



HUISHENG INTERNATIONAL HOLDINGS LIMITED
惠生國際控股有限公司

(於開曼群島註冊成立之有限公司)

(Incorporated in the Cayman Islands with limited liability)

(股份代號 Stock Code : 1340)

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

2016

惠生國際控股有限公司

Huisheng International Holdings Limited

Contents 目錄

1 About This Report	關於本報告	2
1.1 Company Description	集團簡介.....	2
1.2 Reporting Scope	報告範圍.....	2
1.3 Reporting Principles	報告編寫原則.....	3
1.4 Comments and Feedback	意見及反饋.....	5
2 Premium Products	優質產品	6
2.1 Prudent Procurement System	謹慎的採購制度.....	6
2.2 Responsible Production	負責任生產.....	8
3 Environmental Protection	環境保護	11
3.1 Emissions	排放物.....	11
3.2 Use of Resources	資源使用.....	14
3.3 Environment and Natural Resources	環境和天然資源.....	16
4 Healthy Working Environment	健康的工作環境	17
4.1 Responding to Employment Needs	回應僱傭需要.....	17
4.2 Positive Working Environment	正面的工作環境.....	18
4.3 Employees Cultivation	培育人才.....	20
5 Community Contribution	貢獻社會	22
5.2 Joint Breeding Program	「全服務三段式」育肥加盟養殖模式.....	22
5.3 Poverty Alleviation Project	扶貧專案.....	23
6 Conclusion	結語	24
7 Index of HKEx “Environmental, Social and Governance Reporting Guide”	聯交所《環境、社會及管治報告指引》索引	25

1 About This Report

1.1 Company Description

Huisheng International Holdings Limited (stock code: 1340) (hereinafter "Huisheng International" or "the Group") is a pork supplier, producing cooked pork, chilled pork, frozen pork, pork side products (pork head, pork feet, offal, etc.) and, cured pork products. The Group's production extends from hog breeding, slaughtering to sales of processed products. The Group closely monitors the whole production process to ensure that products meet quality standards. With the focus on quality, the Group's own brand "Waibobo" is recognized as "Well-known Trademark in the PRC" and "Well-known Trademark of Hunan Province".

1.2 Reporting Scope

This report is the first Environmental, Social and Governance (ESG) report released by Huisheng International. The purpose of this report is to disclose the Group's material issues and its unique management plan, hence enhancing its transparency and accepting public supervision. As a "Well-known Trademark of Hunan Province", the Group will continue to develop and be navigated by its sustainability strategies, provide quality products and create values for the society.

Unless stated otherwise, the reporting period of this report is consistent with that of the annual report, covering the Group's efforts and accomplishments to

1. 關於本報告

1.1 集團簡介

惠生國際控股有限公司(股份代號：1340)(下稱「惠生國際」或「本集團」)是一家豬肉供應商，包括生產熱鮮豬肉、冷鮮豬肉、冷凍豬肉、生豬副產品(豬頭、豬腳、豬內臟等)及臘製品等。本集團的豬肉產品生產模式包括生豬養殖、生豬屠宰到生產及銷售加工產品。從生產到銷售均受本集團嚴密監控，確保產品符合質量標準。本集團的自家品牌「歪脖脖」更被承認為「中國馳名商標」和「湖南省著名商標」。

1.2 報告範圍

本報告為惠生國際首份發布的環境、社會及管治(「ESG」)報告。本報告的目的為披露本集團的重要性議題和其管理方案，以期增強本集團的透明度，並接受大眾監督。作為湖南省的著名商標，本集團會以可持續發展為導向，持續推進可持續發展戰略，為社會提供高品質的產品，並創造價值。

除另有說明，本報告將與年報的匯報期一致，涵蓋本集團 2016 財政年度(即 2016 年 1 月 1 日

the environment and society in the financial year 2016 (i.e. 1 January 2016 to 31 December 2016).

The reporting scope covers all production facilities, including a production plant and eight hog breeding farms in Hunan Province.

1.3 Reporting Principles

This report was prepared by Allied Sustainability and Environmental Consultants Group Limited (stock code: 8320) according to information collected. The Group's senior management team has approved this Environmental, Social and Governance report and expressed their gratitude to all parties who involved in the reporting process.

This report adheres to the principles of materiality, quantitative, balance and consistency, and the Main Board Listing Rule Appendix 27 Environmental, Social and Governance Reporting Guide (“ESG Guide”) of The Hong Kong Exchanges and Clearing Limited (“HKEx”). The Group's corporate governance information was included in its Annual Report in accordance with Appendix 14 Code of Corporate Governance Practices of the HKEx.

Through stakeholder engagement, the Group has identified the following material issues and has disclosed accordingly.

至 2016 年 12 月 31 日) 對環境和社會所作出的努力和貢獻。

本報告的業務涵蓋範圍包括本集團的所有生產廠房，即中國湖南省的生產廠房和八個生豬養殖場。

1.3 報告編寫原則

本報告由沛然環保顧問有限公司(股份號碼: 8320)協助撰寫。報告內容根據所蒐集資料編寫並已由本集團的高級管理團隊審批本環境、社會及管治報告。本集團由衷感謝所有協助報告撰寫的單位的付出與貢獻。

本報告根據香港聯合交易所有限公司(「聯交所」)上市規則附錄二十七《環境、社會及管治報告指引》(「ESG 指引」)，依照重要性、量化、平衡和一致性的原則作出披露。本集團的企業管治信息將根據聯交所主板上市規則附錄十四的《企業管治守則》，於本集團年報載述。

透過持份者參與，本集團確立了以下的重要性議題，作出重點披露。

重要議題 Material Issues	環境、社會及管治範疇 ESG Aspects
謹慎的採購制度 Prudent Procurement System	層面 B5: 供應鏈管理 Aspect B5: Supply Chain Management
負責任生產 Responsible Production	層面 B6: 產品責任 Aspect B6: Product Responsibility
大氣排放控制 Air Emission Control	層面 A1: 排放物 Aspect A1: Emissions
污水處理 Wastewater Treatment	
廢棄物管理 Waste Management	
節能措施 Energy Saving Measures	層面 A2: 資源使用 Aspect A2: Use of Resources
節水倡議 Water Conservation Initiatives	
降低生態影響 Reducing Ecological Impacts	層面 A3: 環境及天然資源 Aspect A3: Environment and Natural Resources
環保合作 Environmental Cooperation	
回應僱傭需要 Responding to Employment Needs	層面 B1: 僱傭 Aspect B1: Employment 層面 B4: 勞動準則 Aspect B4: Labour Standards
安全與健康管理 Safety and Health Management	層面 B2: 健康與安全 Aspect B2: Health and Safety
培育人才 Employees Cultivation	層面 B3: 發展和培訓 Aspect B3: Development and Training
堅守公正廉潔 Upholding Integrity	層面 B7: 反貪污 Aspect B7: Anti-corruption
貢獻社會 Community Contribution	層面 B8: 社區投資 Aspect B8: Community Investment

1.4 Comments and Feedback

Huisheng International values your feedback about this report and the Group's sustainability strategy, please feel free to express your views through the following contact information:

To: Board of Directors / Company Secretary

E-mail: info@hsihl.com

Address: Room 8A, 8/F, Aubin House, 171-172, Gloucester Road, Wan Chai, Hong Kong

1.4 意見及反饋

惠生國際重視您的意見和訴求，歡迎以以下聯繫方式對報告內容或本集團的可持續發展策略發表意見：

致：董事會/公司秘書

電郵地址：info@hsihl.com

地址：香港灣仔告士打道
171-172 號安邦商業
大廈 8 樓 8A 室

2 Premium Products

2.1 Prudent Procurement System

Huisheng International believes that ensuring a stable and responsible supply chain is the initial step for quality products. Because of this, the Group has taken own control on hogs' quality through increasing its breeding capacity and reducing reliance on external sources. This reporting year, the Group owns eight hog breeding farms with a total Gross Floor Area of more than 116,000 square meters, and the maximum capacity is raising 15,000 sows and selling 300,000 hogs per annum.

With the growing demand for pork products, the Group unavoidably needs supply from third-party to support its production. Materials purchased by the Group include hogs, packaging materials, auxiliary materials etc. Governmental departments are responsible for regulating the Group's major suppliers, while the Group exercises supplier selection. The Group will review suppliers' legitimacy to operate and require them to comply with all relevant environmental and social laws and regulations. Once illegal operation is found, the Group will immediately switch supplier in order to prevent further environmental and social risks.

To ensure the quality of incoming raw materials, the Group does not solely rely on the quality control from suppliers. Any raw materials received will be strictly managed through internal quarantine or inspection, aiming to begin quality control from the source. In particular, incoming hogs must be checked by the on-

2. 優質產品

2.1 謹慎的採購制度

惠生國際相信確保穩定和負責任的供應鏈是本集團提供優質產品的第一步。為此，本集團擴大生豬自養規模，提高自給率，減少依賴市場的供應，為生豬品質把關。本集團直至本報告年度，已擁有八個生豬養殖場，總建築面積 116,000 多平方米，最高年產能為養殖 1.5 萬頭母豬並出欄育肥豬 30 萬頭。

鑒於對豬肉產品日益增長的需求，本集團難以避免地需要供應商提供材料完成產品生產。本集團會採購的物資包括生豬、包裝材料、輔助材料等。政府的相關部門負責主要的供應商監管，本集團則進行供應商遴選。本集團會審核供應商的資質合法性，更要求供應商遵守所有環境和社會相關的法律法規。如發現違規運營的供應商，本集團會立刻更換供應商以降低環境和社會風險。

本集團為求全面地確保原材料品質，並不完全依賴供應商的品質監控。進工廠後的原材料將嚴格執行內部檢疫流程或預防措施，從源頭控制產品品質。特別是外購的生豬必須經過駐場

site official inspection department through quarantine and clenbuterol examination in accordance with the law. Only hogs with qualified tags, marks and immunization certifications, which confirm they are disease free, can enter the lairage.

The Group has a comprehensive procedure to prevent the outbreak of diseases and ensure the raw material quality. Hogs, that developed disease symptoms, will be driven into area of segregation for observation. After 12-24 hours of hydration and rest, hogs that are confirmed to be healthy by official inspection department will be moved to waiting lairage for slaughtering. If the hogs do not show any signs of recovery, responsible staff will conduct laboratory diagnosis tests when necessary. The Group will handle diseased or dead hogs in a timely manner adhering to law and regulations. Dead hogs are treated with Animal Carcass Harmless Treatment; Diseased hogs that are recognised by the official inspection department as edible and safe to consume by human will be slaughtered to become degraded products. Meanwhile, the Group will immediately terminate its production, and thoroughly sterilize and clean all its production facilities. Only after production facilities are examined to be disease-free, the Group can resume its production.

The Group annually evaluates suppliers according to their production process and delivery performance. If necessary, the Group will conduct immediate inspection on suppliers. The Group will quantify the assessed performance as possible and communicate the result with the management.

的動物檢驗部門依法進行檢疫與瘦肉精檢測。具備免疫證、產地檢疫合格證明、車輛消毒證和免疫耳標，確定無公害、無病疫並合格的生豬才能進欄。

本集團已制定一套全面的制度避免豬隻疫症爆發並確保原材料素質。可疑生豬會被趕入隔離圈觀察，經過 12-24 小時的充分飲水和休息後，恢復正常的生豬經駐場官方動物檢疫人員確認後便會趕入待宰欄。當原料豬的症狀不見緩解時，本集團會于必要時進行實驗室診斷。本集團對病、死豬會及時按法律法規處理，包括病死豬做無害化處理；而經政府檢疫檢驗部門檢驗後確認可以食用、對人體無危害的病豬會經急宰後做降級處理。同時，本集團會立即停止生產，全面地對生產線進行先消毒後清洗措施，並通過生產線檢驗合格後，方能恢復生產。

本集團每年會結合供應商的生產模式和供貨表現對供應商進行評估。如遇上特殊情況，本集團會臨時就個別供應商進行評估。本集團會盡量量化評估標準，並將評估結果形成書面檔案提交給管理層審批。

To enhance sustainable development, the Group is currently considering the inclusion of environmental and social-related requirements in supplier assessment to mitigate any risks from supply chain.

2.2 Responsible Production

Huisheng International upholds its mission- "Quality Pork for the People's Well-being". The Group highly acknowledges its manufacture and product liability, and is determined to provide harmless and high-quality products. Therefore, the Group has established a quality and food safety policy – “Develop with honesty and innovation; minimize food safety hazards to provide customers safe and clean food”, to guide sustainable production and services.

The Group has established and launched a stringent quality and food safety management system following the international standards ISO 9001: 2008 and ISO 22000: 2006. The system has defined objectives for departments and assigned them relevant responsibilities. During the process, responsible staff keeps records on food quality to assist in internal and external communication.

The Group's food safety team is responsible for food safety check and the overall coordination, for instance conducting on-site inspections, meetings, internal audits, objective reviews and measure development. The team also organized meetings, project learning, trainings, posters and internal publications for the Group's employees to strengthen their understanding and communication of the quality

為深化可持續發展，本集團現正研究將環境和社會相關的控制要求列入供應商篩選條件中，期望能減輕供應鏈的風險。

2.2 負責任生產

惠生國際秉承著其企業宗旨 - 「放心肉品、惠民濟生」。本集團高度重視製造和產品責任，務必提供無污染、高質素的產品。為此，本集團訂立品質與食品安全方針—「誠信篤實、創新發展；控制食品安全危害 為客戶提供安全衛生食品」，指導各生產和服務單位可持續地運作。

本集團根據國際標準 ISO 9001:2008 和 ISO 22000:2006 建立和保持嚴謹的品質和食品安全管理體系。體系文件裡明確各部門的品質與食品安全目標，並分派相關的食品安全責任。實施過程中，負責員工保持食品品質記錄，以加強內外部溝通。

本集團的食品安全小組，肩負食品安全核對和統籌的責任，如進行現場巡視、工作會議、內部審核、目標評審和制定措施。小組會透過辦公會議、專題學習、培訓、壁報、內部刊物等方式，加深各員工對品質和食品安全方針的認識、理解與溝通。食品安

and food safety policy. Food safety team members are assessed to ensure that they are capable and have sufficient knowledge to deal with food safety issues.

The Group holds precautionary principle to strictly maintain employee hygiene, and implement measures on cleaning and disinfection, cross-contamination prevention and pest management. Production staff must wear protective clothing, such as gloves and aprons, before entering the workshops. During meat processing, equipment of raw meat and cooked meat like utensils and containers will be handled separately. Prior to and after production, employees must clean and sterilize production facilities, equipment, tools and containers. Under long operation hours, responsible staff will carry out the disinfection more frequently. For cross-contamination prevention, the Group has also separated the sewers and clean waterways in the breeding farms to avoid contamination of clean water from wastewater and hence prevent the spread of pathogens. For pest management, the Group has installed pest prevention, anti-flies and anti-rat devices, and regularly conducted pest control to ensure that no infectious diseases are transmitted by the pests and rats.

Scientific test is one of the reliable means to safeguard a hygienic environment, hence preventing breeding of bacteria. Microbiological test is applied to the surfaces of all production equipment and tools to ensure no microbial contamination. Water for production and hog will be regularly tested on its bacterial and coliform content making sure its compliance with safety standards.

全小組組員必須通過內部考核，確保其擁有足夠能力和知識處理食品安全事務。

防患於未然，本集團嚴格執行人員衛生、清潔和消毒、交叉污染的預防措施和蟲害處理。生產人員必須穿戴手套和圍裙等防護衣著方能進入車間。肉品加工時，生肉和熟肉の食具、容器等用具會分開處理。每天生產前和後員工必須為生產設施、設備、工具、容器進行清潔和消毒。如生產設施用時長，負責員工會加強消毒密度。針對交叉污染，本集團於養殖場裡的污水道和淨水道作分隔設計，避免污水污染淨水道，散播病原體。對於蟲害處理，本集團亦已安裝防蟲、防蠅、防鼠裝置，並定期滅蟲，確保沒有任何蟲害、鼠患出現傳播病菌。

科學測試是保護環境衛生，防止細菌滋生的可靠手段之一。所有生產設備和工具的表面會進行微生物測試，減少致病性微生物的污染。生產和豬隻用的水源會定期檢驗，確保細菌含量、大腸菌符合安全標準。

Pork products must undergo testing prior to sales to protect consumers' health. The Group will check the microorganisms or chemicals content of products. During hog slaughtering, responsible staff will conduct testing on body surface, offal and carcasses, and remove the specific glands simultaneously. Offal are examined by ketone, Trichinella and offal tests. The Group will chop qualified labels and release compliance certification given that meats are of quality and meet safety standards. Only meats with relevant qualification can be distributed for sale.

The Group believes that traceability plays an important role in handling and recalling defective products. The Group has established a traceability system that seeks to make product logo clear, eye-catching and solid. Recognition methods, such as tags, labelling, certification, lot number, date of production, colour markings and positioning, serve to identify the type of products and their test status. If any defective product is found, the Group will redress the situation to manage and recall products of the same batch.

The Group will continue to optimize the system through the identification and evaluation of hazards, and collection and provision of necessary resources and information. With the policy in place, the Group did not find any significant legal violations of product health and safety, advertising, labelling and privacy matters, and methods of redress within the financial year.

豬隻產品外售前需進行產品檢驗，保障消費者健康。本集團會針對殘留的微生物或化學藥劑檢驗產品。屠宰豬隻時，負責員工會同時對體表、內臟、胴體進行檢驗，並割除腺體。取出的豬內臟則需經過酮體、旋毛蟲和內臟檢驗。本集團只會對質量良好並符合衛生標準的肉品加蓋肉品品質檢驗合格印章及出具檢驗合格證。取得相關證明的肉品才可出廠上市銷售。

本集團相信產品的可追溯性對處理和回收不合格品佔據重要的角色。本集團建立可追溯性系統，力求將產品標識做到清晰、醒目、牢固，以增加產品可追溯性。通過掛牌、標籤、合格證、批號、生產日期、色標、區域定位等標識方式對品種及其檢驗狀態進行識別。如發現不合格品，本集團會採取補救措施處理並回收不合格品同批次的產品。

透過識別及評價危害、收集和提供必要的資源及資訊，本集團持續優化食品安全制度。本年度，本集團並沒有發現產品健康與安全、廣告、標籤及私隱事宜以及補救方法重大的違規行為。

3 Environmental Protection

Huisheng International perceives environmental protection as a basic corporate responsibility, and continues to put resources in improving the environment and conserving the shared natural resources. The Group strives to evolve to a low carbon business, and develop technology to effectively convert hog excreta into organic fertilizer. During the reporting year, the Group has complied with all laws and regulations regarding air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

3.1 Emissions

2.2.1 Air Emission Control

Huisheng International's production process involves the application of boilers, supplying hot water for the hair removal procedures of carcass, pork head and pork feet during slaughtering. In order to avoid air emissions from boilers, such as sulphur dioxide, nitrogen oxides and particulates, the Group has used renewable and relatively environmentally friendly hydrocarbon oil to drive the boiler. The main ingredient of hydrocarbon oil is methanol, while other ingredient is industrial lubricant. The major emission from hydrocarbon oil combustion is carbon dioxide and water, which does not generate harmful gas or highly polluting black smoke. To further reduce air emissions, the Group's boilers are equipped with dust removal devices to ensure that exhaust gas meets national environmental standards.

3. 環境保護

惠生國際視環境保護為基本的企業責任，並持續投放資源於提升環境品質，愛護共同擁有的生態資源和環境。本集團致力達至低碳經營，有效將生豬排泄物轉化為有機肥。本年度，本集團已遵守所有關於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的法律及法規。

3.1 排放物

3.1.1 大氣排放控制

惠生國際的生產過程涉及鍋爐的使用，為屠宰過程的胴體、豬頭及豬腳的去毛步驟供應熱水。為避免鍋爐的大氣排放，例如二氧化硫、氮氧化物及懸浮粒子，本集團已採用可再生及相對環保的碳氫油推動鍋爐。碳氫油以甲醇為主要原材料，工業油脂作為輔助原材料而生成。燃燒碳氫油最主要的排放為二氧化碳和水，並不產生有害氣體或高污染的黑煙。為進一步降低大氣排放，本集團的鍋爐建有除塵設施，確保外排廢氣達到國家的環保標準。

Handling organic production waste, such as hog excreta and feed remaining, will produce biogas. The Group makes use of the biogas for dead hog treatment, electricity generation and driving gas stoves, therefore avoiding the direct discharge of biogas. Owing to the chemical composition of biogas, combustion of biogas only releases carbon dioxide and negligible air emissions. Therefore, the use of biogas effectively reduces the emission of air pollutants. At the same time, the global warming potential of biogas compared to that of carbon dioxide is relatively high, direct release of biogas into the atmosphere will exacerbate climate change. Converting biogas into carbon dioxide through combustion will reduce its impact on climate change.

The Group's production machineries use electricity from the national grid. Electricity generation will emit greenhouse gases, hence the Group's electricity consumption will indirectly produce greenhouse gases. In view of this, the Group strives to purchase and utilize energy-saving appliances or equipment in offices and production plants to reduce electricity consumption.

2.2.2 Wastewater Treatment

Huisheng International takes wastewater treatments seriously, bears the responsibility to minimize its environmental impact resulting from production. Wastewater is mainly produced from lairage, waiting lairage and slaughterhouse. The contaminants in wastewater from breeding farms and the abattoir are similar, mainly hog excreta. Dehairing, evisceration, processing and scalding process are carried out in

處理有機的生產廢棄物時，如生豬排泄物、飼料剩餘等，會產生沼氣。本集團善用該些沼氣進行病死豬的處理、發電及推動生活用的燃氣爐具，避免直接排放。基於沼氣的化學成分，燃燒沼氣時，只釋放二氧化碳，並產生微量的大氣排放物。因此，沼氣的使用有效降低大氣污染物的排放。同時，沼氣的全球變暖潛力對比二氧化碳高，直接排放於大氣中會加劇全球暖化效應。將沼氣燃燒變成二氧化碳，能降低其對全球暖化的影響。

本集團部分的生產設備需使用國家電網的電供應。基於電力的生產會排放溫室氣體，本集團的電用量間接製造溫室氣體。因此，本集團儘量於辦公室及生產基地採購並使用節能的電器或設備，以降低電力消耗。

3.1.2 污水處理

惠生國際重視污水處理，肩負將生產影響最小化的責任。廢水主要由養殖欄、待宰欄和分割加工車間產生。養殖場和待宰場的廢水成分接近，主要是豬糞和尿液等排泄物。分割加工車間則進行燙毛、剖解、副食加工、洗油等步驟，會產生大型血塊、內臟。

processing workshops, they will generate large blood clots and offal. The Group has set up grille at the drain outlet to conduct preliminary solid-liquid separation, and storage tanks are established to store and pre-treat the wastewater.

To ensure legal discharge, the Group has constructed relevant facilities and measures for wastewater treatment. Biogas digesters and sewage treatment facilities are situated at the breeding farms. Wastewater treatment facilities contain tanks for hydrolytic acidification sedimentation and grease traps, moreover disinfection tanks tailored for the business are established to sterilize discharge to treat wastewater up to discharge standards. Discharge is monitored by the Government's environmental protection department. The Group also employs a professional inspection company to conduct wastewater inspection. It mainly assesses chemical oxygen demand, biochemical oxygen demand, ammonia nitrogen and suspended solids.

2.2.3 Waste Management

Huisheng international is committed to improving the efficiency of resource consumption, preserving and avoiding over-exploitation of natural resources. The Group prioritizes waste recycling to treat production waste. Major wastes generated by the Group are from breeding farms and abattoir, such as excreta, carcass blood and loose hair etc. Apart from that, other wastes are excess raw materials, such as packaging materials, casings, salt and other auxiliary materials and animal feed.

本集團已在廢水進出口設置人工細格柵，實現初步的固液分離，同時設立收納池對廢水進行收納和預處理。

為確保達標排放，本集團建設相關的設施及措施處理污水。本集團於養殖場設置沼氣池及污水處理設施。污水處理設施包括水解酸化池、沉砂隔油池，而且因應業務本質建立清水消毒池對排放前的廢水進行消毒，確保外排廢水達到國家規定的標準。所有的污水排放會經由政府環保部門監督檢驗。本集團亦聘請專業的檢驗機構作污水檢驗，主要檢測化學需氧量、生化需氧量、氨氮、懸浮物等指標。

3.1.3 廢棄物管理

惠生國際致力提高資源使用的效率，保存及避免過度開採天然資源。本集團採取優先回收生產廢棄物的原則處理廢棄物。本集團的廢棄物主要來自飼養或屠宰的生豬，包括生豬的排泄物、病死豬、血污及毛污等。其他為過剩的原材料廢棄物，如包裝材料、腸衣、鹽等輔料及飼料等。

One of the Group's most important waste treatment measures is the recovery of organic wastes as fertilizer or fuel. Recycled waste includes solid waste and liquid waste, for instance solid feed and hog manure, and liquid hog urine and rinsing water. All organic wastes are put into biogas digesters and wastewater treatment facilities to create biogas, biogas residue and slurry. Biogas residue and slurry together with sludge from the wastewater undergo composting to become organic fertilizer. Organic fertilizers can be used for plantation or as economic goods, which effectively improve soil quality. Therefore, it replaces chemical fertilizers to avoid causing soil compaction caused by the application of chemical fertilizers. Biogas can be used as fuel to support the Group's electricity supply system.

Hazardous waste should be handled with care to avoid threatening the environment and human health. The Group's major hazardous wastes include carcass, blood and hairs. Carcass is incinerated by the Group's Animal Carcass Harmless Treatment system, in line with national laws and regulations. Blood and hair will be handled by professional companies.

3.2 Use of Resources

2.2.4 Energy Saving Measures

Conventional energy used in industrial processes is fossil fuel, such as diesel, natural gas and coal. Its

本集團其中一個最重要的廢棄物處理措施是回收有機廢棄物為肥料或燃料，從而處理大部分的生產廢料。回收的廢棄物囊括固體廢棄物及液體廢棄物，例如固體的飼料及豬糞等，及液體的豬尿和沖洗水等。所有的有機廢棄物會放進沼氣池及污水處理站處理，形成沼氣、沼渣及沼液。沼渣及沼液與廢水中分離出的廢棄物一起堆肥發酵成為有機肥料。有機肥料可以作為植物或經濟產品的肥料，有效改良土質，避免過度施用化肥導致的土壤板結情況。沼氣池的沼氣則能用作燃料，支援集團的供能系統。

有害廢棄物需謹慎處理，避免其威脅到環境及人體健康。本集團主要的有害廢棄物包括病死豬及血污、毛污等。病死豬會經由本集團的無害化系統，以合符國家的法律法規，作焚燒處理。血污及毛污則交由第三方專業處理公司處理。

3.2 資源使用

3.2.1 節能措施

工業常用的能源主要是化石能源，如柴油、天然氣及煤等。開

extraction process will destroy the natural environment, consume resources, produce greenhouse gases and air emissions. In order to avoid the environmental destruction, the Group has installed biogas digesters at production plants to generate biogas from organic waste as an eco-friendlier alternative. After desulfurization and pressurization, biogas can directly serve as a fuel source for the Animal Carcass Harmless Incinerators. Meanwhile, biogas can also generate electricity to drive electrical machineries in breeding farms.

2.2.5 Water Conservation Initiatives

Hog breeding and slaughtering require water to keep production plants clean and free from bacteria. Huisheng International's major water consumption is from cleaning production areas and lairages. Municipal water pipes, underground water, surrounding rivers or reservoirs supply water for the process. The Group strictly complies with the national regulations to extract appropriate water from underground, river or reservoir making sure that the ecosystem and nearby communities receive adequate water supply.

To minimize water extraction, the Group is committed to reducing the use of fresh water. Wastewater produced throughout the production process, which is purified by wastewater treatment facilities and biogas digesters, is reused for the Group's daily operations, such as flushing hogs' excreta and irrigating plants.

採化石能源的過程會破壞生態環境、耗用天然資源、產生溫室氣體及大氣排放物等。為避免開採能源的環境破壞，本集團於生產基地設立沼氣池，相對環保地從有機廢棄物中產生沼氣。沼氣經脫硫、增壓處理後，直接向無害化焚燒爐供能。同時，沼氣也可以成為發電能源，推動養殖場的用電設備。

3.2.2 節水倡議

生豬養殖及屠宰需要消耗水資源保持地方清潔，防止細菌滋生。惠生國際的水用量主要集中在沖洗生產區及生豬欄舍。市政府的水管網路、地下水、周邊江河或水庫為本集團供水。本集團嚴格遵守國家的規定抽取合適的地下水、江河或水庫的水資源，確保生態及附近社區得到充足的水供應。

為降低抽水量，本集團致力減少使用淡水。生產過程中製造的廢水，經過污水處理站及沼氣池淨化後，將回用於本集團的日常運營中，如沖洗欄舍的豬糞及澆灌綠化植物等。

3.3 Environment and Natural Resources

2.2.6 Reducing Ecological Impacts

As human activities intensify, the environment is gradually destroyed and exploited, causing difficulties for animals to find stable and suitable habitat. In order to avoid the Huisheng International's impact on water resources and the environment, the Group has formulated corresponding environmental protection measures. In terms of water conservation, the Group has adopted water saving measures to reduce underground and river water extraction as stated in the "Water Conservation Initiatives" section. In terms of protecting the natural environment, the Group is aware of the construction of its breeding farms and abattoir occupying large parcel of land. The Group endeavours to prevent development on land with high ecological values, instead it explores non-prime farmland, such as barren land and wasteland.

2.2.7 Environmental Cooperation

Huisheng International will kick-start the cooperation with the Chinese Academy of Sciences to collectively transform its operations with green and pollution-free approach, when suitable.

3.3 環境和天然資源

3.3.1 降低生態影響

隨著人類活動越發頻繁，生態環境逐漸被破壞、開採，導致生物難以尋找穩定和合適的棲息地。為避免惠生國際的運營活動對水資源及生態環境造成影響，本集團已制定相應的環保措施。水資源方面，本集團已採用「節水倡議」一節的節水措施，降低地下及江河的淡水耗用。生態環境方面，本集團意識到其養殖及屠宰場的建立需開採大量的土地。本集團會儘量避免開發高生態價值的土地，尋找非基本農田的荒山、荒地、荒坡及荒灘建養殖場。

3.3.2 環保合作

惠生國際會于未來待條件成熟時展開與中國科學院的合作協定，共同將本集團打造成綠色無污染。

4 Healthy Working Environment

4.1 Responding to Employment Needs

Huisheng International, as a responsible company, is duty-bounded to comply with national employment regulations. The Group complies with the laws and regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination, other benefits and welfare, and prohibition of child and forced labor. The Group makes all employment-related decisions adhering to the principles of fairness and anti-discrimination. The Group determines the employment terms according to industry practise, labor market, job position, technical proficiency and employee performance. Candidates must submit the original and a copy of ID card serving the purpose of identity proof.

The Group has established an employment system to provide rules and regulations for employees to follow during their day to day management, in addition it helps promote unity within the Group and motivate employees. In particular, the Group has employee reward system in place to reward outstanding employees mentally and materially through honour, bonus and promotion arrangement. The Group responds to the needs of its employees through launching living and high-temperature allowances to alleviate employees' burden. It also encourages employees to complete their tasks within normal working hours and discourages any overtime working.

4. 健康的工作環境

4.1 回應僱傭需要

惠生國際作為負責任企業，對遵守國家的僱傭條例責無旁貸。本集團遵守薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視及其他待遇及福利的法律法規，更嚴禁聘請任何的童工及強制勞工。本集團秉承公平、反歧視的原則做出所有僱傭相關的決定，根據行業特性、勞動力市場價格、工作崗位、技術熟練程度、員工個人表現等因素確定員工的僱傭條款。試用人員必需遞交身份證原件和影印本，以作核對身份之用。

本集團已建立一套僱傭制度，讓員工和相關的執行人員在日常的管理中有規條可依，並達到增強公司凝聚力、調動員工積極性的效果。本集團特別開設物質及精神上的員工獎勵制度，以表揚、獎金、升職等獎勵優秀員工。本集團亦回應員工的需求，制定生活補貼和高溫補貼以幫助及減輕員工的負擔；同時鼓勵員工在正常工作時間內完成工作，不提倡、不鼓勵員工加班。

Since the community and employees' needs are constantly evolving, in order to improve the overall management and employment system, the Group will regularly review the system to meet the needs of different parties.

4.2 Positive Working Environment

4.2.1 Upholding Integrity

Huisheng International, going beyond compliance, has established internal rules and regulations to maintain the Group's reputation and provide fair and impartial working and business environment. The Group restrains employees from gaining personal benefits in the expense of harming the Group's business. In particular, the Group supervises the procurement process prohibiting employees to accept bribes, rebates, or conduct extortion, fraud and money laundering behaviours. Meanwhile, for external stakeholders, such as suppliers and customers, the Group will from time to time emphasize its determination to fight corruption through meetings and any engagement channels. During the reporting year, the Group does not aware of any corruption case, such as bribery, extortion, fraud and money laundering.

The Group highly encourages employees, suppliers, customers and other stakeholders to report any suspected or actual corruption cases. Reporting channels remain open and transparent, whistleblowers may choose to visit the group, or through telephone, text messages, letters and other means to report the case. The Group will conduct rigorous

由於社會和員工的需求不斷地變更，為了完善管理制度和薪酬福利制度，本集團將定期修定僱傭制度以切合多方的需要。

4.2 正面的工作環境

4.2.1 堅守公正廉潔

惠生國際除遵守國家相關的反貪污法律法規外，也設立內部的規章制度以維護本集團的良好聲譽並提供公平公正的工作和營商環境。本集團嚴禁任何員工為了個人利益損害公司利益。特別是採購過程接受本集團的監督，禁止採購人員收受賄賂、提取回扣，或進行勒索、欺詐及洗黑錢的行為。同一時間，對外部持份者，如供應商及客戶等，本集團會不時於會議和聯絡時強調本集團反貪污的決心。本年度，本集團並沒有發現賄賂、勒索、欺詐及洗黑錢等的貪污事件。

本集團高度鼓勵員工、供應商、客戶及其他不同的持份者舉報任何懷疑或實際的貪污事件。貪污舉報的渠道保持公開透明，舉報人可選擇親臨本集團舉報案件，或可以以電話、短信、信件等其他方式舉報。所有的舉報，

investigation on all reported cases. Once the case is verified, responsible department will resolve according to the Group's rules or national laws and regulations.

4.2.2 Safety and Health Management

Huisheng International adheres to the “safety-first” principle and “prevention as the core” approach to protect the safety and health of employees, minimize injuries and casualties. The Group complies with all safety standards, policies and regulations, and assigns safety officers to oversee occupational health and safety of all departments. The Group requires operation staff to pay close attention to the machineries, conduct regular inspection, and timely eliminate safety risks. If abnormal situations are found, the operation staff shall report to safety officer immediately to avoid further damages.

The Group is committed to providing adequate safety equipment and resources to protect employees from occupational hazards. Each production workshop is equipped with lighting, disinfection facilities and fire service equipment, employees shall not deliberately destroy the facilities, and casually relocate and use them. The Group also provides labor protection gears such as protective clothing and anti-skid boots in high-risk workshops, especially slaughterhouse. Staff entering production workshop shall dress according to the safety requirements to ensure work safety.

本集團會進行嚴謹的調查。一經查實貪污案件，負責部門會堅決按本集團相關的制度或國家法律法規辦理。

4.2.2 安全與健康管理

惠生國際堅守「安全第一」的思想和「預防為主」的方針，保障員工的安全和健康，將傷亡的可能性降到最低。本集團符合生產的安全條例、政策及法規，並於各部門指派安全文明生產領導負責管理各部門的職業健康與安全。本集團要求操作人員密切注意設備運行的狀態，定期進行檢查，及時消除安全隱患。如發現異常情況，操作人員會及時報告安全主管人員，避免進一步的危害發生。

本集團承諾提供足夠的安全保護設備和資源，保障員工的職業安全。每個生產車間均裝備基本的安全照明、消毒設施和消防器材，員工不得刻意破壞設施，以及隨便挪動和挪作它用。本集團亦于高危的車間，尤其是屠宰車間，提供勞動保護裝備，如工裝、防滑靴等。員工進入生產車間前需按要求著裝，以保障其工作安全。

The Group will arrange annual physical examination for all employees. Responsible employees will also coordinate regular disinfection within lairage to avoid breeding germs. Based on stringent occupational safety policies and measures, there was no work-related fatalities recognised in this reporting year.

4.3 Employees Cultivation

Huisheng International is committed to make the best use of employees' talents to provide them platforms and opportunities to stretch their full potential. The Group's training policy standardizes and assigns specific department to develop training programs, and organizes various types of training to improve the overall capability of the Group's employees.

Trainings are categorized into internal and external training. Internal training requires responsible department to digest information, and prepare and print training materials for relevant departments; or, responsible department records or purchases teaching video, audio and slides etc. for employees to learn from.

External training strives to respond to the employees and operational needs, therefore utilizing resources in the society to conduct necessary training. The Group will participate in trainings organized by the government and external experts. Examples of external training include team leader workshops,

每年，本集團會安排所有內部員工進行一次體檢。負責的員工亦會為養殖欄舍進行定期的消毒，避免病菌滋生。基於嚴謹的職業安全政策和措施，本財政年度，惠生國際無出現因工作關係而死亡的情況。

4.3 培育人才

惠生國際致力做到「人盡其才」，為員工提供充分發揮才能的平台和機會。本集團的培訓政策有利於將培訓項目規範化，指派特定部門制定培訓計畫，並組織各類培訓工作，提高本集團的員工綜合素質。

培訓形式分別為內部培訓和外部培訓。內部培訓由負責部門將實用資料結合和消化，並組成教材複製和印刷給有關部門參考使用；或，負責部門錄製或購買培訓教學錄影帶、錄音帶、幻燈片等，不定期組織員工觀看學習。

外部培訓則透過社會上的其他資源進行培訓，力求全方位地回應員工和運營的培訓需求。本集團會不定期參加政府部門組織的相關培訓，而且外聘專家開授培訓等。外部培訓的例子有優秀

aiming to establish employees a positive attitude towards work and life.

班組長工作坊，主要為員工建立正確及良好的工作及人生態度。

The Group has employee assessment in place to ensure employees can effectively learn and understand the teaching materials. Responsible department will document the training materials and results, that serves as a reference to tailor make future training plan.

本集團通過制定員工考核，確保員工能有效地吸收和瞭解教習內容。負責部門將為培訓專案、內容和培訓效果進行備份，為未來確立培訓計畫作導向。

5 Community Contribution

Sustainable development of an enterprise is closely related to the prosperity of its community. Huisheng International proactively understands the needs of the community and contributes to the community as much as possible throughout the operation. The Group takes social interest into consideration during its production and promotes joint breeding program. Meanwhile, the Group has also actively participated in poverty alleviation projects organized by the municipal government.

5.1 Joint Breeding Program

Joint breeding program is designed to lift farmers out of poverty and create economic values. The Group's breeding farms raise hoglets that are weaned and weight approximately 33 pounds. The Group will provide farmers hoglets, veterinary drugs and disease prevention services. Payments are not required during the reception of materials, and hoglets shall be nurtured inside the farmers' own hog breeding farms.

Once hogs are qualified, the Group will recall and slaughter them. The Group will pay for the hogs, with consideration of the costs on hoglets, animal feed and veterinary drugs etc. Therefore, the payment serves as one of the income sources of farmers and promotes the development of local hog industry. Scattered breeding exercise also helps to reduce the risk of

5. 貢獻社會

企業的可持續發展與其運營的社區繁榮息息相關。惠生國際採取進取的態度瞭解社區的需要，並於運營中盡可能貢獻社區。本集團於其生產過程中納入社會的利益考量，推廣「全服務三段式」育肥加盟養殖模式。同一時間，本集團亦積極參與市政府組織的扶貧專案。

5.1 「全服務三段式」 育肥加盟養殖模式

「全服務三段式」育肥加盟養殖模式的設立目的是帶動農戶脫貧致富，同時為本集團創造經濟效益。本集團的養殖場繁殖仔豬，即斷奶並經過保育階段、體重約 33 斤左右的小豬。本集團會提供仔豬、獸藥以及防疫等技術服務給與本集團簽訂合作契約的農戶。加盟農戶收取本集團的供應品時不需付款，並於自己修建的生豬養殖欄舍養殖仔豬。

當豬隻達到出欄標準時，本集團會回收豬隻並進行屠宰。本集團回收豬隻後會支付代養費，當中扣除仔豬、飼料及藥品費用。代養費增加農戶的收入，促進當地生豬產業的發展。分散生豬飼養也有利於降低疫病傳播的風險。

disease transmission. At the same time, the Group can focus on improving the quality and techniques of hog raising and breeding, achieving solution where both party benefit.

5.2 Poverty Alleviation Project

Poverty alleviation is important to stabilize the society and improve overall well-being. The Group actively participated in the municipal government's poverty alleviation program to help develop poor areas and get them out from poverty. The government assigned the Group to carry out poverty alleviation work in Dingcheng District.

During the reporting year, the Group responded to the demand from the region with an investment of RMB\$ 100,000. Meanwhile, the Group encouraged households to join the Group's joint breeding program to raise hogs for the Group. This sustainable job opportunities enable farmers get rid of poverty.

同一時間，本集團能專注於種豬群的養殖及繁殖的技術及品質，達至雙贏的結果。

5.2 扶貧專案

扶貧是穩定社會及提升整體幸福感的重要範疇。本集團積極回應市委及市政府的扶貧方案，協助貧困地區脫貧並持續地發展。政府部門指定本集團于鼎城區蔡家崗鎮湖海坪村開展扶貧工作。

本年度，本集團收集地區的訴求後，投放了 10 萬元人民幣回應訴求。同一時間，本集團鼓勵當地貧困戶加盟集團的「全服務三段式」養殖模式，為本集團代養育肥豬。可持續的工作機會能使相關的農戶脫貧致富。

6 Conclusion

This ESG report marks the beginning of Huisheng International's sustainable development and sets the foundations for future sustainability policies and measures. Through the ESG report, the Group is able to demonstrate its ESG policies to investors, customers, suppliers and other stakeholders, in the hope of increasing their confidence and recognition towards the Group's operations and collecting the feedback for further enhancement. For environmental protection, the Group will continue to develop technology on organic fertilizer and search for other opportunities to improve its environmental performance. For social contribution, the Group will keep funding the poverty alleviation program and advocating the joint breeding program to enhance the overall well-being of the community.

The Group is committed to include value creation for its stakeholders in future development.

6. 結語

本份 ESG 報告標示了惠生國際可持續發展的起步，亦為未來的可持續發展政策和措施訂定了基礎。透過本報告，本集團能向投資者、顧客、供應商及大眾等不同持份者展現本集團的 ESG 方針及政策，期望增加持份者對本集團運營的信心和認可，並收集各方的意見完善運營策略。環境保護方面，本集團會堅持發展有機肥加工技術，並尋找途徑提高其環保表現。社會方面，本集團會繼續為扶貧計畫撥款，並提倡「全服務三段式」育肥加盟養殖模式提升社會整體的福祉。

本集團承諾在未來的發展裡，繼續為持份者營造價值。

7 Index of HKEx “Environmental, Social and Governance Reporting Guide”

7. 聯交所《環境、社 會及管治報告指 引》索引

This report is prepared in accordance with the HKEx Environmental, Social and Governance Reporting Guide. Reference page related to general disclosures are indicated in the table below.

本報告是按照聯交所《環境、社會及管治報告指引》所編制。一般政策披露詳見於下表，表內提供與報告有關的章節頁數。

層面 Aspects	頁數 Page
A1. 排放物 A1. Emissions	11 - 14
A2. 資源使用 A2. Use of Resources	14 - 15
A3. 環境及天然資源 A3. The Environment and Natural Resources	16
B1. 僱傭 B1. Employment	17 - 18
B2. 健康與安全 B2. Health and Safety	19 - 20
B3. 發展及培訓 B3. Development and Training	20 - 21
B4. 勞工準則 B4. Labour Standards	17 - 18
B5. 供應鏈管理 B5. Supply Chain Management	6 - 8

B6. 產品責任 B6. Product Responsibility	8 - 10
B7. 反貪污 B7. Anti-corruption	18 - 19
B8. 社區投資 B8. Community Investment	22 - 23