



# 日清食品有限公司

NISSIN FOODS COMPANY LIMITED

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立的有限公司)

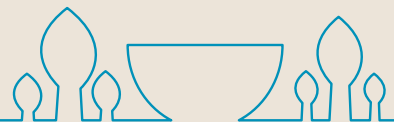
Stock Code 股份代號 : 1475

**升級美味**  
**TOPPING UP**  
**WITH GREAT**  
**TASTE**



**Environmental, Social and  
Governance Report 2021**  
**2021環境、社會及管治報告**





## PROUD TO BE THE "EARTH FOOD CREATOR" 以成為「EARTH FOOD CREATOR」而自豪

- AND KEEP SERVING YOU IN GOOD TIMES OR BAD TIMES
- 無論時代好壞，繼續為您呈獻



On behalf of the board of directors ("the Board") of Nissin Foods Company Limited ("Nissin Foods" or the "Company", together with its subsidiaries, the "Group"), I am pleased to present our annual Environmental, Social and Governance ("ESG") report of the Group for the year ended 31 December 2021 (the "Reporting Period").

This is also the fifth report since our listing on the Stock Exchange of Hong Kong in 2017. Every year, we keeps focusing on **improving operations, enhancing employment and labour practices, sustaining investment in the community, and mitigating impacts on the environment**. Over the years, we have also expanded our reporting coverage from two to six production plants.

It is always our strategy to achieve sustainable financial growth while identifying and addressing environmental and social issues, constantly creating delightful food experience through innovation at all times.

For the Reporting Period, the Group's revenue increased by 9.9% year-on-year to HK\$3,866.3 million and its net profit reached HK\$303.8 million, exceeding the high baseline set in 2020.

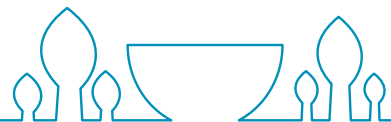
本人謹代表日清食品有限公司（「日清食品」或「本公司」，連同其附屬公司統稱「本集團」）董事會（「董事會」）呈列本集團截至2021年12月31日止年度（「報告期間」）的環境、社會及管治年度報告。

本報告亦是我們自2017年在香港聯交所上市以來的第五份報告。我們每年均專注於**改善營運、加強僱傭及勞工常規、持續社區投資，以及減輕對環境的影響**。多年來，我們亦將報告範圍由兩間廠房擴大至六間廠房。

我們一向的發展策略，是實現可持續的財務增長外，同時應對環境和社會的問題，並不斷通過創新，創造令人愉悅的食品體驗。

於報告期間，本集團收入與去年同期增長9.9%至3,866.3百萬港元，純利達到303.8百萬港元，超過2020年的高基數。





In addition to the preceding waves of COVID-19, the highly transmissible Omicron variant is driving an unprecedented surge of infections globally since it was first detected in November 2021. The outbreak has once again posed profound challenges to the way we live and work, and the disruptions are going to be a way of life for some time. Amid the multitude of challenges, the Group has all along reacted as swiftly as possible to ensure the stable supply of quality food to meet consumer needs.

Efforts have also been made to address climate change, specifically on decarbonisation in 2021. It is worth noting that, along with the upgrade of our signature **Cup Noodles** products in 2021, our cross-department team also strived to optimise the effective use of materials throughout the product life cycle so as to achieve our environmental protection goals. Initiatives such as reducing the use of plastics and packaging materials, switching to environmentally friendly energy and materials, thus reducing carbon footprint throughout our supply chain, all have contributed to building a cleaner world.

Similar to previous years, we humbly present our ESG initiatives not to showcase our achievements on the sustainability front but rather as a statement of our commitment in driving measures across the Group that would help address environmental, social and governance issues in the future.

**Kiyotaka Ando**  
Chairman

*Nissin Foods Company Limited*

除了早前多次爆發的COVID-19疫情外，Omicron變種病毒傳播力高，自2021年11月首次發現以來讓全球的受感染個案激增。是次爆發再次對我們的生活及工作模式帶來深遠的挑戰，而這些影響將會持續一段時間。面對眾多挑戰，本集團一直迅速應變，確保優質食品的穩定供應，滿足消費者的需求。

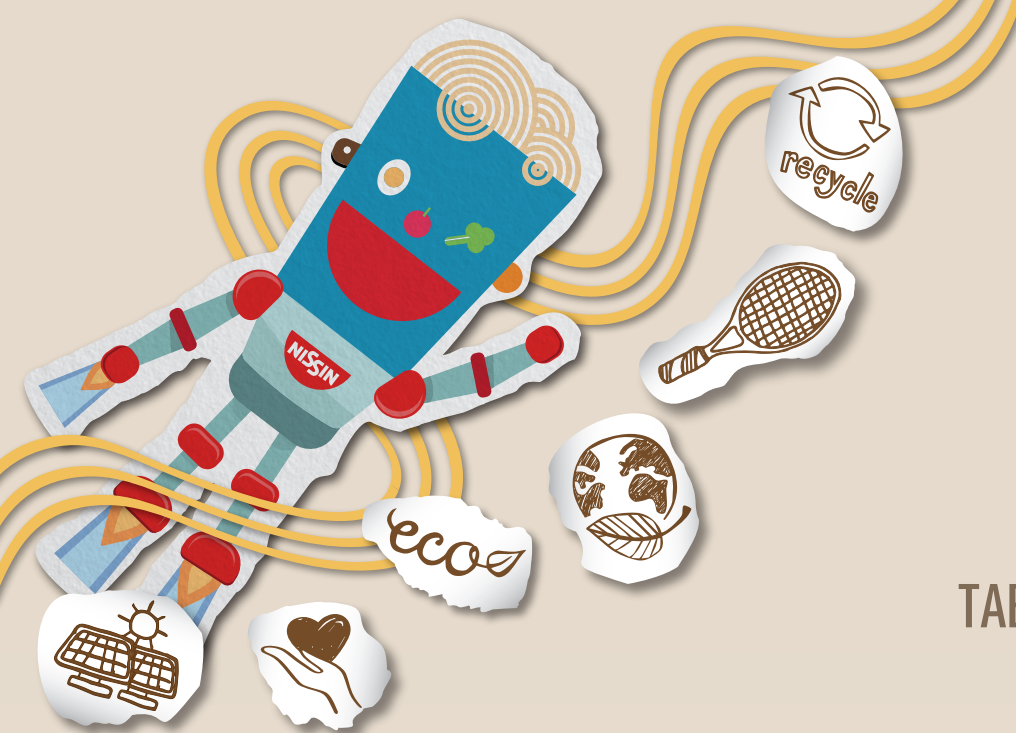
我們亦努力應對氣候變化，特別是在2021年實現減碳。值得注意的是，隨著2021年我們的招牌**合味道**產品升級，我們的跨部門團隊致力在整個產品生命週期中善用材料，以實現環保目標。減少使用塑料及包裝材料，改用環保能源及材料，從而減少供應鏈的碳足跡等舉措均有助建設一個更清潔的世界。

一如過往，我們謙虛地呈示我們的環境、社會及管治舉措，並非為了展示我們在可持續發展的成就，而是為了表明我們致力於在整個集團內推動有助於解決未來環境、社會及管治問題的措施。

**安藤清隆**  
董事長

*日清食品有限公司*

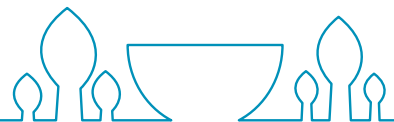




## TABLE OF CONTENTS 目錄

2-3	Chairman's Message	董事長寄語
5	About the Group	關於本集團
6	About the Report	關於本報告
7-8	ESG Governance	《環境、社會及管治》管治
9-11	Stakeholder Engagement and Materiality Assessment	持份者參與及重要性評估
<hr/>		
<b>12-20</b>	<b>Environmental Protection</b>	<b>環境保護</b>
13	Use Less, Use Better	用少些、更好些
14	Journey to Green Packaging	綠色包裝之旅
15-16	Emissions	排放物
16-18	Use of Resources	資源使用
18-19	The Environment and Natural Resources	環境及天然資源
20	Climate Risks	氣候風險
<hr/>		
<b>21-27</b>	<b>Operating Practices</b>	<b>營運慣例</b>
22-24	Food Safety	食品安全
25-26	Supply Chain Management	供應鏈管理
26	Anti-corruption	反貪污
27	Smart Factory	智能工廠
<hr/>		
<b>28-34</b>	<b>Employment and Labour Practices</b>	<b>僱傭及勞工常規</b>
29	Employment	僱傭
29-32	Training and Development	培訓及發展
32	Labour Standards	勞工準則
33-34	Health and Safety	健康與安全
<hr/>		
<b>35-38</b>	<b>Community Investment</b>	<b>社區投資</b>
<hr/>		
39-40	KPI Summary	關鍵績效指標概要
41-43	ESG Reporting Guide Content Index	《環境、社會及管治 報告指引》內容索引





The Group is principally engaged in the manufacturing and sales of noodles, retort foods, frozen foods, beverage products, snacks and vegetable products, and provision of research and publicity services. The Company has been listed on The Stock Exchange of Hong Kong Limited since December 2017.

本集團主要從事生產及銷售麵條、蒸煮食品、冷凍食品、飲料產品、零食及蔬菜產品以及提供研究及宣傳服務。本公司自2017年12月起於香港聯合交易所有限公司上市。

## GROUP PHILOSOPHY 集團理念



### EARTH FOOD CREATOR

Nissin Foods is dedicated to exploring the possibilities of food and creating food of fabulous tastes. We contribute to society and the earth by bringing people the pleasure of eating.

We call ourselves an “EARTH FOOD CREATOR” because we are not just a food manufacturer, but also aspire to serve the world by creating food, the source of life.

“EARTH” also means land and soil, and grains, which are the raw material of many foods, grow in soil. The mission of Nissin Foods is to create and continue to produce food with the bountiful resources the Earth provides.

日清食品致力不斷發掘及創造美味的食物，藉此貢獻社會和地球，為大眾帶來飲食的樂趣。

「EARTH FOOD CREATOR」一詞不僅意味著我們是食品製造商，更包含了我們的期望——透過製造被喻為生命之源的食物，服務世界。

另外，「EARTH」有土地、土壤的意思。穀物在泥土中生長，是許多食物的原材料。日清食品的使命就是運用土地賜予的資源，以創造及持續生產食物。

## THE SPIRIT OF OUR FOUNDER 創業者精神

The four tenets adopted by Mr. Momofuku Ando, the founder of Nissin Foods, provide the basis for our Group Philosophy and serve as the abiding values of the Group.

日清食品創辦人安藤百福先生提出的四個信念，是集團理念的基礎，並成為集團恆久的價值觀。

食足者平  
しよくそくせへい

Peace will come to the world  
when there is enough food

食創為世  
しよくそういせい

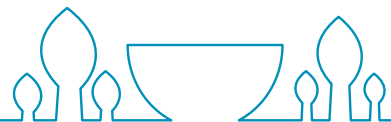
Create foods to  
serve society

美健賢食  
びけんけんしよく

Eat wisely for  
beauty and health

食為聖職  
しよくいせいしよく

Food related jobs are  
sacred profession



Nissin Foods hereby presents its fifth standalone ESG Report (the "Report") to communicate with stakeholders the sustainability efforts across operations and contributions to society.

The Group adopts a wide range of policies to reduce our environmental impact. This includes pollution and emission reduction, recycling of materials, water and energy efficiency, environmental emergencies and compliance with environmental laws and regulations in Hong Kong and Mainland China. Relevant policies and initiatives, such as employment, occupational health and safety, quality, and anti-corruption, are in place to improve our operating and employment practices as well.

The Report, in both Chinese and English, has been published on the website of the Group at [www.nissingroup.com.hk](http://www.nissingroup.com.hk) and the Stock Exchange's website at [www.hkexnews.hk](http://www.hkexnews.hk).

## REPORTING BOUNDARY

The Group adopted the "financial control" approach to define its organisation boundary and calculate its environmental and social performance. The Report focuses on the manufacturing and sales of instant noodle, granola and snack products of the Group. It covers six representative plants, two located in Hong Kong and four located in Mainland China<sup>1</sup> (collectively the "Sites of Operation") for the year ended 31 December 2021. The Report provides an overview of our ESG management approach, related initiatives and environmental performance indicators during the Reporting Period.

The Group aims to consistently enhance its internal data collection process and gradually expand the scope of disclosure.

## REPORTING STANDARD

The Report is prepared in accordance with the ESG Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange. The four reporting principles: materiality, quantitative, balance, and consistency form the backbone of the Report.

To ensure the accuracy of environmental and social key performance indicators ("KPIs"), the Group has commissioned an independent consultant to assist the ESG Report preparation process including stakeholder engagement, materiality analysis, data collection and data analysis.

An ESG Reporting Guide content index is attached in the last chapter of the Report for reference.

## CONFIRMATION AND APPROVAL

Information contained in the Report is sourced from official documents, management and operational information of the Group. The Report has been approved by the Board of Directors (the "Board") in May 2022.

## OPINION AND FEEDBACK

The Group values the opinions from every stakeholder. If you have any questions regarding the Report, please contact the Group using the following channels:



日清食品謹此呈列第五份獨立環境、社會及管治報告(「報告」)，以讓持份者了解集團在整個營運過程中，為實現可持續發展而作出的努力以及對社會的貢獻。

本集團採取各種政策來減少對環境的影響，包括減污減排、材料回收、提升水及能源效率、環境緊急應變以及遵守香港及中國內地的環境法律法規。本集團亦制定了就業、職業健康與安全、質量及反貪污等相關政策及措施，以改善營運及僱傭常規。

報告有中英文版本，已刊載於本集團網站 [www.nissingroup.com.hk](http://www.nissingroup.com.hk) 及聯交所網站 [www.hkexnews.hk](http://www.hkexnews.hk)。

## 報告範圍

本集團已採用「財務控制」方法以界定組織範圍並計算環境及社會績效。報告聚焦本集團即食麵、穀物麥片及零食產品之生產及銷售。本報告涵蓋兩間位於香港及四間位於中國內地之六間代表性廠房<sup>1</sup>(統稱「生產廠房」)於截至2021年12月31日止年度之營運狀況。本報告概述了我們於報告期間的環境、社會及管治管理方法、相關舉措及環境績效指標。

本集團致力不斷提升內部資料收集程序，逐步擴大披露範圍。

## 報告準則

報告乃根據聯交所證券上市規則附錄二十七所載《環境、社會及管治報告指引》編製，以四個報告原則：重要性、量化、平衡及一致性為報告之基礎。

為確保環境及社會關鍵績效指標(「關鍵績效指標」)之準確性，本集團已委託獨立顧問協助包括持份者參與、重要性評估、數據收集及數據分析的環境、社會及管治報告編製過程。

報告最後一章附有《環境、社會及管治報告指引》內容索引以供參考。

## 確認及批准

報告引用的資料來自本集團之正式文件、管理和營運資料。董事會(「董事會」)已於2022年5月批准此報告。

## 意見反饋

本集團重視每位持份者之意見。如閣下對報告有任何疑問，請透過以下方式聯絡本集團：

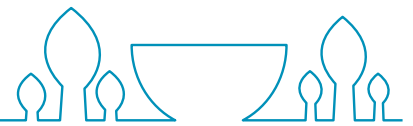
Address 地址：  
11-13 Dai Shun Street, Tai Po Industrial Estate,  
Tai Po, New Territories, Hong Kong  
香港新界大埔大埔工業邨大順街11-13號

Email 電郵：  
[info@nissinfoods.com.hk](mailto:info@nissinfoods.com.hk)

<sup>1</sup> The six representative plants included two representative plants (Nissin Plant, Winner Plant) in Hong Kong and four representative plants (Shunde Plant, Fujian Plant, Zhejiang Plant, Zhuhai Plant) in the Mainland China.

<sup>1</sup> 六間代表性廠房涵蓋位於香港的兩間廠房(日清廠房、永南廠房)及位於中國內地的四間廠房(順德廠房、福建廠房、浙江廠房、珠海廠房)。





## BOARD STATEMENT

The Board has the overall responsibility to oversee ESG strategy and reporting. It has delegated ESG-related responsibilities to the management committee of the Group, which consists of Executive Directors, senior management and heads of business units, and is chaired by the Chief Executive Officer. The management committee reports to the Board on the findings in a timely manner upon the reviews of the Group's ESG performance and a range of risk management and internal control systems, where issues are raised for follow-up. The management committee also ensures that the Group's practices are in compliance with all applicable laws and regulations.



Heads and managers of business units are responsible for executing ESG risk management processes and mitigation plans. During the year, the Group recognised the growing concern on ESG-related risks, and climate-related risks are a significant concern for the business. The Group will ensure that ESG risk factors and opportunities linked to certain risks are considered when conducting risk assessment and analysis. A risk map format for the Enterprise Risk Inventory was adopted, facilitating a clearer and more precise presentation of our risk factors.

In addition, the internal audit function monitors and assesses the adequacy and effectiveness of the internal control system and makes recommendations to management for improvement upon identification of significant risks or impacts to our business. Throughout the year, we have communicated internally with our employees the importance of ESG in order to demonstrate the Group's investment and determination in creating a sustainable future.

The Group pays attention to the latest updates of the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") published by the Hong Kong Stock Exchange and will review the procedures to meet all relevant requirements.

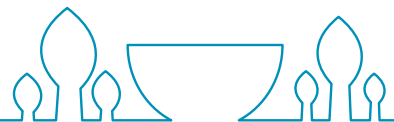
## 董事會聲明

董事會全面負責監督環境、社會及管治策略及報告。董事會已將環境、社會及管治相關職責委派給由本集團首席執行官帶領的管理委員會負責，該委員會由執行董事、高級管理層及業務部門負責人組成。管理委員會在審閱本集團的環境、社會及管治績效及一系列風險管理及內部控制系統後，會及時向董事會報告其調查結果，提出問題並跟進。管理委員會亦確保本集團常規符合所有適用法律及法規。

各業務部門負責人及經理負責執行環境、社會及管治風險管理程序以及緩解計劃。年內，本集團認識到環境、社會及管治相關風險日益增加，而氣候相關風險是本集團業務的重大關注點。本集團將確保進行風險評估及分析時考慮環境、社會及管治風險因素和與若干風險有關的機會。企業風險清單已採用風險地圖格式，以便更清晰和更精準呈列風險因素。

此外，內部審計職能監察及評估內部監控系統是否適用及有效，於發現重大業務風險或影響時向管理層提出改善建議。年內，我們與僱員內部溝通，強調了環境、社會及管治之重要性，以證明本集團的投資及決心，創造可持續發展的未來。

本集團高度關注香港聯交所發布的最新《環境、社會及管治報告指引》(「《環境、社會及管治報告指引》」)，並將審閱本集團的程序，以滿足所有相關要求。



## CLIMATE CHANGE

Climate change is at the top of the global agenda recently. Governments have successively committed to achieving carbon neutrality. For example, Mainland China aims to be carbon neutral by 2060, while Hong Kong has pledged to become carbon neutral by 2050. The transition to a low-carbon society will lead to a significant investments and changes in market expectations. Management is taking steps to review and monitor the Group's greenhouse gas emissions and setting targets accordingly.

Climate change may also affect the business operations of the Group such as increase cost of raw materials and physical damage to manufacturing plants. For a business to continue and developing in the future, it is necessary to reduce our negative impacts on the environment through energy-saving and deplasticisation.

The Group is undertaking initiatives, such as re-designing the product containers, reducing the material and packaging, promoting energy saving programmes and manufacturing with green electricity, to achieve lower energy consumption, decarbonisation and environmentally friendly packaging.

To minimise life, property and financial losses, we formulated instructions under different extreme weather scenarios for typhoon and flooding. To ensure the production process is uninterrupted even in the events of extreme weather, the Group will ensure reliable energy supply from our solar panel system to maintain operations under circumstances and during other disruptions triggered by climate change. The Board will keep monitoring the risks and opportunities arising from climate change.

### COVID-19 preparedness — Response to our business

The Group has an established and comprehensive contingency pandemic management framework that seeks to ensure business continuity and the wellbeing of employees, during and around unforeseen events or crises including pandemic.

With the outbreak of COVID-19, the Group enhanced the function of the Influenza Contingency Committee to monitor the evolving situation including government guidance and measures required for society. As part of the Group's response to this pandemic situation, we have employed a series of measures to mitigate the contagion risk, ensure the ongoing operation of its business and provide appropriate flexibility to employees.

Coping with the COVID-19 pandemic has been the one of the major focuses this year in terms of internal administration, business operation, logistics and human resources management. We strive to provide a hygienic and safe business environment for our employees across the Group. For the recent outbreak, we have maintained a special working arrangement. The Group has also provided rapid test kits for employees to conduct self-test for any suspected case.

## 氣候變化

氣候變化為最近全球議程的重中之重。各國政府相繼承諾將實現碳中和。例如中國內地目標於2060年之前實現碳中和，而香港則承諾於2050年之前實現碳中和。過渡至低碳社會將帶來大量投資及市場預期的變化。管理層正採取措施審查及監測本集團的溫室氣體排放，並相應制定減排目標。

氣候變化亦可能影響本集團業務營運，例如原材料成本增加以及生產廠房受到物理損壞。企業如要持續發展，須通過節能及去塑膠化來減少對環境的負面影響。

本集團正採取措施，例如重新設計產品容器、減少材料和包裝、推廣節能計劃及使用綠色電力生產，以實現低能耗、減碳和環保包裝。

為最大限度地減少生命、財產及經濟損失，我們就颱風及水災泛濫不同的極端天氣情況制定操作說明。為防止極端天氣影響生產過程，本集團將確保太陽能電池板系統的可靠能源供應，以便在氣候變化引發的情況及干擾下維持運營。董事會將密切監察氣候變化導致的風險及機遇。

### COVID-19準備工作 — 業務應變

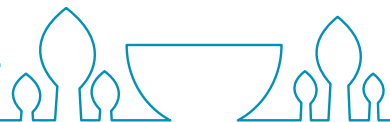
本集團設有完備及全面的應急疫情管理架構，旨在於疫情等意外事件或危機發生前、中、後期確保業務持續營運及僱員福祉。

鑒於COVID-19廣泛流行，本集團加強了流感應變委員會的職能，監察不斷變化的情況，包括政府防疫措施。為應對疫情，我們已實施一系列措施，以減低傳染風險、確保業務持續營運和向僱員提供適當靈活安排。

應對COVID-19疫情一直是本年度內部行政、業務運營、物流及人力資源管理方面的主要重點之一。我們竭盡全力為本集團全體員工提供衛生安全的營商環境。對於近期的廣泛流行，我們仍保持特別工作安排。本集團亦為員工提供快速檢測包自行檢測任何疑似病例。







Consistent with the previous years, the Group has identified its key stakeholders as customers, community, employees, suppliers or distributors, investors/shareholders, media and regulatory bodies.

To achieve effective communication with its stakeholders, the Group has established various means of communication including a customer service hotline, company website, internal newsletter, new staff orientation, announcements, circulars, financial reports, interviews and press releases. The Group strives to engage with its stakeholders, respond to their feedback and address their areas of concern in a timely manner.

In formulating its sustainability strategy, the Group's management has confirmed the following areas as the focus of the Report, as they are the most important environmental and social issues for the Group and its stakeholders.








一如往年，本集團的主要持份者為顧客、社區、僱員、供應商或分銷商、投資者／股東、媒體及監管機構。

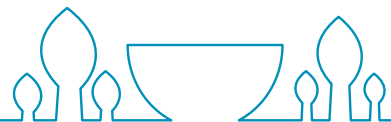
為與持份者建立有效溝通，本集團已建立多種溝通方式，包括客服熱線、公司網站、社內季刊、新入社員迎新會、通告、通函、財務報告、面談及新聞發布會。本集團致力及時與持份者互動、回應彼等之反饋及處理彼等關注之事項。

以下範疇是對本集團及持份者最為重要之環境和社會議題，本集團管理層制定可持續發展策略時將其確認為本報告之討論重點。



## During the year, we organised a series of events to engage our stakeholders: 年內，我們組織了一系列持份者活動：

Key Stakeholders 主要持份者	Engagement Channels 參與渠道
 <b>Customers</b> 顧客	Customer enquiry emails Nissin E-newsletters Customer service hotline Surveys and feedback Consumer events In-store demonstration  顧客查詢電郵 日清電子通訊 客服熱線 調查及反饋 消費者活動 店內展示
 <b>Community</b> 社區	Visits Community events Sponsorship and donations CUPNOODLES MUSEUM Hong Kong  拜訪 社區活動 贊助及捐獻 合味道紀念館香港
 <b>Employees</b> 僱員	Surveys and interviews Employee performance appraisals Nissin Quarterly Newsletters New staff orientation and training Internal new product tasting research  問卷調查及面談 僱員表現評估 日清社內季刊 僱員迎新及培訓 內部新產品試食研究
 <b>Suppliers/Distributors</b> 供應商／分銷商	Suppliers screening and assessments Supplier forums  供應商篩選及評估 供應商論壇
 <b>Investors/Shareholders</b> 投資者／股東	Quarterly/Interim/Annual Reports Company website Result Announcements Announcements and Circulars General Meeting Investor meetings and conferences Roadshows Analysts briefings Emails  季度／中期／年度報告 公司網站 業績公告 公告及通函 股東大會 投資者會議 路演 分析員簡介會 電子郵件
 <b>Media</b> 媒體	Social media Press releases Feedback and responses to media enquiries  社交媒體 新聞發布 對媒體查詢作出反饋及回應
 <b>Regulatory bodies</b> 監管機構	Reports on compliance Industry events  合規報告 行業活動



## Meeting with Customers — CUPNOODLES MUSEUM Hong Kong

During 2021, the much-anticipated CUPNOODLES MUSEUM was launched in Hong Kong for the very first time outside Japan. Unveiled under the theme of “The Innovation Journey of Momofuku Ando”, the museum is comprised of 3 interactive workshops and distinctive exhibition corners, aiming to offer invigorating experiences and renewed aspirations to arouse the curiosity and creativity within every visitor. Of the 3 experiential workshops, “My Granola Factory” is the most exclusive workshop in the world where visitors can have an immersive experience and dive into the story and manufacturing process of this new product. The iconic workshops, “My CUPNOODLES Factory” and “Demaie Iccho Factory”, are coming back in full force, where visitors can create personalised products and explore the fun facts about the ubiquitous cuisine that is available in almost every Hong Kong household.

## 與顧客會面 — 合味道紀念館香港

2021年，萬眾矚目的合味道紀念館在香港推出，這是於日本以外地區登陸的首家合味道紀念館。該博物館以「安藤百福創造力之旅」為主題，由三個互動工作坊和各具特色的展覽區組成，旨在提供振奮人心的體驗及靈感，啟發每一位參觀者的好奇心和創造力。在三個體驗式工作坊中，「穀物麥片工作坊」是全球獨家工作坊，參觀者可以親歷其境地體驗這項新產品的故事及製造過程。標誌性工作坊「我的合味道工作坊」及「出前一丁工作坊」亦全面回歸，參觀者可以在這裏製作自己獨有的產品，探索幾乎每個香港家庭都可以享用的美食的有趣故事。



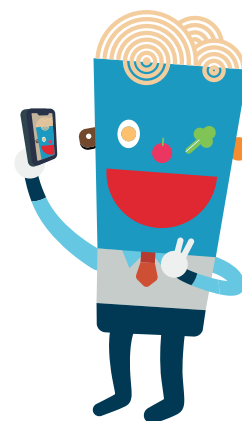
My CUPNOODLES  
Factory  
我的合味道  
工作坊



My Granola  
Factory  
穀物麥片  
工作坊



Demaie Iccho  
Factory  
出前一丁  
工作坊







The display wall presents the interesting stories of our founder, Mr. Momofuku Ando's three signature inventions, i.e. instant noodles, Cup Noodles and Space Ram, as well as the key milestones of Nissin Foods.

特色展牆介紹我們創辦人安藤百福先生三大發明——即食麵、合味道杯麵和「太空拉麵」的有趣故事，以及日清食品的發展里程。



Cup Noodles Wall that shows different flavours and packaging all over the globe.

「杯麵牆」齊集來自全球各地不同口味及包裝的合味道杯麵。



The 3-metre Big Cup that demonstrates Mr. Momofuku Ando's creativity and reverse thinking process in inventing the widely-known consumer staple.

高達3米的「大杯麵」，重現安藤百福先生研發此家傳戶曉的食品時所運用的創意及逆向思維。

## Dialogue with Customers — Survey and feedback

During the year, we conducted a customer satisfaction survey to collect customers' opinions and obtain feedback on our products and the image of the Group including topics about food safety, environmental packaging, environmental protection and corporate social responsibility. The Group carefully examined customer's feedback in order to adapt to the changing expectation of clients. To enhance customer satisfaction, a customer service hotline was also set up.

## Investor relations

During the year, the Group has maintained communications with investors including meetings, telephone conferences, roadshows, media interviews and industry forums to facilitate discussions between the Group, shareholders and the community. In 2021, the Group has conducted more than 133 meetings with over 260 institutional investors and research analysts. ESG is always one of the topics to discuss in the meetings. The Group has been taking every steps towards the investors' concern on ESG-related topics.

## 與顧客對話 — 調查及反饋

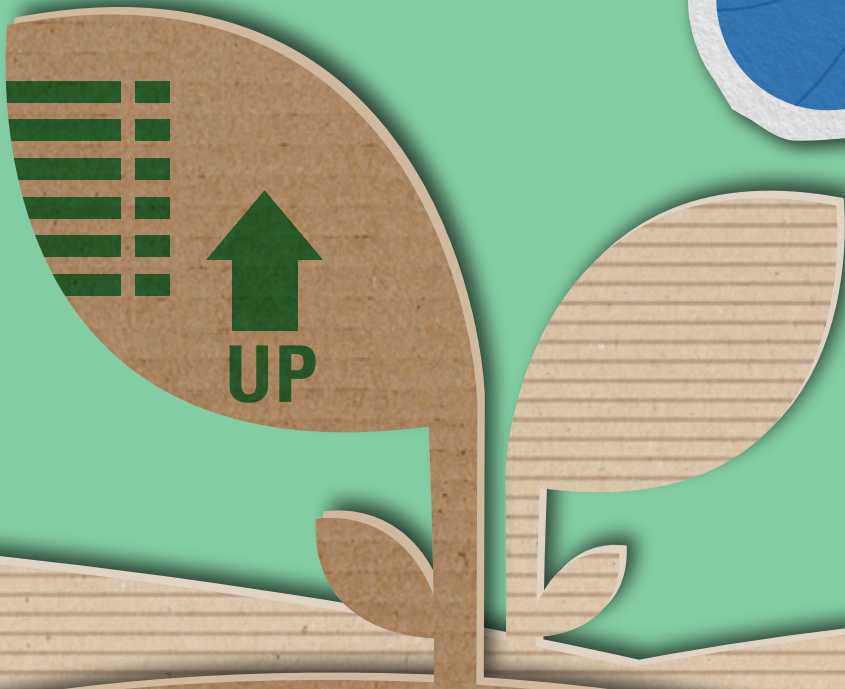
年內，我們進行顧客滿意度調查，收集顧客對我們產品及本集團形象(包括食品安全、環保包裝、環境保護及企業社會責任相關議題)的意見及反饋。本集團仔細檢討顧客的反饋以迎合多變的客戶期望。為提高顧客滿意度，我們亦設立客服熱線。

## 投資者關係

年內，本集團與投資者保持溝通，包括會議、電話會議、路演、媒體採訪及行業論壇等，以加強本集團、股東及社區之間的溝通。2021年，本集團與260多名機構投資者及研究分析師舉行超過133次會議。環境、社會及管治一直是會議討論的議題之一。本集團採取一切措施處理投資者對環境、社會及管治相關議題的關注。

# Environmental Protection

## 環境保護



**CUP  
NEEDLES**







## USE LESS, USE BETTER

Regulatory and public concerns on sustainability, particularly on single-use packaging waste and related regulations, are increasing. Being a responsible business, the Group has been dedicated to minimising negative impacts on the environment, managing emissions and increasing resource efficiency.

### Our three-pillar containers/packaging design guiding principles

## 用少些、更好些

監管和公眾對可持續發展(特別是一次性包裝廢物及相關規例)日益關注。作為負責任的企業，本集團致力盡量減輕對環境的不利影響、管理排放及提高資源效率。

### 我們的容器／包裝設計指導原則的三項主軸



Promoting "Reduce and Recycling" to help create a recycling-based society	Environmental impacts	Assessment of environmental impacts
推廣「物盡其用及循環再用」，打造循環型社會	環境影響	對環境影響的評估
<p>Reduce (reduction in waste generation): Aim to reduce container weight and volume and the number of packaging items. The Group aims to reduce the use of plastic in our product.</p>	<p>Avoid use of materials that may have negative effects on the human body or the environment. Promote use of raw materials such as paper, which have a low environmental impact.</p>	<p>Design containers and packaging on the basis of the Life Cycle Assessment (LCA), giving consideration to environmental impacts from raw materials to disposal.</p>
<p>Recycle (use of recycled materials): Actively use recycled raw materials and resources. We strive to use highly recyclable materials. The Group aims to increase the recycling rate in our operations.</p>	<p>避免使用對人體或環境可能有負面影響的材料，推廣使用對環境影響較小的原材料，例如紙張。</p>	<p>The company is constantly looking for new and innovative ways to improve our packaging design to "use less" and "use-better" packaging.</p>
<p>物盡其用(減少產生廢物)：旨在減少容器重量及容量以及包裝物品數量。此外，本集團旨在減少產品中塑料的使用。</p>		<p>根據生命週期評估設計容器及包裝，考慮從原材料到棄置過程對環境的影響。</p>
<p>循環再用(使用循環再用材料)：積極使用循環再用原材料及資源，致力運用較可回收的材料。此外，本集團旨在提高營運中的循環再用率。</p>		<p>本公司不斷尋找新型且創新的方式，將包裝設計改善為「少用」及「好用」之包裝。</p>

## Less materials use

All cardboard materials for transporting products can be recycled. To reduce resource use in the logistics process, we use reusable boxes for internal transfers of food ingredients. In addition, LOSCAM pallets which come from a common pooling platform are used, can improve the utilisation of packaging and increase the efficiency of each delivery. Through reusable equipment and our recycling efforts, we are able to mitigate the impact on the environment. The Group works on reducing the weight and use of containers, as well as undertakes research and development on packaging with less environmental impact towards reducing the use of petroleum-derived plastics and innovative new materials. We will promote the Group's alternative material technologies and efficient use of limited resources toward achieving targets.

## 減少材料使用

所有用於產品運輸的紙板材料均可循環再用。為減少物流過程所需資源，我們內部運送食品原材料時使用可循環再用的箱子。此外，我們亦會使用來自公共共享資源平台的LOSCAM卡板，可改善包裝的利用率及提高每次運送的效率。透過使用可循環再用的設備及我們的回收工作，我們對環境的影響得以減輕。本集團致力於減少容器的重量及使用量，以及研發對環境影響較小的包裝，以減少以石油為原料的塑料和創新的新材料之使用。我們將推廣本集團之替代材料技術及有效利用有限的資源，以實現目標。



## JOURNEY TO GREEN PACKAGING — ECO CUP

### ECO Cup since 2010 — Less Plastic (a case study in Mainland China)

Petroleum-derived plastic is produced with significant CO2 emissions. It is mostly disposed to landfills as waste and is not biodegradable. The plastic waste will then pollute the environment. Since 2010 in Mainland China, the Group has been using more environmentally friendly container, the ECO Cup which is mostly made of biodegradable paper, replacing its predecessor which is made of non-biodegradable polypropylene. ECO takes reference from the motto “for Ecology, for Customers, for Originality”. By extrapolation, CO2 emission and plastic usage have been reduced by 24.0% and 87.8% respectively per each serving of Cup Noodles after introduction of ECO Cup.

In addition, the design of the ECO Cup helps seal the container tightly, preserving the ingredients and maintaining the quality of the noodles.

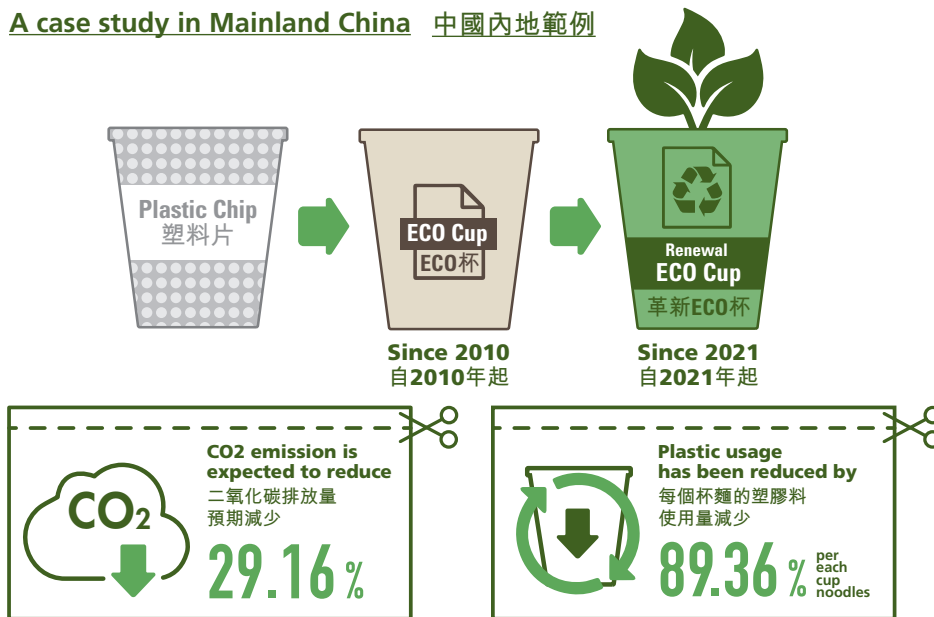
## 綠色包裝之旅 — ECO杯

### 自2010年以來的ECO杯 — 減少塑膠物料 (中國內地範例)

以石油為原料的塑料在生產過程中會排放大量的二氧化碳，且其大多作為廢物被丟棄至堆填區，並不能被生物分解。該等塑料廢物會繼而污染環境。在中國內地，自2010年起，本集團開始使用更環保的容器 — ECO杯，其材料大部分是可生物分解的紙張，取代過往不能被生物分解的聚丙烯塑料。ECO命名出自標語「for Ecology, for Customers, for Originality」，即「為了地球、為了顧客、為了原創」。按照推算，於ECO杯推出後，每個杯麵的二氧化碳排放量及塑料用量分別減少24.0%及87.8%。

此外，ECO杯的設計使容器密封性更好，保護原料，保留麵條的美味。

#### A case study in Mainland China 中國內地範例



### Renewal ECO Cup since 2021 — Better redesign

Celebrating the 50th anniversary of Cup Noodles, with its innovative technology and improved formula, the Group presented a newly improved Cup Noodles product, allowing everyone to enjoy the upgraded noodles anytime and anywhere.

We cannot reduce our packaging materials without a redesign. During the year, the Group has redesigned the ECO Cup container of our cup noodles product to promote our “use less, use better” guiding principles.

In addition to upgraded delicacy, renewal is designed to achieve the reduction of the usage of packaging materials. The space inside the container is better utilised while noodle quality and taste is upgraded. CO2 emission is expected to reduce 6.8% and the reduction of plastic of 12.8% compared to before the ECO Cup redesign.

Greener logistics has been achieved through increasing the load capacity on trucks and reducing the number of deliveries.

### 自2021年起革新ECO杯 — 更好設計

為慶祝合味道誕生50周年，本集團以創新技術及改良配方，推出了全新改良的合味道產品，讓大家能隨時隨地享受升級後的麵條。

如果不重新設計，我們將無法減少包裝材料。年內，本集團重新設計了杯麵產品的ECO杯容器，以推廣我們的「用少些、更好些」指導原則。

除了升級美味外，更新旨在實現減少包裝材料的使用。容器內部空間得到了更好的利用，同時麵條的質量及口味亦得到了改善。與重新設計前的ECO杯相比，二氧化碳排放量預計將減少6.8%，塑料用量亦將減少12.8%。

通過增加卡車的裝載能力和減少交付數量，我們更能實現綠色物流。





## EMISSIONS

### Carbon Emissions

#### Reducing CO<sub>2</sub>

Instant noodles generally have an extremely low life-cycle in CO<sub>2</sub> emissions. To reduce the negative impact on the environment even further, the Group has adopted several initiatives such as using renewable energy for operations and redesigning the packaging to reduce the material use and CO<sub>2</sub> emissions.

The Group continued to upgrade its regular passenger vehicles to more environmentally friendly electric vehicles and will continue to improve the logistics services and purchase more electric vehicles in the coming years. 83% of company owned general passenger vehicles have been replaced by electric vehicles currently. We will achieve 100% when the existing gasoline vehicles retired.

The Group has commissioned an independent consultant to conduct a carbon assessment to quantify the greenhouse gas (“GHG”) emissions (or “carbon emissions”) from its operations. The calculation was conducted according to the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong and the guidelines published by the National Development and Reform Commission in the Mainland China with reference to other international standards such as ISO 14064.

During the year, the Group generated a total of 69,390 tonnes of CO<sub>2</sub>-equivalent GHG emissions in the Sites of Operation.

#### Use of renewable energy

In order to reduce CO<sub>2</sub> emissions, the Group is introducing various energy-saving facilities at our manufacturing plants, such as LED lighting and lighting with motion sensors. At some of our manufacturing plants, we have installed solar panels, biomass boilers and heat pump facilities, as well as reusing heat energy. The Hong Kong Government introduced the Feed in Tariff (FIT) scheme whereby participating companies can install a Solar Photovoltaic System to generate solar energy. The Group has supported the FIT scheme which has become part of the Group’s climate change policy, and installed the Solar Photovoltaic System in our production plants. Renewable energy generated from the system is being supplied back to the electricity grid and help to create a greener Hong Kong through reducing carbon emissions from fossil-based energy.

During the year, all Hong Kong plants have installed Solar Photovoltaic System. The Group extended the installation beyond Hong Kong manufacturing sites, with two additional plants in Zhejiang and Fujian, Mainland China. During the year, the reporting plants have generated 1,351MWh (2020: 231MWh) of solar energy.

#### Air Emissions

Industrial processes from the production plants make up a major source of air pollutants generated by the Group. Gas boilers were one of the major sources of nitrogen oxide and sulphur oxide. Whereas vehicle use was another emission source in the People’s Republic of China (“China”) with relatively less significant impact on air quality.

## 排放物

### 碳排放

#### 減少二氧化碳

即食麵是生命週期內二氧化碳排放量通常極低的產品。而為了進一步減少對環境的負面影響，本集團已採取使用可再生能源運營、重新設計包裝等多項措施減少材料使用和二氧化碳排放。

本集團繼續將普通乘用車升級為更環保的電動車，亦將繼續改善物流服務，在未來數年盡可能採購更多電動車。目前，本公司83%的自有普通乘用車已更換為電動車，現有汽油車更換時將達至100%。

本集團委託獨立顧問進行碳評估，計算生產過程中產生之溫室氣體排放(或「碳排放」)量。有關計量乃根據香港建築物(商業、住宅或公共用途)之溫室氣體排放及減除之核算和報告指引及中華人民共和國國家發展和改革委員會發布之指引，並參考ISO 14064等其他國際標準進行。

年內，本集團生產廠房所產生之溫室氣體排放量合共69,390噸二氧化碳當量。

#### 可再生能源的使用

為減少二氧化碳排放量，本集團在生產廠房引入各種節能設施，例如LED照明及帶有運動傳感器的照明。我們在部分生產廠房安裝太陽能板、生物質鍋爐及熱泵設施，並對熱能進行再利用。香港政府推出上網電價(FiT)計劃，參與的公司可安裝太陽能光伏發電系統以產生太陽能。本集團通過於生產廠房安裝太陽能光伏發電系統支持FiT計劃，這是本集團氣候變化政策的一部分。該系統產生的可再生能源正供應回電網，藉此減少化石能源的碳排放量，締造更環保的香港。

年內，所有香港廠房已安裝太陽能系統。本集團在香港生產廠房以外地區進行安裝，在中國內地增設太陽能系統於浙江和福建兩家工廠。年內，該等工廠產生1,351兆瓦時(2020年：231兆瓦時)太陽能。

#### 廢氣排放

生產廠房之工業生產構成本集團產生空氣污染物的主要來源。燃氣鍋爐是氮氧化物及硫氧化物主要來源之一，而使用車輛是中華人民共和國(「中國」)另一排放源，但對空氣質量之影響較小。



## ENVIRONMENTAL PROTECTION 環境保護

The Group periodically cleans the coiled fans and dust collection system to ensure that the discharged exhaust gas complies with the emission standard. To reduce air pollutants from vehicles, the Group regularly checks the vehicles to ensure they are maintained and are in good condition.

本集團定期清理風機及除塵系統，確保廢氣排放符合排放標準。為減少車輛之空氣污染物排放，本集團定期檢查車輛，以確保其性能良好。

## USE OF RESOURCES

### Energy and Resources Management

The Group continues to strengthen the management approaches to reducing environmental impacts arising from operations by enhancing the scope of objectives and targets including energy management, waste management and water conservation.

## 資源使用

### 能源及資源管理

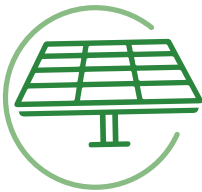
本集團繼續加強管理方法，透過將目標範圍擴大至能源管理、廢物管理及節約用水等以減少對營運環境的影響。

The main resources consumed by the Group are energy, water and raw materials. During the year, town gas was the largest component to the Group's energy consumption (99% of the direct energy consumption) and purchased electricity was the second-largest component (65% of the indirect energy consumption). The total energy consumption for the Sites of Operation was 207,891 MWh-equivalent, in which 132,051 MWh-equivalent and 75,840 MWh-equivalent come from direct and indirect energy respectively, and the total energy intensity was 0.05 MWh-equivalent per '000 revenue.

本集團消耗之主要資源為能源、水及原材料。年內，本集團最大之能源消耗為煤氣(佔直接能源消耗之99%)，第二大之能源消耗為購買電力(佔間接能源消耗之65%)。生產廠房能源消耗總量為207,891兆瓦時當量，其中132,051兆瓦時當量及75,840兆瓦時當量分別來自直接及間接能源，總能源密度為每千元收入0.05兆瓦時當量。

The Group is fully aware that sustainability initiatives should not be a one-time thing. In order to incorporate sustainability practices into the Group's culture, we have regularly circulated comprehensive step-by-step environment protection and energy saving tips to remind and encourage employees to reduce usage of resources. The Group has put forward the following environmental practices to reduce the use of energy and resources:

本集團充分意識到可持續發展倡議不可能一蹴而就。為將可持續發展實踐融入本集團的文化，我們定期發布全面且循序漸進的環保與節能提示，提醒並鼓勵僱員減少資源使用。本集團採取以下環保措施以減少使用能源及資源：



**4 out of 6 reporting Sites of Operation installed solar power panels to generate renewable energy (Nissin and Winner plants in Hong Kong, Fujian and Zhejiang plants in Mainland China)**

報告範圍6間生產廠房中有4間已安裝太陽能板以產生可再生能源(香港的日清、永南廠房以及中國內地的福建與浙江廠房)



**Most of the paper used for printing the Group's publications are FSC certified**

印刷本集團出版物所用的大部分紙張獲得FSC認證



**83% of company owned general passenger vehicles have been replaced by electric vehicles currently and will target to increase to 100% when replacement is needed**

目前，本公司83%的自有普通乘用車已更換為電動車，並將在需要更換時提升至100%



**Light-weighting the amount of materials used for the packaging**

減少用於包裝的材料量



### Water Management

Water scarcity is listed as one of the largest global risks by the World Economic Forum over the next decade. It is important for the Group to consume water responsibly and reduce water pollution, in order not to deplete water supply.

During the year, the total amount of water consumed in the Sites of Operation was 367,087 cubic meters; the water intensity was 0.09 cubic meter per '000 revenue.

The Group aims to reduce this intensity as our target is to reduce the amount of water required in the manufacturing process of products. For example, hot water generated from the steaming system has been reused in the noodle steaming process and employee's shower facilities without adding burden to the environment. In addition, automatic water taps have been installed in the sanitary facilities to reduce water wastage and ensure hygiene.

### Waste Management

The primary wastes generated by the Group from the different production processes were soil waste and wastewater. The Group established the Good Practice Guidelines for employees to categorise wastes and ensure proper handling of any hazardous waste.

Food waste reduction is a major environmental challenge for Hong Kong. According to the Environmental Protection Department (EPD), most of Hong Kong's food waste is disposed in landfills alongside municipal solid waste. To tackle the food waste problem, reduction at source and recycling are adopted by the Group. The Group implemented a raw materials inventory sharing system among the brands. Wastage of raw materials can be avoided by transferring raw materials between operations when particular products are not produced and raw materials are not required.

The Group joined the "Food Waste/Sewage Sludge Anaerobic Co-Digestion Trial Scheme" led by the Hong Kong Government. The Group supports this scheme as it will reduce waste ending up in landfills, lower landfill gas such as methane and convert food waste from the operations to compost and biogas. The Group has found a recycling solution for noodle waste from operations, which can be converted to animal feed. Recyclers have been commissioned for collection and conversion.

Apart from food waste, the Group is also dedicated to minimising the production of e-waste. Before the disposal of old and outdated electrical devices, the Group arranged an EPD authorised collector or other collectors to pick up the electrical devices for reuse or recycling.

Regarding wastewater, the Group regularly cleans the drains and clears debris blocking rainwater flow. The Group has commissioned a qualified vendor to regularly collect grease trap waste for proper disposal. Condensed grease oil from the exhaust fans was removed to prevent leakage onto the rain drain. Waste palm oil was stored in waste oil drums and collected by recyclers.

### 水管理

就未來十年，世界經濟論壇將缺乏水資源列為全球最大的風險之一。因此，本集團善用水資源及減少水污染，以減輕水消耗。

年內，生產廠房總耗水量為367,087立方米；耗水密度為每千元收入0.09立方米。

本集團旨在降低該用水密度，主動減少產品生產過程所需的水量。例如，在不損害環境下，蒸煮系統產生的熱水會重新用於蒸麵條流程和作員工沐浴之用。為了有效減少浪費水源並確保衛生，衛生設施亦已安裝自動水龍頭。

### 廢物管理

本集團在不同生產過程中產生之主要廢物為固體廢物及廢水。本集團已制訂良好操作指引向僱員提供有關廢物分類及確保妥善處理一切有害廢物。

減少廚餘廢物是香港面臨的重大環境挑戰。根據環境保護署(EPD)的資料，香港大部分廚餘廢物與城市固體垃圾一起於堆填區處理。為解決廚餘廢物問題，本集團採取從源頭上減少廢物排放及回收的措施。本集團在各品牌之間實施原材料庫存共享系統。當某些產品停產而不再需要原材料時，可通過業務間的原材料轉移避免原材料浪費。

本集團加入香港政府發起的「廚餘、污泥共厭氧氣清化」試驗計劃。由於該方案將有助善用堆填區的空間並減少堆填沼氣(例如甲烷)，亦可將營運中的廚餘廢物轉化為堆肥和沼氣，故本集團支持該方案。本集團找到因營運過程所產生的麵條廢物的回收解決方案，可將其轉化為動物飼料。本集團已委託回收商收集麵條廢物並進行轉化。

除廚餘廢物外，本集團亦致力盡量減少產生電子廢物。在處置過時的舊電器設備前，本集團會安排EPD授權的回收商或其他回收商收集電器設備以供重用或循環再用。

對於廢水，本集團定期清理下水道及雨水排水溝之阻塞物。本集團已委託合資格營辦商定期收集隔油池廢物，以便妥善清理。本集團亦會清理抽油煙機排出之冷凝油脂，以防止漏入排水管。廢棄棕櫚油儲存在廢油桶內，由回收商回收。





## ENVIRONMENTAL PROTECTION 環境保護

To ensure all plants comply with the relevant regulations on sewage discharge, the Group performs testing on sewage on a regular basis. An annual legionella test was conducted on the cooling water towers of Hong Kong plants during the year, with no non-compliance being found.

During the year, 3.3 tonnes of hazardous waste and 3,870 tonnes of non-hazardous waste were produced from the Sites of Operation. Both hazardous and non-hazardous wastes generated by the Group and its subsidiaries were properly collected by licensed contractors.

為確保所有廠房均符合污水排放的相關規定，本集團定期對污水進行檢測。年內，本集團對香港廠房的冷卻水塔進行退伍軍人病年度檢測，未發現有違規情況。

年內，生產廠房產生有害廢物3.3噸及無害廢物3,870噸。本集團及其附屬公司所產生的有害及無害廢物均由持牌承包商妥善回收。

## THE ENVIRONMENT AND NATURAL RESOURCES

### Environmental Management System

The Group has formulated various measures for environmental protection, pollution mitigation, environmental performance enhancement as well as legal compliance. To manage and reduce the environmental impacts arising from operations, all food production plants of the Group are certified under ISO 14001, an international standard for the environmental management system. Under the environmental management system (the "EMS"), the Group is committed to the following:

## 環境及天然資源

### 環境管理系統

本集團已制定多項措施，以保護環境、減低污染、改善環保表現及確保合法合規。為管理並減少運營產生的環境影響，本集團所有食物生產工廠均通過ISO 14001認證（環境管理制度的國際標準）。根據環境管理系統（「環境管理系統」），本集團致力進行以下工作：



- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. <b>Complying with all applicable local environmental legislation and other relevant requirements</b></li> <li>2. <b>Achieving the environmental objectives and targets by establishing, implementing and maintaining the environmental management programme</b></li> <li>3. <b>Minimising the use of natural resources</b></li> <li>4. <b>Minimising waste at source and pollution to the environment</b></li> <li>5. <b>Communicating our environmental policy to employees and interested parties, and enhancing environmental awareness</b></li> <li>6. <b>Having periodic reviews and continuous improvement of environmental performance</b></li> </ol> | <ol style="list-style-type: none"> <li>1. 遵守所有適當之當地環境法律及其他相關法規</li> <li>2. 通過建立、執行及維持環境管理計劃而達致環境目標及指標</li> <li>3. 盡量減少使用自然資源</li> <li>4. 盡量減少源頭浪費及環境污染</li> <li>5. 向僱員及利益相關方轉達環保政策並加強環保意識</li> <li>6. 定期審查及持續改善環境表現</li> </ol> |
|--|--|



## ENVIRONMENTAL PROTECTION 環境保護

The Group implements ISO 14001 Environmental Management System across all Sites of Operation. The EMS facilitates the Group's efforts in conducting environmental review to identify the impacts of its activities on the environment, as well as setting objectives and targets to mitigate those environmental impacts.

The Group has complied with relevant environmental laws and regulations in the Sites of Operation, including the Air Pollution Control Ordinance in Hong Kong and the Environmental Protection Law of the PRC. During the year, the Group is not aware of any material non-compliance relating to environmental laws and regulations in the Sites of Operation.

### Environmental Emergency Preparedness and Response

The Group strives to protect the environment and the community by reducing negative impacts in our operations.

The Group has established the group-wide Environmental Emergency Preparedness and Response guideline to employees to respond to potential incidents arising from operations. The Group's EMS Committee is also responsible for coordinating drills and preparing summary reports for the Group's management to review. These include palm oil spillage and chemical explosions. When emergencies occur, the emergency teams carry out appropriate emergency procedures. Root causes and any preventive actions are identified, and accident reports are submitted to the management afterwards.

In the Group's operations, with palm oil being one of the key raw materials of its products, procedures are established to prevent palm oil spillage. For example, the Group has clear instructions to pump palm oil from the vendor's oil tanker truck to the oil storage tank located in our production sites.

本集團在所有生產廠房採用ISO 14001環境管理系統。環境管理體系有助本集團進行環境審查以確定其活動對環境之影響，以及制定目標及指標以減輕該等環境影響。

本集團生產廠房已遵守相關環保法律法規，包括香港空氣污染管制條例及中華人民共和國環境保護法。年內，本集團並無發現生產廠房存在有關環保法律法規之重大不合規情況。

### 應急準備和回應

本集團通過營運減少負面影響，並致力保護環境及社區。

本集團為僱員建立了適用於集團範圍的應急準備和回應，作為應對營運過程中之隱患指引。本集團之環境管理系統委員會亦負責協調演習及準備綜合報告供本集團管理層審閱，例如棕櫚油泄漏及化學物品爆炸等。倘發生緊急事件，緊急應變組將啟動適當的應急程序，確定事發原因及採取任何預防行動，其後須向管理層遞交事故報告。

在本集團營運過程中，因產品其中一種重要原材料為棕櫚油，本集團有既定程序以防止棕櫚油泄漏。例如，本集團對於將棕櫚油由供應商之油罐車注入生產廠房之儲油罐之程序作出明確指引。



## CLIMATE RISKS

According to the Task Force on Climate-related Financial Disclosures (TCFD), climate-related risks consist of transition risks and physical risks. Transition risks come from the low-carbon economic transition to better adapt to the global climate, including risks related to the policy, law, technology, market and reputation. Physical risks are related to extreme weather and the risk of rising global average temperature, including acute risks (typhoons, floods), chronic risks (rising mean temperatures, rising sea levels) and other risks. The Group fully systemised and identified climate-related risks that may affect our business and finances according to the geographical location of our operations, government planning and policies and extreme weather events. We identified the most important climate-related risks to our business and operations as follows:

Climate risk	Category	Description	Financial impact
Transition risk	Policies & regulations	Tightened regulations on climate-related requirements	Increase in expenses and capital investments to meet these requirements
Transition risk	Market	Higher raw material costs	Increase in operational costs
Transition risk	Technology	Preliminary expenses for low-emission technological transformation	Preliminary costs for adopting or deploying new practices and processes
Transition risk	Reputation risk	Changes in consumer preferences for low-carbon products	Reduced revenue from lower demand for products
Physical risk	Acute risks	Typhoons and floods	Increase in operational costs Product is affected, resulting in a fall in revenue

氣候風險	類別	描述	財務影響
轉型風險	政策及法規	對氣候相關要求的規定日趨嚴格	加大開支及資本投資以符合規定
轉型風險	市場	原材料成本較高	運營成本增加
轉型風險	技術	低排放技術轉型的前期費用	採用或部署新慣例及流程的前期費用
轉型風險	聲譽風險	消費者對低碳產品偏好的變化	產品需求下降導致收入減少
實體風險	急性風險	颱風及洪水	運營成本增加 產品受影響導致收入下降

## Potential Opportunities

Large-scale natural disasters, typhoons and floods on a global scale have been seen at higher frequency, intensity, and complexity. Instant noodles taken as a simple hot meal with a long shelf life at room temperature is proven to be a reliable contingency food option, as seen by increased sales in recent years.

The Group is dedicated to systematically identifying opportunities created by climate change. For such efforts to be effective, the Group is fully aware that the entire value chain must be considered. As such, the Group targets to promote the use of more environmentally friendly food choice. To address climate-related risks, the Group will continue to explore and maximise the application of innovative technologies, such as the application of new energy and water technologies. This helps us formulate a low-carbon economic and business portfolio and remain competitive in the midst of global climate change.

## 氣候風險

根據氣候相關財務信息披露工作組(TCFD)，氣候相關風險包括轉型風險及實體風險。轉型風險指為適應全球氣候而進行低碳經濟轉型引致的風險，包括與政策、法律、技術、市場及聲譽等有關的風險。實體風險指與極端天氣有關的風險以及全球平均氣溫上升的風險，包括急性風險(颱風、洪水)、慢性風險(平均氣溫上升、海平面上升)及其他風險。本集團根據經營所在地、政府規劃與政策及極端天氣事件，全面組織及識別可能影響我們業務和財務的氣候相關風險。我們已識別以下對我們業務及運營而言最重要的氣候相關風險：

## 潛在機遇

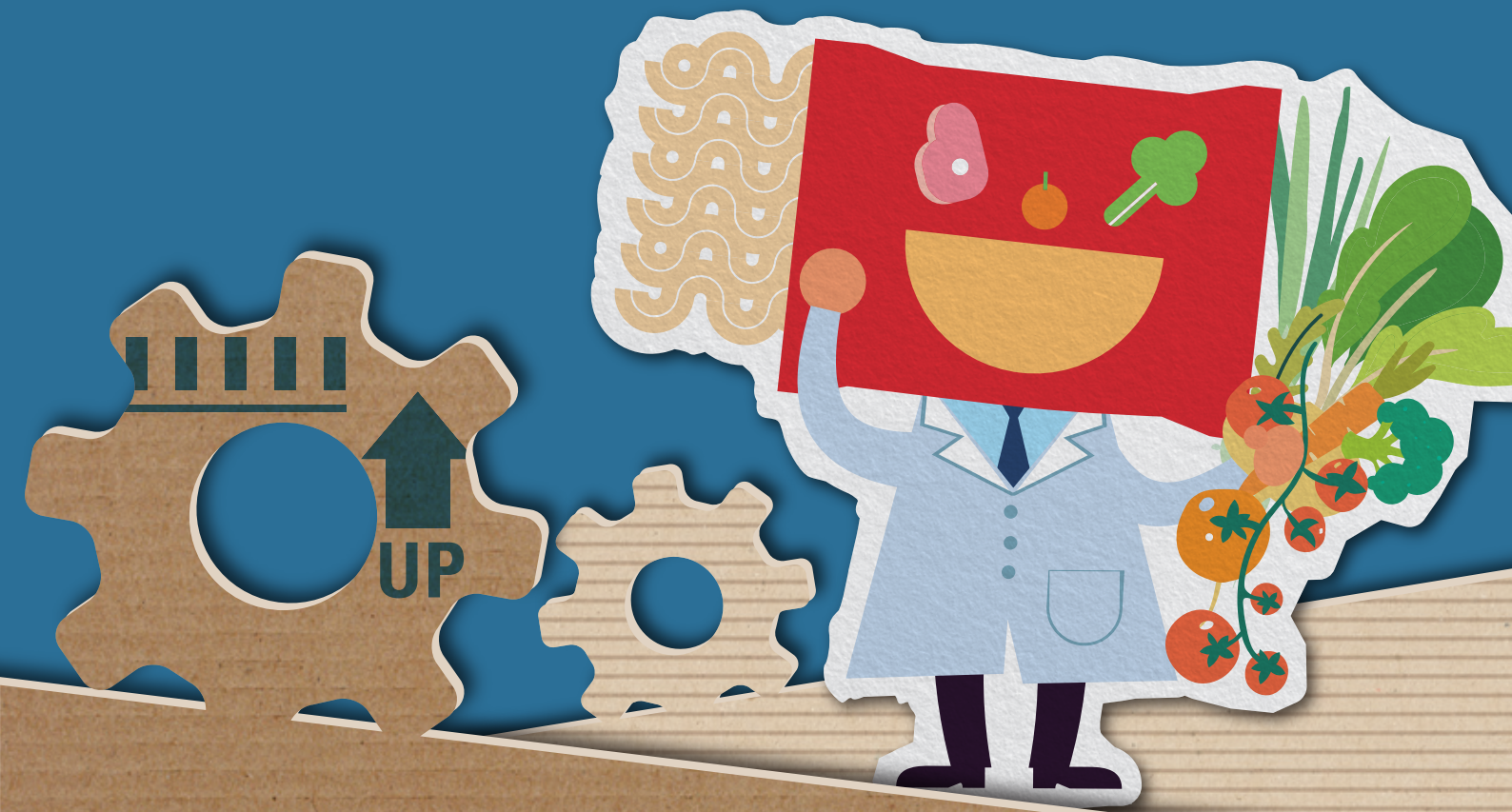
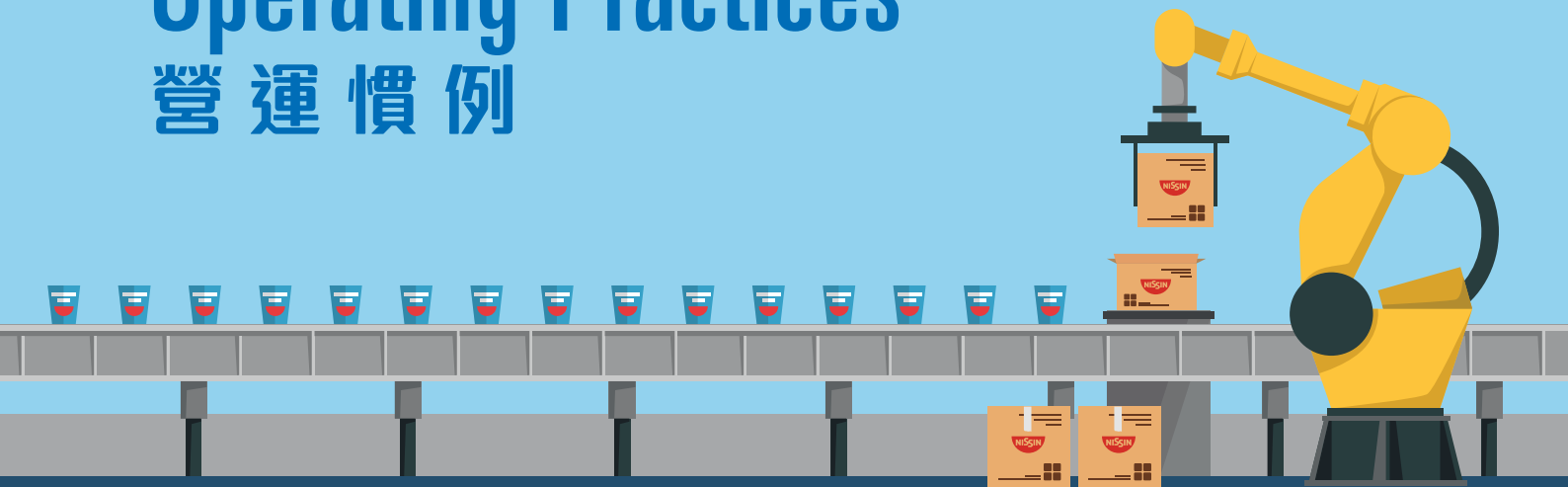
全球極強勁複雜且大規模的自然災害、颱風和洪水日趨頻繁。即食麵為簡單熱食，在室溫下保質期長。在近年，我們即食麵的銷量激增，證明即食麵是一種可靠的應急食品。

本集團致力於有系統地識別氣候變化帶來的機遇。為有效識別有關機遇，本集團充分意識到需考慮整個價值鏈。因此，本集團計劃推出更環保的食物。為應對氣候相關風險，本集團將繼續探索並盡量應用創新技術，如新能源及水技術。這有助於我們制定低碳經濟及業務組合，並在全球氣候變化中保持競爭力。



# Operating Practices

## 營運慣例



CUP  
NOODLES





## FOOD SAFETY

### Food Safety Management

Product safety is one of the key focus areas of the Group's day-to-day operations. To promote the confidence of customers in our products, the Group continues to implement different food safety practices during procurement and manufacturing to secure the quality and safety of our products. These food safety practices also form part of the Group's efforts with increasing concerns on food safety amid the COVID-19 outbreak.

During the year, the Group acquired numerous international certifications in relation to food safety. For example, all food production plants of the Group are certified under ISO 22000, an international standard for quality management systems. In addition, the Fujian Plant has also been certified under FSSC<sup>1</sup> 22000, an international standard that incorporates food defence approaches, reflecting the Group's commitment to a high standard of food safety. All Hong Kong plants are also preparing to obtain FSSC 22000 in the coming year. To further promote product safety, the Shunde Plant has adopted the HACCP<sup>2</sup> system to identify hazards and reduce risk on production.



### Quality Assurance Systems

To manage day-to-day operations, the Group has established the Management Manual in Hong Kong and the Food Safety Handbook in the PRC to monitor food safety. Comprehensive guidance on food safety has been provided to employees to ensure food safety. An annual review of operations and processes covering internal and external audit arrangements, inspection, product recall, compliance with food safety standards and training are conducted. During the year, the Group has no complaints or no products shipped or sold subject to recall due to safety and health reasons.

The Group requires its suppliers to meet all relevant safety and quality regulatory requirements for raw materials, packaging materials and products they provide. The Group also monitors its consistency in food safety and quality, conducts random onsite inspections and annual reviews in accordance with the Group's food safety inspection criteria, whereby ongoing measures are implemented to address any issues identified by those inspections.

The Group has applied stringent analysis and inspection of raw materials and products. The Food Safety Evaluation and Research Institute Co., Ltd. (the "Institute") in Shanghai, Mainland China, which the Group owns 5% stake, provides technical support to the Group to perform quality inspections in each stage of production, from raw materials to end products. The institute is accredited by the China National Accreditation Service for Conformity Assessment with ISO/IEC 17025.

## 食品安全

### 食品安全管理

食品安全是本集團日常營運的重點之一。為提升顧客對我們產品的信心，本集團從採購到生產持續實施多項食品安全慣例，確保產品質量及安全。於COVID-19疫情爆發期間，隨著大眾對食品安全日益關注，本集團亦致力維持該等食品安全慣例。

年內，本集團獲取多項有關食品安的國際認證。例如，本集團所有食物生產工廠均通過ISO 22000認證（質量管理制度的國際標準）。此外，福建廠房已通過FSSC<sup>1</sup> 22000認證（結合食品防衛方法的國際標準），反映本集團秉承高食品安全標準。所有香港廠房亦準備於來年取得FSSC 22000。為進一步促進產品安全，順德廠房採用HACCP<sup>2</sup>體系以識別危害物質並降低生產風險。

### 質量保證系統

為管理日常營運，本集團制定香港管理手冊及中國食品安全手冊以監督食品安全。通過對營運及流程（包括內部及外部審核安排、檢查、產品召回、符合食品安全標準及培訓）進行年度審查，該手冊為僱員提供確保食品安全的全面指引。年內，本集團並無因安全及健康理由而遭投訴或須召回已裝運或已售產品。

本集團要求供應商就彼等提供的原材料、包裝材料和產品符合所有相關安全及質量監管規定。本集團亦監測其在食品安全及質量方面的一致性，根據本集團的食品安全檢查標準隨機進行現場檢查和年度審核，從而實施持續措施以解決上述檢查發現的任何問題。

本集團對原材料和產品進行嚴格的分析及檢查。本集團在中國上海持有5%股份的日清（上海）食品安全研究開發有限公司（簡稱「食安研」），為本集團提供技術支持，在從原材料到製成品的每個生產階段進行質量檢查。食安研獲中國合格評定國家認可委員會授予ISO/IEC 17025認證。

<sup>1</sup> Food Safety System Certification 22000

<sup>2</sup> Hazard Analysis Critical Control Point

<sup>1</sup> 食品安全體系認證22000

<sup>2</sup> 危害分析關鍵控制點



At the raw materials level, the Group analyses raw materials for the presence of agricultural chemicals, veterinary drugs, heavy metals, radioactive and other harmful substances. The Group also conducts investigations on contaminations with genetically modified agricultural products and other substances, and checks the presence of allergens.

At the production process level, the Group evaluates the status of the manufacturing process control and implements improvements for any issues discovered during evaluation.

At the product level, the Group has implemented strict pre-shipment product inspections to ensure all products delivered to customers are qualified. Different types of quality check and testing including, microbiological, frying oil acid value, weight, appearance and sensory tests are performed by certified individuals before product delivery.

Apart from internal monitoring and inspection, the Group has implemented product history management covering raw materials to manufacturing and shipment. The Group places high importance to customer feedback, which we leverage to improve the products and to meet the present and future needs of our customers and other stakeholders. A telephone number for the Group's Customer Care Centre is provided on each product package, so that we can listen to customer's opinions and answer enquiries.

在原材料方面，本集團分析原材料中是否存在農藥、獸藥、重金屬、放射性和其他有害物質。本集團亦對基因改造農產品和其他物質是否存在污染進行調查，並檢查產品中是否存在過敏原成分。

在生產過程方面，本集團評估製造過程控制的狀態及對評估過程中發現的任何問題進行改進。

在產品方面，本集團會進行嚴格的裝運前產品檢查，確保向顧客交付合格的產品。在交付產品前，獲認證人員會進行不同類型的質量檢查及測試，包括微生物、油炸物酸價、重量、外觀及試食檢查。

除內部監控及檢查外，本集團已採取從原材料到製造和運輸的產品歷史管理。本集團重視顧客的反饋，並將利用該等反饋改善產品和滿足顧客及其他持份者當前和未來需求。每個產品包裝上均列有本集團顧客服務中心的電話號碼，以聆聽顧客的意見，並解答諮詢。



### Customer Care Centre

The Customer Care Centre is the official communication channel between the Group and our customers. Enquiries and complaints about products and services are collected through a telephone hotline, designated emails and company website contact forms. The Customer Centre centrally consolidates the data, performs analysis and conducts follow-up actions accordingly.

For customer opinions and enquiries, the Customer Care Centre communicates with respective business units (production, research & development, quality management, sales and marketing) to obtain up-to-date information in order to answer their questions. All customer enquiries and opinions are centrally collected and processed in a "Customer Feedback Database". The database is shared with top management on a daily basis for product quality improvement, production process optimisation and better market trend understanding.

The Customer Care Centre also works closely with quality management units on customer complaints related to production and products. Investigation reports will be issued and communicated to the customers concerned. Customer opinions are channelled back to the respective business units and management.

### 顧客服務中心

顧客服務中心是本集團與顧客的官方溝通渠道。有關產品及服務的查詢和投訴乃通過熱線電話、聯絡電郵及公司網站聯絡表收集。顧客服務中心會整合及分析數據，並採取相應跟進行動。

對於顧客意見及查詢，顧客服務中心與相應的業務部門(生產、研發、質量管理、銷售及營銷)溝通並獲取最新信息，以回答查詢。所有顧客查詢和意見集中收集並於「顧客反饋數據庫」處理，每天發送給高級管理層以提高產品質量、優化生產過程並更緊貼市場趨勢。

顧客服務中心亦與質量管理部門緊密合作，處理與生產及產品有關的顧客意見，從而撰寫調查報告並將其內容傳達給相關顧客。顧客意見亦會反饋給相關業務部門和管理層。





## Advertising and Product Labelling Management

Consumers highly value clear and accurate advertisements and product labelling. To fulfil this responsibility, the Group has laid down the Guidelines for Advertising and Promotion Activities to manage these activities and comply with principles.

The Group has established procedures to monitor and update label information, and to arrange proper follow-up actions and information sharing among related business units. For example, finished products will be inspected against quantity, packaging, labelling and product quality according to the Inspection Procedures of Finished Products. The Group strictly complies with the rules and regulations in relation to product responsibility, such as the Trade Descriptions Ordinance in Hong Kong and the Administrative Provisions on Food Labelling of Mainland China in our Sites of Operation. The Group is not aware of any material non-compliance in relation to product responsibility within the Sites of Operation, and no incidents of non-compliance with regulations resulting in a fine or penalty has occurred during the year.



## Protection of Customer Data and Intellectual Property Rights

To protect customers' data, the Group has established Nissin Foods Group Regulations governing the purpose of collection, collection procedures, management and deletion of personal data. The Employee Handbook and the Code of Conduct prohibit unauthorised disclosure of confidential information. In addition, the Code of Ethics stipulates strict guidelines for employees to maintain respect for, and to avoid intentionally infringing upon, the intellectual property rights of others without authorisation.

To promote this code, the Group organises trainings for employees to understand the need to protect intellectual property rights and ways to avoid infringement. The Group also outsources the research on intellectual property rights to third-party experts before a new product is launched. During the year, the Group received no complaints relating to breaches of consumer privacy.

## 廣告及產品標籤管理

顧客高度重視清晰準確的廣告及產品標籤。為履行所需的社會責任，本集團已制定廣告與推廣活動指引，以管理相關活動及遵循準則。

本集團已建立程序，監控及更新標籤信息，並已安排適當跟進行動及與相關業務部門間信息共享。例如，本集團根據「製成品檢驗程序」檢查製成品的數量、包裝、標籤及產品質量。本集團生產廠房嚴格遵守產品責任相關規則及法規，包括香港商品說明條例及中華人民共和國食品標識管理規定。本集團並無發現生產廠房內任何產品責任相關之重大不合規情況，年內亦無發生導致罰款或處罰的不合規事件。

## 保護顧客數據及知識產權

為保護顧客資料，本集團制定日清食品集團規章，規管個人資料收集目的、收集程序、管理及刪除。僱員手冊和紀律守則禁止未經授權披露機密信息。此外，倫理規章嚴格要求僱員尊重他人的知識產權，避免在未經授權的情況下故意侵犯他人的知識產權。

為推廣該守則，本集團為僱員安排培訓，以了解保護知識產權之必要性及避免侵權之方法。在推出新產品之前，本集團亦委託第三方專家進行相關知識產權之調查。年內，本集團並無收到有關侵犯消費者私隱的投訴。



## SUPPLY CHAIN MANAGEMENT

The Group regards product quality as one of its most important business principles. To uphold the quality of its suppliers, the Group established the Materials Procurement Policy and Material Purchase Policy for the supply chain management. The Materials Procurement Policy is developed for supplier selection and management while the Materials Purchase Policies is introduced for guiding the purchase of material, with the goal of attaining strategic and efficient procurement practices.

### Selection of Suppliers

Globally, the Group has 467 suppliers during the year, with over 93% of suppliers come from Mainland China and Hong Kong. The Group's supplier selection not only focuses on the general aspects of the supplier such as product quality, price competitiveness, production and delivery capabilities, and financial status, but also incorporates sustainability aspects including environmental protection and social elements. The Group requires the procurement process to be conducted in full compliance with relevant laws and regulations that govern the respective transactions. An anti-corruption declaration letter is required for all suppliers to demonstrate their commitment to ethical operations as well. In addition, the Group requests suppliers to comply with environmental policy and performance indicators set by the Group.

The Group evaluates the supplier's performance throughout the probation period and only those who pass the evaluation, including sample testing on raw materials and commitment on delivery, will be registered as an approved supplier.

### Management of Suppliers

To closely monitor the performance and quality of our suppliers, the Group conducts an annual performance review on our suppliers. The review consists of a scoring system which includes product delivery punctuality to ensure that they meet the standards set by the Group. Suppliers who pass the performance review are retained on the approved supplier list, while advice is sought on failed suppliers for further improvement.

## 供應鏈管理

本集團將產品質量視為最重要經營宗旨之一。為保持供應商的質量，本集團已就供應鏈管理制定物料採購守則及物料購買守則。物料採購守則提供供應商篩選及管理指引，而物料購買守則則提供物料採購指引，旨在實現具策略性和高效的採購活動。

### 供應商的篩選

年內，本集團有467個來自世界各地的供應商，當中超過93%來自中國內地及香港。篩選供應商時，本集團不僅關注供應商之一般表現（如產品質量、價格競爭力、生產及交付能力及財務狀況），亦關注其在可持續發展方面的表現（包括環保及社會因素）。本集團要求所有採購程序完全符合適用於該等交易的相關法例及規則，所有供應商均須提交一份反貪污聲明書，以表明彼等堅守道德操守。此外，本集團要求供應商遵守本集團所設立的環保政策及績效指標。

本集團在整個試用期內評估供應商的表現，僅通過評估（包括對原材料進行的抽樣檢測及交付承諾）的供應商才能註冊為獲批准供應商。

### 供應商的 management

為密切監察供應商的表現及質量，本集團對供應商進行年度表現審查。審查包括評分系統，該評分系統包括產品交貨準時性，以確保彼等符合本集團設定的標準。通過表現審查之供應商將保留在獲批准的供應商名單上，亦就未通過評估之供應商尋求建議以作出進一步改進。





## Management of Logistics Services and Warehouse

The Group has established an operating unit to strengthen logistics management, focusing on product delivery as the Group strives to provide customers with the best products on time. Performance indicators such as on-time delivery and delivery in good condition for logistics providers are created to measure and monitor their performance and Nissin Food's product quality.

The Group has initiated consolidated shipments which involve a combination of several smaller shipments of raw materials and products with brands sharing the same destination. With a consolidated approach, the Group has improved loading efficiency and lowered the overall frequency of shipments.

For warehouse management, the Group's warehouses in Hong Kong are all maintained at a constant temperature and equipped with necessary facilities. To protect production material, we have implemented 24-hour security management, closed-circuit television monitoring and alarm systems.

## ANTI-CORRUPTION

The Group upholds its values of integrity and has zero-tolerance for all forms of corruption including bribery, fraud and money laundering.

Going beyond compliance with relevant laws and regulations, the Group has formulated a Code of Conduct for all employees to follow in terms of accepting advantages and declaring conflicts of interest.

The Group has an internal whistleblowing mechanism which respects the confidentiality of the whistle-blower and the reported misconduct. Any employee in breach of the Group's policy relating to anti-corruption will be subject to disciplinary action such as termination of employment. The Group will report to the appropriate authorities for cases of suspected corruption or other criminal offenses. Clear guidelines on internal whistleblowing procedures are included in the employee handbooks for quick reference. Directors and employees are also invited to attend the anti-corruption training arranged by ICAC to refresh the concept and idea of bribery, fraud and money laundering.

During the year, the Group has complied with the laws and regulations related to anti-corruption in the Sites of Operation, including the Prevention of Bribery Ordinance in Hong Kong and Criminal Law of the PRC on Crime of Embezzlement and Bribery. The Group is not aware of any material non-compliance or legal cases in relation to corruption within the Sites of Operation.

## 物流服務及倉庫管理

本集團致力按時為顧客提供最好的產品，故已有特定的經營部門，以產品交付為重點，加強物流管理。本集團為物流供應商設定績效指標（如準時交付及交付時貨品處於良好狀態），以衡量及監察其績效以及日清食品的產品質量。

本集團亦開始聯合裝運，當中涉及將同一目的地的各品牌原材料及產品的若干較少裝運進行整合。憑藉聯合裝運方法，本集團提高了裝載效率並降低整體裝運頻率。

倉庫管理方面，本集團位於香港的倉庫均保持恆溫並配備必要的設施。為保護生產物料，我們已實施24小時保安管理、閉路電視監察系統及警報系統。

## 反貪污

本集團堅守誠信正直之價值觀，對賄賂、欺詐及洗黑錢等一切形式的貪污絕不容忍。

除遵守相關法律法規外，本集團已就收受利益及聲明利益衝突制定僱員紀律守則。

本集團設有內部舉報機制，舉報人及所有不當行為的舉報均保密處理。違反本集團反貪污政策之僱員將受解僱等紀律處分。倘若發現疑似貪污或其他刑事罪行，本集團將上報相關之主管機構。僱員手冊載有內部舉報程序之詳細指引，以便快速查閱。董事及僱員亦獲邀參加了由香港廉政公署安排的反貪污培訓，更新有關賄賂、欺詐及洗黑錢的概念及觀念。

年內，本集團生產廠房遵守反貪污相關法律法規，包括香港防止賄賂條例及中華人民共和國刑法中有關貪污賄賂犯罪的規定。本集團生產廠房內並無發現有重大不合規事項或貪污相關之法律訴訟。







## SMART FACTORY

The Group will deploy a new smart production line (the “Smart Production”) in one of the production plants in Hong Kong with robotics, inspection sensors and a smart system for the production of instant noodles. The smart technologies will enhance the flexibility of the manufacturing process, and improves the production efficiency and consistency. The Group seeks to achieve maximum cost efficiency through advancing the real-time visualization of the state of the plant, and optimisation of human resources and systems and machinery/equipment. The Group believes automation increases workforce productivity and improve product quality, while reducing the potential environmental impact through the efficient use of energy, water and resources.

The Group has received approval for the maximum funding support of HK\$15 million (the “Funding Support”) under the Re-Industrialisation Funding Scheme (“RFS”) of the Innovation and Technology Commission (“ITC”), to be used for the installation of the Smart Production.

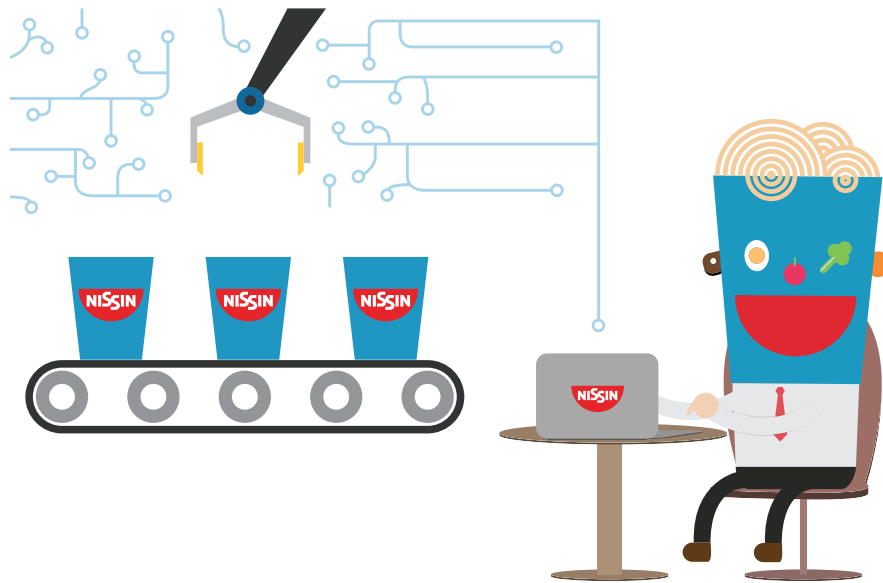
The HKSAR Government has been promoting re-industrialisation in order to enhance economic growth and to develop a strong high-end manufacturing industry in Hong Kong. Launched in July 2020 under the ITC, the RFS aims to encourage smart manufacturing by providing subsidies to companies that set up smart production lines in Hong Kong. Nissin Foods is proud to be the first food manufacturer and the second company to receive the maximum funding support from the RFS, demonstrating its commitment to develop a strategic business in Hong Kong and to upskill industry talents to become subject matter experts through the use of smart technologies.

## 智能工廠

本集團將在香港其中一間生產工廠設立新的智能生產線（「智能生產」），配備用於生產即食麵的機械人、檢查傳感器及智能系統。智能技術將加強製造過程的靈活性，提高生產效率及一致性。本集團力求透過推進工廠狀態的實時可視化和優化人力資源和系統及機械／設備，實現最大的成本效益。本集團認為，自動化會提高員工生產力，改善產品質量，同時透過有效利用能源、水及資源減少潛在環境影響。

本集團已獲授創新科技署（「ITC」）再工業化資助計劃（「RFS」）的資助上限1,500萬港元（「資助」），將用於安裝智能生產。

香港特別行政區政府一直推動再工業化，以加強香港經濟增長和發展強大的高端製造業。RFS於2020年7月由ITC推出，旨在透過向在香港設立智能生產線的公司提供補貼來鼓勵智能製造。日清食品很榮幸成為第一間食品製造商及第二間公司獲得RFS的資助上限，證明日清食品致力於在香港發展戰略業務，透過利用智能技術提攜行業人才成為領域專家。



# Employment and Labour Practices

## 僱傭及勞工常規



CUP  
NOODLES





## EMPLOYMENT

The sustainable growth of the Group depends on our employees' talent. The Group is committed to invest in training and development, talent retention and create an inclusive working environment to ensure all knowledge and experience of our employees are properly recognised.

The Group has established employment policies and a work regulations document, including the Employee Handbook, clearly explaining the internal employment standards regarding recruitment, discipline, remuneration, working hours, compensation and dismissal, etc. The Group pledges to create a fair working environment regardless of age, gender, physical attributes and ethnicity. Therefore, recruitment and promotion are made with consideration of an individual's experience, qualifications and work performance.

During the year, the Group has complied with all relevant laws and regulations related to employment in the Sites of Operation, including the Employment Ordinance in Hong Kong and the Labour Law in Mainland China. The Group is not aware of any material non-compliance relating to employment within the Sites of Operation.

The Group also obtains feedback from employees, and conducts employee satisfaction survey every year to address employee needs. Moving forward, the Group will further refine its employment policies to promote diversity at the workplace.

## TRAINING AND DEVELOPMENT

The Group believes that sustainable growth can only be realised with investment in human capital. The Group has formulated various training and development management systems that provide guidance in designing training programmes and targets, tracking employee training and analysing their performance. The systems also review the content of training and development programmes.

The Group provides training and development opportunities to reduce job mismatches and employee turnover. Employees are coached to use production machines and are informed to pay attention to health and safety practices. In addition, the Group has taken steps to increase employees' sense of belonging and awareness of the company's philosophy, culture and development milestones through a welcome party for our new recruits.

## 僱傭

本集團認為僱員對集團實現持續增長至關重要。因此，本集團致力於持續投資培訓及發展、人才挽留及包容性工作環境，以確保員工獲得應有認可。

本集團制定僱傭政策及工作規範文件(包括僱員手冊)，訂明招聘、行為準則、薪酬、工時、補償及辭退等內部僱傭標準。本集團承諾創造沒有年齡、性別、身體狀況及種族歧視之公平工作環境，並根據個人經驗、學歷及工作表現作出各項招聘及升職。

年內，本集團生產廠房遵守所有僱傭相關法律法規，包括香港僱傭條例及中華人民共和國勞動法。本集團在生產廠房內並無發現有關僱傭之重大不合規情況。

本集團亦重視僱員的反饋，我們每年會對僱員進行滿意度調查，解決僱員的需要。展望未來，本集團將進一步優化僱傭政策，以促進多元化之職場環境。

## 培訓及發展

本集團認為可持續發展需要透過投資人力資本來實現。本集團制定多項培訓及發展管理制度，為設計培訓計劃與目標、追蹤僱員培訓並分析彼等的表現提供指引。制度亦審閱培訓及發展計劃的內容。

本集團提供培訓及發展機會，以減少工作錯配及僱員流失。培訓包括指導僱員使用生產機器，告知僱員注意健康及安全常規。此外，本集團已採取措施，透過為新聘僱員舉行迎新會，提升僱員的歸屬感及對本公司理念、文化和發展里程碑的認識。







The Group will continue to develop and evaluate employees' competence by customising the training plan with support from internal trainers and corporate training specialists, to provide an opportunity for exchanging ideas and learning from market practices. The most important aspect is to assist employees in their career development planning, as well as to develop a talent pipeline for succession planning in the Group.

### Training

The Group believes in serving employees by empowering them in the workplace and providing them with a sense of job fulfilment. We enable our employees to develop their skills for career advancement through leadership development programmes for management, and tailored training programs for employees in different functions to build specific skills, such as those required in the production process of Cup Noodles and customer relationship management.

### Talent Attraction

#### Leadership development training 領導層發展培訓

Every year, selected employees participate in our 10-month "Noodle Expert Training Programme" tailored to future leaders, to learn about the technicalities of the noodle industry, such as the production process, research and development and packaging. They are also briefed on operations across various business units.

每年挑選僱員參與為期10個月的「麵之達人培訓計劃」，讓未來管理人才學習造麵行業的技術，例如生產過程、研發及包裝，亦向彼等介紹各部門的運作情況。

本集團將在內部培訓員及企業培訓專家的協助下持續為不同職業等級的僱員制定專屬培訓計劃，以發展和評估僱員所長，並提供交流以及從市場實踐學習的機會。最為重要的是協助僱員進行職業發展規劃，以及為他們於本集團內成為人才並取得成功。

### 培訓

本集團堅信要對僱員有所付出，讓僱員在崗位發揮所長和獲得工作成就感。我們透過為管理人員提供領導培養計劃和為不同崗位的僱員量身制定培訓計劃以掌握特定技能，如合味道生產流程及顧客關係管理，讓僱員培養工作技巧以便晉升。

### 人才吸納



### Talent Retention and Career Development

To provide more effective and engaging learning experiences, individual assessment is performed for our new staff to identify their strengths and weaknesses. Tailored trainings programmes are conducted regularly face-to-face or through online platforms to provide opportunities for employees.

On an annual basis, strategic objectives with follow-up action plans are set by individual business units. Heads of business units review the progress on personal development and achievement of objectives together with employees before sharing with senior management for further evaluation and approval. Two-way communication is encouraged as management values employees' input in the process.



### 人才挽留及職業發展

為提供更有效及吸引人的學習體驗，集團會對新員工進行個人評估，以識別個人的優點及弱點。集團亦會定期為員工提供面授或網上平台定制培訓計劃，以提供機會給員工學習。

各個業務單位會於每年制定策略目標及後續行動計劃。業務單位主管與僱員共同評估個人發展及實現目標之進展，其後將相關情況分享給高級管理層，以便進一步評估及審批。由於管理層重視僱員在此過程之投入，因此鼓勵雙向溝通。



## Other Comprehensive Training

### 其他全面培訓



The Group organises staff orientation regularly. The staff orientation is a joint effort by various business units. Through interactive activities, new colleagues will learn about company history, culture, development as well as the product portfolio.

本集團定期舉辦由各業務部門參與之僱員迎新會，透過當中的互動活動，使新僱員了解公司歷史、文化、發展，以及產品種類。



Compliance trainings are arranged for directors, senior management as well as those involved in operations. In-house and external seminars and trainings are organised to refresh and update the knowledge of applicable regulations and laws.

為董事、高級管理人員及營運人員安排合規培訓。組織內部及外部研討會及培訓，以更新適用法律法規知識。



The Group provides ISO awareness training to employees, covering knowledge on the ISO 22000 Food Safety Management System and the ISO 14001 Environmental Management System.

本集團為僱員提供了ISO意識培訓，內容涉及ISO 22000食品安全管理系統及ISO 14001環境管理系統的知識。



Employees working in the operational units are regularly provided with technical knowledge updates on food safety, work safety, hygiene management in food production and environmental protection.

定期向營運單位的僱員提供食品安全、工作安全、食品生產衛生管理和環境保護的技術知識更新。



## Employee Benefits

To create an engaging and inclusive working environment, the following initiatives are implemented:



**Recognition programme:** All employees have the opportunity to win the “NISSIN Outstanding Performance Awards” in recognition of outstanding achievements and significant contributions in their jobs.

**表彰計劃：**全體僱員均有機會獲得「日清傑出表現獎」，以表彰其在工作中的傑出成就及重大貢獻。



**Family caring programme:** Apart from offering marriage, maternity, funeral and paternity leave, congratulations and condolences are also offered in the form of cash allowances for marriage and new-born baby, as well as death of direct family members and parents in-law respectively.

**家庭關愛計劃：**本集團提供婚假、產假、喪葬假及陪產假，亦會以現金津貼形式為僱員結婚、新生嬰兒表示祝賀，或對直系親屬及岳父母逝世表示慰問。



**Health caring programme:** The Group provides health among employees, including group life and medical insurance, annual health check-ups, seasonal influenza vaccination subsidy scheme, dental care discounted plan, and other programmes. The Group also upholds the “Smart Working Campaign” to promote work life balance experience to the employees.

**健康關懷計劃：**本集團為僱員健康提供團體人壽及醫療保險、年度健康檢查、季節性流感疫苗補貼計劃、牙科保健折扣計劃以及其他計劃。本集團亦開展「有效工作運動」，推崇工作與生活平衡環境給予員工。

## LABOUR STANDARDS

The Group does not tolerate any child or forced labour practices, and is committed to upholding the standards across operations. The Employee Handbook for Hong Kong plants and the work regulations documents for Mainland China plants articulate the Group’s measures when conducting background checks and inspection of identity documentation at the recruitment stage to avoid child labour. In order to reduce overtime work and promote work productivity, the heads of the business units are required to communicate actual work arrangements with management. Employees are required to seek approval from their respective senior officers if they need to work overtime. Meanwhile, it is the Group’s policy to offer overtime allowance and/or compensatory leave to employees.

The Group has complied with laws and regulations related to the prevention of child labour and forced labour in the Sites of Operation, including the Employment Ordinance in Hong Kong and the Labour Law in Mainland China. The Group is not aware of any material non-compliance with relevant labour laws within the Sites of Operation.

## 勞工準則

本集團不允許童工及強制勞動行為，而且本集團致力於在整個運營過程中堅守準則。香港廠房之僱員手冊及中國內地廠房之工作規管文件闡明本集團於招聘時進行背景調查及核查身份證件以免聘用童工之措施。為減少加班並提高工作效率，業務部門主管須與管理層溝通實際工作安排。倘僱員需要加班則須徵求所屬上級的批准。同時，本集團有向僱員提供加班津貼及／或補假福利之政策。

本集團生產廠房遵守禁用童工及強制勞動相關法律法規，包括香港僱傭條例及中華人民共和國勞動法。本集團在生產廠房內並無發現嚴重違反相關勞工法之情況。





## HEALTH AND SAFETY

The Group commits to ensure a best-in-class occupational health and safety workplace environment. To achieve this, the Group has comprehensive occupational health and safety system and policies in place to manage relevant issues in Hong Kong and Mainland China. The Group has obtained the ISO 45001 certificates for all reporting plants in Hong Kong and Mainland China.

The Group has introduced the Occupational Safety and Health (OSH) Policy to provide guidance for employees in the workplace. The OSH management system clearly defines the OSH practice which ensures that the OSH Policy is properly followed during operations. The practices are regularly reviewed for continuous improvement and maintenance of an optimal work environment.

## 健康與安全

本集團致力確保最佳職業健康及安全工作環境。為此，本集團已制訂全面的職業健康及安全制度及政策，以管理香港及中國內地的相關問題。本集團已為所有報告範圍內的香港及中國內地廠房取得ISO 45001認證。

本集團已推出職安健(職安健)守則，為僱員提供職場指引。職安健管理系統明確定義職安健常規，確保妥善遵守職安健(職安健)守則營運。集團會定期檢討職安健常規，以持續改善和維持最佳工作環境。



Employees on the plant premises are required to wear personal protective equipment such as helmets

廠房內的僱員須穿戴頭盔等個人防護裝備



Various guidelines are set by the Group on the handling of chemicals, dangerous goods and machinery

遵循本集團制訂之各種化學品、危險產品及機械指引



Implementation of health and safety measures regarding machine safety, manual labour and working at heights

執行有關機械安全、人手勞動及高空作業的健康與安全措施



Periodic emergency drills that simulate fire and oil spillage

定期進行模擬火災及溢油的緊急演習



To ensure the OSH guidelines are being followed, site inspections have been carried out during the year. In addition, OSH Committee conducts regular meetings to review the OSH performance and make improvement recommendations to management when necessary. Third-party experts conduct OSH audits annually, providing improvement recommendations for shortcomings identified in the daily practices.

Annual health checks are provided to employees to keep track of their health. The Group's Influenza Contingency Committee (the "ICC Committee") continuously reviews the existing contingency plan and procedure, including risk control measures, hygiene control in the workplace and sustaining work operations. The ICC Committee also identifies improvement areas and performs two-way communication on the disease and control measures with employees to protect the Group's operations and employees.

During the year, the Group has complied with laws and regulations related to health and safety in the Sites of Operation, including the Occupational Safety and Health Policy in Hong Kong and the Production Safety Law in Mainland China. The Group is not aware of any material non-compliance relating to health and safety within the Sites of Operation.

### COVID-19 PRECAUTIONARY MEASURES — RESPONSE TO THE NEEDS OF OUR EMPLOYEES

The Group places employee health as a priority. We provided epidemic prevention materials including disinfection alcohol and facial masks to our staff. In addition, we installed contactless thermometers at the entrance of our plants to monitor the body temperature of all visitors. Any individual with fever symptoms is denied access to our plants, as a measure to lower risks to our employees' health.

During the COVID-19 pandemic, flexible work arrangements, including remote working practices and technology enhancements, were also adopted. For example, the use of cloud technology and online development programmes were introduced to facilitate new ways of working. These were designated to minimise large gatherings of people and avoid cross-infection situations. Our employees demonstrated a high level of adaptability and resilience during challenging environment. We will continue to look possible opportunities to protect the health and safety of our employees under the changing new normal environment.

為確保職安健指引獲遵守，實地視察在年內亦有進行。此外，職安健委員會定期舉行會議審查職安健表現，並在需要時向管理層作出改進建議。第三方專家每年進行職安健審計，針對職安健指引的日常實踐中的不足之情況提供改進建議。

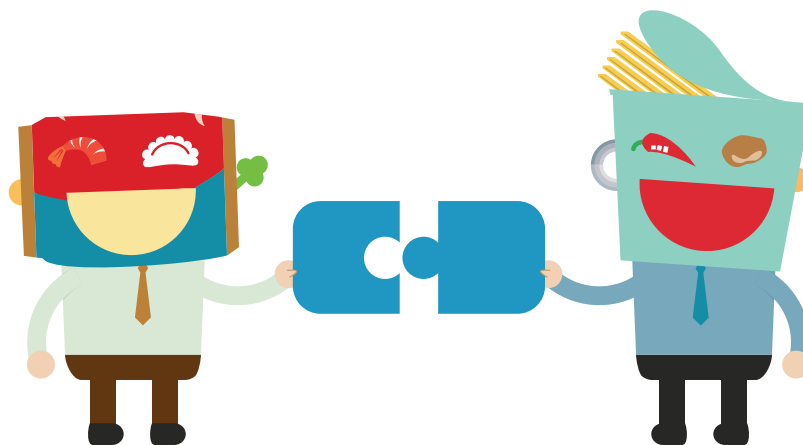
本集團每年安排僱員進行現場接種流感疫苗及體檢，以保障僱員健康。本集團的流感應變委員會（「流感應變委員會」）繼續審查目前的應急方案及程序，包括風險監控措施、工作場所的衛生管制及維持工作運行。流感應變委員會亦發掘改進空間，就疾病及疾病防控措施與僱員進行雙向溝通，以保障本集團營運及保護僱員。

年內，本集團生產廠房遵守健康與安全相關法律法規，包括香港職安健守則及中華人民共和國安全生產法。本集團於生產廠房並無發現有關健康與安全之重大不合规情況。

### COVID-19 預防措施 — 回應僱員需求

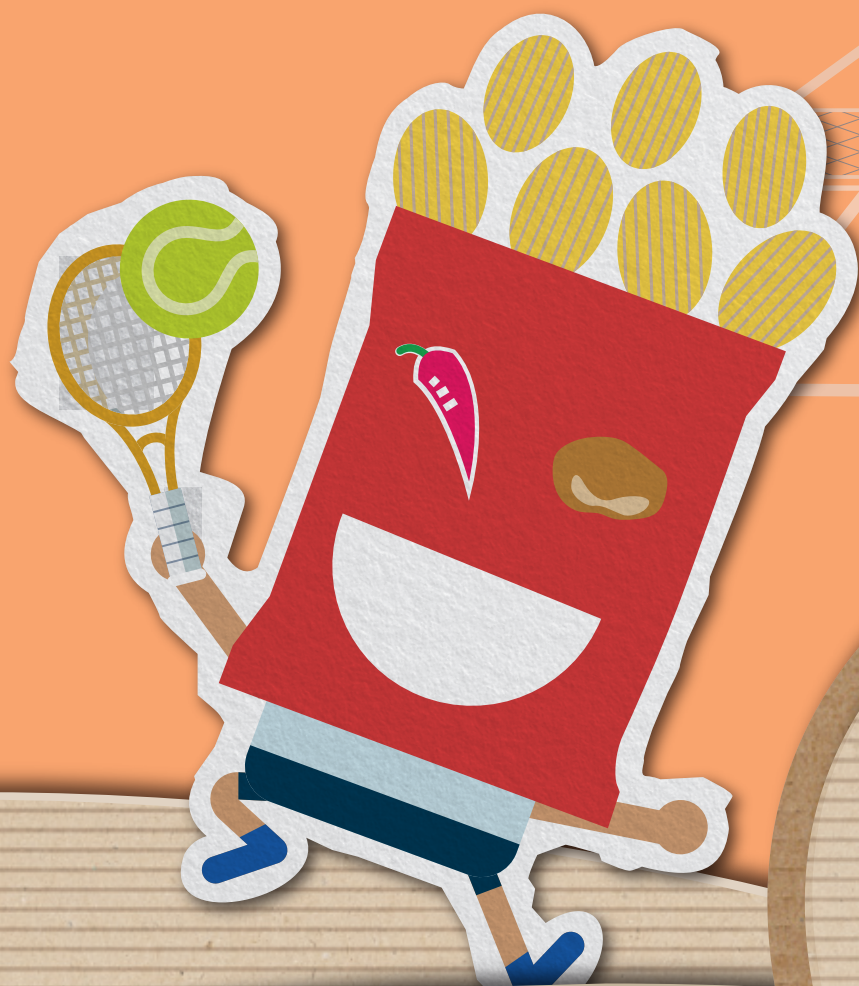
本集團將僱員健康放在首位。我們向員工提供消毒酒精及口罩等防疫物資。此外，我們已於廠房入口安裝非接觸式體溫檢測機，監察所有訪客體溫。任何人士如有發燒症狀，不得進入廠房，以減低僱員健康風險。

COVID-19 疫情期間，本集團亦採取彈性工作安排，包括遙距工作及技術提升。例如，引入雲技術應用及線上發展計劃，促進新工作方式，以盡量減少大型聚會和避免交叉感染。我們的僱員對充滿挑戰的環境展現高度適應力及應變力。我們將繼續物色合適機會，保障僱員在不斷變化的新常態環境的健康及安全。



# Community Investment

## 社區投資



CUP  
NOODLES





## PROMOTING A HEALTHY LIFESTYLE BY SUPPORTING SPORTS ACTIVITIES

True to the founder Mr. Momofuku Ando's belief that "Eating and sports are the two axes of health", we are committed to promoting a healthy lifestyle by actively supporting and participating in sports activities.

As the Youth Development Partner of the Hong Kong Tennis Association (HKTA), the Group continues to hold different types of programmes with HKTA to identify and cultivate local youth tennis champions. The Group has been the title sponsor of major youth tournaments in Hong Kong since 2015. During the Reporting Period, there were 822, 3,456 and 2,013 participants joining the Nissin Hong Kong National Junior Tennis Championships, the Nissin Cup Noodles Hong Kong Junior Series and the Nissin Demae Icho Hong Kong Junior Novice Competition, respectively. It was encouraging to see top-tier local players demonstrate their potential at these tournaments prior to stepping out onto the international stage.

## 透過支持體育運動推廣健康生活方式

誠如創辦人安藤百福先生認為「飲食和運動是健康之兩大軸心」，我們致力透過積極支持及參與體育運動，以推廣健康生活方式。

作為香港網球總會（網總）的青少年發展合作夥伴，本集團繼續與網總合作舉辦不同類型的活動，以物色及培養本地的青年網球精英。自2015年以來，本集團為香港青少年網球賽事之冠名贊助商。於報告期間，參與日清全港青少年網球錦標賽、日清合味道全港青少年網球巡迴賽及日清出前一丁青少年網球新秀賽的人數分別為822人、3,456人及2,013人。令人鼓舞的是本地頂尖選手於踏足國際舞台前，曾在上述等比賽一展潛能。

Nissin  
Hong Kong  
National Junior Tennis  
Championships 2021

2021年日清全港  
青少年網球  
錦標賽



Nissin Foods has  
been sponsoring  
Coleman Wong since July 2020,  
enabling him to vie  
for more honours in  
international tournaments.

自2020年7月起，日清食品  
一直贊助黃澤林，讓他  
能在國際比賽中爭奪  
更多榮譽。



The Group provides full support to local young athletes. In mid-2020, the Group offered a 2-year sponsorship to Coleman Wong, Hong Kong's most promising young tennis player, to provide financial assistance for participation in international tournaments. He subsequently became the first Hong Kong player to win the boys' doubles at the US Open Junior Championships in September 2021 and the Australian Open Junior Championships in January 2022.



Mr. Yasuhiro Yamada,  
Executive Director of  
Nissin Foods, presented prizes at  
the award presentation ceremony  
of Nissin Cup Noodles  
Hong Kong Junior Tennis Series  
Competition 2021.

日清食品執行董事  
山田恭裕先生於  
日清合味道全港青少年網球  
巡迴賽2021頒獎典禮上  
頒獎。

本集團全力支持本地年青運動員。2020年中，本集團為香港耀目出色的年輕網球員黃澤林提供兩年贊助，資助他參加國際比賽。他隨後成為首位在2021年9月的美國網球公開賽青少年錦標賽及2022年1月的澳洲網球公開賽青少年錦標賽中贏得男雙冠軍的香港球員。



In 2021, the Group sponsored another young tennis player, Cody Wong to play professional full-time. The Group is backing her up to achieve more honours in international tournaments and thus improve her world ranking. She subsequently won four doubles titles on the ITF Women's Circuit in 2021.



Nissin Foods provides a 2-year sponsorship for a rising tennis star Cody Wong from January 2021.

自2021年1月起，日清食品為網球新星王康怡提供為期兩年的贊助。

於2021年，本集團贊助另一位全職網球員王康怡，支持她在國際賽事中爭取更多榮譽，從而提升世界排名。隨後，她在2021年的國際網球聯合會女子巡迴賽中贏得了四次雙打冠軍。



Nissin Foods invited Paralympic athletes to visit CUPNOODLES MUSEUM Hong Kong as a homecoming celebration on 4 October 2021

日清食品於2021年10月4日邀請殘奧運動員參觀合味道紀念館香港，歡迎他們歸來。



PROUD PARTNER OF TEAM HONG KONG

In order to support the Hong Kong athletes to prepare for the Tokyo Olympic Games and enhance public awareness and support for Hong Kong athletes, the Group teamed up with the Sports Federation & Olympic Committee of Hong Kong, China (SF&OC) as the "Exclusive Food Partner of Hong Kong, China's Delegation to the Tokyo 2020 Olympic Games." Nissin Foods was also named Food Partner of Hong Kong, China Delegation to the Tokyo 2020 Paralympic Games, reiterating its commitment to support the development of sports and local athletes in Hong Kong. The Group also supported local elite athletes with disabilities in the 11th National Games for Persons with Disabilities which was held in Shaanxi Province in October and the Bahrain 2021 Asian Youth Para Games in December.

為協助香港運動員備戰東京奧運，加強公眾認識及支持香港運動員，本集團與中國香港體育協會暨奧林匹克委員會(港協暨奧委會)合作，成為其「東京2020奧運會中國香港代表隊獨家食品夥伴」。日清食品亦成為2020年東京殘奧會中國香港代表團的食品合作夥伴，重申其支持香港體育及本地運動員發展的承諾。本集團亦支持本地的優秀殘疾運動員參加2021年10月在陝西省舉行的第十一屆全國殘疾人運動會及12月在巴林舉行的2021年亞洲青年殘疾人運動會。



## CONTRIBUTING TO SOCIETY AND SUPPORTING EDUCATIONAL PROGRAMMES

As the economy and the lives of many people are hard hit by the COVID-19 pandemic, the Group set up a “Nissin Foods (Hong Kong) Charity Fund” (the “Charity Fund”) in 2020 to contribute to the community’s well-being. In September 2021, the Charity Fund was approved as a charitable organisation that is exempted from tax under section 88 of the Inland Revenue Ordinance. The Charity fund would support activities relating to 1) the advancement of education, teaching, learning, arts, science, and academic research in areas including food science, nutrition and physical education, 2) the relief of poverty and suffering, and 3) other purposes of a charitable nature beneficial to the community.

## RAISING GREEN AWARENESS

To strengthen the support for waste reduction and recycling at the district level, the Group has held an “Upcycling Educational Workshop” with GREEN@TAI PO. The purpose of the workshop is to introduce the concept and benefit of upcycling and teach participants how to reduce environmental impact by upcycling fruit waste into multi-purpose cleaning detergent.

## 貢獻社會及支持教育計劃

時逢經濟與不少人的生活遭受COVID-19重創，本集團於2020年創立「日清食品(香港)慈善基金」(「慈善基金」)，以造福社區。2021年9月，慈善基金獲批為根據《稅務條例》第88條獲豁免繳稅的慈善機構。慈善基金將支持以下活動：1) 促進食品科學、營養及體育等領域的教育、教學、學習、藝術、科學及學術研究；2) 扶貧脫苦；及3) 其他有利於社會的慈善用途。

## 提高環保意識

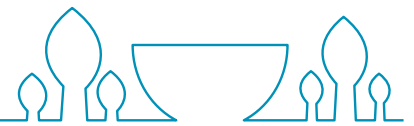
為加強地區層面對減廢回收的支持，本集團與「綠在大埔」舉辦「升級再造教育工作坊」。該工作坊旨在介紹升級回收的概念及好處，並教導參與者如何通過升級再造果皮為多用途清潔劑來減少對環境的影響。



Nissin Foods encourage environmental education in the community.

日清食品鼓勵社區環保教育。





## ENVIRONMENTAL PERFORMANCE

## 環境表現

Environmental KPIs 環境關鍵績效指標	2021 2021年	2020 2020年	Unit 單位
<b>The types of emissions and respective emissions data 排放物種類及相關排放數據</b>			
Nitrogen oxide 氮氧化物	1.92	1.85	tonnes 噸
Sulphur oxide 硫氧化物	0.0053	0.0053	tonnes 噸
Respirable Suspended Particles 可吸入懸浮顆粒物	0.0013	0.0014	tonnes 噸
<b>GHG emissions in total and intensity 溫室氣體總排放量及密度</b>			
Scope 1: Direct emissions 範圍1：直接排放	21,184	20,396	tonnes of CO2-e 二氧化碳當量，以噸計算
Scope 2: Energy indirect emissions 範圍2：能源間接排放	47,701	46,955	tonnes of CO2-e 二氧化碳當量，以噸計算
Scope 3: Other indirect emissions 範圍3：其他間接排放	505	406	tonnes of CO2-e 二氧化碳當量，以噸計算
Total GHG emissions 溫室氣體排放總量	69,390	67,757	tonnes of CO2-e 二氧化碳當量，以噸計算
GHG intensity (by'000 revenue) 溫室氣體密度(每千元收入)	0.018	0.019	tonnes of CO2-e/'000 revenue 每千元收入二氧化碳當量，以噸計算
<b>Total hazardous waste produced 所產生有害廢棄物總量</b>			
Total hazardous waste produced <sup>1</sup> 所產生有害廢棄物總量 <sup>1</sup>	3.3	3.5	tonnes 噸
<b>Total non-hazardous waste produced 所產生無害廢棄物總量</b>			
Total non-hazardous waste produced 所產生無害廢棄物總量	3,870	3,558	tonnes 噸
<b>Direct and indirect energy consumption by type 按類型劃分之直接及間接能源消耗</b>			
Direct energy consumption 直接能源消耗	132,051	127,105	MWh 兆瓦時
Indirect energy consumption 間接能源消耗	75,840	70,697	MWh 兆瓦時
Total energy consumption 能源消耗總計	207,891	197,802	MWh 兆瓦時
Energy intensity (by 000 revenue) 能源密度(每千元收入)	0.05	0.06	MWh/'000 revenue 每千元收入兆瓦時
<b>Water consumption in total and intensity 總耗水量及密度</b>			
Total water consumption 總耗水量	367,087	370,359	cubic metres 立方米
Water consumption intensity (by'000 revenue) 耗水密度(每千元收入)	0.09	0.11	cubic metres/'000 revenue 每千元收入立方米
<b>Total packaging material used for finished products 製成品所用包裝材料之總量</b>			
Total packaging material used 所用包裝材料之總量	14,697	12,477	tonnes 噸

<sup>1</sup> The figure does not include general waste produced from the plants in Hong Kong.

<sup>1</sup> 該數字不包括香港廠房產生的一般廢物。



## SOCIAL PERFORMANCE DATA TABLE 社會表現數據表

	Unit 單位	FY2021 2021財政年度
<i>Employee Profile</i> 僱員概況		
Total workforce 勞動力總數	No. of people 僱員人數	3,590
<i>Total workforce by employment type</i> 僱傭類型劃分的勞動力總數		
Full-time 全職	No. of people 人數	3,564
Part-time 兼職	No. of people 人數	26
<i>Total workforce by gender</i> 按性別劃分的勞動力總數		
Male 男性	No. of people 人數	1,713
Female 女性	No. of people 人數	1,877
<i>Total workforce by rank</i> 按職級劃分的勞動力總數		
Management 管理層	No. of people 人數	378
Non-management 非管理層	No. of people 人數	3,212
<i>Total workforce by age group</i> 按年齡組別劃分的勞動力總數		
18-39 18至39歲	No. of people 人數	1,695
40-59 40至59歲	No. of people 人數	1,833
60 or above 60歲以上	No. of people 人數	62
<i>Total workforce by geographic location</i> 按地域劃分的勞動力總數		
Mainland China 中國內地	No. of people 人數	2,741
Hong Kong 香港	No. of people 人數	849
<i>Employee Turnover</i> 僱員流失率		
Employee turnover rate 僱員流失比率	%	23%
<i>Employee turnover rate by gender</i> 按性別劃分的僱員流失比率		
Male 男性	%	27%
Female 女性	%	19%

	Unit 單位	FY2021 2021財政年度
<i>Full-time employee's turnover rate by age group</i> 按年齡組別劃分的全職僱員流失比率		
18-39 18至39歲	%	33%
40-59 40至59歲	%	15%
60 or above 60歲以上	%	0%
<i>Employee turnover rate by geographic location</i> 按地域劃分的僱員流失比率		
Mainland China 中國內地	%	24%
Hong Kong 香港	%	19%
<i>Occupational health and safety</i> 職業健康及安全		
Number of fatalities in the past three years 過往三年死亡人數	No. of people 人數	0
Rate of fatalities in the past three years 過往三年死亡率	%	0%
Loss days due to injury 因工傷損失工作日數	No. of days 天數	932
<i>Training</i> 培訓		
Percentage of employee trained 受訓僱員百分比		
Male 男性	%	61%
Female 女性	%	63%
Management 管理層	%	59%
Non-management 非管理層	%	63%
<i>Average training hours completed</i> 平均授課時數		
Male 男性	No. of hours 時數	3.66
Female 女性	No. of hours 時數	2.88
Management 管理層	No. of hours 時數	4.30
Non-management 非管理層	No. of hours 時數	3.12



Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>A1 Emissions</b> 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、向水及土地之排污、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之相關法律及規例的資料。	15-18
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	39
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)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	39
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)密度(如以每產量單位、每項設施計算)。	39
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)密度(如以每產量單位、每項設施計算)。	39
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	14-16
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，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	17-18
<b>A2 Use of Resources</b> 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。	16
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)及密度(如以每產量單位、每項設施計算)。	39
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	39
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到這些目標所採取的步驟。	16
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到這些目標所採取的步驟。	17
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)每生產單位佔量。	39
<b>A3 The Environment and Natural Resources</b> 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. 減少發行人對環境及天然資源造成之重大影響的政策。	18-19
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。	18-19
<b>A4 Climate Change</b> 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. 有關識別及緩解已影響及可能影響發行人的重大氣候相關問題的政策。	20
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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	20





Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>B. Social B. 社會</b>		
<b>B1 Employment B1 僱傭</b>		
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、反歧視和其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例之資料。	29, 32
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。	40
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。	40
<b>B2 Health and Safety B2 健康與安全</b>		
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免受職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例的資料。	33-34
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(包括匯報年度)每年因工亡故的人數及比率。	40
B2.2	Lost days due to work injury. 因工傷損失工作日數。	40
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。	33-34
<b>B3 Training and Development B3 培訓及發展</b>		
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。	29-31
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。	40
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。	40
<b>B4 Labour Standards B4 勞工準則</b>		
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。	32
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例之措施以避免童工及強制勞工。	32
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。	32



Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>B5 Supply Chain Management</b>		
<b>B5 供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈之環境及社會風險政策。	25-26
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	25
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 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。	25
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。	25
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。	25
<b>B6 Product Responsibility</b>		
<b>B6 產品責任</b>		
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之健康與安全、廣告、標籤及私隱事宜和補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例的資料。	22-24
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。	22
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。	22
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。	24
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。	22-23
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。	24
<b>B7 Anti-corruption</b>		
<b>B7 反貪污</b>		
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之相關法律及規例的資料。	26
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。	26
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。	26
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。	26
<b>B8 Community Investment</b>		
<b>B8 社區投資</b>		
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之需要和確保其業務活動會考慮社區利益的政策。	36-38
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)。	36-38
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)。	NA 不適用