四 洲 集 團 有 限 公 司

Four Seas Mercantile Holdings Limited

Stock Code 股份代號 : 374

2021

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENT, SOCIAL AND GOVERNANCE

Established in 1971, Four Seas Mercantile Holdings Limited and its subsidiaries (collectively referred to as the "Group") has become a well-known brand in Hong Kong and Mainland China over the past half-century. The Group has paid close attention to our business impacts from our manufacturing, wholesaling, catering and retailing operations on society and the environment, and are identifying different ways to minimise these. The Group is pleased to report on Environmental, Social and Governance ("ESG") issues for the year ended 31 March 2021, in accordance with the ESG Reporting Guide issued by The Stock Exchange of Hong Kong Limited.

環境、社會及管治

四洲集團有限公司及其附屬公司(統稱「本集團」)於一九七一年成立，於過去半個世紀已成為香港及中國內地的知名品牌。本集團密切關注我們的製造、批發、餐飲和零售業務對社會及環境的影響，並正在尋找不同的方法將影響減至最低。根據香港聯合交易所有限公司頒佈的環境、社會及管治(「ESG」)報告指引，本集團欣然報告於截至二零二一年三月三十一日止年度有關ESG事宜的概況。

OUR VISION

Protecting the environment and contributing to the community have been an integral part of the Group. This year, the Group continues to incorporate sustainability into day-to-day operations to embrace the value of corporate social responsibility and environmental excellence. The Group endeavours to identify continuous improvements in these areas and ensure their full integration into our business operations, to move towards a more sustainable future.

我們的願景

保護環境和回饋社區一直是本集團不可或缺的一部分。本年度，本集團繼續將可持續發展融入日常營運，以體現企業社會責任和卓越環境的價值。本集團致力於該等領域持續改進，並確保可持續發展充分融入我們的業務營運，以邁向更可持續的未來。

OUR ESG MANAGEMENT PROCESSES AT A GLANCE

The Group realises that the awareness of staff, comprehensive company policy and effective data collection procedures are vital to the success of our ESG reporting. Similar to previous years, we have conducted a regular review on and refinement to our data collection processes for a smooth ESG management process that is accurate, effective and efficient.

This report covers all ESG reporting aspects identified as material to the Group and its stakeholders during this reporting year. Stakeholder engagement is conducted regularly to identify changes to ESG priorities, to be reflected in each year's report. The engagement sessions serve as a platform and an opportunity to allow communications for staff at different levels of the Group to share their view and opinions on ESG issues, and provide updates on progress and new developments. The dialogue is key for continuous development and improvement of the Group's ESG management processes and visions.

This report gives an overview of the ESG performance of the Group and covers our manufacturing, wholesaling, catering and retailing business operations in Hong Kong and Mainland China. This year, we have acquired a new wholesaling operation in Japan, which is also covered in this report so as to provide a full picture of the Group on ESG matters.

我們的ESG管理流程概覽

本集團深明，員工意識、完善的公司政策及有效的數據收集程序為我們順利編製ESG報告的關鍵。與往年相若，本集團定期檢討及改善數據收集程序，以順利進行準確、有效及高效的ESG管理程序。

本報告涵蓋所有於本報告年度被確認為對本集團及其持份者而言屬重大的ESG報告層面。定期由持份者參與討論以識別將在每年報告中反映ESG事項優先的任何變動。有關討論為本集團各級人員之間的溝通平台，藉此能夠就ESG事宜提出意見及看法，並緊貼最新進展及發展情況。該等對話對本集團ESG管理流程及願景的持續發展及改善至關重要。

本報告概述本集團的ESG績效，同時涵蓋我們於香港及中國內地的製造、批發、餐飲及零售業務營運。於本年度，我們於日本收購一項新的批發業務，本報告亦涵蓋有關業務，以提供本集團ESG事宜的全面情況。

THE PEOPLE AND THE COMMUNITY

It has been undoubtedly important to safeguard our employees' well-being and safety during COVID-19 this year. The Group has strictly followed the guidelines and policies issued by the government, and has implemented dynamic measures and policies across the Group's facilities. We frequently review all policies and guidelines to ensure that we are providing continuous support to our employees, in terms of health, safety, wellbeing, and career development. We have also made efforts to safely continue our support for the community by giving out medical supplies in retail stores.

Choosing the Right People

The Group strives to provide equal opportunities in the working environment for all our employees, regardless of their gender, age, race, ethnicity, religious beliefs etc. New employees are provided onboarding orientation and an employee manual with company policies, procedures and benefits. The Group continues to strictly abide by all related legislation and regulation in choosing like-minded people with appropriate skill sets, and provide appropriate training to employees for fulfilling their job requirements and career development goals.

Creating A Healthy and Safe Workplace

The provision of a healthy and safe working environment is crucial, as our people are the Group's most important asset for achieving success.

The Group has enacted measures to prevent the spread of COVID-19 and maintain the hygiene and health of our employees. To protect and safeguard health and safety, we introduced a wide range of virus preventive measures which includes monitoring body temperature at the entrance of facilities, distributing face masks, providing disinfectant sprays, and offering annual body check benefits to our staff. To encourage our staff to get vaccinated, we have implemented the provision of annual leave following vaccinations. Two of the Group's food manufacturing subsidiaries have achieved vaccination rates of more than 90%. Staff involved in our importing and handling frozen food operations are mandated to undergo COVID testing every week. We also implemented a split team arrangement for back-office operations, and establishing timeslots for dine in at the company's canteen to restrict number of people and allow for social distancing.

員工及社區

毫無疑問，於本年度爆發COVID-19期間，保護我們員工的福祉和安全非常重要。本集團嚴格遵守政府頒布的指引及政策，並於本集團各設施實施動態措施及政策。我們經常檢討所有政策和指引，以確保我們對僱員的健康、安全、福祉和職業發展方面提供持續支持。我們亦致力透過於零售店派發醫療用品，安全地繼續支持社區發展。

知人善任

本集團致力為所有僱員提供平等機會的工作環境，不論性別、年齡、種族、民族、宗教信仰等。新入職僱員獲提供入職指導及載有公司政策、程序和福利的員工手冊。本集團繼續嚴格遵守一切相關法例法規，任用志同道合及具備合適技能的人才，並為僱員提供適當的培訓以達致其工作要求及職業發展目標。

建立健康及安全的工作環境

我們的員工是集團取得成功的最重要資產，因此提供健康和安全的工作環境至關重要。

本集團已採取措施防止COVID-19傳播並保持僱員的衛生和健康。為保護及保障健康與安全，我們採取廣泛的防疫措施，包括於設施入口處監測體溫、派發口罩、提供消毒噴霧劑及為員工提供年度體檢福利。為鼓勵員工接種疫苗，我們為員工接種疫苗後提供年假。本集團旗下兩家食品製造附屬公司的疫苗接種率均已達90%以上。涉及我們進口和處理冷凍食品業務的員工必須每週接受COVID檢測。我們亦對後勤營運實施分班安排，並於公司飯堂設立用餐時段，以限制人數及保持社交距離。

THE PEOPLE AND THE COMMUNITY (continued)

Creating A Healthy and Safe Workplace (continued)

Staff in different roles understand their responsibilities to uphold specific health and safety duties, which are relayed to new staff in our onboarding orientation, and are articulated in the Health and Safety Handbook. This comprehensive Health and Safety Handbook covers relevant policies and procedures, including emergency response procedures and off-site safety measures, to secure the health and safety of our employees at the workplace. We evaluate the Handbook's content on a regular basis and update the information when necessary to maintain our health and safety standards.

We impose a more stringent health and safety measures in the production area, for example, employees are required to attend monthly health and safety training, and to follow a standardised dress code that meets all the protection and hygiene requirements as set out in the food industry, including wearing proper footwear and facemasks. Disinfection of hands has become a mandatory practice when entering and leaving the facilities. During the COVID-19 outbreak, additional precautionary measures have been implemented, such as monitoring the body temperature of employees and disinfecting walkways and common areas on a regular basis.

As we regard health and safety as a crucial part of our business, health and safety-related training is compulsory for our new staff. Training programmes are provided on a regular basis for our staff to equip themselves with the necessary knowledge related to COVID-19 precautions, personal safety, food safety and special equipment operations. We also arrange training, organised by government departments, for our staff to ensure the health and safety practices at our premises are aligned with all relevant regulations. We offer table tennis tables and basketball stands for staff in one of our food manufacturing subsidiaries to provide opportunities for physical exercise during non-office hours.

員工及社區(續)

建立健康及安全的工作環境(續)

不同崗位的員工均明白有責任維持特定健康及安全，有關責任於入職指導時會向新員工轉達，並於健康及安全手冊中闡述。這本全面的健康及安全手冊涵蓋相關政策及程序，包括緊急應變程序及公司以外工作的安全措施，以確保我們員工在工作場所的健康與安全。我們定期評估手冊內容，並於必要時更新資料以維持我們的健康和安全標準。

我們於生產區實施更嚴格的健康和安全措施，例如，僱員必須出席每月的健康和安全培訓，並遵循符合食品行業的所有保護和衛生規定的標準服裝守則，包括穿著合適的鞋和口罩。進入及離開設施時，必須消毒雙手。於爆發COVID-19期間，本集團亦實施額外的防疫措施，例如員工進行體溫監測以及定期於通道和公共區域進行消毒。

由於我們認為健康和安全是我們業務的重要部分，因此我們的新員工必須接受健康和安全相關培訓。我們定期為員工提供培訓計劃，讓他們掌握與COVID-19預防措施、人身安全、食品安全及特殊設備操作相關的必要知識。我們亦為我們的員工安排由政府部門舉辦的培訓，以確保我們的工作場所的健康和安全慣例符合所有相關法規。我們於其中一間食品製造附屬公司為員工提供乒乓球桌和籃球架，讓他們可於非辦公時間進行體能活動。

THE PEOPLE AND THE COMMUNITY (continued)

Assuring Product Safety and Quality

Product safety and quality is regarded as an indispensable part of our business since the day we opened our doors. We strive to offer food products with the highest level of food safety, satisfaction and nutritional value to our customers. Every operational unit of the Group reaffirms our commitment to complying with the food industry regulations and legislation by providing the best quality food products that the Group prides itself on.

Our facilities are proudly accredited with international standards such as ISO 9001 for quality management, ISO 22000 for food safety management, FSSC 22000 Food Safety Management Systems, and Hazard Analysis and Critical Control Points (HACCP) Systems to establish a high standard of operations and procedures. The Group has organised training and offered sponsorship for employees to become certified as internal auditors. Internal food safety inspections and system audits are conducted twice a year to identify and record issues, and rectify them as soon as possible.

The Group prioritises product safety and rigorously assesses and reviews the supply chain management. We follow strict guidelines when selecting our supply chain partners to ensure the high quality of raw materials used in our products. Valid licenses, certificates and company profiles are reviewed in detail to guarantee our products are aligned with all relevant standards.

An annual internal audit is in place to closely monitor the quality of our products and suppliers and to evaluate the performance of suppliers in terms of product value and quality, customer service and delivery efficiency. The Group selects suppliers with consideration for geographical region and climate patterns to secure a stable supply of raw materials and ingredients. Our suppliers are based in Asia, Africa, Europe and North America, which provides a reliable source of raw materials to minimise unforeseen supply chain risks and difficulties associated with extreme weather events and natural disasters.

員工及社區(續)

確保產品安全及質量

自開業之日起，產品安全和質量被視為我們業務中不可或缺的一部分。我們致力為客戶提供最高食品安全、滿意度和營養價值水平的食品。本集團的每個營運單位重申，我們遵守食品行業的法規法例，提供本集團引以為傲的最優質食品。

我們的生產設施榮獲多項國際標準，包括ISO 9001質量管理體系認證、ISO 22000食品安全管理認證、FSSC 22000食品安全體系認證及危害分析和關鍵控制點(HACCP)體系，以建立高水準的營運及程序。本集團為員工舉辦培訓並贊助其成為內部審核員，每年進行兩次內部食品安全檢驗及系統審核，以識別及記錄問題後盡快修正。

本集團將產品安全視作首要任務，並嚴格評估及審查供應鏈管理。我們在挑選供應鏈合作夥伴時遵循嚴格指引，以確保我們在產品中使用高品質的原材料。我們詳細審閱供應商的有效執照、證書及公司簡介，以保證我們的產品符合所有相關標準。

本集團每年進行內部審核，以密切監察我們產品和供應商的質素，並評估供應商在產品價值和質量、客戶服務和交付效率方面的表現。本集團在挑選供應商時考慮地理位置和氣候模式以確保原材料和配料的穩定供應。我們的供應商位於亞洲、非洲、歐洲和北美，提供可靠的原材料來源，並將極端天氣事件和自然災害相關的不可預見供應鏈風險和困難減至最低。

THE PEOPLE AND THE COMMUNITY (continued)

Safeguarding People's Well-being and Resilience

In coping with COVID-19, the Group implemented dynamic measures in response to the unpredictable public health situation, and the potential associated stress that can come with it. We have increased the working flexibility for all the back-office employees with a split team arrangement, and adopted virtual collaboration platforms to limit the face-to-face contact. Frequent updates in the Group health and safety policies are provided to all staff, to ensure transparency and awareness in a fast-evolving situation.

We continue to encourage staff to participate in various training sessions on a range of aspects including work-related topics, building professional skills, wellness programmes, and career planning and development.

Upholding Ethical Standards

The Group strives to maintain the role of an ethical and responsible corporation with zero reported cases in any form of bribery and corruption. Management teams have devised clear anti-corruption guidelines and organise regular training to remind all staff to uphold our high ethical standard across all levels. The Employee Handbook is available to all staff in electronic copy and any updates on the guidelines are communicated via internal emails and notices.

We also extend our corporate philosophy along our supply chain. Mutual understanding is established during contracting and operating periods to ensure our values align. Suppliers, vendors and contractors would be terminated if they are found to be in breach of the anti-corruption policy.

Reaching Out to the Community

Through the outbreak of COVID-19, the Group is keen on safely contributing to the community and making efforts to be socially responsible. We proactively participate in community services and volunteer work and youth programmes. This year, the Group donated food to government bodies, and disinfectant to nearby communities, in efforts to assist those in need during this time.

員工及社區(續)

保障員工福祉和韌力

於應對COVID-19的過程中，本集團實施動態措施以應付不可預測的公共衛生狀況及隨之而來的潛在相關壓力。我們提高所有後勤僱員的工作靈活性，實行分班安排，並採用虛擬協作平台以限制面對面的接觸。本集團經常向所有員工提供健康和安全政策的最新資料，以確保於快速演變環境下的透明度和警覺性。

我們持續鼓勵員工參加各種不同方面的培訓課程，包括工作相關課題、建立專業技能、健康計劃以及職業規劃和發展。

堅持道德標準

本集團致力維持具有道德和負責任公司的角色，並無錄得任何形式的賄賂和貪污個案。管理層團隊制定明確的反貪污指引，並定期為不同職級人員舉辦培訓以提醒所有員工維持高道德標準。全體員工可透過電子形式取得員工手冊，並會透過內部電子郵件和通告傳達指引的任何最新資料。

我們亦將企業理念伸延至供應鏈。於訂立合約和營運期間建立相互理解以確保我們的價值觀一致。倘若發現供應商、賣方和承包商違反反貪污政策，則會終止合作。

走出社區

於爆發COVID-19期間，本集團熱衷於安全地為社區作出貢獻，並努力承擔社會責任。我們積極參與社區服務、義務工作和青年計劃。於本年度，本集團向政府機構捐贈食品及為周邊社區派發消毒劑，以於此時期幫助有需要的人士。

OUR ENVIRONMENTAL PERFORMANCE

We set our comprehensive environmental policies for our operations to follow and abide by all relevant environmental legislation and permitting.

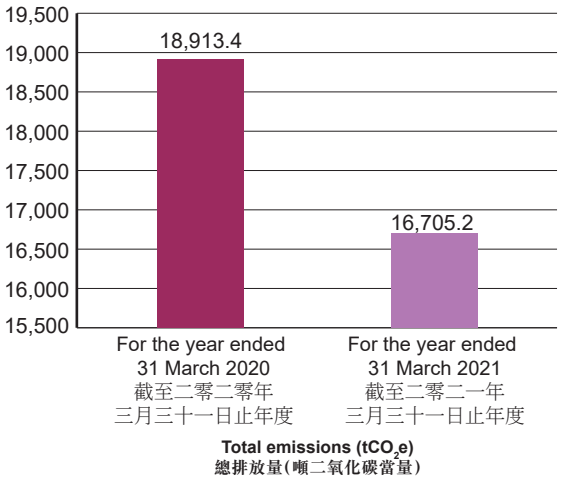
During the year, the carbon emissions of each unit of product from our operations is 0.245 kgCO_2e and our absolute carbon emissions decreased by 12% as compared with the last financial year.

我們的環境績效

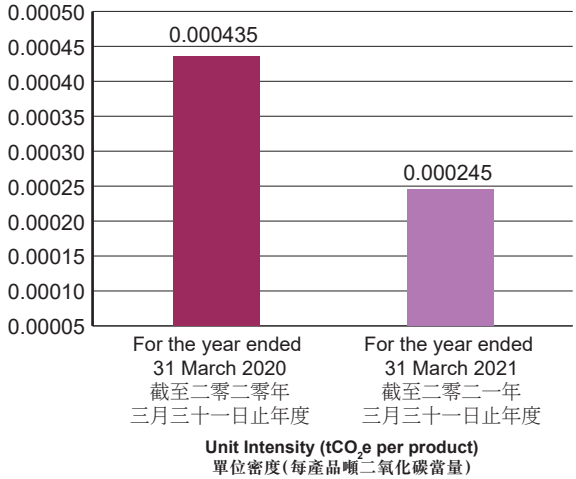
我們已為我們的營運制定全面的環境政策，以遵循及遵守所有相關環保法例及許可。

年內，我們營運所產生的碳排放量為每產品單位0.245千克二氧化碳當量，較上一個財政年度減少12%。

Carbon Emissions (For the years ended 31 March 2020 and 2021)
碳排放量(截至二零二零年及二零二一年三月三十一日止年度)



Carbon Emissions Intensity (For the years ended 31 March 2020 and 2021)
碳排放密度(截至二零二零年及二零二一年三月三十一日止年度)



Resources that run our Operations

We acknowledge the reality of climate change, and are fully committed to reducing the consumption of energy in our facilities as much as practicable to alleviate climate-related impacts. This year our purchased electricity accounts for approximately 77% of the Group's carbon emissions.

We have been progressively replacing lighting fixtures with LED or T5 lighting across our facilities of operations. Replacement of street lights in the factory area with solar power lighting installations are planned so as to reduce reliance on the electricity grid. To further cut down unnecessary energy consumption, lights are switched off during lunchtimes, infrared sensors and detectors are installed in washrooms and changing rooms. In the year ended 31 March 2021, the total electricity consumption of Nico Four Seas (Shantou) Co., Ltd, one of our manufacturing facilities, decreased by over 8% compared to that of last year after the adoption of the above initiatives.

Along the supply chain, light and heavy good vehicles were used for delivering our goods and products. To further cut the burning of petrol and diesel by vehicles, the Group has initiated an investigation in streamlining the delivery process and improving the efficiency of the overall delivery operations since last year. We also prioritise choosing vehicles with higher fuel efficiency, when purchasing new inventory.

動力之源

我們承認氣候變化的事實，並全面承諾盡可能減少我們設施中的能源消耗，以減輕氣候相關影響。於本年度，我們所購買的電力佔本集團碳排放量約77%。

我們一直逐步將營運設施的照明裝置更換為LED或T5照明。本集團計劃將廠區路燈更換為太陽能照明裝置，以減少對電網的依賴。為進一步減少不必要的能源消耗，於午餐時段關閉照明，於洗手間和更衣室安裝紅外傳感器和探測器。於截至二零二一年三月三十一日止年度，我們其中一間製造設施你口四洲(汕頭)有限公司於採納上述措施後的總用電量較去年下跌超過8%。

於供應鏈中，我們使用輕型和重型貨車運送我們的貨物和產品。為進一步減少車輛的汽油和柴油消耗，本集團於去年開始就簡化交付流程和提高整體交付營運效率展開調查。於購買新車輛時，我們亦優先選擇燃油效益較高的車輛。

OUR ENVIRONMENTAL PERFORMANCE (continued)

我們的環境績效(續)

Waste Reduction

The Group aims to minimise waste generated from our business activities and operations to reduce the burden on local landfill sites. We have launched different measures to cut down waste generation through reducing, reusing and recycling, from manufacturing, packaging to administrative activities. The majority of the Group's waste generation arises from our wholesale operations which comprises paper and cardboard. This year, the waste generated per unit of product has been reduced by 22%. We also switched to the use of corrugated boxes that are made from recycled paper and are in discussions with packaging suppliers regarding the feasibility of replacing existing high temperature cooking bags with an alternative using recycled plastic and no aluminium foil.

減廢

本集團旨在盡量減少業務活動及營運所產生的廢棄物，以減輕本地垃圾堆填區的負擔。我們已推出了不同措施，於生產、包裝，甚至行政活動方面，透過減少、重用及回收達致減廢。本集團所產生之廢棄物大部分來自批發業務，包括紙張和紙板。本年度，每產品單位所產生的廢物數量已減少22%。我們亦轉為使用由再生紙製成的瓦楞紙箱，並正在與包裝供應商磋商使用再生塑料和無鋁箔替代品取代現有高溫蒸煮袋的可行性。

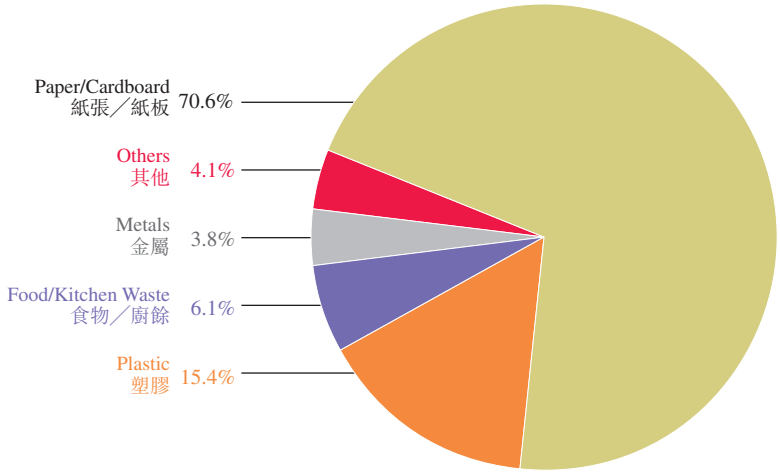
In accordance with the waste management hierarchy, we consciously limit our waste generation by identifying opportunities to reduce waste at source. We have been sourcing environmentally friendly materials and avoiding unnecessary waste production within our manufacturing line, especially on packaging.

根據廢物管理層級，我們透過尋找源頭減廢的機會有意識地限制產生廢棄物。我們一直採購環保材料，並避免於我們的生產線中產生不必要的廢棄物，尤其包裝方面。

We continue to work closely with recycling partners to provide reliable outlets for the recyclables we collect, devise new waste management strategies and reduce the weight of packaging materials to further cut down our waste generation. With the Group's efforts, we managed to achieve a recycling rate of over 31% of the total waste generated.

我們繼續與回收夥伴緊密合作，為我們所收集的可回收物品提供可靠的渠道，制定新的廢物管理策略，及減輕包裝材料的重量，以進一步減少廢物產生。於本集團的努力下，我們已成功回收超過31%的所產生廢物總量。

Recycled Waste by Type (Weight, tonnes) During the Year
於年內廢物種類(按重量(噸)劃分)



OUR ENVIRONMENTAL PERFORMANCE (continued)

我們的環境績效(續)

Water Management

食水管理

The Group recognises the importance of water in our day-to-day operations. Our consumption of water is required for the manufacturing process of our food products, cooking operations of our restaurants and catering units, as well as supporting administrative functions at our facilities.

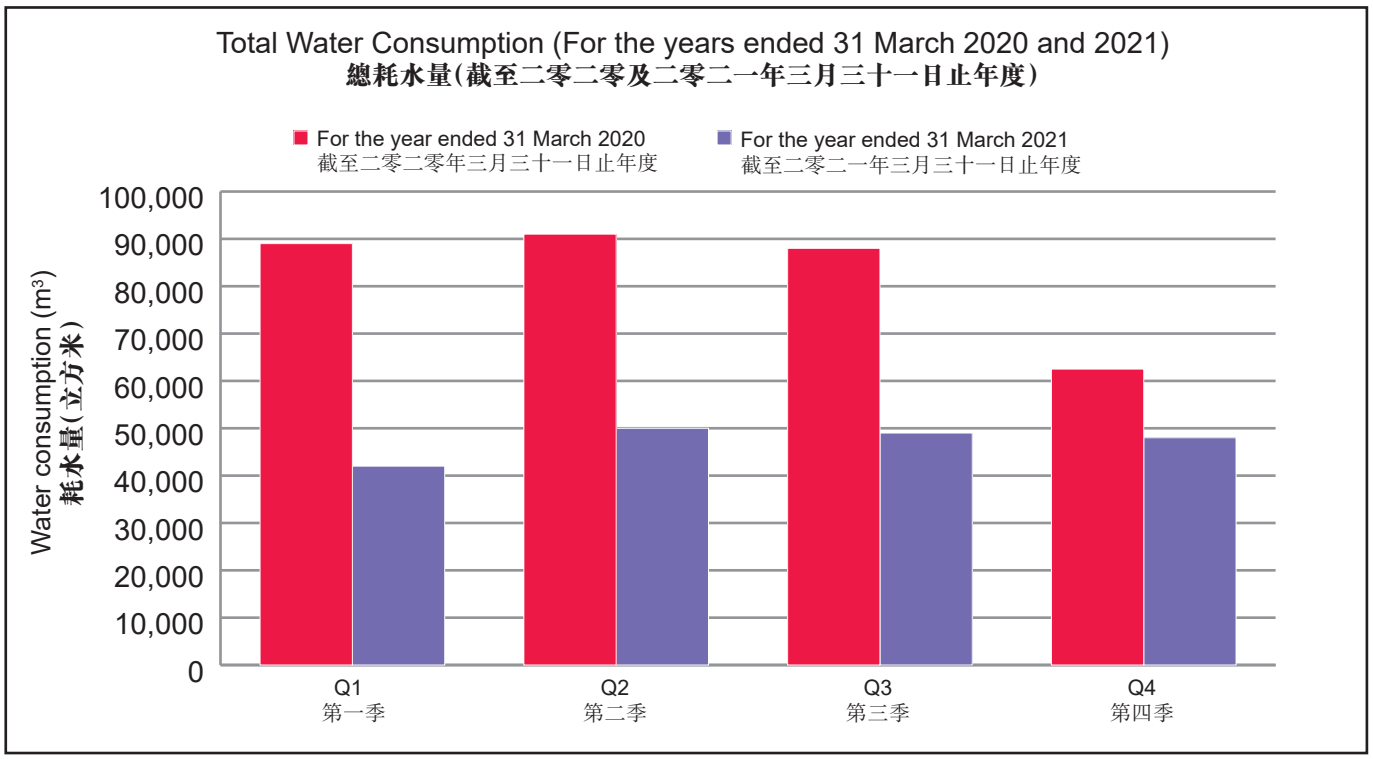
本集團認識到食水於我們日常營運中的重要性。我們在食品生產過程、餐廳及餐飲單位的烹飪過程及在我們設施的行政職能中，均會使用食水。

Most of our manufacturing facilities are equipped with wastewater treatment plants to treat our processed water to meet legislation standards prior to discharge to the local sewage systems. We use the treated wastewater for greenery irrigation and dust suppression on internal roads during hot and dry days, and are in communication with the local government in Hebei Province to supplement water for government road dust suppression trucks. Condensate from air-conditioners is also collected for non-potable water uses irrigation to reduce our overall water consumption.

為符合法例標準，我們大部份生產設施內均已配備廢水處理設備，將經處理的廢水處理後排入本地排污系統。在天氣炎熱及乾燥時，我們將經處理的廢水，用於灌溉及內部通道除塵，並與河北省地方政府溝通，為政府道路除塵車補充用水，亦會收集空調冷凝水用於非飲用水灌溉，以減少我們的整體用水量。

This year, the Group's absolute water consumption has been reduced by a total of 141,600m^3, and the water consumption per unit of product has fallen by 64%, as compared to that of last year. We will continue investigating and identifying solutions and strategies to improve our manufacturing process so that we can make our products more water efficient.

於本年度，與去年相比，本集團的實質耗水量減少合共141,600立方米，每產量單位的耗水量下降64%。我們將繼續調查和物色解決方案和策略，以改進我們的生產流程，從而使我們的產品更加節約用水。



OUR ENVIRONMENTAL PERFORMANCE (continued)

Water Management (continued)

Two of our manufacturing facilities implemented water saving initiatives such as installation of low-flow sensors on water faucets, regular inspection of our taps to identify unintended leakage, and tracking our water consumption every month to identify any abnormal water usage. During the year, the water consumption of Nico Four Seas (Shantou) Co., Ltd and Four Seas Confectionary (Shantou) Co., Ltd. reduced by approximately 40% and 12% respectively, as compared to those of last year.

OUR GOVERNANCE

The Group has formulated the "Risk and Opportunity Response Measures Control Procedure" and prepared the "Risk and Opportunity Evaluation Response Measure Table" to manage different risks. Training and emergency drills are conducted to ensure staff are familiar with procedures in case of any sudden accidents, such as fire, bioterrorism, sabotage, energy failure and environmental pollution.

ADVANCING OUR ESG AGENDA

The Group notes the call for action from our governments, such as Hong Kong's Climate Action Plan 2030+, and China's pledge to achieve carbon neutrality by 2060. We aim to further understand how we can contribute and continue striving for responsible, equality-driven operations with sustainability and social awareness at our core. The Group is considering specific actions in the upcoming year, so we can continue to advance our ESG agenda.

我們的環境績效(續)

食水管理(續)

我們的兩個生產設施實施節約用水措施，例如在水龍頭上安裝低流量感應器、定期檢查我們的水龍頭以發現意外漏水情況，以及每月追蹤耗水量以發現任何異常用水情況。年內，你口四洲(汕頭)有限公司和汕頭四洲製果有限公司的耗水量較去年分別減少約40%和12%。

我們的管治

本集團已制定「風險與機會應對措施控制程序」及已編制「風險與機會評估應對措施表」，以管理不同的風險。進行培訓和應急演習以確保員工熟悉應對發生火災、生物恐怖主義、蓄意破壞、能源故障和環境污染等突發事故的程序。

推進我們的ESG議程

本集團注意到政府的行動呼籲，例如香港氣候行動藍圖2030+及中國承諾於二零六零年之前實現碳中和。我們旨在進一步了解我們如何以可持續發展及關注社會為核心，繼續致力於為負責任、平等驅動的營運作出貢獻。本集團正在考慮來年的具體行動，以便我們可繼續推進我們的ESG議程。

SUMMARY OF ENVIRONMENTAL PERFORMANCE DATA

環境績效數據概要

	Unit 單位	Year ended 31 March 截至三月三十一日止年度 2021 二零二一年 Totals 總計	2021 二零二一年 Unit Intensity 單位密度	2020 二零二零年 Totals 總計	2020 二零二零年 Unit Intensity 單位密度
Emissions 排放物					
Carbon 碳	tonnes CO_2-e 噸二氧化碳當量	**16,705**	**0.0002452**	18,913	0.0004349
NO_x 氮氧化物	kg 千克	**72,421**	**0.0010631**	64,046	0.0014725
SO_x 硫氧化物	kg 千克	**6**	**0.0000001**	6	0.0000001
PM 顆粒	kg 千克	**4,656**	**0.0000683**	4,081	0.0000938
Resource Consumption 資源消耗					
Direct Energy Consumption 直接能源耗量					
Diesel and petrol 柴油及汽油	litres 公升	**821,876**	**0.0120642**	805,035	0.0185091
Gas (LPG) 可燃氣體(液化石油氣)	kg 千克	**253,540**	**0.0037217**	309,397	0.0071135
Indirect Energy Consumption 間接能源耗量					
Electricity 電力	MWh 兆瓦時	**19,865**	**0.0002916**	18,836	0.0004331
Gas 可燃氣體	'000 MJ 千兆焦耳	**9,714**	**0.0001426**	16,658	0.0003830
Water Consumption 耗水量					
Water 水	m^3 立方米	**188,845**	**0.0027720**	330,466	0.0075980
Non-hazardous Waste Generation * 所產生無害廢物 *					
Paper/cardboard 紙張／紙板	tonnes 噸	**831**	**0.0000122**	654	0.0000150
General waste 一般廢物	tonnes 噸	**123**	**0.0000018**	94	0.0000022
Plastic 塑膠	tonnes 噸	**38**	**0.0000006**	44	0.0000010
Food/kitchen waste 食物／廚餘	tonnes 噸	**25**	**0.0000004**	43	0.0000010
Other 其他	tonnes 噸	**19**	**N/A 不適用**	17	N/A 不適用
Packaging Material 包裝物料					
Paper 紙張	tonnes 噸	**22,835**	**0.000654**	1,067	0.000522
Plastic 塑膠	tonnes 噸	**7,078**	**0.000486**	919	0.000056
Metal 金屬	tonnes 噸	**208**	**0.000246**	196	0.000429
Units from Operations 營運所產生單位					
Units of Production/Distribution/Sold 生產／分銷／出售單位	units 單位	**68,125,427**	**N/A 不適用**	43,494,058	N/A 不適用

* The Group's operations do not generate hazardous waste.

* 本集團的營運不會產生有害廢物。

SUMMARY OF ESG REPORT COVERAGE FOR THE YEAR ENDED 31 MARCH 2021

截至二零二一年三月三十一日止年度ESG報告覆蓋範圍概要

Reporting Aspect 報告層面	Description 描述		Report Coverage 報告覆蓋範圍	Related Section in this Report 本報告相關章節
Environment **環境**				
Aspect A1: Emissions **層面A1：排放物**				
Gen Disclosure	Policies	✔		OUR ENVIRONMENTAL PERFORMANCE
一般披露	政策			我們的環境績效
KPI A1.1	The types of emissions and respective emissions data	✔		Summary of Environmental Performance Data
關鍵績效指標A1.1	排放物種類及相關排放數據			環境績效數據概要
KPI A1.2	Greenhouse gas emissions in total (in tonnes of CO_2e) and where appropriate, intensity (e.g. per unit of production volume, per facility)	✔		Our Environmental Performance, Summary of Environmental Performance Data
關鍵績效指標A1.2	溫室氣體總排放量(以噸二氧化碳當量計算)及(如適用)密度(如以每產量單位、每項設施計算)			我們的環境績效，環境績效數據概要
KPI A1.3	Total hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit production volume, per facility)	✘	Not applicable; the Group's operations do not generate hazardous waste.	
關鍵績效指標A1.3	所產生有害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)		不適用，本集團的營運不會產生有害廢物。	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit production volume, per facility)	✔		Waste Reduction, Summary of Environmental Performance Data
關鍵績效指標A1.4	所產生無害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)			減廢，環境績效數據概要
KPI A1.5	Description of measures to mitigate emissions and results achieved	✔		Resources that run our Operations
關鍵績效指標A1.5	描述減低排放量的措施及所得成果			動力之源

SUMMARY OF ESG REPORT COVERAGE FOR THE YEAR ENDED 31 MARCH 2021 (continued)

截至二零二一年三月三十一日止年度ESG報告覆蓋範圍概要(續)

Reporting Aspect 報告層面	Description 描述	Report Coverage 報告覆蓋範圍		Related Section in this Report 本報告相關章節
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	✔		Waste Reduction, Summary of Environmental Performance Data
關鍵績效指標A1.6	描述處理有害及無害廢物的方法、減低產生量的措施及所得成果			減廢，環境績效數據概要
Aspect A2: Use of Resources **層面A2：資源使用**				
Gen Disclosure 一般披露	Policies 政策	✔		
KPI 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)	✔		Resources that run our Operations
關鍵績效指標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)			動力之源
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	✔		Water Management
關鍵績效指標A2.2	總耗水量及密度(如以每產量單位、每項設施計算)			食水管理
KPI A2.3	Description of energy use efficiency initiatives and results achieved	✔		Resources that Run our Operations
關鍵績效指標A2.3	描述能源使用效益計劃及所得成果			動力之源
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	✔	The Group does not face any issues in sourcing water that is fit for purpose.	Water Management
關鍵績效指標A2.4	描述尋求適用水源上可有任何問題，以及提升用水效益計劃及所得成果		本集團尋求適用水源時並無面對任何問題。	食水管理
KPI A2.5	Total packaging material used for finished products (in tonnes), and if applicable, with reference to per unit produced	✔		Summary of Environmental Performance Data
關鍵績效指標A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量			環境績效數據概要

SUMMARY OF ESG REPORT COVERAGE FOR THE YEAR ENDED 31 MARCH 2021 (continued)

截至二零二一年三月三十一日止年度ESG報告覆蓋範圍概要(續)

Reporting Aspect 報告層面	Description 描述	Report Coverage 報告覆蓋範圍	Related Section in this Report 本報告相關章節
Aspect A3: The Environment and Natural Resources **層面A3：環境及天然資源**			
Gen Disclosure 一般披露	Policies 政策	✔	
KPI A3.1 關鍵績效指標A3.1	Description of the 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	✔	OUR ENVIRONMENTAL PERFORMANCE 我們的環境績效
Social **社會**			
Aspect B1: Employment **層面B1：僱傭**			
Gen Disclosure 一般披露	Policies 政策	✔	Choosing the Right People 知人善任
Aspect B2: Health and Safety **層面B2：健康與安全**			
Gen Disclosure 一般披露	Policies 政策	✔	Creating a Healthy and Safe Workplace 建立健康及安全的工作環境
Aspect B3: Development and Training **層面B3：發展與培訓**			
Gen Disclosure 一般披露	Policies 政策	✔	Safeguarding People's Well-being and Resilience 保障員工福祉和韌力

SUMMARY OF ESG REPORT COVERAGE FOR THE YEAR ENDED 31 MARCH 2021 (continued)

截至二零二一年三月三十一日止年度ESG報告覆蓋範圍概要(續)

Reporting Aspect 報告層面	Description 描述	Report Coverage 報告覆蓋範圍	Related Section in this Report 本報告相關章節
Aspect B4: Labour Standards **層面B4：勞工準則**			
Gen Disclosure 一般披露	Policies 政策	✔	Choosing the Right People 知人善任
Aspect B5: Supply Chain Management **層面B5：供應鏈管理**			
Gen Disclosure 一般披露	Policies 政策	✔	Assuring Product Safety and Quality 確保產品安全及質量
Aspect B6: Product **層面B6：產品**			
Gen Disclosure 一般披露	Policies 政策	✔	Assuring Product Safety and Quality 確保產品安全及質量
Aspect B7: Anti-corruption **層面B7：反貪污**			
Gen Disclosure 一般披露	Policies 政策	✔	Upholding Ethical Standards 堅持道德標準
Aspect B8: Community Investment **層面B8：社區投資**			
Gen Disclosure 一般披露	Policies 政策	✔	Reaching Out to the Community 走出社區