



中國農產品交易
CHINA AGRI-PRODUCTS EXCHANGE

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

Dedicated to developing Agriculture
Sincere in serving Agriculture

以誠強農 以信惠農

環境、社會
及管治報告

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

2022





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2021/22 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 二零二一／二二年環境、社會及管治報告

ABOUT THE REPORT

This is the sixth Environmental, Social and Governance (“ESG”) Report (the “Report”) of China Agri-Products Exchange Limited (the “Company”, together with subsidiaries, the “Group”), presenting the environmental, social and governance impacts of its operations as well as the efforts made for enhancing sustainability during the reporting period from 1 April 2021 to 31 March 2022.

This Report is available on the websites of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the Company. The English version shall prevail in case of any discrepancy between the two versions.

Reporting Boundary and Scope

This Report has been prepared in compliance with Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”), focusing on environmental and social performance of the Group’s business of agricultural produce exchange market operation and property sales. In the process of preparation of this Report, we have adhered to the reporting principles of Materiality, Quantitative, Balance and Consistency, as below:

| | |
|-----------------------------|---|
| Materiality: 重要性： | The interests of stakeholders and broader economic, social or environmental topics raised by stakeholders have been taken into account in defining material topics. 在界定重大議題時已將持份者利益及持份者提出之更廣泛經濟、社會或環境議題考慮在內。 |
| Quantitative: 量化： | The Report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found. 報告顯示所估計之數據，以及估計所用之相關假設及技術，或相關資料來源。 |
| Balance: 平衡： | The information in this Report is presented in a format that allows users to see positive and negative trends in performance on a year-to-year basis. 呈列本報告中資料有助使用者了解各年度績效之正面及負面趨勢。 |
| Consistency: 一致性： | The Report and its information can be compared on a year-to-year basis. Any significant variation between reporting periods can be identified and explained. 報告及其資料在各年度之間可作比較，並可識別報告期間之任何重大差異及提供解釋。 |

This Report discloses ESG performance of the Group’s 11 agricultural produce exchange markets and 1 office in Shenzhen in the PRC. Since the Group’s office has minimal environmental impacts, the focus is on agricultural produce exchange markets when disclosing the Group’s environmental performance. For governance section, please refer to the Corporate Governance Report as stated in the 2022 annual report of the Company published on the websites of the Stock Exchange and the Company.

Feedback

This Report aims to be plain, clear and easy-to-read. In compilation of this Report, we take into consideration interests of our stakeholders to the greatest extent possible. Thoughts and feedbacks are welcomed regarding what you would like to be incorporated in our future reports. Please contact us at:

關於本報告

本報告為中國農產品交易所有限公司（「本公司」，連同其附屬公司統稱「本集團」）第六份環境、社會及管治報告（「本報告」），呈列由二零二一年四月一日至二零二二年三月三十一日報告期間，本集團業務活動之環境、社會及管治影響，以及為提高可持續性作出之努力。

本報告可於香港聯合交易所有限公司（「聯交所」）及本公司網站查閱。倘中英文版本有任何歧義，概以英文版本為準。

報告界限及範圍

本報告乃根據聯交所證券上市規則（「上市規則」）附錄 27 所載之《環境、社會及管治報告指引》編製，聚焦本集團農產品交易所市場營運及物業銷售之環境及社會表現。在編製本報告時，我們已遵照以下「重要性」、「量化」、「平衡」及「一致性」四大匯報原則：

本報告披露本集團於中國的 11 個農產品交易所市場及於深圳的 1 個辦事處之環境、社會及管治表現。由於本集團之辦事處對環境影響極微，故本集團於披露其環境表現時集中其農產品交易所市場。就有關管治方面，請參閱載於聯交所及本公司網站之本公司二零二二年年報中之企業管治報告。

反饋

本報告旨在簡明扼要及易於閱讀。於編製本報告時，我們盡可能考慮持份者之利益。歡迎提出想法及反饋，請讓我們知道閣下對我們日後報告內容之意見。請透過以下方式聯繫我們：

CHINA AGRI-PRODUCTS EXCHANGE LIMITED 中國農產品交易所有限公司

Address: Suite 3202, 32/F., Skyline Tower, 39 Wang Kwong Road, Kowloon Bay, Kowloon, Hong Kong
地址：香港九龍九龍灣宏光道 39 號宏天廣場 32 樓 3202 室

Tel: (852) 2312 8202 Fax: (852) 2312 8106 E-mail: pr@cnagri-products.com
電話：(852) 2312 8202 傳真：(852) 2312 8106 電郵：pr@cnagri-products.com

Website: http://cnagri-products.com/html/contact_contact.php
網址：http://cnagri-products.com/html/contact_contact.php

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二零二一／二二年環境、社會及管治報告

ABOUT THE GROUP

The core business of the Group is investment, development, construction, operation and management of agricultural produce wholesale markets in the PRC. Benefiting from the supportive national policies, we are committed to implementing the concept of sustainable development.

We actively invest resources to respond to major concerns on people's livelihood, take food safety as our primary responsibility and strive to improve the agricultural produce logistics network for assuring high-quality and stable business and sustainable development. We work to bring reasonable returns to our investors, and to make outstanding contributions to the prosperity of the country's agriculture industry.

BOARD STATEMENT

The Board oversees the Group's ESG risks and opportunities, including climate-related risks, supported by the ESG working group of the Group (the "ESG Working Group") which is comprised of Chief Executive Officer and Executive Director and representatives of key responsible departments.

The ESG Working Group is to advise and assist the Board in managing ESG-related matters which include briefing to the Board on the Group's ESG-related targets, strategies, initiatives and goals, and validating the process of identifying material ESG topics.

The Board confirms that it has reviewed and approved this Report. To the best of its knowledge, this Report fairly addresses the identified material issues and presents the ESG management approach and performance of the Group.

關於本集團

本集團之核心業務為投資、開發、建設、經營及管理中國農產品批發市場。受益於國家政策扶持，我們致力於踐行可持續發展理念。

我們積極投入資源，回應重大民生關切，以食品安全為首要責任，著力完善農產品物流網絡，確保業務優質穩定及可持續發展。我們致力為投資者帶來合理回報，為國家農業產業的繁榮帶來積極貢獻。

董事會聲明

董事會負責監察包括氣候相關風險在內的本集團之環境、社會及管治風險和機遇，而由行政總裁及執行董事及主要負責部門的代表組成的本集團 ESG 工作小組（「ESG 工作小組」）則提供協助。

ESG 工作小組負責就管理環境、社會及管治相關事宜向董事會提供建議及協助，包括向董事會簡介本集團的環境、社會及管治相關目標、戰略、舉措及宗旨，並批准釐定重大環境、社會及管治議題的過程。

董事會確認其已審閱並批准本報告。據其所深知，本報告會公平解決已識別的重大議題，並呈報本集團的環境、社會及管治管理方針及表現。

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CAP's Materiality Assessment

The Group always values the views and opinions of its stakeholders, including customers, employees, local communities, governments and investors. To ensure our ESG initiatives address topics that reflect our business's economic, environmental and social impacts, we conduct a series of stakeholder engagement activities on an ongoing basis. Topics that have a significant impact on our stakeholders' decision making, and on the economy, environment and society are identified and denoted in bold below:

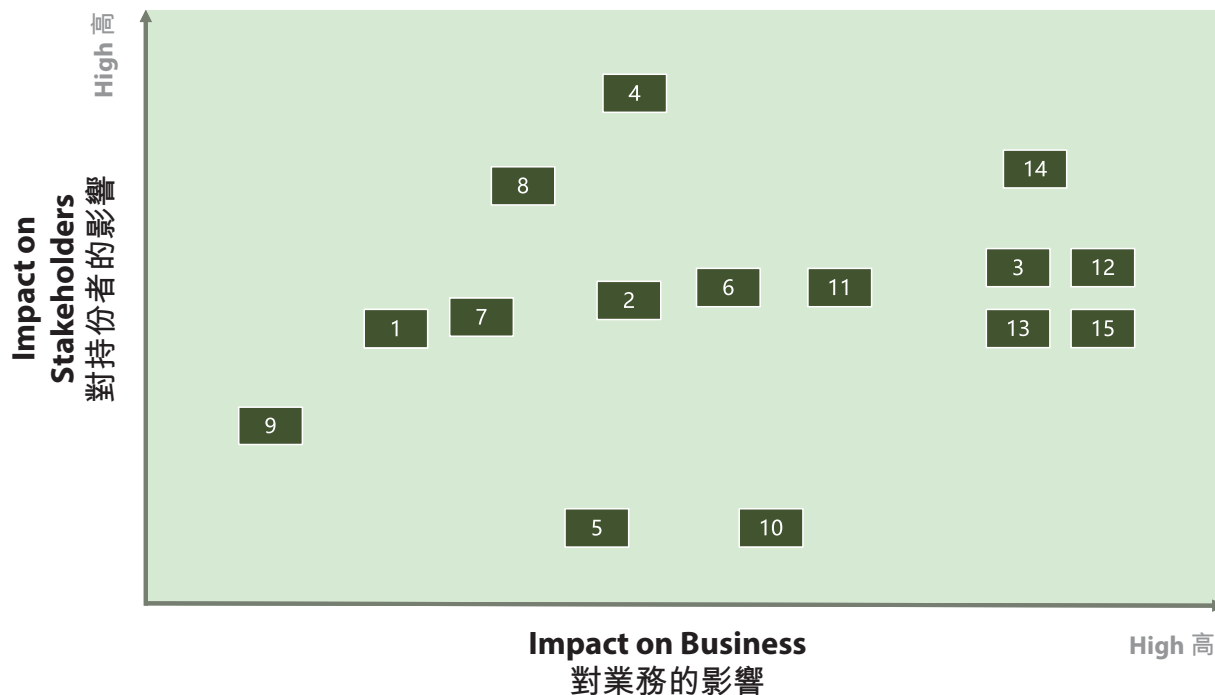
中國農產品之重要性評估

本集團一直重視客戶、僱員、當地社區、政府及投資者等持份者的觀點及意見。為確保我們的環境、社會及管治舉措能夠應對反映我們業務經濟、環境及社會影響的議題，我們持續開展一系列持份者參與活動。我們就持份者決策以及對經濟、環境及社會造成重大影響所識別的議題以粗體列示如下：

| Stakeholders 持份者組別 | Examples of Engagement Channels 聯繫途徑例子 | Concerned Issues 關注事宜 |
|---|---|---|
| Customers 客戶 | <ul style="list-style-type: none"> Questionnaires 問卷調查 Company website 本公司網站 Social media 社交媒體 Feedback from frontline employees 前線僱員的回饋 | <ul style="list-style-type: none"> Product responsibility 產品責任 Customers' satisfaction 顧客滿意度 Data privacy 資料私隱 |
| Employees 僱員 | <ul style="list-style-type: none"> Regular meetings and emails 定期會議及電郵 Internal trainings 內部培訓 Recreational activities 文娛活動 Complaint system 申訴制度 | <ul style="list-style-type: none"> Health and safety 健康與安全 Labour standards 勞工準則 Development and training 發展與培訓 Remuneration 薪酬 Diversity and equal opportunity 多樣化及平等機會 Employee communication 僱員溝通 |
| Shareholders & Investors 股東及投資者 | <ul style="list-style-type: none"> Shareholders' meeting 股東大會 Annual report and interim report 年報及中期報告 Company website 公司網站 Press releases and announcements 新聞稿及公告 | <ul style="list-style-type: none"> Anti-corruption 反貪污 Legitimate business 合法經營 Climate change 氣候變化 Ethics and integrity 道德及誠信 Talent management 人才管理 |
| Government 政府 | <ul style="list-style-type: none"> Compliance with applicable laws and regulations 遵守適用的法律及法規 | <ul style="list-style-type: none"> Legitimate business 合法經營 Employee protection 僱員保障 Tax compliance 稅務合規 |
| Suppliers 供應商 | <ul style="list-style-type: none"> Tender selection 招標選擇 Evaluation system 評估系統 | <ul style="list-style-type: none"> Supply chain management 供應鏈管理 Green procurement 綠色採購 |
| Environmental NGOs 非政府環保機構 | <ul style="list-style-type: none"> ESG report 環境、社會及管治報告 Social media 社交媒體 | <ul style="list-style-type: none"> Environmental protection 環境保護 |
| Community 社區 | <ul style="list-style-type: none"> Community services 社區服務 Volunteer activities 義工活動 Fundraising and sponsorship 募捐及贊助 | <ul style="list-style-type: none"> Community investment 社區投資 |

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2021/22 Materiality Assessment
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| No. 編號 | Material Issues 重要議題 | No. 編號 | Material Issues 重要議題 |
|--------|---|--------|---|
| 1 | Comply with environmental laws and regulations 遵守環保法律及法規 | 9 | Green procurement 綠色採購 |
| 2 | Talent management 人才管理 | 10 | Product and service quality management 產品及服務質量管理 |
| 3 | Employee safety and health 僱員安全及健康 | 11 | Customer satisfaction 客戶滿意度 |
| 4 | Employee training and development 僱員培訓及發展 | 12 | Business ethics 商業道德 |
| 5 | Employee benefits and rights 僱員福利及權益 | 13 | Anti-corruption 反貪污 |
| 6 | Employee communication 僱員溝通 | 14 | Legitimate business 合法經營 |
| 7 | Diversity and equal opportunity 多元化及平等機會 | 15 | Business risk management 業務風險管理 |
| 8 | Supply chain management 供應鏈管理 | | |

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THE ENVIRONMENT

The Group is aware of the environmental impact of its business and is committed to reducing the environmental impact of its business activities by conserving resources and controlling emissions, thereby achieving sustainable development.

Environmental Management

The Group has put in an ESG Policy which stipulates the environmental management approaches implemented to effectively manage its environmental performance, covering 11 agricultural produce exchange markets to ensure that all operations comply with relevant national and local environmental laws. The Group engages third-party environmental consultants to conduct environmental impact assessments on major concerns on construction and operation of new projects.

We pay special attention to water and electricity consumption in office, staff quarters and operating areas in our daily operations. Once an abnormal situation is found, the relevant departments will immediately investigate the cause and correct it.

Addressing the Climate Change

While the Board has the primary responsibility to oversee ESG-related risks, including climate-related risks, the ESG Working Group is tasked with analysing the potential financial impacts brought by the physical and transition risks due to climate change.

To strengthen resilience, the Group aims to engage with stakeholders such as employees, suppliers, customers, and local communities to spread messages about the impact of climate change, and develop extreme weather act plans to deal with unforeseen weather condition and protect the corporate properties away from the climate change impact.

Following the national energy policy and adapting to a low-carbon operating environment, we evaluate the possibility of using new energy in all or part of the Group's businesses. For example, we will investigate whether we can purchase some electricity from solar and wind energy producers, in order to reduce the fossil fuel consumption.

環境

本集團意識到其業務對環境的影響，並致力透過節約資源及控制排放減少其業務活動對環境的影響，從而實現可持續發展。

環境管理

本集團已制定環境、社會及管治政策，規定所實施的環境管理方針須有效管理其環境表現，當中涵蓋11個農產品交易市場，以確保所有業務符合相關國家及當地環境法例。本集團委聘第三方環境顧問就新項目建設及營運的主要關注事宜進行環境影響評估。

我們在日常營運中格外關注辦公室、員工宿舍及營運區域的水電耗量。一旦發現異常情況，相關部門會即時調查原因並修正。

應對氣候變化

董事會負責監察包括氣候相關風險在內的環境、社會及管治相關風險，而ESG工作小組分析因氣候變化產生的實體風險及轉型風險所帶來的潛在財務影響。

為加強應變能力，本集團旨在與僱員、供應商、顧客及當地社區等持份者合作，傳播有關氣候變化影響的訊息，並制定極端天氣行動計劃以應對無法預測的天氣狀況，保障公司財產免受氣候變化的影響。

為遵循國家能源政策及適應低碳經營環境，我們評估本集團全部或部分業務使用新能源的可能性。例如，我們將研究是否可以向太陽能及風能生產商購入部分電力，以減少化石燃料消耗。

2021/22 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Energy Management

The Group aims to implement energy-saving measures and energy-efficient equipment to reduce carbon emissions in our daily business activities. Energy consumption of the Group mainly covers electricity, petrol and diesel. During the reporting period, the Group consumed a total of 282,908 gigajoule (“GJ”) of energy, with an energy consumption intensity of 0.33 GJ per thousand Hong Kong Dollars revenue.

能源管理

本集團旨在於其日常業務活動中採用節能措施及節能設備，以減少碳排放。本集團的能源消耗主要包括電力、汽油及柴油。於報告期內，本集團共消耗282,908千兆焦耳（「千兆焦耳」）能源，能源消耗強度為每千港元收益0.33千兆焦耳。

| Energy Consumption 能源消耗 | | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 |
|---------------------------------------|-------------------|--------------------|--------------------|
| Electricity (kWh) | 電力 (千瓦時) | 77,895,829 | 56,012,225 |
| Petrol (litres) | 汽油 (升) | 76,921 | 88,507 |
| Diesel (litres) | 柴油 (升) | 890 | 615 |
| Refrigerant R-22 (tonnes) | R-22 製冷劑 (噸) | 1.83 | 1.23 |
| Refrigerant R404A (tonnes) | R404A 製冷劑 (噸) | 0.45 | - |
| Liquid ammonia (tonnes) | 液態氨 (噸) | 1.00 | 6.00 |
| Energy intensity (GJ/000 HKD revenue) | 能源強度 (千兆焦耳／千港元收益) | 0.33 | 0.31 |

99% of the Group's energy consumption is electricity. Thus, the Group has taken a series of measures to reduce electricity consumption. We have improved our public lighting system with more energy-efficient equipment, including the use of time switches and LED solar streetlights. We also have installed transformers with compatible capacitors to optimize electricity usage. We plan to replace all office lighting with LED and install LED solar streetlights in all markets.

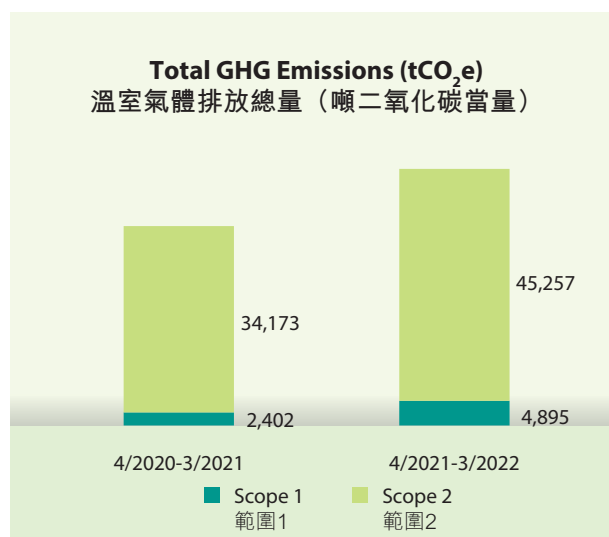
本集團99%的能源消耗來自電力。因此，本集團已採取一系列措施減少耗電。我們改善公共照明系統，採用更多節能設備，包括使用定時開關和LED太陽能街燈。我們亦安裝設有相容電容器的變壓器，以優化用電。我們計劃將所有辦公室照明更換為LED，並於所有市場安裝LED太陽能街燈。

GHG Emissions

The main source of greenhouse gas (“GHG”) emissions of the Group comprises direct (Scope 1) emissions from vehicle fuel and refrigerants and indirect (Scope 2) emissions from purchased electricity. During the reporting period, total GHG emissions of the Group equalled to 50,152 tonnes of carbon dioxide equivalent (“tCO₂e”), of which Scope 1 and Scope 2 emissions were approximately 4,895 tCO₂e and 45,257 tCO₂e respectively. The emission intensity was 0.06 tCO₂e per thousand Hong Kong Dollars revenue. To reduce the GHG emissions, the Group has an initial target: try to introduce renewable energy, such as solar and wind energy, into some businesses and launch a few projects if possible.

溫室氣體排放

本集團溫室氣體（「溫室氣體」）排放的主要來源包括車輛消耗燃料及製冷劑的直接排放（範圍1）及購買電力的間接排放（範圍2）。於報告期內，本集團的溫室氣體排放總量為50,152噸二氧化碳當量，其中範圍1及範圍2排放分別約為4,895噸二氧化碳當量及45,257噸二氧化碳當量。排放強度為每千港元收益0.06噸二氧化碳當量。為了減少溫室氣體排放，本集團初步的目標是在部分業務領域嘗試引入可再生能源，例如太陽能和風能，並在可能的情況下開展數個試點項目。



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Water Resources

The Group has been aware of the current situation of global water scarcity and has actively taken measures to meet the challenges. During the reporting period, total water consumption of the Group was 2,680,239 tonnes, with a water consumption intensity of 3.08 tonnes per thousand Hong Kong Dollars revenue. During the year, the Group did not have any issue in sourcing water that is fit for the purpose.

水資源

本集團意識到全球水資源短缺的現狀，並積極採取措施應對挑戰。於報告期內，本集團總共消耗2,680,239噸水，用水強度為每千港元收益3.08噸。年內，本集團於採購適合用途的水資源方面並無任何問題。

| Water Consumption 用水 | | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 |
|--|--------------------|--------------------|--------------------|
| Water (tonnes) | 水(噸) | 2,680,239 | 2,642,984 |
| Water consumption intensity (tonnes/'000 HKD revenue) | 用水強度(噸／每千港元 收益) | 3.08 | 4.06 |

During the reporting period, Luoyang Market has conducted a water balance test in accordance with requirements of local authority, which can help us to understand the status of the pipeline network, and take corresponding measures based on the data to achieve the purpose of rational use of water and water conservation. We plan to complete the inspection of water pipeline network in all markets to reduce leakage and water wastage.

於報告期內，洛陽市場按照地方當局要求進行水平衡測試，有助我們了解管網狀況，並可根據數據採取相應措施，以達致合理用水及節約用水目的。我們計劃完成所有市場的供水管網檢查，以減少滲漏及浪費食水。



Water Conservation Initiatives 節水措施

We always follow the concept of protecting water resources, and continuously promote recycling of water to improve the utilization rate of water resources. We encourage our employees to reduce and recycle water through various measures.

我們一直遵循保護水資源的理念，持續推進水循環利用，提高水資源的利用率。我們鼓勵僱員通過各種措施減少及循環用水。

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Emissions

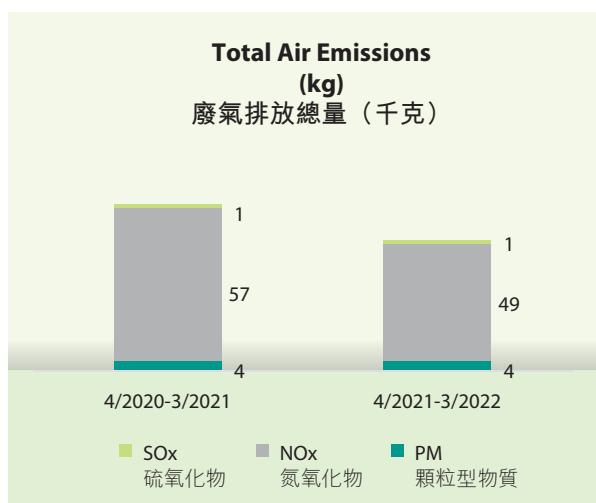
Air Emissions

The Group's air emissions are attributed to diesel and petrol consumption of vehicles. During the reporting period, sulphur oxide ("SO_x"), nitrogen oxide ("NO_x") and particulate matter ("PM") generated by the Group were 1 kg, 49 kg and 4 kg respectively.

排放

廢氣排放

本集團的廢氣排放主要為其汽車柴油及汽油消耗。於報告期內，本集團分別產生1千克硫氧化物、49千克氮氧化物及4千克顆粒型物質。

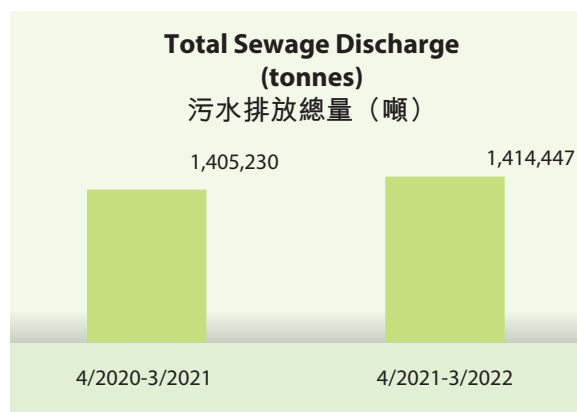


Sewage Management

Uncontrolled sewage discharge can pose significant risks to the surrounding environment. The Group has put in place procedures to regulate collection, treatment and discharge of sewage, to manage sewage more effectively. During the reporting period, the Group generated 1,414,447 tonnes of wastewater.

污水管理

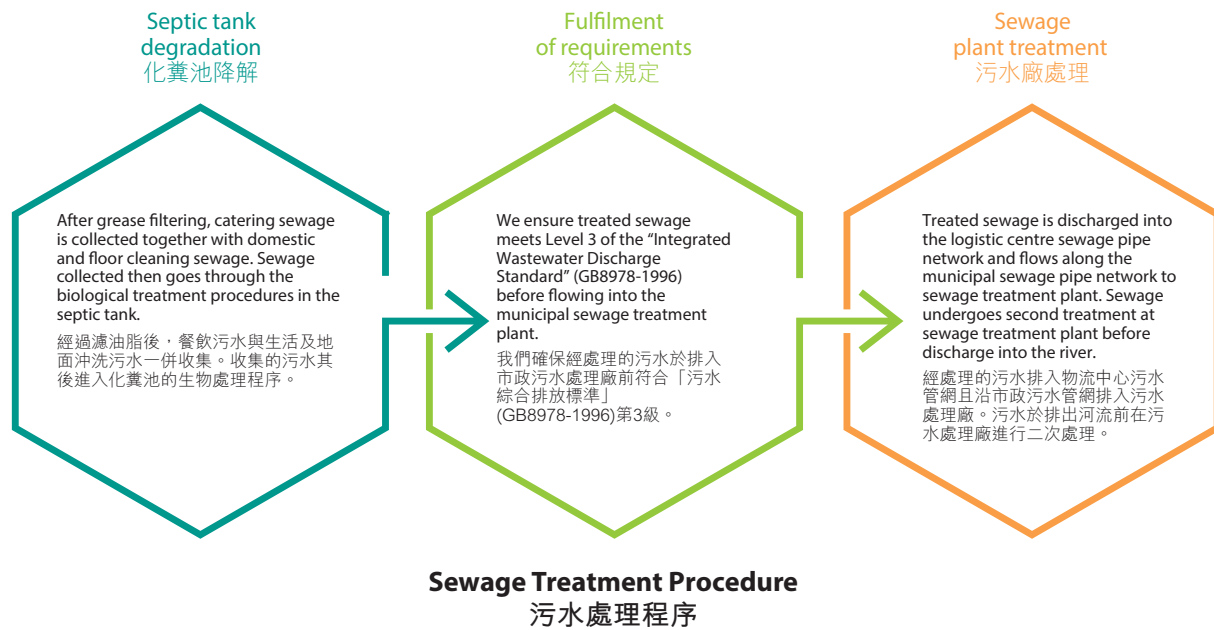
未受管控的污水排放可對周圍環境帶來巨大風險。本集團已制定規範污水收集、處理及排放程序，以更有效管理污水。於報告期內，本集團產生1,414,447噸廢水。



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We entrust professionals to monitor water quality and ensure our sewage treatment equipment and facilities are functioning properly and that test data are accurate. The sewage content is regularly tested and analysed to ensure compliance with relevant national and local standards.

我們委託專業人員監控水質，以確保我們的污水處理設備及設施正常運作及測試數據準確無誤。定期進行測試及分析污水含量，以確保符合相關國家及當地標準。



Waste Management

The Group pays attention to the need for handling and disposing solid waste in a proper manner and continuously strengthens its waste management. We collaborate with third party cleaning services, who are responsible for collecting daily waste and maintaining market cleanliness. Waste is further transported and handled by contracted environmental sanitation companies on a daily basis. To ensure efficient waste management, the Group has established a set of comprehensive assessment protocols, which enable periodic inspection of hygienic conditions.

During the reporting period, the Group generated a total of 88,990 tonnes of non-hazardous waste, with an intensity of 0.10 tonnes per thousand Hong Kong Dollars revenue, 1,234 tonnes of which were recycled. To the best of its knowledge, the Group did not generate any hazardous waste, and no significant consumption on packaging materials.

We plan to reduce generation of non-hazardous waste by increasing recycling rate, especially for valuable non-hazardous waste like glasses, metal and printing papers. Our target is to collect and recycle them as much as possible.

廢棄物管理

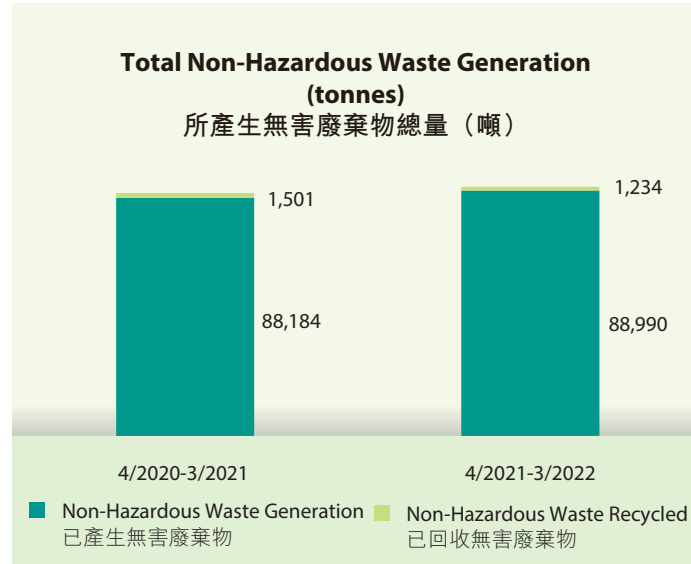
本集團重視妥善處理和處置固體廢棄物的需要，不斷加強其廢棄物管理。我們與第三方清潔服務機構合作，他們負責收集日常垃圾並保持市場清潔。廢棄物由已訂約環境衛生公司每天再作運輸和處理。為確保有效管理廢棄物，本集團已制定綜合評估制度並定期檢查衛生狀況。

於報告期內，本集團產生合共88,990噸無害廢棄物，產生強度為每千港元收益0.10噸，其中循環再用1,234噸。據本集團所深知，本集團並無產生任何有害廢棄物，且營運未產生大量包裝材料消耗。

我們計劃透過提升循環率以減少產生無害廢棄物，尤其是針對玻璃，金屬和列印用紙等有價值的無害廢棄物。我們的目標是盡可能地收集及回收使用以上有價值的無害廢棄物。

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Environmental Emergency Management

The Group actively addresses climate change by identifying and managing the associated risks, such as instances of flooding that climate change causes. Our Major Events Management Manual specifies personnel and departments that are to be in direct charge of evaluating the impacts of potential environmental incidents. The Group continuously strengthens the management of emergency through diligently planning, implementing, checking and acting.

Safeguarding Market Hygiene

In response to outbreak of the COVID-19 pandemic, an emergency plan for environmental disinfection was launched in a timely manner to ensure large-scale and comprehensive disinfection of the markets. Some of the measures were:

- Purchased vehicles with bubble sprays to disinfect public aisles and operational aisles in the market every two days
- Sterilized key areas such as waste transfer station, integrated zone with fresh meat and live poultry business by electric sprinkling cans
- No live poultry sales or slaughter were allowed
- Closed unnecessary entrances and exits to control pedestrian volume
- Arranged third party cleaning services to sterilize vehicles entering and leaving the market

環境應急管理

本集團透過識別和管理與氣候變化相關的風險，例如氣候變化引起的洪水，積極應對氣候變化。我們的重大事件管理手冊指定專人及專門部門直接負責評估潛在環境事故的影響。本集團通過認真規劃、實施、檢查和行動，不斷加強應急管理。

保障市場衛生

為應對新冠肺炎疫情爆發，我們已及時啟動環境消毒應急計劃，確保對市場進行大規模及全面消毒。部分措施如下：

- 購買附設泡沫噴霧的車輛，每兩天對市場的公共通道及經營通道進行全面消毒
- 使用電動噴壺對廢棄物中轉站、鮮肉及活家禽業務綜合區等重點區域進行消毒
- 禁止活家禽銷售或屠宰
- 關閉不必要的出入口以控制人流量
- 安排第三方清潔服務消毒進出市場的車輛

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OUR PEOPLE

Equal Opportunity and Diversity

The Group provides an equal and diverse workplace free of discrimination and harassment, while fully respecting each employee's identity and rights. The recruiting and promotion process adheres to the Human Resources Management Manual's principles of openness, fairness, and justice, giving each candidate equal weight and selecting eligible candidates based on job needs and candidates' professional abilities, experience, and ethics.

To ensure that everyone has an equal opportunity, vacancies are made public, and different recruitment channels are used, including a recruiting platform, internal talent pools, referrals, and headhunters. Human Resources Department ("HR Department") and the recruitment team are responsible for candidate selection and interviews. During interviews, candidates are informed about the Group's working environment, employee welfare benefits, and career growth opportunities offered by the Group. Candidates are selected and placed on probation, only once both the HR Department and the candidates have agreed on the working position and benefits.

As at 31 March 2022, the Group employed 1,115 full-time employees consisting of 453 female employees and 662 male employees, of which 98% are from Mainland China and 2% from Hong Kong. In terms of age, 10% were aged 30 and below, and 68% were aged from 31 to 50. Among the employees, around 83% were general employees and the other 17% were managerial executive.

員工

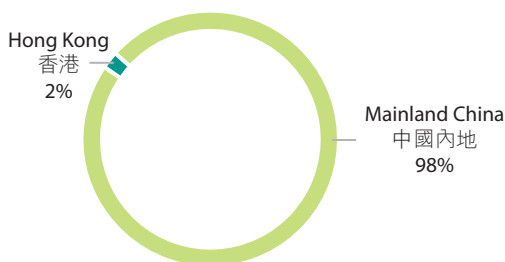
平等機會及多元化

本集團提供平等和多元化及零歧視和騷擾的工作場所，同時充分尊重每位僱員的身份和權利。招聘和晉升流程遵循人力資源管理手冊訂明的公開、公平、公正原則，同等重視每位候選人，並根據工作要求和候選人的專業技能、經驗和道德操守篩選符合資格的候選人。

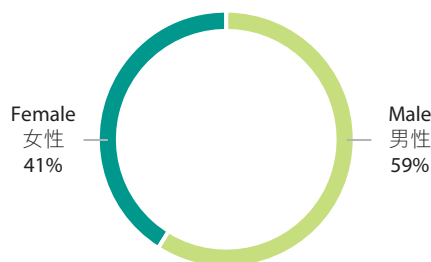
為確保每個人都有平等機會，職位空缺均作公開招聘，並使用不同的招聘渠道，包括招聘平台、內部人才物色、推薦和獵頭公司等。人力資源部（「人力資源部」）和招聘團隊負責甄選候選人和進行面試。在面試過程中，本集團會向候選人闡釋本集團提供的工作環境、僱員待遇福利及事業發展機會。僅在人力資源部和候選人對工作職位和福利達成協議的情況下，方會選擇該候選人並給予試用期。

截至二零二二年三月三十一日止，本集團僱用1,115名全職員工，包括453名女性員工及662名男性員工，其中98%為中國內地員工，2%為香港員工。就年齡而言，10%員工為30歲及以下，而68%員工介乎31至50歲。於全體僱員中，約83%為普通員工，餘下17%為管理人員。

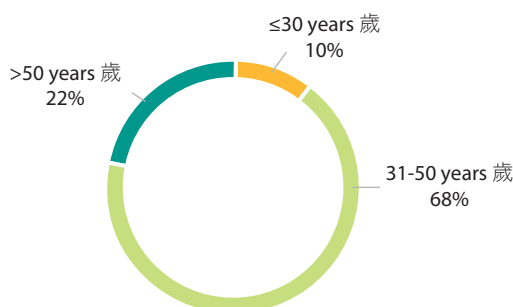
Employee Profile, by Geographic Region
按地區劃分的僱員資料



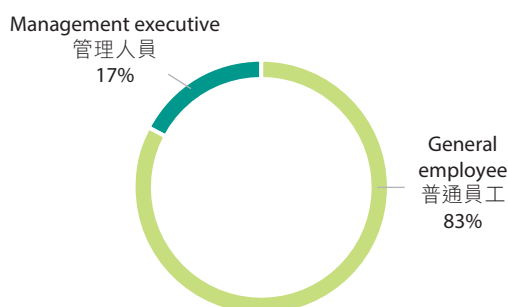
Employee Profile, by Gender
按性別劃分的僱員資料



Employee Profile, by Age
按年齡劃分的僱員資料



Employee Profile, by Workforce
按職能劃分的僱員資料

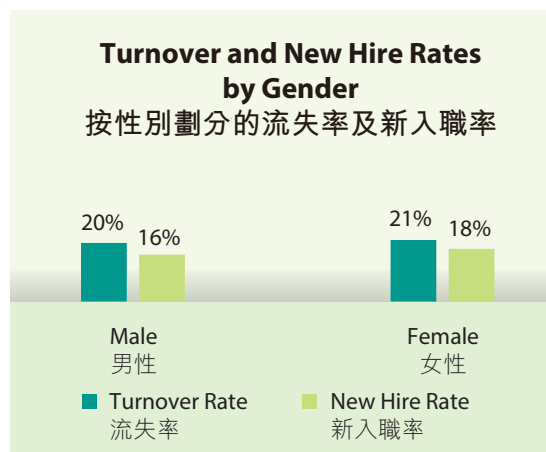
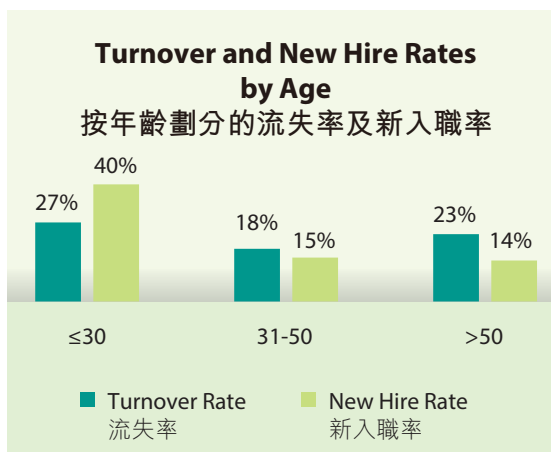


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During the reporting period, the overall employee turnover rate and new hire rate of the Group were approximately 20% and 17% respectively. Figures below present detailed profiles of employee turnover and new hire rates by age and gender:

於報告期內，本集團整體僱員流失率及新入職率分別約為20%及17%。按年齡及性別劃分的僱員流失率及新入職率的詳細分佈如下：



We value each and every one of our employees. When an employee resigns, his or her department head and HR Department meet with the employee at least once to discuss the reasons for the resignation. Employees are fired only if they commit major policy infractions or if their performance remains poor even after being instructed or reassigned.

我們珍視每位僱員。當僱員辭職時，他／她的部門主管及人力資源部至少與僱員進行一次面談，以了解辭職的原因。僱員僅在犯有重大政策違規行為，或經過指導或重新調職後表現仍然欠佳時，方會被解僱。

Labor Standard

The Group has developed rules to prevent illegal employment of child labor and forced labor. During the recruitment process, freshly hired candidates' identification cards are thoroughly scrutinized to confirm that they are of legal age. Hired staff must be 18 years or older, with no criminal record or dismissal from previous organizations owing to excessive carelessness, as stated in our Employee Manual. Each employee must give accurate personal information and provide the relevant certificates. Any breach of this may result in immediate dismissal without pay. Human and labor rights are recognized and protected to ensure in the Group, no people are employed against their will.

勞工標準

本集團已制定規則防止非法僱用童工及強制性勞工。在招聘過程中，我們將仔細檢查所聘用候選人的身份證，以確認他們均達到法定年齡。我們的僱員手冊中規定，僱用的員工必須年滿18歲或以上，且並無犯罪記錄或因嚴重疏忽而被前公司解僱。每位僱員必須提供準確個人資料並提供相關證明。任何違反有關規定的行為均可能導致即時無薪解僱。我們重視及保障人權和勞工權利，以確保本集團並無任何人被違背意願的僱用。

Employees' Rights and Welfare

The Group has established numerous standards, such as the Human Resources Management Manual and the Employee Manual, to support the rights of each employee and attract fresh talents, as part of its commitment to providing a fair, open, and welcoming environment for employees to work and flourish.

僱員權利及福利

本集團已制定人力資源管理手冊及僱員手冊等多項標準，支持每位僱員的權利並吸納新人才以作為其承諾的一部分，同時提供一個公平、開放和友善的工作環境以促進僱員成長。

Employee performance is evaluated on a regular basis in order to alter bonuses, salaries, and potential promotions. Employees can submit personal debriefing reports and a list of important achievements to department managers during the annual evaluation periods.

我們定期評估僱員表現，以調整獎金、薪金和潛在晉升機會。僱員可於每年評估期間向部門經理提交個人述職報告及列出主要成就。

We assess salary in accordance with specified criteria to guarantee that everyone has an equal chance, eliminating prejudices based on gender, race, age, marital status, religion, and other factors.

我們按照特定標準評估薪金以保證各人均有平等機會，消除性別、種族、年齡、婚姻狀況、宗教及其他因素等偏見。

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The Group ensures that its employees are paid fairly, including a base salary, housing allowance, year-end incentives, relocation allowance, and other benefits. Salary criteria are established and flexibly changed in accordance with operational standards, price levels, job levels, work performance, and typical market earnings, with additional compensation for working overtime or on holidays. We also provide food allowance, scheduled bus pick-ups, and special holiday bonuses to our staff. To ensure the health and safety of its employees, the Group obtains social insurance and business accident insurance for each employee, as well as regular medical examinations.

Unless unusual circumstances exist, the Group rigorously adheres to the 40-hour work week regulation and pre-arranged working hours. The notion of work-life balance is important to the Group. Working overtime is discouraged, and if it is required, employees must notify the HR department for authorization and documentation. Employees are entitled to paid vacation, sick leave, marital and maternity leave, bereavement leave, and other benefits.

Development Evaluation and Performance Management

The Group has established a clear personnel evaluation method. Immediate supervisors and subordinate leaders conduct annual performance appraisals for all employees. Individual staff interviews are conducted to highlight any performance inadequacies in the year under review and to discuss improvement strategies for the following year.

To boost employee motivation and job efficiency, appropriate rewards and penalties are given to business divisions, such as the Investment Department, based on the performance in monthly assignments. Employees that perform admirably, whether through virtuous and courageous deeds, social and corporate contributions, effective proposals, or otherwise great performance, receive special recognition.

Employee Relations

Teamwork is one of the Group's most important ideals. As a result, a neighborly environment with open feedback channels and close contacts aids the Group's long-term development.

Communication is an important component of the Group's ongoing operations. Before and after appointment, position transfer, and dismissal, we proactively endeavor to understand employees' perspectives and expectations. We also regularly assess employee satisfaction and insights into business progress in order to alter our policies and actions as needed.

To strengthen and sustain its relationship with its employees, in addition to organizing frequent employee events, the Group's HR Department sends greetings and wishes to employees on festive occasions and delivers gifts such as daily necessities, and hosts birthday celebrations for them. When our employees are experiencing personal or family challenges, we give extra care and material assistance to support them to the best of our abilities.

本集團確保僱員獲得公平薪酬，包括基本薪金、住房補貼、年終獎金、搬遷補貼及其他福利。薪金標準按照營運標準、價格水平、職位級別、工作表現及傳統市場收入而制定及靈活調整，並給予超時工作或假期工作額外補償。我們亦為員工提供膳食津貼、接駁車服務及特殊假期獎金。為確保員工的健康與安全，本集團為每位員工購買社會保險和商業意外保險，並定期提供體檢。

本集團嚴格遵守每週工作40小時的規定，除非有特殊情況，否則會預先安排工作時間。本集團重視工作與生活平衡的理念，不鼓勵加班，僱員如有加班需要則必須通知人力資源部門以獲得授權及相關文件。僱員有權享有帶薪假期、病假、婚假、產假、喪假及其他福利。

發展評估及績效管理

本集團已制定明確的員工評估方法。每年由直屬上司和下屬主管對全體員工進行績效評估。與每一位員工進行個別面談，列出回顧年度的表現不足之處，並討論來年的改善策略。

為推動員工精益求精及加快工作效率，我們會根據每月指派工作的表現，對投資部等業務部門給予適當獎懲。表現優越的僱員，只要品行端正、為社會和企業作出貢獻、提供有效建議，或在其他方面有出色表現，均給予特別表彰。

僱員關係

團隊合作為本集團至關重要的理念之一。因此，設有開放反饋渠道，密切聯繫的友鄰環境有助於本集團的長期發展。

溝通是本集團持續營運的重要組成部分。我們在委任、調職、解僱前後都會積極了解僱員的想法及期望。我們亦定期評估僱員對業務進展的滿意程度和見解，以便根據需要調整我們的政策和行動。

為加強及維持與僱員之間的關係，除了經常組織員工活動外，本集團人力資源部亦會在節日期間向員工致以問候和祝福，贈予生活用品等禮物，並為員工舉辦生日慶祝活動。當我們的僱員遇到個人或家庭困難時，我們會致以關懷及提供物質援助，以盡力支持他們。

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Health and Safety

We are dedicated to providing a healthy and safe work environment for our employees, creating a culture where all employees prioritize safety, thanks to cross-level collaboration and compliance with national laws and regulations. In addition to having a group-level Occupational Safety and Health (“OSH”) policy in place, the Group has developed a Major Events Management Manual that serves as the foundation for safety operations. Through the Manual, we have improved our ability to respond to occurrences of major emergency events and strengthened the handling processes of major OSH issues. To mitigate the possible safety hazards of the 19 major incident categories, including labor injuries and fire incidents, preventive and corrective measures are taken. All incidents are required to be reported and investigated.

All Group employees must follow our Code of Safety, a part of the Employee Handbook that outlines the Group’s commitment to creating a safe workplace. Safety practices are documented in a cogent manner and emergency phone numbers are prominently displayed so that our personnel may rapidly reach them in the event of a fire. The Group recognizes and rewards employees who are capable of spotting possible dangers and discovering ways to protect working conditions in order to stimulate future discoveries and proposals.

We regularly assess working conditions and find opportunities for improvement in order to maintain a productive working environment. We use a flexible work schedule for employees who work outside in hot weather, especially during the summer. In addition, air conditioning and thermal insulation systems have been added to help prevent incidents of heatstroke. In addition to thermal equipment, the Group provides market staff with personal protection equipment, such as a safety vest and waterproof boots. For personnel responsible for handling chemicals, they must ensure the compliance with laws and regulations applicable to chemicals handling.

健康與安全

我們致力於為僱員提供健康與安全的工作環境，通過跨職級合作及遵守國家法律法規，從而營造以全體員工安全為首的文化。除了制定集團水平的職業安全與健康（「職業安全與健康」）政策外，本集團亦制定了重大事件管理手冊，作為安全營運的基礎。我們通過該手冊改善應對重大突發事件的能力，強化重大職業安全與健康事宜的處理流程。為減少工傷、火災等19類重大事故可能存在的安全隱憂，我們會採取預防和糾正措施。所有事故均需作出匯報及調查。

本集團全體僱員均須遵守我們僱員手冊中訂明的安全守則，當中概述本集團對營造安全工作場所的承諾。安全實踐已妥為記錄，緊急電話號碼亦張貼於當眼位置，以便在發生火災時可供員工迅速獲得有關資訊。本集團會表彰及獎勵能夠發現潛在危險及提供保障工作環境方法的僱員，以鼓勵僱員於未來積極發現潛在問題並提出建議。

我們定期評估工作條件並尋找改進機會，以維持高效工作環境。我們為在炎熱天氣下（特別是在夏季）戶外工作的員工安排彈性工作時間。此外，我們亦加裝空調和隔熱系統，以防中暑。除隔熱設備外，本集團亦為市場工作人員提供個人防護設備，例如安全背心及防水靴。負責處理化學品的人員必須確保遵守適用於化學品處理的法律法規。

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During the reporting period, the Group did not record any work-related fatalities and recorded three work-related accidents. We are determined to mitigate the safety hazards to the employees and reinforce our capability to cope with safety risks and hazards.

於報告期內，本集團並無錄得因工死亡個案，工傷意外則錄得三宗。我們竭力減低僱員面臨的安全隱憂，並加強應對安全風險及危害的能力。

| | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 | FY2020 二零二零財政年度 |
|---|--------------------|--------------------|--------------------|
| Number of work-related fatalities 因工死亡人數 | 0 | 0 | 1 |
| Rate of work-related fatalities (%) 因工死亡比率 (%) | 0 | 0 | 0.085 |

Safety Training

The Group regularly organizes safety training events to disseminate knowledge about OSH legislation and laws, as well as operating procedures, and to enhance employee understanding of occupational health and safety issues. Every six months, all employees must engage in a fire exercise to collect and solidify their knowledge of fire safety and emergency response capabilities.

During the year, to underline the importance of safety awareness, our Qinzhou Market organized the "Work at Ease" safety training. These activities enable the Group to better detect and control any signs of accidents, considerably reducing the likelihood of minor accidents and hidden threats, thereby helping to prevent serious incidents.

安全培訓

本集團定期舉辦安全培訓活動，傳播有關職業安全與健康法律法規方面的知識以及操作程序，以增進僱員對職業健康安全事宜的了解。全體僱員必須每六個月參與一次消防演習，以掌握和鞏固消防安全知識和應急能力。

年內為加強安全意識的重要性，欽州市場舉行「安心工作」安全培訓。這些活動使本集團能夠更有效發現和控制任何意外跡象，大幅降低發生小型意外和隱患的機會，從而有助防止大型事故發生。

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Prior to starting work in the Cold Chain Department, all new workers are required to attend safety training and complete the corresponding examination. To protect our employees' health, we hold a variety of occupational health courses on disease prevention and treatment on a regular basis. During the reporting period, the Group provided safety training for 2,809 person-times with a total of 4,355 hours.

冷鏈部所有新入職員工在開始工作前，均必須參加安全培訓並完成相應考核。為保障僱員健康，我們會定期舉辦各種疾病預防及治療的職業健康課程。於報告期內，本集團為2,809人次提供合共4,355小時的安全培訓。

Combating COVID-19 對抗新冠肺炎

In addition to establishing a group responsible for management and supervision of COVID-19 prevention and control work, as well as implementing the corresponding measures, we conducted training to equip everyone with knowledge regarding COVID-19. For employees working at cold chain products areas, nucleic acid test was organised weekly and COVID-19 vaccination was provided to them on priority. As a result, we were able to inspect the cases and respond to the emergencies promptly and efficiently.

除成立新冠肺炎防控工作的管理和監督小組，以及採取相應措施外，我們進行多項培訓，務求令全體僱員掌握新冠肺炎的相關知識。我們為冷鏈產品區工作的僱員每週組織核酸測試，並優先向他們提供新冠肺炎疫苗接種。因此，我們能夠迅速有效地檢查病例和應對緊急情況。

The training mainly included:

- The basic information, characteristics and transmission of COVID-19
- Prevention and control methods, such as:
 - o maintain a healthy and active mindset
 - o implement control measures in the office
 - o pay attention to the high-risk areas, such as lifts, canteen and office
 - o wash hands frequently, wear masks properly, use alcohol scientifically
- Laws and regulations on pandemic prevention and control

培訓主要包括：

- 新冠肺炎的基本資訊、特徵及傳播途徑
- 防控方法，例如：
 - o 保持心態健康積極
 - o 在辦公室實施控制措施
 - o 關注高風險地區，例如升降機、飯堂及辦公室
 - o 經常清洗雙手、適當配戴口罩及科學化使用酒精
- 有關疫情防控的法律法規

Emergency Management

In our markets, safe working conditions are essential for smooth operations. We have designed a particular reporting procedure for traffic accidents, fire accidents, water accidents, food poisoning, and contagious diseases in order to deal with emergency incidents appropriately, quickly, and efficiently. To prevent fire incidents, all offices receive proper fire prevention instructions ahead of time.

應急管理

在市場提供安全的工作條件對穩定營運至關重要。我們已就道路交通意外、火災意外、水災意外、食物中毒及傳染病等制定特別匯報程序，以便妥善、快速、高效處理突發事故。為防止發生火災，所有辦公室均設有適當的防火指示。

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Training and Development

We provide professional training and development programs to our personnel in order to improve their performance and stimulate their growth potential, in line with the Group's development objectives. To enhance training efficiency, we seek to provide staff with varied and tailored training. The basic steps for deciding between internal training, external training, and employee self-training include requirement analysis, target setting, content creation, and training implementation and evaluation. The Personnel Training Department evaluates previous training on a regular basis to see if the desired outcomes in terms of trainee reaction, knowledge and skill progression, behavioral change, and ultimate performance were met.

培訓與發展

為配合本集團的發展目標，我們為員工提供專業培訓和發展計劃，以提升其績效及激發他們的增長潛力。為了提升培訓效率，我們力求為員工提供多元化及適合自身的培訓。決定內部培訓、外部培訓及僱員自我培訓的基本步驟包括分析需求、設立目標、設計內容、實施和評估培訓。人員培訓部定期評估過往培訓，以觀察受訓者反應、知識和技能進步、行為變化和最終表現方面是否達到預期效果。

| Training Performance 培訓表現 | | Training Coverage 培訓覆蓋率 | Average Training Hour 平均培訓時數 |
|------------------------------|-------|----------------------------|---------------------------------|
| By Gender | 按性別劃分 | | |
| Male | 男性 | 104% | 4.94 |
| Female | 女性 | 117% | 5.82 |
| By Function | 按職能劃分 | | |
| Management executive | 管理人員 | 133% | 6.38 |
| General employee | 普通員工 | 105% | 5.08 |

Various training programs organized by the Group were offered to employees during the reporting period, including induction training, safety training, professional qualification training, team execution and communication skills training, administration manual, customer complaint handling process training, and so on, totaling 5,903 training hours. We hope to strengthen external training in the future if we have enough time and experience with internal training.

於報告期內，本集團為僱員提供各種培訓課程，包括入職培訓、安全培訓、專業資格培訓、團隊執行和溝通技巧培訓、行政管理手冊、客戶投訴處理程序培訓等，累計5,903個培訓小時。如內部培訓方面的時間和經驗充足，我們希望未來可加強外部培訓。

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OPERATING EXCELLENCE

We make great efforts to systematically raise the quality of our operations and services, striving for excellence in all aspects, including product quality, customer service, supply chain management, data privacy and intellectual property rights.

Product and Service Responsibility

The Group attaches great importance to the quality of products and services. Standardized systems and policies are in place to improve product and service management and to ensure reciprocal trust between customers and the Group. Our Wuhan Market is certified with ISO 9001:2015 management system. To meet customer and regulatory requirements, we have put in place an agricultural product quality and safety management system. Our Trade and Distribution Management Protocol specifies a standardized structure for product distribution, safekeeping and control.



During the year, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. During the year, there were no product recalls due to health and safety reasons recorded.

Enhancing Customer Satisfaction

We are committed to improving service quality and enhancing customer satisfaction continuously. Maintaining good communication with our customers is significant for us to enhance our performance. Customer satisfaction surveys are conducted regularly by our Business Department to collect customer feedback in a systematic manner. To better understand the needs of customers, we also send special personnel to visit them monthly.

Complaint handling procedures have been established by the Group. We have put in place two handling procedures to guarantee proper implementation of the processes. Our customer service representatives are available all day to provide support and address problems at early stages.

卓越運營

我們致力有序提高營運和服務質量，在產品質量、客戶服務、供應鏈管理、數據私隱及知識產權所有方面追求卓越。

產品及服務責任

本集團十分重視產品及服務質量。我們建立標準體系及政策，以改善產品及服務管理，確保客戶與本集團之間互相信任。我們的武漢市場獲得ISO 9001:2015管理體系認證。為符合客戶及監管要求，我們制定農產品質量和安全管理體系。我們的貿易和分銷管理協定為產品分銷、安全保管和控制提供規範化的架構。

年內，本集團並不知悉任何違反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且對本集團有重大影響的相關法律法規。年內，本集團並未錄得任何因健康與安全原因導致的產品召回。

增強客戶滿意度

我們致力於不斷提高服務質量，持續增強提高客戶滿意度。與客戶保持良好溝通對提高我們的表現至關重要。我們的業務部門定期進行客戶滿意度調查，有序收集客戶反饋。為清楚了解客戶需求，我們每月亦派專人拜訪。

本集團已制定投訴處理程序。我們制定兩項處理程序，以確保妥善執行流程。我們的客戶服務代表全天候提供支援，並於早期階段處理問題。

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We have maintained a customer complaint database to record complaints for further review and related purposes. Complaints from established channels, including face-to-face, email, and phone call are handled by the Customer Service Department which is responsible for resolution of these complaints. During the year, the Group received 23 complaints related to products and services. All complaints were promptly addressed by relevant departments.

Supply Chain Management

Supply chain management is a key component of our success. To ensure product quality and safety, the Group has established stringent procedures in respect of procurement practices. The Procurement Department follows the procedures when selecting and purchasing agricultural goods. Taking the relevant factors into consideration, including quality, price, delivery terms, reputation, and customer requirements, the Procurement Department endeavours to keep a balance and make the best procurement decisions.

In addition, we require suppliers to present evidence of quality to us such as records, warranty receipts, product certificates, laboratory reports, etc.

The selection, assessment and supervision of suppliers are governed by the Administration Department and the Property Management Department under a transparent and open system. A Bidding Committee is responsible for supervision of the bidding process and selection of quality suppliers. With an aim to avoid any conflicts of interest during the bidding or procurement process, we require bidders or suppliers to sign a declaration to confirm that they are not related to any employee of the Group.

During the year, the group's 11 agricultural produce markets had 305 suppliers in total. All suppliers are located in Mainland China.

我們建立客戶投訴資料庫，以供進一步審查和相關用途。客戶服務部負責處理來自既定渠道(包括面對面、電郵及電話通話)的投訴。年內，本集團接獲23宗有關產品及服務的投訴。所有投訴均已經由相關部門及時處理。

供應鏈管理

供應鏈管理為我們達成成功的關鍵組成部分。為確保產品質量及安全，本集團已就採購方法制定嚴格程序。採購部遵循程序篩選及採購農產品。採購部會考量質量、價格、交付條款、信譽和客戶要求等相關因素，從中取得平衡，做出最佳採購決策。

此外，我們要求供應商提供質量證明，例如記錄、保養單據、產品證書、實驗報告等。

供應商的甄選、評估和監察由行政部和物業管理部在透明、公開的制度下進行管理。招標委員會負責監督招標過程及篩選合格供應商。為避免在投標或採購過程中出現任何利益衝突，我們要求投標人或供應商簽署一份聲明，以確認他們與本集團的任何僱員並無關係。

年內，本集團的11個農產品交易市場共有305個供應商。所有供應商全部位於中國內地。

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Data Privacy and Cybersecurity

The Group values information security and spares every effort to achieve efficient working and management while protecting data privacy and cybersecurity. A well-defined stringent data and cybersecurity management policy is in place for regulating usage of computers, network equipment and all software installed. Concerning potential data breaches, the Information Technology Department is responsible for information processing, management and confidentiality of external information, as well as managing actions and activities related to Internet and data usage.

Intellectual Property Rights

Intellectual property rights and patent rights closely related to our operations are protected by the Group. A detailed knowledge management approach is in place, covering the life cycle of knowledge management, including identification, creation, acquisition, storage, sharing and application. Additionally, the Group maintains a Knowledge Archive, which specifies each department's responsibility of archiving, preserving and adopting the Individual Knowledge Archive.

Anti-Corruption

The Group strictly abides by the Anti-Unfair Competition Law of the People's Republic of China and other anti-corruption related laws and regulations, implements business ethics of integrity, fairness and justice in all aspects of production and operations, and always adopts a "Zero Tolerance" attitude towards any illegal acts such as bribery, extortion, fraud and money laundering to ensure the integrity of the Group's operations.

To create a fair and honest corporate environment, the Group's Employee Manual clearly stipulates that all employees are prohibited from receiving benefits from merchants or other customers. In case of serious violations, employees are punished by terminating their employment contracts without compensation.

The Group has set up a specific whistle-blowing channel to encourage employees to report suspected corruption or misconduct. All whistle-blowing matters are reviewed fairly and independently, and the final results are reported to the Audit Committee. Meanwhile, the Audit Committee regularly reviews the effectiveness of the whistle-blowing policy. The Group attaches great importance to protection of whistle-blowers, strictly keeps the identity of whistle-blowers as well as the relevant information of the investigation progress confidential and prohibits any retaliation or discrimination against whistle-blowers.

數據私隱及網絡安全

本集團重視資訊安全，並致力實現高效工作和管理，同時保護數據私隱及網絡安全。我們制定明確的嚴格數據及網絡安全管理政策，以規範電腦、網絡設備及所有已安裝軟件的使用。就潛在數據洩露而言，資訊技術部負責處理、管理資訊和保密外部資料，以及管理與互聯網和數據使用有關的行動和活動。

知識產權

本集團保護與營運密切相關的知識產權及專利權。我們已制定詳細的知識管理方法，當中覆蓋知識管理的整個流程，包括識別、創建、獲取、存儲、共用和應用。此外，本集團建立知識檔庫，當中規定各部門須負責歸檔、保存及採用個人知識檔庫。

反貪腐

本集團嚴格遵守《中華人民共和國反不正當競爭法》及其他反貪腐相關法律法規，在生產及營運所有層面貫徹誠信、公平、公正的商業道德，對任何賄賂、勒索、欺詐及洗黑錢等非法行為秉持「零容忍」態度，以確保本集團誠信經營。

為營造公平誠信的企業環境，本集團的僱員手冊明確規定，禁止所有員工收受商戶或其他客戶的利益。僱員如嚴重違規，則會受到無償終止僱傭合約的處罰。

本集團已設立特有舉報渠道，鼓勵僱員舉報涉嫌貪腐或不當行為。所有舉報事項均經過公平、獨立審查，並會向審核委員會匯報最終結果。同時，審核委員會定期審閱舉報政策的有效性。本集團高度重視保護舉報人，嚴格保密舉報人身份及調查進展的相關資料，禁止對舉報人進行任何報復或歧視行為。

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CONTRIBUTING TO COMMUNITY

Community Engagement

The Group always pays a great deal of attention to livelihood of the communities where it operates, giving back to the local livelihood as an important way to fulfil its social responsibility. During the reporting period, the Group donated a total of approximately HK\$3,033,000 to the communities in Hong Kong and Mainland China.

The Group carries out various public welfare activities, including but not limited to aiding the disaster-stricken areas and donating relief supplies; we visited the front-line personnel, the People's Police and the elderly in the community, and provided rice, fruits and vegetables and other food items to them; and we organize charity activities to realize the new year's wishes for children from poor families.

貢獻社區

社區參與

本集團一直著重其營運所在社區的境況，而回饋當地民生為其履行社會責任的重要方式。於報告期內，本集團向香港及中國內地社區捐款合共約3,033,000港元。

本集團開展各類公益活動，包括但不限於援助災區、捐贈賑災物資。我們走訪前線人員、人民警察和社區長者，為他們提供大米、蔬果等食品，同時組織公益活動，為貧困家庭兒童實現新年願望。

Bond with Zhengzhou, love without borders

On 22 July 2021, Mr. Tang Ching Ho, a member of the National Committee of the Chinese People's Political Consultative Conference and the Chairman of the Group, and Mr. Tang Ho Hong, a member of the Chinese People's Political Consultative Conference of Henan Province, donated flood relief supplies worth RMB 1,000,000 to the Charity Federation of Erqi District, Zhengzhou City to support people affected by the disaster in Zhengzhou and rescue personnel. Disaster relief supplies were delivered by the team of Kaifeng Hongjin Agricultural and By-Product Wholesale Market Company Limited under Hongjin Agri-Products. Hongjin Agri-Products has always been concerned about the progress of disaster relief. We hope to bring together support from all sectors of the society and form a strong force to help the affected people overcome the difficulties together.

於二零二一年七月二十二日，全國政協委員及本集團主席鄧清河先生與河南省全國政協委員鄧灝康先生向鄭州市二七區慈善總會捐贈價值人民幣100萬元抗洪救災物資，支援鄭州災民和救援人員。本集團旗下的開封宏進農批產品批發有限公司團隊運送賑災物資。宏進農批一直關注救災工作進展。我們希望匯聚社會各界的支持，形成強大支援，一起助災民渡過難關。

情繫鄭州，大愛無疆



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Respect for the elderly during the Double Ninth Festival

重陽節敬老活動

On 12 October 2021, the Luoyang market carried out the activity of “Luoyang Hongjin: Offer love and convey warmth”. During the visit, Luoyang market provided essential materials, edible oil and flour to the elderly (over 60 years old) in Houdong Village and sent festive congratulations and warm greetings to the elderly.

於二零二一年十月十二日，洛陽市場開展「洛陽宏進奉獻愛心，傳遞溫情」慰問活動。走訪期間，洛陽市場付諸實際行動，為後洞村年滿60歲以上的長者提供生活物資、食用油、麵粉，向長者致以節日的祝賀和親切的問候。



Visited the staff who stuck to the epidemic prevention

走訪堅守防疫工作人員

On 11 August 2021, Mr. Zhu Dongjie, the Operation Manager of Kaifeng Hongjin, visited Nanyuan and Wangtun control stations, thanking them for their courage, selfless dedication to the life safety of the people and their efforts to ensure the public's normal life, and provided them with food supplies.

於二零二一年八月十一日，開封宏進營運經理朱東傑走訪南苑、汪屯卡點，感謝他們為人民的生命安全勇敢逆行、無私奉獻以及為保障百姓正常生活所付出的努力，並為他們提供食品物資。



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APPENDIX

附錄

LAWS AND REGULATIONS

法律法規

| Topics 議題 | Applicable Laws and Regulations 適用法律法規 | Compliance 合規情況 |
|--------------------------|---|---|
| Environment 環境 | <ul style="list-style-type: none"> Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 Atmospheric Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》 Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》 Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise 《中華人民共和國環境噪聲污染防治法》 Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes 《中華人民共和國固體廢棄物污染環境防治法》 | <ul style="list-style-type: none"> To the best of its knowledge, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the reporting period. 於報告期內，就本集團所深知，本集團並不知悉任何違反有關空氣及溫室氣體排放、向水及土地排污及有害與無害廢棄物的產生且對本集團有重大影響的相關法律法規。 There was no issue in sourcing water that is fit for purpose. 本集團於採購適合用途的水資源方面並無任何問題。 |
| Employment 僱傭 | <ul style="list-style-type: none"> Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Law of the PRC on the Protection of Disabled Persons 《中華人民共和國殘疾人保護法》 Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》 Employment Ordinance of Hong Kong 香港《僱傭條例》 Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 | <ul style="list-style-type: none"> To the best of its knowledge, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare during the reporting period. 就本集團所深知，本集團並不知悉於報告期內任何違反有關補償及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他利益及福利且對本集團有重大影響的相關法律法規。 There were no reported cases of child or forced labour during the reporting period. 於報告期內，並無接獲有關童工或強制性勞工的報告。 |

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| Topics 議題 | Applicable Laws and Regulations 適用法律法規 | Compliance 合規情況 |
|---------------------------------------|---|---|
| Safety 安全 | <ul style="list-style-type: none"> • Production Safety Law of the People's Republic of China • 《中華人民共和國安全生產法》 • Law of the People's Republic of China on the Prevention and Control of Occupational Diseases • 《中華人民共和國職業病防治法》 • Fire Control Law of the People's Republic of China • 《中華人民共和國消防法》 • Provisions on the Supervision and Administration of Fire Protection of Construction Projects • 《建設工程消防監督管理規定》 | <ul style="list-style-type: none"> • To the best of its knowledge, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to the provision of a safe working environment and protection of employees from occupational hazards. • 就本集團所深知，本集團並不知悉於報告期內任何違反有關提供安全工作環境及保護僱員免受職業危害且對本集團有重大影響的相關法律及法規。 • To the best of its knowledge, during the year, the Group did not have any serious work-related injuries and work-related fatalities. • 就本集團所深知，本集團並不知悉於年內任何嚴重工傷及因工死亡。 |
| Product Responsibility 產品責任 | <ul style="list-style-type: none"> • Product Quality Law of the People's Republic of China • 《中華人民共和國產品質量法》 • Law of the PRC on the Protection of Consumer Rights and Interests • 《中華人民共和國消費者權益保護法》 • Food Safety Law of the People's Republic of China • 《中華人民共和國食品安全法》 • Quality and Safety of Agricultural Products Law of the People's Republic of China • 《中華人民共和國農業產品質量安全法》 • Food Safety Supervision and Management Measures in Circulation Links • 《流通食品安全監督管理辦法》 • Measures to Investigate and Suppress Unlicensed Businesses • 《無照經營查處辦法》 | <ul style="list-style-type: none"> • To the best of its knowledge, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, privacy issues and remedies for provision of products during the reporting period. • 就本集團所深知，本集團並不知悉於報告期內任何違反有關所提供產品之健康與安全、私隱事宜及補救方法且對本集團有重大影響的相關法律法規。 |

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| Topics 議題 | Applicable Laws and Regulations 適用法律法規 | Compliance 合規情況 |
|---------------------------------|---|---|
| Privacy Security 私隱安全 | <ul style="list-style-type: none"> Cyber Security Law of the People's Republic of China 《中華人民共和國網絡安全法》 Personal Data (Privacy) Ordinance of Hong Kong 香港《個人資料(私隱)條例》 | <ul style="list-style-type: none"> During the reporting period, the Group did not obtain any patents and did not encounter any cases of infringement of laws and regulations related to data privacy and security as well as intellectual property rights. 於報告期內，本集團並無獲得任何專利，亦無任何違反有關數據私隱及安全以及知識產權之法律法規之重大個案。 |
| Anti-Corruption 反貪腐 | <ul style="list-style-type: none"> Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Hong Kong Prevention of Bribery Ordinance 香港《防止賄賂條例》 | <ul style="list-style-type: none"> To the best of its knowledge, the Group did not contravene any relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering during the reporting period. The Group was not involved in any corruption cases in the reporting period. 就本集團所深知，本集團於報告期內並無違反任何有關賄賂、勒索、欺詐及洗黑錢且對本集團有重大影響的相關法律法規。本集團於報告期內並無涉及任何貪腐個案。 |

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PERFORMANCE DATA SUMMARY

績效數據概要

| | | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 |
|--|--|--------------------|--------------------|
| Environment 環境 | Resources Consumption 資源消耗 | | |
| | Electricity (kWh) 電力(千瓦時) | 77,895,829 | 56,012,225 |
| | Diesel (Litres) 柴油(升) | 890 | 615 |
| | Petrol (Litres) 汽油(升) | 76,921 | 88,507 |
| | Refrigerant R-22 (Tonnes) R-22 製冷劑(噸) | 1.83 | 1.23 |
| | Liquid ammonia (Tonnes) 液態氨(噸) | 1.00 | 6.00 |
| | Refrigerant R404A (Tonnes) R404A 製冷劑(噸) | 0.45 | - |
| | Energy intensity GJ/'000HKD 能源強度(千兆焦耳/千港元收益) | 0.33 | 0.31 |
| | Water (Tonnes) 水(噸) | 2,680,238.51 | 2,642,984.23 |
| | Water intensity (Tonne/'000 HKD) 水強度(噸/千港元收益) | 3.08 | 4.06 |
| | Emissions 排放 | | |
| | GHG Emissions (tCO₂e) 溫室氣體排放(噸二氧化碳當量) | | |
| | Scope I: direct emissions 範圍1:直接排放 | 4,894.73 | 2,401.83 |
| | Scope II: indirect emissions 範圍2:間接排放 | 45,257.48 | 34,173.06 |
| | Total emissions 總排放 | 50,152.21 | 36,574.89 |
| | GHG emission intensity (tCO ₂ e/'000 HKD revenue) 溫室氣體排放強度 (噸二氧化碳當量/ 千港元收益) | 0.06 | 0.06 |
| | Air Pollutants (kg) 空氣污染物(千克) | | |
| | Sulphur oxides 硫氧化物 | 1.13 | 1.30 |
| | Nitrogen oxides 氮氧化物 | 48.77 | 56.85 |
| | Particulate matters 懸浮顆粒 | 3.59 | 4.19 |
| | Waste Generation (tonnes) 廢棄物產生(噸) | | |
| | Non-hazardous waste 無害廢棄物 | 88,989.85 | 88,184.60 |
| Non-hazardous waste recycled 循環再用的無害廢棄物 | 1,234.05 | 1,501.70 | |

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| | | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 |
|--------------------------------|---|--------------------|--------------------|
| Workforce Demographics 僱員統計 | Total Headcount 總人數 | 1,115 | 1,151 |
| | By Geographical Distribution 按地理分佈劃分 | | |
| | Hong Kong 香港 | 22 | 24 |
| | Mainland China 中國內地 | 1,093 | 1,127 |
| | By Age 按年齡劃分 | | |
| | ≤ 30 30歲及以下 | 113 | 134 |
| | 31-50 31至50歲 | 754 | 777 |
| | >50 50歲以上 | 248 | 240 |
| | By Gender 按性別劃分 | | |
| | Male 男性 | 662 | 685 |
| | Female 女性 | 453 | 466 |
| | By Function 按職能劃分 | | |
| | Management executive 管理人員 | 185 | 178 |
| | General staff 普通員工 | 930 | 973 |
| | Employee Turnover Rate¹ 僱員流失率 ¹ | 20% | 20% |
| | By Age 按年齡劃分 | | |
| | ≤ 30 30歲及以下 | 27% | 33% |
| | 31-50 31至50歲 | 18% | 15% |
| | >50 50歲以上 | 23% | 27% |
| | By Gender 按性別劃分 | | |
| Male 男性 | 20% | 21% | |
| Female 女性 | 21% | 17% | |

¹ Employee Turnover Rate (%) = the number of the category/total workforce of the category X 100%

¹ 僱員流失率 (%) = 該類別人數 / 該類別僱員總人數 X 100%

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二零二一／二二年環境、社會及管治報告

| | | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 |
|--|--|--------------------|--------------------|
| Workforce Demographics 僱員統計 | Employee New Hire Rate² 僱員新入職率 ² | 17% | 18% |
| | By Age 按年齡劃分 | | |
| | ≤ 30 30歲及以下 | 40% | 43% |
| | 31-50 31至50歲 | 15% | 15% |
| | >50 50歲以上 | 14% | 13% |
| | By Gender 按性別劃分 | | |
| | Male 男性 | 16% | 19% |
| | Female 女性 | 18% | 15% |
| Health and Safety 健康與安全 | Work-related injury 工傷 | 3 | 2 |
| | Number of injured employees 受傷僱員數目 | 3 | 2 |
| | Lost days due to work-related injury 因工傷損失的工作日數 | 69 | 58 |
| | Work-related fatality 因工死亡 | 0 | 0 |
| | Total safety training hours 安全培訓總時數 | 4,355 | 566 |
| Training and Development 培訓與發展 | Training Coverage³ 培訓覆蓋率 ³ | | |
| | By Gender 按性別劃分 | | |
| | Male 男性 | 104% | 81% |
| | Female 女性 | 117% | 81% |
| | By Function 按職能劃分 | | |
| | Management executive 管理人員 | 133% | 100% |
| | General staff 普通員工 | 105% | 77% |

² Employee New Hire Rate (%) = the number of newly hired employees of the category/total number of employees of the category X 100%

² 僱員新入職率(%) = 該類別新入職員工人數/該類別總員工人數 X 100%

³ Training Coverage (%) = the number of trained employees of the specific category/the total number of employees of the specific category X 100%

³ 培訓覆蓋率(%) = 該類別已受訓的總員工人數/該類別的總員工人數 X 100%

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| | | FY2022 二零二二財政年度 | FY2021 二零二一財政年度 |
|-----------------------------------|---|------------------------------|----------------------------|
| Training and Development 培訓與發展 | Average Training Hour (hours)⁴ 平均培訓時數(小時) ⁴ | | |
| | By Gender 按性別劃分 | | |
| | Male 男性 | 4.94 | 4.95 |
| | Female 女性 | 5.82 | 4.84 |
| | By Function 按職能劃分 | | |
| | Management executive 管理人員 | 6.38 | 4.19 |
| | General staff 普通員工 | 5.08 | 5.04 |
| Community 社區 | Donation (HKD) 捐款(港元) | Approximately 約 3,033,000 | Approximately 約 863,000 |

⁴ Average training Hour (hours) = the number of training hours of the employees of the specific category/the total number of employees of the specific category

⁴ 平均培訓時數(小時) = 該類別員工受訓時數/該類別總員工人數

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| 層面 A1 : 排放 | | | 頁數 | |
| General Disclosure 一般披露 | Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物產生等的信息： 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。 | Environmental Management 環境管理 | 5 | |
| | KPI A1.1 關鍵績效指標 A1.1 | The types of emissions and respective emissions data. 排放物種類及相關排放數據。 | Air Emissions 廢氣排放 | 8 |
| | KPI A1.2 關鍵績效指標 A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。 | GHG Emission 溫室氣體排放 | 6 |
| | KPI A1.3 關鍵績效指標 A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。 | Waste Management 廢棄物管理 | 9 |
| | KPI A1.4 關鍵績效指標 A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。 | Waste Management 廢棄物管理 | 9 |
| | KPI A1.5 關鍵績效指標 A1.5 | Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放目標及為達致該等目標所採取的步驟。 | Environmental Management 環境管理 | 5 |
| | KPI A1.6 關鍵績效指標 A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，以及描述所訂立的減排目標及為達致該等目標所採取的步驟。 | Environmental Management 環境管理 Waste Management 廢棄物管理 | 5 9 |

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| 層面 A2：資源使用 | | | 頁數 | |
| General Disclosure 一般披露 | Policies on efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。 | | Environmental Management 環境管理 | 5 |
| | KPI A2.1 關鍵績效 指標 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). 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) 及強度 (如以每產量單位、每項設施計算)。 | Energy Management 能源管理 | 6 |
| | | Performance Data Summary 績效數據概要 | | 26 |
| | KPI A2.2 關鍵績效 指標 A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及強度 (如以每產量單位、每項設施計算)。 | Water Resources 水資源 | 7 |
| | KPI A2.3 關鍵績效 指標 A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達致該等目標所採取的步驟。 | Environmental Management 環境管理 | 5 |
| | | Energy Management 能源管理 | | 6 |
| | KPI A2.4 關鍵績效 指標 A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達致該等目標所採取的步驟。 | Environmental Management 環境管理 | 5 |
| Water Resources 水資源 | | 7 | | |
| KPI A2.5 關鍵績效 指標 A2.5 | Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。 | N/A 不適用 | N/A 不適用 | |
| Aspect A3: The Environment and Natural Resources | | | | |
| 層面 A3：環境及天然資源 | | | | |
| General Disclosure 一般披露 | Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 | | Environmental Management 環境管理 | 5 |
| | KPI A3.1 關鍵績效 指標 A3.1 | Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 | Environmental Management 環境管理 | 5 |
| Aspect A4: Climate Change | | | | |
| 層面 A4：氣候變化 | | | | |
| General Disclosure 一般披露 | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及減輕已經影響及可能會影響發行人的重大氣候相關問題的政策。 | | Addressing the Climate Change 應對氣候變化 | 5 |
| | KPI A4.1 關鍵績效 指標 A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經影響及可能會影響發行人的重大氣候相關問題，以及管理有關問題所採取的行動。 | Addressing the Climate Change 應對氣候變化 | 5 |
| Environmental Emergency Management 環境應急管理 | | 10 | | |

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| B. Social B. 社會 | | | | |
|--|---|--|---|----------|
| Aspect B1: Employment 層面 B1：僱傭 | | | Page 頁數 | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的信息： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。 | | Employees' Rights and Welfare 僱員權利及福利 | 12 |
| | KPI B1.1 關鍵績效指標 B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 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。 | Equal Opportunity and Diversity 平等機會及多元化 | 11 |
| | KPI B1.2 關鍵績效指標 B1.2 | Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失率。 | Equal Opportunity and Diversity 平等機會及多元化 Performance Data Summary 績效數據概要 | 11 27 |
| Aspect B2: Health and Safety 層面 B2：健康與安全 | | | | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的信息： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。 | | Health and Safety 健康與安全 | 14 |
| | KPI B2.1 關鍵績效指標 B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年各年(包括報告年度)發生的因工而死亡的人數及比率。 | Health and Safety 健康與安全 | 15 |
| | KPI B2.2 關鍵績效指標 B2.2 | Lost day due to work injury. 因工傷損失工作日數。 | Performance Data Summary 績效數據概要 | 28 |
| | KPI B2.3 關鍵績效指標 B2.3 | Description of occupational health and safety measures adopted and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 | Health and Safety 健康與安全 | 14 |

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| Aspect B3: Development and Training | | | Page |
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| 層面 B3：發展與培訓 | | | 頁數 |
| General Disclosure 一般披露 | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 | | Training and Development 培訓與發展 17 |
| | KPI B3.1 關鍵績效 指標 B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 | Training and Development 培訓與發展 Performance Data Summary 績效數據概要 17 28 |
| | KPI B3.2 關鍵績效 指標 B3.2 | The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 | Training and Development 培訓與發展 Performance Data Summary 績效數據概要 17 29 |
| Aspect B4: Labour Standards | | | |
| 層面 B4：勞工標準 | | | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工及強制性勞工的信息： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。 | | Labor Standard 勞工標準 12 |
| | KPI B4.1 關鍵績效 指標 B4.1 | Description of measures to review employment practices to avoid child and forced labour. 描述檢討僱傭慣例的措施以避免童工及強制性勞工。 | Labor Standard 勞工標準 12 |
| | KPI B4.2 關鍵績效 指標 B4.2 | Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。 | Labor Standard 勞工標準 12 |

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| Aspect B5: Supply Chain Management 層面 B5：供應鏈管理 | | | Page 頁數 | |
|--|-----------------------------|---|----------------------------------|----|
| General Disclosure 一般披露 | | Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。 | Supply Chain Management 供應鏈管理 | 19 |
| | KPI B5.1 關鍵績效 指標 B5.1 | Number of suppliers by geographical region. 按地區劃分的供應商數目。 | Supply Chain Management 供應鏈管理 | 19 |
| | KPI B5.2 關鍵績效 指標 B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 | Supply Chain Management 供應鏈管理 | 19 |
| | KPI B5.3 關鍵績效 指標 B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 | Supply Chain Management 供應鏈管理 | 19 |
| | KPI B5.4 關鍵績效 指標 B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 | Supply Chain Management 供應鏈管理 | 19 |

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| Aspect B6: Product Responsibility 層面 B6：產品責任 | | | Page 頁數 | |
|---|---|--|---|--------|
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的信息： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。 | Product and Service Responsibility 產品及服務責任 | 18 | |
| | KPI B6.1 關鍵績效 指標 B6.1 | Percentage of total products sold or shipped to recall for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 | Product and Service Responsibility 產品及服務責任 | 18 |
| | KPI B6.2 關鍵績效 指標 B6.2 | Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。 | Enhancing Customer Satisfaction 增強客戶滿意度 | 18, 19 |
| | KPI B6.3 關鍵績效 指標 B6.3 | Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。 | Intellectual Property Rights 知識產權 | 20 |
| | KPI B6.4 關鍵績效 指標 B6.4 | Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。 | Product and Service Responsibility 產品及服務責任 | 18 |
| | KPI B6.5 關鍵績效 指標 B6.5 | Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 | Data Privacy and Cybersecurity 數據私隱及網絡安全 | 20 |

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| Aspect B7: Anti-Corruption | | | Page | |
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| 層面 B7：反貪腐 | | | 頁數 | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的信息： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的資料。 | Anti-Corruption 反貪腐 | 20 | |
| | KPI B7.1 關鍵績效指標 B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期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。 | Anti-Corruption 反貪腐 | 20 |
| | KPI B7.2 關鍵績效指標 B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。 | Anti-Corruption 反貪腐 | 20 |
| | KPI B7.3 關鍵績效指標 B7.3 | Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。 | Anti-Corruption 反貪腐 | 20 |
| Aspect B8: Community Investment | | | | |
| 層面 B8：社區投資 | | | | |
| General Disclosure 一般披露 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區的需要和確保其業務活動會考慮社區利益的政策。 | Community Engagement 社區參與 | 21 | |
| | KPI B8.1 關鍵績效指標 B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 | Community Engagement 社區參與 | 21 |
| | KPI B8.2 關鍵績效指標 B8.2 | Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。 | Community Engagement 社區參與 Performance Data Summary 績效數據概要 | 21 29 |



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CHINA AGRI-PRODUCTS EXCHANGE

Suite 3202, 32/F., Skyline Tower,
39 Wang Kwong Road, Kowloon Bay,
Kowloon, Hong Kong

香港九龍
九龍灣宏光道39號
宏天廣場32樓3202室

