



# 2020

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2020年度環境、社會及管治報告

**山東鳳祥股份有限公司**  
Shandong Fengxiang Co., Ltd.

於中華人民共和國註冊成立的股份有限公司  
A joint stock company incorporated in the people's Republic of China with limited liability

股份代號 Stock Code: 9977

About The Report	關於本報告	2
Chairman's Statement	董事長致辭	4
The Environment, Social and Governance Report	環境、社會及管治報告	8
I. About Us	一、關於我們	8
Introduction	公司簡介	8
Our History	歷史沿革	9
Brand Management	品牌經營	10
Our Awards and Certificates	公司榮譽	13
II. Sustainability Management	二、可持續發展管理	14
Corporate Strategy	集團戰略	14
Sustainable Development Governance Structure	可持續發展架構	15
Stakeholder Materiality Assessment	持份者評估	16
III. Scientific Breeding — Revitalizing the Traditional Industry	三、科學養殖，促進傳統行業	22
Intelligent breeding and processing of White-Feather Broiler	煥發生機	
Food Safety	白羽雞智能養殖與加工	23
Animal Welfare	食品安全	25
Monitoring the Breeding Process	動物福利	30
IV. R&D & Innovations — Shaping a New Retail Landscape	養殖環節實時監控	33
Research and Development	四、研發創新，構建多元化新	34
Our Products	零售佈局	
Extensive Sales Network & Channels	研究與開發	34
New Retail Landscape under COVID-19	我們的產品	37
V. Energy Conservation & Emissions Reduction — Embracing a	多元銷售渠道	39
Low-Carbon Future	疫情下的新零售	40
Environmental Management	五、節能減排，擁抱低碳環保	41
Green Operations	發展趨勢	
Resource Management	環境管理	42
Emissions Management	綠色運營	43
The Environment and Our Business	資源管理	44
VI. Employee Care — Fostering Respect and Harmony	排放管理	47
Employee Overview	環境與業務	50
Protecting Employees' Rights	六、關愛員工，築起和諧尊重	51
Protecting Employees' Safety	暖心港灣	
Protecting Employee's Health	員工概況	51
Attracting International Talents	維護員工合法權益	52
VII. Green Supply Chain — Setting Benchmark for	保障員工生命安全	52
Sustainable Industry	心繫員工身心健康	56
Supplier Management	發展國際化人才戰略	57
Compliance and Integrity	七、合作共贏，樹立廉潔合規	60
Intellectual Property Protection and Monitoring	行業標杆	
VIII. Community Spirit — Maximizing Social Impact	供應商管理	60
School-Enterprise Corporation	合規管理及廉潔建設	62
Products for the National Athlete Team	知識產權維護與保障	63
Active Response to the COVID-19 Pandemic	八、回饋社會，彰顯鳳祥股份	63
Appendix I: Report Index	責任擔當	
Appendix II: Data Statistics	校企合作	63
	國家隊運動員保障產品	64
	因「疫」制宜，積極行動	64
	附錄I：報告索引	68
	附錄II：數據統計	71

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THE REPORT

#### Reporting Period

This Environmental, Social and Governance Report (“**this report**”) covers the period from January 1, 2020 to December 31, 2020, and may in part extend beyond the above timeframe.

#### Reporting Basis

This report has been prepared in accordance with the Environmental, Social and Governance Guide of Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**HKEX**”) and the amendments thereto. This year's report has complied with the “Comply or explain” Provisions in the Environmental, Social and Governance Guidelines.

#### Definitions

Shandong Fengxiang Co., Ltd. is also referred to in this report as “Fengxiang”, “Fengxiang Holdings”, “the Group”, “the Company”, “Group”, “Company” and “We”.

#### Reporting Scope

This is the first externally published Environmental, Social and Governance Report by Shandong Fengxiang Co., Ltd. Unless otherwise stated, this report covers the main business scopes of the Company and its subsidiaries, namely Fengxiang Industrial, Fengxiang Food, Fengxiang Food Development, Xingwen Tianyang and Fengxiang Japan.

#### Data Collection

The information used in this report has been obtained from internal documents, public information and relevant statistics of Shandong Fengxiang Co., Ltd. and its subsidiaries. The Board of Directors of the Company has oversight of ESG issues.

### 關於本報告

#### 報告期

本環境、社會及管治報告（「**本報告**」）的時間跨度是2020年1月1日至2020年12月31日，部分內容或超出上述時間範圍。

#### 編製標準

本報告遵循《香港聯合交易所有限公司（以下簡稱「**香港聯交所**」）證券上市規則》附錄二十七《環境、社會及管治報告指引》，以及其主要修訂概要進行編製。本年度報告已遵守《環境、社會及管治報告指引》的「不遵守就解釋」條文。

#### 指代說明

為方便表述和閱讀，「山東鳳祥股份有限公司」在本報告中亦使用「鳳祥」、「鳳祥股份」、「集團」、「公司」、「本集團」、「本公司」、「我們」等稱謂表示。

#### 實體範圍

本報告為山東鳳祥股份有限公司對外發佈的第一份《環境、社會及管治報告》。除另有說明，本報告內容主要涵蓋本公司及其附屬公司（鳳祥實業、鳳祥食品、鳳祥食品發展、興文天養、禹城鳳鳴及日本鳳祥）的營業範圍。

#### 資料來源

本報告使用的資料及案例均來源於山東鳳祥股份有限公司及其附屬公司的內部文件、公開信息和相關統計數據。本公司董事會已全面監管ESG相關事項。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Report approval and access

This report follows the principles outlined in the Environmental, Social and Governance Guide. The Board of Directors of the Company has reviewed and approved this report for publishing and acknowledges the full responsibility of this report.

This report is published in Chinese and English and is available online on the website of the HKEX ([www.hkexnews.hk](http://www.hkexnews.hk)) and official website of the Company ([www.fengxiang.com](http://www.fengxiang.com)).

### Feedbacks & Suggestions

We value all feedbacks and comments to this report. Please find our contact information below:

Address: Liumiao Village, Anle Town, Yanggu County,  
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### 報告批准及獲取

本報告遵循《環境、社會及管治報告指引》重要性原則，本公司董事會確認對本公司的環境及社會管治策略及彙報承擔全部責任，並已審閱及通過本報告。

本報告以中英文兩種文字發佈。本報告電子版可在香港聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司官方網站([www.fengxiang.com](http://www.fengxiang.com))獲取。

### 報告回饋

我們歡迎您對本報告提出回饋意見及建議，請通過以下方式與我們聯繫：

地址：中國山東省聊城市陽谷縣安樂鎮  
劉廟村  
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### CHAIRMAN'S STATEMENT

### 董事長致辭



Dear Shareholders and Investors:

Shandong Fengxiang Co., Ltd. is mainly engaged in chicken product processing, broiler rearing, and poultry breeding. The company is currently the largest exporter of white feather broiler and a leading retailer of chicken meat in China. In 2020, the Company has become more aware of the importance of sustainable development in the critical stage of transformation and upgrading, and has launched a series of efforts in sustainable management, scientific breeding, R&D innovation, energy conservation and emission reduction, employee care and community spirit. At the corporate governance level, we promote the “people-oriented” company, insist on cooperation and openness, operate in compliance, continuously improve corporate governance capability, and set a benchmark for integrity in the industry; Meanwhile, we firmly believe in creating corporate value through innovation and win-win situation, assume social responsibility with honesty and respect, and provide consumers with hygienic, healthy and safe products as our highest mission.

各位尊敬的股東，各位尊敬的投資者：

山東鳳祥股份有限公司以雞肉產品加工、肉雞飼養、家禽繁育等為主要業務。公司目前是中國最大的白羽肉雞出口商及領先的雞肉食品零售企業。2020年，公司在轉型升級的關鍵階段更加意識到可持續發展的重要性，並為此在公司的可持續發展管理、科學養殖、研發創新、節能減排、關懷員工和回饋社會等方面開展了一系列工作。公司宣導以人為本，堅持合作開放、合規經營，不斷提高企業治理能力，樹立行業廉潔標桿；同時堅信以創新、共贏創造企業價值，以誠信、尊重承擔社會責任，以為消費者提供衛生、健康、安心的產品為最高使命。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### “Darkness is clear, light is on” — Business Review

The year 2020 was a challenging and risky year for the company under the impact of the “covid-19” epidemic. “When Heaven is about to place a great responsibility on a great man, it always first frustrates his spirit and will, exhausts his muscles and bones.” We quickly adapted to the new normal by adjusting our sales strategy and cost management. First, we increased the proportion of online sales and promoted our products through short videos and live events, which resulted in an outstanding performance in the new retail sales channel and a revenue of nearly RMB800 million. Secondly, we strengthened the promotion of resource management, set the goal of reducing energy consumption at the source, and optimized the supply channels to reduce production costs. In 2020, with 7,669 employees, we “worked side by side to overcome the difficulties” and finally achieved encouraging results.

### “One stitch not mended, ten stitches not sewn” — Environmental protection

In this year, we still kept social responsibility in mind when accompanied by anxiety and crisis. Responsibility was the cornerstone of our company’s development. We always believed that business plays a pivotal role in driving social development, so we had integrated the United Nations’ sustainability goals into our corporate governance model. We supported environmental protection, ensured emission compliance, promoted energy-saving and emission reduction, and embraced low-carbon operation. We also followed the trend of environmental development and actively built green plants. “Lucid waters and lush mountains are invaluable assets.” We believed that protecting the environment was the same as improving productivity, and with every single employee, we promoted a new way of corporate green development.

### 「柳暗花明 向光而行」 — 業務回顧

2020年在「新冠」疫情的衝擊下，對於公司來說，是挑戰和風險。「天將降大任於斯人也，必先苦其心志，勞其筋骨」。我們迅速適應新常態，從調整銷售策略和成本管理兩方面著手。第一，我們加大線上銷售比重，通過短視頻、直播活動等方式宣傳我們的產品，最終在新零售銷售渠道表現出色，取得了人民幣收入近8億元的好成績。第二，我們加強推進資源管理，設立從源頭減少能源消耗的目標，優化供貨渠道，從而降低生產成本。2020年，我們與7,669名員工一起，「並肩作戰，共克時艱」，最終取得了令人鼓舞的成績。

### 「一針不補 十針難縫」 — 環境保護

本年度，在不安和危機的伴隨下，我們仍然牢記社會責任。勇於承擔責任是公司發展的基石，我們一直相信企業在推動社會發展中起到舉足輕重的作用，所以將聯合國的可持續發展目標融合到公司的管治模式中。我們支持環境保護，保證排放合規，提倡節能減排，擁抱低碳經營。我們同時順應環保發展趨勢，積極建設綠色廠房。「綠水青山就是金山銀山」，我們堅信保護環境等同於提高生產力，鳳祥股份與每一位員工一起，共同推動形成企業綠色發展新方式。

### “Stay on the bright way, walk together” — Employee Care

Employees are the company's valuable assets and the engine that drives the company's sustainable development. At the company level, we supported equal employment, treated workers of all backgrounds equally, prohibited child labour and forced labour, and cared for the physical and mental health and career development of our employees. We provided our employees with free gymnasiums and regular medical checkups, organized group activities, and provided necessary psychological counselling seminars, making our company the warmest harbour for our employees. We focused on talent cultivation and launched the “Core Power Program” for university students, aiming to build a team of talents with international vision, cross-cultural communication ability, and creativity, so as to continuously deliver core talents to the company.

### “Respectful and Committed” — Epidemic Prevention

Giving back to the community had always been our unchanging course of action. In 2020, under an unprecedented public health emergency, an epidemic is an order, and prevention is a responsibility. We developed an outbreak prevention-and-control work plan to guide the implementation of preventive measures needed during the outbreak. We donated cash and supplies to health care workers to help them get through the most difficult times. We delivered every single package to the hospital and coordinated transportation passes overnight to get the supplies to the front lines of the epidemic. “Life is of paramount importance.” We distributed masks to all employees for free, measured the body temperature of employees entering and leaving the factory, and disinfected public areas, and asked non-frontline employees to reduce their exposure. In order to ensure the safety of our employees and food safety, we had established an overseas material procurement team to purchase epidemic prevention supplies and production materials through various channels to ensure food supply and maintain food prices. In 2020, Fengxiang invested nearly RMB8.74 million in cash and materials to the society.

### 「正興明道 攜手共進」 — 員工關懷

員工是公司的寶貴財富，是推動公司持續發展的引擎。在公司層面，我們支持平等僱傭，同等對待一切背景的職工，禁止僱傭童工和強制勞工，關愛員工身心健康和職業發展。我們為員工免費提供健身場地並定期組織體檢，開展團建活動，提供必要的心理諮詢講座，使公司成為員工最溫暖的港灣。我們注重人才培養，啟動大學生「芯動力計劃」，致力於打造一支具有國際化視野、跨文化溝通能力和創造能力的人才隊伍，為公司不斷輸送核心人才。

### 「心存敬畏 眾志成城」 — 抗擊疫情

回饋社會一直是我們不變的行動路線。2020年，在史無前例的公共衛生緊急狀態下，疫情就是命令，防控就是責任。我們制定疫情防控工作方案，以指導推進疫情期間需要採取的防疫措施。我們向醫護人員捐贈現金和物資，幫助一線醫護工作者在最困難的時候度過難關。我們親手將一份份物資送達醫院，連夜協調運輸通行證，將物資運抵抗疫前線。「生命重於泰山」，我們為所有員工免費派發口罩，對出入工廠員工測量體溫，對公共區域進行消殺，同時也要求非一線員工減少接觸。為了在保障員工安全以及食品安全的前提下極力保障食品生產，我們成立了海外物資購置小組，通過各個渠道採購防疫物資以及生產材料，為保證食品供應、維持食品價格貢獻力量。2020年，鳳祥股份整體向社會投入近874萬元人民幣的現金及物資。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

We insist on sustainable development and make every effort to integrate social responsibility into our daily operation and management. The dream lies ahead, the road is under our feet. Looking back, we were enthusiastic. Looking forward to the future, we are enthusiastic. I believe that the future of Fengxiang will be better with the joint efforts of all of us!

This Environmental, Social, and Governance Report 2020 is a summary of the Company's environmental protection, social responsibility, and corporate governance, which fully expresses the Company's vision of sustainable development and its unlimited prospects for future development. We hope to receive recognition and continued support from our shareholders and investors.

**Shandong Fengxiang Co., Ltd.**

**Liu Zhiguang**

*Chairman of the Board of Directors*

鳳祥股份堅持可持續發展，全力以赴將社會責任融入到日常經營管理中。夢在前方，路在腳下。回首過去我們熱情洋溢，面向未來我們氣勢高昂。我相信鳳祥的明天在大家的共同努力下一定會變得更好！

此份《2020年度環境、社會及管治報告》是公司對於環境保護、社會責任及公司管治的總結，充分表達了公司在可持續發展方面的願景，以及公司對未來發展的無限展望。希望得到各位股東和投資人的認同與持續的支持。

山東鳳祥股份有限公司

董事會主席

劉志光

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### I. About us

#### Introduction

Shandong Fengxiang Co., Ltd. is the largest white-feathered broiler meat exporter and the leading retail enterprise of chicken meat products in the People's Republic of China ("PRC"), which was established as a joint stock limited liability company in the PRC on 17 December 2010 and listed on the Main Board of the HKEX on 16 July 2020 (stock code: 9977).

### 一、關於我們

#### 公司簡介

山東鳳祥股份有限公司為中華人民共和國(「中國」)最大的白羽肉雞出口商及領先的雞肉食品零售企業，於2010年12月17日在中國成立為股份有限公司，並於2020年7月16日在香港聯交所主板上市(股份代號：9977)。

### Our Business Philosophy

#### 經營理念

Fengxiang upholds high standards in producing healthy, safe and green food. We strive to create a highly valued Chinese food brand and to become a world-renowned integrated food company.

鳳祥股份秉持最健康、最安全、最綠色的價值理念，締造中國高價值美食品牌，矢志成為享譽全球的世界級綜合食品集團。

### Corporate Culture

#### 集團文化



Core Values  
核心價值觀

Integrity, Dedication, Respect, Innovation, Win-Win  
誠信、敬業、尊重、創新、共贏



Management  
Philosophy  
管控理念

Corporate Culture  
Institutionalized Management  
Corporate Strategy-Oriented  
Healthy and Steady Development  
Corporate Interests First  
Safety First  
Professional Operations  
堅持文化引領  
堅持制度化管理  
堅持集團戰略導向  
堅持穩健發展  
堅持公司利益至上  
堅持安全比天大  
堅持專業化運營



Talent  
Management  
人才管理

Professional People Doing Professional Work  
Responsible Work  
Performance Oriented Management  
Corporate Culture  
Employee Care  
專業的人做專業的事  
責權統一  
高績效導向  
陽光文化  
組織關懷



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Our History

### 歷史沿革

Shandong Fengxiang Group Corporation was founded.  
山東鳳祥集團總公司成立。

Jointly identified by eight national ministries of China as one of the first "National Key Leading Enterprises in Agricultural Industrialization".

我們被國家八部委聯合確定為第一批「農業產業化國家重點龍頭企業」。

The "Fengxiang" trademark was recognized as a well-known trademark in China by the State Administration for Industry and Commerce.

「鳳祥」商標被國家工商總局認定為中國馳名商標。

Fengxiang established food safety system for the production chain, being the first to achieve "corporate + modern farming" operations model transformation.

鳳祥食品產業建立起全產業鏈食品安全體系，率先實現「公司+自由現代化養殖場」經營模式轉型。

Fengxiang was awarded certificate as a supplier of produce to Hong Kong and became a demonstration enterprise for exports in China.

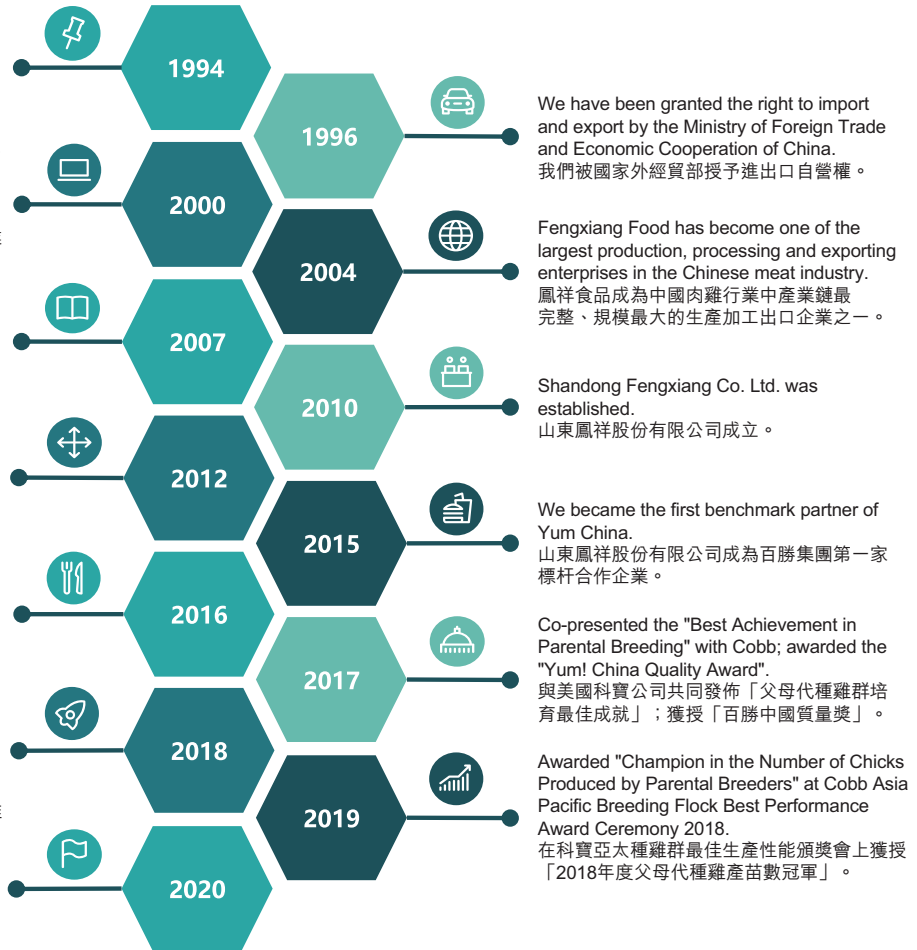
被授予供港生鮮供應商證書並成為全國首批「三同」示範企業。

Fengxiang's products were selected by the National Sports Administration Training Bureau as the athletes' preparation products.

國家體育總局訓練局選定鳳祥股份生產的雞肉製品作為國家隊運動員備戰保障產品。

Fengxiang Co. Ltd. was listed on the HKEX.

鳳祥股份在香港聯交所掛牌上市。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Brand Management

The Group already has three major brands of chicken products: iShape series, Fovo Foods series and Wu Genglu series.

In 2020, the Company's "iShape" brand signed a new brand ambassador to promote the products offline and online through RED, TikTok China and other platforms. Through promotion on social networks and advertising on trains and in-stores, we have achieved great marketing results. By establishing a healthy, delicious and convenient brand image for "iShape", we have helped consumers to find balance between health and happiness established a leading position of the brand in the segment market.

### 品牌經營

本集團已經擁有三個主要的雞肉品牌：優形系列、鳳祥食品系列及五更爐系列。

2020年，集團旗下「優形」品牌通過簽約品牌形象代言人，把握流行趨勢，展開了線上線下市場推廣和整合營銷浪潮，通過線上「小紅書」、「抖音」等平台的種草及地鐵整列包裝、便利店包店等極富衝擊力的線下市場活動，實現了良好的效果。我們通過樹立「優形」品牌健康、美味、便捷的品牌形象，幫助消費者平衡健康與快樂，確保了「優形」在細分市場中的領先地位。



## 控制期不再難熬

3口味混搭 / 好吃易堅持 / 輕體看得見

### 清新果蔬味

萃素搭配  
代餐不累



### 香醇燕麦味

添加膳食纖維  
真實飽腹感



### 爽脆骨香味

又彈又脆  
寶藏新食感



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

As a well-known trademark in China, the brand “Fengxiang Food (Fovo Foods)” focuses on “the peace of mind”. Fengxiang Food has long insisted on quality and perfection in all details of food safety, and is committed to producing chicken products that can put consumers' minds at ease. We have been the sole supplier of chicken products to the National Sports Administration Training Bureau for many years. Our products have been exported to Japan and the European Union for an extended period of time, enhancing the brand's competitiveness in product quality.

「鳳祥食品」品牌作為中國馳名商標，主打「安心」特質。鳳祥食品長期以來堅持品質升級，在食品安全的各項細節上做到精益求精，致力於生產讓人放心的雞肉產品。鳳祥食品是國家體育總局訓練局連續多年唯一的指定雞肉產品供應商。我們的產品長期持續出口日本和歐盟，進而增強了品牌在產品品質方面的說服力和競爭力。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

“Wu Genglu” has been a well-known brand for smoked chicken products in the Shandong Province and has long been a gift for local people who are visiting friends and relatives during the Chinese New Year holidays. In the future, the “Wu Genglu” brand is set to enter a broader market through more distribution channels, create new local flavors and to launch regional-favorite quality products.

「五更爐」是山東老字號，主推熏雞與滷味，主要銷售區域是山東省及其周邊地區，長期以來都是當地逢年過節走親訪友的必備好禮。未來，「五更爐」系列將通過下沉渠道進入更廣闊的市場，也有可能與其他地方風味的創新結合，繼續推出區域性優質產品。



### Our Awards and Certificates

### 公司榮譽





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### II. Sustainability Management

#### Corporate Strategy

In recent years, the Company has been engaged in business transformation, by implementing the “123” Development Strategy, which stands for “One Foundation, Two Major Markets and Three Driving Forces”. We are constantly increasing the proportion of processed food in our production as well as expanding our retail business to continue as a leading brand in chicken products in China.

#### One Foundation

To strengthen the Group’s advantage in its vertically integrated business model across the entire industry value chain and the industry ecological chain and effectively manage the supply chain, so as to ensure food quality and safety, offer consumers with quality assured products and lay down a solid foundation for product quality.

#### Two Major Markets

To simultaneously develop the domestic market and the international market, ensure “same production line, same standard, same quality” for domestic sales and export sales and facilitate the mutual circulation of the domestic and international markets.

#### Three Driving Forces

Firstly, to coordinate online and offline resources to focus on the developing new retail business. New retail represents the B2C business of the Group which has undergone vigorous development over the past few years, providing quality branded products such as “iShape” and “Fengxiang” directly to consumers through online e-commerce services, offline convenience stores and boutique supermarkets.

Secondly, to develop the new centralized procurement business targeted at the catering industry and the convenience store system. New centralized procurement, in relation to the food and beverage industry in which the Group has been focusing on, refers to the provision of high quality products to leading enterprises of the catering industry and the convenience store system, with high quality products of group purchasing and procurement business.

### 二、可持續發展管理

#### 集團戰略

近年來，本公司決心轉型升級，實施「123」發展戰略，即「一個基礎、兩大市場、三駕馬車」，不斷加大「深加工」食品比重，不斷拓展零售業務，創造中國領先的雞肉品牌。

#### 一個基礎

將縱向一體化業務模式優勢擴展至全產業價值鏈與生態鏈，有效管控供應鏈，確保食品質量安全，為消費者提供安心的產品，奠定堅實的品質基礎。

#### 兩大市場

同步發展國內市場與國際市場，堅持內外銷「同線同標同質」，加速促進國內、國際雙循環。

#### 三駕馬車

一是線上線下協力重點發展新零售業務。新零售 — 對應本集團在幾年前開始大力佈局發展的B2C業務，主要通過線上電商、線下便利店及精品商超等渠道，直接向消費者提供「優形」、「鳳祥」等優質的品牌產品。

二是面向餐飲行業與便利店開拓的新集採業務。新集採 — 對應本集團之前所重點佈局的餐飲行業，指本集團借助多年服務知名餐飲品牌的經驗，順應採購標準升級趨勢，向餐飲行業與便利店系統的優秀企業以及集團客戶提供優質的團購或集採產品。

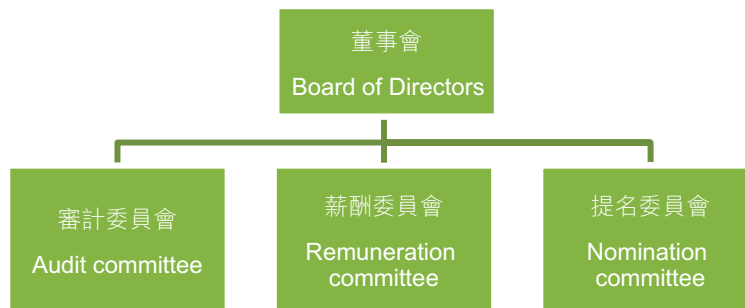
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Thirdly, to construct the new export business through product optimization and multiple channels. New export refers to the upgrading of the long-term leading position in the Group's export business, through accumulation of its export experience for 20 years, to deliver supreme services and to achieve diversified channels through upgrading services, developing markets and expanding channels.

### Sustainable Development Governance Structure

Fengxiang's mission is to be a responsible and respectable business group. We are committed to continuous improving profitability and shaping a sustainable future through innovation, food safety, environmental management, equal opportunities, employee care, social responsibilities and much more aspects. The Board of Directors, as the decision-making body, provides the overall direction of the company's sustainable development. A number of committees (namely, Nomination Committee, Remuneration Committee, Audit Committee) have been established under the Company's Board of Directors to ensure that the director's decision-making process has a corresponding accountability system. The board of directors is responsible for assessing and determining the company's ESG risks, and has established an ESG risk management and internal monitoring system at the company level.



The Board of Directors pays great attention to ESG. In order to ensure the effective progress of the company's sustainable development work, at the executive level, the company has established the ESG working groups led by the Office of the Secretary of the Board of Directors, including the Audit Department, Quality Management Department, Safety and Environmental Protection Department, to effectively improve sustainable development management.

三是通過優化產品與渠道構建的新出口業務。新出口 — 對應公司長期領先的出口業務的升級，指公司基於20多年出口經驗的積澱，升級服務，開發市場，拓寬渠道，實現服務的極致化與渠道的多元化。

### 可持續發展架構

鳳祥的宗旨是成為負責任和受人尊敬的企業。我們從研發創新、食品安全、環境管理、平等機遇、員工關懷、社會責任等多個維度出發，持續提升盈利能力，塑造可持續發展未來。董事會作為決策機構，引導公司可持續發展的整體方向。董事會下設提名委員會、薪酬委員會、審計委員會，為公司可持續發展的基本方針提供指引。董事會負責評估及釐定公司有關ESG的風險，並在公司層面設立了ESG風險管理及內部監控系統。

董事會高度關注ESG工作，為了保障公司可持續發展工作的有效進行，在執行層面，公司成立了以董秘辦公室牽頭，包括審計部、質量管理部、安全環保部在內的ESG工作小組，有效提升可持續發展管理水平。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Stakeholder Materiality Assessment

We firmly believe that stakeholder engagement is an important cornerstone of business success. The Company has maintained a close relationship with its stakeholders. Through multiple channels of communication, we have actively engaged with our stakeholders to understand their feedbacks and address their suggestions. We have categorized our key stakeholders into the following table to demonstrate their expectations for the Company. We incorporate input from all parties into our decision-making process to create a win-win value chain with our partners.

### 持份者評估

我們堅信，持份者的參與是公司成功的重要基石。公司始終與持份者保持緊密聯繫，通過多樣的溝通方式，瞭解持份者的建議與意見。公司將主要持份者進行歸類，並制定以下列表用以展示持份者對公司的期望。我們將各方意見引入公司經營決策全過程，與價值鏈夥伴共創共贏。

Stakeholder Category 主要持份者類別	Expectations for the Company 對公司的期望	Channels of Communication 主要溝通方式
<b>Investors</b> 投資者	Operating performance, return on investment, corporate management, health and safety 運營績效、投資回報、管理體系、合規經營	General Meetings, Financial Reports, News and Information Releases 股東大會、財務報告、新聞公告
<b>Employees</b> 員工	Promotion and compensation, employee benefits, work hours and leave, career development, occupational health and safety 晉升與薪酬、員工福利、工作時長及假期、員工發展與機會、職業健康與安全	Training, team-building activities, internal feedback channels, labour union 員工培訓、團建活動、內部員工反饋渠道、工會
<b>Suppliers</b> 供應商	Green supply chain 綠色合作	Supplier site visits, supplier evaluation, supplier meetings and conferences 供應商考察、供應商准入與評估、高層會議
<b>Consumers</b> 客戶	Food safety, product quality, customer service 食品安全、產品保障、客戶服務	Company tours, customer contact channels, official website 廠區參觀、客戶反饋渠道、官網官微
<b>Community</b> 社區	Charitable activities, community investments, employment opportunities 慈善活動、社會投資、就業機會	ESG Report, employee recruitment, news and information releases 環境、社會及管治報告、員工招聘、新聞公告
<b>Government and Regulatory Bodies</b> 政府及監管機構	Regulatory compliance, environmental protection 遵守法律法規、合規經營、環境保護	Information disclosure, site visits, inspections 信息披露、實地考察、監督檢查

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Materiality Assessment of Sustainable Development Issues

We invited stakeholders to complete this year's survey to collect their opinions and suggestions on sustainability issues. The questionnaire was based on the four categories of focus, namely the environment, the employees, the community and the value chain. Stakeholders were asked to rate the importance of issues in each category. A total of 317 questionnaires were returned from stakeholders and the scores were weighted and calculated as outlined in the following table.

### 可持續發展重要性議題評估

我們就可持續發展議題邀請本年度各利益相關方填寫問卷調查，收集各方的意見與建議。問卷圍繞環境、員工、社區及價值鏈四個方向展開，由各利益相關方根據議題的重要性進行評分。我們共獲取到317份問卷，各類型利益相關方按如下權重進行得分統計。

Stakeholder Category	利益相關方	Weight 權重
Employees	員工	25%
Customers	客戶	20%
Suppliers	供應商	20%
Investors	投資者	20%
Government and Regulatory Bodies	政府及監管機構	10%
The Public/Community	公眾	5%
<b>Total</b>	<b>總計</b>	<b>100%</b>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

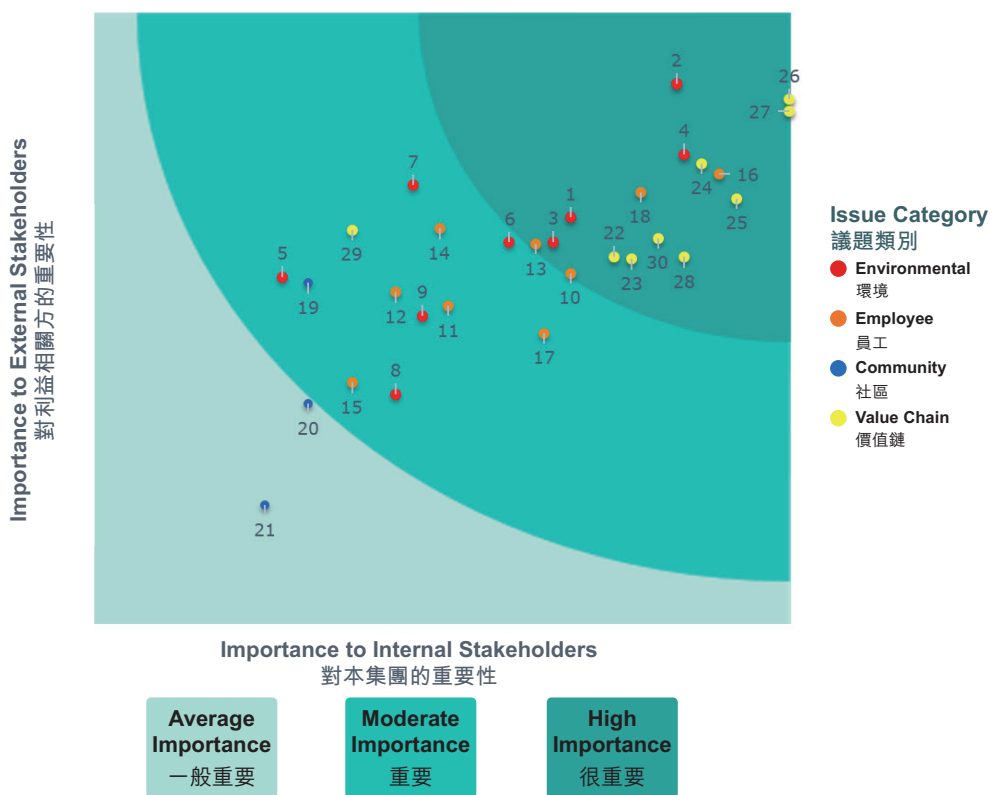
## 環境、社會及管治報告

Based on the results of the questionnaires, we have compiled the following matrix for assessing the materiality of the environmental, social and governance issues.

根據問卷調查的結果，我們編製了以下重要性議題評估矩陣。

### Stakeholders' Materiality Matrix

#### 重要性評估矩陣





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 議題類別	Issue 議題內容		
Environmental 環境	1. Air Emission 空氣排放	4. Hazardous Waste 有害廢棄物	7. Water Usage 水源使用
	2. Sewage 污水	5. Non-hazardous Wastes 無害廢棄物	8. Packaging Materials 包裝物料
	3. GHG Emission 溫室氣體	6. Energy Usage 能源使用	9. Climate Resilience 氣候應對
Employee 員工	10. Recruitment & Dismissal 僱傭及解僱	13. Benefits & Welfare 員工福利	16. Occupational Health & Safety 職業健康與安全
	11. Promotion & Compensation 晉升及薪酬	14. Equal Opportunity & Anti-Discrimination 平等機會及反歧視	17. Training & Development 培訓及發展
	12. Work Hours & Holiday 工作時長與假期	15. Diversity 多元化	18. Anti-Child Labor & Forced Labor 反童工及強制勞工
Community 社區	19. Responsible Investment 責任投資		
	20. Charity Events & Donations 慈善活動及捐款		
	21. Volunteering & Community Participation 義工及社區參與		
Value Chain 價值鏈	22. Supply Chain Sustainability 可持續供應鏈	25. Sustainable Chicken Breeding 可持續化白羽雞養殖	28. Client Satisfaction 客戶滿意度
	23. Green & Ethical Procurement 綠色及道德採購	26. Food Safety 食品安全	29. Intellectual Property Rights 知識產權
	24. R&D Capability and Production Quality 研發能力及產品品質	27. Production Safety 安全生產	30. Anti-Corruption and Money Laundering 反貪污及洗錢

### Sustainable Development Goals

As a member of the society, it is critical for companies to be socially responsible to increase competitiveness in the market. The 17 United Nations Sustainable Development Goals (UN SDGs) provides a framework that calls everyone to face and resolve environmental and social challenges in society and to create a sustainable future.

### 可持續發展目標

企業作為社會的重要成員，積極承擔社會責任才會令我們更具市場競爭力。聯合國制定了17個可持續發展目標(Sustainable Development Goals，即SDGs)，呼籲大家應對環境及社會的嚴峻挑戰。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告





We have integrated the UN SDGs into our daily operations to contribute to global sustainability. The following table shows our actions taken in response to the UN SDGs as well as the specific chapters in this report that address relevant UN SDGs.

公司的運作模式緊貼聯合國可持續發展目標，我們希望通過將目標融入日常工作的點點滴滴，為全球可持續發展貢獻一份力量。以下列表展現了我們為可持續發展工作所付出的行動，及各項行動所對應的聯合國可持續發展目標和本報告的具體章節。

UN Sustainable Development Goals 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this report 本報告相關章節
<b>3 GOOD HEALTH AND WELL-BEING</b> 	SDG 3 : Good Health and Well-being 目標3 : 良好健康與福祉	Provide healthy, safe and hygienic products for employees and consumers; promote physical and mental wellbeing 為員工和消費者提供健康、衛生、安心的產品，促進身心健康 III. Scientific Breeding IV. R&D & Innovations VI. Employee Care 三、科學養殖，促進傳統行業煥發生機 四、研發創新，構建多元化新零售佈局 六、關愛員工，築起和諧尊重暖心港灣
<b>5 GENDER EQUALITY</b> 	SDG 5: Gender Equality 目標5 : 性別平等	Support equal employment opportunities; care for health and development of female employees 支持平等僱傭關係，關愛女性員工健康和發展 VI. Employee Care 六、關愛員工，築起和諧尊重暖心港灣
<b>6 CLEAN WATER AND SANITATION</b> 	SDG 6: Clean Water and Sanitation 目標6 : 清潔飲水和衛生設施	Wastewater treatment prior to discharge and ensure compliance 污水經過處理後再排放，確保合規 V. Energy Conservation & Emission Reduction 五、節能減排，擁抱低碳環保發展趨勢
<b>7 AFFORDABLE AND CLEAN ENERGY</b> 	SDG 7: Affordable and Clean Energy 目標7 : 經濟適用的清潔能源	Promote the use of clean energy and energy management centres 通過能源管理中心及清潔能源的使用，推動發展現代能源 V. Energy Conservation & Emission Reduction 五、節能減排，擁抱低碳環保發展趨勢
<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 	SDG 8: Decent Work and Economic Growth 目標8 : 體面工作和經濟增長	Prohibit child labour and forced labour; promote sustainable development of the local economy 禁止僱傭童工和強迫勞工，促進當地經濟的可持續發展 VI. Employee Care VII. Green Supply Chain 六、關愛員工，築起和諧尊重暖心港灣 七、合作共贏，樹立廉潔合規行業標杆
<b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b> 	SDG 9: Industry, Innovation and Infrastructure 目標9 : 產業、創新和基礎設施	Green buildings and infrastructure; enhance innovations 建設綠色廠房，提升創新能力，打造可持續發展工業 IV. R&D & Innovations V. Energy Conservation & Emission Reduction 四、研發創新，構建多元化新零售佈局 五、節能減排，擁抱低碳環保發展趨勢

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

UN Sustainable Development Goals 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this report 本報告相關章節
 <p><b>10</b> REDUCED INEQUALITIES</p> <p>SDG 10: Reduced Inequalities</p> <p>目標10： 減少不平等</p>	<p>Promote equal opportunities; eliminate discrimination on the basis of religion, gender, age and geography</p> <p>提倡平等機會，杜絕宗教、性別、年齡、地域等歧視</p>	<p>VI. Employee Care</p> <p>六、關愛員工，築起和諧尊重暖心港灣</p>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>SDG 12: Responsible Consumption and Production</p> <p>目標12： 負責任消費和生產</p>	<p>Reduce, recycle, reuse, creating a model of green production and consumption</p> <p>減少、回收、再利用，開啓綠色生產和消費新模式</p>	<p>V. Energy Conservation &amp; Emission Reduction</p> <p>VII. Green Supply Chain</p> <p>五、節能減排，擁抱低碳環保發展趨勢 七、合作共贏，樹立廉潔合規行業標杆</p>
 <p><b>13</b> CLIMATE ACTION</p> <p>SDG 13: Climate Action</p> <p>目標13： 氣候行動</p>	<p>Integrate sustainable development into corporate strategy; taking action for environmental protection</p> <p>將可持續發展納入公司戰略，為環境保護而行動</p>	<p>V. Energy Conservation &amp; Emission Reduction</p> <p>五、節能減排，擁抱低碳環保發展趨勢</p>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>SDG 16: Peace, Justice and Strong Institutions</p> <p>目標16： 和平、正義與強大機構</p>	<p>Ensure compliance; improve corporate governance</p> <p>合規經營，提升治理能力</p>	<p>VII. Green Supply Chain</p> <p>七、合作共贏，樹立廉潔合規行業標杆</p>

### III. Scientific Breeding — Revitalizing the Traditional Industry

As one of China's leading producers and exporters of white-feather broilers, Fengxiang has always been committed to scientific farming. Our strong market position, coupled with our in-depth knowledge of the white-feather chicken industry, large-scale stringent production requirements, strict food safety management, extensive management expertise and solid financial strength, ensures that we have a competitive advantage in the industry and market.



### 三、科學養殖，促進傳統行業煥發生機

作為中國領先的一體化白羽肉雞生產商及出口商之一，鳳祥股份始終秉持科學養殖的生產理念。憑藉我們強大的市場地位，加上我們具有深厚的白羽肉雞行業知識、龐大的規模、嚴格的生產要求、嚴格的食品安全管理、豐富的管理專業知識及穩健的財務實力，從而確保我們在行業及市場中具備較強的競爭優勢。

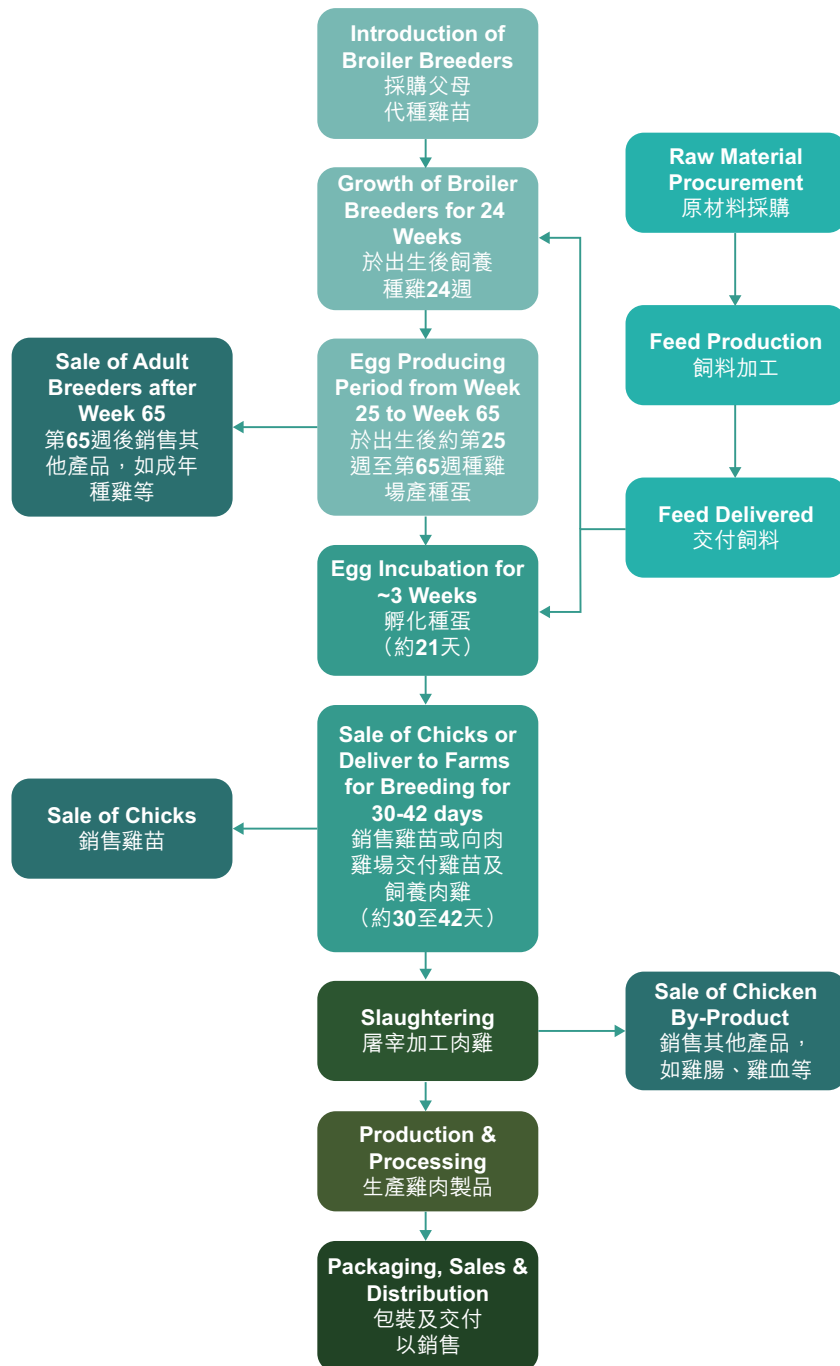


# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Intelligent breeding and processing of White-Feather Broiler

### 白羽雞智能養殖與加工





## 谷物饲养 吃着益生菌长大的鸡

## 智能化科学养殖 全程可控才放心

原料鸡年出产量1.1亿只  
全产业链模式, 从养殖到加工全程可控

智能养殖



全程可控



### Food Safety

The safety and hygiene of our products are vital to the success of the Company. We have established a strict and a comprehensive quality management and a food safety assurance system to ensure the quality of our chicken products. We have complied with the relevant laws and regulations regarding the health and safety of the products we provide.

### 食品安全

雞肉製品的安全及衛生對本集團的成功至關重要。我們已建立嚴格及全面的品質管理及食品安全保障體系，以確保雞肉製品的品質。我們已遵守對提供產品的健康與安全的相關法律及規例。

## 享受 凤祥食品好品质

欧盟BRC认证、IFS、ISO22000、  
HACCP、ISO17025、ISO9001、ISO14001



We are committed to delivering safe and quality products and ensuring high standards throughout our production process. We have ISO 22000 certified in EU BRC certification, Food Safety Management System and ISO 9001 certified in Quality Management System. GLOBALG.A.P. Global Good Agricultural Practices Certification and HACCP Certification. The Company's quality and food safety supervision system covers all aspects of feed processing, breeder hatching, broiler breeding, slaughtering and dividing, cooked food processing, etc. All aspects are strictly controlled for product quality assurance.

我們致力於確保我們所生產的雞肉製品及我們採購的用以生產的飼料、父母代種雞苗、種蛋及雞肉製品的安全及品質方面達到高標準。我們已獲得歐盟BRC認證、ISO 22000食品安全認證、及ISO 9001質量認證、GLOBALG.A.P.全球良好農業操作規範認證、HACCP認證。公司質量與食品安全監管體系覆蓋了飼料加工、種禽孵化、肉雞養殖、屠宰分割、熟食加工等全部環節，各環節嚴格把關，以保證我們的產品質量符合標準。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Quality Control Group

We firmly believe that we succeed by maintaining high quality and standards in our production processes. We have a professional quality management team and established a perfect quality management system, from the source of prevention, process control, factory inspection and other aspects of product processing strict control to ensure product quality and food safety. The Team consists of almost 400 team members with extended experience in food inspection and research as well as expertise in various fields including biology, food science, veterinary science, etc. Our products comply with national food safety standards and have passed tests related to veterinary drugs or prohibited chemicals. Our export products also comply with the relevant standards required by the import countries.



### 質量控制小組

我們認為，高質量及高標準乃本集團成功的關鍵。我們設有專業的質量管理團隊，建立了完善的質量管理體系，從源頭預防、過程控制，出廠檢驗等產品加工的各個環節嚴格把關，保障產品質量與食品安全。該團隊由近400名成員組成，部分成員受過與生物學、食品科學及禽畜獸醫學等有關的高等教育，且在食品檢驗及研究方面富有經驗。我們的產品符合國家食品安全標準，並已通過與獸藥或違禁化學物有關的檢測。我們生產的用於出口的產品也均滿足出口國的相關檢測要求。



### Product Tracing and Record-Keeping

In recent years, food safety incidents in China have brought quality control issues to light and have significantly increased the awareness among Chinese consumers. To ensure our product quality and safety and protect consumers "safety on the tip of the tongue", we have established and maintained strict management procedures and tight control in every stage of production and have also established a comprehensive product tracing system for food safety.

### 產品可追溯

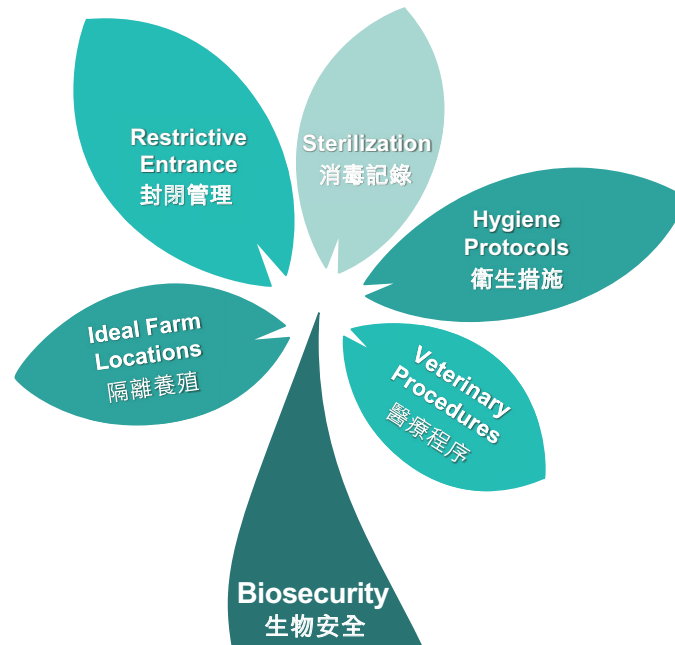
近年來，中國食品安全事件突顯了食品企業在控制原材料源頭方面所面臨的困難及挑戰。該等事件令中國消費者對食品安全的敏感度及食品安全意識大幅提高。為確保我們產品的安全及質量，保障消費者「舌尖上的安全」，我們已對生產流程的各個環節進行嚴苛管控，制定並保持嚴格的技術規範及程序。我們已建立完善全面的產品追溯體系。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Biosecurity Measures

We have implemented the following measures for biosecurity, to minimize the risks of disease infections in our breeder and broiler chickens.



### 生物安全措施

為將我們種雞及肉雞感染疾病的風險降到最低，我們已制定下列生物安全措施：

- Farm Locations — our farms are situated in areas distant from the city and human activities, to raise our breeder and broiler chickens in quiet environments. Also, in according with relevant Chinese regulations, the distance between our breeder farms and broiler farms are not less than 500 meters.
- Restrictive Entrance — we strictly restrict access to our facilities and only authorized personnel is permitted to enter the premises. The authorized personnel with assignments are required to complete relevant sanitation procedures and to stay on the farm premise for the duration of breeding.
- Sterilization — Vehicles, personnel, visitors and equipment entering and leaving the breeder and broiler farms must be disinfected and disinfection records must be noted.
- Hygiene Protocols — All personnel are required to wear the uniforms and shoes provided by the Company before entering the breeder and broiler farms, to reduce the likelihood of introducing bacteria into the farms from the outside environment.
- 隔離養殖 — 我們的種雞場及肉雞場位於遠離人類活動和公共機構的地區，且坐落於劃定的圍欄區，為種雞及肉雞的飼養提供最佳環境。此外，根據相關中國法律法規，我們的種雞場及肉雞場之間的距離不應少於500米。
- 封閉管理 — 進出我們生產設施受到嚴格控制，僅專業人員獲准進入封閉場地。我們授權有工作任務的專業人員管理其位於種雞場及肉雞場的專用雞舍並要求其居住在其責任雞舍。所有進出雞舍的人員須完成若干衛生程序。
- 消毒與記錄 — 車輛、人員、參觀者及相關設備進出種雞場及肉雞場需進行消毒並記錄在案。
- 衛生措施 — 所有人員在進入種雞場及肉雞場所在封閉區域前均需穿上本集團提供的制服及鞋子。我們禁止員工將其制服帶離封閉場區以將由外部環境帶入細菌的幾率降至最低。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- Veterinary Procedures — In accordance with the relevant laws and regulations of China and other importing countries, we follow immunization and medical measures, and strictly comply with veterinary prescriptions throughout the breeding process.
- 適當的醫療程序 — 根據中國及出口國相關法律法規的規定，我們採取免疫及醫療措施，並於整個飼養過程中嚴格遵守獸醫處方。

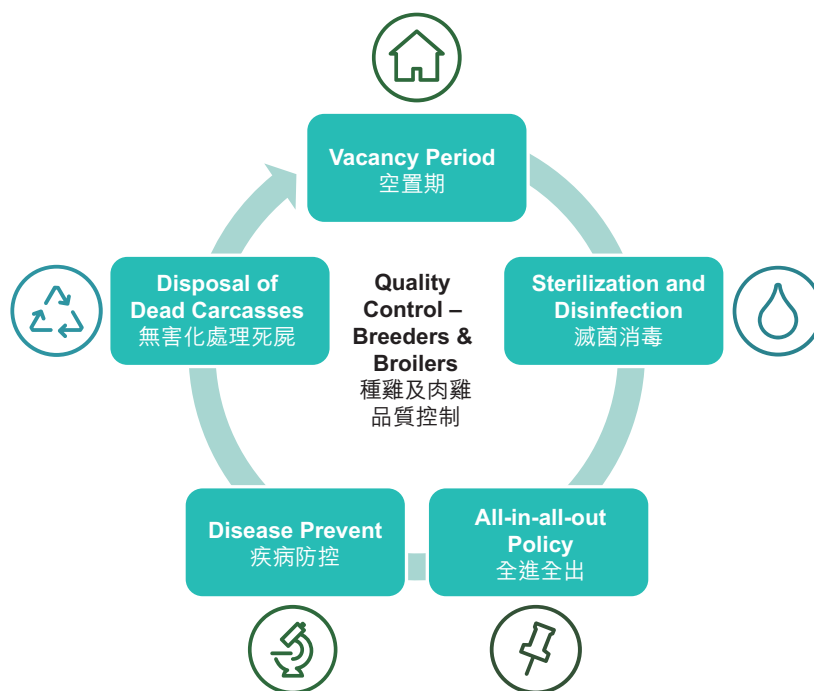


### Quality Control for Breeders and Broilers

To ensure that the operations of our production facilities meet the Company's quality requirements, we have taken the following precautionary and management measures:

### 種雞及肉雞品質控制

為確保我們生產設施的營運符合本集團的品質要求，我們已採取以下防範和管理措施：



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- **Vacancy Period** — Our requirements specify that each facility should be vacated for 14 to 18 days after all broiler chickens have been removed or collected. The vacancy period is reserved for cleaning, washing, sterilization and disinfection sampling prior to the arrival of the next batch of broilers, as the time period will prevent possible cross-contamination.
- **Sterilization and Disinfection** — We clean our breeder and broiler farms every day. We disinfect using aerial fog shed cleansing equipment three times a week which reduces the amount of time required for cleaning, increase the utilization cycles of the farms and discharge the wastewater in an environmental way. We continuously monitor the results of disinfection.
- **All-in-all-out Policy** — Our “all-in-all-out” policy means that the breeder and broiler farm sheds have to be fully vacated, sterilized and inspected prior to transferring the next batch of chickens, to prevent possible transmission of diseases between the different batches of livestock. If the inspection is unsatisfactory, the farm sheds will have to be re-sterilized and re-inspected until requirements are met.
- **Vaccination and Disease Prevention** — We have implemented comprehensive disease prevention and control measures to strengthen our actions against diseases. Vaccines and veterinary drugs used for treatments must be inspected and approved prior to use.
- **Disposal of Carcasses** — Our staff performs daily checks in the farm sheds to remove dead breeders and broilers and closely monitor the mortality rate. We follow the regulations for the disposal of carcasses to prevent the spread of disease and environmental contamination, by transporting in disinfecting containers and decomposing the carcasses in designated high-temperature decomposition plants.
- **空置期** — 我們要求肉雞場每間雞舍在肉雞出欄後須分別空置約14日至18日。於空置期，我們要求飼養場在新一批肉雞到來之前進行徹底清洗及消毒。我們隨後進行消毒取樣測試以防控與前批致病微生物的交叉感染。
- **滅菌和消毒** — 我們每天徹底清潔種雞場及肉雞場並每周採用氣霧清洗雞舍設備對各雞場進行三次消毒。使用專用氣霧清洗雞舍設備能夠縮短雞舍清潔時間，增加雞場每年的飼養週期數量。該設備還可確保各雞場以環保的方式排放廢水，同時，我們也會對各雞場進行消毒結果檢驗及監督。
- **「全進全出」政策** — 我們採用「全進全出」政策，指的是在新一批牲畜被轉至空置雞場前，每間種雞場及肉雞場均會完全空置、徹底清潔及煙燻消毒，以確保其不受過往批次的任何殘餘廢物及細菌污染。在下一批次進入之前，我們會對雞場進行全面檢查，包括檢查衛生狀況、消毒記錄及設備維護情況。倘檢查結果不符合要求，則將必須在新一批牲畜進入雞場之前採取整改措施。此舉乃為防止不同批次種雞及肉雞之間可能存在的疾病傳播。
- **疾病防控和疫苗接種** — 我們已實施全面的疾病防控措施，加強針對特定疾病的預防措施。疫苗及用於治療的獸藥必須經過檢驗，且檢驗合格後方可使用。
- **無害化處理家禽死屍** — 我們的工作人員每日檢查並清除死亡的種雞及肉雞並監測死亡率。為防止疾病擴散或環境污染，我們按照中國適用的法律及法規及時將死亡的種雞及肉雞放置於消毒容器內運送至高溫禽畜屍體分解處理廠進行分解。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Animal Welfare

We seek to protect the physical and mental health of our breeder and broiler chicken during the breeding and slaughtering phases, through the following measures:



### 動物福利

我們通過於繁殖及屠宰過程中採用內控程序來尋求對種雞及肉雞身心健康的保護。具體而言，我們於以下方面確保種雞及肉雞的健康。

### Animal Feed

- We do not add antibiotics, which are banned in several countries, to our feeds.
- We customize the animal feed formula and provide the appropriate type and amount of animal feed for each stage of growth to meet the nutritional requirements for adequate nourishment.
- We installed the automated feeding machines in our farms, which delivers the animal feed during prescribed times to not only guarantee the freshness of the feed, but also to satisfy the needs of the chickens. Animal feed is transported by trucks with covers to avoid contamination during transportation.

### 飼料

- 我們不在飼料中添加多個國家禁止的抗生素。
- 我們會選擇適當類型和數量的飼料，並根據種雞及肉雞在不同發育階段的營養需求，餵給種雞及肉雞。為確保種雞及肉雞攝入足夠的營養並改善其健康狀況，我們根據其生長階段專門定制飼料配方。
- 我們已在各種雞及肉雞場安裝自動化飼料餵養設施，其在規定時間以機械方式運送飼料，以滿足種雞及肉雞的餵養需求並保證飼料的新鮮度。飼料在專用卡車的封閉隔間內運輸，飼料被封閉管理，以減輕在運輸途中的污染風險。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Living Conditions

- Our farms are designed and constructed to prescribed humidity, temperature and ventilation standards and we monitor conditions real-time through our remote-control information system. Our remote-control system also ensures that the conditions are suitable for each stage of growth of the breeder and broiler chickens. Our ventilation system provides fresh air through stable exchange of air.
- Our breeder and broilers are housed with adequate space and conditions for natural behavior. The average capacity of our farms range from 13.5 chickens/square meter to 20 chickens/square meter while providing sufficient water and feeds.
- We ensure that our farms, cages and tools do not have sharp ends which helps to prevent from harming the bodies of the chickens and create a comfortable living environment.
- We provide appropriate heating supplies during the winter for a comfortable living environment.

### Chicken Cage Cleaning

- We provide a hygienic living environment for our breeder and broiler chickens. We anaerobically ferment the manure for five days to reduce the concentration of pathogens and microorganisms in the manure. In our cage system farms, the bottom opening design of the cages allows chicken manure to fall directly from the cages which can be then easily removed.
- We transport chicken manure from our cage system to our organic fertilizer plants for fermentation on a daily basis.

### Water

- We provide quality water for drinking to our breeder and broiler chickens and monitor the water consumption for each chicken every day.
- We regularly test the water quality to ensure drinking water standards are met.

### 生活條件

- 我們在已按照溫度、濕度及通風的規定標準進行設計和建造的種雞及肉雞場中飼養種雞及肉雞，並通過遠程控制實時數據信息系統對環境進行監測，以確保生活環境適合不同發育階段種雞或肉雞的需要。我們的雞舍內置的通風系統，以確保空氣新鮮及保持風速相對平穩，以適合種雞及肉雞的生活需要。
- 我們確保肉雞的生長環境可使其符合自然本能及行為，包括足夠的活動空間及充足的棲息空間，平均容量介於每平方米13.5至20.0隻，同時供應足夠的飼料和水。
- 我們確保我們雞籠底部的鐵絲網眼不會傷害到肉雞的腳，我們的雞籠及相關工具均無可能會傷害到肉雞的鋒利部分，從而為肉雞創造一個安全的生活環境。
- 我們提供適當的供暖設備進行通風並使種雞及肉雞在冬季保持溫暖，以便其享受舒適的生活環境。

### 雞籠清潔

- 我們為我們的肉雞提供衛生的生活環境。肉雞離開地養肉雞場後，我們會將雞糞厭氧發酵五天，以降低雞糞中病原體及微生物的濃度。就我們採用籠養系統的肉雞場而言，雞籠的底開式設計使雞糞直接從雞籠掉落，從而解決垃圾清理的難題。
- 我們每天將雞糞從我們的籠養系統運輸到我們的有機肥料廠進行發酵處理。

### 水源

- 我們為種雞及肉雞提供足夠數量的飲水器，並記錄每隻種雞及肉雞每天消耗的水量。
- 我們定期監測水質，以確保水的安全及符合中國牧畜飲用水國家標準。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Health

- We monitor the health of livestock on a 24-hour basis through a remote-control real-time data information system. We also perform on-site health inspections from time to time.
- We strictly comply with the Regulations on Administration of Veterinary Drugs and the List of Drugs Forbidden to be used in Feeds or Drinking Water of Animals for purchase, storage and use of veterinary drugs for the treatment of breeder and broiler chickens. We also have follow our internal control and procedures for veterinary drugs in the breeding process.
- To prevent the use of prohibited drugs and avoid drug residues in our products, we have continuously updated a list of permissible veterinary drugs in the breeding process and withdrawal periods. Our employees strictly enforce the withdrawal periods, record veterinary drug usage and terminate the veterinary drug usage in accordance with the withdrawal periods.
- We have installed advanced underground decomposition facilities to decompose carcasses. We also ferment manure using advanced equipment to avoid stench.

### Slaughtering

- To ensure that our products meet the needs of different markets, we follow strict Islamic slaughtering rituals and handle our broilers in a humane manner to meet the Halal requirements.
- To minimize external lighting and reduce excessive noise, we cover the slaughtering platforms with black cloths to calm the broilers prior to slaughtering.
- To calm the broilers down prior to stunning, we hang the broilers for a period of time and the stun helps the broilers to stay unconscious and minimize pain during the slaughtering process.

### 總體健康

- 我們通過24小時遠程控制實時數據信息系統及不定期進行現場檢查，積極監控種雞及肉雞的健康。
- 我們對用於治療種雞及肉雞的獸藥的採購、儲存及使用均嚴格遵守《獸藥管理條例》、《關於禁止在飼料和動物飲用水中使用的藥物品種目錄》及其他相關法律法規以及我們的內部政策及程序，並在養殖過程中嚴格控制獸藥的使用。
- 為防止使用禁用藥及我們雞肉製品中出現藥物殘留，我們在養殖過程中制定並不斷更新准許使用的獸藥清單及其各自的停藥期(即使用一種藥物後為確保自肉雞生產的雞肉製品中所含藥物殘留量低於最高殘留限量的必要期間)。我們的生產人員嚴格執行有關停藥期的規定，在養殖過程中記錄獸藥的使用情況，並根據有關藥物的停藥期終止獸藥的使用。
- 我們已安裝先進的地下分解設施以分解死雞，並使用先進的設備以環保方式發酵雞糞，以避免臭氣散發。

### 屠宰

- 為保證我們的產品滿足不同市場的需求，我們嚴格遵守伊斯蘭屠宰儀式，以人性化的方式處理肉雞，滿足「清真」的要求。
- 為使肉雞在屠宰前安靜下來，我們會為屠宰平台蓋上黑布，以最大程度減少外界光照並減小過度噪音。
- 在擊暈肉雞前，我們會懸掛肉雞足夠長的時間，以使彼等平靜放鬆。這優化了擊暈效果，從而使得肉雞在整個屠宰及放血過程處於無意識狀態，最大程度減少痛苦。



### Monitoring the Breeding Process

We have developed a Remote-Control Real-Time Information System to assist with 24-hour monitoring the farms and maintain optimal temperature and humidity inside the farms. The system monitors and displays key operational indicators for the breeder and broiler farms, including real-time temperature, humidity, feed intake, water intake and ventilation. Through the built-in alarm system of the Real-Time Information System, abnormal conditions can be quickly detected and resolved.

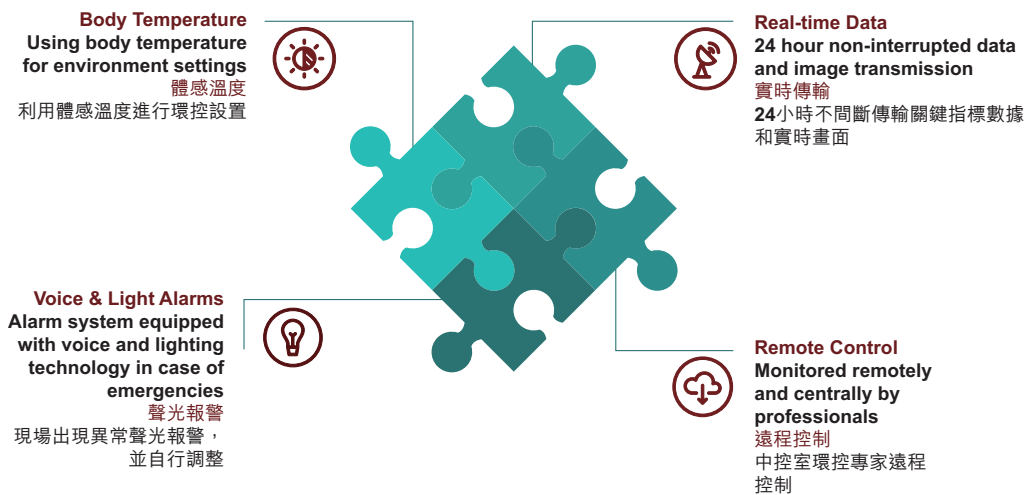


### 養殖環節實時監控

我們設計開發了一套遠程控制實時數據信息系統以在整個養殖流程中24小時仔細監察及保持各種雞場及肉雞場的最佳溫度及濕度。該信息系統監測並顯示肉雞場及種雞場的主要經營指標，包括實時溫度、濕度、飼料採食量、飲水量及通風。通過種雞場及肉雞場的內置報警系統及數據信息系統，可及時發現並解決異常情況。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



In addition, the Company analyzes breeding data that are stored in the Real-Time Information System's database, in efforts to continuously improve our breeding environment and performance.

此外，本集團會分析該數據信息系統的數據庫所保存的育種數據，有助於本集團根據分析結果持續改善養殖環境及繁殖性能。

### IV. R&D & Innovations — Shaping a New Retail Landscape

### 四、研發創新，構建多元化新零售佈局

We believe that consistently delivering quality and diverse products to our customers is one of the key factors in maintaining our competitive market position and ensuring future growth and success. We are selective in developing new products to meet our clients' needs. We continue to launch new products, introduce new flavours and packaging for existing products and upgraded existing products to meet consumer preferences and respond to changes in the market trends. With our expertise in new product development, we have significantly broadened the selection of poultry products and enhanced the product portfolio available to our clients.

我們認為，持續向客戶交付優質且多元化的產品是保持競爭地位及確保未來增長與成功的主要因素之一。我們有選擇地開發新產品以滿足客戶需求。我們持續推出新產品、為現有產品引進新口味、新包裝及推出升級產品，以更好地迎合消費者的喜好及順應市場的變化。憑藉我們在新產品開發方面的專業知識，我們已大大拓寬可向客戶提供的禽肉製品選擇及強化產品組合。

#### Research and Development

#### 研究與開發

We actively conduct research and development (R&D) along the value chain of the poultry industry, including new technologies, new products and advanced equipment for raising broilers, and we especially dedicated to our ready-to-eat food products and packaging. We operate three research facilities, two in Shandong and Shanghai, China and one in Tokyo, Japan. Our research and development efforts are focused on expanding our product offerings domestically and internationally, improving our quality control techniques and developing new production methods and technologies.

我們在家禽產業價值鏈上積極開展研究及開發，包括用於飼養肉雞的新技術、新產品及先進的設備，特別是我們的即食食品及包裝。我們在中國山東、上海及日本東京運營三個研究機構。我們的研發工作主要專注於在國內外擴大我們的產品供應，提高我們的質量控制技術及開發新的生產方法和技術。

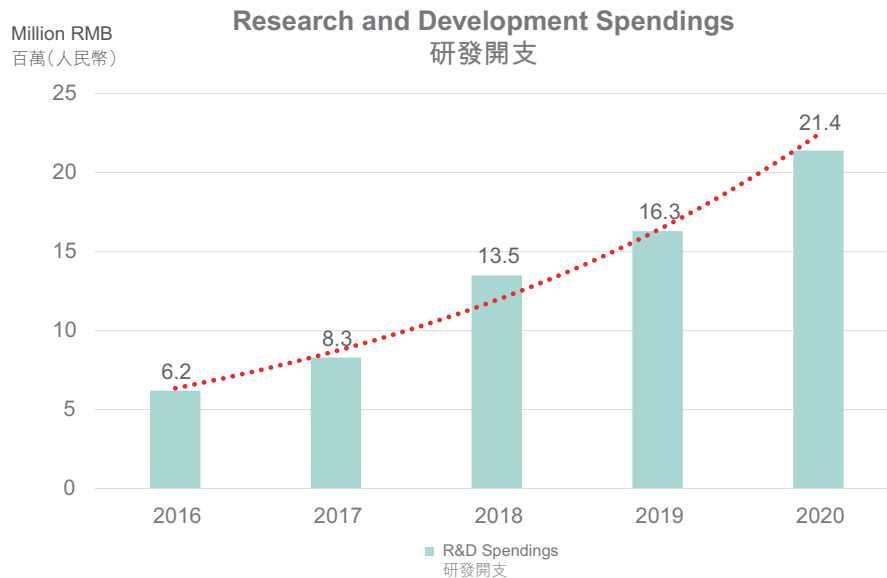


# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

We have a dedicated Research and Development team, including nearly 50 professional researchers. The team is responsible for the research of formula and ingredients of animal feeds, efficiency of broiler feeding, control of infectious diseases, production process of chicken meat products and product development. Our R&D expenditure for 2020 has reached RMB21.4 million, an increase of over 30% compared to the previous year.

我們組建了專門的研發團隊，包括近50名專業研發人員。該團隊負責對飼料的組成及成份、飼養肉雞的效率、控制傳染病、雞肉製品的生產過程及產品開發進行研究。本年度我們的研發開支達到人民幣21.4百萬元，較上一年度提升超過30%。



### R&D Results

We are dedicated to providing quality products and have engaged in extensive research. A few notable achievements are outlined below:

1. Fermentation of chicken manure — once our broilers have been raised and left the broiler farm, we allow the manure to ferment for five days at temperatures above 70°C to effectively reduce the concentration of pathogens and microorganisms in the manure.

### 研發成果

我們致力提供優質產品，且一貫注重研發工作。我們完成的優秀研發項目如下：

1. 雞糞發酵 — 肉雞長成白羽肉雞離開肉雞場後，我們會讓雞糞在70°C以上溫度下發酵五天，以有效降低雞糞中的病原體和微生物濃度；

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



2. Aerial fog shed cleansing equipment — We use specialized aerial fog shed cleansing equipment to clean our breeder and broiler farms to improve efficiency, increase the number of utilization cycles and to minimize wastewater discharged. Such cleaning equipment reduces the amount of water usage by approximately 90%.

2. 氣霧清洗雞舍設備 — 我們使用專門的氣霧清洗雞舍設備清潔我們的種雞場和肉雞場，以增加每個肉雞場每年的週期數量。使用該等清潔設備可使用水量減少約90%；



3. Harmless disposal — We have installed an advanced underground decomposition facility to harmlessly treat sick and dead poultry with high temperature and high pressure treatment process, effectively reducing risk of disease transmission.

3. 無害化處理 — 我們安裝了先進的處理設施，通過高溫高壓處理工藝，對病死畜禽進行無害化處理，有效降低疫病傳播風險。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



We also collaborate with institutions such as universities, government agencies and commercial organizations on a number of R&D projects, including working with local governments on research into feed composition and efficiency, processing of broiler by-products, chick gender determination, infectious disease prevention and control, broiler housing and the design of biological effluent filtration systems.

我們亦就多項研發項目與大學、政府機構及商業機構等其他機構訂有合作安排，包括與當地政府合作，共同就飼料的組成及效率、肉雞副產品的加工、雞苗性別的確定、傳染病預防及控制、肉雞雞舍及生物污水過濾系統的設計進行研究。

### Our Products

We produce and sell a wide range of poultry products, including raw chicken products, processed chicken products, broiler chicks and other products. The majority of our raw chicken products come from our white-feather broilers and a small portion from our Sichuan Mountain Backbone chickens, and our processed chicken products come from our white feathered broilers.

### 我們的產品

我們生產及銷售一系列禽肉製品，其中主要包括生雞肉製品、深加工雞肉製品、雞苗及其他產品。我們大部分的生雞肉製品原料來自我們的白羽肉雞，一小部分來自我們的四川山地烏骨雞；我們的深加工雞肉製品原料來自白羽肉雞。



### Raw Chicken Products

We offer raw chicken products from our white-feather broilers, including frozen whole chickens and chicken parts such as wing tips, breasts, thighs, wing roots, bone-in thighs, boneless tenders, heads, claws and drumsticks. We cut the chicken into parts according to internal or customer requirements, and refrigerate or freeze them according to the nature of the product.

### 生雞肉製品

我們提供生白羽雞肉製品，其中包括冷凍全雞及雞部位，如雞翅尖、雞胸、雞小腿、雞翅根、帶骨雞腿、無骨雞柳、雞頭、雞爪及雞腿。我們屆時將根據內部或客戶要求將肉雞切成各個部位，並根據產品性質將其冷藏或冷凍。





### Processed Chicken Products

Our processed chicken products are featured under the brands of “Fovo Foods”, “iShape”. We continue to develop our consumer base in processed chicken products market by expanding our geographical coverage and launching new products that meet consumers’ needs. Our processed chicken products include chicken deli products, semi-cooked products and seasoned chicken products.

#### • Cooked Chicken Products

Our cooked chicken deli products include ready-to-eat products and frozen products, which have been fully-cooked and sterilized. Following high-temperature treatment, we refrigerate or freeze and package our products. Frozen products need to be reheated prior to serving and ready-to-eat products can be consumed without further processing.

### 深加工雞肉製品

我們以自有品牌「鳳祥食品(Fovo Foods)」、「優形(iShape)」及「五更爐」推廣深加工雞肉製品。我們通過擴大地域覆蓋範圍以及開發及推出新的深加工雞肉製品以滿足消費者需求，從而繼續滲透深加工雞肉製品市場。我們的深加工雞肉製品包括雞肉熟食製品、雞肉半熟食製品及調味雞肉製品。

#### • 雞肉熟食製品

我們的雞肉熟食製品包括即食雞肉製品及冷凍雞肉製品。我們的雞肉熟食製品已完全煮熟並消毒。待高溫處理後，我們將對雞肉熟食製品進行冷藏或冷凍及包裝。最終消費者於食用前需根據包裝上的指示重新加熱冷凍雞肉熟食製品。最終消費者可以隨時食用即食雞肉製品，無需進一步加工。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### • Partially-Cooked Chicken Products

Our semi-cooked chicken have been processed. After heat treatment, we refrigerate or freeze and package the chicken semi-cooked products. Consumers need to further cook the products according to the instructions on the package before consumption, including steaming, broiling, grilling or frying.

### • Seasoned Chicken Products

Our seasoned chicken products are made from raw chicken and spices. Consumers choose their preferred method of cooking prior to consumption. We also offer pre-cooked ready-to-cook meat products, including a variety of Chinese dishes.

### Broiler Chicks & Other Products

We sell a portion of our broiler chicks hatched from eggs to other independent third parties for raising into broilers. In addition, we sell products including feed, chicken by-products including chicken hair and blood, adult breeders, and eggs that do not meet our production standards.

### Extensive Sales Network & Channels

We sell our products through multiple channels, which mainly includes business to business (B2B) sales and business to customer (B2C) sales.

### • 雞肉半熟食製品

我們的雞肉半熟食製品已經加工。待加熱處理後，我們將對雞肉半熟食製品進行冷藏或冷凍及包裝。最終消費者於食用前需根據包裝上的指示進一步加工雞肉半熟食製品(包括清蒸、炙烤、燒烤或油炸)。

### • 調味雞肉製品

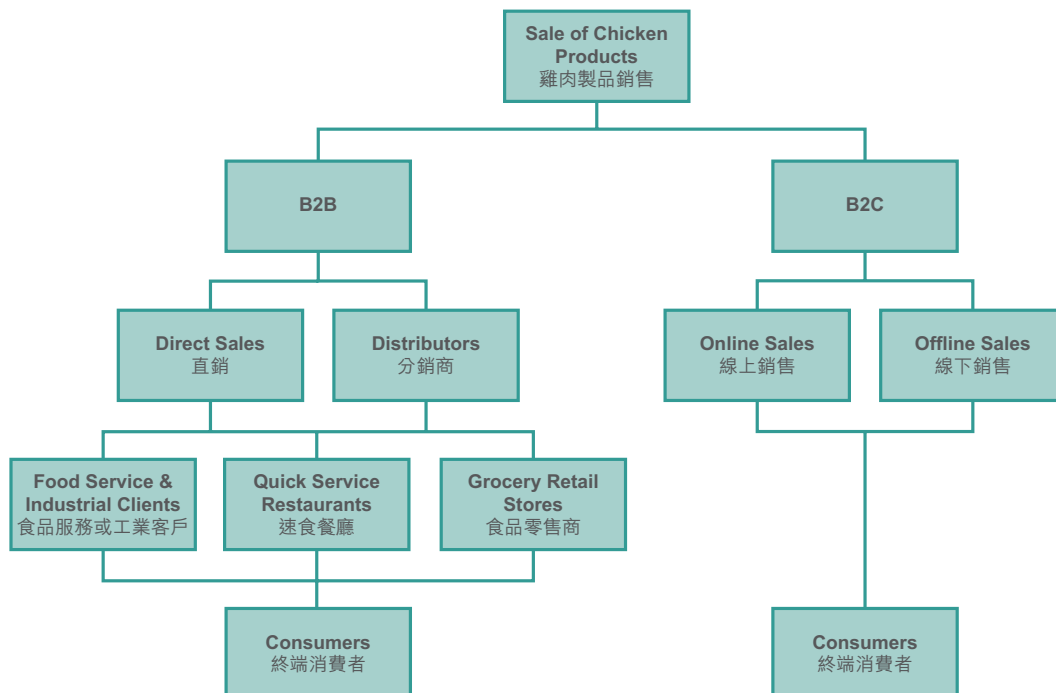
我們的調味雞肉製品採用生雞肉與若干原料或香辛料調製而成。消費者通過適當的方式加熱後即可享用。我們亦提供預先加工的即烹肉類食品，包括各類中式菜餚。

### 雞苗及其他產品

我們銷售一部分由種蛋孵化成的雞苗給其他獨立第三方，以飼養成肉雞。此外，我們還銷售包括飼料、雞副產品(如雞毛、雞血及尚未使用的雞內臟)、成年種雞、未滿足我們生產要求的種蛋等產品。

### 多元銷售渠道

我們的銷售模式大體上分為企業對企業(Business to Business, B2B)銷售模式及企業對消費者(Business to Customer, B2C)銷售模式。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

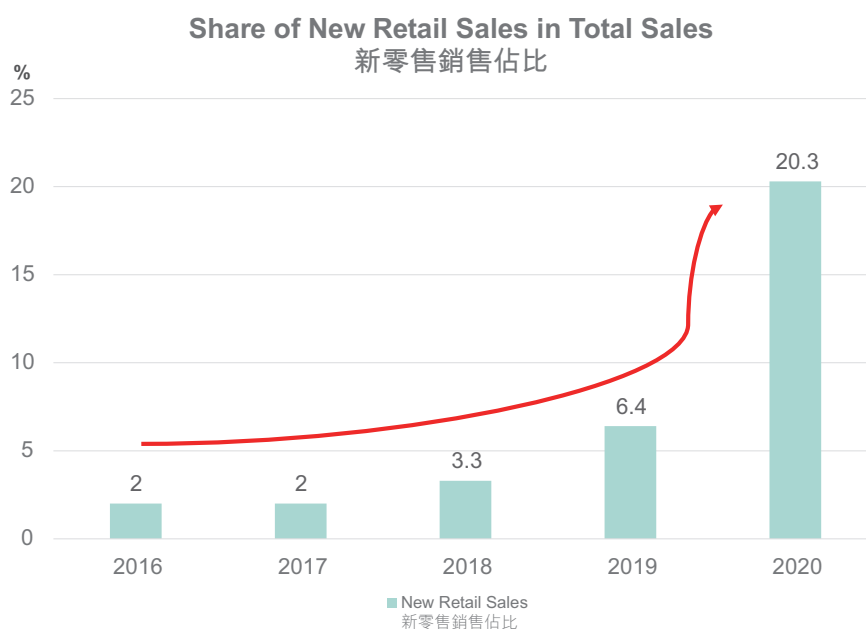
## 環境、社會及管治報告

### New Retail Landscape under COVID-19

Consumers' habits and trends have forever changed due to the COVID-19 pandemic. Fengxiang adjusted its sales strategy in a timely manner and actively deployed various new retail channels. In 2020, we achieved outstanding sales performance in new retail channels, with a revenue of RMB793.4 million, representing a year-on-year growth of 214.2% and a significant increase in the proportion of total revenue to 20.3% from 6.4% in the same period of 2019. The online flagship stores has particularly achieved a notable growth of 527.1% in revenue.

### 疫情下的新零售

因為疫情，人們的消費方式發生了改變。鳳祥股份及時調整銷售戰略，積極佈局各類新零售渠道。本年度我們在新零售渠道銷售表現出色，取得收入人民幣793.4百萬元，同比增長214.2%，佔總收入比重由2019年同期的6.4%大幅提升至20.3%，其中線上旗艦店尤其取得了527.1%的巨大增長。



Under our B2C sales model, we sell our products to end consumers through both online and offline platforms in China. We believe that our well-established online and offline B2C sales structure enables us to reach out to the end consumers directly with our products and increase customer loyalty. We communicate from time to time with third-party online sales platform operators as well as convenience stores and boutique supermarkets, to study the industry trends and to provide products that meet the ever-changing needs and preferences of consumers.

在我們的B2C銷售模式下，我們通過中國境內的線上及線下平台向終端消費者銷售產品。我們認為，完善的線上及線下B2C銷售結構使我們能夠接觸到我們雞肉製品的最終消費者並提高客戶忠誠度。我們不時與第三方線上銷售平台運營商以及便利店及精品超市的中間商進行溝通，以便緊跟行業趨勢並提供更滿足最終消費者不斷變化的需求及偏好的產品。

The growth of sales in new retail channels is inseparable from vision of diverse network building. During 2020, our online sales team followed closely with the changes in shopping trends which has significantly boosted online sales and expanded our sales channels as a new way of retail. To increase brand exposure and sell products to end consumers, we maintained our presence on third-party e-commerce platforms (including JingDong, FreshHippo and TMall) through our flagship stores and other third-

新零售渠道銷售額的增長離不開我們多元化的佈局。本年度，受疫情影響，線上銷售渠道大放光彩，我們的線上銷售團隊緊跟趨勢，積極拓展銷售渠道，嘗試銷售新方式。為增加品牌曝光率及向最終消費者出售雞肉製品，我們除了通過我們所經營及運營的旗艦店及其他第三方線上銷售平台運營商來維持我們在第三方線上商城(包括京東、盒馬鮮生及

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

party distributors. We also actively launched shopping experience on short-video platforms to recommend products through collaboration with well-known content creators, which directed traffic to our e-commerce stores to increase sales. In addition, we also launched live events on various platforms to constantly promote our products and regularly hold promotional activities to achieve a win-win relationship with consumers.

We strictly abide by the customer privacy protection policies of online sales platforms to ensure the security of customer data.

### V. Energy Conservation & Emissions Reduction — Embracing a Low-Carbon Future

At Fengxiang, we respect nature, we depend on nature and we protect nature. As we are currently faced with serious environmental challenges, we believe that investing in the environment is investing in the future.

We explore various channels for sustainable production and consumption and value the synergy created between our business development and environmental protection.

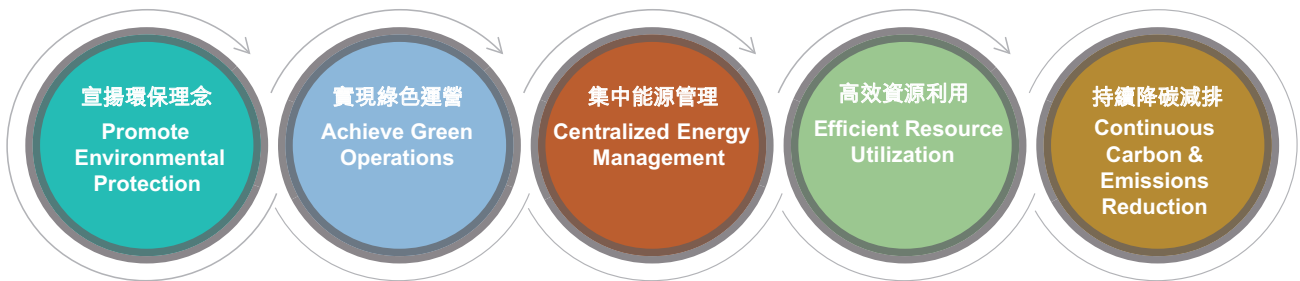
天貓)上的業務，還積極佈局短視頻平台，通過與知名短視頻創作者合作的方式，開展產品推薦，為各類線上商城導入流量以增加銷量。此外，我們還在各平台開展直播活動，不間斷的宣傳推薦我們的產品，並定期舉辦各類優惠讓利活動，與消費者實現雙贏。

我們嚴格遵守各銷售平臺的客戶隱私保護政策，保障客戶數據的安全性。

### 五、節能減排，擁抱低碳環保發展趨勢

在鳳祥，我們敬畏自然，依靠自然，亦保護自然。當下，我們面臨嚴峻的環境挑戰。我們認為，投資環保就是投資未來。

我們從以下五大方面著手，強化環境保護意識，發展綠色低碳運營模式。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Environmental Management

The Safety and Energy Protection Department of the Company has established a series of guidelines to provide directions for work related to energy and emissions reduction. We have set out a number of requirements for emissions, water treatment, waste disposals, noise, etc., to comply with the “Environmental Protection Law of the People’s Republic of China”, “Water Pollution Prevention and Control Law of the People’s Republic of China”, “Solid Waste Pollution Prevention and Control Law of the People’s Republic of China” and other relevant standards.

During the reporting period, we have not violated any laws or regulations related to environmental protection, and we have not received any environmental-related complaints.

### Environmental Risk Assessment



We regularly assess the impact and likelihood of environmental risks associated with our business through an environmental risk assessment system, as illustrated above. This system improves our ability to prevent environmental risks and take appropriate measures to reduce their impact, when necessary.

### Environmental Management System Certification

Two of the Company’s subsidiaries, Fengxiang Food Development and Fengxiang Industrial, are ISO 14001:2015 Environmental Management System certified. This certification has helped us to assess environmental impacts and address them accordingly. In 2020, the Company successfully passed the ISO 14001:2015 Environmental Management System monitoring audit.

### 環境管理

公司安全環保能源部作為環境保護工作的歸口管理部門，建立了一系列規章制度，為節能減排工作提供指導。我們根據《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》等相關法律法規，編製了《環保管理制度》、《環境安全隱患排查治理制度》、《污水池及污水管網清理制度》等制度，對廢水、廢氣、固體廢棄物及噪音的排放進行了明確要求，以確保排放達到相關標準。

我們在報告期間，未違反環保相關法律法規，亦未接到環境相關的投訴。

### 環境風險評估

我們定期通過風險評估體系，評估業務相關的環境風險影響及可能性。環境風險評估系統讓我們更好的預防環境相關的風險，並及時採取措施減少風險的影響。

### 環境管理體系認證

公司及下屬鳳祥食品發展及鳳祥實業均為獲得ISO 14001:2015環境管理體系認證的企業。ISO 14001:2015體系幫助我們衡量環境影響並加以改善。同時，我們定期開展環境管理工作的審核，以評估環保工作的有效性。2020年度，公司順利通過ISO 14001:2015環境管理體系的監督審核。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



### Green Operations

We are advocates for energy conservation and have posted the Fengxiang Energy Conservation Initiative around our office. This Initiative incorporates the concepts of water conservation, power-saving and paperless operations. Each department and subsidiary of the Company has an annual paper consumption limit and print on both sides of the paper to prevent excessive consumption. Once the limit is reached, no additional papers will be provided.

In 2020, we have conducted more than 60 environmental inspections to evaluate our ongoing environmental protection work and rectify problems as they are identified. The Company regularly discloses environmental-related data on its official website for the public to monitor the progress.



We have developed the “Emergency Plan for Environmental Accidents” manual to address potential environmental pollution and accidents. This manual specifies the work procedure in case of environmental emergencies and we conduct regular drills to ensure the safety of personnel.

### 綠色運營

我們提倡節約能源，並在辦公區域內張貼《能源節約倡議書》，將節約用水、節約用電、節約用紙的理念融入我們工作日常的點點滴滴。公司各部門均設有年度紙張用量上限，在用紙量達到上限後，該部門不能再次領用紙張。我們倡導員工無紙化辦公，並在打印時進行雙面打印，從而減少辦公用紙。

2020年度，公司共開展環保檢查60餘次，對現行環境工作進行評價，發現問題時及時整改。公司定期於官網披露環境相關數據，讓社會對公司的環保工作進行監督。



針對可能發生的環境污染事故，我們制定了《環境污染事故應急救援預案》，明確了事故發生時的工作程序，並定期進行應急預案的演習，保障人員安全和環境安全。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

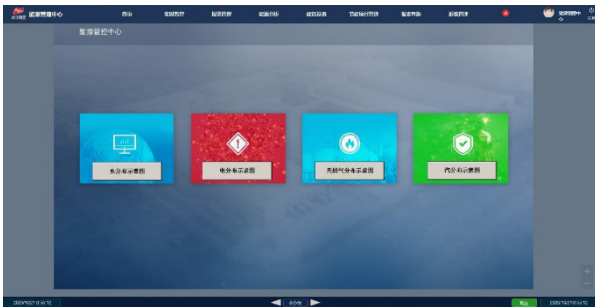
## 環境、社會及管治報告

### Energy Management Platform

Fengxiang has established an online platform for energy management. This platform enables the Company to visually manage energy consumption and equipment usage, and performs energy analysis in real-time. Through the Energy Management Platform, we have optimized the efficiency of resource use and strengthened energy use supervision and guidance.

### Resource Management

We are committed to resource management for a sustainable future and reduce energy consumption from the source.



**Online Platform for Energy Management**  
能源管理網上平台

### Resource Conservation

In comparison with traditional lighting sources, LED lights have longer life and consumes less energy. We have upgraded to LED lights in our factories, offices and other areas. We have retrofitted 23,000 lights which totals to 57% energy reduction. The upgrades also helped reduced energy expenses.

### 能源管理中心平台

公司建立了能源管理中心網上平台，通過數據化管理的手段，可視化管理能耗及排放。安全環保部可通過能源管理中心的內部網絡，查看實時能耗、能源分析、設備管理、預警界面等。能源動態管理機制全面優化資源使用效率，有利於公司加強指導監督。

### 資源管理

我們推進能源管理，堅持綠色發展，從源頭出發，達到減少能源消耗的目標。

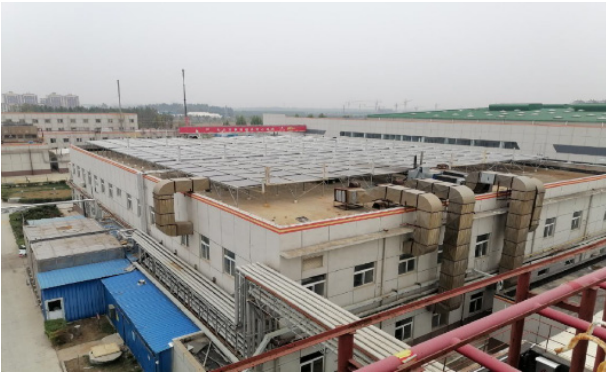


**LED Lights**  
LED節能燈

### 資源節約

相較於普通照明燈，LED燈擁有更長的壽命，消耗更少的能量。我們在車間、廠區、辦公室等區域將照明燈升級為LED節能燈，共改造23,000餘燈具，相較於普通照明方式，可節電57%。升級改造照明設備不僅為節約能源出一份力，還可以為公司較少相關開支。





**Solar Panels**  
太陽能集熱設備

We invested about 6 million RMB to build over 8,500 square meters of solar panels, which heats 355 tons of water to 60 degree Celsius every day, effectively promoting clean energy development.

We have installed boiler heat recovery equipment in our production plant, which saves fuel and reduces direct water vapor emissions while improving heat transfer efficiency through heat recovery and heat exchange.



**Boiler Heat Recovery**  
鍋爐餘熱回收設備

我們投資約人民幣6百萬元，建造了超過8,500平方米的太陽能集熱設備，每日可為355噸水加熱至60攝氏度以上，積極推進清潔能源發展。

我們在生產車間安裝了鍋爐餘熱回收設備，在回收換熱提升傳熱效率的同時，節省燃料並減少水蒸氣的直接排放。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Energy Consumption in 2020

#### 2020年度能源耗量

##### Direct Energy Consumption

###### 直接能源耗量

Gasoline 汽油	26,566	Liters 公升
Diesel 柴油	1,544,841	Liters 公升
LPG 液化石油氣	9,703	Kilogram 千克
Natural Gas 天然氣	23,989,773	Cubic meters 立方米

##### Indirect Energy Consumption

###### 間接能源耗量

Electricity Purchase 電力購入	174,773	'000 kWh 千個千瓦時
Total Direct Energy Consumption 直接能源總耗量	268,436	'000 kWh 千個千瓦時
Total Indirect Energy Consumption 間接能源總耗量	174,773	'000 kWh 千個千瓦時
Total Energy Consumption 能源總耗量	443,208	'000 kWh 千個千瓦時
Total Energy Consumption Intensity 能源總耗密度	0.114	'000 kWh/million RMB in revenue 千個千瓦時/ 人民幣每千元收入

### Waterless Cleaning

We are required by regulations in China to clean factory walls and floors on a regular basis to meet hygienic standards. We have adopted the waterless cleaning method in our factories, which saves nearly 90% of the cleaning water compared to the normal water cleaning method and reduces the subsequent sewage discharge and water treatment work. We have not had any issue in sourcing water that is fit for purpose.

### 無水清洗

根據國家要求，我們需定期清洗工廠的牆面及地面，以確保衛生及菌群達到相關標準。我們採取無水方式進行工廠的清洗，相較於普通用水清洗方式，節省近90%的清洗用水，減少後續污水排放及水處理的工作。公司目前未發生求取適用水源上的相關問題。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Water Consumption in 2020

#### 2020年度耗水量

Total Water Consumption 總耗水量	1,683,717	tonnes 噸
Total Water Consumption Intensity 總耗水密度	431	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入

### Packaging and Logistics

Our products are packaged with inner bags and outer boxes, which uses plastic, paper, bamboo sticks and foam. We are actively exploring environmentally-friendly packaging materials and responding to the call for green packaging. At the same time, our distribution warehouses are located throughout the country. We implement the principle of location proximity when shipping through our own and third-party warehouses. We are also optimizing our routes through the systems of third-party logistics companies to reduce the energy and emissions required to transport our products.

### 包裝及物流

我們的產品採用內包裝袋和外包裝盒的形式包裝，其中包括塑膠包裝、紙質包裝、竹簽及泡沫。目前，我們正在積極探索各類新型環保包裝材料，響應綠色包裝號召。同時，公司的分撥倉庫遍佈全國各地，通過自營倉庫及第三方倉庫，在發貨時實施就近發貨原則。我們亦通過第三方物流公司的系統進行線路優化，減少產品運輸所需能源和產生排放。

### Packaging Material Consumption in 2020

#### 2020年度包裝材料使用量

Total Packaging Material Consumption 包裝材料使用總量	4,994	tonnes 噸
Total Packaging Material Consumption Intensity 包裝材料使用總密度	1.3	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入

### Emissions Management

We are constantly exploring new routes for sustainable development and ensuring that our emission reduction measures cover all areas in operations to minimize our impact on the environment. We check for vehicle emissions every year and have recycled vehicles that have reached the end of their service life. We use ammonia-based refrigerant in our facilities and office areas, as they have a very low global warming potential. We have planted over 600 trees in our plant and office areas to reduce CO<sub>2</sub> in the air.

### 排放管理

我們不斷探析綠色發展新思路，多措並舉，確保環保排放措施覆蓋生產全流程，減少作業對環境的影響。我們將達到報廢年限的車輛進行報廢處理，並每年檢查公司車輛的環保排放情況。我們使用氨氣為廠區、辦公區提供冷氣，因氨氣製冷劑的全球變暖潛能極低。我們在廠區及辦公區域種植超過600棵大樹，通過樹木減少空氣中的二氧化碳。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Emissions Data in 2020

#### 2020年度排放物統計

Nitrogen Oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	19.41	tonnes 噸
Sulfur Oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	0.04	tonnes 噸
Particulate Matters (PM) 顆粒物(PM)	1.17	tonnes 噸

### Greenhouse Gas Emissions Data in 2020

#### 2020年度溫室氣體排放統計

Scope 1: Direct Emissions 範圍一 — 直接排放	79,432	tonnes 噸
Scope 2: Energy Indirect Emissions 範圍二 — 能源間接排放	169,180	tonnes 噸
Scope 3: Other Indirect Emissions 範圍三 — 其他間接排放	122	tonnes 噸
Total Emissions 總排放	248,734	tonnes 噸
<b>Total Emissions Intensity</b> 總排放密度	<b>0.064</b>	<b>tonnes/million RMB in revenue</b> 噸／人民幣 每百萬元收入

### Emissions Treatment

### 減低排放



**Wastewater Treatment**  
污水處理

We have installed separate systems for storm water and sewage. All plants have applied for discharge permits. With a discharge focus on the slaughtering process, we have installed specialized sewage treatment systems to filter the sewage before discharge to meet relevant standards and regulations. We also regularly inspect the wastewater network to ensure that wastewater is properly discharged and that there are no clumps in the pipe network.

The grease and fume produced by our fryers, steamers and other food processing equipment are filtered, degraded then discharged to meet the national air emissions requirement of food and beverage industry. In 2020, we have complied with relevant laws and regulations that have a significant impact regarding emissions.



**Grease and Fume Filter**  
油煙淨化設備

我們推行雨水與污水分流的管網系統。各廠區均已完成辦理排污許可證的手續。屠宰加工是我們污水排放管理工作中重點關注的流程。我們根據相關法律法規要求，針對屠宰加工廠安裝了污水處理系統，將污水過濾後排放。我們同時要求對廢水管網進行定期檢查，做到廢水不外排、管網無結塊。

我們使用油煙淨化器，對油炸機、蒸烤機等設備產生的油煙進行過濾淨化，將油污降解後排出乾淨的空氣，以達到國家對餐飲業排放物的要求。2020年度，我們遵守了對公司有重大影響的排放物相關法律及規例。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Hazardous Waste

Once hazardous wastes are generated in the production process, each business unit contacts and oversees third-party waste management companies with relevant qualifications for proper disposal, as well as notifying the Safety and Environmental Protection Department. General hazardous waste includes motor oil, batteries, etc. Pandemic prevention equipment and dead poultry are handed over to hazardous waste

### Non-Hazardous Waste

Non-hazardous waste includes recyclable and non-recyclable waste. Fengxiang currently has a shed for temporary storage of recyclable goods. Wastes are collected by waste management companies for disposal. Chicken manure collected during the breeding process is converted to fertilizers or sold to agricultural vendors for further use. By classifying waste, we help raise employees' awareness of waste management and reduce the overall amount of waste generated.

### 有害廢棄物

在生產過程中產生的有害廢棄物由各單位聯繫業務部門後委託具備相關資質的危廢處理單位進行處置，並向安全環保部報備，由各單位進行監督處理。一般有害廢棄物包括機油、電池等。防疫物資及病死雞交由危廢處理單位進行無害化處理。

### 一般廢棄物

一般廢棄物包括廚餘垃圾、廢紙、廢塑料等，分為不可回收和可回收兩類，公司設有廢舊物資暫存棚放置可回收物資。一般廢棄物由公司與有資質的單位進行接洽後處置。養殖過程中產生的雞糞將轉化為有機肥或外售農戶進行綜合利用。通過將可回收廢棄物和不可回收的廢棄物分類，提升員工的垃圾管理意識，減少垃圾產生量。

#### Waste Disposal Data in 2020\*

##### 2020年度廢棄物統計\*

Hazardous Waste 有害廢棄物	3.9	tonnes 噸
Hazardous Waste Intensity 有害廢棄物密度	0.0010	tonnes/million RMB revenue 噸／人民幣每百萬元收入
Non-Hazardous Waste 無害廢棄物	319.057	tonnes 噸
Non-Hazardous Waste Intensity 無害廢棄物密度	0.082	tonnes/million RMB revenue 噸／人民幣每百萬元收入

### The Environment and Our Business

The Company's production costs have a close correlation with the climate. The production of commodity and raw materials, such as corn required by feed mills, is susceptible to climate change, resulting in price fluctuations that affect our costs. We attempt to mitigate the cost of climate impact by price negotiations, signing long-term business contracts with suppliers, and optimizing our supplier network.

### 環境與業務

公司的生產成本與氣候有著緊密的聯繫。飼料廠所需的玉米等大宗商品原料的生產易受到氣候的影響，產生價格波動，從而影響生產成本。我們通過推進議價、與供應商簽訂長期業務合同、優化供貨渠道等方式，減少因氣候造成的成本影響。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### VI. Employee Care — Fostering Respect and Harmony

As a labor-intensive enterprise, the Company has always adhered to the “people-oriented” management philosophy. We treat our employees as our most valuable asset and strive to achieve great potential together with them. We have always believed that respect is the key to creating team cohesion, namely mutual respect for professionalism, mutual trust and support, and joint efforts to make our business and operations a success. We respect each other and work together to building a harmonious environment at Fengxiang.

#### Employee Overview

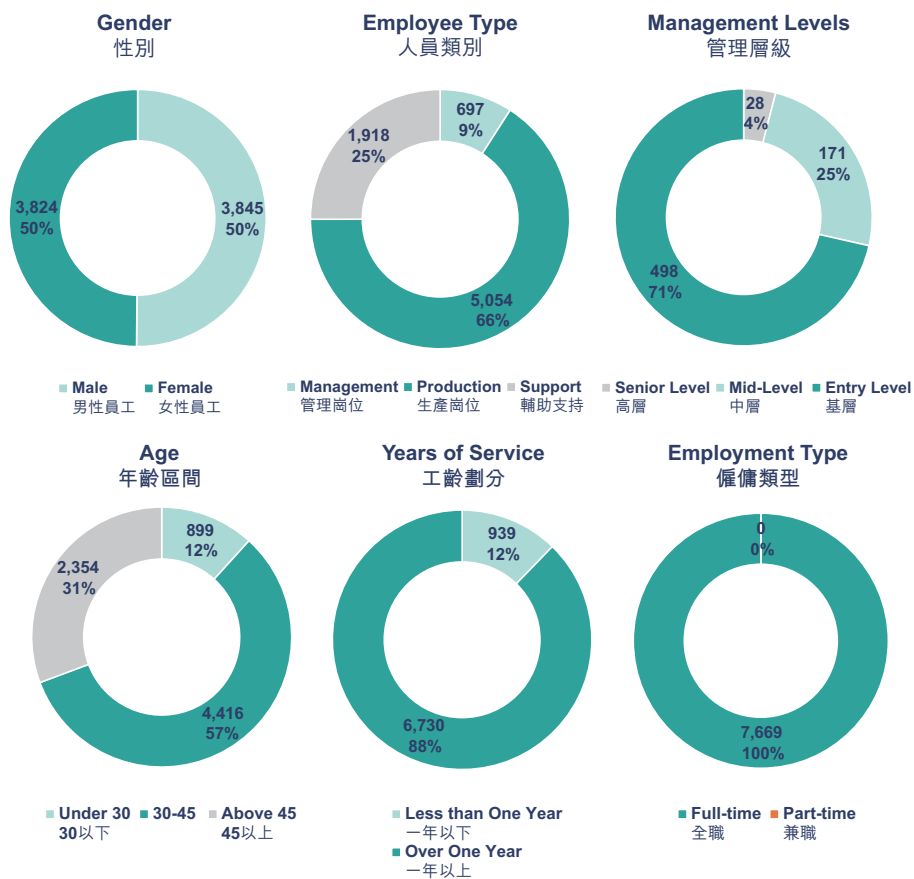
Fengxiang has 13 functional departments and six subsidiaries with 7,669 full-time employees, including 7,480 employees in Shandong, 183 employees in other regions of China and 6 employees in Japan. The total employee turnover rate in 2020 was 15.5%. The average monthly turnover rates of male and female employees were 1.4% and 1.2% respectively; The average monthly turnover rates of employees below 30 years old, 30-45 years old and above 45 years old were 2.1%, 1.2% and 0.9% respectively.

### 六、關愛員工，築起和諧尊重暖心港灣

作為一家勞動密集型企業，我們始終秉承「以人為本」的管理理念，將員工視為我們最寶貴的財富，並致力於與他們共同進步。我們一直認為尊重是凝心聚力的關鍵：相互尊重專業，互相信任支持，齊心協力把事業做成功。相互尊重人格，相互包容性格，和諧相處共建鳳祥大家庭。

#### 員工概況

鳳祥股份共有13個職能部門，6個下屬公司，本年度共有全職僱員7,669人，其中山東地區員工合計7,480名，中國其他地區員工合計183名，日本員工合計6名；2020年度員工總體流失率為15.5%。其中男性、女性員工的月均流失率分別為1.4%、1.2%；30歲以下、30-45歲、45歲以上員工的月均流失率分別為2.1%、1.2%、0.9%。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Protecting Employees' Rights

Our policies and management procedures strictly follow the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Regulations on the Prohibition of Child Labour, the Special Regulations on the Labour Protection of Female Workers and other labour-related laws and regulations. We make sure these regulations and requirements are reflected in our recruitment, promotion, termination processes and that compensation and benefits, anti-discrimination and equal employment opportunities are in place.

We are committed to creating a fair work environment and not tolerate any form of humiliation or discrimination. We treat our employees the same regardless of their ethnicity, race, age, gender, marital status or religious beliefs. We have zero tolerance towards forced, exploitative and child labour. Concerns in labour rights can be reported anonymously to our management team for further investigation. In 2020, the Company did not engage in child labour or forced labour.

### Protecting Employees' Safety

Employees' safety is always our top priority. We have established 15 safety management procedures and have strictly followed these procedures to monitor safety and protect our employees. In 2020, the number of employees died due to work-related injuries is 4. We have complied with the relevant laws and regulations regarding the provision of a safe working environment and the protection of employees from occupational hazards.

### Risk Management System

We have built a risk classification and control system, mapped out the safety risks in each production process and evaluated their risk levels, and assigned responsibilities to further ensure the safety of employees. We believe that a sound system and mechanism can provide a healthy and safe working environment for all and eliminate the occurrence of incidents.

### 維護員工合法權益

我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》、《女職工勞動保護特別規定》等國家及地區的法律法規規定，並據此制定公司內部各項管理程序，以規範公司在招聘、僱傭、晉升、解聘、薪酬福利、考勤與假期、平等僱傭、反歧視等方面的政策和措施。

我們致力於打造公平和諧的工作環境，拒絕任何形式的侮辱和歧視行為，我們不因員工的民族、種族、年齡、性別、婚姻狀況以及宗教信仰等的不同而給予不同的待遇。我們有對有強迫和剝削性質的勞工行為以及使用未達法定年齡的童工等行為採取「零容忍」，我們的員工和社會各界若發現相關問題，可通過實名或匿名的方式向公司管理層反映，相關部門會及時進行調查處理。本年度，公司未發生使用童工或強制勞工的情況。

### 保障員工生命安全

員工的生命安全永遠是我們的首要追求。我們建立了15項安全管理相關制度並嚴格按照制度要求監管各項安全流程。2020年，因工傷導致死亡的員工人數為4人。我們已遵守對有關提供安全工作環境及保障僱員避免職業性危害的相關法律及規例。

### 風險分級管控體系

我們創建了風險分級管控體系，繪製了各項生產生活中的安全風險點並評估其風險等級，明確了各項安全風險點的責任人，進一步保證員工生產生活的安全。我們相信以健全的制度和機制為向導可以在為員工提供健康安全的工作環境的同時杜絕危險事件的發生。

風險點名稱	作業活動	檢查項目/作業步驟	標準/危險源或潛在事件(人、機、物、環、管)	危險源誘發事故類型	工程措施	管理措施	培訓教育	個體防護	应急处置	評價等級	分級等級	管控層級	責任人
一車回投料單位	投料作業	1. 作業前對除塵設施完好情況檢查	1. 除塵設備是否清理乾淨，運行是否異常，有無震動及異常現象	機械傷害	設置設備運行異常系統報警裝置	1. 設備啟動前檢查設備完好情況，具備啟動條件時從中控指令啟動設備	依計劃定期對員工進行操作規程培訓，班前班後會主管宣貫相關安全規定	勞保用品佩戴齊全	發現有人受傷後，立即天坪設備電源，現場有突人員立即向周圍人員呼救，用对讲機通知領導或值班人員，情況嚴重撥打120急救電話	4	極風險	班組級	趙廠級
		2. 破開袋口，將料投入投料口	1. 廢袋亂扔伴倒 2. 使用鐵制工具引起粉塵爆炸; 3. 使用氣管吹掃清理粉塵造成粉塵爆炸 3. 投料口防護缺失損壞掉入投料口	其他傷害、粉塵爆炸	1. 扎帶捆、物料袋規範放置 2. 嚴禁使用壓縮空氣吹掃清理粉塵; 3. 嚴禁使用鐵錘等鐵制工具;	3				一般風險	車間級		
		3. 作業完成後清理現場，清理設備、除塵器布袋	1. 使用鐵制工具引起粉塵爆炸; 2. 使用氣管吹掃清理粉塵造成粉塵爆炸 3. 投料口防護缺失損壞掉入投料口	粉塵爆炸、機械傷害、	1. 投料口設置防護欄，固定牢固; 2. 使用專用工具 1. 嚴禁使用壓縮空氣吹掃清理粉塵; 2. 嚴禁使用鐵錘等鐵制工具; 3. 每班對除塵器布袋、設備進行清理並記錄	4				低風險	班組級		

The content of the picture is the risk classification control list

圖片內容為部分風險分級管控清單

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

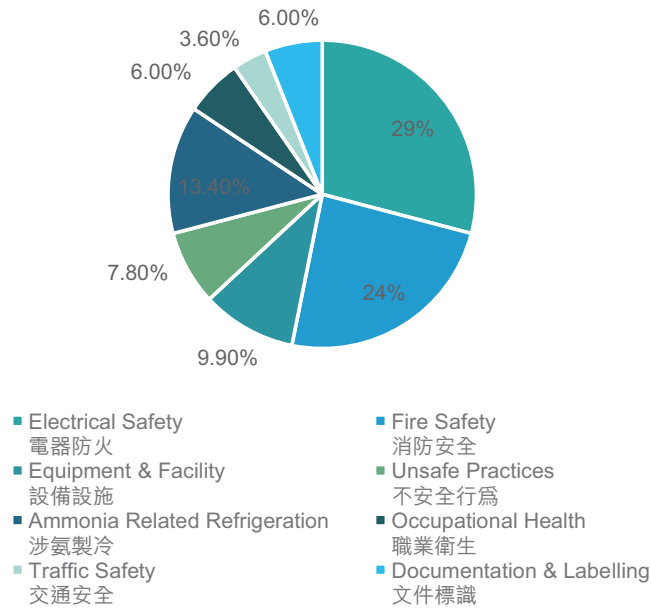
### Hazard Investigation and Management System

In 2020, the Company conducted key inspections on electrical safety, fire safety, ammonia-related refrigeration, occupational health, flood control, dust and explosive, special equipment, and construction of new projects. A total of 1,443 potential hazards were identified and 1,390 were resolved, representing a completion rate of 96.33%; the remaining 53 items have been postponed to 2021 or have not yet reached the deadline to be addressed.

### 隱患排查治理體系

2020年度，公司圍繞電氣安全、消防安全、涉氨製冷、職業衛生、防汛安全、粉塵涉爆、特種設備、新建專案施工等方面開展重點督查。全年共計排查隱患1,443項，整改完成1,390項，整改完成率96.33%；剩餘53項已延期至2021年度整改或未到整改期限。

Types of Safety Inspections in 2020  
2020安全隱患排查分類及佔比





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Safety Training

In FY2020, the Company conducted 31 safety training sessions on fire safety, emergency drills, electrical safety, special equipment, dust and explosion, limited space, special operations, traffic safety, etc., with a total of 460 training hours and 2,649 people attending, all of whom passed the training. 30 people, including safety management team and managers of each production process, were certified in safety management while 12 people were certified in occupational health management training.



### Safety Management for Special Equipment and Operators

We pay close attention to the safety management of special equipment and operators. This year, we have installed 228 sets of special equipment, inspected 189 safety warning devices such as safety valves, pressure meters and alarm, renewed permits for 119 operators and special equipment operation permits for 19 operators; issued 23 special operators' operation permits and five special equipment operation permits.



### 安全教育培訓

2020年度，公司圍繞消防安全、應急演練、電氣安全、特種設備、粉塵涉爆、有限空間、特種作業、交通安全等方面開展各類安全培訓31次，共培訓460課時，培訓2,649人次，全部培訓合格；同時，我們各環節主要負責人、安全管理人員等安全管理培訓取證30人，職業衛生管理培訓取證12人。



### 特種設備及特種作業人員安全管理

我們對特種作業人員的安全管理格外關注。本年度我們組織辦理特種設備228台；校驗安全閥、壓力表、警報器等安全預警裝置189個；復審特種作業人員操作證119人次、特種設備操作證19人次；新辦特種作業人員操作證23人次、特種設備操作證5人次。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Emergency Drills

In 2020, we have organized a total of four emergency of specialized drills, including two general emergency drills and two fire and safety drills.



### Safety Promotion Events

June is our Annual Safety Month and November is our Annual Fire Prevention Month. We have arranged various departments in implementing safety inspections, launched safety training courses and held safety knowledge competitions. These events help us lay a solid foundation for continuous and effective promotion of safety management.



### 應急演練

2020年度，我們嚴格遵照計劃組織開展了共4次應急或專項演練，每季度一次，其中2次綜合應急演練，2次安全消防專項演練。



### 安全宣貫活動

我們在6月和11月分別籌劃舉辦安全月、消防月活動，組織各部門逐步實施各項安全專項檢查；同時我們開展了安全事故教育，舉辦安全知識競賽，為持續有效推動安全生產管理工作奠定了堅實基礎。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Safety Management Systems

In 2020, we introduced the Dual Risk Classification and Control and Hazard Investigation and Management System, which both have been operating properly. We have also passed the ISO 45001 Occupational Health and Safety Management System monitor audit this year.

### Protecting Employee's Health

We are always concerned about the physical and mental health of our employees. We organize regular medical checkups and provide psychological counseling sessions for our employees. In order to further strengthen the physical fitness of our employees and enrich their spare time, we provide free open gym and organize regular group activities for our employees.

### 安全體系管理

2020年度，我們推動了「風險分級管控體系」與「隱患排查治理體系」雙重預防體系的良好運行，通過對標學習和持續完善，公司雙重預防體系網上巡查評估全部達標；同時，我們於本年度順利通過了ISO45001職業健康安全體系監督審核。

### 心繫員工身心健康

我們始終心繫員工的身心健康。我們會定期為員工組織體檢，並提供心理諮詢講座。同時為了進一步加強員工的身體素質並豐富員工業餘生活，我們為我們的員工提供了免費開放的健身活動場地並定期組織團建活動。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Attracting International Talents

Fengxiang adheres to the “people-oriented” management philosophy, insists on the talent development strategy of “bringing in international talents externally and cultivating international professionals internally”. We strive to build a professional and vocational talent team with international vision, international leading knowledge of the industry, cross-cultural communication skills and innovative ideas, to achieve the talent strategy of “attracting talents to the platform, promoting the development of talents, and retaining talents in the career”.

### Core Power Project

To lead the talents within the Company for better personal and professional growth, we have launched the “Core Power Project” training program for university students. The project is divided into three implementation stages: intensive training, job shadowing and on-the-job practice. The training courses include skills training such as industry chain tour, knowledge learning, brand awareness, corporate culture, food safety and workplace mentality. The training departments involve core departments such as Production, R&D, Sales and Quality Assurance. In 2020, the “Core Power Project” attracted 70 students.

### 發展國際化人才戰略

公司秉承「以人為本」的管理理念，堅持「外部引入國際化優秀人才、內部培養國際化專業人才」的人才發展策略，致力打造一支擁有國際化視野、掌握行業國際領先知識、具有跨文化溝通能力和創新意識的專業化、職業化人才隊伍，實現「平台吸引人才，人才促進發展，事業留住人才」的人才戰略目標。

### 芯動力計劃

為了能夠更好、更快地人才內生長，我們啟動了大學生「芯動力計劃」培養方案，分為集訓學習、輪崗見習、在崗踐習三個實施階段。學習課程包括產業鏈參觀、知識學習、品牌認知、企業文化、食品安全和職場辦公心態和技能等內容培訓，培訓部門涉及生產、研發、銷售、品質等公司核心部門。本年度「芯動力計劃」共培養大學生70人次。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

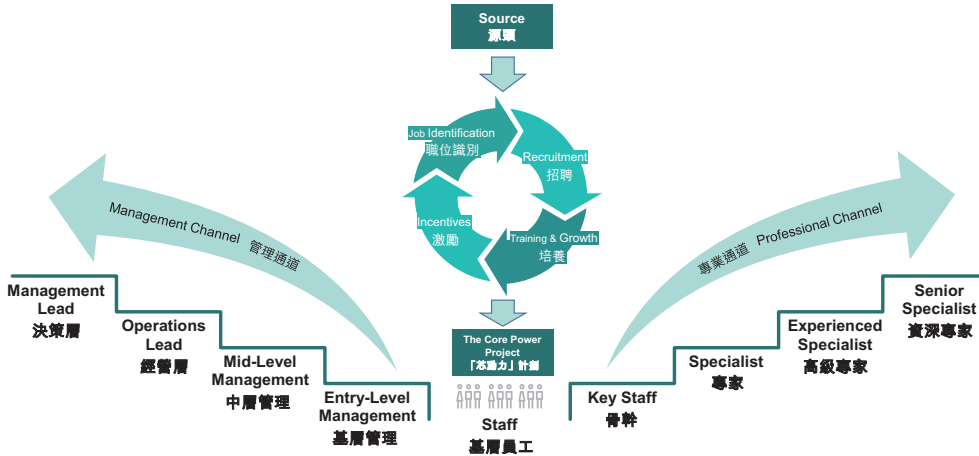
## 環境、社會及管治報告

### Dual-Channel Promotion System

Based on the Core Power Project, with the goal of “expanding staff development channels, leading staff to improve their abilities, and achieve job matching”, we have built a dual growth channel model to cultivate quality talents and providing them with a systematic and scientific training system from both professional and management perspectives.

### 建設雙通道晉升體系

在芯動力計劃的基礎上，我們以「拓展員工發展通道，牽引員工能力提升，清晰實現人崗匹配」為目標，為員工搭建了「雙成長通道模型」，從專業和管理兩個角度出發，培養優質人才並為他們提供系統、科學的培訓體系。



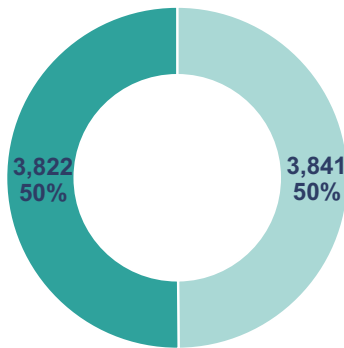
### Talent Development Program

In the context of the Company's talent strategy, we always believe that educated professionals can promote the long-term growth of the Company. We have built multiple types of training and learning platforms for employees in different positions, levels and business areas. During 2020, we provided more than 99% of our 7,663 employees across all business lines with more than 300,000 hours of training and learning, with an average of more than 41 hours of training per employee.

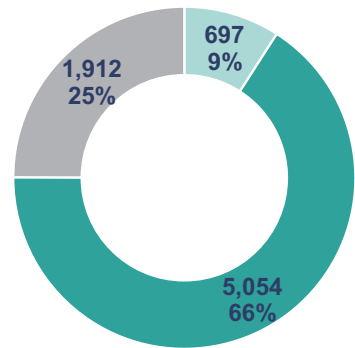
### 人才培養計劃

在公司人才戰略的背景之下，我們始終堅信只有高素質的人才才能更好的推動公司的長久發展。我們樂於為不同崗位、不同層級和不同業務領域的員工搭建不同類型的培訓和學習平台。本年度，我們共計為99%以上共計7,663名各條業務線的員工提供了累計超過30萬小時以上的總培訓學習時長，員工平均受訓時長超過41小時每人每次。

Number of employees trained by gender  
男女員工受訓人數



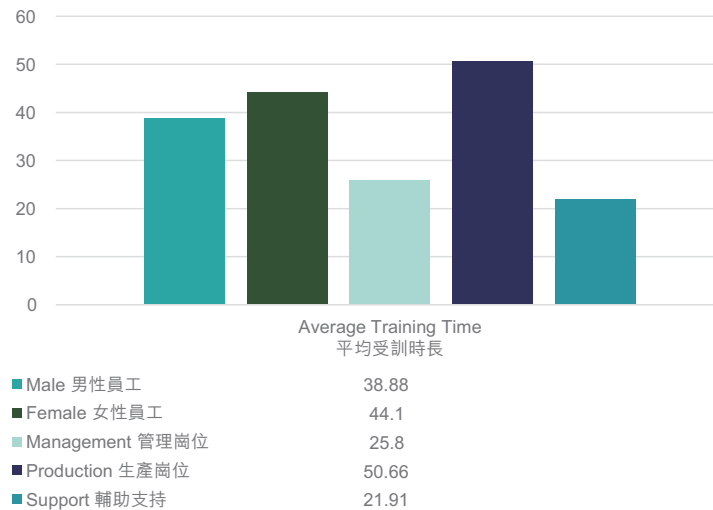
Number of employees trained by employee type  
分類別員工受訓人數



Male 男性員工  
Female 女性員工

Management 管理崗位  
Production 生產崗位  
Support 輔助支持

Average Training Time Per Employee  
員工平均受訓時長



We established school-enterprise cooperation and introduced food processing technology program, aiming to target skilled talents for the Company. The program welcomes the students to Fengxiang for apprenticeship helping new employees grow by establishing a mentor-apprentice system with increased training, while building the talent pool for the Company.

我們開展校企合作，成立食品加工技術班，旨在為公司定向培養應用型和技能型人才。根據培養方案，我們讓學生進入企業實踐學習，通過建立現代師徒制，幫助新進人員快速成長，加大人才培養力度，實現公司培養和儲備人才的目的。

We have launched a series of core specialized training. The training is divided into Entry Level Management Class and Equipment Professional Class. The Entry Level Management Class is to select and build management talents with high education, high ability and high standards, aiming to establish a future team; the Equipment Professional Class is to meet the demand of equipment professionals of the Company, to improve the professional knowledge and skills of the trainees, and combine knowledge with work practice to obtain relevant certificates.

我們開展了核心序列專項培訓。培訓分為基層管理班和設備專業班：基層管理班為培養或選拔高學歷、高能力、高水準的管理人才，旨在提高基層管理人員意識和水準，建立管理人才梯隊；設備專業班為滿足公司設備專業人才的需求，旨在提升學員專業知識和技能，並結合工作實操，取得相關持證證書。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### VII.Green Supply Chain — Setting Benchmark for Sustainable Industry

### 七、合作共贏，樹立廉潔合規行業標杆

#### Supplier Management

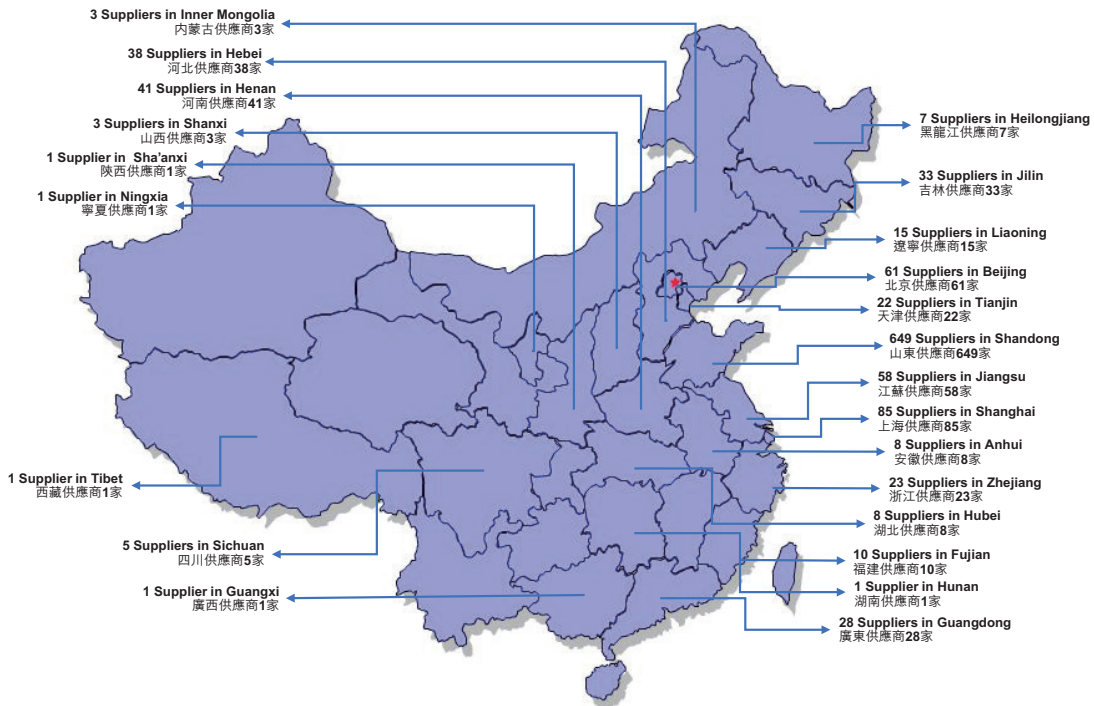
#### 供應商管理

The Company is always committed to creating a mutually beneficial and win-win cooperation environment, and has maintained great long-term relationships with suppliers from all over the world. We have an established supplier management system with specific requirements such as “Procurement Control Procedures”, “Supplier Management Procedures”, “Supplier Management Rules” and “Tender Management System”, to promote the stable development of green supplier environment.

公司始終致力於打造互利共贏的合作環境，與來自各地的供應商保持了良好的長期合作關係。我們建立了完善的供應商管理機制：制定了《採購控制程序》、《供應商管理程序》、《供應商管理細則》、《招標管理制度》等制度以促進合作生態的穩定發展。

We believe that supplier diversity can maintain a healthy and active supply chain. We try to cooperate with suppliers from different regions, nationalities, cultures and backgrounds. We also focus on working with local suppliers to drive local economic development while reducing logistics costs and improving communication efficiency. We have established partnerships with 1,104 suppliers across 23 provinces and regions, including 649 suppliers in Shandong Province and 455 suppliers outside of Shandong Province. Detailed suppliers regions are represented in the illustration below.

我們堅信供應商的多元化可以保持供應鏈活性，我們嘗試與不同地域、不同民族、不同文化的供應商開展合作。同時我們也注重與本地供應商的合作，在推動當地經濟發展的同時亦能降低物流成本，提高溝通效率。公司共與23個省份和地區的1,104家供應商建立合作關係，其中山東省供應商649家，山東省外供應商455家，具體供應商區域分佈如下。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Supplier Qualification

We have established a supplier evaluation and admissions system, identified a list of qualified suppliers, signed quality assurance agreements with selected suppliers, and established a supplier management information system. We focus on supplier credibility, production process, quality control, cost efficiency, supply channels and other key information for investigation and verification, as the basis for supplier access evaluation.

### Supplier Visits

We conduct supplier site visits to understand whether the scale of production and the management system meet our requirements for products and environmental and social requirements. We review the product inspection reports provided by the suppliers and fill out the "Basic Supplier Survey Form" together with the relevant departments. At the same time, our procurement center also sends the purchasing information to the relevant inspection institutions for random inspection from time to time. For materials involving environmental protection and energy use, we generally choose the top suppliers in the market to reduce energy consumption and emissions.

### Supplier Evaluations

Each year, we evaluate the overall performance of suppliers based on six dimensions: quality, price, delivery, service, technology, and risk. Suppliers with a score of 95 and above are considered as excellent suppliers and we increase their procurement volume, make priority payments and reduce site visit frequencies. Suppliers with a score between 85 and 95 are qualified suppliers and we make normal purchases. Suppliers with a score between 60 and 85 are also considered as qualified suppliers, but with less purchase frequencies or completely suspended from purchase. Suppliers with a score below 60 are unqualified suppliers and are removed from the supplier list.



### 供應商准入

我們建立了科學的供應商評估和准入制度，確定合格供應商清單，與選定的供應商簽訂質量保證協議，建立供應商管理信息系統。我們重點對供應商資信、生產工藝、品質控制、成本效率、供貨管道等關鍵資訊進行調查驗證，作為供應商准入評價的基礎。

### 供應商考察

我們會對供應商開展實地考察，深入瞭解企業規模及生產管理體系等方面是否符合我們對產品本身及環保、社會的要求，並審核供應商提供的產品檢驗報告，與相關部門共同填寫《供應商基本情況調查表》。同時我們的採購中心也會不定期地將採購物資送至相關檢驗機構抽樣檢查。對於涉及環保及能源使用類的物資，我們普遍選擇市面上的一線品牌來滿足節能減排的要求。

### 供應商評估

每年度我們亦會從質量、價格、交期、服務、技術、風險這六大維度對供應商全年整體表現進行評估。評分在95分及以上的為優秀供應商，可加大採購量，優先付款，減少現場考評次數；評分在85分到95分之間的為合格供應商，可正常採購；評分在60分到85分之間的仍為合格供應商，但需要進行輔導、減少或暫停採購；評分低於60分的為不合格供應商，直接予以淘汰。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Adhering to the principles of honesty and fairness, integrity and transparency, we have signed the “Integrity Agreement” and “Integrity Regulations” with each supplier to restrict behaviour of all parties, prevent the occurrence of illegal or unethical actions, and protect the rights and interests of our company and maintain a healthy relationships.

### Compliance and Integrity

#### Anti-Corruption & Anti-Fraud

We strictly comply with the Anti-Corruption and Bribery Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China and other laws and regulations, which expressly prohibit corrupt practices such as corruption and bribery, and designate the Audit Department as the executive department of the Company's integrity work. To prevent fraud, strengthen corporate governance and internal control, reduce corporate risks, standardize business practices and protect the legitimate rights and interests of the Company and its shareholders, we have developed the “Employee Behavior Red Line” and “Employee Non-Compliance Management System”, which clearly define the violations, types of penalizations, principles of penalization, investigation of violations and management of penalization files. We also train employees on relevant laws and regulations during on-board training, and conduct regular anti-corruption lectures and training to current employees to raise their awareness of business ethics.

#### Reporting Channels

The Company has formulated the “Whistleblower Management Regulations”, through which we stipulate the process of receiving and investigating reports, and clarify the rights and obligations of the whistleblower and the person being reported. The Audit Department has set up reporting supervision channels such as reporting telephone and reporting mailboxes, which are published externally through multiple platforms and scenarios such as the supplier quotation system. The Company maintains strict confidentiality of whistleblower information, and the Whistleblower Management Regulations stipulate that personnel who receive, transmit and are authorized to access whistleblower information are strictly prohibited from disclosing whistleblower information. We also take the initiative to investigate suppliers and customers, and pay attention to the efficiency of the Company's processes, the service awareness and integrity of the staff in the window departments from an external perspective, and build an anti-corruption system through a combination of internal and external factors.

我們秉承誠實公正、廉潔透明的原則，與各個供應商均簽訂了《廉潔自律協議書》和《廉潔規定》，以約束各方行為，預防謀取不正當利益的違法違紀行為的發生，保護我們與供應商的合法權益以及健康穩定的合作關係。

### 合規管理及廉潔建設

#### 防舞弊、反腐敗

我們嚴格遵守《中華人民共和國反貪污賄賂法》、《中華人民共和國反洗錢法》等法律法規，明令禁止貪污、賄賂等貪腐行為，指定審計部為公司廉政工作執行部門。我們為防止舞弊，加強公司治理和內部控制，降低公司風險，規範經營行為，維護公司和股東合法權益，根據上市公司法律法規、證券交易市場和監管機構的規定和要求，結合公司實際情況，制定了《員工行為紅線》和《員工違規行為管理制度》，明確了違規行為、處罰類型、處罰原則、違規行為調查、處罰檔案管理等方面。我們亦在入職培訓時對新員工進行相關法律法規的宣講，同時對老員工定期開展反腐敗宣講及培訓，提高員工的商業道德意識。

#### 投訴舉報渠道

公司制定了《舉報管理辦法》，我們通過該辦法規定了舉報接收和調查的流程，明確了舉報人、被舉報人的權利和義務，審計部設立舉報電話、舉報郵箱等舉報監督渠道，通過供應商報價系統等多平台和場景對外公佈，各利益相關方均可向我們反映任何涉嫌貪腐舞弊的行為。公司對舉報人資訊進行嚴格保密，《舉報管理辦法》中規定接受、傳遞和被授權接觸舉報資訊的人員嚴禁洩露舉報人資訊。同時我們通過資料分析、過程監督等方式，重點監控物資採購、專案建設等貪腐舞弊固有風險較高的業務環節，我們還主動調研供應商、客戶，從外部視角關注公司流程效率、視窗部門人員服務意識及廉潔情況，內外結合搭建反舞弊體系。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the year, the Audit Department received 11 clues of unreasonable management phenomena through active research and reporting channels, and the Audit Department investigated and verified 8 substantiated problems in accordance with the “Report Management Regulations” and imposed penalties on the responsible persons in accordance with the relevant national laws and regulations and the Company’s system, and supervised the departments concerned to take one step forward to promote rectification. During the year, there were no litigation cases related to commercial bribery and no violation of relevant laws and regulations that have significant impact on the operation of the Company.

### Intellectual Property Protection and Monitoring

We have implemented all-round control and management for intellectual property rights and strictly comply with the People’s Republic of China Trademark Law, the Patent Law of the People’s Republic of China, the Copyright Law of the People’s Republic of China, the Law of the People’s Republic of China against Unfair Competition and other relevant laws in our production and operation activities.

We have built management systems within the Company to clarify the requirements for intellectual property. Fengxiang has obtained 106 patents and registered 122 trademarks as of December 31, 2020. The Company has 5 patents under review.

### VIII. Community Spirit — Maximizing Social Impact

It is important for Fengxiang to give back to the community and drive the economy. We have our roots in Yanggu, Shandong Province, and actively invest in the construction of factories and communities to build the local economy. We invest in our community in various ways, leading the corporate social responsibilities by example.

#### School-Enterprise Corporation

Fengxiang and Shandong Animal and Veterinary Vocational College have joined hands to establish a livestock engineering technology program and set up scholarships. We invest in education and work together with the school to educate skilled talents, broaden school-enterprise cooperation opportunities, and build hope for the future.

本年度公司審計部通過主動調研和舉報渠道總計接收11條不合理管理現象的線索，審計部根據《舉報管理辦法》規定，調查核實了8條屬實的問題，並根據相關國家法規和公司制度對責任人做出處罰並監督所在部門舉一反三推進整改。本年度，公司未發生有關商業賄賂的訴訟案件，亦未違反對公司運營有重大影響的相關法律法規。

### 知識產權維護與保障

我們對知識產權實施全方位的控制和管理，在生產經營活動中嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國反不正當競爭法》等相關法律，並在公司內部制定相關管理制度，明確知識產權管理要求。

公司目前獲得專利數量106件；截至2020年12月31日，本公司尚有5件專利正在審核中。公司累計註冊商標122件。

### 八、回饋社會，彰顯鳳祥股份責任擔當

在公司可持續發展的基礎上，回饋社會、賦能經濟也是我們重要的使命。我們扎根山東陽谷，踴躍投資建設廠區及社區，提升當地經濟效益。我們通過多種方式參與社會投資，詮釋企業人的擔當。

#### 校企合作

鳳祥股份與山東畜牧獸醫職業學院聯手，開設畜牧工程技術專業並設立獎學金。我們投資教育，與學校一起共育高技能人才，深化校企合作，共築未來希望。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



### Products for the National Athlete Team

Fengxiang provides to the Chinese national team's athletes, providing them with safe, nutritious and tasty chicken products. Over the years, Fengxiang has provided over 400 tons of chicken products to young athletes, helping the national team to build a healthy new generation.

### 國家隊運動員保障產品

鳳祥股份的食品作為中國國家隊運動員保障產品，為運動員們提供安全、營養和美味的雞肉產品。多年來，鳳祥股份為青少年運動員提供超過400噸雞肉產品，助力國家隊塑造健康新生代。



## 国家队运动员备战保障产品

### Active Response to the COVID-19 Pandemic

At the beginning of 2020, the world was disrupted by the outbreak of COVID-19. We are committed to our social responsibility, protecting the health of our employees and food hygiene and safety, while maintaining a stable food supply.

### 因「疫」制宜，積極行動

回饋社會是我們不變的初心。2020年伊始，新冠病毒的爆發打亂了世界的脚步。我們切實承擔社會責任，在保障員工健康及食品衛生安全的同時，全力穩保食品供應。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Caring for Employees

The health of our employees has always been our top priority. After the COVID-19 outbreak, we quickly developed an outbreak prevention and control plan to guide the measures taken to address the outbreak. For the safety and health of our employees and to prevent the spread of the virus in our offices, we asked our non-frontline employees to work remotely for four weeks to limit contact. After the resumption of work, we distributed weekly packs of masks to all employees, conducted daily temperature checks on employees entering and leaving, disinfected the office and public areas several times a day, and disinfected work clothes daily. The cafeteria adopted separate dining and timed dining strategies and uses cardboard to separate the tables to limit contact.



### Safeguarding Food Supply

The outbreak has posed numerous challenges to the food supply chain. We worked hard to ensure food production, and the E-Commerce Department has guaranteed 24-hour access to online purchasing channels. Our frontline employees resumed work on January 27, 2020, the third day of the Chinese Lunar New Year, to help provide quality food, maintain supply and stabilize food pricing. Fengxiang Food has set up an overseas material procurement team to purchase masks, goggles, and other scarce epidemic prevention materials through various channels to build a line of health defence for frontline employees and ensure food hygiene.

### 關愛員工健康

我們至始至終將員工的健康放在首位。在疫情發生後，我們迅速制定了疫情防控工作方案，用以指導疫情期間需採取的防疫措施。為保證員工健康及防止疫情在辦公室蔓延，我們要求非一線員工居家線上辦公四週，減少彼此的接觸。在恢復線下辦公後，我們每週為各員工派發口罩一包，每日對進出辦公區域的員工進行測溫，每日多次對辦公區域和公共區域消毒，每日對工作服進行消毒。食堂採用單獨就餐、錯峰就餐的方式，使用紙板將餐桌分隔，減少互相接觸。

### 保障食品供應

疫情的爆發讓食品的供應面臨無數挑戰。我們極力保障食品生產，並由電子商務部確保網路購買渠道24小時暢通。一線生產線員工於2020年1月27日大年初三陸續復工，為提供優質食品、保證供應、維持食品價格獻出一臂之力。鳳祥食品成立了海外物資購置小組，通過各渠道購買口罩、護目鏡等緊缺的防疫物資，為一線員工築起健康屏障，為食品衛生做出保證。



### *Fighting the Pandemic*

Since the outbreak of the COVID-19 Pandemic, we had deployed resources to donate directly or indirectly to hospitals and healthcare workers on the frontline of the fight against the virus. During 2020, Fengxiang had donated a total of over RMB8.74 million in monetary donations and materials.

Fengxiang Food had set up a material purchase team, and the Purchasing Department 3 coordinated staff to purchase masks, thermometers, alcohol and other protection materials. We donated some supplies to the hospitals in Hubei Province through the Red Cross, who collected and distributed the supplies. We also prepared frozen chicken and ready-to-eat chicken for hospital staff in Hubei to ensure food supply. We also donated protection supplies and food to the frontline hospital staff in Liaocheng, Shandong Province to make contributions to our hometown.

### *助力抗疫*

新冠疫情爆發以來，我們充分調配公司資源，直接或間接向抗疫一線的醫院和醫護人員捐贈。2020年度，鳳祥股份合計捐贈超過874萬元人民幣的現金及物資。

鳳祥食品成立物資購置小組，由採購三部協調員工，負責購買口罩、體溫計、酒精等疫情防控物資，並倡導全員採購。我們將部分物資捐贈給湖北的醫院，由紅十字會統一收入後，在進行分配轉贈。公司也為湖北一線防疫人員準備了冷凍雞肉和即食雞肉，保障食品供應。我們同時也心繫家鄉，為山東聊城一線防疫隊伍捐贈防疫用品及食品，為家鄉防疫工作獻一份力。



Confirmation Sheet for the Company's Donation of Supplies and Food

公司捐贈抗疫物資的簽收表(部分)



Although the transportation of supplies and food were faced with great challenges at the beginning of the pandemic, through our continuous efforts, full sincerity and efficient communication, we quickly secured logistics channels to purchase supplies from home and abroad and deliver them to the frontline staff in Hubei.

疫情初期，雖然防疫用品及食品的運輸面臨極大挑戰，但通過我們不懈的努力、滿滿的誠意、高效的溝通，迅速打通了物流渠道，從國內外購置防疫物資並將它們送到湖北一線人員的手上。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Appendix I: Report Index

### 附錄I：報告索引

		ESG Guidance ESG指引內容	Page 頁碼
<b>A. Environmental</b>	<b>A1 Emissions</b>	<b>General disclosure</b>	
<b>A.環境</b>	<b>A1 排放物</b>	<b>一般披露</b>	
		A1.1 The types of emissions and respective emissions data.	p48
		A1.1 排放物種類及相關排放數據。	
		A1.2 Greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	p48
		A1.2 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
		A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	p50
		A1.3 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
		A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	p50
		A1.4 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
		A1.5 Description of emission target(s) set and steps taken to achieve them.	p47-49
		A1.5 描述減低排放量的措施及所得成果。	
		A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	p50
		A1.6 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	
	<b>A2 Use of Resources</b>	<b>General disclosure</b>	
	<b>A2 資源使用</b>	<b>一般披露</b>	
		A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	p46
		A2.1 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	
		A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	p47
		A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	
		A2.3 Description of energy use efficiency initiatives and results achieved.	p44-45
		A2.3 描述能源使用效益計劃及所得成果。	
		A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	p46
		A2.4 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	
		A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	p47
		A2.5 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	ESG Guidance ESG 指引內容	Page 頁碼
	<b>A3 The Environment and Natural Resources</b>	
	<b>General disclosure</b>	
	<b>A3 環境及天然資源</b> 一般披露	
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	p50
	A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
<b>B. Social</b>	<b>B1 Employment</b>	
<b>B. 社會</b>	<b>B1 僱傭</b>	
	<b>General disclosure</b>	
	B1 The policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	p51
	B1 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	
	<b>B2 Health and Safety</b>	
	<b>B2 健康與安全</b>	
	<b>General disclosure</b>	
	B2 The policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	p52
	B2 有關提供安全工作環境及保障僱員避免職業性危害的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	
	<b>B3 Development and Training</b>	
	<b>B3 發展及培訓</b>	
	<b>General disclosure</b>	
	B3 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	p58
	B3 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
	<b>B4 Labour Standards</b>	
	<b>B4 勞工準則</b>	
	<b>General disclosure</b>	
	B4 The policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	p52
	B4 有關防止童工或強制勞工的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	ESG Guidance ESG 指引內容	Page 頁碼
<b>B5 Supply Chain Management</b>	<b>General disclosure</b>	
<b>B5 供應鏈管理</b>	一般披露	
	B5 Policies on managing environmental and social risks of the supply chain.	p60
	B5 管理供應鏈的環境及社會風險政策。	
<b>B6 Product Responsibility</b>	<b>General disclosure</b>	
<b>B6 產品責任</b>	一般披露	
	B6 The policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services	p63
	B6 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	
<b>B7 Anti-corruption</b>	<b>General disclosure</b>	
<b>B7 反貪污</b>	一般披露	
	B7 The policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	p62-63
	B7 有關防止賄賂、勒索、欺詐及洗黑錢的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	
<b>B8 Community Investment</b>	<b>General disclosure</b>	
<b>B8 社區投資</b>	一般披露	
	B8 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	p63-67
	B8 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Appendix II: Data Statistics

### 附錄II：數據統計

#### Environment

#### 環境

#### Category

#### 類別

#### 2020 Data

#### 2020年數據

#### Unit

#### 單位

#### Energy Consumption

#### 能源耗量

#### Direct Energy Consumption

#### 直接能源耗量

#### Gasoline

#### 汽油

26,566

Liters

公升

#### Diesel

#### 柴油

1,544,841

Liters

公升

#### LPG

#### 液化石油氣

9,703

Kilogram

千克

#### Natural Gas

#### 天然氣

23,989,773

Cubic meters

立方米

#### Indirect Energy Consumption

#### 間接能源耗量

#### Electricity Purchase

#### 電力購入

174,773

'000 kWh

千個千瓦時

#### Total Direct Energy Consumption

#### 直接能源總耗量

268,436

'000 kWh

千個千瓦時

#### Total Indirect Energy Consumption

#### 間接能源總耗量

174,773

'000 kWh

千個千瓦時

#### Total Energy Consumption

#### 能源總耗量

443,208

'000 kWh

千個千瓦時

#### Total Energy Consumption Intensity

#### 能源總耗密度

0.114

'000 kWh/million RMB in revenue

千個千瓦時／人民幣每百萬元收入

#### Emissions Data

#### 排放物

#### Nitrogen Oxides (NO<sub>x</sub>)

#### 氮氧化物(NO<sub>x</sub>)

19.41

tonnes

噸

#### Sulfur Oxides (SO<sub>x</sub>)

#### 硫氧化物(SO<sub>x</sub>)

0.04

tonnes

噸

#### Particulate Matters (PM)

#### 顆粒物(PM)

1.17

tonnes

噸

#### Greenhouse Gas Emissions Data

#### 溫室氣體排放

#### Scope 1 — Direct Emissions

#### 範圍一 — 直接排放

79,432

tonnes

噸

#### Scope 2 — Energy Indirect Emissions

#### 範圍二 — 能源間接排放

169,180

tonnes

噸

#### Scope 3 — Other Indirect Emissions

#### 範圍三 — 其他間接排放

122

tonnes

噸

#### Total Emissions

#### 總排放

248,734

tonnes

噸

#### Total Emissions Intensity

#### 總排放密度

0.064

tonnes/million RMB in revenue

噸／人民幣每百萬元收入

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Environment

環境

Category

類別

2020 Data

2020年數據

Unit

單位

#### **Packaging Material Consumption**

包裝材料

Total Packaging Material Consumption

包裝材料使用總量

4,994

tonnes

噸

Total Packaging Material Consumption Intensity

包裝材料使用總密度

1.3

tonnes/million RMB in revenue

噸／人民幣每百萬元收入

#### **Water Consumption**

耗水量

Total Water Consumption

總耗水量

1,683,717

tonnes

噸

Total Water Consumption Intensity

總耗水密度

431

tonnes/million RMB in revenue

噸／人民幣每百萬元收入

#### **Waste Disposal Data**

廢棄物統計\*

Hazardous Waste

有害廢棄物

3.9

tonnes

噸

Hazardous Waste Intensity

有害廢棄物密度

0.0010

tonnes/million RMB revenue

噸／人民幣每百萬元收入

Non-Hazardous Waste

無害廢棄物

319.057

tonnes

噸

Non-Hazardous Waste Intensity

無害廢棄物密度

0.082

tonnes/million RMB revenue

噸／人民幣每百萬元收入

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Social Responsibility

社會責任

#### Category

類別

Unit

單位

2020 Data

2020年數據

#### Employment Data

僱員數據

Employees

僱員

Total

總數

7,669

Gender

性別

Male

男性

3,845

Female

女性

3,824

Age

年齡

Under 30

30以下

899

30-45

30-45之間

4,416

Above 45

45以上

2,354

Education

學歷

PhD

博士

3

Master

碩士

41

Undergraduate

本科

532

Junior college

大專

1,025

High school and below

高中及以下

6,068

Employment Type

僱傭類型

Full-time

全職

7,669

Part-time

兼職

0

Management Levels

管理層級

Senior level

高層

28

Mid-level

中層

171

Entry level

基層

498

Employee Type

人員類別

Management

管理類

697

Production

生產類

5,054

Support

輔助支持

1,918

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Social Responsibility

社會責任

#### Category

類別

Unit

單位

2020 Data

2020年數據

#### **Turnover Rate of Employees**

員工月均流失率

Monthly Average

員工月均流失

Total

總數

119

Turnover rate

流失率

1.3%

By Gender

性別(流失率)

Male

男

1.4%

Female

女

1.2%

By Age

年齡(流失率)

Under 30

30以下

2.1%

30-45

30-45之間

1.2%

Above 45

45以上

0.9%

By Employee Type

人員類別(流失率)

Management

管理類

0.62%

Production

生產類

1.38%

Support

輔助支持

1.27%

#### **Employee Training Data**

員工培訓人數數據

Number of Trainees

培訓人數

Total

總數

7,663

By Gender

性別

Male

男

3,841

Female

女

3,822

By Employee Type

人員類別

Management

管理類

697

Production

生產類

5,054

Support

輔助支持

1,912



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Social Responsibility

社會責任

#### Category

類別

Unit

單位

2020 Data

2020年數據

#### *Average Length of Employee Training*

員工培訓平均時長

Average Training Time

平均培訓時長

Hours

小時

41

By Employee Type

人員類別

Management

管理類

24

Production

生產類

51

Support

輔助支持

22

#### *Supplier Distribution*

供應商分佈

In Shandong Province

山東省內

Percentage

百分比

60%

Outside Shandong Province

山東省外

Percentage

百分比

40%