

2023

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

Wai Yuen Tong Medicine Holdings Limited

位元堂藥業控股有限公司

Incorporated in Bermuda with limited liability

於百慕達註冊成立之有限公司

Stock Code 股份代號: 897

以誠意用心造藥

位元堂





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About the Group

關於本集團

Wai Yuen Tong Medicine Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”, “**We**”, or “**us**”) leverages on its solid foundation of the century-old traditional Chinese medicine (“**TCM**”) brand, highly efficient and scientific management methods, and flexible market strategies to serve society, has been established in Hong Kong for years.

Founded in 1897 (the twenty-third year of the Guangxu reign period during the Qing Dynasty), the Group has always upheld its philosophy of “Preparing Medicine with Dedication, Growing Strong with Reputation” throughout its history of 126 years. We carefully learn the healthcare needs of people in the modern society and provide comprehensive and quality Chinese medicine products and services, and strive to break new ground in the field of Chinese healthcare. Regardless of changes of the times and upheavals in society, the management team and employees always work together with commitment to pursue the mission of enhancing medical care and healthcare of people in the modern society, endeavouring to provide comprehensive and quality products and services amidst turbulence. The Group holds “Wai Yuen Tong”, a widely known Chinese medicine and health food brand, through Wai Yuen Tong Medicine Company Limited, and holds “Madame Pearl’s” and “Pearl’s”, world-renowned Western medicine and health food brands, through Luxembourg Medicine Company Limited. The Chinese and Western medicines and the healthcare businesses generate synergy, propelling the Group to be one of the leaders of the industry.

位元堂藥業控股有限公司(「**本公司**」，連同其附屬公司統稱「**本集團**」、「**我們**」)紮根香港多年，憑藉百年傳統中醫藥(「**傳統中藥**」)品牌的堅實根基，以高效科學的管理辦法及靈活變通的市場策略一直服務社會。

本集團始創於1897年(清光緒23年)，成立一百二十六年以來一直貫徹「以誠意用心造藥，憑信譽繼往開來」的宗旨，誠心宏揚中醫藥保健智慧，細心了解現代人的保健需要，提供優質全方位的中藥產品及服務，努力開創中式保健新領域。任憑時代變遷、跌宕起伏，管理團隊及員工始終和衷共濟、緊守崗位，視承擔現代人的醫療與保健需要為己任，在風雨荊棘下致力提供全面兼優質的產品及服務。本集團透過位元堂藥廠有限公司持有家傳戶曉的中藥及保健食品品牌－「位元堂」，以及透過盧森堡大藥廠有限公司持有享譽國際的西藥及保健食品品牌－「珮夫人」及「珮氏」，中西醫藥及保健業務產生協同效應，使本集團成為行業翹楚之一。

Preparing Medicine with
Dedication, Growing Strong
with Reputation.

以誠意用心造藥，
憑信譽繼往開來

About the Report

關於本報告

Report Overview

This Environmental, Social and Governance Report (the “**ESG Report**”, or the “**Report**”) summarises the environmental, social and governance (“**ESG**”) initiatives, plans and performances of the Group, and demonstrates our commitment to sustainable development. The Group is adhering to developing sustainably in accordance with the ESG management principles and is committed to effectively and responsibly handling the Group’s ESG issues as a core part of our business strategy since we believe this is the key to our continued success in the future.

Reporting Period

The ESG Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 March 2023 (the “**Reporting Period**”).

Reporting Framework

The ESG Report has been prepared in accordance with the ESG Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

報告概覽

本環境、社會及管治報告（「**環境、社會及管治報告**」或「**報告**」）概述本集團的環境、社會及管治（「**環境、社會及管治**」）舉措、計劃和表現，並展示我們對可持續發展的承諾。本集團堅持按照環境、社會及管治管理原則進行可持續發展，並致力於有效和負責任地處理本集團的環境、社會及管治事宜，將其作為業務戰略的核心部分，因為我們相信這是未來取得持續成功的關鍵。

報告期間

環境、社會及管治報告詳述本集團於截至二零二三年三月三十一日止年度（「**報告期間**」）環境、社會及管治方面的活動、挑戰和採取的措施。

報告框架

環境、社會及管治報告根據香港聯合交易所有限公司（「**聯交所**」）主板上市規則附錄二十七所載的《環境、社會及管治報告指引》編製。

About the Report (Continued)

關於本報告 (續)

Reporting Principles

During the preparation of this ESG Report, the Group has applied the reporting principles stipulated in the ESG Reporting Guide as the following:

報告原則

在編製本環境、社會及管治報告的過程中，本集團應用《環境、社會及管治報告指引》列明的報告原則，如下所示：

Materiality	The materiality assessment was conducted to identify material issues during the Reporting Period, thereby adopting the confirmed material issues as the focus for the preparation of the ESG Report. The materiality of issues was reviewed and confirmed by the ESG Committee. Please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment” for further details.
重要性	於報告期內，本集團進行重要性評估以識別重要議題，以確定重要議題作為環境、社會及管治報告的編寫重點。這些議題的重要性均由環境、社會及管治委員會審閱和確認。更多詳情請參考「持份者溝通」及「重要性評估」章節。
Quantitative	Supplementary notes are added along with quantitative data disclosed in the ESG Report to explain any standards, methodologies, and source of conversion factors used during the calculation of emissions and energy consumption.
量化	環境、社會及管治報告中所披露量化數據已附加補充說明，以解釋在計算排放量和能源消耗量時使用的任何標準、方法和轉換系數的來源。
Balance	This Report aims to provide a holistic and fair view of the sustainability performance of the Group and has not omitted any information related to material ESG topics.
平衡	本報告旨在對本集團的可持續發展表現提供全面和公平的看法，並沒有遺漏任何與重大環境、社會及管治主題相關的信息。
Consistency	The preparation approach of this ESG Report was substantially consistent with the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.
一致性	本環境、社會及管治報告的編製方法與上年度基本一致，並已就披露範圍和計算方法有變之數據提供解釋。

Reporting Scope and Boundary

報告範圍及界限



The scope covers the main measures and performance of the Group's two core businesses, which represent the Group's major source of revenue.

報告範圍包括本集團兩個核心業務的主要計量及表現，其為本集團的主要收入來源。

- Wai Yuen Tong Medicine Company Limited
- Luxembourg Medicine Company Limited

- 位元堂藥廠有限公司
- 盧森堡大藥廠有限公司

Production and Sale of Chinese Pharmaceutical and Health Food Products	Production and Sale of Western Pharmaceutical and Health Food Products
生產及銷售中藥及保健食品產品	生產及銷售西藥及保健食品產品
• Operated by Wai Yuen Tong Medicine Company Limited • 由位元堂藥廠有限公司營運	• Operated by Luxembourg Medicine Company Limited • 由盧森堡大藥廠有限公司營運
• Holds the widely-known century-old Chinese medicine brand "Wai Yuen Tong" • 持有家傳戶曉「位元堂」之百年中藥品牌	• Holds the renowned Western medicine and health food brands "Madame Pearl's" and "Pearl's" • 持有著名的「佩夫人」及「佩氏」西藥及保健食品品牌

About the Report (Continued)

關於本報告 (續)

The ESG data and related ESG key performance indicator (“KPI”) that the Group has direct access to and is under the Group’s direct operational control are as below:

1. The Group’s headquarters’ office in Kowloon Bay, Hong Kong (“**Headquarters**”)
2. Pharmaceutical factories in Yuen Long Industrial Estate (“**Yuen Long Factory**”)
3. Offices in Shenzhen (“**Operating Sites**”)
4. Retail shops and outlets located in Hong Kong (“**Retail Shops**”)

The Group has advanced and improved in the scope of reporting. The data of consumption of electricity and water of the Retail Shops during the Reporting Period have been included in this ESG Report.

As the factories and dormitory buildings now located in mainland China are managed by production contractors, they are not included in the scope of this Report.

As China Agri-Products Exchange Limited (a listed subsidiary of the Company, Stock Code: 149) is separately listed and its own “ESG Report” was published separately, so it is not included in the scope of this ESG Report. The Group will continue to assess the major ESG aspects of different businesses and extend the scope of disclosures when and where applicable.

本集團可直接取得且由本集團直接營運控制的環境、社會及管治數據及相關環境、社會及管治關鍵績效指標(「**關鍵績效指標**」)載列下文：

1. 本集團位於香港九龍灣的總部辦事處(「**總部**」)
2. 位於元朗工業邨的製藥廠房(「**元朗廠房**」)
3. 位於深圳的辦事處(「**營運點**」)
4. 位於香港的零售店及門店(「**零售店**」)

本集團已推進及改善報告範圍。報告期內零售店的用電及用水數據已納入本環境、社會及管治報告內。

由於現時位於中國內地的廠房及宿舍樓宇由生產承包商管理，其並無納入本報告。

由於中國農產品交易有限公司(本公司的上市附屬公司，股份代號：149)獨立上市並將單獨發佈其本身的環境、社會及管治報告，故未納入本環境、社會及管治報告範圍。本集團將繼續評估不同業務的主要環境、社會及管治層面並在合適情況下擴大披露範圍。

Forward-Looking Statements

This Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it and its subsidiaries operate. These forward-looking statements are not guarantees of future performance and are subject to market risk, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ materially from the assumptions made and the statements contained in this Report.

Confirmation and Approval

Information cited in this Report was sourced from the official documents and statistical data of the Group. This Report has been reviewed and approved by the board of directors of the Company (the “**Board**”).

Contact and Feedback

Your feedback is valuable to our continuous improvement, and we welcome any comments and suggestions you may have on this Report or our future ESG strategy in general. Please share any comments or suggestions regarding the Group’s ESG performance at pr@waiyuentong.com.

前瞻性陳述

本報告包含前瞻性陳述，其乃基於本集團對其及其附屬公司經營的業務和市場的當前期望、估計、預測、理念和假設。這些前瞻性陳述不是對未來業績的保證，並受市場風險、不確定性和本集團無法控制的因素所影響。因此，實際結果及回報可能與本報告所載假設及陳述有重大差異。

確認及批准

本報告引用的資料均來自本集團的官方文件及統計數據。本報告已獲本公司董事會（「**董事會**」）審閱及批准。

聯絡及意見反饋

閣下的反饋對我們持續進步十分有價值，我們歡迎閣下對本報告或對我們未來環境、社會及管治策略提出任何的意見和建議。如有關於本集團環境、社會及管治表現的任何意見或建議，可聯絡 pr@waiyuentong.com。

Our ESG Governance Structure

環境、社會及管治管理架構

The Board Statement – Overseeing of all ESG Issues

The Board holds the ultimate responsibility on monitoring the Group's ESG issues, including ESG management approach, strategy, and policies. In order to better manage the Group's ESG performance and identify potential risks, the Board conducts materiality assessment where necessary with the assistance of the ESG committee to evaluate and prioritise material ESG-related issues with reference to the opinions of our stakeholders.

董事會聲明 – 監督所有環境、社會及管治事宜

董事會負有監管本集團環境、社會及管治事宜的最終責任，包括環境、社會及管治的管理方法、策略及政策。為更好地管理本集團的環境、社會及管治表現及識別潛在風險，董事會於必要時在環境、社會及管治委員會的協助下進行重要性評估，參考持份者的意見評估及確定重要的環境、社會及管治相關議題的排序。



Our ESG Governance Structure (Continued)

環境、社會及管治管理架構(續)

The ESG Committee – Implement and Monitor the ESG Plans

The ESG Committee, composed of core members from different departments, is established to facilitate the Board's overseeing of ESG matters. The ESG Committee is responsible for collecting and analysing ESG data, monitoring and evaluating the Group's ESG performance, ensuring compliance with ESG-related laws and regulations, and preparing ESG reports. The ESG Committee arranges meetings when required to evaluate the effectiveness of current policies and procedures and formulate appropriate solutions to improve the overall performance of ESG policies. At meetings, the ESG Committee discusses the existing and upcoming plans to monitor and manage the Group's strategic goals in terms of sustainable development, mitigate potential risks, and minimise their negative impacts on our business operations. By setting ESG-related goals and targets to minimise the environmental impacts from the Group's operation, the Group has affirmed its commitment to embedding sustainability into the business operation and fulfilling its corporate responsibility. The ESG committee would report to the Board, assist in assessing and identifying the Group ESG risks and opportunities, evaluate the implementation and effectiveness of the internal control mechanism, and review the progress of the set goals and targets.

環境、社會及管治委員會 – 實施及監察環境、社會及管治計劃

環境、社會及管治委員會已告成立，由不同部門的核心成員組成，旨在協助董事會監督環境、社會及管治事項。環境、社會及管治委員會負責收集及分析環境、社會及管治數據、監管及評估本集團的環境、社會及管治表現、確保遵守環境、社會及管治相關法律法規及編製環境、社會及管治報告。環境、社會及管治委員會於需要評估當前政策及程序的有效性並制定適當的解決方案以提升環境、社會及管治政策的整體表現時安排會議。於會議上，環境、社會及管治委員會商議當前及未來計劃以監督及管理本集團可持續發展方面的策略目標、減輕潛在風險及盡量降低其對我們的業務營運的負面影響。透過制定環境、社會及管治相關目標以減低本集團營運的環境影響，本集團申述其將可持續發展融入業務營運並履行其企業責任的承諾。環境、社會及管治委員會將向董事會匯報、協助其評估及識別本集團環境、社會及管治風險及機遇、評估內部監控機制的實施及有效性並審查已制定目標的進程。

Stakeholder Engagement

持份者溝通

The Group values its stakeholders and their feedback regarding its businesses and ESG performance. To understand and address their key concerns, the Group has maintained close communication with its key stakeholders, including but not limited to shareholders and investors, customers, employees, suppliers, NGOs, and the public as well as government and regulatory authorities. Their valuable feedback will feed into the Group's strategic planning, ensuring that our commitment to sustainable business and good corporate citizenship.

本集團重視持份者及其對本集團業務及環境、社會及管治表現的反饋。為了解及回應彼等的重點關注事項，本集團與主要持份者，包括但不限於股東及投資者、客戶、僱員、供應商、非政府組織及公眾，以及政府及監管機構等維持密切溝通。其寶貴的反饋意見將納入本集團的策略規劃，確保我們致力於可持續發展業務及良好的企業公民意識。

In formulating operational and ESG strategies, the Group considers stakeholders' expectations through a diverse range of engagement methods and communication channels, as shown below:

於制定營運及環境、社會及管治策略時，本集團透過多種參與方式及溝通渠道考慮持份者的期望，如下表所示：

Major Stakeholder Groups 主要持份者	Engagement Channels 溝通渠道
Shareholders and Investors 股東及投資者	- Annual general meeting and other shareholders' meetings - Financial reports - Announcements and circulars - Company websites - 股東週年大會及其他股東大會 - 財務報告 - 公佈及通函 - 公司網站
Customers 客戶	- Customer service hotline - Customer complaint mechanism - Social media - Online shop electronic platform - 客服熱線 - 客戶投訴機制 - 社交媒體 - 網店電子平台
Employees 僱員	- Training, seminars and briefing sessions - Performance reviews - Employee complaint mechanism - Company gathering - 培訓、講座及簡報會 - 表現檢討 - 僱員投訴機制 - 公司聚會
Suppliers 供應商	- Supplier evaluation meeting - Supplier audit - 供應商評估會議 - 供應商審核

Stakeholder Engagement *(Continued)*

持份者溝通 (續)

Major Stakeholder Groups 主要持份者	Engagement Channels 溝通渠道
Communities and NGOs 社區及非政府組織	• Community activities • Employees' volunteer activities • Sponsorships and donations • 社區活動 • 僱員義工活動 • 贊助及捐贈
Media and the Public 媒體及公眾	• ESG report • Company website • 環境、社會及管治報告 • 公司網站
Government and Regulatory Authorities 政府及監管機關	• Written or electronic correspondences • Phone meetings • Face to face meetings • 書面或電子通訊 • 電話會議 • 面對面會議

Materiality Assessment

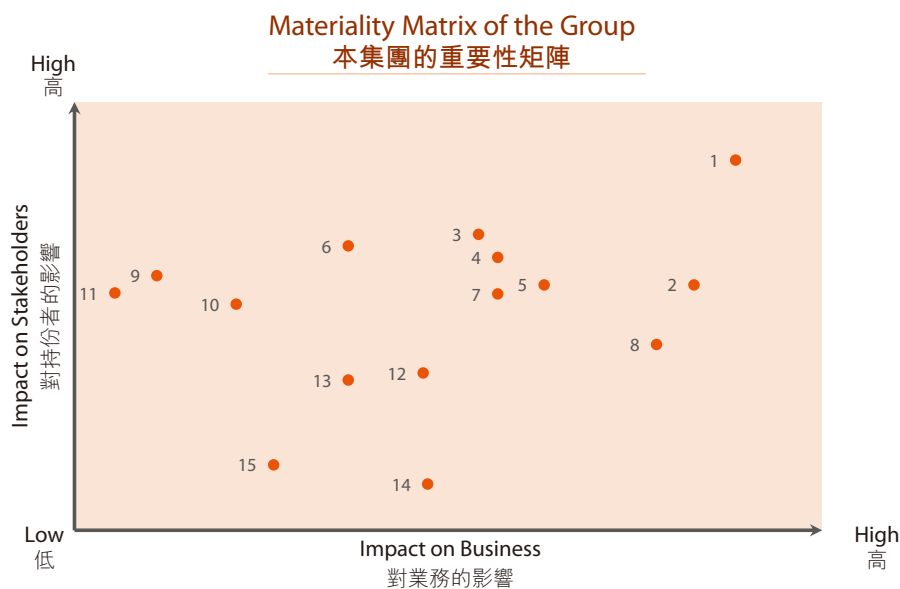
重要性評估

The Group understands the importance of different material topics to our stakeholders. We identify and evaluate the topics that are material to our business and our stakeholders. The material topics are identified based on (i) global sustainability agenda and international best practices; (ii) the Group's risk and strategy; and (iii) stakeholders' feedback. During the Reporting Period, the Group completed a materiality survey, soliciting views from stakeholders on our ESG materiality issues and the result is illustrated below.

The Group reviewed the materiality assessment results and considered that the said result continues to be applicable to the Group. The Group will regularly monitor the Group's business operations and its ESG performances.

本集團了解不同的重大議題對我們的持份者的重要性。我們識別並評估對我們的業務和持份者屬重大的議題。識別重大議題的依據是：(i)全球可持續發展議程及國際最佳典範；(ii)本集團的風險及策略；及(iii)持份者的反饋。於報告期間，本集團完成了一項重要性調查，徵求持份者對我們環境、社會及管治重要議題的意見，結果呈示如下。

本集團審查重要性評估的結果，並認為上述結果仍然適用於本集團。本集團將定期監測本集團的業務運營及其環境、社會及管治表現。



Materiality Issues 重要性事宜	Materiality Issues 重要性事宜
1. Occupational Health and Safety 職業健康與安全	9. The Environment and Natural Resources 環境及天然資源
2. Customer Satisfaction and Privacy 客戶滿意度與私隱	10. Energy Usage 能源使用
3. Climate Change 氣候變化	11. Emissions 排放物
4. Safeguarding Customer Health and Safety 保障客戶健康與安全	12. Anti-corruption 反貪污
5. Labour Standards 勞工準則	13. Philanthropy and Community Development 慈善事業及社區發展
6. Employment Practices 僱傭常規	14. Supply Chain Management 供應鏈管理
7. Staff Development and Training 員工發展及培訓	15. Advertising and Label Management 廣告及標籤管理
8. Product Quality Control 產品品質管理	

Message from the Board 董事會寄語

We have always placed public health in the heart of our mission, although the climate challenge presents itself, in higher severity by the day, we have also boldly assumed environmental health as part of our corporate mission.

我們一直視公眾健康為我們使命的核心，儘管氣候挑戰日益嚴峻，我們亦勇敢地將環境健康視為我們企業使命的一部分。

Sustainability is one of Wai Yuen Tong's core strategic goals, leading our way to long-term and sustainable growth for our stakeholders and investors.

可持續發展是位元堂的核心戰略目標之一，引領我們實現持份者和投資者的長期和可持續增長。

With a heightened sense of mission, we place sustainability in the core of our business. Advancement of public health cannot be done in isolation from the progression of environmental health. We recognize our opportunity to drive positive change and improve the health of the people we serve, through our continuous efforts in bringing back a healthy planet.

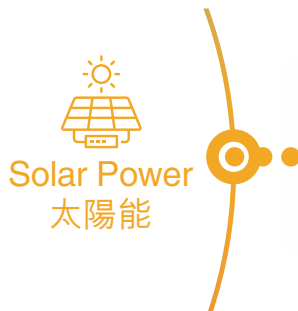
憑藉強烈的使命感，我們視可持續發展為我們業務的核心。公眾健康與環境健康的改善密不可分。我們認識到，通過不斷努力恢復地球健康，我們有機會推動積極正面的變革並改善我們所服務人群的健康。

Our aspiration is to reach net-zero carbon emissions. Our ESG strategy is aligned to profoundly underpin our goal to control emissions, optimize energy consumption, and reduce wastage. We are pleased to announce that several milestones have been achieved during the Reporting Period.

我們的願景是實現淨零碳排放。我們的環境、社會及管治策略與我們控制排放、優化能源消耗和減少浪費的目標保持一致。我們欣然宣佈於報告期間已實現多項里程碑。

The Group's solar energy project commenced in August 2021. The preliminary work included solar panel installation and design, selection of suppliers, preparation of application documents and our internal assessments. After the relevant materials arrived at the Company, the roof of factory was cleared up and the installation work lasted for around 3 months. We anticipate our transition to renewable energy which will yield us costs savings, enhance our brand value, mitigate climate risks and help us attain our net-zero emission goal.

本集團的太陽能項目於二零二一年八月動工。初步工程包括太陽能電池板安裝與設計、甄選供應商、編製申請文件及內部評估。於相關材料送抵本公司後，廠房屋頂須進行清理，安裝工程大約進行了三個月。我們預計轉型使用可再生能源將為我們節約成本，提升品牌價值，減輕氣候風險，並幫助我實現淨零排放的目標。



Renewable energy will power our future operations.
可再生能源將成為我們日後營運的供電來源。

Message from the Board (Continued)

董事會寄語 (續)

A big leap in technological advancement was taken through investing in our first automated product packaging system for products in various packaging materials in different sizes, shapes, and colours, in collaboration with the Hong Kong Productivity Council. Our automated packaging production line enables a full range of tasks for bottling and individual packaging with little human intervention. This reduces the wastage caused by human error and raises the hygiene standards of our operations. Investing in innovation technology will continue to revolutionise our business.

我們與香港生產力促進局合作，投資首個自動化包裝系統，採用不同尺寸、形狀和顏色的各種包裝物料，在技術進步方面實現了大躍進。我們的自動化生產線可以在幾乎不需要人工干預的情況下完成裝瓶及獨立包裝的各種任務。此舉減少了人為錯誤造成的浪費，並提高了我們營運的衛生標準。投資創新科技將繼續為我們的業務帶來革新。



**Automated
Packaging**
自動化包裝

**Investing in innovative technology will
revolutionise our business.**

投資創新科技將為我們的業務帶來革新。

We have been grateful that our success so far has been delivered with the devotion of our dedicated team. Our impact will always be driven by our employees. Their diverse backgrounds and perspectives lead to new ideas and differentiate us from other local TCM companies. Besides from providing self-improvement and career development opportunities, we focus on inspiring employee engagement. We encourage our employees to join our corporate charity events. During the Reporting Period, our employees contributed a total of 201.5 volunteer hours for the Group's community program focusing on three areas, namely elderly care, youth development and public health awareness. To exemplify our effort to drive a social impact, the Group made donations in exceed of HK\$2,500,000 alongside other charitable initiatives.

我們很感激一隊敬業樂業的團隊為我們持續作出貢獻，使我們能夠取得現時的成功。我們的影響力有賴員工一直推動，他們多元化的背景和觀點帶來了新的想法，從而令我們從一眾本地傳統中藥公司中脫穎而出。除了提供晉升及職業發展機會外，我們還注重激發員工積極參與。我們鼓勵員工參加我們的企業慈善活動。於報告期間，我們的員工為本集團的社區計劃貢獻了總計201.5小時的志願服務時間，該計劃側重三個領域，即老年護理、青年發展和公眾健康意識。為體現我們努力推動創造社會影響力，本集團捐款超過250萬港元，同時參與多項慈善活動。

We believe that corporates can create driving force for promoting wellness. As we seek to provide solutions for some of the world's most vital health issues, we will continue to foster a healthier planet, provide rewarding opportunities for our employees, improve community well-being, and bring sustainable growth. As a century-old brand, the Group has met its past challenges well, and will continue to show resilience in riding out any stormy weather. Our success has rested on the unwavering support of our employees, customers, suppliers, business partners and investors, and we hope that you will continue to partner with us on our journey.

我們相信企業可以營造一股向善的力量。我們致力為世界上一些關鍵的健康問題提供解決方案的同時，將繼續培育一個更健康的地球，為我們的員工提供高回報的機會，改善社區福祉，並實現可持續發展。作為一個百年品牌，本集團成功克服過去的挑戰，並將繼續展現無懼風雨的韌性。我們的成功有賴於我們的員工、客戶、供應商、業務合作夥伴及投資者一直以來的支持，我們希望旅程中能有你們一直與我們同行。

Our Achievements in ESG

我們的環境、社會及管治成就

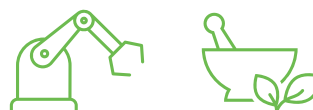
2022/23 ESG at a Glance

二零二二／二三年環境、社會及管治概覽



50,000 Training Hours
39,000 Attendees

50,000培訓時數
39,000出席人次



Intelligent Automated GMP
Product Packaging System

智能自動化GMP
產品包裝系統



Community Contribution &
Donation of HK\$ 2.5 million above

社區貢獻及捐款
超過250萬港元



Solar Plate Installation –
Use of Renewable Energy

安裝太陽能板 –
使用可再生能源

Journey to Carbon Net Zero

邁向碳淨零之路

Climate Change

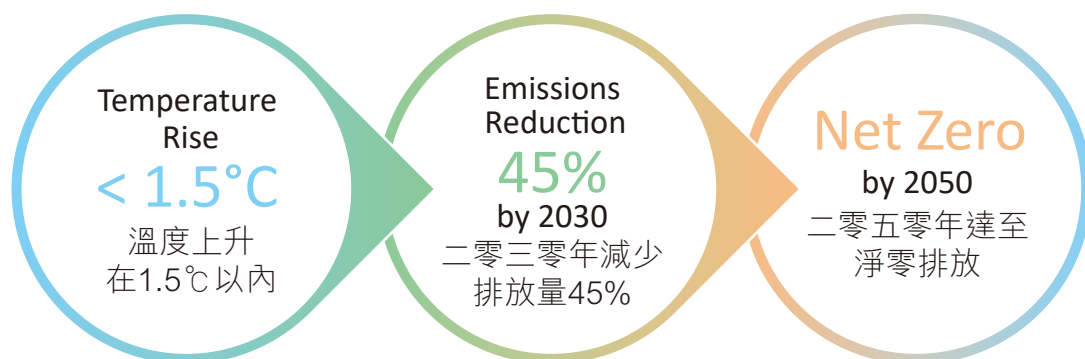
Climate scientists have shown that carbon emissions from industrial and commercial development are primarily responsible for global warming over the last 200 years. Currently, the Earth is already about 1.1°C warmer than it was in the late 1800s, and has become warmer every 10 years in the last four decades. Without bold solutions and immediate actions, the consequences of climate change may be catastrophic to humans. Climate threats mean more than warmer temperatures, but also intense droughts, widespread fires, rising sea levels, flooding, melting polar ice, devastating storms and declining biodiversity. The United Nations Environment Programme reiterated that temperature rise had to be controlled within 1.5°C, as called for in the Paris Agreement, and emissions need to reduce by 45% by 2030 and reach net zero by 2050, for our planet to remain pleasantly habitable.

氣候變化

氣候科學家表明工商業發展產生的碳排放是過去200年全球暖化的主要原因。目前，地球的溫度已經比1800年代後期高出約1.1°C，而且過去40年來每10年的溫度都比之前10年更高。如不採取大膽的解決方案並立即採取行動，氣候變化的後果可對人類造成災難性影響。氣候威脅不僅僅意味著氣溫升高，還意味著嚴重乾旱、山火連連、海平面上升、洪水、極地冰層融化、毀滅性風暴和生物多樣性下降。聯合國環境規劃署重申，必須按照巴黎協定的要求，將溫度上升控制在1.5°C以內，二零三零年需要減少排放量45%，二零五零年達至淨零排放，好讓我們的地球繼續宜居。

**Our mission of 1.5 degree is in action -
We need to keep it within 1.5°C to avoid extreme climates.**

**我們正在履行1.5度的使命 –
我們需要將溫度上升保持在1.5°C以內，以避免造成極端氣候。**



Transitioning to a net-zero world is one of the greatest challenges ahead of us. As a responsible corporate citizen, the Group calls for a transformation of habits, behaviours and mindsets. Switching to renewable energy and living a more sustainable lifestyle will lead us onto the right track.

過渡到淨零排放的世界是我們面臨的最大挑戰之一。作為負責任的企業公民，本集團呼籲徹底轉變習慣、行為和思維方式。改用可再生能源並邁向更可持續的生活方式將引領我們走上正軌。

Our ESG Management Approach & Strategy

The Group values the importance of good environmental management and is committed to fulfilling the Group's commitment to the well-being of society. The Group understands its business activities and operations may pose different levels of impacts on the environment, thus it manages the emissions and use of resources of each business, reduces operational impacts on the surrounding environment and adheres to the green development philosophy. The Group has formulated related environmental management systems and procedures for daily operations which regulate the emissions and waste generated during operations, the use of resources to reduce carbon footprint, and engage in the conservation of natural resources to protect the environment and to fulfil its long-term sustainable development goals.

The Group strictly complies with the related environmental protection laws and regulations. During the Reporting Period, the Group did not have any material violation of relevant local environmental laws and regulations in relation to exhaust gas and greenhouse gas ("GHG") emissions, water and land discharge, and the generation of hazardous and non-hazardous wastes that have a significant impact on the Group.

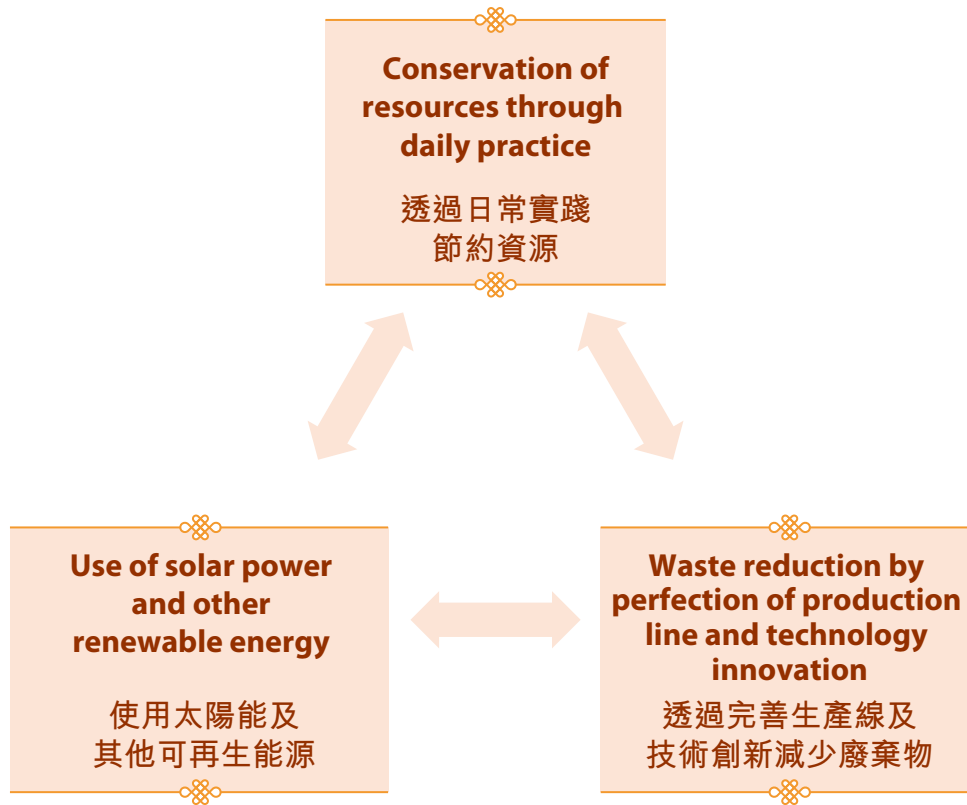
我們的環境、社會及管治管理方法及策略

本集團重視良好的環境管理及致力於履行其對造福社會的承諾。本集團明白其業務活動及營運可能對環境造成不同程度的影響，因此管理各業務的排放量及資源使用，減少營運對週邊環境的影響，堅持綠色發展的理念。本集團已制定相關的環境管理制度和日常營運程序，以規範營運過程中產生的排放量和廢棄物，規管資源使用以減少碳足跡，並參與自然資源維護，以保護環境，實現長期可持續發展的目標。

本集團嚴格遵守相關的環境保護法律法規。於報告期間，本集團就對有關廢氣和溫室氣體（「溫室氣體」）排放、向水及土地的排污、有害及無害廢物產生方面，沒有任何嚴重違反當地相關環保法律法規的行為。

Our Strategy to Achieve Carbon Net Zero

我們實現碳淨零的策略



Environmental Targets by 2030

Achieving carbon neutrality before 2050 requires the participation and support of the whole community. As a corporate citizen cooperating with the Government to achieve this goal, the Group has set environmental KPIs, and the progress is as follows.

二零三零年的環境目標

於二零五零年前實現碳中和需要全社會的參與及支持。作為配合政府達成此目標的企業公民，本集團訂下環境關鍵績效指標，進展如下。

Area 範疇	Targets 目標	Status 狀態
 Energy Consumption 能源消耗	Lowering the energy consumption intensity by 3% to 5% by 2030 (using 2023 as a baseline) and deploy the use of renewable energy 二零三零年前降低能源消耗密度3%至5%(以二零二三年作為基準年份)及採用可再生能源	In progress 進展中
 Water Consumption 耗水	Maintaining the water consumption intensity by 2030, using 2023 as a baseline 二零三零年前維持耗水密度(以二零二三年作為基準年份)	In progress 進展中
 GHG Emissions 溫室氣體排放	Lowering the GHG emissions intensity by 3% to 5% by 2030, using 2023 as a baseline 二零三零年前降低溫室氣體排放密度3%至5%(以二零二三年作為基準年份)	In progress 進展中
 Waste Production 廢棄物產生	Lowering the generation of hazardous and non-hazardous waste intensity by 2030, using 2023 as a baseline 二零三零年前降低有害及無害廢棄物的產生密度(以二零二三年作為基準年份)	In progress 進展中

Journey to Carbon Net Zero (Continued)

邁向碳淨零之路 (續)

Energy for Better Tomorrow – Solar Power

We are pleased to share that we have commenced the use of solar energy, which is renewable and considered a green energy and is a solution to ease the impacts from climate change and global warming.

The project commenced in 2021. We have spent 2 years on preparing installation works including clearing up of roof top space, selection of project management company, redesigning the electricity circuit and the connection with electricity grid.

The Photovoltaic ("PV") solar panels are installed on the rooftop of our Yuen Long Factory. Each PV module contains several PV panels. The PV panels are covered with PV cells which are made up of PV materials. The PV materials and devices absorb and convert sunlight into electrical energy.



The direct-current ("DC") generated by the PV modules will be converted to the alternating-current ("AC") by inverters, and it will be transferred to the site power system by isolating transformer, which can effectively prevent any occasional surge generated by the PV system from damaging the factory power system.

The electric energy generated by the solar system is automatically synchronized to the power system through these smart inverters and isolating transformers without batteries.



讓明天更好的能源 – 太陽能

我們欣然宣佈我們已開始使用太陽能，太陽能是可再生能源，被視為綠色能源，是緩解氣候變化和全球暖化影響的解決方案。

項目於二零二一年展開。我們花了兩年的時間籌備安裝工作，包括清理屋頂空間、挑選項目管理公司、重新設計電路以及連接電網。

我們已在位於元朗廠房的天台安裝光伏(「光伏」)太陽能電池板。每組光伏模塊包含多塊光伏面板。光伏面板上覆蓋著由光伏物料製成的光伏電池。光伏物料及儀器會吸收太陽光並將之轉化為電能。

光伏模塊產生的直流電(「直流電」)將通過逆變器轉化為交流電(「交流電」)，然後通過隔離變壓器輸送到工廠電力系統。隔離變壓器可以有效防止光伏系統偶然產生的浪湧破壞工廠的電力系統。

太陽能系統產生的電能通過智能逆變器和隔離變壓器直接同步到工廠的電力系統中，無需電池。



The area of solar panels installed totalled 1,476 m² which consists of 671 modules. The panels installed can generate a total PV output power of 365.7kW of electricity depending on weather conditions.

安裝太陽能電池板的面積合計1,476平方米，當中包括671個模組。視乎天氣狀況，安裝電池板可產生光伏輸出總功率365.7千瓦的電力。

Key statistics of our solar panel:

太陽能板的主要統計數據：

Details of PV Panels 光伏面板詳情		Type: Monocrystalline Solar Cell 類型：單晶太陽能電池
Peak Power 峰值電力	545W 545瓦	
Open Circuit Voltage (Voc) 開路電壓(Voc)	49.52V 49.52伏特	
Short Circuit Current (Isc) 短路電流(Isc)	13.94A 13.94安培	
Optimum Operation Voltage 最佳操作電壓	40.80V 40.80伏特	
Optimum Operation Current 最佳操作電流	13.36A 13.36安培	
Panel Area 面板面積	1,476m ² 1,476平方米	
Tilt Angle 傾角	10 Degree 10度	
Total No. of Module 模塊總數	671	
Total PV Output Power 光伏輸出總功率	365.7kW 365.7千瓦	



Journey to Carbon Net Zero (Continued)

邁向碳淨零之路 (續)

Benefit of Solar Power to the Group

太陽能發電給本集團帶來的好處

Clean Source of Power 清潔能源	Solar energy is clean, the Group promotes renewable energy to support a greener Hong Kong. 太陽能是清潔能源，本集團推廣可再生能源以支持綠化香港。
Lower Electricity Costs 降低電力成本	Solar energy generated can be sold back to the utility company via the power grid, resulting in a reduction of the Group's electricity costs. 所產生的太陽能可通過電網回售給公用事業公司，從而降低本集團的電力成本。
Mitigation of Climate Risks 減輕氣候風險	Increasing the use of alternative energy will lower the Group's reliance on fossil fuels, which is an effective mitigation of climate risks. 增加使用替代能源將降低本集團對化石燃料的依賴，有效緩解氣候風險。
Positive Corporate Image 建立正面的企業形象	The use of solar power greatly enhances the Group's corporate image, and with the global consumer preference shifting towards a favour for socially responsible corporations, this will result in more business opportunities for the Group in the future. 使用太陽能大大提升本集團的企業形象，隨著全球消費者的喜好更側重具有社會責任感的企業，將為本集團日後帶來更多商機。

Energy Saving Practices

The Group actively promotes the effective use of resources, monitors the potential impacts that its business operations bring to the environment, and instils awareness of resource conservation and environmental protection into the work and life of each employee. The Group also focuses on the management of the major energy-consuming equipment and standardises the operational flow and process to consume energy fully and effectively.

The energy consumption of the Group was mainly contributed by the electricity consumed in operation and petrol consumed by vehicles. The Group has introduced various measures and initiatives to achieve the goal of energy saving and efficient consumption.

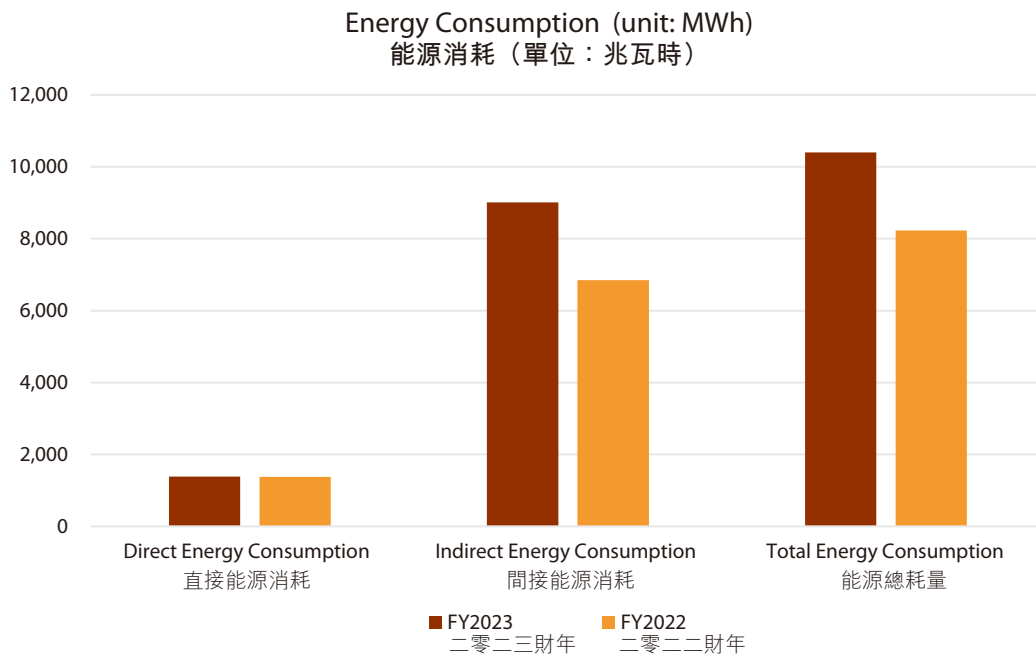
During the Reporting Period, the Group's energy consumption was as below:

節能實踐

本集團積極推動資源的有效利用，監測業務運營可能對環境造成的影響，將節約資源及保護環境的意識灌輸到每一位員工的工作和生活之中。本集團亦著力對主要耗能設備進行管理，規範操作流程及工序，使能源得以充分有效地使用。

本集團的能源消耗主要來自營運消耗的電力及車輛消耗的汽油。本集團已推出多項措施及舉措，以達致節能及高效耗能的目標。

於報告期間，本集團的能源消耗如下：



The increase in total energy consumption was due to the production schedule and scale returned to normal levels as the epidemic subsides.

能源總耗量上升乃由於疫情消退，生產進度及規模恢復至正常水平。

Journey to Carbon Net Zero (Continued)

邁向碳淨零之路(續)

Smart posters are posted to remind staff to switch off idle electrical appliances.

已張貼智能告示，提醒員工關掉閒置的電器。



Air-Conditioning is set to optimum temperature for energy-saving.

空調已預設最佳溫度以節省能源。

Water Resources

水資源

Water consumption is minimal in the Headquarters and Operation Sites in Shenzhen. The major water consumption is at the Group's Yuen Long Factory. Water is used to wash Chinese herbs and for production. The Group has taken the below measures to promote water conservation:

本集團的總部及在深圳的各運營點的耗水量極低。主要用水量來自本集團的元朗廠房。水用於清洗中藥材和生產。本集團採取以下措施提倡節約用水：

- The Yuen Long Factory monitors water consumption and sets water-saving targets.
- Environmental friendly water tanks and sensor faucets in washrooms have been installed to regulate daily water use.
- The Yuen Long Factory has set up facilities such as rainwater harvesting system, brown water treatment and collection to reduce water consumption.
- Inspection is taken place in the Yuen Long Factory on whether there is leakage in faucets and pipelines regularly. We will arrange repairment when appropriate.

- 元朗廠房監控用水情況及設定節水目標。
- 在洗手間安裝環保型水箱及自動感應水龍頭以規範每日用水。
- 元朗廠房設置雨水收集系統、棕水處理及回收等設施，減少用水量。
- 元朗廠房亦定期檢查水龍頭及管道是否有滲漏。我們將適時安排維修。

Water consumption has increased during the Reporting Period. The increase was due to the fact that the epidemic subsided and production schedule and scale returned to normal levels, resulting in an increase in the cleaning and disinfection of traditional Chinese medicine accordingly.

於報告期間，耗水量有所增加。增加是因為疫情消退以及生產進度與規模恢復至正常水平，因此中藥清洗消毒相應增加。

Reducing Our Carbon Footprint

Climate Change

The public's awareness regarding climate change continues to increase, and climate change is also one of the most frequently discussed topics internationally. Given the severity and urgency of the climate crisis, governments recently have accelerated their efforts to address climate change. Hong Kong has committed to achieving net-zero carbon emissions by 2050.

The Group understands the importance of identifying and mitigating major climate-related issues, pays close attention to the potential impact of climate change on the Group's business and operations, and is committed to managing potential climate-related risks that may affect the Group's business activities. Our ESG Committee regularly oversees climate-related issues and risks, ensuring our strategies incorporate these critical factors.

According to the reporting framework developed by the Task Force on Climate-Related Financial Disclosures (TCFD), climate-related risks are divided into physical and transition risks. The Group has incorporated climate change-related risks into enterprise risk management to identify and mitigate potential risks related to climate change. The Group also formulated action plan to handle the below risks.

Physical Risks

The increased frequency and severity of extreme weather events such as typhoons, storms, heavy rains, and extreme cold or heat pose acute and chronic physical risks to the Group's business. The Group's capacity and productivity will be reduced under extreme weather events as the safety of our employees is threatened, and the operational sites might be damaged, which leads to a direct negative impact on the Group's revenue.

The Group has established mitigation plans to minimise potential risks and hazards, including flexible working arrangements and precautionary measures during bad or extreme weather conditions such as typhoons, floods, and black rainstorms. The Group will explore an emergency plan to further reduce the vulnerability of our installations and production of the factory to extreme weather events to enhance business stability.

Transition Risks

To achieve the global vision of carbon neutrality, the Group expects the evolution of the regulatory, technological and market landscape due to climate change, including the tightening of national policies, the emergence of environmentally related taxes, and the shifting of customer preference to an eco-friendlier resort operation.

In response to the policy, legal, and reputation risks, the Group constantly monitors the updates of environmental regulations and global trends on climate change to avoid cost increments, non-compliance fines or reputational risks due to the violation of laws. In addition, the Group has been taking comprehensive environmental protection measures, including GHG reduction, feasible of carbon trading and adoption of solar energy. The Group has set targets to gradually reduce the Group's energy consumption, water consumption and GHG emissions by 2030.

減少碳足跡

氣候變化

公眾對氣候變化的意識不斷提高，氣候變化亦是國際上最頻繁討論的議題之一。鑒於氣候危機的嚴重性和緊迫性，各國政府近期加快了應對氣候變化的步伐。香港承諾在二零五零年前實現淨零碳排放。

本集團深知識別及緩解重大氣候相關議題的重要性，密切關注氣候變化對本集團業務及營運的潛在影響，並致力於管理可能影響本集團業務活動的潛在氣候相關風險。我們的環境、社會及管治委員會定期監察氣候相關事宜及風險，確保我們的策略包含以上關鍵性因素。

根據氣候相關金融資訊披露工作組(TCFD)制定的報告框架，氣候相關風險分為實體和過渡風險。本集團已將氣候變化相關風險納入企業風險管理，以識別和減輕與氣候變化有關的潛在風險。本集團還制定了行動計劃，以處理以下風險。

實體風險

頻繁和嚴重的極端天氣事件，如颱風、風暴、暴雨、嚴寒或酷熱，對集團業務構成急性和慢性的實體風險。在極端天氣事件下，我們員工的安全受到威脅，營運點或會受到破壞，從而降低了集團的生產能力和生產效率，導致集團收益產生直接負面影響。

本集團已經制定了應對計劃以減少潛在的風險和危害，包括在惡劣或極端天氣情況下(如颱風、水浸及黑色暴雨)的彈性工作安排和預防措施。本集團將探索應急計劃，進一步降低廠房裝置及生產受極端天氣事件影響的程度，以提高業務的穩定性。

過渡風險

為了實現碳中和的全球願景，本集團預料，監管、技術和市場的佈局將因氣候變化而有所改變，當中包括收緊國家政策，徵收環保相關稅項，以及客戶偏好轉向更環保友善經營之公司。

為了應對政策、法律及聲譽風險，本集團持續監察環保法規的最新消息及全球氣候轉變的趨勢，以避免增加成本、違規罰款或因違規而帶來聲譽相關的風險。此外，本集團一直在採取全面的環境保護措施，包括減少溫室氣體排放、碳交易的可行性及採用太陽能。本集團亦制定了在二零三零年前逐步減少本集團的能源消耗、耗水量和溫室氣體排放目標。

Journey to Carbon Net Zero (Continued)

邁向碳淨零之路(續)

Greenhouse Gas Emissions

The major sources of the Group's GHG emissions are direct GHG emissions (Scope 1) from gasoline combustion for transportation and town gas for processing the Chinese medicines, and energy indirect GHG emissions (Scope 2) from purchased electricity. To control the GHG emissions, the Group has adopted policies on efficient use of energy as described in the section headed "Use of Resources" below.

During the Reporting Period, the Group's GHG emissions performance was as follows. The increase in relevant data was due to the fact that as the epidemic subsides, daily life and production schedule and scale returned to normal levels.

溫室氣體排放

本集團溫室氣體排放的主要來自運輸用汽油燃燒及中藥加工用煤氣產生的直接溫室氣體排放(範圍1)，以及外購電力產生的能源間接溫室氣體排放(範圍2)。為控制溫室氣體排放，本集團已採納下文「資源使用」一節所述的有效使用能源政策。

於報告期間，本集團溫室氣體排放表現如下。相關數據上升乃由於隨著疫情消退，日常生活以及生產進度與規模恢復至正常水平。

Indicators 指標	Unit ¹ 單位 ¹	2023 二零二三年	2022 二零二二年
Scope 1 範圍1	tCO ₂ e 公噸二氧化碳當量	390.67	291.05
Scope 2 範圍2	tCO ₂ e 公噸二氧化碳當量	3,919.16	2,680.92
Scope 3 範圍3	tCO ₂ e 公噸二氧化碳當量	1,538.50	849.41
Total GHG Emissions 溫室氣體排放總量	tCO ₂ e 公噸二氧化碳當量	5,848.33	3,821.38
GHG Emissions Intensity ² 溫室氣體排放密度 ²	tCO ₂ e/ft ² 公噸二氧化碳當量／平方呎	0.020	0.014

Notes:

- GHG emissions data was presented in carbon dioxide equivalent and was in reference to, including but not limited to, the reporting requirements of the "GHG Protocol Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, the "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Sustainability Report 2022" published by the Hong Kong Electric Investments Limited, the "2022 Sustainability Report" published by the CLP Power Hong Kong Limited, the latest released emission factors of China's regional power grid basis and "Global Warming Potential Values" from the IPCC Fifth Assessment Report (AR5), 2014.
- The intensity data in this Report is calculated based on the gross floor area of 299,907 sq. ft (including Retail Shops). (FY 2022: 266,253 sq. ft, excluding Retail Shops area).

附註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照(包括但不限於)世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告 - 附錄二：環境關鍵績效指標匯報指引》、港燈電力投資有限公司發佈的《二零二二年可持續發展報告》、中華電力發佈的《二零二二年可持續發展報告》、中國區域電網基地最新發佈的排放因子及二零一四年IPCC發佈的《第五次評估報告》(AR5)的《全球暖化潛能值》的報告規定。
- 於本報告中，密度數據是根據建築面積299,907平方呎(包括零售店面積)(二零二二財政年度：266,253平方呎，不包括零售店面積)計算。

Air Emissions

The principal source of emissions arising from the Group's operation was fuel consumed by company vehicles. In response to the above source, we ensure all the Group's vehicles function in the optimum conditions through regular maintenance, prioritise the local vendors for product and service supplies selection to shorten the distance transportation; and arrange regular examinations for business vehicles on exhaust gas emissions. Staff of the Yuen Long Factory also reminds drivers to switch off engines when car is parked. In addition, the Group adopts hydro vent and scrubber to remove oil and odour from fumes before emission.

During the Reporting Period, the Group's air emissions performances were as follows:

廢氣排放

本集團營運產生的主要排放源頭為公司車輛消耗的燃料。針對上述排放源頭，我們通過定期維護確保本集團所有車輛處於最佳狀態，優先挑選當地供應商的產品及服務供應，以縮短運輸距離；並定期為業務車輛安排廢氣排放檢測。元朗廠房員工亦會提醒司機停車熄匙。此外，本集團採用灑水式煙罩及洗滌器，排放前去除煙霧中的油分及氣味。

於報告期間，本集團廢氣排放表現如下：

Types of Air Emissions 廢氣排放類型	Unit 單位	2023 二零二三年	2022 二零二二年
Nitrogen Oxides (NOx) 氮氧化物	kg 千克	23.2	23.1
Sulphur Oxides (SOx) 硫氧化物	kg 千克	0.48	0.26
Respirable Suspended Particulates 可吸入懸浮粒子	kg 千克	0.51	0.41

Journey to Carbon Net Zero (Continued)

邁向碳淨零之路(續)

Waste Management

The Group is committed to promoting the best use of resources in all working locations to reduce waste production from sources. The Group upholds its high standards in waste reduction and is committed to handling and disposing of all wastes generated by our business activities by the principle of sustainability and the methodology of the 3R Policy (“**Reduce, Reuse, and Recycle**”).

廢棄物管理

本集團於各工作地點致力推廣物盡其用，從源頭減少廢棄物產生。本集團堅持減少廢物的高標準，並致力於根據可持續發展原則及3R政策(「**Reduce**(減少使用)、**Reuse**(物盡其用)及**Recycle**(循環回收)」)的方法處理及處置我們業務活動產生的所有廢物。



Employees in the Group have been encouraged to sort recycled wastes into appropriate containers. The Yuen Long Factory sorts rubbish, recycles and reuses paper boxes. The Headquarters and Shenzhen office also set up recycle boxes and arrange recyclers to collect recyclable wastes regularly.

本集團鼓勵員工將廢棄物回收分類到合適的容器中。元朗廠房會進行垃圾分類，回收及重用紙箱。總部及深圳辦事處亦設置回收箱，定期安排回收商收集可回收廢棄物。



The non-hazardous wastes generated by the Group's headquarters office are mainly paper. We promote green and paperless office – "Think before you print". We encourage employees to use double-side printing, reuse envelopes and document folders to deliver internal documents and letters, use electronic communication and electronic archives.

本集團總部產生的無害廢棄物主要為紙張。我們提倡綠色無紙化辦公室 – 「列印前先想一想」。我們鼓勵員工使用雙面打印、重複使用信封及文件夾來發送內部文件和信件，並善用電子通訊和電子存檔。

Handling of Hazardous Wastes

The Group's hazardous wastes are mainly generated from the operation of the Yuen Long Factory, including waste halogenated solvents, expired pharmaceuticals, other pharmaceutical raw materials and chemical wastes, etc.

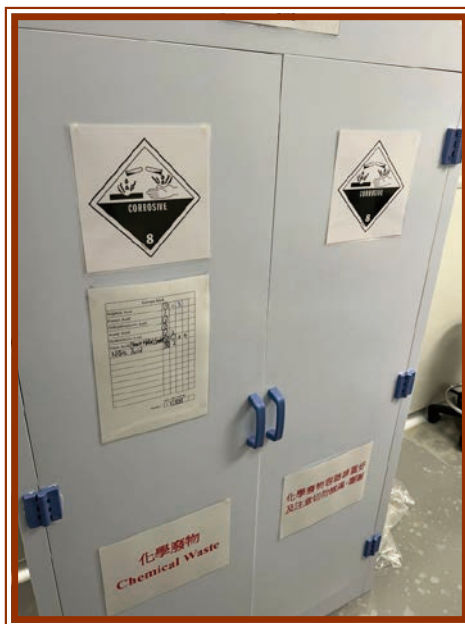
處理有害廢棄物

本集團的有害廢棄物主要來源為元朗廠房的營運，當中包括廢鹵化溶劑、過期藥品、其他醫藥原料及化學廢物等。



At the Yuen Long Factory, chemical waste generated from processing of Chinese traditional medicines is properly stored and collected by the external qualified waste management service provider.

在元朗廠房，中藥加工產生的化學廢物均由外聘合資格廢物管理服務供應商妥善儲存和進行收集。



Journey to Carbon Net Zero (Continued)

邁向碳淨零之路 (續)

To ensure the hazardous and non-hazardous wastes generated by the Group are properly handled, the Yuen Long Factory has formulated procedures for managing hazardous wastes, which provide guidelines for employees.

Sewage Discharge

As mentioned, the Group's wastewater is mainly generated from domestic wastewater and industrial wastewater. Industrial wastewater will be generated during traditional Chinese medicine processing and utilization. Generally, the traditional Chinese medicine wastewater mainly comes from the process of feedstock and herbal cleaning, medicine processing, and workplace washing. The Group has obtained a license granted by the Environmental Protection Department of Hong Kong ("EPD") pursuant to the Water Pollution Control Ordinance, and discharges wastewater in accordance with relevant requirements of the EPD.

The Environment and Natural Resources

The Group has always been concerned about the impacts on the operating locations, its surrounding environment and natural resources. We are committed to reducing the negative environmental impacts from daily operations through measures such as treasuring resources and properly disposing of wastes. The Group has formulated relevant policy and has considered the negative impacts of the process of planting pharmaceutical raw materials on biodiversity, to improve the environmental monitoring and early warning system, and establish an emergency response mechanism for environmental emergencies.

Packaging Materials

The Group continuously reviews and improves its packaging design and uses sustainable and recyclable packaging materials as much as possible to reduce the consumption of packaging materials. To reduce packaging materials, the Group prints QR codes on packages. By simply scanning the QR code, customers may assess more product information by being linked to relevant websites. This effectively reduces the label size, thus decreasing the use of packaging materials. In the future, the Group will maximise its scope of use. The Group will continue to discover solutions to increase the efficiency of using packaging materials, such as considering using biodegradable packaging materials made with regenerative elements.

為確保本集團產生的有害及無害廢棄物均得到妥善處理，元朗廠房已制定管理有害廢棄物的程序，為員工提供指引。

廢水排放

如前所述，本集團產生的廢水主要源於生活廢水及工業廢水。中藥加工和利用的過程中會產生工業廢水。一般而言，傳統中藥廢水主要來自原料及藥材清洗、藥物加工、工作場所清洗等過程。本集團已獲得香港環境保護署（「環保署」）根據《水污染管制條例》頒發的牌照，並按照環保署的相關規定排放廢水。

環境與自然資源

本集團一直關注營運地點對周邊環境及天然資源的影響，致力透過珍惜資源及妥善處置廢物等措施，減少日常營運對環境造成的負面影響。本集團制定相關政策，考慮醫藥原料種植過程對生物多樣性的負面影響，完善環境監測預警體系，建立突發環境事件應急機制。

包裝材料

本集團持續檢討及改善包裝設計，並儘量使用可持續及可回收的包裝材料，減少包裝材料的消耗。為減少包裝材料，本集團在包裝上印刷二維碼，客戶只需掃描二維碼便會鏈接到相關網站，了解更多產品資訊。此做法能有效縮小標籤尺寸，繼而減少包裝材料的使用。未來，本集團將盡可能擴大其使用範圍。本集團會繼續探討提高包裝材料使用效率的方案，如考慮使用可生物降解及含有再生成分的包裝材料。

Reducing Packaging Waste by Technology Innovation – Intelligent Automated GMP Product Packaging System

The Group attaches great importance to product quality and brand reputation and strives to keep pace with the times. Therefore, it has been researching on how to upgrade and improve the existing packaging process. In the past, the Group used manual packaging to process medicines, but found that this model is increasingly difficult to meet market demand. The Group partnered on a research with the Hong Kong Productivity Council ("HKPC") for 2 years. The HKPC has established an intelligent automated GMP product packaging system for us in October 2022.

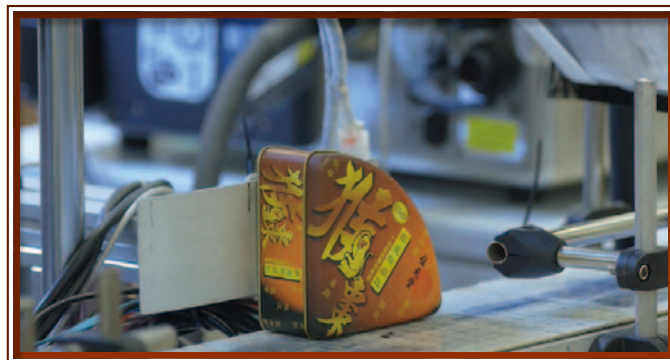
通過技術創新減少包裝廢棄物 – 智能自動化GMP產品包裝系統

本集團高度重視產品質量及品牌聲譽，致力與時並進。有見及此，本集團一直研究如何升級及改進現有包裝流程。過去，本集團使用人工包裝加工藥品，但此模式越來越難以滿足市場需求。本集團與香港生產力促進局(「香港生產力促進局」)合作進行為期兩年的研究。香港生產力促進局於二零二二年十月為我們建立智能自動化GMP產品包裝系統。



TCM emphasizes syndrome differentiation and combination of medicines, emphasising strict step by step processing, and paying attention to authentic medicinal materials. HKPC has designed a unique intelligent packaging system. All tiny medicine vials products (including different outer box shapes, product contents and colors) can be processed with this system. Through the intelligent automated packaging system, the Group's packaging productivity has increased by 100%, and the need for manpower has been reduced by 90% so that relevant employees can be deployed to handle other non-robotic tasks.

傳統中藥講究辨證施藥，嚴格遵循加工步驟，注重藥材地道。香港生產力促進局設計了獨特的智能包裝系統。所有迷你藥瓶產品(包括不同包裝形狀、產品內容及顏色)均可使用該系統進行包裝。通過智能自動化包裝系統，本集團的包裝生產率提升了100%，對手動需求減少了90%，以便能夠部署相關員工處理其他非機械人任務。

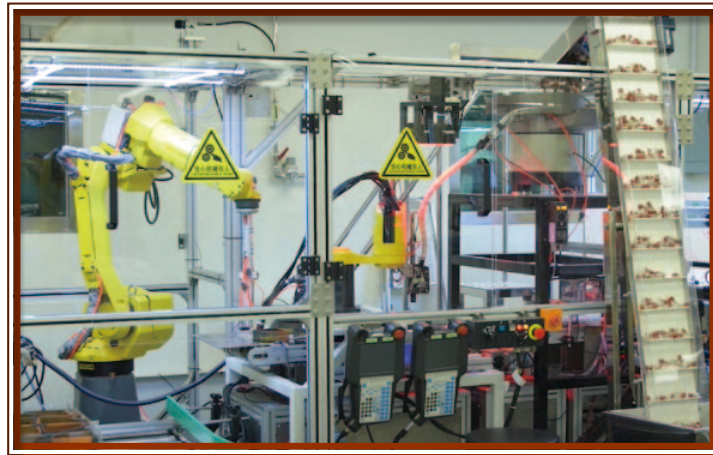


Journey to Carbon Net Zero (Continued)

邁向碳淨零之路(續)

The design of the intelligent packaging system is complex, and the system must be compatible with products of different shapes (including fan-shaped and rectangular shaped).

智能包裝系統的設計複雜，系統必須與不同形狀(包括扇形及長方形)的產品兼容。



Packaging Waste Reduction

To identify different quantities of medicine bottles in the box, the HKPC added a robot arm to the system, which can operate continuously and at high speed, imitating manual packaging to insert the tiny medicine vials into the bloter tray inside the metal cans. The strength and angle need to be precise and accurate, so that the bottle will not bounce out. The system also effectively improves the quality and stability of product packaging, reduces packaging wastage, provides real-time data to improve production efficiency, and ensure that products comply with relevant GMP regulations.

減少包裝廢棄物

為識別箱內不同數量的藥瓶，香港生產力促進局在系統中加入機械臂，可持續及高速運作，模仿人手把細小的藥樽插入金屬罐內的吸塑盤。力度和角度需要精準無誤，瓶身才不會彈出。該系統亦有效提高產品包裝的質量及穩定性，減少包裝浪費，提供實時數據以提高生產效率，並確保產品符合相關GMP規定。



The HKPC team also uses electronic vision technology in the process to assist in the accurate placement of the medicine bottle, and batch number of the products to ensure proper labelling.

香港生產力促進局團隊亦在過程中使用電子視覺技術，協助準確放置藥瓶及產品批次編號，以確保標籤正確。

Through using the intelligent automatic GMP product packaging system to promote the modernization of Chinese medicine, the Group believes that the profound TCM culture will be passing on and achieve the goal of sustainable operation.

本集團相信，通過採用智能自動化GMP產品包裝系統推動中藥現代化，將傳承深厚的中藥文化，實現可持續經營的目標。

Employment Practices

Wai Yuen Tong is the largest team of registered Chinese medicine practitioners in Hong Kong. Good medicinal materials must be utilized by talented staff. The Group cares about its employees and invests in them for mutual success. Our employees are respected, valued, and empowered. The Group believes employee development is not only the key to long-term corporate development, but also a responsibility towards our employees.

僱傭常規

位元堂是全港最大的註冊中醫師團隊。上乘藥材必須由優秀的人才來使用。本集團關懷員工，並投資於他們，以獲取共同成功。我們尊重、重視及賦權予僱員。本集團相信員工發展不僅是企業長遠發展的關鍵，亦是對員工們的責任。

Recruiting Talents

The Group actively recruits potential talents and applies the principle of open and fair competition in its recruitment process. Factors such as capabilities, understanding of the job, practical working requirements and suitability of a position are considered as the standards of recruitment, which ensures a transparent and open recruitment process.

招聘人才

本集團積極招募具備潛力的人才，在招聘中應用公開、公平競爭的原則，以工作能力、對工作之認識、實際工作要求和是否適合崗位等因素作為招聘的標準，並確保招聘過程透明、公開。

Team Recognition and Sense of Belonging

The Group provides fair and competitive compensation. Employees' salaries and year-end bonuses are determined based on factors such as qualifications, work performance, performance appraisal results and market trends. In addition, the Group is committed to providing different career development pathways for its employees, who are promoted and appointed under the principles of "careful organisation, comprehensive investigation, merit-based selection, and insistence on strict requirements".

The Group has no tolerance on unfair dismissals and makes sure the dismissal procedure is fair and open. The Group has formulated the procedures and conditions of dismissal and contract termination in the Employee Handbook. There is also a list of handover tasks to ensure the seamless transition of job duties.

團隊認可及歸屬感

本集團提供公平且具競爭力的薪酬。員工薪金和年終獎金是根據資歷、工作表現、效績評估結果及市場趨勢等因素制定。此外，本集團致力為員工提供不同職業發展途徑，按「組織細心、考察全面、錄取擇優、寧缺勿濫」的原則進行晉升及委任。

本集團絕不容忍不公平的解僱，並確保解僱程序公正、公開。本集團在《員工手冊》中規定了解僱和終止合同的程序及條件，亦設有交接安排以確保工作職責無縫過渡。

Promoting Diversity and Inclusion The Group is committed to providing employees or job applicants with equal opportunities, preventing events of discrimination, safeguarding employees' interests, and forbidding discrimination towards employees arising from factors such as gender, marital status, pregnancy, family position, race, religion and disability.

The Group recruits disabled persons, promotes a culture of integration for the disabled, and is devoted to building a diversified working team.

The Group is considering the implementations of more measures related to diversity and integration in the future, such as providing trainings related to equal opportunities, anti-discrimination, and human rights.

鼓勵多元包容文化

本集團致力向員工或應聘人士提供平等機會及防止歧視事件發生，維護員工權益，不得因性別、婚姻狀況、懷孕、家庭崗位、種族、信仰及殘疾等因素對員工作出歧視。

本集團招聘殘障人士，推動傷健共融的文化，致力建立多元化的工作團隊。

本集團考慮於未來實施更多有關多元化與共融的措施，如提供與平等機會、反歧視和人權相關的培訓。

Supporting Team's Well Being

The Group's remuneration package is based on the results of the annual appraisals and evaluation of the employees' performance. To maintain the competitiveness of our remuneration packages, they are reviewed and adjusted periodically by benchmarking with market levels and the importance of position.

The Group provides qualified employees with in-patient medical insurance, out-patient medical benefits, internal shopping discounts, as well as discounts on TCM out-patient clinic services, dental care and medical programmes applicable to employees and their immediate family members, ensuring that they receive care when feeling unwell.

The Group has specified the arrangement regarding employees' working days and hours in the Employee Handbook and there is no tolerance on forced labour. All overtime working is on a voluntary basis and is subject to appropriate overtime allowance.

The Group has provided its employees with different types of holidays, including statutory holidays and other paid leaves such as maternity leave, paternity leave, compassionate leave, birthday leave and examination leave

為團隊謀福祉

本集團的薪酬組合乃基於年度評估結果及對員工表現的評估而定。為了維持我們薪酬待遇的競爭力，我們對照市場水平及職位重要性定期檢討及調整薪酬待遇。

本集團為合資格員工提供住院醫療保險、門診醫療福利、內部購物折扣優惠，以及適用於員工及其直系家屬的中醫門診服務優惠、牙科保健和醫療優惠計劃等，確保不適期間得到保障。

本集團在《員工手冊》已訂明員工的工作日及時間安排及杜絕強制勞工。所有超時工作須為自願及須獲得合適的超時工作津貼。

本集團為僱員提供各種假期，包括法定假期及分娩假、侍產假、恩恤假、生日假及考試假等不同類型的其他有薪假期。

Promoting Healthy Lifestyle, Caring the Community

The Group prioritizes the well-being of its employees and organizes various sports events to motivate them to achieve a healthy work-life balance. Additionally, as a strong advocate of a family-friendly work environment, we extend invitations to our employees' family members to participate in company events, creating a sense of inclusiveness and belongingness for all.

The Community Chest Walk for Million is a fund-raising campaign that is well-received by the public with a long history. The "Hong Kong and Kowloon Walk for Millions" of this year was held in January 2023.

Wang On Properties Limited, a subsidiary of Wang On Group Limited, provided sponsorship and organized a VIP team consisting of employees from different business units to participate in Walk for Millions this year. The Group encouraged its employees to invite their friends and family members to join the 10km walk which began at the Hong Kong Stadium and passed through scenic routes such as Wong Nai Chung Gap Road, Black's Link, and Aberdeen Reservoir Road before ending at the Aberdeen Country Park Visitors Centre. They all had a great time enjoying the beautiful scenery of Hong Kong while bonding with their loved ones and colleagues. All of the participants were thrilled to participate in such a meaningful charity walkathon. All funds raised through Walk for Millions went to support the 24 Community Chest member organizations in providing family and child-welfare services. We will continue to extend an arm of support to help the communities in need. Together, we can make our society a better and happier place to live in.

提倡健康生活方式、關愛社區

本集團關心員工福祉，舉辦各類體育活動，鼓勵員工追求工作與生活的平衡。此外，作為家庭友善工作文化的支持者，我們邀請員工家屬參與公司活動，為所有人營造包容和歸屬感。

公益金百萬行是一項歷史悠久、深受公眾歡迎的籌款活動。今年的「港島、九龍區百萬行」於二零二三年一月舉行。

宏安集團有限公司的附屬公司，宏安地產有限公司提供贊助，並組織由來自不同業務部門的員工，組成VIP團隊參加今年的百萬行。本集團鼓勵員工攜同親友一起參加這次10公里的步行活動，起點在香港大球場出發，途經風景秀麗的路徑，如黃泥涌峽道、布力徑、香港仔水塘道，最後到達香港仔郊野公園遊客中心。他們在欣賞香港的美景的同時，與親友及同事們也建立了更深厚的關係，度過了美好的時光。所有參與者都十分高興能親身參與這樣有意義的慈善活動。通過百萬行籌得的所有善款將用於支持24個公益金成員組織，提供家庭及兒童福利服務。我們將繼續幫助有需要的社區，一起讓社會成為更美好、更幸福的居所。



Staffs supported and participated in "Hong Kong & Kowloon Walk for Millions 2023"
員工們支持及參與2023「港島、九龍區百萬行」

People Oriented (Continued)

以人為本(續)

Developing Our People

The success of the Group depends on the retention of talents. The Group spares no effort in the development and training of employees. We invest significant resources every year to provide the training and development to all levels including the front-line sales staff at Retail Shops, the TCM practitioners, the operation team of the Yuen Long Factory and all back-office employees of the Group. The training department dedicated to our group members is responsible for providing the group's overall training direction and implement related strategies and providing appropriate training courses to employees in different positions to improve the professionalism of employees.

The Group is one of the largest employers for Chinese Medical Practitioners CMPs in Hong Kong. Up-to-date knowledge and information on Chinese herbal medicine has been provided to CMPs by product training and sharing sessions. The procurement, screening and pharmaceutical processes of Chinese herbal medicine are introduced to the CMPs through the training department. The CMPs enhance their knowledge and keep up-to-date medical information after these series of training and sharing activities.



Training with CMPs are conducted every two months. The training topics include communication skills with customers, information on Wai Yuen Tong's new products, information on different medicinal materials and TCM system training, lecturing skills, and other information.

員工發展

本集團的成功取決於能否留住人才。本集團在僱員發展及培訓方面不遺餘力。我們每年投入大量資源為零售店的前線銷售人員、中醫師、元朗廠房的營運團隊及本集團所有後勤人員提供培訓及發展機會。專為集團成員而設的培訓部門，負責提供集團整體培訓方向並實施相關策略，以及為不同崗位的員工提供合適的培訓課程，以提升員工的專業能力。

本集團是香港最大的中醫師僱主之一。本集團通過產品培訓和分享會，為中醫師提供最新的中藥知識和資訊。培訓部向中醫師介紹中藥的採購、篩選和製藥過程。經過這一系列培訓和分享活動，中醫師能夠提高知識水平及掌握最新的醫療資訊。

中醫師的培訓每兩個月進行一次。培訓主題包括與客戶溝通技巧、位元堂新品資訊、不同藥材資訊、傳統中藥系統培訓、授課技巧及其他資訊。



In addition, the Chairman of the Group will also hold an exchange meeting/dinner with the team of CMPs every 2-3 months to facilitate internal communication.

此外，本集團主席亦會每兩至三個月與中醫師團隊舉行一次交流會／晚宴，以促進內部溝通。

The Group encourages and provides subsidies to employees at all levels to pursue educational or training opportunities that achieve personal growth and professional development. A policy on External Training Subsidy is in place, allowing every staff to develop and maintain job-related skills for full performance. Employees may apply for reimbursement of the fees of continuing education and training courses accredited by the Education Bureau, as well as subsidies for membership of professional associations.

本集團鼓勵並資助各級員工接受教育或培訓，以實現個人成長和專業發展。制定了外部培訓補貼政策，使每個員工能發展和保持與工作有關的技能，以充分發揮表現。員工可申請發還教育局認可的持續進修及培訓課程費用，及申請專業學會會籍資助。

During the Reporting Period, the Group has conducted 294 training courses, of which nearly 40,000 attendances were recorded. The employees were highly satisfied with the training sessions, which was reflected by the training appraisals surveys conducted after each training session. The Group is proud of our systematic and efficient training programmes that have been provided to our employees.

於報告期間，本集團舉辦了294個培訓課程，錄得接近40,000人次參加。從每次培訓課程結束後進行的培訓評估調查中可以看出，員工對培訓課程非常滿意。本集團為提供予員工有系統、有效的培訓課程感到自豪。

Number of Training Events 培訓活動數量	294
Total Training Hours Offered 提供總培訓時數	50,086 hours 小時
Number of Attendances 出席人次	39,005 attendances 人次
Average Training Time per Attendance 平均出席培訓時間	1.28 hours 小時
Training Evaluation Results 培訓評估結果	Very satisfactory 非常滿意

People Oriented *(Continued)*

以人為本 (續)

Wai Yuen Tong Received the “2022 Outstanding QTS Merchant & Service Staff Awards”

位元堂榮獲「2022傑出優質商戶及員工服務獎」



The Outstanding QTS Merchant Awards were organised by the Hong Kong Tourism Board to recognise the city's Quality Tourism Services accredited retailers and restaurateurs for their sustained excellent performance. The Awards Presentation Ceremony was held on 22 February 2023.

「傑出優質商戶獎」由香港旅遊發展局舉辦，旨在表揚香港優質旅遊服務認可的零售商戶及食肆持續出色的表現。頒獎典禮於二零二三年二月二十二日舉行。

Two of the Group's frontline colleagues have received Silver and Bronze Award respectively. They have managed to provide professional services despite the challenges during the pandemic and contribute to enhancing the local tourism service standards in Hong Kong.

本集團兩名前線員工分別獲頒發銀獎及銅獎。儘管疫情期間充滿挑戰，他們仍能提供專業服務，並為提升香港本地旅遊服務標準作出貢獻。



Learning and development is the core element for our business success. We have developed a customized training system which offers various courses covering operations, technical know-how, service skills, leadership skills, etc., to continuously uplift our colleagues' capabilities and accelerate their personal development.

學習與發展是我們業務成功的核心要素。我們開發了定制的培訓系統，提供涵蓋營運、技術知識、服務技能、領導技能等多個課程，不斷提升員工的能力及加快個人發展。

Labour Standards

The Group respects human rights, and strictly prohibits the use of child labour or forced labour in our operations. During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group.

勞工準則

本集團尊重人權，嚴禁在營運上僱用童工或強制勞工。於報告期間，本集團沒有發現任何重大違反與童工及強制勞工有關的法律法規而會對本集團造成重大影響的情況。

Prevention of Child Labour

During the recruitment process, the human resources department is required to verify the identity documents and age of applicants to ensure that they have reached the local minimum age for employment. Once a child labourer is found to be hired by mistake, he/she will be required by the Group to immediately stop his/her work and be escorted to his/her guardian.

防止誤用童工

人力資源部需在招聘過程中核實應徵者的身份證明文件及年齡，確保應徵者符合當地最低入職年齡。如發現誤聘童工，本集團會立即停止其工作，並派人護送至監護人所在地。

Prohibition of Forced Labour

The Group specifies overtime compensation provisions in the Employee Handbook. In addition, the Group commits to respect the rights of employees to work voluntarily and quit freely, and strictly prohibits forcing employees to work (such as withholding their identity documents). Employees are free to terminate the employment relationship with the Group in accordance with the termination procedures stipulated in the employment contract.

禁止強制勞工

本集團於《員工手冊》訂明加班補償規定。同時，本集團承諾尊重員工自願工作及自由離職的權利，嚴禁通過扣押員工身份證明文件等強迫其勞動。員工可按僱傭合約解聘流程與本集團終止僱傭關係。

People Oriented (Continued)

以人為本 (續)

Occupational Health and Safety

The Group highly values employees' health and safety and is always committed to providing employees with a healthy, safe, and comfortable working environment. The Group has formulated the Health and Safety Policy. The aim of the policy is to reduce the occupational safety hazards encountered by employees at work by establishing a safety management structure, providing safety procedures and guidelines, and conducting risk assessments and management.

職業健康與安全

本集團高度重視員工的健康與安全，始終致力於為員工提供健康、安全、舒適的工作環境。本集團已制定健康與安全政策。該政策旨在透過建立安全管理架構、規定安全程序及指引、進行風險評估及管理等措施，減少員工在工作中遇到的職業安全風險。



An occupational health and safety board has been established in the Yuen Long Factory to remind employees on recent news regarding health and safety procedures, the latest related ordinance and the analysis report of the latest working related injury cases and safety supervision reports. The Group's Health and Safety Manual is also placed there for easy reference.

元朗廠房設立職業健康及安全報告板，提醒員工注意最近有關健康及安全程序的消息、最新相關條例、最近的工傷個案分析報告及安全監察報告。本集團亦放置《健康與安全手冊》以便查閱。



Smoking is strictly prohibited in all areas of our Yuen Long Factory. This protects all staff's health from respiratory diseases and prevent hazards of fire. Fire drills are also conducted regularly in our workspace.

元朗廠房內所有區域均嚴禁吸煙。這可以保護所有員工的健康免受呼吸道疾病的侵害，並防止發生火災。我們亦定期在工作場所進行消防演習。



Treatment and extraction of Chinese herb medicine may involve the use of different kinds of chemicals. The hazard label is the main communication tool for the classification of hazardous substances. The hazard label is consistent in communicating any hazard information. Labels on hazardous chemicals can identify hazards and give instructions on how to use them safely. This identifies any safety controls needed in the workplace in our Yuen Long Factory.

中草藥的處理及提取可能涉及使用不同種類的化學品。危險標籤是危險物質分類的主要溝通工具。危險標籤在傳達任何危險信息時是一致的。危險化學品上的標籤可以識別危險並給予如何安全使用該等化學品的說明。這能夠識別我們元朗廠房中工作場所所需的任何安全控制措施。

People Oriented (Continued)

以人為本 (續)

Health and Safety Training

At the Group's Yuen Long Factory, which is our major production base, annual health and safety training plan has been established. The plan has specific the training events and topics monthly, employees of different departments are required to attend different training sessions according to their job duties. Designated representatives from different departments are responsible for follow up after training including circulating training materials, conducting after-training tests and proper filing of training and attendance records for future audit. The annual training plan effectively regulates and organises our employees at Yuen Long Factory with well-planned training management coordinated by the training department.

健康與安全培訓

本集團主要的生產基地－元朗廠房制定了年度健康與安全培訓計劃。該計劃訂明每月具體培訓活動及主題，不同部門的員工需要根據其工作職責參加不同的培訓課程。不同部門的指定代表負責培訓後的跟進工作，包括分發培訓材料，進行培訓後測試，並將培訓和出席記錄妥善歸檔，以便日後審計。在培訓部的協調下，年度培訓計劃通過有計劃的培訓管理，有效規範及組織元朗廠房的員工。

COVID-19 Response Measures

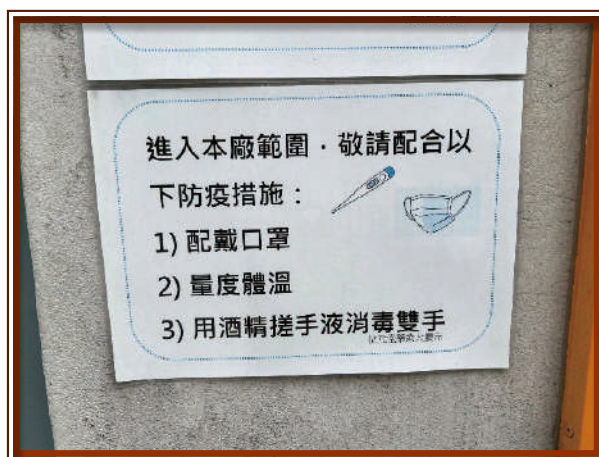
The COVID-19 pandemic has presented various challenges for the Group, and the health and safety of our customers, employees and the community. In response to the COVID-19 pandemic, the Group has implemented various preventive measures to safeguard the safety of all of them.

新型冠狀病毒肺炎疫情應對措施

新型冠狀病毒肺炎疫情為本集團以及顧客、僱員和社區的健康與安全帶來不同挑戰。面對新型冠狀病毒肺炎疫情，本集團實施各種防疫措施，保障以上各方的安全。

For retail staff, we provide alcohol-based hand rubs, masks and face masks to our shop staff, and customers need to measure body temperature before entering the shops. For office and factory staff, we provide alcohol-based hand rubs and masks, and they need to measure body temperature before getting into the office and the factory.

對於零售員工，我們為店員提供酒精搓手液、口罩和面罩，顧客在進入商店前需要測量體溫。對於辦公室和工廠的員工，我們提供酒精搓手液和口罩，彼等在進入辦公室和工廠前需要測量體溫。



The Group offered work from home and flexible working hours arrangement to our office staff and provided personal preventive supplies and equipment. We also strengthen cleanliness and sterilisation of all Operating Sites. Employees should take their initiatives to report their physical conditions and should seek medical attention and notify their supervisor and the human resources department as soon as possible if symptoms occur.

本集團為辦公室員工提供在家工作和靈活工作時間安排，並提供個人防疫用品及設備。我們亦加強各營運點清潔度及消毒。員工須主動匯報身體狀況，如出現病徵，應盡早求診並通知其主管及人力資源部。

The Group believes quality products and services are key to building a stable and healthy relationship with customers. Hence, it has formulated a series of relevant policies and guidelines, committed to continuously improving the quality of the Group's products and services, properly handling the supply chain, and preventing acts of corruption.

Product Responsibility

The Group is committed to maintaining the highest standard of product safety and quality in its operating procedure and conducts standardised management in the production process.

Our Yuen Long Factory holds below qualifications and certifications:

- Certificate of GMP issued by Proprietary Chinese Medicine Council of Hong Kong ("**GMP**")
- PIC/S standards as accredited by the Therapeutic Goods Administration of Australia ("**TGA**")
- ISO 22000:2005 Food Safety Management System certification
- HACCP Hazard Analysis and Critical Control Points certification

Product Quality Control

The Group has developed internal quality and production management standards based on different pharmaceutical standards and standardised the production processes of different products in the "Standard Operating Procedures" (S.O.P.). The Group understands a good production environment is of vital importance to the quality of finished products. During the inspection process, the Group has established internal quality inspection standards and set up laboratories dedicated to testing raw materials and products to prevent human errors and cross-contamination, so as to ensure that their specifications and quality meet internal standards. During the production process, to reduce the risk of manmade pollution, the Group adopts fully automated production equipment. In addition, the Group requires relevant employees to wear sanitary overalls, shoe covers and protective caps according to their job requirements, and to clean production equipment regularly. Lastly, in terms of storage, all finished products of the Group must be stored in accordance with the storage guidelines. The quality control department shall ensure the accuracy of product labels and monitor the stability of product ingredients. The Group also sets appropriate lighting, ventilation, temperature and humidity according to the production and storage environment.

本集團深信優質的產品及服務是與客戶建立穩健關係的關鍵，因此我們已制訂一系列相關政策和指引，致力不斷提升本集團的產品及服務質素，妥善管理供應鏈，以及防止貪污行為。

產品責任

本集團致力於營運流程維持最高的產品安全及質量標準，於生產過程中進行規範化管理。

元朗廠房持有下列資格及認證：

- 香港中醫藥管理委員會出具的《中成藥生產質量管理規範》(**「GMP」**)認證
- 澳洲藥物管理局(**「TGA」**)授予的國際醫藥品稽查協約組織生產標準認證
- ISO22000：2005食品安全管理體系認證
- HACCP危害分析和關鍵控制點認證

產品品質管理

本集團已根據不同製藥標準制定內部品質及生產管理規範，並於「標準操作程序」(S.O.P.)標準化不同產品的生產流程。本集團明白良好的生產環境對成品的質量至關重要。在檢驗過程中，本集團已制定內部質量檢驗標準，並設立實驗室專門用於原材料及產品的檢測，以防人為出錯及交叉污染，確保其規格及質量符合內部標準。而在生產過程中，為減少人為污染的風險，生產過程均採用全自動化生產設備。同時，本集團亦要求相關員工根據其崗位要求穿戴衛生的工作服、鞋套及保護帽，並定期清潔生產設備。最後，在儲存方面，本集團所有成品均須按照儲存指引進行儲存。品質控制部門須確保產品標籤的準確性並監測產品成分的穩定性。本集團亦按各生產及儲存環境調節合適的照明、通風、溫度及濕度。

Operational Excellence (Continued)

卓越營運(續)

Advertising and Label Management

In terms of advertising and label management, all product labels and instructions of the Group's proprietary Chinese medicines sold and exported are in compliance with the Chinese Medicines Regulation of Hong Kong, the "Guidelines on labels of proprietary Chinese medicines" and the "Guidelines on package inserts of proprietary Chinese medicines" so as to ensure the advertising content is factual, non-biased and not misleading nor deceptive. The Group also regularly assesses updates of applicable laws and regulations to improve product advertising and label management. The Group ensures the package and instructions of its products contain sufficient information, including main active ingredients, dosage, methods of use, functional or pharmacological effects, storage instructions, contraindications or side effects and expiration date, so as to safeguard the health and safety of customers.

Intellectual Property Protection

Regarding intellectual property protection, the Group stipulates that when cooperation with an external organisation, the terms of contract shall be clearly set to ensure that products or services provided by the partner are free from infringement of any intellectual property right. In addition, the Group avoids infringing the intellectual property rights of other companies and individuals and conducts regular research and tracking of patent information of its peers.

Safeguarding the Health and Safety of Customers

The Group has implemented epidemic-preventive measures at all stores and formulated the Store Hygiene Epidemic Preventive Measures and Codes for employee's reference, committed to safeguarding the health and safety of customers.

Employees on duty were required to have compulsory body temperature checks before duty, and wear masks, plastic gloves and face covers changing from time to time. In case of feeling unwell, colleagues should at once notify their corresponding supervisors and seek a doctor at their first chance. The Retail Stores have been strengthening the cleanliness and disinfecting procedures, and conducting regular cleaning and disinfection of all used instruments and tools, such as herbal medicine boxes, slicing machines, powder machines and cash registers. When customers enter the store, they must wear a mask and undergo body temperature checks. Hand sanitisers are placed in stores and every practitioner's room for customers' use.

Customer Satisfaction and Privacy

Customer satisfaction is always the Group's priority. To understand the servicing quality of front-line employees, the Group engages in regular mystery shopper programmes to assess employees' servicing quality in stores, which includes servicing of employees in stores, general politeness, product recommendation and selling process, etc. Based on the analysed results, the Group will formulate new operating approaches and modify internal servicing guidelines. The Group has also conducted in-store training and inspection during the Reporting Period, and suggested opinions regarding items to be followed up and further improved its service standards.

廣告及標籤管理

有關廣告及標籤管理方面，本集團的所有銷售及出口的中成藥產品標籤及說明書均符合香港《中藥規例》，以及「中成藥標籤指引」和「中成藥說明書指引」的相關要求，確保廣告內容不得失實、偏頗、具誤導或欺騙成分。為完善產品廣告及標籤管理，本集團亦定期評估適用的法律法規更新。本集團確保其產品的包裝及說明書具備充足資訊，包括主要活性成份、用量、使用方法、功能或藥理作用、儲存指示、禁忌或副作用及失效日期等，以保障顧客健康與安全。

知識產權保護

知識產權保護方面，本集團列明在與外部機構合作時，合同條款內須確保其提供的產品或服務不存在侵權行為。此外，為避免侵犯其他公司及個人的知識產權，本集團定期對同行的專利信息進行研究和追蹤。

保障顧客健康與安全

本集團在各店舖實施防疫措施，並制定《門市衛生防疫措施及守則》，給予員工參考，致力保障顧客健康與安全。

當值員工於當值前必須強制性量度體溫，以及配戴及適時更換口罩、膠手套、面罩。如身體不適，員工應立即通知直屬主管，並盡快求診。零售店加強環境清潔及消毒程序及定時針對所有已使用的器材及工具進行清潔及消毒(如藥材盒、切片機、打粉機、收銀機)。顧客進入店舖內必須配戴口罩並接受體溫量度。擺放消毒搓手液於店舖內及每間醫師房供客人使用。

客戶滿意度與私隱

客戶滿意度是本集團一直以來的首要重點。為了解前線員工的服務水平，本集團參與定期神秘顧客計劃以評核門市店舖服務水平，包括門市員工的服務、整體禮貌、產品推介、銷售過程等。根據分析結果，本集團將制定新的營運方針及修訂內部服務指引。本集團亦在報告期間進行門市培訓及視察，並提出需跟進的項目的意見，進一步提升服務標準。

The Group has also set up a customer complaint mechanism following Adverse Drug Reaction Handling Procedure (Hong Kong), where customers may contact the Group through different channels, including customer servicing hotline, e-mail and social platforms, etc., for issues concerning product quality. Where a product must be recalled after verification by the quality control department, the Group will recall the product in accordance with its product recall mechanism and promptly notify all parties concerned, including the Chinese Medicine Council of Hong Kong, customers, suppliers and retail stores.

The Group also regularly reviews its product recall mechanism to ensure that customer complaints are handled in a timely and proper manner. In order to further improve service performance, the Group arranges all regional managers to receive relevant trainings, and explores and formulates service improvement plans and targets through data analysis. During the Reporting Period, the Group had no products subject to recalls for health and safety reasons, and no complaints received.

The Group places great importance on the safety and confidential work of customers' personal information. The Employee Handbook of the Group stipulates that without the authorisation of the Company, no employee shall disclose any confidential information related to the operations of the Group, including customers' personal data, purchase records and medical records. During the Reporting Period, there was an internal training conducted by the Group to update the data protection ordinance to different levels of staff and remind them of the appropriate ways to handle personal data.

Anti-Corruption

In its daily operations, the Group forbids any form of corruption, including but not limited to bribery, extortion, fraud and money laundering. Through the Employee Handbook, the Group provides employees with guidelines concerning anti-corruptive businesses, which stipulated daily behaviours of employees and specified that employees must not engage in acts or activities revolving conflicts of interest, receive or accept any benefits. To prevent conflicts of interest, the Group also requires employees to fill out the Declaration of Interest Form to, as far as possible, avoid any conflicts between personal interest and company interest. The Group also regularly reviews and updates its anti-corruption policy. The Employee Handbook also specifies that, where an employee accepts gifts from people who do business with the Group, the employee should fill out the Application Form of Receiving Gifts and submit it to the human resources department for further verification and processing.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations of bribery extortion, fraud and money laundering that would have a significant impact on the Group. There were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

本集團亦根據香港藥物不良反應處理程序設立顧客申訴機制，顧客可就產品質量問題透過不同渠道與本集團聯繫，包括顧客服務熱線、電郵及社交平台等。若品質控制部門經查證後發現該產品須進行回收，本集團會按照產品回收機制進行回收，並即時通知所有相關方，包括香港中醫藥管理委員會、顧客、供應商及零售店。

本集團亦會定期評估產品回收機制，以確保顧客投訴得以及時和妥善處理。為進一步改善服務表現，本集團安排所有區域經理參與相關培訓，並通過分析數據探討及訂立服務改善方案和目標。於報告期間，本集團並無因健康與安全理由導致產品回收及投訴。

本集團對顧客個人資料的安全保密工作極為重視。本集團的《員工手冊》規定員工在未經本公司授權的情況下，均不得披露任何與本集團營運相關的保密資料，包括顧客個人資料、購買記錄及診症病歷等。於報告期間，本集團開展一次內部培訓，向不同級別的員工提供最新的資料保護條例的資訊，並提醒他們處理個人資料的適當方式。

反貪污

在日常營運中，本集團禁止任何形式的貪污行為，包括但不限於賄賂、勒索、欺詐及洗黑錢。本集團通過《員工手冊》為員工提供廉潔從業指引，當中規範員工日常行為，訂明員工不得從事利益衝突的行為或活動，以及收受和索取任何利益。為防止利益衝突，本集團亦要求員工填寫《利益申報表》，盡量避免令個人利益與公司利益有任何衝突。本集團亦定期檢視和更新反貪污政策。《員工手冊》亦列明員工若接受來自與本集團有業務往來人士之禮物，須填寫《收取禮物申請表》並遞交予人力資源部以作進一步核實及處理。

於報告期間，本集團並不知悉任何嚴重違反賄賂、勒索、欺詐及洗黑錢相關法律及法規而對本集團造成重大影響的情況。概無對本集團或其僱員提出並已審結的貪污訴訟案件。

Operational Excellence (Continued)

卓越營運 (續)

Whistle-blowing Mechanism

To identify and handle violations at an early stage, the Group has set up an internal whistleblowing system, where employees can report any misconduct or reasonably suspected corruption to relevant departments of the Group through the internal whistleblowing system. All reported cases will be handled confidentially to protect the identity of the whistleblower and his/her privacy. They will not be subjected to unfair dismissal or unreasonable disciplinary action and to protect other legal rights of the whistleblowers.

Anti-corruption Training

Trainings related to anti-corruption are rendered to our management and employees to boost their awareness on the prevention of any kind of unethical behaviour such as bribery, extortion, fraud and money laundering. Anti-corruption related trainings are conducted annually. During the Reporting Period, the Group has liaised with ICAC Officer to conduct a training via video conferencing to all office staff in Kowloon Bay Headquarters. Directors and senior management of the Group have also attended and participated. The awareness of anti-corruption of our directors and staff has been strengthened.

Supply Chain Management

The Group treats every supplier as vital business partner. Through our procurement policy, the Group specifies its commercial, environmental, and social requirements on suppliers, which include, to observe a high level of business ethics, to comply with relevant labour laws and regulations, to protect the legal interests of employees, to reject providing or accepting any extortion or other improper interests, etc. The policy also provides suppliers management and standards to unify the criteria for the selection of suppliers. The Group also quotes and conducts basis tests for all new products or modified products to ensure the quality meets the Group's requirements. According to the product requirements, in the course of selecting suppliers, the Group requires suppliers to provide relevant quality certificates and arranges inspection and requires them to provide analysis certificate for every batch of goods, so as to better monitor product quality. The Group will request more than 3 potential candidates and they have to submit a pre-acceptance assessment form for our evaluation.

Green Procurement

The Group is committed to green procurement to carry out sustainable development in the Group's operating model. During the procurement process, the Group prioritises local suppliers and environmentally friendly products and services, hoping to reduce the carbon footprint caused by procurement via local procurement, while supporting local economic development and creating employment opportunities for local communities. In addition to environmental factors, the Group will also adopt measures to monitor whether its suppliers or contractors comply with relevant laws and regulations or meet other social standards in terms of health, safety, forced labour and child labour, etc.

Our procurement department will visit suppliers' operating locations to ensure that suppliers can meet all aspects of our requested ESG standards when performing supplier evaluations. Annual reviews will be conducted to ensure the performance of suppliers. Through the above practices, the Group aims to reduce our environmental and social risks throughout the supply chain and build up a sustainable relationship with our business partners.

舉報機制

為及早揭發和處理違規行為，本集團已設立內部舉報制度，員工可向本集團相關部門舉報任何不當行為或經合理懷疑的貪污事件。為保護舉報人身份及隱私，所有舉報事宜將作保密處理。其將不會被不公平解僱或受到不合理懲處行動，並會保障舉報人的其他合法權益。

反貪污培訓

我們向管理層和員工提供與反貪污有關的培訓，以提高他們對防止任何形式的不道德行為，如賄賂、敲詐、欺詐和洗錢，的意識。反貪污相關的培訓每年進行。於報告期間，本集團已與廉政公署官員聯繫，在九龍灣總部為所有辦公室員工舉辦視像培訓。本集團董事及高級管理人員亦出席及參與。董事及員工的反貪污意識獲得加強。

供應鏈管理

本集團視每家供應商為至關重要的業務合作夥伴，透過採購政策列明對供應商的商業、環境及社會要求，包括恪守高水平的商業道德、遵守相關勞動法律法規、保護員工合法權益、拒絕提供或接受任何賄賂和其他不正當利益等。此政策亦提供供應商管理及標準，統一供應商的篩選框架。本集團亦為所有新產品或改良產品報價並進行基準測試，確保品質達到本集團要求的水平。根據產品要求，本集團在選擇供應商時要求供應商提供相關質量證書並安排檢測，要求供應商為每批貨品提供分析證書，以便監察貨品質量。本集團需要三個以上的潛在候選人，彼等必須提交一份預驗收評估表供我們評估。

綠色採購

本集團致力於綠色採購，在本集團的運營模式中實現可持續發展。在採購過程中，本集團優先考慮本地供應商和環保產品及服務，希望通過本地採購減少採購造成的碳足跡，同時支持當地經濟發展，為當地社區創造就業機會。除環境因素外，本集團還將採取措施，監督供應商或承包商是否遵守相關法律法規，或在健康、安全、強制勞工和童工等方面是否符合其他社會標準。

進行供應商評估時，採購部將訪問供應商的營運地點，以確保供應商能夠滿足我們要求的環境、社會及管治標準的各方面。我們將開展年度審核，以確保供應商表現。本集團的目標為通過上述做法減少整個供應鏈的環境和社會風險，並與商業夥伴建立可持續的合作關係。

Community Development 社區發展

We go beyond our medicines and invest our time, expertise and resources to drive social impact. We focus on improving health and well-being of employees and the communities where we live and work. Our employees are empowered to volunteer in ways that advance the Group's purposes and strengthen company values.

除了中醫藥，我們同時投入時間、專業知識和資源來推動社會影響。我們專注於改善員工以及我們生活和工作所在社區的健康和福祉。員工能以推進本集團宗旨和加強公司價值觀的方式參與各種志願服務。

The Group has formulated relevant policies, which properly sets out the work at community investment and specifies relevant work that supports civil infrastructure, health and public welfare poverty alleviation through volunteer services, sponsors or donations.

本集團已制定相關政策，妥善規劃社區投資的工作，並明確提出通過義工服務、贊助或捐贈的形式，支持民生基建、健康及公益扶貧等相關工作。

The Group's community investment is mainly focused on four main areas:

本集團的社區投資主要集中於四大範疇：



Community Development (Continued)

社區發展 (續)

During the Reporting Period, the Group has made donations exceeding HK\$2.5 million to many local charitable organizations such as the Tung Wah Group of Hospitals, Hong Kong Baptist University Foundation, Golden Table Tennis Sports Club Limited, Hong Kong Federation of Restaurants & Related Trades Limited, Hong Kong Chinese Patent Medicine Manufacturers' Association Limited and the Hong Kong Society for the Prevention of Cruelty to Animals (the "SPCA").

The Caring Company Scheme (the "Scheme") is launched by The Hong Kong Council of Social Service ("HKCSS") in 2002, aims to foster strategic partnerships between the business and social services sectors to promote good corporate citizenship and create a more inclusive society. The Scheme also helps corporations and social services organisations to know and understand one another at a much deeper level. This will create more room for working together to develop cross-sector community projects that focus on the needs of the community.

於報告期間，本集團向東華三院、香港浸會大學基金、金乒乓體育會有限公司、香港餐飲聯業協會有限公司、香港中華製藥總商會有限公司及香港愛護動物協會(「愛護動物協會」)等多個本地慈善機構捐款超過250萬港元。

香港社會服務聯會(「社聯」)於二零零二年推出「商界展關懷」計劃(「該計劃」)，旨在促進商界與社會服務界別之間的策略夥伴關係，以推廣良好企業公民意識及創建更包容的社會。該計劃亦有助企業及社會服務機構更深入認識及彼此了解。這將為我們創造更多合作空間，以開發專注於社區需求的跨行業社區項目。



Luxembourg Medicine Company Limited was awarded the "15 Years Plus Caring Company" and;

盧森堡大藥廠有限公司獲頒「15年Plus商界展關懷」及；



Wai Yuen Tong Medicine Company Limited was honoured with the "10 Years Plus Caring Company".

位元堂藥廠有限公司獲頒「10年Plus商界展關懷」。

This demonstrates our Group's long-standing commitment to supporting local community development and those in need, and our commitment as responsible corporate citizens.

這表明本集團對支持當地社區發展及有需要人士的長期承諾，以及我們作為負責任企業公民的承諾。

Free Health Seminar and Medical Consultation

The Group organizes free traditional Chinese medicine seminars and health consultation along with district council members and different civil organizations on a regular basis. Our team of seasoned CMPs hosts sessions on popular topics, including COVID-19 from the Chinese medicine perspective, and the prevention and recovery from the COVID-19. Our health seminars raise the health awareness of the general public, and broaden their knowledge on the uses and effects of Chinese medicine. Our free medical consultation services benefit those in need and are often well-received by public. These community services exemplify our efforts devoted towards the enhancement of community well-being.

免費健康講座及醫療諮詢

本集團定期與區議會成員和不同的民間組織一起舉辦免費的中醫講座和健康諮詢。我們派出經驗豐富的中醫師團隊，就熱門話題舉辦講座，包括從中醫角度處理新型冠狀病毒肺炎，以及如何預防新型冠狀病毒肺炎及康復調理。我們的中醫講座提高大眾的健康意識，並擴闊大眾對中藥使用和功效的認識。我們的免費健康諮詢服務能夠幫助有需要人士，往往受到市民歡迎。該等社區服務體現了我們致力提升社區福祉的努力。



Community Development *(Continued)*

社區發展 (續)

Factory Visit for Students

The Group offers factory visits to local and non-local secondary school students, providing them with the opportunity to learn about the company's Yuen Long factory. Our employees introduce the daily operations of the Yuen Long factory to the students, who also have the chance to directly converse with the employees and understand the Group's mission, learn more about the daily duties and career development paths of different positions, and experience the actual working environment. In addition, the Group employees lead the students to visit facilities for producing TCM and western medicine, deepening their understanding of the industry.



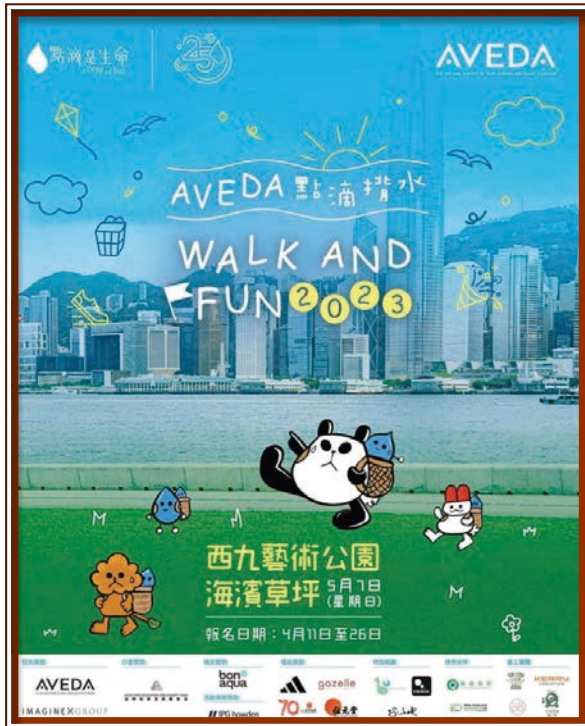
學生參觀廠房

本集團為本地及非本地中學生舉辦參觀工廠活動，讓他們有機會了解公司元朗廠房的日常運作，學生亦有機會直接與員工交談，了解本集團使命，詳細了解不同崗位的日常職責和職業發展路徑，體驗實際工作環境。此外，本集團員工亦帶領學生參觀了中西藥生產設施，加深他們對行業的了解。



A Drop of Life: Race for Water

The Group sponsored its employees to participate in the Race for Water in March 2023. Race for Water is an annual charity marathon organized by A Drop of Life. The Group has been supporting this event since 2017 and 12 of our employees participated this year. A Drop of Life takes the leads to implement sustainable water projects and build water facilities in Nepal, Cambodia and China, and ensure the access to clean water and sanitation facilities for everyone. The Group also sponsored Herbal Essence Chewable Throat Drops for its Walk & Fun day in May 2023.



點滴是生命：揸水一戰

於二零二三年三月，本集團贊助員工參加「揸水一戰」。「揸水一戰」是由點滴是生命舉辦的一年一度慈善馬拉松比賽。本集團自二零一七年以來一直支持該活動，今年我們有12名員工參與其中。點滴是生命率先在尼泊爾、柬埔寨和中國實施可持續水項目和建設水設施，確保每個人都能獲得潔淨水源和衛生設施。本集團亦為於二零二三年五月舉辦的「點滴揸水Walk & Fun」活動贊助了雙層潤喉軟糖。



Blankets Donation to Turkey

In February 2023, a devastating 7.8 magnitude earthquake struck southern and central Turkey and northern and western Syria. There was widespread damage and tens of thousands of fatalities. The Group has donated blankets to meet the urgent shelter needs of the people whose houses were destroyed in Turkey.

毛氈送暖土耳其

於二零二三年二月，一場毀滅性的7.8級地震襲擊了土耳其南部和中部以及敘利亞北部和西部，造成了廣泛的破壞及數萬人死亡。本集團捐贈了毛氈，以應付房屋被摧毀的土耳其居民的緊急庇護需求。

Community Development (Continued)

社區發展(續)

Supporting Local Social Services

The Group supported the exhibition and workshop organized by the Yang Memorial Methodist Social Service at the Discovery Park in February 2023. The Yang Memorial Methodist Social Service offers multidisciplinary social service to children, youth and elderly in need. We donated shopping coupons and a total of 3,000 bottles of herbal tea for the event.

The Group also supported the walkathon organized by the Methodist Epworth Village Community Centre. The walkathon was carried out in July 2022, and we donated 1,000 pieces of mosquito bracelet for the event.



支持本地社會服務

本集團支持循道衛理楊震社會服務處於二零二三年二月在愉景新城舉辦的展覽及工作坊。循道衛理楊震社會服務處為有需要的兒童、青少年和長者提供跨學科的社會服務。我們為是次活動捐出購物券和合共3,000枝清熱飲品。

本集團亦支持循道愛華村服務中心舉辦的步行籌款活動。步行籌款活動於二零二二年七月舉行，我們為活動捐出1,000件驅蚊防水手帶。

The Corporate Games 2023 by LCSD

In February 2023, the Group is honoured to be a silver sponsor of the biennial Corporate Games organised by the Leisure and Cultural Services Department ("LCSD"). We gifted a total of 220 bottles of Muscular & Joint Pain Relief Oil to support the event. The Corporate Games is a major multi-sport event organized for employees of the private and public sector. It aims to encourage the working population to exercise regularly, and promote team spirit and sense of belonging to their organisations. The Corporate Games also promote the "Sport For All" philosophy and help develop a healthy community.

康文署 – 工商機構運動會 2023

於二零二三年二月，本集團榮幸成為康樂及文化事務署(「康文署」)兩年一度工商機構運動會的銀牌贊助商。我們共贈送了220枝舒筋活絡油來支持是項活動。工商機構運動會是為公私營企業員工組織的一項大型綜合體育賽事，旨在鼓勵在職人士恆常鍛煉身體，促進團隊精神和對組織的歸屬感。工商機構運動會亦推動「全民運動」的理念，幫助建設健康的社區。



2022 Tung Wah Group of Hospitals Flag Day

This is the 4th year that the Group has participated in flag selling for the Tung Wah Group of Hospitals. This year, the flag selling was carried out in August 2022. Our staff brought along their family members to join this meaningful activity. Besides, a donation box was placed in our office to collect donations. A total of more than HK\$8,000 was raised among employees to support the social welfare and education services of the Tung Wah Group of Hospitals.



2022東華三院賣旗日

今年是本集團第四年參與東華三院賣旗活動。賣旗活動於二零二二年八月進行，我們的員工攜同家人參與此項有意義的活動。除此之外，我們還在辦公室放置了一個捐款箱來收集捐款。員工籌得合共超過8,000港元，以支持東華三院的社會福利及教育服務。



Smoke-free Run by COSH

In July 2022, Luxembourg Medicine Company Limited, the Group's operating arm for the sales and production of Madam Pearl products, sponsored the Smoke-free Run organized by the Hong Kong Council on Smoking and Health ("COSH") and donated 1,000 pieces of Madame Pearl's BreathEasy Patch. The event echoed the World No Tobacco Day and aimed at motivating smokers to quit smoking through exercises and encouraging the public to engage in a healthy lifestyle.

香港吸煙與健康委員會舉辦的無煙跑服日

於二零二二年七月，盧森堡大藥廠有限公司(本集團旗下銷售及生產「珮夫人」產品的營運機構)贊助由香港吸煙與健康委員會(「吸煙與健康委員會」)舉辦的無煙跑服日並捐出1,000件珮夫人鼻爽貼。活動響應世界無煙日，旨在通過運動激勵吸煙者戒煙，鼓勵公眾養成健康的生活方式。



Community Development (Continued)

社區發展 (續)

ProVet x SPCA

In 2020, the Group launched ProVet, Hong Kong's first-ever pet wellness product developed by a team of professional Chinese Medicine Veterinarians and validated by Wai Yuen Tong's CMPs. Our supplements are made with Chinese herbs suitable for cats and dogs, further tailored to their health needs.

During February to March 2022, the Group donated ProVet products in support of the SPCA's Sweet Delivery event. Upon donation by individual donors, the Group sent matching amount of pet snacks to the furry friends residing at SPCA and shared sweetness with them.



「位您寵」X 愛護動物協會

在二零二零年，本集團推出全港首個由專業中獸醫團隊研發及位元堂中醫認可的寵物保健產品系列－「位您寵」。保健品採用適合貓狗的中草藥研製，進一步為貓狗的健康需求量身定制。

於二零二二年二月至三月期間，本集團捐贈了多份「位您寵」產品以支持愛護動物協會的「Sweet Delivery」活動。收到個人捐款後，本集團將等量的寵物零食送贈給愛護動物協會的毛小孩，與他們分享甜蜜。



The Group also became a title sponsor of the Dogathon organized by the SPCA in March 2023. For the past 35 years, Dogathon has been the flagship fundraising event for the SPCA. This year, the Dogathon is organized in joint-partnership with ProVet. Puppies residing at SPCA are brought out of their kennel to enjoy a sunshine walk at the West Kowloon Art Park alongside other dogs in all sizes, breeds and ages. The Group has donated HK\$150,000 and the funds raised are used to support animal welfare services provided by the SPCA.

愛護動物協會於二零二三年三月舉辦「全城狗狗行善日」，本集團為是項活動的冠名贊助商。在過去的35年裡，「全城狗狗行善日」一直是愛護動物協會的旗艦籌款活動。今年，愛護動物協會與「位您寵」聯合舉辦「全城狗狗行善日」。愛護動物協會帶同收容所內的小狗外出，與其他各種大小、品種和年齡的狗隻一起在西九藝術公園享受陽光漫步。本集團已捐贈150,000港元，而所籌集的資金用於支持愛護動物協會提供的動物福利服務。

ProVet Donations to Animal Welfare Organizations

The Group is active in supporting local animal welfare groups. We made donations of more than 4,000 packs of pet sanitary items and health supplements to Hong Kong Saving Cat and Dog Association, Home for Homeless Dog, Paws Hero and the House of Joy & Mercy, in support of animal well-being.

One Step One Paw by Paws Hero

In December 2022, the Group sponsored the One Step One Paw activity organized by the Paws Hero by donating 4,016 packs of ProVet sanitary napkins. One Step One Paw is a charity pet walk organized annually to raise funds in support of animal welfare. Certain proceeds from the event was also contributed to designated animal groups.



Paws Guardian Rescue Shelter – Online Charity Sale

During July to August 2022, the Group supported the online charity sale organized by the Paws Guardian Rescue Shelter (the “PGRS”). The PGRS has been keen on animal rescue, and has rescued over 3,000 stray animals that may be injured, sick, abused, or left in hunger. Our products are sold online via live channel, and all proceeds were donated to the PGRS for the meaningful cause of animal rescue.

「位您寵」向動物福利機構捐款

本集團積極支持本地的動物福利團體。我們捐出超過4,000包寵物衛生用品和保健品給香港拯救貓狗協會、流浪狗之家、動物英雄聯盟和阿棍屋，以支持動物福利。

動物英雄聯盟舉辦的One Step One Paw

於二零二二年十二月，本集團贊助由動物英雄聯盟舉辦的One Step One Paw活動，捐出4,016包「位您寵」消毒濕紙巾。One Step One Paw是一項每年舉辦一次的寵物步行籌款活動，旨在籌集資金支持動物福利。活動的部分收益亦捐贈予指定動物團體。

毛守救援 — 網上義賣

於二零二二年七月至八月期間，本集團支持由毛守救援（「PGRS」）組織的網上義賣活動。PGRS一直熱衷於動物救援，至今已救助3,000多隻傷病、受虐或飽受飢餓折磨的流浪動物。我們通過直播頻道於網上銷售產品，一切收益撥捐PGRS，用作具意義的動物救援行動。

Community Development (Continued)

社區發展 (續)

Pet Health Seminar – Co-hosted with HKSKH Lady Macle hose Centre

Besides donations, ProVet also co-hosted pet health seminar with local organizations, such as the HKSKH Lady MacLehose Centre. The event provided useful information and caring tips for pet owners from the perspective of TCM.

與香港聖公會麥理浩夫人中心合辦 — 寵物健康講座

除了捐款，「位您寵」亦與香港聖公會麥理浩夫人中心等本地機構合辦寵物健康講座。活動從中醫的角度為寵物主人提供了實用的資訊和關懷小貼士。



Summary of Key Performance Indices

關鍵績效指標總覽

EMISSIONS (KPI A1.1, A1.2, A1.3, A1.4)

排放物(關鍵績效指標A1.1、A1.2、A1.3、A1.4)

Air Emissions 廢氣排放			
Types of Air Emissions 廢氣排放類型	Unit 單位	FY2023 二零二三 財政年度	FY2022 二零二二 財政年度
Nitrogen Oxides 氮氧化物	kg 千克	23.2	23.1
Sulphur Oxides 硫氧化物	kg 千克	0.48	0.26
Respirable Suspended Particulates 可吸入懸浮粒子	kg 千克	0.51	0.41

Greenhouse Gas Emissions 溫室氣體排放			
Different Scopes of GHG 溫室氣體排放的不同範圍	Unit ¹ 單位 ¹	FY2023 二零二三 財政年度	FY2022 二零二二 財政年度
Scope 1 範圍1	tCO ₂ e 公噸二氧化碳當量	390.67	291.05
Scope 2 範圍2	tCO ₂ e 公噸二氧化碳當量	3,919.16	2,680.92
Scope 3 範圍3	tCO ₂ e 公噸二氧化碳當量	1,538.50	849.41
Total GHG Emissions 溫室氣體排放總量	tCO ₂ e 公噸二氧化碳當量	5,848.33	3,821.38
GHG Emissions Intensity ² 溫室氣體排放密度 ²	tCO ₂ e/ft ² 公噸二氧化碳當量／平方呎	0.020	0.014

Notes:

- GHG emissions data is presented in carbon dioxide equivalent and was in reference to, including but not limited to, the reporting requirements of the "GHG Protocol Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, the "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX, the "Sustainability Report 2022" published by the Hong Kong Electric Investments Limited, the "2022 Sustainability Report" published by the CLP Power Hong Kong, the latest released emission factors of China's regional power grid basis and the "Global Warming Potential Values" from the IPCC Fifth Assessment Report (AR5), 2014.
- The intensity data in this Report is calculated based on the gross floor area of 299,907 sq. ft (including Retail shops). (FY 2022: 266,253 sq. ft, excluding Retail shops area).

附註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參考(包括但不限於)世界資源研究所及世界可持續發展工商理事會發佈的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、港燈電力投資有限公司發佈的《二零二二年可持續發展報告》、中華電力發佈的《二零二二年可持續發展報告》、最新發佈的中國區域電網基準排放因子及二零一四年政府間氣候變化專門委員會第五次評估報告的《全球升溫潛能值》。
- 於本報告中，密度數據是根據建築面積 299,907 平方呎(包括零售店面積)(二零二二財政年度：266,253 平方呎，不包括零售店面積)計算。

Summary of Key Performance Indices (Continued)

關鍵績效指標總覽 (續)

Waste Management 廢棄物管理			
Hazardous Waste 有害廢棄物	Unit 單位	FY2023 二零二三 財政年度	FY2022 二零二二 財政年度
• General Hazardous Waste • 一般有害廢棄物	tonne 公噸	5.7	4.2
• Pharmaceutical Wastewater • 醫藥廢水	tonne 公噸	35.8	46.3
Total Hazardous Waste Produced 所產生有害廢棄物總量	tonne 公噸	41.5	50.5
Hazardous Waste Intensity ² 有害廢棄物密度 ²	tonne/ft ² 公噸／平方呎	0.00014	0.00019 ³
Non-hazardous Waste 無害廢棄物	Unit 單位	FY2023 二零二三 財政年度	FY2022 二零二二 財政年度
Total Non-hazardous Waste Produced 所產生無害廢棄物總量	tonne 公噸	993.27	452.3
Non-hazardous Waste Intensity ² 無害廢棄物密度 ²	tonne/ft ² 公噸／平方呎	0.0033	0.0017
Sewage Discharge ⁴ 廢水排放 ⁴	Unit 單位	FY2023 二零二三 財政年度	FY2022 二零二二 財政年度
• Domestic Sewage • 生活廢水	m ³ 立方米	1,540	1,251
• Industrial Sewage • 工業廢水	m ³ 立方米	16,315	11,632
Total Sewage Discharge 廢水排放總量	m ³ 立方米	17,855	12,883
Sewage Discharge Intensity ² 廢水排放密度 ²	m ³ /ft ² 立方米／平方呎	0.06	0.05

Note:

附註：

3. The hazardous waste intensity data of FY2022 has been updated by including the data of pharmaceutical wastewater in total hazardous waste calculations.

3. 二零二二財政年度的有害廢棄物密度數據已更新，將醫療廢水數據加入了有害廢棄物總量的計算內。

4. This data only included the sewage discharged from Yuen Long Factory.

4. 此數據僅包括元朗廠房排放的污水。

Summary of Key Performance Indices (Continued)

關鍵績效指標總覽 (續)

USE OF RESOURCES (KPI A2.1, A2.2, A2.5)

資源使用(關鍵績效指標 A2.1、A2.2、A2.5)

Energy Consumption 能源消耗	Unit 單位	FY2023 二零二三 財政年度	FY2022 二零二二 財政年度
Total Energy Consumption 能源總耗量	MWh 兆瓦時	10,396.61	8,225.74
Energy Consumption Intensity ² 能源消耗密度 ²	MWh/ft ² 兆瓦時／平方呎	0.035	0.031
Direct Energy Consumption 直接能源耗量	MWh 兆瓦時	1,387.20	1,377.27
• Towngas 煤氣	MWh 兆瓦時	1,127.36	1,215.95
• Natural Gas 天然氣	MWh 兆瓦時	—	45.54
• Unleaded Petrol 無鉛汽油	MWh 兆瓦時	259.84	115.78
Indirect Energy Consumption 間接能源耗量	MWh 兆瓦時	9,009.41	6,848.48
• Purchased Electricity 外購電力	MWh 兆瓦時	9,009.41	6,848.48
Total Water Consumption 耗水總量	m ³ 立方米	36,326	31,425
Water Consumption Intensity ² 耗水密度 ²	m ³ /ft ² 立方米／平方呎	0.12	0.12
Total Packaging Materials Used 使用的包裝材料總量	tonne 公噸	358.6	410.7
Packaging Materials Intensity (by Product Value) ⁵ 包裝材料密度(以產品產值計算) ⁵	tonne/HKD million 公噸／百萬港元	0.51	0.75

Note:

5. The product value in FY2023 was approximately HK\$706 million and in FY2022 was approximately HK\$548 million. This data is used for calculating packaging materials intensity only.

附註：

5. 二零二三財政年度的產品產值為約706百萬港元，二零二二財政年度為約548百萬港元。此數據只用作包裝材料密度計算。

Summary of Key Performance Indices (Continued)

關鍵績效指標總覽 (續)

EMPLOYMENT (KPI B1.1)

僱傭(關鍵績效指標B1.1)

Employee Size Breakdown 僱員數量明細	Hong Kong ⁶ 香港 ⁶	Mainland China ⁷ 中國大陸 ⁷
Total Number of Employees 僱員總數	663	162
Gender 性別		
Male 男性	239	32
Female 女性	424	130
Age Group 年齡組別		
Below 30 30歲以下	71	5
30-50 30-50歲	317	140
Above 50 50歲以上	275	17
Employment Type 僱傭類型		
Full-time 全職	637	162
Part-time 兼職	26	0

Notes:

附註：

- Included the employees located at Kowloon Bay Headquarters, Yuen Long Factory and retail shops in Hong Kong & Macau.
- Included the retail shops and offices in Shenzhen Operation Sites.

- 包括位於九龍灣總部、元朗廠房及香港及澳門零售店的僱員。
- 包括深圳各營運點的零售店及辦事處。

Summary of Key Performance Indices (Continued)

關鍵績效指標總覽 (續)

TURNOVER (KPI B1.2)

流失率(關鍵績效指標B1.2)

Employee Turnover Rate ⁸ (%) 僱員流失率 ⁸ (%)	Hong Kong 香港	Mainland China 中國大陸
Overall 整體	33%	44%
Gender 性別		
Male 男性	27%	70%
Female 女性	37%	37%
Age Group 年齡組別		
Below 30 30歲以下	54%	67%
30-50 30-50歲	40%	37%
Above 50 50歲以上	20%	89%

Notes:

附註：

- Employee Turnover rate is calculated by number of employees left during the Reporting Period/Total number of employees at 31 March 2023 x 100%.
- 僱員流失率按報告期間離職僱員人數除以二零二三年三月三十一日的僱員總數x100%計算。

Summary of Key Performance Indices (Continued)

關鍵績效指標總覽 (續)

EMPLOYEE TRAINING (KPI B3.1, B3.2)

僱員培訓(關鍵績效指標 B3.1、B3.2)

Employee Training ⁹ (Hong Kong)	Percentage of Employees Trained	Average Training Hours (hours)
僱員培訓 ⁹ (香港)	受訓僱員百分比	平均培訓時數 (小時)
Overall		
整體		
Total	100%	75.5
總數		
By Gender		
性別		
Male	100%	77.1
男性		
Female	100%	74.6
女性		
By Employment Category		
僱傭類別		
Senior Management	100%	78.0
高級管理層		
Middle Management	100%	79.2
中級管理層		
Supervisor	100%	69.2
主管		
General Staff	100%	75.5
普通僱員		
Employee Training⁹ (Mainland China)	Percentage of Employees Trained	Average Training Hours (hours)
僱員培訓 ⁹ (中國大陸)	受訓僱員百分比	平均培訓時數 (小時)
Overall		
整體		
Total	100%	22.4
總數		
By Gender		
性別		
Male	100%	25.3
男性		
Female	100%	21.7
女性		
By Employment Category		
僱傭類別		
Senior Management	100%	18.4
高級管理層		
Middle Management	100%	21.3
中級管理層		
Supervisor	100%	24.5
主管		
General Staff	100%	22.4
普通僱員		

Notes:

9. Training data includes training received by employees who have left during the Reporting Period and conducted by different means such as classroom training, online training, seminars & workshops, video sharing and self-learning by circulate training materials.

附註：

9. 培訓數據包括於報告期間離職員工通過課堂培訓、線上培訓、講座及工作坊、視頻分享、分發培訓材料自學等多種方式進行的培訓。

Summary of Key Performance Indices (Continued)

關鍵績效指標總覽(續)

HEALTH AND SAFETY (KPI B2.1, B2.2)

健康與安全(關鍵績效指標 B2.1、B2.2)

Fiscal Year 財政年度	Unit 單位	FY 2023 二零二三 財政年度	FY2022 二零二二 財政年度	FY2021 二零二一 財政年度
Fatalities Due to Work 工傷死亡	Cases 宗	0	0	0
Work Injury Cases 工傷	Cases 宗	5	4	5
Lost Days Due to Work Injury 因工傷損失工作日數	Days 日	332 ¹¹	13.5	35.5
Work Injury Rate ¹⁰ 工傷率 ¹⁰	% 百分比	0.75	0.64	0.75

SUPPLIERS DISTRIBUTION (KPI B5.1)

供應商分佈(關鍵績效指標 B5.1)

Location 地點	No. of Suppliers 供應商數目
Mainland China 中國大陸	128
Hong Kong 香港	153
Macau 澳門	1
Others 其他	15
Total 總計	297

Notes:

10. work injury rate is calculated by number of employees get injured/total number of employees x 100%.
11. One of the work-related injuries cases happened in the retail shop took 251 days off during the Reporting Period.

附註：

10. 工傷率按受傷僱員人數除以僱員總數x100%計算。
11. 於報告期內，零售店發生一宗工傷事件，導致251天工傷病假。

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《環境、社會及管治報告指引》內容索引

MAJOR APPLICABLE LAWS AND REGULATIONS RELATED TO THE GROUP'S BUSINESS

與本集團業務相關的主要適用法律及法規

Aspect 層面	Main Applicable Laws and Regulations 主要相關法律法規
Emissions 排放物	Air Pollution Control Ordinance 《空氣污染管制條例》 Water Pollution Control Ordinance 《水污染管制條例》 Waste Disposal Ordinance 《廢物處置條例》 Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》 Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution 《中華人民共和國固體廢物污染防治法》
Employment and Labour Standards 僱傭及勞工準則	Employment Ordinance 《僱傭條例》 Employees' Compensation Ordinance 《僱員補償條例》 Sex Discrimination Ordinance 《性別歧視條例》 Disability Discrimination Ordinance 《殘疾歧視條例》 Family Status Discrimination Ordinance 《家庭崗位歧視條例》 Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》 Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 Law of the People's Republic of China on Protection of Minors 《中華人民共和國未成年人保護法》

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《環境、社會及管治報告指引》內容索引(續)

Aspect 層面	Main Applicable Laws and Regulations 主要相關法律法規
Health and Safety 健康與安全	Factories and Industrial Undertakings Ordinance 《工廠及工業經營條例》 Occupational Safety and Health Ordinance 《職業安全及健康條例》 Dangerous Goods Ordinance 《危險品條例》 Fire Safety Ordinance 《消防安全條例》 Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 Regulation on Work Related Injury Insurances of the People's Republic of China 中華人民共和國《工傷保險條例》
Product Responsibility 產品責任	Chinese Medicine Ordinance 《中醫藥條例》 Registration regulations of proprietary Chinese medicines 中成藥註冊法規 Food Adulteration (Metallic Contamination) Regulations, Pesticide Residues in Food Regulation, and Food Safety Ordinance of the Centre for Food Safety 食物安全中心《食物攙雜(金屬雜質含量)規例》、《食物內除害劑殘餘規例》及《食物安全條例》 Trade Descriptions Ordinance 《商品說明條例》 Personal Data (Privacy) Ordinance 《個人資料(私隱)條例》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Trademark Law of the People's Republic of China 《中華人民共和國商標法》
Anti-corruption 反貪污	Prevention of Bribery Ordinance 《防止賄賂條例》 Anti-Money Laundering and Counter-Terrorist Financing Ordinance 《打擊洗錢及恐怖分子資金籌集條例》 Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Tendering and Bidding Law of the People's Republic of China 《中華人民共和國招標投標法》

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THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

香港聯合交易所有限公司《環境、社會及管治指引》內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 說明	Section/Declaration 章節／呈報
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	Journey to Carbon Net Zero Major Applicable Laws and Regulations Related to the Group's Business 邁向碳淨零之路 與本集團業務相關的主要適用法律及法規
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關的排放數據。	Air Emissions 廢氣排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)的溫室氣體排放量(以公噸計算)，及(如適用)密度。	Greenhouse Gas Emission 溫室氣體排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以公噸計算)及(如適用)密度。	Summary of Key Performance Indices – Emissions 關鍵績效指標總覽 – 排放物
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以公噸計算)及(如適用)密度。	Summary of Key Performance Indices – Emissions 關鍵績效指標總覽 – 排放物
KPI A1.5 關鍵績效指標A1.5	Description of emission 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。	Environmental Targets by 2030 二零三零年的環境目標
KPI A1.6 關鍵績效指標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。	Waste Management/Handling of Hazardous Wastes 廢棄物管理／處理有害廢棄物

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 說明	Section/Declaration 章節／呈報
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露 KPI A2.1 關鍵績效指標A2.1	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。 Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Energy Saving Practices 節能實踐 Summary of Key Performance Indices – Use of Resources 關鍵績效指標總覽 – 資源使用
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Summary of Key Performance Indices – Use of Resources 關鍵績效指標總覽 – 資源使用
KPI A2.3 關鍵績效指標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。	Environmental Targets by 2030 – Energy Resources 二零三零年的環境目標 – 能源
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency 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。	Water Resources 水資源
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量(以公噸計算)及每生產單位佔量。	Summary of Key Performance Indices – Use of Resources 關鍵績效指標總覽 – 資源使用
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露 KPI A3.1 關鍵績效指標A3.1	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 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。	The Environment and Natural Resources 環境及天然資源 The Environment and Natural Resources 環境及天然資源
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露 KPI A4.1 關鍵績效指標A4.1	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 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。	Reducing Our Carbon Footprint – Climate Change 減少碳足跡 – 氣候變化 Reducing Our Carbon Footprint – Physical Risks, Transitional Risks 減少碳足跡 – 實體風險、過渡風險

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 說明	Section/Declaration 章節／呈報
Aspect B1: Employment 層面B1：僱傭		
General Disclosure	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.	Employment Practices Major Applicable Laws and Regulations Related to the Group's Business
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	僱傭常規 與本集團業務相關的主要適用法律及法規
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Summary of Key Performance Indices – Employment
關鍵績效指標B1.1	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。	關鍵績效指標總覽 – 僱傭
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Summary of Key Performance Indices – Turnover
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	關鍵績效指標總覽 – 流失率
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure	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.	Occupational Health and Safety Major Applicable Laws and Regulations Related to the Group's Business
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	職業健康與安全 與本集團業務相關的主要適用法律及法規
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period.	Summary of Key Performance Indices – Health and Safety
關鍵績效指標B2.1	過去三年(包括報告期間)每年因工亡故的人數及比率。	關鍵績效指標總覽 – 健康與安全
KPI B2.2	Lost days due to work injury.	Summary of Key Performance Indices – Health and Safety
關鍵績效指標B2.2	因工傷損失工作日數。	關鍵績效指標總覽 – 健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
關鍵績效指標B2.3	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。	職業健康與安全

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Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Developing Our People 員工發展
KPI B3.1 關鍵績效指標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。	Summary of Key Performance Indices – Employee Training 關鍵績效指標總覽 – 僱員培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Summary of Key Performance Indices – Employee Training 關鍵績效指標總覽 – 僱員培訓
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards Major Applicable Laws and Regulations Related to the Group's Business 勞工準則 與本集團業務相關的主要適用法律及法規
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Summary of Key Performance Indices – Suppliers Distribution 關鍵績效指標總覽 – 供應商分佈
KPI B5.2 關鍵績效指標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。	Supply Chain Management – Green Procurement 供應鏈管理 – 綠色採購

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KPI B5.3 關鍵績效指標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。	Supply Chain Management – Green Procurement 供應鏈管理 – 綠色採購
KPI B5.4 關鍵績效指標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。	Supply Chain Management – Green Procurement 供應鏈管理 – 綠色採購
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility Major Applicable Laws and Regulations Related to the Group's Business 產品責任 與本集團業務相關的主要適用法律及法規
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility – Customer Satisfaction and Privacy 產品責任 – 客戶滿意度與私隱
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Customer Satisfaction and Privacy 產品責任 – 客戶滿意度與私隱
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Intellectual Property Protection 產品責任 – 知識產權保護
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility – Product Quality Control/ Customer Satisfaction and Privacy 產品責任 – 產品品質管理／客戶滿意度與私隱
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and 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。	Product Responsibility – Customer Satisfaction and Privacy 產品責任 – 客戶滿意度與私隱

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Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Anti-corruption Major Applicable Laws and Regulations Related to the Group's Business
一般披露	relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	反貪污 與本集團業務相關的主要適用法律及法規
KPI 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.	Anti-corruption
關鍵績效指標B7.1	於報告期間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。	反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption – Whistle-blowing Mechanism
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污 – 舉報機制
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption – Anti-corruption Training
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反貪污 – 反貪污培訓
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure	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.	Community Development
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區發展
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Development
關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	社區發展
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Development
關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	社區發展

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