



HUABAO INTERNATIONAL HOLDINGS LIMITED

華寶國際控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號：00336)



環境、社會及管治報告
Environmental, Social and
Governance Report
2023

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I. OVERVIEW

Preamble

Amidst the ashes of a global pandemic, a new dawn emerges, breathing life into the flavours and fragrances industry. As the global economy rebounds and individuals strive to rebuild their lives, the demand for high-quality food and everyday products has reached unprecedented heights. This surge has sparked a renaissance in the flavours and fragrances industry, as companies rise to meet the evolving needs and aspirations of a society yearning for a brighter future.

With China at the forefront of economic resurgence and its citizens embracing a renewed sense of optimism, the domestic market for flavours and fragrances is experiencing a remarkable upswing. The industry has witnessed a surge in product innovation, production scale, and management systems as it embraces a transformative path towards a more sustainable and prosperous future.

Backed by supportive government policies and driven by the sustained growth of the national economy, the flavours and fragrances market in China is on an upward trajectory. This forward momentum is complemented by the industry's steadfast commitment to adopting standardised practices, ensuring responsible production, and safeguarding the environment. In an era of heightened environmental consciousness, the industry has emerged as an opportunity-laden landscape for enterprises equipped with scalable and environmentally conscious processes.

Operating within a complex value chain, the flavours and fragrances industry holds the power to shape the fortunes of numerous stakeholders, from upstream suppliers to downstream consumers. It was seen that more companies are forging partnerships, pooling their resources, and collectively addressing pressing sustainability challenges. United by a shared vision of a sustainable future, these industry players are paving the way for a reimagined flavours and fragrances sector that blends innovation, profitability, and environmental stewardship.

I. 概述

前言

在全球疫情的餘燼中，新的曙光冉冉升起，為香料香精行業注入了全新的生機與活力。隨著全球經濟的回升，人們努力重建生活，對於高品質食品和日用品的需求達到了前所未有的高度。這股趨勢激發了香料香精行業的復蘇，越來越多的企業紛紛崛起，以滿足社會不斷發展的需求和對美好未來的期望。

有鑒於中國正處於經濟復蘇的最前沿，而大眾亦普遍持樂觀的態度，因此，中國的香料香精市場亦正經歷顯著的上升期。隨著香料香精行業逐步邁向更加可持續和繁榮的轉型之路，該行業在產品創新、生產規模和管理體制方面均取得長足的發展。

在政府政策的支持及國家經濟持續增長的推動下，中國的香料香精市場呈現穩定的增長趨勢。同時，香料香精行業對於採用標準化操作實踐，確保負責任生產及保護環境的堅定承諾，亦為該行業的持續發展提供動力。隨著公眾環保意識的日益提升，香料香精行業為有一定規模、具備環保意識的企業提供了豐富的發展機遇。

由於香料香精的價值鏈錯綜複雜，其業務營運可能會對上游供應商到下游消費者等眾多利益相關者帶來深遠的影響。因此，愈來愈多的企業正攜手同行，整合資源，以共同應對日益緊迫的可持續發展挑戰。懷揣著對可持續發展未來的美好願景，眾多行業參與者齊心協力，為打造一個創新、經濟效益卓越和環境友好的香料香精行業鋪平道路。

As the world bids farewell to the dark days of the pandemic in 2023, the climate crisis takes centre stage, demanding urgent action and collective responsibility. Positioned as one of the nation's strategic pillars, the flavours and fragrances industry in China assumes a pivotal role in driving sustainability efforts and shaping a future that harmonizes economic growth with environmental preservation, aligning with the national "30.60" Decarbonisation Goal.

About Us

As one of the leading enterprises in China's flavours and fragrances field, Huabao International Holdings Limited (the "Company") and its subsidiaries (collectively referred to as the "Group", "Huabao Group", "Huabao"), consisting of flavours and fragrances, and food ingredients ("F&F and Food Ingredients") segment, tobacco raw materials segment, aroma raw materials segment, condiments segment, is mainly engaged in the research and development, production, distribution and sales of flavours and fragrances, and food ingredients, tobacco raw materials, aroma raw materials, as well as condiments. Through diversified investments around its core business for years, the Group has successfully established an industry chain with full coverage from raw materials, processing, to consumption, which brings the Group's competitive strength in taste-based fast-moving products industry to a new level.

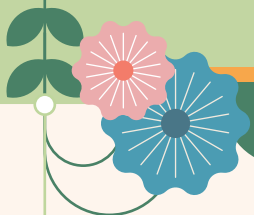
Embracing the vision of "Flavour Your Life" and driven by the mission of "Green, Nutritious and Healthy", the Group has always been adhering to the strategy of concentric diversification, aiming to cultivate an integrated ecosystem of consumer goods centred around flavours and fragrances, while simultaneously creating a robust industrial platform that fosters a vibrant and sustainable flavour-driven lifestyle.

在2023年，隨著世界告別疫情時代，氣候危機再次成為人們關注的焦點，需要各方採取緊急行動並承擔起集體責任。作為國家的戰略支柱之一，中國的香料香精行業積極響應國家「30.60」低碳目標，在推動可持續發展方面發揮著舉足輕重的作用，致力於打造一個經濟發展與環境保護和諧統一的未來。

關於我們

作為我國香料香精行業的領先企業之一，華寶國際控股有限公司「本公司」及其子公司（統稱「本集團」或「華寶集團」或「華寶」）下設香精及食品配料板塊、煙用原料板塊、香原料板塊及調味品板塊，主要從事香料香精、食品配料、煙用原料、香原料及調味品的研發、生產、運輸和銷售。多年來，本集團一直圍繞核心業務鏈進行多元化投資，成功打造從原料、加工到消費全覆蓋的綜合產業鏈，大力提升集團的競爭力，使集團在引領味覺的快速消費品行業中佔有一席之地。

秉承「美味生活引領者」的願景，本集團以「綠色、營養、健康」的使命為動力，始終堅持同心多元化戰略，致力於打造以香料香精為核心的綜合消費品生態系統，同時打造強大的產業平台，引領以風味為主導、充滿活力、可持續的生活方式。



Huabao Group Won the 2023 SAP Global Innovation Award **華寶集團榮獲2023年SAP全球創新大獎**

On 15 March 2023, the Group was awarded the “SAP Innovation Awards 2023” for its “Leading Group Wide Digital Transformation towards World Class Intelligent Enterprise of Aromatics”. Being the only Chinese company among the 30 competitors, this award was significant in recognising the Group’s excellent ability to address complex challenges through technical means.

在2023年3月15日，本集團憑藉「領導全面美味生活業務的數字化轉型，推動世界一流智能企業」發展項目榮獲「2023 SAP創新大獎」。作為30家競爭企業中唯一的中國企業，此次獲獎高度認可本集團透過科技手段應對複雜挑戰的卓越能力。

In order to establish a robust framework for sustainable growth, the Group embraces the principles of environmental, social and governance (“ESG”) management, while actively engaging with international ESG initiatives and incorporates ESG factors into its long-term development strategy and action plans.

Bearing in mind the four key aspects in realising its sustainability visions, namely Performance Monitoring and Evaluation, Business Innovation, ESG Integration and Value Chain Transformation, the Group is committed to transforming to lean production with higher efficiency, optimising talent management and enhancing its governance and risk management.

為建立穩健的可持續發展框架，本集團秉承環境、社會和管治(「ESG」)管理原則，同時積極參與國際ESG倡議，並將ESG元素納入企業長期發展戰略和行動計劃。

考慮到實現可持續發展願景的四大層面，即表現追蹤與評估、商業創新、ESG融合以及價值鏈轉變，本集團致力於向更高效的精益生產轉型，優化人才管理，並加強管治和風險管理。



Huabao Sustainable Development Goals Plan (2020-2025)

In response to China's resolute commitment to achieving the ambitious "30.60" Decarbonisation Goal, the Group has embraced a transformative approach and unveiled a sustainability commitment that sets a clear course for the future, guided by the principles of low-carbon green development, green product innovation, and substantial investments in eco-friendly production.

With a steadfast focus on the year 2025, the Group has crafted an intricate tapestry of targets, metrics, and execution plans that encompass not only its four business segments but also its administrative offices. Drawing inspiration from the baseline year of FY2019, these targets and metrics span a wide spectrum, encompassing the realms of air emissions, greenhouse gas ("GHG") emissions, solid waste management, energy consumption, and water usage. More information regarding the Group's Sustainable Development Goals Plan can be found in Appendix I as set out on page 100.

With a firm commitment to the comprehensive and efficient implementation of the plan, dedicated execution task forces have been established within the Group. These task forces, namely the Group Task Force and Business Segment Task Force, have been assigned specific responsibilities to enhance coordination and communication regarding the ESG initiatives.

Recognising the importance of knowledge sharing and collaboration, the Group has engaged external ESG advisors and internal coordinators to provide training workshops and lectures, aiming to foster a sense of collaboration and active engagement among the Group's subsidiaries, enabling them to collectively work towards achieving the defined goals.

華寶可持續發展目標規劃(2020至2025年)

為響應中國實現「30.60」低碳目標的堅定承諾，本集團矢志採取轉型方針，並宣佈其具體的可持續發展承諾。本集團以綠色低碳發展、綠色產品創新以及加大環保生產投資力度為指導原則，為未來可持續發展設定了明確的方向。

本集團聚焦2025年，制定了一系列多樣的目標、指標和執行計劃，涵蓋其四個業務板塊及其行政辦公室。這些目標和指標以2019財年為基準年，包含廢氣排放、溫室氣體排放、固體廢物、能源消耗和用水量等廣泛領域。有關本集團可持續發展目標計劃的更多詳情，請參閱第100頁的附錄一。

為全面、高效地落實該計劃，本集團成立了職責明確的內部執行小組，即集團工作組和業務板塊工作組，以加強ESG事宜的協調與溝通工作。

認識到知識共享與合作的重要性，本集團已聘請外部ESG顧問和內部協調者為其員工提供培訓工作坊和講座，以培養集團下屬企業之間的協作意識和參與精神，為實現既定目標而共同努力。



Lecture On ESG and Sustainability ESG及可持續發展相關講座

On 15 June 2023, the Group organised the “ESG Sustainable Development Seminar” for all business segments and subsidiaries in the Beijing-Shanghai Hall of Shanghai Park, intending to promote ESG awareness, enhance ESG competency and strengthen ESG governance, thus promoting global business cooperation and sustainable development.

在2023年6月15日，本集團於上海園區京滬廳舉辦了面向各業務板塊子公司的「ESG可持續發展研討會」，旨在提升企業上下的ESG意識、增強ESG能力、強化ESG管治，從而推動全球商業合作與可持續發展。



Striving to foster a culture of proactive engagement across all subsidiaries, the Group maintains close collaboration with its business divisions and affiliated enterprises, while requiring them to fully understand the concept of ESG, integrating ESG management approaches into daily operations after in-depth research, and further standardise the risk management and internal control systems thereby improving the risk management capability.

To ensure effective management and monitoring of progress, the Group adopts a segmented approach, with each business segment serving as a dedicated management unit. Regular monitoring of targets is conducted by analysing the operations of individual subsidiaries, allowing for comprehensive tracking and evaluation of progress.

為促進各子公司積極投身於可持續發展實踐的企業文化，本集團與各業務及關聯企業保持密切合作。同時，本集團要求各子公司及關聯企業充分理解ESG理念，經深入研究後將ESG管治方法融入日常營運，並進一步規範風險管理和內部控制體系，從而切實提高風險管理能力。

為確保有效管理和監控進展，本集團採取分部管理，將每個業務板塊視作專門的管理單位，通過對各子公司營運情況的分析，對目標進行定期監測，從而全面追蹤和審視目標進展。

A LETTER FROM THE BOARD

The past several years have been marked by disruption and uncertainty, yet, this is not the time for us to slow down but to accelerate. At Huabao, we are not passively waiting for a better future. Instead, we continue to invest in research and development, new innovations, manufacturing capabilities, and digital technologies, aiming to deliver better and more sustainable solutions for today and beyond. We are steadfast in our commitment to promoting and maintaining the sustainable development of global resources, with the ultimate goal of safeguarding the planet for all of us.

OUR SUSTAINABLE VALUE AND PURPOSE

Reckoning the global shift towards making non-financial ESG disclosures mandatory rather than optional, we have remained steadfast in upholding our core values of “Client First, Value Creation and Shared Achievements” with a spirit of being “Innovative, Pragmatic, Loyal and Cooperative”. We have actively embraced the evolving ESG landscape, continuously learning and exploring while maintaining steady business development, thereby demonstrating our commitment and responsibility as a multinational enterprise.

Guided by the call to “promoting green and sustainable development” emphasised at the NPC & CPPCC Annual Sessions 2023, we are dedicated to the strategic development with concrete and practical path that can be clearly defined, quantified, and effectively managed through our step-by-step actions.

OUR ACTIONS TO EMBRACE THE FUTURE

Over the years, the concept of green and sustainable development has already been integrated into the whole process of our daily production and operation activities. Since 2019, we have been taking practical actions to promote our endeavours to sustainability. Followed by setting up a group-level sustainability strategy in 2019, we formulated the Huabao Sustainable Development Goals Plan (2020-2025) in 2020 and aligned ourselves with the United Nations Global Compact and Sustainable Development Goals in 2021.

董事會的信

儘管過去幾年充滿了動蕩和不穩定，然而此時我們不能放慢腳步，而是應該全速前進。在華寶，我們並不會被動地等待更美好的未來。相反，我們主動投資研發、創新、製造力和數字化技術，尋求更好且更加可持續的解決方案，從而應對當今及未來所面臨的挑戰。我們恪守承諾，致力於促進和維護全球資源的可持續發展，將保護所有人賴以生存的家園視作最高使命。


可持續價值與使命

隨著全球逐步將選擇性的ESG非財務相關披露轉向強制性披露，我們堅守「客戶至上、價值創造、共享共贏」的企業核心價值觀和「創新、務實、忠誠、協作」的企業精神，積極適應不斷演變的ESG格局，在保持業務穩步發展的同時，不斷學習和探索，彰顯我們作為跨國企業的堅實承諾與擔當。

為響應2023年「全國兩會」中強調的「推動綠色可持續發展」的號召，我們致力於通過循序漸進的行動，逐步實現明確、可量化且高效的戰略發展路徑。

以行動擁抱未來

多年來，綠色及可持續發展理念已融入我們的日常生產和經營活動的全過程。自2019年起，我們一直以實際行動推動落實可持續發展的各項工作。繼2019年制定集團層面的可持續發展戰略後，我們於2020年制定《華寶可持續發展目標計劃(2020-2025)》，並於2021年與聯合國全球契約和可持續發展目標接軌。



In 2022, in view of the increasing demand for climate-related disclosure, we aligned ourselves with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) when assessing our climate-related risks and opportunities. In 2023, we took a significant stride towards enhancing our climate management by initiating the development of a comprehensive climate governance framework. With the collaborative efforts of our Strategic Department and external ESG experts, we are ambitious in our pursuit to become one of the leading enterprises in addressing climate change and contributing to the national goal of achieving carbon neutrality by 2060.

在2022年，隨著對氣候相關信息披露需求的日益增長，我們根據氣候相關財務信息披露工作組(TCFD)的建議，評估與集團相關的氣候相關風險與機遇。在2023年，我們再次邁出重要的一步，透過建立全面的氣候管治框架，加強氣候方面的管理。在集團戰略發展部和外部ESG專家的共同努力下，我們致力於成為應對氣候變化的企業領導者之一，為實現2060年碳中和的國家目標作出積極貢獻。

"Being adaptive and proactive to the ever-changing market with the delivery of consistently high-quality products to our clients who are inspired to be more environmentally conscious and socially responsible"

「堅持順應自然的生態文明理念，推動質優價實的商業原則，以顧客為中心的經營觀念，以承擔企業社會責任為主線，主動求變的業務可持續發展戰略」

Outlook

2023 was a year with China's economic activities gradually recovered as a result of the lift of the pandemic control. In the year ahead, we are dedicated to fulfilling our ESG commitment, working with partners to enhance the industry development and thus jointly crating a better world.

Lastly, I would like to extend our heartfelt gratitude to our dedicated teams whose collective efforts have been instrumental in propelling us towards a sustainable future. I would also like to express our sincere appreciation to our customers and business partners for their continuous support, which has been crucial in advancing our sustainability ambitions. Together, we are poised to make remarkable progress and shape a better tomorrow.

Ms. Chu Lam Yiu
Chairlady

26 March, 2024

展望

在2023年，隨著疫情防控的解除，中國經濟活動逐步復蘇。在新的一年裏，我們將繼續踐行ESG承諾，與我們的合作夥伴攜手推動行業發展，共同創造更美好的世界。

最後，我要向我們敬業的業務團隊表達衷心的感謝，是他們的共同努力推動了我們走向可持續發展的未來。同時，我亦向我們的客戶及業務合作夥伴致以誠摯的謝意，他們一如既往的支持對我們實現可持續發展目標具有重要意義。我們將齊心協力，爭取進步，塑造更美好的明天。

朱林瑤女士
主席

2024年3月26日

PERFORMANCE OVERVIEW

表現概覽

Business 業務



- Revenues - RMB3,307,839,000
營業額 - 人民幣3,307,839,000元
- Cost of goods sold - RMB1,838,474,000
銷售成本 - 人民幣1,838,474,000元
- Employee benefit expenses - RMB652,530,000
僱員及福利開支 - 人民幣652,530,000元

Environmental Footprint 環境足跡



- GHG emissions -42,715 tonnes CO₂e (Scope 1&2)
溫室氣體排放 - 42,715噸二氧化碳當量(範圍一和二)
- Energy consumption -100,121 MWh
能源消耗 - 100,121兆瓦時
- Water usage -1,830,543 m³
用水量 - 1,830,543立方米
- Waste generation -2,636 tonnes (including all non-hazardous and hazardous solid wastes)
廢棄物產生 - 2,636噸(包括所有無害和有害固體廢棄物)

Employment 僱員



- Total workforce - 3,995 as of 31 December 2023
僱員總數 - 截至2023年12月31日為3,995人
- Number of employees trained - 3,143
受培訓僱員數 - 3,143人
- Training time over -40,061 hours
培訓時長超過 - 40,061小時
- Zero case of employment practices to be involved in child or forced labour
涉及童工或強制勞工的僱傭實踐案例數為零

Innovation 創新



- Research and development expenses - RMB253,196,000
研發支出 - 人民幣253,196,000元
- Number of newly applied patents - over 50
新申請專利數目 - 逾50個

Sourcing & Production Responsibility 採購與產品責任



- Zero products sold or shipped subject to recalls for safety and health reasons
已售或已運送產品中因安全與健康理由而須回收為零
- Number of major suppliers - 1,855
主要供應商數目 - 1,855個
- Close to 100% suppliers where the Group supply chain management practices were implemented
本集團供應鏈管理實踐執行率接近100%

Community 社區



- Community investment - RMB302,000 in total
社區投資 - 共人民幣302,000元

* Values may not add up due to rounding

* 由於四捨五入之誤差，數據總和未必相等

II. REPORTING ON SUSTAINABILITY

In compliance with the requirement of Appendix C2 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”) under the “Comply or Explain” provision, the Group is pleased to present its eighth ESG Report for the year ended 31 December 2023 (“FY2023” or the “Year”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2023. For corporate governance section, please refer to the Group’s 2023 Annual Report.

This ESG Report has been prepared with reference to frameworks including the latest ESG Guide, the Global Reporting Initiative Standards (“GRI Standards”), TCFD and the SDGs. A complete content index is available on pages 92 to 99 of this ESG report for readers’ convenience to check its integrity. This Report is issued in English with a Chinese translation. If there is any conflict in the ESG report between the meaning of Chinese words or terms in the Chinese language version and English words in the English language version, the meaning of the English words shall prevail.

The Group will publish the ESG Report for the Year on the websites of the Stock Exchange (www.hkexnews.hk) and the Company’s website (<https://www.hbglobal.com/>) at the same time as its Annual Report is published. The ESG Report will be accessible under the “Investor Relations” section of the Company’s website.

Boundary Setting

The scope of this ESG Report remains consistent with previous years, encompassing the performance and management policies of the Group’s major operations, including the F&F and Food Ingredients business, Tobacco Raw Materials business, Aroma Raw Materials business, and Condiments business. This aligns with the business segmentation outlined in the Group’s 2023 Annual Report, following the operational control approach.

II. 關於本報告

本集團遵守香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2 –《環境、社會及管治報告指引》(「ESG指引」)及「不遵守就解釋」條文的規定，欣然呈現其截至2023年12月31日止年度(「2023財年」或「本年度」或「回顧年度」)的第八份ESG報告。本報告展示了本集團於2023財年在ESG管理和企業可持續發展方面的方針和表現。有關企業管治部分，請參閱本集團的2023年度報告。

本集團在ESG報告準備過程中參考了各種框架包括最新的ESG指引、全球報告倡議組織標準(「GRI Standards」)、氣候相關財務信息披露工作組及可持續發展目標。本ESG報告第92頁至99頁提供了一個完整的報告披露內容索引，以方便讀者檢查其完整性。本ESG報告以英文及中文譯本刊發。如本ESG報告的中文的字義或詞義與英文版本有所出入，概以英文版本為準。

本集團將於刊發年度報告的同時，在聯交所(www.hkexnews.hk)及公司網站(<https://www.hbglobal.com/>)發佈本年度的ESG報告。本ESG報告可於公司網站的「投資者關係」欄目下查閱。

邊界設定

本ESG報告的披露範圍與往年保持一致，涵蓋本集團主要業務的績效和管理政策，包括香精及食品配料業務、煙用原料業務、香原料業務和調味品業務。本ESG報告遵循營運控制法，與本集團2023年度報告中概述的業務分類相一致。



Reporting Principles

The preparation of this ESG Report is guided by reporting principles that form the foundation for its content, which is determined, organised, and presented in accordance with the principles of materiality, quantitative, balance and consistency.

Materiality:

To enhance stakeholder communication and informed decision-making, the Group conducts materiality assessment each year using the Analytical Hierarchy Process (“AHP”) to identify, assess, and prioritise concerns and expectations of key stakeholders related to its sustainable development and business impacts. Further details can be found in the upcoming subsection.

Quantitative:

The principle of quantitative is exemplified in the performance tables found in the appendices, which provide an overview of the Group’s performance across various environmental and social aspects. The methodologies, assumptions, and sources of conversion factors used are clearly outlined in the footnotes accompanying each performance table.

Balance:

To ensure an objective portrayal of the Group’s sustainability landscape, the principle of balance is followed, ensuring the disclosure of performance without selectively presenting biased information.

Consistency:

Understanding the importance of a consistent reporting framework for reader comprehension and evaluation, the Group has consistently adopted methodologies and disclosure frameworks over the years. To present its extensive range of ESG-related information in a precise and concise manner, the Group has streamlined and optimised its reporting structure.

報告原則

本 ESG 報告的編製以報告原則為指導，構成報告內容的基礎。本 ESG 報告主要內容的識別、組織和呈現均已遵循重要性、量化、平衡及一致性原則。

重要性：

為加強與利益相關者的溝通並讓他們做出知情決策，本集團每年根據層級分析法（「層次分析法」）進行年度重要性評估，以識別、評估和優先考慮其主要利益相關者對於集團可持續發展和業務影響的關注和期望。有關本集團年度重要性評估的更多信息，請參閱下一章節。

量化：

量化原則的應用主要體現在附錄的績效表中，當中概述了集團在環境和社會方面的可持續發展表現。有關數據的計算方法、假設及所用換算系數的來源，亦載於各對應績效表的註腳。

平衡：

為確保公正客觀地呈現集團的可持續發展面貌，本集團遵循平衡原則，在防止選擇呈現有失偏頗信息的前提下披露其績效。

一致性：

本集團深知明確一致的報告框架對於讀者理解及評估報告內容的重要性。因此，本集團多年來一直採用一致的方法及披露框架。為確保其大量的 ESG 相關信息能夠準確、簡潔呈現，本集團對報告結構進行了聚焦和優化。



Stakeholder Engagement

The Group considers listening to stakeholders as a fundamental aspect of its sustainability management practices. Maintaining a consistent and transparent communication approach is crucial to provide the Group's valued customers, investors, suppliers, and other stakeholders with accurate and credible information, which enables them to understand how the Group incorporate their priorities into our sustainability strategy.

In addition, since impacts and expectations can evolve over time, the Group conducts an annual stakeholder engagement survey involving key stakeholder representatives, through which the Group seeks their opinions on its ESG management and sustainable development practices. This process assists in identifying, prioritising, and implementing sustainability strategies and addressing ESG impacts on an ongoing basis.

利益相關者參與

本集團將傾聽利益相關者的意見視為可持續發展管理實踐的基本。本集團保持持續且透明的溝通方式，以向其客戶、投資者、供應商和其他利益相關者提供準確可信的資訊，同時為他們提供渠道，以便及時瞭解集團如何將其重點關注納入可持續發展戰略。

此外，由於利益相關者的影響及期望會隨著時間的推移而改變，因此本集團與主要利益相關者代表進行年度利益相關者參與調查。通過調查，本集團徵求他們對ESG管理以及可持續發展實踐方面的意見，從而有效識別、優先考慮並實施適當的可持續發展策略，以持續應對ESG相關的影響。

Communication with Stakeholders 與利益相關者的溝通

Stakeholders 利益相關者	Key Concerns 主要關切	Communication Channels 溝通渠道
Government and regulatory authorities 政府和監管機構	<ul style="list-style-type: none"> Law and regulation compliance 合規性 Anti-corruption policies 反貪污政策 Occupational health and safety 職業健康與安全 	<ul style="list-style-type: none"> Supervision on compliance with local laws and regulations 監督遵守當地法律法規 Workshops 專題討論會 Routine reports and tax payments 常規報告和納稅
Shareholders 股東	<ul style="list-style-type: none"> Return on investments 投資回報 Corporate governance 公司治理 Law and regulation compliance 合規性 	<ul style="list-style-type: none"> Regular reports and announcements 定期報告及公告 Regular general meetings 定期股東大會 Corporate website 企業網站
Employees 僱員	<ul style="list-style-type: none"> Employee remuneration and benefits 員工的薪酬和福利 Workplace health and safety 工作場所的健康與安全 Career development 職業發展 Lean production optimisation 精益生產優化 Systematic product management from a lifecycle perspective 從全生命週期角度出發，向系統性產品管理轉型 	<ul style="list-style-type: none"> Performance appraisal 績效評估 Regular meetings and training 定期會議和培訓課程 Written feedbacks 書面反饋 Team building activities with management 與管理團隊的團建活動

Stakeholders 利益相關者	Key Concerns 主要關切	Communication Channels 溝通渠道
Customers 客戶	<ul style="list-style-type: none"> Product quality assurance 產品質量保證 Product health and nutrition 產品健康和營養 Customer rights protection 保護客戶的權利 Customer satisfaction 客戶滿意度 	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Face-to-face meetings and visits 面對面的會議和現場調研 Customer service hotline and emails 客戶服務熱線和電子郵件
Suppliers 供應商	<ul style="list-style-type: none"> Fair procurement 公平公開的採購 Win-win cooperation 互贏互利的上下游合作 Intellectual property protection 知識產權保護 	<ul style="list-style-type: none"> Open tenders 公開招標 Suppliers' satisfaction assessments 供應商的滿意度評估 Communication through conferences, meetings and visits 透過電話會議，面對面會議和現場調研進行溝通
General public 公眾	<ul style="list-style-type: none"> Community involvement 社區參與 Ecological impacts of the Group's operations 集團業務對生態的影響 Employment opportunities 就業機會 	<ul style="list-style-type: none"> Media conferences and responses to enquiries 媒體發布會和對詢問的回應 Face-to-face interviews 面對面的訪談

Materiality Assessment

重要性評估

Make assessments on 評估

business activities 商業活動
business relationships 商業關係
economic conditions 經濟狀況
environmental challenges 環境挑戰
responsibility in relation to the international standards and agreements 關於國際標準和協議的責任
responsibility to the laws and regulations 合規責任
vision and mission, strategy, business model, and policy commitments for responsible business conduct 願景與任務、戰略、商業模型以及負責任商業實踐的政策承諾

CONTEXT ASSESSMENT 背景評估

IMPACT IDENTIFICATION 影響識別

Identify both positive and negative impacts
識別正面和負面影響

Determine the severity and likelihood of negative impacts, and the scope and scale and likelihood of positive impacts
確定負面影響的嚴重性和可能性，以及正面影響的範圍、規模以及可能性

Internal and External Stakeholder Identification 內外利益相關者識別
Stakeholder Analysis 利益相關者分析
Stakeholder Selection 利益相關者選擇
Communication via Online Surveys 通過在線調查進行溝通
Stakeholder Weighting 利益相關者加權
Materiality Matrix Production 重要性矩陣生成
Survey Results Processing 調查結果處理

SIGNIFICANCE EVALUATION 重要性評估

IMPACT PRIORITISATION 影響重要性排序

Set a threshold to determine the topics that are material under the approval by the Board
在董事會的核准下設置閾值以確定重要議題



The Group identifies and engages stakeholders based on ISO 26000 guidelines, considering factors such as legal obligations, influence, value chain significance, and willingness to participate. In FY2023, a diverse range of stakeholders, including internal senior management and general employees, as well as external suppliers and business partners were invited to participate in an online survey. This survey focused on key ESG issues relevant to the Group's business, enabling stakeholders to express their views and contribute to the Group's development and strategies.

The materiality assessment allows the Group to identify the most crucial ESG risks and opportunities based on stakeholder input, which guides the Group's strategy, ESG goals, and stakeholder engagement in its sustainability journey. To ensure accurate results, the Group utilises AHP to weigh stakeholders based on factors such as vulnerability, influence, legitimacy, willingness for engagement, contribution, and necessity of involvement. The final outcomes are generated with a permissible limit of consistency ratio (CR) below 10%, and the stakeholder group weights are applied to the survey results. For more information, please refer to Appendix II as set out on page 101.

Through the materiality analysis, the Group identified eight ESG issues that were of relatively higher significance to the Group's sustainable development.

本集團參照ISO 26000(社會責任指南)中的原則，根據包括法律義務、影響力、價值鏈的重要性和參與意願等因素，選取利益相關者。於2023財年，本集團邀請包括內部高級管理層和普通僱員，以及外部供應商和業務合作夥伴在內的各類利益相關者參加在綫調查。此次調查重點關注與集團業務相關的關鍵ESG議題，使利益相關者能夠對集團的業務發展和戰略提出建議。

重要性評估使本集團能夠根據利益相關者的意見，識別其業務中最重大的ESG相關風險與機遇，從而指導集團的戰略、ESG目標以及利益相關者在可持續發展歷程中的參與。為確保重要性評估結果的準確性，本集團採用「層級分析法」，根據利益相關者就易受影響性、影響力、合理性、參與意願、貢獻度和包含必要性等因素進行權重分配。最終結果在合理的一致性比率(「CR」)限制範圍內(低於10%)生成，且每個利益相關者群體的權重均應用於本次調查結果中。更多詳情請參閱第101頁的附錄二。

通過重要性分析矩陣，本集團將8個ESG議題識別為對其可持續發展更為重要的關鍵議題。



Materiality Assessment Outcome 重要性評估結果

- GHG Emissions
溫室氣體排放
- Energy Management
能源管理
- Climate Change Mitigation and Adaptation
氣候變化緩解和適應

Areas that are identified to be relatively more important to external stakeholders only
被確定為僅對外部利益相關者而言相對更重要的領域

Areas that are identified to be relatively insignificant
被確定為相對不重要的領域

- Labour Practices
勞工權益
- Employee Remuneration and Benefits
僱員薪酬條件和福利政策
- Occupational Health and Safety
職業健康與安全
- Employee Development and Training
僱員發展及培訓
- Green Procurement
綠色採購
- Engagement with Suppliers
與供應商的良好溝通
- Environmental and Social Risk Management of Supply Chain
供應鏈的環境社會風險管理
- Supply Chain Resilience
供應鏈韌性
- Product/Service Quality and Safety
產品/服務質量與安全
- Customer Privacy and Data Security
顧客私隱保護和數據安全
- Marketing and Promotion
營銷和推廣
- Intellectual Property Rights
保護知識產權
- Labelling Relating to Products/Services
與產品/服務相關的標籤問題
- Participation in Philanthropy
公益慈善活動的參與
- Cultivation of Local Employment
促進當地就業
- Support of Local Economic Development
支持本地經濟發展

- Water and Wastewater Management
水資源和廢水管理
- Solid Waste Stewardship
固體廢棄物管理
- Business Ethics and Anti-corruption
商業道德和反腐敗
- Internal Grievance Mechanism
內部申訴機制
- Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities
商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力
- Management of the Legal and Regulatory Environment
法律監管環境變化的應對和管理
- Critical Incident Risk Responsiveness
突發事件應急風險應對能力
- Systemic Risk Management
系統化風險管理

Areas that are identified to be vital
被確定為至關重要的領域

Areas that are identified to be relatively more important to internal stakeholders only
被確定為僅對內部利益相關者而言相對更重要的領域

- Renewable and Clean Energy
可再生和清潔能源



Stakeholders' Feedback

As the Group strives for excellence, the Group welcomes its stakeholders' feedback and advice on the improvement of its corporate ESG approach and performance, especially the ESG issues identified as the most important in the materiality assessment of the Group. Readers are also welcome to share their views on the ESG matters with the Group at ir@hbglobal.com.hk.

利益相關者的反饋

本集團追求卓越，積極歡迎其利益相關者對於提升企業 ESG 方針和表現的反饋與意見，特別是在本集團重要性評估中列為最重要的 ESG 議題的相關反饋。本集團亦歡迎讀者透過集團郵箱「ir@hbglobal.com.hk」與本集團分享其有關 ESG 事宜的看法。



III. INTEGRATING SUSTAINABILITY

Our Approach to Sustainability

In Huabao, sustainability is the core business purpose. To achieve its strategic objectives, particularly in line with the “Huabao Sustainable Development Goals Plan (2020-2025),” the Group establishes a strong governance system and employs benchmarking KPIs to measure and evaluate its progress.

The Board oversees ESG affairs and ensures the integration of sustainability principles into core processes. The Board holds overall responsibility for ESG strategy, reporting, and determining the management approach to sustainability. Management teams supervise daily operations and establish performance indicators for progress tracking. All Huabao staff are expected to work responsibly, prioritising efficiency, safety, and resource conservation.

III. 深耕可持續發展

我們的可持續性方式

在華寶，可持續發展是集團的核心商業宗旨。為實現其戰略目標，尤其是貫徹落實「華寶可持續發展目標規劃(2020至2025年)」，本集團已建立全面的管治體系，並採用符合市場基準的關鍵績效指標衡量及評估所取得的進展。

本集團董事會負責監督本集團的ESG事務，並確保將可持續發展原則融入核心流程。董事會亦肩負對於本集團ESG戰略、披露並確定可持續發展管理方針的責任。管理團隊負責監督日常業務營運，並制定明確的績效指標以追蹤進度。華寶的所有員工都應肩負起其工作責任，將效率、安全和資源節約置於首位。

ESG Management Task Forces ESG工作管理小組

The Group Task Force 集團工作組	The Business Segment Task Force 業務板塊工作組
<p>Chaired by Board members, it is comprised of departments including Strategic Development, Investor Relations, Administrative and Human Resources, Compliance, and Finance.</p> <p>由董事會成員主持，涵蓋戰略發展部、投資者關係部、行政人事部、合規部和財務部。</p>	<p>Comprised of the senior management teams of various business segments, it takes charge of ESG management practices. To ensure competency, members are also provided with ESG-related training to enhance their understanding of ESG-related matters.</p> <p>由各業務板塊的高級管理團隊組成，負責ESG管理相關實務。為確保團隊成員勝任相關工作，本集團亦為他們提供ESG相關培訓，以增強他們對ESG相關事宜的理解。</p> <p>The leaders of each business unit are responsible for coordinating with other relevant departments to execute tasks, while subsidiary companies are responsible for collectively driving ESG initiatives in areas such as technology, production, and finance, in collaboration with administrative departments.</p> <p>各業務部門負責人負責協調其他部門執行任務，而子公司則負責與行政部門合作，共同推動並落實技術、生產和財務等範疇的ESG措施。</p>

The Board 董事會

- Oversees the evaluation of the Group's environmental and social impacts
監督本集團的環境和社會影響的評估
- Optimises the business strategy and development plans to effectively address evolving ESG risks and opportunities, considering market needs and regulatory requirements
考慮市場需求和監管要求，優化業務策略和發展計劃，以有效應對不斷變化的 ESG 風險和機會
- Proposes long-term sustainability plans, strategies, and targets after evaluating their feasibility, and monitors progress through well-defined KPIs
提出長期可持續發展計畫、戰略和目標，評估其可行性，並透過明確定義的關鍵績效指標監控進展
- Reviews and validates the outcome of the materiality assessment
審閱並批核重要性評估結果
- Cultivates a corporate culture that prioritises ESG considerations, instilling their integration throughout the organisation from top to bottom
培養優先考慮 ESG 因素的企業文化，從上到下促進將ESG考量整合至整個企業
- Conducts semi-annual reviews of sustainability performance, comparing current results with corresponding periods in previous years to identify changes and trends
每半年對可持續發展表現進行審查，並與以往同期水平進行對比，以識別變化和趨勢

The Group Task Force 集團工作組

Strategic Development Department 戰略發展部



Report to the Board and be accountable for the work progress and achievements related to ESG
負責監控ESG相關工作進度和成果並向董事會報告

Pay attention to the latest ESG policies and disclosure requirements, and composes important information to the Board and important personnel
關注最新的ESG政策和披露要求，及時向董事會和相關重要人員提供重要資訊

Equip with full-time ESG experts, who possess rich experience in ESG-related matters, and to clarify the roles and responsibilities of ESG work across the Group
配備具有豐富經驗的全職ESG專家，明確集團上下的ESG職責與工作內容

Coordinate with the Investor Relations Department for internal and external communications
與投資者關係部協調內外部的溝通工作

Organise ESG-related training lectures for different business units
為不同業務部門提供ESG相關培訓講座

Coordinate the construction of the ESG digital platform
協調構建ESG數字平台

Integrate material ESG issues and sustainable development goals into the Group's international strategy
將重大的ESG議題和可持續發展目標納入集團的國際戰略

將重大的ESG議題和可持續發展目標納入集團的國際戰略

Investor Relations Department 投資者關係部



Coordinate specific ESG matters with various departments, subsidiaries, different teams and external parties
與各部門、子公司、不同團隊和外部各方協調具體的ESG事宜

與各部門、子公司、不同團隊和外部各方協調具體的ESG事宜

Administrative and Human Resources and Finance Department 行政人事部及財務部



Provide administrative and training support, increase the internal and external publicity of ESG related content, and promote the deep integration of ESG concepts into corporate culture
提供行政與培訓支持，加大ESG相關內容的內外部宣傳力度，促進ESG理念深度融入企業文化

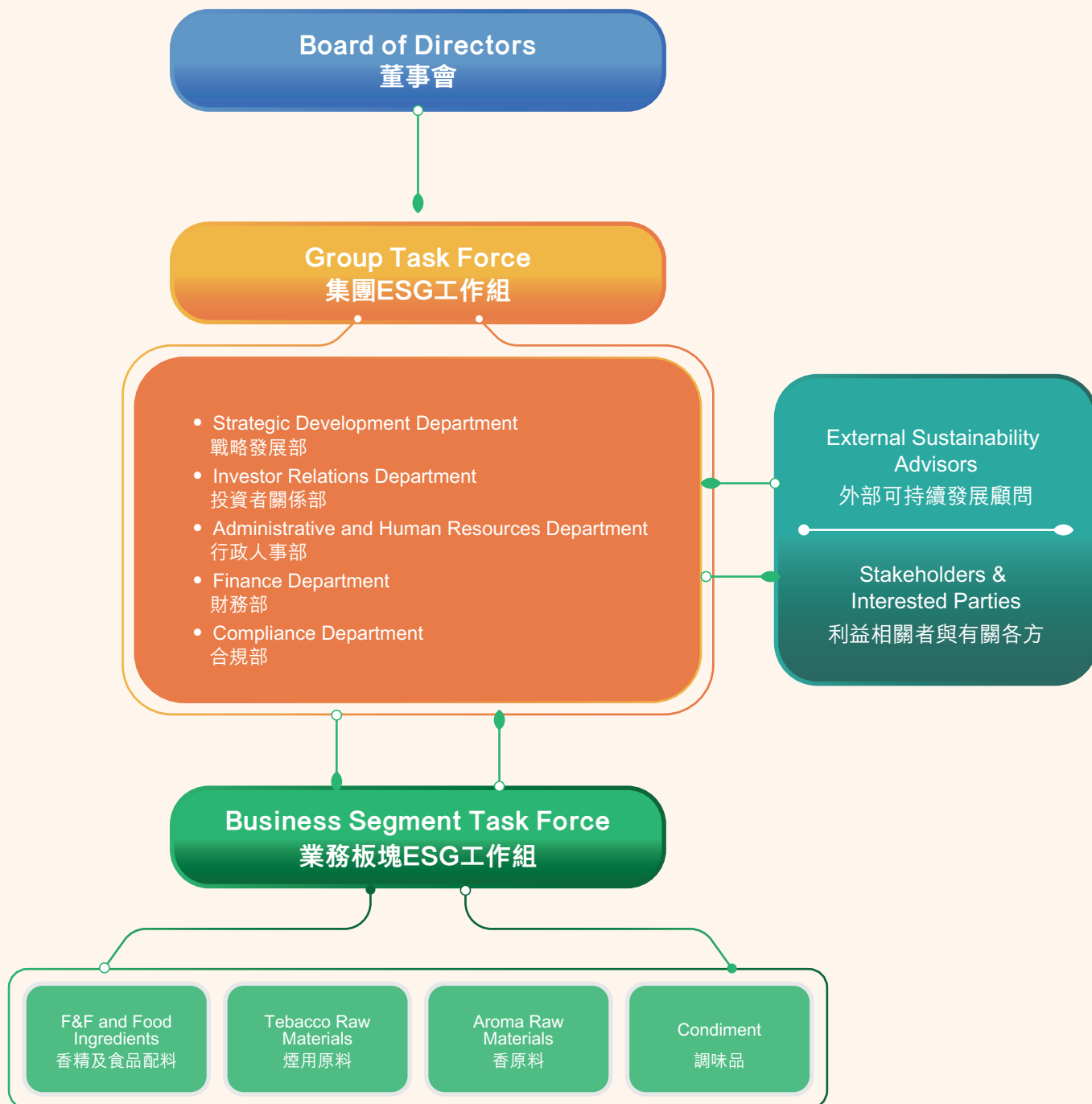
提供行政與培訓支持，加大ESG相關內容的內外部宣傳力度，促進ESG理念深度融入企業文化

Compliance Department 合規部



Supervise the ESG disclosure requirements
監督ESG披露要求

監督ESG披露要求





Highlights of the Year

In response to the national call for “3060” Decarbonisation Goal and the transformation of low-carbon green economy, the Group continued its commitment to sustainability in FY2023. In addition to the ongoing implementation of the “Huabao Sustainable Development Goals Plan (2020-2025)”, it also paid effort and achieved performance in the eight material ESG issues identified such as water and wastewater management and solid waste management.

Meanwhile, to prepare for the enhancement of climate-related risk management, ESG performance assessment evaluation and other systems, a designated full-time ESG position was set up in the headquarter to oversee and be responsible for the related matters.

In addition, in FY2023, the Group also drove the development of its ESG Digitalisation. Through collaboration with SAP to develop a dual-language ESG platform (expected to be launched in the first half of 2024), the Group is expected to visualise its key ESG performances throughout these years. This helps boost its international image, while also standardising its ESG data management, laying a solid foundation for the Group’s future decarbonisation initiatives.

Furthermore, the Group organised ESG training and experience sharing lectures during the Year and assisted its subsidiaries in conducting ESG audit work for external customers as well as promoting their ESG rating. The Group actively facilitated each of its subsidiaries to promote ESG practices and organic integration into daily operations. More details can be found in the case studies in the following sections of this Report.

年度亮點

為響應國家「3060」減碳目標和綠色低碳經濟轉型的號召，本集團於2023財年繼續致力於可持續發展。除持續落實「華寶可持續發展目標規劃(2020至2025年)」外，本集團在用水及廢水管理、固體廢棄物管理等已識別的八項重大ESG議題上亦做出努力並取得成效。

同時，為加強氣候相關風險管理及ESG績效評估等體系的建設，本集團在總部委派並設立ESG專職崗位，負責監督和處理相關事宜。

此外，於2023財年，本集團致力於推動ESG數字化的發展。透過與SAP合作開發ESG雙語平台(預計於2024年上半年推出)，預期可將近年來主要的ESG表現可視化，提升集團的國際形象，同時規範ESG數據管理，為集團未來的減碳措施奠定了堅實的基礎。

本集團於回顧年度內亦舉辦ESG相關培訓及經驗分享講座，同時協助下屬子公司開展ESG審計工作以滿足外部客戶要求，且提升其ESG評級。本集團鼓勵各子公司積極推廣ESG實踐，並將其融入日常營運。更多詳情請參閱本報告以下章節的案例分享。



Looking Forward

In view of the coming enhancement in ESG disclosure requirements announced by the Stock Exchange, the Group is going to carry out optimisation of its ESG risk and opportunities management mechanism from the four aspects of governance, strategy, risk management and metrics and targets, as specified in the International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures published by the International Sustainability Standards Board (ISSB).

Meanwhile, the Group is also going to establish an internal “ESG Benchmarking Company” to promote ESG best practices. Through arranging onsite visits and knowledge sharing, the Group hopes to promote effective ESG management measures across the organisation. Additionally, the Group plans to establish a group-wide ESG-related training mechanism, so as to raise the ESG awareness of all staff and promote ESG management into enterprise development tasks.

Furthermore, under its commitment to digitalisation, the Group is dedicated to accelerating the adoption of the SAC-ESG System to empower digitalise ESG management, while also building a comprehensive ESG database, so as to facilitate the ESG review and audit work for all of its business units.

Working Towards SDGs

The Group embraces a holistic approach to sustainability and actively aligns with internationally recognised frameworks to guide its actions on global sustainable development. By utilising standardised indicators, the Group enhances communication and transparency regarding its ESG impact and performance.

Aligning with the 2030 Agenda for Sustainable Development*, the Group strives to contribute to the SDGs, thereby fostering a balanced relationship between economic growth and sustainability. Since 2021, the Group has aligned itself with the full set of 17 SDGs, while paying specific focus on areas where it can make a significant impact, which are “SDG 3: Good Health and Well-being” and “SDG 12: Responsible Consumption and Production”. Additionally, the Group continues to address other SDGs to support this global sustainable progress.

* For more information, please refer to: <https://sdgs.un.org/2030agenda>
更多詳情請參閱 <https://sdgs.un.org/zh/2030agenda>

展望未來

考慮到聯交所宣佈即將強化 ESG 披露要求，本集團將根據國際可持續準則理事會 (ISSB) 所發佈的《國際財務報告可持續披露準則第 2 號—氣候相關披露》(IFRS S2) 的要求，從管治、策略、風險管理及指標與目標四個方面優化 ESG 風險與機遇管理機制。

同時，本集團將在內部成立「ESG 標杆公司」，以推廣 ESG 相關的最佳實踐。本集團希望透過實地考察和知識分享，在整個集團內推廣有效的 ESG 管理措施。此外，本集團計劃建立集團層面的 ESG 相關培訓機制，以提升全體員工 ESG 意識，推動 ESG 管理納入企業發展任務。

此外，本集團致力於數位化，並加速採用 SAC-ESG 體系，賦能 ESG 管理數位化，同時建立完善的 ESG 數據庫，以便各業務部門開展 ESG 審核和審計工作。

向可持續發展目標前行

本集團採用全面的可持續發展方針，並積極與國際公認的可持續發展框架保持一致，以指導其在全球可持續發展方面的行動。透過使用標準化的指標，本集團加強了有關 ESG 影響和表現方面的有效溝通和透明度。

根據「2030 年可持續發展議程」^{*}，本集團致力於為可持續發展目標作出積極貢獻，從而促進經濟增長及可持續發展的協調共生。自 2021 年以來，本集團與 17 個可持續發展目標保持一致，同時將重點放在能夠產生最大貢獻的領域，即「可持續發展目標 3：良好的健康與福祉」及「可持續發展目標 12：負責任的消費和生產」。此外，本集團將繼續關注其他可持續發展目標，以全力支持全球可持續發展進程。






Prioritised SDGs 優先可持續發展目標

	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>GOOD HEALTH AND WELL-BEING 良好 健康與福祉</p>	<p>Amid the residual impact of the pandemic, the Group continued to prioritise employee health and maintain guidelines for infection control, together with internal policies promoting occupational health and safety.</p> <p>Targets:</p> <ul style="list-style-type: none"> • Zero accidents as defined by the Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents • Zero accidents resulting in: <ul style="list-style-type: none"> ○ fatality ○ property loss exceeding RMB 100,000 ○ serious injuries to 3 or more individuals ○ involve 10 or more individuals with minor injury and severe wounds <p>在疫情餘波的影響下，本集團始終優先考慮員工健康並堅守疫情防控指南，同時制定提升職業健康與安全的內部政策。</p> <p>目標：</p> <ul style="list-style-type: none"> • 不發生《生產安全事故報告和調查處理條例》所規定的任何事故 • 不發生造成以下情況的任何事故： <ul style="list-style-type: none"> ○ 人員死亡 ○ 財產損失人民幣 10 萬以上 ○ 3 人及以上的人員重傷 ○ 涉及 10 人及以上的輕傷和重傷 	<ul style="list-style-type: none"> - Standard employee benefits provided by the Group: <ul style="list-style-type: none"> ○ Life insurance ○ Health care ○ Parental leave ○ Retirement provision - Types of work-related injuries, injury rate (IR), and employee fatalities within the Group <ul style="list-style-type: none"> - 本集團員工的標準福利包括： <ul style="list-style-type: none"> ○ 人壽保險 ○ 健康保健 ○ 育嬰假 ○ 退休金 - 本集團員工遭受的工傷類型、工傷率及與人員死亡

Prioritised SDGs 優先可持續發展目標


	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>RESPONSIBLE CONSUMPTION AND PRODUCTION 負責任消費和生產</p>	<p>Prioritising resource conservation and efficiency, some subsidiaries of the Group have obtained ISO 50001 certification.</p> <p>To promote conservation awareness, the Group conducts internal training and facilitates knowledge exchange among factory teams, office staff, and external professionals, aiming to implement energy-saving and recycling initiatives throughout the Group, which focus on sustainably managing production, office operations, and resource utilisation.</p> <p>本集團以節約資源和提升效率為首要任務，部分子公司已獲得ISO 50001認證。</p> <p>為提高節約意識，本集團積極開展內部培訓，鼓勵工廠團隊、辦公室工作人員和外部專業人員之間的知識交流，旨在於集團範圍內實施更多節能和循環利用舉措，重點關注生產、辦公室營運以及資源使用的可持續管理。</p>	<ul style="list-style-type: none"> - % of recycled input materials in production - total energy consumption - total volume of recycled water - total paper recycling amount <ul style="list-style-type: none"> - 生產中使用再生原料的百分比 - 能源消耗總量 - 循環再用的總水量 - 回收的紙張數量

Secondary SDGs 次要可持續發展目標


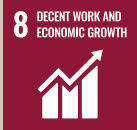
	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>NO POVERTY 無貧窮</p> 	<p>The Group supports the national initiative to alleviate poverty and enhance living conditions.</p> <p>本集團全力支持國家脫貧、改善人們生活條件的舉措。</p>	<ul style="list-style-type: none"> - The Group's donations and poverty alleviation initiatives - 本集團參與的捐款和扶貧活動
<p>ZERO HUNGER 零飢餓</p> 	<p>As a company specialising in flavours and fragrances for the food industry, the Group is dedicated to promoting a greener, more nutritious, and healthier lifestyle through ongoing investment in research and development of natural, healthy, and nourishing products.</p> <p>作為從事被用於食品產業的香精香料企業，本集團致力於透過持續投入研發天然、健康、營養的產品，引領更加綠色、營養和健康的生活方式。</p>	<ul style="list-style-type: none"> - Number of nutrition-focused products developed by the Group through research and innovation - 本集團通過研究和創新開發的以營養為導向的產品數量
<p>QUALITY EDUCATION 優質教育</p> 	<p>The Group prioritises comprehensive training programs to enhance employee skills and product quality. Additionally, the Group extends its training and capacity-building initiatives to business partners, aiming to foster a skilled and knowledgeable workforce that contributes to enhanced project motivation and professionalism.</p> <p>本集團重點實施全面的培訓計劃，以提高員工技能和產品質量。此外，本集團亦將其培訓和能力建設計劃外推至其業務合作夥伴，旨在培養技術精湛、知識淵博的團隊，進而激勵他們對項目的積極性和專業水平。</p>	<ul style="list-style-type: none"> - Average training hours per employee in the year, by: <ul style="list-style-type: none"> o Gender o Employee category o Position type - Overview of policies and training initiatives implemented throughout the value chain in the year - 本集團員工在年內的平均受訓時數，按以下類別分類： <ul style="list-style-type: none"> o 性別 o 員工類別 o 職位類型 - 年內在其價值鏈落實的政策及提供的培訓

Secondary SDGs 次要可持續發展目標



	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>GENERAL EQUALITY 性別平等</p> 	<p>The Group promotes human rights and gender equality throughout the value chain by ensuring the employment policies are in place to eliminate gender discrimination. Business partners are expected to protect subcontracted workers as their own employees.</p> <p>The Group's Human Resources Department conducts regular reviews and takes necessary measures to prevent gender-based discrimination. Corrective actions are implemented to improve gender balance among employees and executive management.</p> <p>本集團透過確保落實消除性別歧視的就業政策，在其整個價值鏈中促進人權和性別平等。同時，本集團要求其業務合作夥伴須保護自己的員工及分包員工。</p> <p>本集團的人力資源部定期審查並採取必要措施以禁止性別歧視，亦會在必要時採取糾正措施，以維持員工及管理層中的性別平衡。</p>	<ul style="list-style-type: none"> - Total employees eligible for parental leave by gender - Frequency of equal pay reviews, covering basic pay, overtime, and bonuses - Number of suppliers involved in gender discrimination disputes identified <ul style="list-style-type: none"> - 按性別統計有權請(待)產假的僱員總數 - 進行同工同酬審查的頻率，涵蓋基本工資、加班費和獎金 - 涉及任何性別歧視糾紛的供應商數量

<p>CLEAN WATER AND SANITATION 清潔飲水和衛生設施</p> 	<p>Understanding the importance of water efficiency and sanitation, ambitious short-term and long-term water targets have been established to assess the performance of different business segments, as evidenced in the 2025 Huabao Sustainable Development Goals.</p> <p>認識到用水效率和衛生設施建設的重要性，本集團制定具體的短期和長期用水目標，用以評估不同業務板塊的表現(如華寶2025年可持續發展目標所述)。</p>	<ul style="list-style-type: none"> - Group-wide water accounting - Average training hours on for water conservation hygiene and awareness - Details of water-saving projects, technological advancements, and awareness campaigns undertaken <ul style="list-style-type: none"> - 集團範圍內的用水核算 - 關於衛生和節水意識建設的平均培訓時間 - 本集團舉辦的節水項目、技術進步或開展宣傳活動的詳細信息
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Secondary SDGs 次要可持續發展目標

	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>AFFORDABLE AND CLEAN ENERGY 經濟適用的 清潔能源</p> 	<p>The Group is dedicated to evaluating refurbishment and retrofitting options for environmental risk mitigation. Furthermore, the Environment, Health, Food Safety, and HACCP Management Policy mandates the Equipment Department to implement “green lighting” practices as part of energy conservation efforts.</p> <p>本集團致力於評估與環境風險相關的翻新和改造方案。此外，本集團的「環境、健康、食品安全和HACCP管理方針」要求設備部落實「綠色照明」實踐，作為其節能工作的一部分。</p>	<ul style="list-style-type: none"> - Total energy consumption - Energy conservation and renewable energy initiatives undertaken <ul style="list-style-type: none"> - 能源消耗總量 - 採取的節能和可再生能源相關倡議
<p>DECENT WORK AND ECONOMIC GROWTH 體面工作和 經濟增長</p> 	<p>The Group upholds labour rights through internal policies and expects the same from service providers and subcontractors. Suppliers must comply with labour laws, and those posing risks to labour rights are excluded from collaboration.</p> <p>本集團透過內部政策的落實維護勞工權益，並對所有服務供應商和分包商抱有同樣的期望，要求供應商須遵守勞動法。本集團拒絕與任何存在違反勞工權益風險的供應商合作。</p>	<ul style="list-style-type: none"> - Average working hours per week, including overtime - Gender-based salary and remuneration ratio - Number of suppliers involved in disputes related to labour rights <ul style="list-style-type: none"> - 每週平均工作時間，包括加班 - 以性別為基礎的基本工資和薪酬的比率 - 涉及勞工權益糾紛的供應商數量



Secondary SDGs 次要可持續發展目標

	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>INDUSTRY, INNOVATION AND INFRASTRUCTURE 產業、創新和基礎設施</p> 	<p>The Group innovates in various areas such as energy efficiency, equipment safety, smart metering, and circularity. Internal policies are strictly implemented to standardise patent management, promote technological innovation, and enhance market competitiveness.</p> <p>本集團在能效、設備安全、智慧計量和循環等領域進行創新，同時嚴格執行內部政策、規範專利管理、促進技術創新、提高市場競爭力。</p>	<ul style="list-style-type: none"> - Investment in equipment upgrade, R&D and retrofitting towards energy efficiency and clean technology - Details of innovative products launched in the year - 對設備升級、研發和改造的投資，提高能效和清潔技術創新 - 年內推出的創新產品信息
<p>REDUCED INEQUALITIES 減少不平等</p> 	<p>The Group promotes workplace equality and non-discrimination throughout its operations and value chain. It also supports underprivileged indigenous communities through financial aid, job creation, and education initiatives, aiming to alleviate poverty.</p> <p>本集團致力於在營運過程和價值鏈中促進工作場所的平等，消除任何歧視和偏見。同時本集團透過財政支持、創造就業機會和教育舉措，支持當地貧困人口，使其擺脫貧困。</p>	<ul style="list-style-type: none"> - Donations to support vulnerable populations - Total number and regional hiring rate of new employees in the year - 為支持弱勢群體的捐款金額 - 年內按地區分列的新員工總數和比例
<p>SUSTAINABLE CITIES AND COMMUNITIES 可持續城市和社區</p> 	<p>The Group assesses its impact on adjacent communities and adopts industry best practices to support local economic development.</p> <p>本集團評估其商業活動對鄰近社區的影響，並採用行業最佳實踐來支持地方經濟發展。</p>	<ul style="list-style-type: none"> - Participation and investment in local infrastructure and economic development - 參與和投資以支持當地基礎設施建設和經濟發展

Secondary SDGs 次要可持續發展目標

	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>CLIMATE ACTION 氣候行動</p> 	<p>In line with the national commitment to carbon neutrality by 2060, the Group has established long-term carbon targets and plans for assessments of climate-related risks and opportunities under ISSB framework.</p> <p>為響應國家2060年實現碳中和的承諾，本集團制定了長期碳目標，並計劃進行在ISSB框架下的氣候相關風險與機遇評估。</p>	<ul style="list-style-type: none"> - Scope 1 and Scope 2 GHG emissions intensity ratio and breakdown - Comparison of GHG emissions performance with previous year - 本集團範圍1和範圍2溫室氣體排放強度及明細 - 本集團溫室氣體排放表現與上一年度的比較
<p>LIFE BELOW WATER 水下生物</p> 	<p>The Group safeguards marine and coastal ecosystems by enhancing waste and wastewater management. Internal policies are strictly enforced to prevent illegal dumping or discharge of waste that could pollute water bodies.</p> <p>本集團通過加強廢棄物和廢水管理來保護海洋和沿海生態系統。本集團嚴格執行內部政策，堅決杜絕任何可能污染水體的非法廢棄物傾倒或污水排放。</p>	<ul style="list-style-type: none"> - Total volume and detailed records of the Group's waste and sewage discharge, by destination, quality, and treatment method - 按棄置地、質量及處理方法劃分的本集團廢棄物和污水排放總量及詳細信息

Secondary SDGs 次要可持續發展目標

	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>LIFE ON LAND 陸地生物</p> 	<p>The Group promotes land biodiversity by planting trees and partnering with organizations for conservation. The Group adheres to the idea of “safety first, ecology first and green development” to set up the List of Laws and Regulations and Main Pollutants and the Emission Standards for Implementation.</p> <p>本集團旨在通過植樹造林及與環保組織合作，以促進陸地生態系統的生物多樣性。本集團秉承「安全第一、生態優先、綠色發展」的理念，制定了法律、法規清單和「主要污染物及其執行排放標準」。</p>	<ul style="list-style-type: none"> - Total trees planted - Details of collaborations with external individuals to promote land biodiversity preservation <ul style="list-style-type: none"> - 種植的樹木總數 - 與外部機構合作以促進陸地生物多樣性保護的詳細信息
<p>PEACE, JUSTICE AND STRONG INSTITUTIONS 和平、正義與強大機構</p> 	<p>The Group enforces internal control, anti-corruption policies, ethics, and compliance programs to regulate employee behaviour and collaborations with external parties.</p> <p>本集團實施內部控制、反腐敗政策、道德操守與合規計劃，以規範員工行為以及與外部各方的協作。</p>	<ul style="list-style-type: none"> - Number of anti-corruption training provided - Total number and % of governance body members and general staff receiving training - Details of confirmed incidents in the year <ul style="list-style-type: none"> - 反貪污培訓數目 - 接受過反貪污培訓的管治成員和一般職員的總數和百分比 - 年內已確認的貪污事件的詳細信息

Secondary SDGs 次要可持續發展目標

	Our Policies/Commitments/Targets 我們的政策、承諾、目標	Metrics for Evaluation (Highlight) 評估指標(亮點)
<p>PARTNERSHIPS FOR THE GOALS 促進目標實現的 伙伴關係</p> 	<p>The Group actively engages in community investment and translates social commitments into action through strategic planning and meaningful programs. It collaborates with governments and participates in joint development initiatives to address the needs of disadvantaged individuals and mobilise resources effectively.</p> <p>本集團積極參與社區投資，透過戰略規劃和發起有意義的活動，將社會承諾轉化為實際行動。本集團與政府合作，參與聯合發展倡議，以滿足弱勢群體的需求，並有效調動資源。</p>	<ul style="list-style-type: none"> - Investment amount or allocated manpower for community development programmes - 相關投資詳情或參與社區發展項目的人力投放



IV. ENVIRONMENTAL SUSTAINABILITY

Huabao, a distinguished fragrance and taste enterprise, holds nature in high regard. Recognising the alarming decline of the natural environment, the Group acknowledges its responsibility in conservation and restoration efforts, particularly within the regions where it operates. As an essential pledge, Huabao strictly adheres to the relevant environmental laws and regulations in Hong Kong, Mainland China, and other operating territories. For further details, please refer to Appendix V, as set out on page 113.

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources, as well as climate change in FY2023.

Minimising our emissions

In FY2023, the Group was in compliance with the material laws and regulations in relation to air and GHG emissions, discharges into water and land, generation of hazardous and non-hazardous wastes, and noise that have a significant impact on the Group. Embracing a vision of sustainable development, the Group has taken proactive steps to address its environmental footprint and contribute to the creation of an ecological civilisation.

Given the nature of the Group's business, air emissions mainly came from the fuel combustion for the operations of boilers, machinery, vehicles and other operating processes. In FY2023, the air emissions of sulphur oxides ("SO_x"), nitrogen oxides ("NO_x") and particulate matter ("PM") amounted to 1,922 kg, 8,124 kg and 1,105 kg respectively. In FY2023, the GHG emissions from the Group mainly arose from the combustion of fossil fuels and the consumption of electricity during its operations, amounting to 43,411 tonnes CO₂e, with an intensity of 13.12 tonnes CO₂e/million RMB. During the Year, the Group generated 2,636 tonnes of solid waste and discharged 819,771 m³ of wastewater. More detail regarding the Group's total emissions in FY2023 and comparison figures from FY2022 can be found in Table 1 in Appendix III, as set out on page 102.

IV. 環境可持續發展

作為一家傑出的香精及味覺類食品企業，華寶高度重視自然。認識到自然環境正在以令人擔憂的速度惡化，本集團肩負著保護和恢復自然環境的重要責任，尤其是在集團經營的所在地區。作為其重要承諾，華寶遵守香港、中國內地及其他經營地區的相關環境保護法律法規，詳情請參閱第113頁的附錄五。

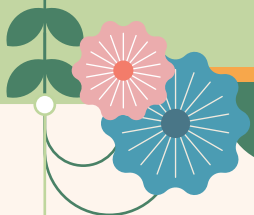
本節主要披露本集團在2023財年有關排放、資源使用、環境及天然資源以及氣候變化方面的政策、常規和量化數據。

減少我們的排放

於2023財年，本集團於日常營運中已遵守相關的國家及地方環境法律，尤其是有關廢氣及溫室氣體排放、向水及土地排污、有害和無害廢棄物的排放以及噪音等對本集團有重大影響的重要法律法規。本集團秉持可持續發展的願景，積極採取措施減少其環境足跡，從而為生態文明建設作出貢獻。

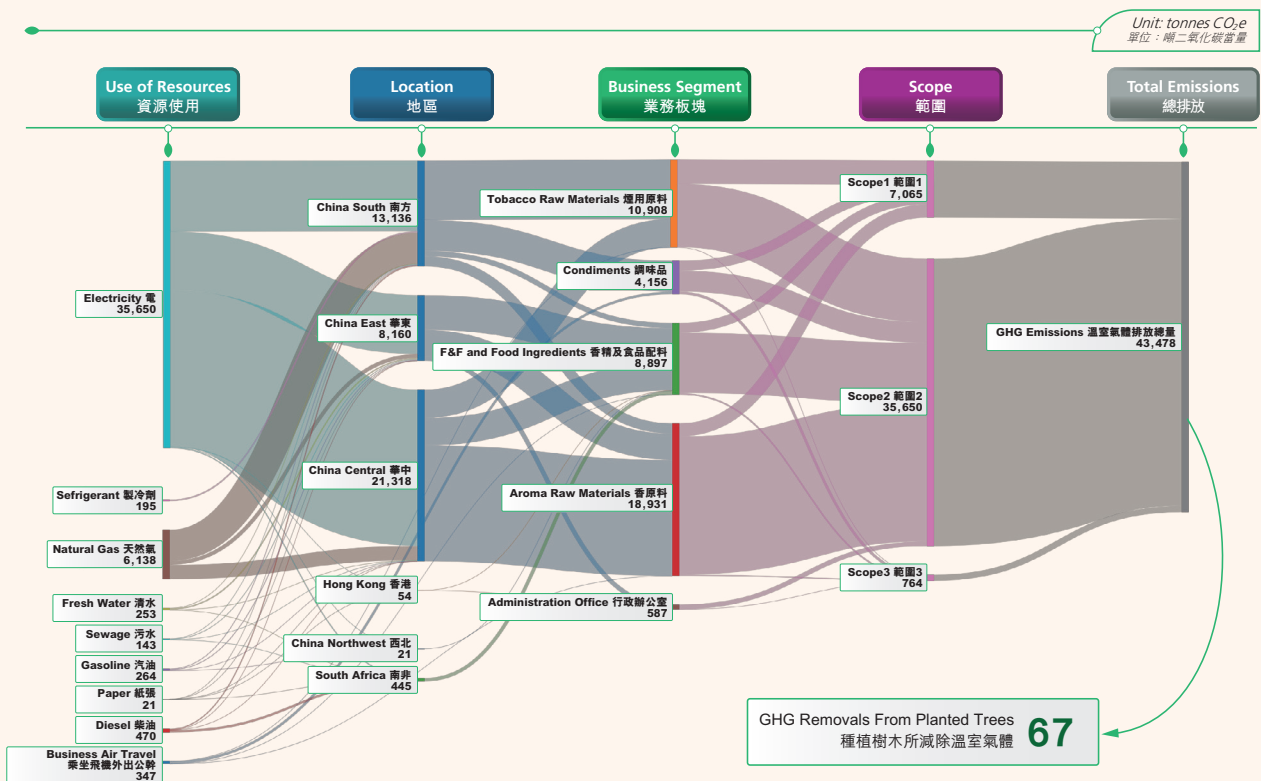
鑒於本集團的業務性質，廢氣排放主要來自鍋爐、機械設備、車輛和其他操作過程的燃料消耗。於2023財年，硫氧化物(「SO_x」)，氮氧化物(「NO_x」)和顆粒物(「PM」)廢氣排放量分別為1,922千克、8,124千克及1,105千克。於2023財年，本集團的溫室氣體排放量為43,411噸二氧化碳當量(「CO₂e」)，強度為13.12噸CO₂e／百萬人民幣，主要來自化石燃料的燃燒以及營運過程中所消耗的電力。於回顧年度內，本集團共產生2,636噸固體廢物以及排放819,771立方米廢水。有關本集團2023財年總排放量的更多詳細信息以及2022財年的比較數據，請參見第102頁附錄三中的表1。





To provide a comprehensive representation of the Group's GHG emissions, a Sankey diagram has been developed, which offers a visual depiction of the emissions patterns, taking into account various factors such as geographical locations, business segments, resource utilisation, and emission scopes. The width of the flows in the diagram corresponds to the magnitude of the emitted amounts, enabling a clear visualization of the emissions data, serving as an effective tool for illustrating the Group's GHG emissions profile.

為全面呈現本集團的溫室氣體排放情況，本集團繪製了溫室氣體排放桑基圖，結合地理位置、業務板塊、資源使用和排放範圍等各種因素，詳細描繪了集團的溫室氣體排放模式。該桑基圖利用流量的寬度代表排放量的大小，將溫室氣體排放數據具象化地表現出來，有效、清晰地展示本集團的溫室氣體排放概況。





Air & GHG Emissions

The combustion of fossil fuels during industrial operations and transportation primarily generates air emissions, specifically exhaust gases such as SO_x, NO_x and PM. In FY2023, while the discharge amount of SO_x remained steady, the amount of NO_x and PM emitted surged, mainly due to increased business operations during the new normal after the pandemic. Particularly, the Aroma Raw Materials business experienced a significant rise in natural gas consumption, leading to a substantial increase in the corresponding air pollutants emitted. Meanwhile, contributed by the successful accomplishment of the Group's "Lean Production" initiative and the optimisation of business operations, even with increased business activities throughout the Year, the Scope 1 (Direct Emissions) remained at a similar level, and Scope 2 (Energy Indirect Emissions) even dropped by 15% as compared to the previous year.

Recognising that its operations inevitably result in air and GHG emissions, the Group is fully committed to intensifying its efforts to mitigate these emissions. In general office operations, the Group enacts air conditioning management by strictly maintaining optimal indoor temperature, promotes efficient use of company vehicles by avoid using vehicles for short distances and small group outings involving two or three people, as well as centralising maintenance and refuelling. The Group has also established a recognition and punish system to commend departments and individuals who have made significant contributions, which primarily focuses on acknowledgment and encouragement, with penalties primarily in the form of fines.

Apart from complying with national and local regulations regarding exhaust gas emissions, such as the "Emission limits of air pollutants in Guangdong Province" (DB44/27-2001), the Group's business segments have also implemented a comprehensive set of policies to effectively manage the environmental impacts associated with air emissions. These measures encompass controlling fuel consumption, implementing pre-treatment procedures for exhaust gas prior to discharge, and establishing a regular inspection system to monitor and assess the effectiveness of emission control measures.

廢氣及溫室氣體排放

本集團的工業生產和運輸過程中所使用的化石燃料主要產生SO_x、NO_x以及PM等廢氣。於2023財年，SO_x的排放量與上一年相較保持穩定，而NO_x及PM排放量則分別大幅上升，主要是由於疫情後新常態期間業務營運增加所致。其中，香原料業務的天然氣用量大幅上升，導致相應的空氣污染物排放隨之增加。同時，得益於本集團「精益生產」倡議的成功落實和業務營運的優化，在本年度業務活動增長的情況下，本集團的範圍一（直接排放）與上一財年持平，範圍二（能源間接排放）更是下降15%。

考慮到其營運不可避免地產生廢氣及溫室氣體排放，本集團致力於加強減排方面的工作以減少廢氣產生。在日常辦公營運中，本集團維持最佳室內溫度，以管理空調的使用，同時通過避免短途或兩三人小規模出行使用車輛，以及集中維護和加油，提高公司車輛的使用效率。本集團亦已建立獎懲機制，以表彰作出重大貢獻的部門和員工。其中，表彰獎勵以表揚和鼓勵為主，處罰主要涉及罰款等形式。

除遵守《廣東省地方標準大氣污染物排放限值》(DB44/27-2001)等國家及地方有關法規外，本集團各業務板塊亦實施一系列政策和措施以有效管理廢氣排放對環境造成的影響，包括控制燃料消耗、廢氣排放前的預先處理、以及建立用於監測和評估排放控制表現的定期檢查制度。



F&F and Food Ingredients business

The emissions from the laboratory of this business are carefully controlled through a micro-negative pressure environment, with organised emissions undergoing treatment before being discharged. Exhaust filter devices are in place to treat exhaust gas before discharging through the exhaust stack with a height of more than 15 meters to ensure compliance with the emission standards. Meanwhile, this business also adopts clean energy that meets environmental protection requirements as fuel to reduce the impact on the ambient atmosphere.

The equipment department plays a vital role by implementing a rigorous inspection system and checklist for exhaust gas equipment, ensuring their proper functioning. Regular maintenance, biannual monitoring of pipeline emissions and biannual replacement of activated charcoal are arranged to ensure effectiveness.

Tobacco Raw Materials business

Through third-party assessments, this business has consistently met national emission standards, demonstrating its commitment to environmental compliance. In 2021, the boiler workshop underwent a significant transformation, with this business investing over RMB6 million to shift from coal to natural gas as its primary energy source, which resulted in a substantial reduction in atmospheric pollution. Furthermore, dust removal and desulfurization techniques have also been adopted to reduce remaining emissions, specifically targeting waste gases generated by the boilers.

Aroma Raw Materials business

This business makes use of airtight micro-negative pressure and activated charcoal to collect and treat exhaust gases in the production and packaging workshops, while ensuring that emissions meet the required standards such as GB 14554-1993 and DB44/27-2001 through the use of Regenerative Thermal Oxidation ("RTO") incinerators and specific pre-treatments including combustion, removal of acid gas, dust, water mist and other impurities. Meanwhile, it takes measures to collect and treat uncontrolled and unorganised emissions. Burning of materials such as asphalt, oil felt, rubber, plastic, dry grass, leaves, and other substances that produce toxic or odorous gases is strictly prohibited within its premises. Effective dust prevention measures are also taken for open-air powder storage areas such as covering with tarpaulins during transportation.

香精及食品配料業務

本業務的實驗室在微負壓的環境下運行，以嚴格控制廢氣排放，並確保有組織廢氣經處理後方可排放。本業務配備有廢氣過濾裝置，廢氣經處理後通過高度達15米以上的排氣筒進行排放，確保符合排放標準。同時，本業務採用滿足環保要求的潔淨能源作為燃料，從而減少對大氣環境的影響。

設備部對於維護廢氣排放負有重要職責，已建立嚴格的巡查制度和檢查表以確保廢氣設備的正常運作。同時，本業務對廢氣設備進行定期維護，每年進行兩次管道廢氣監測和活性炭更換，以確保相關設備的有效性。

煙用原料業務

本業務透過進行第三方評估，確保其廢氣排放始終符合國家排放標準，彰顯其對環保合規的承諾。於2021年，本業務投資逾6百萬人民幣對鍋爐車間進行重大改造，將其鍋爐所使用的原煤炭替換為天然氣，從而大幅減少廢氣污染。此外，本集團採用除塵脫硫工藝來進一步減少剩餘排放，尤其針對鍋爐所產生的廢氣。

香原料業務

本業務採用密閉微負壓和活性炭對技術對生產和包裝車間的廢氣進行收集與處理，同時通過蓄熱式熱力("RTO")焚化爐和特定預處理，確保廢氣排放符合GB 14554-1993和DB44/27-2001等標準。具體的預處理包括燃燒、去除酸性氣體、粉塵、水霧和其他雜質。同時，本業務採取相應措施收集和處理無控制、無組織的廢氣排放，並嚴禁在集團旗下廠區內焚燒瀝青、油氈、橡膠、塑料、枯草、落葉及其他產生有毒有害氣體或惡臭氣體的物質。對於露天堆放的粉料堆放區，本業務亦採取有效的防塵措施，如在粉料運輸過程中加蓋篷布等。



Condiments business

This business acts in accordance with the national standard including “Emission standard of cooking fume” (GB 18483-2001), restrict and manage its emissions through promoting clean production technologies and conduct regular monitoring to ensure compliance. Besides, this business replaced diesel forklifts with electric ones and adopted laser coding machines instead of inkjet coding machines to reduce its emissions. It also introduced advanced cold water units to improve efficiency and adopted new refrigerant to demonstrate its commitment to emission management.

In FY2023, despite the positive performance in the Group’s Scope 1 (Direct Emissions) and the Scope 2 (Energy Indirect Emissions), there was an increase in Scope 3 (Other Indirect Emissions), which was primarily driven by the rise in business air travel for commuting purposes in the new normal of economic recovery. In alignment with the national goal of achieving carbon neutrality, the Group is firmly committed to reducing emissions across all three scopes during daily operations. This commitment involves enhancing the energy efficiency of its facilities, actively exploring the adoption of renewable energy sources, and offsetting carbon emissions through tree planting initiatives. More details regarding these actions can be found in the subsequent subsection on “**Electricity**” and “**Other energy resources**”.

調味品業務

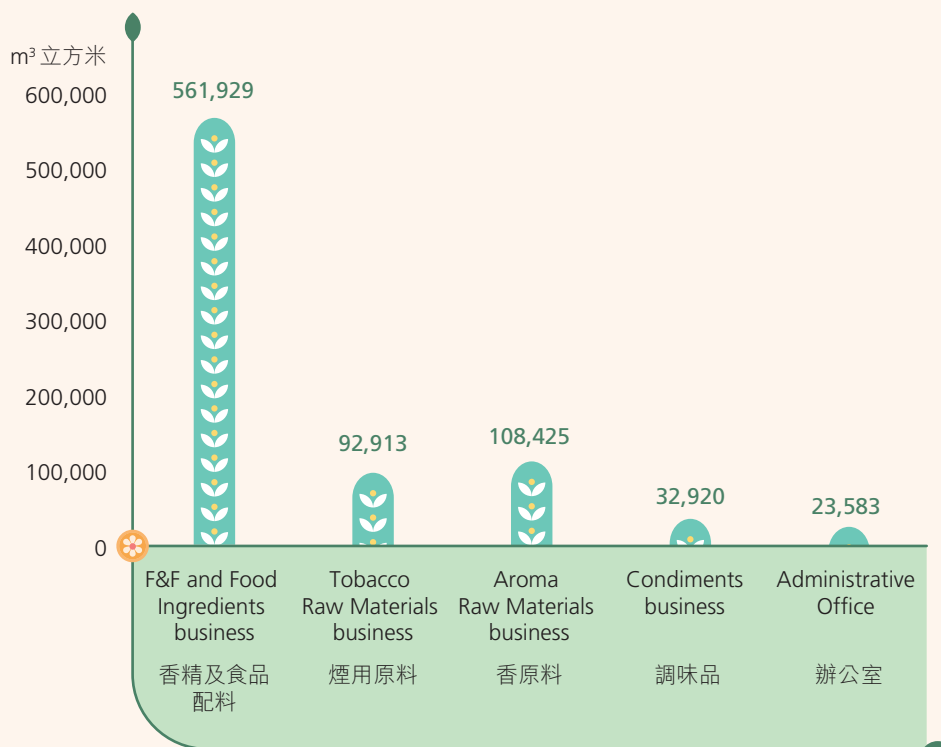
本業務依照《符合飲食業油煙排放標準》(GB 18483-2001)等國家標準，透過推行清潔生產技術來限制和管理其廢氣排放，並進行定期檢測以確保合規。此外，本業務採購電動叉車以取代原有的柴油叉車，並採用激光打碼機替換油墨噴碼機，以減少排放。本業務亦引入較為先進的冷水機組以提高能效，同時採用新的冷媒以體現對廢氣排放管理的承諾。

於2023財年，儘管本集團溫室氣體排放範圍一(直接排放)和範圍二(能源間接排放)表現良好，但範圍三(其他間接排放)有所上升，主要是由於經濟復蘇的新常態下，員工用於通勤的商務差旅有所增加。為配合國家實現碳中和的目標，本集團堅定地致力於減少日常營運中範圍一、範圍二及範圍三的溫室氣體排放量。這一承諾包括提高其設施的能源效率、積極探索可再生能源的應用以及通過植樹綠化活動抵消碳排放。有關上述活動的更多詳情，請參閱下一節「**用電**」和「**其他能源資源**」。



Wastewater

Wastewater Among Business Segments of the Group



廢水

本集團各業務板塊廢水

In FY2023, there was a 25% increase in the total volume of wastewater discharged by the Group, primarily attributed to the increased business operations of the Tobacco Raw Materials business and the establishment of a new manufacturing plant for the Condiments business. Both of these business ventures are inherently dependent on water resources. However, it is worth noting that the Group simultaneously made efforts to enhance the treatment and reuse of its industrial wastewater. As a result, there was a commendable 20% reduction in the discharge of hazardous wastewater during the review period. Additionally, the Aroma Raw Materials business achieved a 2,743 m³ increase in the recycling of wastewater compared to the previous year.

Non-hazardous commercial and domestic wastewater generated from office operations are discharged into the municipal drainage system and handled by the property management of the buildings. As the volume of wastewater is closely linked to water consumption, the Group implements specific measures to reduce water usage in its offices, which are further elaborated in the subsequent section.

於2023財年，本集團排放的廢水總量較上一財年上升25%，主要由於煙用原料業務營運活動增加，以及調味品業務建立了新的生產工廠，而這兩項業務本身高度依賴水資源。然而，值得注意的是，本集團同時努力加強對工業廢水的處理和重用。因此，於回顧年度內，本集團有害廢水的排放量下降20%。此外，香原料業務的廢水回收重用更較去年增加2,742立方米。

辦公室營運所產生的無害商業和生活廢水直接排入市政排水系統，並由大廈物業處理。由於廢水量很大程度上取決於用水量，本集團實施具體措施以減少辦公室的用水。具體措施將在以下小節中進一步說明。



To ensure compliance with local regulations and laws, the Group closely monitors the quality of wastewater discharged by regularly assessing the discharge quality indicators such as Chemical Oxygen Demand (COD) and Biological Oxygen Demand (BOD) concentrations at manufacturing plants. Additionally, the Group engages qualified third parties to monitor and collect data in accordance with the requirements of the discharge permit.

F&F and Food Ingredients business

To handle its wastewater, this business has established a wastewater treatment station, in which its sewage is treated to meet the required standards before being discharged. For industrial wastewater, this business employs the “UASB (Up-flow Anaerobic Sludge Blanket) + Biological Filter” process to ensure the wastewater meets the Class III standard requirements of the “Comprehensive Wastewater Discharge Standard” (GB8978-1996), then discharge into the sewage network within the industrial park.

Taking proactive approach to prevent the contamination of natural water bodies, this business ensures that rainwater and sewage pipes are distinctly separated to prevent untreated sewage or chemicals discharge into the rainwater system. Furthermore, hazardous waste oil and chemicals are stored in designated containers at specific locations, while septic tanks and sewage pipes undergo regular cleaning to maintain proper functioning.

In line with its commitment to water conservation, this business strives to promote water recycling initiatives through reusing treated wastewater for reactor cleaning and irrigation purposes.

Tobacco Raw Materials business

To abide by the first grade of the second period in the “Discharge limits of water pollutants in Guangdong Province” (DB 44/26-2001), industrial wastewater of this business is treated at the self-built wastewater treatment plant which operates by external professionals, following a three-stage process that includes pre-treatment, biochemical treatment, and advanced treatment. A portion of the treated wastewater is reused for production and domestic purposes. Third-party agency is also engaged to conduct regular monitoring to ensure environmental compliance. Specially, Guangdong Jingye is actively seeking to reduce wastewater by coordinating with the water company to cancel the 20,000m³ basic water supply.

為確保其廢水排放符合當地法規和法律，本集團定期評估製造工廠污水的化學需氧量(COD)和生物需氧量(BOD)濃度等相關排放質量指標，從而密切監控廢水排放質量。另外，本集團亦聘請符合資格的第三方依照排水許可證的要求進行數據監測和收集。

香精及食品配料業務

為更好地處理廢水，本業務已建立廢水處理站，確認廢水經處理達標後方可排放。對於工業廢水，本業務採用上流式厭氧污泥床和生物過濾池的流程對廢水進行處理，確保廢水達到《污水綜合排放標準》(GB 8978-1996)的三級標準後排入工業園區的污水排放管網。

本業務積極採取措施防止污染天然水體，確保雨水和污水管道明確分開，並嚴禁將未經處理的污水或化學品傾倒入雨水管道系統。此外，有害廢油、廢化學品等物品應妥善存放在指定地點的專用容器中，而化糞池和污水管道亦會定期進行清洗以維持正常運作。

本著節約用水的承諾，本業務致力於推廣水資源循環利用，將處理後的廢水重新用於反應鍋的清洗及綠化灌溉。

煙用原料業務

本業務為確保達到《廣東省水污染物排放限值》(DB 44/26-2001)第二時段一級標準的廢水排放要求，在廠區內自建污水處理廠，經預處理、生化處理、深度處理三大工序進行工業廢水處理。污水處理廠由外聘的專業公司負責營運。廢水達標處理完畢後部分回用至生產、生活用水，並由第三方機構進行定期監測，以確保其合規性。具體而言，廣東金葉結合生產實際情況，與供水公司協調取消2萬立方米的基礎用水量，以尋求減少廢水排放。





Aroma Raw Materials business

This business ensures compliance with discharge standards, including the first grade of the “Integrated Wastewater Discharge Standard” (GB 8978-1996), by taking key actions to handle its wastewater properly. These include optimising production processes and increase reuse of water to minimise water discharge, as well as ensuring the normal operation of the wastewater treatment facilities which encompass 12 purification procedures. Pollutant types, quantities, and concentrations are documented and any significant changes in emissions will be promptly reported.

Meanwhile, this business strictly prohibits the clandestine discharge of wastewater or hazardous substances into the drainage system, as well as the disposal of industrial waste residue or other hazardous materials.

Condiments business

This business enhances water efficiency and minimises water loss through the implementation of scientifically formulated standard operating procedures (“SOP”) for equipment cleaning. Furthermore, the condensing systems have been redesigned to optimise the utilisation of steam condensate reflux. In order to foster the preservation of water resources, water consumption ratios in each workshop are diligently monitored and tied to the annual performance appraisal of employees.

香原料業務

為確保其廢水排放前符合《污水綜合排放標準》(GB 8978-1996)的一級標準，本業務採取重點措施妥善處理廢水，包括優化生產流程和提高水資源的重複利用率以盡量減少廢水排放，同時確保污水處理設施的正常運作，透過12道淨化工序處理廢水。相關人員負責統計污染物種類、數量和濃度，並在數據出現較大變化時及時匯報。

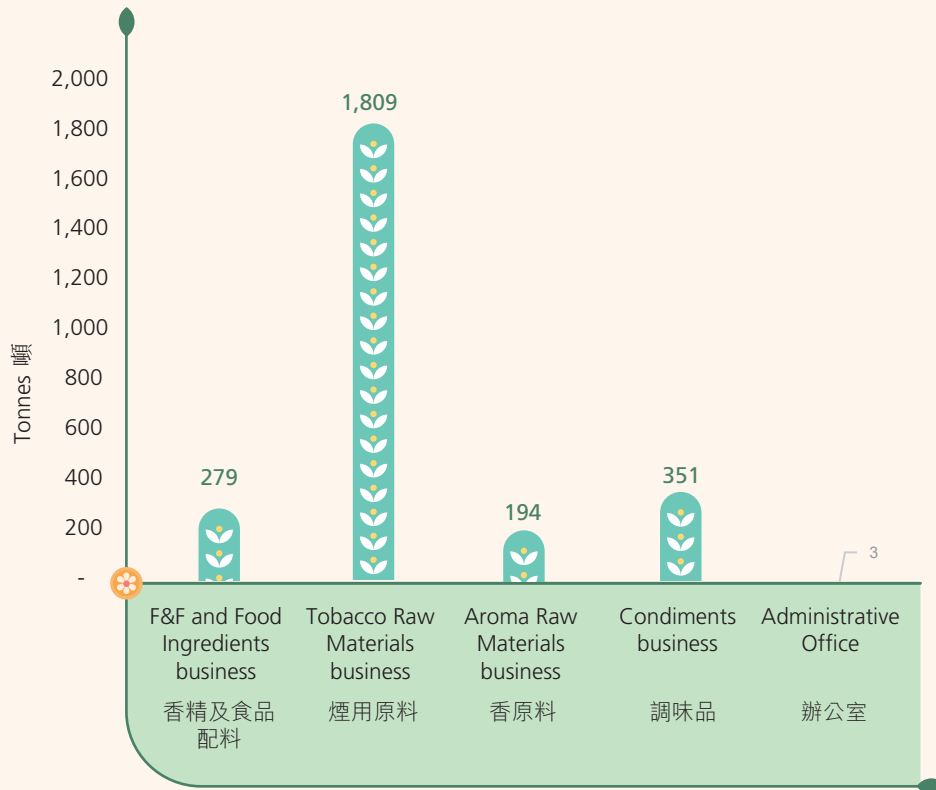
同時，本業務嚴禁向排水系統偷排廢水或有毒液體，以及禁止傾倒工業廢渣或其他有害物質。

調味品業務

本業務實施科學化的設備清洗標準營運流程，從而提高用水效率，減少水損失。此外，本業務對冷凝系統進行了重新設計，以優化並充分利用蒸汽冷凝回流。為進一步促進節約用水，每個車間的用水比率均受到嚴格監控，並與員工的年度績效考核掛鉤。

Solid Wastes

Solid Waste Among Business Segments of the Group



固體廢棄物

本集團各業務板塊固體廢棄物

In FY2023, the Group achieved a 27% reduction in the total amount of solid waste discharged. Although the increased production of the Tobacco Raw Materials business resulted in higher industrial waste generation during the Year, the rest of the Group's subsidiaries made relentless efforts in solid waste management. As a result, there was a remarkable 61% decline in non-hazardous solid waste and a 21% decline in hazardous solid waste. To further promote its commitment to sustainable waste management, in FY2023, the Group recycled around 254 tonnes of solid waste in total which consisted of 133 tonnes of plastic waste, 88 tonnes of paper waste, 27 tonnes of metal waste and 6 tonnes of glass waste.

The Group demonstrates its commitment to responsible solid waste management by adhering to local regulations and implementing internal policies such as "Solid Waste Classification Table" to ensure proper waste treatment and classification. The administrative department closely monitors these policies following the "Monitoring and Measurement Control Procedures." If any non-conformity is identified, the administrative department takes corrective actions following the "Non-Conformity Control Procedure" to mitigate potential environmental risks associated with improper waste handling.

於2023財年，本集團的固體廢棄物排放總量下降27%。儘管本年度煙用原料業務的增產導致工業廢棄物增加，但鑒於本集團其餘各子公司在固體廢棄物管理方面的不懈努力，本集團的無害固體廢棄物及有害固體廢棄物分別錄得61%及21%的大幅下降。為進一步推動對可持續廢棄物管理的承諾，本集團於2023財年共回收約254噸固體廢棄物，其中包括133噸塑料廢棄物、88噸紙製廢棄物、27噸金屬廢棄物以及6噸玻璃廢棄物。

本集團遵守當地有關法規，執行《固體廢物分類表》等內部政策，確保廢棄物得到妥善處理和分類，從而踐行負責任的固體廢物管理承諾。行政部門根據《監視和測量控制程序》進行密切監控，如發現任何不符合規定的情況，行政部門將按照《不合格控制程序》採取糾正措施，以降低因廢棄物處理不當造成的潛在環境風險。

F&F and Food Ingredients business

This business adheres to the requirements of GB/T39189 and “National Hazardous Waste List”, ensuring proper collection, classification, and disposal of its solid waste. Laboratory hazardous waste is handled through annual contracts with qualified treatment facilities, following strict protocols for collection, transportation, and disposal. This business has also established internal guidelines including “Solid Waste Management Measures” for the classification and management of hazardous, general, and recyclable waste, with designated departments responsible for their respective waste streams. All waste disposal practices follow the handling principle which prioritise harmlessness, resource utilisation, and waste reduction.

Tobacco Raw Materials business

Abiding by the “Law on the Prevention and Control of Environmental Pollution by Solid Waste”, this business implements effective measures for solid waste management in its operations. Municipal solid waste is handled by the sanitation department, while industrial and hazardous waste, including materials like coal ash, coal slag and sludge, is sent to qualified units for treatment. In the case of “Tobacco Monopoly Waste”, the Monopoly Office of the Warehouse Department will designate qualified third-party for disposal and incineration under the guidance of the State Tobacco Monopoly Administration. Adhering to environmental regulations, this business also reports annual waste management plan and disposal records through the Guangdong Solid Waste Platform, while utilising an outsourced online monitoring system to track its pollution sources. In FY2023, Hunan Jishou, a subsidiary of this business, only paid a minimal pollution discharge fee, showcasing its commitment to reducing emissions.

Aroma Raw Materials business

The solid waste generated by this business primarily originates from its production and construction activities. In order to ensure effective management of industrial and hazardous waste, this business implements measures to prevent dispersion and leakage during the collection, storage, transportation, and disposal of solid waste. Unauthorised dumping, stacking, discarding, or scattering of solid waste are strictly prohibited. To ensure the effective implementation of environmental protection measures such as the “Waste product, Waste Material and Other Waste Control Procedures”, an organisational leadership system has been established for continuous monitoring.

香精及食品配料業務

本業務遵守GB/T39189及《國家危險廢物名錄》的要求，確保對固體廢棄物的妥善收集、分類和處置。本業務與合格的處理設施簽訂年度合約，嚴格依照收集、運輸和處置協議處理實驗室產生的有害廢棄物。本業務亦建立《固體廢棄物管理規定》等內部準則，對有害、無害和可回收廢棄物進行分類管理，並指定部門負責各自廢棄物的清運。所有廢棄物的處理均須遵循無害化、資源化及減量化的處理原則。

煙用原料業務

本業務遵循《固體廢物污染環境防治法》，在營運中實施有效的固體廢棄物管理措施。都市固體廢棄物由環衛部門負責處理，煤灰、煤渣及污泥等工業廢棄物及有害廢棄物則交由符合資質的機構進行處理。對於「煙草專賣廢棄物」，倉儲部專賣辦公室在國家煙草專賣局指導下，指定具備資質的第三方進行處置和焚燒。除遵守適用的環保法規外，本業務通過廣東省固體廢物環境監管信息平台，申報年度廢物管理計劃和處置記錄，並利用外部在線監測系統跟蹤污染源。於2023財年，本業務的子公司湖南吉首僅繳納極少的排污權有償使用費，體現其對減廢的堅定承諾。

香原料業務

本業務產生的固體廢棄物主要來自其生產和建設活動。為確保有效管理工業廢棄物和有害廢棄物，本業務採取措施以避免收集、儲存、運輸和處置固體廢棄物時出現散落和滲漏情況。本業務嚴禁擅自傾倒、堆放、丟棄或遺撒固體廢棄物。為保障《廢品、廢料、廢棄物控制程序》等環保措施的有效落實，本業務建立了組織領導體系，對相關措施的實施進行持續監督。

Condiments business

This business generates industrial waste and hazardous waste including organic solvent waste and waste mineral oil, which are then transferred to qualified entrusted organisation for disposal. Adhering to relevant regulations and standards, this business acts in accordance with its internal policies including “Waste Disposal Management System” and “Hazardous Waste Utilisation and Disposal Process”. In line with the requirements of the environmental impact assessment, regular monitoring is conducted, and a designated department is responsible for handling and maintaining discharge permits and managing solid waste. Furthermore, the business provides periodic training to enhance employees’ awareness of environmental protection and prevent pollution incidents caused by human errors.

Noise

In FY2023, strictly adhering to the noise emission regulations in Mainland China including the “Law on Prevention and Control of Environmental Noise Pollution” and “Emission Standards for Industrial Enterprises Noise at Boundary” (GB12348-2008), the Group utilises its internal policies such as “Noise Management Regulation” and effective noise reduction measures to mitigate noise pollution from machinery and equipment used in manufacturing. In FY2023, no substantiated noise complaints were received from nearby residents.

Energy & Resources

In FY2023, the primary resources consumed by the Group were electricity, diesel, natural gas, gasoline, refrigerant, steam, water, paper and various raw materials as well as packaging materials. Table 2 in Appendix III on page 104 illustrates the amount of different resources consumed by the Group in FY2023 and FY2022.

Electricity

The electricity consumed by the Group mainly came from the operation of electrical equipment and device in the offices and factories. In FY2023, the electricity consumption of the Group was 58,391 MWh.

調味品業務

本業務產生的工業廢棄物和有害廢棄物包括廢棄有機溶劑及廢礦物油，並交由符合資質的第三方機構進行處理。在遵守相關法規和標準的前提下，本業務按照其內部政策，包括《廢棄物處理管理制度》及《危險廢物利用、處置工藝》開展工作。根據環境影響評估的要求，本業務對固體廢棄物的處置進行定期監測，並指定專職部門負責排放許可證的辦理及維護，以及管理固體廢棄物。本業務亦定期安排教育培訓，注重提高員工的環保意識，防止人為因素造成污染事故。

噪聲

於2023財年，本集團嚴格遵守中國內地有關噪音排放的法規，如《環境噪音污染防治法》及《工業企業廠界環境噪聲排放標準》(GB 12348-2008)，並執行內部政策，如《噪聲管理規定》，利用有效的降噪措施減輕生產過程中機器設備運作所產生的噪音污染。於2023財年，本集團並無收到來自附近居民的任何關於噪音污染的實質投訴。

能源與資源

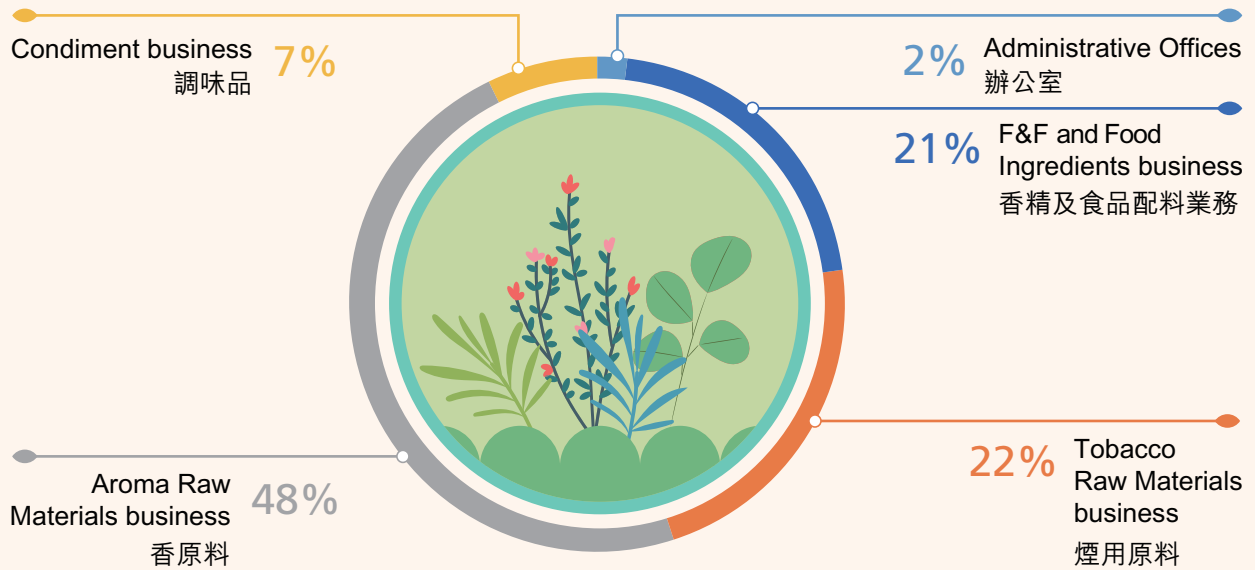
於2023財年，本集團所消耗的主要資源為電力、柴油、天然氣、汽油、製冷劑、蒸汽、水、紙張及各種原材料與包裝材料。本集團於2023財年和2022財年使用的不同資源量具體表現於第104頁附錄三的表2。

用電

本集團所消耗的電力主要來自辦公室及工廠的電力設備及裝置的運作。於2023財年，本集團的電力消耗總量為58,391兆瓦時。

Electricity Consumption Among Business Segments of the Group

本集團各業務板塊用電量



In FY2023, the Group achieved a 15% reduction in electricity consumption compared to FY2022, mainly attributed to the successful implementation of “Lean Production” practices, as well as the optimisation and transition towards “Green Production” and the accomplishment of the “Green Factory” initiative within the Aroma Raw Materials business.

於 2023 財年，本集團用電量較 2022 財年下降 15%，主要歸功於「精益生產」的成功落實、「綠色生產」的優化及轉型，以及香原料業務成功實現「綠色工廠」倡議。

To ensure efficient electricity management, the Group implements distinct measures for domestic and production electricity usage. General practices, such as powering off idle electrical appliances, maximising natural light and ventilation, and prioritising energy efficient appliances during procurement, are employed to manage domestic electricity consumption. Additionally, specific goals and guiding policies have been established for different business segments.



為確保有效管理用電，本集團對生活用電和生產用電實施不同的管理措施。本集團採用一般措施來管理生活用電，如關閉所有閒置的電器、盡量利用自然光和微風，以及在採購時優先考慮節能電器。此外，本集團亦已針對不同業務板塊制定具體的目標及指導政策。



F&F and Food Ingredients business

The facilities management department in this business is responsible for environmental protection and energy and emissions management, with KPIs including compliance with environmental protection regulations and absence of penalties from authorities launched to track performance.

Meanwhile, to enhance energy efficiency, this business adopts a “green lighting” system consisting of highly efficient, stable, and long-lasting lighting devices and accessories, while energy-saving water pumps and circulating cooling towers are prioritised during procurement. Additionally, energy management and control are conducted in accordance with the requirements of the Energy Management System, with unauthorised installation of power-consuming equipment strictly prohibited.

Tobacco Raw Materials business

According to its internal policies including the “Management System for Energy Conservation and Emission Reduction (Trial)”, this business implements energy-saving measures optimise water and electricity, fuel and office supplies usage. An energy conservation and emission reduction management team is established to oversee these initiatives, while the energy conservation and emission reduction office coordinates and supervises the implementation. Additionally, this business is in collaboration with a power supply provider, which involves leasing the warehouse rooftop to a solar power company, enabling it to utilise solar energy after project completion in 2024.

In FY2023, Hunan Jishou, a subsidiary of this business, achieved a reduction of 251,746 kWh in electricity consumption as compared to the previous year through optimising its production process and modifying its production equipment for effective operation.

Aroma Raw Materials business

This business improves electricity management through the installation of electricity meters in workshops, enabling the analysis of energy consumption across different areas, while ensuring the waste heat from steam condensate is being utilised. Meanwhile, during project expansion and transformation, it prioritises high-efficiency equipment and strives to increase the use of renewable energy by installing solar cells.

香精及食品配料業務

本業務設施管理部負責環境保護、能源及排放管控方面的工作，其關鍵績效指標包括遵守環境保護適用的條例以及避免因不合規而受到當地有關部門的罰款。

同時，為提高能源效率，本業務採用「綠色照明」系統，使用效率高、安全性能穩定、耐用的照明設備和配件，並在採購中優先考慮節能水泵和循環冷卻塔等節能設備。此外，本業務按照能源管理體系的要求進行能源管控，禁止私自裝接耗電設備。

煙用原料業務

根據《節能減排管理制度(試行)》等內部政策，本業務實施節能措施，以優化用水、用電、燃料及辦公用品的使用。此外，本業務已成立節能減排管理團隊來監督相關舉措，並由節能減排辦公室負責協調和監督其落實情況。此外，本業務已與一家電力供應商達成合作，將倉庫屋頂租賃給太陽能發電公司，預計能在2024年項目完成後利用太陽能。

於2023財年，本業務的子公司湖南吉首通過優化生產流程和改造生產設備，在確保業務有效營運的同時，較上年減少用電量251,746千瓦時。

香原料業務

本業務通過在所有車間安裝電表以改善電力管理，使其能夠分析不同車間的能源消耗情況，並確保蒸汽冷凝水的餘熱得到充分利用。同時，在項目擴建和改造過程中，本業務優先採用高效節能設備，並通過安裝太陽能電池板來增加能源使用中可再生能源佔比。



Condiments business

This business maintains monthly records of electricity usage for each product across all workshops and introduce advanced chillers as a replacement for outdated equipment, ensuring the effective management of electricity consumption.

Other energy resources

In FY2023, the Group utilised diesel, natural gas, gasoline and steam as its primary energy sources for operations and transportation. To effectively manage emissions resulting from the combustion of fossil fuels, the Group implements an enhanced energy management strategy that emphasises data-driven decision-making and the adoption of energy-efficient solutions and technologies, while maximising the utilization of clean energy sources. In FY2023, the total energy consumption of the Group (excluding electricity) amounted to 41,730 MWh, among which the F&F and Food Ingredients business, Tobacco Raw Materials business, Aroma Raw Materials business and Condiments business accounted for 24%, 41%, 22% and 14%* respectively. The administrative office of the Group did not consume any other energy resources during the Year.



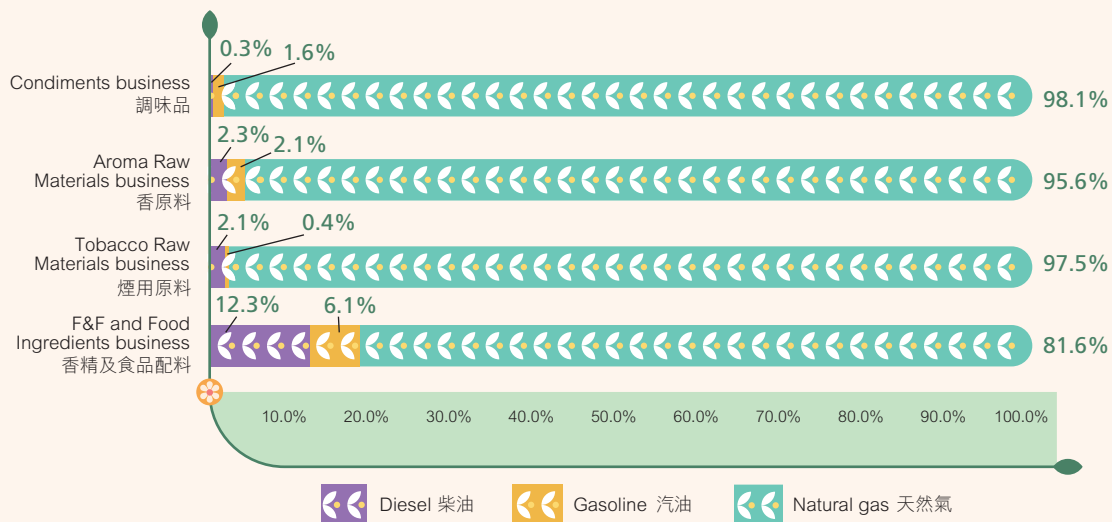
調味品業務

本業務於所有車間按月記錄單位產品的耗電量，並引進先進的冷水機組替代老舊設備，確保對用電量的有效管理。

其他能源資源

於2023財年，本集團消耗柴油、天然氣、汽油和蒸汽作為日常營運和運輸的主要能源。為有效管理與化石燃料燃燒相關的排放，本集團強化能源管理策略，著重於數據驅動決策以及採用節能解決方案和技術，同時擴大對清潔能源的使用。於2023財年，本集團的總能源消耗為41,730兆瓦時(不包含電力)，其中香精及食品配料業務、煙用原料業務、香原料業務及調味品業務分別佔24%、41%、22%及14%*。本集團行政辦公室於本年度並未使用任何其他能源。

Energy Consumption Among Business Segments of the Group 本集團各業務板塊能源消耗量



* Numbers may not add up to 100% due to rounding.

* 由於四捨五入之誤差，數字的總和未必等於100%。



Notably, during the Year, the Aroma Raw Materials business made a transition in its operations. Specifically, its subsidiary ceased the consumption of biomass as fuel for its boilers and instead switched to utilising steam, which is a more environmentally friendly alternative. As a result of this shift, no biomass was consumed by the Aroma Raw Materials business throughout the Year.

於回顧年度內，香原料業務成功實現業務轉型，其子公司選擇使用更加環保的蒸汽替代生物質作為鍋爐燃料，因此，香原料業務本年度並未消耗任何生物質。

Considering that fuel consumption can be primarily categorised into vehicle use and production boiler use, the Group prioritises the reduction of liquid fuel consumption in mobile operations, which is achieved through practices such as regular vehicle maintenance, promoting responsible driving habits, and minimising unnecessary business travel. Additionally, to manage stationary combustion, the Group encourages its subsidiaries to align with the Group's policy and proactively enhance energy efficiency while transitioning toward environmentally friendly and low-carbon operational modes.

考慮到燃料的消耗主要分為車輛使用和生產鍋爐使用，本集團通過定期保養車輛、倡導負責任的駕駛習慣以及減少不必要的商務差旅等措施，優先考慮減少移動作業中的液體燃料使用。此外，為管理固定燃燒所耗燃料，本集團鼓勵各子公司遵循集團政策，主動採取行動提高能源效益，向環保低碳的營運模式轉型。

F&F and Food Ingredients business 香精及食品配料業務	Tobacco Raw Materials business 煙用原料業務	Aroma Raw Materials business 香原料業務	Condiments business 調味品業務
<ul style="list-style-type: none"> Install energy-saving heating devices on boilers and input warm or hot water during the preliminary stage whenever feasible 在鍋爐上安裝節能加熱裝置，並在可行的情況下在初始階段向鍋爐注入溫水或熱水 Install automatic control devices on steam pipelines and apply insulation film to minimise heat loss during steam transmission 在蒸汽管道上安裝自動控制裝置，並貼上隔熱膜，以盡量減少蒸汽輸送過程中的熱量損失 	<ul style="list-style-type: none"> Conduct daily inspections, repairs, and maintenance on main steam pipelines 對主要蒸汽管道進行日常檢查、維修及保養工作 Notify the boiler shift supervisor and promptly adjust boiler operations when abnormal, instantaneous fluctuations in steam flow are detected in workshops 在各車間發現瞬時蒸汽流量異常波動時，通知鍋爐班長並及時調整鍋爐運行 	<ul style="list-style-type: none"> Regularly maintain energy supply pipelines for efficiency and to prevent energy leakage 定期維護能源供應管道，保持高效率，防止能量滲漏 Clean heat exchangers to improve heat exchange efficiency 清理熱交換器以提高熱交換效率 	<ul style="list-style-type: none"> Automatically adjust natural gas input based on steam requirements 根據蒸汽用量來自動控制天然氣進量 Replace diesel forklifts with electric forklifts to reduce fossil fuel consumption 購入電動叉車以替換原有的柴油叉車以減少化石燃料的消耗



Water

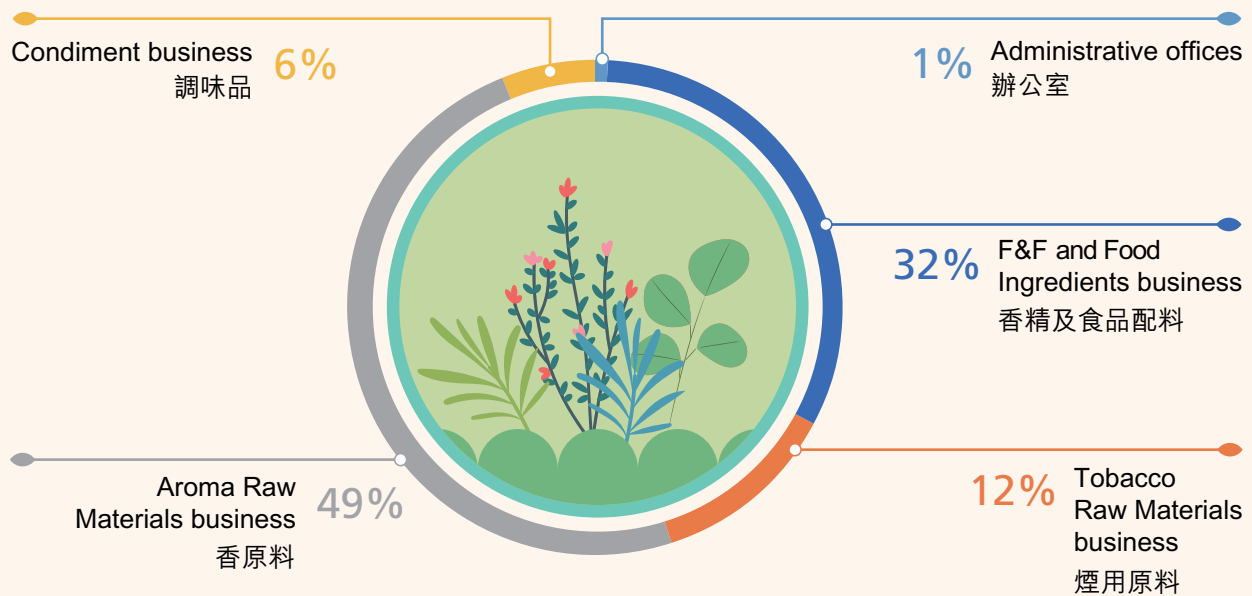
In FY2023, the Group did not face any problem in sourcing water fit for its purposes. During the Year, the Group's water consumption could be categorised into production and domestic use, with the total water consumption across all business segments amounted to 1,830,543 m³.

水

於2023財年，本集團在求取適用水源上沒有遇到任何問題。於回顧年度內，本集團的總用水量為1,830,543立方米，主要為生產用水和生活用水。

Water Consumption Among Business Segments of the Group

本集團各業務板塊的用水量



In FY2023, the Group experienced an 80% increase in water consumption, with all business segments witnessing a rise in their water usage due to increased business opportunities and production. Among them, the Aroma Raw Materials business stood out with the highest surge in water consumption, which could be primarily attributed to the full operation of its subsidiary in FY2023, in contrast to its non-full operation in the preceding year.

於2023財年，本集團的用水量較上一財年增加80%，由於業務機會及產量的增加，所有業務部門的用水量均有所上升。其中，香原料業務的用水量增幅最大，主要由於香原料業務子公司於2023財年展開全面營運，而上一財年末全面營運所致。

Notwithstanding that, the Group is dedicated to reducing its production water demand by optimising procedures and improving manufacturing technology. For domestic water conservation, the Group focuses on raising employee awareness and fostering a water-saving culture throughout the organisation to prevent water waste. The Group encourages its subsidiaries to align with the Group's policy and proactively enhance water efficiency.



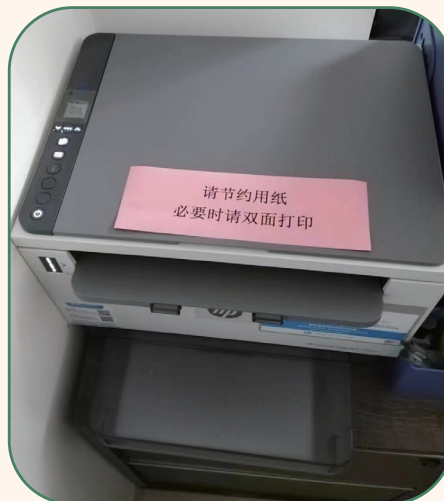
儘管如此，本集團仍致力於通過優化流程和改進製造技術來減少生產過程中的用水量。在生活用水方面，本集團著重於提高員工意識，在企業內培養節水文化，杜絕浪費用水的現象。本集團鼓勵其子公司遵守集團政策，積極提升用水效率。



F&F and Food Ingredients business 香精及食品配料業務	Tobacco Raw Materials business 煙用原料業務	Aroma Raw Materials business 香原料業務	Condiments business 調味品業務
<ul style="list-style-type: none"> Establish the water treatment and regeneration workshop and reuse the water in the reactor for cleaning 建立水處理再生車間，並重用反應釜中的水作清潔用途 Conduct regular maintenance on water pipelines to prevent “evaporation, emission, drip or leak” 定期維護水管，防止「跑、冒、滴、漏」 	<ul style="list-style-type: none"> Establish water management system for various departments and promote the reuse of condensate 建立適用於各部門的水資源管理體系，促進冷凝水的再利用 Encourage employee participation in water conservation through water-saving slogans 通過張貼節水標語，鼓勵員工積極參與節約用水的實踐 	<ul style="list-style-type: none"> Recirculate treated wastewater and condensate for reuse in other processes 將處理過的廢水和冷凝水再循環到其他過程中使用 Analyse water use efficiency and total water withdrawal 分析用水效率和總取水量 	<ul style="list-style-type: none"> Invest in advanced chillers and variable frequency water pumps 投資新型冷水機組並結合變頻水泵使用 Maintain detailed records and evaluate water consumption performance for each product in every workshop 保留每個車間單個產品用水量的詳細記錄，並評估用水效益

Paper

In FY2023, the Group’s paper consumption was 4,072 kg. Recognising that paper is primarily used in administrative tasks, the Group actively promotes the concepts of “Paperless Office” and “Office Automation” through regulating paper and printer usage practices in the workplace. The Group maximises the use of digital technology for information transmission, promotes double-sided printing, and utilises recycled paper for internal documents.



紙張

於2023財年，本集團消耗紙張4,072 千克。鑒於本集團的紙張使用主要集中於行政工作方面，本集團通過規範工作場所中紙張使用和打印機的使用實踐，以積極推廣「無紙化辦公」和「辦公自動化」的概念。本集團充分利用數碼化技術進行資訊傳輸，並推動雙面打印及二次使用環保紙作內部流通文件使用。



F&F and Food Ingredients business 香精及食品配料業務	Tobacco Raw Materials business 煙用原料業務	Aroma Raw Materials business 香原料業務	Condiments business 調味品業務
<ul style="list-style-type: none"> Assign dedicated employees to manage each printer and copier, maintaining detailed records of printing and copying activities, and transit to electronic receipts for customers 安排指定的員工負責管理每台打印機及複印機，保留打印和複印活動的詳細記錄，並為客戶提供電子收據 	<ul style="list-style-type: none"> Enforce the “Administrative Office Materials Management Regulations,” which outline procedures for paper procurement and goals for paper conservation 實施《行政辦公物資管理規定》，明確規定紙張採購的程序及節約紙張的目標 	<ul style="list-style-type: none"> Introduce the “Enterprise Paper Saving Proposal” with 13 key initiatives to encourage employees to save paper 發佈《企業節約用紙倡議書》，提出13項關鍵倡議以呼籲員工節約用紙 	<ul style="list-style-type: none"> Apply “Office Automation” procedures and reduced paper-based approvals 應用「辦公自動化」程序並減少在紙張上的批復

Packaging materials

In FY2023, the Group utilised a combined 11,309 tonnes of packaging materials, including plastic, paper, metal, wood, and glass. Realising the inevitable consumption of packaging materials due to its gradual growth in production and sales, the Group implements proactive measures to manage its single-use packaging consumption. This includes prioritising the use of reusable or recyclable packaging materials during procurement, actively reducing unnecessary packaging design and exploring recyclable alternatives.

包裝材料

於2023財年，本集團共消耗11,309噸包裝材料，包括塑料、紙張、金屬、木及玻璃。本集團意識到隨著產品生產和銷售的逐步增長，對包裝材料的消耗不可避免。因此，本集團積極採取措施管理一次性包裝材料的消耗，包括在採購過程中優先使用可重複利用或可回收的包裝材料，減少不必要的包裝設計，同時探索可回收的替代材料。

<p>F&F and Food Ingredients business</p> <p>- Main packaging materials: HDPE plastic barrels, cardboard barrels, iron barrels, woven bags and aluminium bags</p> <p>香精及食品配料業務</p> <p>— 主要使用包裝材料：高密度聚乙烯塑料桶、紙筒、鐵桶、編織袋和鋁膜袋</p>	<p>Tobacco Raw Materials business</p> <p>- Main packaging materials: paper pulp, film bags, cartons and plastic barrels</p> <p>煙用原料業務</p> <p>— 主要使用包裝材料：紙漿、薄膜袋、紙箱以及塑料桶</p>	<p>Aroma Raw Materials business</p> <p>- Main packaging materials: cardboard barrels, composite paper barrels, cartons, plastic tanks, plastic barrels with bungs and polyethene bags</p> <p>香原料業務</p> <p>— 主要使用包裝材料：紙桶、複合紙桶、紙箱、塑料罐、閉口塑料桶以及聚乙烯袋</p>	<p>Condiments business</p> <p>- Main packaging materials: glass bottles, PET bottles, metal tins, plastic barrels, PE pipes, cartons and paper boxes</p> <p>調味品業務</p> <p>— 主要使用包裝材料：玻璃瓶、聚對苯二甲酸乙二酯瓶、金屬罐、塑料桶、聚乙烯管、紙箱和紙製盒子</p>
<ul style="list-style-type: none"> Implement standardised packaging specifications to avoid excessive packaging and initiate “paper instead of plastic” project for new packaging materials 實施標準化的包裝規格以避免過度包裝，並開展「以紙代塑」項目，探索新型包裝材料 	<ul style="list-style-type: none"> Implement rigorous management of packaging material inventory, including collecting reusable packaging products like semi-finished 84mm rod packaging for further treatment and reuse 對包裝材料的庫存進行嚴格管理，包括收集可重複使用的包裝產品，如半成品84毫米料棒包裝物，作進一步處理和重用 	<ul style="list-style-type: none"> Adhere to the “Packaging Material Management Regulation” by reusing all barrels used for transporting materials or semi-finished products within production workshops 遵守《包裝材料管理制度》，生產車間內用於運送材料的周轉桶均進行重複使用 	<ul style="list-style-type: none"> Implement strict control over purchased packaging materials and prioritise eco-friendly options during procurement, while reusing packaging materials like cartons and iron drums 採購時嚴格控制包裝材料的購入及優先選擇環保材料，並循環利用包裝材料包括紙箱和鐵桶。

Respecting the environment and conserving our natural resources

Aligned with its corporate vision of leading towards a better life, the Group is dedicated to creating a conducive operational environment that enables the identification of environmental impacts and the implementation of appropriate mitigation measures. As a prominent national enterprise, the Group diligently evaluates and identifies the significant environmental impacts resulting from its business operations, and endeavours to adopt diverse measures to manage the strain it places on the natural environment.

尊重環境與保護自然資源

秉持成為美好生活引領者的企業願景，本集團致力於打造一個有利的營商環境，以便識別對環境的影響並實施適當的緩解措施。作為國內的領先企業之一，本集團認真評估和識別其業務營運對環境造成的重大影響，並採取多項措施來管理對自然環境造成的負擔。

Considering its role as a manufacturer, the Group acknowledges that the consumption of natural resources such as energy and water, as well as emissions of air pollutants, GHG and waste constitute its most prominent environmental impacts. Consequently, a series of actions have been developed and implemented to address and mitigate these environmental impacts and associated risks.

Environmental Management System and Environmental Targets

The Group's subsidiaries have obtained ISO 50001 Energy Management System and ISO 14001 Environmental Management System certifications, integrating environmental protection principles into their daily production and operational activities. Comprehensive systems have also been established to identify, prevent, correct, and monitor the environmental impact of the Group's operations.

Besides, in line with the national call for ecological civilisation, the Group remains committed to environmental preservation, as demonstrated by the implementation of the "2025 Huabao Sustainable Development Goals" across its various business segments these years. Recognising the importance of collaborative efforts in promoting environmental conservation, the Group strives to drive operational habit changes to accelerate progress. Further details can be found in Appendix I as set out on page 100.

考慮到其作為製造商的業務性質，本集團認為燃料和水等自然資源的消耗，以及廢氣、溫室氣體和廢棄物的排放構成了其相對較重大的環境影響。因此，本集團已制定並實施一系列行動以應對和緩解其環境影響和相關風險。

環境管理體系及環境目標

本集團旗下子公司已獲得ISO 50001能源管理體系及ISO 14001環境管理體系認證，將環保理念融入日常生產經營活動。本集團亦已建立一套全面的系統用以識別、預防、糾正和監控集團營運對環境造成的影響。

此外，為響應國家建設生態文明的號召，本集團持續致力於環境保護，並於多年來堅持在其各業務板塊落實「2025華寶可持續發展目標」。本集團認識到協同努力對促進環境保護的重要性，因此致力於推動營運慣例加速向低碳營運轉型。更多詳細內容可參閱第100頁的附錄一。



Green Factory

Adhering to the principle of "reducing pollution at source, improving resource utilisation efficiency, and minimising the generation and emission of pollutants throughout the production, service, and product lifecycle", the Group is unwavering in its commitment to clean production by consistently implementing comprehensive and preventive environmental strategies across its production lines and products. In FY2023, the Group proudly announced that its subsidiary, Jiangxi Xianghai, received provincial recognition, followed by national recognition in four months' time, as a "Green Factory" for its manufacturing plant in the Aroma Raw Material business.

綠色工廠

秉承「從源頭削減污染，提高資源利用效率，減少或避免生產、服務和產品使用過程中污染物的產生和排放」的理念，本集團堅定地致力於清潔生產，並在其生產線和產品中持續實施全面的預防性環保策略。於2023財年，本集團子公司江西香海歷經四個月，從省級「綠色工廠」躋身於國家級「綠色工廠」中的一員。

Green Production in Jiangxi Xianghai

江西香海的綠色生產

In line with the principles of green and low-carbon development, Jiangxi Xianghai conducts a thorough assessment of its performance across eight key areas of a "Green Factory" framework: raw and auxiliary materials, and energy; technology; equipment; process control; products; management; employees; and waste. Through a range of measures, such as process improvements in the furanone production line and energy-saving modifications to the lighting system, Jiangxi Xianghai significantly enhances its decarbonisation efforts and establishes a comprehensive green manufacturing system. Notably, the company has invested approximately RMB60 million in upgrading its VOCs exhaust gas treatment equipment, resulting in an impressive combustion rate of 98%, effectively promoting the company's green transformation.

依照綠色低碳發展原則，江西香海對其在「綠色工廠」框架的八個關鍵領域進行全面的評估，包括：原輔材料及能源、技術、設備、流程控制、產品、管理、員工及廢棄物。江西香海通過開展一系列措施，如呋喃酮生產線的工藝改進和照明系統的節能改造，顯著增強其減排力度，並建立起全面的綠色製造體系。其中，江西香海投資約人民幣6,000萬元用於升級改造其揮發性有機化合物(VOCs)廢氣處理設備，使燃燒率高達98%，有效推動其綠色轉型。



Climate change

To address the increasingly severe climate change issues and to enhance its climate risk management, the Group takes a proactive approach in transitioning its management and disclosures towards internationally recognised framework including the newly published International Financial Reporting Standards ("IFRS") S2 Climate-related Disclosures published by the International Sustainability Standards Board ("ISSB"). In line with the commitment to transparency, the Group has taken significant steps to strengthen its preparation and ensure future compliance across the four pillars: governance, strategy, risk management, metrics and targets.

As part of the phased approach, this Year, the Group are prioritising the improvement of its governance system, allocation of responsibilities, and comprehensive planning, aiming to lay a solid foundation for further advancements in its climate change strategies and reporting.

氣候變化

為應對日益嚴峻的氣候變化以及加強氣候風險管理，本集團根據國際可持續準則理事會 (ISSB) 最新發佈的國際財務報導準則第S2號 (IFRS S2) 等準則，積極主動地將其氣候管理和信息披露向國際公認框架進行過渡。本著維持透明度的承諾，本集團已採取關鍵措施加強氣候披露的準備工作，同時確保未來集團在管治、策略、風險管理以及指標和目標這四大支柱的合規性。

作為階段方法中的一環，本集團於本年度優先完善管治體系、職責分配和全面規劃，旨在為進一步推進氣候變化策略和報告奠定堅實的基礎。

Governance structure

Adopting similar governance structure as its ESG governance, the Board is responsible for overseeing the management of climate-related matters, with specific responsibilities delegated to the committee, which is tasked with comprehensive climate risk management via the establishment of framework to identify, assess, and address climate-related risks. The committee will also facilitate the development of climate risk and opportunity management plans, while regularly monitoring and reviewing progress towards set targets.

In FY2023, the strategic development department primarily handled climate risk management preparations, while in the coming year, the department will lead the coordination of various departments and units to implement relevant plans and practices.

Governance approach

Key approaches include integrating climate-related risk and opportunity management into the responsibilities of the Board, the audit committee, strategic development department, finance department, and compliance department, to ensure clear accountability. Next, internal control processes and ESG reporting mechanisms will be strengthened, with internal audit providing ongoing review and support to assist the Board and its committees in understanding climate-related risks and opportunities. This will include discussions on climate-related topics during meetings, the establishment of targets for significant climate-related risks and opportunities, and monitoring and reviewing progress towards those targets.

Competency

To ensure the competency of its climate governance, in FY2023, the strategic development department hired dedicated ESG personnel and arranged various training programs for its management members, aiming to enhance their understanding of industry best practices and evolved regulatory requirements.

The Group is committed to arranging regular training sessions and strengthen collaboration with external consultants to stay updated on the latest information regarding climate risk management. The Group also encourages employees responsible for ESG and climate-related functions to obtain professional certifications such as CFA-ESG or SASB-FSA, thereby enhancing their expertise and knowledge, ensuring a well-equipped team to address climate-related challenges effectively.

管治架構

本集團採用與 ESG 管治類似的管治架構，由董事會負責監督氣候相關事宜的管理，並將具體職責下放給委員會全面負責氣候風險管理。委員會通過建立健全的框架來監督氣候相關風險的識別、評估和應對機制，同時促進氣候相關風險與機遇管理計劃的發展，並定期監測和回顧已設目標的進展。

於 2023 財年，戰略發展部主要負責氣候風險管理的前期準備工作。未來一年，該部門將牽頭協調各部門、各單位落實相關計劃與實務。

管治方法

本集團將氣候相關風險與機遇的管理納入董事會、審計委員會、戰略發展部、財務部及合規部的職責中，以確保明確的問責制。本集團計劃將進一步加強內部控制流程和 ESG 報告機制，由內部審計提供持續的審查和支持，以協助董事會及其委員會了解氣候相關風險與機遇，包括在會議期間進行氣候相關主題的討論、為與氣候相關的重大風險和機遇制定目標，以及監測和審查相關已設目標的進展。

能力

為確保氣候管治能力，本集團的戰略發展部於 2023 年聘請了專業的 ESG 人才，並為其管理層成員安排各種培訓項目，從而提高他們對行業最佳實踐的了解，以及對不斷變化的監管要求的理解。

本集團致力於定期為員工開展培訓課程，並加強與外部顧問的合作，以時時了解有關氣候風險管理的最新資訊。本集團亦鼓勵負責 ESG 及氣候相關職能的員工考取專業證書，如 ESG 特許金融分析師認證 (CFA-ESG) 或可持續發展會計準則委員會 (SASB) 的可持續會計基礎 (FAS) 認證，從而提升他們的專業技能和知識儲備，確保團隊能夠有效地應對氣候相關的挑戰。

Future Plan

In the coming years, the Group aims to enhance the regular meeting mechanism and internal training system for climate-related risk and opportunity management, while collaborating with external experts to gain insights into best practices. In addition, it intends to incorporate climate-related topics into the Board meeting agenda, considering climate targets alongside business objectives. To encourage active action across the organisation, the Group also plans to review and assess performance through specific KPIs for each business unit and subsidiary, with progress reported in quarterly business analysis meetings to track performance and link it to annual remuneration assessments. Furthermore, to facilitate effective instillation of practices, the Group plans to empower other management levels to design and implement climate-related policies at the operational level, which includes fostering communication between departments and identifying significant operational issues related to climate.

Risks and opportunities

While the Group is taking actions to minimise its impacts, it recognises that climate change brings potential risks and opportunities that cannot be taken lightly. As such, it has planned to initiate climate scenario analysis in the coming year, with specific approach is currently under discussion. The analysis will involve various departments such as the strategic development department, compliance department, finance department, as well as business units and subsidiary companies within the Group.

The Group intends to consider scenario analysis models and tools with reference to the recommendations of the TCFD framework, and it has preliminary analysed the potential physical and transition climate-related risks and opportunities on its business operations.

F&F and Food Ingredients business

More frequent extreme weather events can potentially impact the facilities of production plants and pose safety risks to employees. Additionally, changes in weather patterns and increased mean surface temperatures may affect the harvest of raw materials, leading to unstable supplies and higher operating costs. To address these issues, this business closely monitors real-time forecasts from the meteorological department and implements inspection measures in anticipation of possible extreme weather events. It also maintains close communication with suppliers to ensure a stable supply of raw materials.

未來計劃

在未來幾年，本集團致力於通過加強定期會議機制和內部培訓體系來提升氣候相關風險與機遇方面的管理，同時與外部專業人士合作，深入了解行業最佳實踐。此外，本集團計劃將氣候相關議題納入董事會會議議程，在考慮業務目標的同時考慮氣候相關目標。為鼓勵集團上下積極行動，本集團亦計劃通過每個業務板塊及子公司的具體關鍵績效指標來審查和評估相關績效，並在季度業務分析會議中匯報進展情況，以追蹤其表現且與年度薪酬評估掛鉤。另外，為更高效地向員工灌輸相關實踐，本集團將授權其他管理層草擬制定並落實營運層面的氣候相關政策，包括促進部門之間的溝通交流以及識別與氣候相關的重大營運議題等。

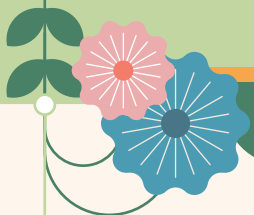
氣候相關風險與機遇

在採取措施將影響降至最低的同時，本集團仍認識到氣候變化所帶來的潛在風險和機遇不容小覷。因此，本集團計劃在明年啟動氣候情景分析，具體方法目前仍在討論中。本集團的戰略發展部、合規部、財務部等多個職能部門以及集團內的業務部門和旗下子公司將參與到相關的分析工作。

本集團計劃參考TCFD建議下的氣候分析模型與工具，現時已初步分析其業務營運中可能面臨的氣候相關實體和轉型風險與機遇。

香精及食品配料業務

更頻繁的極端天氣事件可能會影響生產基地的設施，對員工的安全構成威脅。此外，天氣模式的變化和地表平均溫度的升高可能會影響原材料的收成，導致供應鏈不穩定和營運成本增加。為應對這些問題，本業務密切關注氣象部門的實時預報，對可能出現的極端天氣採取巡查措施。此外，本集團亦與其供應商保持密切溝通，確保原材料的供應穩定。



The Group believes that actively diversifying its business and proactively identifying areas highly susceptible to climate change will enable it to develop corresponding management procedures, thereby stabilising operating costs, as well as maintaining product and service quality.

Tobacco Raw Materials business

The transition to new low-carbon technologies involves investment costs and may not yield the expected results. Additionally, the market pricing of clean energy is unstable, leading to fluctuations in operating costs. These increased costs may be passed on to downstream consumers, but their response to this change is still uncertain, which could potentially affect the business's revenue.

Considering these potential impacts, this business aligns with government policies and has replaced coal-fired boilers with natural gas boilers as a cleaner fuel option. Currently, the Group has invested RMB6.4 million in this boiler replacement initiative. The Group believed that switching to cleaner energy will enable this business to access new markets and attract environmentally conscious customers who value green production.

Aroma Raw Materials business

The potential increase in carbon pricing may have an impact on the production costs of this business, particularly in terms of sourcing raw materials due to potential carbon taxes and additional expenses within the value chain. Moreover, transitioning to new low-carbon technologies entails investment costs and may not yield the expected results.

To address these challenges, this business has taken gradual steps towards adopting clean energy as a primary fuel source during production. It has made significant investments, amounting to approximately RMB100 million, in rebuilding the manufacturing plants and workshops to actively promote green factory initiatives and environmentally friendly production practices.

The Group believes that early enhancements in energy efficiency during production, as well as active participation in renewable energy programmes, will not only stabilise its operating costs but also enhance its business reputation and attract a larger base of environmentally conscious customers and investors.

本集團相信積極開拓多元化業務並主動識別自身對氣候變化高度敏感的領域，有助於制定相應的管理程序，從而穩定營運成本及產品與服務質量。

煙用原料業務

轉用新的低碳技術涉及投資成本，且未必能收穫預期效果。此外，清潔能源的市場定價不穩定，導致本業務的營運成本波動。營運成本的增加可能會轉嫁至下游消費者，而他們對於此變化的反應尚未明朗，可能會影響業務營收。

考慮到上述潛在影響，本業務以政府政策為指導，更換鍋爐使用天然氣作為清潔燃料取代煤炭。目前，本集團已投入人民幣640萬元用於更換鍋爐計劃。本集團認為轉用更清潔的能源有助於開拓新的市場，吸引更多關注綠色生產的環保型客戶。

香原料業務

碳定價的潛在增長可能會導致碳稅的實施和價值鏈內額外費用的產生，對本業務的生產成本，特別是在原材料採購方面，產生影響。此外，向低碳技術轉型涉及投資成本，且未必能取得預期效果。

為應對上述挑戰，本業務現已逐步轉用清潔能源作為生產過程中的主要燃料。本業務已投放大量資金（約人民幣1億元）用於重建生產廠房和車間，積極推廣綠色工廠倡議和環保生產實踐。

本集團認為及早提升生產的能源效益及積極參與可再生能源計劃，不僅能穩定營運成本，亦能提高企業聲譽，吸引更多具有環保意識的客戶與投資者。



Condiments business

The implementation of more stringent national and local environmental laws and regulations has the potential to impose additional operating costs on this business. In instances where these regulations necessitate the replacement of production equipment, such as boilers, it may result in downtime and require additional commissioning time, thereby potentially disrupting the production operations.

To address these challenges, the business proactively replaces boilers with low-carbon combustion technologies ahead of the regulatory implementation, aiming to minimise the impact on production operations and ensure better compliance with local regulatory requirements. Currently, this business has invested RMB500,000 in the transformation of boiler burners as part of this initiative.

Strategy

To actively mitigate the potential operational impacts of climate risks, the Group takes proactive actions to develop contingency plans in advance, such as proactive communication with suppliers to ensure a steady supply of raw materials. The Group also enhances the green features of its production site to address potential challenges related to insulation and ventilation.

To provide an incentive for emissions reduction and facilitating decision-making processes related to budget allocation, the Group is planning for the establishment of an internal carbon pricing system, which can facilitate the Group to assess the financial implications of its carbon emissions, encouraging cost-effective emission reduction strategies and promotes the allocation of resources towards climate-friendly initiatives.

調味品業務

不斷收緊的國家和地方環境政策及法規有可能會增加本業務的營運成本。如法規要求更換鍋爐等生產設備，將會造成業務停擺，並需要額外調試時間，從而導致生產營運中斷。

為應對這些挑戰，本業務致力於在法規推行前，提前將鍋爐更換為低碳燃燒技術，以減少對生產營運的影響，同時更加符合當地法規的要求。目前，作為這一舉措的一部分，本業務已投放人民幣 50 萬元進行鍋爐燃燒機改造。

策略

為積極緩解氣候風險對其營運的潛在影響，本集團主動採取行動，提前制定應急計劃，包括提前與供應商溝通以確保原材料供應。本集團亦加強其生產場地的綠色特性，以應對維持室內溫度和通風的潛在挑戰。

為鼓勵減排及促進預算分配的決策流程，本集團現正計劃建立一套內部碳定價體系，以協助集團更好地評估碳排放的財務影響，從而鼓勵集團制定具備成本效益的減排策略，並將資源投放於氣候友好的舉措。



V. CARING ABOUT OUR PEOPLE

As an integral aspect of its corporate sustainability strategy, the Group is dedicated to fostering an inclusive corporate culture, establishing a diverse workforce, and valuing each employee. As of 31 December 2023, the Group employed a total of 3,995 individuals across various locations, including Mainland China, Hong Kong, Germany, Botswana, the United States, Korea, Indonesia and more. For further information, please refer to Appendix IV on page 106.

Supporting good employment

The Group's human resources department assumes the responsibility of regularly reviewing and updating company policies in alignment with the latest laws and regulations. The Group establishes and enforces a range of internal policies to standardise human resources management processes and standards. These policies include the "Regulations on the Administration of Labour Relations", "Employee Handbook", "Salary Management Regulations", "Recruitment Management Regulations" and "Regulations on Attendance Management".

In FY2023, the Group was in compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the Group. More relate information can be found in Appendix V as set out on page 114.

Recruitment and promotion

Adhering to the principle emphasising the importance of "ethics, integrity, competence, and capability", the Group takes a strategic approach to employee recruitment and promotion, ensuring a transparent and well-defined process facilitated by internal policies such as the "Recruitment Management System", "Internal Talent Recommendation Regulations", "Huabao Star (HBS) Training Management Plan" and "Management Measures for Promotion of Personnel". With a focus on meeting specific job requirements and production needs, the Group actively seeks out qualified candidates, including recent graduates and experienced individuals, aiming to attract individuals who possess the necessary qualifications and skills for the available positions.

V. 關愛我們的員工

作為企業可持續發展戰略的重要組成部分，本集團致力於打造包容的企業文化，建立多元的員工隊伍，並珍視每一位員工。截至2023年12月31日，本集團在中國內地、香港、德國、博茨瓦納、美國、韓國、印度尼西亞等地共有3,995名員工。更多詳情請參閱第106頁的附錄四。

支持良好的僱傭

本集團人力資源部負責根據最新的法律法規，定期審查和更新相關企業政策。本集團制定並落實一系列內部政策，包括《勞動關係管理規定》、《員工手冊》、《薪酬管理規定》、《招聘管理規定》及《考勤管理規定》等，以規範其人力資源管理流程及標準。

於2023財年，本集團已遵守與薪酬和解僱、招聘和晉升、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對本集團有重大影響的相關法律及規例。更多相關信息請參閱第114頁的附錄五。

招聘和晉升

秉承「有道德、有境界、有能力、有辦法」的用人標準，本集團對員工招聘和晉升採取戰略方法，在「招聘錄用管理規定」、「人才內部推薦管理規定」、「華寶之星(HBS)培養管理方案」和「生產機台人員晉升晉級管理辦法」等內部政策的支持下，確保一套透明且明確的招聘和晉升流程。為滿足集團各崗位的工作要求及生產需求，本集團積極尋找及招聘符合資質的候選人，包括應屆畢業生和經驗豐富的人士，以吸引具備空缺崗位所需資歷和技能的人才。



To cultivate a diverse talent pool, the Group employs a mix of campus recruitment, internal recommendations, and external hiring methods. It leverages various recruitment platforms to advertise job openings, widening their reach to attract a broad range of potential candidates who can effectively contribute to the organisation.

Through regular evaluations, the Group acknowledges and rewards employees for their efforts and contributions. Those who exhibit outstanding performance and potential receive fair opportunities for promotion and development. Deserving individuals are bestowed titles like “Elite Team,” “Star Employee,” “Outstanding Innovation,” “Excellent Newcomer,” or “Outstanding Employee” based on their performance evaluations.

Department supervisors are responsible for submitting annual performance appraisals to the human resources department for review. Subsequently, the evaluation outcomes are presented to management for approval and finalisation of the promotion list. Employees who make noteworthy contributions within their roles are presented with significant career advancement prospects, providing them with added motivation and incentives to excel.

Compensation and dismissal

The Group enforces the “Salary Management System” to establish a robust salary framework for all employees, offering appropriate compensation structures for individuals in different positions. For instance, apart from the monthly salary, employees under the annual-compensation structure receive performance-based wages, and year-end bonuses are contingent upon the operational performance throughout the Year. To ensure equitable compensation based on performance and productivity, the Group’s subsidiary has also implemented internal policies such as the “Target Performance Management Measures (Trial)” and “Performance Settlement System (Trial)” to standardise the calculation method for performance evaluations.

為培養多元化的人才隊伍，本集團採用校園招聘、內部推薦、外部競聘等多種招聘方式，並利用多種招聘平台宣傳所招的崗位，同時擴大其接觸範圍，以廣泛吸引能夠為企業發展作出積極貢獻的潛在候選人。

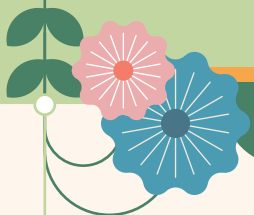
本集團透過定期評估，確保員工的努力和貢獻能夠得到認可及獎勵。對於工作能力出色且具有發展潛力的僱員，本集團將為其提供公平的晉升和發展機會。本集團將根據員工績效考核的結果頒發「精英團隊」、「明星員工」、「傑出創新」、「優秀新人」以及「優秀員工」等稱號。

各部門負責人將年度績效考核提交到人力資源部，經整理審核後上交管理層審批並最終決定晉升名單。對於在其職責範圍內作出顯著貢獻的員工，本集團將為其提供優越的職業發展前景，作為額外的助力，以激勵其取得更卓越的成就。

薪酬及解僱

本集團落實《薪酬管理規定》，為全體員工構建完善的薪酬體系，就不同崗位的員工提供相應的薪酬結構。例如，除月薪外，年薪制員工亦獲發績效工資，並根據本年度營運情況發放年終獎金。為確保基於績效和工作效率的公平薪酬，本集團子公司亦實施了《生產部管理團隊目標績效管理辦法(試行)》以及《品管部集體計件浮動績效結算體系(試行)》等內部政策，以規範績效考核的計算方法。





The Group adheres to applicable laws and regulations, including the “Labour Contract Law of the People’s Republic of China,” and internal policies such as the “Regulations on the Administration of Labour Relations,” when initiating employee dismissals. Employees who fail to meet job requirements will be transferred, while those who commit significant errors and fail to meet job expectations may face dismissal in accordance with the circumstances outlined in the Employee Handbook. The final basis for dismissal is the issuance of the “Notice of Termination of Labour Contract” by the human resources department.

Working hours and rest periods

In compliance with local regulations including the “Provisions of the State Council on Employees’ Working Hours”, the Group establishes the “Regulations on Attendance Management” to govern employees’ working hours and rest periods. These regulations clearly outline working hour requirements, attendance expectations, and disciplinary measures. The Group aims to maintain an average weekly working time of no more than forty-four hours, or the maximum hours stipulated by local laws. In cases of production and operational needs, the Group may extend working hours within specified limits after consulting with the labour union and employees. If employees need to work overtime, they must complete the “Overtime Application Form” and obtain approval before doing so. Employees with documented overtime hours may be eligible for compensation time off, subject to specific circumstances and application.

Furthermore, the Group complies with local regulations by granting employees their entitled statutory holidays. Employees are also eligible for various types of leave, including annual leave, sick leave, marriage leave, compassionate leave, maternity leave, and paternity leave. These leaves can be requested through the “Leave Approval Process.”

Equal opportunity and anti-discrimination

The actively promotes anti-discrimination across all its human resources practices, ensuring that training, promotions, dismissals, and retirement policies are based on factors unrelated to employees’ age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion, or any other non-job-related attributes.

本集團的員工解僱程序均遵守《中華人民共和國勞動合同法》等適用的法律法規，並依照《勞動關係管理規定》等內部政策執行。未達到工作要求的員工將被調職，而對於嚴重違反集團規定且未能達到工作期望的員工，本集團將依據《員工手冊》的規定予以解僱。所有員工辭退均以人力資源部出具的《解除勞動合同通知書》為最終依據。

工作時數和假期

本集團根據當地法規，包括《國務院關於職工工作時間的規定》，制定《考勤與假期管理規定》，以管理員工的工作時數和休假，並明確規定工作時長、考勤要求和紀律處分。本集團致力於維持平均每週工作時間不超過四十四小時或當地法律規定的最高工時。若因生產經營需要，本集團在經過與工會和勞動者協商一致後，於規限度內延長工作時間。員工須填寫《加班申請表》並獲得審批後方可加班。具有加班記錄的員工根據具體情況和申請，有資格獲得補償休假。

此外，本集團遵守當地法律法規，為員工提供法定假期。員工亦有資格享有各種類型的假期，包括帶薪年假、病假、婚假、喪家、產假和陪產假。員工可通過《假期審批流程》申請上述假期。

平等機會和反歧視

本集團在人力資源實踐中積極推動反歧視，確保員工的培訓、晉升機會、解僱及退休政策不以僱員的年齡、性別、婚姻狀況、懷孕狀況、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教或任何其他非工作相關因素為依據。



Upholding the principles of fair and equitable employment, the Group adheres to gender equality and the principle of “equal pay for equal work.” Moreover, the Group’s subsidiary in the Tobacco Raw Material business (Hunan Jishou) serves as a demonstration base for employing and alleviating poverty among the handicapped. During the Year, the company employed 25 disabled individuals, accounting for 25.3% of its workforce, while ensuring they receive equal compensation for equivalent positions.

Employees are encouraged to report any instances of discrimination to the human resources department through the Group’s grievance mechanism, which is responsible for assessing, addressing, documenting, and taking appropriate disciplinary actions for substantiated cases.

Other benefits and welfare

The Group prioritises the physical and mental well-being of its employees and seeks to improve their overall welfare through diverse initiatives. In compliance with the “Welfare Management Regulations,” the Group offers employees both legal benefits like social insurance and provident funds, as well as additional corporate benefits. The Group provides tailored welfare plans to better meet the needs of employees in different positions. These include regular gatherings, festive and birthday gifts, heatstroke prevention benefits, holiday bonuses, communication subsidies, annual health examinations, red packets, staff dormitories, free meals, shuttle bus services, recreational activities, and reimbursement for long-distance family visits.

本著公平就業的原則，本集團堅持性別平等及「同工同酬」原則。本集團的煙用原料子公司湖南吉首，作為湘西州殘疾人就業扶貧示範基地，於回顧年度內聘用25名殘障人士，佔員工總數的25.3%，並確保同崗同酬。

本集團鼓勵員工通過集團的申訴機制向人力資源部舉報任何涉嫌歧視的行為。人力資源部門將負責對相關事件進行評估、處理、記錄，並就任何屬實的事件採取必要的紀律處分。

其他待遇和福利

本集團將員工的身心健康置於首位，並通過多種舉措來改善員工的整體福祉。本集團根據《福利管理規定》，為員工提供社會保險和公積金等法定福利以及額外的企業福利。本集團為員工打造量身定制的福利計劃，以滿足不同職位員工的需求，包括定期聚餐、節日和生日禮物、防暑降溫費、節日福利、通訊補貼、年度體檢、紅包、員工宿舍、免費工作餐、班車服務、娛樂活動及報銷長途探親費等。



Moreover, in line with its employee-oriented values, the Group arranged events such as the “Huabao Cup Badminton Match,” “High Temperature Subsidy,” and “Festive Blessings” to foster unity and strengthen the connection between employees and the organisation.

此外，本著以員工為本的價值觀，本集團舉辦「華寶杯羽毛球賽」、「高溫補貼」、「節日祝福」等活動，以增強團隊凝聚力，促進員工和企業之間的聯繫。

Summer Cooling Activities 夏季防暑降溫活動

To mitigate the health and safety risks faced by frontline production staff due to hot summer weather, the Group’s subsidiaries including Hunan Jishou and Guangdong Jiahao, proactively address this issue. They demonstrate their concern by providing heatstroke prevention cooling supplies such as sunscreen clothing, wet wipes, sunscreen spray, cold sensation towels, herbal tea, and essential balm to the frontline staff. Furthermore, the companies prioritised production safety during the hot season by mandating all departments to make appropriate work arrangements, allowing sufficient rest time, and diligently implementing preventive measures.

為降低前綫生產人員在炎炎夏季中面臨的健康和安全風險，湖南吉首和廣東嘉豪等子公司積極採取措施，通過提供防曬服、濕巾、防曬噴霧、冷感毛巾、涼茶和風油精等防暑降溫用品，表達了集團向前綫工作人員的關心。此外，各公司亦重點關注高溫季節的生產安全，要求各部門妥善安排工作，為工作人員預留充足的休息時間，並認真落實相關的預防措施。



Huabao's Groupwise "Mid-Autumn Festival" Event

華寶集團「中秋節」慶祝活動

During the Mid-Autumn Festival and National Day, the Group's headquarters and all business segments extended holiday greetings and blessings to their employees, emphasising the values of reunion and harmony. Demonstrating a familial approach towards their staff, the Group provided mooncakes, fruit, rice, oil, company welfare platform redemption points and other benefits, expressing sincere holiday wishes, goodwill, and heartfelt gratitude for their dedicated work.

在中秋、國慶雙節來臨之際，華寶集團總部及各業務板塊紛紛向員工送上節日的問候與祝福，營造團圓、和諧的價值觀。

同時，本集團為員工提供月餅、水果、大米、食用油和公司福利平台兌換積分等福利，表達集團對員工真誠的美好祝願，以及對員工辛勤付出的衷心感謝。



Promoting health, safety, and wellbeing

Principle 1: Compliance with applicable laws, regulations, and requirements concerning environmental and occupational health and safety

As the most important aspect of the principles of environmental and occupational health and safety management, the Group is dedicated to establishing a safe workplace for its employees, guided by the motto “Safety First, Precaution Matter, Comprehensive Control”. In FY2023, the Group ensured compliance with applicable laws and regulations in Hong Kong, Mainland China, and other jurisdictions relating to provide a safe working environment and protecting employees from occupational hazards. For more details, please refer to Appendix V as set out on page 114.

Principle 2: Implementation of policies for hazard prevention and control, and continuous improvement of environmental and occupational health and safety performance

Through establishment of internal protocols including the “Environmental and Occupational Health and Safety Management Manual”, “Production Safety Management System” and “Dual Prevention Guidance Manual for Risk Control and Hazard Investigation Management”, the Group seeks to strengthen safety management and prevent production accidents by implementing innovative safety practices and understanding the characteristics of safe production. Focusing on proactive risk control, early hazard identification, and comprehensive management of safety risks, the Group strives to maintain a safe, stable and controllable production environment.

In addition, the Group conducts on-site occupational health inspections and regular medical checks to monitor occupational hazards. Safety seminars, trainings, monthly safety drills and monthly safety meetings are arranged to minimise occupational hazards. With the “Environmental and Occupational Health and Safety Management System” certification, the Group not only offers medical and industrial injury insurance to employees, but also ensures strict compliance with relevant laws and regulations for safe production.

促進健康、安全與福祉

原則 1：遵守環境與職業健康安全適用的法律法規及其他要求

作為環境與職業健康安全原則的重中之重，本集團以「安全第一、預防為主、綜合治理」為座右銘，致力於為員工打造安全的工作場所。於 2023 財年，本集團遵守香港、中國內地及各地有關提供安全工作環境及保護僱員免受職業性危害的相關法律和法規。更多詳情請參閱第 114 頁的附錄五。

原則 2：實施危害預防及控制政策，持續不斷地改善環境與職業健康安全績效

本集團制定《環境與職業健康安全管理手冊》、《安全生產管理制度》及《風險分級管控與隱患排查治理雙重預防指導手冊》等內部制度，並通過創新安全慣例和瞭解安全生產特點，加強安全管理，預防生產事故。本集團聚焦於主動風險控制、早期危害識別和綜合安全風險管理，致力於維持一個安全、穩定、可控的生產環境。

此外，本集團亦開展現場職業檢測，並為員工提供定期體檢，以監測職業危害。除安全研討會及培訓外，本集團每月開展安全演練及安全會議，以盡量減輕職業危害。本集團已獲得《環境和職業健康安全管理體系》認證，在為員工提供醫療和工傷保險的同時，嚴格按照相關法律法規開展安全生產。

Owada Flavours Held Fire Emergency Drill in Promotion of the National Fire Safety

澳華達開展消防應急演練以提升全國消防安全

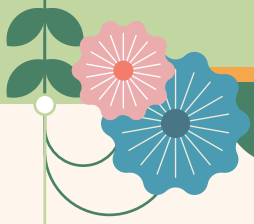
In November 2023, subsidiaries of the Group's F&F and Food Ingredient business (Owada Flavours and GuangZhou Hua Fang) conducted a fire emergency drill to enhance the fire safety awareness and understanding of the fire protection facilities of all employees. To lay a solid foundation for the stable operation of the plants, the company will continue adhere to the management policy of "Prevention First" and encourage the active engagement of all staff.

在2023年11月，本集團香精及食品配料板塊子公司，澳華達香精和廣州華芳，開展消防應急演練，以增強全體員工的消防安全意識以及對消防設施的了解。為確保工廠的穩步營運，本集團將繼續堅持「預防為主」的管理方針，鼓勵全體員工積極踐行安全生產慣例。



To ensure clear accountability, the Group has established the safety production committee ("Safety Production Committee"), which holds the responsibility for overseeing safety system development, conducting safety inspections and rectifications, providing safety training, as well as approving and distributing personal protective equipment. The equipment management department collaborates with and supports the Safety Production Committee in implementing health and safety measures. As the highest governing body overseeing safety management within the Group, the Safety Production Committee leads department heads and personnel responsible for safety affairs.

為確保責任明確，本集團已成立安全生產委員會（「安全生產委員會」），負責監督安全體系建設、開展安全檢查及整改、提供安全培訓、核定和發放勞保用品。設備管理部負責配合並支持安全生產委員會，落實相關健康安全措施。安全管理委員會作為本集團監督企業安全管理的最高監管機構，負責領導部門負責人和負責安全事務的人員開展相關安全工作。



Safety Management Committee 安全管理委員會	Administrative and Human Resources Department 行政及人力資源部門
<ul style="list-style-type: none"> • Ensure adherence to national laws, regulations, policies, and principles regarding production safety within the Group and its departments 確保集團及各部門遵守國家有關安全生產的法律、法規、政策和原則 • Coordinate the annual safety work plan, conduct regular safety meetings, and receive reports on safety implementation within the Group 協調年度安全工作計劃，定期召開安全會議，並聽取集團安全相關工作的落實情況 • Address critical safety issues, allocate resources for safety management, and oversee capital allocation in safety affairs 處理嚴峻的安全問題，分配資源用以安全管理，並監督安全事務管理的資金分配 • Supervise departmental staff responsible for production safety to ensure the implementation of the accountability system and safeguard employee safety and health 監督各部門負責安全生產工作的員工，落實生產責任制，保障員工的安全和健康 • Organise safety audits and administer rewards or penalties to departmental leaders based on audit outcomes 組織安全審核工作，並根據審核結果獎勵或懲處各部門主管 	<ul style="list-style-type: none"> • Enforce national and corporate policies regarding production safety and oversee safety management activities under the guidance of the Safety Management Committee 在安全管理委員會的領導下，執行有關安全生產的國家和企業政策，並監督安全管理工作 • Fulfil daily responsibilities assigned by the Safety Management Committee and assume overall accountability for the Group's safety work and production safety incidents 履行安全管理委員會賦予的職責與日常工作，全面負責本集團的安全工作和生產安全事故處理 • Establish the Group's safety accountability and management system and develop safety policies 建立本集團的安全責任制及管理體系，制定本集團的安全管理政策 • Conduct regular inspections of the Group's safety practices, offer suggestions for enhancing safety management, and implement corrective measures to mitigate potential safety risks across all departments 定期檢查本集團的安全實踐，提出改善安全管理的建議，並落實整改措施，消除各部門潛在的安全隱患 • Develop safety assessment criteria and report to the Safety Management Committee, based on evaluations, analyses, and summaries of safety incidents and the subsequent actions taken 根據對安全事故的評估、分析和總結以及後續採取的措施，制定安全評估指標，並向安全管理委員會報告

To ensure the successful implementation of the Group's occupational health and safety strategy, in addition to the establishment of internal management systems, representatives from the safety management team and safety operation team are also appointed to fulfil their respective duties.

為確保本集團職業健康安全戰略的順利實施，本集團在建立內部管理體系的同時，亦任命安全管理團隊及安全營運團隊的代表，要求他們履行各自的職責。





Representative of Safety Management Team 安全管理團隊代表	Representative of Safety Operation Team 安全營運團隊代表
<ul style="list-style-type: none"> Assume full responsibility for establishing, implementing, maintaining, and continuously improving the company's environmental and occupational health and safety management system 全面負責公司環境及職業健康安全管理体系的建立、實施、保持和持續改進 Provide reports to the top management regarding the implementation and effectiveness of the environmental and occupational health and safety management system, serving as a foundation for ongoing enhancements 向最高管理層匯報環境及職業健康安全管理体系的實施及成效，作為持續改善的基礎 Organise internal audits of the environmental and occupational health and safety management system and compile materials for management review 組織環境及職業健康安全管理体系的內部審核，準備審核所需的資料 Internally coordinate the functioning of the system and externally handle all communications concerning the environmental and occupational health and safety management system 對內負責協調体系的運行，對外負責所有與環境及職業健康安全管理体系有關的溝通 	<ul style="list-style-type: none"> Assess the feasibility and efficacy of the policy and contribute to defining the company's goals and metrics 審閱政策的可行性及有效性，協助設定公司的目標和指標 Clarify personal responsibilities and act as a mediator between management and employees to enhance communication 明確個人職責，作為管理層和一般員工之間的溝通媒介，增強公司上下的溝通交流 Contribute to the oversight, inspection, and evaluation of system operations, and encourage the implementation of corrective and preventive measures within the assigned responsibilities 參與對體系運行情況的監督、審查與評估工作，並敦促落實與自己職責相關的糾正預防措施 Participate in management reviews, evaluate organisational performance, and contribute to discussions on establishing future targets, metrics, and reforms for the company 參與審核，評價組織的績效，並參與有關制定公司未來目標、指標和改進工作的討論

Principle 3: Enhance staff awareness on environmental protection and occupational health and safety via fostering a deeper understanding of the Group's policies

原則3：通過加深員工對集團政策的理解，提高彼等的環境保護和職業健康安全意識

To maintain a continuous focus on safe production, comprehensive safety training is provided to all employees, ensuring the ongoing implementation of safety measures. This commitment aims to continuously strengthen and enhance the level of safe production management within the organisation. In FY2023, the Condiment business invested approximately RMB250,000 in arranging occupational health and safety training and fire safety training for all of its employees.

為確保對安全生產的持續關注，本集團致力於為全體員工提供全面的安全培訓，保障相關安全措施的持續落實，從而不斷加強、提升企業內部的安全生產管理水準。於2023財年，調味品業務投入約人民幣25萬元，為本業務板塊的全體員工舉辦職業健康安全及消防安全的相關培訓。



Guangdong Jinye Launched Safety Production Training

廣東金葉舉辦安全生產培訓

In 2023, Guangdong Jinye, the subsidiary of the Group's Tobacco Raw Material business, organised a two-day safety production training for all employees in line with the "Annual Safety Production Work Deployment". The training emphasised the importance of production safety and the diligent implementation of safety requirements. Following the training, a competition was held to assess employees' proficiency in safety production skills and knowledge.

Additionally, professional fire brigades were invited to provide training specifically for staff members working at the company's wastewater treatment plant. This training aimed to enhance the safety emergency skills of employees operating within confined spaces.

在2023年，本集團煙用原料板塊子公司廣東金葉，按照「年度安全生產工作部署」，為全體員工舉辦了為期兩天的安全生產培訓。此次培訓強調安全生產的重要性以及安全要求的嚴格落實。培訓結束後，公司亦舉辦競賽，以評估員工在安全生產技能和知識方面的熟練度。

此外，廣東金葉亦邀請專業消防隊為公司污水處理廠的工作人員進行培訓，以提升員工於密閉空間內作業的安全應急技能。



Strengthening development and training

The Group implements training management according to its internal documents such as "Training Management Measures", "Talent Cultivation and Management Regulations" and "Environmental and Occupational Health and Safety Training Control Procedures", aiming to improve employees' knowledge, enhance job-specific skills and cultivate personal growth, thereby fostering a culture of continuous learning, strengthening its core competitiveness and driving its long-term growth.

加強發展及培訓

本集團按照《培訓管理規定》、《後備人才培養管理規定》及《環境和職業健康安全培訓控制程序》等內部文件落實培訓管理工作，以提升員工知識水平、增進崗位專業能力、培養優良個人素質，從而打造持續進步的企業文化，增強企業核心競爭力並推動企業長期發展。



Overseen by the administrative and human resources department, key programmes are arranged including orientation training for new employees to get familiarise with the Group's structure, culture and regulations, as well as fire and safety training for production staff before commencing their duties to ensure operational safety. The Group ensures the validity of credentials for special operation personnel and maintains a reserve pool of individuals with relevant certifications to meet production needs. Additionally, online and offline training programs are arranged to address departmental requirements. In particular, the Condiment business launched the "Jiahao Cloud Classroom" during the Year, offering a first batch of 16 learning courses for employees to complete at their own pace.

The "Annual Training Plan" incorporates skill enhancement initiatives, while the Group organises multiple training sessions throughout the Year, focusing on topics such as ESG case analysis, lean production skills, financial education and compliance requirements training. The Group also supports employee growth by sponsoring external training for certain positions and granting paid leave, with reimbursement of study and examination expenses upon certification.

In FY2023, the Group provided training to a total of 3,143 employees, accumulating a combined training duration of 40,061 hours. The majority of training efforts, accounting for over 90% of the allocated time, were dedicated to the career development of the general staff. For a detailed breakdown of the number of employees trained and the corresponding training hours, please refer to Appendix IV as set out on page 111.

在集團行政和人力資源部門的監督下，本集團為新員工提供入職培訓等重點項目，幫助其快速熟悉企業組織架構、企業文化及各項規章制度。同時，在生產員工上崗前為其提供消防和安全培訓，以保障營運安全。本集團確保特種作業人員資質的有效性，並按照生產需求建立相關持證人員儲備庫。此外，本集團亦根據各部門要求為員工安排線上或線下培訓計劃。其中，調味品業務於回顧年度內推出「嘉豪雲課堂平台」，首批提供16門學習課程，供員工自主完成。

本集團將員工技能提升舉措納入「年度培訓計畫」，並於本年度多次開展培訓，聚焦ESG案例分析、精益生產技能、財務教育及合規要求培訓等主題。本集團亦通過贊助某些崗位的外部培訓和給予帶薪休假來支持員工發展，並為獲得相關認證的人員報銷學習和考試費用。

於2023財年，本集團共3,143名員工接受了總計40,061小時的培訓。本集團關注普通僱員的長期職業發展，並將90%以上的培訓時間分配給普通僱員。有關受訓員工人數和培訓時間的詳細信息，請參閱第111頁的附錄四。



Hunan Jishou Held “Training + Competition” Programme for Production Staff 湖南吉首開展生產員工「培訓+競賽」活動

Committed to developing a learning enterprise and continuously improving the comprehensive quality and professional skills of its staff, Hunan Jishou held a “Training + Competition” Programme in April 2023, with a total of 55 participants engaging in the theoretical training, theoretical examination, fire safety training, and practical examination. In fostering a good atmosphere of “compare, learn, catch up, help, and surpass”, the company will continue to strengthen its support on employee training for the sake of its long-term development.

湖南吉首致力於發展學習型企業，不斷提高員工綜合素質與專業技能，並於2023年4月舉辦「培訓+競賽」活動，共計55名員工參加理論培訓、理論考試、消防安全培訓和實際操作考試四個部分。為營造「比、學、趕、幫、超」的良好氛圍，公司將持續加強對員工培訓的支持力度，著眼於企業的長遠發展。



Eliminating child and forced labour

In FY2023, the Group complied with relevant labour laws and regulations in its operating regions, including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), Labour Law of the People’s Republic of China and the Basic Conditions of Employment Act of South Africa to prohibit any employment of child or forced labour.

消除童工和強制勞工

於2023財年，本集團遵守其營運地區相關的勞工法律及法規，包括《僱傭條例》(香港法例第57章)、《中華人民共和國勞動法》及南非《就業基本條件法》，禁止僱用任何童工和強制勞工。



To address illegal employment of underage workers, the Group's human resources department implements stringent measures in accordance with its internal procedures as outlined in the "Measures to Prevent Child Labor or Forced Labor" and "Recruitment Management System", including verifying the authenticity of applicants' identification documents to ensure compliance with age requirements. In addition, specific identity verification requirements are imposed for third-party employment to ensure no child labour exist in the Group's value chain. Furthermore, access control measures are implemented to prevent anyone underage from entering the Group's premises. Immediate action will be taken if underage workers are identified, including suspension of work, contact with guardians, and escort them home. To prevent similar issues from recurring, the Group will organise relevant training to refresh and enhance employees' awareness. Investigation results and the measures taken will also be transparently disclosed to demonstrate the attitude towards combating illegal employment. The human resources department is responsible for conducting quarterly checks on employees' identification documents and taking necessary remedial measures. The retention of verification records is strictly observed, including identification document copies and medical examination reports for underage workers.

To combat forced labour, the Group ensures fair and voluntary recruitment practices, where no coercive or deceptive means are used. The Group refrains from withholding any valid documents of employees or charging them any fees. Transparency is maintained during the recruitment process by providing applicants with information about the Group's basic conditions, policies and welfare packages. In accordance with relevant local laws, a labour contract will be signed between the two parties after negotiation. Meanwhile, the Group ensures the freedom of movement for employees during and outside of working hours, with no compulsory overtime working. The Group establishes strict internal oversight and engages third-party to conduct compliance audits, thoroughly examining its operations and supply chain to ensure the absence of any form of illegal employment. Committed to preventing human trafficking, the Group will report to the relevant authorities immediately if any such activities are discovered, while any suppliers are found to be involved in such practices the Group will immediately terminate business relationship with them.

In FY2023, the Group was not in violation of material relevant laws and regulations, in relation to the prevention of child and forced labour that have a significant impact on the Group.

為杜絕非法僱用童工，本集團人力資源部依照《防止聘用童工或強制勞工的措施》及《招聘管理規定》中列明的內部程序採取嚴格措施，包括核實應聘者身份證明文件的真實性，以確保其符合年齡要求。此外，本集團對第三方僱用亦實施具體的身份驗證要求，以確保集團整個價值鏈的中不存在非法僱用童工的行為。同時，本集團實施出入控制措施，以防止任何未成年人進入園區。一旦發現任何未成年工人，本集團將立即採取行動，終止其就業合同，與其監護人聯繫後派專人護送其回家。為防止類似事件再次發生，本集團將組織相關培訓，提醒並強化員工意識。同時，本集團將公開相關事件的調查結果以及採取的措施，從而進一步打擊非法僱傭。人力資源部負責每季度對員工的身份證明文件進行核查，並採取必要的補救措施。本集團將對核查記錄，包括員工的身份證件複印件和未成年人的體檢報告，進行嚴格的保存。

為打擊強迫勞動，本集團確保以公平自願的方式開展招聘，嚴禁使用任何強迫或欺騙的手段招聘員工。本集團不會扣押員工的任何有效證件，亦不會收取任何形式的費用。本集團在招聘過程中，向應聘者提供集團基本條件、政策和福利待遇的相關信息，保持招聘的透明度。本集團按照當地相關法律，經雙方協商後簽署勞動合同。同時，本集團致力於保障員工在工作期間和非工作期間的行動自由，嚴禁強制加班。本集團建立嚴格的內部監管，並委派第三方進行合規審計，全面徹底地審查其業務營運和供應鏈，以確保杜絕任何形式的非法僱傭。本集團致力於打擊人口販賣，一旦發現任何可疑活動，將立即向當地有關部門報告。若發現任何供應商涉及此類行為，本集團將立即終止與涉事供應商的業務關係。

於2023 財年，本集團在防止童工或強制勞工方面，並無違反任何對本集團有重大影響的相關法律及規例。

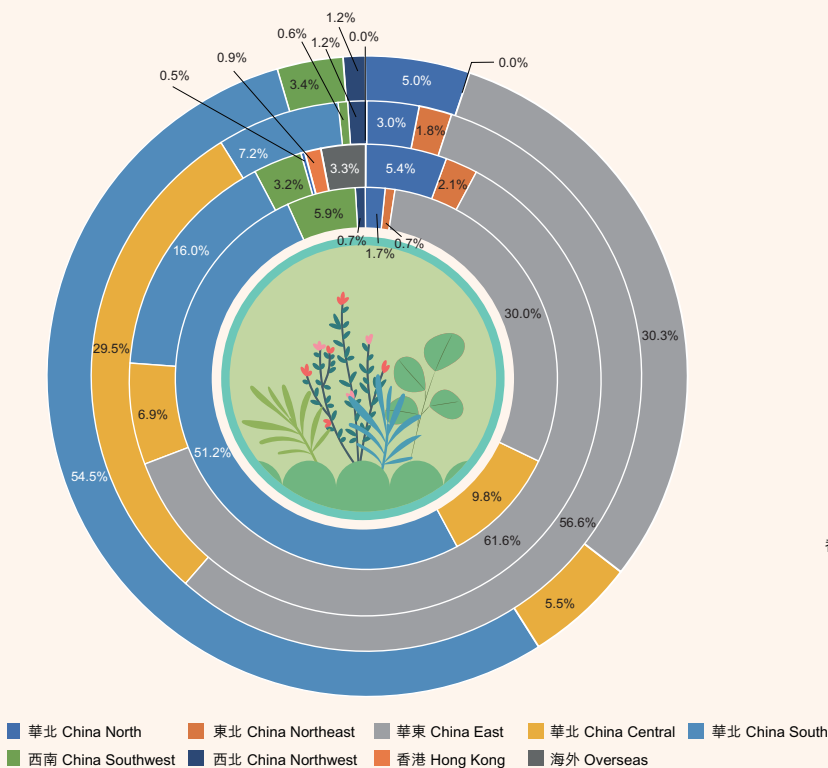


VI. DRIVING OPERATIONAL EXCELLENCE

Strengthening responsibility in supply chains

The Group collaborates with a total of 1,855 suppliers, comprising 1,812 local suppliers in Mainland China, 9 suppliers in Hong Kong, and 34 suppliers located overseas. These suppliers play a crucial role in providing the Group with essential raw materials and services. The Group's commitment lies in the reduction of social and environmental risks within its supply chain, as well as the enhancement of its responsible sourcing initiative. By doing so, the Group aims to cultivate a sustainable value chain while ensuring customers have access to safe, high-quality products that are responsibly sourced.

Distribution of suppliers of the Group

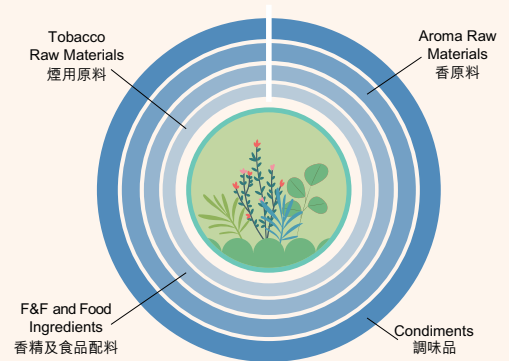


VI. 推動卓越營運

加強供應鏈責任

本集團與1,855家供應商合作，包括1,812家中國內地本地供應商、9家香港供應商及34家海外供應商，為本集團提供必要的原材料和服務。本集團致力於降低供應鏈內的社會和環境風險，並加強負責任採購計劃，從而在實現可持續價值鏈的同時，為客戶提供以負責任方式採購的安全、優質的產品。

本集團供應商分佈



Risk Management

As stipulated in its internal policies, such as the "Supplier Management Procedures", the Group's procurement department plays a pivotal role in identifying and managing environmental and social risks within the supply chain, through assessing the prevailing social environment, as well as supply and demand conditions. In the event of any significant risks or changes identified, the department promptly communicates these findings to the production operation centre and technical department to devise appropriate strategies.

風險管理

根據《供應管理程序》等內部政策規定，本集團採購部通過評估當前社會環境以及供需情況，識別和管理供應鏈內存在的環境和社會風險。一旦識別到任何與集團營運相關的重大風險或變化，該部門將負責將其提交至生產運營中心和技術部門，以制定適當的應對策略。



To ensure a comprehensive approach and assure the legal compliance with national laws such as the “Product Quality Law of the People’s Republic of China” during procurement, the Group adheres to its internal policy which encompasses a range of criteria, including compliance with relevant laws and regulations, fulfilment of qualifications, environmental protection measures, safety protocols, and operational requirements.

To execute and supervise these risk management efforts, the quality control department and research and development department are actively involved in collaboration with the procurement department to conduct regular inspections of supplier factories and equipment. By conducting these inspections on a routine basis, the Group aims to maintain a high level of vigilance and ensure the compliance of its selected qualified suppliers with established standards.

In instances where environmental or social risks pertaining to factors such as environmental issues, labour rights, and food safety are identified in relation to specific suppliers, the procurement department mandates that suppliers timely address and rectify any deficiencies in their operational practices. Suppliers who fail to comply with these rectifications will be excluded from consideration by the procurement department.

Supply Chain Resilience

To ensure the stability of its supply chain, the Group employs an early warning system and proactively enters into contracts with suppliers that pose higher risks for supply disruption. For raw materials categorised as medium to high risk, which are frequently purchased and required in large quantities, the Group aims to mitigate potential disruptions by making adjustments to safety stocks and delivery cycles to effectively handle unforeseen circumstances.

In addition, the Group places significant value on suppliers who have obtained green qualifications, such as the ISO 14001 certification, during the tender process. These environmentally conscious suppliers receive extra points in the annual assessment. As part of the engagement conditions, suppliers must commit to adhering to laws and regulations regarding emission standards for pollutants like wastewater, air pollutants, solid waste, and noise. Meanwhile, the Group endeavours to select materials without packaging and opts for tank truck transportation during procurement to minimise environmental pollution at various stages.

為確保全面落實並保證集團的採購過程符合《中華人民共和國產品質量法》等國家法律，本集團恪守其內部政策及其中涵蓋的一系列標準，包括遵守相關法律法規、資質齊全、環保措施、安全協定和操作要求等。

為落實和監督風險管理的相關工作，品管部和研發部積極配合採購部，對供應商工廠和設備進行定期檢查。通過例行巡查，本集團始終保持高度警覺，確保其選定的合格供應商遵守既定標準。

一旦發現選定的供應商存在環保問題、勞工權利和食品安全等方面的環境或社會風險，採購部將要求相關供應商進行及時的處理，並對其營運中不足之處進行整改。對於未能及時採取整改措施的供應商，採購部將拒絕與其合作。

供應鏈韌性

為維持供應鏈的穩定性，本集團採用供應鏈預警體系，與供應不穩風險較高的供應商主動簽訂合同。對於採購頻率較高且需求量大的高風險原料，本集團致力於對其安全庫存及交貨週期進行適當調整，以有效應對突發情況，減輕潛在的不穩定干擾。

此外，本集團在招標過程中，高度重視已獲得 ISO 14001 等綠色資質的供應商，並在年度評估中為這些具有環保意識的供應商給予相應加分。作為合作條件的一部分，供應商必須承諾遵守有關廢水、廢氣、固體廢物、噪聲等污染物達標排放的法律法規。同時，本集團致力於在採購中盡量選擇不帶包裝、不涉及槽車運輸的材料，以減少在各個環節的環境污染。



Furthermore, the Group's procurement department maintains dynamic management practices to cultivate strong relationships with business partners. This includes conducting on-site visits, regular communication through digital channels, and periodic written evaluations. These efforts have resulted in solid relationships with suppliers, ensuring minimal delays, conflicts, or other significant issues in the past.

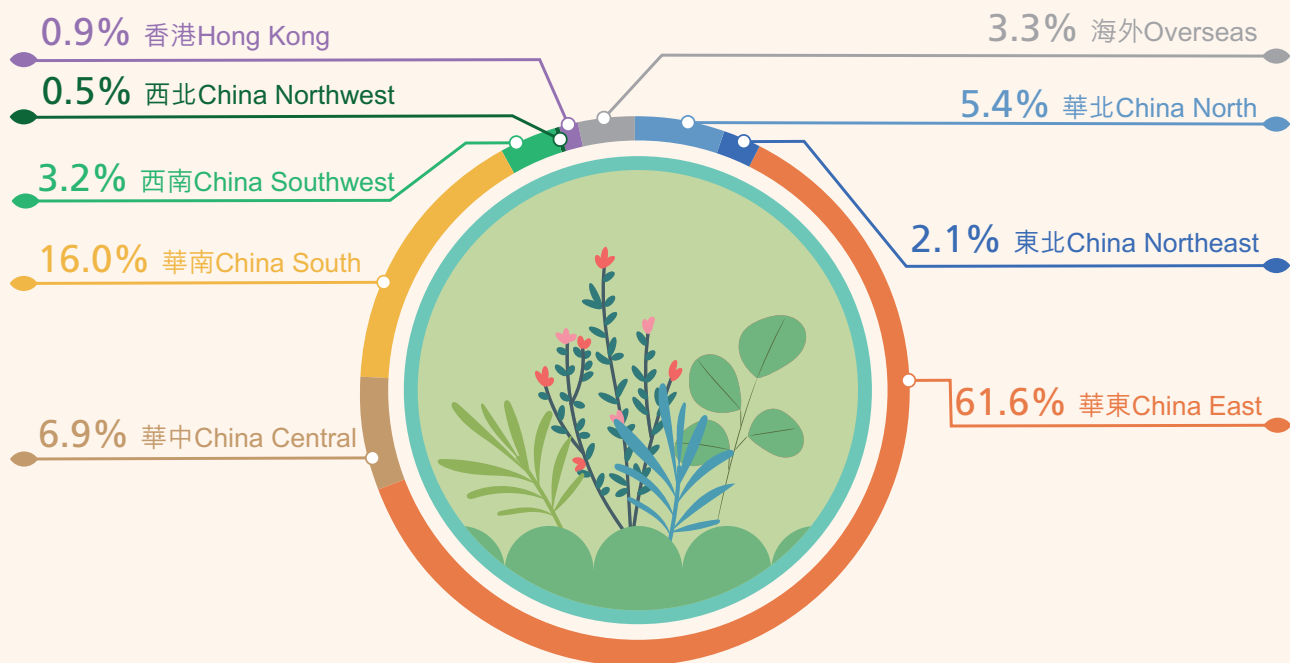
此外，本集團採購部保持動態管理方法，包括現場走訪、通過數字化渠道定期溝通以及定期書面評估，培養與業務夥伴之間牢固的合作關係。得益於這些努力，本集團與供應商建立了穩健的合作關係，確保將與供應商相關的重大延誤、衝突或其他重大問題降至最低。

F&F and Food Ingredients business

香精及食品配料業務

Distribution of Suppliers in F&F and Food Ingredients business

香精及食品配料業務的供應商分佈



The F&F and Food Ingredients business mainly collaborates with suppliers providing natural raw materials, synthetic raw materials, solvent, and packaging drums. By requiring its suppliers to sign the "Environment, Occupational Health and Safety Commitment Letter", this business prioritises environmental protection, prevention of pollution, and reduction of occupational health and safety risks in its supplier management approach, which execution and supervision involve the purchasing department and audit department.

香精及食品配料業務主要與提供天然原料、合成原料、溶劑和包裝桶的主要供應商合作。本業務通過要求供應商簽署《環境、職業健康安全承諾書》，將環境保護、預防污染、降低職業健康安全風險列為供應商管理的優先事項，並由採購部和審計部門負責執行和監督。



The selection, evaluation, and determination of external suppliers are carried out through specific criteria as stated in its internal policies including the "Control Procedures for Externally Provided Processes, Products and Services", which is formulated based on the requirements of ISO 9001 standards. Large international companies meeting the requirements are directly qualified, while new suppliers shall undergo joint evaluation and approval by supervisors.

The Group's procurement department undertakes regular assessments of suppliers' product quality and adherence to delivery schedules on a monthly and yearly basis. Overseen by the internal audit department, suppliers who demonstrate satisfactory performance and meet the required criteria during the previous year's evaluation are duly included in the list of qualified suppliers for the following year.

In this business segment, environmental considerations are given significant importance during the procurement process. Emphasis is placed on prioritising natural materials and those that have no adverse impact on the environment nor violating any international standards. The operation centre and research and development department take responsibility for minimising the utilization of chemically synthesised raw materials. In FY2023, around 95% of its suppliers come from local regions, with the implementation rate of its supplier management policies being over 80%.

本業務根據集團內部政策中規定的具體標準對外部供應商進行選擇、評審和聘用，其中包括根據ISO 9001標準的要求制定的《外部提供過程、產品和符合的控制程序》。符合集團採購要求的大型國際公司可直接列為合格外部供方，而新增的供應商則須經過聯合評估和主管審批。

集團採購部對供應商的產品質量及交貨期進行月度及年度評估。在集團內審部的監督下，上一年度評估中表現優秀且符合標準的供應商將被正式列入下一年度的合格供應商名冊。

本業務在採購過程中高度關注環境因素，優先選擇天然、對環境無害且符合國際標準的材料。本集團的運營中心和研發部負責盡量降低對化學合成原材料的使用。於2023財年，本業務約95%的供應商來自本地，而其供應商管理政策的實施涵蓋其超過80%供應商。

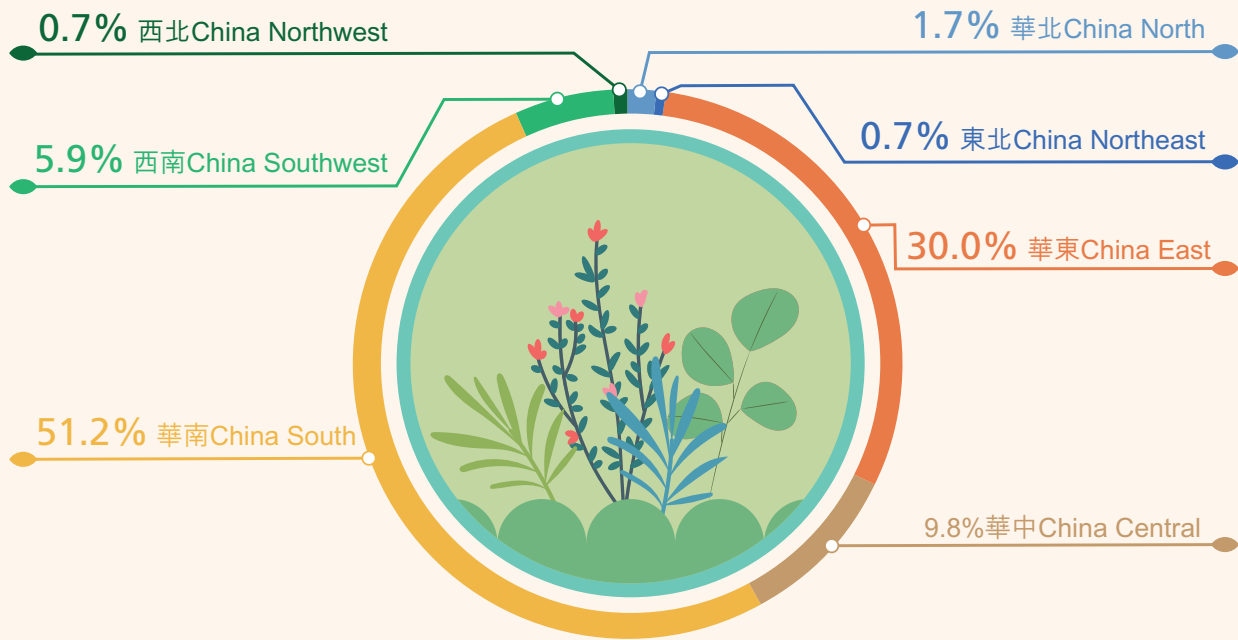


Tobacco Raw Materials business

Distribution of Suppliers in Tobacco Raw Materials business

煙用原料業務

煙用原料業務的供應商分佈



The Tobacco Raw Materials business relies on several key suppliers to provide additives for production, tobacco powder and stems, as well as packaging and storage materials. Adhering to the principle of Q.C.D.S. - "Equal emphasis on quality, cost, delivery, and service", this business employs the "External Supplier Selection and Evaluation Management Measures" and "External Supplier Evaluation Control Procedures" to guide its work on the work process from supplier search, due diligence, evaluation, all the way to new suppliers' introduction, annual assessment and review.

In the process of selecting suppliers, careful consideration is given to potential environmental and social risk factors within the supply chain through thorough due diligence before entering into formal engagements with suppliers. With reference to the "Raw and Auxiliary Materials Quality and Safety Guard Standard Requirements", the material management department takes into account the suppliers' possession of international certifications such as quality management system and environmental management system certifications, their social reputation, their capabilities for safe production and operations, and their compliance with local laws and regulations.

煙用原料業務依賴其主要供應商提供生產添加劑、煙末和煙梗、包裝和儲存類物料。秉持「質量、成本、交付與服務並重」的原則，本業務採用《外部供方選擇與評價管理辦法》及《外部供應商評價控制程序》等政策方針，指導從供應商挑選、盡職調查、評估到新供應商引進、年度評估和審查的工作流程。

在篩選供應商的過程中，本業務通過開展徹底的盡職調查，在認真考慮其供應鏈中存在的潛在環境與社會風險因素後，與供應商簽訂正式合同。物資管理部參照《原輔材料質量安全衛士標準要求》，綜合考量供應商所擁有的質量管理體系、環境管理體系認證等國際認證情況、社會信譽及安全生產經營能力，以及是否有遵守當地的法律法規。



In this business segment, there is a strong emphasis on sourcing suppliers that prioritise environmental friendliness and resource conservation. The selection criteria for materials and suppliers are derived from the “Green and Environmentally Friendly Procurement Material List” formulated by the market service department. In FY2023, nearly 100% of its suppliers are located in local regions, while the implementation rate of its supplier management policies was nearly 70% with the oversight from the quality control department and technology department.

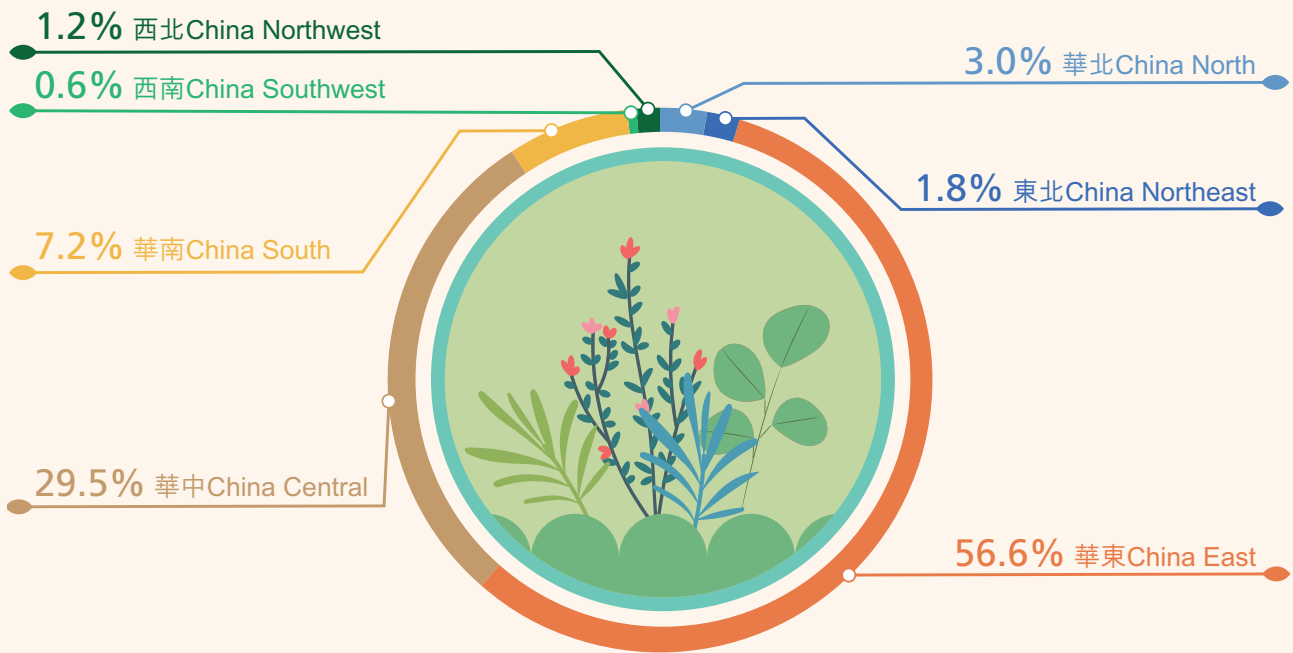
本業務優先考慮環境友好和資源節約的供應商。材料和供應商的具體選擇標準以市場服務部制定的《綠色環保採購物料清單》為準。於2023財年，本集團煙用原料業務的供應商接近100%位於本地，而其供應商管理政策的執行率在品管部及技術部的監督下，亦覆蓋接近70%的供應商。

Aroma Raw Materials business

香原料業務

Distribution of Suppliers in Aroma Raw Materials business

香原料業務的供應商分佈



The Aroma Raw Materials business employs its internal policies, such as the “Supplier Evaluation and Selection Work Manual” and the “Procurement Control Procedures,” to classify and select suppliers. The procurement department focuses on identifying reputable suppliers offering reasonable prices and reliable quality as potential candidates. Taking the lead in coordinating with the quality control department and technical department, the procurement department also evaluate new suppliers through rigorous assessments of supplier qualifications, production capacity, logistics support services, and quality control capabilities. Only after successfully passing these evaluations are suppliers included in the qualified supplier list.

香原料業務採用《供方評價與選擇工作手冊》及《採購控制程序》等內部政策，對供應商進行分類與甄選。採購部專注於選擇價格合理、質量可靠且信譽良好的供應商作為候選，並由採購部牽頭品控部及技術部門，通過對供應商資質、生產能力、物流保障服務、品質管控能力等方面的嚴格審核，評估新增的供應商。順利通過評審的供應商方可納入合格供應商名單。



To address supply chain risks, the business takes preventive measures such as enhancing risk prevention awareness throughout the supply chain, improving supply efficiency by reducing intermediate steps between production sources and end-use, and avoiding reliance on exclusive suppliers or channel providers to prevent the potential collapse of the entire supply chain due to any unforeseen accidents.

This business segment prioritises natural plant-based ingredients and compliance with national standards for raw materials in its green procurement efforts. Suppliers are encouraged to protect the environment and align with the business's environmental policy through the "Control Procedures of Environmental Influence on Related Parties." Notably, all suppliers engaged by this business segment during the Year were local.

In FY2023, the implementation rate of the supplier management policies of the Aroma Raw Materials business was over 90%, with the procurement department responsible for implementation while the operation centre and technical department responsible for monitoring.

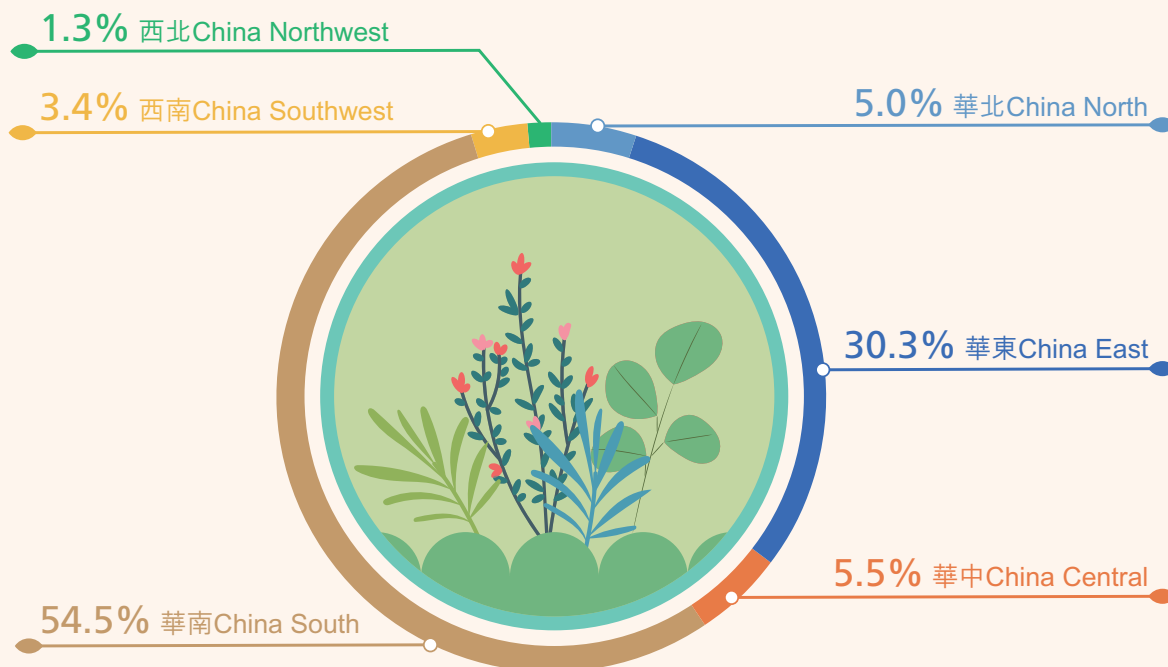
本業務亦提前做好應對供應鏈風險的預防措施。除加強整個供應鏈的風險防範意識外，本集團致力於減少供應鏈中從製造源頭到終端使用的中間流通環節，以提高供應效率，並避免採用獨家供應商或獨家渠道商的供應方式，從而避免因任何不可預見的事故導致整個供應鏈崩潰。

本業務在綠色採購工作中，優先考慮天然植物提取的成分，並確保原材料符合國家標準。本業務通過制定《對相關方環境施加影響管理控制程序》，鼓勵供應商的環境實踐與本業務的環境政策相一致。本業務於回顧年度內合作的所有供應商均為本地供應商。

於2023財年，本香原料業務供應商管理政策的覆蓋率超過90%，由採購部負責執行，營運中心和技術部負責監察。

Condiments business

Distribution of Suppliers in Condiments business



調味品業務

調味品業務的供應商分佈



The Condiments business sources its major suppliers for raw materials and packaging materials. To guide supplier evaluation and supervision, the business has formulated the “Procurement Management Regulation” that focuses on three key aspects: price, quality, and delivery capability.

The procurement department strictly adheres to supplier access and management policies, and review any new suppliers by using the “New Supplier Evaluation Application Form” and “New Supplier Preliminary Survey Form.” To ensure supplier compliance, the procurement department collaborates with the quality control department to conduct on-site and annual audits, while setting contractual constraints for all suppliers. All related departments assume responsibility for identifying and mitigating environmental and social risks, including environmental safety, personnel safety, and pandemic safety throughout the supply chain, with the environmental safety department oversees the overall implementation of these efforts.

Furthermore, this business strives to prioritise suppliers that demonstrate a commitment to being “green and environmentally friendly” during supplier selection, with on-site audit process places significant emphasis on evaluating and considering suppliers’ environmental performance. Notably, during the Year, all suppliers engaged by this business segment were located within the local regions, and around 30% of the suppliers entered “green engagement” with this business.

In FY2023, the aforementioned supplier management measures are applicable to 100% of the Condiments business’s suppliers.

Product Responsibility

With regard to the Group’s health and safety, advertising, labelling and privacy matters of its products and services, the Group was in compliance with the relevant rules, regulations and standards in Mainland China, Hong Kong and other localities in FY2023. More details can be found in Appendix V as set out on page 115.

調味品業務主要與原材料供應商和包裝材料供應商合作。為更好地指導供應商評估和監督，本業務制定了《採購管理制度》，重點關注價格、質量以及交付能力三大方面。

採購部嚴格遵從供應商准入及管理政策，通過利用《新供應商開發評估申請表》及《新供應商基本情況調查表》對新供應商進行審核。為確保供應商合法依規，採購部攜手品管部開展現場調研及年度審核，同時使用合約約束所有供應商的行為。本業務的所有相關部門均負責識別並降低整個供應鏈中存在的環境和社會風險，包括環境安全、人員安全及防疫安全等，由環保安全部負責監督相關工作的整體實施。

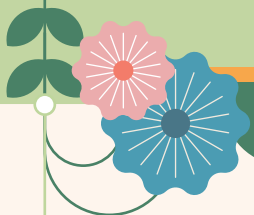
此外，本業務在選擇供應商時，優先考慮作出「綠色環保」承諾的供應商，在現場審核過程中亦重點評估和考量供應商的環保表現。於回顧年度，本業務聘用的所有供應商均位於營運當地，其中30%的供應商與本業務達成「綠色合作」。

於2023財年，上述的供應商管理政策適用於本集團調味品業務100%的供應商。

產品責任

關於本集團產品和服務的健康和安全、廣告、標籤及私隱事宜，本集團於2023財年遵守中國內地、香港和其他當地的相關規法律法規和標準。更多詳情請參閱第115頁的附錄五。





Product and Services Quality Assurance

The Group rigorously implemented the “Quality, Environment, and Occupational Safety (QEO) Management System” to ensure the satisfaction of customer needs in terms of service quality and safety assurance. Adhering to the approach of “Safety and Quality, Technological Innovation, Honesty and Trustworthiness, and Continuous Improvement”, the Group acts in accordance with its internal policies and procedures including “Product Monitoring and Measurement Control Procedures”, “Online Process Quality Early Warning Procedure” and “Finished Product Quality Early Warning Response Procedure”, to control various factors that affect product quality during the production process and manages product quality.

The technical departments of each business segment formulate product technical standards according to national or industry standards, including inspection standards, methods, product packaging and storage requirements such as GB/T 19001-2016 (Quality Management System Requirements), GB/T 24001-2016 (Environmental Management System Requirements and Guidelines), ISO14001: 2015 (Environmental Management System), GB/T 28001-2011 (Occupational Health and Safety Management System Requirements), ISO 9001: 2015 (Quality Management System) and ISO 45001:2018 (Occupational Health and Safety Management System).

產品和服務質量保證

本集團嚴格執行《質量、環境和職業安全（「QEO」）管理體系》，確保在服務質量和安全保障方面滿足客戶需求。本集團秉承「安全優質、科技創新、誠實守信、持續改進」的方針，按照《產品監視和測量控制程序》、《在線過程質量預警程序》及《成品質量預警響應程序》等內部政策和程序，對生產過程中影響產品質量的各個因素進行控制，管理產品質量。對生產過程中影響產品質量的各個因素進行控制，管理產品質量。

各業務板塊的技術部門根據國家或行業標準要求制定產品的技術標準，包括檢驗標準、方法、產品包裝及儲存要求等，包括GB/T 19001-2016（質量管理體系要求）、GB/T 24001-2016（環境管理體系要求及使用指南）、ISO14001：2015（環境管理體系）、GB/T 28001-2011（職業健康安全管理体系要求）、ISO 9001：2015（質量管理體系）以及ISO45001：2018（職業健康安全管理体系）。

Lean Production

精益生產

In 2023, the Group prioritised Lean Production as a crucial objective to foster management and technological innovation, facilitating business model transformation and sustainable development. The Group implemented the 5S management method across various departments, including production management, technology centre, marketing, general management, quality control, warehouse, and finance. This initiative aims to enhance product quality, streamline personnel schedules, optimise work processes, minimise resource waste, and ultimately attain the goals of lean production management: optimal quality, minimal cost, and maximum efficiency.

於2023財年，本集團將精益生產作為促進管理和技術創新、推動業務模式轉型和可持續發展的關鍵目標。本集團在生產管理、技術中心、市場營銷、綜合管理、質量控制、倉庫和財務等多個部門推行5S管理方法，以提高產品質量、精簡人員安排、優化工作流程、減少資源浪費，從而實現精益生產管理的最終目標，即最佳質量、最低成本和最高效率。



F&F and Food Ingredients business

Product quality assurance is a cornerstone of this business's ESG commitment. The quality control department plays a key role in ensuring the quality of raw materials, production processes, finished goods, and outgoing products. They meticulously monitor and evaluate these aspects, issuing comprehensive inspection reports in accordance with the internal policies such as "Quality Manual" and "Inspection Control Procedures". To enhance the thoroughness of its quality control, the department also collaborates with qualified third-party organisations to secure detailed test reports. Additionally, in any event of product recall, the quality control department will conduct sampling and testing of recalled products, and work closely with the marketing department to facilitate the effective management of product recalls, while the business department will provide regular reports regarding all product recall activities.

香精及食品配料業務

產品質量是本業務履行ESG承諾的基石。品管部在確保原材料、生產過程、製成品和出庫產品的質量方面發揮著關鍵作用。同時，品管部負責根據《質量手冊》和《檢驗控制程序》等內部政策，對上述流程的產品質量進行細緻的監控和評估，並出具全面的檢查報告。為全面徹底地提高質量控制，品管部亦負責與第三方機構協調，以獲得詳細的測試報告。此外，在任何產品召回事件中，品管部負責對召回的產品進行抽樣檢測，並與市場部攜手，促進對於召回產品的有效管理。業務部則會定期提供有關所有產品召回活動的報告。

Tobacco Raw Materials business

This business's product quality control procedures encompass various stages of the production process. The quality control department is responsible for formulating production inspection procedures, conducting sampling inspections, and issuing comprehensive inspection reports. Additionally, they diligently inspect finished products and implement controls for outgoing goods quality. In conjunction with the production department, they ensure continuous quality monitoring throughout the production process, while the technical department contributes significantly by establishing precise product standards. Meanwhile, process inspectors are tasked with conducting sampling inspections at various processing control points and promptly notifying the workshop of any necessary adjustments in case of unqualified process parameters. Furthermore, the market service department is responsible for efficiently coordinating production to accommodate the quantity and specifications of any recalled products.

Aroma Raw Materials business

The quality control department of this business plays a pivotal role by implementing internal procedures for incoming product inspections, process inspections, and finished goods inspections, as well as formulating product recall procedures and plans to address any quality issues. Meanwhile, the legal and compliance department ensures compliance with relevant laws and regulations pertaining to product quality. This business maintains product technical standards that serve as benchmarks for quality assurance, with these comprehensive procedures and processes contribute to its robust product quality assurance framework.

Condiments business

The quality control department of this business plays a crucial role by formulating internal control procedures, including the "Food Safety Quality Manual" and "Warehouse Management System", and overseeing the acceptance and inspection of packaging materials and raw materials, as well as conducting inspections of outgoing finished goods. This business also implements the "Unqualified Product Control Procedures" and adopts the FSSC 22000 Food Safety Management System, which serves as a comprehensive guide for maintaining high standards of food safety and quality.

煙用原料業務

本業務的產品質量控制程序覆蓋生產過程的各個階段。品管部負責制定生產檢驗工作程序，實施抽樣檢驗，並出具全面的檢驗報告。此外，品管部肩負著檢驗成品的責任，實施出廠質量控制，並通過與生產部合作，確保對整個生產過程進行持續的質量監控。本業務的技術部負責制定準確的產品標準。同時，製程檢驗員負責在各個工藝控制點對產品進行採樣和檢查，並在工藝參數不合格時通知車間進行必要的調整。此外，市場服務部負責根據召回產品的數量和規格，有效協調生產。

香原料業務

本業務的品管部發揮著舉足輕重的作用，負責執行進貨檢驗、流程檢驗和成品檢驗的內部程序，並制定產品召回程序和計劃，以處理任何質量問題。同時，法律合規部確保本業務的生產遵守與產品質量相關的法律法規。本業務堅持將產品技術標準作為質量保證的基準，並以全面的程序和流程作為本業務穩健的產品質量保證框架的基礎。

調味品業務

本業務的品管部對產品質量管理發揮著重要的作用，負責制定《食品質量安全手冊》和《倉庫管理制度》等內部控制程序、監督包裝材料和原材料的驗收、並對出庫成品進行檢查。本業務亦實施《不合格產品控制程序》，並採用 FSSC 22000 食品安全管理體系作為保持高標準食品安全和質量的整體指導方針。



Unqualified Output and Recall Procedures

The Group adheres to its internal policies such as “Non-conformity Control Procedure”, “Product Recall Control Procedures” and “Identification, Traceability and Product Recall Control Procedures” to standardise the handling of recall matters of unqualified products. For instance, product recall procedures are followed meticulously to ensure prompt identification of potential issues. Through product monitoring, customer complaints, quality inspections, and verification, problems are discovered in a timely manner. Senior leaders are then promptly informed, and risk assessments are conducted involving various departments. Next, the scope of the recall is defined, with customer service and sales staff promptly notified. Recall notices are then developed, providing clear information on product name, model, batch number, cause of the problem, and impacted scope. Customers are engaged for feedback, confirming product details and addressing returns or abnormal usage. Recall information is tracked and followed up on, with comprehensive files established. A summary report is prepared afterwards, outlining the recall situation, and timely communication is made with senior leaders and relevant departments for analysis and development of appropriate action. In FY2023, the Group did not have any products subject to recall for safety and health reasons.

Labelling and Advertising

The Group adheres to its internal policies and procedures including the “Quality, Signs and Traceability Control Procedures” and “National Food Safety Standards General Hygienic Practices for Food Production” ensure product labels meet the requirements of relevant standards. For instance, the Tobacco Raw Material business and Condiment business have formulated the “Filter Labelling Requirements” and “Labelled Box Control Procedure” respectively, which standardise the design, printing, and pasting of filter product information labels, so as to ensure the prevention of quality incidents such as mixing and mis-delivery of products, while ensuring the traceability of the products for quality control.

Additionally, the Group has an advertising management policy that mandates rigorous joint review of all promotional materials by the heads of relevant functional departments such as the legal department, research and development department, quality department, and marketing department. This ensures that the content is accurate, compliant with laws, regulations, and customs, and effectively supports the promotion of enterprises and projects. To prevent any

不合格的產品和回收程序

本集團遵循《不合格控制程序》、《產品召回控制程序》及《標識和可追溯性和產品召回控制程序》等內部政策，規範處理不合格產品的回收事宜。例如，本集團嚴格遵守產品召回程序，確保及時發現潛在問題。通過產品監測、客戶投訴、質量檢查和驗證，相關負責人員及時發現問題，並在向高層領導匯報後，對各個部門開展風險評估。在確定產品召回範圍後，及時通知客服和銷售人員並制定產品召回通知，提供明確的產品名稱、型號、批號、問題原因和影響範圍等信息。相關部門將接觸受影響的客戶，並收集他們的反饋，確認產品詳細信息並處理退貨或異常使用等問題。相關部門負責追蹤和跟進產品召回的情況，並建立全面的產品召回檔案。隨後編寫總結報告，概述產品召回情況，並及時與高層領導和相關部門溝通，分析並制定適當的行動。於2023財年，本集團並無任何因安全與健康理由而須回收的產品。

標籤和廣告

本集團按照《質量、標識和可追溯性控制程序》和《食品安全國家標準食品生產通用衛生規範》等內部政策和程序管理標籤事宜，確保其符合相關標準的要求。例如，煙用原料業務及調味品業務分別制定了《濾棒產品標識要求》及《標籤紙箱審核及變更控制程序》，對濾棒產品信息標識的設計、印刷、粘貼使用進行了規範，確保產品不出現混裝、錯發等質量事故，同時保證濾棒產品的追溯可控。

另外，本集團亦制定了廣告宣傳管理政策，規定所有廣告宣傳資料均須由法務部、研發部、品質部、市場部等相關職能部門負責人進行嚴格的聯合審查後發佈，從而保證發佈的廣告宣傳內容準確、符合法律法規和風俗民情，從而有效發揮廣告宣傳在企業、項目推廣中的作用。為防止推廣過程中出現任何違規行為，





violations during advertising practices, the Group's legal department proactively reviews sales and marketing materials, in strict compliance with the "Advertising Law of the People's Republic of China."

Customer Satisfaction and Complaint Handling

The Group strictly adheres to the "Customer Satisfaction Measurement Procedure" to effectively handle customer complaints and ensure customer satisfaction. Upon receiving a complaint, the marketing service department assesses its severity, records on the "Customer Complaint Handling Form" and convenes relevant departments and leaders for a briefing meeting, if necessary. In case the complaint is related to product quality, the quality control department then compiles an investigation report and provides recommendations for handling the complaint. The final decision rests with the general manager, who coordinates communication with the customer through the marketing service department. Through this structured approach, the responsible departments strive to join hands in resolving customers within 48 hours by implementing the actions specified in the improvement plans. Throughout the process, the marketing service department records and summarizes the outcomes of the complaint resolution process.

In FY2023, the Group received 465 complaints, which were all handled and resolved in accordance with the relevant policies and procedures.

Intellectual Property Rights & Innovation

The Group upholds the "Enterprise Intellectual Property Management Standard (GB/T 29490-2013)" and internal policies, including the "Intellectual Property Management Measures" and "Patent Management Measures", to reinforce its management of trademarks, proprietary technology, trade secrets, and other intellectual property-related information.

To prevent intellectual property rights infringement, the Group requires relevant employees to sign confidentiality and non-competition agreements, obligating them to safeguard trade secrets. Any violations of corporate intellectual property rights regulations may result in legal action taken by the Group.

本集團法務部嚴格按照《中華人民共和國廣告法》，事先對銷售和市場營銷資料進行審查。

客戶滿意度和投訴處理

本集團嚴格按照《顧客滿意度測量程序》，有序處理客戶投訴，確保客戶滿意。在收到投訴後，市場服務部會對投訴事件的嚴重性進行評估，並在《客戶投訴處理單》上進行記錄，必要時召集相關部門和領導開展通報會。若投訴涉及產品質量問題，品管部將編寫調查報告，並提出處理建議。最終由總經理做出決定，並通過市場服務部協調與客戶的溝通。透過上述結構化的方法，各有關部門實施改進計劃中規定的措施，力爭在48小時內攜手解決客戶的問題。市場服務部負責記錄整個投訴處理流程並總結處理結果。

於2023財年，本集團受理投訴465宗，均按照相關政策和程序處理並妥善解決。

知識產權與創新

本集團遵守《企業知識產權管理規範(GB/T 29490-2013)》及《知識產權管理制度》、《專利管理辦法》等內部政策，以加強對有關商標管理、專有技術管理、商業機密管理以及與知識產權保護相關的其他信息管理。

為防止任何形式的知識產權侵權行為，本集團要求相關員工簽訂保密協議和競業禁止協議，以保護商業機密。對於任何違反企業知識產權規定的行為，集團都保留採取法律行動的權力以維護自身權益。



Furthermore, the Group has established comprehensive operating procedures that integrate patent work into product development, and has set up office automation approval processes for patent applications. Prior to launching new products, the marketing department informs the legal department to initiate trademark registration and patent applications, ensuring that each product possesses independent trademark and patent rights while avoiding infringement of third-party intellectual property rights.

In addition to the patent management system, the business units actively collaborate with the Group's legal counsel resources. This fosters long-term partnerships and consulting relationships with patent agencies, facilitating swift determination of infringements and safeguarding the Group's interests. Moreover, the marketing department engages with third-party intellectual property experts to undertake actions for protecting intellectual property rights. These actions encompass combating online counterfeit sales, counterfeit sales in physical stores, and the production of counterfeit goods.

In FY2023, the Group continued its endeavours in research and development, highlighting the following achievements and innovations.

F&F and Food Ingredients business

This business was granted 12 patents, including "A Kind of Flavouring and Fragrance for Oral Tobacco and Its Preparation and Application" during the Year, covering flavours and fragrances for cigarettes, food, daily chemicals and food ingredients. In FY2023, this business has invested more than RMB21,570,000 in research and development of eight technical projects, and was once again awarded "Municipal Excellent Industrial Enterprise (Eagle Enterprise)". In addition, this business also applied for the 2023 Guangdong Province Famous Hightech Products with the "Natural Fragrance and Natural Fragrance" series of products, using natural compounding technology to upgrade the fragrance of its product.

此外，本集團亦建立了完善的操作流程，將專利工作與產品開發相結合，並建有辦公自動化的專利申請審批流程。市場部在推出新產品前，會提前知會法務部做好商標註冊和專利申請，確保每個產品都擁有獨立的商標權和專利權，同時避免侵犯第三方的知識產權。

除專利管理體系外，本集團各業務板塊亦積極與集團的法律顧問資源合作，促進與專利代理事務所的長期合作及業務諮詢關係，有助於集團迅速識別侵權行為，維護集團利益。另外，市場部更與第三方知識產權專家合作，開展知識產權保護行動，包括打擊網上售假、實體店售假以及生產假冒產品等違法行為。

於2023財年，本集團繼續致力於研發工作，並取得了以下創新成就：

香精及食品配料業務

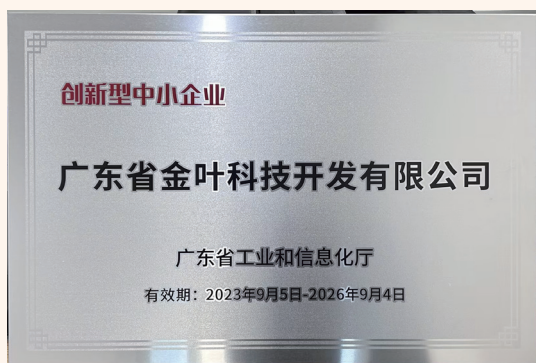
本業務於回顧年度內獲得《一種口含煙用香精及其制備方法和應用》等12項專利，涉及煙用香精、食品用香精、日用香精及食品配料香精。於2023財年，本業務共投入逾人民幣2,157萬元用於8個技術項目的研發，並再次榮獲「市屬優強工業企業(雄鷹企業)」。

此外，本業務更以「自然本香天然香料」系列產品申報了2023年度廣東省名優高新技術產品，運用天然復配技術進行產品的調香升級。



Tobacco Raw Materials business

This business applied for 35 patents, including “A Kind of HNB Heating Device” and “A Kind of Dry Process for RTL and HNB Cigarettes”, which were mainly focused on the core materials for HNB cigarettes. This business also obtained an invention patent of “Quantitative Control System, Control Method and Production System of Thickened Pulp Paper-making Process for RTL” in China, as well as a utility model patent of “HNB Cigarettes, its Preparation Method and HNB Cigarettes System” in Japan. In addition, Guangdong Jinye was also awarded the “Special Thin RTL Selected as Famous Hi-Tech Product of Guangdong Province” issued by Guangdong Hi-Tech Enterprise Association during the Year.



煙用原料業務

本業務共申請《一種HNB加熱器具》及《一種幹法再造煙葉及加熱不燃燒捲煙》等35項專利，主要集中在加熱不燃燒捲煙的核心材料方面。本業務亦在中國獲得了《稠漿造紙法再造煙葉定量控制系統、控制方法和生產系統》發明專利，以及在日本獲得了《加熱不燃燒煙支及其製備方法和加熱不燃燒煙支系統》實用新型專利。此外，於回顧年度內，廣東金葉的「特種薄片」產品榮獲由廣東省高新技術企業協會頒發的「廣東省名優高新技術產品」。



Aroma Raw Materials business

In FY2023, this business invested over RMB9,100,000 in research and development and applied for more than ten patents. In particular, Jiangxi Xiangai, a subsidiary of this business, was granted 2 utility model patents and 3 invention patents, including “A Kind of Evaporation and Concentration Device for Preparation of Furanone” during the Year. Zhaoqing Perfumery was also awarded the “Certificate of Professional, Advanced, Specialized and New SME of Guangdong Province” as well as the “Certificate of Top 50 Technology Innovation Enterprises in Zhaoqing”.

Condiments business

To promote “Chinese Taste” as a global trend, this business invested approximately RMB19,310,000 in developing new products, and successfully launched around ten new products which received positive market feedback in FY2023. This

香原料業務

於2023財年，本業務研發投入超過人民幣910萬元，並申請十餘項新專利。其中，本業務的子公司江西香海於回顧年度內獲得2項實用新型專利和3項發明專利，包括《一種呋喃酮制備用蒸發濃縮裝置》。肇慶香料廠亦獲授「廣東省專精特新中小企業」和「肇慶市科技創新50強企業」的榮譽認證。

調味品業務

為推動「中國味道」成為世界潮流，本業務投入約人民幣1,931萬元用於研發新產品，並於2023財年成功推出十種新產品，廣受市場好評。其中，本業務於回顧年度內獲得《一種抑

business was granted three invention patents, including “A Kind of Preparation of Thermally Processed Concentrated Citrus Fruit Juice with Inhibition of Non-enzymatic Browning” and “A Kind of Concentrated Soup Base Preparation using Boiling and Complex Enzymolysis Process” during the Year.

Protecting data and customer privacy

The Group prioritises customer privacy and implements internal policies, such as the “Information Security and Confidentiality System” and “Enterprise Confidentiality System”, to ensure the confidentiality of customer information in accordance with the privacy policy and monitoring methods. Specifically, when the marketing department plans to collect customer data during its promotional events, the proposed scope of data collection must be reviewed by the legal department to ensure that only necessary and minimal information is gathered. We will obtain consent from customers before collecting their data, while the important information is safeguarded through confidentiality agreements, encrypted storage of documents and managed by the headquarters under the 24/7 supervision of the K3 system.

For instance, in FY2023, the Tobacco Raw Materials business invested more than RMB120,000 in upgrading its data security system in accordance with the requirements of the supervising authority, with one of the subsidiaries receiving the Safe Network Level 3 Certification.



The Group strictly prohibits employees from disclosing customers’ information to any third party and explicitly states that employees must not share user information or network passwords with external parties. Violations of this provision result in corresponding legal consequences and immediate termination of the labour contract. During the Year, there were no substantiated complaints received by the Group concerning the breaches of customer privacy and losses of customer data.

In FY2023, the Group was not in violation of material relevant laws and regulations regarding health and safety, advertising, labelling and privacy matters of its products and services that have a significant impact on the Group.

制非酶褐變的熱加工濃縮柑橘類果汁的制備》及《一種熬煮濃縮與復合酶解結合的濃縮湯底制備方法》等三項發明專利。

保護數據和客戶隱私

本集團高度重視客戶隱私，實施《信息安全保密制度》及《企業保密制度》等內部政策，確保根據隱私政策和監察方式保護公司客戶資料。具體而言，市場部計劃在產品推廣活動期間收集顧客資料時，法務部須對實現對擬定的資料收集範圍進行審查，在收集必要信息的同時，將收集內容控制在最小範圍。我們在收集顧客數據前將先獲取他們的同意，而重要信息受到保密協議、文件加密儲存的保障，並由本集團總部在 K3 系統的全天候監督下進行管理。

其中，於 2023 財年，煙用原料業務按照監管部門的要求，投資超過人民幣 12 萬元用於升級資料安全系統，其中一家子公司已獲得安全網絡三級認證。

本集團嚴禁員工向任何第三方披露客戶信息，並明確規定員工不得將其「用戶信息或網絡密碼」告知外部人員。違反相關規定的員工將招致相應的法律後果，而本集團將立即中止相關的勞動合同。於回顧年內，本集團並無收到有關違反客戶私隱及客戶資料遺失的實質投訴。

於 2023 財年，本集團並沒有違反任何對本集團有重大影響的有關其產品的健康與安全、廣告、標籤及私隱事宜方面的相關法律及規例。

Maintaining a strong ethics and compliance culture

To safeguard its rights and interests, the Group's management approach against anti-corruption issues is guided by a set of core principles to ensure the highest standards of professionalism and ethical conduct. The Group strives to standardise the professional behaviours of all employees and foster a clean working culture that prevent any practices that could potentially harm the interests of the Group and its shareholders. The Group also places great emphasis on compliance with relevant laws and regulations, while continuously working towards enhancing its corporate governance and internal control mechanisms.

In FY2023, the Group was in compliance with the local laws and regulations relating to bribery, extortion, fraud and money laundering including but not limited to the "Anti-Corruption Law of the People's Republic Of China", "the Law of the People's Republic of China on Anti-money Laundering", "the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong)" and "the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)". For corporate governance section, please refer to the Group's 2023 Annual Report for further details.

The Group establishes and enforces internal policies to prevent and address incidents related to corruption, ensuring operational compliance. These policies, such as "Staff Integrity and Self-Discipline Commitment Letter", "Integrity Agreement", "Internal Audit Management Measures", "Dismissal Audit Management Regulations", "Anti-fraud, Anti-bribery and Reporting Policy", "Rules of Anti-fraud and Anti-bribery Working Group", "Rules of Prohibiting Private Agreements" and "Rules of Gift Acceptance and Giving" are implemented and monitored by the legal department.

The Group has implemented a comprehensive system to detect and combat corrupt practices. This includes the establishment of a grievance mechanism and internal control system, which encourages employees to report concerns through a dedicated website. The effective mechanism can protect the whistleblowers from unfair dismissal or victimisation.

維持良好的道德與合規文化

為維護集團的自身權益，本集團以一系列核心原則為指導，建立反腐敗問題的管理方針，以確保恪守高標準的專業精神和道德行為。本集團努力規範所有員工的專業行為，培養廉潔的工作文化，防止任何可能損害集團及其持份者利益的行為。本集團亦高度重視遵守相關法律法規，同時不斷努力加強企業管治和內部控制機制。

於2023財年，本集團遵守當地有關參與賄賂、勒索、欺詐和洗錢的法律法規，包括但不限於《中華人民共和國反腐敗法》、《中華人民共和國反洗錢法》、《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)和《防止賄賂條例》(香港法例第201章)。有關企業管治部分，詳情請參閱本集團的2023年度報告。

本集團已建立並實施預防和處理腐敗相關事件的內部政策，以確保業務合規，包括《員工廉潔自律承諾書》、《廉潔協議》、《內部審計管理辦法》、《離任審計管理規定》、《反舞弊、反賄賂與舉報管理制度》、《反舞弊、反賄賂工作小組工作細則》、《禁止私下協定細則》、《禮品收受贈送細則》等，均由法務部負責執行和監督。

本集團實施了一套全面的系統以識別並打擊腐敗行為，其中包括建立申訴機制和內部控制系統，鼓勵員工通過指定網址，舉報賄賂行為。本集團推行有效的申訴機制，以保護舉報人免遭不公平解僱或受迫害。



To investigate against any suspicious or illegal behaviour involving staff at all levels, the Group has established the “Anti-fraud and Anti-bribery Leading Group and Working Group”, which is responsible for handling opinions and reporting results to the Group working group. Where criminality is suspected, timely reports will be made to the appropriate regulators or law enforcement authorities when deemed necessary by the management.

Additionally, the internal audit department reports directly to the Group’s audit committee and conducts regular special audits on procurement teams. For instance, when engaging a supplier with an annual supply amount exceeding RMB5 million or a partner involved in a project exceeding RMB10 million, relevant management departments submit project materials to the “Anti-Fraud and Anti-Bribery Working Group” for review.

To ensure the health and sustainable development of the Group and to further strengthen internal awareness, the Group arranged a massive programme regarding anti-fraud and anti-bribery special training for all employees in December 2023. This special training was designed with reference to the requirements of the ISO 37001:2016, and was delivered through online platforms with follow-up examinations arranged to ensure the effectiveness of learning.

During the Year, on top of the Group-wise mass training programme, more than 23 hours of anti-corruption-related training were arranged for over 23 management staff and 146 general staff across the Group. In addition, the subsidiaries of the Group organised various training and conferences for its staff every quarter to refresh their integrity and self-discipline awareness regularly. For instance, Guangdong Jinye held a 3-hour physical training regarding anti-fraud, anti bribery and whistle-blowing for 9 management staff and 71 general employees.

In FY2023, the Group did not record any concluded legal cases regarding corrupt practices brought against the Group or its employees.



為查明各級人員的可疑違法行為，本集團成立「反舞弊、反賄賂領導小組和工作小組」，負責形成處理意見並向集團工作小組匯報處理結果。如果發現涉嫌犯罪行為，本集團將在管理層認為必要時立即向相關監管或執法機關報告。

此外，本集團內部審計部直接向集團的審計委員會報告，並定期對採購團隊進行項目審計。例如，當聘用年供貨額超過人民幣500萬的供應商或與項目超過人民幣1,000萬元的業務夥伴合作時，相關管理部門須將項目資料提交給「反舞弊、反賄賂工作小組」進行審核。

為確保集團的健康可持續發展，並進一步提高企業內部的反腐敗意識，本集團於2023年12月為全體員工安排了一次大規模的反舞弊反貪污專題培訓。本次專題培訓根據ISO 37001:2016標準的要求而設計，通過線上平台進行授課，並在培訓後安排測試，以確保員工對於反腐敗培訓學習的有效性。

於回顧年度內，除集團開展的集體培訓外，本集團各子公司共為超過23名管理層及146名一般員工安排了超過23小時的反腐敗相關培訓。此外，本集團各子公司每季度亦為員工舉辦各類培訓和會議，定期提升員工的廉潔自律意識。例如，廣東金葉為9名管理層及71名一般員工提供了3小時的反舞弊、反賄賂與舉報管理制度的相關培訓。

於2023財年，本集團沒有錄得任何對其或其員工提出並已審結的貪污訴訟案件。



VII. CONTRIBUTING TO OUR SOCIETY

Huabao is committed to making a positive impact on society, particularly in the areas of poverty alleviation and supporting individuals with disabilities. The Group believes that every person deserves equal opportunities and access to meaningful employment.

Aligned with the national policy of building a prosperous society and eradicating poverty, the Group is dedicated to targeted poverty alleviation efforts. Through various activities, we have been supporting low-income farmers, creating job opportunities, and providing material and monetary donations to the underprivileged. For instance, our subsidiary, Guangdong Jingye, donates 8,000 catties of rice, valued at RMB20,000, to the local community annually.

Meanwhile, in the commitment to inclusivity, the Group has empowered individuals with disabilities through giving them equal access to employment opportunities.

VII. 回報我們的社會

華寶致力於為社會發展，尤其是在扶貧和支持殘障人士等領域，作出積極貢獻。本集團相信，所有人都應享有平等的機會，並獲得寶貴的就業機會。

本集團配合全面建設小康社會、脫貧攻堅的國家施政方針，致力於精準扶貧。我們通過各種活動，扶持低收入農民，創造就業機會，為弱勢群體提供物資及金錢捐贈。舉例而言，本集團子公司廣東金葉每年均向營運當地社區捐贈大米8,000斤，價值人民幣2萬元。

同時，為提升社會對傷健共融的包容度，本集團通過為殘障人士提供平等的就業機會，為其個人發展賦能。



Social Inclusion of Hunan Jishou 湖南吉首促進社會共融

To promote social inclusion for the disabled, the Group's subsidiary in the Tobacco Raw Material business (Hunan Jishou) spared no effort in supporting the employment of the disabled during the Year. In FY2023, Hunan Jishou employed a total of 25 disabled staff, accounting for 25.3% of its employees.

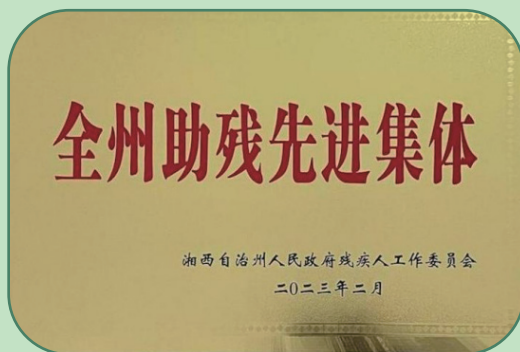
Hunan Jishou provides job opportunities to the local disabled and ensures that they have equal pay for the same work position. During the Year, Hunan Jishou has incurred approximately RMB2 million for their salaries, insurances and other benefits.

Acknowledging its outstanding performance, Hunan Jishou was awarded the Xiangxi State Disabled Poverty Alleviation Demonstration Base, Xiangxi Advanced Collective and Xiangxi Employment Assistance Cooperation Unit*.

為促進殘障人士融入社會，本集團煙用原料業務子公司(湖南吉首)於回顧年度內全力支持殘障人士就業。於2023財年，湖南吉首共僱用殘障員工25名，佔員工總數的25.3%。

湖南吉首為當地殘障人士提供就業機會，並保證同工同酬。於回顧年度內，湖南吉首用於保障相關員工的薪資、保險及其他福利為人民幣200萬元。

湖南吉首以其傑出的表現，榮獲「湘西州殘疾人就業扶貧示範基地」、「湘西州助殘先進集體」以及「湘西州就業助殘合作單位」*的榮譽。



In line with its ongoing commitment to enhancing social welfare, the Group has consistently maintained close and effective communication with local governments to address the needs of the community. In particular, our subsidiary, Guangdong Jiahao, not only encourages its staff members to donate blood but also provides both monetary and material donations worth RMB66,000 to support and sponsor local charity events. Meanwhile, Shanghai Yifang has also contributed 318 volunteering hours to serve the community during the Year.

Through these initiatives, the Group strives to make a lasting and positive impact on society. Moving forward, the Group will remain dedicated to these important causes, and continuously seeking innovative ways to create a more inclusive and prosperous future for all.

本集團致力於改善社會福利，並持續與當地政府保持密切及有效的溝通，以滿足社區的需求。其中，本集團子公司廣東嘉豪倡導員工無償獻血，並捐獻價值人民幣66,000元的資金和物資，以支援和贊助當地的慈善活動。此外，上海奕方本年度提供了共計318小時的義工服務。

通過這些舉措，本集團致力於對社會產生長遠的積極影響。展望未來，本集團將繼續關注社會公益事業，不斷尋求創新方式，為所有人創造更加包容的繁榮未來。

* translation for identification purpose only

* 英文翻譯僅供參考

VIII. REPORT DISCLOSURE INDEX

ESG Reporting Guide and GRI Content Index

VIII. 報告披露索引

ESG 報告指引和 GRI 標準內容索引

Statement of use	Huabao International Holdings Limited has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
使用聲明	華寶國際控股有限公司參考全球報告倡議組織(GRI)標準編製本報告，匯報期為2023年1月1日至2023年12月31日。報告內容已在此GRI內容索引中引述。
GRI 1 used 報告適用的GRI準則	GRI 1: Foundation 2021 GRI 1：基礎2021

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI標準與披露*	Page 頁碼
A. Environmental A. 環境				
A1: Emissions A1：排放物	General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、 有害及無害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的 資料。 <i>Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.</i> 註：廢氣排放包括氮氧化物、硫氧化物及其他受國家 法律及規例規管的污染物。溫室氣體包括二氧化 碳、甲烷、氧化亞氮、氫氟碳化物、全氟化碳 及六氟化硫。有害廢棄物指國家規例所界定者。	GRI 2-27, GRI 3-3 (c), GRI 305, GRI 306	33,113
	KPI A1. 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。	GRI 305-1, 305-2, 305-3, 305-6, 305-7	102

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
	KPI A1.2 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 (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 305-1, 305-2, 305-4	102
	KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 306-3 (a)	102
	KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 306-3 (a)	102
	KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	GRI 3-3 (c, d), GRI 305-5	35,100
	KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	GRI 3-3 (c, d), GRI 306-4, 306-5	38,100
A2: Use of Resources A2: 資源使用	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。 <i>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</i> 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	GRI 3-3 (c)	43
	KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	GRI 302-1, 302-3	104

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
	KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	GRI 303-5	104
	KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	GRI 3-3 (c, d), GRI 302-4, 302-5	43,100
	KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	GRI 3-3 (c, d), GRI 303-1	48,100
	KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	GRI 301-1	104
A3: The Environment and Natural Resources A3：環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	GRI 3-3 (c)	51
	KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	GRI 3-3 (c, d), GRI 303-1, GRI 304-2, GRI 306-1, 306-2	51
A4: Climate Change A4：氣候變化	General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	GRI 2-12 (a, b-i), GRI 3-3 (c)	53
	KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	GRI 201-2	53

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
B. Social B. 社會				
Employment and Labour Practices 僱傭及勞工常規				
B1: Employment B1 : 僱傭	General Disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 2-27, GRI 3-3 (c)	58,114
	KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	GRI 2-7 (a, c), GRI 405-1 (b)	106
	KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	GRI 401-1 (b)	109
B2: Health and Safety B2 : 健康與安全	General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 2-27, GRI 3-3 (c), GRI 403-1	64,114

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
B3: Development and Training B3 : 發展及培訓	KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過往三年(包括匯報年度)每年因工亡故的人數及比率。	GRI 403-9, 403-10	110
	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	N/A	110
	KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	GRI 3-3 (c, d), GRI 403-1, 403-3, 403-5, 403-7	64
	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。註：培訓指職業培訓，可包括由僱主付費的內外部課程。 <i>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</i> 註：培訓指職業培訓，可包括由僱主付費的內外部課程。	GRI 3-3 (c), GRI 404-2 (a)	68
	KPI B3.1 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。	N/A	111
	KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	GRI 404-1	112

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
B4: Labour Standards B4：勞工準則	General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 2-27, GRI 3-3 (c)	70,114
	KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	GRI 3-3 (c), GRI 408-1 (c), GRI 409-1 (b)	71
	KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	GRI 3-3 (c, d), GRI 408-1 (c), GRI 409-1 (b)	71
Operating Practices 營運慣例				
B5: Supply Chain Management B5：供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	GRI 3-3 (c)	72
	KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	GRI 2-6 (b-ii)	112
	KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	GRI 2-6 (b-ii), GRI 3-3 (c, d), GRI 303-1 (c), GRI 308-1, 308-2, GRI 414-1, 414-2	73
	KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	GRI 2-6 (b-ii), GRI 3-3 (c, d), GRI 303-1 (c), GRI 308-1, 308-2, GRI 414-1, 414-2	72

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
B6: Product Responsibility B6：產品責任	KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	GRI 3-3 (c, d)	73
	General Disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 2-27, GRI 3-3 (c), GRI 417-2, 417-3, GRI 418-1	79,115
	KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A	83
	KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	GRI 2-29, GRI 3-3 (c, d), GRI 418-1	84
	KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	N/A	84
	KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	N/A	81
	KPI B6.5 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。	GRI 3-3 (c)	87

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards Alignment* GRI 標準與披露*	Page 頁碼
B7: Anti-corruption B7: 反貪污	General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 2-27, GRI 3-3 (c), GRI 205-3	88
	KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於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。	GRI 205-3	89
	KPI B7.2 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。	GRI 2-26, GRI 3-3 (c), GRI 205	88
	KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	GRI 205-2	89
Community 社區				
B8: Community Investment B8: 社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	GRI 3-3 (c)	90
	KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	GRI 203-1 (a)	90
	KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	GRI 201-1(a-ii)	91

* The linkage between the GRI standards and disclosures that relate to each aspect in HKEX ESG Reporting Guide refers to the summary table from the "Linking the GRI Standards and HKEX ESG Reporting Guide" (updated July 2020), with amendments from the GRI Universal Standards 2021.

* 香港聯交所環境、社會及管治報告指引各方面有關的GRI標準及披露之間的聯繫乃參考《連結GRI標準及香港聯交所環境、社會及管治報告指引》綜合列表(2020年7月更新)，並因應GRI通用標準2021作出修改。

APPENDIX I 2025 HUABAO SUSTAINABLE DEVELOPMENT GOALS

附錄一 2025 華寶可持續發展目標規劃

	Emissions of Air Pollutants (Kg/Million RMB) ¹ 空氣污染物排放 (千克/百萬人民幣) ¹			GHG Emissions (Tonnes CO _{2e}) ² 溫室氣體排放 (噸二氧化碳當量) ²		Generation of Solid Wastes Energy Consumption Water Usage				
	Sulphur Oxides ("SO _x ") 硫氧化物	Nitrogen Oxides ("NO _x ") 氮氧化物	Particulate Matter ("PM") 固體顆粒物	Scope 1 範圍一	Scope 2 範圍二	Tonnes/ Million RMB) ³ 固體廢棄物產 (噸/ 百萬人民幣) ³	kWh/Million RMB) ⁴ 能源消耗 (千瓦時/ 百萬人民幣) ⁴	m ³ /Million RMB) ⁵ 用水量 (立方米/ 百萬人民幣) ⁵		
									Energy Consumption Water Usage	
F&F and Food Ingredients 香精及食品配料	0.04	0.36	0.0027	4,667	2,910	0.08	6,070	48.04		
Tobacco Raw Materials 煙用原料	9.34	37.36	6.23	25,834	8,233	9.90	106,000	370.52		
Aroma Raw Materials 香原料	—	—	—	6,572	15,863	0.19	106,000	314.70		
Condiments 調味品	4.55	1.07	—	844	1,322	0.04	10,100	109.98		
Administration Offices 行政辦公室	—	—	—	23	478	1 Kg/m ² floor area 1 千克/平方米 樓面面積	190 kWh/m ² floor area 190 千瓦時/ 平方米 樓面面積	4.64		
Group 集團總目標	2.43	7.00	1.11	37,940	28,806	1.84	39,252	159		

Notes:

1. Emissions of air pollutants only included the stationary sources of SO_x, NO_x and PM;
2. GHG emissions included only Scope 1 GHG emissions (combustion of fuels including diesel, gasoline, natural gas, coal and refrigerant in stationary sources and mobile sources) and Scope 2 GHG emissions (electricity purchased from power companies);
3. Generation of Solid Wastes only included domestic and commercial wastes, general industrial waste and hazardous wastes;
4. Energy Consumption only included the use of electricity, diesel, gasoline, natural gas and coal; and
5. Water Usage only included the amount of water withdrawal in all subsidiaries of the Group.

附註:

1. 空氣污染物排放僅包括固定源產生的硫氧化物、氮氧化物和固體顆粒；
2. 溫室氣體排放僅包括範圍一排放(包括固定源和移動源使用的柴油、汽油、天然氣、煤和製冷劑)以及範圍二(從電力公司購買的電力)；
3. 固體廢棄物的產生僅包括生活和商業廢棄物、一般工業廢棄物以及有害廢棄物；
4. 能源消耗僅包括對電力、柴油、汽油、天然氣和煤的使用；以及
5. 水資源使用僅包括本集團所有子公司的取水量。

APPENDIX II AHP WEIGHTING

附錄二 層級分析法權重

Hierarchy with Consolidated Priorities

重要性排序整理層級結構

Goal 目標	Criteria* 評選條件*	Global Prioritisation 全域優先級	Supplier 供應商	Senior Management 高級管理層	General Staff 普通僱員
Prioritisation of Stakeholder Groups in the Materiality Assessment 重要性評估中利益 相關者組別的 重要性排序	Vulnerability 易受影響性	7.70%	0.455	0.455	0.091
	Influence 影響力	8.30%	0.13	0.732	0.138
	Legitimacy 合理性	5.20%	0.413	0.26	0.327
	Willingness for engagement 參與意願	14.40%	0.333	0.333	0.333
Contributions 貢獻度	Contribution 貢獻度	24.70%	0.225	0.61	0.166
	Necessity of involvement 包含必要性	39.70%	0.26	0.413	0.327
			27.40%	47.20%	25.40%

* *Vulnerability - The likelihood of stakeholders being seriously affected (either positively or negatively) by the Group's decisions and activities;*

Influence - The power of stakeholders whose activities and decisions can greatly affect or even change the Group's operations and business;

Legitimacy - The extent to which the organisation has legal obligations in the relationship with its stakeholders;

Willingness for engagement - The willingness, initiative and friendliness of the Group's stakeholders to express their concerns and participate in the events and activities leading to the Group's sustainable development;

Contribution - The level of expertise, power, information and knowledge of stakeholders that allow them to help the Group address certain risks and specific issues regarding ESG;

Necessity of involvement - The extent to which the exclusion of certain stakeholder in engagement could derail or delegitimise the process or undermine the Group's interest in its sustainable development.

* 易受影響性－利益相關者受到本集團決策和活動所嚴重影響(正面或負面)的可能性；

影響力－利益相關者活動和決策極大影響甚至改變本集團的營運和業務的力量；

合理性－組織在與利益相關者的關係中承擔法律義務的程度；

參與意願－本集團利益相關者表達其關注並參與本集團可持續發展活動的意願、主動性和友好態度；

貢獻度－利益相關者幫助本集團應對有關ESG風險和特定問題的專業知識、能力、信息和知識水平；

包含必要性－將某些利益相關者排除在參與範圍之外，可能會使本集團可持續發展流程偏離軌道或不合法，亦或損害本集團可持續發展利益的程度。

APPENDIX III ENVIRONMENTAL PERFORMANCES

Table 1. Group's Total Emissions by Category in FY2023 and FY2022⁹

附錄三 環境績效

表 1. 本集團 2023 財年與 2022 財年排放信息總覽⁹

Emission category 排放物類別	Key Performance Indicator 關鍵績效指標	Unit 單位	Amount in FY2023 2023 財年 排放量	Amount in FY2022 2022 財年 排放量	Intensity ²	Intensity ¹
					(Unit per Million RMB) in FY2023 2023 財年 強度(單位/ 百萬人民幣) ²	(Unit per Million RMB) in FY2022 2022 財年 強度(單位/ 百萬人民幣) ¹
Air emissions ³ 廢氣排放 ³	SO _x 硫氧化物	Kg 千克	1,922	1,994	0.58	0.52
	NO _x ¹⁰ 氮氧化物 ¹⁰	Kg 千克	8,124	4,701	2.46	1.23
	PM ¹⁰ 顆粒物 ¹⁰	Kg 千克	1,105	674	0.33	0.18
	Scope 1 (Direct Emissions) ^{4, 10} 範圍一(直接排放) ^{4, 10}	tonnes CO ₂ e 噸二氧化碳 當量	7,065	7,020	2.14	1.83
GHG emissions 溫室氣體排放	Scope 2 (Energy Indirect Emissions) ⁵ 範圍二(能源間接排放) ⁵	tonnes CO ₂ e 噸二氧化碳 當量	35,650	42,011	10.78	10.97
	Scope 3 (Other Indirect Emissions) ^{6, 10} 範圍三(其他間接排放) ^{6, 10}	tonnes CO ₂ e 噸二氧化碳 當量	763	445	0.23	0.12
	GHG removals from planted trees ⁷ 種植樹木減除溫室氣體 ⁷	tonnes CO ₂ e 噸二氧化碳 當量	67	203	0.02	0.05
	Total (Scope 1, 2 & 3) ¹⁰ 總排放 (範圍一、二及三) ¹⁰	tonnes CO ₂ e 噸二氧化碳 當量	43,411	49,273	13.12	12.87
Non-hazardous waste 無害廢棄物	Domestic and Commercial Solid Wastes 生活及商業固體廢棄物	tonnes 噸	217	563	0.07	0.15
	Industrial Solid Waste 生產固體廢棄物	tonnes 噸	2,267	2,836	0.69	0.74
	Wastewater 廢水	m ³ 立方米	738,376	556,649	223.22	145.38
Hazardous waste 有害廢棄物	Solid wastes 固體廢棄物	tonnes 噸	152	192	0.05	0.05
	Wastewater ⁸ 廢水 ⁸	m ³ 立方米	81,394	101,744	24.61	26.57



APPENDIX III ENVIRONMENTAL PERFORMANCES (Continued)

Table 1. Group's Total Emissions by Category in FY2023 and FY2022⁹ (Continued)

Notes to table 1:

1. The intensity in FY2022 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's revenue of approximately RMB3,829 million in FY2022;
2. The intensity for FY2023 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's revenue of approximately RMB3,308 million in FY2023;
3. Air emissions included both the air pollutants from industrial operations and vehicles for transportation in all four business segments and administrative offices;
4. The Group's Scope 1 (Direct Emissions) included only the consumption of fossil fuels for industrial operations and vehicles for transportation;
5. The Group's Scope 2 (Energy Indirect Emissions) included only emissions from electricity consumption;
6. The Group's Scope 3 (Other Indirect Emissions) included other indirect emissions from paper waste disposed at landfills and electricity used for processing fresh water and sewage by government departments and business air travel;
7. The GHG removals from planted trees included all trees planted since the Group's establishment;
8. The total amount of hazardous wastewater included hazardous wastewater recorded by the Group's four business segments on-site;
9. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report?- Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories; and
10. The FY2022 data has been restated as the Group has aligned the consolidation method for consistency.

附錄三 環境績效(續)

表 1. 本集團 2023 財年與 2022 財年排放信息總覽⁹ (續)

表格 1 之附註:

1. 2022 財年的排放強度是通過將廢氣、溫室氣體和其他排放量分別除以本集團 2022 財年的收入約 38.29 億人民幣計算得出；
2. 2023 財年的排放強度是通過將廢氣、溫室氣體和其他排放量分別除以本集團 2023 財年的收入約 33.08 億人民幣計算得出；
3. 廢氣排放包括所有四個業務部門和行政辦公室的工業營運和運輸車輛所排放之空氣污染物；
4. 本集團的範圍一(直接排放)僅包括工業營運和運輸車輛的化石燃料消耗所產生之排放；
5. 本集團的範圍二(能源間接排放)僅包括電力消耗所產生之排放；
6. 本集團範圍三(其他間接排放)包括垃圾填埋場處置的廢紙以及政府部門用於處理淡水和污水的電力以及商務航空旅行所產生之其他間接排放；
7. 本集團通過種植樹木減除的溫室氣體包含自本集團成立以來的所有種植數目；
8. 有害廢水總量包含本集團四大業務板塊於生產現場記錄的有害廢水；
9. 上述溫室氣體排放報告採用的方法基於由香港聯合交易所有限公司發行的《如何編備環境、社會及管治報告？附錄二：環境關鍵績效指標匯報指引》以及 2006 年 IPCC 國家溫室氣體清單指南；以及
10. 為保持數據的一致性，本集團已調整 2022 財年數據的整合方式並進行重述。



APPENDIX III ENVIRONMENTAL PERFORMANCES (Continued)

Table 2. Total Resource Consumption in FY2023 and FY2022

附錄三 環境績效(續)

表 2. 2023 財年與 2022 財年總資源使用量

Use of Resources 資源使用	Key Performance Indicator (KPI) 關鍵績效指標	Unit 單位	Amount in FY2023 2023 財年總量	Amount in FY2022 2022 財年總量	Intensity ² (Unit per Million RMB) in FY2023 2023 財年強度 (單位/百萬 人民幣) ²	Intensity ¹ (Unit per Million RMB) in FY2022 2022 財年強度 (單位/百萬 人民幣) ¹
Energy 能源	Electricity 電力	kWh'000 千個千瓦時	58,391	68,901	17.7	18.0
	Diesel ^{3,7} 柴油 ^{3,7}	L 升	167,965	183,565	50.8	47.9
	Natural gas 天然氣	m ³ 立方米	3,597,956	2,777,787	1,087.7	725.5
	Gasoline 汽油	L 升	98,501	89,189	29.8	23.3
	Refrigerant 製冷劑	Kg 千克	150	160	0.05	0.04
	Biomass ⁴ 生物質 ⁴	Tonnes 噸	-	735	-	0.2
	Steam 蒸汽	m ³ 立方米	396,261	141,003	119.8	36.8
	TOTAL ENERGY AFTER CONVERSION ^{5,7} 轉換後總能源 ^{5,7}	kWh'000 千個千瓦時	100,121	104,192	30.3	27.2
	Water 水	Water 水	m ³ 立方米	1,830,543	1,015,470	553.4
Paper 紙張	Paper ⁷ 紙張 ⁷	Kg 千克	4,072	3,608	1.2	0.9
Packaging materials 包裝材料	Plastic 塑料	Tonnes 噸	2,120	1,824	0.6	0.5
	Paper 紙	Tonnes 噸	5,522	2,507	1.7	0.7
	Metal 金屬	Tonnes 噸	250	109	0.08	0.03
	Others ⁶ 其他 ⁶	Tonnes 噸	3,417	3,977	1.0	1.0



APPENDIX III ENVIRONMENTAL PERFORMANCES (Continued)

Table 2. Total Resource Consumption in FY2023 and FY2022 (Continued)

Notes to table 2:

1. The intensity for FY2022 was calculated by dividing the use of various resources respectively by the Group's revenue of approximately RMB3,829 million in FY2022;
2. The intensity for FY2023 was calculated by dividing the use of various resources respectively by the Group's revenue of approximately RMB3,308 million in FY2023;
3. The consumption of diesel included the use for industrial operations and transportation,;
4. Adhering to its environmental commitment, the Group did not consume any biomass in FY2023;
5. The total energy consumption was calculation mainly based on the energy conversion factors from the default net calorific values (NCVs) and lower and upper limits of the 95% confidence intervals in 2006 IPCC Guidelines for National Greenhouse Gas Inventories, as well as the "Appendix 2: Reporting Guidance on Environmental KPIs". The calculation data only included electricity, diesel, gasoline, natural gas and biomass in accordance with the principle of Materiality;
6. Packaging materials in FY2023 and FY2022 covered all subsidiaries under the Group's business segments due to its unremitting efforts in consistently strengthening its measurement on the weight of consumed packaging materials. Others included Wood and Glass-made packaging materials; and
7. The FY2022 data has been restated as the Group has aligned the consolidation method for consistency.

附錄三 環境績效(續)

表2. 2023財年與2022財年總資源使用量(續)

表格2之附註:

1. 2022財年的強度是通過將各種資源的使用分別除以本集團2022財年的收入約38.29億人民幣計算得出；
2. 2023財年的強度是通過將各種資源的使用分別除以本集團2023財年的收入約33.08億人民幣計算得出；
3. 柴油的消耗量僅包括用於工業營運和運輸的使用；
4. 秉承其環保承諾，本集團於2023財年未消耗任何生物質；
5. 總能源消耗主要基於默認的淨熱值、2006年IPCC國家溫室氣體清單指南中95%置信區間的上下限以及《如何編備環境、社會及管治報告？附錄二：環境關鍵績效指標匯報指引》，並按照重要性原則僅包括電力、柴油、汽油、天然氣和生物質；
6. 由於在不斷加強對已消耗包裝材料重量的衡量方面的不懈努力，2023財年和2022財年的包裝材料數據覆蓋了本集團業務板塊下的所有子公司。其他包括使用金屬及木製的包裝物料；以及
7. 為保持數據的一致性，本集團已調整2022財年數據的整合方式並進行重述。



**APPENDIX IV
SOCIAL PERFORMANCES**

Table 3. Number of Employees by Age Group, Gender, Employment Type, Position Level, Geographical Locations and Business Segments of The Group in FY2023¹

Unit: Number of employees

單位：員工人數

**附錄四
社會績效**

表3. 2023財年按年齡組、性別、僱傭類型、職位、地理位置和業務板塊劃分的本集團員工人數¹

Gender 性別	Age group 年齡組				Total 總數
	Aged 30 or below 30歲或以下	Aged between 31 and 40 31至40歲	Aged between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	
Male 男性	341	905	692	565	2,503
Female 女性	205	655	489	143	1,492
Total 總數	546	1,560	1,181	708	3,995

**Employment type
僱傭類型**

Full time
全職

Part time
兼職

Total
總數

3,995

0

3,995

**Position Level
職位**

General staff
普通僱員

Middle-level managers
部門經理

Senior managers
高級經理

Senior executives
高級行政領導

Total
總數

3,613

182

183

17

3,995



**APPENDIX IV
SOCIAL PERFORMANCES (Continued)**

Table 3. Number of Employees by Age Group, Gender, Employment Type, Position Level, Geographical Locations and Business Segments of The Group in FY2023¹ (Continued)

Geographical location 地理位置			
Locations 地點	Number of employees 員工人數	Locations 地點	Number of employees 員工人數
Beijing 北京	4	Hebei 河北	2
Shanghai 上海	529	Xizang 西藏	1
Tianjin 天津	1	Hong Kong 香港	27
Guangdong 廣東	1,544	Indonesia 印尼	174
Jiangxi 江西	998	Africa 非洲	27
Shandong 山東	205	Germany 德國	8
Jiangsu 江蘇	158	Singapore 新加坡	13
Hunan 湖南	153	Others 其他	3
Fujian 福建	107		
Yunan 雲南	35		
Liaoning 遼寧	6		
Total 總計			3,995

Note to table 3:

1. The employment data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

**附錄四
社會績效(續)**

表3. 2023財年按年齡組、性別、僱傭類型、職位、地理位置和業務板塊劃分的本集團員工人數¹(續)

表格3之附註：

1. 職工數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。此數據涵蓋根據當地有關法律與本集團有直接僱傭關係的僱員以及其工作和/或工作場所受本集團控制的員工。上述報告職工數據所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告?—附錄三：社會關鍵績效指標匯報指引》。



APPENDIX IV SOCIAL PERFORMANCES (Continued)

Table 4. Number of New Employees by Age Group and Gender of the Group in FY2023¹

Unit: Number of employees

單位：員工人數

Gender 性別	Age group 年齡組				Total 總數
	Aged 30 or below 30歲或以下	Aged between 31 and 40 31至40歲	Aged between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	
Male 男性	118	157	84	55	414
Female 女性	89	137	84	31	341
Total 總數	207	294	168	86	755

Note to table 4:

1. The employment data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

附錄四 社會績效(續)

表4. 2023財年按年齡組和性別劃分的新員工人數¹

Age group 年齡組	Age group 年齡組				Total 總數
	Aged 30 or below 30歲或以下	Aged between 31 and 40 31至40歲	Aged between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	
Male 男性	118	157	84	55	414
Female 女性	89	137	84	31	341
Total 總數	207	294	168	86	755

表格4之附註：

1. 職工數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。此數據涵蓋根據當地有關法律與本集團有直接僱傭關係的僱員以及其工作和/或工作場所受本集團控制的員工。上述報告職工數據所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告?—附錄三：社會關鍵績效指標匯報指引》。



APPENDIX IV
SOCIAL PERFORMANCES (Continued)

附錄四
社會績效(續)

Table 5. Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2023¹

表 5. 2023 財年按年齡組、性別和地理位置劃分的員工離職率¹

Unit: Number of employees left
單位：員工離職人數

Gender 性別	Age group 年齡組				Total 總數
	Aged 30 or below 30歲或以下	Aged between 31 and 40 31至40歲	Aged between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	
Male 男性	167	216	113	77	573
Employee turnover rate 員工離職率	49%	24%	16%	14%	23%
Female 女性	70	116	68	58	312
Employee turnover rate 員工離職率	34%	18%	14%	41%	21%
Total 總數	237	332	181	135	885
Total employee turnover rate 員工總離職率	43%	21%	15%	19%	22%

Geographical locations
地理位置

Locations 地點	Employee turnover 員工離職人數	Employee turnover rate 員工離職率	Locations 地點	Employee turnover 員工離職人數	Employee turnover rate 員工離職率
Beijing 北京	1	25%	Yunan 雲南	8	23%
Shanghai 上海	78	15%	Liaoning 遼寧	3	50%
Guangdong 廣東	237	15%	Xizang ² 西藏 ²	4	400%
Jiangxi 江西	343	34%	Hong Kong 香港	3	11%
Shandong 山東	36	18%	Indonesia 印尼	82	47%
Jiangsu 江蘇	24	15%	Africa 非洲	4	15%
Hunan 湖南	42	27%	Singapore 新加坡	8	62%
Fujian 福建	12	11%			



APPENDIX IV SOCIAL PERFORMANCES (Continued)

Table 5. Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2023¹ (Continued)

Notes to table 5:

1. The turnover data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. Turnover rate was calculated by dividing the number of employees who resigned in FY2023 by the number of employees in FY2023. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange; and
2. The turnover rate is over 100% since the number of employees at this location at financial year end is less than the number of employees left during the Year.

Table 6. Number and Rate of Work-related Injuries or Fatalities of the Group in Past Three Years¹

Financial Year 財年	2021	2022	2023
Number of work-related fatalities 工作相關的死亡人數	0	0	0
Number of work-related injuries 工作相關的受傷人數	14	12	4
Rate of injuries (per hundred workers) 工傷率 (每百員工)	0.39	0.31	0.10
Lost days due to work injury 因工傷損失天數	259	181	333

Note to table 6:

1. The injury and fatality information was obtained from the Group's Human Resources Department. The methodology adopted for reporting the number and rate of work-related fatalities set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

附錄四 社會績效(續)

表 5. 2023 財年按年齡組、性別和地理位置劃分的員工離職率¹(續)

表格 5 之附註:

1. 員工流失數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。流失比率是通過將 2023 財年內員工離職數除以 2023 財年的員工人數計算得出。上述報告員工流失數據所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告？—附錄三：社會關鍵績效指標匯報指引》；以及
2. 由於該地區的截至本財年末的員工人數少於本財年內員工離職數，因此員工離職率超過 100%。

表 6. 過去三年中本集團與工作有關的傷亡人數和傷亡率¹

表格 6 之附註:

1. 因工傷亡數據數據從本集團的人力資源部獲得。上述報告員工工傷數據所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告？—附錄三：社會關鍵績效指標匯報指引》。

APPENDIX IV
SOCIAL PERFORMANCES (Continued)

附錄四
社會績效(續)

Table 7. Number and Percentage of Employees Trained in the Group by Gender and Position Level in FY2023¹

表7. 2023財年本集團按性別和職位劃分接受培訓的人數及比例¹

Total number of employees trained in FY2023 2023財年受訓員工總數	3,143
Number of employees in FY2023 2023財年員工總數	3,995
Percentage of employees trained in the Group 本集團受訓員工比例	78.7%

Unit: Number of employees trained

單位：受訓員工人數

Gender 性別	Position Level 職位				Total 總數
	General staff 普通僱員	Middle-level managers 部門經理	Senior managers 高級經理	Senior executives 高級行政領導	
Male 男	1,924	133	28	20	2,105
Percentage of employees trained 培訓員工比例	61.2%	4.2%	0.9%	0.6%	67.0%
Female 女	974	43	14	7	1,038
Percentage of employees trained 培訓員工比例	31.0%	1.4%	0.4%	0.2%	33.0%
Total 總數	2,898	176	42	27	3,143
Percentage of employees trained 培訓員工比例	92.2%	5.6%	1.3%	0.9%	78.7%

Note to table 7:

表格7之附註：

1. The training information was obtained from the Group's Human Resources Department. Training refers to the vocational training that the Group's employees attended in FY2023. The methodology adopted for reporting on the number and percentage of employees trained set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 培訓數據從本集團的人力資源部獲得。培訓是指本集團員工在2023財年參加的職業培訓。上述報告員工受訓人數和百分比數據所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告？—附錄三：社會關鍵績效指標匯報指引》。

APPENDIX IV SOCIAL PERFORMANCES (Continued)

Table 8. Training Hours Completed in the Group by Gender and Position Level in FY2023¹

Unit: Training Hours 單位：培訓時數

Gender 性別	Position Level 職位				Total 總數
	General staff 普通僱員	Middle-level managers 部門經理	Senior managers 高級經理	Senior executives 高級行政領導	
Male 男	25,338	935	141	94	26,508
Average training hours 平均培訓時數	11.4	7.1	1.0	8.5	10.6
Female 女	12,952	468	92	41	13,553
Average training hours 平均培訓時數	9.3	9.4	2.1	6.8	9.1
Total 總數	38,290	1,403	233	135	40,061
Average training hours 平均培訓時數	10.6	7.7	1.3	7.9	10.0

Note to table 8:

1. The training information was obtained from the Group's Human Resources Department. The methodology adopted for reporting training hours set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

附錄四 社會績效(續)

表 8. 2023 財年本集團按性別和職位劃分的培訓時數¹

表格 8 之附註：

1. 培訓數據從本集團的人力資源部獲得。上述報告員工受訓時數所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告？—附錄三：社會關鍵績效指標匯報指引》。

Table 9. Number of Suppliers by Geographical Regions

Locations 地點	Number of suppliers 供應商數量
Northern China 華北	84
Northeast China 東北	26
Eastern China 華東	925
Central China 華中	169
Southern China 華南	530
Southwest China 西南	64
Northwest China 西北	14
Hong Kong 香港	9
Overseas 海外	34
Total 總數	1,855

表 9. 按地理區域劃分的供應商數量



APPENDIX V COMPLIANCE WITH LAWS, REGULATIONS AND STANDARDS

附錄五 法律、法規與標準合規

Environmental Sustainability

環境可持續發展

- Environmental Protection Law of the People's Republic of China
中華人民共和國環境保護法
- Environmental Impact Assessment Law of the People's Republic of China
中華人民共和國環境影響評價法
- 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
- Law of the People's Republic of China on the Prevention and Control of Water Pollution
中華人民共和國水污染防治法
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes
中華人民共和國固體廢物污染環境防治法
- Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise
中華人民共和國環境噪聲污染防治法
- Law of the People's Republic of China on Conserving Energy
中華人民共和國節約能源法
- Circular Economy Promotion Law of the People's Republic of China
中華人民共和國循環經濟促進法
- Environmental Protection Tax Law of the People's Republic of China
中華人民共和國環境保護稅法
- Regulation on the Implementation of the Environmental Protection Tax Law of the People's Republic of China
中華人民共和國環境保護稅法實施條例
- Regulations of the Management of Economical Use of Urban Water
城市節約用水管理規定
- Emission standard for industrial enterprises noise at boundary (GB12348-2008)
GB 12348-2008 工業企業廠界環境噪聲排放標準
- Emission standard of air pollutants for boiler (GB 13271- 2014)
GB 13271-2014 鍋爐大氣污染物排放標準
- Standard for pollution control on hazardous waste storage (GB 18597-2001)
GB 18597-2001 危險廢物儲存污染控制標準
- Discharge limits of water pollutants (DB 4426-2001)
DB 4426-2001 水污染物排放限值
- Emission standards for odour pollutants (GB14554-93)
GB 14554-93 惡臭污染物排放標準
- Standards for pollution control on the storage and disposal site for general industrial solid wastes (GB18599-2001)
GB18599-2001 一般工業固體廢物貯存、處置場污染控制標準
- Measures for the Environmental Management Registration of New Chemical Substances
新化學物質環境管理登記辦法



APPENDIX V
COMPLIANCE WITH LAWS,
REGULATIONS AND STANDARDS (Continued)

附錄五
法律、法規與標準合規(續)

Caring about our people
關愛我們的員工

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong)
僱傭條例(香港法例第57章)
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong)
僱員補償條例(香港法例第282章)
- Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong)
強制性公積金計劃條例(香港法例第485章)
- Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong)
殘疾歧視條例(香港法例第487章)
- Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong)
種族歧視條例(香港法例第602章)
- Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong)
性別歧視條例(香港法例第480章)
- Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong)
最低工資條例(香港法例第608章)
- Labour Law of the People's Republic of China
中華人民共和國勞動法
- Law of the People's Republic of China on Promotion of Employment
中華人民共和國就業促進法
- Insurance Law of the People's Republic of China
中華人民共和國社會保險法
- Regulations on the Supervision of Labour Security
勞動保障監察條例
- Labour Contract Law of the People's Republic of China
中華人民共和國勞動合同法
- Minimum Wage Regulations
最低工資規定
- Basic Conditions of Employment Act
基本僱傭條件法
- Labor Relations Act
勞工關係法
- Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong)
職業安全及健康條例(香港法例第509章)
- 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 Prevention and Control of Occupational Diseases
中華人民共和國職業病防治法
- Fire Control Law of the People's Republic of China
中華人民共和國消防法
- Regulation on the Safety Management of Hazardous Chemicals
危險化學品安全管理條例
- Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents
生產安全事故報告和調查處理條例
- Special Equipment Safety Law of the People's Republic of China
中華人民共和國特種設備安全法
- Regulation on Work-Related Injury Insurance
工傷保險條例



APPENDIX V COMPLIANCE WITH LAWS, REGULATIONS AND STANDARDS (Continued)

附錄五 法律、法規與標準合規(續)

Driving Operational Excellence 推動卓越營運

- Product Quality Law of the People's Republic of China
中華人民共和國產品質量法
- Food Safety Law of the People's Republic of China
中華人民共和國食品安全法
- Production Safety Law of the People's Republic of China
中華人民共和國安全生產法
- Standardization Law of the People's Republic of China
中華人民共和國標準化法
- Patent Law of the People's Republic of China
中華人民共和國專利法
- Trademark Law of the People's Republic of China
中華人民共和國商標法
- Intellectual Property Law of the People's Republic of China
中華人民共和國知識產權法
- Law on 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
- Tort Liability Law of the People's Republic of China
中華人民共和國侵權責任法
- Advertising Law of the People's Republic of China
中華人民共和國廣告法
- Measures for the Management of Food Production License 2020
食品生產許可管理辦法2020
- Measures for the Administration of Food Recalls
食品召回管理辦法
- Administrative Measures for Food Safety National Standards
食品安全國家標準管理辦法
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong)
個人資料(私隱)條例(香港法例第486章)
- Consumer Council Ordinance (Cap. 216 of the Laws of Hong Kong)
消費者委員會條例(香港法例第216章)
- Trademarks Ordinance (Cap. 559 of the Laws of Hong Kong)
商標條例(香港法例第559章)
- Patents Ordinance (Cap. 514 of the Laws of Hong Kong)
專利條例(香港法例第514章)
- GB 2760-2014 National Food Safety Standard for Uses of Food Additives
GB 2760-2014 食品安全國家標準食品添加劑使用標準
- GB14881-2-13 National Food Safety Standard General Hygienic Regulation for Food Production
GB14881-2-13 食品安全國家標準食品生產通用衛生規範
- GB 7718-2011 General Standard for the Labelling of Pre-packaged Foods
GB 7718-2011 預包裝食品標籤通則
- YC/T 16-2014 Reconstituted tobacco
YC/T 16-2014 再造煙葉
- YC/T 498-2014 The evaluation methods of sensory quality for reconstituted tobacco (paper-process)
YC/T 498-2014 再造煙葉(造紙法)感官評價方法





HUABAO INTERNATIONAL HOLDINGS LIMITED
華寶國際控股有限公司

