



Domino's Pizza 达美乐比萨

DPC Dash Ltd
达势股份有限公司

(Incorporated in the British Virgin Islands with limited liability)
Stock Code : 1405



2022

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT



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ABOUT THE REPORT



This is the first Environmental, Social and Governance report (the “**ESG Report**”) published by DPC Dash Ltd (“**DPC Dash**”, the “**Company**”, “**we**” or “**us**”), providing a high-level overview of how we operate and manage ESG priorities and other issues important to our business and stakeholders.

REPORTING SCOPE

This report covers the fiscal year in the period from January 1, 2022 to December 31, 2022 (the “**Reporting Period**”). To ensure the completeness and coherence of the narrative, some of the contents may be beyond the above timeframes.

This report applies to our direct operations in China. The environmental key performance indicators (the “**KPIs**”) in this report cover stores and central kitchens while social KPIs cover all of our business in China.

The data in this report are obtained from the Company’s internal relevant statistical reports or documents. The currency amounts involved in this report are measured in RMB.

REPORTING PRINCIPLES

This report has been prepared in accordance with *Appendix 27 Environmental, Social and Governance Reporting Guide* of the Stock Exchange of Hong Kong Limited (the “**HKEx**”), and adheres to the following reporting principles:

- **Materiality:** We identified important ESG issues through internal stakeholder engagement and materiality assessment and made corresponding disclosures in the ESG Report.
- **Balance:** The ESG Report faithfully presents our ESG performance.
- **Quantitative:** The ESG Report has disclosed the standards, methods and sources of conversion factors used for reporting emissions and energy data.
- **Consistency:** This is our first ESG Report. Statistical methods of KPIs have been confirmed and will be consistently used in the future ESG report.

REPORT ACCESS

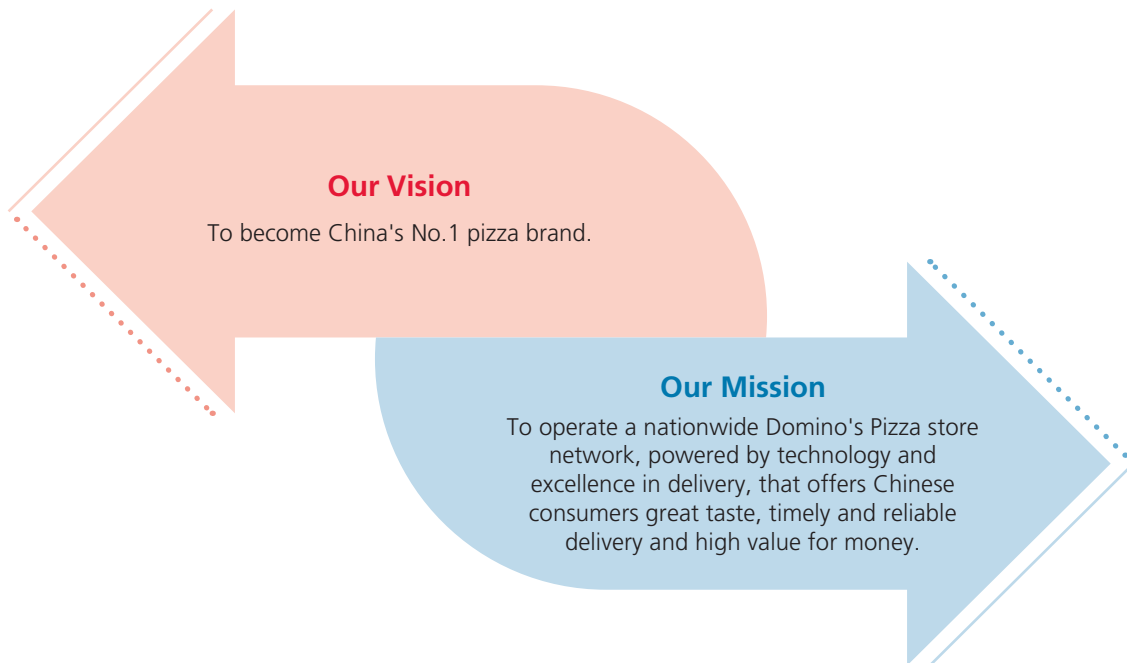
This report is available on the websites of the Company at www.dpcdash.com and on the Hong Kong Stock Exchange at www.hkexnews.hk.

If there is any inconsistency between the English version and the Chinese version, the English version shall prevail.



COMPANY PROFILE

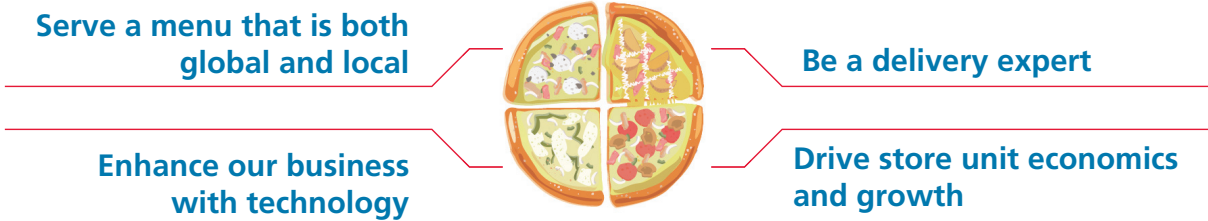
DPC Dash is Domino's Pizza's exclusive master franchisee in China mainland, the Hong Kong Special Administrative Region of China and the Macau Special Administrative Region of China. Our global franchisor, Domino's Pizza Inc, is the world's largest pizza company in terms of 2022 global retail sales, with more than 19,800 stores in over 90 markets. DPC Dash directly operated 588 stores across 16 cities in China mainland as of December 31, 2022. On March 28, 2023, DPC Dash was listed on the Main Board of the HKEx with a stock code: 1405.



DPC Dash's Vision and Mission

BUSINESS MODEL

We are focused on being a pizza expert. By combining the globally recognized Domino's playbook with our knowledge of China, we have developed a unique business model that is purpose-built for serving Chinese consumers delicious, value for money pizza through online channels, with an emphasis on delivery, enhanced by technology. We believe that this model is one that sets us apart from our competitors in China, one that has its own Chinese flavors, and one that we believe will ultimately lead us to become China's leading pizza company.



..... Core Value Propositions



Excellent Taste



High Value for Money



Timely and Reliable Delivery

AWARDS AND RECOGNITIONS

During the Reporting Period, we received recognitions for the quality and popularity of our products and services. The table below sets forth some of the significant international and domestic awards and recognition that we received in 2022:

No.	Award/Recognition	Awarding Institution/Authority
1	2022 Top 20 Most Influential Companies in China’s Food and Beverage Industry Innovation List	National Business Daily
2	The 11th Annual Seven-Star Awards “Annual Seven-Star Award”	China Business Network and Ecolab Inc.
3	Kincentric Best Employer in China 2022	Kincentric
4	2022 Industry Influential Brand Award	China Finance Summit



DPC Dash has always been integrating ESG approaches into the core of our business and culture. It is our strong belief that building sustainable business is a key part of our business development. Therefore, we actively listen to our stakeholders' needs and work together to put ESG ambitions into practice.

DPC Dash is committed to building a sustainable business, one that creates long-term value and interest for our stakeholders. ESG-related issues are addressed by the Board of Directors (the "**Board**") which oversees the Company's ESG performance as well as integrates ESG issues into the Company's development strategy and daily operation. The Board continuously monitors ESG trends and peer performance, and will update ESG policies and approaches if necessary, providing safeguard to the long-term and stable development of the Company.

ESG GOVERNANCE

To effectively manage environmental, social, governance and climate-related issues, we have established a top-down ESG governance framework, comprising our Board, the Senior Leadership Team (the "**SLT team**"), and the Wealth, Health, Safety & Environment ("**WHSE**") working group.

Our Board takes the overall responsibility for our ESG strategy and reporting.

The SLT team, consisting of our chief executive officer (the "**CEO**"), chief operating officer, chief performance officer and our department heads, assumes the responsibility to identify and evaluate ESG risks and opportunities to which we are exposed, to set ESG goals and targets, and formulate and assess ESG strategic plans and mitigating measures, to monitor and manage matters relating to ESG issues, and to confirm with our Board with respect to the effectiveness of our ESG system.

The WHSE working group comprises CEO and specially-assigned personnel of key departments, such as the supply chain management department, operations department, human resources department, marketing department, legal department, and others. The WHSE working group is dedicated to the implementation of our WHSE plans. The WHSE working group convenes meetings and communicates regularly to report and present the implementation progress and key results.



STAKEHOLDER ENGAGEMENT

DPC Dash prioritizes engagement with stakeholders to better understand and incorporate their views on ESG issues. Diverse engagement channels are designed to ensure that we prioritize issues that are important to both our stakeholders and our long-term business success.

Main stakeholders	Concerned topics	Communication channels
Government and regulators	<ul style="list-style-type: none"> • Food safety and quality • Environmental compliance • Responsible marketing • Industrial development 	<ul style="list-style-type: none"> • Information reporting • Regular conferences • Seminars • Industry associations
Shareholders and investors	<ul style="list-style-type: none"> • Return on investment • Information disclosure • Compliance management 	<ul style="list-style-type: none"> • General meetings • Press releases • Investor roadshows • Investor surveys
Customers	<ul style="list-style-type: none"> • Food safety and quality • Delicious and diversified food choices • Good food service • Customer privacy protection 	<ul style="list-style-type: none"> • Social media and campaigns • Order feedback • Customer surveys
Employees	<ul style="list-style-type: none"> • Professional development • Equal opportunities and diversity • Remuneration and benefits • Health and safety 	<ul style="list-style-type: none"> • Training and workshops • Engagement surveys • Meetings and communications • Internal newsletter and other publications
Suppliers	<ul style="list-style-type: none"> • Supply chain sustainability support • Business development • Industrial development 	<ul style="list-style-type: none"> • Supplier visits • Performance reviews • Supplier conferences
Community	<ul style="list-style-type: none"> • Community involvement 	<ul style="list-style-type: none"> • Community contributions • Volunteer activities



MATERIALITY ASSESSMENT

Through peer benchmarking, expert input and internal discussion, DPC Dash has identified 4 material and 6 relevant ESG topics.

Key ESG topics

- Climate change adaptation
- Environmental compliance and waste management
- Food safety and quality
- Supply chain management

Relevant ESG topics

- Equal opportunities and diversity
- Professional development
- Responsible marketing
- Health and work safety
- Anti-corruption
- Community involvement

1 OUR FOOD



DPC Dash strives to provide a variety of choices for customers while maintaining a commitment to serving safe and quality food. Thus, we embed strict food safety and quality standards in daily operation and implement strict supplier management, promoting effective control in every step of the food value chain.

1.1 FOOD SAFETY AND QUALITY

At DPC Dash, food safety is always the top priority. We understand the importance of food safety to customers, thus strictly complying with relevant laws and regulations including the *Food Safety Law of the People's Republic of China* (the "PRC"), the *Implementation Rules of the Food Safety Law of the PRC*, the *Administrative Measures for Food Operation Licensing*, the *Administrative Measures for Food Recall* and other relevant regulations. We have formulated the *Food Safety Management Policy*, the *Food Safety Manual*, the *Recall Control Procedure* and other policies to control and minimize risks regarding food safety from procurement, production, preparation, distribution to consumption of finished food.

Regarding governance, we have established a WHSE working group, comprising our CEO and other management members, that meets on a monthly basis to oversee our food safety practices and programs. In terms of food management system, we have implemented a rigorous quality and safety system to maintain quality at every step of our food value chain.



We have adopted various measures to manage and mitigate risks relating to food safety and quality:

- HACCP**
 - ◆ Adopting a thorough plan for Hazard Analysis and Critical Control Points (“HACCP”), which addresses food safety through the identification, evaluation and control of biological, chemical and physical hazards throughout all phases of food preparation and associated corrective, preventive and verification activities
- Standardized processes**
 - ◆ Implementing detailed food quality and hygiene standards in our *Food Safety Manual* and *Food Safety Management Policy*, including inspection of raw materials, storage temperature control, equipment sanitization and cleansing, staff health certificate management and personal hygiene, thawing and cooking procedure and food temperature control, among others
 - ◆ Using tamper proof covers, food safety seals, as well as heat-insulation bags and boxes in food delivery to prevent the risk of contamination and ensure food quality
- Sampling and testing**
 - ◆ Sampling and testing raw materials and finished food, monitoring production conditions, and filtering and recalling nonconforming ingredients and finished food
- Employee compliance**
 - ◆ Monitoring employees’ compliance with Good Manufacture Practice
 - ◆ Requiring employees to participate in mandatory trainings and tests relating to food safety, with the focus on relevant regulations and standards, HACCP policies, prevention of food-borne illnesses, sanitation and other topics
 - ◆ Making food safety performance as one of the key performance metrics in the bonus program for store managers and imposing penalties on store managers or regional managers for failure to observe our food safety policies
- External and internal audits**
 - ◆ Having third-party evaluators conduct external Food Safety Evaluation (“FSE”) audits annually in our stores
 - ◆ In internal audits, quality assurance team carrying out internal checks based on even more stringent auditing standards than those on the FSE checklist and performing regular quality audits and annual verification procedure, and operation evaluation team conducting comprehensive assessment of every store bi-annually

In addition, we work closely with trusted supplier partners to produce and transport ingredients. We have comprehensive supplier access evaluations and audits in the procurement process, ensuring that procured ingredients meet requirements. In the logistic process, we cooperate with third-party logistics providers who are accountable for transporting ingredients under suitable conditions.

We continually monitor the food we serve for compliance with our requirements. We have well-established and effective recall control procedures specified in the *Recall Control Procedure* and the *Stock Recovery Procedure* to deal with food safety incidents identified through self-inspection, public complaints, and notification by the supervisory and management authorities. Depending on the severity level of food incidents, corresponding recall procedures will be undertaken. In detail, food recalls are classified into Level I, II and III, and recall procedures shall be initiated within 24 hours, 48 hours and 72 hours respectively when the Company is aware of the food safety risk. Further, a recall plan should be reported to the local food and drug administration authorities at or above the county level. During the Reporting Period, DPC Dash had no incidents in which the products sold or shipped subject to recalls for safety and health reasons.



1.2 MENU DEVELOPMENT

Underpinning our menu is our originality, research and commitment to menu development and localization. We are committed to meeting tastes and dietary preferences of our customers through our menu development process, including local market research, leveraging global insights, carrying out product testing, viability analysis, standardization and execution, marketing and promotion, and post-launch evaluation. Combining market trends with menu development, we have launched over 130 new menu items since 2018.

Menu Development Process

Local market research

- ◆ Gauge customer trends, including recent internet trends as well as the performance of other products in the market

Leveraging global insights

- ◆ Seek inspiration for new products from global market

Product testing

- ◆ Conduct taste tests and use a voting system to select the most promising products
- ◆ Test food safety and quality, such as by testing for allergens

Viability analysis

- ◆ Conduct a comprehensive cost analysis based on the ingredients and preparation process used

Standardization and execution

- ◆ Create standardized procedures for procuring and cooking the ingredients needed for the new product

Marketing and promotion

- ◆ Carry out advertising activities including in-store, online and outdoor, with a focus on online engagement

Post-launch evaluation

- ◆ Evaluate how consumers react to the new product
- ◆ Add highly successful products into our permanent menu



1.3 RESILIENT SUPPLY CHAIN

DPC Dash attaches great importance to the safety, quality and sustainability of the supply chain, and has formulated the *Supplier Classification Management Process*, the *New Supplier Development Process*, the *Supplier Exit Mechanism* and other policies which set out supplier management guidelines.

Supplier selection, classification and audit

When engaging new suppliers, we have stringent supplier selection processes in place, including background and qualification checks, sample testing and trial production. A supplier approval process is established, through which suppliers must provide relevant qualifications or certifications, such as business licenses or food production and operation licenses, and they are supposed to demonstrate legal compliance with environmental and social policies prior to approval.



Once a supplier passes the above procedures, they will be added to our list of qualified suppliers. Before signing the contract, we would conduct a competitive bidding process among our qualified suppliers, where cost, product quality and other factors are evaluated.

As of December 31, 2022, we had a number of 132 qualified suppliers, all of which located in China.

We classify suppliers into high, medium and low risk categories based on the supplier’s qualifications, certifications and supply experience, product type, the quantity of the ingredient as used by us, and the importance of the ingredient to our brand.

We conduct strict evaluation for suppliers in order to ensure that the ingredients we procure meet our quality control standards, including announced, unannounced and on-site audits on an annual basis.

- High risk suppliers: audited two to three times a year
- Medium risk suppliers: audited once a year
- Low risk suppliers: audited every two to three years



Furthermore, “high risk” suppliers are required to attend an annual business review meeting with our senior management, where safety and quality, industry insights, product development, strategy and plan and other important issues are discussed. During the Reporting Period, we conducted a total of 142 supplier audits.

In addition to external audits, our warehouses and stores also closely inspect goods delivered by suppliers to ensure quality. Goods that do not conform to our requirements or food safety laws or other regulations would be returned to suppliers.

To the extent we identify problems with a supplier through our audits, monthly reports, or through product issues reported at our warehouses, we liaise with the supplier to see if they are able to rectify the issue. We will terminate our relationship with suppliers who cannot meet our standards. If the suppliers breach applicable laws and regulations regarding food safety and quality or commit misconducts, we will terminate the partnership. During the Reporting Period, we did not terminate any relationships with our suppliers due to audit failures.

Procurement sustainability and stability

We place great emphasis on supply chain sustainability, promoting a responsible, low-carbon and bio-diversity paradigm along our value chain. For example, all of our purchased palm oil has been certified by Roundtable on Sustainable Palm Oil, and part of our purchased seafood has been certified with Best Aquaculture Practices. Additionally, we only source our dairy products from world-known natural pastures. Under equal conditions, we generally look for cost-effective suppliers who are located close to our central kitchens to reduce environmental impact.

We strive to develop a stable supply chain while maintaining operation. To minimize supply fluctuation, we use data analysis to monitor price fluctuations, take a flexible approach to negotiate the length of our contracts, leverage our scale and adopt a multi-supplier approach to remain nimble.

During the Reporting Period, we did not experience any material shortage, delay or interruption with respect to the supply of food ingredients or non-food supplies from our suppliers, any material breach or early termination of our contractual arrangements with suppliers which materially affected our business operations, or any material fluctuations in the price of food ingredients or non-food supplies.

1.4 TRADE SECRETS AND INTELLECTUAL PROPERTY

DPC Dash highly respects the intellectual property, strictly adhering to the *Patent Law of the PRC*, the *Trademark Law of the PRC* and other related laws and regulations to protect intellectual property assets and brands. We clearly state in the *Employee Handbook* that employees are responsible for protecting the intellectual properties of the Company.

The intellectual property we own includes trademarks, trademark applications, patents, and patent applications related to our brands and services, software copyrights, trade secrets and other intellectual property rights and licenses. As of the end of the Reporting Period, we held 1 registered trademark, 18 computer software copyrights and 1 patent in the PRC, and we had 9 registered domain names.



DPC Dash actively engages with customers to continuously improve food flavor and customer experience. We place a strong emphasis on responsible marketing, customers' feedback, user privacy and data safety to offer customers great and trustworthy experiences.

2.1 RESPONSIBLE MARKETING

DPC Dash abides by the *Advertising Law of the PRC* and other ethical marketing laws and regulations. We present the public with accurate advertising and sales information about our business and products. Before the official launch, we review the legality and truthfulness of our promotional campaigns, ensuring marketing is truthful and accurate. In addition, clear and reliable information about the ingredients of our products is listed on the menu, helping customers make informed choices.

2.2 CUSTOMER SATISFACTION

Upholding the service motto of "serving every customer with care and diligence", DPC Dash is in compliance with the *Law of the PRC on the Protection of Consumer Rights and Interests*, and accordingly formulated the *Compliant Handling Process*, the *Crisis Management and Store Special Condition Management Manual* and the *Store Quality Compliant Procedure* to address customer feedback in a timely and efficient way, improve customer satisfaction.

We strive to achieve 100% customer satisfaction. In daily operation, we gather feedback and customers' needs from a variety of channels, including stores, call centers, delivery apps (Ele.me and Meituan), and social media (Weibo, Weixin, Xiaohongshu and Douyin) for the purpose of meeting customer expectations and improving satisfaction. Once complaints or feedback are identified, we will develop corresponding countermeasures. For example, our call center collates and integrates customer complaints and shares them with operational management at the relevant stores and departments, and then these complaints are tracked to ensure and marked with follow-up actions to make sure that complaints are addressed. During the Reporting Period, we had not received any material customer complaint with respect to any of our restaurants or products.

On a more holistic level, key members of our management team, including our chief operating officer, chief marketing officer and general managers, review the analyses and summaries of customer feedback every month to formulate strategies for improving our customer satisfaction. If there is a food safety complaint, our quality assurance and supply chain teams are also engaged to investigate and ensure that any issues are rectified.



2.3 CUSTOMER PRIVACY AND DATA SAFETY

Maintaining robust privacy and data protection is vital to customers and us. Strictly complying with the *Data Security Law of the PRC*, the *Cybersecurity Law of the PRC*, the *Personal Information Protection Law of the PRC* and other applicable laws and regulations, we have established the *Data Security Management Policy*, the *Data Classification and Management Policy* and the *Information Security Incident Response Plan* to safeguard the information and data of different stakeholders.

To further strengthen information and data governance, we have established a data security committee that assumes the overall responsibility of data privacy and security and oversees our data management framework. We have also built a data security team focusing on the management and maintenance of our data protection mechanism. During the Reporting Period, we have attained Classified Protection of Information Security Level 3.

We adopted robust privacy and data protections and processes to maintain a sound privacy protection system. We focus on monitoring and responding to security issues that arise in our daily operations with security measures at every level of our organization. For instance, at the individual level, we install antivirus software and data leakage prevention software on all of our employees' computers. At the enterprise level, our e-commerce platform is built and tested to withstand hacker attacks. Furthermore, we comprehensively classify the data in our systems by the level of confidentiality.

We provide privacy and data security trainings to all employees to emphasize the importance of complying with relevant laws and our internal policies. In 2022, we conducted 2 sessions of information security training covering topics of office security, malware, password setting, security awareness, sensitive information protection and customer information protection, comprehensively raising employees' awareness of information protection. Besides, we carried out a phishing test to improve employee's knowledge of phishing scams in 2022.

We also impose strict security requirements for suppliers and business partners. In detail, suppliers are supposed to sign the *Supplier Information Security Commitment*. The document clarifies requirements that DPC Dash expects suppliers to obey regarding product safety, service safety, system security and data security, and measures regarding safety protection, among others.

At the customer end, we provide them with data privacy notices, ensuring that they provide data authorization before they can use our apps. The information notice enables customers to understand the types of data that will be collected from them. Generally, the data we collect are anonymized, other than certain personal information such as telephone numbers that customers provide with their consent through our own channels or through third-party channels. As of the end of the Reporting Period, we have yet to experience any major data security issues.



Our people are helping fuel the Company's success, positioning us as a diverse and equal workplace as well as a celebrated brand. Our business is driven by the skill, experience, integrity and mindset of the talent we hire.

3.1 RECRUITMENT AND BENEFITS

Our people are fundamental to our long-term development, enabling us to provide high-quality food and services. DPC Dash adheres to the *Labor Law of the PRC*, the *Labor Contract Law of the PRC*, the *Implementing Regulations of the Labor Contract Law of the PRC* and applicable laws and regulations, and has formulated the *Employee Handbook* which introduces policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, as well as other benefits and welfare of the Company.

When building our talent pool, we recruit employees from external channels (including the Internet, on-site job fairs, campus job fairs, etc.) as well as internal referrals. Our recruitment process generally includes interviews and an evaluation of a candidate's qualifications and experience. We screen candidates for their experience and qualifications, as well as for their ability to be team players and customer-oriented.

The employment of child labor or forced labor is strictly prohibited in the Company. To avoid child labor, we verify the identity cards of candidates in the recruitment process. Once detected, we will terminate the labor contract and transfer the case to corresponding judiciary. To prevent forced labor, we encourage employees to complete work during regular working hours. If overtime work is necessary due to business needs, employees shall apply in advance and obtain written approval from the department head and will be compensated with overtime pay, traffic allowance and meal allowance. During the Reporting Period, there were no cases related to child labor or forced labor at DPC Dash.

We seek to offer attractive remuneration and benefits package to employees, consisting of basic salary, discretionary bonus, social insurance, housing provident fund, supplemental commercial insurance, holidays, etc. For store management teams, their discretionary bonus is tied to the performance of the store. For riders, we provide incentive bonuses that are payable for, among others, the number of orders delivered and working during peak hours or in poor weather. Our riders are covered by group commercial insurance, which insures our riders against personal injuries and additional medical care to help protect against the risk of personal injuries. In addition, our employees are entitled with national statutory holidays, annual leave, personal leave, sick leave, marriage leave, maternity leave, bereavement leave, among others.

We want employees feel a work-life balance, inside the Company and out. We organize various employee activities ranging from family days, festival celebrations and annual gala, to outings, painting contests and Voice of Domino's to bring our employees closer together. We encourage our employees to speak up and share their insights, ideas, suggestions and opinions in meetings or via bulletin boards and other communication channels to deepen their involvement in building our corporate culture.

3 OUR PEOPLE



As of the end of the Reporting Period, we had a total of 3,916 full-time and 10,616 part-time employees. Substantially all of our employees are based in China, primarily in Beijing, Shanghai, Guangzhou, Shenzhen and other cities in which we have operations. The distributions of workforce are as follows:

Category		Full-time	Part-time
By gender	Male	1,958	6,141
	Female	1,958	4,475
By age group	Below 30	1,378	2,848
	30-50	2,492	7,163
	Above 50	46	605
By region	Beijing	953	2,255
	Shanghai	1,178	3,102
	Guangzhou	374	645
	Shenzhen	410	1,119
	Other cities	1,001	3,495

As of the end of the Reporting Period, the turnover rate of full-time and part-time employees was 30.26% and 90.78% respectively. The distributions of turnover rate are as follows:

Category		Full-time	Part-time
By gender	Male	34.68%	85.87%
	Female	25.84%	97.52%
By age group	Below 30	39.55%	155.79%
	30-50	24.56%	64.09%
	Above 50	60.87%	100.66%
By region	Beijing	32.42%	105.54%
	Shanghai	22.07%	58.03%
	Guangzhou	50.80%	158.29%
	Shenzhen	34.88%	132.35%
	Other cities	28.27%	84.55%



3.2 EQUAL OPPORTUNITIES AND DIVERSITY

We are on a continuous journey to the improvement of wellbeing of everyone working with and for us. We foster inclusion and equality among employees from all backgrounds, regardless of employment type (full-time or part-time), religion, age, gender, sexual minorities, disability, citizenship status and parental status, among others. We believe that diversity, including but not limited to gender diversity, is important to us in thriving in the business environment. Hence, we consider diversity in determining the composition of our senior management and our Board. For example, among the thirteen members of our SLT team, eight members are female. Our Board is also diverse, with two female directors, as well as directors hailing from different regions or countries.

3.3 HEALTH AND SAFETY

We comply with health and safety laws and regulations in the PRC, including the *Work Safety Law of the PRC*, the *Fire Prevention Law of the PRC*, among others, and have formulated the *Emergency Response Plan*, the *Work Safety and Hygiene Manual*, the *Employee Safety Handbook* and other policies pursuant to applicable regulations and rules.

We strive to provide a safe working environment and implement work safety guidelines for all of our employees, cultivating a safety culture. Our designated Environment, Health and Safety (the “EHS”) working group holds regular meetings to formulate, review, revise and rectify safety policies, among others. Besides designing and implementing safety policies, we conduct external occupational disease assessments, establish a robust reporting structure for work-related incidents and undertake annual EHS audits on each central kitchen and store. We also provide all our employees with personal protection equipment, offer them annual physical checks and purchase accident insurance programs and/or commercial health insurance programs for them.

With respect to fire safety, in particular, we pass the relevant fire safety inspections and obtain fire safety permissions from the fire service department before and during the operations of our stores. We make sure that firefighting equipment is installed in an accessible location on site and properly maintained. Responsible personnel are appointed to carry out regular fire safety checks to make sure that all fire alarm systems and emergency lighting are working properly, and that escape routes and fire exit signs are in good condition. In addition, all of our employees are required to attend mandatory trainings which provide detailed guidance on fire safety signs, usage of firefighting equipment, evacuation plans, first-aid knowledge and fire safety policies, among others. Fire drills are held at least twice a year in our central kitchens and annually in our stores and offices.

3 OUR PEOPLE



- Fire safety policies: We have established our in-store fire safety management policies, which unify the fire safety practice at every store throughout our network. Our heightened in-store fire safety management policies provide detailed guidance on the use and maintenance of fire safety facilities. According to the heightened in-store fire safety management policies, every store shall make plans for fire safety work and conduct fire safety inspections on a regular basis. As of the end of the Reporting Period, all of our stores have cooperated with the applicable fire departments for fire-safety spot checks and irregular onsite inspections and passed such examination.
- Employee trainings: We provide regular trainings on fire safety to our in-store staff and other employees, which cover key aspects of our daily operations. We also organize fire drills on a regular basis to increase our employees' fire safety awareness.

We highly value the contribution of our delivery riders to our business and aim to ensure their safety. We distribute to our delivery riders a *Delivery Safety Work Manual* before taking their first delivery trips. Each rider is required to undergo a personal identity verification and screening process before becoming our rider and abide by our service standards. Under extreme weather conditions, we temporarily suspend all delivery requests to minimize the likelihood of our riders getting injured. We also leverage our strong technology capabilities to prevent delivery riders from unnecessary travel or speeding. For example, our smart delivery system enables optimal task assigning and reduced mileage, and our community GPS guides delivery riders to follow the right route. In addition, we generally provide our delivery riders with safe and high-quality e-bikes that are certified with China Compulsory Certification. These e-bikes are maintained or repaired by our contracted e-bike vendors regularly, and the batteries are checked regularly and replaced at efficient charge stations when needed.

Our care for employees' health extends beyond the work environment. From time to time, we organize events such as training programs in collaboration with American Heart Association, mental health counselling services and wellness lectures to enhance both the physical and mental health of our employees. In April 2022, we arranged live classes regarding stress relief, fitness and parent-child relationship, aiming to improve mental health of employees.

In the past three years, there were no work-related fatalities occurred at DPC Dash. The number of lost working days for full-time employees due to work injury was 57 days during the Reporting Period.



3.4 TRAINING AND DEVELOPMENT

While talent attraction is important, talent retention and development are essential to our sustainable business growth. We strive to help employee succeed on their career path, thus have established the *Employee Handbook*, the *Promotion Pathways for Operational Staff*, the *Training Management Procedure*, among others, providing training and development guidance for employees.

We provide all of our store employees, including store management teams, store assistants with consistent, systematic training to ensure that through the training employees have the operational, management and business skills needed to meet our safety standards and deliver outstanding customer service. In August 2022, we conducted a “Voice of Leadership” training, aiming to understand the expectations of the new generation of employees and adjust leadership behavior, further empowering them with space and possibilities for development. In December 2022, we arranged a training session to help the newly promoted District Managers enhance work ability, from the role, responsibilities, competencies, impact, value, to tools used in daily work, comprehensively providing support and guidance.

New in-store employees are required to complete onboarding training covering food safety, service, and cooking skills for their workstation. Each workstation has a recommended training and practice time, and all workstations have a training duration of about 8 weeks. At the same time, trainers use a 5-step training process to ensure that each employee receives the same training for each position, working side-by-side with the trainer and following the workstation guidelines. For our riders, in addition to regular training about food safety, they also receive training with respect to navigating urban traffic in order to maximize delivery safety and delivery service.

In each market and city, we also select a group of experienced store managers with excellent performance and high work standards and responsibility to become trainers. After they go through a qualification process, these trainers help us to train new management staff and store assistants. Working side by side with our new staff, trainers help them become familiar with our standards and operational procedures.

As of the end of the Reporting Period, the average training hours per employee were 32.85 hours. The training-related KPIs are shown as follows:

Category	Percentage	Average training hours per employee (hours)	
By gender	Male	55.73%	30.95
	Female	44.27%	35.26
By employee category	Senior management	0.09%	8.03
	Middle management	17.37%	101.99
	Other employees	82.54%	18.33



3.5 BUSINESS ETHICS AND ANTI-CORRUPTION

We are committed to integrity and fairness in every aspect of our business. Complying with the *Company Law of the PRC*, the *Criminal Law of the PRC*, the *Anti-Money Laundering Law of the PRC*, and other laws and regulations, we have zero tolerance on any kind of misconduct or unethical behavior.

Our requirements are clearly outlined in the *Employee Handbook*, which is signed by all our employees. New employees are provided with the *Employee Handbook* when they join the Company, which sets out a number of codes of business conduct to promote honest and ethical behavior, encourage openness and transparency in all business dealings, and eliminate corruption and bribery. Additionally, we distribute anti-corruption related publicity materials to directors from time to time, emphasizing the importance of business compliance. Any employee who takes a bribe from any business partner for the purpose of getting business will be subject to penalties or termination of labor contracts.

We have imposed internal and external whistleblowing procedures that allow employees to report actual or suspected wrongdoing. We have set up a compliant email, and the corresponding investigation personnel will review and handle the case promptly. The identities of the whistleblowers are kept strictly confidential in the whistleblowing process.

We also expect the same ethical practice from our business partners and their respective suppliers, evidenced by the fact that we require our business partners to sign our *Supplier Code of Conduct*. In our *Supplier Code of Conduct*, it is explicit that suppliers shall be committed to business integrity, and any form of corruption, bribery, extortion or corruption is prohibited. During the Reporting Period, there were no legal cases related to bribery, monopoly, extortion, blackmail, fraud and money laundering at DPC Dash.



DPC Dash is committed to being a good steward of the environment and integrating environmental responsibility into how we do business. From energy efficiency improvement, waste reduction to sustainable packaging, we are investing today for a low-carbon tomorrow.

We set a guiding principle for environmental protection, which adhere to the environmental concept of pollution prevention and continuous improvement, implement clean production and energy conservation as well as emission reduction, actively explore the green development pathway, and be an environment-friendly enterprise. Our EHS working group is responsible for external EHS audit and assist in the implementation of environmental plans and remedies, preparation of policies, updates of laws and regulations, etc., and hold regular meetings for review and follow-up, to support the achievement of our guiding principle.

4.1 EMISSION MANAGEMENT

The Company maintains compliance with laws and regulations governing environmental protection, such as the *Environmental Protection Law of the PRC*, the *Environmental Impact Assessment Law of the PRC* and the *Law of the PRC on the Prevention and Control of Environmental Pollution of Solid Waste* and operates our business with an aim to reduce our environmental impacts. We have established the *Poisonous and Harmful Goods Control Procedure*, the *Waste Reduction Management Policy* and other related internal control procedures for regulating waste classification and disposal processes as well as management systems, with the aim of reducing the generation of emissions and related pollution incidents during the manufacturing process.

We strive to fulfill the corresponding environmental protection approval procedures, improve pollution treatment facilities, further reduce pollutant emissions, ensure that our operations meet the relevant environmental protection requirements and accelerate the promotion of green and low-carbon development. We obtained the Environmental Impact Assessment for all completed construction projects, discharged sewage and waste meeting relevant standards, and caused no noise or soil pollution to the surrounding communities. As of the end of the Reporting Period, we have obtained the sewage discharge permit for our central kitchen in Shanghai and completed the pollutant discharge registration for our central kitchens in Dongguan and Sanhe.

4 OUR ENVIRONMENT



The Company’s main sources of waste are solid waste, wastewater and a limited amount of smoke. We adopt various measures to reduce waste:

◆ Hazardous waste	◆ Non hazardous waste
◆ Entering into disposal agreements with third parties with relevant qualifications regarding the limited amount of hazardous waste generated from our central kitchen in Shanghai, which includes used filter screens, waste activated carbon and laboratory waste	◆ Entering into disposal agreements with local authorities in the PRC to handle our non-hazardous waste ◆ Exploring different approaches in food waste management including compost by cooperation with external agencies ◆ Establishing the enterprise resource management software to make our central kitchens work closely with our stores, producing the amount of dough needed for our store operations, so as to minimize the excess pizza dough generated

Solid Waste Reduction Measures

Besides, we hire third-party evaluators to conduct water quality testing on an annual basis and discharge up to standard sewage into urban sewage systems with the aim to cause little pollution to the environment. We also install fume extractors, smoke vents and smoke purifiers in the store as stipulated by regulations and conducting regular cleaning and renewal in accordance with the requirements of local authorities.

Waste reduction target

No more than **0.1%** of loss rate of waste material in central kitchens

Meanwhile, we focus on developing the environmental protection awareness of our employees, providing employees with information about the environment and motivating them to be environmentally responsible at work, at home and in their communities. To reduce wastage, we arrange mandatory training and tests on waste reduction which must be completed by our employees.



4 OUR ENVIRONMENT

As of the end of the Reporting Period, the emission-related KPIs are shown as follows:

Indicators ²	Unit	2022
Total GHG emissions (Scopes 1 and 2) ¹	tCO ₂ e	39,553.44
Direct GHG emissions (Scope 1)	tCO ₂ e	845.95
Indirect GHG emissions (Scope 2)	tCO ₂ e	38,707.49
GHG emission intensity	tCO ₂ e/million RMB revenue	19.57
Non-hazardous waste ³	tonne	3,954.61
Non-hazardous waste intensity	tonne/million RMB revenue	1.96
Total wastewater ⁴	tonne	149,391.79
Wastewater intensity	tonne/million RMB revenue	73.93

Notes:

1. Based on the nature of the Company's business operation, our GHG emissions mainly consist of direct GHG emissions (Scope 1) from natural gas consumption and energy indirect GHG emissions (Scope 2) from purchased electricity. GHG emissions are presented as CO₂ equivalents and the greenhouse gas emissions of purchased electricity were calculated according to the *GHG Emission Accounting Method and Reporting Guide for Food, Tobacco, Alcohol, Beverage and Refined Tea Enterprises (Trial)* issued by the National Development and Reform Commission (NDRC) and the latest national grid factor issued by Ministry of Ecology and Environment.
2. Hazardous waste generated from the Company mainly includes used filter screens, waste activated carbon and laboratory waste, of which the amount is negligible, so it is not disclosed in this report.
3. Non-hazardous waste generated from the Company mainly includes food waste, discarded packaging materials and dough samples.
4. We discharge wastewater mainly from central kitchens, stores and offices during our daily operations.



4.2 RESOURCE MANAGEMENT

We are committed to conserving energy and reducing our carbon footprint. To standardize the Company’s energy management work, we have formulated the *Energy Management Policy* to promote efficient, rational and scientific use of energy, achieving energy saving and consumption reduction.

Energy and water management

To reduce our greenhouse gas emissions and conserve energy, we have implemented internal *Energy Management Policy* to stipulate how we measure, monitor and optimize energy consumption. Meanwhile, we have adopted the following measures:

- Resource Cost Control**

- ◆ Adopting stringent energy and water cost control indicators that are subject to monthly review and on-going maintenance

- Equipment Improvement**

- ◆ Adopting LED lighting, high-efficiency equipment, compressor heat recovery system, heat insulation facilities (extruded sheet, glass and partitions)

- Employee Training**

- ◆ Requiring our employees to attend mandatory energy saving and water saving trainings with the focus on continuous improvement of energy and water efficiency

- Green Office**

- ◆ Encouraging employees to turn off the lights and set the proper air conditioning temperature
 - ◆ Encouraging employees to conserve water and turn off taps as they go

Besides, our freight mileage has also been reduced in part due to our technology capability that enables riders to take optimal delivery routes, reducing mileage and optimizing delivery and energy efficiency, and thus reducing greenhouse gas emissions. As of December 31, 2022, all of the vehicles that we used for delivery were electric vehicles.



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As of the end of the Reporting Period, the resource-related KPIs are shown as follows :

Indicators ²	Unit	2022
Total energy consumption ¹	MWh	72,103.17
Direct energy consumption	MWh	4,231.01
Indirect energy consumption	MWh	67,872.16
Energy consumption intensity	MWh/million RMB revenue	35.68
Total water consumption	tonne	288,354.22
Water consumption intensity	tonne/million RMB revenue	142.69

Notes:

1. Total energy consumption is calculated based on the consumptions of electricity and natural gas, and the default parameter values related to common fossil fuel characteristics refer to the *GHG Emission Accounting Method and Reporting Guide for Food, Tobacco, Alcohol, Beverage and Refined Tea Enterprises (Trial)* issued by the NDRC.
2. Apart from the matters disclosed above, we do not cause other significant environmental impacts or make heavy use of other environmental and natural resources during operation. Therefore, Aspect A3 (The environment and natural resources) and KPI A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Company and are not disclosed in the Report.



Packaging management

We comply with laws and regulations to reduce plastic pollution and promote circular economy, responding to initiatives worldwide to work on alternative packaging solutions. We have established the *Packaging Management Policy* and are committed to promoting the reduction of packaging use and increasing the recyclability and biodegradable share of packaging materials through the application of new packaging solutions, new materials, or innovative technologies. Besides, we are working with suppliers to promote the continuous improvement and application of sustainable packaging materials.

We are dedicated to finding solutions with the lowest environmental impact without compromising the quality of our product.

New Packaging Solutions	New Materials	Innovative Technologies
<ul style="list-style-type: none">◆ In our central kitchens, we have phased out single-use packing and packaging and adopted reusable containers for our key processed food ingredients, including pizza dough, pasta and rice.	<ul style="list-style-type: none">◆ We work on popularizing the use of eco-friendly packaging and replacing single-use plastic items with biodegradable paper straws and wooden knives and forks.	<ul style="list-style-type: none">◆ We work with suppliers to complete the design of optimized napkins and boxes, reducing the amount of paper used for napkins and pizza boxes.◆ We work with suppliers to design and develop reusable snack baskets to reduce the use of paper packaging materials.

Sustainable Packaging Strategies



4 OUR ENVIRONMENT

As we phase in sustainable packaging to replace non-degradable plastic packaging from 2021, the proportion of non-biodegradable plastic packaging as a percentage of total packaging materials purchased was reduced from 16% in 2020 to 5% in 2021 and further to 4% in 2022.

Since the introduction of the lighter napkins in 2022, the weight of napkins was reduced by 16.6% from 1.693g per napkin in 2020 to 1.411g per napkin in 2022, and the consumption intensity for napkins in 2022 thereby decreased by 16% compared to that in 2021, from 0.099 tons per million RMB of revenues in 2021 to 0.083 tons per million RMB of revenues in 2022.

We also work alongside our industry partners and customers to reduce, reuse or recycle waste. In 2021, we began collaborating with our suppliers to cut down paper usage and have achieved promising results. Since the introduction of the lighter pizza packaging boxes in 2021, the weight of pizza packaging boxes was reduced by 5.3% from 92g and 133g per box in 2020 to 87g and 126g per box in 2022, respectively, and the consumption intensity for pizza packaging boxes thereby decreased from 1.31 tons per million RMB of revenues in 2020 to 1.15 tons per million RMB of revenues in 2022. In addition, we connect with partners via seminars, workshops and other methods to stay on top of the latest industry trends and look for technologies that address eco-friendly materials.

As of the end of the Reporting Period, the packaging-related KPIs are shown as follows:

Indicators	Unit	2022
Total packaging material used	tonne	3,553.50
Packaging material intensity	tonne/million RMB revenue	1.76



4.3 CLIMATE CHANGE ADAPTATION

We believe that business has an important role in addressing climate change by implementing initiatives to reduce emissions within their control, and through mitigation and adaptation initiatives outside their immediate influence, where feasible. We are working to identify the climate impact of every area of our operations, driving action to adapt to it and thus strengthening business resilience.

Climate change risk identification

Our business is dependent on prompt delivery and transportation of our raw materials and food ingredients. We are aware that events that disrupt our operations, such as fires, floods, or other natural disasters, may materially and adversely affect our business operations.

Besides, against the backdrop of the PRC's carbon peak and neutrality goals, we may incur additional costs to purchase renewable energy, replace undegradable packaging, promote sustainable sourcing and engage in low-carbon product development.

Response to climate change risk

To ensure the supply of goods and the normal operation of the stores, we have established a crisis management team and formulated the *Emergency Response Plan* to minimize our risk exposure in the event of rainstorms, floods, earthquakes or other extreme weather conditions or natural disasters.

As recognizing the importance of low-carbon transition, we actively explore opportunities in renewable energy, degradable packaging and sustainable sourcing of raw materials in response to related national policies and work collaboratively with all parties to tackle climate change challenges together.



DPC Dash believes that we can be a force for good in communities through our charities and donations, delivering better for the communities where we live, work and play. Based on sustainable development and social needs, we focus on the areas of donation and community welfare, and give back to the community by leveraging our professional strengths. We encourage our employees to participate in social welfare activities and continue to promote local community development and urban construction, insisting on win-win development for both the Company and the society, and creating a better and harmonious society together.

5.1 CHARITIES AND DONATIONS

We have established a Domino's Community Service Team for Southeast China, which held 6 events and dedicated approximately 355 hours in volunteer service in 2022. In 2021, this Team undertook a community clean-up initiative, to which they dedicated approximately 550 hours to help clean garbage that was improperly disposed.

5.2 COMMUNITY INVOLVEMENT

We strive to forge benign relationships with local communities to maintain sustainable business operations. For example, we delivered around 200 meals to hospitals in Shanghai, and we also adopted no-touch delivery service to provide fresh and healthy food to our customers in 2022. From January to May 2020, we offered pizzas for free to frontline workers who were fighting the COVID-19 pandemic, such as hospitals, medical staff and the police, during the height of the pandemic.



Aspect	Description	Title of sections
A1	Emissions	
General Disclosure	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.	Our Environment> Emission Management
A1.1	The types of emissions and respective emissions data.	Our Environment> Emission Management
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environment> Emission Management
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environment> Emission Management
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environment> Emission Management
A1.5	Description of emission target(s) set and steps taken to achieve them.	Our Environment> Emission Management
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.	Our Environment> Emission Management
A2	Use of Resources	
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Our Environment> Resource Management
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).	Our Environment> Resource Management
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Our Environment> Resource Management
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Our Environment



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Aspect	Description	Title of sections
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.	DPC Dash has no issue in sourcing water. Our Environment> Resource Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our Environment> Resource Management
A3	The Environment and Natural Resources	
General Disclosure	Policies on minimising the issuer’s significant impacts on the environment and natural resources.	Our Environment> Resource Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our Environment> Resource Management
A4	Climate Change	
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Our Environment> Climate Change Adaptation
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.	Our Environment> Climate Change Adaptation
B1	Employment	
General Disclosure	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.	Our People> Recruitment and Benefits
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Our People> Recruitment and Benefits
B1.2	Employee turnover rate by gender, age group and geographical region.	Our People> Recruitment and Benefits

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Aspect	Description	Title of sections
B2	Health and Safety	
General Disclosure	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.	Our People> Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Our People> Health and Safety
B2.2	Lost days due to work injury.	Our People> Health and Safety
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	Our People> Health and Safety
B3	Development and Training	
General Disclosure	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.	Our People> Training and Development
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Our People> Training and Development
B3.2	The average training hours completed per employee by gender and employee category.	Our People> Training and Development
B4	Labour Standards	
General Disclosure	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.	Our People> Recruitment and Benefits
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our People> Recruitment and Benefits
B4.2	Description of steps taken to eliminate such practices when discovered.	Our People> Recruitment and Benefits



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Aspect	Description	Title of sections
B5	Supply Chain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Our Food> Resilient Supply Chain
B5.1	Number of suppliers by geographical regions.	Our Food> Resilient Supply Chain
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.	Our Food> Resilient Supply Chain
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Our Food> Resilient Supply Chain
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Our Food> Resilient Supply Chain
B6	Product Responsibility	
General Disclosure	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.	Our Food> Food Safety and Quality
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Our Food> Food Safety and Quality
B6.2	Number of products and service-related complaints received and how they are dealt with.	Our Food> Food Safety and Quality
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Our Food> Trade Secrets and Intellectual Property

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Aspect	Description	Title of sections
B6.4	Description of quality assurance process and recall procedures.	Our Food> Food Safety and Quality
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Our Customer> Customer Privacy and Data Safety
B7	Anti-corruption	
General Disclosure	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.	Our People> Business Ethics and Anti-Corruption
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.	Our People> Business Ethics and Anti-Corruption
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Our People> Business Ethics and Anti-Corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Our People> Business Ethics and Anti-Corruption
B8	Community Investment	
General Disclosure	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.	Our Community
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our Community> Charities and Donations Community Involvement
B8.2	Resources contributed (e.g. money or time) to the focus area.	Our Community> Charities and Donations Community Involvement

