



Honworld Group Limited

老恒和釀造有限公司*

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號: 2226



**Environmental, Social
and Governance Report**
環境、社會及管治報告
2022

* For identification purposes only 僅供識別

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BOARD STATEMENT

董事會聲明

Dear Stakeholders,

On behalf of the board (the “Board”) of directors (the “Directors”) of Honworld Group Limited (“Lao Heng He”, “we” or “us”, the “Company”) which together with its subsidiaries, collectively, the “Group”), I am pleased to present the Environmental, Social and Governance Report (the “ESG Report”) of the Group for the year ended 31 December 2022 (the “FY2022”) for the purpose of demonstrating the Group’s policies, practices, measures and performance on environmental, social and governance (“ESG”) areas.

In 2022, society was facing unstable factors such as the COVID-19 pandemic, rising production costs and geopolitics; the Group also faces certain risks in the business development. Yet, the Company is committed to implementing various initiatives to address the ESG concerns as all of us, as well as our next generation, could be affected by ESG and sustainability issues. As such, as a Hong Kong-listed company, the Board evaluates and identifies the Group’s ESG-related risks and ensures that appropriate and effective ESG risk management and internal control systems are in place. It can be seen that stable ESG development can surely create value for the Group’s development.

The ESG Report demonstrates our continuous commitment to strengthen performance in sustainability, such as environmental performance and targets, corporate governance, community participation, customers’ satisfaction and care for the employees of the Group. In 2022, we were awarded the “2021 Model Enterprise for the Construction of Integrity Management System in the Food Industry of Zhejiang Province (2021年度浙江省食品工業企業誠信管理體系建設示範企業)” by the Zhejiang Food Industry Organisation (浙江省食品工業協會); in the area of scientific research, our Key Technological Development and Applications for Yellow Wine Tank Storage and Aging Quality Control (黃酒大罐貯存陳釀品質控制關鍵技術開發與應用), was awarded by China National Light Industry Council (中國輕工業聯合會) for “the second prize in Scientific and Technological Advancement (科學技術進步二等獎證書)”; and we have won “the Gold Award for the Third Brewed Cooking Wine (第三屆釀造料酒金獎稱號)” at the 17th China International Wine Expo & the Third Brewed Cooking Wine Evaluation (中國第十七屆國際酒業博覽會暨第三屆釀造料酒評選); the brand of “Lao Heng He Brewed Cooking Wine (老恒和料酒)” has been awarded “2022 Gold Award for the Brewed Cooking Wine Best Seller (2022料酒暢銷金品)” amongst the offline Brewed Cooking Wine at the fast-moving consumer goods weekly magazine for 23 consecutive years as well as achieving 17.7% of the market share which is the top of the industry for 5 consecutive years, showing that our achievements in ESG and other areas have been endorsed by the industry.

各位尊敬的持份者，

本人謹代表老恒和釀造有限公司(「老恒和」·「我們」·「本公司」·連同其附屬公司統稱「本集團」)的董事(「董事」)會(「董事會」)·欣然提呈本集團截至二零二二年十二月三十一日止年度(「二零二二財政年度」)的環境、社會及管治報告(「ESG報告」)·旨在展示本集團在環境、社會及管治「ESG」領域方面的政策、實踐、措施及表現。

二零二二年·社會面對新冠肺炎疫情、生產成本上漲與地緣政治等不穩定因素;本集團在業務發展過程中同樣面臨一定風險。然而·本公司仍致力於解決ESG議題·因為我們明白我們所有人和我們的下一代均可能受到可持續發展和ESG問題影響。因此·作為一家具有影響力的香港上市公司·董事會有責任評估和識別本集團的ESG相關風險·並確建立立適當有效的ESG風險管理和內部控制制度。由此可見·穩健的ESG確實能夠為本集團的發展創造價值。

本ESG報告表明我們不斷致力於在環境績效和目標、公司治理、社區參與、客戶滿意度和員工關懷等領域各方面提高我們的可持續發展表現。二零二二年·我們榮獲浙江省食品工業協會授予「2021年度浙江省食品工業企業誠信管理體系建設示範企業」的稱號;在科研項目方面·黃酒大罐貯存陳釀品質控制關鍵技術開發與應用獲得中國輕工業聯合會科學技術進步二等獎證書;及在中國第十七屆國際酒業博覽會暨第三屆釀造料酒評選中獲得第三屆釀造料酒金獎稱號;而「老恒和料酒」品牌在連續23年權威發佈的快消品周刊中獲得2022年度線下料酒「2022料酒暢銷金品」稱號及在2022年線下銷售市場佔有率為17.7%連續5年蟬聯行業第一·證明我們於ESG等領域均得到業界的認可。



BOARD STATEMENT

董事會聲明

The Board is responsible for the implementation of the ESG initiatives and the monitoring of the effectiveness of the ESG strategies, directions and policies of the Group. The Board believes that an effective corporate governance structure is crucial in order to achieve a successful integration and effective management of sustainability for the business development of the Group. In order to effectively manage and monitor the performance of the Group in the ESG areas, the Board has identified the ESG-related issues and potential risks and the Board would analyse and review the ESG risks and opportunities, performance, progress, goals and the ESG-targets of the Group regularly.

The Board has engaged a third-party professional team to review the Group's ESG organisational structure, management and policies for enhancement and replenishment, so as to enhance the Group's ESG performance. Besides, the Board will also ensure the effectiveness of the Group's ESG risk management and internal control system and actively communicate with internal and external stakeholders to understand their expectations and requirements. The Board believes that the Group's ESG engagement will be highly beneficial to the areas of the long-term development of the Group. The Board will continue reviewing and monitoring the Group's ESG performance and providing consistent, comparable and reliable ESG information to the stakeholders on an annual basis.

Upholding quality and crafting excellence. With the improvement of the level of the population's dietary needs, the demand for cooking wine products has shifted to medium and high-end products, which means that people's demand for cooking wine products do not limit to "delicious", instead it becomes "delicious + healthy", indicating the change in the concept of consumption. Consumers used to be price sensitive, but they are now more sensitive to physical safety. As always, Lao Heng He is motivated by "ensuring food safety, promoting environmental protection and enhancing consumers' health". With quality products and naturally-brewed cooking wine with no additives, we strive to set up an exemplar for the industry. Lao Heng He updates and improves internal management standards with reference to requirements higher than national standards. We also take the initiative to improve the control of key internal control indicators and are committed to providing customers with better quality, healthy and safe natural brewing condiment products. We uphold the flavour and quality of our products as well as actively promote the formulation of industry standards for the healthy development of the industry, so that consumers can enjoy them without worrying. We plan to focus on building a new brand "Laohenghe" in accordance with the total marketing solutions for the next three years while strengthening the Symbol Concept.

董事會對本集團的ESG相關議題負主要責任，並監督其ESG策略、方向和政策。董事會相信，有效的管治結構對集團成功整合和有效管理可持續發展業務非常重要。為更有效地管理及監察本集團的ESG表現，我們已識別相關問題和潛在風險，董事會亦定期分析和審查本集團的ESG風險和機遇、表現、進展、目標和指標。

董事會聘請第三方專業團隊審視本集團的ESG組織架構、管理和政策等各方面予以完善和補充，以提高本集團的ESG水平。此外，董事會亦確保本集團ESG風險管理及內部監控系統的有效性，並積極與內外部持份者溝通，了解他們的期望和要求。董事會相信，本集團對ESG議題的參與將非常有利於本集團的長遠發展。董事會將繼續檢討及監察本集團的ESG表現，並每年向持份者提供一致、可比較及可靠的ESG信息。

恆以釀質，誠品匠造。隨著居民飲食需求層次提升，對料酒產品的需求向中高端化發展，人們對料酒產品的需求不僅僅再是「美味」，而是提升至「美味+健康」，消費觀念改變了，以前消費者對價格很敏感，現在消費者對於身體安全更敏感。老恒和始終將「保障食品安全、推動環境保護及促進消費者健康」視為驅動力。憑藉高質量的產品，以零添加原釀料酒為突破口，力求成為行業的風向標。老恒和參照高於國家標準的要求，更新並完善內部管理標準，主動提升對關鍵內部控制指標的管控，致力於為消費者提供更為優質、健康、安全的天然釀造調味品。我們在確保產品風味和品質的同時，積極推動產品行業標準制定，帶動行業健康發展，讓更多消費者吃得安心、放心。我們計劃將繼續按全案營銷未來三年規劃方案繼續深化圍繞打造老恒和全新品牌，重點強化符號概念。



BOARD STATEMENT

董事會聲明

Striving for mutual development and achieving the same goal. Lao Heng He always insists on being customer oriented. Since 2019, we have improved the e-commerce service system to enhance the overall ability to respond to consumer needs and to offer customers with diversified and new retail experience. Meanwhile, we focus on working with upstream and downstream partners in the supply chain to create a fair, transparent and mutually beneficial environment for industry development. We select quality distributors in a rigorous manner, establish a reasonable assessment method and discuss improvement plans together with distributors for joint development promotion. Lao Heng He established a mechanism for follow up, assessment and evaluation of suppliers to implement management of suppliers by ratings and categories. We also provide suppliers with guidance and support, while supervising and continuously improving the supply chain management with an aim to create a healthy, win-win and responsible supply chain.

Gathering talents with recommendation and promotion mechanisms. Adhering to the philosophy of “people-oriented”, Lao Heng He continues upholding the spirit of “craftsmanship” and working together with our employees. Since 2019, Lao Heng He has adhered to the principle of openness and fairness which aims to select the “best person for the job”. We passed the ISO 45001 Certification of the “Occupational Health and Safety Management System” to fully protect employees’ occupational health and safety. By increasing investment in team building and employee training, we provide employees with competitive remuneration packages and social security. We also continuously improve employee communication and transparent promotion mechanism to provide employees with a fair working environment while enhancing employees’ sense of belonging. Meanwhile, we adopt the “three-tier training (三幫)” system, which creates a comprehensive development of “Lao Heng He’s person (老恒和人)” through three aspects, i.e. inheritance of technology and tradition, abilities enhancement and quality training with the ultimate aim of promoting the joint development of employees and the Company.

Pursuing environmental harmony and green development. Lao Heng He is well aware of the positive impact of environmental protection on the sustainable development of the corporate. We obtained ISO 14001 Environmental Management System Certification. Through process optimisation, technological innovation, equipment transformation and other measures, we implemented and followed up the energy saving and consumption reduction target, as well as promoted green plant and lean management. We also adopted an intelligent online monitoring system to control energy as well as resource consumption and strived to improve resource as well as energy efficiency and reduce the impact of operations on the environment. Since 2019, Lao Heng He further underwent a lightweight transformation of glass bottle packaging. Ensuring the strength of packaging, the weight-to-volume ratio of glass bottles was reduced to enhance eco-friendliness and economic efficiency of packaging, thus reducing carbon emissions arising from the supply chain to a certain extent.

恆以共進，同道致遠。老恒和堅持以消費者為中心，完善的電商服務體系，全面提升響應消費者需求的能力，為消費者提供多元的新零售體驗。同時，我們亦注重與供應鏈上下游夥伴共同打造公平、透明、互利的行業發展環境。我們嚴格篩選優質經銷商，設定合理的考核方式，並共同探討提升方案，促進經銷商與我們共同發展。老恒和已建立一套供應商跟蹤與考核評價機制，對供應商進行分級分類管理，同時給予其輔導與支持，監督並不斷完善供應鏈管理，致力打造健康共贏的責任供應鏈。

和以聚力，採擷薦進。老恒和恪守「以人為本」的理念，通過不斷發揮匠人精神，與員工攜手共進。自二零一九年起，老恒和依舊秉承「公平公開、唯才是用」的原則挑選適宜的人才。我們已經通過ISO 45001職業健康安全管理體系認證，全面保障員工職業健康安全；通過增加對團隊建設的投入和員工培訓，為僱員提供在同行中具備競爭力的薪酬福利和社會保障；不斷完善員工溝通和透明的晉升渠道，為員工提供公平工作環境的同時增強員工歸屬感。同時，我們還通過「三幫」機制從技術傳承、能力提升以及素質培養三方面全面打造「老恒和人」，以最終促進員工與企業的共同成長。

和以自然，綠色發展。老恒和深知環境保護對於企業可持續發展的積極影響。我們已獲得ISO 14001環境管理體系認證證書，並通過流程優化、技術創新、設備改造等舉措，落實和跟進節能降耗目標，推進綠色工廠及精細化管理，採用智能在線監測系統，對能源、資源消耗進行管控，努力提高資源、能源利用率，降低營運對環境造成的影響。自二零一九年起，老恒和進一步對玻璃瓶產品包裝進行輕量化改造，在保證包裝強度的基礎上，降低玻璃瓶的重容比，提高包裝的環保性與經濟性，在一定程度上降低供應鏈的碳排放。

BOARD STATEMENT

董事會聲明

In the first half of 2022, in light of the impact of the resurgent pandemic in various provinces and cities on the development of various industries, the Group continued to steadily push forward with its fundamental principle and operating policies of “focusing on natural brewing cooking wine industry and refining other industries”. Besides our gratitude to the government and various community stakeholders for their support, we express our appreciation to all staff of the Group for their diligence and efforts. While guarding employees’ health and safety, we resumed operations and production in a steady and orderly manner. We also took the initiative to offer support and assistance in terms of manpower, financial means and materials to Shanghai and other regions to mitigate the impact that the pandemic has brought on society. In view of the new spending patterns due to the pandemic, we will enter into a comprehensive online channel strategic cooperation agreement with a third party professional team in the second half of the year, which empowers each other to tap into their respective advantages, complement each other, and compensate for the weaknesses of the other party. In future, Lao Heng He will, as always, offer safer, healthier naturally-brewed green condiments products with higher quality, and make greater contributions to the economy, environment and society together with all stakeholders, thereby establishing Lao Heng He as a diversified condiment manufacturer with cooking wine as a dominant product.

Finally, I would like to express my gratitude to my fellow Directors, senior management, and all staff of the Group for their contributions to the business development of the Group. With food safety and environmental protection measures deepening, the Group, as a leading base wine player in the cooking wine industry, clearly enjoys more advantages in terms of technology, capital, market and risk resistance over other small and medium-sized enterprises in the market. Furthermore, I would also like to take this opportunity to thank our customers, suppliers, business partners and shareholders of the Company for their continuous support and trust. I believe all members of the Group will continue dedicating their best endeavours to promote the business growth of the Group and strive to achieve the highest ESG standards.

於二零二二年上半年，各省市新冠肺炎疫情出現反復，影響各行業發展，本集團延續「聚焦天然釀造料酒產業，做精做細其他產業」的基本原則和經營方針一路穩步前行。除感謝政府、社會各界的支持，集團全體員工努力工作外，我們在保障員工健康安全、穩步有序復工復產的同時，也積極為上海及其他省份等多個地區，從人、財、物等方面提供支援與幫助，以減輕當地社區因抗擊疫情所帶來的影響。順勢與新冠肺炎疫情帶來的新消費習慣的養成，我們在下半年與第三方專業團隊全面簽署線上渠道戰略合作協議，發揮各自優勢、相互彌補、取長補短。未來，老恒和將一如既往為消費者提供更安全優質、更健康天然的綠色釀造調味品，攜手與各持份者在經濟、環境、社會等方面作出更大的貢獻，將老恒和打造成以料酒為主導產品的多元化調味品製造商。

最後，本人希望對本集團的董事會、管理層和本集團全體員工的辛勤付出表示最衷心的感謝。隨著食品安全及環境保護措施的深化，本集團作為料酒行業內的基酒龍頭企業相對於中小型企業在技術、資金、市場及抗風險能力的優勢日益明顯。此外，本人亦希望藉此機會衷心感謝我們的客戶、供應商、商業夥伴以及股東一直以來的支持和信任。相信本集團全體成員將竭盡全力，推動業務增長，亦致力讓本集團的環境、社會及管治表現更上一層樓。

For and on behalf of the Board

Chen Wei
Chairman of the Board

謹啟
謹代表董事會

陳偉
董事會主席

ABOUT THIS REPORT

關於本報告

OVERVIEW

This is the seventh Environmental, Social and Governance (ESG) Report issued by Honworld Group Limited for the purpose of providing information about Honworld's economic, social and environmental performances as well as our efforts in social responsibilities. It is expected that through this report you will have a better understanding of what we have done in achieving sustainable development and we are looking forward to receiving your feedback.

INTERPRETATION

This report is issued on a yearly basis covering the period from 1 January 2022 to 31 December 2022 (hereinafter referred to as the “reporting period” or “FY2022”), while certain information relates to previous years and 2023. For interpretation purpose, “Lao Heng He (老恒和)”, the “Company” and “we” or “us” used herein shall refer to Honworld Group Limited. The scope of this report is the same as that of the 2022 Annual Report of the Company. Unless otherwise indicated, all amounts presented in this report are dominated in Renminbi (RMB).

The ESG Report covers key performance indicators (“KPIs”) within the operational boundaries of the Group, which includes the corporate office (“office”) and the representative project(s) (“project(s)”) of the Group during FY2022.

REPORTING BASIS AND PRINCIPLES

The ESG Report is prepared in accordance with the ESG Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Listing Rules and is based on the four reporting principles — materiality, quantitative, balance and consistency:

- “Materiality” Principle:

The Group identifies material ESG issues by stakeholder engagement and materiality assessment. Details are set forth in the section headed “Materiality Assessment”.

- “Quantitative” Principle:

Information is presented with quantitative measure, whenever feasible, including information on the standards, methodologies, assumptions used, and provision of comparative data.

- “Balance” Principle:

The ESG Report identifies the achievements and challenges faced by the Group.

概覽

本報告是老恒和釀造有限公司發佈的第七份環境、社會及管治(ESG)報告，重點披露老恒和在環境、社會、經濟等方面績效表現的相關信息，以及我們在社會責任上的努力。希望本報告能使您更加了解我們的可持續發展之路，同時也希望能收到您對於本報告的反饋。

報告說明

本報告為年度報告，時間跨度為二零二二年一月一日至二零二二年十二月三十一日(以下簡稱「報告期」或「二零二二財政年度」)，部分信息涉及以往年份和二零二三年。為便於表述，報告中「老恒和」、「公司」、「我們」均代表「老恒和釀造有限公司」。報告覆蓋範圍與公司二零二二年年報相同。若無特別說明，本報告中所有涉及資金貨幣種類均指人民幣(元)。

本環境、社會及管治報告已披露於二零二二財政年度本集團於其營運邊界內的公司辦公室(「辦公室」)和代表項目(「項目」)的關鍵績效指標(「關鍵績效指標」)。

匯報基礎及原則

環境、社會及管治報告依循證券上市規則的附錄二十七所載之環境、社會及管治報告指引(「環境、社會及管治指引」)編制，並以四項匯報原則 — 重要性、量化、平衡及一致性為基準：

- 「重要性」準則：

本集團通過持份者的參與和重要性評估來釐定重大環境、社會及管治議題。詳情在「重要性評估」一節闡釋。

- 「量化」準則：

本集團於可行情況下以量化計量單位呈報資料，包括有關所用標準、方法、假設及提供比較數據的資料。

- 「平衡」準則：

本環境、社會及管治報告識別出本集團取得之成就及面臨之挑戰。

ABOUT THIS REPORT

關於本報告

- “Consistency” Principle:

The ESG Report is the seventh ESG report of the Group. The ESG Report will continue using consistent methodologies and environmental performance indicators for comparisons in the following years, unless improvements in methodology are identified.

The ESG Report has complied with all “comply or explain” provisions and disclosures outlined in the ESG Guide.

The information contained in the ESG Report is derived from internal documents and statistics of the Group, as well as the control, management, and operations information provided by the subsidiaries in accordance with the Group’s internal management systems. A complete content index is appended to the last section of this ESG Report for reference. The ESG Report is prepared and published in both Chinese and English at the Stock Exchange’s website (www.hkexnews.hk) and the Company’s website (<http://www.hzlaohenghe.com/>). In the event of contradiction or inconsistency between the Chinese version and the English version, the Chinese version shall prevail.

REVIEW AND APPROVAL

The Board acknowledges its responsibility for ensuring the accuracy and completeness of the ESG Report and to the best of their knowledge, the ESG Report has addressed all relevant material issues and has fairly presented the ESG performance of the Group for the FY2022. The ESG Report was reviewed and approved by the Board on 30 March 2023.

FEEDBACK

The Group respects your comments on this Report. Should you have any opinion or suggestion on the ESG Report, please feel free to liaise with the Group as follows:

Address: 299 Zhongxing Avenue, Wuxing District, Huzhou City, Zhejiang Province, PRC
Telephone: (86) 0572-2123225
Fax: 0572-2568852
Investor relation mailbox: ir02226@hzlaohenghe.com

- 「一致性」準則：

本環境、社會及管治報告是本集團的第七份環境、社會及管治報告。本環境、社會及管治報告未來數年將使用一致的方法作有意義的比較和環境績效指標，惟識別到方法改進除外。

本環境、社會及管治報告已按環境、社會及管治指引所述遵守所有「不遵守就解釋」條文。

本ESG報告所載資料均來自本集團的內部文件及統計數據，以及由附屬公司依據本集團內部管理制度提供的控制、管理及營運資料匯總。本ESG報告最後一節附有完整的內容索引，以便快速查閱。本ESG報告以中英文雙語編製及刊發，可於聯交所網站(www.hkexnews.hk)及本公司網站(<http://www.hzlaohenghe.com/>)查閱。倘中英文版本有任何抵觸或不符之處，概以中文版本為準。

審閱及批准

董事會明白其有責任確保環境、社會及管治報告的準確性和完整性，且據彼等所深知，本環境、社會及管治報告涵蓋所有相關的重大議題，並公平呈列本集團在二零二二財政年度的ESG表現。董事會確認已於二零二三年三月三十日審閱及批准本ESG報告。

意見反饋

本集團尊重閣下對本報告之意見。倘閣下有任何意見或建議，歡迎通過以下方式聯絡本集團：

公司地址：中國浙江省湖州市吳興區中興大道299號
電話：(86) 0572-2123225
傳真：0572-2568852
投資者關係部郵箱：ir02226@hzlaohenghe.com

PERFORMANCE HIGHLIGHTS IN 2022

二零二二年亮點績效

OPERATING RESULTS

- Sales amounted to RMB271.6 million, representing an increase of 7.5% as compared to 2021
- Sales from New Sales Channels¹ amounted to RMB230.7 million, representing an increase of 6.7% as compared to 2021
- Sales from supermarket channels amounted to RMB40.9 million, representing an increase of 12.1% as compared to 2021
- Our New Sales Channels have successfully covered over 30 provinces, autonomous regions and municipalities across 815 distributors
- 0 lawsuits relating to corruption

WIN-WIN SITUATION FOR THE INDUSTRY

- Approximately 100% processing rate of customers' and consumers' feedback
- Satisfaction survey and evaluation were conducted, targeting around 800 distributors, covering aspects such as products, cooperation pattern and brand market, and the overall satisfaction rate of the distributors reached 95.0 points

STAFF SUPPORT

- A total of 505 employees received our training and the total training hours were 3,440 hours
- Obtained the ISO 45001 Certification of "Occupational Health and Safety Management System"
- A total of 3 work-related injury during the reporting period and over the past 2 years

經營績效

- 銷售額約為人民幣271.6百萬元，較二零二一年增長約7.5%
- 新銷售渠道¹的銷售額約為人民幣230.7百萬元，較二零二一年增長約6.7%
- 商超渠道的銷售額約為人民幣40.9百萬元，較二零二一年增加約12.1%
- 我們的新銷售渠道已經成功覆蓋全國30多個省、自治區及直轄市，並擁有815家經銷商
- 貪污腐敗訴訟案件為0起

產業共贏

- 客戶及消費者信息反饋處理率約100%
- 已對接近800多家經銷商進行滿意度調研評估，評估包括產品、合作形式以及品牌市場等方面，經銷商綜合滿意度達到95.0分

員工支持

- 受訓員工人數達505人，培訓總時數達3,440小時
- 維持通過ISO 45001職業健康安全管理体系認證
- 報告期及過往2年間共發生工傷事件3起

¹ New Sales Channels refer to distribution channel, catering channel and e-commerce channel.

¹ 新銷售渠道指代流通渠道、餐飲渠道及電商渠道。

PERFORMANCE HIGHLIGHTS IN 2022

二零二二年亮點績效

ENVIRONMENTAL PROTECTION

- Comprehensive energy consumption amounted to around 16,584.43 MWh, representing an approximate increase of 33.2% as compared to 2021
- Total greenhouse gas emissions (Scope 1 and Scope 2) amounted to 7,657.05 tCO₂e, representing an approximate decrease of 20.6% as compared to 2021
- Total water consumption amounted to 224,914 m³, representing an approximate decrease of 18.6% as compared to 2021
- Wastewater discharge amounted to 112,453 m³, representing an approximate decrease of 19.5% as compared to 2021

環境保護

- 綜合能耗約16,584.43兆瓦時，較二零二一年增加約33.2%
- 溫室氣體排放總量(僅包括範圍一及範圍二)7,657.05噸二氧化碳，較二零二一年減少約20.6%
- 總用水量224,914立方米，較二零二一年減少約18.6%
- 污水排放量112,453立方米，較二零二一年減少約19.5%

COMMUNITY INVOLVEMENT

- In mid-2022, we donated RMB50,000 to the Red Cross of Changxing County (長興縣紅十字會)
- Towards the end of 2022, we donated RMB3,000 and supplies worth RMB17,251 to Huzhou Charity Federation (湖州市慈善總會)

社區公益

- 二零二二年中，向長興縣紅十字會捐贈50,000元
- 二零二二年末，向湖州市慈善總會分別捐贈3,000元及價值17,251元的物資



ABOUT LAO HENG HE

關於老恒和

COMPANY OVERVIEW

As one of the leading condiment manufacturers in China, Honworld Group Limited always adheres to its long-standing motto “Perseverance combined with good-naturedness and creditworthiness (恆以持之，和信為本) since its establishment, and we strive to pass on and develop craftsmanship based on our rich cultural heritage. With brewing experience of over hundreds of years in northern Zhejiang, we are committed to offer our customers with high quality and healthy brewed cooking wine, naturally-brewed soy sauce, naturally-brewed vinegar, soybean paste, sesame oil and fermented bean curd. In 2014, Lao Heng He was successfully listed on the Stock Exchange (stock code: 2226).

PRODUCT SERIES

Strictly following the “Comply with the weather, adapt to the earth’s atmosphere, use materials cleverly, make with skills” (天有時、地有氣、材有美、工有巧), Lao Heng He continues to establish itself as a diversified condiment manufacturer with cooking wine as a dominant product by pursuing in-depth development for the industry chain of condiments.

Brewing with traditional Chinese herbal recipe

- Adapting ancient skills as well as traditional Chinese herbal recipes, Lao Heng He’s cooking wine is hand-brewed and fermented in earthenware with selected quality Jin Chai Nuo (金釵糯) of Tai Lake and 15 natural spices.

Brewing with drying and dewing

- Adapting unique double-drying² and dewing techniques, Lao Heng He’s soy sauce is double brewed from early July to early October according to the seasonal and weather conditions.

Naturally brewed from rice

- With the unique climatic conditions of Huzhou, Jiangnan’s rainy seasons, Lao Heng He’s rose rice vinegar is brewed and naturally fermented once only during the rainy season every year.

Hand-brewed in pursuant to traditional craftsmanship

- With over 160 years of history of unique production craftsmanship, Lao Heng He’s fermented bean curd is hand-brewed with a delicate and rigorous manner by steps like grinding, filtering, moulding, pressing and fermenting.

公司概況

作為中國市場領先的調味品生產商之一，老恒和釀造有限公司自成立以來始終遵從「恆以持之，和信為本」的祖訓，通過深厚文化底蘊的積累傳承和發揚匠造品質，濃縮浙北地區醬缸產業數百年的精華，致力於為消費者提供優質、健康的釀造料酒以及原釀醬油、原釀醋、黃豆醬、麻油和腐乳等產品。二零一四年，老恒和在聯交所成功掛牌上市(股票代號「2226」)。

產品系列

老恒和認為「天有時、地有氣、材有美、工有巧」，通過深度開發調味品產業鏈，不斷向以料酒為主導產品的多元化調味品製造商邁進。

官藥秘方，陳年釀造

- 老恒和承襲古法，以官藥秘方，精選太湖優質金釵糯，配以十五種天然香辛料，手工釀制、陶壇發酵而成。

日曬夜露，陳年釀造

- 老恒和遵循節氣，小暑投料，寒露出油。通過特有的雙曬工藝²，兩次套釀經日曬夜露而得。

大自然發酵，大米釀造

- 老恒和地處江南湖州，梅雨季節氣候獨特。老恒和的釀醋，每年只在這個時節釀製，一年只產一季，利用天然菌種自然生長發酵而成。

傳統工藝，手工制作

- 老恒和有一百六十多年獨特的腐乳生產工藝，制作工藝細膩嚴謹，通過磨漿、過濾、定型、壓乾、霉化手工操作而成。

² Double drying: means naturally dry the soy source generated from the techniques of “natural drying” for the second time.

² 雙曬工藝：指將通過天然生曬出的醬油再進行生曬。

ABOUT LAO HENG HE

關於老恒和

OPERATING RESULTS

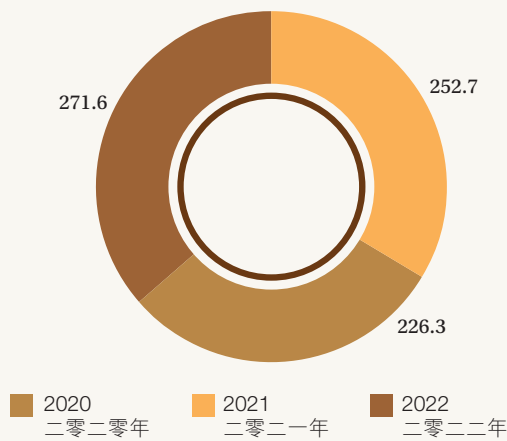
After the establishment of “New Sales Channels” over the years and timely adjustment of its own development channels, Lao Heng He’s sales channels have successfully covered over 30 provinces, autonomous regions and municipalities across the country with 815 distributors.

經營績效

經過多年以來對新零售渠道的建設，及時調整自身發展渠道，老恒和的新銷售渠道已成功覆蓋全國30多個省、自治區和直轄市，同時擁有815家經銷商。

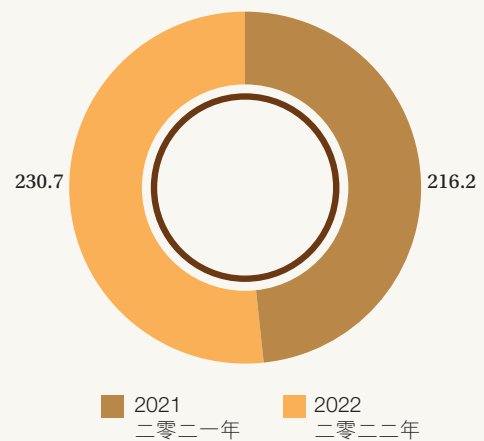
Changes in sales volume from 2020-2022
(unit: RMB million)

二零二零至二零二二年銷售額變化情況
(單位：百萬元)



Changes in sales volume of New Sales Channels from 2021-2022
(unit: RMB million)

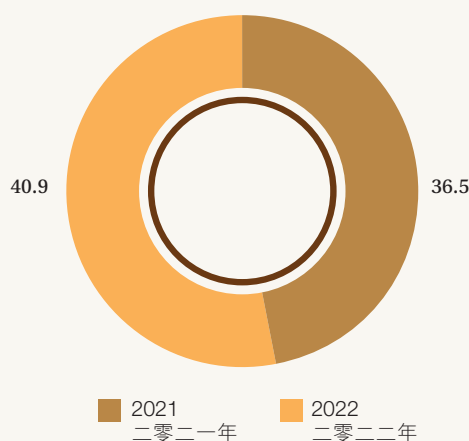
二零二一至二零二二年新銷售渠道銷售額變化情況
(單位：百萬元)



ABOUT LAO HENG HE

關於老恒和

Changes in sales volume of supermarket channels from 2021–2022
(unit: RMB million)
 二零二一至二零二二年商超渠道銷售額變化情況
 (單位：百萬元)



SOCIAL RECOGNITION

In 2022, Lao Heng He received the following major recognition:

- Lao Heng He was recognised as the “Model Union of Wuxing area 2021 (2021年吳興區示範型工會)” by the General Union of Wuxing area of Huzhou City (湖州市吳興區總工會);
- Lao Heng He’s research project, the Key Technological Development and Applications for Yellow Wine Tank Storage and Aging Quality Control (黃酒大罐貯存陳釀品質控制關鍵技術開發與應用), was awarded by China National Light Industry Council (中國輕工業聯合會) for “the second prize in Scientific and Technological Advancement (科學技術進步二等獎證書)”;
- Lao Heng He’s Scallion and Ginger Cooking Wine (蔥薑料酒)(Five-year Brewed) have won “the Gold Award for the Third Brewed Cooking Wine (第三屆釀造料酒金獎稱號)” at the 17th China International Wine Expo & the Third Brewed Cooking Wine Evaluation (中國第十七屆國際酒業博覽會暨第三屆釀造料酒評選);
- Lao Heng He was recognised as the “Harmonious Labour Relationship Enterprise at City Level (市級和諧勞動關係企業) (Model Enterprise of the “Shuangai” Activity) (“雙愛”活動示範企業)” by the Human Resources Security Bureau of Huzhou City (湖州市人力資源保障局), General Union of Huzhou City (湖州市總工會) and Industry and Commerce Association of Huzhou City (湖州市工商業聯合會);

社會認可

二零二二年，老恒和主要獲得以下認可：

- 老恒和獲湖州市吳興區總工會評選為「2021年吳興區示範型工會」；
- 老恒和的科研項目：黃酒大罐貯存陳釀品質控制關鍵技術開發與應用獲得中國輕工業聯合會「科學技術進步二等獎證書」；
- 老恒和的產品蔥薑料酒（五年陳釀）在中國第十七屆國際酒業博覽會暨第三屆釀造料酒評選中，獲得由中國酒業協會頒發「第三屆釀造料酒金獎」稱號；
- 老恒和獲湖州市人力資源保障局、湖州市總工會及湖州市工商業聯合會評選「市級和諧勞動關係企業（「雙愛」活動示範企業）」；

ABOUT LAO HENG HE

關於老恒和

- Lao Heng He was recognised as the “2021 Model Enterprise of Intellectual Property at Huzhou City (2021年度湖州市知識產權示範企業)” by the Market Surveillance Bureau of Huzhou City (湖州市市場監督局); and
- the brand of “Lao Heng He Brewed Cooking Wine (老恒和料酒)” has been awarded the “2022 Gold Award for the Brewed Cooking Wine Best Seller (2022料酒暢銷金品)” amongst the offline Brewed Cooking Wine at the fast-moving consumer goods weekly magazine for 23 consecutive years
- 老恒和獲湖州市市場監督局評選為「2021年度湖州市知識產權示範企業」；及
- 「老恒和料酒」品牌在連續23年權威發佈的快消品周刊中獲得2022年度線下料酒「2022料酒暢銷金品」稱號。



◆ The second prize in Scientific and Technological Advancement
「科學技術進步二等獎證書」



◆ 2022 Gold Award for the Brewed Cooking Wine Best Seller
2022年度線下料酒「2022料酒暢銷金品」稱號



◆ The Gold Award for the Third Brewed Cooking Wine
「第三屆釀造料酒金獎」

1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

1. 恆於律己，責任先行

Adhering to its longstanding motto of “Perseverance combined with good naturalness and creditworthiness (恆以持之，和信為本)”, Lao Heng He has been dedicated to the quality of brewing and inheriting the craftsmanship of brewing, in order to continuously contribute to the development of the industry and optimise its operations in terms of responsible governance, quality and inheritance, win-win cooperation, employee unity, green development, and returning to society. In the attitude of “self-discipline and self-improvement”, we will transform environmental, social and governance requirements into endogenous motivations to create value for government departments and regulatory authorities, shareholders and investors, corporate employees, customers and consumers, business partners and communities.

CORPORATE GOVERNANCE

Over the years, Lao Heng He always believes that a good corporate governance can effectively support internal management, corporate culture development, sustainable business growth and long-term value creation for shareholders. We continuously improve and optimise an effective accountability mechanism, comprehensively implements compliance activities such as anti-corruption, anti-monopoly and anti-unfair competition, protection of business information, and conducts business in a transparent and responsible manner and maintain high standards of corporate governance practices to increase accountability and transparency of the Company, with a view to protecting the long-term interests of the Company, customers and shareholders.

Governance Framework

Lao Heng He strictly complies with the requirements of the “Company Law of the People’s Republic of China (中華人民共和國公司法)”, the “Securities Law of the People’s Republic of China (中華人民共和國證券法)”, the “Code of Corporate Governance for Listed Companies (上市公司治理準則)” and a listed corporate governance structure established in accordance with the regulatory requirements of the Hong Kong Stock Exchange. The board of directors is the Company’s highest governance body consisting of the audit committee, the nomination committee and the remuneration committee, which is responsible for overseeing and regularly reviewing the Company’s overall governance performance and bringing long-term benefits to the Company and stakeholders.

老恒和秉持「恆以持之，和信為本」的祖訓，深耕釀造品質，傳承釀造之藝，不斷助力行業發展，並在營運過程中圍繞責任管治、品質與傳承、合作共贏、聚力員工、綠色發展以及回報社會等方面不斷優化，以「律己、力行」的姿態將環境、社會及管治要求轉化為內生動力，為政府部門及監管機構、股東及投資者、企業僱員、客戶與消費者、商業合作伙伴及社區創造價值。

企業管治

多年來，老恒和堅信良好企業管治能有效支持內部管理、企業文化發展、可持續業務增長以及股東長遠價值創造。我們不斷完善和健全權責機制，全面執行反貪腐、反不正當競爭以及商業信息保護等合規工作，以高標準的企業管治常規提高公司問責性及透明度，保障公司、客戶和股東的長遠利益。

治理框架

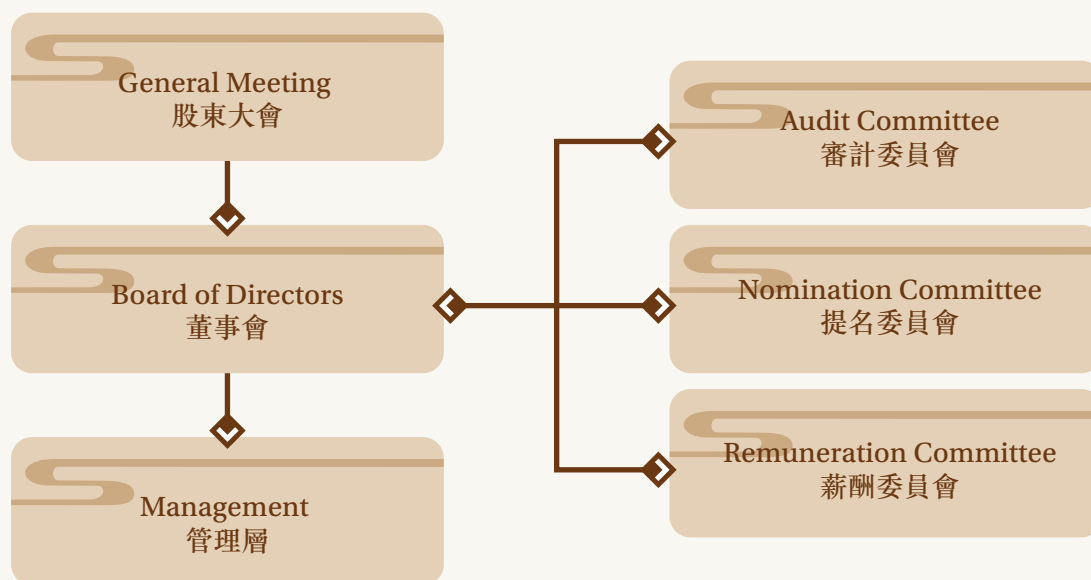
老恒和已嚴格按照《中華人民共和國公司法》、《中華人民共和國證券法》、《上市公司治理準則》及香港聯交所監管要求建立上市企業管治架構。董事會是公司的最高管治機構，由審核委員會、提名委員會及薪酬委員會組成，負責監督和定期檢討公司整體管治表現，為公司和持份者帶來長遠利益。



1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

1. 恆於律己，責任先行

Structure of Corporate Governance
企業管治構架



For more information on corporate governance, please refer to the section headed "CORPORATE GOVERNANCE REPORT" of 2022 Annual Report of Lao Heng He.

更多企業管治信息，請參閱老恒和二零二二年年報「企業管治報告」章節。

Risk Management and Control

Lao Heng He follows the guidelines on risk management and control set out in the "Corporate Governance Code (企業管治守則)" of the Stock Exchange and regularly completes and disclose the annual internal control and evaluation report of the Company in accordance with the requirements of the regulatory authorities and the board of directors. The board of directors are responsible for maintaining effective risk management and internal control systems and reviewing the effectiveness of the Company's risk management and internal control systems on a regular basis. The Company has established a set of procedures to identify, evaluate and manage the Company's major risks.

風險管控

老恒和遵循聯交所《企業管治守則》有關風險管控的指引，按照監管機構和董事會要求定期完成並披露公司的年度內部控制評價報告。董事會負責維持有效的風險管理及內部監控制度並定期檢討公司風險管理及內部監控制度的有效性。公司已制訂一套供以辨認、評估及管理本公司重大風險的程序。



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Risk Management System 風險管理體系

Board of directors 董事會

- ◆ Responsible for maintaining an effective risk management and internal control system and reviewing its effectiveness on a regular basis.
負責維持有效的風險管理及內部監控制度，定期檢討其有效性。

Senior management 高級管理層

- ◆ Based on the procedures established by the board of directors and the Audit Committee, the identified risks are assessed and prioritised, so as to recommend risk mitigation plan to the board of directors and the Audit Committee and designate the person-in-charge for risk management by the Audit Committee.
根據董事會及審核委員會負責制訂的程序，評估及排列所識別風險的優先次序，從而向董事會及審核委員會提議緩和風險的計劃及由審核委員會指定風險管理的負責人。

Various business departments 各業務部門

- ◆ Identify, monitor and evaluate the risks associated with the department itself and report to the senior management on a regular basis.
辨認、監察及評估與部門自身相關的風險，並定期向高級管理層匯報。

The Board and senior management review and evaluate the Group's ESG performance regularly and approve the annual ESG Report.

董事會及高級管理層定期審查和檢視本集團的環境、社會及管治表現，而董事會亦會負責批准本集團的年度 ESG 報告。

Lao Heng He actively establishes an Internet platform and embraces "New Retail". During the reporting period, we continued strengthening the risk management and control of the e-commerce business. In view of the possible risks of the Company's current e-commerce business, we formulated the "Sales Management Mechanism (Trial) (銷售管理辦法(試行))" in 2020, and established basic regulations for e-commerce accounts, such as strictly approving the creation of accounts, expenditure, money transfer, sales and fund management, at the same time strengthen the on-site inspection of partners in the e-commerce operation platform as well as to investigate the advantages of partners in the same industry to mitigating any possible risks. If relevant risk issues arise, we will promptly communicate with the Administration for Industry and Commerce and the Market Supervision Department to consolidate risk prevention measures.

老恒和積極建設互聯網平台，擁抱新零售。報告期內，我們持續加強對電商業務方面的風險管控，針對公司現階段的電商業務可能存在的風險，已於二零二零年制定《銷售管理辦法(試行)》，就電商賬戶管理設立基本規定，如：嚴格審批開立賬戶、支出、轉賬、銷售以及資金管理；同時，加強對電商營運平台合作方的現場考察及調查同行業合作方的優勢所在，務求盡量將相關風險減至最低。若出現相關風險問題，我們將及時與工商及市場監督管理部門對接處理，鞏固風險防範措施。



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UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

The Group is a supporter of the United Nations' Sustainable Development Goals ("SDGs") aim to tackle climate change and address a range of social needs.

We believe that 17 of the SDGs are relevant to our business operations and corporate policies, including:

聯合國可持續發展目標

本集團乃聯合國可持續發展目標的支持者並致力應對氣候變化及各個社會需要。

我們相信可持續發展目標中有17個與我們的業務及企業政策相關，其中包括：



BUSINESS ETHICS

Anti-Corruption Management

Lao Heng He strictly complies with laws and regulations such as "The Criminal Law of the People's Republic of China (中華人民共和國刑法)" and formulated the "Anti-corruption and whistle-blowing system (Trial) (反舞弊與舉報制度(試行))", which sets out a clear definition of malpractices and responsibilities to continuously regulate anti-corruption management and further prevent bribery, blackmail, fraud and money laundering.

商業道德

反貪腐管理

老恆和嚴格遵守《中華人民共和國刑法》等法律法規，並已制定《反舞弊與舉報制度(試行)》，對違規行為和職責歸屬作出界定，不斷規範反舞弊管理，進一步防止賄賂、勒索、欺詐及洗黑錢等行為的發生。

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We have established various whistle-blowing channels to create integrity honest, transparent and visioned operations. Meanwhile, Lao Heng He is committed to protecting employees who assist in the investigation and avoiding discrimination, retaliation or hostile behaviour. Those who violate the rules and disclose the information of the informer or take revenge against the whistle blower will be dismissed and the employment contract will be terminated. In case of law-breaking behaviours, those involved will be transferred to judicial departments for handling in accordance with the laws.

為打造廉潔、誠信、透明、陽光的營運環境，我們已設立多種投訴舉報渠道。同時，老恆和致力保護協助調查的員工，避免歧視、報復或敵對行為的發生。對違規洩露檢舉人員信息或對舉報人員採取打擊報復的人員，將予以撤職和解除勞動合同；觸犯法律者，將被移送司法機關依法處理。



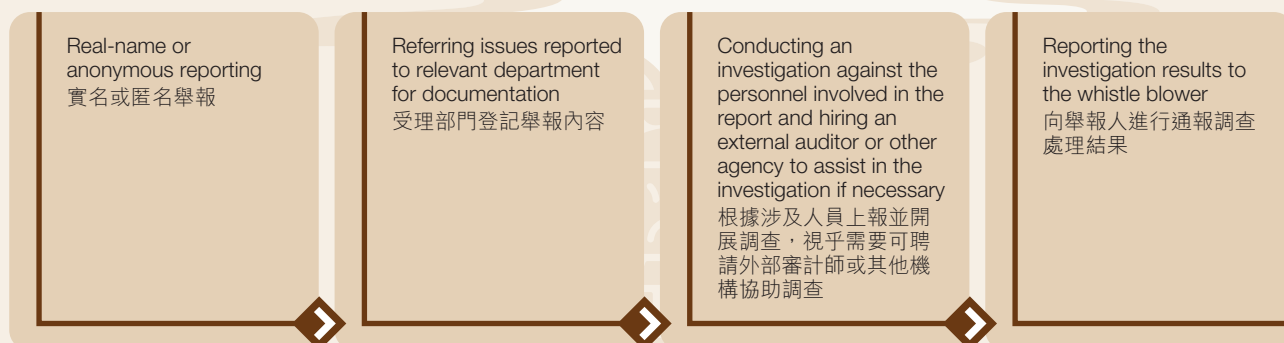
The Group is committed to upholding high standards of business ethics and prohibiting bribery and corruption, which is an integral part of SDG 16: Peace, Justice and Strong Institutions.

本集團致力於維護高標準的商業道德和禁止賄賂和腐敗，此為可持續性發展目標 16：和平、正義和強大機構的重要組成部分。



Complaints and Reports Handling Procedure

投訴舉報處理流程



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During the reporting period, Lao Heng He regarded anti-corruption propaganda as one of the basic works with respect to building integrity, and anti-corruption governance and applied corruption cases in the community to the actual situation of Lao Heng He. Through an in-depth investigation into the reasons of corruption and introducing alerts and providing education, Lao Heng He strengthens anti-corruption advocacy and supervision, enhances management's awareness of integrity and self-discipline, and prevent corruption. The Group provides anti-corruption training for the Directors, senior management and general staff regularly. The Group has completed annual anti-corruption training for the Directors and selected senior management of the Group in 2022. During the reporting period, Lao Heng He did not involve in any lawsuits relating to corruption.

報告期內，老恒和將廉政宣傳教育作為廉政建設與反腐敗的基礎性工作之一，以貪污事件作為案例，延伸至老恒和實際情況，透過深入剖析貪腐案件發生的原因並開展警示教育，強化反貪腐宣導與監督，提升管理層廉潔自律意識，預防貪污腐敗問題的發生。本集團定期為董事、高層管理人員和普通僱員組織反貪污培訓，本集團已於二零二二年完成董事和高層管理人員的年度反貪污培訓。報告期內，老恒和未發生貪污腐敗訴訟案件。

During the reporting period, Lao Heng He comprehensively strengthened the implementation of anti-corruption measures from procurement, administration, and sales to prevent violations of regulations and disciplines to conduct day-to-day business operation in compliance with laws and regulations.

報告期內，為了在日常營運中合法合規地開展業務，老恒和從採購、行政以及銷售等營運環節，全面加強反貪腐舉措落實，防止違規違紀行為的發生。

Procurement process 採購環節

- ◆ A new clause was added while drafting contracts: "It is forbidden to directly or indirectly provide any form of personal benefits such as money, property etc., to any employee of either party. Once discovered, the innocent party has the right to terminate the contract and the guilty party shall be imposed penalties for breach of contract."

在合同擬寫過程新增條款：「不得向任何一方員工直接或間接提供任何形式的金錢、財物等個人利益，一經發現無責任方有權解除合同，並處罰責任方作為違約金賠償。」

- ◆ Before signing the purchase contract, the internal audit department will conduct online inquiries on the prices involved and compare prices in the contracts with those in previous years. If there is a difference, the procurement will be suspended and not proceed to next step until an explanation of such differences obtained.

在採購合同簽字前，與內審部共同對合同涉及的價格進行網上查詢及往年價格對比，如發現差異則會停止採購，待差異情況說明完成確定後再進行下一步流程

Administration process 行政環節

- ◆ While reimbursement is processing, we determine whether there are any violation of regulations based on the reimbursement system and the corresponding cost and route query methods

在報銷過程中依據報銷制度及相應費用與路線查詢的方式，確定是否存在違規行為

- ◆ For reimbursement of accommodation expenses, payment with credit the facility is strictly prohibited in order to prevent violations under the name of the Company by anonymous persons

住宿費報銷過程中，杜絕掛賬行為，防止不明人員以公司名義進行相關違規行為

Sales process 銷售環節

- ◆ As for the related expenses of supermarkets, we assign supervisors to conduct unannounced on-site investigation and deal with the disputed prices properly

針對商超系統的相關費用，安排督導人員進行實地暗訪。針對異議價格妥善處置

- ◆ When the sales associates tendered their resignation, we will assign supervisors to carry out work inspections, and conduct interviews with distributors and other partners they have contacted to ensure that there are no violations and other circumstances before handing over

在業務員離職過程中，安排督導人員進行工作核查，針對所接觸的經銷商及其他合作夥伴進行訪談，確定無違規及其他情形後再進行交接

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Anti-Unfair Competition

Lao Heng He strictly complies with laws and regulations such as “The Anti-Unfair Competition Law of the People’s Republic of China (中華人民共和國反不正當競爭法)”, and monitors infringements in the market in all aspects and resists unfair competition that disrupts the market. During the reporting period, we continued strengthening our internal supervision mechanisms over the unfair competition in the market, and established the “Code of Practice for Lao Heng He Salesmen (老恒和銷售人員操作守則)” to monitor and supervise the professional conduct of salesmen. The Group also requires employees from various departments to pay attention to and monitor infringements in the market and respond to infringements in a timely manner. If infringement is found, we will submit a relevant infringement evidence and materials to the Administration for Industry and Commerce for processing or to the court for prosecution for unfair competition/patent infringement, and promote the rapid development of the entire industry in a fair and transparent market environment.

Protection of Business Secret and Intellectual Property

Lao Heng He established the “Management System for Business Secrets (商業秘密管理制度)” and the “Management System for Secret Protection (保密工作管理制度)” and resolutely opposes stealing, using without authorisation or revealing the Company’s business secrets by employees from any enterprises or third parties. The heads of each department are the primary responsible person for the protection of trade secrets. Each department designates a confidentiality officer to supervise the confidentiality measures, and the Corporate Management Department will investigate the cases of stealing, revealing and leaking of secrets, and penalise the personnel involved. During the reporting period, we continued strictly conforming to the monitoring of confidential information, including the Company’s major business decisions, business plans, business projects, production processes and procedures etc. Meanwhile, we continued introducing confidentiality agreements to be executed by relevant personnel and signing the competition agreements with resigned personnel, strengthening the Company’s business information protection in all aspects consistently.

Lao Heng He believes that protecting intellectual property rights shows respect to research and development (R&D) achievements and employee innovation, and strictly complies with the “Patent Law of the People’s Republic of China (中華人民共和國專利法)”. Provisions on patent management duties, approval of applications, licensing, protection and rewards and punishments were formulated, to protect R&D and innovation systematically.

反不正當競爭

老恒和嚴格遵守《中華人民共和國反不正當競爭法》等法律及相關規定，全方位監控市場上的侵權行為，抵制擾亂市場的不正當競爭行為。報告期內，我們持續加強內部市場不正當競爭監督機制，並制定《老恒和銷售人員操作守則》以規範銷售人員的職業操守。另外，本集團亦要求各層級員工時刻關注並監測市場上的侵權行為，及時對侵權行為作出反應。若發現侵權情況，我們將提交相關侵權證據及材料至工商管理局處理，或提交至法院起訴其不正當競爭/專利侵犯行為，推動行業整體在公平、透明的市場環境中快速發展。

商業秘密及知識產權保護

老恒和已制定《商業秘密管理制度》及《保密工作管理制度》，堅決反對任何企業僱員或第三方違法竊取、使用和洩露公司的商業秘密。各部門負責人為商業秘密保護的第一責任人，並在各部門設立一名保密員對保密措施進行督查，由企業管理部對竊密、洩密、失密事件進行查處。報告期內，我們繼續嚴謹恪守對於保密信息內容進行的規範，包括公司的重大經營決策、經營規劃、經營項目、生產工藝及流程等，同時亦繼續維持相關人員的保密協議及離職人員的競業協議的簽訂，持續從各環節加強公司商業信息保護。

老恒和認為對知識產權的保護是對研發成果和員工創新的尊重，通過嚴格遵守《中華人民共和國專利法》，制定並不斷完善內部專利管理制度，對專利管理職責、申請審批、許可使用、保護及獎懲等方面的內容進行規定，從制度上為研發創新保駕護航。

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ESG MANAGEMENT

Concept and Structure of Responsibility

Lao Heng He identifies its own sustainable development strategic direction as taking responsibility towards each ESG dimension involved in its operation, and actively assuming social and environmental responsibility. In 2022, Lao Heng He continues sticking to its sustainable development responsibility system in the following nine areas: food safety, compliance, community, environment, employment, product, enhancement of industry-standard, sound development of industrial structure as well as inheritance of skills, and has enhanced governance measures to fulfil its responsibility and commitments.

ESG 管理

責任理念與架構

老恒和通過對營運過程中涉及到的各ESG維度責任明確自身的可持續發展戰略方向，主動承擔社會環境責任。二零二二年，老恒和維持延續在食品安全、合規、社區、環境、僱傭、產品、行業標準完善、產業結構良性發展及技藝傳承九大領域的可持續發展責任體系，並不斷完善管治措施，履行責任承諾。

Scope of Sustainable Development Responsibility of Lao Heng He
老恒和可持續發展責任組成圖



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With the food safety and environmental protection measures deepening, the Group, as a leading base wine player in the cooking wine industry, clearly enjoys more advantages in terms of technology, capital, market and risk resistance over other small and medium-sized enterprises in the market. By establishing an ESG working mechanism, Lao Heng He transforms its commitment to stakeholders into concrete actions. We built a top-down ESG management structure in accordance with the requirements of “ESG Guidelines” issued by the Stock Exchange and clearly prescribed the authorities and responsibilities of ESG tasks at all levels. The Board of directors of Lao Heng He is responsible for the strategy and reporting functions in respect of the ESG of the Company, monitoring the implementations of ESG tasks by all levels of staff within the Company. In addition, in order to address extreme weather and climate change issues with increasing severity, the Board will also take on the responsibility of reviewing the implementation of the climate-related goals set by the Group and assessing the Group’s risks and opportunities in related aspects regularly in the coming year, and collects opinions from employees on the Group’s ESG vision and strategies through our internal communication mechanism, so as to ensure that our ESG development direction can keep align with the market and meet employees’ expectations for the Group’s ESG development. Besides, the Board has engaged a third-party professional team to review the Group’s ESG organisational structure, management and policies for enhancement and replenishment, so as to enhance the Group’s ESG performance.

隨著食品安全及環境保護措施的深化，本集團作為料酒行業內的基酒龍頭企業相對於中小型企業在技術、資金、市場及抗風險能力的優勢日益明顯。老恒和通過構建 ESG 工作機制，將對持份者的承諾轉化為具體行動。我們依據聯交所《ESG 指引》的要求自上而下建立 ESG 管理架構，明確各層級 ESG 工作權責。其中，老恒和董事會肩負公司 ESG 策略及匯報相關責任，並敦促公司各層級對 ESG 工作進行貫徹落實。此外，為應對日益嚴峻的極端天氣及氣候變化等議題，董事會亦將於來年肩負起定期檢視本集團所訂立與氣候相關目標的實踐情況及評估本集團在有關方面的風險與機遇，並透過我們的內部溝通機制向僱員收集其對本集團 ESG 願景和策略的意見，從而確保我們的 ESG 發展方向可同時跟上市場步伐及符合僱員對本集團 ESG 發展的期望。此外，董事會已聘請第三方專業團隊審視本集團的 ESG 組織架構、管理和政策等各方面予以完善和補充，以提高本集團的 ESG 水平。



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COMMUNICATION WITH STAKEHOLDERS

By establishing a normalised communication mechanism with stakeholders who have significant impact on the Company's sustainable development, Lao Heng He deeply understands the demands, opinions and suggestions of all parties, integrates the stakeholders and their concerns into the Company's operation and decision-making process, realises the integration of ESG management and the Company's daily operations, and drives the Company's long-term sustainable development. During the reporting period, Lao Heng He engaged third-party professional agencies to conduct comprehensive communication with various stakeholders through diversified channels including live interviews, and site visits, etc., so as to understand the overall development and ESG management of Lao Heng He that were most concerned by the stakeholders.

持份者溝通

老恒和通過與對公司可持續發展有重要影響的持份者建立常態化溝通機制，深入了解各方訴求、意見和建議，將持份者及其關注點融入公司的營運和決策過程，實現ESG管理與公司日常營運相結合，驅動公司的長遠可持續發展。報告期內，老恒和聘請第三方專業機構，通過現場訪談、實地走訪等多樣化渠道與各持份者展開全方位溝通，以了解各方對老恒和整體發展及ESG管理最為關注的議題。

Identification of stakeholders 持份者識別	Objectives of communication 溝通目標	Means of communication 溝通渠道
Government departments and regulatory authorities 政府部門與監管機構	<ul style="list-style-type: none"> Complying with laws and regulations of places of operation Paying taxes in accordance with laws Maintaining good relationship with local government Supporting governance of local government in accordance with law Meeting compliance requirements of regulatory authorities 遵守營運地點的法律法規 依法繳納稅款 與當地政府保持良好關係 支持當地政府依法治理 滿足監管機構的合規要求 	<ul style="list-style-type: none"> Understanding latest laws and regulations Understanding compliance requirements of regulatory authorities Active communication to promote mutual understanding 了解最新法律法規 了解各監管機構的合規要求 積極溝通、促進雙方了解
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Updating investors on the latest development of the Company Gaining trust from investors Gaining investors' support to management decisions Maximising investment returns to investors 讓投資者了解公司發展情況 獲取投資者信任 獲取投資者對管理層決策的支持 為投資者帶來最大的投資回報 	<ul style="list-style-type: none"> Regular announcement of financial and operational information and data, e.g. Annual Report, Mid-term Report, ESG Report, etc. General meetings with shareholders Active communication and answering queries 定期發佈財務和經營信息、數據，如：年報、中期報告、ESG報告等 股東大會 主動溝通解答疑問

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Identification of stakeholders 持份者識別	Objectives of communication 溝通目標	Means of communication 溝通渠道
Employees 企業僱員	<ul style="list-style-type: none"> Understanding employees' opinions on development of the Company Collecting suggestions from employees on enhancement Understanding employees' needs Informing employees of the direction of the Company Enhancing team spirit throughout the Company Providing a good working environment to employees 了解僱員對公司發展的意見 收集僱員的改善建議 了解僱員的需求 讓僱員了解公司發展方向 增強公司團隊向心力 為僱員提供一個適合自身發展的工作環境 	<ul style="list-style-type: none"> Training for employees on occupation, health and safety Caring for employees Public recruitment Worker union in the enterprise Organising cultural and recreational activities for employees Providing channels for feedback 僱員職業、健康、安全培訓 僱員關懷 公開招聘 企業工會 僱員文藝體育活動 意見反映平台
Customers 客戶／消費者	<ul style="list-style-type: none"> Understanding the comments of consumers towards products of the Company Offering products meeting consumers' needs Providing more attentive services to consumers Safeguarding personal information of consumers Setting up marketing strategies in compliance with business ethics 了解消費者對公司產品的意見 提供貼合消費者需求的產品 為消費者提供更貼心的服務 保障消費者的個人信息安全 制定更符合商業道德的營銷策略 	<ul style="list-style-type: none"> Marketing and communication in compliance with requirements Disclosure of corporate information Disclosure of product information Channels for consumer complaints and feedbacks 合規營銷溝通 企業信息披露 產品信息公開 消費者投訴及意見反饋渠道



1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

1. 恆於律己，責任先行

Identification of stakeholders 持份者識別	Objectives of communication 溝通目標	Means of communication 溝通渠道
Business partners (including suppliers and distributors) 商業合作伙伴 (含供應商、經銷商)	<ul style="list-style-type: none"> Developing long — term and good cooperation Creating win-win situation Creating cooperative atmosphere with mutual trust Jointly handling environmental and social issues 	<ul style="list-style-type: none"> On-going communication mechanism Responsible purchasing policy Fair and open purchasing principles Assessment and training for distributors
Local community 當地社區	<ul style="list-style-type: none"> Creating social values at the places of operation Enhancing economic development at the places of operation Protecting the interests of local residents Protecting the local environment 為營運所在地創造社會價值 促進營運所在地經濟發展 保障當地居民的權益 保護當地環境 	<ul style="list-style-type: none"> Organising social and charitable activities In-depth communication with the community Active communication with local government authorities 舉辦社會公益活動 深入社區溝通 和當地政府機構積極交流



1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

1. 恆於律己，責任先行

MATERIALITY ASSESSMENT

In preparing the ESG Report, the Group directly engaged with the following stakeholders as part of the materiality assessment process to identify and prioritise the issues to be included in the ESG Report which the Board believes would have significant impact on the Group's business and its stakeholders.

Process

重要性評估

於編製本ESG報告時，作為重要性評估流程的一環，本集團直接與以下持份者群體溝通，以確定本報告中涉及對本集團之業務及其持份者有重大影響的議題並加以排序。

流程

STAGE 階段

1

Identification 識別

A selection of ESG issues that may reasonably be considered important for the Group and its stakeholders from various sources, including listing rules requirement, industry trends and internal policies. 28 issues were identified and grouped into 4 categories: Environment, Employment and Labour Practices, Operating Practices and Community.

從各種來源（包括上市規則規定、行業趨勢及內部政策）選出本集團及其持份者可能合理認為屬重要的環境、社會及管治議題。我們已識別出28個議題並將之劃分為四類：環境、僱傭及勞工常規、營運常規及社區。

STAGE 階段

2

Prioritisation 確定優先級

Conducted online surveys to rate the importance of each issue from the perspective of a stakeholder and the Group using a scale of 1 to 5.

進行線上意見調查，從持份者及本集團的角度對每個議題的重要性進行評分，評分範圍為1至5分。

Developed the materiality matrix based on the scores of the surveys, set the threshold for materiality (i.e. at a score of average) and prioritised a list of sustainability issues.

根據意見調查的分數建立重要性矩陣，設定重要性的閾值（例如：平均值），並對可持續發展議題排序。

STAGE 階段

3

Validation 審驗

Management reviewed the materiality matrix and the threshold for materiality. ESG issues, with a score of average or above from the perspective of a stakeholder and the Group, were prioritised as the most important sustainability issues for the Group to address and report on.

管理層檢討重要性矩陣及重要性閾值。從持份者及本集團的角度出發，分數為平均分或以上的環境、社會及管治議題被列為本集團需處理及就此作出匯報的最重要可持續發展議題。



1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

1. 恆於律己，責任先行

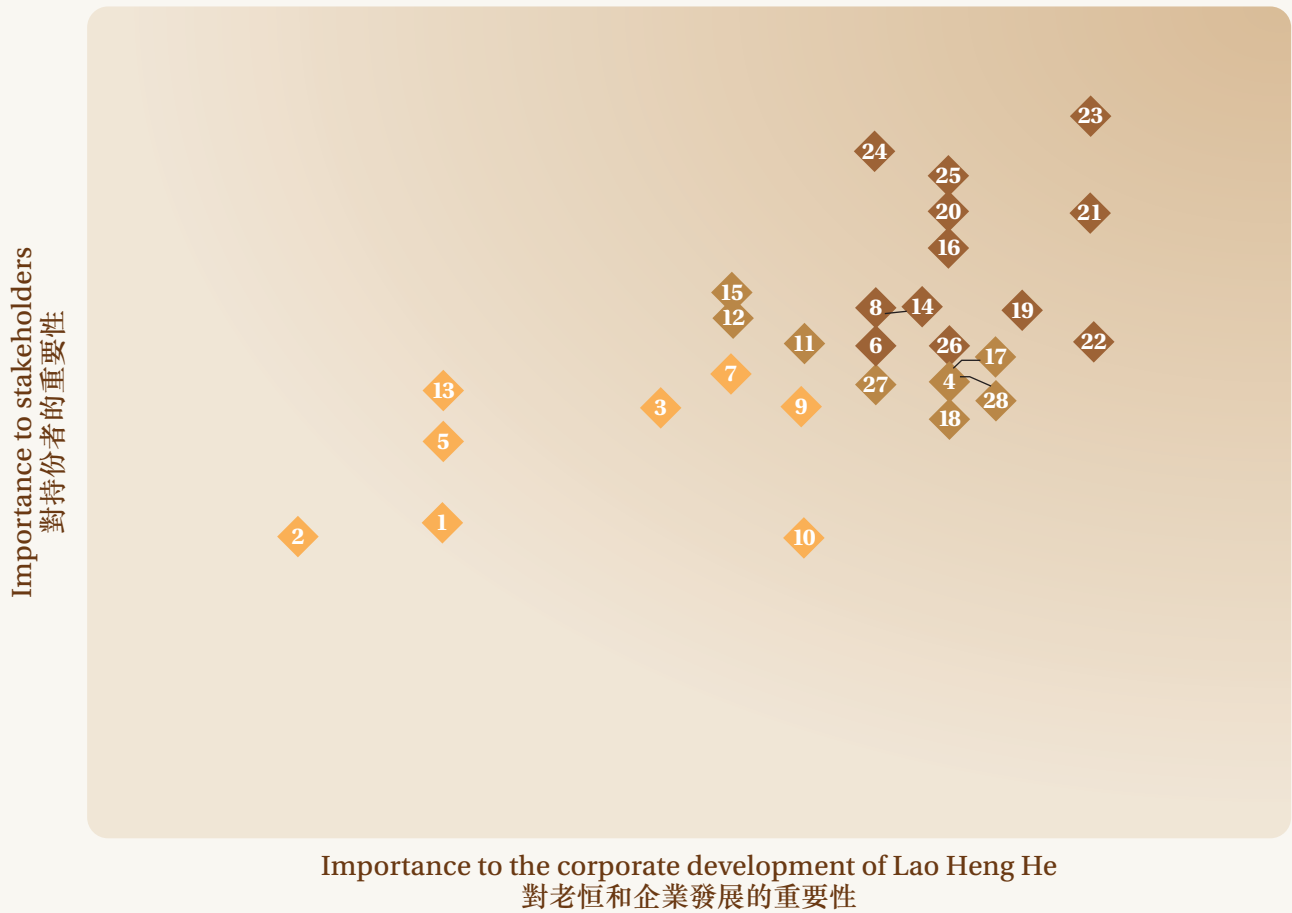
Materiality Matrix

Based on the materiality matrix, the Board believes that the most pertinent sustainability issues which are material to both the Group and its stakeholders include the following:

重要性矩陣

基於重要性評估，董事會認為對本集團和其持份者最為相關的可持續發展議題包括以下各項：

Materiality Matrix
重要性矩陣



1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

1. 恆於律己，責任先行

In 2022, the identified material topics are as follows:

二零二二年，我們識別出的重要性議題如下：

Topics of high importance 高度重要議題

6	Water efficiency	用水效益
8	Environmental regulations compliance	遵守環境法規
14	Staff occupational health and safety	員工的職業健康與安全
16	Prohibition of child labour and forced labour	防止僱傭童工和強制勞動
19	Compliance with regulations on marketing, product and service labelling	遵守市場推廣及產品和服務標籤的法規
20	Customers' privacy and information confidentiality	顧客私隱及資料保密
21	Customer satisfaction	顧客滿意程度
22	Intellectual property	知識產權管理
23	Safety of services/products	服務／產品安全
24	Quality of services/products	服務／產品質素
25	Business ethics	商業道德
26	Anti-corruption training for management and employees	管理層和員工的反貪培訓

Topics of medium importance 中度重要議題

4	Waste management	廢棄物管理
11	Employment practices	僱傭措施
12	Diversity and equal opportunities	員工多元化及平等機會
15	Staff development and training	員工發展與培訓
17	Responsible supply chain management	負責的供應鏈管理
18	Environmental friendliness on products or service purchased	採購產品和服務的環境友好性
27	Contributions to the society	社區貢獻
28	Communication and connection with local community	與當地社區的交流和聯繫

Topics of lower importance 較低重要議題

1	Air emissions	空氣排放
2	Greenhouse gas ("GHG") emissions management	溫室氣體排放管理
3	Effluents management	污水管理
5	Energy efficiency	能源效益
7	Use of raw materials and packaging materials	原材料及包裝物料使用
9	Land use, pollution and restoration	土地的使用、污染和恢復
10	Climate change	氣候變化
13	Anti-discrimination	反歧視



2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

For Lao Heng He, brewing is not only a kind of craftsmanship but also a kind of healthiness and affection. Lao Heng He has always relied on high-quality products with zero-addition raw cooking wine as a turning point, aiming to become the vane of the industry. Lao Heng He also actively explores and innovates, so that the products can meet the needs of modern people in terms of diversification and health on the basis of maintaining the natural taste while inheriting the ancient recipe. We plan to focus on building a new brand, “Laohenghe”, in accordance with the total marketing solutions for the next three years while strengthening the Symbol Concept.

OPTIMISING QUALITY WITH INGENUITY

Practising the quality concept of “justice, precision, timeliness, responsibility and innovation”, Lao Heng He has incorporated quality and safety into the Company’s strategy and strictly complies with the relevant requirements of laws and regulations such as “The Food Safety Law of the People’s Republic of China (中華人民共和國食品安全法)”. The quality and safety of products are controlled by system certification, management structure, equipment and environmental control, internal audit and non-conforming product management, and quality control measures are implemented in multiple dimensions.

The Group attaches great importance to the safety and health of its edible products. Our management system has obtained relevant certification, so that consumers can use our products with peace of mind. This is in line with SDG 2 Zero Hunger.



System Certification

In order to ensure food quality and safety, Lao Heng He has formulated more than 200 management documents. By including the quality and safety performance in the assessment indicators, the responsibility for the control of the raw and auxiliary materials acceptance standards, the processing process and the inspection procedures will be dismantled to each functional department to fully control the product quality and safety. During the reporting period, Lao Heng He passed the ISO 22000 Certification of the “Food Safety Management System” and the ISO 9001 Certification of the “Quality Management System”.

對老恒和而言，釀造是一種工藝，是一份健康，更是一種情懷。老恒和始終依靠高質量的產品，以零添加原釀料酒為突破口，旨在成為行業的風向標。老恒和亦積極探索創新，致力於在傳承古法同時保持自然之味的基礎上，滿足現代消費者多樣化、健康化的需求。我們計劃將繼續按全案營銷未來三年規劃方案繼續深化圍繞打造老恒和全新品牌，重點強化符號概念。

匠心品質

老恒和踐行「公正、精準、及時、責任、創新」的質量觀，將質量安全納入公司戰略，嚴格遵守《中華人民共和國食品安全法》及相關法律法規的要求，從體系認證、管理架構、設備及環境控制、內部審核及不合格品管理等方面對產品的質量與安全進行控制，多維度落實品質管控措施。

本集團十分重視其可食用產品的安全及健康。我們的管理系統已獲得相關認證，讓消費者能安心使用我們的產品。此與可持續發展目標2零飢餓相呼應。



體系認證

為保障食品質量與安全，老恒和制定了200多份管理文件，通過將質量安全績效列入考核指標，將對原輔材料驗收標準的把控、加工過程以及各道檢驗程序的責任拆解落實到各職能部門，全面管控產品質量安全。報告期內，老恒和通過了ISO 22000食品安全管理體系認證和ISO 9001質量管理體系認證。

2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

The promulgation of the “group standard” and “trademark” of cereal-based brewing cooking wine will not only play a positive role in standardising the healthy and rapid development of the cooking wine industry and promoting the high-quality development of the cooking wine industry but also facilitate the transformation of other enterprises to produce cereal-based brewing cooking wine. With continued reference to the requirements of the group standard of T/ZJFIA 002 “Zhejiang Rosy Rice Vinegar (浙江玫瑰米醋)” which is higher than the national standard, Lao Heng He revised other internal management standards such as “Yellow Wine Product Testing Internal Control Standard (黃酒類產品檢測內控標準)”, “Soy Sauce Product Testing Internal Control Standard (醬油類產品檢測內控標準)”, “Rice Vinegar Product Testing Internal Control Standard (米醋類產品檢測內控標準)” and “Microbial Control Requirements (微生物控制要求)” to actively improve key internal control indicators and product quality.

隨著穀物釀造料酒的「團體標準」和「商標」的發佈，對規範料酒行業健康快速發展，推動料酒行業高質量發展，起著積極推動作用，也必將會促進其他企業轉型生產穀物釀造料酒，老恒和一直參照高於國家標準的T/ZJFIA 002《浙江玫瑰米醋》團體標準等要求，通過修訂《黃酒類產品檢測內控標準》、《醬油類產品檢測內控標準》、《米醋類產品檢測內控標準》及《微生物控制要求》等內部管理標準，主動提升關鍵內控指標、提升產品品質。

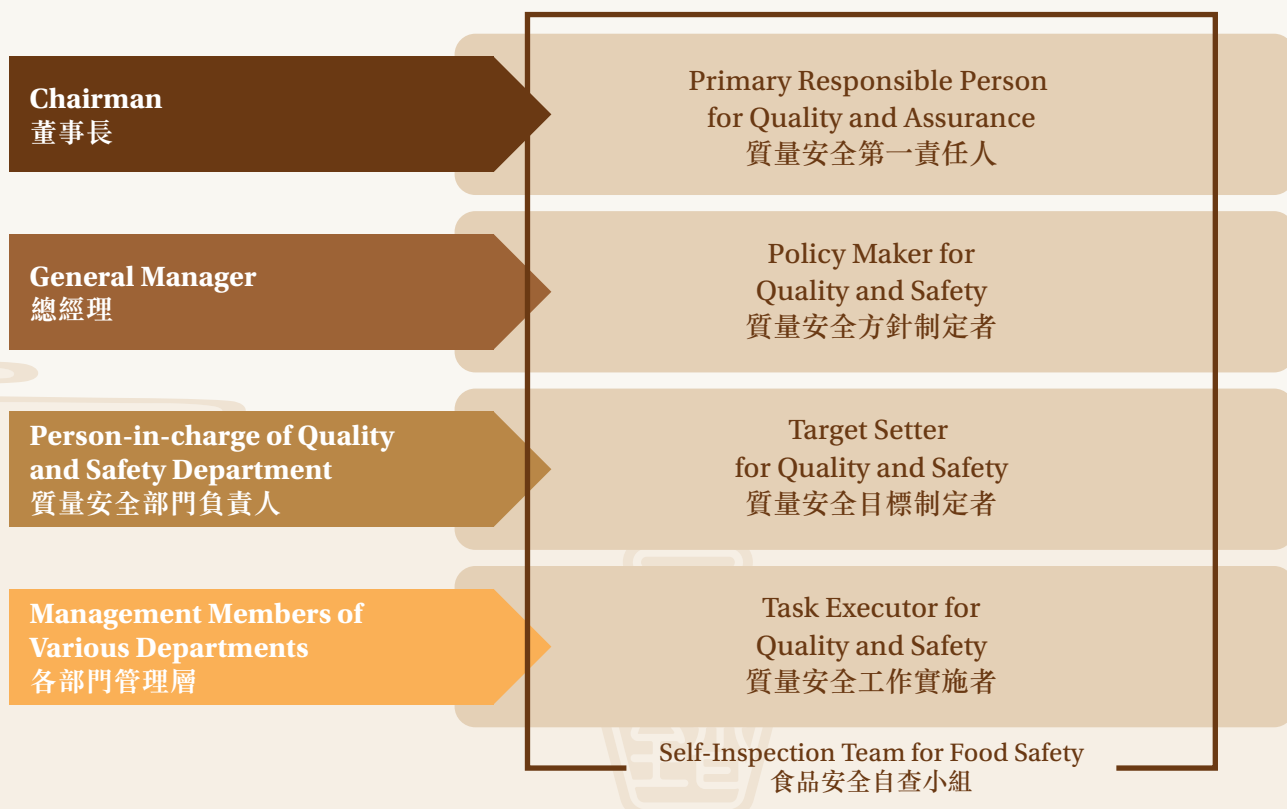
Management Structure

Lao Heng He has established a self-inspection team for food safety with the chairman of the board of directors as the primary responsible person. Based on the “Position Responsibility System (崗位責任制度)”, we strictly carry out dynamic management of “publicity, measurement, analysis, decision-making and implementation”.

管理架構

老恒和已建立以董事長為第一責任人的食品安全自查小組，通過各層級的管理架構，以《崗位責任制度》為基礎，嚴格開展「宣貫、測量、分析、決策及實施」的動態管理。

Management Organisation and Structure for Food Quality and Safety of Lao Heng He 老恒和食品質量安全管理組織架構



2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

Lao Heng He has set up a 6S management dashboard in each production workshop to record the personnel sorting, rectification, clearing, cleaning, and quality and safety performance during the production process, and provided an objective basis for the subsequent correction measures on behaviour through the filing of quality records. Furthermore, Lao Heng He introduced the Sustaining Competitive and Responsible Enterprises (SCORE) Project of the International Labour Organisation (ILO), so as to improve the Company's management of workplaces. By referencing the project team meeting mode, we analyse, evaluate and adopt reasonable suggestions and proposals put forward by employees in the workplace to improve the management of product quality.

Control of Equipment and Environmental

Lao Heng He has identified food safety as its top priority, hence a clean production environment is an essential factor to ensure food safety. Lao Heng He strictly complies with regulations on production environment such as the "Hygiene Management System (衛生管理制度)", "Pest Control System (蟲害控制制度)" and "System for Utilisation of Toxic and Hazardous Chemicals (有毒有害化學品使用制度)". We conduct regular supervision and inspections on production environment hygiene, hygiene of tools and equipment as well as employees' personal hygiene so as to ensure food safety. Meanwhile, Lao Heng He assigns the responsibility of cleaning the work environment to employees and penalises those involve in negligence of duty during the production process in accordance with internal and external regulations and rules.

Good operation of equipment is one of the prerequisites to ensure product quality and safety. Based on the "Equipment Management System (設備管理制度)", the "Infrastructure and Maintenance Control Procedures (基礎設施和維護方案控制程序)" and the "Equipment Overhaul Procedures (檢修設備程序)" and the "Fixed Assets Management System (Fixed Assets Management System (Trial)) (固定資產管理制度(試行))", Lao Heng He conducts repair, maintenance and overhaul testing of production equipment and its fixed assets to guarantee the precision and safety of equipment operations. Meanwhile, Lao Heng He requires equipment operators and maintenance personnel to maintain "three conditions (三好)", acquire "four abilities (四會)" and exercise "three rights (三項權利)" to guarantee food quality and safety fundamentally.

老恒和在各生產車間設立6S管理看板，記錄生產過程中的人員整理、整頓、清掃、清潔、素養及安全表現，並通過質量記錄歸檔為後期行為糾偏措施提供客觀依據。此外，老恒和引入ILO SCORE項目(國際勞工組織企業可持續發展項目)，促進公司對工作場所的管理趨向完善化，通過引用項目小組會議模式，對員工在工作場所中提出的合理化建議及提案進行分析評估及採納，從而提升對產品品質的管理。

設備及環境控制

老恒和一直將食品安全放在首位，潔淨的生產環境是保障食品安全的必要因素，老恒和嚴格執行《衛生管理制度》、《蟲害控制制度》及《有毒有害化學品使用制度》等生產環境相關的內部規定，對生產環境衛生、工器具與設備衛生、員工個人衛生等方面進行定期督導和檢查，為食品安全保駕護航。同時，老恒和將工作環境的清潔責任落實到人，並按相關內部和外部法規條例懲治於生產過程中的失職人員。

設備的良好運作是保障產品質量和安全的先決條件之一，老恒和基於《設備管理制度》、《基礎設施和維護方案控制程序》、《檢修設備程序》及《固定資產管理制度(試行)》對生產設備和固定資產進行維護、保養和檢修測試，為設備運行的精度和安全性提供保障。同時，老恒和要求設備操作及維修人員做到「三好」、「四會」以及行使「三項權利」，從根本上保障食品質量安全。



2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

The “three conditions (三好)” are as follows,

- optimal;
- usable; and
- repaired.

The “four abilities (四會)” are as follows,

- able to use;
- able to maintain;
- able to check; and
- able to troubleshoot.

The “three rights (三項權利)” are as follows,

- the rights to stop running equipment that is not prepared nor approved for overload operation;
- the rights to stop running equipment that is not checked and reported within the stipulated period; and
- the rights to carry out lubrication management of equipment.

We will continue to transform our existing equipment and carry out the operation of a new plant equipped with a high salt dilution fermentation process for soy sauce. At the same time, we will introduce an integrated flowline of fully automated filling of our core products, which conserves energy at lower production costs, thereby enabling the core competitive strengths of our core products in future market competition.

「三好」分別為：

- 最好；
- 用好；及
- 修好。

「四會」分別為：

- 會使用；
- 會保養；
- 會檢查；及
- 會排除故障。

「三項權利」分別為：

- 有權停止使用未採取措施或未經審批超負荷運轉的設備；
- 有權停止使用逾期不檢查但未上報的設備；及
- 有權對企業設備進行潤滑管理。

我們會繼續對現有設備進行改造及落實新廠醬油高鹽稀態發酵工藝投產。同時，引進核心產品全自動灌裝一體化流水線。從而達到節能降耗、降低生產成本。使公司核心產品在未來市場競爭中具有核心競爭力。



2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

Internal Review

Lao Heng He actively carries out internal reviews and improvement actions of product quality and food safety management systems, aiming to ensure that the Company's product quality and food safety policies are implemented and achieve the goals of product quality and food safety. Lao Heng He conducts potential hazards analysis from three aspects of biology, chemistry and physics in each production link. By identifying critical control points, formulating critical limits, and clarifying monitoring objects, methods, frequencies, personnel, and corrective actions, we organise and implement the construction of a quality and food safety management system to strengthen internal review and continuous improvement.

內部審核

老恒和積極開展產品質量、食品安全管理體系的內部審核及改進行動，旨在確保公司產品質量和食品安全方針得到貫徹落實，實現產品質量和食品安全目標。老恒和在每個生產環節從生物、化學、物理三方面進行潛在危害分析，通過確定關鍵控制點，制定關鍵限值，明確監控對象、方法、頻率、人員、糾偏行動內容等途徑，組織落實質量、食品安全管理體系建設工作，以強化內審和持續改進。

The Results of Achieving the Food Quality and Safety Related Objectives of Lao Heng He 老恒和食品質量安全相關目標實踐結果

≥94%

Pass rate of raw materials,
semi-finished products,
and finished products
來料、半成品、成品檢驗合格率



≥95%

First-time pass rate of
products and factory
product pass rate
一次產品合格率及出廠
產品合格率



100%

Pass rate of sample
testing in market
市場抽檢合格率



0

Food safety incidents
食品安全事故數量



2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

Meanwhile, Lao Heng He also streamlines and inspects the Company's food quality and safety on a regular basis to identify the risks of non-compliance arising from the storage of raw materials, the production environment, the shelf life of finished products, the product label, the product traceability and the recall process, and coordinates with the relevant responsible persons to carry out timely rectification. During the reporting period, Lao Heng He carried out internal training programs for laboratory skills, and conducted 6 training programs related to work-skills enhancement, including laboratory safety operating procedures, chemical management, daily maintenance of laboratory equipment, solution preparation, labelling, storage, microbiology room management, product standard learning, etc. During the reporting period, Lao Heng He had not found any abnormalities in the testing data.

Management of non-conforming product

In order to determine the causes of non-conforming products, reduce the frequency of non-conforming products, and ensure the correct disposal and management of non-conforming products, Lao Heng He has formulated the "Management System for Non-conforming Product (不合格品管理制度)". According to this system, Lao Heng He detailed the reasons for the unintended use and delivery of non-conforming products such as materials, semi-finished products, finished products and products returned by customers. In the event that the raw materials are unqualified, or that safety problems are discovered during the production process, or that the whole batch of products is unqualified, we will immediately activate the "Control Procedures for Corrective and Preventive Measures (不符合及糾正措施控制程序)" to take corrective measures and follow-up verifications according to the regulation. Furthermore, Lao Heng He implements a "one vote veto" mechanism for major quality and safety issues. During the reporting period, Lao Heng He had not found the non-conforming product in large quantities.

同時，老恒和亦定期對公司的食品質量安全情況進行全方位梳理和檢查，鑒別原材料存儲、生產環境、成品保質期情況、產品標籤、產品追溯及召回過程中存在的風險，協調相關負責人及時整改。報告期內，老恒和已開展內部化驗室技能培訓項目，通過不同性質的培訓計劃開展與工作相關的技能提升培訓活動共6次，內容包括化驗室安全操作規程、化學品管理、化驗室儀器設備的日常保養、溶液的配製、標籤、保存、微生物室的管理、產品標準學習等培訓。報告期內，老恒和尚未發現檢測數據異常的情況。

不合格品管理

為確定不合格品產生的原因，降低不合格品的出現頻率，確保正確處置、管理不合格品，老恒和已制定《不合格品管理制度》。依據該制度，老恒和細化了物料、半成品、成品及客戶所退貨品等不合格品中非預期使用和交付的原因。如果發生因來料不合格、生產過程中發現安全危害或整批次產品出現不合格等情況，我們將立即啟動《不符合及糾正措施控制程序》，根據規定採取糾正措施並進行跟蹤驗證。此外，老恒和對重大質量安全問題實施「一票否決」制度，報告期內，老恒和未發生大批量產品不合格的情況。

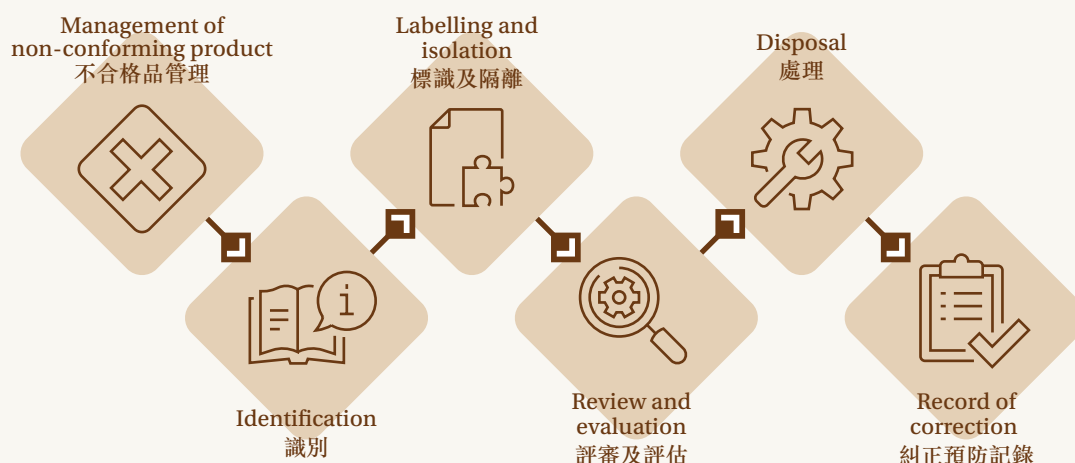


2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

Management process of non-conforming product

不合格品管理流程



Industry Contribution

In the development process of the industry, unclear industry standards and consumers' low awareness of the industry will cause industry price wars and make inferior products spread all over the market. Lao Heng He concerns about the development of the cooking wine industry. By introducing the standards for brewed cooking wine, we distinguish between "brewed cooking wine" and "formulated cooking wine" to further promote the standardisation of the cooking wine market and increase the share of pure brewing cooking wine products in the cooking wine market.

Recently, Lao Heng He continue to actively participated in the formulation of the association standards for "Cereal-based Brewed Cooking Wine (穀物釀造料酒)" of the China Alcoholic Drinks Association, and has finished drawing up related documents. Previously, configuring cooking wine can be made at a low production threshold with only edible alcohol, salt, MSG and caramel colorant, resulting in a large number of low quality, cheap and alcohol-based synthetic products on the market with a low minimum threshold. The association standards for "Cereal based Brewed Cooking Wine (穀物釀造料酒)" brewed cooking wine and formulated cooking wine from the standard and label can be distinguished. Therefore, in addition to protecting the development of high-quality brands in the industry, accelerating the development of the brewing wine industry, and promoting the cooking wine industry from price competition to quality competition, it will also promote the transformation of brewed cooking wine production enterprises to produce cereal brewed cooking wine, and also lead the industry to develop towards high quality and meet consumer demand for high-quality health products. Looking ahead, if there is any relevant new standard introduced in future, as the leading brand in the cooking wine industry, Lao Heng He will certainly participate enthusiastically in related work.

行業貢獻

在行業的發展進程中，行業標準不明確，消費者對行業的認知度不高，將會造成行業價格戰、劣品以及殘次品遍布市場的狀況發生。老恒和心系料酒行業的發展，通過推動釀造料酒標準的出台，將「釀造型料酒」和「配制型料酒」進行區分，進一步促進料酒市場的規範化，提升純釀造料酒產品在料酒市場的佔有率。

近年，老恒和一直參與中國酒業協會《穀物釀造料酒》團體標準的制定，並已經完成相關編制。此前，僅以食用酒精、食用鹽、味精和焦糖色素就能完成配置料酒的最低門檻要求，使得市場上大量存在劣質廉價及酒精勾兌而成的合成品。《穀物釀造料酒》不僅保護行業優質品牌發展，加快釀造料酒行業發展速度，促進料酒行業從價格競爭到品質競爭，而且還將有助於配制料酒生產企業轉型生產穀物釀造料酒，引領行業向高品質發展，滿足消費者對優質健康產品的需求。展望未來，如有相關新標準推行，老恒和作為公司料酒領導品牌，定必積極參與有關工作。

2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

The Group has successfully contributed to the realisation of SDG 17 by participating in the formulation of standards of industry groups.

本集團透過投身行業團體標準制定，成功為實現可持續發展目標17促進目標實現的夥伴關係略盡綿力。



INHERITANCE OF HEALTH

Promoting Healthy Lifestyle

Nowadays, as consumers are paying more attention to nutrition and a healthy diet, brewed products are more favoured by the market. Lao Heng He has inherited its brewing skills for more than 160 years and strictly follows four fundamental elements of “Comply with the weather, adapt to the earth’s atmosphere, use material cleverly, make with skills” (天有時、地有氣、材有美、工有巧) for brewing. In the process of continuing the traditional craftsmanship, we continue improving the craftsmanship to create healthy and delicious high-quality condiments.

健康傳承

引領健康

在消費者日益注重營養健康飲食的今天，釀造產品已得到市場更多的青睞。老恆和釀造技藝已傳承160多年，嚴格遵循「天有時、地有氣、材有美、工有巧」四要素進行釀造，在延續傳統工藝的過程中，不斷對工藝進行改良，務求打造更健康及美味的優質調味品。



Ancient soy sauce brewing process of Lao Heng He 老恆和醬油古法釀造工藝

The soy sauce is brewed by the ancient brewing techniques of Lao Heng He in combination with the high-salt dilute state process. As for raw materials, we select non-GMO soybeans and refined edible salt; as for crafts, we carry out natural drying by using the techniques of “natural drying” and “double drying” for more than 6 months. Compared with similar products, the content of amino acid nitrogen is higher.

老恆和古法釀造工藝釀制的醬油，將高鹽稀態工藝與古法釀造手法相結合。在原料上，精選非轉基因大豆及精制食用鹽；在工藝上，採用「天然曬制」和「雙曬工藝」進行6個多月的自然曬制，相比同類產品氨基酸態氮含量高。



2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

2. 恆以釀質，誠品匠造

In order to ensure the health, safety and nutrition of Lao Heng He's products, Lao Heng He invited a third-party testing enterprise to conduct an annual review of organic products in November 2022. All of the organic soy sauce, organic rice vinegar, organic fermented bean curd and organic yellow wine passed certification.

為確保老恆和產品的健康、安全、營養，老恆和已於二零二二年十一月邀請第三方檢測公司對有機產品進行年度復審。有機醬油、有機米醋、有機腐乳、有機黃酒均獲得認證。



◆ Passed certification of the organic soy sauce, organic rice vinegar, organic fermented bean curd
有機醬油、有機米醋、有機白腐乳產品認證



◆ Passed certification of the organic yellow wine
有機黃酒產品認證

3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Under the fierce competition and vigorous development of the condiment market, we insist on being consumer-centric, focusing on providing healthier and safer products and better quality services, and striving to continuously improve customer satisfaction. We continue expanding channels in diversified development, so as to strengthen supplier management and communication, strengthen cooperation with powerful distributors and work together to promote the healthy development of the industry.

CUSTOMER-ORIENTED

Lao Heng He strictly complies with relevant requirements of laws and regulations such as “The Law of the People’s Republic of China on the Protection of Consumer Rights and Interests (中華人民共和國消費者權益保護法)”, “The E-Commerce Law of the People’s Republic of China (中華人民共和國電子商務法)” and “The Advertising Law of the People’s Republic of China (中華人民共和國廣告法)” so as to safeguard consumer rights and provide “reliable and healthy” products to the customer with the aim of implementing the Company’s service quality targets of “100% processing rate of customers’ and consumers’ feedback”. The Group requires the employees to carefully review the advertising materials for the purpose of making sure that there is no incorrect or misleading information in the advertisements published by the Group. The Group is committed to providing sufficient and accurate information and product label to customers and considers such commitment as an extended responsibility of product safety management.

在調味品市場競爭激烈而又蓬勃發展的背景下，我們堅持以消費者為中心，專注於提供更健康安全的产品和更優質完善的服務，致力不斷提升客戶的滿意度。我們在多元化發展中不斷拓展渠道，加強供應商管理與交流，與有實力的經銷商加強合作，攜手推進行業的健康發展。

客戶為先

老恒和嚴格遵守《中華人民共和國消費者權益保護法》、《中華人民共和國電子商務法》及《中華人民共和國廣告法》等法律法規的相關要求，保障消費者權益，致力堅持將「放心健康」的產品提供給客戶，貫徹執行公司「百份百客戶及消費者信息反饋處理率」的服務質量目標。本集團要求員工仔細審查廣告材料，以確保本集團發布的廣告中不存在錯誤或誤導性信息。本集團致力於向客戶提供充分和準確的信息和產品標籤，並視之為產品安全管理的延伸責任。



3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Membership System Update

Lao Heng He officially converted all of its e-commerce to a self-operating model in a comprehensive manner, which widely enhanced the ability to immediately respond to consumer needs since 2019. Meanwhile, we have improved the membership system of e-commerce and divided it into four levels, i.e. ordinary members, senior members, VIP members and supreme VIP members. Member consumers of each level can enjoy their respective rights. In addition, we actively held interesting events for customers to increase interaction with consumers and provide them with diverse and interesting new retail experiences on the basis of improving consumer stickiness.

Differentiated Benefits for New and Senior Members

During the reporting period, we adopted differentiated benefits for new and senior members, and provided consumers with a better consumer experience by issuing gift packages, exclusive coupons and exclusive customer service channels.

- As for new members: We distributed welcome gift packs to encourage customers to purchase more products and to enhance the interaction between new members and Lao Heng He.
- As for senior members: We provide them with exclusive coupons so as to promote consumption and redemption of new products.

As a sustainable business with more than 160 years of history, Lao Heng He continues pursuing the strategy of “diversification” to provide consumers with products with high-cost performance and diverse combinations. By aiming at subject industry products, analysing customer needs and tracking market feedback, we carry out a series of product innovation and marketing activities, and strive to provide more consumers with products that meet their individual needs with the aim of being the first choice of consumers.

更新會員體系

自二零一九年起，老恒和電商全業務正式轉為全自營運作，並全面提升第一時間響應消費者需求的能力。同時，我們亦已完善電商會員體系，將其劃分為普通會員、高級會員、VIP會員以及至尊VIP會員四個等級，每個等級的會員消費者均可享受與其相應的權益。此外，我們積極開展趣味消費者參與活動，增加與消費者的互動，在提高消費者對本集團品牌忠誠度的基礎上，為消費者提供多元有趣的嶄新零售體驗。

新老會員差異化福利

報告期內，我們針對新會員和舊會員採取差異化的福利，通過發放禮包、專享優惠券、專享客服通道等舉措為消費者提供更優質的消費體驗。

- 針對新會員，我們發放店鋪新粉禮包，促進客戶嘗試購買多樣產品並增加新顧客和老恒和的互動。
- 針對舊會員，我們提供會員專享優惠券，促進消費和兌換新品嘗鮮。

作為一所擁有160多年歷史的可持續企業，老恒和繼續奉行「多元化」策略，為消費者提供高性價比和多樣性組合的產品。我們對標行業產品、分析客戶需求、追蹤市場反饋，開展系列產品創新和營銷活動，著力為更多消費者提供滿足其個性化需求的產品，矢志成為消費者的首選。




3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Measures and Feedback to Improve Consumer Service


提升消費者服務舉措及反饋

Discount Offer 價格優惠




In order to serve more customers, Lao Heng He offered about 30% discount (420 series of cooking wine and 1.75 series of cooking wine) to customers in “All-fitting 30” event, “Double 11” event and “618 Shopping Festival” for the first time
為服務於更多消費者，老恒和首次在『百搭三十』、『雙十一』及『6.18大促銷』活動中降價讓利給消費者約30%（420系列料酒、1.75系列料酒等）

Large Bottle Size 量販裝




In order to meet the needs of different consumers, Lao Heng He analyzed the product sales data of the subject industry and launched 1.75 Liter of cooking wine for family friendly and catering purpose
為滿足不同消費者需求，老恒和分析對標行業產品銷量數據，推出了1.75L料酒作為家庭實惠量販裝及餐飲裝

Product Mix 組合商品



In order to provide consumers with diverse purchase options, Lao Heng He launched a variety of online product mix and economy pack to bring more healthy and safe products to consumers
為了讓消費者有更多購買選擇，老恒和推出多種線上產品組合實惠裝，為更多的消費者帶去健康安全的产品

Product diversity 商品多樣化



To further meet the market needs, Lao Heng He largely promotes product diversity, and launched a new series of pure sesame oil, which is well received by the public
為進一步適應市場需要，老恒和致力促進產品多樣化，並推出純芝麻香油系列，受客戶一致好評

Product Return Policy

Lao Heng He maintains the usual high quality for its products and services, meanwhile, the Group has arranged for the return and compensation of products. There will also be follow-up arrangements to satisfy customers' needs on the basis of balancing both customers' and the Group's interests. For any customers who are affected by quality issues, including product return, the Group will adopt the standard procedure to ensure appropriate responses are provided to our customers in a consistent manner.

產品退回政策

老恒和保持一貫高質量的產品和服務，同時，本集團會根據銷售合同中的條款，對有質量問題的產品進行退貨並安排相關跟進事宜，以確保在平衡雙方利益的同時，盡力滿足客戶需求。對於任何受到質量問題，包括受產品退貨影響的客戶，本集團會作出適當回應，並確保有關規範實施的一致性。

Customer Feedback

Lao Heng He has formulated the “Return Management System (Trial)” (退貨管理制度(試行)) and “Unsafe Food Recall Management System” (不安全食品召回管理制度) to further standardise the product return process, so as to ensure that when the company's products are found to have potential quality hazards, major accidents, or customer or consumer complaints can be responded in a timely manner and arrange product recalls quickly. Through the implementation of this policy, we strive to minimise the harm to consumers' health caused by product defects, strive to maintain the reputation of the Group, promote quality improvement and raise the quality of after-sales service, and strive to minimise the losses caused by accidents.

客戶溝通反饋

老恒和已制定《退貨管理制度(試行)》及《不安全食品召回管理制度》以進一步規範產品退換流程，從而確保在發現公司產品存在品質隱患、發生重大事故或面臨客戶或消費者投訴時能及時反應並迅速安排產品召回。透過實施該政策，我們爭取最大限度降低因產品缺陷對消費者健康造成的危害，盡力維護本集團聲譽，促進品質改善與提升售後服務水平，力求將受事故影響的損失降至最低。

3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Also, the establishment of effective communication channels is the key to ensure that Lao Heng He can obtain consumer feedback timely. We have connected different types of communication, including hotline, online channels (e.g. email, SNS), offline channels (e.g. interview) etc. to keep abreast of consumer suggestions and demands, and improve service procedures. Meanwhile, we actively carry out offline activities with consumers, invite consumers to visit on-site and conduct face-to-face communication.

另外，構建有效的溝通渠道是保證老恒和能及時獲取消費者反饋的關鍵。我們已開放豐富的溝通形式，包括熱線電話、線上渠道（電子郵件、社交媒體）、線下方式（拜訪）等，及時了解消費者的建議及訴求，從而完善服務流程。同時，我們亦積極開展與消費者的線下活動，邀請消費者實地訪問，並進行面對面交流。

In order to achieve the Company's service quality targets of "100% processing rate of customers' and consumers' feedback", we continue implementing the "Customer Complaint Handling Procedures (顧客投訴處理程序)", which are used for information feedback and complaint handling of various products and services of the Company and stipulate the principle duty and responsibility of each staff at all levels to ensure that customer complaints are dealt with the end-to-end process on a timely, effective and standardised basis.

為貫徹執行公司「百份百客戶及消費者信息反饋處理率」的服務質量目標，我們延續執行《顧客投訴處理程序》，該制度文件適用於公司的各類產品和服務的信息反饋及投訴處理，並明確定義各職位員工的職責及主要工作內容，確保客戶反饋的投訴得到點到點的及時、有效、規範的閉環處理。

Customer Feedback Handling Procedures
消費者信息反饋流程



We categorise the feedback information from customers in order to process customer feedback in an efficient and orderly manner. We select and organise customer information from telephone inquiries, emails or on-site interviews, and formulate targeted measures based on the conclusions of customer feedback.

我們將接收到的客戶反饋信息進行分類以便後期高效有序地處理客戶反饋信息。通過電話詢問、電子郵件或實地專訪等方式進行客戶信息的甄選和整理，並根據客戶反饋信息的結論制定針對性舉措。

In the process of implementing corrective measures, we require relevant internal departments to carry out supervision and inspection work and provide timely training to employees with the dissemination of valuable experience and useful measures so as to improve their practical abilities and avoid the re-occurrence of similar situations. During the reporting period, we received 26 complaints which had been properly handled with 100% processing rate. We did not involve in any sold or shipped products that were subject to recalls.

在糾正措施實施過程中，我們要求內部相關部門進行督促檢查工作，並適時對員工進行培訓，把寶貴的經驗和有效的措施普及到相關員工，提升員工實踐能力，避免類似情況再次發生。報告期內，我們共收到26起投訴，均已妥善處理，投訴處理率100%，未發生任何銷售產品召回事件。

3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Privacy Protection

As for the protection of consumers' privacy, Lao Heng He strictly protects the legitimate rights and interests of consumers according to "The Law of the People's Republic of China on the Protection of Consumer Rights and Interests (中華人民共和國消費者權益保護法)". We have formulated the "Commercial Confidentiality Management System (商業秘密管理制度)" and "Consumer Data and Privacy Protection Policy (消費者資料及私隱保障政策)" which strictly regulates the confidentiality of customer information involved in the business service process and fully protects customer privacy rights. Our safeguard measures including but not limited to the following,

- Establish sales internal access rights, sales staff can only view personal customer information, and restrict customers from being created repeatedly in the sales system;
- Require sales staff to transfer all follow-up customer information to other sales staff before leaving the company and update the relevant information of customer follow-up personnel in the system on a timely manner; and
- If any information leakage is found, relevant personnel must cooperate with the requirements of various departments of the Group to implement on-site processing and report the relevant situation. According to the nature, impact, and severity of the event, different levels of corresponding measures are in place for handling the cases.

Other privacy protection measures of the Group are as follows:

私隱保護

在消費者私隱保護方面，老恒和嚴格依照《中華人民共和國消費者權益保護法》等法律法規保障消費者的合法權益，並已制定《商業秘密管理制度》及《消費者資料及私隱保障政策》，及對經營服務過程中涉及到的客戶信息保密環節進行嚴格規範，充分保障客戶私隱權利。我們制定的保障措施包括但不限於：

- 設置銷售內部權限：銷售人員只能查看屬於個人的客戶信息，並限制客戶不能於銷售系統中重複創建；
- 要求銷售人員離職前把所有跟進客戶信息轉交其他銷售負責並及時更新系統中客戶跟進人員的相關信息；及
- 如發現有信息泄露情況，相關人員均須配合本集團各部門要求落實現場處理和上報有關情況。按照事件性質、影響、嚴重性，安排不同程度的對應措施。

本集團其他私隱保護舉措如下：

Measures for Privacy Protection 私隱保護舉措

Standards for Employees 員工規範

In order to safeguard the personal information of our consumers, we regulate employees according to the system and require our employees to sign the confidentiality agreement upon their induction
為保護客戶的信息安全，我們從制度上對員工進行約束，要求員工在入職時簽訂相關保密條款

Standards for Third Party Partnerships 第三方合作夥伴規範

For the necessary customer information required for third-party business, we have signed relevant customer confidentiality agreements with third-party research companies to strictly regulate the third party's access to customer information and ensure the maximum security of customer information
對於第三方業務需求所需要使用到的客戶信息，我們與第三方調研公司簽署相關客戶保密協議，嚴格規範第三方對客戶信息的取用，最大程度保障客戶信息安全

Standards for E-commerce Platform 電商平台規範

We strictly comply with the privacy rules of third-party online platforms such as JD.com and Tmall, and do our best to ensure the safety of consumers' personal information
我們嚴格遵守第三方網絡平台如京東、天貓等保障客戶私隱規則，盡最大努力保證用戶及消費者的個人信息安全

3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

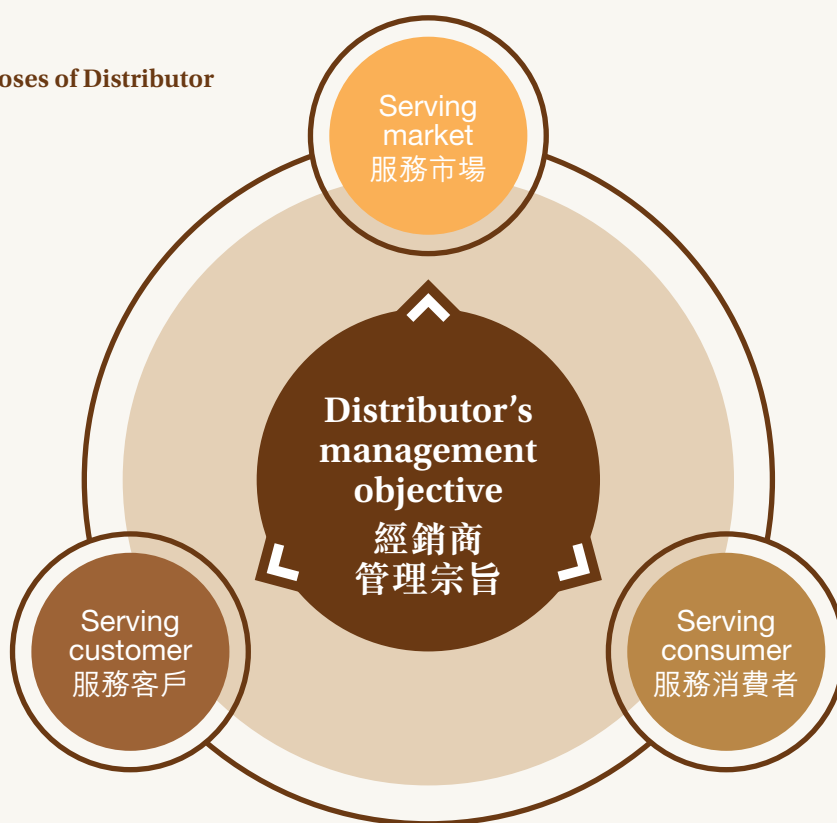
CHANNELS FOR MUTUAL SUCCESS

The distributor is an important partner of Lao Heng He. In order to improve the overall quality of the distribution team and regional market expansion capabilities, and guarantee the level and ability of Lao Heng He in serving consumers, we continued implementing the system documents such as “Distributor Management Manual (經銷商管理手冊)” during the reporting period, which provides detailed regulations on the aspects of sales, inventory and regional brand maintenance of distributors to improve their management level.

渠道共贏

經銷商是老恒和的重要合作夥伴。為提升經銷商隊伍的整體素質和區域市場拓展能力，保障老恒和服務消費者的水平和能力，報告期內，我們持續執行《經銷商管理手冊》等制度文件，對經銷商銷售、經銷商庫存及區域品牌維護等方面進行詳細規定，提升經銷商管理水平。

Management Purposes of Distributor 經銷商管理宗旨



Management and Assessment

Lao Heng He formulated and implemented “Distributor Management Manual (經銷商管理手冊)”. We strictly select qualified and high-quality distributors in accordance with the five criteria and work together to promote the healthy development of the industry by assessing and screening different dimensions of distributors’ related business capabilities.

管理與考核

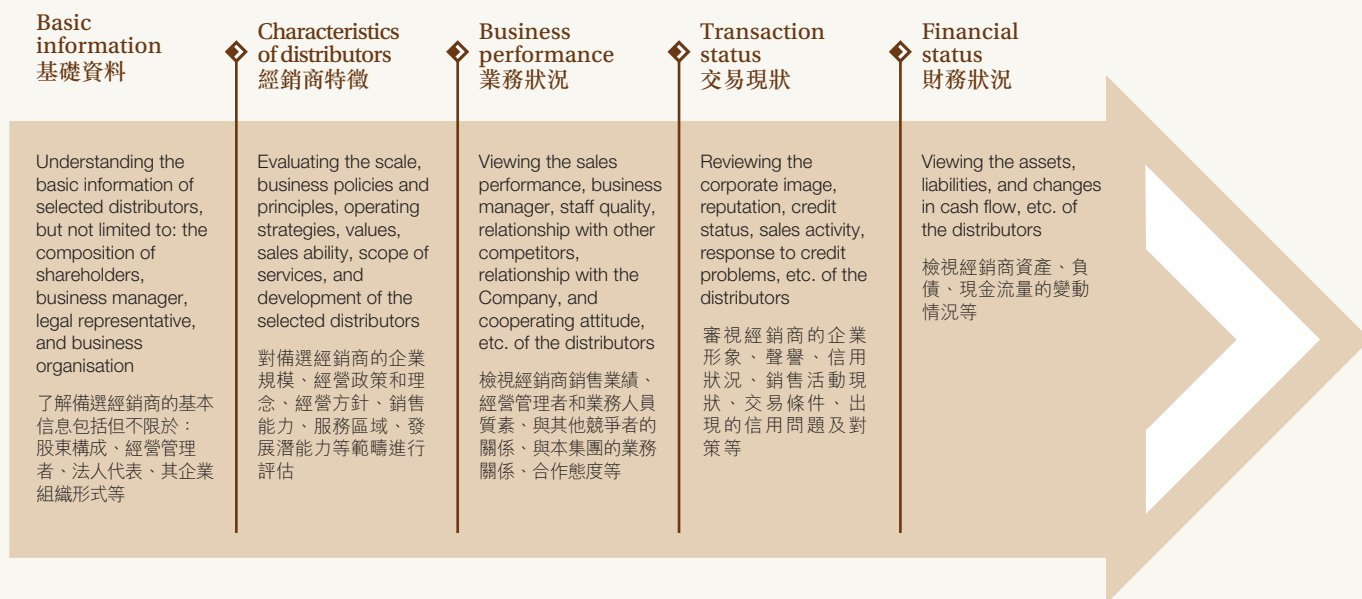
老恒和制定並執行《經銷商管理手冊》，嚴格按照五大評分指標篩選合格優質的經銷商，通過對經銷商的業務相關能力多方面進行考核篩選，攜手推進行業的健康發展。

3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Specific assessment and screening methods of the selection of distributors

經銷商具體考核指標



During the reporting period, we engaged with third-party marketing experts to conduct in-depth brand research on Lao Heng He, including the industry itself, competitors, customers, sales channels, and internal visits of the Company. The training analyses the uniqueness of the industry, the strengths and weaknesses of the brand and its marketing effectiveness. It is hoped that the Group can continue improving its business as a result, as well as to grow together with distributors.

報告期內，我們已聘請第三方營銷專家對老恆和進行品牌全案深度市場調研。相關領域包括行業自身、競爭對手、消費者、銷售渠道、企業內訪。培訓從上述角度深入剖析行業獨特性、本集團品牌的優劣勢、營銷成效等，希望藉此幫助本集團持續改善業務的同時，亦致力與經銷商共同成長。

Communication with Distributors

Distributors' satisfaction has a vital guiding value for the marketing strategy and operation of Lao Heng He. During the reporting period, we conducted a satisfaction survey and evaluation of 815 distributors including the evaluation of products, approaches to cooperation and brand market. The distributors' overall satisfaction level scored 95.0 points.

經銷商溝通

經銷商滿意度對老恆和的營銷策略及經營有著至關重要的指導價值。報告期內，我們對815家經銷商進行了滿意度調研評估，評估包括產品、合作形式以及品牌市場等方面，經銷商綜合滿意度達到95.0分。



3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Lao Heng He jointly held various types of activities with distributors to support the business promotion of distributors. By holding various beverage tasting sessions, such as ALLSENSA brand activity (歐賽斯品牌活動) and online live-streaming marketing activities, etc., the general public will be able to understand and recognise our products, thereby expanding our catering channels and promoting the sales of our catering products. On the other hand, the Group has offered distributors of our major customers' health inspection service to strengthen business relationships. Meanwhile, we have actively set up a sales team for catering channels, developed specialised catering distributors on our own, and organised interactive marketing activities targeting catering outlets in several cities to fully support distributors and achieve a win-win situation.

老恒和攜手經銷商共同舉辦多種類型的活動，全力協助經銷商的業務推廣。我們通過舉辦各類餐飲品鑒會，比如歐賽斯品牌活動、直播促銷活動等，讓普羅大眾了解並認可我們的產品，拓展餐飲市場渠道，促進餐飲類產品的銷售。另外，本集團亦有安排身體檢查服務予我們主要客戶的經銷商以強化業務關係。同時，我們積極組建餐飲銷售團隊，單獨開發專業餐飲經銷商，在多個城市組織開展餐飲終端聯動鋪市活動，為經銷商提供充分支持，實現共贏。



◆ Online live-streaming marketing activities
直播促銷活動



◆ ALLSENSA brand activity
歐賽斯品牌活動



3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

RESPONSIBLE SUPPLIES

Stable and high-quality supplier resources are able to assist Lao Heng He to ensure the safety and quality of products from the source. We continue improving supply chain management with execution of the management systems such as “Supplier Management Procedure (供應商管理程序)”, “Supplier Management System (供應商管理制度)”, “Procurement Contract Management Policy (採購合同管理制度)”, “Procurement Management Mechanism (Trial) (採購管理辦法(試行))”, as well as “Procurement Tendering Procedure and Management System (Trial) (採購招標流程及管理制 度(試行))”, so as to implement the Company’s procurement procedures, supplier assessment methods and the monitoring procedures in the process of cooperation, striving to create a high-quality responsible supply chain. We will continue to strengthen the development of a standardised production management system and supply chain system, organise our production activities based on the model of “sales-driven production and production-sales synergy (以銷定產，產銷協同), and advance the improvement of the accuracy of sales plan to gradually synchronise production with sales. At the same time, we will promote smart production and digitalisation applications to further improve product quality consistency and production efficiency, and comprehensively advance the digital transformation of the Company’s production process. In doing so, we will gradually explore and establish efficient and new supply chains to drive the future development of Lao Heng He.

Supply Chain Management

During the reporting period, we classified suppliers according to the importance of purchased materials (i.e. Category A important materials, Category B general materials and Category C auxiliary materials), and adopted differentiated management strategies for different types of suppliers to optimise supplier resources and structure.

The Group has established a set of standard procedures for the selection of new suppliers or service providers. We will conduct qualification assessments and the criteria include: (A) if there is any relevant qualification certificate, such as business license, food production license, etc.; (B) whether the products or services provided have social risks, such as the quality and safety of supply sample, customer’s level of satisfaction, etc.; (C) supply capability. Upon passing, we will require new suppliers to send relevant materials for production testing. After quality inspection, the Group’s production trial, quality inspection centre and supply chain centre will evaluate the capacity, equipment and production process of those suppliers, and complete a “New Supplier Qualification Form (新供應商資格審查表)” and “Supplier Evaluation Questionnaire (供應商調查表)”. On the other hand, the Purchasing Department, Quality Assurance and R&D Department, Production Department, etc. will carry out live inspection based on four criteria: the suppliers’ guaranteed capability, contractual capacity, logistics support capability, and services and technical support.

責任供應

穩定且優質的供應商資源能夠協助老恆和從源頭保障產品的安全及質量，我們不斷完善供應鏈管理，持續執行《供應商管理程序》、《供應商管理制度》、《採購合同管理制度》、《採購管理辦法(試行)》及《採購招標流程及管理制 度(試行)》等管理制度，落實公司的採購程序、供貨商考核方式以及合作過程中的監督程序，致力打造高質量的責任供應鏈。我們會繼續加強建立標準化生產管理體系及供應鏈體系系統，圍繞「以銷定產，產銷協同」的模式組織生產，推進提升銷售計劃的準確性逐步實現產銷同步。同時，會推進生產智能化及數字化技術的應用，進一步提升產品質量穩定性和生產效率，全面推進公司生產過程數字化轉型。從而逐步摸索建立一套適合老恆和未來發展高效、全新供應鏈體系系統。

供應鏈管理

報告期內，我們根據採購物資的重要性對供應商進行分類(重要物資A類、一般物資B類、輔助物資C類)，針對不同類型的供應商分別採取差異化的管理策略，優化供應商資源和結構。

本集團在選擇新供應商或服務提供商時建立了一套既定程序，我們會進行資格審查，準則包括：(甲) 有否相關合格證照，如營業執照、食品生產許可證等；(乙) 所提供的產品或服務會否有社會風險，如供貨樣品的質量以及安全性、客戶滿意度等；(丙) 供貨能力。合格後，要求新供應商發送相關材料以作生產試用，在通過品質檢測後，本集團的生產試用、質檢中心、供應鏈中心會對該供應商進行產能、設備、生產過程控制等方面的審查，及後填寫《新供應商資格審查表》和《供應商調查表》。另一方面，組織物資採購部、質量與研發部、生產部等部門對供應商進行現場審核，就供應商的質量保證能力、履約能力、後勤保障能力、服務和技術支持四

3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

When suppliers passed the above inspection, their materials can be used in the Group's operations in small batches. After our evaluation, they can be included in the "List of Approved Suppliers (合格供應商名錄)", and we will review and update the list from time to time. Lao Heng He has also strived to improve its supplier selection process. Our management of suppliers will also enhance from the perspective of environmental risks, including whether there is environmental pollution risk in the production and service process, the ability of environmental protection management, and whether more environmentally-friendly products and services will be used in the production process.

The Group's procurement methodologies are mainly divided into bidding and non-tendering categories. If the annual purchase amount of the same type or a single type of material exceeds 200,000 RMB, the annual bidding practice will be adopted; material items and materials with a total purchase amount of more than 150,000 RMB must also be purchased through bidding. Purchasing-related matters shall be held by the Material Purchasing Department as the main body of responsibility, and its responsibilities are as follows:

- Responsible for implementing the requirements of procurement management in accordance with national laws and regulations and internal management regulations;
 - Responsible for the allocation of purchase orders, confirm the delivery date of purchased materials and the feedback processing when there is an abnormality in the delivery date of purchased materials;
 - Responsible for developing new suppliers, supplier management and obtaining relevant certificates and product certification documents;
 - Participate in the bid evaluation of procurement projects;
 - Negotiation, signing and execution in accordance with the contract management approach; and
 - Responsible for tracking the supplier's goods delivery arrival and coordinating the communication of problems in the whole procurement process.
- 負責按國家法律法規及內部管理規定落實採購管理的各項要求；
 - 負責採購訂單分配，確認採購物資交付期及採購物資交付期出現異常情況時的反饋處理；
 - 負責開發新供應商、供應商管理及索取相關證件和產品合格證明文件；
 - 參與採購項目的評標工作；
 - 按照合同管理辦法展開談判、簽訂和執行工作；及
 - 負責跟蹤供應商的到貨事項及協調整個採購過程中出現的問題溝通。

方面進行綜合評價。供應商在通過上述審查後，其所提供的材料將獲本集團小批量應用於業務流程當中，在經我們評估審批後，將其納入《合格供應商名錄》，並會對名單中的供應商適時進行審核和更新。老恒和一直致力完善其供應商選擇流程，我們對供應商的管理亦會從環境風險角度作為考量，包括生產和服務過程有否產生環境污染風險、環保治理能力如何、生產過程會否使用更多環保產品及服務等。

本集團的採購方式主要分為招標和非招標類別。如同類型或單一類物資年度用量採購金額超過20萬元的，採取一年一次招標，而物資項目、物資採購總額在15萬元以上的亦須透過招標方式進行採購。採購相關事宜由物資採購部擔任責任主體，其職責如下：



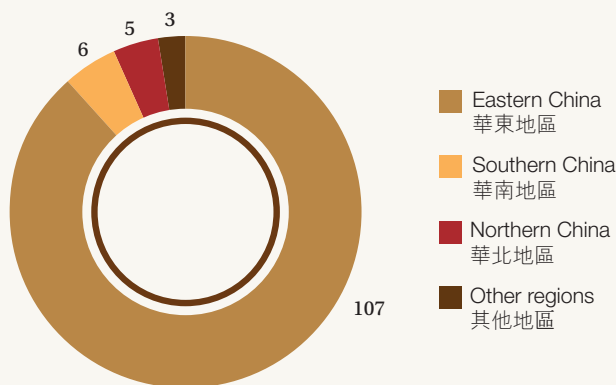
3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

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As of 31 December 2022, Lao Heng He had an aggregate of 121 suppliers spreading from the southern, and eastern to northern parts of China. Meanwhile, Lao Heng He actively supports the development of local supply chains and creates employment opportunities. During the reporting period, the suppliers in eastern China accounted for 88.4% of the total number of suppliers.

截至二零二二年十二月三十一日，老恒和供應商總數達121家，遍布華南、華東和華北等區域。同時，老恒和積極支持本地供應鏈發展，創造就業機會。報告期內，華東地區的供應商佔總數約88.4%。

Distribution of Suppliers
供應商分佈 (家)



Supplier Evaluation and Communication

In order to monitor the supply chain risks, Lao Heng He has established a set of mechanisms for supplier tracking and evaluation. During the reporting period, 2 internal procurement specialists tracked each purchase order in real time with the evaluation dimensions in terms of delivery time, delivery quality after arrival, punctuality of delivery and consistency of delivery type, and adopted different supplier management measures in a timely manner according to the real-time assessment situation. Meanwhile, the Company personnel with qualifications of internal auditors of relevant management systems conduct on-site verification or program reviews of major suppliers every year.

供應商評估及交流

為監控供應鏈風險，老恒和已建立一套供應商跟蹤與考核評價機制。報告期內，由2個採購內勤專員對每個採購訂單進行實時跟蹤，考核維度包括供貨時間、到庫後送貨質量、送貨及時度、送貨品種是否相符，並根據實時考核情況及時採取不同的供應商管理舉措。同時，公司持有相關管理體系內審員資質的人員每年對主要供應商進行現場驗證或程序審核。



3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

3. 恆以共進，同道致遠

Issues Concerning the Quality of Supplied Products

- “Supplier’s Incoming Material Quality Feedback List (供方來料品質不良反饋單)” is issued by the quality inspection department of the Company with the descriptions of defective products made by the production department, quality inspection department and purchasing department. The supplier will formulate and amend the rectification measures, which will be finally verified by the production and quality inspection departments upon amendment to ensure that the product quality meets the requirements before repeated purchasing.
- For suppliers who have been found to supply seriously unqualified products for 1 time or downgrading for 2 or more times or fail to deliver products on time 3 times in a year, we will reduce purchasing their products accordingly, and observe if defective products were continued to be found. If the product quality can be improved later, they can continue to serve as a qualified supplier. Otherwise, their qualifications as qualified suppliers will be terminated.

Return Supplied Products due to Substantial Non Conforming

- Suppliers who have returned their supplied products due to substantial non-conforming for 2 times or more, their qualifications as qualified suppliers will be terminated.

Management Measures after Supplier Evaluation

It is very important for Lao Heng He to maintain good and effective daily communication with suppliers. During the reporting period, we provided external help and support to our suppliers to jointly discover and solve problems together, striving to create a win-win collaborative ecosystem. During the reporting period, Lao Heng He assisted to promote the production of lightweight cooking wine containers, which reduced the weight of glass containers from 400g to 315g. This could reduce the weight, cost and carbon emission during transportation.

Lao Heng He actively promotes environmental awareness. Our cooperation with suppliers aims to save resources and at the same time looking to improve production efficiency through the application of new technologies to achieve the goal of cost saving. The above initiatives are well aligned with SDGs 9 and 12.

供貨產品質量問題

- 由公司品質檢驗部門出具《供方來料品質不良反饋單》，生產部門、質檢部門、採購部門均對出現不良品進行描述，最終由供應商制定整改措施並進行整改，整改後由生產、質檢部門進行驗證，確保產品質量符合要求後方可再次採購。
- 對於一年內出現1次供貨嚴重不合格退貨或2次及以上次數的降級或出現3次沒有按時交貨的供應商，我們會相應縮減採購數量，並對其進行觀察。若後期能夠提高產品品質方可繼續作為合格供應商，否則將取消其合格供應商資格。

供貨有重大不合格而發生退貨的情況

- 每年出現2次及以上供貨有重大不合格而發生退貨情況的供應商，將取消其合格供應商資格。

供應商評估後管理舉措

與供應商保持良好、有效的日常溝通對老恆和來說至關重要。報告期內，我們為供應商給予外部幫助與支持，與其共同發現問題、解決問題，努力打造共贏的協作生態。報告期間，老恆和協助推動料酒瓶輕量化瓶的生產，使玻璃瓶重量從400克降至315克，從而減低運輸時的重量、成本和碳排放。

老恆和積極提倡環保意識，我們與供應商的合作旨在節省資源的同時亦希望透過新技術應用提升生產效益繼而達至節省成本的目的。上述舉措恰與可持續發展目標9和12保持一致。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Lao Heng He adheres to the philosophy of being “people-oriented” and regards employees as family and one of the most valuable assets for enterprise development. By constantly exerting the spirit of craftsmanship, we join hands and move forward with employees. Lao Heng He continues increasing investment in team building and employee training, provides employees with competitive salaries and benefits and social security among peers, enhances employee communication and promotion prospects, and is committed to providing employees with a fair working environment while enhancing their sense of belonging. The Group has always regarded talents as one of our core competitive edges, and implements the strategy of building a young, professional, and knowledge-based talent team in combination with a comprehensive reform of the Group based on the professional team program with third parties. In addition, to continue to optimise and improve the human resources management system to accommodate the future development requirements of our modern human resource management system in Lao Heng He, we have established a scientific and orderly mechanism for talent recruitment and resignation, creating development opportunities for outstanding talents. These efforts have built a stellar team comprised of like-minded, hard-working, and vibrant talents, which continues to advance the healthy and effective development of the Group.

EMPLOYMENT OVERVIEW

Lao Heng He strictly complies with the requirements of laws and regulations, such as “The Labour Law of the People’s Republic of China (中華人民共和國勞動法)”, “The Employment Promotion Law of the People’s Republic of China (中華人民共和國就業促進法)”, “The Labour Dispute Mediation and Arbitration Law of the People’s Republic of China (中華人民共和國勞動爭議調解仲裁法)” and “Regulations on Labour Security Supervision (勞動保障監察條例)”, and continuously improves internal policies, such as “Regulations on management of Human Resources (人力資源管理規定)”, “Control Procedures on Human Resources (人力資源控制程序)”, “Procedures on Recruitment, Employment and Dismissal (招聘、錄用、解聘程序)”, “Remuneration plan of the company (公司薪酬計劃)”, “Remuneration and Compensation Policy (薪酬及補償政策)”, “Human Resources Labour Contract Management System (Trial) (人事勞動合同管理制度(試行))”, “Management Measures for Attendance with Leave Application and Cancellation Request (考勤、請銷假管理辦法(試行))” and “Employee Performance Management System (員工績效管理制度)”, and also systematically regulates and manages various aspects regarding recruitment, employment, promotion, dismissal, code of conduct, working hours, performance assessment, welfare and benefits, diversity and anti-discrimination, to protect the legitimate rights and interests of employees.

老恒和恪守「以人為本」的理念，視員工為家人和企業發展最寶貴的財富之一。通過不斷發揮匠人精神，與員工攜手共進。老恒和不斷增加對團隊建設的投入和員工培訓投入，為員工提供在同行中具備競爭力的薪酬福利和社會保障，完善員工溝通和晉升渠道，致力於為員工提供公平工作環境的同時，亦能增強員工歸屬感。我們始終把人才作為本集團的核心競爭力之一，落實人才隊伍年輕化、專業化、知識化戰略，結合第三方專業化團隊方案對集團進行全面改革。持續優化和完善適應老恒和未來發展現代企業人力資源管理體系的需要，形成科學有序的人才進入和退出機制，為優秀人才創造發展機會，煉成了一支志同道合、勵精圖治、朝氣蓬勃的優秀團隊，推動本集團健康有效發展。

僱傭概況

老恒和嚴格遵守《中華人民共和國勞動法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》及《勞動保障監察條例》等法律法規的要求，並不斷完善《人力資源管理規定》、《人力資源控制程序》、《招聘、錄用、解聘程序》、《公司薪酬計劃》、《薪酬及補償政策》、《人事勞動合同管理制度(試行)》、《考勤、請銷假管理辦法(試行)》及《員工績效管理制度》等內部政策，就員工招聘、錄用、晉升、解僱、行為準則、工作時間、績效考核、福利待遇、多元文化與反歧視等方面進行了系統性的規範與管理，以維護員工的正當權益。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

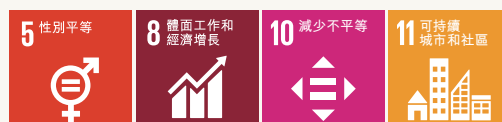
The Group's Human Resources Policy contributes to SDG 5 on gender equality, SDG 8 on protecting labour rights, SDG 10 on reducing inequalities and SDG 11 on promoting inclusive communities.



Lao Heng He is determined to be a responsible employer and in this connection, the Group has implemented good employment practices and promoted ethical and human rights at the workplace. Lao Heng He strictly prohibits the employment of child labour, forced labour and any other illegal employment behaviors. The Group only hires lawful employees and will not hire any child labour. During the recruitment process, candidates must submit photocopies of their identity cards and subsequently present originals for verification purposes.

Lao Heng He has in place an internal policy and "Employees' Handbook" (員工手冊) which prohibits any form of child labour and set out the process of resignation and dismissal of employees in order to safeguard the Group's and employees' rights and eliminate the possibilities of forced labour. The Administration and Human Resources department will review the employment practice regularly to prevent the possibility of child and forced labour. If we find any employee employment situations that violate relevant national or local laws and regulations, we will take immediate measures to protect the legitimate rights and interests of employees: for the employment of child labour, we will require the relevant department to send the child labour back to their original places of residence within the specified time limit and the person in charge of the department involved shall receive severe punishments; for forced labour, we will handle the case according to the specific circumstances in accordance with laws and regulations through the labour union and labour dispute mediation committee. During the reporting period, Lao Heng He had not committed any illegal acts including the employment of child labour and forced labour.

本集團的人力資源政策有助於實現性別平等的可持續發展目標5、保護勞工權利的可持續發展目標8、減少不平等的可持續發展目標10和促進包容性社區的可持續發展目標11。



老恒和為成為負責任之僱主一直不遺餘力，而本集團致力實行良好僱傭慣例，於工作場所提倡道德及人權。老恒和嚴厲禁止僱傭童工、強制勞動等不合法的僱傭行為發生。本集團只聘請合法員工而不會聘用任何不符合適用法例及法規規定之最低工作年齡人士。於招聘過程中，應徵者必須提交身份證明文件副本及出示正本以作核實。

老恒和有妥善的內部政策及《員工手冊》，禁止任何形式的童工，並清晰列明僱員辭任及離職之過程，以保障本公司及僱員之權利，消除強迫勞動的可能性。行政人事部將定期檢討僱傭慣例，以防止錄用童工和強迫勞動的可能性。如若發現任何違反國家或地方相關法律法規的員工僱傭情況，我們將立即採取措施，以保障員工合法權益：對於僱傭童工行為，我們將強制要求涉事部門在規定期限內將童工送回原居住地並對涉事部門負責人進行嚴懲；對於強制勞動行為，我們通過工會和勞動糾紛調節委員會，根據事件具體情況依法依規處理。報告期內，老恒和未發生任何僱傭相關包括僱傭童工和強制勞動在內的違法行為。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

For staff recruitment, Lao Heng He adheres to the principle of “Fairness, Openness, and Meritocracy” and “Openness, Fairness, Competitiveness and Meritocracy” to select the most suitable talent for the job. Lao Heng He attaches great importance to the diversity of staff, but also respects employees’ gender, age, national culture, marriage and family conditions, and religious beliefs with an aim to create a fair, healthy, enterprising, and warm working atmosphere for employees. In response to the slowdown of the COVID-19 pandemic and the need for development, we have recruited new employees to fulfil our work demands. During the reporting period, Lao Heng He had a total of 535 employees and according to gender, age and employment type as follows:

在員工招聘上，老恒和秉承「公平公開、唯才是用」及「公開、平等、競爭、擇優」的原則為崗位挑選最適宜的人才。老恒和重視員工多元化的同時亦尊重員工的性別、年齡、民族文化、婚姻及家庭情況、宗教信仰，致力於為員工打造公正、健康、進取、溫暖的工作氛圍。因應新冠肺炎疫情開始放緩和發展需要，我們增聘新員工以應對工作需求。報告期內，老恒和共有全職員工535人，按性別、年齡、僱員類型劃分的員工情況如下：

Employment Profile

僱傭概況

Workforce As at 31 December	僱員 截至十二月三十一日	2020 二零二零年 No. of Staff 僱員人數	2021 二零二一年 No. of Staff 僱員人數	2022 二零二二年 No. of Staff 僱員人數
By Gender	按性別			
Male	男	263	289	308
Female	女	159	201	227
By Age Group	按年齡組別			
Below 30	30歲以下	29	29	42
30–50	30–50歲	252	306	323
Over 50	50歲以上	141	155	170
By Employment Type	按僱傭類型			
Full time	全職	422	490	535
Part time	兼職	0	0	0
By Function	按僱員類型			
Production	生產類	236	243	248
Sales and Marketing	業務銷售類	83	145	180
Administration	行政管理類	21	19	22
Technical	技術類	82	83	85
By Geographical Region	按地區			
Mainland China	中國內地	422	490	535
Hong Kong, China	香港	0	0	0
Total	整體	422	490	535

4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

EMPLOYEE RETENTION AND COMMUNICATION WITH CARING

Remuneration and Compensation

The Group offers competitive compensation to retain talents. Currently, we mainly determine employees' compensation based on two systems: monthly-based and hourly-based. The remuneration package of each employee is determined with reference to a number of factors, including educational background, job duties, professional skills, technical capabilities and experience, whereas hourly compensation is based on the corresponding labour quota and efficiency of the position.

To attract and retain talents, the Group also offers a variety of benefits, including bonuses, "Social Security and Housing Provident Fund in the PRC (中國社保及住房公積金)", statutory welfare scheme contributions for the benefit of employees by the relevant legal requirements in the PRC, including but not limited to the social insurance payments in the PRC, injury compensation and insurance and overtime allowance.

Rest Period and Working Hours

The Group provides reasonable working hours and rest periods to employees. The resting time of the Group's employees is well respected and the employees are also entitled to paid holidays under statutory requirements or otherwise under their respective employment contracts such as annual leave, sick leave, work injury leave, maternity leave and marriage leave.

善待僱員與關愛溝通

薪酬及報酬

本集團提供具競爭力薪酬以吸引人才。而我們目前主要按月薪以及綜合工時兩種薪酬制度安排僱員薪酬。每名僱員之薪酬將參考多項因素而釐定，包括教育背景、工作職責、專業技能、技術能力及經驗；而綜合工時薪酬則取決其崗位對應的勞動定額以及效率等。

為吸引及挽留人才，本集團提供各項福利，包括年終獎金、中國社保及住房公積金、根據中國之相關法律規定為僱員作出法定福利計劃供款，包括中國社會保險付款、工傷賠償及保險、加班補償等。

休假及工作時間

本集團為僱工提供合理的工作時間和休息時間。本集團僱員之休息時間備受尊重，僱員亦享有根據法例規定或彼等各自之僱傭合約所規定之有薪假期，例如年假、病假、工傷假、產假及婚假等。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Employee Turnover

During the FY2022, the Group has an overall turnover rate of 25.1%. The detailed turnover numbers and percentage are set forth below:

僱員流失比率

於二零二二財政年度期間，本集團整體流失率為25.1%，與上一年度相約。詳細僱員流失數目和比率如下：

Turnover ³	流失比率 ³	2020 二零二零年 Turnover rate (%) 流失比率 (%)	2021 二零二一年 Turnover rate (%) 流失比率 (%)	2022 二零二二年 Turnover rate (%) 流失比率 (%)
By Gender	按性別			
Male	男	34.1	23.7	26.3
Female	女	41.1	26.6	23.3
By Age Group	按年齡組別			
Below 30	30歲以下	59.7	46.3	33.3
30-50	30-50歲	38.5	28.5	28.5
Over 50	50歲以上	24.6	9.4	14.6
By Function	按僱員類型			
Production	生產類	35.5	21.6	20.3
Sales and Marketing	業務銷售類	50.9	36.7	32.3
Administration	行政管理類	19.2	9.5	4.3
Technical	技術類	24.1	10.8	25.4
By Geographical Region	按地區			
Mainland China	中國內地	36.9	25.0	25.1
Hong Kong, China	香港	0.0	0.0	0.0
Overall	整體	36.9	25.0	25.1

With regard to the fluctuation in the number of employees during the reporting period, the Group believes that the loss of Sales and Marketing employees is a significant fluctuation based on the turnover benchmark value exceeding 25%, and the relevant reasons include failure on achieving the tasks assigned by the Group.

就於報告期間的員工人數波動，本集團認為業務銷售類的員工流失為重大波動，乃基於其超過25%的人員流失基準值，而相關原因包括未能達成本集團所訂立的工作事項。

³ Turnover rate = Number of employees left the Group during the reporting period / (Number of employees left the Group during the reporting period + Number of employees as at the end of the reporting period).

³ 流失比率 = 報告期間離開本集團的僱員人數除以(報告期間離開本集團的僱員人數 + 報告期末的僱員人數)。

4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Employee welfare

Lao Heng He respects the contributions of its employees to the Company and spares no efforts in providing competitive staff welfares that are comparable to market terms. We have formulated and continuously modified the “Remuneration and Compensation Policy (薪酬及補償政策)” and established a remuneration committee that is responsible for managing remuneration related matters, so as to continuously improve the remuneration system for our employees. Lao Heng He provides employees with medical insurance, pension insurance, unemployment insurance, work-related injury insurance, housing provident fund, as well as other related expenses, etc. in accordance with the laws. Employees are also provided with a basic salary, post allowance, performance bonus, seniority allowance and other allowances. In order to ensure equal pay for equal work and fair and reasonable allowance, Lao Heng He has set up 4 major indicators and 29 indicators for the provision of job allowance to employees.

As for welfare, Lao Heng He strives to create a home-like atmosphere for its staff. Family rooms and couple rooms are provided to cater to the special needs of our employees and their families. As a leader in the seasoning industry, Lao Heng He has developed “Employee Canteen Management Regulations (Trial)”, in order to standardise measures related to employee canteen management and clarify the division of labour among canteen personnel, to ensure the dietary health of employees. In addition, Lao Heng He regularly customises and updates the canteen menu seasonally to meet the diverse eating habits of its staff and to allow them enjoy a better quality of life brought by excellent seasonings.

僱員福利

老恒和尊重員工為企業的付出，致力於為員工提供與市場標準相比具備競爭性的員工福利，通過制定並不斷完善《薪酬及補償政策》，成立薪酬委員會負責管理薪酬相關事項，持續完善員工薪酬福利制度。老恒和為員工依法繳納醫療保險、養老保險、失業保險、工傷保險、住房公積金以及支付相關費用等，並為員工提供基本工資、崗位補貼、績效獎金、工齡補貼以及其他補貼。其中，為保障同工同酬以及補貼的公平合理性，老恒和為員工提供的崗位補貼一項便設置了4大指標29項指標。

在福利方面，老恒和致力於為員工營造「家」的氛圍，根據員工特殊需求提供母子房、夫妻房等，為員工及其家屬創造方便。作為調味品行業的領導者，老恒和已制定《職工食堂管理辦法(試行)》，以規範職工食堂管理相關措施及明確食堂職員的分工，確保員工的飲食健康。此外，我們亦定期定制和更換食堂菜單，以豐富食堂菜品多樣性並提供更適宜的季節性食物，在滿足員工飲食習慣差異的同時，讓員工體驗優質調味品帶來的生活之美。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Employee Activities

Lao Heng He cares for the mental health of our employees and organised a variety of activities to motivate and enhance the overall morale of its employees. During the reporting period, we encourage party members actively participate in epidemic prevention work and sent representatives to attend the “Fourth Congress of Lincheng Town Union”, “1 July CCP” themed activity: CCP Party building and alliance activities, and provide employee condolences and body health checks for all employees, etc. In the future, we will continue showing our love and care for our employees by standing in their shoes and meeting their needs, as if they were our family members.

僱員活動

老恒和關愛員工的心理健康並組織了各種活動來激勵和提高員工的整體士氣，報告期間，我們在疫情期間讓黨員積極投入防疫工作並派代表出席「林城鎮工會第四次代表大會」、「七一黨主題活動－共建紅色黨建聯盟活動」、提供員工慰問及職工全身體檢等。未來，我們將延續並發揚對員工的關愛，做到如家人般「想員工之所想，急員工之所急」。



◆ Fourth Congress of Lincheng Town Union
林城鎮工會第四次代表大會



◆ “1 July CCP” themed activity: CCP Party building and alliance activities
「七一黨主題活動－共建紅色黨建聯盟活動」



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

HEALTH AND SAFETY

Lao Heng He strictly complies with related laws and regulations and local regulations, such as “The Work Safety Law of the People’s Republic of China (中華人民共和國安全生產法)”, “Occupational Disease Prevention and Control Law of the People’s Republic of China (中華人民共和國職業病防治法)”, “Provisions on the Supervision and Administration of Occupational Health in the Workplace (工作場所職業衛生監督管理規定)”, “Occupational Disease Diagnosis and Identification Management Measures (職業病診斷及鑒定管理辦法)”, “Regulation on Work-Related Injury Insurance (工商保險條例)” and “Regulations on Safety Production in Zhejiang Province (浙江省安全生產條例)” etc., formulates and continuously improves internal systems such as the “Occupational Hazard Factor Monitoring and Classification Management Regulations for Companies (公司職業危害因素監測及分級管理規定)”, “Identification of Hazardous Elements, Evaluation and Update Procedures(危險有害因素識別、評價與更新程序)”, “Environmental Health and Safety Accident Reporting and Investigation Management Procedures (EHS事故報告和調查管理程序)” and “Occupational Health Physical Examination System (職業健康體檢管理制度)”, and passed the ISO 45001 “Occupational Health and Safety Management System” to fully safeguard the occupational health and safety of employees.

健康與安全

老恒和嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》、《職業病診斷及鑒定管理辦法》、《工傷保險條例》及《浙江省安全生產條例》等相關法律法規和地方管理辦法，制定並不斷完善《公司職業危害因素監測及分級管理規定》、《危險有害因素識別、評價與更新程序》、《EHS事故報告和調查管理程序》及《職業健康體檢制度》等內部制度，藉此持續改善本集團的職業健康安全管理體系的同時，亦於報告期間維持通過ISO 45001職業健康安全管理体系認證的要求，全面保障本集團所有員工的職業健康安全。



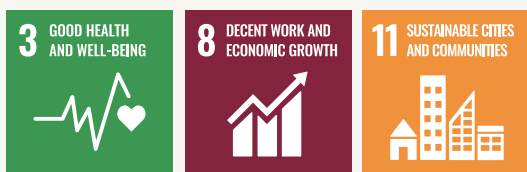
◆ ISO 45001:2018 Certification of the “Occupational Health and Safety Management System”
ISO 45001:2018 職業健康安全管理體系認證

4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

We are always highly concerned about providing a safe and healthy working environment and protecting our employees from occupational hazards, this is aligned with the aim of SDG 3: Good health and well-being, SDG 8: Decent work and SDG 11: Sustainable cities and community development.

我們一直非常重視提供安全和健康的工作環境，並保護我們的員工免受職業危害，這與可持續發展目標3：良好健康與福祉、可持續性發展目標8：體面工作和經濟增長以及可持續發展目標11：可持續城市及社區發展相一致。



Occupational Measures

The below sets forth a few examples of the practices adopted by the Group in accordance with the applicable local laws and regulations in relation to workplace safety:

職業措施

下文載列本集團已採納常規之若干例子，以遵守有關工作安全並適用的本地法律及法規：

Our Attempt

- Ensuring the Group maintain the requirements of ISO 9001:2015 (Quality management), ISO 14001:2015 (Environmental Management), and ISO 45001:2018 (Occupational health and safety);
- Monitoring and evaluating the operation status and performance of the environmental and occupational health and safety system every six months by the Quality and R&D Department relevant management personnel;
- Ensuring the Group's employees maintain accident insurance;
- Production Centre is responsible for arranging regular inspection of fire safety equipment in production facility and office premises;
- Administration and Human Resources Department is responsible for arranging health checks to staff members as appropriate;
- Safety and Environmental Protection Department is responsible for arranging occupational health inspections for employees;

我們的措施

- 確保本集團達到ISO 9001:2015(質量管理)、ISO 14001:2015(環境管理)和ISO 45001:2018(職業健康和安全的)的要求；
- 質量與研發部每半年組織相關管理人員對環境及職業健康安全體系運行狀況及績效進行監測及評估；
- 確保本集團僱員購買意外保險；
- 生產中心負責定期安排消防部門檢查生產設施和辦公場所的消防安全設備；
- 由行政人事部負責為員工組織健康檢查；
- 由安全環保部負責為員工組織職業病檢查；



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

- Providing safety equipment such as fire extinguishers at the workplace;
 - Installing surveillance cameras at the main entrances of the production facility and offices;
 - Employing security guards guarding at various entrances and carrying out 24-hour patrol;
 - Prohibiting smoking at the workplace;
 - Providing safety training to staff members and practising from time-to-time emergency responses in the case of fire and establishing contingency plan for other possible hazards that our industry may be exposed to;
 - Regular garbage removal; and
 - Providing precautionary measures and equipment (such as disinfectant and mask) to protect the staff from the COVID-19 pandemic.
- 於工作場所提供滅火器等安全設備；
 - 於生產設施和辦公場所的主要出入口安裝監控攝像機；
 - 僱用保安員，負責於不同入口看守及進行24小時巡邏；
 - 禁止於工作場所吸煙；
 - 為員工提供安全培訓，並不時進行火警及針對本行業可能會遭遇的其他危險制定應急預案；
 - 定期清理垃圾；及
 - 提供預防措施和設備(如消毒劑和口罩)，以保護員工免受新冠病毒疫情影響。

1. Emergency Preparedness

“Contingency Preparation Procedures in Response to Emergencies” (應急準備、響應控制程序) is established in response to emergency situations such as fire, electrical failure, chemical leakage or oil spill, heat stress, etc.

1. 應急計劃準備能力

為應對火災、電力事故、化學品油品洩漏、中暑等突發事件制定《應急準備、響應控制程序》。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Safety Production

Lao Heng He implements routine safety management measures, carries out regular hazard source screening, identifies hazard sources in each production stage, and carries out rectification and follow-up work in a timely manner to ensure employees' safety. Lao Heng He encourages employees to take initiatives to identify and raise concerns about safety risks and hazards found during the working process and report them in time. We formulate various occupational safety knowledge topics for employees and explain to them in morning meetings and trainings. We require that every workshop must hold a regular safety meeting every Friday to summarise the existing safety hazards and the rectification period and strengthen the "prevention" mechanism. In addition, by signing the "Fire Responsibility Statement (消防責任書)" with employees, we actively respond to the government's fire drills, continuously expand the scale of fire drill training, improve the authenticity of fire drills and increase employees' awareness of safety responsibility.

安全生產

老恒和推進常規安全管理舉措，定期開展危險源篩查，對每一個生產環節中的危險源進行識別，並及時進行整改和跟進，以保障員工安全。老恒和鼓勵員工主動識別並提出在工作過程中發現的安全風險。我們為員工制定各類職業安全知識專題並以晨會、培訓等形式進行宣貫。我們要求每一車間每周五必須舉行安全例會，總結存在的安全隱患及整改期限，強化「事前預防」機制。此外，我們通過與員工簽訂《消防責任書》，積極響應政府消防演練，不斷擴大消防演練受訓規模，提高消防演練的真實程度，增加員工安全責任意識。



During the reporting period, Lao Heng He had no major work-related fatalities, reportable accidents as well as lost days due to work injuries.

報告期內及過去兩個財政年度，老恒和未發生因工作導致的重大傷亡事件。

4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Protection of Health

The health of employees is one of the foundations for the steady operation of Lao Heng He. By defining occupational disease hazard factors and monitoring procedures, as well as clarifying the types of health check, content periods, and processing of health check results, Lao Heng He carries out employee occupational health management from the two dimensions, “control of harmful factors” and “tracking of health status”. If an employee is diagnosed with an occupational disease in the occupational disease hazard test, Lao Heng He will compensate the employee who is diagnosed with the occupational disease, and conduct a comprehensive investigation and rectification of the employee’s working environment. During the reporting period, Lao Heng He had not found any significant cases of occupational diseases.

In recent years, China and all over the world have been fighting against the outbreak of COVID-19. Since the “battle against the epidemic” began, Lao Heng He has responded quickly and has done its best to carry out epidemic prevention and control work. Lao Heng He has been effectively implemented emergency response plans and implemented a linkage investigation mechanism at all levels, cooperating with the communal and national anti-epidemic strategies and measures, hope to end this “silent epidemic” as soon as possible.

SUPPORT AND DEVELOPMENT

Lao Heng He recognises that talents are the cornerstone of long-term development of an enterprise. By focusing on the cultivation of core talents, Lao Heng He provides training opportunities and fair promotion channels for every employee with inclusive minds, and continuously cultivates high quality management talent echelons. During the reporting period, Lao Heng He was recognised by the Zhejiang Skilled Talent Evaluation Management Service Centre (浙江省技能人才評價管理服務中心) as an independent qualified body of yellow wine winemakers, yellow wine brewers, and agricultural food product inspectors.

Empowered training

Lao Heng He provides employees with diversified training, aiming to improve the quality of employees in terms of professionalism and work skills. Lao Heng He has formulated and continuously improved the “Training Management System (培訓管理制度)”, which provides targeted training content for employees at different levels by clarifying the training content and scope of orientation training, on-the-job training, and professional training.

健康保障

員工的健康一直是老恒和得以穩健營運的基礎之一。通過對職業病危害因素界定、監測程序做出規定，以及明確體檢類別、內容周期、體檢結果處理等內容，老恒和從「有害因素管控」和「健康狀態跟蹤」兩個維度開展員工職業健康管理工作。如有員工在職業病危害檢測中確診，老恒和將對確診職業病的員工進行補償，並對該員工的工作環境進行全面排查和整改。報告期內，老恒和暫未發現職業病個案。

近年，中國以至全球均與新型冠狀病毒搏鬥，自這場「戰疫」打響以來，老恒和迅速響應，全力以赴開展疫情防控工作。老恒和一直切實執行應急響應預案並實施各級組織聯動排查機制，配合社區和國家的防疫措施及策略，期盼早日結束這場無聲的戰「疫」。

發展成長

老恒和深知人才是企業長期發展的基石，通過聚焦核心人才培養，以包容之心為每一位員工提供培訓機會和公平的晉升渠道，不斷培養高素質經營人才梯隊。於報告期間，老恒和釀造被浙江省技能人才評價管理服務中心認定具有黃酒釀酒師、黃酒釀造工、農產品食品檢驗員自主認定的資格單位。

培訓賦能

老恒和為員工提供多樣化的員工培訓，旨在從專業素養、工作技能水平等方面提高員工素質。老恒和制定並不斷完善《培訓管理制度》，通過明確職前培訓、在職培訓、專業培訓的培訓內容和培訓範圍，為不同層級的員工提供針對性的培訓內容。



4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進



Production Staff 生產類員工

Scope of training: Induction training/pre-job training/safety training/process training of each workshop
培訓內容： 入職培訓／崗前培訓／安全培訓／各車間流程培訓

Focus of training: Cultivating the job awareness and practical quality
培訓側重點： 培養崗位意識和實踐素質



Intermediate and Senior Production/R&D Staff 中高層生產類／研發類員工

Scope of training: Skill training/intermediate and senior technical training
培訓內容： 技能培訓／中高級技術職稱培訓

Focus of training: Cultivating sophisticated technology and innovation
培訓側重點： 培養技術沉澱及創新能力



Management Staff 管理層員工

Scope of training: Management theory training/professional certificate training required by various functional departments
培訓內容： 管理理論知識培訓／各職能部門所需專業證書培訓

Focus of training: Improvement in capacity and effectiveness of management
培訓側重點： 提升管理能力和效力



Sales and Marketing Staff 銷售類員工

Scope of training: Market development and operation training/sales technique training
培訓內容： 市場開拓及營運培訓／銷售技巧培訓

Focus of training: Cultivating sales professionals
培訓側重點： 培養專業銷售人才

PERSEVERANCE COMBINED WITH GOOD-NATUREDNESS AND CREDITWORTHINESS

To preserve and pass on Lao Heng He's ancestral motto of "Perseverance combined with good-naturedness and creditworthiness" and ancient brewing skills, our winemakers and wine tasters will receive regular wine culture training and skills training. Meanwhile, Lao Heng He also implies the "three-tier training (三幫)" system, namely "apprenticeship, new and old employees, rotation (師徒幫帶、新老幫帶、輪崗幫提)", to develop "Lao Heng He's person (老恒和人)" through three aspects, namely inheritance of technology and tradition, abilities enhancement and quality training, and achieves the common development of employees and the enterprise. We have originally planned to hold the "Ancient Brewing Technique Inheritance Ceremony" (古法釀造技藝傳承拜師儀式) every three years, to express our respect and gratitude to the Lao Heng He's previous generation of brewers, and also to start the long-term and systematic training of the next generation of brewers, but due to the COVID-19 pandemic, the Ceremony was suspended during the reporting period. During the process of learning in Lao Heng He, young brewers can learn not only the Lao Heng He's ancient brewing skills, but also the spirit of being down-to-earth, striving for perfection and perseverance.

恆以持之，和信為本

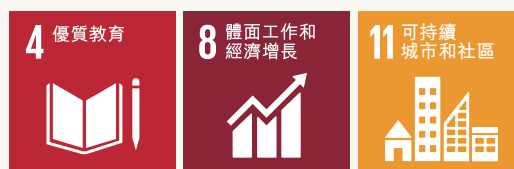
為不斷傳承並弘揚老恒和「恆以持之，和信為本」的祖訓以及古法釀造的技藝，我們的釀酒師和品酒師會定期接受酒文化培訓和酒業協會技能職稱培訓。同時，老恒和還通過「師徒幫帶、新老幫帶、輪崗幫提」的「三幫」機制從技術傳承、能力提升以及素質培養三方面全面打造「老恒和人」，實現員工與企業的共同發展。我們原定每三年舉辦一次「古法釀造技藝傳承拜師儀式」，在對上一代老恒和釀造師表達敬意和謝意的同時開啟對下一代釀造師的長期、及有系統的培養，然而為防止新冠肺炎病毒傳播，報告期間暫緩舉辦該儀式。在老恒和，年輕技師們在從師學藝的過程中，學到的不僅僅是老恒和古法釀造的技藝，更是老恒和腳踏實地、精益求精、持之以恆的精神。

4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

The Group's commitment to SDG 4, SDG 8 and SDG 11 is reflected in our implementation of employee development-oriented policies, and our support to production activities and staff training.

本集團對可持續發展目標4、可持續發展目標8和可持續發展目標11的承諾體現於我們推行以員工發展為導向的政策，我們全面支持生產活動和員工培訓。



During the FY2022, a total of 505 employee in Mainland China have received training and have been offered 3,440 training hours in total. The details are as follows:

於二零二二財政年度期間，本集團中國內地共有505名僱員參與培訓，共計提供3,440小時的培訓。具體情況如下：

Percentage of Employee Receiving Training ⁴	受訓員工百分比 ⁴	2020 二零二零年	2021 二零二一年	2022 二零二二年
By Gender	按性別			
Male	男	92.40	86.85	91.88
Female	女	94.97	97.51	97.80
By Employment Type	按僱員類型			
Production	生產類	94.49	90.95	93.95
Sales and Marketing	業務銷售類	97.59	94.48	95.00
Administration	行政管理類	90.48	84.21	90.91
Technical	技術類	86.59	87.95	95.29
Overall	整體	93.36	91.22	94.39

⁴ Percentage of trained employee = Total number of employees received training during the reporting period/Total number of employees as at the end of the reporting period.

⁴ 受訓僱員百分比 = 報告期間受訓僱員總數除以報告期末僱員總數。

4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

4. 和以聚力，採擢薦進

Average Training Hours ⁵	平均培訓時長 ⁵	2020 二零二零年 Hours per Employee 時數／僱員	2021 二零二一年 Hours per Employee 時數／僱員	2022 二零二二年 Hours per Employee 時數／僱員
By Gender	按性別			
Male	男	6.49	6.40	7.55
Female	女	7.13	6.23	4.91
By Employment Type	按僱員類型			
Production	生產類	5.59	5.97	5.64
Sales and Marketing	業務銷售類	4.77	2.72	4.01
Administration	行政管理類	39.00	49.47	47.54
Technical	技術類	3.74	3.82	3.83
Overall	整體	6.73	6.33	6.43

Promotion and development

To enhance the vocational and professional levels of our team, Lao Heng He not only implements a strict gate-keeping system for talent recruitment and provides systematic training to improve their skills, but also promotes the continuing development of talents by developing a multi-dimensional appraisal system and fair and impartial evaluation and motivation system. We continue improving our internal management system, such as the “Employee Performance Management System (員工績效管理制度)” and the “Management Measures on Incentive Promotion (激勵晉升管理辦法)”, to examine, analyse and evaluate the performance of our employees in terms of work results, behavioural issues, work attitude and overall quality, so as to improve the quality of our employees and unlock their potential.

Lao Heng He has established transparent promotion channels for its employees. Employees are constantly promoted for self-improvement, and a comprehensive performance appraisal is conducted every year. According to the “Management Measures on Incentive Promotion (激勵晉升管理辦法)”, Lao Heng He classifies its employees into A+/A/B/C/D/E grades based on their comprehensive appraisal results and provides them with performance rewards according to different grades. For those employees who have outstanding performance in the comprehensive appraisal and made great contributions to the technical/management innovation of the Company, Lao Heng He will give awards and offer promotion opportunities. For those employees with poor performance, Lao Heng He requires the department heads to arrange a performance review within one week after the appraisal to review, analyse and improve their performance, and to copy and retain the original review record within 10 days after the appraisal as the basis for the next year’s appraisal and performance review.

⁵ Average training hours = Total training hours during the reporting period/Total number of employees as at the end of the reporting period.

晉升發展

為提升員工團隊的職業化和專業化，老恒和除了在引進人才時嚴格把關、通過系統化培訓提升能力外，亦通過立體多維的考核、公平公正的評估激勵體系，促進人才的不斷成長。我們不斷完善《員工績效管理制度》和《激勵晉升管理辦法》等內部管理制度，從員工工作結果、行為表現、工作態度以及綜合素質等各方面對員工的表現進行檢測、分析和評價，從而提高員工素質，挖掘員工潛力。

老恒和為員工打造透明晉升渠道，不斷促進員工進行自我提升，並於每年對員工進行綜合績效測評。老恒和根據《激勵晉升管理辦法》以及員工的綜合績效考評結果將員工分為A+/A/B/C/D/E等級，並根據不同等級提供績效獎勵。對於綜合績效考評結果優秀且對企業技術／管理革新做出重大貢獻的員工，老恒和將給予嘉獎並提供晉升機會。而對於表現欠佳的員工，老恒和要求各部門主管在考核結束後一星期內安排績效面談，進行回顧、分析和提升，並在考核結束後的十日內將面談記錄原件復印留存，作為下一年績效考核及績效面談的依據。

⁵ 平均培訓時長 = 報告期間培訓總時數除以報告期末僱員總數。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

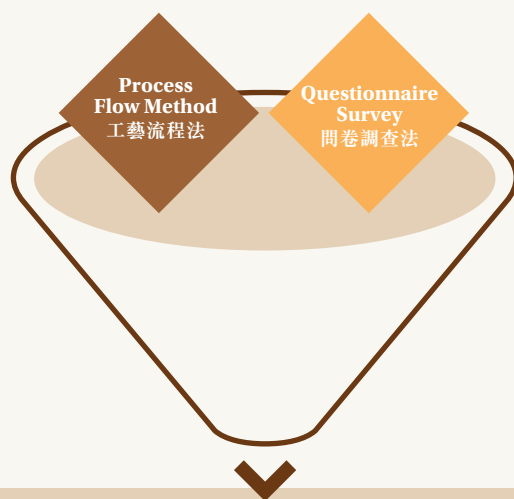
5. 和以自然，綠色發展

Lao Heng He strictly complies with the relevant laws, local regulations and rules such as “The Environmental Protection Law of the People’s Republic of China (中華人民共和國環境保護法)” “The Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法)”, “The Atmospheric Pollution Prevention and Control Law of the People’s Republic of China (中華人民共和國大氣污染防治法)” and continuously improves the internal systems, such as “Regulations on Environmental Protection and Management (環境保護管理制度)” and “Control Protocol of Resources and Energy (資源能源控制規程)” to enhance our green production and operation. Through the identification and evaluation of environmental factors, we evaluate the energy use and emission management in all aspects of production and operation, effectively improving the energy efficiency in the operation and production process and minimising the impact on the ecological environment.

老恒和嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》與《中華人民共和國水污染防治法》等國家和地區環境相關法律法規，持續完善內部《環境保護管理制度》和《資源能源控制規程》等內部制度，提升綠色生產營運水準。我們通過環境因素識別評價生產營運全環節的能源使用和排放管理，有效提升營運生產過程中的能源使用效率，最大程度降低對生態環境的影響。

Identification and Evaluation of Environmental Elements

環境因素識別評價



Identification and evaluation of the discharge of pollutants, the consumption of energy, resources and raw materials, potential environmental accidents, etc.
 識別和評價污染物的排放處置，能源、資源、原材料的消耗，以及潛在的環境事故等

In addition, Lao Heng He promotes energy savings and carbon reduction to achieve sustainable business operations. To this end, we will continue reducing exhaust gas, greenhouse gas emissions, waste production, and energy and water consumption in its business operations. We aim to do our best to comply with the goals of the local and central government of peaking carbon emissions and achieving carbon neutrality by 2060. Looking ahead, we will review our performance regularly based on the aforementioned areas and take appropriate actions.

此外，老恒和倡導節能減碳，致力於實現可持續業務營運。為此，我們將繼續不遺餘力地於其業務過程中減少廢氣、溫室氣體排放、廢物產生、能源以及水資源消耗，務求盡力配合各地政府所制定(包括中國內地雙碳(碳中和及碳达峰)目標)，於二零六零年或之前實現碳中和的目標。展望未來，我們亦會適時檢討上述範疇的表現並審視情況作出合適安排。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

In order to help achieve sustainable development, the Group advocates reducing carbon emissions to meet the national dual carbon goals, and is committed to achieving sustainable operations. We have set clear emission reduction targets, and we have adopted 2021 as the base year (this year can reflect the Group's operation under a normal market condition) to achieve the following targets:

- reduction of air emissions by 3% in 2026 and 20% in 2036;
- reduction of energy consumption by 3% in 2026 and 20% in 2036;
- reduction of water consumption by 3% in 2026 and 20% in 2036; and
- reduction of waste emissions by 3% in 2026 and by 20% in 2036.

為幫助實現可持續發展，本集團倡導減少碳排放以配合國家雙碳目標，並致力實現可持續經營。為此，我們已制定明確的減排目標，以2021年為基準年（因該年度能反映本集團於正常市場環境下的營運表現）實現以下目標：

- 力爭於2026年將廢氣排放減少3%並於2036年減少20%；
- 力爭於2026年將能源消耗降低3%並於2036年減少20%；
- 力爭於2026年將水資源消耗降低3%並於2036年減少20%；
- 力爭於2026年將廢棄物排放降低3%並於2036年減少20%。

By integrating environmental protection and resource conservation into our business development strategy, our environment-related policies are aligned with SDG 6, SDG 12 and SDG 13, to ensure water availability and sustainable management, responsible consumption and production, and take urgent action to combat climate change.

通過將環境保護和資源保護納入我們的業務發展戰略，我們的環境相關政策與可持續發展目標6、可持續發展目標12和可持續發展目標13保持一致，旨在確保水的可用性和可持續管理、負責任的消費和生產，並採取緊急行動應對氣候變化。



RESOURCE OPTIMISATION

Lao Heng He has formulated and implemented several policies, such as “Guiding Manual on Water and Electricity Conservation (節約水、電管理作業指導書)” and “Guiding Manual on Energy Conservation and Consumption Reduction (節能降耗管理作業指導書)” to integrate environmental protection into our daily operation. Starting from the details and management of each energy-using process, the Company keeps resources such as electricity, steam, water, and packaging materials in the production process under effective control, improves resource efficiency through equipment renovation, and continues adopting lightweight packaging, so as to minimise the impact of our production and operation activities on the environment.

資源優化

老恒和將環保理念貫穿於日常營運之中，制定並實施《節約水、電管理作業指導書》和《節能降耗管理作業指導書》等政策。公司從各能源使用的工藝細節及管理層面入手，對生產過程中的電力、蒸汽、水、包裝材料等資源進行有效控制，通過設備改造等提升資源使用效率，並持續採用輕量化包裝，最大程度減少生產經營活動對環境的影響。



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

The initiatives of the Group are to provide support to achieve sustainable development and are in line with the aim of SDG 9.

本集團的舉措為實現可持續發展提供一定助力並同時與可持續發展目標9相一致。



ENERGY MANAGEMENT

能源管理

As for energy usage management, we improve the efficiency of electricity usage with the aid of an intelligent platform and improve our equipment to reduce energy consumption. By means of the intelligent electricity usage system in cooperation with a third-party energy management company, we use the system to record and analyse the condition of electrical circuits and relevant energy usage data, formulate the annual energy saving and consumption reduction plan based on operating conditions, and develop initiatives to achieve the annual plan. In order to reduce the consumption of natural water and energy, Lao Heng He has carried out technical improvement by making use of the method of hot filling (Sterilise the product at high temperature, then pour it into a bottle of nearly 90 degrees Celsius. After sealing the bottle with a cover, the bottle and the cover will finally be sterilised by the residual temperature of the material itself).

在能源使用管理方面，我們借助智能化平台提升電力使用效率，並改造設備降低能源消耗。通過與第三方能源管理公司合作的智能用電系統，我們利用該系統記錄和分析電氣線路情況及相關能源使用數據，並結合營運情況制定年度節能降耗計劃，及制定相關舉措以達成年度計劃。為減少自然水及能源消耗，老恒和通過進行技術改進，以熱灌裝（將產品高溫殺菌後以接近90攝氏度灌裝入瓶，以蓋封口後，利用物料自身餘溫對瓶子和蓋進行最後殺菌）方式降低自然水及能源消耗。

During the reporting period, Lao Heng He's energy consumption was as follows:

報告期內，老恒和能源使用情況如下：

Types of energy	能源種類	Unit	單位	2020 二零二零年	2021 二零二一年	2022 二零二二年
Unleaded petrol	無鉛汽油	Liter	公升	17,490.26	8,789.72	6,042.48
Diesel	柴油	Liter	公升	8,691.78	8,067.30	3,920.75
Electricity	電力	MWh	兆瓦時	2,257.78	2,423.56 ⁶	2,819.73
Purchased natural gas	外購天然氣	m ³	立方米	6,037	8,543	6,212
Purchased steam	外購蒸汽	tonnes	噸	10,815	10,984	17,847.73

⁶ The electricity consumption in 2021 has been restated due to data statistics update. This figure is 2,266.59 MWh more than the original figure.

⁶ 由於數據統計整理更新，二零二一年度的耗電量已重列。該數據較原數據多出2,266.59兆瓦時。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

Energy Consumption	能源消耗	Unit	單位	2020 二零二零年	2021 二零二一年	2022 二零二二年
Direct energy consumption	直接能源消耗	MWh	兆瓦時	314.80	255.35	162.70
Indirect energy consumption	間接能源消耗	MWh	兆瓦時	10,565.19	12,190.43 ⁷	16,421.73
Total energy consumption	綜合能源消耗	MWh	兆瓦時	10,879.99	12,445.78 ⁸	16,584.43
Intensity	能耗密度	MWh/10,000 RMB of revenue	兆瓦時／萬元收入	0.48 ⁹	0.49 ^{9,10}	0.61 ¹¹

During the reporting period, the increase in comprehensive energy consumption compared with last year was due to the epidemic wave of COVID-19 has continued to subside, the operations are returning to normalcy and the needs for development, which led to a corresponding increase in electricity consumption and purchased steam.

報告期間，綜合能源消耗較往年有所上升乃由於新冠肺炎疫情逐步放緩，營運開始復常和發展需要，從而導致電力消耗和購入蒸汽量均相應增加。

WATER MANAGEMENT

Lao Heng He mainly manages domestic water and production water. It has established a strict water management system based on the production process and relevant local laws, regulations and standards to ensure the scientific, rational and efficient use of water resources. Our water supply comes from the local municipal water conservancy department, and there was no water sourcing problem during the reporting period. During the reporting period, Lao Heng He continued promoting water optimisation projects and upgrading rain and sewage diversion pipes, so as to enhance the efficiency of water consumption.

水資源管理

老恒和主要涉及生活用水以及生產用水，並結合生產工藝情況和當地相關法律法規及標準建立了嚴格的水資源管理制度，確保水資源使用的科學性、合理性和高效性。我們的供水源於當地市政水利機關，報告期內未有遭遇供水問題。報告期內，老恒和持續推動水資源優化項目，優化升級雨污分流管道，從而提升水資源的利用效率。

The water conservation initiatives of the Group contribute to the achievement of SDG 6 and SDG 12, which aim to ensure the availability and sustainable management of water resources and ensure sustainable consumption and production patterns.

本集團的節約用水舉措有助於實現可持續發展目標6和可持續發展目標12，旨在確保水資源的可用性和可持續管理，並確保可持續的消費和生產模式。



⁷ The electricity and steam consumption in 2021 has been restated due to data statistics update. This figure is 3,570.21 MWh more than the original figure.

⁸ The total revenue of the Group in 2020 was approximately RMB226,331k.

⁹ The total revenue of the Group in 2021 is approximately RMB252,671k.

¹⁰ The electricity consumption in 2021 has been restated due to data statistics update. This data is 0.09 MWh/10,000 yuan more than the original data.

¹¹ The total revenue of the Group during the reporting period was approximately RMB271,600k.

⁷ 由於數據統計整理更新，二零二一年度的耗電量及蒸汽用量已重列。該數據較原數據多出3,570.21兆瓦時。

⁸ 本集團於二零二零年度的總收入約為人民幣226,331千元。

⁹ 本集團於二零二一年度的總收入約為人民幣252,671千元。

¹⁰ 由於數據統計整理更新，二零二一年度的耗電量已重列。該數據較原數據多出0.09兆瓦時／萬元收入。

¹¹ 本集團於報告期間的總收入約為人民幣271,600千元。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

During the reporting period, Lao Heng He's water consumption was as follows:

報告期內，老恒和水資源使用情況如下：

Water Consumption	用水量	Unit	單位	2020 二零二零年	2021 二零二一年	2022 二零二二年
Municipal water consumption	市政用水量	m ³	立方米	180,564	276,181 ²⁰	224,914
Water consumption intensity	密度	m ³ /10,000 RMB of revenue	立方米/萬元收入	7.78 ⁸	10.93 ⁹	8.28 ¹¹

During the reporting period, municipal water consumption has increased compared with last year, due to the epidemic wave of COVID-19 has continued to subside, the operations is returning to normalcy and to meet the needs of development.

報告期間，由於新冠肺炎疫情逐步放緩，營運開始復常和配合發展需要，市政用水量較往年有所上升。

PACKAGING MATERIALS

The packaging materials used by Lao Heng He in the production process are mainly paper, glass and plastic. During the reporting period, Lao Heng He started with improving its packaging, to reduce the use of resources, we have changed the disposable corrugated backing board used in each layer of glass containers to PP Plate sheet so that they can be reused. In addition, the packaging material plastic pots in our production has adopted a reducing weight method, thereby reducing costs and the use of plastics. Since 2020, we have changed wooden pallets to plastic pallets step by step to increase usability and reduce wood consumption, with the aim of improving the environmental friendliness and cost-effectiveness of the packaging process.

包裝材料

老恒和在生產過程中使用的包裝材料主要為紙張類、玻璃以及塑料等。報告期內，老恒和從改善包裝方式開始著手，以降低資源的使用，我們已將於玻璃瓶每層使用的一次性瓦楞墊板改為塑料萬通板，使之能重複使用。另外，我們生產使用的包裝材料塑料壺採取降克重的方式，從而降低成本並進一步減少塑料使用；自二零二零年起，我們將木托盤逐步改為塑料托盤以增加可用次數並減少木材消耗，旨在提高包裝過程中的環保性與經濟性。

The Group is actively in saving use of packaging materials by implementing appropriate measures to promote the reuse of individual materials, this can achieve to contribute to SDG 12.

本集團於節省包裝材料方面不遺餘力，透過執行合適措施促進個別材料的再利用可能性，亦有助於為可持續發展目標 12 作出貢獻。



Meanwhile, we actively promote the recycling of packaging materials. Part of the recyclable packaging materials shall be recycled in a unified manner, stored at a fixed point in the warehouse, recycled or disposed by the suppliers.

同時，我們積極推行包材回收利用，將部分可回收包材統一進行回收，定點存放至倉庫，循環使用或由供應商統一回收處理。

²⁰ The water consumption in 2021 has been restated due to data statistics update. This figure is 134,461 m³ more than the original figure.

²⁰ 由於數據統計整理更新，二零二一年度的用水量已重列。該數據較原數據多出 134,461 立方米。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

During the reporting period, packaging materials of the most typical 500 ml cooking wine bottles used by Lao Heng He were as follows:

報告期內，老恒和產品所使用的最典型500毫升料酒玻璃瓶包裝材料使用情況如下：

Packaging Materials ¹³	包裝材料 ¹³	Usage (tonnes) 使用量(噸)		Intensity (tonnes/million bottles ¹²) 密度(噸/百萬元 ¹²)			
		2020 二零二零年	2021 二零二一年	2022 二零二二年	2020 二零二零年	2021 二零二一年	2022 二零二二年
Glass	玻璃	7,786.74	7,156.54	6,075.95	2,087.60	3,708.05 ¹⁴	3,616.64
Metal	金屬	63.19	65.68	38.58	16.94	34.03 ¹⁴	22.96
Paper	紙質	936.73	1,066.56	470.92	251.13	552.62 ¹⁴	280.31

DISCHARGE MANAGEMENT

Lao Heng He strictly complies with the relevant laws, local regulations and rules such as “The Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法)”, “The Atmospheric Pollution Prevention and Control Law of the People’s Republic of China (中華人民共和國大氣污染防治法)” and “Regulation on the Safety Management of Hazardous Chemicals (危險化學品安全管理條例)”. We closely monitor and record pollutant discharge to minimise pollution to the environment.

排放管理

老恒和嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國大氣污染防治法》和《危險化學品安全管理條例》等法律和地方法規、規章，嚴格執行污染物排放的監測和記錄，最大程度降低對環境的污染。

Wastewater Discharge Management

Lao Heng He strictly follows “The Water Pollution Prevention and Control Law of the People’s Republic of China (中華人民共和國水污染防治法)”, “The Integrated Wastewater Discharge Standards (污水綜合排放標準)” and “The Indirect Discharge Limitation of Industrial Wastewater Containing Nitrogen and Phosphorus (工業企業廢水氮、磷污染物間接排放限值)”. We have established internal management systems such as the “Wastewater Discharge Control System (廢水排放控制制度)” and the “Operation Guidelines on Wastewater Treatment (廢水處理作業指導書)”. The Company regulates the discharge management of wastewater generated from production and operation, such as wastewater from each workshop, wastewater used for cooling, washing and greening, and domestic wastewater used in canteens, washrooms, and toilets, etc. During the reporting period, we engaged with a third-party testing agency to conduct wastewater testing quarterly for the sewage generated from operations, and there was no major violation found from the testing results.

污水排放管理

老恒和嚴格遵循《中華人民共和國水污染防治法》、《污水綜合排放標準》和《工業企業廢水氮、磷污染物間接排放限值》，制定了《廢水排放控制制度》與《廢水處理作業指導書》等內部管理制度。公司對生產營運中產生的污水如車間污水、冷卻污水、沖洗污水、綠化產生的污水以及食堂用水、洗手間和廁所產生的生活污水等進行規範排放管理。於報告期間，我們已聘請第三方檢測機構為營運中所產生的污水作季度檢測，檢測結果並未發現重大違規情況。

¹² During FY2020, FY2021 and the reporting period, the total production volume of various cooking wine products in 500 ml glass containers were 3.73 million, 1.93 million and 1.68 million respectively.

¹³ The data scope of packaging materials only includes various cooking wine products in 500 ml glass containers.

¹⁴ The intensities of glass, metal and paper packaging materials of various cooking wine products in 500 ml glass containers of FY2020, FY2021 and the reporting period are 2,059.08 tonnes, 18.90 tonnes and 306.87 tonnes per million product units respectively.

¹² 二零二零年、二零二一年及報告期間，500 毫升玻璃瓶包裝的各類料酒產品總產量分別為3.73、1.93及1.68百萬元。

¹³ 包裝材料數據範圍僅包括500毫升玻璃瓶包裝的各類料酒產品。

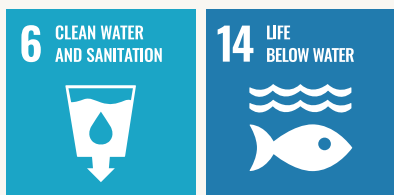
¹⁴ 二零二零年、二零二一年及報告期間，500毫升玻璃瓶包裝的各類料酒產品的玻璃、金屬及紙質包裝材料密度分別上升2,059.08、18.90及306.87噸/百萬元。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

The wastewater treatment system of the Group can reduce the impact to the marine environment during our operation to achieve SDG 6 on clean water and sanitation and SDG 14 on protecting oceans and life below water.

本集團的污水處理通過減輕營運對海洋環境的影響，有助於實現關於清潔水和衛生設施的可持續發展目標6以及關於保護海洋和水下生物的可持續發展目標14。



During the reporting period, Lao Heng He's wastewater discharge was as follows:

報告期內，老恒和污水排放情況如下：

Types of wastewater discharge	污水排放類別	Units	單位	2020	2021	2022
				二零二零年	二零二一年	二零二二年
Total discharge of wastewater	污水排放總量	m ³	立方米	72,342	139,770 ²¹	112,453
Total discharge of COD	COD排放濃度	mg/liter	毫克/升	29.8	45.6	34.7
Total discharge of ammonia-nitrogen	氨氮排放濃度	mg/liter	毫克/升	0.45	1.60	0.16

SOLID WASTE MANAGEMENT

固體廢棄物管理

To avoid environmental pollution caused by poor waste management, Lao Heng He strictly complies with relevant laws, regulations and management measures such as “The Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法)”, “The National Hazardous Waste List (國家危險廢物名錄)”, “The Measures for the Prevention and Control of Environmental Pollution by Discarded Dangerous Chemicals (廢棄危險化學品污染環境防治辦法)” and “The Measures for the Administration of the Transfer of Hazardous Wastes (危險廢棄物轉移聯繫管理辦法)”, as well as internal systems such as the “Waste Management Control Procedure (廢棄物管理控制程序)” and the “Guiding Manual on Classification, Collection and Handling of Wastes (廢棄物分類收集、處理作業指導書)”, which ensure proper disposal of wastes.

老恒和嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《國家危險廢物名錄》、《廢棄危險化學品污染環境防治辦法》及《危險廢棄物轉移聯繫管理辦法》等相關法律法規及管理辦法，並嚴格遵循《廢棄物管理控制程序》和《廢棄物分類收集、處理作業指導書》等內部制度，確保廢棄物得以妥善處置，從而避免因廢棄物管理不善而導致的環境污染。

To achieve SDG 15 on the protection of life on land, the Group reduces the environmental impact due to its operation to the surrounding by implementing effective mitigation measures in our waste management plan.

本集團的廢物管理通過實施有效的對應措施以減輕營運對周圍環境的影響，從而有助於實現關於保護陸地生命的可持續發展目標15。



²¹ The total discharge of wastewater in 2021 has been restated due to data statistics update. This figure is 67,540 m³ more than the original figure.

²¹ 由於數據統計整理更新，二零二一年度的污水排放總量已重列。該數據較原數據多出67,540立方米。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

We divide wastes generated from production and operation into production wastes, domestic and office wastes, and hazardous wastes, and strictly enforce the internal guidelines such as the Operation Guidelines on Classification, Collection and Disposal of Wastes (廢棄物分類收集、處理作業指導書) and the Operation Guidelines on Collection and Disposal of Chemical Wastes and Containers, Waste Oils and Sludge (廢化學品液及容器、廢油及廢泥收集與處理作業指導書). We segregate, store, transport and dispose of wastes according to their nature in accordance with the laws. Hazardous wastes, mainly including waste organic solvents, waste oils, etc., will be disposed of at designated storage sites in refuse collection points and entrusted to a service provider with hazardous waste treatment qualifications for disposal. The Safety and Environmental Protection Department of the Group is responsible for handling hazardous waste transfer procedures and supervising the operation of hazardous waste disposal contractors (including transportation, treatment and disposal, etc.). As for the disposal of non-hazardous wastes, the cleaners will collect them uniformly and dispose the collected wastes into trash bins for recycling by the waste recycling companies approved by the Safety and Environmental Protection Department; and we strictly prohibit all departments from disposing of wastes arbitrarily. In addition, the Safety and Environmental Protection Department is also responsible for contacting contractors to collect, recycle and reuse recyclable waste such as waste paper and cardboard boxes, and also supervise the operation of contractors.

我們將生產營運中產生的廢棄物分為生產廢棄物、生活及辦公廢棄物 and 有害廢棄物，並嚴格執行內部《廢棄物分類收集、處理作業指導書》及《廢化學品液及容器、廢油及廢泥收集與處理作業指導書》等指導政策。我們根據廢棄物的性質合規地實施分類投放、儲存、搬運以及處置，其中對於有害廢棄物主要包括廢有機溶劑、廢油類等，放置在垃圾站規定存放處，並委託有有害廢棄物處理資質的服務商處理。本集團的安全環保部負責辦理有害廢棄物轉移手續並對有害廢棄物處置承包商運作(包括運輸、處理及處置等方面)進行監督。至於無害廢棄物處理則由清潔工統一回收並將收集後的廢棄物傾倒進垃圾箱再由安全環保部選定的普通垃圾回收公司進行回收處理，我們嚴禁各部門私自隨意棄置廢棄物。另外，安全環保部亦負責聯係承包商對廢紙、廢紙箱等可回收廢棄物進行收集、回收並再利用，並同樣對承包商的運作進行監督。

During the reporting period, Lao Heng He's solid waste discharge was as follows:

報告期內，老恒和固體廢棄物排放情況如下：

Production wastes	生產廢棄物	Units	單位	2020 二零二零年	2021 二零二一年	2022 二零二二年
Soy sauce bean dregs	醬油豆渣	tonnes	噸	218	218	239
Wine vinasse/Vinegar residue	酒糟/醋渣	tonnes	噸	405	418	458
Fermented bean curd residue	腐乳渣	tonnes	噸	315	320	352
Sludge	污泥	tonnes	噸	310	310	720
Shattered glass	碎玻璃	tonnes		no relevant data 沒有相關數據	no relevant data 沒有相關數據	20
Waste paper box	廢紙箱	tonnes		no relevant data 沒有相關數據	no relevant data 沒有相關數據	25
Waste plastic	廢塑料	tonnes		no relevant data 沒有相關數據	no relevant data 沒有相關數據	45
Total	總量	tonnes	噸	1,248	1,266	1,859
Intensity	密度	tonnes/million RMB of revenue	噸/百萬元 收入	5.51 ⁸	5.01 ⁹	6.84 ¹¹

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

Domestic and office wastes	生活及辦公廢棄物	Units	單位	2020	2021	2022
				二零二零年	二零二一年	二零二二年
Total	總量	tonnes	噸	50	55	60
Intensity	密度	tonnes/million RMB of revenue	噸/百萬元收入	0.22 ⁸	0.22 ⁹	0.22 ¹¹

Among the aforementioned non-hazardous wastes, fermented bean curd residues, soy sauce bean dregs, wine vinasse/vinegar residues, shattered glasses, waste paper boxes and waste plastics are all recycled and treated, whilst domestic waste is recycled by qualified contractors.

上述無害廢棄物中，腐乳渣、醬油豆渣、酒糟/醋渣、碎玻璃、廢紙箱、廢塑料均經由循環再用處理，而生活垃圾則由合格承辦商回收處理。

Hazardous wastes	有害廢棄物	Units	單位	2020	2021	2022
				二零二零年	二零二一年	二零二二年
Total	總量	kg	千克	25	35	30
Intensity	密度	kg/million RMB of revenue	千克/百萬元收入	0.11 ⁸	0.14 ⁹	0.11 ¹¹

During the reporting period, the total amount of solid waste generated increased, which sludge had the highest growth rate, which was due to the large-scale of sludge cleaning and disposal conducted by the Group during the reporting period.

報告期間整體固體廢棄物產生總量有所增加，而當中尤以污泥的增幅比例最高，乃由於本集團於報告期間曾作污泥的大規模清理。

Exhaust Gas and Greenhouse Gases Management

The exhaust gas generated from production and operation of Lao Heng He is mainly attributable to the boiler emissions and the cooking fume emissions from canteens. We strictly enforce "The Atmospheric Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國大氣污染防治法)" and comply with regulatory requirements in our production and operation, so as to control total emissions and ensure compliance with emission standards.

廢氣及溫室氣體排放管理

老恒和在生產經營過程中產生的廢氣主要來自鍋爐的排放以及食堂產生的油煙排放。我們嚴格執行《中華人民共和國大氣污染防治法》，在生產營運過程中，嚴格遵守監管要求，控制廢氣排放總量，確保排放達標。



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

During the reporting period, Lao Heng He's greenhouse gas emissions were as follows: 報告期內，老恒和溫室氣體排放情況如下：

Greenhouse gas emission		Unit	單位	2020	2021	2022
溫室氣體排放				二零二零年	二零二一年	二零二二年
Greenhouse gas emission (Scope 1 ¹⁵)	溫室氣體排放 (範圍一 ¹⁵)	tonnes CO ₂ -equivalent	噸二氧化碳當量	62.49	41.22	37.54
Greenhouse gas emission (Scope 2 ¹⁶)	溫室氣體排放 (範圍二 ¹⁶)	tonnes CO ₂ -equivalent	噸二氧化碳當量	5,065.32	9,604.74 ¹⁷	7,619.51
Total (Scope 1 and Scope 2)	排放總量 (僅包括範圍一及範圍二)	tonnes CO ₂ -equivalent	噸二氧化碳當量	5,127.81	9,645.96	7,657.05
Intensity	排放密度	tonnes CO ₂ -equivalent/10,000 RMB of revenue	噸二氧化碳當量/萬元收入	0.23 ⁸	0.38	0.28 ¹¹

Scope 1 emission from fossil fuel consumption in our operations contributed less than 1% only of our total emissions, including diesel and petroleum consumption for our generators and mobile vehicles. The Group will continue to assess, record, and disclose its GHG emissions annually and will continue to refine the data collection system and develop reduction strategies if appropriate.

由我們營運所產生的化石燃料消耗的範圍一排放僅佔我們排放總量不足1%，包括我們的發電機和車輛的柴油和石油消耗的排放。老恒和將繼續每年評估、記錄和披露其溫室氣體排放量。本集團將繼續完善數據收集系統並制定適當的減排策略。

In addition to the direct emissions from the combustion of fuels, the use of electricity, natural gas and steam from the electricity generation process as well as the supply of natural gas and steam to Lao Heng He are also indirectly attributable to the production of GHG. With reference to the kilowatt-hour power generation to carbon dioxide emission ratio respectively published by the PRC government, during the FY2022, approximately 7,600 tonnes of carbon dioxide were attributable to the Group's production facilities and office electricity, gas and steam usage in the operation process.

除燃燒燃料的直接排放外，老恒和用電、天然氣以及蒸汽亦間接導致產生溫室氣體，其為來自產電、供應天然氣以及蒸汽的過程。經參考中國政府於報告期間分別發佈的千瓦時產電量與二氧化碳排放量的比率，於二零二二財政年度期間，約7,600噸的二氧化碳來自本集團的生產設施和辦公室的營運過程中的用電、燃氣及蒸汽量。

¹⁵ Greenhouse gas emission (Scope 1): Direct emission from the business operations owned or controlled by the Group, such as emissions from diesel and petroleum burnt on site.

¹⁶ Greenhouse gas emission (Scope 2): The "indirect energy" emissions from the internal purchased electricity and steam consumption by the Group.

¹⁷ The electricity consumption in 2021 has been restated due to data statistics update. This data is 4,351.69 tonnes of carbon dioxide equivalent more than the original data.

¹⁵ 溫室氣體排放(範圍一): 涵蓋本集團無鉛汽油和柴油燃燒產生的溫室氣體排放。

¹⁶ 溫室氣體排放(範圍二): 涵蓋本集團因使用外購電力和外購蒸汽而間接產生的溫室氣體排放。

¹⁷ 由於數據統計整理更新，二零二一年度的耗電量已重列。該數據較原數據多出4,351.69噸二氧化碳當量。

5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

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Noise Management

As a manufacturer, we strictly comply with “The Law of the People’s Republic of China on Prevention and Control of Pollution from Environmental Noise (中華人民共和國環境噪聲污染防治法)”, and actively take corresponding measures to further reduce the noise at our factory boundaries, so as to reduce the impact of the noise generated by our increasing production projects on the surrounding residents. During the reporting period, the Company required that the noise made by the plants shall meet the level 3 standard under the “Noise Standards for Industrial Enterprises and Plants (工業企業廠界噪聲標準)” to protect the occupational health of employees and reduce the impact on the surrounding environment.

Air Emissions

The principle types of emission and waste generated from Lao Heng He’s business operations are set forth below and we consider that the emission and waste would not have any significant adverse impact on the environment.

Emission data of Nitrogen oxides (NO_x), Sulphur oxides (SO_x), and Particulate matter (PM) are set forth in the table below:

Air Pollutant ¹⁸	空氣污染物 ¹⁸	Unit	單位	2020 二零二零年	2021 二零二一年	2022 二零二二年
Nitrogen oxides (“NO _x ”)	氮氧化物(「NO _x 」)	kg	千克	26.62	22.86	13.24
Sulphur oxides (“SO _x ”)	硫氧化物(「SO _x 」)	kg	千克	5.39	4.90	2.41
Particulate matter (“PM”)	顆粒物(「PM」)	kg	千克	2.36	2.00	1.23

Lao Heng He will continue to improve our internal data collection mechanism for a complete disclosure in the coming years.

噪聲管理

作為生產製造廠商，我們嚴格遵循《中華人民共和國環境噪聲污染防治法》，積極地開展相應舉措進一步降低廠界噪聲，以減少生產項目逐漸疊加產生的噪聲對周邊居民的影響。報告期內，公司要求自身廠界噪聲達到《工業企業廠界噪聲標準》三類標準，以保障員工的職業健康，降低對周邊環境的影響。

空氣排放

老恒和業務營運所產生的主要排放物和廢棄物種類列示如下，我們認為這些排放物和廢棄物不會對環境產生重大的負面影響。

氮氧化物(NO_x)、硫氧化物(SO_x)和顆粒物(PM)的排放數據如下：

老恒和將持續改進其內部數據收集機制，以便在未來幾年內全面披露。

¹⁸ Only emissions from petrol and diesel consumption of mobile sources are covered. The calculation method of the corresponding air emission assessment figures and the emission factors used in the calculation are based on “How to Prepare an ESG Report” and its attachment “Appendix II: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange of Hong Kong and “Technical Guide for Air Pollutant Emission Inventory for On-road Vehicles (Trial Implementation)” issued by the Ministry of Ecology and Environment of People’s Republic of China.

¹⁸ 僅涵蓋汽油及柴油移動消耗產生的排放。相應的空氣排放物評估數字的計算方法及用於計算的排放因子根據香港聯合交易所發佈之《如何編備社會、環境及管治報告》及其附件《附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部發佈之《道路機動車大氣污染物排放清單編制技術指南(試行)》。

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• *Measures undertaken to reduce emissions and wastes*

To minimise the environmental impacts brought by the mentioned emissions and wastes, Lao Heng He has adopted the following measures during the FY2021 to supplement its “Measures for the Prevention and Control of Sewage, Waste Gas and Noise Pollution (廢水、廢氣、噪聲污染防治管理辦法)” and “Environmental Protection Management System (環境保護管理制度)” and other related policies:

- o Utilising electric vehicles step by step within the production facility in future to replace fossil fuel-powered vehicles to reduce emissions from sources; and
- o Periodically arranging environmental compliance inspections to ensure the Group’s compliance with the applicable PRC environmental laws relating to the Group’s operations.

• 已採取措施減少排放及廢棄物

為將有關排放及廢棄物造成的環境影響減至最低，老恒和自二零二一財政年度期間已採納以下措施以配合其《廢水、廢氣、噪聲污染防治管理辦法》、《環境保護管理制度》和其他相關政策：

- o 在生產設施內逐步使用電動汽車以取代以化石燃料驅動的汽車，從源頭減少排放；及
- o 安排定期進行環境合規審查，確保本集團就適用於與其營運有關的中國環境法例的合規性。

ENVIRONMENTAL COMPLIANCE

During the FY2022, Lao Heng He was not aware of any significant non-compliance issues regarding emission, noise, waste disposal, and sewage discharge. We believe that the emissions, disposed wastes, and discharged sewage during our business operation does not pose material impact to the surrounding environment which is different from local domestic emissions, waste disposals, or sewage discharges. To avoid any occurrences of non-compliance in the future, we will continue upholding our environmental awareness.

環境合規

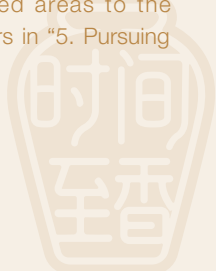
於二零二二財政年度期間，老恒和並無接獲任何通知有關排放、噪音、廢物處置和污水排放的違規事宜。本集團認為在我們的業務營運期間的排放、處置廢物及排放污水並不對周邊環境造成重大影響。為避免日後出現任何違規行為，我們將繼續秉持環保意識。

ENVIRONMENTAL IMPACTS FROM OUR OPERATIONS AND MITIGATION MEASURES

The generation of air pollutants, GHG, noise emissions and sewage discharge from the operation of Lao Heng He’s production facilities complies with the requirements under the relevant PRC laws and regulations. In order to minimise the environmental impact of the Group’s business operation to the surrounding environment, the Group has established the “Measures for the Prevention and Control of Sewage, Waste Gas and Noise Pollution (廢水、廢氣、噪聲污染防治管理辦法)” and “Environmental Protection Management System (環境保護管理制度)”, so as to provide specific guidelines for the ways to reduce and mitigate the environmental impacts from our daily operations. The Group has also introduced other mitigate measures on other related areas to the environment. For details, please refer to relevant chapters in “5. Pursuing Environmental Harmony and Green Development”.

我們營運產生的環境影響及緩解措施

老恒和的生產設施運作某程度上會產生空氣污染物、溫室氣體、噪音和污水排放，相關排放均符合中國相關法律和法規。為將本集團的營運對周圍環境的影響減至最低，本集團已建立《廢水、廢氣、噪聲污染防治管理辦法》和《環境保護管理制度》，從而為如何減少及緩解因日常營運而構成的環境影響提供具體指引。本集團亦有就不同環境相關範疇提出適切的緩解措施，詳情可參閱「5. 和以自然，綠色發展」的相關章節。



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

During the FY2022, to the best of the Directors' knowledge, the Group has not receive any complaint from its customers or other parties in respect of environmental protection issues. During the reporting period, Lao Heng He has not experienced any material environmental incidents arising from its business operations.

CLIMATE CHANGE

Lao Heng He deeply acknowledges that climate change is a common challenge for all mankind, while PRC, the biggest developing country in the world, attaches great importance to tackling climate change. The PRC government has decided to adopt more vigorous policies and measures and made two significant decisions in 2020: achieve carbon peaking by 2030 and carbon neutrality in 2060. We plan to gradually respond to the decisions. With the expansion of the Group's sales and distribution regions and business scope, the practices of energy saving should be further enhanced to respond to the goal and achieve sustainable development.

The Group plans to respond to the local government's initiative and follow the emission reduction requirements of the local government. Our target is to reduce greenhouse gas emissions by 3% by 2026 and 20% by 2036, and ensure that the Group's greenhouse gas emissions comply with local requirements by 2030. Lao Heng He expects to achieve carbon neutrality in China by 2060 and we are committed to improving energy efficiency continuously, applying our expertise to improve production efficiency and maintaining efficient management support to safeguard the Group's reputation. Our business strategy is aligned with SDG 13 by addressing climate change.



於二零二二財政年度期間，據董事所知，本集團並無從其客戶或其他人士接獲任何與環保問題有關之任何投訴，及並無經歷任何由其營運引起之重大環境事故。於報告期間，老恒和一概無因違反環境法律或法規而受到對其營運造成不利影響之重大行政處罰或懲處。

氣候變化

老恒和深知氣候變化為全人類的共同挑戰，而中國作為全世界最大的發展中國家，亦高度重視如何應對氣候變化。中國政府決定採取更加有力的政策及措施，於二零二零年作出了兩大重要決策，爭取於二零三零年前實現碳達峰；於二零六零年前實現碳中和。我們計劃逐步響應決策。隨著本集團擴大產品銷售及分銷的地域範圍，業務規模不斷擴大，企業需進一步做好節能減排工作，以回應相關要求，實行可持續發展。

本集團計劃響應當地政府的倡議，並遵循當地政府的減排要求。我們的目標乃於2026年將溫室氣體排放量減少3%，到2036年減少20%，並確保集團的溫室氣體排放量在2030年或之前符合當地要求。老恒和期望能於2060年在中國地區實現碳中和。我們致力於不斷提高能源效率，運用專業知識提高生產效率並維持高效的管理支持，以維護本集團的聲譽。我們的業務戰略通過應對氣候變化與可持續發展目標13保持一致。



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

To ensure continual improvement on our environmental performance and our management on climate-related risks is in line with our strategy and risk management process, the Group has also selected the most relevant performance metrics to address and assess climate-related risks and opportunities, including the followings,

- Total energy consumed, broken down by energy type;
- Total energy intensity by revenue;
- Scope 1 and 2 GHG emissions;
- GHG emissions intensity based on revenue

In response to the issues that may arise from climate change, the Group has made relevant disclosures in accordance with the recommendations of the “Task Force on Climate-Related Financial Disclosures” (“TCFD”), and we are prepared to integrate more sustainability issues into our business. These include extreme weather event, such as storm, flood, and other natural disasters, that pose unavoidable physical risks. Under the extreme weather conditions, logistics and supply chain are specifically prone to negative impacts. Heavy rains, rising tides and flood can cause severe damage to assets such as warehouse and stored goods, resulting in financial loss. To cope with the hot weather in urban area, we have established emergency measures in case of the occurrence of heat stroke aiming at securing the occupational health and safety of the staff. The Group also has internal guideline detailing the emergency response mechanism to ensure the safety of staff and property.

Lao Heng He understands that climate change may have significant impacts on our operations. To adhere the recommendations of TCFD and to better understand the potential impacts of climate change on our business operation, we have conducted climate scenario analysis for two horizons for 2030 and 2050, under the following Representative Concentration pathways (“RCP” s):

- (1) RCP2.6, Shared Socioeconomic Pathways (“SSP”) SSP1, and International Energy Agency (“IEA”) IEA Sustainable Development Scenario (“SDS”) supplemented by the Net-Zero Emissions by 2050 case
- (2) RCP8.5, SSP5, and IEA Stated Policies Scenario

為確保持續改進本集團於環境管理方面的表現及確保我們於氣候相關風險的管理能夠與本集團的營運策略及風險管理過程相呼應，我們已選定本集團於環境管理方面的個別表現指標以協助反映及評估與其業務相應的氣候相關風險與機遇，包括：

- 能源消耗總量，並細分為能源類別披露；
- 以收入計算的能源消耗密度；
- 範圍一及範圍二的溫室氣體排放；及
- 以收入計算的溫室氣體排放密度

為應對氣候變化可能產生的議題，本集團已按氣候相關財務揭露(「TCFD」)工作小組的建議作出相關披露，而我們亦準備將更多可持續發展議題融入業務。當中極端天氣包括風暴、洪水或其他自然災害事故，引致無可避免之實質風險。惡劣天氣下，物流和供應鏈特別容易受到影響。暴雨、潮位上升和洪水災害可能對倉庫和儲存貨物等資產造成嚴重破壞，從而造成經濟損失。為應對都市酷熱天氣，我們已因應可能遭遇之中暑情況制定應急措施，致力於保障廣大員工的職業健康安全。本集團亦訂有內部指引，詳細描述於惡劣天氣下之應急機制，確保員工性命與財產安全。

老恒和明白氣候變化可能對我們的營運構成重大影響。為遵循TCFD的建議並更清晰地了解氣候變化對我們業務營運的潛在影響，我們已按以下代表濃度途徑(「RCP」s)對2030年和2050年兩個維度進行氣候情境分析：

- (1) RCP2.6，共享社會經濟路徑(「SSP」) SSP1，國際能源署(「IEA」)IEA永續發展情境(「SDS」)並輔之以2050年淨零排放情境
- (2) RCP8.5，SSP5及IEA承諾政策情境



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

Based on the Group's business nature, we have identified the following parameters that are most relevant to our operations.

基於老恒和的業務性質，本集團已識別以下與我們業務最為相關且將受情境分析結果影響的參數：

- (1) Renewable energy — The proportion of renewable energy used by the Group affects the amount of carbon offset required and GHG emissions. Lao Heng He has hired a third-party renewable energy producer to adopt the use of photovoltaic energy and apply it in our daily operations. Looking ahead, we will actively consider the feasibility of gradually increasing the proportion of renewable energy used in our business to prepare for the transition to a low-carbon economy.
 - (2) Electric vehicles (EV) — The cost required for replacing existing fleets with EVs and the cost-savings brought by EVs during the process of transition to a low carbon economy.
 - (3) Extreme weather — An increase in the frequency of extreme weather (such as rainstorms and typhoons) may have an impact on the Group's business operations and future revenue.
 - (4) Crops — The rise of global temperature can speed up the growth of some crops, however, it induces the growth of pests that infringe on crops at the same time, which may pose a threat to crop harvest and affect the cost price of crops. Since crops is one of the raw materials of our production, the relevant situation may require us to purchase the same amount of raw materials at a higher price than in the past, which may affect the output of product production. In addition, to ensure product quality, we may need to purchase crops that have been processed and stored with anti-climate change technology as raw materials, which may also cause of additional costs.
 - (5) Employee safety — The production of the Group involves sun drying. As global warming intensifies, employees involved in the sun drying process may face a higher risk of heat stroke than before, and insurance companies may also respond to this. As a result, we may need to suffer higher insurance expenses due to the adjustment of relevant insurance expenses due to the trend.
- (1) 可再生能源 — 本集團使用可再生能源的比例可影響其須達到的碳抵銷量及溫室氣體排放量。老恒和現已聘請第三方再生能源生產商協助生產光伏能源並應用於日常營運當中。展望未來，我們會積極考慮逐步增加可再生能源應用於業務比例的可行性，為迎合低碳經濟轉型作準備。
 - (2) 電動汽車 — 本集團在邁向低碳經濟的過程中，將產生用於購入電動汽車以取代現存汽車的成本及藉使用電動汽車而造就的成本節省效益。
 - (3) 極端天氣 — 極端天氣(例如暴雨及颱風)頻率增加可對本集團的業務營運及未來收入構成影響。
 - (4) 農作物 — 全球氣溫上升可令部分農作物生長加快，但同時亦誘發侵害農作物的害蟲滋長，故可能對農作物收成構成威脅並影響農作物的成本價格，由於本集團的產品原材料亦包含農作物在內，故有關情況可能讓我們須以較高昂的價格購入與以往同等份量的原材料，繼而對產品產量構成影響。另外，為確保產品質量，我們可能需要購買經防氣候變化影響技術加工儲存的農作物作為原材料，當中亦可能涉及額外成本。
 - (5) 員工安全 — 本集團的產品製作涉及曬制過程，隨著全球暖化日漸加劇，參與曬制工序的員工可能面臨比之以往更高的中暑風險，而保險公司亦有可能因應有關趨勢而調整相關保險費用，致使我們可能面臨更高昂的保險費用支出。



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

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According to the prediction of the International Energy Agency (“IEA”), if the “dual carbon” goal is achieved, under the low-carbon emission scenario (global temperature increase of 1.5–2°C), it is assumed that the carbon price of developed economies may reach 30 USD/ton by 2030 and USD160/ton by 2050. Lao Heng He will gradually increase the use of renewable energy, and it is expected that electric vehicles will become the mainstream of global vehicles by 2060. In future, most of the vehicles owned by the Group will be converted to electric vehicles, and new energy electric vehicle charging pile facilities will be installed within the Group to encourage employees to use new energy electric vehicles for travelling.

Under the high carbon emissions scenario (global temperature increase of over 4°C), it is assumed that the market will not set a carbon price or carbon tax and the frequency of extreme weather will increase significantly. The rise in average sea level and extreme weather will make floods becoming more frequent. In order to cope with the related climate change, the Group has assessed the flood risks related to the property portfolio.

Adhering to the recommendations of the TCFD, the Group has identified a series of climate-related risks and opportunities relevant to our assets and services which are significant to us. These transition and physical risks are discussed in the sections below.

按照國際能源署的推算，如果達成「雙碳」目標，在低碳排放情景下（全球氣溫升高攝氏1.5–2度），假設到2030年和2050年發達經濟體的碳價格可能分別達到30美元／噸和160美元／噸。老恒和將逐步增加可再生能源的使用，預計到2060年，電動汽車將成為全球汽車主流。未來，本集團擁有的大部分汽車將轉為電動汽車，並將於本集團範圍安裝新能源電動汽車充電樁設施，藉此鼓勵員工使用新能源電動車出行。

在高碳排放情景下（全球氣溫升高超過攝氏4度），假設市場將不會設立碳價格或碳稅且極端天氣的頻率將顯著增加。平均海平面上升和極端天氣將導致水災變得更加頻繁，為應對相關氣候變化情況，本集團已評估與物業組合有關的水災風險。

為遵循TCFD的建議，老恒和已識別一系列對我們來說非常重要且與其資產和服務相關的氣候相關風險和機遇。這些過渡和實體風險將在以下章節中討論。

	Risks 風險	Opportunities 機遇
Short term (0–1 year) 短期 (0–1 年)	<ul style="list-style-type: none"> Physical risks from extreme weather events Securing the skills and capability required to implement climate strategy 由極端天氣引致的實體風險 確保執行氣候策略所須的技術和能力 	<ul style="list-style-type: none"> New services to help communities decarbonise Technologies to enhance the performance of operation and energy efficiency 開發新服務或產品以協助社區脫碳 利用科技完善業務及能源效益的表現
Medium term (5 years) 中期 (5 年)	<ul style="list-style-type: none"> Transition risks — Implementation of low-carbon policies for the operation Transition risks — Supply and demand for certain commodities, products and services may change as climate related risks and opportunities are increasingly taken into account 過渡風險 — 於業務過程實施低碳政策可能導致的額外成本 過渡風險 — 特定商品及服務的供需可能因氣候相關風險和機遇日益受到重視而發生變化 	<ul style="list-style-type: none"> Transitioning to low carbon economy market to meet government decarbonisation targets Opportunities arising from transition enablers 透過於業務過程實施低碳政策從而吸引重視公司過渡至低碳經濟表現的投資者 過渡至低碳經濟市場以符合政府的脫碳目標

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	Risks 風險	Opportunities 機遇
Medium to long term (5+ years)	<ul style="list-style-type: none"> Physical risks — workers are more likely to suffer from heat stroke due to increase in global temperature, insurance fees might increase Transition risks — Potential new regulations and policies Transition risks — Development and use of emerging technologies may increase the operational costs, and reduce the Groups' competitiveness Transition risks — the Group's reputation may be impacted due to changing customer or community perceptions of said the Group's contribution to or deduction from the transition to a lower-carbon economy Transition risks — The Group may not be able to keep up with the trend of digital transformation, which may impact the Group's business performance 	<ul style="list-style-type: none"> Provide better working environment to workers and review their working hours, with better working conditions to facilitate the recruitment of workers Develop new products from crops resistant to climate change Transitioning to low carbon economy market to meet government decarbonisation targets Opportunities arising from transition enablers To work as a pioneer in the industry and build up the relevant reputations To work as a pioneer in the industry to enhance internal communication, Project progress monitoring by utilising mobile application for the establishment of communication platform
中期至長期(超過5年)	<ul style="list-style-type: none"> 實體風險 — 由於全球氣溫升高，導致僱員中暑風險隨之上升，致使有關保險費用亦有可能受影響 過渡風險 — 潛在新法規及政策 過渡風險 — 新興技術的開發和使用可能會增加營運成本，並降低本集團的競爭力 過渡風險 — 本集團的聲譽可能會因客戶或社區對本集團對過渡至低碳經濟的貢獻或損害看法的改變而受到影響 過渡風險 — 本集團未能跟上數碼化轉型的趨勢，可能因此而影響本集團的業務表現 	<ul style="list-style-type: none"> 為僱員提供更優質的工作環境，以更優渥的工作條件促進人材招聘 以抗氣候變化影響的農作物為原材料開發新產品 定期關注市場新法規及政策並適時改良業務過程予以配合，保持市場競爭力 過渡至低碳經濟市場以符合政府的脫碳目標 成為行業的先驅並建立相關聲譽 率先通過移動應用程序或內部系統建立溝通平台，加強內部溝通及生產管理



5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

5. 和以自然，綠色發展

Physical climate risks have the potential to damage the integrity of the Group's assets or interrupt our service delivery directly. Lao Heng He has already set up a number of measures in place to enhance its operation resilience, including contingency plan for extreme weather or emergency conditions that cover our project sites. In addition, transition risks have the potential to increase the operational cost and legal risk due to change of policy, technology development, digitalisation, relevant risk affected to supply and demand, and reputation due to public perceptions. The Group has already identified the relevant risks and continue to monitor the market and policy updates. The Group has also planned to invest according to the market needs and take this as an opportunity for long term development.

Consolidating the risk factors in the table above, Lao Heng He concluded the severity of climate-related risks factors based on the loss that might bring to the Group, physical risks from extreme weather events, transition risks, including changes in supply and increase in demand for certain commodities as climate-related risks and opportunities, and potential new regulations and policies would be high risk factors. The rest would be under low-to-medium risk, but we believe more risk factors will likely become high risk as we approach the long-term goal of achieving carbon neutrality in 2060.

The Group has highly concern about climate-related risks management, as such risks may affect the nature of its business to a certain extent. We integrate the relevant risk into our management plan in our daily operations by formulating contingency mechanisms for severe weather, to ensure that our employees can receive adequate support under the influence of extreme weather; and provide advice on how to survive in such environments. To provide guidelines for the work arrangement of the company, thereby providing preventive measures and protecting them from occupational hazards in extreme weather conditions, to ensure business continuity and at the same time reduce property losses caused by severe weather.

Lao Heng He highly values the customers. We will continue improving the application and innovation ability, strive to increase the efficiency, and protect the Group's reputation. Over the years, the Group has been seizing different opportunities to expand the business, accelerate transformation and make the Group smarter and greener, safer for our employees and product users (e.g. automation, use of more online meeting e-platforms under COVID-19 pandemic to reduce carbon emissions from transportation). These measures increase the sustainability of our facilities and fulfill our commitment to resource management and environmental protection. Looking ahead, the Group will continue reviewing the impact of climate change on business and incorporate climate-related risks and opportunities into operational considerations, such as changes in environmental-related regulations, in order to increase resilience.

實體氣候風險有可能損害集團資產的完整性或直接中斷我們的服務交付。老恒和已製定多項措施以加強其營運彈性，包括涵蓋我們營運地點的惡劣天氣下之應急機制。另外，由於政策變化、技術發展、數碼化、影響供需的相關風險以及公眾認知導致對聲譽的影響等過渡風險的產生，繼而可能增加營運成本和法律風險。本集團已識別相關風險並持續監察市場及政策更新。本集團亦有計劃根據市場需要進行投資，並以此為契機謀求長遠發展。

綜合上表中的風險因素，老恒和根據氣候相關風險可能為本集團所構成損失的嚴重程度，判斷極端天氣事件帶來的實體風險、過渡風險，包括隨著氣候相關風險和機遇的增加，某些商品的供需變化，以及潛在的新法規和政策屬於高風險因素。其餘則屬於中低風險，但我們相信，隨著接近實現碳中和的長期目標年2060年，將可能會有更多風險因素轉為高風險。

本集團高度重視氣候相關風險管理，因此類風險對其業務性質可構成一定程度的影響。我們通過制定惡劣天氣下之應急機制，將此類風險的管理融入到我們的日常營運中，以確保為我們的僱員於極端天氣的影響下能夠獲得充分支援並為其就如何在該等環境下的工作安排提供指引，藉此提供預防措施及保護其在極端天氣情況下免受職業危害，務求在保障業務持續性的同時，亦可減輕因惡劣天氣造成的財產損失。

老恒和高度重視我們的客戶，我們將繼續提高我們的應用和創新研發能力，致力不斷提高效率並保障本集團的聲譽。多年來，本集團一直在把握不同的機遇來拓展業務，加速轉型和使本集團變得更智能更環保，亦令員工和產品使用者更安全(如自動化、在疫情下使用更多網上會議電子平台以減低交通運輸所產生的碳排放)。這些措施使我們的設施變得更具有可持續性，並履行了我們對資源管理和環境保護的承諾。展望未來，本集團將繼續檢視氣候變化對業務之影響，並把氣候相關風險及機遇納入營運考量，如環境相關法規等變動，以增加抗壓力。

6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

6. 和以歸善，恆情有義

While seizing opportunities as they arise and keep moving forward, Lao Heng He also supports the inheritance of history and culture. Lao Heng He regards promoting sustainable development as its own responsibility and fulfills its social responsibility as a corporate citizen.

CULTURAL HERITAGE

Lao Heng He abides by its ancestral precepts, follows the ancient method, and absorbs different natural strains at different temperatures and times with the techniques passed down over a century to brew high quality condiments with excellent colour, smell, and taste. We will launch more new products by increasing the investment in research and development (R&D) and innovation of traditional production technology. As one of the leading condiment manufacturers in China, Lao Heng He not only brings the profound cultural flavour and excellent quality of condiments to consumers, but is also committed to the inheritance and spreading of Chinese culture with condiments and food as carriers.

Besides, through different social media platforms, Lao Heng He plays a proactive role in sharing traditional festival allusions and traditional food cooking techniques while promoting the brand and is committed to conveying the cultural connotation of the Chinese nation to younger consumers.

老恒和在緊抓時代機遇，不斷進取的同時，亦支持並傳承歷史文化。老恒和視推動可持續發展為己任，履行企業公民的社會責任。

文化傳承

老恒和恪守祖訓，沿襲古法，憑藉百年傳承的技藝，用不同的溫度、不同的時間吸收不同的自然菌種，釀造出色、香、味俱佳的優質調味品。我們旨在通過對傳統生產技術工藝的研發和創新，不斷加大研發的投入，推出更多新產品。作為中國市場領先的調味品生產商之一，老恒和不僅將調味品中深厚的文化韻味和優良品質帶給消費者，更致力於以調味品和食物為載體，傳承和傳播中華文化。

此外，老恒和通過不同社交平台，在品牌推廣的同時，主動作為傳統節日典故、傳統食物做法的傳播載體，致力將中華民族的文化內涵，傳達給新時代的消費者。



Lao Heng He “Dajiangyou” (打醬油) activity 老恒和「打醬油」活動

In 2022, as the epidemic ease, Lao Heng He has continued to uphold the local traditional culture and hold the “Dajiangyou” activity again to let the public to relive the happiness moment about helping mothers bringing soy sauce bottles to the street to buy soy sauce in old days and even many of the new generation have never seen Dajiangyou before. In view of this, we are also willing to provide opportunities for these pillars of society, so that they can experience the life of their elders in the past. We hope that the reputation and influence of the brand of Lao Heng He could be promoted locally as a result.

二零二二年，鑒於新冠肺炎疫情較之以往有所緩和，老恒和繼續秉承當地傳統文化並再次舉辦「打醬油」活動，讓大眾能重溫從前提著醬油瓶替媽媽上街打醬油的溫馨時光，而年輕的新一代當中甚至有許多是從未接觸過打醬油的，有見及此我們亦樂意為這些未來的社會主人翁提供機會，使他們能親身體驗長輩從前的生活點滴。是次活動的成功，除了讓大眾更瞭解我們的同時，亦希望藉此將老恒和品牌的口碑以及其影響力在當地宣傳。



6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

6. 和以歸善，恆情有義

CONTRIBUTION TO SOCIETY

Lao Heng He understands that the development of an enterprise is closely related to the connection and interaction of the surrounding communities and helps the surrounding communities to the best of its ability. During the reporting period, we have donated RMB50,000 to Red Cross of Changxing County in mid-2022. We have also donated RMB3,000 and RMB17,251 in supplies to Huzhou Charity Federation in late-2022. On the other hand, the Group has been awarded as the “2022 Caring Company in Prevention and Control of COVID-19” by the local government of Lincheng town of Changxing county.

The Group contributes to the SDG through diverse community engagement:



回報社會

老恆和深知企業的發展與周邊社區的聯繫和互動息息相關，為周邊社區提供力所能及的幫助。報告期間，我們分別於二零二二年中，向長興縣紅十字會捐贈50,000元；於及於二零二二年末，向湖州市慈善總會分別捐贈3,000元及價值17,251元的物資。此外，本集團亦獲長興縣林城鎮人民政府授予「2022年新冠疫情防控愛心企業」稱號。

該集團通過多元化的社區參與為以下可持續發展目標作出貢獻：



◆ 2022 Caring Company in recognition of prevention and control of COVID-19
2022年新冠疫情防控愛心企業

LIST OF LAWS AND REGULATIONS¹⁹

法律法規遵守列表¹⁹

External laws and regulations:

The Code of Corporate Governance for Listed Companies
 The Corporate Governance Code
 The Company Law of the People's Republic of China
 The Securities Law of the People's Republic of China
 The Criminal Law of the People's Republic of China
 The Anti-Unfair Competition Law of the People's Republic of China
 The Law of the People's Republic of China on the Protection of Consumer Rights and Interests
 The E-Commerce Law of the People's Republic of China
 The Advertising Law of the People's Republic of China
 The Food Safety Law of the People's Republic of China
 The Labour Law of the People's Republic of China
 The Employment Promotion Law of the People's Republic of China
 The Labour Dispute Mediation and Arbitration Law of the People's Republic of China
 Regulations on Labour Security Supervision
 The Work Safety Law of the People's Republic of China
 Occupational Disease Prevention and Control Law of the People's Republic of China
 The Provisions on the Supervision and Administration of Occupational Health in the Workplace
 Occupational Disease Diagnosis and Identification Management Measures
 Regulation on Work-Related Injury Insurance
 Regulations on Safety Production in Zhejiang Province
 The Environmental Protection Law of the People's Republic of China
 The Atmospheric Pollution Prevention and Control Law of the People's Republic of China
 The Water Pollution Prevention and Control Law of the People's Republic of China
 The Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes
 The Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise
 The Patent Law of the People's Republic of China
 Regulation on the Safety Management of Hazardous Chemicals
 Identification of Hazardous Elements, Evaluation and Update Procedures
 The Measures for the Administration of the Transfer of Hazardous Wastes
 The Integrated Wastewater Discharge Standards
 The Indirect Discharge Limitation of Industrial Wastewater Containing Nitrogen and Phosphorus
 Noise Standards for Industrial Enterprises and Plants
 The National Hazardous Waste List
 The Measures for the Prevention and Control of Environmental Pollution by Discarded Dangerous Chemicals

外部法律法規：

《上市公司治理準則》
 《企業管治守則》
 《中華人民共和國公司法》
 《中華人民共和國證券法》
 《中華人民共和國刑法》
 《中華人民共和國反不正當競爭法》
 《中華人民共和國消費者權益保護法》
 《中華人民共和國電子商務法》
 《中華人民共和國廣告法》
 《中華人民共和國食品安全法》
 《中華人民共和國勞動法》
 《中華人民共和國就業促進法》
 《中華人民共和國勞動爭議調解仲裁法》
 《勞動保障監察條例》
 《中華人民共和國安全生產法》
 《中華人民共和國職業病防治法》
 《工作場所職業衛生監督管理規定》
 《職業病診斷及鑒定管理辦法》
 《工傷保險條例》
 《浙江省安全生產條例》
 《中華人民共和國環境保護法》
 《中華人民共和國大氣污染防治法》
 《中華人民共和國水污染防治法》
 《中華人民共和國固體廢物污染環境防治法》
 《中華人民共和國環境噪聲污染防治法》
 《中華人民共和國專利法》
 《危險化學品安全管理條例》
 《危險有害因素識別、評價與更新程序》
 《危險廢棄物轉移聯繫管理辦法》
 《污水綜合排放標準》
 《工業企業廢水氮、磷污染物間接排放限值》
 《工業企業廠界噪聲標準》
 《國家危險廢棄物名錄》
 《廢棄危險化學品污染環境防治辦法》

¹⁹ The English translation of Chinese names or words in this Report, where indicated, are included for information purpose only, and should not be regarded as its official English translation of such Chinese names or words.

¹⁹ 本報告中的中文名稱或詞彙的英文翻譯僅供參考，不應被視為該中文名稱或詞彙的官方英文翻譯。

LIST OF LAWS AND REGULATIONS¹⁹

法律法規遵守列表¹⁹

Internal policy:

Environmental Health and Safety Accident Reporting and Investigation Management Procedures
Code of Practice for Lao Heng He Salesmen
Anti-corruption and Whistle-blowing System
Management System for Business Secrets
Management System for Secret Protection
Customer Complaint Handling Procedures
Zhejiang Rose Rice Vinegar
Internal Control Standards for Yellow Wine Products
Internal Control Standards for Soy Sauce Products
Internal Control Standards for Rice Vinegar Products
Microbial Control Requirements
Position Responsibility System
Hygiene Management System
Pest Control System
System for Utilization of Toxic and Hazardous Chemicals
Equipment Management System
Infrastructure and Maintenance Control Procedures
Equipment Overhaul Procedures
Fixed Assets Management System (Trial)
List of Approved Suppliers
Management System for Non-conforming Products
Control Procedures for Corrective and Preventive Measures
Cereal-based Brewed Cooking Wine
Unsafe Food Recall Management System
Customer Complaint Handling Procedures
Regulations on Management of Human Resources
Control Procedures on Human Resources
Human Resources Labour Contract Management System (Trial)
Procedures on Recruitment, Employment and Dismissal
Corporate Remuneration Plan
Remuneration and Compensation Policy
Management Measures for Attendance with Leave Application and Cancellation Request
Employee Performance Management System
Regulations on Monitoring and Classification of Occupational Hazards of the Company
Occupational Health Physical Examination System
Employees' Handbook
Fire Responsibility Statement
Sales Management Mechanism (Trial)
Contingency Preparation Procedures in Response to Emergencies
Training Management System
Management Measures on Incentive Promotion
Remuneration and Compensation Policy
Distributor Management Manual
Supplier Management Procedures
Supplier Management System
Procurement Contract Management Policy
Procurement Management Mechanism (Trial)
Procurement Tendering Procedure and Management System (Trial)
Regulatory Regime for Environmental Protection Management
Control Protocol of Resources and Energy
Guiding Manual on Water and Electricity Conservation
Guiding Manual of Energy Conservation and Consumption Reduction
Wastewater Discharge Control System
Operation Guidelines on Wastewater Treatment
Measures for the Prevention and Control of Sewage, Waste Gas and Noise Pollution
Waste Management Control Procedure
Operation Guidelines on Classification, Collection and Disposal of Wastes
Operation Guidelines on Collection and Disposal of Chemical Wastes and Containers, Waste Oils and Sludge

內部政策：

《EHS事故報告和調查管理程序》
《老恆和銷售人員操作守則》
《反舞弊與舉報制度》
《商業秘密管理制度》
《保密工作管理制度》
《客戶投訴處理程序》
《浙江玫瑰米醋》
《黃酒類產品檢測內控標準》
《醬油類產品檢測內控標準》
《米醋類產品檢測內控標準》
《微生物控制要求》
《崗位責任制度》
《衛生管理制度》
《蟲害控制制度》
《有毒有害化學品使用制度》
《設備管理制度》
《基礎設施和維護方案控制程序》
《檢修設備程序》
《固定資產管理制度(試行)》
《合格供應商名錄》
《不合格品管理制度》
《不符合及糾正措施控制程序》
《穀物釀造料酒》
《不安全食品召回管理制度》
《顧客投訴處理程序》
《人力資源管理規定》
《人力資源控制程序》
《人事勞動合同管理制度(試行)》
《招聘、錄用、解聘程序》
《公司薪酬計劃》
《薪酬及補償政策》
《考勤、請銷假管理辦法(試行)》
《員工績效管理制度》
《公司職業危害因素監測及分級管理規定》
《職業健康體檢制度》
《員工手冊》
《消防責任書》
《銷售管理辦法(試行)》
《應急準備、響應控制程序》
《培訓管理制度》
《激勵晉升管理辦法》
《薪酬及補償政策》
《經銷商管理手冊》
《供應商管理程序》
《供應商管理制度》
《採購合同管理制度》
《採購管理辦法(試行)》
《採購招標流程及管理制(試行)》
《環境保護管理制度》
《資源能源控制規程》
《節約水、電管作業指導書》
《節能降耗管理作業指導書》
《廢水排放控制制度》
《廢水處理作業指導書》
《廢水、廢氣、噪聲污染防治管理辦法》
《廢棄物管理控制程序》
《廢棄物分類收集、處理作業指導書》
《廢化學品液及容器、廢油及廢泥收集與處理作業指導書》

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可持續發展目標內容索引

SDGs 可持續發展目標	SDG Target 可持續發展目標的目的	Lao Heng He's objectives 老恒和的目標	Lao Heng He's actions and progress 老恒和的行動與進度
No poverty 	End poverty in all its forms everywhere	Committed to maintaining a responsible corporate image and caring for vulnerable social groups	Lao Heng He understands that as a responsible company, it should care about the communities where it operates and extend a helping hand to vulnerable groups. During the reporting period, we have made monetary and material donations to the Red Cross of Changxing County and the Huzhou Charity Federation respectively. For details, please refer to the section "Contribution to Society" in this report.
無貧窮 	在全世界消除一切形式的貧困	致力維持負責任的企業形象並關懷弱勢社會群體	老恒和深明自身作為一家負責任的企業，理應關懷其營運所屬社區並對弱勢群體伸出援手。報告期間，我們已分別向長興縣紅十字會及湖州市慈善總會作出金錢及物資捐贈。詳情可參閱本報告中「回報社會」一節。



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Zero Hunger 	End hunger, achieve food security, improve nutrition and promote sustainable agriculture	Committed to providing high-quality and safe edible products	Lao Heng He understands the importance of food safety. The Group has always attached great importance to relevant requirements and has formulated a series of internal policies to ensure the safety of our edible products, to achieve high standards and high quality, which our consumers can enjoy them without any concern. For details, please refer to the “Optimising Quality with Ingenuity” and “Inheritance of Health” chapters in this report. In addition, our quality management system and food safety management system have been accredited and under constant review according to ISO 9001 Quality Management System certification and ISO 22000 Food Safety Management System certification respectively during the reporting period. During the reporting period, we did not receive any complaints related to food safety incidents.
零飢餓 	消除饑餓、實現糧食安全、改善營養狀況和促進可持續農業	致力提供優質安全的可食用產品	老恒和深悉食品安全的重要性。本集團一向重視相關要求並已制定一系列嚴謹內部政策以確保我們所生產的可食用產品的安全性並以達到高標準及高質量為目標，從而讓消費者能安心享用。詳情可參閱本報告中「匠心品質」及「健康傳承」章節。另外，我們的質量管理系統及食品安全管理系統已於報告期間分別通過並繼續持有 ISO 9001 質量管理體系認證及 ISO 22000 食品安全管理體系認證。報告期間，我們並沒有接獲任何與食品安全事故相關的投訴。

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SDGs	SDG Target	Lao Heng He's objectives	Lao Heng He's actions and progress
可持續發展目標	可持續發展目標的目的	老恒和的目標	老恒和的行動與進度
Good Health and Well-being 	Ensuring healthy lives and promoting well-being for people of all ages	To maintain and promote health and safety awareness	Lao Heng He has always attached great importance to the health and safety of its employees. During the reporting period, the Group promoted the unified, efficient and safe operation of various tasks through a series of management activities. In addition, we also provide safety training to our employees to ensure them to have sufficient professional safety knowledge to optimise their health and safety during their duties. In addition, our occupational health and safety management system has been accredited and under constant review according to ISO 45001 Occupational Health and Safety Management System certification during the reporting period. For details, please refer to the section "Health and Safety" in this report.
良好健康與福祉 	確保健康的生活，促進各年齡段人群的福祉	持續維護及宣導健康及安全意識	老恒和一向十分重視僱員的健康及安全。於報告期間，本集團通過一系列管理活動，推動各項工作統一、高效、安全運行。另外，我們亦為僱員提供適切的安全培訓，確保僱員能具備足夠專業安全知識，最大程度保障其於履行職務時的健康及安全。另外，我們的職業健康安全管理体系已於報告期間通過並繼續持有ISO 45001職業健康安全管理体系認證。詳情可參閱本報告中「健康與安全」一節。



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SDGs 可持續發展目標	SDG Target 可持續發展目標的目的	Lao Heng He's objectives 老恒和的目標	Lao Heng He's actions and progress 老恒和的行動與進度
Quality education 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Provide adequate training to employees to ensure they have sufficient expertise to perform their duties and provide learning opportunities for the community	Lao Heng He deeply believed that only those with sufficient professional knowledge can show their strengths in their positions and do their best to produce high-quality products. The Group has established detailed training policies and regulated employees of different functions to participate in the training required by their duties. For details, please refer to the "Support and Development" section of this report. In addition, we have also arranged briefing sessions for students and hired interns in the past, so as to let the public know us better and provide job opportunities to help young people grow.
優質教育 	確保包容和公平的優質教育，讓全民終身享有學習機會	為僱員提供足夠培訓以確保其具備足夠專業知識履行相關職務並為社區提供學習機會	老恒和深信只有具備足夠專業知識的人才方能在其崗位一展所長並為生產出優質產品而盡力。本集團已訂立詳細培訓政策並規範不同司職的僱員參與符合其職務所須的培訓。詳情可參閱本報告中「發展成長」一節。另外，我們亦有於過往為學生安排說明會並聘請實習生，藉此讓大眾更瞭解我們的同時亦提供工作機會協助年青人成長。



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SDGs	SDG Target	Lao Heng He's objectives	Lao Heng He's actions and progress
可持續發展目標	可持續發展目標的目的	老恒和的目標	老恒和的行動與進度
Gender equality 	Achieve gender equality and empower all women and girls	Continue to uphold and maintain zero tolerance to gender discrimination	“Recruitment, Employment and Dismissal Procedures” of Lao Heng He has clearly stated the Group’s recruitment principles as “openness, equality, competition, and merit”. The Group has always provided equal employment opportunities for all applicants, and will never discriminate due to factors, such as gender. During the reporting period, we achieved zero cases of gender discrimination.
性別平等 	實現性別平等，增強所有婦女和女童的權能	繼續維持對性別歧視零容忍	老恒和的《招聘錄用解聘程序》列明集團的招聘錄用原則之一為「公開、平等、競爭、擇優」。本集團一向為所有應聘者提供均等的錄用機會，絕不因性別等因素而給予差別待遇。於報告期間，我們實現零性別歧視個案。



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Clean water and sanitation 	Ensure availability and sustainable management of water and sanitation for all	Ensure wastewater is properly treated before discharge and pursue zero non-compliance cases on laws and regulations relating to wastewater management	Lao Heng He has formulated relevant policies on wastewater treatment to standardise the group's wastewater treatment operations. The Group has complied with the "Water Pollution Prevention and Control Law of the People's Republic of China" and we engaged with a third-party testing agency to conduct wastewater testing for the sewage generated from operations, and there is no major violation found from the testing results. In addition, our environmental management system has been accredited and under constant review according to the ISO 14001 Environmental Management System certification during the reporting period. For details, please refer to the section "Wastewater Discharge Management" in this report.
清潔飲水和衛生設施 	為所有人提供水和環境衛生並對其進行可持續管理	確保污水在排放前得到適切處理及爭取在污水管理相關法律法規合規方面實現零違規	老恒和已制定污水處理的相關政策以規範集團污水處理作業。本集團已遵守《中華人民共和國水污染防治法》並於報告期間聘請第三方檢測機構對我們於生產過程中產生的污水作出檢驗，並無發現重大違規事宜。另外，我們的環境管理系統已於報告期間通過並繼續持有ISO 14001環境管理體系認證。詳情可參閱本報告中「污水排放管理」一節。



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Affordable and clean energy 	Ensure access to affordable, reliable, sustainable and modern energy for all	Strive for the use of renewable energy in its business	Lao Heng He hired a third-party renewable energy producer to generate photovoltaic energy and adopt the use of it in our daily operations.
經濟適用的清潔能源 	確保所有人獲得可負擔、可靠和可持續的現代能源	爭取於業務中應用可再生能源	老恒和現已聘請第三方再生能源生產商協助生產光伏能源並應用於日常營運當中。



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可持續發展目標	可持續發展目標的目的	老恒和的目標	老恒和的行動與進度
<p>Decent work and economic growth</p> 	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Pursue zero occupational fatalities and avoid work-related injuries</p>	<p>Lao Heng He has formulated a series of internal policies related to health and safety, and reviewed and improved the normative content in accordance with applicable laws and regulations, including but not limited to occupational hazard identification monitoring, health inspection system, etc. During the reporting period, we successfully achieved zero work-related fatalities and minimise to 3 work-related injuries. In addition, our occupational health and safety management system has been accredited and under constant review according to the ISO 45001 Occupational Health and Safety Management System certification during the reporting period. For details, please refer to the section "Health and Safety" of this report.</p>
<p>體面工作和經濟增長</p> 	<p>促進持久、包容性和可持續的經濟增長，充分的生產性就業和所有人獲得體面工作</p>	<p>爭取零因工亡故個案及盡可能減少工傷個案</p>	<p>老恒和已制定一系列與健康及安全相關的內部政策，並根據適用的法律法規檢討並完善規範內容，當中包括但不限於職業危害識別監測、體檢制度等。於報告期間，我們成功達成零因工亡故個案及3起工傷個案。另外，我們的職業健康安全系統已於報告期間通過並繼續持有ISO 45001職業健康安全系統認證。詳情可參閱本報告中「健康與安全」一節。</p>



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Industry, innovation and infrastructure 	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Committed to developing processes or processes that contribute to sustainable development	Lao Heng He continues to uphold and promote the traditional culture by increasing the investment in research and development and innovation of traditional production technology. The Group integrates the concept of environmental protection into its daily operations. We started from the energy use of each process and management, effectively controlled the use of resources such as electricity, steam, water, and packaging materials in the production process. To minimise the environmental impact during production and operation activities, we utilise the resource efficiency and continue to adopt light packaging by modifying equipment.
產業、創新與基礎建設 	建設具有適應力的基礎設施，促進包容性和可持續的工業化，推動創新	致力開發有助於可持續發展的工藝或工序	老恒和繼續秉承傳統文化，旨在通過對傳統生產技術工藝的研發和創新，不斷加大研發的投入力度。本集團將環保理念融入日常營運之中。我們從各能源使用的工藝細節及管理層面入手，對生產過程中的電力、蒸汽、水、包裝材料等資源進行有效控制，通過設備改造等提升資源使用效率，並持續採用輕量化包裝，最大程度減少生產經營活動對環境的影響。



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SDGs 可持續發展目標	SDG Target 可持續發展目標的目的	Lao Heng He's objectives 老恒和的目標	Lao Heng He's actions and progress 老恒和的行動與進度
Reduced inequalities 	Reduce inequality within and among countries	Ensure candidates from disadvantage groups have equal employment opportunities and maintain zero tolerance to any forms of discrimination	“Recruitment, Employment and Dismissal Procedures” of Lao Heng He has clearly stated the Group’s recruitment principles as “openness, equality, competitiveness, and meritocracy”. The Group has formulated internal policies related to recruitment. The Group has always provided equal employment opportunities to all applicants, and will never give discrimination due to gender, religion, race and other factors. During the reporting period, we achieved zero cases of discrimination. For details, please refer to the section “Employment Overview” of this report.
減少不平等 	減少國家內部和國家之間的不平等	確保應聘者均能得到公平待遇及爭取達至零歧視個案	老恒和的《招聘錄用解聘程序》列明集團的招聘錄用原則為「公開、平等、競爭、擇優」並已制定招聘相關的內部政策規範招聘事宜。本集團一向為所有應聘者提供均等的錄用機會，絕不因性別、宗教、種族等因素而給予差別待遇。於報告期間，我們實現零歧視個案。詳情可參閱本報告中「僱傭概況」一節。



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Sustainable cities and communities 	Make cities and human settlements inclusive, safe, resilient and sustainable	Ensure sustainable living conditions by gradually cutting down the proportion of waste amount generated and to mitigate the impacts caused to the environment and committed to protecting and defending the world's cultural and natural heritage and ensure to provide safe, inclusive, accessible and green public spaces for all	Lao Heng He has embraced sustainability as the fundamental of its business strategy to enhance the value of the company and its business. Our management systems have been accredited and under constant review according to relevant International Standards ISO14001 Environmental Management System and ISO45000 Occupational Health and Safety Management System to keep abreast of the market. Also, we have established waste management policies to provide guidance and standards on waste handling and reducing the amount of waste at source. In addition, we have implemented a series of measures to mitigate the impact of our operations to the surroundings. Please refer to the section headed "Solid Waste Management" for details. In addition, as the epidemic ease, Lao Heng He has continued to uphold the local traditional culture and hold the "Dajiangyou" activity again to let our new generation to have more understanding about traditional culture and build up a sustainable community through traditional culture. In addition, in order to encourage the further integration of sustainable development into corporate culture, we also have barrier-free facilities for those in need.



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SDGs	SDG Target	Lao Heng He's objectives	Lao Heng He's actions and progress
可持續發展目標	可持續發展目標的目的	老恒和的目標	老恒和的行動與進度
可持續城市及社區 	建設包容、安全、有抵禦災害能力和可持續的城市和人類住區	透過減少廢棄物產生確保城市及市區的可持續性及盡力減輕對環境的影響並致力保護和捍衛世界文化和自然遺產及盡力為所有人提供安全、包容、無障礙及綠色的公共空間	老恒和熱衷於將可持續發展理念融入管治方針以維持競爭力。我們的環境管理系統及職業健康安全管理系統已於報告期間分別通過並繼續持有 ISO 14001 環境管理體系認證及 ISO 45000 職業健康安全管理體系認證。此外，本集團亦有就廢棄物處理制定一系列的管理政策以規範由營運所產生的各類廢棄物處理從而確保環境受影響的程度能降至最低。詳情可參閱本報告中「固體廢棄物管理」一節。另外，鑒於新冠肺炎疫情較之以往有所緩和，老恒和繼續秉承當地傳統文化，於二零二二年再次舉辦「打醬油」活動。本集團希望藉是次活動讓我們的新一代能學習傳統文化的同時，亦能理解傳統文化傳承對建立可持續社區的重要性。此外，為鼓勵促進可持續發展進一步融入企業文化，我們亦設有無障礙設施供有需要人士使用。



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Responsible consumption and production 	Ensure sustainable consumption and production patterns	Gradually increase the proportion of environmentally friendly materials purchased	Lao Heng He has set stringent requirements on supplier management to regulate the qualification of suppliers, and has incorporated sustainable elements into it, including but not limited to checking whether its production and service processes have any environmental pollution risk; environmental governance capabilities; the use of environmentally friendly products and services in its production process. For details, please refer to the section "Responsible Supplies" of this report.
負責任消費與生產 	確保採用可持續的消費和生產模式	逐步增加環保物料於業務中的應用	老恒和已就供應商管理制定一系列嚴謹的相關政策以規範供應商的資質，並已納入可持續元素於其中，包括但不限於檢視其生產和服務過程有否產生環境污染風險、環保治理能力如何、生產過程會否使用更多環保產品及服務等。詳情可參閱本報告中「責任供應」一節。



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Climate action 	Take urgent action to combat climate change and its impacts	In addressing climate change and its impacts, we seek to minimise greenhouse gas emissions and reduce carbon emissions in our activities with higher efficiency and more environmental friendly and cleanliness	In response to the increasingly severe climate change situation, Lao Heng He has set corresponding targets in response to climate change. We will review relevant internal policies and review the implementation progress of targets regularly, to ensure the emission reduction measures formulated by the Group can be implemented effectively. For details, please refer to the section "Climate Change" of this report.
氣候行動 	採取緊急行動應對氣候變化及其影響	在應對氣候變化及其影響時，我們務求盡量減少溫室氣體排放及致力於使我們的活動更高效、環保和清潔以尋求減少碳排放的機會	為應對日趨嚴峻的氣候變化情況，老恒和已就應對氣候變化事宜訂立相應目標。我們會定期檢視相關內部政策並檢討目標實施進度，以確保本集團所制定的減排措施能有效協助既定目標的實踐。詳情可參閱本報告中「氣候變化」一節。



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SDGs 可持續發展目標	SDG Target 可持續發展目標的目的	Lao Heng He's objectives 老恒和的目標	Lao Heng He's actions and progress 老恒和的行動與進度
Life below water 	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	Avoid water pollution caused by our operations to help preserving the natural habitat of the ocean	Lao Heng He has formulated relevant policies to standardise the Group's wastewater treatment. The Group has complied with the "Water Pollution Prevention and Control Law of the People's Republic of China" and we engaged with a third-party testing agency to conduct wastewater testing for the sewage generated from operations, and there is no major violation found from the testing results. The Group hopes the water pollution caused by our business can be effectively reduced with the implementation of the above wastewater treatment measures, so as to achieve the purpose of protecting the marine ecology. In addition, we have been accredited and under constant review according to ISO 14001 Environmental Management System certification during the reporting period. For details, please refer to the section "Wastewater Discharge Management" of this report.
水下生物 	保護和可持續利用海洋和海洋資源以促進可持續發展	避免由營運導致的水資源污染以保護海洋生態	老恒和已制定污水處理的相關政策以規範集團污水處理作業。本集團已遵守《中華人民共和國水污染防治法》並於報告期間聘請第三方檢測機構對我們於生產過程中產生的污水作出檢驗，並無發現重大違規事宜。本集團希望透過執行上述之污水處理措施能有效減低由我們業務導致的水資源污染，藉此達到保護海洋生態的目的。另外，我們的環境管理系統已於報告期間通過並繼續持有 ISO 14001 環境管理體系認證。詳情可參閱本報告中「污水排放管理」一節。

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Life on land 	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Avoid land pollution caused by our operations to preserve natural habitat	Lao Heng He has formulated a series of strict environmental protection related policies and measures, to minimise the environmental pollution caused by noise and waste and protecting the terrestrial ecology by reducing the noise impact generated during operation and segregated the waste and hire and monitor the qualified contractors to handle. Our environmental management system has been accredited and under constant review according to ISO 14001 Environmental Management System certification during the Reporting Period. For details, please refer to the sections "Solid Waste Management" and "Noise Management" of this report.
陸地生物 	保護、恢復和促進可持續利用陸地生態系統，可持續管理森林，防治荒漠化，制止和扭轉土地退化，遏制生物多樣性的喪失	避免由營運導致的土地污染以保護陸上生態	老恒和已制定一系列嚴謹的環境保護相關政策及措施，藉由致力降低營運過程所產生的噪音並將廢棄物分類和聘請及監管合資格的承包商處理廢棄物，務求將由噪音及廢棄物對環境產生的污染減至最低，藉此達到保護陸上生態的目的。我們的環境管理系統已於報告期間通過並繼續持有 ISO 14001 環境管理體系認證。詳情可參閱本報告中「固體廢棄物管理」及「噪聲管理」章節。



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Peace, justice and strong institutions 	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Promote the sense of anti-corruption in terms of personal conduct as well as business practices and pursue zero occurrence of corruption cases	Lao Heng He has established stringent policies on anti-corruption, which clearly defines corruption and anti-corruption responsibilities, and also clearly defines reporting channels, remedial measures and penalties for corruption. The Group hopes to improve employees' awareness of anti-corruption in their personal conduct and performance of duties by providing clear guidelines on details related to anti-corruption management. During the reporting period, we achieved zero corruption case. For details, please refer to the sections "Business Ethics" of this report.
和平、正義與強大機構 	倡建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構	倡導反貪污意識並應用於個人及業務操作層面並追求達至零貪污案例	老恒和已制定嚴謹的反貪污政策，當中明確定義貪污行為及反貪污的職責歸屬，另外就舉報渠道、貪污行為發生的補救措施及處罰亦有明確界定。本集團希望透過對反貪污管理相關的細節提供清晰指引，從而提高僱員在個人操守行為及履行職務時的反貪污意識。報告期間，我們實現零貪污案例。詳情可參閱本報告中「商業道德」一節。



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Partnership for the goals 	Strengthening the means of implementation and revitalising the global partnership for sustainable development	Committed to maintaining support for the industry to which the Group belongs, and striving to advance towards the goal of sustainable development	Since 2018, Lao Heng He has actively participated in the formulation of the group standard of "Grain Brewing Cooking Wine" (穀物釀造料酒) of China Wine Industry Association (中國酒業協會), and has completed the relevant preparation. Since the official release of the "Grain Brewed Cooking Wine" (穀物釀造料酒) group standard in 2019, it has successfully promoted the cooking wine industry from price competition to quality competition, and will also help the preparation of cooking wine manufacturers to transform into grain-based cooking wine, leading the industry to high-quality development, to meet consumers' demand for high-quality health products. Looking ahead, if relevant new standards are implemented, Lao Heng He, as the leading cooking wine brand, will definitely participate in relevant work actively. For details, please refer to the "Optimising Quality with Ingenuity" section of this report.
促進目標實現的夥伴關係 	加強執行手段，重振可持續發展全球夥伴關係	致力維持對本集團所屬業界提供助力，為邁向可持續發展目標努力推進	自二零一八年起，老恒和積極參與中國酒業協會《穀物釀造料酒》團體標準的制定，並已經完成相關編制。自二零一九年《穀物釀造料酒》團體標準正式發佈後，成功促使料酒行業從價格競爭到品質競爭，而且還將有助於配制料酒生產企業轉型生產穀物釀造料酒，引領行業向高品質發展，滿足消費者對優質健康產品的需求。展望未來，如有相關新標準推行，老恒和作為公司料酒領導品牌，定必積極參與有關工作。詳情可參閱本報告中「匠心品質」一節。

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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
A. Environmental		
A. 環境		
Aspect A1 Emissions		
層面 A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 – 排放管理
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。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 – 排放管理
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 – 排放管理
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 of 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)。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 – 排放管理
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 of 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)。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 – 排放管理
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Discharge Management; Climate Change 5. 和以自然，綠色發展 – 排放管理；氣候變化

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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Discharge Management; Packaging Materials 5. 和以自然，綠色發展 – 排放管理；包裝材料
Aspect A2 Uses of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策。	5. Pursuing Environmental Harmony and Green Development – Resource Optimisation; Energy Management; Water Management 5. 和以自然，綠色發展 – 資源優化 – 能源管理
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)。	5. Pursuing Environmental Harmony and Green Development – Energy Management 5. 和以自然，綠色發展 – 能源管理
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)。	5. Pursuing Environmental Harmony and Green Development – Water Management 5. 和以自然，綠色發展 – 水資源管理
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Energy Management 5. 和以自然，綠色發展 – 能源管理
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 target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Water Management 5. 和以自然，綠色發展 – 水資源管理
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。	5. Pursuing Environmental Harmony and Green Development – Packaging Materials 5. 和以自然，綠色發展 – 包裝材料

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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
Aspect A3 The Environment and Natural Resources		
層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策。	5. Pursuing Environmental Harmony and Green Development 5. 和以自然，綠色發展
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。	5. Pursuing Environmental Harmony and Green Development – Environmental Impacts from our Operations and Mitigation Measures 5. 和以自然，綠色發展 – 我們營運產生的環境影響及緩解措施
Aspect A4 Climate Change		
層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	5. Pursuing Environmental Harmony and Green Development 5. 和以自然，綠色發展
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	5. Pursuing Environmental Harmony and Green Development – Climate Change 5. 和以自然，綠色發展 – 氣候變化



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香港聯交所《環境、社會及管治報告指引》內容索引

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1 Employment 層面 B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4. Gathering Talents with Recommendation and Promotion Mechanism 4. 和以聚力，採擢薦進
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	4. Gathering Talents with Recommendation and Promotion Mechanism – Employment Overview 4. 和以聚力，採擢薦進 – 僱傭概況
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率。	4. Gathering Talents with Recommendation and Promotion Mechanism – Employee Retention and Communication with Caring 4. 和以聚力，採擢薦進 – 僱員留用與溝通關愛



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
Aspect B2 Health and Safety		
層面 B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4. Gathering Talents with Recommendation and Promotion Mechanism – Health and Safety 4. 和以聚力，採擢薦進 – 健康與安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	4. Gathering Talents with Recommendation and Promotion Mechanism – Health and Safety 4. 和以聚力，採擢薦進 – 健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	4. Gathering Talents with Recommendation and Promotion Mechanism – Health and Safety 4. 和以聚力，採擢薦進 – 健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	4. Gathering Talents with Recommendation and Promotion Mechanism – Health and Safety 4. 和以聚力，採擢薦進 – 健康與安全



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
Aspect B3 Development and Training		
層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	4. Gathering Talents with Recommendation and Promotion Mechanism – Support and Development 4. 和以聚力，採擢薦進 – 發展成長
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	4. Gathering Talents with Recommendation and Promotion Mechanism – Support and Development 4. 和以聚力，採擢薦進 – 發展成長
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	4. Gathering Talents with Recommendation and Promotion Mechanism – Support and Development 4. 和以聚力，採擢薦進 – 發展成長
Aspect B4 Labour Standards		
層面 B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4. Gathering Talents with Recommendation and Promotion Mechanism – Employment Overview 4. 和以聚力，採擢薦進 – 僱用概況
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	4. Gathering Talents with Recommendation and Promotion Mechanism – Employment Overview 4. 和以聚力，採擢薦進 – 僱用概況
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	4. Gathering Talents with Recommendation and Promotion Mechanism – Employment Overview 4. 和以聚力，採擢薦進 – 僱用概況

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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
Operating Practices 營運慣例		
Aspect B5 Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	3. Striving for Mutual Development and Achieving the Same Goal — Responsible Supplies 3. 恆以共進，同道致遠 — 責任供應
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	3. Striving for Mutual Development and Achieving the Same Goal — Responsible Supplies 3. 恆以共進，同道致遠 — 責任供應
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	3. Striving for Mutual Development and Achieving the Same Goal — Responsible Supplies 3. 恆以共進，同道致遠 — 責任供應
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	3. Striving for Mutual Development and Achieving the Same Goal — Responsible Supplies 3. 恆以共進，同道致遠 — 責任供應
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	3. Striving for Mutual Development and Achieving the Same Goal — Responsible Supplies 3. 恆以共進，同道致遠 — 責任供應



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
Aspect B6 Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2. Upholding Quality and Crafting Excellence 2. 恆以釀質，成品匠造
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	2. Upholding Quality and Crafting Excellence – Optimising Quality with Ingenuity 2. 恆以釀質，成品匠造 – 匠心品質
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法。	3. Striving for Mutual Development and Achieving the Same Goal – Customer-oriented 3. 恆以共進，同道致遠 – 客戶為先
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	1. Self-Discipline and Responsibility as our First Priority – Business Ethics 1. 恆於律己，責任先行 – 商業道德
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	2. Upholding Quality and Crafting Excellence – Optimising Quality with Ingenuity 2. 恆以釀質，成品匠造 – 匠心品質
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	3. Striving for Mutual Development and Achieving the Same Goal – Customer-oriented 3. 恆以共進，同道致遠 – 客戶為先



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
Aspect B7 Anti-corruption		
層面 B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	1. Self-discipline and Responsibility as our First Priority — Business Ethics 1. 恆於律己，責任先行 — 商業道德
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	1. Self-discipline and Responsibility as our First Priority — Business Ethics 1. 恆於律己，責任先行 — 商業道德
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	1. Self-discipline and Responsibility as our First Priority — Business Ethics 1. 恆於律己，責任先行 — 商業道德
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	1. Self-discipline and Responsibility as our First Priority — Business Ethics 1. 恆於律己，責任先行 — 商業道德



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備註1)		章節/聲明
Community 社區		
Aspect B8 Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	6. Performing Good Deeds with Passion and Righteousness 6. 和以歸善，恆情有義
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	6. Performing Good Deeds with Passion and Righteousness – Cultural Heritage, Contribution to Society 6. 和以歸善，恆情有義 – 文化傳承；回報社會
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	6. Performing Good Deeds with Passion and Righteousness – Contribution to Society 6. 和以歸善，恆情有義 – 回報社會

Note 1: All general disclosures and KPIs under “Subject Area A. Environmental” and “Subject Area B. Social” comply with the “comply or explain” provisions.

備註1：「主要範疇A – 環境」及「主要範疇B – 社會」下的所有一般披露及關鍵績效指標均為「不遵守就解釋」的規定。



GRI CONTENT INDEX

GRI 永續性報導準則內容索引

Statement of use	Honworld Group Limited has reported with reference to the GRI Standards for the period starting from 1st January 2022 to 31st December 2022.
使用聲明	老恒和釀造有限公司已參考GRI準則報導二零二二年一月一日至二零二二年十二月三十一日期間的內容。
GRI 1 used	GRI 1: Foundation 2021
使用的 GRI 1	GRI 1：基礎 2021

GRI Disclosure		Notes
揭露項目		位置／備注
GRI 1: General Disclosures 2021		
Reporting Principles 報導原則	Accuracy	The qualitative information is reported according to the available evidence of the Group, the bases for calculations are adequately described which allow replicate measurements and calculations with similar results
	準確性	本報告中的定性信息乃根據本集團現有證據作出披露；報告中已充分描述計算基礎，故可允許重複測量和計算
	Balance	Positive impacts are not overemphasised and information concerning negative impacts are not omitted
	平衡性	本報告沒有過分強調本集團的積極影響，也沒有遺漏有關負面影響的信息
	Clarity	The Report is presented in both English and Chinese with different sections tables of content and consolidated data tables are used which enable most readers to gain easy access to specify sections of the Report
	清晰性	本報告以中英文呈現，並已劃分不同章節及使用目錄和綜合數據表，使大多數讀者能夠便捷地訪問報告的特定部分
	Comparability	The Report has presented information for the current reporting period and two previous periods with accepted international metrics in consistent manner of calculation and presentation of the information restatements have been disclosed accordingly, where applicable
	可比較性	本報告以一致的信息計算和呈現方式提供了當前報告期和前兩個時期的信息，並已採用公認的國際指標重列部分已作出相應披露（如適用）
	Completeness	The Report has presented all its activities and impacts in accordance with the reporting scope as stated in this Report
完整性	本報告已按照本報告所述的報告範圍披露其所有活動和影響	



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GRI 永續性報導準則內容索引

GRI Disclosure		Notes
揭露項目		位置／備注
	Sustainability context	The Report has adopted objective information and authoritative measures on sustainable development to report information about its impacts and report relevant information in relation to sustainable development goals
	永續性的脈絡	本報告採用客觀的永續性信息和權威措施披露其影響及與永續性目標相關的信息
	Timeliness	Consistent reporting period is used. The information available is collected after the reporting period in a timely manner and meets the requirements under the ESG Guide as set out in Appendix 27 to the Listing Rules of Hong Kong Stock Exchange
	時效性	本報告採用一致的報告期間所獲得的信息乃於報告期後及時收集並符合香港聯交所上市規則附錄27所載ESG指引的要求
	Verifiability	The decision-making process underlying the Group's sustainability reporting which enables the examination of the key decision processes and reliable sources to support calculations have been properly disclosed
	可驗證性	本集團ESG報告所依據的決策過程能夠協助檢視關鍵決策過程計算依據的可靠來源已作合適披露
Applicable GRI Sector Standard(s)		N/A
適用的GRI行業準則		不適用



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GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
GRI 2: General Disclosures 2021			
GRI 2：一般揭露 2021			
The Organisation and its reporting practices 組織及報導實務	2-1	Organisational details	Annual Report; About Lao Heng He
	2-1	組織詳細資訊	年報：關於老恒和
	2-2	Entities included in the organisation's sustainability reporting	Annual Report
	2-2	組織永續報導中包含的實體	年報
	2-3	Reporting period, frequency and contact point	About this Report
	2-3	報導期間、頻率及聯絡人	關於本報告
	2-4	Restatements of information	Energy Management; Water Management; Discharge Management as well as Exhaust Gas and Greenhouse Gases Management
	2-4	資訊重編	能源管理；水資源管理；排放管理和廢氣及溫室氣體排放管理
	2-5	External assurance	The Group will consider seeking external assurance for the ESG report in future
2-5	外部保證／確信	本集團會於將來考慮為 ESG 報告尋求外部保證	
Activities and workers 活動與工作者	2-6	Activities, value chain and other business relationships	Annual Report; About Lao Heng He; 3. Striving for Mutual Development and Achieving the Same Goal
	2-6	活動、價值鏈和其他商業關係	年報：關於老恒和；3. 恆以共進，同道致遠
	2-7	Employees	Employment Overview; Employee Retention and Communication with Caring
	2-7	員工	僱傭概況；善待僱員與關愛溝通
	2-8	Workers who are not employees	Not applicable
	2-8	非員工的工作者	不適用



GRI CONTENT INDEX

GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
Governance 治理	2-9	Governance structure and composition	Annual Report; Corporate Governance Report
	2-9	治理結構及組成	年報；企業管治報告
	2-10	Nomination and selection of the highest governance body	Corporate Governance Report
	2-10	最高治理單位的提名與遴選	企業管治報告
	2-11	Chair of the highest governance body	Annual Report; ESG Management
	2-11	最高治理單位的主席	年報；ESG 管理
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance; ESG Management; Communication with Stakeholders; Materiality Assessment
	2-12	最高治理單位於監督衝擊管理的角色	企業管治；ESG 管理；持份者溝通；重要性評估
	2-13	Delegation of responsibility for managing impacts	Corporate Governance; ESG Management
	2-13	衝擊管理的負責人	企業管治；ESG 管理
	2-14	Role of the highest governance body in sustainability reporting	About this Report
	2-14	最高治理單位於永續報導的角色	關於本報告
	2-15	Conflict of interest	Business Ethics; Annual Report; Corporate Governance
	2-15	利益衝突	商業道德；年報；企業管治
	2-16	Communication of critical concerns	Corporate Governance Report; Corporate Governance; ESG Management; Customer-Oriented
	2-16	溝通關鍵重大事件	企業管治報告；企業管治；ESG 管理；客戶為先
	2-17	Collective knowledge of the highest governance body	Corporate Governance Report; Support and Development
2-17	最高治理單位的群體智識	企業管治報告；發展成長	



GRI CONTENT INDEX

GRI 永續性報導準則內容索引

GRI Disclosure		Notes
揭露項目		位置／備注
2-18	Evaluation of the performance of the highest governance body	Initiated by the Remuneration Committee, the Enterprise Management Department and the Administration and Human Resources Department conduct independent performance evaluations of the Group's management every 6 months in accordance with business strategies
2-18	最高治理單位的績效評估	由薪酬委員會發起，企業管理部及行政人事部按經營戰略對本集團管理層進行每半年一次的獨立績效評估
2-19	Remuneration policies	Corporate Governance Report; the Remuneration Committee will review the remuneration package of individual Executive Directors and senior management personnel, the remuneration policy and structure of all directors and senior management personnel, and make recommendations to the Board; thereby increasing the transparency of the establishment of remuneration policy and structure to ensure that no directors or their related party will be involved in determining their own remuneration
2-19	薪酬政策	企業管治報告；統一由薪酬委員會檢視個別執行董事及高級管理人員的薪酬待遇、全體董事及高級管理人員的薪酬政策及結構，並向董事會提出建議；從而為制定薪酬政策及結構增加透明度，以確保任何董事或其任何關聯方均不會參與決定自身的薪酬
2-20	Process to determine remuneration	Corporate Governance Report; Communication with Stakeholders
2-20	薪酬決定流程	企業管治報告；持份者溝通
2-21	Annual total compensation ratio	Not applicable
2-21	年度總薪酬比率	不適用



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GRI 永續性報導準則內容索引

	GRI Disclosure		Notes
	揭露項目		位置／備注
Strategy, policies and practices 策略、政策與實務	2-22	Statement on sustainable development strategy	Board Statement; Social Recognition; 5. Pursuing Environmental Harmony and Green Development; 6. Performing Good Deeds with Passion and Righteousness;
	2-22	永續發展策略的聲明	董事會聲明；社會認可；5. 和以自然，綠色發展；6. 和以歸善，恆情有義
	2-23	Policy commitments	1. Self-Discipline and Responsibility as Our First Priority; 3. Striving for Mutual Development and Achieving the Same Goal; 6. Performing Good Deeds with Passion and Righteousness
	2-23	政策承諾	1. 恆於律己，責任先行；3. 恆以共進，同道致遠；6. 和以歸善，恆情有義
	2-24	Embedding policy commitments	1. Self-Discipline and Responsibility as Our First Priority; ESG Management; 3. Striving for Mutual Development and Achieving the Same Goal
	2-24	納入政策承諾	1. 恆於律己，責任先行；ESG 管理；3. 恆以共進，同道致遠
	2-25	Processes to remediate negative impacts	Business Ethics; 2. Upholding Quality and Crafting Excellence
	2-25	補救負面衝擊的程序	商業道德；2. 恆以釀質，誠品匠造
	2-26	Mechanisms for seeking advice and raising concerns	Business Ethics; 2. Upholding Quality and Crafting Excellence; 3. Striving for Mutual Development and Achieving the Same Goal
	2-26	尋求建議和提出疑慮的機制	商業道德；2. 恆以釀質，誠品匠造；3. 恆以共進，同道致遠
	2-27	Compliance with laws and regulations	Business Ethics; Environmental Compliance; Optimising Quality with Ingenuity; Customer-Oriented; Employment Overview; Employee Retention and Communication with Caring; Health and Safety
	2-27	法規遵循	商業道德；環境合規；匠心品質；客戶為先；僱傭概況；僱員留用與溝通關愛；健康與安全

GRI CONTENT INDEX

GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
	2-28	Membership associations	Lao Heng He is currently a member of the China Wine Industry Association (中國酒業協會) and China Zhejiang Food Industry Association (中國浙江省食品工業協會) and has become a member of a total of 15 associations (such as: China Condiment Association (中國調味品協會), Zhejiang Province Century-old Enterprise Association (浙江省老字號企業協會), Huzhou Wine Culture Association (湖州酒文化協會), etc.)
	2-28	公協會的會員資格	老恒和目前乃中國酒業協會及中國浙江省食品工業協會的成員並已另外成為合共15個協會(如:中國調味品協會、浙江省老字號企業協會、湖州酒文化協會等)的成員
Stakeholder engagement 利害關係人議合	2-29	Approach to stakeholder engagement	Communication with Stakeholders
	2-29	利害關係人議合方針	持份者溝通
	2-30	Collective bargaining agreements	Except for employees who are rehired after retirement, the group agreement covers all employees
	2-30	團體協約	除退休後復聘用的員工外，團體協約已涵蓋全部員工
Material Topics 重大主題			
GRI 3: Material Topics 2021 GRI 3: 重大主題 2021	3-1	List of material topics	Materiality Assessment
	3-1	決定重大主題的流程	重要性評估
	3-2	Process to determine material topics	Materiality Assessment
	3-2	重大主題列表	重要性評估
	3-3	Management of material topics	Throughout the entire report
	3-3	重大主題管理	貫穿整份報告



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GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
GRI 200 Economic topics GRI 200 經濟主題			
Anti-corruption 反貪腐			
GRI 205: Anti-corruption 2016 GRI 205 : 反貪腐 2016	205-1	Operations assessed for risks related to corruption	The Group has conducted corruption risk assessments for 4 operating sites and plans to conduct related risk assessments for another operating site, with a completion rate of 80%. No significant corruption risks identified during the reporting period
	205-1	已進行貪腐風險評估的營運據點	本集團已為4個營運點進行貪腐風險評估並計劃為另一個營運點進行相關風險評估，完成率達80%。於報告期間並無發現重大貪腐風險
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics
	205-2	有關反貪腐政策和程序的溝通及訓練	商業道德
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics
	205-3	已確認的貪腐事件及採取的行動	商業道德



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GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
GRI 300 Environmental topics GRI 300 環境主題			
Water and Effluents 水與放流水			
GRI 303: Water and Effluents 2018 GRI 303：水與放流水 2018	303-1	Interactions with water as a shared resource	5.Pursuing Environmental Harmony and Green Development; Water Management; Wastewater Discharge Management; Environmental Impacts from our Operations and Mitigation Measures
	303-1	共享水資源之相互影響	5. 和以自然，綠色發展；水資源管理；污水排放管理；我們營運產生的環境影響及緩解措施
	303-2	Management of water discharge-related impacts	Wastewater Discharge Management; Environmental Impacts from our Operations and Mitigation Measures
	303-2	與排水相關衝擊的管理	污水排放管理；我們營運產生的環境影響及緩解措施
	303-3	Water withdrawal	The amount of water withdrawal of the Group is consistent with the amount of water consumption
	303-3	取水量	本集團取水量與耗水量相一致
	303-4	Water discharge	Wastewater Discharge Management
	303-4	排水量	污水排放管理
	303-5	Water consumption	Water Management
	303-5	耗水量	水資源管理



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GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
Biodiversity 生物多樣性			
GRI 304: Biodiversity 2016 GRI 304 : 生物多樣性 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	To the best of Directors' knowledge, none of the Group's operating bases owned, leased or managed are located in environmental protection areas or other areas with high biodiversity value
	304-1	組織所擁有、租賃、管理的營運據點或其鄰近地區位於環境保護區或其他高生物多樣性價值的地區	據董事所知，本集團並無由其所擁有、租賃、管理的營運據點位於環境保護區或其他高生物多樣性價值的地區
	304-2	Significant impacts of activities, products and services on biodiversity	To the best of Directors' knowledge, the Group does not consider that its business operations have any significant impact on biodiversity
	304-2	活動、產品及服務，對生物多樣性方面的顯著衝擊	據董事所知，本集團並不認為其業務營運對生物多樣性構成任何重大影響
	304-3	Habitats protected or restored	To the best of Directors' knowledge, the Group does not consider that its business operations have any significant impact on biodiversity
	304-3	受保護或復育的棲息地	據董事所知，本集團並不認為其業務營運對生物多樣性構成任何重大影響
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	To the best of Directors' knowledge, the Group does not consider that its business operations have any significant impact on biodiversity
	304-4	受營運影響的棲息地中，已被列入IUCN紅色名錄及國家保育名錄的物種	據董事所知，本集團並不認為其業務營運對生物多樣性構成任何重大影響



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GRI 永續性報導準則內容索引

GRI Disclosure			Notes
揭露項目			位置／備注
Emissions			
排放			
GRI 305: Emissions 2016 GRI 305：排放 2016	305-1	Direct (Scope 1) GHG emissions	Exhaust Gas and Greenhouse Gases Management; The gases included in the calculation: CO ₂ 、CH ₄ 、N ₂ O
	305-1	直接(範疇一)溫室氣體排放	廢氣及溫室氣體排放管理；納入計算的氣體包括：CO ₂ 、CH ₄ 、N ₂ O
	305-2	Energy indirect (Scope 2) GHG emissions	Exhaust Gas and Greenhouse Gases Management; The gases included in the calculation: CO ₂ 、CH ₄ 、N ₂ O
	305-2	能源間接(範疇二)溫室氣體排放	廢氣及溫室氣體排放管理；納入計算的氣體包括：CO ₂ 、CH ₄ 、N ₂ O
	305-3	Other indirect (Scope 3) GHG emissions	Data not available
	305-3	其他間接(範疇三)溫室氣體排放	沒有相關數據
	305-4	GHG emissions intensity	Exhaust Gas and Greenhouse Gases Management; The gases included in the calculation: CO ₂ 、CH ₄ 、N ₂ O
	305-4	溫室氣體排放強度	廢氣及溫室氣體排放管理；納入計算的氣體包括：CO ₂ 、CH ₄ 、N ₂ O
	305-5	Reduction of GHG emissions	Not applicable, as the previous reporting period under the COVID-19 epidemic, the relevant data cannot be directly compared with the current reporting period.
	305-5	溫室氣體排放減量	不適用，因過往的報告期間正值新冠肺炎疫情肆虐，故此有關數據無法與本報告期間的作直接比較。
	305-6	Emissions of ozone-depleting substances (ODS)	Data not available
	305-6	臭氧層破壞物質(ODS)的排放	沒有相關數據
	305-7	Nitrogen oxides (NO _x), Sulphur oxides (SO _x), and other significant air emissions	Air Emissions; Persistent Organic Pollutants (POPs), Volatile Organic Compounds (VOCs), Hazardous Air Pollutants (HAPs) No data available
305-7	氮氧化物(NO _x)、硫氧化物(SO _x)及其他顯著的氣體排放	空氣排放；持久性有機污染物(POP)、揮發性有機化合物(VOC)、有害空氣污染物(HAP)沒有相關數據	

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GRI 永續性報導準則內容索引

GRI Disclosure			Notes
揭露項目			位置／備注
Waste 廢棄物			
GRI 306: Waste 2020 GRI 306：廢棄物 2020	306-1	Waste generation and significant waste-related impacts	Solid Waste Management
	306-1	廢棄物的產生與廢棄物相關顯著衝擊	固體廢棄物管理
	306-2	Management of significant waste-related impacts	Solid Waste Management
	306-2	廢棄物相關顯著衝擊之管理	固體廢棄物管理
	306-3	Waste generated	Solid Waste Management
	306-3	廢棄物的產生	固體廢棄物管理
	306-4	Waste diverted from disposal	Solid Waste Management
	306-4	廢棄物的處置移轉	固體廢棄物管理
	306-5	Waste directed to disposal	Solid Waste Management
	306-5	廢棄物的直接處置	固體廢棄物管理
GRI 400 Social topics GRI 400 社會主題			
Occupational Health and Safety 職業安全衛生			
GRI 403: Occupational Health and Safety 2018 GRI 403：職業安全衛生 2018	403-1	Occupational health and safety management system	Health and Safety
	403-1	職業安全衛生管理系統	健康與安全
	403-2	Hazard identification, risk assessment and incident investigation	Health and Safety
	403-2	危害辨識、風險評估及事故調查	健康與安全
	403-3	Occupational health services	Health and Safety
	403-3	職業健康服務	健康與安全
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-4	有關職業安全衛生之工作者參與、諮詢與溝通	健康與安全

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GRI 永續性報導準則內容索引

GRI Disclosure		Notes
揭露項目		位置／備注
403-5	Worker training on occupational health and safety	Health and Safety
403-5	有關職業安全衛生之工作者訓練	健康與安全
403-6	Promotion of worker health	Lao Heng He offers annual non-occupational health inspections for all employees
403-6	工作者健康促進	老恒和為全體員工提供每年一度的非職業健康體檢
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable
403-7	預防和減緩與業務關係直接相關聯之職業安全衛生的衝擊	不適用
403-8	Workers covered by an occupational health and safety management system	Health and Safety; Lao Heng He has no workers who are not employees but whose work and/or workplace is controlled by the Group
403-8	職業安全衛生管理系統所涵蓋之工作者	健康與安全；老恒和並沒有非員工但其工作及／或工作場所受本集團所管控之工作者
403-9	Work-related injuries	Health and Safety; to the best of Directors' knowledge, the Group had no serious work-related injuries during the reporting period. There were 3 recordable work-related injuries, accounting for 0.56%. The main type of work-related injuries were injuries caused by machinery and tools, and the affected working hours were 240 hours
403-9	職業傷害	健康與安全；據董事所知，本集團於報告期間並無嚴重工傷事宜，可記錄工傷為3起，佔0.56%，主要工傷類型為由機器工具所引起的受傷事故，受影響的工作時數為240小時
403-10	Work-related ill health	Health and Safety
403-10	職業病	健康與安全

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GRI 永續性報導準則內容索引

GRI Disclosure			Notes
揭露項目			位置／備注
Child Labour 童工			
GRI 408: Child Labour 2016 GRI 408 : 童工 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Employment Overview; Responsible Supplies; to the best of Directors' knowledge, the Group had no operations and suppliers at significant risk for incidents of child labour during the reporting period
	408-1	營運據點和供應商使用童工之重大風險	僱傭概況；責任供應；據董事所知，本集團於報告期間並無營運據點和供應商使用童工之重大風險
Forced or Compulsory Labour 強迫或強制勞動			
GRI 409: Forced or Compulsory Labour 2016 GRI 409 : 強迫或強制勞動 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Employment Overview; Responsible Supplies; to the best of Directors' knowledge, the Group had no operations and suppliers at significant risk for incidents of forced or compulsory labour
	409-1	具強迫或強制勞動事件重大風險的營運據點和供應商	僱傭概況；責任供應；據董事所知，本集團於報告期間並無具強迫或強制勞動事件重大風險的營運據點和供應商
Customer Health and Safety 顧客健康與安全			
GRI 416: Customer Health and Safety 2016 GRI 416 : 顧客健康與安全 2016	416-1	Assessment of the health and safety impacts of product and service categories	Optimising Quality with Ingenuity
	416-1	評估產品和服務類別對健康和安全的衝擊	匠心品質
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	To the best of Directors' knowledge, the Group was not aware of any incidents of violation of health and safety regulations related to products and services during the reporting period
	416-2	違反有關產品與服務的健康和安全法規之事件	據董事所知，本集團於報告期間並無違反有關產品與服務的健康和安全法規之事件



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GRI 永續性報導準則內容索引

GRI Disclosure		Notes	
揭露項目		位置／備注	
Marketing and Labelling 行銷與標示			
GRI 417: Marketing and Labelling 2016 GRI 417：行銷與 標示 2016	417-1	Requirements for product and service information and labelling	Customer-Oriented
	417-1	產品和服務資訊與標示的要求	客戶為先
	417-2	Incidents of non-compliance concerning product and service information and labelling	To the best of Directors' knowledge, the Group was not aware of any incidents of non-compliance concerning product and service information and labelling during the reporting period
	417-2	未遵循產品與服務之資訊與標示相關法規的事件	據董事所知，本集團於報告期間並無未遵循產品與服務之資訊與標示相關法規的事件
	417-3	Incidents of non-compliance concerning marketing communications	To the best of Directors' knowledge, the Group was not aware of any incidents of non-compliance concerning marketing communications during the reporting period
	417-3	未遵循行銷傳播相關法規的事件	據董事所知，本集團於報告期間並無未遵循行銷傳播相關法規的事件
Customer Privacy 客戶隱私			
GRI 418: Customer Privacy 2016 GRI 418：客戶隱 私 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of Directors' knowledge, the Group was not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting period
	418-1	經證實侵犯客戶隱私或遺失客戶資料的投訴	據董事所知，本集團於報告期間並無接獲經證實侵犯客戶私隱或遺失客戶資料的投訴

Note: Any sections of non-disclosure in the GRI standards are either considered as not material to the Group and stakeholders or they are not relevant to the Group's business.

附註：GRI標準中任何未披露的部分乃被視為非重要的持份者關注議題或與本集團的業務無關。



TCFD CONTENT INDEX

氣候相關財務揭露內容索引

TCFD's core element 氣候相關財務揭露建議	Disclosure 揭露內容	Section(s) of the Report 本報告章節
Governance	a) Describe the board's oversight of climate-related risks and opportunities	ESG Management
治理	a) 描述董事會對氣候相關風險與機遇的監督情況	ESG 管理
	b) Describe management's role in assessing and managing climate-related risks and opportunities	ESG Management
	b) 描述管理階層在評估和管理氣候相關風險與機遇的角色	ESG 管理
Strategy	a) Describe the climate-related risks and opportunities the organisations have identified over the short, medium, and long term	Climate Change
策略	a) 描述組織所識別的短、中、長期氣候相關風險與機遇	氣候變化
	b) Describe the impact of climate-related risks and opportunities on the organisations' businesses, strategy, and financial planning	Climate Change
	b) 描述組織在業務、策略和財務規劃上與氣候相關風險與機遇的衝擊	氣候變化
	c) Describe the resilience of the organisations' strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Climate Change
	c) 描述組織在策略上的韌性，並考慮不同氣候相關情境(包括2°C或更嚴苛的情境)	氣候變化
Risk Management	a) Describe the organisations' processes for identifying and assessing climate-related risks	Climate Change
風險管理	a) 描述組織在氣候相關風險的識別和評估流程	氣候變化
	b) Describe the organisations' processes for managing climate-related risks	Climate Change
	b) 描述組織在氣候相關風險的管理流程	氣候變化
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisations' overall risk management	Climate Change
	c) 描述氣候相關風險的識別、評估和管理流程如何整合於組織的整體風險管理制度中	氣候變化

TCFD CONTENT INDEX

氣候相關財務揭露內容索引

TCFD's core element	Disclosure		Section(s) of the Report
氣候相關財務揭露建議	揭露內容		本報告章節
Metrics and Targets	a)	Describe the metrics used by the organisations to assess climate-related risks and opportunities in line with its strategy and risk management process	Climate Change
指標和目標	a)	揭露組織依循策略和風險管理流程進行評估氣候相關風險與機遇所使用的指標	氣候變化
	b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Exhaust Gas and Greenhouse Gases Management; Climate Change
	b)	揭露範疇 1、範疇 2 和範疇 3 (如適用) 溫室氣體排放和相關風險	廢氣及溫室氣體排放管理； 氣候變化
	c)	Describe the targets used by the organisations to manage climate-related risks and opportunities and performance against targets	Exhaust Gas and Greenhouse Gases Management; Climate Change
	c)	描述組織在管理氣候相關風險與機遇所使用的目標，以及落實該目標的表現	廢氣及溫室氣體排放管理； 氣候變化





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