

Content Index

HKEx ESG Guide

HKEX ESG Reporting Aspects		Reporting Section	Remarks
Mandatory Disclosure Requirement			
Governance Structure	A disclosure of the board's oversight of ESG issues;	Sustainability Framework and Governance (P.15-20)	
	The board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and	Sustainability Framework and Governance (P.15-20)	
	How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Sustainability Framework and Governance (P.15-20)	
Reporting Principles	Materiality: (i) The process to identify and the criteria for the selection of material ESG factors; (ii) If a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.	Reporting What Matters (P.7-8)	
	Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.	Making Products the Right Way (P.34-46)	
	Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.		Same as last year
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About this Report & Independent Assurance Report (P.5-6) Reporting What Matters (P.7-8)	
Comply or Explain Provisions – Environmental			
Aspect A1 Emissions			
Aspect A1 Emissions and Waste: General Disclosures	Policies and compliance with laws and regulations relating to air quality and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Making Products the Right Way (P.34-46)	During the year there were no confirmed non-compliance incidents in relation to environmental protection having a significant impact on the Group.
A1.1	The types of emissions and respective emissions data.		According to our materiality assessment, SOx and NOx emissions are not material issues. We have otherwise been focusing on carbon emissions.
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).	Climate Change (P.35-38)	
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management (P.40)	

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A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management (P.40)	Okara Recycling Rate is disclosed. The total amount of okara generated is considered commercially sensitive and not disclosed. Other commercial and production wastes such as plastics, scrap metal and paper carton are comparatively much less significant than okara.
A1.5	Description of emission target(s) set and steps taken to achieve them.	Climate Change (P.35-38)	
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.	Waste Management (P.40)	
Aspect A2 Use of Resources			
Aspect A2 Use of Resources: General Disclosures	Policies on efficient use of resources, including energy, water and other raw materials.	Making Products the Right Way (P.34-46) Policy Formulation and Implementation (P.47)	
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).	Climate Change (P.35-38)	Direct and indirect energy consumption by type in total is considered commercially sensitive and not fully disclosed.
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Climate Change (P.35-38)	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Climate Change (P.35-38) Energy Management (P.39)	
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.	Water Management (P.40)	
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our Product Packaging (P.31-33)	Total and per unit amount of packaging material used is considered commercially sensitive and not disclosed.
Aspect A3 The Environment and Natural Resources			
Aspect A3 Environment and natural resources: General Disclosures	Policies on minimising significant impacts on the environment and natural resources.	Making Products the Right Way (P.34-46) Policy Formulation and Implementation (P.47)	
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Sustainability at Vitasoy (P.13-20) Making Products the Right Way (P.34-46) Policy Formulation and Implementation (P.47)	
Aspect A4 Climate Change			
Aspect A4 Climate Change: General Disclosures	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact the Company.	Sustainability at Vitasoy (P.13-20) Making Products the Right Way (P.34-46) Policy Formulation and Implementation (P.47)	
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.	Sustainability at Vitasoy (P.13-20) Making Products the Right Way (P.34-46)	
Comply or Explain Provisions – Social			
Aspect B1 Employment			
Aspect B1 Employment: General Disclosures	Policies and compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Workplace (P.43-46) Policy Formulation and Implementation (P.47)	To the best of our knowledge, we have complied with relevant laws and regulations related to employment and non-discrimination and fair labour practices

HKEX ESG Reporting Aspects		Reporting Section	Remarks
B1.1	Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region.	Workplace (P.43-46)	Partial disclosure – total workforce by gender
B1.2	Employee turnover rate by gender, age group and geographical region.	Workplace (P.43-46)	Partial disclosure – employee turnover rate is 25.6%
Aspect B2 Health and Safety			
Aspect B2 Health and Safety: General Disclosures	Policies and compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.	Workplace (P.43-46)	During the year there were no confirmed non-compliance incidents in relation to health and safety having a significant impact on the Group.
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Workplace (P.43-46)	
B2.2	Lost days due to work injury.	Workplace (P.43-46)	Partial disclosure – Lost Time Injury Rate Our standard measurement for tracking work-related injuries is measured by Lost Time Injury Rate. Lost Time Injury Rate is calculated based on the number of lost time injury cases per 200,000 hours worked, which is approximately equal to the number of hours worked by 100 people in one year.
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Fair and Safe Working Environment (P.45-46)	
Aspect B3 Development and Training			
Aspect B3 Development and Training: General Disclosures	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Engagement and Recognition (P.44)	
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Workplace (P.43-46)	Partial disclosure – training hours total and per employee
B3.2	The average training hours completed per employee by gender and employee category.	Workplace (P.43-46)	Partial disclosure – training hours total and per employee
Aspect B4 Labour Standards			
Aspect B4 Labour Standards: General Disclosures	Policies and compliance with laws and regulations relating to preventing child and forced labour.	Workplace (P.43-46)	To the best of our knowledge, we have complied with relevant laws and regulations related to labour standards and practices
B4.1	Description of measures to review employment practices to avoid child and forced labour.		We have relevant employment policies in place which reference local regulatory requirements to prohibit the employment of child and forced labour.
B4.2	Description of steps taken to eliminate such practices when discovered.		We have relevant employment policies in place which reference local regulatory requirements to prohibit the employment of child and forced labour.
Aspect B5 Supply Chain Management			
Aspect B5 Supply Chain Management: General Disclosures	Policies on managing environmental and social risks of the supply chain.	Supply Chain/ Supplier (P.41-42)	
B5.1	Number of suppliers by geographical region.		Number of suppliers by geographical region is considered commercially sensitive and not disclosed.

HKEX ESG Reporting Aspects		Reporting Section	Remarks
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.	Supply Chain/ Supplier (P.41-42)	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain/ Supplier (P.41-42)	
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain/ Supplier (P.41-42)	
Aspect B6 Product Responsibility			
Aspect B6 Product Responsibility: General Disclosures	Policies; and compliance with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Making the Right Products (P.21-33) Policy Formulation and Implementation (P.47)	We comply with relevant laws and regulations regarding customer health and safety, advertising, labelling and privacy matters relating to products and services provided
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.		There was no product recall case in relation to food safety and health.
B6.2	Number of products and service-related complaints received and how they are dealt with.		We have begun preparations to disclose relevant data in forthcoming reports.
B6.3	Description of practices relating to observing and protecting intellectual property rights.		We have internal mechanisms and standard procedures which monitor issues relating to the observation and protection of intellectual property rights.
B6.4	Description of quality assurance process and recall procedures.	Encourage Healthier Choices (P.29-30)	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.		As stipulated in our Internet Privacy Policy , Vitasoy has taken the relevant steps to safeguard the privacy of our website visitors and to protect their personal data. All personal data collected through our customer hotline, marketing activities or online platforms are handled securely in strict adherence with local regulatory requirements and can only be accessed by authorised personnel of the Company.
Aspect B7 Anti-corruption			
Aspect B7 Anti-corruption: General Disclosures	Policies and compliance with laws and regulations relating to bribery, extortion, fraud and money laundering.	Business Ethics and Integrity (P.20)	We comply with relevant laws and regulations regarding bribery, extortion, fraud, and money laundering
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.	Business Ethics and Integrity (P.20)	There were no legal proceedings brought against Vitasoy or its employees during the reporting period
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Sustainability Governance (P.17) Business Ethics and Integrity (P.20)	
B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics and Integrity (P.20)	
Aspect B8 Community Investment			
Aspect B8 Community Investment: General Disclosures	Policies on community engagement to understand the needs of the communities where we operate and to ensure that our activities take into consideration the communities' interests.	Sustainability Website – Community	
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Sustainability Website – Community	
B8.2	Resources contributed (e.g. money or time) to the focus area.	Encourage Healthier Choices (P.29-30)	

GRI Standards

GRI Standards		Reporting Section	Remarks
GRI 102: General Disclosures 2016			
Organisational Profile			
102-1	Name of the organization	About This Report & Independent Assurance Report (P.5-6)	
102-2	Activities, brands, products, and services	A Snapshot of Our Company (P.11)	
102-3	Location of headquarters	A Snapshot of Our Company (P.11)	
102-4	Location of operations	A Snapshot of Our Company (P.11)	
102-5	Ownership and legal form	A Snapshot of Our Company (P.11)	
102-6	Markets served	A Snapshot of Our Company (P.11)	
102-7	Scale of the organization	A Snapshot of Our Company (P.11)	
102-8	Information on employees and other workers	Workplace (P.43-46)	
102-9	Supply chain	Supply Chain/ Supplier (P.41-42)	
102-10	Significant changes to the organization and its supply chain		There were no significant changes during the reporting year.
102-11	Precautionary Principle or approach	Sustainability Framework and Governance (P.15-20)	
102-12	External initiatives		Joined as member of Drink Without Waste initiative
102-13	Membership of associations		Member of the Hong Kong Beverage Association
Strategy			
102-14	Statement from senior decision-maker	Chairman's Message (P.3-4)	
102-15	Key impacts, risks, and opportunities	Sustainability Framework and Governance (P.15-20) Risk Management (P.19)	
Ethics and Integrity			
102-16	Values, principles, standards and norms of behaviour	Sustainability at Vitasoy (P.13-20)	
102-17	Mechanisms for advice and concerns about ethics	Sustainability at Vitasoy (P.13-20)	
Governance			
102-18	Governance structure	Sustainability Framework and Governance (P.15-20)	
102-19	Delegating authority	Sustainability Framework and Governance (P.15-20)	
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Framework and Governance (P.15-20)	
102-21	Consulting stakeholders on economic, environmental, and social topics	Reporting What Matters (P.7-8)	
102-22	Composition of the highest governance body and its committees	Sustainability Framework and Governance (P.15-20)	
102-23	Chair of the highest governance body	Sustainability Framework and Governance (P.15-20)	
102-24	Nominating and selecting the highest governance body	Sustainability Framework and Governance (P.15-20)	
102-25	Conflicts of interest	Sustainability Framework and Governance (P.15-20)	
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Framework and Governance (P.15-20)	

GRI Standards		Reporting Section	Remarks
102-27	Collective knowledge of highest governance body	Sustainability Framework and Governance (P.15-20)	
102-28	Evaluating the highest governance body's performance	Sustainability Framework and Governance (P.15-20)	
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Framework and Governance (P.15-20)	
102-30	Effectiveness of risk management processes	Sustainability Framework and Governance (P.15-20)	
102-31	Review of economic, environmental, and social topics	Sustainability Framework and Governance (P.15-20)	
102-32	Highest governance body's role in sustainability reporting	Sustainability Framework and Governance (P.15-20)	
102-33	Communicating critical concerns	Reporting What Matters (P.7-8)	
102-34	Nature and total number of critical concerns	Reporting What Matters (P.7-8)	
102-35	Remuneration policies		Please refer to our Annual Report – Corporate Governance section
102-36	Process for determining remuneration		Please refer to our Annual Report – Corporate Governance section
102-37	Stakeholders' involvement in remuneration		Please refer to our Annual Report – Corporate Governance section
102-38	Annual total compensation ratio		Please refer to our Annual Report – Corporate Governance section
102-39	Percentage increase in annual total compensation ratio		Please refer to our Annual Report – Corporate Governance section
Stakeholder Engagement			
102-40	List of stakeholder groups	Reporting What Matters (P.7-8)	
102-41	Collective bargaining agreements	Our Workplace (P.43-46)	
102-42	Identifying and selecting stakeholders	Reporting What Matters (P.7-8)	
102-43	Approach to stakeholder engagement	Reporting What Matters (P.7-8)	
102-44	Key topics and concerns raised	Reporting What Matters (P.7-8)	
Reporting Practice			
102-45	Entities included in the consolidated financial statements		All entities are included in the Annual Report 2020/21
102-46	Defining report content and topic Boundaries	Reporting What Matters (P.7-8)	
102-47	List of material topics	Reporting What Matters (P.7-8)	
102-48	Restatements of information		There have been no restatements of information.
102-49	Changes in reporting	Reporting What Matters (P.7-8)	
102-50	Reporting period	About This Report & Independent Assurance Report (P.5-6)	
102-51	Date of most recent report	About This Report & Independent Assurance Report (P.5-6)	
102-52	Reporting cycle	About This Report & Independent Assurance Report (P.5-6)	
102-53	Contact point for questions regarding the report	About This Report & Independent Assurance Report (P.5-6)	
102-54	Claims of reporting in accordance with the GRI Standards	About This Report & Independent Assurance Report (P.5-6)	
102-55	GRI content index	Content Index – HKEX ESG Reporting Guide and GRI Standards (this document)	

GRI Standards		Reporting Section	Remarks
102-56	External assurance	About This Report & Independent Assurance Report (P.5-6)	
200: Economic			
201: Economic Performance 2016			
103	Management approach	About Vitasoy and Plant-Based Nutrition (P.9-12)	
201-1	Direct economic value generated and distributed	A Snapshot of Our Company (P.11)	
202: Market Presence 2016			
103	Management approach	Making Products the Right Way (P.34-46)	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		We comply fully with any local legal requirements with respect to minimum wage
204: Procurement Practices 2016			
103	Management approach	Supply Chain/ Suppliers (P.41-42)	
204-1	Proportion of spending on local suppliers		This is considered commercially sensitive and not disclosed.
205: Anti-corruption 2016			
103	Management approach	Business Ethics and Integrity (P.20)	
205-1	Operations assessed for risks related to corruption	Business Ethics and Integrity (P.20)	
205-3	Confirmed incidents of corruption and actions taken		There were no legal proceedings brought against Vitasoy or its employees during the reporting year.
300: Environment			
301: Materials 2016			
103	Management approach	Product Packaging (P.31-33)	
301-1	Materials used by weight or volume	Product Packaging (P.31-33)	
301-3	Reclaimed products and their packaging materials	Product Packaging (P.31-33)	
302: Energy 2016			
103	Management approach	Energy Management (P.39)	
302-1	Energy consumption within the organisation	Climate Change (P.35-38)	
302-3	Energy intensity	Climate Change (P.35-38)	
302-4	Reduction of energy consumption	Energy Management (P.39)	
302-5	Reductions in energy requirements of products and services	Energy Management (P.39)	
303: Water and Effluents 2016			
103	Management approach	Water Management (P.40)	
303-3	Water recycled and reused	Water Management (P.40)	

GRI Standards		Reporting Section	Remarks
304: Biodiversity 2016			
103	Management approach	Policy Formulation and Implementation (P.47)	
304-2	Significant impacts of activities, products, and services on biodiversity	About Vitasoy and Plant-Based Nutrition (P.9-12)	
305: Emissions 2016			
103	Management approach	Climate Change (P.35-38)	
305-1	Direct (Scope 1) GHG emissions	Climate Change (P.35-38)	
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change (P.35-38)	
305-3	Other indirect (Scope 3) GHG emissions	Climate Change (P.35-38)	
305-4	GHG emissions intensity	Climate Change (P.35-38)	
305-5	Reduction of GHG emissions	Climate Change (P.35-38)	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		According to our materiality assessment, SOx and NOx emissions are not material issues. We have otherwise been focusing on carbon emissions.
306: Effluents and Waste 2016			
103	Management approach	Waste Management (P.40)	
306-1	Water discharge by quality and destination	Water Management (P.40)	
306-2	Waste by type and disposal method	Waste Management (P.40)	
306-4	Transport of hazardous waste		Due to the nature of our product and operating procedures, Vitasoy does not generate a significant volume of hazardous waste apart from small amounts of lubricating oil and laboratory waste which are collected by specialised waste contractors and disposed of at regulated hazardous waste disposal facilities.
307: Environmental Compliance 2016			
103	Management approach	Making Products the Right Way (P.34-46)	
307-1	Non-compliance with environmental laws and regulations		There were no confirmed non-compliance incidents in relation to environmental protection having a significant impact on the Group during the reporting year.
400: Social			
401: Employment 2016			
103	Management approach	Workplace (P.43-46)	
401-1	New employee hires and employee turnover	Workplace (P.43-46)	
403: Occupational Health and Safety 2018			
103	Management approach	Fair and Safe Working Environment (P.45-46)	
403-6	Promotion of worker health	Fair and Safe Working Environment (P.45-46)	
403-9	Work-related injuries	Fair and Safe Working Environment (P.45-46)	
404: Training and Education 2016			
103	Management approach	Employee Engagement and Recognition (P.44)	

GRI Standards		Reporting Section	Remarks
404-1	Average hours of training per year per employee	Workplace (P.43-46)	
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement and Recognition (P.44)	
405: Diversity and Equal Opportunity 2016			
103	Management approach	Fair and Safe Working Environment (P.45-46)	
405-1	Diversity of governance bodies and employees	Fair and Safe Working Environment (P.45-46)	
413: Local Communities 2016			
103	Management approach	Sustainability Website – Community	
413-1	Operations with local community engagement, impact assessments and development programs	Encourage Healthier Choices (P.29-30)	
416: Customer Health and Safety 2016			
103	Management approach	Driving the Plant-based Movement (P.22-24) Healthier Products (P.26-28)	
416-1	Assessment of the health and safety impacts of product and service categories	Driving the Plant-based Movement (P.22-24)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		There were no non-compliance cases concerning the health and safety impacts of products and services during the reporting year.
417: Marketing and Labeling 2016			
103	Management approach	Healthier Products (P.26-28)	
417-1	Requirements for product and service information and labeling	Healthier Products (P.26-28)	
417-2	Incidents of non-compliance concerning product and service information and labeling		There were no non-compliance cases concerning product and service information and labeling during the reporting year.
417-3	Incidents of non-compliance concerning marketing communications		There were no non-compliance cases concerning marketing communications during the reporting year.
418: Customer Privacy 2016			
103	Management approach		As stipulated in our Internet Privacy Policy , Vitasoy has taken the relevant steps to safeguard the privacy of our website visitors and to protect their personal data. All personal data collected through our customer hotline, marketing activities or online platforms are handled securely in strict adherence with local regulatory requirements and can only be accessed by authorised personnel of the Company.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		There were no substantial complaints concerning breaches of customer privacy and losses of customer data during the reporting year.
419: Socioeconomic Compliance 2016			
103	Management approach	Making the Right Products (P.21-33) Making Products the Right Way (P.34-46)	
419-1	Non-compliance with laws and regulations in the social and economic area		There were no significant fines and non-monetary sanctions for non-compliance cases with laws and regulations in the social and economic area during the reporting year.