



# 中國農產品交易

CHINA AGRI-PRODUCTS EXCHANGE

Incorporated in Bermuda with limited liability  
於百慕達註冊成立之有限公司  
Stock Code 股票代號：0149



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告 2023



2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT  
二零二三年環境、社會及管治報告

**OUR MISSION**  
**我們的使命**

To Build a Green and Sustainable Planet  
共建綠色及可持續的地球

To Foster a Vital and Supportive Workplace  
營造有活力及互助的工作環境

To Achieve a Responsible and Excellent Operation  
實現負責任的卓越運營

To Build a Resilient and Inclusive Community  
建設有韌性及共融的社區

As a pioneer in the wholesale agricultural produce exchange market, we integrate sustainable development into our corporate policies and business development plans. Environmental, social and governance risks and opportunities, such as climate change, are closely related to the development of our business. We are committed to becoming a sustainable corporation, helping people and the planet to reshape a better future through our operations.

作為農產品批發市場的先驅，我們將可持續發展融入我們的企業政策及業務發展計劃。環境、社會及管治的風險與機遇，如氣候變化，與我們的業務發展息息相關。我們矢志成為一間可持續發展的公司，透過我們的營運幫助人類及地球重塑煥然一新的未來。

以誠強農 以信惠農  
Dedicated to developing Agriculture  
Sincere in serving Agriculture



## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### OUR ACHIEVEMENTS AT A GLANCE

### 我們的成就一覽

#### TO BUILD A GREEN AND SUSTAINABLE PLANET 共建綠色及可持續的地球

Through our energy saving measures, we have reduced 3,500 tonnes of Greenhouse Gas emissions.  
通過節能措施，我們實現了3,500噸溫室氣體的減排。

#### TO FOSTER A VITAL AND SUPPORTIVE WORKPLACE 營造有活力及互助的工作環境

Among our 1,100 employees, more than 40% are women.  
我們逾1,100名員工中，女性比例佔超過四成。

We provided around 1,500 hours of safety training.  
我們為員工提供了約1,500小時的安全培訓。

#### TO ACHIEVE A RESPONSIBLE AND EXCELLENT OPERATION 實現負責任的卓越運營

We have developed an online intelligent agricultural wholesale system to promote intelligent agriculture.  
建構線上智能農業批發系統，推廣智慧農業。

#### TO BUILD A RESILIENT AND INCLUSIVE COMMUNITY 建造有韌性及共融的社區

We invested approximately HKD6,291,000 in public welfare areas for community development.  
我們在社區發展的公益領域投入約6,291,000港元。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### ABOUT THIS REPORT

#### Report Overview

This is the seventh Environmental, Social and Governance Report (the “ESG Report” or the “Report”) of China Agri-Products Exchange Limited (the “Company”, together with its subsidiaries, collectively known as the “Group” or “We”), presenting its ESG performance and its efforts made for enhancing sustainability from 1 April 2022 to 31 March 2023 (the “Reporting Period”, the “Year”, “2023”).

#### Reporting Scope

This Report provides an overview of the Environmental, Social and Governance (“ESG”) performance of the Group’s 11 agricultural produce exchange markets and 1 office in Shenzhen in the People’s Republic of China (the “PRC”). As the Shenzhen office has a minimal environmental impact, the emphasis is placed on agricultural produce exchange markets when disclosing its environmental performance.

#### Reporting Framework

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 of the Rules Governing the Listing Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “Exchange”). During the preparation for this Report, the Group applied the reporting principles stipulated in the ESG Reporting Guide as follows:

- **Materiality:** A high priority is given to issues important to the Group and its stakeholders. Throughout the interaction with internal management, employees and external stakeholders, the Group has identified various material sustainability issues that need to be addressed. The preparation of this Report was based on these material issues. Please refer to the Stakeholder Engagement and Materiality Assessment sections for further details.
- **Quantitative:** Quantitative information is provided so that a measurable target can be set and the ESG performance can be evaluated objectively. Additional clarifications have been added to the quantitative data in this Report to explain any standards, methodologies and conversion factors used in calculating emissions and energy consumption.
- **Balance:** In this Report, the Group provides an unbiased picture of its ESG performance by reviewing and disclosing the achievements, areas for improvement, and plans.
- **Consistency:** This Report’s scope and preparation are substantially consistent with the previous year, and explanations regarding data with a change in the scope of disclosure and calculation methodologies are provided.

### 關於本報告

#### 報告概要

本報告為中國農產品交易所有限公司(「本公司」，連同其附屬公司統稱「本集團」或「我們」)第七份環境、社會及管治報告(「環境、社會及管治報告」或「本報告」)，呈列由二零二二年四月一日至二零二三年三月三十一日期間(「報告期間」)、「年度」、「二零二三年」)·本集團之環境、社會及管治表現以及其為提高可持續性作出之努力。

#### 報告範圍

本報告概述本集團於中華人民共和國(「中國」)11個農產品交易市場及1個深圳辦事處的環境、社會及管治(「環境、社會及管治」)表現。由於深圳辦事處對環境的影響甚微，故於披露環境表現時，重點關注農產品交易市場。

#### 報告框架

本報告乃根據香港聯合交易所有限公司(「聯交所」)主板證券上市規則附錄27所載的環境、社會及管治報告指引(「環境、社會及管治報告指引」)編製。於編製本報告時，本集團應用環境、社會及管治報告指引所訂明的報告原則如下：

- **重要性：**對本集團及其持份者而言屬重要的事宜會優先處理。透過與內部管理層、僱員及外部持份者的互動，本集團已識別多項需要解決的重要可持續發展問題。本報告的編製乃基於該等重要議題。有關進一步詳情，請參閱持份者參與及重要性評估章節。
- **量化：**本集團提供量化資料，以便制定可計量目標，並客觀評估環境、社會及管治表現。本報告的量化數據已加入補充說明，以解釋計算排放量及能源消耗時使用的任何標準、方法及轉換因素。
- **平衡：**於本報告中，本集團透過審閱及披露取得的成果、有待改進領域及計劃，不偏不倚地呈報其環境、社會及管治表現。
- **一致性：**本報告的範圍及編製與上一年度基本一致，並提供了披露範圍及計算方法變更的數據說明。

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### Forward-looking Statements

This Report contains forward-looking statements based on the current expectations, estimates, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it and its subsidiaries operate. The forward-looking statement is not a guarantee of future performance and is subject to market risk, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ from the assumptions and statements in this Report.

### Feedback

We welcome stakeholders to provide opinions and suggestions. You are welcome to provide valuable feedback on this ESG Report or our sustainability performance at:

Address: Suite 3202, 32/F, Skyline Tower, 39 Wang Kwong Road, Kowloon Bay, Kowloon, Hong Kong

Tel: (852) 2312 8202

Fax: (852) 2312 8148

E-mail: [pr@cnagri-products.com](mailto:pr@cnagri-products.com)

Website: <http://www.cnagri-products.com/>

### 前瞻性陳述

本報告載有根據本集團目前對其及其附屬公司經營業務及市場的預期、估計、預測、信念及假設而作出的前瞻性陳述。前瞻性陳述並非未來表現的保證，且受市場風險、不確定因素及本集團無法控制的因素影響。因此，實際結果及回報可能有別於本報告的假設及陳述。

### 反饋

我們歡迎各持份者提供意見及建議。閣下可通過以下方式對本環境、社會及管治報告或我們可持續發展的表現提供寶貴意見：

地址：香港九龍九龍灣宏光道39號宏天廣場32樓3202室

電話：(852) 2312 8202

傳真：(852) 2312 8148

電郵：[pr@cnagri-products.com](mailto:pr@cnagri-products.com)

網站：<http://www.cnagri-products.com/>

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### OUR ESG MANAGEMENT

#### The Board Statement

The Group sees the benefits of proactively tackling ESG issues and believes that its ability to manage associated ESG risks can generate more than simply tangible value for the Group but also long-term value for its stakeholders, the environment and society at large.

An effective ESG governance structure is essential to the Group's corporate agenda in addressing sustainability issues. As part of its efforts to achieve this goal, the Group has developed effective governance framework to ensure that the role of ESG is aligned with the strategic growth objectives when it comes to integrating ESG into its business activities. The ESG governance structure consists of the Board of Directors (the "Board") and the ESG Committee.

### 我們的環境、社會及管治管理

#### 董事會聲明

本集團深明積極處理環境、社會及管治問題的裨益，並相信其管理相關環境、社會及管治風險的能力不僅能為本集團創造更多有形價值，亦能為其持份者、環境及社會整體帶來長期價值。

有效的環境、社會及管治管治架構對本集團解決可持續發展問題的公司議程至關重要。為實現此目標，本集團已制定有效的管治框架，以確保將環境、社會及管治理念融合至業務活動中時，其作用與集團戰略增長目標保持一致。環境、社會及管治的管治架構由董事會（「董事會」）及環境、社會及管治委員會組成。



#### Board of Directors-Decision-making 董事會 — 決策層

- Overseeing all ESG issues
- Evaluating the ESG-related risks and opportunities
- Setting the ESG management approach, strategies, priorities and objectives
- Reviewing the ESG performance periodically against ESG-related goals and targets
- Approving disclosures in the ESG Report
- 監管所有環境、社會及管治事宜
- 評估環境、社會及管治相關風險及機遇
- 制定環境、社會及管治管理方針、策略、優次及目標
- 根據環境、社會及管治相關目標及指標定期審閱相關表現
- 審批環境、社會及管治報告的披露



#### ESG Committee-Management and Implementation 環境、社會及管治委員會 — 管理及執行層

- Implementing ESG-related initiatives, strategies, plans and policies
- Monitoring the development of sustainability strategies and goals
- Working with business units and departments on a regular basis to collect ESG data and information
- Compiling Annual ESG report
- 實施環境、社會及管治相關措施、策略、計劃及政策
- 監督可持續發展策略及目標的發展
- 定期與業務單位及部門合作，收集環境、社會及管治數據及資料
- 編製年度環境、社會及管治報告

Sustainability is one of the Board's major responsibilities. The Board oversees all ESG-related matters which is responsible for the Group's ESG development strategies and receives regular reporting from the ESG Committee. Besides discussing and evaluating ESG risks and opportunities, the Board also periodically monitors the ESG performance in addressing these risks and opportunities.

可持續性是董事會重要的責任之一。董事會監督所有環境、社會及管治相關事宜，當中負責本集團的環境、社會及管治的發展策略，並接收環境、社會及管治委員會的定期報告。除討論及評估環境、社會及管治風險及機遇外，董事會亦定期監察環境、社會及管治表現，以應對該等風險及機遇。

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### ESG Committee

The ESG Committee comprises the core representatives from key responsible departments to facilitate the Board's oversight of ESG issues.

At the operational level, the ESG Committee is responsible for monitoring compliance with applicable laws and regulations. Among the responsibilities, it is providing the Board with a briefing on the ESG-related targets, strategies, initiatives and validating the material ESG issues. Members of the ESG Committee track the progress of ESG performance and provide regular updates to the Board for evaluation and revision as necessary.

The Board has confirmed that it has reviewed and approved this ESG Report. This Report has, to the best of its knowledge, fairly presented the material issues and Group's ESG goals, strategies and approaches.

### 環境、社會及管治委員會

環境、社會及管治委員會由主要負責部門的核心代表組成，以協助董事會監督環境、社會及管治事宜。

在營運層面，環境、社會及管治委員會負責監察適用法律及法規的合規情況。其職責包括向董事會提供有關環境、社會及管治相關目標、策略、措施的簡介，以及確認重大環境、社會及管治事宜。環境、社會及管治委員會成員會追蹤環境、社會及管治表現的進展情況及定期向董事會匯報環境、社會及管治相關更新事宜，以供其評估及作出必要修訂。

董事會已確認其已審閱及批准本環境、社會及管治報告。本報告已就其所深知，公平呈列重要事宜及本集團的環境、社會及管治目標、策略及方法。

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### STAKEHOLDER ENGAGEMENT

Through various channels, the Group has always listened to stakeholders' opinions on improving its ESG performance. Feedback from stakeholders will help us to evaluate our ESG performance.

Stakeholder expectations will be analysed and incorporated into the Group's ESG strategies to drive sustainable corporate development and optimize management.

### 持份者參與

透過各種渠道，本集團一直聆聽持份者對改善其環境、社會及管治表現的意見。持份者的反饋將有助我們評估環境、社會及管治表現。

我們分析持份者的期望並將其融入本集團環境、社會及管治策略之中，以推動企業可持續發展及優化管理。

Major Stakeholders 主要持份者	Engagement Channels 參與渠道	Expectations 期望
<b>Investors and Shareholders</b> 投資者及股東	<ul style="list-style-type: none"> <li>Annual General Meeting 股東大會</li> <li>Financial Report 財務報告</li> <li>Announcements and Circulars 公告及通函</li> <li>Company Website 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>Compliant Operation 合規經營</li> <li>Information Disclosure 資料披露</li> <li>Financial Performance 財務表現</li> <li>Corporate Governance 企業管治</li> </ul>
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Company Website 公司網站</li> <li>Annual Reports and Announcements 年報及公告</li> <li>Hotline and Emails 熱線及電郵</li> <li>Social Media Platforms 社交媒體平台</li> </ul>	<ul style="list-style-type: none"> <li>Quality Services 優質服務</li> <li>Product Responsibility 產品責任</li> <li>Business Ethics 商業道德</li> <li>Privacy Protection 私隱保護</li> <li>Seamless Communication 順暢溝通</li> </ul>



## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 二零二三年環境、社會及管治報告

Major Stakeholders 主要持份者	Engagement Channels 參與渠道	Expectations 期望
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Supplier Meetings 供應商會議</li> <li>Periodic Assessments 定期評估</li> <li>Tender Selection 招標選擇</li> <li>Circulars and Manuals 通函及手冊</li> <li>Company Website 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>Contract Performance 履約情況</li> <li>Business Ethics 商業道德</li> <li>Win-win Cooperation 合作共贏</li> <li>Information Sharing 信息共享</li> <li>Long-term Partnership 長期合作</li> </ul>
<b>Employees</b> 僱員	<ul style="list-style-type: none"> <li>Employee Opinion Surveys 僱員意見調查</li> <li>Regular Meetings 定期會議</li> <li>Performance Appraisal 績效考核</li> <li>Employee Activities 僱員活動</li> <li>Internal Trainings 內部培訓</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety 健康與安全</li> <li>Equal Opportunities 平等機會</li> <li>Welfare and Benefits 福利與待遇</li> <li>Career Development 職業發展</li> <li>Legal Rights and Interests 合法權益</li> </ul>
<b>Government</b> 政府	<ul style="list-style-type: none"> <li>Corporate Reports and Announcements 企業報告及公告</li> <li>On-site Inspections 現場檢查</li> <li>Field Trips 實地考察</li> </ul>	<ul style="list-style-type: none"> <li>Tax Compliance 稅務合規</li> <li>Employment Creation 創造就業</li> <li>Regulatory Compliance 監管合規</li> <li>Security Operations 安全運營</li> </ul>
<b>Community and Media</b> 社區及媒體	<ul style="list-style-type: none"> <li>Community Services 社區服務</li> <li>Volunteer Activities 義工活動</li> <li>ESG Report 環境、社會及管治報告</li> <li>Social Media Platforms 社交媒體平台</li> </ul>	<ul style="list-style-type: none"> <li>Community Contributions 社區貢獻</li> <li>Environmental Protection 環境保護</li> <li>Transparent Information 信息透明</li> </ul>

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### MATERIALITY ASSESSMENT

The Group identified 18 ESG issues as part of its business development strategy and prepared a questionnaire based on those issues. In relation to each ESG issue, stakeholders were asked to rate their importance and provided their opinions.

The results of the questionnaire were presented as follows, which were reviewed by the Board to ensure that they were consistent with the Group’s business nature and widely represented. It will serve as an important reference for the development of future ESG strategies, targets, and disclosure of information.

### 重要性評估

本集團識別了18項環境、社會及管治議題作為其發展策略的一部分，並根據該等議題編製問卷。就各項環境、社會及管治議題，持份者對其重要性進行評分並提出他們的意見。

問卷調查結果如下呈列，並由董事會審閱，以確保其符合本集團的業務性質及具有廣泛代表性。其將作為制定未來環境、社會及管治策略、目標及信息披露的重要參考。



No. 編號	Material Issues 重要議題	No. 編號	Material Issues 重要議題
1.	Health and Safety 健康及安全	10.	Brand and Advertising Management 品牌及廣告管理
2.	Occupational Development and Training 職業發展與培訓	11.	Employment Practices 僱傭常規
3.	Anti-corruption 反貪腐	12.	Development of Green and High-quality Agricultural Products 綠色優質農產品發展
4.	Regulatory Policy and Compliance 監管政策及合規	13.	Agricultural Wholesale Market Management 農產品批發市場管理
5.	Supply Chain Management 供應鏈管理	14.	Philanthropy and Community Development 慈善及社區發展
6.	Climate Change 氣候變化	15.	Technology and Innovation 技術及創新
7.	Cold-chain Logistics 冷鏈物流	16.	The Environment and Natural Resources 環境及天然資源
8.	Labour Standards 勞工準則	17.	Use of Resources 資源使用
9.	Customer Satisfaction and Privacy 客戶滿意度及私隱	18.	Emissions Control 排放控制

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### BUILD A GREEN AND SUSTAINABLE PLANET

### 共建綠色及可持續的地球

Despite global challenges, we pledge to conserve and restore the natural world. We have always integrated environmental protection into our agricultural product exchange markets by establishing a sound management system for a greener operation. We are committed to combating climate change by reducing emissions, managing the use of resources and protecting the surrounding environment.

儘管面對全球挑戰，我們仍承諾保育及恢復自然生態環境。我們一直將環境保護的理念融入我們的農產品交易市場，透過建立完善的管理體系，達致更綠色的營運。透過減少排放、管理資源使用及保護周邊環境，我們致力為應對氣候變化盡一分力。

#### Combating Climate Change

##### *Environmental Emergency Management*

Our business relies on and integrates with nature. It is imperative that we accelerate our transition to a carbon-neutral future. By taking climate change as a goal, we manage the risks brought about by climate change to our operation, adapt to climate change, and mitigate climate change by reducing carbon emissions while maintaining a commitment to sustainable agricultural business, thus providing more green choices for our consumers.

Our major Events Management Manual specifies which department or personnel are responsible for evaluating potential environmental impacts. To ensure better management of emergencies, the Group strives to plan, implement, check, and act diligently throughout the planning, implementation, and checking phases.

Our Board oversees ESG strategies and implementation, including climate risk management and carbon neutrality goals. It also reviews relevant risk assessments and makes corresponding management arrangements. As a general principle, we strive to achieve carbon neutrality by removing carbon footprint followed by direct carbon reduction. It is consistent with the Paris Agreement goals of limiting climate change to 1.5°C, which seeks to restrict atmospheric Greenhouse Gas (“GHG”) concentrations.

#### 應對氣候變化

##### *環境應急管理*

我們的業務與自然息息相關，相輔相成。我們必須加快過渡至碳中和的未來。我們以應對氣候變化為目標，管理氣候變化對我們營運帶來的風險、適應氣候變化，並通過減少碳排放來緩解氣候變化，保持對可持續農業業務的承諾，為消費者提供更多綠色選擇。

我們主要的項目管理手冊列明負責評估潛在環境影響的部門或人員。為確保更好地管理緊急情況，本集團致力於規劃、實施、檢查及在整個規劃、實施及檢查階段勤勉行事。

董事會監督環境、社會及管治策略及實施，包括氣候風險管理及碳中和目標。其亦審閱相關風險評估並作出相應管理安排。作為總原則，我們努力去除碳足跡及直接減碳實現碳中和。其符合《巴黎協定》將氣候變化限制在1.5°C的目標，旨在限制大氣中的溫室氣體的排放濃度。

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### Physical Risks and Transition Risks

According to the reporting framework developed by the Task Force on Climate-Related Financial Disclosures, climate-related risks are classified into physical and transition risks. The Group has identified climate change-related risks and incorporated them into enterprise risk management.

### 實體風險及過渡風險

根據氣候相關財務披露工作小組制定的報告框架，氣候相關風險分為實體及過渡風險。本集團已識別氣候變化相關風險，並將其納入企業風險管理。

Physical Risks 實體風險	Description 描述
<b>Water Stress</b> 水資源短缺	Access to water fit for purpose may not be guaranteed due to the increasing demand for agriculture and urban use. 由於對農業及城市用水的需求不斷增加，無法保證獲得適用水源。
<b>Flooding</b> 洪水	Heavy rain or riverine overflow may bring acute flooding risks, damaging our cold-chain logistics. It also poses a threat to the safety of our employees and customers. 暴雨或河流氾濫可能帶來嚴重的洪水風險，損害我們的冷鏈物流。其亦對我們的員工及客戶的安全構成威脅。
<b>Persistent Heatwave</b> 持續高溫	Our employees and customers in the markets are susceptible to sunstroke due to high temperatures in the summer. If the heatwaves persist, agricultural production losses will disrupt our supply chain. 我們的員工及市場的客戶因夏季高溫而容易中暑。倘高溫持續，農業生產損失將擾亂我們的供應鏈。

To minimise the possibility of risks and hazards in the business, the Group has implemented flexible working arrangements, improved emergency plans, and upgraded facilities to ensure that the business continues to run smoothly during severe or extreme weather conditions. Aside from this, the Group had also got the insurance coverage for its employees and properties to protect the interests of all parties involved and reduce the risk of financial loss.

為盡量降低業務中可能出現的風險及危害，本集團已實施靈活的工作安排、改善應急計劃及升級設施，以確保業務在惡劣或極端天氣狀況下持續平穩運行。除此之外，本集團亦為其員工及財產購買保險，以保障參與各方的利益及降低財務損失風險。

Transition Risks 過渡風險	Description 描述
<b>Policy and Legal Risk</b> 政策及法律風險	To meet the carbon neutrality targets set by the Chinese government, tighter regulations, policies, and initiatives will be implemented to reduce GHGs. 為實現中國政府設定的碳中和目標，將實施更多收緊法規、政策及舉措以減少溫室氣體排放。
<b>Technology Risk</b> 技術風險	Upgrading the old equipment and lighting systems would increase the investment cost and potentially decrease revenue due to temporary production shutdowns. 升級舊設備及照明系統將增加投資成本，並可能因暫時停產而減少收益。
<b>Market Risk</b> 市場風險	Market risk also arises from consumer preferences and behaviour changes, as most customer will adopt a positive attitude towards greener and more environmental friendly operation. 由於普遍的消費者對綠色營運抱有正面的態度，故市場風險亦源於消費者偏好及其行為變化。

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The Group's major source of GHG emissions during the Reporting Period was electricity consumption, which accounted for more than 90% of total GHG emissions. To lower energy consumption, the Group has gradually phased out old equipment, improved lighting systems, and participated in the clean energy initiative to introduce renewable energy such as solar and wind energy.

#### Emissions Control

##### Air Emissions

The Group's exhaust air emissions from its operations are mainly nitrogen oxides, sulphur oxides, and particulate matter generated by petrol consumed by transportation. We actively reduce tailpipe emissions through regular maintenance, enabling vehicles to be more fuel efficient. Environmentally friendly unleaded petrol is adopted to comply with the latest emissions standards. Employees are encouraged to optimise delivery routes to minimise transportation distance by using vehicles reasonably and limiting private use.

本集團於報告期間的最主要溫室氣體排放來源為電力消耗，佔溫室氣體排放總量的90%以上。為降低能源消耗，本集團已逐步淘汰舊設備、改善照明系統，並參與清潔能源計劃，以引入太陽能及風能等可再生能源。

#### 排放控制

##### 廢氣排放

本集團營運產生的廢氣排放主要為交通工具消耗的汽油所產生的氮氧化物、硫氧化物及顆粒物。我們透過定期保養積極減少尾管排放，使車輛更加省油。選用環保無鉛汽油以符合最新排放標準。我們鼓勵員工合理使用車輛及限制私人使用，優化送貨路線以盡量減少運輸距離。

Types of Air Emissions		Unit	FY2023	FY2022
廢氣排放類別		單位	二零二三財年	二零二二財年
Nitrogen Oxides (NOx)	氮氧化物	kg 千克	47	49
Sulphur Oxides (SOx)	硫氧化物	kg 千克	1	1
Particulate Matter (PM)	顆粒物	kg 千克	3	4

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### Greenhouse Gas Emissions

GHG emissions are the leading contributors to climate change and global warming. The Group's main greenhouse gas emissions come from petrol consumed for transportation (Scope 1) and electricity purchased (Scope 2).

### 溫室氣體排放

溫室氣體排放是導致氣候變化及全球暖化的主要因素。本集團的主要溫室氣體排放來自交通運輸所消耗的汽油(範圍1)及購買的電力(範圍2)。

Indicator <sup>1</sup> 指標 <sup>1</sup>	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Direct GHG Emissions (Scope 1) 直接溫室氣體排放(範圍1)	tCO <sub>2</sub> e 噸二氧化碳當量	4,563	4,895
Indirect GHG Emissions (Scope 2) 間接溫室氣體排放(範圍2)	tCO <sub>2</sub> e 噸二氧化碳當量	42,055	45,257
Total GHG Emissions (Scope 1 and Scope 2) 溫室氣體排放總量 (範圍1及範圍2)	tCO <sub>2</sub> e 噸二氧化碳當量	46,618	50,152
Total GHG Emission Intensity <sup>2</sup> 溫室氣體排放總量密度 <sup>2</sup>	tCO <sub>2</sub> e/000 HKD revenue 噸二氧化碳當量/ 千港元收益	0.08	0.06

#### Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX, the latest released emission factors of China's regional power grids basis.
- As at 31 March 2023, the total revenue of the Group under the Reporting Scope of the Group was approximately HK\$596 million (as at 31 March 2022: approximately HK\$869 million). This data is also used for calculating other intensity data.

Purchased electricity accounted for major GHG emissions will be described in below section "Energy management". The Group has set a target of lowering the GHG emissions intensity by 5% by 2030 and expects to achieve this target through continuous review of GHG reduction measures.

#### 附註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》、最新發佈的中國區域電網基準線排放因子。
- 於二零二三年三月三十一日，本集團報告範圍內的總收入為約596百萬港元(於二零二二年三月三十一日：約869百萬港元)。此數據亦用於計算其他密度數據。

外購電力佔溫室氣體排放的主要部分，將在下面的「能源管理」部分中描述。本集團已訂立於二零三零年將溫室氣體排放密度降低5%的目標，並預期通過不斷檢討溫室氣體減排措施以實現該目標。

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### Sewage Discharge

The Group's wastewater was mainly generated from cleaning and sanitisation. The Group has developed procedures for collecting, treating, and discharging sewage. During the Reporting Period, the Group discharged 1,430,014 tonnes of wastewater.

### 污水排放

本集團的廢水主要來自清潔及消毒。本集團已制定收集、處理及排放污水的程序。於報告期間，本集團排放1,430,014噸廢水。

Indicator <sup>1</sup> 指標 <sup>1</sup>	Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Total Sewage Discharge 污水排放總量	tonnes 噸	1,430,014	1,414,447
Total Sewage Discharge Intensity <sup>2</sup> 污水排放總量密度 <sup>2</sup>	tonnes/'000 HKD revenue 噸/千港元收益	2.40	1.63

Professionals monitor our water quality and ensure that wastewater treatment equipment and facilities operate properly. Regular testing and analysis of the sewage content are conducted to ensure conformity to applicable national and local standards. Additionally, the Group conducts periodic inspections of drainage pipes and gutters to prevent sewage leaks.

專業人員監察我們的水質，並確保污水處理設備及設施運作正常。我們定期對污水含量進行測試及分析，以確保符合適用的國家及當地標準。此外，本集團定期檢查排水管道及排水溝，以防止污水洩漏。



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### Waste Management

Due to its business nature, no hazardous waste was generated during the Reporting Period. In the event that hazardous waste is generated, the Group will engage qualified waste collectors to deal with the hazardous waste in compliance with relevant environmental laws and regulations.

Non-hazardous waste generated by the Group's business activities is primarily vegetable, fruit, and office waste. We collaborate with a third-party cleaning service for daily waste collection and market cleanliness. Commercial wastes are transferred to designated collection points, while other recyclables, including scrap metals, glasses, cardboard boxes, and wastepaper, are collected and repurposed by qualified recyclers. The Group has also adopted electronic communication as part of its paperless operation. Where printing is necessary, double-sided printing is recommended. Offices are equipped with waste recycling bins to encourage paper recycling. Our waste management policies ensure that hygienic conditions are monitored periodically for efficient waste management. The Group has set a target of lowering the generation of non-hazardous waste intensity by 3% by 2030 and expects to achieve this target through continuous review of waste reduction measures.

### 廢棄物管理

由於其業務性質，於報告期間並無產生有害廢棄物。倘產生有害廢棄物，本集團將委聘合資格廢棄物收集商處理有害廢棄物，以符合相關環境法律及法規。

本集團業務活動產生的無害廢棄物主要為蔬果及辦公室廢棄物。我們就日常廢棄物收集及市場清潔與第三方清潔服務機構合作。商業廢物被轉移至指定收集點；而其他可回收物品(包括廢金屬、玻璃、紙板箱及廢紙)由合資格回收商收集及重新利用。本集團亦採用電子通訊作為無紙化營運的一部分。如需打印，建議雙面打印。辦公室設有廢物回收箱，鼓勵紙張回收。我們的廢棄物管理政策確保定期監測衛生條件，以有效管理廢棄物。本集團已訂立於二零三零年將無害廢棄物產生密度降低3%的目標，並預期通過不斷檢討減廢措施以實現該目標。

Types of Waste		Unit	FY2023	FY2022
廢棄物種類		單位	二零二三財年	二零二二財年
Total Non-hazardous Waste Produced	所產生無害廢棄物總量	tonnes 噸	89,825	88,990
Total Non-hazardous Waste Recycled	無害廢棄物回收總量	tonnes 噸	32	1,234 <sup>3</sup>
Total Non-hazardous Waste Produced Intensity <sup>2</sup>	所產生無害廢棄物總量密度 <sup>2</sup>	tonnes/'000 HKD revenue 噸/千港元收益	0.15	0.10

#### Note:

3. The data mainly included a one-off project to recycle wooden frames for logistics transport.

#### 附註：

3. 該數據主要為回收物流運輸木架的一次性項目。

### Use of Resources

To manage the use of resources and reduce non-essential materials, the Group continually strives to minimise the impact of its work on the environment, and it is committed to enhancing and improving the ways towards environmental issues through daily operations.

### 資源使用

為管理資源使用及減少非必要材料，本集團不斷盡力減少其工作對環境的影響，並致力於透過日常營運加強及改善環境問題。



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#### Energy Management

The Group's energy consumption during the Reporting Period was as follows:

#### 能源管理

報告期間內，本集團能源消耗情況如下：

Types of Energy Consumption <sup>4</sup>		Unit	FY2023	FY2022
能源消耗種類 <sup>4</sup>		單位	二零二三財年	二零二二財年
Direct Energy Consumption	直接能源消耗	MWh 兆瓦時	713	756
• Petrol	• 汽油	MWh 兆瓦時	709	746
• Diesel	• 柴油	MWh 兆瓦時	4	10
Indirect Energy Consumption	間接能源消耗量	MWh 兆瓦時	72,385	77,896
• Purchased Electricity	• 外購電力	MWh 兆瓦時	72,385	77,896
Total Energy Consumption	能源消耗總量	MWh 兆瓦時	73,098	78,652
Total Energy Consumption Intensity <sup>2</sup>	能源總耗量密度 <sup>2</sup>	MWh/'000 HKD revenue 兆瓦時/ 千港元收益	0.12	0.09

#### Note:

4. The data have been standardised from kWh to MWh.

Since electricity constitutes most of the Group's energy consumption, we have formulated rules and measures for saving electricity. We plan to gradually replace LED lights and time switches in all office buildings and markets. We have installed transformers with compatible capacitors for efficient electricity use. Regular electronic equipment maintenance has been conducted to maintain its optimal condition. The cooling equipment with new energy-saving and energy-efficient technologies was preferred. The Group has set a target of lowering energy consumption intensity by 8% in 2030 and expects to achieve this through continuous review of the above energy-saving measures.

#### 附註：

4. 數據已從千瓦時標準化為兆瓦時。

由於電力是本集團能源消耗的主要來源，我們已制定節電規則及措施。我們計劃在所有辦公大樓及市場逐步更換LED燈及定時開關。我們已安裝配備兼容電容器的變壓器，以高效用電。同時，定期進行電子設備維護，以保持其最佳狀態。此外，優先採用新節能及高效能技術的製冷設備。本集團已設定於二零三零年將能源消耗密度降低8%的目標，並期望通過持續檢討以上節能措施來實現此目標。

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### Water Management

The Group consumes water for its production and domestic activities. Water was sourced from the municipal water supply system in their respective locations, whilst water consumed by its Hong Kong operations was supplied by Hong Kong's Water Supplies Department.

### 用水管理

本集團於生產及日常活動過程需要用水。用水來自其各自所在地區的市政供水系統，而香港業務的用水則由香港水務署供應。

Indicator 指標		Unit 單位	FY2023 二零二三財年	FY2022 二零二二財年
Total Water Consumption	總耗水量	m <sup>3</sup> 立方米	2,564,783	2,680,239
Total Water Consumption Intensity <sup>2</sup>	用水總量密度 <sup>2</sup>	m <sup>3</sup> /000 HKD revenue 立方米/ 千港元收益	4.30	3.08

Through the maintenance and upgrade of the water pipeline system, water consumption is reduced using water-saving devices, and wastewater is reused wherever possible. Water pipeline network inspections will be completed in all markets to minimise leaks and water waste. There are automatic faucets in our bathrooms, and we have also set up a water recycling and purification system to use recycled water for flushing and cleaning. In addition, promotional materials and reminders for water conservation practices have been posted on the operational sites to raise awareness of water-saving.

透過對水管系統的維護和升級，使用節水裝置減少用水量，並在可能的情況下重複使用廢水。所有市場將完成水管網絡檢查，以盡量減少漏水。我們的衛生間設有自動水龍頭，並設置了循環水及淨化系統，利用循環水沖廁及清潔。此外，我們已在營運地點張貼有關節約用水措施的宣傳材料及提醒，以提高節水意識。

### Use of Packaging Materials

Due to its business nature, the packaging material is not considered a material ESG issue to the Group.

### 包裝材料使用

由於其業務性質，包裝材料對本集團而言並不被視為重要環境、社會及管治議題。

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### The Environment and Natural Resources

The nature of our business does not cause material impacts on the environment and natural resources. Nevertheless, we have a strong focus on monitoring the environmental impact and putting people's lives and health as the priority. In addition to complying with environment-related laws and international standards, we integrate environmental and natural resource protection into our daily operations, such as proper disposal of waste, resource conservation initiatives and reduction of air emissions to achieve environmental sustainability. We also improve the environmental monitoring and early warning system, and establish an emergency response system for environmental emergencies.

#### *Safeguarding Market Hygiene*

In light of the COVID-19 pandemic, we targeted and prioritised market hygiene to prevent disruptions to local food supply chains. We purchased vehicles with bubble sprays to disinfect public and operational aisles in the market every two days. A third-party company has been engaged for sterilisation service for key areas such as waste transfer station, integrated zone with fresh meat and live poultry business, by electric sprinkling disinfection.



#### *Biodiversity Protection*

The trading and consumption of wild animals are strictly prohibited. Our agriculture produce market exchange fully complied with the legal requirements and played an active role in safeguarding biodiversity.

### 環境及天然資源

我們的業務性質不會對環境及天然資源造成重大影響。儘管如此，我們仍專注於監察環境影響，並將人們的生命及健康放在首位。除了遵守環境相關法律及國際標準外，我們還將環境及自然資源保護納入日常運營，如妥善處置廢棄物、資源節約舉措及減少空氣排放，以實現環境可持續性。我們還完善了環境監測及預警系統，建立了突發環境事件應急響應系統。

#### *保護市場衛生*

鑒於新冠疫情，我們以市場衛生為優先目標，以防止對當地食品供應鏈造成干擾。我們購買附設泡沫噴霧的車輛，每兩天對市場的公共及營運通道進行全面消毒。此外，我們安排第三方公司對垃圾中轉站、鮮肉綜合區、家禽業務等重點區域進行電動噴灑消毒。

#### *生物多樣性保護*

市場嚴禁交易和食用野生動物。我們的農產品市場交易所完全符合法律要求，為保護生物多樣性發揮了積極作用。

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### FOSTER A VITAL AND SUPPORTIVE WORKPLACE

### 營造有活力及互助的工作環境

We have enjoyed success on both an entrepreneurial and a cultural level due to our diverse group of people, talents, roles, views, and cultures. Helping people become their best selves is one of our guiding principles. The ways in which we treat our employees and support their growth will have a significant impact on the quality of service they provide to our customers and communities, as well as determine how sustainably we can grow.

我們憑藉自身多元化的員工、人才、角色、觀點及文化，在企業及文化層面上取得成功。我們的指導原則之一是幫助員工成就自我。我們友待僱員及支持其成長的方式將極大地影響彼等向客戶及社區提供服務的質量，同時亦影響我們如何推動可持續發展。

#### Employment

As at 31 March 2023, the Group had a total of 1,116 full-time<sup>5</sup> employees.

#### 僱傭

截至二零二三年三月三十一日，本集團共有 1,116名全職<sup>5</sup>僱員。

Breakdown of Employees		FY2023	FY2022
僱員明細		二零二三財年	二零二二財年
<b>Total</b>	合計	<b>1,116</b>	<b>1,115</b>
<b>By Gender</b>	按性別劃分		
Male	男	657	662
Female	女	459	453
<b>By Age</b>	按年齡劃分		
30 or below	30歲及以下	99	113
31-50	31至50歲	761	754
Above 50	50歲以上	256	248
<b>By Geographical Location</b>	按地區劃分		
Mainland China	中國內地	1,092	1,093
Hong Kong	香港	24	22
<b>By Employment Category</b>	按僱傭類別劃分		
Management	管理層	184	185
General Staff	一般員工	932	930

Note:

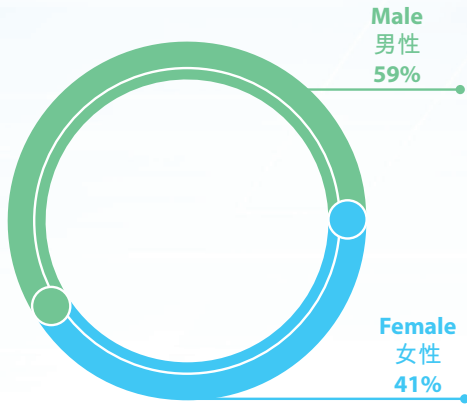
5. Employees of the Group are all full-time, and there are no part-time workers.

附註：

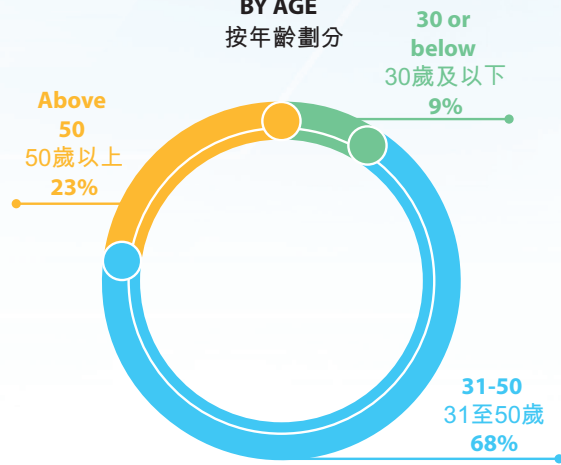
5. 本集團員工均為全職員工，無兼職員工。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

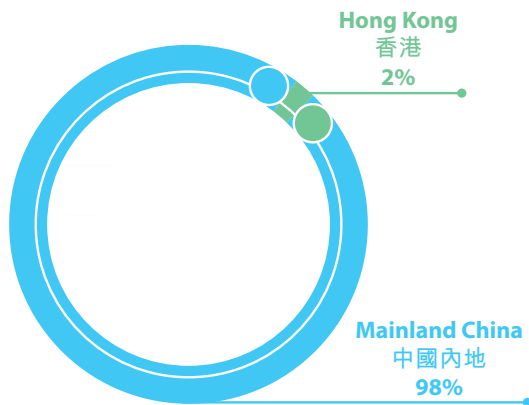
**BY EMPLOYMENT CATEGORY**  
按僱傭類別劃分



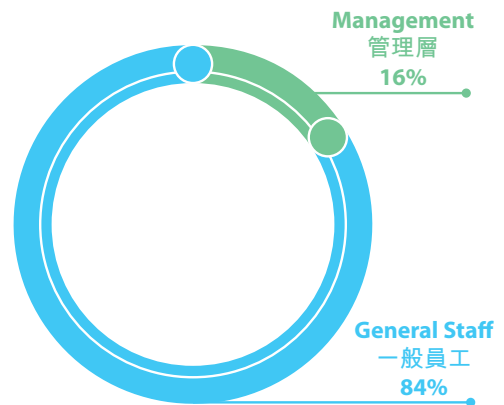
**BY AGE**  
按年齡劃分



**BY GEOGRAPHICAL LOCATION**  
按地區劃分



**BY EMPLOYMENT CATEGORY**  
按僱傭類別劃分



## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

The Group's overall employee turnover rate during the Reporting Period was 16%. The breakdown of turnover rate according to gender, age, and geographical location are as follows:

於報告期間，本集團的整體僱員流失率為16%。按性別、年齡及地區劃分的流失率明細如下：

Employee Turnover Rate 僱員流失率		FY2023 二零二三財年	FY2022 二零二二財年
<b>Overall</b>	<b>整體</b>	<b>16%</b>	<b>20%</b>
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男	18%	20%
Female	女	12%	21%
<b>By Age</b>	<b>按年齡劃分</b>		
30 or below	30歲及以下	30%	27%
31-50	31至50歲	12%	18%
Above 50	50歲以上	21%	23%
<b>By Geographical Location</b>	<b>按地區劃分劃分</b>		
Mainland China	中國內地	15%	20%
Hong Kong	香港	38%	18%

### Recruitment, Promotion and Dismissal

The Group has stipulated relevant procedures relating to the Group's recruitment in the Human Resources Management Manual. All vacancies are publicly advertised, and various recruitment channels are utilized, including recruiting platforms, internal talent pools, referrals, and headhunters. The Human Resources Department and the recruitment team are responsible for selecting and interviewing candidates. During the interview process, the Group provides candidates with information about its working environment, employee benefits, and career development opportunities. Candidates are provided with equal chances based on their ability, experience, and ethical standards.

We have established a performance management system to identify the capabilities of each employee. All employees are subject to annual performance appraisals by their immediate supervisors and leaders. The system clarifies the basis for employee promotion, resignation and remuneration. Employee is evaluated on a regular basis to alter bonuses, salaries, and potential promotions. During annual evaluation periods, employees can submit personal debriefing reports and an outline of achievements to department managers.

### 招聘、晉升及解僱

本集團已於《人力資源管理手冊》訂明有關本集團招聘的相關程序。所有空缺職位均公開，並使用各種渠道進行招聘，包括招聘平台、內部人才庫、推薦及獵頭。人力資源部及招聘團隊負責甄選及面試候選人。本集團於面試過程中向求職者提供有關其工作環境、僱員福利及職業發展機會的信息。我們根據候選人的能力、經驗及道德標準給予平等的機會。

我們已建立績效管理系統以識別每名僱員的能力。所有僱員均接受直屬上司及領導的年度績效考核。該制度明確了僱員晉升、離職及薪酬的依據。本集團定期評估僱員，以調整花紅、薪金及潛在晉升。於年度評估期間，僱員可向部門經理提交個人述職報告及成就概述。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 二零二三年環境、社會及管治報告

Every employee is valuable to us. The Group will not tolerate any unjustified dismissal. A reasonable dismissal procedure will be followed, and all issues will be fully communicated to avoid any conflicts. Resigned employees must meet at least once with the department head or human resources department to discuss the reasons for resignation, so as to understand the opinions and suggestions for improvement of the Group.

#### *Compensations and Benefits*

Based on employee performance evaluations, the Group provides fair and competitive remuneration compared with market standards. Employees of the Group are treated fairly, including a basic salary, housing allowance, year-end incentives, relocation allowance, and other benefits. The salary criteria are established and shall be adjusted periodically in accordance with operational standards, price levels, job levels, work performance, and typical market earnings, with overtime compensation or holiday pay. The Group provides the Mandatory Provident Fund Schemes for Hong Kong employees and Social Security Provident Fund Management Systems for Mainland China employees.

The Group provides employees with not only a basic salary but also a comprehensive benefits package. Each employee is covered by social insurance and business accident insurance. In addition, regular medical examinations are provided for the fresh market employees in the Mainland China to ensure their health and safety. All eligible employees are entitled to food allowances, scheduled bus pick-ups, and special holiday bonuses.

#### *Working Hours and Rest Periods*

The Group stipulates employees' working days and rest time in the Employment Contract, to eliminate forced labour. The Group rigorously adheres to the regulation requiring 40 hours of work per week and pre-arranged working hours unless there are unusual circumstances. In addition, employees are discouraged from working overtime, and if it is necessary, they must notify the HR department for authorisation and documentation.

In addition, the Group has effectively protected its employees' legal rights to rest and vacation time. All eligible employees are entitled to paid annual leave following the Employment Agreement. The Group also provides various types of leave for its employees, including statutory holidays and other paid holidays such as maternity leave, marriage leave, and compassionate leave.

我們重視每一位僱員。本集團絕不容忍任何不合理的解僱。我們將遵循合理的解僱程序，並就所有問題進行充分溝通，以避免任何衝突。離職僱員必須與部門主管或人力資源部至少會面一次，討論離職原因，以了解對本集團的意見及改進建議。

#### *薪酬及福利*

根據僱員表現評估，本集團提供較市場標準公平及具競爭力的薪酬。本集團僱員獲公平對待，包括基本薪金、房屋津貼、年終獎勵、搬遷津貼及其他福利。薪酬標準乃根據營運標準、價格水平、工作水平、工作表現及一般市場盈利定期制定及調整，並提供超時補償或假期薪酬。本集團已為香港僱員提供強制性公積金計劃，並為內地僱員提供社會保障公積金管理系統。

本集團不僅為僱員提供基本薪金，亦提供全面的福利待遇。每名僱員均享有社會保險及商業意外保險。此外，在市場工作的中國內地員工享有定期的醫療檢查，以確保其健康與安全。所有合資格僱員均享有膳食津貼、定期巴士接送及特別假期花紅。

#### *工作時數及假期*

本集團於僱傭合約中規定僱員的工作日及休息時間，以杜絕強制勞動。除特殊情況外，本集團嚴格遵守每週工作40小時及預先安排工作時間的規定。此外，本集團不鼓勵僱員超時工作，如有需要，必須通知人力資源部以取得授權及存檔。

此外，本集團切實保障僱員休息及休假的合法權益。所有合資格僱員均有權根據僱傭協議享有帶薪年假。本集團亦為僱員提供各種假期，包括法定假期及其他有薪假期，如產假、婚假及恩恤假。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### *Equal Opportunity, Diversity and Anti-Discrimination*

The recruiting procedures at the Group are fair, equitable, and open in accordance with local laws and regulations. To prevent discrimination in the hiring process, the relevant policies have been outlined in the Human Resources Management Manual, regardless of race, social status, religion, nationality, disability, age, marital status, gender, pregnancy, sexual orientation, or political affiliation.

Should any employee experience intimidation, humiliation, bullying, or harassment (including sexual harassment), they can report to or file complaints directly to their Department Head or the Human Resources Department. Upon receiving the complaint, the Group shall investigate and resolve the matter. Anyone engaging in any form of discrimination, harassment or sexual harassment will be subject to disciplinary action, including termination of employment.

### *Employee Communication*

The Group is committed to the ideal of teamwork. The Group actively engages with its employees, understanding their perspectives and expectations before, during, and after appointments, position transfers, and dismissal. Regularly assessing employee satisfaction and their insight into business progress helps it change the policies and actions accordingly.

Aside from organising frequent employee events, the Human Resources Department sends greetings and wishes to its employees on festive occasions, provides gifts and hosts birthday celebrations for them, and delivers daily necessities to strengthen and sustain its relationship with its employees. The employees are offered extra care and material assistance when experiencing personal or family challenges.

### *平等機會、多元化及反歧視*

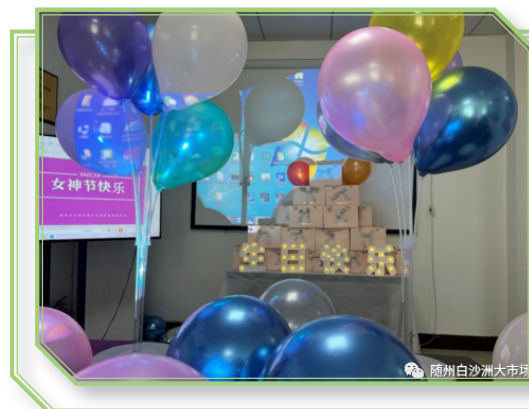
本集團的招聘程序根據當地法律及法規公平、公正及公開。為防止招聘過程中出現歧視，人力資源管理手冊已概述相關政策，而不論種族、社會地位、宗教、國籍、殘疾、年齡、婚姻狀況、性別、懷孕、性取向、或政治聯繫。

倘任何僱員受到恐嚇、羞辱、欺凌或騷擾(包括性騷擾)，彼等可直接向其部門主管或人力資源部舉報或投訴。接獲投訴後，本集團將調查事件並作出解決。任何涉及任何形式的歧視、騷擾或性騷擾的人士將受到紀律處分，包括終止僱傭。

### *僱員溝通*

本集團致力實現團隊合作的理念。本集團積極與其僱員溝通，以了解彼等於獲委任、職位調動及解僱之前、期間及之後的觀點及期望。定期評估僱員滿意度及了解其業務進展有助本集團相應地改變政策及行動。

除經常組織員工活動外，人力資源部亦會在節日向員工送上問候和祝福，為員工提供禮物和舉辦生日慶祝活動，並發放日用品，以加強及維持與員工的關係。面對個人或家庭挑戰的僱員獲提供額外的關懷及物資援助。



- ◀ In March, the Suizhou Baishazhou Market organised celebration activities for the birthdays of its employees, as well as International Women's Day celebrations. 於三月，隨州白沙洲市場為員工舉辦生日慶祝會，同時亦慶祝國際婦女節。



## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 二零二三年環境、社會及管治報告



◀ Employees Birthday Celebration  
僱員生日慶祝活動

▶ Birthday Benefits  
生日福利



◀ Suizhou Baishazhou Market held the 2023 annual staff meeting. All the employees and representatives of cooperative units attended the meeting. The Group's business partner summarised the efforts in the past year and proposed focusing on several areas of improvement in the next year, including raising service awareness, improving site management, tightening production safety, and achieving business goals. In addition, the company again honoured 6 employees who won the "Excellent Employee" title.

隨州白沙洲市場召開二零二三年度職工大會。全體員工及合作單位代表均出席會議。本集團的業務夥伴總結了過去一年的努力，並提出了在下一年重點改進的幾個方面，包括提高服務意識、改善場地管理、加強安全生產及實現經營目標。此外，公司再次表彰6名獲得「優秀員工」稱號的員工。



◀ Mr. Tang Ching Ho, Chairman of the Group, visited Huai'an Market for the first time after the epidemic. Mr. Tang expressed his sincere gratitude to all the business owners and employees for their dedication to their posts over the past few years. The Group would continue to support and promote Huai'an Market's steady development.

本集團主席鄧清河先生於疫情後首次到訪淮安市場。鄧先生對所有經營戶及員工於過去數年恪盡職守表示衷心感謝。本集團將繼續支持及促進淮安市場的穩定發展。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### Health and Safety

Our employees' health, well-being, comfort, and safety are of the utmost importance to us, and we work hard to ensure their safety. We are committed to ensuring our employees work in a safe, comfortable workspace.

#### *Occupational Health and Safety*

Providing a safe working environment for all employees is one of the Group's top priorities. The Group strictly complies with applicable laws and regulations on occupational health and safety. The Group has also developed a Major Events Management Manual that provides a framework for safety operations in addition to a group-level Occupational Safety and Health ("OSH") policy. This Manual has improved the Group's ability to respond to major incidents of emergencies and strengthened the processes that are in place to deal with major incidents of occupational health and safety. Preventive and corrective measures are implemented to mitigate possible safety hazards from the 19 major incident categories, including labour injuries and fire incidents. It is mandatory to report and investigate all incidents. To respond to emergency incidents appropriately, quickly, and efficiently, we have developed a specific reporting procedure for traffic accidents, fire accidents, water accidents, food poisoning, and contagious diseases. Fire prevention instructions are given ahead of time to all offices in order to prevent fire incidents.

All Group employees must follow the Code of Safety in the Employee Handbook, which outlines the Group's commitment to creating a safe workplace. In the event of a fire, internal safety practices are clearly and concisely documented, and emergency phone numbers are prominently displayed to ensure quick and easy access for employees who need to contact them. Employees capable of spotting potential dangers and developing ways to protect working conditions shall be rewarded to encourage future research and development.

Maintaining a productive working environment requires regularly evaluating working conditions and identifying improvement opportunities. We have a flexible work schedule designed for employees who are required to work outdoors in hot weather, especially in the summer. Air conditioning systems have been added to the building to help prevent heatstroke and other related incidents. Furthermore, the Group provides the market staff with a range of personal protection equipment, including safety vests, waterproof boots, gloves, and thermal equipment. Those responsible for handling chemicals must ensure compliance with the laws and regulations that apply to handling chemicals. Besides the mandatory health checkup before employment, employees are also provided with annual or biennial checkups depending on the nature and category of their employment.

### 健康與安全

僱員的健康、福祉、舒適及安全對我們而言至關重要，而我們致力確保彼等的安全。我們致力確保僱員在安全、舒適的工作環境下工作。

#### *職業健康與安全*

為所有僱員提供安全的工作環境是本集團的首要任務之一。本集團嚴格遵守有關職業健康與安全的適用的法律及法規。除集團層面的職業安全及健康（「職業安全及健康」）政策外，本集團亦已制定重大事件管理手冊，為安全營運提供框架。該手冊提高了本集團應對重大突發事件的能力，並加強了處理重大職業健康與安全事故的程序。我們已實施預防及糾正措施，以減輕19個主要事故類別（包括工傷及火災事故）的潛在安全隱患。所有事件必須報告及調查。為妥善、迅速及有效地應對緊急事故，我們已就交通事故、火災事故、水事故、食物中毒及傳染病制定特定的報告程序。為防止火災發生，我們預先向所有辦公室發出防火指示。

本集團所有僱員均須遵守僱員手冊中的安全守則，該守則概述本集團對創造安全工作場所的承諾。倘發生火災，會清楚簡潔地記錄內部安全常規，而緊急電話號碼亦會清楚顯示，以便員工與有關人士盡快聯絡。能夠發現潛在危險並制定保護工作條件的方法的僱員將獲得獎勵，以鼓勵未來的研發。

保持工作環境的生產力需要定期評估工作條件及識別改進機會。對於在炎熱天氣下（特別是夏季）需要在戶外工作的僱員，我們為他們安排了彈性的工作時間表。樓宇已安裝空調系統，以防止中暑及其他相關事故。此外，本集團為市場員工提供一系列個人防護設備，包括安全背心、防水靴、手套，以及保暖設備。負責處理化學品的人員須確保其遵守適用於處理化學品的法律及法規。除於僱傭前進行強制性健康檢查外，僱員亦根據其僱傭性質及類別獲提供年度或兩年一次健康檢查。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### Safety Training

The Group holds regular safety training events to disseminate knowledge regarding OSH legislation, laws, and operating procedures, to enhance employees' understanding of occupational health and safety awareness. All employees must participate in a fire drill every six months to ensure that their knowledge and skills regarding fire safety and emergency response capabilities are continually updated. Our fresh markets organised around 1,470.50 hours of safety training with 795 participants during the Year, covering safety hazard identification, emergency evacuation plans, professional fire extinguisher education, etc. This enables the Group to identify, assess, and control the sources of hazards and deficiencies in occupational health and safety that may result in accidents.

### 安全培訓

本集團定期舉辦安全培訓活動，向僱員宣傳有關職業安全與健康法例、法律及操作程序的知識以提高彼等對於職業健康的理解及安全意識。所有僱員必須每六個月參加一次消防演習，以確保彼等有關消防安全及應急能力的知識及技能持續更新。本年度，我們的市場舉辦了約1,470.50小時的消防安全培訓，參與人數達795人，涵蓋安全危害識別、緊急疏散計劃及專業滅火器教育等。這使本集團能夠識別、評估及控制來自職業健康與安全方面可能產生事故的危害來源及缺陷。



On-site instruction of fire drill  
消防演習現場指導



Practical use of fire extinguisher  
滅火器的實際使用

All new workers in the Cold Chain Department are required to attend safety training and complete a corresponding exam before starting work. A variety of occupational health courses on disease prevention and treatment are held regularly to protect the health of our employees.

冷鏈部的所有新入職僱員在開始工作前均須參加安全培訓並完成相應的考試。我們的工廠定期舉辦各種有關疾病預防及治療的職業健康課程，以保障僱員的健康。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### Responding to COVID-19

Health and safety remain the Group's top concerns during pandemics. The Group has taken precautionary measures to reduce the risk of infection and prevent the spread of COVID-19 to our employees. Among the special arrangements and preventive measures adopted by the Group are:

- Adopt flexible working hours and work rotation for workplaces;
- Require employees to measure body temperature before entering workplaces and have periodic negative rapid antigen test results;
- Postpone non-essential travel to regions with COVID-19 confirmed cases;
- Require all employees to wear masks during working hours;
- Provide alcohol-based hand sanitisers and other disinfectant supplies; and
- Conduct routine cleaning at the workplaces;
- 在工作場所採用彈性工作時間及輪班工作；
- 要求員工進入工作場所前測量體溫，並定期提交陰性快速抗原檢測結果；
- 將到訪有新冠確診個案地區的非必要旅行推遲；
- 要求所有員工在工作時間內佩戴口罩；
- 提供酒精搓手液及其他消毒用品；及
- 在工作場所進行日常清潔；

### 應對新冠疫情

在疫情期間，健康與安全仍然是本集團的首要關注事項。本集團已採取預防措施，以降低感染風險及防止新冠疫情在僱員之間傳播。本集團採取的特別安排及預防措施包括：



All Puyang Market stall owners are receiving nucleic acid testing.  
濮陽市場所有攤主正在接受核酸檢測。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Period).

本集團已連續三年(包括報告期間)實現零因工死亡事故。

		Unit	FY2023	FY2022	FY2021
		單位	二零二三財年	二零二二財年	二零二一財年
Fatalities Due to Work Injuries	因工傷死亡人數	Cases 宗	0	0	0
Work Injuries	工傷	Cases 宗	2	3	2
Lost Days Due to Work Injuries	因工傷損失工作日數	Days 天	127	69	58

### Development and Training

We recognise that human resources are one of our most valuable assets, and thus believe that enhancing the abilities of its employees will benefit both the Group and the individuals within it.

A variety of training courses are available for employees of various levels of experience, from mandatory training and skill enhancement to more advanced supervisory skills and managerial development.

Additionally, employees are encouraged to attend e-learning classes, seminars, team-building activities, and knowledge-sharing events. The Group will provide subsidies to eligible employees for course fees. Our training programs are designed to increase productivity in the workplace and support employees' career advancement. The Group will also conduct an assessment and evaluation of training effects according to the needs and the targets. The assessment results will be included in the scope of employee performance appraisal.

### 發展與培訓

我們深知人力資源為本集團寶貴的資產之一，因此相信提升僱員能力將有利於本集團及其內部員工。

本集團為擁有不同經驗的僱員提供各種培訓課程，涵蓋強制性培訓及技能提升乃至更高級的監督技能及管理發展。

此外，我們鼓勵僱員參加電子學習課程、研討會、團隊建設活動及知識分享活動。本集團將向合資格僱員提供課程費用補貼。我們的培訓課程旨在提高工作場所的生產力及支持僱員的職業發展。本集團亦會根據需求及目標對培訓效果進行評估及評價。考核結果將納入員工績效考核範圍。



Wuhan Market conducted a seminar on Agricultural Product Quality and Safety Law.  
武漢市場舉辦了有關《農產品質量安全法》的研討會。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 二零二三年環境、社會及管治報告

During the Reporting Period, employees have been provided with internal and external training in a wide range of areas, including induction training, job skill training, safety training, professional qualification training, team execution and communication skills training, administration manual training etc. We provided 4,144.50 hours of training, with an average training hour of approximately 3.71 hours per trained employee.

於報告期間，員工獲提供廣泛領域的內部及外部培訓，包括入職培訓、工作技能培訓、安全培訓、專業資格培訓、團隊執行及溝通技能培訓、行政手冊培訓等。我們提供4,144.50小時的培訓，每名受訓僱員的平均培訓時數約為3.71小時。

Breakdown of Employee Training <sup>6</sup>		FY2023	FY2022
僱員培訓構成明細 <sup>6</sup>		二零二三財年	二零二二財年
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男	59%	59%
Female	女	41%	41%
<b>By Employment Category</b>	<b>按僱傭類別劃分</b>		
Management	管理層	32%	17%
General Staff	一般員工	68%	83%

Note:

6. The employees training details breakdown by category was calculated by number of trained employees in the specific category over total number of employees who took part in training.

附註：

6. 按類別劃分的僱員培訓詳情明細乃按所培訓特定類別的僱員人數除以曾參與培訓的僱員總人數計算。

The average number of training hours completed per employee by gender and employment category are as follows:

按性別及僱傭類別劃分，每名僱員完成受訓的平均時數如下：

Average Number of Training Hours (hours)		FY2023	FY2022
平均培訓時數(小時)		二零二三財年	二零二二財年
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男	3.83	4.94
Female	女	3.55	5.82
<b>By Employment Category</b>	<b>按僱傭類別劃分</b>		
Management	管理層	10.11	6.38
General Staff	一般員工	2.45	5.08

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### Labour Standards

#### *Prevention of Child and Forced Labour*

The Group strictly adheres to all applicable laws and regulations, with no child or forced labour allowed in the workplace. To prevent illegal employment of child labour, the Human Resources Department will verify candidates' identity documents during the recruitment process. Newly hired staff must be at least 18 years old.

We protect human and labour rights so that no employee is forced into employment without consent. The employment contracts specify the work time, place, tasks, and primary responsibilities to ensure that employees are not required to execute work that is not within their terms of reference. Both parties must agree on overtime and compensate as per relevant regulations to prevent forced overtime.

Additionally, the Group prohibits any punishments, and behaviours that involve verbal abuse, physical punishment, physical abuse, oppression, or sexual harassment, including inappropriate language, postures, or physical contact in any form against employees. If any employee is found to have violated the regulations, the Group will terminate the employment contract or the probationary period immediately.

### 勞工準則

#### *防止童工及強制性勞工*

本集團嚴格遵守所有適用的法律及法規，在工作場所不允許聘用童工或強制性勞工。為防止非法僱用童工，人力資源部將在招聘過程中核實候選人的身份證明文件。新入職員工必須年滿18歲。

我們保護人權及勞工權益，確保沒有員工違背意願被迫就業。僱傭合約訂明工作時間、地點、任務及主要職責，以確保僱員毋須執行其職權範圍以外的工作。加班須經雙方同意，並根據相關法律及法規給予補償，以防止強迫加班。

此外，本集團禁止任何懲罰及涉及言語虐待、體罰、身體虐待、壓迫或性騷擾(包括不恰當語言、姿勢或任何形式的身體接觸)的行為。倘發現有任何僱員違反本集團的規定，本集團將立即終止其僱傭合約或試用期。

## 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二三年環境、社會及管治報告

### ACHIEVE A RESPONSIBLE AND EXCELLENT OPERATION

### 實現負責任的卓越運營

As a leading modern agri-products logistics centre, we are committed to building “a brand belonging to the customers” and providing first-class products and dedicated services with a customer-centred approach to human life and health.

作為領先的現代化農產品物流中心，我們致力打造「屬於客戶的品牌」，以客戶為中心，為其生活及健康提供頂級的產品及貼心的服務。

#### Supply Chain Management

Supplier management is an indispensable part of robust operations. We cooperated with a total of 354 significant suppliers in the 11 agricultural produce exchange markets, all located in the Mainland China.

The quality of the products and services is critical to providing superior quality service to the customers. Agricultural goods are selected and purchased by the Procurement Department according to the procedures. With several factors taken into account, such as quality, price, delivery terms, reputation, and customer requirements, the Procurement Department make optimal procurement decisions. Business transactions, warranty receipts, product certificates, laboratory reports, etc., are required from suppliers as evidence of quality.

Suppliers are selected, assessed, and supervised by the Administration Department and Property Management Department. During the bidding process, a Bidding Committee is responsible for overseeing the process and selecting the qualified suppliers for the project. Bidders and suppliers must sign a declaration confirming that they are not related to any member of the Group to avoid potential conflicts of interest during the bidding or procurement process. Suppliers who violate laws and regulations, fail to meet tender requirements, or commit misconduct during the contract period may be subject to compensation payments and/or contract termination.

#### 供應鏈管理

供應商管理是穩健經營不可或缺的一部分。我們的11個農產品市場與合共354名主要供應商進行合作，所有供應商均位於中國內地。

產品及服務的質量對向客戶提供卓越的優質服務至關重要。採購部門根據程序挑選及採購農產品。採購部會考慮多項因素，例如質量、價格、交付條款、聲譽及客戶要求，作出最佳採購決策。我們要求供應商提供商業交易記錄、質保收據、產品證書、實驗室報告等作為質量證明。

供應商由行政部及物業管理部甄選、評估及監察。於招標過程中，招標委員會負責監督過程及挑選項目的合資格供應商。投標人及供應商必須簽署聲明，確認彼等與本集團任何成員公司並無關連，以避免於投標或採購過程中出現潛在利益衝突。倘供應商於合約期內違反法律及法規、不符合投標規定或作出不當行為，則可能須支付賠償及／或終止合約。



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### Green Procurement

Sustainable development is an integral part of the Group's business model. By sourcing locally, the Group reduces its carbon footprint from procurement. Since suppliers are located in the Mainland China, it reduces GHG emissions from delivery and travel while supporting local economic development and employment.

Environmentally friendly products and services are given high priority during the procurement process at the Group. To reduce energy consumption, we prefer suppliers who use energy-efficient equipment, such as LEDs, and select products with little packaging, reducing unnecessary waste. Additionally, we will monitor our suppliers for compliance with applicable laws and regulations on health, safety, forced labour, and child labour.

### Product Responsibility

Responsible business practices are critical to a sustainable business. Quality of products and services is of the utmost importance to the Group.

### Quality Services

We have established an agricultural product quality and safety management system to meet customer and regulatory requirements. Our Wuhan Market has been certified with ISO 9001:2015 management system. Our Trade and Distribution Management Protocol outlines a standardised structure for the distribution, storage, and control of goods. We have a total storage capacity of more than 30,000 tons, which can provide customers with high-quality and guaranteed frozen and fresh food storage.

### 綠色採購

可持續發展是本集團業務模式不可或缺的一部分。透過本地採購，本集團減少採購產生的碳足跡。由於供應商均位於中國內地，在支持當地經濟發展及就業的同時，本集團亦減少交付及差旅產生的溫室氣體排放。

本集團在採購過程中優先考慮環保產品及服務。我們優先考慮選擇包裝較少的產品的供應商，從而減少不必要的浪費，並選擇使用節能設備的供應商(如LED)，以減少能源消耗。此外，我們將監察供應商是否遵守有關健康、安全、強制性勞工及童工的適用法律及法規。

### 產品責任

負責任的業務常規對可持續的業務至關重要。產品及服務質量對本集團而言至關重要。

### 優質服務

我們已建立農產品質量及安全管理體系，以符合客戶及監管規定。本集團的武漢市場已通過ISO 9001: 2015管理體系認證。《貿易及分銷管理規程》概述有關貨品分銷、儲存及控制的標準架構。我們擁有超過30,000噸的總儲存量，可為客戶提供優質及保量的冷凍及新鮮食品儲存。



The sampling staff is making records on the quality of agricultural products.  
採樣人員正在對農產品的質量進行記錄。

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- Test the quality of products on a regular basis, ensuring citizens receive safe and high-quality food;
- 定期檢測產品質量，確保居民獲得安全優質的食品；



- Introduce advanced safety testing equipment, arrange professional technicians and build safety testing centres for Hongjin programs;
- 引進先進的安全檢測設備，安排專業技術人員，建設宏進項目安全檢測中心；



- Announce the daily testing result on the market website and electronic display screen, issue the testing qualification certificate, and destroy out-of-limits varieties in a harmless way as per the requirements of the Industry and Commerce Administration and Agricultural Law-Enforcing Authority.
- 在市場網站、電子顯示屏上公佈日常檢測結果，頒發檢測合格證，並按照工商局、農業執法機關的要求，對不合格品種進行無害化銷毀。

We have established the “Laboratory Management System”, “Job Duties of Inspectors”, “Job Duties for Sampling Staff”, “Testing Fairness System”, and “Sampling Rules” to ensure high product quality and safety for our customers. A high standard of hygiene is maintained throughout the entire production process by employing standard procedures for the sanitation of food plants and equipment associated with production.

### Customer Service

Our goal is to improve our service quality and increase customer satisfaction. The Business Department conducts regular customer satisfaction surveys to collect feedback that allows us to track customer satisfaction. Our customer service personnel also visit them monthly to understand their needs better. To strengthen customer confidence in our brand, we respond promptly to customers’ complaints and enquiries with a dedicated team. Any product quality issue customers raise will be investigated to identify the root cause, rectified promptly, and prevented in the future. Recalled products will be isolated to ensure proper handling or disposal. An official document for senior management review and approval regarding the recall will be prepared. We provide our customers with a full range of customer service support throughout the day to address any questions or problems that may arise.

For further review and related purposes, we maintain a customer complaint database. There are a variety of ways of contacting the Customer Service Department, including face-to-face, email, and phone calls. The Group received 8 complaints during the Year. Relevant departments addressed all complaints promptly.

我們已制定《實驗室管理制度》、《檢驗人員崗位職責》、《抽樣人員崗位職責》、《檢測工作公平性制度》及《抽樣規則》以確保為客戶提供優質及安全的產品。在整個生產過程中，我們保持高標準的衛生，對與生產相關的食品廠和設備採用標準的衛生程序。

### 客戶服務

我們的目標是提升服務質量及提高客戶滿意度。業務部定期進行客戶滿意度調查以收集反饋，以便我們追蹤客戶滿意度。我們的客戶服務人員亦會每月拜訪他們，以便更了解他們的需要。為加強客戶對我們品牌的信心，我們的專責團隊會迅速回應客戶的投訴及疑問。客戶提出的任何產品質量問題，我們會找出根本原因，並及時糾正及防止日後再次發生。回收的產品將被隔離，以確保妥善處理或處置。我們將編製正式文件供高級管理層審閱及批准召回。我們每天為客戶提供全方位的客戶服務支持，以解決可能出現的任何問題。

為進一步審閱及相關目的，我們設有客戶投訴數據庫。客戶服務部設有多種聯絡方法，包括面對面、通過電郵及電話。本集團於本年度接獲8宗投訴，並已交由相關部門及時處理所有投訴。

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### 二零二三年環境、社會及管治報告

#### *Advertising and Labelling*

The Group has developed guidelines on marketing and labelling to ensure that product specifications and promotional activities comply with applicable laws and regulations. All marketing and labelling materials are reviewed by the relevant departments. There will be no false or misleading information in any product specification or promotional channel.

#### *Privacy Protection*

The Group has implemented stringent data and cybersecurity management policies to regulate computer use, network equipment, and all software installed on computers. Whenever data breaches might occur, the Information Technology Department is responsible for the management, processing, and confidentiality of external information, as well as managing internal actions and activities related to the use of the Internet and data.

Customers are informed of the purpose of data collection and how it will be used before their data is collected. A periodic review is conducted to ensure that all policies and procedures related to handling, storing, transferring, and erasing customers' data are adhered to. During the Reporting Period, the Group did not record any cases of material non-compliance with laws and regulations regarding cyber security and data privacy matters.

#### *Protection of Intellectual Property Rights*

We strive to protect our Intellectual Property rights and ensure that third-party Intellectual Property rights are respected according to all applicable laws. A comprehensive knowledge management approach has been developed, covering all aspects of knowledge management, including identification, creation, acquisition, storage, sharing, and application. Any alleged infringement may be subjected to legal action by the Group.

Employees are forbidden from disclosing confidential information to any third party, including but not limited to Group strategies, business interests, know-how, inventions, and intellectual property, whether during employment or after the termination of employment.

Additionally, the Group maintains its Knowledge Archive that specifies each department's responsibility in archiving, preserving and adopting information in the Individual Knowledge Archive.

#### *廣告及標籤*

本集團已制定營銷及標籤指引，以確保產品規格及推廣活動符合適用法律及法規。所有營銷及標籤材料由相關部門審閱。在任何產品規格或推廣渠道中，將不會出現虛假或誤導性資料。

#### *私隱保護*

為規範電腦使用、網絡設備及所有安裝於電腦上的軟件，本集團已實施嚴格的數據及網絡安全管理政策。當發生數據洩露時，信息技術部負責外部信息的管理、處理及保密，以及管理與使用互聯網及數據有關的內部行動及活動。

在收集個人資料前，我們會告知客戶收集資料的目的及用途。我們定期進行檢討，以確保遵守所有有關處理、儲存、轉移及刪除客戶個人資料的政策及程序。於報告期間，本集團並無錄得任何嚴重違反有關網絡安全及數據私隱事宜的法律及法規的情況。

#### *保護知識產權*

我們致力保護自身知識產權，並確保第三方知識產權根據所有適用法律獲得尊重。我們已制定全面的知識管理方法，涵蓋知識管理的各個方面，包括識別、創造、收購、儲存、共享及應用。本集團可能會對任何涉嫌侵權行為採取法律行動。

不論於受僱期間或終止僱傭後，僱員不得向任何第三方披露機密資料，包括但不限於本集團策略、業務利益、專業知識、發明及知識產權。

此外，本集團建立知識檔庫，當中規定各部門須負責歸檔、保存及採用個人知識檔庫的信息。

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### Anti-corruption

Corporate governance is integral to the growth of the Group. The Group has zero tolerance towards any unlawful act, including bribery, extortion, fraud, or money laundering. Employees are prohibited from receiving merchant or customer benefits under the Group's Employee Manual. When employees commit serious violations, their employment contracts shall be terminated without compensation in the event of serious offences.

A specific whistle-blowing channel has been set up by the Group by which employees are encouraged to report suspected instances of corruption or misconduct to the Group. All whistle-blowing cases are reviewed fairly and independently, and the final results are reported to the Audit Committee. The Audit Committee regularly reviews the Group's Whistle-blowing policy to encourage employees and stakeholders to expose corruption and strengthen the effectiveness of anti-corruption control. There will be no unfair dismissal or unjustified discipline of the whistleblower, and the whistleblower's other legal rights will be protected.

Training on anti-corruption is provided to all employees and directors of the Board. Group directors and employees were trained for 57 hours on the latest anti-corruption regulations during the Reporting Period. The training topics covered the explanation of relevant laws on anti-corruption and business ethics, the definition of conflict of interest, preventive measures, and the report channels.

During the Reporting Period, there were no concluded legal cases regarding any forms of fraud raised by the Group or its employees.

### 反貪腐

企業管治是本集團增長不可或缺的一部分。本集團對任何非法行為(包括賄賂、勒索、欺詐或洗黑錢)採取零容忍態度。根據本集團的僱員手冊，僱員不得向商戶或客戶收取利益。當僱員嚴重違規時，彼等之僱傭合同將被終止而不予賠償。

本集團已設立特定的舉報渠道，鼓勵僱員向本集團舉報可疑的貪污或不當行為。所有舉報個案均獲公平及獨立審閱，而最終結果會向審核委員會報告。審核委員會定期檢討本集團的舉報政策，以鼓勵僱員及持份者舉報貪污及加強反貪腐控制的成效。舉報人不會受到不公平的解僱或不合理的紀律處分，且舉報人的其他合法權益將受到保護。

本集團向全體僱員及董事會董事提供反貪腐培訓。於報告期間，本集團董事及僱員已接受57小時有關最新反貪腐法規的培訓。培訓主題涵蓋有關反貪腐及商業道德的相關法律的解釋、利益衝突的定義、預防措施及報告渠道。

於報告期間，概無有關本集團或其僱員提出的任何形式欺詐的已審結法律案件。

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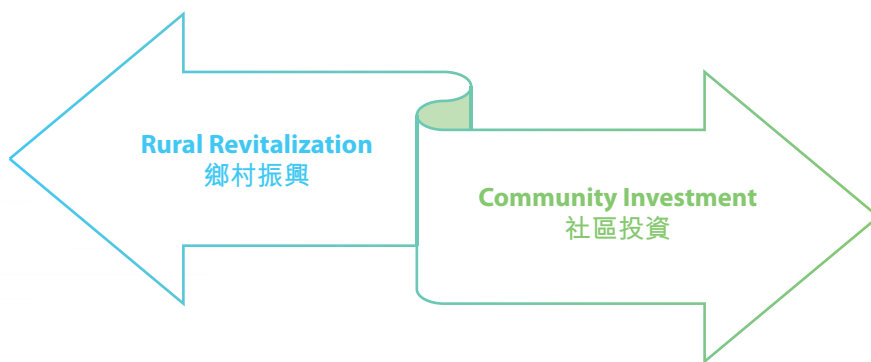
### BUILD A RESILIENT AND INCLUSIVE COMMUNITY

### 建設有韌性及共融的社區



We understand our responsibilities as a responsible corporate citizen in keeping a close eye on the needs of the community where we operate. In addition, under the “Serving Agriculture” philosophy, we understand that if rural groups lag far behind, our development will not be sustainable because agricultural development is an integral part of our business. Our mission is to contribute to rural development and community resilience as we continuously deploy resources and new technologies to support progress in these two intertwined challenges.

我們明白作為負責任的企業公民，有責任密切關注營運所在社區的需要。同時，我們秉持「惠農」理念，明白倘農村群體的發展遠遠落後，將無法達成可持續發展，因為農業發展是我們商業不可分割的一部分。我們旨在透過不斷調配資源及新技術，推動鄉村發展，增強社區韌性，在這相互關聯的挑戰中取得成果。



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### OUR CONTRIBUTIONS TO THE COMMUNITY

We have leveraged our influence and resources to make continuous efforts in public welfare areas such as educational improvement, disaster relief and knowledge popularisation to become a company which cares for the community.

Members of the Group are involved in a wide range of public welfare endeavours, including assisting in pandemic-stricken areas, donating anti-pandemic supplies to the front-line medical staff, visiting the elderly and providing necessities, organising festival celebrations and donating food to the fire brigade etc.

During the Reporting Period, the Group's total investment in its local community amounted to approximately HKD6,291,000. The breakdown of significant community investment activities was as follows:

### 造福社區

我們利用自身的影響力及資源，在教育改善、救災、知識普及等公益領域不遺餘力，成為一家關心社區的企業。

本集團成員廣泛參與公益事務，包括援助疫情災區、向前線醫護人員捐贈抗疫物資、探訪長者及提供必需品、組織節日慶祝活動及向消防隊捐贈食物等。

於報告期間，本集團於當地社區的投資總額約6,291,000港元。主要社區投資活動明細如下：

Receiving Organisations 受贈機構	Sponsor Items or Amount 贊助物品或金額
Federation of Hong Kong Shenzhen Association 香港深圳社團總會	Donated approximately HK\$6,000,000 捐贈約6,000,000港元
Huaian City Local Regulatory Sectors 淮安市當地監管機構	Donated fresh vegetables and food equivalent to approximately HK\$25,000 捐贈價值約25,000港元的新鮮蔬菜及食物
Hubei Agriculture and Rural Affairs Department, Wuhan Bureau of Commerce, Bureau of Agriculture and Rural Affairs 湖北省農業農村廳、武漢市商務局、農業農村局	Donated approximately HK\$37,000 for local poverty alleviation during the Mid-Autumn Festival 於中秋節期間捐贈約37,000港元用於本地扶貧  Donated approximately HK\$39,000 for Spring Festival charitable donation 捐贈約39,000港元用於春節慈善捐贈
Puyang City Jinzhaozhai Village Committee 濮陽市靳趙寨村委會	Donated approximately HK\$20,000 to Double Ninth Festival charitable donation 捐贈約20,000港元用於重陽節慈善捐贈
Puyang City Development Zone Government 濮陽市開發區政府	Donated approximately HK\$23,000 for Double Ninth Festival charitable donation 捐贈約23,000港元用於重陽節慈善捐贈
Yongmou Fushan Primary School in Luchuan County of Yulin City 玉林市陸川縣烏石鎮沙江永牟福善小學	Donated approximately HK\$17,000 to support underprivileged children 捐贈約17,000港元支持貧困兒童
Xuzhou City Fire Brigade 徐州市消防大隊	Donated food equivalent to approximately HK\$26,000 捐贈價值約26,000港元的食品
Frontline anti-pandemic staff in Suining County of Xuzhou City 徐州市睢寧縣前線抗疫人員	Donated anti-pandemic supplies equivalent to approximately HK\$27,000 捐贈相當於約27,000港元的抗疫物資
Local Government in Qinnan District of Qinzhou City 欽州市欽南區地方政府	Donated approximately HK\$11,000 to support local environment renovation 捐贈約11,000港元支持當地環境優化

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◀ Our employees in Luoyang Market were preparing daily necessities for the community to support the front-line medical, management personnel and volunteers. 洛陽市場的員工正為社區準備日常用品，以支援前線醫護，管理人員及義工。



◀ The Luoyang Market was rewarded for its outstanding contributions to combat the COVID-19 pandemic in 2022 by the local government. During the Year, the market provided strong support for the emergent necessities supply and agri-products price stabilisation. 二零二二年，洛陽市場在抗擊新冠疫情中作出傑出貢獻，獲地方政府頒發獎項。於本年度，該市場為保障應急必需品供應及穩定農產品價格提供了大力支援。



◀ The Wuhan Baishazhou Market organised special activities for its workers, local farmers, and market owners during the Dragon Boat Festival to give them an opportunity to enjoy the festival. 武漢白沙洲市場於端午節為其工人、當地農民及市場檔主舉辦特別活動，讓彼等有機會共度佳節。

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### OUR SUPPORT TO FARMER ENTREPRENEURS

### 助力農民企業家



We give priority to old agricultural businesses when choosing stores and extend the rent-free period for them to achieve mutual development.

為實現共同發展的目標，我們在選擇門店時優先考慮舊農業企業，並延長其免租期。



We assist local agricultural businesses in industrialising their agricultural production by providing advanced agricultural machinery resources, planting technologies, and timely market information.

我們為當地農業企業提供先進的農業機械資源、種植技術和最新的市場資訊，協助他們將農業生產工業化。



We actively publicise various favourable agricultural policies introduced by the government and assist farmers in acquiring all types of policy-based subsidies on time.

我們積極宣傳政府頒佈的各項農業利好政策，協助農民及時獲取各類政策性補貼。

A vibrant and sustainable local economy is the key to rural revitalisation. We help to develop the value chains necessary to empower rural industries. As part of our efforts, we develop capabilities for building local rustic brands, promoting smart agriculture, and trying to boost rural tourism in the future.

充滿活力及可持續的當地經濟是鄉村振興的關鍵。我們幫助發展價值鏈以壯大鄉村產業。我們亦致力開發建設當地鄉村品牌、推廣智慧農業，並嘗試在未來促進鄉村旅遊業。



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Across the eastern and southwestern parts of the PRC, we have successfully established a nationwide network of fresh markets and a network of modern agricultural produce logistics centres. We help farmers to choose a product that will attract and favour the locals. There are more than 10,000 varieties of vegetables, fruits, aquatic products, frozen products, dried foods, local specialties, cereals and oils that the Group covers with its programs in its national presence. Taking Wuhan Baishazhou Market as an example, our market and business representatives will visit farmers and dealers growing vegetables in Yichang and Enshi, communicate with local agricultural cooperatives and agricultural departments, and ensure that production and marketing are effectively connected. With the cooperation of over 200 enterprises, the market has provided Hubei shrimp farmers with three free policies, including free market connection information to help them open their markets. The targeted poverty alleviation service team for shrimp farmers in Baishazhou Market has been established to provide thoughtful services centred on shrimp farmers' needs; Free and irregular aquatic disease expert lectures with science and technology for shrimp farmers. The result is not only an increase in shrimp sales but also the creation of a high-quality supply chain for the market.

在中國東部及西南部，我們已成功建立全國性的市場及現代化農產品物流中心網絡。我們幫助農民選擇備受當地青睞的產品。本集團在全國範圍內涵蓋的蔬菜、水果、水產品、冷凍產品、乾貨、本地特產、糧油等項目超過10,000種。以武漢白沙洲市場為例，我們的市場及業務代表會走訪宜昌、恩施等種植蔬菜的農戶及經銷商，與當地農業合作社及農業部門溝通，確保生產營銷有效銜接。通過與200多家企業合作，該市場為湖北養蝦戶提供了三免政策，包括免費市場對接信息，幫助他們打開市場。本集團成立白沙洲市場養蝦戶精準扶貧服務隊，根據養蝦戶需求提供貼心服務，如免費、不定期為養蝦戶舉辦水生疾病科技專家講座。這不僅增加了蝦銷量，亦為市場創造優質供應鏈。



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Farming is a capital-intensive industry, and farmers often incur high costs for inputs such as seeds, fertiliser, and fuel. Innovative farming technologies can help farmers reduce costs by improving input management and decision-making. We apply internet technology for the design and development of online intelligent agricultural wholesale systems online to speed up the process of the big data set-up. This information can help farmers decide when to plant and what inputs to use. Farmers can easily collect crop data, product prices, and market conditions. This data can be used to improve farmers management decisions.

農業乃資本密集型產業，農民往往為種子、化肥及燃料等投入承擔高昂的成本。創新的農業技術可以通過改善投入管理及決策來幫助農民降低成本。我們應用互聯網技術在線上設計及開發線上智能農業批發系統，以加快大數據設置的進程。這些信息可以幫助農民決定種植時間以及投入成本。農民可以輕鬆收集作物數據、產品價格及市場狀況。這些數據可以改善農民的管理決策。



Farmers are provided with real-time information on agricultural products' trading quantity, trading amount and other information on electronic screens, to help them understand the market trading trend promptly.  
本集團的電子屏幕向農民實時提供農產品交易數量、交易金額等信息，幫助農民及時了解市場交易動態。

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### MAJOR APPLICABLE LAWS AND REGULATIONS RELATED TO THE GROUP'S BUSINESS 與本集團業務有關的主要適用法律及法規

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
<b>Emissions</b> 排放	<p>Air Pollution Control Ordinance 《空氣污染管制條例》</p> <p>Water Pollution Control Ordinance 《水污染管制條例》</p> <p>Waste Disposal Ordinance 《廢物處置條例》</p> <p>Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》</p> <p>Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》</p> <p>Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution 《中華人民共和國固體廢棄物污染防治法》</p>
<b>Employment and Labour Standards</b> 僱傭及勞工準則	<p>Employment Ordinance 《僱傭條例》</p> <p>Employees' Compensation Ordinance 《僱員補償條例》</p> <p>Sex Discrimination Ordinance 《性別歧視條例》</p> <p>Disability Discrimination Ordinance 《殘疾歧視條例》</p> <p>Family Status Discrimination Ordinance 《家庭崗位歧視條例》</p> <p>Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》</p> <p>Labour Law of the People's Republic of China 《中華人民共和國勞動法》</p> <p>Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》</p> <p>Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》</p> <p>Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》</p>

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Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
<b>Health and Safety</b> 健康與安全	Occupational Safety and Health Ordinance 《職業安全及健康條例》 Fire Safety Ordinance 《消防安全條例》 Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 Regulation on Work-Related Injury Insurances of the People's Republic of China 《中華人民共和國工傷保險條例》
<b>Product Responsibility</b> 產品責任	Trade Descriptions Ordinance 《商品說明條例》 Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Trademark Law of the People's Republic of China 《中華人民共和國商標法》 Protection of Consumer Rights and Interests of the People's Republic of China 《中華人民共和國消費者權益保護法》
<b>Anti-corruption</b> 反貪腐	Prevention of Bribery Ordinance 《防止賄賂條例》 Anti-Money Laundering and Counter-Terrorist Financing Ordinance 《打擊洗錢及恐怖分子資金籌集條例》 Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 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》 Tendering and Bidding Law of the People's Republic of China 《中華人民共和國招標投標法》

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## THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

## 香港聯合交易所有限公司環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
<b>Aspect A1: Emissions</b> 層面A1：排放		
<b>General Disclosure</b> 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 GHG 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。	Emissions Control 排放控制  Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
<b>KPI A1.1</b> 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。	Emissions Control – Air Emissions 排放控制 – 廢氣排放
<b>KPI A1.2</b> 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放(以噸計算)及(如適用)密度。	Emissions Control – GHG Emissions 排放控制 – 溫室氣體排放
<b>KPI A1.3</b> 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and intensity. 所產生有害廢棄物總量(以噸計算)及密度。	Emissions Control – Waste Management 排放控制 – 廢棄物管理
<b>KPI A1.4</b> 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and intensity. 所產生無害廢棄物總量(以噸計算)及密度。	Emissions Control – Waste Management 排放控制 – 廢棄物管理
<b>KPI A1.5</b> 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放目標及為達致該等目標所採取的步驟。	Emissions Control 排放控制
<b>KPI A1.6</b> 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。	Emissions Control – Waste Management 排放控制 – 廢棄物管理

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<b>Aspect A2: Use of Resources</b> 層面A2：資源使用		
<b>General Disclosure</b> 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。	Use of Resources 資源使用
<b>KPI A2.1</b> 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources – Energy Management 資源使用 – 能源管理
<b>KPI A2.2</b> 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources – Water Management 資源使用 – 用水管理
<b>KPI A2.3</b> 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。	Use of Resources – Energy Management 資源使用 – 能源管理
<b>KPI A2.4</b> 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。	Use of Resources – Water Management 資源使用 – 用水管理
<b>KPI A2.5</b> 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及每生產單位佔量。	Use of Resources – Use of Packaging Materials 資源使用 – 包裝材料使用
<b>Aspect A3: The Environment and Natural Resources</b> 層面A3：環境及天然資源		
<b>General Disclosure</b> 一般披露	Policies on minimising the issuer's significant impact 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。	The Environment and Natural Resources 環境及天然資源
<b>KPI A3.1</b> 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。	The Environment and Natural Resources – Safeguarding Market Hygiene, Biodiversity Protection 環境及天然資源 – 保護市場衛生，生物多樣性保護

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<b>Aspect A4: Climate Change</b> 層面A4：氣候變化		
<b>General Disclosure</b> 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及減輕已經影響及可能會影響發行人的重大氣候相關問題的政策。	Combating Climate Change 應對氣候變化
<b>KPI A4.1</b> 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. 描述已經影響及可能會影響發行人的重大氣候相關問題，以及管理有關問題所採取的行動。	Combating Climate Change 應對氣候變化
<b>Aspect B1: Employment</b> 層面B1：僱傭		
<b>General Disclosure</b> 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法規的資料。	Employment 僱傭  Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
<b>KPI B1.1</b> 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、年齡組別及地區劃分的僱員總數。	Employment 僱傭
<b>KPI B1.2</b> 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率。	Employment 僱傭

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<b>Aspect B2: Health and Safety</b> 層面B2：健康與安全		
<b>General Disclosure</b> 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法規的資料。	Health and Safety 健康與安全  Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
<b>KPI B2.1</b> 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)每年因工死亡的人數及比率。	Health and Safety 健康與安全
<b>KPI B2.2</b> 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
<b>KPI B2.3</b> 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。	Health and Safety – Occupational Health and Safety, Responding to COVID-19 健康與安全 – 職業健康與安全、應對新冠疫情
<b>Aspect B3: Development and Training</b> 層面B3：發展與培訓		
<b>General Disclosure</b> 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。	Development and Training 發展與培訓
<b>KPI B3.1</b> 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 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。	Development and Training 發展與培訓
<b>KPI B3.2</b> 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。	Development and Training 發展與培訓



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<b>Aspect B4: Labour Standards</b> 層面B4：勞工標準		
<b>General Disclosure</b> 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. 有關防止童工及強制性勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Labour Standards – Prevention of Child and Forced Labour 勞工準則 – 防止童工及強制性勞工  Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
<b>KPI B4.1</b> 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討僱傭慣例的措施以避免童工及強制性勞工。	Labour Standards – Prevention of Child and Forced Labour 勞工準則 – 防止童工及強制性勞工
<b>KPI B4.2</b> 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。	Labour Standards – Prevention of Child and Forced Labour 勞工準則 – 防止童工及強制性勞工
<b>Aspect B5: Supply Chain Management</b> 層面B5：供應鏈管理		
<b>General Disclosure</b> 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。	Supply Chain Management 供應鏈管理
<b>KPI B5.1</b> 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。	Supply Chain Management 供應鏈管理
<b>KPI B5.2</b> 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。	Supply Chain Management 供應鏈管理
<b>KPI B5.3</b> 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。	Supply Chain Management – Green Procurement 供應鏈管理 – 綠色採購
<b>KPI B5.4</b> 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。	Supply Chain Management – Green Procurement 供應鏈管理 – 綠色採購

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<b>Aspect B6: Product Responsibility</b>		
層面B6：產品責任		
<b>General Disclosure</b> 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法規的資料。	Product Responsibility 產品責任  Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
<b>KPI B6.1</b> 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。	Product Responsibility – Customer Service 產品責任 – 客戶服務
<b>KPI B6.2</b> 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。	Product Responsibility – Customer Service 產品責任 – 客戶服務
<b>KPI B6.3</b> 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。	Product Responsibility – Protection of Intellectual Property Rights 產品責任 – 保護知識產權
<b>KPI B6.4</b> 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回收程序。	Product Responsibility – Quality Service, Customer Service 產品責任 – 優質服務、客戶服務
<b>KPI B6.5</b> 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and 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。	Product Responsibility – Privacy Protection 產品責任 – 私隱保護

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<b>Aspect B7: Anti-corruption</b> 層面B7：反貪腐		
<b>General Disclosure</b> 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法規的資料。	<b>Anti-corruption</b> 反貪腐  <b>Major Applicable Laws and Regulations Related to the Group's Business</b> 與本集團業務有關的主要適用法律及法規
<b>KPI B7.1</b> 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. 於報告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。	<b>Anti-corruption</b> 反貪腐
<b>KPI B7.2</b> 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	<b>Anti-corruption</b> 反貪腐
<b>KPI B7.3</b> 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腐培訓。	<b>Anti-corruption</b> 反貪腐
<b>Aspect B8: Community Investment</b> 層面B8：社區投資		
<b>General Disclosure</b> 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. 有關以社區參與來了解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策。	<b>Build a Resilient and Inclusive Community</b> 建設有韌性及共融的社區
<b>KPI B8.1</b> 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)。	<b>Our Contributions to the Community</b> 造福社區
<b>KPI B8.2</b> 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)。	<b>Our Support to Farmer Entrepreneurs</b> 助力農民企業家



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