



DaChan Food (Asia) Limited
大成食品(亞洲)有限公司

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 3999

享 受 安 心 美 食

**Environmental, Social and
Governance Report 2018**

**二零一八年環境、
社會及管治報告**



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公司介紹 Corporate Profile

大成食品(亞洲)有限公司(「本公司」或「大成」)是於中華人民共和國(「中國」)、越南及馬來西亞經營業務的跨國企業集團。本公司股份自二零零七年起在香港聯合交易所有限公司(「聯交所」)上市。本公司(與其附屬公司及合營公司統稱為「本集團」)乃領先的全面整合動物蛋白產品提供商，產品涵蓋飼料、禽畜、水產動物營養先進配方及加工食品。

本集團在中國、越南及馬來西亞共擁有超過30間工廠，其動物飼料大部分以「綠騎士」、「補克博士」及「SOS」品牌出售，雞肉及加工食品則多數以「姐妹廚房」品牌出售。

本集團透過國內及國際知名連鎖店、農貿市場、網店、分銷商、以及超級市場銷售產品。藉著已建立的完善銷售渠道，本集團已充分具備快速增長的條件。

本集團將食品品質視為重中之重，因其高標準的品質控制而贏得諸多行業獎項及認證。於二零零九年，本集團為「姐妹廚房」品牌產品引入業內領先的產品可溯源體系，使消費者能夠追蹤諸如農戶姓名、養雞場地址、所餵養飼料以及加工工廠名稱等產品信息。

DaChan Food (Asia) Limited (the “Company” or “DaChan”) is a conglomerate with operations in the People’s Republic of China (“PRC”), Vietnam and Malaysia. The Company’s shares have been listed on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) since 2007. The Company (together with its subsidiaries and its jointly-controlled entities the “Group”) is a leading fully integrated animal protein product provider whose products range from feeds, poultry and advanced nutritional formulas for aquatic animals to processed foods.

The Group has more than 30 factories across the PRC, Vietnam and Malaysia. Its animal feeds are mainly sold under the brands of “Green Knight” (綠騎士), “Dr. Nupak” (補克博士) and “SOS”, and chicken meat and processed foods are mainly sold under the brand of “Sisters’ Kitchen” (姐妹廚房).

The Group distributes its products through well known domestic and international chain stores, wet markets, online stores, distributors, and supermarkets. Through its established and comprehensive sales channels, the Group is well positioned for rapid growth.

The Group attaches the highest importance to the quality of its food products. The Group’s high standard quality control have earned numerous industry awards and recognitions. In 2009, the Group introduced a pioneering product safety traceability system for its “Sisters’ Kitchen” products, which enables consumers to trace product information such as the name of the farmers, the location of the chicken farms, the feeds consumed by the animals as well as the name of the food-processing factories.

本集團努力不懈地運用最新食品科技以開發全新的高附加價值產品。通過及時回應市場不斷轉變之需求，本集團大大提升了對客戶的服務品質。

願景

身為食物全產業鏈的整合者，由上游的農業源頭、中游的食品研發製造者、到下游廣大的消費者，大成用心聯結每一個環節，以提升整個食物產業鏈的效率與附加價值，並提供消費者安心、營養、健康的產品與服務。我們希望包括我們的員工、投資股東、供應商及源頭的農戶在內的產業鏈的上中下游每個參與者都以我們公司為驕傲。此外，本集團也會著重生態環保，積極履行社會責任。同時，大成將為同行業中投入最多於生物科技及信息技術有關的創新與應用的公司，並致力於成為大中華區最支持員工發展且最令人尊敬的公司之一！

The Group endeavours to develop brand-new highly value-added products by constantly utilizing the latest food science and technology. By promptly addressing the ever-changing market demand, the Group has greatly enhanced the quality of customer service.

VISION

As a company integrating the entire food production chain, from agricultural source in the upstream, the food researchers and manufacturers in the midstream, to the mass consumers in the downstream, DaChan links every section attentively in order to enhance the efficiency and the value of the entire food production chain, as well as providing consumers with safe, nutritious and healthy products and services. We hope each party involved in the upstream, midstream and downstream of the production chain, including our staff, shareholders, suppliers, and farmers at the source of production, will be proud of us. Besides, the Group also emphasises eco-environmental protection and proactively fulfils its social responsibilities. Meanwhile, DaChan will be the company which invests most resources on the innovation and application of biotechnology and information technology across the industry and committed to become one of the most respectable companies and one of the companies that are the most supportive of staff development in the Greater China Region!



公司介紹 Corporate Profile

競爭優勢

- 市場領導者且具高品牌知名度
- 業務高度整合，一條龍作業極具高效率營運模式
- 嚴格高標準品質監控，以及可溯源系統
- 與全國及國際知名客戶有穩定及長期關係
- 生產設施及技術具擴充及延展性，可遍及中國、越南及馬來西亞的主要據點
- 擁有經驗豐富及敬業的管理人員

COMPETITIVE ADVANTAGES

- Market leader with high brand publicity
- Highly vertically integrated business with highly efficient mode of operation
- Strict and high standard of quality control and traceability system
- Stable and long-standing relationship with nationally and internationally renowned customers
- Extendable and scalable production facilities and technology in major strategic locations across the PRC, Vietnam and Malaysia
- Experienced and dedicated management team



韓家宸 主席 Harn Jia-Chen Chairman



**持續「做大、做深食品化」
致力發展自有品牌**

**Continually “strengthen and deepen”
food product processing operations
Dedicated to developing own brand**





主席報告 Chairman's Statement

尊敬的股東們好，

二零一九年一月，韓家寰主席因個人原因，轉為擔任董事。董事會經過反覆思考後，推舉我來為大成食品提供綿薄之力，希望我過去的餐飲經驗能夠協助食品事業穩定擴張、台商協會的資源能夠帶來縱效、而且最重要的是協調整合大成集團臺灣的資源，能夠加速相對競爭力的發展。

過去這一年，雖然餐飲行業整體仍然保持10%左右的增長速度，但門店數量的增加更多，導致平均獲利能力下降、關店數也很高。屋漏偏逢連夜雨，食品安全問題的新聞卻又層出不窮。這對大成是極大的機會，因為食品安全、可溯源食材是我們一直以來的基石策略。餐飲行業快速連鎖化，配套的是更嚴格、更穩定的品質要求，也需要菜單產品定制、行銷方面的靈活配合。這恰恰也是過去幾年大成食品在培養的食品渠道能力，因此能夠穩定的成長並非偶然。未來除了這些既定方向之外，也將引入更多元的食材，以便完整的提供餐飲解決方案。

農畜行業中，幾乎每年都發生大事件。今年的大事件肯定是非洲豬瘟疫情所帶來生物安全、食安、動物蛋白供需的震蕩。在此之外，如何了解政府政策、配合相關部門提出的標準，也是大成的重要工作。

Dear Shareholders,

In January 2019, Chairman Han Jia-Hwan was redesignated as a director due to personal reasons, and after lengthy consideration, the board of directors recommended me to step into his shoes. The Board hopes that my catering industry experience will be an asset as we strive to expand the food segment. To this, the resources of the Taiwan Business Association should bring synergy, as we coordinate and integrate all the resources of Dachan Food Taiwan and improve its competitiveness.

Although the catering industry as a whole maintained a growth rate of about 10% last year, the number of stores continued to increase, resulting in lower average profitability and a greater number of closed stores. The endless news about food safety issues created favourable opportunities in light of Dachan's cornerstone strategy of food safety and traceability. The catering industry's fast retail chain store expansion has been accompanied by more stringent quality requirements, as well as flexible cooperation in menu, product customisation and marketing. DaChan Food's efforts to cultivate food channels during the past few years has laid the groundwork for its steady growth today. In future, DaChan Food will introduce more ingredients to provide complete catering solutions.

Serious incidents occur almost yearly in the livestock industry. This year's most consequential was definitely the African swine fever outbreak and the resultant worries about biosecurity, food safety and animal protein supply. Beyond that, understanding government policies and how to meet the standards set by relevant departments is also a highly important task for DaChan Food.



台資企業在過去幾年，原本的技術、管理優勢已經不像以前明顯，必須要培養自己的相對競爭力。近幾年中國大陸的外售飼料行業競爭激烈，我們會好好利用大成集團在臺灣的成功經驗及技術積累，重新把相對競爭力建立起來。同樣的，肉品事業雖然有白肉雞價格的利好，但也將依賴集團的經驗在養殖、電宰技術上更加精進。兩岸之間更多交流切磋，將是改善管理及技術能力最快速的手段。

市場情勢千變萬化，大成會戰戰兢兢的鞏固優勢事業的市場地位，培養其他事業的相對競爭力，也會協同集團中其他兄弟公司分進合擊，達到「兄弟爬山，一起努力」的成果。

謝謝各位股東持續的支持。

主席
韓家宸

香港
二零一九年四月

In the past few years, the inherent technical and managerial advantages of Taiwan-funded enterprises have become less markedly obvious, and they have had to improve their relative competitiveness. The external feed sector in mainland China is highly competitive in recent years. We will use DaChan Group's experience and technological know-how in Taiwan to re-establish its relative competitiveness. Similarly, although prices have been favourable for white meat chicken, we will rely on the Group's experience to introduce more sophisticated methods of rearing coupled with electrical slaughtering technology. Intensified exchanges between China and Taiwan will be the fastest means of improving management and technical capabilities.

The market situation is always in the midst of change. DaChan will cautiously consolidate the market position of its advantageous businesses and improve the relative competitiveness of others. We will also cooperate with other Group subsidiaries to achieve the effect of "brothers climbing and working together."

Thank you for your consistent support.

Chairman
Harn Jia-Chen

Hong Kong
April 2019

環境、社會及管治報告

Environmental, Social and Governance Report

前言 關於本報告

本公司作為食物全產業鏈的整合者，我們深明集團在環境、社會及管治信息披露方面的責任，亦深知環境、社會及管治對集團的未來至關重要。

本公司發布的《環境、社會及管治報告》（以下簡稱「本報告」）是參照聯交所頒布的《環境、社會及管治報告指引》（以下簡稱「ESG報告指引」）而編製的。本報告披露本集團於二零一八年一月一日至二零一八年十二月三十一日在環境、社會及管治方面的績效信息。本報告書亦將作為與相關權益人溝通的重要媒介，希望藉由內、外部相關權益人的指導與建議，令本集團得以不斷改善環境、社會及管治工作，從而提升生產效率及降低生產成本，以達致本集團業務的進一步改善。

本公司常年將可持續發展戰略融入企業文化和運營計劃之內，實現公司的永續經營發展，提升公司價值。本公司制定下列戰略目標：

- 建立和增強消費者對食品安全的信心
- 研發及應用生物技術實現資源循環使用並降低排放，治理環境污染狀況
- 建立及優化優質人才吸收、培養及管理體系

INTRODUCTION: ABOUT THIS REPORT

As the Company's business encompasses the entire food production chain, we are keenly aware of our responsibilities in terms of environmental, social and governance information disclosure. We also recognise that environmental, social and governance factors are vital to the Group's future.

This Environmental, Social and Governance Report (the "Report") was prepared with reference to the Environmental, Social and Governance Report Guidelines ("ESG Report Guidelines") published by the Stock Exchange. The Report discloses performance information relating to environmental, social and governance aspects of the Group from 1 January 2018 to 31 December 2018. The Report also serves as an important communications link between the Company and its stakeholders. It is hoped that the Group can continue to improve its environmental, social and governance works under the guidance of internal and external stakeholders, thereby enhancing production efficiency, reducing production costs and further improving its business effectiveness.

The Company's sustainable development strategy is integral to its corporate culture and its operating plans for sustainable development and enhancing its value. To this end, the Company has developed the following strategic objectives:

- Establish and enhance consumer confidence in food safety
- Research, develop and apply biotechnology to recycle resources, reduce emissions and curb environmental pollution
- Establish and optimise a high-quality system for talent attraction, training and management

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- 創建公平公開公正的經營、工作環境
- 投入社會公益活動，打造受人尊敬的品牌形象
- Create a fair, open and just management and work environment
- Invest in social welfare activities to create a respected brand image

本公司董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

The Board of directors and all directors of the Company guarantee that this Report contains no false records, misleading statements or major omissions, and bear individual and collective responsibility for the truthfulness, accuracy and completeness of its contents.

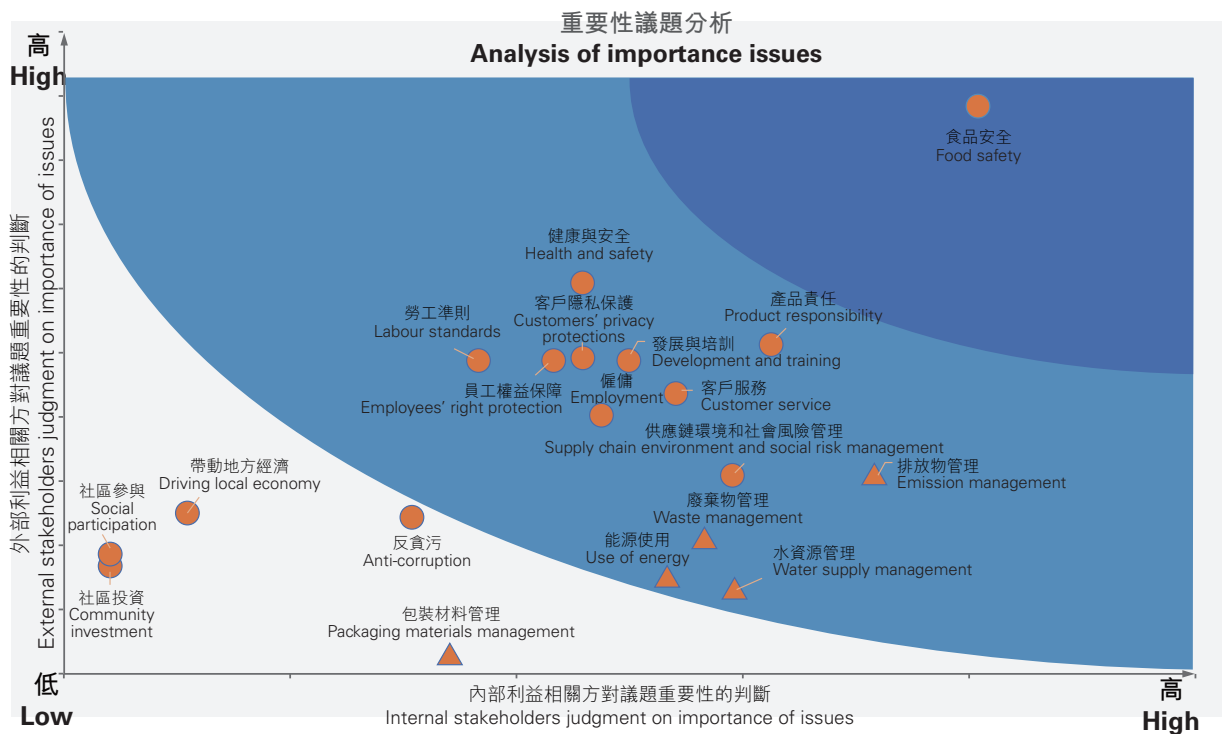


議題實質性分析

本集團根據聯交所ESG報告指引要求，參考全球報告倡議組織（「GRI」）有關實質性分析的流程，通過調查問卷、訪談等形式，收集並記錄本集團主要利益相關方關注的議題及對各議題重要性評估結果，並進行重要性分析和排序，確定本集團在環境、社會及管治方面的實質性（重要）議題，並在報告中進行披露。（見下圖）

SUBSTANTIVE ANALYSIS OF THE ISSUE

In accordance with the requirements of the Stock Exchange ESG Report Guidelines and with reference to the process of substantive analysis issued by the Global Reporting Initiative (“GRI”), the Group collects and records major stakeholders’ issues of concern and the result of the evaluation of importance of each issue through questionnaires, interviews and other means. It then conducts analysis and sequencing the importance in order to confirm the substantive (importance) issue in environmental, social and governance of the Group and discloses in the report. (As shown below)





環境保護

排放物

本集團嚴格執行《中華人民共和國環境保護法》、《中華人民共和國鍋爐大氣污染物排放標準》、《中華人民共和國水污染防治法》等法律法規、標準及地方性規範。二零一八年度，本集團環保設施運行穩定，未發生重大環境污染事件。

本集團在生產運營及北方工廠冬季取暖等過程中，因燃燒煤炭、天然氣和生物質，會排放氮氧化物、硫氧化物、顆粒物和由燃燒煤炭、天然氣和生物質產生的直接溫室氣體，以及由於消耗電能所到導致的間接溫室氣體。

ENVIRONMENTAL PROTECTION

EMISSIONS

The Group strictly complies with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), Emission Standard of Air Pollutions for Boiler of PRC (《中華人民共和國鍋爐大氣污染物排放標準》), Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》) and all other applicable laws, regulations and standards. In 2018, the Group's facilities maintained stable operations and there was no significant environmental pollution.

In processes of production and operation and by heating northern plants during winter, the Group emits nitrogen oxides, sulphur oxides and particulate matter due to the burning of coal, natural gas and biomass, direct greenhouse gases from the burning of coal, natural gas and biomass, and indirect greenhouse gases generated by consumption of electricity.



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為減少溫室氣體的排放，本集團自二零一五年開始分批將燃煤鍋爐淘汰替換成清潔能源鍋爐，並通過調整作業工序、革新生產工藝、增加環保設施以及委托具有資質的環保機構進行專業操作等一系列措施在氮氧化物、硫氧化物、顆粒物、溫室氣體排放方面取得了顯著的減排效果，污染物排放水平低於國家及地區要求的排放標準。截止二零一八年底，本集團滄州廠、天津廠、蚌埠廠、禹城廠、平度廠、四川廠、湖南廠、瀋陽廠、營口廠、哈爾濱廠、長春廠、鐵嶺廠已完成清潔能源鍋爐改造，大連廠已完成燃煤鍋爐脫硫設備更新。

本集團投資購入污水處理裝置及修建污水處理站，採用物理、化學和生物處理方法，有效去除污水中的懸浮物、生物需氧量、化學需氧量、氨氮等造成水體污染的主要物質，處理後的廢水均符合《污水綜合排放標準》(GB 8978-1996)、《肉類加工工業水污染物排放標準》(GB 13457-1992)和《畜禽養殖業污染物排放標準》(GB 18596-2001)。此外，本集團還利用及推廣微藻技術處理養殖污水，在儘量減少污水排放量之餘，也將吸收水中有機營養的微藻回收並製成動物營養產品，實現資源的循環利用。

To reduce greenhouse gas emissions, in 2015 the Group began the phased replacement of coal-fired boilers with clean energy boilers. Emissions of nitrogen oxides, sulfur oxides, particulate matter and greenhouse gases have also been significantly reduced by adjusting industrial operational processes, improving production technology, increasing environmentally friendly facilities, and engaging qualified environmental protection institutions to perform certain professional operations. This has brought the Group's pollutant emissions levels to below those mandated by national and regional emissions standards. As of the end of 2018, the Group had completed the upgrading of clean energy boilers for its plants in Cangzhou, Tianjin, Bengbu, Yucheng, Pingdu, Sicuan, Hunan, Shenyang, Yingkou, Harbin, Changchun and Tieling, and completed upgrades of desulphurisation facilities for coal-fired boilers at the plant in Dalian.

The Group invested in the purchase of sewage treatment plants and construction of sewage treatment stations. These use physical, chemical and biological methods to remove suspended solids in wastewater, biological oxygen demand, chemical oxygen demand, ammonia nitrogen and phosphorus, which are major substances causing water pollution. The treated waste water is in compliance with the Integrated Wastewater Discharge Standard (GB 8978-1996) (《污水綜合排放標準》), Discharge Standard of Water Pollutants for Meat Packing Industry (GB 13457-1992) (《肉類加工工業水污染物排放標準》) and Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB18596-2001) (《畜禽養殖業污染物排放標準》). The Group also utilised and promoted microalgae technology for the treatment of breeding sewage. As well as minimising sewage discharge, this system reclaims the microalgae that absorbs organic nutrients from water for use in producing animal nutrient products, achieving an effective recycling of resources.

本集團高度重視廢棄物的處置，其附屬企業二零一八年度產生的廢棄物得到了有效處置，對於有害廢棄物如廢機油、廢燈管等交由具備環保處理資質的公司進行外運處理；對於一般廢棄物如爐渣、污泥和畜禽糞便等，通過銷售給第三方公司做建築材料或生產有機肥料使用，工業廢水污染物如化學需氧量和氨氮，隨污水一同處理並達標排放，實現了廢棄物的減量化、資源化和無害化處理。

二零一八年度，本集團通過使用清潔能源方式，同比使用傳統燃煤鍋爐方式，大幅減少了廢氣和溫室氣體的排放量。本集團使用天然氣及生物質能源相當於替代了8,473.14噸標煤的煤炭，同比減少了溫室氣體3,927.81噸二氧化碳當量、硫氧化物71.23噸、氮氧化物51.31噸和顆粒物79.95噸¹的排放。本集團滄州食品廠在作業現場用洗手粉替換布料清洗污垢，減少了一定量廢抹布的產生；鐵嶺食品廠在二零一八年進行了污水處理設備升級改造，工業廢水化學需氧量從二零一七年的33.33噸，下降至16噸，氨氮排放量從二零一七年的5.63噸，下降至1.66噸。

The Group is highly concerned about the disposal of waste. The waste generated by its subsidiary enterprises for the year 2018 was disposed properly. Hazardous wastes such as waste oil, waste light tubes, etc, were disposed by companies possessing environmental protection qualifications. General wastes such as slag, sludge, livestock manure, etc, were sold by the Group to third party companies for reused as building materials or organic fertilisers. Industrial wastewater pollutants such as COD and ammonia nitrogen are treated and disposed along with sewage treatment, fulfilling discharge standards, achieving waste reduction, recycling and harmless disposal.

During 2018 the Group significantly reduced its emissions of exhaust and greenhouse gases by using clean energy sources rather than conventional coal-fired boilers. The Group used natural gas and biomass energy to replace 8,473.14 tons of standard coal, representing emissions decreases of 3,927.81 tons of carbon dioxide equivalent, 71.23 tons of sulfur oxides, 51.31 tons of nitrogen oxides and 79.95 tons¹ of particulate matter. The Group's food factory at Cangzhou reduced its consumption of cloths used for hand-washing by switching to hand-washing powder. The food factory at Tieling upgraded its sewage treatment equipment in 2018, reducing the chemical oxygen demand of industrial wastewater from 33.33 tons in 2017 to 16 tons, and ammonia nitrogen emissions from 5.63 tons in 2017 to 1.66 tons.



鍋爐燃氣調控站
Boiler gas control station



鍋爐房
Boiler room

1 廢氣排放參考《鍋爐大氣污染物排放標準》(GB 13271-2014)、《鍋爐大氣污染物排放標準》(DB12/151-2003)。

1 Exhaust gas emissions references of "Emission Standard of Air Pollutions for Boiler "(GB 13271-2014) and "Emission Standard of Air Pollutions for Boiler " (DB12/151-2003).

資源使用

本集團嚴格執行《中華人民共和國節約能源法》、《中華人民共和國可再生能源法》和《中華人民共和國清潔生產促進法》等國家、地方和行業節能降耗的法律法規，及禁止與限制使用及淘汰落後技術、工藝及產品的有關規定，積極推廣應用新技術、新材料、新工藝和新產品，以降低能源、水資源和其他原材料的消耗，提高資源使用的效率，加強資源的循環利用，減少廢棄物的產生。

在能源使用方面，本集團積極踐行節能降耗的理念，將傳統燃煤鍋爐改造成為清潔能源鍋爐，減少了煤炭使用量，有效提高了能源使用的效率。

在水資源使用方面，本集團求取水源主要來自於市政供水和地下水，在求取適用水源上未出現任何問題。本集團重視對水資源使用的管理，嚴格執行《中華人民共和國水法》、《中華人民共和國水污染防治法》等法律法規、標準及地方性規範，同時重視對員工進行節約用水的教育，鼓勵二次用水，杜絕浪費，以儘量減少水資源的消耗及污水的產生。蚌埠食品廠強化節水意識，將各班用水量列入考核，二零一八年耗水量較上一年減少了39,352立方米。

USE OF RESOURCES

The Group strictly implements national, local and industrial laws and regulations on energy conservation, such as the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》), the Renewable Energy Law of the PRC (《中華人民共和國可再生能源法》) and Law of the PRC on the Promotion of Clean Production (《中華人民共和國清潔生產促進法》), as well as applicable provisions for the prohibited or restricted use of or eliminating outdated technologies, processes and products. The Group regularly introduces new technologies, materials, processes and products to reduce its consumption of energy, water and other resources, enhance its utilisation efficiency of resources, strengthen the recycling of resources, and reduce waste.

In terms of use of energy, the Group actively practices the concept of energy saving and consumption reduction, to replace traditional coal-fired boilers with clean energy boilers, which has reduced its consumption of coal and effectively increased its energy use efficiency.

In respect to use of water resources, the Group's supply is mainly from municipal and groundwater sources, and no problems is occurred when sourcing applicable water source. The Group pays high attention on management of the use of water resources, which is rigorously managed through strict implementation of the Water Law of the PRC (《中華人民共和國水法》), the Law of the PRC on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), and other relevant laws, regulations and standards. The Group educates employees water-and resource-saving practices, encourages them to reuse water in order to eliminate waste water and minimize water consumption and wastewater generation. In 2018, the food factory at Bengbu strengthened its water-saving awareness by including the water consumption of each team in its annual assessment, resulting in 39,352 cubic metres less water consumed than in 2017.

在包裝材料、用紙等其他原材料消耗方面，本集團多舉措並行，如在商品包裝設計和製作過程中，盡可能考慮到包裝材料的回收和再利用，並將包裝的體積和重量限制在最低限度內；採用辦公自動化應用系統、減少辦公用品消耗及鼓勵無紙化辦公、二次用紙等。

環境及天然資源

本集團深切理解可持續發展與集團競爭力的密切關係，業務活動中產生的能源消耗、污水及固體廢棄物排放可能對水源、空氣、土壤以及生態系統產生影響，也認同平衡經濟、環境和社會需求的重要性。本集團積極踐行環境保護與可持續發展理念，致力遵守政府制定的所有環保標準及政策，以對環境負責任的態度經營業務，力求在生產和環境影響方面取得平衡。

本集團旗下各企業遵從源頭控制、末端治理、技術革新之政策積極從各方面進行技術改造，力求達到減少使用、重用、循環再用、及復原天然資源的目標，減少排放物及廢棄物的產生，以持續改善天然資源利用效率，將運營對環境及天然資源的影響減至最低。

本集團下屬的深圳綠倍生態科技有限公司（以下簡稱「綠倍」）是一家以微藻技術為核心優勢，專為生物養殖、食品及其他相關產業的公司提供動物營養及生態環境解決方案的生態科技公司。

In respect to the consumption of other materials, such as packaging materials and papers, the Group has taken various measures to increase the recycling and reuse of packaging materials and reduce consumption by limiting packaging volume and weight. The Group has also adopted the application system for office automation, reduced consumption of office supplies, encouraged the reuse of paper, and advocated the creation of a paperless office.

ENVIRONMENTAL AND NATURAL RESOURCES

The Group profoundly understands the direct relationship between sustainable development and competitiveness. The energy consumed and waste generated by business activity does make an impact on water, air and soil resources, and therefore on the ecosystem. The Group also recognises the importance of balancing economic, environmental and social needs. Therefore the Group implements a range of measures for environmental protection and sustainable development, complies with all government environmental protection standards and policies, and strives to operate in a responsible manner which balances the need for production with minimising its environment impact.

All subsidiaries of the Group continuously introduce technical refinements and innovations to source control and end treatment with the purpose of fulfilling targets for reducing, reusing, recycling and renewing natural resources, reducing emissions and waste, improving the utilisation efficiency of natural resources, and minimising the effect of the operation on the environment and natural resources.

Green Pac Bio Co (深圳綠倍生態科技有限公司) ("Green Pac"), a member of the Group, is a biotechnology company with microalgae technology as its core advantage. It is principally engaged in providing animal nutrition and ecological environment solutions for companies in biological farming, food and other related industries.

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

綠倍的微藻技術是將畜牧養殖生態、人類社區生態以及食品加工生態聯繫在一起，優化農業整體資源，做到資源再循環利用，達到減排、綠色及高效的目的，進而完善了可持續發展的生物工程及微藻系統的環保高新技術。與傳統污水處理方法相比，綠倍的微藻技術可以克服傳統污水處理方法引起的二次污染、潛在營養物質丟失等弊端，同時能對污染水進行深度處理，有效的去除氨氮、磷等物質。此項技術在糞污還田受限的中國，有望為畜牧養殖業帶來嶄新的可持續發展基礎。

Green Pac links animal husbandry ecology, human community ecology and food processing ecology with microalgae to create technologies that can optimise the overall resources of agriculture, reuse resources, reduce emissions and enhance energy efficiency. In addition, it has improved the sustainable development of bioengineering and environmental protection high-tech of microalgae system. Green Pac's microalgae technology can overcome secondary pollution, potential nutrient loss and other disadvantages inherent to traditional sewage treatment methods, and can also enable in-depth treatment of polluted water to remove ammonia nitrogen, phosphorus and other substances. This technology is expected to create a new foundation for sustainable development of the animal husbandry, breeding and rearing industry in China, where the use of manure and waste in agricultural land is constrained.

環境關鍵績效指標

Environmental Key Performance Indicators

		飼料廠 ² Feed mill	食品廠 ³ Food factory
總耗水量(單位：立方米)	Total water consumption (unit: cubic metre)	78,625.89	2,198,149.00
耗水密度(單位：立方米/萬元營收)	Water consumption density (unit: cubic metres/RMB ten thousand revenue)	0.49	7.47
污水產量 ⁴ (單位：立方米)	Sewage production ⁴ (unit: cubic metre)	-	2,080,317.47
生活污水產量(單位：立方米)	Domestic sewage production (unit: cubic metre)	-	282,742.00
工業廢水產量(單位：立方米)	Industrial wastewater production (unit: cubic metre)	不涉及 Not involved	1,797,575.47
污水處理量 ⁴ (單位：立方米)	Sewage treatment capacity ⁴ (unit: cubic metre)	-	2,080,317.47
生活污水處理量(單位：立方米)	Domestic sewage treatment capacity (unit: cubic metre)	-	282,742.00
工業廢水處理量(單位：立方米)	Industrial wastewater treatment capacity (unit: cubic metre)	不涉及 Not involved	1,797,575.47
總耗電量(單位：千瓦時)	Total power consumption (unit: kWh)	23,090,415.90	51,926,940.67
耗電密度(單位：千瓦時/萬元營收)	Power consumption density (unit: kWh/RMB ten thousand revenue)	143.89	176.47
天然氣消耗量(單位：標準立方米)	Natural gas consumption (unit: standard cubic metres)	1,878,853.40	1,123,383.00
煤炭消耗量(單位：噸標準煤)	Coal consumption (unit: ton of standard coal)	2,641.54	3,835.00
生物質消耗量(單位：噸標準煤)	Biomass consumption (unit: ton of standard coal)	1,920.15	2,950.31
綜合能源消耗量(單位：千個千瓦時)	Comprehensive energy consumption (unit: thousand kWh)	45,940.14	78,721.13
綜合能源消耗密度(單位：千個千瓦時/萬元營收)	Comprehensive energy consumption density (unit: thousand kWh/RMB ten thousand revenue)	0.29	0.27
硫氧化物排放量(單位：噸)	Sulfur oxide emissions (unit: ton)	20.20	11.70
氮氧化物排放量(單位：噸)	Nitrogen oxide emissions (unit: ton)	21.38	38.31
顆粒物排放量(單位：噸)	Particulates emissions (unit: ton)	23.96	6.95
溫室氣體排放總量 ⁵ (單位：噸二氧化碳當量)	Total greenhouse gas emissions ⁵ (unit: ton of carbon dioxide equivalent)	29,435.48	51,572.96
直接溫室氣體排放量(單位：噸二氧化碳當量)	Direct greenhouse gas emissions (unit: ton of carbon dioxide equivalent)	15,348.01	19,892.33
間接溫室氣體排放量(單位：噸二氧化碳當量)	Indirect greenhouse gas emissions (unit: ton of carbon dioxide equivalent)	14,087.46	31,680.63
溫室氣體排放強度 (單位：噸二氧化碳當量/萬元營收)	Greenhouse gas emission intensity (unit: ton of carbon dioxide equivalent/RMB ten thousand revenue)	0.18	0.18
有害廢棄物的總重量(單位：千克)	Total weight of Hazardous waste (unit: kg)	733.00	11,848.80
廢機油(單位：千克)	Waste oil (unit: kg)	733.00	11,193.00

環境關鍵績效指標
Environmental Key Performance Indicators

		飼料廠 ² Feed mill	食品廠 ³ Food factory
廢燈管(單位: 千克)	Waste lamp (unit: kg)	不涉及 Not involved	309.80
廢抹布(單位: 千克)	Waste cloth (unit: kg)	不涉及 Not involved	269.00
廢舊電子產品(單位: 千克)	Waste and obsolete electronic products (unit: kg)	不涉及 Not involved	77.00
有害廢棄物的產生強度(單位: 千克/萬元營收)	Hazardous waste generation intensity (unit: kg/RMB ten thousand revenue)	0.00	0.04
無害廢棄物的總重量(單位: 噸)	Non-hazardous waste generation intensity (unit: ton)	306.00	5,054.82
爐渣(單位: 噸)	Slag (unit: ton)	306.00	1,719.19
污泥(單位: 噸)	Sludge (unit: ton)	不涉及 Not involved	2,323.69
病死&死畜禽(噸)	Sick and dead livestock (ton)	不涉及 Not involved	532.79
畜禽糞便(噸)	Livestock manure (ton)	不涉及 Not involved	154.46
工業廢水污染物化學需氧量(單位: 噸)	Industrial wastewater pollutants chemical oxygen demand (unit: ton)	不涉及 Not involved	311.54
工業廢水污染物氨氮(單位: 噸)	Industrial wastewater pollutants ammonia nitrogen (unit: ton)	不涉及 Not involved	13.15
無害廢棄物的產生強度(單位: 噸/萬元營收)	Non-hazardous waste generation intensity (unit: ton/RMB ten thousand revenue)	0.00	0.02
包裝材料的總使用量(單位: 噸)	Total usage amount of packaging materials (unit: ton)	2,111.23	5,465.38
紙箱(單位: 噸)	Carton (unit: ton)	不涉及 Not involved	3,690.46
塑料(單位: 噸)	Plastic (unit: ton)	2,111.23	1,385.84
其他包裝材料(單位: 噸)	Other packaging materials (unit: ton)	不涉及 Not involved	389.09
包裝材料每生產單位佔量(單位: 噸/萬元營收)	Packaging materials per unit proportion (unit: ton/RMB ten thousand revenue)	0.01	0.02

2 本報告飼料廠數據涵蓋範圍包括哈爾濱、長春、昌圖、瀋陽、葫蘆島、營口、大連、天津、滄州、禹城、蚌埠、平度、湖南及四川14個地區飼料廠。

3 本報告食品廠數據涵蓋範圍包括天津、大連、鐵嶺、滄州及蚌埠地區5個食品廠。

4 本集團飼料廠在生產過程中不產生工業廢水，生活污水產生量非常少，且均經污水處理裝置處理後達標排放。

5 溫室氣體排放參考《中華人民共和國國家標準綜合能耗計算通則》(GB 2589-90)、《中國能源統計年鑒》、《2006年IPCC國家溫室氣體列表指南》、聯交所頒布的《如何準備環境、社會及管治報告》、《附錄二：環境關鍵績效指標彙報指引》及《國家發展改革委辦公廳關於做好2016、2017年度碳排放報告與核查及排放監測計劃制定工作的通知》。

2 The feed mill data in this report include feed mills in 14 regions, including Harbin, Changchun, Changtu, Shenyang, Huludao, Yingkou, Dalian, Tianjin, Cangzhou, Yucheng, Bengbu, Pingdu, Hunan and Sichuan.

3 The food factory data in this report include food factories in 5 regions, including Tianjin, Dalian, Tieling, Cangzhou and Bengbu.

4 The Group's feed mills do not produce industrial wastewater during the production process, and the amount of domestic sewage generated is very small, and they are discharged in accordance with relevant standards after being treated by waste water treatment facilities.

5 References of greenhouse gas emissions: General Principle for Calculation of the Comprehensive Energy Consumption of the PRC (GB 2589-90) (《中華人民共和國國家標準綜合能耗計算通則》), the China Energy Statistical Yearbook(《中國能源統計年鑒》), 2006 IPCC Guidelines for National Greenhouse Gas Inventories (《2006年IPCC國家溫室氣體列表指南》), Appendix 2 Reporting Guidance on Environmental KPIs (《附錄二：環境關鍵績效指標彙報指引》) of "How to Prepare an ESG Report" (《如何準備環境、社會及管治報告》) issued by the Stock Exchange and Notice Regarding Carbon Emissions Reporting and Verification and Emissions Monitoring Program for the years 2016 and 2017 issued by the General Office of the State Development and Reform Commission (《國家發展改革委辦公廳關於做好2016、2017年度碳排放報告與核查及排放監測計劃制定工作的通知》)

社會

僱傭

本集團編製《員工手冊》並要求所屬公司嚴格實施其要求，其中載有人力資源政策，涵蓋聘用解聘、出勤、薪資福利、培訓與發展、績效考核、員工職業道德守則、管理人員職業道德守則、反貪污「陽光計劃」、獎懲管理制度、安全與保密以及溝通與交流等內容。《員工手冊》所載之內容均符合《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法律法規之相關規定。二零一八年度，本集團嚴格遵守上述法律法規及手冊要求，並為員工提供指引。

本集團在員工的選才、育才、用才、留才上一直秉持的原則是：

- 1、 依據崗位的工作規劃及關鍵績效指標，招募甄選適合本集團企業文化及該崗位要求的適當人才；
- 2、 依員工不同的崗位和職級，設計有針對性的培訓課程並開展對應的培訓計劃，持續提升員工的管理及專業技巧，為集團儲備優秀人才；
- 3、 針對不同的崗位性質，設計執行不同的績效考核體系，並執行適當的崗位調整和工作輪調，使人才在適宜的崗位上發揮最大的功效；

SOCIAL

EMPLOYMENT

The Group requires its member to fully implement the requirements described in its Employee Handbook. The Handbook contains human resources policies in relation such matters as employment, termination of employment, attendance, salary and benefits, training and development, performance appraisals, codes of ethics for employees and management, the anti-corruption campaign “Sunshine Project” (「陽光計劃」), management systems for reward and punishment, security and confidentiality, communication and interaction. Its contents comply with laws and regulations including Labor Law of the PRC (《中華人民共和國勞動法》) and the Labor Contract Law of the PRC (《中華人民共和國勞動合同法》). During the year of 2018, the Group strictly complied with the above laws, regulations and handbook requirements and provided guidance to employees.

The Group upholds the following principles when selecting, training, using and retaining talent:

1. Recruits and selects individuals who are deemed suitable to the Group’s corporate culture and the job position, based on said position’s working plans and key performance indicators.
2. Designs training courses and launches corresponding training plans aligned to different employee positions and ranks in order to continuously enhance management and professional skills and maintain a reservoir of outstanding talent.
3. Designs and implements performance appraisal systems and conducts job position adjustments and rotations according to differing job requirements to ensure that talent is employed appropriately and optimally.

4、參考員工個人的經驗及績效表現和市場的薪金水平核定相關薪酬，並對不同崗位類別的員工執行相應績效獎金激勵方案，同時每年度甄選出重點保留的菁英人才給予合適的獎勵。

本集團在人員選拔及聘用流程中，堅持招聘崗位公開化，每位聘用人選須經過人力資源中心、需求部門雙重面試方可錄用。專業度較高的崗位我們會設計專業筆試題，以保證競爭機會平等選拔過程透明。我們通過海外招聘網站、社交平臺誠邀不同國籍、戶籍、民族、信仰、教育背景的有識之士加盟本集團，致力於打造在行業精英中良好的僱主品牌形象。薪酬福利方面，我們致力於打造完善的薪酬福利體系，提供具有市場競爭力的薪酬福利，依照國家規定安排工作時數及休假，建立合乎法律規範的員工福利保障系統，營造透明公開的競爭環境。本集團人力資源中心將根據集團公司的目標和任務，每年度對員工進行年中及年終兩次定期考核，考核結果將與薪酬福利調整和職位晉升等相結合，從而為集團保留優秀人才。

二零一八年度，為補充離職空缺崗位及集團業務的擴充，本集團共有7,498名僱員入職，截至二零一八年末，在職總人數為8,820人。本集團在人員招募、聘用、解僱、薪酬、工作時間、假期、平等機會、多元化、反歧視方面無重大違反相關法律法規情況發生。

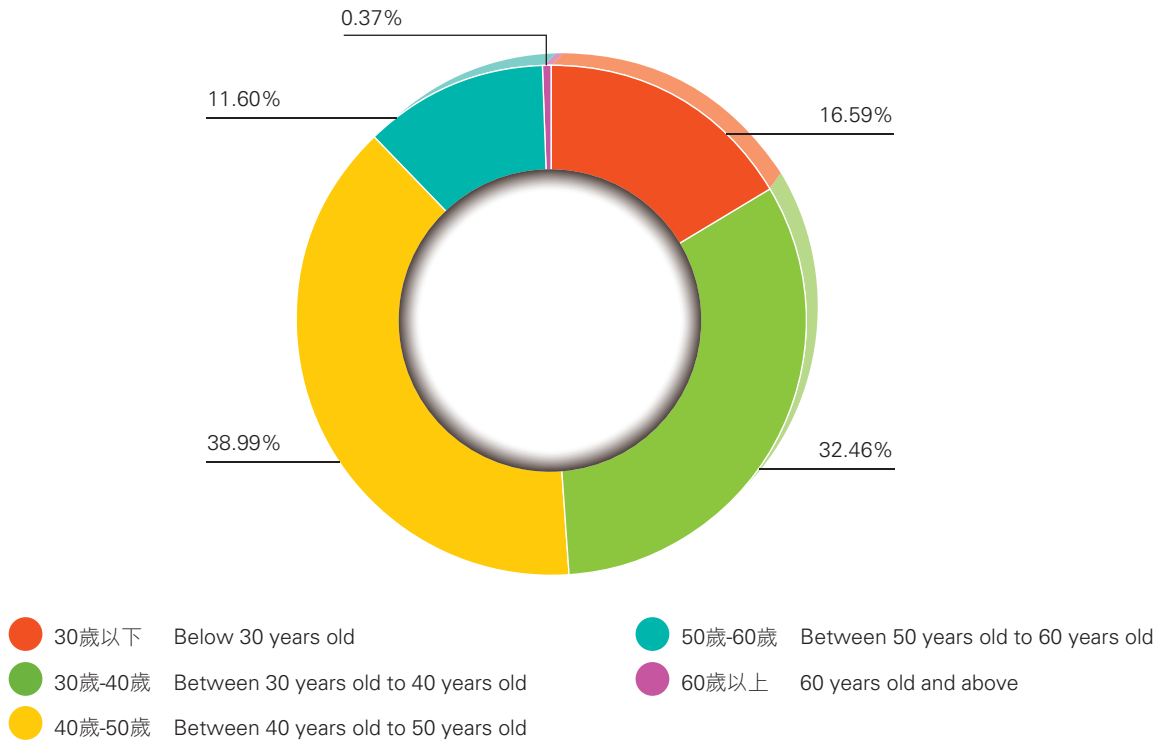
4. Determines employee remuneration levels based on experience, performance and market salary levels. Implements performance-oriented employee incentive plans at different positions and encourages the retention of key talents by giving them appropriate annual rewards.

The Group insists on an open process of recruitment, selection and hiring, with each candidate being interviewed by the Human Resources Centre and the demand department. Written tests are required for professional positions to further ensure fairness and transparency in the recruitment process. We also recruit high calibre individuals of different nationalities, residency status, ethnicities, religions and educational backgrounds through overseas recruitment websites and social platforms. The Group is committed to maintaining a sound and market-competitive system of remuneration and benefits. It does this by arranging working hours and leaves in accordance with state requirements, offering staff benefits protection in compliance with the law, and creating an open and transparent competitive environment. The Group's Human Resources Centre conducts annual and mid-term appraisals of employees in accordance with the Group's objectives and missions. Results are used in consideration of remunerative and benefits adjustments and promotions.

In 2018, a total of 7,498 employees were employed to supplement vacant positions and the expansion of the Group's business. As of the end of 2018, the total number of staff in-service was 8,820. The Group committed no major violations of laws and regulations applicable to recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity and anti-discrimination.

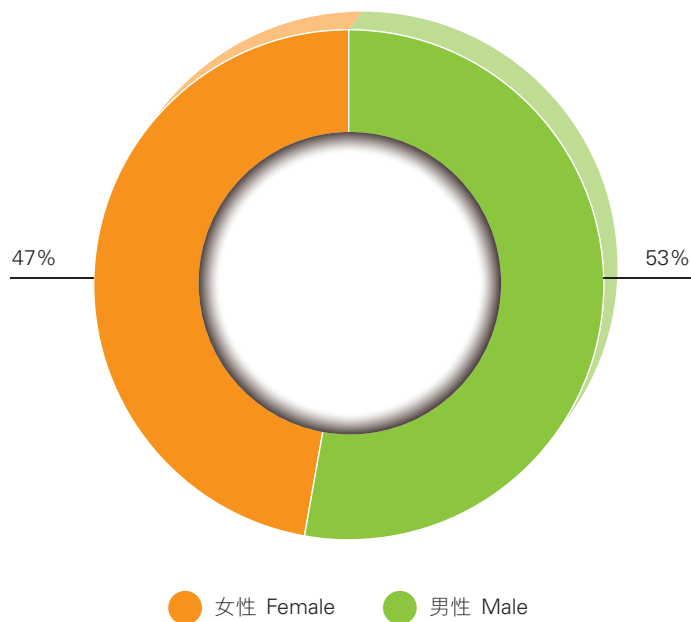
按年齡組別劃分的僱員比例

PROPORTION OF EMPLOYEES BY AGE



按性別劃分的僱員比例

PROPORTION OF EMPLOYEES BY GENDER



健康與安全

本集團關注員工的健康和人身安全，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等法律法規、標準及地方性規定。本集團的生產工作堅持「安全第一，預防為主」的原則，為員工提供健康安全的工作環境，實現安全生產和文明生產。二零一八年度，公司未發生對公司有重大影響的違反安全健康相關法律法規的情況。本集團各工廠制定《安全操作流程守則》並設有專職安全員，各工廠定期進行防火演習、安全生產檢查及生產安全評比活動。員工福利項目中涵蓋年度體檢費，每年定期安排員工體檢、職業病檢查和辦理健康證。此外，本集團為員工購買了僱主責任險及人壽商業險，力求提供最完善的保險保障體系，讓員工享受最安心的工作環境。

發展與培訓

本集團以向全體員工提供理想之終身職業為己任，重視員工個人技能提升和職業發展，提供相應的培訓及晉升的機會。本集團的培訓體系本著適時、有效的原則，通過一系列與工作實際相結合的培訓，協助員工規劃未來的發展，提升工作相關之技能及知識。

通過系統的人才盤點工作，挖掘並建立集團的人才庫，對於高潛人才、梯隊人才、接班人才計劃人才，使用人才測評工具，針對能力短板給予針對性的補強提升，實行IDP個性化人才發展項目。同時給予工作輪調、崗位輪崗等機會，真正實現在戰場上提拔的機制，給予員工「專業通道」和「管理通道」的雙通道晉升路線。

HEALTH AND SAFETY

The Group pays close attention to the health and safety of its employees and operates in compliance with the Work Safety Law of the PRC (《中華人民共和國安全生產法》), the Law of the PRC on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and other applicable laws, regulations and standards. The Group adheres to the principle of “safety first, prevention is the key” in the production process with an aim of maintaining a safe and healthy work environment. In 2018, the Company was not in violation of any laws and regulations concerning health and safety. The Group implements a Code of Safe Operating Practices (《安全操作流程守則》) for its plants, engaging specialised safety personnel, organising regular fire drills, and carrying out production safety inspections and appraisal activities. Staff benefits cover annual and regular clinical examination expenses, occupational medical examinations, and obtaining health certification. The Group has also taken out employer’s liability and commercial life insurance to provide comprehensive insurance coverage and secure working environment to employees.

DEVELOPMENT AND TRAINING

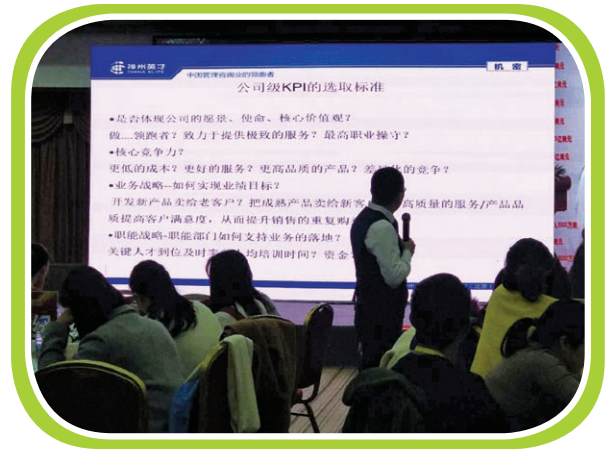
The Group is committed to providing a long-term career to its employees, with an emphasis on upgrading and developing their professional skills through training and promotion opportunities. The Group’s training system is formed on principles of timeliness and effectiveness. It helps employees plan their development and enhance their skills and knowledge by offering training that is integrated with their practical work.

The Group builds its talent pool through systematic talent inventory work. For high-potential talents, echelon talents and succession plan talents, assessment tools provide for the targeted reinforcement of short-term capabilities and implementation of IDP. Meanwhile, the Group offers job and position rotations and other opportunities for employees to access professional and management channels of promotion.

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二零一八年度，本集團通過線上線下、內訓外訓等一系列措施逐階段完成員工個人能力素質的提升。完善大成餐飲學院及畜牧學院專業學習平臺，供員工完成專業課程在線教育；人力資源發展中心共製作微課三百餘門，課程總時長近兩千六百分鐘，覆蓋業務、生產、研發、品保一千二百餘人。公司內訓課時數超過兩萬小時，課程覆蓋生產、職能、業務各崗位。

In 2018, the Group improved employees' individual abilities through online and offline and internal and external training. The Group refined its DaChan College of Food and Animal Husbandry (大成餐飲學院及畜牧學院) professional learning platform to provide online professional training for employees, and its Human Resources Centre produced more than 300 videos totalling nearly 2,600 minutes of education on topics such as business, production, research and development and quality assurance for more than 1,200 staff. The number of in-house training sessions exceeded 20,000 hours, with courses covering production, functional and business positions.



勞工準則

本集團在選聘、培訓、酬報、晉升和調動員工時，秉承平等、公開的原則，不因種族、膚色、宗教信仰及性別區別對待，並在符合相關法律、法規以及合同要求的情況下採取積極措施實現以上原則。

LABOUR STANDARDS

The Group adheres to principles of equality and openness in the selection, hiring, training, rewarding, promotion and rotation of employees. The Group does not discriminate on the basis of race, colour, religion or gender, and takes active measures to uphold the above principles in compliance with relevant laws, regulations and contractual requirements.

本集團遵照《中華人民共和國勞動法》、《禁止使用童工規定》等法規，所有崗位禁止僱傭童工和強迫勞動，並會不時整體檢查僱傭實務，以防止童工、強迫勞動或其他潛在違反相關法律法規事宜的發生。本集團為員工提供多途徑的申訴渠道，當任何員工認為個人利益受到侵犯或對企業經營有不同意見或發現違規違紀情況時，均可通過電郵、電話、平信等方式進行舉報投訴或提交建議。於二零一八年度，本集團並無任何違反上述法律法規的情況發生。

供應鏈管理及產品責任

本集團管理從農場到餐桌的整個動物蛋白（肉、蛋、奶）的供應鏈，綜合利用工廠與互聯網等各方面的資源及技術，建立可溯源的產品供應鏈，務求為消費者、員工、股東、供貨商等創造最高價值，提供令消費者放心的安全的食品。這是我們的強項，也是本集團的使命。

本集團高度重視挑選供貨商的過程和持續管理，執行綠色採購政策，積極選擇重視環保及企業社會責任之供貨商，並通過實地考察、資質審查，合格率考核和績效評價等措施，包括考察硬件設施、體系建立、食品安全風險、供應能力等，確保供貨商符合集團的採購政策。本集團未來將考慮在採購合同中加入環保條款，與供貨商共同探討和實踐可持續發展的營運。

The Group complies with the Labour Law of the PRC (《中華人民共和國勞動法》) and the Regulations on the Prohibition of Child Labour (《禁止使用童工規定》). It accordingly prohibits the employment of child and forced labour in all positions, and it reviews employment practices at regular intervals to ensure that no violations have or may occur. Employees who wish to lodge complaints about the Company's operation, their treatment, or who wish to report on breaches of the law and/or Company regulations, may do so via designated e-mail and telephone channels, or by ordinary post. During the 2018, the Group did not violate any of the abovementioned laws and regulations.

SUPPLY CHAIN MANAGEMENT AND PRODUCT RESPONSIBILITY

The Group manages the entire animal protein (including meat, egg and milk) supply chain from farm to table and uses resources and technologies comprehensively in various areas such as factories and the Internet to establish a traceable product supply chain in order to create highest value for consumers, employees, shareholders and suppliers. "Providing reliable and safe foods to consumers" is the strength and the mission of our Group.

The Group attaches great importance to the process of selecting suppliers and continuous management. It implements green procurement policies to select suppliers which value environmental protection and corporate social responsibility, and takes measures such as field visits, qualification reviews, qualification rate assessments and performance evaluations (including investigations of hardware facilities, system establishments, food safety risks, supply capabilities, etc) to ensure that suppliers comply with its procurement policy. In future, the Group will consider including environmental protection clauses in procurement contracts to discuss and practice sustainable operations with suppliers.



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本集團所屬各企業均制定了成品出廠檢驗制度、過程控制制度等產品質量檢測的制度及相關規程，並自二零一四年開始構建並推出食品安全實名溯源系統，該系統包括：綠色農場規範化統一標準、肉品安全指針檢測、產品批次管理、以及產品流通環節的追溯和召回之四項嚴格的管理機制。本集團在運營管理中嚴格遵循「五統一」原則，即統一供雛、統一用料、統一免疫、統一用藥、統一回收原則。基於「五統一」原則，實現了供應鏈全程管控和實名溯源體系。飼料—農場—鮮肉—食品四大環節的溯源信息和監測結果均實時錄入到安全可靠的後臺系統，實現了「4W」（即人員、時間、地點、內容）的實時、動態監測管控，以保證產業鏈的完整性、產品來源的透明性和產品質量的安全性。

本集團與第三方國際認證機構Intertek集團合作開展了「安心溯源」戰略合作項目。Intertek對本集團溯源供應鏈中飼料廠、養殖場、屠宰場、加工廠各個環節進行了嚴格的制度審查和現場驗證。截至二零一八年底，本集團有十六家工廠通過Intertek的權威驗證，並已納入雙方的深度合作項目。

本集團繼續發揮企業的品牌優勢，加強知識產權的保護，積極採取措施防止及減少商標、專利等知識產權侵權行為的發生。本集團重視保護客戶及業務夥伴的隱私，經營過程中要求員工遵守保密守則，並有信息技術團隊實行並維護數據保護系統，從而確保數據的安全性、有效性及完整性。

All subsidiaries of the Group have systems for quality inspection of finished products, process control and other related procedures, and have maintained a real-name traceability system for food safety since 2014. The system includes unified green farm standards, meat safety pointer detection, product batch management, and quadruple management mechanisms for traceability and recall of product circulation. The Group follows the operational management principle of unified chick supply, unified materials, unified immunisation, unified medication and unified recycling principles. Based on these, the Group implemented its supply chain management and real-name traceable system. The traceability information and monitoring results of feed-farm-meat-food are recorded in a safe and reliable back-end system in real time, realising real-time and dynamic “4W” (who, when, where, what) monitoring control to ensure the integrity of the industrial chain, the transparency of product sources and the safety of the product.

The Group and Intertek Group, a third-party international certification body, jointly launched a “safety traceability” (「安心溯源」) strategic cooperation programme. Intertek performed stringent system reviews and on-site verifications of feed plants, farms, slaughterhouses and processing plants in the Group’s supply chain. As of the end of 2018, 16 Group plants had been certified by Intertek and became part of the in-depth cooperation projects between the two parties.

The Group continued to leverage its brand advantages, strengthen intellectual property rights protections, and measures were taken to prevent and reduce the occurrence of infringement of intellectual property such as trademarks and patents. The Group takes the responsibility of protecting the privacy of its customers and business partners very seriously. Employees are required to comply with confidentiality rules during operation, and information technology teams implement and maintain data protection systems to ensure the security, validity and completeness of data.

本集團嚴格遵守《中華人民共和國食品安全法》、《中華人民共和國產品質量法》、《中華人民共和國計量法》、《中華人民共和國動物防疫法》、《中華人民共和國安全生產法》、《中華人民共和國廣告法》、《中華人民共和國消費者權益保護法》、《中華人民共和國反不正當競爭法》等有關法律法規、規範標準及管理規定。於二零一八年度，本集團概無違反上述法律法規之情形發生，也無因食品安全、產品質量、廣告標識、知識產權以及保密事項所引發的重大訴訟或投訴。

反貪污

本集團根據《中華人民共和國反不正當競爭法》、《中華人民共和國反壟斷法》等法律法規和有關反貪污賄賂的法律規定，制定並實施《員工職業道德守則》、《管理人員職業道德守則》以及《陽光計劃及實施細則》，並監督各子公司認真貫徹執行。本集團將「陽光計劃」作為基本制度之一，要求所有員工如實申報與其他員工、客戶和供貨商之間的親屬／同鄉關係、接受饋贈等內容，以防止賄賂、欺詐、洗黑錢及勒索，構建透明、公平的工作環境。本集團要求全體員工均應自覺維護公司的合法利益，嚴格遵守國家相關法律及公司制度，嚴格履行商業合同訂立的規定和程序，禁止員工向其直接主管或向對其崗位有監督或管理職責的其他人員進行任何形式的饋贈。二零一八年度，本集團無重大違反防止賄賂、勒索、欺詐及洗黑錢相關之法律法規的情況發生。

The Group is in strict compliance with the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Product Quality Law of the PRC (《中華人民共和國產品質量法》), the Metrology Law of the PRC (《中華人民共和國計量法》), the Law of Animal Epidemic Prevention of the PRC (《中華人民共和國動物防疫法》), Work Safety Law of the PRC (《中華人民共和國安全生產法》), Advertising Law of the PRC (《中華人民共和國廣告法》), Law of the PRC on the Protection of Rights and Interests of Consumers (《中華人民共和國消費者權益保護法》) and Law of the PRC against Unfair Competition (《中華人民共和國反不正當競爭法》) and other relevant laws, regulations, standards and requirements. During 2018, the Group had not violated any of the abovementioned laws and regulations, nor was it subject of any material litigations or complaints due to food safety, product quality, intellectual property or data security.

ANTI-CORRUPTION

In accordance with the requirements of the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Anti-Monopoly Law of the PRC (《中華人民共和國反壟斷法》) and other laws and regulations relating corruption and bribery, the Group has implemented a Code of Ethics for Employees (《員工職業道德守則》), Code of Ethics for Senior Officers (《管理人員職業道德守則》) and the Sunshine Project and its Implementing Measures (《陽光計劃及實施細則》) and supervised their adoption at its subsidiaries. The Group's Sunshine Plan, one of the basic system, requires all employees to disclose the nature of their relationships with fellow employees, customers and suppliers, including any gifts that may have been exchanged within these relationships, for the record as a deterrent to bribery, fraud, money laundering and extortion. The Group requires all employees to consciously protect the legitimate interests of the Company, comply with relevant laws and regulations of the PRC, observe company policies, and act in strictly accordance with regulations and procedures established by business contracts. This includes a prohibition from offering gifts in any form to direct supervisors or other personnel involved in managing or supervising their duties. In 2018, there were no major violations of laws and regulations by the Group in respect to bribery, extortion, fraud and money laundering.

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社區投資

作為富有社會責任感的食品企業，本集團長期積極投入公益環保事業，致力於對營運所在國家的經濟及社會福祉做出貢獻。2018年6月集團主席韓家寰先生以阿拉善生態協會臺灣項目中心主席的身份，邀請美國大自然保護協會赴台進行了為期6天的考察，希望在此基礎上與專注海洋環保NGO組織共同探討、探索海洋環境保護更有效的方法及未來的合作機制和模式；考察結束後舉辦了臺灣海洋環保主題餐會，邀請臺灣荒野保護協會、台灣環境友善協會等臺灣在地NGO組織，及臺灣企業家共同參加，希望兩岸共同積極參與台灣的珊瑚與海洋資源保育，推動海洋的保護工作。

COMMUNITY INVESTMENT

As a socially responsible food company, the Group has long been active in public welfare and environmental protection and is committed to making a positive contribution to the economies and societies of the countries in which it operates. In June 2018, Mr Han Jia-Hwan, Chairman of the Group, in his capacity as the Chairman of the Taiwan Project Centre of the Society of Entrepreneurs & Ecology (SEE), invited the Nature Conservancy of the United States for a six-day visit to Taiwan to discuss more effective models of marine environmental protection cooperation with NGOs. Local NGOs such as Taiwan Wilderness Protection Association (台灣荒野保護協會) and Taiwan Environmental Friendly Association (台灣環境友善協會) and entrepreneurs from Taiwan were subsequently invited to a dinner party with the theme of "Taiwan Ocean Environmental Protection". In order to encourage China and Taiwan actively participate in the conservation of coral and marine resources in Taiwan and promote the protection of the oceans.

