



Fufeng Group Limited 阜豐集團有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 546



2021

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

CONTENTS

目錄

2	About this Report 關於本報告
2	Regulatory Structure for Environmental, Social and Governance Issues 環境、社會及管治的管治架構
3	Materiality Assessment 重要性評估
3	A Environment 環境
5	A1 Emission 排放物
17	A2 Use of Resources 資源使用
25	A3 Environmental and Natural Resources 環境及天然資源
25	A4 Climate Change 氣候變化
26	B Social 社會
26	B1 Employment 僱傭
37	B2 Health and Safety 健康與安全
48	B3 Development and Training 發展及培訓
50	B4 Labour Standards 勞工準則
51	B5 Supply Chain Management 供應鏈管理
53	B6 Product Responsibility 產品責任
58	B7 Anti-Corruption 反貪污
60	B8 Community Investment 社區投資



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

About this Report

In accordance with the “Environmental, Social and Governance Reporting Guide” of the Stock Exchange of Hong Kong, the Group prepared its 2021 Environmental, Social and Governance (hereinafter referred to as the “ESG”) Report for the period from 1 January 2021 to 31 December 2021, covering its subsidiaries 山東阜豐發酵有限公司 (Shandong Fufeng Fermentation Co., Ltd.), 寶雞阜豐生物科技股份有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.), 內蒙古阜豐生物科技股份有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.), 呼倫貝爾東北阜豐生物科技股份有限公司 (Hulunbeir Northeast Fufeng Biotechnologies Co., Ltd.), 新疆阜豐生物科技股份有限公司 (Xinjiang Fufeng Biotechnologies Co., Ltd.) and 齊齊哈爾龍江阜豐生物科技股份有限公司 (Qiqiha'er Longjiang Fufeng Biotechnologies Co., Ltd.). Fufeng Group has been pursuing the sustainable business operation in terms of economic, social and environmental aspects, and has been in strict compliance with the regulatory requirements in relation to employment, human rights, labour interest, supply chain management, product liability and anti-corruption. The Report will illustrate the Group's performance in sustainable development from both environmental and social perspectives.

Regulatory Structure for Environmental, Social and Governance Issues

On 31 August 2021, the Group announced the establishment of the ESG Committee of the Board (the “Committee”) with detailed explanation and announcement of the terms of reference of the Committee, with the aim of facilitating the development and implementation of ESG issues of the Group. The Committee is responsible for developing and reviewing of the Group's ESG vision, objectives, strategy and management approach, as well as reviewing and monitoring the ESG management structure, policies and operational management to advise the Board on relevant ESG work for ensuring ongoing compliance with legal and regulatory requirements; reviewing key trends of ESG to identify ESG-related risks and opportunities and, in this regard, assess the adequacy and effectiveness of the Group's ESG-related framework, and also adopting and updating the ESG policy as necessary; overseeing the communication with the Group's stakeholders to identify ESG-related issues that have a significant impact on the Group's operations or the interests of other key stakeholders; overseeing the development of the Group's ESG objectives and their implementation rules and effectiveness, as well as reviewing the progress made in achieving the ESG objectives on a regular basis to advise on the actions required to improve performance; identifying the ESG-related issues arising

關於本報告

根據香港聯合交易所《環境、社會及管治報告指引》要求，本集團編制了2021年環境、社會及管治（以下簡稱「ESG」）報告，覆蓋集團下轄山東阜豐發酵有限公司、寶雞阜豐生物科技股份有限公司、內蒙古阜豐生物科技股份有限公司、呼倫貝爾東北阜豐生物科技股份有限公司、新疆阜豐生物科技股份有限公司和齊齊哈爾龍江阜豐生物科技股份有限公司報告的時間範圍為2021年1月1日至2021年12月31日。阜豐集團一直力求在經濟、社會及環境方面以可持續的方式經營業務，並且恪守關於僱傭、人權、勞工權益、供應鏈管理、產品責任及反貪污的監管規定。本報告從環境和社會兩個範疇闡述本集團在可持續發展方面的表現。

環境、社會及管治的管治架構

集團於2021年8月31日宣告成立董事會ESG委員會（「委員會」），並對該委員會的職權範圍詳細解釋並進行公告，旨在促進集團ESG事宜的發展及落實。委員會制定並檢討集團ESG的願景、目標、策略及管理方針，檢討並監察ESG的管理架構、政策及運營管理，並就相關ESG工作向董事會提供建議，確保持續符合法律及監管要求；審視ESG的主要趨勢，識別ESG有關風險和機遇，並就此評估集團ESG有關架構是否足夠及有效，於必要時採納並更新ESG政策並確保該政策與時俱進；監察集團利益相關方的溝通工作，識別對集團運營或其他重要利益相關方的權益構成重大影響的ESG相關事宜；監督集團ESG目標制定及相應的實施規則及成效，定期檢討ESG目標達成的進度，並就需要提升表現所需採取的行動給予建議；識別因外部因素引致有關ESG範疇的事宜，評估ESG工作對集團外部及內部的影響，聽取集團外部及內部對於ESG工作的反饋意見，並就下一步ESG工作提出改善建議；確保集團根據法



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

from external factors to assess the external and internal impact of ESG work, and also receiving external and internal feedback on the Group's ESG work before making recommendation on how to improve the Group's ESG work in the future; guaranteeing the Group's preparation and disclosure of ESG report in accordance with legal and regulatory requirements, and reviewing the ESG report before reporting to the Board, and then making recommendation on the actions or decisions in details to the Board.

Materiality Assessment

In accordance with the "Environmental, Social and Governance Reporting Guide", Fufeng Group conducted a materiality assessment to determine the information and content to be disclosed in this report.

A Environment

As a responsible enterprise, Fufeng Group understands the importance of environmental protection for social development and incorporates environmental protection into its daily work, and continuously improves its environmental management level while resolutely abide by the requirements of relevant laws and regulations. Among the members of Fufeng Group, Baoji Fufeng, Shandong Fufeng, Xinjiang Fufeng, Longjiang Fufeng have established ISO 14001 : 2015 environmental management system and passed the certification. Every production companies will continuously improve the management of various emissions, including wastewater, waste gas, greenhouse gases and hazardous or non-hazardous waste, while reducing waste of resources in daily production and operation. In 2021, the Group continued to increase its investments in environmental protection by implementing a number of energy saving and emission reduction measures, continuously exploring environmental protection technologies and processes related to daily production and operation, and constantly raising the environmental protection awareness of employees in all departments. These initiatives were aimed at minimizing the adverse environmental impacts brought by the pollution generated during daily production and operation process. In 2021, Fufeng Group did not experience any related violation or complaint.

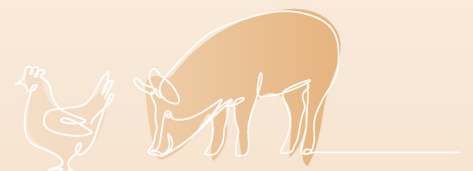
律法規要求編制及披露ESG報告，審閱ESG報告並向董事會彙報，同時向董事會建議具體行動或決策。

重要性評估

阜豐集團根據聯交所《環境、社會及管治報告指引》進行了重要性評估，以決定本報告披露的資料和內容。

A 環境

阜豐集團作為負責任的企業，明白環境保護對社會發展的重要性，將環境保護工作納入日常工作中，在堅決遵守相關法律法規的要求的同時，不斷提升自身的環境管理水平，其中寶雞公司、山東公司、新疆公司、龍江公司均已建立ISO 14001: 2015環境管理體系，並通過認證。各生產公司不斷完善對各類排放物如廢水、廢氣、溫室氣體及有害或無害廢棄物的管理，並且減少日常生產運營過程中對資源的浪費。為此，集團在2021年繼續加大對環保工作的資源投入，推行多項節能減排措施，不斷探索與日常生產經營相關的環保技術與工藝，不斷提升各部門員工的環境保護意識，力求將日常生產經營過程中所產生的污染及對環境所造成的不良影響降到最低。2021年，阜豐集團無任何相關方面的違例或投訴。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group continues to make significant investments in energy-saving equipment. Its low-carbon emission production facilities are designed to minimise the environmental impact of the Group's business. The Group always attaches great importance to sustainable green production, and achieves its objectives in energy conservation, emission reduction and clean production technology improvement. The Group complies with the regulations on energy conservation and consumption reduction issued by the nation to ensure employees' safety, green environmental protection and improvement of resource utilization and rational selection of advanced technologies and processes with low-energy consumption, high-efficiency and energy-saving equipment designed with an advanced structure will to be used in priority in production facilities. At the same time, we choose reasonable design parameters based on the actual use to reduce and control the energy consumption used in the production process. In the selection of production equipment, we prefer to the advanced structural design and energy-efficient equipment, and eliminate the outdated mechanical and electrical equipment, with an aim to vigorously promote energy-saving products. The Group inspects the progress and actual efficiency of all resource management plans annually to ensure that there is no significant impact on the environment around its plants.

The Group has strictly conducted its clean production and circular economy over the past years, as the clean production and circular economy is an important measure to enhance the overall corporate competitiveness and overall corporate quality. The accountability system has been implemented for clean production and circular economy by the Group, thus ensuring that specific personnel at all levels will be held accountable. We strive to increase the awareness and skills of clean production and circular economy among our employees by advancing internal promotions and position-specific training, while encouraging our employees to proactively participate in the activities of clean production and circular economy.

集團持續大力投資節能設備，其低碳排放生產設施旨在盡量降低集團業務對環境造成的影響。集團一向高度注重可持續綠色生產，年年實現節能減排與清潔生產技術優化。集團每年根據國家所發佈的節能降耗規定以確保員工安全、綠色環保和提高資源使用率合理選擇技術先進並且能耗低的生產工藝，在生產設備中優先選擇使用結構設計先進並高效節能的設備。同時結合實際使用情況，選擇合理設計參數，實現降低和控制生產過程中所使用的能耗；在生產設備選型時首先選用結構設計先進、高效節能型設備；淘汰落後機電設備，大力推廣節能產品。集團每年檢查各項資源管理計劃進度及實際效益，確保各廠區周圍環境無顯著影響。

集團長年嚴格實施清潔生產和循環經濟工作。有效的清潔生產及循環經濟是增強整體企業競爭力與提高整體企業素質的一項重要措施。集團實行清潔生產與循環經濟責任制，做到層層負責、責任到人。通過加強內部宣傳和崗位培訓，提高職工清潔生產和循環經濟意識和技能，鼓勵集團員工積極參與清潔生產和循環經濟活動。



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

A1 Emission

In strict compliance with the requirements of relevant laws and regulations, such as the Environmental Protection law of People's Republic of China (中華人民共和國環境保護法), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), Air Pollution Prevention and Control Action Plan (大氣污染防治行動計劃) and Law of the People's Republic of China on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法), Fufeng Group continued to reduce such sewage, exhaust, greenhouse gases, hazardous and non-hazardous wastes that are discharged from the production and operation. In order to meet the emission standards under relevant national, provincial and municipal laws and regulations, the Group has established different management and control measures for various emissions to implement effective control targeted to various emissions, enabling the emissions to meet the relevant national, local and industrial discharge standards.

As for exhaust

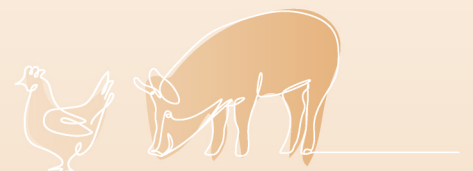
In 2021, based on the summary of the changes in historical emissions from each production company as well as the Group's current status and future development plans, Fufeng Group set an total exhaust emissions target for the next three years from 2022 to 2025 that exhaust emissions intensity shall be decreased by 1% per annum based on the 2021 exhaust emissions intensity (exhaust emissions intensity: calculated based on tonne/million RMB revenue).

A1 排放物

阜豐集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《大氣污染防治行動計劃》、《中華人民共和國水污染防治法》等相關法律法規，不斷降低生產運營過程中所產生的廢水、廢氣、溫室氣體、有害及無害廢棄物的排放。集團為達到國家、省、市相關法律法規要求的排放標準，為各類排放物的制定了不同的管理及控制辦法，有針對性的對各類排放物進行有效管控，使各類排放物均達國家、地方和行業相關標準後再進行合法排放。

廢氣方面

2021年，阜豐集團總結各生產公司歷史廢氣排放量的變化，基於集團現狀及未來發展規劃，制定了2022年至2025年未來三年集團整體的廢氣排放量目標，以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度（廢氣排放密度：按照噸／百萬人民幣營業額作為計算標準）。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Fufeng Group is a fermentation manufacturing enterprise, and its exhaust emitted was mainly generated from the NO_x, SO₂, foul odor as well as smoke and dust during the production process. In terms of exhaust control, the Group strictly complied with the various legal and regulatory requirements, including National Environmental Protection Standards of the People's Republic of China (《中華人民共和國國家環境保護標準》) (HJ2053-2018), the Emission Standard of Air Pollutants for Coal-fired Power Plants (《火電廠大氣污染物排放標準》) (GB13223-2011), the Comprehensive Emission Standard for Atmospheric Pollutants (《大氣污染物綜合排放標準》) (GB16297-1996), the Comprehensive Emission Standard for Atmospheric Pollutants from Boilers (《鍋爐大氣污染物綜合排放標準》) (GB13271-2014), the Emission Standard for Atmospheric Pollutants from Gas-fired Boilers (《燃氣鍋爐大氣污染物排放標準》) (DB6501/T001-2018) and the Environmental Noise Emission Standards for Industrial Enterprises at Boundary (《工業企業廠界環境噪聲排放標準》) (GB12348-2008), and formulated various management requirements, including the Management System on Environmental Protection (《環境保護管理制度》), the Control Procedures on Emission Treatment (《廢氣處理控制程序》), the Operating Procedures for Denitrification of Boilers (《鍋爐脫硝操作規程》) and the Operating Procedures for Desulphurisation (《脫硫操作規程》) for the purification of emitted exhaust.

作為發酵製造業企業，阜豐集團廢氣排放主要來自各生產過程中產生的NO_x、SO₂、惡臭及煙塵，集團在廢氣治理方面嚴格遵守《中華人民共和國國家環境保護標準》(HJ 2053-2018)、《火電廠大氣污染物排放標準》(GB13223-2011)、《大氣污染物綜合排放標準》(GB16297-1996)、《鍋爐大氣污染物綜合排放標準》(GB13271-2014)、《燃氣鍋爐大氣污染物排放標準》(DB6501/T001-2018)、《工業企業廠界環境噪聲排放標準》(GB12348-2008)等法律法規要求，並制定《環境保護管理制度》、《廢氣處理控制程序》、《鍋爐脫硝操作規程》及《脫硫操作規程》等管理要求對廢氣排放進行淨化。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, the Group continued to increase its investments in exhaust emission control, in which case, the Group and its various production companies constantly explored new technologies and upgraded our existing technologies. A dedicated department was established to take responsibility for the daily management of exhaust emissions. In addition, each production company has installed an on-line monitoring system, data of which is sent to the local environmental protection agencies through network connected to achieve joint monitoring with the environmental protection agencies. The Group is strictly prohibited from discharging the exhaust gas without treatment, and therefore, all the exhaust must meet the relevant standards before they are discharged. Meanwhile, the Group and each production company remained in active collaboration with the national environmental protection authorities on annual inspection and spot checks. In 2021, all inspections carried out against the Group and each production company reached the national and local standards.

In 2021, the Group and its production companies increased investment in the exhaust treatment equipment to ensure the exhaust emissions can meet the national standards, resulting in a decrease of 533.87 tonnes, or 11.99%, in the Group's total exhaust emissions compared to the previous year, and a decrease of 33.33% in exhaust emission density from 0.27 tonne/million RMB revenue to 0.18 tonne/million RMB revenue.

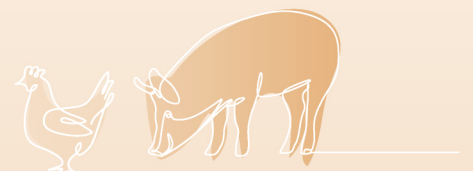
2021年集團繼續加大對廢氣排放治理的投入，集團及各生產公司不斷探索新技術，並對現有技術進行升級改造。安排專門的責任部門對廢氣的排放進行日常的管理，並且各生產公司均已安裝在線監測系統，通過監測系統所收集的數據與當地環保部門聯網，實現與環保部門聯動監測。集團嚴禁未經處理直接將廢氣排放，所有的廢氣必須達到相關標準後方可進行排放。集團及各生產公司每年都積極配合國家環保部門的檢查與抽查，2021年集團及各生產公司在各項檢查中均達到國家及地方標準。

2021年，集團為保證廢氣排放量符合國家標準，集團及各生產公司加大對廢氣處理設備的投入，使集團整體廢氣排放總量較上年減少533.87噸，降幅11.99%，密度由0.27噸／百萬元人民幣營業額降低至0.18噸／百萬元人民幣營業額，降幅33.33%。

Performance Indicator	績效指標	Unit 單位	2020 2020 年度	2021 2021 年度
NOx emissions	氮氧化物排放量	tonne 噸	2,474.91	2,407.38
SO ₂ emissions	二氧化硫排放量	tonne 噸	1,595.53	1,174.38
Smoke and dust emissions	煙塵排放量	tonne 噸	383.83	338.64
Total exhaust emissions	廢氣排放總量	tonne 噸	4,454.27	3,920.40
Exhaust emission density*	廢氣排放密度*	tonne/million RMB revenue 噸／百萬元人民幣營業額	0.27	0.18

* The exhaust emission density in 2021 is calculated based on tonne/million RMB revenue

* 廢氣排放密度按照噸／百萬人民幣營業額作為2021年計算標準



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In particular, in 2021, Xinjiang Fufeng invested in the construction of exhaust treatment equipment to reduce the impact on the environment, so that all exhaust generated in the production process could be effectively treated and environmental pollution reduced. During its operation, Xinjiang Fufeng has strictly implemented measures to prevent and control exhaust pollution. Fufeng Xinjian has adopted the technology of furnace limestone injection and desulfurization + SNCR (Selective Non-Catalytic Reduction) de-nitration + SCR (Selective Catalytic Reduction) de-nitration + electric-bag filter + electric gypsum wet desulfurization + wet electrostatic dust precipitator, to control the flue gas emission data NO_x at below 50mg/m³, SO₂ at below 25mg/m³, and smoke and dust at below 5mg/m³. All indicators were met consistently and ultra-low emissions were achieved.

In addition, in 2021, in order to reduce emissions from coal consumption, Inner Mongolia Fufeng has improved the efficiency of its coal savers and fans and used low-NO_x combustion technology, resulting in a significant reduction in emissions of exhaust, including nitrogen oxides, sulphur dioxide as well as smoke and dust.

As for sewage

In terms of sewage control, Fufeng Group managed and controlled the sewage discharge in strict compliance with the requirements under the laws and regulations, including the Law of the People's Republic of China on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), and based on the Environmental Protection Management System (《環境保護管理制度》) and the Administrative Measures on Sewage Discharge for Environmental Protection Treatment (《環保處理廠廢水排放管理辦法》) issued by the Group, ensuring that the sewage discharged by each of the respective production companies meet the existing national sewage standards such as the Water Pollutant Discharge Standard for the Starch Industry (《澱粉工業水污染物排放標準》) (GB25461-2010) and the Sewage Quality Standards for Discharging to Municipal Sewers (《污水排入城下水道水質標準》) (GB/T31962-2015). In 2021, various production companies of the Group continued to maintain the standards of sewage discharge.

其中，2021年新疆公司為減少對環境的影響，投資建設了廢氣處理設備，使生產過程中產生的廢氣等全部得到有效的處理，減少環境污染。新疆公司運營期嚴格落實廢氣污染防治措施。採用爐內噴鈣脫硫+SNCR（非催化還原法）、脫硝+SCR（催化還原法）脫硝+電袋除塵器+電石膏濕法脫硫+濕式電除塵器協同脫除技術，將煙氣排放數據NO_x控制在50mg/m³以下，SO₂控制在25mg/m³以下，煙塵控制在5mg/m³以下，各項指標穩定達標，實現超低排放。

另外，2021年內蒙公司為減少煤炭消耗產生的廢氣排放量，提升了省煤器、風機的工作效率，並使用低氮燃燒技術，使氮氧化物、二氧化硫、煙塵等廢氣的排放量大大地降低。

廢水方面

阜豐集團在廢水治理方面嚴格遵守《中華人民共和國水污染防治法》等法律法規要求，依據集團所發佈的《環境保護管理制度》和《環保處理廠廢水排放管理辦法》等管理要求對廢水的排放進行監管，保證各生產公司的廢水排放達到《澱粉工業水污染物排放標準》(GB25461-2010)、《污水排入城鎮下水道水質標準》(GB/T31962-2015)等國家現行的廢水相關標準的要求。2021年集團各生產公司的廢水排放全部持續穩定達標。



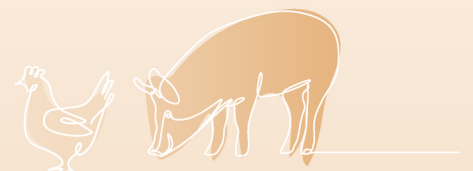
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

The sewage discharged by various production companies mainly includes the waste water generated in the production process and the domestic sewage in the plant area. In 2021, the Group continued to improve the various systems and administrative measures in favor of waste water. Based on the indicators pinpointed for wastewater emission reduction, the Group has a special management team for the waste water treatment, which will conduct regular inspection and appraisal, and implement real-time management on the discharge of various waste water, so as to avoid random or excessive discharge from the water treatment system and eradicate sewage pollution accidents, thus ensuring the standard discharge of the Group's production sewage and preventing water pollution. In addition, all production companies have specialised sewage treatment facilities and equipment in place and are installed with on-line monitoring systems, data derived from which would be sent to provincial and municipal environmental protection agencies through network connection for their monitoring and inspection purposes.

The Group's sewage treatment process is based on the principle of the clean-up and separation process. The bacterial protein is extracted from the highly-concentrated glutamic acid wastewater, and the compound fertiliser is produced to nurture agriculture after the concentration of granulation. Medium-concentrated starch water flows into the anaerobic system for anaerobic treatment before entering the aerobic system, and other lowly-concentrated sewage (including corn syrup condensate sewage, decontaminated column water, and water from the recirculating cooling system) flows into the sewage treatment plant, which uses the anaerobic-aerobic process with the A2/O (anaerobic/hypoxic/aerobic) approach as a processing design. After a period of operation, the processing design will be changed to ASND (Aerobic, de-nitrification and nitrification simultaneously). Then the wastewater goes into the workshop, and the treatment process will be changed to the process of "softening and sedimentation + multi-media filtration + ultrafiltration + reverse osmosis". In addition, the Group extracts feed and fertilisers from sewage through recycled resources. The biogas produced in the sewage treatment process is collected and recycled for production.

各生產公司所排放的廢水主要包括生產過程中所產生的廢水與廠區的生活污水。2021年集團不斷完善各種與廢水相關的制度與管理辦法，設置廢水減排的指標，並設有廢水處理的專門管理團隊，定期進行檢查與考核，實時管理各類廢水外排，避免水處理系統隨意排放或超標排放，杜絕廢水污染事故的發生，確保集團的生產廢水達標排放，防止水污染。另外，各生產公司也都配備專業的污水處理裝置與設備，並且全面安裝在線監測系統，監測數據與地區環保部門聯網，接受環保部門實施監測和檢查。

集團污水處理工藝採用清污分流原則，將谷氨酸高濃度廢液採用先提取菌體蛋白，後經濃縮噴漿造粒生產複混肥，反哺農業。中濃度澱粉水進入厭氧系統進行厭氧處理後再進入好氧系統。其他低濃度污水（玉米漿冷凝廢水、離交沖柱水、循環冷卻系統排水）進入污水處理廠，通過厭氧—好氧工藝進行處理，工藝設計使用A2/O法（厭氧／缺氧／好氧），運行一段時間後改為ASND（好氧同時硝化反硝化）。以上工藝處理結束後廢水再進入中水車間，處理工藝為「軟化澄清+多介質過濾+超濾+反滲透」。此外，集團通過資源循環使用的方法從廢水中提取加工生產飼料和肥料。對於廢水處理過程中所產生的沼氣進行收集回收並重用於生產過程中。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, the Group recorded a total sewage discharge of 9,973,629.18 tonnes, and a total recycled sewage volume of 33,542,938.74 tonnes, a total COD of 299.67 tonnes and a total N-NH₃ of 8.97 tonnes. In 2021, the total sewage discharge decreased by 4,202,626.36 tonnes as compared to the last year, representing a decrease of 29.65%. The total recycled sewage volume decreased by 4,253,134.58 tonnes as compared to the last year, representing a decrease of 11.25%, mainly due to the lower water consumption caused by the decrease in production capacity of MSG, glucose and fertilizer raw materials as a result of the rotational maintenance of production lines of Northeast Fufeng in 2021. Moreover, there was a decrease in sewage discharge and recycled sewage volume as compared to the last year due to the higher water recycling rate. Also, the water recycling rate of Xinjiang Fufeng increased. The Group's COD and N-NH₃ decreased by 39.80% and 77.01% respectively compared to the previous year, mainly due to the decrease in total sewage discharge and the fact that Northeast Fufeng, Inner Mongolia Fufeng and Xinjiang Fufeng started to use online measurement data in 2021, which resulted in more accurate and generally lower concentration of the tested COD and N-NH₃ compared to last year.

2021年，集團總廢水量為9,973,629.18噸，廢水回收利用量33,542,938.74噸，COD合計299.67噸，N-NH₃合計8.97噸。2021年總廢水量較上年相比降低了4,202,626.36噸，降幅29.65%。總廢水回收利用量較上年相比降低了4,253,134.58噸，降幅11.25%，主要原因在於東北公司2021年味精、葡萄糖及肥料原料由於生產線輪流檢修導致產能下降，水資源使用量降低，且中水回收利用率有所提升，因此廢水量及廢水回收利用量較上年有所降低，新疆公司2021年中水回收利用率也有所提高。集團COD和N-NH₃分別較上年降低了39.80%和77.01%，主要原因在於總廢水量降低，且2021年東北公司、內蒙公司、新疆公司均開始使用在線檢測數據，檢測時COD及N-NH₃的濃度較去年更加精準且普遍降低。

Performance indicator	績效指標	Unit 單位	2020 2020年度	2021 2021年度
Total sewage discharge	總廢水量	tonne 噸	14,176,255.54	9,973,629.18
Recycled sewage volume	廢水回收利用量	tonne 噸	37,796,073.32	33,542,938.74
COD	COD	tonne 噸	497.79	299.67
N-NH ₃	N-NH ₃	tonne 噸	39.01	8.97

In 2021, Xinjiang Fufeng adopted advanced multi-stage membrane coupling-simulated moving bed chromatography technology (模擬移動床色譜技術) and four-effect evaporation technology to reduce the intake of new water and production sewage from the production chain, and to achieve efficient use of water resources through recycling. The sewage from the industrial production process was divided into high and low concentration sewage according to its concentration. A comprehensive treatment system for sewage was established, in which the sewage was graded based on the content of ammonia, pollutants and solids. The amino acid fermentation raffinate with high

新疆公司在2021年通過採用先進的多級膜耦合—模擬移動床色譜技術、四效蒸發技術等從生產環節減少了新水的取用及生產廢水的產生，並且通過循環使用實現水資源的高效利用。工業生產過程中的廢水按濃度高低分為高濃度廢水和低濃度廢水，根據廢水中氨氮、污染物及固形物的含量，對其進行分級處理，建立一整套廢水綜合處理系統。高氨氮的氨基酸發酵尾液經原料配料和蒸發濃縮後直接制得氨基酸液態



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ammonia nitrogen are directly produced into liquid amino acid fertilizer after raw material batching and evaporation and concentration, while the sewage with high amino acid and other production sewage might be either discharged, if standards were met, after the primary settling, anaerobic treatment with complex biological agents, aerobic treatment and secondary settling, or be put into the water recycling system. In addition, the domestic sewage was discharged into the drainage network of the park and eventually entered the sewage treatment plant of the park for treatment.

In 2021, in terms of the discharge of domestic sewage managed by Shandong Fufeng, all domestic sewage were discharged into the county-level sewage treatment pipeline in a targeted manner, and a qualified third-party inspection agency was organized to test domestic sewage every year to ensure that the discharge of domestic sewage strictly meets the national discharge standards.

As for greenhouse gas emissions

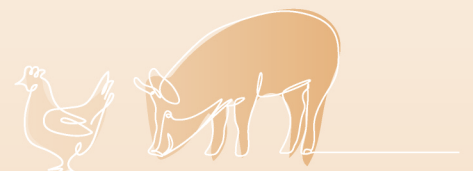
Carbon dioxide is the major greenhouse gas produced during the operation of Fufeng Group, most of which is derived from the combustion process of coal in the daily production of the Group, with a small amount produced in the wet limestone-gypsum desulphurization process. In 2021, the Group's greenhouse gas emission mainly generated from industrial production emission and gasoline and diesel emission of the Group, which totaled 759,630,000 tonnes of carbon dioxide equivalent, representing a decrease of 8.63% as compared to the previous year. In 2021, Fufeng Group gave active response to the national policy on energy emission reduction by vigorously increasing the investment in environmental protection facilities to improve the overall efficiency of existing environmental protection equipment and strictly controlling utilization of coal and enhancing environmental efficiency. The concentration of greenhouse gases was 352.66 tCO₂e/million RMB revenue, representing a decrease of 29.20% as compared to the previous year.

肥，氨基酸濃污水和其他生產廢水經過初次沉降、複合生物菌劑厭氧處理、好氧處理和二次沉降後，或達標排放，或進入中水回用系統。另外，生活污水排入園區排水管網，最終進入園區污水處理廠進行處理。

2021年，山東公司對生活污水排放進行管理，所有生活污水定向排放到縣污水處理管道，且每年會組織具有資質的第三方檢測機構對生活污水進行檢測，保證生活污水的排放嚴格符合國家排放標準。

溫室氣體排放方面

阜豐集團運營過程中溫室氣體排放主要為二氧化碳，大部分產生於日常生產過程中所使用的煤炭燃燒，少量產生於濕法石灰石-石膏脫硫工藝過程。2021年集團溫室氣體排放主要來源於集團工業生產制程排放、車輛汽柴油燃燒排放，排放總量為759.63萬噸二氧化碳當量，較上年降低8.63%。阜豐集團2021年積極響應國家能源減排政策，大力增加環保設施的投入量，提升現有環保設備的整體效率，嚴格控制煤炭的使用和環保效能，溫室氣體排放密度實現352.66噸二氧化碳排放/百萬元人民幣營業額，較上年成功降低29.20%。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Performance indicator 績效指標	Unit 單位	2020 2020 年度	2021 2021 年度
Emission from fuel coal combustion 燃料煤燃燒排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	7,207,105.43	6,568,173.40
Raw coal emission 原料煤排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	912,512.39	897,203.16
Limestone emission 石灰石排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	8,785.61	6,384.44
Sodium carbonate emission 碳酸鈉排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	85,576.03	73,978.33
Methane emission from sewage treatment 廢水處理甲烷排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	49,900.14	1,204.76
Emission from vehicle fuel combustion 車輛燃料燃燒排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	8,425.62	8,217.29
Emission from external purchase of electricity 外購電排放	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	41,768.97	41,113.52
Total emissions of greenhouse gases 溫室氣體排放總量	tCO ₂ e 噸二氧化碳排放 (tCO ₂ e)	8,314,074.19	7,596,274.90
Emission concentration of greenhouse gases* 溫室氣體排放密度*	tCO ₂ e/million RMB revenue 噸二氧化碳排放 (tCO ₂ e) / 百萬元人民幣營業額	498.13	352.66

* Emission concentration of greenhouse gases in 2021 was calculated based on tCO₂e/million RMB revenue

* 溫室氣體排放密度按照噸二氧化碳當量 (tCO₂e) / 百萬元人民幣營業額作為 2021 年計算標準



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

In 2021, Xinjiang Fufeng's greenhouse gas emissions mainly came from the combustion of fossil fuels and the emissions of purchased electricity. To reduce greenhouse gas emissions, the Company established a greenhouse gas emission monitoring plan, under which a qualified third party is appointed every year to conduct testing over the Company's greenhouse gas emissions, and prepare greenhouse gas emissions reports.

As for waste discharge

In 2021, Fufeng Group continually strengthened its waste discharge treatment. As a result, the Group attached great importance to and formulated the management documents, including the Administrative Measures on Solid Waste, the Hazardous Solid Waste Management System, Regulations for Landfill Site Management and the Administrative Measures on Industrial and Domestic Waste Disposal in accordance with the requirements of the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste (GB18599) and the Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001) and the requirements of the Law of People's Republic of China on the Prevention and Control of Solid Waste Pollution (中華人民共和國固體廢物污染環境防治法) and the Administrative Measures on Urban Domestic Waste (城市生活垃圾管理辦法). Various production companies of the Group strictly complied with the relevant systems and regulations to implement the waste management.

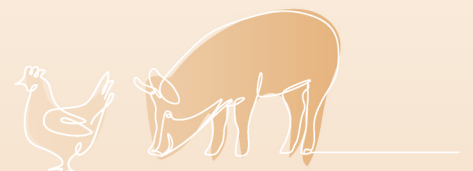
In 2021, Shandong Fufeng established the Administrative Measures on Industrial and Domestic Waste Disposal, the Hazardous Waste Management System, the Administrative Measures on Solid Waste and other systems to manage the disposal of the Company's solid waste. The Company signed a domestic waste transfer agreement with the county sanitation office, under which domestic waste is regularly transferred for disposal. The Company has built its own hazardous waste bank for temporary storage of ink cartridges for printers, laboratory wastewater, etc. and transfer agreements are entered into with qualified third-party hazardous waste transfer agencies every year, under which hazardous waste stored in the hazardous waste bank is regularly transferred to third parties legally.

2021年新疆公司的溫室氣體主要來源於化石燃料的燃燒排放及外購電力的排放，為減少溫室氣體排放，公司建立了溫室氣體排放監測計劃，每年聘請有資質的第三方對公司的溫室氣體排放進行檢測，並製作溫室氣體排放報告。

廢棄物排放方面

2021年，阜豐集團持續強化廢物排放處理處置。集團高度重視並按照國家《一般工業固體廢棄物貯存、處置場污染控制標準》(GB18599)和《危險廢物貯存污染控制標準》(GB18597-2001)的要求以及《中華人民共和國固體廢物污染環境防治法》與《城市生活垃圾管理辦法》要求，制定集團《固體廢棄物管理辦法》、《危險固體廢棄物管理制度》、《垃圾場管理規定》及《工業及生活垃圾處置管理辦法》等管理文件。集團各生產公司嚴格按照相關制度規程執行並落實相關廢棄物管理。

2021年，山東公司建立了《工業及生活垃圾處置管理辦法》、《危廢管理制度》、《固體廢棄物管理辦法》等制度對公司的固體廢棄物的處理進行管理規定。公司與縣環衛所簽訂生活垃圾轉運協議，定期對生活垃圾進行轉運處理。公司自建了危廢庫，用於暫時儲存打印機用的墨盒、實驗室廢水等，並每年與有資質的第三方危廢轉移機構簽訂轉移協議，定期將危廢庫中的危廢合法轉移給第三方。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Solid wastes produced in the production process of Xinjiang Fufeng are mainly comprised of sugar residue, ash and slag from the combustion of the boiler for the power center, desulfurized gypsum produced by desulfurization, sludge from the sewage treatment plant and domestic waste. In 2021, Xinjiang Fufeng was in compliance with the Pollution Control Standards for General Industrial Solid Waste Storage and Disposal Sites, pursuant to which these solid wastes are comprehensively utilized or properly disposed. Sugar residue is rich in various nutrients as an ideal animal feed, so the Company sells sugar residue as feed. Spent activated carbon from decolorization and filtration processes is collected and handed over to activated carbon manufacturers for recycling. Furnace ash, slag and electric gypsum are all sold out as building materials. The sludge from the sewage treatment plant is pressed by plate and frame and used for boiler incineration to generate electricity. In addition, the Company has established the "Landfill Site Management System" to manage domestic waste, and has established a garbage collection station in the Company's courtyard. The domestic waste is uniformly treated by the sanitation department of the industrial park where it is located. All domestic wastes are centralized for collection and sorting according to the "Landfill Site Management System". In accordance with the environmental requirements, the waste oil, laboratory waste liquid, waste liquid of water online testing equipment and other hazardous wastes generated from the production process are stored, classified, and supervised by a special officer in a temporary storage warehouse, and a qualified entity is regularly appointed to process the Company's hazardous waste.

新疆公司生產過程中產生的固體廢物主要為糖渣、動力中心鍋爐燃燒後的爐灰、爐渣，脫硫產生的脫硫石膏、污水處理廠污泥及生活垃圾。2021年，新疆公司遵守《一般工業固體廢物貯存、處置場污染控制標準》，按照標準對這些固體廢物均進行綜合利用或適當的處理。糖渣富含各種營養成分，是理想的動物飼料，因此公司將糖渣作為飼料出售；收集脫色、過濾工序產生的廢活性，交由活性炭廠家進行回收；爐灰、爐渣及電石膏全部外售作為建築材料使用；污水處理廠的污泥經過板框壓榨後用於鍋爐焚燒發電。另外，公司建立了《垃圾場管理制度》對生活垃圾進行管理，在公司院內建立垃圾收集站，生活垃圾由所在工業園區環衛部門進行統一處理，所有生活垃圾均集中收集、分選，建立了垃圾場管理制度。生產過程產生的廢機油、化驗室廢液、水在線檢測設備廢液等危廢，按照環保要求，建臨時貯存庫，分類貯存並設有專人監管，且定期委託有資質單位對公司的危廢進行處理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, Fufeng Group transferred a total of 372.17 tonnes of hazardous waste, representing an increase of 115.66 tonnes as compared with 2020, which was mainly attributable to a significant increase in waste oil due to a comprehensive equipment overhaul of Inner Mongolia Fufeng in July 2021. The Group transferred 1,108,480.95 tonnes of non-hazardous waste, and the emission density decreased by 6.47%. Each production company reused non-hazardous waste. For example, the sugar dregs and bean dregs are reused in the feedstuff; the desulfurized sewage sludge is used as organic fertiliser; the coal ash is used as aerated brick, and sunflower slag is burned in a boiler or composted.

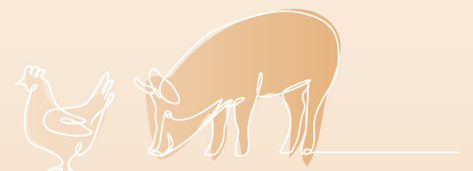
2021年阜豐集團共轉移有害廢棄物372.17噸，較2020年增長了115.66噸，主要原因是2021年7月內蒙公司進行了全面的設備檢修，廢機油因此增加較多。集團轉移無害廢棄物1,108,480.95噸，排放密度降低6.47%。各個生產公司對無害廢棄物均進行廢物再利用，將糖渣、豆渣再利用摻入飼料中，污泥做脫硫處理後用做有機肥料，煤灰做加氣磚，葵花盤渣用鍋爐燃燒或進行堆肥。

Performance indicators 績效指標	Unit 單位	2020 2020 年度	2021 2021 年度
Total discharge of hazardous waste 有害廢棄物排放總量	tonne 噸	256.51	372.17
Total discharge of non-hazardous waste 無害廢棄物排放總量	tonne 噸	918,308.96	1,108,480.95

Performance indicators 績效指標	Unit 單位	2020 2020 年度	2021 2021 年度
Emission intensity of hazardous waste* 有害廢棄物排放密度*	tonne/million RMB revenue 噸／百萬元人民幣營業額	0.02	0.02
Emission intensity of non-hazardous waste* 無害廢棄物排放密度*	tonne/million RMB revenue 噸／百萬元人民幣營業額	55.02	51.46

* Emission intensity of hazardous and non-hazardous waste in 2021 is calculated based on tonne/million RMB revenue

* 有害及無害廢棄物排放密度以噸／百萬元人民幣營業額作為2021年計算標準



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Smoke and dust and peculiar smell emission

Fufeng Group actively implements the Environmental Protection law of People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and the Emission Standards for Odor Pollutants (《惡臭污染物排放標準》) (GB14554-93) as well as other laws and regulations, pursuant to which, the Group continued to invest in equipment for prevention and control of stench or odor pollution during the production process over the past years, ensuring the safety and a comfortable workplace for its employees to improve the overall quality of work.

Due to the implementation of the national energy dual-carbon policy in 2021, each production company made its active efforts to purchase high-quality coal. In order to ensure that emissions of smoke and dust meet the national standards, production companies of the Group were required to strengthen the treatment of smoke and dust, and improve the overall efficiency of economizers and fans, as a result of which the emissions of smoke and dust were reduced by 11.77% as compared to that for 2020.

煙塵及異味排放

阜豐集團積極貫徹《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《惡臭污染物排放標準》(GB14554-93)等法律法規，多年投入用於進行生產過程的異味污染防治設備，確保人員安全並提供給員工良好舒適的工作環境，提高整體工作質量。

因2021年國家能源雙碳政策的實施，各生產公司積極努力購入高質量煤炭，集團為確保煙塵排放符合國家標準，要求各生產公司加大煙塵處理力度，提高省煤器、風機的整體效率，降低了煙塵的排放量，較2020年相比降低11.77%。



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

A2 Use of Resources

Fufeng Group has been striving to promote green and low-carbon development, and making tremendous efforts to conserve energy and reduce emissions in strict compliance with the Law of the People's Republic of China on Energy Conservation (《中華人民共和國節約能源法》). Centering on the Outline of the 13th Five-Year Plan for National Economic and Social Development of the People's Republic of China, the Group, after taking into consideration its actual situations, proactively followed the latest policies, regulations and standards on energy conservation provided by national, local and industrial authorities, and continued improving management measures and increasing investments in technological transformation in the field of energy conservation. For effective energy management, Longjiang Fufeng, a member of Fufeng Group, has established ISO 50001:2018 energy management system and passed the certification in 2021. In 2021, through actively implementing the programme of improving resource efficiency, the Group continued to strengthen the environmental protection concept energy conservation and of reducing the impact on environment, thus minimize the unnecessary use of resources. The production department of the Group is responsible for the comprehensive management of water, electricity, gas and other resources, and it is also responsible for calculating the usage monthly by means of the energy measurement instruments and meters and then assess the production companies based on such calculation. The production companies designated a full-time person in charge of maintenance of the metering instruments to ensure the accuracy of energy-saving measurement.

As for energy saving

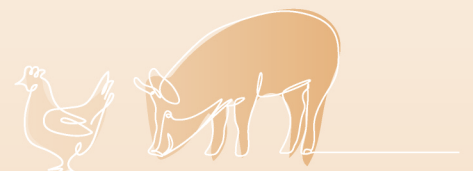
In 2021, Longjiang Fufeng succeeded in aligning the comprehensive energy consumption of threonine production with the international standards by using the green production technology of threonine after a long period of research and development, which is recognized by the China National Light Industry Council. Fufeng Group has set the objective that the comprehensive energy consumption per unit of threonine product can continue to outperform the state-approved advanced level of green factories (1.5tce/t: that is, 1.5 tonnes of standard coal is consumed for one tonne of threonine produced) in the next three years. In pursuit of this objective, Fufeng Group will continue to deepen the cooperation between Northeast Fufeng, Longjiang Fufeng, Jilin University, Tianjin Institute of Industrial Biotechnology (Chinese Academy of Sciences), Tianjin University of Science and Technology, while constantly improving technology to enhance the lean production management.

A2 資源使用

阜豐集團一直致力於推動綠色低碳發展，大力進行節能減排，並嚴格遵守《中華人民共和國節約能源法》，圍繞《中華人民共和國國民經濟和社會發展第十三個五年規劃綱要》，結合集團實際情況，積極根據國家、地方、行業主管部門等最新出台的節能方針政策、法規及標準不斷的完善相關管理措施，加大節能技術與設備改造的投入。其中，為有效進行能源管理，龍江公司已於2021年建立了ISO 50001: 2018能源管理體系，並通過了認證。2021年，集團積極推行資源效益改善方案，持續在全集團範圍內強化節能及減輕環境影響的環保理念，降低無謂資源使用。集團生產部負責對水、電、氣等資源進行綜合管理，對必要能源計量儀器與儀錶，每月統計用量，依據計量值對各生產公司進行考核。各生產公司指定專職負責人維護計量儀錶，保證節能計量準確性。

節能方面

2021年，龍江公司經過長時間的研發，利用蘇氨酸綠色生產技術使蘇氨酸生產綜合能耗達到了國際領先水平，並得到了中國輕工業聯合的認定。阜豐集團制定了未來三年蘇氨酸單位產品綜合能耗能持續優於國家認定的綠色工廠先進水平（1.5tce/t:即每生產1噸蘇氨酸消耗1.5噸標準煤）的目標。為達成這一目標，阜豐集團將繼續深化東北公司、龍江公司與吉林大學、中國科學院天津工業生物技術研究所、天津科技大學之間的合作，不斷地進行技術提升以達到更精細化的生產管理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In order to implement the standards and relevant laws and regulations including the Law of the People's Republic of China on Energy Conservation (《中華人民共和國節約能源法》), the General Principles on Enterprise Energy Audit Technology (《企業能源審計技術通則》) (GB/T 17166-1997), the General Principles on Allocation and Management of Energy Measuring Devices in Energy-Using Units (《用能單位能源計量器具配備和管理通則》) (GB17167-2006) and the General Principles on Allocation and Management of Water Measuring Devices in Water-Using Units (《用水單位水計量器具配備和管理通則》) (GB24789-2009), Fufeng Group formulated and fully implemented a series of rules and regulations, including the Comprehensive Management System on Energy (《能源綜合管理制度》), the Management System on Environmental Protection (《環保管理制度》), the Measuring Management System (《計量管理制度》) and the Management System on Energy Conservation and Consumption Reduction (《節能降耗管理制度》), in which case, these control procedures and systems will be constantly improved based on the annual actual situations. In addition, the Group is equipped with energy measuring devices to monitor and measure the operation and results of energy management systems in of the Group to ensure that the energy management systems operate effectively to achieve the expected energy performance. The Group makes great investments in rationalizing energy consumption, reducing energy costs, and improving energy efficiency, which is aimed at constantly improving the energy performance and energy management systems.

阜豐集團為貫徹《中華人民共和國節約能源法》、《企業能源審計技術通則》(GB/T 17166-1997)、《用能單位能源計量器具配備和管理通則》(GB17167-2006)和《用水單位水計量器具配備和管理通則》(GB24789-2009)等標準及相關法律法規，制定並全面實施了《能源綜合管理制度》、《環保管理制度》、《計量管理制度》及《節能降耗管理制度》等一系列規章制度，並根據每年的實際情況對這些控制程序及制度進行不斷完善，整體配備能源計量器具，對各集團能源管理體系運行情況及其結果進行監視和測量，確保能源管理體系得到良好控制，實現預期的能源績效。集團每年在促進耗能合理化、降低能源成本、提高能源利用效率上投入大量精力，以求實現連年改進能源績效與能源管理體系的目的。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

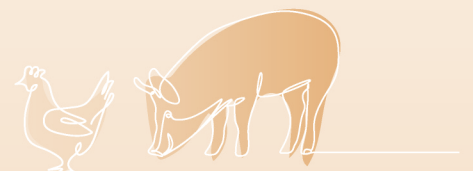
環境、社會及管治報告

In 2021, the Group implemented a three-tier energy-saving management framework, in which the energy-saving tasks will be implemented by the energy-saving leading taskforce of the Group, the energy-saving offices of various production companies of the Group and functional department heads in charge of the energy-saving matters. Each production company implements a three-tier energy-saving management system, under which, a leading group is established for energy conservation and emission reduction. The general manager acts as the leader of the energy management group, the deputy general manager as the deputy group leader, the production department as the manager and executor of the energy management and each workshop manager as a group member. Each leading group from the production companies organized the formulation of energy-saving management rules, energy-saving targets, and implementation. Supervisors shall carry out regular tour inspection over the energy consumption at the Company, including measurement and supervision, statistics check, and energy record access. Furthermore, these supervisors shall prepare effective energy analysis, and compile energy-saving reports.

In 2021, Inner Mongolia Fufeng and Xinjiang Fufeng reduced their coal consumption due to the impact of the “dual carbon” policy issued by the PRC, resulting in a decrease of 3.62% in the total coal consumption of the Group as compared to 2020. The total consumption of electricity from external purchase in 2021 was 64,275,420 kWh, representing an increase of 4.54% compared to the previous year, mainly due to an increase in the demand for electricity from external purchase from the new amino acid plant in Xinjiang Fufeng in 2021. However, despite the significant increase in sales, the Group and its production companies controlled their energy consumption in an effective manner, resulting in a decrease of 25.16% in total energy intensity.

2021年集團實行三級節能管理框架，由集團節能領導小組、各生產公司節能辦公室、職能部門節能專職負責人員實施各項節能工作。各生產公司再實行三級能源管理體系，成立節能減排領導小組，以總經理為能源管理小組組長，副總經理為小組副組長，生產部負責能源管理與執行，各車間負責人為成員。各生產公司領導小組組織制定節能管理細則、節能目標並組織實施。監管人員需定期對公司用能進行計量監督、統計監督和能源借閱的巡迴檢查，並做好能耗分析，編寫節能簡報。

2021年，受國家能源雙碳政策的影響，內蒙公司及新疆公司降低了煤炭的使用量，集團整體煤耗用量較2020年減少3.62%。2021年集團整體外購電耗用量為64,275,420度，較上年增長4.54%，主要源於新疆公司2021年新增氨基酸車間增加對外購電的需求。但在銷售大幅增長的情況下，集團及各生產公司有效的控制了能源的使用，使總能源密度有效降低25.16%。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The total energy consumption in 2021:

2021年資源消耗總量：

Performance indicators	績效指標	Unit 單位	2020 2020年度	2021 2021年度
Electricity	電	kWh度	61,482,400.00	64,275,420.00
Coal	煤	tonne噸	5,418,730.20	5,222,806.81
Gasoline	汽油	litre升	47,979.14	56,574.21
Diesel	柴油	tonne噸	2,688.67	2,615.49
Total energy intensity*	總能源密度*	GJ per million RMB revenue 千兆焦／百萬元 人民幣營業額	11,035.39	8,258.88

* Total energy intensity in 2021 is calculated based on GJ per million RMB revenue

* 總能源密度以千兆焦／百萬元人民幣營業額作為2021年計算標準

In 2021, in order to implement the Group's concept of energy conservation, Shandong Fufeng formulated the rules and regulations, including the Energy Conservation Management System (《能源節約管理制度》) and the Implementation Rules for Comprehensive Management Assessment (《綜合管理考核實施細則》), and established the energy-saving leading taskforce of Shandong Fufeng to standardize and manage its energy conservation measures, by organizing internal training on energy conservation for the workshops and relevant departments that are need to consume electricity, water and gas, and organizing inspection for energy conservation in relevant departments on a monthly basis.

2021年，山東公司為貫徹落實集團節能理念，制定《能源節約管理制度》、《綜合管理考核實施細則》等規章制度，並建立山東公司節能領導小組，統一規範及管理公司節能相關措施，組織車間及相關用電、用水、用汽部門內部進行節約能源培訓，並每月組織人員對相關部門節能情況進行檢查。

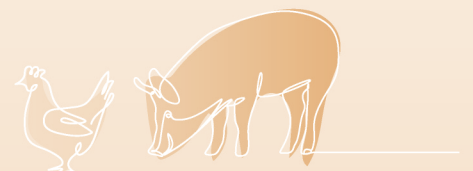


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In addition, in order to reduce production costs and improve product quality, Xinjiang Fufeng injected approximately RMB50 million to increase investment in the technology improvement project for energy saving and environmental protection in 2021, which mainly include double-effect evaporator renovation, second-cooling renovation of cooling pool, protein powder crushing and air supply system renovation, drying, crushing and packaging renovation, renovation of protein powder to be packaged in tonnes, expansion of food-grade refined tryptophan, low acyl gellan process improvement, odour control in the main process and soaking process, odour control for tube bundle dryer, addition of corn drying towers with a capacity of 1,000 tonnes and tube bundle dryers for corn husk, and construction of ancillary facilities such as cables and pipelines. For cost saving, the company invested RMB8 million to upgrade the steam turbine speed-control system, desulfurization and slurry preparing system, ash conveying system for boiler tail flue, temperature and pressure reduction system and dust removal facilities of the thermal power plant, and equipped with a new back pressure axial fan with secondary high pressure (AV56-11). In order to implement the requirements of the central government and Xinjiang on building a conservation-oriented society and ecological civilization, the company has actively developed and introduced advanced production technologies and processes in line with the actual production situation, and also eliminated and replaced a total of over 50 high-consumption & inefficient mechanical and electrical equipment.

另外，新疆公司在2021年為降低公司生產成本，提高產品質量，投資約加上人民幣5,000萬元加大在節能、環保技改項目上的投入，主要包括：雙效蒸發器改造，降溫水池二冷改造，蛋白粉粉碎及風送系統改造，烘乾、粉碎包裝改造，蛋白粉噸包裝改造，食品級色氨酸精製擴建，低醯基結冷膠工藝改進，主加工、浸泡工序異味治理，管束烘乾異味治理，新增1,000噸玉米烘乾塔及玉米皮管束烘乾機，配套建設電纜、管道等輔助設施。公司投入加上人民幣800萬元對熱電廠汽輪機調速系統、脫硫制漿系統、鍋爐尾部煙道增加輸灰系統、減溫減壓系統、除塵設施進行提標升級改造，配套新建次高壓背壓式軸流風機(AV56-11)，實現成本節約。為貫徹落實中央和新疆有關建設節約型社會和生態文明建設的要求，公司結合實際生產情況，積極研發和引進先進的生產技術及工藝，並淘汰和替換高耗低效機電設備共計50餘台。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, Xinjiang Fufeng launched an energy-saving project, "Technical Upgrade Project for Quality Enhancement and Efficiency Improvement of New Series of Amino Acid", which obtained high-yielding amino acid engineering strains through the genetic technology transformation of microbial strains. On the basis of the original amino acid production process, by introducing the international leading intelligent microbial fermentation technology and applying the internet control technology, the company renovated nine new series of amino acid fermentation tanks, added two membrane control systems, upgraded two technologies, as well as renovated the amino acid evaporation system, fluidized bed drying system and cooling system. Besides, the company upgraded the corn deep processing system, amino acid sewage treatment system and mechanical system for exhaust gas treatment, and also constructed new infrastructural facilities including electricity distribution system, to reduce acid, alkali and energy consumption in the amino acid production process, reduce industrial sewage discharge and improve product quality. Upon completion of the project, it is expected to save 36,200tce of comprehensive energy consumption per annum, of which 900,000 m³ of water conserved annually, as well as liquid ammonia and sulphuric acid consumption are reduced 30% and 80% respectively, thereby achieving energy saving and emission reduction, improving product quality and efficiency, and realizing the green manufacturing of the amino acid industry chain with lower production costs.

2021年，新疆公司開展節能項目「新型系列氨基酸提質增效技術改造項目」，項目通過微生物菌種基因技術改造，獲得高產氨基酸工程菌株。在原有氨基酸生產工藝基礎上，引進國際領先的智能微生物發酵技術，引用互聯網控制技術，改造新型系列氨基酸發酵罐9個，新增膜控制系統2套，技術升級2套，改造氨基酸蒸發系統、流化床乾燥系統及降溫系統，配套升級玉米精深加工系統、氨基酸廢水處理系統和動力煙氣處理系統，新建配電系統等基礎配套設施。減少氨基酸生產過程中的酸堿及能源消耗，降低工業廢水排放，提高產品品質。項目完成後預計年節約綜合能源消費36,200tce，年節約水量90萬m³，液氨消耗量降低30%，硫酸消耗量降低80%，達到節能減排，產品提質增效的目的，在實現氨基酸產業鏈綠色製造的同時，降低生產成本。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As for water conservation

In strict compliance with the Water Law of the People's Republic of China and national, provincial, municipal laws and regulations, Fufeng Group thoroughly implements the water conservation policies. The Group strengthens its philosophy on water, water consumption and water conservation measures. Each production company actively promotes water-saving technological transformation projects including recycling of greywater, constantly strengthens the awareness of all employees about water conservation and increases investments in water-saving facilities. Meanwhile, each production company developed a Management System on Energy Conservation and Consumption Reduction to regulate water use and water conservation to continuously improve the relevant water conservation projects of the respective production company. The total water consumption of the Group in 2021 was 17,283,476.60 tonnes, representing a decrease of 19.32% as compared to that in 2020, and such decrease in water consumption of each production company mainly due to the fact that each production company took active response to the calls for water conservation from the PRC and the Group by continuously optimizing its water-saving equipment to improve water recycling rates and reduce water consumption. In 2021, the Group's total water consumption intensity was 0.80 tonne/thousand RMB revenue.

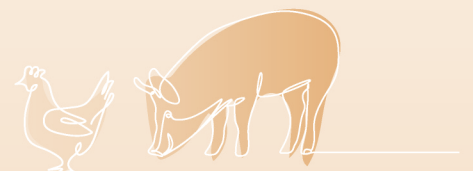
節水方面

阜豐集團嚴格遵守《中華人民共和國水法》及國家、省、市相關法律法規的要求，深入貫徹節約用水的方針。集團強化對水源、用水及節水措施等的理念。各生產公司持續積極推動中水回用等節水技術改造項目、不斷強化全體員工對節約用水理念的強化增加節水設施投入，並通過《節能降耗管理制度》對各生產公司用水與節水規範進行更明確地分配實施，不斷改善各生產公司相關的節水工程。2021年集團總耗水量17,283,476.60噸，較2020年降低19.32%，各生產公司的耗水量全部降低，主要原因是各生產公司為了響應國家及集團的節水號召，不斷優化節水設備，並提高中水回收利用率，降低了水資源使用量。2021年集團總耗水密度為0.80噸／千元人民幣營業額。

Performance indicator	績效指標	Unit 單位	2020 2020 年度	2021 2021 年度
Total water consumption	耗水總量	tonne 噸	21,422,958.13	17,283,476.60
Total water consumption intensity*	總耗水密度*	tonne/thousand RMB revenue 噸／千元人民幣營業額	1.28	0.80

* Total water consumption intensity in 2021 is calculated based on tonne/thousand RMB revenue

* 總耗水密度以噸／千元人民幣營業額作為2021年計算標準



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, Xinjiang Fufeng purchased new environmental protection equipment in order to reduce water consumption and energy consumption. Xanthan Gum Plant No. 1 purchased one new square cooling tower and renovated one double-effect evaporator to recycle the condensate water in evaporator and to recycle the cooling water in fermentation tank and evaporator, resulting in an annual water conservation of approximately 300,000 m³.

Packaging materials

Packaging materials used by the Group are mainly composite packaging materials, paper packaging materials and plastic packaging materials. The amount of various packaging materials consumed by the Group decreased in 2021, mainly due to a decrease in sales of MSG, starch sweeteners, glutamic acid, and corn oil included in the food additives segment, with a decrease of 4.21% in composite packaging materials, a decrease of 6.26% in paper packaging materials and a decrease of 32.44% in plastic packaging materials as compared to 2020. Set out below is the total amount of various packaging materials consumed in 2021:

2021年，新疆公司為了減少水資源浪費，降低能耗，新增了環保設備，黃原膠一廠新增方形冷卻塔1台，改造雙效蒸發器1台，將蒸發器冷凝水進行回用，同時對發酵及蒸發器降溫水實現循環利用，使年節約水量約30萬m³。

包裝材料

集團所使用的包裝材料主要包括複合包裝材料、紙質包裝材料與塑料包裝材料，2021年集團各類包裝材料的使用量均下降，主要是受食品添加劑分部中味精、澱粉甜味劑、谷氨酸、玉米油等產品銷量下降的影響，與2020年相比，複合包裝物降低4.21%，紙質包裝材料降低6.26%，塑料包裝材料降低32.44%。2021年共耗用各類包裝材料總量如下：

Performance indicator	績效指標	Unit 單位	2020 2020年度	2021 2021年度
Composite packaging materials	複合包裝材料	tonne 噸	11,089.70	10,623.13
Paper packaging materials	紙質包裝材料	tonne 噸	2,569.09	2,408.21
Plastic packaging materials	塑料包裝材料	tonne 噸	5,023.59	3,393.84



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

A3 Environmental and Natural Resources

In 2021, Fufeng Group has no significant impact of environmental and natural resource use. The Group has been strenuously practicing the concept of green development and vigorously promoting the green development of the industrial chain in all provinces and cities in the PRC. The Group and its production companies have qualifications for hazardous waste treatment, and clearly stipulate the emergency procedures to be adopted in the occurrence of incidents that may cause environmental pollution. The Group will report all environmental-related information to local relevant departments in a timely manner, and will cooperate with relevant departments to conduct analysis and investigation to ensure that the Group and its production companies have no significant impact on the environment and natural resources.

A4 Climate Change

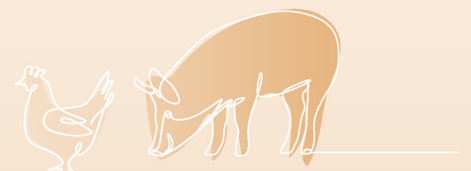
In 2021, the production companies of the Fufeng Group formulated relevant systems to cope with the risks of climate change (such as coping with extreme weather, energy shortage, increase in raw material prices and strengthening of government policies on emission reduction). In response to global climate change and in strict compliance with the government's policy on emission reduction, Longjiang Fufeng formulated the "Emergency Response Plan for Air Pollution Prevention of Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd." to ensure the fulfilment of target of controlling air pollution, and to improve and strengthen the emergency response mechanism and capacity of air pollution. In order to cope with energy shortages, rising raw material prices and government policies on emission reduction, Xinjiang Fufeng formulated the Emergency Plan for Material Procurement, the Notice Form of Price Adjustment and the Market Survey Report.

A3 環境及天然資源

2021年阜豐集團無重大環境及天然資源使用影響。集團多年來積極踐行綠色發展理念，著力於在全國各省、市推動產業鏈的綠色發展升級。集團及各生產公司都擁有危險廢物處理資質，清晰界定在面對有可能造成環境污染的事故時，應採取的緊急程序。集團會及時向地方相關機構報告所有與環境有關的信息，並會配合相關部門進行分析調查，確保集團及各生產公司對環境及天然資源無重大影響。

A4 氣候變化

2021年阜豐集團各生產公司為應對氣候變化風險（如應對極端天氣、能源緊缺、原材料價格上漲、政府減排政策加強等風險）制定了相關制度。龍江公司為應對全球氣候變化，嚴格執行政府的減排政策，制定了《齊齊哈爾龍江阜豐生物科技有限公司大氣污染防治應急預案》，確保完成控制大氣污染的任務目標，健全並強化大氣污染應急反應機制與能力。新疆公司為應對能源緊缺、原材料價格上漲及政府減排政策等，制定了《物資採購緊急預案》、《價格調整通知單》、《市場行情調查報告》等制度。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B Social

B1 Employment

Fufeng Group believes that talent is an important asset and is vital to the business success and future development of the Group. We have been committed to providing an equal, respectful and diverse working environment for the employees of the Company, so that each employee can enjoy a good development within the Company. The Group continues to improve its scheme on talent introduction, retention and incentives, with a view of providing our employees with comprehensive channels and broad space for personal career development within the Group.

- **Employment**

In strict compliance with the requirements of laws and regulations such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Group has established a complete personnel management system and formulated the Recruitment Process System by adhering to the principles of fairness and openness to provide positions suitable for all employees. The Group has developed clear position setting, employment process and recruitment principles. The Group recruits talents through various channels and hires talents upon comprehensive evaluation by the Company. Based on the employment conditions and requirements of recruitment positions, the Group prohibits any discrimination from factors such as gender, ethnicity, age, color, region, family status, etc. during the recruitment. Fufeng Group has formulated the Regulations on Staff Entry, Post Adjustment and Resignation Management of Fufeng Group and signs formal labour contracts with staff in accordance with national and local regulations. No child labour or forced labour was employed by the Group. The Group makes contributions to social insurance for its employees in accordance with national and local laws and regulations and effectively protects the legitimate rights and interests of its employees.

B 社會

B1 僱傭

阜豐集團認為人才是重要資產，對集團業務的成功和未來發展至關重要。我們一直致力於為公司的每一位員工提供一個平等、尊重、多元的工作環境，讓每一位員工能在公司中擁有良好的發展。集團持續完善人才引進、保留和激勵機制，為員工在集團內的成長提供全方面的職業發展通道與廣闊的空間。

- **僱傭**

集團嚴格遵守《中華人民共和國勞動法》等相關法律法規，建立完善的人事管理體系，制定了《招聘流程制度》，堅持公平公開的原則，為所有員工提供適合的崗位。集團崗位設置明確，招聘流程及原則清晰，通過各類渠道公開招聘並經公司綜合評估後錄用優秀人才。集團依據招聘崗位的錄用條件及要求進行綜合評估錄用，不允許由於性別、民族、年齡、膚色、地域、家庭狀況等因素而導致的歧視行為，杜絕在招聘過程中任何涉歧視現象。阜豐集團制定了《阜豐集團員工入職、調崗及離職管理規定》，按照國家及地方法規與員工全部簽訂正式勞動合同，集團絕不違法招收童工或強制勞工。集團按照國家和地方法規為員工繳納社會保險，切實保障員工合法權益。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

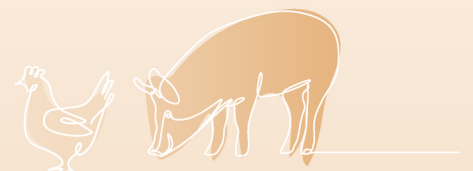
環境、社會及管治報告

In 2021, in compliance with the relevant systems of the Group, the human resources department of Xinjiang Fufeng formulated the Regulations on the Management of Employee Departure (《員工離職管理規定》), the Management System of Employee Social Insurance Contribution (《員工社保繳納管理制度》), the Management System of Employee Attendance Disclosure and Wage Payment (《員工考勤公示及工資發放管理制度》), the Management System of Employee Leave (《員工休假管理制度》) and the Management System of Labour Insurance and Welfare Payment (《勞保福利發放管理制度》), in order to regulate its recruitment and salary management process,

In 2021, the total number of regular employees in the Fufeng Group and its production companies was 14,640 without hiring part-time employees. The human resources department of the Group has categorized employees by gender, age group and region where the production companies are located, and compiled statistics on the corresponding staff turnover rate.

2021年，新疆公司為規範公司招聘及薪酬管理流程，在遵守集團相關制度的前提下，人力資源部特制定了《員工離職管理規定》、《員工社保繳納管理制度》、《員工考勤公示及工資發放管理制度》、《員工休假管理制度》及《勞保福利發放管理制度》等。

2021年，阜豐集團及各生產公司正式僱員總人數為14,640人，未使用兼職人員，集團人力資源部按照性別、年齡組別及生產公司所在地區劃分對僱員進行了分類統計，並統計相應員工流失率。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Categorization 劃分類型	Indicators 指標	Number of full time employees 全職僱員人數	Staff turnover rate 員工流失率
The Group as a whole 集團整體	The Group as a whole 集團整體	14,640	23.01%
By gender 按性別劃分	Male 男性	11,583	23.58%
	Female 女性	3,057	20.78%
By age groups 按年齡劃分	35 and below 35歲及以下	7,009	29.62%
	34 to 45 34–45歲	4,094	17.79%
	45 and above 45歲及以上	3,537	13.21%
By regions 按地區劃分	Shandong 山東	857	16.32%
	Xinjiang 新疆	1,782	26.64%
	Heilongjiang 黑龍江	2,123	18.56%
	Inner Mongolia 內蒙古	8,803	24.81%
	Shaanxi 陝西	1,075	13.79%



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

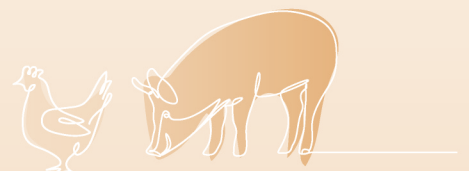
環境、社會及管治報告

- **Remuneration**

Taking into consideration the general market conditions and local remuneration level, the Group has formulated competitive remuneration policies and systems to attract excellent talent. The Management Regulations on the Probation and Remuneration of the Intermediate and Senior Staff of Fufeng Group, the Remuneration Management Measures of Fufeng Group and the Staff Position Grade Management Measures of Fufeng Group Limited issued by the Group expressly stipulate its compensation policies for staff at different departments and levels, being annual-salary remuneration system for management personnel, hierarchy based remuneration system for technicians, four-tier remuneration system for general staff, 21-level remuneration system applicable to management, technology, function and administrative and supportive sequence, sales sequence remuneration system applicable to sales staff, and operation sequence remuneration system applicable to front-line workers. Every year, the Group is committed to ensuring that the average remuneration offered to its staff is locally competitive, making timely adjustments to its remuneration policies with the assistance of external parties in response to changes in the external environment, and paying salaries in full and on time to effectively protect the legitimate rights and interests of employees.

- **薪酬**

集團為吸引優秀人才，對比了行業和當地薪酬水平，制定了具有競爭力的薪酬政策體系。集團所制定的《阜豐集團中高層試用期及薪酬管理規定》、《阜豐集團薪酬管理辦法》和《阜豐集團員工職級管理辦法》中明確表述集團不同部門、不同層級員工的薪酬體系：管理人員年薪制薪酬體系、專業技術人員等級制薪酬體系、普通員工四級用工薪酬體系、適用於管理、技術、職能與行政輔助序列的21級薪酬體系、適用於銷售人員的銷售序列薪酬體系及適用於一線工人的操作序列薪酬體系。集團每年努力保障員工平均薪酬水平在當地佔有競爭性，並根據外部環境的變化，借助外部智力，適時作出薪酬政策調整，按時足額發放員工薪酬，切實保障員工合法權益。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

• Benefits

The Group makes contributions to pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund for its employees in accordance with national and local laws and regulations. It has also formulated its Staff Leave System according to the relevant national laws and regulations. With reference to the actual conditions of the Group to formulate the Staff Leave System, we offer our staff paid holidays, including annual leave, sick leave, marriage leave, maternity leave, funeral leave and work injury leave. In the meanwhile, the Group attaches importance to gender equality at work and has incorporated it into the standards of the Company. Subject to the local governmental regulations, the Group gradually improves the Staff Leave System and provides paternity leave for male employees and menstrual leave for female employees.

Xinjiang Fufeng has a staff canteen and provides freely staff dormitories (for 2–4 persons in a room) with separate toilets. Employees can enjoy subsidy based on length of service, being RMB60 per month for every completed year of service. In addition, labour insurance supplies are provided monthly, and birthday cakes at employees' birthdays, as well as other benefits such as mooncakes, yoghurt, ham, rice, noodles and oil on specified festive days.

• 福利

集團根據國家與地方法律法規為所有員工繳納養老保險、醫療保險、失業保險、工傷保險和生育保險，及住房公積金。並根據國家有關法律法規，結合集團實際情況制定了《員工休假制度》，結合集團賦予員工年休假、病假、婚假、產假、喪假、工傷假等多種帶薪假期。集團同時也重視兩性工作平等並將其納入公司規範，根據當地政府法規，逐步完善《員工休假制度》，男性給予陪產假，女性給予生理假。

新疆公司設有員工食堂，提供免費的員工宿舍（2–4人間）內有獨立衛生間，在員工工作期滿一年後每滿一年享受廠齡補貼60元／月，每月發放一次勞保用品，生日蛋糕，年節發放職工福利如月餅、酸奶、火腿、米、面、油等。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

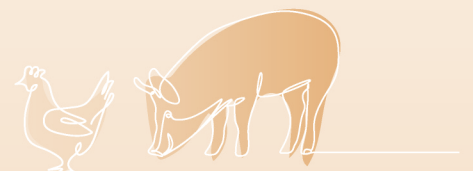
環境、社會及管治報告

• Talents development

The Group firmly believes that the talents are the most valuable assets and attaches great importance to the shared growth. The Group's human resources department and Fufeng Business Schools regularly provide targeted induction trainings for various new employees to help new employees to understand the corporate culture and job requirements so that they can adapt to their work content and working environment as soon as possible. In the employee career development project, the Group will provide employees with appropriate trainings based on social development and the Group's development needs, so that they can keep up with the needs of the times and keep pace with the times. The Group actively creates a favorable development environment where talents can demonstrate their specialised skills in a planned way. In addition, the Group also endeavors to constantly improve the system of personal growth and development of employees by encouraging its employees to tap into their full potential and maximize their personal value, as well as by providing protection and creating conditions for employees to promote the growth and development of both our Company and our employees. At the same time, the Group constantly updates its internal concepts on talent cultivation based on the increasing requirements on the comprehensive quality of employees and the tendency of better educated and more professional business teams.

• 人才培養

集團深信人才是最大的資產，注重與員工的共同成長。集團人力資源部門與阜豐商學院，定期為新入職各類員工進行針對性的入職培訓，協助新員工瞭解企業文化和崗位要求，使其盡快適應其工作內容和工作環境。在員工職業發展工程中，集團將根據社會發展及集團發展需求，為員工提供相應的培訓，使他們及時跟上時代發展的需求，與時俱進。集團有計劃地積極營造人盡其才的良好成長環境，從激發員工潛能、實現員工個人價值出發不斷完善員工成長與發展體系，為員工提供保障、創造條件，促進企業與員工兩者共同的正面成長與發展。集團也對從業人員綜合素質要求日益提高，對業務團隊知識化、專業化的要求不斷提升，集團也時刻更新內部培養理念。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In light of the industry situation and development needs, the Group timely adjusts and improves its echelon talent management mechanism to meet the Group's demand for a sound, reasonable and sustainable development by effectively selecting and training the echelon talent team. Meanwhile, the Group timely revises and improves the Fufeng Group Administrative Measures on Echelon Talents. Fufeng Group has a scheme to nurture high potential Talents, with focusing on individual learning and training, to improve their professional competence. It also regularly follows up the progress of promotion and development. Reserve talents are composed of management reserve talents and technical reserve talents, among which management reserve talents include echelon talents, reserve cadres and assistant general managers. Reserve talents are selected from the grass-roots and middle management and backbone staff at all levels. Furthermore, based on the Fufeng Group Administrative Measures on Reserve Talents, strict control process is also implemented to screen true talents as key targets for further cultivation, thus enhancing the Group's core competitiveness.

集團根據行業情況及企業發展需要及時調整並完善梯隊人才管理機制，通過有效選拔、培養梯隊人才隊伍，滿足集團健康合理持續發展需要，同時也及時修訂並完善《阜豐集團梯隊人才管理辦法》。阜豐有計劃地培養高潛力員工，注重個別學習培訓並提升其專業素質，定期追蹤晉升與發展進度。後備人才由管理類後備人才和技術類後備人才兩大部分組成，其中管理類後備人才包括梯隊人才、儲備幹部、總經理助理。後備人才從各級中基層管理者和骨幹員工中選拔，並通過後備人才管理辦法實現嚴格把控，選拔英才，重點培養來提升集團核心競爭力。



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

• Diversity

The Group strives for creating a diversified work environment by providing its employees with community service facilities, such as dormitories, bathhouses, hair salons, entertainment, audio-visual and sports facilities. It also organizes a variety of cultural and sports activities in public holidays to enrich leisure life and improve physical and mental health of its employees in all respects.

(1) Cultural and sports activities

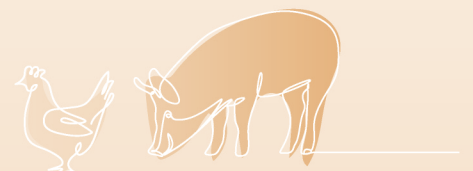
Various complementary living facilities, covering staff bathhouse, catering, shopping, entertainment, leisure, nursery, bus and commuter, are established in Xinjiang Fufeng. In order to enrich the cultural life of its employees, cultivate their sentiments, relax their bodies and minds, and enhance their cohesion, centripetal force and teamwork spirit, Xinjiang Fufeng organised a trip and medical check-up for its employees in July 2021, and it also carried out a variety of cultural and sports activities, for celebrating Labour Day in May 2021, and for celebrating Mid-Autumn Festival and National Day in September 2021, including table tennis, badminton, billiards, rope skipping, tug of war, link acceleration, bridge crossing and square dance and other competitive activities, which enhanced the unity and cooperation among different departments and improved the cohesiveness and centripetal force while making working atmosphere active.

• 多元化

集團每年積極營造多元化工作環境，為員工配備了宿舍、浴室、理髮室等便利生活設施，配備完善娛樂、影音與體育設施，並在各種公眾節日組織豐富多彩的文體活動，豐富全集團的員工業餘生活，提高員工全方面身心健康。

(1) 文體活動

新疆公司建有職工浴室、餐飲、購物、娛樂、休閒、幼兒園、公交車、通勤車於一體的生活配套設施，為豐富員工的業餘文化生活，陶冶情操，放鬆身心，增強凝聚力、向心力和團隊協作精神，新疆公司於2021年7月組織員工外出旅遊及體檢，於2021年5月組織了「慶五一」文體活動，於2021年9月組織了「歡度中秋，盛迎國慶」文體活動，主要包括：乒乓球、羽毛球、檯球、集體跳大繩、拔河、鏈接加速、搭橋過河、廣場舞等比賽。各類文體活動的舉辦，旨在活躍工作氛圍的同時，增進各部門的團結協作和友誼，提高隊伍的凝聚力和向心力。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



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

(2) Orientation party for new staffs

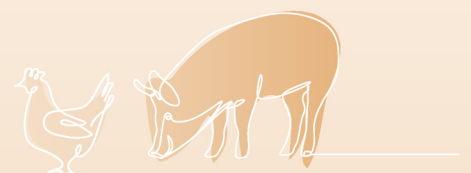
On 15 January 2021, Fufeng Group held the 2021 orientation party for new staffs. The Group's leaders, including chairman, general manager, standing deputy general manager, senior deputy general manager, as well as leaders from the county government attended the party and enjoyed a variety of programs. The orientation party created a harmonious atmosphere for the new staffs, laying the foundation for the new staffs to adapt to their work better afterwards.

(2) 迎新晚會

2021年1月15日，阜豐集團舉辦了2021年迎新晚會，集團董事長、總經理、常務副總經理、高級副總經理等領導以及縣政府領導出席觀看了此次晚會，晚會中表演了各類節目，集團通過此次迎新晚會，為新員工的到來營造出和諧共融的氛圍，為之後新員工能更好的適應工作打下了基礎。

(3) Women's Day activity

(3) 「三八」節活動



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group attaches great importance to the physical and mental health of its female staffs, and organizes various activities and gives presents to its female staffs on the “8th March” every year. The production companies also actively respond to the Group’s call by organising various activities in connection with the physical and mental health of their female staffs. In particular, the sales company organised a seminar on the topic of caring for women’s health on 8 March 2021 at Qingdao office.

集團非常關注女性員工的身心健康，在每年的「三八」節舉行各類活動，並為集團的女員工準備各種節日禮物。各生產公司也積極相應集團的號召，舉辦各類活動關注女性員工的身心健康。其中，營銷公司於2021年3月8日在青島駐地組織舉辦了慶「三八」關愛女性健康專題知識講座活動。



- **Anti-discrimination**

In strict compliance with the national and local laws and regulations on the persons of different race, sex, color, age, family background, religious belief and disability, Fufeng Group shows no discrimination against any employee. The Group guarantees that all employees enjoy the equal opportunities in respect of remuneration systems, training opportunities and promotion assessments under the same standards while ensuring that there is no discrimination or preference in recruitment and promotion.

- **反歧視**

阜豐集團嚴格遵守國家及地方所在地政府對種族、性別、膚色、年齡、家庭背景、宗教信仰、殘疾等等身份地位不同的法律法規，不歧視任何一名員工，確保任用與升職上無任何歧視或偏好，集團保證所有員工在薪酬體系、培訓機會、晉升考核等方面享受同等標準。



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

B2 Health and Safety

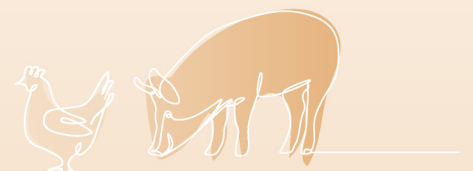
In 2021, Fufeng Group believes that staff safety is an important pre-condition of the sustainable development of the Group by taking production safety as its first priority. Fufeng Group is committed to providing a healthy, safe, comfortable and low-emission green work environment for its staff. Various production companies of the Group has firmly carried out its safety production management work, identified sources of dangers and managed related risks during the production in an effective way, with a view of standardizing its safety production procedures and minimising any occupational hazards or risks. Conscientious in implementing the guidelines, policies and system on safe production provided by superior authorities, the Group lays its work emphasis on enhancing management and striving for implementation, with its work guidelines of perfecting a safety organization, offering better safety training to all the staff and scrutinizing safety hazards.

In 2021, the Group has continuously strengthened the construction of its regulative safe production system by continuously improving its system on safe production and occupational health responsibilities, system on hidden dangers investigation and rectification, system on accident report, investigation and handling, system on fire safety management, system on special operation management, and system on related party management, etc. The Group has further improved its dual prevention mechanism and created sound safety management atmosphere in accordance with the requirements of the national, provincial and municipal governments.

B2 健康與安全

2021年，阜豐集團認為員工安全是集團持續發展的重要前提條件，始終將員工安全生產工作放首位，致力為員工提供一個健康、安全、舒適並低排放的綠色工作環境。集團各生產公司紮實進行安全生產管理工作，有效落實生產中危險源辨識和相關風險管控，規範生產安全流程，降低員工遭受職業性危害的風險。集團時刻貫徹上級安全生產方針、政策與制度，以強化管理、狠抓落實為工作重點，完善安全組織機構、強化集團全員安全培訓、徹查安全隱患為工作指導方針。

2021年，集團持續完善安全生產和職業健康責任制度、隱患排查整改制度、事故報告調查處理制度、消防安全管理制度、特殊作業管理制度、相關方管理制度等，不斷加強安全生產制度規範體系建設。集團根據國家、省、市各級政府要求，對雙重預防機制工作進一步完善，營造了良好的安全管理氛圍。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- Health and safety of employees in the past three years**

Fufeng Group has always attached great importance to the safety of employees' lives. Through the formulation and improvement of various safety systems and the dissemination of such information to employees, the Group required its employees to strictly comply with the safety regulations stipulated in such systems in their daily work. At the same time, the Group has conducted health and safety training for its employees on a regular basis to protect their health and safety in various aspects. From 2019 to 2021, there was no record of work-related fatalities in the Group and its production companies.

In 2021, there were 5 minor injuries to 5 employees in Fufeng Group. The Group promptly dealt with the minor injuries and gave the employees certain leave for work-related injuries, and the specific information on the number of working days lost due to injuries is as follows:

- 近三年員工健康安全概況**

阜豐集團一直非常注重員工的生命安全，通過制定和完善各類安全制度並對員工進行宣貫，要求員工在日常工作中嚴格遵守制度中的安全規定。同時，集團經常對員工進行健康安全培訓，多方位保障員工的健康安全。從2019年至2021年，集團及各生產公司均未發生員工因工亡故。

2021年阜豐集團共5名員工發生5起輕傷事件，集團及時對輕傷事件進行處理，給予員工一定的工傷假期，具體因傷損失工作日天數信息如下：

The production company where the employee works	員工所在生產公司	Number of people 人數	Number of working days lost due to injury 因傷損失工作日天數
Inner Mongolia Fufeng	內蒙公司	1 person 1 名	3 days 3 天
Longjiang Fufeng	龍江公司	1 person 1 名	5 days 5 天
Xinjiang Fufeng	新疆公司	1 person 1 名	5 days 5 天
Northeast Fufeng	東北公司	1 person 1 名	6 days 6 天
Baoji Fufeng	寶雞公司	1 person 1 名	4 days 4 天



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

• COVID-19 precautionary measures

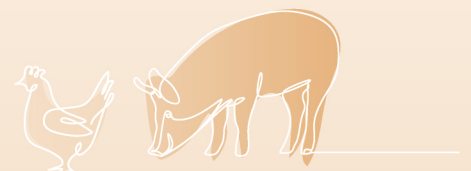
In 2021, despite the improvement of the COVID-19 pandemic situation as compared to 2020, the whole country has still been in the post-epidemic era when the COVID-19 pandemic is under the regular prevention and control of “guarding against imported cases and rebound in indigenous cases”. The local government introduced different pandemic prevention policies and recurrent temporary quarantine measures according to the needs of local epidemic prevention and control.

In response to the new forms of pandemic prevention, Fufeng Group and its production companies have taken active solutions and prevention measures at work to provide a safe working environment for the employees. In particular, in 2021, the epidemic prevention and control team of Xinjiang Fufeng continued to improve the pandemic normalization control plans, including the “Plan for Regular Prevention and Control of COVID-19 Pandemic”, “Disinfection Plan for Regular Prevention and Control of COVID-19 Pandemic”, “Material Support Plan for Regular Prevention and Control of COVID-19 Pandemic”, “Enterprise Closed Management Plan”, “System for Zero Report in Concerned personnel-intensive Premises”, “Testing Sample Collection Plan for External Trucks”, “Normalized Environmental Sampling Plan”, “Implementation Plan for Regular Nucleic Acid Testing”, “Emergency Plan for Pandemic Prevention and Control of Xinjiang Fufeng Biotechnologies Co., Ltd.”, “Implementation Plan for Regular Nucleic Acid Testing of Xinjiang Fufeng Biotechnologies Co., Ltd.” and “Drill Plan for Cargo Yard Tested Positive”, and conducted regular control of nucleic acid testing every seven days as required by the government. For pandemic prevention and control materials, Xinjiang Fufeng provided over 20,000 surgical masks, over 1,000 sets of protective clothing, 1,000 pairs of protective gloves, 60 thermometers, over 10,000 face shields and approximately 1,000 bottles of various types of disinfectant through external procurement and government subsidies, providing strong material support for the normalization of pandemic prevention and control.

• 新型冠狀病毒肺炎防疫工作

2021年新型冠狀病毒肺炎的情況較2020年有所好轉，但全國各地仍處於後疫情時代，疫情防控處於「外防輸入、內防反彈」的常態化防控中，各地政府根據各地疫情防控需求出台不同的防疫政策，經常性臨時隔離措施等。

為應對新的防疫形式，阜豐集團及各生產公司均在工作中採取積極的解決方案和防疫措施，為員工提供安全的工作環境。其中，2021年新疆公司疫情管控小組持續完善了《疫情常態化管控方案》、《疫情常態化管控消殺方案》、《疫情常態化管控物資保障方案》、《企業封閉式管理方案》、《關於建立重點人員密集場所「零報告」的制度》、《對外貨車採集樣本方案》、《常態化物環境採樣方案》、《常態化人員核酸檢測實施方案》、《新疆阜豐生物科技有限公司疫情防控應急預案》、《新疆阜豐生物有限公司核酸檢測實施方案》、《貨場呈陽性演練方案》等疫情管理相關制度，並按照政府要求進行核酸檢測常態化管控，每七日進行一次核酸檢測。對於疫情防控物資，新疆公司通過外部採購以及政府補貼發放，總計為員工提供口罩20,000餘隻、防護服1,000餘套、防護手套1,000雙、溫度計60具、防護面屏10,000餘副、各類消毒液1,000瓶左右，為公司疫情防控常態化提供了有力的物資支持。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In order to implement the requirement on pandemic prevention and control of the Group as a whole, Inner Mongolia Fufeng has formulated and strictly implemented the management systems, including “Epidemic Prevention and Control Plan”, “Management Measures for the Quarantine of Returned Personnel”, “Material Support Plan for Epidemic Prevention and Control of Inner Mongolia Fufeng”, “Epidemic Prevention and Control Monitoring System for Canteens and Leasing Merchants along the Street”, “Emergency Response Plan for Novel Coronavirus Pneumonia Outbreak Prevention and Control-Fufeng”, “Guidelines for Epidemic Prevention”, “Interim Measures for the Disinfection Management of Living Areas and Production Areas During the Period of Epidemic Prevention and Control”, “Administrative Measures for Staff Canteens During the Period of Epidemic Prevention and Control (Interim)” and “Monitoring System for Concerned Personnel for Epidemic Prevention and Control”.

- **Developing a Management System for Occupational Health and Safety**

In order to protect the occupational health of employees, the Group has comprehensively established an occupational health and safety management system which has been implemented and continuously improved. Baoji Fufeng, Shandong Fufeng, Xinjiang Fufeng and Longjiang Fufeng have all established ISO 45001:2018 occupational health and safety management system and passed the certification.

內蒙古公司為貫徹落實集團整體疫情防控要求，制定《疫情防控工作方案》、《返廠人員隔離區管理辦法》、《內蒙阜豐公司疫情防控物資保障方案》、《食堂及沿街樓租賃商戶疫情防控監測制度》、《新型冠狀病毒防控應急預案—阜豐》、《疫情防護指南》、《疫情防控期間生活區及生產區消毒管理暫行辦法》、《疫情防控期間職工餐廳管理辦法(暫行)》、《疫情防控重點人群監測制度》等管理制度，並嚴格實施。

- **職業健康安全管理體系的建設**

集團為保護員工的職業健康，全面建立了職業健康安全管理體系，形成制度並加以實施和持續完善，其中寶雞公司、山東公司、新疆公司、龍江公司均已建立ISO 45001: 2018職業健康安全管理體系，並通過了認證。



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

(1) Production Safety

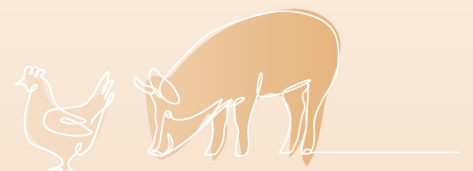
In order to further strengthen the safety management work of all relevant parties, the Group improved its “Reward and Punishment System for Safe Production” and “Special Operation Management System”, specifying various requirements and safety measures and increasing penalties for violations. During the construction of the project, the Group regularly conducts safety education training assessment for construction personnel of relevant parties. During the training process, except explaining safety know-how and relevant rules of the safety management, the Group further enhanced the safety awareness of construction personnel through accident case training, thus reducing the possibilities of accidents of related parties.

In addition, the Group increased more efforts to identify and detect potential risks and relevant supervision and investigation, to strengthen the safety management at site. The improvement of safety management mainly lies in continuous improvement of human behavior, equipment defects, and working environment, while the identification of equipment defects and dangerous sources of working environment mainly lies in the intensity of identification, detection and rectification of potential risks. In 2021, as for identification and detection of potential risks, the Group conducted various special safety inspections in combination with factors such as seasonal characteristics and production characteristics except daily inspections and monthly comprehensive inspections. The unsafety of objects and dangerous in the operating environment were regulated and managed by enhancing equipment, improving protective facilities, and adding safety signs.

(1) 生產安全

集團為進一步強化各相關方安全管理工作，對《安全生產獎懲制度》和《特殊作業管理制度》進行完善，明確各項規定、安全措施，加大對違章違規現象的處罰力度。在項目建設過程中，定期組織相關方施工人員開展安全教育培訓考核，在培訓過程中，除講解安全知識、安全管理有關規定外，通過事故案例培訓，進一步增強相關方施工人員安全意識，降低了相關方事故發生的幾率。

此外，集團加大隱患排查與監督檢查力度，強化作業現場安全管理，安全管理工作的提升主要在於對人的行為、設備缺陷、工作環境等方面的持續改進完善。而設備缺陷、工作環境危險源辨識主要在於隱患排查與整改力度。2021年，在隱患排差方面，除日常巡檢、月度綜合檢查外，結合季節特點、生產特點等因素開展了各類專項安全檢查，通過改進設備情況、完善防護設施、增設安全標識等方法，對物的不安全狀態和作業環境中的危險因素，進行了規範和治理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Daily inspection of key parts and positions in each production company was carried out, and any hidden danger problems found during inspection was notified to relevant responsible departments in a timely manner and rectified immediately. Each production company has special personnel to conduct daily inspections so as to identify and rectify hidden dangers in a timely manner, for those which will endanger personal safety would be assessed immediately; the Group conducts comprehensive inspections on management of each departments and conducts relevant safety assessment at the end of the month. According to the requirements of higher-level government departments and the Company's safety situation, special inspections of hazardous chemicals, fire-fighting facilities, special equipment, safe electricity, summer defense, and winter defense have been conducted in a timely manner to establish the concept of "hidden dangers will be accidents". Based on the risk classification control and the safety production responsibility system, and in accordance with national laws and regulations, standards, experience and lessons from accidents, the Company formed a closed loop composed of a safety hidden checklist for the position, team, workshop and the Company, hidden danger rectification notice and hidden danger receipt list to clarify the content and responsibilities and improve enforceability.

對於各生產公司內重點部位、關鍵崗位每日巡查，對巡查過程中發現的隱患問題及時通知相關責任單位，立即進行整改，各生產公司專人進行日常巡查，發現隱患及時糾正，對危及人身安全的當場予以考核；月底進行綜合檢查，對各單位管理狀況進行全面排查並進行相應安全考核；根據上級各級政府部門要求，結合公司安全狀況，適時開展危化品、消防設施、特種設備、安全用電、夏季四防、冬季四防等專項檢查，樹立隱患就是事故的理念。結合風險分級管控和安全生產責任制，根據國家法律法規、標準規範，事故經驗教訓等，形成崗位、班組、車間、公司安全隱患排查清單、隱患整改通知單、隱患回執單形成閉環，使內容清晰、責任明確，提高了可執行性。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

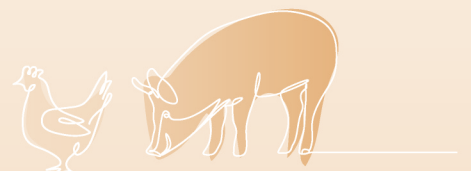
環境、社會及管治報告

Meanwhile, the Group conducted accident case warning education to enhance employees ability to prevent accidents. In order to improve employees awareness of safety accidents, the Group collected relevant accident cases, produced accident case warning signs, and hung them at various process positions to enable employees to fully understand the causes and consequences of various accidents, so as to further enhance their safety awareness and improve their ability to prevent accidents. Each production companies have strengthened safety training and education, to enhance the safety awareness of all employees, and control unsafe behaviors. In particular, Shandong Fufeng established the "Management Ordinance on Safety Production", which regulates the safety of main electricity consumption and packaging workplaces of the company. At the same time, to enhance the safety awareness of all employees and control unsafe human behavior, Shandong Fufeng conducted system inspections and safety checks on a monthly basis, organised the production safety training for all employees on a quarterly basis, carried out the occupational health checks and workplace inspections as well as two fire drills on an annual basis. Through the above measures, the safety awareness of all staffs was significantly improved to ensure safe operation in accordance with safety requirements and operating procedures.

與此同時，集團開展事故案例警示教育，增強員工事故防範能力，為了提升員工對安全事故的認識程度，搜集相關事故案例，製作事故案例警示牌，懸掛於各工序崗位，使員工充分瞭解各類事故原因及造成的後果，進而增強員工的安全意識，提高事故防範能力。各生產公司加強安全培訓教育力度，提升全員安全意識，控制不安全行為。其中，山東公司建立《安全生產管理條例》，針對公司主要的用電安全和包裝工作場所的安全進行規定。同時，山東公司每月進行一次體系檢查和安全檢查，每個季度進行一次全員安全生產培訓，每年進行一次職業健康查體和工作場所檢測並進行2次消防演練，從而達到提升全員安全意識，控制人的不安全行為的目的。通過上述舉措，全體員工的安全意識得到了明顯提高，確保按照安全要求及操作規程安全作業。



Safety Training of Shandong Fufeng in 2021
2021 年山東公司安全培訓照片



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group strictly implements management and control on special operation to reduce the probability of accidents, and implements key supervision on processes, equipment, facilities, places and positions with significant safety risks. In late October 2021, Xinjiang Fufeng completed the Class III standardization assessment for the industrial and trade sector, while continuing to optimize its dual prevention mechanism by continuously improving its safety production rules and regulations and occupational disease prevention and control management system, safety operation procedures and emergency rescue plans at all levels, which mainly focused on the rules and regulations, including the Comprehensive Management System on Safe Production, the Management System on Major Hazardous Sources, the Management System on Fire Prevention, the Safety Management Regulations on Dangerous Chemicals, the Management System on Eight Special Operations and the Management System on Occupational Health. In addition, the company revised the comprehensive emergency rescue plan and process operating procedures. Moreover, by taking an active part in the construction of a dual prevention system of risk classification and control as well as safety hazard investigation and control management, and making continued efforts to promote the three-year special rectification, the company strictly implemented the core responsibility of safety production in the following order of priority: responsibility, risk control, investigation and treatment of safety hazard, and accident.

集團嚴格執行特殊作業管理，降低事故發生幾率，對存在重大安全風險的工藝、設備、設施、場所、崗位，實行重點監管。新疆公司2021年10月下旬完成工貿行業三級標準化評審工作，同時持續改進雙重預防機制工作，對安全生產規章制度和職業病防治管理制度、安全操作規程、各級應急救援預案不斷完善，主要針對《公司安全生產綜合管理制度》、《重大危險源管理制度》、《消防管理制度》、《危險化學品安全管理規定》、《八大特種作業管理》、《職業衛生管理制度》等規章制度，並對公司綜合應急救援預案、工藝操作規程重新進行了修訂。另外積極開展風險分級管控和安全隱患排查治理雙重預防體系建設，持續推進三年專項整治，嚴格落實安全生產主體責任，做到將責任挺在風險管控前面、將風險管控挺在隱患排查治理前面、將隱患排查治理挺在事故前面。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

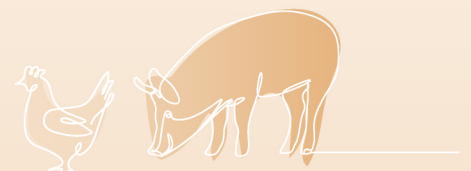
環境、社會及管治報告

(2) Fire safety

The Group adheres to the fire prevention policy, which giving priority to prevention. Each production companies incorporates fire prevention know-how and fire-fighting skill training programmes into its annual education training plan. Meanwhile, external fire training institutions are invited to provide training on fire safety know-how for production units in its production companies. In accordance with the Group's overall plan on fire safety, some of its subsidiaries some subsidiaries have enhanced fire safety training for their employees. In 2021, Xinjiang Fufeng invited the fire brigade of Ganquanbao Technology Development Zone in Urumqi to provide the onsite skills training for the members of firefighting emergency team of Xinjiang Fufeng and the relevant training for obtaining safety qualification certificates for 40 people in charge of the company and safety management personnel. 1,300 and 1,100 people were trained in practical exercises of fire-fighting equipment in June and in November 2021, the fire-fighting month, respectively. In addition, the company assisted the Emergency Management Bureau of Urumqi in the "Activity on 12 May (the Day for Disaster Prevention and Mitigation)" in May and conducted emergency rescue drills in liquid ammonia stations and alcohol tank areas in June, being the Safety Month, and conducted anti-terrorism drills every day in response to the superior's call. Through these drills, the emergency response ability, emergency handling level, the abilities for self-rescue and escape and safety awareness of the employees were effectively improved.

(2) 消防安全

集團堅持以預防為主的消防方針，各生產公司將消防知識與消防技能培訓納入員工年度教育培訓計劃，各生產公司均邀請外部消防培訓機構對生產單位進行相關消防安全知識培訓。集團部分下屬公司根據集團的總體消防安全規劃，加強了員工的消防安全培訓。其中，新疆公司在2021年邀請烏魯木齊市甘泉堡經技術開發區消防大隊，對新疆公司應急分隊人員進行了現場技能培訓，同時對公司負責人、安全管理人員進行安全資格證取證培訓40人次。2021年6月份組織全員消防器材實操演練培訓1,300人次，11月份消防月組織培訓1,100人次。此外，5月份協助烏魯木齊市應急管理局開展了「5.12防災減災日活動」，6月份安全月在液氨站、酒精罐區進行事故應急救援演練，同時為了響應上級每日進行反恐演練，通過演練，有效地提高了職工的應急反應能力和應急處理水平，應急自救、逃生的能力和安全意識。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In order to ensure the security work of the production companies and the adequacy of the emergency rescue force, the daily training of security guards and the training of firefighting emergency skills and emergency drills were stepped up by the production companies in 2021. In terms of emergency rescue, due to the daily drills, the rescue teams were able to arrive at the scene for rescue as soon as possible immediately after the accidents occurred. 24-hour surveillance was conducted at key fire points and all fire-fighting facilities were maintained in accordance with standard requirements to ensure that they were in good condition. In 2021, Xinjiang Fufeng installed corresponding alarm linkage control devices based on the different fire hazards and risks in production workshops and living areas, and standardised the daily maintenance requirements. In addition, automatic interlocking alarm devices were installed in the xanthan gum extraction building and alcohol pump room this year to ensure emergency fire rescue and reduce the occurrence of fire accidents. Regular maintenance was also carried out on professional emergency rescue equipment such as micro fire stations, fire control rooms, fire trucks, fire emergency pumps, fire suits, air respirators, filtered protective masks and fully sealed chemical-proof suits.

為確保各生產公司保衛工作進行和應急救援力量的充實，2021年各生產公司加大了保安員日常培訓和消防應急技能培訓和應急演練力度，在應急救援方面，通過日常演練救援隊伍能夠在事件發生後第一時間到達現場，並立即展開救援。對火災重點部位進行24小時監控，對所有消防設施按標準要求進行維護保養，確保消防設施完好。2021年，新疆公司根據生產車間、生活區等不同的火災危害及風險，安裝了相應的報警聯動控制裝置，並規範了日常維護保養要求。此外，今年對黃原膠提取樓、酒精泵房安裝了自動連鎖報警裝置，確保了消防應急救援，減少火災事故發生。並對微型消防站、消防主控室、消防車、消防應急泵、消防服、空呼器、過濾式防護面具、密閉全防化服等專業應急救援器材進行定期的維護保養。



Fire Safety Training of Xinjiang Fufeng in 2021
2021年新疆公司消防安全培訓照片



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

(3) Occupational Health

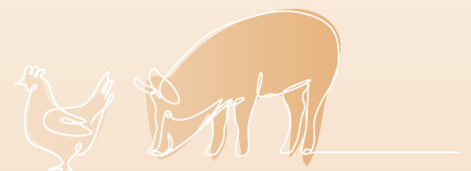
In strict compliance with requirements of the Prevention and Control of Occupational Diseases Law of the PRC and the Production Safety Law of the PRC, Fufeng Group and its production companies have formulated the Responsibility System for Safe Production and Occupational Health, which clearly stipulates the responsibilities of various departments in the prevention and control of occupational diseases, and regulates "Three Simultaneities" of occupational health, occupational hazard factor detection, occupational health pre-post, post-post physical examination, and the distribution of protection supplies for occupational disease.

In 2021, production companies also strengthened the management of our employees' occupational health. Among which, in order to strengthen its management of occupational health, Xinjiang Fufeng appointed a third-party organization to identify hazard factors detrimental to occupational health in all production positions, especially critical ones, and evaluated the current conditions of occupational health in the company, before issuing an evaluation report on the current conditions. Due to the requirements of production processes, Xinjiang Fufeng involves some hazardous chemicals, purchase, transportation, storage, and use of which shall be in compliance with management standards, and all links are strictly controlled. Furthermore, on-site personnel will receive training and compliance issues about occupational health and safety protection, equipment protection, and emergency response to ensure the safety of all aspects of work. In addition, Xinjiang Fufeng arranges physical examinations for personnel in positions involving occupational health hazards. In 2021, the physical examinations were arranged for 231 employees, report results of which met the requirements.

(3) 職業安全

阜豐集團及各生產公司嚴格落實《中華人民共和國職業病防治法》、《安全生產法》的要求，制定了《安全生產和職業衛生責任制》明確各部門在在職業病防治中的職責，規範了職業衛生三同時，職業危害因素檢測、職業健康崗前、崗中體檢，職業病防護用品發放等工作。

2021年，各生產公司也加強了對員工職業健康的管理工作。其中，新疆公司為了加強職業健康管理，聘請第三方機構對各生產崗位進行職業衛生危害因素檢測，特別是各重點部位，並且對公司職業衛生進行現狀評價，出具了現狀評價報告。由於生產工藝的需要，新疆公司涉及部分危化品，危化品從購買、運輸、儲存、使用均進行了規範管理，各個環節嚴格把控，並對現場人員職業衛生安全防護、設備防護、應急處理進行了培訓及規範，確保各環節的安全工作。另外，新疆公司對涉及職業健康危害因素崗位的人員進行體檢，2021年參加體檢人員231人，人員體檢報告均符合要求。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In August 2021, Inner Mongolia Fufeng arranged occupational health examinations for 376 on-the-job employees. Based on different positions, screening procedures were carried out separately for different occupational disease hazards (such as dust, noise, high temperature, acid mist or acid anhydride, ammonia, sulfur dioxide, electric wiring and work at high altitude). According to the examination results, the employees were reassigned so that they were provided with the best possible workplace conditions to facilitate their physical recovery.

內蒙古公司於2021年8月為376名崗中員工進行職業健康檢查，針對崗位不同，分別對不同職業病危害因素（如粉塵、噪聲、高溫、酸霧或酸酐、氨、二氧化硫、電工及高處作業等）進行篩查，並按照檢查結果為員工進行調崗，為員工的身體康復提供盡可能良好的工作條件。

B3 Development and Training

Fufeng Group attaches great importance to the development and training of employees, and aims to build a self-driven talent growth system by striving to build a training system supported by lecturers, courses, systems and processes. The management focuses on starting with the “reserve talent” project to build a talent pool of competent employees, and realizing the rolling reserve echelon training so as to ensure a grade-by-grade supply of talented professionals. By benchmarking, we will satisfy high-quality development requirements, while focusing on strengthening the managers’ comprehensive management capabilities. As for regular employees, we focus on creating an atmosphere where employee training is organized to assist new and old employees in shortening their time required for qualifying for their position, accelerating their on-the-job growth and development, and establishing a repertoire for skills and expertise, which facilitate their improvement in the job-related skills, while creating a learning atmosphere. By focusing on business-oriented capability, we build cases by formulating job description, the experiences of which are duplicated for promotion. On the other hand, we continue to promote the construction of the three-pronged training team (internal trainer + tutor + training manager).

B3 發展及培訓

阜豐集團高度重視員工的發展和培訓，以打造自驅式人才成長體系為目標，努力構建以講師、課程、制度及流程為支撐的培訓體系。管理層重點以「儲備人才」項目為抓手，構建良將如潮的人才池，實現滾動式後備梯隊培養，逐級輸出人才，對標實現高質量發展要求，重點打造管理者的綜合管理能力提升；員工層重點打造全員學習型組織氛圍，幫助新老員工縮短崗位勝任時間，加速員工在崗成長與發展速度，建立崗位知識題庫，提升崗位技能，營造學習氛圍，以業務導向能力為主，編制崗位說明書，形成案例，經驗推廣複製；同時，持續推進三師隊伍建設（內訓師+導師+培訓管理師）。

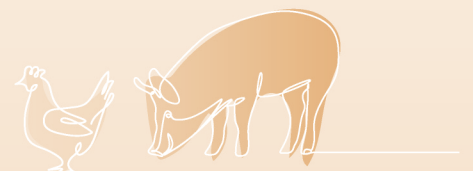


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, the Group organized training sessions for managers at all levels, including the “Leadership” training sessions for middle-level and senior managers, the “High Cohesion Corporate Culture Practice Workshop” training sessions for internal correspondents, the “Reserve Cadre Training” project for reserve middle managers, and the “Organizational Communication” training for grassroots management personnel. In addition, each production company organized regular rotation training sessions on safety and operation skills for front-line employees. Based on the category, job nature and actual needs of various jobs, Fufeng Group implemented targeted training sessions, which further strengthens the role of training and education as an engine in employee development, and continues to improve the training system that covers all employees at different levels. Furthermore, we analyze the training requirements of the Company and individuals through questionnaires, on-site discussions, performance analysis and other methods every year, so as to identify the direction and focus of training. The training workflow, including on-demand investigation, planning and preparation, training implementation, effectiveness evaluation, and analysis and improvement, will be improved gradually, which in return will continue to improve the training effectiveness.

2021年集團組織各層級管理人員開展培訓，如中高層管理人員的《領導力》培訓、內部通訊員的《高凝聚企業文化實踐工作坊》培訓、後備中層管理人員的《儲備幹部培訓》項目，及基層管理人員的《組織溝通》培訓等。除此之外，各生產公司對一線員工組織有關安全、操作技能常規輪訓。阜豐集團根據崗位類別、工作性質和實際需要，有針對性地實施培訓，進一步強化培訓教育在員工發展中的引擎作用，繼續完善逐級分層、全員覆蓋的培訓體系。每年通過問卷調查、現場座談、績效分析等多種方式，分析組織與個體的培訓需求，找出培訓的方向與重點。逐步完善需求調查、計劃編制、培訓實施、效果評估、分析改進的培訓工作流程，持續改進培訓效果。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2021, the Group and each production company had trained a total of 12,818 employees at all levels. The number, percentage and average hours of trained employees are calculated based on gender and employee level, details of which are set forth as follows:

2021年集團及各生產公司對各級合計12,818名各級別僱員進行了培訓，按照性別及僱員級別對受訓僱員人數、受訓僱員百分比及僱員受訓平均時數進行統計，具體情況如下：

By category	Indicator	Number of trained employees	Percentage of trained employees	Average hours of trained employees (by hours)
劃分類型	指標	受訓僱員人數	受訓僱員百分比	平均時數(小時)
By gender 按性別劃分	Male 男性	10,102	78.81%	39.31
	Female 女性	2,716	21.19%	34.95
By employee rank 按僱員級別劃分	Senior management 高層管理人員	30	0.23%	15.93
	Middle management 中層管理人員	143	1.12%	33.03
	General management 基層人員	12,645	98.65%	38.50

Note: For this ESG Report, Senior management refers to assistant general manager, deputy general manager and general manager; middle management refers to assistant manager, deputy manager and manager; general staff refers to supervisor, captain, functional staff, operator, etc.

註：就本ESG報告而言，高層管理人員指總經理助理、副總經理、總經理；中層管理人員指經理助理、副經理、經理；基層人員指主管、隊長、職能員工、操作工等

B4 Labour Standards

In strict compliance with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), Prohibition of the Use of Child Labour (《禁止使用童工規定》) and relevant national laws and regulations, Fufeng Group has formulated the Fufeng Group Recruitment Process System, which clearly specifies that newly recruited employees must be over 18 years old, and that use of child labour is prohibited. Over the course of actual recruitment, the Group carries out stringent examination over the ID information of our employees and their academic degree certificates to verify and review their ages. As stipulated in the Fufeng Group Regulations on Staff Entry, Post Adjustment and Resignation Management, the Group shall enter into a labour contract with its new employees and an internship agreement with internship students (which could be covered into a labour contract upon their confirmation for remaining with the Company after graduation), to ensure non-use of child labour. The Group did not engage in child labour during the reporting period.

B4 勞工準則

阜豐集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》及《禁止使用童工規定》和國家有關法律、法規，並制定《阜豐集團招聘流程制度》，明確規定新招聘員工需年滿18周歲，禁止招聘童工。集團在實際招聘過程中嚴格審核員工身份證件及學歷學位證書信息來檢查與審核員工年齡。《阜豐集團員工入職、調崗及離職管理規定》中規定新員工入職即簽訂《勞動合同》，對還未畢業進行頂崗實習學生簽訂《實習協議》，待學生畢業後確認將本集團留職再簽訂《勞動合同》，通過此防範措施來確保集團杜絕使用童工。集團在報告期內未發生任何違法僱傭童工事項。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group strictly complies with relevant national laws and regulations on working hours. The employees' resting time is well respected and the employees enjoy paid holidays in accordance with laws and regulations. To maintain the physical and mental health and balance of the employees of the Group, a human resources attendance system is established and improved to achieve effective and reasonable management in the working hours and resting dates of the employees. Any imposition of mandatory measures on the employees of the Group in violation of laws or human rights of employees is prohibited. To avoid forced overtime work, staff shall be arranged for overtime work (if required) on a voluntary basis, with such work hours and pay in conformity with the requirements of local regulations.

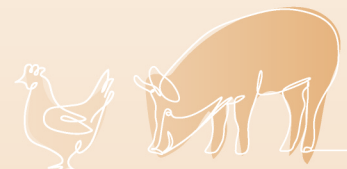
B5 Supply Chain Management

The suppliers with first-class standards are essential to Fufeng Group's pursuit of high-quality products. In order to ensure that suppliers maintain their capabilities of supplying high-standard products, we have developed an effective and pragmatic supply chain management system, and implemented integrated management on the quality of product and service and social responsibility of suppliers, to continuously improve the sense of responsibility and ability of suppliers, and achieve win-win development of social responsibility with our supply chain partners on the basis of mutually beneficial cooperation and mutual benefit. The Group continued to improve its supplier management mechanism and promoted the establishment of lifecycle management mechanism comprising the certification, evaluation, and withdrawal of suppliers, and featuring unified management with tiered accountability, and formulated systems and documents to standardize operation. Meanwhile, the Group has set up a supplier access mechanism with a unified supplier database. To determine whether to include suppliers into our database, our Group will conduct a comprehensive range of considerations as to such suppliers, including their supply capacity, qualifications, backgrounds, production equipment, process conditions, capability of developing new products, staff training, and system certification.

集團嚴格遵守國家對工時規定的相關法律法規，高度尊重員工休息時間，依法規給予休假，建置完善的人力資源考勤系統，有效並合理管理員工的勞動時間及休假期間，保障集團員工的身心健康與平衡。若因集團工作需要安排其員工加班必須由員工自願參加，禁止對員工實施不合法規或者違反員工人權之強制措施，為防止強迫加班之事發生，加班費給付皆均符合當地法規要求。

B5 供應鏈管理

一流的供應商水準對阜豐集團追求產品卓越至關重要。為了確保供應商保持高標準的產品供應能力，我們打造了有效務實的供應鏈管理體系，對供應商的產品及服務水平和社會責任水平進行綜合管理，在合作互利的基礎上，不斷提升供應商的責任意識和能力，與供應鏈夥伴實現肩負社會責任感的共贏發展。集團不斷完善供應商管理機制，推動構築集團統一管理、分級負責的供應商認證、績效考評及退出等全生命週期管理機制，並形成制度文件規範運營。同時集團已建立完善的供應商准入機制並搭建統一的供應商數據庫，對新增供應商准入時，對其供貨能力、資質背景、生產設備、工藝條件、新產品開發能力、職工培訓情況、體系認證等方面做出綜合評估。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Our Purchasing Department has established the Supplier Management System, under which different supplier access standards and management processes are formulated for different purchased materials, and suppliers are subject to review based on these aspects including pricing, quality, supply cycle, qualification provided by suppliers. In particular, whether major safety incidents happen to suppliers is an important criterion for the Group to consider selecting suppliers. New suppliers that meet all the standards will be accepted as qualified suppliers of the Group. At the same time, the system also prescribes the grading standards and approval process of suppliers, which categorizes suppliers into five grades, namely: potential suppliers, qualified suppliers, downgraded suppliers, disqualified suppliers, and blacklisted suppliers. Suppliers are subject to evaluation in terms of supply quality, delivery cycle, after-sales management, and occurrence of production safety accidents, and disqualified suppliers are required to make timely rectification or included to the blacklist according to the results.

In response to the requirements of the central government and governments at all levels for energy conservation and environmental protection, the Group prefers suppliers that provide cleaner and ecofriendly equipment when purchasing equipment. In 2021, the Group purchased a number of environmental and energy-efficient equipment, such as low-temperature plasma industrial waste gas purifiers, and DMC high-pressure pulse dust collectors.

At present, the Group categorizes all suppliers based on the three regions of mainland China; Hong Kong, Macao and Taiwan; and overseas. The distribution in 2021 is as follows:

集團採購部建立了《供應商管理制度》，制度中針對不同種類的採購物資制定了不同的供應商的准入標準及管理流程，從供應商提供的價格、質量、供貨週期、資質、等方面對供應商進行評估，其中供應商是否出現重大安全事故也是集團考量供應商的一項重要標準，若新供應商滿足各項標準，則將被納為集團合格供應商。同時，制度中也對供應商的等級劃分標準及審批流程做出了規定，將供應商劃分為五種等級，分別為：潛在供應商、合格供應商、降級供應商、淘汰供應商、黑名單供應商，從供貨質量、交貨週期、售後管理、是否發生生產安全事故等方面對供應商進行評價，並根據結果要求不合格的供應商進行及時整改或加入黑名單。

集團為響應國家及各級政府節能環保的要求，在採購設備時更加偏好能提供更清潔、環保設備的供應商，2021年集團採購了多個環保節能設備，如低溫等離子體工業廢氣淨化設備、DMC型高壓脈衝除塵器等。

目前，集團將所有供應商按照中國大陸、港澳台、海外三個地區進行分類，2021年分佈數量如下表：

Region where suppliers are located	供應商所在地區	Number of supplier distribution in 2021 2021年供應商分佈數量
Mainland China	中國大陸地區	1,120個
Hong Kong, Macao and Taiwan	港澳台地區	0個
Overseas	海外地區	0個



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

B6 Product Responsibility

Besides recognizing the importance of product quality management, Fufeng Group continues to improve and optimize the quality management of each production company every year, so that product safety and quality can be guaranteed, while the legitimate rights and interests of our consumers are protected. On the one hand, the Group vigorously implements the international standardization management system to ensure all work at the company level proceed in a regulated and standardized manner. On the other hand, the Group makes tremendous investments in its hardware construction, which aims to transform the manufacturing environment and technological equipment of each production company into a leading professional production line in the industry worldwide. By constantly improving and reforming our management system, the Group ensures high-caliber production process management under scientific management procedures, effectively manifesting its international leadership in product and service quality.

- **Management of Product Quality and Food Safety**

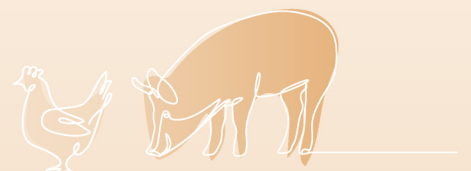
Setting itself as an example, the Group strictly complies with the requirements of such laws and regulations as the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法》) and the Regulation on the Implementation of the Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法實施條例》) to highly control and manage its production processes. In 2021, the Group continued to organize every production company to carry out the certification of product quality management system, in which all production companies passed the ISO 9001:2015 quality management system certification and some of them passed the GMP pharmaceutical production quality management standard certification. Meanwhile, food safety management has always been the focus of the Group. In order to meet the needs of different markets and products, every production company has passed a series of certifications including ISO 22000:2018 Food Safety Management System Certification, FSSC 22000 Food Safety

B6 產品責任

阜豐集團高度重視產品質量管理，每年對各生產公司質量管理不斷改進與完善，確保該產品安全、優質並符合消費者合法權益。集團一方面大力貫徹實施國際標準化管理體系，保證企業各項工作的規範化、標準化。另一方面，集團大力投資硬件建設，將下屬各生產公司的生產環境、工藝設備打造成全球同行業內一流的專業生產線。集團通過持續進行管理提升和變革，以科學的流程管理保障優質的生產過程管理，有效實現產品及服務質量的國際領導者地位。

- **產品質量與食品安全管理**

阜豐集團以身作則，集團嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國食品安全法》和《中華人民共和國食品安全法實施條例》等法律法規要求高度管控各生產環節。2021年，集團持續組織各生產公司開展產品質量管理體系的認證工作，其中所有生產公司均通過了ISO 9001:2015質量管理體系認證、部分生產公司通過了GMP藥品生產質量管理規範認證。同時，食品安全管理也一直是集團關注的重點，各生產公司為滿足不同市場及產品的需求，通過了一系列包括ISO 22000:2018食品安全管理體系認證、FSSC 22000食品安全體系認證、HACCP體系認證、BRC食品安全全球標準認證、企業HALAL清真認證、KOSHER猶太食品認證、



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

System Certification, HACCP System Certification, BRC Food Safety Global Standard Certification, Corporate HALAL Halal Certification, KOSHER Kosher Certification, IP Non-GMO Certification, FAMI-QS EU Feed, Feed Additive and Premixed Feed Code of Practice Management System Certification, FSMA FSVP Certification and Green Food Certification. The Group is committed to providing consumers with safe, high-quality and highly trusted food products, and has established an effective and strict management mechanism on quality, food safety, and organic products, all of which are documented for implementation so that the same can be regularly improved and updated. According to the latest improvement each year, we safeguard the high-standard properties and high quality of the products of each production company, truly implementing the Group's high requirements and policies for food safety.

In a bid to enhance product quality management, effectively trace and address quality issues, the Group has formulated the Fufeng Group Management Measures for Quality-related Reward and Punishment. The Measures center on customer needs and establish the corresponding reward and punishment rules to the extent of influence of quality issues. The Quality Standards on Finished Products and Semi-finished Products formulated by the Group also set corresponding quality standards for finished and semifinished products. The Group establishes, implements and maintains the "Hazard Analysis Control Program" and "HACCP Plan Control Program" to control the production process of monosodium glutamate (MSG), threonine, glutamic acid, edible glucose, starch sweeteners (edible glucose and isomerized sugar), xanthan gum, chicken essence, xanthan gum, corn oil and other products. The Group's quality control department carries out product quality control training from time to time every year to ensure a constant improvement in the professionalism of our skilled employees.

IP非轉基因認證、FAMI-QS歐盟飼料、飼料添加劑及預混合飼料操作規範管理體系認證、FSMA FSVP認證、綠色食品認證在內的認證。集團致力為廣大消費者提供安全、優質、高度信賴的食品類產品，建立質量、食品安全管理、有機產品等有效並嚴格的管理機制，將其形成相關文件固化並已實施，且會定期改進更新。根據每年最新的改進確保各生產公司產品的高品質與高質量，真正落實集團對食品安全的高要求與方針。

集團為強化質量管理工作和有效追溯及處理質量相關問題，編制了《阜豐集團質量獎懲管理辦法》。該制度以滿足客戶需求為核心，針對質量事故的影響程度制定相應的獎懲規則。集團《成品與半成品質量標準》中也針對成品和半成品制定了相應的質量標準。集團建立、實施並一貫保持《危害分析控制程序》及《HACCP計劃控制程序》對谷氨酸鈉（味精）、蘇氨酸、谷氨酸、食用葡萄糖、澱粉糖（食用葡萄糖、異構化糖）、黃原膠、雞精、黃原膠、玉米油等產品生產過程中的嚴格控制。集團品管部每年不定期開展產品質量控制培訓，保障檢測人員專業能力持續提升。



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

The production companies of the Group strictly implement internal quality control system to effectively enhance and maintain the production quality control of each production company. The Group has set up a quality control department to regulate the testing standards and methods and stipulated the treatment principles and procedures at each production company. The Group has invested in a complete range of testing equipment to build testing laboratories that meet the national standards, and has obtained for its laboratory a CNAS certificate. All testing personnel have obtained corresponding qualification certificates.

The Group highly maintains the operation of the internal quality control system at each production company to effectively enhance and maintain the production quality control of each production company. The Group has set up a quality control department to regulate the testing standards and methods and stipulated the treatment principles and procedures at each production company, and introduced the Administrative Rules for Quality Control Department to cover operating procedures at all testing rooms in 2020. The Group has invested in a complete range of testing equipment to build testing laboratories that meet the national standards, and has obtained for its laboratory a CNAS certificate. All testing personnel have obtained corresponding qualification certificates

- **Rights and Interests of Consumers**

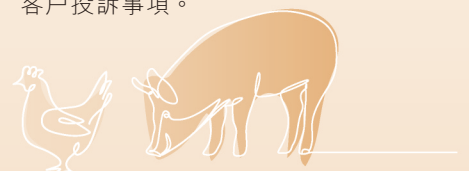
Fufeng Group has persisted in listening and understanding the true opinions of consumers for many years, and actively follow up and deal with feedback promptly. The “Management System for Customer Complaint and Return and Replacement of Goods” were formulated to deal with customer complaints in a timely and effective manner, improve customer information management and service quality, enhance product quality, and better serve the market. The Group has set up the 400 complaint hotline service and collected customer complaints by email and from feedback given by our sales representatives. The Group also clarifies that the quality control department should collect and coordinate the complaints and carry out follow-up measures as to the handling results. There were no outstanding customer complaints in 2021.

集團各生產公司嚴格執行內部質量管理制度，有效提升並維護各生產公司生產質量管控能力。集團設置品質部門對各生產公司檢測標準與方法進行統一規範、對處理原則和程序作出相關規定。集團投入檢測設備打造符合國家標準的檢測實驗室，已獲得CNAS國家認可實驗室證書，所有檢測人員均持有資格證書。

集團目前已建立外部檢測機制，編制《定期送檢檢查計劃》，各生產公司定期將所生產產品送交第三方檢測平台進行獨立檢測，不同產品按照不同的檢驗頻率如每週、每批或每半年進行送檢，確保各項檢測指標滿足國家標準，此舉規範了檢驗秩序和行為，實現生產分析檢驗的有效性和時效性。另外，集團還擁有內部檢測機制和檢測技術中心，已建立《檢測技術中心日常管理規定》，與外部檢測機制協同，做好集團產品的質量監督。

- **消費者權益**

阜豐集團多年來堅持傾聽並瞭解消費者的真實意見，積極對反饋問題進行快速跟進和及時處理。制定了《客戶投訴及退換貨管理制度》，及時有效地處理客戶的投訴，改進客戶的信息管理和改善服務，提高產品質量，更好的服務市場。集團已開通400投訴熱線，集團客服郵箱、銷售反饋等多方式收集客戶投訴，並明確集團質量管理部對投訴問題進行接收、協調，對處理結果進行審核及跟進。2021年未存在未解決的客戶投訴事項。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group has established the Product Recall Procedures and the Product Recall Emergency Response Plan to regulate and direct the emergency handling work and to effectively prevent, timely control and reduce the harmful effects of food safety incidents. Such procedure and plan safeguard the public health and life safety, while protecting the economic benefits of customers and the Group's corporate image, and define the duties and work procedures of the product recall procedure. The Group and its production companies formulate recall drill plans for different products every year. In 2021, the Group did not experience any product recall.

- **Advertisement and Trademark**

When selecting advertising media, Fufeng Group will conduct a scientific evaluation over the target audiences. In addition to ensuring accurate selection, Fufeng Group will focus on investing in those advertising platforms that enjoy higher frequencies in contact with target audiences of other media and brands and a higher dependency by target audiences, as well as advertising through further multiple-screen integration. By disseminating news about our corporate activities, and accentuating our leadership in the industry, our corporate image will be further enhanced. In terms of the use of trademarks, the Group has established a standard Management System on the Use of Trademarks to regulate the trademark management of the Group, and establish, maintain and safeguard the corporate reputation and image, so that the Group can continue to maintain and improve the value of its trademarks as intangible assets. In addition, the Group has formulated the Brand Protection and Control Procedures to make further requirements on the management of trademark registration, operation and printing. In addition, the Fufeng Group VI Manual Management Regulations formulated by the Group has clearly defined its examination and approval, design, inspection and acceptance, modification, supplementation, supervision and management on the VI system.

集團建立產品召回程序，建立了《產品撤回應急響應預案》，規範和指導應急處理工作，有效預防、及時控制和減少食品安全事故的危害，保障公眾健康和生命安全，保護客戶的經濟利益與集團的社會形象，該程序與預案對集團召回產品流程中人員職責與工作程序做出明確規範。集團及各生產公司每年針對不同產品制定撤回演練計劃。2021年度，集團未發生產品召回事件。

- **廣告與標籤**

阜豐集團在選擇廣告媒體時科學評估受眾群體、精確選擇把焦點投放在媒體與品牌目標受眾的傳播平台跨屏整合傳播。傳遞企業新聞與信息，彰顯行業領袖風度，提升社會形象。商標使用方面，集團建立了《商標使用管理制度》以規範集團商標管理、梳理和維護企業信譽，保護集團企業形象，保證集團商標無形資產不斷保值增值。此外，《品牌保護控制程序》進一步對商標註冊管理、經營管理、印刷管理等方面做出具體規定。《阜豐集團VI手冊管理規定》明確對VI系統審批、設計、驗收、修改、補充、監督與管理作出明確要求。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Identifications and Retrospective Control Procedures established by the Group requires to carry out proper identifications on raw and auxiliary materials, semi-finished goods and finished goods used in the products and their supervision and condition examination, so as to ensure the traceability of the production and sales procedures of the products. Thus, any unexpected use and delivery can be prevented.

• Privacy protection

Fufeng Group has enhanced and standardized the patent work management process and responsibilities by constantly improving the Management Regulations on Corporate Intellectual Property Rights. It has been also implementing the Administrative Rules for Commercial Secrets and the Management System of Commercial Secrets Protection to strengthen the management of the Group's commercial secrets and protect the legitimate rights and interests of the Group. In accordance with relevant laws and regulations in the PRC and the Management Regulations on Corporate Intellectual Property Rights, the Group has established its internal confidential system and requires all the personnel to sign confidentiality agreements, while certain core technicians are further required to sign the Non-competition Agreement to protect the privacy of internal information of the Group.

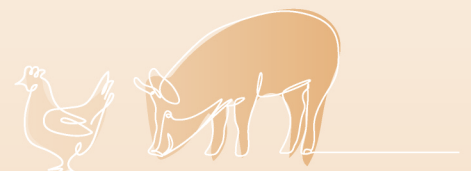
In addition, regarding "KPI B6.5 Descriptive consumer data protection and privacy policy, and related implementation and monitoring methods", this indicator is not applicable to Fufeng Group as its main customers are corporate customers and its daily business activities do not involve the collection of consumer data and privacy information.

建立的《標識和可追溯性控制程序》要求對產品所用原輔材料、半成品與成品及其監視和測量狀態進行適當標識，確保產品生產、銷售過程中可追溯並有效防止非預期使用與交付。

• 隱私保護

阜豐集團持續完善《集團知識產權管理規定》，加強並規範專利工作管理流程與職責。同時堅持執行《商業秘密管理辦法》與《商業秘密保護管理制度》，加強集團商業秘密管理，保護集團合法權益。依照國家法律法規與《集團知識產權管理規定》，集團內部已建立保密制度，要求集團全員簽署該保密協議，對部分核心技術人員要求進一步簽署《競業限制協議》做到對集團內部信息的隱私保護。

另外，關於關鍵績效指標「KPI B6.5描述性消費者數據保障及隱私政策，以及相關執行及監察方法。」由於阜豐集團主要客戶為企業客戶，日常經營活動中不涉及收集消費者的數據及隱私資料，因此該指標對阜豐集團不適用。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B7 Anti-Corruption

Fufeng Group always considers integrity as the cornerstone of the sustainable and healthy development of the Group. In order to prevent the occurrence of corruption and bribery, the Group strictly complies with the requirements of laws and regulations, such as the “Group Law of the People’s Republic of China” (《中華人民共和國集團法》), the “Tendering and Bidding Law of the People’s Republic of China” (《中華人民共和國招標投標法》), the “Anti-Unfair Competition Law of the People’s Republic of China” (《中華人民共和國反不正當競爭法》) and the “Interim Provisions on Banning Commercial Bribery Acts” (《關於禁止商業賄賂行為的暫行規定》), guides the establishment of a sound anti-corruption mechanism, and has established and constantly improved the Administrative Regulation on Anti-Corruption of Fufeng Group. Meanwhile, in respect of system, the Group has newly formulated and issued systems and rules such as the External Codes of Conduct of Fufeng Group and System of Declaration of Conflict of Interest of Fufeng Group. The Group advocates adherence to the code of integrity, and fully implements the integrity work for every employee. Fufeng Group conducts integrity building and professional ethics training for all employees every year, to promotes a culture of integrity, and constantly strengthen employees’ awareness of anti-unfair competition.

The Group has established the Anti-Fraud Management Regulation to regulate integrity management in the procurement business and marketing business. To prevent and combat unfair competition during procurement, the Group requires all procurement agents and suppliers to enter into an Agreement against Commercial Bribery (Procurement). To enhance the integrity management and strength of the marketing team and restrain the improper practices between its customers and the Company during the course of business, the Group requires all marketing personnel to enter into an Agreement against Commercial Bribery (Marketing) with customers, and the sales management department will inspect sales staff to help them actively implement the integrity policy. At the same time, the Group’s audit department identified and determined integrity and fraud as the key monitoring item for the audit of departure, and managed it as the top veto item.

B7 反貪污

阜豐集團一直秉承良好的道德誠信是本集團得以永續健康發展的基石。為防止貪污、受賄等行為的發生，集團嚴格依照《中華人民共和國集團法》、《中華人民共和國招標投標法》、《中華人民共和國反不正當競爭法》和《關於禁止商業賄賂行為的暫行規定》等法律法規的規定，指導建立完善的反貪腐機制，建立《阜豐集團反舞弊管理規定》並不斷完善，同時在制度層面，新制定和頒佈了《阜豐集團對外行為規範手冊》、《阜豐集團利益衝突申報制度》等制度規定，宣傳恪守廉潔的行為準則，並且將廉潔工作全面落實到每一名員工。阜豐集團每年對全體員工進行廉潔建設和職業道德培訓，宣揚廉潔文化，不斷強化員工反不正當競爭意識。

集團制定《阜豐集團反舞弊管理規定》規範採購業務和營銷業務中的廉潔管理工作。為預防和打擊採購工作中的不正當競爭，集團要求採購人員與供應商簽訂《反商業賄賂協議書（採購）》；為強化營銷隊伍的廉潔管理，約束合作客戶與我司業務交往中的不正之風，集團要求銷售人員與客戶簽訂《反商業賄賂協議書（營銷）》，並由銷售管理部對銷售人員進行巡查，幫助員工積極踐行廉潔制度。同時，集團審計部將廉潔舞弊行為作為離職離任審計的重點監督內容進行確認和落實，作為首要否決項予以管理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

A sound monitoring and reporting mechanism is established within the Group along with specialized telephone line and email address for whistleblowing purposes. The Group will initiate the investigation proceeding with respect to complaints after being verified by the human resources and audit department. In case that any illegal action is perpetuated, such case will be handed over to the judicial authority. Every year, the Group conducts self-examination, self-reflection, self-correction, mutual assessment and reporting work from time to time, and imposes severe penalties against the discovered corruption. In 2021, there were no corruption cases occurred in the Fufeng Group.

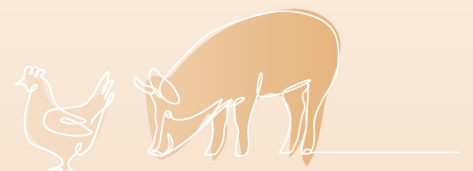
In 2021, the Group constantly improved the operation of the official account, “Honest Fufeng (廉潔阜豐)”, by formulating a plan to publish articles on the official account, “Honest Fufeng”, at the beginning of the year that articles on anti-corruption were published in the official account every month to create an upright and honest working environment. On the occasion of the International Anti-Corruption Day, the audit department of the Fufeng Group has once again clarified the Group’s thinking on anti-fraud work in 2021, clearly revealing and combating all kinds of fraud and the breeding ground of fraud, and severely punishing those responsible for the fraud. The Group insisted on the principle of rewarding for valuable reports, to obtain all kinds of valid information, and take the initiative to investigate and deal with all kinds of fraud cases and, if necessary, severely punish those responsible for fraud incidents with the help of the judicial authorities, which deeply revealed and eradicated the breeding ground of fraud. Moreover, the Group continuously improved the fraud prevention mechanism by carrying out the anti-fraud work in a combination of “crackdown and prevention”.

At the same time, the Group also enhanced training on anti-corruption for its auditors in 2021, which aimed to enable the auditors to develop a mindset of “Identifying Risk and Creating Value”. During the audits, the Group integrated anti-corruption thinking into its business to create an upright working environment.

集團內部建立了完善的監督舉報機制，設立監督舉報專用電話和郵箱，集團由人力、審計對投訴舉報核實後展開相應調查，對於涉及違法行為則移交司法機關。集團每年舉行不定期自查、自省、自糾、互評、互報工作，並對發現的貪腐問題嚴懲不貸。2021年，阜豐集團未發生腐敗案件。

2021年，集團繼續完善了「廉潔阜豐」公眾號的運行，於年初制定了「廉潔阜豐」公眾號文章的發表計劃，每月在該公眾號中發表反貪污相關文章，旨在宣傳營造清正廉潔的工作環境。在國際反腐日之際，阜豐集團審計部再次闡明2021年集團關於反舞弊的工作思路，旗幟鮮明地揭示並打擊各種舞弊行為和舞弊存在的土壤，嚴厲懲處舞弊事件的責任人。集團堅持舉報有獎，對有價值的舉報進行重獎的原則，全面獲取各種有效信息，積極查處，主動查處各種舞弊案件，必要時利用司法機關等強權力量，嚴厲懲處舞弊事件的責任人，深層次揭示並剷除舞弊存在土壤，不斷完善舞弊的防範機制，「打防」結合的開展反舞弊工作。

同時，集團2021年還加強了對集團審計人員反貪污方面的培訓，讓審計人員樹立「洞察風險，創造價值」的思維，通過審計工作的開展，將反舞弊的思想融入業務，營造風清氣正的工作氛圍。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

On 9 December 2021, in response to the International Anti-Corruption Day, the audit department participated in the special anti-corruption training of the Group, discussing the case background, case overview and case analysis, and sharing views on fraud, with the ultimate goal of getting staff thinking about how to improve corporate internal controls and how to improve anti-fraud systems.

B8 Community Investment

Fufeng Group fulfills its social obligations, and uses its own resources and influence to make contribution to the region where its various production companies are located. With an objective of being an advocate and practitioner in the field of social public welfare, Fufeng Group continued to advance on the road of public welfare, and actively engaged in education, culture, social assistance, and rural infrastructure construction.

On 28 March 2021, Inner Mongolia Fufeng donated chemical fertiliser for spring ploughing in Xiaogangfang Village. The donation activity was designed by Inner Mongolia Fufeng to cater to the characteristics of the local agriculture which mainly focused on crop cultivation. The donated materials largely met the practical needs of the village and solved the immediate difficulties of spring ploughing, which was highly praised by the villagers and demonstrated the good image of Inner Mongolia Fufeng of actively fulfilling its corporate social responsibility of poverty alleviation and being enthusiastic about public welfare and charity.

On 19 July 2021, as the Gurban Festival was approaching, Xinjiang Fufeng visited the surrounding villages to pay tribute to the ethnic minority people in need, bringing them daily necessities, including rice, noodles and oil. On 15 September, Xinjiang Fufeng invited Xie Lei, the leading cadre of South Xinjiang, and Amina, the liaison officer, to celebrate the Mid-Autumn Festival together with the poverty alleviation workers in South Xinjiang, in which Xinjiang Fufeng offered the fruit, mooncakes, halal ham and red packets to the poverty alleviation workers in South Xinjiang as the festive wishes and Mid-Autumn Festival benefits.

2021年12月9日，為響應國際反腐日，集團審計部全體參與了專項反腐培訓，從案例背景、案例概況、案例分析三個方面進行論述，並且分享對舞弊的看法，最終提出讓員工思考如何完善企業內部控制和如何完善反舞弊制度。

B8 社區投資

阜豐集團踐行集團的社會義務，通過自身的資源及影響力為各生產公司所在地區盡一份力量，在公益的道路上持續前行，爭做社會慈善公益事業的倡導者和踐行者，積極投身於教育文化、社會幫扶、農村基礎設施建設等多個領域。

2021年3月28日，內蒙公司向小缸房村捐贈肥料用於春耕。此次捐贈活動的方案是內蒙公司根據當地農業以作物種植為主的特點而精心制定的，所捐物資很大程度上滿足了該村的切實需求並解決了眼下的春耕難題，此舉受到了各位村民的高度讚揚，展現了內蒙公司積極履行企業社會扶貧責任、熱心公益慈善的良好形象。

2021年7月19日，在古爾邦節來臨之際，新疆公司組織到周邊村莊慰問少數民族困難群眾，給村民們送去米、面、油等生活必需品。9月15日中秋節新疆公司特邀請了南疆帶隊幹部謝雷書記及阿米娜聯絡專員陪同公司南疆扶貧務工人員共同慶祝中秋節，公司對南疆扶貧務工人員送上節日祝福及中秋福利，給他們分發了水果、月餅、清真火腿、紅包。



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

On 3 September 2021, Shandong Fufeng held an activity named “One Day Donation” in the conference room on the fifth floor, in which the general manager, the persons in charge of different departments, and staff actively donated a total of over RMB20,000. Through this donation activity, the FMCG Division has demonstrated its noble quality of enjoying helping others and its spirit of caring for public welfare, undertaking social responsibility, and making selfless contributions to society.

2021年9月3日，山東公司「慈心一日捐」活動在五樓會議室舉行，總經理及各部門負責人、職員踴躍捐款，共計2萬餘元，通過此次捐款活動，體現了快消品事業部助人為樂的高貴品質和關心公益事業、勇於承擔社會責任、為社會無私奉獻的精神風貌。

