

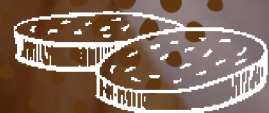


C.P. POKPHAND CO. LTD.

卜蜂國際有限公司

Environmental, Social And
Governance Report 2018

環境、社會及管治報告





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Approach 匯報方式

C.P. Pokphand Co. Ltd. (the “Company”) and its subsidiaries (together, the “Group”) are committed to maintaining sustainable development. The board of directors of the Company (the “Board”) is responsible for evaluating and determining environmental, social and governance (“ESG”) risks related to the Group and ensures appropriate management and internal control systems are in place. Management has reviewed and reported to the Board regarding the effectiveness of the ESG risk management and internal control systems.

The Group publishes this Environmental, Social and Governance Report (the “Report”) with the aim of communicating material ESG issues faced by the Group, the initiatives taken and the achievements in sustainable development.

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of Stock Exchange of Hong Kong Limited. Unless otherwise specified, the report covers our ESG performance for the period between 1 January and 31 December 2018 (the “Reporting Period”).

The scope of the Report covers the most material ESG issues of the Group entities that are under its direct operational control, including majority of our feed mills, majority of our owned farms and all of our food factories in China and Vietnam. We have commissioned five new food factories in China during the reporting period, contributing to an increase in emission, use of resources, number of employees, number of lost days due to work injuries, number of training hours and number of suppliers.

This Report focuses on the Group’s environmental and social performance. For information regarding our corporate governance, please refer to the Company’s annual report.

卜蜂國際有限公司（「本公司」）及其附屬公司（統稱「本集團」）致力於可持續發展。本公司董事會（「董事會」）負責評估及釐定與本集團有關之環境、社會及管治風險，並確保適當的管理及內部監控系統到位。管理層已檢閱有關環境、社會及管治風險管理及內部監控系統的有效性並向董事會作出匯報。

本集團發佈本環境、社會及管治報告（「本報告」）以闡述本集團在環境、社會及管治方面的重大影響事宜、採取的舉措及在可持續發展方面的績效。

本報告之撰寫乃根據香港聯合交易所有限公司證券主版上市規則附錄二十七《環境、社會及管治報告指引》（「指引」）。除非文義另有所指，本報告涵蓋我們由2018年1月1日至2018年12月31日期間（「報告期」）之表現。

本報告的範圍涵蓋由本集團直接營運及控制的業務實體之環境、社會及管治的重大事宜，包括位於中國及越南大部分的飼料廠、大部分的自家養殖場和全部食品加工廠。報告期內，我們在中國開始營運五家新的食品廠，故排放物、資源使用、僱員人數、因工傷損失工作日數、培訓時數及供應商數目均有所上升。

本報告主要針對本集團在環境和社會方面的表現。有關我們企業管治的資訊，請參閱本公司之年報。

STAKEHOLDER ENGAGEMENT PROCESS

權益人參與過程

To understand ESG issues related to our businesses, the Group engaged a diverse group of stakeholders through various formal and informal communication channels. The table below outlines our engagement channels with different stakeholder groups:

為了解與我們業務有關的環境、社會及管治事宜，本集團透過多個正式和非正式的交流渠道來邀請不同類別的權益人參與。下表詳列不同權益人的參與渠道：

Stakeholder Groups 權益人類別	Engagement Channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> Performance appraisals 工作表現評估 Surveys and interviews conducted by a third party 由第三方進行之調查及訪問 Volunteering activities 義工活動 Training sessions, seminars and workshops 培訓課程、講座及工作坊
Customers 客戶	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Surveys and interviews conducted by a third party 由第三方進行之調查及訪問
Suppliers 供應商	<ul style="list-style-type: none"> Site visits 實地考察 Surveys and interviews conducted by a third party 由第三方進行之調查及訪問 Supplier assessments 供應商評估
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meeting 股東週年大會 Meetings with investors 投資者會議 Annual and interim reports 年報及中期報告
Communities and non-governmental organisations (NGOs) 社區及非政府組織	<ul style="list-style-type: none"> Charity donations 慈善捐獻 Participation in programmes initiated by NGOs 參與由非政府組織舉辦的活動 Volunteering activities 義工活動

Approach

匯報方式

MATERIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES TO THE GROUP

In our first year of ESG reporting in 2016, a diverse group of stakeholders in both China and Vietnam were invited to consider, propose and rate ESG issues for inclusion in our ESG report according to the extent of impact on them. The group of stakeholders, including our employees, customers, suppliers, shareholders and investors, and other members of the communities and NGOs, provided extensive and meaningful feedback that guided us in formulating our ESG strategy.

Following the stakeholders' feedback, the Group conducted a materiality analysis based on the subject areas and aspects in the ESG Guide, including emissions, use of resources, the environment and natural resources, employment, health and safety, development and training, labour standards, supply chain management, product responsibility, anti-corruption and community investment. Based on the stakeholders' engagement process and in accordance with the ESG Guide, the Group identified several key ESG issues that are material to its business.

影響本集團的重大環境、社會及管治事宜

本集團於二零一六年首次籌備環境、社會及管治報告時，邀請了在中國及越南之不同類別的權益人檢閱及建議在報告中應涵蓋之環境、社會及管治的事宜，及評價各事宜對他們的影響程度。這些權益人包括僱員、客戶、供應商、股東及投資者，以及社區內的其他成員和非政府組織，他們提供了廣泛和具價值的建議，對我們在制定環境、社會及管治策略時產生指導作用。

根據權益人的反饋，本集團就指引中不同範疇及層面進行重要性分析。這些層面包括排放物、資源使用、環境及天然資源、僱傭、健康與安全、發展及培訓、勞工準則、供應鏈管理、產品責任、反貪污和社區投資。根據與權益人之交流過程及按照指引，本集團釐訂了數項對本集團業務有重大影響的環境、社會及管治事宜。

ESG Subject Areas 環境、社會及管治範疇	ESG Aspects 環境、社會及管治層面	Material Issues to the Group 對本集團有重大影響的事宜
Environment 環境	Emissions 排放物	✓
	Use of Resources 資源使用	✓
	The Environment and Natural Resources 環境及天然資源	✓
Social 社會	Employment 僱傭	✓
	Health and Safety 健康及安全	✓
	Development and Training 發展及培訓	✓
	Labour Standards 勞工準則	✓
	Supply Chain Management 供應鏈管理	✓
	Product Responsibility 產品責任	✓
	Anti-corruption 反貪污	
Community Investment 社區投資	✓	

MATERIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES TO THE GROUP (continued)

There was no significant, fundamental change in our business since we conducted the materiality analysis for our first ESG report in 2016. The Group also undertook a review of the key ESG issues faced by peer companies to consider whether any other issues should be taken into consideration in the Report. Following this review, the previous materiality analysis result was still applicable and can form the basis for the ESG Report.

影響本集團的重大環境、社會及管治事宜 (續)

我們的業務自二零一六年為第一份環境、社會及管治報告進行重要性分析以來並無重大變化。我們亦檢閱同業的環境、社會及管治重要事宜，以評估是否需要調整與行業有關之環境、社會及管治的重要事宜。經評估後，以往的重大性分析結果可繼續沿用，並能作為選定本報告內容之基礎。

A. Environmental 環境

The Group is committed to minimising its various impacts on the environment while maintaining optimal operational performance. To strengthen environmental protection and ensure compliance with the relevant environmental laws and regulations, the Group has established a Safety, Health and Environment Committee (“SHE Committee”) in each of China and Vietnam. The SHE Committees are responsible for formulating environmental strategies, setting targets and steering our operations towards continuous improvement on the environmental front.

Part of our operations in China and in Vietnam have obtained International Organization of Standardization (“ISO”) 14001 Environmental Management System. According to ISO 14001’s requirements, the Group’s operating facilities which have obtained ISO 14001 certification are evaluated regularly by a third party to ensure adherence to proper environmental protection guidelines and procedures for improving environmental performance.

In 2018, we reached an exciting milestone and celebrated our 25th year of operation in Vietnam. We were honoured to be awarded the Third-Class Labor Medal by the State President of Socialist Republic of Vietnam. This recognition is for our contribution to Vietnam’s agricultural and social development.

During the Reporting Period, our Vietnam operation also received various recognitions of our commitment to sustainable operation. The Vietnam Business Council for Sustainable Development (“VBCSD”) named us a “Sustainable Business”, having benchmarked and ranked us under its Corporate Sustainability Index. VBCSD is a local partner of World Business Council for Sustainable Development, a renowned organization in promoting corporate sustainability worldwide. Furthermore, we obtained five awards from Vietnam Association for Environmental Economics – “Green Business for Sustainable Development”, “Green Brand”, “Eco-Friendly Products”, “Eco-Friendly Green Factory” and “Excellent Manager”.

本集團在維持最佳營運表現的同時，致力減少對環境不同方面的影響。為加強我們對環境的保護，並確保符合相關環境法律和規例，本集團在中國及越南均已成立安全、健康及環境委員會，負責制定環境政策、釐訂目標及指導營運部門持續就環境方面作出改善。

我們部分位於中國及越南的營運設施已獲取國際標準化組織（「ISO」）14001環境管理體系的認證。為遵守ISO 14001的要求，本集團已獲認證的營運設施將定期由第三方進行評估，確保妥善遵守環境保護指引及程序以改善環境表現。

二零一八年為本集團進入越南市場的第二十五周年。在這具代表性的一年，我們榮幸獲得越南政府頒發的第三級勞工獎項的認可，表揚我們對農產業和社會的貢獻。

報告期內，我們於越南的業務也獲得了多方面的認可，印證了我們對可持續經營的承諾。我們被越南可持續發展企業家理事會（「VBCSD」）選為「可持續發展企業」，並被納入其企業可持續發展標準指數及排名。世界企業永續發展委員會是促進全球企業可持續發展的知名組織，而VBCSD為其當地的合作夥伴。此外，我們榮獲由越南環境經濟協會頒發的「可持續發展綠色企業」、「綠色品牌」、「環保產品」、「環保綠色工廠」和「優秀管理」五個獎項。

A. Environmental 環境

A1. EMISSIONS

Air Emissions and Greenhouse Gas Emissions

The Group manages air emissions responsibly and complies with the appropriate emission laws and regulations. Emission of air pollutants, including nitrogen oxides, sulphur oxides, carbon monoxide and volatile organic compounds, arises mainly from our feed mills and food factories which are powered by coal. The Group regularly monitors air emissions to ensure that the latest national emission standards are met. From the construction of our feed mills and food factories to business operations, the Group has demonstrated our commitment to reduce the environmental impact of our businesses. During the design and construction stage of our feed mills, for example, machineries are installed with additional components for the purpose of reducing dust generated during the production process, including dust screens in the dryers, multi-cyclone and water spray equipment in the boilers, air bag filters at our hammer mills, and pulse-jet bag filter dust collectors at major dust generating areas.

The SHE Committees collect emission data from feed mills and food factories regularly to monitor air quality and identify areas for improvement. Air pollutant emissions are required to comply with the “Integrated Emission Standard of Air Pollutants” and the “Emission Standard of Air Pollutants for Boilers” promulgated by the Ministry of Ecology and Environment in China and the “National Technical Regulation on Industrial Emission of Inorganic Substances and Dusts” stipulated by the Ministry of National Resources and Environment in Vietnam. During the Reporting Period, our air pollutant emissions passed the air pollutants sampling tests conducted by the respective regulators in China and Vietnam.

Greenhouse gas emissions from our businesses contribute to climate change and have an impact on the environment. Our main source of greenhouse gas emissions is from electricity use. For details on managing electricity usage, please refer to the Energy Usage section.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions.

A1. 排放物

廢氣排放及溫室氣體排放

本集團負責任地管理廢氣排放並符合相關的排放法律及規例。空氣污染物排放主要來自使用燃煤的飼料廠和食品廠，排放物包括氮氧化物、硫氧化物、一氧化碳及揮發性有機化合物。本集團定期監控廢氣排放，以確保符合當前的國內排放標準。由飼料廠及食品廠的施工階段開始直至投入營運，本集團亦體現了我們致力減少營運對環境的影響的承諾，例如在飼料廠的設計、建設階段安裝額外設備以減少在生產過程中產生的塵埃，其中包括在烘乾機中加設隔塵保護、在鍋爐中加設多重氣旋及噴灑裝置、在錘磨機中加入氣袋濾網和在各個主要產塵位置設置脈衝袋式除塵器。

安全、健康及環境委員會定期從飼料廠及食品廠收集排放數據，以監控空氣質素，並識別需要改善的地方。空氣污染物的排放須符合中國生態環境部頒佈的《大氣污染物綜合排放標準》、《鍋爐大氣污染物排放標準》及越南環境資源部門頒佈的《工業無機物和粉塵排放的國家技術法規》。報告期內，我們的空氣污染物排放已分別通過中國及越南相關監管機構的空氣污染物樣本測試。

我們的業務排放的溫室氣體加劇氣候變化，並對環境造成影響。我們的溫室氣體排放主要來自電力使用。有關管理電力使用的詳情，請參閱「能源使用」部分。

報告期內，本集團遵守對其有重大影響的有關廢氣及溫室氣體排放之相關法律及規例。

A. Environmental 環境

A1. EMISSIONS (continued)

Waste

Our waste management strategy focuses on the reduction and reuse of wastes. Wastes generated from our operations include paper, plastic and metal, as well as dead animals and manure from farm businesses.

To minimise waste generation, the Group engages qualified recyclers to collect and convert non-hazardous waste into useful materials. The Group embraces closed-loop systems when dealing with livestock manure. The majority of our livestock manure was converted into fertiliser through composting and the remaining into energy through methane gas conversion. We grow organic vegetables in some of our swine farms in Vietnam for our employees' consumption using fertiliser composted from livestock waste.

In Vietnam, we reduce the use of packaging materials and packaging wastes in some of our feed mills by using bulk feed bodies when transporting feed to our own farms, replacing biaxially-oriented polypropylene ("BOPP") laminated bags. Similarly in China, our practice of using bulk feed bodies to transport related party feed sales has been in place for a few years. Furthermore, some of our shrimp hatcheries in Vietnam have started to transport shrimp fry in reusable tanks to shrimp farms in 2018, thereby reducing the use of plastic bags.

Some of our production processes involve the use of chemicals that results in a certain amount of hazardous waste being produced. These waste products include paints, solvents, absorbents, and materials containing heavy metals, such as thermometers for temperature control in storage and interior fluorescent lighting. As a responsible corporation, the Group engages licensed service providers to dispose of the hazardous waste to ensure compliance with applicable laws and regulations.

During the Reporting Period, the Group also complied with relevant laws and regulations that had a significant impact on the Group relating to discharges into water and on land, and the generation of hazardous and non-hazardous waste.

A1. 排放物(續)

廢棄物

我們的廢棄物管理策略主要為減少及循環再用廢棄物。由營運產生的廢棄物包括紙張、塑膠、金屬及由養殖業務產生的動物屍體和糞肥。

為減少產生廢棄物，本集團聘用合資格的回收商收集無害廢棄物，並將其轉化為有用的物料。本集團在處理禽畜排泄物時採用閉環系統。大部分禽畜排泄物透過分解轉化為肥料，而其餘則以甲烷氣體的形成轉化為能源。我們部分在越南的豬養殖場使用從禽畜排泄物分解成的肥料種植蔬菜供員工食用。

在越南，我們部分飼料廠在運送飼料至自家農場的過程中使用散裝飼料罐取代雙向拉伸聚丙烯薄膜（「BOPP」）層壓袋，以減少包裝材料的使用和包裝廢物。同樣地，我們在中國使用散裝飼料罐運送予關連方飼料銷售的做法已經實施了幾年。此外，我們數家在越南的蝦孵化場亦於二零一八年在運送蝦苗至蝦養殖場的過程中開始轉用可循環使用的水箱，以減少使用塑料包裝袋。

由於我們部分生產過程涉及化學物的使用，故會產生一定數量的有害廢棄物。該些廢棄物包括顏料、溶劑、吸收劑和含重金屬的物質，例如用以控制儲存庫溫度的溫度計和室內光管。作為負責任的企業，本集團聘用持牌服務供應商棄置有害廢棄物，確保符合相關法律和規例。

報告期內，本集團遵守對其有重大影響的有關向水及土地的排污、有害及無害廢棄物的產生之相關法律及規例。

A2. USE OF RESOURCES

Energy Usage

The Group has implemented several energy-saving measures to reduce energy and electricity consumption at our China and Vietnam operations.

Our energy management system consists of guidelines for setting energy efficiency goals, procedures to enhance energy efficiency and measures to reduce energy consumption. We promote conservation among employees and encourage adoption of the latest energy efficient technologies in our business operations.

During the year, we obtained ISO50001 certification for Energy Management System at our Hai Duong Livestock and Dong Nai Probiotic feed mills in Vietnam. Other factories that are currently certified with ISO50001 certification include Binh Duong livestock feed mill and three of our aqua feed mills in Vietnam.

Examples of our energy-saving measures in China and Vietnam include:

- Automated controls in feed mills and food production facilities which detect and switch off unused machines, minimising idle operation time and reducing electricity usage.
- Remuneration of production staff is tied to production performance, which incentivises and promotes workplace energy conservation. Electricity consumption coordinators from various production departments report to the SHE Committees on departmental energy-saving progress and relay the Group's electricity-saving strategy to production staff.
- Lighting is a major source of electricity consumption. The Group uses energy-saving lighting such as T5 fluorescent tubes, and has adopted multi-zone lighting control to manage nonessential lighting in certain areas of the facilities during lunch time and non-peak hours.
- Our swine farms convert methane gas into energy to power part of its daily operations.

A2. 資源使用

能源使用

本集團採用多項節能措施，以減少我們中國和越南業務的耗電量及能源使用量。

我們的能源管理體系包括制訂能源效益目標的指引，提升能源效益的程序和減少能源消耗的措施。我們向僱員推廣節約能源，並鼓勵在我們的業務採用最新的能源效益技術。

本年度，我們位於越南海陽的禽畜飼料廠及同奈的益生菌飼料廠均獲取了ISO 50001能源管理體系認證，而其他已獲取ISO 50001認證的工廠包括平陽禽畜飼料廠及其中三家水產飼料廠。

在中國及越南推出的節約能源措施包括：

- 在飼料廠及食品加工廠設置自動化控制系統，偵測及關閉不在使用狀態中的機器，減少閒置營運時間和電力使用。
- 生產線員工的薪酬與生產績效掛鉤，從而激勵及促進員工於工作場所內節能。生產線上各部門負責控制電力使用的人員向安全、健康及環境委員會匯報該部門的節約能源進展，及向生產線員工傳達本集團的節約能源策略。
- 照明是電力消耗的主要源頭，本集團使用節能照明系統如T5光管，並採用多區照明控制系統，管制在午飯及非繁忙時間部分設施的非必要照明。
- 我們的生豬養殖場將甲烷氣體轉化為能源，提供部分日常營運的用電需要。

A. Environmental

環境

A2. USE OF RESOURCES (continued)

Energy Usage (continued)

- The Group has installed waste heat recovery units in some of our feed mills in China. Waste heat extracted from the cooling process of air compressors is used to preheat water for employees' use, thereby reducing approximately 11% of energy usage by the air compressors and partially saving the energy used to heat water for employees' use.

Water & Wastewater

Water consumption and wastewater generation are carefully managed in our businesses notwithstanding that the Group's operations are not located in water-stressed regions, and has no difficulty in sourcing water that is fit for the purpose. A wide range of initiatives relating to water and wastewater management have been implemented.

Examples of our initiatives related to water and wastewater management in China and Vietnam include:

- Rainwater collected in Vietnam's swine farms is stored and treated in designated water tanks, and used as drinking water for pigs, reducing the use of fresh water. Swine farms treat wastewater and ensure any discharge to the local sewage system adheres to national standards.
- In aquaculture, we adopted biofloc technologies in some of our shrimp farms that help to remove metabolic wastes from the rearing tanks and ponds. Reduction in wastes decreases the frequency of refilling the tanks and ponds with clean water which in turn decreases wastewater discharge and water consumption.
- We have installed sewage treatment facilities in our food factories to ensure that the quality of wastewater discharged into the sewage system complies with the relevant environmental laws and regulations.
- Food factories consume more water compared to feed mills. Key performance indicators have been set up particularly for food factories to encourage employees to reduce water consumption, such as the volume of water consumed per ton of production, and employees are rewarded accordingly.

Employees are encouraged to conserve water in daily operations and in dormitories. Tips and reminders are placed in visible areas inside the facilities to raise awareness of water conservation among employees.

A2. 資源使用(續)

能源使用(續)

- 本集團已在部分中國飼料廠安裝餘熱回收裝置，從空氣壓縮機的冷卻過程中採集餘熱，以加熱供員工使用的水，使空氣壓縮機減少約11%的能源用量及節約加熱供員工用水的能源。

用水及污水

儘管本集團的業務並非處於水資源缺乏的地區，且在獲得適用水源上並未有任何問題，我們仍小心管理由營運產生的用水和污水，並已推行多項用水及污水管理措施。

在中國及越南推出的用水及污水管理措施包括：

- 越南的生豬養殖場在指定的水箱中收集、儲存並處理雨水以用作豬的飲用水，從而減少用水。生豬養殖場會處理污水，確保排放於當地污水系統的污水符合國家標準。
- 水產養殖方面，我們在部分蝦養殖場應用了生物絮團技術以去除養殖槽及養殖池中的代謝廢物。這有助降低換清水的次數，從而減少廢水排放和用水。
- 我們的食品廠已設置了完善的污水處理設施，保證排水水質符合相關環境法律及規例。
- 與飼料廠相比，食品廠利用更多水。食品廠已建立了一套關鍵績效指標以鼓勵員工減少用水量，比如按照每公噸產量的耗水量相應給予員工獎勵。

我們鼓勵僱員在日常營運及宿舍中節約用水。我們在各生產和營運區域張貼提示和告示，以提高僱員節約用水意識。

A3. THE ENVIRONMENT AND NATURAL RESOURCES

We have introduced a number of projects to minimise the operational impacts of our businesses on the environment. For example, we try to operate a closed-loop waste system in our farms by capturing manure and turning them into fertiliser where technically feasible and economically viable, thereby preventing the discharge of contaminated wastewater to nearby water sources and reducing our impact to the neighbouring ecosystems.

For more information on environmental initiatives taken, please refer to the above sections on our policies and measures implemented to minimise the environmental impact of our business operations.

A3. 環境及天然資源

我們推出了數項項目以減少業務營運對環境產生的影響。例如，我們嘗試在技術及成本可行的情況下採用閉環廢棄物管理系統，致力收集養殖場內的動物糞肥並轉化為肥料。此舉可避免排放污水至鄰近的水源，減少對周邊生態的影響。

有關我們減低業務對環境影響的政策和措施，請參閱本報告前文的章節。

B. Social 社會

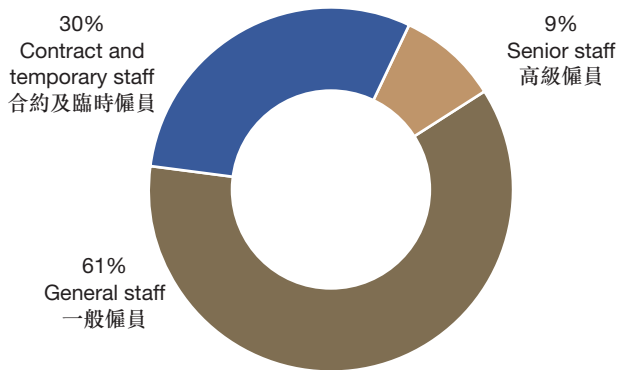
B1. EMPLOYMENT

We provide resources to our employees to facilitate their personal development. Comprehensive employment policies have been developed to cover various aspects of employment including company values, compensation and benefits, business ethics and conduct, and equal employment opportunities. Our human resources principles and practices strive to prevent race, age and gender discrimination. As of 31 December 2018, the Group employed around 38,000 employees.

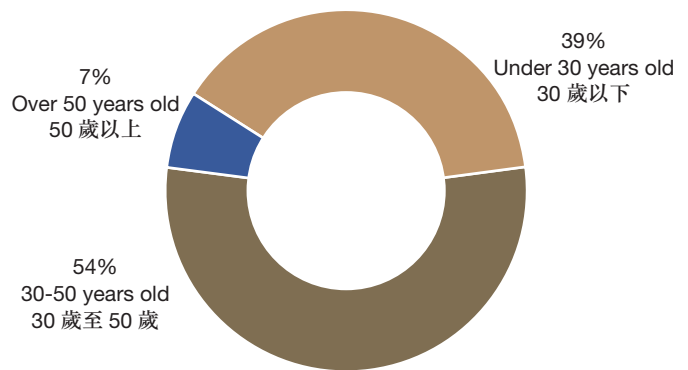
B1. 僱傭

我們提供資源以支持員工的個人發展。僱員政策涵蓋各個層面，包括公司價值觀、薪酬和福利、商業道德和操守及平等聘用機會。我們的人力資源政策和舉措致力防止種族、年齡及性別歧視的情況。截至2018年12月31日，本集團聘用約38,000名僱員。

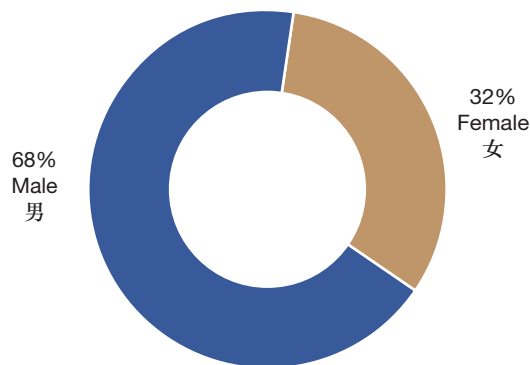
Breakdown of employees by employment type
按僱傭類型劃分的僱傭情況



Breakdown of employees by age group
按年齡劃分的僱傭情況



Breakdown of employees by gender
按性別劃分的僱傭情況



B1. EMPLOYMENT (continued)

The Group offers competitive benefits and compensation packages to attract and retain talents. Benefits include annual leave and medical coverage along with others such as marriage and compassionate leave that extend beyond the relevant local requirements. Our employee turnover rate is similar to industry norms.

In 2018, the Group launched a new policy – “Policy on flood disaster recovery allowance” – in Vietnam. We provide allowance to support employees with homes that have been damaged or destroyed by natural disasters.

We promote open and honest two-way communication. The Group uses various channels to collect employees’ opinions and suggestions. For example, employee representative groups have been established to facilitate meetings with senior management. At these meetings, employees can voice their opinions and concerns on issues such as employee benefits and working conditions. Their opinions are taken seriously and are discussed at senior management meetings.

The Group understands that employees are more productive and motivated when they have healthy work-life balance. As such, the Group regularly organises leisure activities and sporting competitions to promote and encourage a balanced lifestyle.

During the Reporting Period, the Group complied with relevant laws and regulations that had 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.

B2. HEALTH AND SAFETY

We take pride in providing a safe working environment for our employees. Guided by the SHE Committees, the Group establishes and reviews safety targets annually so as to continually improve our safety performance.

Some of our food factories in China and Vietnam are certified under the Occupational Health and Safety Assessment Series (“OHSAS”) 18001 for Occupational Health and Safety Management System. As part of the certification, the Group conducts annual safety risk analysis to identify any occupational hazards and implement corresponding preventive measures. The Group also conducts regular inspections of heavy machineries to ensure they function properly.

B1. 僱傭 (續)

本集團提供具競爭力的薪酬和福利以招攬和挽留人才。公司福利包括年假、醫療保障以及其他超過當地要求的相關福利，例如婚假及喪假。我們的僱員流失率與行業標準相近。

二零一八年，本集團在越南推出了「洪水災後復原補貼」的新政策。我們提供津貼支持因自然災害而導致住所受損或被摧毀的員工。

我們鼓勵開放及誠懇的雙向溝通。本集團透過多個渠道收集員工的意見和建議，例如設立僱員小組，讓高級管理層與其進行會議，讓僱員表達如有關員工福利及工作環境的意見。管理層十分重視他們的意見，並在管理層會議中就有關事宜進行討論。

本集團明白工作和生活平衡有助提升員工的生產力和工作動力。因此，本集團定期舉辦消閒活動和運動比賽，以推廣及鼓勵平衡的生活方式。

報告期內，本集團遵守對其有重大影響的有關薪酬及解僱、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之相關法律及規例。

B2. 健康與安全

我們為向員工提供安全的工作環境感到自豪。在安全、健康及環境委員會的指導下，本集團每年訂立及評估安全目標，以持續改善安全表現。

在中國及越南的部分食品加工廠獲得職業安全健康管理系統（「OHSAS」）18001認證。作為認證的一部分，本集團每年就安全風險進行分析以辨別任何職業危害，並採取相應預防措施。本集團亦定期檢查重型機器，確保其妥善運作。

B. Social 社會

B2. HEALTH AND SAFETY (continued)

In 2018, our Dong Nai feed mill and Binh Dinh feed mill received the “Total Productive Maintenance (“TPM”) Excellence Awards outside Japan” from the Japan Institute of Plant Maintenance Organization (“JIPM”). The award recognised our feed mills’ excellence in operational and maintenance techniques, which is reflected in improved efficiency, productivity and less accidents. JIPM is an entity recognized by the Japanese government that supports the promotion of safe, secure and reliable production and maintenance activities, as well as improving quality of manufactured products.

The Group provides trainings to all production staff who operates heavy machineries to ensure that they understand how to carry out their work tasks safely. Production staff must obtain the requisite government occupational qualification certificate before they commence their duties. The Group also provides them with personal protective equipment such as safety helmets, face masks and gloves. Our safety policies require our production staff to wear personal protective equipment while operating heavy machineries.

During the Reporting Period, a fatal accident was recorded in one of our swine farms in Vietnam. The Group has investigated the accident, enhanced workplace safety trainings and introduced additional guidelines for equipment operation.

For third-party logistic providers and equipment maintenance contractors who perform their work at our production sites, the Group provides briefing sessions and guides them to meet our safety requirements and measures.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

B2. 健康與安全(續)

我們位於同奈及平定的飼料廠於二零一八年均獲得了由日本工廠維護協會(「JIPM」)頒發的「全面生產管理(「TPM」)優秀獎(除日本以外)」。該獎項旨在表彰我們的飼料廠在運營和維護方面的卓越表現，體現了效率和生產力的提升，並有效減低事故的發生。JIPM是日本政府認可的機構，支持並促進安全、有保障和可靠的生產及維護活動，以及提高製成品的質量。

本集團為所有操作重型機器的生產線員工提供培訓，以確保他們了解如何安全地執行崗位工作。生產線員工在投入工作前，須取得所需的國家職業技術鑒定。本集團也提供個人保護裝備，如安全頭盔、面罩及手套。我們的安全政策要求生產線員工在操作重型機器時，必須穿上個人保護裝備。

本報告期內，其中一個越南豬養殖場錄得一宗死亡意外事故。本集團已對事故進行調查，從而加強了工作場所安全培訓，並引入了額外的設備操作指南。

本集團為於我們的生產設施工作的第三方物流供應商及設備維修承包商提供簡介會，引導其達到我們的安全要求和措施。

報告期內，本集團遵守對其有重大影響的有關提供安全工作環境及保障僱員避免職業性危害之相關法律 and 規例。

B3. DEVELOPMENT AND TRAINING

Talent development is the foundation of our business success. The Group encourages career development among our employees, provides equal opportunities for promotion based on merits and offers paths for career progression.

The Group has established a variety of trainings for career development, including team building, on-the-job training, safety training, orientation training and sales skill training. These trainings aim to enhance the skill sets of our employees, which will allow us to deliver better products and services to our customers. The majority of our staff are front-line staff (for example sales persons traveling to rural farming areas) and operational staff (for example production colleagues handling heavy-duty work at farms and feed mills). These positions tend to require more training and attract more male employees.

The Group continues to improve its self-developed online learning platform in China. This platform provides courses for employees based on their job requirements or personal interests and are customised to suit their individual needs.

As the Group's food business continues to grow in China, the Group has invested in further trainings in relation to food safety. The trainings are provided to employees to ensure all related employees are competent in fulfilling their duties. A wide range of topics are covered including manufacturing, management and regulations.

In addition to career development trainings, we have also organised trainings in relation to environmental and social responsibility. For instance, human rights training for senior employees including topics on labour rights, anti-child labour, anti-discrimination and anti-harassment. We have also further expanded our trainings on estimating the amount of carbon dioxide ("CO₂") absorbed by trees to more work sites in 2018 to raise employees' awareness of carbon dioxide emission.

During the Reporting Period, around 78% of our employees received training for an aggregate of over 370,000 hours.

B3. 發展及培訓

人才發展是我們業務成功的基礎，本集團鼓勵員工的職業發展，提供建基於個人績效的平等晉升機會及於集團內的職業發展路徑。

本集團提供多元化的培訓課程以促進職業發展，其中包括團隊建設、在職培訓、安全培訓、職前培訓和銷售技巧培訓。這些培訓課程旨在改進並優化員工個人技能，讓員工能夠為客戶提供更好的產品和服務。我們的員工主要為前線員工（例如需要前往農村地區的銷售人員）和操作員工（例如在養殖場和飼料廠負責重型工作的生產員工）。這些職位往往需要更多的培訓及相對吸引更多的男性員工。

本集團持續改善其在中國自行開發的網上學習平台，僱員可根據其工作需要和個人興趣度身訂造適合個人需要的培訓課程。

隨著食品業務持續增長，本集團進一步投資於食品安全方面的有關培訓。為確保所有相關僱員都能履行各自的職責，本集團向員工提供相應的培訓。這些培訓涵蓋廣泛的主題，包括製造、管理和法規。

除了職業發展培訓外，我們還舉辦其他有關環境和社會責任的培訓課程，例如向高級僱員進行人權培訓，議題包括勞工權利、反童工、反歧視和反騷擾行為。我們亦於二零一八年進一步擴大關於估算樹木吸收二氧化碳量的培訓活動範圍至更多工作地點，以提高員工對二氧化碳排放的意識。

報告期內，本集團約78%的僱員曾經接受培訓，並提供總共超過370,000小時的培訓。

B. Social 社會

B4. LABOUR STANDARDS

The Group complies with relevant national labour laws and regulations, and has zero tolerance for child and forced labour. The employment policies of the Group in China and Vietnam outline the principles and procedures to prevent child or forced labour in the organisation. These procedures include inspecting birth and medical certificates upon request. If any child or forced labour is discovered in the organisation, the matter will be reported to management for further investigation and the relevant local authorities will be notified if such malpractice is confirmed. During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to preventing child and forced labour.

B5. SUPPLY CHAIN MANAGEMENT

As a leading agri-food business conglomerate in China and Vietnam, the Group strives to effectively manage our supply chain. Our agri-food businesses cover a full spectrum of business activities from manufacturing and sale of animal feed products, breeding, farming and sale of animals, to the manufacture and sale of value-added, processed food products.

The Group keeps abreast of international requirements and standards to continuously improve our supply chain management. We have developed a robust supplier selection mechanism to safeguard our commitment to quality. Potential suppliers are assessed based on certain criteria, which include product and service quality, credentials and company size. We consolidate the results of these assessments into a rating to reflect each supplier's overall performance.

In 2017, we launched our Sustainable Sourcing Policy and Supplier Guiding Principle ("Sustainable Policy") in Vietnam. Our Sustainable Policy requires our suppliers to adhere to the same standard as us in contributing to sustainable development, including traceability of products sold, no discrimination and no child labour, environmental management and occupational health and safety. We are extending step-by-step the application of the Sustainable Policy from our major suppliers to other suppliers and also to new suppliers. We have also started auditing major suppliers on their sustainability performance and compliance to our policy in late 2018.

B4. 勞工準則

本集團遵守相關的國家勞工法律和法規，絕不容忍童工和強制勞工。本集團在中國及越南的僱傭政策列明相關原則和程序，防止本集團內出現童工或強制勞工，這些程序包括根據要求檢查出生及醫療證明。如在本集團中發現童工或強制勞工行為，該行為將會匯報給管理層，並進行進一步調查。如果確認此類違法行為，我們會通知當地相關監管機構。在報告期內，本集團遵守對其有重大影響的有關防止童工及強制勞工的相關法律和規例。

B5. 供應鏈管理

作為中國及越南的領先農牧食品企業，我們承諾有效管理我們的供應鏈。我們的農牧食品業務全面涵蓋產銷動物飼料產品、繁殖、養殖及銷售禽畜及水產和產銷增值加工食品產品。

本集團持續改善供應鏈管理以符合國際要求和標準。我們建立嚴格的供應商挑選機制，以確保能實現我們對品質的承諾。我們對潛在供應商進行評估，評估範圍包括產品及服務質素、資格認證和公司規模，並綜合這些評估結果釐定評級，以反映供應商的整體表現。

二零一七年，我們在越南推出了可持續採購政策和供應商指導原則（「可持續政策」）。該可持續政策要求供應商在為可持續發展做出貢獻方面與我們持相同標準，這些標準包括產品之可追溯性、反歧視和禁用童工、環境管理、職業健康與安全等。我們的可持續政策正逐步擴展應用範圍，由最初涵蓋主要供應商延伸至其他供應商及新供應商。我們還在二零一八年底開始審核主要供應商之表現，確保其遵守我們的政策。

B5. SUPPLY CHAIN MANAGEMENT (continued)

The Group also integrates sustainability into our procurement practice by prioritising local suppliers and developing long-term relationships with them. Working with local suppliers reduces our carbon footprint from the transportation of goods and contributes to local economic development. In 2018, the Group had around 6,600 suppliers based in China, around 1,800 suppliers based in Vietnam and around 160 suppliers based in other countries.

B6. PRODUCT RESPONSIBILITY

We have made considerable efforts to ensure our products are of the highest quality and safety standards. Our holistic approach with products starts from sourcing raw materials from our supply chain, production and finally to value-added services. As described in the Supply Chain Management section, the Group requires suppliers to share our values and commitments, especially on product quality and safety.

In pursuance of food safety and quality, majority of our feed mills and food factories and a number of our farms are certified with ISO 9001 Quality Management System. Furthermore, some of our feed mills and food factories are also certified with ISO 22000 Food Safety Management System, Good Manufacturing Practice (“GMP”) and Hazard Analysis and Critical Control Points (“HACCP”) certifications. Going forward, we will continue to improve our operations with a view to adhere to these international standards.

Our feed mills have end-to-end quality assurance. As raw materials arrive at our feed mills, sampling tests are taken based on both physical and chemical attributes to ensure they meet our standards. After the raw materials enter our warehouse, inspections are conducted regularly with the form of storage for the raw materials determining the frequency of inspections. Multiple checks are conducted throughout the core production process, such as particle size during grinding and homogeneity during mixing. Samples are collected from every batch of production. If there is any issue with a particular batch of our products, we can retrieve our samples kept at our feed mill and trace to the cause of problem. Prior to leaving the feed mill, each batch of finished products is inspected, analysing details such as protein value, moisture level and nutrient content. In addition, our products will be appropriately labelled and advertised as required by the relevant regulations.

B5. 供應鏈管理 (續)

本集團在採購過程中融入可持續性的元素，優先選本地供應商，並與他們建立長遠關係。與當地供應商合作有助減少貨物運送過程中產生的碳足跡和支持當地經濟發展。二零一八年，本集團有約6,600個供應商以中國為基地、約1,800個供應商以越南為基地和約160個供應商以其他國家為基地。

B6. 產品責任

我們致力確保產品具有最高質素及安全標準，並制訂全面的產品管理措施，由向供應鏈搜集原材料，覆蓋以至生產過程及增值服務。如「供應鏈管理」部分所提及，本集團要求其供應商與其擁有共同價值觀和承諾，尤其在產品質素及安全方面。

為追求對食品安全和質量，我們大部分飼料廠及食品廠、以及數個養殖場已獲取ISO9001質量管理認證。此外，我們部分飼料廠和食品廠也獲取了ISO22000食品安全管理、良好製造規範(「GMP」)和危害分析和關鍵控制點(「HACCP」)認證。展望未來，我們將繼續改善我們的運營，以符合這些國際標準。

我們的飼料廠有端對端的品質保證，由原材料進入飼料廠開始，即會抽取樣本測試其物理指標和化學成份以確保符合我們的標準，而存放於倉庫的原材料也會定期抽樣進行測試，測試頻率視乎不同原材料的儲存方式而定。在主要生產過程中，我們也會對生產環節各關鍵控制點進行檢查，例如粉碎細度及混合均勻度等。每個生產批次均會採集樣本，若發現某個批次的產品出現問題，會追溯有關批次的樣本並尋找問題的起因。每批次的產品都要經過出廠檢驗，檢測項目包括粗蛋白質、水分及營養含量等指標。同時，我們根據相關法例要求，適當地標籤及宣傳產品。

B. Social 社會

B6. PRODUCT RESPONSIBILITY (continued)

In our farms, animal health and hygiene are taken into consideration from the design stage of our farm facilities to daily operation. Farms and hatcheries are strategically situated in rural areas with accessible transportation to reduce contamination risks. The Group has introduced biosecurity protocols, including facility access control, pest control and waste management in our farms.

Our food factories in Vietnam source raw meat from our managed farms for food processing. We have invested in top-seal packaging technology in one of our Vietnam livestock food processing factories. Top-seal packaging creates tighter packaging that ensures no external interference with the product, effectively enhancing food safety. Tighter packaging also reduces use of packaging materials.

Our customer complaint management policy outlines procedures for handling customer complaints. Upon receipt of a complaint, our customer service team will conduct a thorough investigation to identify the cause of the problem, following which we will propose a resolution to the customer and communicate with the relevant departments for future improvement. During the Reporting Period, there were no substantial complaints regarding our product quality or safety.

The Group has established a procedure for product recall due to safety and health reasons. During product recalls, related government departments will be informed. While investigating the causes of the recall, our recall committee will ensure that the recall process is carried out in an effective and transparent manner. During the Reporting Period, there were no safety and health related product recalls.

We also have a technical sales and service team that provides technical support and training services to our feed customers and responds to their inquiries.

According to our company policies, any intellectual property developed by employees during their course of employment with the Group is owned by the Group. When applicable, the Group will apply to register our intellectual property rights such as patents and trademarks. Also, all employees are required to sign a confidentiality agreement to protect customers' data.

During the Reporting Period, the Group complied with relevant laws and regulations that had 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.

B6. 產品責任(續)

由設計養殖設施以至日常營運都顯示我們關注禽畜的健康和衛生。養殖場和孵化場都策略性地設置於交通工具可達的農村，以減低感染風險。本集團在養殖場引入生物安全保障規則，包括進入設施的管制、害蟲控制及廢物管理。

我們在越南的食品加工從我們管理的養殖場採購肉類食品以進行食品加工。我們其中一家越南禽畜食品加工廠投資了封頂包裝技術。封頂包裝可以實現更緊密的包裝，確保免受外來物質的干擾，有效提高食品安全。更緊密的包裝也減少了包裝材料的使用。

我們的客戶投訴管理政策已列明處理客戶投訴的程序。在收到投訴後，客戶服務團隊會進行深入調查，在發現問題起因後，會為客戶提供解決方案，並與相關部門溝通作出改善。報告期內，本集團沒有涉及就產品質素及安全的重大投訴。

本集團已訂立一套與安全與健康有關的產品回收制度。在產品回收過程中，會知會相關政府部門。在調查起因期間，我們的回收小組也會確保回收過程具效率和透明度。報告期內，並無出現與安全及健康有關的產品回收事宜。

本集團已設立技術銷售及服務團隊，為飼料客戶提供技術支援及培訓服務，並回覆他們的查詢。

根據我們的公司政策，僱員在本集團任職期間所開發的任何知識產權均歸本集團所有。如適用，本集團會申請註冊專利和商標等知識產權。同時，所有員工都必須簽署保密協議以保護客戶的數據。

報告期內，本集團遵守對其有重大影響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法律及規例。

B7. ANTI-CORRUPTION

We conduct our business in accordance with the highest ethical standards, and are committed to prevent corruption. The Group has company policies designed to prevent dishonest behaviour. Any employee that violates the Group's anti-corruption policies will be warned, dismissed and/or reported to relevant regulatory bodies. The Group also provide channels for stakeholders to report any suspicious activities.

During the Reporting Period, the Group complied with relevant laws and regulations that had a significant impact on the Group relating to bribery, extortion, fraud and money laundering. In the same period, there was no legal cases regarding corrupt practices in which the Group or our employees were found guilty.

B8. COMMUNITY INVESTMENT

The Group takes an active role in giving back to the community and instils this value among employees. The Group cares about the communities where we have operations. We proactively communicate with stakeholders to understand their needs and provide support through various charitable activities. The Group also encourages our employees to take part in such activities. During the Reporting Period, the Group held various charitable and community activities in Vietnam and China.

- **Blood donation and medical support for the underprivileged**

The Group has organised and participated in voluntary blood donation events for a number of years in Vietnam. In 2018, over 4,000 employees participated in blood donation events held during CP Family Day and two national campaigns, Red Journey and Xuan Hong (Red Spring) Festival, to help alleviate Vietnam's blood shortage problem.

Furthermore, we have partnered with the Red Cross of Dong Nai and the Vietnam Youth Federation to support the underprivileged in remote areas of Vietnam, including free health checks, medicines and first aid trainings.

B7. 反貪污

我們以最高的道德標準經營業務，致力預防貪污行為。本集團已制定公司政策防止不誠實行為。任何違反本集團反貪污政策的員工將給予警告、辭退懲戒和／或通知相關監管機構。本集團亦為權益人就任何可疑信息提供舉報渠道。

報告期內，本集團遵守有關防止賄賂、勒索、欺詐及洗黑錢的相關法律及規例。在同一時期，本集團或其員工沒有就貪污訴訟案件被判有罪。

B8. 社區投資

本集團積極回饋社會，並向僱員灌輸這價值觀。本集團關心我們經營所在地的社區。我們主動與權益人溝通了解他們的需求，並通過各種慈善活動提供支持。本集團亦鼓勵員工參與此類慈善活動。報告期內，本集團在越南及中國舉辦多項慈善及社區活動。

- 捐血活動及為弱勢群體提供醫療支援

本集團於越南舉辦及參與自願捐血活動已有多數年。於二零一八年，超過4,000名員工在「CP家庭日」及兩個年度全國性活動「紅色旅程」和「紅色春天節」中參與捐血，以紓緩越南血荒的情況。

此外，我們與同奈省的紅十字會和越南青年協會合作支援越南偏遠地區的弱勢群體，包括免費健康檢查、藥物及急救培訓。

B. Social
社會

B8. COMMUNITY INVESTMENT (continued)

• **Donations and volunteering activities**

In Vietnam, we donated our food products to the community, such as being a food aid provider for Food Bank Vietnam and directly donated food to remote villages. Furthermore, we have given chicken breeders and feed along with farming technique trainings to locals in several districts in need.

In China, various community activities were held, including visiting the underprivileged and elderly in areas such as Xiangyang and Huaihua. We have also made donations to Tsinghua University in support of agricultural research and development, to villagers in difficulties in various parts of China including Shantou in Guangdong and Chongyang in Hubei, to underprivileged students in Henan and to schools in rural areas.

B8. 社區投資(續)

• **捐獻及義工活動**

在越南，我們在二零一七年向社區捐贈食品，例如向越南食品銀行提供食品援助，並直接向偏遠村莊捐贈食品。此外，我們還向個別地區有需要的當地人士提供種雞、飼料以及養殖技術培訓。

此外，我們於中國舉辦多項社區活動，包括探訪弱勢社群及在襄陽和懷化等地的老人。此外，我們還向清華大學捐款支持農學院的研發，以及向中國各地包括廣東汕頭和湖北崇陽遇到困難的村民、河南的貧困學生及偏遠地區的學校捐款。

Environmental, Social and Governance Data Table¹

環境、社會及管治數據表¹

	Units 單位	2018	2017
A. Environment 環境			
Air Emissions 排放物			
Carbon monoxide (CO) ² 一氧化碳 ²	tonnes 公噸	719	590
Sulphur oxides (SOx) 硫氧化物	tonnes 公噸	475	381
Nitrogen oxides (NOx) 氮氧化物	tonnes 公噸	355	318
Particulate matter (PM) ² 懸浮粒子 ²	tonnes 公噸	153	136
Volatile organic compounds (VOCs) ² 揮發性有機化合物 ²	tonnes 公噸	284	269
Greenhouse Gas³ 溫室氣體³			
Total greenhouse gas emissions (Scope 1 & Scope 2) 溫室氣體總排放量(範圍一及二)	Million tonnes of CO ₂ equivalents 百萬公噸二氧化碳當量	0.74	0.64
Greenhouse gas emissions intensity 溫室氣體排放密度	kilogram of CO ₂ equivalents per production tonne 千克二氧化碳當量/公噸產量	59.2	56.4
Hazardous Wastes⁴ 有害廢棄物⁴			
Hazardous waste 有害廢棄物	tonnes 公噸	331	252
Hazardous waste intensity 有害廢棄物密度	kilogram per production tonne 千克/公噸產量	0.03	0.02
Non-hazardous Waste⁴ 無害廢棄物⁴			
Non-hazardous waste 無害廢棄物	tonnes 公噸	96,276	91,804
Non-hazardous waste intensity 無害廢棄物密度	kilogram per production tonne 千克/公噸產量	7.71	8.06

Environmental, Social and Governance Data Table¹

環境、社會及管治數據表¹

	Units 單位	2018	2017
Energy 能源			
Electricity 電力	million gigajoules 百萬千兆焦耳	2.83	2.45
Alternative energy 替代能源	million gigajoules 百萬千兆焦耳	0.95	0.89
Coal 煤	million gigajoules 百萬千兆焦耳	0.61	0.51
Natural gas 天然氣	million gigajoules 百萬千兆焦耳	0.86	0.63
Steam 蒸氣	million gigajoules 百萬千兆焦耳	0.57	0.49
Fuel 燃料	million gigajoules 百萬千兆焦耳	0.22	0.23
Total energy consumption 能源總耗量	million gigajoules 百萬千兆焦耳	6.04	5.29
Total energy intensity 能源消耗密度	gigajoule per production tonne 千兆焦耳／公噸產量	0.48	0.46
Water 水			
Water consumption 耗水量	million cubic meters 百萬立方米	45.2	42.7
Water intensity 耗水密度	cubic meter per production tonne 立方米／公噸產量	3.62	3.75
Wastewater discharged 污水排放	million cubic meters 百萬立方米	25.1	24.1
Wastewater intensity 污水密度	cubic meter per production tonne 立方米／公噸產量	2.01	2.12
Packaging Material 包裝材料			
Total packaging materials used 包裝材料總量	thousand tonnes 千公噸	41.5	39.7
Packaging material intensity 包裝材料密度	kilogram per production tonne 千克／公噸產量	3.32	3.49

Environmental, Social and Governance Data Table¹

環境、社會及管治數據表¹

	Units 單位	2018	2017
B. Social 社會			
Employment 僱傭			
Total Employee Turnover 僱員流失總數	person/turnover rate 人／流失率	14,204/37%	N/A
By Gender 以性別劃分			
Male 男	person/turnover rate 人／流失率	9,182/36%	N/A
Female 女	person/turnover rate 人／流失率	5,022/41%	N/A
By Age 以年齡劃分			
< 30	person/turnover rate 人／流失率	7,005/47%	N/A
30 – 50	person/turnover rate 人／流失率	6,347/31%	N/A
> 50	person/turnover rate 人／流失率	852/34%	N/A
By Geographical Regions 以國家劃分			
Mainland China 中國	person/turnover rate 人／流失率	7,483/42%	N/A
Vietnam 越南	person/turnover rate 人／流失率	6,721/33%	N/A
Health and Safety 健康與安全			
Lost Days Due to Work Injuries 因工傷損失工作日數	days 日	6,159	3,220
Number of Fatalities 死亡個案	cases 宗	1	1
Development and Training 發展及培訓			
Percentage of Employees Trained 受訓僱員百分比			
By Gender 以性別劃分			
Male 男	percentage 百分比	84%	84%
Female 女	percentage 百分比	66%	66%

Environmental, Social and Governance Data Table¹

環境、社會及管治數據表¹

	Units 單位	2018	2017
Development and Training (continued) 發展及培訓 (續)			
By Employee Category 以職級劃分			
Senior 高級僱員	percentage 百分比	98%	73%
General 一般僱員	percentage 百分比	96%	91%
Contract and temporary staff 合約及臨時僱員	percentage 百分比	35%	51%
Average Training Hours Completed Per Employee 僱員完成受訓的平均時數			
By Gender 以性別劃分			
Male 男	Hours 小時	11.3	13.9
Female 女	Hours 小時	6.4	8.0
By Employee Category 以職級劃分			
Senior 高級僱員	Hours 小時	13.9	15.7
General 一般僱員	Hours 小時	12.8	14.6
Contract and temporary staff 合約及臨時僱員	Hours 小時	2.31	4.6

Remarks 備註:

¹ ESG data table covers the most material ESG issues of the Group's entities that are under its direct operational control, including majority of our feed mills, majority of our owned farms and all of our food factories in China and Vietnam. The ESG data of our Hong Kong office is not included as its ESG impacts are insignificant.

環境、社會及管治數據表涵蓋由本集團直接營運控制的業務之重大環境、社會及管治事宜，包括於中國及越南的大部分飼料廠、大部分的自家養殖場和全部食品加工廠，但並無包括香港辦公室的數據，因這部分的環境、社會及管治數據對本集團並無構成重大影響。

² CO₂, PM and VOCs emissions include operations in Vietnam only.

只包含越南有關一氧化碳、懸浮粒子及揮發性有機化合物之營運數據。

³ Scope 3 greenhouse gas emissions generated from our operations are not included in the figures.

並不包括由營運產生的範圍三溫室氣體排放。

⁴ Hazardous waste and general waste reported is compiled in accordance with local laws and regulations of the operations.

報告內的有害廢棄物和無害廢棄物遵守當地的相關法律和規例。

Laws and Regulations 法規列表

Based on the subject areas and aspects in the ESG Guide, the Group has identified relevant laws and regulations that had a significant impact on our business.

本集團就指引中不同範疇及層面識別出對我們業務有重大影響的相關法規。

ESG Guidelines 環境、社會及管治指標	China Laws & Regulations 中國政策及法規	Vietnamese Laws & Regulations 越南政策及法規
A. Environmental 環境		
Aspect A1: Emissions 層面A1：排放物	<p>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》</p> <p>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》</p> <p>Prevention and Control of Solid Waste Pollution Law of the People's Republic of China 《中華人民共和國固體廢物污染環境防治法》</p> <p>Prevention and Control of Soil Pollution Law of the People's Republic of China 《中華人民共和國土壤污染防治法》</p>	<p>Law on Environmental Protection 《環境保護法》</p> <p>National Technical Regulation on Industrial Emission of Inorganic Substances and Dusts 《國家無機物和粉塵工業排放技術規定》</p> <p>National Technical Regulation on Ambient Air Quality 《國家環境空氣質量技術規定》</p> <p>Decree on the Drainage and Treatment of Waste Water 《廢水排放和處理法令》</p> <p>Decree on Management of Waste and Discarded Materials 《廢物和廢棄物管理法令》</p>
B. Social 社會		
Aspect B1: Employment and Labour Practices 層面B1：僱傭及勞工常規	<p>Labour Law of the People's Republic of China 《中華人民共和國勞動法》</p>	<p>Labour Code 《勞動法》</p>
Aspect B4: Labour Standards 層面B4：勞工準則	<p>Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》</p> <p>Labor Union Law of the People's Republic of China 《中華人民共和國工會法》</p> <p>Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》</p> <p>Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》</p>	<p>Children Law 《保護兒童法》</p>

Laws and Regulations

法規列表

ESG Guidelines 環境、社會及管治指標	China Laws & Regulations 中國政策及法規	Vietnamese Laws & Regulations 越南政策及法規
Aspect B2: Health and Safety 層面B2：健康及安全	<p>Work Safety Law of the People's Republic of China 《中華人民共和國安全生產法》</p> <p>Prevention and Control of Occupational Diseases Law of the People's Republic of China 《中華人民共和國職業病防治法》</p> <p>Fire Prevention Law of the People's Republic of China 《中華人民共和國消防法》</p> <p>Special Equipment Safety Law of the People's Republic of China 《中華人民共和國特種設備安全法》</p>	<p>Law on Occupational Safety and Hygiene 《職業安全衛生法》</p>
Aspect B6: Product Responsibility 層面B6：產品責任	<p>Food Safety Law of the People's Republic of China 《中華人民共和國食品安全法》</p> <p>Agricultural Product Quality Safety Law of the People's Republic of China 《中華人民共和國農產品品質安全法》</p> <p>Advertising Law of the People's Republic of China 《中華人民共和國廣告法》</p> <p>Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》</p> <p>Protection of Consumer Rights and Interests Law of the People's Republic of China 《中華人民共和國消費者權益保護法》</p>	<p>Law on Advertising 《廣告法》</p> <p>Law on Food Safety 《食品安全法》</p>
Aspect B7: Anti-corruption 層面B7：反貪污	<p>Criminal Law of the People's Republic of China 《中華人民共和國刑法》</p> <p>Anti-money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》</p>	<p>Anti-corruption Law 《反貪污法》</p> <p>Law on Prevention of Money Laundering 《防止洗黑錢法》</p>

HKEx Environmental, Social and Governance Content Index 香港聯合交易所環境、社會及管治內容索引

Indicators 指標		Section/Statement 分部／聲明	Page 頁數
A. Environmental 環境			
Aspect A1: Emissions 層面A1：排放物			
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、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	A1. Emissions 排放物	7-8
KPI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。	ESG Data Table 環境、社會、管治數據表	21
KPI關鍵績效指標 A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity. 溫室氣體總排放量(以噸計算)及(如適用)密度。		
KPI關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。		
KPI關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。		
KPI關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施和所得成果。	A1. Emissions 排放物	7
KPI關鍵績效指標 A1.6	Description of how hazardous and non-hazardous waste are handled, reduction initiatives, and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。		8

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Indicators 指標		Section/Statement 分部／聲明	Page 頁數
Aspect A2: Use of Resources 層面A2：資源使用			
General Disclosure 一般披露	Policies on the 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。	A2. Use of Resources 資源使用	9-10
KPI關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	ESG Data Table 環境、社會、管治數據表	22
KPI關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。		
KPI關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	A2. Use of Resources 資源使用	9-10
KPI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 initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升水效益計劃及所得成果。		10
KPI關鍵績效指標 A2.5	Total packaging material 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)每生產單位估量。	ESG Data Table 環境、社會、管治數據表	22
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 impact 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。	A. Environmental; 環境；	6
		A3. The Environment and Natural Resources 環境及天然資源	11
KPI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。	A3. The Environment and Natural Resources 環境及天然資源	11

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B. Social 社會			
Aspect B1: Employment and Labour Practices			
層面 B1：僱傭及勞工常規			
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： (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。	B1. Employment 僱傭	12-13
KPI關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。		12
KPI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比率。	ESG Data Table 環境、社會、管治數據表	23
Aspect B2: Health and Safety			
層面B2：健康及安全			
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： (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。	B2. Health and Safety 健康及安全	13-14
KPI關鍵績效指標 B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	ESG Data Table 環境、社會、管治數據表	23
KPI關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。		
KPI關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, 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。	B2. Health and Safety 健康及安全	13-14

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Aspect B3: Development and Training 層面B3：發展及培訓			
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。	B3. Development and Training 發展及培訓	15
KPI關鍵績效指 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	ESG Data Table 環境、社會、管治數據表	23-24
KPI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。		
Aspect B4: Labour Standards 層面B4：勞工準則			
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. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B4. Labour Standards 勞工準則	16
KPI關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。		
KPI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。		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理			
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。	B5. Supply Chain Management 供應鏈管理	16-17
KPI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。		17
KPI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、以及有關慣例的執行及監察方法。		16

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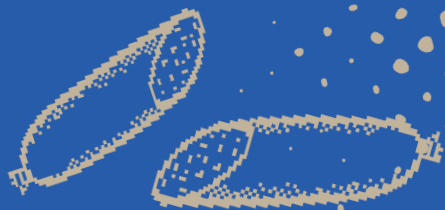
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Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B6. Product Responsibility 產品責任
KPI 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls 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。	17-18
KPI 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。	18
KPI 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。	
KPI 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。	
KPI 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。	

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Aspect B7: Anti-corruption 層面 B7：反貪污			
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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B7. Anti-corruption 反貪污	19
KPI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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。		
KPI關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, 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。		
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營運所在社區需要和確保其業務活動會考慮社區利益的政策。	B8. Community Investment 社區投資	19-20
KPI 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。		
KPI 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。		



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