



# 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



## Great Taste Happy Face 幸福的味道



START





## PROUD TO BE THE "EARTH FOOD CREATOR" 自豪地成為「地球食物創造者」

- and committed to bringing you great taste and a healthier, greener place  
- 致力為您帶來美食，創造更健康、更環保的世界



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 2022 (the "Reporting Period").

Every year, we keep focusing on **improving our operations, enhancing employment and labour practices, sustaining investment in the community, and mitigating impacts on the environment.** As I summarise our efforts made in the past year, the report also serves as a meaningful reflection of what was done right and what could be done better. It also gives me insights on what we should do in the future, near and far, in building a better world.

本人謹此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」）欣然呈報本集團截至2022年12月31日止年度（「報告期間」）之環境、社會及管治年度報告。

每年，我們一直專注於改善業務運作，加強僱傭及勞動常規，持續投資社區，減少對環境的影響。當我總結過去一年的努力時，報告亦對做對了什麼和可以做得更好作出有意義的反思，也對我們在建設更美好世界方面給予近期及遠期的啟示。





We cannot sum up 2022 without mentioning COVID-19. While the pandemic is not entirely over, it no longer severely disrupts our daily lives. We have all gained invaluable experience in adapting to the challenging circumstances under the pandemic, including the realisation and realignment on the importance of health and food supply. Let's not waste our experience. At Nissin Foods, we will continue to build on our strength to ensure the stable supply of food and contribute to building a healthier, greener way of living.

On the **environmental** front, instant noodles have all along been a product with extremely low CO2 emissions throughout their product life cycle. To further mitigate its negative impact on the environment, we review our use of resources and production process on a regular basis. In 2022, we continued to extend our ECO Cup journey to optimise the use of materials throughout the product life cycle. During the year, we succeeded in removing a plastic layer from the lid surface, thus further reducing 14.67% of the plastic used on the lid. We also supported the use of renewable energy by installing additional solar panels and introduced new steam circulation facilities to enhance steam usage efficiency so as to reduce the burden on the environment.

On the **social** front, the Nissin Foods (Hong Kong) Charity Fund kickstarted its first batch of projects in 2022. Echoing the belief of our founder, Mr. Momofuku Ando, that "Eating and sports are the two axles of health", we launched scholarships for undergraduate and post-graduate students studying health education and food & nutritional sciences in local universities. In 2022, the Group also pledged its support as the exclusive food partner of the Hong Kong, China delegation to nine multi-sport games, starting from the Beijing 2022 Olympic Winter Games leading up to the Paris 2024 Olympic Games.

We believe that strong **governance** is essential to our long-term success and our ability to create value for all stakeholders. Strong corporate governance practices are in place to promote transparency, accountability and ethical behaviour. We are committed to upholding the highest standards of integrity and responsibility in all our business activities.

It is worth noting that we introduced a host of initiatives during the year to engage our stakeholders. To further enhance customer experience and connect with consumers, Nissin Foods launched its first-ever membership programme, "Nissin Foodium" in Hong Kong and Mainland China. It allows direct communication for us to better understand consumer preferences, behaviours and changing consumption trends.

Staying true to our Group Philosophy — to be the "Earth Food Creator", we contribute to society by gratifying people with the pleasure of eating, and to the world by creating a healthier and greener community.

**Kiyotaka Ando**  
Chairman

Nissin Foods Company Limited

提及2022年，我們不得不提COVID-19。儘管疫情尚未完全結束，惟已不再嚴重干擾我們的日常生活。在應對疫情的挑戰中，我們積累了寶貴的經驗，包括意識及重新認識健康及食品供應的重要性。讓我們好好珍惜這些經驗。在日清食品，我們將繼續發揮自身的優勢，確保食品穩定供應，為建設更健康、更綠色的生活作出貢獻。

在**環保**方面，即食麵一直以來在其產品生命週期中排放極少二氧化碳。為進一步減輕其對環境的負面影響，我們定期檢討所使用的資源及生產流程。2022年，我們繼續擴展我們的ECO杯旅程，優化產品生命週期中所使用的物料。年內，我們成功移除蓋子表面的塑料層，進一步將蓋子所用的塑料減少14.67%。我們亦支持使用可再生能源，增設太陽能板，並引入新的蒸汽循環設施，以提高蒸汽的使用效率，從而減輕對環境的負擔。

在**社會**方面，日清食品(香港)慈善基金於2022年啟動首批項目。秉承創辦人安藤百福先生「飲食和運動是健康之兩個軸心」的信念，我們推出獎學金，為在本地大學修讀健康教育及食品營養科學的本科及研究生提供資助。2022年，本集團亦承諾成為中國香港代表團的獨家食品夥伴，支持代表團參加北京2022年冬季奧運會等九項運動會，直至2024年巴黎奧運會。

我們相信穩健的**管治**對於我們長遠成功及為所有持份者創造價值至關重要。我們實施穩健的企業管治常規，以促進透明度、問責制及道德行為。我們致力於在所有商業活動中堅持最高的誠信及責任標準。

值得注意的是，我們於年內推出一系列與持份者互動的活動。為進一步增強客戶體驗並與消費者建立聯繫，日清食品在香港及中國內地推出首個會員計劃「日清食品體驗館」，讓我們可直接與消費者溝通，更好地了解他們的喜好、行為及不斷變化的消費趨勢。

我們堅持本集團理念 — 成為「地球食品創造者」，通過滿足人們的飲食樂趣來貢獻社會，創造一個更健康、更環保的社區。

**安藤清隆**  
董事長

日清食品有限公司

ENJOY CHING CHAI FARM  
日清滋味農莊



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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.

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。

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

「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。

"EARTH" also means land and soil. Grains, which are the raw materials 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.

另外，「EARTH」有土地及土壤意思，而穀物長於土壤，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 ESG Report (the “Report”) to communicate with stakeholders the sustainability efforts across operations and contributions to society.

Nissin Foods adopts a wide range of policies to reduce our environmental impact. This includes pollution and emissions 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, anti-corruption and whistleblowing 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

Nissin Foods 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 noodles, 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 2022. 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 March 2023.

## OPINION AND FEEDBACK

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



<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 Winner Plant) in the Mainland China.

日清食品謹此呈列環境、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。

日清食品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、反貪污及舉報等相關政策及措施，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

日清食品已採用「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2022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2023年3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> 六間代表性廠房涵蓋位於香港的两間廠房(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、珠海永南廠房)。

## BOARD STATEMENT

Our Board is responsible for overseeing 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 review 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. We continuously recognise the growing concern about ESG-related risks and climate-related risks. The Group will ensure that ESG risk factors and opportunities are incorporated into our enterprise risk assessments and analysis process. 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 to demonstrate our investment and determination to create a sustainable future.

Nissin Foods 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.

## CLIMATE CHANGE

Climate change is at the top of the global agenda. 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 significant investments and changes in market expectations. As corporate citizens, we are responsible for responding to the governmental strategy. Therefore, 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 the increase in the cost of raw materials and physical damage to manufacturing plants caused by extreme weather events. We are making efforts to capture the opportunities during the transition period to a low-carbon economy. For example, we are re-designing the product containers, reducing the material and packaging, promoting energy saving programs, investing in green electricity, and dedicating ourselves to waste management scheme.

## 董事會聲明

董事會負責監督環境、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。我們不斷認識到環境、社會及管治相關風險及氣候相關風險日益增加。本集團將確保企業風險評估及分析流程融入環境、社會及管治風險因素和機會。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，以證明我們的投資及決心，創造可持續發展的未來。

日清食品高度關注香港聯交所發佈的最新《環境、社會及管治報告指引》(「《環境、社會及管治報告指引》」)，並將審閱我們的程序，以滿足所有相關要求。

## 氣候變化

氣候變化為全球議程的重中之重。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。作為企業公民，我們有責任回應政府策略。因此，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極端天氣事件導致生產廠房受到物理損壞。我們正努力抓住向低碳經濟過渡期間的機遇，例如重新設計產品容器、減少材料和包裝、推廣節能計劃、投資綠色電力及致力於廢物管理計劃。





Our key stakeholders include customers and consumers, community, employees, suppliers or distributors, investors/shareholders, media and regulatory bodies.

To communicate with our stakeholders effectively, we have 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. We strive to engage with its stakeholders, respond to their feedback and address their areas of concern in a timely manner.

In formulating our sustainability strategy, Nissin Foods has confirmed the following areas as the focus of the Report, as they are the most important environmental and social issues for our stakeholders and us.

- Packaging material and waste
- Product safety and quality
- Supply chain management
- Health and safety

During the year, we organised a series of events to engage our stakeholders:

我們的主要持份者為顧客及消費者、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，我們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、面談及新聞發佈會。我們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。

以下範疇是對相關持份者及我們最為重要之環境和社會議題，日清食品制定可持續發展策略時將其確認為本報告之討論重點。

- 包裝材料及廢棄物
- 產品安全及質量
- 供應鏈管理
- 健康與安全

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 and Consumers</b> 顧客及消費者 	Customer enquiry emails Nissin E-newsletters Customer service hotline Surveys and feedback Consumer events In-store demonstration Nissin Foodium — Nissin Foods membership scheme	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 日清食品體驗館 — 日清食品會員計劃
<b>Community</b> 社區 	Sponsorship and donations CUPNOODLES MUSEUM	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	供應商篩選及評估
<b>Investors/Shareholders</b> 投資者／股東 	Quarterly/Interim/Annual Reports Company website Result Announcements Announcement and Circulars General Meetings 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 新聞發佈 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





### Membership Programme — Nissin Foodium

To further enhance customer experience and connect with consumers, Nissin Foods launched its first-ever membership programme in Hong Kong and Mainland China in 2022. “Nissin Foodium”, a WeChat mini program, offers a host of exclusive benefits, exciting rewards and interactive games for members to discover and enjoy, in addition to the latest brand and product news. In Mainland China, it is also an e-commerce platform. “Nissin Foodium” connects us to our consumers, allowing direct communication for us to better understand consumer preferences, behaviours and changing consumption trends.

### 會員計劃 — 日清食品體驗館

為進一步提升客戶體驗，並與消費者建立聯繫，日清食品於2022年在香港和中國內地推出首個名為「日清食品體驗館」的會員計劃。這是一個微信小程序，除了最新的品牌和產品資訊外，還為會員提供一系列尊享禮遇、精彩獎賞及互動遊戲，讓會員發掘，為會員帶來更多樂趣。在中國大陸，它也是一個電子商務平台。「日清食品體驗館」將我們與消費者聯繫起來，讓我們可以直接溝通，更好地了解消費者的偏好、行為和不斷變化的消費趨勢。



### Community Engagement — CUPNOODLES MUSEUM Hong Kong (“Museum”)

The first and only one outside Japan, CUPNOODLES MUSEUM was launched in Hong Kong in March 2021 under the theme of “The Innovation Journey of Momofuku Ando”. The Museum comprises 3 interactive workshops and distinctive exhibition corners, aiming to offer fun yet educational learning experiences to arouse the curiosity and creativity within every visitor. Visitors can create personalised products and explore the story behind the invention of instant noodles and Cup Noodles by our founder, Mr. Momofuku Ando, as well as the fun facts about the production of the made-in-Hong Kong granola.

### 社區參與 — 合味道紀念館香港 (「紀念館」)

「合味道紀念館」於2021年3月在香港推出，以「安藤百福創造力之旅」為主題，是日本境外唯一的紀念館。紀念館由三個互動工作坊及各具特色的展覽區組成，旨在提供有趣而富教育意義的學習體驗，激發每位參觀者的好奇心和創造力。參觀者可以創作自己獨有的產品，探索我們創辦人安藤百福先生發明即食麵和杯麵的故事，以及製作香港製造的穀物麥片的趣味事實。



## Dialogue with Customers and Consumers — Survey and feedback

We conduct a consumer satisfaction survey every year to collect consumers' opinions and feedback on our array of products, as well as their perception of the Group on food safety, environmental packaging, environmental protection, corporate social responsibility and so on. This keeps us abreast of the latest customer/consumer expectations and ensures that we meet their ever-changing needs. A Customer Care Centre is also in place to facilitate direct communication and exchanges with our customers and consumers.

## Investor Relations

During the year, we have maintained communications with investors, including meetings, telephone conferences, roadshows, media interviews and industry forums to facilitate discussions between Nissin Foods, shareholders and the community. In 2022, we conducted more than 91 meetings with over 211 institutional investors and research analysts. ESG is always one of the topics to discuss in meetings. The Group has been taking every step toward the investors' concerns on ESG-related topics.

## Employee Green Awareness

To enhance the environmental awareness of our employees, we organised educational activities every year. In 2022, we took a guided tour to O • PARK1, the first organic resources recovery centre and renewable energy generation plant in Hong Kong. We learned about the food waste issue as well as the recycling system and management in Hong Kong.

## 與顧客及消費者對話 — 調查及反饋

我們每年進行消費者滿意度調查，收集消費者對我們各種產品的意見及反饋，以及對本集團在食品安全、環保包裝、環境保護、企業社會責任等方面的看法，旨在讓我們了解最新的顧客／消費者期望，確保我們滿足他們不斷變化的需求。我們亦設有顧客服務中心，以便與顧客及消費者進行直接溝通和交流。

## 投資者關係

年內，我們與投資者保持溝通，包括會議、電話會議、路演、媒體採訪及行業論壇等，以加強日清食品、股東及社區之間的溝通。2022年，我們與211多名機構投資者及研究分析師舉行超過91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。

## 僱員環保意識

為提升僱員的環保意識，我們每年均組織僱員教育活動。我們於2022年參觀了香港首個有機資源回收中心兼可再生能源發電廠O • PARK1，了解到香港的廚餘問題，以及本地的回收系統及管理。





# ENVIRONMENTAL PROTECTION 環境保護





## USE LESS, USE BETTER

Awareness of sustainability is increasing, particularly regulatory and public concerns about single-use packaging waste. We have dedicated ourselves to minimising negative impacts on the environment, managing emissions and increasing resource efficiency.

## 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）日益關注。我們自身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。

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

### 我們的容器／包裝設計指導原則的三項主軸

Avoid the use of materials that may have negative effects on the human body or the environment. Promote the use of raw materials such as paper, which have a low environmental impact.

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。

Reduce (reduction in waste generation): Aim to reduce container weight and volume and the number of packaging items.

Recycle (use of recycled materials): Actively use recycled raw materials and resources. Strive to use highly recyclable materials.

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。

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。

Promoting "Reduce and Recycling" to help create a recycling-based society

推廣「物盡其用及循環再用」，打造循環型社會

Environmental impacts  
環境影響

Assessment of environmental impacts  
對環境影響的評估

Design containers and packaging on the basis of the Life Cycle Assessment (LCA), giving consideration to environmental impacts from raw materials to disposal.

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。

The company is constantly looking for new and innovative ways to improve our packaging design to "use less" and "use better" packaging.

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。

## 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, can improve packaging utilisation and increase the delivery's efficiency. Through reusable equipment and our recycling efforts, we are able to mitigate the impact on the environment. We work on reducing the weight and use of containers, as well as undertaking research and development on packaging with less environmental impacts, in order to reduce the use of petroleum-derived plastics and increase the use of innovative new materials.

## 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，以改善包裝的利用率及提高運送的效率。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。我們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之使用和增加創新的新材料之使用。





## JOURNEY TO GREEN PACKAGING

Although instant noodles, as compared to other foods such as meat, generally have a relatively low carbon footprint in terms of fossil energy and cropland used, we are making our greatest efforts to further lower our carbon footprint and packaging materials.

### 1<sup>st</sup> phase: From Plastic Chips to ECO CUP (2009/2010~)

CO2 emissions are significant in the manufacturing process of petroleum-derived plastic. It takes hundreds of years to decompose in landfills, which pollutes the environment. Since 2009 in Hong Kong and 2010 in Mainland China, we have been using more environmentally friendly containers, the ECO Cup. It is mainly made of paper (i.e., trees), which is natural and preferred to Styrofoam. ECO takes reference from the motto "for Ecology, for Customers, for Originality".

Taking Mainland China's example in our green packaging journey, by extrapolation, CO2 emission and plastic usage have been reduced by 24% and 87.8% per serving of Cup Noodles respectively, after the introduction of the 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.

### 2<sup>nd</sup> phase: ECO CUP Renewal (2021)

Celebrating the 50<sup>th</sup> anniversary of Cup Noodles with its innovative technology and improved formula, we 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. In 2021, we 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 reduce the packaging materials. The space inside the container is better utilised while the noodle quality and taste are enhanced. CO2 emissions and plastic use are expected to be reduced by 6.8% and 12.8% respectively, compared to the old version of ECO Cup.

Through these two phases of our green packaging journey, we reduced CO2 by 29.16% from our cup containers.

Furthermore, the container downsizing further contributed to a 16.7% decrease in paper usage, a 15.7% CO2 reduction from cardboard, and a 9.8% CO2 reduction from transportation by improving loading efficiency.

To conclude our whole cup renewal process in 2021, our efforts have successfully reduced 9.7% and 7.5% packaging materials and CO2 respectively, which is estimated to be equivalent to a reduction of 2,200 tons of CO2 annually or 7,400 Japanese Cedars' function of carbon sink.



## 綠色包裝之旅

儘管與肉類等其他食品相比，即食麵於化石能源及耕地使用方面通常具有相對較低的碳足跡，但我們正在盡最大努力進一步減少碳足跡及包裝材料。

### 第一階段：自塑料片至ECO杯(2009／2010~)

塑料的原料為石油，在生產過程中二氧化碳排放顯著。而塑料亦需耗時數百年才能於堆填區分解，會污染環境。我們分別自2009年及2010年起在香港及中國內地開始使用更環保的容器——ECO杯，其材料大部分是紙張（即樹木），天然且優於發泡塑料。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」。

以我們於中國內地的綠色包裝之旅為例，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%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。

### 第二階段：ECO杯革新(2021)

為慶祝合味道誕生50周年，我們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。於2021年，我們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。與舊版本的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%。

透過此兩階段的綠色包裝之旅，我們的杯容器二氧化碳排放量減少29.16%。

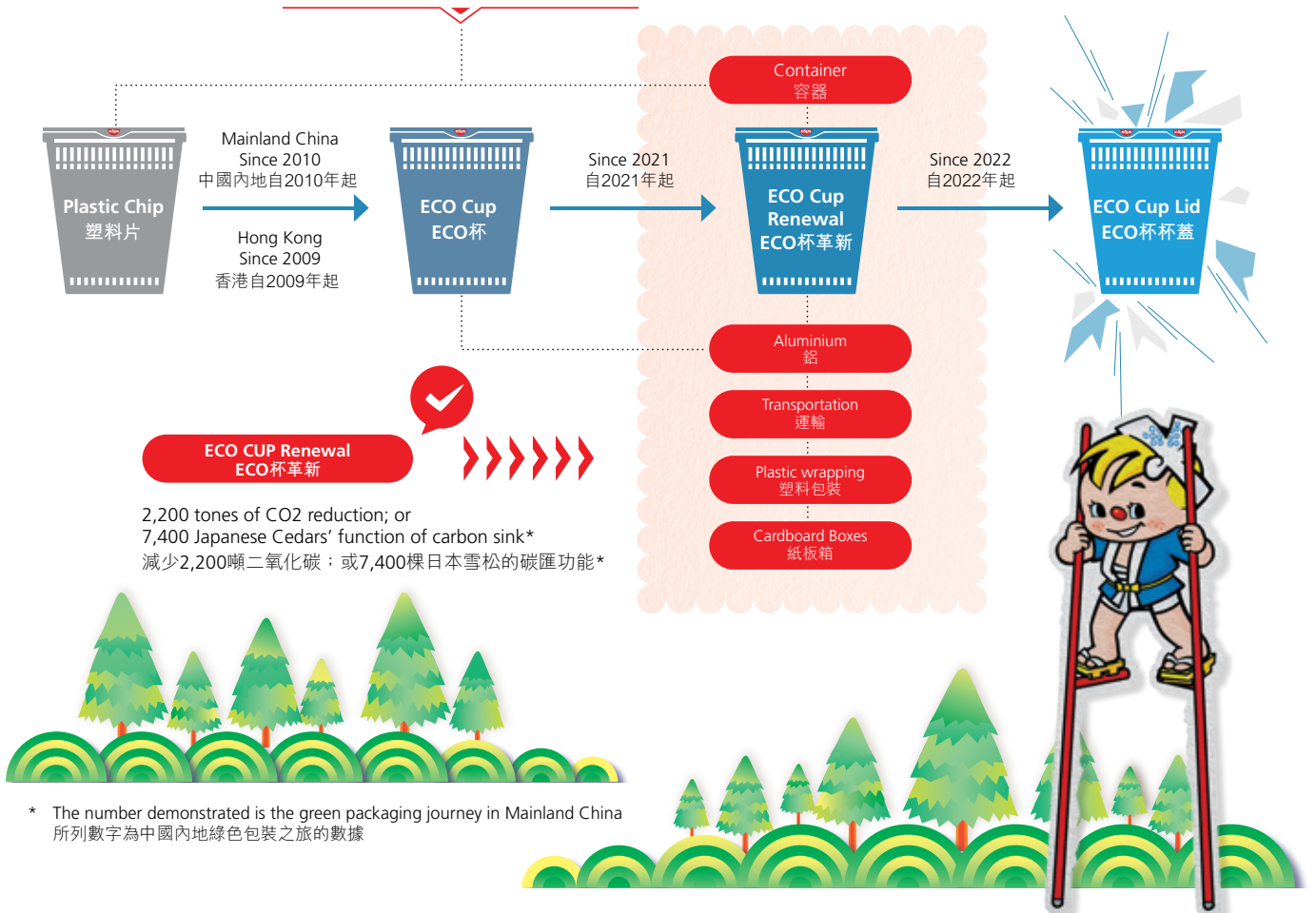
此外，容器尺寸縮小進一步使紙張使用量減少16.7%、紙板二氧化碳排放量減少15.7%及透過提高裝載效率使運輸中的二氧化碳排放量減少9.8%。

為了於2021年完成整個杯裝更新過程，我們通過努力分別成功減少9.7%及7.5%的包裝材料及二氧化碳，估計相當於每年減少2,200噸二氧化碳或7,400棵日本雪松的碳匯功能。





29.16% of CO2 reduced\*  
89.36% plastic usage reduced\*  
減少29.16%二氧化碳\*  
減少89.36%塑料用量\*



**ECO CUP Renewal**  
ECO杯革新

2,200 tones of CO2 reduction; or  
7,400 Japanese Cedars' function of carbon sink\*  
減少2,200噸二氧化碳；或7,400棵日本雪松的碳匯功能\*

\* The number demonstrated is the green packaging journey in Mainland China  
所列數字為中國內地綠色包裝之旅的數據

### 3<sup>rd</sup> phase: Less Plastic in ECO CUP Lid (2022)

Through the previous two phases of our green packaging journey, we reduced plastic usage by 89.36% from our cup containers.

We are responsible for contributing to a sustainable society by producing environmentally friendly products, and we kept our journey to reduce plastic usage in our products. During the year, we succeeded in removing a plastic layer from the top layer of the lid surface of our ECO cup. Based on our estimation, it will reduce 14.67% of plastic from the cup lid.

We have already introduced the new less plastic cup lid in regular size "Cup Noodle" and will complete introducing it to the big size in the first half of 2023.

### 第三階段：ECO杯杯蓋減少塑膠物料（2022）

透過前兩階段的綠色包裝之旅，我們的杯容器塑料用量減少89.36%。

我們有責任通過生產環保產品為社會可持續發展做出貢獻，並堅持減少產品塑料用量。年內，我們成功移除ECO杯杯蓋頂層的塑料層。根據我們的估計，移除塑料層將使杯蓋的塑料使用量減少14.67%。

我們已推出用於常規尺寸「合味道」的塑料用量較少的新杯蓋，並將於2023年上半年完成推出大尺寸的新杯蓋。



## EMISSIONS

### Air Emissions for Green House Gases and other pollutants

In our business operation, the primary source of Green House Gases (“GHGs”) emissions come from our manufacturing process. In terms of other air pollutants, for example, gas boilers were one of the major sources of nitrogen oxide (NOx) and sulphur oxide (SOx); and the vehicle was another emission source in Mainland China.

During the year, we generated a total of 66,667 tonnes of CO<sub>2</sub>-equivalent GHG emissions in the Sites of Operation; and a total of 1.93 tonnes, 0.0052 tonnes, and 0.0009 tonnes of NO<sub>x</sub>, SO<sub>x</sub>, and respirable suspended particles respectively in the Sites of Operation.

We recognise that we are responsible for protecting the environment. We are taking various actions, such as installing renewable energy facilities in our operations and redesigning the packaging to enhance material usage and reduce CO<sub>2</sub> emissions.

Furthermore, we clean the coiled fans and dust collection systems periodically to ensure that the discharged exhaust gas complies with the emission standard. To reduce air pollutants from vehicles, we check the vehicles regularly to ensure they are maintained and in good condition.

We are continuing to upgrade our regular passenger vehicles to more environmentally friendly electric vehicles and purchase more electric vehicles in the coming years. 83% of the company-owned general passenger vehicles have been replaced by electric vehicles currently. We will achieve 100% when the existing gasoline vehicles are retired.

We have 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 ISO14064.

## 排放物

### 溫室氣體及其他廢氣排放

在我們的業務營運中，溫室氣體排放主要來自我們的生產過程。例如，就其他空氣污染物而言，燃氣鍋爐是氮氧化物(NO<sub>x</sub>)及硫氧化物(SO<sub>x</sub>)的主要來源之一；而車輛是中國內地另一排放源。

年內，我們生產廠房所產生之溫室氣體排放量合共66,667噸二氧化碳當量；生產廠房分別合共產生1.93噸、0.0052噸及0.0009噸氮氧化物、硫氧化物及可吸入懸浮顆粒物。

我們認識到我們有責任保護環境。我們正採取一系列行動，例如安裝可再生能源生產設施、重新設計包裝等多項措施改善材料使用和減少二氧化碳排放。

此外，我們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，我們定期檢查車輛，以確保其性能良好。

我們繼續將普通乘用車升級為更環保的電動車，在未來數年採購更多電動車。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%。

我們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佈之指引，並參考ISO14064等其他國際標準進行。



## Supporting the use of renewable energy

To reduce CO2 emissions, we introduced 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 to generate renewable energy, and biomass boilers and heat pump facilities to reuse 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. We highly 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 helps to create a greener Hong Kong by reducing carbon emissions from fossil-based energy.

All Hong Kong plants and two Mainland China plants, Zhejiang and Fujian, have installed the Solar Photovoltaic System, which generated 2,229 mWh (2021: 1,351 mWh) of solar energy in total. We are preparing a further installation in Zhuhai Winner plant in the coming year.

## Enhancing energy efficiency

We enhanced steam usage efficiency to reduce energy usage by introducing new steam circulation facilities in Shunde, Zhejiang, Fujian, and Zhuhai Winner plants. The steam circulation facilities could reduce 12–28% of steam generation. We will continue to invest in enhancing steam efficiency to introduce steam circulation facilities in other plants, which will reduce the environmental burden.

## Reducing volatile organic compounds

When applying the dry lamination, volatile organic compounds (VOCs) are discharged into the air in the wrapping process.

VOCs may cause air pollution by forming ground-level ozone and fine particulates.

To minimize the negative impacts caused by VOCs, we contributed by changing the lamination method from dry lamination to solvent-free lamination for most of our 1-pack and 5-pack bag-type instant noodles wrapping materials.

Solvent-free lamination would keep the environment safe from harmful VOCs since organic solvents are not used.

This new alternative successfully reduced 46.93 tonnes of VOCs emission per year in our noodle-wrapping process, as per our estimation. Furthermore, approximately 114.85 tonnes of CO2 could be reduced per year because of a reduction in energy consumption under this new lamination process. We will continue applying solvent-free lamination in broader product categories to contribute to environmentally friendly packaging.

## 支持使用可再生能源

為減少二氧化碳排放量，我們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以生產可再生能源，和生物質鍋爐及熱泵設施對熱能進行再利用。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。我們通過於生產廠房安裝太陽能光伏發電系統高度支持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。

所有香港廠房及兩間中國內地(浙江及福建)廠房已安裝太陽能光伏發電系統，該等發電系統總共產生2,229兆瓦時(2021年：1,351兆瓦時)太陽能。我們正準備明年於珠海永南廠房進一步安裝太陽能光伏發電系統。

## 提高能源使用效率

我們通過於順德、浙江、福建及珠海永南廠房引進新的蒸氣循環設施，提高了蒸氣使用效率，以減少能源使用。該等蒸氣循環設施能夠減少12–28%的蒸氣。我們將繼續投資於提升蒸氣效率，以於其他廠房引進蒸氣循環設施，這將減少環境負擔。

## 減少揮發性有機化合物

揮發性有機化合物(VOC)於包裝過程中進行乾式覆膜時會被排放到空氣中。

VOC可能通過形成地面臭氧與細小顆粒物而造成空氣污染。

為了最大限度減少VOC造成的負面影響，我們把大多數1包及5包裝即食面的包裝材料，由乾式覆膜改為無溶劑覆膜。

無溶劑覆膜由於不使用有機溶劑，可以使環境免受有害VOC的影響。

根據我們的估計，這種新的替代方法於我們的麵條包裝過程中成功地減少了46.93噸VOC的排放。此外，由於這種新的層壓方式降低了能源消耗，每年亦可減少約114.85噸二氧化碳排放。我們將繼續於更廣泛的產品類別中應用這種無溶劑覆膜技術，為環保包裝作出貢獻。





## USE OF RESOURCES

### Energy and Resources Management

We continue 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.

The main resources consumed by us are energy, water and raw materials. During the year, town gas was the largest component of our energy consumption (99% of the direct energy consumption) and purchased electricity was the second-largest component (69% of the indirect energy consumption). The total energy consumption for the Sites of Operation was 200,707 MWh-equivalent, in which 133,378 MWh-equivalent and 67,329 MWh-equivalent come from direct and indirect energy, respectively, and the total energy intensity was 0.05 MWh-e per'000 revenue.

We are fully aware that sustainability initiatives should not be a one-time thing. 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 the usage of resources. The Group has put forward the following environmental practices to reduce the use of energy and resources:

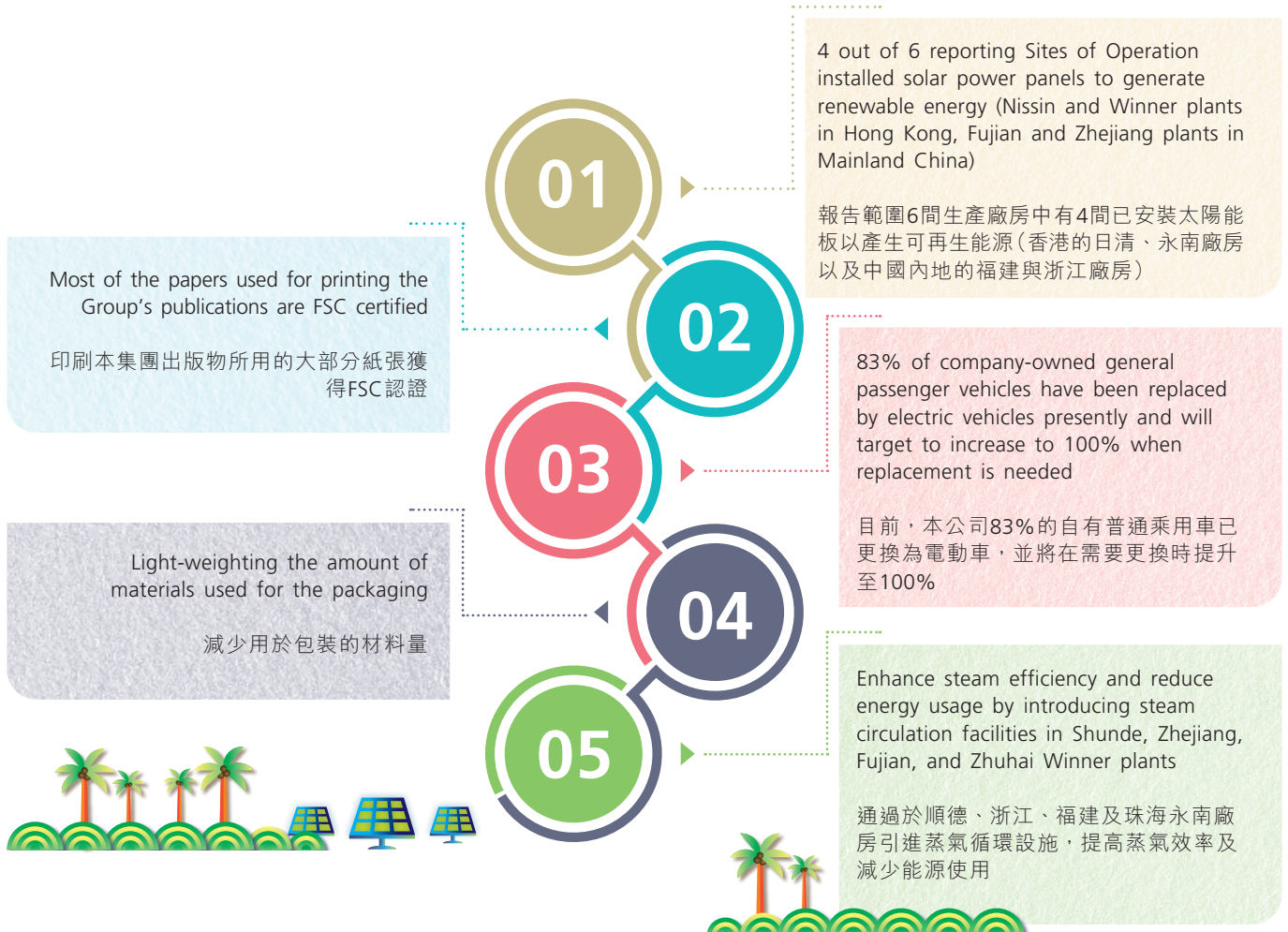
## 資源使用

### 能源及資源管理

我們繼續加強管理方法，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。

我們消耗之主要資源為能源、水及原材料。年內，我們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69%)。生產廠房能源消耗總量為200,707兆瓦時當量，其中133,378兆瓦時當量及67,329兆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。

我們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，我們定期發佈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：





## Water Management

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

During the year, the total amount of water consumed in the Sites of Operation was 378,932 cubic meters; the water intensity was 0.09 cubic meters per'000 revenue.

We aim to reduce this intensity as our target is to reduce the amount of water required in the manufacturing process of products. Other than the new steam circulation facilities to enhance steam usage efficiency, hot water generated from the steaming system has been reused in employees' shower facilities. In addition, automatic water taps have been installed in sanitary facilities to reduce water wastage and ensure hygiene.

## Waste Management

During the year, 3.9 tonnes of hazardous waste and 4,034 tonnes of non-hazardous waste were produced from the Sites of Operation. Both hazardous and non-hazardous wastes generated were properly collected by licensed contractors.

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

In Hong Kong, food waste is a major environmental challenge. According to the Environmental Protection Department (EPD), most of Hong Kong's food waste is disposed of as municipal solid waste in landfills. To tackle the food waste problem, reduction at source and recycling is essential. We 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.

We also joined the "Food Waste/Sewage Sludge Anaerobic Co-Digestion Trial Scheme" led by the Hong Kong government. The scheme creates opportunities and channels for manufacturers to reduce waste in landfills, lower landfill gas such as methane, and convert food waste from operations to compost and biogas. In addition to alleviating the food waste problem, we are recycling our noodle waste in our production process and converting them into animal feed. Recyclers have been commissioned for collection and conversion.

Apart from food waste, we are also dedicated to minimising the production of e-waste. Before the disposal of old and outdated electrical devices, we would arrange an EPD authorised collector to pick up electrical devices for reuse or recycling.

## 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重要的風險之一。因此，我們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378,932立方米；耗水密度為每千元收入0.09立方米。

我們旨在降低該用水密度，主動減少產品生產過程所需的水量。除使用新的蒸氣循環設施以提高蒸氣使用效率外，蒸餾系統產生的熱水會重新用作員工沐浴之用。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

年內，生產廠房產生有害廢物3.9噸及無害廢物4,034噸。所產生的有害及無害廢物均由持牌承包商妥善回收。

我們在不同生產過程中產生之主要廢物為固體廢物及廢水。我們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。

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，從源頭上減少廢物排放及回收至關重要。我們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。

我們亦加入香港政府發起的「廚餘、污泥共厭氧氣清化」試驗計劃。該計劃為製造商善用堆填區的空間並減少堆填沼氣(例如甲烷)創造了機遇及渠道，亦可將營運中的廚餘廢物轉化為堆肥和沼氣。此外，我們於營運過程中回收麵條廢物，並將其轉化為動物飼料。我們已委託回收商收集麵條廢物並進行轉化。

除廚餘廢物外，我們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，我們會安排EPD授權的回收商收集電器設備以供重用或循環再用。



Regarding wastewater, we clean the drains and clear debris blocking rainwater flow regularly. We have commissioned a qualified vendor to collect grease trap waste for proper disposal regularly. Condensed grease oil from the exhaust fans was removed to prevent leakage into the rain drain. Waste palm oil was stored in waste oil drums and collected by recyclers.

To ensure all plants comply with the relevant regulations on sewage discharge, we perform testing on sewage on a regular basis.

對於廢水，我們定期清理下水道及雨水排水溝之阻塞物。我們已委託合資格營辦商定期收集隔油池廢物，以便妥善清理。我們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。

為確保所有廠房均符合污水排放的相關規定，我們定期對污水進行檢測。

## THE ENVIRONMENT AND NATURAL RESOURCES

### Environmental Management System

We have formulated various measures for environmental protection, pollution mitigation, environmental performance enhancement as well as legal compliance. We have 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, we are not aware of any material non-compliance relating to environmental laws and regulations in the Sites of Operation.

To manage and reduce the environmental impact arising from operations, we have taken a further step going beyond compliance. Our food production plants are certified under ISO 14001, an international standard for the Environmental Management System (the "EMS"). The EMS facilitates our efforts in conducting environmental reviews to identify the impacts of its activities on the environment, as well as setting objectives and targets to mitigate those environmental impacts.

### Environmental Emergency Preparedness and Response

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

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

## 環境及天然資源

### 環境管理系統

我們已制定多項措施，以保護環境、減低污染、改善環保表現及確保合法合規。我們的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，我們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。

為管理並減少運營產生的環境影響，我們已採取超越合規的進一步措施。我們的食物生產工廠通過ISO 14001認證（環境管理系統（「環境管理系統」）的國際標準）。環境管理系統有助我們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。

### 應急準備和回應

我們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。環境管理系統委員會亦負責協調演習及準備綜合報告供管理層審閱，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以解決問題，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。

在我們的營運過程中，因產品其中一種重要原材料為棕櫚油，我們有既定程序以防止棕櫚油泄漏。例如，我們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。





## RISK MANAGEMENT ON CLIMATE CHANGE

### Climate Risks

With more frequent occurrences of extreme weather events, such as typhoons and flooding, we adhere to combat the climate risk to maintain our business resilience and agility. 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 rising global average temperatures. They include acute risks (typhoons, floods), chronic risks (rising mean temperatures, rising sea levels) and other risks. We 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:

## 氣候變化的風險管理

### 氣候風險

隨著颱風及洪水等極端天氣事件頻發，我們堅持應對氣候風險，以維持我們應變力及靈活性。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。其包括急性風險(颱風、洪水)、慢性風險(平均氣溫上升、海平面上升)及其他風險。我們根據經營所在地、政府規劃與政策及極端天氣事件，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：

Climate risk 氣候風險	Category 類別	Description 描述	Potential financial impacts 潛在財務影響
Transition risk 轉型風險	Policies & regulations 政策及法規	Tightened regulations on climate-related requirements 對氣候相關要求的規定日趨嚴格	Increase in expenses and capital investments to meet these requirements 加大開支及資本投資以符合規定
Transition risk 轉型風險	Market 市場	Higher raw material costs 原材料成本較高	Increase in operational costs 運營成本增加
Transition risk 轉型風險	Reputation risk 聲譽風險	Changes in consumer preferences for low-carbon products 消費者對低碳產品偏好的變化	Decrease in revenue from lower demand for products 產品需求下降導致收入減少  Increase in R&D expenses to meet their needs such as desires to modern dietary 研發開支增加以滿足彼等的需求，例如他們對當代飲食的需求
Transition risk 轉型風險	Technology risk 技術風險	Preliminary expenses for low-emission technological transformation 低排放技術轉型的前期費用	Preliminary costs for adopting or deploying new practices and processes 採用或部署新慣例及流程的前期費用
Physical risk 實體風險	Acute risks 急性風險	Typhoons and floods 颱風及洪水	Increase in operational costs 運營成本增加  Products are affected, resulting in a fall in revenue 產品受影響導致收入下降



### Climate Potential Opportunities

We keep exploring the measures to mitigate climate risks and capture relevant opportunities.

Large-scale natural disasters, typhoons and floods on a global scale have been seen at higher frequency, intensity and complexity. Under these circumstances, instant noodles taken as a simple hot meal with a long shelf life at room temperature are proven to be a reliable contingency food option, as seen by increased sales in recent years. As part of our ISO 14001-certified environmental management system, we will continue to identify and manage environmental risks, including climate-related risks arising from our operation.

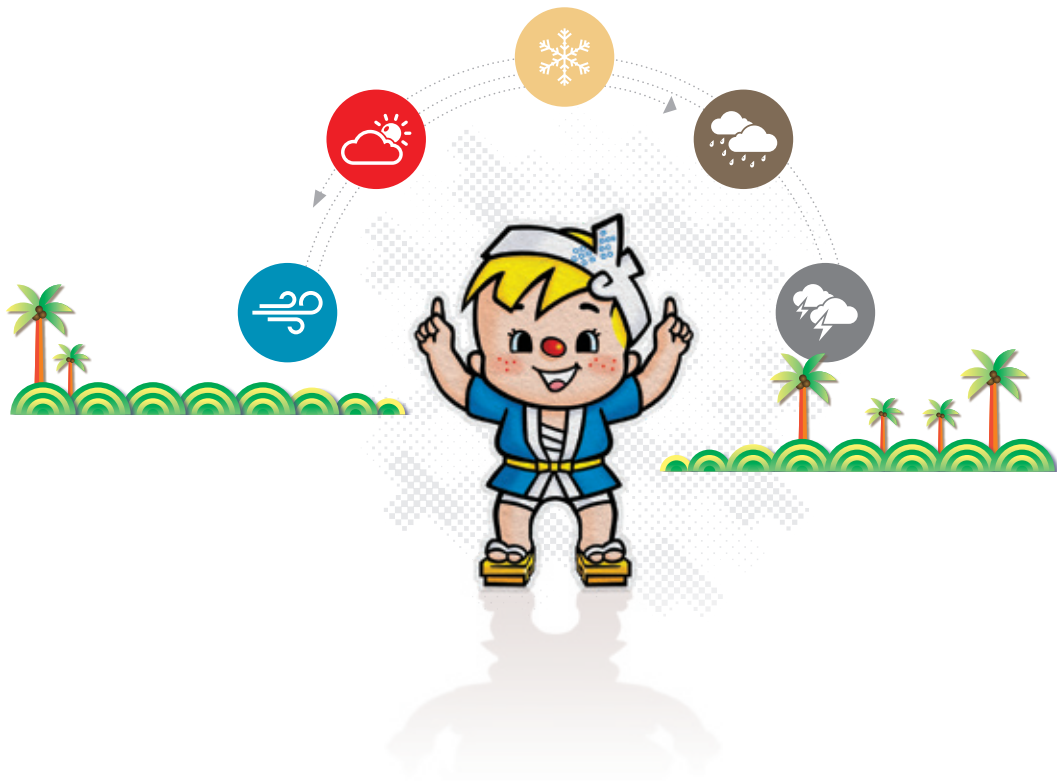
We dedicate ourselves to systematically identifying opportunities created by climate change. For such efforts to be effective, we are fully aware that the entire value chain must be considered. As such, we aim to extend our food portfolio with more eco-friendly choices, such as plant-based soy milk, oat milk, and dim sum, and organic juice. In our operations, we will continue to explore and maximise the application of innovative technologies, such as new energy and water technologies. All in all, these help us formulate a low-carbon economy and business portfolio, and remain competitive in the midst of global climate change.

### 氣候潛在機遇

我們不斷探索降低氣候風險及把握相關機遇的措施。

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。在該等情況下，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。作為經ISO 14001認證的環境管理系統的一部分，我們將繼續識別及管理環境風險，包括運營產生的氣候相關風險。

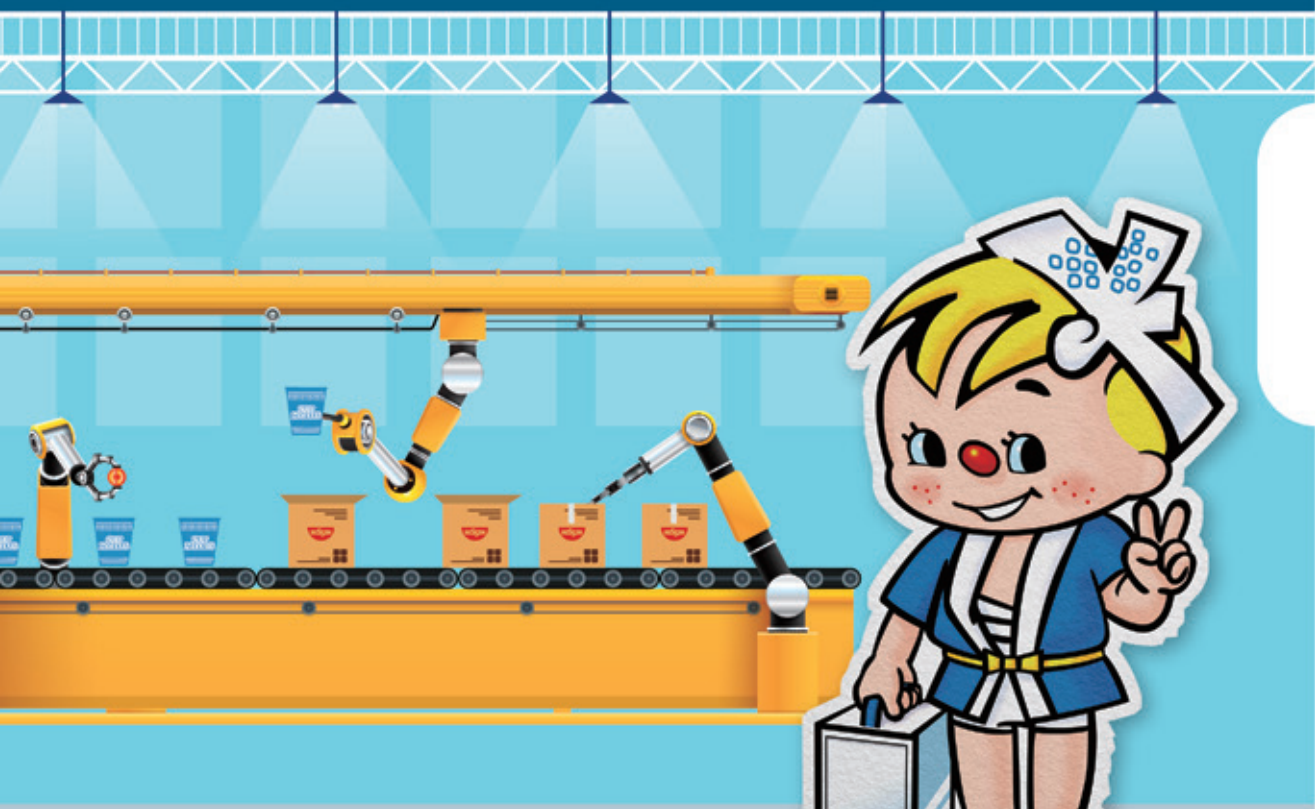
我們致力於有系統地識別氣候變化帶來的機遇。為有效識別有關機遇，我們充分意識到需考慮整個價值鏈。因此，我們旨在以更環保的食物(如以植物為基礎的豆奶、燕麥奶、點心及有機果汁)擴大食品組合。在運營中，我們將繼續探索並盡量應用創新技術，如新能源及水技術。總而言之，這些有助於我們制定低碳經濟及業務組合，並在全球氣候變化中保持競爭力。





# OPERATING PRACTICES

# 營運慣例





## FOOD SAFETY AND QUALITY

### Food Safety Management and Quality Assurance System

Product safety is one of the key focus areas of our day-to-day operations. To enhance consumers' confidence, we continue to implement different food safety practices during the procurement, manufacturing and pre-delivery phase of our products. We have the Management Manual in Hong Kong and the Food Safety Handbook in the PRC to provide comprehensive guidelines on food safety for our employees.

At the procurement phase, we require our suppliers to meet all relevant safety and quality regulatory requirements for raw materials, packaging materials and products they provide. We analyse raw materials for the presence of agricultural chemicals, veterinary drugs, heavy metals, radioactive and other harmful substances; and conduct investigations on contaminations with genetically modified agricultural products and other substances, and check the presence of allergens.

At the manufacturing phase, we evaluate the status of the manufacturing process control and implements improvements for any issues discovered during the evaluation.

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



We continue to maintain our high standards for food safety and quality. All of our food production plants are certified under ISO 22000, and four plants (Fujian Plant, Shunde Plant, Nissin Plant and Winner Plant) are certified under FSSC<sup>1</sup> 22000, an international standard for food quality management systems. Other plants are also preparing to be certified under FSSC 22000 to maintain our high food safety and quality standards.

To further promote product safety, the Shunde Plant has adopted the HACCP<sup>2</sup> system to identify hazards and reduce risk in production.

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

## 食品安全及質量

### 食品安全管理及質量保證系統

食品安全是我們日常營運的重點之一。為提升消費者的信心，我們從產品採購、製造到交付前階段持續實施多項食品安全慣例。我們已制定香港管理手冊及中國食品安全手冊，為僱員提供全面的食品安全指引。

在採購階段，我們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。我們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；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。

在製造階段，我們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。

在交付前階段，我們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。

我們會繼續維持高標準的食品安全及質量。我們所有食物生產工廠均通過ISO 22000認證，四間廠房（福建廠房、順德廠房、日清廠房及永南廠房）已通過FSSC<sup>1</sup> 22000（食品質量管理體系的國際標準）認證。其他廠房亦準備進行FSSC 22000認證，以維持高食品安全及質量標準。

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。

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」），為我們提供技術支持，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



An annual review of operations and processes of our plants and suppliers, covering internal and external audit arrangements, inspection, product recall, compliance with food safety standards and training, are conducted. In case of any disputes, testing done by a third party laboratory is a common way to seek justification during the investigation process. In 2022, we received no complaints, and no products shipped or sold are subject to recall due to safety and health reasons.

## CUSTOMER AND CONSUMER CARING

### Customer Care Centre

We place high importance on customer and consumer feedback. The Customer Care Centre is the official communication channel between our customers/consumers and us. Enquiries and complaints about products and services are collected through a telephone hotline, designated emails and company website contact forms. The Customer Care Centre consolidates the information in a centralised "Customer Feedback Database", and shares it with the top management on a daily basis for product improvement and our better understanding of the market trends and consumer needs.

The Customer Care Centre also works closely with the Quality Management Department on complaints related to production and products. Investigation reports will be issued and communicated to the concerned parties. Opinions are channelled back to the respective business units and management for further and continuous improvement.

### Advertising and Product Labelling Management

We have laid down Guidelines for Advertising and Promotion Activities to promote clear and transparent information on advertisements and product labelling to our consumers. We strictly comply 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.

We have internal procedures to monitor and update label information and to arrange proper follow-up actions. For example, finished products will be inspected against quantity, packaging, labelling and product quality according to the Inspection Procedures of Finished Products.

During the year, we are not aware of any 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 have occurred.

### Protection of Consumer Data and Intellectual Property Rights

To protect consumer data, we have 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, employees are well-trained to understand business ethics. 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. We also outsource the research on intellectual property rights to third-party experts before a new product is launched. During the year, we received no complaints relating to breaches of consumer privacy.

我們會對廠房及供應商的營運及流程(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。倘有爭議,我們通常會在調查期間邀請第三方實驗室進行檢測解決爭議。2022年,我們並無收到投訴,亦無已裝運或已售產品因安全及健康原因須召回。

## 顧客及消費者關懷

### 顧客服務中心

我們非常重視顧客及消費者的反饋。顧客服務中心是我們與顧客/消費者之間的官方溝通渠道。有關產品及服務的查詢及投訴可通過電話熱線、指定電子郵件及公司網站聯絡表收集。顧客服務中心會將信息整合至集中的「顧客反饋數據庫」,並每天發送至高級管理層,以便改進產品,緊貼市場趨勢及消費者需求。

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投訴,從而撰寫調查報告並將內容傳達給相關各方。有關意見亦會反饋給相關業務部門及管理層,以作進一步持續改進。

### 廣告及產品標籤管理

我們已制定廣告與推廣活動指引,以在廣告及產品標籤上向消費者推廣清晰及透明的信息。我們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籤管理規定。

我們設有內部程序,監控及更新標籤信息以及安排適當跟進行動。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。

年內,我們並無發現生產廠房內任何產品責任相關之不合規情況,亦無發生導致罰款或處罰的不合規事件。

### 保護消費者數據及知識產權

為保護消費者資料,我們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,僱員訓練有素,深明商業道德。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。在推出新產品之前,我們亦委託第三方專家進行相關知識產權之調查。年內,我們並無收到有關侵犯消費者私隱的投訴。





## SUPPLY CHAIN MANAGEMENT

### Selection and Management of Suppliers

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

Globally, we have 501 suppliers during the year, with over 93% of suppliers coming from Mainland China and Hong Kong. We select suppliers by focusing not only on general aspects such as product quality, price competitiveness, production and delivery capabilities, financial status and relevant regulations, but also on sustainability aspects, including environmental protection and social elements. We request suppliers to comply with our internal environmental policy and performance indicators.

We conduct an annual performance review on our suppliers to monitor their performance and quality. The review consists of a scoring system which includes product delivery. Suppliers who pass the performance review are retained on the approved supplier list, while advice is sought on failed suppliers for further improvement.

### Logistics Services and Warehouse Management

We have an operating unit to strengthen logistics management, focusing on product delivery as we strive 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 our product quality. Our consolidated shipments involve a combination of several smaller shipments of raw materials and products with brands sharing the same destination. It improves loading efficiency and reduces the overall frequency of shipments. Our warehouses are equipped with the necessary facilities, and materials which require proper temperature control are maintained at a constant temperature. To protect production material, we have implemented 24-hour security management, closed-circuit television monitoring and alarm systems.

## 供應鏈管理

### 供應商篩選及管理

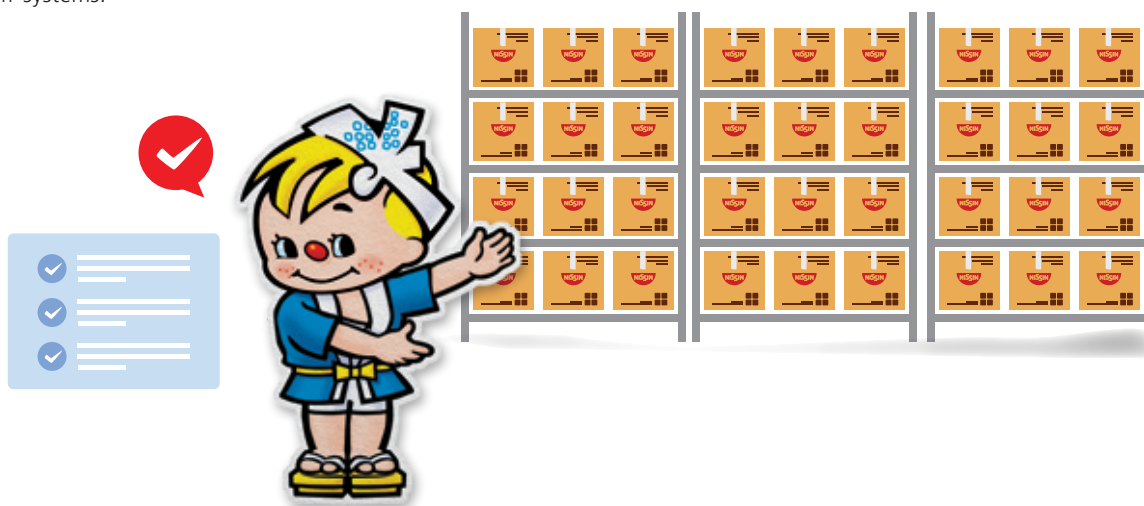
我們將產品質量視為最重要經營宗旨之一。為保持供應商的質量，我們已就供應鏈管理制定物料採購守則及物料購買守則。物料採購守則提供供應商篩選指引，而物料購買守則則提供物料採購指引，旨在實現具策略性和高效的採購活動。

年內，我們有501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，我們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、財務狀況及相關法規），而且亦會關注其在可持續發展方面的表現（包括環保及社會因素）。我們要求供應商遵守內部環保政策及績效指標。

為監察供應商的表現及質量，我們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。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。

### 物流服務及倉庫管理

我們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。我們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我們的產品質量。我們的聯合裝運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。此舉提高了裝載效率並降低整體裝運頻率。我們的倉庫配備必要的設施，需要妥善控制溫度的材料會恆溫放置。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。





## BUSINESS ETHICS

Nissin Foods upholds values of integrity and fosters trust with our business partners and stakeholders by maintaining good corporate governance. When it comes to any part of the Group's operations, we have a zero-tolerance approach for all kinds of bribery, fraud and corruption. On top of complying with relevant laws and regulations, we have Code of Conduct and policies for all employees to carry out their responsibilities honestly and ethically. Nissin Foods maintains good governance in all facets of its operations, upholding high standards of ethics, accountability, openness, probity and transparency.

### Anti-corruption

We are committed to preventing, detecting and reporting to any levels of bribery and corruption. The Anti-corruption Policy has been adopted to provide principles for all directors, officers, and employees at all levels of the Company, its subsidiaries and joint ventures or companies in which the Company holds a controlling interest to follow in order to conduct business honestly and lower the likelihood of corruption and bribery. We conduct periodic and systematic fraud risk assessments to mitigate fraud risks identified internally and externally. In addition, offering and accepting any gift is strictly prohibited since it will affect employees' neutrality when conducting business, act against the interest of Nissin Foods or raise suspicions of impropriety. Proper training and briefings on bribery, corruption, conflicts of interest, money laundering, financing of terrorism and non-compliance with the Prevention of Bribery Ordinance will be provided to all employees.

All potential frauds will be investigated by Internal Audit Department ("IAD"). Relevant advice from in-house or external legal counsel will be obtained where appropriate. IAD will report material breaches of this policy to the Board at least annually. The details to be reported include all material fraud and any fraud committed by employees which could impact the integrity and effectiveness of the Company's internal controls system, the number of fraud cases reported, the nature of important investigations and the results of these investigations. The Board will be responsible for monitoring the fraud ultimately.

During the year, we have no concluded legal cases regarding corrupt practices brought against us or our employees.

### Whistleblowing

A Whistleblowing policy has been adopted to provide guidance on the procedure of reporting allegations of fraud and misconduct by directors, officers and employees at all levels of the Company and its subsidiaries and stakeholders. All whistleblowing reports and the identity of the whistleblower are treated in strict confidence with the procedures set out in the policy. The matter raised may be investigated internally and referred to the Audit Committee or management committee, or referred to external lawyers or auditors.

Once the investigation is completed, a report including the impact of the matter reported and an action plan will be prepared by the Group's Compliance Committee. The responsible line management will decide on any necessary disciplinary and other actions. After that, the Compliance Committee will review and make a recommendation to the management for a final decision on the actions required. The whistleblowers will be informed of the final results of the investigation in writing.

## 商業道德

日清食品秉承其誠信價值觀，並通過維持良好的企業管治與我們的業務夥伴和利益持份者建立信任。我們在營運時對各種賄賂、欺詐和貪污行為採取零容忍態度。除了遵守相關法律法規外，我們還制定了行為準則和政策，讓所有員工以誠實和道德的方式履行職責。日清食品在其運營的各個方面都保持良好的治理，堅持高標準的道德、問責制、公開、廉潔和透明度。

### 反貪污

我們致力於防止、偵查和報告任何級別的賄賂和貪污行為。反貪污政策已採納，為公司、其附屬公司、合資企業或公司控股的所有級別的所有董事、高級職員和員工提供應遵循的原則，以誠實和公正地開展業務降低貪污和賄賂的可能性。我們進行定期和系統的欺詐風險評估，以減輕內部和外部識別的欺詐風險。此外，嚴禁提供和接受任何禮品，因為這會影響員工在工作時的中立性，損害日清食品的利益或引起不當行為的嫌疑。我們向所有員工提供有關賄賂、貪污、利益衝突、洗錢、資助恐怖主義和不遵守《防止賄賂條例》的適當培訓和簡報。

所有潛在的欺詐行為都將由內部審計部門進行調查。將酌情徵求內部或外部法律顧問的相關意見。內部審計部門將至少每年向董事會報告嚴重違反本政策的行為，內容包括所有重大欺詐和員工犯下的任何可能影響公司內部控制系統的完整性和有效性的欺詐行為、報告的欺詐案件數量、重要調查的性質以及這些調查的結果。董事會將為最後的守門人，負責監控欺詐行為。

年內，我們並沒有關於針對我們或我們的員工所提出的貪污行為的已審結訴訟案件。

### 舉報

本集團已採用舉報政策，為公司及其附屬公司和利益相關者各級董事、管理人員和員工的欺詐和不當行為指控的報告程序提供指導。所有舉報報告和舉報人的身份均按照政策中規定的程序嚴格保密。所提出的事項可能會在內部進行調查並提交給審計委員會或管理委員會，或提交給外部律師或審計師。

調查完成後，集團合規委員會將準備一份報告，包括所報告事項的影響和行動計劃。負責的直線管理人員將決定任何必要的紀律處分和其他行動，之後，合規委員會將審查並向管理層提出建議，以就所需行動作出最終決定。舉報人將被書面告知調查的最終結果。



# EMPLOYMENT AND LABOUR PRACTICES

## 僱傭及勞工常規

LIVE

日清食品





## EMPLOYMENT

Talents are the greatest asset of our company and our business thrives with talent development. We commit to investing in training and development, talent retention and creating a diversified and inclusive working environment to ensure all knowledge and experience of our employees are properly recognised in a safe and healthy working environment.

Creating a fair working environment is essential. During recruitment and promotion, we would only consider an individual's experience, qualifications and work performance, regardless of their age, gender, physical attributes and ethnicity. In addition, an employee satisfaction survey is done annually to address employee needs. Moving forward, we will further refine our employment policies to promote diversity in the workplace.

During the year, we have 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. We are not aware of any material non-compliance relating to employment within the Sites of Operation.

## TRAINING AND DEVELOPMENT

Human capital is essential to sustainable growth. We have formulated various training and development management systems that provide guidance in designing training programmes and targets, tracking employee training and analysing their performance.

## 僱傭

人才是本公司最大的資產，我們的業務因人才發展而興旺。我們致力於持續投資培訓及發展、人才挽留及創造多樣化及包容性的工作環境，以確保員工在安全健康的工作環境中獲得應有認可。

創造公平的工作環境尤其重要。我們在招聘和晉升過程中只會考慮個人的經驗、資格和工作表現，並不論年齡、性別、身體特徵和種族。此外，我們每年都會進行員工滿意度調查，以滿足員工的需求。展望未來，我們將進一步完善我們的就業政策，以促進工作場所的多元化。

年內，我們的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。我們在生產廠房內並無發現有關僱傭之重大不合規情況。

## 培訓及發展

人力資本對實現持續增長至關重要。我們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。





To achieve advanced career development for our employees and successful strategic planning for our Group, we provide our employees with comprehensive training and development programmes, including but not limited to:

為實現僱員的職業生涯發展及本集團成功的戰略規劃，我們為僱員提供全面的培訓及發展計劃，包括但不限於：

10-month Noodle Expert Training Programme 為期10個月的「麵之達人培訓計劃」	Induction Training 入職培訓	Compliance Training 合規培訓	Integrated Management System Training 綜合管理系統培訓	Industrial qualification training 行業資格培訓
Selected employees could learn about the technicalities of the noodle industry, such as the production process, research and development and packaging.	The staff orientation provides opportunities for employees to learn about the Company's history, culture, development and product portfolio.	Anti-monopoly Law of the People's Republic of China has been amended and adopted since August 2022; we were about to keep the employees abreast of the updates. Anti-monopoly law training was delivered to employees in September 2022. The training covered the background of anti-monopoly law, and vertical and horizontal monopoly.	ISO awareness training was provided to employees, covering knowledge of the ISO 22000 Food Safety Management System and the ISO 14001 Environmental Management System.	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.
獲選僱員可學習造麵行業的技術，例如生產過程、研發及包裝。	僱員迎新會為僱員提供了解本公司歷史、文化、發展，以及產品種類的機會。	《中華人民共和國反壟斷法》於2022年8月修訂通過，我們計劃讓僱員及時了解最新情況。2022年9月，我們對員工進行了反壟斷法培訓。培訓內容包括反壟斷法的背景、縱向及橫向壟斷。	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。	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。

We 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. On an annual basis, strategic objectives with follow-up action plans are set by individual business units. Heads of business units review the progress of 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.

我們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。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。



## EMPLOYEES BENEFITS AND CARING

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

- Marriage, maternity, funeral and paternity leave
- Congratulations and condolences (cash allowances) for marriage and a new-born baby, and the death of the direct family members and parent in-laws
- 婚假、產假、喪葬假及陪產假
- 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

## 僱員福利及關愛

為創造愉快且具包容性的工作環境，本集團已實施以下措施：

- Life and medical insurance,
- Annual health check-ups
- Seasonal influenza vaccination subsidy scheme
- Dental care discounted plan
- Fitness centre membership schemes
- 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
- 健身中心會員計劃



- 2 special vaccination holidays per vaccine
- Flexible working arrangement
- Disinfection alcohol, facial masks, and rapid test kit provided
- HKD 2,189,000 and RMB5,292,837 has been distributed to staff for special allowance during the pandemic in the past 3 years

- 每種疫苗提供2個特殊疫苗假
- 彈性工作安排
- 提供消毒酒精、口罩及快速檢測包
- 過去3年疫情期間已向員工發放特別津貼 2,189,000港元及人民幣5,292,837元

## LABOUR STANDARDS

We do not tolerate any child or forced labour practices, and are committed to upholding the standards across operations. The Employee Handbook for Hong Kong plants and the work regulations documents for the 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. To reduce overtime work and promote work productivity, the heads of the business units actively 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.

We have 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. We are not aware of any material non-compliance with relevant labour laws within the Sites of Operation.

## 勞工準則

我們不允許童工及強制勞動行為，而且我們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，業務部門主管與管理層積極溝通實際工作安排。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。

我們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。我們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

We commit to ensuring a best-in-class occupational health and safety workplace environment. To achieve this, we have a comprehensive occupational health and safety system and policies in place to manage relevant issues in Hong Kong and Mainland China. We have obtained the ISO 45001 certificates for all reporting plants in Hong Kong and Mainland China.

Our Occupational Safety and Health (OSH) Policy provides 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

我們致力確保最佳職業健康及安全工作環境。為此，我們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。我們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。

我們已推出職安健(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 daily practices.

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

During the year, we have 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. We are not aware of any material non-compliance relating to health and safety within the Sites of Operation.

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。我們的流感應變委員會(「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。此外，流感應變委員會亦發掘改進空間，就疾病及疾病管控措施與僱員進行雙向溝通，以保障我們營運及保護僱員。

年內，我們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。我們於生產廠房並無發現有關健康與安全之重大不合規情況。



# COMMUNITY INVESTMENT

# 社區投資







Echoing the belief of our founder, Mr. Momofuku Ando, that “Eating and sports are the two axles of health”, Nissin Foods is committed to promoting a healthy lifestyle. We do so by initiating and supporting programmes which promote food science and physical education. We see environmental friendliness as part of a healthy lifestyle, and thus also render our support to local green campaigns.

### NISSIN FOODS (HONG KONG) CHARITY FUND

The Nissin Foods (Hong Kong) Charity Fund (the “Charity Fund”) was set up in September 2020 by way of a trust deed by Nissin Foods Company Limited. The Charity Fund obtained the tax exemption status for charitable institutions accorded by section 88 of the Inland Revenue Ordinance (Cap. 112) in September 2021. The objectives of the Charity Fund are: a) to advance education, teaching, learning, arts, science and academic research; b) to make provision for people in need; and c) to carry out works of a charitable nature that are beneficial to the Hong Kong community. The Charity Fund approved and launched the first batch of projects in 2022.

In collaboration with the Chinese University of Hong Kong (the “CUHK”), the Charity Fund launched the “Nissin Foods Scholarship” for students taking CUHK’s Food and Nutritional Sciences Programme. Altogether seven full scholarships were granted for the 2022–2023 academic year, including five undergraduates and two doctorate students.

In collaboration with The Education University of Hong Kong (the “EdUHK”), the Charity Fund launched the “Nissin Foods Scholarship for Elite Athletes” for elite athletes taking EdUHK’s Bachelor of Health Education (Honours) degree and Postgraduate Diploma in Education. Four full scholarships were granted in the academic year 2022–2023, including two undergraduate and two post-graduate students. The scholarship would allow them continuously pursue excellence in athletic performance and also in their studies to become health educators in the future.

In collaboration with the Hong Kong Tennis Association (the “HKTA”), the Charity Fund launched “Nissin Foods Orange Tennis Community Programme” for underprivileged primary students in Tai Po from July 2022 to June 2023. Students receiving government subsidies are eligible to apply for the weekly tennis trainings conducted by HKTA for free. Without our support, these students would not have had the opportunity to learn the sport otherwise. Nissin Foods Sports Ambassador and former Hong Kong No.1 Ms. ZHANG Ling serves as a mentor for the programme and makes regular visits to the training sessions to inspire and cultivate the students.

誠如我們的創辦人安藤百福先生的信念 —「飲食和運動是健康之兩大軸心」，日清食品致力於促進健康生活。我們透過發起及支持促進食品科學及體育教育的計劃，致力促進健康生活。同時，我們亦視環境保護作為健康生活的一部分，因此亦支持本地的綠色活動。

### 日清食品(香港)慈善基金

日清食品(香港)慈善基金(「慈善基金」)由日清食品有限公司於2020年9月以信託形式成立。慈善基金於2021年9月獲得香港法例第112章《稅務條例》第88條有關慈善機構的免稅地位。慈善基金的宗旨是：a)推動教育、教學、學習、藝術、科學及學術研究；b)為有需要的人提供援助；及c)開展對香港社區有益的慈善工作。慈善基金於2022年批准並啟動首批項目。

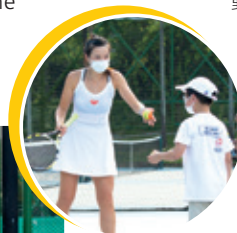


慈善基金與香港中文大學(「中大」)合作，為修讀中大食物及營養科學課程的學生推出「日清食品獎學金」。2022至2023學年，我們頒發合共七個全額獎學金，包括五名本科生及兩名博士生。



慈善基金與香港教育大學(「教大」)合作，為修讀教大健康教育榮譽學士學位及教育學深造文憑的卓越運動員推出「日清食品卓越運動員獎學金」。2022至2023學年，我們頒發合共四個全額獎學金，包括兩名本科生和兩名研究生。獎學金使他們能夠在學業及運動表現上繼續追求卓越成績，日後亦有望成為優秀的健康教育工作者。

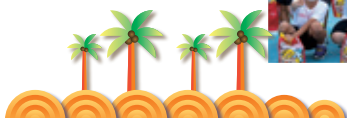
慈善基金與香港網球總會(「網總」)合作，於2022年7月至2023年6月為大埔資源匱乏的小學生推出「日清食品橙球社區發展計劃」。符合政府補助的學生可免費報名參加由網總舉辦的每週網球訓練。如果沒有我們的支持，這些學生無法獲得學習這項運動的機會。日清食品體育大使兼前香港首席球手張玲女士出任該計劃的導師，定期參觀訓練課程，啟發並培養學生的興趣。



Former Hong Kong No.1 tennis player Ms. ZHANG Ling serves as a mentor for the programme. 前香港首席網球手張玲女士出任該計劃的導師。



“Nissin Foods Orange Tennis Community Programme” provides free tennis trainings for underprivileged primary students. 「日清食品橙球社區發展計劃」為資源匱乏的小學生提供免費網球培訓。





## CUPNOODLES MUSEUM HONG KONG

The first and only one outside Japan, CUPNOODLES MUSEUM was launched in Hong Kong in March 2021 under the theme of “The Innovation Journey of Momofuku Ando”. The museum comprises 3 interactive workshops and distinctive exhibition corners, aiming to offer fun yet educational learning experiences to arouse the curiosity and creativity within every visitor.

In the two iconic workshops, “Demae Iccho Factory” and “My CUPNOODLES Factory”, visitors can create personalised products and explore the story behind the invention of instant noodles and Cup Noodles by our founder, Mr. Momofuku Ando. In the “My Granola Factory”, visitors can immerse themselves into the manufacturing process of Nissin’s made-in-Hong Kong granola via a table animation. In celebration of the first anniversary in 2022, the Museum introduced “Holmes at the Museum”, an original series of detective games in real settings.

## 合味道紀念館香港

合味道紀念館於2021年3月在香港推出，以「安藤百福創造力之旅」為主題，是日本境外首個以及唯一的紀念館。紀念館由三個互動工作坊及各具特色的展覽區組成，旨在提供有趣而富教育意義的學習體驗，激發每位參觀者的好奇心和創造力。

在兩個標誌性工作坊「出前一丁工作坊」及「我的合味道工作坊」，參觀者可以創作自己獨有的產品，探索我們創辦人安藤百福先生發明即食麵和杯麵的故事。在「穀物麥片工作坊」，參觀者可通過桌面動畫，親歷其境地體驗日清這款香港製造的穀物麥片的製造過程。為慶祝紀念館於2022年成立一週年，紀念館更推出福爾摩「清」解密遊戲，一個在真實場景進行的原創解密遊戲系列。



▲ CUPNOODLES MUSEUM Hong Kong launched “Holmes at the Museum” in 2022, calling for visitors to join as detectives to challenge themselves with some brain teasers at the Museum!  
合味道紀念館香港於2022年推出福爾摩「清」解密遊戲，號召參觀者扮演偵探於紀念館內挑戰腦筋急轉彎！



◀ My Cup Noodles Factory  
我的合味道工作坊



▶ Demae Iccho Factory  
出前一丁工作坊



◀ My Granola Factory  
穀物麥片工作坊



## PROMOTION OF A HEALTHY LIFESTYLE VIA SPORTS

Amid the surge of public interest in sports events following the historic showing of Hong Kong athletes at Tokyo 2020, we teamed-up again with the Sports Federation & Olympic Committee of Hong Kong, China as the exclusive food partner of the Hong Kong, China delegation to the multi-sport games in 2022 through 2024. Started with the Beijing 2022 Olympic Winter Games, our support includes but not limited to: the 3rd Asian Youth Games, the Hangzhou 2022 Asian Games and the Paris 2024 Olympic Games.

We have been partnering with the Hong Kong Tennis Association ("HKTA") to launch a series of programmes since 2015 to identify and groom local youth tennis champions. As its official Youth Development Partner, we made a five-year commitment in 2022 to continue our title sponsorship until 2026 to the three major youth tournaments in Hong Kong, namely: the Nissin Hong Kong National Junior Tennis Championships, the Nissin Cup Noodles Hong Kong Junior Series and the Nissin Demae Iccho Hong Kong Junior Novice Competition. Respectively, some 1,156, 2,826 and 1,865 junior players joined the above tournaments in 2022.

## 通過體育項目推廣健康生活

隨著香港運動員在2020東京奧運會的歷史性優異表現引起公眾對體育賽事的興趣激增，我們再次與中國香港體育總會暨奧林匹克委員會合作，成為中國香港代表團於2022年至2024年多項運動會的獨家食品合作夥伴。以北京2022年冬奧會為起點，我們的支持亦包括但不限於第三屆亞青會、杭州2022年亞運會及巴黎2024年奧運會。

自2015年以來，我們一直與香港網球總會（「網總」）合作推出一系列計劃，以發掘並培養本地青少年網球冠軍選手。作為官方青少年發展合作夥伴，我們於2022年作出五年承諾，繼續冠名贊助香港三大青少年賽事至2026年，即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。2022年分別有1,156名、2,826名及1,865名青少年球員參加上述比賽。



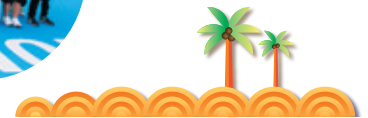
▲ Nissin Hong Kong National Junior Tennis Championships  
日清全港青少年網球錦標賽



◀ Nissin Cup Noodles Hong Kong Junior Series  
日清合味道全港青少年網球巡迴賽



◀ Nissin Demae Iccho Hong Kong Junior Novice Competition  
日清出前一丁青少年網球新秀賽



Our active support for HKTA's tournaments has helped foster local talented young players, including one of the most promising young tennis players Cody WONG. Cody had participated in our sponsored tournaments as a junior player for many years before receiving our individual sponsorship since 2021. The individual sponsorship backed her up to play professional full-time and to achieve more honours in international tournaments and improve her world ranking. She subsequently won nine doubles titles and one singles title on the ITF Women's World Tennis Tour and achieved career-high rankings in both singles and doubles, reaching No. 343 and No. 156 in the world, respectively.

我們積極支持網總的比賽，幫助培養本地有才華的年輕球員，其中包括最有前途的網球新星之一王康怡。於2021年獲得我們的個人贊助前，王康怡作為青少年球員參加我們贊助的比賽多年。獲得個人贊助後，她成為全職運動員，在國際比賽中屢獲殊榮，世界排名亦有所提升。隨後，她在國際網球總會女子世界網球巡迴賽中奪得9個雙打冠軍及1個單打冠軍，分別在單打及雙打中達到了職業生涯最高排名，分別達到世界排名第343位及第156位。





Former Hong Kong No.1 player Zhang Ling has been appointed Nissin Foods' Sports Ambassador from 2022 onwards, bringing her experience as a professional player to help promote tennis and sports as the basis for a healthy lifestyle across the wider community.

Nissin Foods will continue our efforts to groom budding athletes in local tournaments while sponsoring local elite athletes in international games.

自2022年起，前香港首席球手張玲獲任命為日清食品體育大使，憑藉其作為職業球員的經驗，幫助在更廣泛的社區推廣網球及體育作為健康生活的基礎。

日清食品將繼續努力培養新晉運動員參加本地比賽，同時贊助本地精英運動員參加國際比賽。



▼ Former Hong Kong No. 1 tennis player Ms. ZHANG Ling is appointed as "Nissin Foods Sports Ambassador" for 2022-2023. 2022年至2023年，前香港首席網球手張玲女士獲任命為「日清食品體育大使」。



Mr. Kiyotaka Ando, Executive Director, Chairman and Chief Executive Officer of Nissin Foods announced the extension of Nissin Foods' support to Cody Wong for three further years in 2023-2025. 日清食品執行董事、董事長兼首席執行官安藤清隆先生宣佈日清食品對王康怡的支持將延長至2023年至2025年的三年。

## GREEN CAMPAIGNS

### Red Packet Reuse and Recycling

We participated in the Red Packet Reuse and Recycling Programme organised by Greeners Action in February 2022. The programme aims to encourage the good use and reuse of materials. Every year, collected red packets are delivered to Greeners Action and are distributed to the public for reuse before the next Chinese New Year. We collected 28kg of red packets for recycling in 2022.

## 綠色活動

### 利是封回收重用大行動

我們於2022年2月參加綠領行動組織的利是封回收重用大行動。該計劃旨在鼓勵善用及重用物料。每年收集所得的利是封均會交予綠領行動，並在下一個農曆新年前派發給公眾以供重用。我們於2022年收集合共28公斤的利是封進行回收。

## 0 • PARK1 VISIT

To enhance the environmental awareness of our employees, we organised a guided tour to O • PARK1 in October 2022. It is the first organic resources recovery centre and renewable energy generation plant in Hong Kong. During the tour, our employees learned how O • PARK1 adopts anaerobic digestion technology to convert food waste into biogas (a source of renewable energy) for electricity generation. The electricity is used to self-sustain the facility's operation and exported for nearby residential use. From the tour, we have a better understanding of the food waste issue as well as the recycling system and management in Hong Kong.

## 參觀0 • PARK1

為提升僱員的環保意識，我們於2022年10月組織前往香港首個有機資源回收中心兼可再生能源發電廠O • PARK1參觀。參觀期間，我們的員工了解O • PARK1如何使用厭氧消化技術將廚餘轉化為可用於發電的沼氣（一種可再生能源）。電力用於設施自身的運行，並輸出供附近的居民使用。通過參觀，我們對香港的廚餘問題以及回收系統及管理有了更深入的了解。



▲ Our employees participated in the guided tour to O • PARK1. 僱員參與O • PARK1參觀活動。





ENVIRONMENTAL PERFORMANCE

環境表現

Environmental KPIs 環境關鍵績效指標	2022 2022年	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 oxides 氮氧化物	1.93	1.92	1.85	tonnes 噸
Sulphur oxides 硫氧化物	0.0052	0.0053	0.0053	tonnes 噸
Respirable Suspended Particles 可吸入懸浮顆粒物	0.0009	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	21,393	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	45,274	47,701	46,955	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	66,667	68,885	67,351	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）	0.017	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* 所產生有害廢棄物總量*	3.9	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	4,034	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	133,378	132,051	127,105	MWh 兆瓦時
Indirect energy consumption 間接能源消耗	67,329	75,840	70,697	MWh 兆瓦時
Total energy consumption 能源消耗總計	200,707	207,891	197,802	MWh 兆瓦時
Energy intensity (by'000 revenue) 能源密度（每千元收入）	0.05	0.05	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	378,932	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	0.09	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	14,875	14,697	12,477	tonnes 噸

\* We recognize the importance of measuring and reporting on Scope 3 emissions, which are indirect emissions that occur in the value chain of our products. We are actively working to better understand and quantify our Scope 3 emissions and plan to report them again in the future.

\* The figure does not include general waste produced from the plants in Hong Kong.

\* 我們認識到測量及報告我們產品價值鏈中產生的間接排放（範圍3排放）的重要性。我們正在積極努力以更好地了解及量化範圍3排放，並計劃日後重新報告它們。

\* 該數字不包括香港廠房產生的一般廢物。

## SOCIAL PERFORMANCE

	Unit 單位	2022 2022年	2021 2021年
<i>Employee Profile</i> 僱員概況			
Total workforce 勞動力總數	No. of people 僱員人數	<b>3,511</b>	3,590
<i>Total workforce by employment type</i> 按僱傭類型劃分的勞動力總數			
Full-time 全職	No. of people 人數	<b>3,474</b>	3,564
Part-time 兼職	No. of people 人數	<b>37</b>	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	<b>1,670</b>	1,713
Female 女性	No. of people 人數	<b>1,841</b>	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	<b>335</b>	378
Non-management 非管理層	No. of people 人數	<b>3,176</b>	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	<b>1,594</b>	1,695
40-59 40至59歲	No. of people 人數	<b>1,843</b>	1,833
60 or above 60歲以上	No. of people 人數	<b>74</b>	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	<b>2,730</b>	2,741
Hong Kong 香港	No. of people 人數	<b>781</b>	849
<i>Employee Turnover*</i> 僱員流失率*			
Employee turnover rate 僱員流失比率	%	<b>22%</b>	23%
<i>Employee turnover rate by gender</i> 按性別劃分的僱員流失比率			
Male 男性	%	<b>26%</b>	27%
Female 女性	%	<b>19%</b>	19%

## 社會表現

	Unit 單位	2022 2022年	2021 2021年
<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	%	<b>31%</b>	33%
40-59 40至59歲	%	<b>14%</b>	15%
60 or above 60歲以上	%	<b>0%</b>	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	%	<b>21%</b>	24%
Hong Kong 香港	%	<b>25%</b>	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	<b>0</b>	0
Rate of fatalities in the past three years 過往三年死亡率	%	<b>0%</b>	0%
Loss days due to injury 因工傷損失工作日數	No. of days 天數	<b>1,297</b>	932
<i>Training</i> 培訓			
<i>Percentage of employee trained</i> 受訓僱員百分比			
Male 男性	%	<b>92%</b>	61%
Female 女性	%	<b>75%</b>	63%
Management 管理層	%	<b>76%</b>	59%
Non-management 非管理層	%	<b>84%</b>	63%
<i>Average training hours completed</i> 平均授課時數			
Male 男性	No. of hours 時數	<b>23.18</b>	3.66
Female 女性	No. of hours 時數	<b>21.77</b>	2.88
Management 管理層	No. of hours 時數	<b>18.80</b>	4.30
Non-management 非管理層	No. of hours 時數	<b>22.84</b>	3.12

\* Turnover applies to the Group's employees only and does not include contract hiring workers.

\* 流失率僅適用於本集團僱員，不包括合同工。

Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>A1 Emissions</b> <b>A1 排放物</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 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。	37
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)。	37
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)。	37
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)。	37
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。	14-15
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。	18-19
<b>A2 Use of Resources</b> <b>A2 資源使用</b>		
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。	17
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)。	37
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)。	37
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。	18
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。	37

Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>A3 The Environment and Natural Resources</b>		
<b>A3 環境及天然資源</b>		
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。	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。	19
<b>A4 Climate Change</b>		
<b>A4 氣候變化</b>		
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。	20-21
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。	20-21
<b>B. Social</b>		
<b>B. 社會</b>		
<b>B1 Employment</b>		
<b>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。	28-30
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。	38
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。	38
<b>B2 Health and Safety</b>		
<b>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。	31
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。	38
B2.2	Lost days due to work injury. 因工傷損失工作日數。	38
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	31



Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>B3 Training and Development</b>		
<b>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。	28-29
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	38
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。	38
<b>B4 Labour Standards</b>		
<b>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。	30
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。	30
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。	30
<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
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

Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<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。	23-24
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。	24
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。	24
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。	24
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。	33-36
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)。	33-36
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