



**統一企業中國控股有限公司**

**UNI-PRESIDENT CHINA HOLDINGS LTD.**

(a company incorporated in the Cayman Islands with limited liability)

(一家於開曼群島註冊成立的有限公司)

(Stock Code 股份編號: 220)



**2018**

環境·社會  
及管治報告

**ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT**

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

## 前言

統一企業中國控股有限公司（「本公司」）及其附屬公司（統稱「本集團」或「我們」）重視維護並平衡各利益相關方利益。面對商業環境的變化與挑戰，本公司追求其「永續發展」的目標及策略的同時實現增長，並因此積極履行其企業社會責任。此乃透過節能、產品品質與安全、環保、員工健康與安全、危難救助及社會公益，確保在社會、人力及自然資本方面創造價值。

本公司董事（「董事」）會（「董事會」）負責評估本集團有關環境、社會及管治的風險，制訂環境、社會及管治（「環境、社會及管治」）策略，確保設立及維持有效的環境、社會及管治內部監控系統，以及透過內部審核功能，定期分析及獨立評估前述系統是否足夠和有效。本集團環境、社會及管治工作職能由相關工作小組各職能單位專業人員負責開展。根據相關法律法規，有關人員督導集團內各職能單位制訂的內部控制標準，持續推動節能、減排與環境保護及企業社會責任，在運營過程中實施有效監控與管理。

本集團作為快消品行業知名企業，肩負維護食品安全與品質保障的使命，通過對食品安全的全方位監控，持續完善監管體系與風險預防機制，確保產品品質與安全，為廣大消費者提供安全、健康的食品。

## FOREWORD

Uni-President China Holdings Ltd. (the "Company") and its subsidiaries (together, the "Group", our "Group", "we", "our" or "us") attach great importance to safeguarding and balancing the interests of stakeholders. In the face of the changing and challenging business environment, the Company pursues its objective and strategy of "sustainable development" while achieving growth and therefore it actively fulfills its corporate social responsibilities by ensuring the creation of values in social, human and natural capital through energy conservation, product quality and safety, environmental protection, employees health and safety, disaster relief and community charity.

It is the responsibility of the board ("Board") of directors ("Directors") of the Company to assess the environmental, social and governance risks, formulate the environmental, social and governance ("ESG") strategy, ensure the establishment and maintenance of an effective internal control system on ESG aspects as well as perform regular analysis and independent assessment on the adequacy and effectiveness of the said system through the internal audit function. ESG functions of the Group are carried out by professionals of various functional units of the respective working groups. Based on relevant laws and regulations, they supervise internal control standards formulated by various functional units within the Group, continuously promote energy conservation, emission reduction and environmental protection as well as corporate social responsibility. Effective monitoring and management is implemented in the operation process.

As a renowned enterprise in the fast-moving consumer goods industry, the Group shoulders the responsibility of upholding food safety and quality assurance, continually optimises its regulatory mechanism and risk prevention system by monitoring food safety thoroughly, and ensures product quality and safety, in order to deliver safe and healthy food to our consumers.

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### 關於本報告

本環境、社會及管治報告（「本報告」）涵蓋本集團位於中華人民共和國（「中國」）境內經營製造方便麵及飲品主要業務的資料。本報告主要概述2018年1月1日至2018年12月31日期間（「報告期間」）的環境及社會績效，但不包括聯營及合營公司資料。本報告披露資料範圍及統計方法與上年度一致。

本報告乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄27所載的環境、社會及管治報告指引規定而編製。

### 利益相關方溝通

本集團持續與利益相關方建立多元化溝通渠道，積極瞭解其對本集團企業社會責任期望和訴求，幫助本集團識別自身企業社會責任有提高空間之領域，持續完善，提升企業綜合管理能力和水準，在履行企業社會責任的同時，保障利益相關方需求。本集團已識別主要利益相關方如下：

### ABOUT THIS REPORT

This ESG Report (the “Report”) covers information on the Group’s principal activities in the manufacture of instant noodles and beverages in the People’s Republic of China (the “PRC”). This Report mainly describes the environmental and social performance of the Group during the period from 1 January 2018 to 31 December 2018 (the “Reporting Period”), and does not include information on the Group’s associates and joint ventures. The scope of the information disclosed in this report and the statistical methods are consistent with the previous year.

This report is prepared in accordance with the ESG reporting guidelines set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange (the “Stock Exchange”) of Hong Kong Limited (the “Listing Rules”).

### STAKEHOLDERS COMMUNICATION

The Group continued to establish diversified communication channels with its stakeholders to understand their expectations on and demands for social responsibility of the Group. Such communication assist the Group to identify areas in which room for improvement exist in its social responsibility for continuous improvement and raising comprehensive management capabilities and standards. While the Group fulfills social responsibility, the needs of its stakeholders are guaranteed. The Group has identified its key stakeholders as follows:

利益相關方 Stakeholders	期望與訴求 Expectation and concerns	溝通方式 Engagement methods
股東／投資者 Shareholders/investors	保障股東權益 Protection of shareholders’ rights 合規經營與管理 Compliance operation and management 信息披露 Information disclosure 投資回報 Return on investment	股東大會 General meetings 公告及通函 Announcements and circulars 公司財務報表 Financial reports of the Company 公司／聯交所網站 Websites of the Company/ the Stock Exchange 投資者會議及路演 Investors’ conferences and roadshows

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

利益相關方 Stakeholders	期望與訴求 Expectation and concerns	溝通方式 Engagement methods
政府／監管機構 Government/regulatory authorities	法律及合規監管 Law and compliance supervision 納稅義務 Fulfilment of tax obligations 社會貢獻 Social contribution 業務與經濟發展 Business and economic development 安全營運 Safe operation	會議 Conferences 合規報告 Compliance reports 實地檢查 Field inspection 參與政府會議或研討會 Participation in government meetings or seminars 提交文件 Submission of documents 回應查詢或檢查 Response to queries or investigation
供應商 Suppliers	公平競爭 Fair competition 長期業務關係 Long-term business relationship 產品質量監察 Product quality	供應商評估 Evaluation of suppliers 實地考察 Field trips 日常交流聯絡 Daily communication
員工 Staff	保障員工權益及權利 Protection of employees' interests and rights 管理層與員工交流 Communication between management and staff 職業安全與健康 Occupational safety and health 改善員工福利 Improved staff benefits 平等就業機會與多元化發展 Equal employment opportunities and diversified development	日常交流溝通 Daily communication 員工座談會 Staff seminars 職工代表大會 Staff representatives meetings 員工培訓 Staff training

# 環境、社會及管治報告

## Environmental, Social and Governance Report

利益相關方 Stakeholders	期望與訴求 Expectation and concerns	溝通方式 Engagement methods
客戶 Customers	長期業務關係 Long-term business relationship 業績與產品安全 Performance and product safety 產品質量 Product quality 存貨管理 Inventory management	日常交流聯絡 Daily communication 產品管理 Product management
社會 Community	社區參與 Community involvement 公益項目 Charitable projects	志願活動 Volunteer activities 公益活動 Charitable activities

### 重大議題評估

本集團通過與各利益相關方溝通，客觀地評估各項環境、社會及管治議題對本集團業務發展的重要性及受利益相關方的關注程度，進行環境、社會及管治議題重要性排序，確定本報告披露重點，積極回應各利益相關方的期望和訴求。

### ASSESSMENT OF MAJOR ISSUES

Through communications with respective stakeholders, the Group objectively evaluates the importance of each ESG issue on the Group's business development and the level of concern of respective stakeholders on each ESG issue to sort the order of issue, confirm disclosure highlights of this Report and proactively respond to the expectations and demands of respective stakeholders.

#### A 環境

##### Environment

- |   |  |
|---|--|
| 1. 排放物<br>Emissions                           | 廢水、廢氣排放物控制、固體廢棄物管理<br>Emission control of wastewater and waste gas, solid waste management |
| 2. 資源使用<br>Use of resources                   | 綠色營運、節能減排<br>Green operation, energy saving and emission reduction                         |
| 3. 環境及天然資源<br>Environment & Natural Resources | 環保教育、環保公益<br>Environmental education, green welfare  |

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

## B 社會

### Community

- |                                      |   |
|--------------------------------------|---|
| 1. 健康與安全<br>Health & Safety          | 職業安全、員工健康<br>Occupational safety and health                             |
| 2. 產品責任<br>Product Responsibility    | 食品安全、品質控制、產品宣傳<br>Food safety, quality control, product advertisement   |
| 3. 僱傭<br>Employment                  | 公平機會、員工權益、員工福利<br>Fair opportunities, employee rights, employee welfare |
| 4. 供應鏈管理<br>Supply Chain Management  | 公平公開採購、安全採購源頭<br>Fair and open procurement, source of safe procurement  |
| 5. 發展與培訓<br>Development and training | 人才培訓與發展<br>Talent training and development                              |
| 6. 勞工準則<br>Labor standards           | 杜絕童工及強制勞工<br>Eliminate child labor and forced labor                     |
| 7. 反貪污<br>Anti-corruption            | 反貪倡廉<br>Anti-corruption   |
| 8. 社區投資<br>Community investment      | 公益慈善、志願者活動<br>Charity and volunteer activities                          |

## 第一部分、環境披露

### 環境

本集團始終秉承企業效益和環境保護並重的社會理念，嚴格遵守環保法律法規，致力於環境保護和企業可持續發展，將節能減排工作貫穿於生產經營活動全過程，透過持續提升生產技術、引進節能減排技術、清潔生產，污染防治深度處理單元、廢水回收利用、優先使用城市集中能源供應，有效減少水、電、氣等公用能源的耗用量及各類污染物排放總量，確保廢棄物排放符合國家及地方規定的排放標準。

於2018年，本集團共投入人民幣12.2百萬元（2017年：人民幣10.0百萬元）用於節能環保。

## PART I. ENVIRONMENTAL DISCLOSURE

### Environment

The Group places equal emphasis on corporate profitability and environmental protection, strictly abides by all applicable environmental laws and regulations, is committed to environmental protection and corporate sustainability, and incorporates energy conservation and emissions reduction initiatives in its operational activities. The Group demonstrates its commitment to environmental protection through continuous upgrade of production techniques, introduction of technology on energy saving and emissions reduction, clean production, intensive treatment unit of anti-pollution, recycling of wastewater. The Group also prioritizes the use of urban centralized energy, leading a remarkable reduction in the consumption of utilities energy such as water, electricity and gas, and the total amount of various pollutants discharged, so as to ensure that waste discharge is in compliance with national and local emission standards.

In 2018, the Group invested a total of RMB12.2 million (2017: RMB10.0 million) in energy saving and environmental protection.

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### 氣體排放物控制及廢棄物處理

本集團各工廠因生產經營活動排放之廢水、廢氣及固體廢棄物，均符合中國國家標準與當地環保部門的規定。本集團制定《環境安全運作業標準》，以落實環境保護責任制度及有效應對環境安全事件，以確保符合法律規定。此外，本集團制定《污水、廢氣與廠界噪聲管理程序》，確保作業排放污水的水質及產生的廢氣及廠界噪聲嚴格受控以符合國家標準。透過該管理程序，本集團指定人員監督污染物產生、處理及排放各方面。本集團《污水處理作業標準》及《鍋爐設備作業標準》等內部政策制定污水處理及鍋爐設施日檢、月度及年度保養等管理制度，確保污染物的處理設備運行正常，各類污染物達標排放。同時，本集團積極響應中國政府推行節能及減排措施，如設備升級改造、網上監察若干污染因子等措施，因而有效減少污染物排放並實現有效監控有關處理程序。

針對有害及無害廢棄物，我們積極響應廢棄物減量化、資源化、無害化的綠色環保處理要求，制定並執行公司的《固體廢棄物管理標準》、《下腳品作業標準》、《總務服務項目服務商監控作業標準》內部監控制度。根據所產生廢棄物的特性，分別按可回收無害廢棄物、不可回收無害廢棄物、有害廢棄物進行分類處理，並依相應標準要求進行處置及管理。通過開發下腳品管理系統，實現廢棄物系統化管理與監控。不可回收無害廢棄物將進行資源再回收利用。我們宣導並要求員工根據上文所述的本集團內部政策及協定從源頭有系統控制、減少及處置不可回收無害廢棄物。各廠設立有害廢棄物收集、儲存專用倉庫，廠內對有害廢棄物實施集中化管理。

### Gas emission control and waste treatment

Emission of wastewater, gas and solid waste from operational activities by factories of the Group are conducted in compliance with national standards and requirements of the local environmental authorities of the PRC. The Group has formulated “Environmental Safety Operating Standard” to implement responsibility system of environmental protection and to effectively respond to environmental safety incidents to ensure compliance with legal requirements. In addition, the Group has in place a “Management Program of Sewage, Waste Gas and Factory Noise”, to ensure the water quality of sewage discharged, waste gas and factory noise generated in our operations are strictly controlled so as to comply with national standards. Through the Management Program, the designated personnel of the Group oversee various aspects of pollutants generation, treatment and discharge. The Group’s internal policies such as “Operational Standards on Sewage Treatment” and “Operational Standards for Boilers” lay down management systems such as daily inspection of facilities of sewage treatment and boilers and monthly and annual maintenance to ensure treatment equipment of pollutants is under normal operation and that the emission of various pollutants meets the relevant standards. At the same time, the Group actively responded to the energy conservation and emissions reduction measures of the PRC government, such as upgrading and transformation of equipment, and online monitoring system of certain pollution factors, thus the Group effectively reduced the emissions of pollutants and achieved effective monitoring and control of the treatment process.

In terms of hazardous and non-hazardous wastes, the Group actively responds to the environmental-friendly requirements of waste reduction, resource utilization and contamination reduction, develops and implements the internal control system such as “Solid Waste Management Standards”, “Working Standards for Scrap Materials” and “Operational Standards for Monitoring Service Providers of General Service Projects”. According to the characteristics of the waste generated, it is classified and treated as recyclable non-hazardous waste, non-recyclable non-hazardous waste or hazardous waste, and disposed and managed according to the requirements of the corresponding standards to achieve management and monitoring of waste through scrap materials management system of the Group. Recyclable non-hazardous waste is then recycled. Employees are trained to systematically control, reduce non-recyclable non-hazardous waste

# 環境、社會及管治報告

## Environmental, Social and Governance Report

有害廢棄物由專業廢棄物處理服務供應商處置，我們並密切監察其必要的資格及牌照。透過上述安排，本集團能有效監督無害及有害廢棄物的產生、收集、存儲及處置整個過程。

at source and dispose of them according to the Group's internal policies and protocols as described. Warehouses dedicated for the collection and storage of hazardous waste are established in various factories, with centralized management implemented in the factories. Hazardous waste is disposed of by professional waste treatment service providers and we closely monitor their requisite qualifications and licences. Through the above arrangements, the Group can supervise the entire process of the production, collection, storage and disposal of non-hazardous and hazardous wastes effectively.

2018年度本集團營運時所產生的主要排放物及廢物來源之總排放量如下表：

The below table sets out the total amount of major sources of emissions and waste generated from the operation of the Group in 2018:

排放物	Emission	2018	2017
廢水(噸)	Wastewater (tonnes)	<b>5,732,870</b>	5,521,339
化學需氧量(噸)	Chemical oxygen demand (tonnes)	<b>367</b>	348
氮氧化物(噸)	Nitrogen oxide (tonnes)	<b>94</b>	150
溫室氣體(噸二氧化碳含量)	Greenhouse gas (tonnes of carbon dioxide)	<b>454,724</b>	437,216
溫室氣體密度(噸/百萬元人民幣)	Greenhouse gas intensity (tonnes/RMB million)	<b>24.22</b>	24.68
有害廢棄物總量(噸)	Total amount of hazardous waste (tonnes)	<b>153</b>	142
有害廢棄物密度(噸/百萬元人民幣)	Hazardous waste intensity (tonnes/RMB million)	<b>0.0081</b>	0.0080
無害廢棄物總量(噸)	Total amount of non-hazardous waste (tonnes)	<b>49,549</b>	49,050
無害廢棄物密度(噸/百萬元人民幣)	Non-hazardous waste intensity (tonnes/RMB million)	<b>2.64</b>	2.77

備註：溫室氣體、有害及無害廢棄物密度披露單位「百萬元人民幣」，依產品「產值」計算。

Note: Greenhouse gas, hazardous and non-hazardous waste intensity is presented in "RMB million" and based on "product value" of the product.

如上表所示，本集團廢水、化學需氧量及溫室氣體排放量與去年同比增加，主要是由於2018年本集團產品銷售量有所增加所致。本集團透過持續管理，使相對應的溫室氣體密度減少至每人民幣百萬元產值使用24.22噸溫室氣體（2017年：24.68噸/百萬元人民幣），同比減少1.9%。

As shown in the above table, the wastewater, chemical oxygen demand and the emission of greenhouse gas of the Group increased as compared with the same period of last year mainly due to the increase in sales volume of the Group's products in 2018. Through the continuous management of the Group, the corresponding greenhouse gas intensity reduced to 24.22 tonnes per product value in RMB million (2017: 24.68 tonnes/RMB million), representing a year-on-year decrease of 1.9%.

秉持節能減排的社會責任，本集團透過汰換燃煤鍋爐，減少使用燃煤產生能源，致使氮氧化物排放量較去年減少56噸，大幅減少37.3%。有害廢棄物增加主要由於每2-3年需要為制瓶設備進行保養產生廢棄物所致。

The Group upholds its social responsibility of energy conservation and emission reduction by replacing coal-fired boilers to reduce the consumption of coal-fired energy, which resulted in a significant decrease of nitrogen oxide emission of 56 tonnes or 37.3% as compared to that of 2017. The increase of hazardous waste is



# 環境、社會及管治報告

## Environmental, Social and Governance Report

無害廢棄物2018年總量輕微增加至48,549噸(2017年:49,050噸),但通過持續提升生產技術,其密度減少至每百萬元人民幣產值使用2.64噸(2017年:2.77噸/百萬元人民幣),同比減少4.7%。

本集團嚴格遵守國家各項環保法律法規,持續檢視改善措施並確保有系統地管理優化,降低對環境造成的影響。適用於本集團營運的主要法律及法規包括:

《中華人民共和國環境保護法》

《中華人民共和國環境影響評價法》

《中華人民共和國大氣污染防治法》

《中華人民共和國水污染防治法》

《中華人民共和國固體廢物污染環境防治法》

《中華人民共和國環境噪聲污染防治法》

《危險化學品安全管理條例》

《鍋爐大氣污染物排放標準》

《污水綜合排放標準》

《排污許可管理辦法(試行)》

於2018年本集團並不知悉有任何重大不符合該等法律及法規的情況。

mainly due to the waste generated from the maintenance of the bottle-making equipment which carries out every two to three years. The total amount of non-hazardous waste generated in 2018 slightly increased to 48,549 tonnes (2017: 49,050 tonnes), however, its intensity decreased to 2.64 tonnes per product value in RMB million (2017: 2.77 tonnes/RMB million) through continuous upgrade of production techniques, representing a year-on-year decrease of 4.7%.

The Group strictly complies with relevant environmental laws and regulations of the PRC. To reduce damages to the environment, it also reviews improvement measures on an ongoing basis and ensures systematic management and optimization. Major laws and regulations applicable to Group's operations include:

"Environmental Protection Law of the People's Republic of China"

"Environmental Impact Assessment Law of the People's Republic of China"

"Prevention and Control of Atmospheric Pollution Law of the People's Republic of China"

"Water Pollution Prevention and Control Law of the People's Republic of China"

"Prevention and Control of Environmental Pollution by Solid Waste Law of the People's Republic of China"

"Environmental Noise Pollution Prevention Law of the People's Republic of China"

"Regulations on the Safety Administration of Dangerous Chemicals"

"Emission Standard of Atmospheric Pollutants from Boilers"

"Comprehensive Sewage Discharge Standards"

"The Administrative Measures for Pollutant Discharge Licensing (for Trial Implementation)"

The Group is not aware of any material non-compliance with such laws and regulations in 2018.

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

以下是本集團如何通過安裝及／或升級系統和設備實現減少排放物和污染物的例子：

## 減少用煤

本集團阿克蘇、長春、南寧、哈爾濱4家工廠燃煤鍋爐汰換或導入集中供熱，相比上年度減少用煤量超過8,000噸。結果，這些工廠的氮氧化物排放量相應減少。

The following are examples of how the Group achieved reduced emissions and wastes through the installation and/or upgrade of systems and equipments:

## Reduce Coal Consumption

Four factories of the Group (in Akesu, Changchun, Nanning and Harbin) replaced the coal-fired boilers with natural gas boilers or introduced centralised heating. Coal consumption was reduced by over 8,000 tonnes as compared to last year. As a result, emissions of nitrogen oxides from these factories reduced accordingly.



長春工廠天然氣鍋爐  
Natural gas boilers in Changchun factory

## 廢水污染物線上監測系統

本集團南昌、南寧等12家工廠配置廢水污染物線上監測系統，總投入費用人民幣2.9百萬元，有效監控化學需氧量排放濃度，確保符合國家標準及地方環保要求。

## Waste Water Pollutants Online Monitoring System

12 factories of the Group in Nanchang and Nanning are equipped with online monitoring system for wastewater pollutants at a total cost of RMB2.9 million. Emission intensity of chemical oxygen demand is effectively monitored to ensure compliance with national standards and local requirements.



南昌工廠廢水在線監測系統  
Wastewater online monitoring system in Nanchang factory

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

## 降低排放水污染物

本集團武漢、南昌、河南、昆山4家工廠污水處理設施升級，總投入費用人民幣2.7百萬元，進一步降低排放污水污染物含量。

## Reduce Pollutant Content of Discharged Water

The sewage treatment facilities of the four factories of Wuhan, Nanchang, Henan and Kunshan were upgraded at a total cost of RMB2.7 million, further reducing the pollutant content of sewage.



南昌工廠污水除磷設施  
Facility for removing phosphate from sewage in Nanchang factory

## 資源使用

本集團在生產運營中嚴格遵守相關資源使用法律法規要求。本集團已建立能源管理系統，系統化管理資源使用量，嚴格控制每日單位資源耗用量，並建立資源耗用異常追蹤及改善機制。本集團全面開發及利用資源，持續探尋節約資源新途徑，促進水資源、餘熱等資源的回收，同時鼓勵創新，對節能新技術積極評估引入。我們亦持續推行節能知識培訓，提升員工節能環保意識，如：邀請行業專家對集團能源管理人員進行《鍋爐、水系統管理知識》、《蒸汽系統知識》等培訓，參加510人次。

## Use of resources

The Group strictly complies with the laws and regulations in relation to the use of resources during the course of production and operation. To meet the government's target of energy saving, the Group has developed energy management system to systematically manage resource usage, strictly control daily resource consumption and establish mechanism for tracking and improving abnormal resource consumption. The Group has a comprehensive approach in resources exploitation and utilization. The Group has been continuously exploring new ways of resources conservation and consumption and facilitates the recycling of resources such as water resources and residual heat. At the same time, it promotes innovation, actively evaluates and introduces new energy saving technology. Continuous training on energy-saving is provided to raise staff awareness of energy-saving and environmental protection. For example: the Group invites industry experts to conduct training on "Management Knowledge of Boilers and Water Systems" and "Knowledge of Steam Systems" for energy management personnel of the Group, with a total of 510 participants.

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

2018年度本集團於營運時所使用的主要資源總量如下表：

The table below sets out the total consumption of certain major resources used in the operation of the Group in 2018:

資源使用	Use of resources	2018	2017
水(噸)	Water (tonnes)	<b>8,908,076</b>	8,543,173
水密度(噸/百萬元人民幣)	Water intensity (tonnes/RMB million)	<b>474.38</b>	482.19
電力(兆瓦時)	Electricity (MWh)	<b>331,517</b>	316,940
天然氣(兆瓦時)	Natural gas (MWh)	<b>505,092</b>	386,530
煤(兆瓦時)	Coal (MWh)	<b>1,697</b>	52,961
外購蒸汽(兆瓦時)	Purchased steam (MWh)	<b>501,979</b>	654,916
直接能源密度(兆瓦時/百萬元人民幣)	Direct energy intensity (MWh/RMB million)	<b>27.60</b>	25.69
間接能源密度(兆瓦時/百萬元人民幣)	Indirect energy intensity (MWh/RMB million)	<b>44.39</b>	54.85
製成品所用包裝材料總量(噸)	Total packaging materials for finished products (tonnes)	<b>335,858</b>	323,111
包裝材料每生產單位估量 (噸/百萬元人民幣)	Packaging materials intensity (tonnes/RMB million)	<b>0.1068</b>	0.1075

備註：水、直接能源密度、間接能源密度及包裝材料披露單位「百萬元人民幣」，依產品「產值」計算。

Note: Water, direct energy intensity, indirect energy intensity and packaging materials are presented in “RMB million” based on “product value”.

如上表所示，本集團消耗的總體能源密度較去年相比減少，天然氣使用量較去年上升，主要是秉持節能減排的社會責任，導入清潔能源，將燃煤鍋爐汰換為天然氣鍋爐；以及杭州、昆山工廠改為由天然氣鍋爐自產供應蒸汽，減少外購蒸汽使用量並同時符合潔淨蒸氣要求。

As shown on the above table, the total energy intensity consumed by the Group decreased compared with last year. The consumption of natural gas increased compared with last year, mainly because the Group upheld its social responsibility of energy conservation and emission reduction and replaced coal-fired boilers with natural gas boilers to introduce clean energy. In addition, the Hangzhou and Kunshan factories changed to use natural gas boilers to produce steam on their own, the consumption of purchased steam therefore reduced and at the same time met the requirement of clean steam.

在水資源使用方面，本集團求取水源主要來自於市政供水和地下水，地下水的採用受當地相關政府部門監管。於報告期內，本集團在求取適用水源上並沒有遇到任何問題。

With regard to the use of water resources, the Group obtains water resources mainly from the municipal water supply and the underground water, while the use of underground water is subject to the regulations of the relevant local government authorities. During the Reporting Period, the Group had not encountered any difficulties in obtaining water resources that is fit for purpose.

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

## 減少用水

本集團持續回收利用反滲透濃水、冷凝水、洗瓶水，預計年減少用水量200餘萬噸。

## Reduce Water Consumption

The Group continued to recycle reverse osmosis concentrated water, condensed cool water and water from bottle washing. It is estimated that annual water consumption of the Group will be reduced by more than 2 million tonnes.



河南工廠反滲透濃水回收利用  
Recycling of reverse osmosis concentrated water in Henan factory

## 環境及天然資源

本集團工廠在生產營運過程中，對各類污染排放物均設置收集與處理設施，務求有效處理，符合或優於國家及地方規定的排放標準。誠如本報告的前述章節所述，本集團採取有效環保措施及方案，持續評估是否符合環保要求。除此之外，我們亦積極地響應政府規劃，嚴格按照要求使用清潔能源，大力支持和推動環境及社會可持續發展。

## Environment and natural resources

In the course of production and operation, the Group sets up collection and treatment facilities for each type of pollutants at its factories, thereby ensuring effective treatment is available for pollutant emission to meet or outperform the national and local standards of discharge. As illustrated in the previous sections in this Report, the Group has effective green initiatives and plans in place to continuously assess the compliance with environmental protection requirements. Apart from that, it positively responds to government planning and strictly complies with the requirements in respect of the use of clean energy. It also makes great efforts to support and promote sustainable environmental and social development.

本集團立足關愛環境、節約資源，旗下各工廠重點開展管理創新、技術創新、工藝優化，有效降低生產過程對環境的影響。我們通過開展環保培訓和舉辦節能活動，提升全體員工的環保意識。同時，本集團密切關注和嚴格遵守國家和地方的環境保護相關法律法規及政策，建立和完善公司內部規章制度，制定了《固體廢棄物管理程序》、《污水、廢氣和廠界噪聲管理程序》、《環境安全運作作業標準》等環境相關程序文件和作業標準，建立環境安全危機事件應急響應機制，成立環境安全小組，實施應急演練，快速處理環境安

The Group cares about the environment and resources conservation. Factories of the Group attach importance to innovative operation and technology and process optimisation to minimise the environmental impact of the production process. Training on environmental protection is conducted and energy saving activities are held to raise the green awareness of all employees. The Group keeps abreast of and stringently complies with state and local laws and regulations relating to environmental protection. It has developed and optimised the internal rules and regulations, formulated environment-related procedural documents and operating standards such as “Solid Waste Management Procedure”, “Sewage, Waste Gas and Factory Noise Management Programs” and “Environmental Safety



# 環境、社會及管治報告

## Environmental, Social and Governance Report

全危機事件。另外，通過管理與技術創新、工藝優化，減少資源耗用，完善排放物環保處理設施，減少廢棄物的排放，有效降低生產過程對環境的影響，致力於打造環境友好、資源節約型企業。本集團並不知悉本集團在生產營運過程中有任何活動會對環境及天然資源構成任何重大影響。

## 第二部分、社會披露

### 健康與安全

本集團堅持以人為本、安全健康的方針，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國職業病防治法》、《中華人民共和國特種設備安全法》、《生產經營單位安全培訓規定》等國家相關法律法規要求，並依據ISO45001職業健康安全管理体系和安全生產標準化的要求，制定和完善本集團《危險源識別管理程序》、《應急預案控制程序》、《職業健康管理程序》、《特種設備管理作業標準》、《生產安全事故報告和調查處理作業標準》等程序文件和作業標準，識別和控制生產及服務過程中的風險，制定應急救援的預防和響應措施，提高員工應對突發事件的處理能力，規範特種設備使用登記、年度檢測、維護保養、日常檢查等要求，明確生產安全事故分級、通報、調查處理、整改等要求，全面指導和推進公司的安全生產及管理活動，持續增加安全生產投入，確保安全生產和職業病防治工作的穩定落實。於2018年度未發生一般及以上生產安全事故、火災事故及職業病事故。

Operating Standard”, established emergency response mechanism for environmental security crisis. It has also established an environmental safety team, carried out contingency drills, promptly handled environmental safety crisis, through management, technological innovation and technical optimization, reduced resource consumption, improved environmental treatment facilities for emissions, reduced waste emissions, effectively reduced environmental impact of production processes, and strived to become an environmentally friendly and resources-saving enterprise. The Group is not aware that any activities in the course of its production and operation has any significant impact on the environment and natural resources.

## PART II. SOCIAL DISCLOSURE

### Health and safety

The Group adheres to people-oriented, safe and healthy approach, maintaining strict compliance with relevant national laws and regulations such as “Production Safety Law of the People’s Republic of China”, “Fire Protection Law of the People’s Republic of China”, “Prevention and Control of Occupational Diseases of the People’s Republic of China”, “Special Equipment Safety Law of the People’s Republic of China” and “Regulations on Safety Training of Production and Business Units”. According to the requirements of ISO45001 Occupational Health and Safety Management System and Safety Production Standardization, procedural documents and operating standards such as “Procedures for Identification and Management of Source of Hazards”, “Procedures for Emergency Plan Control”, “Procedures for Occupational Health Management”, “Operating Standard of Special Equipment Management”, “Operating Standards of Reporting Production Safety Incidents and Investigation Handling” were formulated and improved. Risks in the production and service processes were identified and controlled, preventive and response measures for emergency rescue were developed, capability of staff in handling emergencies was improved, requirements of registration of use, annual inspection, maintenance and daily inspection of special equipment were regulated, requirements of classification, notification, investigation handling and rectification of production safety accidents were defined. The Group supervised and moved forward all aspects of production safety and management activities, continued to increase investment in production safety, ensuring steady implementation of production safety and prevention and treatment of occupational disease. There were no general or above-mentioned production safety accidents, fire accidents or occupational health hazards in 2018.

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

本集團強化安全生產管理職能，加強安全管理隊伍建設，結合職業健康安全管理體系和安全生產標準化的工作要求，有效識別生產及服務過程中的風險，並制定預防控制措施和管控要求，持續落實安全生產責任制，通過安全宣導和教育、消防安全演練等方式，向員工宣傳安全知識，提升員工安全作業能力和強化員工安全意識，利用內外部資源組織專業培訓，提高安全管理人員的安全生產管理能力和專業理論知識；持續落實消防、特種設備、化學品、粉塵防爆、施工作業、生產設備、人員操作的安全管理，開展專項安全檢查、隱患排查和治理工作，開展「安全生產月」、「消防加強月」和「星級工廠」安全管理評比等專項活動，推進公司安全生產規範化管理和安全文化建設，並定期檢視安全績效達成狀況，持續改進安全生產管理工作，為員工創造安全的工作環境，切實保障員工的安全。

The Group strengthened the functions of safety production management, stepped up building of the safety management team, effectively identified the risks in the production and service process by combining occupational health and safety management system and the work requirements of production safety standardization, formulated prevention and control measures and control requirements, continued to implement responsibility system of production safety, promoted knowledge of safety of employees and improved their capability of safety operation and strengthened their safety awareness through safety promotion and education, fire drills etc. Internal and external resources were leveraged to organize professional training to improve capability of safety management personnel in managing production safety and their theoretical professional knowledge. The Group continued to implement safety management of fire prevention and control, special equipment, chemicals, prevention of dust explosion, construction operations, production equipment and personnel operation, as well as to carry out special safety inspections, investigation and treatment of hidden hazards. Special activities such as “Safe Production Month”, “Fire Education Month” and “Star Factories” evaluation of safety management were held to promote the standardization management of safe production and building of safety culture of the Company. Safety performance was regularly reviewed and production safety management was continuously improved to create a safe working environment for employees and effectively protect their safety.

消防加強月  
Fire Education Month



外聘國家級安全專家培訓和指導工作  
Training and guidance by  
external national-level security expert



2018年度「星級工廠」頒獎  
Presentation of “Star Factory”  
Awards in 2018

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



昆山統一獲得市級平安企業  
Kunshan President awarded  
with municipal-level enterprise



成都統一獲得成都市安全文化建設示範單位  
Chengdu President selected as showcase of  
municipal safety culture construction in Chengdu

本集團關注員工職業健康，嚴格按照《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》等法律法規要求，委託有資質的職業衛生技術服務機構對工廠開展職業病危害因素檢測，為員工配備相應的勞動防護用品，定期組織員工進行職業健康體檢，積極預防和控制職業危害因素給員工帶來的影響，保證員工的職業健康。

本集團關注提升員工幸福感，通過優化食堂、宿舍、文娛設施等員工後勤配套服務，增加人文關懷，降低員工流動率，讓員工預防風險的能力保持在一定水準。同時，通過技術創新導入自動化設備，通過管理創新優化作業流程，降低勞動強度，改善工作環境。

## 產品責任

本集團秉持「三好一公道：品質好、信用好、服務好、價格公道」的理念，向消費者提供安全、健康、美味的食品。為提升食品安全管理體系層級，本集團設置食品安全委員會與食品安全中心，致力於食品安全保障系統的布建、食品安全政策的制定，深化食品安全風險評估、預警及監控，保證食品安全；承擔本集團的品保體系管理，制定並落實品質政策，保證產品品質。

The Group pays attention to employees' occupational health, and complies strictly with the requirements such as the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases" and the "Provisions on the Supervision and Administration of Occupational Health in the Workplace". The Group entrusts qualified occupational health technical service agencies to conduct occupational hazard testing for factories, equips employees with corresponding protection, regularly arranges occupational health checkups for employees, actively prevents and controls the impact of occupational hazards on employees, and guarantees their occupational health.

The Group cares for its employees and their happiness. It optimises back-of-the-house auxiliary services for employees such as canteen, quarters and recreational facilities, with the aim to reduce turnover rate and strengthen employees' risk prevention ability through expressing care for them. At the same time, the Group improves working environment by introducing automation equipment with innovative technology and optimises working procedures through innovative management to ease labour intensity.

## Product responsibility

The Group upholds the philosophy of "Three Goods and One Fairness: Good Quality, Good Credit, Good Service and Fair Price" and provides safe, healthy and delicious food to consumers. To enhance food safety management, it has set up the food safety committee and food safety centre, dedicating to the construction of the food safety protection system, formulation of food safety policy and further enhancement of risk assessment, alert and monitoring with an aim of ensuring food safety. The Group is also committed to managing the quality assurance system as well as establishing and implementing the product quality maintenance policy, so as to ensure product quality.



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

本集團品牌及產品的宣傳項目嚴格按照《中華人民共和國廣告法》、《食品廣告發佈暫行規定》等法律法規，2018年度無違反廣告法的行為。

此外，本集團持續完善原物料供應鏈的監管機制，重點加強供應鏈源頭食品安全管理及成品的食品安全監控。落實供應商食品安全資質審核、實地評鑒，建立原物料食品安全專案監控機制，確保從供應鏈源頭就開始落實食品品質安全監控；除進行供應商培訓，還引入協力廠商專業機構對供應商進行審核，輔導供應商建立科學有效的食品安全和品質管制體系。本集團全面導入食品安全防護計畫，從產品設計開始，貫穿生產過程，涵蓋通路銷售，以確保產品安全美味，消費者安心滿意。所有品質類客訴均及時處理，並對客訴樣品進行檢測確認及被投訴相關批次產品的安全性進行評估。建立《顧客滿意度調查控制程序》，每季度至少進行一次經銷商抽樣調查，其對產品品質及服務的滿意度。2018年度顧客滿意度調查結果均滿意。

本集團密切關注外部各種食品安全事件，及時進行風險評估，對類似原物料與成品予以排查，完善食品安全管理系統，確保食品安全；積極參與相關國家標準制定及修訂，搜集並發佈食品法規及國內外食品安全信息，增強集團食品安全意識。本集團促進食品法規與安全標準徹底執行，確保消費者權益。成品除嚴格執行國家標準外，亦有內部控管標準，如《成品食品安全規格標準》、《成品規格標準》等，同時嚴格遵守《食品安全法》等國家法律法規。於2018年本集團並不知悉有任何重大不符合有關產品安全及宣傳的法律和法規的情況。

In respect of advertising, the Group strictly complies with the “Advertisement Law of the People’s Republic of China” and “Provisional Regulations on Food Advertising” and other relevant laws and regulations in promotion projects of its brand and products. There was no non-compliance within the relevant advertising laws in 2018.

In addition, we continue to improve regulatory mechanism of supply chains of raw materials and focus on strengthening food safety management of the source of supply chains and safety monitoring of food products. We have implemented assessment and field inspection of food safety qualifications of suppliers, established monitoring mechanism of food safety projects of raw materials to ensure the implementation of food quality and safety monitoring starts from the source of supply chain. In addition to provision of training, we have introduced professional agencies of manufacturing partners to evaluate our suppliers, and assist them to establish their own scientific and effective food safety and quality management system. We have fully introduced Food Safety Protection Program covering the production and sale process starting from product design to ensure product safety and taste, as well as customer satisfaction. All complaints about quality will be dealt with timely. The relevant products will be inspected and safety of the same batch of products will be assessed. A “Consumer Satisfaction Research Control Program” is in place for the Group’s distributors to conduct sample survey on their satisfaction with the Group’s product quality and services once every quarter. The result of the consumer satisfaction survey is satisfactory in 2018.

We pay close attention to various food safety incidents of other food manufacturers, timely carry out risks assessment, inspect similar raw materials and food products, improve food safety management system to guarantee food safety, actively participate in the formulation and revision of relevant national standards, compile and promulgate food regulations and local and foreign food safety information to enhance food safety awareness of the Group. Full implementation of food regulations and safety standards is also promoted to safeguard consumers’ interests. In addition to strict compliance with national standards, we also established internal control standards, for instances, the “Safety Specification Standards for Food Products” and “Product Specification Standards” etc. At the same time, the Group observes closely national laws and regulations such as “Food Safety Law”. The Group is not aware of any non-compliance in respect of relevant laws and regulations relating to product safety and advertisement in 2018.

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

本集團與經銷商客戶保持密切的業務合作關係，高度保障經銷商客戶的隱私與商業機密。本集團已提供合理包裝與詳細的產品信息標示，如產品產地、製造商代碼、產品標準代碼、包裝材料、成分、使用說明等。本集團產品的活動推廣由協力廠商按照本集團的隱私保護政策、其經營策略及《中華人民共和國合同法》、《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》等法律進行。

2018年度，本集團生產經營各環節皆嚴格遵守上述法律法規的規定，未發生相關違規事件。

本集團食安中心下設食品安全檢測中心，2018年通過中國合格評定國家認可委員會專家評審（CNAS認可），檢測中心已通過本集團合計167個項目。目前，實驗室檢測系統已擁有3項技術成果獲得國家專利授權。該團隊於2018年11月獲選「上海市食品安全新型檢測技術開發團隊」，為長寧區唯一食品製造業者獲選團隊。該中心還與國內高校和行業協會緊密合作互動，2018年投入購置傅立葉轉換紅外光譜儀與拉曼光譜儀，可以針對化學成份大數據比對，進行材質分析與身份圖譜比對，實現從單一成份到配方比例進行監控，預防原物料摻假。

The Group keeps a close business relationship with its distributors and strictly protects their privacy and commercial secrets. The Group has adopted reasonable packaging and displayed detailed product information for its products, including product origin, manufacturer's code, product standard code, packaging materials, ingredients and instructions. The Group's marketing activities for its products are conducted by manufacturing partners based on the Group's privacy protection policies and operation strategies, and in accordance with laws such as "Contract Law of the People's Republic of China", "Anti-Unfair Competition Law of the People's Republic of China" and "Criminal Law of the People's Republic of China".

In 2018, the Group strictly complied with the above rules and regulations in its course of production and operation. No related violations had occurred in 2018.

The Group's food safety testing centre, established under food safety centre, passed the China National Accreditation Service for Conformity Assessment (CNAS accreditation) in 2018. The testing centre has approved a total of 167 projects of the Group. The laboratory testing system currently possesses three technical achievements being awarded with national patents. The team was selected as "New Testing Technology Development Team of Food Safety in Shanghai" in November 2018, and was selected as the only food manufacturer in Changning District. The Centre also cooperated closely with local universities and industry associations. In 2018, it purchased a Fourier-transform infrared spectroscopy and Raman spectroscopy, which can be used for material analysis and identity map comparison targeted to big data comparison of chemical components and monitoring from single component to proportion of the formula for prevent of adulteration of raw materials.



總部食安檢測中心實驗室

The laboratory of food safety testing centre at the Group's headquarters

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

截至2018年底本集團旗下已有29家子公司通過ISO9001品質管制體系認證，27家子公司通過ISO22000食品安全管理體系等認證，提升了食品安全保障能力，同時也顯示本集團不僅向消費者提供美味的產品，更是健康與安全的食品。

### 僱傭

本集團致力打造具高效率、高執行力及高紀律的團隊，除為員工提供良好的工作環境和積極向上的工作氛圍，更努力建立有利於員工發揮其才能的事業平台及多元化溝通機制，如員工座談會、職工代表大會、工會調解委員會等。本集團運用社會自主招聘、校園招聘、獵頭招聘等多種渠道引進符合本集團戰略要求的人才，以公平、公正的方式進行招募，堅持「德才兼備、用人唯德」的選人用人標準，實施以崗定級、以能力定檔，制定對外具競爭力，對內具公平性的薪酬與福利制度，提供基本薪酬以外的績效獎金、激勵獎金、福利品、旅遊補助、補充醫療等，並實施員工績效評級、管理職聘任辦法、職級晉升辦法等作業標準，向員工提供內部晉升的發展路徑。定期組織多種形式文體團建活動，豐富員工的業餘生活，使員工感受到企業的關懷和溫暖，同時增強了團隊凝聚力和向心力，提升了員工對企業的歸屬感。

As of the end of 2018, 29 subsidiaries of the Group have passed the ISO9001 quality control system certification, and 27 subsidiaries have passed the ISO22000 food safety management system certification. While the ability to maintain food safety is enhanced, it also demonstrated the products of the Group are tasty, healthy and safe to consumers.

### Employment

The Group strives to build an efficient, effective and highly-disciplined team. Not only does it aim at creating an excellent working environment with active and positive atmosphere, it also makes efforts to establish a career platform and a diversified communication channels for employees to realise their full potential, which include staff seminar, employee representative meeting and mediation committee of the trade union. The Group recruits talents who meet its strategic needs through open recruitment, career events at campuses and headhunters on an equal and fair basis. Adhering to the recruitment and employment principle of "Ability, integrity, and meritocracy", the Group sets up a competitive and fair compensation and bonus system based on employees' positions and abilities, and offers performance bonus, incentives, gifts, travel allowance and supplementary medical care in addition to the employees' basic salary. Through performance evaluation, management recruitment measures and promotion measures, the Group provides employees with opportunities of internal promotion. In order to enrich the leisure life of and to show care towards the Group's employees, various culture and sports activities were organized, through which team spirit and sense of belonging among the employees were also strengthened.



家庭活動日  
Family activity day

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

本集團保障員工的工作權，所有員工不會因為性別、種族、宗教、年齡、殘障狀況、性取向、國籍、政治見解、退伍軍人或民族背景等因素而遭受就業歧視，包括聘用、薪酬、晉升、紀律懲處、解僱、退休。每位員工在任用時，需要簽署勞動合同，明確定義勞工及僱主雙方的權利、責任與義務（包括薪資、工作時數、僱員福利及休假等），所有員工都有權利終止與本集團相關聘用公司的僱傭關係。相關僱傭合約的訂立、變更、解除和終止皆嚴格遵守相關法律政策規定。

The Group protects employees' right to work. Regardless of gender, race, religious belief, age, disability, sexuality, nationality, political orientation, veteran background and ethnicity, all staff members receive equal treatment at work in terms of job opportunity, remuneration, promotion, disciplinary treatment, dismissal and retirement. The employment contract that each employee signs with the Group clearly defines rights, responsibilities and obligations of employee and employer, including remuneration, working hours, employee benefits, leave days etc. Every employee is entitled to terminate an employment with the relevant Group member. The entering into, amendment, cancellation and termination of the relevant employment contract are strictly subject to the relevant laws and regulations of the PRC.

本集團嚴格遵守相關國家各項法律法規，積極實施改善措施並不斷優化管理，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》。於2018年本集團並不知悉有任何重大不符合該等法律及法規的情況。

The Group strictly complies with relevant national laws and regulations, including the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China", as well as taking initiatives to improve and continuously enhance the management of labour relationship. The Group is not aware of any material non-compliance with such laws and regulations in 2018.



彩虹公益咖啡培訓  
Coffee training of Rainbow Public Welfare



「花會七夕」節日活動  
"Qixi Flower Festival" Event

## 供應鏈管理

本集團始終秉承「食品安全為第一優先」原則，遵循國家法規，建立嚴格的內控作業標準，在食安、環保、稅務、財務、誠信異常等方面依據國家公示資訊，對供應商進行全面的企業信用風險評級考試，如有違反標準的給予供應商終止合作的處罰。原料及配方已納入食品安全的監測管理系統，故選擇良好的供應商及供應鏈管理機制對於促進上下游合作的順暢銜接具有重大意義，以確保消費者無食品安全風險及提升營運效益，實現上下游雙贏。

## Supply chain management

The Group adheres to the principle of "Food Safety As The First Priority" all the time. In accordance with the relevant national regulations, it has established stringent internal operating procedure. The Group conducts comprehensive rating assessment of credit risks on its suppliers in areas of food safety, environmental protection, taxation, financial and abnormal credit standing based on information published by the state. The Group will terminate cooperation with suppliers who have not complied with national standards. The raw materials and formulae of the Group's food products are subject to the food safety monitoring and management system of the food industry. Thus, the selection of good suppliers and supply chain management mechanism are of great significance for the smooth transition in the course of upstream and downstream cooperation, so as to protect consumers from food safety risks, increase operational efficiency and achieve a win-win situation for both upstream and downstream partners in the supply chain.

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

為避免供應鏈產品品質參差不齊、用料標準不統一等問題，在供應商篩選方面，本集團實施「統一招投標」管理制度，以公平、公正、公開、誠實信用的原則對業界知名企業通過廠商資質訪廠等流程進行評估，並由本集團內部或協力廠商檢測機構對供應商的物資材料進行檢測，進而選出入圍供應商，每年不定時進行複檢評估，以確保供應商遵守本集團制定的管理辦法。

In order to avoid issues such as inconsistent product quality and lack of standardised materials in use throughout the supply chain, the Group implements “Unified Tender Evaluation Mechanism” for selecting suppliers, that is, to evaluate well-known enterprises in the industry based on the principles of fairness, justice, openness and integrity such as visiting the manufacturers’ factories, and inspecting the suppliers’ goods and materials by the Group’s internal department or third party testing organization(s). Review assessments are being conducted from time to time every year in order to ensure that the suppliers comply with the measures formulated by the Group.



用作生產本集團「誠實豆」產品的東北大豆種植基地

Soybean planting base in Northeast China for use in the Group’s “Honest Bean (誠實豆)” product

## 發展及培訓

本集團鼓勵員工參加外部培訓學習，對符合要求的員工給予適當的資助。按照《統一中投培訓管理實施作業標準》、《統一員工出國專案管理作業標準》針對員工崗位特徵，以分類、分級的形式提供新進員工培訓，基層主管培訓，高級主管培訓，核心人才培訓，管理培訓生項目等專業培訓，從企業文化、安全教育、專業技能、通用技能、領導力等方面，提高員工業務技能和管理水準。於2018年，本集團員工參與培訓課程平均時數約15.5小時（2017年：15小時）。

## Development and training

The Group encourages staff members to participate in on-job trainings and provides training subsidies to eligible employees. In accordance with the Group’s “Operational Standards on Training Management of Uni-President China Investment” and “Standards on Employees Secondment Project Management” and based on job nature, the Group offers specialized training of different types and levels to newly recruits, junior supervisors, senior supervisors and key personnel, as well as management trainees, so as to enhance their business skills and management level in areas of corporate culture, safety education, professional skills, general skills and leadership. In 2018, staff of the Group spent an average of approximately 15.5 hours on trainings (2017: 15 hours).



管理培訓生培訓  
Training of Management Trainees



2018年蘇滬食品業務主任訓練營  
Training camp for senior officers of Suzhou and Shanghai food business in 2018

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

## 勞動準則

本集團已訂立良好機制，《員工手冊》規定錄用員工法定年齡需達到18周歲或以上，且不分種族、膚色、宗教信仰或性別挑選、僱傭、培訓、報酬、提升和調動員工，確保員工就業機會均等。本集團遵守和維護勞工法律法規例如《中華人民共和國勞動法》及《中華人民共和國勞動合同法》，恪守公正公平的用工政策，杜絕使用童工和強迫勞動。於2018年本集團並不知悉有任何不符合有關杜絕童工或強迫勞工的法律及法規之情況。

## 反貪污

本集團已制定供應商關係準則、政府部門關係準則及陽光條款；針對與商業夥伴、供應商和客戶等往來，制定職業道德與行為規範，嚴格要求員工遵守職業道德。本集團內部審計部門已建立舉報機制，並加強內部的反貪污賄賂監察工作，培訓、宣導及防範經營管理各環節的廉潔從業風險。

本集團嚴格遵守《中華人民共和國反不正當競爭法》及《中華人民共和國刑法》等相關法律法規之規定。2018年度，本集團並不知悉有任何重大不符合上述法律法規之情況。

## 社區投資

本集團進入中國大陸經營已逾25載，多年來，本公司除了滿足人們在各方面的消費需求外，在遵照母公司關於企業社會責任的政策指導下，結合中國大陸的公益特色，始終秉持著「取之社會，用之社會」的理念，努力投入回饋社會。本公司依照與時俱進的思想，對已制訂的《自然災害捐贈作業標準》及《以公司名義對外參加團體作業標準》等規範化文件不斷加以完善，並且在實踐中通過積極

## Labour standards

The Group has set up a well-established mechanism and stated in its “Staff Manual” that the minimum age of employees is 18 years old. The selection, employment, training, compensation, promotion and deployment of staff of the Group is not biased against any particular race, skin color, religion or gender, so as to ensure equal opportunities. The Group obeys and follows the labour laws and regulations such as the “Labour Law of the People’s Republic of China” and the “Labour Contract Law of the People’s Republic of China”, as it adheres to a fair and equitable employment policy that forbids child and forced labour. The Group is not aware of any non-compliance with relevant laws and regulations on elimination of child or forced labour in 2018.

## Anti-corruption

The Group has established standards for relationships with suppliers and government authorities and sunshine law. It has also set up ethical standards and code of conduct for dealing with business partners, suppliers and customers, which require its employees to uphold professional ethics. The internal audit unit has set up reporting mechanism, stepped up anti-corruption and bribery monitoring within the Group, conducted training, promotion and prevention of the risk of corruption in all aspects of operation and management.

The Group strictly observes the provisions in the “Anti-Unfair Competition Law of the People’s Republic of China”, “Criminal Law of the People’s Republic of China” and other relevant laws and regulations. The Group is not aware of any material non-compliance with such laws and regulations in 2018.

## Community investment

The Group entered the PRC market for more than 25 years. Over the years, it has been catering to consumers’ diverse needs and making active contribution to society under the guidance of the corporate social responsibility policy of its parent company. With reference to the public welfare practices in the PRC, it aims at “giving back to the community”. The Group constantly improved standards in place such as “Procedures of Donation for Natural Disasters” and “Code for Group Activities under the Name of the Company”, which are evolving with times. It encourages the public to be “optimistic,

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

主辦或參與慈善公益、文體教育、環境保護各方面的公益活動，培養人們「樂觀進取、親近自然」的精神。

ambitious and nature-loving” by organizing and participating in a wide range of community activities to promote charity, cultural and sports education, and environmental protection.

2018年，本公司在中國大陸參與了多項社會公益活動，包括身體力行有關扶貧的企業幫扶活動、積極響應廣河抗洪救災物資捐贈、積極參與無償獻血及植樹綠化活動、參加關愛孤兒及敬老等社會活動，並通過與中國田徑協會攜手打造「清爽走去大海」全民健步走系列城市賽活動，深入體現了本集團「生命至上、健康生活、熱心環保」的積極理念，切實承擔起了企業所應盡的社會企業責任。

In 2018, the Group joined various community activities in the PRC, including poverty relief by enterprises with action, supplies donation for flood relief in Guanghe County, voluntary blood donation and tree planting, caring for orphans and the elderly, and hosting walking competition “Take a Refreshing Walk to the Sea” jointly with the Chinese Athletics Association which incorporated the Group’s philosophy of “Life matters most, Healthy life, Caring for the environment” and showcased its commitment to corporate social responsibility.

阿克蘇統一企業有限公司  
Akesu President Enterprises Co., Ltd.\*



「百企幫百村」精準對口扶貧  
Targeted poverty relief “Helping Hundred Villages by Hundred Enterprises”

福州統一企業有限公司  
Fuzhou President Enterprises Co., Ltd.\*



關愛孤兒公益活動  
Caring for orphans

南寧統一企業有限公司  
Nanning President Enterprises Co., Ltd.\*



隆安縣助學助困活動  
Student aid activities in Long’an County (隆安縣)

新疆統一企業食品有限公司  
Uni-President Enterprises (Xinjiang) Food Co., Ltd.\*



全民義務植樹活動  
Voluntary tree planting

\* 英文名稱乃本公司盡力將中文名稱翻譯得出。

\* The English name represents the best effort by management of the Company in translating the Chinese name.



**統一企業中國控股有限公司**

**UNI-PRESIDENT CHINA HOLDINGS LTD.**

(a company incorporated in the Cayman Islands with limited liability)

(一家於開曼群島註冊成立的有限公司)

(Stock Code 股份編號: 220)