



Hong Kong Food Investment Holdings Limited
香港食品投資控股有限公司

Stock Code 股份代號 : 60

2021
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告



INTRODUCTION TO REPORTING

Hong Kong Food Investment Holdings Limited (the “Company”), together with its subsidiaries (collectively, the “Group”), is pleased to present its fifth Environmental, Social and Governance (“ESG”) report, which has been prepared in accordance with ESG Reporting Guidelines set out in Appendix 27 of Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). This report presents relevant ESG policies and information, covering the financial year ended 31 March 2021 (“FY2020”).

THE YEAR IN REVIEW

Although it has been a year of change and resilience with the adoption of ever-dynamic plans and a push for digitisation, we continue to strive to safeguard the health and safety of employees and customers, to enhance our operational efficiency, and to be a good member of the local community. We have been responsive to government’s advice on COVID-19, and ensured stringent precautionary measures for our office and restaurants. We continue to follow the latest in technologies, and energy efficiency measures to be considered in our operations. We keep our staff and our social environs as a priority and ensure our day-to-day operations encourage growth of individuals as well as a community.

SCOPE AND BOUNDARY

This ESG report covers the Group’s main businesses including investment holding, frozen meats trading and restaurant operations based in Hong Kong. Our reporting aspects are reviewed and discussed by the management team and key stakeholders on a regular basis, to facilitate the assessment and review of the Group’s continual ESG performance and development. Through engaging our key stakeholders, our annual materiality assessment was conducted at the beginning of the reporting year to identify possible changes in ESG priorities and to align with the Group’s objectives and operations. A Summary of ESG Aspect Coverage is provided at the end of this report, which demonstrates our current level of reporting in line with the Stock Exchange’s reporting guide.

FEEDBACK

We welcome your feedback and comments on the Group’s sustainability report, approach and performance. You can reach us via email at admin@efood.com.hk.

OUR ESG AGENDA

“To support, to give back and to strive for environmental and social resilience within our community through our governance policies” is our motto for this financial year.

報告序言

香港食品投資控股有限公司（「本公司」）連同其附屬公司（統稱「本集團」）欣然提呈其第五份環境、社會及管治（「ESG」）報告，乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則附錄27的ESG報告指引而編製。本報告呈列覆蓋截至二零二一年三月三十一日止財政年度（「二零二零財年」）的相關ESG政策及資訊。

年度回顧

儘管年內我們採用不斷轉變的計劃和推動數字化，是靈活多變的一年，但我們繼續努力保障僱員和客戶的健康和安全，提高我們的營運效率，並成為本地社區的良好成員。我們一直響應政府有關COVID-19的建議，並確保我們的辦公室和餐廳均採取嚴格的預防措施。我們將繼續遵循最新的技術，並於我們營運中考慮採用能源效益措施。我們將我們的員工和我們的社會環境作為優先事項，並確保我們的日常營運鼓勵個人和社區的成長。

範圍及界限

本ESG報告涵蓋本集團於香港的主要經營業務，包括投資控股、凍肉貿易及經營餐廳。管理團隊及主要持份者將定期審閱及討論報告層面，以持續評估及檢討本集團的ESG表現及發展。透過持份者參與，我們於報告年度進行年度重要性評估，以識別ESG事項優次的潛在變化及配合本集團的目標及營運。本報告末載有ESG層面覆蓋概要，顯示本集團目前的報告程度符合聯交所報告指引的規定。

反饋

我們歡迎閣下對本集團的可持續發展報告、方法和績效提供反饋及建議。閣下可透過電郵至 admin@efood.com.hk 與我們聯絡。

我們的ESG議程

「透過我們的管治政策支持、回饋和致力為我們的社區提供環境和社會適應能力」是我們本財政年度的座右銘。

Environmental, Social and Governance Report

環境、社會及管治報告

The Group has been considering environmentally and socially conscious decisions in all aspects of operations. Coping with the COVID-19 pandemic has been a major focus this year in terms of administrative and business operations, logistics, and human resources management. By implementing precautionary measures, we strive to provide a more hygienic and safe business environment for our employees across the Group and customers. Switching to a more widespread adoption of technology including cloud data storage systems and online meetings has boosted our overall operational efficiency, and at the same time, has maintained social distancing to achieve a win-win situation for our people and the environment. This new mode of business operations allows the Group to be sustainable and adaptative to every opportunity encountered.

FOCUS ON ENVIRONMENT

With an aim for protecting the environment and improving the living standards of the community, the Group is in the midst of developing resource efficiency targets for step-by-step, continual improvements. This will also assist the Group to benchmark our operations against other similar organisations, and monitor the Group's past ESG performance. Planned performance targets are being developed for:

- Air emissions
- Carbon emissions
- Energy use efficiency
- Water efficiency, and
- Non-hazardous waste

ELECTRICITY

The Group has been pushing forward in terms of improving operational efficiency and promoting sustainable workstyles. Dynamic operation plans were implemented in response to government's social distancing regulations so that our restaurant operations could be maintained in an efficient manner. Though enhanced ventilation measures implemented, the amount of electricity consumption per unit of product has slightly increased from the previous reporting year. Conscious of the additional energy requirements, we continuously prioritise measures that ensure our workspace hygiene, with the efficient use of electricity. Similar to our previous reporting years, electricity consumption from our operations has been the major source of carbon emissions, accounting for almost 98% of the Group's total greenhouse gas emissions.

本集團一直考慮於各方面營運作出具備環境和社會意識的決策。在行政及業務運營、物流和人力資源管理方面，應對COVID-19疫情是本年度的重點事項。透過實施預防措施，我們致力為本集團的僱員和客戶提供更加衛生和安全的營商環境。隨著本集團更廣泛地採用雲端數據存儲系統和網上會議等技術，不但提高了我們的整體營運效率，同時保持了社交距離，為我們的僱員和環境達致雙贏。這種新的業務營運模式使本集團能夠可持續並適應所遇到的每個機會。

重視環境

為保護環境和提高社區生活水平，本集團正在製定資源效益目標，以逐步及持續改進。此亦將有助本集團將我們的營運與其他類似組織進行比較，並監控本集團過去的 ESG 表現。本集團正在制定下列各項的計劃表現目標：

- 空氣排放
- 碳排放
- 能源使用效益
- 用水效益，及
- 無害廢棄物

電力

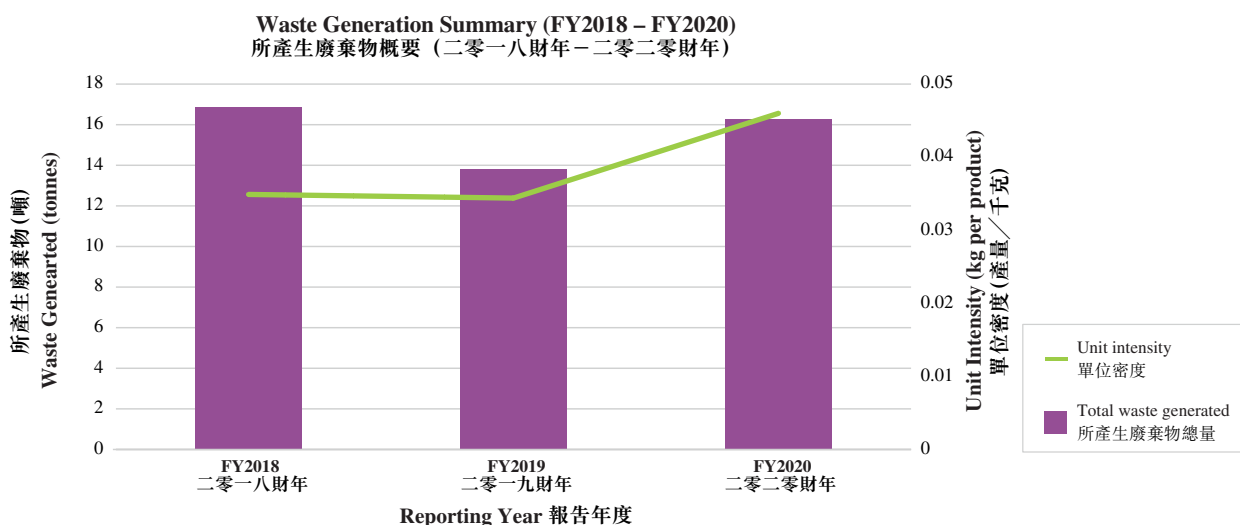
本集團一直推動提高營運效益和推廣可持續工作方式。為響應政府的社交距離規定，已實施了動態營運計劃，以使我們的餐廳業務可以有效的方式維持營運。儘管實施了加強通風措施，但每產量單位之用電量較上一報告年度輕微增加。意識到需要額外的能源，我們繼續優先採取措施確保我們的工作空間衛生，並有效用電。與上一報告年度相似，我們營運中的電力消耗一直是碳排放的主要來源，佔本集團溫室氣體總排放量接近98%。

WASTE MANAGEMENT

With additional disinfection and hygiene control measures applied within all of our premises, we have implemented waste management measures, including adoption of paperless electronic communications and documentation. Designated collection bins have been set up to divert recyclable waste from landfill including toner cartilages from office operations and waste cooking oil from restaurant operations. The recyclables are stored and collected by a registered recycler on monthly basis. In this reporting year, we have recycled approximately 3.8% of our total generated waste. We are constantly looking for opportunities to minimise our waste generation and enhance our recycling rates.

廢棄物管理

隨著我們於所有場所實施額外的消毒和衛生控制措施後，我們已實施廢物管理措施，包括採用無紙化電子通訊和文件。我們已設立指定收集箱，將可回收廢物從堆填區轉移，包括辦公室營運中的碳粉匣和餐廳營運中的廢棄食用油。可回收物由註冊回收商每月儲存和收集。於本報告年度，我們合共回收所產生廢棄物約3.8%。我們一直尋找機會盡量減少產生廢棄物及提高回收率。



Environmental, Social and Governance Report

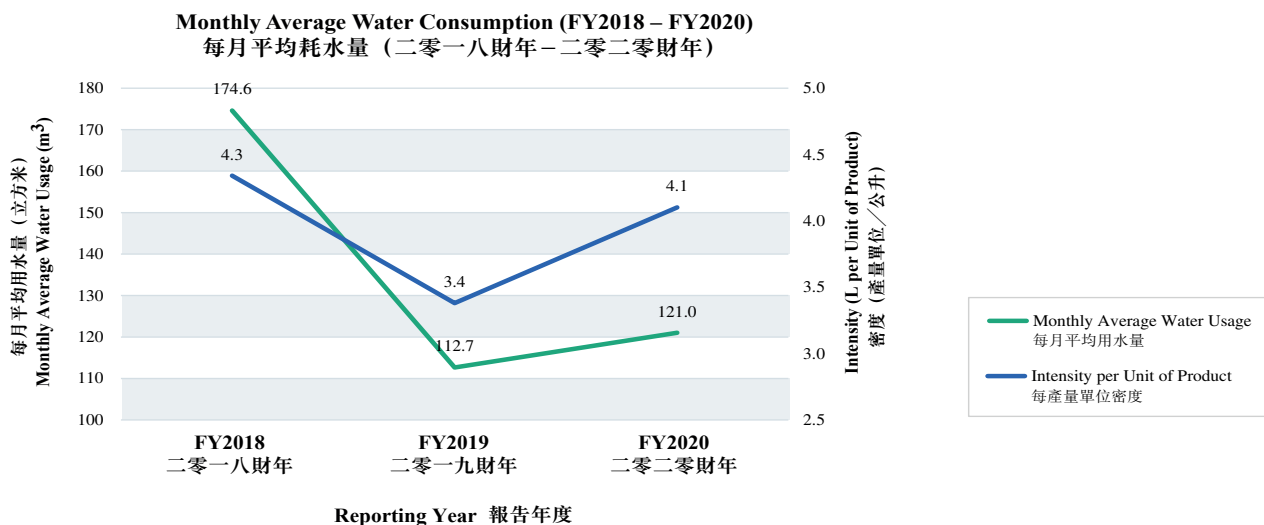
環境、社會及管治報告

WATER

Utilising water efficiently is crucial to our business operations, especially in our catering operations. This year the Group had an average water consumption of approximately 121m³ per month. We continuously investigate options including retrofitting or replacing our existing equipment with water-saving installations, especially sensor-based low-flow water faucets, and to provide a more hygienic environment with touch-less sanitary fitments.

水

有效用水對我們的業務營運至關重要，尤其是我們的餐飲業務。於本年度，本集團的平均耗水量約為每月121立方米。我們不斷研究各種選擇，包括使用節水裝置改造或取代我們現有的設備，尤其是具有感應式低流量水龍頭，並透過非接觸式衛生設備提供更衛生的環境。



FY2020 PERFORMANCE HIGHLIGHTS

二零二零財年表現摘要

	Annual Totals 年度總量	Intensity (Per Unit of Product) 密度 (以每產量單位計算)
Carbon Emissions 二氧化碳排放量	144 tCO ₂ -e 144噸二氧化碳當量	0.41 kgCO ₂ -e 0.41千克二氧化碳當量
Electricity 電力	380,409 kWh 380,409千瓦時	1.07 kWh 1.07千瓦時
Gas 燃氣	4,649 units of Towngas 4,649度煤氣	0.01 units of Towngas 0.01度煤氣
Water 水	1,452,000 L 1,452,000公升	4.10 L 4.10公升
Waste 廢棄物	16.28 t 16.28噸	0.046 kg 0.046千克
Units of Product 產量單位	354,094 units 354,094個	N/A 不適用

OUR CORPORATE RESPONSIBILITY

Encouraging physical and mental wellbeing is key to developing an inclusive workplace and strong sense of community, especially through the challenging time of COVID-19. We constantly review our policies to ensure that we provide support for and positive impacts on our employees. This year, we also continued our support to the community, in efforts to combat the pandemic and offer relief to the society around us.

EMPLOYMENT

The Group maintains its steadfast commitment to adhering and complying with all relevant labour standards. To ensure confidence during this time of uncertainty, we have adopted a range of adaptive measures aimed at supporting the Group's employees. Consideration for annual performance appraisals, annual reviews, and review of health benefits coverage, continues to play an important role in protecting the incomes, benefits and wellbeing of our employees.

TRAINING AND CONTINUAL DEVELOPMENT

With the migration from a paper-based to a virtual work environment, we encouraged our employees to enrol in online training programmes ranging from work-related courses to health and safety-related training. This year, the majority of our senior staff participated in online training courses and webinars to gain insight, identify opportunities, and understand challenges for further improvement of our corporate ESG practices and investments. The Group also encourages all staff to review and monitor their career development plans. We also recognise staff who are committed to the Group and those who demonstrate exceptional performance by presenting awards on an annual basis.

HEALTH AND SAFETY

In response to the pandemic, we regularly review and distribute Occupational Health and Safety ("OHS") tips and latest recommended measures via internal emails and communications. All colleagues are required to wear a facemask while on company premises and undergo daily body temperature checks. Hand sanitiser is available to all employees and customers in our back-office and restaurants. To encourage our staff to get vaccinated, we have implemented the provision of annual leave following vaccinations. Standard OHS training sessions are provided to all current and newly joined employees to introduce and reinforce health and safety knowledge and awareness. We are proud to report that it is our third consecutive reporting year with zero work-related injuries or fatalities across the Group.

PRODUCT AND SUPPLY CHAIN

With our core business focusing on food industry, we strictly implement Quality Assurance and Quality Control to ensure all our products are safe and hygienic. This year, we have further enhanced our product distribution and compliance checking procedures to ensure product quality and safety, and continue to operate in full compliance with the Food and Environmental Hygiene Department regulations, undergoing periodic inspections. We only source our products from reliable and reputable licensed vendors and suppliers to ensure food safety. Training and reminders on food handling methods and distribution standards are provided to staff to ensure our high standards of food hygiene and safety.

我們的企業責任

鼓勵身心健康是發展包容工作場所和強烈社區意識的關鍵，尤其是在COVID-19疫情下充滿挑戰的時期。我們持續檢討我們的政策，以確保我們為僱員提供支持和積極影響。於本年度，我們亦伸展至支持社區，致力對抗疫情，為我們的周邊社會提供支援。

僱傭

我們秉持堅定不移的承諾堅守並遵守所有相關勞工標準。為確保我們的僱員在這個不確定時期的信心，我們採取了一系列支持本集團僱員的適應性措施。我們會考慮年度績效評估、年度審閱和檢討健康福利覆蓋範圍，繼續在保護我們僱員的收入、福利和福祉方面發揮重要作用。

培訓及持續發展

隨著從紙質工作環境轉移至虛擬工作環境，我們鼓勵僱員參加網上培訓計劃，包含工作相關課程至健康與安全相關培訓等。於本年度，大多數高級員工已參加網上培訓課程和網絡研討會，以擴闊視野、物色機遇及了解挑戰，以進一步改善我們的企業ESG實踐和投資。本集團亦鼓勵全體員工檢討及監察其職業發展計劃。我們亦每年頒發獎項表彰為集團作出貢獻的員工和表現卓越的員工。

健康及安全

為應對疫情，我們定期檢討及透過內部電郵和與僱員的通訊方式發佈職業健康與安全（「OHS」）提示和最新建議措施。所有同事於公司場所必須佩戴口罩，並每天接受體溫檢查。我們的後勤辦公室和餐廳均設置搓手液以供所有僱員和客戶使用。本集團鼓勵員工接種疫苗，並於接種疫苗後提供年假。我們為全體現有和新加入的僱員提供標準的OHS培訓課程，以介紹和加強健康和知識和意識。本集團自豪地報告，我們連續第三個報告年度達致零工傷或因工身亡事故。

產品及供應鏈

我們的核心業務專注於食品行業，因此我們嚴格執行質量保證和質量控制，以確保我們所有的產品均安全及衛生。於本年度，我們進一步加強產品分銷和合規檢查程序，以確保產品質量和安全，並繼續全面遵守食物環境衛生署定期進行檢查的規格營運。我們只從可靠及信譽良好的持牌賣方及供應商採購產品以確保食品安全。本集團為員工提供有關食品處理方法及分銷標準的培訓及提示，以確保我們具備高水平的食品衛生和安全。

Environmental, Social and Governance Report

環境、社會及管治報告

ANTI-CORRUPTION

We constantly review our business guidelines and code of conduct policies to ensure the highest ethical standards from our workforce. Induction training continues to provide the introduction of our anti-corruption policy to all newly joined employees to ensure a clear understanding of the Group's expectations on ethical conduct. We encourage our staff, business partners and vendors to anonymously raise concerns if there is any perceived misconduct. Like last year, we have had zero reported cases of any form of bribery and corruption.

CARING FOR THE COMMUNITY

The Group strictly follows all the social distancing rules and hygiene standards within all our subsidiaries. All management teams have established response strategies and checklists to accommodate the latest COVID-19 related restrictions as set by the government, especially for our restaurant operations. This year, to continue to support the community around us safety, the Group has provided food donations to government bodies, and donations of disinfectant to nearby communities, in efforts to assist those in need during this time. We look forward to continuing our efforts in supporting our society and charities in the near future.

SUMMARY OF ESG ASPECT COVERAGE

Reporting Aspect 報告層面	Description 描述	FY2020 Report Coverage 二零二零財年報告覆蓋範圍	
A. Environment A. 環境			
Aspect A1: Emissions 層面A1：排放物			
General Disclosure 一般披露	Policies 政策	✓	
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	✓	
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes of CO ₂ e) and where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放總量(以噸二氧化碳當量計算)及(如適用)密度(如以每產量單位、每項設施計算)	✓	
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit production volume, per facility) 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	✗	Not applicable; the Group's operations do not generate hazardous waste 不適用；本集團的營運不會產生有害廢棄物

反貪污

我們不斷檢討我們的業務指南和行為守則政策，以確保我們的員工達到最高的道德標準。本集團繼續提供入職培訓以向所有新加入的僱員介紹我們的反貪污政策，以確保清楚了解集團對道德行為的期望。倘若發現任何不當行為，我們鼓勵員工、業務合作夥伴和供應商匿名提出關注。與去年一樣，我們並無接獲任何形式的賄賂和貪污個案的報告。

社區關懷

本集團於旗下所有附屬公司內均嚴格遵守所有社交距離規則和衛生標準。所有管理團隊已制定應對策略和清單，以適應政府制定的任何最新COVID-19相關限制，尤其是我們的餐廳營運。於本年度，為安全地繼續支持我們的周邊社區，本集團已向政府機構捐贈食物，並向鄰近社區捐贈消毒劑，以冀在此時刻幫助有需要的人士。我們期待於不久將來繼續致力支持我們的社會和慈善機構。

ESG層面覆蓋概要

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2020 Report Coverage 二零二零財年報告覆蓋範圍
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit production volume, per facility) 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	✓
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	✓
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	✓
Aspect A2: Use of Resources 層面A2: 資源使用		
General Disclosure 一般披露	Policies 政策	✓
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kwh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)	✓
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度(如以每產量單位、每項設施計算)	✓
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	✓
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題, 以及提升用水效益計劃及所得成果	✓
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes), and if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量	✗ Not applicable, the Group's operations do not involve product manufacture or packaging 不適用, 本集團的營運並無生產或包裝產品

Environmental, Social and Governance Report

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SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2020 Report Coverage 二零二零財年報告覆蓋範圍
Aspect A3: The Environment and Natural Resources		
層面A3：環境及天然資源		
General Disclosure 一般披露	Policies 政策	✓
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	✓
B. Social		
B. 社會		
Aspect B1: Employment		
層面B1：僱傭		
General Disclosure 一般披露	Policies 政策	✓
Aspect B2: Health and Safety		
層面B2：健康及安全		
General Disclosure 一般披露	Policies 政策	✓
Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露	Policies 政策	✓
Aspect B4: Labour Standards		
層面B4：勞工準則		
General Disclosure 一般披露	Policies 政策	✓
Aspect B5: Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure 一般披露	Policies 政策	✓
Aspect B6: Product		
層面B6：產品		
General Disclosure 一般披露	Policies 政策	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2020 Report Coverage 二零二零財年報告覆蓋範圍
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Aspect B7: Anti-corruption
層面B7：反貪污

General Disclosure 一般披露	Policies 政策	✓
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Aspect B8: Community Investment
層面B8：社區投資

General Disclosure 一般披露	Policies 政策	✓
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