



中國農產品交易

CHINA AGRI-PRODUCTS EXCHANGE

Incorporated in Bermuda with limited liability

於百慕達註冊成立之有限公司

Stock Code 股票代號: 0149

Dedicated to developing Agriculture
Sincere in serving Agriculture

以誠強農 以信惠農

洛陽宏進農副產品國際物流中心

2024

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT

環境、社會
及管治報告



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2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

二零二四年環境、社會及管治報告

ABOUT THIS REPORT

Report Overview

This is the eighth Environmental, Social and Governance Report (the “**ESG Report**” or the “**Report**”) of China Agri-Products Exchange Limited (“**CAP**”, the “**Company**”, together with its subsidiaries, collectively known as the “**Group**” or “**We**”), presenting its ESG performance and efforts made in enhancing sustainability from 1 April 2023 to 31 March 2024 (the “**Reporting Period**”, the “**Year**”, “**2024**”).

Reporting Scope

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

Reporting Framework

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 of the Rules Governing the Listing Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Exchange**”). During the preparation of this Report, the Group applied the reporting principles stipulated in the ESG Reporting Guide as follows:

Materiality: A high priority is given to issues important to the Group and its stakeholders. Throughout the interaction process with internal management, employees and external stakeholders, the Group has identified various material sustainability issues that need to be addressed. The preparation of this Report was based on these material issues. Please refer to the Stakeholder Engagement and Materiality Assessment sections for further details.

Quantitative: Quantitative information is provided so that a measurable target can be set and the ESG performance can be evaluated objectively. Additional clarifications have been added to the quantitative data in this Report to explain any standards, methodologies and conversion factors used in calculating emissions and energy consumption.

Balance: In this Report, the Group provides an unbiased picture of its ESG performance by reviewing and disclosing its achievements, areas for improvement, and plans.

Consistency: This Report’s scope and preparation are substantially consistent with the previous year, and explanations regarding data with a change in the scope of disclosure and calculation methodologies are provided.

關於本報告

報告概要

本報告為中國農產品交易所有限公司（「**中國農產品**」、「**本公司**」，連同其附屬公司統稱「**本集團**」或「**我們**」）第八份環境、社會及管治報告（「**環境、社會及管治報告**」或「**本報告**」），呈列由二零二三年四月一日至二零二四年三月三十一日期間（「**報告期間**」、「**本年度**」、「**二零二四年**」），本集團之環境、社會及管治表現以及其為提高可持續性作出之努力。

報告範圍

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

報告框架

本報告乃根據香港聯合交易所有限公司（「**聯交所**」）主板證券上市規則附錄C2所載的環境、社會及管治報告指引（「**環境、社會及管治報告指引**」）編製。於編製本報告時，本集團應用環境、社會及管治報告指引所訂明的報告原則如下：

重要性：對本集團及其持份者而言屬重要的事宜會優先處理。透過與內部管理層、僱員及外部持份者的互動，本集團已識別多項需要解決的重要可持續發展問題。本報告的編製乃基於該等重要議題。有關進一步詳情，請參閱持份者參與及重要性評估章節。

量化：本集團提供量化資料，以便制定可計量目標，並客觀評估環境、社會及管治表現。本報告的量化數據已加入補充說明，以解釋計算排放量及能源消耗時使用的任何標準、方法及轉換因素。

平衡：於本報告中，本集團透過審閱及披露取得的成果、有待改進領域及計劃，不偏不倚地呈報其環境、社會及管治表現。

一致性：本報告的範圍及編製與上一年度基本一致，並提供了披露範圍及計算方法變更的數據說明。

Forward-looking Statements

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

Feedback

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

Address: Suite 3202, 32/F, Skyline Tower, 39 Wang Kwong Road,
Kowloon Bay, Kowloon, Hong Kong
Tel: (852) 2312 8288
Fax: (852) 2312 8148
E-mail: pr@cnagri-products.com
Website: <http://www.cnagri-products.com/>

前瞻性陳述

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

反饋

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

地址：香港九龍九龍灣宏光道39號宏天廣場
32樓3202室
電話：(852) 2312 8288
傳真：(852) 2312 8148
電郵： pr@cnagri-products.com
網站： <http://www.cnagri-products.com/>

SUSTAINABILITY ACHIEVEMENTS HIGHLIGHTS

可持續發展成就摘要

TO BUILD A GREEN AND SUSTAINABLE PLANET

共建綠色及可持續的地球

Through our waste management measures, we have reduced 220,824 tonnes of Sewage Discharge.
通過廢棄物管理措施，我們實現了220,824噸污水的減排。

TO FOSTER A VITAL AND SUPPORTIVE WORKPLACE

營造有活力及互助的工作環境

Among our 1,048 employees, more than 40% are women.
We provided around 2,307 hours of safety training.
我們逾1,048名員工中，女性比例佔超過4成。
我們為員工提供了約2,307小時的安全培訓。

TO ACHIEVE A RESPONSIBLE AND EXCELLENT OPERATION

實現負責任的卓越運營

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

TO BUILD A RESILIENT AND INCLUSIVE COMMUNITY

建造有韌性及共融的社區

We invested approximately HKD3,244,109 in public welfare areas for community development.
我們在社區發展的公益領域投入約3,244,109港元。

SUSTAINABILITY AT CAP

Our Mission

As a pioneer in the wholesale agricultural produce exchange market, we prioritise the integration of sustainable development principles into our corporate policies and business strategies. We recognise the interconnectedness between environmental, social, and governance factors and the success of our operations. We acknowledge the significant impact of climate change towards our industry and are dedicated to addressing related risks and opportunities.

Our overarching goal is to transform into a sustainable corporation that contributes to the well-being of both people and the planet. We understand that achieving this objective requires a holistic approach that considers the long-term interests of all stakeholders. By aligning our business practices with sustainability principles, we aim to create a positive impact on the environment, promote social responsibility, and uphold high standards of governance.

Through our operations, we aspire to shape a better future by actively participating in initiatives that drive positive change in the agricultural sector. By embracing sustainability as a core value, we aim to inspire and lead others towards a more sustainable and resilient future.

中國農產品的可持續發展

我們的使命

作為農產品批發交易市場的先驅，我們優先將可持續發展原則納入我們的企業政策及業務策略。我們認識到環境、社會及管治因素與我們的營運成功之間的相互關聯性。我們承認氣候變遷對我們行業的重大影響，並致力於應對相關風險及機遇。

我們的首要目標是轉型為一間可持續發展的公司，為人類及地球的福祉作出貢獻。我們知道，實現此目標需要採取全面的方針，考慮所有持份者的長期利益。透過使我們的業務實踐與可持續發展原則保持一致，我們旨在為環境帶來正面影響、推廣社會責任，並堅持高標準管治。

透過我們的營運，我們渴望透過積極參與推動農業領域積極變革的舉措來塑造煥然一新的未來。透過將可持續發展作為核心價值觀，我們的目標是激勵並引導他人邁向更具可持續性及韌性的未來。



Sustainability Strategies and Management

CAP has exhibited sustainable development by aligning our efforts with United Nations' sustainable Development Goals ("SDGs"). By integrating the principles and targets of the SDGs into our business practices, we aim to contribute to the global agenda of creating a more equitable, inclusive, and environmentally responsible world.

可持續發展策略及管理

中國農產品透過將我們的付出與聯合國可持續發展目標（「SDG」）結合起來，展現出可持續發展。透過將可持續發展目標的原則及目標融入我們的業務實踐，本公司旨在為創建一個更公平、包容並對環境負責的世界的全球議程作出貢獻。

Below are the SDGs, Appendix C2 and the relevant material ESG topics in the environment chapter:

以下為環境章節所述可持續發展目標、附錄C2及相關重大環境、社會及管治議題：



Below are the SDGs, Appendix C2 and the relevant material ESG topics in the Social chapter:

以下為環境章節所述可持續發展目標、附錄C2及相關重大環境、社會及管治議題：



ESG GOVERNANCE STRUCTURE

The Board of directors (“the Board”) of the Group holds the ultimate responsibility for ESG matters, serving as the highest decision-making body. It assumes full accountability for the Company’s ESG strategies and reporting, as well as monitoring ESG-related aspects that may impact the Company’s business, operations, shareholders, and other stakeholders. The Safety, Health, Environment, and ESG Committee, established under the Board, is entrusted with overseeing the commitment and performance of key ESG issues. It reports to the Board to ensure the seamless integration of ESG principles with the Company’s overall strategy.

環境、社會及管治治理架構

本集團董事會（「董事會」）作為最高決策機構，對環境、社會及管治事務肩負最終責任。董事會對本公司的環境、社會及管治策略和報告承擔全部責任，並對可能影響本公司業務、營運、股東及其他持份者的環境、社會及管治相關層面進行監控。董事會下設安全、健康、環境與環境、社會及管治委員會，負責監督關鍵環境、社會及管治議題的承諾及執行情況。該委員會向董事會報告，以確保將環境、社會及管治原則與本公司的整體策略無縫整合。



The Board Statement

The Board oversees all ESG issues of the Group. The Group places significant emphasis on ESG governance and continually enhances its ESG governance system. Regular analysis and assessment of material ESG issues, as well as identification of ESG risks are conducted based on internal and external developmental environments, along with stakeholder communications. The Board carefully considers and determines the list of material ESG issues and ESG risks, making them a focal point for management and supervision. The integration of ESG principles into the Company's development strategy and their implementation in production, operations, and management activities are ensured, aiming to foster the Company's economic growth, social equity, and environmental sustainability.

The Board is responsible for the Group's ESG development strategies and receives regular reporting from the ESG Committee. In addition to discussing and evaluating ESG risks and opportunities, the Board periodically monitors the ESG performance in addressing these risks and opportunities.

The ESG Committee comprises the core representatives from key responsible departments to facilitate the Board's oversight of ESG issues. At the operational level, the ESG Committee is responsible for monitoring compliance with applicable laws and regulations. Among their responsibilities, it is providing the Board with a briefing on the ESG-related targets, strategies, initiatives and validating the material ESG issues. Members of the ESG Committee track the progress of ESG performance and provide regular updates to the Board for evaluation and revision as necessary.

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

STAKEHOLDER ENGAGEMENT

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

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

董事會聲明

董事會監督本集團的所有環境、社會及管治議題。本集團非常重視環境、社會及管治治理，並不斷加強環境、社會及管治治理體系。根據內部及外部發展環境以及與持份者的溝通情況，我們定期對重大環境、社會及管治議題進行分析和評估，並識別環境、社會及管治風險。董事會審慎考慮並確定重大環境、社會及管治議題和環境、社會及管治風險清單，並將其作為管理及監督的重點。我們確保將環境、社會及管治原則納入本公司的發展戰略，並在生產、營運及管理活動中加以落實，從而促進本公司的經濟增長、社會公平及環境的可持續發展。

董事會負責本集團的環境、社會及管治的發展策略，並接收環境、社會及管治委員會的定期報告。除討論及評估環境、社會及管治風險及機遇外，董事會定期監察環境、社會及管治表現，以應對該等風險及機遇。

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

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

持份者參與

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

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

Major Stakeholders 主要持份者	Engagement Channels 參與渠道	Expectations 期望
Investors and Shareholders 投資者及股東	<ul style="list-style-type: none"> Annual General Meeting 股東大會 Financial Report 財務報告 Announcements and Circulars 公告及通函 Company Website 公司網站 	<ul style="list-style-type: none"> Compliant Operation 合規經營 Information Disclosure 資料披露 Financial Performance 財務表現 Corporate Governance 企業管治
Customers 客戶	<ul style="list-style-type: none"> Company Website 公司網站 Annual Reports and Announcements 年報及公告 Hotline and Emails 熱線及電郵 Social Media Platforms 社交媒體平台 	<ul style="list-style-type: none"> Quality Services 優質服務 Product Responsibility 產品責任 Business Ethics 商業道德 Privacy Protection 私隱保護 Seamless Communication 順暢溝通
Suppliers 供應商	<ul style="list-style-type: none"> Supplier Meetings 供應商會議 Periodic Assessments 定期評估 Tender Selection 招標選擇 Circulars and Manuals 通函及手冊 Company Website 公司網站 	<ul style="list-style-type: none"> Contract Performance 履約情況 Business Ethics 商業道德 Win-win Cooperation 合作共贏 Information Sharing 信息共享 Long-term Partnership 長期合作
Employees 僱員	<ul style="list-style-type: none"> Employee Opinion Surveys 僱員意見調查 Regular Meetings 定期會議 Performance Appraisal 績效考核 Employee Activities 僱員活動 Internal Trainings 內部培訓 	<ul style="list-style-type: none"> Health and Safety 健康與安全 Equal Opportunities 平等機會 Welfare and Benefits 福利與待遇 Career Development 職業發展 Legal Rights and Interests 合法權益
Government 政府	<ul style="list-style-type: none"> Corporate Reports and Announcements 企業報告及公告 On-site Inspections 現場檢查 Field Trips 實地考察 	<ul style="list-style-type: none"> Tax Compliance 稅務合規 Employment Creation 創造就業 Regulatory Compliance 監管合規 Security Operations 安全營運
Community and Media 社區及媒體	<ul style="list-style-type: none"> Community Services 社區服務 Volunteer Activities 義工活動 ESG Report 環境、社會及管治報告 Social Media Platforms 社交媒體平台 	<ul style="list-style-type: none"> Community Contributions 社區貢獻 Environmental Protection 環境保護 Transparent Information 信息透明

MATERIALITY ASSESSMENT

In order to understand the concerns, expectations and demands of stakeholders on the Company's sustainable development, while simultaneously reviewing the effectiveness of internal management; during the Year, the Group has identified 18 ESG issues as part of its business development strategy and prepared a questionnaire based on those issues. In relation to each ESG issue, stakeholders were asked to rate their importance and provided their opinions.

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

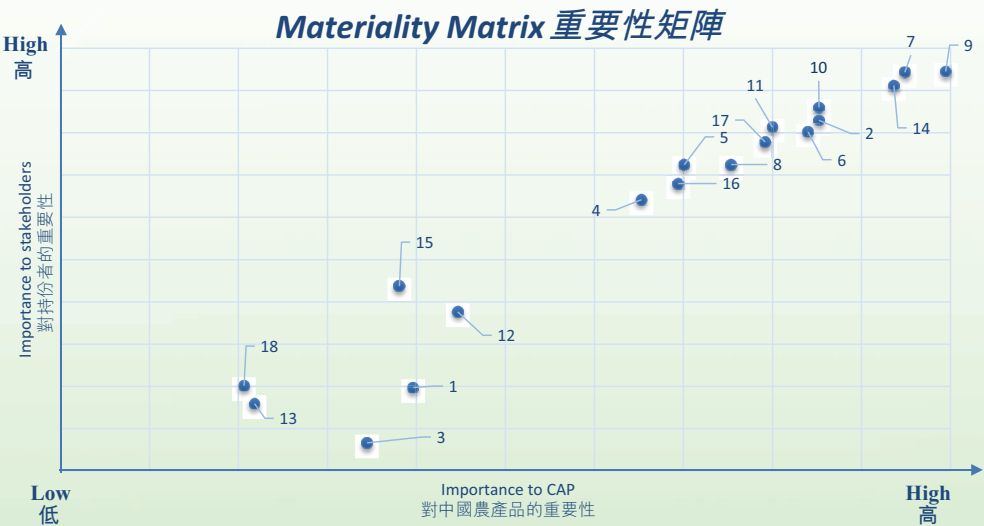
重要性評估

為了解持份者對本公司可持續發展的關注、期望及要求，並同時審查內部管理的有效性；於本年度，本集團識別了18項環境、社會及管治議題作為其發展策略的部分，並根據該等議題編製問卷。就各項環境、社會及管治議題，持份者對其重要性進行評分並提出他們的意見。

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

Materiality Matrix

重要性矩陣



1.	Climate Change 應對氣候變化	10.	Logistics and Distribution 物流及配送
2.	Resource Utilisation 資源運用	11.	Technology and Innovation 技術及創新
3.	Emissions Management 排放管理	12.	Customer Satisfaction and Privacy 客戶滿意度及私隱
4.	Environment and Natural Resources 環境及天然資源	13.	Brand, Advertising, and Label Management 品牌、廣告及標籤管理
5.	Employment Practices 僱傭常規	14.	Market Regulation Policies and Legal Compliance 市場監管政策及法律合規
6.	Labour Standards 勞工準則	15.	Promoting Green and High-Quality Agricultural Products 推廣綠色優質農產品
7.	Health and Safety 健康與安全	16.	Supply Chain Management 供應鏈管理
8.	Employee Development and Training 僱員發展及培訓	17.	Anti-Corruption 反貪腐
9.	Trading Facilities and Site Management 交易設施及現場管理	18.	Charity and Community Development 慈善與社區發展

ENVIRONMENT

We are committed to building a green and sustainable planet. We recognise the importance of environmental stewardship and strive to minimise our ecological footprint while contributing to the well-being of our planet. The Group has formulated our environmental policy of which our environmental initiatives are rooted in, centering around a comprehensive approach that encompasses conservation, resource efficiency, and responsible practices across our operations.

During this Reporting Period, the Group was not aware of any material non-compliance with environmental-related laws and regulations in relation to air and greenhouse gases ("GHG"), emissions, discharges into water and land discharges, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

ESG Environmental Targets

Project	Targets	Aspects	Base Year	2030 Targets (against base year) 二零三零年目標 (與基年相比)	Results
項目	目標	範疇	基年		結果
GHG emissions 溫室氣體排放	The Group has set a target of lowering the GHG emissions intensity by 5% by 2030. 本集團已訂立於二零三零年將溫室氣體排放密度降低5%的目標。	GHG emissions intensity 溫室氣體排放密度	2022: 0.06	↓ 5%	2024: 0.09 (in progress) 2024:0.09(進行中)
Waste production 廢物產生	The Group has set a target of lowering the generation of non-hazardous waste intensity by 3% by 2030. 本集團已訂立於二零三零年將無害廢棄物產生密度降低3%的目標。	Waste production intensity 廢棄物產生密度	2022: 0.10	↓ 3%	2024: 0.14 (in progress) 2024:0.14(進行中)
Energy consumption 能源消耗	The Group has set a target of lowering energy consumption intensity by 8% in 2030. 本集團已設定於二零三零年將能源消耗密度降低8%的目標。	Energy consumption intensity 能源消耗密度	2022: 0.09	↓ 8%	2024: 0.13 (in progress) 2024:0.13(進行中)

Emissions

Air emissions

The Group's exhaust air emissions from its operations are mainly nitrogen oxides ("NOx"), sulphur oxides ("SOx"), and particulate matter ("PM") generated by petrol consumed by transportation.

We actively reduce tailpipe emissions through regular maintenance, enabling vehicles to be more fuel efficient. Environmentally friendly unleaded petrol is adopted to comply with the latest emissions standards. Employees are encouraged to optimise delivery routes to minimise transportation distance by using vehicles reasonably and limiting private use.

Types of Air Emissions 廢氣排放類別		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Nitrogen Oxides (NOx)	氮氧化物	kg 千克	47	47
Sulphur Oxides (SOx)	硫氧化物	kg 千克	1	1
Particulate Matter (PM)	顆粒物	kg 千克	3	3

環境

我們矢志建設一個綠色且可持續發展的地球。我們認識到環境管理的重要性，並致力將我們的生態足跡降至最低，同時為地球的福祉作出貢獻。本集團已制定環境政策，我們的環保措施以全面方針為基礎，包括保護環境、提高資源效率以及實踐負責任的營運。

於本報告期間，本集團未發現曾不遵守任何有關廢氣及溫室氣體（「溫室氣體」）的排放、向水排放及土地排放以及產生有害和無害廢物的環境相關法規，且對本集團有重大影響的情況。

環境、社會及管治環境目標

排放

廢氣排放

本集團營運產生的廢氣排放主要為交通工具消耗汽油所產生的氮氧化物（「NOx」）、硫氧化物（「SOx」）及顆粒物（「PM」）。

我們透過定期保養，積極減少尾管排放，使車輛更加省油。本集團更選用環保無鉛汽油以符合最新排放標準。我們鼓勵員工合理使用車輛及限制私人使用，再透過優化送貨路線以盡量減少運輸距離。

Greenhouse Gas Emissions

GHG emissions are the leading contributors to climate change and global warming. The Group’s main greenhouse gas emissions come from petrol consumed during transport (Scope 1) and electricity purchased (Scope 2). The Group’s major source of GHG emissions during the Reporting Period was electricity consumption, which accounted for more than 90% of total GHG emissions. Besides, the increased use of refrigerants led to a rise in the Group’s Scope 1 greenhouse gas (GHG) emissions.

溫室氣體排放

溫室氣體排放是導致氣候變化及全球暖化的主要因素。本集團的主要溫室氣體排放來自交通運輸所消耗的汽油（範圍1）及本集團所購買的電力（範圍2）。本集團於報告期間的主要溫室氣體排放來自電力消耗，佔溫室氣體排放總量超過90%。由於製冷劑使用量的增加，導致本集團範圍1的溫室氣體排放有所上升。

Indicator ¹ 指標 ¹	Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Direct GHG Emissions (Scope 1) 直接溫室氣體排放（範圍1）	tCO ₂ e 噸二氧化碳當量	7,356	4,563
Indirect GHG Emissions (Scope 2) 間接溫室氣體排放（範圍2）	tCO ₂ e 噸二氧化碳當量	43,947	42,055
Total GHG Emissions (Scope 1 and Scope 2) 溫室氣體排放總量（範圍1及範圍2）	tCO ₂ e 噸二氧化碳當量	51,303	46,618
Total GHG Emission Intensity ² 溫室氣體排放總量密度 ²	tCO ₂ e/’000 HKD revenue 噸二氧化碳當量／千港元收益	0.09	0.08

Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG Report — Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX, the latest released emission factors of China’s regional power grids basis.
- As at 31 March 2024, the total revenue of the Group under the Reporting Scope of the Group was approximately HK\$579 million (as at 31 March 2023: approximately HK\$596 million). This data is also used for calculating other intensity data.

附註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、港交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》、最新發佈的中國區域電網基準線排放因子。
- 於二零二四年三月三十一日，本集團報告範圍內的總收入為約579百萬港元（於二零二三年三月三十一日：約596百萬港元）。此數據亦用於計算其他密度數據。

The Group has set a target of lowering the GHG emissions intensity by 5% by 2030. To lower energy consumption and reduce GHG emissions, the Group has taken the following measures:

- The Group has gradually phased out old equipment, improved lighting systems, and participated in the clean energy initiative to introduce renewable energy such as solar and wind energy.
- Gradually phase out the use of refrigerant, which have high global warming potential, and instead adopt more environmentally-friendly refrigerants, such as hydrofluoroolefins (HFOs) or natural refrigerants (like ammonia, carbon dioxide, etc.). These new types of refrigerants have much lower global warming potential, which can significantly reduce greenhouse gas emissions.
- Strengthen the maintenance and servicing of refrigeration equipment, promptly identify and repair refrigerant leaks to prevent direct release of refrigerants into the atmosphere.
- Improve the energy efficiency of refrigeration equipment by selecting energy-efficient models, thereby reducing electricity consumption and indirectly reducing carbon dioxide emissions.

Waste Management

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

本集團已設定目標，到二零三零年將溫室氣體排放強度降低5%。為降低能源消耗、減少溫室氣體排放，本集團採取了以下措施：

- 本集團逐步淘汰舊設備，改善照明系統，參與清潔能源計劃引入太陽能和風能等可再生能源。
- 逐步淘汰全球變暖潛能值較高的製冷劑，轉而採用更環保型的製冷劑，如氫氟烯烴(HFOs)或天然製冷劑(如氨、二氧化碳等)。這些新型製冷劑具有更低的全球升溫潛能值，可大幅減少溫室氣體排放。
- 加強製冷設備的維護保養，及時發現和修復製冷劑洩露，避免製冷劑直接排放到大氣中。
- 提高製冷設備的能效水平，選用節能型設備，降低用電量，從而間接減少二氧化碳排放。

廢棄物管理

基於本集團業務性質，於報告期間，本集團並無產生有害廢棄物。倘若產生有害廢棄物，本集團將委聘合資格廢棄物收集商處理有害廢棄物，以符合相關環境法律及法規。

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

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

Types of Waste 廢棄物種類		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Total hazardous Waste Produced	所產生有害廢棄物總量	tonnes噸	0	0
Total hazardous Waste Recycled	有害廢棄物回收總量	tonnes噸	0	0
Total Non-hazardous Waste Produced	所產生無害廢棄物總量	tonnes噸	81,596	89,825
Total Non-hazardous Waste Recycled	無害廢棄物回收總量	tonnes噸	31	32
Total Non-hazardous Waste Produced Intensity ²	所產生無害廢棄物總量 密度 ²	tonnes/'000 HKD revenue 噸／千港元 收益	0.14	0.15

Use of Resources

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

資源使用

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

Energy Management

Given that electricity accounts for the majority of the Group's energy consumption, we have implemented regulations and measures to promote electricity conservation. Our plan entails a phased replacement of LED lights and the installation of time switches in all office buildings and markets. Additionally, we have incorporated transformers with compatible capacitors to enhance electricity efficiency. Routine maintenance of electronic equipment is carried out to ensure optimal performance. We prioritise the use of cooling equipment equipped with energy-saving and efficient technologies.

能源管理

由於電力是本集團能源消耗的主要來源，我們已實施推廣節電的規則及措施。我們計劃在所有辦公大樓及市場逐步更換LED燈及於預設時間定時開關。此外，我們已安裝配備兼容電容器的變壓器，以高效用電。同時，本集團會定期進行電子設備維護，以保持其最佳狀態。我們優先採用具備節能及高效能技術的製冷設備。

In line with our commitment to sustainability, the Group has established a target of reducing energy consumption intensity by 8% by 2030. We aim to achieve this objective through continuous evaluation and improvement of the aforementioned energy-saving measures.

與我們的可持續承諾一致，本集團設定於二零三零年將能源消耗密度降低8%的目標。我們擬通過持續檢討及改善以上節能措施來實現此目標。

The total energy consumption is higher than the previous year due to the increased use of diesel generators caused by power outages. The Group's energy consumption during the Reporting Period was as follows:

能源消耗總量高於往年，因為停電導致柴油發電機的使用量增加。報告期間內，本集團能源消耗情況如下：

Types of Energy Consumption ³ 能源消耗種類 ³		Unit ³ 單位 ³	FY2024 二零二四財年	FY2023 二零二三財年
Direct Energy Consumption	直接能源消耗	MWh兆瓦時	700	713
• Petrol	• 汽油	MWh兆瓦時	685	709
• Diesel	• 柴油	MWh兆瓦時	15	4
Indirect Energy Consumption	間接能源消耗量	MWh兆瓦時	77,059	72,385
• Purchased Electricity	• 外購電力	MWh兆瓦時	77,059	72,385
Total Energy Consumption	能源消耗總量	MWh兆瓦時	77,759	73,098
Total Energy Consumption Intensity²	能源總耗量密度 ²	MWh/'000 HKD revenue 兆瓦時／ 千港元收益	0.13	0.12

Note:

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

附註：

3. 數據已從千瓦時標準化為兆瓦時。

Water Management

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

用水管理

本集團於生產及日常活動過程需要用水。用水資源來自各市政區的供水系統，而香港業務的用水則由香港水務署供應。

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

報告期間內，本集團耗水量情況如下：

Indicator 指標		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Total Water Consumption	總耗水量	m ³ 立方米	2,409,937	2,564,783
Total Water Consumption Intensity²	用水總量密度 ²	m ³ /'000 HKD revenue 立方米／ 千港元收益	4.16	4.30

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

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

During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose due to the geographic location that its operation is located.

報告期間內，基於其業務所處的地理位置，本集團在尋找合適的水源方面沒有遇到任何問題。

Sewage Discharge

The Group primarily generates wastewater from cleaning and sanitation activities. To address this, the Group has implemented protocols for the collection, treatment, and disposal of sewage. These procedures ensure proper management of wastewater throughout its lifecycle.

During the Reporting Period, the Group discharged 1,209,190 tonnes of wastewater.

污水排放

本集團的廢水主要來自清潔及消毒。就此而言，本集團已實施收集、處理及排放污水的程序。該等程序確保能在污水生命週期中得到妥善管理。

於報告期間，本集團排放1,209,190噸廢水。

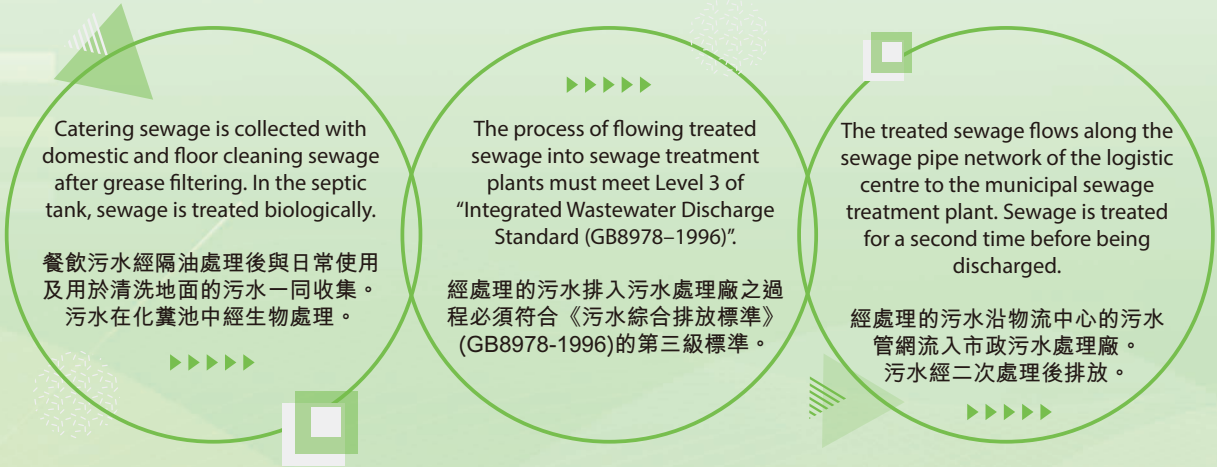
Indicator 指標		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Total Sewage Discharge	污水排放總量	tonnes噸	1,209,190	1,430,014
Total Sewage Discharge Intensity ²	污水排放總量密度 ²	tonnes/'000 HKD revenue 噸／千港元 收益	2.09	2.40

Professionals are responsible for monitoring the water quality within our operations and ensuring the proper functioning of wastewater treatment equipment and facilities. Regular testing and analysis of sewage content are conducted to verify operational compliance with relevant national and local standards. This proactive approach allows us to identify any deviations or potential issues promptly.

專業人員監察我們業務的水質，並確保污水處理設備及設施運作正常。我們定期對污水含量進行測試及分析，以確保水質符合適用的國家及當地標準。以上積極措施讓我們及時發現任何偏差及潛在問題。

In addition to monitoring and testing, the Group conducts periodic inspections of drainage pipes and gutters to mitigate the risk of sewage leaks. By regularly assessing the condition of these components, we can identify and address any potential vulnerabilities or maintenance requirements. This preventive measure helps us maintain the integrity of our wastewater management system and minimise the possibility of environmental contamination.

除監察及檢測外，本集團定期檢查排水管道及排水溝，以防止污水洩漏。透過定期評估該組件的狀況，我們可發現並應對任何潛在漏洞或維護要求。以上預防性措施有助我們保持廢水管理系統的完整性，並將環境污染的可能性降至最低。



Use of Packaging Materials

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

包裝材料使用

基於其業務性質，包裝材料對本集團而言並不被視為重要環境、社會及管治議題。

The Environment and Natural Resources

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

Safeguarding Market Hygiene

Even after the end of the COVID-19 pandemic, our Group consistently prioritises market hygiene as a key objective to prevent disruption to the local food supply chain. We have purchased vehicles equipped with foam spray systems to regularly disinfect the public, as well as operational areas in the markets. Additionally, we have engaged third-party companies to perform electric spray disinfection in critical areas such as waste transfer stations, fresh meat sections, and poultry businesses.

We recognise the importance of market hygiene in safeguarding consumer health and maintaining public trust. Therefore, we remain committed to allocating necessary resources and efforts to ensure clean and safe market environments, providing high-quality food and services.

We pledge to collaborate with relevant stakeholders and work together to make market hygiene a core value in our sustainable operations. Only through continuous monitoring, implementation of hygiene measures, and compliance management can we create a healthy and sustainable market environment for the local community.

Biodiversity Protection

The trading and consumption of wild animals are strictly prohibited. Our agricultural produce exchange markets fully complies with legal requirements and plays an active role in safeguarding biodiversity.

We understand the critical importance of protecting wildlife and preserving biodiversity. In line with this commitment, we have implemented strict policies that prohibit the trading and consumption of wild animals within our agricultural produce exchange markets. These policies are in accordance with relevant laws and regulations aimed at preventing illegal wildlife trade and promoting conservation efforts. We believe the interconnectedness of ecosystems and the vital role they play in maintaining a healthy environment.

Climate Change

Environmental Emergency Management

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

環境及天然資源

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

保護市場衛生

即使在新冠疫情後，本集團始終堅持以市場衛生為優先目標，防止對當地食品供應鏈造成干擾。我們已購買附設泡沫噴霧系統的車輛，定期消毒市場的公共及營運區。此外，我們安排第三方公司對垃圾中轉站、鮮肉綜合區、家禽業務等重點區域進行電動噴灑消毒。

我們明白市場衛生對保障消費者健康及保持公眾信任的重要性。因此，我們將繼續投入必要的資源和精力，確保市場環境清潔安全，提供優質食品及服務。

我們承諾與相關持份者合作，共同將市場衛生作為我們可持續營運的核心價值。只有通過持續監測、實施衛生措施及合規管理，我們才能為當地社區創造一個健康及可持續發展的市場環境。

生物多樣性保護

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

我們深知保護野生動物及維護生物多樣性的重要性。根據這一承諾，我們已實施嚴格政策，禁止在本集團農產品交易市場內交易及食用野生動物。這些政策符合相關法律法規，旨在防止非法野生動物貿易，推動保育工作。我們相信生態系統之間的相互聯繫，以及其在維護良好環境方面發揮的深遠影響。

應對氣候變化

環境應急管理

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

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

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

Physical Risks and Transition Risks

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

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

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

實體風險及過渡風險

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

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

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

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

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

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

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

SOCIAL

Employment

Our success, both as entrepreneurs and in terms of cultural achievement, can be attributed to the diversity within our group. Our team comprises individuals with diverse backgrounds, talents, roles, perspectives, and cultures. We strongly believe in the principle of helping people become their best selves, and this principle guides our approach to employee development and support.

We recognise that the way we treat our employees and foster their growth has a direct impact on the quality of service they provide to our customers and communities. By investing in our employees' well-being, professional development, and personal growth, we empower them to deliver exceptional service and contribute to the sustainable growth of our organisation.

During the Reporting Period, the Group was not aware of any material non-compliance with any relevant laws and regulations in relation to compensation and dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, that would have a significant impact on the Group.

As at 31 March 2024, the Group had a total of 1,048 full-time⁴ employees.

Note:

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

社會

僱傭

無論是作為企業營運或是在文化成就方面，我們的成功亦歸功於集團內部的多元。我們的團隊由具有多元背景、才能、角色、觀點與文化的人士組成。我們堅信幫助員工成就自我此一原則，並以此原則指導我們的員工發展及支持其成長。

我們深知友待僱員及培育其成長將直接影響彼等向客戶及社區提供服務的質量。透過投資於僱員的福祉、專業發展與個人成長，我們讓僱員有能力提供卓越的服務，並為公司的可持續發展作出貢獻。

於報告期間，本集團未發現任何嚴重違反有關薪酬及解僱、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相關法規，且對本集團有重大影響的情況。

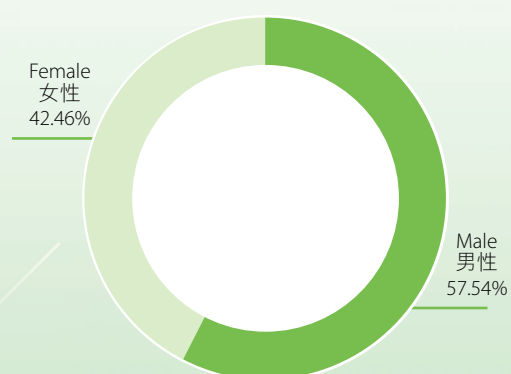
截至二零二四年三月三十一日，本集團共有1,048名全職⁴僱員。

附註：

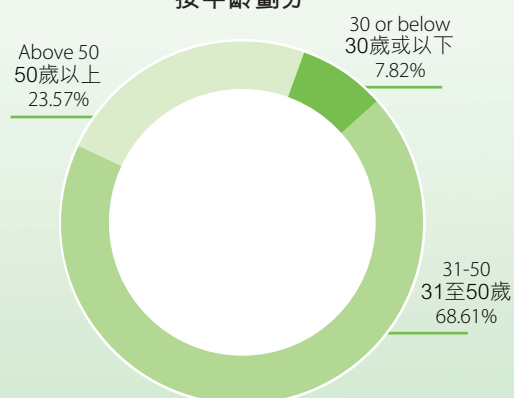
4. 本集團員工均為全職員工，無兼職員工。

Breakdown of Employees 僱員明細		FY2024 二零二四財年	FY2023 二零二三財年
Total	總數	1,048	1,116
By Gender	按性別劃分		
Male	男	603	657
Female	女	445	459
By Age	按年齡劃分		
30 or below	30歲或以下	82	99
31–50	31至50歲	719	761
Above 50	50歲以上	247	256
By Geographical Location	按地區劃分		
Mainland China	中國內地	1,026	1,092
Hong Kong	香港	22	24
By Employment Category	按僱傭類別劃分		
Management	管理層	145	184
General Staff	一般員工	903	932

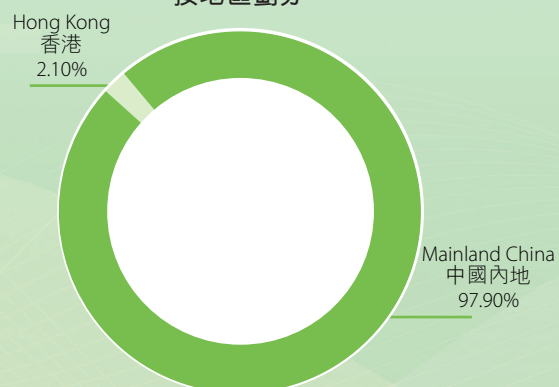
BY GENDER
按性別劃分



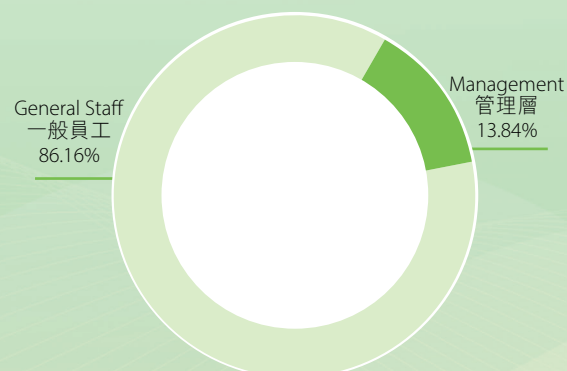
BY AGE
按年齡劃分



BY GEOGRAPHICAL LOCATION
按地區劃分



BY EMPLOYMENT CATEGORY
按僱傭類別劃分



The Group's overall employee turnover rate during the Reporting Period was 21% (2023: 16%). The breakdown of turnover rate according to gender, age, and geographical location are as follows:

於報告期間，本集團的整體僱員流失率為21%（二零二三年：16%）。按性別、年齡及地區劃分的流失率明細如下：

Employee Turnover Rate 僱員流失率		FY2024 二零二四財年	FY2023 二零二三財年
Overall	整體	21%	16%
By Gender	按性別劃分		
Male	男	23%	18%
Female	女	19%	12%
By Age	按年齡劃分		
30 or below	30歲或以下	45%	30%
31–50	31至50歲	18%	12%
Above 50	50歲以上	25%	21%
By Geographical Location	按地區劃分		
Mainland China	中國內地	21%	15%
Hong Kong	香港	36%	38%

Equal Opportunity, Diversity and Anti-Discrimination

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

平等機會、多元化及反歧視

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

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

Recruitment, Promotion and Dismissal

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

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

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

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

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

招聘、晉升及解僱

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

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

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

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

Compensations and Benefits

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

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

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

In celebration of International Women's Day, the Group extends its warmest wishes to all its female employees and presents them with special gifts. The Group aims to foster a culture of gender equality, inclusivity, and empowerment within the organisation.

在國際婦女節到來之際，本集團向全體女性員工致以節日祝福，並送上特別禮物以示慶祝，本集團希望進一步營造一個性別平等、包容和賦權的企業文化。

The Group hosted a grand annual gathering, providing all employees with a valuable opportunity to come together, exchange ideas, through the presentation of awards and the sharing of the Company's future development plans, the event recognised the contributions of employees, strengthening their sense of belonging and purpose, and infusing new momentum into the Company's ongoing growth and development.

本集團舉辦了年度盛會，為全體員工提供了一個歡聚交流的寶貴機會，分享未來發展藍圖，充分肯定了員工的付出和貢獻，增強了團隊的歸屬感和使命感，為本公司的持續發展注入了新的動力。

薪酬及福利

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

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

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



The Group regularly organises birthday celebration activities for all employees, which further enhances mutual exchange and friendship among colleagues, bolstering their sense of belonging. These thoughtful gestures not only demonstrate the Company's commitment to employee well-being but also showcase its determination to cultivate a positive and progressive corporate culture.

本集團定期為全體員工舉辦生日慶祝活動，進一步增進了彼此的交流和友誼，提升了員工的歸屬感，也凸顯了本公司重視員工福祉，營造積極向上的企業文化的決心。



Health and Safety

The Group prioritises occupational health and safety, ensuring a safe and healthy environment for employees, contractors, and customers. Our commitment is reflected in the Occupational Safety and Health ("OSH") policy, which establishes standards for each operating company and employee within the Group. This policy ensures compliance with all relevant health and safety laws and regulations. Regular reviews and internal audits are conducted to verify the proper implementation of adequate health and safety measures across our operations.

During the Reporting Period, the Group was not aware of any material non-compliance with health and safety related laws and regulations that would have a significant impact on the Group.

Occupational Health and Safety

Providing a safe working environment for all employees is one of the Group's top priorities. The Group strictly complies with applicable laws and regulations on occupational health and safety. The Group has also developed a Major Events Management Manual that provides a framework for safety operations in addition to a group-level OSH policy. This Manual has improved the Group's ability to respond to major incidents of emergencies and strengthened the processes that are in place to deal with major incidents of occupational health and safety.

Preventive and corrective measures are implemented to mitigate possible safety hazards from the 19 major incident categories, including labour injuries and fire incidents. It is mandatory to report and investigate all incidents. To respond to emergency incidents appropriately, quickly, and efficiently, we have developed a specific reporting procedure for traffic accidents, fire accidents, water accidents, food poisoning, and contagious diseases. Fire prevention instructions are given ahead of time to all offices in order to prevent fire incidents.

健康與安全

本集團將職業健康與安全放在首位，確保為僱員、承包商及客戶提供安全與健康的環境。我們的承諾體現在職業安全及健康（「職業安全及健康」）政策中，為本集團內的各營運公司及僱員制定標準。該政策確保遵守所有相關的健康與安全的法律及規則。我們會定期進行審查及內部審核，以核實我們在各營運公司是否已正確實施適當的健康與安全措施。

於報告期間，本集團未發現任何嚴重違反有關健康與安全的相關法規，且對本集團有重大影響的情況。

職業健康與安全

為所有僱員提供安全的工作環境是本集團的首要任務之一。本集團嚴格遵守有關職業健康與安全的適用的法律及法規。除集團層面的職業安全及健康政策外，本集團亦已制定重大事件管理手冊，為安全營運提供框架。該手冊提高了本集團應對重大突發事件的能力，並加強了處理重大職業健康與安全事故的程序。

我們已實施預防及糾正措施，以減輕19個主要事故類別（包括工傷及火災事故）的潛在安全隱患。所有事件必須得報告及被調查。為妥善、迅速及有效地應對緊急事故，我們已就交通事故、火災事故、水事故、食物中毒及傳染病制定特定的報告程序。為防止火災發生，我們預先向所有辦公室發出防火指示。

All Group employees must follow the Code of Safety in the Employee Handbook, which outlines the Group's commitment to creating a safe workplace:

本集團所有僱員均須遵守僱員手冊中的安全守則，該守則概述本集團對創造安全工作場所的承諾：

The infographic is a vertical green-bordered box containing four sections, each with an icon and a list of safety practices. The sections are: 1. Fire Safety (flame icon), 2. Heatstroke Prevention (head with thermometer icon), 3. Chemical Handling (radiation symbol icon), and 4. Health Checkups (cross icon). Each section has a list of practices in English and Chinese.

- Fire Safety**
 - In the event of a fire, internal safety practices are clearly and concisely documented, while emergency phone numbers are prominently displayed to ensure quick and easy access for employees who need to contact them.
 - 倘發生火災，會清楚簡潔地記錄內部安全常規，而緊急電話號碼亦會清楚顯示，以便員工與有關人士盡快聯絡。
 - Employees capable of spotting potential dangers and developing ways to protect working conditions shall be rewarded to encourage future research and development.
 - 能夠發現潛在危險，並能制定保護工作條件的僱員將獲得獎勵，以鼓勵研發。
- Heatstroke Prevention**
 - We have a flexible work schedule designed for employees who are required to work outdoors in hot weather, especially in the summer.
 - 對於在炎熱天氣下（特別是夏季）需要在戶外工作的僱員，我們為他們安排了彈性的工作時間表。
 - Air conditioning systems have been added to the building to help prevent heatstroke and other related incidents.
 - 樓宇已安裝空調系統，以防止中暑及其他相關事故。
 - Furthermore, the Group provides market staff with a range of personal protection equipment, including safety vests, waterproof boots, gloves, and thermal equipment.
 - 此外，本集團為市場員工提供一系列個人防護裝備，包括安全背心、防水靴、手套，以及保暖設備。
- Chemical Handling**
 - Those responsible for handling chemicals must ensure compliance with the laws and regulations that apply to handling chemicals.
 - 負責處理化學品的人員須確保其遵守適用於處理化學品的法律及法規。
- Health Checkups**
 - Besides the mandatory health checkup before employment, employees are also provided with annual or biennial checkups depending on the nature and category of their employment.
 - 除於僱傭前進行強制性健康檢查外，僱員亦會按其僱傭性質及類別獲提供年度或兩年一次的健康檢查。

Safety Training

The Group holds regular safety training events to disseminate knowledge regarding OSH legislation, laws, and operating procedures; to enhance employees' understanding of occupational health and safety awareness. All employees must participate in a fire drill every six months to ensure that their knowledge and skills regarding fire safety and emergency response capabilities are continually updated. Our fresh markets organised around 2,307 hours of safety training with 2,007 participants during the Year. Given that the Group has always placed a high priority on employee safety training, the Group has made further enrichment and improvement to its safety training courses this year, which cover fire safety training, safety hazard identification and remediation, and fire safety and emergency drill training, etc. This year, both the training hours and the number of participants have seen a significant increase compared to the previous year, this enables the Group to identify, assess, and control the sources of hazards and deficiencies in occupational health and safety that may result in accidents.

安全培訓

本集團定期舉辦安全培訓活動，向僱員宣傳有關職業安全與健康法例、法律及操作程序的知識，以提高彼等對於職業健康的理解及安全意識。所有僱員必須每六個月參加一次消防演習，以確保彼等有關消防安全及應急能力的知識及技能持續更新。本年度，我們的市場舉辦了約2,307小時的安全培訓，參與員工達2,007人次，鑒於本集團一直高度重視員工安全培訓工作，本集團今年在安全培訓課程方面作出了進一步的充實和完善，課程涵蓋消防安全培訓、安全危害識別與補救以及消防安全與緊急演習培訓等。今年培訓時數以及參與人次較上年均有明顯上升這使本集團能夠識別、評估及控制來自職業健康與安全方面可能產生事故的危害來源及缺陷。

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

The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Period). The slightly higher number of lost workdays due to work injuries compared to the previous year can be attributed to employee injuries sustained from falls, which required more necessary recovery time.

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

本集團已連續三年（包括報告期間）實現零因工死亡事故。與前一年相比，因工傷損失的工作日數略有增加，這是由於員工在跌倒事故中受傷，需要更多必要的休息時間進行康復。

Indicator 指標	Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年	FY2022 二零二二財年
Fatalities Due to Work Injuries 因工傷死亡人數	Cases宗	0	0	0
Work Injuries 工傷	Cases宗	4	2	3
Lost Days Due to Work Injuries 因工傷損失工作日數	Days天	221	127	69

Development and Training

At our Group, training plays a vital role in equipping our employees with the essential skills needed to excel in their daily work and create a strong foundation for career advancement. We actively support our employees' development by planning and organising training courses. Additionally, eligible employees may receive sponsorship or be granted training or examination leave to participate in external training courses, professional seminars, or exams. This demonstrates our commitment to fostering ongoing learning and growth opportunities for our workforce.

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

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

During the Reporting Period, employees have been provided with internal and external training in a wide range of areas, including induction training, job skill training, safety training, professional qualification training, team execution and communication skills training, administration manual training etc. We provided 5,261 hours of training, with the average training time being approximately 5 hours per trained employee .

發展與培訓

於本集團，培訓在幫助僱員掌握日常工作所需的基本技能以及為職業發展奠定堅實基礎方面發揮著至關重要的作用。我們通過規劃及組織培訓課程，積極支持僱員的發展。此外，符合條件的僱員亦可獲得贊助或培訓或考試假期，以參加外部培訓課程、專業研討會或考試。此舉體現了我們為僱員提供持續學習及成長機會的承諾。

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

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

於報告期間，員工獲提供廣泛領域的內部及外部培訓，包括入職培訓、工作技能培訓、安全培訓、專業資格培訓、團隊執行及溝通技能培訓、行政手冊培訓等。我們提供5,261小時的培訓，每名受訓員工的平均培訓時數約為5小時。

Breakdown of Employee Training ⁵ 僱員培訓明細 ⁵		FY2024 二零二四財年	FY2023 二零二三財年
By Gender	按性別劃分		
Male	男	71%	59%
Female	女	29%	41%
By Employment Category	按僱傭類別劃分		
Management	管理層	25%	32%
General Staff	一般員工	75%	68%

Note:

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

附註：

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

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

按性別及僱傭類別劃分，每名僱員完成受訓的平均時數如下：

Average Number of Training Hours (hours) 平均培訓時數(小時)		FY2024 二零二四財年	FY2023 二零二三財年
By Gender	按性別劃分		
Male	男	6.15	3.83
Female	女	3.49	3.55
By Employment Category	按僱傭類別劃分		
Management	管理層	13.14	10.11
General Staff	一般員工	3.72	2.45

Labour Standards

The Group maintains strict compliance with all relevant laws and regulations, prohibiting any form of child or forced labour within the workplace. We are unwavering in our commitment to ethical conduct and integrity. To ensure the prevention of labor issues, slavery, and human trafficking within our supply chain, we have implemented robust procedures and controls. Additionally, we provide clear standards to guide our business partners and suppliers in upholding these principles.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group.

Prevention of Child and Forced Labour

To prevent illegal employment of child labour, the Human Resources Department will verify candidates' identity documents during the recruitment process. Newly hired staff must be at least 18 years old.

勞工準則

本集團嚴格遵守所有相關的法律及法規，在工作場所嚴禁聘用童工或強制性勞工。我們對道德操守和誠信的承諾堅定不移。為確保供應鏈中不會出現勞工問題、奴役及人口販賣，我們已實施嚴格的程序及控制措施。此外，我們亦已提供明確的準則，指導我們的業務夥伴及供應商堅守該等準則。

於報告期間，本集團未發現任何嚴重違反有關童工及強制性勞工的相關法規，且對本集團有重大影響的情況。

防止童工及強制性勞工

為防止非法僱用童工，人力資源部於招聘過程中會核實候選人的身份證明文件。新入職的員工必須年滿18歲。

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

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

Working Hours and Rest Periods

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

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

Supply Chain Management

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

The Group has established policies and procedures for the selection, approval and evaluation of suppliers to ensure the selected suppliers have the capacity to fulfil the Group's standard and quality requirements.

A tightly-knit supply chain is important for maintaining product and service safety and quality. The Group's supplier management system is designed specifically to select third-party product vendors or service providers that suit the diverse needs of the Group. This systematic approach helps the Group in achieving supply chain reliability, quality consistency, cost efficiency, risk mitigation, and long-term supplier relationships. We have cooperated with a total of 510 significant suppliers in the agricultural produce exchange markets, all located in the Mainland China.

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

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

工作時數及假期

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

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

供應鏈管理

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

本集團已制定甄選、批准及評估供應商的政策及程序，以確保所選供應商有能力滿足本集團的標準及質量要求。

緊密的供應鏈對於維護產品和服務安全與質量非常重要。本集團的供應商管理系統乃專門為選擇適合本集團不同需求的第三方產品供應商或服務供應商而設計。此系統化的方法有助本集團實現供應鏈的可靠性、質量的一致性、成本效益、風險緩解以及長期的供應商關係。我們的農產品市場與合共510名主要供應商進行合作，所有供應商均位於中國內地。

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

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

Green Procurement

To minimise environmental impact, the Group adopts green and sustainable procurement by sourcing locally, and reduces its carbon footprint from procurement. Since our suppliers are located in the Mainland, it reduces GHG emissions from delivery and travel while supporting local economic development and employment.

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

Supply Chain's Social Impact

The Group leverages its influence to extend ethical conduct and professionalism to its business partners and suppliers in the social sphere. We actively encourage them to adhere to the highest standards of ethical conduct and uphold the guiding principles of human rights. By promoting these principles throughout our network of partners and suppliers, we aim to create a collective commitment to ethical practices and the protection of human rights.

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

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

綠色採購

為減少對環境的影響，本集團採取綠色及可持續採購，並透過本地採購，減少採購產生的碳足跡。由於供應商均位於中國內地，在支持當地經濟發展及就業的同時，本集團亦減少交付及差旅產生的溫室氣體排放。

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

供應鏈社區影響

本集團利用自身的影響力，將道德操守及專業精神推廣至社會領域的業務夥伴及供應商。我們積極鼓勵彼等遵守最高標準的道德操守，維護人權的指導原則。透過推廣準則至我們的合作夥伴及供應商網絡，我們的目標旨在建立一個遵守道德規範及保護人權的集體承諾。

In accordance with the Risk Management, Environmental, Social and Governance Policy, the Group mandates that its business partners and suppliers establish and enforce anti-corruption policies and programmes. They are required to comply with all applicable local and national regulations and legislation, and to refrain from engaging in any form of bribery, fraud, or corruption. Furthermore, the Group expects all business partners and suppliers to actively promote and educate their employees, agents, subcontractors, and suppliers on the requirements outlined in the Risk Management, Environmental, Social and Governance Policy. By doing so, we collectively strive to uphold the highest standards of integrity and ethical business practices throughout our network.

Product Responsibility

The Group is dedicated to delivering products and services of the highest quality while adhering to applicable government laws and regulations. Our primary focus is to meet and exceed the needs of our customers, ensuring their satisfaction. By prioritising quality and compliance, we strive to build trust and provide exceptional experiences for our customers.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with related laws and regulations concerning health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group.

Quality Services

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

根據《風險管理環境社會管治政策》，本集團要求其業務夥伴及供應商制定並執行反貪腐政策及計劃。彼等須遵守所有適用的地方及國家的法規及立法，不得參與任何形式的賄賂、欺詐或腐敗行為。此外，本集團亦希望所有業務夥伴及供應商積極向其僱員、代理、分包商及供應商宣傳及教育《風險管理環境社會管治政策》中列出的要求。就此，我們共同致力於在整個網絡中維護最高標準的誠信及道德商業慣例。

產品責任

本集團致力於提供最高質量的產品及服務，同時遵守適用的政府法律及法規。我們的首要任務是滿足並超越客戶的需求，確保客戶滿意。我們將質量及合規放在首位，努力為客戶建立信任並提供卓越體驗。

於報告期間，本集團未發現任何嚴重違反有關提供產品及服務相關健康與安全、廣告、標籤及私隱事宜以及補救方法的相關法規，且對本集團有重大影響的情況。

優質服務

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



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

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

Customer Service

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

For further review and related purposes, we maintain a customer complaint database. There are a variety of ways of contacting the Customer Service Department, including face-to-face, email, and phone calls. The Group received 2 complaints during the Year. Relevant departments addressed all complaints promptly.

Advertising and Labelling

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

Privacy Protection

The Group is fully dedicated to safeguarding the personal data of its customers and employees. We prioritise the security and privacy of personal information by implementing robust measures and complying with relevant data protection regulations. The Group has implemented stringent data and cybersecurity management policies to regulate computer use, network equipment, and all software installed on computers. Whenever data breaches might occur, the Information Technology Department is responsible for the management, processing, and confidentiality of external information, as well as managing internal actions and activities related to the use of the Internet and data.

Customers are informed of the purpose of data collection and how it will be used before their data is collected. A periodic review is conducted to ensure that all policies and procedures related to handling, storing, transferring, and erasing customers' data are adhered to.

客戶服務

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

為進一步審閱，我們設有客戶投訴數據庫。客戶服務部設有多種聯絡方法，包括面對面、通過電郵及電話。本集團於本年度接獲2宗投訴，並已交由相關部門及時處理所有投訴。

廣告及標籤

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

私隱保護

本集團致力於保護客戶及僱員的個人資料。我們通過採取有力措施並遵守相關數據保護法規，將個人資料安全及私隱放在首位。為規範電腦使用、網絡設備及所有安裝於電腦上的軟件，本集團已實施嚴格的數據及網絡安全管理政策。當發生數據洩露時，信息技術部負責外部信息的管理、處理及保密，以及管理與使用互聯網及數據有關的內部行動及活動。

在收集個人資料前，我們會告知客戶收集資料的目的及用途。我們定期進行檢討，以確保遵守所有有關處理、儲存、轉移及刪除客戶個人資料的政策及程序。

Protection of Intellectual Property Rights

The Group is strongly committed to upholding and defending our intellectual property rights, which include trademarks, copyrights, patents, and trade secrets. A comprehensive knowledge management approach has been developed, covering all aspects of knowledge management, including identification, creation, acquisition, storage, sharing, and application. Any alleged infringement may be subjected to legal action by the Group.

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

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

Anti-corruption

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

The Group has taken a proactive stance against fraud and corruption. Anti-fraud and whistleblowing policies have been established, ensuring employees understand and adhere to the relevant requirements, with a strict prohibition on any bribery or graft. Moreover, a zero-tolerance approach has been adopted, barring employees from soliciting, providing or accepting benefits from business partners. Rigorous compliance measures are also in place for financial transactions, prohibiting money laundering through forged documents or false accounts.

Regular anti-corruption training is further provided to keep employees informed of the applicable codes. Group directors and senior management were trained for 86 hours on the latest anti-corruption regulations during the Reporting Period. The training topics covered the explanation of relevant laws on anti-corruption and business ethics, the definition of conflict of interest, preventive measures, and the reporting channels.

During the Reporting Period, the Group was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group. No concluded legal cases regarding corrupt practices have been brought against the Group or its employees during the Year.

保護知識產權

我們致力保護並捍衛我們的知識產權，包括商標、版權、專利及商業秘密。我們已制定全面的知識管理方法，涵蓋知識管理的各個方面，包括識別、創造、收購、儲存、共享及應用。本集團可能會對任何涉嫌侵權行為採取法律行動。

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

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

反貪腐

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

本集團對反欺詐及貪腐採取積極主動態度，已制定反欺詐及舉報政策，確保僱員了解並遵守相關要求，嚴禁任何賄賂或貪污行為。此外，本集團亦採取零容忍態度，禁止僱員向業務合作夥伴索取、提供或收受利益。在金融交易方面亦有嚴格的合規措施，禁止通過偽造證件或虛假賬戶洗錢。

我們亦另進行定期反貪腐培訓，為僱員提供適用守則的最新資訊。於報告期間，本集團董事及高級管理層已接受86小時有關最新反貪腐法規的培訓。培訓主題涵蓋有關反貪腐及商業道德的相關法律的解釋、利益衝突的定義、預防措施及報告渠道。

於報告期間，本集團未發現任何嚴重違反有關防止賄賂、勒索、欺詐及洗黑錢的相關法規，且對本集團有重大影響的情況。年內概無有關本集團或其僱員提出的任何貪腐行為的已審結法律案件。

Whistleblowing Policy

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

Following the guidelines outlined in the "Whistleblowing Policy", the Group treats every reported incident with the utmost confidentiality and ensures that whistleblowers are protected from unfair dismissal, victimisation, or unwarranted disciplinary action. Incidents related to fraud and corruption will be thoroughly investigated.

Every quarter, and during Audit Committee meetings, the Board is provided with a summary of reported incidents and pertinent statistics, including the outcomes of independent investigations and the actions taken. Complaints that are proven to be valid will lead to disciplinary measures, which will be determined by management after careful consideration. These measures may include verbal or written warnings, and in some cases, termination of employment. In cases involving violations of laws and regulations, appropriate authorities will be notified and the necessary legal actions will be taken, as applicable.

Community Investment

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

Our contribution to the community

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

Members of the Group are involved in a wide range of public welfare endeavours, including poverty alleviation and relief efforts, donations of cooking oil, mooncakes and rice, provision of heat relief materials, as well as charitable donations.

舉報政策

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

根據《舉報政策》中概述的指導原則，本集團對每一件舉報事件都會予以高度保密，並確保舉報人受到保護，不會遭到不公平解僱、傷害或不正當的紀律處分。與欺詐及腐敗有關的事件將獲徹查。

每個季度，以及在審核委員會會議期間，董事會均會收到一份關於所報告事件及相關統計數據的摘要，包括獨立調查的結果及所採取的行動。經證實屬實的投訴將導致紀律處分措施，其將由管理層經慎重考慮後決定。該等措施可能包括口頭或書面警告，在若干情況下亦可能包括解僱。在涉及違反法律及規定的情況下，將通知有關當局，並酌情採取必要的法律行動。

社區投資

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

造福社區

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

本集團成員廣泛參與公益事務，包括扶貧濟災，捐贈食油、月餅及大米，提供消暑降溫物資，慈善捐款等。

During the Reporting Period, the Group's total investment in its local community amounted to approximately HKD3,244,109. The breakdown of significant community investment activities was as follows:

於報告期間，本集團於當地社區的投資總額約3,244,109港元。主要社區投資活動明細如下：

Charity Event:

Xuzhou 99 Charity Day "Poverty Alleviation and Caring for Quanshan" Project

公益活動：

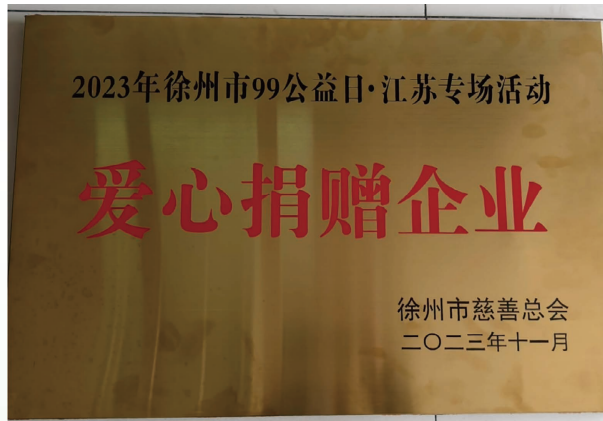
徐州市99公益日「扶貧濟困愛滿泉山」活動

Donation Amount:

approximately HKD55,000

捐款額：

約55,000港元



Charity Event:

Kaifeng 2023 One-Day Charity Donation

公益活動：

開封市二零二三年愛心一日捐

Donation Amount:

approximately HKD3,000

捐款額：

約3,000港元

Charity Event:

- Wuhan office donated cooking oil, mooncakes and rice during the Mid-Autumn Festival.
- Community Charity Fund Donation.
- Wuhan office donated rice and cooking oil during the Spring Festival.

公益活動：

- 武漢辦公室在中秋節捐贈食油、月餅及大米。
- 社區慈善基金捐款。
- 武漢辦公室在春節捐贈大米及食油。

Donation Amount:

approximately HKD81,000

捐款額：

約81,000港元



Charity Event:

- To promote the “Good Deeds in the Old City, Mutual Aid” charity project, our Luoyang office assisted the Business Bureau in completing fundraising work and facilitated donations through the Tencent Public Welfare platform.
- Luoyang office provided cooling relief amidst hot weather to the Luoyang Laocheng District Public Security Bureau Maoshan Police Station and the Luoyang Laocheng District Fire and Rescue Squadron.

公益活動：

- 為推進「老城善舉，互助同行」公益項目，洛陽辦公室協助商務局透過騰訊公益平台完成募捐工作，集善樂捐。
- 洛陽辦公室為洛陽市老城區公安分局邙山派出所及洛陽市老城區消防救援大隊提供消暑降溫物資。

Donation Amount:

approximately HKD17,000

捐款額：

約17,000港元



Charity Event:

- Puyang office paid RMB20,000 to the Charity Federation of Puyang Economic Development Zone for the 2024 "Charity One-Day Donation."
- Puyang office paid RMB16,000 to the Jinzhaozhaitun Village Shareholding Economic Cooperative of Wangzhu Town, Puyang Economic Development Zone, for the 2023 Jinzhaozhaitun Village Committee's Chongyang Festival.

公益活動：

- 濮陽辦公室就「2024年慈善一日捐」活動向濮陽經濟技術開發區慈善總會捐款人民幣20,000元。
- 濮陽辦公室就「2023年王助鎮靳趙寨村委會重陽節」活動向濮陽經濟技術開發區王助鎮靳趙寨村股份經濟合作社捐款人民幣16,000元。

Donation Amount:

approximately HKD40,000

捐款額：

約40,000港元



Charity Event:

Yulin office sponsored the July 1st Chorus Activity of the Party Branch of the Agricultural and Sideline Products Industry in Hongjin Market.

公益活動：

玉林辦公室贊助宏進農副產品批發市場「黨支部慶七一紅歌鑄黨魂啟航新征程合唱比賽」。

Donation Amount:

approximately HKD5,000

捐款額：

約5,000港元



Charity Event:

- HK office donated to "Gratitude and A New Chapter" of DAB's Fundraising Gala.
- HK office sponsored Hong Kong United Youth Association Limited for their 30th Anniversary.
- HK office donated to Wo Kwai Foundation Limited for the "Borderline in Unity, Care for the People" Project.
- HK office donated to District Service and Care Development Fund (Sha Tin) Limited.
- HK office donated to the Sha Tin Festival "Community at Heart" Vegetable Distribution Activity in Sha Tin District from June to August.

Donation Amount:

approximately HKD3,043,000

In the years ahead, we will maintain our commitment to the local community. This will involve partnering with charitable organisations, closely monitoring the challenges and requirements of the community, and actively giving back to society — all with the aim of fostering a more harmonious society.

Rural Revitalisation

- We give priority to old agricultural businesses when choosing stores and extend the rent-free period for them to achieve mutual development.
- We assist local agricultural businesses in industrialising their agricultural production by providing advanced agricultural machinery resources, planting technologies, and timely market information.
- We actively publicise various favourable agricultural policies introduced by the government and assist farmers in acquiring all types of policy-based subsidies on time.

公益活動：

- 香港辦公室向民建聯「感恩有您同開新篇」籌款晚宴捐款。
- 香港辦公室贊助香港青年聯會30周年活動。
- 香港辦公室向 Wo Kwai Foundation Limited「Borderline in Unity, Care for the People」活動捐款。
- 香港辦公室向地區服務及關愛發展基金（沙田）有限公司捐款。
- 香港辦公室於六月至八月向沙田區「心繫社區愛心穿「蔬」」捐款。

捐款額：

約3,043,000港元

未來數年，我們將會繼續履行對當地社區的承諾。包括與慈善機構合作，密切關注社區面臨的挑戰及訴求，並積極回饋社會，全為促進社會和諧。

振興鄉村

- 為實現共同發展的目標，我們在選擇門店時優先考慮舊農業企業，並延長其免租期。
- 我們為當地農業企業提供先進的農業機械資源、種植技術和最新的市場資訊，協助他們將農業生產工業化。
- 我們積極宣傳政府頒佈的各項農業利好政策，協助農民及時獲取各類政策性補貼。



Wuhan City launched the “Support Agriculture and Boost Sales” public welfare initiative to help farmers. By leveraging its organizational advantages, the city mobilised various units to purchase caring vegetables and donate them to underprivileged groups and frontline workers. They also organised online livestreaming events to assist farmers and actively coordinated with local vegetable promotion teams across the country. Through these multi-channel efforts, the initiative effectively addressed the difficulties in agricultural product circulation, ensuring that the support and benefits for farmers were truly realised under the care of government leaders and the diligent work of the Wuhan Vegetable Production and Marketing Alliance.



武漢市啟動實施了「惠農幫銷」公益助農行動，發揮組織體系優勢，動員各級單位等購買愛心蔬菜捐贈困難群體和基層一線、開展線上直播助農、積極對接各地市蔬菜促銷工作專班等，多渠道助力農產品銷售，確實解決農產品流通的困難，讓助農惠農在各級領導的關懷下，在武漢蔬菜產銷聯盟的努力下，落到實處。

This year, Baiyun Village in Liangzhen Town, has seen a bumper harvest of June snow pears, with an estimated yield of 600,000 pounds. However, due to the short preservation period of snow pears and the significant sales pressure, many growers have been deeply concerned. To prevent losses to the farmers due to delayed sales, the Wuhan Baishazhou Agricultural and Sideline Products Wholesale Market actively responded to the call from the relevant departments in Hongshan District. The market prioritised the purchase of 5,000 pounds of unsold snow pears, effectively resolving the sales difficulties faced by the planting farmers.

今年，梁鎮白雲村六月雪梨迎來大豐收，預計產量60萬斤，因雪梨保鮮時期短，銷售壓力大，不少果農為此擔心不已。為避免因銷售不及時給果農造成損失，武漢白沙洲農副產品大市場積極響應洪山區相關部門的號召，優先採購滯銷的5,000斤雪梨，為種植農戶解決銷售難題。



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

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

MAJOR APPLICABLE LAWS AND REGULATIONS RELATED TO THE GROUP'S BUSINESS

與本集團業務有關的主要適用法律 及法規

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
Emissions 排放	<ul style="list-style-type: none"> Air Pollution Control Ordinance 《空氣污染管制條例》 Water Pollution Control Ordinance 《水污染管制條例》 Waste Disposal Ordinance 《廢物處置條例》 Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》 Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution 《中華人民共和國固體廢棄物污染防治法》
Employment and Labour Standards 僱傭及勞工準則	<ul style="list-style-type: none"> Employment Ordinance 《僱傭條例》 Employees' Compensation Ordinance 《僱員補償條例》 Sex Discrimination Ordinance 《性別歧視條例》 Disability Discrimination Ordinance 《殘疾歧視條例》 Family Status Discrimination Ordinance 《家庭崗位歧視條例》 Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》 Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》
Health and Safety 健康與安全	<ul style="list-style-type: none"> Occupational Safety and Health Ordinance 《職業安全及健康條例》 Fire Safety Ordinance 《消防安全條例》 Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 Regulation on Work-Related Injury Insurances of the People's Republic of China 《中華人民共和國工傷保險條例》

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
Product Responsibility 產品責任	<ul style="list-style-type: none">• Trade Descriptions Ordinance 《商品說明條例》• Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》• Advertising Law of the People's Republic of China 《中華人民共和國廣告法》• Trademark Law of the People's Republic of China 《中華人民共和國商標法》• Protection of Consumer Rights and Interests of the People's Republic of China 《中華人民共和國消費者權益保護法》
Anti-corruption 反貪腐	<ul style="list-style-type: none">• Prevention of Bribery Ordinance 《防止賄賂條例》• Anti-Money Laundering and Counter-Terrorist Financing Ordinance 《打擊洗錢及恐怖分子資金籌集條例》• Criminal Law of the People's Republic of China 《中華人民共和國刑法》• Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》• Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》• Tendering and Bidding Law of the People's Republic of China 《中華人民共和國招標投標法》

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

香港聯合交易所有限公司環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs Description		Section/Declaration
主要範疇、層面、 一般披露及關鍵 績效指標 描述		章節／聲明
Aspect A1: Emissions		
層面A1：排放		
一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放 Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
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。	Emissions — Air Emissions 排放 — 廢氣排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放（以噸計算）及（如適用）密度。	Emissions — Greenhouse Gas Emissions 排放 — 溫室氣體排放

Subject Areas, Aspects, General Disclosures and KPIs		Description	Section/Declaration
主要範疇、層面、一般披露及關鍵績效指標		描述	章節／聲明
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and intensity. 所產生有害廢棄物總量(以噸計算)及密度。	Emissions — Waste Management 排放 — 廢棄物管理	
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and intensity. 所產生無害廢棄物總量(以噸計算)及密度。	Emissions — Waste Management 排放 — 廢棄物管理	
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放目標及為達致該等目標所採取的步驟。	ESG Environmental Targets 環境、社會及管治治理目標	
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。	Emissions — Waste Management 排放 — 廢棄物管理	
Aspect A2: Use of Resources			
層面A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用	
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources — Energy Management 資源使用 — 能源管理	
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources — Water Management 資源使用 — 用水管理	
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。	Use of Resources — Energy Management 資源使用 — 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。	Use of Resources — Water Management, Sewage Discharge 資源使用 — 用水管理、污水排放	
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及每生產單位佔量。	Use of Resources — Use of Packaging Materials 資源使用 — 包裝材料使用	

Subject Areas, Aspects, General Disclosures and KPIs		Description	Section/Declaration
主要範疇、層面、 一般披露及關鍵 績效指標		描述	章節／聲明
Aspect A3: The Environment and Natural Resources			
層面A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。		The Environment and Natural Resources 環境及天然資源
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。		The Environment and Natural Resources — Safeguarding Market Hygiene, Biodiversity Protection 環境及天然資源 — 保護市場衛生，生物多樣性保護
Aspect A4: Climate Change			
層面A4：應對氣候變化			
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. 識別及減輕已經影響及可能會影響發行人的重大氣候相關問題的政策。		Climate Change 應對氣候變化
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. 描述已經影響及可能會影響發行人的重大氣候相關問題，以及管理有關問題所採取的行動。		Climate Change 應對氣候變化

Subject Areas, Aspects, General Disclosures and KPIs			Section/Declaration
主要範疇、層面、一般披露及關鍵績效指標	描述		章節／聲明
Aspect B1: Employment			
層面B1：僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Employment 僱傭 Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規	
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、年齡組別及地區劃分的僱員總數。	Employment 僱傭	
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率。	Employment 僱傭	
Aspect B2: Health and Safety			
層面B2：健康與安全			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Health and Safety 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）每年因工死亡的人數及比率。	Health and Safety 健康與安全	

Subject Areas, Aspects, General Disclosures and KPIs		
主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
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。	Health and Safety 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。	Health and Safety — Occupational Health and Safety, Safety Training 健康與安全 — 職業健康與安全、安全培訓
Aspect B3: Development and Training		
層面B3：發展與培訓		
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。	Development and Training 發展與培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Development and Training 發展與培訓
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。	Development and Training 發展與培訓
Aspect B4: Labour Standards		
層面B4：勞工標準		
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. 有關防止童工及強制性勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Labour Standards — Prevention of Child and Forced Labour 勞工準則 — 防止童工及強制性勞工 Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規

Subject Areas, Aspects, General Disclosures and KPIs		Description	Section/Declaration
主要範疇、層面、一般披露及關鍵績效指標	描述	章節／聲明	
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討僱傭慣例的措施以避免童工及強制性勞工。	Labour Standards — Prevention of Child and Forced Labour, Working Hours and Rest Periods 勞工準則 — 防止童工及強制性勞工、工作時數及假期	
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。	Labour Standards — Prevention of Child and Forced Labour, Working Hours and Rest Periods 勞工準則 — 防止童工及強制性勞工、工作時數及假期	
Aspect B5: Supply Chain Management			
層面B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	
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。	Supply Chain Management 供應鏈管理	
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。	Supply Chain Management 供應鏈管理	
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。	Supply Chain Management — Green Procurement, Supply Chain's Social Impact 供應鏈管理 — 綠色採購、供應鏈社區影響	
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。	Supply Chain Management — Green Procurement, Supply Chain's Social Impact 供應鏈管理 — 綠色採購、供應鏈社區影響	

Subject Areas, Aspects, General Disclosures and KPIs			Description	Section/Declaration
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Aspect B6: Product Responsibility				
層面B6：產品責任				
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。		Product Responsibility, Advertising and Labelling 產品責任、廣告及標籤	
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。		Product Responsibility — Customer Service, Quality Services 產品責任 — 客戶服務、優質服務	
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。		Product Responsibility — Customer Service, Quality Services 產品責任 — 客戶服務、優質服務	
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。		Product Responsibility — Protection of Intellectual Property Rights 產品責任 — 保護知識產權	
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回收程序。		Product Responsibility — Customer Service, Quality Service 產品責任 — 優質服務、客戶服務	
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。		Product Responsibility — Privacy Protection 產品責任 — 私隱保護	

Subject Areas, Aspects, General Disclosures and KPIs		Description	Section/Declaration
主要範疇、層面、 一般披露及關鍵 績效指標		描述	章節／聲明
Aspect B7: Anti-corruption			
層面B7：反貪腐			
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法規的資料。		Anti-corruption 反貪腐 Major Applicable Laws and Regulations Related to the Group's Business 與本集團業務有關的主要適用法律及法規
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於報告期間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。		Anti-corruption 反貪腐
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。		Anti-corruption — Whistleblowing Policy 反貪腐 — 舉報政策
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腐培訓。		Anti-corruption 反貪腐
Aspect B8: Community Investment			
層面B8：社區投資			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策。		Community Investment 社區投資
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）。		Our Contributions to the Community, Rural Revitalisation 造福社區，鄉村振興
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）。		Our Contributions to the Community, Rural Revitalisation 造福社區，鄉村振興



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