



中國金控 CFIH

China Finance Investment Holdings Limited 中國金控投資集團有限公司

(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 : 875)



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

2022



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告書

REPORT OVERVIEW

This Environmental, Social and Governance Report (the “Report” or “ESG Report”) summarises the environmental, social and governance (“ESG”) initiatives, plans and performances of China Finance Investment Holdings Limited (the “Company”), together with its subsidiaries (the “Group”), and demonstrates its commitment to sustainable development.

APPROACH TO ESG

The Group believes that sustainable practices improve our living standards and protect our community. We also recognised that environmental protection, low carbon footprint, resource conservation and sustainable development are the key trends in society. To follow the key trends and to pursue a successful and sustainable business model, the Group recognises the importance of integrating ESG aspects into its risk management system and has taken corresponding measures in its daily operation and governance perspective.

Scope of Reporting

The Group was principally engaged in growing and trading of agricultural, seafood and meat produce during the year ended 31 December 2022 (the “Report Period”, the “Year”, “FY2022”). The business sectors of money lending services, securities trading and brokerage services have been disposed of during the Reporting Period and were no longer included in this Report. This ESG Report covers the ESG data disclosure and overall performance of its core businesses located at the Hong Kong office and operations in Shenzhen, Jiangxi and Conghua.

Reporting Period

The ESG Report describes the ESG activities, challenges and measures taken by the Group during the Reporting Period.

Reporting Framework

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) as set out in Appendix 27 to the Rules governing the Listing of Securities on the 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(「報告」或「環境、社會及管治報告」)概述中國金控投資集團有限公司(「本公司」)及其附屬公司(「本集團」)的環境、社會及管治(「環境、社會及管治」)措施、計劃及表現，並展示其對可持續發展的決心。

ESG方針

本集團認為，可持續行為提升我們的生活水平及保障我們的社區。我們亦確認，環保、低碳足跡、節省資源及可持續發展乃社會主流。為順應主流及追求成功及可持續業務模式，本集團確認將環境、社會及管治方面納入風險管理制度的重要並在日常營運及管治方面採取相應措施。

報告範圍

截至二零二二年十二月三十一日止年度(「報告期間」·「本年度」·「二零二二財年」)，本集團主要從事種植及買賣農產品、海產及肉製品。放債服務、證券交易及經紀服務的業務部門已於報告期間出售，不再計入本報告。環境、社會及管治報告涵蓋其於香港辦公室的核心業務及深圳、江西及從化的業務之環境、社會及管治數據披露及整體表現。

報告期間

環境、社會及管治報告闡述報告期間環境、社會及管治活動、挑戰及本集團採取的措施。

報告框架

本環境、社會及管治乃根據香港聯合交易所有限公司(「聯交所」)主板證券上市規則附錄27《環境、社會及管治報告指引》(「《環境、社會及管治報告指引》」)編製。

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Reporting Principles

The preparations of the ESG Report have applied the following principles:

報告原則

編製本環境、社會及管治報告採用了以下原則：

Materiality	The materiality assessment was conducted to identify material ESG issues during the Reporting Period, thereby adopting the confirmed material ESG topics as the focus for the preparation of the ESG Report. Material ESG issues were reviewed and confirmed by internal and external stakeholder engagement with the ESG working group of the Group (the “ESG Working Group”). Please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment” for further details.
重要性	於報告期間進行重要性評估識重大環境、社會及管治議題，因此採納已確認的重大環境、社會及管治主題作為環境、社會及管治報告的編製重點。重大環境、社會及管治議題已由內部及外部持份者參與連同本集團環境、社會及管治工作小組（「環境、社會及管治工作小組」）審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」章節。
Quantitative	Quantitative data with supplementary notes are used for KPI disclosure to represent a measurable result and to explain the standards, methodologies, and source of conversion factors used during the calculation of emissions and energy consumption.
量化	量化數據連同補充說明用於關鍵績效指標披露，代表可計量結果及解釋計算排放量和能源耗用過程中所用的標準、方法及轉換因子的來源。
Balance	The ESG Report provides an unbiased picture of the Group's environmental, social and governance performance and avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the readers of this Report.
平衡	環境、社會及管治報告應當不偏不倚地呈報本集團在環境、社會及管治方面的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。
Consistency	The preparation approach of this ESG Report was substantially consistent with methodologies applied in the previous year, and explanations were provided regarding changes in reporting boundary and calculation methodologies.
一致性	本環境、社會及管治報告的編製方法與上年應用的方法基本一致，並對報告範圍和計算方法發生變化的數據進行了說明。

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Forward-Looking Statements

This Report contains forward-looking statements which are based on the current expectations, estimates, projections, beliefs, and assumptions of the Company 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 Company. Therefore, actual outcomes and returns may differ materially from the assumptions made and the statements contained in this Report.

Contact Us

The Group welcomes all feedback and opinions from its stakeholders. If you have any advice or suggestions, welcome you to contact us by ir@cfih.hk.

BOARD STATEMENT — THE ESG GOVERNANCE

While the Group is committed to creating value for its shareholders, it is also devoted to fulfilling its corporate social responsibilities. The ESG Working Group is formulated with the approval of the board of directors (the “Board”) and is authorised to monitor and implement various ESG-related matters, to improve the effectiveness of sustainable development governance. It also assists the Board in assessing and identifying ESG risks and opportunities of the Group, evaluating the implementation and effectiveness of internal control mechanisms and reviewing the progress of established objectives and targets.

The Board has the ultimate regulatory responsibility for ESG matters including ESG direction, strategies, and policies. To better manage the ESG performance of the Group and to identify potential risks, the Board conducts periodic materiality assessments with reference to different stakeholder assessments for prioritising the key ESG-related matters.

The ESG Working Group consists of core members from different departments to facilitate the Board’s oversight of ESG matters. The ESG Working Group is responsible for collecting and analysing ESG data, monitoring and evaluating the ESG performance of the Group, and ensuring compliance with ESG relevant laws and regulations for the preparation of the ESG reports. By setting ESG-related objectives and targets to reduce the environmental impact on business operations, the Group will strive to integrate sustainable development into its business operations and fulfil its corporate responsibilities.

前瞻性陳述

本報告包含基於公司當前對其及其子公司經營所在的業務和市場的預期、估計、預測、信念和假設的前瞻性陳述。這些前瞻性陳述不是對未來表現的保證，並受市場風險、不確定性和公司無法控制的因素的影響。因此，實際結果和回報可能與本報告中所作出的假設和陳述存在顯著差異。

聯絡我們

本集團歡迎持份者提供反饋及意見。如閣下有任何意見或建議，歡迎透過 ir@cfih.hk 與我們聯絡。

董事會聲明 — 環境、社會及管治的管治

本集團在致力為其股東創造價值的同時，亦竭力履行企業社會責任。環境、社會及管治工作小組經董事會（「董事會」）批准制定並獲授權監測及實施各項環境、社會及管治相關事宜，提升可持續發展管治的有效性。工作小組亦協助董事會評估及識別本集團的環境、社會及管治風險及機遇、評估內部控制機制的實施及有效性，及檢討既定目標及指標的進度。

為了能更完善地管理本集團之環境、社會及管治表現和識別潛在風險，董事會進行定期重要性評估，參考不同持份者的評估，以優次排列重要的環境、社會及管治相關事宜。

環境、社會及管治工作小組由不同部門的核心成員組成，促進董事會對環境、社會及管治事宜的監督。環境、社會及管治工作小組負責收集及分析環境、社會及管治數據，監測及評估本集團的環境、社會及管治表現，確保遵守環境、社會及管治相關的法律及法規，並編製環境、社會及管治報告。透過制定環境、社會及管治相關的目標和指標，從而減少業務營運對環境的影響，本集團將致力把可持續發展融入業務運營，並履行企業責任。

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STAKEHOLDER ENGAGEMENT

The Group aims at developing a sustainable approach in its ESG strategies to enhance its performance in environmental protection and social responsibility. Comments from stakeholders are being valued, and the Group strives to understand, respond and address the main concerns of different stakeholders through close communication with major stakeholders. To facilitate communication and incorporate stakeholder feedback into sustainable management and ESG strategy development, a diverse group of communication channels are established.

The Group's communication channels with stakeholders and stakeholders' expectations are summarised below:

持份者參與

本集團旨在在其環境、社會及管治策略中制定可持續發展方法，以增強其環保及社會責任的表現。本集團珍視持份者的意見，透過與主要持份者的緊密溝通，竭力了解、回應及處理不同持份者的主要關注點。為方便溝通及將持份者的反饋納入可持續管理環境、社會及管治策略制定，建立多個溝通渠道。

本集團與持份者的溝通渠道及持份者的期望概述如下：

Stakeholders 持份者	Communication channels 溝通渠道	Expectations 期望
Investors and Shareholders 投資者及股東	<ul style="list-style-type: none">Financial reportsAnnouncements and circularsAnnual general meetings and extraordinary general meetingsCompany website	<ul style="list-style-type: none">Corporate governanceReturn on investmentBusiness complianceRisk management
Customers 客戶	<ul style="list-style-type: none">Customer service hotlineEmailAfter-sales services	<ul style="list-style-type: none">High-quality products and servicesProtect customers' rightBusiness ethics
	<ul style="list-style-type: none">客戶服務熱線電郵售後服務	<ul style="list-style-type: none">優質產品及服務保障客戶權益商業道德

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Stakeholders 持份者	Communication channels 溝通渠道	Expectations 期望
Employees 僱員	<ul style="list-style-type: none"> Assessment of work performance Regular meetings and management communication (e.g. email and telephone) 工作績效評估 定期會議及管理層溝通(例如電郵及電話) 	<ul style="list-style-type: none"> Employees' compensation and benefits Health and safety working environment Career development 僱員薪酬及福利 健康及安全工作環境 職業發展
Suppliers 供應商	<ul style="list-style-type: none"> Regular assessment of suppliers' performance Meeting 供應商表現定期評估 會議 	<ul style="list-style-type: none"> Sustainable supply chain Fair and open tendering Business relationship 可持續供應鏈 公平公開招標 業務關係
Community and the Public 社區及公眾	<ul style="list-style-type: none"> Community events ESG reports Media 社會活動 環境、社會及管治報告 媒體 	<ul style="list-style-type: none"> Involvement in communities Business compliance Environmental protection awareness 社區參與 業務合規 環保意識
Regulatory Bodies and Government Authorities 監管機構及政府機關	<ul style="list-style-type: none"> Company secretary Compliance manager 公司秘書 合規經理 	<ul style="list-style-type: none"> Compliance with laws and regulations Support economic development Environmental protection 遵守法律法規 支持經濟發展 環保

The Group aims to collaborate with its stakeholders to improve its ESG performance and to create greater value for the wider community on a continuous basis.

本集團旨在與持份者合作，不斷改善其環境、社會及管治表現，並為更廣泛社區創造更大價值。

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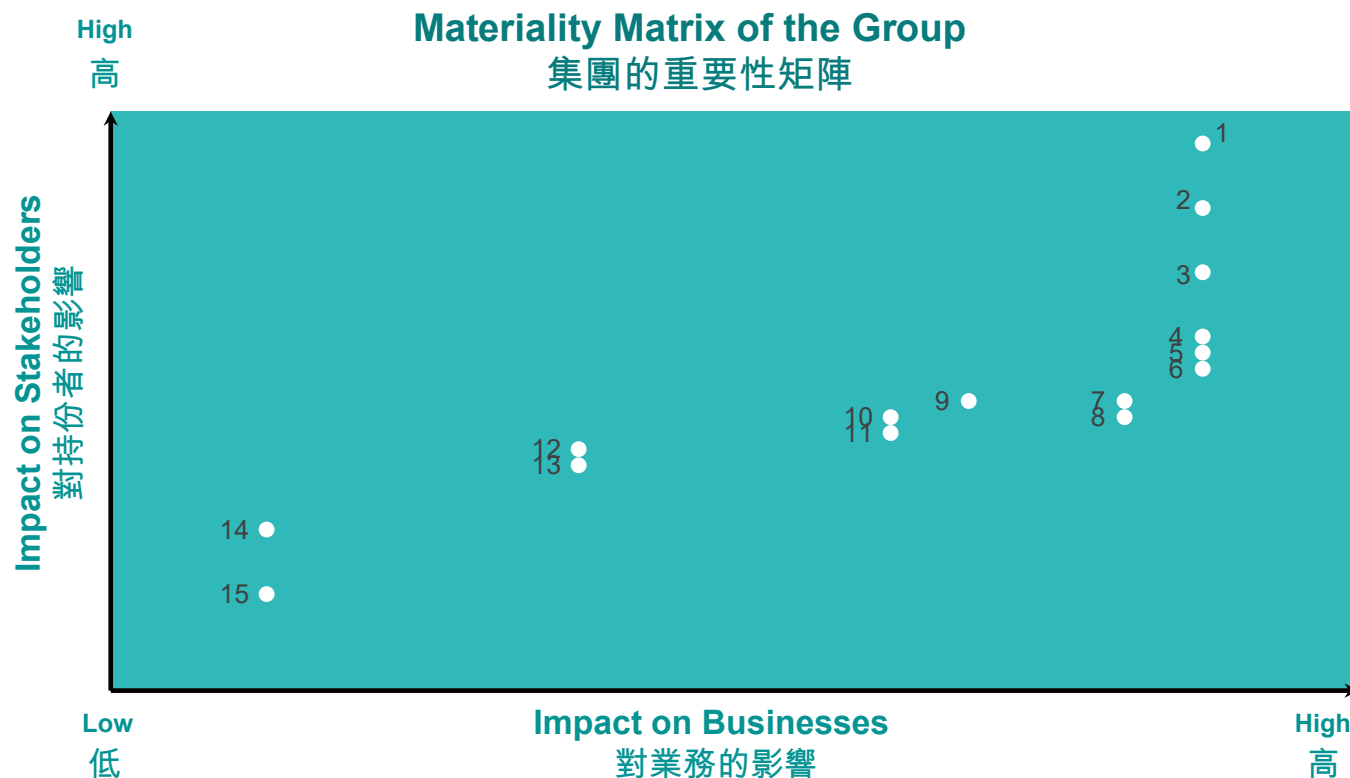
環境、社會及管治報告書

MATERIALITY ASSESSMENT

The ESG Working Group has participated in the preparation of this ESG Report by assisting in reviewing the Group's operations, identifying relevant ESG issues and assessing the importance of related matters to the Group's businesses and stakeholders. Based on the material ESG issues identified, a data collection questionnaire has been prepared to collect information from the relevant stakeholders of the Group. In 2022, the result of the assessment is as below:

重要性評估

環境、社會及管治工作小組通過協助審閱本集團營運及識別有關環境、社會及管治議題及評估對本集團業務及持份者重要的有關事宜，參與編製本環境、社會及管治報告。根據已識別環境、社會及管治議題，編製數據收集問卷收集本集團有關持份者的資料。於二零二二年，評估結果如下：



Materiality Topics of the Group

本集團的重要性主題

1	Development and Training 發展及培訓	9	Health and Safety 健康及安全
2	Product & Service Quality and Standard 產品及服務質素及標準	10	Greenhouse Gas Emissions 溫室氣體排放
3	Customer Satisfaction 客戶滿意度	11	Climate Change 氣候變化
4	Prevention of Child and Forced Labour 禁止童工及強制勞動	12	Anti-Corruption 反貪污
5	Supply Chain Management 供應鏈管理	13	Community Participation 社區參與
6	Compliance with Laws and Regulations 遵守法律法規	14	Employment Practice 僱傭常規
7	Waste Management 廢棄物管理	15	Technology Innovation on Agricultural and Meat Trading Business 農業及肉類業務貿易行業的技術創新
8	Energy Management 能源管理		

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A. ENVIRONMENTAL

The Group is committed to conserving the environment and allocating resources to combat climate change. Preventive measures have been implemented as a fundamental principle to protect nature.

Environmental measures are designed based on the business segments. Sustainable farming methods have been practised in its agricultural business, including intercropping and crop rotation to allow the soil to rest, and keeping a high standard of farming field hygiene to avert pest infestation. With a lower infestation threat and healthier crops, the demand for pesticides and fertiliser decreases, which largely reduces the pressure on the environment. To further safeguard the environment, the Group has also built an isolation barrier to surround the farmlands to prevent any runoff that might occur.

During the Year, the Group recorded no material non-compliance with relevant environmental laws and regulations, including but not limited to the “Law of the People’s Republic of China (the “PRC”) on Prevention and Control of Air Pollution”, the “Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste” and the “Water Law of the PRC”.

A1. Emissions

Air Emissions

Due to the Group’s business nature, the Group did not generate a significant amount of air emissions during its operations. Air emissions mainly come from the Company’s vehicles. Details of the air emissions for the Year were as below:

Types of Air Emissions 空氣排放物類型	Unit 單位	FY2022 二零二二財年
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 千克	6.9
Sulphur oxides (SO _x) 二氧化硫(SO _x)	kg 千克	0.11
Particular matter (PM) 顆粒物(PM)	kg 千克	0.5

The Group has established measures relating to reduction of air emissions. Relevant measures are disclosed in the section headed “GHG Emissions” below.

A. 環境

本集團承諾保護環境及分配資源對抗氣候變化。已實施預防措施作為保護大自然的基本原則。

環境措施乃按各業務分部來設計。農業業務實施可持續種植方法，包括間作、輪作讓土壤休養生息。保持農田高度衛生，以預防蟲害。由於蟲害減少且作物更為健康，對農藥及肥料的需求亦得以減少，大為減少對環境的壓力。為進一步保護環境，本集團亦建有圍繞農田的隔離屏障，以預防任何可能出現的農藥流出。

於本年度，本集團並無錄得重大不遵守有關環境法律法規的情況，包括但不限於《中華人民共和國（「中國」）大氣污染防治法》、《中國固體廢棄物污染防治法》及《中國水法》。

A1. 排放

廢氣排放

鑒於本集團業務性質，本集團在業務過程中並無產生大量廢氣排放。廢氣排放主要來自本公司的汽車。本年度廢氣排放的詳情如下：

本集團已制定有關減少廢氣排放的措施。有關措施將於下文「溫室氣體排放」一節披露。

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GHG Emissions

The greenhouse gas (“GHG”) emission of the Group was mainly generated from purchased electricity during the Reporting Period. Details of implemented energy-saving measures are explained in section headed “A2. Use of Resources” of this Report. A summary of GHG emissions is disclosed below:

Indicators ¹ 指標 ¹	Unit 單位	FY2022 二零二二財年	FY2021 二零二一財年
Scope 1 Direct Emission 範圍1 直接排放	kgCO ₂ e 千克二氧化碳當量	21,806	58,002
Scope 2 Indirect Emission 範圍2 間接排放	kgCO ₂ e 千克二氧化碳當量	367,148	419,805
Scope 3 Other Indirect Emission 範圍3 其他間接排放	kgCO ₂ e 千克二氧化碳當量	8,211	5,121
Total GHG Emission 溫室氣體排放總量	kgCO ₂ e 千克二氧化碳當量	397,165	482,928
Intensity 密度	kgCO ₂ e/employee 千克二氧化碳當量／僱員	6,619	6,999

Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG Report — Appendix II: Reporting Guidance on Environmental KPIs” issued by the Hong Kong Exchanges and Clearing Limited, the latest released emission factors of China’s regional power grid basis and the “2021 Sustainability Report” published by CLP Holdings Ltd.
- As of 31 December 2022, the Group had a total of 60 full-time employees (FY2021: 69). The data is also used for calculating other intensity data.

溫室氣體排放

於報告期間，本集團溫室氣體（「溫室氣體」）排放主要由外購電力所產生。實施的節能措施詳情將於本報告「A2.資源運用」一節中解釋。溫室氣體排放概要披露如下：

附註：

- 溫室氣體排放數據以二氧化碳當量呈列，乃根據（但不限於）世界資源研究所及世界企業永續發展委員會發佈的《溫室氣體議定書：企業會計與報告標準》香港交易及結算有限公司頒佈的《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》、最新發佈中國地區電網基準的排放因子及中電控股有限公司發佈的《二零二一年可持續發展報告》。
- 於二零二二年十二月三十一日，本集團共有60名全職僱員（二零二一財年：69名）。數據亦用於計算其他密度數據。

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Waste Management

Hazardous Waste

During the Year, no hazardous waste was generated from the Group's operation due to its business nature. Nevertheless, the Group has established guidelines which detail the steps in governing the management and disposal of hazardous wastes. In case there are any hazardous wastes produced, the Group will engage a qualified waste collector to collect and process the waste.

Non-Hazardous Waste

Non-hazardous waste generated mainly includes paper waste generated from office operations in Hong Kong and Mainland China. Responsible waste management has been implemented in the agricultural business to handle waste disposal with environmental consciousness. Implemented measure includes using pesticide containers which are properly and securely stored in warehouses and are subsequently recollected by pesticide suppliers for proper handling, treatment and disposal to prevent spillage that may contaminate the environment.

The major source of waste in the office is paper waste. A waste management scheme is introduced in the office to promote resources saving culture. The Group sets an annual target to reduce the total discharge of non-hazardous waste intensity by 5%, using FY2021 as the base year.

廢棄物管理

有害廢物

於本年度，鑒於業務性質，本集團的營運並無錄得有害廢棄物。儘管如此，本集團訂立指引，詳細說明管理及處置有害廢棄物的步驟。倘產生任何有害廢棄物，本集團將委聘合資格廢棄物收集商收集及處理該廢棄物。

無害廢棄物

所產生的無害廢棄物主要包括香港及中國內地辦公室營運產生的廢紙。於農業業務中已實施負責任廢棄物管理，以環保意識處理廢棄物處置。已實施措施包括使用農藥容器及妥善及安全地存儲在倉庫，且隨後由農藥供應商收回作適當的處理、對待及處置，以防止洩漏導致環境污染。

辦公室廢棄物的主要來源為廢紙。在辦公室落實廢棄物管理計劃，以推廣節省資源文化。本集團以二零二一財年為基準年，集團設定將全年無害廢棄物排放總量強度降低5%的目標。

Category of Wastes 廢棄物類別	Unit 單位	FY2022 二零二二財年	FY2021 二零二一財年
Total non-hazardous wastes (office paper) 無害廢棄物總量(辦公室用紙)	tonnes 噸	1.46	0.12
Intensity 密度	tonnes/employee 噸／僱員	0.02	0.002

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A2. Use of Resources

Conservation of resources has become a global issue. To participate as a responsible corporate citizen and to cope with the global trend, the Group strives to maximise energy efficiency and has procured from sustainable sources for its business activities.

The Group implements energy-saving measures. A circular business model is introduced in the agricultural segment by encouraging the use of organic fertilisers, with conventional fertilisers as a supplement if needed. The Group prompts green culture to the outsourcing third-party agricultural vendors as part of its corporate responsibility. To foster green office culture, proactive measures have been taken such as setting the optimal temperature of the air conditioners for saving electricity consumption. Regular inspections are conducted for unused electrical appliances to improve energy efficiency and minimise excessive electricity consumption. The Group encourages its employees to consume resources with environmental consciousness and raises the resources conservation awareness of its employees. The Group promotes a paperless workplace to conserve timber resources. Paper-saving measures include encouraging use of electronic documentation, and applying double-side printing only if hardcopy is indispensable to minimise unnecessary paper consumption. Green transport is put into practice, and employees are encouraged to use public transport to minimise fuels consumption and GHG emission from use of private cars.

A2. 資源運用

節約資源已成全球議題。作為負責任公民參與其中並應對此全球趨勢，本集團努力最大限度地提高能源效率，並為其業務活動採購可持續資源。

本集團實施節能措施。通過鼓勵使用有機肥料(如需要，使用傳統肥料作為補充)，在農業分部引入循環業務模式。作為企業責任的一部分，本集團向外判第三方農業供應商提倡綠色文化。為營造綠色辦公文化，我們已採取積極措施，例如設定空調的最佳溫度以節省耗電。為未使用電器進行定期檢查以提升能源效益並盡量減少過度用電。本集團鼓勵員工使用資源時為環保着想並提高僱員節省資源意識。節約用紙措施包括鼓勵使用電子文件、僅於有需要打印副本的情況下才採用雙面打印，以減少不必要的紙張消耗。落實綠色交通，鼓勵僱員利用公共交通工具，以減少燃料消耗及私家使用時排放的溫室氣體。

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Energy Management

The Group targets to reduce its energy consumption by 3% using FY2021 as the base year. Good practice of resource management has been reinforced to reduce resources consumption and emissions. According to relevant data, electricity consumption constitutes the largest energy consumption pattern compared to other resources. As such, proactive measures have been taken to reduce electricity usage, including but not limited to enhancing the adoption of energy-saving technologies, phasing out energy-inefficient machinery and providing training on energy conservation to all employees. A summary of energy consumption is disclosed below.

能源管理

以二零二一財年為基準年，本集團的目標為將能源消耗減少3%。加強資源管理的良好實踐，以減少資源使用和排放。根據相關數據，與其他資源相比，電力消耗佔據最大能源消耗模式。因此，已採取積極措施以減少用電，包括但不限於增加節能技術的採用、逐步淘汰高能耗機械及向全體員工提供節能培訓。能源消耗的概要披露如下。

Indicator(s) 指標	Unit 單位	FY2022 二零二二財年	FY2021 二零二一財年
Total direct energy consumption 直接能源消耗總量	kWh 千瓦時	83,484	211,331
• Petrol • 汽油	kWh 千瓦時	62,522	211,331
• Diesel • 柴油	kWh 千瓦時	11,363	—
• Town gas • 煤氣	kWh 千瓦時	9,600	—
Total indirect energy consumption 間接能源消耗總量	kWh 千瓦時	458,047	526,997
• Purchased electricity • 外購電力	kWh 千瓦時	458,047	526,997
Total energy consumption 能源消耗總量	kWh 千瓦時	541,531	738,328
Intensity 密度	kWh/employee 千瓦時／僱員	9,026	10,700

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Water Management

Water consumption mainly arises from irrigation in agricultural operation and sanitation use in the office. Irrigation is an indispensable process for crops to flourish, water control measures with regular checks of the moisture level of soil are introduced in agricultural operation to avoid unnecessary use of water. Only public water supply is used for irrigation to avoid direct impact on water bodies. The Group implemented control measures such as installing water-saving equipment and encouraging employees to adopt a water-saving approach to reduce water use. During the Year, the water usage was as below.

Indicator(s) 指標	Unit 單位	FY2022 二零二二財年	FY2021 二零二一財年
Total water consumption 總耗水量	m ³ 立方米	2,811	12,085
Intensity 密度	m ³ /employee 立方米／僱員	47	175

The Group did not encounter difficulties in sourcing water due to the geographic locations of our operations.

Packaging Materials

Given that the Group adopts an outsourced model for its agricultural operation, the Group uses minimal level of packaging materials.

A3. Environment and Natural Resources

The Group is committed to conserving the environment and natural resources by adopting a pesticide management and deployment system as the pillar of the environmental conservation program.

The implemented system aims to govern the procurement of pesticides, ensuring that the quality standard of the pesticides procured complies with statutory regulations regarding effective use and safety. Adopting such system helps the Group to prevent the procurement of inferior pesticides and avoids problem of storing obsolete pesticides. The system also ensures the pesticides to be deployed with suitable concentration and quantity at appropriate intervals. It minimises the dispersion and runoff of pesticides so that the surrounding environment and sensitive receivers are prevented from any ecological impacts. During the Year, there was no material breach of or non-compliance with the applicable laws and regulations related to environmental protection.

水資源管理

用水主要是農業業務灌溉及辦公室衛生用水所產生。灌溉為農作物蓬勃生長必不可少的一環，因此在農業營運中引入定期檢查土壤中的濕度水平的控水措施，以避免不必要用水。本集團僅使用公共供水灌溉，以避免對水體造成直接影響。本集團採納控制措施，例如安裝節水設備及鼓勵員工實踐節水方法，以減少用水。於本年度，以下為用水情況。

由於我們營運的地理位置，本集團在取水過程中沒有遇到困難。

包裝物料

鑒於本集團為其農業業務採用外判模式，本集團的包裝物料使用水平極低。

A3. 環境及自然資源

藉由採用農藥管理及配置系統作為環保計劃的支柱，本集團承諾保護環境及天然資料。

實施的系統旨在管理農藥的採購，確保所採購的農藥之質素符合關於有效使用及安全的法定要求。採用該系統有助防止本集團採購劣質農藥及預防積壓過期農藥的問題。系統亦確保以適當的濃度及數量，以及適當的間隔配置農藥。系統可最大限度地減少農藥分散及流出，從而保護周圍環境和易受影響的區域免受任何生態影響。於本年度，概無嚴重違反或不遵守有關環境保護之適用法律及法規。

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A4. Climate Change

Climate change is a global issue and is placed at the top priority of the Group. Identification of climate-related risks and opportunities is processed by the management with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”). Climate change policy has been formulated regarding the assessment as risk mitigation. According to TCFD, climate-related risks are classified into physical risks and transition risks.

Physical Risks

Extreme weather caused by climate change includes heavy rains, drought, hurricanes, and extreme temperatures, which would impose a significant impact on the cultivation process of plant, and quantity and quality of the harvest. Climate change will put employee safety at risk and disrupt the functional operation of equipment.

Transition Risks

TCFD defines transition risks into four categories, including policy and legal risks, technology risk, market risk and reputation risk. The PRC government has set targets to achieve peak carbon emissions by 2030 and carbon neutrality by 2060. It is expected that there will be a more proactive approach to tighten environmental regulations and impose heavier fines on violations. The associated environmental tax and carbon trading controls may increase the compliance costs of the Group and create uncertainty in the business operation of the Group.

The Group adopted the ISO 14001 environmental management system standard for its agricultural operation to improve energy efficiency, reduce emissions and improve environmental performance, with the goals of achieving green farming and sustainable development. Sustainable farming methods and the use of organic fertilisers have been employed to reduce pressure on the environment. The Group has strictly implemented climate-related policies to ensure compliance with relevant environmental laws and regulations.

A4. 氣候變化

氣候變化乃全球性議題，亦是本集團的首要任務。管理層參考氣候相關財務信息披露工作組（「TCFD」）的建議，處理識別氣候相關的風險及機遇。已經制定了氣候變化政策，將評估作為風險緩解措施。根據TCFD，氣候相關風險分類為物理風險及過渡風險。

物理風險

氣候變化包括暴雨、乾旱、龍捲風、及極端氣溫等導致的極端天氣，將對栽培植物過程、收穫的數量和質量帶來重大影響。氣候變化將危及員工人身安全及中斷器械設施的功能性運作。

過渡風險

TCFD定義四類過渡風險，包括政策及法律風險、技術風險、市場風險及聲譽風險。中國政府已制定實現二零三零年碳達峰及二零六零年碳中和的目標。預期中國政府將在日後採取更積極主動的態度收緊環保法規並對違犯法規施以更重的罰款。相關環境稅務及碳交易的管制都有可能增加本集團之合規成本，並對本集團之業務營運帶來不確定性。

本集團於農業運營地點採用ISO14001環境管理體系標準，從而提高能源效益，減少排放，改善環境績效，以期達成綠色農業及可持續發展的目標。佈局可持續農業方法及使用有機肥料，以減少對環境的功力。本集團嚴格執行氣候相關的政策，確保遵守有關環保法律法規。

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B. SOCIAL

B1. Employment and Labour Practices

The Group regards employees as important assets and core competitive advantage of the Group. Employees' rights and interests are strongly protected to retain talents and build up their loyalty to the Group. A transparent recruitment and employment mechanism is established for talent acquisition. All employment decisions, including recruitment, promotion, and termination, are made only based on the qualification, experience, and performance of the individual employee. The Group has zero tolerance of discrimination and is committed to offering equal opportunities to candidates regardless of their genders, ages, marital status, religions, disabilities, etc.

Employees' rights and benefits, including but not limited to remuneration, working hours, rest days, work insurance and compensation, are protected to comply with statutory requirements. The remuneration package is based on the performance and experience of employees and is aligned with the prevailing market benchmarks to keep the Company competitive in the labour market.

The Group maintains a high level of compliance awareness in relation to relevant employment laws and regulations, including but not limited to the "Labour Law of the PRC", the "Labour Contract Law of the PRC" and the "Employment Ordinance (Chapter 57 of the Laws of Hong Kong)" (the "Employment Ordinance"). Therefore, to ensure disputes (if any) between the Group and employees are resolved in a fair manner, the Group will settle the case through arbitration and litigation (if necessary).

B. 社會

B1. 僱傭及勞工常規

本集團視僱員為寶貴資產及本集團的核心競爭優勢。大力保障員工權益，留住人才，增強員工對本集團的忠誠度。建立透明的招聘及僱傭機制以引進人才。所有僱傭決策，包括招聘、晉升及離職，僅以個別僱員資格、經驗及表現作出。本集團對歧視零容忍並承諾為候選人提供平等機會而不論其性別、年齡、婚姻狀況、宗教信仰、殘疾等。

僱員權益及福利，包括但不限於薪酬、工時、假期、工作保險及補償，皆受到保護以遵守法定要求。薪酬方案乃根據僱員表現及經驗並與現行市場基準一致，以保持本公司在勞動力市場上的競爭力。

本集團保持關於有關僱傭法律法規的高水平合規意識，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《僱傭條例(香港法例第57章)》(「僱傭條例」)。因此，為確保本集團及僱員之間的糾紛(如有)以公平方式解決，本集團將透過仲裁及訴訟(如有)處理個案。

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As of 31 December 2022, the Group employed a total of 60 (2021: 69) employees, all of which are full-time employees. Details of the employment structure are disclosed below:

截至二零二二年十二月三十一日，本集團僱用共60名(二零二一年：69名)僱員，全部均為全職員工。僱傭架構的詳情於下文披露。

Employee Structure 僱員架構	FY2022 二零二二財年	% 百分比
Total number of employees 僱員總數	60	100%
By Gender		
按性別劃分		
Male 男	23	38%
Female 女	37	62%
By Age		
按年齡劃分		
Below 30 30歲或以下	12	20%
30–60 30歲至60歲	48	80%
Above 60 60歲或以上	0	
By Geographic Area		
按地區劃分		
Hong Kong 香港	12	20%
PRC 中國	48	80%
By Employment Type		
按僱傭類型		
Full-time 全職	60	100%
Part-time 兼職	0	0

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Details of the employee turnover rate are stated below:

僱員流失率的詳情如下：

Employee Turnover Rate 僱員流失率	FY2022 二零二二財年
Overall 整體	20%
By Gender 按性別劃分	
Male 男	26%
Female 女	16%
By Age Group 按年齡組別劃分	
Below 30 30歲或以下	67%
30–60 30歲至60歲	8%
Above 60 60歲以上	0%
By Geographic Area 按地區劃分	
Hong Kong 香港	8%
PRC 中國	23%

The Group will continue to provide a well-structured and caring environment to employees to raise their sense of belonging and work efficiency in the Group.

The Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact in terms of compensation and dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare on the Group during the Reporting Period. In addition, there was no case of non-compliance and material violation of relevant laws and regulations that resulted in significant fines and sanctions reported during the Reporting Period.

本集團將持續向僱員提供架構完善且友善的工作環境以提升彼等的歸屬感及工作效率。

於報告期間，本集團並不知悉有任何嚴重違反相關法律及法規而在補償及解僱、招聘及晉升、工時、休息期、平等機會、多元化、反歧視及其他利益及福利方面對本集團造成重大影響的情況。此外，於報告期間亦無列報因違規及重大違反相關法律及法規而被判處巨額罰款或處罰的情況。

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B2. Health and Safety

The Group strives to provide a safe working environment for all employees. Resources are allocated to continuously improve occupational health and safety performance and to protect employees from potential occupational hazards.

To create a safe working environment in its agricultural business segment, the Group reinforced a safe pesticide deployment workflow. Employees are required to follow work instructions regarding concentrations and intervals of pesticide deployment. To further increase safety margin, personal protective equipment is provided to employees with guidance provided to employees for equipment handling procedures.

During the Year, there was no material non-compliance with occupational health and safety laws and regulations, including but not limited to the “Law of the PRC on Prevention and Control of Occupational Diseases” and the “Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong)” (the “Occupational Safety and Health Ordinance”).

COVID-19 Precautionary Measures

The outbreak of COVID-19 has become the latest challenge for the health authorities in Hong Kong and Mainland China, the Group has adopted several policies to protect its employees. The list of policies is stated below:

- Provide masks and disinfection supplies to all front-line staff;
- Request every staff to report his/her health status every day and to take personal precautions;
- Request the head of every department to monitor the health status of its staff on a timely basis; and
- Timely testing according to preventive and control measures.

To prevent workplace injuries and safeguard the health of all employees in the workplace and during work-related activities, the Group adopts a series of measures, ranging from workplace management, production process, monitoring, inspection to emergency response policies, to demonstrate a strong commitment to protecting employees.

B2. 健康與安全

本集團致力為全體僱員提供安全的工作環境，投入資源以持續提高其職業健康及安全表現並保護僱員免受潛在的職業危害。

本集團為於農業業務分部建立安全工作環境，加強安全農藥配置工作流程。僱員須遵從關於農藥配置濃度及使用時間間隔的工作指示。為進一步提高安全系數，本集團亦給予僱員適當的個人防護設備及向僱員提供設備處理程序的指引。

於本年度，本集團並無重大違反職業健康及安全法律法規，包括但不限於《中國職業病防治法》及《職業安全及健康條例(香港法例第509章)》(「職業安全及健康條例」)。

COVID-19預防措施

COVID-19的爆發成為香港及中國內地衛生部門最新的挑戰，本集團已採取若干政策保護其員工。政策列表如下：

- 為前綫員工提供口罩及消毒用品；
- 要求每名員工每天報告自己的健康狀況，並做好個人防護；
- 要求各部門主管及時監測其員工的健康狀況；
- 根據防控措施及時進行檢測。

為防止工作場所傷害，保障工作場所和工作相關活動中所有員工的健康，本集團採取了一系列措施，從工作場所管理、生產流程、監控、檢查到應急政策，顯示出對保護員工的堅定承諾。

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Below is the breakdown of number of work-related fatalities occurred in each of the past three years including the Reporting Period:

There were no work-related fatalities occurred during the past three years including the Reporting Period.

以下是過去三年(包括本報告期)每年發生的因工作關係而死亡的事務的數量明細：

在過去的三年內，包括本報告期所述期間，概無發生死亡事故。

Indicators 指標	Unit 單位	FY2022 二零二二財年	FY2021 二零二一財年	FY2020 二零二零財年
Fatalities due to work 因工作關係而死亡	Cases 宗	0	0	0

Indicators 指標	Unit 單位	FY2022 二零二二財年
Work injury cases 工傷個案	Case(s) 宗	0
Lost days due to work injury 因工傷損失工作日數	Days 天	0
Work injury rate 工傷比率	%	0%

B3. Development and Training

The Group treasures talents as crucial assets and cornerstone of the Group's long-term growth. Suitable training and experience-sharing occasions are provided to employees on an ongoing basis, allowing employees to enrich their technical know-how and refine their soft skills.

To enhance the knowledge and skill level of junior staff, the Group assigns experienced mentors to provide them with training and guidance in close collaboration, creating a sustainable career advancement to talents which can fuel the development of the Group.

B3. 發展及培訓

本集團將人才視為本集團長期發展的重要資產及基礎，致力於可持續地向員工提供適當培訓及經驗分享機會，以便員工可豐富彼等的專業技術及修煉彼等的軟技巧。

為了提高初級員工的知識及技能水平，本集團會分配經驗豐富的導師緊密合作，向彼等提供培訓及指引，以便成就可持續職業發展，推動本集團的發展。

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During the Report Period, the Group provided a total of 107 hours of training and 11.7% employees have received training. Details of the percentage of employees trained and the average training hours are shown below.

於報告期間，本集團向各類員工提供總計107小時的培訓及11.7%僱員受訓。僱員受訓比率明細及平均培訓時數如下所示。

Indicator(s) 指標	Percentage of employees trained 受訓僱員比率 (%) (%)	Average training hours 平均培訓時數 (hours) (小時)
Gender 性別		
Male 男	13.0	0.5
Female 女	10.8	1.3
Employee Category 僱員類別		
Senior Management 高級管理人員	100	2.5
Supervisor 監事	—	—
General Staff 一般僱員	3.6	1.6

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B4. Labour Standard

The Group respects human rights and strictly prohibits the use of child labour or forced labour in our operations. The following measures have been taken to avoid child and forced labour.

Prevention of child labour

During the recruitment process, the human resources department will verify the applicant's identity documents and to ensure that the applicants have reached the minimum age of local jurisdiction for employment.

防止童工

在招聘過程中，人力資源部將核實申請人的身份證明文件並確保申請人達到當地司法管轄區規定的最低就業年齡。

Prohibition of forced labour

The Group specifies overtime compensation provisions in the employee handbook of the Group. The Group carefully monitors the working time and working schedule of the employees to ensure that they work voluntarily and freely.

禁止強制勞動

本集團在本集團《員工手冊》明確超時工作補償條文。本集團審慎監測僱員工作時間及工作編排，確保彼等自願及自由地工作。

Implemented measures are effective in prohibiting forced labour and child labour employment. The Group will terminate the employment contract once a violation of relevant laws and regulations is found, investigations will be carried out by the Group to decide if further action is required.

During the Reporting Period, there was no material non-compliance with laws and regulations in relation to the child and forced labour, including but not limited to the "Labour Law of the PRC", the "Provisions on the Prohibition of Using Child Labour of the PRC", the "Employment Ordinance" and the "Occupational Health and Safety Ordinance".

B5. Supply Chain Management

The Group develops a sound procurement system as a guideline for supplier selection, which is to ensure that selected suppliers can fulfil the internal quality standard. Major procured items from suppliers include crops, meat, and seafood. The Group has established long-term relationships with suppliers to assure stable food supply and quality products. During the Reporting Period, the Group has approximately 180 (2021: 80) suppliers, all of which are based in Mainland China, and all major suppliers are subject to the suppliers' evaluation and monitoring regularly.

As laid out in the Group's guiding principle in respect of organic fertilisers and conventional counterparts, organic fertilisers are preferred and procurement of organic fertilisers is prioritised by the Group. To ensure the legitimacy of the pesticides deployed, the Group only selects qualified pesticides suppliers licensed by the relevant authorities.

B4. 勞動標準

本集團尊重人權，在我們的營運中嚴格禁止僱用童工及強制勞動。本集團已採取以下措施禁止童工及強制勞動。

已實施的措施有效地禁止強制勞動及童工僱傭。一經發現違反相關法律法規，本集團將立即終止僱傭合約，並進行調查以決定是否需要採取進一步行動。

於報告期間，並無重大違反有關童工及強制勞動的法律法規，包括但不限於《中國勞動法》、《中國禁止使用童工規定》、《僱傭條例》、《職業健康與安全條例》等。

B5. 供應鏈管理

本集團建立健全採購制度，作為供應商甄選的指引。制度確保選定的供應商必須能夠滿足內部質量標準。來自供應商的主要採購項目包括本集團的作物、肉類及海產。本集團與供應商建立長期關係，確保穩定供應食品及優質產品。報告期內，本集團擁約180間(二零二一年：80間)供應商，全都位於中國內地，所有主要供應商都定期接受供應商評估和監控。

按照本集團對有機肥料及傳統肥料的指引原則的安排，首選有機肥料，本集團優先採購有機肥料。為確保所配置農藥的合法性，本集團只選擇經有關部門許可的合格農藥供應商。

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Responsible Green Sourcing

The Group is committed to local sourcing as part of its sustainable strategic developments. The Group's procurement department is mainly responsible for managing supply chain sustainability, selection of suppliers, local sourcing and purchasing eco-friendly products. Local sourcing and purchasing eco-friendly products not only facilitate the reduction in carbon footprint, but also improve the local economy through providing more employment opportunities.

Apart from the environmental factors, the Group also requires suppliers to comply with relevant laws and regulations in areas such as health, safety, forced labour, child labour. Site visits on suppliers' operations will be conducted to assure that they meet all required standards. Such assessment is considered as a material factor for the evaluation process.

With the implementation of the above-mentioned measures and periodic reviews, the environmental and social risks along the supply chain can be mitigated.

B6. Product Responsibility

The Group adheres to laws and regulations in respect of product health and safety to ensure achievement of a high level of product responsibility. To prevent contamination of soil and irrigation water and to avoid pollutants getting into the farmlands, responsive measures have been taken by the Group, such as soil management, use of public water for irrigation to ensure that the surrounding environment of the farmlands are free from sources of contamination. Implementation of such measures ascertains the agricultural operation of the Group to meet the applicable legal requirements for environmental protection.

Comprehensive management system regarding pesticide, stock and product quality has been established by the Group, as well as a pesticide residue testing system to meet the product safety requirements.

To ensure product quality and food safety, the deployment of pesticides is precisely logged by the Group with proper record keeping, to ensure that there is sufficient time for pesticides to decay before harvest. Sample tests of crops are conducted two to three days prior to the scheduled harvest to assess the level of residue pesticides. The crops that passed the residue test will be harvested and shipped for delivery.

負責任的綠色採購

作為可持續策略發展的一部分，本集團致力於本地採購。本集團的採購部門主要負責管理供應鏈的可持續發展、選擇供應商、本地採購及採購環保產品。本地採購及購買環保產品不僅有利於減少碳足印，亦可透過提供更多就業機會來改善本地經濟。

除了環境因素，本集團亦要求供應商符合關於健康、安全、勞動法例強制勞動及童工等領域的相關法律法規的勞動法規。將對供應商進行實地考察，確保彼等符合全部要求的標準。該評估被認為是評估過程的重大因素。

隨着上述措施的實施及定期審查，可以減輕供應鏈的環境及社會風險。

B6. 產品責任

本集團重視產品健康及安全相關法律法規，確保達到高水平的產品責任。為預防土壤及灌溉用水污染及預防農田受污染物污染，本集團已採取相應措施，例如土壤管理、使用公共水源灌溉以及確保農田周圍無污染源。實施該等措施確保本集團的農業營運滿足環保的適合法律規定。

本集團已建立全面的農藥、存貨及產品質量管理系統，以及農藥殘留測試體系，以滿足產品安全規定。

為確保產品質量及食品安全，本集團準確記錄農藥配置以確保農藥在收割前衰變有充份時間。在預定收割前兩至三日對農作物採樣進行農藥殘留檢測。通過殘留檢測的農作物才能收割並發貨。

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A high-standard product traceability system is also developed by the Group. Each batch of product is traceable with reference to its plot of production site, date of harvest and quality test result, to provide quality assurance to customers.

Over the years, the Group builds up its reputation in the industry through its ongoing investment in product quality and maintaining high service standards. The Group has been accredited as an Agricultural Export Products Demonstration Base* (農產品出口示範基地) by the Department of Agriculture of Guangdong Province and an Accredited Farm* (信譽農場) by the Agriculture, Fisheries and Conservation Department of Hong Kong SAR, respectively.

In recognition of its dedication and outstanding performance in providing quality products, the Group has been awarded many certificates and awards, which are shown below:

- o Certificate of Pollution-free Agricultural Products
- o Certificate of Top Brand Products of Guangdong Province
- o Certificate of Famous Trademarks of Guangzhou City*
- o Quality Award from the Agricultural Products Quality and Safety Centre at the Ministry of Agriculture of the PRC

本集團亦維護高標準的產品可追溯性系統。每批產品均可追溯生產站點、收割日期、質量測試結果等，從而向客戶提供質量保證。

多年來，本集團藉由持續投資產品質量及保持高水平服務，在行內建立聲譽。本集團被廣東省農業廳認可為農產品出口示範基地及香港特區漁農自然護理署認可為信譽農場。

為表彰本集團在提供優質產品方面的努力奉獻及出色表現，本集團獲授予多份證書及獎項，列示如下：

- o 無公害農產品證書
- o 廣東省名牌產品證書
- o 廣州市著名商標證書
- o 中國農業部農產品質量安全中心質量強區獎狀

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The Group has established in the agriculture industry with a long history and has become a member of various renowned institutions of the industry to establish a good reputation. The membership list is shown below:

- The Guangdong Province Top Brand Products (Vegetables) Promotion Committee*
- The Administration of Industry and Commerce of Guangzhou Municipality*
- The People's Government of Conghua District

During the Year, the Group has achieved zero product recall and no customer complaints regarding product health and safety and product quality were recorded.

Protection of Consumers' Information and Data Privacy

The Group handles customer personal data and confidential documents strictly following the guidance of the Office of the Privacy Commissioner for Personal Data of Hong Kong. During the Reporting Period, there was no non-compliance of laws and regulations regarding data privacy, including but not limited to the "Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong)".

Intellectual Property Rights ("IP Rights")

IP Rights promote innovation and creativity, helping society to increase competitiveness and improve the well-being of humans. The Group respects IP Rights and has formulated procedures and guidelines to avoid intellectual property infringement. The Group complies with relevant regulations regarding IP Rights in both PRC and Hong Kong, including but not limited to the "Copyright Ordinance (Chapter 528 of the Laws of Hong Kong)" and "Patents Ordinance (Chapter 514 of the Laws of Hong Kong)". During the Reporting Period, there was no material infringement of IP Rights.

本集團長久以來涉足農業產業，並成為業界眾多知名機構一員，樹立良好聲譽。會員名單列示如下：

- 廣東省名牌產品(農業菜)推進委員會
- 廣州市工商行政管理局
- 從化區人民政府

於本年度，本集團達成零產品退回及概無關於產品健康及安全以及產品質量的客戶投訴記錄。

保障消費者資料及數據隱私

本集團嚴格遵從香港個人資料私隱專員公署的指引處理客戶個人資料及隱私文件。於報告期間，概無違反關於資料隱私，包括但不限於《個人資料(私隱)條例(香港法例第486章)》的法律法規。

知識產權(「知識產權」)

知識產權提倡創新及創意，幫助社會提升競爭力及改善人類的福祉。本集團尊重知識產權並制定程序及指引，防止我們的營運在所有層面並無侵犯知識產權。本集團遵守關於中國及香港知識產權的相關法規，包括但不限於《版權條例(香港法例第528章)》及《專利條例(香港法例第514章)》。於報告期間，本集團並無違反侵犯知識產權。

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Advertising and Labelling

The Group encourages the use of better promotion practices, and prohibits the advertisements from disclosing untrue and misleading descriptions, claims or illustrations. In accordance with the relevant legislation and code of practices, the sales and promotion campaigns formulated by the Group are truthful, fair and reasonable and free of misleading elements to protect the consumers' interests.

B7. Anti-Corruption

Anti-Corruption Policy

The Group is committed to achieving the highest standards of business conduct and has zero tolerance of corruption and related malpractice. All employees and business partners of the Group are informed of this policy and the relevant anti-corruption requirements of the Group. All personnel covered by the anti-corruption policy are required to comply with relevant laws and regulations regarding anti-bribery and corruption, including but not limited to the "Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong)".

The Group has zero tolerance of corruption of any form. It is committed to prohibiting the solicitation and acceptance of bribes or improper advantages from others in relation to the Group's business affairs, regardless of the geographic regions. The Group forbids the offering of bribed or improper advantages to agents of others or public servants in carrying out the Group's business.

Regular risk assessments have been conducted to identify and evaluate corruption risks; proactive measures are formulated to mitigate such risks. All personnel should adhere to the Group's high standard of business, professional and ethical conduct in the Group's business deals. Reporting of any suspicious misconduct or malpractice through various reporting channels is encouraged by the Group. Failure to comply with applicable anti-corruption laws, or internal requirements related to anti-corruption may result in disciplinary actions including termination of employment contracts and criminal prosecution.

The Group reviews and updates the anti-corruption policy from time to time to ensure its timeliness and effectiveness. During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employee.

廣告及標籤

本集團鼓勵利用更好的促銷活動，禁止廣告出現不實及誤導描述、聲明或說明。本集團在制定銷售及促銷企劃時遵守有關法律及行為守則，以確保其為真實、公平及合理，以及不包含誤導的元素，以保障消費者權益。

B7. 反貪污

反貪污政策

本集團致力秉持最高的商業行為準則，絕不容忍貪污及相關舞弊行為。本集團通知全體僱員及業務夥伴本政策及本集團相關反貪污規定。本政策涵蓋的所有人員須遵守關於防止賄賂及貪污的相關法律法規，包括但不限於《防止賄賂條例(香港法例第201章)》。

本集團絕不容忍任何形式的貪污。不論地理區域，本集團致力禁止有關本集團業務事宜的索賄受賄及收受他人不正當利益。本集團嚴禁在進行本集團業務時向他人或公務員的代理人提供賄賂或不正常利益。

定期進行風險評估以識別及評估貪污風險；制定積極措施以減緩該等風險。全體人員應高度重視本集團在其業務交易中的高標準商業、專業及道德操守。本集團鼓勵通過多個申報渠道報告任何懷疑不當行為或舞弊。未能遵守適用反貪污法律，或有關反貪污的內部規定可能導致紀律處分，包括終止僱傭合約及刑事起訴。

本集團不時檢討及更新反貪污政策，確保其及時性及其有效性。於報告期間，概無針對本集團或其僱員貪污行為之已審結貪污案件。

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Whistle-blowing Policy

Whistle-blowing policy has been established to encourage reporting by employees regarding any suspicious behaviours, malpractice, and fraud. Such policy ensures that reported issues are promptly handled by the corporate governance committee (the "Committee"), preventing potential harm to the Group or to third parties. The Committee will carry out an investigation of the reported cases. The investigator will reply to the whistle-blowers in writing or via email regarding the investigation outcome and feedback within four weeks, the relevant employees will also be notified of further updates on the investigation process. Whistle-blower rights are protected by law and the identity of the whistle-blowers will be kept confidential.

Anti-Corruption Training

The Group offers regular anti-corruption training and briefings to all employees. During the Reporting Period, all directors have received online anti-corruption training and have spent approximately one hour attending online meetings. All employees' awareness of anti-corruption has been enhanced through anti-corruption training.

B8. Community Investment

The Group is devoted to acting as a responsible corporate citizen. It is understood that strong communication with the community is important for strengthening the social tie. To build up a sustainable relationship with the community, the Group handles all opinions and feedbacks from them in a dynamic, friendly, and responsive manner.

The Group strives to stimulate the local community's well-being. As a food trader and producer, during the Reporting Period, the Group has joined the Food Rescue Program "拯救食物" organised by Food Angel "惜食堂" of Bo Charity Foundation. The program rescues edible surplus food from different sectors of the food industry that would otherwise be disposed of as waste. Following strict safety protocols, the rescued food items will then be prepared as nutritious hot meals in their central kitchen and be redistributed to serve the underprivileged communities locally. The Group believes that by means of contributing to this meaningful program, people's awareness of food conservation can be spread.

舉報政策

本集團設立舉報政策以鼓勵僱員申報任何可疑行為、舞弊及斯詐。該政策確保報告的事宜由公司治理委員會(「委員會」)即時處理，防止對本集團或第三者的潛在傷害。委員會將就報告的個案進行調查。調查員將於四週內透過書面聲明或電郵回覆舉報人有關調查結果及其後調查程序的進一步消息亦將知會相關僱員。舉報人權益受法律保護，舉報人的身份將保持機密。

反貪污培訓

本集團定期為全體僱員提供反貪污培訓及講座。於報告期間，全體董事已接受線上反貪污培訓及花約一小時出席線上會議。所有僱員的反貪污意識透過反貪污培訓進一步增強。

B8. 社區投資

本集團致力成為一個負責任的企業公民。本集團深明與社區的密切溝通對加強社會聯繫極為重要。為建立與社區的可持續關係，本集團以活力、友善及積極回應的態度來處理社區的所有意見及反饋。

本集團致力激發本地社區的活力。作為一家食品貿易商及生產商，於報告期間，本集團參與小寶慈善基金項下惜食堂舉辦的「拯救食物」計劃。該計劃拯救食品行業不同界別的可食用廚餘，逃過棄作垃圾的命運。遵從嚴格的安全規程，拯救的食物品項其後將在惜食堂的中央廚房製成營養熱食並重新分派給本地弱勢社群。本集團認為，透過貢獻此有意義計劃的方式，可以傳播大家珍惜食物的意識。

China Finance Investment Holdings Limited
中國金控投資集團有限公司