



# CHINA PUTIAN FOOD HOLDING LIMITED 中國普甜食品控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號: 1699



## 2020

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



## CHAPTER 1 — ABOUT THIS REPORT

The People's Republic of China (the "PRC" or the "Country") pig herd has been recovering rapidly since 2019, growing significantly in 2020 but the industry is still facing an acute situation. The emergence of new variants of the African Swine Fever (ASF) virus and pressure from other diseases, particularly porcine reproductive and respiratory syndrome (PRRS) put a halt to the advancements made in herd expansion. According to the research from Rabobank, the PRC sow herd dropped from December 2020 to February 2021, down 3% to 5% month-on-month in each month, however, the current sow herd is still 10% to 15% higher than one year ago and the impact of ASF on overall pork production is relatively lower than in 2019 and early 2020.

The PRC's leaders have long seen the stable and sufficient supply of food as the most critical issue in maintaining political, social and economic stability. Food security has become one of the major policy focuses of the 14th Five Year Plan, a decision consistent with the Country's prioritization of security and self-sufficiency. The COVID-19 pandemic has shaken the global food supply and could bring about a food crisis if any government fails to manage the challenge well. Emerging economies with large populations just like the PRC are particularly vulnerable to such a crisis. As one of the active participants in the industry, China Putian Food Holding Limited (the "Company") and its subsidiaries (collectively, the "Group") is proud to be one such company with the capabilities to play a central role in sustainably feeding millions of people amid the COVID-19 pandemic while also implementing aggressive measures to protect employee's health and safety.

The increased meat consumption in the PRC raises a key challenge for global food security because meat production requires considerably more resources than the production of plant-based products. Moreover, to fulfill the rapidly increasing meat demand, the PRC's livestock sector shifted from traditional family farming (feeding pigs crop waste and table scraps) to large-scale commercial livestock farming (feeding pigs grains and soybeans). As in other countries, the livestock sector is a major stressor on ecosystems in the PRC because it causes higher nitrogen and phosphorus surpluses, concentrated discharge of toxic materials, pollution, contamination of land and water, and anthropogenic greenhouse gas emission. Ecological and natural security is critical to the health and well-being of people in all countries.

The exploding demand for meat in the PRC can be largely attributed to the changing demographics. The emergence of the nation's urban middle class has corresponded with a shift away from a grain-oriented diet to an increasingly meat heavy intake. No one can deny the importance of the role that pork plays in Chinese diet. Pork is so widely consumed in the PRC and such an integral part of many Chinese dishes that people would generally take for granted that the default protein on the menus is pork. Restaurants often feature only brief lists of chicken and beef dishes alongside their lengthy selections of pork-based specialties.

With a population of about 1.4 billion, the PRC is the world's biggest pork producer and consumer where hog production accounts for about half of the world's total and pork accounts for 62.7% of residents' meat consumption. An average Chinese consumes about 30kg of pork a year. The Group may have to do over and above the legal minimum requirements for social and environmental performance and to behave sustainably now to safeguard the industry and to uphold our products' accreditation as "Community Harmless Products (無公害農產品)".

After the ASF outbreak, the Central People's Government (the "Government") has targeted to consolidate small farms into larger facilities by adopting a more intensive, environmentally-friendly, standardized production system and biosecurity growth model, and restricting the movement of live pigs within designated regions so as to facilitate future survival of the industry and contribute substantially to food security. Given the aforesaid trend, our sustainability goal does not only consider economic factors and environmental factors but also socio-cultural factors to ensure an uninterrupted supply of pork, enabling our consumers to satisfy their needs and enjoy a better quality of life without compromising the quality of life of the future generations. We believe that achieving this goal is possible through concerted efforts, in particular through collaboration among different levels of local governments of the PRC and the Government, the Group and other stakeholders.





## CHAPTER 1 — ABOUT THIS REPORT (CONTINUED)

The goal of “facing the future” sets out the way ahead for the agricultural sector, and our sustainability strategy building on this sets out the key priority areas for action beyond the farmgate. It adds value by ensuring that all parts of the food supply chain are encouraged to improve their sustainability and adopt best practice under an industry-wide framework. This is particularly important given the significant environmental and social impacts for which pig farming, pork processing, retailing and wholesale activities are concerned. The challenge faced by the Group is to continue to achieve economic success whilst improving environmental and social performance. Adoption of best practices and commitment to innovation and advancement are central to meeting this challenge. A good sustainability strategy therefore facilitates closer collaboration among the Group, the Government and the other stakeholders.

The Group contemplates that good sustainability strategies are an integral part of our principal businesses and our ability to succeed in a relentlessly competitive market. Therefore, we have been continuously exercising remarkable efforts and setting out the following key principles that are embedded throughout our business and supply chain and formed the foundation of our decision making processes in a bid to achieve our goals and interact with employees and other stakeholders:

- Produce safe and healthy products in response to market demands, and ensure that all our consumers have access to nutritious food and accurate information about food products that are supplied by us;
- Support the viability and diversity development of local communities;
- Have respect for and operate within the biological limits of natural resources (especially soil, water and biodiversity);
- Achieve consistently high standards of environmental performance by reducing energy consumption, minimizing resource inputs, and using renewable energy wherever possible;
- Ensure a safe and hygienic working environment and provide plenty of social welfare and training for all employees; and
- Achieve consistently high standards of animal health and welfare.

This environmental, social and governance (“ESG”) report (the “Report”) covers specific environmental and social issues faced by the Company and its subsidiaries which are of interest to our stakeholders and the environmental and social policies contributing to the sustainable development of the Group. Most contents disclosed in this Report are prepared in accordance with the requirements of the Appendix 27 Environmental Social and Governance Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”). Some parts of this Report follow the disclosure guidelines laid out in the Guiding Opinions on Corporate Social Responsibility of State Enterprises published by the State-owned Assets Supervision and Administration Commission of the State Council, Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS — CSR3.0) published by the Chinese Academy of Social Sciences, and the G4 standards in the Preparation Guide of Sustainable Development Report published by the Global Reporting Initiatives.

To promote transparency and accountability, this Report discloses not only the achievements accomplished by us so far but also the areas in want of further improvement in a balanced manner. Through strengthening strategic planning and enhancing implementation efficiency and by providing the most valuable solution in the supply chain, the customers will enjoy our products of higher value with the least adverse impact to our stakeholders and the environment.

The Group also follows sustainability strategies by providing the employees with a safe and healthy working environment as well as talent training and development, promoting and implementing supply chain management policies, environmental protection schemes, community involvement and participation.





## CHAPTER 1 — ABOUT THIS REPORT (CONTINUED)

Further, the Group always puts great effort to revamp sustainability strategies by undertaking and consolidating strategic studies, proposals, management of employee relations, feedback to audits and inspections of the Group's production facilities and distribution networks by non-governmental organizations, regular reporting to the management on the performance of the aforesaid revamping actions for their recommendations. The board of directors (the "Board") of the Company is responsible for evaluating and determining the Group's environmental, social and governance risks, formulating corresponding strategies and ensuring that appropriate effective environmental, social and governance risk management and internal control systems are established and maintained. The Board confirms that such systems are effective. Through regular analysis and independent assessments by the internal audit function, the Board also determines whether the sustainability strategies are sufficient and effective.

The Board is pleased to submit this Report with respect to the policies and performances of the Group in the four main areas of environmental protection, employment and labor practices, operating practices and community participation during the financial period from January 1, 2020 to December 31, 2020 (the "Reporting Period").

All information and data disclosed in the Report are derived from the results of internal statistics and analyses of the Group's internal management systems for the purpose of disclosing environmental, social and governance affairs of the Group but are not for any commercial use.

On behalf of the Board

**Cai Chenyang**

*Chairman*

Hong Kong, 23 July 2021





## CHAPTER 2 — STAKEHOLDERS OF THE GROUP

As a socially responsible business entity, the Group will:

- recognize that our activities have a wide impact on the society in which we are operating;
- take account of economic, environmental and social impacts of our activities across the Country; and
- seek to achieve benefits and create long-values by working in partnership with our stakeholders.

Across the Group's value chain and the activities involved in our operations, the Group has identified eight different groups of stakeholders that are related to the Group's principal businesses. These include shareholders/investors, customers, employees, local communities, government/regulatory authorities, suppliers, media and non-governmental organizations (NGOs).

To promote common interest and reduce adverse impact to the Group's stakeholders, the Group seeks their opinions and recommendations via its business contact windows through scheduled and ad hoc meetings with transparent and good interactive communications. Internal meetings are conducted to report and discuss the information received from the stakeholders' feedback which will then be used as important references for revamping the Group's sustainability strategies. The Group also participates in various industry groups and membership organizations to learn and gain perspective on issues that are important to the food industry.

Correspondences including but not limited to business operation proposals, shareholders/investors services, career opportunities, requests for research and survey and academic visits etc. received from the stakeholders via various communication channels will be consolidated and classified according to their nature and will be passed on to the top management or to the relevant departments of the Group to handle and respond through proper channels. Among these correspondences from stakeholders, no complaint was received by the Group regarding social impacts and related issues for the Reporting Period.

Issues of major concerns and common communication channels of different categories of the Group's stakeholders are set out as follows:

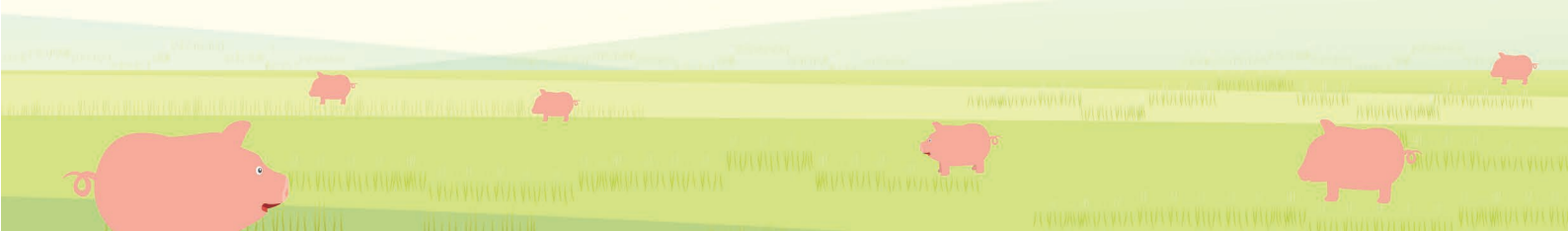
Stakeholders	Issues of major concerns	Common communication channels
Government/regulatory authorities	<ul style="list-style-type: none"> <li>• corporate governance</li> <li>• compliance with laws and regulations</li> <li>• responding to relevant industrial policies</li> </ul>	<ul style="list-style-type: none"> <li>• to facilitate completion of annual corporate audit performed by the government/regulatory authorities</li> <li>• due submission as per requested by the government/regulatory authorities</li> <li>• cooperate with government officials conducting inspections</li> </ul>
Shareholders/investors	<ul style="list-style-type: none"> <li>• financial performance and business growth</li> <li>• corporate governance</li> <li>• corporate and product image</li> </ul>	<ul style="list-style-type: none"> <li>• make proper disclosures in the public</li> <li>• convene shareholders' meetings</li> <li>• press release/press conference</li> <li>• road shows</li> </ul>





## CHAPTER 2 — STAKEHOLDERS OF THE GROUP (CONTINUED)

Stakeholders	Issues of major concerns	Common communication channels
Customers	<ul style="list-style-type: none"> <li>product quality and safety</li> <li>environmental, safety and hygiene management performance</li> <li>transparency and reliability of information release by the Group</li> </ul>	<ul style="list-style-type: none"> <li>public relationship/marketing functions of the Group</li> <li>product assurance policies</li> <li>product satisfaction survey questionnaire</li> </ul>
Employees	<ul style="list-style-type: none"> <li>the Group's business conditions (job security)</li> <li>salaries and welfare</li> <li>labour relation/rights</li> <li>workplace conditions and safety</li> <li>feedback channels for opinion</li> <li>promotion and development</li> </ul>	<ul style="list-style-type: none"> <li>company internal website/opinion box</li> <li>employee committees</li> <li>company internal publication</li> <li>employee forums/surveys</li> <li>counseling rooms</li> </ul>
Community	<ul style="list-style-type: none"> <li>environmental issues/compliance with the laws</li> <li>career opportunities/community welfare outreach activities</li> </ul>	<ul style="list-style-type: none"> <li>proactive visits</li> <li>external feedback communication windows</li> <li>sponsorship of public welfare activities/community visits/company website</li> </ul>
Media	all issues relating to the Group	<ul style="list-style-type: none"> <li>communication documents on relevant topics/press releases</li> <li>coordinating site visits and provision of information</li> <li>ad hoc meetings/emails and phone contacts</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>fair competition/quality and price</li> <li>suppliers evaluation</li> <li>management of prohibited/restricted substances in the supplies</li> </ul>	<ul style="list-style-type: none"> <li>letters of undertaking</li> <li>business communication/procurement contracts/email and phone contacts</li> <li>suppliers evaluation systems</li> </ul>





## CHAPTER 3 — COMMUNITY PARTICIPATION

In addition to the expectations from our shareholders, the Group is always paying great attention to the concerns of its stakeholders and continues to react to the variation of their concerns according to any changes in the economic situation, market conditions, industry developments, regulatory controls and any other relevant factors. Today, customers expect more from the Group and one of those things they expect is more community involvement. We have been proactively getting involved in public welfare and voluntary work. We hope that our business activities shall bring a positive impact to the community, especially at times when society is experiencing various challenges under the coronavirus pandemic. Community participation means more than profit making and compliance with laws and regulations. It refers to businesses' proactive involvement in social initiatives to meet the social and economic needs of the community in which the Group operates. The Group has planned to increase its participation in various community activities in the forms of strategic philanthropy, employee volunteering, partnerships with local institutions and community-driven developments. The primary benefits from community involvement include:

- strengthening the Group's reputation
- creating positive goodwill
- gaining the respect of our employees
- networking and creating connections with other local businesses
- setting the Group's businesses apart from its competitors
- attracting and retaining customers and employees

The Group also regards community involvement as an important symbol, particularly for its employees, of their ethos and corporate direction. For instance, during the period when the Country was facing the unprecedented threat from the coronavirus pandemic, the outbreak has devastated the Country's food supply chain, public health systems, livelihood and economic across the Country. The coronavirus (COVID-19) is a respiratory illness first identified at the end of 2019. It has directly affected food supply systems through impacts on food supply and demand and indirectly through decrease in purchasing power, the capacity to produce and distribute food and the intensification of care tasks, all of which will have differentiated impacts. We are at the upstream of the key food supply chain and our role as an essential service is more critical than ever. We are proud to be part of the food supply system following the directives from the Government and our house rules and are committed to putting our products in our customers' meals. During the critical period, we have exercised great effort to uphold good hygiene practices, cleaning and sanitation, zoning of processing areas, supplier controls, storage, packing, distribution and transport, personal hygiene and fitness to work in a bid to maintain trust, consumer confidence and availability of affordable food alongside the Government health's authorities' effort to avert the spread of coronavirus.

Community involvement for the Group would lead to a situation in which everyone wins. Good and effective communication is a vital component of community involvement for identifying public concerns and values and developing a broad consensus on planned initiatives. It is also about drawing upon the vast amount of information and knowledge that stakeholders hold to find workable, efficient and sustainable solutions. The Group ensures that the community involvement represents an opportunity and not a burden to its stakeholders and everyone benefits in multiple ways. The key is for the Group to choose optimal approaches to community involvement that fit its mission statement, its culture, its employees' needs and the needs of the community. For instance, in a group that emphasizes work/life balance, employees may welcome the opportunity to participate in volunteer activities with family members. By listening to employee and community feedback through close contact with social groups and community organizations, the Group can understand the needs of the community and find the right balance that improves everyone's lives. A summary of the major activities the Group participated in are set out below.





## CHAPTER 3 — COMMUNITY PARTICIPATION (CONTINUED)

### CARING ACTIVITIES FOR FACTORY EMPLOYEES

- Discussion Forums: employees forums, manager forums and new employee welcome functions;
- Recognition Ceremony of employees with outstanding performing;
- Health Caring Measures: provision of sufficient personal protective equipment against coronavirus, virus free workplaces, regular employee health examination, employees' health management system, promotion of health knowledge, health promotion activities;
- Recreational Activities: employee recreation centres and provision of recreational instruments, ball game competitions, social events, employee travels, hiking activities, etc.;
- Festive Events and Gifts: making of rice dumplings and sachets for Dragon Boat Festival, Mid-autumn Festival celebration, Lunar New Year celebration;
- Provision of other welfare and convenience facilities: staff quarters, playgrounds, fitness and other recreational equipment, staff canteen.

### PARTICIPATION IN LOCAL COMMUNITY ACTIVITY

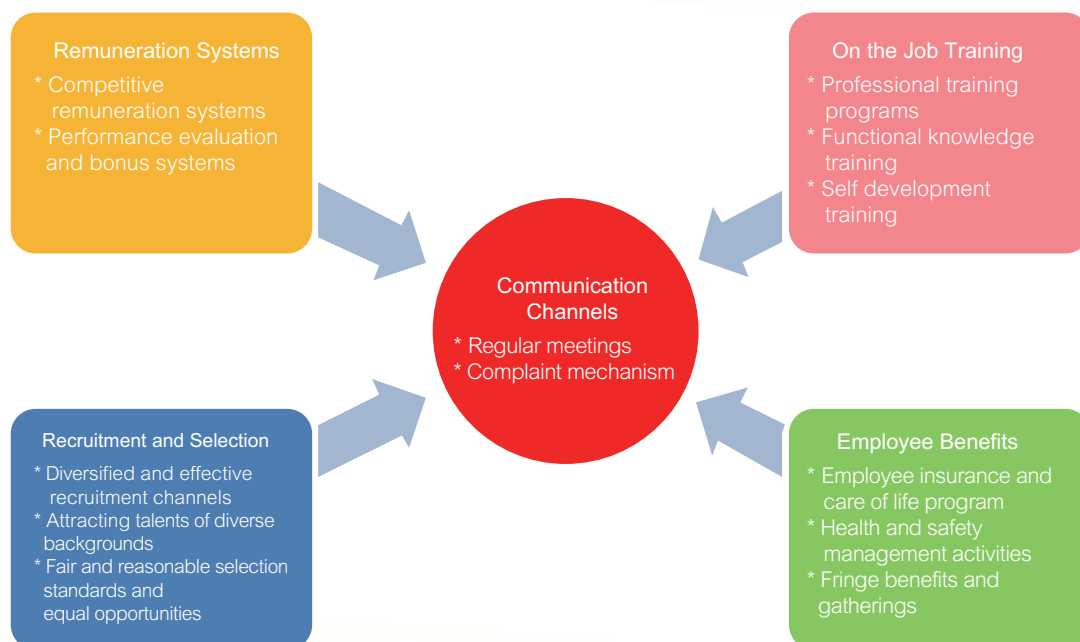
- Virus-free food supply chain;
- Food donation: food donation with local community organizations.





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES

The Group's principal business operations are considered to be labor intensive and our employees are valuable assets to uphold our smooth operations. The Group has taken great effort in the selection, employment, training and retention of our human resources. Regular corporate events and activities are organized to enhance employees' sense of belonging as well as to increase their understanding of the Group's core values. In order to attract and retain talents, the Group provides comprehensive training programs, competitive remuneration packages and effective communication channels aiming at enhancing employees' professionalism and enthusiasm at work. Fair and reasonable performance evaluation systems have been introduced to reward and motivate employees effectively. The Group also commits to providing employees with a safe and healthy working environment more than just in conformity with local laws and regulations. Further, a good and close relationship between the employer and the employees has been built up such that each employee has a strong sense of belonging in the organization.





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

### REMUNERATION AND PROMOTION SYSTEMS

A competent and professional workforce is a vital factor for the success of a business entity. In order to attract, motivate and retain talents, the Group offers attractive and competitive remuneration packages to its employees. The fundamental principle of the Group's remuneration systems is that all employees would be fairly rewarded based on their educational background, experiences, job duties, professional skills, technical capacities and performances in comparison with other fellow employees within the Group as well as other entities within the industry. The basis of reward and promotion is dependent on an employee's work attitude, disposition of professional ability and overall performance. The Group also reviews its remuneration policies on a regular basis to ensure that its wage and salary standards are competitive. Performance management systems are in place to evaluate each individual employee's performance, the results of which shall be used as references for salary adjustments and job promotions in order to preserve and retain talents in the Group.

The Group always promotes an optimal balance between work and family life for all employees. The time-off mechanism of the Group is established whereby the employees are allowed to arrange their time-off according to their own situations and needs.

In addition to wages and salaries, the Group offers a wide range of employee benefits, including but not limited to work performance and year-end bonuses, social insurance funds (unemployment insurance, industrial injury insurance, maternity insurance, medical insurance, housing fund and pension fund), staff housing allowance or dormitories, sport and recreational facilities, children's education and nursery, and regular employee and family gathering activities, so as to motivate the employees to contribute in their job positions under a sound benefit system.

### EMPLOYEE RECRUITMENT AND SELECTION

Promoting diversity and inclusive growth in our workforce enhances the Group's organizational strength and reflects the diversity of our stakeholders. The Group actively recruits and replenishes manpower of different genders, educational backgrounds and ages in a fair and equitable manner through various channels including internet advertisement, cooperation with local government, registered human resources agencies, consultants, social network websites, recruitment notices posted in areas around the factories, student internship programs and internal staff referral, etc. The Group has formulated the recruitment policy with respect to equal opportunities, diversity and anti-discrimination. We encourage differences and individuality in employees, with the philosophy that diversity can bring new ideas, dynamics and challenges to our operations. We discourage all forms of discrimination based on gender, age, family status, sexual orientation, disability, race and religion.

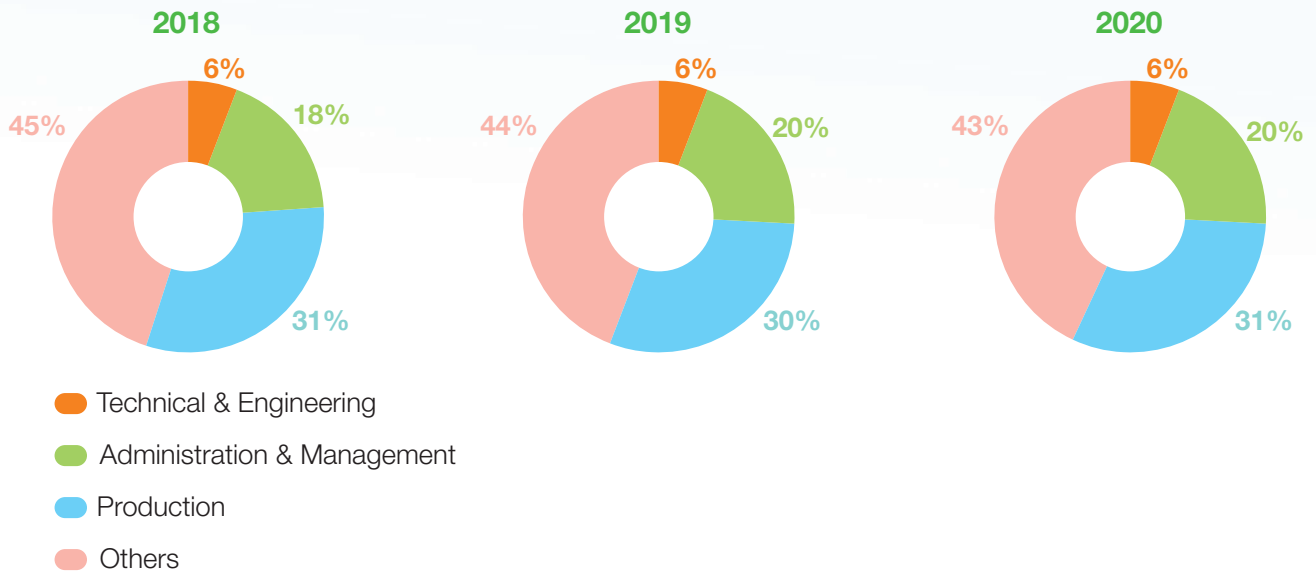




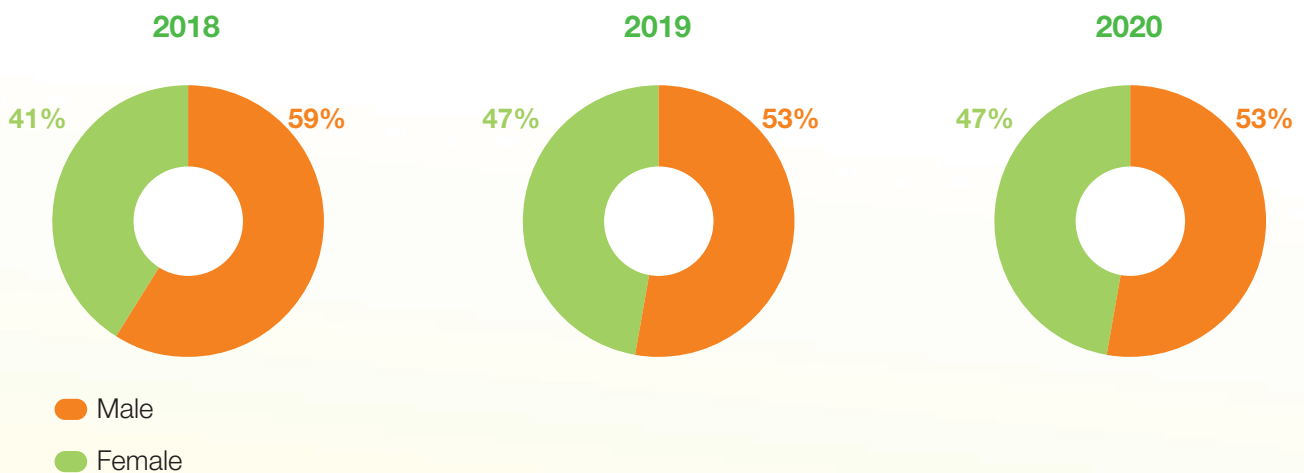
## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

By the end of the financial years 2018, 2019 and 2020, the Group's headcount totalled 562, 503 and 486, respectively, all of which were either located in mainland China or Hong Kong. Professionals in different functions are vital to the smooth business operations of the Group. Distribution of the Group's existing workforce is set out as follows:

### Employee statistics by Job Function



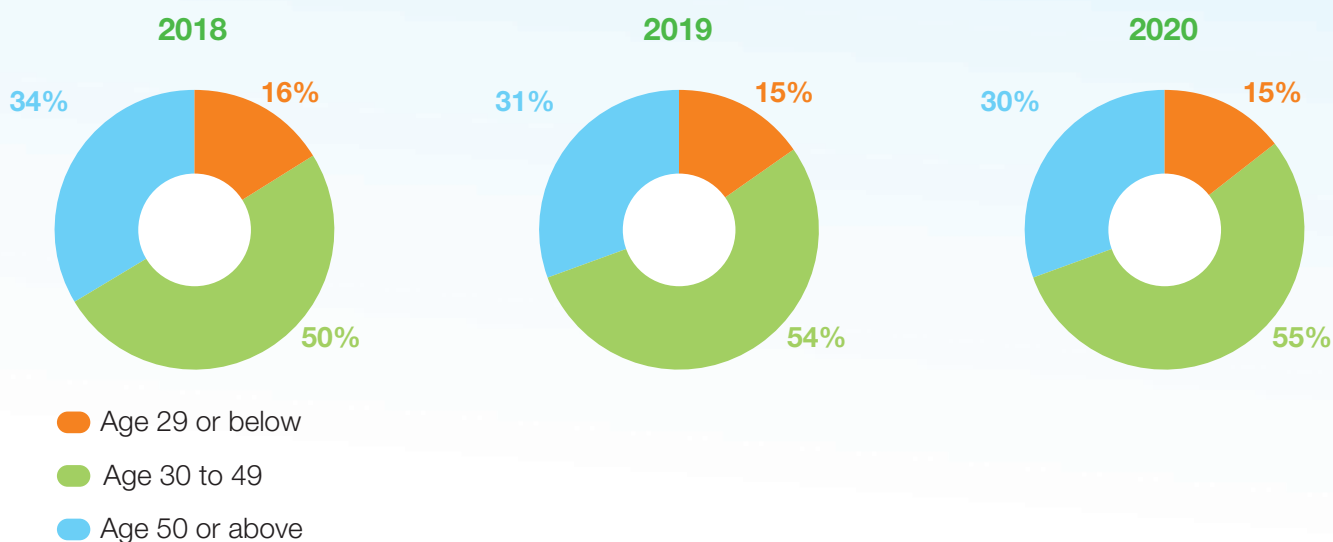
### Manpower statistics by Gender





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

### Manpower statistics by Age Group



The Group welcomes talents from the same industry to join our teams to accumulate professional experiences from the industry, as well as new talents from different industries to stimulate innovations for the Group's operations and administration.

### EMPLOYEE EDUCATION, TRAINING AND CAREER DEVELOPMENT

The Group has implemented a performance management system to achieve operational goals and enhance employees' capabilities. The key component of the system is communication channels between supervisors and their subordinates to ensure that work targets, work flows, tasks and instructions are clearly conveyed and aligned with. Performance assessments are carried out at regular time intervals to measure employees' overall status in the achievement of work targets, goals and objectives. Given a comprehensive performance management system, it is expected that a performance-oriented corporate culture, employees' motivation and their capabilities can be promoted and enhanced.

The sustainable development of a corporation is buoyed by talent workforces. In addition to inviting talents to join the Group, we also actively nurture our existing employees with comprehensive training and career development programs. Moreover, we:

- Align our corporate mission, vision, business strategies and objectives, formulate talents development strategies, actively nurture leaders and professionals for the Group and enhance our talents pool;
- Strengthen corporate vision, shape cultural and value systems so as to create irreplaceable soft power of the Group;
- Actively establish a talent pool of the Group through systematic and professional evaluations and identification of organizational needs and personal needs and develop plans to nurture talents and design effective training programs.





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

- Continuously introduce innovative ideas, operational workflows, techniques or tools to improve personal growth and organizational learning, helping the Group and the individuals to meet their objectives and to upgrade.
- Encourage employee's self-development, provide diverse learning channels, encourage self-learning to bring out the employees' potential and realize individual achievement.

The primary objectives of training and development are to continuously upgrade the quality of manpower and job skills, to motivate employees' job enthusiasm and to welcome challenges, thereby creating greater corporate value and achieving operational goals and future development. To achieve the policies and goals of the Group's training and development, it is necessary to consider not only the Group's business vision and objectives, but also the assessment of employees' performance and capability deficiency. In line with the Group's management systems, training structures are established to plan and design internal and external training courses including new employees' training, professional training, management training at all levels, environmental safety training and corporate core values training. Through seminars, courses and e-learning, the employees are offered all-rounded and comprehensive training and their professional and management capabilities are continuously enhanced. The Group cooperates with universities and research institutions to jointly train our key professional employees. Through these arrangements, the Group has a continuous supply of young talent with modern operating management knowledge and the professional skills to maintain its competitive edges.

Throughout the Reporting Period, the Group held approximately 70 training classes with a total of approximately 5,858 hours and 486 participants.

The training classes mainly cover the following aspects:

Farming	:	Key points of hog farming and its management, immune procedure, disease control, common disease identification, disease prevention, elimination and inspection, healthy care, nutrition and drug safety, etc.;
Production	:	Knowledge about operation skills necessary for each of slaughtering, separation and freezing workshops, production safety, hygiene and sanitizing, and discharge of waste water, etc.;
Data analysis	:	Learning scientific statistics and the calculation of various costs including farming, slaughtering and marketing to improve the ability of financial analysis; and
Management	:	All-rounded training on a corporate basis in relation to quality management system, including corporate culture, food safety, work safety and fire safety, etc.

To ensure that the training seminars and courses meet the requirements of corporate strategies, in addition to the evaluation of training and development performance in business review meetings, regular reviews on operations of different business units are done in the said meetings to serve as the basis for future development planning.





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

Talents' competitive advantages are enhanced according to the Group's overall business strategies, and a comprehensive training system is established according to its business development plans. The Group's annual training plan not only follows the Group's business vision and targets, but also takes into account the employees' personal development plans, functional training system at various levels, quality management system and includes law-related courses in relation to labor, safety and hygiene licenses, while a set of "Training Course Management Policies" has also been formulated for the operation to follow.



### RESPECT OF LABOR RIGHTS

The Group has exerted great effort to comply with local laws, regulations and directives as well as the relevant labor rights conventions.

The Group protects the employee's right to work. Employees are not discriminated against in employment (including recruitment, salaries, promotions, disciplinary actions, dismissals and retirement) by reasons of their gender, race, religion, age, disability, sexual orientation, nationality, political opinion, participation in social organization or ethnicity. For every employee, there is an employment contract which clearly defines the employer's and the employee's rights, responsibilities and obligations. Any modification, cancellation and termination of the relevant employment contract are subject to the relevant local laws and regulations. Throughout the Reporting Period, the Group did not receive any complaints on matters nor was it aware of any non-compliance with laws and regulations in relation to discriminatory act, equal opportunity, transfer, promotion, recruitment, termination, severance, compensations, holidays, rest periods, working hours, benefits and training, including Labour Law of the PRC (中華人民共和國勞動法), that would have a significant impact on the Group.

The Group does not engage any minor laborer of any age below the legal threshold. To avoid employing minor laborers, the Human Resources Department of the Group would examine the valid identity documents of job applicants for verification of their actual ages.





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

To safeguard the employees' welfare, the Group strictly complies with local laws regarding the working hours of the employees. The employees' on-duty resting time and paid holidays are well respected and are strictly in accordance with the relevant labor laws. Any necessary arrangements of overtime work must be mutually agreed between the management and employees on a voluntary basis and any extra workload shall be fairly rewarded.

All employees are not mandated to reside in the factory quarters nor does the Group require the employees' identity or work documents to be kept with the Group.

To detect any forced labour from the Group's workforce, regular audit process on the employees, especially those unskilled, temporary and seasonal labour, would be performed by the management. The following indicators of non-compliance shall be assessed during the audit process:

- working excessive overtime;
- inability to produce identity documents or travel documents;
- lack of full control of wage settlement bank account;

During the Reporting Period, the Group was not aware of any incidents of non-compliance with laws and regulations regarding the prevention of child labor and forced labor, including the Labor Law of the PRC (中華人民共和國勞動法), that would have a significant impact on the Group.

### LABOR MANAGEMENT COMMUNICATION MECHANISM

The Group has exerted great effort to encourage communication between the management and the employees and has built up various channels to collect feedback from the employees. By consolidating inputs from complaint channels of various functions within the Group, valuable data and information of employees' complaints or problems are analyzed, handled and resolved on a timely basis. Through the efforts and interpersonal skills of the management and administrative teams, a platform has been established to facilitate communication between the management and the employees. Through internal and external employee relations activities, it is expected that cohesion and the relationship between the management and the employees would be greatly enhanced. For the time being, the following communication channels are in place:

Mean of Communication	Communication Channels	Means of Response
Face to Face	<ul style="list-style-type: none"> <li>• Management- employee meetings</li> <li>• Discussion forum</li> </ul>	<ul style="list-style-type: none"> <li>• Face to face replies</li> <li>• Written reply</li> <li>• Notice</li> </ul>
Written or Standard Form	<ul style="list-style-type: none"> <li>• Employee suggestion box</li> <li>• Employee satisfaction survey</li> <li>• Bulletin board</li> </ul>	<ul style="list-style-type: none"> <li>• Face to face replies</li> <li>• Written reply</li> <li>• Notice</li> </ul>
Electronic	<ul style="list-style-type: none"> <li>• Email</li> <li>• Company's internal website</li> <li>• WeChat platform</li> </ul>	<ul style="list-style-type: none"> <li>• Written reply</li> <li>• Notice</li> </ul>





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

### WORKPLACE SAFETY

The Group's operations are subject to the governance of various Chinese laws and regulations with respect to employee health and safety. Based on these laws and regulations, the Group has implemented safety guidelines in relation to safety control procedures and standards to which every employee is required to adhere to strictly.

According to the internal policy of the Group, the Group's senior management is responsible for formulating production safety measures for all production lines and departments of the Group. Procedures for proper operation of different machineries and guidelines on maintenance and storage of production materials with dangerous substance are provided to the Group's employees and posted in the Group's slaughterhouse and hog farms. In addition, production technique and safety trainings for staff handling boilers, pressure containers and other more technical work would be held and arranged by the Group. Regarding the production facilities which are potentially dangerous, the Group would arrange regular checks and maintenance to ensure the regularity and safety of the operation of such facilities. Employees who fail to comply with the Group's internal production guidelines and safety measures may be subject to various disciplinary actions.

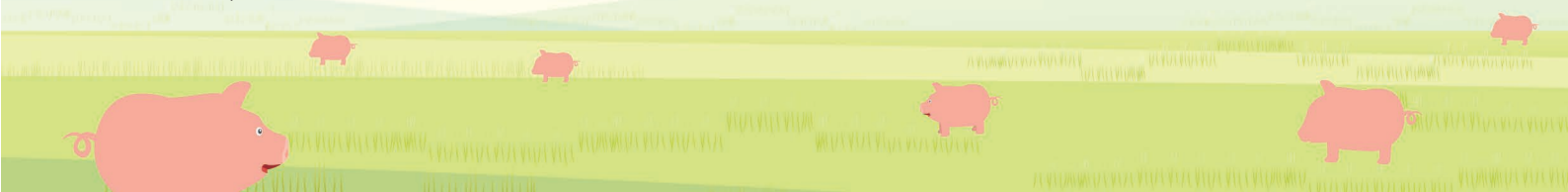
The Group's internal safety team carries out regular safety checks for the production equipment to ensure that the equipment is thoroughly tested and safe for use. All of our employees are provided with regular workplace safety training and health checkups. All equipment operators of the Group are required to attend training sessions on the required safety standards before they operate the relevant equipment. Furthermore, we have formulated emergency plans for the Group's production facilities that designate the responsible personnel and response procedures in the event of occupational health and safety emergencies. The Group also requires all departments to regularly review the internal safety and hygiene management policies and establish proper surveillance systems to monitor abnormal incidences as well as prevention mechanisms by way of conducting data analysis to identify any major or potential operational risks. In case of emergency or occurrence of any major accident in the Group's production facilities, the Group would promptly report to the relevant local authority.

Throughout the Reporting Period, the Group was not adjudged by any relevant PRC governmental authority for noncompliance with any production safety requirements under the relevant PRC laws and regulations, including Law of Animal Epidemic Prevention of the PRC (中華人民共和國動物防疫法), Stock-breeding Law of the PRC (中華人民共和國畜牧法), Food Safety of the PRC (中華人民共和國食品安全法) and Law of the Quality and Safety Agricultural Products of the PRC (中華人民共和國農產品質量安全法), nor had it received any complaints from its employees or the public in relation to the production safety of the Group.

The Group's safety and hygiene control systems and disaster investigation procedures are further strengthened by standardization of management measures, and such measures have been accredited the ISO9001:2008 by the Fujian Southeast Standard Certification Centre.

The following are major measures implemented by the Group to enhance workplace safety:

- Improvement of fire-fighting equipment and fire safety measures such as fire prevention zoning, safety passages, fire extinguishers, fire sprinkler systems, chemical fire suppression systems, fire alarm devices, emergency exit lights, emergency lighting, etc. A unified management mechanism has also been established for the design, construction, inspection and acceptance, maintenance and repair of fire-fighting equipment;
- Fire prevention measures where fire prevention inspections and appraisals are performed on a regular basis, and power source management, power switches/power sockets, motors, high-temperature machineries, operating processes involving heat generating equipment, fire prevention zoning and firefighting equipment are investigated;
- Enhancing factory electricity technician support with experienced and professional electricians so as to mitigate operational risks;





## CHAPTER 4 — EMPLOYMENT AND LABOR PRACTICES (CONTINUED)

- Improving the ventilation of the slaughterhouse and the curtain-barns;
- Careful selection of repair and maintenance consultants and/or service providers with an aim to ensure the proper functioning of equipment, including production equipment, power supply equipment and firefighting equipment;
- Providing adequate first-aid devices and rescue equipment within the slaughterhouse and the curtain-barns.

The number of occupational injury incidences that occurred in various functions of the Group for the past 3 financial years are set out as follows:

	Pig farming	Slaughtering	Others
2018	0	0	0
2019	0	0	0
2020	0	0	0

### INSURANCE

The Group maintains integrated insurance policies on its own properties against damage thereto. It provides a social security insurance policy to its employees as required by the relevant PRC laws and regulations. The Group also provides an accident insurance policy to front-line employees.

Throughout the Reporting Period, the Group had not been subject to any administrative penalty. This year, the Group may continue to make the contribution by following its current practices. In respect of medical insurance, the Group has made the monthly contribution in a timely manner and should continue to make the relevant contribution in accordance with the relevant rules and regulations. Regarding the unemployment insurance, the Group has registered with the centre and made the monthly contribution in a timely manner in accordance with the relevant rules and regulations.

Regarding the settlement of social security and housing provident funds, the Group has implemented internal policies in order to prevent non-compliance with laws, rules and regulations. The Group has designated a staff to regularly review the number of valid employment agreements of the Group and to make monthly reports regarding the relevant amount of social security and housing provident funds payable to the relevant local authorities. Such monthly reports are further reviewed by another designated staff. One member of the senior management is also designated to regularly review the records and reports regarding the social security and housing provident funds and to keep contact with the relevant local authorities in order to be informed of any changes to the relevant rules and regulations on social security and housing provident funds.





## CHAPTER 5 – ENVIRONMENTAL PROTECTION

The development and uptake of productivity enhancing technologies results in structural changes in hog production. In the PRC, hog production has become more intensive with an increase in the average number of hogs holding per land area, creating an incentive to increase scale. These structural changes potentially raise the environmental risks since increased pig concentration leads to a larger volume of manure that must be disposed of.

In recent years the development of the PRC's hog production industry has been led by the introduction of new environmental protection laws and regulations. In 2014, the PRC's Administrative Measures on the Prevention and Cure of Pollution Caused by Breeding of Livestock and Poultry (中華人民共和國畜禽養殖污染防治管理辦法) were implemented, and in 2015 the amended Environmental Protection Law of the PRC (中華人民共和國環境保護法) came into force.

The Group is subject to PRC environmental laws and regulations including the Environmental Protection Law of the PRC (中華人民共和國環境保護法), the Law on the Prevention and Treatment of Water Pollution of the PRC (中華人民共和國水污染防治法), the Law on Prevention and Treatment of Air Pollution of the PRC (《中華人民共和國大氣污染防治法》), the Law on Prevention and Treatment of Solid Waste of the PRC (中華人民共和國固體廢物防治法), the Law on Prevention and Control of Environmental Noise Pollution of the PRC (中華人民共和國環境噪聲污染防治法), the Administrative Measures on the Prevention and Cure of Pollution Caused by Breeding of Livestock and Poultry (畜禽養殖污染防治管理辦法) and the Regulation on the Prevention and Control of Pollution from Large-scale Breeding of Livestock and Poultry (畜禽規模養殖污染防治條例). In particular, there are environmental regulations concerning the treatment of wastewater produced by the slaughtering facilities. The Group is subject to periodic inspections by local regulatory authorities with respect to these laws and regulations.

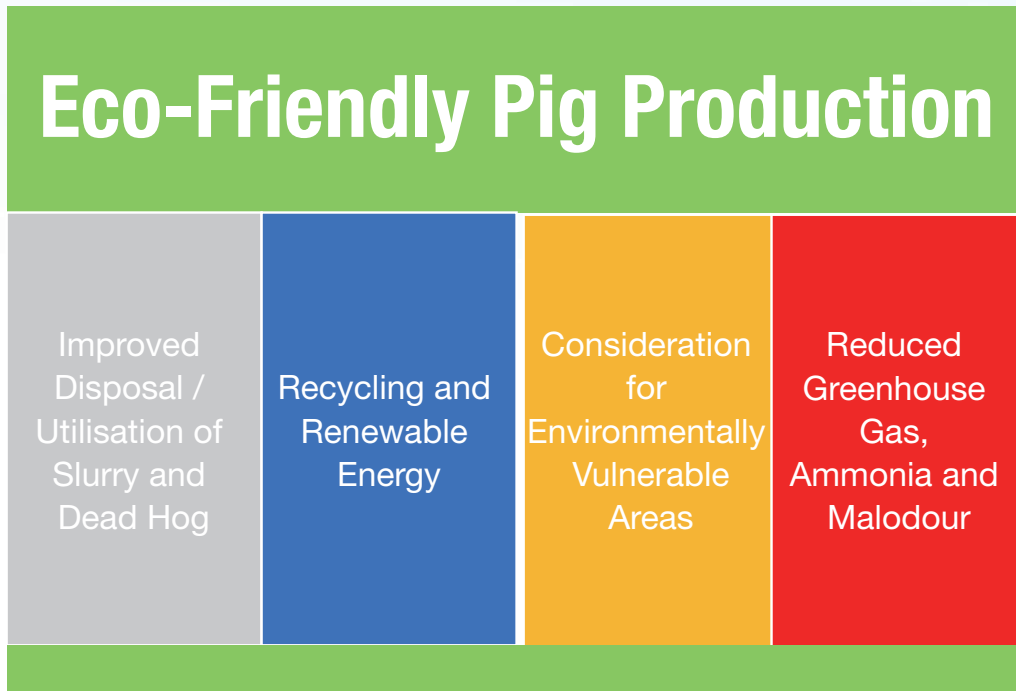
Food production interacts with the environment but much can be done to enhance the positive effect of such interaction and to minimize the adverse impact. Technological developments particularly regarding the pig housing facilities, manure storage, treatment systems, spreading practices, alternative energy production units and altering feed composition can serve to ease the environmental pressures to a certain extent. The Group seeks to combine care for the environment and consideration for surrounding neighbourhoods with efficient and modern pig production systems. The huge environmental investments required today tend to favour more specialized pig production entities and farmers with higher levels of training and professional skills in the modern environmental solutions, who are also better equipped to take on the challenges ahead. In this regard, the Group has devoted significant resources to research and development in environmental protection and the development of an eco-friendly production model such that the Group can succeed in increasing productivity while at the same time creating more environmentally balanced production systems.





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

To satisfy the environmental protection requirements regarding different pollutants and to promote environmental awareness, the Group has adopted a comprehensive environmental approach for its supply chain.

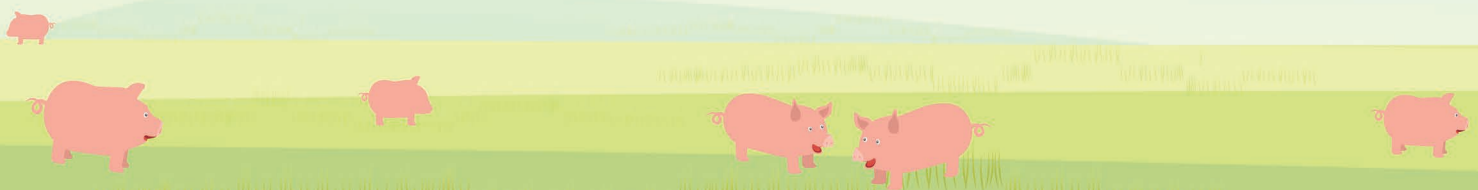


The Group has incurred total environmental costs of approximately RMB9.1 million, RMB0.5 million and RMB0.9 million in FY2018, FY2019 and FY2020. For FY2020, the Group's production bases did not receive any notification of violation of any environmental protection laws, regulations and standards from the relevant government authorities.

### ON-GOING REVAMPING OF THE ECO-FRIENDLY PRODUCTION SYSTEMS

The Group has teamed up with relevant research institutions to develop the technologies for efficient pig production and many of the environmentally friendly solutions that have already been implemented by the Group. All researches are well funded by the Group. Any technical innovation is thoroughly tested in the production base of the Group before it is formally implemented. Each year, the Group sets aside approximately 5% of its net profit and re-invests this reserve fund to sustain research and development activities. So far, new technology and the improved management and storage arrangements have helped increase the utilization of pig slurry and consequently reduce the nitrogen loss along the supply chain.

Researches into improving feed utilization have resulted in reduction in the amount of phosphorus discharged per pig produced. Other initiatives include the production of renewable energy, reduced energy consumption, major programs to improve feed utilization through breeding strategies, and the reduction of malodour through the use of environmental technology such as slurry recycling systems.





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

### REDUCTION OF GREENHOUSE GAS EMISSION AND ENERGY CONSUMPTION

The Group's supply chain includes growing crop for animal feeds, feeding the pigs, transport to the slaughterhouse and subsequent processing, transport of pork to customers and finally to consumers. Each stage of the supply chain produces a certain amount of greenhouse gas (GHG) directly or indirectly. We are highly aware that such GHG emission is one of the major sources of global warming. Therefore, we strive to reduce our carbon and ecological footprint, adopt practices that are sustainable to the environment and incorporate sustainable measures in its daily operations to properly manage our GHG emissions and address various environmental issues.

For direct GHG emission, in the production of high-heat steam during the slaughtering process, the Group uses smokeless coals to reduce emission of fuel dust and sulphur dioxide. In February 2018, the Group has completed modification work to convert the coal-fired boiler into natural gas-fired boiler. The Group uses marble and water film dust scrubbing technology (麻石水膜除塵工藝) to filter the fuel dust and sulphur dioxide so as to reduce the level of pollutants down to an acceptable level according to the Emission Standard of Atmosphere Pollutants from Boiler (GB13271-2001)《鍋爐大氣污染物排放標準》(國家標準GB13271-2001) before releasing the same. Methane and nitro oxide emissions from pig waste are reduced by proper slurry and manure treatments such as the controlled anaerobic digestion process during the fertilizer production process.

The main uses of energy in the Group's operations are buildings and constructions electricity usages, animal feeding systems, waste removal, slaughtering and logistics. Minimizing energy consumption can boost up profitability and at the same time reduce GHG generation and emission. However, the Group should also take full account of the hogs' needs and welfare in the implementation of energy saving programs. For the time being, the Group has taken the following actions for its energy action plan:

- Improve pig barn insulation – where heating is being used in pig barns, good insulation can effectively cut heat loss and energy wastage. In unheated finishing accommodation, insulation also prevents excessive temperature rises from solar gain. Composite panels of the Group's pig barns containing solid polyurethane insulation provide good insulation;
- farrowing areas heating – significant amount of total energy consumed on pig breeding is for farrowing heating. Both heat lamps and heat mat are used for farrow heating in order to reduce energy consumption as compared with using heat lamps alone;
- Improve room temperature controls – good temperature controls are a prerequisite for maintaining the right temperature inside pig barns and minimizing the energy consumption. For creep heating, the Group has installed manual dimmers or thermostatic controls to reduce energy wastage in lighting. Besides, it is critical that the ventilation rate is accurately controlled. Inadequate ventilation may produce foul air conditions but excessive ventilation rate may increase heating costs;





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

- Efficient ventilation fans and ducts – besides initial capital costs, the Group has taken into account fan efficiency (in term of airflow per unit energy) in choosing the ventilation fans for its pig barns. Ventilation inlet and outlet ducting systems are adequately sized with smooth internal surfaces and slow bends. All components of the ventilation systems are properly maintained and cleaned for their efficient operations.

	FY 2018	FY 2019	FY 2020
<b>Pig produced (Tonnes)</b>	17,113	21,470	14,446
Electricity Consumption for pig breeding (KWh)	237,186	262,447	178,246
Average Electricity Consumption per pig produced (KWh/tonne of pig)	13.86	12.22	12.34
<b>Feed produced (Tonnes)</b>	27,853	32,223	22,446
Electricity Consumption for feed production (KWh)	163,308	180,328	122,473
Average Electricity Consumption per tonne of feed produced (KWh/tonne of feed)	5.86	5.60	5.46
<b>Pig slaughtered (Tonnes)</b>	17,113	21,470	14,446
Electricity Consumption for slaughtering (KWh)	423,664	469,824	321,819
Average Electricity Consumption per slaughtered pig (KWh/tonne of pig)	24.76	21.88	22.28
Natural Gas Consumption for slaughtering (m <sup>3</sup> )*	142,648	158,611	108,645
Average Coal Consumption per slaughtered pig (m <sup>3</sup> /pig)	8.34	7.39	7.52
<b>Pig transported (head)</b>	174,471	195,228	114,472
Fuel consumption for pig transport (litres)	11,148	13,654	8,915
Average Fuel Consumption per pig transported (litres/pig)	0.0639	0.0699	0.0779
<b>Product transported (tonnes)</b>	17,113	21,470	14,446
Fuel consumption for product transport (litres)	90,914	99,568	64,573
Average Fuel Consumption per product transported (litres/tonne of product)	5.31	4.64	4.47

\* Coal instead of natural gas has been used for slaughtering process before FY2018





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

Overall energy consumption and GHG emission of the Group for FY2018, FY2019 and FY2020 are summarized as follows:

	Fuel Oil (Litres)	Coal (Tonnes)	Natural Gas (m <sup>3</sup> )	Electricity (KWh)	GHG Emission (Tonnes)	GHG Emission per tonne of pig produced
FY2018	102,062	–	142,648	824,158	1,133	0.0662
FY2019	113,222	–	158,611	912,599	1,256	0.0585
FY2020	73,488	–	108,645	622,538	849	0.0588

Note:

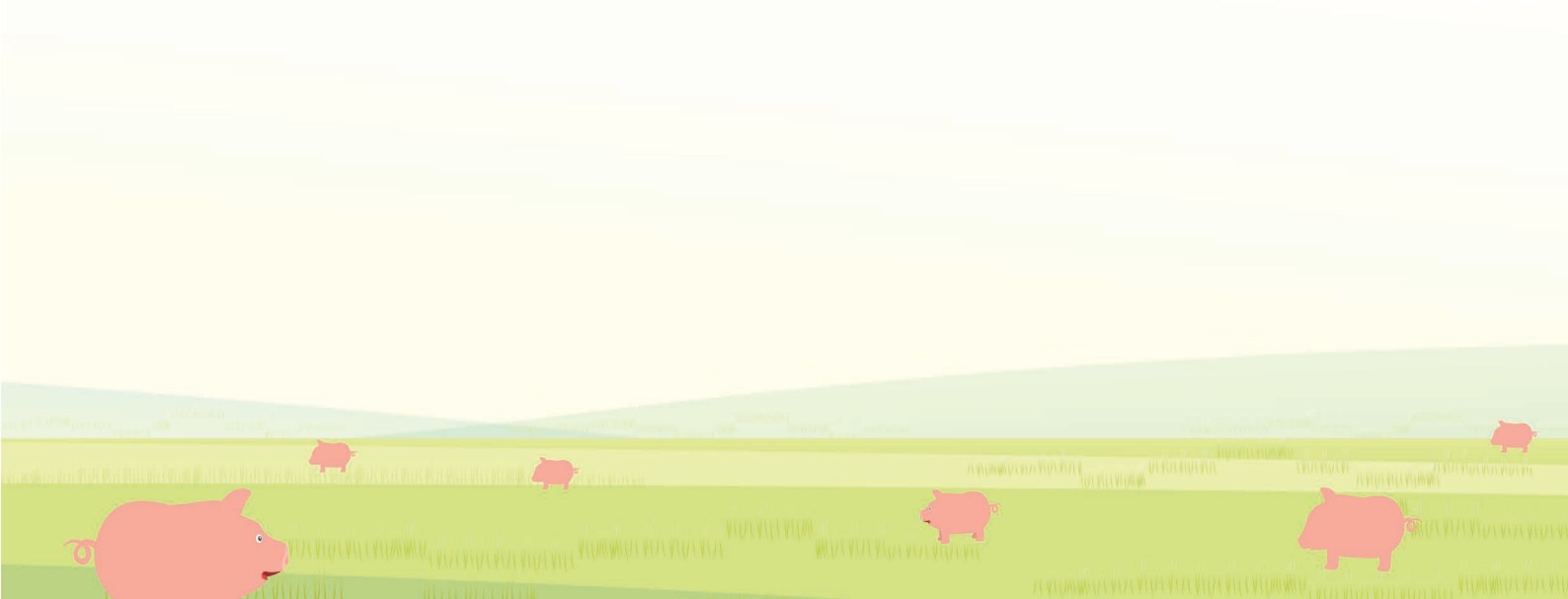
Conversion has been based on carbon intensity/emission of  $7.03 \times 10^{-4}$  tonne/kWh of electricity consumed, 2.86 tonne/tonne of coal consumed, 0.0022 tonne/m<sup>3</sup> of natural gas consumed and  $2.348 \times 10^{-3}$  tonne/litre of fuel consumed.

### PIG WASTES DISCHARGE AND DEAD HOG DISPOSAL

Inappropriate disposal of pig manure and slurry leads to water pollution. Nutrients in manure, principally nitrogen and phosphorous are significant components of pollution from agriculture to surface water, groundwater and marine waters, damaging ecosystems through eutrophication and degrading their recreational use. Water bodies can also be affected by organic effluents and pathogens contained in manure. Badly managed storage and spreading of pig manure and slurry is a source of odour, ammonia, methane and nitrous oxide emission leading to air pollution. Therefore, public awareness of the effects of pollution from pig waste discharges has increased significantly.

The traditional methods of disposal of pig manures in farmland are no longer acceptable, particularly for intensive pig farming enterprises. The Group has embarked on a comprehensive program to abate pollution from pig waste generated from its pig farm.

On-site pretreatment facilities have been installed in the Group's pig barns to prevent direct discharging of pig waste to the environment. Pig waste and organic wastewaters in general contain 3 resources, namely water, nutrients and energy that can be recovered and recycled so as to reduce the overall discharge volume of the waste and at the same time help to partly compensate the waste treatment costs.





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

Among the aforesaid 3 resources, the most important element to be recovered in the biomass produced from pig waste is nitrogen. The Group's pig barns have been engineered to facilitate the collection of pig wastes without consumption of large amount of water and without producing a large amount of wastewater. The floors of the Group's pig barns are covered with sawdust to absorb and mix with pig wastes. After the hogs are moved out of the pig barns, the bioslurry is removed from the pig barns and subsequently fermented to become organic fertilizers. Only small amount of wastewater and malodour are produced during the process. The Group has obtained a Certificate of Registered Fertiliser from the Fujian Agriculture Administrative Bureau in relation to the sale of its organic fertilizers. Excess pig waste not taken up for fertilizer production shall be well-treated by organic bed biofiltration process before discharging.



Covered nullah within pig barns for pig waste collection and drainage



Construction of nullah within pig barns





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

	FY 2018	FY 2019	FY 2020
Weight of pig produced waste (Tonnes)	17,113	21,470	14,446
Weight of Animal Waste Generated (Tonnes)	41,232	43,310	26,817
Weight of Animal Waste Generated per tonne of pig produced	2.409	2.017	1.856
Weight of Organic Fertilizer produced from Animal Waste (Tonnes)	123	137	89

The Group has developed a fully enclosed system for dead hog disposal. In this system, dead hogs are collected and delivered to the self digestion pit dug into the ground in designated locations where they undergo decomposition. The waste residue generated through this process is used to produce bioslurry for organic fertilizers.



Self digestion enclosed pit for dead hog disposal

### WATER CONSUMPTION AND WASTE WATER DISCHARGE

The Group is maintaining its own water treatment facilities to provide quality drinking water to support its hog production and processing operations. Water from underground sources is subject to six rounds of filtration so as to lower the content of various impurities and ions including manganese, iron, chloride, fluoride and nitrous compounds in the water.

Wastewater generated from the Group's pig farming and slaughtering operations is filtered by the Group's on-site wastewater disposal system in order to reduce the level of pollutants to an acceptable level in accordance with the Standards of Wastewater & Pollutant Emission by Meat Processing Industry (GB13457-92). Continuous sample laboratory tests of waste water are performed to ensure the compliance of the aforesaid standards. The treated water will then be discharged from the system to the designated sewage network of the local government without polluting local ground water or marine water.





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)



Wastewater filter and disposal system



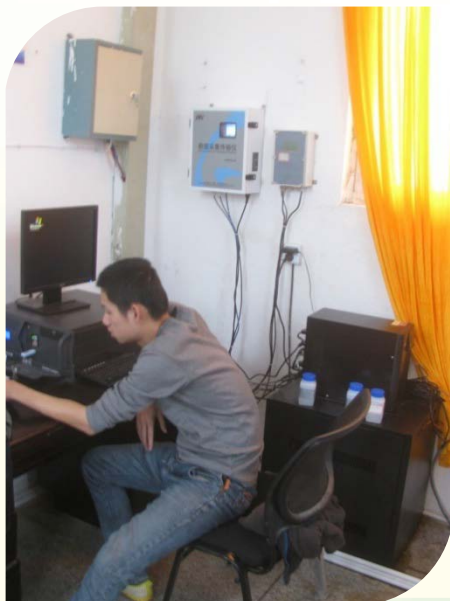
Wastewater filter press



Wastewater filter and disposal system



Wastewater filter and disposal system



Treated waste water monitoring system



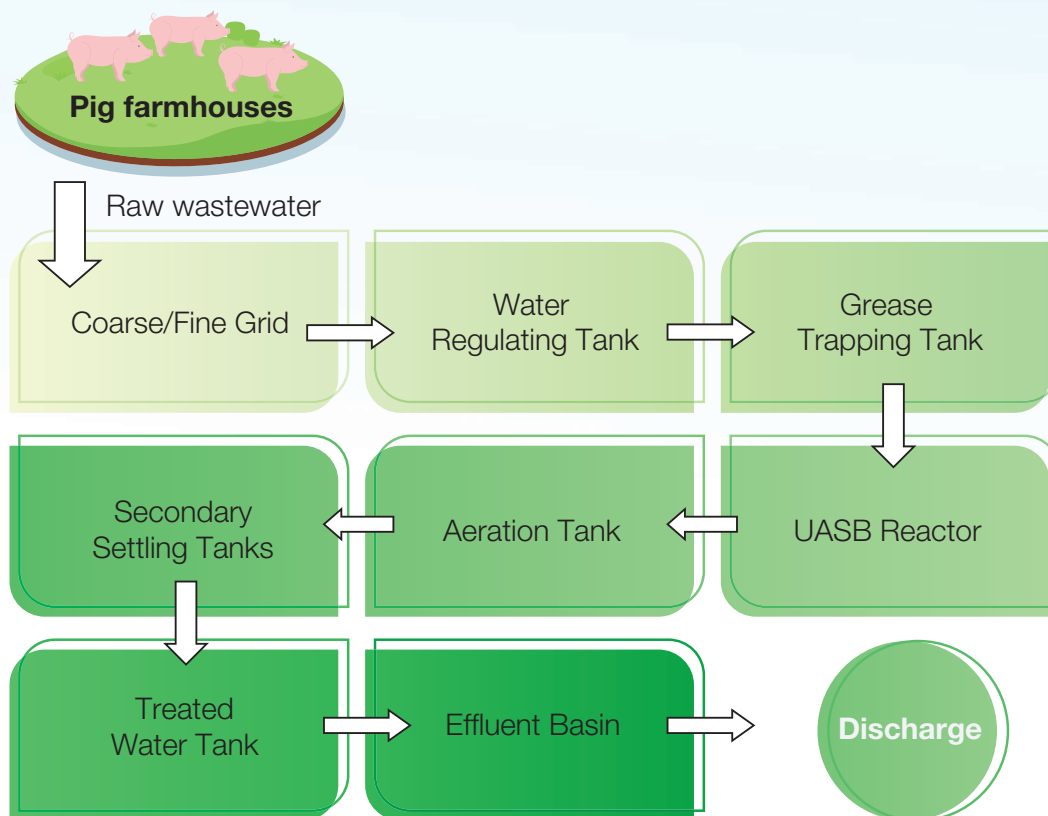
Treated waste water monitoring system





## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

### WASTE WATER SYSTEM OF THE GROUP'S PIGFARM



	FY 2018	FY 2019	FY 2020
Pig produced and slaughtered (Tonnes)	17,113	21,470	14,446
Water Consumption for pig breeding (Tonnes)	282,650	311,820	205,630
Average Water Consumption per pig produced (Tonnes/tonne of pig produced)	16.52	14.52	14.23
Water Consumption for slaughtering (Tonnes)	64,150	71,580	45,750
Average Water Consumption per slaughtered pig (Tonnes/tonne of pig produced)	3.75	3.33	3.17

### EFFECTIVE USE OF OTHER RAW MATERIALS

Proper compound feed with appropriate mixing of raw materials (including corn, bran and pods) with additive of the Group's self-made Chinese medicine is used to feed pigs at specific stages of their life cycles in a bid to maximize utility of raw materials and at the same time maintain the required nutrients of the animals.

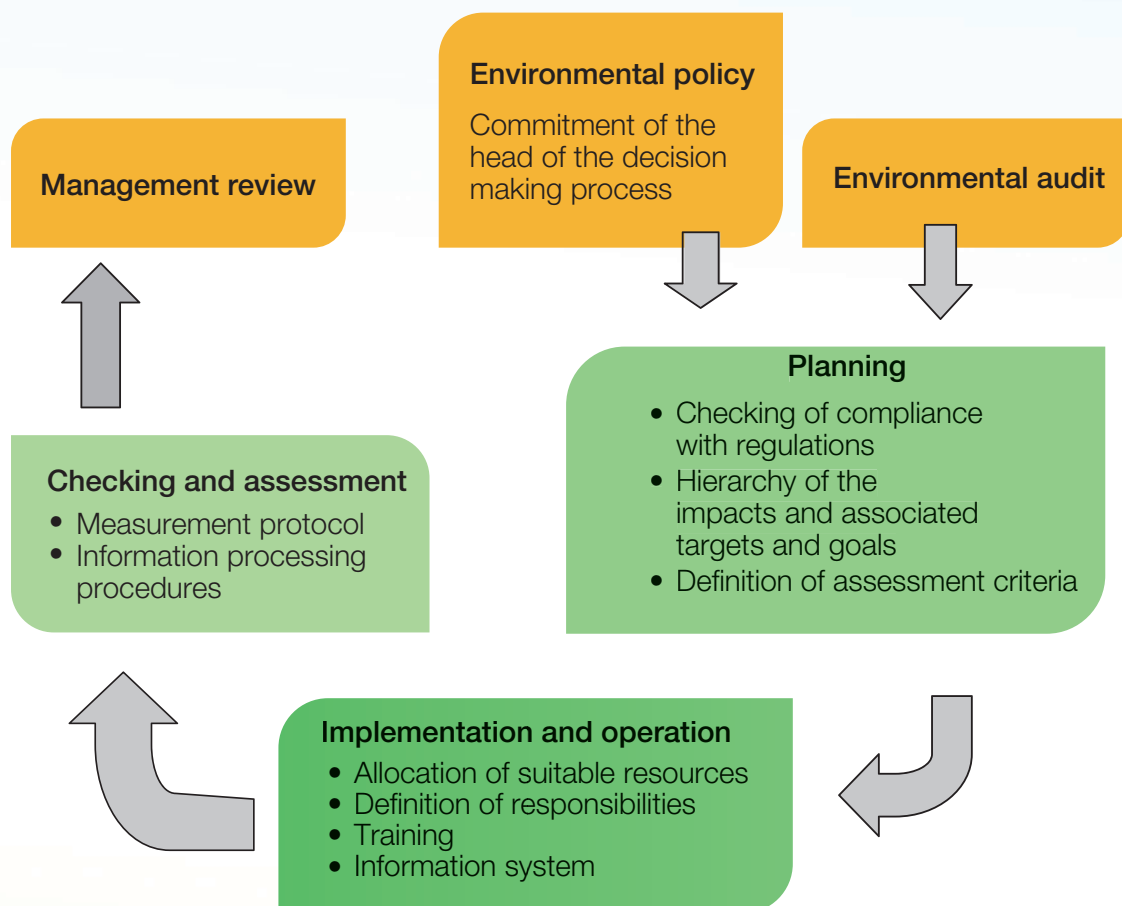




## CHAPTER 5 – ENVIRONMENTAL PROTECTION (CONTINUED)

### ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

The Group always exercises great effort to adhere to the principle of maintaining a balance between profitability and environmental protection. It is committed to implement the following EMS:



- adopting effective EMS, implementing environmental pollution prevention and impact management with continuing improvements to ensure sustainability of environmental resources;
- forming environmental commitments and continuing to advance our commitments from time to time
- given the commitments, we define a hierarchy of the impacts on environment and the corresponding targets and goals using the inputs from environmental audit so as to set up our plan (including necessary investment plans) for the EMS;
- implementation policies involve functional specialization and decision making autonomy for employees and provision of training programs if needed;
- relevant information processing systems and measurement protocol are formed and they serve to evaluate the performance of the EMS implementation policies.





## CHAPTER 6 — OPERATING PRACTICES

### PRODUCT QUALITY CONTROL

The Group's vertically integrated business model spans the entire pork supply chain including feed production, hog production, slaughtering, production, distribution and sale of fresh pork and frozen meat products. This integrated business model enables the Group to exercise better control on the overall production process and to enhance and maintain quality control and product safety.

In order to ensure that the quality of the hogs (both breeder hogs and commodity hogs) purchased by the Group is acceptable and in compliance with the Group's requirements, the Group has adopted the following internal procedures and requirements to examine and check the quality of the breeder hogs and commodity hogs supplied before purchase and delivery of hogs by the hog suppliers to the Group's hog farm or our contract farms:

- before confirming the purchase of commodity hogs, the specialists of the Group's veterinary team shall require the suppliers of breeder hogs and commodity hogs to produce (i) the Animal Quarantine Certificate (動物檢疫合格證明) and (ii) the Certificate of Disinfection of Vehicle for Transportation Animals or Animal Products (動物及動物產品運載工具消毒證明) to demonstrate that the hogs supplied are from legal sources and have passed the quarantine conducted as to origin of the hogs pursuant to the Measures for the Administration of Animal Quarantine (2010) (動物檢疫管理辦法2010); and
- the specialists of the Group's veterinary team will also randomly check the body parts of the hogs to be purchased in order to confirm whether there is any sign of disease or infection before the Group confirms the purchase order.

The Group has initiated operational improvements to increase the yield per sow per year, and improve the lean-to-fat ratio and the meat texture of its hogs. These include breeding and genetic improvements, nutritional assurance, production optimization and improvements in our disease prevention and control. In these initiatives, the Group receives support from industry experts from research institutions and universities.

To implement product quality control more effectively, the Group has developed and maintained strict technical specifications and procedures for each step of the production process. A powerful product traceability system is also in place to track the products to the laborers involved, production facilities and raw materials purchased from suppliers. To ensure standardization of the work procedures and systems, the Group has obtained certificates of ISO9001 (for quality management system), ISO22000 (for food safety management system) and HACCP (for food safety management system).

The Group has established a sourcing control system and put in place the raw material inspection system to ensure the quality of raw material inputs to the supply chain. Inspections and sampling laboratory tests for major hygiene indicators are carried out for raw materials received by the Group before entering the warehouses. The Group also conducts annual performance evaluations of its suppliers based on product quality and service standards for its suppliers' hierarchical management systems.

The Group has adopted procedures to prevent infection of its hogs and outbreaks of disease in the pig barns. These procedures include measures to prevent contaminants from entering its pig farms. It has developed and strictly implemented disinfection procedures for any person entering the pig farms. Equipment and supplies delivered to its hog farms must be disinfected before entry. Vehicles must be washed, disinfected and dried before loading hogs, and its hog dispatch docks must be disinfected within two hours of dispatching hogs. In addition to the veterinarians stationed at its hog farms, its regional veterinary teams conduct regular on-site circuit inspections of its hog farms and strictly follow its quarantine requirements. The Group systematically uses high quality vaccines to protect its hogs against endemic swine diseases. In response to specific disease outbreaks, the Group will swiftly isolate diseased hogs and vaccinate or dispose of the affected animals, depending on the nature of the disease. When it identifies any indication of a potential outbreak of an epidemic, the relevant hog farm is immediately quarantined and the hogs are vaccinated against the specific swine disease, if a vaccine is available.





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)

For veterinary drug controls, the purchase, storage and use of veterinary drugs for treatment of its hogs are in strict compliance with the Regulations on Administration of Veterinary Drugs (獸藥管理條例), the List of Drugs Forbidden to be Used in Feeds or Drinking Water of Animals (關於禁止在飼料和動物飲用水中使用的藥物品種目錄) and other relevant laws and regulations as well as our internal policies and procedures. The Group carefully controls its use of veterinary drugs in hog production and follows a multi-faceted program to prevent the use of prohibited drugs and the occurrence of drug residues in its products. The Group has developed and continuously updates a list of permissible veterinary drugs in hog production and their respective withdrawal periods (the period after administration of a drug necessary to ensure that drug residues in the pork produced from a hog are below maximum residue limits), taking into account relevant laws and regulations and industry best practices. Its production personnel strictly implement the rules on drugs withdrawal periods, recording the use of veterinary drugs in its hog production on a daily basis and discontinuing their use according to the relevant drug's withdrawal period. Its quality control personnel follow a continuous inspection regime to ensure the proper implementation of our veterinary drug residue control measures at each of its hog farms.

The Group's products are well known for their high quality and safety, and it believes this is attributable to its superior operational control over quality and food safety. It adopted its quality control and food safety management system, which was designed and standardized according to the Group's quality, safety and risk control framework. This system provides the Group with detailed procedures covering each phase of its operations, including procurement, production, storage and logistics, sales and distribution with an emphasis on the five safeguards for product safety:

- environment – against heavy metals,
- feed – against growth hormones,
- hog farming – against hormones,
- inspection – against clenbuterol, and
- transportation – against contamination.

The Group has taken the following measures to coordinate various aspects of its quality control system in relation to food safety issues.

- Food Safety Internal Controls – We have formulated, implemented and strictly maintained food safety internal control standards covering food safety issues related to our research and development, supplier certification and management, procurement, production, storage, transportation and sales and distribution activities.
- Sourcing Control – We place great emphasis on sourcing control because food safety issues in our upstream processes can negatively affect products downstream. We sourced a majority of the hogs from our contracted farmers. We plan to increase our self-sufficiency rate for feed to enhance the quality and safety of our hog production.





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)

- **Food Safety Risk Management and Emergency Response** – Our quality control department analyzes and identifies food safety risks in our production processes, and we assess these risks and proactively take preventive measures to address them. Our food safety emergency response plan sets out detailed response procedures and responsibilities. If a food contamination incident is identified, the production in the relevant production facility is suspended and the facility is sanitized or otherwise serviced to resolve the issue. We form special investigation teams that include personnel from our quality control, production and engineering departments to investigate these types of incidents. These investigation teams identify contamination sources by checking production records and conducting sample tests. Once a contamination source is identified, we may provide training to the relevant production personnel, increase inspection scope and frequency, purchase additional inspection equipment and introduce other necessary preventive measures. Our quality control personnel evaluate the effectiveness of preventive measures we take after the incident. Production in the relevant facility resumes only when the quality control department confirms that the facility can satisfy our food safety requirements.
- **Hygiene and Quarantine Control** – We have implemented hygiene and quarantine procedures at our production facilities to ensure the safety of our products and compliance with applicable laws and regulations. These procedures include: (i) cleaning and sterilization processes of facilities, equipment and tools in our production facilities and in the vehicles used for delivery of our supplies and products; (ii) periodic checks and inspections of our production facilities by our quality control personnel; (iii) periodic circuit inspections of hog farms by our regional veterinary teams; and (iv) inspection of clothing and personal hygiene of our staff.
- **Traceability System** – We have developed and maintained a tracing system that covers raw materials procurement, hog production, fresh pork production, processed meat production and sales and distribution. This system enables us to maintain traceability of products purchased by customers to the relevant production facility and further to the raw materials purchased from suppliers. For example, we assign a unique number to each slaughtered hog, through which we can trace the relevant information including the name of the hog farm (either our hog farm or the third-party supplier that supplied the hog), inspection and quarantine information, batch number, processing record, weight and the pork grade.
- **Interactive Communications** – We maintain standardized communication procedures to facilitate internal and external communications. We use these procedures to maintain regular close contacts with the relevant regulatory authorities, customers, suppliers and employees to gather essential food safety information and updates in food safety laws and regulations.
- **Employee Training** – We provide regular quality control, production safety and other technical training to our employees to ensure they can satisfy our safety and quality requirements.

The Group's Quality Control Team is responsible for formulating, managing and supervising the implementation of our quality control system.





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)

### PREVENTIVE MEASURES AGAINST CONTAMINANTS IN PORK

Clenbuterol (瘦肉精) is a class of steroid and additive that stimulates muscle development and burns fat in hogs to produce leaner pork. However, consumption of pork tainted by clenbuterol may cause health problems to consumers, therefore the use of clenbuterol has become a concern to the general public.

To prevent the illegal use of clenbuterol and other contaminants in pork, during the slaughtering process, hogs are examined by the government officer and the Group to ensure the safety and quality of the pork. In particular, according to the internal policy of the Group:

- tests conducted by the government officer focuses on checking if there are any residue of clenbuterol found in the hogs picked randomly;
- staff of the Group will then conduct urine testing for any residue of clenbuterol again;
- after hog slaughtering processes, a final examination will be conducted by both the government officer and the specialists of the Group's veterinary team. If the examination results are satisfactory, an Animal Products Quarantine Qualification Certificate (動物產品檢疫合格證明) and Livestock and Poultry Quarantine Qualification Certificate (牲畜產品檢驗合格證) with the stamps from both local authority and the Group will be issued thereafter;
- the staff of the Group will also conduct examinations on samples of the pork to check if the sample contains any contaminants including Escherichia coli and the percentage of bacteria contained in such samples;
- the records for the tests of clenbuterol and contaminants are made and kept for the Group's review and tracing if necessary; and
- in case there is any sign of an epidemic disease, such as FMD and PRRS, found during the quarantine before slaughtering, the delivery of hogs to the Group's slaughterhouse will be put on hold, and the Group will report the situation to the relevant local authority immediately. Operation of the Group's slaughterhouse shall also be suspended immediately.





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)

In order to avoid contamination of the pork and to ensure compliance with the legal hygiene standards, the following control measures are implemented in the Group's slaughterhouse pursuant to the Group's internal policy, including but not limited to:

- (1) sewage system is installed in the Group's slaughterhouse to emit water used for cleaning bodies of slaughtered hogs;



Gutters within slaughterhouse for waste water drainage



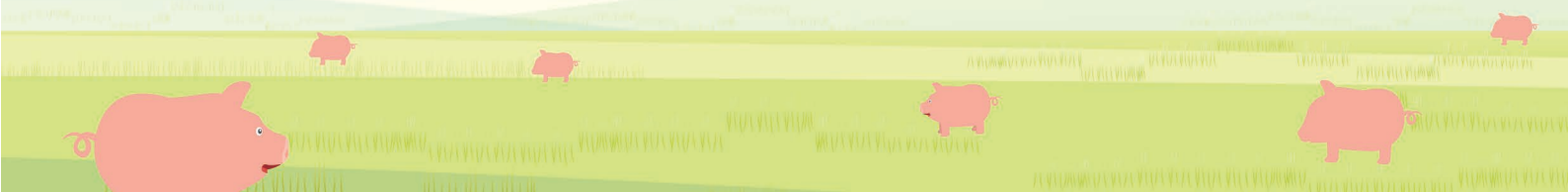
Gutters within slaughterhouse for waste water drainage

- (2) designated vehicles are used strictly for separate delivery of either live hogs or raw pork meats;
- (3) all staff must be sanitised before and after work; and
- (4) the Group's slaughterhouse is divided into different areas, and the staff's movement across different areas of the Group's slaughterhouse are restricted to avoid cross infection.

### QUALITY STANDARDS AND CERTIFICATIONS

The Group has obtained a number of international quality management certifications for our production facilities, such as ISO9001 for all of its production facilities in Wuhan and Dongtai, ISO22000 for its processed meat products production facilities in Wuhan and Heshan and its fresh pork production facilities in Dongtai and HACCP for our fresh meat production facilities in Wuhan and our processed meat products production facilities in Heshan. The Group obtained these certifications by applying to independent accreditation bodies and passing their documentary and on-site inspections. These certifications are subject to annual independent audit by the relevant accreditation bodies, and primarily include:

- ISO9001: specifies requirements for a quality management system where an organization needs to demonstrate its ability to consistently provide products that meets customer satisfaction and applicable statutory and regulatory requirements.
- ISO22000: specifies requirements for a food safety management system where an organization in the food chain needs to demonstrate its ability to control food safety hazards to ensure that food is safe at the time of human consumption.
- Hazard Analysis and Critical Control Points (HACCP): specifies requirements for a food safety management system where an organization in the food chain needs to address food safety issues through the analysis and control of biological, chemical, and physical hazards from raw material production, procurement and handling, to manufacturing, distribution and consumption of the finished product.





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)

### ANIMAL WELFARE

Although there is no prevailing PRC law or regulation governing animal welfare in the PRC, the Group seeks to protect the physical and psychological well being of its hogs by adopting the following measures for its hog breeding, farming and slaughtering processes:

- To provide its hogs with safe and high-quality feed – appropriate types and amounts of feeds are selected and fed to the Group's hogs in accordance with the prescribed nutritional requirements. Well customized feed formulae are applied in different stages of the hogs' life cycle. Ensuring the quality, consistency and safety of feed supply is critically important. Enclosed feeding systems are installed to satisfy the feeding needs of its hogs on time and to guarantee the freshness and hygiene of the feeds.



Enclosed feeding systems



Enclosed feeding systems

- To provide a clean and comfortable living environment for its hogs – room temperatures within pig barns are carefully controlled according to the needs of hogs in different stages of growth, and adequate ventilation is provided to maintain air freshness and the uniform velocity of airflows within pig barns. Adequate and appropriate heating equipment is installed to cater for hogs for different stages of growth.



Farrowing heat lamp and heat mat for piglets



Construction of pig barn with adequate ventilation





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)



Evaporative cooling pad installed in the external wall openings



Pig barn exhaust fans



Covered nullah within pig barns for waste water drainage



Construction of nullah within pig barns

- To manage the general health of its hogs – stringent disease prevention and epidemic control systems are maintained in the Group's big farms and health conditions of its hogs are actively monitored so as to the maintain well-being of its hogs. It gives appropriate individual treatment to hogs in need of health care and uses humane methods to euthanize sick or injured hogs. Our antibiotic use policy requires the responsible, controlled and judicious use of antibiotics on our pigfarms to promote the highest level of animal care and food safety. The policy reflects recent regulatory changes in the acceptable use of antibiotics and acknowledges consumer public health concerns related to antibiotic resistance. Our research teams are continually working to understand how we can better use antibiotics when we do need to employ them to treat, control or prevent disease.

Year	2018	2019	2020
mortality rate	2.21%	1.97%	2.72%





## CHAPTER 6 — OPERATING PRACTICES (CONTINUED)

- To avoid unnecessary pain and suffering – hogs rest quietly in the waiting pens for around 12 to 24 hours before being slaughtered and during the waiting period, the hogs are well-treated with drinking water and showers. Electricity is used to anaesthetise the hogs such that they do not feel any pain during the slaughtering process.



Hog anesthetizing equipment





## CHAPTER 7 — PROTECTION OF INTELLECTUAL PROPERTY

Intellectual property is the core competitiveness of every commercial product including foods. All the Group's products are currently being marketed under our own brand name "Putian" which serves to signify the good quality and safety of our products and preservation of food hygienic standards. It also marks the Group's continuous influence to product improvement and innovation.

In order to protect our own brand, the Group has adopted restrictive measures in the use of the brand in product distribution. At present, all branded products of the Group are being distributed on the market through the Group's outlet network (including self-run stores and sale counters). All packaging activities involving materials printed with the Group's brand are being carried out within the Group's production base. In addition, the Group has assigned a special team to patrol the relevant retail markets in order to identify any unauthorized use of the Group's brand. To enhance exposure of the Group's products to potential customers, the Group would promote its products, especially new products, via public vehicle advertisements, highway billboards and multimedia videos.

## CHAPTER 8 — PROTECTION OF CUSTOMERS' PRIVACY

The Group emphasizes the importance of protecting the privacy of our customers and business partners. It maintains a high standard of business integrity throughout its business operations by requiring the employees who handle personal or corporate data to follow stringent procedures. Proper records would be maintained to trace any input and output of data to and from the database as well as the identity of the employees who have accessed the database. Our information technology team has maintained a comprehensive data protection system to ensure that all collected data kept is free of unauthorized or accidental access, processing, erasure or other use. It has taken the following measures to protect customers' information:

- Ensuring we have effective endpoint, network and email protection that filters out spam, malware and dangerous file types
- Training employees to be suspicious of emails especially those that contain attachments, and to report any unusual emails or attachment behavior to IT
- Installing endpoint protection software that can identify and block exploit kits before they infect our systems
- Segregating the entire network of the Group with effective firewalls that treat internal departments as potentially hostile to each other
- Setting up device control strategy to identify and control the use of removable storage devices to prevent bad stuff getting in and preventing leakage of customers' information
- Implementing full disk protection and encrypt sensitive data stored on servers or removable media for sharing with business partners

## CHAPTER 9 — COMPLIANCE OF LAW

The Group has distributed staff to various large sales channels to undertake brands protection inspections on a regular basis to ensure the products are produced and delivered by us. In 2020, the Group was not aware of any incidents of noncompliance with law and regulations concerning health and safety, advertising, labelling and privacy matters relating to the provision and use of the Group's products (e.g. pork), including Law of Animal Epidemic Prevention of the PRC (中華人民共和國動物防疫法), Stock-breeding Law of the PRC (中華人民共和國畜牧法), Food Safety of the PRC (中華人民共和國食品安全法), Law of the Quality and Safety Agricultural Products of the PRC (中華人民共和國農產品質量安全法), Law of Prevention and Treatment of Water Pollution of the PRC (中華人民共和國水污染防治法) and Environmental Protection Law of the PRC (中華人民共和國環境保護法), that would have a significant impact on the Group.





## CHAPTER 10 — QUALITY CONTROL OVER PROCUREMENTS

The Group made the following principal purchases for its operation:

- raw materials for hog feeds production including corn, soya meal, wheat bran and feed premix;
- breeder hogs (i.e. boars and gilts) for hog breeding in the Group's hog farm; and
- commodity hogs for further farming in Contract Farms.

We have adopted strict quality control measures with regard to the raw materials we purchase, primarily including:

- **Qualified Supplier Lists** – We only procure raw materials from suppliers on our qualified suppliers list. Our procurement department pre-screens supplier applications based on product quality, production capacity, reliability, systems for quality control and traceability, and market reputation. After screening, we check the relevant qualifications, licenses, permits and certificates of the candidate and its products. For key raw materials, such as live hogs and feed, we also conduct on-site inspections, and test the samples. After comprehensive evaluations, we add the supplier to our qualified suppliers list as trial supplier. Then we start with small purchases from the trial supplier and evaluate the trial supplier and the raw materials purchased. After three to five successful trial purchases of raw materials which pass our evaluation, the trial supplier becomes one of our official suppliers.
- **Certifications Inspection and Quality Testing** – We require raw materials provided by our suppliers to meet our safety and quality standards – which are consistent with or higher than those set by the PRC government. Suppliers must provide us with the required quality certifications or testing report for each batch of key raw materials such as feed and hogs. All live hogs that we purchase and accept must have passed government quarantine inspections, and upon delivery of each batch of live hogs, we inspect them for any disease symptoms and the presence of defects such as lameness. For feed deliveries, we conduct laboratory sample testing in accordance with the standards stipulated by the PRC Government. At least once a quarter, an accredited third-party quality inspection organization samples the feed delivered to us by each supplier and issues a report on nutritional and chemical components and microorganisms in the feed.
- **Quality Guarantees** – Before a supplier can begin supplying key raw materials to us, we require it to provide quality guarantee undertakings to us, guaranteeing that (i) all raw materials it delivers to us are in compliance with the applicable animal quarantine and food safety laws and have passed all required government inspections, (ii) it shall provide test reports and government inspection and quarantine certificates for each batch of raw materials, if applicable, and (iii) no materials prohibited by Chinese law, including clenbuterol hydrochloride and ractopamine, are used in the production of the raw materials.
- **Onsite Inspection** – For key raw materials that are most likely to affect the quality of our products – such as live hogs and feed – we regularly conduct on-site inspections of the production facilities, quality and food safety control systems implemented at our supplier's production facilities, veterinary drug use records of live hogs and epidemic prevention measures.
- **Green Supplier List** – in addition to giving recognitions to suppliers with outstanding performance, a "Green Supplier List" has been made based on evaluation of the suppliers' fulfillment of corporate social responsibility. For those suppliers found to have deficiencies in green management, they are requested to provide improvement plans which will then be followed up periodically for improvement progress before they can be put on the Green Supplier List within a prescribed period. The Group is reluctant to place any orders from suppliers who fail to be included in the Green Supplier List.





## CHAPTER 10 — QUALITY CONTROL OVER PROCUREMENTS (CONTINUED)

The Group would only accept hogs with Animal Quarantine Certificate (動物檢疫合格證明), which, as advised by the PRC legal advisers, is only issued to hogs supplied by the qualified hog farms holding a valid Animal Quarantine Qualification Certificate (動物防疫條件合格證).

The Group enters into supply contracts with breeder hogs suppliers, and the major terms of the supply contract between the Group and a breeder hogs supplier are as follows:

- the specified species of breeder hog to be purchased/supplied and their respective prices;
- the supplier guarantees that the breeder hogs supplied shall be suitable for breeding; boars supplied shall weigh over 100 kg and the Group can examine the boars' semen at the supplier's site, while the gilts supplied shall weigh between 40 kg and 50 kg.





## CHAPTER 11 — QUALITY CONTROL OVER STORAGE AND LOGISTICS

- **Control over Storage** – Prior to acceptance of raw materials and finished products, our warehouse management personnel check the delivery note, the inspection report, quantity and record relevant information and entry time. We conduct stock-takings on ad hoc, monthly, semi-annual and annual bases. We also periodically check the shelf-life of stored materials. We maintain storage conditions according to the nature of our raw materials and finished products, and we maintain strict sanitation standards to prevent contamination and cross-contamination. We use automatic temperature controls in our fresh meat and low-temperature processed meat product warehouses and check and record the temperature in each warehouse every two to three hours. We follow a “first in, first out” principle in distributing raw materials and products. We require the operators of our leased warehouses to follow the same requirements as in our owned warehouses.
- **Control over Logistics** – We select our logistic service providers based primarily on their cold-chain logistic capacity, size of their vehicle fleet, number of experienced drivers and quality control capabilities. We require them to ensure a suitable environment is provided in accordance with our sanitation standards in their vehicles. For products requiring stable low temperature storage during transportation, vehicles used must be equipped with refrigeration equipment and a thermometer recording the temperature at least every five minutes. We require our logistics service providers to use separate vehicles to deliver chilled pork, frozen pork and processed meat products. We perform monthly reviews of the performance of our logistics service providers to ensure that goods delivered to us or our customers fully comply with our requirements.

## CHAPTER 12 — QUALITY CONTROL OVER SALES AND DISTRIBUTION

- **Quality Control over Distributors** – We require our fresh pork and low-temperature processed meat products distributors to be equipped with specified quantities of refrigerated warehouse space and vehicles. We regularly visit our distributors for our fresh pork and processed meat products to check their sales, selling prices, storage conditions, logistics facilities and quality control and to ensure that our products are distributed within the agreed geographical regions.
- **Quality Control over Points-of-Sale** – We periodically inspect the quality of our products sold at various points-of-sale to check the maintenance of proper temperatures, shelf-life and packaging integrity. We also dispatch on-site sales representatives to certain hypermarkets and supermarkets to assist them with the sales and marketing of our products and to monitor the inventory level and the quality of our products.





## CHAPTER 13 — MORAL INTEGRITY AND ANTI-CORRUPTION

Operating systems stemming from good moral integrity and anti-corruption mechanism are the cornerstone of the sustainable and healthy development of the Group. Apart from adherence to relevant laws and regulations, the Group also maintains a “Code of Moral Business” which demands that all the Group’s employees not to provide, undertake, request or receive any improper benefits, whether directly or indirectly, during their course of business engagement, nor to take any other actions constituting breach of fiduciary duties. Such behaviors to be prevented include criminal acts such as bribery, extortion, fraud, money laundering, the provision of illegal political contributions, and other acts such as inappropriate charitable donations or sponsorships, provision or acceptance of unreasonable gifts, entertainments or other improper benefits, infringement of trade secrets and engagement in acts of unfair competition, etc.

During the Reporting Period, there were no confirmed non-compliance incidents in relation to laws and regulations regarding bribery, extortion, fraud and money laundering, including Anti-Unfair Competition Law of the PRC (中華人民共和國反不正當競爭法), that would have a significant impact on the Group.





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM

Since the ASF epidemic was first detected in Shenyang City in August 2018, the disease has widely spread in the mainland China and many provinces and direct governed municipalities have reported cases of the disease. ASF is a highly contagious and deadly disease affecting hogs and there is no cure or vaccine to eradicate the disease. However, the disease has no known harmful effect on humans, even if infected pork products are consumed.

Huge amount of hogs have been culled in order to halt the spread of the disease and this action has hit production of hogs and pork products in the nation hard and also disrupted the production plans and business expansion plans of many companies. Many companies in the mainland China are facing huge challenges in containing and eradicating the disease.

In view of the highly contagious features of the disease, management of ASF requires extremely strict control of pig feed to exclude any infected material, isolating from outside hogs and wild boar as a route of transmission, rapid diagnoses, slaughter and disposal of all animals where an outbreak is reported as well as complete disinfection and deinfestation of a farm.

In view of this, the Group has implemented strict internal controls for sanitisation, hygiene, disease control and veterinary care in the Group's hog farm. According to the Group's stringent protocols, all vehicles and people entering the hog farm must first be sanitised. All visitors must wear clean overalls and boots provided by the Group and staff uniforms must be sterilised daily. A sanitising station is set up at the entrance of the Group's hog farm so that all people and vehicles must be disinfected before entry.



Sanitising station at entrance of pigfarm



Sanitizing water pool at entrance of pigfarm





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)



Sanitising of vehicles at entrance of slaughtering house



Sanitizing water pool for lorries entering the slaughtering house

To minimize the risk of disease, the Group disinfects its staff living quarters, pig farms, machines and equipment and the veterinary hospital on a regular basis and carries out routine health inspections. Farm managers are held accountable for any violations of the policy by either themselves or their subordinates and are subject to disciplinary actions.



Regular Sanitizations of pigfarm sites



Regular Sanitizations of hog barns





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

The Group's veterinarians carry out routine health inspections based on, among other things, the movement, manure and urine of pigs. Upon observation of any sign of sickness, the pigs will be immediately quarantined in a separate zone and examined by the Group's professional veterinarians. Where medical treatment is not cost-effective or not feasible, the diseased pigs shall be sold or culled and their dead bodies shall be disposed of properly and the immediate areas will be disinfected.

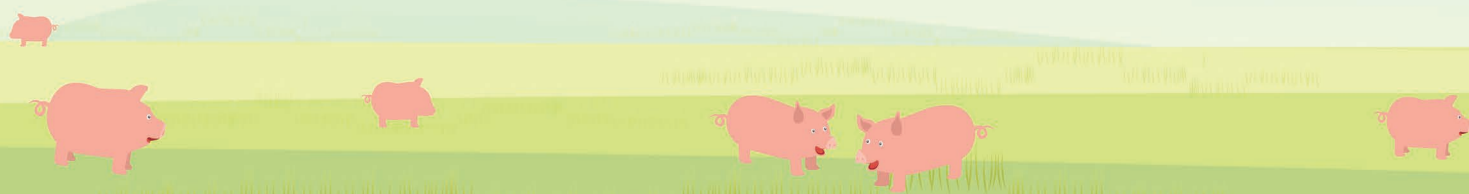
Emergency measures are in place in case of outbreaks of animal diseases. The Group has established an emergency unit for outbreak of material infectious diseases. The emergency unit consists of several members of senior management and frontline staff at the Group's hog farm. In the event that an outbreak of infectious diseases or a suspected outbreak takes place, the emergency unit will be responsible for (i) arranging veterinarians to conduct quarantine against all the hogs in the Group's farm and to make necessary reports to the Veterinarian Department of Chengxiang District of Putian City (莆田市城厢区畜牧兽医局); (ii) isolating hogs which are suspected to be infected; (iii) conducting a thorough and immediate sterilization to all curtain-barns; (iv) in case of outbreak of FMD, PRRS or other material diseases among the hogs, conducting extermination of hogs as instructed by the local government.

During the Reporting Period, there had been no outbreak of any disease (including African swine fever) in the Group's pigfarms and slaughtering house. The Group's inspectors carry out monthly immunization checks. Based on the inspection results, the Group's pigfarm managers would devise or renew the immunization plan. The inspectors conduct regular inspections of the pigfarms' immunization records and ensure a sufficient supply of vaccines.

When the outbreak of the COVID-19 pandemic came to the attention of the management of the Group, we conducted a risk assessment of our operations to determine where in the process our employees might be exposed to the risks and developed relevant measures and modifications to our workflows to mitigate the risks in addressing the following issues:

- To reduce transmission among employees
- To maintain healthy business operations
- To maintain a healthy workplace

Maintaining compliance with personal preventive measures is important to achieve the balance between COVID-19 pandemic control and production resumption. Basic preventive measures include universal facemask wearing, not only in the workplace but also at other public settings, sanitizing hands after returning from public spaces or touching public installations or equipment, and avoiding meals and social gathering and crowded places. Since 2020, all these measure are still in place for every part of our workplaces, amenity and boarding facilities and for every member of our staff.





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

### TO REDUCE TRANSMISSION AMONG EMPLOYEES

Effective measures for maintaining a workplace-wide COVID-19 virus-free environment serve to help prevent community transmissions of the virus and to boost healthy national economic development. This task is never easy especially where there are clear trends indicating the increased risk of transmission in some sectors including services and sales teams, cleaning teams and meat processing teams, workplaces with physical person-to-person contact, inadequate ventilation, common eating areas, shared work accommodations and travel.

Where an employee (or his/her family member) shows symptoms of infection, he or she should be separated from the rest of the workforce, customers and visitors until the criteria to discontinue home isolation are met. The management should keep the whole workforce updated if there is any confirmed infected case and ask employees to self-monitor for symptoms, including temperature monitoring. Inside the workplaces, employees are practicing social distancing by avoiding large gatherings and maintaining distance (approximately 2 metres) from other whenever possible, whether on duty or off duty. Routine and frequent cleaning and disinfecting of touched equipment, tools, objects and surfaces with suitable cleaning agents are carried out from time to time. Employees are provided with disposable wipes so that commonly used surfaces can be wiped down before each use. All employees are required to put on adequate personal protective equipment such as face screen, face mask, goggles and disposable overalls etc. Employees are required to check for local health notices in regards to their travel destinations. Business trips should be postponed or even cancelled if the destination is heavily affected by the coronavirus pandemic.

### TO MAINTAIN HEALTHY BUSINESS OPERATIONS

The Group's internal safety team is acting as coordinators who are responsible for managing the Group's response to the virus and continuously reviewing impact on the site. They are committed to developing emergency plans so as to allow the Group to react to any changes in the situation. These plans include a contingency plan in the event that production is curtailed at a facility or when there is unexpected change in headcounts.

The Group has also established a visitors/contractors policy that minimizes interaction between people. Face-to-face meetings have been substituted by teleconference or video conference. The Group works with contractors to schedule necessary visits after hours when there are fewer people and to question these persons prior to visits about their health conditions and exposure to virus. For transportation of hogs and materials, truckers are kept in their vehicles as far as possible and if they must exchange information with our employees, there are receiving offices with sneeze guard and sufficient distance from our core offices so as to minimize contact with people.

### TO MAINTAIN HEALTHY WORKPLACE

During the COVID-19 pandemic period, to prevent the virus from spreading around the workplace, we have taken the following measures to prevent transmission among employees and to ensure our workplace safety:

- Mandated work shifts and spacing of workstations have been instigated to decrease workplace density and quotas of office space occupancy have been established to limit density and physical contact;
- To promote regular and thorough hand-washing by employees, contractors and customers by putting sanitizing hand rub dispensers and displaying posters to remind them of hand-washing at the entrances and around the workplaces;





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

- To promote good respiratory hygiene by ensuring that face masks and paper tissues are available for those who develop a runny nose or cough at work along with closed bins for hygienically disposing them;
- Ordering employees with even a mild cough or low-grade fever or any symptoms of infection or who have had contact with infected persons to stay at home;
- Enhancing the flow rate of ventilation with more frequent replacement of filters, and making an effort to bring more fresh outside air into the facilities;
- More frequent disinfection and sanitization of workplace and facilities;
- Restrictions limiting social activities and all in-person functions have been instituted for non-essential business;
- Staggered meal breaks and shift work schedules have been implemented;
- Physical barriers and adaptation of workspaces have been in place;
- All employees are provided with sufficient personal protective equipment (PPE);
- Proper registration systems are in place to record names of employees and timing of entering each zone of the workplaces for facilitating contact tracing.

### AWARDS AND CERTIFICATES

After years of development, the Group's products and operations have earned a number of recognitions, a summary of which prevailing during the year from 2014 to 2020 is as follows:

Awards/Certificates	Issuing Organisation	Date of Issue	Expiry Date
Leading Enterprise of Fujian Province's Agricultural Husbandry Industrialisation 2016–2020 (2016–2020年度福建省農牧業產業化龍頭企業)	Department of Agriculture of Fujian Province (福建省農業廳) and Financial Department of Fujian Province (福建省財政廳)	July 2016	n.a.
Origin of Harmless Products to the Public (無公害農產品產地認證證書)	Department of Agriculture of Fujian Province (福建省農業廳)	February 2008 and renewed in July 2017	July 2020





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Awards/Certificates	Issuing Organisation	Date of Issue	Expiry Date
Certificate of Harmless Agricultural Product to the Public (無公害農產品證書)	Agricultural Products Quality Safety Centre of Ministry of Agriculture of China (農業部農產品質量安全中心)	June 2008 and renewed in November 2017	November 2020
Leading Enterprise of Fujian Province (省級重點龍頭企業)	Leading Committee of Fujian's Agricultural Industrialisation (福建省農業產業化工作領導小組)	July 2016	n.a.
2-Star Slaughterhouse Enterprise (二星級屠宰企業)	Economy and Trading Committee of Fujian Province (福建省經濟貿易委員會) (Document reference: Minjingmaoshichang [2009] No. 839) (閩經貿市場[2009] 839號文件)	2 December 2009	n.a.
Certificate of Origin of Harmless Products to the Public, Fujian Province (福建省無公害農產品產地認證證書)	Department of Agriculture of Fujian Province (福建省農業廳)	11 March 2011	March 2014
Certificate of Recognition of Advanced Quality Management (Quality standards recognised: GB/T19001-2008 and ISO 9001:2008)(質量管理體系認證證書)	Fujian Southeast Standard Certification Centre (福建省東南標準認證中心)	14 April 2011	13 April 2014
Hazard Analysis and Critical Control Point (HACCP) System Certificate (危害分析與關鍵控制點(HACCP)體系認證證書)	Fujian Southeast Standard Certification Centre (福建省東南標準認證中心)	13 July 2011	12 July 2014
Certificate of Harmless Agricultural Product to the Public (無公害農產品證書)	Agricultural Products Quality Safety Centre of Ministry of Agriculture of China (農業部農產品質量安全中心)	3 August 2011	September 2014
Seventh Round (2011–2015) Agricultural Husbandry Industrialisation —Leading Enterprise of Fujian Province (第七輪(2011–2015年)農業產業化省級重點龍頭企業)	Leading Committee of Fujian's Agricultural Industrialisation (福建省農業產業化工作領導小組)	December 2011	n.a.
Fujian Province's Famous Brand Product (福建名牌產品)	People's Government of Fujian Province	March 2012	March 2015





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area A1	Emission	Performance Indicator	Performance of the Group
KPI A1.1	The type of emissions and respective emission data	Nitrous oxide and sulfur dioxide emissions	<ul style="list-style-type: none"> <li>uses natural gas to reduce emission of fuel dust and sulphur dioxide</li> <li>uses marble and water film scrubbing dust collection technology (麻石水膜除塵工藝) to filter the fuel dust and sulphur dioxide</li> </ul> <p>In FY2020, emission of nitrous oxides was totaled 58.95kg (0.004kg/tonne of pig produced) and emission of sulfur dioxide was nil</p>
KPI A1.2	GHG emission in total and intensity	GHG emission in total Intensity	<p>GHG emission for FY2020 is 849 tonnes</p> <p>For intensity of GHG emission, please refer to page 21 of this Report</p>
KPI A1.3	Total hazardous waste produced and intensity	Hazardous waste produced	No hazardous waste was produced from the Group's business operations
KPI A1.4	Total non-hazardous waste produced and intensity	Non-hazardous waste produced Intensity	<ul style="list-style-type: none"> <li>26,817 tonnes of pig waste was produced by the Group which was turned into 89 tonnes of organic fertilizer. For intensity of waste production, please refer to page 23 of this Report</li> </ul>
KPI A1.5	Description of measures to mitigate emissions and results achieved	Measures to mitigate emissions and results achieved	<p>For measures to mitigate emission, please refer to page 18-20 of this Report</p> <p>GHG emission was maintained at same level of 0.059 tonnes in FY2020 (in term of GHG emission per tonnes of pig produced)</p>
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Hazardous waste produced How non-hazardous wastes are handled, reduction initiatives and results achieved	<p>No hazardous waste was produced from the Group's business operations</p> <p>For description of how non-hazardous wastes are handled and the reduction initiatives, please refer to page 21-25 of this Report</p> <p>Pig waste produced by the Group was reduced to 1.856 tonnes in FY2020 from 2.017 tonnes in FY2019 (in term of pig waste per tonne of pig produced) and some of the wastes became feedstock for organic fertilizer production. Excess pig waste not taken up for fertilizer production shall be well-treated by organic bed biofiltration process before discharging.</p>

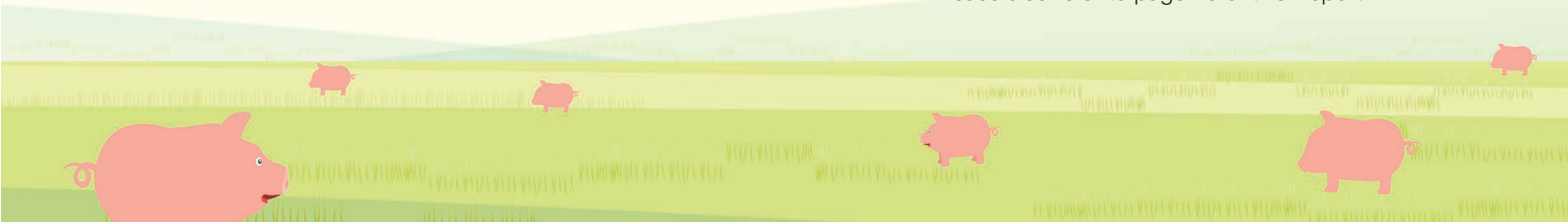




## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area A2	Use of Resources	Performance Indicator	Performance of the Group
KPI A2.1	Direct and/or indirect energy consumption and intensity	Electricity consumed for pig Breeding	Increased to 12.34kWh in FY2020 from 12.22kWh in FY2019 (per tonne of pig produced)
		Electricity consumed for pig feed production	Reduced to 5.46kWh in FY2020 from 5.60kWh in FY2019 (per tonne of pig feed produced)
		Electricity consumed for pig Slaughtering	Increased to 22.28kWh in FY2020 from 21.88kWh in FY2019 (per tonne of pig produced)
		Coal consumed for pig Slaughtering	Shifted from coal consumption to natural gas consumption in FY2018
		Fuel consumed for pig transportation	Increased to 0.0779 litres in FY2020 from 0.0699 litres in FY2019 (per head of pig)
		Fuel consumed for pig product transportation	Increased to 4.47 litres in FY2020 from 4.64 litres in FY2019 (per tonne of pig product)
		Intensity	For intensity of the energy consumption, please refer to page 20-21 of this Report
KPI A2.2	Water consumption in total and intensity	Water consumption for pig Breeding	Reduced to 14.23 tonnes in FY2020 from 14.52 tonnes in FY2019 (per tonne of pig produced)
		Water consumption for pig slaughtering	Reduced to 3.17 tonnes in FY2020 from 3.33 tonnes in FY2019 (per tonne of pig produced)
		Intensity	For intensity of the water consumption, please refer to page 25 of this Report
KPI A2.3	Description of energy use efficiency initiatives and results achieved	Measures to enhance energy use efficiency and results achieved	<ul style="list-style-type: none"> <li>• Improve pig barn insulation effectively to cut heat loss and energy wastage</li> <li>• Combination of heat lamps and heat mat are used for farrow heating in order to reduce energy consumption as compared with using heat lamps alone</li> <li>• install manual dimmers or thermostatic controls to reduce energy wastage for creep heating</li> <li>• take into account fan efficiency (in term of airflow per unit energy) in choosing the ventilation fans for its pig barns</li> </ul>

Please also refer to page 20 of this Report





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area A2	Use of Resources	Performance Indicator	Performance of the Group
KPI A2.4	Description of water efficiency initiatives and results achieved	<p>Issue in sourcing water that is fit for purpose</p> <p>Measures to enhance water Efficiency and results achieved</p>	<ul style="list-style-type: none"> <li>the Group does not have any issue in sourcing water that is fit for purpose</li> <li>to ensure safe water supply, water supply to the pigfarm and the slaughtering house is only sourced from those water wells approved by the Government.</li> <li>regulate flow and pressure of flow rate of drinking water supplied to pigs</li> <li>improve pig waste collection system to reduce water consumption for pig barn washing</li> <li>Improve slaughtering procedures and facilities to reduce water consumption</li> </ul> <p>Please also refer to page 25 of this Report</p>
KPI A2.5	Total packaging material used for finished products	Packaging material consumed	Reduced to 0.23kg per tonne of pig produced in FY2020 from 0.35kg per tonne of pig produced in FY2019
<b>Policies on minimizing the Group's Significant Impact on the environment and natural resources</b>			
Area A3		Performance Indicator	Performance of the Group
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	<p>Impact on environment and natural resources</p> <p>Actions taken to manage the impact</p>	<p>Please refer to page 18-23 of this Report</p> <ul style="list-style-type: none"> <li>effective pig waste and waste water treatment systems</li> <li>compliance of relevant environmental laws and regulations and other requirements</li> <li>optimize production processes to promote clean production, to reduce pollutants emission</li> <li>enhance staff training and staff awareness of environmental protection</li> </ul>





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B1	Employment	Performance Indicator	Performance of the Group
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Total workforce	<ul style="list-style-type: none"><li>• total 486 persons in the workforce</li><li>• 53% male and 47% female</li><li>• 15% age 29 or below; 55% between age 30 and 49 and 30% age 50 or above</li><li>• 97% in the PRC and 3% in Hong Kong</li><li>• 6% technical &amp; engineering; 20% administration; 31% production and 43% others</li></ul>
KPI B1.2	Employee turnover rate by gender, geographical region, age group and employment type	Employee turnover	<ul style="list-style-type: none"><li>• 2% male and 5% female</li><li>• 9% age 29 or below; 2% age between 30 and 49 and 3% age 50 or above</li><li>• 3% in the PRC and 31% in Hong Kong</li><li>• 0% technical &amp; engineering; 1% administration; 0% production and 8% other</li></ul>





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B2	Health and Safety	Performance Indicator	Performance of the Group
KPI B2.1	Number and rate of work related fatalities	Number of work-related Fatalities	zero
KPI B2.2	Lost days due to work injury	Lost days due to work injury	0 day
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Rate of applicable employee  Health and safety training hours completed per employee	100%  2.5 hours (excluding developing and training hours under B3.2)
Area B3	Development and Training	Performance Indicator	Performance of the Group
KPI B3.1	The percentage of employees trained by gender and employee category	Percentage of male and female employee receiving training	100% for male and 100% for female
KPI B3.2	The average training hours completed per employee by gender and employee category	Average hour of training received by employee	12.1 hours (excluding health and safety training hours under B2.3) <ul style="list-style-type: none"> <li>• Average 12.4 training hours per employees for male, and average 11.7 training hours per employee for female</li> <li>• 5.6 training hours per employee for technical &amp; engineering; 12.1 training hours per employee for administration; 12.6 training hours per employee for production and others</li> </ul>





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B4	Labour Standards	Performance Indicator	Performance of the Group
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Existence of child labour and forced labour	<p>The Group does not engage any minor labor aged below the legal threshold</p> <p>The Company has policies in place to prohibit forced labour and child labour;</p> <ul style="list-style-type: none"><li>• No child labourer under 16 years old has been employed by the Company, in strict compliance with the Labour Law of the People's Republic of China and requirements under relevant laws and regulations;</li><li>• All employees meet the minimum age requirements under relevant laws and regulations in China, i.e. all existing employees are 16 or over 16 years old, the legal working age;</li><li>• For any public recruitment, all applicants shall submit the following valid documents:<ul style="list-style-type: none"><li>A. identification card</li><li>B. 4 bareheaded bust photos taken in recent 3 months;</li><li>C. other documents (such as academic certificate), if necessary</li></ul></li><li>• For any applicant of factory recruitment, the head of the administration department of the factory is responsible for the arrangement of physical examination firstly, and then:<ul style="list-style-type: none"><li>A. check the identification document of the applicant</li><li>B. check the appearance on the identification card</li><li>C. calculate the date of birth and ensure the applicant is 16 or over 16 years old</li></ul></li></ul>





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B4	Labour Standards	Performance Indicator	Performance of the Group
KPI B4.2	Description of steps taken to eliminate such practices when discovered	Existence of child labour and forced labour	<p>To avoid employing minor labor, the Human Resources Department would examine valid identity documents of the job applicants for the verification of their actual ages</p> <p>Regular labour audit process would be performed, especially those potential high risk work groups (unskilled, temporary or seasonal employees) in order to identify and eliminate (along with proper assistances to) any forced labour.</p> <p>The Company has policies in place to prohibit forced labour. The standard working hours will not exceed 40 hours weekly. Overtime working, if necessary, is on a voluntary basis and controlled within 1 hour every day.</p>

Area B5	Operating Practice	Performance Indicator	Performance of the Group
KPI B5.1	Number of suppliers by geographical region	Rate of domestic purchase	100%
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practice are being implemented, how they are implemented and monitored	Supplier selection practices	<ul style="list-style-type: none"> <li>the Group procurement department prescreens supplier applications on the basis of product quality, production capacity, reliability, systems for quality control and traceability, and market reputation</li> <li>the practice has been implemented on approximately 90% of our suppliers</li> <li>Suppliers must provide the Group with the required quality certifications or testing report for each batch of key raw materials</li> <li>conduct regular on-site inspection of suppliers' production facilities</li> </ul>





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B5	Operating Practice	Performance Indicator	Performance of the Group
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	<p>Impact on environment and natural resources</p> <p>Actions taken to manage the impact</p>	<p>Please refer to pages 17-26 of this Report</p> <ul style="list-style-type: none"> <li>• effective pig waste and waste water treatment systems</li> <li>• compliance of relevant environmental laws and regulations and other requirements</li> <li>• optimize production processes to promote clean production, to reduce pollutants emission</li> <li>• enhance staff training and staff awareness of environmental protection</li> </ul>
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Supplier selection practices	<ul style="list-style-type: none"> <li>• the Group's procurement department has added its green supplier selection criteria into the Group's standard selection criteria in deciding which suppliers to participate in the supply chain</li> <li>• the green selection criteria focus on fulfilling government environmental regulations and meeting the Group's threshold of suppliers' environmental management requirement</li> <li>• conduct regular on-site inspection of suppliers' production facilities and work processes</li> </ul>
Area B6	Product Responsibility	Performance Indicator	Performance of the Group
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	Zero
KPI B6.2	Number of products and service related complaints received and how they are dealt with	%	Zero
KPI B6.3	How they are dealt with to observing and protecting intellectual property rights	Intellectual property right protection measures	Special team to monitor retailers to ensure no products not produced by the Group are being marketed under the Group's brand name and trademark





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B6	Product Responsibility	Performance Indicator	Performance of the Group
KPI B6.4	Description of quality assurance process and recall procedures	Number of case of product recall	<ul style="list-style-type: none"> <li>quality control over and periodical inspection of distributors and points of sale</li> <li>no product recall has been experienced by the Group so far</li> </ul>
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitor	Number of complaints received due to consumer data leakage	<p>None</p> <p>For description of consumer data protection and privacy policies, please refer to page 35 of this Report</p>
Area B7	Anti-corruption	Performance Indicator	Performance of the Group
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the Company or its employees during the reporting period and the outcomes of the cases	Number of cases	Zero
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored	Preventive measures	<p>The Group maintains a "Code of Moral Business" which demands all the Group's employees not to provide, undertake, request or receive any improper benefits, whether directly or indirectly, during their course of business engagement nor to take any other actions constituting breach of fiduciary duties</p> <p>The Company takes the following measures to monitor and prevent improper dealings:</p> <ul style="list-style-type: none"> <li>establishing anti-commercial bribery systems;</li> <li>consistently complying with relevant laws and regulations on the governance of commercial bribery in China, improving the staff's awareness to resist commercial bribery in all forms, and setting up a whistleblowing mailbox; and</li> <li>conducting irregular internal audit</li> </ul>
KPI B7.3	Description of anti-corruption training provided to directors and staff	Anti-corruption training hours completed per employee	11.7 hours of training per employee





## CHAPTER 14 — PRE-CAUTIONARY MEASURES AGAINST OUTBREAK OF INFECTIOUS DISEASES AT THE GROUP'S HOG FARM (CONTINUED)

Area B8	Community Investment	Performance Indicator	Performance of the Group
KPI B8.1	Focus areas of contribution	<p>Geographic area of recipients</p> <p>The community contribution made by the Company to Fujian province includes:</p> <ul style="list-style-type: none"><li>• addressing social employment;</li><li>• improving the income of farmers;</li><li>• playing an important role in promoting food safety to the community; and</li><li>• transforming traditional farming mode, driving modernization development of farming industry, developing green production and minimizing environmental damage</li></ul>	Fujian Province
KPI B8.2	Resources contributed	Donation to external organization	<ul style="list-style-type: none"><li>• Nil</li></ul>





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