmental protection departments at places of operation. Additionally, the Group's Tieling electric slaughter plant replaced its original T8 fluorescent lamps with energy-saving LED integrated lamps. The new lamps have long service life and low power dissipation, greatly reducing greenhouse gas emissions. The Dalian Gong plant replaced nine piston compressors with four screw compressors, reducing the consumption of refrigerating oil from 42 barrels to five barrels, or by approximately 6,290 kilograms per year, and reducing the amount of waste oil and waste oil drums.

CUTTING RESOURCE CONSUMPTION

The Group complies fully with all applicable laws, regulations and standards on energy conservation, including 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 prohibition, restricted use or elimination of 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, reduce waste, and increase its recycling of resources, thereby enhancing its resource utilisation efficiency.

在能源使用方面，本集團在運營過程中主要消耗電、天然氣、煤炭和生物質能。本集團各生產工廠結合自身生產運營過程中消耗能源特點，制定相關重點能源使用管理制度。經過多年管理實踐摸索，本集團認為合理制定能源績效考核指標是管理能源使用非常有效的手段，而且在各生產工廠制定績效指標的過程中，可以充分考慮業務特性及生產效益，使得能源績效考核指標能夠落地。同時，部分生產工廠制定了能源管理制度，組建能源管理小組，對電、天然氣和水資源的使用做出了管理規定。

本集團除自2015年便開始分批開展的將燃煤鍋爐替換成清潔能源鍋爐外，各廠也「因地制宜」開展節能改造專項工作。本集團旗下蚌埠食品廠開展鍋爐餘熱回收改造工程，在導熱油爐排煙管道上加裝一組熱水置換器，利用排煙溫度將蒸汽鍋爐儲水箱內水溫度提高，達到了餘熱回收利用且節約燃料的效果，燃料耗用量從二零一九年的29立方米／噸產量降低到二零二零年的27.5立方米／噸產量；同時，本集團多家工廠開展節能工作，蚌埠食品廠耗電量從二零一九年的566千瓦時／噸產量降低到二零二零年的551千瓦時／噸產量；遼陽調理廠耗電量從二零一九年的413千瓦時／噸產量降低到二零二零年的372千瓦時／噸產量；大連電宰廠耗電量從二零一九年的216千瓦時／噸產量降低到二零二零年的189千瓦時／噸產量。

In its use of energy, the Group mainly consumes electricity, natural gas, coal and biomass during its operation. Its production plants designate relevant key energy use management systems based on their own energy consumption characteristics during production and operation. The Group believes that a reasonable formulation of energy performance evaluation indicators is a very effective means of managing energy use, and in the process of setting performance indicators for each production plant, business characteristics and production benefits can be considered to affect these energy performance evaluation indicators. At the same time, some production plants have formulated energy management systems, organised energy management teams, and enacted management regulations on the use of electricity, natural gas and water resources.

In addition to the batch replacement of coal-fired boilers with clean energy boilers since 2015, each plant has also implemented special energy-saving work in accordance with local conditions. The Bengbu Food Factory's boiler waste heat recovery project involved the installation of hot water displacers on the exhaust pipe of a heat conducting oil furnace, allowing exhaust gas to increase the water temperature in a steam boiler's storage tank to achieve waste heat recovery and utilisation. As a result, fuel consumption was reduced from 29 cubic metres/ton output in 2019 to 27.5 cubic metres/ton output in 2020. Other energy-saving initiatives helped the same factory reduce its electricity consumption from 566 kWh/ton output in 2019 to 551 kWh/ton output in 2020. At the Liaoyang conditioning plant, consumption decreased from 413 kWh/ton output in 2019 to 372 kWh/ton output in 2020. Electricity consumption by the Dalian electric slaughter plant was reduced from 216 kWh/ton output in 2019 to 189 kWh/ton output in 2020.

保護地球生態 Protecting ecological systems

案例：鐵嶺電宰廠紅水餘熱回收項目節能效果顯著

二零二零年本集團為了進一步提高產品品質，結合產品特性制定了雞體胴體出槽中心溫度 $\leq 10^{\circ}\text{C}$ 的要求。本集團下屬鐵嶺電宰廠制定「胴體預冷方案－餘熱回收紅水冷卻項目」，通過具體分析原有預冷流程中氨直接製冷存在的耗水量大、安全風險高、胴體溫度不達標等問題，決定將其替換成兩台螺旋式預冷槽，並引入兩台紅水餘熱回收冷卻機組，用於提供低溫循環水，保證了胴體中心溫度 $\leq 10^{\circ}\text{C}$ 的要求。同時，紅水餘熱回收製冷機產出的 35°C 溫水，經蒸汽輔助加熱到 55°C 後，可供給車間用於燙雞池補水、打毛機噴淋、中拔線噴淋、衛生清洗等用熱水的生產環節。通過本次項目改造，鐵嶺電宰廠的燃氣消耗量從二零一八年的 10.56 立方米／噸產量降低到 7.63 立方米／噸產量。

CASE: THE TIELING ELECTRIC SLAUGHTER PLANT DEMONSTRATES SIGNIFICANT ENERGY SAVINGS

In 2020, in order to further improve product quality, the Group imposed a requirement of $\leq 10^{\circ}\text{C}$ for the temperature of outgoing centres of chicken carcasses. The Tieling Electric Slaughtering Plant subsequently initiated a "Carcass Pre-cooling Plan-Waste Heat Recovery Red Water Cooling Project" which analysed the problems of high water consumption, safety risks and substandard carcass temperatures inherent to the existing pre-cooling process of ammonia direct refrigeration. The solution was to replace that process with two spiral pre-cooling tanks, and introduce two red water waste heat recovery cooling units. These provide low-temperature circulating water to ensure a carcass centre temperature of $\leq 10^{\circ}\text{C}$. The 35°C water produced by the red water waste heat recovery refrigerator is heated to 55°C with the aid of steam, and can be supplied to the plant's workshop for replenishing the chicken pond, spraying defeathering machines, spraying the middle drawing line, and cleaning. Through this project, the plant's gas consumption was reduced from 10.56 cubic metres/ton output in 2018 to 7.63 cubic metres/ton output.

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，以盡量減少水資源的消耗及污水的產生。二零二零年度，本集團各廠根據各自實際生產運行情況，開展節水改造等措施。本集團下屬滄州電宰廠對給水系統進行改造，原有系統為手動開啟2-3台水泵進行供水，水壓不穩定，且壓力高時會造成極大的水資源浪費，壓力低時又影響生產。目前改成自動變頻恒壓供水，壓力穩定的同時保障了生產需要，尤其在夜間沒有用水需求時水泵可以實現自動變頻和關停。其他工廠還分別通過增加製冷沖霜水回收、以蒸汽解凍替代流水解凍等方法減低對水資源的使用和循環利用。未來，本集團還將通過更新水網佈局、速凍庫除霜用水二次利用、回收蒸汽冷凝水等措施繼續開展節水工作。

The Group is highly attentive to its use of water resources, which is managed through full compliance with 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 its employees on water-and resource-saving practices, including on the reuse of water. In 2020, each of the Company's factories implemented water-saving measures as appropriate to their operations and local conditions. Under the original system at the Cangzhou Electric Slaughter Plant, a subsidiary of the Group, water supply required manually starting 2-3 water pumps with unstable water pressure. When the pressure was high, it would cause a great amount of water to be wasted; when pressure was low, production would be affected. Recently, the plant changed to supply water with automatic frequency conversion and constant pressure. As well as consistently fulfilling production needs, the new pump can automatically change frequency and shut down, such as at night when demand for water is low or non-existent. Other factories have reduced their use and recycling of water resources by increasing the recovery of refrigeration flushing water and replacing stream thawing with steam thawing. In the future, the Group will continue to improve its water savings through measures such as updating the water network layout, reusing defrosting water for quick-freezing storage, and recovering steam condensate. The Group's water supply is mainly from municipal and groundwater sources, and no problems have occurred in their use.

保護地球生態 Protecting ecological systems

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較低限度內；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。本集團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，實現飼料不落地的，不僅減少了包裝材料的使用量，而且能夠降低養殖戶成本。

積極應對氣候變化

氣候變化的影響已經在不斷變化的天氣模式、極端天氣事件和減少的資源供應中突顯出來，氣候變化問題也成為了全球共同面臨的挑戰。作為企業公民，本集團有義務在力所能及的範圍內影響我們的供應鏈持續改善，未來，本集團也將與供應鏈重要組成部分聯手，以積極的心態、主人翁的心態，共同應對全球氣候變化。

本集團也深明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。

In respect to the consumption of other materials such as packaging and paper, the Group has taken a variety of measures to increase recycling and reuse and reduce consumption, such as by limiting packaging volume and weight. The Group has also increased 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 feed mill strongly encouraged farmers to adopt bulk feed. The Company invested in the construction of bulk finished product storage facilities, and used bulk tankers to transport feeds to the clients' feed towers to ensure the feed did not land. This not only reduced the use of packaging materials, but also reduced the cost to farmers.

RESPONDING TO CLIMATE CHANGE

Climate change is a global issue that has been manifested in altered weather patterns, extreme weather events and reduced supplies of various resources. As a corporate citizen, the Group recognises the importance of balancing economic, environmental and social needs, and the direct relationship between sustainable development and competitiveness. It also recognises that energy consumed and waste generated by its business activities make a negative impact on the environment.

The Group 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.



保護地球生態 Protecting ecological systems

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低。

Therefore, the Group has implemented a range of measures to protect the environment and sustain its development. It complies with all government mandated environmental protection standards and policies, and strives to operate in a manner which minimises the environmental impact of production. All Group subsidiaries continue to introduce technical refinements and innovations to fulfil targets for reducing, reusing, recycling and renewing natural resources, reducing emissions and waste, improving the utilisation efficiency of natural resources, and minimising their operations' effect on the environment and natural resources.

重視人才管理

Personnel management

依法依規僱傭員工

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。二零二零年度，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》，補充了內控管理制度內容，為員工在崗期間遵紀守法提供了詳細指引。

招聘方面，本集團致力於構建平等、多元化、公平競爭的職場氛圍，並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、崗位要求和滿足應聘者的個人意願的人才，絕不會將性別、民族等因素納入招聘考核範圍。在人員選拔及聘用流程中，本集團堅持招聘崗位公開化，且內部員工與外部應聘人員享有同等競聘資格，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。我們通過國內外招聘網站、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。

HIRING IN ACCORDANCE WITH LAW

The Group fully complies with laws and regulations such as the Labor Law of the PRC and the Labor Contract Law of the PRC. In order to standardise employee management, the Group requires its members to fulfill all the requirements described in its Employee Handbook. The Handbook contains human resources policies in relation to matters such as employment, termination of employment, attendance, salary and benefits, training and development, performance appraisals, codes of ethics, the anti-corruption "Sunshine Project" ("陽光計劃"), management systems for reward and punishment, security and confidentiality, and communication and interaction. In 2020 the Handbook was revised and internal control systems supplemented in accordance with the Group's development and the evolution of laws and regulations.

The Group is committed to nurturing a workplace culture of equality, diversity and fair competition. When recruiting, the Group takes reference to job planning and the key performance indicators of available job positions to select personnel that are suitable to its corporate culture and the requirements of the position. Candidates' gender and ethnicity are not included as factors in the assessment of recruits. The Group also insists on making the recruitment process an open one. Existing employees and new applicants compete on a level playing field for a given position. Each candidate is interviewed by human resources and the demand department prior to employment. For some positions, candidates must take a professional test to ensure equal competitive opportunities and a transparent process. The Group uses overseas recruitment websites and social platforms to invite candidates from different nationalities and cultures to apply for positions in the Group.

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制勞動；定期對員工及應聘材料的真實性進行核查，並會不定期整體檢查僱傭實務，以防止童工、強制勞動或其他潛在違反相關法律法規事宜的發生。本集團根據不同的崗位實行標準工時制、不定時工作制及綜合計算工時制度，各分子公司根據自身營運的特性制定考勤管理細則。本集團嚴格管控員工的工作量，基本能夠在工作時間完成。出現需加班情況時，要求員工日常延時工作不得超過每日3小時，每月不得超過36小時。出現加班事件後，本集團首先按加班時數1：1調休，沖抵加班時間，無法安排調休的，將根據加班時段按相應工資倍率支付加班費。加班時間按照《加班申請單》和《請假單》進行記錄和統計。本集團為員工提供多途徑的申訴管道，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。二零二零年度，本集團並無任何違反勞工準則相關法律法規的情況發生。

解聘方面，本集團對違反國家及地區相關法律法規、嚴重違反《員工手冊》的員工，給予解除僱傭關係處理。對於主動提出離職的員工，本集團人資中心以尊重員工個人選擇為原則，協助辦理離職手續，並與離職員工召開離職訪談，瞭解離職原因，並誠摯的接受離職員工對工作條件、管理情況等的建議。

The Group operates in full compliance with the Labor Law of the PRC (《中華人民共和國勞動法》) and the Regulations on the Prohibition of Child Labor (《禁止使用童工規定》). It accordingly prohibits the employment of child and forced labour in all positions, and regularly checks the employees' identities and the authenticity of application materials and reviews employment practices to ensure that no violations have or may occur. According to their position, employees of the Group may work to a standard labour time system, a flexible working hour system or a comprehensive working hour system. Each subsidiary develops attendance management rules based on the characteristics of its own operations. The Group strictly controls the workload of its employees, limiting it to what can reasonably be completed within working hours. Employees are not required to work overtime for more than three hours per day or 36 hours per month. When overtime work is needed, employees can offset their overtime working hours by taking working days off on a 1:1 basis. If the days off cannot be arranged, overtime pay will be offered at the corresponding wage rate according to the overtime hours. Overtime hours are recorded and counted in accordance with the Overtime Work Request Form and Leave Request Form. 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 2020, the Group did not violate any of the abovementioned laws and regulations.

The Group terminates its labour relations with employees who are found to have violated national or regional laws and regulations, or who have committed a serious breach of the Employee Handbook. For employees who voluntarily propose to resign, the Group's Human Resources Centre will assist with resignation procedures, including interviews to understand the motives for resignation and receive any suggestions regarding work conditions and management.

重視人才管理 Personnel management

薪酬方面，我們致力於打造完善的薪酬福利體系，提供具有激勵及市場競爭力的薪酬福利。

公司定薪原則：

- 1、公平性原則：薪酬內部公平性即收入橫向可比性，同崗位同工作績效與收益基本一致；外部公平性則是指與外部同行業同崗位類型比較的公平性；
- 2、激勵性原則：依照公司不同職級及崗位類別、工作績效等，體現的差異化薪資結構及獎金標準，從而體現按勞分配、按價值分配的原則，實現員工收入與企業利潤的共贏目標。

每年，集團人力資源中心都會基於同行業薪資調研結果和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，為員工提供在同行業中有競爭力的薪資報酬。

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。

The Group maintains a complete remuneration and welfare system which provides incentives and market competitiveness. The system is founded on the following principles:

1. Fairness: Internal fairness of remuneration means horizontal comparability of income, with the performance and income of the same job basically matching. External fairness refers to the fairness of comparison with the same job type in the same industry.
2. Incentive: Salary structure and bonus standards are formulated commensurate to rank, job category and performance.

The Group's Human Resources Centre annually readjusts its remuneration strategy based on the results of salary surveys of the same industry, current salary levels and the salary structure. The remuneration strategy is implemented gradually through salary adjustments and adjustments to the fixed incremental ratio of salary, so as to provide employees with industry-competitive salary compensation.

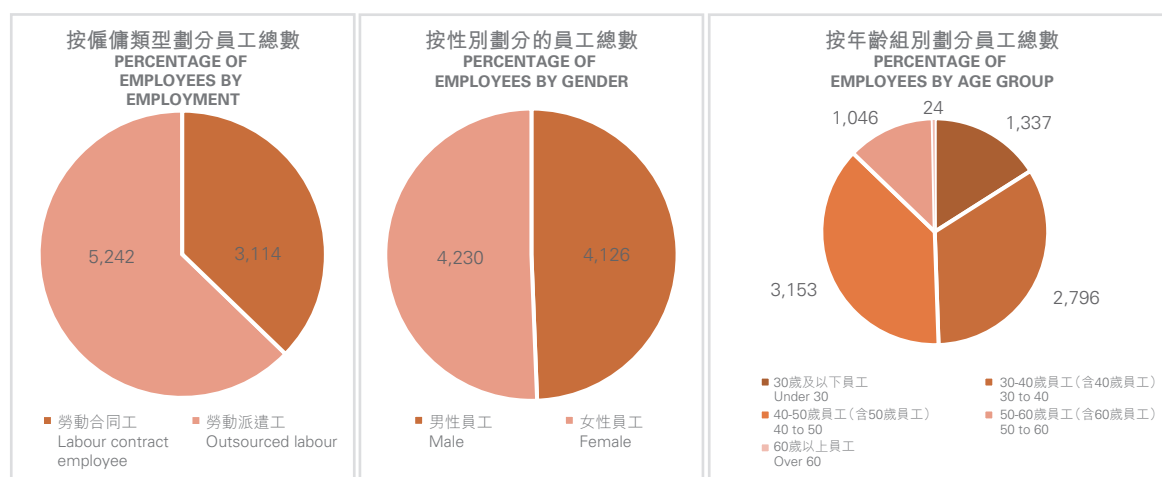
In terms of employee welfare, the Group has established a legally-compliant protective system. Each business unit provides employee canteens, dormitories for foreign employees, and develops management requirements for such. Cleaners and waiters ensure the cleanliness and convenience of these amenities. The Company also distributes welfare products to employees at major holidays such as the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival. Business units also help to organise monthly staff birthday parties. For the immediate family members of deceased employees, the Group sends burial money to express condolences. Various Group business units host irregular cultural events, such as galas, sports meetings, sightseeing tours, etc, to encourage staff morale and improve team cohesion.

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、春節假等額外帶薪假期。

截至二零二零年末，本集團在中國大陸地區的在職總人數為8,356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。

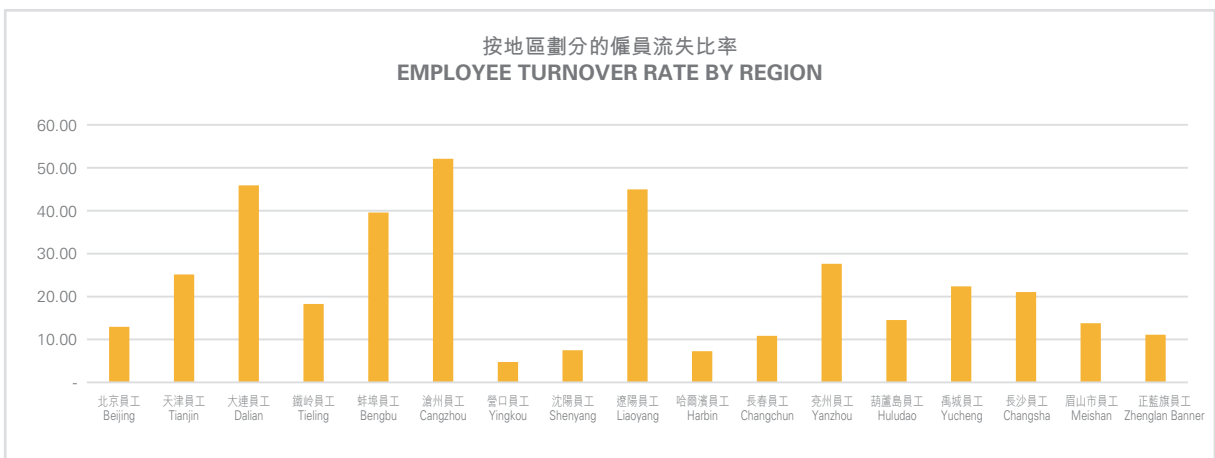
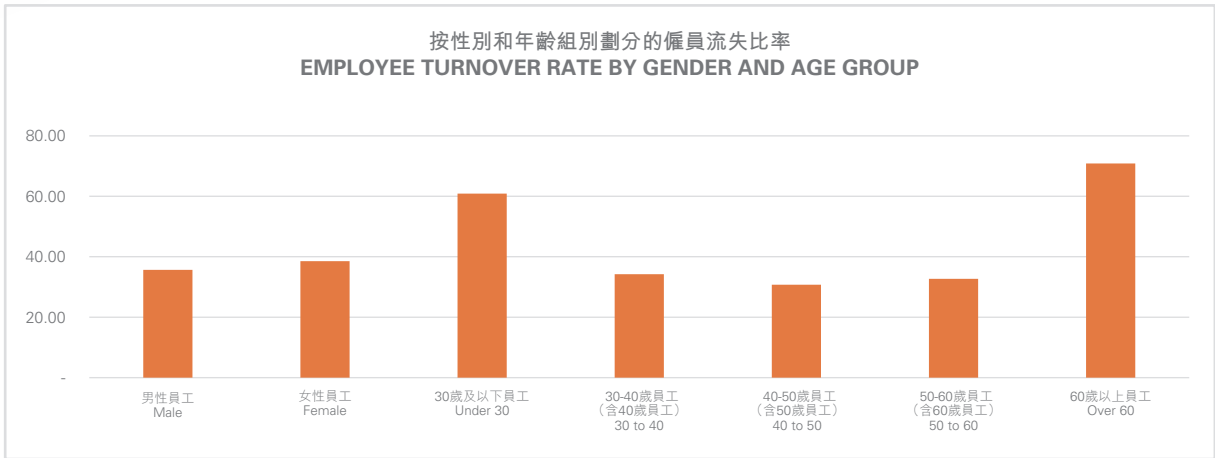
The Group maintains a schedule of holidays in accordance with national regulations and statutory holidays. It also provides additional paid leave as appropriate, such as maternity leave, paternity leave, breastfeeding leave, annual leave, and sick leave.

As of the end of 2020, the Group's total number of employees in mainland China was 8,356. During the Reporting Period, the Group did not significantly violate any relevant laws and regulations in terms of personnel recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity, discrimination and other employee employment.



地區 Region		員工人數 Number of employees
北京市	Beijing	54
天津市	Tianjin	740
遼寧省	Liaoning Province	4,266
黑龍江省	Heilongjiang Province	110
吉林省	Jilin Province	83
內蒙古自治區	Inner Mongolia Autonomous Region	9
河北省	Hebei Province	831
山東省	Shandong Province	277
安徽省	Anhui Province	1,890
湖南省	Hunan Province	38
四川省	Sichuan Province	58

重視人才管理
Personnel management



保障員工安全健康

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。二零二零年度，未發生對本集團有重大影響的違反安全健康相關法律法規的情況，因工傷損失工作日數為3,027天，工傷事件的比率為0.60%。在過去三年（即二零二零年度、二零一九年度和二零一八年度），本集團因工亡故的人數分別為0人、5人和2人，比率¹分別為0%、0.059%和0.023%。

本集團保障員工健康的措施包括：

- 1 每年定期對職業病危害因素現場取樣檢測，對作業場所生產過程中員工的職業危害暴露情況和接觸水平，作業場所的職業病危害防護措施，職業健康監護及管理等情况進行分析檢測。
- 2 每年組織員工健康體檢，並對接觸職業危害因素崗位的員工進行在崗期間的職業健康檢查。

EMPLOYEE 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 key” in its production process, with the aim of maintaining a safe and healthy work environment. In 2020, the Company was not in violation of any laws and regulations concerning health and safety. The number of working days lost due to work-related injuries was 3,027, and the rate of work-related accidents was 0.60%. In the past three years (ie, 2020, 2019 and 2018), the number of work-related deaths in the Group was zero, five and two, respectively, and the corresponding rates¹ were 0%, 0.059% and 0.023%.

Measures taken to protect the health of employees include:

- 1 On-site sampling and testing of occupational hazard factors are carried out annually. Results are analysed to determine employees’ exposure to occupational hazards, protective measures required, and the effectiveness of occupational health monitoring and management.
- 2 Annual employee medical check-ups, and occupational health check-ups for employees in positions exposed to occupational hazards.

1 因工亡故的人員
比率計算方式： $\frac{\text{當年因工亡故人數}}{\text{當年年末總人數}} \times 100\%$

1 Calculation of number
of work-related deaths: $\frac{\text{Number of work-related deaths in the year}}{\text{Total number of persons at the end of the year}} \times 100\%$

重視人才管理 Personnel management

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|---|---|
| <p>3 根據《個體防護裝備選用規範》的要求，為員工配備防塵(防毒)口罩及防噪耳塞，並指導正確佩戴，在工作場所醒目位置張貼標識等。</p> <p>4 對於接觸職業危害因素崗位的員工每年簽訂《職業病危害告知書》，明確員工的權利及義務，自覺遵守公司制定的崗位職業衛生操作規程及制度，正確使用職業病防護設備和個人職業病防護用品等。</p> <p>5 生產單位及時清理和更換除塵設備的除塵布袋。</p> | <p>3 In keeping with requirements from the Personal Protective Equipment Selection Specification, employees are equipped with dustproof (anti-virus) masks, noise-proof earplugs, and receive guidance on their proper use.</p> <p>4 For employees in positions exposed to occupational hazards, the Group annually renews the "Occupational Disease Hazard Notice" to clarify their rights and obligations, post-occupational hygiene operating procedures and systems, and the correct use of occupational disease protection equipment and personal occupational disease protection products.</p> <p>5 Timely cleaning and replacement of collection bags in dust removal equipment.</p> |
|---|---|



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、生產安全評比活動，及每月進行各類型安全培訓工作。

案例：遼陽食品廠安全應急演習

為提升安全生產水平和員工安全生產意識，本集團下屬遼陽食品廠每季度舉行一次突發事故應急演練，包括：氨氣泄漏演練、消防滅火演練，確保一旦發生事故能及時、正確、迅速、有效控制事態，減少危害。氨氣泄漏演練中，現場模擬突發氨氣泄漏時間，接到現場氨氣泄漏，救援領導小組緊急啟動應急救援預案，各相關職能部門迅速行動，按照公司《安全突發事件應急救援預案》程序，第一時間趕到現場進行疏散、處置和救援，達到了快速救援的目的，同時進行消防滅火演練，讓員工熟練使用消防滅火器材。

In the Group's plants, a Code of Safe Operating Practices (《安全操作流程守則》) calls for specialised safety personnel, regular fire drills, production safety inspections and appraisal activities, and monthly safety training.

CASE: SAFETY DRILL AT LIAOYANG FOOD FACTORY

The Group's Liaoyang Food Factory conducts emergency drills every quarter, including for such scenarios as ammonia leaks and fires, to ensure that its response to accidents is rapid, correct and effective. In the factory's ammonia leak drill, the rescue leadership team quickly activated an emergency rescue plan, enabling the relevant functional departments to respond in accordance with the Company's "Safety Emergency Rescue Plan" and practice their skills in evacuation, disposal and rescue.



企業員工共同成長

員工晉升機制

績效考核方面，本集團人力資源中心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更大的功效，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。

員工晉升方面，我們秉承「誠信、謙和、前瞻」的企業文化，鼓勵員工以出色的業績、高尚的職業操守贏得良好的職業聲譽，以豐富的經歷和杰出的專業水平獲取更多的發展空間。我們每年年中集中設置一次集團性質的晉升計劃，各事業部根據經營狀況、員工個人能力及績效表現，決定員工晉升降職或崗位調動或工作地點調動。同時，各營運單位如因組織結構調整等客觀原因，需對轄下員工進行晉升或調動，隨時由部門按照公司人事核決權限之規定報人力資源部及核決主管核定後方可任命或調整。

MUTUAL GROWTH OF THE COMPANY AND EMPLOYEES

EMPLOYEE PROMOTION MECHANISM

Twice a year, the Group's Human Resources Centre appraises the performance of employees in relation to their goals and tasks. The results of the assessment may lead to appropriate job adjustments or rotation. This ensures that the Group's talent is deployed where it is most effective, and where the employee can best realise their own value. The Group also encourages employee growth via performance bonus incentive schemes for different job categories, and by selecting appropriate talents for key retention every year.

Responsibility for employee promotion is devolved to the Group's business departments, which decide whether to promote, demote, transfer the position or work location of individuals based on their operating conditions, abilities and performance. This process is implemented in accordance with a Group-level promotion plan devised in the middle of each year. However, should an operating unit find it necessary to promote or transfer an employee or employees for objective reasons such as adjustment to organisational structure, the department reports to human resources and the approval supervisor for approval before any action is taken.

另外，集團會通過系統的人才盤點工作，對該年度員工工作和發展進行綜合評價，結合員工的工作經歷和能力，提供符合員工個人工作願望的發展機會，實現「專業通道」和「管理通道」的雙通道晉升路線。集團未來會給予員工更多工作輪調、崗位輪崗等機會，知人善任、人盡其才，組織實現人才效能。

公司鼓勵員工追求晉升，並滿足員工的尊重需求。公司設計了足夠層次的職級和頭銜，以便提供員工充足的晉升機會，可以盡可能滿足員工成就感；公司也會在員工晉升時給予書面的恭賀函或者公告，以對其工作表現予以認同。

員工培訓

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，秉承「誠信、謙和、前瞻」的企業文化理念，構建完善的學習發展體系。本集團涉足多領域專業，並基於各事業群為單位進行項目制培訓。本集團還根據各事業群發展需求、員工崗位和職級，以及員工個人培訓意願，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。二零二零年度，本集團通過線上線下、內訓外訓、老帶新等多種形式，開展培訓活動。本集團在逐步完善「大成好學網」線上培訓平台的同時，搭建了企業專業領域數據庫及信息化培訓鏈，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數據時效性，保證部門全體員工得到實時專業數據及管理工具。

The work and development of each employee of the Group is subject to annual comprehensive review and evaluation. Combined with the employee's experience and capabilities, the results of the evaluation are used to determine development opportunities that meet their working goals. This process creates a dual promotion route of "professional access" and "management access". In the future, the Group will provide additional opportunities for employee job rotations and work shifts, which will aid it in discovering especially talented people and placing them in suitable positions.

The Company encourages employees to pursue promotion and job satisfaction. To this end, the Company maintains a system of ranks and titles to provide both sufficient promotion opportunities and recognition of employees' accomplishments. The Company gives employees written congratulations or announcements upon their promotion to recognise their performance.

EMPLOYEE TRAINING

The Group is committed to providing long-term careers, and emphasises upgrading and developing employees' professional skills via a sound internal system of education and training. Project-based training is conducted for each business group. The Group also offers targeted training courses and programmes tailored to the development needs of each business segment and the personal aims of employees. In 2020, training activities were conducted online and offline, and included both internal and external training and learning from veterans. To improve the "DaChan Learning Site" (大成好學網) online training platform, the Group established a database of corporate professional fields and an informatisation training chain. This has opened up online, offline, corporate and personal information sharing paths, improved the timeliness of front-end data for each functional module, and ensured that all employees receive the real-time professional management information.

重視人才管理 Personnel management

本年度專設培訓項目：

Special training programmes for the year:

<p>集團儲備幹部培養</p> <p>Group reserve cadre training</p>	<ul style="list-style-type: none"> • 培訓對象：大學生儲備幹部 • Participants: Undergraduate reserve cadres • 項目概述：加快大學儲備幹部從「學生」到「職業人士」的身份轉變，進行輪崗與崗位專業技能培訓，提升職業化意識與職業技能，為集團可持續發展提供人才儲備 • Purpose: Accelerate the transition of undergraduate reserve cadres from 'students' to 'professionals'; conduct on-the-job training for job rotation and professional skills; enhance professional awareness and professional skills; provide a sustainable talent pool for the Group
<p>HACCP食品安全管理體系內審員培訓</p> <p>HACCP food safety management system internal reviewer training</p>	<ul style="list-style-type: none"> • 培訓對象：各廠的品保和生產管理人員 • Participants: Factory quality assurance and production management personnel • 項目概述：提升品保及生產管理人員的質量管理水平，進行精準有效的質量管理，保證食品安全和客戶滿意，完善企業管理體系 • Purpose: Enhance professional level of quality assurance and production management personnel; conduct accurate and effective quality management; ensure food safety and customer satisfaction; improve the corporate management system
<p>SA8000社會責任培訓</p> <p>SA8000 social responsibility training</p>	<ul style="list-style-type: none"> • 培訓對象：主管、業務核心、中高層以上骨幹 • Participants: Supervisors, core business personnel, key personnel above middle and high level • 項目概述：幫助員工提升職業技能、對社會責任管理體系及審核相關知識培訓 • Purpose: Improve employees' vocational skills; knowledge of social responsibility management system and related matters
<p>規模化養殖場長培訓</p> <p>Scale training for farm heads</p>	<ul style="list-style-type: none"> • 培訓對象：放養部專業人員 • Participants: Professionals from the stocking department • 項目概述：提升學員飼養管理水平，提高客戶服務質量 • Purpose: Enhance students' breeding management abilities; improve quality of customer service
<p>食品安全與標準法規研討會</p> <p>Food safety standards and regulations seminar</p>	<ul style="list-style-type: none"> • 培訓對象：研發技術人員 • Participants: Technological R&D personnel • 項目概述：提升食品企業管理人員、食品安全負責人、食品標準法從業人員及時瞭解國家政策、掌握新的食品標準法規和監管動態，以便在實際工作中能夠更好地貫徹執行 • Purpose: Enable food companies' managers, food safety directors and food standard law practitioners to stay abreast with national policies, food standards, regulations and regulatory trends

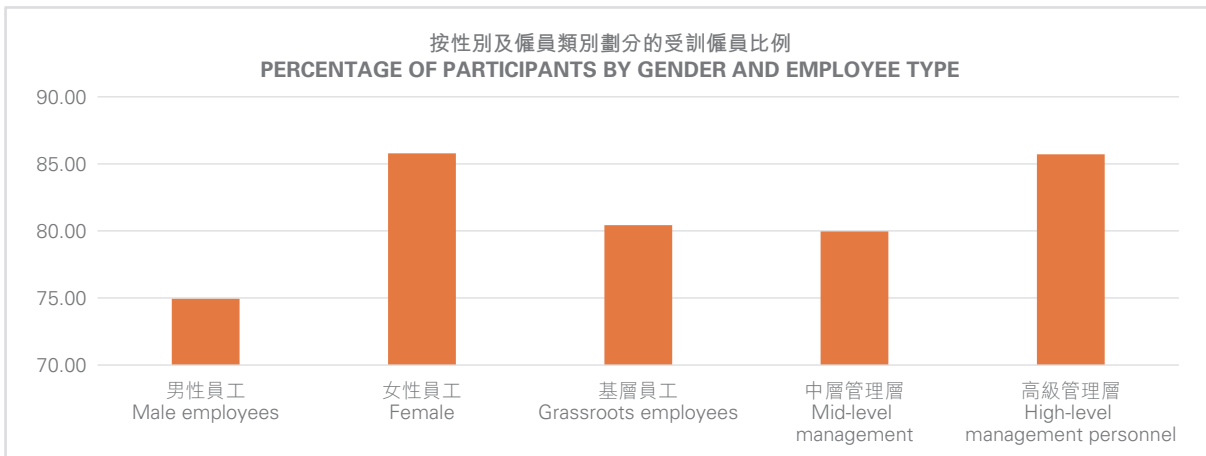
新員工培訓

New employee training

- 培訓對象：新入職員工
- Participants: New employees
- 項目概述：可以更好地讓員工瞭解公司情況，增加對工作內容的瞭解，快速進入工作狀態
- Purpose: Facilitate new employees' understanding of the Company and their work so they may quickly begin working effectively

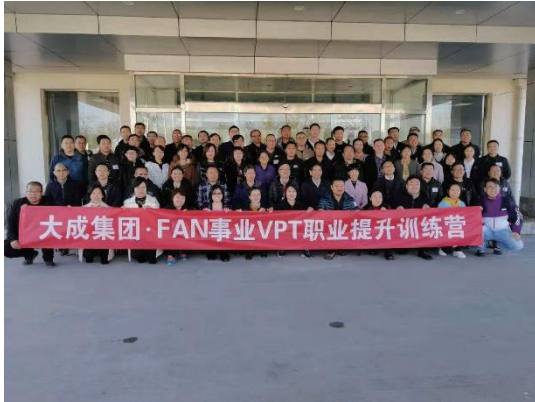
除上述專設項目培訓外，本集團各部門分別開展各類日常培訓共計150餘場。二零二零年，本集團的培訓覆蓋率為80.43%，總培訓時長為166,231小時。

In addition to the abovementioned programmes, each department carried out more than 150 daily training sessions of various types. In 2020, the Group's training coverage rate was 80.43%, and the total training time was 166,231 hours.



每名僱員平均受訓小時數	Average training hours per employee	24.73
男性員工人均受訓小時數	Average training hours per male employee	22.76
女性員工人均受訓小時數	Average training hours per female employee	26.41
基層員工人均受訓小時數	Average training hours per grassroots employee	25.66
中級管理層人均受訓小時數	Average training hours per mid-level management personnel	12.96
高級管理層人均受訓小時數	Average training hours per high-level management personnel	2.36

重視人才管理
Personnel management



大成集團FAN事業VPT培訓
FAN business department VPT
training at the DaChen Group



大成集團PFS事業二零二零動員年會
Dacheng Group PFS Business Mobilisation



SA8000社會責任培訓
SA8000 social responsibility training



新員工入職培訓
New employee induction training



规模化养殖场长培训
Scale training of farm heads



大成集团PVM事业养殖管理培训营
Breeding management training camp for
the DaChen Group PVM business department



大成集团PFS事业MSP培训
MSP training for the DaChen Group PFS business
department



HACCP食品安全管理体系内审员培训
HACCP food safety management system internal
reviewer training

食品溯源 消費放心

Food traceability

安心溯源體系

本集團秉承「大成為您健康生命努力」的宗旨，建立並完善食品安全溯源體系，用心打造優質安全食品。本集團意識到「食品責任不能追溯到源頭，是導致食品安全事故頻發的最主要原因。」因此，本集團於二零零九年正式啟動「來源透明」食品工程，推出「姐妹廚房」雞肉食品品牌(www.jmcf7623.com)，二零一四年本集團研發並在國內率先推出的「食品安全實名溯源系統」，搭建面向消費者的追溯信息網絡查詢系統，把內部質量追溯控制系統對大眾開放，安心透明，接受消費者的監督。

全程實名溯源

「實名溯源」即：每一份食物都有一個「身份證號」，以養殖場唯一合同編號和批次號作為起點和主線，串聯起後續的養殖、生產加工各個環節，實現了「4W」（即人員Who、時間When、地點Where、內容What）的實時、動態監測管控。溯源內容涵蓋從農資、農場、到食品初加工、深加工的全部過程；時間數據涵蓋用料、出欄、加工、檢驗等各個時間點；人員可追溯到具體的養殖人、生產廠長、品管負責人、獸醫等，做到了責任到人，保證從農場到餐桌的全程實名溯源數據動態、真實、可監控。消費者可通過掃描商品二維碼或網站查詢的方式追溯到與此產品相關的信息。

RELIABLE TRACEABILITY SYSTEM

True to its “dedication to health and life”, the Group maintains an extensive food traceability system. Development of the system began after former Chairman of the Board of Directors Mr Harn Jia-Chen realised that “being unable to trace the source of food liability is the main reason for the frequent occurrence of food safety incidents”. The Group officially began its “transparent source” project in 2009 by launching the “Sisters’ Kitchen” chicken food brand (www.jmcf7623.com). In 2014, the “Food Safety Real-Name Traceability System” was launched as a consumer-oriented traceability information network query system. The system is both open to the public and under consumer supervision.

FULL-PROCESS REAL-NAME TRACEABILITY

“Real-name traceability” means that each food item has an ID number, a unique contract number and a batch number of the farm from which it originated. These are used as starting points to connect subsequent traceable links, such as for breeding, production and processing. The result is real-time, dynamic monitoring and control of “the four w’s” (who, when, where, what). Traceable content spans the entire process, from agricultural materials and farms, to preliminary and deep food processing. Time data covers points such as material use, slaughter, processing and inspection. Personnel can be traced back to specific breeders, production plant managers, quality controllers and veterinarians to clarify personal responsibility. Consumers can trace the information related to a product by scanning its QR code or searching on the website.

此系統另一特色在於數據的安全性，每個人工輸入的環節均被軟件實時備份。真正實現從農田到餐桌各個環節的可追溯，一旦出現問題，通過溯源系統，能快速、精準找到問題環節，遏制事態擴大，降低食品安全風險。

大數據支持

食品安全實名溯源系統與SAP系統整合，建立了基於物聯網的智能設備數據採集體系。通過二維碼、智能設備、移動互聯網、雲平台與大數據技術，構建養殖管理端到端的物聯網體系，提高養殖全過程，從入雛、用藥、耗水耗料、體重測量、環境監控到出欄運輸電宰等各業務環節的數據採集與智能管理的信息化水平，提高養殖生產效率，避免人工數據填報帶來的潛在差異與管理風險，確保食品安全制度在農村養殖一線得以貫徹執行。

Another feature of the system is data security. Every manual entry is backed up by the software in real time. Should a problem occur, the system can quickly find the problematic link, isolate the situation and reduce food safety risk.

BIG DATA SUPPORT

The traceability system is integrated with the SAP system to establish a data collection system for smart devices based on the Internet of Things. Through QR code, smart devices, mobile internet, cloud platform and big data technology, build an end-to-end Internet of Things system for breeding management to improve the whole process of breeding, from entering the chicks, medication, water and material consumption, weight measurement, environmental monitoring to delivery transportation to electric slaughter. The informatisation level of data collection and intelligent management of these business links will improve the efficiency of breeding production, avoid potential differences and management risks caused by manual data reporting, and ensure that the food safety system is implemented in the forefront of rural breeding.

供應商的前置管理

本集團實施供應商前置管理機制，從源頭管控品質，本集團現有201家供應商均必須通過食品安全中心供應商管理專員審核並納入合格供應商管理名錄後，方可實施物料採購。本集團制定《供應商管理程序》、《FAN原料採購管理程序》和《獸藥疫苗採購作業制度》，規範食品原料、輔料、包裝材料、飼料原料、添加劑、藥品類、燃料類供應商准入及日常管理。本集團重視挑選供貨商的過程和持續管理，選擇重視環保及企業社會責任之供貨商，並通過網絡核查法律訴訟信息（「國家企業信用信息公示系統」、「天眼查」）、實地考察、資質審查、合格率考核和績效評價等措施，審查包括硬件設施、體系建立、食品安全風險、供應能力等，確保供貨商符合本集團的採購政策。本年度本集團對《供應商管理程序》的修訂中增加了一票否決條款，對供應商環境保護、勞工等方面做了更加明確的規範。在對藥品供應商的審核中，本集團重點關注供應商藥渣、化學殘留物、廢棄包裝的處理，必要時要求供應商出具「藥渣、化學殘留和包裝材料的處理報告」、「危廢處理相關制度、合同、處理台帳」等信息。

SUPPLIER SELECTION MANAGEMENT

The purpose of the Group's supplier selection management mechanism is to control quality at the source. Before purchasing materials, each of the Group's existing 201 suppliers must be reviewed by a Supplier Management Specialist from the Food Safety Centre and included in the qualified supplier management list. The Group's "Supplier Management Procedures", "FAN Raw Material Purchasing Management Procedures" and "Veterinary Drug Vaccine Purchasing Operation System" regulate access to raw food materials, excipients, packaging materials, raw feed materials, additives, drugs and fuel suppliers as part of its day-to-day management. The Group attaches great importance to selecting suppliers that value environmental protection and corporate social responsibility. Selected suppliers are continuously managed via such means as internet verification of legal litigation information ("National Corporate Credit Information Disclosure System", "Tianyan Check"), on-site inspections, qualification reviews, qualification rate assessments and performance evaluations, that latter including hardware facilities, systems, food safety risks, supply capabilities. The aim is to ensure that all suppliers comply with the Group's procurement policies. In 2020, the Group amended its "Supplier Management Procedures" by adding a veto clause and clearer regulations on environmental protection and labour. In its reviews of drug suppliers, the Group requires them to issue "reports on the treatment of drug residues, chemical residues and packaging materials" and "hazardous waste" when necessary as it is particularly concerned about how supplier handle drug and chemical residues and whether these wastes are fully wrapped up before disposal.

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及幫扶機制，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，依規管理，提升了供應鏈產品的合法性和安全性。對於有改善意願和改善潛力的供應商，本集團會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，組織供應商到本集團工廠參觀學習等，實現了食品安全與品質社會共治。

The Group strives to foster mutual development with its suppliers. A mechanism has been established for sharing food safety-related information with suppliers, including updates on food safety-related laws and regulations. These prompt suppliers to update their own processes and procedures accordingly and in a timely manner. For suppliers with the willingness and potential for improvement, the Group will appoint a supplier management commissioner to help optimise their food safety management, overcome major supply abnormalities, provide on-site rectification ideas and methods, and organise visits to Group factories.

地區 Region		供應商數目 Number of suppliers
天津市	Tianjin	3
遼寧省	Liaoning Province	65
吉林省	Jilin Province	5
河北省	Hebei Province	13
山東省	Shandong Province	6
安徽省	Anhui Province	105
四川省	Sichuan Province	3
湖南省	Hunan Province	1

食品安全管理

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，依據國家食品安全相關法律法規為指導原則，依據ISO9001質量管理體系、ISO22000食品安全管理體系、FSSC22000食品安全體系認證、HACCP信息安全管理體系等的要求，建立了完善的食品安全管理體系，嚴格落實原料進貨查驗、制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。二零二零年，本集團沒有因安全與健康理由而須將已售或已發送產品回收的事件發生，未發生違反產品和服務的健康與安全、廣告、標籤及隱私事宜的相關法律及規例的事件。本集團不涉及發明和實用新型專利、軟件著作權等知識產權內容。

本集團採用高度垂直整合業務模式，將飼料生產、雞隻孵化及屠宰、雞肉加工及加工食品生產整合為統一的經營平台。公司執行五統一管理模式：統一供雞、統一供料、統一免疫、統一用藥，統一回收。

FOOD SAFETY MANAGEMENT

The Group operates in 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》), the Advertising Law of the PRC (《中華人民共和國廣告法》), the 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》), the 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. Guided by these laws and regulations, the Group maintains a food safety management system based on standardized systems such as ISO9001 quality management, ISO22000 food safety management, FSSC22000 food safety management system certification and HACCP information security management system. It stringently implements raw material procurement inspections, production process control and product factory inspections. In 2020, the Group experienced no incidents of recalling products sold or sent due to safety and health reasons, and did not violate laws and regulations on the health and safety of products and services, or those pertaining to advertising, labelling and privacy. The Group did not involve in any disputes on inventions, utility model patents, software copyrights and other intellectual property content.

The Group follows a vertically integrated business model which integrates feed production, chicken incubation and slaughtering, chicken processing and food processing into a unified operation. The Company's five unified management models are as follows:

- 統一供雞，公司有自己的種雞場，孵化場，在孵化場對雞雛進行統一免疫後，根據農戶飼養合同及飼養量，將雞雛運送到農戶養殖場；
 - 統一供料，公司有自己的飼料廠，飼料廠根據研發部飼料配方，進行原料採買，生產營養安全的飼料，供農戶使用；
 - 統一免疫，公司的獸醫師制定免疫計劃，採購部門按免疫計劃要求採購疫苗至公司藥庫儲存，客戶按免疫計劃由獸醫師開具處方簽、領用單到公司藥庫領取疫苗，由免疫隊實施免疫，免疫後定期采血監控疫情；
 - 統一用藥，公司有專業的獸醫師，依據標準要求制定了藥品清單，所有農戶須遵照藥品清單，由專業的獸醫師開具處方後，方可對雞隻用藥；
 - 統一回收，根據雞隻的飼養周期，按計劃對雞隻進行回收。這種業務模式讓公司可有效地追查來源及保證產品的質量。
- Unified supply of chicks: The Company operates its own breeder farms and hatcheries. After chickens are immunised in the hatchery, they are transported to farms in accordance with farmers' breeding contracts and the amount of breeding.
 - Unified feed: The Company operates its own feed mill, which purchases raw materials according to feed formulae devised by the R&D department to produce safe nutrition for use on farms.
 - Unified immunisation: The Company's veterinarian develops immunisation plans, according to which the purchasing department purchases vaccines from the Company's drug store. As is appropriate to the plan, the veterinarian will issue prescriptions, sign for and receive vaccines from the Company's drug store. The immunisation team will implement the immunisation plan. Subsequently, blood samples are regularly to monitor the results.
 - Uniform medication: The Company's veterinarians formulate a drug list based on standard requirements. All farmers engaged in Company work must follow the drug list, and obtain prescriptions from qualified veterinarians to administer drugs to chickens.
 - Unified collection: Chickens are collected according to their breeding cycle. This model enables the Company to accurately trace product sources and ensure product quality.

嚴格藥物殘留管控制度

本集團動保中心依據《中華人民共和國農業農村部公告第250號》，食品動物中禁止使用的藥品及其他化合物清單、相關法律法規並綜合評估市場風險等因素，編製《商品肉雞允許使用獸藥清單》，每年進行獸藥供應商評價，對所有抗生素類、抗菌素類、抗病毒類藥物及其他獸藥的品質進行檢驗驗證。獸藥統一採購、統一發放、統一免疫和統一用藥，由具有職業資格證的獸醫進行全程監督指導用藥，對養殖農戶用藥實行統一管理。

本集團品保中心依據《中華人民共和國農業農村部公告第250號》、《食品安全國家標準食品中獸藥最大殘留限量》(GB 31650-2019)，修訂了《藥殘檢測程序及內控標準》文件。文件明確了藥物殘留限量標準及檢測頻率，對於國家允許使用藥物以最高殘留限量控制，對於禁止使用和不得檢出的藥物明確了方法的檢出限。不同藥物監測頻率不同，有每批監測、每季度監測、每半年監測和每年監測四種方式，確保全覆蓋，保證產品品質。

日常藥物殘留監測項目：

呋喃唑酮代謝物	呋喃它酮代謝物
氯黴素	氟苯尼考
金剛乙胺	利巴韋林
五氯酚酸鈉	氟喹諾酮類總量
呋喃西林代謝物	呋喃妥因代謝物
甲硝唑	金剛烷胺
替米考星	尼卡巴嗪
四環素類總量	磺胺類總量

MANAGEMENT AND CONTROL OF DRUG RESIDUES

In accordance with “Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People’s Republic of China”, and taking into consideration the list of drugs and other compounds prohibited in food and animals, relevant laws and regulations, and market risk and other factors, the Group’s Animal Protection Centre compiles a “List of Permitted Veterinary Drugs for Commercial Broilers”. Veterinary drug suppliers are evaluated annually, and the quality of all antibiotics, antivirals and other veterinary drugs is inspected and verified. Veterinary drugs are purchased, distributed, with inoculation done and used uniformly. Veterinarians with professional qualifications supervise the use of drugs throughout the entire process, and the use of drugs to the poultry is uniformly managed.

The Group’s Quality Assurance Centre revised the “Residual Testing Procedures and Internal Control Standards” for compliance with “Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People’s Republic of China” and “National Food Safety Standard Maximum Residue Limits of Veterinary Drugs in Food (GB 31650-2019)”. The revised Standards clarify drug residue limit standards and testing frequency, the maximum residue limit for drugs allowed by the country, and the detection limits of the method for drugs that are prohibited or are not able to be detected. Different monitoring frequencies are required for different drugs. There are four monitoring methods used to ensure full coverage and product quality: by batch, on quarterly, by semi-annual and annual basis.

Daily drug residue monitoring items:

Furazolidone metabolites	Furacillin metabolites
Chloramphenicol	Metronidazole
Rimantadine	Tilmicosin
Pentachlorophenol-sodium	Total tetracyclines
Nitrofurane metabolites	Furantoin metabolites
Florfenicol	Amantadine
Ribavirin	Nicarbazine
Total fluoroquinolones	Total sulfonamides

為了符合全面溯源性要求，本集團品保中心制定了《藥殘檢測採樣操作流程》，流程規範了毛雞宰前和屠後採樣程序，明確了採樣時間、採樣數量、採樣點位要求及體重均勻度的要求，在採樣記錄上體現放養數量、交雞數量，為防止摻雞還要嚴格記錄宰後數量，由品保中心負責審核，並且提供近期用藥明細。嚴格執行宰前和屠後兩道環節獸藥殘留檢測，宰前檢測超標的毛雞拒收，保證屠後產品獸藥殘留完全符合標準要求。對於食品廠嚴控原料藥殘檢測，無論使用本集團內部原料還是外采原料，明確要求供應商提供每批次原料的出廠檢驗報告。

品質管理工作常態化

本集團品保中心設立四個職能團隊，分別是：體系建設和維護團隊、原輔料包材驗收團隊、加工過程品質控制團隊和產品出廠檢驗團隊。所有團隊的工作在體系指導下運作，嚴格按照體系制度從原料至成品出廠，全程品質管控，確保產品品質安全。

To meet requirements for comprehensive traceability, the Quality Assurance Centre has issued a "Drug Residue Testing and Sampling Operation Process" which standardises pre- and post-slaughter sampling procedures for chickens, and clarifies sampling times, sampling numbers, sampling points and weight requirements. The requirements for uniformity include the number of chicken breeds and the number of chickens delivered in the sampling records. In order to prevent the mixing of chickens, the number after slaughter must be strictly recorded. The Quality Assurance Centre is responsible for reviewing and providing details of recent medication on the chickens. The process of veterinary drug residue detection is strictly implemented in the two stages of pre-slaughter and post-slaughter. The chickens with drug residue level exceeding the pre-slaughter test will be rejected to ensure that the veterinary drug residue of the product after slaughter fully meets standard requirements. Suppliers are required to provide a factory inspection report for each batch of raw materials, whether these consist of internally or externally sourced materials, so that the Group's food factories may control the detection of drug residues.

QUALITY MANAGEMENT

The Group's Quality Assurance Centre maintains functional teams for system construction and maintenance, raw and auxiliary materials and packaging materials acceptance, processing quality control, and product delivery inspection. All work under the guidance of the system, strictly comply with the system, from raw materials to finished products leaving the factory, quality control throughout the entire process to ensure product quality and safety.

食品溯源 消費放心 Food traceability

本集團品保中心開展嚴格的日常稽核制度，稽核內容包括：硬件設施要求和維護、收發貨和倉儲管理、設備維護保養校準、人員衛生要求和培訓、清潔消毒和蟲鼠管理、追溯體系、異物和過敏源管理、HACCP計劃、標準作業程序落地執行9個模塊，每年至少開展稽核工作2次。不同工廠團隊每月將進行一次互相稽核，團隊主要幹部相互切磋、相互學習，共同進步。通過稽核，所有工廠的管理水平均有不同程度的提升。二零二一年，我們還會將審核結果與質量目標達成情況掛鉤，評定良好、優秀和標杆單位。技術支持方面，品保中心將牽頭針對各工廠的弱項，增加專題培訓，幫助團隊的整體管理水平的提升；另外會聘請行業內清潔用品服務公司、蟲鼠控制服務公司、異物探測設備公司做專題培訓；依據需求將派遣品保主管、法律法規專員及檢測中心相關人員參加協會等組織的新法規宣導培訓，以便準確依據法規指導日常工作，確保食品安全。

本集團依據制定的《食品召回程序》文件，按照召回程序，每年至少進行2次召回演練，召回要求在2小時內完成，因為公司關注溯源，並且由實名溯源的體系和能力，在快速和準確召回上，每次均能夠按照時間要求圓滿完成。

The Quality Assurance Centre also operates a rigorous system of regular audits for hardware facility requirements and maintenance, receipt and delivery and storage management, equipment maintenance and calibration, personnel hygiene requirements and training, cleaning and disinfection and pest management, traceability system, foreign objects and allergen management, HACCP plan, and standard operating procedures, and audits are carried out at least twice a year. Teams from different factories conduct mutual audits once a month. Through these audits, the management of all factories has been improved by varying degrees. In 2021, the Group will begin linking the audit results to the achievement of quality targets, and evaluate good, excellent and benchmark units. In terms of technical support, the Quality Assurance Centre the lead in providing special training to address management weaknesses found in each factory. Additionally, it engages cleaning supply service, pest control service and foreign body detection equipment companies to provide training in special topics. If required, quality assurance supervisors, law and regulation commissioners, and relevant personnel from the testing centre will be sent for training on new regulations organised by associations and other organisations, aimed at guiding routine work in compliance with regulations to ensure food safety.

In accordance with its "Food Recall Procedures", the Group conducts recall drills at least twice a year. Recalls are required to be completed within two hours, because the Company pays attention to traceability and its real-name traceability system and ability can ensure fast and accurate recall and the recall can be successfully completed in accordance with the time requirements.

為保證食品安全，本集團加大檢驗人才和設備投入，平均每年投入品質管理與檢測費用2000多萬元。本集團除每個工廠具備自己的化驗室之外，分別在大連、蚌埠和天津擁有3個通過國家中國合格評定國家認可委員會認可的檢測中心，擁有國際一流的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、原子吸收等先進的檢測設備；具備檢測獸藥殘留270項、農藥殘留210項、過敏原4項、食品添加劑5項等多個項目的檢測能力，從人員、技術、設備和管理體系上，100%保證操作規範、行為公正、結果準確，100%保證出廠產品的食品安全！

客戶服務

本集團制定客戶投訴管理機制制度文件《產品客訴處理流程》，文件明確說明產品客訴的類別、客訴反饋的渠道、客訴反饋的方式、客訴分析責任人員、客訴快速答覆時間、客訴分析、查找原因、針對問題原因制定改善措施、驗證改善措施的有效性、持續改進。二零二零年，本集團共接獲關於產品及服務的投訴件數較上一報告年度增加6起，但基於產量較上一報告年度的大幅增加，二零二零年整體客訴率降低了12%。

本集團客戶包括網店客戶及線下終端客戶，由客戶服務部門負責相關售後、投訴等工作，主要針對400電話收集的客訴信息，第一時間發送到對應區域的業務人員工作群內，請在地業務人員先行瞭解情況後及時反饋到微信群及同步發出郵件。

To ensure food safety, the Group has increased its investment in inspection personnel and equipment, with an average annual investment of more than RMB20 million in quality management and inspection costs. In addition to laboratories in each factory, the Group maintains testing centres in Dalian, Bengbu and Tianjin that have been approved by the China National Accreditation Service for Conformity Assessment. Those testing centres have equipped with world-class liquid chromatography-mass spectrometer (LC-MS-MS), gas chromatography-mass spectrometer (GC-MS-MS), atomic fluorescence, atomic absorption and other advanced testing equipment, with a testing capacity of 270 veterinary drug residue items, 210 pesticide residue items, four allergen items, five food additives, and many others. In terms of personnel, technology, equipment and management system, 100% guarantee of standardised operation, fair behaviour, and accurate results, and 100% guarantee of the food safety of the products out of the factory are achieved.

CUSTOMER SERVICE

The Group's "Product Customer Complaint Handling Process" document clearly outlines product customer complaint categories, feedback channels and methods, responsible personnel for complaint analysis, complaint response times, problem-solving procedures, procedures for verifying the effectiveness of solutions, and guidelines for continuous improvement. In 2020, the Group received six more complaints about products and services than during the previous reporting year. However, due to the substantial increase in output compared with the previous reporting year, the overall customer complaint rate decreased by 12% in 2020.

The Group's customers include both online shop and offline terminal customers. The customer service department is responsible for related after-sales and complaints. Customer complaints received via tel no. 400 are sent to a business staff work group in the corresponding area as soon as possible. After evaluating the situation, these local personnel report to the staff WeChat group and send out emails simultaneously.

食品溯源 消費放心 Food traceability

目前較常用且快捷的反饋方式是微信平台，為了快速響應，本集團以銷售區域為團隊，建立《質量投訴應對群—xx區》10個，平台上成員組成有集團銷售總經理、業務主管及生產和品保團隊主管。區域業務代表收到客訴信息(品項名稱、批次號、問題照片、對接人等)後第一時間聯繫客戶經銷商或端點客戶，瞭解問題的具體情況(在當地的會拜訪客戶瞭解具體情況)；然後，第一時間在客訴群裏進行反饋，同步發送郵件給相關人員及主管進行反饋。

客訴答覆的責任部門是品保中心，責任人是品保部門經理，答覆時間要求緊急客訴2小時內處理完畢，普通客訴24小時內給出回復；品保中心負責客訴分析、查找原因、針對問題原因制定改善措施、驗證改善措施的有效性，並持續改進，確保不再發生。

此外，客戶信息對企業而言至關重要，如不小心被盜取或者員工有意泄露，對企業都會帶來很大的名譽和經濟損害，因此，對於企業而言，如何有效保護客戶信息顯得越來越重要。其中很重要的一點，首先是要提升企業員工本身的信息安全意識，因為據調查，企業各種信息被泄露，很多都是因為員工無意泄露，或者被不法分子利用而泄露的。

At present, the most commonly used and quick feedback method is the WeChat platform. To ensure a rapid response, the Group has established 10 "Quality Complaint Response Groups-xx Areas" each led by a team responsible for customer service. The members of the team consist of the group sales general manager, business supervisor and head of production and quality assurance team. After receiving the customer complaint information (item name, batch number, photograph(s) of the problem, contract person, etc), the regional business representative will contact the customer's distributor or end-point customer as soon as possible to understand the specifics of the problem; then, feedback in the customer complaint group will be given as soon as possible, and emails sent to relevant personnel and supervisors for feedback at the same time.

The responsible department for customer complaints is the Quality Assurance Centre, and the person in charge is the manager of the Quality Assurance Department. Urgent customer complaints are required to be processed within two hours, and ordinary customer complaints are responded to within 24 hours. The Quality Assurance Centre is further responsible for analysing customer complaints and searching for the cause of complaint, developing solutions to causes of problems, verifying the solutions' effectiveness, and ensuring that the problems do not reoccur.

Customer data is of vital importance to enterprises. If such data is accidentally lost or deliberately leaked, it can cause great damage to an enterprise's reputation and business. Therefore, protection of customer data is a matter of serious import. One of the most important points is to raise the awareness of information security of the employees themselves. According to investigations, in most cases, the leakage of company information is unintentional or used by criminals.

疫情下的品質保障

2020年初，針對突發的新型冠狀病毒疫情，集團高層非常重視。為了保證員工安全、食品安全，品保中心參考國務院聯防聯控機制綜合組《關於全面精準開展環境衛生和消毒工作的通知》(聯防聯控機制綜發〔2020〕195號)、《關於加強冷鏈食品新冠病毒核酸檢測等工作的緊急通知》(聯防聯控機制綜發〔2020〕220號)、《關於印發新型冠狀病毒肺炎防控方案(第七版)的通知》(聯防聯控機制綜發〔2020〕229號)、《關於印發冷鏈食品生產經營新冠病毒防控技術指南和冷鏈食品生產經營過程新冠病毒防控消毒技術指南的通知》(聯防聯控機制綜發〔2020〕245號)等一系列的防控要求，牽頭制定出台並持續更新了《大成集團預防新型冠狀病毒肺炎手冊》、《企業新冠病毒疫情防預應急預案》及《大成集團冷鏈食品疫情防預應急預案》。

QUALITY ASSURANCE DURING THE PANDEMIC

At the beginning of 2020, the Group prioritised its response to the sudden outbreak of COVID-19. In the interest of employee and food safety, the Quality Assurance Centre to reference to the "Notice on Comprehensive and Accurate Implementation of Environmental Sanitation and Disinfection Work" by the Comprehensive Group of the Joint Prevention and Control Mechanism of the State Council (Joint Prevention and Joint Control Mechanism Zongfa [2020] No. 195), "Regarding Strengthening Cold Emergency Notice on the Nucleic Acid Testing of the Novel Coronavirus in Food Chain (Joint Prevention and Control Mechanism Zongfa [2020] No. 220)", "Notice on Printing and Distributing the Novel Coronavirus Pneumonia Prevention and Control Plan (Seventh Edition) (Combination of Joint Prevention and Control Mechanism (2020) No. 229)", "Notice on Printing and Distributing Technical Guidelines for the Prevention and Control of New Coronavirus in the Production and Operation of Cold Chain Foods and Technical Guidelines for the Prevention and Control of New Coronavirus in the Production and Operation Process of Cold Chain Foods (Combined Issue of Joint Prevention and Control Mechanism [2020] No. 245)" and a series of prevention and control requirements to lead the development of the "Prevention of New Coronavirus Pneumonia Handbook of DaChan Group", the "Corporate New Coronavirus Epidemic Prevention and Control Plan", the "Corporate New Coronavirus Epidemic Prevention Emergency Plan" and the "Cold Chain Food Epidemic Prevention and Control Measures of DaChan Group".

食品溯源 消費放心 Food traceability

各工廠成立以廠長為組長的疫情管理小組，負責協調突發新型冠狀病毒感染的肺炎疫情事件的各項工作。具體疫情防控措施為：

- 門房管理：門衛處配備一次性醫用口罩、紅外測溫儀及水銀溫度計、消毒（次氯酸鈉）器具、酒精(75%)噴壺等；員工在公司入口必須體溫檢測合格、酒精手部消毒、車輛次氯酸鈉噴霧消毒後，方可進入工廠；嚴禁外來人員隨意進出及在公司廠區走動。
- 外地返工人員管理：外地員工返廠時，需到宿舍管理員處登記，檢測體溫是否正常、有無感冒咳嗽等症狀，由管理小組安排單獨房間隔離14天后無異常後安排上崗。
- 宿舍管理：宿舍門除用餐時間和上下班時間外全部關閉，內部員工臨時出入宿舍時需做好登記；每個宿舍發放體溫計1只，每天登記員工體溫；安排專人對宿舍樓道、廚房等公共區域噴灑消毒劑，上下午各1次。

Each factory established under its director an epidemic management team responsible for coordinating tasks related to the outbreak. The specific epidemic prevention and control measures are:

- Building entrance management: Guards at Company building entrances are equipped with disposable medical masks, infrared and mercury thermometers, disinfection (sodium hypochlorite) appliances, alcohol (75%) watering cans, etc. Employees may pass only after a temperature check, hand disinfection. Vehicles must receive sodium hypochlorite spray disinfection. Non-authorized persons and vehicles are prohibited from Company premises.
- Management of returning personnel: Employees returning to their factories from out of town must register with their dormitory administrator, undergo a temperature check, and disclose any possible symptoms of sickness such as coughs. If necessary, employees are provided with a separate room for isolation for 14 days. If no abnormalities are apparent after this period, they will be allowed back to work.
- Dormitory management: All dormitory doors are kept shut except at mealtimes and commuting times. Internal employees must register when entering and leaving dormitories. Each dormitory is issued with a thermometer, and employees' temperatures are registered daily. A dedicated person is arranged to spray disinfectant in public dormitory corridors, kitchens, etc., once in the morning and once in the afternoon.

- 辦公及生產場所管理：各辦公及生產場所人員必須正確佩戴口罩；所有員工在上下班前進行體溫測量，生產中4小時測量一次體溫，並做好體溫記錄；辦公場所定時通風，配備消毒酒精，每2小時消毒1次；生產車間入口嚴格執行6步洗手法，配備消毒洗手液(次氯酸鈉)、酒精等。
- 食堂管理：食堂使用蒸箱消毒餐具，使用前後各消毒20分鐘；員工進餐前、後用酒精消毒手部；食堂場所禁止非食堂人員進入，食堂工作人員必須穿好工作服、正確戴好口罩；提倡員工自帶餐具就餐，各車間分時、分區域就餐；
- 應急管理：凡發現有發燒、咳嗽等症狀的員工，由宿舍管理員統一登記後，上報公司，公司立即通知政府疾控管理部門，接到指定醫院檢查；設立臨時隔離室，配備必要的藥品、設施等，在送往政府指定醫院前對疑似病例臨時隔離；如已入住宿舍，同宿舍人員暫停上班，等待檢查結果；對發燒、咳嗽等症狀員工接觸的物品、器具、辦公室及工作場所等進行消毒，做好發熱、咳嗽等症狀員工佩戴或遺棄口罩的消毒及處置工作；
- Office and production site management: All office and production site personnel must wear masks correctly; all employees should take body temperature measurements before going to and leaving work, and during production work, body temperature is taken every four hours with temperature records kept for inspection Office sites are regularly ventilated and supplied with disinfectant alcohol, and disinfected every two hours. Entrances to production areas strictly implement six-step hand-washing, and are equipped with disinfectant hand sanitiser (sodium hypochlorite), alcohol, etc.
- Canteen management: A steam box is provided in canteens to sterilise tableware for 20 minutes before and after use. Employees disinfect their hands before and after meals, and non-canteen personnel are prohibited from entering the kitchen area. Canteen staff must wear work clothes and masks correctly. Employees are encouraged to bring their own tableware for dining, and have meals at different time and in different are according to the workshops they belong to.
- Emergency management: All employees found to be afflicted by fever, cough or other symptoms will be registered by a dormitory administrator and reported to the Company. The Company will immediately notify the government's disease control management department and receive an inspection by a designated hospital. If required, a temporary isolation room with necessary medicines and facilities will be established to quarantine suspected COVID-19 cases before they are transported to government-designated hospitals. If the infected employee(s) had been admitted to a dormitory, the staff of said dormitory will suspend work and wait for the results of the examination. All items and appliances in the workplaces of suspected or confirmed cases will undergo disinfection, and the masks used or disposed of by such employees with fever, cough or other sumptoms are carefully handled and property disinfected

食品溯源 消費放心 Food traceability

本年度，因為疫情，消費者對食品安全更加關注，為了減少投訴，減少客戶抱怨，提高客戶的滿意度，品保中心牽頭，組織由企劃、銷售、生產、品保、研發、及採購各部門共同參加的跨部門雙零會議(零異物和零投訴)，會議目標為「零異物是義務，零投訴光榮戶」，獎勵措施為零異物每月獎勵團隊1萬元，連續兩個月獎勵2萬元/月，連續3個月或以上，獎勵3萬元/月。為了達到雙零目標，團隊群策群力，獻計獻策，比如塑料異物的控制、毛髮的控制、線頭的控制、硬骨的控制、篩網的控制等，所有控制項目制定嚴格的管控措施，品保中心按照確定的頻率進行抽檢驗證，確保各項措施落地執行，有效運行。從項目開展至2020年底已有多條生產線達到零異物標準，1個食品廠連續3個月零投訴，2個食品廠工廠連續4個月零投訴。

Due to the epidemic, consumers have become increasingly concerned about food safety. To improve customer satisfaction, the Quality Assurance Centre has organised a cross-departmental double zero (zero foreign matter, zero complaints) meeting with the participation of the planning, sales, production, quality assurance, R&D and procurement departments. The result was an incentive programme offering teams a RMB10,000 reward for achieving 'zero foreign objects' over a one-month period, RMB20,000 per month for two consecutive months, and RMB30,000 per month for three or more consecutive months. Simultaneously, stringent control measures were implemented to prevent intrusion of foreign matter such as plastics, hair, threads, bone, etc. into products. As of the end of 2020, a number of production lines had met the "zero foreign object" standard. One food factory received no complaints for three consecutive months, while two others received no complaints for four consecutive months.



日常監測員工體溫
Routine monitoring of
employees' temperatures



廠區消毒
Factory disinfection



車間消毒
Workshop disinfection

廉潔從業 守衛底線

Operating with integrity and guarding the bottom line

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。

本集團廉潔事務由稽核中心統籌管理，稽核中心每季度向集團提報「稽核室季度工作報告」，向董事會提報年度「內部稽核工作報告」。同時，本集團還採取內部交叉查核監督機制，即人資中心、採購中心和工程中心實施內部交叉檢查，稽核中心實施專案查核和舉報查核。

二零二零年，本集團將「大成陽光計劃」作為基本制度之一再次重申，OA系統專門設置「大成陽光申報系統」，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。在員工申報接受的饋贈品時，將饋贈品交予員工所在地人資部門，人資部門必須開局收據及登記保管。每月月底，各工廠及公司將收到的饋贈品悉數匯總上報集團人資中心處理。同時，人資中心設置「員工獎懲管理辦法」對員工廉潔行文進行監管。

In accordance with 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 to corruption and bribery, the Group has implemented a Code of Ethics for Employees (《員工職業道德守則》), a 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.

Matters of integrity for the Group are coordinated and managed by the Audit Centre. The Audit Centre submits a “Quarterly Work Report of the Audit Office” to the Group and an “Annual Internal Audit Work Report” to the Board. The Group has also emplaced a mechanism for internal cross-checking and supervision implemented by the Human Resources Centre, Purchasing Centre and Engineering Centre. The Audit Centre meanwhile implements project and report checks.

In 2020, the Group reiterated the imposition of the Sunshine Plan as one of its basic staff conduct systems, and the “DaChan Sunshine Reporting System” was established within the Company’s OA system. This requires all employees to disclose on the record the nature of their relationships with fellow employees, customers and suppliers, including any gifts that may have been exchanged within these relationships, as a deterrent to bribery, fraud, money laundering and extortion, and create a transparent and fair working environment. When an employee declares the gifts they have accepted, said gifts are handed over to the employee’s relevant Human Resources Department, which issues a receipt and register for safekeeping. At the end of each month, all factories and companies will collect all gifts received and report them to the Group’s Human Resources Centre for processing. At the same time, the Human Resources Centre devised the “Employee Reward and Punishment Management Measures” to supervise the integrity of employees.

廉潔從業 守衛底線

Operating with integrity and guarding the bottom line

二零二零年，本集團還出台《陽光採購作業制度》，並由相關崗位人員和供應商簽屬《反腐敗、反商業賄賂承諾函》，增強採購人員廉潔自律，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。

本集團舉報政策讓員工、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中心做出舉報。對於實名舉報，稽核中心迅速成立專案開始核查，對於非實名舉報，如舉報內容事實陳述清楚，稽核中心也會立刻成立專案開始核查。本集團禁止一切形式向被舉報人透露舉報人個人信息，在舉報事件辦理核實過程中，會隱去明顯含有舉報人信息的內容。對稽核查實的違規事實涉及人員按本集團制度給予辭退(勸退)、懲處(包括記大過、小過、申戒、通報等不同程度的處罰)。本年度本集團共勸退3人，懲處1人，嚴肅整治了企業廉潔風氣。本集團嚴格保密申訴內容，只向參與調查而需要知情的人士披露。

Also in 2020, the Group established a “Sunshine Procurement Operation System” and required appropriate personnel and suppliers to sign an “Anti-Corruption and Anti-Commercial Bribery Commitment Letter”. The intent is to strengthen the integrity and self-discipline of procurement personnel, protect the legitimate interests of the Company, comply with the laws and regulations of the PRC, observe Company policies, and act in strictly accordance with 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 enables employees, customers and suppliers to report suspected cases of misconduct, fraud, and violations to the Audit Office of the Group’s Audit Committee through its no. 800 reporting email, via telephone, or in writing. For real-name whistleblowing, the Audit Center quickly set up a project to start verification. For anonymous whistleblowing, if the facts of the report are clearly stated, the Audit Centre will immediately set up a project to start verification. The Group prohibits informants’ identities from being revealed to the reported person(s). During the process of verifying a reported incident, any content that includes information pertaining to the informant will be concealed. The personnel involved in the verified facts of violations shall be dismissed (dissuaded) and punished according to the Group system, including varying degrees of penalty such as recording major or minor demerits, reprimands, and notifications. During the year, the Group dissuaded three persons and punished one person. The Group keeps the content of complaints confidential, and will only disclose it to those who need to be informed to participate in the investigation.



廉潔從業 守衛底線
Operating with integrity and guarding the bottom line

為了規範員工及董事廉潔從業行為，本年度稽核中心針對員工開展了：違反規範作業流程問題、費用報銷問題和對賬管理問題的專題培訓，針對董事會成員通報了行業內容違法違規案例，並上報「2018-2019年稽核檢查重點項目風險報告」，以提升員工及董事的法制觀念。

二零二零年，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，本年度也未發生由公司或員工提出的貪污訴訟案件。

本集團誠摯營造透明、公平、公正、公開的工作環境，並在此公開反貪污舉報方式，以接受廣大利益相關方的監督：

舉報郵箱：800@dachan.com.cn
舉報電話：022-27922393

In order to ensure the integrity of employees and directors, the Audit Centre conducted special training on violations of standard operating procedures, expense reimbursement issues, and reconciliation management issues. The board members reported cases of violations of industry content laws and regulations and reported them to “2018 – 2019 The risk report of key projects for audit” to enhance the legal concept of employees and directors.

In 2020, there were no major violations of laws and regulations by the Group in respect to bribery, extortion, fraud and money laundering, nor were any corruption lawsuits filed by the Company or its employees during the year.

The Group is sincerely committed to creating a transparent, fair, just, and open working environment. It hereby discloses its corruption reporting channels in order to accept the supervision of stakeholders:

Report E-mail: 800@dachan.com.cn
Report telephone: 022-27922393

反哺社會 社區貢獻

Giving back to society and contributing to communities

員工關懷

本集團本著關愛員工，幫扶助困的精神，二零二零年出台《困難員工幫扶辦法》，以及《員工突發特殊狀況救助原則》等，為困難員工排憂解難，提供生活救助。尤其是對重大疾病、重大工傷、意外或疾病身故等造成困難的員工或家屬給予困難幫扶和子女就學幫扶、節日慰問等。二零二零年集團重申《員工關係管理辦法》，各地方成立勞動爭議調解委員會，從基層做好政策講解和諮詢，調解日常勞動爭議矛盾，各地公司工會成立職工之家，圍繞企業發展和企業建設開展各種活動，配合企業開展職工文化技術培訓，活躍基層員工的精神文化生活，有效提高員工素質，搭建職工溝通平台，加強企業與職工的聯繫。

Caring for employees

Under its “Measures for Helping Employees in Difficulties” and “Principles for Helping Employees in Sudden Special Situations”, issued in 2020, the Group has defined its methods of providing assistance and support to employees in need. Help may be offered to employees or their family members who face difficulty due to major illness, work injury, accidents, deaths from illness. Assistance is also offered in the form of education assistance for employees’ children, holiday condolences, etc. In 2020, the Group reaffirmed its “Measures for the Management of Employee Relations”. All localities established committees to provide policy explanation and consultation at the grassroots level and to mediate routine labour disputes. The labour unions of all local companies under the Group set up homes for employees, focusing on corporate development and corporate building, construct and carry out various activities, cooperate with the Company to carry out cultural and technical training for employees, activate the spiritual and cultural life of grassroots employees, effectively improve the quality of employees, build a communication platform for employees, and strengthen the relationship between the Company and employees.



員工生日會

Employee birthday party



員工趣味運動會同心共抗「疫」

Anti-pandemic sports meet for employees

2020年初爆發的新型冠狀病毒肺炎疫情，讓我們看到了食品健康安全對人類生命安全的重要，但同時，我們更多感受到的是人類的大愛。在此次疫情防控階段，我們看到很多白衣天使不顧個人安危奔赴前線與病毒抗爭，我們看到日夜堅守在疫情防控一線的工作人員無畏的精神。作為一個企業公民，也作為食品行業的從業企業，我們深諳自身責任重大。

The outbreak of COVID-19 has underlined the importance of food health and safety as well as the need to care for others. During the pandemic, medical personnel rushed to the front line to fight the virus regardless of personal safety. Staff members also worked tirelessly on the front line to make their own contributions to epidemic prevention and control. As a corporate citizen and as an enterprise in the food industry, DaChan is profoundly aware of its responsibilities to society.

反哺社會 社區貢獻

Giving back to society and contributing to communities

自新型冠狀病毒肺炎疫情發生以來，本集團積極響應運營所在地各級政府防控要求，第一時間貫徹落實疫情工作部署，把疫情防控工作作為當前最重要的任務來抓。本集團堅持人物同防，落實人員和物品防控措施，在確保企業自身防控的基礎上，依企業最大產能向眾多農戶及消費者供應飼料、種雞、種蛋、雞雛、肉雞及其加工產品，為抗擊疫情提供民眾生活物資的供應保障。

為了助力國家抗擊疫情工作，本集團開展了多項捐款捐物活動，蚌埠食品廠向當地紅十字會捐款人民幣10萬元；滄州肉品廠為205國道、辛大路口卡口、何呂店紅綠燈卡口、力軍力卡口等八處縣級卡口的執勤人員送來去食品、消毒凝膠、口罩等防控物品；為孟村縣醫院和鎮衛生院送去一次性醫用橡膠手套等。

Upon the outbreak of the pandemic, the Group responded to the prevention and control requirements of governments at all levels of its operations. It deployed for epidemic-related work as quickly as possible, and made prevention and control its most important task. Extensive prevention and control measures for personnel and articles were implemented. The Company also maximised its production capacity to ensure a continued supply of feed, breeder chickens, breeding eggs, chicks, broilers and processed products to farmers and consumers during the crisis.

The Group also carried out donation activities to aid in the anti-pandemic effort. Bengbu Food Factory donated RMB100,000 to the local Red Cross; Cangzhou Meat Factory provided food, disinfectant gel, masks and other items for personnel on duty at eight county crossings, including National Highway 205, Xinda Road Crossing, Heludian traffic light intersection and Lijunli crossing, and sent disposable medical rubber gloves to Mengcun County Hospital and Town Health Center.



附錄一：環境關鍵績效指標表

Appendix I: Table of Environmental Key Performance Indicators

環境關鍵績效指標表

Table of Environmental Key Performance Indicators

環境關鍵績效指標		飼料廠 ²	食品廠 ³
Environmental Key Performance Indicator		Feed mill ¹	Food factory ²
總耗水量(單位：立方米)	Total water consumption (unit: cubic metre)	138,162.00	2,954,473.47 ³
耗水密度(單位：立方米/萬元營收)	Water consumption density (unit: cubic metres/RMB10,000 revenue)	0.25	8.09
污水產生量 ⁴ (單位：立方米)	Sewage production ⁴ (unit: cubic metre)	-	2,233,040.20
生活污水產生量(單位：立方米)	Domestic sewage production (unit: cubic metre)	-	161,343.20
工業廢水產生量(單位：立方米)	Industrial wastewater production (unit: cubic metre)	不涉及 Not involved	2,071,697.00
污水處理量 ⁵ (單位：立方米)	Sewage treatment capacity ⁵ (unit: cubic metre)	-	2,188,782.00
生活污水處理量(單位：立方米)	Domestic sewage production (unit: cubic metre)	-	152,491.56
工業廢水處理量(單位：立方米)	Industrial wastewater production (unit: cubic metre)	不涉及 Not involved	2,036,290.44
總耗電量(單位：千瓦時)	Total power consumption (unit: kWh)	32,715,366.60	90,945,226.25
耗電密度(單位：千瓦時/萬元營收)	Power consumption density (unit: kWh/RMB10,000 revenue)	58.12	249.16
天然氣消耗量(單位：標準立方米)	Natural gas consumption (unit: standard cubic metres)	2,794,072.00 ⁶	3,179,256.00 ⁵
煤炭消耗量(單位：噸標準煤)	Coal consumption (unit: ton of standard coal)	3,769.00	4,956.53 ⁶
生物質消耗量(單位：噸標準煤)	Biomass consumption (unit: ton of standard coal)	881.00	0.00
綜合能源消耗量(單位：千個千瓦時)	Comprehensive energy consumption (unit: thousand kWh)	59,790.17	120,669.95
綜合能源消耗密度(單位：千瓦時/萬元營收)	Comprehensive energy consumption density (unit: thousand kWh/RMB10,000 revenue)	0.11	0.33
硫氧化物排放量(單位：噸)	Sulfur oxide emissions (unit: ton)	24.35	28.48
氮氧化物排放量(單位：噸)	Nitrogen oxide emissions (unit: ton)	23.56	29.43
顆粒物排放量(單位：噸)	Particulates emissions (unit: ton)	28.98	20.79

附錄一：環境關鍵績效指標表 Appendix I: Table of Environmental Key Performance Indicators

環境關鍵績效指標表			
Table of Environmental Key Performance Indicators			
環境關鍵績效指標		飼料廠 ²	食品廠 ³
Environmental Key Performance Indicator		Feed mill ¹	Food factory ²
溫室氣體排放總量 ⁶ (單位：噸二氧化碳當量)	Total greenhouse gas emissions ⁷ (unit: ton of carbon dioxide equivalent)	43,729.13	74,067.28
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)	23,769.48	18,581.60
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)	19,959.65	55,485.68
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/RMB10,000 revenue)	0.08	0.20
有害廢棄物的總重量(單位：千克)	Total weight of Hazardous waste (unit: kg)	850.00	10,218.07
廢機油(單位：千克)	Waste oil (unit: kg)	850.00	9,601.00
廢燈管(單位：千克)	Waste lamp (unit: kg)	不涉及 Not involved	469.35
廢抹布(單位：千克)	Waste cloth (unit: kg)	不涉及 Not involved	53.72
廢舊電子產品(單位：千克)	Waste and obsolete electronic products (unit: kg)	不涉及 Not involved	94.00
有害廢棄物的產生強度(單位：千克/萬元營收)	Hazardous waste generation intensity (unit: ton/RMB10,000 revenue)	0.00	0.03
無害廢棄物的總重量(單位：噸)	Non-hazardous waste generation intensity (unit: ton)	327.95	4,444.70
爐渣(單位：噸)	Slag (unit: ton)	327.95	1,179.51
污泥(單位：噸)	Sludge (unit: ton)	不涉及 Not involved	2,425.87
病死&死畜禽(噸)	Sick and dead livestock (ton)	不涉及 Not involved	513.99
畜禽糞便(噸)	Livestock manure (ton)	不涉及 Not involved	171.90
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	144.23
工業廢水污染物氨氮(單位：噸)	Industrial wastewater pollutants ammonia nitrogen (unit: ton)	不涉及 Not involved	9.20
無害廢棄物的產生強度(單位：噸/萬元營收)	Non-hazardous waste generation intensity (unit: ton/RMB10,000 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)	2,615.60	4,470.62
紙箱(單位：噸)	Carton (unit: ton)	不涉及 Not involved	3,340.25
塑料(單位：噸)	Plastic (unit: ton)	2,615.60 ⁸	912.49
其他包裝材料(單位：噸)	Other packaging materials (unit: ton)	不涉及 Not involved	217.88
包裝材料每生產單位估量(單位：噸/萬元營收)	Packaging materials per unit proportion (unit: ton/RMB10,000 revenue)	0.00	0.01

附錄一：環境關鍵績效指標表

Appendix I: Table of Environmental Key Performance Indicators

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。	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	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，與以前年度保持一致。	3	The food factory data in this report include food factories in 7 regions, including Tianjin, Dalian, Tieling, Liaoyang, Luzhou, Cangzhou and Bengbu, consistent to that of the previous year.
4	本年度為響應疫情防控，各廠區加強了清潔力度和產品的清洗力度。同時，本年度各廠產量較去年均有所上升，因此本年度耗水量較去年有所增加。	4	In response to the prevention and control of the epidemic this year, various factories have strengthened their efforts in cleaning and product washing. meanwhile, the output of each factory increased this year compared with last year, so water consumption during the year has increased compared with last year.
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。	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	本年度，響應運營所在地環保部門要求，本集團多數工廠調整燃料結構，利用天然氣替代生物質。且本年度產量和相關產品重量有所增加，因此導致天然氣消耗量有較大幅度增加。	6	During the year, in response to the requirements of the environmental protection authorities in the places where they operate, most of the Group's factories adjusted their fuel structure and replaced biomass with natural gas. In addition, the output and the weight of related products increased this year, resulting in a substantial increase in natural gas consumption.
7	本年度補充熟食廠煤炭消耗數據，二零一九年，添加熟食廠煤炭消耗量後，食品廠煤炭消耗總量為4,916.03噸標煤。	7	This year, the Group supplemented the coal consumption data of the cooked food factory. In 2019, after adding the coal consumption data of the cooked food factory, the total coal consumption of the food factory was 4,916.03 tons of standard coal.
8	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：環境關鍵績效指標匯報指引》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	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.
9	本年度由於外售飼料量的增加，進而導致包裝材料的耗用有較大提升，屬於正常增長。	9	Due to the increase in the amount of feed sold this year, the consumption of packaging materials increased significantly, which is a normal increase.

附錄二：近兩年匯報範圍列示

Appendix II: Reporting Scope for the Last Two Years

本集團下屬公司及工廠全稱 Full names of Group subsidiaries and factories	簡稱 Abbreviation	2020年度 2020	2019年度 2019
北京東北亞諮詢有限公司 Dongbei (Beijing) Consultant Co., Ltd.	–	√	√
大成萬達(天津)有限公司 DaChan Wanda (Tianjin) Co., Ltd.	天津食品廠 Tianjin food factory	√	√
蚌埠大成食品有限公司 Bengbu DaChan Food Co., Ltd.	蚌埠食品廠 Bengbu food factory	√	√
台畜大成食品(蚌埠)有限公司 Taixu & DaChan Foods (Bengbu) Co., Limited	蚌埠太畜食品廠 Bengbu Taixu food factory	√	√
大成食品(大連)有限公司 Great Wall Food (Dalian) Co., Limited	大連美食食品廠 Dalian food factory	√	√
大成宮產食品(大連)有限公司 Miyasun-Great Wall Foods (Dalian) Co., Ltd.	大連宮產食品廠 Dalian Great Wall food factory	√	√
遼寧大成農牧實業有限公司遼陽分公司 Liaoning Great Wall Agri-Industrial Co., Ltd., Liaoyang Branch	遼陽食品廠 Liaoyang food factory	√	√
兗州安鮮農場食品有限公司 Yanzhou S&F Farm Co., Ltd.	兗州食品廠 Yanzhou food factory	√	√
大成食品(河北)有限公司滄州肉品廠 DaChan Food (Hebei) Co., Ltd. Cangzhou meat factory	滄州肉品廠 Cangzhou meat factory	√	√
大成農牧(鐵嶺)有限公司 Great Wall Agri (Tieling) Co., Ltd.	鐵嶺肉品廠 Jijin	√	√
蚌埠大成食品有限公司蚌埠肉品廠 Bengbu Meat Factory of Bengbu DaChan Food Co., Ltd.	蚌埠肉品廠 Bengbu meat factory	√	√
大成食品(大連)有限公司大連肉品廠 Dalian Meat Factory of Great Wall Food (Dalian) Co., Limited	大連肉品廠 Dalian meat factory	√	√
大成萬達(天津)有限公司天津飼料廠 Tianjin Feed Mill of Great Wall Food (Tianjin) Co., Ltd.	天津飼料廠 Tianjin feed mill	√	√
大成食品(大連)有限公司大連飼料廠 Dalian Feed Mill of Great Wall Food (Dalian) Co., Limited	大連飼料廠 Dalian feed mill	√	√
大成農牧(黑龍江)有限公司 Great Wall Agri (Heilongjiang) Co., Ltd.	黑龍江飼料廠 Heilongjiang feed mill	√	√

附錄二：近兩年匯報範圍列示 Appendix II: Reporting Scope for the Last Two Years

本集團下屬公司及工廠全稱 Full names of Group subsidiaries and factories	簡稱 Abbreviation	2020年度 2020	2019年度 2019
東北農牧(長春)有限公司 Dongbei Agri (Changchun) Co., Ltd.	長春飼料廠 Changchun feed mill	√	√
大成農牧(鐵嶺)有限公司昌圖飼料廠 Changtu Feed Mill of Great Wall Agri (Tieling) Co., Ltd.	昌圖飼料廠 Changtu feed mill	√	√
遼寧大成農牧實業有限公司 Liaoning Great Wall Agri-Industrial Co., Ltd.	瀋陽飼料廠 Shenyang feed mill	√	√
大成農技(葫蘆島)有限公司 Great Wall Agritech (Huludao) Co., Ltd.	葫蘆島飼料廠 Huludao feed mill	√	√
大成農牧(營口)有限公司 Great Wall Agri (Yingkou) Co., Ltd.	營口飼料廠 Yingkou feed mill	√	√
山東大成生物科技有限公司 Shandong DaChan Biotechnology Co., Limited	禹城飼料廠 Yucheng feed mill	√	√
湖南大成科技飼料有限公司 Hunan Greatwall Technologies & Feeds Co., Ltd.	長沙飼料廠 Changsha feed mill	√	√
四川大成農牧科技有限公司 DaChan Agricultural Technologies (Sichuan) Co., Ltd.	四川飼料廠 Sichuan feed mill	√	√
大成食品(河北)有限公司滄州飼料廠 Cangzhou Feed Mill of DaChan Food (Hebei) Co., Ltd.	滄州飼料廠 Cangzhou feed mill	√	√
蚌埠大成食品有限公司蚌埠飼料廠 Bengbu Feed Mill of Bengbu DaChan Food Co., Ltd.	蚌埠飼料廠 Bengbu feed mill	√	√

讀者反饋

Reader Feedback

尊敬的讀者：

您好！感謝您閱讀本報告。為了不斷提高和改進本集團可持續發展管理，我們真誠地希望聽取您的寶貴意見和建議。請您協助完成本頁內容並選擇以下方式反饋給我們。

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好 較好 一般

2. 您認為本報告在信息和數據披露的清晰度、準確性和完整性上表現如何？

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3. 您認為本報告在反映本集團對經濟、社會和環境的重大影響方面表現如何？

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4. 您認為本集團在維護相關方利益方面做得如何？

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Dear Readers,

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Good Not bad Normal

4. How do you rate the Group's performance in safeguarding the interests of stakeholders?

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我們將充分考慮您的意見和建議，並承諾妥善保管您的信息。

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We will thoroughly consider your opinions and suggestions and ensure that your personal information is handled properly.

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