



**Honworld Group Limited**

**老恒和釀造有限公司\***

*(Incorporated in the Cayman Islands with limited liability)*

*(於開曼群島註冊成立的有限公司)*

**Stock code 股份代號: 2226**



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

**2023**

\* For identification purposes only 僅供識別

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# BOARD STATEMENT

## 董事會聲明

Dear Stakeholders,

On behalf of the board (the **“Board”**) of directors (the **“Directors”**) of Honworld Group Limited (**“Lao Heng He”**, **“we”** or **“us”**, the **“Company”**) which together with its subsidiaries, collectively, the **“Group”**), I am pleased to present the Environmental, Social and Governance Report (the **“ESG Report”**) of the Group for the year ended 31 December 2023 (the **“FY2023”**) for the purpose of demonstrating the Group’s policies, practices, measures and performance on environmental, social and governance (**“ESG”**) areas.

In 2023, despite full relaxation of the national epidemic control measures, the economy was not recovering as expected. Under the influence of various factors including global economic recession, inflation, fiscal crisis and intensified trade wars, purchasing power continued to decline. Meanwhile, the condiment industry is affected by various factors such as rising raw material costs, intensifying competition within the industry, weak consumption, etc., outlook of the entire condiment market tends to be pessimistic, and the growth in business performance of all enterprises is generally under huge pressure. Yet, the Company is committed to implement various initiatives to address the ESG concerns as we understand how all of us, as well as our next generation, could be affected by ESG issues and the sustainability issues. As such, as an influential Hong Kong listed company, the Board has the responsibility to evaluate and identify the Group’s ESG-related risks and ensures that appropriate and effective ESG risk management and internal control systems are in place. It is foreseeable that stable ESG management can surely create value for the Group’s development.

The ESG Report demonstrates our continuous commitments to strengthen its performance in sustainability, such as environmental performance and targets, corporate governance, community participation, customers’ satisfaction and care towards the employees of the Group. In 2023, we were jointly approved and awarded the “National-level Leading Agricultural Enterprise (農業產業化國家重點龍頭企業)” by the Ministry of Agriculture and Rural Affairs of the People’s Republic of China (中華人民共和國農村部), National Development and Reform Commission (國家發展和改革委員會) and other authorities; in the area of products, our 500 millilitre five-year-brewed cooking wine (500 毫升老恒和五年陳釀料酒) was awarded by Zhejiang Food Industry Association (浙江省食品工業協會) for “Zhejiang Province Famous, Special and Excellent Food (浙江省名特優食品)” and listed in “Catalogue of Chinese Characteristic and Flavourful Food Marked Products (中國特色風味食品標誌性產品名錄)”; and our another product, Huadiao cooking wine has won “2023 Cereal-based Brew Cooking Wine Flavour Award (2023 穀物釀造料酒醞味獎)” at the 18th China International Wine Expo & the 2023 Brewed Cooking Wine Evaluation (中國第十八屆國際酒業博覽會暨2023 穀物釀造料酒評選); the brand of “Lao Heng He Brewed Cooking Wine (老恒和料酒)” has been awarded “2023 Gold Award for the Brewed Cooking Wine Best Seller (2023 料酒暢銷金品)” amongst the offline Brewed Cooking Wine at the fast-moving consumer goods weekly magazine as well as achieving 17.1% of the market share which is the top of the industry for 7 consecutive years, showing that our achievements in ESG and other areas have been endorsed by the industry.

各位尊敬的持份者，

本人謹代表老恒和釀造有限公司(「老恒和」,「我們」,「本公司」,連同其附屬公司統稱「本集團」)的董事(「董事」)會(「董事會」),欣然提呈本集團截至二零二三年十二月三十一日止年度(「二零二三財政年度」)的環境、社會及管治報告(「ESG報告」),旨在展示本集團在環境、社會及管治「ESG」領域方面的政策、實踐、措施及表現。

二零二三年,全國疫情管控措施全面放開,卻並沒有帶來預期的經濟復甦,伴隨著全球經濟衰退、通貨膨脹、貿易戰加劇等因素影響,市場消費購買力持續下降。同時,調味品行業依然受到原材料價格上漲、行業過度競爭趨向白熱化、消費疲軟等因素影響,整個調味品消費預期並不樂觀,所有企業業績增長都普遍面臨巨大壓力。然而,本公司仍致力解決ESG議題,因我們深刻明白到可持續發展和ESG問題對我們所有人及下一代的影響。因此,作為一家具有影響力的香港上市公司,董事會有責任評估和識別本集團的ESG相關風險,並確保建立適當有效的ESG風險管理和內部控制制度。由此可見,穩健的ESG管理確實能夠為本集團的發展創造價值。

本ESG報告表明我們不斷致力於在環境績效和目標、公司治理、社區參與、客戶滿意度和員工關懷等領域各方面提高我們的可持續發展表現。二零二三年,我們榮獲中華人民共和國農村部、國家發展和改革委員會等多部門聯合審定並授予「農業產業化國家重點龍頭企業」稱號;而在產品方面,我們的500毫升老恒和五年陳釀料酒獲浙江省食品工業協會評定為「浙江省名特優食品」並納入中國特色風味食品標誌性產品名錄;至於另一產品,花雕料酒王則在中國第十八屆國際酒業博覽會暨2023 穀物釀造料酒評選中,獲得2023 穀物釀造料酒醞味獎稱號;而「老恒和料酒」品牌在《快消品周刊》中獲得2023年度線下料酒「2023 料酒暢銷金品」稱號及在2023年線下銷售市場佔有率為17.1%連續7年蟬聯行業第一,證明我們於ESG等領域均得到業界的認可。

# BOARD STATEMENT

## 董事會聲明

The Board has major responsibility on the Group's ESG-related issues and supervises its ESG strategy, direction and policies. The Board believes that an effective corporate governance structure is crucial in order to achieve a successful integration and effective management of sustainability for the business development of the Group. In order to effectively manage and monitor the performance of the Group in the ESG areas, we have identified the ESG-related issues and potential risks and the Board would analyse and review the ESG risks and opportunities, performance, progress, goals and the ESG-targets of the Group regularly.

The Board continues to engage a third-party professional team to review the Group's ESG organisational structure, management and policies for enhancement and replenishment, so as to enhance the Group's ESG performance. Besides, the Group has established a brand new mechanism suitable for its future development, which is premised on the employment orientation of "promoting the capable, yielding to the average, demoting the mediocre, and eliminating the inferior (能者上·平者讓·庸者下·劣者汰)". Through optimising the compensation and welfare system and performance management system, as well as new standards for personnel selection, employment, education, and retention, an efficient management team with cohesion, creativity, and execution has been created under the introduction of external talent and the cultivation of internal talent, hence providing assistance to the well-rounded development of the Group. On the other hand, the Board will also ensure the effectiveness of the Group's ESG risk management and internal control system and actively communicate with internal and external stakeholders to understand their expectations and requirements. The Board believes that the Group's ESG engagement will be highly beneficial to the long-term development of the Group. The Board will continue in reviewing and monitoring the Group's ESG performance and providing consistent, comparable and reliable ESG information to the stakeholders on an annual basis.

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

董事會繼續聘請第三方專業團隊審視本集團的ESG組織架構、管理和政策等各方面並予以完善和補充，以提高本集團的ESG水平。另一方面，本集團亦制定一套適合其未來發展的全新機制，圍繞「能者上，平者讓，庸者下，劣者汰」的用人導向，通過優化薪酬福利制度、績效管理制度等，建立新的選人、用人、育人、留人標準，以及通過外部人才的引進及內部人才培養，打造出一支具有凝聚力、創造力、活力的高績效管理團隊，從而為本集團未來全面發展提供助力。此外，董事會亦確保本集團ESG風險管理及內部監控系統的有效性，並積極與內外部持份者溝通，了解他們的期望和要求。董事會相信，本集團對ESG議題的參與將非常有利於本集團的長遠發展。董事會將繼續檢討及監察本集團的ESG表現，並每年向持份者提供一致、可比較及可靠的ESG信息。



# BOARD STATEMENT

## 董事會聲明

Upholding quality and crafting excellence. With the surge in the level of population's dietary needs, the demand for cooking wine products has shifted to the medium and high-end products, which means that people's demand for cooking wine products do not limit to "delicious", but "delicious + healthy", indicating the change in concept of consumption. Consumers used to be price sensitive, but they are now being more sensitive to product safety. As always, Lao Heng He has been motivated by the goal of "ensuring food safety, promoting environmental protection and enhancing consumers' health". With quality products and naturally-brewed cooking wine with no additives, we strive to be an exemplar for the industry. Lao Heng He updates and improves internal management standards with reference to requirements higher than national standards. We also take the initiative to improve the control of key internal control indicators and are committed to provide consumers with better quality, healthier and safer natural brewing condiment products. We uphold the flavour and quality of our products, meanwhile actively promoting the formulation of industry standards for the healthy development of the industry, so that consumers can enjoy without worrying. Our business objectives are to expand diversified sales channels, enrich the Group's product structure, launch more high-quality multicategory products that meet the consumption power of the public and sales of product combinations to enhance the Group's market position in the condiment industry, through our leading position in the cooking wine industry as well as multi-model production management for our products.

Striving for mutual development and achieving the same goal. Lao Heng He always insists on being consumer oriented, actively accelerated the development of new retail sales channels, enriched our online offerings and formed a number of online channels that combine traditional e-commerce and emerging retail platforms, such as key account (KA) supermarket's online platform, community e-commerce platform, group buying membership e-commerce platform, etc. to enhance the overall ability to respond to consumer needs and to offer consumers with diversified and new retail experience. Meanwhile, we focus on working with upstream and downstream partners in the supply chain to create a fair, transparent and mutually beneficial environment for industry development. We select quality distributors in a rigorous manner, establish a reasonable assessment method and discuss improvement plan together with distributors for joint development. Lao Heng He has established a mechanism for suppliers tracking, assessment and evaluation to implement management of suppliers by ratings and categories. We also provide suppliers with guidance and support, while supervising and continuously enhancing the supply chain management with an aim to create a healthy, win-win and responsible supply chain. In future, we will continue to actively increase the market share of the brand of "Lao Heng He (老恒和)" in the PRC market by cooperating with competent distributors through diversified channels.

恆以釀質，誠品匠造。隨著居民飲食需求層次提升，對料酒產品的需求正朝向中高端化發展。人們對料酒產品的需求不僅僅局限於「美味」，而是提升至「美味+健康」，消費者的消費觀念相較於過去已發生改變，在著重產品價格的同時，他們更關注其產品的安全性。老恒和始終將「保障食品安全、推動環境保護及促進消費者健康」視為驅動力。憑藉高質量的產品，以零添加原釀料酒為突破口，力求成為行業的風向標。老恒和參照高於國家標準的要求，更新並完善內部管理標準，主動提升對關鍵內部控制指標的管控，致力於為消費者提供更為優質、健康、安全的天然釀造調味品。我們在確保產品風味和品質的同時，積極推動產品行業標準制定，帶動行業健康發展，讓更多消費者吃得安心、放心。我們的經營目標為通過我們在料酒產業的基酒龍頭地位及產品生產多模式管理，致力拓展多元化的銷售渠道、豐富公司的產品結構、推出更多優質的且符合大眾消費能力的各類別產品及進行組合產品的銷售，藉此提升公司在調味品行業的市場地位。

恆以共進，同道致遠。老恒和堅持以消費者為中心，積極加快新零售渠道開發速度，豐富線上品項，形成了一批傳統電商與新興零售平台相結合的線上渠道，如KA商超的線上平台、社區電商平台、團購會員電商平台等，從而全面提升響應消費者需求的能力，為消費者提供多元的新零售體驗。同時，我們亦注重與供應鏈上下游夥伴共同打造公平、透明、互利的行業發展環境。我們嚴格篩選優質經銷商，設定合理的考核方式，並共同探討提升方案，促進經銷商與我們共同發展。老恒和已建立一套供應商跟蹤與考核評價機制，對供應商進行分級分類管理，同時給予其輔導與支持，監督並不斷完善供應鏈管理，致力打造健康共贏的責任供應鏈。未來，我們將不斷地在多元化發展的渠道中與有實力的經銷商合作，繼續積極地提升「老恒和」品牌在中國市場的市場佔有率。

## BOARD STATEMENT

### 董事會聲明

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

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

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

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



# BOARD STATEMENT

## 董事會聲明

In the first half of 2023, despite full relaxation of the national epidemic control measures, the economy was not recovering as expected and on the contrary, the situation worsened and sales continued to slow down, resulting in longer inventory turnover and less frequent purchases by distributors. Against the backdrop of the aforementioned obstacles, the Group promoted the sales growth of its products through various means, such as stepping up promotional efforts and launching a Hundred-Day Campaign. With respect to the aforementioned situation, the Group continued to engage third party marketing team to provide a full-scale upgrade package for our current brand and product positioning, logo image, marketing slogans and product packaging, external image, strategies and promotional campaigns, so as to enhance the brand image of “Lao Heng He (老恒和)” among consumers. By adopting a brand new appearance under our “grand brand, big single product and national product (大品牌、大單品、國民產品)” strategy, we strived to capture the high ground in the condiment and cooking wine industries. In the future, Lao Heng He will, as always, offer safer, healthier and greener naturally-brewed condiment products with higher quality, and make greater contributions to the economy, environment and society together with all stakeholders, thereby establishing Lao Heng He as a diversified condiment manufacturer with cooking wine as the dominant product.

Finally, I would like to express my sincere gratitude to my fellow Directors, senior management, and all staff of the Group for their contributions to the business development of the Group. In a new round of development opportunities of the Group’s condiment cooking wine industry, we strive to combine healthy ingredients into national flavour, combine new food technology into production and promote the profound Chinese culinary culture, become a promoter of the cooking wine industry and knowledge adviser for consumers, and ultimately become the most trusted partner for consumers. Furthermore, I would also like to take this opportunity to thank our customers, suppliers, business partners and shareholders of the Company for their continuous support and trust. I believe all members of the Group will continue dedicating their best endeavours to promote the business growth of the Group and strive to achieve the highest ESG standards.

於二零二三年上半年，全國疫情管控措施全面放開，卻並沒有帶來預期的經濟復甦，相反形勢更加嚴峻，拉動銷售持續變慢，導致經銷商庫存周轉時間加長，進貨頻次降低。本集團在上述日益嚴峻形勢下通過加大促銷力度、開展百日攻堅活動等多種方式促進產品的銷售增長。因應上述情況，本集團繼續聘請第三方全案營銷專業團隊對現有的品牌產品定位、標誌形象、宣傳標語及產品包裝、外在形象、戰略、活動方案等方面進行全方位升級，從而提升「老恒和」品牌在消費者心目中的地位。我們務求以全新面貌展現大品牌、大單品及國民產品戰略，藉此佔領調味品多元化產品的制高點。未來，老恒和將一如既往為消費者提供更安全優質、更健康天然的綠色釀造調味品，攜手與各持份者在經濟、環境、社會等方面作出更大的貢獻，將老恒和打造成以料酒為主導產品的多元化調味品製造商。

最後，本人希望對本集團的董事會、管理層和本集團全體員工的辛勤付出表示最衷心的感謝。本集團調味品料酒產業現正邁向新一輪的發展契機，我們將繼續致力於將健康食材融入國民味道並將新的食品科技融入生產中，繼而將博大精深的中華飲食文化發揚光大，成為料酒行業傳播者、消費者的知識官，最終成為消費者最信賴的夥伴。此外，本人亦希望藉此機會衷心感謝我們的客戶、供應商、商業夥伴以及股東一直以來的支持和信任。相信本集團全體成員將竭盡全力，推動業務增長，亦致力讓本集團的環境、社會及管治表現更上一層樓。

For and on behalf of the Board

**Chen Wei**  
Chairman of the Board

謹啟  
謹代表董事會

**陳偉**  
董事會主席



# ABOUT THIS REPORT

## 關於本報告

### OVERVIEW

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

### INTERPRETATION

This report is issued on a yearly basis covering the period from 1 January 2023 to 31 December 2023 (hereinafter referred to as the “reporting period” or “FY2023”), while certain information relates to previous years and 2023. For interpretation purpose, “Lao Heng He (老恒和)”, the “Company” and “we” or “us” used herein shall refer to Honworld Group Limited. The scope of this report is the same as that of the 2023 Annual Report of the Company. Unless otherwise indicated, all amounts presented in this report are dominated in Renminbi (RMB).

The ESG Report covers key performance indicators (“KPIs”) of the corporate office (“office”) and the representative project(s) of the Group during FY2023 (“project(s)").

### REPORTING BASIS AND PRINCIPLES

The ESG Report is prepared with reference to Global Reporting Initiative (“GRI”) Standards, recommended disclosures of the Task Force on Climate-Related Financial Disclosures (“TCFD”) on climate-related issues, Sustainability Development Goals (“SDG”)s and in accordance with the ESG Reporting Guide (the “ESG Guide”) as set out in Appendix C2 to the Listing Rules and is based on the four reporting principles — materiality, quantitative, balance and consistency:

- “Materiality” Principle:

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

- “Quantitative” Principle:

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

### 概覽

本報告是老恒和釀造有限公司發佈的第八份環境、社會及管治(ESG)報告，重點披露老恒和在環境、社會、經濟等方面績效表現的相關信息，以及我們在社會責任上的努力。希望本報告能使您更加了解我們的可持續發展之路，同時也希望能收到您對於本報告的反饋。

### 報告說明

本報告為年度報告，時間跨度為二零二三年一月一日至二零二三年十二月三十一日（以下簡稱「報告期」或「二零二三財政年度」），部分信息涉及以往年份和二零二三年。為便於表述，報告中「老恒和」、「本公司」、「我們」均代表「老恒和釀造有限公司」。報告覆蓋範圍與公司二零二三年年報相同。若無特別說明，本報告中所有涉及資金貨幣種類均指人民幣(元)。

本環境、社會及管治報告已披露於二零二三財政年度本集團於其營運邊界內的公司辦公室（「辦公室」）和代表項目（「項目」）的關鍵績效指標（「關鍵績效指標」）。

### 匯報基礎及原則

本環境、社會及管治報告參考全球報告倡議組織（「GRI」）標準、氣候相關財務信息披露工作組（「TCFD」）就氣候相關議題的建議披露、可持續發展目標（「SDG」s）並依循證券上市規則的附錄C2所載之環境、社會及管治報告指引（「環境、社會及管治指引」）編制，並以四項匯報原則 — 重要性、量化、平衡及一致性為基準：

- 「重要性」準則：

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

- 「量化」準則：

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



# ABOUT THIS REPORT

## 關於本報告

- “Balance” Principle:

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

- “Consistency” Principle:

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

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

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

## REVIEW AND APPROVAL

The Board acknowledges its responsibility for ensuring the accuracy and completeness of the ESG Report and to the best of their knowledge, the ESG Report has addressed all relevant material issues and has fairly presented the ESG performance of the Group for the FY2023. The ESG Report was reviewed and approved by the Board on 28th March 2024.

## FEEDBACK

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

Address: 299 Zhongxing Avenue, Wuxing District, Huzhou City, Zhejiang Province, PRC

Telephone: (86) 0572-2123225

Fax: 0572-2568852

Investor relation mailbox: [ir02226@hzlaohenghe.com](mailto:ir02226@hzlaohenghe.com)

- 「平衡」準則：

本環境、社會及管治報告識別出本集團取得之成就及面臨之挑戰。

- 「一致性」準則：

本環境、社會及管治報告乃本集團的第八份環境、社會及管治報告。本環境、社會及管治報告未來數年將使用一致的方法和環境績效指標作有意義的比較，惟識別到方法改進除外。

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

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

## 審閱及批准

董事會明白其有責任確保環境、社會及管治報告的準確性和完整性，且據彼等所深知，本環境、社會及管治報告涵蓋所有相關的重大議題，並公平呈列本集團在二零二三財政年度的ESG表現。董事會確認已於二零二四年三月二十八日審閱及批准本ESG報告。

## 意見反饋

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

公司地址：中國浙江省湖州市吳興區中興大道299號

電話：(86) 0572-2123225

傳真：0572-2568852

投資者關係部郵箱：[ir02226@hzlaohenghe.com](mailto:ir02226@hzlaohenghe.com)

# PERFORMANCE HIGHLIGHTS IN 2023

## 二零二三年亮點績效

### OPERATING RESULTS

- Our New Sales Channels have successfully covered over 30 provinces, autonomous regions and municipalities across 960 distributors
- 0 lawsuits relating to corruption

### WIN-WIN SITUATION FOR THE INDUSTRY

- Around 100% processing rate of customers' and consumers' feedback
- Satisfaction survey and evaluation were conducted, targeting around 900 distributors, covering aspects such as products, cooperation pattern and brand market, and overall satisfaction rate of the distributors reached 96.0 points

### STAFF SUPPORT

- A total of 452 employees received our trainings and total training hours were 3,014 hours
- Continue passing the ISO 45001 Certification of "Occupational Health and Safety Management System" requirements
- A total of 16 work-related injury during reporting period and over the past 2 years

### 經營績效

- 我們的新銷售渠道已經成功覆蓋全國30多個省、自治區及直轄市，並擁有960家經銷商
- 貪污腐敗訴訟案件為0起

### 產業共贏

- 客戶及消費者信息反饋處理率約100%
- 已對接近900多家經銷商進行滿意度調研評估，評估包括產品、合作形式以及品牌市場等方面，經銷商綜合滿意度達到96.0分

### 員工支持

- 受訓員工人數達452人，培訓總時數達3,014小時
- 維持通過ISO 45001職業健康安全管理体系認證
- 報告期及過往2年間共發生工傷事件16起



# PERFORMANCE HIGHLIGHTS IN 2023

## 二零二三年亮點績效

### ENVIRONMENTAL PROTECTION

- Comprehensive energy consumption amounted to around 17,492.34 MWh, representing an increase of 5.6% as compared to that of 2022
- Total greenhouse gas emissions (Scope 1 and Scope 2) amounted to 10,602.50 tCO<sub>2</sub>e, representing a decrease of 2.5% as compared to that of 2022
- Total water consumption amounted to 245,980 m<sup>3</sup>, representing an increase of 9.4% as compared to that of 2022
- Wastewater discharge amounted to 121,244 m<sup>3</sup>, representing an increase of 7.8% as compared to that of 2022

### COMMUNITY INVOLVEMENT

- By the end of FY2023, we donated RMB3,000 and supplies worth RMB50,000 to Huzhou Charity Federation (湖州市慈善總會). Also, the Group has donated RMB1,134 to the Changxing Charity Federation (長興慈善總會), RMB10,000 to the event of China Glorious Tibet Career Campaign (中國光彩事業西藏行), RMB30,000 as flood subvention donation and RMB40,000 to the Common Wealth Fund of the Lincheng town (林城鎮共富基金) for charity purpose during the reporting period
- We set up love and caring counter in charity supermarket
- We were one of the acknowledgements in The 10th Huzhou Sports Games and City Orienteering Competition (湖州市第十屆運動會暨城市定向賽)

### 環境保護

- 綜合能耗約17,492.34兆瓦時，較二零二二年增加約5.6%
- 溫室氣體排放總量(僅包括範圍一、範圍二及範圍三上游排放)10,602.50噸二氧化碳，較二零二二年減少約2.5%
- 總用水量245,980立方米，較二零二二年增加約9.4%
- 污水排放量121,244立方米，較二零二二年增加約7.8%

### 社區公益

- 二零二三年末，向湖州市慈善總會分別捐贈3,000元及價值50,000元的物資。另外，本集團於報告期間已捐贈1,134元予長興慈善總會；10,000元予中國光彩事業西藏行；30,000元作為洪災補助捐贈及40,000元予林城鎮共富基金作慈善用途
- 老恒和成立慈善超市愛心專櫃
- 老恒和成為湖州市第十屆運動會暨城市定向賽的鳴謝單位之一



# ABOUT LAO HENG HE

## 關於老恒和

### COMPANY OVERVIEW

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

### PRODUCT SERIES

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

#### Brewing with traditional Chinese herbal recipe

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

#### Brewing with drying and dewing

- Adapting unique double-drying<sup>1</sup> and dewing techniques, Lao Heng He’s soy sauce is double brewed from early July to early October according to the seasonal and weather conditions.

#### Naturally brewed from rice

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

#### Hand-brewed in pursuant to traditional craftsmanship

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

<sup>1</sup> Double drying: means naturally dry the soy sauce generated from the techniques of “natural drying” for the second time.

### 公司概況

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

### 產品系列

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

#### 官藥秘方，陳年釀造

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

#### 日曬夜露，陳年釀造

- 老恒和遵循節氣，小暑投料，寒露出油。通過特有的雙曬工藝<sup>1</sup>，兩次套釀經日曬夜露而得。

#### 大自然發酵，大米釀造

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

#### 傳統工藝，手工制作

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

<sup>1</sup> 雙曬工藝：指將通過天然生曬出的醬油再進行生曬。

# ABOUT LAO HENG HE

## 關於老恒和

### SOCIAL RECOGNITION

In 2023, Lao Heng He received the following major recognition:

- We were jointly entitled by the Ministry of Agriculture and Rural Affairs of the People's Republic of China (中華人民共和國農業農村部), National Development and Reform Commission (國家發展和改革委員會) and other departments as the "National-level Leading Agricultural Enterprise (農業產業化國家重點龍頭企業)";
- Lao Heng He's product, 500ml five-year brewed cooking wine was recognized as "Zhejiang Province Famous, Special and Excellent Food (浙江省名特優食品)" by the Zhejiang Food Industry Organization (浙江省食品工業協會) and included in the Catalogue of Chinese Characteristic and Flavourful Food Marked Products (中國特色風味食品標誌性產品名錄);
- Lao Heng He's product, Huadiao cooking wine (花雕料酒王) was awarded the title of "2023 Cereal-based Brew Cooking Wine Flavour Award (2023 穀物釀造料酒醞味獎)" at the 18th China International Alcoholic Drinks Expo & the 2023 Brewed Cooking Wine Evaluation (中國第十八屆國際酒業博覽會暨2023 穀物釀造料酒評選);
- the brand of "Lao Heng He Brewed Cooking Wine (老恒和料酒)" has been awarded the champion in "Mid-2023 Gold Products Leaderboard for Brewed Cooking Wine (2023 年度中期料酒「TOP 金品榜」)" in the fast-moving consumer goods weekly magazine website;
- Lao Heng He was awarded the "2022 Model Enterprise for the Construction of Integrity Management System in the Food Industry of Zhejiang Province (2021 年度浙江省食品工業企業誠信管理體系建設示範企業)" by the Zhejiang Food Industry Organization (浙江省食品工業協會);
- Lao Heng He has been approved as "Top 10 tax paying companies (納稅十強企業)" in high-tech zone "One Six Ten (一六十)" commitment and Conference on Helping Enterprises and Benefiting the People (包片聯村助企惠民作風大會);
- Lao Heng He Chief Executive Officer was listed in Forbes China's "2023 Greater Bay Area ESG Entrepreneurs 30 Selection" to approve the effort in "Corporate Leadership", "Industry Foresight Capacity", "Innovation Motivation", etc.;

### 社會認可

二零二三年，老恒和主要獲得以下認可：

- 老恒和獲中華人民共和國農業農村部、國家發展和改革委員會等多部門聯合審定為「農業產業化國家重點龍頭企業」稱號；
- 老恒和的產品500毫升老恒和五年陳釀料酒獲浙江省食品工業協會認定為「浙江省名特優食品」及納入中國特色風味食品標誌性產品名錄；
- 老恒和的產品花雕料酒王在中國第十八屆國際酒業博覽會暨2023 穀物釀造料酒評選中，獲得「2023 穀物釀造料酒醞味獎」稱號；
- 「老恒和料酒」品牌榮獲《快消品網》2023 年度中期料酒「TOP 金品榜」第一名稱號；
- 老恒和獲浙江省食品工業協會評選為「2022 年度浙江省食品工業企業誠信管理體系建設示範企業」；
- 老恒和於高新區一季度「一六十」工作暨包片聯村助企惠民作風大會中獲「納稅十強企業」認定；
- 老恒和行政總裁榮獲2023「福布斯中國大灣區 ESG 企業家30」稱號以肯定其在「企業領導力」、「行業前瞻力」、「創新驅動力」等方面所作出的努力；



# ABOUT LAO HENG HE

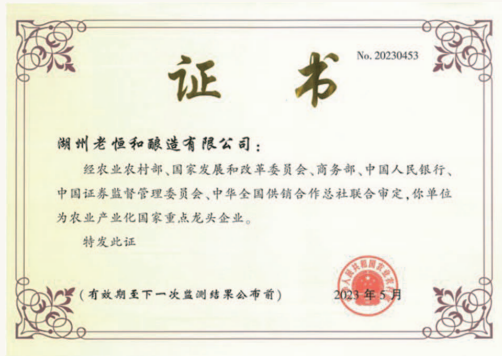
## 關於老恒和

- Lao Heng He was awarded “Third Class Award (三等獎)” in “2023 Wuxing District Trade Union Cloud Review Platform Competition (2023年吳興區工會“雲經審”競賽活動)”;
- Lao Heng He was awarded ““Seeing Beautiful China in Huzhou” City Brand Development Alliance Corporate (“在湖州看見美麗中國”城市品牌發展聯盟企業)” by “Seeing Beautiful China in Huzhou” City Brand Leadership Group (“在湖州看見美麗中國”城市品牌領導小組);
- Lao Heng He was awarded “Leading in National Cooking Wine Sales For Four Consecutive years (連續四年料酒全國銷量領先)” accreditation by Frost & Sullivan, based on annual cooking wines sales for each cooking wine brand through all means of sales nationally from 2019 to 2022;
- Lao Heng He was awarded “The First in National Cereal-brewed Cooking Wine Sales For Four Consecutive years (連續四年穀物釀造料酒全國銷量第一)” accreditation by Frost & Sullivan, based on annual cereal-brewed cooking wines sales for each cereal-brewed cooking wine brand through all means of sales nationally from 2019 to 2022;
- Lao Heng He was awarded “The First in National High-end Cooking Wine Sales For Four Consecutive years (連續四年高端料酒全國銷量第一)” accreditation by Frost & Sullivan, based on annual high-end cooking wines sales for each cooking wine brand through all means of sales nationally from 2019 to 2022; and
- Lao Heng He’s Provincial Key Agricultural Enterprise Research Institute for Agricultural Products Bio-brewing (老恒和農產品生物釀造省級重點農業企業研究院) was approved by the Huzhou Municipal Science and Technology Bureau (湖州市科學技術局) in accordance with the “Relevant Management Measures for Zhejiang Science and Technology Plan Projects and Project Acceptance Status (浙江省科技計劃項目相關管理辦法規定及項目驗收情況)”.
- 老恒和於2023年吳興區工會「雲經審」競賽活動中獲「三等獎」;
- 老恒和獲打造「在湖州看見美麗中國」城市品牌領導小組授予「在湖州看見美麗中國」城市品牌發展聯盟企業稱號;
- 老恒和獲弗若斯特沙利文基於2019年—2022年每年中國料酒市場各品牌於中國大陸的全渠道銷量，授予「連續四年料酒全國銷量領先」認證;
- 老恒和獲弗若斯特沙利文基於2019年—2022年每年中國穀物釀造料酒市場各品牌於中國大陸的全渠道銷量，授予「連續四年穀物釀造料酒全國銷量第一」認證
- 老恒和獲弗若斯特沙利文基於2019年—2022年每年中國高端料酒市場各品牌於中國大陸的全渠道銷量，授予「連續四年高端料酒全國銷量第一」認證; 及
- 老恒和獲湖州市科學技術局根據「浙江省科技計劃項目相關管理辦法規定及項目驗收情況」將《老恒和農產品生物釀造省級重點農業企業研究院》予以驗收通過。



# ABOUT LAO HENG HE

## 關於老恒和



“National-level Leading Agricultural Enterprise” title  
「農業產業化國家重點龍頭企業」稱號



Lao Heng He’s five-year brewed cooking wine included in the Catalogue of Chinese Characteristic and Flavourful Food Marked Products  
老恒和五年陳釀料酒獲納入中國特色風味食品標誌性產品名錄



Huadiao cooking wine (花雕料酒王) awarded the title of “2023 Cereal-based Brew Cooking Wine Flavour Award”  
花雕料酒王獲「2023穀物釀造料酒醞味獎」稱號



First Place in “Mid-2023 Gold Products Leaderboard for Brewed Cooking Wine”  
2023年度中期料酒「TOP金品榜」第一名稱號



Forbes China’s “2023 Greater Bay Area ESG Entrepreneurs 30 Selection” title  
2023「福布斯中國大灣區ESG企業家30」稱號



“Third Class Award (三等獎)” in “2023 Wuxing District Trade Union Cloud Review Platform Competition”  
2023年吳興區工會「雲經審」競賽活動「三等獎」

# ABOUT LAO HENG HE 關於老恒和



““Seeing Beautiful China in Huzhou” City Brand Development Alliance Corporate” title  
「在湖州看見美麗中國」城市品牌發展聯盟企業」稱號



“Leading in National Cooking Wine Sales For Four Consecutive years” accreditation  
「連續四年料酒全國銷量領先」認證



“The First in National Cereal-brewed Cooking Wine Sales For Four Consecutive years” accreditation  
「連續四年穀物釀造料酒全國銷量第一」認證



“The First in National High-end Cooking Wine Sales For Four Consecutive years” accreditation  
「連續四年高端料酒全國銷量第一」認證



Zhejiang Science and Technology Plan  
Project Verification and Approval Certificate  
浙江省科技計劃項目驗收證書



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

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

### CORPORATE GOVERNANCE

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

#### Governance Framework

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

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

### 企業管治

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

#### 治理框架

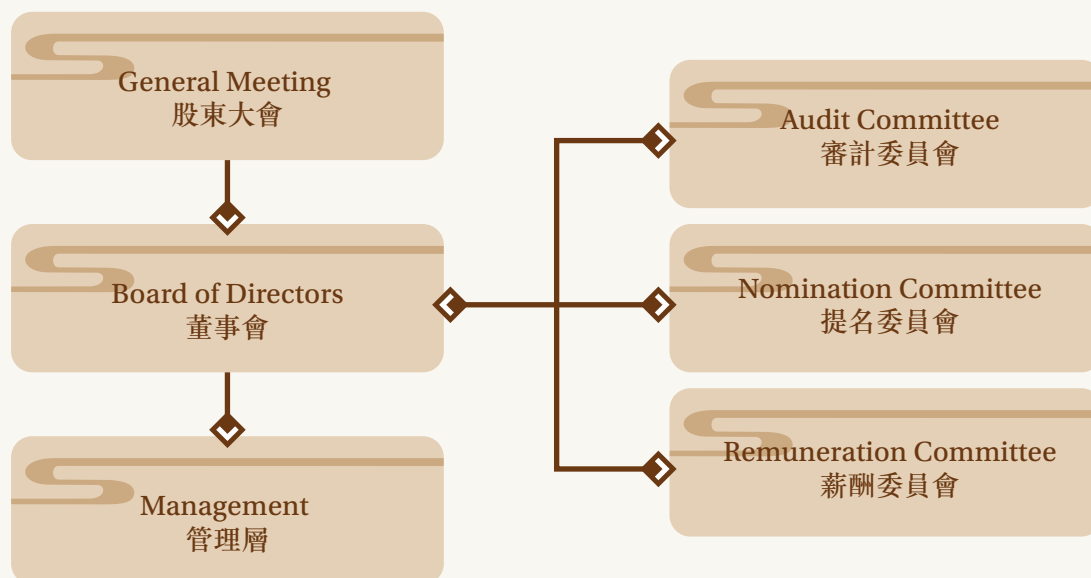
老恆和已嚴格按照《中華人民共和國公司法》、《中華人民共和國證券法》、《上市公司治理準則》及香港聯交所監管要求建立上市企業管治架構。董事會乃本集團的最高管治機構，由審核委員會、提名委員會及薪酬委員會組成，負責監督和定期檢討公司整體管治表現，為本集團和持份者帶來長遠利益。



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

Structure of Corporate Governance  
企業管治構架



For more information on the corporate governance, please refer to the section headed “CORPORATE GOVERNANCE REPORT” of the 2023 Annual Report of Lao Heng He.

更多企業管治信息，請參閱老恒和二零二三年年報「企業管治報告」章節。

### Risk Management and Control

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

### 風險管控

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



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

### Risk Management System

#### 風險管理體系

##### Board of directors 董事會

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

##### Senior management 高級管理層

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

##### Various business departments 各業務部門

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

The Board and senior management review and evaluate the Group's ESG performance regularly and the Board is responsible for approving the annual ESG Report.

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

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

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



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

### UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

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

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

### 聯合國可持續發展目標

本集團乃聯合國可持續發展目標的支持者並致力應對氣候變化及各個社會需要。

我們相信可持續發展目標中有17個與我們的業務及企業政策相關，其中包括：



### BUSINESS ETHICS

#### Anti-Corruption Management

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

### 商業道德

#### 反貪腐管理

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



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

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

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



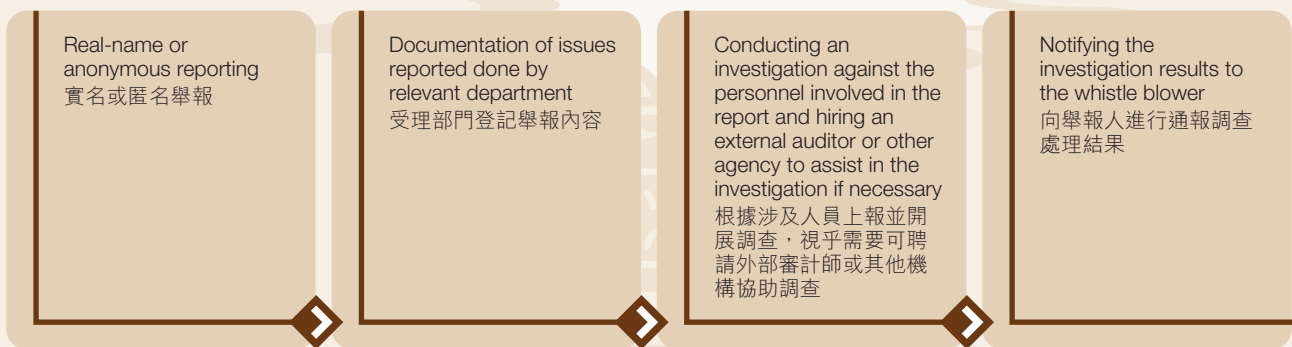
The Group is committed to upholding high standards of business ethics and prohibiting bribery and corruption, which is an integral part of SDG 16: Peace, Justice and Strong Institutions.

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



### Complaints and Reports Handling Procedure

#### 投訴舉報處理流程



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

During the reporting period, Lao Heng He regarded anti-corruption propaganda as one of the basic works in respect of building integrity and anti-corruption governance, examined the traps leading to corruption from all occupational aspects and related them to the Group's condition. Through in-depth investigation into the potential exposure to corruption during business operations and introducing alerts and providing education, Lao Heng He strengthens anti-corruption advocacy and supervision, enhances management's awareness of integrity and self-discipline, and prevent corruption. The Group provides anti-corruption training for the Directors, senior management and general staff regularly. The Group has completed annual anti-corruption training for the Directors and selected senior management of the Group in 2023. During the reporting period, Lao Heng He did not involve in any lawsuits relating to corruption.

報告期內，老恆和將廉政宣傳教育作為廉政建設與反腐敗的基礎性工作之一，從每個容易落入貪腐陷阱的職能角度開始探討，延伸至老恆和實際情況，透過深入剖析前述職能在業務操作過程中可能遭遇到的貪腐情況並開展警示教育，強化反貪腐宣導與監督，提升管理層廉潔自律意識，預防貪污腐敗問題的發生。本集團定期為董事、高層管理人員和普通僱員組織反貪污培訓，本集團已於二零二三年完成董事和高層管理人員的年度反貪污培訓。報告期內，老恆和未發生貪污腐敗訴訟案件。

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

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

### Procurement process 採購環節

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

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

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

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

### Administration process 行政環節

- ◆ During the reimbursement process, we determine whether there is any violation of regulations based on the reimbursement system as well as the corresponding cost and route query methods

在報銷過程中依據報銷制度及相應費用與路線查詢的方式，確定是否存在違規行為

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

住宿費報銷過程中，杜絕掛賬行為，防止不明人員以公司名義進行相關違規行為

- ◆ Employees responsible for manufacture, warehouse and engineering management are required to sign an Integrity Commitment Letter

生產、倉儲、工程等管理負責人均須簽署廉潔責任書

### Sales process 銷售環節

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

針對商超系統的相關費用，安排督導人員進行實地暗訪。針對異議價格妥善處置

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

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

# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

### Anti-Unfair Competition

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

### Protection of Business Secret and Intellectual Property

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

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

### 反不正當競爭

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

### 商業秘密及知識產權保護

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

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

# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

## 1. 恆於律己，責任先行

### ESG MANAGEMENT

#### Concept and Structure of Responsibility

Lao Heng He identifies its own sustainable development strategic direction as taking responsibility towards each ESG dimension involved in its operation, and actively assuming social environmental responsibility. In 2023, Lao Heng He continues sticking to its sustainable development responsibility system in the following nine areas: food safety, compliance, community, environment, employment, product, enhancement of industry standard, sound development of industrial structure as well as inheritance of skills, and has been enhancing governance measures to fulfil its responsibility and commitments.

### ESG 管理

#### 責任理念與架構

老恒和通過對營運過程中涉及到的各ESG維度責任明確自身的可持續發展戰略方向，主動承擔社會環境責任。二零二三年，老恒和維持延續在食品安全、合規、社區、環境、僱傭、產品、行業標準完善、產業結構良性發展及技藝傳承九大領域的可持續發展責任體系，並不斷完善管治措施，履行責任承諾。

#### Scope of Sustainable Development Responsibility of Lao Heng He

老恒和可持續發展責任組成圖

##### Inheritance of skills

###### 技藝傳承

Brewing skills have been inherited for more than 160 years  
釀造技藝已傳承160多年

##### Sound development of industrial structure

###### 產業結構良性發展

Promote cooking wine industry from price competition to quality competition  
促使料酒行業從價格競爭到品質競爭

##### Enhancement of industry standard

###### 行業標準完善

Leading the industry to high-quality development  
引領行業向高品質發展

##### Product Responsibility

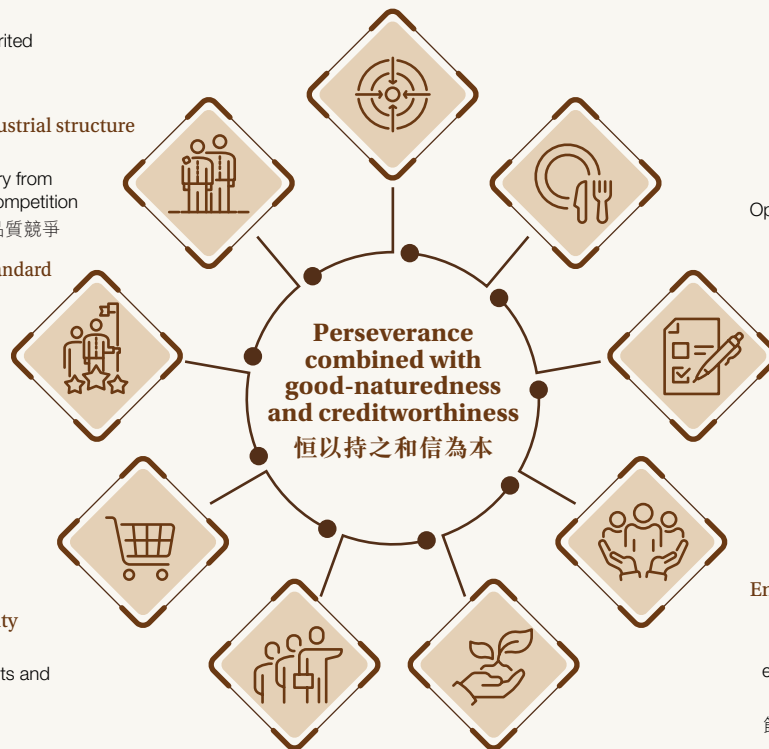
###### 產品責任

Safeguarding product quality and serving customers attentively  
保障產品品質悉心服務客戶

##### Employment Responsibility

###### 僱傭責任

Protecting employees' interests and facilitating their development  
保障僱員權益促進僱員發展



##### Food Safety Responsibility

###### 食品安全責任

Ensuring food safety for the benefit of public health  
確保糧食安全增益大眾健康

##### Compliance Responsibility

###### 合規責任

Operating in compliance with laws and regulations and upholding anticorruption and integrity  
合法合規經營堅守廉潔誠信

##### Community Responsibility

###### 社區責任

Concerning for the development of the community and participating in public welfare and charity  
關注社區發展參與公益慈善

##### Environmental Responsibility

###### 環境責任

Saving energy and reducing effluent and emissions to protect the ecological environment  
節能降耗污水減排保護生態環境





# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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

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



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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### COMMUNICATION WITH STAKEHOLDERS

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

### 持份者溝通

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

Identification of stakeholders 持份者識別	Objectives of communication 溝通目標	Means of communication 溝通渠道
<b>Government departments and regulatory authorities</b>  政府部門與監管機構	<ul style="list-style-type: none"> <li>Complying with laws and regulations of places of operation</li> <li>Paying taxes in accordance with laws</li> <li>Maintaining good relationship with local government</li> <li>Supporting governance of local government in accordance with law</li> <li>Meeting compliance requirements of regulatory authorities</li> </ul>	<ul style="list-style-type: none"> <li>Understanding latest laws and regulations</li> <li>Understanding compliance requirements of regulatory authorities</li> <li>Active communication to promote mutual understanding</li> </ul>
<b>Shareholders and investors</b>  股東及投資者	<ul style="list-style-type: none"> <li>Updating investors on the latest development of the Company</li> <li>Gaining trust from investors</li> <li>Gaining investors' support to management decisions</li> <li>Maximising investment returns to investors</li> </ul>	<ul style="list-style-type: none"> <li>Regular announcement of financial and operational information and data, e.g. Annual Report, Mid-term Report, ESG Report, etc.</li> <li>General meetings with shareholders</li> <li>Active communication and answering queries</li> </ul>
	<ul style="list-style-type: none"> <li>讓投資者了解公司發展情況</li> <li>獲取投資者信任</li> <li>獲取投資者對管理層決策的支持</li> <li>為投資者帶來最大的投資回報</li> </ul>	<ul style="list-style-type: none"> <li>定期發佈財務和經營信息、數據，如：年報、中期報告、ESG報告等</li> <li>股東大會</li> <li>主動溝通解答疑問</li> </ul>

# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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Identification of stakeholders 持份者識別	Objectives of communication 溝通目標	Means of communication 溝通渠道
<b>Business partners (including suppliers and distributors)</b>  商業合作伙伴 (含供應商、經銷商)	<ul style="list-style-type: none"> <li>Developing long-term and good cooperation</li> <li>Creating win-win situation</li> <li>Creating cooperative atmosphere with mutual trust</li> <li>Jointly handling environmental and social issues</li> <li>建立長期的穩定合作關係</li> <li>創造共贏的局面</li> <li>營造互信的合作氛圍</li> <li>共同治理環境、社會問題</li> </ul>	<ul style="list-style-type: none"> <li>On-going communication mechanism</li> <li>Responsible purchasing policy</li> <li>Fair and open purchasing principles</li> <li>Assessment and training for distributors</li> <li>持續溝通機制</li> <li>負責任的採購政策</li> <li>公平公開的採購原則</li> <li>經銷商評估與培訓</li> </ul>
<b>Local community</b>  當地社區	<ul style="list-style-type: none"> <li>Creating social values at the places of operation</li> <li>Enhancing economic development at the places of operation</li> <li>Protecting interests of local residents</li> <li>Protecting local environment</li> <li>為營運所在地創造社會價值</li> <li>促進營運所在地經濟發展</li> <li>保障當地居民的權益</li> <li>保護當地環境</li> </ul>	<ul style="list-style-type: none"> <li>Organising social and charitable activities</li> <li>In-depth communication with the community</li> <li>Active communication with local government authorities</li> <li>舉辦社會公益活動</li> <li>深入社區溝通</li> <li>和當地政府機構積極交流</li> </ul>



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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### MATERIALITY ASSESSMENT

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

#### Process

### 重要性評估

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

#### 流程

#### STAGE 階段

### 1 Identification 識別

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

從各種來源（包括上市規則規定、行業趨勢及內部政策）選出本集團及其持份者可能合理認為屬重要的環境、社會及管治議題。我們已識別出28個議題並將之劃分為4類：環境、僱傭及勞工常規、營運常規及社區。

#### STAGE 階段

### 2 Prioritisation 確定優先級

Conducted online surveys to rate the importance of each issue from the perspective of stakeholders and the Group using a scale of 1 to 5. 進行線上意見調查，從持份者及本集團的角度對每個議題的重要性進行評分，評分範圍為1至5分。

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

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

#### STAGE 階段

### 3 Validation 審驗

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

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



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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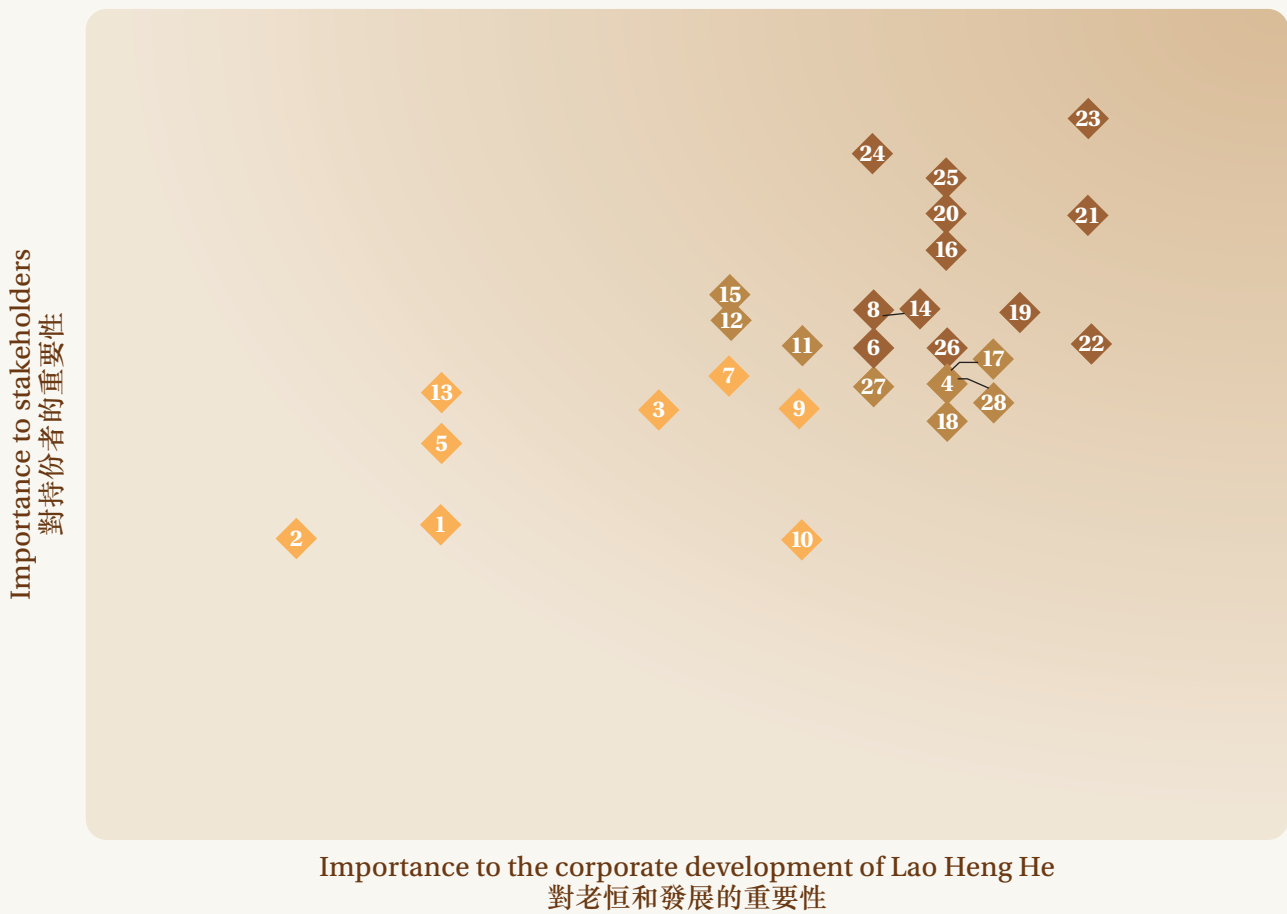
### Materiality Matrix

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

### 重要性矩陣

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

Materiality Matrix  
重要性矩陣



# 1. SELF-DISCIPLINE AND RESPONSIBILITY AS OUR FIRST PRIORITY

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In 2023, the identified material topics are as follows:

二零二三年，我們識別出的重要性議題如下：

<b>Topics of high importance</b> 高度重要議題	7	Use of raw materials and packaging materials	原材料及包裝物料使用
	11	Employment practices	僱傭措施
	12	Diversity and equal opportunities	員工多元化及平等機會
	13	Anti-discrimination	反歧視
	14	Staff occupational health and safety	員工的職業健康與安全
	15	Staff development and training	員工發展與培訓
	20	Customers' privacy and confidentiality	顧客私隱及資料保密
	21	Customer satisfaction	顧客滿意度
	22	Intellectual property management	知識產權管理
	23	Safety of services/products	服務／產品安全
	24	Quality of services/products	服務／產品質素
	25	Business ethics	商業道德
	26	Anti-corruption training for management and employees	管理層和員工的反貪培訓
<b>Topics of medium importance</b> 中度重要議題	3	Effluents management	污水管理
	4	Waste management	廢棄物管理
	5	Energy efficiency	能源效益
	6	Water efficiency	用水效益
	8	Environmental regulations compliance	遵守環境法規
	16	Prohibition of child labour and forced labour	防止僱傭童工和強制勞動
	17	Responsible supply chain management	負責的供應鏈管理
<b>Topics of lower importance</b> 較低重要議題	19	Compliance with regulations on marketing, product and service labelling	遵守市場推廣及產品和服務標籤的法規
	1	Air emissions management	大氣污染物排放管理
	2	Greenhouse gas ("GHG") emissions management	溫室氣體排放管理
	9	Land use, pollution and restoration	土地的使用、污染和恢復
	10	Climate change	氣候變化
	18	Environmental friendliness on products or service purchased	採購產品和服務的環境友好性
	27	Contributions to the society	社區貢獻
	28	Communication and connection with local community	與當地社區的交流和聯繫



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

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

對老恒和而言，釀造是一種工藝，是一份健康，更是一種情懷。老恒和始終依靠高質量的產品，以零添加原釀料酒為突破口，旨在成為行業的風向標。老恒和亦積極探索創新，致力於在傳承古法同時保持自然之味的基礎上，滿足現代消費者多樣化、健康化、營養化、快捷化的需求。我們計劃將繼續按全案營銷未來兩年規劃方案繼續深化圍繞打造老恒和全新品牌，重點強化符合概念。

### OPTIMISING QUALITY WITH INGENUITY

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

### 匠心品質

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

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

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



### System Certification

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

### 體系認證

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





## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

Healthy, safe, tasty and nutritious have always been the main theme embedded in the innovative development of condiment cooking wine industry. The Group insists in being consumer-orientated, not forgetting our initial intention, safeguarding the quality of our products, delivering our brand value of “dedicated to brew cooking wine at our best” through our products and creating resonance with our consumers; meanwhile innovating by making use of our advantages, satisfying consumers demand of being personalised, diversified, healthy and high-ended, providing consumers with decent-looking, high-quality as well as safer and healthier delicacies. In June 2023, Lao Heng He introduced 1.75L zero-additive cooking wine series and local brewing cooking wine, the former uses high-quality glutinous rice, stem rice and water from Tiao River in northern Zhejiang as raw materials and brewed for 3 years with zero-additives, provides more assurance to consumers’ health. Moreover, in July 2023, Lao Heng He joined forces with Jiangnan University to enhance strategic cooperation between institutions and corporates, thus motivating quality development of Lao Heng He. With continual reference to the requirements of the group standard of T/ZJFIA 002 “Zhejiang Rosy Rice Vinegar (浙江玫瑰米醋)” and T/CI 175-2023 “(健康調味品質量通則)” which is higher than the national standard, Lao Heng He revised internal management standards such as “Yellow Wine Product Testing Internal Control Standard (黃酒類產品檢測內控標準)”, “Soy Sauce Product Testing Internal Control Standard (醬油類產品檢測內控標準)”, “Rice Vinegar Product Testing Internal Control Standard (米醋類產品檢測內控標準)” and “Microbial Control Requirements (微生物控制要求)” to actively improve key internal control indicators and product quality.

健康、安全、美味、營養依舊是調味品料酒行業創新發展的主旋律。本集團仍然堅持以消費者為中心，不忘初心，堅守品質不動搖，把「用心做好料酒」的品牌理念透過產品傳遞給消費者，並與之產生共鳴；同時發揮自身優勢不斷創新，滿足消費者個性化、多元化、健康化及高端化的需求，為消費者帶來高顏值、好品質且更加安全和營養健康的美味。2023年6月，老恒和在新品發佈會上推出1.75公升零添加料酒系列和本釀料酒，前者甄選優質糯米、梗米和浙江苕溪水為原料，作為零添加的三年陳釀，對消費者的健康更有保障。此外，2023年7月，老恒和與江南大學攜手進一步加強院校和企業的戰略合作，從而推進老恒和高質量發展。老恒和一直參照高於國家標準的T/ZJFIA 002《浙江玫瑰米醋》、T/CI 175-2023《健康調味品質量通則》團體標準等要求，通過修訂《黃酒類產品檢測內控標準》、《醬油類產品檢測內控標準》、《米醋類產品檢測內控標準》及《微生物控制要求》等內部管理標準，主動提升關鍵內控指標、提升產品品質。



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

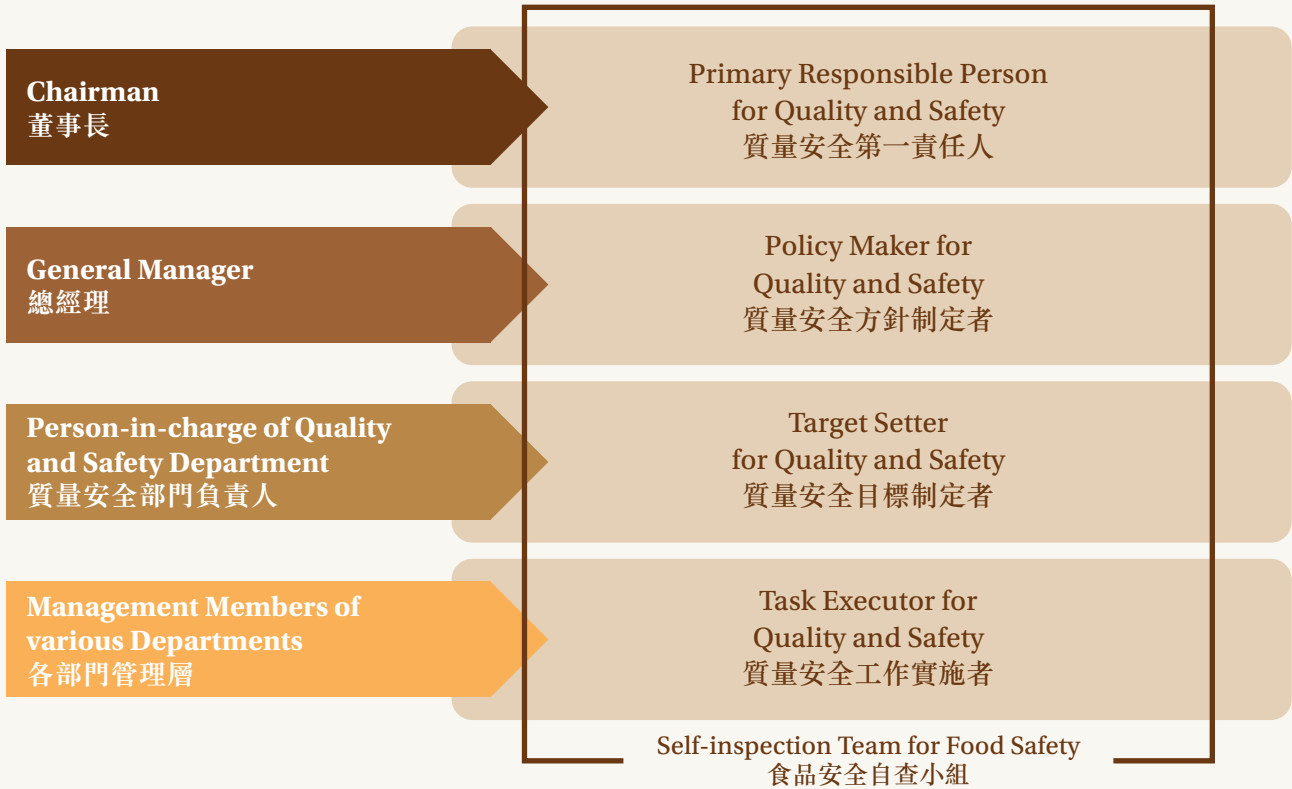
#### Management Structure

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

#### 管理架構

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

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



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

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

#### Control of Equipment and Environment

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

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

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

#### 設備及環境控制

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

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



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

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

- optimal;
- usable; and
- repaired.

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

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

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

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

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

「三好」分別為：

- 最好；
- 用好；及
- 修好。

「四會」分別為：

- 會使用；
- 會保養；
- 會檢查；及
- 會排除故障

「三項權利」分別為：

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

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



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

#### Internal Review

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

#### 內部審核

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

#### The Results of Achieving the Food Quality and Safety Related Objectives of Lao Heng He

老恒和食品質量安全相關目標實踐結果

≥94%

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



≥96%

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



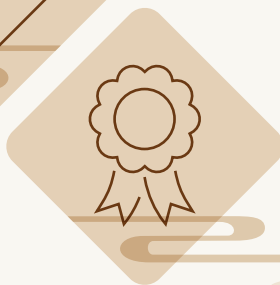
100%

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



0

Food safety incidents  
食品安全事故數量



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

Meanwhile, Lao Heng He also streamlines and inspects the Company's food quality and safety on a regular basis to identify the risks of non-compliance arising from the storage of raw materials, the production environment, the shelf life of finished products, the product label, the product traceability as well as the recall process, and coordinates with the relevant responsible persons to carry out timely rectification. During the reporting period, Lao Heng He carried out internal training programs for laboratory skills, and conducted 12 training programs related to work-skills enhancement in various natures, including food safety, national standards, integrity system, chemical management, scientific analysis and testing, instrumental analysis, microbiology testing, etc. During the reporting period, Lao Heng He had not found any abnormalities in the testing data.

#### Management of non-conforming product

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

同時，老恒和亦定期對本公司的食品質量安全情況進行全方位梳理和檢查，鑒別原材料存儲、生產環境、成品保質期情況、產品標籤、產品追溯及召回過程中存在的風險，協調相關負責人及時整改。報告期內，老恒和已開展內部化驗室技能培訓項目，通過不同性質的培訓計劃開展與工作相關的技能提升培訓活動共12次，內容包括食品安全、國家標準、誠信體系、化學品管理、理化分析檢測、儀器分析、微生物檢測等技能培訓。報告期內，老恒和尚未發現檢測數據異常的情況。

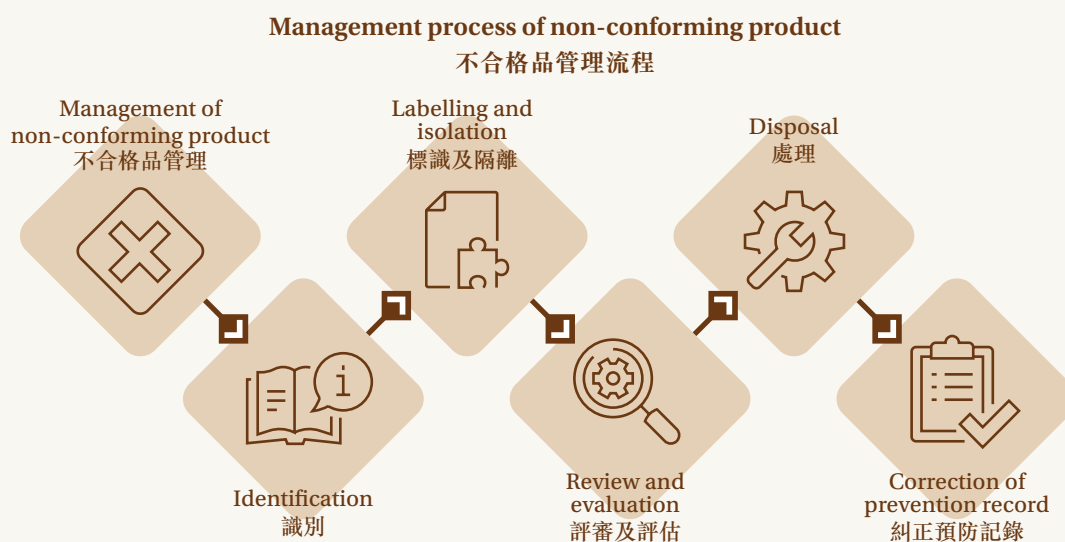
#### 不合格品管理

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



## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

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#### Industry Contribution

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

Recently, Lao Heng He has actively participated in the formulation of the association standards for "Cereal-based Brewed Cooking Wine (穀物釀造料酒)" of the China Alcoholic Drinks Association, and has finished drawing up related documents. Previously, configuring cooking wine can be made at low production threshold with only edible alcohol, salt, MSG and caramel colorant, resulting in a large number of low quality, cheap and alcohol-based synthetic products in the market with low minimum threshold. The association standards for "Cereal based Brewed Cooking Wine (穀物釀造料酒)" not only protects the development of high-quality brands in the industry, accelerates the development of the brewing wine industry, and promotes the cooking wine industry from price competition to quality competition, but also promotes the transformation of formulated cooking wine production enterprises to produce cereal brewed cooking wine, leading the industry to develop towards high quality and meet consumer demand for high-quality healthy products. In addition, the Group has been the leading unit in setting up group standards of "General Principles of Quality for Healthy Condiments (健康調味品質量通則)" after technical inspection by China International Association for Promotion of Science and Technology Standardisation Working Committee (中國國際科技促進會標準化工作委員會) as well as relevant experts. Such standard formulation is more scientific and justified, while the Group has broadly listened to opinions from all parties in order to attain strict control of standard quality. Looking ahead, if there is any relevant new standard introduced in the future, as the leading brand in the cooking wine industry, Lao Heng He will certainly participate enthusiastically in related work.

#### 行業貢獻

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

近年，老恒和一直參與中國酒業協會《穀物釀造料酒》團體標準的制定，並已經完成相關編制。此前，僅以食用酒精、食用鹽、味精和焦糖色素就能完成配置料酒的最低門檻要求，使得市場上充斥大量劣質廉價及酒精勾兌而成的合成品。《穀物釀造料酒》團體標準不僅保護行業優質品牌發展，加快釀造料酒行業發展速度，促進料酒行業從價格競爭到品質競爭，而且還將有助於配制料酒生產企業轉型生產穀物釀造料酒，引領行業向高品質發展，滿足消費者對優質健康產品的需求。此外，老恒和於報告期間以主導單位身份，經中國國際科技促進會標準化工作委員會及相關專家技術審核，對《健康調味品質量通則》團體標準進行立項，而為使該立項標準的制訂更科學化及合理化，本集團亦有廣泛聽取各方意見，務求做到對標準質量的嚴格把關。展望未來，如有相關新標準推行，老恒和作為公司料酒領導品牌，定必積極參與有關工作。

## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

### 2. 恆以釀質，誠品匠造

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

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



### INHERITANCE OF HEALTH

#### Promoting Healthy Lifestyle

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

### 健康傳承

#### 引領健康

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



#### Ancient soy sauce brewing process of Lao Heng He 老恒和醬油古法釀造工藝

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

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



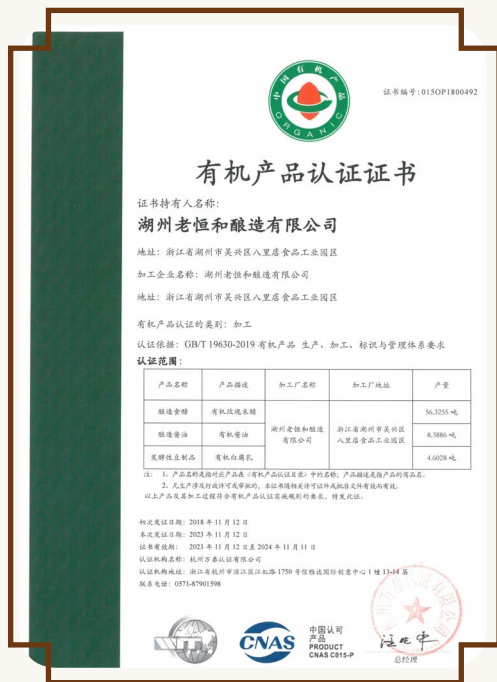


## 2. UPHOLDING QUALITY AND CRAFTING EXCELLENCE

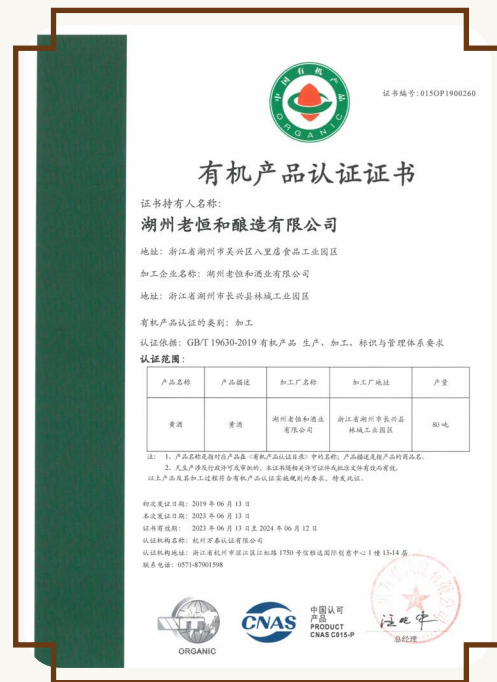
### 2. 恆以釀質，誠品匠造

In order to ensure the health, safety and nutrition of Lao Heng He's products, Lao Heng He invited a third-party testing enterprise to conduct an annual review of organic products in June and November 2023 respectively. All of the organic soy sauce, organic rice vinegar, organic fermented bean curd and organic yellow wine passed certification.

為確保老恆和產品的健康、安全、營養，老恆和已分別於二零二三年六月及十一月邀請第三方檢測公司對有機產品進行年度復審。有機醬油、有機米醋、有機腐乳、有機黃酒均獲得認證。



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



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

### 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

### 3. 恆以共進，同道致遠

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

#### CUSTOMER-ORIENTED

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

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

#### 客戶為先

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



# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

## 3. 恆以共進，同道致遠

### Membership System Update

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

### Differentiated Benefits for New and Senior Members

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

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

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

### 更新會員體系

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

### 新老會員差異化福利

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

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

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



# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

## 3. 恆以共進，同道致遠

### Measures and Feedback to Improve Consumer Service 提升消費者服務舉措及反饋

#### Discount Offer 價格優惠

In order to serve more consumers, Lao Heng He further increased sales discount and continued to offer about 30% discount (420 series of cooking wine and 1.75 series of Cooking Wine, etc.) to consumers in "All-fitting 30", "Double 11" event and "618 Shopping Festival"

為服務於更多消費者，老恒和首次在『百搭三十』、『雙十一』及『6.18大促銷』活動中降價讓利給消費者約30%（420系列料酒、1.75系列料酒等）



#### Large Bottle Size 量販裝

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



#### Product Combination 組合商品

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



#### Product diversity 商品多樣化

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



#### Outstanding customer service 優質客戶服務

In order to provide more attentive customer service, Lao Heng He introduced more staff to major stores as temporary sales and provide exclusive business staff for major customers

為提供更貼心的客戶服務，老恒和於核心店面增加臨時導購人員並為主要客戶配置專屬業務人員



## 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

### 3. 恆以共進，同道致遠

#### Product Return Policy

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

#### Customer Feedback

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

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

#### 產品退回政策

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

#### 客戶溝通反饋

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

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



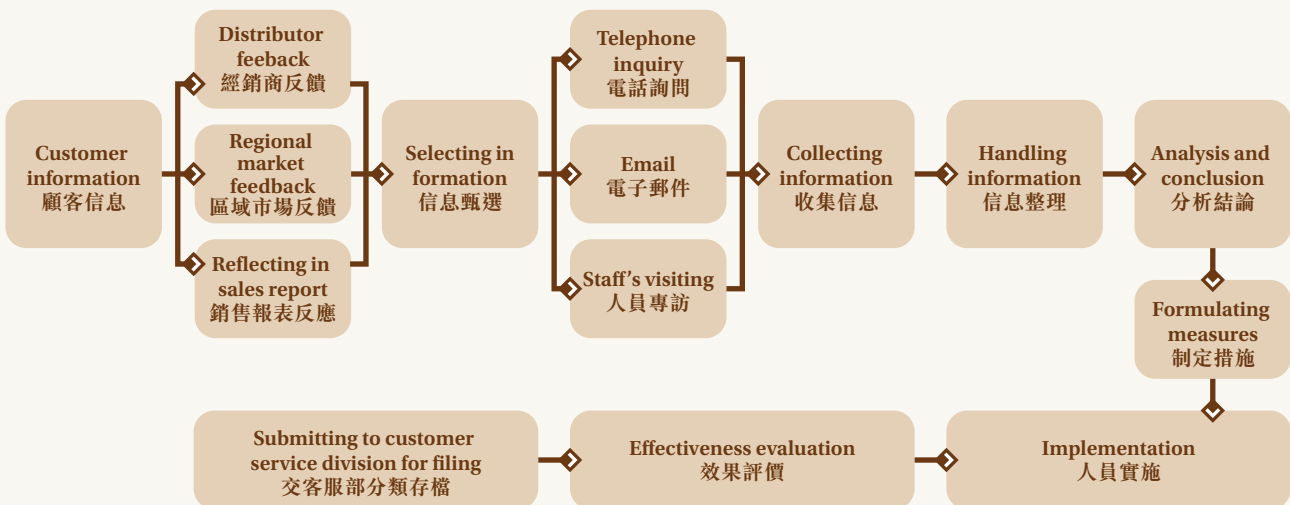
### 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

### 3. 恆以共進，同道致遠

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

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

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



## 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

### 3. 恆以共進，同道致遠

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

In the process of implementing corrective measures, we require relevant internal departments to carry out supervision and inspection work and provide timely training to employees with dissemination of valuable experience and useful measures so as to improve their practical abilities and avoid the re-occurrence of similar situations. During the reporting period, we received 25 complaints which had been properly handled with 100% processing rate. We did not have any sold or shipped products that were subject to recalls.

#### Privacy Protection

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

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

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

在糾正措施實施過程中，我們要求內部相關部門進行督促檢查工作，並適時對員工進行培訓，把寶貴的經驗和有效的措施普及到相關員工，提升員工實踐能力，避免類似情況再次發生。報告期內，我們共收到25起投訴，均已妥善處理，投訴處理率100%，且並未發生任何銷售產品召回事件。

#### 私隱保護

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

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



# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

## 3. 恆以共進，同道致遠

Other privacy protection measures of the Group are as follows:

本集團其他私隱保護舉措如下：

### Measures for Privacy Protection 私隱保護舉措

#### Standards for Employees 員工規範

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

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

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

#### Standards for Ecommerce Platform 電商平台規範

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





# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

## 3. 恆以共進，同道致遠

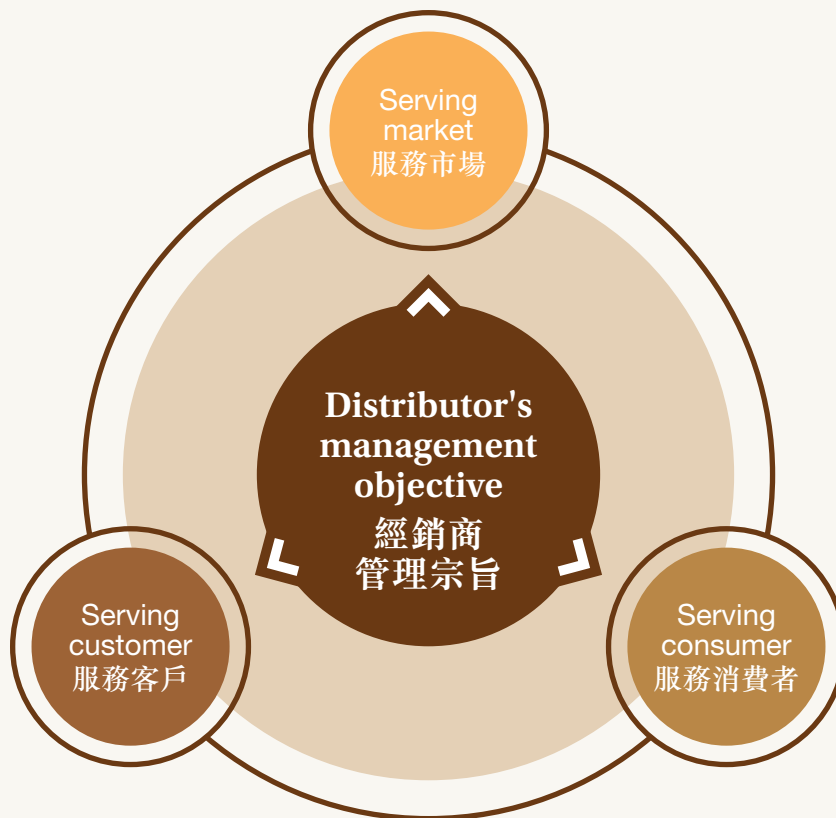
### CHANNELS FOR MUTUAL SUCCESS

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

### 渠道共贏

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

#### Management Purposes of Distributor 經銷商管理宗旨



### Management and Assessment

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

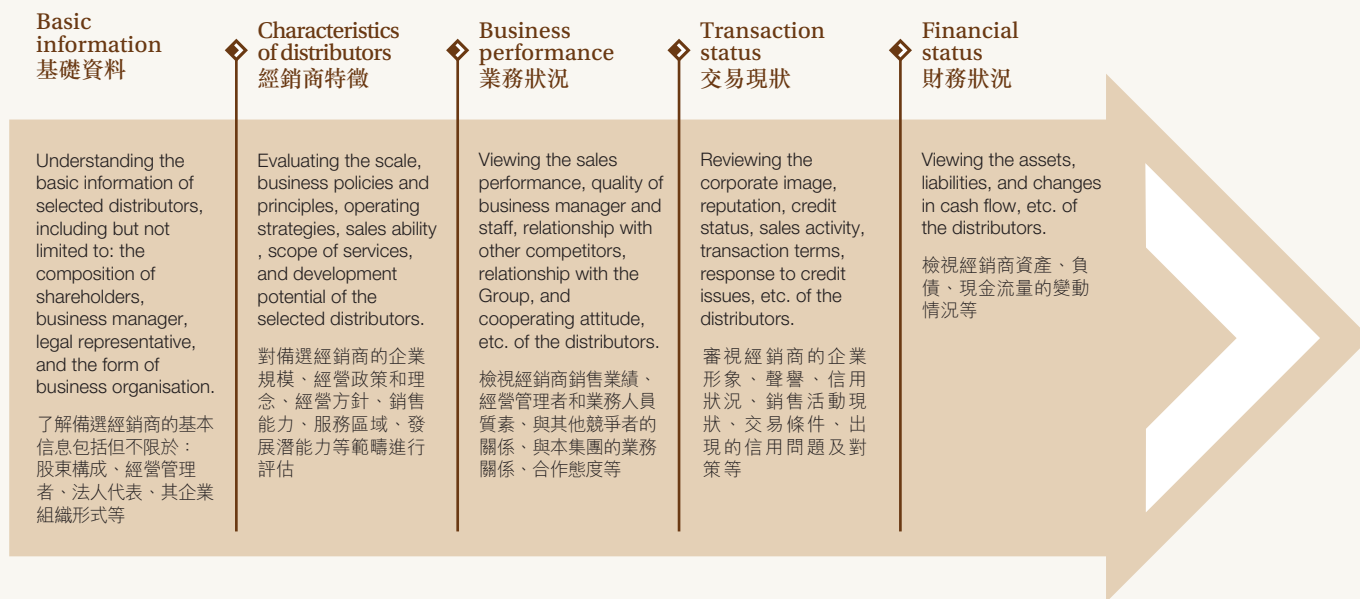
### 管理與考核

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

# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

## 3. 恆以共進，同道致遠

### Specific assessment and screening methods of the selection of distributors 經銷商具體考核指標



During the reporting period, we engaged with third-party marketing experts to conduct in-depth brand research on Lao Heng He and conduct marketing training for employees, relevant aspects include the industry itself, competitors, consumers, sales channels, and internal visit of the Company. The training analyses the uniqueness of the industry, the strengths and weaknesses of the brand and its marketing effectiveness. As a result, the Group hopes to improve its business continuously.

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

### Communication with Distributors

Distributors' satisfaction has a vital guiding value for marketing strategy and operation of Lao Heng He. During the reporting period, we conducted a satisfaction survey with 960 distributors evaluating on our products, approaches to cooperation and brand market. The distributors' overall satisfaction level scored 96.0 points.

### 經銷商溝通

經銷商滿意度對老恆和的營銷策略及經營有著至關重要的指導價值。報告期內，我們對960家經銷商進行了滿意度調研評估，評估包括產品、合作形式以及品牌市場等方面，經銷商綜合滿意度達到96.0分。

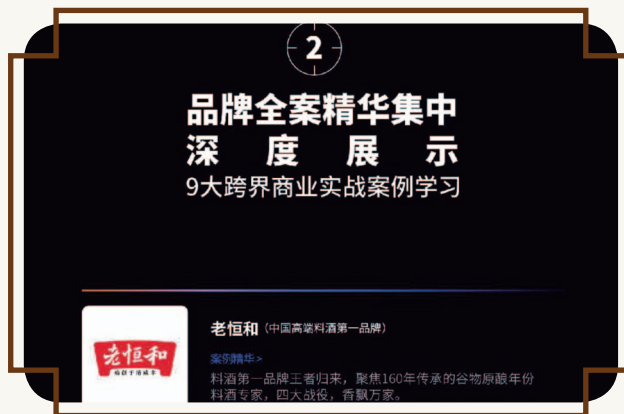
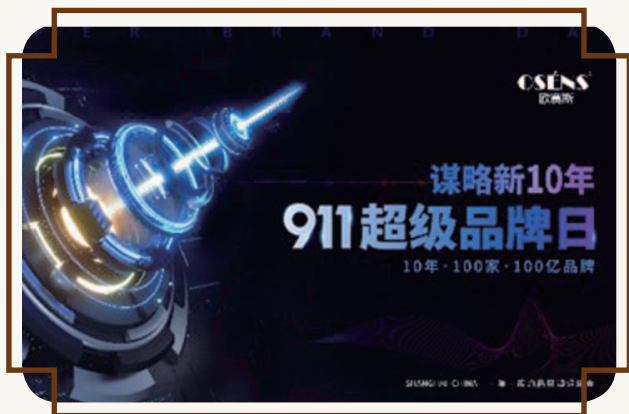


### 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

### 3. 恆以共進，同道致遠

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

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



◆ ALLSENSA 911 Super Brand Day  
歐賽斯911超級品牌日



◆ Marketing activities cooperating with distributors  
與經銷商合作舉辦促銷活動

# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

## 3. 恆以共進，同道致遠

### RESPONSIBLE SUPPLIES

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

### Supply Chain Management

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

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

### 責任供應

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

### 供應鏈管理

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

本集團在選擇新供應商或服務提供商時已建立一套既定程序，我們會進行資格審查，準則包括：(甲) 有否相關合格證照，如營業執照、食品生產許可證等；(乙) 所提供的產品或服務會否有社會風險，如供貨樣品的質量以及安全性、客戶滿意度等；(丙) 供貨能力。合格後，要求新供應商發送相關材料以作生產試用，在通過品質檢測後，本集團的生產試用、質檢中心、供應鏈中心會對該供應商進行產能、設備、生產過程控制等方面的審查，及後填寫《新供應商資格審查表》和《供應商調查表》。另一方面，組織物資採購部、質量與研發部、生產部等部門對供應商進行現場審核，就供應商的質量保證能力、履約能力、後勤保障能力、服務和技術支持四方面進行綜合評價。供應商在通過上述審查後，其所提供的材料將獲本集團小批量應用於業務流程當中，在經我們評估審批後，將其納入《合

## 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

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

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

- Responsible for implementing the requirements of procurement management in accordance with national laws and regulations and internal management regulations;
- Responsible for the allocation of purchase orders, confirm the delivery date of purchased materials and the feedback processing when there is an abnormality in the delivery date of purchased materials;
- Responsible for engaging new suppliers, supplier management and obtaining relevant certificates and product certification documents;
- Participate in the bid evaluation of procurement projects;
- Negotiation, signing and execution in accordance with the contract management approach; and
- Responsible for tracking the supplier's goods delivery matters and coordinating the communication of problems in the whole procurement process.

格供應商名錄》，並會對名單中的供應商適時進行審核和更新。老恒和一直致力於完善其供應商選擇流程，我們對供應商的管理亦會從環境風險角度作出考量，包括生產和服務過程有否產生環境污染風險、環保治理能力如何、生產過程會否使用更多環保產品及服務等。

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

- 負責按國家法律法規及內部管理規定落實採購管理的各項要求；
- 負責採購訂單分配，確認採購物資交付期及採購物資交付期出現異常情況時的反饋處理；
- 負責開發新供應商、供應商管理及索取相關證件和產品合格證明文件；
- 參與採購項目的評標工作；
- 按照合同管理辦法展開談判、簽訂和執行工作；及
- 負責跟蹤供應商的到貨事項及協調整個採購過程中出現的問題溝通。

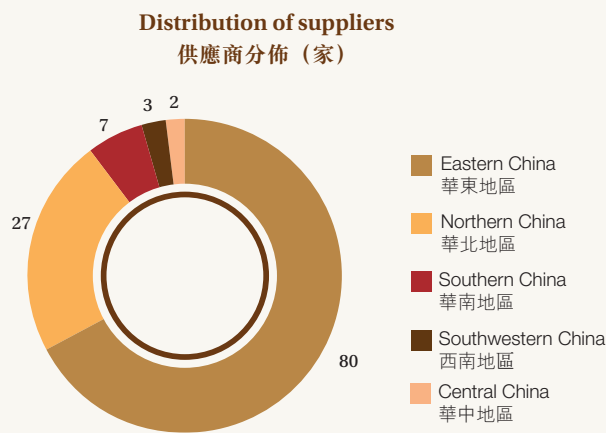


# 3. STRIVING FOR MUTUAL DEVELOPMENT AND ACHIEVING THE SAME GOAL

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As of 31 December 2023, Lao Heng He had an aggregate of 119 suppliers spreading from the southern, eastern, northern, central to southwestern parts of China. Meanwhile, Lao Heng He actively supports the development of local supply chains and creates employment opportunities. During the reporting period, the suppliers in eastern China accounted for 67.2% of the total number of suppliers.

截至二零二三年十二月三十一日，老恒和供應商總數達119家，遍布華南、華東、華北、華中和西南區域。同時，老恒和積極支持本地供應鏈發展，創造就業機會。報告期內，華東地區的供應商佔總數約67.2%。



### Supplier evaluation and communication

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

### 供應商評估及交流

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



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### Issues concerning the quality of supplied products

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

### Return of supplied products due to substantial non-conforming

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

### Management Measures upon Supplier Evaluation

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

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

### 供貨產品質量問題

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

### 供貨有重大不合格而發生退貨的情況

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

### 供應商評估後管理舉措

與供應商保持良好、有效的日常溝通對老恆和來說至關重要。報告期內，我們為供應商給予外部幫助與支持，與其共同發現問題、解決問題，努力打造共贏的協作生態。老恆和一直致力與供應商共同探討減輕包裝的重量，並進一步改良包裝設計，協助推動料酒瓶輕量化瓶的生產，使玻璃瓶重量從400克降至315克，從而減低運輸時的重量、成本和碳排放並提升生產效益。

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



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

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

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

### EMPLOYMENT OVERVIEW

Lao Heng He strictly complies with the requirements of laws and regulations, such as “The Labour Law of the People’s Republic of China (中華人民共和國勞動法)”, “The Employment Promotion Law of the People’s Republic of China (中華人民共和國就業促進法)”, “The Labour Dispute Mediation and Arbitration Law of the People’s Republic of China (中華人民共和國勞動爭議調解仲裁法)” and “Regulations on Labour Security Supervision (勞動保障監察條例)”, and continuously enhances internal policies, such as “Regulations on management of Human Resources (人力資源管理規定)”, “Control Procedures on Human Resources (人力資源控制程序)”, “Procedures on Recruitment, Employment and Dismissal (招聘、錄用、解聘程序)”, “Dismissal Policy (解僱政策)”, “Remuneration plan of the company (公司薪酬計劃)”, “Remuneration and Compensation Policy (薪酬及補償政策)”, “Human Resources Labour Contract Management System (Trial) (人事勞動合同管理制度(試行))”, “Management Measures for Attendance with Leave Application and Cancellation Request (Trial) (考勤、請銷假管理辦法(試行))”, “Business Trip Reimbursement Standards

### 僱傭概況

老恒和嚴格遵守《中華人民共和國勞動法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》及《勞動保障監察條例》等法律法規的要求，並不斷完善《人力資源管理規定》、《人力資源控制程序》、《招聘、錄用、解聘程序》、《解僱政策》、《公司薪酬計劃》、《薪酬及補償政策》、《人事勞動合同管理制度(試行)》、《考勤、請銷假管理辦法(試行)》、《出差報銷標準(試行)》、《員工績效管理制度》、《員工工作守則(試行)》及《勞務派遣人員管理辦法(試行)》等內部政策，就員工招聘、錄用、晉升、解僱、行為準則、工作時間、





## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

(Trial) (出差報銷標準(試行))”，“Employee Performance Management System (員工績效管理制度)”，“Employee Working Protocol (Trial) (員工工作守則(試行))” as well as “Measures for the Management of Labour Dispatch Personnel (Trial) (勞務派遣人員管理辦法(試行))”，and also systematically regulates and manages various aspects regarding recruitment, employment, promotion, dismissal, code of conduct, working hours, performance assessment, welfare and benefits, diversity and anti-discrimination, to protect the legitimate rights and interests of employees. In addition, in order to demonstrate that Lao Heng He attaches great importance to employees who have been rehired beyond the national statutory retirement age, we have revised the “Personnel and Labour Contract Management System (Trial) (人事勞動合同管理制度(試行))” and entered into a “Retirement and Re-employment Labour Service Agreement (退休返聘勞務協議)” to safeguard the legitimate rights and interests of both employers and employees; The relevant agreement was signed voluntarily by both parties after equal consultation and consensus in accordance with the “Civil Code of the People’s Republic of China (中華人民共和國民法典)” and relevant regulations, and they must jointly abide by the terms stipulated in the agreement.

The Group understands and firmly believes that diversity of board members and employees is beneficial in improving the company’s performance quality, hence we have always upheld the value of diversity in the recruitment process. Even though our Board of Directors currently consists of 100% male members, given the importance of diversity in the highest governance units of the Group, we have planned to add 1 female member by December 31, 2024. For now, 40% of the current board members are between 30 and 50 years old, and 60% are over 50 years old.

績效考核、福利待遇、多元文化與反歧視等方面進行了系統性的規範與管理，以維護員工的正當權益。另外，為彰顯老恆和重視超過國家法定退休年齡而獲再聘用的員工，我們已修訂《人事勞動合同管理制度(試行)》並為維護勞資雙方的正當權益而訂立《退休返聘勞務協議》；有關協議乃按《中華人民共和國民法典》及相關規定在經雙方平等協商一致後自願簽訂及須共同遵守協議中所約定的條款。

本集團明白並深信董事會成員及員工多元化對提升公司表現素質有利，因此我們於招聘過程中一直秉持多元化的價值觀。縱然我們的董事會目前由100%的男性成員組成，考慮到集團最高治理單位多元化的重要性，我們已計劃於二零二四年十二月三十一日新增1名女性成員。目前的董事會成員當中40%的成員年齡為30至50歲之間，60%的成員年齡為50歲以上。



# 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

## 4. 和以聚力，採擢薦進

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



Lao Heng He is determined to be a responsible employer and in this connection, the Group has implemented good employment practice and promoted the ethical and human rights at the workplace. Lao Heng He strictly prohibits the employment of child labour, forced labour and any other illegal employment behaviours. The Group only hires lawful employees and will not hire any labour who fails to meet the minimum working age stipulated in applicable laws and regulations. During the recruitment process, candidates must submit photocopies of their identity cards and subsequently present originals for verification purposes. The Group will conduct background checks on the candidates to obtain further information and confirm the authenticity of the relevant information.

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

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



老恒和為成為負責任之僱主一直不遺餘力，而本集團致力於實行良好僱傭慣例，於工作場所提倡道德及人權。老恒和嚴厲禁止僱傭童工、強制勞動等不合法的僱傭行為發生。本集團只聘請合法員工而不會聘用任何不符合適用法例及法規規定之最低工作年齡人士。於招聘過程中，應徵者必須提交身份證明文件副本及出示正本以作核實並由本集團對應徵者進行背景調查，以獲取進一步信息與確認相關信息的真實性。

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



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

For staff recruitment, Lao Heng He adheres to the principle of “Fairness, Openness, and Meritocracy” and “Openness, Fairness, Competitiveness and Meritocracy” to select the most suitable talent for the job. Lao Heng He attaches great importance to diversity of staff, but also respects employees’ gender, age, national culture, marriage and family conditions, and religious beliefs with an aim to create a fair, healthy, enterprising, and warm working atmosphere for employees. In response to the restored market environment from the COVID-19 pandemic and the need of development, we have recruited new employees to fulfil our work demand. During the reporting period, Lao Heng He had a total of 528 employees and according to gender, age and employment type were as follows:

在員工招聘上，老恒和秉承「公平公開、唯才是用」及「公開、平等、競爭、擇優」的原則為崗位挑選最適宜的人才。老恒和重視員工多元化的同時亦尊重員工的性別、年齡、民族文化、婚姻及家庭情況、宗教信仰，致力於為員工打造公正、健康、進取、溫暖的工作氛圍。由於市場環境已全面復常並配合發展需要，我們已增聘新員工以應對工作需求。報告期內，老恒和共有全職員工528人，按性別、年齡、僱員類型劃分的員工情況如下：

#### Employment Profile

#### 僱傭概況

Workforce As at 31 December	僱員 截至十二月三十一日	2021 二零二一年 No. of Staff 僱員人數	2022 二零二二年 No. of Staff 僱員人數	2023 二零二三年 No. of Staff 僱員人數
<b>By Gender</b>	<b>按性別</b>			
Male	男	289	308	304
Female	女	201	227	224
<b>By Age Group</b>	<b>按年齡組別</b>			
Below 30	30歲以下	29	42	44
30–50	30–50歲	306	323	311
Over 50	50歲以上	155	170	173
<b>By Employment Type</b>	<b>按僱傭類型</b>			
Full time	全職	490	535	528
Part time	兼職	0	0	0
<b>By Employee Category</b>	<b>按僱員類型</b>			
Production	生產類	243	248	281
Sales and Marketing	業務銷售類	145	180	185
Administration	行政管理類	19	22	35
Technical	技術類	83	85	27
<b>By Geographical Region</b>	<b>按地區</b>			
Mainland China	中國內地	490	535	528
Hong Kong, China	香港	0	0	0
<b>Total</b>	<b>整體</b>	490	535	528

## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

In addition, the number of new employees of the Group during the reporting period was as follows: 此外，本集團於報告期間的新進員工人數情況如下：

No. of new employees As at 31 December 2023	新進僱員 截至十二月三十一日	2023 二零二三年 No. of Staff 僱員人數
<b>By Gender</b>	<b>按性別</b>	
Male	男	106
Female	女	79
<b>By Age Group</b>	<b>按年齡組別</b>	
Below 30	30歲以下	38
30–50	30–50歲	129
Over 50	50歲以上	18
<b>By Geographical Region</b>	<b>按地區</b>	
Mainland China	中國內地	185
Hong Kong, China	香港	0
<b>Total</b>	<b>整體</b>	<b>185</b>

## EMPLOYEE RETENTION AND COMMUNICATION WITH CARING

### Remuneration and Compensation

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

To attract and retain talents, the Group also offers a variety of benefits, including bonuses, Social Security (including basic pension insurance, basic medical insurance, work-related injury insurance, unemployment insurance and maternity insurance) as well as Housing Provident Fund in the PRC, statutory welfare scheme contributions for the benefit of employees by the relevant legal requirements in the PRC, including but not limited to the social insurance payments in the PRC, injury compensation as well as insurance and overtime compensation.

## 善待僱員與關愛溝通

### 薪酬及報酬

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

為吸引及挽留人才，本集團提供各項福利，包括年終獎金、中國社保（包括：基本養老保險、基本醫療保險、工傷保險、失業保險及生育保險）及住房公積金、根據中國之相關法律規定為僱員作出法定福利計劃供款，包括中國社會保險付款、工傷賠償及保險、加班補償等。



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

The following is the ratio of base salary to salary for women to men by employee category:

以下為按各員工類別中女性對男性的基本薪資與薪酬的比率：

		2023 二零二三年	
		Ratio of the basic salary and remuneration (%) 基本薪資與薪酬比率 (%)	
Ratio of the basic salary and remuneration	基本薪資與薪酬比率		
<b>By Gender/By Employee Category</b>	<b>按性別/按僱員類型</b>	<b>Male 男</b>	<b>Female 女</b>
Production	生產類	29.25	12.56
Sales and Marketing	業務銷售類	36.45	9.65
Administration	行政管理類	5.15	1.96
Technical	技術類	2.70	2.28
<b>Overall</b>	<b>整體</b>	<b>73.55</b>	<b>26.45</b>

#### Rest Period and Working Hours

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

#### 休假及工作時間

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

During the reporting period, the total number of employees entitled to maternity leave was 136 and paternity leave was 236. During the reporting period, 2 and 7 employees took maternity leave and paternity leave respectively. During the reporting period, 2 and 6 employees returned to work after taking maternity leave and paternity leave respectively, and 2 and 6 employees remained employed for 12 months after returning to work after taking maternity leave and paternity leave respectively. The return to work rate<sup>2</sup> and retention rate<sup>3</sup> of employees on maternity leave and paternity leave were both 89%.

報告期間，享有產假的僱員總數為136人，侍產假為236人；報告期間內分別有2名及7名僱員休產假及侍產假。報告期間內休完產假及侍產假重返工作崗位的員工分別有2人及6人，而休完產假及侍產假後重返工作崗位後仍然在職12個月的僱員分別有2人及6人。休產假及侍產假員工的復職率<sup>2</sup>及留任率<sup>3</sup>皆為89%。

<sup>2</sup> Return to work rate = (Total number of employees that did return to work after parental leave/Total number of employees expected to return to work after taking parental leave) x 100%.

<sup>3</sup> Retention rate = (Total number of employees retained 12 months after returning to work following a parental leave/Total number of employees returning from parental leave in the prior reporting period(s)) x 100%.

<sup>2</sup> 復職率 = (產假或侍產假後實際復職的僱員總數除以產假或侍產假後預計復職的僱員總數) 乘以100%。

<sup>3</sup> 留任率 = (產假或侍產假後復職留任12個月的僱員總數除以上個報告期產假或侍產假後復職的僱員總數) 乘以100%。

## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

#### Employee Turnover

During the FY2023, the Group has an overall turnover rate of 25.3%, similar to that in the previous reporting period. The detailed turnover numbers and percentage are set forth below:

#### 僱員流失比率

於二零二三財政年度期間，本集團整體流失率為25.3%，與上一年度相約。詳細僱員流失數目和比率如下：

Turnover <sup>4</sup>	流失比率 <sup>4</sup>	2021	2022	2023
		二零二一年 Turnover rate (%) 流失比率(%)	二零二二年 Turnover rate (%) 流失比率(%)	二零二三年 Turnover rate (%) 流失比率(%)
<b>By Gender</b>	<b>按性別</b>			
Male	男	23.7	26.3	26.6
Female	女	26.6	23.3	23.5
<b>By Age Group</b>	<b>按年齡組別</b>			
Below 30	30歲以下	46.3	33.3	32.3
30-50	30-50歲	28.5	28.5	29.3
Over 50	50歲以上	9.4	14.6	14.4
<b>By Employee Category</b>	<b>按僱員類型</b>			
Production	生產類	21.6	20.3	30.1
Sales and Marketing	業務銷售類	36.7	32.3	26.3
Administration	行政管理類	9.5	4.3	20.0
Technical	技術類	10.8	25.4	6.7
<b>By Geographical Region</b>	<b>按地區</b>			
Mainland China	中國內地	25.0	25.1	25.3
Hong Kong, China	香港	0.0	0.0	0.0
<b>Overall</b>	<b>整體</b>	25.0	25.1	25.3

With regard to the fluctuation in the number of employees during the reporting period, the Group believes that the loss of production as well as sales and marketing employees is a significant fluctuation based on the turnover benchmark value exceeding 25%, and the relevant reasons include the resignation of some production line operators due to reaching retirement age, the natural attrition of shopping guides in stores and personnel adjustments during the Group's internal structure reform.

就於報告期間的員工人數波動，本集團認為生產及業務銷售類的員工流失為重大波動，乃基於其超過25%的人員流失基準值，而相關原因包括部份生產線操作工人因已屆退休年齡而離職、門市商店導購員的自然流失及本集團革新內部架構時的人員調整。

<sup>4</sup> Turnover rate = Number of employees left the Group during the reporting period / (Number of employees left the Group during the reporting period + Number of employees as at the end of the reporting period) x 100%.

<sup>4</sup> 流失比率 = 報告期間離開本集團的僱員人數除以 (報告期間離開本集團的僱員人數 + 報告期末的僱員人數) x 100%。

## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

#### Employee welfare

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

As for welfare, Lao Heng He strives to create a home-like atmosphere for its staff. Family rooms and couple rooms are provided to cater to the special needs of our employees and their families, so as to provide convenience to our employees and their families. As a leader in the condiment industry, Lao Heng He has formulated the “Staff Canteen Management Measures (Trial)(職工食堂管理辦法(試行))” to standardise relevant measures for staff canteen management and clarify the division of labour among canteen staff to ensure employees’ dietary health. Besides, we regularly customises and updates the canteen menu seasonally to meet the diverse eating habits of its staff and to allow them enjoy a better quality of life brought by excellent seasonings.

#### Employee Activities

Lao Heng He cares for the mental health of our employees and organised a variety of activities to motivate and to enhance the overall morale of its employees. During the reporting period, after the nationwide epidemic control measures were fully relaxed, in order to enrich the spiritual and cultural life of Lao Heng He employees and highlight the style of female employees, we took the opportunity of Women’s Day to hold the “Lao Heng He Goddess Day — Beautiful Goddess Show Style Theme Event (老恒和女神節主題活動 — 靚女神 • show風采)” and arranged employees visiting the Victory of Anti-Japanese War Acceptance of Surrender at Zhejiang Memorial Hall (抗日戰爭勝利浙江受降紀念館). In the future, we will continue and carry forward our care for our employees and act like a family, “thinking about what our employees think and caring about their concerns (想員工之所想，急員工之所急)”.

#### 僱員福利

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

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

#### 僱員活動

老恒和關愛員工的心理健康並組織了各種活動來激勵和提高員工的整體士氣，報告期間，我們在全國疫情管控措施全面放開後，為豐富老恒和職工精神文化生活並彰顯女職工風采，藉婦女節為契機舉辦「老恒和女神節 — 靚女神 • show風采主題活動」及安排員工參觀抗日戰爭勝利浙江受降紀念館。未來，我們將延續並發揚對員工的關愛，做到如家人般「想員工之所想，急員工之所急」。



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進



#### ◆ Lao Heng He Goddess Day — Beautiful Goddess Show Style Theme Event

「老恒和女神節主題活動 — 靚女神 • show 風采」



#### ◆ Visiting the Victory of Anti-Japanese War Acceptance of Surrender at Zhejiang Memorial Hall 參觀抗日戰爭勝利浙江受降紀念館



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

#### HEALTH AND SAFETY

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

#### 健康與安全

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



◆ ISO 45001:2018 Certification of the “Occupational Health and Safety Management System”

ISO 45001 : 2018職業健康安全管理體系認證

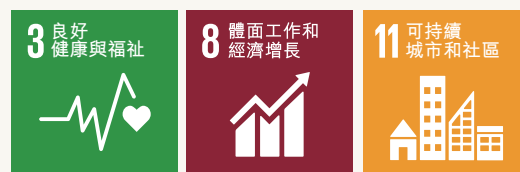
## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

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



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



#### Occupational Measures

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

#### Our Attempt

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

#### 職業措施

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

#### 我們的措施

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



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

- Installing surveillance cameras at the main entrances of the production facility and offices;
- Employing security guards guarding at various entrances and carrying out 24-hour patrol;
- Prohibiting smoking at the workplace;
- Providing safety training to staff members and arranging fire drills from time-to-time as well as establishing contingency plan for other possible hazards that our industry may be exposed to; and
- Regular garbage removal.

#### 1. *Emergency Preparedness*

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

- 於生產設施和辦公場所的主要出入口安裝監控攝像機；
- 僱用保安員，負責於不同入口看守及進行24小時巡邏；
- 禁止於工作場所吸煙；
- 為員工提供安全培訓，並不時進行火警演習及針對本行業可能會遭遇的其他危險制定應急預案；及
- 定期清理垃圾。

#### 1. *應急計劃準備能力*

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



# 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

## 4. 和以聚力，採擢薦進

### Safety Production

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

### 安全生產

老恒和推進常規安全管理舉措，定期開展危險源篩查，對每一個生產環節中的危險源進行識別，並及時進行整改和跟進，以保障員工安全。老恒和鼓勵員工主動識別並提出在工作過程中發現的安全風險。我們為員工制定各類職業安全知識專題並以晨會、培訓等形式進行宣貫。我們要求每一車間每週五必須舉行安全例會，總結存在的安全隱患及整改期限，強化「事前預防」機制。此外，我們通過與員工簽訂《消防責任書》，積極響應政府消防演練，不斷擴大消防演練受訓規模，提高消防演練的真實程度，增加員工安全責任意識。



During the reporting period and the past two fiscal years, One of our staff unfortunately suffered a major injury caused by work. However, after investigation by the relevant statutory parties, the accident was caused by slippery of the employee's vehicle due to icy road condition during a business trip, resulting in a series of injuries that may have been caused by trauma. Therefore, it was determined that the Group would be exempt from the liability for compensation on the cost of surgery and rehabilitation treatment for the employee.

報告期內及過去兩個財政年度，老恒和不幸發生一宗因工作導致的重大受傷事件。然而經相關法定機構調查後，該事故屬僱員出差途中因路面結冰使車輛打滑而引致的一連串可能因外傷而誘發的傷病，因此判定免去本集團對該名僱員的手術及康復治療費用的賠償責任。

## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

During the reporting period, the Group did not have any work-related fatalities, and the total number of working days lost due to work-related injuries was 483 days.

#### Protection of Health

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

Lao Heng He has implemented emergency response plans effectively and implemented a linkage investigation mechanism at all levels, cooperating with the communal and national targeted strategies and measures when facing different emergency situations, so as to be able to properly respond to any emergencies that may arise in the future.

## DEVELOPMENT AND GROWTH

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

#### Empowered training

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

報告期內本集團沒有任何因工亡故事宜，而共計因工傷而損失的工作日數為483天。

#### 健康保障

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

老恒和一直切實執行應急響應預案並實施各級組織聯動排查機制，配合社區和國家對不同緊急情況的針對性措施及策略，從而能夠妥善應對未來可能出現的任何突發狀況。

#### 發展成長

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

#### 培訓賦能

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



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進



#### Production staff 生產類員工

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

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



#### Intermediate and senior production/R&D staff 中高層生產類／研發類員工

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

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



#### Management staff 管理層員工

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

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



#### Sales and marketing staff 銷售類員工

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

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

### PERSEVERANCE COMBINED WITH GOOD-NATUREDNESS AND CREDITWORTHINESS

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

### 恆以持之，和信為本

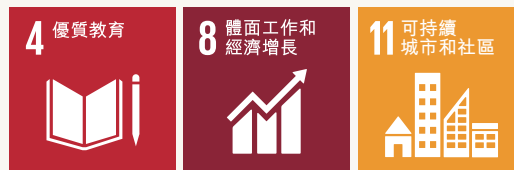
為不斷傳承並弘揚老恒和「恆以持之，和信為本」的祖訓以及古法釀造的技藝，我們的釀酒師和品酒師會定期接受酒文化培訓和酒業協會技能職稱培訓。同時，老恒和還通過「師徒幫帶、新老幫帶、輪崗幫提」的「三幫」機制從技術傳承、能力提升以及素質培養三方面全面打造「老恒和人」，實現員工與企業的共同發展。我們每三年舉辦一次「古法釀造技藝傳承拜師儀式」，在對上一代老恒和釀造師表達敬意和謝意的同時開啟對下一代釀造師的長期、及有系統的培養。有鑑於新冠肺炎疫情防控管理已全面放開，因此我們於報告期間舉辦了簡單釀酒儀式。在老恒和，年輕技工們在從師學藝的過程中，學到的不僅僅是老恒和古法釀造的技藝，更是老恒和腳踏實地、精益求精、持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

## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

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

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



During the FY2023, a total of 452 employees in Mainland China have received training and have been offered 3,014 training hours in total. The details are as follows:

於二零二三財政年度期間，本集團中國內地共有452名僱員參與培訓，共計提供3,014小時的培訓。具體情況如下：

Percentage of Employee Receiving Training <sup>5</sup>	受訓員工百分比 <sup>5</sup>	2021 二零二一年	2022 二零二二年	2023 二零二三年
<b>By Gender</b>	<b>按性別</b>			
Male	男	86.85	91.88	88.82
Female	女	97.51	97.80	81.25
<b>By Employee Category</b>	<b>按僱員類型</b>			
Production	生產類	90.95	93.95	99.64
Sales and Marketing	業務銷售類	94.48	95.00	64.32
Administration	行政管理類	84.21	90.91	80.00
Technical	技術類	87.95	95.29	92.59
<b>Overall</b>	<b>整體</b>	91.22	94.39	85.61

<sup>5</sup> Percentage of trained employee = Total number of employees received training during the reporting period / Total number of employees as at the end of the reporting period.

<sup>5</sup> 受訓僱員百分比 = 報告期間受訓僱員總數除以報告期末僱員總數。

## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

Average Training Hours <sup>6</sup>		2021 二零二一年 Hours per Employee 時數／僱員	2022 二零二二年 Hours per Employee 時數／僱員	2023 二零二三年 Hours per Employee 時數／僱員
<b>By Gender</b>	<b>按性別</b>			
Male	男	6.40	7.55	6.46
Female	女	6.23	4.91	5.48
<b>By Employee Category</b>	<b>按僱員類型</b>			
Production	生產類	5.97	5.64	7.02
Sales and Marketing	業務銷售類	2.72	4.01	3.41
Administration	行政管理類	49.47	47.54	4.11
Technical	技術類	3.82	3.83	9.81
<b>Overall</b>	<b>整體</b>	6.33	6.43	5.71

#### Promotion and development

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

#### 晉升發展

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

<sup>6</sup> Average training hours = Total training hours during the reporting period / Total number of employees as at the end of the reporting period.

<sup>6</sup> 平均培訓時長 = 報告期間培訓總時數除以報告期末僱員總數。



## 4. GATHERING TALENTS WITH RECOMMENDATION AND PROMOTION MECHANISM

### 4. 和以聚力，採擢薦進

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

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

Details regarding the proportion of employees who received regular performance and career development reviews during the reporting period are as follows:

於報告期間接受定期績效及職業發展檢視之員工比例詳情如下：

Percentage of employees who received regular performance and career development reviews	接受定期績效及職業發展檢視之員工百分比	2023 二零二三年
<b>By Gender</b>	<b>按性別</b>	
Male	男	100.0%
Female	女	100.0%
<b>By Employee Category</b>	<b>按僱員類型</b>	
Production	生產類	100.0%
Sales and Marketing	業務銷售類	100.0%
Administration	行政管理類	100.0%
Technical	技術類	100.0%
<b>Overall</b>	<b>整體</b>	<b>100.0%</b>



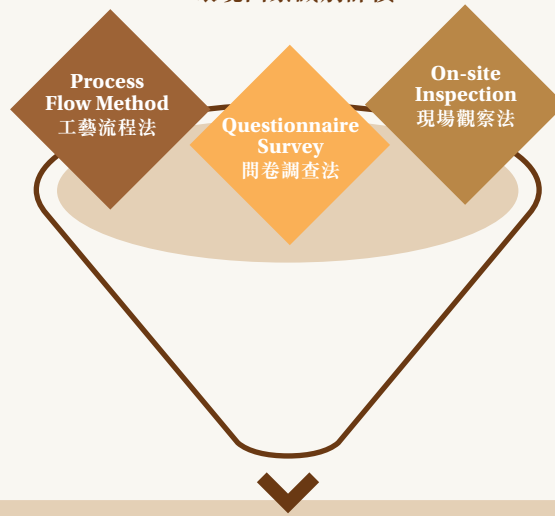
# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

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

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

### Identification and Evaluation of Environmental Elements 環境因素識別評價



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

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

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

# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

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

- reduction of air emissions by 10% in 2026 and 20% in 2036;
- reduction of energy consumption by 10% in 2026 and 20% in 2036;
- reduction of water consumption by 10% in 2026 and 20% in 2036; and
- reduction of waste discharge by 10% in 2026 and by 20% in 2036.

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

- 力爭於2026年將廢氣排放減少10%並於2036年減少20%；
- 力爭於2026年將能源消耗降低10%並於2036年減少20%；
- 力爭於2026年將水資源消耗降低10%並於2036年減少20%；
- 力爭於2026年將廢棄物排放降低10%並於2036年減少20%。

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

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



### RESOURCE OPTIMISATION

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

### 資源優化

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



# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

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

本集團的舉措為實現可持續發展提供一定助力並同時與可持續發展目標9相一致。



### ENERGY MANAGEMENT

### 能源管理

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

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

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

報告期內，老恒和能源使用情況如下：

Types of energy	能源種類	Unit	單位	2021 二零二一年	2022 二零二二年	2023 二零二三年
Unleaded petrol	無鉛汽油	Liter	公升	8,789.72	0.00	0.00
Liquefied Petroleum Gas (LPG)	液化石油氣	Liter	公升	0.00	6,042.48	7,941.82
Diesel	柴油	Liter	公升	8,067.30	3,920.75	2,694.06
Electricity	電力	MWh	兆瓦時	2,423.56	2,819.73	3,927.87
Purchased Natural Gas	外購天然氣	m <sup>3</sup>	立方米	8,543	6,212	8,645.36
Purchased steam	外購蒸汽	tonnes	噸	10,984	17,848	17,569



## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

Energy Consumption	能源消耗	Unit	單位	2021 二零二一年	2022 二零二二年	2023 二零二三年
Direct energy consumption	直接能源消耗	MWh	兆瓦時	255.35	148.47 <sup>7</sup>	175.36
Indirect energy consumption	間接能源消耗	MWh	兆瓦時	12,190.43	16,421.51	17,316.98
Total energy consumption	綜合能源消耗	MWh	兆瓦時	12,445.78	16,569.98	17,492.34
Intensity	能耗密度	MWh/10,000 RMB of revenue	兆瓦時/萬元收入	0.49 <sup>8</sup>	0.61 <sup>9</sup>	0.68 <sup>10</sup>

During the reporting period, the increase in comprehensive energy consumption compared with last year was due to the Group's development needs such as the installation and testing of new equipment and the production of 420 packaging lines, the commissioning of the liquefied yellow wine workshop, and the increase in vehicle fuel usage, which led to a corresponding increase in purchased natural gas, electricity consumption and LPG.

報告期間，綜合能源消耗較往年有所上升乃由於集團進行新設備安裝、測試及420包裝線生產、液化黃酒車間投入使用、車輛燃料使用量增加等發展需要，從而導致購入天然氣、電力和液化石油氣消耗量均相應增加。

### WATER MANAGEMENT

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

### 水資源管理

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

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

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



<sup>7</sup> As the data statistics update has been made by the Group on fossil fuels consumption during the reporting period, the direct energy consumption data for FY2022 has been restated; it is approximately 14.23MWh less than the original figure.

<sup>8</sup> The total revenue of the Group in 2021 was approximately RMB252,671k.

<sup>9</sup> The total revenue of the Group in 2022 was approximately RMB271,600k.

<sup>10</sup> The total revenue of the Group during the reporting period was approximately RMB258,800k.

<sup>7</sup> 由於本集團於報告期間已更新化石燃料消耗的統計方式，故二零二二年的直接能源消耗數據已重列；其減少約14.23兆瓦時。

<sup>8</sup> 本集團於二零二一年度的總收入約為人民幣252,671千元。

<sup>9</sup> 本集團於二零二二年度的總收入約為人民幣271,600千元。

<sup>10</sup> 本集團於報告期間的總收入約為人民幣258,800千元。

# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

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

報告期內，老恒和水資源使用情況如下：

Water Consumption	用水量	Unit	單位	2021 二零二一年	2022 二零二二年	2023 二零二三年
Municipal water consumption	市政用水量	m <sup>3</sup>	立方米	276,181	224,914	245,980
Water consumption intensity	密度	m <sup>3</sup> /10,000 RMB of revenue	立方米/萬元收入	10.93 <sup>8</sup>	8.28 <sup>9</sup>	9.50 <sup>10</sup>

During the reporting period, as the COVID-19 epidemic situation gradually relieved, operations begin to return to normal and in line with development needs, front-end production capacity for wine and vinegar brewing has increased. In addition, municipal water consumption has increased compared with previous years due to the leakage of aged water mains facilities.

報告期間，由於新冠肺炎疫情逐步放緩，營運開始復常和配合發展需要使酒醋釀造前端產能有所增加，以及由於管道設施陳舊部分流失致使市政用水量較往年有所上升。

### PACKAGING MATERIALS

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

### 包裝材料

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

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

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



Meanwhile, we spare no effort to promote the recycling of packaging materials. Part of the recyclable packaging materials shall be recycled in a unified manner, stored at a fixed point in the warehouse, recycled or disposed by the suppliers.

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

## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

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

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

Packaging Materials <sup>12</sup>	包裝材料 <sup>12</sup>	Usage (tonnes) 使用量(噸)			Intensity (tonnes/million bottles <sup>11</sup> ) 密度(噸/百萬件 <sup>11</sup> )		
		2021	2022	2023	2021	2022	2023
		二零二一年	二零二二年	二零二三年	二零二一年 <sup>13</sup>	二零二二年 <sup>13</sup>	二零二三年 <sup>13</sup>
Glass	玻璃	7,156.54	6,075.95	4,413.53	3,708.05	3,616.64	3,530.82
Metal	金屬	65.68	38.58	32.58	34.03	22.96	26.06
Paper	紙質	1,066.56	470.92	359.48	552.62	280.31	287.58

The total weight of materials used by the Group to produce and package its main products during the reporting period is as follows:

集團於報告期間用於生產和包裝主要產品之物料的總重量如下：

Types of materials 物料種類	Source of procurement (External suppliers or internally obtained) 採購來源(外部供應商或內部取得)	Unit 單位	Total weight 總重量
<b>Non-renewable materials</b>			
所用的非再生物料		<b>tonnes 噸</b>	<b>9,989.40</b>
Raw materials 原料	External suppliers 外部供應商	tonnes 噸	9,989.40
<b>Renewable materials</b>			
所用的可再生物料		<b>tonnes 噸</b>	<b>11,258.21</b>
Paper 紙張	External suppliers 外部供應商	tonnes 噸	2,066.46
Plastic 塑料	External suppliers 外部供應商	tonnes 噸	1,955.29
Metal 金屬	External suppliers 外部供應商	tonnes 噸	92.84
Glass Bottles 玻璃瓶	External suppliers 外部供應商	tonnes 噸	7,143.62

The above data are derived from direct measurement, mainly based on the purchase volume and the specific weight of each type of material to reach the above results.

上述數據乃源於直接量測，主要採用採購量以及每個品種具體重量核算後從而得出上述結果。

During the reporting period, we did not use any recycled materials; and the Group does not have any products and packaging materials that need to be recycled.

報告期間，我們並未使用回收再利用的物料；而本集團亦沒有任何須回收的產品及包裝材料。

<sup>11</sup> During FY2021, FY2022 and the reporting period, the total production volume of various cooking wine products in 500 ml glass containers were approximately 1.93 million, 1.68 million and 1.25 million respectively.

<sup>12</sup> The data scope of packaging materials only includes various cooking wine products in 500 ml glass containers.

<sup>13</sup> The intensities of glass, metal and paper packaging materials of various cooking wine products in 500 ml glass containers of FY2021, FY2022 and the reporting period were decreased by 177.23 tonnes, 7.97 tonnes and 265.04 tonnes per million product units respectively.

<sup>11</sup> 二零二一年、二零二二年及報告期間，500毫升玻璃瓶包裝的各類料酒產品總產量分別約為1.93、1.68及1.25百萬件。

<sup>12</sup> 包裝材料數據範圍僅包括500毫升玻璃瓶包裝的各類料酒產品。

<sup>13</sup> 二零二一年、二零二二年及報告期間，500毫升玻璃瓶包裝的各類料酒產品的玻璃、金屬及紙質包裝材料密度分別減少177.23、7.97及265.04噸/百萬件。

# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

### DISCHARGE MANAGEMENT

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

### Wastewater Discharge Management

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

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

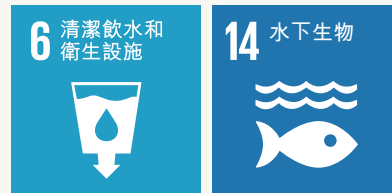
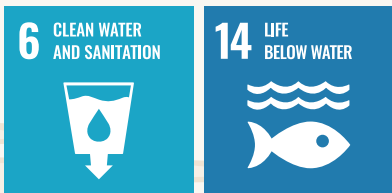
### 排放管理

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

### 污水排放管理

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

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





# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

During the reporting period, the details of Lao Heng He's wastewater discharge was as follows: 報告期內，老恒和污水排放情況如下：

Types of wastewater discharge	污水排放類別	Units	單位	2021 二零二一年	2022 二零二二年	2023 二零二三年
Total discharge of wastewater	污水排放總量	m <sup>3</sup>	立方米	139,770	112,453	121,244
Concentration of COD discharged	COD 排放濃度	mg/liter	毫克/升	45.6	34.7	45.6
Concentration of Ammonia-Nitrogen discharged	氨氮排放濃度	mg/liter	毫克/升	1.60	0.16	5.41

### SOLID WASTE MANAGEMENT

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

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

### 固體廢棄物管理

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

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



## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

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

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

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

報告期內，老恒和固體廢棄物排放情況如下：

Production wastes (Non-hazardous wastes)	生產廢棄物 (無害廢棄物)	Units	單位	2021 二零二一年	2022 二零二二年	2023 二零二三年
Soy sauce bean dregs	醬油豆渣	tonnes	噸	218	239	240
Wine vinasse/Vinegar residue	酒糟/醋渣	tonnes	噸	418	458	458
Fermented bean curd residue	腐乳渣	tonnes	噸	320	352	355
Sludge	污泥	tonnes	噸	310	720	760
Shattered glass	碎玻璃	tonnes	噸	no relevant data 沒有相關數據	20	24
Waste cartons	廢紙箱	tonnes	噸	no relevant data 沒有相關數據	25	26
Waste plastic	廢塑料	tonnes	噸	no relevant data 沒有相關數據	45	47
Total	總量	tonnes	噸	1,266	1,859	1,910
Intensity	密度	tonnes/million RMB of revenue	噸/百萬元 收入	5.01 <sup>8</sup>	6.84 <sup>9</sup>	7.38 <sup>10</sup>

## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

Domestic and office wastes (Non-hazardous wastes)	生活及辦公廢棄物 (無害廢棄物)	Units	單位	2021	2022	2023
				二零二一年	二零二二年	二零二三年
Total	總量	tonnes	噸	55	60	75
Intensity	密度	tonnes/million RMB of revenue	噸/百萬元收入	0.22 <sup>8</sup>	0.22 <sup>9</sup>	0.29 <sup>10</sup>

Among the above-mentioned non-hazardous wastes, fermented bean curd residue, soy sauce bean dregs, Wine vinasse/Vinegar residue, shattered glass, waste cartons, and waste plastic are all undergone recycled and reused process, whilst domestic garbage and sludge are recycled by qualified contractors.

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

Hazardous wastes	有害廢棄物	Units	單位	2021	2022	2023
				二零二一年	二零二二年	二零二三年
Total	總量	kg	千克	35	30	30
Intensity	密度	kg/million RMB of revenue	千克/百萬元收入	0.14 <sup>8</sup>	0.11 <sup>9</sup>	0.12 <sup>10</sup>

During the reporting period, the total amount of solid waste generated increased, with sludge had the highest growth rate, which was due to the large-scale of sludge cleaning and disposal conducted by the Group twice as well as the impact of rainwater and sewage diversion took place during the reporting period.

報告期間整體固體廢棄物產生總量有所增加，而當中尤以污泥的增幅比例最高，乃由於本集團於報告期間曾兩度作污泥的大規模清理並實現雨污分流影響所致。

#### Exhaust Gas and Greenhouse Gases Management

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

#### 廢氣及溫室氣體排放管理

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



## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

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

Greenhouse gas emission		溫室氣體排放	Unit	單位	2021	2022	2023
					二零二一年	二零二二年	二零二三年
Greenhouse gas emission (Scope 1 <sup>14</sup> )	溫室氣體排放 (範圍一 <sup>14</sup> )	tonnes CO <sub>2</sub> -equivalent	噸二氧化碳當量		41.22	28.81 <sup>15</sup>	<b>38.13</b>
Greenhouse gas emission (Scope 2 <sup>16</sup> )	溫室氣體排放 (範圍二 <sup>16</sup> )	tonnes CO <sub>2</sub> -equivalent	噸二氧化碳當量		9,604.74	7,619.51	<b>8,413.35</b>
Greenhouse gas emission (Scope 2 <sup>17</sup> )	溫室氣體排放 (範圍三 <sup>17</sup> )	tonnes CO <sub>2</sub> -equivalent	噸二氧化碳當量		No relevant data 沒有相關數據	3,226.50	<b>2,151.02</b>
Total (Scope 1, Scope 2 and Scope 3)	排放總量 (包括範圍一、範圍二及範圍三)	tonnes CO <sub>2</sub> -equivalent	噸二氧化碳當量		9,645.96	10,874.82 <sup>18</sup>	<b>10,602.50</b>
Intensity	排放密度	tonnes CO <sub>2</sub> -equivalent/10,000 RMB of revenue	噸二氧化碳當量/萬元收入		0.38 <sup>8</sup>	0.40 <sup>9,18</sup>	<b>0.41<sup>10</sup></b>

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

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

In addition to the direct emissions from the combustion of fuels, the use of electricity, natural gas and steam from the electricity generation process as well as the supply of natural gas and steam to Lao Heng He are also indirectly attributable to the generation of GHG. With reference to the kilowatt-hour power generation to carbon dioxide emission ratio respectively published by the PRC government, during the FY2023, approximately 8,500 tonnes of carbon dioxide were attributable to the Group's production facilities and office electricity, gas and steam usage in the operation process.

除燃燒燃料的直接排放外，老恒和用電、天然氣以及蒸汽亦間接導致產生溫室氣體，其為來自產電、供應天然氣以及蒸汽的過程。經參考中國政府分別發佈的千瓦時產電量與二氧化碳排放量的比率，於二零二三財政年度期間，約8,500噸的二氧化碳來自本集團的生產設施和辦公室的營運過程中的用電、燃氣及蒸汽量。

<sup>14</sup> Greenhouse gas emission (Scope 1): Covers direct emission from the business operations owned or controlled by the Group, such as emissions from diesel and petroleum burnt on site.

<sup>14</sup> 溫室氣體排放(範圍一): 涵蓋本集團擁有或控制的業務直接產生的溫室氣體排放，包括無鉛汽油和柴油燃燒產生的溫室氣體排放。

<sup>15</sup> As the data statistics update has been made by the Group on Greenhouse Gas (Scope 1) emission during the reporting period, the Greenhouse Gas (Scope 1) emission data for FY2022 has been restated; it is approximately 8.73 kg less than the original figure.

<sup>15</sup> 由於本集團於報告期間已更新溫室氣體排放(範圍一)的統計方式，故二零二二年的溫室氣體排放(範圍一)數據已重列；其減少約8.73千克。

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

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

<sup>17</sup> Greenhouse gas emission (Scope 3): Covers all other indirect greenhouse gas emissions occurring outside the Group, including upstream and downstream emissions. Based on the current situation of the Group, current calculations only include relevant data of the upstream part.

<sup>17</sup> 溫室氣體排放(範圍三): 涵蓋本集團以外發生的所有其他間接產生的溫室氣體排放，包括上游及下游的排放。以本集團目前情況而言，目前計算僅包含上游部分的相關數據。

<sup>18</sup> Since new greenhouse gas emissions (Scope 3) data have been disclosed in FY2022, the total greenhouse gas emissions of FY2022 have been restated. Such data is 3,226.50 tonnes of CO<sub>2</sub>-equivalent more than the original figure; and the related density data is also 0.12 tonnes of CO<sub>2</sub>-equivalent/10,000 RMB in revenue more than the original figure.

<sup>18</sup> 由於二零二二年度已新增溫室氣體排放(範圍三)的數據披露，因此該年度的溫室氣體排放總量已重列，該數據較原來所披露數據多3,226.50噸二氧化碳當量；而相關密度數據亦較原來所披露數據多0.12噸二氧化碳當量/萬元收入。

# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

### Noise Management

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

### Air Emissions

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

Emission data of Nitrogen oxides (NO<sub>x</sub>), Sulphur oxides (SO<sub>x</sub>), and Particulate matter (PM) are set forth in the table below:

Air Pollutant <sup>19</sup>	空氣污染物 <sup>19</sup>	Unit	單位	2021 二零二一年	2022 <sup>20</sup> 二零二二年 <sup>20</sup>	2023 二零二三年
Nitrogen oxides (“NO <sub>x</sub> ”)	氮氧化物 (「NO <sub>x</sub> 」)	kg	千克	202.60 <sup>21</sup>	112.49	76.85
Sulphur oxides (“SO <sub>x</sub> ”)	硫氧化物 (「SO <sub>x</sub> 」)	kg	千克	4.90	2.32	1.60
Particulate matter (“PM”)	顆粒物 (「PM」)	kg	千克	14.46 <sup>21</sup>	7.28	4.97

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

### 噪聲管理

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

### 空氣排放

老恒和業務營運所產生的空氣主要排放物種類列示如下，我們認為這些排放物不會對環境構成重大的負面影響。

氮氧化物(NO<sub>x</sub>)、硫氧化物(SO<sub>x</sub>)和顆粒物(PM)的排放數據如下：

老恒和將持續改進其內部數據收集機制，以便在未來幾年內全面披露。

<sup>19</sup> Only emissions from petrol, diesel consumption and LPG of mobile sources are covered. The calculation method of the corresponding air emission assessment figures and the emission factors used in the calculation are based on “How to Prepare an ESG Report” and its attachment “Appendix C2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange of Hong Kong and “Technical Guide for Air Pollutant Emission Inventory for On-road Vehicles (Trial Implementation)” issued by the Ministry of Ecology and Environment of People’s Republic of China.

<sup>20</sup> Since the Group has updated the calculation method of air emissions from forklifts in the factory during the reporting period, the air emission data for FY2022 has been restated; NO<sub>x</sub> and PM emissions have increased by approximately 99.25 kg and 6.05 kg respectively, whilst SO<sub>x</sub> emission has decreased by approximately 0.09kg.

<sup>21</sup> Since the Group has updated the calculation method of air emissions from forklifts in the factory during the reporting period, the NO<sub>x</sub> and PM emission data for FY2021 has been restated; NO<sub>x</sub> and PM emissions have increased by approximately 202.60 kg and 12.46 kg respectively.

<sup>19</sup> 僅涵蓋汽油、柴油及液化石油氣移動消耗產生的排放。相應的空氣排放物評估數字的計算方法及用於計算的排放因子根據香港聯合交易所發佈之《如何編備環境、社會及管治報告》及其附件《附錄C2：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部發佈之《道路機動車大氣污染物排放清單編制技術指南（試行）》。

<sup>20</sup> 由於本集團於報告期間已更新廠區叉車空氣排放物計算方式，故二零二二年的空氣排放物數據已重列；氮氧化物及顆粒物分別增加約99.25千克及6.05千克，而硫氧化物則減少約0.09千克。

<sup>21</sup> 由於本集團於報告期間已更新廠區叉車空氣排放物計算方式，故二零二一年的氮氧化物及顆粒物排放數據已重列；氮氧化物及顆粒物分別增加約202.60千克及12.46千克。

## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

#### • **Measures undertaken to reduce emissions and wastes**

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

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

#### • **已採取措施減少排放及廢棄物**

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

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

### ENVIRONMENTAL COMPLIANCE

During the FY2023, Lao Heng He was not aware of any significant non-compliance issues regarding emission, noise, waste disposal, and sewage discharge. We believe that the emissions, disposed wastes, and discharged sewage during our business operation do not pose material impact to the surrounding environment. To avoid any occurrences of non-compliance in the future, we will continue upholding our environmental awareness.

### 環境合規

於二零二三財政年度期間，老恒和並無接獲任何通知有關排放、噪音、廢物處置和污水排放的違規事宜。本集團認為在我們的業務營運期間的排放、廢棄物處置及污水排放並不對周邊環境造成重大影響。為避免日後出現任何違規行為，我們將繼續秉持環保意識。

### ENVIRONMENTAL IMPACTS FROM OUR OPERATIONS AND MITIGATION MEASURES

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

### 我們營運產生的環境影響及緩解措施

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



# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

During the FY2023, to the best of the Directors' knowledge, no complaint has been received by the Group from its customers or other parties in respect of environmental protection issues and has not experienced any material environmental incidents arising from its business operations. During the reporting period, Lao Heng He has not been subject to any material administrative penalties or penalties that have adversely affected its operations due to violations of environmental laws or regulations.

### CLIMATE CHANGE

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

The Group plans to respond to the local government's initiative and follow the emission reduction requirements of the local government. Our target is to reduce greenhouse gas emissions by 10% by 2026 and 20% by 2036, and ensure that the Group's greenhouse gas emissions comply with local requirements by 2030. Lao Heng He expects to achieve carbon neutrality in PRC by 2060 and we are committed to improving energy efficiency continuously, applying our expertise to improve production efficiency and maintaining efficient management support to safeguard the Group's reputation. Our business strategy is aligned with SDG 13 by addressing climate change.

於二零二三財政年度期間，據董事所知，本集團並無從其客戶或其他人士獲悉任何與環保問題有關之任何投訴，及並無經歷任何由其營運引起之重大環境事故。於報告期間，老恒和一概無因違反環境法律或法規而受到對其營運造成不利影響之重大行政處罰或懲處。

### 氣候變化

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

本集團計劃響應當地政府的倡議，並遵循當地政府的減排要求。我們的目標乃於2026年將溫室氣體排放量減少10%，到2036年減少20%，並確保集團的溫室氣體排放量在2030年或之前符合當地要求。老恒和期望能於2060年在中國地區實現碳中和。我們致力於不斷提高能源效率，運用專業知識提高生產效率並維持高效的管理支持，以維護本集團的聲譽。我們的業務戰略通過應對氣候變化與可持續發展目標13保持一致。



## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

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

- Total amount of energy consumption, broken down by energy type;
- Intensity of total energy consumption based on revenue;
- Scope 1, 2 and 3 of GHG emissions; and
- GHG emissions intensity based on revenue

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

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

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

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

- 能源消耗總量，並細分為能源類別披露；
- 以收入計算的能源消耗密度；
- 範圍一、範圍二及範圍三的溫室氣體排放；及
- 以收入計算的溫室氣體排放密度

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

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

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





## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

Based on the Group's business nature, we have identified the following parameters that are most relevant to our operations and parameters that will be affected by the scenario analysis results.

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

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



# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

According to the prediction of the International Energy Agency (“IEA”), if the “dual carbon” goal is achieved, under the low-carbon emission scenario (global temperature increase of 1.5–2°C), it is assumed that the carbon price of developed economies may reach 75 USD to 100 USD per tonne by 2030 and USD250 per tonne by 2050. Lao Heng He will gradually increase the use of renewable energy, and it is expected that electric vehicles will become the mainstream of global vehicles by 2060. In future, most of the vehicles owned by the Group will be transformed to electric vehicles, and new energy electric vehicle charging pile facilities will be installed within the Group to encourage employees to use new energy electric vehicles for travel.

In a high-carbon emissions scenario (where global temperature rises above 4°C), it is assumed that markets will not establish a carbon price or tax and the frequency of extreme weather will increase significantly. Rising mean sea levels and extreme weather will increase the frequency of flooding. To cope with related climate change conditions, the Group has assessed the flood risks associated with its property portfolio.

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

按照國際能源署的推算，如果達成「雙碳」目標，在低碳排放情景下（全球氣溫升高攝氏1.5–2度），假設到2030年和2050年發達經濟體的碳價格可能分別達到平均75至100美元／噸和250美元／噸。老恒和將逐步增加可再生能源的使用，預計到2060年，電動汽車將成為全球汽車主流。未來，本集團擁有的大部分汽車將轉為電動汽車，並將於本集團範圍安裝新能源電動汽車充電樁設施，藉此鼓勵員工使用新能源電動汽車出行。

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

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

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

# 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

## 5. 和以自然，綠色發展

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



## 5. PURSUING ENVIRONMENTAL HARMONY AND GREEN DEVELOPMENT

### 5. 和以自然，綠色發展

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

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

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

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

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

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

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

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

## 6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

### 6. 和以歸善，恆情有義

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

#### CULTURAL HERITAGE

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

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

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

#### 文化傳承

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

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



## 6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

### 6. 和以歸善，恆情有義



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

In 2023, in view of the fact that the control of the COVID-19 epidemic has been fully relaxed, Lao Heng He has continued to uphold the local traditional culture and held the “Dajiangyou” activity again to let the public to recall the warm moments when helping mothers bringing soy sauce bottles to the street to collect soy sauce in old days and even many of the new generation have never learn about Dajiangyou. In view of such situation, we are also willing to provide opportunities for these future pillars of the society, so that they can experience the life of their elders in the past. The Group’s products participating in the profit sharing activity include cooking wine, yellow wine, soy sauce, rice vinegar, fermented bean curd, soybean paste, sesame oil, oyster sauce, hot pot ingredients and a series of other products. The Group has increased discounts to return favour to those who have always supported us. We hope that the success of this event not only allows the public to know more about us, but also willing to promote the reputation and influence of the brand of Lao Heng He locally as a result.

二零二三年，鑒於新冠肺炎疫情管控已全面放開，老恒和繼續秉承當地傳統文化並再次舉辦「打醬油」活動，讓大眾能重溫從前提著醬油瓶替媽媽上街打醬油的溫馨時光，而年輕的新一代當中甚至有許多是從未接觸過打醬油的，有見及此我們亦樂意為這些未來的社會主人翁提供機會，讓他們能親身體驗長輩從前的生活點滴。本集團藉此參加讓利活動的產品包括料酒、黃酒、醬油、米醋、腐乳、黃豆醬、芝麻油、蠔油、火鍋料等一系列產品並加大優惠力度以回饋一直以來支持我們的民眾。是次活動的成功，除了讓大眾更瞭解我們的同時，亦希望藉此將老恒和品牌的口碑以及其影響力在當地宣傳。



## 6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

### 6. 和以歸善，恆情有義



“520 Love at First Sight” Lao Heng He — Culture of sauce — I am the Little Intangible Heritage Inheritor” event  
「520一見鍾情」老恒和 — 醬的文化我是小小非遺傳承人」活動

According to historical records, soy sauce evolved from “sauce”, and China was the first country in the world to manufacture and eat with sauce. Soy sauce not only builds the taste foundation of China, but also connects time and space with its unique taste: it not only carries thousands of years of civilization, but also travels on the tip of the public’s tongue, becoming an authentic taste that people are always pursuing but close at hand.

根據歷史資料記載，醬油從「醬」演變而來，中國是世界上最先製造和食用醬的國家。醬油，不僅構建了華夏的味覺基礎，也以獨特的滋味溝通時空：既承載著千年文明，更游走於大眾的舌尖，成為人們永遠追尋又近在咫尺的地道之味。

The Huyun Yaju (湖韻雅居) Community and Lao Heng He jointly organised this special theme event, and sincerely invited Lao Heng He, the inheritor of ancient soy sauce brewing, to share about the history of sauce and visit Lao Heng He’s drying yard. By studying the history and culture of sauce, we can appreciate the resilience and wisdom of the Chinese people when struggling to survive in difficult situations, and thereby inherit Chinese culture.

湖韻雅居社區聯合老恒和共同組織開展此專題活動，誠邀老恒和古法醬油釀造傳承人講述醬的歷史，並參觀老恒和曬場。通過學習醬的歷史文化，感悟中華人民在艱難處境中掙扎求存的韌性和聰明智慧，藉此傳承中華文化。



## 6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

### 6. 和以歸善，恆情有義



#### Lao Heng He — Exhibition of Famous and Excellent Products from Zhejiang and Macau 老恒和 — 浙澳名優品展

In 2023, in order to further strengthen exchanges and cooperation between Zhejiang and the Macau Special Administrative Region in economic, trade, cultural and other fields, and promote mutual benefit and win-win results between the two places, the Zhejiang Provincial Department of Commerce (浙江省商務廳) has held the “Zhejiang Time-honoured Brands (Macau) Premium Products Exhibition and Zhejiang and Macau Famous and Excellent Products Exhibition (浙江老字號(澳門)精品展暨浙澳名優品展)” during the 2023 Hong Kong, Macau and Zhejiang Week (2023港澳·浙江周) Event. By utilising Zhejiang time-honoured brands as an important carrier, and Macau as an important window to promote Zhejiang products and time-honoured brand culture into Portuguese-speaking countries. As a time-honoured Chinese brand, Lao Heng He was invited to participate in the three-day exhibition “Inheriting a century-old brand and integrating Zhejiang and Macau into the future — 2023 Zhejiang Time-honoured Brands (Macau) Premium Product Exhibition and Zhejiang and Macau Famous and Excellent Products Exhibition (傳承百年老字號 浙澳共融向未來 — 2023浙江老字號(澳門)精品展暨浙澳名優品展)”. Through this event, we have established a good foundation for the next step of implementing the Group’s future development goals of “rooting in the Yangtze River Delta Economic Zone, dispersing and rooting deeply throughout China, and leading the brand towards the world (立足扎根長三角，輻射根深全中國，品牌走向全世界)”, so that the Lao Heng He brand will gradually spread around the world, and let the places where Chinese people live around the world can gain access to the products of Lao Heng He.

二零二三年，為進一步加強浙江與澳門特別行政區在經貿、文化等多領域的交流合作，促進兩地之間的互惠共贏，浙江省商務廳於2023港澳·浙江周活動期間舉辦「浙江老字號(澳門)精品展暨浙澳名優品展」，善用浙江老字號為重要載體，以澳門為重要窗口，推動浙江產品和老字號文化走進葡語國家。作為中華老字號的老恒和受邀參加「傳承百年老字號浙澳共融向未來 — 2023浙江老字號(澳門)精品展暨浙澳名優品展」為期三天的展會。通過是次活動為下步落實本集團未來發展目標「立足扎根長三角，輻射根深全中國，品牌走向全世界」奠定良好基礎，使老恒和品牌逐步走向世界，讓世界有華人的地方就有老恒和的產品。





## 6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

### 6. 和以歸善，恆情有義

#### CONTRIBUTION TO SOCIETY

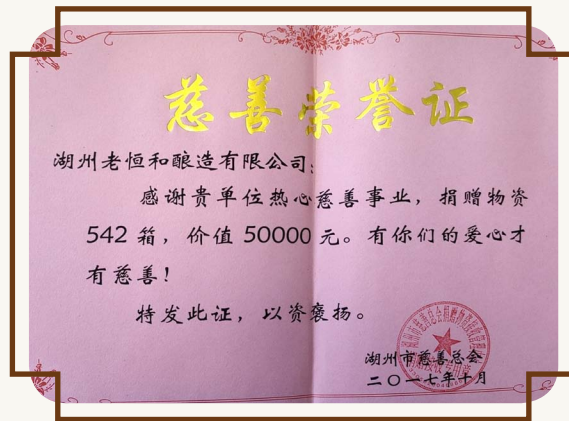
Lao Heng He understands that the development of an enterprise is closely related to the connection and interaction of the surrounding communities and helps the surrounding communities to the best of its ability. During the reporting period, we have donated RMB3,000 and RMB50,000 supplies to Huzhou Charity Federation (湖州市慈善總會) in late-2023. Also, the Group has donated RMB1,134 to the Changxing Charity Federation (長興慈善總會), RMB10,000 to the event of China Glorious Tibet Career Campaign (中國光彩事業西藏行), RMB30,000 as flood subvention donation and RMB40,000 to the Common Wealth Fund of the Lincheng town (林城鎮共富基金) for charity purpose during the reporting period. In addition, Lao Heng He has also established a supermarket charity counter, aiming to promote products while allowing related proceeds to assist those in need. On the other hand, the Group also contributed to the “10th Huzhou City Sports Games and Urban Orienteering Competition (湖州市第十屆運動會暨城市定向賽)”, and became one of the units that has been acknowledged in the event.

#### 回報社會

老恒和深知企業的發展與周邊社區的聯繫和互動息息相關，為周邊社區提供力所能及的幫助。報告期間，我們於二零二三年末，向湖州市慈善總會分別捐贈3,000元及價值50,000元的物資。另外，本集團於報告期間已捐贈1,134元予長興慈善總會；10,000元予中國光彩事業西藏行；30,000元作為洪災補助捐贈及40,000元予林城鎮共富基金作慈善用途。此外，老恒和亦成立慈善超市愛心專櫃，旨在推廣產品的同時能讓相關收益援助有需要人士。另一方面，本集團亦為湖州市第十屆運動會暨城市定向賽略儘綿力，並成為該盛事的鳴謝單位之一。



◆ Lao Heng He supermarket charity counter  
老恒和慈善超市愛心專櫃



◆ Received “Charity Certificate of Honour” after agreeing to donate products and materials for five years  
協議五年捐贈產品物資而獲發「慈善榮譽證」



## 6. PERFORMING GOOD DEEDS WITH PASSION AND RIGHTEOUSNESS

### 6. 和以歸善，恆情有義



◆ 10th Huzhou City Sports Games and Urban Orienteering Competition  
湖州市第十屆運動會暨城市定向賽



◆ One of the units that has been acknowledged in the 10th Huzhou City Sports Games and Urban Orienteering Competition  
湖州市第十屆運動會暨城市定向賽鳴謝單位

The Group contributes to the SDG through diverse community engagement:

該集團通過多元化的社區參與為以下可持續發展目標作出貢獻：



# LIST OF LAWS AND REGULATIONS<sup>22</sup>

## 法律法規遵守列表<sup>22</sup>

### External laws and regulations

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

### 外部法律法規：

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

<sup>22</sup> The English translation of Chinese names or words in this Report, where indicated, are included for information purpose only, and should not be regarded as its official English translation of such Chinese names or words.

<sup>22</sup> 本報告中的中文名稱或詞彙的英文翻譯僅供參考，不應被視為該中文名稱或詞彙的官方英文翻譯。

# LIST OF LAWS AND REGULATIONS<sup>22</sup>

## 法律法規遵守列表<sup>22</sup>

Internal policy:	內部政策：
Environmental Health and Safety Accident Reporting and Investigation Management Procedures	《EHS事故報告和調查管理程序》
Code of Practice for Lao Heng He Salesmen	《老恒和銷售人員操作守則》
Anti-corruption and Whistle-blowing System	《反舞弊與舉報制度》
Management System for Business Secrets	《商業秘密管理制度》
Management System for Secret Protection	《保密工作管理制度》
Customer Complaint Handling Procedures	《客戶投訴處理程序》
Zhejiang Rose Rice Vinegar	《浙江玫瑰米醋》
Internal Control Standards for Yellow Wine Products	《黃酒類產品檢測內控標準》
Internal Control Standards for Soy Sauce Products	《醬油類產品檢測內控標準》
Internal Control Standards for Rice Vinegar Products	《米醋類產品檢測內控標準》
Microbial Control Requirements	《微生物控制要求》
Position Responsibility System	《崗位責任制度》
Hygiene Management System	《衛生管理制度》
Pest Control System	《蟲害控制制度》
System for Utilization of Toxic and Hazardous Chemicals	《有毒有害化學品使用制度》
Equipment Management System	《設備管理制度》
Infrastructure and Maintenance Control Procedures	《基礎設施和維護方案控制程序》
Equipment Overhaul Procedures	《檢修設備程序》
Fixed Assets Management System (Trial)	《固定資產管理制度(試行)》
List of Approved Suppliers	《合格供應商名錄》
Management System for Non-conforming Products	《不合格品管理制度》
Control Procedures for Corrective and Preventive Measures	《不符合及糾正措施控制程序》
Cereal-based Brewed Cooking Wine	《穀物釀造料酒》
General Principles of Quality for Healthy Condiments	《健康調味品質量通則》
Unsafe Food Recall Management System	《不安全食品召回管理制度》
Customer Complaint Handling Procedures	《顧客投訴處理程序》
Regulations on Management of Human Resources	《人力資源管理規定》
Control Procedures on Human Resources	《人力資源控制程序》
Procedures on Recruitment, Employment and Dismissal	《招聘、錄用、解聘程序》
Dismissal Policy	《解僱政策》
Remuneration Plan of the Company	《公司薪酬計劃》
Remuneration and Compensation Policy	《薪酬及補償政策》
Human Resources Labour Contract Management System (Trial)	《人事勞動合同管理制度(試行)》
Management Measures for Attendance with Leave Application and Cancellation Request (Trial)	《考勤、請銷假管理辦法(試行)》
Business Trip Reimbursement Standards (Trial)	《出差報銷標準(試行)》
Employee Performance Management System	《員工績效管理制度》
Employee Working Protocol (Trial)	《員工工作守則(試行)》
Measures for the Management of Labour Dispatch Personnel (Trial)	《勞務派遣人員管理辦法(試行)》
Retirement and Re-employment Labour Service Agreement	《退休返聘勞務協議》
Regulations on Monitoring and Classification of Occupational Hazards of the Company	《公司職業危害因素監測及分級管理規定》
Occupational Health Medical Examination System	《職業健康體檢制度》
Employees' Handbook	《員工手冊》
Fire Responsibility Statement	《消防責任書》
Sales Management Mechanism (Trial)	《銷售管理辦法(試行)》
Contingency Preparation Procedures in Response to Emergencies	《應急準備、響應控制程序》

# LIST OF LAWS AND REGULATIONS<sup>22</sup>

## 法律法規遵守列表<sup>22</sup>

Training Management System	《培訓管理制度》
Management Measures on Incentive Promotion	《激勵晉升管理辦法》
Remuneration and Compensation Policy	《薪酬及補償政策》
Distributor Management Manual	《經銷商管理手冊》
Product Catalog Brochure	《產品目錄手冊》
Supplier Management Procedures	《供應商管理程序》
Supplier Management System	《供應商管理制度》
Procurement Contract Management System	《採購合同管理制度》
Procurement Management Mechanism (Trial)	《採購管理辦法(試行)》
Procurement Tendering Procedure and Management System (Trial)	《採購招標流程及管理制(試行)》
Environmental Protection and Management System	《環境保護管理制度》
Control Protocol of Resources and Energy	《資源能源控制規程》
Guiding Manual on Water and Electricity Conservation	《節約水、電管作業指導書》
Guiding Manual of Energy Conservation and Consumption Reduction	《節能降耗管理作業指導書》
Wastewater Discharge Control System	《廢水排放控制制度》
Operation Guidelines on Wastewater Treatment	《廢水處理作業指導書》
Measures for the Prevention and Control of Sewage, Waste Gas and Noise Pollution	《廢水、廢氣、噪聲污染防治管理辦法》
Waste Management Control Procedure	《廢棄物管理控制程序》
Operation Guidelines on Classification, Collection and Disposal of Wastes	《廢棄物分類收集、處理作業指導書》
Operation Guidelines on Collection and Disposal of Chemical Wastes and Containers, Waste Oils and Sludge	《廢化學品液及容器、廢油及廢泥收集與處理作業指導書》



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## 可持續發展目標內容索引

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No poverty 	End poverty in all its forms everywhere	Committed to maintaining a responsible corporate image and caring for vulnerable social groups	Lao Heng He understands that as a responsible company, it should care about the communities where it operates and extend a helping hand to vulnerable groups. During the reporting period, we have made monetary and material donations to the Huzhou Charity Federation. Moreover, Lao Heng He also set up love and caring counter in charity supermarket, aiming to promote products while enabling relevant income to help the needy. For details, please refer to the section "Contribution to Society" in this report.
無貧窮 	在全世界消除一切形式的貧困	致力維持負責任的企業形象並關懷弱勢社會群體	老恒和深明自身作為一家負責任的企業，理應關懷其營運所屬社區並對弱勢群體伸出援手。報告期間，我們已向湖州市慈善總會作出金錢及物資捐贈。此外，老恒和亦成立慈善超市愛心專櫃，旨在推廣產品的同時能讓相關收益援助有需要人士。詳情可參閱本報告中「回報社會」一節。



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

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





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



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



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



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



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<p>Decent work and economic growth</p> 	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Pursue zero occupational fatalities and avoid work-related injuries</p>	<p>Lao Heng He has formulated a series of internal policies related to health and safety, as well as reviewed and improved the normative content in accordance with applicable laws and regulations, including but not limited to occupational hazard identification monitoring, medical examination system, etc. During the reporting period, we successfully achieved zero work-related fatalities and recorded 13 work-related injuries. In addition, our occupational health and safety management system has been accredited and under constant review according to the ISO 45001 Occupational Health and Safety Management System certification during the reporting period. For details, please refer to the section "Health and Safety" of this report.</p>
<p>體面工作和經濟增長</p> 	<p>促進持久、包容性和可持續的經濟增長，充分的生產性就業和所有人獲得體面工作</p>	<p>爭取零因工亡故個案及盡可能減少工傷個案</p>	<p>老恒和已制定一系列與健康及安全相關的內部政策，並根據適用的法律法規檢討並完善規範內容，當中包括但不限於職業危害識別監測、體檢制度等。於報告期間，我們成功達成零因工亡故個案及13起工傷個案。另外，我們的職業健康安全管理系統已於報告期間通過並繼續持有ISO 45001職業健康安全管理體系認證。詳情可參閱本報告中「健康與安全」一節。</p>



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



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## 可持續發展目標內容索引

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



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## 可持續發展目標內容索引

SDGs 可持續發展目標	SDG Target 可持續發展目標的目的	Lao Heng He's objectives 老恒和的目標	Lao Heng He's actions and progress 老恒和的行動與進度
Sustainable cities and communities  	Make cities and human settlements inclusive, safe, resilient and sustainable	Ensure sustainable living conditions by gradually cutting down the proportion of waste generated from Projects and to mitigate the impacts caused to the environment as well as being committed to protecting and defending the world's cultural and natural heritage and ensure to provide safe, inclusive, accessible and green public spaces for all	Lao Heng He has embraced sustainability as the fundament of its business strategy to enhance the competitiveness of the company and its business. Our management systems have been accredited and under constant review according to relevant International Standards ISO14001 Environmental Management System and ISO45000 Occupational Health and Safety Management System to keep abreast of the market. Also, we have established waste management policies to provide guidance and standards on waste handling, to manage waste handling from operations, so as to minimize impact to the environment. Please refer to the section headed "Solid Waste Management" for details. In addition, as the epidemic eases, Lao Heng He has continued to uphold the local traditional culture and held the "Dajiangyou" activity again. Apart from the activity, a series of products have been promoted by discounted sales and larger discounts were given to thank the continuous support of the public. Through this activity, the Group hopes to let our new generation to have more understanding about traditional culture and build up a sustainable community through traditional culture. In addition, in order to encourage the further integration of sustainable development into corporate culture, we also have barrier-free facilities for those in need.



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## 可持續發展目標內容索引

SDGs	SDG Target	Lao Heng He's objectives	Lao Heng He's actions and progress
可持續發展目標	可持續發展目標的目的	老恒和的目標	老恒和的行動與進度
可持續城市及社區 	建設包容、安全、有抵禦災害能力和可持續的城市和人類住區	透過減少廢棄物產生確保城市及市區的可持續性及盡力減輕對環境的影響並致力保護和捍衛世界文化和自然遺產及盡力為所有人提供安全、包容、無障礙及綠色的公共空間	老恒和熱衷於將可持續發展理念融入管治方針以維持競爭力。我們的環境管理系統及職業健康安全系統已於報告期間分別通過並繼續持有ISO 14001環境管理體系認證及ISO 45000職業健康安全系統認證。此外，本集團亦有就廢棄物處理制定一系列的管理政策以規範由營運所產生的各類廢棄物處理從而確保環境受影響的程度能降至最低。詳情可參閱本報告中「固體廢棄物管理」一節。另外，鑒於新冠肺炎疫情管控已全面放開，老恒和繼續秉承當地傳統文化，於二零二三年再次舉辦「打醬油」活動。是次活動除了醬油以外更將一系列產品加入了讓利活動並加大優惠力度以回饋一直以來支持我們的民眾。本集團希望藉是次活動讓我們的新一代能學習傳統文化的同時，亦能理解傳統文化傳承對建立可持續社區的重要性。此外，為鼓勵促進可持續發展進一步融入企業文化，我們亦設有無障礙設施供有需要人士使用。



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



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## 可持續發展目標內容索引

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



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

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



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



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SDGs 可持續發展目標	SDG Target 可持續發展目標的目的	Lao Heng He's objectives 老恒和的目標	Lao Heng He's actions and progress 老恒和的行動與進度
Partnership for the goals  	Enhance on enforcements, re-establish global sustainable development partnership	Strive to maintain support to the Group's industry, forge ahead towards sustainable development goals	Since 2018, Lao Heng He has been actively participating in the formulation of the association standards for "Cereal-based Brewed Cooking Wine《穀物釀造料酒》" of the China Alcoholic Drinks Association, and has finished drawing up the related documents. Since the announcement of the association standards for "Cereal-based Brewed Cooking Wine《穀物釀造料酒》" in 2019, the cooking wine industry has transformed from price competition to quality competition, and promoted the transformation of formulated cooking wine production enterprises to produce cereal brewed cooking wine, leading the industry to develop towards high-quality. Looking ahead, if there is any relevant new standard introduced in the future, as the leading brand in the cooking wine industry, Lao Heng He will certainly participate enthusiastically in the related work. For details, please refer to the section "Optimising Quality with Ingenuity" of this report.
促進目標實現的夥伴關係  	加強執行手段，重振可持續發展全球夥伴關係	致力維持對本集團所屬業界提供助力，為邁向可持續發展目標努力推進	自二零一八年起，老恒和積極參與中國酒業協會《穀物釀造料酒》團體標準的制定，並已經完成相關編制。自二零一九年《穀物釀造料酒》團體標準正式發佈後，成功促使料酒行業從價格競爭到品質競爭，而且還將有助於配制料酒生產企業轉型生產穀物釀造料酒，引領行業向高品質發展，滿足消費者對優質健康產品的需求。展望未來，如有相關新標準推行，老恒和作為公司料酒領導品牌，定必積極參與有關工作。詳情可參閱本報告中「匠心品質」一節。

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## 香港聯交所《環境、社會及管治報告指引》內容索引

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備注1)		章節/聲明
<b>A. Environmental</b>		
<b>A. 環境</b>		
<b>Aspect A1 Emissions</b>		
<b>層面 A1：排放物</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 — 排放管理
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 — 排放管理
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 — 排放管理
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 — 排放管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	5. Pursuing Environmental Harmony and Green Development – Discharge Management 5. 和以自然，綠色發展 — 排放管理
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Discharge Management; Climate Change 5. 和以自然，綠色發展 — 排放管理；氣候變化



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Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) (Note 1)		Section/Statement
主要範疇、層面、一般披露、關鍵績效指標(備註1)		章節/聲明
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Discharge Management; Packaging Materials 5. 和以自然，綠色發展 – 排放管理；包裝材料
<b>Aspect A2 Uses of Resources</b> <b>層面A2：資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策。	5. Pursuing Environmental Harmony and Green Development – Resource Optimisation; Energy Management 5. 和以自然，綠色發展 – 資源優化 – 能源管理
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	5. Pursuing Environmental Harmony and Green Development – Energy Management 5. 和以自然，綠色發展 – 能源管理
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	5. Pursuing Environmental Harmony and Green Development – Water Management 5. 和以自然，綠色發展 – 水資源管理
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Energy Management 5. 和以自然，綠色發展 – 能源管理
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	5. Pursuing Environmental Harmony and Green Development – Water Management 5. 和以自然，綠色發展 – 水資源管理
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	5. Pursuing Environmental Harmony and Green Development – Packaging Materials 5. 和以自然，綠色發展 – 包裝材料

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



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## 香港聯交所《環境、社會及管治報告指引》內容索引

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



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



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

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



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



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





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

Note 1: All general disclosures and KPIs under "Subject Area A. Environmental" and "Subject Area B. Social" are "comply or explain" provisions as set out in the ESG Guide.

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



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

Statement of use	Honworld Group Limited has reported with reference to the GRI Standards for the period starting from 1st January 2023 to 31st December 2023.
使用聲明	老恒和釀造有限公司已參考 GRI 準則報導二零二三年一月一日至二零二三年十二月三十一日期間的內容。
GRI 1 used	GRI 1: Foundation 2021
使用的 GRI 1	GRI 1：基礎 2021

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

# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

GRI Disclosure		Notes
揭露項目		位置／備注
<b>GRI 1: General Disclosures 2021</b>		
	Sustainability context	The Report has adopted objective information and authoritative measures on sustainable development to report information about its impacts and report relevant information in relation to sustainable development goals
	永續性的脈絡	本報告採用客觀的永續性信息和權威措施披露其影響及與永續性目標相關的信息
	Timeliness	Consistent Reporting Period is used; The information available is collected after the Reporting Period in a timely manner and meets the requirements under the ESG Guide as set out in Appendix C2 to the Listing Rules of Hong Kong Stock Exchange
	時效性	本報告採用一致的報告期間； 所獲得的信息乃於報告期後及時收集並符合香港聯交所上市規則附錄C2所載ESG指引的要求
	Verifiability	The decision-making process underlying the Group's sustainability reporting enables the examination of the key decision processes; Reliable sources to support calculations have been properly disclosed
	可驗證性	本集團ESG報告所依據的決策過程能夠協助檢視關鍵決策過程； 計算依據的可靠來源已作合適披露
Applicable GRI Sector Standard(s)		N/A
適用的GRI行業準則		不適用



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

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



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

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



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

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



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

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

# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

GRI Disclosure		Location/Notes	
揭露項目		位置／備注	
	2-28	Membership associations	Lao Heng He is currently a member of the China Wine Industry Association (中國酒業協會) and China Zhejiang Food Industry Association (中國浙江省食品工業協會) and has become a member of a total of 20 associations (such as: China Condiment Association (中國調味品協會), Zhejiang Condiment Association (江省調味品協會), Zhejiang Province Century-old Enterprise Association (浙江省老字號企業協會), Huzhou Wine Culture Research Association (湖州酒文化研究會), Huzhou Wine Industry Association (湖州市酒類行業協會), Huzhou Time-honoured Brand Association (湖州市老字號協會), Huzhou High-tech Enterprise Association (湖州市高新技術企業協會), Wuxing District Safe Production Association (吳興區安全生產協會), Huzhou Food Safety Promotion Association (湖州市食品安全促進會), etc.)
	2-28	公協會的會員資格	老恒和目前乃中國酒業協會及中國浙江省食品工業協會的成員並已另外成為合共20個協會(如：中國調味品協會、浙江省調味品協會、浙江省食品工業協會、浙江省老字號企業協會、湖州酒文化研究會、湖州市酒類行業協會、湖州市老字號協會、湖州市高新技術企業協會、吳興區安全生產協會、湖州市食品安全促進會等)的成員
<b>Stakeholder engagement</b> 利害關係人議合	2-29	Approach to stakeholder engagement	Communication with Stakeholders
	2-29	利害關係人議合方針	持份者溝通
	2-30	Collective bargaining agreements	Except for employees who are rehired after retirement, the group agreement covers all employees; Employment Overview
	2-30	團體協約	除退休後復聘用的員工外，團體協約已涵蓋全部員工；僱傭概況





# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

GRI Disclosure			Location/Notes
揭露項目			位置／備注
<b>Material Topics</b> 重大主題			
<b>GRI 3: Material Topics 2021</b> <b>GRI 3：重大主題 2021</b>	3-1	List of material topics	Materiality Assessment; Issues with high materiality as reflected in Materiality Assessment are selected as material topics to be further disclosed, since high materiality issues are issues which both external stakeholders and the Group are concerned of
	3-1	重大主題列表	重要性評估；目前主要選取於重要性評估中被納入高度重要議題的主題予以披露，因該類主題對集團內外部持份者而言皆為重點關注議題
	3-2	Process to determine material topics	Materiality Assessment
	3-2	決定重大主題的流程	重要性評估
	3-3	Management of material topics	Throughout the entire report
	3-3	重大主題管理	貫穿整份報告
<b>GRI 200 Economic topics</b> <b>GRI 200 經濟主題</b>			
<b>Anti-corruption</b> 反貪腐			
<b>GRI 205: Anti-corruption 2016</b> <b>GRI 205：反貪腐 2016</b>	205-1	Operations assessed for risks related to corruption	The Group has conducted corruption risk assessments for 5 operating sites and plans to conduct related risk assessments for another operating site, with a completion rate of 85%. No significant corruption risks identified during the reporting period
	205-1	已進行貪腐風險評估的營運據點	本集團已為5個營運點進行貪腐風險評估並計劃為另一個營運點進行相關風險評估，完成率達85%。於報告期間並無發現重大貪腐風險
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics
	205-2	有關反貪腐政策和程序的溝通及訓練	商業道德
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics
	205-3	已確認的貪腐事件及採取的行動	商業道德

# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

GRI Disclosure			Location/Notes
揭露項目			位置／備注
<b>GRI 300 Environmental topics</b> GRI 300 環境主題			
<b>Materials</b> 物料			
<b>GRI 301: Materials 2016</b> GRI 301 : 物料 2016	301-1	Materials used by weight or volume	Packaging materials
	301-1	所有物料的重量或體積	包裝材料
	301-2	Recycled input materials used	Packaging materials
	301-2	使用回收再利用的物料	包裝材料
	301-3	Reclaimed products and their packaging materials	Packaging materials
	301-3	回收產品及其包材	包裝材料
<b>GRI 400 Social topics</b> GRI 400 社會主題			
<b>Employment</b> 勞僱關係			
<b>GRI 401: Employment 2016</b> GRI 401 : 勞僱關係 2016	401-1	New employee hires and employee turnover	Employment Overview; Employee Retention and Communication with Caring
	401-1	新進員工和離職員工	僱傭概況及善待僱員與關愛溝通
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Retention and Communication with Caring; The Group defines its "significant locations of operation" using criteria such as business materiality, Profit and Cost ratio as well as frequency of communications with external parties
	401-2	提供給全職員工(不包含臨時或兼職員工)的福利	善待僱員與關愛溝通；集團定義其「重要營運據點」的準則分別為按業務重要性、產生盈利費用比例及與外界溝通的頻率
	401-3	Parental leave	Employee Retention and Communication with Caring
	401-3	育嬰假	善待僱員與關愛溝通



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## GRI 永續性報導準則內容索引

GRI Disclosure		Location/Notes	
揭露項目		位置／備注	
<b>Occupational Health and Safety</b> 職業安全衛生			
<b>GRI 403: Occupational Health and Safety 2018</b> <b>GRI 403：職業安全衛生 2018</b>	403-1	Occupational health and safety management system	Health and Safety
	403-1	職業安全衛生管理系統	健康與安全
	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-2	危害辨識、風險評估及事故調查	健康與安全
	403-3	Occupational health services	Health and Safety
	403-3	職業健康服務	健康與安全
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-4	有關職業安全衛生之工作者參與、諮詢與溝通	健康與安全
	403-5	Worker training on occupational health and safety	Health and Safety
	403-5	有關職業安全衛生之工作者訓練	健康與安全
	403-6	Promotion of worker health	Lao Heng He offers annual non-occupational health check for all employees
	403-6	工作者健康促進	老恒和為全體員工提供每年一度的非職業健康體檢
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable
	403-7	預防和減緩與業務關係直接相關聯之職業安全衛生的衝擊	不適用
	403-8	Workers covered by an occupational health and safety management system	Health and Safety; Lao Heng He has no workers who are not employees but whose work and/or workplace is controlled by the Group
403-8	職業安全衛生管理系統所涵蓋之工作者	健康與安全；老恒和並沒有非員工但其工作及／或工作場所受本集團所管控之工作者	

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## GRI 永續性報導準則內容索引

GRI Disclosure		Location/Notes	
揭露項目		位置／備注	
	403-9	Work-related injuries	Health and Safety; to the best of Directors' knowledge, the Group had one serious work-related injury during the reporting period. There were 11 recordable work-related injuries accounting for a recordable work-related injury rate of 203.4. The main types of work-related injuries were injuries caused by falls, bumps, etc., and the affected working hours were 6,892 hours
	403-9	職業傷害	健康與安全；據董事所知，本集團於報告期間有1宗嚴重工傷事宜，可記錄工傷為11宗，可記錄之工傷比率為203.4，主要工傷類型為摔傷、撞傷等，受影響的工作時數為6,892小時
	403-10	Work-related ill health	Health and Safety
	403-10	職業病	健康與安全
<b>Training and Education</b>			
訓練與教育			
<b>GRI 404: Training and Education 2016</b> <b>GRI 404：訓練與教育 2016</b>	404-1	Average hours of training per year per employee	Development and Growth
	404-1	每名員工每年接受訓練的平均時數	發展成長
	404-2	Programs for upgrading employee skills and transition assistance programs	The Group has yet to establish and implement any transition assistance programs during the reporting period for employees who intend to retire. Feasibility of the establishment of the program will be looked into in the future depending on actual circumstances
	404-2	提升員工職能及過渡協助方案	報告期間本集團尚未制定並實施任何針對有意退休員工的過渡協助方案。未來將視實際情況審視制定此方案的可行性。
	404-3	Percentage of employees receiving regular performance and career development reviews	Development and Growth
	404-3	定期接受績效及職業發展檢核的員工百分比	發展成長



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

GRI Disclosure		Location/Notes	
揭露項目		位置／備注	
<b>Diversity and Equal Opportunity</b> 員工多元化與平等機會			
<b>GRI 405: Diversity and Equal Opportunity 2016</b> <b>GRI 405：員工多元化與平等機會 2016</b>	405-1	Diversity of governance bodies and employees	Employment Overview
	405-1	治理單位與員工多元化	僱傭概況
	405-2	Ratio of basic salary and remuneration of women to men	Employment Retention and Communication with Caring
	405-2	女性對男性基本薪資與薪酬的比率	善待僱員與關愛溝通
<b>Non-discrimination</b> 不歧視			
<b>GRI 406: Non-discrimination 2016</b> <b>GRI 406：不歧視 2016</b>	406-1	Incidents of discrimination and corrective actions taken	To the best of Directors' knowledge, the Group was not aware of any incidents of discrimination during the reporting period
	406-1	歧視事件以及組織採取的改善行動	據董事所知，本集團於報告期間並無任何歧視事件。
<b>Customer Health and Safety</b> 顧客健康與安全			
<b>GRI 416: Customer Health and Safety 2016</b> <b>GRI 416：顧客健康與安全 2016</b>	416-1	Assessment of the health and safety impacts of product and service categories	Optimising Quality with Ingenuity
	416-1	評估產品和服務類別對健康和安全的衝擊	匠心品質
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	To the best of Directors' knowledge, the Group was not aware of any incidents of violation of health and safety regulations related to products and services during the reporting period
	416-2	違反有關產品與服務的健康和安全法規之事件	據董事所知，本集團於報告期間並無違反有關產品與服務的健康和安全法規之事件



# GRI CONTENT INDEX

## GRI 永續性報導準則內容索引

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

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

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



# TCFD CONTENT INDEX

## 氣候相關財務揭露內容索引

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

# TCFD CONTENT INDEX

## 氣候相關財務揭露內容索引

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







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