



Tibet Water Resources Ltd.
西藏水資源有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號：1115



**Environmental, Social and
Governance Report
2022**

環境、社會及管治報告



ABOUT THE GROUP

Tibet Water Resources Ltd. (the “Company”) and its subsidiaries (collectively the “Group” or “we”) as a leading manufacturer and sales of the high-end fast-consuming drinking water in the Tibet Autonomous Region (the “Tibet”) in The People’s Republic of China (the “PRC”), are always committed to provide the best Tibetan drinking water and beer products to the world. We dedicate to comply with all relevant national and local laws and regulations as well as industry standards, and continue to evaluate, improve and maintain our ethical and environmental conditions at a good level in accordance with international trends.

ABOUT THE REPORT

The Group is committed to conducting our business operations as a responsible, ethical and sustainable corporate. This Environmental, Social and Governance Report (the “ESG Report”) outlines the practices, plans and performance of the Group in Environmental, Social and Governance (“ESG”), and manifests its commitment to sustainable development.

Reporting Period

Unless otherwise stated, this ESG Report covers the period from 1 January 2022 to 31 December 2022 (the “Reporting Period” or “2022”).

Reporting Scope

The reporting scope is determined based on the importance of business segments which are directly operated and controlled by the Group. The disclosures of environmental aspects include the manufacturing business of packaged drinking water and beer in Tibet of the PRC, whereas other offices or manufacturing facilities are not included as their impacts on environment are relatively small with lower production capacity. The disclosures of social aspects include information about the production plants and facilities of the Group’s packaged water and beer in Tibet of the PRC, the Group’s headquarters, the marketing and sales offices and our Hong Kong Office. We may expand the scope of disclosures in the future as the data collection system becomes more mature and the sustainable development efforts deepened.

關於本集團

西藏水資源有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)作為中華人民共和國(「中國」)業內領先的西藏自治區(「西藏」)高端快速消費水飲製造商及銷售，一直致力於向世界提供西藏最優質的飲用水和啤酒產品。我們致力遵守所有相關國家及地方法律及規例以及行業標準並繼續根據國際趨勢評估、改善和保持我們的道德和環境條件處於良好水平。

關於本報告

本集團致力作為負責任、有道德及可持續的企業經營業務。此環境、社會及管治報告(「本ESG報告」)概述了本集團在環境、社會及管治(「ESG」)方面的實踐、計劃和表現，並展示了其對可持續發展的承諾。

報告期間

除另有說明外，本ESG報告涵蓋期間為二零二二年一月一日至二零二二年十二月三十一日(「報告期間」或「二零二二年」)。

報告範圍

報告範圍乃根據本集團直接經營控制之業務分部的重要性而釐定。環境層面的披露包括本集團在中國西藏的包裝飲用水及啤酒的生產業務，其他辦事處或生產設施因其對環境影響相對較小及產能較低而不包括在內。社會層面的披露包括本集團在中國西藏的包裝飲用水及啤酒的生產廠房及設施、本集團總部、營銷及銷售辦事處、及中國香港辦事處的有關資料。待本集團之資料收集系統更趨成熟，以及可持續發展工作深化之後，我們或會於未來繼續擴大披露範圍。

Reporting Framework

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in the Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). For the Group’s corporate governance structure and other related information, please refer to the Corporate Governance Report contained in the Company’s Annual Report 2022.

In preparing the ESG Report, the Group has adopted the reporting principles in the aforesaid ESG Reporting Guide, as follows:

Materiality: During the Reporting Period, the Group has conducted materiality assessment to identify material issues and has chosen the identified material issues as the focus in the preparation of the ESG Report. The materiality of the issues has been reviewed and confirmed by the Board of Directors (the “Board”) and the relevant members of the management team (“Management Staff”). For more details, please refer to the sections headed “STAKEHOLDER ENGAGEMENT” and “MATERIALITY ASSESSMENT”.

Quantitative: The criteria and methodologies used for calculating key performance indicators (“KPIs”) as well as applicable assumptions have been supplemented in the notes.

Consistency: Unless otherwise stated, the methodologies adopted in the ESG Report are consistent with those of the previous year for comparison. If there are any changes in the scope of disclosures and methodologies that may affect the comparison with previous report, the Group will explain the corresponding data.

Balance: The ESG Report aims to unbiasedly expound the Group’s performance in five areas including corporate governance, environmental protection, employment practices, operating practices and community investment, so as to avoid the selections, omissions or reporting formats that might inappropriately influence the decisions or judgements of the readers of the report.

報告框架

本ESG報告乃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報告指引」）而編製。有關本集團企業管治架構及其他相關資料，請參閱本公司《2022年報》所載之《企業管治報告》。

在編製本ESG報告期間，本集團採用了上述ESG報告指引中的匯報原則，如下所示：

重要性：本集團已於報告期間進行重要性評估以識別重大議題，並將已確認的重大議題作為ESG報告的編製重點。議題的重要性已由董事會（「董事會」）及相關的管理層成員（「管理人員」）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」兩節。

量化：計算關鍵績效指標（「關鍵績效指標」）數據所使用的標準和方法以及適用的假設均已於註釋補充。

一致性：除非另有說明，本ESG報告會使用與上一年一致的披露統計方法，以便進行比較。如披露範圍及計算方法有任何變化，並可能影響與過往報告的比較，本集團將對相應的數據進行解釋。

平衡：本ESG報告旨在不偏不倚地闡述本集團在企業管治、環境保護、僱傭慣例、營運常規及社區投資等五個方面的表現，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。

MESSAGE FROM THE BOARD

Dear Valued Stakeholders,

The Board is pleased to present the ESG Report, demonstrating our commitments to constantly improving our ESG performance in five areas including corporate governance, environmental protection, employment practices, operating practices and community investment.

In recent years, there has been growing concern on the sustainable development and social responsibility of enterprises. In conducting business, ESG factors should be incorporated in core decision making. The Group strives to establish sustainable development approach and a sound governance structure, to effectively manage the ESG issues relevant to the Group. The Board must evaluate the potential impacts of ESG issues on the Group's overall strategies and establish ESG management policies and strategies and oversee the Group's ESG issues. The information relating to the ESG governance structure of the Group is set out in the section headed "ESG GOVERNANCE STRUCTURE".

The Group is committed to promoting sustainable development of business for the benefit of employees, business partners, other stakeholders and the environment. In order to identify and prioritise ESG issues of importance to our operation and stakeholders, we continually communicate with internal and external stakeholders, and engage independent third parties to conduct materiality assessment. Data on stakeholder communication channels and expectations and materiality assessments carried out by the Group are set out in the sections headed "STAKEHOLDER ENGAGEMENT" and "MATERIALITY ASSESSMENT" respectively. In order to better understand stakeholders' expectations on the Group's sustainable development, the Group will further enhance communications with stakeholders, and formulate relevant policies and measures with reference to their opinions to improve the Group's ESG performance.

董事會致辭

各位尊貴的持份者：

董事會欣然提呈本ESG報告，展示本集團在企業管治、環境保護、僱傭慣例、營運常規及社區投資等五個方面不斷提升ESG表現的承諾。

近年各界日益關注企業的可持續發展及社會責任，在開展業務時，企業應將ESG因素納入核心決策中。本集團著力制定可持續發展方針及健全的管治架構，以有效管理與本集團相關的ESG事宜。董事會必須評估ESG議題對本集團整體策略的潛在影響，制定ESG管理方針及策略，並監督本集團的ESG事宜。有關本集團ESG管治架構的資料載於「ESG管治架構」一節。

本集團致力於推動業務的可持續發展，為僱員、業務夥伴、其他持份者及環境謀福祉。為了識別和優先考慮對我們的營運和持份者重要的ESG議題，我們不斷與內部和外部持份者溝通，並聘請獨立第三方進行重要性評估。有關持份者溝通管道及期望和本集團已進行的重要性評估的資料已分別載於「持份者參與」及「重要性評估」兩節。為更深入地瞭解持份者對本集團可持續發展的期望，本集團將進一步加強與持份者的溝通，並參考其意見制定相關政策及措施，提升本集團的ESG表現。

As a socially responsible enterprise, the Group understands that sustainable development is crucial to the planet. The Group has established quantifiable environmental targets to fulfil our commitment to corporate social responsibility, respond to the vision of environmental protection and carbon-neutrality promoted by the International Climate Summit and the PRC government, and improve the Group's reputation and ESG performance. To achieve the targets, the Group strives to implement the principles of sustainable development and adopts relevant measures at the operation level. To ensure the effective implementation of these measures, the Management Staff has been delegated by the Board to collect relevant ESG data, track and review our performance and evaluate the Group's progress in achieving the targets. The targets and progress are summarised in the section headed "Environmental Targets".

The Group endeavours to promote environmental sustainability in products and operations and believes it will contribute to the long-term prosperity and development of the Group's business. In terms of products, our water processing process and beer brewery procedures adopt technologies that meet national standards. The production process is strictly in compliance with quality standards, the Hazard Analysis and Critical Control Point ("HACCP"), environmental management and relevant hygiene standards. Our environmental management system in the production and sales of our water products and beer products has obtained ISO 14001:2015 and GB/T 24001-2016 certifications, and our production process has complied with CAC/RCP1-1969, Rev4(2003) Guidelines (internationally recognised standard for food safety).

At last, on behalf of the management team, the Board would like to extend our sincere appreciation to our valued stakeholders for their tireless support and to our employees for their valuable contributions to the Group. Looking forward, the Group will continue to integrate the ESG philosophy into its business strategy and management system, take it as its responsibility to uphold good corporate citizenship, operate its business in a more responsible and sustainable manner, to create sustainable values for its shareholders and pursue for a sustainable future.

作為一家恪守企業社會責任的企業，本集團深明可持續發展對地球至關重要。本集團已制定量化環境目標，以履行本集團對企業社會責任的承諾，響應國際氣候峯會以及中國政府推進環保及碳中和之願景，提升本集團聲譽及ESG表現。為實現目標，本集團著力在營運層面貫徹可持續發展原則及採取相關措施。為確保這些措施的有效實施，董事會委派管理人員收集相關ESG數據、跟蹤及檢討我們的表現，並評估本集團在實現目標方面的進展。有關目標及進展已總結於「環境目標」一節。

本集團致力於在產品及營運中推行環境的可持續性，相信其有助於促進本集團業務的長期繁榮和發展。在產品方面，我們的水處理過程和啤酒釀製程序採用符合國家標準的技術。生產過程嚴格執行品質、遵守危害分析重要管制點（「HACCP」）、環境管理及相關衛生標準。我們生產及銷售水產品及啤酒產品的環境管理系統均已獲得ISO 14001:2015及GB/T 24001-2016認證，生產流程均遵守HACCP應用指引CAC/RCP1-1969, Rev4(2003)（國際認可食品安全標準）。

最後，董事會謹代表其管理團隊，對我們尊貴的持份者的不懈支持以及對我們的員工為本集團發展作出的寶貴貢獻致以衷心的感謝。展望未來，本集團將繼續將ESG理念融入業務策略和管理體系，以秉承良好企業公民為己任，以更負責任及可持續的方式經營業務，為股東創造可持續的價值，追求可持續未來。

ESG GOVERNANCE STRUCTURE

The Group has established the ESG governance structure, to ensure ESG governance structure aligns with our business strategy and has integrated ESG management into our business operation and decision-making process. Along with greater emphasis on environmental protection by the PRC government, the more stringent environmental protection and carbon reduction policies may pose challenges to the Group's operation. The Group will use the PRC government's goal to achieve carbon neutrality by 2060 as a guideline to achieve its corresponding social responsibility through rational ESG governance.

The Board has overall oversight and direction, and has overall responsibility for ESG-related decision-making and reporting. The Board selects qualified members with the appropriate skills, experience, knowledge and perspectives required for relevant ESG issues. Relevant skills and experience include operations management, quality control, facility and production site management, risk management, etc. The Board is primarily responsible for setting the Group's overall ESG vision, targets, direction and strategy for the short- medium- and long-term, reviewing major issues, monitoring and reviewing our ESG performance, and reviewing performance and progress against ESG-related targets. In particular, the Board will consider climate change trends and the green energy transition in its long-term planning to ensure that we comply with the latest regulatory requirements. The Board closely monitors and keeps abreast of the latest ESG-related laws and regulations to keep the Board informed of any changes to these laws and regulations and to update its own ESG initiatives. In addition, the Board is responsible for identifying ESG-related risks and ensuring that risk management and internal control systems are effectively implemented. To ensure compliance with the ESG requirements of the Stock Exchange, the Board is required to oversee the preparation of ESG reports and to review the content and quality of ESG reports. The Board and senior management, with the assistance of Management Staff, meet at least once annually to discuss and review the above ESG-related issues.

ESG 管治架構

本集團已制定 ESG 管治架構，以確保 ESG 管治與我們的業務策略保持一致，並將 ESG 管理融入至我們的業務營運及決策過程當中。隨著中國政府對環境保護愈發重視，日漸收緊的環保減碳政策有機會為本集團的營運帶來挑戰。本集團將以中國政府設定的 2060 碳中和目標作為指導方針，通過合理的 ESG 管理，實現其相應的社會責任。

董事會全面監督和指導，並對 ESG 相關決策及匯報承擔整體責任。董事會因應相關 ESG 事宜而挑選擁有所需的適當技能、經驗、知識及觀點的合資格成員。相關技能及經驗包括營運管理、質量控制、設備及生產場所管理、風險管理等。董事會主要負責制定本集團短、中、長期的整體 ESG 願景、目標、方向及戰略、審閱重大議題、留意及檢討我們的 ESG 績效，以及就 ESG 相關目標檢討其表現和進展。董事會尤其會在長期規劃中考慮氣候變化趨勢及綠色能源轉型，以確保我們遵守最新的監管規定。董事會會密切關注及留意最新的 ESG 相關法律法規，使董事會知悉該等法律法規的任何變動，並更新自身的 ESG 措施。此外，董事會亦負責釐定 ESG 相關風險，並確保風險管理及內部控制系統的有效實施。為確保符合聯交所的 ESG 要求，董事會需監督 ESG 報告的編製，並檢討 ESG 報告的內容及品質。董事會及高級管理層在管理人員的協助下至少每年召開一次會議討論並審閱以上 ESG 相關事宜。

The Management Staff comprises a core group of members from different departments with expertise in various aspects of ESG to assist in the management and oversight of ESG issues under the supervision of the Board. The Management Staff, with the assistance of third-party consultants, are required to assist in the developing and implementing the Group's ESG-related strategies, frameworks and policies, conducting materiality assessments, collecting and analysing ESG data, monitoring and evaluating the Group's ESG performance, setting and following up on the Group's ESG-related targets, ensuring compliance with ESG-related laws and regulations, and preparing ESG reports. The Management Staff are also required to assist in the assessment and identification of ESG risks and opportunities for the Group and to ensure the implementation and effectiveness of risk management and internal control systems. The Management Staff are required to arrange meetings at least once a year to assess the effectiveness of existing policies and procedures and to develop appropriate solutions to improve the overall performance of the ESG policy. The Management Staff are also required to report their findings, decisions and recommendations to the Board at least once a year.

STAKEHOLDER ENGAGEMENT

As a responsible enterprise, the Group also attaches high importance to the relationship with stakeholders and their feedbacks on our business and ESG issues in addition to actively developing business and improving profitability. We expect to actively balance the interests of all parties and promote the sustainable development of the enterprise. To have a comprehensive understanding of and respond to and address the core concerns from different stakeholders representatives, we have been always maintaining regular and close communications with key stakeholders, including but not limited to shareholders and investors, customers and business partners, employees, suppliers, governments and regulatory authorities, as well as the media and the public.

管理人員由不同部門的核心成員組成，其在 ESG 的各個方面均有相關專業知識，以在董事會的督導下協助管理及監督 ESG 事宜。管理人員在第三方顧問的協助下需協助制定及實施本集團 ESG 相關策略、框架及政策、開展重要性評估、收集和分析 ESG 數據、監測和評估本集團的 ESG 表現、制定及跟進本集團 ESG 相關目標、確保遵守 ESG 相關法律和法規，以及編製 ESG 報告。管理人員需協助評估及識別本集團 ESG 風險及機遇，並確保風險管理及內部控制系統的實施及有效性。管理人員需每年至少一次安排會議，評估現行政策和程序的有效性，並制定適當的解決方案，以提高 ESG 政策的整體績效。管理人員亦需每年至少一次向董事會匯報其調查結果、決定及建議。

持份者參與

本集團作為一家負責任的企業，在積極發展業務，提升盈利能力之餘，亦非常重視與持份者之間的關係及其對我們業務及 ESG 事宜的反饋意見，期望可積極平衡各方利益，促進企業可持續發展。為全面瞭解、回應及處理不同持份者代表的核心關注點，我們一直與主要持份者，包括但不限於股東及投資者、客戶及業務夥伴、員工、供應商、政府及監管機構，以及媒體及公眾維持定期及密切的溝通。

We bring stakeholder's expectations into our operation and ESG strategies through utilising the diverse cooperation approaches and communication channels as shown in the table below.

透過運用下表所示的多元化合作方式及溝通管道，我們將持份者的期望帶入我們的營運及ESG策略當中。

Stakeholders 持份者	Communication Channels 溝通管道	Frequencies 頻率	Expectations 期望
Shareholders and investors	General meetings and other shareholders' meetings Financial reporting Announcements and circulars Websites Public relations agency/ consultant	Annually Annually and semi-annually Regularly, as and when required As and when required As and when required	Shareholders' rights Corporate governance Accurate, complete and prompt information disclosed Financial performance
股東及投資者	股東大會及其他股東會議 財務報告 公告及通函 網站 公關公司／顧問	每年 每年及每半年 定期及有需要時 有需要時 有需要時	股東權益 企業管治 準確、完整和及時的信息披露 財務表現
Customers and business partners	Customer service team Social media platform	Daily Regularly, as and when required	Customer satisfaction Premium products/services
客戶及業務夥伴	客戶服務團隊 社交媒體	每日 定期及有需要時	用戶滿意度 優質產品／服務
Employees	Employee performance appraisals Staff training, seminars and briefings Team building and other cultural events	Annually, as and when required Annually, as and when required As and when required	Remuneration Fair working environment Career development
員工	員工績效考核 員工培訓、研討會和簡介會 團隊建設等文化活動	每年及有需要時 每年及有需要時 有需要時	薪酬 公平的工作環境 職業發展

Stakeholders 持份者	Communication Channels 溝通管道	Frequencies 頻率	Expectations 期望
Suppliers 供應商	Supplier evaluation 供應商評價	Annually 每年	Stable relationship Fair and open procurement 穩定關係 公平公開採購
Government and regulatory authorities 政府及監管機構	Supervision and performance evaluation 監管考核	As and when required 有需要時	Regulatory compliance Corporate governance Community contribution 監管合規 企業管治 貢獻社會
Media and the public 媒體及公眾	ESG reports Media reports Websites 環境、社會及管治報告 媒體報道 網站	Annually As and when required As and when required 每年 有需要時 有需要時	Community contribution Accurate, complete and prompt information disclosed Compliant operations 貢獻社會 準確、完整、及時資料披露 合規營運

MATERIALITY ASSESSMENT

In order to better understand the opinions and expectations of stakeholders on the Group's ESG performance, we have adopted a systematic approach to conduct the annual materiality assessment. With reference to the Group's business development strategies and industry practices, we have identified and confirmed a list of material ESG issues (the "List"), which covers five major areas: corporate governance, environmental protection, employment practices, operating practices and community investment. The Group's Management Staff rated the issues in the checklist by reference to actual production and operations and by communicating with stakeholder representatives on key ESG issues as described in the table in the "STAKEHOLDER ENGAGEMENT" section. The channels of communication between the stakeholders and the Group, the frequency of communication and the expectations of the Group are summarised in the "STAKEHOLDER ENGAGEMENT" section. The Group has compiled the ratings into a materiality list. The materiality list and the materiality issues identified are reviewed and confirmed by the Board and management. Taking into account both internal and external factors, including but not limited to industry trends and the Group's development strategy, the Board has identified "Use of Resources (including energy and water consumption)", "Waste Management" and "Climate Change Mitigation" as the most significant ESG issues in the near term. We will focus our short- and medium-term strategies on these issues and disclose them in detail in this ESG Report.

重要性評估

為更有效瞭解持份者對本集團之ESG表現的意見及期望，我們採用系統的方法進行年度重要性評估工作。本集團參考本集團業務發展策略及行業慣例，識別並確認重大ESG議題清單（「清單」），其涵蓋五大範疇：企業管治、環境保護、僱傭慣例、營運常規及社區投資。本集團管理人員參考實際生產和經營情況，並與「持份者參與」一節表格所述的持份者代表就ESG重大議題進行溝通，以對清單中的議題進行評級。持分者與本集團的溝通渠道、溝通頻率及對本集團的期望已總結於「持份者參與」一節。本集團已將評級結果編製成重要性列表。重要性列表及已識別的ESG重大議題會經由董事會及管理人員審閱及確認。董事會綜合考慮內在及外在因素，當中包括但不限於行業發展趨勢以及本集團發展戰略，最終本集團將「資源使用（包括能源消耗及耗水）」、「廢物管理」及「減緩氣候變化」確立為近期最重大的ESG議題。我們將會把短期及中期的戰略重點置於其上，並在本ESG報告內詳細披露相關內容。

The table below summarises the materiality levels of the Group's different ESG issues:

下表概述了本集團不同ESG議題上的重要性級別：

Material Issues 重大議題 High 高	Medium 中	Low 低
Use of Resources (including energy consumption and water consumption) 資源使用(包括能源消耗及耗水) Waste Management 廢物管理 Climate Change Mitigation 減緩氣候變化	Environmental Education and Publicity 環保教育及宣傳 Employment System 僱傭制度 Human Rights 人權 Occupational Health and Safety 職業健康與安全 Training and Development 培訓及發展 Supply Chain Management 供應鏈管理 Reliable Service and Products 可靠的服務及產品 Safeguard and Protect Intellectual Property Rights 維護及保障知識產權 Customers' Privacy and Personal Information Safety 客戶私隱及個人資料安全 Research and Development 研究與開發 Anti-Corruption 反貪污 Actively Participate in the Community 積極參與社區 Regulatory Compliance 監管合規	Emissions (including greenhouse gases ("GHG") and exhaust gases) 排放物(包括溫室氣體(「溫室氣體」)及廢氣)

CONTACT US

The Group welcomes stakeholders to provide their opinions and suggestions. You could provide valuable opinions on the ESG Report or the sustainable development of the Group through mail in writing to the Company's principal place of business in Hong Kong at Unit D, 23rd Floor, United Centre, 95 Queensway, Admiralty, Hong Kong.

與我們聯絡

本集團歡迎持份者提供意見及建議。閣下可致函本公司之香港主要營業地點，地址為香港金鐘金鐘道95號統一中心23樓D室，就本ESG報告或本集團在可持續發展方面的表現提供寶貴意見。

A. ENVIRONMENTAL

Environmental Targets

To ensure the effective implementation of sustainable business models, the Group has set multiple environmental targets for the year ended 31 December 2021 (“2021”), with the goal of achieving them by the year ended 31 December 2026 (“2026”). However, due to the Group’s improved data collection system and the addition of relevant data on vehicle, boiler fuel consumption, and waste during the Reporting Period, the data from the coming years cannot be directly compared to that of 2021. In light of this, during the Reporting Period, the Group has added a one-year short-term target using 2022 as the base year, strictly monitoring its environmental performance, and will continue to pursue its long-term targets in subsequent years as the business recovers from the pandemic. The following table outlines the short-term targets for environmental performance:

A. 環境

環境目標

為確保我們能夠有效地推行可持續性的商業模式，本集團已於截至二零二一年十二月三十一日止年度（「二零二一年」）訂立多個環境目標，目標於截至二零二六年十二月三十一日止年度（「二零二六年」）實現。然而，由於本集團於報告期間已完善數據收集系統並新增披露車輛、鍋爐燃料消耗及廢棄物等相關數據，因此往後幾年的數據無法與二零二一年的數據直接比較。有見及此，本集團已於報告期間增訂以二零二二年為基準年的一年短期目標，嚴格監控其環境表現，並將於後續年度按疫情後業務恢復狀況繼續推進長期目標。下表為針對環境表現的短期目標：

Aspects 層面	Targets 目標
GHG Emissions 溫室氣體排放	Maintain or limit the increase of the total GHG emissions intensity 維持或限制溫室氣體排放總量密度增幅
Hazardous wastes 有害廢棄物	Maintain or limit the increase of the total hazardous waste intensity 維持或限制有害廢棄物總量密度增幅
Non-hazardous wastes 無害廢棄物	Maintain or limit the increase of the total non-hazardous waste intensity 維持或限制無害廢棄物總量密度增幅
Energy Management 能源管理	Maintain or limit the increase of the total energy consumption intensity 維持或限制能源消耗總量密度增幅
Water Management 水源管理	Maintain or limit the increase of the total water withdrawal intensity 維持或限制總取水量密度增幅

A1. Emissions

The Group believes that environmental protection is of vital importance. We are committed to reducing the environmental impact of our businesses and our employees are required to comply with this principle. We have established the Environmental Protection Management Policy to carry out the low-carbon, environmental protection, energy-saving and emission-reduction principles in our business operations. The general manager of the production plant is the principal person in charge of environmental protection, and the production equipment management department is responsible for the main environmental protection work. Employees' awareness of environmental protection is enhanced through training and assessment. We continuously make investments in pollution control and prevention, strengthen management of sewage treatment facilities, and implement environmental impact assessment on new projects. We strive to enhance environmental performance through a series of effective environmental operating and monitoring practices.

The Group has developed a list of environmental management laws, regulations and standards with which it is required to comply and actively monitors the revision and implementation of the relevant provisions of each business to ensure that the Group complies with the requirements therein. The Group strictly complies with, among other laws and regulations, the Environmental Protection Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes. During the Reporting Period, there were no violations of the laws and regulations on environmental protection by the Group, and there were no incidents of substantial environmental pollution.

A1. 排放物

本集團認為環境保護至關重要。我們致力於減少業務對環境造成的影響，並要求員工遵守該原則。我們已經設立《環境保護管理制度》，於業務營運過程中遵循低碳環保、節能減排方針。生產工廠的總經理為環保第一負責人，生產設備管理部則負責主要環保工作。通過培訓和考核增強員工環保意識，我們持續投入資金用於污染治理及防治，加強污水處理設施管理及對新建項目實施環境影響評價。通過實踐一系列行之有效的環境營運及監督慣例，我們致力改善環境績效。

本集團已經制定一份包含所需遵守的環境管理法律法規及標準清單，積極關注各項業務相關條款的修訂與執行情況，確保本集團符合其中要求。本集團嚴格遵守的法規包括但不限於中國的《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》等。在報告期間，本集團並未有違反相關環保法律及規例的情況發生，同時也未造成任何重大環境污染事故。

Air Emissions

To better comply with the requirements of the ESG Reporting Guide of the Stock Exchange and to further improve this ESG Report, the Group has improved its data collection system and added a new disclosure of air emissions. The Group's air emissions mainly come from the consumption of liquefied petroleum gas ("LPG") during the operation of boilers operations and unleaded petrol and diesel during the operation of vehicles. To minimise the impact on the environment, the Group has taken proactive measures to reduce air emissions, such as regular maintenance and repair of boilers and vehicles to prevent them from emitting excessive emissions due to broken parts, etc., and strict compliance with emission standards. The following table details the Group's air emissions data:

Indicator ¹	指標 ¹	Unit	單位	2022年	2021年
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	kg	公斤	351.14	N/A ² 不適用 ²
Sulphur oxides (SO _x)	硫氧化物(SO _x)	kg	公斤	1.55	N/A ² 不適用 ²
Particulate matter (PM)	顆粒物(PM)	kg	公斤	10.28	N/A ² 不適用 ²

Note:

- The calculation of air emissions is based on the How to Prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs issued by the Stock Exchange.
- There is no data available for disclosure for 2021 as the Group began collecting such data since 2022.

廢氣排放

為更符合聯交所 ESG 報告指引要求及進一步完善本 ESG 報告，本集團已完善數據收集系統，並新增廢氣排放的披露。本集團的廢氣排放主要來自鍋爐運作時液化石油氣(「液化石油氣」)的消耗及車輛行駛時的無鉛汽油及柴油消耗。為減少對環境的影響，本集團已積極採取廢氣減排措施，如定期保養及維修鍋爐及車輛，預防它們因零件破損等原因而排放過量廢氣，並嚴格遵守排放標準。下表詳述本集團的廢氣排放數據：

備註：

- 廢氣排放的計算方法乃根據聯交所頒佈的《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》。
- 由於本集團自二零二年起收集有關數據，因此二零二一年無數據可供披露。

GHG Emissions

The Group's GHG emissions mainly arise from direct GHG emissions from LPG consumption for boilers and unleaded petrol and diesel consumption for vehicles (Scope 1), and indirect GHG emissions from energy due to purchased electricity (Scope 2). The Group is actively pursuing emission reduction measures for its boilers and vehicles, which are described in the "Air Emissions" section of this aspect, while measures related to the reduction of electricity consumption are described in the "Energy Management" section of Aspect A2.

As we have improved our data collection system and added disclosure of direct GHG emissions disclosure, a direct comparison of the data from the two years is not feasible. The following table details the Group's GHG emissions data:

溫室氣體排放

本集團的溫室氣體排放主要源於鍋爐的液化石油氣消耗和車輛的無鉛汽油及柴油消耗產生的直接溫室氣體排放(範圍一)，以及外購電力造成的能源間接溫室氣體排放(範圍二)。本集團積極採取鍋爐及車輛的減排措施，相關措施已在本層面中「廢氣排放」一節中說明；而關於減少電力消耗的相關措施，將在A2層面中「能源管理」一節中說明。

由於我們已完善數據收集系統，並新增直接溫室氣體排放的披露，因此兩年數據無法直接比較。下表詳述本集團的溫室氣體排放數據：

Indicator ³	指標 ³	Unit	單位	2022年	2021年
Scope 1 (Direct GHG emissions)	範圍一(直接溫室氣體排放)	tonnes of CO ₂ equivalent ("tCO ₂ e")	噸二氧化碳當量 (「噸二氧化碳當量」)	3,671.44	N/A ⁴ 不適用 ⁴
• Vehicle fuel consumption	• 車輛燃油消耗	tCO ₂ e	噸二氧化碳當量	63.73	N/A ⁴ 不適用 ⁴
• Boiler fuel consumption	• 鍋爐燃油消耗	tCO ₂ e	噸二氧化碳當量	3,607.71	N/A ⁴ 不適用 ⁴
Scope 2 (Energy indirect GHG emissions)	範圍二(能源間接溫室氣體排放)	tCO ₂ e	噸二氧化碳當量	7,545.21	7,952.22
• Purchased electricity	• 外購電力	tCO ₂ e	噸二氧化碳當量	7,545.21	7,952.22
Total GHG emissions	溫室氣體排放總量	tCO ₂ e	噸二氧化碳當量	11,216.65	7,952.22
Total GHG emissions intensity	溫室氣體排放總量密度	tCO ₂ e/tonne of qualified product output	噸二氧化碳當量/ 噸合格產品產量	0.18	0.07

Notes:

- GHG emissions data are presented in terms of carbon dioxide equivalent and are calculated with reference to the following information, including but not limited to: How to Prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs issued by the Stock Exchange and the grid emission factors in PRC issued by the Ministry of Ecology and Environment of the People's Republic of China. The reference for GHG emissions factors for purchased electricity was updated from the 2015 National Grid Average Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China to the Notice on the Management of Enterprise GHG Emissions Reporting for Power Generation Industry for 2023-2025.
- There is no data available for disclosure for 2021 as the Group began collecting such data since 2022.

Sewage Discharge

The Group attaches great importance to the effective management of sewage and pipelines, and is committed to reducing waste and pollution. Through the Environmental Protection Management Policy, the Group supervises and manages the whole sewage treatment process, improves the reutilisation rate of water resources and reduces the discharge of wastewater. The production and domestic sewage of packaged water production plant are first treated in the on-site sewage treatment facilities, and the treated sewage that reaches the standard is reused for greening purposes within the factory and will not be discharged outside the plant.

Waste Management**Hazardous wastes**

During the Reporting Period, the Group generated hazardous waste in the form of hazardous waste from laboratory processes, inkjet inks, ink thinners and glue washes. The Group engages qualified hazardous waste collectors to handle these wastes in order to comply with the relevant environmental laws and regulations. The Group maintains high standards in waste reduction, educates its employees on the importance of sustainable development and provides them with relevant support to enhance their skills and knowledge in sustainable development.

備註：

- 溫室氣體排放數據按二氧化碳當量呈列，其計算方法乃參照以下資料，包括但不限於：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》及中華人民共和國生態環境部發佈的中國電網排放因子。外購電力溫室氣體排放因子的參照資料由中華人民共和國生態環境部發佈的《2015年度全國電網平均排放因子》更新為《關於做好2023—2025年發電行業企業溫室氣體排放報告管理有關工作的通知》。
- 由於本集團自二零二二年起收集有關數據，因此二零二一年無數據可供披露。

污水排放

本集團重視污水和管道的有效管理，致力減少浪費及污染。本集團通過《環境保護管理制度》，對污水處理的全流程進行監督管理，提高水資源重複利用率，減少廢水排放量。其中，包裝飲用水工廠的生產及生活污水首先在廠區內的污水處理設施進行處理，經處理達標後的污水全部回用於廠區綠化，並不外排。

廢棄物管理**有害廢棄物**

於報告期間，本集團產生的有害廢棄物為化驗過程危廢、噴碼油墨、油墨稀釋劑及洗膠液。本集團委聘合資格危廢收集商處理該等廢棄物，以遵守相關環境法律及法規。本集團會維持減廢方面的高標準，教育僱員可持續發展的重要性，並為其提供相關支援以提升其在可持續發展方面的技能與知識。

Due to the impact of the pandemic prevention policy, the Group's employees are required to conduct daily polymerase chain reaction tests, resulting in a significant increase in the Group's disposal amount of hazardous waste of the assay process in 2022. In addition, the Group has improved its data collection system and added disclosure of other types of hazardous waste, therefore a direct comparison of the data from the two years is not feasible. The Group's hazardous waste disposal data is summarised below:

受防疫政策影響，本集團員工需每日進行核酸檢測，導致本集團二零二二年的化驗過程危廢棄置量大幅增加。此外，本集團已完善數據收集系統，並新增披露其他種類的有害廢棄物，因此兩年數據無法直接比較。本集團的有害廢棄物棄置數據概述如下：

Indicator	指標	Unit	單位	2022年	2021年
• Hazardous waste of the assay process	• 化驗過程危廢	kg	千克	183.00	17.00
• Inkjet inks	• 噴碼油墨	kg	千克	9.00	N/A ⁵ 不適用 ⁵
• Ink thinner	• 油墨稀釋劑	kg	千克	28.00	N/A ⁵ 不適用 ⁵
• Glue wash	• 洗膠液	kg	千克	32.00	N/A ⁵ 不適用 ⁵
Total hazardous waste	有害廢棄物總量	kg	千克	252.00	17.00
Total hazardous waste intensity	有害廢棄物總量密度	g/tonne of qualified product output	克/噸合格產品產量	4.12	0.15

Note:

5. There is no data available for disclosure for 2021 as the Group began collecting such data since 2022.

備註：

5. 由於本集團自二零二二年起收集有關數據，因此二零二一年無數據可供披露。

Non-hazardous wastes

The main non-hazardous wastes generated and discharged during our production process are mainly plant domestic waste, glass bottle, bottle cap, ring-pull can, paper, twining film and shrinking film, preform, yeast, vinasse, wooden pallets and floating ash. In response to the government's call, the Group is committed to implementing the four basic principles of waste reduction, waste reuse, recycling and alternative use, and monitoring, controlling and handling as required before discharge or disposal. We entered into an agreement with a qualified contractor to recycle all wastes, sort it out according to relevant national regulations, and recycle it twice a day by production shift. The non-hazardous solid waste is stored in the storage place approved by the government, and the domestic waste is cleared and transported to the refuse landfill of the county.

無害廢棄物

我們的生產過程中主要產生及排放的無害廢棄物主要有廠區生活垃圾、玻璃瓶、瓶蓋、易拉罐、紙類、纏繞膜與收縮膜、瓶胚、酵母、酒糟、木托板及浮灰。本集團已響應政府號召，致力實行減少使用、廢物重用、循環再造及替代使用四個減廢基本原則，在排放或處置之前按照要求進行監控、控制和處理。我們與一位合資格的承包方簽訂協議全部回收廢物，並按國家相關規定進行分類，每天按生產班次回收兩次。無害固體廢棄物存放至政府批准的儲存地，生活垃圾則清運至縣垃圾填埋場。

Due to the impact of the pandemic prevention and control policy, the Group's production volume was reduced, and together with the effective improvement in production management, the Group's total disposal of non-hazardous waste in 2022 was reduced. In addition, the Group has improved its data collection system and added the disclosure of other types of non-hazardous waste, therefore a direct comparison of the data from the two years is not feasible. A summary of the Group's non-hazardous waste disposal data is as follows:

受防疫封控政策影響，本集團的產量有所減少，加上生產管理的有效改善，本集團於二零二二年的無害廢棄物棄置總量有所減少。此外，本集團已完善數據收集系統，並新增披露其他種類的無害廢棄物，因此兩年數據無法直接比較。本集團的無害廢棄物棄置數據概述如下：

Indicator	指標	Unit	單位	2022年	2021年
• Domestic waste	• 生活垃圾	tonnes	噸	156.73	46.55
• Glass bottle	• 玻璃瓶	tonnes	噸	60.00	30.63
• Bottle cap	• 瓶蓋	tonnes	噸	0.23	0.32
• Ring-pull can	• 易拉罐	tonnes	噸	12.00	9.20
• Paper	• 紙類	tonnes	噸	6.85	12.03
• Twining film and shrinking film	• 纏繞膜及收縮膜	tonnes	噸	2.46	61.08
• Preform	• 瓶胚	tonnes	噸	1.39	1.31
• Yeast	• 酵母	tonnes	噸	294.00	354.00
• Vinasse	• 酒糟	tonnes	噸	2,889.00	3,357.00
• Wooden pallets and floating ash	• 木托板及浮灰	tonnes	噸	35.00	N/A ⁶ 不適用 ⁶
Total non-hazardous waste	無害廢棄物總量	tonnes	噸	3,457.66	3,872.12
Total non-hazardous waste intensity	無害廢棄物總量密度	tonnes/tonne of qualified product output	噸／噸合格產品產量	0.06	0.03

Note:

6. There is no data available for disclosure for 2021 as the Group began collecting such data since 2022.

備註：

6. 由於本集團自二零二二年起收集有關數據，因此二零二一年無數據可供披露。

A2. Use of Resources

As illustrated in Aspect A1, the Group has formulated the Environmental Protection Management Policy to manage the use of water, electricity, fossil fuels and other resources, in order to achieve energy saving and consumption reduction, so as to minimise the negative impact on the environment during our business operations. We advocate environmental protection practices, regularly review the business operation process, and take measures such as planned improvement, publicity and education, maintenance and repair, etc., to use resources more effectively, aiming to achieve higher energy efficiency and reduce unnecessary resource consumption.

Energy Management

The Group's major energy consumption includes LPG for boilers, unleaded petrol and diesel for vehicle and purchased electricity used in production lines. In addition to the emission reduction measures for boilers and vehicles described in the section "Air Emissions" under Aspect A1, we actively implement energy saving and environmental protection measures in our production plants, for example:

- Green electricity is used in full-scale in our production plant at the altitude of 4,800 meters. Furthermore, advanced energy-saving contiform filler block and voice control LED lighting system are installed in the production plant;
- The energy consumption of public utilities (cooling, heating, lighting) shall be regularly monitored and checked to ensure that they are in optimal condition;
- We pile up most of the production in spring, summer and autumn. Major maintenance works on production lines and employees' annual leaves are scheduled in the wintertime. During the bitter cold period, the production plants will be put to semi or almost hibernated condition as higher energy consumption is needed to keep the production plants in full function;
- Inefficient electrical equipment is to be eliminated and replaced with the energy-saving equipment; and
- Electrical devices must be completely shut down to prevent leaving devices on stand-by mode during non-operating hours.

A2. 資源使用

如A1層面所述，本集團已制定《環境保護管理制度》，對水、電、化石燃料等資源使用進行管理，務求做到節能減耗，以減低我們業務運作過程中對環境的負面影響。我們倡導環保實踐，定期檢討業務營運過程，並採取計劃改善、宣傳教育及維護檢修等手段，以更有效地利用資源，旨在實現更高能源效益及減少非必要資源消耗。

能源管理

本集團的主要能源消耗包括鍋爐使用的液化石油氣、車輛使用的無鉛汽油及柴油和生產線所使用的外購電力。除A1層面中「廢氣排放」一節所述的鍋爐及車輛的減排措施外，我們於生產廠房積極實施節能環保措施，例如：

- 在海拔4,800米的生產廠房全面採用環保電能，並於生產廠房內安裝先進的吹灌旋一體節能設備及聲控發光二極管燈光系統；
- 定期對公共設施設備(製冷、製熱、照明)能源使用情況進行監督及檢查，確保其保持最佳狀態；
- 將生產主要集中在春季、夏季及秋季，生產線的主要維護工作及僱員年假安排在冬季。於嚴寒期間，由於維持生產廠房全面運轉需要更高能耗，因此生產廠房將處於半數或幾乎全部停產狀態；
- 淘汰現有低效電器設備，並採用節能電器設備；及
- 不使用電子設備時必須將其完全關閉，避免設備處於待機模式。

As we have refined our data collection system and added disclosure of direct energy consumption, a direct comparison of the data from the two years is not feasible. The following table details the Group's energy consumption data:

由於我們已完善數據收集系統，並新增直接能源消耗的披露，因此兩年數據無法直接比較。下表詳述本集團的能源消耗數據：

Indicator	指標	Unit	單位	2022年	2021年
Direct energy consumption	直接能源消耗	kWh	千瓦時	16,868,595.58	N/A ⁷ 不適用 ⁷
• Unleaded petrol	• 無鉛汽油	kWh	千瓦時	204,993.45	N/A ⁷ 不適用 ⁷
• Diesel	• 柴油	kWh	千瓦時	29,112.80	N/A ⁷ 不適用 ⁷
• Liquefied petroleum gas	• 液化石油氣	kWh	千瓦時	16,634,489.33	N/A ⁷ 不適用 ⁷
Indirect energy consumption	間接能源消耗	kWh	千瓦時	13,230,240.00	13,034,291.02
• Purchased electricity	• 外購電力	kWh	千瓦時	13,230,240.00	13,034,291.02
Total energy consumption	能源消耗總量	kWh	千瓦時	30,098,835.58	13,034,291.02
Total energy consumption intensity	能源消耗總量密度	kWh/tonne of qualified product output	千瓦時／噸合格產品產量	492.31	114.57

Note:

7. There is no data available for disclosure for 2021 as the Group began collecting such data since 2022.

備註：

7. 由於本集團自二零二二年起收集有關數據，因此二零二一年無數據可供披露。

Water Management

The water withdrawn by the Group is mainly used for the production of mineral water and beer. Water source for producing the mineral water is an ultra-size self-draining spring. Of which, the water source used for the production of mineral water is a super large self-overflowing spring, which only needs to be extracted through the pipeline without mining, and the spring water that does not flow into the extraction pipeline flows down the valley into the wetlands and grassland, which has less impact on the local and surrounding environment. According to the Development Plan of Natural Drinking Water Industry in Tibet Autonomous Region, the total water resources in Tibet account for 16.5% of the national volume, and the water resources per capita is ranked first across the country. In the short-term, the Group does not have any issues in sourcing water that is fit for purpose. The long-term impacts of climate change on water sources will be described in the section headed “Physical Risks” under Aspect A4.

The Group has established a Water Conservation Management System to manage the water abstraction and use process, and is actively implementing the following measures:

- Formulate inspection standards for water supply pipelines, conduct regular check on their tightness, and use automatic monitoring/alarm mechanism to prevent any leakage and water pollution;
- Actively develop and improve the production process and improve the utilisation rate of water resources;
- Invest more money in improving water treatment facilities and increasing water recovery rates; and
- Install automatic water saving equipment at suitable water sites to improve the water-using efficiency.

水源管理

本集團的取水主要用於礦泉水及啤酒的生產製造。其中用於生產礦泉水的水源屬於超大型自溢泉，只需透過管道採水不需開採，未流入取水管道的泉水順山谷流入濕地和草場，對當地及周邊環境影響較小。根據《西藏自治區天然飲用水產業發展規劃》，西藏地區水資源總量佔全國比為16.5%，人均水資源佔有量全國第一。短期內，本集團就求取適用水源上沒有任何問題。有關氣候變化對水源地的長期影響，將在A4層面中「實體風險」一節中說明。

本集團已經制定《節水管理制度》對取水用水流程加以管理，並積極實施以下措施：

- 制定各類供水管道檢查標準，定期檢查供水管道密封性。通過自動監控及報警機制，杜絕跑冒滴漏的產生，同時避免水質受到污染；
- 積極研發改善生產工藝流程，提高水資源利用率；
- 投入更多資金改善水處理設施，提高水回收率；及
- 於合適的用水處加裝自動節水設備，以提高用水效益。

Due to the impact of the pandemic prevention and control policy, as well as the implementation of the PRC government's recommended strategy of resource conservation, the Group's total water withdrawal in 2022 was reduced. However, the decrease in the Group's production volume exceeded the decrease in water withdrawal, resulting in an approximately 32% increase in the Group's total water withdrawal intensity compared to 2021. A summary of the Group's water withdrawal data is set out below:

由於受防疫封控政策影響，加上為落實中國政府節約資源的建議方針，本集團於二零二二年的總取水量有所減少。但本集團的產量減少幅度超於取水量下降的幅度，本集團的總取水量密度因此較二零二一年上升了約32%。本集團的取水量概述如下：

Indicator	指標	Unit	單位	2022年	2021年
Total water withdrawal	總取水量	m ³	立方米	227,526.00	320,825.00
Total water withdrawal intensity	總取水量密度	m ³ /tonne of qualified product output	立方米／噸合格產品產量	3.72	2.82

Use of Packaging Materials

The Group's packaging materials are mainly used in the production of bottled mineral water and beer products, including paper carton, label, shrinking film, ring-pull can, glass bottle, etc. The Group is actively taking the following measures to reduce the consumption of packaging materials:

- Avoid overpackaging;
- Use bulk packages as much as possible; and
- Select suppliers of more environmentally friendly packaging materials.

包裝材料使用

本集團的包裝材料主要用於生產瓶裝礦泉水和啤酒產品，包括紙箱、標籤、收縮膜、易拉罐及玻璃瓶等。本集團積極實施以下措施以降低包裝材料消耗量：

- 避免過度包裝；
- 盡量採用大包裝；及
- 選用更加環保的包裝材料供應商。

Due to the impact of the pandemic prevention and control policy, the Group's production volume was reduced, and the use of packaging materials by the Group in 2022 was reduced in order to implement the recommended strategy of the PRC government of reserve conservation. The consumption of packaging materials used by the Group is set out below:

受防疫封控政策影響，本集團的產量有所減少，加上為落實中國政府節約資源的建議方針，本集團於二零二二年的包裝材料使用量有所減少。於報告期間，本集團所用包裝材料的消耗量載列如下：

Indicator	指標	Unit ⁸	單位 ⁸	2022年	2021年
• Paper carton	• 紙箱	10,000 pcs	萬個	630.93	850.00
• Label	• 標籤	10,000 sets	萬套	8,790.01	12,033.00
• Shrinking film	• 收縮膜	tonnes	噸	292.82	342.01
• Ring-pull can	• 易拉罐	10,000 pcs	萬個	5,572.60	7,000.00
• Glass bottle	• 玻璃瓶	10,000 pcs	萬個	4,643.90	5,700.00

Note:

8. As the measurement system currently does not count by weight, this ESG report mainly discloses the consumption of packaging materials in terms of quantity. As the system is improved, counting by weight will gradually be implemented, and corresponding intensity data will be disclosed accordingly.

備註：

8. 由於統計系統暫未以重量為單位計數，故本ESG報告主要以個數為單位披露包裝材料消耗量。待系統完善後，將逐步實現以重量為單位計數並逐步披露相應密度數據。

A3. The Environment and Natural Resources

During the planning and construction of our plants, we have evaluated the potential environmental impact of the construction and production process through adequate investigation and meticulous research, and have established corresponding precautionary measures. Details of the waste generated from the manufacturing process and GHG emissions from purchased electricity are described in Aspects A1 and A2. Besides, water is essential to our operations. The groundwater resources in the water source area are abundant. The water withdrawal method of the Group does not significantly affect its flow. The sewage of drinking water production plant will not be discharged outside the plant, meanwhile, quality of sewage of the beer production plant is up to standard and there is no risk of eutrophication and other pollution.

The Group has formulated Protection Measures for Water Sources to ensure that the impact on the surrounding ecological environment incurred by our production activities will be minimised. We have strictly complied with the Water Law of the People's Republic of China, Regulations for the Administration of Water Collection Licenses and Water Resources Fees, Measures for the Administration of Water Intaking Licenses, Mineral Resources Law of the People's Republic of China, Rules for the Implementation of the Mineral Resources Law of the People's Republic of China, Resource Tax Law of the People's Republic of China. Water is extracted in compliance with those laws and regulations.

Water Protection

In order to maintain the quality and safety of our water products, a 3-stage protection zone, including protection zone, limitation zone and monitoring zone, has been set up for our water source, with a "protection zone" of 60 square kilometres. No human activities are allowed in the most restricted zone and the spring source has been secured in a fully enclosed facility to avoid interruption and damage through trenches, warning signs and barriers, and dedicated staff were hired to make regular patrols at water source area to prevent any potential contamination of our water source. No animal grazing, landfill of waste and exploration of minerals are permitted in the rest of such areas to prevent the environment from contamination and damage.

A3. 環境及天然資源

我們的工廠在規劃和建設時已進行過充分調查和細緻研究，對在建設和生產過程中可能產生的環境影響進行評價並設立了相應的防範措施。生產過程中產生的廢棄物和外購電力的溫室氣體排放等信息詳述於A1層面和A2層面兩節。除此之外，水對於我們的業務至關重要。水源地地下水資源豐富，本集團的取水方式對其流量無顯著影響。飲用水生產工廠污水不外排，同時，啤酒生產工廠排污質量達標，並無引發富營養化等污染之風險。

本集團已經制定《水源地防護措施》，保障生產活動對周邊的生態環境的影響降到盡可能低。我們嚴格遵守《中華人民共和國水法》、《取水許可和水資源費徵收管理條例》、《取水許可管理辦法》、《中華人民共和國礦產資源法》、《中華人民共和國礦產資源法實施細則》及《中華人民共和國資源稅法》，並按照相關法律及規定取水。

水源保護

為維持水產品的質素及安全性，我們已於水源地周圍設立了三級防護區（包括保護區、限制區及監控區），其中保護區面積達60平方公里。最受限制的區域內禁止一切人類活動，並已對泉水源頭建立嚴密的封閉設施，通過圍槽、警示牌、防護欄等手段避免干擾及破壞，並請專人定期對水源地進行巡訪，防止水源地受到可能的污染。其餘區域亦禁止放牧、堆填垃圾與開採礦產以免環境污染和破壞。

The Group will closely monitor the water source and the changes of water quality to avoid the impact on its operations. A 24-hour closed circuit television system is installed to monitor the trail from the water source to the plant and inspection will be carried out along the pipeline and the surrounding area and recorded regularly. Our quality assurance department will conduct microbiological and regular indicator testing of the water inlet and deliver the sample to the national testing centre for a comprehensive testing of water quality regularly.

A4. Climate Change

Climate change poses escalating risks and challenges to the global economy, and such risks may have adverse impact on the business of the Group. Therefore, the Group recognises the importance of the identification and mitigation of significant impact brought about by climate change. We have formulated the Policy on Climate Change and conducted research on the mitigation, adaption and defence against climate change.

In accordance with the international recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) established by the Financial Stability Board, the Group’s Management Staff has assessed and is aware of the climate-related physical risks and transition risks that have an impact on the Group’s business. We will continuously monitor the climate change wherever we operate and timely adopt measures to mitigate related risks during the ordinary course of business.

Physical Risks

Glacial meltwater is the direct source of fresh water for production and daily life of Tibet. The melting of glaciers due to climate warming is likely to make local fresh water resources more abundant. Therefore, the Group is not directly threatened by climate change in terms of water intaking. However, global climate change may lead to higher frequency of meteorological disasters such as droughts, snowstorms, local heavy rainfall and secondary disasters such as flash floods, landslides and mudslides.

本集團嚴密監控水源及水質變化情況，避免其對營運產生影響。我們沿水源地至廠房安裝24小時閉路電視系統監控，定期對沿綫管道及周邊環境進行巡查並記錄。本集團質檢部門定期對進水口進行微生物和常規指標檢測，並將樣本送至國家檢測中心進行全分析水質檢測。

A4. 氣候變化

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。我們已制定《氣候變化政策》並對減緩、適應和抵禦氣候變化的管理方針作出研究。

根據金融穩定委員會成立的氣候相關財務信息披露工作組（「TCFD」）的國際建議，本集團管理人員已評估並認識到對本集團業務有所影響的氣候相關實體風險與轉型風險。我們會持續監測我們經營所在地區的氣候變化，並在日常業務營運中及時採取措施降低相關風險。

實體風險

冰川融水是西藏生產生活的直接淡水來源。氣候變暖帶來的冰川融化有可能使得本地的淡水資源更加豐富。因此，本集團在取水量方面，並無受到氣候變化的直接威脅。但是，全球氣候變化可能引發更高頻率的乾旱、雪災、局地強降水等氣象災害以及山洪、山體滑坡、泥石流等次生災害。

Meanwhile, bitter cold weather also results in more electricity consumption by our production facilities, which will lead to an increase in the production costs. Blizzard weather may cause the interruption of power supply and communications system, which will interfere with the daily work of our staff, and even pose threats to the health and safety of our staff. We rely primarily on the rail system to deliver bottled water outside the province. Climate warming may cause the freezing and thawing in the layer of frozen soil, which in turn will affect the stability of roadbed, resulting in the delay of delivery or even interruption of Qinghai-Tibet Railway. Such situation will hinder our ability to transport adequate raw materials to our production facilities and the transportation of our product from Tibet.

As a response, the Group has closely followed the latest weather news and advices released by the local government and formulated the contingency plan against the extreme weather conditions, including flood control, high temperature prevention and extreme cold weather prevention. We will also organise regular evacuation drills to ensure that all staff are well prepared to respond to such extreme weather conditions. The production plants will be shut down in part or in whole during cold weather to reduce energy consumption in production facilities. We will maintain our facilities and equipment on a regular basis to reduce or avoid property damages when the Group's operation premises are affected by the extreme weather conditions and ensure our employee's health and safety.

同時，嚴寒也會導致我們的生產設施消耗更多的電力，造成生產成本升高。暴雪天氣下可能導致供電系統和通訊系統中斷，阻礙員工工作，甚至使員工的健康與安全受到威脅。我們主要依賴鐵路系統向省外運送瓶裝水。氣候變暖可能導致凍土層出現凍漲及融沉現象，從而影響路基穩定性，導致青藏鐵路運送延誤甚至中斷。這種情況將妨礙我們運送足夠原材料至生產設備及將產品由西藏輸出的能力。

作為應對措施，本集團已密切關注當地政府發佈的最新天氣消息及建議，制定針對極端天氣狀況的應急計劃，包括防洪防汛、防高溫、防極寒天氣等。我們亦會定期進行疏散演習，確保所有人員做好應對該等極端天氣狀況的準備。生產廠房在嚴寒天氣將採取部分或全部停產的策略，以減少生產設施能源消耗。我們會定期對我們的設施及設備進行維護，以在極端天氣影響本集團經營場所時減少或避免財產損失，確保僱員健康及安全。

Transition Risks

Due to climate change and climate-related issues, consumers may shift their preferences to a sustainable lifestyle, while the Stock Exchange may require increasing disclosure on emission and climate change. To comply with such requirements, we are required to move towards a sustainable business model which may potentially lead to impacts such as increased operational cost from the change of operational practices. For example, we may need to increase greenery areas on our operational premises. With regard to increasing responsibilities on emissions disclosure, we may be faced with increased cost to execute more stringent monitoring measures on emissions and resource consumption. In the event of the failure to comply with the requirements in relation to climate change, the Group may be exposed to claims and lawsuits, which may cause the decline of our corporate reputations. Therefore, the Group will regularly monitor the existing and emerging trends, policies and regulations related to the climate change, and obtain an understanding of the plan and directions of the carbon peaks and carbon neutrality strategies of the PRC government, so as to avoid reputation risk due to delayed response. We are willing to consult with professional entities to improve our compliance and quality in the aspects of emissions and climate change disclosure and have regular communications with various stakeholders as to their viewpoints on the climate-related issues.

轉型風險

由於氣候變化及與氣候相關的問題，消費者的偏好可能會轉向可持續的生活方式，而聯交所則可能會要求增加排放及氣候變化方面的披露。為符合該等要求，我們可能需改變營運實踐，走向可持續商業模式而導致營運成本增加。例如，我們可能需要增加生產廠區的綠化面積。關於排放披露責任的增加，我們可能需執行更嚴格的排放及資源消耗監測措施，相關成本亦可能因而增加。如未能滿足氣候變化的合規要求，本集團可能會面臨索賠和訴訟風險，企業聲譽可能下降。因此，本集團將會定期監測與氣候變化有關的現有及新興趨勢、政策及法規，瞭解國家碳達峰及碳中和戰略的規劃路線，以避免因反應遲緩而導致的聲譽風險。我們願意諮詢專業實體，以提高其在排放及氣候變化披露方面的合規性及質素，並定期與不同持份者就其對氣候相關問題的觀點進行溝通。

B. SOCIAL

B1. Employment

We regard employees as the most valuable asset for the Group. Talent is the Group's key to achieving its economic, environmental and social goals and their contributions and support are highly valued. We believe that the establishment of a sense of belonging to the work environment can lead to more effective implementation of our corporate values of sustainable development. Therefore, we strive to create a pleasant working environment, so that every employee can play their roles. We strive to perfect our human resources development and management system for our sustainable development. We have formulated the Employee Handbook, covering a wide range of employment management policies to regulate the management details on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare package, in order to protect the immediate interests of our employees and create a harmonious labour relations.

As at 31 December 2022, the Group had 347 employees (as at 31 December 2021: 349) under the reporting scope. Number of employees by gender, employment type, age group and region are shown in the following table:

B. 社會

B1. 僱傭

我們將員工視為本集團最寶貴的資產。人才是本集團實現其經濟、環境和社會目標的關鍵，他們的貢獻及支持受到高度重視。我們認為，建立對工作環境的歸屬感可以更有效地實施我們的可持續發展企業價值觀。因此，我們努力營造愉快的工作環境，讓每一位員工都能發揮自己的優勢。為了我們持續穩定的發展，我們力爭完善人力資本開發及管理體系。我們已經制定《員工手冊》，內含一系列僱傭管理制度，以規範有關薪酬及解僱、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管理細則，以維護員工切身利益，構建和諧的勞動關係。

截至二零二二年十二月三十一日，本集團報告範圍內共有347名僱員（截至二零二一年十二月三十一日：349名）。按性別、僱傭類型、年齡組別、地區劃分的數據如下表所示：

Number of employees	僱員人數	As at	As at
		31 December 2022	31 December 2021
		截至	截至
		二零二二年	二零二一年
		十二月三十一日	十二月三十一日
By gender	按性別劃分		
Male	男性	197	197
Female	女性	150	152
By employment type	按僱傭類型劃分		
Full-time	全職	347	338
Part-time	兼職	—	11
By age group	按年齡組別劃分		
≥35	≥35	196	198
<35	<35	151	151
By region	按地區劃分		
Mainland of PRC	中國內地	336	341
Hong Kong	中國香港	11	8

During the Reporting Period, the total turnover rate⁹ of the Group under the reporting scope is about 10.63% (2021: about 13.17%), classified as follows:

於報告期間，本集團報告範圍內的總僱員流失率⁹約為10.63%（二零二一年：約13.17%），其劃分如下：

Turnover rate ⁹	僱員流失率 ⁹	2022 二零二二年	2021 二零二一年
By gender	按性別劃分		
Male	男性	7.61%	13.52%
Female	女性	14.57%	12.70%
By age group	按年齡組別劃分		
≥35	≥35	14.21%	7.27%
<35	<35	5.96%	19.50%
By region	按地區劃分		
Mainland of PRC	中國內地	10.93%	13.19%
Hong Kong	中國香港	—	12.50%

Note:

9. Turnover rate of employees in the category = number of employees who left the category during the year ÷ average number of employees in the category at the beginning and end of the year × 100%.

The Group is committed to comply with all applicable laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare package, including but not limited to the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China in Mainland China. During the Reporting Period, the Group was not aware of any significant issues of non-compliance with local laws and regulations relating to employment.

備註：

9. 該類別僱員流失率 = 該類別年內離職僱員人數 ÷ 該類別年初及年末的平均僱員人數 × 100%。

本集團致力遵守所有與薪酬及解僱、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法律法規，包括但不限於中國內地的《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。於報告期間，本集團並沒有發現其他任何違反當地相關僱傭法律及法規之重大事宜。

Recruitment

The Group's human resources department has developed relevant policies and is committed to offer competitive remuneration, benefits and promotion opportunities to attract capable talents. In accordance with the Labour Contract Law of the People's Republic of China, the Group and employees shall enter into written employment contracts to establish their employment relationship. The Group is required to inform the employees about their job duties, working conditions, occupational hazards, manufacture safety conditions, remuneration and other matters with which the employees may be concerned.

Remuneration

The Group ensures staff are reasonably remunerated with regular reviews on compensations and benefits policies in accordance with the industry benchmark as well as the individual performance of the employees. The Group shall pay remuneration to employees on time and in full in accordance with the commitments set forth in the employment contracts and the PRC laws and regulations. Other fringe benefits, training, employee provident fund and share options, if applicable, are provided by the Group to solicit or retain loyal employees with the aim of forming a professional and united staff and management team that can bring higher levels of achievements to the Group.

Promotion

We intend to provide suitable promotion opportunities and clear career paths for our employees. Employees are subject to regular appraisals to realise their potential and weaknesses. Employees with good performance will be promoted while employees found incapable of taking on the duties will be subject to internal transfer.

Dismissal

The Group does not tolerate the dismissal of employees under any unreasonable basis. In case of misconduct or contravention of the express or implied terms and conditions of employment, employees are subject to warnings, misconduct records, demotion and wage cut or dismissal, depending on the severity of the misconduct and breach of the terms and conditions of employment.

招聘

本集團的人力資源部已制定相關政策並致力於提供具競爭力的工資、福利及晉升機會，招募有才能的僱員。根據《中華人民共和國勞動合同法》，本集團與僱員須訂立書面僱傭合同以確立其僱傭關係。本集團須告知僱員其工作職責、工作條件、職業危險、生產安全狀況、薪酬及僱員要求瞭解的其他情況。

薪酬

本集團確保員工合理受薪，並根據行業基準以及僱員個人表現定期檢討薪酬及福利政策。本集團根據僱傭合同的承諾以及中國法律及規例的規定按時向僱員支付足額薪酬。本集團提供其他額外福利、培訓、僱員公積金及購股權(如適用)以招攬或挽留忠誠僱員，以建設專業及團結的員工及管理層團隊，促進本集團取得更高成就。

晉升

我們為員工提供合適的晉升機會及清晰的職業發展道路。為瞭解彼等潛能及弱點，我們對員工進行定期考核。表現良好的僱員將予晉升，而不適任職務之僱員將遭內部調職。

解聘

本集團絕不容忍僱員因不合理之理由遭解僱。倘僱員發生不當行為或違反明示或暗示的就業條款及條件時，根據不當行為的嚴重性及違反就業條款及條件的情況，其將遭警告、不當行為記錄、降職及減薪或解僱。

Rest Periods

The Group has developed the Labour Management Guidance, regulating effectively the arrangement of various staff holidays and application process, such as statutory holidays, annual leave, maternity leave, work injury leave, marriage leave, funeral leave, sick leave and other leave. Moreover, we followed the national and local labour laws to implement working hour management, and pay corresponding remuneration according to the staff's job position and actual working hours.

Other Benefits

Under applicable regulations, including the Interim Regulations Concerning the Levy of Social Insurance Fees and the Administrative Regulation on Housing Fund, the Group shall make contributions to the basic pension insurance fund, basic medical insurance fund, occupational injury insurance, unemployment insurance fund, maternity insurance fund and housing fund for its employees.

Other than that, the Group endeavoured to create a comfortable and pleasant working environment for its staff. To improve the comfort and pleasure of the working environment of our staff, the Group has implemented various enhancement projects in each plant area based on its actual conditions, like upgrade of safety facilities in the Group's staff dormitories and activity rooms, modification of production equipment, greening working environment and improvement of meal quality.

To encourage care and communication among our staff members, the Group has worked on staff care, and also realised the all-round care to staff safety, emotion and self-realisation through the construction of effective and smooth internal communication processes, as well as the implementation of corporate team building work. We understood staff demands through building various internal communication channels, such as interview with corporate leaders, survey of staff satisfaction, mailbox, etc.

假期

本集團設立了《勞動管理制度》，有效地管理員工的不同假期安排及申請流程，如法定假期、年度休假及產假、工傷假、婚假、喪假、病假等。此外，我們遵循國家及地方勞動法實施工時管理，根據員工的崗位及實際工作時間支付相應的勞動報酬。

其他福利

根據適用法規，包括《社會保險費徵繳暫行條例》及《住房公積金管理條例》，本集團須為僱員繳納基本養老保險金、基本醫療保險金、工傷保險、失業保險金、生育保險金及住房公積金。

除此之外，本集團致力為員工締造一個舒適和愉快的工作環境。本集團根據各廠房的實際情況推行多項優化項目，如為本集團員工宿舍及活動室升級安全設施、改造生產設備、綠化工作環境及提升就餐品質等，提升員工工作環境的舒適度及愉悅度。

為了鼓勵員工之間的關懷和溝通，本集團致力推行員工關愛工作，並透過構建有效及順暢的內部溝通過程，落實集團團隊建設工作等，實現對員工安全、情感、自我實現等全方位的關懷。我們透過打造多種員工內部溝通途徑，如企業負責人訪談活動、員工滿意度調查、信箱等多種不同渠道，瞭解員工訴求。

Equal Opportunity, Diversity and Anti-discrimination

The Group is committed to providing equal opportunities in recruitment and promotion, regardless of age, gender, race, skin colour, religion, nationality, marital status, disability or sexual orientation. The management reviews and adjusts the structure, size, composition and diversity of the manpower of the Group on a timely basis and makes every effort to ensure that there is no harassment in the workplace. We do not allow any kind of discrimination or potential discrimination in our workplace.

B2. Health and Safety

The Group follows a people-oriented philosophy by demonstrating care about the mental and physical health of employees and striving to create a comfortable working environment for our employees. According to the relevant laws and regulations, we have formulated the Management System of Work Safety Education and Training for the working premises to protect the health and safety of our employees.

During the reporting period, the Group was not aware of any material matters that had a significant impact on the Group and were in material breach of the relevant laws and regulations relating to health and safety. The relevant laws and regulations include, but are not limited to, the Labour Law of the People's Republic of China and the Law of the People's Republic of China on Prevention and Control of Occupational Diseases. During the past three years (including the Reporting Period), we have not received any reports of accidents involving serious injuries or fatalities. In addition, we did not have any claims arising from serious accidents involving any personal injuries or deaths that had a material adverse effect on our business, operations or financial position during the reporting period. During the Reporting Period, the Group also had no days lost due to work-related injuries (2021: no days lost due to work-related injuries).

平等機會、多元化及反歧視

本集團致力於招聘及晉升方面提供平等機會，不論年齡、性別、種族、膚色、宗教信仰、國籍、婚姻狀況、殘疾或性取向。管理層適時檢討和修訂本集團的人力架構、規模、組成及多元化，並盡力確保工作場所內不存在任何騷擾行為。我們的工作場所不允許任何形式的歧視或潛在的歧視行為。

B2. 健康與安全

本集團堅持以人為本，關心僱員身心健康，力爭為我們的僱員營造舒適的工作環境。根據相關法律法規，我們已在工作場所制定《安全生產教育培訓管理制度》，以保障員工的健康與安全。

於報告期間，本集團並無發現任何對本集團有重大影響且嚴重違反有關健康與安全的相關法律法規的重大事宜。相關法律及法規包括但不限於《中華人民共和國勞動法》及《中華人民共和國職業病防治法》等。於過去三年(包括報告期間)，我們概無接獲涉及重傷或死亡的意外報告。此外，我們於報告期間並無因涉及任何人身傷亡的嚴重意外而產生任何索償致使我們的業務、營運或財務狀況受到重大不利影響。於報告期間，本集團亦無因工傷損失天數(二零二一年：無因工傷損失天數)。

Occupational Health and Safety

We educate employees on health and safety risks that may exist in work, in order to equip them with the relevant knowledge and ability to safeguard personal and production safety. We have posted operation safety procedures and instructions in conspicuous and appropriate places of our production plants and remind our employees from time to time of the safety practices. We also implement appropriate protection measures, including but not limited to technical training, for employees who work in positions with relatively high safety risks to reduce the occurrences of occupational accidents and injuries. Our occupational health and safety management system for the production and sale of water products has been certified with ISO 45001:2018 by the China Quality Certification Center since 2008.

In addition to the physical health and safety of staff, we are also committed to caring for their well-being to promote work-life balance. The Group regularly organises and supports various cultural or sport activities, such as sport days, interest groups and party gatherings, to advocate a healthy life and work-life balance, promotes the communication among staff, and strengthen their teamwork spirit. In order to care for physical and mental health of staff and prevent occupational disease, the Group has provided ongoing health check-ups, trainings, etc. for its staff and regularly organised various outdoor physical activities and club events to help staff strike a balance between work and life.

職業健康與安全

我們針對僱員在工作中可能存在的健康安全風險進行教育，從而讓他們擁有相關知識及能力維護自身及生產安全。我們已於生產廠房當眼及適當的地方張貼操作安全程序及說明，並不時提醒僱員注意安全守則。我們亦為處於相對高安全風險的職位的僱員實行適當的保護措施，包括但不限於技術培訓，以減少職業事故及受傷的發生。我們生產及銷售水產品的職業健康安全管理体系自二零零八年起獲中國質量認證中心認證符合ISO 45001:2018。

我們除了關注員工的身體健康和 safety 之外，還致力於關懷員工的福祉，促進工作與生活的平衡。本集團定期舉辦和支持各類文化或體育活動，如運動會、興趣班及聯歡活動等，推廣健康生活及工作與生活平衡，促進員工之間的交流，加強員工的團隊精神。為了關注員工身心健康及預防職業病，我們持續開展員工體檢、健康培訓等；定期組織各類戶外拓展活動和員工俱樂部活動，平衡員工的工作與生活。

Response Measures to COVID-19 Pandemic

According to the directions under Service Management Plan for Resumption of Work and Production of Industrial Enterprises during COVID-19 Prevention and Control in Lhasa, the Group has formulated and distributed Pandemic Prevention Brochure of the Company to ensure our staff's health and safety and the control of risk of pandemic spread. The brochure outlined the basic knowledge of COVID-19, symptoms of infection, precaution measures, and provided our staff with detailed guidelines on personal hygiene and social distancing in every aspect of their work and daily life (such as commuting, dining, collecting express delivery and business visits etc.). In mid-August 2022, the Group's beer and mineral water production plants were suspended and managed in silence in response to the need for pandemic prevention and control, and the production and normal life were gradually resumed in an orderly manner until the pandemic prevention and control work had achieved a stage of success. The Group has promptly formulated measures to resume production and implemented closed-loop management of the plants, and strictly implemented pandemic prevention and control measures such as personnel protection, disinfection of premises and regular polymerase chain reaction testing to reduce the risk of virus transmission and protect the health and safety of employees.

2019 冠狀病毒病疫情應對措施

根據《拉薩市新冠肺炎疫情期間工業企業復工復產服務管理工作方案》的指示，為確保員工健康及安全以及控制疫情風險，本集團已製作並分發《公司防疫宣傳手冊》。手冊簡要介紹新冠病毒的基本知識、感染症狀、預防手段，並詳細指導員工在工作生活各個環節(包括上下班、進餐、接收快遞、公務來訪等)注意個人衛生及保持社交距離。於二零二二年八月中旬，本集團啤酒及礦泉水生產廠房均因應疫情防控需要曾實施停產及靜默管理，直至疫情防控工作取得階段性成效才逐步有序恢復生產生活秩序。本集團已及時制定復工復產措施，並實施工廠閉環管理，嚴格進行人員防護、場所消毒、定期核酸檢測等疫情防控措施，以減低病毒傳播風險及保障員工健康與安全。

B3. Development and Training

The Group believes that employees' growth and development are essential to the sustainable growth and development of the Group. We highly value lifelong learning and training to improve the level of education and ability of employees, and explore potential talent therefrom for our future. To strengthen training management, the Group has formulated the Human Resources Control Process to standardise training requirements, plans and execution. This will enhance the efficiency and effectiveness of training. The Group encourages its staff to actively participate in training to enhance their professional qualifications, expertise and capabilities.

Training Management

We provide diversified on-the-job training in our production plants based on the needs of the respective positions and talents of the employees. Before and after the start of working, the employees are required to receive knowledge and skill training and receive assessment and evaluation afterwards. For employees who are not capable of doing their jobs, we will arrange retraining, assessment or transfer in time so that the employees' abilities are fit for their jobs. Quality-related personnel are required to undergo qualification assessment and be certified to work. We also encourage our management staff to participate in continuous professional development trainings which are relevant to their professions. Apart from induction training, the Group provides updates to the Directors and senior management on the latest development regarding the Listing Rules and other applicable regulatory requirements from time to time, to ensure their compliance with and to enhance their awareness of good corporate governance practices. These include attending in-house training, seminars, reading handouts, newspapers, journals, the Group's news, industry news, etc.

B3. 發展及培訓

本集團認為僱員的成長及發展對本集團的可持續增長及發展至關重要。我們高度重視終生學習和培訓，以提高員工的教育水平和能力，同時發掘未來潛在的人才。為了強化培訓管理工作，本集團已制定《人力資源控制程序》以規範培訓要求、計劃及執行。從而提升培訓組織效率及有效性。本集團激勵員工積極參加培訓，以提升員工職業素養、專業知識及能力。

培訓管理

我們根據僱員的職位需要及專長於生產廠房提供多元化的在職培訓。員工上崗前後需進行知識和技能培訓，並在結束後進行考核評價。對於不能勝任本職工作的員工，及時安排再培訓、考核或轉崗，使員工的能力與其從事的工作相適應。與質量有關的人員，需經過資格考核、持證上崗。我們亦鼓勵管理人員參加與彼等專業相關的持續專業發展培訓。除入職培訓外，本集團不時向董事及高級管理層提供有關上市規則及其他適用監管要求的最新發展情況，以確保彼等遵守並提高彼等對良好企業管治常規的認識。這些包括參加內部培訓、研討會、閱讀講義、報紙、期刊，本集團新聞及行業新聞等。

During the Reporting Period, the percentage of total employees trained¹⁰ of the Group is about 72.91% (2021: about 38.40%), and the average training hours of each employee¹¹ are about 12.30 hours (2021: about 0.48 hours). The distribution of employees trained and the average training hours by gender and employee category are as follows:

於報告期間，本集團總受訓僱員百分比¹⁰約為72.91%（二零二一年：約38.40%），每名僱員受訓的平均時數¹¹約為12.30小時（二零二一年：約0.48小時）。按性別及僱員類別劃分的受訓僱員百分比及平均受訓時數明細如下：

		Distribution of employees trained ¹²		The average training hours ¹³	
		受訓僱員分佈 ¹²		平均受訓時數 ¹³	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
By Gender	按性別劃分				
Male	男性	62.45%	55.22%	13.51	0.48
Female	女性	37.55%	44.78%	10.71	0.49
By employee category	按僱員類別劃分				
Senior management	高級管理層	3.95%	2.24%	6.08	2.19
Middle management	中級管理層	8.30%	6.72%	13.85	1.48
General staff	普通員工	87.75%	91.04%	12.69	0.17

Notes:

備註：

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| <p>10. Percentage of employees trained = total number of employees trained in the category during the year ÷ total number of employees at the end of the year × 100%</p> <p>11. Average training hours of each employee = total number of training hours of employees during the year ÷ total number of employees at the end of the year</p> <p>12. Distribution of employees trained in the category = number of employees trained in that category during the year ÷ total number of employees trained during the year × 100%</p> <p>13. Average training hours in the category = number of training hours of employees in the category during the year ÷ number of employees in the category at the end of the year</p> | <p>備註：</p> <p>10. 受訓僱員百分比 = 年內總受訓僱員人數 ÷ 年末總僱員人數 × 100%</p> <p>11. 每名僱員完成受訓的平均時數 = 年內僱員的總受訓時數 ÷ 年末總僱員人數</p> <p>12. 該類別受訓僱員分佈 = 年內該類別受訓僱員人數 ÷ 年內總受訓僱員人數 × 100%</p> <p>13. 該類別平均受訓時數 = 年內該類別僱員的受訓時數 ÷ 年末該類別僱員人數</p> |
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B4. Labour Standards

The Group strives to create a work environment that respects human rights. The Group strictly abides by the Regulations of Labour Insurance and Supervision and Provisions on Prohibition of Child Labour of the PRC, and has formulated relevant policies to standardise the background investigation process in the recruitment process to prevent any employment of child labor and forced labour. During the Reporting Period, the Group was not aware of any violation of any relevant employment laws and regulations.

Prohibition of Child Labour and Forced Labour

The Group strictly prohibits the use of child labour. We will only hire employees over the age of 18. The Group has developed relevant policies to detail all recruitment procedures and regulations when recruiting. Before the entry of new employees, the Group's general management centre and personnel in charge of human resource recruitment will carry out strict background checks on candidates to prevent any employment of child labour. When any irregularities are found, the Group will immediately make investigations and discipline. If necessary, the Group will further improve the labour mechanism in view of any violations. The Group strictly complied with the national and local laws and regulations in respect of the arrangement on staff working hours and holidays so as to ensure staff can obtain appropriate treatment. If overtime is required due to work, overtime wages will be paid or scheduled leave will be arranged to encourage employees to maintain a balance between work and life.

B5. Supply Chain Management

The Group mainly produces bottled mineral water and beer products. The main production raw materials needed to be purchased are PRC-produced barley, Australia produced barley and hops. The packaging materials mainly include carton box, labels, aluminum cans, glass bottles, polyethylene terephthalate (PET), high-density polyethylene (HDPE) and tape. Starting from 2021, the Group has purchased all raw materials and packaging materials through its associated company located in the PRC in order to improve procurement efficiency and reduce costs.

B4. 勞工準則

本集團努力營造一個尊重人權的工作環境。本集團嚴格遵守中國《勞動保障監察條例》及《禁止使用童工規定》，已經制定相關政策規範招聘過程中的背景調查流程，以杜絕任何聘用童工及強制勞工的情況。於報告期間，本集團並無發現有違反任何相關僱傭法律及規例的情況。

防止童工及強制勞工

本集團嚴格禁止使用童工。我們僅會聘請18歲以上的僱員，本集團已制定相關政策以在招聘時詳細列明所有招聘程序及規定。在新員工入職前，本集團綜合管理中心及各人力招聘責任人會負責對候選人進行嚴格的背景調查，以杜絕任何聘用童工的情況。當發現任何違規行為，本集團會即時作出調查及處分。如有需要，本集團會針對違規行為進一步完善勞工機制。本集團員工的工作時間和假期安排嚴格遵守國家和地方的法律法規，以確保我們的員工能得到良好的待遇。如因工作需要產生的加班將支付加班薪資或安排調休，鼓勵員工在工作和生活中保持平衡。

B5. 供應鏈管理

本集團主要生產瓶裝礦泉水和啤酒產品，所需要採購的主要生產原材料有國產大麥、澳洲大麥和啤酒花等；包裝材料主要包括紙箱、標籤、鋁罐、玻璃瓶、聚對苯二甲酸乙二醇酯(PET)、高密度聚乙烯(HDPE)和膠帶等。由二零二一年開始，本集團通過其位於中國的聯營公司集中採購所有生產原材料及包裝材料，以提高採購效率及降低成本。

Procurement Mechanism

We deem dealers and suppliers as our long-term business partners and conduct all business with sincerity and responsibility. The Group has established a Procurement Control Procedure and a Procurement Management System, and has implemented the following practices in relation to the engagement of suppliers to all suppliers in a uniform manner through the above-mentioned associates with dedicated personnel responsible for procurement issues. The Group will evaluate suppliers based on their annual supply services, product quality and product prices and give feedback to the associate company. In light of our long-term friendly strategic partnership with our suppliers, we also enjoy favourable product prices and stable supply. The Group conducts uniform bidding for the aforesaid main materials every year, confirms suppliers and supply prices, regularly reviews supply prices during production cooperation, and adjusts purchase prices timely according to the actual changes in suppliers' production of raw materials, so as to save costs for the Group as much as possible. In order to ensure stable and timely product supply, in addition to long-term cooperative suppliers, the Group is also looking for new suppliers as backup.

The Group requires our suppliers to improve their sustainable performance, act responsibly and comply with our environmental protection and product safety strategies. The Group strives to support the local economy by prioritising the procurement of local suppliers to reduce the carbon footprint during transportation. The Group will also give priority to suppliers who use environmentally friendly products and services during our selection process.

採購機制

我們視經銷商及供應商為我們的長期業務夥伴，並以真誠及負責任的態度進行所有業務。本集團已設立《採購控制程式》及《採購管理制度》，並已通過上述聯營公司由專人負責採購事宜，統一向所有供應商執行以下有關供應商聘用的慣例。本集團會按照供應商每年的供貨服務情況、產品品質和產品價格對供應商進行考核並向該聯營公司反映意見。基於我們和供應商保持著長期友好的戰略合作關係，我們也享受著優惠的產品價格和穩定的供應。本集團每年對上述主要物料進行統一招標，確認供應商和供應價格，生產合作中定期審視供應價格，按照供應商生產原料的實際變化情況適時調整採購價格，盡可能為本集團節約成本。為確保產品供應的穩定和及時，除長期合作的供應商外，本集團也在陸續尋求新的供應商作為後備。

本集團要求我們的供應商改善其可持續表現、負責任行事及遵守我們的環境保護及產品安全策略。本集團致力支持當地經濟，優先採購當地供應商，以減少運輸過程中的碳足跡。本集團亦會甄選過程中優先考慮使用環保產品及服務的供應商。

Environmental and Social Risk Management of Supply Chain

The Group has formulated the Supplier Management Implementation Rules to clearly classify suppliers that have business dealings with the Group and the responsibilities of each department to manage potential environmental and social risks in the supply chain. We continuously monitor and evaluate whether our suppliers can meet our requirements. To ensure the overall quality of suppliers, we will formulate supplier management standards, and prepare a list of approved suppliers based on evaluation criteria. After an initial assessment, we will also regularly review the performance of our suppliers and set a rating for the suppliers. Based on the quarterly evaluation opinions and cooperation situation, the Group will communicate with the senior management of suppliers, put forward rectification opinions and requirements, and urge them to rectify within a time limit, and strive to minimise the potential environmental and social risks in the supply chain.

B6. Product Responsibility

The Group has put quality as its priority to ensure customer satisfaction in terms of our products and services. Pursuant to the Product Quality Law of the PRC (《中華人民共和國產品質量法》), a manufacturer shall establish a comprehensive internal management system for product quality, and implement internal policies of quality, responsibility and assessment. We have been awarded several certifications attesting to our outstanding quality control systems over our products.

We strictly abide by relevant laws and regulations, including but not limited to the Law on Protection of Consumer Rights and Interests of the People's Republic of China, the Advertisement Law of the People's Republic of China, the Product Quality Law of the People's Republic of China and other relevant consumer protection laws and regulations in mainland China. During the Reporting Period, the Group did not find any major violations of laws and regulations related to product and service quality. In addition, the Group received 8 cases of packaging breakage, such as shipping or outer cartons, which were immediately replaced to ensure the quality of our products. However, there were no major complaints about our products and services (2021: no major complaints) and no product recalls for health and safety reasons (2021: no product recalls), and customer satisfaction was achieved.

供應鏈環境和社會風險管理

本集團已制定《供應商管理實施細則》，明確分類與本集團有業務往來的供應商以及各部門的職責，以管理供應鏈中潛在的環境和社會風險。我們會不斷監察及評估供應商能否符合我們的要求。為確保供應商的整體質量，我們會制定供應商管理標準，並根據一系列評估標準備存一份經審批的供應商名單。經初步評估後，我們亦會定期檢討供應商的表現，為供應商設定級別。本集團將根據季度評價意見和合作情況，與供應商高層管理人員進行交流溝通，並提出整改意見和要求，敦促其限期整改，努力將供應鏈中潛在的環境和社會風險降至最低。

B6. 產品責任

本集團堅持質量第一，確保客戶滿意我們的產品及服務。根據《中華人民共和國產品質量法》，生產商須就產品質量設立綜合內部管理系統，實施質量、責任及評估的內部政策。我們已獲授多項認證，證明我們擁有卓越的產品質量控制系統。

我們嚴格遵守相關法律法規，包括但不限於中國內地的《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》及《中華人民共和國產品質量法》等消費者保護相關法律法規的規定。於報告期間，本集團並未發現任何違反產品及服務品質相關的法律法規的重大事宜。另外，本集團接獲8宗有關運輸或外紙箱等包裝破損問題，我們已立即更換外包装紙箱，以確保產品質素，但無接獲關於產品及服務的重大投訴(二零二一年：無重大投訴)，亦無因健康及安全原因召回產品(二零二一年：無召回產品)，客戶滿意度均達到預期目標。

Service Quality and Safety

Our water treatment process includes methods such as aeration, sedimentation and filtration. No chemicals and additives are added to the water processing process. Quartz sand and multi-stage high-precision membrane filtration are used to effectively control secondary pollution during production and ensure that the core mineral content of the water product does not change. We have also integrated the plastic bottle process from stretch blow moulding to bottling, labelling and packaging to minimise contamination and maintain the purity and originality of our water. The production process is subject to strict quality control, HACCP, environmental management and relevant hygiene standards. Our beer products are brewed using a process based on individual formulas. The typical brewing process involves mashing, lautering, boiling, fermenting, conditioning, filtering, filling, labelling and packaging. The production of our beer products follows the same brewery procedures as other beer producers in the market.

Our environmental management system for the production and sale of water products has been certified with ISO 14001:2015 and GB/T 24001-2016 by China Quality Certification Centre since 2008, and its quality control system has been certified with ISO 9001:2015 and GB/T 19001-2016 by China Quality Certification Centre since 2008. The production process of our water business has been certified since 2008 for the compliance with the HACCP application guideline CAC/RCP1-1969, Rev4(2003) (internationally recognised food safety standard). Our environmental management system for the production and sale of beer products has been certified with ISO 14001:2015 and GB/T 24001-2016 by China Quality Certification Centre since 2010. The production process of our beer business has been certified since 2010 for the compliance with the HACCP application guideline CAC/RCP1-1969, Rev4(2003) (internationally recognised food safety standard).

服務質量及安全

我們的水處理工藝流程包含曝氣、沉澱、過濾等方法。不添加任何化學物質和添加劑。採用石英砂及多級高精度膜過濾，有效控制生產過程二次污染，保證水產品不改變其核心礦物質含量。我們亦已把塑膠瓶加工流程由拉伸吹塑成型整合至裝瓶、貼標、包裝一體化，以將污染降至最低及維持我們的水的純度及原味。生產過程嚴格執行品控、遵守 HACCP、環境管理及相關衛生標準。我們的啤酒產品以基於個別配方的流程釀造。一般釀造流程涉及糖化、過濾、蒸煮、發酵、浸泡、壓濾、裝瓶、貼標及包裝。我們的啤酒產品的生產遵循與市場上其他啤酒生產商相同的釀製程序。

我們生產及銷售水產品的環境管理體系自 2008 年起獲中國質量認證中心認證符合 ISO 14001:2015 及 GB/T 24001-2016。而其質量控制系統亦自 2008 年起獲中國質量認證中心認證符合 ISO 9001:2015 及 GB/T 19001-2016。我們水業務的生產流程已自 2008 年起獲得認證，遵守 HACCP 應用指引 CAC/RCP1-1969, Rev4(2003) (國際認可食品安全標準)。我們生產及銷售啤酒產品的環境管理系統自 2010 年起獲中國質量認證中心認證符合 ISO 14001:2015 及 GB/T 24001-2016。我們啤酒業務的生產流程已自 2010 年起獲得認證，遵守 HACCP 應用指引 CAC/RCP1-1969, Rev4(2003) (國際認可食品安全標準)。

The Group seeks to maintain good relationships with its customers. The Group has after-sales service centres to serve our end customers. The sales staff regularly visit and call the market distributors and sales network to ensure that the recall procedure can be initiated when the products entering the market have safety or quality problems. If a customer complaint is received, it will be reported to the management and remedial action will be taken immediately. Thereafter, the Group will research, analyse and evaluate the reasons for the complaints and make schemes for improvement.

Customer Privacy Protection

We require our staff to handle customers' personal data with care to enhance the protection of their privacy. Access to the Group's customer information system is restricted to authorised staff only. Staff from other departments are required to submit a request for information retrieval and provide reasons for retrieval.

Intellectual Property Rights

We consider intellectual property rights to be critical to our success. We protect our intellectual property rights primarily through trademarks and trade secrets and through confidentiality and non-competition undertakings by employees and third parties. During the Reporting Period, we were not aware that the Group had infringed any intellectual property rights of any third party or that any third party had infringed any intellectual property rights of the Group that could materially and adversely affect our business operations, nor were we aware of any disputes concerning intellectual property rights with third parties.

Advertisements and Labels

Our sales and marketing team is mainly responsible for planning and formulating overall marketing strategies, conducting market research, and coordinating sales and marketing activities for product and service promotion. We will strictly regulate and inspect the promotion of all products and services to ensure that the work complies with applicable laws and regulations regarding publicity and labelling. Such marketing publicity must accurately demonstrate the quality, effectiveness and service content of the Group's services, and no misleading and false publicity is allowed.

本集團尋求與其客戶維持良好關係。本集團設有售後服務中心，服務我們的終端客戶。銷售人員定期拜訪及致電市場經銷商及銷售網點，保證若進入市場的產品在出現安全或質量問題時能夠在第一時間啟動召回程序。倘接獲客戶投訴，則會匯報至管理層並即時採取補救行動。此後，本集團將研究、分析及評估有關投訴的原因，並提出改善方案。

客戶私隱保護

我們規定員工謹慎處理客戶的個人資料，以增強對客戶私隱的保障。本集團的客戶信息系統僅允許授權員工訪問，其他部門的工作人員在要求信息檢索時須提交申請，並提供檢索原因。

知識產權

我們認為知識產權對我們的成功至關重要。我們主要通過商標及商業秘密和僱員及第三方的保密及不競爭承諾，來保護知識產權。於報告期間，我們並不知悉本集團對任何第三方的任何知識產權或任何第三方已對本集團的任何知識產權作出侵權行為，而可能會對我們的業務營運造成重大不利影響，亦不知悉與第三方有任何關於知識產權的糾紛。

廣告及標籤

我們的銷售及營銷團隊主要負責規劃並制定整體營銷策略、進行市場調查以及統籌銷售及營銷活動就進行產品及服務的營銷宣傳，我們會對所有產品及服務的宣傳進行嚴格規管及檢查，確保有關工作符合有關宣傳及標籤的適用法律法規。該等營銷宣傳須準確反映本集團服務質量、效能及服務內容，不允許有任何引人誤解的虛假宣傳。

B7. Anti-corruption

The Group is committed to doing business with integrity and will not tolerate any bribery or other misconduct. The Group observes national laws and regulations pertaining to anti-bribery, extortion, fraud and money-laundering, including Constitution of the People's Republic of China, Criminal Procedure Law of the People's Republic of China and Supervision Law of the People's Republic of China and implements thoroughly and consistently provisions pertaining to commercial bribery, extortion, fraud and money laundering under the Anti-Money Laundering Law of the PRC and the Anti-Unfair Competition Law. During the Reporting Period, the Group and its employees were not involved in any litigation cases relating to corruption, bribery, extortion, fraud and money laundering (2021: no concluded corruption litigation cases) and no material irregularities were reported.

Integrity Building

We have implemented relevant internal anti-bribery and anti-corruption policies as set out in our Employee Handbook to comply with applicable PRC anti-bribery and anti-corruption laws. We will adopt remedial measures in respect of any identified corruption or fraud activities and assess the identified corruption or fraud activities for the proposal and formulation of precaution measures to avoid the recurrence of non-compliances in the future. In addition to the anti-bribery and anti-corruption policies in the Group's Employee Handbook, the Group has also prepared relevant external reporting procedures and regularly reviewed the effectiveness of the Group's internal control system. The Board is responsible for efficiency monitoring, standardising various business management decision-making activities of the Group, unifying internal and external inspection of channels and strengthening internal and external supervision systems to effectively prevent employees from performing their duties and performing work inappropriately at all levels.

B7. 反貪污

本集團致力以誠信經營業務，絕不容許行賄或其他不當行為。本集團遵循國家有關防止賄賂、勒索、欺詐及洗黑錢方面的法律法規，包括《中華人民共和國憲法》、《中華人民共和國刑事訴訟法》及《中華人民共和國監察法》等法律法規，深入貫徹落實《中華人民共和國反洗錢法》及《反不正當競爭法》中有關商業賄賂、勒索、欺詐、洗黑錢的法規。於報告期間，本集團及其僱員沒有涉及任何有關貪污、賄賂、勒索、欺詐及洗黑錢的訴訟案件(二零二一年：無已審結的貪污訴訟案件)，以及無獲報重大違規違法情況。

反腐倡廉

我們已實施於《員工手冊》列明的相關內部反賄賂及反貪污政策，以遵守中國有關反賄賂及反貪污的適用法律。我們會就任何已識別的貪污或欺詐活動採取糾正措施，評估已識別的貪污或欺詐活動，並提出及確立預防措施，以避免日後出現不合規情況。除本集團《員工手冊》的反賄賂及反貪污政策外，本集團亦已擬定相關外部報告程序，並定期檢討本集團內部監控系統的有效性。董事會負責效率監察，規範本集團各項業務管理決策活動，統一管道內外部檢查，加強內外部監督制度，在各個層面有效地防止員工不恰當履行職責及工作。

The Group provides anti-corruption reading materials to its directors and employees to familiarise them with their respective roles and responsibilities in relation to anti-corruption and business ethics to ensure compliance with applicable laws and regulations at a suitable time every year. During the Reporting Period, the Group has distributed reading materials to the Group's employees and directors to enable them to understand the anti-corruption legislation and promote business ethics. The Group's Directors participate in corporate management training, which includes knowledge of anti-corruption laws and the skills necessary to deal with ethical dilemmas in the workplace at least once a year. In 2022, the Group has provided a total of approximately 13 hours of anti-corruption training or relevant information to 13 Directors and senior management.

Whistle-blowing Mechanism

The whistleblowing system is clearly set out in our Group Management System and is communicated to all employees. Upon receiving a report, we will conduct an investigation immediately and take necessary actions. We will also undertake to protect the identity of the informant in order to eliminate all conflict of interest and all conducts that may prejudice the interests of our Group and its stakeholders. These initiatives are subject to regular review and updating to ensure that they can effectively enhance the Group's internal control and compliance systems.

B8. Community Investment

We act as a responsible member of the community and are dedicated to contributing to the well-being of our environment and to providing help to those who are in need. The Group has developed relevant policies, focused on talents development, targeted poverty alleviation, charitable funds and other social activities and donations. The Group will continue to proactively give back to society with an aim of promoting the fulfilment of a harmonious society.

本集團會每年適時向董事及僱員提供反貪污閱讀刊物，讓其熟悉其在反貪污及商業道德方面的相應角色及責任，確保遵守適用法律及法規。於報告期間，本集團已分發閱讀刊物予本集團僱員及董事以使他們能夠瞭解反貪污法例，促進商業道德。本集團董事至少每年一次參與企業管理培訓，內容包括反貪污法律知識以及處理工作場所道德困境的必要技能。於二零二二年，本集團已向13位董事及高級管理層提供合共約13小時的反貪污培訓或相關的資訊。

舉報機制

我們已於集團管理制度中清晰列明舉報制度，並告知全體僱員。如接到舉報時，我們會即時進行調查及採取必要合適行動，亦承諾會保護舉報人身份，以杜絕所有利益衝突，或有可能損害本集團及相關持份者利益的行為。該等舉措須定期予以檢討及更新，以確保其可有效加強本集團的內部控制及合規制度。

B8. 社區投資

我們身為社會上負責任的成員，致力為環境福祉作出貢獻，並向有需要人士提供幫助。本集團已經制定相關政策，專注於人才發展、精準扶貧、慈善基金等領域的社會活動及捐贈事項。本集團將繼續主動回報社會，以促進社會和諧為目標。

Talents Development

The Group's talent development approach promotes opportunities and capabilities by providing new vocational skills education to farmers in rural Tibet, improving their access to knowledge and learning and providing them with opportunities for career transformation. By introducing advanced production methods, business and management skills, local farmers and herdsmen will not only gain knowledge and skills, but also a higher standard of living. 90% of the Group's employees at the packaged drinking water production plant at Dangxiong, Tibet, are local Tibetan farmers and herdsmen. The beer manufacturing plant also has 80% of its employees being Tibetans. In addition to providing them with job opportunities and complementary on-the-job training, we also organise employees of the plant to occasionally visit and learn from companies in the same industry outside Tibet to broaden their horizons and enhance their professional knowledge.

Targeted Poverty Alleviation

Due to special geographical conditions, natural environment, historical and cultural factors, Tibet has long been dominated by a single agriculture and animal husbandry economy, with a low level of economic and social development. "Get rid of poverty without returning to poverty" has been the common expectation of generations of Tibetans. The Group continued to develop the local economy in Tibet and promote the unique local water industry. It emphasised the benefits of providing development-oriented aid to underdeveloped regions in Tibet instead of merely handing out one-off relief measures. Relying on its own industry, overcoming difficulties, and driving local economic development, we use targeted poverty alleviation through providing sustainable aid to help those who are in real poverty, achieve real poverty alleviation, and lead the local herdsmen out of poverty in snowy plateau industries with brilliant future prospects.

人才發展

本集團以人才發展方針推動機遇及能力，為西藏農村的農民提供新的職業技能教育，改善他們獲得知識及學習的途徑，為他們提供職業轉型的機會。通過引入先進生產方式、經營及管理技能，當地農牧民不僅可獲得知識及技能，亦可獲得更高生活水平。本集團於西藏當雄縣的包裝飲用水生產工廠的僱員有90%是來自於當地的藏族農牧民，啤酒生產工廠亦有80%僱員為藏族。我們除了向他們提供工作機會和配套在職培訓之外，也不定期組織工廠僱員前往藏區外的同行企業參觀和學習，開拓眼界並提升專業知識。

精準扶貧

由於特殊的地理條件、自然環境和歷史文化等因素，西藏長期以單一的農牧經濟為主，經濟社會發展水準較低。「脫貧不返貧」，是數代西藏人共同的期盼。本集團繼續為西藏當地經濟發展及特色水產業宣傳出力，實現西藏落後地區從「輸血式」扶貧向「造血式」幫扶的發展，以自身產業為依託，攻堅克難，帶動當地的經濟發展，用造血式精準扶貧的方式，實現了脫真貧、真脫貧，帶領當地牧民走出了一條雪域高原產業脫貧的康莊大道。

Charity Activities

Supporting education and helping to create more productive communities are key drivers of the Group's community investment strategy. The Group has established a charity foundation, the Tibet 5100 Education Development Fund, to support local basic education and healthcare providers and to help alleviate poverty.

During the Reporting Period, the Group focused its resources on the prevention and control of the pandemic by donating approximately RMB98,000 and approximately 3,000 cases of mineral water to the Dangxiong County Hospital, the County Public Security Bureau and the Pandemic Prevention and Control Command, as well as approximately 2,000 cases of mineral water to the Pandemic Prevention and Control Command in Rikaze (2021: total charitable donations of approximately RMB160,000). At the same time, the Group joined hands with the Shanghai Beauty and Health Industry Association to join the "Guarding Shanghai Against Pandemic and Helping the Needy" campaign and provided necessary supplies to the frontline staff of the Children's Hospital of Fudan University to fight against the pandemic. Apart from the pandemic prevention sponsorship, the Group also joined hands with the Shanghai Military Support Charity Foundation to organise military support activities to convey positive energy to society.

慈善活動

支持教育及幫助創造更富有生產力的社區，是本集團社區投資策略的主要推動力。本集團已建立慈善基金「西藏5100教育發展專項基金」，為當地基礎教育及醫療保健提供者提供支持並協助扶貧。

於報告期間，本集團將資源重點投入於疫情防控工作，向當雄縣醫院、縣公安局及疫情防控指揮部捐贈約人民幣98,000元及約3,000箱礦泉水，亦向日喀則市疫情防控指揮部捐贈約2,000箱礦泉水(二零二一年：慈善捐款共約人民幣160,000元)。同時，本集團攜手上海市美麗健康產業協會加入「守護上海抗疫濟困專項行動」，向復旦大學附屬兒科醫院一線抗疫工作人員提供必要物資。除了防疫贊助之外，本集團亦與上海市擁軍優屬公益基金會一同舉辦擁軍優屬活動，向社會傳遞正能量。

Mandatory Disclosure Requirements	強制披露規定	Section/Declaration	章節／聲明
Governance Structure	管治架構	ESG GOVERNANCE STRUCTURE	ESG管治架構
Reporting Principles	匯報原則	ABOUT THE REPORT - Reporting Framework	關於本報告－報告框架
Reporting Boundary	匯報範圍	ABOUT THE REPORT - Reporting Scope	關於本報告－報告範圍

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
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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 greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	Emissions 排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air Emissions 排放物－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 (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions - GHG Emissions 排放物－溫室氣體排放

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A1: Emissions 層面A1：排放物		
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity. Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions - Waste Management
關鍵績效指標 A1.3	所產生有害廢棄物總量(以噸計算)及密度。所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	排放物－廢棄物管理
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions - Waste Management
關鍵績效指標 A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	排放物－廢棄物管理
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Targets; Emissions - GHG Emissions
關鍵績效指標 A1.5	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。	環境目標；排放物－溫室氣體排放
KPI 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.	Environmental Targets; Emissions - Waste Management
關鍵績效指標 A1.6	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。	環境目標；排放物－廢棄物管理

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources - Energy Management
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	資源使用－能源管理
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources - Water Management
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	資源使用－水源管理
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Targets; Use of Resources - Energy Management
關鍵績效指標 A2.3	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。	環境目標；資源使用－能源管理
KPI 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.	Environmental Targets; Use of Resources - Water Management
關鍵績效指標 A2.4	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。	環境目標；資源使用－水源管理
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources - Use of Packaging Materials
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	資源使用－包裝材料使用

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect A3: The Environment and Natural Resources		
層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's impacts 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。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources – Water Protection 環境及天然資源－水源保護
Aspect A4: Climate Change		
層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change - Physical Risks, Transition Risks 氣候變化－實體風險、轉型風險

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
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
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
KPI B1.1	Total workforce by gender, employment type (for example, full or part time), age group and geographical region.	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。	僱傭
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment
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。	僱傭

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
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.	Health and Safety
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。	健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
關鍵績效指標 B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。	健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety - Occupational Health and Safety, Response Measures to COVID-19 Pandemic 健康與安全－職業健康與安全、2019冠狀病毒病應對措施
Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
一般披露	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。	發展及培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training - Training Management
關鍵績效指標 B3.1	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。	發展及培訓－培訓管理
KPI 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。	Development and Training - Training Management 發展及培訓－培訓管理
關鍵績效指標 B3.2		

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect B4: Labour Standards 層面 B4：勞工準則		
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 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 勞工準則
一般披露		
KPI 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 - Prohibition of Child Labour and Forced Labour 勞工準則－防止童工及強制勞工
關鍵績效指標 B4.1		
KPI 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 - Prohibition of Child Labour and Forced Labour 勞工準則－防止童工及強制勞工
關鍵績效指標 B4.2		
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure	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
一般披露		
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
關鍵績效指標 B5.1		
KPI 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 供應鏈管理
關鍵績效指標 B5.2		
KPI 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 - Environmental and Social Risk Management of Supply Chain 供應鏈管理－供應環境和社會風險管理
關鍵績效指標 B5.3		
KPI 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 - Procurement Mechanism 供應鏈管理－採購機制
關鍵績效指標 B5.4		

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
Aspect B6: Product Responsibility 層面 B6：產品責任		
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
一般披露	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。	產品責任
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
關鍵績效指標 B6.1	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。	產品責任
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。	產品責任
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Rights
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	產品責任－知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility - Service Quality and Safety
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程序。	產品責任－服務質量及安全
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility - Customer Privacy Protection
關鍵績效指標 B6.5	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。	產品責任－客戶私隱保護

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節／聲明
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 relating to bribery, extortion, fraud and money laundering.	Anti-corruption
一般披露	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
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	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	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 - Integrity Building
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－反腐倡廉
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 Investment
一般披露	有關以社區參與來瞭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。	社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment - Talents Development, Targeted Poverty Alleviation, Charity Activities
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)。	社區投資－人才發展、精準扶貧、慈善活動
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment - Talents Development, Targeted Poverty Alleviation, Charity Activities
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)。	社區投資－人才發展、精準扶貧、慈善活動

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