

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

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

Stock Code 股份代號: 3999



# 2023

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



享受安心美食

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## 關於本報告 About this Report

本報告為大成食品(亞洲)有限公司(下稱「公司」、「本公司」、「大成食品」或「我們」, 與其附屬公司及合營公司統稱為「本集團」)發佈的第八份《環境、社會及管治報告》, 本報告主要介紹本集團在環境、社會及管治(以下簡稱「ESG」)方面做出的努力與貢獻和對未來的展望, 我們希望通過發佈此報告作為與利益相關方溝通的重要媒介, 希望藉由內、外部利益相關方的指導與建議, 令本集團得以不斷改善ESG工作, 從而提升本集團整體生產運營質量。

### 報告期及主體範圍

本報告披露本集團從2023年1月1日起至2023年12月31日止(下稱「2023年度」或「報告期內」), 於ESG方面的管理方法、舉措及績效表現。其中部分內容延伸至2023年之前及2024年, 使報告更具參考價值。本報告所披露文字內容的涵蓋範圍與本集團2023年年報相同, 環境和社會範疇數據涵蓋本集團位於中國大陸地區附屬的23家工廠和分公司, 詳見下表。

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

### REPORTING PERIOD AND SCOPE

This Report discloses the Group’s approaches, initiatives and performance in relation to ESG management from 1 January 2023 to 31 December 2023 (the “Year” or “Reporting Period”). Some of the Report’s contents are dated back from before 2023 and into 2024, thereby increasing reference value of the Report. The scope of the content disclosed in the Report is the same as that of the Group’s 2023 Annual Report, with the environmental data covering 23 factories and branches in China. For details, please see the table below.

#### 本集團下屬公司及工廠全稱

#### Full names of the Group’s subsidiaries and factories

#### 簡稱

#### Abbreviation

北京東北亞諮詢有限公司

Dongbei (Beijing) Consultant Co., Ltd.

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大成萬達(天津)有限公司

DaChan Wanda (Tianjin) Co., Ltd.

天津食品廠

Tianjin food factory

蚌埠大成食品有限公司

Bengbu DaChan Food Co., Ltd.

蚌埠食品廠

Bengbu food factory

台畜大成食品(蚌埠)有限公司

Taixu & DaChan Foods (Bengbu) Co., Limited

本集團下屬公司及工廠全稱

**Full names of the Group's subsidiaries and factories**

簡稱

**Abbreviation**

大成食品(大連)有限公司

Great Wall Food (Dalian) Co., Limited

大連美食食品廠

Dalian food factory

大成宮產食品(大連)有限公司

Miyasun-Great Wall Foods (Dalian) Co., Ltd.

大連宮產食品廠

Dalian Great Wall food factory

遼寧大成農牧實業有限公司遼陽分公司

Liaoning Great Wall Agri-Industrial Co., Ltd., Liaoyang Branch

遼陽食品廠

Liaoyang food factory

兗州安鮮農場食品有限公司

Yanzhou S&F Farm Co., Ltd.

兗州食品廠

Yanzhou food factory

大成食品(河北)有限公司滄州肉品廠

DaChan Food (Hebei) Co., Ltd. Cangzhou meat factory

滄州肉品廠

Cangzhou meat factory

大成農牧(鐵嶺)有限公司

Great Wall Agri (Tieling) Co., Ltd.

鐵嶺肉品廠

Tieling meat factory

蚌埠大成食品有限公司蚌埠肉品廠

Bengbu Meat Factory of Bengbu DaChan Food Co., Ltd.

蚌埠肉品廠

Bengbu meat factory

大成食品(大連)有限公司大連肉品廠

Dalian Meat Factory of Great Wall Food (Dalian) Co., Limited

大連肉品廠

Dalian meat factory

大成萬達(天津)有限公司天津飼料廠

Tianjin Feed Mill of Great Wall Food (Tianjin) Co., Ltd.

天津飼料廠

Tianjin feed mill

大成食品(大連)有限公司大連飼料廠

Dalian Feed Mill of Great Wall Food (Dalian) Co., Limited

大連飼料廠

Dalian feed mill

大成農牧(黑龍江)有限公司

Great Wall Agri (Heilongjiang) Co., Ltd.

黑龍江飼料廠

Heilongjiang feed mill

東北農牧(長春)有限公司

Dongbei Agri (Changchun) Co., Ltd.

長春飼料廠

Changchun feed mill

## 關於本報告 About this Report

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

### 報告主要參照標準

本報告是根據香港聯合交易所有限公司(「香港聯交所」)頒佈的《環境、社會及管治報告指引》(以下簡稱「ESG報告指引」)，並參考聯合國2030可持續發展目標(SDGs)編制的。

### MAIN REPORTING BENCHMARKS

This Report was prepared in accordance with the Environmental, Social and Governance Report Guidelines ("ESG Report Guidelines") published by The Stock Exchange of Hong Kong Limited (the "Stock Exchange") and with reference to the United Nations 2030 Sustainable Development Goals (SDGs).

## 報告編制原則

**重要性：**我們通過重要性評估確定主要ESG議題，相關過程與結果已經在ESG報告中披露：

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

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

## 發佈形式

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

## 聯繫方式

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

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## PREPARATION PRINCIPLES OF THE REPORT

**Materiality:** We identify key ESG issues through materiality assessment, and the relevant processes and results are disclosed in the ESG report;

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

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

## PUBLICATION

This Report is available online in both Chinese and English versions. All stakeholders can access the Report on the website of The Stock Exchange of Hong Kong Limited at www.hkexnews.hk. In case of any discrepancy between the two versions, the Chinese version shall prevail.

## CONTACT INFORMATION

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

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## 公司介紹 Corporate Profile

大成食品(亞洲)有限公司是於中華人民共和國(「中國」)經營業務的企業公司。本集團股份自2007年起在香港聯交所上市。本集團乃領先的全面整合動物蛋白產品提供商，產品涵蓋飼料、禽畜、動物營養先進配方及加工食品。

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

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

DaChan Food (Asia) Limited is a conglomerate with operations in the People's Republic of China ("PRC" or "China"). The Company's shares have been listed on the Stock Exchange since 2007. The Group is a leading fully integrated animal protein product provider whose products range from feeds, poultry and advanced nutritional formulas for animals to processed foods.

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

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

The image shows the entrance to a DaChan facility. At the top, the company name '大成 DaChan' is displayed in large, illuminated white characters against a blue sky. Below the entrance, a white industrial building with multiple windows is visible. A security guard in a uniform stands near a barrier. The overall scene is brightly lit, suggesting a clear day.

大成 DaChan

於2009年，本集團正式啟動「來源透明」食品工程，擁有從農場到餐桌進行全程追溯的食品安全管理系統，使消費者能夠追蹤諸如農戶姓名、養雞場地址、所餵養飼料以及加工工廠名稱等產品信息。本集團將食品質量視為重中之重，因其高標準的質量控制而贏得諸多行業獎項及認證。

本集團努力不懈地運用新食品科技以開發全新的高附加價值產品。通過及時響應市場不斷轉變的需求，本集團大大提升了對客戶的服務質量。

## 願景

以食品為龍頭帶動集團業績持續成長，為客戶提供安心、營養、健康的產品與服務，並推動包括股東、員工、供應商、農民在內的產業鏈上中下游各方的利益共享機制，在實現集團可持續發展的同時促進社會的和諧發展。

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

The Group makes unremitting efforts to apply new food technologies to develop new high value-added products. The Group has significantly improved the customer service quality by responding in a timely manner to the changing needs of the market.

## VISION

The Group takes the foods segment as the lead and drives the growth of performance by providing consumers with safe, nutritious and healthy products and services, and promoting the benefit-sharing mechanism among all parties in the upstream, midstream and downstream of the industry chain, including shareholders, employees, suppliers and farmers, so as to achieve sustainable development of the Group and contribute to the harmonious development of the society at the same time.



## 公司介紹 Corporate Profile

### 競爭優勢

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

### COMPETITIVE ADVANTAGES

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



主席致辭  
Chairman's Statement

韋俊賢 主席  
James Chun-Hsien Wei  
Chairman



做強食品品牌，  
帶動產銷一條龍  
Strengthening the Food Brand,  
Driving Integration of Production and Sales

## 主席致辭 Chairman's Statement

各位利益相關方，

感謝您一直以來對大成食品的陪伴與支持！

在剛剛過去的一年，國際宏觀環境複雜多變，更加充滿挑戰。俄烏衝突仍在繼續，而中東地區戰火再起，對於原已變得脆弱的全球供應鏈無疑是雪上加霜，全球經濟滯脹風險增加。中國GDP同比增長5.2%，社會經濟回升向好，但同時也存在有效需求不足、部分行業產能過剩等方面的困難和挑戰。

經過多年的發展，國內白羽肉雞產業格局已由過去的供不應求演變為當前的供過於求。應對市場變化，公司主動重構商業模式，聚焦下游食品加工，加大食品加工規模，收縮種雞養殖規模，毛雞供應模式靈活多樣化，以價值客戶為導向，大力開發差異化產品和精加工產品，致力於提升一隻雞價值，逐漸降低白羽肉雞行情波動的風險。

2023年是公司聚焦中國，聚焦食品加工轉型的第三年，從2021年出售東南亞業務給母公司，到2023年第三季投產的蚌埠食品一條龍，公司持續集中資源聚焦食品發展的戰略調整。正是受益於這一核心戰略，在第四季國內肉雞市場行情急轉直下之時，公司由於食品與肉品之間的風險對沖從而避免了更大損失。2023年食品營業收入占集團總營業收入的36%，毛利佔比更是高達72%，是公司最主要的獲利來源和成長動能。

Dear stakeholders,

Thank you for your relentless support towards Dachan Food!

During the past year, the international macro-environment became more challenging with increasing complexity and volatility. The Russian-Ukrainian conflict continued and the resurgence of war in the Middle East has aggravated the already fragile global supply chain, increasing the risk of global economic stagflation. The GDP of China grew by 5.2% year-on-year, with the economy rebounding and improving, but at the same time there were difficulties and challenges as effective demand was inadequate and there was overcapacity in some industries.

Through years of development, the market structure of the white-feathered broilers industry in China has been shifted from demand exceeding supply in the past to the current condition of supply exceeding demand. To cope with market changes, the Company took the initiative to restructure its business model focusing on downstream food processing, increasing the scale of food processing, downscaling the breeding operation, diversifying the supply mode of feathered chicken, putting great efforts in developing differentiated products and processed products catering to value customers, and improving the value of each chicken to gradually reduce the risk of fluctuation of the white-feathered broilers market.

2023 was the third year for the Company to concentrate its efforts on China and food processing transformation. From the sale of its Southeast Asian business to the parent company in 2021 to commencement of the Bengbu food processing facilities for one-stop food production chain in the third quarter of 2023, the Company has continued to focus its resources on the strategic adjustments of food development. Benefiting from this core strategy, when the domestic broilers market took a sharp downturn in the fourth quarter, the Company was able to avoid substantial losses as the negative impact of the meat business was mitigated by the performance of the processed food segment. In 2023, operating income of the foods segment accounted for 36% of the Group's total operating income and 72% of its gross profit, making it the Company's most important source of profitability and growth driver.

## 以食品為龍頭，帶動一條龍業績持續成長

中國市場巨大，競爭激烈，對於中小規模的公司來說，只有聚焦才是長期生存之道。我們選擇了快速成長的食品加工賽道。因為公司長期佈局食品加工，已經打下良好的市場基礎。隨著生活習慣的改變，對食品安全、美味和便利的追求提速，場景增加，也會帶來無窮商機。

### 1、 銷售渠道專業化、產品價格帶多元化

我們深信公司深耕國內肉食品市場十餘年，在渠道布建和團隊建設等方面具有行業內領先優勢。當然，我們也客觀地認知，大型養殖企業為了緩衝畜禽行情週期性波動對獲利的影響，紛紛加大對產業鏈下游的食品加工投資，使得食品賽道的競爭越來越激烈。我們會強化對食品銷售渠道的行動研發投入，持續推動渠道專業化，並根據不同消費場景設計不同價位產品，以應對當前市場日益加劇的消費分級趨勢。

## TAKING THE FOODS SEGMENT AS THE LEAD AND DRIVING THE GROWTH OF THE WHOLE CHAIN OF BUSINESS

The PRC market is enormous with intense competition, and placing focused attention is the only way out for small and medium enterprises. We have chosen the fast-growing food processing industry for development, as the Company has an excellent market base due to its long-established business in food processing. Following the changes of living habit, further demands on food safety, tastiness and convenience, and the increase in market scenarios, numerous opportunities will be brought to the Company.

### I. PROFESSIONALISING SALES CHANNEL WITH BROADER RANGE OF PRODUCT PRICES

With in depth development in domestic meat and food product market over a decade, we believe that the Company has a leading edge in the industry regarding the channel setup and team building. Of course, objectively we are also aware that in order to cushion the impact of cyclical fluctuations in the livestock and poultry market on profitability, large-scale rearing and breeding enterprises have increased their investment in food processing downstream of the industrial chain, which has led to increasingly fierce competition in the food business. We will strengthen our investment in research and development of food sales channels, continue to promote channel specialization, and design products with different price ranges according to different consumption patterns, in order to cope with the growing trend of consumer segmentation in the existing market.

## 主席致辭 Chairman's Statement

### 2、 繼續佈局食品產能投資，優先集中資源 把加工食品做大做強

公司投資十億元在蚌埠新建的肉食品一條龍已於2023年第四季順利投產，標誌著我們在長三角的戰略佈局開啟了新的篇章。蚌埠新食品車間已投產之產能加上預計在2024年5月投產的二期項目，新增年產能可達4.6萬噸。另外，我們也已於2023年第三季啟動了大連的一座食品加工廠擴產改造項目，該項目分兩期實施，預計在2024年第四季完工，全部投產後將新增年產能0.9萬噸。這兩項投資能夠有效地暫時緩解食品需求的快速增長帶來的現階段產能壓力。

未來我們還將繼續佈局食品產能擴充，並加大在食品供應鏈、研發、數字化運營等軟硬件方面的投資力度，進一步鞏固我們在肉食品加工賽道的優勢地位。

### 現金為王，提升相對競爭力，穿越 經濟下行週期

面對嚴峻複雜的外部環境，我們堅持現金為王，穩中求進，力爭穿越不景氣的經濟週期，在日趨激烈的產業競爭淘汰賽中勝出。

### 2. CONTINUING INVESTMENT IN FOOD PRODUCTION CAPACITY, PRIORITISING RESOURCES TO EXPAND AND STRENGTHEN PROCESSED FOOD

The Company's new meat and food one-stop production line in Bengbu with total investment of RMB1 billion was successfully commissioned in the fourth quarter of 2023, marking the beginning of a new chapter in our strategic presence in the Yangtze River Delta. With the capacity of the new food workshop in Bengbu already in operation and the second phase of the project which is expected to be commissioned in May 2024, the new annual production capacity will reach 46,000 tonnes. In addition, in the third quarter of 2023, we have also commenced a food processing plant expansion project in Dalian, which will be carried out in two phases and completion is expected in the fourth quarter of 2024, which will have an additional annual production capacity of 9,000 tonnes upon fully operational. These two investment projects will provide a temporary relief to the current capacity pressure brought about by the rapid growth in food demand.

In the future, we will continue to expand our food production capacity and increase our investment in hardware and software in the food supply chain, research and development, and digital operation, so as to further strengthen our dominant position in the meat processing industry.

### KEEPING SUFFICIENT CASH, ENHANCING RELATIVE COMPETITIVENESS AND RIDING OUT ECONOMIC DOWNTURNS

In the face of the severe and complicated external environment, we insisted that keeping sufficient cash is crucial and strived to make progress while maintaining stability, so as to survive the economic downturn and win the increasingly fierce competition in the elimination race.

2023年第四季度，由於經濟大環境景氣度不佳，市場需求低迷，肉雞產業供需失衡的矛盾加劇，產業出現大範圍虧損。公司通過業務模式轉型、調結構、降庫存、強化管理，以及財務上更穩健的操作，實現了2023年經營現金流穩定增加，截至2023年末財務負債比安全，為2024年加工食品產能的進一步擴充提供了可靠的資金保障。

## 踐行ESG理念，追求長期可持續發展

我們一直重視環境、社會和公司治理，致力於將ESG理念與公司戰略和經營活動相融合，通過董事會、執委會、經管會之間的層層授權、監督、執行，ESG尤其是公司治理已成為貫穿在公司方方面面的經營理念。依托ESG體系搭建起的職能中台，為前台業務部門提供了強有力的賦能支持以及可靠的風險控制屏障。我們始終秉承「誠信、謙和、前瞻」的企業文化，致力於提升企業的效率與價值，為消費者提供安心、營養、健康的產品與服務，並推動包括股東、員工、供應商、農民在內的產業鏈上中下游各方的利益共享機制，在實現集團可持續發展的同時促進社會的和諧發展。

In the fourth quarter of 2023, due to poor macro-economic environment and weakening market demand, the broilers industry faced worsened situation of supply and demand imbalance resulting in widespread losses among industry participants. Through business model transformation, structural adjustment, inventory reduction, strengthened management, as well as more robust financial operations, the Company has achieved a steady increase in operating cash flow in 2023 and a safe financial gearing ratio as of the end of 2023, which provides a reliable capital guarantee for the further expansion of processed food production capacity in 2024.

## PRACTICING ESG CONCEPTS AND PURSUING LONG-TERM SUSTAINABLE DEVELOPMENT

We have always attached great importance to environmental, social and corporate governance, and are committed to integrating ESG concepts with the Company's strategies and business activities. Through the authorisation, supervision and execution at all levels of the Board, the Executive Committee and the management, ESG, or corporate governance in particular, has become an operating philosophy to be followed in all aspects of the Company. The middle-office function supported by the ESG system provides the front-end business departments with a strong enabling support and a reliable risk control barrier. We have always adhered to the corporate culture of "integrity, modesty and foresight", and are committed to enhancing the efficiency and value of the enterprise, providing consumers with safe, nutritious and healthy products and services, and promoting the benefit-sharing mechanism among all parties in the upstream, midstream and downstream of the industrial chain, including shareholders, employees, suppliers and farmers, so as to realize the sustainable development of the Group and promote the harmonious development of the society.

## 主席致辭 Chairman's Statement

2024年國際政治經濟環境與國內經濟形勢或將存在更多不確定性。面對不利的外部環境，公司經營策略的重點依然是穩中求進，持續構建長期相對競爭力：集中資源發展食品，加快食品增長步伐，以食品帶動一條龍的整體發展；繼續推動飼料產品多元化，以對抗豬週期的風險；繼續調整肉品商業模式，聚焦差異化產品與產值提升，以降低行情波動對業績的影響。

我們清楚地知道，肉品商業模式的調整需要時間，在此過程中不可避免地會經歷轉型期的陣痛，但我們有信心也有決心克服各種挑戰，穿越經濟下行週期，繼續深耕中國食品市場，持續秉持誠信經營的理念，為消費者提供安心健康的食品，持續強化公司治理體系，積極落實企業社會責任，以可持續、高質量發展對抗外在環境的不確定性。

謝謝各利益相關方的關注與支持

主席  
韋俊賢

香港  
二零二四年三月

In 2024, there may be more uncertainties in the international political and economic environment and the domestic economic situation. In the face of the unfavorable external environment, the Company's business strategy remains focused on seeking progress while maintaining stability and continuing in the building of long-term relative competitiveness; focusing on the development of food products and accelerating the pace of growth of food products so as to drive the overall development of one-stop food products; continuing to promote the diversification of feed products in order to counter the risk of the hog cycle; and continuing to adjust the business model of meat products, focusing on the differentiation and enhancement of products and value to minimize the impact of market fluctuation on the Company's operating results.

We are well aware that it takes time in adjusting our meat business model and we will inevitably experience transitional pains in the process. However, we are confident and determined to overcome the challenges and weather the economic downturn, to continue our efforts in China's food market, continue to uphold the concept of honesty and integrity in our operations, provide consumers with safe and healthy food products, further strengthen our corporate governance system, proactively assume our corporate social responsibility, and withstand the uncertainties of the external environment with sustainable and high-quality development.

Thank you for all your support.

Chairman  
**James Chun-Hsien Wei**

Hong Kong  
March 2024



## 董事會聲明 Statement of the Board

身為食物全產業鏈的整合者，我們深明本集團在ESG信息披露方面的責任，亦深知ESG對本集團的未來至關重要。

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

- 建立和增強消費者對食品安全的信心
- 應用生物技術以實現資源循環使用並降低排放，治理環境污染狀況
- 建立及優化優質人才吸收、培養及管理體系
- 創建公平公開公正的經營、工作環境
- 投入社會公益活動，打造受人尊敬的品牌形象

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

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

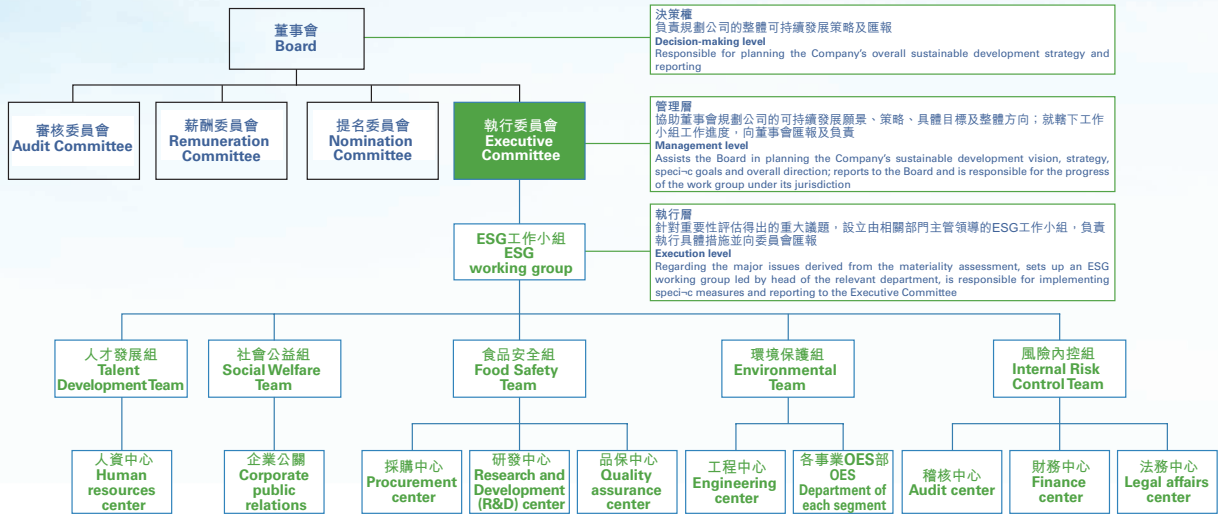
The Group's sustainable development strategy is integral to its corporate culture, its operating plans for sustainable development, and enhancing the Group's value. To this end, the Group has developed the following strategic objectives:

- Establish and enhance consumer confidence in food safety
- Apply biotechnology to recycle resources, reduce emissions and curb environmental pollution
- Establish and optimise a high-quality system for talent attraction, training and management
- Create a fair, open and just management and work environment
- Invest in social welfare activities to create a respected brand

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



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



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

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

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

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

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

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

# 2023年可持續發展成果

## 2023 Sustainable Development Results

### 年度大事記

### EVENTS OF THE YEAR

時間 Time	大事件 Events
1月 January	舉辦動員年會，再啟新徵程 Mobilization Meeting to Start a New Journey
2月 February	榮獲農業產業化龍頭企業 Awarded Leading Company in the Industrialization of Agriculture
3月 March	榮獲大連羅森便利店「最佳合作獎」 亮相「良之隆 • 2023第十一屆中國食材電商節」 Won the “Best Cooperation Award” of Dalian Lawson Convenience Store Appeared in the 11th Liangzhilong • China Food Trade Fair 2023
4月 April	參見公益「京台健心跑，共敘兩岸情」活動 榮獲「和諧勞動關係示範單位」 榮獲「遼寧飼料行業十強企業」 Participated in the “Beijing-Taiwan Strong Heart Run” for Closer Cross-Strait Relation Awarded the “Harmonious Labor Relations Demonstration Unit” Awarded the “Liaoning Food Industry Top Ten Enterprise
5月 May	榮獲「農業產業化國家重點龍頭企業」 榮獲「2023年度優秀食材供應商」稱號 榮獲iSEE全球創新獎銅獎 Awarded National Key Leading Enterprise in Agricultural Industrialisation Awarded the Title of “Outstanding Food Supplier of 2023” Won the Bronze Award at iSEE Global Innovation Awards
6月 June	榮獲創新產品獎，亮相第25屆中國國際焙烤展 安徽副省長張曙光讚譽蚌埠大成食品新項目 Received the Innovation Product Award and Appeared at the 25th China International Baking Exhibition Shuguang Zhang, Vice Governor of Anhui Province, gave high recognition to the new project of Bengbu Dachan Food

## 2023年可持續發展成果 2023 Sustainable Development Results

時間 Time	大事件 Events
7月 July	出席兩岸碳中和高峰論壇，積極推動碳權經濟合作與發展 亮相「杭州全球美食電商博覽會」 Attended Cross-Strait Carbon Neutral Summit, and actively promoted the co-operation and development of the carbon rights economy Showcased at the Hangzhou Global Gourmet E-commerce Expo
8月 August	蚌埠新食品廠在蚌埠盛大投產，開創新紀元 舉辦2023年度合作夥伴大會 Bengbu New Food Factory commenced production in Bengbu, opening a new era for the Group held the 2023 Partner Conference
9月 September	智慧飼料工廠在安徽固鎮正式投產 亮相「2023上海國際餐飲食材展」 參與「綠色繪首都、低碳新生活」活動，推動綠色減碳生活 Smart Feed Factory officially put into production in Guzhen, Anhui Appeared at 2023 Shanghai International Catering and Ingredients Exhibition Participated in the “Paint the Capital in Green, Open Low Carbon New Life” activity to promote a new green life of decarbonisation
10月 October	蚌埠鮮食工廠盛大投產，全力推進長三角經濟發展 亮相「2023中國國際烘焙秋季展」，引領高端烘焙肉製品 Bengbu fresh food factory commenced production, to promote the Yangtze River Delta economic development Appeared in the “2023 China International Baking Autumn Exhibition”, introducing high-end baked meat products
11月 November	參與「2023國際零碳使命氣候峰會」 亮相「2023良之隆渝菜食材電商節」 Participated in “2023 International Zero Carbon Mission Climate Summit” Appearance in “2023 Liangzhi Longyu Food Ingredients E-commerce Festival”
12月 December	榮獲「中國食品企業社會責任金鼎獎」 榮獲獵聘華北區「社會責任獎」，提升僱主口碑 Won the “China Food Corporate Social Responsibility Golden Ding Award” Won the “Social Responsibility Award” of Liepin North China, enhancing the reputation of the employer

ESG關鍵績效概覽

SUMMARY OF ESG KEY PERFORMANCE

指標 Indicators	單位 Unit	2023年 2023	2022年 2022
<b>環境績效(食品廠)</b> <b>Environmental Performance (Food factory)</b>			
			
耗電量 power consumption	兆瓦時 thousand kWh	110,493.83	103,659.88
天然氣消耗量 Natural gas consumption	立方米 cubic metres	3,526,531.28	3,289,534.00
綜合能源消耗強度 Comprehensive energy consumption	兆瓦時／萬元(食品廠營業收入) thousand kWh/RMB10,000 revenue(Food factory revenue)	0.37	0.34
溫室氣體排放強度 Greenhouse gas emission intensity	噸二氧化碳當量／萬元(食品廠營業收入) ton of carbon dioxide equivalent/ RMB10,000 revenue(Food factory revenue)	0.23	0.10
耗水強度 Water consumption density	立方米／萬元(食品廠營業收入) cu. m./RMB10,000 revenue(Food factory revenue)	5.98	6.64
有害廢棄物產生強度 Hazardous waste generation intensity	克／萬元(食品廠營業收入) cubic metre/RMB10,000(Food factory revenue)	17.15	11.99

## 2023年可持續發展成果 2023 Sustainable Development Results

### ESG關鍵績效概覽

#### SUMMARY OF ESG KEY PERFORMANCE

指標 Indicators	單位 Unit	2023年 2023	2022年 2022
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#### 社會績效

#### Social Performance



員工總數 Total number of employees	人 Person	7,972	7,975
員工培訓總時長 Total training time of employee	小時 hour	86,027	24,256
因工亡故員工比率 Rate of work-related deaths	% %	0%	0.01%
因工傷損失工作時數 Number of working hours lost due to work-related injuries	天 day	2,892	2,810

更多ESG關鍵績效指標，詳見本報告正文及附錄。

For more information about ESG Key Performance Indicators, please see the contents and appendix of this report.

#### 榮譽獎項

#### AWARDS

獲獎單位名稱 Awardee	獲得榮譽獎項名稱 Names of Awards and Honours Received	頒佈單位 Issuing Unit	榮譽獎項圖片 Honours Award Pictures
大成食品 Dachan Food	中國食品企業社會責任金鼎獎 Gold Award in Social Responsibility in Chinese Food Companies	中國食品報社 中國副食流通協會 中國保護消費者基金會 China Food Newspaper China Non-staple Food Circulation Association China Foundation of Consumer Protection	

## 2023年可持續發展成果 2023 Sustainable Development Results

獲獎單位名稱 Awardee	獲得榮譽獎項名稱 Names of Awards and Honours Received	頒佈單位 Issuing Unit	榮譽獎項圖片 Honours Award Pictures
大成食品 Dachan Food	社會責任獎 Social Responsibility Award	獵聘華北區 Liepin North China Region	
蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	農業產業化國家重點龍頭企業 National Key Leading Enterprise in Agricultural Industrialisation	中華人民共和國農業農村部 Ministry of Agriculture and Rural Affairs of the People's Republic of China	
大成食品(大連) 有限公司 Great Wall Food (Dalian) Co., Limited	農業產業化國家重點龍頭企業 National Key Leading Enterprise in Agricultural Industrialisation	中華人民共和國農業農村部 Ministry of Agriculture and Rural Affairs of the People's Republic of China	
大成食品(亞洲) 有限公司 DaChan Food (Asia) Limited	iSEEAWARD全球食品創新 獎－產品&品牌類銅獎 iSEEAWARD Global Innovation Award-Product & Brand Category-Bronze Award	iSEEAWARD	
大成食品(亞洲) 有限公司 DaChan Food (Asia) Limited	黑椒牛肉餡－創新產品獎 Black pepper beef filling- Innovative Product Award	2023第25屆中國國際焙烤展 25th China International Baking Exhibition in 2023	

## 2023年可持續發展成果 2023 Sustainable Development Results

獲獎單位名稱 Awardee	獲得榮譽獎項名稱 Names of Awards and Honours Received	頒佈單位 Issuing Unit	榮譽獎項圖片 Honours Award Pictures
大成食品(河北) 有限公司 DaChan Food (Hebei) Co., Ltd.	河北省畜牧獸醫科技創新樣板 示範企業 Hebei Province Animal Husbandry and Veterinary New Model Demonstration Enterprise	河北省畜牧獸醫學會 Animal Husbandry and Veterinary Association Hebei Province of the People's Republic of China	
蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	安徽省農業產業化 龍頭企業20強 Top 20 Leading Agricultural Industrialization Enterprises in Anhui Province	中共安徽省委安徽省人民政府 CPC Anhui Provincial Committee and People's Government of Anhui Province	
大成農牧(黑龍江) 有限公司 Great Wall Agri (Heilongjiang) Co., Ltd.	黑龍江省飼料行業 二十強企業 Top 20 Enterprises of Feeds Industries in Heilongjiang	黑龍江省飼料工業協會 Heilongjiang China Feed Industry Association	
台畜大成食品 (蚌埠)有限公司 Taixu & DaChan Foods (Bengbu) Co., Limited	蚌埠市首屆質量 品牌故事大賽二等獎 Second Prize of the First Bengbu Quality Brand Story Competition	蚌埠市市場監督管理局 Bengbu State Administration for Market Regulation	
台畜大成食品 (蚌埠)有限公司 Taixu & DaChan Foods (Bengbu) Co., Limited	優秀贊助商 Outstanding Sponsor	第九屆世界麵包大賽中國隊選拔賽 Chinese Team's-Qualification for the 9 <sup>th</sup> Trials of World Bakers	

## 2023年可持續發展成果 2023 Sustainable Development Results

獲獎單位名稱 Awardee	獲得榮譽獎項名稱 Names of Awards and Honours Received	頒佈單位 Issuing Unit	榮譽獎項圖片 Honours Award Pictures
大成農牧(鐵嶺) 有限公司 Great Wall Agri (Tieling) Co., Ltd.	市長質量獎銀獎 Mayor's Quality Award Silver Award	中共鐵嶺市委鐵嶺市人民政府 Tieling Municipal Committee of the Communist Party of China (CPC) Tieling Municipal People's Government	
大成食品(河北) 有限公司 DaChan Food (Hebei) Co., Ltd.	滄州市十強飼料企業 Top 10 of Cangzhou Feed Enterprises	滄州市飼料工業協會 Cangzhou Feed Industrial Association	
大成農牧(鐵嶺) 有限公司 Great Wall Agri (Tieling) Co., Ltd.	鐵嶺市第二屆「食品節」 十佳方便食品 Top 10 Convenience Foods of Tieling 2nd Food Festival	鐵嶺市第二屆「食品節」組委會 Tieling 2nd "Food Festival" Organising Committee	
大成農牧(鐵嶺) 有限公司 Great Wall Agri (Tieling) Co., Ltd.	2023年度鐵嶺市農 產品加工業「先進集體」 2023 Tieling Agricultural Products Processing Industry Advanced Collective	中共鐵嶺市委農村工作 領導小組辦公室 CPC Tieling Municipal Committee Rural Work Leading Group Office	
遼寧大成農牧 實業有限公司 Liaoning Great Wall Agri- Industrial Co., Ltd.	遼寧飼料行業十大創新企業 Top 10 Innovative Enterprises in Liaoning Feed Industry	遼寧省飼料工業協會 Liaoning feed Industry Association	




## 2023年可持續發展成果 2023 Sustainable Development Results

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遼寧大成農牧 實業有限公司 Liaoning Great Wall Agri- Industrial Co., Ltd.	遼寧飼料行業十強企業 Top 10 Enterprises in Liaoning Feed Industry	遼寧省飼料工業協會 Liaoning Feed Industry Association	
遼寧大成農牧 實業有限公司 Liaoning Great Wall Agri- Industrial Co., Ltd.	農業科技貢獻獎 Agricultural Science and Technology Contribution Award	遼寧農業科技貢獻獎勵委員會 Agricultural Science and Technology Contribution Award Committee of Liaoning	
四川大成農牧 科技有限公司 DaChan Agricultural Technologies (Sichuan) Co., Ltd.	現代企業制度示範企業 Model Enterprise for Establishing a Modern Enterprise System	眉山市民營經濟發展領導小組 Private Sector Economic Development Leading Group of Meishan City	
大成農牧(營口) 有限公司 Great Wall Agri (Yingkou) Co., Ltd.	營口市AA級模範勞動關係 和諧企業 AA Model Labor Relations Harmonious Enterprise of Yingkou	營口市總工會、營口市工商聯、 營口市人力資源和社會保障局 Federation Trade Union of Yingkou, Yingkou Federation of Industry and Commerce, Human Resources and Social Security Bureau of Yingkou	

## 2023年可持續發展成果 2023 Sustainable Development Results

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蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	2023年度蚌埠市機關企事業 單位示範食堂 Bengbu City government agencies, enterprises and institutions demonstration canteen of Bengbu City government agencies 2023	蚌埠市市場監督管理局 Market Supervision Administration of Bengbu City	
蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	上半年度最佳產品供應商 Best Supplier in the first half of the Year Award	海底撈國際控股有限公司 Haidilao International Holding Ltd.	
大成食品(大連) 有限公司 Great Wall Food (Dalian) Co., Limited	最佳合作獎 Best Cooperation Award	大連羅森便利店有限公司 Dalian Lawson Convenience Store Company, Limited	
台畜大成食品 (蚌埠)有限公司 Taixu & DaChan Foods (Bengbu) Co., Limited	2022年度製造業企業 稅收貢獻10強 Top 10 manufacturing enterprise for tax contributions 2022	固鎮縣(縣委)人民政府 People's Government of Guzhen County (County Party Committee)	
大成食品(河北) 有限公司 DaChan Food (Hebei) Co., Ltd.	節水型企業 Water-saving Enterprise	孟村回族自治縣發展改革 和科學技術局 Development Reform and Science and Technology Bureau of Mengcun Hui Autonomous County	

## 2023年可持續發展成果 2023 Sustainable Development Results

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蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	固鎮縣放心消費示範單位 Demonstration unit for consumption of Guzhen county	固鎮縣消費者權益保護工會 Protection of Rights and Interests of Consumers Union of Guzhen County	
蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	2023北京中華廚藝創意大賽暨 預制菜創新精選大賽—2022 年消費者喜愛的鹽酥雞品牌 China Cooking Creativity Competition and Prepared Dishes Innovation Selection Competition of Beijing 2023- Consumers' favorite salt crispy chicken brand 2022	北京市中華廚藝研究會 Chinese Culinary Research Institute of Beijing	



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

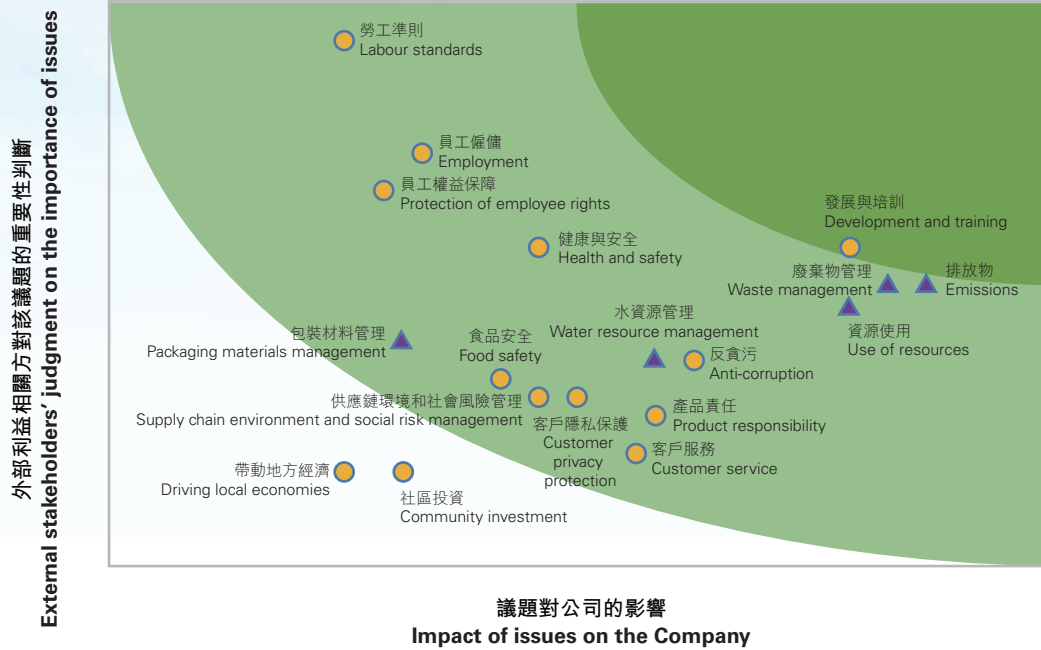
本集團重視與利益相關方溝通，建立高效的利益相關方溝通及反饋機制，借助不同渠道聽取政府部門、股東、客戶、員工、供應商等利益相關方的意見和建議，識別各利益相關方對本集團的反饋與期望，有針對性地提升本集團ESG表現，有效回應各方需求。

本集團按照香港聯交所《ESG報告指引》等相關原則要求及行業普遍關注的ESG議題，通過與各類利益相關方開展不同形式交流和溝通，識別並篩選與本集團相關的ESG議題。本集團參考全球報告倡議組織（「GRI」）有關實質性分析的流程，通過調查問卷、訪談等形式，收集並記錄本集團主要利益相關方關注的議題及對各議題重要性評估結果，對篩選出的議題進行優先級排序，瞭解內外部利益相關方對ESG議題的重視程度，確定本集團在環境、社會及管治方面的實質性（重要）議題，並在報告中進行披露。（見下圖）

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

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

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



# 1. 清潔低碳 保護地球

## 1. Protecting the earth

大成食品立足所在地的運營特點，積極響應聯合國2030可持續發展第6、7、12和13項目標，推進清潔的用水、清潔能源的使用、負責任的消費和生產以及應對氣候變化行動。

Dachan Food actively responds to the United Nations 2030 Sustainable Development Goals 6, 7, 12 and 13 based on the characteristics where it operates, promoting clean water, clean energy use, responsible consumption and production, and action on climate change.



### 1.1 合理減少生產排放

### 1.1 REDUCING EMISSIONS

本集團嚴格執行《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國鍋爐大氣污染物排放標準》等法律法規、標準及地方性規範。2023年度，本集團環保設施運行穩定，未發生重大環境污染事件以及對本集團有重大影響的環保違規情況。本集團積極踐行環境保護和節能減排，制定了相關環境保護管理制度，涉及能源、資源、包裝物材料的使用及污染物的排放等內容，並由ESG環保小組統籌管理。

The Group operates in full compliance with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》) and all other applicable laws, regulations and standards. In 2023, the Group's facilities maintained stable operations and there were no incidents of significant environmental pollution or violations of environmental law that impacted the Group. The Group has implemented a management system for environmental protection under its ESG Environmental Team, which pertains to the Group's use of energy, resources, packaging materials, and emissions of pollutants.

大氣排放物治理方面，本集團在生產運營及北方工廠冬季取暖等過程中，因燃燒煤炭、天然氣和生物質，會排放氮氧化物、硫氧化物、顆粒物，由於燃燒煤炭、天然氣和生物質產生的直接溫室氣體排放，以及由於消耗電能所導致的間接溫室氣體排放。本集團鍋爐廢氣經過脫硫除塵裝置進行處理，經處理的煙塵達到《鍋爐大氣污染物排放標準》(GB13271-2014)的標準，並定期進行檢測，例如：

In respect to atmospheric emissions, in the course of production operations and winter heating of its northern factories, the Group emits nitrogen oxides, sulphur oxides and particulates from the combustion of coal, natural gas and biomass, direct greenhouse gas emissions from the burning of coal, natural gas and biomass, and indirect greenhouse gas emissions from the consumption of electricity. The Group's boiler waste gas is treated by a desulphurisation and dedusting plant and the treated dust meets the standard of "Boiler Air Pollutant Emission Standard (GB13271-2014)" and regular testing is conducted, as follows:

- √ 本集團下屬蚌埠食品廠每月對鍋爐排煙和油炸機排煙進行一次委外檢測，確保排煙達標排放。
- √ 本集團下屬大連宮產食品廠和天津食品廠每月委託第三方外檢一次鍋爐煙塵指標，確保排放達到要求。

- √ Bengbu food factory, a subsidiary of the Group, outsources testing of exhaust smoke from boilers and fryers once a month to ensure that the exhaust smoke emission standards are met.
- √ The Group's subsidiary, Dalian Great Wall food factory and Tianjin food factory commissions a third party to inspect the boiler dust index once a month to ensure that the emission standards are met.

## 1. 清潔低碳 保護地球 1. Protecting the earth

污水排放管理方面，本集團污水主要由生產廢水和生活廢水兩部分組成，均經廠內污水處理站集中處理達到國家及運營所在地規定的排放標準後，排入政府統一管網。本集團下屬各工廠，均在污水排水口處安裝污水在線監測儀，進行採樣檢測，全年達標排放，並不斷努力實現持續降低廢水排放量的目標。

- √ 本集團下屬蚌埠食品廠本年度投資安裝仿馬瑞奧氣浮機1台，對整個污水處理系統進行升級改造，污水COD、BOD等指標去除率達30%~50%，並在污水總排放口增加在線監測設備，對處理後污水指標進行檢測，確保達標排放。



仿馬瑞奧氣浮機  
Imitation Mariot air float

**In respect to wastewater discharge management**, wastewater generated by the Group is mainly composed of production and household types. After wastewater is treated in factory treatment plants to meet local and national discharge standards, it is discharged into the government's unified pipeline network. All of the Group's factories have installed in-line monitors at the effluent outfalls for sampling and testing to meet the discharge standards throughout the year, and are constantly striving to achieve the goal of continuously reducing wastewater discharge.

- √ Bengbu food factory, a subsidiary of the Group, invested in the installation of one set of imitation Mareo air float this year, upgraded the entire sewage treatment system, and the removal rate of COD, BOD and other indicators of sewage reached 30% to 50%, and online monitoring equipment was added at the total sewage discharge outlet to test the sewage indicators after treatment to ensure that the emission standards are met.



污水檢查設備  
Sewage inspection equipment

案例：鐵嶺電宰廠污水處理升級改造項目

2023年，本集團下屬鐵嶺電宰廠的污水處理站升級改造項目正式投入運行，有效解決了冬季溫度低運行耐衝擊能力弱，處理投入高的問題。改造內容包括：擴大好氧池至538m<sup>3</sup>，增加水力停留時間；新建一個500m<sup>3</sup>的輻流式沉澱池，大大提高污泥的沉降效率，滿足回流需求，且能降低設備設施的維修費用；新建一個485m<sup>3</sup>的水解酸化池，讓水停留時間達到7小時左右，增強系統的抗衝擊能力。截至2023年末，出水污染物濃度穩定達標。

**Case: upgrade project of Tieling electrical slaughterhouse sewage treatment**

In 2023, the upgrading and renovation project of the sewage treatment station of the Tieling electrical slaughterhouse of the Group was officially put into operation, effectively solving the problems of weak impact resistance in the low winter temperature operation and high investment input. The modifications include: expanding the aerobic tank to 538m<sup>3</sup>, increasing the hydraulic retention time; a new 500m<sup>3</sup> radial flow sedimentation tank is built to greatly improve the settling efficiency of sludge, meeting the requirements of reflux, and reducing the maintenance cost of equipment and facilities; a new 485m<sup>3</sup> hydrolytic acidification pool is built to allow the water to stay for about 7 hours to enhance the impact resistance of the system. By the end of 2023, the concentration of effluent pollutants had reached the standard.



氣浮機改造  
Steam floatation machine upgrading



沉澱池  
desilter



水解酸化池  
Hydrolytic acidification pool works



配套管道工程  
Supporting pipeline

鐵嶺電宰廠污水處理站升級改造

Upgrading of sewage treatment station at Tieling electrical slaughterhouse

固體廢棄物管理方面，2023年，本集團所有廢物排放均符合國家環保相關法律法規，安全排放，並不斷努力降低廢棄物排放量。就危險廢棄物，我們委託專業第三方進行轉運與處置，並在省危廢平台統一填報。

**In respect to solid waste management**, in 2023, the Group complied with the relevant national environmental protection laws and regulations for the safe discharge of all waste, making continuous efforts to reduce waste emissions. For hazardous waste, a professional third party is commissioned to transfer and dispose of the waste and report it on the provincial hazardous waste platform.



## 1. 清潔低碳 保護地球

### 1. Protecting the earth

案例：蚌埠新建廠區施工環保相關的治理措施

在蚌埠新建廠區項目中，我們要求總包單位踐行綠色施工的理念，針對揚塵、污水排放和防水流失三個需要特別關注的問題進行把控和管理：

#### 1. 揚塵

揚塵來源於挖掘、破碎、運輸和堆放等作業。這些作業過程中，土壤、岩石等材料被擾動，產生大量粉塵。揚塵不僅對施工現場的環境造成污染，還可能對周圍居民的生活產生影響。為了減少揚塵，採取以下措施：施工現場應設置圍擋，防止揚塵擴散；挖掘、破碎等作業應盡量在低塵狀態下進行運輸道路應定期灑水，保持濕潤，減少揚塵；堆放的土方應採取覆蓋措施，防止風吹起塵。

#### 2. 污水排放

在土建施工過程中，污水排放也是一個需要關注的問題。施工污水主要包括雨水、生活污水和生產廢水。這些污水如果不經過處理直接排放，可能會對周圍環境造成污染。為了減少污水排放，採取以下措施：施工現場應設置污水處理設施，對污水進行分類處理：生活污水應進行衛生處理，達到排放標準後方可排放；生產廢水應經過沉澱、過濾等處理，減少污染物含量；雨水排放也應採取相應的措施，防止污水流入雨水管道。

### Case: environment related governance measures on construction at Bengbu new factory

In the Bengbu new factory project, we require the general contractor to practice the concept of green construction, and control and manage three issues that need special attention: dust, sewage discharge and soil erosion prevention:

#### 1. DUST

Dust originates from excavation, crushing, transportation and stacking operations. During these operations, soil, rock and other materials are disturbed and a large amount of dust is generated. Dust not only causes pollution to the environment of the construction site, but may also affect the lives of surrounding residents. In order to reduce dust, the following measures should be taken: enclosures should be set up in the construction site to prevent the spread of dust; and excavation, crushing and other operations should be carried out in a low dust state as far as possible. Roads should be regularly sprayed with water to keep wet and reduce dust; earth piled up should be covered to prevent dust from being blown by the wind.

#### 2. SEWAGE DISCHARGE

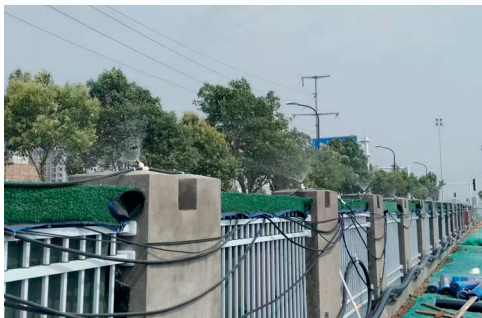
In the process of civil construction, sewage discharge is also a problem that needs attention. Construction sewage mainly includes rainwater, domestic sewage and production wastewater. If the sewage is discharged directly without treatment, it may cause pollution to the surrounding environment. In order to reduce the discharge of polluted water, the following measures should be taken: sewage treatment facilities should be set up on the construction site for classified treatment of sewage; domestic sewage shall be treated hygienically and discharged only after reaching the discharge standards; and production wastewater should be treated by precipitation and filtration to reduce the pollutant content. Measures should also be taken to prevent sewage from flowing into stormwater pipes.

### 3. 防水土流失

在土建施工過程中，防水土流失是一個需要重視的問題。土方開挖、堆放等作業可能導致土壤流失，進而引發地質災害。為了防止防水土流失，可以採取以下措施：挖掘、堆放等作業應盡量在低坡度狀態下進行；土方開挖後應及時回填，避免長時間暴露；堆放的土方應採取加固措施，防止滑坡、坍塌等事故發生；對於可能引發水土流失的作業區域，設置排水設施，及時排水。

### 3. PREVENT SOIL EROSION

In the process of civil construction, the prevention of soil and water loss is a problem that needs attention. Excavation, stacking and other operations may lead to soil loss, and then geological disasters may arise. In order to prevent soil and water loss, the following measures can be taken: excavation, stacking and other operations should be carried out at a low slope as far as possible; after earthwork excavation, it should be backfilled in time to avoid long-term exposure; and reinforcement measures should be taken to prevent landslides, collapses and other accidents. For the operation area that may cause soil erosion, drainage equipment shall be set up and drainage works shall be carried out timely.



圍擋噴霧降塵

Containment spray dust removal



土方覆蓋灑水降塵

Covering earthwork by purling to reduce dust

## 1.2 按需降低資源消耗

在能源使用方面，本集團在運營過程中主要消耗水、電、天然氣、煤炭和生物質能源。本集團嚴格執行《中華人民共和國節約能源法》、《中華人民共和國可再生能源法》、《中華人民共和國水法》和《中華人民共和國清潔生產促進法》等法律法規、標準和地方規範，以及禁止與限制使用淘汰落後技術、工藝及產品的有關規定，積極推廣應用新技術、新材料、新工藝和新產品，以降低資源消耗，提高資源使用的效率，加強資源的循環利用。

## 1.2 CUTTING RESOURCE CONSUMPTION

In respect to the use of energy, the Group mainly consumes electricity, natural gas, coal and biomass during its operation. The Group complies fully with all applicable laws, regulations and standards on energy conservation, including the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》), the Renewable Energy Law of the PRC (《中華人民共和國可再生能源法》), the Water Law of the PRC (《中華人民共和國水法》) and Law of the PRC on the Promotion of Clean Production (《中華人民共和國清潔生產促進法》), as well as applicable provisions for the prohibition, restricted use or elimination of outdated technologies, processes and products. The Group regularly introduces new technologies, materials, processes and products to reduce its resource consumption, reduce waste, and increase the recycling of resources, thereby enhancing its resource utilisation efficiency.

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- √ 本集團下屬蚌埠鮮食廠製冷機房安裝餘熱回收系統，節省用電；屋面安裝太陽能光伏發電，停車場整體安裝光伏板發電，利用清潔能源；使用蒸汽發生器代替傳統鍋爐，即開即用，減少燃氣浪費。
- √ Bengbu fresh food factory, a subsidiary of the Group, installed waste heat recovery system in the refrigeration room to save electricity; solar photovoltaic power generation is installed on the roof, and photovoltaic panels are installed in the parking lot to generate power, using clean energy; and the use of steam generators in place of traditional boilers has the advantage of ready to use and can reduce gas waste.
- √ 本集團下屬大連美食廠美食2#鍋爐新製作安裝一台碳鋼無縫管配套節能器，達到減少煤耗、減少耗電的效果，同時鍋爐給水溫度提高後，升壓時間相應縮短，鍋爐補水也不會對鍋爐壓力有所影響，供氣穩定性提高。
- √ The newly manufactured food II# boiler at the Group's subsidiary, Dalian food factory, has installed a carbon steel seamless tube supporting energy-saving device to reduce coal consumption and power consumption. At the same time, after the boiler feed water temperature is increased, the pressure boost time is shortened accordingly, and the boiler water supply will not affect the boiler pressure, the gas supply stability is thus improved.
- √ 本集團下屬天津食品廠開展油炸機保溫工程，在油炸機油槽周圍新增硅酸鋁保溫棉以減少熱量流失，按照保溫係數採用50mm厚度保溫棉均勻鋪貼，外側採用不銹鋼防護，減少了電能的消耗。
- √ Tianjin food factory, a subsidiary of the Group, has initiated the thermal insulation project of the frying machine, and added aluminum silicate thermal insulation cotton around the oil tank of the frying machine to reduce heat loss. According to the thermal insulation coefficient, 50mm thickness thermal insulation cotton was evenly spread, and the outer side was protected by stainless steel, which reduced the consumption of electric energy.
- √ 本集團蚌埠新建飼料項目用無人化設計，配套自動識別道閘系統、無人值守稱磅系統、車間生產和廠區共配備高清攝像頭約151個，網絡點位116個，IP廣播點位13個，配套中央大屏及後台管理系統可視化程度高。生產設備自動化水平高，在輸送料、監察調控、故障檢修等環節進行優化，生產人員由老廠區43人年產10萬噸級提升至目前25人年產36萬噸級，人均產值提升約6倍。廠區採購鍋爐配有耐腐蝕性材料的節能器，更使鍋爐熱效達99%，高效節能，同時NOx排放量低至30mg/m<sup>3</sup>。
- √ The Group's Bengbu new feed project uses unmanned design, is equipped with automatic identification gate system, unattended weighing system, its production workshop and factory are equipped with a total of approximately 151 high-definition cameras, 116 network points, 13 IP broadcast points, a highly visualized central screen and background management system. Production equipment automation level is high, with optimization in terms of transportation of materials, supervision and control and fault maintenance. With respect to the production personnel, the annual production capacity increases from an annual output of 100,000 tons/43 persons in the old factory to an annual output of 360,000 tons/25 persons in the current factory, and per capita output value increases by about 6 times. The boilers procured by the factory are equipped with energy savers with corrosion-resistant materials, which increase the boiler thermal efficiency up to 99%, and apart from high efficiency and energy saving, its NOx emission is as low as 30mg/m<sup>3</sup>.

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大連美食廠鍋爐安裝碳鋼無縫管配套節能器  
A carbon steel seamless tube matching energy-saving device is installed on the Dalian food factory boiler



天津食品廠油炸機保溫工程  
Fryer insulation project in Tianjin food factory



蚌埠新建飼料項目先進設備  
Advanced equipment the new Bengdu feed project



蚌埠新建飼料項目先進鍋爐  
Advanced boiler in the new Bengbu feed project

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在水資源使用方面，本集團水源主要來自於市政供水，在求取適用水源上未出現任何問題。本集團重視對水資源使用的管理，嚴格執行地方性規範，並重視對員工進行節約用水的教育，鼓勵二次用水，杜絕浪費。本集團還將通過速凍庫除霜用水二次利用、熱風解凍、完善污水回用、增強宣導等措施繼續開展節水工作，達成節水目標。

- √ 本集團下屬蚌埠鮮食廠把預冷水淨化再利用，把RO濃水用於沖洗毛雞筐、車等，減少自來水用量。
- √ 本集團下屬蚌埠食品廠制定多種節水方案，製造純水產生濃水用於車間地面清洗、速凍機沖霜用水，滾揉機真空泵採用循環用水，成型機冷卻用水採用循環用水，全年循環水利用9.7萬噸。
- √ 本集團蚌埠鮮食廠項目部分廠區採用蒸汽冷凝水回收系統，回收冷凝水重複利用。反滲透濃水回收系統回收在利用設備，使生產使用純水制備過程中產生的廢水，回收廢水量約20m<sup>3</sup>/H，經過回收處理作為車間沖洗地面用水，減少了廢水排放。污水處理廠內配套2,500噸/日，達標排放，減少環境污染。

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

- √ the Bengbu fresh food factory, a subsidiary of the Group, purifies and re-uses the pre-cold water, and uses the RO concentrated water for washing rough chicken baskets and vehicles, etc., to reduce the consumption of tap water.
- √ Bengbu food factory, a subsidiary of the Group, has developed a variety of water-saving programs, producing pure water to produce concentrated water for workshop floor cleaning, water for frost flushing in the quick-freezing machine, recycled water for the vacuum pump of the rolling kneading machine and recycled water for the cooling of the forming machine, with 97,000 tons of circulating water are used throughout the year.
- √ Part of the Group's Bengbu fresh food factory project adopts steam condensate water recovery system to recover condensate water for reuse. While using the equipment, the reverse osmosis concentrated water recovery system starts the recovery process, so that the production of pure water in the process of preparation of wastewater, recycling wastewater amounted to approximately 20m<sup>3</sup>/H, after recycling treatment as workshop flushing floor water, can reduce wastewater discharge. The sewage treatment factory is equipped with 2,500 tons/day capacity to meet the discharge standards and reduce environmental pollution.

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√ 本集團下屬大連美食廠鍋爐軟化水處理項目，速凍機每天要用掉30噸沖霜水，而鍋爐軟化水反滲透能產生約25噸反衝洗水。把速凍機用過的水收集起來，用於沖廁所；反滲透的水回收起來，用到鍋爐脫硫塔噴淋，一天能省下55噸水。

√ In the boiler softening water treatment project of Dalian food factory, a subsidiary of the Group, the quick-freezing machine consumes 30 tons of frosting water every day, and the reverse osmosis of the boiler softening water system can produce about 25 tons of backwashing water. the water used in the freezer is collected and used to flush the toilet; The reverse osmosis water is recycled and used in the boiler desulfurization tower spray, saving 55 tons of water per day.



蚌埠鮮食廠反滲透處理設備  
Reverse osmosis treatment equipment in  
Bengbu fresh food factory



大連美食廠鍋爐軟化水處理  
Boiler softened water treatment in Dalian food factory

案例：滄州電宰廠獲評節水型企業

**Case: Cangzhou electrical slaughterhouse was appraised as a water-saving enterprise**

本集團下屬滄州電宰廠多措並舉，創建節水型企業，在2023年受到當地政府水務局表彰。

The Group's subsidiary, Cangzhou electrical slaughterhouse, took multiple measures to create itself into a water-saving enterprise, which was commended by the Water Bureau of the local government in 2023:

- 成立節水辦公室，由廠長擔任節水領導小組組長，完善用水管理規章制度8項；
- 規範使用計量水表，完成更換維護水表16塊；
- Set up a water-saving office, with the factory director as the leader of the water-saving leading group, and improves 8 sets of water management rules and regulations;
- Standardized use of water meters, completed the replacement and maintenance of 16 water meters;

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- 加大投入節水設備設施如一升水坐便器20台，免沖洗小便器17台，更換節水不銹鋼水龍頭50個，更換維修沖水水箱24個。
- Increase the investment of water-saving equipment and facilities, such as 20 1-litre water toilets, 17 non-flushing urinals, replace 50 water-saving stainless steel faucets, replace and repair 24 flushing tanks.



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

本集團盡量減少一次性包裝的使用，肉品事業持續在供應鏈的各環節加大周轉箱的使用比例，降低一次性包材紙箱的使用。本集團下屬飼料事業工廠，積極推進散裝原料採購與散裝成品出貨，降低包裝材料使用。2023年玉米採購320,000噸，100%散裝。2023年飼料總產量891,444噸，其中散裝飼料335,262噸，佔比37.61%，較2022年散裝料佔比31.20%提升6.41%，且總體趨勢逐年提升。成品料年節約包裝材料1,000噸。

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

The Group has been minimizing the use of disposable packaging. The meat business continues to increase the proportion of rotating boxes used in all parts of the supply chain to reduce the use of disposable packaging cartons. The Group's feed factories actively promote the purchase of bulk raw materials and the delivery of bulk finished products to reduce the use of packaging materials. In 2023, the Group purchased 320,000 tons of corn, 100% in bulk. In 2023, the total feed production amounted to 891,444 tons, of which 335,262 tons or 37.61% are bulk feeds, which is 6.41% higher than the 31.20% share of bulk feeds in 2022, with the overall trend increasing year on year. The finished products have saved 1,000 tons of packaging material per year.

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本集團採用辦公自動化應用系統、減少辦公用品消耗及鼓勵無紙化辦公、二次用紙等。在公共辦公區域安裝大型打印機取代小打印機，並隨時監控各部門打印情況。

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

在環保宣傳方面，2023年本集團積極開展環保宣傳活動，在廠區內張貼環保海報，提高員工環保意識；在廠區內醒目位置張貼節約用水標誌，呼籲員工從點滴做起，從自身做起。

In respect of environmental protection publicity, the Group actively launched environmental protection publicity activities in 2023 and environmental protection posters put up in the factory to raise employees' awareness of environmental protection and water saving signs were posted at prominent locations in factories employees to appeal to do their bit in environmental protection.



滄州電宰廠張貼環保海報

Environmental protection posters are put up in the Cangzhou electrical slaughterhouse



大連電宰廠張貼節約用水標誌

Water conservation signs are posted in the Dalian electrical slaughterhouse



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### 1.3 積極應對氣候變化

氣候變化的影響已經在不斷變化的天氣模式、極端天氣事件和減少的資源供應中突顯出來，氣候變化問題也成為了全球共同面臨的挑戰。本集團積極響應國家3060目標，在氣候變化方面推動以二氧化碳為主的溫室氣體減排。本集團在節約能源、改善生態環境、改善排放物管理等方面採取了相關措施，為實現3060目標作出不懈努力。

我們於本年度開始逐步參考氣候相關財務信息披露工作組(TCFD)的建議，按管治、策略、風險管理及指標與目標的劃分，闡述本集團在應對氣候變化方面已做的努力和將來的方向。

#### 管治

圍繞氣候相關的治理，TCFD制定了兩項披露建議，一項關注董事會，另一項關注管理層。根據本集團制定的ESG管治架構，董事會確定本集團ESG管理總體目標、管理策略，負責評估及釐定本集團有關ESG風險，並確保本集團設立合適及有效的ESG風險管理及內部監控系統。董事會的ESG相關職責包括應對氣候變化議題。同時，本集團ESG管治架構包括決策層、管理層和執行層，明確氣候變化管理和目標的責任落實，定期向董事會匯報。

### 1.3 RESPONDING TO CLIMATE CHANGE

Climate change is a global issue that has been manifested in altered weather patterns, extreme weather events and reduced supplies of various resources. The Group actively responds to the national target 3060 to promote the reduction of greenhouse gases, mainly carbon dioxide, in the context of climate change. The Group has taken relevant measures to save energy, improve the ecological environment and improve emissions management, and has made unremitting efforts to achieve the 3060 target.

During the year, we have progressively taken into account the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to set out the Group's efforts and future direction in addressing climate change in terms of governance, strategy, risk management and indicators and targets.

#### GOVERNANCE

The TCFD has developed two disclosure recommendations around climate-related governance, one focusing on the board and the other on the management. In accordance with the ESG governance structure established by the Group, the Board determines the overall objectives and management strategies of the Group's ESG management, is responsible for assessing and determining the Group's ESG risks and ensures that the Group has an appropriate and effective ESG risk management and internal control system in place. The Board's ESG-related responsibilities include addressing climate change issues. At the same time, the Group's ESG governance structure includes the decision-making, management and executive levels, which clearly defines the implementation of climate change management and targets, and regularly reports to the Board.

## 策略

氣候相關風險包括與低碳經濟相關的轉型風險和與氣候變化影響相關的物理風險。轉型風險可分為政策和法規風險、技術風險、市場風險、聲譽風險，物理風險包括急性物理風險（以單一事件為主，如颱風、洪水等極端天氣）和慢性物理風險（指氣候模式的長期變化如持續性高溫）。

就轉型風險而言，在政策和法規風險方面，隨著社會各界對於氣候變化的認知深入、碳達峰碳中和等相關政策的推行落實，國內可能面臨能源價格波動、設定能源使用上限、擴大溫室氣體有償排放的覆蓋面或提升環境方面的其他監管要求，這些均會導致我們運營成本的增加，對此，本集團將持續關注氣候變化對業務的影響，充分響應政策要求。

## STRATEGY

Climate-related risks include transition risks associated with a low-carbon economy and physical risks associated with the impacts of climate change. Transition risks can be divided into policy and regulatory risks, technical risks, market risks, reputational risks, and physical risks include acute physical risks (dominated by a single event, such as extreme weather of typhoons and floods) and chronic physical risks (referring to long-term changes in climate patterns such as persistent high temperatures).

In terms of transition risks, with respect to policy and regulatory risks, with the deepening of the social awareness of climate change, the implementation of relevant policies such as carbon peaking and carbon neutrality, China may face energy price fluctuations, the setting of energy use caps, the expansion of the coverage of paid greenhouse gas emissions or other environmental regulatory requirements. These will lead to an increase in our operating costs, in this regard, the Group will continue to pay attention to the impact of climate change on the business, and fully respond to policy requirements.

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就急性物理風險而言，本集團關注極端天氣對生產運營帶來的影響，並識別到運營可能面臨的各種自然災害、極端天氣或不利氣象條件。極端天氣造成暴風、雪災等災害性天氣增加，對於畜禽的健康生長影響很大，疾病多有發生；對於工廠的建築設施造成損壞。為減少氣候變化對於生產生活造成的影響，本集團從各方面著手降低能耗，保護環境。本集團下屬蚌埠熟食二廠使用雙電源，一旦有極端天氣造成外線停電，及時轉換另一路電源，可以滿足極端天氣生產應急搶險作業。本集團下屬大連宮產食品廠制定了大氣污染應急預案，有黃橙紅三色預警。本集團下屬天津食品廠具備雙電源入戶，配備消防應急柴油發電機，改造雨污分流系統，可滿足惡劣天氣生產應急搶險使用；2023年建成裝機容量1.016MWp光伏發電系統，投入後可降低尖峰用電減少碳排放指標。

就慢性物理風險而言，本集團關注夏季持續性高溫或冬季持續性低溫等長期氣候模式轉變給本集團帶來的影響，此類長期氣候模式轉變可能對本集團供應鏈穩定性造成影響。

In terms of acute physical risks, the Group is concerned about the impact of extreme weather on production operations and identifies various natural disasters, extreme weather or adverse meteorological conditions that operations may face. Extreme weather is causing the increase of disastrous weather events such as wind storms and snow storms, which have a great impact on the healthy growth of livestock and poultry and cause increasing diseases. Building facilities of the plants are also damaged. In order to reduce the impact of climate change on our production and living, the Group has started to reduce energy consumption and protect the environment from all aspects. Bengbu cooked food factory II, a subsidiary of the Group, uses dual power supplies. Once there is an external power outage caused by extreme weather, another power supply can be converted in time to meet the emergency operation of extreme weather production. The Group's subsidiary, Dalian Great Wall food factory, has formulated an air pollution contingency plan, with three-color warning of yellow, orange and red. The Group's subsidiary, Tianjin food factory, is equipped with dual power supply for household, equipped with fire emergency diesel generator, and reformed rain and pollution diversion system, which can meet the emergency use of production in bad weather; In 2023, the installed capacity of 1.016MWp photovoltaic power generation system has been built, which can reduce the peak electricity consumption and reduce carbon emissions upon commencement of operation.

In terms of chronic physical risks, the Group is concerned about the impact of long-term climate pattern changes such as persistent high temperatures in summer or persistent low temperatures in winter on the Group, which may have an impact on the stability of the Group's supply chain.

## 風險管理

根據本集團所處行業特性，結合實際情況，我們識別和評估了氣候相關風險的管理流程。本集團認識到環境及氣候風險將可能導致運營風險及財務風險。針對已識別的與氣候相關的風險，本集團積極做好極端天氣的信息收集工作，關注極端天氣的預測預報，做好極端天氣下可能對本集團安全工作造成不良影響的預研預判。

當極端天氣來臨時，相關部門提前向各部門預報各種氣候因素，安排防範減災前期準備工作。以應對極端天氣或自然災害，並將在面臨相關極端天氣時，根據應急預案採取相關措施以最大程度減小負面影響，確保本集團正常運轉。

## 指標與目標

為了讓氣候變化過程能夠被度量，選擇合適的參數和指標，並設立響應的目標至關重要。根據香港聯交所《ESG報告指引》之要求，結合實際情況，本集團明確了能源使用效益和溫室氣體排放管理有關的氣候相關風險指標。同時，本集團制定了相關目標，並定期回顧目標的施行情況。本集團在能源方面的目標：提高能源的有效利用率，在滿足經營活動的前提下，使能源發揮最大的環境、經濟效益。

## RISK MANAGEMENT

Based on the characteristics of the industry in which the Group operates, we have identified and assessed the management processes for climate-related risks. The Group recognizes that environmental and climate risks may lead to operational and financial risks. In view of the identified climate-related risks, the Group actively collects information on extreme weather, pays attention to the prediction and forecast of extreme weather, and makes pre-research and prediction of the adverse impact that extreme weather may have on the Group's work safety.

When extreme weather occurs, relevant departments will make forecast of various climatic factors to various departments in advance and arrange early preparations for prevention and disaster reduction. To cope with extreme weather or natural disasters, the Group takes relevant measures in accordance with the emergency plan to minimize the negative impact and ensure the normal operation of the Group when facing the relevant extreme weather.

## INDICATORS AND TARGETS

In order to measure climate change processes, it is essential to select appropriate parameters and indicators and to set targets for response. In accordance with the requirements of the Hong Kong Stock Exchange's ESG Reporting Guidelines, the Group has identified climate-related risk indicators related to energy efficiency and greenhouse gas emission management, taking into account the actual situation. At the same time, the Group has set relevant objectives and regularly reviews the implementation of these objectives. The Group's goal in the field of energy is to improve the effective utilization of energy and maximize the environmental and economic benefits of energy while maintaining its normal business activities.



## 1. 清潔低碳 保護地球

### 1. Protecting the earth

本集團生產運營排放的溫室氣體主要來源於外購電力導致的間接溫室氣體排放。基於溫室氣體的來源，我們採取相應的減排措施。本集團降低外購電力消耗的措施主要包括開展節能降耗改造、引入節能設備等。

本集團持續推行節能降耗、綠色環保的理念，從源頭減少排放物產生。我們將始終以促進排放物管理、廢棄物管理及環境保護進程為長期目標，最終實現循環經濟理念，走可持續發展道路。

考慮到本集團所處的運營和市場環境是不斷變化的，我們會不斷地審視實踐活動，並適時調整目標與擬採取的措施。未來，本集團將進一步完善策略制定、風險管理、指標和目標識別與管理，攜手各界一起應對氣候變化，實現共同的可持續發展。

Greenhouse gas emissions from the Group's production operations are mainly derived from indirect greenhouse gas emissions caused by purchased electricity. Based on the source of greenhouse gases, we take appropriate measures to reduce emissions. The Group's measures to reduce the consumption of purchased electricity mainly include the implementation of energy saving and consumption reduction retrofitting and the introduction of energy saving equipment.

The Group continues to promote the concept of energy conservation, consumption reduction and green environmental protection to reduce emissions from the source. We will always promote the process of emissions management, waste management and environmental protection as a long-term goal, and finally realize the concept of recycle economy and step on the path of sustainable development.

Taking into account the changing operating and market environment in which the Group operates, we constantly review our practices and adjust our objectives and put forth proposals on measures as appropriate. In the future, the Group will further improve its strategy formulation, risk management, indicator and target identification and management, and work with all sectors to address climate change and achieve sustainable development together.

## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

大成食品注重員工管理和人才可持續性發展，積極響應聯合國2030可持續發展第3、5、8和10項目標，推進員工健康安全及平等並得到合理增長的報酬。

Dachan Food focuses on employee management and sustainable development of talents, actively responds to the United Nations 2030 Sustainable development Goals 3, 5, 8 and 10, and promotes employee health and safety, equality and reasonable remuneration.



#### 2.1 依法依規僱傭員工

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等相關法律法規。為了規範員工管理，本集團編制了《員工手冊》，並要求所屬本集團嚴格實施其要求，其中載有人力資源政策，涵蓋聘用、解聘、出勤、薪資福利、培訓與發展、績效考核、員工職業道德守則、管理人員職業道德守則、反貪污「陽光計劃」、獎懲管理制度、安全與保密以及溝通與交流等內容。

#### 2.1 HIRING IN ACCORDANCE WITH LAW

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

本年度，本集團對《員工手冊》進行了更新修訂，調整發佈了五個管理辦法，包括：

During the year, the Group updated and revised the Employee Manual and published five management measures, including:

- 1 修訂《差旅管理辦法》，隨著高鐵、飛機交通高速發展的便捷性，達到以最優成本高效出行和環保節能的目的。
- 2 制定《值班管理辦法》，做好本集團轄下各工廠日常及節假日值班管理工作，保障本集團資產安全、安全生產、以及應對緊急或突發事件，嚴格落實崗位責任制，嚴明值班工作紀律。

- 1 Revision of the “Travel Management Measures” to achieve the goal of efficient travel at optimal cost, environmental protection and energy saving with the convenience of high-speed rail and aircraft traffic development.
- 2 Formulation of the “Duty Management Measures”, daily and holiday duty management of all factories of the Group shall be performed, to ensure the safety of the Group’s assets, safe production, and in response to contingencies or emergencies, strictly implement the post responsibility system, and strictly enforce the duty work discipline.

## 2. 重視人才 和諧共贏

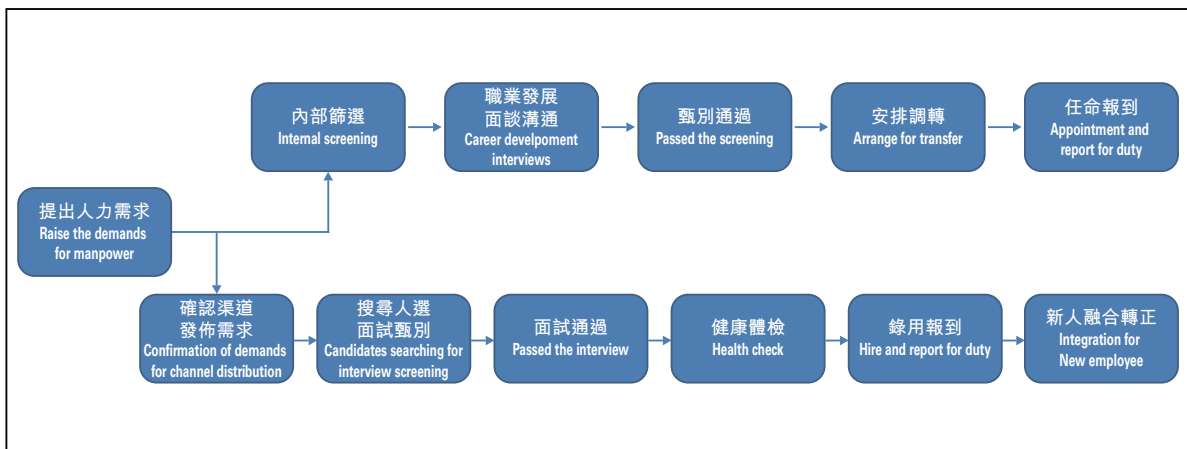
### 2. Staff development for win-win collaboration

- 3 修訂《關於DFA(大成食品)困難職工突發特殊情況之救助管理辦法》，本集團重視ESG管理理念，體現本集團「以人為本」的關懷理念，深化困難職工突發特殊情況幫扶，建立本集團內部求助通道。
  - 4 制定《員工退休管理辦法》，本集團一直秉承「誠信、謙和、前瞻」的企業經營理念，並注重員工管理和人才可持續性發展，包含對臨界退休前的繼任者規劃及落實交棒安排，以此期待達到退休年齡的員工在正式退出工作崗位前，能夠傳承經驗，與公司一起攜手培養人才。
  - 5 修訂《人資流程稽查內控辦法》，遵循大成食品內控管理制度，履行稽核的三級管理機制及三級防控要求，進一步加強及提升本集團ESG中企業應盡社會責任及內部治理，維護勞動者合法權益、加強本集團用工管理規範、杜絕舞弊、營造良好的生產經營氛圍。
- 3 Revision of the Measures for the Management of Emergency Assistance for DFA (Dachan Food) Employees in Difficulties(《關於DFA(大成食品)困難職工突發特殊情況之救助管理辦法》). The Group attaches great importance to the ESG management concept, reflects the Group's "people-oriented" caring concept, deepens the assistance for employees in difficulties under special emergency situations, and establishes the Group's internal channel for help.
  - 4 Formulation of the Measures for the Management of Employee Retirement(《員工退休管理辦法》).The Group has always adhered to the corporate culture of "Integrity, Modesty and Foresight" and focused on staff management and sustainable development of talents, including succession planning and implementation of handover arrangements before approaching retirement, so that the employees who have reached retirement age can inherit their experience before formally retiring from work and nurture talents together with the Company.
  - 5 Revision of the Internal Control Measures for HR Process Audit(《人資流程稽查內控辦法》), following Dachan Food's internal control management system to fulfill the three-level management mechanism of audit and the three-level prevention and control requirements, further strengthen and improve the social responsibility and internal governance of the Group's ESG enterprises, safeguard the legitimate rights and interests of workers, strengthen the Group's labor management practices, eliminate fraud, and create a good production and operation atmosphere.

## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration

招聘方面，本集團致力於構建平等、多元化、公平競爭的職場氛圍，並依據崗位的工作規劃及關鍵績效指標，招募、選拔適合本集團企業文化、崗位要求和滿足應聘者的個人意願的人才，絕不會將性別、民族等因素納入招聘考核範圍。在人員選拔及聘用流程中，本集團堅持招聘崗位公開化，且內部員工與外部應聘人員享有同等競聘資格，每位聘用人選須經過人力資源中心、需求部門雙重面試方可錄用。專業度較高的崗位我們會設計專業筆試題，以保證競爭機會平等選拔，過程透明。我們通過國內外招聘網站、社交平台誠邀不同國籍、戶籍、民族、信仰、教育背景的有識之士加盟本集團，致力於打造在行業精英中良好的僱主品牌形象。

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



招聘流程圖  
Recruitment Process



## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

本年度，本集團在國內中高端人才職業發展知名平台「獵聘」主辦的2023年度「客戶成功獎」評選活動中，憑借本集團多元化人才溝通橋樑、重視人才互動與求職體驗，人才吸引指數及增長率，團隊招聘行為數據等評審維度，從數百家活躍企業中脫穎而出，榮獲獵聘華北區「社會責任獎」殊榮。這證實了本集團始終積極踐行ESG可持續發展戰略理念，積極履行社會責任，高度重視人才引進、培養與管理，發揮自身平台優勢，進一步提升企業人才吸引力，推動行業人才互動交流與學習，為求職者、合作夥伴、行業和社會持續貢獻自己的力量。」

本集團遵照《中華人民共和國勞動法》、《禁止使用童工規定》等法規，所有崗位禁止僱傭童工和強制勞動；定期對員工及應聘材料的真實性進行核查，並會不定期整體檢查僱傭實務，以防止童工、強制勞動或其他潛在違反相關法律法規事宜的發生。本集團根據不同的崗位實行標準工時制、不定時工作制及綜合計算工時制度，各分子公司根據自身營運的特性制定考勤管理細則。本集團嚴格管控員工的工作量，基本能夠在工作時間完成。出現需加班情況時，要求員工日常延時工作不得超過每日3小時，每月不得超過36小時。出現加班事件後，本集團根據加班時段按相應工資倍率支付加班費或安排員工調休。加班時間按照《加班申請單》和《請假單》進行記錄和統計。本集團為員工提供多途徑的申訴管道，當任何員工認為個人利益受到侵犯或對企業經營有不同意見或發現違規違紀情況時，均可通過電郵、電話、平信等方式進行舉報投訴或提交建議。2023年度，本集團並無任何違反勞工準則相關法律法規的情況發生。

During the year, the Group stood out from hundreds of active enterprises in the 2023 “Customer Success Awards” (客戶成功獎) competition sponsored by “Liepin” (獵聘), a well-known platform for the career development of middle and high-end talents in China, based on the Group’s diversified talent communication paths with emphasis on talent interaction and job search experience, talent attraction index and growth rate, team recruitment behavior data and other evaluation dimensions and won the Liepin “Social Responsibility Award” in Northern China Region. This proves that the Group has always actively implemented the ESG sustainable development strategy concept, actively fulfilled its social responsibility, attached great importance to talent recruitment, training and management, and exerted its platform advantages to further enhance the talent attraction of the Company, promote the interaction and learning of talents in the industry, and continue to contribute its own strength to job seekers, business partners, the industry and the society.

The Group operates in full compliance with the Labour Law of the PRC (《中華人民共和國勞動法》) and the Regulations on the Prohibition of Child Labour (《禁止使用童工規定》). It accordingly prohibits the employment of child and forced labour in all positions, and regularly checks the employees’ identities and the authenticity of application materials and reviews employment practices to ensure that no violations have occurred or may occur. According to their position, employees of the Group may work to a standard labour time system, a flexible working hour system or a comprehensive working hour system. Each subsidiary develops attendance management rules based on the characteristics of its own operations. The Group strictly controls the workload of its employees, and the work assigned can basically be completed within working hours. Employees are not required to work overtime for more than three hours per day or 36 hours per month. When overtime work is needed, overtime pay will be offered at the corresponding wage rate according to the overtime hours, or alternative days off will be given. Overtime hours are recorded and counted in accordance with the Overtime Work Request Form and Leave Request Form. Employees who wish to lodge complaints when they consider their personal interests are violated or have different opinion about the Company’s operation, or report on breaches of the law and/or Company regulations, they may do so via designated e-mail and telephone channels, or by ordinary post. During 2023, the Group did not violate any of the abovementioned laws and regulations.

解聘方面，本集團對違反國家及地區相關法律法規、嚴重違反《員工手冊》的員工，給予解除僱傭關係處理。對於主動提出離職的員工，本集團人資中心以尊重員工個人選擇為原則，協助辦理離職手續，並與離職員工開展離職訪談，瞭解離職原因，並以開放的心態接受離職員工對工作條件、管理情況等的建議。本集團針對關鍵崗位離職人員離職溝通訪談，並反饋至相關主管部門，尋找增加保留率的機會點，並針對新聘員工通過新人培訓、制定明確的工作計劃及考核追蹤機制、發放定制化的新人記事本等方式，以此增加粘性、建立新人融合機制。

The Group terminates its labour relations with employees who are found to have violated national or regional laws and regulations, or who have committed a serious breach of the Employee Handbook. For employees who voluntarily propose to resign, the Group's Human Resources Centre will assist with resignation procedures, including interviews to understand the reasons for resignation and receive any suggestions regarding work conditions and management with an open mind. The Group conducts exit communication and interviews with the departing personnel of key positions and gives feedback to the relevant competent departments to lower the employee turnover rate. For newcomers, the Group makes efforts to improve their loyalty by providing training, formulating clear work plans and assessment tracking mechanism, and issuance of customized new personal notepads, so as to facilitate the spirit of inclusion in the workplace.

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

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

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

- 1 Fairness: Internal fairness of remuneration means horizontal comparability of income, with the performance and income of the same job basically matching. External fairness refers to the fairness of comparison with the same job type in the same industry.
- 2 Incentive: Salary structure and bonus standards are formulated commensurate to rank, job category and performance. The differentiated salary structure is to realize the value-based distribution principle and to achieve a win-win situation between employees and the enterprise.

2. 重視人才 和諧共贏  
2. Staff development for win-win collaboration

**多元化薪酬策略**  
**Diversified remuneration strategy**

**薪資費用率持續  
平穩下降  
公司業績與員工  
薪酬共同成長**

**Continuing Balanced Decline  
in Payroll Expenses Rates  
Company Performance and  
Employees Grow Together**



**高彈性薪酬  
結構  
注重固浮比**  
**Highly flexible pay  
structure focusing on  
fixed-to-float ratio**

**薪酬獎金設計  
與公司經營策  
略相結合**  
**Integration of Compensation  
and Bonus Design with the  
Company's Business Strategy**

多元化薪酬策略  
Diversified remuneration strategy

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

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

## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration

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

In terms of employee welfare, the Group has established a legally-compliant protective system. Each business unit provides employee canteens, dormitories for foreign employees, and develops management requirements for such. Cleaners and waiters are in place to ensure service quality. In order to protect the physical and mental health of our employees, all factories are equipped with first aid kits to help employees in case of emergency. Every year, the local Red Cross or public hospitals are invited from time to time to conduct seminars on occupational disease prevention for employees and to enable them to acquire first aid knowledge and skills, thus improving their self-help and mutual aid capabilities. At the same time, an interview communication feedback mechanism, forums, suggestion boxes, and mental health consultation rooms are established. The Group also distributes welfare products to employees at major festive days such as the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival. Business units also help to organize monthly staff birthday parties. Wedding gift in cash will be given to staff as blessing irrespective of work position. For employees who have immediate family members passing away, the Group will send condolence money to express sympathy. Various Group business units host irregular cultural events, such as galas, sports meetings, sightseeing tours, gratitude activities etc, to encourage staff morale and improve team cohesion.



天津心理健康諮詢室「放鬆吧」  
Tianjin Mental Health Counselling Room "Let's relax"



天津遼陽大連羽毛球聯合友誼賽  
Tianjin Liaoyang Dalian Badminton Joint Friendly Match

## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration



北京總部開展家庭日活動圖

Map of Family Day Activities at Beijing Headquarters



鐵嶺肉品團建活動

Team-building activity of Tieling meat factory

員工激勵方面，本集團每年度會進行一線優秀員工評選，達到樹立榜樣、鼓勵先進的效果。

For employee motivation, the Group conducts an annual selection of outstanding frontline employees to set an example for other staff and motivate them to make progress.



天津食品年度光榮榜

Tianjin Food Annual Honour List

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

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

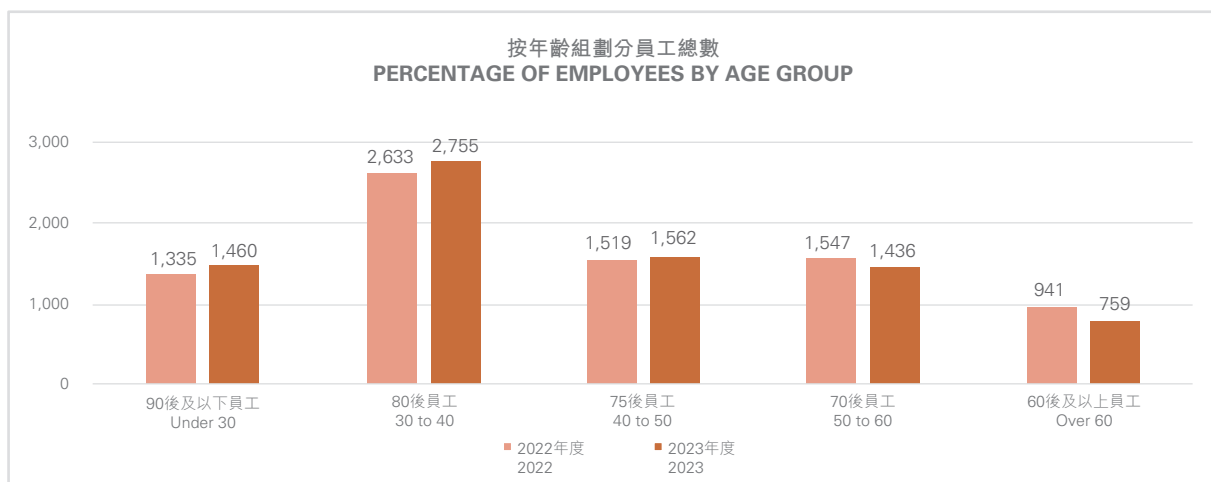
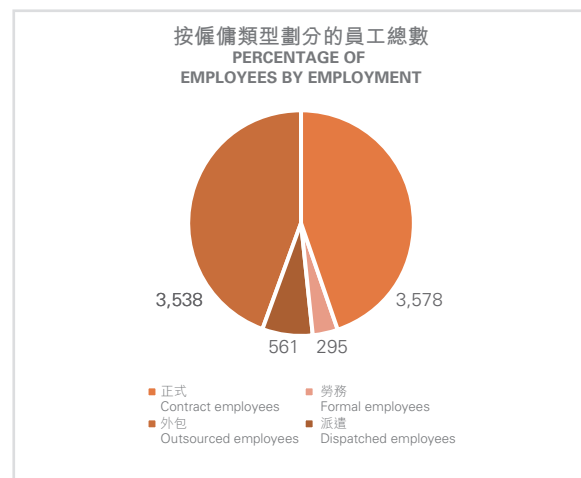
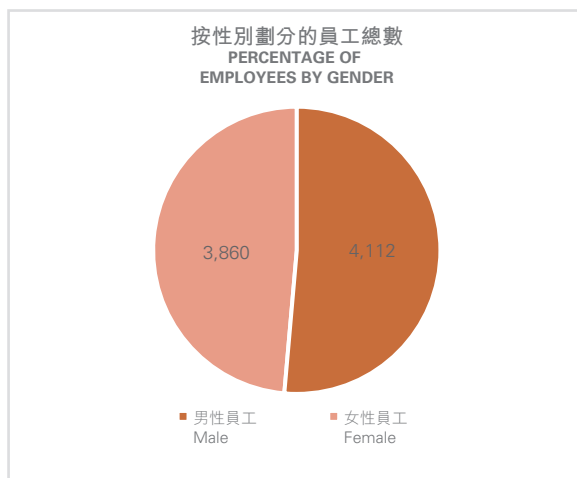
## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration

未來，本集團規劃員工管理將從六大系列：組織文化系列、技能提升系列、員工福利系列、健康關懷系列、僱主品牌系列、風險防控系列全面建設。同時，以大成食品可持續成長為人才發展使命，致力於打造核心戰略崗位人才供應鏈，建設可持續達成本集團戰略願景的人才隊伍，並和本集團長遠共贏發展。

In the future, the Group plans to comprehensively build its employee management on six major series: organizational culture, skills enhancement, employee welfare, health care, employer brand, and risk prevention and control. At the same time, with the sustainable growth of Dacheng Food as the mission of talent development, the Group is committed to building a supply chain of talents for strategic core positions and a talent team that can sustainably achieve the Group's strategic vision, and achieve win-win development in the long run with the Group.

截至2023年末，本集團在中國大陸地區的在職員工總人數為7,972人。在報告期內，本集團在人員招募、聘用、解僱、薪酬、工作時間、假期、平等機會、多元化、反歧視等員工僱傭方面無重大違反相關法律法規情況發生。

As of the end of 2023, the Group's total number of employees in mainland China was 7,972. During the Reporting Period, the Group did not significantly violate any relevant laws and regulations in terms of personnel recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity, discrimination and other employment issues.

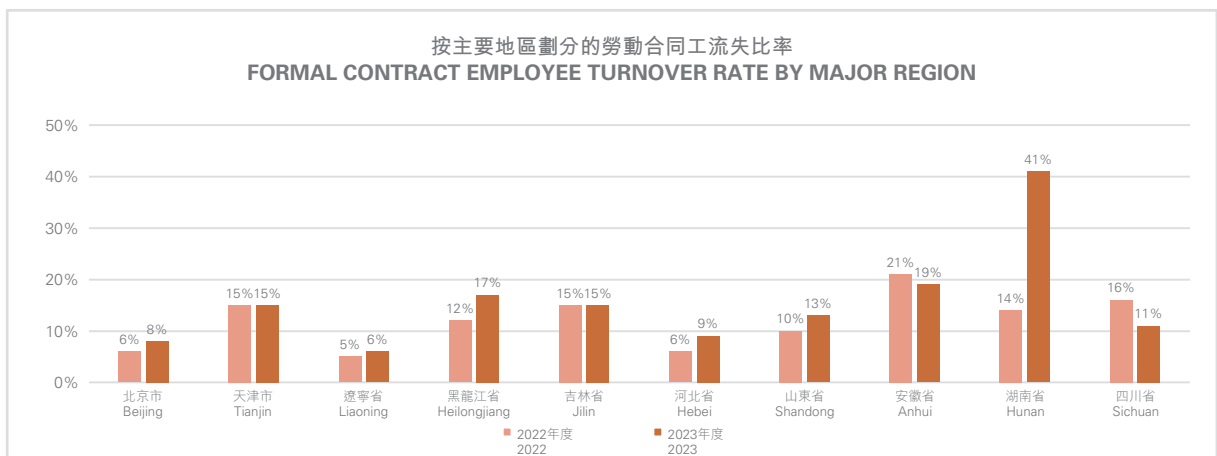
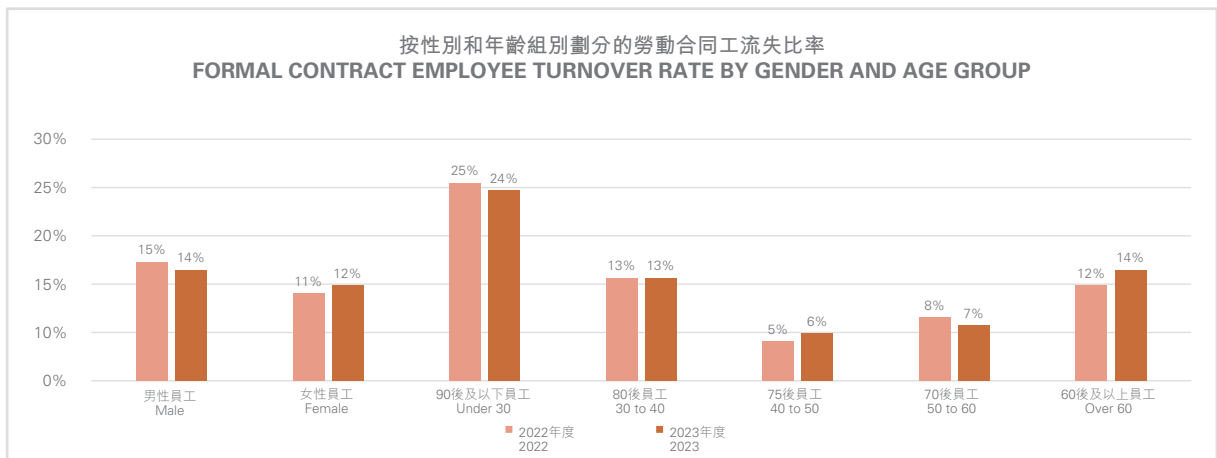


2. 重視人才 和諧共贏  
2. Staff development for win-win collaboration

按地區劃分的員工總數

Total number of employees by region

地區		員工人數
Region		Number of employees
北京	Beijing	49
天津	Tianjin	526
遼寧	Liaoning	3,780
黑龍江	Heilongjiang	107
吉林	Jilin	87
內蒙古	Inner Mongolia	8
河北	Hebei	731
山東	Shandong	229
安徽	Anhui	2,372
湖南	Hunan	13
四川	Sichuan	70



## 2.2 保障員工安全健康

本集團關注員工的健康和人身安全，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等法律法規、標準及地方性規定。本集團的生產工作堅持「安全第一，預防為主」的原則，為員工提供健康安全的工作環境，實現安全生產和文明生產。2023年度，未發生對本集團有重大影響的違反安全健康相關法律法規的情況，因工傷損失工作日數為2,892天，工傷事件的比率為0.51%。在過去三年（即2023年度、2022年度、2021年度），本集團因工亡故的人數分別為0人、1人、3人，比率<sup>1</sup>分別為0%、0.01%和0.04%。本集團保障員工健康的措施包括：

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

## 2.2 EMPLOYEE HEALTH AND SAFETY

The Group pays close attention to the health and safety of its employees and operates in compliance with the Work Safety Law of the PRC (《中華人民共和國安全生產法》), the Law of the PRC on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and other applicable laws, regulations and standards. The Group adheres to the principle of “safety first, prevention is key” in its production process, with the aim of maintaining a safe and healthy work environment. In 2023, the Company did not violate any laws and regulations concerning health and safety. The number of working days lost due to work-related injuries was 2,892, and the rate of work-related accidents was 0.51%. In the past three years (i.e. 2023, 2022 and 2021), the number of work-related deaths in the Group was zero, one, and three, respectively, and the corresponding rates<sup>1</sup> were 0%, 0.01% and 0.04%. Measures taken to protect the health of employees include:

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

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

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



## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

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

## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

為保障員工健康安全，本集團各工廠建立生產三級安全體系，即廠長、現場主管、一線員工，三級管理防控；同時，將安全指標納入三類人群月度績效獎金考核，確保員工健康安全機制得以落地實施並得到所有員工及主管的重視。同時，本集團制定了門禁管理制度、車輛管理制度、宿舍管理制度和食堂管理制度等多方位制度，確保為員工提供健康、安全、舒適的工作環境。

2023年，本集團轄下新建並投產使用的蚌埠鮮食廠，按照ISO45001職業健康安全管理体系要求進行建設，同時具備「流程標準化、設計人性化、生產自動化、控制智能化、產品新鮮化」的特質，自動化的智能設備有效減少人工操作，同時並加以嚴格的6S體系現場管理，確保安全生產。蚌埠智慧飼料廠實行六化理念：倉儲立體化、運輸散裝化、生產自動化、控制智能化、產品新鮮化、管理信息化。為建立國內一流的智能化飼料工廠，蚌埠食品廠引入智能化設備，例如：自動搬運機器人，減少人工搬運帶來的工傷風險，全力保障員工身體健康。

To ensure the health and safety of employees, each factory within the Group has established a three-tier safety system for factory managers, on-site supervisors, and frontline employees for comprehensive management and control. At the same time, safety indicators are incorporated into the monthly performance bonus assessments for the three employee groups to ensure the effective implementation of the health and safety mechanism and the attention of all employees and supervisors. Additionally, the Group has formulated various systems such as access control, vehicle management, dormitory management, and canteen management to provide employees with a healthy, safe, and comfortable working environment.

In 2023, the newly built Fresh Food Plant in Bengbu under the Group commenced operation. The plant was constructed in accordance with the requirements of the ISO45001 Occupational Health and Safety Management System, featuring characteristics such as standardized processes, human-centric design, automated production, intelligent control, and fresh products. The automated intelligent equipment effectively reduces manual operation, and at the same time, the strict 6S system of on-site management ensures safe production. The Bengbu Intelligent Feed Mill embodies six transformation concepts: vertical warehousing, bulk transportation, automated production, intelligent control, fresh products, and information management. To establish a leading intelligent feed factory in China, Bengbu Intelligent Feed Mill introduces intelligent equipment such as automatic handling robots to minimize the risk of work-related injuries and fully protect the health of employees.

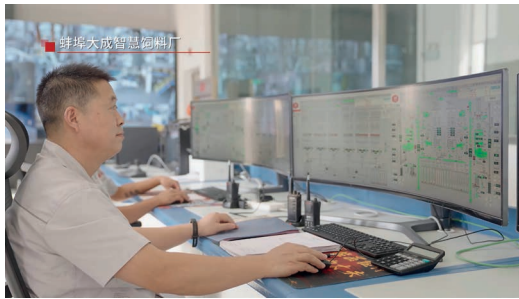
## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration



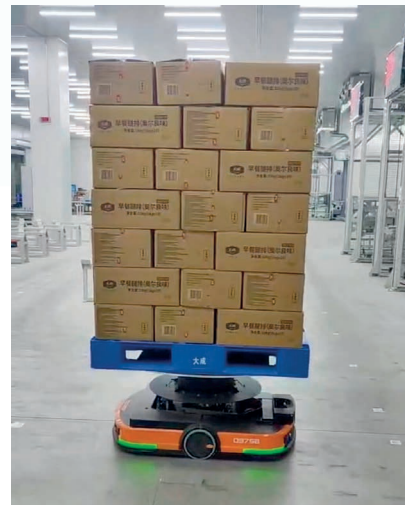
蚌埠鮮食廠無人區自動化設備  
Bengbu Fresh Food Plant Automatic Equipment



車間張貼的現場管理6S體系  
The 6S site management system posted in the workshop



智慧飼料廠中控台  
Intelligent feed Mill Control Panel



蚌埠食品廠自動搬運機器人  
Bengbu food factory Automatic Handling Robot

2023年，本集團下屬各工廠按期(每月/每季度/每半年)積極開展各項安全教育培訓和應急演練總計240場，其中包含安全知識培訓、工傷預防安全教育培訓、應急救護知識培訓、安全事故案例分享、現場安全操作培訓演練、應急救護演練、消防應急演習、安全逃生演習、成立內部消防隊伍，等有效提升員工安全意識和應對安全緊急情況的能力，例如：

In 2023, all factories under the Group actively conducted safety education training and emergency drills on a regular basis (monthly/quarterly/half-yearly) and 240 sessions were held in total. These activities included safety knowledge training, work-related injury prevention education, emergency first aid training, sharing of safety accident cases, on-site safety operation training exercises, emergency first aid drills, fire emergency exercises, safety evacuation drills, and the establishment of internal fire brigades, aiming to enhance employees' safety awareness and their ability to respond to safety emergencies. For example:

## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

- > 本集團下屬蚌埠肉品廠每月開展1次安全教育培訓，同時開展安全消防演習1次、有限空間安全作業培訓1次；
- > 本集團下屬大連肉品廠每月開展1次安全教育培訓，同時開展氨洩漏車間逃生應急演練1次，消防滅火演練1次；
- > 本集團下屬天津食品廠開展有限空間作業及事故現場處置安全演習1次，急救及消防安全演習3次，生產安全三級防控培訓1次。
- > The Bengbu Meat Factory under the Group conducted monthly safety education training, along with safety fire drills and confined space safety operation training;
- > The Dalian Meat Factory under the Group conducted monthly safety education training, as well as ammonia leak emergency evacuation drills and fire extinguishing exercises;
- > The Tianjin Food Factory under the Group conducted one session of confined space operation and accident site emergency response drills, three times of aid and fire safety drills, and one session of production safety three-tier control training.



天津食品廠逃生演練  
Tianjin Food Factory Escape Drill



大連肉品廠消防安全及氨洩漏逃生應急演練  
Emergency Drill on Fire Safety and Ammonia Leakage Escape  
of Dalian meat factory



宮產食品廠成立內部消防隊伍  
In-house Firefighting Team Established in Wall food Factory



遼陽食品廠進行安全交叉稽核  
Liaoyang Food Factory Conducts Safety Cross Audit

為提高各地對員工安全健康的重視度，以及確保安全工作的落實，本集團會定期進行安全交叉稽核大檢查工作。

In order to raise the awareness of employee health and safety in each region and to ensure the implementation of safety measures, the Group will regularly conduct safety cross-audits and comprehensive inspections.

## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

#### 2.3 企業員工共同成長

##### 員工晉陞

績效考核方面，本集團人力資源中心根據本集團的目標和任務，每年度對員工從業績達成和領導力(包含管理任務的能力、管理團隊或他人的能力，以及管理自我的能力)兩個方面進行年中及年終兩次定期考核，考核過程亦依據基層員工、基層主管、中層主管、高階主管，所需不同勝任力進行考核，考核結果將與薪酬福利調整和職位晉陞等相結合，從而為本集團保留優秀人才。依據考核結果，我們執行適當的崗位調整和工作輪調，使人才在適宜的崗位上發揮更大的功效，並實現員工的自身價值。本集團還通過對不同崗位類別的員工執行相應績效獎金激勵方案，及每年度甄選出重點保留的精英人才給予合適的獎勵等方式，鼓勵和促進員工不斷成長和進步。

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

#### 2.3 MUTUAL GROWTH OF THE COMPANY AND EMPLOYEES

##### EMPLOYEE PROMOTION

In respect of performance assessment, the Group's Human Resources Centre appraises the performance of employees in terms of performance achievement and leadership (including the ability to manage tasks, the ability to manage teams or others, and the ability to manage themselves) twice a year according to their goals and tasks. The assessment process is also based on the competency requirements of general staff, general supervisors, mid-level managers and senior executives. The results of the appraisal will be linked to salary and benefits adjustments and job promotions to retain talented people for the Group. The results of the assessment may lead to appropriate job adjustments or rotation. This ensures that the Group's talent is deployed where it is most effective, and where the employee can best realise their own value. The Group also encourages employee growth and progress via performance bonus incentive schemes for different job categories, and by selecting appropriate talents for key retention every year.

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

## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration



關鍵崗位人才晉陞流程  
Promotion Process for Key Positions

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

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

我們鼓勵員工追求晉陞，並滿足員工合理的尊重需求，這包括設計足夠層次的職級和頭銜，以便提供員工充足的晉陞機會，盡可能滿足員工成就感。我們會在員工晉陞時給予書面的恭賀函或者公告，以對其工作表現予以認同。以期以此進行選拔並培養，建高潛人才儲備池，打造本集團關鍵崗位人才供應鏈。

We encourage employees to pursue promotion and reasonable job satisfaction. To this end, we maintain a system of ranks and titles to provide both sufficient promotion opportunities and recognition of employees' accomplishments. We give employees written congratulations or announcements upon their promotion to recognise their performance, so as to select and train, build a high potential talent reserve pool, and build the Group's key position talent supply chain.

## 2. 重視人才 和諧共贏

### 2. Staff development for win-win collaboration

#### 員工培訓

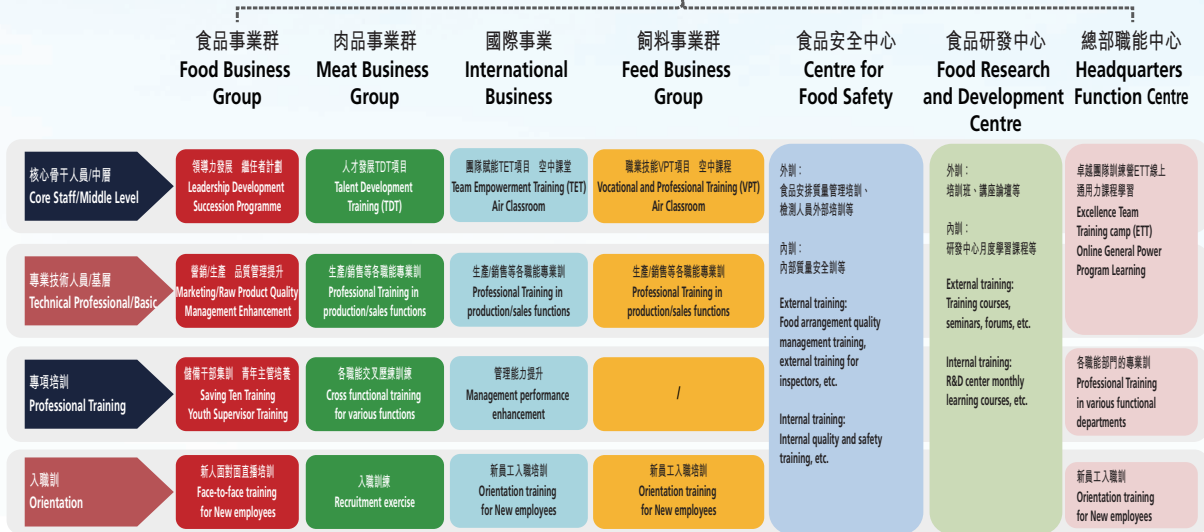
本集團以向全體員工提供理想之終身職業為己任，重視員工個人技能提升和職業發展，秉承「誠信、謙和、前瞻」的企業文化理念，構建完善的學習發展體系。本集團涉足多領域專業，並基於各事業群為單位進行項目制培訓。本集團還根據各事業群發展需求、員工崗位和職級，以及員工個人培訓意願，設計有針對性的培訓課程並開展對應的培訓計劃，持續提升員工的管理及專業技巧和晉陞機會。2023年度，本集團通過線上線下、內訓外訓、老帶新等多種形式，開展培訓活動。本集團在逐步完善在線培訓平台的同時，搭建了企業專業領域數據庫及信息化培訓鏈，打通線上線下、團體及個人信息共享路徑，提高各職能模塊前沿數據時效性，保證部門全體員工得到實時專業數據及管理工具。

#### EMPLOYEE TRAINING

The Group's mission is to provide an ideal lifelong career for all employees. With an emphasis on upgrading and developing employees' professional skills and a corporate culture of "Integrity, Modesty and Foresight", we have established a comprehensive learning and development system. The Group is involved in a wide range of professional fields, project-based training is conducted for each business group. The Group also offers targeted training courses and programmes tailored to the development needs of each business segment, staff positions and ranks and the personal aims of employees to continuously enhance the management and professional skills and promotion opportunities of our staff. In 2023, training activities were conducted online and offline, and included both internal and external training and learning from veterans. To improve the online training platform, the Group established a database of corporate professional fields and an informatization training chain. This has opened up online, offline, corporate and personal information sharing paths, improved the timeliness of front-end data for each functional module, and ensured that all employees receive real-time professional management information.

## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration

### 打造學習型組織 Building a Learning Organization



大成集團培訓體系

DaChen Group Training System



豐富的培訓活動

Different kinds of training activities



## 2. 重視人才 和諧共贏 2. Staff development for win-win collaboration

未來，本集團將持續打造學習型組織，針對不同層級不同序列，綜合給予通識課程、專業課程培訓。

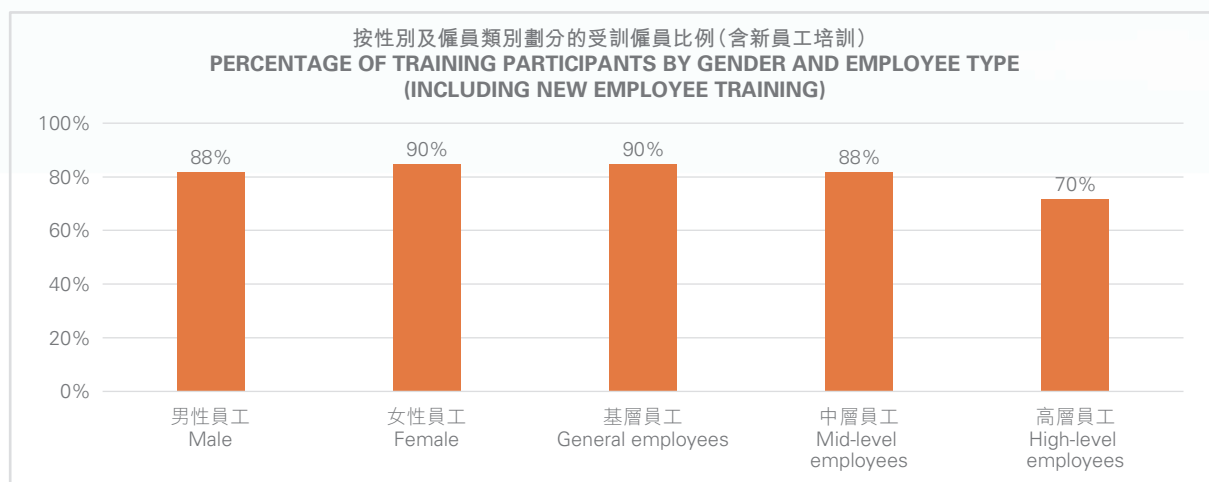
In the future, the Group will continue to build a learning organization and provide comprehensive general and professional training courses for different levels and sequences.

2023年度本集團共開展各類日常線下培訓883場，線上及線下總培訓時長為86,027小時。

In 2023, the Group carried out 883 regular offline trainings, with the total online and offline training time of 86,027 hours.

按性別及僱員類別劃分的受訓僱員比例(含新員工培訓)

### PERCENTAGE OF TRAINING PARTICIPANTS BY GENDER AND EMPLOYEE TYPE (INCLUDING NEW EMPLOYEE TRAINING)



每名僱員平均受訓小時數	Average training hours per employee	34.0
男性員工人均受訓小時數	Average training hours per male employee	28.6
女性員工人均受訓小時數	Average training hours per female employee	37.6
基層員工人均受訓小時數	Average training hours per general employee	32.2
中級管理層人均受訓小時數	Average training hours per mid-level management	31.8

## 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

大成食品用心打造優質安全食品，積極響應聯合國2030可持續發展第2、9、12和15項目標，推進負責任的生產，保障食品安全並努力創新和發展。

Dachen Food is committed to the production of safe and quality food, and actively responds to the United Nations 2030 Sustainable Goals 2,9,12 and 15 by promoting responsible production, ensuring food safety and striving for innovation and development.



#### 3.1 安心溯源體系

#### 3.1 RELIABLE TRACEABILITY SYSTEM

##### 1. 全程實名溯源

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

本集團秉承「大成為您健康生命努力」的宗旨，建立並完善食品安全溯源體系，用心打造優質安全食品。

The Group adheres to the motto “DaChan, we work for your health” and has established and perfected a food traceability system for the production of quality and safe food.

大成食品安全實名溯源系統的啟動是2008年。時任本集團董事會主席韓家寰先生就意識到「食品責任不能追溯到源頭，是導致食品安全事故頻發的最主要原因。」

DaChan’s Food Safety Real-Name Traceability System was launched in 2008. Mr. Han Jia-Hwan, the then Chairman of the Board of Directors of DaChan Group, realized that “being unable to trace the source of food liability is the main reason for the frequent occurrence of food safety incidents”.

- 適逢2008年奧運會，大成被認定為奧運雞肉備選供應商，因此本集團增加了基層駐點獸醫和質檢人員，增設中央控制點，實現了全程無縫隙點對點控制。
- 奧運會結束之後，本集團將這套質量追溯體系信息網絡化和常規化運行，並搭建面向消費者的追溯信息網絡查詢系統，把內部質量追溯控制系統對大眾開放，安心透明，接受消費者的監督。2009年，本集團正式啟動「來源透明」食品工程，推出「姐妹廚房」雞肉食品品牌(<http://www.jmcf7623.com>)；

- With the opening of the 2008 Olympic Games, DaChan was designated as an alternative chicken supplier for the Games. As such, the Company recruited additional general on-spot veterinarians and quality inspectors, and added central control points to realize seamless point-to-point control throughout the whole process.
- After the Olympic Games, DaChan put the quality traceability system into its network and routine operation as a consumer-oriented traceability information network enquiry system. The system is both open to the public and under consumer supervision. In 2009, the Group officially began its “transparent source” project by launching the “Sisters’ Kitchen” chicken food brand ([www.jmcf7623.com](http://www.jmcf7623.com));

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

大成食品溯源體系正式對外發佈是2014年9月，比國家法規關於建立溯源體系的規定提早了六年。

- 2014年9月24日本集團研發並在國內率先推出的「食品安全實名溯源系統」，來自農業部、中國畜牧協會、白羽肉雞聯盟、國際第三方檢驗認證機構Intertek天祥的專家代表，以及數十位產業鏈合作夥伴、友商列席發佈會，見證中國大陸食品行業第一家食品企業實名溯源體系的建立。

大成食品安全實名溯源系統與目前國內農畜、食品企業搭建的追溯體系核心差異在於，大成姐妹廚房的溯源是實名溯源，是比國家要求的全程溯源更嚴格、更精準的溯源。實名溯源通俗地講就是：每一份食物都有一個「身份證號」，消費者憑借此號碼可以追溯到與此產品相關的訊息，如：飼料廠、養殖場、生產車間、檢驗室，還能查看到在這些環節工作的具體負責人，例如：飼料廠廠長、飼養者、生產廠長、品管負責人等。實現了所有批次產品從原料到成品、從成品到原料100%的雙向追溯功能。

此系統另一特色在於數據的安全性，每個人工輸入的環節均被軟件實時備份。真正實現從農田到餐桌各個環節的可追溯，一旦出現問題，通過溯源系統，能快速、精準找到問題環節，遏制事態擴大，降低食品安全風險。

DaChan's Food Safety Real-Name Traceability System was in September 2014, six years earlier than the national regulations on the establishment of a traceability system.

- On 24 September 2014, the "Food Safety Real-Name Traceability System" developed by the Group was launched. Experts from the Ministry of Agriculture, China Society of Animal Science, White-feather Broiler Alliance (白羽肉雞聯盟) and Intertek, an international third-party assurance and certification agency, and dozens of representatives from industrial chain partners and fellow enterprises attended the launching ceremony to witness the establishment of the first real-name traceability system of a food enterprise in the food industry in Mainland China.

The main difference between DaChan's Food Safety Real-Name Traceability System and the current traceability systems established by the domestic agricultural, livestock and food enterprises is that DaChan "Sisters' Kitchen" requires real-name traceability, which means it is stricter and more precise than the whole process traceability as required by the state. Generally speaking, "Real-name traceability" means that each food item has an ID number, by which consumers can trace the information related to that product, such as feed mill, breeding farm, production workshop and inspection laboratory. They can also identify the specific responsible persons in each step, such as feed mill director, breeder, production factory director and quality control officer. It realizes the 100% two-way traceability function of all batches of products from raw materials to finished products and vice versa.

Another feature of the system is data security. Every manual entry is backed up by the software in real time. Should a problem occur, the system can quickly find the problematic link, isolate the situation and reduce food safety risk.

## 2. 實名溯源系統的大數據支持

大成食品採用高度垂直整合業務模式，將飼料生產、雞隻孵化及屠宰雞肉加工及加工食品生產整合為統一的經營平台。本集團執行五統一管理模式「統一供雞，統一供料、統一免疫、統一用藥、統一回收」。統一供雞，本集團有自己的種雞場、孵化場，在孵化場對雞隻進行統一免疫後，根據農戶飼養合同及飼養量，將雞隻運送到農戶養殖場；統一用料，本集團有自己的飼料廠，飼料廠根據研發部飼料配方，進行原料採買，生產營養安全的飼料，供農戶使用；統一用藥，本集團有專業的獸醫師，依據標準要求制定了藥品清單，所有農戶須遵照藥品清單，由專業的獸醫師開具處方後，方可對雞隻用藥。統一回收，根據雞隻的飼養週期，按計劃對雞隻進行回收。這種業務模式讓本集團可有效地追查來源及保證產品的質量。從農場到餐桌，全程**100**多道品管監控，層層把關，每一個環節的精細化管理和大數據的積累，保證了實名溯源系統的有效平穩運行。

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

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

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

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

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

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

#### 3. 大成實名溯源數據動態、真實、可監控

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

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

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

### 3. 食品溯源 消費放心

## 3. Consumer reassurances in food traceability

#### 4. 實名溯源來源透明，食用安心

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

#### 4. TRACEABILITY WITH TRANSPARENCY, ENSURING FOOD SAFETY

Real-name traceability connects the quality control points of business processes through digital management tools. It links feed production, farm management, meat production, and food production, publicly disclosing production and inspection processes to consumers through websites and QR code scanning to establish a linkage between the business links, ensuring continuous, accurate, and effective basic data traceability. The Group keeps abreast of the times in the establishment of a full food traceability system and maintenance of an information platform, especially in today's internet era where consumers can easily access relevant information on food purchases, truly achieving the demand for transparent sources and safe consumption. Full traceability, especially with real-name traceability throughout, is fundamental for enterprises to ensure food safety. DaChan will continue to adhere to the motto of "DaChan, we work for your health," comply with national food safety laws and regulations, further improve the whole food traceability under the guidance of the Market Supervision Department, and minimize food safety risks. Consumers may rest assured that they buy and eat with ease and joy.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

#### 飼料品控溯源

如何提供安心肉、蛋、奶，動物飼料安全至關重要。本集團始終堅持以客戶為中心，在飼料研發上不斷創新，不斷突破，提升產品質量和服務質量，滿足客戶及消費者多元化需求，同時一直注重飼料安全。本集團遵循《飼料質量安全管理規範》等國家相關規定，對原料採購與管理、生產過程控制、產品質量控制、產品儲存與運輸、衛生管理等執行嚴格管理。並且按照大成完善的品質控制體系，對入廠原料、出廠成品進行嚴格檢測，確保每一粒飼料質量安全。

#### 精準營養設計

針對目前肉雞品種生長速度快，飼料轉化率高的特點，大成肉雞料是根據不同階段營養需求，對飼料中的蛋白、能量、氨基酸等各營養素水平設定合理配比，使其營養素全面平衡。

#### 精心優選原料

主要能量源之玉米，選用高容重的特級玉米，驗收時不但要求水分、霉變粒、雜質等指標外，更嚴格檢測黴菌毒素含量；高品質油脂搭配，均衡補充 $\omega$ -3和 $\omega$ -6不飽和脂肪酸，防止經屠宰後雞肉氧化損傷和受損，保證肉質鮮嫩。

#### Feed quality control traceability

To provide peace of mind, the safety of meat, eggs, milk, animal feed is crucial. The Group always insists in placing customers as the center, constantly innovates and makes breakthroughs in feed research and development, improves product quality and service quality to meet the diversified needs of customers and consumers, and focuses on food safety at all times. The Group follows relevant national regulations such as the Practices for Feed Quality and Safety Management(《飼料質量安全管理規範》), and strictly manages raw material procurement and management, production process control, product quality control, product storage and transportation, and health management. In accordance with Dachan's sound quality control system, the incoming raw materials and finished products are strictly tested to ensure the quality and safety of each piece of feed.

#### Precision design to preserve nutrition

In view of the characteristics of fast growth rate and high feed conversion rate of the current broiler species, Dachan's broiler feed is based on the nutritional requirements of different stages, and a reasonable ratio of protein, energy, amino acid and other nutrients is set in the feed, so that its nutrients are fully balanced.

#### Careful selection of raw materials

Corn, the main energy source, is selected from high capacity special grade corn, which not only requires control on moisture, mouldy grains, impurities and other indicators, but is also strictly tested for mycotoxin content; a combination of high-quality fats and oils, balanced supplementation of omega-3 and omega-6 unsaturated fatty acids helps to prevent oxidative damage to the chicken meat after slaughtering, and guarantee the meat is fresh and tender.

### 精細加工工藝

根據肉雞各階段發育特點，按其生理消化能力設計四階段不同料型，即破碎料、三種不同大小的顆粒配合相應玉米碴混合的成品料，並且通過對含粉率、顆粒硬度、顆粒長度的嚴格控制，不但滿足不同日齡雞隻的最佳採食，同時鍛煉雞隻的消化功能，並減少了飼料的浪費。

### Fine Processing Techniques

Based on the developmental characteristics of broiler chickens at each stage, four different feed types are designed according to their physiological digestive capabilities. These include crushed feed, a mixture of three different-sized pellets with corresponding corn chips to create the finished feed. Through strict control of powder content, pellet hardness, and pellet length, the design not only meets the optimal feeding requirements of chickens at different ages but also exercises the digestive functions of the chickens and reduces feed waste.



雞料－破碎(左上)、1號料－碴+粒(右上)、2號料－碴+粒(左下)、3號料－碴+粒(右下)  
Chick Feed – Crushed (top left), Feed 1 – Chips + Pellets (top right),  
Feed 2 – Chips + Pellets (bottom left), Feed 3 – Chips + Pellets (bottom right)

大成食品從原料和添加劑的價值應用評估、到對禽畜不同生理階段和健康狀況下的營養需求評估、再到高效精準檢驗技術的研究與應用、特殊加工工藝的研究等，形成了以「優補力生物技術」和「MPT技術」為重要核心競爭力的技術體系，以確保產品安全、乾淨、新鮮、有效。

Dachan Food has formed a technology system with “U-Tonic Biotechnology” and “MPT Technology” as the important core competence from the evaluation of the value of raw materials and additives, through assessment of the nutritional needs of poultry at different physiological stages and health conditions, research and application of highly efficient and precise inspection technologies and studies of special processing techniques are carried out, so as to ensure product safety, cleanliness, freshness, and effectiveness.



### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

#### 5. 雄厚的檢測技能和裝備

為保證食品安全，本集團加大檢驗人才和設備投入，平均每年投入品質管理與檢測費用2,000多萬元；本集團除每個工廠具備自己的化驗室之外，分別在大連、蚌埠和天津擁有3個通過國家CNAS（為中國合格評定國家認可委員會）認可的檢測中心，擁有國際一流的液相色譜質譜聯用儀(LCMS-MS)、氣相色譜質譜聯用儀(GC-MS-MS)、原子螢光、原子吸收等先進的檢測設備，具備檢測農藥殘留215項、獸藥殘留172項、理化31項、微生物11項、過敏原4項、食品添加劑4項等多個項目的檢測能力，從人員、技術、設備和管理體系上，100%保證操作規範、行為公正結果準確，100%保證出廠產品的食品安全。

#### 5. SOUND INSPECTION TECHNOLOGY AND EQUIPMENT

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

## 6. 供應商的前置管理

大成食品實施供應商前置管理機制，從源頭管控品質，所有供應商必須通過食品安全中心供應商管理專員審核並納入合格供應商管理名錄後，方可實施物料採購。本集團制定《供應商管理程序》、《飼料原料採購管理程序》和《獸藥疫苗採購作業制度》，規範食品原料、輔料、包裝材料、飼料原料、添加劑、藥品類、燃料類供應商准入及日常管理。本集團重視挑選供貨商的過程和持續管理，選擇重視環保及企業社會責任之供貨商，並通過網絡核查法律訴訟信息（「國家企業信用信息公示系統」、「天眼查」）、實地考察、資質審查、合格率考核和績效評價等措施，審查包括硬件設施、體系建立、食品安全風險、供應能力等，確保供貨商符合本集團的採購政策。在對藥品供應商的審核中，本集團重點關注供應商藥渣、化學殘留物、廢棄包裝的處理，必要時要求供應商出具「藥渣、化學殘留和包裝材料的處理報告」、「危廢處理相關制度、合同、處理台帳」等信息。

## 6. SUPPLIER SELECTION MANAGEMENT

The purpose of DaChan Food's supplier selection management mechanism is to control quality at the source. Before purchasing materials, all suppliers must be reviewed by a Supplier Management Specialist from the Food Safety Centre and included in the qualified supplier management list. The Group's "Supplier Management Procedures", "FEED Raw Material Purchasing Management Procedures" and "Veterinary Drug Vaccine Purchasing Operation System" regulate access to raw food materials, excipients, packaging materials, raw feed materials, additives, drugs and fuel suppliers as part of its day to-day management. The Group attaches great importance to selecting suppliers that value environmental protection and corporate social responsibility. Selected suppliers are continuously managed via such means as internet verification of legal litigation information ("National Corporate Credit Information Disclosure System", "Tianyan Check"), on-site inspections, qualification reviews, qualification rate assessments and performance evaluations, covering hardware facilities, systems, food safety risks, supply capabilities, etc. to ensure that all suppliers comply with the Group's procurement policies. In its review of drug suppliers, the Group requires them to issue "reports on the treatment of drug residues, chemical residues and packaging materials" and "hazardous waste" when necessary as it is particularly concerned about how supplier handle drug and chemical residues.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

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

為實現「零異物、零投訴」目標，我們推動供應商建立質量管理體系，並通過質量管理體系認證。本年度，本集團推動11家PE供應商、2家膠帶供應商完成質量管理體系認證。後續我們將持續提高供應商准入門檻，所有准入的包材供應商必須具備質量管理體系認證。

本年度，本集團更新了供應商審核流程，將養殖場審核納入供應商准入審核程序中，增加對供應商養殖體系評價以及獸藥使用、獸藥引進制度和生物安全的審核，將食品安全風險前置，綜合評估供應商的全產業鏈能力。本年度，本集團更新了《供應商管理程序》、《供應商食品安全調查問卷》、《供應商文件評估清單》，新建了《養殖場審核清單》、《OEM工廠審核清單》、《供應商績效評估程序》、《OEM工廠績效評估程序》。

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

In order to achieve the goal of “zero foreign objects and zero complaints”, we have pushed forward the establishment of a quality management system for our suppliers and have passed the quality management system certification. During the year, 11 PE suppliers and 2 tape suppliers completed quality management system certification. In the future, we will continue to raise the threshold for supplier entry, and all suppliers of packaging materials must have obtained quality management certification.

During the year, the Group updated the supplier audit process, added the farm audit into the supplier access audit process, increased the evaluation of the supplier's breeding system, the use of veterinary drugs, the system of introducing veterinary drugs and biosafety audits, and with food safety risks put in the forefront, the supplier's entire industrial chain capabilities were comprehensively assessed. During the year, the Group updated the Supplier Management Procedures, Supplier Food Safety Questionnaire and Supplier Documentation Evaluation Checklist, and created the Farm Audit Checklist, OEM Factory Audit Checklist, Supplier Performance Evaluation Procedures and OEM Factory Performance Evaluation Procedures.

### 3. 食品溯源 消費放心 3. Consumer reassurances in food traceability

我們對本集團旗下各工廠紙箱供應商進行梳理，優化供應商結構，在節能減排、降低物流費用的同時，改善交貨期，截至2023年底，剔除質量管理水平低的供應商11家，其中PE袋6家，紙箱5家。

We have been sorting out the carton suppliers of our factories and optimized the supplier structure, aiming to save energy, reduce emissions and logistics costs while improving delivery times. By the end of 2023, 11 suppliers with low quality management standards were eliminated, including 6 PE bag suppliers and 5 carton suppliers.

#### 本集團供應商地區分佈

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

地區 Region		供應商數目 Number of suppliers
山東	Shandong	12
遼寧	Liaoning	84
天津	Tianjin	44
河北	Hebei	10
安徽	Anhui	163
吉林	Jilin	2
四川	Sichuan	4
黑龍江	Heilongjiang	2

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

#### 3.2 食品安全管理

##### 1. 食品安全體系的有效運行

本集團嚴格遵守《中華人民共和國食品安全法》、《中華人民共和國產品質量法》、《中華人民共和國計量法》、《中華人民共和國動物防疫法》、《中華人民共和國安全生產法》、《中華人民共和國廣告法》、《中華人民共和國消費者權益保護法》、《中華人民共和國反不正當競爭法》等有關法律法規、規範標準及管理規定，制定了《質量手冊》、《程序文件》、《前提方案》、《食品安全計劃書》、《品質管制標準書》等體系文件。我們依據國家食品安全相關法律法規為指導原則，依據ISO9001、ISO2000、FSSC22000、BRC、HACCP等標準體系要求，建立了完善的食品安全管理體系，嚴格落實原料進貨查驗、製程管控和產品出廠檢驗制度，確保為消費者提供安心健康的食品。2023年，本集團沒有因安全與健康理由而須將已售或已發送產品回收的事件發生，未發生違反產品和服務的健康與安全、廣告、標籤及隱私事宜的相關法律及規例的事件。

#### 3.2 FOOD SAFETY MANAGEMENT

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

DaChan Group operates in compliance with the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Product Quality Law of the PRC (《中華人民共和國產品質量法》), the Metrology Law of the PRC (《中華人民共和國計量法》), the Law of Animal Epidemic Prevention of the PRC (《中華人民共和國動物防疫法》), Work Safety Law of the PRC (《中華人民共和國安全生產法》), the Advertising Law of the PRC (《中華人民共和國廣告法》), the Law of the PRC on the Protection of Rights and Interests of Consumers (《中華人民共和國消費者權益保護法》), the Law of the PRC against Unfair Competition (《中華人民共和國反不正當競爭法》) and other relevant laws, regulations, standards and requirements and system documents such as the Quality Manual, Procedure Document, Prerequisite Programme, Food Safety Plan, and Quality Control Standard Book have been formulated. Guided by these laws and regulations, we maintain a food safety management system based on standardized systems such as ISO9001, ISO2000, FSSC22000, BRC and HACCP. It stringently implements raw material procurement inspections, production process control and product factory inspections are strictly implemented. In 2023, the Group experienced no incidents of recalling products sold or delivered due to safety and health reasons, and did not violate laws and regulations on the health and safety of products and services, or those pertaining to advertising, labelling and privacy.

### 3. 食品溯源 消費放心

## 3. Consumer reassurances in food traceability

本年度，本集團已完成3家工廠的體系整合，由ISO22000更換為FSSC22000審核，剩餘工廠計劃於2026年升級完畢。截至2023年底，本集團各類體系食品安全和質量證書的保有情況如下：

During the year, the Group has completed the system integration of three plants from ISO22000 to FSSC22000 Audit, and the remaining plants are scheduled to be upgraded by 2026. The Group's holdings of food safety and quality certificates for various systems as of the end of 2023 were as follows:

體系種類	ISO22000 食品安全管理體系	HACCP危害分析與 關鍵控制點體系	BRC 全球食品安全標準	FSSC22000 食品安全管理體系	ISO9001 質量管理體系
Type of system	ISO22000 Food Safety Management System	HACCP Hazard Analysis and Critical Control Point System	BRC Global Food Safety Standards	FSSC22000 Food Safety Management System	ISO9001 Quality Management System
證書數量(張) Number of certificates (sheets)	5	5	2	6	1

未來，本集團目標建立企業全面的質控系統：

In the future, the Group aims to establish a comprehensive quality control system:

- 打造質量部門管理系統整合升級：運用「3C」的質量工具對現有質控系統進行剖析和復盤；尋求行業領先專業服務機構對質控系統和理念給予輸入和校準。
- Establishing an integrated and upgraded quality department management system: analyze and review the existing quality control system using “3C” quality tools; seek input and calibration from industry-leading professional service organizations on quality control systems and concepts.

<sup>2</sup> FSSC22000是一套健全的、基於ISO的認證方案，在國際上受到廣泛認可，目的是對整個供應鏈的食品安全進行審核和認證。FSSC 22000認證的優勢在於針對食品鏈不同的行業類別明确了其前提方案要求，易於被處於食品供應鏈不同環節的組織接受、實施及審核。

<sup>2</sup> FSSC22000 is a robust, internationally recognized ISO-based certification programme for auditing and certifying food safety throughout the supply chain. The advantage of FSSC 22000 certification is that it specifies its prerequisite programme requirements for different industry categories of the food chain, and it is easy to accept, implement and audit by organizations from different parts of the food supply chain.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

- 打造相應工廠數字化轉型，品保系統聯動公司系統，全方位質量保障；建立品保數據自動分析及預警系統，實現風險前置管理；實現品保數據與各工廠系統聯動，全面在線辦公，管理層可直接通過數據瞭解現場異常。
- 打造有競爭力的專業質量團隊；形式多樣化的培訓；驗證常態化；人才儲備及梯隊建設。
- Undergoing corresponding digital transformation in production workshops, linking the quality assurance system with the company system for comprehensive quality assurance: Establish an automated analysis and early warning system for quality data to achieve proactive risk management; link quality assurance data with various factory systems for fully online operations, allowing management to directly understand on-site anomalies through data.
- Building a competitive professional quality team: Diversified training methods; standard verification; talent reserves and team building.

## 2. 產品質量管理

在提升產品質量方面，本集團從檢測人員培訓、能力測試、增加檢測設備等方面持續提升：

- 本集團蚌埠檢測中心本年度開展外部培訓1次，內部培訓12次(包括理化檢測、獸藥殘留檢測、微生物檢測、CNAS體系文件4個方面內容，共19個項目，覆蓋181人次)；能力測試共進行理化、微生物、藥殘3個檢驗項目，全部合格；2023年新增1台生化培養箱，1台電熱恆溫培養箱，4台臭氧發生器共6台檢測儀器。
- 本集團天津檢測中心本年度開展外部培訓1次，內部培訓14次，參加外部能力驗證7項，全部合格，涉及獸殘、微生物、添加劑、重金屬等領域；新增電子鹽度計、pH計兩台檢驗設備。

## 2. PRODUCT QUALITY MANAGEMENT

In enhancing product quality, the Group continuously improves through training of inspection personnel, proficiency testing, and increasing inspection equipment:

- The Bengbu Testing Center of the Group conducted 1 external training session and 12 internal training sessions this year (including physical and chemical testing, veterinary drug residue testing, microbiological testing, and 4 aspects of the CNAS system files, totaling 19 projects and involving 181 participants); conducted capability tests for physical and chemical, microbiological, and 3 drug residue testing, all of which were passed. In 2023, 1 biochemical incubator, 1 electric constant temperature incubator and 4 ozone generators, a total of 6 testing instruments, were added.
- The Tianjin Testing Center of the Group conducted 1 external training session and 14 internal training sessions this year, participated in 7 external proficiency tests, all of which were passed, involving residues, microbiology, additives, heavy metals, etc.; testing devices including an electronic salinometer and a pH meter were added.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

- > 本集團IBF檢測中心本年度開展外部培訓5次，涉及人員10人次，培訓時長128小時；內部培訓5次，涉及全員16人，培訓時長37小時；參加外部能力驗證7項(涉及獸殘、微生物、添加劑、重金屬等領域)，全部合格；增加2個檢測設備。
- > 能力比對：IBF、天津檢測中心、蚌埠檢測中心分別通過CNAS認證，取得CNAS證書，通過每年CNAS要求的外部(中國檢驗檢疫科學研究測試評價中心等)能力對比驗證，均結果滿意，蚌埠檢測中心在蚌埠市場監督管理局舉辦的檢驗人員技能競賽中，包攬一等獎、二等獎。
- > The IBF Testing Center of the Group conducted 5 external training sessions this year, involving 10 personnel with a total training duration of 128 hours; 5 internal training sessions involving all 16 staff members with a total training duration of 37 hours; and participated in 7 external proficiency tests (involving veterinary residues, microbes, additives, heavy metals, etc.), all of these tests were passed; and 2 testing devices were added.
- > Capability comparison: The IBF, Tianjin Testing Center, and Bengbu Testing Center each passed CNAS certification, obtained CNAS certificates, and underwent annual external proficiency testing and evaluation by CNAS-required external organizations (such as China National Accreditation Service for Conformity Assessment), with satisfactory results. The Bengbu Testing Center won the first and second prizes in the inspection personnel skills competition held by the Bengbu Market Supervision Administration.

### 3. 嚴格藥物殘留管控制度

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

### 3. MANAGEMENT AND CONTROL OF DRUG RESIDUES

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



### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

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

The Group's Food Safety Centre updated the "Residual Testing Procedures and Internal Control Standards" for compliance with the "Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People's Republic of China", GB31650-2019 (officially implemented on 1 April 2020), the requirements of the national annual sampling programme and relevant national laws and regulations. The updated Standards clarify drug residue limit standards and testing frequency and the maximum residue limit for drugs allowed by the country, and clearly stated that those drugs which are prohibited. Regular drug residue monitoring items include 14 items, namely furazolidone metabolites, furacillin metabolites, nitrofurantoin metabolites, furantoin metabolites, chloramphenicol, metronidazole, total fluoroquinolones, total tetracyclines, total sulfonamides, total trimethoprim, total nitroimidazoles, nicarbazine residual markers, tilmicosin, sodium pentaclofenac. The monitoring frequency varies for different drugs. There are four monitoring methods used to ensure full coverage and product quality: by batch, on quarterly, by semi-annual and annual basis, ensuring the quality of products. To meet requirements for comprehensive traceability, the Group's Food Safety Centre has issued the "Drug Residue Testing and Sampling Operation Process" which standardises pre- and post-slaughter sampling procedures for chickens, and clarifies sampling times, sampling numbers, sampling points and weight requirements. The requirements for uniformity include the number of chicken breeds and the number of chickens delivered in the sampling records. In order to prevent the mixing of chickens, the number after slaughter must be strictly recorded. The quality assurance personnel are responsible for reviewing and providing details of recent medication on the chickens. The process of veterinary drug residue detection is strictly implemented in the two stages of pre-slaughter and post-slaughter. The chickens with drug residue level exceeding the pre-slaughter test will be rejected to ensure that the veterinary drug residue of the product after slaughter fully meets standard requirements. Suppliers are required to provide a factory inspection report

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還是外采原料，明確要求供應商提供每批次原料的出廠檢驗報告，檢測項目包含氟奎諾酮類總量、四環素類總量、硝基咪唑類總量、替米考星等，依據客戶要求檢測項目會有不同，原則是嚴格遵守或更嚴於國家標準控制，確保產品品質安全。

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

#### 4. 日常GMP管理

本集團食品安全中心在各級領導的支持下，帶領團隊，高舉GMP大旗，緊緊圍繞「100-1=0」的管理理念，積極推進並落實日常GMP改善計劃追蹤工作，稽核內容逐年細化精進，稽核水平逐年提升。食品、肉品同步管理，硬件和軟件同步精進，消除短板，加長長板，共同達成1+1≥2的目的：稽核內容有基本硬件設施要求和維護、收發貨和倉儲管理、設備維護保養校準人員衛生要求和培訓、清潔消毒和蟲鼠管理、追溯體系、異物和過敏源管理HACCP計劃、SOP落地執行9個模塊。本集團共12個被稽核單位，總分100%達成90分以上好成績。團隊整體表現優秀，持續改善一直在進行中，為質量管理目標的圓滿達成奠定了良好的基礎。

#### 4. REGULAR GMP MANAGEMENT

With the support of leaders at all levels, the Group's Food Safety Center leads the team to actively follow-up the regular GMP improvement with the management concept of 100-1 = 0 bearing in mind. The audit contents are reviewed every year, raising the audit standard every year. Food and meat products are managed simultaneously, and hardware and software are improved simultaneously. Eliminating the weaknesses while reinforcing the strengths, so as to jointly achieve the goal of 1 + 1 ≥ 2. Our audits cover nine modules, namely basic hardware facility requirements and maintenance, receipt and delivery of goods and storage management, equipment maintenance and calibration, personnel hygiene requirements and training, cleaning and disinfection and pest control, traceability system, foreign objects and allergen management, HACCP plan, and 9 standard operating procedures (SOP). A total of 12 units of the Group were audited, and 100% attained over 90 points in the overall score. The team performed remarkably in general, and improvement is still ongoing to lay a sound foundation for the achievement of quality control objectives.

### 3. 食品溯源 消費放心

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#### 5. 職能團隊建設

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

針對職能團隊制定了年度培訓計劃並按照不同管理層級進項專項的人才梯搭建的職業技能進行培訓，並且有效果驗證，技能考核全部通過。各方客戶現場審核及交流均圓滿通過，得到監管方的認可。

#### 6. 食品召回制度

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

#### 5. ESTABLISHING FUNCTIONAL TEAMS

To ensure product quality, the quality assurance team maintains 4 functional teams for system construction and maintenance, raw and auxiliary materials and packaging materials acceptance, processing quality control, and product delivery inspection. The Food Safety Centre maintains system project management personnel for assessing and promoting the Group's systems. All work are performed under the guidance of the systems' personnel and strictly complying with the system, from raw materials to finished products leaving the factory, with quality control throughout the entire process to ensure product quality and safety.

Annual training plans are developed for the functional teams and the professional skills built by the special talent ladder at different management levels are trained and effect verified, and all the skills assessments have been passed. The on-site audit and interflow with customers have been successfully completed and have been recognized by the regulator.

#### 6. FOOD RECALL SYSTEM

We established the "Food Recall Procedures" in accordance with the system, and conduct recall drills at least twice a year. Recalls are required to be completed within 2 hours. For over a decade since the real-name traceability system has been established, every recall drill was successfully completed in accordance with the time requirements.

### 3.3 客戶服務及隱私保護

#### 客戶服務

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

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

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

### 3.3 CUSTOMER SERVICE AND PRIVACY PROTECTION

#### CUSTOMER SERVICE

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

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

At present, the most commonly used and quick feedback method is the WeChat platform. To ensure a rapid response, the Group has established 10 quality complaint response groups, with members consisting of the sales general manager, business supervisors and heads of production and quality assurance teams. After receiving the customer complaint information (item name, batch number, photograph(s) of the problem, contact person, etc), the regional business representative will contact the customer's distributor or endpoint customer as soon as possible to understand the details of the problem; then, feedback in the customer complaint group will be given as soon as possible, and emails sent to relevant personnel and supervisors for feedback at the same time.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

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

2023年，不同產線累計客訴共228件，均已妥善處理。

#### 客戶信息安全及隱私保護

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

本集團重視保護客戶及業務夥伴的隱私，經營過程中要求員工遵守保密守則，並有信息技術團隊實行並維護數據保護系統，從而確保數據的安全性、有效性及完整性。

The responsible department for customer complaints is the Food Safety Centre, and the person in charge is the manager of the Quality Assurance Department. Urgent customer complaints are required to be processed within 2 hours, and ordinary customer complaints are responded to within 24 hours. The Quality Assurance Centre is further responsible for analysing customer complaints and searching for the cause of complaint, developing solutions to causes of problems, verifying the solutions' effectiveness, and ensuring that the problems do not reoccur.

In 2023, a total of 228 customer complaints from different production lines were received and properly handled.

#### CUSTOMER INFORMATION SECURITY AND PRIVACY PROTECTION

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

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

### 3.4 產品研發與知識產權保護

本集團以提升整個食物產業鏈的效率與附加價值，並提供消費者安心、營養、健康的產品與服務為產品研發的管理理念和管理目標。本集團針對產品研發的管理流程為：新產品開發概念審批—雛形樣品製作—品評及改良—NPC會議確認—上市通告—中試生產—批量生產—產品交付。為確保研發水平處於行業優勢地位，本集團積極參與行業專業性的線上、線下的研討會議、參加各種專項技術的培訓班、參觀食品、包裝、設備等相關專業的展覽會議，獲取新的行業技術和發展趨勢信息並應用到產品開發中。2023年，本集團在研發方面的投入約人民幣1,000萬元。

- 在產品創新方面，本集團每年持續對研發進行設備和人力的投入，不斷開發適合市場需求的產品，2023年全年上市新產品150SKU+；新增烘焙餡料類、預制烘焙類、常溫類上市新品類。

### 3.4 PRODUCT R&D AND INTELLECTUAL PROPERTY PROTECTION

The Group's management principle and objective in relation to product R&D is to enhance the efficiency and added value of the whole food industry chain and to provide consumers with safe, nutritious and healthy products and services. The Group's management process for product R&D is as follows: review and approval of new product development concept – prototype sample production – evaluation and improvement – NPC meeting confirmation – launching announcement – pilot production – mass production – product delivery. In order to ensure that our R&D is in an advantageous position in the industry, the Group actively participates in professional online and offline seminars and conferences in the industry, training courses on various special technologies, visits exhibitions and conferences of food, packaging, equipment and other related disciplines, acquires new industry technology and development trend information and applies the same to product development. In 2023, the Group invested approximately RMB10 million in R&D.

- In terms of product innovation, the Group continues to invest in R&D equipment and manpower every year, and continuously develops products to cater for the market demand. In 2023, 150SKU+ of new products were launched in the market. New categories of baking fillings, prefabricated baking and room temperature were put on the market.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

- 在設備創新方面，本集團積極推進自動化、智能化，生產線由原來的半自動操作逐步實現自動化，使過程管控更精細，杜絕人為接觸產品，保證產品品質，生產效率大幅提升，人均生產力較2022年提升幅度達15%。2023年，本集團引進自動腿排分切設備、鮮肉切片設備、在線滾揉設備；建成的蚌埠新廠智能冷庫使用機器人進行揀貨、配送和自動倉儲管理；研發試驗設備漢特曼灌裝機。
- In terms of equipment innovation, the Group actively promotes automatic and intelligent production lines, and gradually upgrades from semi-automatic to automatic operation, which has refined the process control and eliminated human contact with products to ensure product quality and greatly improved production efficiency, and the average productivity per person increased by 15% as compared with 2022. In 2023, the Group introduced automatic leg row cutting equipment, fresh meat slicing equipment and online rolling and kneading equipment the intelligent cold storage of Bengbu new plant uses robots for picking, distribution and automatic storage management; the test equipment Hantmann filling machine (漢特曼灌裝機) was under research and development.
- 在包裝創新方面，本集團將外包裝箱三層箱由C楞替代原B楞，五層箱由BC楞替代原AB楞，其製成的瓦楞紙箱剛性更好，適合高質量的印刷，而且節省運輸和倉儲空間。變更楞型後，紙箱驗收的關鍵指標邊壓和耐破均不變，成本有所降低。
- In terms of packaging innovation, the Group has replaced the original B flute corrugated box with C flute corrugated box for three layers, and the original AB flute corrugated box with BC flute corrugated box for five layers. The replacement corrugated box made is more rigid, suitable for high-quality printing, and saves transportation and storage space. After changing the shape of corrugated flutes, the key indicators of carton acceptance, such as edge pressure and break resistance, remain unchanged, and the cost is reduced.

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- > 在環境和交叉污染方面，本集團實行了以下管控舉措：1)提高原料綜合利用率，降低廚餘和廢棄原料數量；2)生產線裹粉類在線回收利用，減少廢棄物料數量；3)輔料及包裝材料使用MRP系統按生產訂單計劃精準採購，減少剩餘和報廢的風險；4)引入UV噴碼機進行在線包裝標識打碼，解決小品項使用不干膠貼，減少產生包材廢棄物。

- > In terms of environment and cross-contamination, the Group has implemented the following control measures: 1) Improve the comprehensive utilization rate of raw materials and reduce the amount of kitchen waste and discarded raw materials; 2) Recycling and utilization of powder coating line to reduce the amount of waste materials; 3) Accessories and packaging materials use MRP system to make accurate purchases according to production order plan to reduce the risk of surplus and scrap; 4) The introduction of UV inkjet printer for online packaging marking, which solves the problem of using self-adhesive stickers for small items, and reduces the production of packaging material waste.

大成食品知識產權範圍包含：著作權、專利權、商標權、商業秘密及其他知識產權。本集團嚴格遵守《中華人民共和國著作權法》《中華人民共和國專利法》《中華人民共和國商標法》等法律法規的規定。在國家規範及引導下，本集團著重突破，從產品配方、技術工藝方面進行創新，截至2023年末，蚌埠大成食品有限公司已授權的實用新型專利授權16個，其中2023年新增授權實用新型專利3個；另有一項新增發明專利在審核中。這些都是本集團對於技術創新及知識產權重視的實踐。

DaChan Food's intellectual property includes copyrights, patents, trademarks, trade secrets, and others. The Group strictly abides by the Copyright Law of the PRC (《中華人民共和國著作權法》), the Patent Law of the PRC (《中華人民共和國專利法》), the Trademark Law of the PRC (《中華人民共和國商標法》) and other laws and regulations. With standardization and guidance given by the nation, the Group focuses on breakthroughs and innovations in the product formula, technology and technical process. By the end of 2023, Bengbu DaChan Food Co., Ltd. was awarded 16 utility model patents, of which 3 new utility model patents were awarded in 2023. Another new invention patent is under review. These all demonstrates the Group's practices on technological innovation and its emphasis on intellectual property rights.



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本集團將繼續發揮企業的品牌優勢，加強知識產權的保護，積極採取措施防止及減少商標、專利等知識產權侵權行為的發生。就管理規範而言，要求員工遵守本集團保密制度，每位員工都有責任保護本集團知識產權和商業秘密不被竊取和非法使用，並且全力維護公司利益。本集團將繼續在產品創新、工藝創新、設備創新、包材創新等方面進行探索，對取得的成果進行專利申請，使企業的知識產權得到法律上的保護。

The Group will continue to give full play to its brand advantages, strengthen intellectual property protection, and actively take measures to prevent and reduce intellectual property infringements such as trademarks and patents. In terms of management practices, employees are required to abide by the Group's confidentiality system. Each employee is responsible for protecting the Group's intellectual property rights and trade secrets from theft and illegal use, and making effort to safeguard the interests of the Company. The Group will continue to explore product innovation, process innovation, equipment innovation, packaging material innovation and others, and apply for patents for such achievements, so that our intellectual property rights can be legally protected.

### 3.5 動物福利

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

### 3.5 ANIMAL WELFARE

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

對本集團來說，動物福利的重要性不言自明，本集團遵循國際獸醫局(OIE)動物福利標準，並嚴格遵循動物福利五大原則去飼養肉雞，善待肉雞，既實行自身的義務、也是經濟效益上的需要。動物福利五大原則如下：

- 1 享受不受飢渴的自由，保證提供動物保持良好健康和精力所需要的食物和飲水。
- 2 享有生活舒適的自由，提供適當的房舍或棲息場所，讓動物能夠得到舒適的睡眠和休息。
- 3 享有不受痛苦、傷害和疾病的自由，保證動物不受額外的疼痛，預防疾病並對患病動物進行及時的治療。
- 4 享有生活無恐懼和無悲傷的自由，保證避免動物遭受精神痛苦的各種條件和處置。
- 5 享有表達天性的自由，被提供足夠的空間、適當的設施以及與同類夥伴在一起。

For the Group, the importance of animal welfare is self-evident, the Group follows the animal welfare standards of the World Organization for Animal Health (OIE), and strictly follows the five principles of animal welfare to raise meat chickens and treat meat chickens well, both in accordance with its own obligations and economic needs. The five principles of animal welfare are as follows:

- 1 Enjoy the freedom from hunger and thirst and ensure that the animal is provided with the food and water it needs to maintain good health and energy.
- 2 Enjoy the freedom to live comfortably and provide suitable accommodation or shelter for animals to sleep and rest comfortably.
- 3 Enjoy freedom from pain, injury and disease and ensure that animals are not subject to additional pain, prevent diseases and provide timely treatment to sick animals.
- 4 Enjoy the freedom to live free from fear and sorrow and ensure that conditions and treatments are provided to avoid mental suffering to animals.
- 5 Enjoy the freedom to express their nature, be provided with adequate space, appropriate facilities and with fellow beings.

### 3. 食品溯源 消費放心

### 3. Consumer reassurances in food traceability

本集團建立了關於動物福利的多種制度，包括：成立動物福利委員會；動物福利基本程序；獸醫健康計劃；大成A計劃實施手冊；安樂死標準操作程序；墊料管理（種雞）；水料線衛生管理制度；毛雞出欄流程&操作規範；滅鼠管理規定；野鳥防控管理規定；異常情況報告控制程序；死淘雞處理程序；無害化處理制度；員工培訓制度。

此外，本集團積極開展提高動物福利的工作，如新鮮食廠宰殺吊掛台的設計就是充分考慮動物福利要求的案例。

The Group has established various systems relating to animal welfare, including: the establishment of an Animal Welfare Committee; Basic animal welfare procedures; Veterinary health programme; Dachan Plan A implementation manual; Standard operating procedure for euthanasia; Bedding management (breeding chickens); Sanitary management system of water supply line; Rough chicken slaughter process & operation specification; Regulations on rodent control; Regulations on prevention and control of wild birds; Exception reporting control program; Dead chicken processing procedures; Harmless treatment system; Staff training system.

In addition, the Group is actively engaged in the improvement of animal welfare, such as the design of the slaughter hanging table in a fresh food factory is an example of fully considering animal welfare requirements.

## 4. 廉潔從業 守衛底線

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

大成食品規範廉潔從業，積極響應聯合國2030可持續發展第16項目標，推進公開透明的工作環境。



本集團根據《中華人民共和國反不正當競爭法》、《中華人民共和國反壟斷法》等法律法規和有關反貪污賄賂的法律規定，制定實施制度包括《員工職業道德守則》、《管理人員職業道德守則》、《陽光計劃及實施細則》、《陽光採購作業制度》、《反舞弊與舉報機制制度》。

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

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

Dachan Food operates with integrity, actively responds to the United Nations 2030 Sustainable Development Goal 16, and promotes an open and transparent working environment.



In accordance with the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Anti-Monopoly Law of the PRC (《中華人民共和國反壟斷法》) and other laws and regulations relating to anti-corruption and anti-bribery, the Group has formulated and implemented a Code of Ethics for Employees (《員工職業道德守則》), a Code of Ethics for Senior Officers (《管理人員職業道德守則》), the Sunshine Project and its Implementing Measures (《陽光計劃及實施細則》), and the Sunshine Procurement Operation System (《陽光採購作業制度》) as well as the Anti-fraud and Whistleblowing Mechanism System (《反舞弊與舉報機制制度》).

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

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

#### 4. 廉潔從業 守衛底線

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

- 一級防線：各事業對事業內部各工廠的自查自糾；
  - 二級防線：本集團職能採取交叉查核方式進行監督；
  - 三級防線：稽核室實施專案查核和舉報查核（實名舉報成立專案查核，非實名如事實清楚也會成立專案查核）。
- First line of defence: Self-inspection and self-correction by each business unit to each of its factories.
  - Second line of defence: Cross-checking and supervision by Group functions.
  - Third line of defence: Project and report checks by the Audit Office. Verified cases will be established and investigated for both non-anonymous reports and anonymous reports.

本集團針對廉潔事項開展定期、不定期的現場及會議宣導機制、舉報機制以及人資、採購和生產等職能中心內部交叉互查，同時不定期的對各工廠實地檢核現場反饋問題並進行往期典型案例分析。2023年度本集團共勸退1人，懲處12人（13次），嚴肅整治了企業廉潔風氣。本年度本集團發生舉報四例，均已識別業務端風險點並妥善解決。

The Group carries out regular and irregular on-site and conference advocacy mechanisms, reporting mechanisms, and internal cross-checking of functional centers such as human resources, procurement and production on matters of integrity. At the same time, the Group inspects on-site feedback problems of various factories from time to time and conducts advocacy of previous typical cases. In 2023, the Group dismissed 1 person and punished 12 people (13 times), seriously regulating the integrity of the enterprise. During the year, the Group received four reported cases, all of which have been identified and properly resolved.



宣導三道防線機制

Advocating the Three Lines of Defence Mechanism

#### 4. 廉潔從業 守衛底線

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

本年度，本集團實施了多項反腐措施。本集團基於《反舞弊與舉報機制制度》訂立了二級文件《關於設立「1000萬」反腐獎金池最高可獎100萬政策》實施細則，構建「不敢腐、不能腐、不想腐」的廉政機制，創建風清氣正的企業文化。另外，本集團OA系統專門設置「大成陽光申報系統」，要求所有員工如實申報與其他員工、客戶和供貨商之間的親屬／同鄉關係、兼職、接受饋贈等內容，以防止賄賂、欺詐、洗黑錢及勒索，構建透明、公平的工作環境。同時，人資中心設置「員工獎懲管理辦法」獎優罰劣，對員工工作行為進行監管。此外，在與供應商、客戶簽訂購銷合同的同時，本集團要求簽署「反腐敗、反商業賄賂承諾函」，該承諾函明確本集團制度，禁止商業賄賂（含禮品及娛樂招待）、禁止圍標串標、避免利益衝突，同時明確違反該承諾的違約責任等條款。

During the year, the Group implemented a number of anti-corruption measures. Based on the “Anti-fraud and Reporting Mechanism System”, the Group has formulated the implementation rules of the secondary document “Policy on setting up a RMB10 million “anti-corruption bonus pool with a maximum prize of RMB1 million”, to build an honest and clean government mechanism that “dares not corrupt, cannot corrupt and does not want to corrupt”, and to create a clean and positive corporate culture. In addition, the “DaChan Sunshine Reporting System” was established within the Company’s OA system. This requires all employees to disclose on the record the nature of their relationships with fellow employees, customers and suppliers, including any part-time employment and any gifts that may have been received within these relationships, as a deterrent to bribery, fraud, money laundering and extortion, and create a transparent and fair working environment. At the same time, the Human Resources Centre devised the “Employee Reward and Punishment Management Measures” to give rewards and punishments accordingly and supervise the employees’ work behavior. In addition, the Group requests suppliers and customers to sign an “anti-corruption and anti-bribery pledge” when entering into purchase and sales contracts with us. Such pledge specifies our Group’s system which includes commercial bribery prohibition (including gifts and entertainment), bid-rigging prohibition and avoidance of conflict of interest. It also specifies the terms and conditions of breaching the pledge.

#### 4. 廉潔從業 守衛底線

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

為了規範員工及董事廉潔從業行為，2023年度稽核中心針對員工開展了以下措施：

- 稽核室每季度通過內部經管會、職能中心報告、稽核室現場檢核向事業、各工廠分享稽核案例及核查發現，宣導提示風險。
- 稽核室於2023年12月面向各事業主管、財務區域主管以及部分利潤中心主管，針對本集團年度「內部控制制度自行評估作業」進行宣導，請各事業主管對事業內部自控內控給予重視並貫徹執行。
- 稽核室以季度為單位向本集團總部提交「稽核工作報告」；每半年向董事會提報一次稽核工作報告及反貪污宣導。

未來，本集團將繼續推進反貪污工作，實行以下規劃：

- 稽核室繼續定期及不定期的在本集團內部執行對稽核核查案例的宣導和通報，規避風險堵塞漏洞。禁止員工向其直接主管或向對其崗位有監督或管理職責的其他人員進行任何形式的饋贈。

In order to ensure the integrity of employees and Directors, in 2023, the Audit Centre implemented the following measures for employees:

- The Audit Office shared audit cases and verification findings with the business units and factories every quarter through the management meeting, the function centre report and the on-site inspection of the Audit Office to inform and alert the risks identified.
- In December 2023, the audit room publicized the Group's annual "Internal Control System Self-evaluation Exercise" to the heads of business units, regional financial executives and some profit center executives, and requested the heads of business units to pay attention to and strictly implement internal control measures.
- The Audit Office submitted the "Audit Report" to the Group headquarters every quarter and submitted the Audit Report and anti-corruption campaign to the Board of Directors on a semi-annual basis.

In the future, the Group will continue to put forth its anti-corruption efforts and carry out the following plans:

- The audit room will continue to advocate and inform the Group of audit and verification cases regularly and on a non regular basis to avoid risks and fill the loopholes. Employees are prohibited from making gifts of any kind to their direct supervisors or to other persons who have supervisory or managerial responsibilities for their positions.

#### 4. 廉潔從業 守衛底線

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

- 本集團職能中心依據本集團反舞弊措施，如批准、授權、核查、核對、權責分工、工作業績覆核以及本集團資產安全的保護等規範制度標準，加強檢核，做好「三級防線」內控監管。
- 事業、各工廠加強本集團內部以員工手冊、本集團規章制度發佈、宣傳或者局域网等方式進行有效溝通或培訓，確保員工接受有關法律法規、職業道德規範的培訓，幫助員工識別合法與違法、誠信道德與非誠信道德的行為。
- The Function Centre of the Group shall strengthen inspection and control in accordance with the Group's anti-fraud measures, such as approval, authorization, verification, checking, division of rights and responsibilities, work performance review and protection of the Group's asset safety and other norms and standards, doing a good job in the "Three Lines of Defence" internal control and supervision.
- Business units and factories shall strengthen effective communication or training within the Group by means of employee manuals, the release and publicity of the Group's rules and regulations, or local area network (LAN), to ensure that employees receive training on relevant laws and regulations and professional ethics, and to help employees identify legal and illegal, ethical and unethical behaviors.

2023年，本集團無重大違反與防止賄賂、勒索、欺詐及洗黑錢相關之法律法規的情況發生，2023年度也未發生涉及本集團或員工的貪污訴訟案件。2024年將繼續執行內控「三級防線」政策，做好各個層級反舞弊案例宣講和通報，嚴格貫徹執行本集團相關制度。

In 2023, there were no major violations of laws and regulations by the Group with respect to bribery, extortion, fraud and money laundering, nor any corruption lawsuits filed by the Group or its employees in 2023. In 2024, the Group will continue to implement the "Three Lines of Defence" internal control measures to promote and report on anti-fraud cases at all levels and strictly enforce the relevant systems of the Group.

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

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

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

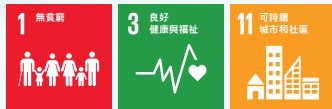
Report E-mail：[800@dachan.com.cn](mailto:800@dachan.com.cn)



## 5.反哺社會 社區貢獻

## 5. Giving back to society and contributing to the community

大成食品積極回饋社會，響應聯合國2030可持續發展第1、3和11項目標，促進企業與社會的良性互動，傳遞溫暖與愛心。



本集團在自身發展的同時，持續發揮行業優勢，聚焦社會關懷，向社會傳遞溫暖與愛心，持續引領社區參與及公益活動的發展。本集團社區參與涵蓋多個領域，包括鄉村振興、食品安全教育、對聽障人士的關懷、碳普惠、無償獻血和植樹等方面，並在銀行進行綠色存款。

Dachan Food actively gives back to the society, responds to the United Nations 2030 Sustainable Development Goals 1, 3 and 11, promotes positive interaction between enterprises and society, and spreads warmth and love.



In the course of its own development, the Group continues to give full play to its industry advantages, focusing on social care, spreading warmth and love to the society, and leading the development of community participation and public welfare activities. The Group's devotion to the community covers a wide range of areas, including rural revitalization, food safety education, care for the hearing-impaired, carbon inclusion, non-remunerated blood donation and tree planting, and green deposits in banks.



綠色存款證書

Certificate of green deposit

## 5.反哺社會 社區貢獻

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

2023年，本集團積極參與鄉村振興，通過技術指導等方式，助力農民提升農業生產效率：

- 產業幫扶實踐方面，本集團投資農業項目，幫助農民提升農業產值，推動當地經濟發展，提高農產品質量，並通過產業鏈整合幫助農民有效推廣產品。
- 食品安全教育方面，本集團積極支持農村及城市邊緣地區的學校，促進教育文化發展，為學生提供更廣闊的知識視野。
- 碳普惠項目方面，本集團響應北京市發改委的碳積分項目，通過實施節能減排措施，致力於可持續發展目標。

In 2023, the Group actively participated in rural revitalization and helped farmers improve agricultural production efficiency through technical guidance and other means:

- In terms of industrial support, the Group invested in agricultural projects to help farmers increase their agricultural output value, promote local economic development, improve the quality of agricultural products, and help farmers effectively promote their products through the integration of industrial chains.
- In terms of food safety education, the Group actively supported schools in rural and urban fringe areas to promote educational and cultural development and provide students with a broader knowledge horizon.
- In terms of carbon inclusion projects, the Group was committed to sustainable development goals by implementing energy conservation and emission reduction measures in response to the carbon credits project of the Beijing Municipal Development and Reform Commission.

## 5.反哺社會 社區貢獻

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

#### 1. 大成食品助力「雷越野」

在大連100越野賽十週年紀念賽中，本集團下屬大連美食食品廠全程助力，為來自國內外近800名越野跑選手提供周到的營養支持。我們設有完善的9個補給站，遍佈100公里的賽道，確保所有參賽者在領略大連海濱山地美景的同時，能及時獲得所需的能量補給。

我們選用高品質雞肉製作營養豐富的餐食和小吃，供應選手補充高蛋白低脂肪的能量，支持選手克服艱難的越野挑戰。補給站外設有品牌宣傳展台，提供舒適休息區和美味雞肉製品，讓選手們比賽後能輕鬆放鬆、迅速恢復體力。

#### 1. DACHAN FOOD SPONSORS THE “LEI ULTRA ENDURANCE RACE” (雷越野).

In the 10th anniversary of Dalian 100 Ultra Endurance Race, the Group’s Dalian food factory sponsored the event by providing thoughtful nutrition support for nearly 800 cross-country runners from home and abroad. We set a network of 9 refueling stations covering 100 kilometers of the track, ensuring that all participants can get the energy they need in time while enjoying the beautiful scenery of Dalian’s coastal mountains.

We selected high-quality chicken to create nutritious meals and snacks, providing runners with high protein and low-fat energy to support them through tough cross-country challenges. Brand promotion booths were installed outside the supply stations, providing a comfortable rest area serving with delicious chicken products, so that the players can relax and recover quickly after the game.



大成食品為選手提供餐食和小吃

Dachan Food provides participants with meals and snacks

## 2. 首屆兩岸碳中和高峰論壇

2023年7月7日，本集團參與了北京清華大學舉辦的首屆「兩岸碳中和高峰論壇」，旨在推動兩岸碳權經濟的合作與發展。該論壇聚焦於「碳權經濟合作與發展」，彙集了兩岸專家、學者和企業界人士，共同探討低碳經濟發展和碳權市場建設的經驗和策略。

本集團在安徽蚌埠的工廠是其在新的農業領域的典範性投資，凸顯了本集團在實現經濟持續發展的同時，致力於達到碳中和目標的決心。本集團強調了通過合作應對全球碳關稅趨勢的重要性，並提出利用碳排放權交易市場和碳稅政策等機遇來加強產業合作。

## 2. THE FIRST CROSS-STRAIT CARBON NEUTRALITY SUMMIT FORUM

On 7 July 2023, the Group participated in the first “Cross-Strait Carbon Neutrality Summit Forum” held by Tsinghua University in Beijing, aiming at promoting the cooperation and development of cross-strait carbon economy. Focusing on “carbon rights economic cooperation and development”, the forum brought together experts, scholars and entrepreneurs from the Mainland and Taiwan to discuss experiences and strategies for low-carbon economic development and the establishment of carbon market.

The Group’s factory in Bengbu, Anhui Province, is a model investment project in the new agricultural sector, highlighting the Group’s determination to pursue carbon neutrality while achieving sustainable economic development. The Group stressed the importance of working together to address the global trend of carbon tariffs and proposed to take advantage of opportunities such as carbon trading markets and carbon tax policies to strengthen industrial cooperation.

## 5.反哺社會 社區貢獻

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

這次論壇不僅是兩岸在碳減排和碳權經濟合作方面的重要交流平台，也為本集團展示其在碳減排和碳中和領域所取得的成果提供了良機。本集團承諾將持續深入參與相關研究和實踐，為兩岸碳中和發展貢獻力量，致力於保護地球，為子孫後代創造更美好的未來。

This forum is not only an important platform for cross-straits exchanges on carbon emission reduction and carbon rights economic cooperation, but also provides a good opportunity for the Group to demonstrate its achievements in the field of carbon emission reduction and carbon neutrality. The Group is committed to continue to participate deeply in relevant research and practice, contribute to the carbon neutral development of the two places across the Strait, and strive to protect the planet and create a better future for future generations.



大成食品在會上簡報ESG工作進展

Dachan Food presents the progress of ESG work at the meeting

### 3. 聽障人士關懷

本集團自2022年開始，每年資助彩虹天使咖啡屋兩位以上聽障青年的培訓費用，覆蓋月度培訓金和社保，為聽障學員提供穩定的生活支持，讓他們能專心學習，也減輕了彩虹天使咖啡屋的負擔，有助於持續推動該公益計劃。為慶祝2023彩虹天使咖啡屋六週年生日，本集團設計師為咖啡屋打造了精美的T恤圖案，希望咖啡屋的成功經驗能夠惠及更多弱勢群體。通過為聽障人士提供就業機會，本集團增進了對聽障群體的瞭解和關注，也促進了社會的包容性。

### 3. CARING FOR THE HEARING-IMPAIRED

Since 2022, the Group has been subsidizing the training expenses of more than two hearing-impaired young people at Rainbow Angel Cafe every year, covering the monthly training fund and social insurance, providing stable living support for the hearing-impaired students to enable them to concentrate on their studies and reduce the burden of Rainbow Angel Cafe, helping this community project to continue its operation. To celebrate the 6th anniversary of Rainbow Angel Cafe in 2023, designers of the Group have created beautiful T-shirt patterns for the cafe, hoping that the successful experience of the cafe can benefit more disadvantaged groups. By providing employment opportunities for the hearing-impaired, the Group enhances understanding of and concern about the hearing-impaired people and promotes inclusion in society.



彩虹天使咖啡屋感謝證書

Appreciation Certificate from Rainbow Angel Cafe

## 5.反哺社會 社區貢獻

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

#### 4. 鄉村振興與社區捐贈

- 2023年5月，本集團捐款人民幣4萬元，以助力天津市台資企業協會向甘肅廣河縣的結對幫扶活動及響應國家「一帶一路」沿線鄉村振興政策考察調研。
- 2023年5月，台畜大成食品(蚌埠)有限公司向天津市西青區中北鎮人民政府捐款人民幣1萬元，用於支援甘肅省天水市麥積區、白銀市景泰縣或新疆於田縣，助力鄉村振興。
- 2023年7月，本集團下屬滄州肉品廠向高寨鎮留捨中心小學捐贈了6台空調。9月，該校校長前來向本集團下屬滄州肉品廠表示感謝。

#### 4. RURAL REVITALIZATION AND COMMUNITY DONATIONS

- In May 2023, the Group donated RMB40,000 to support the pairing assistance activities of Tianjin Taiwan-Funded Enterprises Association in Guanghe County, Gansu Province and in response to the national rural revitalization policy investigation along the " Belt and Road".
- In May 2023, Taixu & DaChan Foods (Bengbu) Co., Limited donated RMB10,000 to the People's Government of Zhongbei Town, Xiqing District, Tianjin for providing assistance to Maiji District, Tianshui City, Gansu Province, Jingtai County, Baiyin City, or Yutian County, Xinjiang Province, in rural revitalization.
- In July 2023, Cangzhou meat factory, a subsidiary of the Group, donated 6 air conditioners to Liushe Central Primary School, Gaozhai Town. In September, the principal of the school came to express his thanks to Cangzhou meat factory.



與高寨鎮留捨中心小學紀念合影

Photo with Gaozhai Town Liushe Central Primary School

## 5.反哺社會 社區貢獻

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

- 2023年11月，台畜大成食品(蚌埠)有限公司向蚌埠市慈善總會捐贈人民幣2萬元，用於設置蚌埠市消防救援隊伍慰問救助公益基金。
- In November 2023, Taixu & DaChan Foods (Bengbu) Co., Limited. donated RMB20,000 to Bengbu Charity Federation for setting up the Bengbu fire rescue team condolences and rescue fund.
- 我們積極響應愛心公益號召，授權獵聘，與「一公斤盒子」合作為35名鄉村兒童提供課堂學習工具，為孩子們帶來些許溫暖與快樂，守護每一位兒童健康快樂成長。
- We actively responded to the call of love public welfare programme, authorized Liepin to cooperate with "1KG BOX" to provide 35 rural children with learning tools in class, bringing warmth and happiness to the children so that they can grow up healthily and happily.



捐贈證書

Certificate of donation

未來，本集團將繼續引領社區參與及公益活動的發展，計劃包括：持續合作碳普惠碳積分項目，擴大參與範圍，鼓勵更多企業和個人參與；常態化公益活動，不定期組織員工參與獻血、植樹等社會活動，並增加對鄉村振興、教育支持和環境保護等領域的投入，建立更多社區合作項目，通過食品捐贈、志願服務等方式，為社區居民提供實際幫助。

In the future, the Group will continue to take the lead in community participation and public welfare activities, planning to continue to cooperate with the carbon inclusive carbon credits project, expand the scope of participation, and encourage more enterprises and individuals to participate in regular public welfare activities, organize employees to participate in social activities such as blood donation and tree planting on a non-regular basis, increase investment in rural revitalization, education support and environmental protection, establish more community cooperation projects, and provide practical help to community residents through food donations and volunteer services.



# 附錄一：ESG關鍵績效指標表

## Appendix I: Table of ESG Key Performance Indicators

ESG關鍵績效指標表					
Table of ESG Key Performance Indicators					
環境關鍵績效指標	指標單位	飼料廠 <sup>3</sup>		食品廠 <sup>4</sup>	
		2023年	2022年	2023年	2022年
Environmental key performance indicators	Indicator unit	2023	2022	2023	2022
能源及資源消耗量					
Consumption of energy and resources					
總耗水量	立方米	<b>114,619.06</b>	131,607.36	<b>2,486,987.00</b>	2,889,958.13
Total water consumption	cubic metres				
耗水強度	立方米/萬元營收	<b>0.51</b>	0.36	<b>5.98</b>	6.64
Water consumption density	cubic metres/RMB10,000 revenue				
總耗電量	千瓦時	<b>27,691,258.20</b>	27,896,437.14	<b>110,493,825.82</b>	103,659,878.68
Total power consumption	kWh				
耗電強度	千瓦時/萬元營收	<b>122.35</b>	76.09	<b>265.89</b>	238.07
Power consumption density	kWh/RMB10,000 revenue				
天然氣消耗量	標準立方米	<b>2,977,493.53</b>	2,889,391.53	<b>3,526,531.28</b>	3,289,534.00
Natural gas consumption	standard cubic metres				
煤炭消耗量	噸標煤	<b>2,652.78</b>	2,633.15	<b>9,079.35</b>	9,557.14
Coal consumption	ton of standard coal				
綜合能源消耗量	千個千瓦時	<b>49,092.04</b>	48,854.50	<b>155,055.77</b>	148,747.96
Comprehensive energy consumption	thousand kWh				
綜合能源消耗強度	千個千瓦時/萬元營收	<b>0.22</b>	0.13	<b>0.37</b>	0.34
Comprehensive energy consumption density	thousand kWh/RMB10,000 revenue				
包裝材料總使用量	噸	<b>1,668.55</b>	1,882.34	<b>4,581.53</b>	3,659.97
Total usage amount of packaging materials	ton				
紙箱	噸	不涉及	不涉及	<b>3,681.58</b>	2,911.82
Carton	ton	<b>Not involved</b>	Not involved		
塑料	噸	<b>1,668.55</b>	1,882.34	<b>684.77</b>	533.95
Plastic	ton				
其他包裝材料	噸	不涉及	不涉及	<b>215.19</b>	214.20
Other packaging materials	ton	<b>Not involved</b>	Not involved		
包裝材料使用強度	千克/萬元營收	<b>7.37</b>	5.13	<b>11.02</b>	8.41
Packaging materials consumption density	kg/RMB10,000 revenue				

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

ESG關鍵績效指標表 Table of ESG Key Performance Indicators					
環境關鍵績效指標 Environmental key performance indicators	指標單位 Indicator unit	飼料廠 <sup>3</sup> Feed mill <sup>3</sup>		食品廠 <sup>4</sup> Food factory <sup>4</sup>	
		2023年 2023	2022年 2022	2023年 2023	2022年 2022
		污染物排放量 Pollutant emission			
污水產生量 <sup>5</sup> Sewage production <sup>5</sup>	立方米 cubic metre	-	-	<b>2,444,836.00</b>	2,263,354.50
生活污水產生量 Domestic sewage production	立方米 cubic metre	-	-	<b>199,960.63</b>	186,171.50
工業廢水產生量 Industrial wastewater production	立方米 cubic metre	不涉及 Not involved	不涉及 Not involved	<b>2,244,875.37</b>	2,077,183.00
污水處理量 Sewage treatment capacity	立方米 cubic metre	-	-	<b>2,444,836.00</b>	2,263,355.00
生活污水處理量 Domestic sewage treatment capacity	立方米 cubic metre	-	-	<b>199,960.63</b>	186,172.00
工業廢水處理量 Industrial wastewater treatment capacity	立方米 cubic metre	不涉及 Not involved	不涉及 Not involved	<b>2,244,875.37</b>	2,077,183.00
硫氧化物排放量 Sulfur oxide emissions	噸 ton	<b>17.21</b>	17.08	<b>30.90</b>	24.39
氮氧化物排放量 Nitrogen oxide emissions	噸 ton	<b>16.60</b>	16.43	<b>30.21</b>	22.35
顆粒物排放量 Particulates emissions	噸 ton	<b>20.61</b>	20.44	<b>29.29</b>	21.46
溫室氣體排放總量 <sup>6</sup> Total greenhouse gas emissions <sup>6</sup>	噸二氧化碳當量 ton of carbon dioxide equivalent	<b>36,142.69</b>	36,061.39	<b>97,406.89</b>	94,072.17
直接溫室氣體排放量 Direct greenhouse gas emissions	噸二氧化碳當量 ton of carbon dioxide equivalent	<b>19,248.25</b>	19,041.77	<b>29,994.60</b>	30,829.28
間接溫室氣體排放量 Indirect greenhouse gas emissions	噸二氧化碳當量 ton of carbon dioxide equivalent	<b>16,894.44</b>	17,019.62	<b>67,412.28</b>	63,242.89
溫室氣體排放強度 Greenhouse gas emission intensity	噸二氧化碳當量／萬元營收 ton of carbon dioxide equivalent/ RMB10,000 revenue	<b>0.16</b>	0.07	<b>0.23</b>	0.10

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

ESG關鍵績效指標表					
Table of ESG Key Performance Indicators					
環境關鍵績效指標	指標單位	飼料廠 <sup>3</sup>		食品廠 <sup>4</sup>	
Environmental key performance indicators	Indicator unit	Feed mill <sup>3</sup>		Food factory <sup>4</sup>	
		2023年	2022年	2023年	2022年
		2023	2022	2023	2022
污染排放					
Pollutant emission					
有害廢棄物總重量	千克	802.00	1,122.48	7,125.36	5,220.70
Total weight of hazardous waste	kg				
廢機油	千克	802.00	1,122.48	6,896.90	5,046.00
Waste oil	kg				
廢燈管	千克	不涉及	不涉及	125.16	114.20
Waste lamp	kg	Not involved	Not involved		
廢抹布	千克	不涉及	不涉及	59.00	30.50
Waste cloth	kg	Not involved	Not involved		
廢舊電子產品	千克	不涉及	不涉及	44.30	30.00
Waste and obsolete electronic products	kg	Not involved	Not involved		
有害廢棄物產生強度	克/萬元營收	3.54	3.06	17.15	11.99
Hazardous waste generation intensity	g/RMB10,000 revenue				
無害廢棄物總重量	噸	212.22	210.65	16,522.12	12,206.05
Total weight of non-hazardous waste	ton				
爐渣	噸	212.22	210.65	1,882.12	2,198.53
Slag	ton				
污泥	噸	不涉及	不涉及	13,938.90	9,411.68
Sludge	ton	Not involved	Not involved		
病死&死畜禽	噸	不涉及	不涉及	532.45	446.93
Sick and dead livestock	ton	Not involved	Not involved		
畜禽糞便	噸	不涉及	不涉及	68.69	72.15
Livestock manure	ton	Not involved	Not involved		
工業廢水污染物化學需氧量	噸	不涉及	不涉及	90.86	68.60
Industrial wastewater pollutants chemical oxygen demand	ton	Not involved	Not involved		
工業廢水污染物氨氮	噸	不涉及	不涉及	9.10	8.17
Industrial wastewater pollutants ammonia nitrogen	ton	Not involved	Not involved		
無害廢棄物產生強度	千克/萬元營收	0.94	0.57	39.76	28.03
Non-hazardous waste generation intensity	kg/RMB10,000 revenue				

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

社會關鍵績效指標 Social key performance indicators	指標單位 Indicator unit		2023年 2023	2022年 2022
		員工僱傭 Employment		
員工總數 Total number of employees		人 persons	7,972	7,975
按性別 By gender	男性 male	人 persons	4,112	4,073
	女性 female	人 persons	3,860	3,902
按年齡組 By age	30歲及以下 30 and below	人 persons	1,460	1,335
	31-40歲 31 to 40	人 persons	2,755	2,633
	41-50歲 41 to 50	人 persons	1,562	1,519
	51-60歲 51 to 60	人 persons	1,436	1,547
	60歲以上 Over 60	人 persons	759	941
按僱傭類型 By employment	合同工 Contract employees	人 persons	44.9%	46.4%
	勞務工 Formal employees	人 persons	3.7%	4%
	派遣工 Dispatched employees	人 persons	7%	8%
	外包工 Outsourced employees	人 persons	44.4%	41.6%

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

社會關鍵績效指標	指標單位		2023年	2022年
Social key performance indicators	Indicator unit		2023	2022
按地區	北京	人	49	48
By region	Beijing	persons		
	天津	人	526	655
	Tianjin	persons		
	遼寧	人	3,780	3,979
	Liaoning	persons		
	黑龍江	人	107	103
	Heilongjiang	persons		
	吉林	人	87	86
	Jilin	persons		
	內蒙古	人	8	8
	Inner Mongolia	persons		
	河北	人	731	688
	Hebei	persons		
	山東	人	229	241
	Shandong	persons		
	安徽	人	2,372	2,059
	Anhui	persons		
	湖南	人	13	36
	Hunan	persons		
	四川	人	70	72
	Sichuan	persons		

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

社會關鍵績效指標 Social key performance indicators	指標單位 Indicator unit	2023年 2023	2022年 2022
	勞動合同員工流失率 FORMAL CONTRACT EMPLOYEE TURNOVER RATE		
按性別 By gender	男性 male	14	15
	女性 female	12	11
按年齡組 <sup>7</sup> By age <sup>7</sup>	90後及以下員工 Post 90s employee and below	24	25
	80後員工 Post 80s employee	13	13
	75後員工 Post 75s employee	6	5
	70後員工 Post 70s employee	7	8
	60後及以上員工 Post 60s employee and above	–	–
按地區 By region	北京 Beijing	8	6
	天津 Tianjin	15	15
	遼寧 Liaoning	6	5
	黑龍江 Heilongjiang	17	12
	吉林 Jilin	15	15
	內蒙古 Inner Mongolia	–	12
	河北 Hebei	9	6
	山東 Shandong	13	10
	安徽 Anhui	19	21
	湖南 Hunan	41	14
	四川 Sichuan	11	16

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

社會關鍵績效指標 Social key performance indicators	指標單位 Indicator unit	2023年 2023	2022年 2022
<b>員工健康與安全 EMPLOYEE HEALTH AND SAFETY</b>			
因工亡故人數 Number of employees died of work-related causes	人 persons	0	1
因工亡故比率 Rate of work-related deaths	%	0	0.01%
因工傷損失工作時長 Number of working hours lost due to work-related injuries	天 days	2,892	2,810
<b>員工培訓 EMPLOYEE TRAINING</b>			
員工總培訓時長 Total training time of employees	小時 hours	86,027	24,256
線下培訓場次 Number of offline training	場 times	883	137
每名員工平均受訓時長 Average training hours per employee	小時 hours	34	19.02
按性別劃分的受訓員工比例 Percentage of training participants by gender	男性 Male	88%	82%
	女性 Female	90%	85%
按員工類別劃分的受訓員工比例 Percentage of training participants by employment	基層 General employees	90%	85%
	中層 Mid-level employees	88%	88%
	高層 High-level employees	70%	72%
按性別劃分的人均受訓時長 Average training hours per employee by gender	男性 Male	28.6	16.50
	女性 Female	37.6	21.50
		小時 hours	

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

社會關鍵績效指標	指標單位		2023年	2022年
Social key performance indicators	Indicator unit		2023	2022
按員工類別劃分的人均受訓時長	基層	小時	32.2	18.90
Average training hours per employee by employment	General employees	hours		
	中層	小時	31.8	17.80
	Mid-level employees	hours		
3	本報告飼料廠數據涵蓋範圍包括哈爾濱、長春、昌圖、瀋陽、葫蘆島、營口、大連、天津、滄州、禹城、蚌埠、湖南及四川13個地區飼料廠。		3	The feed mill data in this report include feed mills in 13 regions, including Harbin, Changchun, Changtu, Shenyang, Huludao, Yingkou, Dalian, Tianjin, Cangzhou, Yucheng, Bengbu, Hunan and Sichuan.
4	本報告食品廠數據涵蓋範圍包括天津、大連、鐵嶺、遼陽、兗州、滄州及蚌埠7個地區食品廠。		4	The food factory data in this report include food factories in 7 regions, including Tianjin, Dalian, Tieling, Liaoyang, Yanzhou, Cangzhou and Bengbu, consistent to that of the previous year.
5	本集團飼料廠在生產過程中不產生工業廢水，生活污水產生量非常少，且均經污水處理裝置處理後達標排放。		5	The Group's feed mills do not produce industrial wastewater during the production process, and the amount of domestic sewage generated is very small, and they are discharged in accordance with relevant standards after being treated by waste water treatment facilities.
6	溫室氣體排放計算參考《中華人民共和國國家標準綜合能耗計算通則》(GB 2589-90)、《中國能源統計年鑒》、《2006年IPCC國家溫室氣體列表指南》、香港聯合交易所有限公司本集團頒佈的《如何準備環境、社會及管治報告》、《附錄二：環境關鍵績效指標匯報指引》及《國家發展改革委辦公廳關於做好2016、2017年度碳排放報告與核查及排放監測計劃制定工作的通知》。		6	References of greenhouse gas emissions: General Principle for Calculation of the Comprehensive Energy Consumption of the PRC (GB 2589-90) (《中華人民共和國國家標準綜合能耗計算通則》), the China Energy Statistical Yearbook (《中國能源統計年鑒》), 2006 IPCC Guidelines for National Greenhouse Gas Inventories (《2006年IPCC國家溫室氣體列表指南》), Appendix 2 Reporting Guidance on Environmental KPIs (《附錄二：環境關鍵績效指標匯報指引》) of "How to Prepare an ESG Report" (《如何準備環境、社會及管治報告》) issued by the Stock Exchange and Notice Regarding Carbon Emissions Reporting and Verification and Emissions Monitoring Program for the years 2016 and 2017 issued by the General Office of the State Development and Reform Commission (《國家發展改革委辦公廳關於做好2016、2017年度碳排放報告與核查及排放監測計劃制定工作的通知》)
7	由於2023年按年齡組別劃分的員工流失率統計口徑相比2022年有所變化，因而導致流失率有所變化。		7	The turnover rate has changed as a result of changing in the statistical standard of employee turnover rate by age group in 2023 as compared with 2022.



## 附錄二：香港聯交所環境、社會及管治報告指引內容索引

### Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide 主要範疇A.環境 Subject Areas A. Environment 層面A1：排放物 Aspect A1: Emissions	報告內容 Contents
A1 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	1.1合理減少生產排放
(a) 政策；及	
(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
A1 General Disclosure Information on:	1.1 Reducing emissions
(a) the policies; and	
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
A1.1 排放物種類及相關排放數據。	環境關鍵績效指標表
A1.1 The types of emissions and respective emissions data.	Table of ESG Key Performance Indicators
A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	環境關鍵績效指標表
A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
A1.3 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	環境關鍵績效指標表
A1.3 Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
A1.4 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	環境關鍵績效指標表
A1.4 Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
A1.5 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	1.1合理減少生產排放
A1.5 Description of emissions target(s) set and steps taken to achieve them.	1.1 Reducing emissions
A1.6 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	1.1合理減少生產排放
A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	1.1 Reducing emissions

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide	報告內容 Contents
主要範疇A.環境 Subject Areas A. Environment	
層面A2：資源使用 Aspect A2: Use of Resources	
A2 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	1.2按需降低資源消耗
A2 General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	1.2 Cutting resource consumption
A2.1 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	環境關鍵績效指標表
A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	環境關鍵績效指標表
A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
A2.3 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	1.2按需降低資源消耗
A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	1.2 Cutting resource consumption
A2.4 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	1.2按需降低資源消耗
A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	1.2 Cutting resource consumption
A2.5 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	1.2按需降低資源消耗
A2.5 Total packaging material used for finished reference to per unit produced	1.2 Cutting resource consumption

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide	報告內容 Contents
<b>層面A3：環境及天然資源</b>	
<b>Aspect A3: The Environment and Natural Resources</b>	
A3 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	1. 清潔低碳保護地球
A3 General Disclosure Policies on minimizing the issuer's significant impact on the environment and natural resources.	1. Protecting the earth
A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	1. 清潔低碳保護地球
A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	1. Protecting the earth
<b>層面A4：氣候變化</b>	
<b>Aspect A4: Climate Change</b>	
A4 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	1.3 積極應對氣候變化
A4 General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	1.3 Responding to climate change
A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	1.3 積極應對氣候變化
A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	1.3 Responding to climate change

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide	報告內容 Contents
主要範疇B.社會 <b>Subject Areas B. Social</b> 僱傭及勞工常規 <b>Employment and Labour Practices</b> 層面B1：僱傭 <b>Aspect B1: Employment</b>	
B1 一般披露 有關薪酬及解僱、招聘及晉陞、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.1 依法依規僱傭員工
B1 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	2.1 Hiring in accordance with law
B1.1 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	2.1 依法依規僱傭員工
B1.1 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	2.1 Hiring in accordance with law
B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	2.1 依法依規僱傭員工
B1.2 Employee turnover rate by gender, age group and geographical region.	2.1 Hiring in accordance with law

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide 主要範疇B.社會 Subject Areas B. Social 僱傭及勞工常規 Employment and Labour Practices 層面B2：健康與安全 Aspect B2: Health and Safety	報告內容 Contents
B2 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.2保障員工安全健康
B2 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2.2 Employee health and safety
B2.1 過去三年(包括匯報年度)每年因工亡故的人數及比率。	2.2保障員工安全健康
B2.1 Number and rate of work-related deaths occurred in each of the past three years including the reporting year.	2.2 Employee health and safety
B2.2 因工傷損失工作日數。	2.2保障員工安全健康
B2.2 The number of working days lost due to work-related injuries	2.2 Employee health and safety
B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	2.2保障員工安全健康
B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	2.2 Employee health and safety

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide	報告內容 Contents
主要範疇B.社會 <b>Subject Areas B. Social</b>	
僱傭及勞工常規 <b>Employment and Labour Practices</b>	
層面B3：發展及培訓 <b>Aspect B3: Development and Training</b>	
B3 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	2.3企業員工共同成長
B3 General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2.3 Mutual growth of the Company and employees
B3.1 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	2.3企業員工共同成長
B3.2 The percentage of training participants by gender and employee type (e.g. high-level management, mid-level management).	2.3 Mutual growth of the Company and employees
B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	2.3企業員工共同成長
B3.2 The average training hours completed per employee by gender and employee category.	2.3 Mutual growth of the Company and employees
層面B4：勞工準則 <b>Aspect B4: Labour Standards</b>	
B4 一般披露 有關防止童工或強制勞工的：	2.1依法依規僱傭員工
(a) 政策；及	
(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B4 General Disclosure Information on:	2.1 Hiring in accordance with law
(a) the policies; and	
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	2.1依法依規僱傭員工
B4.1 Description of measures to review employment practices to avoid child and forced labour.	2.1 Hiring in accordance with law
B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	2.1依法依規僱傭員工
B4.2 Description of steps taken to eliminate such practices when discovered.	2.1 Hiring in accordance with law

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide 主要範疇B.社會 Subject Areas B. Social 營運慣例 Operating Practices 層面B5：供應鏈管理 Aspect B5: Supply Chain Management	報告內容 Contents
B5 一般披露 管理供應鏈的環境及社會風險政策。	3.1安心溯源體系
B5 General Disclosure Policies on managing environmental and social risks of the supply chain.	3.1 Reliable traceability system
B5.1 按地區劃分的供貨商數目。	3.1安心溯源體系
B5.1 Number of suppliers by geographical region.	3.1 Reliable traceability system
B5.2 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法。	3.1安心溯源體系
B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	3.1 Reliable traceability system
B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	3.1安心溯源體系
B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	3.1 Reliable traceability system
B5.4 描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	3.1安心溯源體系
B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.1 Reliable traceability system

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide	報告內容 Contents
主要範疇B.社會 Subject Areas B. Social	
營運慣例 Operating Practices	
層面B6：產品責任 Aspect B6: Product Responsibility	
B6 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	3.2 食品安全管理
(a) 政策；及	
(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B6 General Disclosure Information on:	3.2 Food safety management
(a) the policies; and	
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy protection relating to products and services provided and methods of redress.	
B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	3.2 食品安全管理
B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3.2 Food safety management
B6.2 接獲關於產品及服務的投訴數目以及應對方法。	3.3 客戶服務及隱私保護
B6.2 Number of products and service related complaints received and how they are dealt with.	3.3 Customer service and privacy protection
B6.3 描述與維護及保障知識產權有關的慣例。	3.4 產品研發與知識產權保護
B6.3 Description of practices relating to observing and protecting intellectual property rights.	3.4 Product R&D and protecting intellectual property
B6.4 描述質量檢定過程及產品回收程序。	3.2 食品安全管理
B6.4 Description of quality assurance process and recall procedures.	3.2 Food safety management
B6.5 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	3.3 客戶服務與隱私保護
B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	3.3 Customer service and privacy protection



## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 ESG Reporting Guide 主要範疇B.社會 Subject Areas B. Social 營運慣例 Operating Practices 層面B7：反貪污 Aspect B7: Anti-corruption	報告內容 Contents
B7 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的：	4. 廉潔從業守衛底線
(a) 政策；及	
(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
B7 General Disclosure Information on:	4. Operating with integrity and guarding the bottom line
(a) the policies; and	
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	
B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目 及訴訟結果。	4. 廉潔從業守衛底線
B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	4. Operating with integrity and guarding the bottom line
B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	4. 廉潔從業守衛底線
B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	4. Operating with integrity and guarding the bottom line
B7.3 描述向董事及員工提供的反貪污培訓。	4. 廉潔從業守衛底線
B7.3 Description of anti-corruption training provided to Directors and staff.	4. Operating with integrity and guarding the bottom line

## 附錄二：香港聯交所環境、社會及管治報告指引內容索引 Appendix II: HKEX ESG Reporting Guide Content Index

《環境、社會及管治報告指引》

### ESG Reporting Guide

主要範疇B.社會

### Subject Areas B. Social

社區

### Community

層面B8：社區投資

### Aspect B8: Community Investment

	報告內容 Contents
B8 一般披露 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	5.反哺社會社區貢獻
B8 General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	5. Giving back to society and contributing to the community
B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	5.反哺社會社區貢獻
B8.1 Focus areas of contribution (e.g. education, environment, labour demand, health, culture and physical education).	5. Giving back to society and contributing to the community
B8.2 在專注範疇所動用資源(如金錢或時間)。	5.反哺社會社區貢獻
B8.2 Resources contributed (e.g. money or time) to the focus area.	5. Giving back to society and contributing to community

## 讀者反饋 Reader Feedback

尊敬的讀者：

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

地址：北京市朝陽區朝陽門外大街甲6號萬通中心C座4A層

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Dear Readers,

Thank you for reading this Report. We sincerely look forward to receiving your opinions or suggestions on its contents. Please complete the form below and return it to us by email or post.

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

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