



2024

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



南順(香港)有限公司
Lam Soon (Hong Kong) Limited

A Member of the Hong Leong Group
豐隆集團成員

(Stock Code 股份代號：411)

CONTENTS 目錄

2	About Lam Soon 有關南順
3	Message from the Board 董事會的話
4	About This Report 有關本報告
6	Sustainability at Lam Soon 南順的可持續發展
14	Pillar 1: "Towards a Greener Future" 支柱一：「邁向更環保未來」
40	Pillar 2: "Empowering our People" 支柱二：「賦能予我們的員工」
54	Pillar 3: "Conducting Business with Honour" 支柱三：「以信譽進行業務」
66	Pillar 4: "Caring for our Community" 支柱四：「關懷社群」
68	SEHK ESG Reporting Guide Content Index 聯交所環境、社會及管治報告指引內容索引



About Lam Soon

Lam Soon has been publicly listed on The Stock Exchange of Hong Kong Limited ("SEHK") since 1972. The Group is headquartered in Hong Kong and is principally engaged in the manufacturing, trading and processing of food and home care products in Hong Kong, Macau and Mainland China. The Group comprises a broad portfolio of famous brands, which include "Knife", "Red Lantern", "AXE", "Labour", "Golden Statue", "American Roses", "Royal Sakura" and "Double Peach".

有關南順

南順自一九七二年起已在香港聯合交易所有限公司(「港交所」)公開上市。本集團的總部位於香港，主要於香港、澳門及中國大陸從事食品與家居護理產品的製造、貿易及加工。本集團旗下擁有眾多知名品牌，包括「刀嘜」、「紅燈」、「斧頭牌」、「勞工牌」、「金像牌」、「美玫牌」、「櫻皇」及「雙桃」。

MESSAGE FROM THE BOARD 董事會的話

The Board of Directors (the “Board”) of Lam Soon (Hong Kong) Limited (the “Company” or “Lam Soon”, together with its subsidiaries the “Group”) is pleased to present our Environmental, Social and Governance (“ESG”) Report of the Group for the financial year ended 30 June 2024.

While the intensified climate crisis in the past years have caused irreversible damages to our ecosystem, it has also served as a catalyst for change, prompting us to reassess the impacts of climate change and to take action as a responsible business operator. In light of this, and as the regulatory landscape continues to evolve, we firmly believe in our duty to contribute to the collective efforts of our country and region, including the pursuit of the “30-60 dual carbon goals” and “Hong Kong’s Climate Action Plan 2050” to strive for a net-zero future. The Group remains committed to our contribution towards decarbonisation. Our commitment extends to achieving our environmental targets set for 2025 regarding greenhouse gas emission, energy consumption, water consumption and waste disposal. This year, we continue to systematically monitor, track, and report on our business units’ various targets and performance. The Board reviews and assesses the Group’s ESG programs and progress on a regular basis.

In 2024, in line with the enhanced requirements on climate-related disclosures promulgated by the SEHK, we have diligently pursued to familiarise ourselves with the new disclosure requirements and the ISSB Standards and setting plans and timetable to prepare for eventual climate reporting in accordance with the Hong Kong standards. This would direct us on our journey to navigate the risks and capitalise on opportunities that arise from the intricacies of climate change dynamics.

We would like to thank our staff, partners, customers and other stakeholders who share our vision, and we value their comments and contributions on our ESG journey. Going forward, we remain steadfast in our commitment to creating positive impacts to society and pursuing our environmental targets, as we embark upon the transformative voyage towards sustainability.

南順(香港)有限公司(「本公司」或「南順」，連同其附屬公司統稱「本集團」)董事會(「董事會」)欣然提呈本集團截至二零二四年六月三十日止財政年度的環境、社會及管治(「環境、社會及管治」)報告。

儘管過去幾年越趨嚴峻的氣候危機對我們的生態系統造成不可逆轉的損害，惟亦成為改變的催化劑，促使我們重新評估氣候變化的影響，並作為負責任的企業經營者採取行動。有鑒於此，及隨著監管環境的不斷發展，我們堅信我們有責任為國家及地區的集體努力作出貢獻，包括遵循「3060雙碳目標」及「香港氣候行動藍圖2050」，努力實現淨零排放未來。本集團仍然致力於為去碳化作出貢獻。我們的承諾包括達成二零二五年有關溫室氣體排放、能源消耗、水消耗及廢棄物處理的環境目標。今年，我們繼續有系統地監控、追蹤及報告業務分部的各項目標及績效。董事會定期檢討及評估本集團的環境、社會及管治計劃及進度。

於二零二四年，為配合港交所頒佈的氣候相關披露的進一步要求，我們努力熟悉新的披露要求及國際可持續準則理事會準則，並根據香港準則製定計劃及時間表，為最終的氣候報告作準備。這將指引我們應對風險並把握複雜的氣候變化動態所帶來的機會。

我們僅此感謝與我們有共同願景的員工、合作夥伴、客戶及其他持份者，我們重視彼等對我們環境、社會及管治方面的意見及貢獻。展望未來，我們將堅定不移地致力於為社會創造正面影響並實現我們的環境目標，踏上可持續發展的改革之旅。

ABOUT THIS REPORT

有關本報告

Reporting Standard

This is the eighth ESG report (the “Report”) of the Company, highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide as set out in Appendix C2 on the Rules Governing the Listing of the Securities (“Listing Rules”) and Guidance issued by the SEHK. The Group has complied with all the “comply or explain” provisions set out in the ESG Reporting Guide during the Reporting Period (as defined below).

Reporting Period

From 1 July 2023 to 30 June 2024 (the “Reporting Period”).

Reporting Scope

This Report covers the Group’s overall environmental performance in the manufacture and distribution of food and home care products in Hong Kong and Mainland China, which accounted for 98% of the Group’s total revenue during the Reporting Period. During the Reporting Period, the Group’s major operational sites were:

- (i) the Lam Soon Building in Hong Kong comprising the headquarters office, an edible oil plant and a logistic fleet;
- (ii) the Shenzhen office in Shekou, Shenzhen, the People’s Republic of China (“PRC”);
- (iii) the five flour mills in Shekou (Shenzhen), Yixing, Jintan, Qionglai and Qingzhou, the PRC;
- (iv) the edible oil plant in Shekou, Shenzhen, the PRC;
- (v) the home care product plant in Guangzhou, the PRC; and
- (vi) the specialty fats plant in Jintan, the PRC.

The environmental performance of the business operation in Macau, the sales offices in Guangzhou, Beijing and Shanghai were not reported as they did not have significant ESG impact during the Reporting Period.

報告準則

此為本公司刊發之第八份環境、社會及管治報告（「本報告」），以強調本集團於環境、社會及管治方面之表現，有關披露乃參考由港交所刊發之證券上市規則（「上市規則」）附錄C2及指引所述之環境、社會及管治報告指引。本集團已遵守於報告期間（定義見下文）的環境、社會及管治報告指引所載的所有「不遵守就解釋」條文。

報告期間

由二零二三年七月一日至二零二四年六月三十日（「報告期間」）。

報告範圍

本報告涵蓋本集團在香港和中國大陸之食品及家居護理產品之製造及分銷業務（佔本集團於報告期間總收入98%）之整體環境表現。於報告期間，本集團之主要業務營運場地包括：

- (i) 位於香港的南順大廈，包括總部辦事處、食用油廠及物流車隊；
- (ii) 位於中華人民共和國（「中國」）深圳蛇口的深圳辦事處；
- (iii) 位於中國蛇口（深圳）、宜興、金壇、邳峽及青州的五個麵粉廠；
- (iv) 位於中國深圳蛇口的食用油廠；
- (v) 位於中國廣州的家居護理用品廠；及
- (vi) 位於中國金壇的特種油脂廠。

澳門之業務營運以及廣州、北京及上海銷售辦事處的環境表現並無報告，皆因該等處所於報告期間並無任何重大環境、社會及管治影響。

ABOUT THIS REPORT

有關本報告

Reporting Principles

Materiality: We focus on issues with high importance to the Group and our stakeholders. Various material sustainability issues were identified through our interaction with internal management and staff as well as external stakeholders. These material sustainability issues form the basis for preparing this Report.

Quantitative: In order to set a measurable target and evaluate the ESG performance more objectively, quantitative information is provided, where appropriate. A data collection tool is used to record and monitor various environmental and social indicators.

Balance: We review and disclose our achievements, areas for improvement and future action plans in this Report to provide an unbiased picture of our ESG performance.

Consistency: Unless otherwise stated, the methodologies used in this Report are consistent with prior year for meaningful comparisons of ESG data over time.

Approval

The Board oversees the sustainability management and performance of the Group and undertakes overall responsibility for the Group's ESG strategy and reporting. The Board Audit & Risk Management Committee assists the Board, amongst others, to oversee the Group's ESG risks & opportunities and monitor the ESG reporting progress. This ESG Report was reviewed and approved by the Board on 4 September 2024.

Feedback

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please contact us via email at webmaster@lamsoon.com.

報告原則

重要性：我們專注於對本集團及持份者至關重要的議題。我們透過與內部管理層和員工以及外部持份者進行溝通來識別各項重大可持續發展議題，而這些重大可持續發展議題構成編製本報告之基礎。

量化：為設定可衡量目標及更客觀評估環境、社會及管治表現，我們會適時提供量化資料。我們亦會運用數據收集工具來記錄及監察各項環境及社會指標。

平衡：我們於本報告中檢討及披露我們的成就、需要改進的範疇及未來行動計劃，以公正地描述環境、社會及管治表現。

一致性：除另有說明外，本報告所採用的方法與上年一致，以隨時間對環境、社會及管治數據進行有意義比較。

批准

董事會監督本集團可持續發展的管理及表現，並全面負責本集團的環境、社會及管治策略及匯報。董事會審核及風險管理委員會協助董事會（其中包括）監督本集團的環境、社會及管治風險與機遇，並監察環境、社會及管治報告進度。本環境、社會及管治報告已於二零二四年九月四日經董事會審閱及批准。

反饋意見

本集團歡迎持份者對我們的環境、社會及管治方針和表現發表意見。敬請閣下透過電郵與我們聯絡，電郵地址為：webmaster@lamsoon.com。

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Approach to Sustainability

Our Core Values

The Group continues to strive for excellence in its day-to-day business operations and embrace the following core values in all aspects:



Honour 信譽

To conduct business with honour
以信譽經營業務



Entrepreneurship 企業精神

To pursue management vision and
foster entrepreneurship
追求管理願景，培育企業精神



Quality 質素

To provide products and services
that consistently exceed customers'
expectations
提供一貫超出客戶期望的產品及服務



Unity 團結

To ensure oneness in purpose, harmony
and friendship in the pursuit of
prosperity for all
確保人人目標一致，和諧友好地追求
繁榮



Human resources 人力資源

To enhance the quality of human
resources – as the essence of
management excellence
提升人力資源質素作為卓越管理的精髓



Innovation 創新

To nurture and be committed
to innovation
培育及致力於創新



Progress 進步

To continuously improve existing
operations and to position for
expansion and new business
opportunities
不斷改善現有營運模式以及為擴大規模
及新商業機遇作好準備



Social responsibility 社會責任

To create wealth for the betterment
of society
創造財富以造福社會

These intrinsic values form a major part of the Group's core value system and have served as the foundation for its sustainable growth and development.

該等內在價值組成本集團核心價值體系的重要部分，並已成為其可持續增長及發展的基礎。

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Approach to Sustainability *(continued)*

Our Sustainability Mission and Vision

The Group is built on the strong heritage of value creation for our stakeholders and communities within which we operate. Over the years, we have taken a progressive approach in integrating sustainability into our businesses, towards a stronger and more resilient group. We are committed to: growing our businesses responsibly; balancing environmental with economic considerations; as well as creating a positive impact for our stakeholders and contributing to our communities.

The Four-Pillar Approach to Sustainability

The Group believes that an effective ESG management structure is a key factor to business success and has therefore adopted an integrated four-pillar approach to its overall sustainability management of ESG issues on the environment, human capital, corporate governance and social capital.

對可持續發展的方針 *(續)*

我們的可持續發展使命與願景

本集團建立在為持份者及我們所經營的社區創造價值之強大承傳上。多年來，我們採取進取的方針將可持續發展納入我們的營運上，使集團變得更強大及強韌。我們致力：以負責任的態度拓展我們的業務、平衡環境與經濟考慮因素，以及為持份者創造積極影響及為社區作出貢獻。

可持續發展的四大支柱方針

本集團相信有效的環境、社會及管治的管理架構是取得業務成功的關鍵因素，並因此於整體可持續性管理中採用了整合的四大支柱方法，以管理有關環境、人力資本、企業管治及社會資本的環境、社會及管治問題。

ESG Management Approach

環境、社會及管治的管理方針

PILLAR 1 支柱一



Towards
a Greener Future
邁向更環保未來

PILLAR 2 支柱二



Empowering
our People
賦能予我們的員工

PILLAR 3 支柱三



Conducting Business
with Honour
以信譽進行業務

PILLAR 4 支柱四



Caring for
our Community
關懷社群

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Sustainability Management

Governance Structure

The Group believing that its strategic focus on sustainability and its ability to manage associated ESG risks can create not only tangible value for its business, but also long-term value for its employees, customers, the environment, and the broader society.

The Group formalised the ESG Governance Structure in November 2020, in which the Board oversees the sustainability management and performance of the Group and undertakes overall responsibility for the Group's ESG strategy and reporting. The Group has dedicated its efforts to ensuring compliance with relevant legal and regulatory requirements as described in the latest Listing Rules.

可持續發展的管理

管理架構

本集團相信其對可持續發展之策略重點及其管理相關環境、社會及管治風險的能力，不僅可以為其業務創造價值，亦可以為其員工、客戶、環境及廣泛的社會創造長期價值。

本集團於二零二零年十一月正式建立了環境、社會及管治的管理架構，其中董事會負責監督本集團可持續發展的管理及表現，並全面負責本集團的環境、社會及管治策略及匯報。本集團致力於確保遵守最新上市規則中所述之相關法律和監管要求。

ESG Governance Structure at Lam Soon

南順的環境、社會及管治的管理架構

Board of Directors 董事會

- To have overall responsibility for the Group's ESG matters and to oversee the sustainability and climate change risk management and performance of the Group.
對本集團的環境、社會及管治事宜整體負責，並監督本集團可持續發展及氣候變化風險管理及表現。
- To track the progress of target achievement and Key Performance Indicator (KPI) performance over the year.
跟蹤全年目標達成進度及關鍵績效指標表現。

Board Audit and Risk Management Committee ("BARMC") 董事會審核及風險管理委員會 (「審核及風險管理委員會」)

- To assist the Board to oversee the Group's overall risk management and governance issues including, among others:
協助董事會監督本集團的整體風險管理及管治事宜，其中包括：
- To review the ESG risks & opportunities and the related policies and practices.
審閱環境、社會及管治風險及機遇以及相關政策及常規。
 - To monitor the ESG reporting progress.
監察環境、社會及管治報告進度。
 - To review the ESG report as well as the ESG-related risks and issues.
審閱環境、社會及管治報告及環境、社會及管治相關風險及事宜。

ESG Task Force 環境、社會及管治工作小組

- Group Managing Director/ Chief Executive Officer
集團董事總經理／行政總裁
- Chief Financial Officer
首席財務總監
- General Managers of business units
各業務單位總經理
- Heads of various functions
各職能主管

- To develop and oversee ESG strategies and to monitor overall ESG performance.
制定及監督環境、社會及管治策略及監察環境、社會及管治整體表現。
- To implement the strategies, setting their respective actions and goals, devising and implementing related plans and policies.
實施策略、制定其各自的行動及目標、制定及實施相關計劃及政策。
- To work with business units and departments on a regular basis to collect data, track operational performance and coordinate the preparation of the ESG report.
定期與業務單位及部門合作以收集數據、跟蹤營運表現及協助編製環境、社會及管治報告。

The Group Internal Audit Department 本集團的內部審核部

- To work with the ESG Task Force, the business units and functions to assist the ESG data validation for ensuring the consistence of data source and standard, and increase the accuracy of the ESG data.
與環境、社會及管治工作小組、業務單位及部門合作，就確保數據來源及標準的一致性協助環境、社會及管治數據驗證，並提高環境、社會及管治數據的準確性。

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Sustainability Management *(continued)*

Governance Structure *(continued)*

The Group established a process to track progress of targets and KPI performance during the Reporting Period, and the results will be presented to the Board regularly to facilitate their oversight of the ESG progress and issues.

The Group also incorporates ESG and major climate-related risks into its Enterprise Risk Management (“ERM”) Framework, where the process for controls and risk management have been embedded into its daily operations and decision-making processes. The BARMC regularly reviews the Group’s risk registers and risk profile reports, including the major climate-related risks in the ERM Framework. Under the Group’s ERM Framework, a structured approach was employed on an ongoing basis to identify, assess, treat, monitor and report on the key risks affecting the sustainability of the Group’s business. During the Reporting Period, we have identified, assessed, and prioritised physical risk and transition risk as our climate-related risks within our ERM Framework, and corresponding risk management programmes. Actions have been developed and implemented to bring climate-related risks under the Group’s overall risk appetite level and enhance business resilience to climate change. Previously, we have also conducted a scenario analysis to identify the potential impacts from material climate risks in the short-, medium- and long-term.

For details of the Group’s corporate governance practices, please refer to the section of “Corporate Governance Report” in our Annual Report 2024.

可持續發展的管理 *(續)*

管理架構 *(續)*

於報告期間，本集團已建立跟蹤目標進度及關鍵績效指標表現的流程，結果將定期呈交董事會以便其監督環境、社會及管治進展及事宜。

本集團亦將環境、社會及管治以及重大氣候相關風險納入其企業風險管理（「企業風險管理」）框架，而該框架已將控制及風險管理過程融入其日常營運及決策過程之中。審核及風險管理委員會定期審閱本集團的風險登記冊和風險概況報告，包括企業風險管理框架中與氣候相關的主要風險。在本集團的企業風險管理框架下，我們持續採用有條不紊的方法來識別、評估、處理、監察及報告影響本集團業務可持續性的主要風險。於報告期間，我們於企業風險管理框架及相應的風險管理計劃中識別、評估及優先考慮實體風險及轉型風險為我們的氣候相關風險。本集團已制定並實施各種行動，將氣候相關風險納入本集團整體風險偏好水平及增強業務應對氣候變化的適應力。我們之前亦已進行情景分析以識別在短期、中期及長期內來自重大氣候風險的潛在影響。

有關本集團企業管治常規的詳情，請參閱我們二零二四年年報的「企業管治報告書」章節。

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Materiality and Stakeholder Engagement

Stakeholder Engagement

The Group values input and feedback of its stakeholders as they bring potential insights to the Group's business. To ensure its business focus remains relevant, the Group commissioned an independent consultant to conduct stakeholder survey and materiality assessments previously to engage and gauge feedbacks from internal and external stakeholders. We also regularly interact with our stakeholders and understand their expectations through a range of communication channels. Through identifying areas of improvement and maintaining close communication with various stakeholders, the Group aims to consistently enhance its ESG performance and management.

重要性及持份者參與

持份者參與

本集團重視持份者的意見及反饋，因為持份者可能會為本集團的業務帶來真知灼見。為確保其業務重點的相關性，本集團之前委託獨立顧問對持份者進行調查及重要性評估，以了解及收集內部和外部持份者的反饋。我們亦透過一系列的溝通渠道，定期與持份者互動溝通，深入了解他們對我們的期望。通過識別需要改進的範疇並與各持份者保持密切溝通，本集團旨在不斷提高其環境、社會及管治表現及管理水平。

Stakeholder Group 持份者組別	Communication Channel 溝通渠道	溝通渠道
Management and Employees 管理層及員工	Annual conferences Appraisal sessions Employee engagement and team building activities Internal e-newsletter and E-Post Interviews Intranet Meetings Mediation team Labour union Notice boards	年會 評估會議 員工參與和團隊建設活動 內部電子通訊及電子郵件報 訪問 內聯網 會議 調解小組 工會 員工告示牌
Customers 顧客	Customer hotlines Customer satisfaction surveys Website and social media platforms	客戶熱線 顧客滿意度調查 網站和社交媒體
Investors/Shareholders 投資者／股東	Annual and interim reports Annual General Meeting ("AGM") Official website Press releases and announcements	年報和中期報告 股東週年常會(「週年常會」) 官方網站 新聞稿和公佈
Suppliers and Business Partners 供應商和業務合作夥伴	Tendering and procurement communication Regular evaluation Conference calls Meetings Workshops	招標及採購溝通 定期評估 電話會議 會議 工作坊
Industry Association/Regulators/Media 行業協會／監管機構／媒體	Industry forum Official website Press Releases and Announcements	行業座談會 官方網站 新聞稿和公佈
Community Partners/NGOs 社區合作夥伴／非政府組織	Community engagement ESG Report Social Media Volunteering and charitable activities	社區參與 環境、社會及管治報告 社交媒體 志願服務和慈善活動

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Materiality and Stakeholder Engagement *(continued)*

Materiality Analysis

The Group previously conducted a comprehensive stakeholder engagement which involved over 100 stakeholders via surveys to collect their feedback and recommendation on our ESG performance in various topics, in which we asked stakeholders to rank the relative importance of each sustainability issues to the Group on a scale of 1 to 5 (with "1" being not important at all and "5" being very important). Based on the industry trend and benchmarks, we further modified our materiality matrix and identified a total of 17 sustainability issues (as shown in table below) during the Reporting Period.

重要性及持份者參與^(續)

重要性分析

本集團較早前曾全面開展持份者參與活動，通過調查與超過100名持份者接觸，以收集其對我們在各議題下的環境、社會及管治表現的反饋和建議。根據行業趨勢及基準，於報告期間，我們進一步修改了重要性矩陣，共確定了17項可持續發展議題(如下表所示)，讓持份者以1至5(「1」代表完全不重要，「5」代表非常重要)的標準就其對本集團的相對重要性進行排名。

Material Topics for Lam Soon

南順的重要議題

PILLAR 1 支柱一



Towards a Greener Future 邁向更環保未來

- Carbon emissions and energy efficiency
碳排放及能源效益
- Water and effluent management
用水及污水管理
- Waste management
廢物管理
- Sustainable packaging
可持續包裝
- Climate change mitigation and adaptation
緩解及適應氣候變化

PILLAR 2 支柱二



Empowering our People 賦能予我們的員工

- Equal opportunities
平等機會
- Fair labour practices
公平的勞工慣例
- Employee welfare, health and safety, and engagement
僱員福利、健康與安全及參與
- Employee development
僱員發展

PILLAR 3 支柱三



Conducting Business with Honour 以信譽進行業務

- Product quality and safety
產品質量與安全
- Ethical marketing
道德營銷
- Responsible sourcing
負責任的採購
- Cyber security and data privacy
網絡安全與數據私隱
- Corporate governance
企業管治
- Business ethics and compliance
商業道德及合規
- Product nutrition and health
產品營養及健康

PILLAR 4 支柱四



Caring for our Community 關懷社群

- Community investment
社區投資

SUSTAINABILITY AT LAM SOON

南順的可持續發展

Materiality and Stakeholder Engagement *(continued)*

Materiality Analysis *(continued)*

A materiality matrix was developed from the results of the stakeholder engagement exercise conducted with internal and external stakeholders through an online survey. ESG Issues for disclosure in this Report were identified by considering the relevance of each ESG Issue to the operations and stakeholders of the Group.

Upon analysing the survey results and adjusted by peers' materiality, 12 issues were identified within the "Priority" area, while the remaining 5 issues were identified within the "Significant" and "Moderate" areas of the materiality matrix. Among all issues, "product quality and safety", "business ethics and compliance" and "climate change mitigation and adaptation" were the top three material sustainability issues. The results in the materiality analysis were reviewed and endorsed by the Board.

Materiality Matrix



1	Carbon emissions and energy efficiency 碳排放及能源效益
2	Water and effluent management 用水及污水管理
3	Waste management 廢物管理
4	Sustainable packaging 可持續包裝
5	Climate change mitigation and adaptation 緩解及適應氣候變化

6	Equal opportunities 平等機會
7	Fair labour practices 公平的勞工慣例
8	Employee welfare, health and safety, and engagement 僱員福利、健康與安全及參與
9	Employee Development 僱員發展
10	Product quality and safety 產品質量與安全
11	Ethical marketing 道德營銷

12	Responsible sourcing 負責任的採購
13	Cyber security and data privacy 網絡安全與數據私隱
14	Corporate governance 企業管治
15	Business ethics and compliance 商業道德及合規
16	Product nutrition and health 產品營養及健康
17	Community investment 社區投資

重要性及持份者參與 *(續)*

重要性分析 *(續)*

根據通過在線調查與內部及外部持份者進行的持份者參與活動的結果，我們已制定重要性矩陣。通過考慮各環境、社會及管治議題與本集團運營及持份者的相關性，我們確定了本報告中需要披露的環境、社會及管治議題。

對調查結果進行分析並根據同行的重要性進行調整後，12個議題被確定屬於重要性矩陣中的「優先」領域，而其餘5個議題則被確定屬於「重要」及「中等」領域。在所有議題中，「產品質量與安全」、「商業道德及合規」及「緩解及適應氣候變化」為三大重要可持續性議題。重要性分析的結果已獲董事會審閱及認可。

重要性矩陣

SUSTAINABILITY AT LAM SOON

南順的可持續發展

ESG Finance

Lam Soon is actively capitalising on ESG finance opportunities and continuously exploring its potential. During the Reporting Period, we participated in the Green Deposit Programme of one of our bankers with deposits designated to fund projects that contribute to the improvement of environmental issues. The total green deposit placed by the Group amounted to HK\$114,160,000 as at the end of the financial year ended 30 June 2024.

環境、社會及管治融資

南順積極利用環境、社會及管治融資機會並不斷探索其潛力。於報告期間，我們參與我們其中一間往來銀行的綠色定期存款計劃，有關存款旨在為改善環境問題的項目撥付資金。本集團於二零二四年六月三十日止財政年度結束時存放的綠色存款總額為港幣114,160,000元。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Key Achievements 主要成就

Established new policy - Environmental Protection Control Procedures for New Projects to minimise pollution from construction and renovation activities.

製定新政策—《新項目環境保護控制程序》，以盡量減少建設及裝修活動造成的污染。

Launched two new biodegradable and phosphate-free products designed to reduce marine pollution.

推出兩種新的可生物降解且不含磷酸鹽的產品，以減少海洋污染。

Published climate-related risks and opportunities with reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") under the four pillars of Governance, Strategy, Risk Management, and Metrics and Targets.

採納氣候相關財務信息披露工作組(「TCFD」)在管治、策略、風險管理以及指標及目標四大支柱下的建議，刊發氣候相關的風險及機會。

Replaced old chillers in Lam Soon building to substitute the use of R22 refrigerant with R134a refrigerant, which in turn saves energy.

更換南順大廈的舊式冷水機，以R134a製冷劑取代R22製冷劑，節省能源。

Implemented a food waste collection program in collaboration with the Environmental Protection Department ("EPD") to converting food waste in our canteen into energy.

與環境保護署(「環保署」)合作落實廚餘收集計劃，將食堂的廚餘轉化為能源。

We aim to reduce waste and improve efficiency in energy and use of resources, starting from the humblest of steps and seek to entrench the philosophy into a Group-wide awareness and culture of caring for the environment.

我們的目標是從最低限度的步驟開始，減少浪費及提高能源和資源利用的效率，並努力貫徹這理念成為整個集團對關愛環境的意識及文化。

Environmental Management and Compliance

The Group pledges to minimise our environmental impacts by making continuous improvement in managing and monitoring its emissions, wastewater, solid waste and noise pollution. Every year, through engaging external licensed testing laboratories, various environmental tests are conducted to evaluate the capability of existing facilities on meeting regulatory and environmental requirements and national standards based on the parameters obtained.

環境管理及合規

本集團承諾減低我們對環境影響，持續改善對排放、污水、固體廢物及噪音污染的管理及監察。本集團每年委聘外部持牌測試實驗室進行針對多項環境測試，以根據所得指標評估現有設施在達至監管及環境規定及國家標準之能力。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Environmental Management and Compliance *(continued)*

The Group strictly abides by the laws, rules and regulations enforced in relation to environmental protection and pollution control, including but not limited to the following:

- Environmental Protection Law of the PRC;
- Atmospheric Pollution Prevention and Control Law of the PRC;
- Law of the PRC on Prevention and Control of Water Pollution;
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste;
- Soil Pollution Prevention and Control Law of the PRC;
- Directory of National Hazardous Wastes;
- The Administrative Measures for Hazardous Waste Transfer Manifests;
- Regulations on Environmental Protection in Guangdong Province;
- Regulations on Prevention and Control of Environmental Pollution by Solid Waste in Guangdong Province;
- Measures for the Management of Hazardous Waste Transfer in Shenzhen;
- Environmental Protection Regulations of Shenzhen Special Economic Zone; and
- Measures for the Management of Municipal Domestic Waste (Decree No. 157 of the Ministry of Construction of the PRC).

No cases of material non-compliance with relevant laws, rules and regulations that have a significant impact on the Group relating to air and greenhouse gas ("GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste were recorded during the Reporting Period.

The Group also follows industry standards to monitor its environmental performances.

環境管理及合規^(續)

本集團嚴格遵守有關環境保護及污染控制的法律、法規及規章，包括但不限於以下各項：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染環境防治法》；
- 《中華人民共和國土壤污染防治法》；
- 《國家危險廢物名錄》；
- 《危險廢物轉移聯單管理辦法》；
- 《廣東省環境保護條例》；
- 《廣東省固體廢物污染環境防治條例》；
- 《深圳市危險廢物轉移管理辦法》；
- 《深圳經濟特區環境保護條例》；及
- 《城市生活垃圾管理辦法》(中華人民共和國建設部令第157號)。

於報告期間，並無發生任何重大違反相關法律、法規及規章的事件對本集團造成重大影響，內容涉及大氣及溫室氣體(「溫室氣體」)排放、對水及土地的排放物以及產生有害及無害廢物。

本集團亦遵循行業標準以監控其環境表現。

PILLAR 1: "TOWARDS A GREENER FUTURE" 支柱一：「邁向更環保未來」

Environmental Management and Compliance *(continued)*

For air emissions, the Group is committed to comply with:

- The Emission Standard of Air Pollutants for Boilers (DB44/765-2019 and GB 13271-2014);
- The Emission Limits of Air Pollutants (DB44/27-2001) in Guangdong Province;
- The Integrated Emission Standard for Air Pollutants (GB 16297-1996); and
- The Regional and Integrated Emission Standard of Air Pollutants (DB37/2376-2019) in Shandong Province.

For the discharge of water pollutants, the Group is committed to comply with:

- The Discharge Limits of Water Pollutants (DB44/26-2001) in Guangdong Province;
- The National Integrated Wastewater Discharge Standard (GB 8978-1996); and
- Wastewater Quality Standards for Discharge to Municipal Sewers (GB/T 31962-2015).

For noise pollution, the Group controls the noise generated from production activities in compliance with:

- The Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348-2008).

The Group continuously monitors its air emission, wastewater discharge, solid waste disposal and noise level to create a healthy environment for its workers. Regular maintenance of machines and equipment is enforced to prevent excessive noise generation.

During the Reporting Period, in line with the commitment to a greener environment, we introduced two biodegradable, phosphate-free home care products, aimed at lessening marine pollution.

The Group did not receive any complaints from the surrounding communities regarding air, odour, noise, or night light pollution during the Reporting Period.

環境管理及合規^(續)

就空氣排放而言，本集團致力遵守：

- 《鍋爐大氣污染物排放標準》(DB44/765-2019及GB 13271-2014)；
- 《廣東省大氣污染排放限值》(DB44/27-2001)；
- 《大氣污染物綜合排放標準》(GB 16297-1996)；及
- 《山東省區域性大氣污染物綜合排放標準》(DB37/2376-2019)。

就水污染排放而言，本集團致力遵守：

- 《廣東省水污染物排放限值》(DB44/26-2001)；
- 《污水綜合排放標準》(GB 8978-1996)；及
- 《污水排入城鎮下水道水質標準》(GB/T 31962-2015)。

就噪音污染而言，本集團透過遵守以下標準控制生產活動產生的噪音：

- 《工業企業廠界環境噪聲排放標準》(GB12348-2008)。

本集團持續監察其空氣排放、廢水排放固體廢物棄置及噪音水平，為其員工創造健康的環境。強制對機器及設備進行定期維護，以防止產生過多噪音。

在報告期間內，憑藉對綠色環境的承諾，我們推出兩款可生物降解且不含磷酸鹽的家庭護理產品，旨在減少海洋污染。

於報告期間，本集團並無收到周邊社區關於空氣污染、氣味、噪音或夜燈污染的任何投訴。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Climate Change Mitigation and Adaptation

Climate change is a significant threat to the sustainability of businesses and communities worldwide. To lessen the impact of potential climate-related risks, we have established our Climate Change Policy. The policy outlines our commitment to mitigate the negative impacts of climate change on our operations and increase our resilience to climate change via mitigation, adaptation, monitoring and reporting. Guidance set forth in the TCFD was also incorporated to strengthen our process in assessing relating climate-related risks and opportunities, enhancing our evaluation and disclosure. We will continue to fortify our climate risk management practices to drive business sustainability and positive environmental impact.

Governance

The Board, with support from the BARMC, holds ultimate accountability for the Group's ESG strategy, encompassing the identification and management of climate-related risks and opportunities. The BARMC conducts regular review of the Climate Change Policy to support Lam Soon's evolving climate approach, while monitoring on the progress and performance of the Group's sustainability metrics and targets. The monitoring and oversight of the Group's climate change strategy execution and performance outcome are undertaken by the ESG Taskforce, in collaboration with the various business units and departments of the Group. The taskforce provides regular updates on climate change matters, new disclosure requirements, emission targets progress, and climate action plans at Board meetings held every quarterly. To equip the Directors ESG knowledge and awareness, ESG-focused training is organised from time to time. During the Reporting Period, a dedicated climate-related training session was arranged to provide the latest update on the climate change disclosure standard and requirements.

Please refer to the section of "ESG Governance Structure at Lam Soon" in this ESG Report for more information.

緩解及適應氣候變化

氣候變化對全球企業及社區的可持續發展構成重大威脅。為減少潛在氣候相關風險對我們業務的影響，我們已制定氣候變化政策。該政策概述我們致力於減輕氣候變化對我們營運的負面影響，並通過緩解、適應、監察及報告提高我們對氣候變化的抵禦能力。TCFD中載列的指引亦已納入其中，以加強我們評估氣候相關風險及機會的流程，改善我們的評估及披露。我們將繼續加強氣候風險管理常規，以推動業務可持續發展及正面的環境影響。

管治

董事會在審核及風險管理委員會的支持下，就本集團的環境、社會及管治策略承擔最終責任，包括識別及管理與氣候相關的風險及機會。審核及風險管理委員會定期審閱氣候變化政策，以支持南順不斷發展的氣候方針，同時監察本集團可持續發展指標及目標的進展及績效。環境、社會及管治工作小組與本集團各業務分部及部門合作，對本集團氣候變化策略的執行及績效結果進行監察及監督。該工作小組在每季舉行的董事會會議上定期提供有關氣候變化事宜、新的披露要求、排放目標進展及氣候行動計劃的最新資訊。提升董事的環境、社會及管治知識及意識，我們不時組織以環境、社會及管治為重點的培訓。於報告期內，我們已安排專門的氣候相關培訓，提供最新的氣候變化披露標準及要求。

更多資料請參閱本環境、社會及管治報告中「南順的環境、社會及管治的管理架構」一節。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Climate Change Mitigation and Adaptation *(continued)*

Strategy

The Group recognises the importance of identifying and analysing climate-related risks to ensure its long-term sustainability. To achieve this, the Group has appointed a third-party consultant to perform a climate risk scenario analysis for our major operational sites.

The scenario analysis provides descriptive information on the potential risks arising from climate change that the Group could face in the short-, medium-, and long-term. This information is important in helping business units to identify potential vulnerabilities and develop appropriate risk management strategies. Specifically, the scenario analysis evaluated the "business as usual" scenario, where no further action is taken beyond current policies. In this scenario, emissions continue to rise throughout the 21st century, and coal and other non-renewable energy sources continue to dominate, while low-emission technologies remain inadequate. In the upcoming Reporting Period, the Group will conduct a comprehensive climate risk assessment on two major operating regions with two high-contrast climate scenarios for comparison.

We assessed the severity and likelihood of the climate-related risks to our operations and stress-tested our business against plausible future states. By doing so, the Group aims to identify potential risks at an early stage and to take action to mitigate them, which is crucial for maintaining long-term sustainability development. The Group recognises that climate change is a complex and evolving issue, and it is committed to remaining vigilant and proactive in identifying and managing climate-related risks.

We conducted a climate risk identification exercise previously to identify, analyse and evaluate the potential physical and transition risks related to climate change.

For physical risk, extreme weather events including extreme wind or cyclone, and shifts on climate including rising water stress may damage equipment, buildings and assets, thus interrupting the production of our factories. Transition risk including policy, technology and market risks will also have a significant effect to the Group's operation and long-term development.

緩解及適應氣候變化^(續)

策略

對全球企業及社區的可持續發展而言，氣候變化可謂重大威脅。因此，本集團深知識別並分析氣候相關風險對確保其長期可持續發展的重要性。為此，本集團已委聘第三方顧問對本集團主要運營場所進行氣候風險情景分析。

該情景分析提供了本集團在短期、中期及長期可能面臨的氣候變化潛在風險的描述性資料。在協助業務部門識別潛在的脆弱因素以及制定適當的風險管理策略方面，該等資料顯得尤為重要。具體而言，情景分析評估了「照常營業」情景，即除現行政策之外並無採取進一步行動。在此情景下，整個21世紀的排放量將持續上升，煤炭和其他不可再生能源繼續佔據主導地位，而低排放技術仍然不足。下一報告期間內，本集團將針對兩個主要營運地區進行全面的氣候風險評估，並透過兩種高對比的氣候情境進行比較。

我們已評估氣候相關風險對業務營運造成的嚴重性及可能性，並根據未來可能出現的情況對我們的業務進行壓力測試。本集團旨在通過有關行動及早發現潛在風險，並採取緩解措施，對於保持長期可持續發展至關重要。本集團明白氣候變化問題複雜且不斷變化，並致力於保持警惕，積極主動地識別及管理氣候相關風險。

我們之前已開展氣候風險識別工作，以識別、分析及評估與氣候變化相關的潛在實體及轉型風險。

就實體風險而言，極端天氣事件（包括強風或旋風）以及氣候變化（包括缺水）可能會損壞設備、樓宇及資產，從而中斷工廠生產。政策、技術及市場風險等轉型風險亦將對本集團營運及長期發展產生重大影響。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Climate Change Mitigation and Adaptation (continued)

緩解及適應氣候變化(續)

Strategy (continued)

策略(續)

Physical Risk 實體風險	Description 描述
Extreme wind/Cyclone 強風／旋風	Some of our manufacturing plants are located in coastal areas, natural disasters may cause damage to the equipment, buildings and assets. 我們的若干生產廠房位於沿海地區，自然災害可能會對設備、樓宇及資產造成損壞。
Flooding 洪水	Heavy precipitation, storm surge or riverine overflow may bring acute flooding risks, resulting in the damage of the plant-based ingredients. 強降水、風暴潮或河流溢流可能帶來嚴重的洪水風險，導致植物成分材料受損。
Water Stress 缺水	Although most of the properties of the Group are located near the coastal areas with plenty water resource, access to water fit for purpose may not be guaranteed due to the increasing demand for agriculture and urban use, human consumption and ecosystems, which poses a challenge for water stress. 儘管本集團大部分物業臨近沿海地區，水資源豐富，但由於農業及城市用水、人為消耗及生態系統的需求不斷增加，可能無法保證取得合適水源，對用水壓力帶來挑戰。
Transition Risk 轉型風險	Description 描述
Policy and Legal 政策及法律	With the carbon neutrality targets set by the Central Government and the HKSAR Government, more aggressive regulations, policies and initiatives will be implemented to limit the energy consumption and GHG emission to achieve the target. 隨著中央政府及香港特區政府制定的碳中和目標，將實施更進取的法規、政策及舉措，以限制能源消耗及溫室氣體排放以實現目標。
Technology 技術	Phase out of old equipment and lighting system upgrade for new technology would increase the investment cost and potentially decrease the revenue due to temporary shutdown in production to upgrade equipment. 淘汰舊設備及為新技術升級照明系統將增加投資成本，並可能因升級設備而引致暫時停產而減少收入。
Market 市場	Change in consumer preferences and behaviour also leads to market risk as customers might be sensitive to the procurement and production processes of food manufacturing. 消費者偏好及行為的變化亦會導致市場風險，原因為消費者可能對食品製造的採購及生產過程較為敏感。

The International Organisation for Standardisation ("ISO") 14001 Environmental Management System has been adopted across most of the Group's operation sites. The system with its effective and timely emergency mechanism is in place in case of severe environmental incidents. It also keeps track of the Group's energy efficiency and emission reduction targets.

本集團的大部分運營地點均採用品質管理體系標準(「ISO」)14001環境管理體系。該體系建立我們於發生嚴重環境事故時有效及適時的應急機制，並能夠掌握本集團的能源效益及減排目標動向。

To enhance our emergency response capability on extreme climate event, we have formulated a Flood Prevention Contingency Plan. The Plan clarified the role and responsibility of each personnel when flooding is expected. It helps minimise the casualties of our people and economic loss of the Company due to natural disaster.

為提高應對極端氣候事件的應急能力，我們已制定防汛應急預案。該預案明確預計發生洪水時每名人員的職責，有助最大限度減少自然災害造成的人員傷亡及本公司之經濟損失。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Climate Change Mitigation and Adaptation *(continued)*

Strategy *(continued)*

Since 2013, the Group has appointed qualified third-party institutions to verify its GHG emission, as part of the commitment to the government's Emission Trading Scheme. In particular, the flour mill in Shekou is audited annually to ensure that their GHG emission quantification and reporting meet the requirements set out in the Specification with Guidance for Quantification and Reporting of the Organisation's GHG Emissions (SZDB/Z 69-2018).

Electricity consumption, which accounted for over 96% of the Group's total GHG emission, remains the largest source of GHG emissions for the Group during the Reporting Period. To demonstrate its determination to lower the overall energy consumption, the Group has phased out old equipment, upgraded lighting system and participated in the CLP clean energy initiative to optimise energy efficiency, which aims to reduce electricity consumption and align with the practices in regions where it operates.

In the near future, Lam Soon will further assess, prioritise and disclose the qualitative as well as the quantitative financial impacts of climate-related risks and opportunities, so as to prioritise our mitigation and adaptation measures and strengthen our resilience, as well as to inform our risk management and strategic planning.

Risk Management

We engaged an independent consultant to identify material sustainability issues via stakeholder survey and materiality assessments. "Climate change mitigation and adaptation" was evaluated as one of the most material topics to the Group.

The Group has incorporated major climate-related risks into its ERM Framework, embedding the process for controls and risk management into daily operations and decision-making processes. The BARMC regularly reviews the major climate-related risks in the Framework.

As a next step, to facilitate efficient allocation of resources, the Group will rank the climate-related risks and opportunities. Based on the findings, we will prioritise our actions to develop preparedness and implement adaptation and mitigation initiatives effectively.

緩解及適應氣候變化 *(續)*

策略 *(續)*

自二零一三年起，本集團已委聘合資格第三方機構核查溫室氣體排放以響應政府的排放交易計劃。尤其是，蛇口麵粉廠每年接受審核以確保其溫室氣體排放的量化及報告符合《組織的溫室氣體排放量化和報告規範及指南》(SZDB/Z 69-2018)。

電力消耗佔本集團溫室氣體總排放量的96%以上，仍是本集團在報告期間最大的溫室氣體排放源。為展示降低總體能耗的決心，本集團已淘汰舊設備、升級照明系統並參加了中電優化能源效率的清潔能源計劃，旨在減少電力消耗，並與其經營所在地區的慣常做法保持一致。

在不久的將來，南順將進一步評估、優先考慮及披露氣候相關風險及機會的定性及定量財務影響，以優先考慮我們的緩解及適應措施，增強我們的抵禦能力，並告知我們的風險管理及策略計劃。

風險管理

我們已委聘一名獨立顧問，透過持份者調查及重要性評估以識別重大可持續性議題。「緩解及適應氣候變化」被評估為本集團最重大的議題之一。

本集團已將重大氣候相關風險納入企業風險管理框架，將控制及風險管理流程嵌入日常營運及決策流程中。審核及風險管理委員會定期審閱框架中的重大氣候相關風險。

下一步，為促進高效的資源配置，本集團將對氣候相關風險及機會進行排名。根據結果，我們將優先採取行動，做好準備並有效落實適應及緩解措施。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Climate Change Mitigation and Adaptation *(continued)*

Metrics and Target

We annually disclose our energy and GHG performance, providing transparent information about our fuel consumption and Scope 1, 2 and 3 GHG emissions. To effectively monitor and manage climate-related risks and opportunities, we have set energy and GHG emission reduction targets. For details of our Scope 1, 2 and 3 emissions, targets and progress, please refer to the Carbon Emissions and Energy Efficiency section in this ESG Report.

Carbon Emission and Energy Efficiency

The Group has been consistently and persistently implementing various initiatives and policies to increase energy efficiency and reduce greenhouse gas emissions. The edible oil plants have established the Energy Resource Management Procedure to enhance the management of the power system, ensuring a reliable supply of electricity for production, residential and office facilities. Additionally, this procedure encourages a safe and rational use of energy while considering the environmental impact. The specialty fats plant has implemented the Energy Resource Management Control Programme to enhance energy and resources management and encourage conservation while reducing waste. Electricity Management Regulation for the home care product plant is also in place to raise the awareness among employees regarding their electricity consumption to ensure efficient utilisation.

During the Reporting Period, the Group's business operations resulted in GHG emissions of 36,810.83 tonnes of carbon dioxide equivalent ("tCO₂e"), mainly carbon dioxide, methane, nitrous oxide and hydro fluorocarbons. The overall intensity of the GHG emissions for the Group was 0.05 tCO₂e/tonne of production volume. The major sources of GHG emissions for the Group came from production activities, canteen operations and motor vehicles. The GHG reported arose from the following activities and scopes:

- Direct (scope 1) GHG emissions from the combustion of various fuels in stationary and mobile sources, and release of refrigerants;
- Energy Indirect (scope 2) GHG emissions from purchased electricity; and
- Other Indirect (scope 3) GHG emissions from business air travel, freshwater and sewage processing, and paper waste disposal at landfills.

緩解及適應氣候變化^(續)

指標及目標

我們每年披露我們的能源及溫室氣體表現，為我們的油耗以及範疇1、2及3溫室氣體排放提供具透明度的資料。為有效監察及管理氣候相關風險及機遇，我們已設定能源及溫室氣體排放目標。有關我們的範疇1、2及3排放、目標及進度，請參閱本環境、社會及管治報告中碳排放及能源效益一節。

碳排放及能源效益

本集團一直堅持不懈地實施各項舉措及政策，以提升能源效益及降低溫室氣體排放。食用油廠已建立《能源綜合利用控制程序》，以提升電力系統管理，確保生產、住宅及辦公設施的供電可靠性。此外，該程序鼓勵安全合理使用能源，同時考慮對環境的影響。特種油脂廠已實施《能源資源管理控制程序》，以提升能源及資源管理，並鼓勵節約資源，同時減少浪費。家居護理用品廠亦設有《用電管理規定》，以提高員工的用電意識，確保有效利用能源。

報告期間，本集團的業務營運導致溫室氣體排放量為36,810.83噸二氧化碳當量（「噸二氧化碳當量」），主要為二氧化碳、甲烷、氧化亞氮和氫氟碳化物。本集團的溫室氣體排放整體強度為每噸產量0.05噸二氧化碳當量。本集團的溫室氣體排放主要來自其生產活動、食堂營運和流動車輛。所報告之溫室氣體乃來自以下活動及範疇：

- 固定及流動來源中各種燃料的燃燒以及製冷劑的釋放導致的直接（範疇1）溫室氣體排放；
- 購電產生的間接能源（範疇2）溫室氣體排放；及
- 來自本集團商務差旅、淡水及廢水處理以及在堆填區處置的廢紙所產生的其他間接（範疇3）溫室氣體排放。

PILLAR 1: "TOWARDS A GREENER FUTURE" 支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency *(continued)*

To reduce scope 1 GHG emissions, refrigerants with lower Global Warming Potential were chosen. The Group has planned to replace three chillers in Lam Soon Building in Hong Kong, substituting the use of R22 refrigerant with R134a refrigerant. The first chiller replacement has been completed. The replacement of the chillers is expected to save approximately 101,000 kWh of energy annually. For scope 2 GHG emissions, the electricity consumed by the Group during the Reporting Period was 58,562,116 Kilowatt-hour ("kWh") against 58,923,345 kWh last year. Overall energy intensity was 81.74 kWh/tonne of production volume. Types of energy consumed included electricity, natural gas, LPG, petrol and diesel.

To support the use of clean energy, the Group took part in the Renewable Energy Feed-in Tariff Scheme of CLP Power Hong Kong Limited ("CLP") by installing 542 pieces of 220-kW solar photovoltaic ("PV") module on the rooftop of Lam Soon Building in Hong Kong. The solar PV system commenced operation in November 2019 and supplied electricity of 1,158,192 kWh to CLP's power grid as of 30 June 2024. In Mainland China, a 0.7 MW solar PV system was installed in the flour mill in Jintan in October 2022. From July 2023 to June 2024, 704,575 kWh of electricity has been generated, with 641,181 kWh for self-use and 63,394 kWh for grid use, and around RMB299,415 in electricity bills has been saved. A total of 938,044 kWh renewable energy was generated from solar PV system during the Reporting Period. Flour mills in Shekou and Yixing plan to kick-off the solar power project in the coming years. These projects aim to provide sufficient electricity supply to avoid operation disruption during peak demand in electricity and also achieve carbon reduction across operation processes.

碳排放及能源效益 *(續)*

為減少範疇1溫室氣體排放，本集團選擇全球暖化潛勢單位較低的製冷劑。本集團已計劃更換香港南順大廈內三台冷水機組，以R134a製冷劑取代R22製冷劑。首次冷水機組更換已完成。更換冷水機組預期每年節省約101,000千瓦時。就範疇2溫室氣體排放而言，本集團於報告期間的耗電量為58,562,116千瓦時（「千瓦時」），而去年為58,923,345千瓦時。整體能源強度為每噸產量81.74千瓦時。能源消耗種類包括電力、天然氣、液化石油氣、生物燃料、汽油及柴油。

為支持清潔能源的使用，本集團參加中華電力有限公司（「中電」）的「可再生能源上網電價計劃」，在香港南順大廈的屋頂安裝了542塊220千瓦的太陽能光伏（「太陽能光伏」）組件。太陽能光伏系統於二零一九年十一月開始運行，截至二零二四年六月三十日已向中電的電網供電1,158,192千瓦時。於中國大陸，本集團於二零二二年十月在金壇麵粉廠安裝0.7兆瓦太陽能光伏系統，於二零二三年七月至二零二四年六月已產生704,575千瓦時電力，641,181千瓦時自用及63,394千瓦時用於電網，並節省了約人民幣299,415元電費。於報告期間，太陽能光伏系統產生合共938,044千瓦時可再生能源。於蛇口及宜興的麵粉廠計劃在未來幾年啟動太陽能發電項目。該等項目旨在提供充足電力供應，以避免於電力需求高峰期造成營運中斷，同時實現整個營運過程的碳減排。

PILLAR 1: "TOWARDS A GREENER FUTURE" 支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency *(continued)*

碳排放及能源效益 (續)



◇ The solar PV modules installed in the flour plant in Jintan
於金壇麵粉廠所安裝的太陽光伏組件



◇ The solar PV modules installed at the roof top of Lam Soon Building in Hong Kong
於香港南順大廈的屋頂所安裝的太陽能光伏組件



◇ Lam Soon Realty Limited was awarded an "Appreciation Certificate" by CLP for participating in the CLP's Peak Demand Management Programme 2023, which showcases our efforts in electricity reduction during peak demand hours.
南順地產有限公司因參與中電之高峰用電管理計畫2023而獲中電頒發「感謝證書」，展現我們於高峰用電時段減少用電的努力。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency *(continued)*

Furthermore, to enhance energy use efficiency, the edible oil plant in Shekou shortened the operation time of the agitator of the sewage treatment station from 24 hours to 12 hours per day with the sewage treatment capacity remaining unchanged, saving approximately 17,500 kWh of electricity consumption per year. It has also completed the central air conditioner revamp in the perfusion workshop, which is estimated to save 8,900 kWh of electricity consumption per year. In addition, during the Reporting Period, the edible oil plant in Hong Kong has replaced the existing traditional light tubes with light-emitting diode ("LED") fixtures.

碳排放及能源效益 (續)

再者，為了提高能源使用效率，蛇口食用油廠在污水處理能力不變的情況下，將污水處理站攪拌機的運行時間由每天24小時縮短至12小時，每年節省約17,500千瓦時的電力消耗。其他完成灌注車間中央空調改造，估計每年節省8,900千瓦時的電力消耗。此外，於報告期間，香港食用油廠已將現有的傳統燈管更換為發光二極體("LED")燈具。

Greenhouse gas emissions and energy consumption data of all business operations

所有業務營運之溫室氣體排放及能源消耗量

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Greenhouse Gas Emissions 溫室氣體排放				
Scope 1 Direct emission¹ 範疇1 直接排放 ¹	tCO ₂ e 噸二氧化碳當量	1,282.06²	849.34	820.18
Natural gas 天然氣	tCO ₂ e 噸二氧化碳當量	522.21	438.40 ³	270.66
Liquefied Petroleum Gas ("LPG") 液化石油氣(「液化石油氣」)	tCO ₂ e 噸二氧化碳當量	4.83^{2, 4}	1.19 ⁴	0.25
Diesel 柴油	tCO ₂ e 噸二氧化碳當量	292.35	256.06	272.25
Petrol 汽油	tCO ₂ e 噸二氧化碳當量	90.11	101.24	102.51
Biofuel 生物燃料	tCO ₂ e 噸二氧化碳當量	—⁴	2.67 ⁴	3.42
Refrigerants 製冷劑	tCO ₂ e 噸二氧化碳當量	372.57^{2, 5}	49.78 ⁶	171.09
Scope 2 Energy indirect emission 範疇2 能源間接排放	tCO ₂ e 噸二氧化碳當量	35,226.69	33,293.89 ⁷	40,374.70
Purchased electricity 購電	tCO ₂ e 噸二氧化碳當量	35,226.69	33,293.89 ⁷	40,374.70
Scope 3 Other indirect emission 範疇3 其他間接排放	tCO ₂ e 噸二氧化碳當量	302.07⁸	236.53 ⁸	203.30
Paper waste disposed of at landfills 堆填區處置的廢紙	tCO ₂ e 噸二氧化碳當量	—	8.93	19.43
Freshwater processing 淡水處理	tCO ₂ e 噸二氧化碳當量	78.92	85.40	81.52
Sewage processing 廢水處理	tCO ₂ e 噸二氧化碳當量	14.33	16.24	15.69
Business air travel ⁹ 商務航空差旅 ⁹	tCO ₂ e 噸二氧化碳當量	208.83⁸	125.96 ⁸	86.66
Total GHG emission 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	36,810.83	34,379.75	41,398.18
GHG emission intensity 溫室氣體排放強度	tCO ₂ e/tonne of production volume 噸二氧化碳當量／ 每噸產量	0.05	0.05	0.05

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency (continued)

碳排放及能源效益 (續)

Greenhouse gas emissions and energy consumption data of all business operations (continued)

所有業務營運之溫室氣體排放及能源消耗量 (續)

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Energy Consumption 能源消耗				
Electricity 電力	kWh 噸二氧化碳當量	58,562,115.80	58,923,345.00 ¹⁰	66,819,191.40
Natural gas 天然氣	m ³ 立方米	255,305.41	215,072.31	134,272.97
	kWh 千瓦時	2,525,291.66	2,127,335.72	1,328,138.14
LPG 液化石油氣	kg 千克	1,600.00 ⁴	395.00 ⁴	84.00
	kWh 千瓦時	22,299.80 ⁴	5,505.26 ⁴	1,170.74
Diesel 柴油	L 升	110,863.22	97,147.61	103,293.42
	kWh 千瓦時	1,108,443.50	971,310.74	1,032,758.36
Petrol 汽油	L 升	33,773.83	38,061.35	38,546.16
	kWh 千瓦時	300,623.98	338,787.59	343,102.93
Biofuel ^{11, 12} 生物燃料 ^{11, 12}	L 升	— ⁴	4,950.00 ⁴	6,340.00
	kWh 千瓦時	— ⁴	24,032.85 ⁴	30,781.47
Total energy consumption 能源消耗總量	kWh 千瓦時	62,518,774.73	62,390,317.17	69,555,143.04
Energy consumption intensity 能源消耗強度	kWh/tonne of production volume 千瓦時／每噸產量	81.74	82.99 ¹³	77.79



Energy consumption intensity
能源消耗強度

↓1% in 2023/24

於二零二三／二四年度
(compared to 2022/23)
(與二零二二／二三年度相比)

Notes:

- Emission factors ("EFs") were made reference to Appendix C2 to the Listing Rules and their referred documentation as set out by the SEHK, unless stated otherwise.
- Significant increase in Scope 1 GHG emissions was due to the increase in use of LPG and refrigerant. Their contribution increased from 50.97 tCO₂e to 377.4 tCO₂e Scope 1 GHG emission in 2022/23 and 2023/24 respectively.

附註：

- 除另有說明外，排放系數(「排放系數」)乃參考上市規則附錄C2及港交所刊發的參考文件。
- 由於液化石油氣及製冷劑使用量的增加，範圍1溫室氣體排放量大幅增加。彼等於二零二二／二三及二零二三／二四年度之範圍1溫室氣體排放量由50.97噸二氧化碳當量增加至377.4噸二氧化碳當量。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency *(continued)*

Greenhouse gas emissions and energy consumption data of all business operations *(continued)*

Notes: *(continued)*

3. Significant increase in natural gas consumption in 2022/23 was due the trial production in specialty fats plant and increase in the number of operation days of the refining boiler in the edible oil plant in Shekou.
4. In response to a biofuel forbiddance enforced by the Qingzhou Municipal Government, there was a significant increase in the use of LPG as a substitute, resulting in the decrease in biofuel consumption in the flour mill in Qingzhou.
5. Significant increase in Scope 1 GHG emission from refrigerant usage was due to the repair of mechanical damage, refrigerant leakage and renovation of equipment in the edible oil plant in Shekou, Hong Kong office, Shenzhen office and the flour mill in Qionglai.
6. Significant decrease in Scope 1 GHG emission in 2022/23 from refrigerant usage was due to the repair of mechanical damage and prevention of refrigerant leakage in the edible oil plant in Shekou, the Hong Kong office and the specialty fats plant.
7. Significant decrease in Scope 2 GHG emission in 2022/23 was due to the decrease in production and application of solar PV modules in flour mill in Jintan. EF of 0.39 kg CO₂e/kWh was adopted for purchased electricity in Hong Kong. EF of 0.5703 kg CO₂e/kWh was adopted for purchased electricity in Mainland China.
8. Significant increase in Scope 3 GHG emissions in 2022/23 and 2023/24 were due to the resumption of business travel after the COVID-19 pandemic.
9. CO₂ emissions from the Group's business air travels were reported in accordance with the International Civil Aviation Organisation ("ICAO") Carbon Emission Calculator.
10. Significant decrease in total energy consumption in 2022/23 was due to the decrease in production volume and application of solar PV modules.
11. EF of biofuel used in canteen operations was assumed to be 0.54 tCO₂e/tonne, by referring to the Methanol Institute Specifications.
12. Energy density of 9,500 BTU/pound was adopted for biofuel calculation, by referring to the Methanol: Properties and Uses published by SGS.
13. Significant increase in energy consumption intensity in 2022/23 was due to the decrease in production volume.

碳排放及能源效益 *(續)*

所有業務營運之溫室氣體排放及能源消耗量 *(續)*

附註： *(續)*

3. 由於特種油脂廠試業生產及蛇口食用油廠精煉鍋爐運行天數增加，於二零二二／二三年天然氣耗用顯著增加。
4. 為響應青州市政府實施的生物燃料禁令，液化石油氣作為替代品的使用量顯著增加，導致青州麵粉廠生物燃料消耗量下降。
5. 由於蛇口食用油廠、香港辦事處、深圳辦事處及邛崃麵粉廠修復損壞之機械、製冷劑洩漏及改造設備，範疇1溫室氣體（製冷劑使用量）排放顯著增加。
6. 由於蛇口食用油廠、香港辦事處及特種油脂廠修復損壞之機械及防止製冷劑洩漏，於二零二二／二三年範疇1溫室氣體（製冷劑使用量）排放顯著減少。
7. 由於產量下降及於金壇麵粉廠太陽能光伏組件之應用，於二零二二／二三年範疇2溫室氣體排放顯著減少。就香港購電採用的排放系數為每千瓦時0.39克二氧化碳當量。就中國大陸購電採用的排放系數為每千瓦時0.5703克二氧化碳當量。
8. 由於COVID-19疫情後商務旅行的恢復，於二零二二／二三年及二零二三／二四年範疇3溫室氣體排放量顯著增加。
9. 本集團航空商務差旅產生的二氧化碳排放量乃根據國際民用航空組織（「ICAO」）碳排放計算方法報告。
10. 由於產量下降及太陽能光伏組件之應用，於二零二二／二三年能源消耗總量顯著下降。
11. 通過參考甲醇研究所的規範，假設食堂運營中所使用生物燃料的排放系數為每噸0.54噸二氧化碳當量。
12. 通過參考SGS出版的《甲醇：特性與用途》，採用能量密度每磅9,500BTU計算生物燃料。
13. 由於產量下降，於二零二二／二三年能源消耗強度顯著增加。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency *(continued)*

Greenhouse gas emissions and energy consumption data of all business operations *(continued)*

The Group has developed GHG emission and energy use targets of manufacturing plantsⁱ to monitor the performance on GHG emission and energy consumption reductions:

GHG Emission and Energy Use Targets 溫室氣體排放及能源使用目標

Base Year	Target Year	Target Detail	Base Year Performance	Performance in 2023/24
基準年度	目標年度	目標詳情	基準年度表現	二零二三／二零二四年之表現
2018/19	2025	To reduce electricity intensity by 7%	70.18 kWh/tonnes of production volume	71.97 kWh/tonnes of production volume ³
二零一八／一九年	二零二五年	用電強度降低7%	每噸產量 70.18千瓦時	每噸產量 71.97千瓦時 ³
2018/19	2025	To reduce electricity-led carbon intensity (Scope 2) by 8%	0.04 tCO ₂ e/tonnes of production volume	0.04 tCO ₂ e/tonnes of production volume
二零一八／一九年	二零二五年	用電產生的碳強度(範疇2)降低8%	每噸產量0.04噸 二氧化碳當量	每噸產量0.04噸 二氧化碳當量

Notes:

- Manufacturing plants contributed 63,865,715.40 kWh, 55,458,328.00 kWh and 54,727,297.80 kWh of electricity consumption in 2021/22, 2022/23 and 2023/24 respectively.
- Manufacturing plants contributed 38,902.43 tCO₂e, 31,578.90 tCO₂e and 33,207.19 tCO₂e Scope 2 GHG emission in 2021/22, 2022/23 and 2023/24 respectively.
- The reason for the increase in electricity intensity was primarily due to a decrease in production volume for the Reporting Period. The deepened automatic level, product structure improvement project and electricity consumption that was independent of production volume such as plant office electricity consumption and lightning also accounted for the increase.

To progress towards the Group-level targets and enhance monitoring, during the Reporting Period, we have established specific environmental targets for each business operation in alignment with the Group-level GHG emissions and energy targets.

ⁱ Manufacturing plants include the five flour mills in Shekou (Shenzhen), Yixing, Jintan, Qionglai and Qingzhou in the PRC, the edible oil plant in Shekou, Shenzhen in the PRC and Hong Kong and the home care product plant in Guangzhou in the PRC.

碳排放及能源效益 *(續)*

所有業務營運之溫室氣體排放及能源消耗量 *(續)*

本集團已為生產廠房制定溫室氣體排放及能源使用目標，以監察溫室氣體排放及降低能耗的表現：

附註：

- 生產廠房之電力消耗於二零二一／二二年、二零二二／二三年及二零二三／二四年分別為63,865,715.40千瓦時、55,458,328.00千瓦時及54,727,297.80千瓦時。
- 生產廠房之範疇2溫室氣體排放於二零二一／二二年、二零二二／二三年、二零二三／二四年分別為38,902.43噸二氧化碳當量、31,578.90噸二氧化碳當量及33,207.19噸二氧化碳當量。
- 用電強度增加之原因為本報告期間產量下降。增長的原因亦包括深化自動化水平、產品結構改善項目，以及廠房辦公室用電及照明等與產量無關的用電量。

為推進集團層面目標及提升監控，於報告期間，我們已就各業務營運建立與集團層面溫室氣體排放及能源目標一致的特定環境目標。

ⁱ 生產廠房包括位於中國蛇口(深圳)、宜興、金壇、邛崃及青洲的五個麵粉廠，位於中國深圳蛇口及香港的食用油廠及位於中國廣州的家居護理用品廠。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency *(continued)*

Greenhouse gas emissions and energy consumption data of all business operations *(continued)*

We are aware of the growing expectations on decarbonisation and Scope 3 emissions disclosure. In the near future, we will study and enhance data collection on our Scope 3 emissions, enabling us to make more informed decisions when responding to sustainability challenges.

Air Pollutants Management

All air-borne emissions are strictly monitored by the Ministry of Environmental Protection of the PRC. All sampling results from our plants were within permissible levels stated by various emission standards, including the Determination of Toxic Substances in Workplace Air – Chloride (GB Z/T160.37-2004). The specialty fats plant also meets the Determination of Toxic Substances in Workplace Air Part 73: Chloromethane, Dichloromethane, Chloroform and Carbon Tetrachloride Standard (GBZ/T 300.73-2017).

The Group has an internal guideline on the purchase of hybrid electric vehicles aiming at further reducing fuel consumption and GHG emission. During the Reporting Period, the home care product plant has established a new policy - "Environmental Protection Control Procedures for New Projects" which focus on minimising environmental pollution caused by construction and renovation activities.

The Group has made relentless efforts on air pollution reduction through various initiatives in our operational sites. Our edible oil plants operate a natural gas-fuelled boiler with high efficiency and low nitrogen oxides ("NOx") emissions. The flour mills are equipped with dust collector systems for the collection and removal of airborne dust generated during the flour production processes. When the air containing flour dust passes through the filter, the flour dust is captured and circulated back into the production processes. Then the filtered air is released into the atmosphere via exhaust pipes mounted on the building's walls or roof. The filters and exhaust pipes are constantly being monitored by the production team. During the Reporting Period, edible oil plant in Shekou has retrofitted two boilers to further reduce the NOx emissions limit from 150mg/m³ to 30mg/m³. Our operational sites have invested to upgrade all forklift trucks to electric-powered models, resulting in lower fuel consumption and reduced emission. The staff canteen uses electricity rather than LPG to reduce air pollution caused by catering service. Fume exhaust generated from canteen operations in other plants is purified by electrostatic precipitator before releasing into the atmosphere.

碳排放及能源效益 *(續)*

所有業務營運之溫室氣體排放及能源消耗量 *(續)*

我們得悉對減碳及範疇3排放披露的期望日益重要。於不久的將來，我們將研究及提升我們的範疇3排放之數據收集，讓我們可於應對持續性發展挑戰時作出更加知情的決定。

空氣污染物管理

所有空氣傳播的排放均受到中國環保部的嚴格監控。所有由我們廠房採樣的結果均在各種排放標準規定的允許水平內，包括《工作場所空氣有毒物質測定氯化物》(GBZ/T160.37-2004)。特種油脂廠亦符合《工作場所空氣有毒物質測定第73部分：氯甲烷、二氯甲烷、三氯甲烷和四氯化碳》(GBZ/T300.73-2017)。

本集團設有混合動力汽車採購內部指引，旨在進一步減少燃料消耗及溫室氣體排放。於報告期間，家居護理用品廠已建立新政策—《新項目環境保護控制程序》，集中於將建設及裝修活動造成的環境污染降至最低。

本集團通過各種舉措和政策為減排作出了不懈努力。我們的食用油廠操作的天然氣鍋爐效率高，氮氧化物("NOx")排放低。麵粉廠配備了集塵器系統，用於收集和清除麵粉生產過程中產生的揚塵。當含有麵粉粉塵的空氣通過過濾時，麵粉粉塵會被收集，並循環至生產過程，隨後經過濾空氣通過安裝在建築物牆壁或屋頂的排氣管排放至大氣中。生產團隊不斷監測過濾器 and 排氣管。於報告期間，蛇口食用油廠改造兩台鍋爐，將氮氧化物排放限值由每立方米150毫克進一步降低至每立方米30毫克。我們的營運場地已投資升級更換所有叉車至電動型號，從而降低了油耗及廢氣排放。員工食堂使用電力而非液化石油氣，以減少餐飲服務所造成的空氣污染。在其他工廠的食堂營運中產生的煙氣先用靜電除塵器淨化後方會排放至大氣中。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Carbon Emission and Energy Efficiency (continued)

Air Pollutants Management (continued)

In addition, a third-party testing organisation is invited every year for testing. According to the testing report, the actual concentration of particles (up to 20mg/m³) was found to be within the national standard limit (120mg/m³).

Air pollutant emissions of all business operations

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Air Pollutant Emissions 空氣污染物排放				
Nitrogen oxides ("NOx") 氮氧化物(「NOx」)	kg 千克	2,213.36	1,667.51	1,745.75
Sulphur oxides ("SOx") 硫氧化物(「SOx」)	kg 千克	2.27	2.02	2.11
Respiratory suspended particles ("RSP") 可吸入懸浮粒子(「RSP」)	kg 千克	123.43	92.41	108.38

Note:

- Emission factors were revised to make reference to Appendix C2 to the Listing Rules and their referred documentation as set out by the SEHK, unless stated otherwise.
- Significant increase in NOx was due to the Qingzhou local government's ban on biofuel usage. The canteen ceased using biofuel from May 2023 onwards and transitioned to using LPG that meets the standards. Consequently, there was no biofuel consumption this year, leading to a rise in LPG consumption thus an increase in NOx when compared to the previous year.
- Significant increase in RSP was due to the surge in fuel consumption as cross-border vehicles between Mainland China and Hong Kong are less used in early 2023 because of COVID-19, and returned to normal in early 2024.

碳排放及能源效益 (續)

空氣污染物管理 (續)

此外，我們每年邀請第三方檢測機構進行檢測。根據檢測報告，發現顆粒物的實際濃度(達到每立方米20毫克)低於國家標準上限(每立方米120毫克)。

所有業務營運之空氣污染物排放

附註：

- 除另有說明外，排放系數乃經參考上市規則附錄C2及港交所刊發的參考文件而予修訂。
- 氮氧化物大幅增加乃由於青州地方政府的生物燃料禁令。食堂自二零二三年五月起停止使用生物燃料及轉用符合標準的液化石油氣。因此，本年度並無消耗生物燃料，導致與去年相比液化石油氣消耗量上升及繼而氮氧化物增加。
- 可吸入懸浮粒子大幅增加乃由於中國大陸與香港之間的跨境汽車於二零二三年初因COVID-19疫情而較為少用及於二零二四年初恢復正常，導致油耗飆升。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Water and Effluent Management

The Group has established regulations on water management to regulate water consumption practices of employees, such as the Water Management Regulations, which has been revised during the Reporting Period, to ensure the effective protection and sustainable utilisation of water resources through standardising employees' practices regarding water usage.

The Group consumes water for its production and domestic activities. Water consumed by its Hong Kong operations was supplied by Hong Kong's Water Supplies Department, whilst water consumed by its Mainland China operations was sourced from the municipal water supply system in their respective locations. There was no issue identified in sourcing water that was fit for purpose. The plants have water tanks in place to store water for emergency use. During the Reporting Period, the Group consumed 180,670 m³ (FY2022/23: 196,466 m³) of freshwater, with a water intensity of 0.24 m³/tonne of production volume, approximately 10% improvement compared to 0.26m³/tonne of production of last year). All discharges from production and domestic activities are pre-treated on-site through regularly maintained grease traps and septic tanks. On-site wastewater treatment facilities are installed in some of our operational sites for advanced sewage treatmentsⁱⁱ. 40% of the wastewater in home care product plant is treated and reused for flushing, cleaning and landscaping, while the majority of the pre-treated wastewater enters the sewage collection system and discharges to a nearby municipal sewage pipe network system.

The treated effluent discharged by our operational sites fulfilled the requirements of permitted discharge limits set by the Discharge Limits of Water Pollutants (DB44/26-2001). The home care product plant monitors chemical oxygen demand ("COD") in real time. During the Reporting Period, the home care product plant engaged third-party testing organisation to measure COD thrice, with results of 30mg/L, 18mg/L and 49mg/L, which were all lower than the discharge limit of 500 mg/L. The Mainland China's third-level emission standards were met. The specialty fats plant adheres to the guidelines set forth in the Wastewater Quality Standards for Discharge to Municipal Sewers (CJ343-2010), as well as other relevant national industrial pollutant discharge standards and urban domestic sewage treatment system acceptance standards. The edible oil plant in Shekou performs regular third-party wastewater testing and the sampling results of COD, pH value, total suspended solids, and oil and grease were all within the relevant permissible levels during the Reporting Period.

ii Since the flour mills did not generate industrial wastewater, and the wastewater generated by the edible oil plant in Hong Kong was minimal, there were no on-site wastewater treatment facilities provided in these plants.

用水及污水管理

本集團已訂立有關用水管理的規章以規範僱員的用水習慣，例如於報告期間經修訂的《用水管理規定》，透過規範員工用水行為，確保水資源的有效保護與可持續利用。

本集團的生產及日常活動均需要用水。香港營運的用水由香港水務署供應，而中國大陸營運的用水則來自各地的市政供水系統。在取得合適水源方面並無發現問題。廠房亦建有水箱以儲存水作緊急用途。於報告期間，本集團消耗180,670立方米（二零二二／二三年度：196,466立方米）淡水，用水強度為每噸產量0.24立方米，與去年用水強度每噸產量0.26立方米相比，改善約10%。生產及日常活動中的所有排放物均通過定期維護的隔油池及化糞池進行現場預先處理。我們部分的營運場地安裝了現場廢水處理設施ⁱⁱ，以進行污水深度處理。家居護理用品廠中40%的污水經處理後重新用作沖洗、清潔及園林綠化用途，大部分經過預先處理的污水將通過污水收集系統進入並排放至附近的市政污水管網系統。

我們的營運場地排放的經處理廢水符合《水污染物排放限值》(DB44/26-2001)中規定的允許排放限值。家居護理用品廠實時監測化學需氧量(「COD」)。於報告期間，家居護理用品廠委託第三方檢測機構檢測COD值，結果分別為每升30毫克、每升18毫克及每升49毫克，均低於排放限值每升500毫克。COD值達到中國大陸三級排放標準。特種油脂廠執行《污水排入城市下水道水質標準》(CJ343-2010)以及國家其他相關工業污染物排放標準和城鎮生活污水處理系統驗收標準。於報告期間，蛇口食用油廠定期進行廢水測試，並且COD、pH值、總懸浮固體及油脂的採樣結果均於允許水平內。

ii 由於麵粉廠不產生工業廢水，並且香港食用油廠產生的廢水極少，因此該等工廠並無安裝現場廢水處理設施。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Water and Effluent Management

(continued)

The Group persistently reduces water loss by maintaining and upgrading its water supply pipeline system, reducing water consumption through upgrading water-saving devices and reusing wastewater whenever possible. Some water-saving initiatives include:

- (i) Using cooling water recirculation system for cooling towers;
- (ii) Installing automatic faucets;
- (iii) Re-using purified reverse osmosis water for toilet flushing and greening of production areas;
- (iv) Inspecting regularly and promptly repairing leaking water pipes and faucets;
- (v) Recycling steam condensate for oil heating; and
- (vi) Posting promotional materials and reminders, as well as providing trainings to encourage water conservation practices.

用水及污水管理(續)

本集團通過維護及升級其供水管道系統來持續減少水量損失，升級節水設備及在可行情況下再利用廢水，從而減少耗水。部分節水措施包括：

- (i) 冷卻塔使用循環冷卻水系統；
- (ii) 安裝自動感應水龍頭；
- (iii) 再使用反滲透淨化廢水於沖廁及廠區綠化；
- (iv) 定期檢查、及時修復漏水的水管、水龍頭；
- (v) 回收蒸汽冷凝水用於油加熱；及
- (vi) 張貼宣傳材料及提示，以及提供培訓以鼓勵節水習慣。

Water consumption of all business operations

所有業務營運之用水量

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Water Consumption 用水量				
Absolute water consumption 絕對用水量	m ³ 立方米	180,670.00	196,466.00	190,290.00
Water consumption intensity 用水強度	m ³ /tonne of production volume 立方米／每噸產量	0.24	0.26	0.21



Water consumption intensity
用水強度

↓10% in 2023/24
於二零二三／二四年度
(compared to 2022/23)
(與二零二二／二三年度相比)

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Water and Effluent Management

(continued)

用水及污水管理(續)

Water consumption of all business operations

(continued)

所有業務營運之用水量(續)

To monitor our progress in water saving, we have set a target to reduce water intensity:

為監察我們在節水方面的進展，我們已設定目標降低用水強度：

Water Intensity Reduction Target

用水強度降低目標

Base Year	Target Year	Target Detail	Base Year Performance	Performance in 2023/24
基準年度	目標年度	目標詳情	基準年度表現	二零二三／二四年之表現
2018/19	2025	To reduce water intensity based on production volume of our manufacturing plants ⁱⁱⁱ by 3%	0.17 m ³ /tonnes of production volume	0.21 m ³ /tonnes of production volume
二零一八／一九年	二零二五年	根據生產廠房的產量，把生產廠房 ⁱⁱⁱ 的用水強度降低3%	每噸產量 0.17立方米	每噸產量 0.21立方米

Note:

- Manufacturing plants contributed 175,972.00 m³, 173,680.00 m³ and 156,634.00 m³ water consumption in 2021/22, 2022/23 and 2023/24 respectively.

附註：

- 生產廠房之用水量於二零二一／二二年、二零二二／二三年、二零二三／二四年分別為175,972.00立方米、173,680.00立方米及156,634.00立方米。

To progress towards the Group-level targets and enhance monitoring, during the Reporting Period, we have established specific environmental targets for each business operation in alignment with the Group-level water targets.

為推進集團層面目標及提升監控，於報告期間，我們已就各業務營運建立與集團層面用水目標一致的特定環境目標。

iii The water consumption of the Hong Kong edible oil plant and Hong Kong office is recorded in one master water meter as they are located in the same building.

iii 香港食用油廠及香港辦事處的用水量記錄在一個主水錶，原因為均位於同一樓宇內。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Waste Management

The Group has established multiple policies to facilitate waste management. Our edible oil plant in Shekou has implemented the Waste Management Procedure to ensure proper waste control, disposal, and mitigate pollution and personal hazards associated with waste, while the flour mills and the home care product plant have established the Waste Control Program to maintain ecological balance, reduce waste pollution to the surrounding environment, and effectively manage the disposal of various waste materials generated by the Company. Waste Management Control Program has been implemented in the specialty fats plant to assist proper waste management and mitigate pollution to the surrounding ecological environment.

The Group generated an approximate total of 38,820 kg of hazardous waste with an intensity of 0.05 kg/tonne of production volume and 827,420 kg of non-hazardous waste with an intensity of 1.08kg/tonne of production volume during the Reporting Period. Hazardous wastes generated include waste with organic solvent, waste with mineral oil, waste with dye and coating, selenium and mercury-containing wastes and other wastes (i.e. waste containers, capacitors and oil wipes). Non-hazardous wastes generated comprised of food, paper, plastic, scrap metal, sludge and commercial wastes.

The Group is committed to reducing waste generated in our manufacturing plants and offices and ensuring that both hazardous and non-hazardous wastes are well-managed.

To prevent potential harm to human health through contamination of soil, air and water resources, the Group is committed to implementing proper and immediate treatment of hazardous wastes and wastes that require strict control by engaging qualified companies for collection and further handling. For hazardous wastes, we have appointed licensed operators/applied industry standard to collect and handle hazardous wastes prior to disposal. For non-hazardous wastes, centralised waste collection, storage and transfer facilities for on-site solid wastes are available in accordance with national standards to maximise recycling rates. Non-hazardous wastes are collected by registered waste collectors for proper disposal. Commercial wastes are transferred to designated collection points; other recyclables, including scrap metals and waste paper, are collected and repurposed by qualified recyclers.

廢物管理

本集團已建立多項政策促進廢物管理。我們的蛇口食用油廠已實施《廢棄物控制程序》，以確保妥善控制、處置廢物以及降低與廢物相關的污染及人身危害，同時麵粉廠及家居護理用品廠已建立《廢棄物控制／管理程序》，以維持生態平衡、減少廢物對周圍環境的污染以及對本公司產生的各類廢物的處置進行有效管理。特種油脂廠已實施《廢棄物管理控制程序》，以協助妥善廢物管理及減少對周圍生態環境的污染。

本集團於報告期間共產生約38,820千克有害廢棄物，強度為每噸產量0.05千克，以及827,420千克無害廢棄物，強度為每噸產量1.08千克。所產生的有害廢棄物包括含有機溶劑的廢棄物、含礦物油的廢棄物、含染料及塗料的廢棄物、含硒及汞的廢棄物以及其他廢棄物（即廢棄容器、電容器及擦油布）。所產生的無害廢棄物包括廚餘、紙張、塑料、廢金屬、污泥及商業廢棄物。

本集團致力於減少我們的生產廠房及辦公室產生的廢物，並確保有害及無害廢棄物得到妥善管理。

為避免受污染的泥土、空氣及水資源損害人體健康，本集團透過委聘合資格的公司收集及進一步處理廢物，致力妥善及即時處理有害廢物及需要嚴格控制的廢物。在有害廢棄物方面，本集團已委任持牌運營商／應用的行業標準來收集和處理有害廢棄物，然後進行處置。在無害廢棄物方面，我們根據國家標準使用集中式廢物收集、存儲和轉移現場固體廢物的設施，以最大程度提高回收率。無害廢棄物由註冊廢物收集商收集，以確保作出適當處理。商業廢物被轉移到指定的收集點，其他可回收材料（包括廢棄金屬及廢紙）由合資格的回收商收集並重新利用。

PILLAR 1: "TOWARDS A GREENER FUTURE" 支柱一：「邁向更環保未來」

Waste Management *(continued)*

Additionally, for offices, the Group has adopted electronic communication and e-platform for circulation of papers of board/board committee and other meetings to promote paperless operation. Where printing is necessary, double-sided and black-and-white printing is recommended. The use of smart-print application also saves paper and ink. Waste recycling bins are installed in the offices to encourage paper recycling. During the Reporting Period, Waste Separation Bins was placed at lobby of Lam Soon Building for collection of paper, plastic bottles and metals.

Our manufacturing plant has established the following initiatives to reduce waste generation:

- Recycles the empty chemical containers by the raw material suppliers;
- Establishes the Waste Management Procedure and sets up various recycling stations, to facilitate better classification of wastes for storage and disposal;
- Generates economic benefits from non-hazardous wastes, by selling them to recognised recycling companies; and
- Turns waste into energy through food waste collection.

During the Reporting Period, Lam Soon has established collaboration and innovative initiatives to reduce waste. In collaboration with the EPD, we have implemented a food waste collection program aimed at converting waste into energy. Since 1 June 2023, we have arranged for the collection of food waste in our canteen. The EPD's appointed service provider collects the food waste on a daily basis and transports it for further treatment, ultimately transforming it into energy. As of 30 June 2024, 6,666.5 kg of food waste has been collected in total. Also, at the robot palletising area of the edible oil plant in Shekou, the previous use of padding paper and Velcro straps has been replaced with cable ties. This change saves about 7,461 kg of materials and \$70,000 per year.

Over 91.8% of the non-hazardous wastes were recycled during the Reporting Period, with 100% recycling rates achieved for sludge, scrap metal, waste plastic, waste paper and food waste.

廢物管理 *(續)*

此外，本集團已就傳閱董事會／董事會委員會及其他會議的文件採用電子通訊及電子平台，以推廣無紙化營運。如需打印，我們建議員工雙面打印及黑白打印。使用智能打印應用程式亦可節省紙張及墨水。辦公室內安裝了廢物回收箱，以鼓勵紙張回收。報告期間，我們在南順大廈大堂設置垃圾分類箱，收集紙張、膠瓶及金屬。

我們的生產廠房已制定以下舉措減少廢棄物產生：

- 由原材料供應商回收空化學容器；
- 建立《廢棄物管理程序》並設立多個回收站，以促進對廢物進行更好分類以便儲存及處置；
- 通過將無害廢物出售予認可的回收公司，從中獲經濟利益；及
- 通過廚餘收集將廢物轉化為能源。

於報告期間內，南順建立了合作和創新措施來減少浪費。我們與環保署合作推行廚餘收集計劃，旨在將廢棄物轉化為能源。自二零二三年六月一日，我們安排在食堂收集廚餘。環保署指定的服務供應商每天收集廚餘，並將其運送至進一步處理，最終將其轉化為能源。截至二零二四年六月三十日，一共已收集廚餘6,666.5公斤。此外，在蛇口食用油廠的機器人堆疊區，先前使用的墊紙和魔術貼綁帶已被扎帶取代。這項變更每年節省約7,461公斤材料及人民幣70,000元。

於報告期間，我們回收了超過91.8%的無害廢棄物，廢棄金屬、污泥、廢棄塑料、廢紙及廚餘回收率達到100%。

PILLAR 1: "TOWARDS A GREENER FUTURE" 支柱一：「邁向更環保未來」

Waste Management (continued)

廢物管理(續)

Waste production of all business operations

所有業務營運之廢物產生

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Hazardous Waste Produced 產生有害廢棄物				
Other waste listed on the Directory of National Hazardous Wastes 名列《國家危險廢物名錄》的其他廢棄物	kg 千克	31,850.14	33,556.70	33,683.69
Pesticide wastes (from treatment within the factory premises) 農藥廢棄物(來自工廠場地內的處理)	kg 千克	3,298.06 ¹	2,129.00 ²	—
Wastes with organic solvent 含有機溶劑的廢棄物	kg 千克	2,267.00 ³	1,490.60 ⁴	820.00
Wastes with mineral oil 含礦物油的廢棄物	kg 千克	1,189.50	1,039.90	1,601.20
Mercury-containing wastes (from waste lighting products) 含汞廢棄物(來自廢棄照明產品)	kg 千克	70.32	140.00	130.60
Wastes with dye and coating 含染料及塗料的廢棄物	kg 千克	95.20	119.00	142.00
Acid waste 酸性廢棄物	kg 千克	—	5.00	—
Selenium-containing waste 含硒廢棄物	kg 千克	50.24	54.88	46.20
Total hazardous wastes produced 產生有害廢棄物總量	kg 千克	38,820.46	38,535.08	36,423.69
Hazardous wastes intensity 有害廢棄物強度	kg/tonne of production volume 千克／每噸產量	0.05	0.05	0.04

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Waste Management (continued)

廢物管理(續)

Waste production of all business operations (continued)

所有業務營運之廢物產生(續)

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Non-hazardous Waste Produced				
產生無害廢棄物				
Commercial waste	kg	144,426.14	242,132.31	391,742.86
商業廢棄物	千克			
Scrap metal	kg	182,816.90 ⁵	122,196.00	111,885.00
廢棄金屬	千克			
Sludge	kg	125,880.00	128,100.00	127,530.00
污泥	千克			
Waste plastic	kg	246,539.88	239,446.93	302,721.00
廢棄塑料	千克			
Waste paper	kg	77,065.58	179,856.68	97,666.00
廢紙	千克			
Food Waste	kg	50,691.25	43,353.33 ⁶	—
廚餘	千克			
Total non-hazardous wastes produced	kg	827,419.74	955,085.25	1,031,544.86
產生無害廢棄物總量	千克			
Non-hazardous wastes intensity	kg/tonne of production volume	1.08	1.27	1.15
無害廢棄物強度	千克／每噸產量			

Note:

附註：

- Significant increase in pesticide waste was due to the re-categorisation of aluminum phosphide bottles and residues.
- According to advice of Shenzhen Ecological Environment Bureau, flour mills plant in Shekou have re-organised the type of hazardous waste of one hazardous waste from "other waste" to "pesticide wastes".
- Significant increase in waste with organic solvent was due to a surge in production volume, number of tests and use of laboratory equipment in home care product plant and edible oil plant in Shekou; increased amount of paint can disposal in edible oil plant in Shekou; and cleaning of inkjet printers in flour mill in Shekou.
- Wastes with organic solvent generated by specialty fats plant from July 2021 to February 2023 were collected by registered waste collectors for proper disposal in February 2023.

- 農藥廢棄物大幅增加乃由於磷化鋁瓶及殘留物重新分類。
- 根據深圳市生態環境局的建議，蛇口麵粉廠已將一種有害廢棄物的類別由「其他廢棄物」重新分類為「農藥廢棄物」。
- 含有機溶劑的廢棄物大幅增加乃由於家居護理用品廠及蛇口食用油廠的產量、測試次數及實驗室器皿使用次數飆升；蛇口食用油廠的油漆罐處置量增加；及蛇口麵粉廠的噴碼機清潔。
- 特種油脂廠於二零二一年七月至二零二三年二月產生的含有機溶劑的廢棄物於二零二三年二月由註冊廢物收集商收集，以確保作出適當處理。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Waste Management (continued)

Waste production of all business operations (continued)

Note: (continued)

5. Significant increase in scrap metal was due to the disposal of hardware for maintenance and replacement in the five flour mills and home care product plant; the increase in production volume, resulting in more metal barrel disposal in the specialty fats plant; the increase in oil collection amount, resulting in a surge in metal container trucks, as well as increase in metal barrel disposal in the edible oil plant in Shekou.
6. Newly disclosed in 2022/23. Food waste was categorised as commercial waste in 2020/21 and 2021/22.



The Group has developed waste targets to monitor the performance on waste reduction:

廢物管理(續)

所有業務營運之廢物產生(續)

附註：(續)

5. 廢棄金屬大幅增加乃由於五間麵粉廠及家居護理用品廠的硬件就維護及更換作出處置；特種油脂廠的產量增加導致金屬桶處置增加；蛇口食用油廠的收油量增加導致貨櫃車使用金屬油袋飆升以及金屬鐵桶處置增加。
6. 於二零二二／二三年新披露。於二零二零／二一年及二零二一／二二年，廚餘被歸類為商業廢棄物。

本集團已制定廢物目標以監察減少廢棄物的表現：

Waste Reduction Targets 廢棄物減少目標

Base Year	Target Year	Target Detail	Base Year Performance	Performance in 2023/24
基準年度	目標年度	目標詳情	基準年度表現	二零二三／二四年之表現
2018/19	2025	For non-hazardous wastes, to achieve 100% diversion rate of all business operations ^{iv}	68.60%	91.75%
二零一八／一九年	二零二五年	對於無害廢棄物，實現所有業務運營 ^{iv} 的100%分流率		
2018/19	2025	For hazardous wastes, maintaining 100% recycling rate for hazardous wastes of manufacturing plants	100%	100%
二零一八／一九年	二零二五年	對於有害廢棄物，保持生產廠房的有害廢棄物100%的回收率		

iv Business operations include the five flour mills in Shekou (Shenzhen), Yixing, Jintan, Qionglai and Qingzhou in the PRC, the edible oil plant in Shekou, Shenzhen in the PRC and Hong Kong, the home care product plant in Guangzhou in the PRC, the office in Shekou in the PRC, and the headquarter office in Hong Kong.

iv 業務運營包括位於中國蛇口（深圳）、宜興、金壇、邗崙及青州的五間麵粉廠，位於中國深圳蛇口及香港的食用油廠、位於中國廣州的家居護理用品廠、位於中國蛇口的辦事處以及位於香港的總部辦事處。

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Waste Management *(continued)*

Waste production of all business operations *(continued)*

To progress towards the Group-level targets and enhance monitoring, during the Reporting Period, we have established specific environmental targets for each business operation in alignment with the Group-level hazardous and non-hazardous waste targets.

Sustainable Packaging

The Group has established multiple policies in manufacturing plants to monitor and regulate the use of sustainable packaging, detailed specifications and testing requirements for packaging materials such as polyethylene terephthalate ("PET") oil bottles, paper boxes, labelling to ensure compliance with sustainability standards.

Packaging materials consumed by the Group were mainly recyclable materials including plastic, cotton bags and paper. Packaging materials were sourced from external suppliers, with constant inspection on quality, particularly on their safety and hygiene performances. During the Reporting Period, a total of 15,266 tonnes of packaging materials have been consumed for protection of finished products, representing a consumption intensity of 0.02 tonne/tonne of production volume.

The Group has been proactively exploring ways to reduce the use of packaging materials and promoting products with replaceable packaging to reduce the consumption of plastic pumps. Additionally, we offer customers the option to purchase refill pouches and products with refill available to minimise the use of packaging.

The following practices were also implemented by our manufacturing plants to minimise packaging materials:

- Offer bulk delivery and light packaging to reduce the consumption of packaging materials;
- Evaluate packaging suppliers annually for compliance assurance;
- Reduce the use of non-recyclable resources for packaging;
- Apply various re-using and recycling methods to non-food packaging materials, such as re-using as turnover box, or recycling by recognised handlers;

廢物管理 *(續)*

所有業務營運之廢物產生 *(續)*

為推進集團層面目標及提升監控，於報告期間，我們已就各業務營運建立與集團層面有害及無害廢棄物目標一致的特定環境目標。

包裝材料

本集團於生產廠房制定了多項政策來監控及規範可持續包裝的使用，並對聚對苯二甲酸乙二酯（「PET」）油瓶、紙盒、標籤等包裝材料製定詳細規格和測試要求，以確保符合可持續標準。

本集團消耗的包裝材料主要為可回收材料，包括塑料、布袋及紙張。包裝材料乃購自外部供應商，但本集團定期監察質量，特別是在安全及衛生方面的表現。於報告期間，我們為產品保護共消耗15,266噸包裝材料，表示消耗強度為每噸產量0.02噸。

本集團一直積極尋求方法減少使用包裝材料及推廣可替換包裝的產品以減少消耗塑料泵。本集團一直積極尋求方法減少使用包裝材料及推廣可替換包裝的產品以減少消耗塑料泵。此外，我們向客戶提供購買補充裝及附有補充裝產品的選項，將包裝的使用降至最少。

我們的生產廠房已實施以下措施以減少包裝材料：

- 提供大批交付及輕包裝減少包裝材料的消耗；
- 每年評估包裝供應商以確保合規性；
- 減少使用不可回收資源製作包裝；
- 對非食品包裝材料採用多種重複利用及再循環方法，例如作為周轉箱重複使用或由認可處理人員進行回收利用；

PILLAR 1: "TOWARDS A GREENER FUTURE"

支柱一：「邁向更環保未來」

Sustainable Packaging (continued)

- Adopt recyclable labelling materials, such as replacing polyvinyl chloride ("PVC") based labelling materials with those made of PET;
- Offer package products with crates which can be reused; and
- Require packaging material suppliers to reduce packaging weight.

包裝材料(續)

- 採用可回收標籤材料，例如以PET代替以聚氯乙烯(「PVC」)生產的標籤材料；
- 用可重複使用的板條箱包裝產品；及
- 要求包裝材料供應商減輕包裝重量。

Packaging material consumption of all business operations

所有業務營運之包裝材料消耗

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Packaging Material Consumption 包裝材料消耗				
Plastic 塑料	tonnes 噸	7,931.84	8,311.48	9,313.22
Paper 紙張	tonnes 噸	6,118.85	5,499.72	6,750.91
Metal 金屬	tonnes 噸	743.86	694.38	866.84
Cotton 棉布	tonnes 噸	433.47	441.36	506.14
Fibre and cotton 纖維及棉布	tonnes 噸	19.22	19.86	24.23
Glass bottle 玻璃瓶	tonnes 噸	16.58 ¹	9.62 ²	—
Aluminium film 鋁膜	tonnes 噸	1.86 ³	0.66 ²	—

Notes:

1. Significant increase in glass bottle consumption was due to a surge in production volume for olive oil in the edible oil plant in Shekou.
2. Edible oil plant in Shekou has re-organised the type of packaging material for 2022/23.
3. Significant increase in aluminium film consumption was due to re-organisation of the type of packaging material.

附註：

1. 玻璃瓶消耗大幅增加乃由於蛇口食用油廠的橄欖油產量飆升。
2. 蛇口食用油廠對二零二二／二三年包裝材料品種進行了重新整理。
3. 鋁膜消耗大幅增加乃由於包裝材料類別重新分類。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Key Achievements 主要成就

- Deployed various explosion protection systems to minimise explosion hazard in the flour mills.
安裝各種防爆系統以減少麵粉廠內爆炸危險。
- Emphasised the procurement of formaldehyde-free office furniture to safeguard employee safety.
著重採購不含甲醛的辦公室傢俬以保障僱員安全。
- Conducted the Group General Competence Internal Trainer Workshop to foster talent development within the company.
舉辦集團內部培訓員工作坊，促進公司內部人才發展。
- Developed a specialised training plan for sales team to enhance sales performance.
為銷售團隊制定專門的培訓計劃，以提升銷售表現。
- Developed a new employee training system to help newcomers adapt to the work environment.
制定新入職僱員培訓制度，幫助新入職僱員適應工作環境。
- Maintained zero employee fatality in the past three years.
過去三年維持零宗員工死亡事故。

People Management

The Group had a total of 1,631 employees as of 30 June 2024, all of whom were full-time employees. The total workforce categorised by gender, age group and geographical region is shown below:

人員管理

於二零二三年六月三十日，本集團共有1,631名僱員，均為全職僱員。按性別、年齡組別及地區劃分的勞動力總數列示如下：

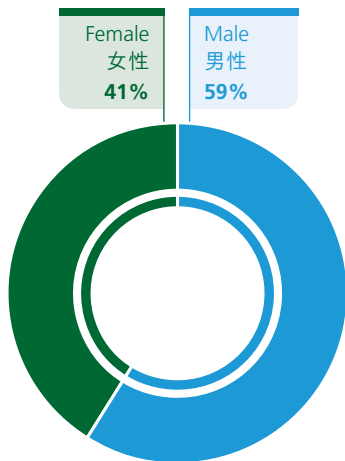
		Unit 單位	Unit 單位	2023/24 二零二三／二四年
Employment	僱傭			
Total Workforce	勞動力總數	Number	數目	1,631
By gender	按性別			
Male	男	Number	數目	960
Female	女	Number	數目	671
By age group	按年齡			
18-25	18-25歲	Number	數目	27
26-35	26-35歲	Number	數目	355
36-45	36-45歲	Number	數目	767
46-55	46-55歲	Number	數目	412
56 and above	56歲及以上	Number	數目	70
By geographical region	按地區			
Hong Kong	香港	Number	數目	158
Macau	澳門	Number	數目	12
Mainland China	中國大陸	Number	數目	1,461

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

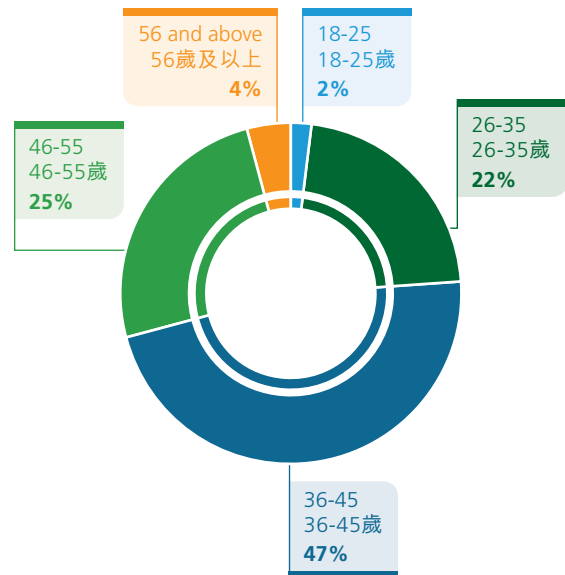
People Management (continued)

人員管理(續)

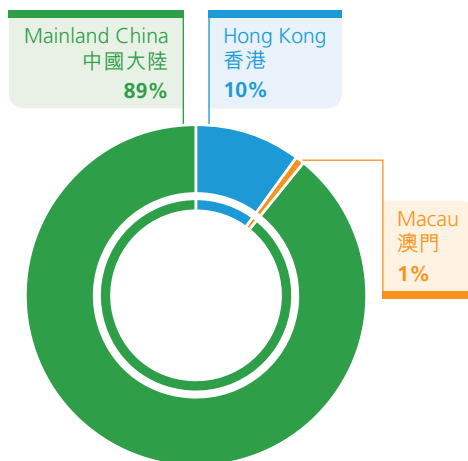
Total Workforce (%) by Gender
按性別劃分的勞動力總數(%)



Total Workforce (%) by Age Group
按年齡組別劃分的勞動力總數(%)



Total Workforce (%) by Geographical Region
按地區劃分的勞動力總數(%)



PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

People Management (continued)

人員管理(續)

		Unit 單位	Unit 單位	2023/24 二零二三／二四年
Turnover Rate	流失率	%	%	4.72
By gender	按性別劃分			
Male	男性	%	%	5.00
Female	女性	%	%	4.32
By age group	按年齡組別劃分			
18-25	18-25歲	%	%	11.11
26-35	26-35歲	%	%	9.01
36-45	36-45歲	%	%	4.04
46-55	46-55歲	%	%	1.94
≥56	56歲及以上	%	%	4.29
By geographical region	按地區劃分			
Hong Kong	香港	%	%	15.82
Macau	澳門	%	%	8.33
Mainland China	中國大陸	%	%	3.49

Fair Labour Practices

We aim to create a diverse, welcoming culture and a safe working environment in which our people are engaged, nurtured and empowered to realise their full potential.

The Group regards human resources ("HR") as its most valuable asset. With a mission to create values for its employees, the Group offers attractive career prospects, a wide variety of learning opportunities and a safe working environment.

The Group is, in all material respects, in compliance with all applicable laws of Hong Kong and the PRC regarding labour rights and employment, included but not limited to:

- Employment Ordinance of the Laws of Hong Kong;
- Minimum Wage Ordinance of the Laws of Hong Kong;
- Employees' Compensation Ordinance of the Laws of Hong Kong;
- Labour Law of the PRC;
- Labour Contract Law of the PRC; and
- Social Insurance Law of the PRC.

公平的勞工慣例

我們的目標是營造一種多元、熱情的文化以及一個安全的工作環境，使我們的員工能夠獲得參與、培育及賦能以充分發揮其潛能。

本集團視人力資源（「人力資源」）為其最寶貴的資產。本集團以為僱員創造價值為使命，提供具吸引力的職業前景、廣泛的學習機會以及安全的工作環境。

本集團在所有重大方面遵守所有香港及中國有關勞工權利及僱傭之適用法律，包括但不限於：

- 香港法例中的《僱傭條例》；
- 香港法例中的《最低工資條例》；
- 香港法例中的《僱員補償條例》；
- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；及
- 《中華人民共和國社會保險法》。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Fair Labour Practices *(continued)*

The Code of Conduct provides our employees with clear requirements on their conduct at work. It defines the ethical principles and the behaviours expected to be observed by our employees and explains how employees are expected to apply the Group's values and comply with the laws and regulations that affect its operations.

The HR Department continues to implement comprehensive checking system during the recruitment process to comply with all the applicable laws regarding employment and labour standards, such as the Employment Ordinance of the Laws of Hong Kong and Provisions on the Prohibition of Using Child Labour of the PRC. Staff Handbook and Children Regulations are in place to outline the standards and approach on labour practices and child labour.

Lam Soon respects employees' rights and freedom of association, ensuring that both employers and employees have an equal say in negotiation. The Group has no formal collective bargaining agreements in effect. In Mainland China, 99.9% of our employees are affiliated with trade unions. In Hong Kong, all employees possess the right and freedom to form and join trade unions.

The Group will take appropriate disciplinary action against anyone who is in breach of any applicable laws, regulations, and ordinance. We have complied with relevant laws and regulations in relation to the prevention of use of child and forced labour during the Reporting Period.

公平的勞工慣例_(續)

《行為守則》對我們的員工在工作中的行為提出明確要求。該準則界定了員工應遵守的道德原則及行為，並闡釋員工應如何應用本集團的價值觀並遵守影響其運營的法律及法規。

人力資源部於招聘過程中繼續實施全面檢查制度，以遵守有關僱傭及勞工標準的所有適用法律，例如香港法例中的《僱傭條例》及《中華人民共和國禁止使用童工規定》。我們已制定《員工手冊》及《僱用兒童規例》，概述有關勞動實務及童工的標準及方法。

南順尊重僱員的權利及結社自由，確保勞資雙方在談判中擁有平等的發言權。本集團並無正式有效的集體談判協議。於中國大陸，我們的99.9%僱員隸屬於工會。於香港，全體僱員均有權及可自由組織及加入工會。

對於任何違反適用法律、法規及條例的人員，本集團將採取適當的紀律處分。報告期間，我們已遵守防止使用童工或強迫勞動相關法律及法規。

PILLAR 2: "EMPOWERING OUR PEOPLE"

支柱二：「賦能予我們的員工」

Employee Welfare, Health and Safety and Engagement

Health and Safety

The safety and wellbeing of employees is a core concern of the Group. As such, the Group takes a strict approach to implement measure to foster compliance with applicable laws and regulations in relation to occupational health and safety ("OHS"), including but not limited to the Law of the PRC on the Prevention and Control of Occupational Diseases, the Hong Kong Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong), and Hong Kong Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong). The Group also has OHS systems and policies in place to manage occupational health and safety issues across the entire business operations.

Apart from mandatory health check-up before employment, annual or biennial check-ups are also offered to employees based on their employment categories and nature. Frontline workers in the PRC undergo end of term check-ups. Employees exposed to high occupational health risks are offered occupational health checks in accordance with the statutory requirements. Appropriate personal protective equipment ("PPE") is provided to employees based on their duties performed. Offices and canteens are assessed by qualified institutions to ensure that they meet applicable national standards regarding indoor environmental pollution control. We also provide periodic training on health and safety for our employees to ensure employees work in a safe environment.

During the Reporting period, to reinforce employees' awareness on occupational health and safety, flour mill in Shekou conducted a fire emergency drill, and edible oil plant in Shekou organised an annual "Fire Safety Re-education Training" and "Occupational Health Training". Our flour mill in Shekou also conducted annual testing and the detection of occupational hazard factors in the workplace to ensure that we provide our employees a safe working environment.

僱員福祉、健康與安全

健康與安全

員工的安全和福祉是本集團關注的核心事項。因此，本集團採取嚴格方針實施措施以促進遵守有關職業健康與安全（「職安健」）的所有適用的法律及法規，包括但不限於《中華人民共和國職業病防治法》、《香港職業安全及健康條例》（香港法例第509章）以及《香港僱員補償條例》（香港法例第282章）。本集團亦定期備有職安健系統及政策，以管理整個業務的職業健康與安全問題。

除入職前必須進行的健康檢查外，本集團亦根據僱員的工作性質向其提供一年一次或兩年一次的檢查。此外，我們亦為中國的前線工人提供約滿體檢。根據法定要求，本集團向面臨高職業健康風險的僱員提供職業健康檢查。根據僱員履行的職責獲提供適當個人保護設備（「個人保護設備」）。合資格機構會評估辦公室及食堂環境，以確保其符合有關室內環境污染控制的適用國家標準。我們亦定期為僱員提供健康及安全培訓以確保員工在安全的環境工作。

於報告期間，為加強僱員對職業健康及安全的意識，蛇口麵粉廠進行消防緊急演習，而蛇口食用油廠每年舉辦「消防安全再教育培訓」及「職業健康培訓」。我們的蛇口麵粉廠亦每年於工作場內進行職業性危害因素檢測，以確保我們為僱員提供安全的工作環境。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Welfare, Health and Safety and Engagement *(continued)*

Health and Safety *(continued)*

僱員福祉、健康與安全 (續)

健康與安全 (續)



- ◇ 9 July 2024, Shekou Lam Soon Flour Mills plant held comprehensive dust explosion emergency drill
二零二四年七月九日，蛇口南順麵粉廠舉行粉塵爆炸綜合應急演練

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Welfare, Health and Safety and Engagement *(continued)*

Health and Safety *(continued)*

When purchasing office furniture, the Group prioritises formaldehyde-free products and wood products from FSC-certified forests to ensure that its employees work in a safe environment.

Noise reduction devices have been installed in the equipment such as exhaust fans, air compressors and grinders in accordance with the requirements of the Environmental Impact Assessment Report conducted by the Group's appointed agencies. Furthermore, we utilised handheld noise monitoring equipment to assess noise level in work areas and engaged third-party organisation to conduct noise assessment annually in home care product plant.

The risk of developing respiratory diseases is high for employees working inside the flour mills, especially if they are not properly protected with adequate PPE. To reduce workers' exposure to flour dust, effective dust collection devices are installed at all flour mills to ensure that the airborne dust concentration does not exceed regulatory exposure standards. Annual assessments are conducted on the occupational environmental factors. To minimise explosion hazard, the flour mills have deployed various explosion protection systems (e.g., explosion-proof lighting system, flameless vent installations on dust collectors). Our plants have obtained relevant explosion-proof certifications, ISO 9001, ISO 14001, ISO 22000, Hazard Analysis and Critical Control Point ("HACCP"), FSSC 22000 certification and China Environmental Labelling Product Certification. Meanwhile we have maintained compliance with the following regulatory requirements, which include:

- Safety Regulations for Dust Explosion Prevention and Protection (GB15577-2018);
- Safety Regulations for the Protection of Dust Explosion for Grain Processing (GB17440-2008);
- Guide for Pressure Venting of Dust Explosions (GBT15605-2008); and
- Safety Specifications for Dedusting System Used in Dust Explosion Hazardous Area (AQ4273-2016).

僱員福祉、健康與安全 *(續)*

健康與安全 *(續)*

在採購辦公家具時，集團優先考慮無甲醛產品和來自FSC認證森林的木製品，以確保員工在安全的環境中工作。

根據本集團委聘之機構進行的《環境影響評估報告》所要求，本集團已於排氣扇、空氣壓縮機及磨床等設備上安裝降噪裝置。此外，我們利用手持式噪音監測設備評估工作區域的噪音水平，並聘請第三方機構每年對家居護理用品廠進行噪音評估。

在麵粉廠工作的僱員患呼吸道相關疾病的風險較高，特別是如果僱員未有獲得適當的個人保護設備的保護。為減少工人接觸麵粉粉塵，所有麵粉廠均已安裝有效的集塵裝置，以確保空氣中的粉塵濃度不超過規定的暴露標準。我們每年對職業環境因素進行評估。為減少爆炸危險，麵粉廠已安裝各種防爆系統（例如防爆照明系統、集塵器上的無焰通風裝置）。我們的廠房已取得相關防爆認證、ISO 9001、ISO 14001、ISO 22000、危害分析與關鍵控制點（「HACCP」）及FSSC 22000認證。同時，我們一直遵守以下監管規定，其中包括：

- 《粉塵防爆安全規程》(GB15577-2018)；
- 《糧食加工、儲運系統粉塵防爆安全規程》(GB17440-2008)；
- 《粉塵爆炸泄壓指南》(GBT15605-2008)；及
- 《粉塵爆炸危險場所除塵系統安全技術規範》(AQ4273-2016)。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Welfare, Health and Safety and Engagement (continued)

Health and Safety (continued)

To maintain workplace hygiene and to minimise the spread of diseases, the Group has adopted the following arrangements and preventive measures:

- Adopt flexible work arrangements (e.g., work-from-home arrangement, rotating shifts);
- Provide hand sanitisers and surgical masks in the workplace; and
- Disinfect offices and factories on a regular basis.



Maintained 近三年維持

Zero 零

employee fatality in the past three years
員工死亡事故

Employee work-related fatalities over the past three years

於過去三年與工作有關的僱員死亡事故

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Work-related fatalities 與工作有關的死亡事故	Number 數目	0	0	0

Employee Welfare and Engagement

The Group provides competitive remuneration with various benefits to attract and retain talent. Employment package is regularly reviewed with consideration of the market trend, benchmarking the industry's salary and benefit information through salary survey reports conducted by professional consultants. Annual salary increment and year-end performance bonus mechanism have been incorporated in the Group's remuneration policy. Share options are also granted to the Group's eligible employees to provide incentive and in recognition of their contributions.

Employees in the PRC are entitled to year-end bonus, social security insurance and housing fund. Year-end bonus, life and health insurance are provided to employees in Hong Kong upon completion of probationary period. Additionally, staff sale, meals and transportation are made available to employees according to the actual situation. Fair terms on working hours, holidays, termination of contract, fringe benefits and leave entitlement are stipulated in the employment contracts signed between employees and the Group. Overtime work shall be applied through submission of application forms and approved by departmental supervisors. Any disputes will be settled according to the Group's appeal procedures in an equitable and prompt manner.

僱員福祉、健康與安全 (續)

健康與安全 (續)

為維持工作場所衛生及減少疾病傳播，本集團已採取以下安排及預防措施：

- 採取彈性的工作安排（例如在家工作的安排、輪班）；
- 在工作場所提供手部消毒劑及口罩；以及
- 定期為辦公室及工廠進行消毒。

僱員福利及參與

本集團提供具競爭力的薪酬及多項福利以吸引及挽留人才。本集團定期檢討薪酬待遇，當中考慮市場趨勢及通過專業顧問進行的薪金調查報告對標業內薪金及福利的資料。本集團根據薪酬政策設立及實施年度加薪及年終業績花紅機制。我們亦向本集團之合資格僱員授出股份認購權，以向彼等提供獎勵及認可彼等之貢獻。

於中國所僱用的僱員可享有年終花紅、社會保障保險及住房公積金。我們向於試用期結束後的香港僱員提供年終花紅、人壽及健康保險。此外，我們會根據實際情況為僱員提供僱員購貨優惠、用餐及交通安排。僱員與本集團簽署的僱傭合約規定的公平條款涵蓋工時、假期、終止合約情況、附加福利及年假。超時工作應透過提交申請表格申請及經部門主管批准。任何爭議均將根據本集團的申訴程序公正及迅速地解決。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Welfare, Health and Safety and Engagement *(continued)*

Employee Welfare and Engagement *(continued)*

Employees are always kept informed of the Group's key projects, future directions and latest market strategies, activities and social events in the industry through notice boards, intranet, meetings, annual conferences and the internal e-newsletter, namely E-Post.

The Group also arranges various onboarding training activities to help new employees adapt to the company culture. During the Reporting Period, the Group organised group meetings and team building activities to enhance employees' sense of belonging and foster staff relationship. Some of the activities organised during the Reporting Period include:

僱員福祉、健康與安全 *(續)*

僱員福利及參與 *(續)*

僱員可通過告示板、內聯網、會議、年會及內部電子通訊(即電子郵件報)及時了解本集團的主要項目、未來方向及業內的最新市場策略、活動及社交活動。

本集團也安排各種入職培訓活動，幫助新員工適應公司文化。於報告期間，本集團舉辦了集團會議及團隊建設活動，以增加員工的歸屬感及增進員工關係。報告期間舉辦的部分活動包括：



- ◇ 25 January 2024, the 9th Lam Soon Flour Influencers Conference and FY23/24 East China and North China District Strategy Seminar

二零二四年一月二十五日，第九屆南順麵粉風雲人物大會暨FY23/24華東華北區戰略研討會

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Welfare, Health and Safety and Engagement (continued)

僱員福祉、健康與安全(續)

Employee Welfare and Engagement (continued)

僱員福利及參與(續)



◇ 5 November 2023, The 6th East China Sports Event of Lam Soon Hong Kong Group
二零二三年十一月五日，南順香港集團華東區第六屆運動會



◇ 13 October 2023, "Transformation for Growth" – Group Management Meeting
二零二三年十月十三日，「聚力、革新、赢增长」—集團管理會議

	Unit 單位	2023/24 二零二三／二四年	2022/23 二零二二／二三年	2021/22 二零二一／二二年
Health and Safety 健康與安全				
Lost days due to work injury 因工傷損失工作天數	Days 天	333.0 ¹	663.5	895.5

Note:

附註：

- The significant decrease in lost days due to work injury was due to the one-off case of extended leave granted, which lasted for over a year, was concluded during the year.

- 因工傷損失工作天數大幅下跌乃由於一項歷時一年多的一次性延長休假案件於年內結束。

PILLAR 2: "EMPOWERING OUR PEOPLE"

支柱二：「賦能予我們的員工」

Equal Opportunities

Equal opportunities are given to employees in respect of recruitment, training and development, job advancement, and compensation and benefits. Employees are not discriminated against or deprived of such opportunities on the basis of gender, ethnic background, religion, colour, sexual orientation, age, marital status, family status, retirement, disability, pregnancy or any other discrimination prohibited by applicable laws of Hong Kong and the PRC. Staff Handbook is in place to outline the standards and approach on promoting equal opportunities in the workplace.

The Group has a standardised appraisal system to evaluate employees' performances, assess their capabilities and determine whether their abilities are in line with the Group's business development. It also provides a basis for promotion, salary increment and a communication platform for employees and management to set mutually agreed and measurable performance standards, as well as career development opportunities.

No material non-compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

Employee Development

With human resources as one of its core values, the Group believes that strengthening the capabilities of employees can benefit both the Group and employees themselves. We have established the Lam Soon Learning Development Management Guidelines to develop a training and development system for our employees, aiming to develop their professional skills, management skills, and personal qualities. Training needs are identified through appraisal sessions with employees. Thus, the training provided can effectively address below objectives:

- (i) Facilitate the achievement of the Group's and/or its departmental targets;
- (ii) Increase productivity in every aspect of working processes;
- (iii) Enhance employees' satisfaction; and
- (iv) Assist employees' career development.

平等機會

本集團在招聘、培訓及發展、晉升以及補償及福利方面為僱員提供平等機會。僱員並不會由於性別、種族背景、宗教、膚色、性取向、年齡、婚姻狀況、家庭狀況、退休、殘障、懷孕或香港及中國之適用法律所禁止的任何其他歧視因素而遭受歧視或被剝奪平等機會。我們之《員工手冊》已概述有關於工作場所平等機會標準及方法以作推廣。

本集團設有標準化評估系統以評估僱員表現、評核其能力及釐定彼等才能是否符合本集團的業務發展。系統亦提供晉升、加薪的基準及溝通平台，讓僱員及管理層可制定雙方接納及可計量的表現標準及事業發展機會。

報告期間，並無發現任何嚴重違反與補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視以及其他補貼及福利之相關法律及法規的事項。

僱員發展

人力資源為本集團的核心資產之一，本集團相信，加強員工能力有利本集團及員工本身。我們已制定《南順學習發展管理總則》，建立員工培訓與發展體系，旨在培養員工的專業技能、管理技能及個人素質。於與僱員進行評估時會識別培訓需要。因此，所提供的培訓可有效應對以下目標：

- (i) 促使達成本集團及／或其部門目標；
- (ii) 增加工作過程中各方面的生產力；
- (iii) 提升僱員滿意程度；及
- (iv) 協助僱員的事業發展。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Development (continued)

The training courses vary from mandatory training and skill enhancement to the more advanced supervisory skills and managerial development, targeting employees of various levels. Employees have been provided with both internal and external training on numerous areas including salesman training - baking technique & theory, ISO training, occupational safety and health training, customs regulations training and IT security awareness training.

僱員發展(續)

針對不同級別的員工，培訓課程涵蓋了從強制性培訓及技能提升，到更高級的監督技能及管理發展。本公司已為員工提供內部及外部培訓，內容涉及多個領域，包括銷售員培訓－烘焙技術與理論、國際標準組織培訓、職業安全及健康培訓、海關法規培訓和資訊科技安全意識培訓。

知 | 识 | 产 | 权 |

知识产权
Intellectual Property Rights

课程对象
南顺全体员工

课程目的

- 了解南顺现有知识产权的注册情况
- 普及关于商标、专利等基础法律知识

点击参与

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课程说明

- ★要求对象：南顺(香港)集团全体员工
- ★完成时间：2024年5月22日及之前
- ★学习途径：点击海报跳转或扫上侧二维码进入课程
- ★温馨提示：课程整体学习时长约24分钟

◇ Lam Soon E-learning platform
南顺电子学习平台

Apart from the traditional training, the Group continued to invest and optimise our interactive e-learning platform, to provide employees with trainings resources. Employees can access company's news and management's experience sharing on laptops, tablets, and smartphones. Through this platform, we also provide a variety of general management courses and professional technical courses that cover different areas of knowledge and skills. This allows employees to learn flexibly in their own time and space, enhance their technical skills and achieve their development goals according to their own needs.

除傳統培訓外，本集團繼續投資及優化我們的互動電子學習平台，為僱員提供培訓資源。僱員可於筆記本電腦、平板電腦及智能手機獲取公司消息及管理層分享的經驗。透過該平台，我們亦提供涵蓋不同知識及技能領域的各種一般管理課程及專業技術課程。這讓僱員可根據自身需要在自己的時間及空間內靈活學習、提升技術能力及實現發展目標。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Development (continued)

To help new employees adapt to the work environment as soon as possible, we have enhanced our new employee training system with both online and offline training. New employees will receive a combination of knowledge learning, supervisor coaching and work practice training to improve their work skills and overall quality.

For our sales team, we have developed a unique training plan. Through targeted training, we help sales staff to improve their skills and management capabilities to better meet customers' needs and enhance sales performance. In addition, we also conducted offline sales skills training in five regions to strengthen team collaboration and regional sales capabilities.

Subsidy or full reimbursement are provided to eligible staff under the training policy, so as to encourage staff members to attend e-learning classes, seminars, team building activities and knowledge sharing events for enhancing their knowledge and skills.

The Group actively promotes the transfer and accumulation of valuable professional knowledge and skills by fostering internal professional instructors. To cultivate internal trainers' ability, we held the Group General Competence Internal Trainer Workshop. This workshop allows internal trainers to master their expertise and skills, and provides guidance in developing our training courses. Currently, the courses developed by our internal trainers cover multiple disciplines and greatly enrich the knowledge resources within the Group.

僱員發展(續)

為盡快讓新入職僱員適應工作環境，我們已提升我們的新僱員培訓系統，同時提供線上及線下培訓。新入職僱員將接受知識學習、主管輔導及工作實踐培訓相結合的方式，提高其工作技能及綜合質素。

就我們的銷售團隊而言，我們已制定獨特的培訓計劃。我們透過針對性培訓幫助銷售員工改善其技能及管理能力的，以更有效滿足客戶需要及提升銷售表現。此外，我們亦於五個地區進行線下銷售技能培訓，以加強團隊合作及地區銷售能力。

本集團將根據培訓政策為合資格員工提供課程費用津貼或全額報銷，以鼓勵員工出席電子學習課程、研討會、團隊建設活動及知識分享活動，藉此提升其知識及技能。



本集團透過栽培內部專業導師，積極推廣貴重的專業知識及技能傳授及累積。為培養內部培訓員的能力，我們舉辦集團綜合能力內部培訓員工作坊。該工作坊讓內部培訓員可掌握其專業知識及技能，並為開發我們的培訓課程提供指導。目前，由我們內部培訓員開發的課程涵蓋多個專業，大大豐富本集團內部知識資源。

PILLAR 2: "EMPOWERING OUR PEOPLE" 支柱二：「賦能予我們的員工」

Employee Development (continued)

僱員發展(續)



During the Reporting Period,
Lam Soon's employees received
於報告期間內，南順員工接受了

12,438.7

hours of training 小時之培訓，
on topics including but not limited to IT,
OHS and professional skills
培訓內容包括但不限於資訊科技、職業
健康與安全及專業技能

	Unit 單位	2023/24 二零二三／二四年
Development and Training 發展與培訓		
Employees trained 員工培訓	% %	99.26
By gender 按性別劃分		
Male 男性	% %	100
Female 女性	% %	98.21
By employee category 按僱員級別		
Senior Level Management 高級管理人員	% %	92.86
Middle Level Management 中級管理人員	% %	98.21
Frontline and other employees 前線及其他員工	% %	99.61

	Unit 單位	2023/24 二零二三／二四年
Average training hours 平均培訓時數		
By gender 按性別劃分		
Male 男性	Hours 小時	7.43
Female 女性	Hours 小時	7.90
By employee category 按僱員級別		
Senior Level Management 高級管理人員	Hours 小時	4.60
Middle Level Management 中級管理人員	Hours 小時	11.02
Frontline and other employees 前線及其他員工	Hours 小時	6.77

PILLAR 3: "CONDUCTING BUSINESS WITH HONOUR" 支柱三：「以信譽進行業務」

Key Achievements 主要成就

Collaborated with national law enforcement to battle against counterfeiting in e-commerce platform and offline shops.

與國家執法部門合作，打擊電子商務平台及線下商店的假冒行為。

Adopted a document system to more efficiently verify, record and regularly assess the suppliers' licenses.

採用文件系統，更有效地核實、記錄及定期評估供應商的牌照。

Incorporated environment and social risks consideration in supplier selection process

在供應商甄選過程中納入環境及社會風險考慮因素

Initiated the second phase of Supplier Relationship Management ("SRM") development to expand the functionality and coverage of procurement management.

啟動供應商關係管理系統(「SRM系統」)第二階段開發工作，以擴大採購管理的功能及覆蓋範圍。

The Group's business operations were accredited with ISO 9001 Quality Management System certification, ISO 22000 Food Safety Management System, HACCP certification, and FSSC 22000 Food Safety System Certification. Home care product plant is accredited with the China Environmental Labelling Products Certification.

本集團的業務部門已獲得ISO 9001品質管理體系標準、ISO 22000食品安全管理體系標準、HACCP體系以及FSSC 22000食品安全體系標準認證。家居護理用品廠獲得中國環境標誌產品認證。

Developed a variety of online and social media channels to promote a healthy lifestyle for our customers.

發展多個線上及社交媒體渠道，為客戶推廣健康生活方式。

Product Quality and Safety

The Group fulfils relevant product quality, product safety and food labelling requirements and meets various internationally recognised standards. All the Group's business operations possess ISO 9001 Quality Management System certification. The flour mills, edible oil plants and specialty fats plant are certified to ISO 22000 Food Safety Management System. The four flour mills in Shekou, Jintan, Qionglai and Qingzhou as well as the edible oil plant in Shekou and Hong Kong are accredited with HACCP certification. The flour mills in Yixing and Jintan, the edible oil plant in Shekou and the specialty fats plant are certified to Food Safety System Certification ("FSSC") 22000. The home care product plant is certified to the China Environmental Labelling Product Certification.

產品質量與安全

本集團符合相關產品質量、產品安全及食品標籤要求，並符合各種國際公認的標準。本集團所有業務部門已獲得ISO 9001認證。麵粉廠、食用油廠及特種油脂廠均獲ISO 22000食品安全管理體系標準認證。蛇口、金壇、邛崃及青州的四個麵粉廠以及食用油廠已取得HACCP體系認證。宜興及金壇的麵粉廠、蛇口食用油廠以及特種油脂廠已獲食品安全體系標準(「FSSC」) 22000認證。家居護理用品廠已獲中國環境標誌產品認證。

PILLAR 3: “CONDUCTING BUSINESS WITH HONOUR” 支柱三：「以信譽進行業務」

Product Quality and Safety *(continued)*

To ensure high product quality and safety for customers, the Group strictly follows its policy, manual and guideline, and procedure on customer satisfaction management, complaint handling and product recall. The Group deploys standard procedures on sanitation of food plants, oil plants and associated equipment to maintain a high hygiene standard throughout the production process. For home care product plant, the Group is committed to being compliant with Detergents for hand dishwashing (GB/T 9985-2022) and National Food Safety Standard – Detergent (GB 14930.1-2022). Tests are conducted by the Quality Assurance Department against pre-defined specifications in product safety or quality standards. Qualified testing organisations are engaged to validate the test results and issue independent test reports. Any materials or products that fail to meet the required standards will be labelled, isolated and assessed by related departments. During the Reporting Period, there were no significant products and service-related complaints received.

To strengthen customers' confidence in our brand, the Group responds to complaints/enquiries promptly with authorised personnel assigned for handling. If there is any product quality issue raised by our customers, we will conduct investigation to identify the root cause of the incident, rectify the problem timely and take appropriate preventive actions. Our specialty fats plant has established a customer complaint handling system, to streamline the investigation process against any product quality issue. If necessary, we will assign dedicated personnel to visit clients' factories to understand the actual situation. If the complaints involve product safety and withdrawal of the affected products from the market is deemed necessary, we will immediately activate our product recall procedures. The recalled products will be isolated to ensure proper handling or disposal. All the information related to the recall will be documented for senior management review and approval. During the Reporting Period, no products sold were subject to recalls for safety and health reasons.

產品質量與安全 *(續)*

為確保向顧客提供高質量及安全的產品，本集團嚴格遵守顧客滿意度管理、投訴處理及產品召回方面的政策、手冊及指引以及程序。本集團對食品生產廠房、油廠及相關設備採用標準衛生程序，以確保整個生產過程保持高衛生標準。就家居護理用品廠而言，本集團致力遵守《手洗餐具用洗滌劑》(GB/T 9985-2022)及《食品安全國家標準－洗滌劑》(GB 14930.1-2022)。品質保證部根據預設的產品安全和質量標準進行測試。我們委聘合資格測試機構驗證測試結果並發出獨立測試報告。任何未達到規定標準的材料或產品將會被標籤、隔離及由相關部門評估。於報告期間，我們並無接獲產品和服務相關的重大投訴。

為加強客戶對我們品牌的信心，本集團委派獲授權人員迅速地回應處理投訴／查詢事宜。如果我們的客戶提出任何產品質量問題，我們將進行調查以確定事件的根本原因，及時糾正問題並採取適當的預防措施。特種油脂廠已建立客戶投訴處理系統，以簡化對任何產品質量問題的調查流程。必要時，我們會指派專人前往客戶工廠了解實際情況。如果投訴涉及產品安全，並且認為有必要將受影響的產品撤出市場，我們將立即啟動我們的產品召回程序。被召回的產品將被隔離，以確保正確處理或處置。與召回相關的所有信息都將記錄在案，以供高層管理人員審查和批准。於報告期間，並無已售產品因安全與健康理由而須回收。

PILLAR 3: “CONDUCTING BUSINESS WITH HONOUR” 支柱三：「以信譽進行業務」

Product Quality and Safety *(continued)*

產品質量與安全 *(續)*

Complaint handling and product recall procedures 投訴處理及產品召回程序

Authorised personnel to handle any enquiry or complaint cases
獲授權人員處理任何查詢或投訴案件

Execute investigation and provide prompt response
進行調查並提供及時回應

Perform product recall if the complaints involve product safety and withdrawal is deemed necessary
如果投訴涉及產品安全，並認為有必要撤回，則進行產品召回

Ensure proper handling or disposal of the recalled product
確保適當處理或處置已召回產品

All the information relating to the product recall will be documented for senior management review and approval
與產品召回相關的所有信息都將記錄在案，以供高層管理人員審查和批准

In an era where innovations hold immense value for enterprises, the Board is expected to leverage their commercial value while safeguarding them from being misused or infringed upon by outsiders. The Group strives to protect its own Intellectual Property (“IP”) rights and respects third-party IP rights according to applicable laws and regulations. It registers new IPs (including trademarks, designs and patents) in different parts of the world, renews existing IP rights, manages the use of IPs, and keeps track of IP infringement by other parties. The Group reserves the right to take legal actions against any alleged infringement.

在創新為企業帶來巨大價值的時代，董事會應充分利用創新的商業價值，同時保護創新不被外界濫用或侵犯。本集團致力根據適用法律及法規保障其自身的知識產權（「知識產權」）及尊重第三方知識產權。本集團於世界各地註冊新知識產權（包括商標、設計及專利）、重續現有知識產權、管理知識產權的使用及追蹤其他人士進行之知識產權侵犯的舉動。本集團保留對任何涉嫌侵權人士採取法律行動的權利。

PILLAR 3: “CONDUCTING BUSINESS WITH HONOUR” 支柱三：「以信譽進行業務」

Product Quality and Safety *(continued)*

The Group also requires its service providers, suppliers or business partners to undertake and warrant that all their deliverables or products are their original creation and/or do not infringe any third party's IP rights. Infringers are liable to appropriate consequences in the event of a breach.

During the Reporting Period, the marketing department of the home care product plant, along with the Group Legal Department worked with national law enforcement to fight counterfeiting. This initiative covered e-commerce platform and offline shops in two regions in Mainland China and addressed approximately 5,000 links associated with suspected infringing IP goods, and tracked down merchants who were producing counterfeit products under our brand. This campaign not only safeguards our sales market but also protects our brand image and defends the rights and interest of our consumers.

During the Reporting Period, the Group did not record any material IP infringement claims brought against any member of the Group.

Business Ethics and Compliance

The Group upholds a zero-tolerance approach to corrupt practices by employees. To ensure ethical business practices, the Group strictly observes applicable laws, regulations and regulatory documents related to commercial bribery, including but not limited to:

- Criminal Law of the PRC;
- Anti-Unfair Competition Law of the PRC;
- Prevention of Bribery Ordinance of the Laws of Hong Kong;
- Theft Ordinance of the Laws of Hong Kong; and
- Organised and Serious Crimes Ordinance of the Laws of Hong Kong.

產品質量與安全 *(續)*

本集團亦規定其服務供應商、供應商或業務合作夥伴承諾及保證，彼等所有可交付產品或產品為其原創及／或並無侵犯任何第三方知識產權。侵權人士須承擔侵權所致的適當後果。

於報告期間，家居護理用品廠之市場部與集團法務部一起，配合國家執法部門打擊假冒行為。這一行動覆蓋了中國大陸兩個地區的電子商務平台及線下商店，共處理約5,000個涉嫌侵犯知識產權商品的相關連結，並追蹤到生產假冒我們品牌產品的商家。這一行動不僅維護我們的銷售市場，亦保護我們的品牌形象，維護我們消費者的權益。

於報告期間，本集團並無記錄對本集團任何成員提出的任何重大知識產權侵權索償。

商業道德及法規

本集團對僱員的貪污行為堅持零容忍態度。為確保商業道德常規，本集團嚴格遵守適用有關商業賄賂的法律、法規及監管文件，包括但不限於：

- 《中華人民共和國刑法》；
- 《中華人民共和國反不正當競爭法》；
- 香港法例中的《防止賄賂條例》；
- 香港法例中的《盜竊罪條例》；及
- 香港法例中的《有組織及嚴重罪行條例》。

PILLAR 3: "CONDUCTING BUSINESS WITH HONOUR" 支柱三：「以信譽進行業務」

Business Ethics and Compliance

(continued)

The Group has established its Whistleblowing Policy, with the aim to set out and formalise the reporting channels on suspected misconduct, malpractice or non-compliance within the Company. The Group Internal Audit Department will consolidate all cases received, assess the severity of the case and report to the Chairman, Group Managing Director/Chief Executive Officer and the Chairman of the BARMC when there is an event of foreseeable significant impact to the Group's operation and/or reputation. The investigation will be conducted in a fair and efficient manner. The result will be reported to the whistle-blower and all information will be kept confidential.

During the Reporting Period, all employees were required to take the Lam Soon Anti-corruption Programme to ensure that the standard of business ethics has been observed. The training topics covered the explanation of relevant laws and regulations on anti-corruption and business ethics in our operating jurisdictions, the definition of conflict of interest, preventive measures, and the report channels.

During the Reporting Period, one case involving employee corruption which was lawfully reported by a Group company to the law enforcement authorities was concluded. The individual's employment with the relevant Group company was immediately terminated upon discovery of the corruption and the said individual was subsequently found guilty of bribery by a non-civil servant under Article 163 of the PRC Criminal Code.

In order to prevent corruptions across the organisation, we have consistently monitored suspicious data and gathered clues to unusual performance of employees and provide any relevant information of the suspected case to the Group Internal Audit Department for investigation. The Group has implemented policies on anti-corruption and procedures concerning offering or accepting gifts and gratuities, which require employees to consider the appropriateness of the giving and receiving of gifts and hospitality. All employees are required to become acquainted with and to abide by these policies and procedures. Our contractors and suppliers will also be required to sign as appropriate with us the Anti-corruption Policy, to ensure they abide by the same. In addition, our Group has in place training, management systems and internal controls to prevent corruption from occurring.

商業道德及法規(續)

本集團已制定《舉報政策》，旨在規範公司內部涉嫌不當行為、瀆職或違規行為的舉報管道。本集團的內部審核部對所有收到的案件進行整合，並評估案件的嚴重度，如案件會對本集團營運及／或聲譽產生可預見的重大影響，則向主席、集團董事總經理／行政總裁及審核及風險管理委員會主席匯報有關案件。調查將以公平而有效率的方式進行，結果將報告予舉報人，且所有資料均將保密。



於報告期間，所有員工都必須參加南順反貪污計劃，以確保遵守商業道德水平。培訓主題包括營運轄區反貪污及商業道德相關法律及法規的解釋、利益衝突的定義、預防措施和舉報渠道。

於報告期間，一間集團公司依法向執法機關舉報的一宗涉及員工貪污的案件已經結案。根據《中國刑法》第163條，此人被認定犯有非公務員受賄罪。

為防止整個組織出現貪污現象，我們持續監控可疑數據，收集員工異常表現的線索，並將可疑案件的相關資料提供給本集團內部審計部進行調查。本集團已實施反貪污政策及有關提供或接受禮物及酬金的程序，要求員工考慮提供及接受禮物及招待的適當性。所有員工均必須熟悉並遵守相關政策及程序。我們的承包商及供應商（如適合）與我們簽署適當的反貪污政策，以確保彼等遵守相關政策。此外，本集團亦透過培訓、管理系統及內部控制措施防止貪污行為的發生。

PILLAR 3: “CONDUCTING BUSINESS WITH HONOUR” 支柱三：「以信譽進行業務」

Responsible Sourcing

Our Code of Conduct outlines our commitment in upholding good business ethics and integrity and developing long-term relationships with our business partners based upon fairness, mutual trust and benefit. We abide by applicable laws, rules and regulations of Hong Kong, the PRC and relevant international standards in all material respects as listed below and no material non-compliance was identified during the Reporting Period.

負責任的採購

我們的《行為守則》概述了我們致力於維護良好的商業道德和誠信，並在公平、互信和互惠的基礎上與我們的業務合作夥伴建立長久關係。我們於所有重大方面遵守如下所列的香港及中國適用的法律、法規及規章以及相關國際標準。於報告期間，本集團未發現嚴重違反下列法律法規的情況。

Applicable laws and regulations on supply chain management and business ethics 供應鏈管理及商業道德之適用法律及法規

Scope 範圍	Laws and regulations 法律及法規
Product quality and safety 產品質量與安全	<ul style="list-style-type: none"> Food Safety Law of the PRC 《中華人民共和國食品安全法》 National Food Safety Standard for the Use of Food Additives 《食品安全國家標準食品添加劑使用標準》 Administrative Measures for Food Recalls 《食品召回管理辦法》 Public Health and Municipal Services Ordinance of the Laws of Hong Kong 香港法例中的《公眾衛生及市政條例》 Food Adulteration (Metallic Contamination) Regulations 《食物攙雜(金屬雜質含量)規例》 Food Recall Guidelines in Hong Kong 香港的《食品回收指引》 National Food Safety Standard – Detergent 《食品安全國家標準—洗滌劑》 Technical Specification for Safety of Soaps and Detergents 《洗滌用品安全技術規範》
Ethical marketing 道德營銷	<ul style="list-style-type: none"> Advertisement Law of the PRC 《中華人民共和國廣告法》
Cyber security and data privacy 網絡安全與數據私隱	<ul style="list-style-type: none"> Personal Data Protection Ordinance of the Laws of Hong Kong 香港法例中的《個人資料(私隱)條例》 Personal Information Protection Law of the PRC 《中華人民共和國個人信息保護法》

The Group has procurement management, supplier management and evaluation policies in place which specify the Group's procurement principles. The policies provide guidelines and procedures to manage supply chain during tendering, contract period and post-completion of work. During the Reporting Period, we have revised our Procurement Policy, clearly delineating the responsibilities of the procurement department into two distinct functional teams: strategic procurement and operational procurement.

本集團已制定採購管理、供應商管理及評估政策，規定了本集團的採購原則。該等政策提供了在招標、合約期及工作完成後管理供應鏈的指引及程序。於報告期間，我們修訂《採購政策》，將採購部門的職責明確劃分為兩個不同的職能小組：戰略採購及業務採購。

PILLAR 3: "CONDUCTING BUSINESS WITH HONOUR" 支柱三：「以信譽進行業務」

Responsible Sourcing (continued)

負責任的採購(續)

Three underlying principles on procurement management as outlined in the procurement policy
列載於採購政策內的三個採購管理基本原則

Adopt a just-in-time inventory model to buy only what the business operation needs with speculative behaviour prohibited. 採用及時庫存模式，僅購買業務營運所需，禁止投機行為。

Source from local suppliers to reduce transportation cost. 從本地供應商採購，以降低運輸成本。

Source for high quality and competitive products to meet the business strategy of the Group. 向優質及具競爭力的供應商採購，以配合本集團的業務。

As a pre-requisite of our procurement practices, we enter contracts with outsourced providers to require that they meet occupational health and safety standards while performing their works.

作為我們採購實務的先決條件，我們與外判服務供應商訂立合約，規定其於進行工作時達至職業健康及安全標準。

During tendering, suppliers are selected and rated based on a set of criteria, in terms of product price and quality, timeliness of delivery, distance, payment terms, food safety and after-sales service. During the Reporting Period, we have started incorporating environment and social risks consideration in supplier selection process and in contracts to ensure that suppliers' practice align with the Group's long-term sustainable vision. The Group's Logistic Guideline mandates suppliers of our transportation and external warehousing services to complete due diligence and pre-requisite qualification. Vendors with any court rulings resulting in compensation that exceeds 100,000 HKD or RMB may will be disqualified. Vendors should also have an established safety management process and maintain relevant safety training records. This two-factor method allows us to effectively screen out any high risk vendors.

於報告期間，我們已開始將環境及社會風險考慮因素納入供應商甄選流程及合約中，以確保供應商的做法符合本集團的長期可持續發展願景。本集團的《物流指引》規定，我們的運輸及外部倉儲服務供應商必須完成盡職調查及資格預審。倘供應商因任何法庭裁決而導致賠償金超過100,000港元或人民幣100,000元，該供應商或會被取消資格。供應商亦應具備成熟的安全管理流程，並保留相關的安全培訓記錄。透過這種雙因素方法，我們可以有效地篩選出高風險供應商。

PILLAR 3: “CONDUCTING BUSINESS WITH HONOUR” 支柱三：「以信譽進行業務」

Responsible Sourcing *(continued)*

Within the contract period, background, permits, licences and certificates of suppliers are checked regularly to ensure their compliance with food safety policies and standards, as well as national and local environmental policies with must-have certificates for relevant industries. We have adopted a document system to more efficiently verify, record and regularly assess the suppliers' licences. Products sourced from suppliers are subject to multiple tests to ensure they are of national food safety standards. The flour mills and the edible oil plant in Shekou evaluate their raw material suppliers every six months for compliance assurance via collection of suppliers' activity logs on a regular basis for quality assurance. Suppliers of packaging materials are audited against their quality, services, safety and hygiene performances according to the Supplier Assessment and Control Procedures annually. The home care product plant conducts monthly quality control meeting to follow up on quality and safety issues raised by our suppliers. Suppliers are required to address any identified non-conformities. Suppliers who violate laws and regulations, fail to meet tender requirements, or commit misconducts during the contract period can be subject to compensation payment and/or contract termination.

Upon completing the work, suppliers' performance will be evaluated based on the marking scheme as set out in the Supplier Management Policy. As stipulated in our Supplier Management Guideline, our site logistic teams will report monthly KPI scores of our contract delivery vendors, and initiate follow-up with vendors if necessary.

In the last Reporting Period, we have launched the SRM system to digitalise procurement management by incorporating inquiry, bidding, and price database. The SRM system covers the functions of supplier lifecycle management, RFX (including request for information, quotation, proposal) and on-line tender. During the Reporting Period, we have initiated the second phase of SRM development to expand the functionality and coverage of the system. We have implemented modules for tendering, supplier evaluation and contract management, to streamline our procurement process.

負責任的採購 *(續)*

在合約期內，本集團會檢查供應商的背景、許可證、牌照及認證，以確保彼等遵守食品安全政策及標準，以及國家和地方的環保政策以及相關行業必備的證書。我們採用一個文件系統，以更有效地核實、記錄及定期評估供應商牌照。購自供應商的產品須經過多次測試，以確保符合國家食品安全標準。麵粉廠及蛇口食用油廠每六個月評估原料供應商以確保合規性，透過定期收集供應商的活動日誌以確保質量。我們每年根據《供應商考核控制程序》對包裝材料的供應商進行品質、服務、安全及衛生表現方面的審核。家居護理用品廠每月召開一次質量控制會議，跟進供應商提出的質量及安全問題。供應商必須解決任何已發現的不合規情況。本集團亦與外判服務供應商訂立合約，規定其於進行工作時達至職業健康及安全標準。於合約期內，供應商如違反法律及法規、不符合招標要求或有不當行為，可能會被要求支付賠償金及／或終止合約。

完成工作後，將根據《供應商管理政策》所載評分標準對供應商的表現進行評估。根據《供應商管理政策》，我們場地物流團隊每月報告我們交付合同供應商的績效分數，並在必要時與供應商跟進。

於報告期間，我們已推出SRM系統，通過整合詢價、競標及價格數據庫實現數字化採購管理。SRM系統涵蓋供應商生命週期管理、RFX（包括資料需求、報價、建議書）及線上競標等各項功能。於報告期間，我們啟動SRM系統第二階段的開發工作，以擴大該系統的功能及覆蓋範圍。我們實施招標、供應商評估及合約管理模塊，以簡化採購流程。

PILLAR 3: "CONDUCTING BUSINESS WITH HONOUR" 支柱三：「以信譽進行業務」

Responsible Sourcing (continued)

負責任的採購(續)

Number of suppliers by geographical region

供應商數目(按地區劃分)

Geographical region

地理區域

Unit

單位

Hong Kong 香港	No. of supplier 供應商數目	15
Mainland China 中國大陸	No. of supplier 供應商數目	343
Others (including Canada, US, Australia, Europe and Asia) 其他(包括加拿大、美國、澳洲、歐洲及亞洲)	No. of supplier 供應商數目	16

Along the supply chain, the Group engages employees in maintaining, monitoring and improving the Group's overall procurement management. The Group encourages employees to take proactive, comprehensive and stringent measures in the process of procurement, to avoid unnecessary loss and ensure utilisation efficiency of its resources in accomplishing the production, supply and sales targets. During the Reporting Period, we are developing a Group-wide procurement training course to educate employees on procurement requirements and our standardised procurement practices.

在供應鏈中，本集團讓僱員維持、監察及改善本集團整體採購管理。本集團鼓勵僱員在採購過程中採取積極、全面及嚴格的措施以避免非必要損失及確保使用其資源之成效以達成生產、供應及銷售目標。於報告期間，我們發展集團範圍的採購培訓課程，對僱員開展採購規定及標準化採購常規教育。

Ethical Marketing

道德營銷

The Group has established guidelines on marketing and labelling to ensure that product specification and promotional activities comply with applicable laws and regulations. Labels of edible oils, specialty fats and flour products contain nutritional profile and the product composition. For home care products, the product labels provide information on the main ingredients, dosage instructions, directions for use and safety precautions. Labels are required to be approved by our Legal Department and Quality Assurance Department with records filed. New product packages shall apply for patent registration whenever necessary. Specifically, the home care product plant is accredited with the China Environmental Labelling Products Certification for fulfilling the control requirements on hazardous substances in raw materials or products, pollutants in the factory as well as environmental policy in the production processes.

本集團已制定營銷及標籤指引，以確保產品規格及促銷活動符合適用法律及法規。食用油、特種油脂及麵粉產品的標籤包含營養成分及產品成分。至於家居護理產品，產品標籤會提供有關產品主要成分、劑量說明、使用說明及安全預防措施的資料。標籤必須經其法律部及品質保證部批准並存檔。新產品包裝應在必要時申請專利註冊。具體而言，我們的家居護理用品廠已獲中國環境標誌產品認證，符合生產過程中對控制原材料或產品有害物質、工廠污染物以及在生產過程中有關環境政策的要求。

PILLAR 3: "CONDUCTING BUSINESS WITH HONOUR" 支柱三：「以信譽進行業務」

Ethical Marketing (continued)

The Group strives to improve public well-being by promoting healthy lifestyle. As part of its ongoing effort to increase awareness among business-to-business customers and strengthen technical support to industry partners, the Group has set up eight baking centres in Shenzhen, Yixing, Jinan, Chengdu, Jintan, Quanzhou, Harbin, and Zhengzhou. Other online promotional channels, including Xiaohongshu, Tik Tok and WeChat Video Channel, are part of the digitalised Lam Soon Flour Operation media platform, where we upload videos on various topics, including introduction of new products and solutions, nutritional values of our products from registered dietitians and sharing of cooking recipes prepared with nutritious ingredients. During the Reporting Period, we have over 97,000 followers in these social media accounts. We also livestream on different platforms to share cooking recipes, accumulating over 5 million views in total. Apart from this, the Group has organised over 165 workshops during the Reporting Period to introduce new products and solutions, aiming to promote a healthy and balanced lifestyle to the public.



97,000+ followers and

5 Million+ views

on Xiaohongshu, Tik Tok and WeChat Video Channel

165+ workshops organised

小紅書、Tik Tok及微信視頻號擁有超過**97,000**名粉絲，

觀看次數逾**500萬次**

組織超過**165**場工作坊

道德營銷(續)

本集團致力於通過促進健康生活方式來改善公眾福祉。為持續努力提高企業對企業模式之顧客的意識及加強對行業合作夥伴的技術支持，本集團已在深圳、宜興、濟南、成都、金壇、泉州、哈爾濱及鄭州設立八個烘焙中心。我們亦使用其他線上推廣渠道，包括小紅書、抖音及微信視頻頻道，以上頻道為南順數字化麵粉營運媒體平台的一部份。我們上載不同主題的影片，包括新產品及解決方案介紹、由註冊營養師介紹我們產品的營養價值及分享使用營養豐富材料的食譜。於報告期間，我們在這些社交媒體賬戶上擁有超過97,000名粉絲。我們亦在不同平台直播分享烹飪食譜，累計觀看次數超過500萬次。除此之外，本集團於報告期間舉辦超過165場工作坊，介紹新產品及解決方案，旨在向公眾推廣健康均衡的生活方式。

Neither false nor misleading contents will be contained in any product specification or promotional channels. During the Reporting Period, the Group did not record any cases of material non-compliance with laws and regulations regarding advertising, marketing and labelling matters.

任何產品規格或促銷渠道均不得包含虛假或誤導性內容。於報告期間，本集團並無錄得任何嚴重違反廣告、營銷及標籤事宜的法律及法規的個案。

Corporate Governance

The Group continuously refines the Company's governance structure to improve the level of governance and safeguard the interests of all stakeholders. The Board provides overall leadership and control for the Company. The Board's work is supported by regular reporting from the BARMC, Board Remuneration Committee and Board Nomination Committee.

企業管治

本集團持續精煉本公司的管治架構，以提高管治水平，維護所有持份者的利益。董事會負責本公司的整體領導及控制。董事會的工作由審核及風險管理委員會、董事會薪酬委員會及董事會提名委員會定期彙報。

PILLAR 3: “CONDUCTING BUSINESS WITH HONOUR” 支柱三：「以信譽進行業務」

Corporate Governance *(continued)*

Diversity within the Board is crucial for achieving our sustainable strategy and development. Our Board Diversity Policy stipulates that when assessing and selecting candidates for Board succession, the Board Nomination Committee must consider a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service and the ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

For details of the Group’s corporate governance practices, please refer to the Section of “Corporate Governance Report” in our Annual Report 2024.

Product Nutrition and Health

In response to customers’ growing demand and expectation for nutritional and healthy food, the Group is committed to providing healthy food that balances taste and nutrition, so as to safeguard the health of our customers.

The success of the Group is a testimony of our continuous commitment to product quality and quality service standards to our customers.

Our oil products are made with quality ingredients. They are cholesterol-free and with no added artificial antioxidant. Knife oil prides itself in the provision of the quality products to satisfy today’s consumers’ pursuit for good taste and health.

Furthermore, we are dedicated to promoting healthy eating habits by empowering people to make informed food choices. We believe in diverse partnerships to advance nutrition research and promotion in support of public health. Since 2018, Lam Soon has supported the research and promotion on healthy diet conducted by the Cooking Oil and Health Committee, composed of professionals and academics with expertise in food nutrition and food science. Research results are promoted via news reports, thereby contributing to public awareness and understanding of healthy diet.

企業管治 *(續)*

董事會多元化對於實現我們的可持續戰略及發展至關重要。我們《董事會多元化政策》規定，在評估及甄選董事會繼任人選時，董事會提名委員會必須考慮一系列多元化視角，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年限，最終決定將基於所選人選的能力及對董事會的貢獻而作出。

有關本集團企業管治常規的詳情，請參閱二零二四年年報中的「企業管治報告書」部分。

產品營養及健康

為滿足顧客對營養健康食品日益增長的需求及期望，本集團致力於提供兼顧美味及營養的健康食品，以保障客戶健康。

本集團的成功證明我們堅守對廣大客戶的承諾，不懈追求產品質量及優質服務標準。

我們的油類產品採用優質原料製成。它們不含膽固醇，不添加人工抗氧化劑。刀嘜油以提供優質產品為榮，以滿足當今消費者對美味及健康的追求。

此外，我們亦致力於通過賦予人們做出明智食品選擇的能力來推廣健康的飲食習慣。我們相信，可透過多樣化的合作夥伴關係推動營養研究及推廣，從而改善公眾健康。自二零一八年起，南順已支持食用油與健康關注委員會進行健康飲食研究及推廣活動，該委員會乃由具有食品營養及食品科學專業知識的專業人士及學者組成。研究成果乃透過新聞報道進行推廣，從而促進公眾對健康飲食的認識及理解。

PILLAR 3: "CONDUCTING BUSINESS WITH HONOUR" 支柱三：「以信譽進行業務」

Product Nutrition and Health (continued)

產品營養及健康(續)



◇ Cooking Oil and Health Committee – School tour
食油與健康關注委員會 – 學校參觀



Cyber Security and Data Privacy

The Group's Legal Department seeks to improve the Group's compliance with applicable laws and regulations in data privacy. We strictly follow internal policy, manual, guidelines and procedures on protecting personal data. Before collecting personal data from data providers, they are informed of the purposes of data collection and how it will be used. Procedures on handling, storing, transferring and erasing customers' personal data collected are reviewed periodically.

During the Reporting Period, the Group did not record any cases of material non-compliance with laws and regulations regarding cyber security and data privacy matters.

網絡安全與數據私隱

本集團的法律部力求提升本集團在遵守數據私隱之適用法律及法規方面的水平。我們嚴格遵守保障個人資料的內部政策、手冊、指引以及程序。向資料提供者收集個人資料前，本集團會告知他們所收集資料的目的及擬作用途。我們會定期檢討向資料提供者所收集的個人資料的處理、儲存、轉移及刪除程序。

於報告期間，本集團並無錄得任何嚴重違反網絡安全及數據私隱的法律及法規的個案。

PILLAR 4: "CARING FOR OUR COMMUNITY" 支柱四：「關懷社群」

Key Achievements 主要成就

Garnered the "Caring Company Award" for the 17th consecutive year.
連續17年獲頒「商界展關懷」獎。

Collaborated with the Hong Chi Association and provided job opportunities to people with intellectual disabilities.
與匡智會合作，為智障人士提供就業機會。

Participated in a charity sale of Orbis to support its dedication to fighting global blindness.
參加奧比斯慈善義賣活動，支持其致力於全球防盲事業。

Collaborated with Feeding Hong Kong to support 3,000 underprivileged families.
與樂餉社合作，資助3,000個弱勢家庭。

We aim to contribute for the betterment of society, to create collective advancement and harmonious community relationships.

我們旨在改善社會，創造共同進步及和諧的社區關係。

Community Investment

On top of the Group's Code of Conduct in encouraging employees to support community activities, we continued to maintain our strong tradition of supporting various charitable causes during the Reporting Period. The Group participated various charitable activities to convey love and care, giving back to the society and fulfilling our social responsibility. We are committed to collaborating with a variety of non-governmental organisations to foster positive change in the community and make a meaningful impact.

社區投資

除了本集團鼓勵員工支持社區活動的行為準則外，我們繼續保持支持各種慈善事業的悠久傳統。本集團參與不同慈善活動以傳遞愛與關懷、回饋社會及履行社會責任。於報告期間內，我們致力與不同非政府組織合作促進改善社區及產生有意義的影響。

Caring for the Environment

The Group has been collaborating with Hong Chi Association by donating its products to Hong Chi Association's Recycling Stores and kitchens to alleviate its operating costs, and promote waste reduction and recycling initiatives in the society.

關懷社區環境

本集團一直與匡智會合作，向匡智會回收站及其中央廚房捐贈公司產品，以舒緩其經營成本、推動社會減廢及回收活動。

PILLAR 4: "CARING FOR OUR COMMUNITY" 支柱四：「關懷社群」

Community Investment (continued)

Promoting Inclusion

The Social Enterprise Division of Hong Chi Association has become the service provider of the Group's canteen in Hong Kong, offering job training opportunities to individuals with intellectual disabilities. This enables them to explore career paths, build self-esteem and enhance competitiveness, contributing to a more inclusive society.

社區投資(續)

促進包容性

匡智會社會企業已成為本集團香港食堂的服務供應商，為智障人士提供就業培訓的機會使他們尋找職業方向、建立自尊心及提高競爭力為建立這個包容性社會作出貢獻。



Charitable Activities

This year, we purchased 200 pieces of mooncakes, equivalent to HK\$9,500, from the charity sale of Orbis as mid-autumn festival gifts to our staff. This act serves to support Orbis' mission and humanitarian efforts to save sight worldwide.

In addition, in celebration of Knife 60th Anniversary, we have partnered with Feeding Hong Kong to organise several charity activities, including mobile food truck events for giving away Knife oil products to approximately 3,000 underprivileged families and visits to caring centres to distribute goodies bags.

慈善活動

今年，我們在奧比斯義賣活動中購買200份月餅（折合9,500港元），作為中秋節禮物向員工發放。此舉旨在支持奧比斯使命及全球救盲的人道工作。

此外，為慶祝「刀嘜」60周年，我們與樂餉社合作舉辦了多項慈善活動，包括開展流動食物車活動，向約3,000個弱勢家庭贈送刀嘜油產品，以及到關愛中心派發福袋。



SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
A. ENVIRONMENT	
A. 環境	
Aspect A1: Emissions	
層面A1：排放物	
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Environmental Management and Compliance; Carbon Emission and Energy Efficiency; Water and Effluent Management; Waste Management 環境管理及法規； 碳排放及能源效益； 用水及污水管理</p>
KPI A1.1 關鍵績效 指標A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p> <p>Environmental Management and Compliance 環境管理及法規</p>
KPI A1.2 關鍵績效 指標A1.2	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Carbon Emission and Energy Efficiency 碳排放及能源效益</p>
KPI A1.3 指標A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Waste Management 廢物管理</p>
KPI A1.4 關鍵績效 指標A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Waste Management 廢物管理</p>

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
KPI A1.5 關鍵績效 指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Carbon Emission and Energy Efficiency 碳排放及能源效益
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。	Waste Management 廢物管理
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。	Carbon Emission and Energy Efficiency; Water and Effluent Management; Sustainable Packaging 碳排放及能源效益； 用水及污水管理； 可持續包裝
KPI A2.1 關鍵績效 指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Carbon Emission and Energy Efficiency 碳排放及能源效益
KPI A2.2 關鍵績效 指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Water and Effluent Management 用水及污水管理
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。	Carbon Emission and Energy Efficiency; Climate Change Mitigation and Adaptation 碳排放及能源效益； 緩解及適應氣候變化

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
KPI A2.4 關鍵績效 指標A2.4	<p>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.</p> <p>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。</p> <p>Water and Effluent Management All water used by the Group were obtained with respective permits. There were no issues related to sourcing water that was fit for purpose. 用水及污水管理 本集團使用的所有水都獲得了相應的許可。並無任何與取得適合用途的水有關的問題。</p>
KPI A2.5 關鍵績效 指標A2.5	<p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.</p> <p>製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。</p> <p>Sustainable Packaging 可持續包裝</p>
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源	
General Disclosure 一般披露	<p>Policies on minimising the issuer's significant impact on the environment and natural resources.</p> <p>減低發行人對環境及天然資源造成重大影響的政策。</p> <p>Environmental Management and Compliance 環境管理及法規</p>
KPI A3.1 關鍵績效 指標A3.1	<p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.</p> <p>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。</p> <p>Environmental Management and Compliance; Carbon Emission and Energy Efficiency 環境管理及法規； 碳排放及能源效益</p>
Aspect A4: Climate Change 層面A4：氣候變化	
General Disclosure 一般披露	<p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p> <p>識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。</p> <p>Climate Change Mitigation and Adaptation 緩解及適應氣候變化</p>
KPI A4.1 關鍵績效 指標A4.1	<p>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p> <p>描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。</p> <p>Climate Change Mitigation and Adaptation 緩解及適應氣候變化</p>

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
B. SOCIAL		
B. 社會		
Employment and Labour Practices		
僱傭及勞工常規		
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規例的資料。	People Management; Equal Opportunities; Employee Welfare, Health and Safety and Engagement 人員管理； 平等機會； 僱員福利、健康與安全及參與
KPI B1.1 關鍵績效 指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類別（如全職或兼職）、年齡組別及地區劃分的僱員總數。	People Management 人員管理
KPI B1.2 關鍵績效 指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	People Management 人員管理

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
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規例的資料。 People Management; Employee Welfare, Health and Safety and Engagement 人員管理； 僱員福利、健康與安全及參與
KPI B2.1 關鍵績效 指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。 Employee Welfare, Health and Safety and Engagement 僱員福利、健康與安全及參與
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。 Employee Welfare, Health and Safety and Engagement 僱員福利、健康與安全及參與
KPI B2.3 關鍵績效 指標B2.3	Description of occupational health and safety measures adopted, 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。 Employee Welfare, Health and Safety and Engagement 僱員福利、健康與安全及參與

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs	Relevant Chapter(s) or Other References/Explanation
主要範疇、層面、一般披露及關鍵績效指標	相關章節或其他引述／解釋
Aspect B3: Development and Training	
層面B3：發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 People Management; Employee Development 人員管理； 僱員發展
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。 Employee Development 僱員發展
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。 Employee Development 僱員發展
Aspect B4: Labour Standards	
層面B4：勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 People Management; Fair Labour Practices 人員管理； 公平的勞力慣例
KPI B4.1 關鍵績效 指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。 Fair Labour Practices 公平的勞工慣例
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。 Fair Labour Practices 公平的勞工慣例

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
Operating Practices 營運慣例 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。	Responsible Sourcing 負責任的採購
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。	Responsible Sourcing 負責任的採購
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, 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。	Responsible Sourcing 負責任的採購
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。	Responsible Sourcing 負責任的採購
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。	Responsible Sourcing 負責任的採購

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs	Relevant Chapter(s) or Other
主要範疇、層面、一般披露及關鍵績效指標	References/Explanation
相關章節或其他引述／解釋	
Aspect B6: Product Responsibility	
層面B6：產品責任	
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Product Quality and Safety; Ethical marketing; Cyber Security and Data Privacy 產品質量與安全； 道德營銷； 網絡安全與數據私隱</p>
KPI B6.1 關鍵績效 指標B6.1	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p> <p>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。</p> <p>Product Quality and Safety 產品質量與安全</p>
KPI B6.2 關鍵績效 指標B6.2	<p>Number of products and service related complaints received and how they are dealt with.</p> <p>接獲關於產品及服務的投訴數目以及應對方法。</p> <p>Product Quality and Safety 產品質量與安全</p>
KPI B6.3 關鍵績效 指標B6.3	<p>Description of practices relating to observing and protecting intellectual property rights.</p> <p>描述與維護及保障知識產權有關的慣例。</p> <p>Product Quality and Safety 產品質量與安全</p>
KPI B6.4 關鍵績效 指標B6.4	<p>Description of quality assurance process and recall procedures.</p> <p>描述質量檢定過程及產品回收程序。</p> <p>Product Quality and Safety 產品質量與安全</p>
KPI B6.5 關鍵績效 指標B6.5	<p>Description of consumer data protection and privacy policies, how they are implemented and monitored.</p> <p>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。</p> <p>Cyber Security and Data Privacy 網絡安全與數據私隱</p>

SEHK ESG REPORTING GUIDE CONTENT INDEX

港交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Relevant Chapter(s) or Other References/Explanation 相關章節或其他引述／解釋
Aspect B7: Anti-corruption 層面B7：反貪污	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。
KPI B7.1 關鍵績效 指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。
KPI B7.2 關鍵績效 指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。
KPI B7.3 關鍵績效 指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。
Community 社區	
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營運所在社區需要和確保其業務活動會考慮社區利益的政策。
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)。
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)。



南順(香港)有限公司
Lam Soon (Hong Kong) Limited

A Member of the Hong Leong Group
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