中國農產品交易
CHINA AGRI-PRODUCTS EXCHANGE

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

Dedicated to developing Agriculture
Sincere in serving Agriculture

以誠強農 以信惠農



2025
環境、社會及管治報告
Environmental, Social and Governance Report

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ABOUT THIS REPORT

Report Overview

This is the ninth Environmental, Social, and Governance Report (the "**ESG Report**" or "**Report**") of China Agri-Products Exchange Limited ("**CAP**"), together with its subsidiaries (collectively known as the "**Group**" or "**We**"). This Report highlights the Group's ESG performance and the efforts made to enhance sustainability during the period from 1 April 2024 to 31 March 2025 (the "**Reporting Period**", the "**Year**" or "**2025**").

Reporting Scope

This Report provides an overview of the Environmental, Social and Governance ("**ESG**") performance of the Group's 10 agricultural produce exchange markets, 16 wet markets and 1 office in Shenzhen in the People's Republic of China (the "**PRC**"). Since the Shenzhen office has a minimal environmental impact, we focus mainly on the agricultural produce exchange markets when discussing environmental performance. Besides, the operations of the 16 wet markets are not included in the environmental data of the Report because they are classified as an interest in joint venture.

Reporting Framework

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

Materiality: The Group prioritises issues that are important to both itself and its stakeholders. Through interactions with internal management, employees, and external stakeholders, we have identified various significant sustainability issues that require attention. This Report was prepared based on these key issues. For more details, please refer to the sections on Stakeholder Engagement and Materiality Assessment.

Quantitative: Quantitative information is provided to establish measurable targets and enable objective evaluation of ESG performance. This Report includes additional clarifications regarding the quantitative data, explaining the standards, methodologies, and conversion factors used for calculating emissions and energy consumption.

Balance: In this Report, the Group provides a clear overview of its ESG performance by reviewing and disclosing achievements, rooms for improvement, and future development plans.

Consistency: This Report maintains consistency with the previous year, and it includes explanations of any changes in disclosure scope and calculation methodologies.

關於本報告

報告概覽

本報告為中國農產品交易有限公司(「**中國農產品**」,連同其附屬公司統稱「**本集團**」或「**我們**」)第九份環境、社會及管治報告(「**環境、社會及管治報告**」或「**本報告**」)。本報告重點呈列由二零二四年四月一日至二零二五年三月三十一日期間(「**報告期間**」、「**本年度**」、「**二零二五年**」),本集團之環境、社會及管治表現以及其為提高可持續性作出之努力。

報告範圍

本報告概述本集團於中華人民共和國(「**中國**」)10個農產品交易市場、16個街市及1個深圳辦事處的環境、社會及管治(「**環境、社會及管治**」)表現。由於深圳辦事處對環境的影響甚微,故我們討論環境表現時,重點關注農產品交易市場。此外,16個街市的營運並未納入於本報告中的環境數據,乃由於其被分類為合營公司的權益。

報告框架

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

重要性:本集團優先處理對其自身及其持份者而言屬重要的事宜。透過與內部管理層、僱員及外部持份者的互動,我們已識別多項需要注意的重要可持續發展問題。本報告乃基於該等重要議題編製。有關進一步詳情,請參閱持份者參與及重要性評估章節。

量化:本集團提供量化資料,以便制定可計量目標,並可客觀評估環境、社會及管治表現。本報告包括有關量化數據的額外補充說明,以解釋計算排放量及能源消耗時使用的標準、方法及轉換因素。

平衡:於本報告中,本集團透過審閱及披露取得的成果、有待改進的空間及未來發展計劃,清晰呈報其環境、社會及管治表現。

一致性:本報告與上一年度保持一致,且其包括對任何披露範圍及計算方法的變更作出說明。

Forward-looking Statements

This Report includes forward-looking statements that reflect the Group's current expectations, estimates, projections, beliefs, and assumptions about its businesses and the markets in which it and its subsidiaries operate. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors that are beyond the Group's control. As a result, actual outcomes and returns may differ from the assumptions and statements made in this Report.

前瞻性陳述

本報告載有反映本集團對其業務及本集團及其附屬公司營運所在市場的當前預期、估計、預測、信念及假設的前瞻性陳述。該等前瞻性陳述並非未來表現的保證，且受市場風險、不確定因素及本集團無法控制的因素影響。因此，實際結果及回報可能有別於本報告所作假設及陳述。

Feedback

We welcome all stakeholders to contribute your insights and suggestions. Your feedback on this Report and our sustainability performance are crucial to motivating our improvements. Please share your valuable thoughts with us at:

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Tel: (852) 2312 8288
Fax: (852) 2312 8148
E-mail: pr@cnagri-products.com
Website: http://www.cnagri-products.com/

反饋

我們歡迎所有持份者提供意見及建議。 閣下對本報告及我們可持續發展表現的反饋對推動我們改進至關重要。敬請通過以下方式向我們分享 閣下寶貴的意見：

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

SUSTAINABILITY ACHIEVEMENTS HIGHLIGHTS 可持續發展成就摘要

TO BUILD A GREEN AND SUSTAINABLE PLANET **共建綠色及可持續的地球**	Through our energy saving measures, we have reduced 2,472 tonnes of Greenhouse Gas emissions. 通過節能措施，我們實現了2,472噸溫室氣體排放的減排。
TO FOSTER A VITAL AND SUPPORTIVE WORKPLACE **實現負責任的卓越運營**	Among our 903 employees, more than 41% are women. 我們逾903名員工中，女性比例佔超過41%。 We provided around 2,015 hours of safety training. 我們為員工提供了約2,015小時的安全培訓。
TO ACHIEVE A RESPONSIBLE AND EXCELLENT OPERATION **實現負責任的卓越運營**	We have developed an online intelligent agricultural wholesale system to promote intelligent agriculture. 建構線上智能農業批發系統，推廣智慧農業。
TO BUILD A RESILIENT AND INCLUSIVE COMMUNITY **建造有韌性及共融的社區**	We invested approximately HKD969,000 in public welfare areas for community development. 我們在社區發展的公益領域投入約969,000港元。

SUSTAINABILITY AT CAP

Our Value

As a leading wholesale agricultural market, we prioritise incorporating sustainable development into our Group's policies and business strategies. We understand that environmental, social, and governance (ESG) factors are intrinsically linked to our business performance and long-term development. Recognising the significant impact of climate change on our industry, we are dedicated to addressing related risks and opportunities through proactive and innovative solutions.

Our primary goal is to become a sustainable corporation that contributes positively to the well-being of both people and the planet. This commitment is deeply rooted in our core values: Integrity, Innovation, Service, and Win-Win, which guide our actions and decisions.

Integrity: We believe integrity is the foundation of all values and is essential for sustainable business development. It guides our interactions with governments, investors, and merchants, ensuring transparency and accountability in all our operations. Integrity is our most valuable asset and a testament to our commitment to ethical conduct.

Innovation: We aim to lead in the circulation of agricultural products by leveraging our intelligent platform. We focus on innovative concepts, technologies, and management practices that promote sustainability. Our goal is to actively pursue and implement solutions that reduce our environmental impact, improve resource efficiency, and contribute to a more resilient food system.

Service: We are committed to offering sincere, efficient, quick, and thoughtful service to all our stakeholders. By ensuring convenience for merchants, delivering value for management, and gaining support from governments, we aim to build collaborative partnerships that promote positive social and environmental impact.

Win-Win: We strive for reasonable profits while adhering to the principle of "taking from the community and giving back to the society". Our goal is to create win-win situations for farmers, investors, governments, and the communities we serve. This includes supporting fair trade practices, investing in rural development, and promoting responsible sourcing.

中國農產品的可持續發展

我們的價值觀

作為領先的農產品批發市場，我們優先將可持續發展納入本集團的政策及業務策略。我們深知環境、社會及管治因素與我們的業務表現及長遠發展息息相關。透過認識氣候變遷對我們行業的重大影響，我們致力通過積極創新的解決方案來應對相關風險及機遇。

我們的首要目標是成為一間可持續發展的公司，為人類及地球的福祉作出正面的貢獻。該項承諾深深植根於我們的核心價值：誠信、創新、服務及雙贏，並引導著我們的行動及決策。

誠信：我們相信，誠信是所有價值的基石，亦為企業可持續發展的必要條件。其引導我們與政府、投資者及商戶的互動，以確保我們所有營運的透明度及問責性。誠信是我們最寶貴的資產，亦為我們恪守道德行為承諾的證明。

創新：我們旨在利用我們的智能平台引領農產品流通。我們專注於推動可持續發展的創新概念、技術及管理實務。我們的目標是積極尋求並實施解決方案，以減少對環境的影響、提高資源利用效率，並為建立更具彈性的食品體系作出貢獻。

服務：我們致力為所有持份者提供真誠、高效、快捷且周到的服務。透過確保商戶的便利性、為管理層提供價值，以及贏得政府的支持，我們矢志建立合作夥伴關係，進而對社會及環境產生正面影響。

雙贏：我們在追求合理溢利的同時，堅持「取之社會、回饋社會」的原則，旨在為農民、投資者、政府及我們所服務的社區創造雙贏的局面。這包括支持公平貿易常規、投資於農村發展以及推廣負責任的採購。

By embedding these values into our daily operations, we are confident in our ability to create a more sustainable and equitable future for the agricultural industry and beyond.

透過將該等價值觀融入我們的日常營運，我們深信我們有能力為農業及其他行業創造一個更可持續及更公平的未來。



Sustainability Strategies and Management

We have exhibited sustainable development by aligning our efforts with the SDGs. By integrating the principles and targets of the SDGs into our business practices, we aim to contribute to the global agenda of creating a more equitable, inclusive, and environmentally responsible world.

可持續發展策略及管理

我們致力通過與可持續發展目標結合，展現出公司可持續發展的一面。透過將可持續發展目標的原則及目標融入我們的業務實踐，我們旨在為創建一個更公平、包容並對環境負責的世界之全球議程作出貢獻。

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

以下為環境章節所述可持續發展目標、附錄C2及相關重大環境、社會及管治議題：

SDGs 可持續發展目標	HKEX Appendix C2 ESG Reporting Guide 港交所附錄C2 《環境、社會及管治報告指引》
	**SDG 6.3:** Reducing water pollution and enforcing proper handling of hazardous waste **可持續發展目標6.3：**減少水污染，妥善處理有害廢物 **SDG 6.4:** Increasing water-use efficiency **可持續發展目標6.4：**提高用水效益	**Aspect A2:** Use of Resources **層面A2：**資源使用
	**SDG 7.2:** Increasing adoption of renewable energy **可持續發展目標7.2：**提高可再生能源的使用 **SDG 7.3:** Increasing adoption of energy-efficient technology **可持續發展目標7.3：**加強節能技術的應用	**Aspect A2:** Use of Resources **層面A2：**資源使用
	**SDG 9.4:** Increasing resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes **可持續發展目標9.4：**提高資源使用效率，採用更多清潔及環保技術及產業流程	**Aspect A2:** Use of Resources **層面A2：**資源使用
	**SDG 11.6:** Reducing environmental impacts from air pollutants and municipal solid waste **可持續發展目標11.6：**減少空氣污染物及城市固體廢物對環境的影響	**Aspect A1:** Emissions **層面A1：**排放
	**SDG 12.2:** Practicing the efficient use of natural resources **可持續發展目標12.2：**實現有效使用自然資源 **SDG 12.5:** Reducing waste generation through prevention, reduction, recycling and reuse **可持續發展目標12.5：**通過預防、減少、回收及再利用，減少廢物產生	**Aspect A3:** The Environment and Natural Resources **層面A3：**環境及天然資源
	**SDG 13.2:** Integrating climate change measures into business strategy and planning **可持續發展目標13.2：**將應對氣候變化的舉措納入企業策略與規劃	**Aspect A4:** Climate Change **層面A4：**應對氣候變化

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

以下為環境章節所述可持續發展目標、附錄C2及相關重大環境、社會及管治議題：

SDGs 可持續發展目標	HKEX Appendix C2 ESG Reporting Guide 港交所附錄C2 《環境、社會及管治報告指引》
 **SDG 3.4:** Promoting mental health and well-being **可持續發展目標3.4**：促進心靈健康及福祉 **SDG 3.9:** Reducing work-related injuries and fatalities from hazardous chemicals and air, and water pollution **可持續發展目標3.9**：減少有害化學物質、空氣污染及水污染造成的工傷及死亡	**Aspect B2:** Health and Safety **層面B2**：健康與安全
 **SDG 4.3:** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university **可持續發展目標4.3**：到二零三零年，確保所有男女平等獲得負擔得起的優質技術、職業和高等教育，包括大學教育 **SDG 4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship **可持續發展目標4.4**：到二零三零年，大幅增加掌握就業、體面工作和創業所需相關技能，包括技術性和職業性技能的青年和成年人數	**Aspect B3:** Development and Training **層面B3**：發展與培訓
 **SDG 5.1:** Eliminating all forms of discrimination against women and girls **可持續發展目標5.1**：消除對婦女及女童一切形式的歧視 **SDG 5.5:** Providing equal job opportunities to women **可持續發展目標5.5**：為婦女提供平等的就業機會	**Aspect B1:** Employment **層面B1**：僱傭
 **SDG 8.7:** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms **可持續發展目標8.7**：立即採取有效措施，根除強制勞動、現代奴隸制和販賣人口，禁止和消除最惡劣形式的童工，包括招募和利用童兵，到二零二五年終止一切形式的童工 **SDG 8.8:** Protecting labour rights and promoting safe and secure working environments **可持續發展目標8.8**：保護勞工權益，促進安全、有保障的工作環境	**Aspect B4:** Labour Standards **層面B4**：勞工準則
 **SDG 16.5:** Substantially reduce corruption and bribery in all their forms **可持續發展目標16.5**：大幅減少一切形式的腐敗和賄賂行為	**Aspect B7:** Anti-corruption **層面B7**：反貪腐

ESG GOVERNANCE STRUCTURE

The Board Statement

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

環境、社會及管治治理架構

董事會聲明

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

Board of Directors – Decision-making
董事會－決策

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

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

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

The Board

The Board is responsible for overseeing all ESG matters for the Group and is dedicated to enhancing its ESG practices. This commitment involves regularly analysing important issues and risks based on both internal and external factors, as well as feedback from stakeholders. The Board prioritises key ESG issues and risks to ensure they receive management attention, and it integrates ESG principles into the Group's strategy and operations to foster economic growth, social equity, and environmental sustainability.

As part of its duty regarding the Group's ESG strategies, including the approval of disclosures in the ESG Report, the Board receives regular updates from the ESG Committee. Additionally, it monitors the Group's ESG performance in addressing identified risks and opportunities.

ESG Committee

The ESG Committee consists of key representatives from essential departments that support the Board in overseeing ESG issues. At the operational level, the committee is responsible for monitoring compliance with relevant laws and regulations. Among its responsibilities, the ESG Committee provides the Board with briefings on ESG-related targets, strategies, and initiatives while also validating significant ESG issues. Committee members track the progress of ESG performance and regularly update the Board to facilitate evaluation and any necessary adjustments.

STAKEHOLDER ENGAGEMENT

We recognise that engaging with stakeholders is essential for our ongoing commitment to sustainable development. We strive to understand and consider the interests and priorities of our key stakeholders, particularly regarding significant decisions made by the Board throughout the year. The Directors actively balanced discussions about performance, emerging risks, and responsibilities to shareholders while being mindful of our obligations to support communities and assist customers. Below is a list of our methods for engaging with stakeholders:

董事會

董事會負責監督本集團的所有環境、社會及管治事宜，並致力提升環境、社會及管治常規。該項承諾包括根據內部及外部因素以及持份者的反饋，定期分析重要議題及風險。董事會將重要的環境、社會及管治議題及風險排定優先次序，以確保該等議題及風險獲得管理層的重視，並將環境、社會及管治原則融入本集團的策略及營運，以促進經濟增長、社會公平及環境的可持續發展。

作為本集團環境、社會及管治策略職責的一部分，包括批准環境、社會及管治報告中的披露內容，董事會定期收到環境、社會及管治委員會的最新報告。此外，董事會亦會監察本集團在應對已識別風險及機遇方面的環境、社會及管治表現。

環境、社會及管治委員會

環境、社會及管治委員會由重要部門的主要代表組成，支援董事會監督環境、社會及管治議題。在營運層面上，該委員會負責監督相關法律法規的遵守情況。在其職責中，環境、社會及管治委員會向董事會提供環境、社會及管治相關目標、策略及措施的簡報，同時亦確認重要的環境、社會及管治議題。委員會成員會追蹤環境、社會及管治表現的進度，並定期向董事會提供最新資訊，以便作出評估及任何必要的調整。

持份者參與

我們深明持份者的參與對於我們持續致力於可持續發展至關重要。我們努力了解並考慮主要持份者的利益及優先事項，尤其是有關董事會於整個年度所作出的重大決策。董事會除了會對有關表現、新出現的風險及對股東責任進行討論外，亦會銘記當中需要平衡支援社區及協助客戶的責任。以下為我們與持份者接觸的方法清單：

Major Stakeholders 主要持份者	Engagement Channels 參與渠道
Shareholders and investors **股東及投資者**	• Annual general meetings 股東週年大會 • Financial reports 財務報告 • Announcements and circulars 公告及通函 • Company websites 公司網站
Customers **客戶**	• Customer service hotline 客戶服務熱線 • Customer complaint mechanism 客戶投訴機制 • Social media 社交媒體 • Questionnaires 問卷調查 • Customer meetings 客戶會議
Employees **僱員**	• Training, seminars, and briefing sessions 培訓、研討會及簡報會 • Performance appraisals 績效評核
Suppliers **供應商**	• Supplier evaluation process 供應商評估流程 • Supplier audit 供應商審核 • Tender selection 投標遴選
Community and Media **社區及媒體**	• Community activities 社區活動 • Employees volunteer activities 僱員義工活動 • Sponsor and donation 贊助及捐贈 • ESG Reports 環境、社會及管治報告 • Company website 公司網站
Government and Regulatory Authorities **政府及監管機構**	• Written or electronic correspondence 書面或電子信函 • Phone meetings 電話會議 • On-site inspections 現場視察 • Field trips 實地考察

MATERIALITY ASSESSMENT

To understand stakeholders' concerns, expectations, and demands regarding the Group's sustainable development, we identified 18 ESG issues as part of our business strategy this year. A questionnaire was created based on these issues, asking stakeholders to rate their importance and share their opinions.

The results of the questionnaire were presented and reviewed by the Board to ensure they aligned with the Group's business and represented a broad range of views. These results will be an important reference for developing future ESG strategies, goals, and information disclosure.

Materiality Matrix

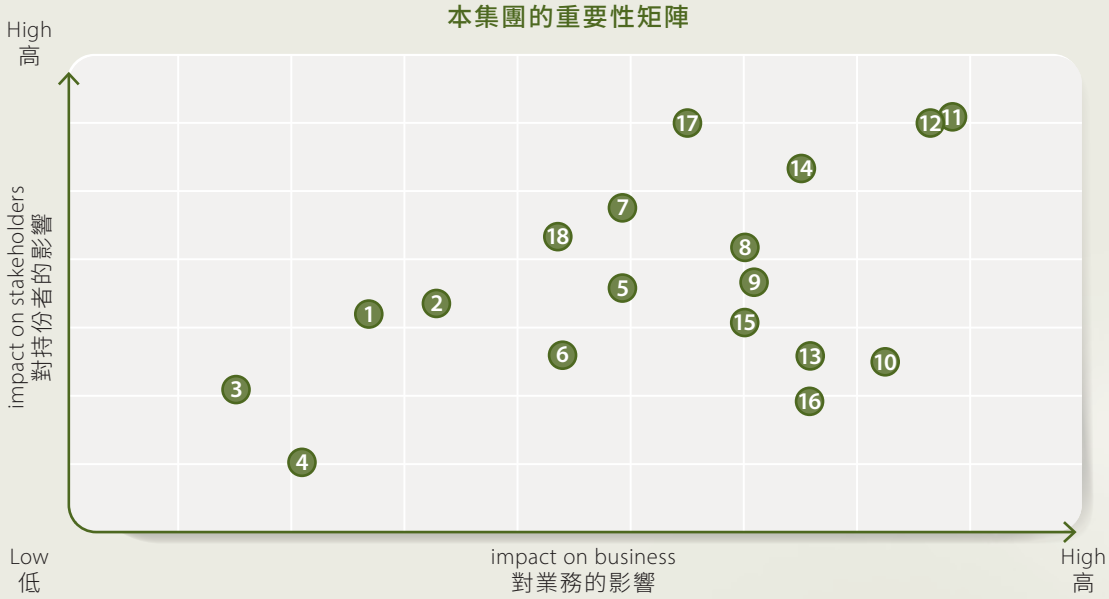
重要性評估

為了得知持份者對本集團可持續發展的疑慮、期望及需求，我們在今年的經營策略中識別出18項有關環境、社會及管治的議題。我們根據該等議題編製了一份問卷，要求持份者對該等議題的重要性進行評分並向我們分享其意見。

問卷調查結果已提交董事會審閱，以確保結果與本集團業務相符，並能代表廣泛的意見。該等結果將成為未來制定環境、社會及管治策略、目標及資料披露的重要參考。

重要性矩陣

The Group's Materiality Matrix
本集團的重要性矩陣



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

ENVIRONMENT

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

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

ESG Environmental Targets

The Group has established ambitions and targets that guide how we do business and measure our environmental performance. We acknowledge this is a journey and recognise that regular reassessment will be needed to consider climate scenarios, better data and revisions in reporting standards, as well as to reflect real world developments and trends. The Group's assumptions will be impacted over time by the evolution of external parameters, such as policy and regulatory changes, technological changes, and macroeconomic events beyond our control. As a result, certain targets may need to be revised. In the following table, we set out our metrics and indicators and assess our progress against them.

環境

我們矢志要營造一個綠色且可持續發展的地球。我們認識到環境管理的重要性，除了致力將我們的生態足跡降至最低外，亦求為地球的福祉出一分力。本集團已制定環境政策，其以全面方針為中心，涵蓋保護環境、提高資源效率並在我們的營運中踐行負責任的常規。

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

環境、社會及管治環境目標

本集團已制定抱負及目標，以指導我們如何開展業務，並衡量我們在環境方面的表現。我們明白這是一個過程，並認識到需要定期重新評估，以考慮氣候情況、更好的數據及報告標準的修訂，以及反映現實世界的發展及趨勢。隨著時間的推移，本集團的假設會受到外部參數變化的影響，例如政策及法規變動、科技變遷以及超出我們控制範圍的宏觀經濟事件。因此，可能需要對若干目標作出修訂。下表載列我們的衡量標準及指標，並對照該等標準及指標評估我們的進展情況。

Aspects 範疇	Unit 單位	2022 (Base Year) 二零二二年(基年)	2030 Targets (Against Base Year) 二零三零年目標(與基年相比)	2025 (Results) 二零二五年(結果)
GHG emissions intensity 溫室氣體排放密度	tCO_2e/'000 HKD revenue 噸二氧化碳當量／千港元收益	0.06	↓5%	0.09 (In Progress) 0.09 (進行中)
Waste production intensity 廢棄物產生密度	tonnes/'000 HKD revenue 噸／千港元收益	0.10	↓3%	0.15 (In Progress) 0.15 (進行中)
Energy consumption intensity 能源消耗密度	MWh/'000 HKD revenue 兆瓦時／千港元收益	0.09	↓8%	0.15 (In Progress) 0.15 (進行中)

Emissions

Air emissions

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

Details of air emissions during the Reporting Period were set out in the table below:

排放

廢氣排放

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

於報告期間的廢氣排放詳情載於下表：

Types of Air Emissions 廢氣排放類別		Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Nitrogen Oxides (NOx)	**氮氧化物**	kg 千克	39	47
Sulphur Oxides (SOx)	**硫氧化物**	kg 千克	0.9	1
Particulate Matter (PM)	**顆粒物**	kg 千克	3	3

Greenhouse Gas Emissions

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

Details of greenhouse gas emissions during the Reporting Period were set out in the table below:

溫室氣體排放

溫室氣體排放是導致氣候變化及全球暖化的主要因素。本集團的主要溫室氣體排放來自交通運輸所消耗的汽油（範圍1）及本集團所購買的電力（範圍2）。本集團於報告期間的主要溫室氣體排放來自電力消耗，佔溫室氣體排放總量超過90%。

於報告期間的溫室氣體排放詳情載於下表：

Indicator[1] 指標[1]		Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Direct GHG Emissions (Scope 1)	**直接溫室氣體排放（範圍1）**	tCO_2e 噸二氧化碳當量	5,199	7,356
Indirect GHG Emissions (Scope 2)	**間接溫室氣體排放（範圍2）**	tCO_2e 噸二氧化碳當量	43,632	43,947
Total GHG Emissions (Scope 1 and Scope 2)	**溫室氣體排放總量（範圍1及範圍2）**	tCO_2e 噸二氧化碳當量	48,831	51,303
Total GHG Emission Intensity[2]	**溫室氣體排放總量密度[2]**	tCO_2e/'000 HKD revenue 噸二氧化碳當量／千港元收益	0.09	0.09

Notes:

1. GHG emission data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX, the latest released average carbon dioxide emission factor for national electricity in China, published by the Ministry of Ecology and Environment on December, 2024 and the "CLP 2024 Sustainability Report" published by CLP Holdings Ltd.

附註：

1. 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、港交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、生態環境部於二零二四年十二月發佈的最新中國全國電力二氧化碳平均排放因子，以及中電控股有限公司刊發的《中電2024可持續發展報告》。

2. As at 31 March 2025, the total revenue of the Group under the Reporting Scope of the Group was approximately HK$531 million (as at 31 March 2024: approximately HK$579 million). This data is also used for calculating other intensity data.

2. 於二零二五年三月三十一日，本集團報告範圍內的總收入為約531百萬港元（於二零二四年三月三十一日：約579百萬港元）。此數據亦用於計算其他密度數據。

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

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

- The Group has gradually phased out old equipment, improved lighting systems, and participated in the clean energy initiative to introduce renewable energy such as solar and wind energy.
- 本集團逐步淘汰舊設備，改善照明系統，參與清潔能源計劃引入太陽能和風能等可再生能源。
- Gradually phase out the use of refrigerant, which have high global warming potential, and instead adopt more environmentally friendly refrigerants, such as hydrofluoroolefins (HFOs) or natural refrigerants (like ammonia, carbon dioxide, etc.). These new types of refrigerants have much lower global warming potential, which can significantly reduce greenhouse gas emissions.
- 逐步淘汰全球變暖潛能值較高的製冷劑，轉而採用更環保型的製冷劑，如氫氟烯烴(HFOs)或天然製冷劑（如氨、二氧化碳等）。這些新型製冷劑具有更低的全球升溫潛能值，可大幅減少溫室氣體排放。
- Strengthen the maintenance and servicing of refrigeration equipment, promptly identify and repair refrigerant leaks to prevent direct release of refrigerants into the atmosphere.
- 加強製冷設備的維護保養，及時發現和修復製冷劑洩露，避免製冷劑直接排放到大氣中。
- Improve the energy efficiency of refrigeration equipment by selecting energy-efficient models, thereby reducing electricity consumption and indirectly reducing carbon dioxide emissions.
- 提高製冷設備的能效水平，選用節能型設備，降低用電量，從而間接減少二氧化碳排放。

Waste Management

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

廢棄物管理

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

Non-hazardous waste generated by the Group's business activities includes primarily vegetable, fruit, and office waste. We collaborate with a third-party cleaning service for daily waste collection and market cleanliness. We aim to reduce spoilage rates by using intelligent warehousing systems and to quantify the environmental benefits resulting from this waste reduction. Commercial waste is transferred to designated collection points, while other recyclables, including scrap metals, glasses, cardboard boxes, and wastepaper, are collected and repurposed by qualified recyclers.

本集團業務活動產生的無害廢棄物主要為蔬果及辦公室廢棄物。我們就日常廢棄物收集及市場清潔方面與第三方清潔服務機構合作。我們矢志利用智慧型倉儲系統降低腐敗率，並量化減少廢棄物所帶來的環境效益。商業廢棄物會被轉移至指定收集點，而其他可回收物品（包括廢金屬、玻璃、紙板箱及廢紙）會由合資格回收商收集及重新利用。

The Group has also adopted electronic communication as part of its paperless operation. Where printing is necessary, double-sided printing is recommended. Offices are equipped with waste recycling bins to encourage paper recycling. Our waste management policies ensure that hygienic conditions are monitored periodically for efficient waste management. The Group has set a target of lowering the generation of non-hazardous waste intensity by 3% by 2030 and expects to achieve this target through continuous review of waste reduction measures.

本集團亦採用電子通訊作為無紙化營運的一部分。如需打印，建議雙面打印。辦公室設有廢物回收箱，鼓勵紙張回收。我們的廢棄物管理政策確保定期監測衛生條件，以有效管理廢棄物。本集團已訂立於二零三零年將無害廢棄物產生密度降低3%的目標，並預期通過不斷檢討減廢措施以實現該目標。

Types of Waste 廢棄物種類	Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Total hazardous Waste Produced **所產生有害廢棄物總量**	tonnes 噸	0	0
Total hazardous Waste Recycled **有害廢棄物回收總量**	tonnes 噸	0	0
Total Non-hazardous Waste Produced **所產生無害廢棄物總量**	tonnes 噸	78,054	81,596
Total Non-hazardous Waste Recycled **無害廢棄物回收總量**	tonnes 噸	30	31
Total Non-hazardous Waste Produced Intensity[2] **所產生無害廢棄物總量密度[2]**	tonnes/'000 HKD revenue 噸／千港元收益	0.15	0.14

Use of Resources

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

資源使用

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

Energy Management

Since electricity is our biggest energy cost, we have put rules and measures to save electricity. We plan to gradually switch to LED lights and install timers in all our offices and markets. We have also added transformers with capacitors that work well together to make our electricity use more efficient. We regularly maintain our electronic equipment to keep it running its best. When we use cooling equipment, we choose models that are energy-saving and efficient.

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

能源管理

由於電力是我們最大的能源成本，我們已制定規則及措施來節約用電。我們計劃逐步改用LED燈，並在所有辦公室及市場安裝定時器。我們還加裝帶有電容的變壓器，其相互配合，提升了我們的用電效率。我們會定期維護電子設備，使其保持最佳運行狀態。當我們使用冷卻設備時，我們會選擇節能高效的型號。

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

The total energy consumption is higher than the previous year mainly due to the increased use of electricity. The Group's energy consumption during the Reporting Period was as follows:

能源消耗總量高於往年，主要由於電力用量增加所致。於報告期間內，本集團能源消耗情況如下：

Types of Energy Consumption 能源消耗種類		Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Direct Energy Consumption	**直接能源消耗**	MWh 兆瓦時	582	700
• Petrol	汽油	MWh 兆瓦時	567	685
• Diesel	柴油	MWh 兆瓦時	15	15
Indirect Energy Consumption	**間接能源消耗**	MWh 兆瓦時	81,312[3]	77,059
• Purchased Electricity	外購電力	MWh 兆瓦時	81,312[3]	77,059
Total Energy Consumption	**能源消耗總量**	MWh 兆瓦時	81,894[3]	77,759
Total Energy Consumption Intensity[2]	**能源總耗量密度[2]**	MWh/'000 HKD revenue 兆瓦時／千港元收益	0.15	0.13

Notes:

3. During the Reporting Period, the electricity consumption of Qinzhou, Yulin, and Xuzhou increased. Such increase was mainly due to the introduction of new tenants, which further boosted the growing electricity demand and increased use of cold storage and air conditioning systems due to hot weather.

附註：

3. 於報告期間內，欽州、玉林、徐州三地用電量增加，主要由於新增租戶的引入，進一步拉動了用電需求的增長，且受高溫天氣影響，導致冷庫及空調用電量增加。

Water Management

The Group's water consumption is mainly attributable to its production and domestic activities. Water was sourced from the municipal water supply system in their respective locations, whilst water consumed by its Hong Kong operations was supplied by Hong Kong's Water Supplies Department. Due to our business nature, we paid special attention to hygiene, sanitation and health management. We increased the frequency of market cleaning, resulting in a corresponding increase of water usage when compared to the previous year.

用水管理

本集團的耗水量主要來自其生產及日常活動。用水資源來自各市政區的供水系統，而香港業務的用水則由香港水務署供應。由於我們的業務性質，我們特別注重衛生、保潔及健康管理。我們增加了市場的清潔次數，導致用水量較上年相應增加。

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

於報告期間內，本集團耗水量情況如下：

Indicator 指標		Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Total Water Consumption	**總耗水量**	m^3 立方米	2,333,149	2,409,937
Total Water Consumption Intensity[2]	**用水總量密度[2]**	m^3/'000 HKD revenue 立方米／千港元收益	4.39	4.16

We are committed to maintaining and upgrading our water pipeline system. To minimise leaks and reduce water waste, inspections of the water pipeline system will be conducted in all markets. Our washrooms are equipped with sensor taps, and we have installed a water recycling and purification system that uses recycled water for flushing and cleaning. Additionally, we have posted promotional materials and reminders about water conservation practices at our operational sites to raise awareness and encourage water-saving efforts.

我們致力維護及升級我們的供水管道系統。為盡量減少滲漏及節約用水，所有市場均會對供水管系統進行檢查。我們的衛生間配備感應式水龍頭，並安裝了水循環及淨化系統，使用循環水進行沖洗及清潔。此外，我們已於營運地點張貼有關節約用水常規的宣傳資料及提示，以提高大眾節約用水的意識及鼓勵節約用水。

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

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

Sewage Discharge

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

During the Reporting Period, the Group discharged 1,172,338 tonnes of wastewater.

污水排放

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

於報告期間，本集團排放1,172,338噸廢水。

Indicator 指標	Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Total Sewage Discharge 污水排放總量	tonnes 噸	1,172,338	1,209,190
Total Sewage Discharge Intensity[2] 污水排放總量密度[2]	tonnes/'000 HKD revenue 噸／千港元收益	2.21	2.09

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

專業人員會監察我們業務用水的水質，並確保污水處理設備及設施運作正常。我們亦會定期對污水含量進行測試及分析，以確保水質符合適用的國家及當地標準。此等前瞻性方法讓我們及時發現任何偏差及潛在問題。

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

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



Use of Packaging Materials

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

包裝材料使用

基於其業務性質，包裝材料對本集團而言並不被視為重要環境、社會及管治議題。

The Environment and Natural Resources

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

Safeguarding Market Hygiene

Our Group consistently prioritises maintaining market hygiene to prevent disruptions in the local food supply chain. We regularly disinfect both public and operational areas in our markets using vehicles equipped with foam spray systems. Additionally, we hire third-party companies to perform electric spray disinfection in critical areas, such as waste transfer stations, fresh meat sections, and poultry businesses.

We understand that market hygiene is crucial for protecting consumer health and maintaining public trust. We are committed to allocating resources and efforts to ensure clean and safe market environments, providing high-quality food and services. We pledge to collaborate with stakeholders to make market hygiene a core value in our sustainable operations. By continuously monitoring, implementing hygiene measures, and managing compliance, we can create a healthy and sustainable market environment for the local community.

Biodiversity Protection

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

We recognise the importance of protecting wildlife and preserving biodiversity. To uphold this commitment, we have established strict policies that prohibit the trading and consumption of wild animals within our agricultural produce exchange markets. These policies align with relevant laws and regulations aimed at preventing illegal wildlife trade and promoting conservation efforts. We believe in the interconnectedness of ecosystems and the essential role they play in maintaining a healthy environment.

環境及天然資源

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

保護市場衛生

本集團始終以保持市場衛生為重中之重，防止對當地食品供應鏈造成干擾。我們使用配備泡沫噴霧系統的車輛定期對市場內的公共區域及營運區域進行消毒。此外，我們僱用第三方公司對垃圾中轉站、鮮肉綜合區、家禽業務等重點區域進行電動噴灑消毒。

我們明白市場衛生對於保障消費者健康及維持公眾信任至關重要。我們致力投入資源及精力，確保市場環境清潔安全，提供優質食品及服務。我們承諾與持份者協作，將市場衛生作為我們可持續營運的核心價值。通過持續監測、實施衛生措施及進行合規管理，我們能夠為當地社區創造一個健康及可持續發展的市場環境。

生物多樣性保護

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

我們深明保護野生動物及維護生物多樣性的重要性。為維護這一承諾，我們已制定嚴格的政策，禁止在我們的農產品交易市場內交易及食用野生動物。該等政策與相關法律法規一致，旨在防止非法野生動物貿易及促進保護工作。我們相信，生態系統的相互關聯，其在維護健康環境方面扮演著重要角色。

Climate Change

Environmental Emergency Management

Our business is closely connected to nature, which makes it crucial for us to move swiftly toward a carbon-neutral future. We are actively addressing climate change by managing risks, adapting to changing conditions, and reducing carbon emissions to minimise negative impacts. At the same time, we are dedicated to promoting sustainable agriculture and providing consumers with more environmentally friendly options.

Our Events Management Manual clearly outlines the responsibilities for evaluating potential environmental impacts. We are committed to planning, implementing, monitoring, and taking action to ensure effective emergency management.

The Board oversees our ESG strategies, including climate risk management and carbon neutrality goals, reviewing risk assessments and making necessary management decisions. Our general principle is to first remove our carbon footprint and then directly reduce carbon emissions, aligning with the Paris Agreement's goal of limiting climate change to 1.5°C by restricting greenhouse gas concentrations in the atmosphere.

Physical Risks and Transition Risks

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

應對氣候變化

環境應急管理

我們的業務與大自然息息相關，因此我們必須迅速邁向碳中和的未來。我們透過管理風險、適應不斷變化的環境以及減少碳排放，積極因應氣候變化，將負面影響降至最低。同時，我們亦致力推廣可持續農業，為消費者提供更環保的選擇。

我們的項目管理手冊明確概列評估潛在環境影響的責任。我們致力規劃、執行、監察及採取行動，以確保有效的應急管理。

董事會監督我們的環境、社會及管治策略，包括氣候風險管理及碳中和目標、審查風險評估以及作出必要的管理決策。我們的總體原則是先消除碳足跡，然後再直接減少碳排放，與《巴黎協定》中通過限制大氣中溫室氣體濃度，將氣候變化限制在1.5°C的目標一致。

實體風險及過渡風險

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

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

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

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

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

SOCIAL

社會

Employment

僱傭

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

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

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

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

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

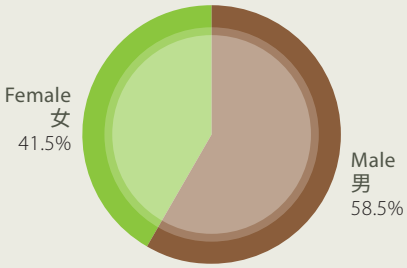
於報告期間，本集團未發現任何嚴重違反有關賠償及解僱、招聘、晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的相關法規，且對本集團有重大影響的情況。

As at 31 March 2025, the Group had a total of 903 full-time employees.

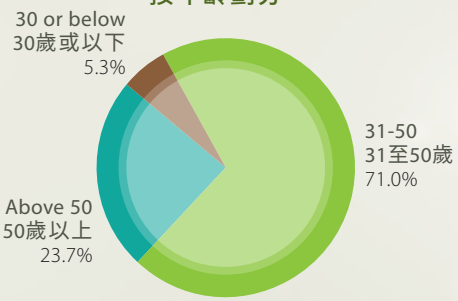
截至二零二五年三月三十一日，本集團共有903名全職僱員。

Breakdown of Employees	僱員明細	FY2025 二零二五財年	FY2024 二零二四財年
Total	**總數**	903	1,048
By Gender	**按性別劃分**		
Male	男	528	603
Female	女	375	445
By Age	**按年齡劃分**		
30 or below	30歲或以下	48	82
31-50	31至50歲	641	719
Above 50	50歲以上	214	247
By Geographical Location	**按地區劃分**		
Mainland China	中國內地	884	1,026
Hong Kong	香港	19	22
By Employment Category	**按僱傭類別劃分**		
Management	管理層	133	145
General Staff	一般員工	770	903
By Employment Type	**按僱傭類型劃分**		
full-time	全職	903	1,048
part-time	兼職	0	0

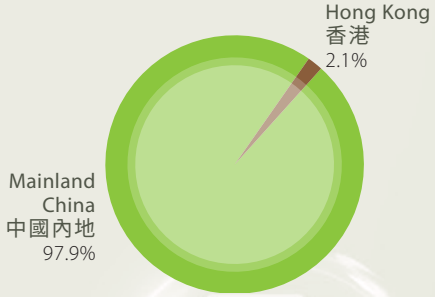
BY GENDER
按性別劃分



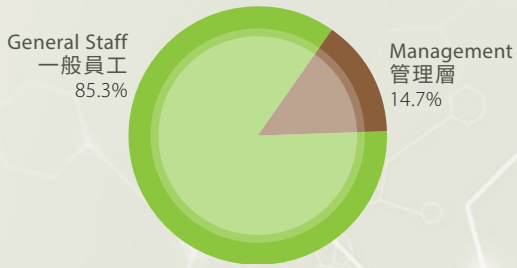
BY AGE
按年齡劃分



BY GEOGRAPHICAL LOCATION
按地區劃分



BY EMPLOYMENT CATEGORY
按僱傭類別劃分



The Group's overall employee turnover rate during the Reporting Period was 23% (2024: 21%). The breakdown of turnover rate according to gender, age, and geographical location are as follows:

於報告期間，本集團的整體僱員流失率為23%（二零二四年：21%）。按性別、年齡及地區劃分的流失率明細如下：

Employee Turnover Rate	僱員流失率	FY2025 二零二五財年	FY2024 二零二四財年
Overall	**整體**	23%	21%
By Gender	**按性別劃分**		
Male	男	23%	23%
Female	女	25%	19%
By Age	**按年齡劃分**		
30 or below	30歲或以下	50%	45%
31-50	31至50歲	20%	18%
Above 50	50歲以上	29%	25%
By Geographical Location	**按地區劃分**		
Mainland China	中國內地	23%	21%
Hong Kong	香港	32%	36%

Equal Opportunity, Diversity and Anti-Discrimination

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

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

平等機會、多元化及反歧視

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

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

Recruitment, Promotion and Dismissal

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

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

招聘、晉升及解僱

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

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

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

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

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

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

Compensation and Benefits

薪酬及福利

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

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

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

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

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

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

Employee Team Building Training
員工團隊建設培訓





Host birthday celebrations for our employees
為員工舉辦生日慶祝活動





Health and Safety

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

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

Occupational Health and Safety

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

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

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

健康與安全

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

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

職業健康與安全

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

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

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



- In the event of a fire, internal safety practices are clearly and concisely documented, and emergency phone numbers are prominently displayed to ensure quick and easy access for employees who need to contact them.
  倘發生火災，會清楚簡潔地記錄內部安全常規，而緊急電話號碼亦會清楚顯示，以便員工與有關人士盡快聯絡。
- Employees capable of spotting potential dangers and developing ways to protect working conditions shall be rewarded to encourage future research and development.
  能夠發現潛在危險，並能制定保護工作條件的僱員將獲得獎勵，以鼓勵研發。



- We have a flexible work schedule designed for employees who are required to work outdoors in hot weather, especially in the summer.
  對於在炎熱天氣下 (特別是夏季) 需要在戶外工作的僱員，我們為他們安排了彈性的工作時間表。
- Air conditioning systems have been added to the building to help prevent heatstroke and other related incidents.
  樓宇已安裝空調系統，以防止中暑及其他相關事故。
- Furthermore, the Group provides the market staff with a range of personal protection equipment, including safety vests, waterproof boots, gloves, and thermal equipment.
  此外，本集團為市場員工提供一系列個人防護裝備，包括安全背心、防水靴、手套，以及保暖設備。



- Those responsible for handling chemicals must ensure compliance with applicable laws and regulations related to chemical handling.
  負責處理化學品的人員須確保其遵守有關化學品處理的適用法律及法規。



- In addition to the mandatory health checkup before employment, employees are provided with annual or biennial checkups based on the nature and category of their work.
  除於僱傭前進行強制性健康檢查外，僱員會按其工作性質及類別獲提供年度或兩年一次的健康檢查。

Safety Training

The Group holds regular safety training events to disseminate knowledge regarding OSH legislation, laws, and operating procedures; to enhance employees' understanding of occupational health and safety awareness. All employees must participate in a fire drill every six months to ensure that their knowledge and skills regarding fire safety and emergency response capabilities are continually updated. Our fresh markets organised around 2,015 (2024: 2,307) hours of safety training with 1,979 (2024: 2,007) participants during the Year. Employee safety training is a high priority for our Group, and this year we have made our courses even better. We now offer training in fire safety, how to spot and fix safety hazards, and what to do during fire and emergency drills. More employees are participating in these courses, and they are spending more time in training than last year. This helps us find, evaluate, and manage workplace health and safety risks that could cause accidents.

安全培訓

本集團定期舉辦安全培訓活動，向僱員宣傳有關職業安全與健康法例、法律及操作程序的知識，以提高彼等對於職業健康的理解及安全意識。所有僱員必須每六個月參加一次消防演習，以確保彼等有關消防安全及應急能力的知識及技能持續更新。本年度，我們的市場舉辦了約2,015小時 (二零二四年：2,307小時) 的安全培訓，參與員工達1,979人次 (二零二四年：2,007人次)。僱員安全培訓是本集團的重點工作，今年我們將課程做得更好。我們現在提供消防安全、如何發現及排除安全隱患，以及在消防及緊急演習中該如何做等方面的培訓。參與該等課程的僱員越來越多，彼等花在培訓上的時間亦比去年多。這有助於我們發現、評估及管理可能導致事故的工作場所健康及安全風險。

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

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

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

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

		Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年	FY2023 二零二三財年
Fatalities Due to Work Injuries	**因工傷死亡人數**	Cases 宗	0	0	0
Work Injuries	**工傷**	Cases 宗	2	4	2
Lost Days Due to Work Injuries	**因工傷損失工作日數**	Days 天	409	221	127

Development and Training

At our Group, we believe that training is essential for equipping employees with the skills they need to succeed in their daily work and to build a solid foundation for career growth. We actively support employee development by planning and organising a variety of training courses. Additionally, we provide eligible employees with sponsorship or leave to participate in external training, professional seminars, or exams. This demonstrates our commitment to continuous learning and growth opportunities.

發展與培訓

在本集團，我們相信，培訓在幫助僱員掌握於日常工作中取得成功所需的技能以及為職業發展打下堅實基礎方面不可或缺。我們透過規劃及組織各種培訓課程，積極支持僱員發展。此外，我們還為合資格僱員提供贊助或假期，讓彼等參加外部培訓、專業研討會或考試。這體現了我們對持續學習及成長機會的承諾。

The Group offers a range of training courses for employees at all levels, from mandatory training and skill enhancement to advanced supervisory and managerial development. We also encourage employees to attend e-learning classes, seminars, team-building activities, and knowledge-sharing events, with subsidies available for eligible employees' course fees. Our training programmes are designed to boost workplace productivity and support career advancement. We assess and evaluate the effectiveness of our training programs, and the results are included in employee performance appraisals.

本集團為各級員工提供一系列的培訓課程，涵蓋強制性培訓及技能提升乃至高級監督及管理發展。我們亦鼓勵僱員參加電子學習課程、研討會、團隊建設活動及知識分享活動，並向合資格僱員提供課程費用補貼。我們的培訓課程旨在提高工作場所的生產力及支持職業發展。我們會評估及評價培訓計劃的成效，並將結果納入員工績效考核範圍。

During the Reporting Period, employees have been provided with internal and external training in a wide range of areas, including induction training, job skill training, safety training, professional qualification training, team execution and communication skills training, manual administration training etc. We provided 5,673 (2024: 5,261) hours of training, with the average training time being approximately 6 (2024: 5) hours per trained employee.

於報告期間，員工獲提供廣泛領域的內部及外部培訓，包括入職培訓、工作技能培訓、安全培訓、專業資格培訓、團隊執行及溝通技能培訓、手冊行政培訓等。我們提供5,673小時（二零二四年：5,261小時）的培訓，每名受訓員工的平均培訓時數約為6小時（二零二四年：5小時）。

Breakdown of Employee Training[4]	僱員培訓明細[4]	FY2025 二零二五財年	FY2024 二零二四財年
By Gender	**按性別劃分**		
Male	男	53%	71%
Female	女	47%	29%
By Employment Category	**按僱傭類別劃分**		
Management	管理層	21%	25%
General Staff	一般員工	79%	75%

Percentage of Employee Training[5]	僱員培訓百分比[5]	FY2025 二零二五財年	FY2024 二零二四財年
By Gender	**按性別劃分**		
Male	男	531%	418%
Female	女	653%	235%
By Employment Category	**按僱傭類別劃分**		
Management	管理層	827%	611%
General Staff	一般員工	539%	297%

Average Training Hours of Employees (hours)[6]	僱員平均培訓時數 (小時)[6]	FY2025 二零二五財年	FY2024 二零二四財年
By Gender	**按性別劃分**		
Male	男	5.60	6.15
Female	女	7.24	3.49
By Employment Category	**按僱傭類別劃分**		
Management	管理層	11.50	13.14
General Staff	一般員工	5.38	3.72

Notes:

4. Formula for calculating the breakdown of employees in relevant categories = Employees in the specified category, who took part in training/Employees who took part in training * 100%.

5. Formula for calculating the percentage of employees in the relevant categories = Employees in the specified category who took part in training/total number of employees in the specified category * 100%.

6. Formula for calculating average training hours of employees in relevant categories = Total number of training hours for employees in the specified category/Number of employees in the specified category.

附註：

4. 計算相關類別受訓僱員明細的公式 = 在指定類別中參加培訓的僱員人數／參加培訓的僱員總數 * 100%。

5. 計算相關類別僱員百分比的公式 = 在指定類別中參加培訓的僱員人數／指定類別中的僱員總數 * 100%。

6. 計算相關類別僱員的平均受訓小時的公式 = 指定類別僱員的總培訓小時／指定類別中的僱員人數。

Labour Standards

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

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

Prevention of Child and Forced Labour

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

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

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

Working Hours and Rest Periods

The Group outlines employees' working days and rest periods in the Employment Contract to prevent forced labor. We strictly adhere to the regulation that stipulates a maximum of 40 hours of work per week with pre-arranged working hours, unless there are exceptional circumstances. Additionally, employees are discouraged from working overtime. If overtime is necessary, employees must notify the HR department for authorisation and provide appropriate documentation.

In addition, the Group effectively safeguards employees' legal rights to rest and vacation time. All eligible employees are entitled to paid annual leave as per the Employment Agreement. The Group also offers various types of leave, including statutory holidays and other paid leave options such as maternity leave, marriage leave, and compassionate leave.

勞工準則

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

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

防止童工及強制性勞工

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

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

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

工作時數及假期

為防止強制勞工，本集團在僱傭合約中概列有僱員的工作天數及休息時間。我們嚴格遵守有關每週最多工作40小時的規定，並會事先安排好工作時間，除非出現特殊情況。此外，我們不鼓勵僱員加班。倘必須加班，僱員須知會人力資源部門進行授權，並提供適當的證明文件。

此外，本集團有效保障僱員休息及休假的法定權利。根據僱傭協議，所有合資格僱員均享有有薪年假。本集團亦提供各類假期，包括法定假日及其他有薪假期選擇，如產假、婚假及恩恤假等。

Supply Chain Management

As a leading logistics centre for modern agricultural products, we are dedicated to creating "a brand that belongs to our customers." Our focus is on providing top-quality products and exceptional services, all with a customer-centered approach that prioritises human life and health.

The Group has implemented comprehensive policies and procedures for the selection, approval, and evaluation of suppliers. This ensures that all selected suppliers possess the capacity to meet our standards and quality requirements.

A well-coordinated supply chain is crucial for ensuring the safety and quality of products and services. The Group's supplier management system is specifically designed to select third-party product vendors or service providers that meet the diverse needs of the Group. This systematic approach enables us to achieve supply chain reliability, consistent quality, cost efficiency, risk mitigation, and foster long-term relationships with suppliers. Currently, we collaborate with a total of 455 significant suppliers in the agricultural produce exchange markets, all based in Mainland China (2024: 510).

Supplier Screening and Assessments

The quality of products and services is crucial for customers. The Procurement Department selects and purchases agricultural goods in accordance with established procedures. Several factors are considered in this process, including quality, price, delivery terms, supplier reputation, and customer requirements, to ensure optimal procurement decisions are made. Suppliers must provide evidence of quality, such as business transaction records, warranty receipts, product certificates, and laboratory reports.

The Administration Department and Property Management Department are responsible for selecting, assessing, and supervising suppliers. During the bidding process, a Bidding Committee oversees the proceedings and identifies qualified suppliers for the project. All bidders and suppliers are required to sign a declaration confirming that they have no personal relationships with any members of the Group, in order to avoid potential conflicts of interest during the bidding and procurement process. Suppliers that violate laws and regulations, fail to meet tender requirements, or engage in misconduct during the contract period may face compensation penalties and/or contract termination.

供應鏈管理

作為行業領先的現代農產品物流中心，我們致力創造「屬於客戶的品牌」。我們專注提供頂級產品及卓越服務，一切以客為主，將民眾的福祉及健康放在首位。

本集團已實施全面的政策及程序，以甄選、批准及評估供應商。這可確保所有經遴選的供應商均具備符合我們標準及質量要求的能力。

有協調性的供應鏈對於確保產品及服務的安全與質量至關重要。本集團的供應商管理系統專為本集團多樣化需求選擇符合的第三方產品供應商或服務供應商而設計。該有系統的方法使我們能確保供應鏈的可靠性、一貫的質量、提高成本效益、紓緩風險，並促進與供應商的長期合作關係。目前，我們與農產品交換市場的合共455家重要供應商合作，彼等全部位於中國內地（2024年：510家）。

供應商篩選與評估

產品及服務的質量對客戶而言至關重要。採購部根據既定程序選擇及採購農產品。在此過程中會考慮多個因素，包括質量、價格、交貨條款、供應商聲譽及客戶要求，以確保作出最佳的採購決策。供應商必須提供質量證明，例如業務交易記錄、質保收據、產品證書及實驗室報告。

行政部及物業管理部負責甄選、評估及監督供應商。在招標過程中，招標委員會會監督程序，並為項目物色合資格供應商。所有投標者及供應商須簽署聲明書，確認與本集團任何成員公司均無個人關係，以避免在投標及採購過程中出現潛在利益衝突。違反法律法規、未能符合投標要求或在合約期間發生不當行為的供應商，可能會面臨賠償處分及／或合約終止。

Green Procurement

To minimise our environmental impact, the Group adopts green and sustainable procurement practices by sourcing locally. This approach helps reduce our carbon footprint associated with procurement. By working with suppliers based in Mainland China, we decrease greenhouse gas (GHG) emissions from transportation while also supporting local economic development and job creation.

In terms of supply chains, we are committed to ensuring the sustainability of upstream agricultural production. Our efforts include reducing pesticide residue, promoting organic farming, and conducting supplier audits to enforce environmentally responsible practices among our partners.

Regarding energy use, we are focused on optimising consumption in cold chain storage, utilising new energy vehicles, and constructing distributed photovoltaic power generation systems.

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

綠色採購

為盡量減少對環境的影響，本集團採用綠色及可持續的採購常規，在當地進行採購。該做法有助於減少我們與採購相關的碳足跡。透過與中國內地的供應商合作，我們減少運輸過程中的溫室氣體排放，同時亦支持當地的經濟發展及創造就業機會。

在供應鏈方面，我們致力確保上游農業生產的可持續性。我們的工作包括減少農藥殘留、推廣有機耕作，以及進行供應商審核，以強制我們的合作夥伴執行對環境負責的做法。

在能源使用方面，我們專注於優化冷鏈倉儲的消耗、利用新能源汽車以及建設分散式光伏發電系統。

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

Supply Chain's Social Impact

The Group uses our influence to promote ethical conduct and professionalism among its business partners and suppliers in the social sphere. We actively encourage them to adhere to the highest standards of ethical behavior and admire the principles of human rights. By advocating for these principles throughout our network, we aim to foster a collective commitment to ethical practices and the protection of human rights.

Our Risk Management and ESG Policy requires all our business partners and suppliers to develop and enforce their own anti-corruption policies and programs. They must comply with all local and national laws and avoid any form of bribery, fraud, or corruption. Additionally, we expect them to actively promote and educate their employees, agents, subcontractors, and suppliers about the requirements outlined in our ESG Policy. By collaborating in this way, we strive to maintain the highest standards of integrity and ethical business practices throughout our entire network.

供應鏈社區影響

本集團運用自身的影響力，在社會領域中向彼的商業夥伴及供應商推廣道德操守及專業精神。我們積極鼓勵彼等遵守最高標準的道德行為，並推崇人權原則。我們旨在透過在我們的網絡中提倡該等原則，促進對道德行為及人權保護的集體承諾。

我們的風險管理及環境、社會及管治政策要求我們所有業務合作夥伴及供應商，制定及執行彼等自身的反貪腐政策及計劃。彼等必須遵守所有當地及國家的法律，避免任何形式的賄賂、欺詐或貪污。此外，我們期望彼等積極向其僱員、代理、分包商及供應商宣傳及教育我們的環境、社會及管治政策中概列的要求。透過該合作方式，我們致力在整個網絡中維持最高標準的誠信及道德業務常規。

Product Responsibility

The Group is committed to delivering products and services of the highest quality while complying with all applicable government laws and regulations. Our primary focus is to meet and exceed our customers' expectations, ensuring their satisfaction. By prioritising quality and compliance, we aim to build trust and provide exceptional experiences for our customers.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with laws and regulations related to health and safety, advertising, labeling, and privacy matters concerning the products and services provided. Additionally, there were no significant issues regarding methods of redress that would have a significant impact on the Group.

產品責任

本集團致力提供最優質的產品及服務，同時遵守所有適用的政府法律法規。我們的首要任務是滿足並超越客戶的期望，確保客戶滿意。我們旨在透過優先考量質量及合規性來建立信任以及為客戶提供卓越的體驗。

於報告期間，本集團未發現任何與所提供的產品及服務有關的健康及安全、廣告、標籤及私隱事宜的違規事件。此外，亦無任何有關補救方法的重大問題會對本集團造成重大影響。

Quality Services

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

優質服務

我們已建立農產品質量及安全管理體系，以符合客戶及監管規定。本集團的武漢市場已通過ISO9001：2015管理體系認證。《貿易及分銷管理規程》概述有關貨品分銷、儲存及控制的標準架構。我們擁有超過30,000噸的總儲存量，為客戶提供優質及保量的冷凍及新鮮食品儲存。



- Regularly assess product quality to ensure safe, high-quality food for citizens.
  定期評估產品質量，確保居民獲得安全優質的食品



- Implement advanced safety testing equipment, hire professional technicians, and establish safety testing centers for Hongjin programs.
  應用先進的安全檢測設備，委聘專業技術人員，建設宏進項目安全檢測中心



- Announce the daily testing results on the market website and electronic display screen, issue the testing qualification certificate, and safely destroy any out-of-limits batches as per the requirements of the Industry and Commerce Administration and the Agricultural Law-Enforcing Authority.
  在市場網站、電子顯示屏上公佈日常檢測結果，頒發檢測合格證，並按照工商局、農業執法機關的要求，安全銷毀任何不合格批次。

We have implemented several rules to ensure high product quality and safety for our customers, including the "Laboratory Management System", "Job Duties of Inspectors", "Job Duties for Sampling Staff", "Testing Fairness System", and "Sampling Rules". We maintain strict hygiene standards throughout the entire production process by following established procedures for the sanitation of food plants and equipment involved in production. As a crucial aspect of the agricultural product distribution process, our Group also commits to transparently disclosing our food safety management system, testing procedures, and quality traceability mechanisms to protect the health and rights of consumers.

我們已實施多項規則，以確保為客戶提供優質及安全的產品，包括《實驗室管理制度》、《檢驗人員崗位職責》、《抽樣人員崗位職責》、《檢測工作公平性制度》及《抽樣規則》。在整個生產過程中，我們按照既定程序對涉及生產的食品廠房及設備進行衛生處理，從而保持嚴格的衛生標準。作為農產品流通過程中的重要一環，本集團亦承諾以透明方式公開我們的食品安全管理系統、檢測程序及質量追溯機制，以保障消費者的健康及權益。

Customer Service

Our goal is to enhance service quality and boost customer satisfaction. The Business Department regularly conducts customer satisfaction surveys to gather feedback that helps us monitor satisfaction levels. Additionally, our customer service team visits customers monthly to better understand their needs.

To build customer confidence in our brand, we promptly respond to complaints and inquiries through a dedicated team. Any product quality issues raised by customers are thoroughly investigated to identify the root cause. We ensure that these issues are resolved quickly and take steps to prevent them from recurring.

For review and related purposes, we maintain a customer complaint database. Customers can contact the Customer Service Department in various ways, including face-to-face interactions, email, and phone calls. Products that are recalled are immediately isolated for proper handling or disposal, and we prepare an official report for senior management to review and approve the recall process. We also offer comprehensive customer service support to address any questions or issues that may arise.

During the Reporting Period, our Group did not receive any significant product or service-related complaints, and there were no product recalls due to safety or health concerns.

客戶服務

我們的目標是提升服務質量及提高客戶滿意度。業務部定期進行客戶滿意度調查以收集反饋，有助於我們監測客戶滿意度。因此，我們的客戶服務團隊每月拜訪客戶，以便更好了解客戶需求。

為建立客戶對我們品牌的信心，我們的專責團隊會迅速回應客戶的投訴及疑問。我們會徹底調查客戶提出的產品質量問題，找出根本原因。我們確保該等問題將得到迅速解決並採取措施防止其再次發生。

為進行審閱及相關目的，我們設有客戶投訴數據庫。客戶可透過多種方式聯繫客戶服務部，包括面對面交流、電郵及來電。被召回的產品將立即隔離以便進行妥善處理或處置，且我們會編製正式報告以供管理層審閱及批准召回流程。我們亦提供全方位的客戶服務支持，以解決可能出現的任何問題。

於報告期間，本集團並未收到任何有關產品或服務的重大投訴，亦未因安全或健康問題召回任何產品。

Advertising and Labelling

The Group has established guidelines for marketing and labeling to ensure that all product specifications and promotional activities adhere to applicable laws and regulations. All marketing and labeling materials are reviewed by the appropriate departments. We guarantee that there will be no false or misleading information in any product specifications or promotional channels.

廣告及標籤

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

Privacy Protection

The Group is fully committed to protecting the personal data of its customers and employees. We prioritise the security and privacy of personal information by implementing effective measures and adhering to relevant data protection regulations.

To regulate computer usage, network equipment, and all software installed on computers, the Group has established strict data and cybersecurity management policies. In the event of a data breach, the Information Technology Department is responsible for managing and ensuring the confidentiality of external information, as well as overseeing internal actions and activities related to Internet usage and data handling.

Customers are informed about the purpose of data collection and how their information will be used prior to data collection. Additionally, we conduct periodic reviews to ensure compliance with all policies and procedures regarding the handling, storage, transfer, and deletion of customer data.

私隱保護

本集團致力保護客戶及僱員的個人資料。我們通過採取有效措施並遵守相關數據保護法規，將個人資料安全及私隱放在首位。

為規範電腦使用、網絡設備及所有安裝於電腦上的軟件，本集團已實施嚴格的數據及網絡安全管理政策。如出現數據洩露，信息技術部負責管理外部信息並確保外部信息保密，以及監管與互聯網使用及數據處理有關的內部行動及活動。

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

Protection of Intellectual Property Rights

The Group is fully committed to protecting our intellectual property rights, which include trademarks, copyrights, patents, and non-disclosure agreement. We have established a comprehensive knowledge management system that includes process for identifying, creating, storing, sharing, and utilising the knowledge. We will take legal action against anyone who infringes upon our intellectual property.

Employees are strictly prohibited from sharing any confidential information with outside parties, both during and after their employment. This restriction includes sensitive details about our strategies, business interests, proprietary knowledge, inventions, and intellectual property. Besides, all company documents are operated at our secure and recoverable cloud drives which are separated into different department folders. This ensures that only authorised staff have the necessary permissions to access, read, and modify the information within these folders. By adopting this structured approach, we not only enhance security but also promote efficient collaboration among our team members.

保護知識產權

本集團致力全力保護我們的知識產權，包括商標、版權、專利及保密協議。我們已制定全面的知識管理方法，涵蓋知識的識別、創造、儲存、共享及應用流程。我們將對任何侵犯我們知識產權的人士採取法律行動。

嚴禁僱員於受僱期間及離職後與外界共享任何機密資料。該限制涵蓋有關我們策略、業務利益、專業知識、發明及知識產權的敏感詳情。此外，所有公司文件均於安全且可復原的雲盤上運作，並分為不同部門的文件夾。此舉確保僅獲授權員工擁有訪問、讀取及修改該等文件夾中資料所需的權限。通過採取此種結構性化方法，我們在增強安全性的同時，亦促成團隊成員間的高效合作。

Anti-corruption

Corporate governance is essential for the growth of the Group. We maintain a zero-tolerance policy towards unlawful acts, including bribery, extortion, fraud, and money laundering. Our employees are prohibited from receiving any benefits from merchants or customers as outlined in the Group's Employee Manual. In the case of serious violations, employees' contracts may be terminated without compensation.

反貪腐

企業管治對本集團的發展至關重要。我們對賄賂、勒索、欺詐及洗錢等違法行為採取零容忍政策。本集團僱員手冊規定，僱員不得向商戶或客戶收取任何利益。如嚴重違規，僱員合約或將終止而不予賠償。

The Group takes a proactive approach to combat fraud and corruption. We have implemented anti-fraud and whistleblowing policies to ensure that employees understand and comply with these requirements. There is a strict prohibition against any form of bribery or graft. Additionally, we enforce a zero-tolerance stance, which prevents employees from soliciting, providing, or accepting benefits from business partners. Our compliance measures for financial transactions are rigorous, specifically prohibiting money laundering through forged documents or false accounts.

本集團採取積極措施打擊欺詐及貪腐行為。我們已實施反貪腐及舉報政策，確保僱員理解並遵守該等規定。本集團嚴格禁止任何形式的賄賂及貪污行為。因此，我們採取零容忍立場，防止僱員向業務合作夥伴索取、提供或收受利益。我們對金融交易採取嚴格的合規措施，特別禁止透過偽造文件或虛假賬戶進行洗錢。

We also provide regular anti-corruption training to keep employees informed about applicable regulations. During the Reporting Period, Group directors and senior management received 162 (2024: 86) hours of training on the latest anti-corruption regulations. The training covered relevant laws regarding anti-corruption and business ethics, the definition of conflict of interest, preventive measures, and reporting channels.

我們亦定期進行反貪腐培訓，為僱員提供適用守則的最新資訊。於報告期間，本集團董事及高級管理層已接受162個小時(二零二四年：86個小時)有關最新反貪腐法規的培訓。培訓涵蓋有關反貪腐及商業道德的相關法律、利益衝突的定義、預防措施及報告渠道。

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

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

Whistleblowing Policy

The Group encourages its employees and other stakeholders (including customers, suppliers, creditors, and debtors) to raise any concerns about suspected improprieties, misconduct, or malpractice. We have established a specific whistleblowing channel to allow employees to report instances of corruption or misconduct. All reported cases will be reviewed fairly and independently, with the results reported to the Audit Committee. The Audit Committee regularly assesses the Group's Whistleblowing Policy to foster an environment where employees and stakeholders feel empowered to expose corruption and enhance the effectiveness of our anti-corruption controls.

舉報政策

本集團鼓勵其僱員及其他持份者(包括客戶、供應商、債權人及債務人)對不當行為、不妥或瀆職行為提出疑慮。本集團已設立特定的舉報渠道，允許員工舉報腐敗或不當行為。所有舉報個案均獲公平及獨立審閱，而最終結果會向審核委員會報告。審核委員會定期評估本集團的舉報政策，為僱員及持份者營造有權揭露腐敗行為的環境，並提高反貪污控制行為的有效性。

Whistleblowers will not face unfair dismissal or unjust disciplinary actions, and their legal rights will be protected. In accordance with the guidelines outlined in the Whistleblowing Policy, we treat every reported incident with the utmost confidentiality and ensure that whistleblowers are safeguarded from unfair dismissal, victimisation, or unwarranted disciplinary measures. Incidents related to fraud and corruption will be thoroughly investigated.

舉報人將不會面臨不正當解僱或不公紀律處分，且彼等的合法權益將受保護。根據《舉報政策》中概述的指導原則，我們對每起舉報事件嚴格保密，並確保舉報人免受不正當解僱、迫害或不當紀律處分。我們將徹查欺詐及貪腐事件。

Every quarter, as well as during Audit Committee meetings, the Board receives a summary of reported incidents and relevant statistics. This Report includes the outcomes of independent investigations and the actions taken in response. Valid complaints may lead to disciplinary measures, which are determined by management after careful consideration. These measures could include warnings or termination of employment. In cases involving legal violations, we will notify the appropriate authorities and take necessary legal action.

每季度及於審核委員會會議期間，董事會均收到所報告事件及相關數據摘要。該報告包括獨立調查結果及所採取應對措施。有效投訴可能招致管理層經審慎考慮後決定之紀律處分措施。該等措施可能包括警告或終止僱傭。如涉及法律違規情況，我們將通知有關當局並採取必要法律行動。

Community Investment

Our contribution to the community

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

Members of the Group are involved in a wide range of public welfare endeavours, such as festival founding, supporting local agricultural development , flood refief, poverty alleviation and educational support.

During the Reporting Period, the Group's total investment in its local community amounted to approximately HKD969,000. The breakdown of significant community investment activities was as follows:

社區投資

造福社區

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

本集團成員廣泛參與公益事務，如創辦節慶、支持當地農業發展、抗洪救災、扶貧及教育支援等。

於報告期間，本集團於當地社區的投資總額約969,000港元。主要社區投資活動明細如下：

Kaifeng Market:
開封市場：

- Kaifeng Market donated RMB3,000 to the Henan Province Foundation for Courageous Acts.
  開封市場向河南省見義勇為基金會捐款人民幣3,000元。

Puyang Market:
濮陽市場：

- Puyang Market donated RMB15,000 to the villagers of Jinzhaozhai Village, Henan Province for the 2024 "Charity One-Day Donation".
  濮陽市場就2024年「慈善一日」向河南省靳趙寨村村民捐款人民幣15,000元。



Wuhan Market:
武漢市場：

- Wuhan Market donated RMB35,000 to support local agricultural and seafood associations.
  武漢市場捐款人民幣35,000元，支持當地農業及海鮮協會。
- Wuhan Market purchased approximately RMB26,000 worth of flood relief supplies for the Qingling Street Flood Command Center.
  武漢市場為青菱街抗洪指揮中心購買價值約人民幣26,000元的抗洪救災物資。





- Wuhan Market made a RMB10,000 donation to Xinjie Village in Xinzhou for poverty alleviation.
  武漢市場向新洲新街村捐款人民幣10,000元，用於扶貧工作。

Xuzhou Market:
徐州市場：

- Xuzhou Market donated RMB23,000 to purchase fruit for the firefighting team in celebration of August 1st Army Day.
  徐州市場捐款人民幣23,000元，為消防隊購買水果，慶祝八一建軍節。
- Xuzhou Market made a RMB50,000 donation to the Xuzhou Charity Federation on 99 Public Welfare Day to support poverty alleviation efforts.
  徐州市場於99公益日向徐州市慈善總會捐款人民幣50,000元，支持扶貧工作。

Luoyang Market:
洛陽市場：

- Luoyang Market donated RMB16,000 worth of supplies to the poverty alleviation event in Luoning County.
  洛陽市場向洛寧縣的扶貧活動捐贈價值人民幣16,000元的物資。

Yulin Market:
玉林市場：

- Yulin Market donated RMB276,000 to the Guangxi Charity Promotion Association for the "Baili Bianguan, United for Public Welfare" project.
  玉林市場向廣西慈善促進會捐款人民幣276,000元，用於「百里邊關，齊心公益」項目。

Hong Kong Headquarter:
香港總部：

- Hong Kong office donated HKD 30,000 to the Buddhist Tangmi Institute.
  香港辦事處向佛教唐密院捐款30,000港元。
- Hong Kong office donated HKD200,000 to the Western Temple.
  香港辦事處向西方寺捐款200,000港元。
- Hong Kong office donated HKD200,000 to the Hong Kong New Arrivals Service Fund for educational support.
  香港辦事處向香港新來港人士服務基金捐款200,000港元，用於教育支援。

Rural Revitalisation

As an agricultural wholesale enterprise, we should demonstrate our support for farmers by enhancing our income through contract farming, investing in rural infrastructure, and engaging in poverty alleviation projects. Our goal is to assist local agricultural businesses in modernising their production by offering access to advanced machinery, improved planting techniques, and up-to-date market information. We also advocate for government agricultural policies and ensure that farmers receive various subsidies in a timely manner.

振興鄉村

作為農產品批發企業，我們應透過合約耕種增加收益、投資農村基礎設施及參與扶貧項目，從而彰顯我們對農民的扶持。我們的目標是透過提供先進機械、經改良種植技術及最新市場信息幫助當地農業企業實現現代化生產。我們亦提倡政府農業政策，確保農民可及時獲得各類補助。





Wuhan Market actively responded to the call from relevant departments and purchased RMB40,000 worth of unsold snow pears, effectively resolving the sales difficulties faced by the planting farmers.
武漢市場積極響應有關部門的號召，採購價值人民幣40,000元的滯銷雪梨，有效解決了種植農戶面臨的銷售難題。

A strong and sustainable local economy is essential for revitalising rural areas. We work to create value chains that support rural industries. Our efforts include building local brands, promoting smart agriculture, and aiming to enhance rural tourism in the future.

強大且可持續的地方經濟對振興農村地區至關重要。我們努力創造支持農村產業的價值鏈。我們的努力包括打造當地品牌、推廣智慧農業，以及在未來致力提升鄉村旅遊業。

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

與本集團業務有關的主要適用法律及法規

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
Emissions **排放**	• Air Pollution Control Ordinance 《空氣污染管制條例》 • Water Pollution Control Ordinance 《水污染管制條例》 • Waste Disposal Ordinance 《廢物處置條例》 • Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 • Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》 • Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution 《中華人民共和國固體廢棄物污染防治法》
Employment and Labour Standards **僱傭及勞工準則**	• Employment Ordinance 《僱傭條例》 • Employees' Compensation Ordinance 《僱員補償條例》 • Sex Discrimination Ordinance 《性別歧視條例》 • Disability Discrimination Ordinance 《殘疾歧視條例》 • Family Status Discrimination Ordinance 《家庭崗位歧視條例》 • Personal Data (Privacy) Ordinance 《個人資料 (私隱) 條例》 • Labour Law of the People's Republic of China 《中華人民共和國勞動法》 • Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 • Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 • Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》
Health and Safety **健康與安全**	• Occupational Safety and Health Ordinance 《職業安全及健康條例》 • Fire Safety Ordinance 《消防安全條例》 • Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 • Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 • Regulation on Work-Related Injury Insurances of the People's Republic of China 《中華人民共和國工傷保險條例》

Aspect 層面	Main Applicable Laws and Regulations 主要適用法律及法規
Product Responsibility **產品責任**	• Trade Descriptions Ordinance 《商品說明條例》 • Personal Data (Privacy) Ordinance 《個人資料 (私隱) 條例》 • Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 • Trademark Law of the People's Republic of China 《中華人民共和國商標法》 • Protection of Consumer Rights and Interests of the People's Republic of China 《中華人民共和國消費者權益保護法》
Anti-corruption **反貪腐**	• Prevention of Bribery Ordinance 《防止賄賂條例》 • Anti-Money Laundering and Counter-Terrorist Financing Ordinance 《打擊洗錢及恐怖分子資金籌集條例》 • Criminal Law of the People's Republic of China 《中華人民共和國刑法》 • Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 • Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 • Tendering and Bidding Law of the People's Republic of China 《中華人民共和國招標投標法》

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

香港聯合交易所有限公司環境、社會及管治報告指引內容索引

Mandatory Disclosure Requirements 強制披露規定	Chapter/Statement 章節／陳述
Governance Structure 管治架構	Board and ESG Governance Structure 董事會及環境、社會及管治管治架構
Reporting Principles 報告原則	Reporting Principles 報告原則
Reporting Boundary 報告邊界	Reporting Scope 報告範圍

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A1: Emissions 層面A1：排放		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air Emissions 排放－廢氣排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放(以噸計算)及(如適用)密度。	Emissions – Greenhouse Gas Emissions 排放－溫室氣體排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and intensity. 所產生有害廢棄物總量(以噸計算)及密度。	Emissions – Waste Management 排放－廢棄物管理
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and intensity. 所產生無害廢棄物總量(以噸計算)及密度。	Emissions – Waste Management 排放－廢棄物管理
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放目標及為達致該等目標所採取的步驟。	ESG Environmental Targets 環境、社會及管治環境目標
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions – Waste Management 排放－廢棄物管理

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A2: Use of Resources **層面A2：資源使用**		
General Disclosure **一般披露**	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Use of Resources 資源使用
KPI A2.1 **關鍵績效指標A2.1**	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources – Energy Management 資源使用－能源管理
KPI A2.2 **關鍵績效指標A2.2**	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources – Water Management 資源使用－ 用水管理
KPI A2.3 **關鍵績效指標A2.3**	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources – Energy Management 資源使用－能源管理
KPI A2.4 **關鍵績效指標A2.4**	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources – Water Management, Sewage Discharge 資源使用－ 用水管理、污水排放
KPI A2.5 **關鍵績效指標A2.5**	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及每生產單位佔量。	Use of Resources – Use of Packaging Materials 資源使用－ 包裝材料使用
Aspect A3: The Environment and Natural Resources **層面A3：環境及天然資源**		
General Disclosure **一般披露**	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 **關鍵績效指標A3.1**	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources – Safeguarding Market Hygiene, Biodiversity Protection 環境及天然資源－保護市場衛生，生物多樣性保護

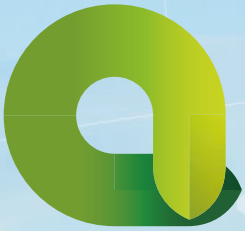
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A4: Climate Change 層面A4：應對氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact the issuer. 識別及減輕已經影響及可能會影響發行人的重大氣候相關問題的政策。	Climate Change 應對氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經影響及可能會影響發行人的重大氣候相關問題，以及管理有關問題所採取的行動。	Climate Change 應對氣候變化
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失率。	Employment 僱傭

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect B2: Health and Safety **層面B2：健康與安全**		
General Disclosure **一般披露**	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Health and Safety 健康與安全
KPI B2.1 **關鍵績效指標B2.1**	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工死亡的人數及比率。	Health and Safety 健康與安全
KPI B2.2 **關鍵績效指標B2.2**	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 **關鍵績效指標B2.3**	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety – Occupational Health and Safety, Safety Training 健康與安全－職業健康與安全、安全培訓
Aspect B3: Development and Training **層面B3：發展與培訓**		
General Disclosure **一般披露**	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓
KPI B3.1 **關鍵績效指標B3.1**	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展與培訓
KPI B3.2 **關鍵績效指標B3.2**	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展與培訓

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
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. 有關防止童工及強制性勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Labour Standards – Prevention of Child and Forced Labour 勞工準則－防止童工及強制性勞工
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討僱傭慣例的措施以避免童工及強制性勞工。	Labour Standards – Prevention of Child and Forced Labour, Working Hours and Rest Periods 勞工準則－防止童工及強制性勞工、工作時數及假期
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards – Prevention of Child and Forced Labour, Working Hours and Rest Periods 勞工準則－防止童工及強制性勞工、工作時數及假期
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management – Supplier Screening and Assessments 供應鏈管理－供應商篩選與評估
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management – Green Procurement, Supply Chain's Social Impact 供應鏈管理－綠色採購、供應鏈社區影響
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management – Green Procurement, Supply Chain's Social Impact 供應鏈管理－綠色採購、供應鏈社區影響

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect B6: Product Responsibility **層面B6：產品責任**		
General Disclosure **一般披露**	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Product Responsibility – Advertising and Labelling 產品責任－廣告及標籤
KPI B6.1 **關鍵績效指標B6.1**	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility – Customer Service, Quality Services 產品責任－客戶服務、優質服務
KPI B6.2 **關鍵績效指標B6.2**	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Customer Service, Quality Services 產品責任－客戶服務、優質服務
KPI B6.3 **關鍵績效指標B6.3**	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Protection of Intellectual Property Rights 產品責任－保護知識產權
KPI B6.4 **關鍵績效指標B6.4**	Description of quality assurance process and recall procedures. 描述質量檢定過程及回收程序。	Product Responsibility – Customer Service, Quality Service 產品責任－客戶服務、優質服務
KPI B6.5 **關鍵績效指標B6.5**	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility – Privacy Protection 產品責任－私隱保護

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect B7: Anti-corruption **層面B7：反貪腐**		
General Disclosure **一般披露**	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。	Anti-corruption 反貪腐
KPI B7.1 **關鍵績效指標B7.1**	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於報告期間對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪腐
KPI B7.2 **關鍵績效指標B7.2**	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption – Whistleblowing Policy 反貪腐－舉報政策
KPI B7.3 **關鍵績效指標B7.3**	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪腐培訓。	Anti-corruption 反貪腐
Aspect B8: Community Investment **層面B8：社區投資**		
General Disclosure **一般披露**	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 **關鍵績效指標B8.1**	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment – Our Contributions to the Community, Rural Revitalisation 社區投資－造福社區，鄉村振興
KPI B8.2 **關鍵績效指標B8.2**	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	Community Investment – Our Contributions to the Community, Rural Revitalisation 社區投資－造福社區，鄉村振興



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