

# 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

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# 公司介紹

## Corporate Profile

大成食品(亞洲)有限公司(「本公司」、「大成」或「我們」)是於中華人民共和國(「中國」)經營業務的企業集團。本公司股份自2007年起在香港聯合交易所有限公司(「香港聯交所」)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、動物營養先進配方及加工食品。

本集團採用高度垂直整合業務模式，將飼料生產、雞隻孵化及屠宰、雞肉加工及加工食品生產整合為統一的經營平台，在遼寧、天津、安徽等13個省市投資，擁有近30座工廠，其動物飼料大部分以「補克博士」、「綠騎士」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。

本集團是中國知名的雞肉加工供應商，是德克士、華萊士等快餐連鎖店的指定雞肉供貨商之一，並是日伊藤洋華堂及7-Eleven連鎖便利店指定的中國優質雞肉產品出口商，產品出口到日本、新加坡等國家及中國香港地區，市場佔有率逐年上升，創造了巨大的社會與經濟效益。

DaChan Food (Asia) Limited (the “Company”, “DaChan” or “We”) is a conglomerate with operations in the People’s Republic of China (“PRC”). 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 animals to processed foods.

The Group adopts a highly vertically integrated business model, integrating feed production, chicken hatching and slaughtering, chicken meat processing and processed food production into a unified operating platform, with nearly 30 factories in 13 provinces and cities, including Liaoning, Tianjin and Anhui. Its animal feeds are mainly sold under the brands “Dr. Nupak” (補克博士), “Green Knight” (綠騎士) and “SOS”, and chicken meat and processed foods are mainly sold under the brand “Sisters’ Kitchen” (姐妹廚房).

The Group is a well-known supplier of processed chicken meat processing in the PRC. It is one of the designated suppliers of chicken meat to fast food chains such as “Dicos” (德克士) and “Wallace” (華萊士), as well as the designated exporter of quality chicken meat products in the PRC to “Ito Yokado” (伊藤洋華堂) and 7-Eleven convenience store chains in Japan. With the export of our products to Japan, Singapore and other countries as well as Hong Kong, China, the Group’s market share is increasing year by year, creating huge social and economic benefits.





於2009年，本集團正式啟動「來源透明」食品工程，擁有從農場到餐桌進行全程追溯的食品安全管理系統，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。本集團將食品質量視為重中之重，因其高標準的質量控制而贏得諸多行業獎項及認證。

2021年公司持續向上發展，投資十餘億在安徽省蚌埠市啟動蚌埠大成二期工程，擴建種雞養殖、飼料、屠宰、熟食及自動化冷庫項目等，大成食品始終以「誠信」、「謙和」的心，開啟「前瞻」願景，為消費者提供安全放心的肉類動物蛋白產品，是致力追求質量優良、食品安全及高衛生標準的環保企業。

## 願景

身為食品全產業鏈的整合者，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，以提升整個食品產業鏈的效率與附加價值，並提供給消費者安心、營養、健康的產品與服務。此外，本集團也注重生態環保，積極履行社會責任。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。

In 2009, the Group officially initiated the “transparent source” project, a food safety management system providing full traceability from farm to table throughout, enabling consumers to trace product information such as the name of the farmers, the locations of the farms of origin, the animal feeds consumed, and the factories where the foods were processed. The Group attaches the utmost importance to the quality of its food products. The Group’s high standard of quality control has earned numerous industry awards and recognitions.

In 2021, the Company continued its upward development by investing more than RMB1 billion to initiate the Bengbu DaChan Phase II Project in Bengbu, Anhui Province and expand the breeding of chickens, feed, slaughter, cooked food and automatic cold storage projects, etc. With “integrity” and “modesty” in mind, DaChan Food is always forward-looking to provide consumers with safe and secure meat and animal protein products, and it is an environmentally friendly company committed to quality, food safety and high hygiene standards.

## VISION

As a company integrating the entire food production chain, from agricultural sources in the upstream, food researchers and manufacturers in the midstream, to mass consumers in the downstream, DaChan links every section in a devoted manner in order to enhance the efficiency and the added value of the entire food production chain, as well as provides consumers with safe, nutritious and healthy products and services. In addition, the Group also stresses ecological and environmental protection by actively fulfilling its social responsibilities. We hope each party involved in the upstream, midstream and downstream of the production chain, including our staff, investors and shareholders, suppliers and farmers at the source, to be proud of our company.

## 公司介紹 Corporate Profile

### 競爭優勢

- 雞肉加工食品市場領導者且具高品牌知名度
- 業務高度整合，全產業鏈高效率營運模式
- 嚴格高標準質量監控，以及可溯源系統
- 與全國及國際知名客戶有穩定及長期戰略合作關係
- 擁有經驗豐富及敬業的管理人員

### COMPETITIVE ADVANTAGES

- Market leader in processed chicken meat with high brand awareness
- Highly vertically integrated business with a highly efficient mode of operation across the entire industrial chain
- Strict and high standard of quality control and traceability system
- Stable and long-standing strategic partnerships with nationally and internationally renowned customers
- Experienced and dedicated management team members



主席致辭  
Chairman's Statement



韋俊賢 主席  
James Chun-Hsien Wei  
Chairman

做強食品品牌，  
帶動產銷一條龍

Strengthening the Food Brand,  
Driving Integration of Production and Sales



## 主席致辭 Chairman's Statement

各位敬愛的股東，

二零二二年，國際形勢嚴峻複雜，世紀疫情與地緣政治衝突對全球供應鏈造成嚴重衝擊，糧食與能源價格暴漲，美國等發達國家頻繁加息帶來國際資本快速流動和資產價格大幅波動，全球經濟滯脹風險增加，中國經濟面臨需求收縮、供給衝擊和市場預期轉弱三重壓力。

本集團積極應對新冠疫情對消費市場與供應鏈的反覆衝擊以及國內糧食價格上漲的嚴峻挑戰，不忘初心，秉承「誠信、謙和、前瞻」的企業文化，始終致力於提升整個食品產業鏈的效率與增值，為消費者提供安心、營養、健康的產品與服務，並推動包括股東、員工、供應商、農民在內的產業鏈上中下游各方的利益共享機制，在實現集團可持續發展的同時促進社會的和諧發展。

Dear Shareholders,

In 2022, the international situation was critical and complex. The epidemic of the century and geopolitical conflicts dealt a severe blow to the global supply chain, while soaring food and energy prices, frequent interest rate hikes in the US and other developed countries triggered rapid international capital flows and sharp fluctuations in asset prices. With increasing risk of global economic stagflation, the Chinese economy is under threefold pressure including contraction of demand, supply shocks and weakening market expectations.

The Group actively responded to the multiple impact caused to the consumer market and supply chain by COVID-19, as well as the serious challenge of rising domestic food prices. Remaining true to our original aspiration and adhering to the corporate culture of "Integrity, Modesty and Foresight", the Group is committed to enhancing the efficiency and the added value of the entire food production chain, providing consumers with safe, nutritious and healthy products and services, and promoting a benefit-sharing mechanism among all parties involved in the upstream, midstream and downstream of the production chain, including shareholders, staff, suppliers and farmers, so as to achieve sustainable development of the Group while contributing to the harmonious development of society.



二零二一年第四季完成的東南亞飼料事業股權轉讓，使本集團在二零二二年嚴峻的外部環境下能夠更加從容地兼顧短期營運與長期發展的資金需求，從而以高質量發展的確定性對抗外在經濟環境的不確定性。儘管受國內飼料行業產能過剩、市場競爭加劇，原料成本上漲，以及豬週期的影響，飼料業績同比出現下滑，但得益於營運結構優化，以及食品事業與肉品事業在供應鏈及服務戰略客戶方面的協作優勢進一步顯現，肉食品業績保持了平穩增長，同時，本集團在ESG體系建設和實踐方面也取得了新的成果。

為了進一步深化環境、社會與公司治理等方面的各項工作，本集團對ESG工作小組架構進行了重新梳理，依照功能定位劃分為五個小組：人才發展組、社會公益組、環境保護組、食品安全組、風險內控組。各小組各司其職，分工協作，既立足於日常工作也要籌謀未來，做更長期的發展規劃。經過一年來的努力，ESG對於本集團而言不僅是一種社會責任，更是滲透在集團經營方方面面的一股推動力。依托ESG體系搭建起的職能中台，為前台業務單位提供了強有力的可持續發展支持與風險控制保障。

The Group completed the transfer of equity interests in the feeds segment in Southeast Asia in the fourth quarter of 2021, which enabled the Group to better balance the capital requirements for its short-term operational needs and long-term development amid the challenging external environment in 2022, and counter the uncertainty of the external economic conditions with the certainty of quality development. The results of the feeds segment experienced a year-on-year decline due to overcapacity and intensified competition in the feeds business in the PRC, rising raw material costs and the impact of the pork cycle, yet the meat business maintained steady growth underpinned by our optimized operating structure and further synergies between the food and meat businesses in the supply chain and in serving strategic customers. Meanwhile, the Group has also reaped the fruits in its ESG system building and practice.

In order to further strengthen our work in environmental, social and corporate governance, the Group has re-organised the structure of its ESG working group and divided it into five groups according to their functional positioning: talent development group, social welfare group, environmental protection group, food safety group and internal risk control group. All groups gave full play to their roles, both in terms of division of labour and collaboration. Apart from performing their day-to-day routine, they also have to look ahead to the future and plan for longer-term development. After a year of hard work, ESG is not only a social responsibility for the Group, but a driving force in all aspects for the Group's operations. The functional middle office built on the ESG system provides strong support for sustainable development and risk control for front-office business units.





## 主席致辭 Chairman's Statement

二零二三年，集團在蚌埠投資建設的食品廠、電宰廠、飼料廠會陸續投產，新增產能的釋放將擴大本集團在蚌埠周邊的產業集群規模，有助於鞏固本集團在長三角地區的市場地位。在產能擴張的同時，本集團亦致力於加大人才與研發投資力度，啟動數字化供應鏈系統建設，持續提升在產業中的相對競爭力。

經濟發展的週期循環必定會經歷高峰與低谷，儘管二零二三年國際政治經濟環境依然存在諸多不確定性，但中國經濟在經歷三年新冠疫情衝擊之後，在中國政府各項宏觀政策的刺激下有望迎來新一輪增長。大成食品有信心也有決心繼續深耕中國的食品市場，持續秉持誠信經營、提供健康安心食品理念，積極落實企業環境社會管治責任，期許在後疫情時代能再創佳績。

謝謝股東的支持

主席  
韋俊賢

香港  
二零二三年三月

In 2023, the food plant, electrical slaughterhouse and feed plant invested by the Group in Bengbu will be put into operation successively. The additional production capacity will expand the scale of the Group's industrial clusters around Bengbu and strengthen the Group's market position in the Yangtze River Delta region. In tandem with the expansion of production capacity, the Group is also committed to increasing investment in talents and R&D and initiating the construction of a digital supply chain system to enhance its relative competitiveness in the industry.

The economic cycle is bound to go through peaks and troughs. Despite the uncertainties in the international political and economic environment in 2023, the Chinese economy is expected to embark on a new round of growth as stimulated by various macro policies of the Chinese government for reviving from the impact brought by COVID-19 in the last three years. DaChan Food is confident and determined to continue to cultivate the food market in China, to uphold the principle of operating with integrity, to provide healthy and safe food, and actively to implement its corporate environmental, social and governance responsibilities, hoping to achieve further success in the post-pandemic era.

Thank you for all your support.

Chairman  
**James Chun-Hsien Wei**

Hong Kong  
March 2023

# 董事會ESG聲明

## ESG Statements of the Board



身為食物全產業鏈的整合者，我們深明本集團在環境、社會及管治(以下簡稱「ESG」)信息披露方面的責任，亦深知ESG對集團的未來至關重要。

本集團將可持續發展戰略融入企業文化和運營計劃之內，實現公司的可持續經營發展，提升本集團價值。本集團制定下列戰略目標：

- 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以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
- 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

本集團董事會是ESG事宜的最高負責及決策機構，對本集團的ESG策略及匯報承擔全部責任，通過定期溝通會議聽取ESG工作執行層匯報，監察可能影響公司業務或運作、股東與其他利益相關方的ESG相關事宜，以確保ESG理念與公司策略的融合。董事會負責審批確定利益相關方溝通結果及重大性議題判定結果，並對最終公司ESG報告進行審閱批復。

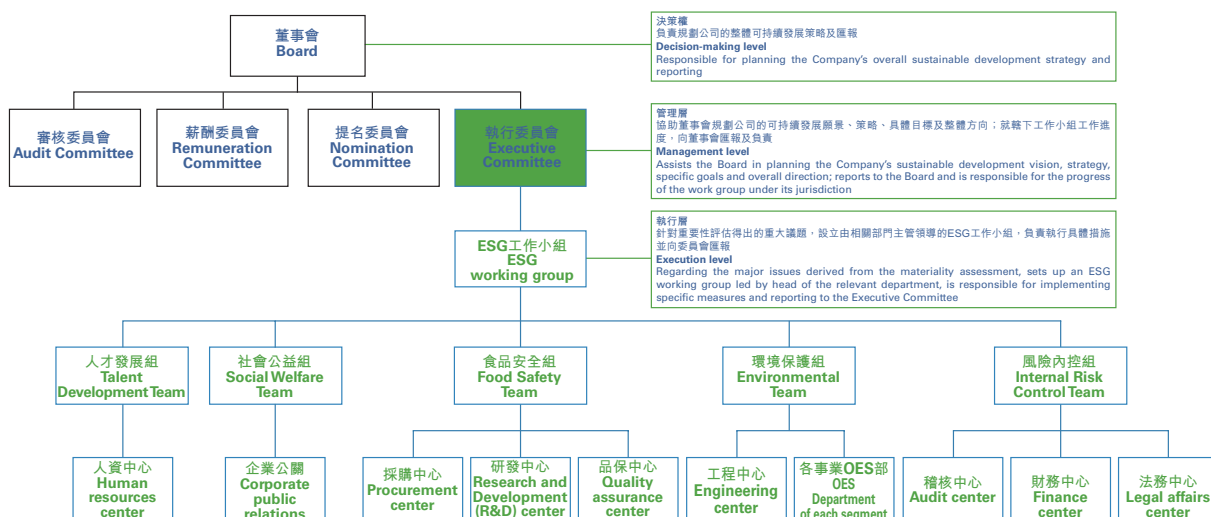
As the Company's business encompasses the entire food production chain, we are keenly aware of our responsibilities in terms of environmental, social and governance (ESG) information disclosure. We also recognise that environmental, social and governance factors are vital to the Group's future.

The Company's sustainable development strategy is integral to its corporate culture, its operating plans for sustainable development, and enhancing the Group's 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
- Create a fair, open and just management and work environment
- Invest in social welfare activities to create a respected Brand

The Board of Directors is the Group's highest body for responsibility and decision-making on ESG matters. It assumes full responsibility for the Group's ESG strategy and reporting. Through regular communication meetings, it receives reports from executives in charge of ESG issues. It monitors ESG-related issues that may affect the Company's business or operations, shareholders and other stakeholders, and ensures that ESG concepts are integral to Company strategy. The Board of Directors is responsible for reviewing and determining the results of stakeholder communications, the determination of material issues, and reviewing and approving the Company's final ESG report.

## 大成食品ESG管治架構 ESG GOVERNANCE STRUCTURE OF DACHAN FOOD



本集團執行委員會負責檢討環境、社會及企業治理事宜並就以下事宜向董事會定期匯報並提供意見：

- 審視和評估本集團層面與可持續發展事宜有關的架構是否足夠和有效；
- 監察環境、社會及管治願景、策略及政策的制定和實施；
- 監督企業治理的制定和實施。

基於外部社會經濟宏觀環境和公司發展戰略，本集團定期進行ESG議題的重要性評估，討論並確定公司在ESG方面的風險與機遇，將重點議題的管理與提升作為ESG年度戰略工作。董事會審閱並確認重要性評估結果，將重點議題作為公司整體戰略制定的一部分加以考慮，並監督這些議題的管理與績效。

The Executive Committee is responsible for reviewing environmental, social and corporate governance issues and regularly reporting and providing opinions to the Board on the following:

- The adequacy and effectiveness of structures related to sustainability at group level;
- The formulation and implementation of environmental, social and governance visions, strategies and policies;
- The formulation and implementation of corporate governance.

On the basis of the external socioeconomic macro environment and the Company's development strategy, the Group regularly evaluates the importance of ESG topics, discusses and determines ESG risks and opportunities, and regards the management and improvement of key topics as annual strategic aims related to ESG. The Board reviews and confirms the results of the materiality assessment, considers key issues as part of the Company's overall strategy formulation, and supervises the management and performance of these issues.

# 關於本報告 About This Report



本報告為大成食品(亞洲)有限公司發佈的第七份《環境、社會及管治報告》，本報告主要介紹公司在環境、社會及管治方面做出的努力與貢獻和對未來的展望，我們希望通過發佈此報告作為與利益相關方溝通的重要媒介，希望藉由內、外部利益相關方的指導與建議，令本集團得以不斷改善ESG工作，從而提升本集團整體生產運營質量。

本集團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。

## 報告期及主體範圍

本報告披露本集團從2022年1月1日起至2022年12月31日止(下稱「2022年度」或「報告期內」)，於環境、社會和管治方面的管理方法、舉措及績效表現。其中部分內容延伸至2022年之前及2023年，使報告更具參考價值。本報告所披露文字內容的涵蓋範圍與本集團2022年年報相同，環境和社會範疇數據涵蓋本集團位於中國大陸地區附屬的23家工廠和分公司，詳見本報告附錄二。

This Report is the seventh “Environmental, Social and Governance Report” issued by DaChan Food (Asia) Limited. It provides an introduction to the Company’s environmental, social and governance efforts and contributions, and its future outlook. We regard the Report as an important communications link between the Company and its stakeholders. It is hoped that the Group can continue to improve its ESG work under the guidance of internal and external stakeholders, and thereby enhance its overall production and operational quality.

The Board of Directors and all Directors of the Group 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.

## REPORTING PERIOD AND SCOPE

This Report discloses the Group’s approaches, initiatives and performance in relation to ESG management from 1 January 2022 to 31 December 2022 (the “Year” or “Reporting Period”). Some of the Report’s contents date from before 2022 and into 2023, thereby increasing reference value of the Report. The scope of the content disclosed in the Report is the same as that of the Group’s 2022 Annual Report, with the environmental data covering 23 factories and branches in China. For details please see Appendix II.



## 關於本報告 About This Report

### 報告主要參照標準

本報告是參照香港聯合交易所有限公司頒佈的《環境、社會及管治報告指引》(以下簡稱「ESG報告指引」)而編製的。

### 發佈形式

本報告分別以中、英文版本通過網絡發佈。各利益相關方可登陸香港聯交所網站(www.hkexnews.hk)查閱本報告，如中文版與英文譯本存在歧義，概以中文版本為準。

### 聯繫方式

我們十分重視各利益相關方和公眾對本報告的看法，若閣下有任何查詢或建議，歡迎通過以下方式與本集團聯絡。

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### MAIN REPORTING GUIDELINES

This Report was prepared with reference to the Environmental, Social and Governance Report Guidelines (“ESG Report Guidelines”) published by The Stock Exchange of Hong Kong Limited.

### PUBLICATION

This Report is available online in both Chinese and English versions. All stakeholders can access the Report on the HKEX website at www.hkexnews.hk. In case of any discrepancy between the two versions, the Chinese version shall be considered definitive.

### CONTACT INFORMATION

We highly value the opinions of our stakeholders and the public about this Report. Should you have any enquiries or suggestions, please contact the Group through the following means.

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## 議題實質性分析 Materiality Analysis of Issues



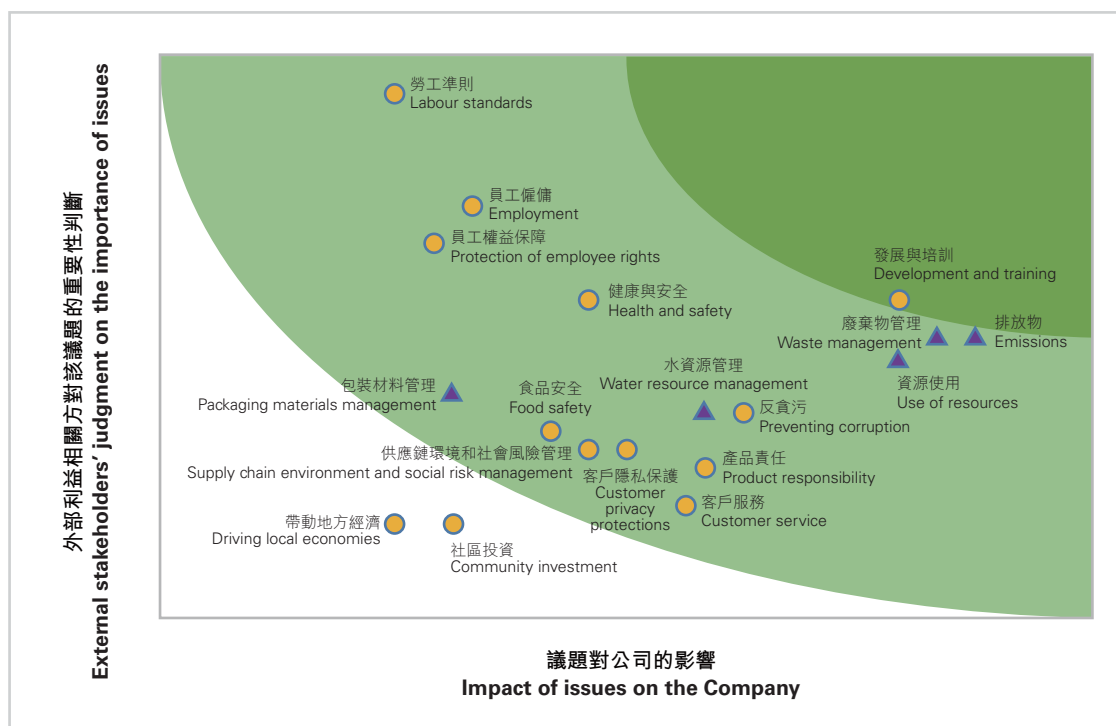
本集團重視與利益相關方溝通，建立高效的利益相關方溝通及反饋機制，借助不同渠道聽取政府部門、股東、客戶、員工、供應商等利益相關方的意見和建議，識別各利益相關方對公司的反饋與期望，有針對性地提升公司ESG表現，有效回應各方需求。

本集團按照香港聯交所《ESG報告指引》等相關原則要求及行業普遍關注的ESG議題，通過與各類利益相關方開展不同形式交流和溝通，識別並篩選與本集團相關的ESG議題。本集團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，對篩選出的議題進行優先級排序，瞭解內外部利益相關方對ESG議題的重視程度，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）

The Group's efficient communication and feedback mechanism enables it to listen to the opinions and suggestions of stakeholders such as government authorities, shareholders, customers, employees and suppliers, identify their expectations of the Company, and respond with targeted improvements to its ESG performance.

In accordance with the Hong Kong Stock Exchange's "ESG Reporting Guidelines" and in consideration of ESG issues of general concern in the industry, the Group engages in various forms of exchange and communication with stakeholders to identify and screen ESG issues relevant to the Group. With reference to the process of materiality analysis issued by the Global Reporting Initiative (GRI), the Group collects and records major issues of stakeholders' concern and the results of evaluating the importance of each issue through questionnaires, interviews and other means. It then conducts analysis and sequencing of the issues of importance in order to understand internal and external stakeholders' degrees of emphasis on ESG issues and confirm the materiality issue in environmental, social and governance of the Group. These are disclosed in the Report as shown below.

## 議題實質性分析 Materiality Analysis of Issues



- ▲ 環境類議題 Environmental issues
- 社會類議題 Social issues

其它報告原則回應：

量化原則：自2017年本集團建立了覆蓋本集團主要工廠的ESG指標收集體系，對包括ESG報告指引中所有「環境」範疇的量化指標進行定期統計；自2021年起本集團對「社會」範疇的量化指標進行定期統計，「環境」範疇和「社會」範疇指標請見本報告「附錄一：環境關鍵績效指標表」、「重視人才管理」和「食品溯源消費放心」。部分數據將註明標準和計算方法。

一致性原則：本報告相對往年ESG報告披露範圍並無重大調整，且使用與以前年度一致的統計、計算方法。

Responses to other reporting principles:

Quantitative principles: In 2017, the Group established an ESG indicator collection system covering the Group's major factories, and has regularly collected statistics on all quantitative indicators for the "environmental" portion of ESG reporting guidelines. Since 2021, the Group has been collecting statistics regularly on quantitative indicators on "social" aspects. For indicators under "environment" and "social", refer to "Appendix I: Table of Environmental Key Performance Indicators", "Talent Management" and "Food Traceability" in this Report. Some data will indicate the standard and calculation method.

Consistency principle: This Report makes no major adjustments to the disclosure scope of previous years' ESG Reports, and uses the same statistics and calculation methods as previous years.

# 1. 保護地球生態

## 1. Protecting ecological systems



### 1.1 合理減少生產排放

本集團嚴格執行《中華人民共和國環境保護法》《中華人民共和國水污染防治法》《中華人民共和國鍋爐大氣污染物排放標準》等法律法規、標準及地方性規範。2022年度，本集團環保設施運行穩定，未發生重大環境污染事件以及對本集團有重大影響的環保違規情況。本集團積極踐行環境保護和節能減排，制定了相關環境保護管理制度，涉及能源、資源、包裝物材料的使用及污染物的排放等內容，並由ESG環保小組統籌管理。

大氣排放物治理方面，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，由於燃燒煤炭、天然氣和生物質產生的直接溫室氣體排放，以及由於消耗電能所導致的間接溫室氣體排放。

- √ 本集團鍋爐廢氣經過脫硫除塵裝置進行處理，經處理的煙塵達到《鍋爐大氣污染物排放標準》(GB13271-2014)的標準。
- √ 本集團下屬對多家工廠進行了大氣治理升級改造，如增加了食堂、車間油煙淨化器以及對鍋爐增加脫硫脫硝和布袋除塵設備，保證合格排放。

### 1.1 REDUCING EMISSIONS

The Group operates in full compliance with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), 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 2022, the Group's facilities maintained stable operations and there were no incidents of significant environmental pollution or violations of environmental law that impacted the Group. The Group has implemented a management system for environmental protection under its ESG Environmental Team, which pertains to the Group's use of energy, resources, packaging materials, and emissions of pollutants.

In respect to atmospheric emissions, in the course of production operations and winter heating of its northern factories, the Group emits nitrogen oxides, sulphur oxides and particulates from the combustion of coal, natural gas and biomass, direct greenhouse gas emissions from the burning of coal, natural gas and biomass, and indirect greenhouse gas emissions from the consumption of electricity.

- √ The Group's boiler waste gas is treated by a desulphurisation and dedusting plant and the treated dust meets the standard of "Boiler Air Pollutant Emission Standard (GB13271-2014)".
- √ A number of the Group's factories have been upgraded to improve their air quality, such as adding canteen and workshop fume cleaners and adding desulphurisation and denitrification and bag filtering equipment to boilers to ensure satisfactory emissions.



## 1. 保護地球生態 1. Protecting ecological systems

- √ 本集團下屬滄州肉品廠對鍋爐委託專業第三方進行遠程監管，委託專業第三方對鍋爐煙氣進行定期檢測，保證達標排放。

- √ The Group's subsidiary, Cangzhou Meat Factory, commissions a professional third party to remotely monitor the boilers and commissions a professional third party to conduct regular testing of the boiler flue gas to ensure that the emission standards are met.



大連美食廠油煙淨化器  
Gourmet factory grease purifier in Dalian



天津食品廠食堂自動滅火  
及油煙淨化  
Automatic fire extinguishing and grease  
purification for Tianjin food factory and its  
canteen



滄州肉品廠鍋爐遠程監管  
Remote monitoring of boilers at Cangzhou  
meat factory

污水排放管理方面，本集團污水主要由生產廢水和生活廢水兩部分組成，均經廠內污水處理站集中處理達到國家及運營所在地規定的排放標準後，排入政府統一管網。

**In respect to wastewater discharge management,** wastewater generated by the Group is mainly composed of production and household types. After wastewater is treated in factory treatment plants to meet local and national discharge standards, it is discharged into the government's unified pipeline network.

- √ 本集團各工廠，均在污水排水口處安裝污水在線監測儀，進行採樣檢測，全年達標排放，並不斷努力實現持續降低廢水排放量的目標。
- √ 本集團下屬遼陽食品廠於2022年完成污水處理站氣浮機汰舊換新及污水生物除磷工藝升級改造。

- √ All of the Group's factories have installed in-line monitors at the effluent outfalls for sampling and testing to meet the discharge standards throughout the year, and are constantly striving to achieve the goal of continuously reducing wastewater discharge.
- √ The Group's Liaoyang food factory completed the replacement of air flotation machines in the wastewater treatment station and upgraded the biological phosphorus removal process in the wastewater in 2022.

## 1. 保護地球生態 1. Protecting ecological systems



- √ 本集團下屬鐵嶺肉品廠，投資人民幣346萬元，於2022年8月擴建污水處理站，建成後可增加處理能力500噸／日，確保在增加負荷以後依然能達標排放且降低污染物排放總量。
- √ Tieling Meat Plant, a subsidiary of the Group, invested RMB3.46 million to expand its wastewater treatment plant in August 2022, which will increase its treatment capacity by 500 tons per day upon completion, ensuring that it can still meet the discharge standards and reduce the total amount of pollutants discharged despite the increased load.
- √ 本集團下屬蚌埠食品廠2022年初對污水處理設施進行提標改造，增加先進氣浮設備和德國進口的曝氣系統。
- √ Bengbu food factory, a subsidiary of the Group, upgraded its wastewater treatment facilities in early 2022 by adding advanced air flotation equipment and an aeration system imported from Germany.

## 1. 保護地球生態 1. Protecting ecological systems



鐵嶺肉品廠污水  
處理設施升級改造

Upgrading of sewage treatment facilities at  
Tieling Meat Factory



蚌埠食品廠汽浮機升級改造

Steam floatation machine upgrade in Bengbu  
food factory



遼陽食品廠氣浮機汰舊換新

Replacement of air-float machines in  
Liaoyang food factory

固體廢棄物管理方面，2022年本集團全年所有廢物排放均符合國家環保相關法律法規，安全排放，並不斷努力降低廢棄物排放量。就危險廢棄物，委託專業第三方進行轉運與處置，並在省危廢平台統一填報。

**In respect to solid waste management**, in 2022, the Group complied with the relevant national environmental protection laws and regulations for the safe discharge of all waste throughout the year, making continuous efforts to reduce waste emissions. For hazardous waste, a professional third party is commissioned to transfer and dispose of the waste and report it on the provincial hazardous waste platform.

### 1.2 按需降低資源消耗

在能源使用方面，本集團在運營過程中主要消耗水、電、天然氣、煤炭和生物質能源。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》、《中華人民共和國水法》和《中華人民共和國清潔生產促進法》等法律法規、標準和地方規範，以及禁止與限制使用淘汰落後技術、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，以降低資源消耗，提高資源使用的效率，加強資源的循環利用。

### 1.2 CUTTING RESOURCE CONSUMPTION

**In respect to its use of energy**, the Group mainly consumes electricity, natural gas, coal and biomass during its operation. The Group complies fully with all applicable laws, regulations and standards on energy conservation, including 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》), the Water Law of the PRC (《中華人民共和國水法》) 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 prohibition, restricted use or elimination of outdated technologies, processes and products. The Group regularly introduces new technologies, materials, processes and products to reduce its resource consumption, reduce waste, and increase its recycling of resources, thereby enhancing its resource utilisation efficiency.

## 1. 保護地球生態 1. Protecting ecological systems



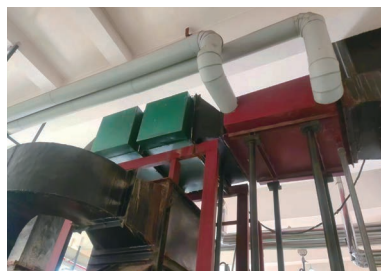
- √ 制定能源耗用指標：本集團各工廠經過多年管理實踐摸索，結合生產過程中各能源消耗特點，各工廠均制定具體能源指標，並通過績效考核等有效的管理手段，切實落地執行，持續降低能源的噸產品耗用指標，提升能源使用效率。
- √ Setting energy consumption targets: After years of experience in the management of the Group's factories, each factory has set specific energy targets by combining the characteristics of energy consumption in the production process and implementing them through effective management means such as performance assessment, so as to continuously reduce the energy consumption target per tonne of products and improve energy efficiency.
- √ 本集團FAN事業群，全力推進煤改燃業務，截至2022年底，瀋陽、營口、長春、哈爾濱、天津、滄州、禹城、蚌埠、四川、湖南十座工廠均已改造完畢，採用高效一線品牌天然氣鍋爐，提升了熱效率，減少了同等熱量情況下天然氣的用量，節約燃氣29萬立方／年，從而降低氮氧化物排放，達到國家規範要求。
- √ The Group's FAN business group is fully committed to promoting the coal-to-fuel business. As of the end of 2022, ten plants in Shenyang, Yingkou, Changchun, Harbin, Tianjin, Cangzhou, Yucheng, Bengbu, Sichuan and Hunan had been converted to high-efficiency first-tier brand natural gas boilers, improving thermal efficiency, reducing the use of natural gas for the same amount of heat, saving 290,000 cubic metres of gas per year, thereby reducing nitrogen oxide emissions to meet national regulations..
- √ 本集團FAN事業群，自2019年初至2022年年底，對集團各飼料廠用電總負荷使用情況進行統計檢核，對於變壓器容量剩餘較大的工廠，對多餘負荷的變壓器申請報停，並充分利用谷平電力連續生產，2022年與2019年相比，節省用電87萬度／年。
- √ The Group's FAN business group, from the beginning of 2019 to the end of 2022, conducted a statistical review of the total load usage of the Group's feed mills by reporting factories with larger transformer capacity and transformers with excess load to shut down and making full use of the power at the trough for continuous production. 870,000 kWh/year of electricity saved in 2022 compared to 2019.
- √ 汰舊換新，採用能效比高的新型號、新技術裝備、及節能設備。
- √ Replacing old equipment with a new one by adopting new models, new technologies and energy-saving equipment with high energy efficiency ratio.
- √ 積極採用太陽能等綠色能源，如蚌埠食品廠採用太陽能熱水器，蚌埠新建工廠採用光伏發電和餘熱回收等新技術，降低碳排放，節能降耗。
- √ The Group has been actively adopting green energy sources, such as solar energy, as well as new technologies, for example, solar water heaters have been installed in Bengbu food factory, photovoltaic power generation and waste heat recovery technologies have been adopted in Bengbu New Construction Factory to reduce carbon emissions and energy consumption.

## 1. 保護地球生態

### 1. Protecting ecological systems



蚌埠食品廠節能器安裝  
Installation of energy saver in Bengbu food factory



天津食品廠新型節能蒸發冷凝器安裝  
Installation of new energy-saving evaporative condenser in Tianjin food factory



蚌埠食品廠太陽能安裝  
Installation of solar energy in Bengbu food factory

在水資源使用方面，本集團水源主要來自於市政供水，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。本集團還將通過速凍庫除霜用水二次利用、熱風解凍、完善污水回用、增強宣導等措施繼續開展節水工作，達成節水目標。本集團在新建工廠設計中規劃污水中水綜合利用，作為廠區外圍地面清洗綠化灌溉等二次利用，節約水資源消耗。

**In respect to water resources**, the Group's water resources mainly come from municipal water supply. There has been no problems in obtaining applicable water sources. The Group is highly attentive to its use of water resources, which is managed through full compliance with the local standards. The Group educates its employees on water-saving practices, including on the reuse of water to eliminate waste. The Group will continue to improve its water savings through measures such as reusing defrosting water for quick-freezing storage, hot air defrosting, effluent reuse improvement, advocacy enhancement. The Group will also continue its water conservation efforts through measures to achieve water conservation targets. In the design of the new factory, the Group has planned to integrate the reuse of wastewater for secondary use such as washing the ground outside the factory and greening irrigation to save water resources consumption.

√ 滄州肉品廠較2021年單噸產品平均節約用水為4.93立方米；大連肉品廠較2021年單噸產品平均節約用水量為4.06立方米；鐵嶺肉品廠較2021年單噸產品平均節約用水量為1.09立方米；蚌埠肉品廠較2021年單噸產品平均節約用水量為0.45立方米。

√ The average water saving per tonne of product in Cangzhou food factory is 4.93 cubic metres as compared to 2021. The average water saving per tonne of product in Dalian food factory is 4.06 cubic metres as compared to 2021. The average water saving per tonne of product in Tieling food factory is 1.09 cubic metres as compared to 2021. The average water saving per tonne of product in Bengbu food factory is 0.45 cubic metre as compared to 2021.

## 1. 保護地球生態 1. Protecting ecological systems



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，在商品包裝設計和製作過程中，盡可能考慮包裝材料的回收和再利用，並將包裝的體積和重量限制在較低限度內。本集團有專業人員根據產品的特點、運輸的遠近，持續研究包裝物的減量化、輕量化和再利用。

本集團盡量減少一次性包裝的使用，肉品事業在持續在供應鏈的各環節加大周轉箱的使用比例，降低一次性包材紙箱的使用。本集團下屬飼料事業工廠，積極推進散裝原料採購與散裝成品出貨，降低包裝材料使用。2022年玉米採購381,666噸，100%散裝。2022年飼料總產量912,043噸，其中散裝飼料284,598噸，占比31.20%，較2021年散裝料占比29.05%提升2.15%，且總體趨勢逐年提升，2022年節約包裝材料約500噸。

本集團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。在公共辦公區域安裝大型打印機取代小打印機，並隨時監控各部門打印情況。

**In respect to the consumption of other materials such as packaging and paper,** the Group has taken a variety of measures to consider recycling and reuse of packaging materials as far as possible in the design and production of commodity packaging, such as by limiting packaging volume and weight. The Group has professional staff to continuously study the reduction, lightness and reuse of packaging according to the characteristics of the products and the distance of transportation.

The Group has been minimizing the use of disposable packaging. The meat business continues to increase the proportion of rotating boxes used in all parts of the supply chain to reduce the use of disposable packaging cartons. The Group's feed factories actively promote the purchase of bulk raw materials and the delivery of bulk finished products to reduce the use of packaging materials. In 2022, the Group purchased 381,666 tons of corn, 100% in bulk. In 2022, the total feed production amounted to 912,043 tons, of which 284,598 tons or 31.20% are bulk feed. This is 2.15% higher than 29.05% share of bulk feed in 2021, with the overall trend increasing year on year. In 2022, it has saved approximately 500 tons of packaging material per year.

The Group has also increased office automation, reduced consumption of office supplies, encouraged paperless offices and reuse of paper. Large printers have been installed in public office areas to replace small printers and to monitor printing in all departments at all times.



禹城飼料廠散裝倉

Bulk storage at Yucheng feed mill

## 1. 保護地球生態 1. Protecting ecological systems

在環保宣傳方面，2022年本集團積極開展環保宣傳活動，不斷提升員工環保意識，定期對廠區雜草清理，進行垃圾分類和危險廢棄物的培訓；將環保宣傳標語粘貼到工廠醒目位置，呼籲全體員工保護環境、節約能源；我們張貼了溫馨提示，製作了離開辦公室前請將開關電源關閉的小卡片，時刻提醒員工在環保工作中從我做起，從自身做起。

In respect of environmental protection publicity, the Group actively launched environmental protection publicity activities in 2022 to continuously raise employees' awareness of environmental protection. The Group has also regularly cleaned up weeds at factories and conducted training on waste separation and hazardous waste. The Group stuck environmental protection slogans at prominent locations in factories to appeal to all employees to protect the environment and conserve energy. We have posted warm reminders and made small cards to remind employees to turn off the power before leaving the office, reminding them to do their bit in environmental protection.



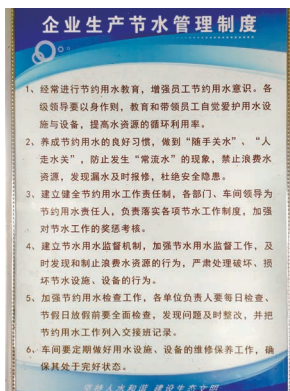
大連肉品節約用電

Electricity saving in Dalian food factory



天津食品節約用電

Electricity saving in Tianjin food factory



節約用水宣導

Water conservation advocacy



### 1.3 積極應對氣候變化

氣候變化的影響已經在不斷變化的天氣模式、極端天氣事件和減少的資源供應中突顯出來，氣候變化問題也成為了全球共同面臨的挑戰。作為企業公民，本集團有義務在力所能及的範圍內影響我們的供應鏈持續改善。未來我們將繼續完善應對氣候變化的相關政策和制度。極端天氣造成暴風、雪災等災害性天氣增加，對於畜禽的健康生長影響很大，疾病多有發生；對於工廠的建築設施造成損壞。為減少氣候變化對於生產生活造成的影響，公司從各方面著手降低能耗，保護環境。本集團下屬大連宮產食品廠制定了大氣污染應急預案，針對霧霾天氣一級，二級，三級響應。本集團下屬大連美食食品廠也積極降耗減排，提倡綠色用電，2023年計劃採用光伏設備為員工生活供電；也計劃重新規劃廠區內排水的問題以減少雨季期間對生產造成的不利影響。本集團下屬天津食品廠簽訂了1.5MWP裝機容量的光伏發電項目，現已執行廠房勘察設計，處於可研報告圖紙設計階段，符合審批要求後將施工安裝。

### 1.3 RESPONDING TO CLIMATE CHANGE

Climate change is a global issue that has been manifested in altered weather patterns, extreme weather events and reduced supplies of various resources. As a corporate citizen, the Group has an obligation to influence continuous improvement in our supply chain to the extent that it is able to do so. In the future, we will continue to improve the relevant policies and systems regarding the climate change. Extreme weather is causing the increase of disastrous weather events such as storms and winter storms, which has a great impact on the healthy growth of livestock and poultry and causes increasing diseases. Building facilities of the plants are also damaged. In order to reduce the impact of climate change on our production and living, the Company has started to reduce energy consumption and protect the environment from all aspects. The Group's subsidiary, Dalian Great Wall food factory, has formulated an air pollution contingency plan with Level 1, Level 2 and Level 3 responses for hazy weather. The Group's subsidiary, Dalian food factory, has also been actively reducing consumption and emissions while promoting green electricity consumption, and plans to use photovoltaic equipment to supply electricity for employees' living in 2023. It also plans to re-plan the drainage within the factory to reduce the adverse impact on production during the rainy season. The Group's subsidiary, Tianjin food factory, has entered into a 1.5MWP installed capacity photovoltaic power generation project, in which plant survey and design has been executed and is now in the stage of feasibility study report drawing design, and will be constructed and installed after meeting the approval requirements.





## 1. 保護地球生態

### 1. Protecting ecological systems

本集團深知可持續發展與提高企業綜合競爭力的密切關係，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行從源頭控制、末端治理、技術革新的政策，積極從各方面進行技術改造，力求達到減少使用，增加循環再利用，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低。

The Group understands the direct relationship between sustainable development and competitiveness. The energy consumed and sewage and solid waste discharged 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 Group subsidiaries follow a policy of source control, end-of-pipe treatment and technological innovation, and actively pursue technological improvements in all aspects to fulfil targets for reducing, reusing, recycling and renewing natural resources, reducing emissions and waste, improving the utilisation efficiency of natural resources, and minimising their operations' effect on the environment and natural resources.

## 2. 重視人才管理 2. Personnel management



### 2.1 依法依規僱傭員工

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》等相關法律法規。為了規範員工管理，本集團編製了《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。

招聘方面，本集團致力於構建平等、多元化、公平競爭的職場氛圍，並依據崗位的工作規劃及關鍵績效指標，招募、選拔適合本集團企業文化、崗位要求和滿足應聘者的個人意願的人才，絕不會將性別、民族等因素納入招聘考核範圍。在人員選拔及聘用流程中，本集團堅持招聘崗位公開化，且內部員工與外部應聘人員享有同等競聘資格，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。我們通過國內外招聘網站、社交平台誠邀不同國籍、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。

### 2.1 HIRING IN ACCORDANCE WITH LAW

The Group fully complies with laws and regulations such as the Labour Law of the PRC and the Labour Contract Law of the PRC. In order to standardise employee management, the Group requires its members to fulfill all the requirements described in its Employee Handbook. The Handbook contains human resources policies in relation to matters such as employment, termination of employment, attendance, salary and benefits, training and development, performance appraisals, codes of ethics, the anticorruption “Sunshine Project” (陽光計劃), management systems for reward and punishment, security and confidentiality, and communication and interaction.

The Group is committed to nurturing a workplace culture of equality, diversity and fair competition. When recruiting, the Group takes reference to job planning and the key performance indicators of available job positions to select personnel that are suitable to its corporate culture and the requirements of the position. Candidates’ gender and ethnicity are not included as factors in the assessment of recruits. The Group also insists on making the recruitment process an open one. Existing employees and new applicants compete on a level playing field for a given position. Each candidate is interviewed by human resources and the demand department prior to employment. For some positions, candidates must take a professional test to ensure equal competitive opportunities and a transparent process. The Group uses overseas recruitment websites and social platforms to invite candidates from different nationalities and cultures to apply for positions in the Group.

## 2. 重視人才管理

### 2. Personnel management

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制勞動；定期對員工及應聘材料的真實性進行核查，並會不定期整體檢查僱傭實務，以防止童工、強制勞動或其他潛在違反相關法律法規事宜的發生。本集團根據不同的崗位實行標準工時制、不定時工作制及綜合計算工時制度，各分子公司根據自身營運的特性制定考勤管理細則。本集團嚴格管控員工的工作量，基本能夠在工作時間完成。出現需加班情況時，要求員工日常延時工作不得超過每日3小時，每月不得超過36小時。出現加班事件後，本集團根據加班時段按相應工資倍率支付加班費或安排員工調休。加班時間按照《加班申請單》和《請假單》進行記錄和統計。本集團為員工提供多途徑的申訴管道，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。2022年度，本集團並無任何違反勞工準則相關法律法規的情況發生。

解聘方面，本集團對違反國家及地區相關法律法規、嚴重違反《員工手冊》的員工，給予解除僱傭關係處理。對於主動提出離職的員工，本集團人資中心以尊重員工個人選擇為原則，協助辦理離職手續，並與離職員工開展離職訪談，瞭解離職原因，並以開放的心態接受離職員工對工作條件、管理情況等的建議。

The Group operates in full compliance 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 regularly checks the employees' identities and the authenticity of application materials and reviews employment practices to ensure that no violations have or may occur. According to their position, employees of the Group may work to a standard labour time system, a flexible working hour system or a comprehensive working hour system. Each subsidiary develops attendance management rules based on the characteristics of its own operations. The Group strictly controls the workload of its employees, limiting it to what can reasonably be completed within working hours. Employees are not required to work overtime for more than three hours per day or 36 hours per month. When overtime work is needed, overtime pay will be offered at the corresponding wage rate according to the overtime hours, or alternative days off will be given. Overtime hours are recorded and counted in accordance with the Overtime Work Request Form and Leave Request Form. 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 2022, the Group did not violate any of the abovementioned laws and regulations.

The Group terminates its labour relations with employees who are found to have violated national or regional laws and regulations, or who have committed a serious breach of the Employee Handbook. For employees who voluntarily propose to resign, the Group's Human Resources Centre will assist with resignation procedures, including interviews to understand the reasons for resignation and receive any suggestions regarding work conditions and management with an open mind.

## 2. 重視人才管理 2. Personnel management



薪酬方面，我們致力於打造完善的薪酬福利體系，提供具有激勵及市場競爭力的薪酬福利。公司定薪原則：

- 1、公平性原則：薪酬內部公平性即收入橫向可比性，同崗位同工作績效與收益基本一致；外部公平性則是指與外部同行業同崗位類型比較的公平性；
- 2、激勵性原則：依照公司不同職級及崗位類別、工作績效等，體現的差異化薪資結構及獎金標準，從而體現按勞分配、按價值分配的原則，實現員工收入與企業利潤的共贏目標。

每年，集團人力資源中心都會基於同行業薪資調研結果和目前薪酬水平及薪酬結構，重新調整薪酬策略，並通過調薪、調整薪資固浮比等方式逐步實現了薪酬策略的落地，為員工提供在同行業中有競爭力的薪資報酬。

The Group maintains a complete remuneration and welfare system which provides incentives and market competitiveness. The system is founded on the following principles:

1. Fairness: Internal fairness of remuneration means horizontal comparability of income, with the performance and income of the same job basically matching. External fairness refers to the fairness of comparison with the same job type in the same industry.
2. Incentive: Salary structure and bonus standards are formulated commensurate to rank, job category and performance.

The Group's Human Resources Centre annually readjusts its remuneration strategy based on the results of salary surveys of the same industry, current salary levels and the salary structure. The remuneration strategy is implemented gradually through salary adjustments and adjustments to the fixed incremental ratio of salary, so as to provide employees with industry-competitive salary compensation.



## 2. 重視人才管理

### 2. Personnel management

員工福利及關懷方面，本集團建立合乎法律規範的員工福利保障系統，本集團各營業單位為員工提供食堂就餐，為外地員工提供宿舍，並制定了食堂及宿舍的管理規定，設置保潔員、服務員等崗位，為員工提供全方位服務，確保員工的食宿環境乾淨整潔。為保障員工身心健康，食品事業群各工廠均配備急救藥箱，以解員工燃眉之急；每年不定期邀請當地紅十字會或公立醫院為員工開辦職業病預防講座、為員工普及急救知識及技能，提高了員工自救、互救能力。每逢春節、端午節、中秋節等重大節日，我們會依照集團福利標準為員工發放福利品；每個月各營業單位會為當月生日的員工合辦一次職工生日會；員工結婚會不分級別贈送禮金以示祝賀；員工直系親屬去世，本集團致送奠儀金以示慰問。另外，本集團各營業單位會不定期舉行聯歡會、運動會、觀光旅遊等各類文娛活動，以鼓舞員工士氣、提高團隊凝聚力。

假期方面，本集團依照國家規定執行休假制度，在國家法定節假日基礎上提供婚假、產假、陪產假、哺乳假、年假、病假等額外帶薪假期。

In terms of employee welfare, the Group has established a legally-compliant protective system. Each business unit provides employee canteens, dormitories for foreign employees, and develops management requirements for such. Cleaners and waiters ensure the cleanliness and convenience of these amenities. In order to protect the physical and mental health of our employees, all factories in the food segment are equipped with first aid kits to help employees in case of emergency. Every year, the local Red Cross or public hospitals are invited from time to time to conduct seminars on occupational disease prevention for employees and to popularise first aid knowledge and skills for them, thus improving their self-help and mutual aid capabilities. The Company also distributes welfare products to employees at major holidays such as the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival. Business units also help to organise monthly staff birthday parties. Wedding gift in cash will be given to staff as blessing irrespective of work position. For the immediate family members of deceased employees, the Group sends burial money to express condolences. Various Group business units host irregular cultural events, such as galas, sports meetings, sightseeing tours, etc, to encourage staff morale and improve team cohesion.

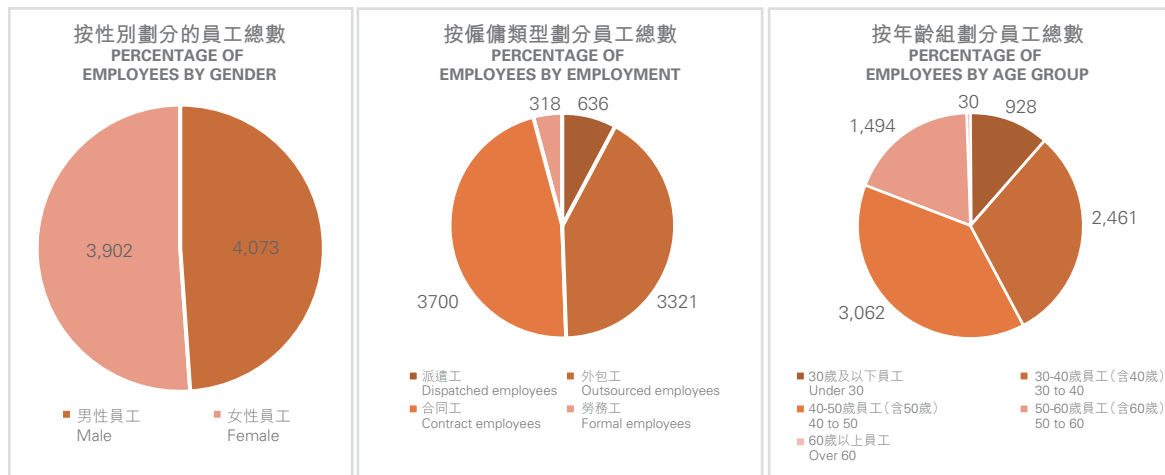
The Group maintains a schedule of holidays in accordance with national regulations and statutory holidays. It also provides additional paid leave as appropriate, such as marriage leave, maternity leave, paternity leave, breastfeeding leave, annual leave, and sick leave.

## 2. 重視人才管理 2. Personnel management



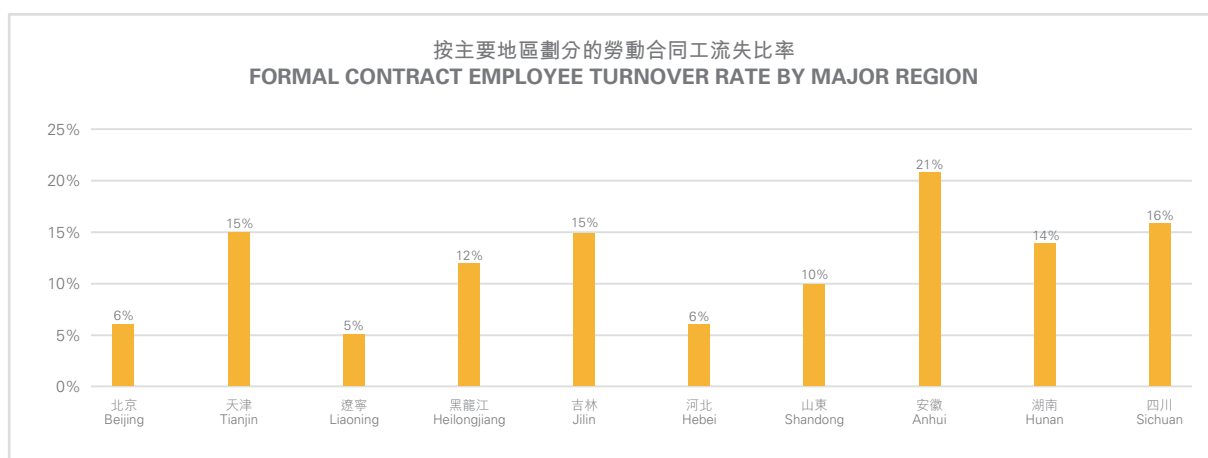
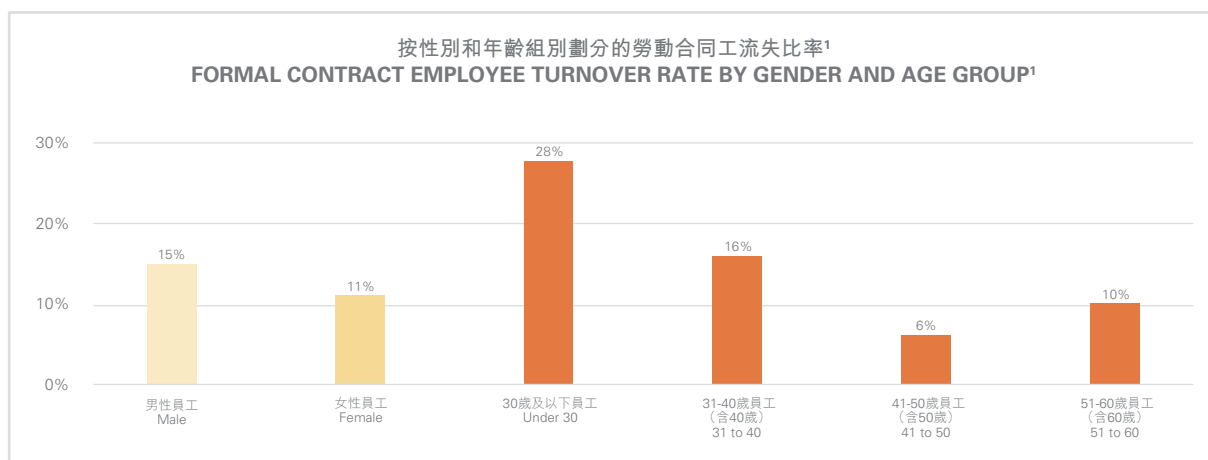
截至2022年末，本集團在中國大陸地區的在職員工總人數為7,975人。在報告期內，本集團在人員招募、聘用、解雇、薪酬、工作時間、假期、平等機會、多元化、反歧視等員工僱傭方面無重大違反相關法律法規情況發生。

As of the end of 2022, the Group's total number of employees in mainland China was 7,975. During the Reporting Period, the Group did not significantly violate any relevant laws and regulations in terms of personnel recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity, discrimination and other employee employment.



地區 Region	員工人數 Number of employees
北京 Beijing	48
天津 Tianjin	655
遼寧 Liaoning	3,979
黑龍江 Heilongjiang	103
吉林 Jilin	86
內蒙古 Inner Mongolia	8
河北 Hebei	688
山東 Shandong	241
安徽 Anhui	2,059
湖南 Hunan	36
四川 Sichuan	72

## 2. 重視人才管理 2. Personnel management





## 2.2 保障員工安全健康

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。2022年度，未發生對本集團有重大影響的違反安全健康相關法律法規的情況，因工傷損失工作日數為2,810天，工傷事件的比率為0.51%。在過去三年（即2022年度、2021年度、2020年度），本集團因工亡故的人數分別為1人、3人、0人，比率<sup>1</sup>分別為0.01%、0.04%和0%。本集團保障員工健康的措施包括：

- 1 每年定期對職業病危害因素現場取樣檢測，對作業場所生產過程中員工的職業危害暴露情況和接觸水平，作業場所的職業病危害防護措施，職業健康監護及管理情況進行分析檢測。
- 2 每年組織員工健康體檢，並對接觸職業危害因素崗位的員工進行在崗期間的職業健康檢查。

1 勞動合同工流失比率計算方式：全年離職員工(含退休)總人數/[年末總人數+全年離職(含退休)總人數]\*100%

2 因工亡故的人員比率計算方式： $\frac{\text{當年因工亡故人數}}{\text{當年年末總人數}} \times 100\%$

## 2.2 EMPLOYEE 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 key” in its production process, with the aim of maintaining a safe and healthy work environment. In 2022, the Company was not in violation of any laws and regulations concerning health and safety. The number of working days lost due to work-related injuries was 2,810, and the rate of work-related accidents was 0.51%. In the past three years (i.e. 2022, 2021 and 2020), the number of work-related deaths in the Group was one, three and zero, respectively, and the corresponding rates<sup>1</sup> were 0.01%, 0.04% and 0%. Measures taken to protect the health of employees include:

- 1 On-site sampling and testing of occupational hazard factors are carried out annually. Results are analysed to determine employees’ exposure to occupational hazards, protective measures required, and the effectiveness of occupational health monitoring and management.
- 2 Annual employee medical check-ups, and occupational health check-ups for employees in positions exposed to occupational hazards.

1 Calculation of number of formal contract employee turnover: Number of employee turnover for the year (including retired employees)/(Total number of persons at the end of the year + Total number of employee turnover for the year (including retired employees)) \* 100%

2 Calculation of number of work-related deaths:  $\frac{\text{Number of work-related deaths in the year}}{\text{Total number of persons at the end of the year}} \times 100\%$



## 2. 重視人才管理 2. Personnel management

- |  |   |
|--|---|
| <p>3 根據《個體防護裝備選用規範》的要求，為員工配備防塵(防毒)口罩及防噪耳塞，並指導正確佩戴，在工作場所醒目位置張貼標識等。</p> <p>4 對於接觸職業危害因素崗位的員工每年簽訂《職業病危害告知書》，明確員工的權利及義務，自覺遵守公司制定的崗位職業衛生操作規程及制度，正確使用職業病防護設備和個人職業病防護用品等。</p> <p>5 生產單位及時清理和更換除塵設備的除塵布袋。</p> <p>6 2022年對有限空間(封閉或者部分封閉、與外界相對隔離、出入口較為狹窄，作業人員不能長時間在內工作、自然通風不良、易造成有毒有害、易燃易爆物質積聚或者氧含量不足的空間)危害性進行分析和培訓，進行安全教育等。</p> | <p>3 In keeping with requirements from the Personal Protective Equipment Selection Specification, employees are equipped with dustproof (anti-virus) masks, noise-proof earplugs, and receive guidance on their proper use. Safety notices are posted at prominent places in the workplace.</p> <p>4 For employees in positions exposed to occupational hazards, the Group annually renews the "Occupational Disease Hazard Notice" to clarify their rights and obligations, post-occupational hygiene operating procedures and systems, and the correct use of occupational disease protection equipment and personal occupational disease protection products.</p> <p>5 Timely cleaning and replacement of collection bags in dust removal equipment.</p> <p>6 In 2022, the Group carried out analysis and training on the hazards of confined spaces (spaces that are enclosed or partially enclosed, relatively isolated from the outside world, with narrow entrances and exits, where operators cannot work inside for long periods of time, where natural ventilation is poor, and where toxic, hazardous, flammable and explosive substances are likely to accumulate or where the oxygen content is insufficient) by providing safety education.</p> |
|--|---|

### 典型有限空間作業危險有害因素分析

浓度 (mg/m <sup>3</sup> )	症狀	停留時間	☞ 硫化氫 (H <sub>2</sub> S)
0.01-0.03	硫化氫的嗅覺感		由含硫化物如蛋白質腐敗分解產生。或某煉製過程中產生硫化氫。 (1) 無色、有特色的臭鸡蛋味； (2) 易溶于水、酒精、汽油； (3) 比重比空氣大，易積聚在通風不良的城市污水管道、化粪池、污水池、紙漿池以及其他各炎發酵池和疏浚船池等低洼處。 (4) 臭。與空氣能形成爆炸性混合氣體，爆炸極限為4.0%~46.0%； (5) H <sub>2</sub> S屬窒息性氣體，是一種強烈的神經毒物； (6) 在作業環境中的最高容許濃度為10mg/m <sup>3</sup> 。
10	最高容許濃度	8小時	
70-150	呼吸困難及眼部刺激症狀	1-2小時	
200-300	眼淚性刺激症狀、肺水腫	1小時	
500-760	肺水腫、支氣管炎及肺炎、頭痛、頭暈、步態不穩、惡心、嘔吐、甚至死亡	15-60分鐘	
≥1000	意識喪失或死亡	幾分鐘甚至瞬間死亡(點滴致死)	

### 典型有限空間作業危險有害因素分析

浓度 (ppm)	症狀	停留時間	☞ 一氧化碳 (CO)
50	最高容許濃度	8小時	有機物分解會產生一氧化碳。 (1) 無色、無臭、無味、無刺激性； (2) 比重比空氣小； (3) 難溶于水，溶于乙醇、苯等有機溶劑； (4) 臭。與空氣能形成爆炸性混合氣體，爆炸極限為12.5%~74.2%； (5) 有毒，屬窒息性氣體。進入體內後主要與紅細胞的血红蛋白結合，形成碳氧血红蛋白，使紅細胞失去携氧能力，而造成組織缺氧。
200	輕度頭痛、不適	3小時	
600	頭痛、不適	1小時	
	輕度不穩	30分鐘	
1000-2000	站立不穩、頭暈	1.5小時	
2000-5000	瀉瀉、惡心、頭痛	2小時	
	昏迷、失去知覺	30分鐘	

### 典型有限空間作業危險有害因素分析

有限空間種類	有限空間名稱	主要危害有害因素
封閉或半封閉設備	船艙、罐、車載槽罐、反應塔(釜)、壓力容器	缺氧窒息、一氧化碳中毒、揮發性有機溶劑中毒、爆炸
	冷卻箱、管道	缺氧窒息
地下有限空間	煙道、鍋爐	缺氧窒息、一氧化碳中毒
	地下室、地下倉庫、隧道、地窖	缺氧窒息
	地下工程、地下管道、暗溝、涵洞、地坑、廢井、污水池(井)、沼氣池、化粪池、下水道	缺氧窒息、硫化氫中毒、可燃性氣體(CH <sub>4</sub> 、CO等)爆炸
地上有限空間	儲藏室、溫室、冷库	缺氧窒息
	酒精池、發酵池	缺氧窒息、硫化氫中毒、可燃性氣體爆炸
	垃圾站	缺氧窒息、硫化氫中毒、可燃性氣體爆炸
	粉倉	缺氧窒息、粉塵爆炸、硫化氫中毒
	料倉	缺氧窒息、粉塵爆炸

### 典型有限空間作業危險有害因素分析

☞ 缺氧窒息	☞ 甲烷 (CH <sub>4</sub> )																
人正常生活和工作的氧氣濃度為19.5%~23.5%，空氣中的氧氣濃度低於此範圍會對人的身體造成不同程度的傷害。長期濃度過低，引起人體組織處於缺氧狀態，造成窒息死亡。	天然氣、沼氣、煤氣主要成分。 (1) 在標準狀態下是一種無色、無味的气体； (2) 比重比空氣小；(3) 難溶于水，溶于醇、乙醚；(4) 臭。與空氣能形成爆炸性混合氣體，爆炸極限為5.0%~15.0%；(5) 有機物在缺氧的情況下分解會產生甲烷。																
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## 2. 重視人才管理 2. Personnel management



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、生產安全評比活動，及每月進行各類型安全培訓工作。

### 案例：大連美食廠安全應急演習

為提升安全生產水平和員工安全生產意識，本集團下屬大連美食廠每季度舉行一次突發事故應急演練，如：消防安全逃生演練，確保一旦發生事故能及時、正確、迅速、有效控制事態，減少危害。消防逃生演練中，有消防安全培訓、現場模擬逃生場景，以及救援領導小組緊急啟動應急救援預案，各相關部門迅速行動，按照公司《安全突發事件應急救援預案》程序，第一時間趕到現場進行疏散、處置和救援，達到了快速救援的目的，同時讓員工熟練掌握急救措施。

In the Group's plants, a Code of Safe Operating Practices (《安全操作流程守則》) calls for specialised safety personnel, regular fire drills, production safety inspections and appraisal activities, and monthly safety training.

### CASE: SAFETY DRILL AT DALIAN FOOD FACTORY

In order to raise the level of safety and the awareness of the staff of safe production, the Group's Dalian food factory conducts emergency drills every quarter, for such scenarios as fire safety escape drill, to ensure that its response to accidents is prompt, correct, rapid and effective to reduce harm. In the factory's fire safety escape drill, with fire safety training, live simulation of escape scenes, the rescue leadership team quickly activated an emergency rescue plan, enabling the relevant functional departments to respond in accordance with the Company's "Safety Emergency Rescue Plan" and practice their skills in evacuation, disposal and rescue, to achieve the purpose of rapid rescue, while allowing staff to familiarise themselves with first aid measures.



## 2. 重視人才管理 2. Personnel management

### 2.3 企業員工共同成長

#### 員工晉陞機制

績效考核方面，本集團人力資源中心根據公司的目標和任務，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陞等相結合，從而為集團保留優秀人才。依據考核結果，我們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更大的功效，並實現員工的自身價值。本集團還通過對不同崗位類別的員工執行相應績效獎金激勵方案，及每年度甄選出重點保留的菁英人才給予合適的獎勵等方式，鼓勵和促進員工不斷成長和進步。

員工晉陞方面，我們秉承「誠信、謙和、前瞻」的企業文化，鼓勵員工以出色的業績、高尚的職業操守贏得良好的職業聲譽，以豐富的經歷和傑出的專業水平獲取更大的發展空間。我們每年年中集中設置一次集團性質的晉陞計劃，各事業部根據經營狀況、員工個人能力及績效表現，決定員工晉陞降職或崗位調動或工作地點調動。同時，各營運單位如因組織結構調整等客觀原因，需對轄下員工進行晉陞或調動的，隨時由部門按照公司人事核決權限之規定報人力資源部及核決主管核定後方可任命或調整。

### 2.3 MUTUAL GROWTH OF THE COMPANY AND EMPLOYEES

#### EMPLOYEE PROMOTION MECHANISM

In respect of performance assessment, twice a year, the Group's Human Resources Centre appraises the performance of employees in relation to their goals and tasks. The results of the appraisal will be linked to salary and benefits adjustments and job promotions to retain talented people for the Group. The results of the assessment may lead to appropriate job adjustments or rotation. This ensures that the Group's talent is deployed where it is most effective, and where the employee can best realise their own value. The Group also encourages employee growth and progress via performance bonus incentive schemes for different job categories, and by selecting appropriate talents for key retention every year.

In respect of employee promotion, we uphold the corporate culture of "Integrity, Modesty and Foresight" and encourage our employees to earn a good professional reputation for outstanding performance and high professional conduct, and to gain more room for development with rich experience and outstanding professionalism. This process is implemented in accordance with a Group-level promotion plan devised in the middle of each year. Each operating unit decides on the promotion and demotion of employees or the transfer of positions or workplaces according to the operating conditions, individual abilities and performance of employees. At the same time, should an operating unit find it necessary to promote or transfer an employee or employees for objective reasons such as adjustment to organisational structure, the department reports to human resources and the approval supervisor for approval before any action is taken.

## 2. 重視人才管理 2. Personnel management



另外，集團會通過系統的人才盤點工作，對該年度員工工作和發展進行綜合評價，結合員工的工作經歷和能力，提供符合員工個人工作願望的發展機會，實現「專業通道」和「管理通道」的雙通道晉陞路線。未來，我們會給予員工更多工作輪調、崗位輪崗等機會，知人善任、人盡其才，組織實現人才效能。

我們鼓勵員工追求晉陞，並滿足員工合理的尊重需求，這包括設計足夠層次的職級和頭銜，以便提供員工充足的晉陞機會，可以盡可能滿足員工成就感。我們會在員工晉陞時給予書面的恭賀函或者公告，以對其工作表現予以認同。

### 員工培訓

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，秉承「誠信、謙和、前瞻」的企業文化理念，構建完善的學習發展體系。本集團涉足多領域專業，並基於各事業群為單位進行項目制培訓。本集團還根據各事業群發展需求、員工崗位和職級，以及員工個人培訓意願，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和晉陞機會。2022年度，本集團通過線上線下、內訓外訓、老帶新等多種形式，開展培訓活動。本集團在逐步完善在線培訓平台的同時，搭建了企業專業領域數據庫及信息化培訓鏈，打通線上線下、團體及個人信息共享路徑，提高各職能模塊前沿數據據時效性，保證部門全體員工得到實時專業數據及管理工具。

In addition, the work and development of each employee of the Group is subject to annual comprehensive review and evaluation through a systematic talent inventory exercise. Combined with the employee's experience and capabilities, the results of the evaluation are used to determine development opportunities that meet their working goals. This process creates a dual promotion route of "professional access" and "management access". In the future, we will provide additional opportunities for employee job rotations and work shifts, which will aid it in discovering especially talented people and placing them in suitable positions.

We encourage employees to pursue promotion and reasonable job satisfaction. To this end, we maintain a system of ranks and titles to provide both sufficient promotion opportunities and recognition of employees' accomplishments. We give employees written congratulations or announcements upon their promotion to recognise their performance.

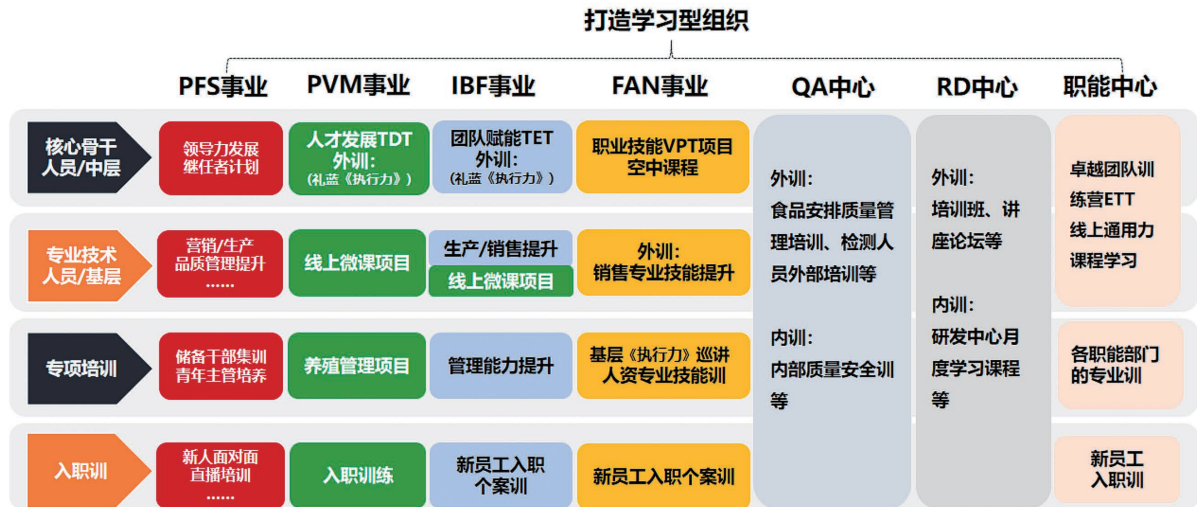
### EMPLOYEE TRAINING

The Group's mission is to provide an ideal lifelong career for all employees. With an emphasis on upgrading and developing employees' professional skills and a corporate culture of "integrity, modesty and foresight", we have established a comprehensive learning and development system. The Group is involved in a wide range of professional fields, project-based training is conducted for each business group. The Group also offers targeted training courses and programmes tailored to the development needs of each business segment, staff positions and ranks and the personal aims of employees to continuously enhance the management and professional skills and promotion opportunities of our staff. In 2022, training activities were conducted online and offline, and included both internal and external training and learning from veterans. To improve the online training platform, the Group established a database of corporate professional fields and an informatisation training chain. This has opened up online, offline, corporate and personal information sharing paths, improved the timeliness of front-end data for each functional module, and ensured that all employees receive the real-time professional management information.

## 2. 重視人才管理 2. Personnel management

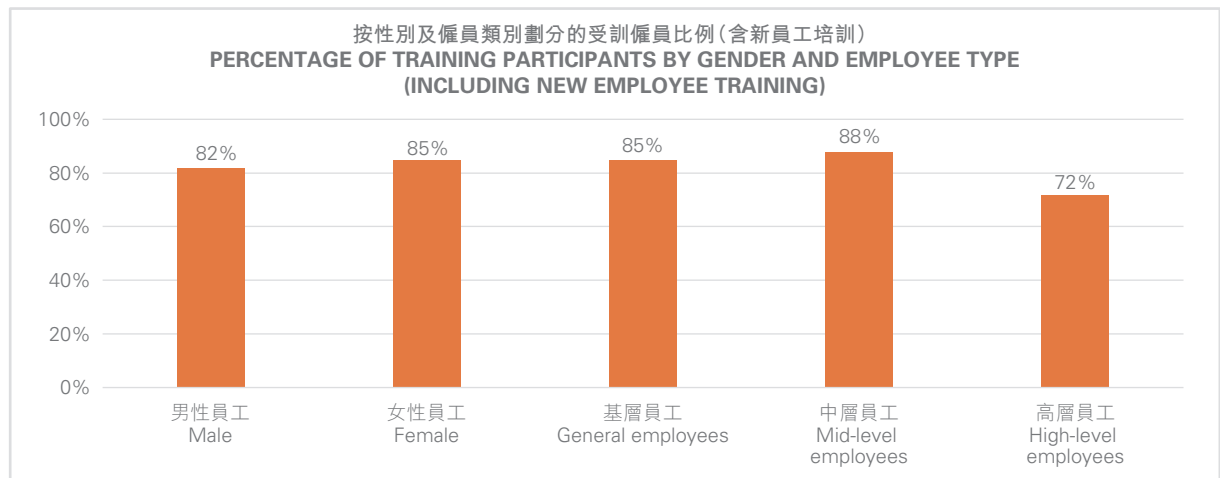
2022年度日常培訓項目：

Regular training programmes in 2022:



2022年度本集團共開展各類日常線下培訓137場，線上及線下總培訓時長為24,256小時。

In 2022, the Group carried out 137 regular offline trainings, with the total online and offline training time of 24,256 hours.



每名僱員平均受訓小時數	Average training hours per employee	19.02
男性員工人均受訓小時數	Average training hours per male employee	16.50
女性員工人均受訓小時數	Average training hours per female employee	21.50
基層員工人均受訓小時數	Average training hours per general employee	18.90
中級管理層人均受訓小時數	Average training hours per mid-level management	17.80

2. 重視人才管理  
2. Personnel management



## 3. 食品溯源 消費放心

### 3. Food traceability

#### 3.1 安心溯源體系

從農場到餐桌，全程實名溯源

##### 1. 全程實名溯源

本集團秉承「大成為您健康生命努力」的宗旨，建立並完善食品安全溯源體系，用心打造優質安全食品。本集團意識到「食品責任不能追溯到源頭，是導致食品安全事故頻發的最主要原因」，因此，本集團於2009年正式啟動「來源透明」食品工程，推出「姐妹廚房」雞肉食品品牌(<http://www.jmcf7623.com>)，2014年9月24日本集團研發並在國內率先推出的「食品安全實名溯源系統」，來自農業部、中國畜牧協會、白羽肉雞聯盟、國際第三方檢驗認證機構Intertek天祥的專家代表，以及數十位產業鏈合作夥伴、友商列席發佈會，見證中國大陸食品行業第一家食品企業實名溯源體系的建立。大成推出實名溯源系統並非一時之舉，事實上，早在2008年前，時任大成集團董事會主席韓家寰先生就意識到「食品責任不能追溯到源頭，是導致食品安全事故頻發的最主要原因。」適逢2008年奧運會，大成被認定為奧運雞肉備選供應商，因此公司增加了基層駐點獸醫和質檢人員，增設中央控制點，實現了全程無縫隙點對點控制。奧運會結束之後，大成將這套質量追溯體系信息網絡化和常規化運行，並搭建面向消費者的追溯信息網絡查詢系統，把內部質量追溯控制系統對大眾開放，安心透明，接受消費者的監督。

#### 3.1 RELIABLE TRACEABILITY SYSTEM

FULL-PROCESS REAL-NAME TRACEABILITY FROM THE FARM TO THE DINING TABLE

##### 1. FULL-PROCESS REAL-NAME TRACEABILITY

The Group adheres to the motto “DaChan, we work for your health” and has established and perfected a food traceability system to create quality and safe food. The Group is aware that “being unable to trace the source of food liability is the main reason for the frequent occurrence of food safety incidents”. Therefore, the Group officially began its “transparent source” project in 2009 by launching the “Sisters’ Kitchen” chicken food brand ([www.jmcf7623.com](http://www.jmcf7623.com)). On 24 September 2014, the “Food Safety Real-Name Traceability System” developed by the Group was launched. Experts from the Ministry of Agriculture, China Society of Animal Science, White-feather Broiler Alliance (白羽肉雞聯盟) and Intertek, an international third-party assurance and certification agency, and dozens of representatives from industrial chain partners and fellow enterprises attended the launching ceremony to witness the establishment of the first real-name traceability system of a food enterprise in the food industry in Mainland China. The launch of DaChan Real-name Traceability System has been long prepared. Back to 2008, Mr. Han Jia-Hwan, the then Chairman of the Board of Directors of DaChan Group, realized that “being unable to trace the source of food liability is the main reason for the frequent occurrence of food safety incidents”. Coincided with the 2008 Olympic Games, DaChan was designated as an alternative chicken supplier for the Games. As such, the Company recruited additional general on-spot veterinarians and quality inspectors, and added central control points to realize seamless point-to-point control throughout the whole process. After the Olympic Games, DaChan put the quality traceability system into network and routine operation as a consumer-oriented traceability information network enquiry system. The system is both open to the public and under consumer supervision.

### 3. 食品溯源 消費放心 3. Food traceability



大成食品安全實名溯源系統的啟動是2008年，對外發佈是2014年9月，比國家法規關於建立溯源體系的規定提早了六年。大成食品安全實名溯源系統與目前國內農畜、食品企業搭建的追溯體系核心差異在於，大成姐妹廚房的溯源是實名溯源，也就是比國家要求的全程溯源更嚴格、更精準的溯源。實名溯源通俗地講就是：每一份食物都有一個「身份證號」，消費者憑借此號碼可以追溯到與此產品相關的訊息，如：飼料廠、養殖場、生產車間、檢驗室，還能查看到在這些環節工作的具體負責人，例如：飼料廠廠長、飼養者、生產廠長、品管負責人等。實現了所有批次產品從原料到成品、從成品到原料100%的雙向追溯功能。此系統另一特色在於數據的安全性，每個人工輸入的環節均被軟件實時備份。真正實現從農田到餐桌各個環節的可追溯，一旦出現問題，通過溯源系統，能快速、精準找到問題環節，遏制事態擴大，降低食品安全風險。

DaChan's Food Safety Real-Name Traceability System was launched in 2008 and released in September 2014, six years earlier than the national regulations on the establishment of a traceability system. The main difference between DaChan's Food Safety Real-Name Traceability System and the current traceability systems established by the domestic agricultural, livestock and food enterprises is that DaChan "Sisters' Kitchen" requires real-name traceability, which means it is stricter and more precise than the whole process traceability as required by the state. Generally speaking, "Real-name traceability" means that each food item has an ID number, by which consumers can trace the information related to that product, such as feed mill, breeding farm, production workshop and inspection laboratory. They can also identify the specific responsible persons in each step, such as feed mill director, breeder, production factory director and quality control officer. It realizes the 100% two-way traceability function of all batches of products from raw materials to finished products and vice versa. Another feature of the system is data security. Every manual entry is backed up by the software in real time. Should a problem occur, the system can quickly find the problematic link, isolate the situation and reduce food safety risk.



### 3. 食品溯源 消費放心

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#### 2. 實名溯源系統的大數據支持

大成食品採用高度垂直整合業務模式，將飼料生產、雞隻孵化及屠宰雞肉加工及加工食品生產整合為統一的經營平台。公司執行九統一管理模式「統一供雞、統一供料、統一免疫、統一用藥、統一回收、統一消毒、統一沖洗、統一抓雞、統一服務」。統一供雞，公司有自己的種雞場、孵化場，在孵化場對雞隻進行統一免疫後，根據農戶飼養合同及飼養量，將雞隻運送到農戶養殖場；統一用料，公司有自己的飼料廠，飼料廠根據研發部飼料配方，進行原料採買，生產營養安全的飼料，供農戶使用；統一用藥，公司有專業的獸醫師，依據標準要求制定了藥品清單，所有農戶須遵照藥品清單，由專業的獸醫師開具處方後，方可對雞隻用藥。統一回收，根據雞隻的飼養週期，按計劃對雞隻進行回收，針對養殖環境進行統一全方位的沖洗和消毒，同時有專業的操作人員统一到養殖現場給予服務和抓雞操作，確保生物安全。這種業務模式讓公司可有效地從源頭每一個環節進行關注，保證產品的質量。從農場到餐桌，全程**100**多道品管監控，層層把關，每一個環節的精細化管理和大數據的積累，保證了實名溯源系統的有效平穩運行。

#### 2. **BIG DATA SUPPORT TO THE REAL-NAME TRACEABILITY SYSTEM**

The Group follows a vertically integrated business model which integrates feed production, chicken incubation and slaughtering, chicken processing and food processing into a unified operation. The Company's nine unified management models are as follows: unified supply of chicks, unified feed, unified immunisation, uniform medication, unified collection, uniform disinfection, uniform washing, uniform chicken catching and uniform service. Unified supply of chicks: the Company operates its own breeder farms and hatcheries. After chickens are immunised in the hatchery, they are transported to farms in accordance with farmers' breeding contracts and the amount of breeding. Unified feed: The Company operates its own feed mill, which purchases raw materials according to feed formulae devised by the R&D department to produce safe nutrition for use on farms. Uniform medication: The Company's veterinarians formulate a drug list based on standard requirements. All farmers engaged in Company work must follow the drug list, and obtain prescriptions from qualified veterinarians to administer drugs to chickens. Unified collection: Chickens are collected according to their breeding cycle, and the breeding environment is uniformly cleaned and disinfected in all aspects, while professional operators are uniformly present at the breeding site to give service and catch the chickens to ensure biosecurity. This business model allows the Company to effectively focus on every step of the process from the source to ensure the quality of the products. **From the farm to the dining table, there are over 100 quality control checkpoints to monitor the whole process. The refined management of each link and the accumulation of big data ensure the effective and stable operation of the Real-Name Traceability System.**

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2008年大成食品安全可溯源平台建立，最初數據採集手段為手工錄入，經過不懈努力，已整合至SAP系統集成與基於物聯網的智能設備數據採集。通過二維碼、智能設備、移動互聯網(4G)、雲平台與大數據技術，構建養殖管理端到端的物聯網體系，提高養殖全過程，從入雛、用藥、耗水耗料、體重測量、環境監控到最終出欄運輸電宰等各業務環節的數據採集與智能管理的信息化水平，提高養殖生產效率，避免人工數據填報帶來的潛在差異與管理風險，確保食品安全制度在農村養殖一線得以貫徹執行。大成可溯源，業界首個真正的實名制可溯源。

In the early stage of DaChan Real-name Traceability System, which was launched in 2008, all data was entered manually. With our unremitting efforts, the traceability system has been integrated with the SAP system to establish a data collection system for smart devices based on the Internet of Things. Through QR code, smart devices, mobile internet (4G), cloud platform and big data technology, build an end-to-end Internet of Things system for breeding management to improve the whole process of breeding, from entering the chicks, medication, water and material consumption, weight measurement, environmental monitoring to delivery transportation to electric slaughter. The informatisation level of data collection and intelligent management of these business links will improve the efficiency of breeding production, avoid potential differences and management risks caused by manual data reporting, and ensure that the food safety system is implemented in the forefront of rural breeding.

**DaChan Real-name Traceability System is the first true real-name traceability system in the industry.**

#### 3. 大成實名溯源數據動態、真實、可監控

大成實名溯源系統以養殖場唯一合同編號和批次號作為起點和主線，串聯起後續的養殖、生產加工各個環節，實現了「4W」(即人員Who、時間When、地點Where、內容What)的實時、動態監測管控。溯源內容涵蓋從農資、農場、到食品初加工深加工的全部過程；時間數據涵蓋用料、出欄、加工、檢驗等各個時間點；人可追溯到具體的養殖人、生產廠長、品管負責人、獸醫等，做到了責任到人，保證從農場到餐桌的全程實名溯源數據動態、真實、可監控。

#### 3. DYNAMIC, TRUE AND MONITORABLE DATA OF DACHAN REAL-NAME TRACEABILITY SYSTEM

DaChan Real-name Traceability System uses the unique contract number and the batch number of the farm as starting points to connect subsequent traceable links, such as for breeding, production and processing. The result is real-time, dynamic monitoring and control of "the four Ws" (who, when, where, what). Traceable content spans the entire process, from agricultural materials and farms to preliminary and deep food processing. Time data covers points such as material use, slaughter, processing and inspection. Personnel can be traced back to specific breeders, production plant managers, quality controllers and veterinarians to clarify personal responsibility. All-process real-name traceable data from the farm to the dining table are ensured to be dynamic, true and monitorable.

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#### 4. 實名溯源來源透明，食用安心

實名制可溯源通過數字化管理手段連接業務流程的品控點。將飼料生產、農場養殖管理、肉品生產、食品生產予以關聯，通過網站和二維碼掃描方式向消費者公開生產和檢驗環節，建立各業務環節之間的勾稽關係，實名制可溯源確保基礎資料連續、準確、有效。大成集團在食品全程溯源體系建立及信息平台維護方面，與時俱進，特別是在當今互聯網的時代，消費者非常容易的查詢採購食品的相關信息，真正實現了來源透明，食用安心的訴求。全程溯源、特別是能做到全程實名溯源是企業保證食品安全的根本。大成人將繼續秉承「大成為您健康生命努力」的宗旨，遵照國家食品安全相關法律法規，在市場監管部門的指導下，將食品全程溯源做的更好，將食品安全隱患風險降到最低。讓消費者買的安心，吃的放心！2022年度食品安全中心對集團安心溯源管理體系運行情況進行審核，整個體系審核結果運行真實、有效。讓百姓買得放心，食用安心。

#### 4. TRANSPARENT SOURCES ENSURE FOOD SAFETY

The Real-name Traceability System connects the quality control points in the business process through digital management. From feed production, farm breeding management to meat production and food production, each links are connected, and the production and inspection links are disclosed to consumers through websites and QR codes. It also establishes the cross-check relationship among various operational links. The Real-name Traceability System ensures the continuity, accuracy and effectiveness of all data. DaChan Group keeps up with the times in the establishment of the whole process food traceability system and the maintenance of the information platform. In particular, in today's internet era, consumers can easily query the relevant information of the food they purchased, which truly realizes the demands of transparent sources and safe consumption. Whole process traceability, especially whole process real-name traceability, is the fundamental for enterprises to ensure food safety. DaChan will continue to adhere to the principle of "DaChan, we work for your health" and follow the relevant national food safety laws and regulations. Under the guidance of the market supervision department, we strive to improve the whole process food traceability and minimize the potential risk of food safety, so as to ensure consumers' health and safety. In 2022, the Food Safety Centre has reviewed the operation of the Group's traceability management system. The review results were true and effective, so that customers' health and safety are ensured.



### 雄厚的檢測技能和裝備

為保證食品安全，集團加大檢驗人才和設備投入，平均每年投入品質管理與檢測費用人民幣2,000餘萬元；大成集團除每個工廠具備自己的化驗室之外，分別在大連、蚌埠和天津擁有3個通過國家CNAS(為中國合格評定國家認可委員會)認可的檢測中心，擁有國際一流的液相色譜質譜聯用儀(LCMS-MS)、氣相色譜質譜聯用儀(GC-MS-MS)、原子螢光、原子吸收等先進的檢測設備，具備檢測農藥殘留215項、獸藥殘留172項、理化31項、微生物11項、過敏原4項、食品添加劑4項等多個項目的檢測能力，從人員、技術、設備和管理體系上，100%保證操作規範、行為公正結果準確，100%保證出廠產品的食品安全！

### 供應商的前置管理

大成食品實施供應商前置管理機制，從源頭管控品質，所有供應商必須通過食品安全中心供應商管理專員審核並納入合格供應商管理名錄後，方可實施物料採購。本集團制定《供應商管理程序》、《FAN原料採購管理程序》和《獸藥疫苗採購作業制度》，規範食品原料、輔料、包裝材料、飼料原料、添加劑、藥品類、燃料類供應商准入及日常管理。本集團重視挑選供貨商的過程和持續管理，選擇重視環保及企業社會責任之供貨商，並通過網絡核查法律訴訟信息(「國家企業信用信息公示系統」、「天眼查」)、實地考察、資質審查、合格率考核和績效評價等措施，審查包括硬件設施、體系建

### SOUND INSPECTION TECHNOLOGY AND EQUIPMENT

To ensure food safety, the Group has increased its investment in inspection personnel and equipment, with an average annual investment of more than RMB20 million in quality management and inspection costs. In addition to laboratories in each factory, DaChan Group maintains testing centres in Dalian, Bengbu and Tianjin that have been approved by the China National Accreditation Service for Conformity Assessment (CNAS). Those testing centres have equipped with worldclass liquid chromatography-mass spectrometer (LC-MS-MS), gas chromatography-mass spectrometer (GC-MS-MS), atomic fluorescence, atomic absorption and other advanced testing equipment, with a testing capacity of 215 veterinary drug residue items, 172 pesticide residue items, 31 physics and chemistry items, 11 microbiology items, 4 allergen items, 4 food additives, and many others. In terms of personnel, technology, equipment and management system, 100% guarantee of standardised operation, fair behaviour, and accurate results, and 100% guarantee of the food safety of the products out of the factory are achieved.

### SUPPLIER SELECTION MANAGEMENT

The purpose of DaChan Food's supplier selection management mechanism is to control quality at the source. Before purchasing materials, all suppliers must be reviewed by a Supplier Management Specialist from the Food Safety Centre and included in the qualified supplier management list. The Group's "Supplier Management Procedures", "FAN Raw Material Purchasing Management Procedures" and "Veterinary Drug Vaccine Purchasing Operation System" regulate access to raw food materials, excipients, packaging materials, raw feed materials, additives, drugs and fuel suppliers as part of its day-to-day management. The Group attaches great importance to selecting suppliers that value environmental protection and corporate social responsibility. Selected suppliers are

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立、食品安全風險、供應能力等，確保供貨商符合本集團的採購政策。在對藥品供應商的審核中，本集團重點關注供應商藥渣、化學殘留物、廢棄包裝的處理，必要時要求供應商出具「藥渣、化學殘留和包裝材料的處理報告」、「危廢處理相關制度、合同、處理台帳」等信息。

本集團重視與供應商共同發展，在提升自身食品安全的同時，建立了與供應商信息共享及幫扶機制，定期向供應商推送食品安全相關法律法規標準更新狀況，提示供應商及時更新法律法規標準，依規管理，提升了供應商供應產品的合法性和安全性；對於有改善意願和改善潛力的供應商，通過委派供應商管理專員到供應商現場指導優化食品安全管理體系，幫助供貨中發生重大異常供應商現場提供整改思路及方法，組織供應商到集團內工廠參觀學習等，實現了食品安全與品質社會共治。

為實現「零異物、零投訴」目標，我們推動復合袋供應商建立質量管理體系，並通過質量管理體系認證。2022年，合作的15家復合袋供應商中，全部通過質量管理體系認證，其中大成直接推動通過認證的有5家。後續我們將持續提高供應商准入門檻，所有准入的包材供應商必須具備質量管理體系認證。

continuously managed via such means as internet verification of legal litigation information (“National Corporate Credit Information Disclosure System”, “Tianyan Check”), on-site inspections, qualification reviews, qualification rate assessments and performance evaluations, that latter including hardware facilities, systems, food safety risks, supply capabilities. The aim is to ensure that all suppliers comply with the Group’s procurement policies. In its reviews of drug suppliers, the Group requires them to issue “reports on the treatment of drug residues, chemical residues and packaging materials” and “hazardous waste” when necessary as it is particularly concerned about how supplier handle drug and chemical residues and whether these wastes are fully wrapped up before disposal.

The Group strives to foster mutual development with its suppliers. A mechanism has been established for sharing food safety-related information with suppliers, including updates on food safety-related laws and regulations. These prompt suppliers in a timely manner to update the statutory standards and to manage in accordance with the laws and regulations, by which the compliance and safety of the products supplied by the suppliers are enhanced. For suppliers with the willingness and potential for improvement, the Group will appoint a supplier management commissioner to help optimise their food safety management, overcome major supply abnormalities, provide onsite rectification ideas and methods, and organise visits to Group factories.

In order to achieve the goal of “zero foreign objects and zero complaints”, we have promoted the establishment of a quality management system for our composite bag suppliers and have passed the quality management system certification. In 2022, among the 15 suppliers of composite bags, all of them have passed the quality management system certification, among which five have been directly promoted by DaChan. In the future, we will continue to raise the threshold for supplier entry, and all suppliers of packaging materials must have a certified quality management system.

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本年度公司動物保護中心及採購部門對合作及擬合作的重點供應商進行現場審核，完成審核22家，其中在合作供應商全部合格，擬合作供應商不合格2家。現場審核中重點對食品安全、環境及合規等方面進行審核，如藥殘、品控、研發等，中藥材增加藥渣的處理等。我們建立獸藥疫苗供應商黑名單制度，對於進入農業農村部季度抽檢不合格名單的供應商，三年內不得進行合作。

During the Year, the Company's Animal Protection Centre and procurement department conducted on-site audits of collaborating and proposed key suppliers. 22 audits were completed, of which all the collaborating suppliers passed and two of the proposed suppliers failed to pass the on-site audit. On-site audits focus on food safety, environmental and compliance aspects, such as drug residues, quality control, research and development, and the increased handling of dregs of Chinese herbal medicines. We have established a blacklist system for suppliers of veterinary vaccines, and suppliers who have been included in the Ministry of Agriculture and Rural Affairs' list of failed quarterly sampling tests will not be allowed to cooperate for three years.

此外，為改善包材交貨期，我們在2022年對復合袋供應商生產流程用時進行對標，縮短交貨期，使復合袋的整體交貨期縮短2.5天。我們對本公司旗下各工廠紙箱供應商進行梳理，推進地域性紙箱供應商開發，通過優化供應商結構，在節能減排、降低物流費用的同時，改善交貨期，截至2022年底，大部分工廠擁有1-3家，運距在50公里內的紙箱供應商。

In addition, in order to improve packaging delivery times, in 2022, we benchmarked the production process time of our composite bag suppliers to reduce delivery times, resulting in a 2.5 day reduction in the overall delivery time for composite bags. We have been sorting out the carton suppliers of our factories and promoting the development of regional carton suppliers. By optimising the supplier structure, we aim to save energy and reduce emissions while improving delivery times. As of the end of 2022, most of the factories have 1 to 3 carton suppliers within 50km of each other.

#### 本集團供應商地區分佈

#### GEOGRAPHICAL DISTRIBUTION OF THE GROUP'S SUPPLIERS

地區 Region		供應商數目 Number of suppliers
山東	Shandong	111
遼寧	Liaoning	67
上海	Shanghai	49
天津	Tianjin	39
河北	Hebei	31
安徽	Anhui	21
北京	Beijing	10
吉林	Jilin	7
四川	Sichuan	5
黑龍江	Heilongjiang	4

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#### 3.2 食品安全管理

##### 1. 食品安全體系的有效運行

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。我們依據國家食品安全相關法律法規為指導原則，依據ISO9001、ISO2000、FSSC22000、BRC、HACCP等標準體系要求，建立了完善的食品安全管理體系，嚴格落實原料進貨查驗、製程管控和產品出廠檢驗制度，確保為消費者提供安心健康的食品。2022年，本集團沒有因安全與健康理由而須將已售或已發送產品回收的事件發生，未發生違反產品和服務的健康與安全、廣告、標籤及隱私事宜的相關法律及規例的事件。

#### 3.2 FOOD SAFETY MANAGEMENT

##### 1. EFFECTIVE OPERATION OF FOOD SAFETY SYSTEM

DaChan Group operates in 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》), the Advertising Law of the PRC (《中華人民共和國廣告法》), the 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》), the 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. Guided by these laws and regulations, we maintain a food safety management system based on standardized systems such as ISO9001, ISO2000, FSSC22000, BRC and HACCP. It stringently implements raw material procurement inspections, production process control and product factory inspections. In 2022, the Group experienced no incidents of recalling products sold or sent due to safety and health reasons, and did not violate laws and regulations on the health and safety of products and services, or those pertaining to advertising, labelling and privacy.

### 3. 食品溯源 消費放心 3. Food traceability



為了全面提升集團體系管理水平，提升產品品質，本集團食品安全中心於2022年12月邀請第三方檢測機構，對集團食品肉品品質管理人員和生產骨幹進行了BRC體系標準再培訓。截至2022年底，集團各類體系食品安全和質量證書的保有情況如下：

In order to comprehensively improve the Group's system management and product quality, in December 2022, the Group's Food Safety Centre appointed a third-party certification organization, to conduct re-training on the BRC System Standard to the Group's food and meat quality management staff and key production staff. The Group's holdings of food safety and quality certificates for various systems as of the end of 2022 are as follows.

體系種類	ISO22000 食品安全管理體系	HACCP危害分析與 關鍵控制點體系	BRC 全球食品安全標準	FSSC22000 食品安全管理體系	ISO9001 質量管理體系
Type of system	ISO22000 Food Safety Management System	HACCP Hazard Analysis and Critical Control Point System	BRC Global Food Safety Standards	FSSC22000 Food Safety Management System	ISO9001 Quality Management System
證書數量(張) Number of certificates (sheets)	8	9	2	4	1

#### 2. 嚴格藥物殘留管控制度

本集團動物保護中心依據《中華人民共和國農業農村部公告第250號》食品動物中禁止使用的藥品及其他化合物清單、相關法律法規並綜合評估市場風險等因素，編製《商品肉雞允許使用獸藥清單》，每年進行獸藥供應商評價，對所有抗生素類、抗菌素類、抗病毒類藥物及其他獸藥的品質進行檢驗驗證。獸藥統一採購、統一發放、統一免疫和統一用藥，由具有職業資格證的獸醫進行全程監督指導用藥，對養殖農戶用藥實行統一管理。

#### 2. MANAGEMENT AND CONTROL OF DRUG RESIDUES

In accordance with the "Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People's Republic of China" and taking into consideration the list of drugs and other compounds prohibited in food and animals, relevant laws and regulations, and market risk and other factors, the Group's Animal Protection Centre compiles a "List of Permitted Veterinary Drugs for Commercial Broilers". Veterinary drug suppliers are evaluated annually, and the quality of all antibiotics, antivirals and other veterinary drugs is inspected and verified. Veterinary drugs are purchased, distributed, with inoculation done and used uniformly. Veterinarians with professional qualifications supervise the use of drugs throughout the entire process, and the use of drugs to the poultry is uniformly managed.



### 3. 食品溯源 消費放心

### 3. Food traceability

本集團食品安全中心依據《中華人民共和國農業農村部公告第250號》、GB31650-2019(2020年4月1日正式實施)、並依據每年度國抽計劃要求及國家相關法律法規實時更新《藥殘檢測程序及內控標準》文件。文件明確了藥殘限量標準及檢測頻率，對於國家允許使用藥物以最高殘留限量控制，對於禁止使用和不得檢出的藥物明確了不得檢出。日常監測的項目為夫喃唑酮代謝物、夫喃它酮代謝物、夫喃西林代謝物、夫喃妥因代謝物、氯黴素、氟苯尼考、氟奎諾酮類總量、四環素類總量、磺胺類總量、甲氧苄啶、硝基咪唑類總量、尼卡巴秦殘留標誌物、替米考星、五氯酚酸鈉等共14項，不同藥物監測頻率不同，有每批監測、每季度監測、每半年監測和每年監測四種方式，確保全覆蓋，保證產品品質。為了符合全面溯源性要求，本集團食品安全中心制定了《藥殘檢測採樣操作流程》，規範了毛雞宰前和屠後採樣程序，明確了採樣時間、採樣數量、採樣點位要求及體重均勻度的要求，在採樣記錄上體現放養數量、交雞數量，為防止摻雞還要嚴格記錄宰後數量，由品保人員負責審核，並且提供近期用藥明細。嚴格執行宰前和屠後兩道環節獸藥殘留檢測，宰前檢測超標的毛雞拒收，保證屠後產品獸藥殘完全符合標準要求。對於食品廠嚴控原料藥殘檢測，無論使用本集團內部原料還是外采原料，明確要求供應商提供每批次原料的出廠檢驗報告，檢測項目包

The Group's Food Safety Centre updated the "Residual Testing Procedures and Internal Control Standards" for compliance with the "Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People's Republic of China", GB31650-2019 (officially implemented on 1 April 2020), the requirements of the national annual sampling programme and relevant national laws and regulations. The updated Standards clarify drug residue limit standards and testing frequency and the maximum residue limit for drugs allowed by the country, and clearly stated that those drugs which are prohibited and should not be detected should not be detected. Regular drug residue monitoring items include 14 items, namely furazolidone metabolites, furacillin metabolites, nitrofurantoin metabolites, furantoin metabolites, chloramphenicol, metronidazole, total fluoroquinolones, total tetracyclines, total sulfonamides, total trimethoprim, total nitroimidazoles, nicarbazine residual markers, tilmicosin, sodium pentaclofenac. The monitoring frequency varies for different drugs. There are four monitoring methods used to ensure full coverage and product quality: by batch, on quarterly, by semi-annual and annual basis, ensuring the quality of products. To meet requirements for comprehensive traceability, the Group's Food Safety Centre has issued a "Drug Residue Testing and Sampling Operation Process" which standardises pre- and post-slaughter sampling procedures for chickens, and clarifies sampling times, sampling numbers, sampling points and weight requirements. The requirements for uniformity include the number of chicken breeds and the number of chickens delivered in the sampling records. In order to prevent the mixing of chickens, the number after slaughter must be strictly recorded. The quality assurance personnel are responsible for reviewing and providing details of recent medication on the chickens. The process of veterinary drug residue detection is strictly implemented in the two stages of pre-slaughter and post-slaughter. The chickens with drug residue level exceeding the pre-slaughter test will be rejected to ensure that the veterinary drug residue of the product after slaughter fully meets standard requirements. Suppliers are required to provide a factory inspection report



含氟奎諾酮類總量、四環素類總量、硝基咪唑類總量、替米考星等，依據客戶要求檢測項目會有不同，原則是嚴格遵守或更嚴於國家標準控制，確保產品品質安全。

for each batch of raw materials, whether these consist of internally or externally sourced materials, so that the Group's food factories may control the detection of drug residues. Total fluoroquinolones, total tetracyclines, total nitroimidazoles, tilmicosin are covered by the inspection project. The inspection projects vary in accordance with the customers' requirements, with the principle stays the same, namely strictly comply with, if not stricter than, national standards to ensure product quality and safety.

### 3. 日常GMP管理

日常GMP管理制度：本集團食品安全中心在各級領導的支持下，帶領團隊，高舉GMP大旗，緊緊圍繞100-1=0的管理理念，積極推進並落實日常GMP改善計劃追蹤工作，稽核內容逐年細化精進，稽核水平逐年提升。食品、肉品同步管理，硬件和軟件同步精進，消除短板，加長長板，共同達成1+1≥2的目的；稽核內容有基本硬件設施要求和維護、收發貨和倉儲管理、設備維護保養校準人員衛生要求和培訓、清潔消毒和蟲鼠管理、追溯體系、異物和過敏源管理 HACCP計劃、SOP落地執行9個模塊。2022年於9-12月完成改善稽核驗證；本集團共12個被稽核單位，95%單項達成85分以上的成績，總分100%達成85分以上好成績。團隊整體表現優秀，持續改善一直在進行中，為質量管理目標的圓滿達成奠定了良好的基礎。

### 3. REGULAR GMP MANAGEMENT

Regular GMP management system: with the support of leaders at all levels, the Group's Food Safety Centre leads the team to actively follow-up the regular GMP improvement with the management concept of 100-1 = 0 bearing in mind. The audit areas are reviewed every year, leading the audit standard improved every year. Food and meat products are managed simultaneously, and hardware and software are improved simultaneously. Eliminating the weaknesses while reinforcing the strengthens, so as to jointly achieve the goal of 1 + 1 ≥ 2. Audits cover nine modules, namely basic hardware facility requirements and maintenance, receipt and delivery and storage management, equipment maintenance and calibration, personnel hygiene requirements and training, cleaning and disinfection and pest management, traceability system, foreign objects and allergen management, HACCP plan, and standard operating procedures (SOP). Improvement of audit verification were completed from September to December 2022. A total of 12 units of the Group were audited, among them, 95% have achieved a score of over 85 points in a single category, and 100% attained over 85 points in the overall score. The team performed remarkably in general, and the improvement is still ongoing to lay a sound foundation for the achievement of quality control objectives.

### 3. 食品溯源 消費放心

### 3. Food traceability

2022年度我們在GMP管理基礎上，推出質量活動月品質行動，分別由客訴培訓、看板管理、培訓視頻和食品安全知識競賽4個模塊組成。其中客訴培訓，由資深的品保經理擔任講師，完成了對業務共計6場的產品性能和品質培訓；經過品保中心的逐一指導，本集團共完成62塊品質看板製作和10個操作規範視頻拍攝，用於指導現場生產和品質管理；運用理論和實際相結合的方式逐級培訓員工，本集團共完成了9場食品安全知識競賽，其中有5場知識競賽平均分率達90%以上。

#### 4. 職能團隊建設

職能團隊建設：為保證產品品質，品保團隊設立4個職能團隊，體系建設和維護團隊、原輔料包材驗收團隊、加工過程品質控制團隊和產品出廠檢驗團隊。2022年，食品安全中心繼續由體系專案管理人員，專職負責本集團體系的診斷和推進工作，所有團隊的工作在體系專員的指導下運作，嚴格按照體系制度從原料至成品出廠，全程品質管控，確保產品品質安全。

In 2022, we launched a “Quality Month” quality initiative based on GMP management, consisting of four modules: customer complaint training, kanban management, training video and food safety knowledge competition respectively. Among which, customer complaint training was conducted by a senior quality assurance manager and a total of 6 product performance and quality training sessions were completed. After individual guidance from the Quality Assurance Centre, the Group completed the production of a total of 62 quality kanban boards and 10 video recordings of operational regulations to guide on-site production and quality management. Using a combination of theoretical and practical training for its employees, the Group completed a total of 9 food safety knowledge competitions, 5 of which achieved an average score of over 90%.

#### 4. ESTABLISHING FUNCTIONAL TEAMS

Maintaining functional teams: In order to ensure product quality, the quality assurance team maintains four functional teams for system construction and maintenance, raw and auxiliary materials and packaging materials acceptance, processing quality control, and product delivery inspection. In 2022, the Food Safety Centre maintained system project management personnel for assessing and promoting the Group’s systems. All work under the guidance of the systems’ personnel, strictly comply with the system, from raw materials to finished products leaving the factory, quality control throughout the entire process to ensure product quality and safety.



**5. 食品召回制度**

我們依據體系制度建立《食品召回程序》文件，並按照召回程序，每年至少進行2次召回演練，召回要求在2小時內完成，因本集團實名溯源體系從建設至今已經有10餘年的歷史，每次均能夠按照時間要求準確完成召回演練。

**6. 疫情防控制度**

自2020年初以來，針對持續至今的新冠疫情，本集團高層主管持續關注。為了保證員工安全、保證食品安全，本集團下屬各公司依據《大成集團預防新型冠狀病毒肺炎手冊》要求，建立以營運主管為組長的疫情防控制小組，在當地政府的指導和監督下，認真貫徹執行各級聯防聯控政策。進口原料，全部按照國家監管部門的要求進行備案、使用和管理；出廠產品全部按照客戶要求，提供產品核酸檢測報告；工廠員工和外來人員全部依據公司的管理規定和當地政府的管理規定執行。

**5. FOOD RECALLING SYSTEM**

We established the “Food Recall Procedures” in accordance with the system, and conduct recall drills at least twice a year. Recalls are required to be completed within two hours. For over a decade since the real-name traceability system has been established, every recall drill was successfully completed in accordance with the time requirements.

**6. PANDEMIC PREVENTION AND CONTROL SYSTEM**

Since early 2020, the senior management of the Group has been constantly monitoring the COVID-19 pandemic. In the interest of employee and food safety, all companies within the Group have set up a pandemic control unit in accordance with the requirements of the “Prevention of New Coronavirus Pneumonia Handbook of DaChan Group”. Under the guidance and supervision of the local governments, the units have earnestly implemented the joint prevention and control policies. All imported raw materials are filed, used and managed pursuant to the requirements of national regulatory authorities. All products are accompanied with nucleic acid testing reports as required by the customers. All employees and visitors are managed in accordance with the management requirements of the Company and local governments.

### 3. 食品溯源 消費放心 3. Food traceability

#### 3.3 客戶服務

本集團制定客戶投訴管理機制制度文件《產品客訴處理流程》，文件明確說明產品客訴的類別、客訴反饋的渠道、客訴反饋的方式、客訴分析責任人員、客訴快速答覆時間、客訴分析、查找原因、針對問題原因制定改善措施、驗證改善措施的有效性、持續改進。

本集團客戶包括網店客戶及線下終端客戶，由客戶服務部門負責相關售後、投訴等工作，主要針對400電話收集的客訴信息，第一時間發送到對應區域的業務人員工作群內，請在地業務人員先行瞭解情況後及時反饋到微信群及同步發出郵件。

目前較常用且快捷的反饋方式是微信平台，為了快速響應，本集團以銷售區域為團隊，建立《質量投訴應對群—xx區》10個，平台上成員組成有銷售總經理、業務主管及生產和品保團隊主管。區域業務代表收到客訴信息(品項名稱、批次號、問題照片、對接人等)後第一時間聯繫客戶經銷商或端點客戶，瞭解問題的具體情況(在當地的會拜訪客戶瞭解具體情況)；然後，第一時間在客訴群裡進行反饋，同步發送郵件給相關人員及主管進行反饋。

#### 3.3 CUSTOMER SERVICE

The Group's "Product Customer Complaint Handling Process" document clearly outlines product customer complaint categories, feedback channels and methods, responsible personnel for complaint analysis, complaint response times, problem-solving procedures, procedures for verifying the effectiveness of solutions, and guidelines for continuous improvement.

The Group's customers include both online shop and offline terminal customers. The customer service department is responsible for related after-sales and complaints. Customer complaints received via tel no. 400 are sent to a business staff work group in the corresponding area as soon as possible. After evaluating the situation, these local personnel report to the staff WeChat group and send out emails simultaneously.

At present, the most commonly used and quick feedback method is the WeChat platform. To ensure a rapid response, the Group has established 10 "Quality Complaint Response Groups xx Areas" each led by a team responsible for customer service. The members of the team consist of the sales general manager, business supervisor and head of production and quality assurance team. After receiving the customer complaint information (item name, batch number, photograph(s) of the problem, contract person, etc), the regional business representative will contact the customer's distributor or endpoint customer as soon as possible to understand the specifics of the problem; then, feedback in the customer complaint group will be given as soon as possible, and emails sent to relevant personnel and supervisors for feedback at the same time.

### 3. 食品溯源 消費放心 3. Food traceability



客訴答覆的責任部門是食品安全中心，責任人是品保部門經理，答覆時間要求緊急客訴2小時內處理完畢，普通客訴24小時內給出回復；品保中心負責客訴分析、查找原因、針對問題原因制定改善措施、驗證改善措施的有效性，並持續改進，確保不再發生。

2020年度以來，受到疫情影響，消費者對食品安全更加關注。為了減少投訴，減少客戶抱怨，提高客戶的滿意度，我們於2020年4月份開始，由食品安全中心組織牽頭的雙零(零異物和零客訴)改善追蹤會議。雙零會議是由企劃、銷售、生產、品保研發及採購等多個部門共同參加的會議，會議召開頻率是每3個星期1次，會議目標口號是「零異物是義務，零投訴光榮戶」，獎勵門檻隨著管理水平的提升，也做出相應的升級調整。為了達到雙零目標，團隊群策群力，雙零會議獻計獻策，取長補短，相互借鑒。整個團隊從供應商管理、原輔料包材驗收、加工製程管控、產品出廠檢驗及日常GMP管理方面，全面實施管控，取得了可喜的成績。

The responsible department for customer complaints is the Food Safety Centre, and the person in charge is the manager of the Quality Assurance Department. Urgent customer complaints are required to be processed within two hours, and ordinary customer complaints are responded to within 24 hours. The Quality Assurance Centre is further responsible for analysing customer complaints and searching for the cause of complaint, developing solutions to causes of problems, verifying the solutions' effectiveness, and ensuring that the problems do not reoccur.

Since 2020, consumers have become more concerned about food safety due to the impact of the epidemic. In order to reduce complaints and customer grievances, and improve customer satisfaction, we started a double zero (zero foreign objects and zero customer complaints) improvement tracking meeting since April 2020, led by the Food Safety Centre. The double zero meeting is a meeting attended by a number of departments including planning, sales, production, quality assurance, research and development and procurement. It is held once every three weeks with the slogan "Zero foreign objects are an obligation, zero complaints are a glorious household". As the level of management increases, the award thresholds will be upgraded accordingly. In order to achieve the double-zero target, teams have been working together and giving ideas at the double zero meeting to make up for each other's shortcomings and learn from each other. With full implementation of controls, the whole team has achieved encouraging results in supplier management, raw and auxiliary material acceptance, process control, product inspection and daily GMP management.



### 3. 食品溯源 消費放心 3. Food traceability

2022年，本集團產品質量相關的客訴率目標均圓滿達成。

#### 3.4 客戶信息安全及隱私

客戶信息對企業而言至關重要。如不小心被盜取或者員工有意洩露，對企業都會帶來很大的名譽和經濟損害，因此，對於企業而言，如何有效保護客戶信息顯得越來越重要，其中很重要的一點是要提升企業員工本身的信息安全意識，對此我們開展了培訓。

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。

In 2022, customer complaint rate targets regarding the Group's production quality were successfully achieved.

#### 3.4 CUSTOMER INFORMATION SECURITY AND PRIVACY

Customer data is of vital importance to enterprises. If such data is accidentally lost or deliberately leaked, it can cause great damage to an enterprise's reputation and business. Therefore, protection of customer data is a matter of serious import. One of the most important points is to raise the awareness of information security of the employees themselves, to which we have started training in this regard.

The Group attaches great importance to protecting the privacy of customers and business partners. During the business process, employees are required to abide by the confidentiality code. Besides, we have an information technology team to implement and maintain the data protection system, so as to ensure the security, effectiveness and completeness of data.



### 3.5 產品研發

本集團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、健康的產品與服務為產品研發的管理理念和管理目標。本集團針對產品研發的管理流程為：新產品開發概念審批—雛形樣品製作—品評及改良-NPC會議確認—上市通告—中試生產—批量生產—產品交付。為確保研發水平處於行業優勢地位，本集團積極參與行業專業性的線上、線下的研討會議、參加各種專項技術的培訓班、參觀食品、包裝、設備等相關專業的展覽會議，獲取新的行業技術和發展趨勢信息並應用到產品開發中。

2022年本集團在研發方面的投入約人民幣800萬。本年研發亮點及對未來的展望：解決肉鬆產品的工藝技術難題，實現產品量產上市，應消費者健康需求未來將開發上市0添加劑的雞排產品。

### 3.5 PRODUCT R&D

The Group's management principle and objective in relation to product R&D is to enhance the efficiency and added value of the whole food industry chain and to provide consumers with safe, nutritious and healthy products and services. The Group's management process for product R&D is as follows: review and approval of new product development concept – prototype sample production – evaluation and improvement – NPC meeting confirmation – launching announcement – pilot production – mass production – product delivery. In order to ensure that the R&D is in an advantageous position in the industry, the Group actively participates in professional online and offline seminars and conferences in the industry, training courses on various special technologies, visits exhibitions and conferences of food, packaging, equipment and other related disciplines, acquires new industry technology and development trend information and applies the same to product development.

In 2022, the Group invested approximately RMB8 million in R&D. The R&D highlights of the year and prospects for the future: achieved mass production and launch of meat floss products by solving its technical difficulties. A 0-additive chicken product will be developed and launched in the market in the future in response to consumer health needs.



### 3. 食品溯源 消費放心

### 3. Food traceability

為確保公司持續引領和促進行業發展，主要做了以下幾方面工作：

- 1) 產品創新：本集團每年持續對研發的設備和人力的投入，不斷開發適合市場需求的產品，2022年開發並上市120餘項新品，新增肉鬆產品品類。預制菜、滷味產品的開發也在為2023年新廠的生產線做好產品的儲備。
- 2) 設備創新：自動化、智能化，生產線由原來的半自動操作逐步實現自動化，使過程管控更精細，杜絕人為接觸產品，保證產品品質，生產效率大幅提升。
- 3) 包裝創新：多選用可回收利用的PE材料製品，並對包裝規格進行嚴格的把控，避免過度包裝；外包裝採用「冬三層夏五層」的原則，根據季節優化瓦楞紙箱的使用，避免過剩，有效地減少原紙的使用。

本集團未來將在預制菜、滷味、冷凍麵團及常溫產品方向做進一步的研究和發展。

In order to ensure that the Company continues to lead and take forward the development of the industry, efforts have been made in the following areas:

- 1) Product innovation: the Group continues to invest in R&D equipment and manpower every year, and constantly develops products addressing the market demand. In 2022, the Group developed and marketed more than 120 new products, and added new categories of meat floss. The production lines of new factories coming up in 2023 are also stocking up on products for the development of precooked dishes and marinated products.
- 2) Equipment innovation: realize automatic and intelligent production lines. The production lines are gradually upgraded from semi-automatic to automatic operation, which has refined the process control and eliminated human contact with products to ensure product quality and greatly improved production efficiency.
- 3) Packaging innovation: more recyclable PE materials and products are used, and the packaging specifications are strictly controlled to avoid excessive packaging. The usage of outer packaging adopts the principle of three layers in winter and five in summer, and the usage of carton boxes is adjusted according to the weather to avoid excessive use and effectively reduce the use of paper.

The Group will further conduct research and development on pre-cooked dishes, marinated food, frozen dough and room-temperature products in the future.



### 3.6 動物福利

本集團一直秉承「誠信、謙和、前瞻」的理念進行肉雞生產，對肉雞養殖到肉雞屠宰進行全過程管理。本集團下屬蚌埠食品廠成立以總經理為總負責人，下設各部門主管負責的動物福利委員會，從養殖過程到屠宰過程以動物福利五大原則為基礎進行生產管理，從養殖的一線員工到屠宰的一線員工進行崗前、崗中的動物福利培訓與考核，程序文件完全遵守國家法律法規，由取得國家級資格證書的人員負責。本集團堅持提供動物福利，以持續改善的動物福利創造更優的經濟動物價值，奉獻安全、美味的雞肉食品。

### 3.6 ANIMAL WELFARE

The Group has always upheld the philosophy of “Integrity, Modesty and Foresight” in the production of meat chickens and has been managing the whole process from breeding meat chickens to slaughtering meat chickens. The Group’s subsidiary, Bengbu food factory, has set up an animal welfare committee with the general manager as the chief responsible person and the heads of various departments under his supervision to manage production from the breeding process to the slaughtering process based on the five major principles of animal welfare: pre-service and in-service animal welfare training and assessment for front-line staff from breeding to slaughter, with procedures documented in full compliance with national laws and regulations and carried out by personnel with national qualifications. The Group is committed to providing animal welfare, creating better economic animal value through continuous improvement in animal welfare and serving safe, tasty chicken food.

#### 養殖環節 Breeding Session

- 提供充足的水位、料位
- 合理的光照程序、溫度曲線及濕度管理
- 符合相關動物福利要求的飼養密度
- 提供高質量全價飼料
- 合理的免疫程序和治療用藥方案
- Provision of adequate water and material levels
- Reasonable light program, temperature profile and humidity management
- Stocking densities that meet relevant animal welfare requirements
- Provision of high quality, full-price feeds
- Proper immunisation and treatment protocols

#### 屠宰環節 Slaughter Session

- 毛雞運輸避免冷熱應激，按照合理的雞只數裝筐
- 符合動物福利的正確的电擊暈方法，電麻時間至少4秒鐘
- 對不合格毛雞進行安樂死。實施雞只安樂死人員必須經過培訓
- Transport of rough chickens to avoid cold and heat stress, and to pack a reasonable number of chickens in baskets
- Correct methods of stunning in line with animal welfare, with a minimum of 4 seconds of electro-anaesthesia
- Euthanasia of unfit chickens. Euthanasia of chickens must be carried out by trained personnel

### 3. 食品溯源 消費放心

#### 3. Food traceability

大成食品在肉種雞的選種、集約式孵化、現代化養殖、飼料生產供應、肉雞屠宰、食品加工均採取先進的設備，應用科學的方法，以完善的管理體系，從原料採購、設備保養、人員管理，全面保證肉雞動物福利的有效運行。我們從全價飼料生產、飲水衛生監測，結合立體式平養，從獸醫全程保健到雞隻安樂死，從農場溫度、濕度、二氧化碳及氨氣的控制，到禁止任何虐待行為，全面保障動物福利。

#### 3.7 知識產權保護

大成食品的知識產權範圍包含：著作權、專利權、商標權、商業秘密及其他知識產權。本集團嚴格遵守《中華人民共和國著作權法》《中華人民共和國專利法》《中華人民共和國商標法》等法律法規的規定。在國家規範及引導下，本集團著重突破，從產品配方、技術工藝等創新，除了飼料事業群取得多項國家專利外，蚌埠大成食品有限公司於2022年新申請6項發明專利和3項實用新型專利，並獲得3項專利授權，經過了中華人民共和國知識產權局的審核。這些都是本集團對於技術創新及知識產權重視的實踐。

本集團將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。就管理規範而言，要求員工遵守本集團保密制度，每位員工都有責任保護本集團知識產權和商業秘密不被竊取和非法使用，並且全力維護公司利益。

DaChan Food adopts advanced equipment and scientific methods in the selection of broiler breeders, intensive hatching, modern breeding, feed production and supply, broiler slaughtering and food processing. With a comprehensive management system, from raw material procurement, equipment maintenance and personnel management, the effective operation of broiler animal welfare is fully guaranteed. We protect the welfare of our animals from full-price feed production, water hygiene monitoring, combined with stand flattening, from full veterinary care to euthanasia of chickens, from the control of farm temperature, humidity, carbon dioxide and ammonia, to the prohibition of any cruelty.

#### 3.7 PROTECTING INTELLECTUAL PROPERTY

DaChan Food's intellectual property includes copyrights, patents, trademarks, trade secrets, and others. The Group strictly abides by the Copyright Law of the PRC (《中華人民共和國著作權法》), the Patent Law of the PRC (《中華人民共和國專利法》), the Trademark Law of the PRC (《中華人民共和國商標法》) and other laws and regulations. Standardised and guided by the nation, the Group focuses on breakthroughs and innovations in the product formula, technology and technical process. In addition to a number of national patents obtained by the feed business unit, Bengbu DaChan Food Co., Ltd. has applied for six patents for inventions and three patents for utility models in 2022, 3 patents have been granted. After being reviewed by the China National Intellectual Property Administration, it is a practice focused on enterprise technological innovation and intellectual property.

The Group will continue to give full play to its brand advantages, strengthen intellectual property protection, and actively take measures to prevent and reduce intellectual property infringements such as trademarks and patents. In terms of management practices, employees are required to abide by the Group's confidentiality system. Each employee is responsible for protecting the Group's intellectual property and trade secrets from theft and illegal use, and making an effort to safeguard the interests of the Company.



本集團將繼續在產品創新、新技術應用方面進行探索，對取得的成果進行專利申請，使企業的知識產權得到法律上的保護。

The Group will continue to explore product innovation and new technology applications, and apply for patents for the achievements, so that our intellectual property can be legally protected.

### 3.8 榮譽獲取

### 3.8 RECOGNITIONS

2022年本集團獲得的部分獎項及榮譽如下表所示。

Some of the awards and honours received by the Group in 2022 are shown in the table below.

序號 No.	獲得獎項及榮譽的主體 Subjects who have received awards and honours	獎項及榮譽名稱 Name of the awards and honours
1	大成食品 DaChan Food	榮登創業邦「星火獎」社區營銷品牌榜單 Ranked as one of the top community marketing brands in the Starfire Awards
2	大成食品 DaChan Food	獲得第七屆中國食品企業社會責任年會2021年度金鼎獎 Awarded the Golden Tripod Award at the 7th Annual China Food Enterprises Social Responsibility Conference 2021
3	大成食品 DaChan Food	獲得「2021年建立現代企業制度示範企業」榮譽 Awarded the “Model Enterprise for Establishing a Modern Enterprise System by 2021”
4	遼寧大成農牧實業有限公司遼陽分公司 Liaoning Great Wall Agri-Industrial Co., Ltd., Liaoyang Branch	獲得遼陽市農業產業化市級重點龍頭企業 Awarded Liaoyang Municipal Key Leading Enterprise in Agricultural Industrialisation
5	蚌埠大成食品有限公司 Bengbu DaChan Food Co., Ltd.	獲得蚌埠市農業產業化市級重點龍頭企業 Awarded Bengbu Municipal Key Leading Enterprise in Agricultural Industrialisation
6	東北農牧(長春)有限公司 Dongbei Agri (Changchun) Co., Ltd.	獲得吉林省農業領域專精特新企業 Awarded the title of Jilin Province Agricultural Field Specialized and New Enterprise
7	東北農牧(長春)有限公司 Dongbei Agri (Changchun) Co., Ltd.	獲得全國高新技術企業稱號 Awarded the title of National High-Tech Enterprise
8	大成農牧(鐵嶺)有限公司 Great Wall Agri (Tieling) Co., Ltd.	獲得鐵嶺市最具影響力企業品牌 Awarded the most influential corporate brand in Tieling
9	大成農牧(鐵嶺)有限公司 Great Wall Agri (Tieling) Co., Ltd.	獲得鐵嶺首屆食品節十佳方便產品獎 Awarded the Top Ten Convenience Products at the first Tieling Food Festival
10	蚌埠大成食品有限公司 Bengbu DaChan Food Co., Ltd.	獲得農業產業化國家重點龍頭企業 Awarded National Key Leading Enterprise in Agricultural Industrialisation

## 4. 廉潔從業 守衛底線

### 4. Operating with integrity and guarding the bottom line

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》、《陽光計劃及實施細則》《陽光採購作業制度》，以及於本年實施的《反舞弊與舉報機制制度》，並監督各子公司認真貫徹執行。

本集團廉潔事務由稽核中心統籌管理，稽核中心每季度提報「稽核室季度工作報告」「稽核案例宣導」、階段性「職能部門工作報告」以及ESG工作報告，向董事會提報半年度及年度「內部稽核工作報告及反貪污宣導」。

本集團推行「三級防線」的內控措施。事業、工廠為內控一級執行層；總部職能為二級監管層；稽核內審為三級專案及制度檢核層：

- 一級防線：各事業對事業內部各工廠的自查自糾；
- 二級防線：集團職能採取交叉查核方式進行監督；
- 三級防線：稽核室實施專案查核和舉報查核（實名舉報成立專案查核，非實名如事實清楚也會成立專案查核）。

In accordance with 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 to anti-corruption and anti-bribery, the Group has formulated and implemented a Code of Ethics for Employees (《員工職業道德守則》), a Code of Ethics for Senior Officers (《管理人員職業道德守則》), the Sunshine Project and its Implementing Measures (《陽光計劃及實施細則》), and the Sunshine Procurement Operation System (《陽光採購作業制度》) as well as the Anti-fraud and Whistleblowing Mechanism System (《反舞弊與舉報機制制度》) implemented starting from this year and supervised their adoption at its subsidiaries.

Matters of integrity for the Group are coordinated and managed by the Audit Centre. The Audit Centre submits the “Quarterly Work Report of the Audit Office”, the “Audit Case Advocacy”, the Stage “Report on the Work of the Functions” and the ESG Report as well as the “Internal Audit Report and Anti-Corruption Advocacy Report” to the Board semi-annually and annually.

The Group has implemented a “Three Lines of Defence” internal control measure. Business units and factories are the first line of internal executives; the headquarters function is the second line of supervision; and the audit and internal audit is the third line of project and system review.

- First line of defence: Self-inspection and self-correction by each business unit to each of its factories.
- Second line of defence: Cross-checking and supervision by Group functions.
- Third line of defence: Project and report checks by the Audit Office. Cases will be established and investigated for both non-anonymous reports and anonymous reports, once verified.

## 4. 廉潔從業 守衛底線 4. Operating with integrity and guarding the bottom line



2022年，本集團將「大成陽光計劃」作為基本制度之一再次重申，OA系統專門設置「大成陽光申報系統」，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、兼職、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。在員工申報接受的饋贈品時，將饋贈品交予員工所在地人資部門，人資部門必須開具收據及登記保管。每月月底，各工廠及公司將收到的饋贈品悉數匯總上報集團人資中心處理。同時，人資中心設置「員工獎懲管理辦法」獎優罰劣，對員工工作行為進行監管。

此外，我們在與供應商、客戶簽訂購銷合同的同時請其簽署「反腐敗、反商業賄賂承諾函」，該承諾函明確公司制度，禁止商業賄賂（含禮品及娛樂招待）、禁止圍標串標、避免利益衝突，同時明確違反該承諾的違約責任等條款，並將舉報郵箱和電話告知了各供應商。

In 2022, the Group reiterated the imposition of the Sunshine Plan as one of its basic staff conduct systems, and the “DaChan Sunshine Reporting System” was established within the Company’s OA system. This requires all employees to disclose on the record the nature of their relationships with fellow employees, customers and suppliers, including any part-time employment and any gifts that may have been exchanged within these relationships, as a deterrent to bribery, fraud, money laundering and extortion, and create a transparent and fair working environment. When an employee declares the gifts they have accepted, said gifts are handed over to the employee’s relevant Human Resources Department, which issues a receipt and register for safekeeping. At the end of each month, all factories and companies will collect all gifts received and report them to the Group’s Human Resources Centre for processing. At the same time, the Human Resources Centre devised the “Employee Reward and Punishment Management Measures” to give rewards and punishments accordingly and supervise the employees’ work.

In addition, we request our suppliers and customers to sign an “anti-corruption and anti-bribery pledge” at the same time as we enter into purchase and sales contracts with them. Such a pledge specifics our company system, which includes commercial bribery prohibition (including gifts and entertainment), bid-rigging prohibition and avoidance of conflict of interest. It also specifics the terms and conditions of the breach of the pledge and informs suppliers of the reporting E-mail and telephone number.

## 4. 廉潔從業 守衛底線

### 4. Operating with integrity and guarding the bottom line

本集團舉報政策讓員工、客戶以及供應商，能夠通過800舉報郵箱、稽核電話以及書面等方式，就不當行為、舞弊及違規等懷疑個案，向審計委員會稽核中心做出舉報。對於實名舉報，稽核中心迅速成立專案開始核查，對於非實名舉報，如舉報內容事實陳述清楚，稽核中心也會立刻成立專案開始核查。本集團禁止一切形式向被舉報人透露舉報人個人信息，在舉報事件辦理核實過程中，會隱去明顯含有舉報人信息的內容。嚴格保密申訴內容，如非必要不會向非參與調查人士披露舉報人相關信息；稽核室採取接案人員即為終案執行人的工作原則，且重要檔案均設有密碼。對稽核查實的違規事實涉及人員按本集團制度給予辭退(勸退)、懲處(包括記大過、小過、申戒、通報等不同程度的處罰)。2022年度本集團共勸退4人，懲處9人，通過嚴肅整治營造了風清氣正的企業文化。

The Company enables employees, customers and suppliers to report suspected cases of misconduct, fraud, and violations to the Audit Office of the Group's Audit Committee through its no. 800 reporting email, via telephone, or in writing. For non-anonymous whistleblowing, the Audit Centre quickly set up a project to start verification. For anonymous whistleblowing, if the facts of the report are clearly stated, the Audit Centre will immediately set up a project to start verification. The Group prohibits informants' identities from being revealed to the reported person(s). During the process of verifying a reported incident, any content that includes information pertaining to the informant will be concealed. Contents of the complaints are strictly concealed. Unless necessary, any information regarding the informant will not be disclosed to anyone who is not participating in the investigation. The audit officer who receives the report will be responsible for investigating the same, and all important files are encrypted with passwords. The personnel involved in the verified facts of violations shall be dismissed (dissuaded) and punished according to the Group system, including varying degrees of penalty such as recording major or minor demerits, reprimands, and notifications. In 2022, the Group dissuaded four persons and punished nine persons, upholding a clean corporate culture through serious remediation.

#### 專項核查

##### Special check

報告份數：18

No. of reports: 18

核查問題數量：46

No. of issues checked: 46

重大舞弊數量：0

No. of material frauds: 0

#### 舉報案件

##### Reporting chase

舉報數量：7

No. of reports: 7

舉報問題數量：23

No. of issues reported: 23

案件處理率：100%

Case processing rate: 100%



## 4. 廉潔從業 守衛底線 4. Operating with integrity and guarding the bottom line

為了規範員工及董事廉潔從業行為，2022年度稽核中心針對員工及董事開展了以下宣導和培訓：

In order to ensure the integrity of employees and Directors, in 2022, the Audit Centre conducted the following advocacies and trainings to the employees and directors:

- |  |  |
|--|--|
| <p>1) 稽核室每季度通過經管會part1(或者職能中心報告)向事業、各工廠分享稽核案例及核查發現，宣導提示風險。</p>                           | <p>1) The Audit Office shared audit cases and verification findings with the business units and factories every quarter through the management meeting part 1 (or the function centre report) to inform and alert the risks.</p>                                   |
| <p>2) 稽核室以季度為單位向集團總部提交「稽核工作報告」；每半年向董事會提報一次稽核工作報告及反貪污宣導。</p>                              | <p>2) The Audit Office submitted the "Audit Report" to the group headquarters every quarter and submitted the Audit Report and anti-corruption campaign to the Board of Directors on a semi-annually basis.</p>  |
| <p>3) 稽核室於2022年9月面向公司財控體系全體成員進行了一次「內審工作」分享會，期間針對涉及重點稽核項目、稽核方法、稽核要點以及存在的風險逐一進行了分享和宣導。</p> | <p>3) In September 2022, the Audit Office conducted a sharing session on internal audit for all members of the Company's financial control system, during which key audit items, audit methods, audit key points and existing risks were shared and explained.</p> |
| <p>4) 稽核人員在進行專案核查過程隨時向地方執行員工宣導公司制度以及規範作業流程及標準。</p>                                       | <p>4) Auditors are always available to educate local staff on the Company's systems and standard operating procedures and standards during the project verification process.</p>   |

培訓主題：案例宣導分享

參與人員：各事業人員

培訓時長：10-15小時

參與人數：100人次

Training topic:  
Case Study Sharing

Participants:  
Various business personnel

Training duration:  
10-15 hours

No. of participants:  
100 people per time





#### 4. 廉潔從業 守衛底線

#### 4. Operating with integrity and guarding the bottom line

2022年，本集團無重大違反與防止賄賂、勒索、欺詐及洗黑錢相關之法律法規的情況發生，2022年度也未發生由公司或員工提出的貪污訴訟案件。2023年本集團繼續執行內控「三級防線」政策，做好各個層級反舞弊案例宣講和通報，嚴格貫徹執行公司相關制度。

本集團誠摯營造透明、公平、公正、公開的工作環境，並在此公開反貪污舉報方式，以接受廣大利益相關方的監督：

舉報郵箱：[800@dachan.com.cn](mailto:800@dachan.com.cn)

舉報電話：022-27922393

In 2022, there were no major violations of laws and regulations by the Group with respect to bribery, extortion, fraud and money laundering, nor were any corruption lawsuits filed by the Company or its employees during the year. In 2023, the Group will continue to implement the “Three Lines of Defence” internal control measure to promote and report on anti-fraud cases at all levels and strictly enforce the relevant systems of the Company.

**The Group is sincerely committed to creating a transparent, fair, just, and open working environment. It hereby discloses its corruption reporting channels in order to accept the supervision of stakeholders:**

**Report E-mail: [800@dachan.com.cn](mailto:800@dachan.com.cn)**

**Report telephone: 022-27922393**



## 5.反哺社會 社區貢獻

# 5. Giving back to society and contributing to communities

本集團在自身發展的同時，持續發揮行業優勢，聚焦社會關懷，向社會傳遞溫暖與愛心。面對新冠疫情帶來的持續挑戰，本集團嚴格落實防疫政策，積極做好自身防控，協助工廠所在當地社區做好疫情防控、核酸檢測及後勤保障等；密切配合政府工作，促生產、穩經濟、穩就業，做好民生保供與員工關懷。

In addition to its development, the Group continues to leverage its industry strengths and focus on social care, spreading warmth and love to the community. In the face of the ongoing challenges posed by COVID-19, the Group has strictly implemented the epidemic prevention policy and has been proactive in its prevention and control. It also assisted the local communities where its factories are located to carry out epidemic prevention and control, nucleic acid testing and logistical support. The Group worked closely with the government to promote production, stabilise the economy, stabilise employment, ensuring that people's livelihood is protected and cared for by our employees.

### 5.1 抗疫援助

多年來，每逢學雷鋒紀念日、開學季和春節等之際，本集團向社會福利機構、貧困家庭等堅持救助和慰問，回報社會，奉獻愛心。2022年，本集團因地制宜開展慰問幫扶活動，利用自身業務特點，向慰問對象提供了我們的特色產品，本年度部分案例如下：

### 5.1 Aid against the epidemic

Over the years, the Group has persisted in providing assistance and condolences to social welfare organisations and needy families on the occasion of Lei Feng Memorial Day, the school season and the Chinese New Year, to give back to the community and offer love. In 2022, the Group carried out sympathy and support activities according to local conditions and made use of our business characteristics to provide our speciality products to the sympathy recipients, some examples of this year are as follows:



## 5.反哺社會 社區貢獻

### 5. Giving back to society and contributing to communities

開春以來，本土新冠肺炎確診病例呈激增態勢。蚌埠大成食品有限公司於2022年3月31日，接到COSTCO上海店的緊急需求，為保障上海市民疫情期間生活需要，急需一批新鮮雞肉產品，並要求次日凌晨3點前送到。時間緊，任務重，責任大。接到訂單需求後，蚌埠食品廠立即啟動市場保供應急預案，相關部門立即進入狀態，各司其職，有序按照各自的分工組織員工進行加工生產和配送，並於當日保質、保量、按時發出。4月1日凌晨，第一輛滿載11.5噸新鮮雞肉產品冷鏈物流車順利抵達COSTCO上海店，保障了疫情期間上海市場的雞肉產品供應，用實際行動為上海疫情防控工作提供了民生物資保障。

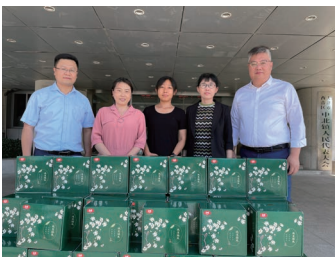
Since the beginning of the Chinese New Year, there has been an upsurge in the number of confirmed local cases of COVID-19. On 31 March 2022, Bengbu DaChan Food Co., Ltd. received an urgent request from COSTCO Shanghai Store for a shipment of fresh chicken products to be delivered by 3:00 am the next day in order to protect the living needs of Shanghai residents during the epidemic. With such a tight time limit and a big mission, we bear a great responsibility. Upon receipt of the order, Bengbu food factory immediately activated the emergency plan to ensure market supply, and the relevant departments immediately entered into a state of affairs and organized their staff to carry out processing, production and distribution according to their respective division of work in an orderly manner, and dispatched on the same day with quality, quantity and on time. In the early morning of 1 April, the first cold chain logistics truck loaded with 11.5 tons of fresh chicken products arrived at COSTCO Shanghai Store smoothly, ensuring the supply of chicken products in Shanghai during the epidemic, providing civil and biological protection for the prevention and control of the epidemic in Shanghai with practical actions.



## 5.反哺社會 社區貢獻 5. Giving back to society and contributing to communities

春節慰問照例在新年第一個月舉行。2022年1月14日，天津食品廠向所在地西青區中北鎮管委會帶去了3,100元常溫年菜禮盒、魔芋粉等慰問品。6月，天津發現本土疫情，天津食品廠啟動應急響應機制，第一時間將5,000元端午禮盒，送到西青區中北鎮管委會、鎮政府一線抗疫人員手中。11月，疫情再起，天津食品廠持續向天津市西青區中北鎮政府及黨委帶去了大成麵粉和雞肉大禮包等；向中北鎮政府和園區管委會捐贈46箱雞肉產品、1箱N95口罩。我們用捐贈抗疫物資和食品的方式，向一線工作人員和志願者表達敬意和關懷。

As usual, the Chinese New Year greetings were held in the first month of the New Year. On 14 January 2022, the Tianjin food factory brought RMB3,100 in comfort items such as Chinese New Year seasonal vegetable gift boxes and konjac flour to the management committee of Zhongbei Town, Xiqing District, where the factory is located. In June, when a local epidemic was discovered in Tianjin, the Tianjin food factory activated its emergency response mechanism and promptly delivered RMB5,000 of Dragon Boat gift boxes to the frontline staff of the management committee of Zhongbei Town, Xiqing District. In November, the epidemic resumed and the Tianjin food factory continued to bring DaChan flour and chicken gift packs to the government and party committee of Zhongbei Town, Xiqing District, Tianjin. The Group also donated 46 boxes of chicken products and 1 box of N95 masks to Zhongbei Township Government and Park Management Committee. We paid tribute to and cared for our frontline workers and volunteers by donating supplies and food to fight the epidemic.



端午禮盒  
Dragon Boat gift boxes



大成麵粉和雞肉大禮包等慰問品  
Comfort items such as DaChan flour and chicken gift packs

## 5.反哺社會 社區貢獻

### 5. Giving back to society and contributing to communities

開春後，本集團鐵嶺肉品廠開展「學雷鋒獻愛心」活動，3月1日致贈人民幣5,000元慰問金予鐵嶺市福利院。3月31日，與市委統戰部領導一起來鐵嶺新區高速收費口、國道102線，依路設卡點和鐵嶺高速收費口，向奮戰在抗疫一線的政府機關人員進行走訪慰問，將人民幣20,000元生活物資分別送到每個執勤者的手中。4月，在疫情肆虐極其困難時刻，鐵嶺市商務局承辦馳援沈城人民急需生物物資保障行動，鐵嶺肉品廠組織員工加班加點，利用3天時間，生產加工30噸鮮肉產品，價值人民幣40餘萬元，馳援沈城。8月1日，防疫形勢嚴峻，鐵嶺肉品廠開展了慰問開發區防疫人員活動，共捐出人民幣50,000元，為當地抗疫工作人員提供營養支持及後勤保障。

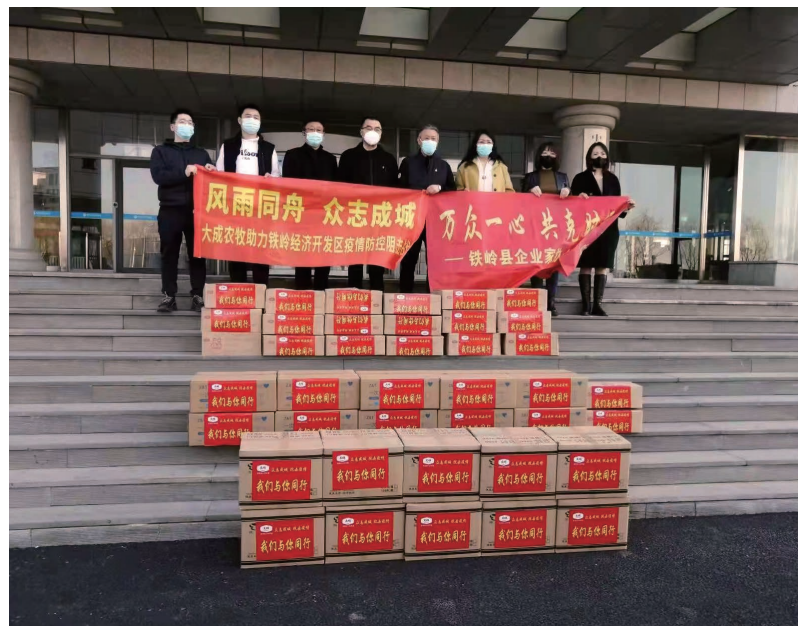
After the Chinese New Year, the Teiling meat factory of the Group launched the "Learn from Lei Feng and Give Love" event, presenting a donation of RMB5,000 to the Tieling City Welfare Institute on 1 March. On 31 March, together with leaders of the United Front Work Department of the Municipal Party Committee, we visited the high-speed toll gate in Tieling New District, the National Highway 102, the roadside checkpoint and the Tieling high-speed toll gate to pay a visit to the government officials who were fighting against the epidemic and delivered supplies amounted to RMB20,000 to each duty officer. In April, at a very difficult time when the epidemic was raging, the Tieling City Commercial Bureau undertook to support the people of Shencheng in their urgent need for biological supplies. Tieling meat factory organised staff to work overtime for three days to produce and process 30 tons of fresh meat products, worth more than RMB400,000, to aid Shencheng. On August 1, in face of the critical situation of the epidemic, the Tieling meat factory launched a campaign to pay tribute to the epidemic prevention workers in the development area, donating a total of RMB50,000 to provide nutritional support and logistical support to the local epidemic prevention workers.



慰問鐵嶺市福利院  
Consolation at Tieling City Welfare Institute



鐵嶺肉品廠30噸鮮肉產品馳援沈城  
30 tons of fresh meat products from  
Teiling meat factory to Shencheng City



慰問開發區防疫人員  
Consolation to epidemic prevention workers in the development area



## 5.反哺社會 社區貢獻

### 5. Giving back to society and contributing to communities

河北遭疫，大成食品(河北)有限公司向高寨鎮政府捐贈16箱桶裝方便麵，6包水、3箱火腿腸、1桶消毒水、2000個口罩，向高寨鎮23個村卡口捐贈桶裝方便面、火腿腸、口罩及飲用水等物資。本集團認真構築群防群治嚴密防線，為發生疫情地區踴躍捐款捐物，以滿足市民基本生活保障之需。

When Hebei was hit by the epidemic, DaChan Food (Hebei) Co., Ltd. donated 16 boxes of instant noodles, 6 packs of water, 3 boxes of ham sausages, 1 bucket of disinfectant water and 2,000 masks to Gaozhai Township Government, and donated buckets of instant noodles, ham sausages, masks and drinking water to 23 village kiosks in Gaozhai Town. The Group has taken seriously the need to build a tight line of defence against the epidemic by donating money and supplies to meet the basic needs of the people for livelihood protection in the areas affected by the epidemic.

#### 5.2 社會公益與文化教育

本集團讓公益成為一種習慣。帶動農戶發展養殖業，農民通過發展養殖業走上富裕之路。2021年12月30日，大成食品(河北)有限公司評為滄州道德模範企業。疫情居家隔離期間，本集團主動為員工宿舍準備了熱食便當，以及方便面、牛奶、水果等副食品與防疫包，逐一送至隔離點。北京冬奧會閉環管理，本集團提供自有春節禮盒與產品給冬奧會國際部工作人員，能夠為奧運會出一分心力，員工皆與有榮焉。再者，我們以行動支持為聽障青年免費提供烘焙技能培訓的北京彩虹天使咖啡屋，贊助4月17日彩虹天使咖啡屋五週年生日會暨公益論壇場地與餐會；並將企業會員糕點額度亦轉為員工下午茶點心，吸引更多員工參加關懷殘疾人愛心活動等等。

#### 5.2 Social welfare and cultural education

The Group has made public service a habit by leading farmers to develop the breeding industry, and farmers have embarked on the road to prosperity through it. On 30 December 2021, DaChan Food (Hebei) Co., Ltd. was awarded as a model moral enterprise in Cangzhou. During the home quarantine period, the Group took the initiative to prepare hot lunch boxes, instant noodles, milk, fruit and other foodstuffs for the staff dormitories and delivered them to the quarantine points one by one. During the close-circuit management at the Beijing Winter Olympic Games, the Group provided its Chinese New Year gift boxes and products to the international staff of the Winter Olympic Games. Contributing to the Olympic Games was a great honour for our staff. In addition, we supported the Rainbow Angel Café in Beijing by providing free baking skills training to young people with hearing impairment and sponsoring the venue and meal for the Rainbow Angel Café 5th Birthday Party and Charity Forum on 17 April. With our membership credits converted to afternoon refreshments for staff, we attracted more staff to participate in caring activities for people with disabilities, etc.



## 5.反哺社會 社區貢獻

### 5. Giving back to society and contributing to communities

關注校園成長，通過開展食安教育，向學生傳遞最新知識，是本集團一直以來堅守的社會情懷。本集團在江蘇省加入了教育局陽光食堂平台，老師、家長或相關人員皆可登錄平台查看學校食堂的後廚衛生情況，並可以根據膳食搭配提出建議，讓孩子在學校食堂吃的更加安全健康。本集團走進平原縣第五中學，推廣開學第一餐，是每學期開學季重中之重的活動。我們，也歡迎校園師生實地參觀。1月25日，北京清華附中國際部「綠色環保計劃」項目組拜會本集團及餐飲事業群，認識綠色農場規範化統一標準管理，完成了可從農場到餐桌進行全程追溯的食品安全管理系統，使用可降解材料作為餐飲打包餐盒。

2022年是新冠疫情對全社會挑戰最嚴峻的一年。本集團時刻牢記企業責任與擔當，將公司文化融入「誠信謙和前瞻」企業宗旨中，以人才、系統、技術、管理之優勢，計劃性組織及參與各類社會公益活動，增進員工認同度和幸福感，促使自心和悅—家庭和順—人我和順—社會和諧—世界和平，朝著正向循環發展，達到企業永續經營目標。

The Group's concern for the growth of schools and the dissemination of up-to-date knowledge to students through food safety education has always been the Group's social commitment. The Group has joined the Education Bureau's Sunshine Cafeteria Platform in Jiangsu Province, which allows teachers, parents and relevant personnel to access the platform to check the hygiene conditions of the school cafeteria and make suggestions based on the meal mix so that children can eat more safely and healthily in the school cafeteria. The Group's visit to the 5th Secondary School of Pingyuan County to promote the first meal of the school year is one of the most important events of the school season. We also welcome site visits from teachers and students on campus. On 25 January, the "Green Project" project team of the International Division of Beijing Tsinghua Affiliated Secondary School met with the Group and its catering business unit to learn about the standardised and unified management of green farms, the completion of a food safety management system with full traceability from farm-to-table, and the use of biodegradable materials for catering packing boxes.

2022 was the most challenging year for the whole community in terms of COVID-19. The Group has always been mindful of its corporate responsibility and commitment, and has integrated its corporate culture into its corporate philosophy of "Integrity, Modesty and Foresight". With its advantages of talents, system, technology and management, the Group organised and participated in various social welfare activities in a planned manner to enhance the employees' recognition and sense of well-being, and to promote the philosophy of "self-heartedness and happiness – family harmony – human harmony – social harmony – world peace". The Group is moving in a positive cycle to achieve its goal of sustainable business operations.

# 附錄一：環境關鍵績效指標表

## Appendix I: Table of Environmental Key Performance Indicators



環境關鍵績效指標表

Table of Environmental Key Performance Indicators

環境關鍵績效指標	指標單位	飼料廠 <sup>2</sup>	食品廠 <sup>3</sup>
Environmental Key Performance Indicator	Indicator unit	Feed mill <sup>2</sup>	Food factory <sup>3</sup>
能源及資源消耗量			
<b>Consumption of energy and resources</b>			
總耗水量	立方米	131,607.36	2,889,958.13
Total water consumption	cubic metres		
耗水強度	立方米／萬元營收	0.36	6.64
Water consumption density	cubic metres/RMB10,000 revenue		
總耗電量	千瓦時	27,896,437.14	103,659,878.68
Total power consumption	kWh		
耗電強度	千瓦時／萬元營收	76.09	238.07
Power consumption density	kWh/RMB10,000 revenue		
天然氣消耗量	標準立方米	2,889,391.53	3,289,534.00
Natural gas consumption	standard cubic metres		
煤炭消耗量	噸標煤	2,633.15	9,557.14
Coal consumption	ton of standard coal		
綜合能源消耗量	千個千瓦時	48,854.50	148,747.96
Comprehensive energy consumption	thousand kWh		
綜合能源消耗強度	千個千瓦時／萬元營收	0.13	0.34
Comprehensive energy consumption density	thousand kWh/RMB10,000 revenue		
包裝材料總使用量	噸	1,882.34	3,659.97
Total usage amount of packaging materials	ton		
紙箱	噸	不涉及	2,911.82
Carton	ton	Not involved	
塑料	噸	1,882.34	533.95
Plastic	ton		
其他包裝材料	噸	不涉及	214.20
Other packaging materials	ton	Not involved	
包裝材料使用強度	千克／萬元營收	5.13	8.41
Packaging materials consumption density	kg/RMB10,000 revenue		



## 附錄一：環境關鍵績效指標表 Appendix I: Table of Environmental Key Performance Indicators

環境關鍵績效指標表			
Table of Environmental Key Performance Indicators			
環境關鍵績效指標	指標單位	飼料廠 <sup>2</sup>	食品廠 <sup>3</sup>
Environmental Key Performance Indicator	Indicator unit	Feed mill <sup>2</sup>	Food factory <sup>3</sup>
污染物排放量			
Pollutant emission			
污水產生量 <sup>4</sup>	立方米	–	2,263,354.50
Sewage production <sup>4</sup>	cubic metre		
生活污水產生量	立方米	–	186,171.50
Domestic sewage production	cubic metre		
工業廢水產生量	立方米	不涉及	2,077,183.00
Industrial wastewater production	cubic metre	Not involved	
污水處理量	立方米	–	2,263,355.00
Sewage treatment capacity	cubic metre		
生活污水處理量	立方米	–	186,172.00
Domestic sewage treatment capacity	cubic metre		
工業廢水處理量	立方米	不涉及	2,077,183.00
Industrial wastewater treatment capacity	cubic metre	Not involved	
硫氧化物排放量	噸	17.08	24.39
Sulfur oxide emissions	ton		
氮氧化物排放量	噸	16.43	22.35
Nitrogen oxide emissions	ton		
顆粒物排放量	噸	20.44	21.46
Particulates emissions	ton		
溫室氣體排放 <sup>5</sup> 總量	噸二氧化碳當量	36,061.39	94,072.17
Total greenhouse gas emissions <sup>5</sup>	ton of carbon dioxide equivalent		
直接溫室氣體排放量	噸二氧化碳當量	19,041.77	30,829.28
Direct greenhouse gas emissions	ton of carbon dioxide equivalent		
間接溫室氣體排放量	噸二氧化碳當量	17,019.62	63,242.89
Indirect greenhouse gas emissions	ton of carbon dioxide equivalent		
溫室氣體排放強度	噸二氧化碳當量／萬元營收	0.07	0.10
Greenhouse gas emission intensity	ton of carbon dioxide equivalent/ RMB10,000 revenue		

附錄一：環境關鍵績效指標表  
Appendix I: Table of Environmental Key Performance Indicators



環境關鍵績效指標表

Table of Environmental Key Performance Indicators

環境關鍵績效指標	指標單位	飼料廠 <sup>2</sup>	食品廠 <sup>3</sup>
Environmental Key Performance Indicator	Indicator unit	Feed mill <sup>2</sup>	Food factory <sup>3</sup>
<b>污染物排放量</b>			
<b>Pollutant emission</b>			
有害廢棄物總重量	千克	1,122.48	5,220.70
Total weight of Hazardous waste	kg		
廢機油	千克	1,122.48	5,046.00
Waste oil	kg		
廢燈管	千克	不涉及	114.20
Waste lamp	kg	Not involved	
廢抹布	千克	不涉及	30.50
Waste cloth	kg	Not involved	
廢舊電子產品	千克	不涉及	30.00
Waste and obsolete electronic products	kg	Not involved	
有害廢棄物產生強度	克／萬元營收	3.06	11.99
Hazardous waste generation intensity	g/RMB10,000 revenue		
無害廢棄物總重量	噸	210.65	12,206.05
Total weight of non-hazardous waste	ton		
爐渣	噸	210.65	2,198.53
Slag	ton		
污泥 <sup>6</sup>	噸	不涉及	9,411.68
Sludge <sup>6</sup>	ton	Not involved	
病死&死畜禽	噸	不涉及	446.93
Sick and dead livestock	ton	Not involved	
畜禽糞便	噸	不涉及	72.15
Livestock manure	ton	Not involved	
工業廢水污染物化學需氧量	噸	不涉及	68.60
Industrial wastewater pollutants chemical oxygen demand	ton	Not involved	
工業廢水污染物氨氮	噸	不涉及	8.17
Industrial wastewater pollutants ammonia nitrogen	ton	Not involved	
無害廢棄物產生強度	千克／萬元營收	0.57	28.03
Non-hazardous waste generation intensity	kg/RMB10,000 revenue		

## 附錄一：環境關鍵績效指標表

### Appendix I: Table of Environmental Key Performance Indicators

3	本報告飼料廠數據涵蓋範圍包括哈爾濱、長春、昌圖、沈陽、葫蘆島、營口、大連、天津、滄州、禹城、蚌埠、湖南及四川13個地區飼料廠。	3	The feed mill data in this report include feed mills in 13 regions, including Harbin, Changchun, Changtu, Shenyang, Huludao, Yingkou, Dalian, Tianjin, Cangzhou, Yucheng, Bengbu, Hunan and Sichuan.
4	本報告食品廠數據涵蓋範圍包括天津、大連、鐵嶺、遼陽、兗州、滄州及蚌埠7個地區食品廠。	4	The food factory data in this report include food factories in 7 regions, including Tianjin, Dalian, Tieling, Liaoyang, Yanzhou, Cangzhou and Bengbu, consistent to that of the previous year.
5	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	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.
6	溫室氣體排放計算參考《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》、香港聯合交易所有限公司頒布的《如何準備環境、社會及管治報告》、《附錄二：環境關鍵績效指標匯報指引》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》。	6	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：環境關鍵績效指標匯報指引》) 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》).
7	由於本集團大連美食食品廠2022年調整了污泥脫水標準，污泥含水量較高，因此污泥重量相比2021年有較大提高。	7	Due to the adjustment of sludge dewatering standards at the Group's Dalian food factory in 2022, the sludge moisture content was higher and therefore the sludge weight has increased significantly compared to 2021.

## 附錄二：近兩年匯報範圍列示

### Appendix II: Reporting Scope for the Last Two Years



本集團下屬公司及工廠全稱 Full names of Group subsidiaries and factories	簡稱 Abbreviation	2022年度 2022	2021年度 2021
北京東北亞諮詢有限公司 Dongbei (Beijing) Consultant Co., Ltd.	—	√	√
大成萬達(天津)有限公司 DaChan Wanda (Tianjin) Co., Ltd.	天津食品廠 Tianjin food factory	√	√
蚌埠大成食品有限公司 Bengbu DaChan Food Co., Ltd.	蚌埠食品廠 Bengbu food factory	√	√
台畜大成食品(蚌埠)有限公司 Taixu & DaChan Foods (Bengbu) Co., Limited		√	√
大成食品(大連)有限公司 Great Wall Food (Dalian) Co., Limited	大連美食食品廠 Dalian food factory	√	√
大成宮產食品(大連)有限公司 Miyasun-Great Wall Foods (Dalian) Co., Ltd.	大連宮產食品廠 Dalian Great Wall food factory	√	√
遼寧大成農牧實業有限公司遼陽分公司 Liaoning Great Wall Agri-Industrial Co., Ltd., Liaoyang Branch	遼陽食品廠 Liaoyang food factory	√	√
兗州安鮮農場食品有限公司 Yanzhou S&F Farm Co., Ltd.	兗州食品廠 Yanzhou food factory	√	√
大成食品(河北)有限公司滄州肉品廠 DaChan Food (Hebei) Co., Ltd. Cangzhou meat factory	滄州肉品廠 Cangzhou meat factory	√	√
大成農牧(鐵嶺)有限公司 Great Wall Agri (Tieling) Co., Ltd.	鐵嶺肉品廠 Tieling meat factory	√	√
蚌埠大成食品有限公司蚌埠肉品廠 Bengbu Meat Factory of Bengbu DaChan Food Co., Ltd.	蚌埠肉品廠 Bengbu meat factory	√	√
大成食品(大連)有限公司大連肉品廠 Dalian Meat Factory of Great Wall Food (Dalian) Co., Limited	大連肉品廠 Dalian meat factory	√	√
大成萬達(天津)有限公司天津飼料廠 Tianjin Feed Mill of Great Wall Food (Tianjin) Co., Ltd.	天津飼料廠 Tianjin feed mill	√	√
大成食品(大連)有限公司大連飼料廠 Dalian Feed Mill of Great Wall Food (Dalian) Co., Limited	大連飼料廠 Dalian feed mill	√	√
大成農牧(黑龍江)有限公司 Great Wall Agri (Heilongjiang) Co., Ltd.	黑龍江飼料廠 Heilongjiang feed mill	√	√

## 附錄二：近兩年匯報範圍列示 Appendix II: Reporting Scope for the Last Two Years

本集團下屬公司及工廠全稱 Full names of Group subsidiaries and factories	簡稱 Abbreviation	2022年度 2022	2021年度 2021
東北農牧(長春)有限公司 Dongbei Agri (Changchun) Co., Ltd.	長春飼料廠 Changchun feed mill	√	√
大成農牧(鐵嶺)有限公司昌圖飼料廠 Changtu Feed Mill of Great Wall Agri (Tieling) Co., Ltd.	昌圖飼料廠 Changtu feed mill	√	√
遼寧大成農牧實業有限公司 Liaoning Great Wall Agri-Industrial Co., Ltd.	瀋陽飼料廠 Shenyang feed mill	√	√
大成農技(葫蘆島)有限公司 Great Wall Agritech (Huludao) Co., Ltd.	葫蘆島飼料廠 Huludao feed mill	√	√
大成農牧(營口)有限公司 Great Wall Agri (Yingkou) Co., Ltd.	營口飼料廠 Yingkou feed mill	√	√
山東大成生物科技有限公司 Shandong DaChan Biotechnology Co., Limited	禹城飼料廠 Yucheng feed mill	√	√
湖南大成科技飼料有限公司 Hunan Greatwall Technologies & Feeds Co., Ltd.	長沙飼料廠 Changsha feed mill	√	√
四川大成農牧科技有限公司 DaChan Agricultural Technologies (Sichuan) Co., Ltd.	四川飼料廠 Sichuan feed mill	√	√
大成食品(河北)有限公司滄州飼料廠 Cangzhou Feed Mill of DaChan Food (Hebei) Co., Ltd.	滄州飼料廠 Cangzhou feed mill	√	√
蚌埠大成食品有限公司蚌埠飼料廠 Bengbu Feed Mill of Bengbu DaChan Food Co., Ltd.	蚌埠飼料廠 Bengbu feed mill	√	√

# 讀者反饋 Reader Feedback



尊敬的讀者：

您好！感謝您閱讀本報告。為了不斷提高和改進本集團可持續發展管理，我們真誠地希望聽取您的寶貴意見和建議。請您協助完成本頁內容並選擇以下方式反饋給我們。

地址：北京市朝陽區朝陽門外大街甲6號萬通中心C座4A層

郵箱：hr@dachan.com.cn

1. 您對本報告的總體評價是：

好      較好      一般

2. 您認為本報告在信息和數據披露的清晰度、準確性和完整性上表現如何？

好      較好      一般

3. 您認為本報告在反映本集團對經濟、社會和環境的重大影響方面表現如何？

好      較好      一般

4. 您認為本集團在維護相關方利益方面做得如何？

好      較好      一般

Dear Readers,

Thank you for reading this Report. We sincerely looking forward to receiving your opinions or suggestions on its contents. To offer yours, please complete the form below and return it to us by email or post.

Mailing address: 4A Floor, Office Tower C, Vanton Center, No. 6 Chaowai Street, Chaoyang District, Beijing

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1. What is your opinion of the Report?

Good      Not bad      Normal

2. Do you think the information and data disclosed in the Report are clear, accurate and complete?

Good      Not bad      Normal

3. Do you think the Report reflects the Group's influence on the economy, society and the environment?

Good      Not bad      Normal

4. How do you rate the Group's performance in safeguarding the interests of stakeholders?

Good      Not bad      Normal



## 讀者反饋 Reader Feedback

5. 您對本集團可持續發展管理的意見和建議：

如果方便，請留下您的聯繫方式：

姓名：

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我們將充分考慮您的意見和建議，並承諾妥善保管您的信息。

5. Please provide your opinions or suggestions on the sustainable development management of the Group:

Please leave your contact information if convenient:

Name:

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We will thoroughly consider your opinions and suggestions and ensure that your personal information is handled properly.



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