



聯合食品控股有限公司  
UNITED FOOD HOLDINGS LIMITED



# Sustainability Report 2020

## Board Statement

The Board of Directors (the “Board”) is pleased to present the Sustainability Report for the financial year ended 31 March 2020. The report outlines the Group’s sustainability performance as well as insights proceeding the implementation of our strategies. As the Board of Directors of United Food Holdings Limited, we have been overseeing the development of this Sustainability Report supported by our management team. This report provides information on the area in which we have believed that have the most environmental, social and governance impact.

## Scope

This sustainability report discusses the Group’s overall performance in the environmental and social aspects of the business operations in Singapore, Hong Kong and in the PRC from 1st April 2019 to 31st March 2020, unless otherwise stated. This sustainability report was prepared in accordance with the Global Reporting Initiatives principles.

## ENGAGEMENT of STAKEHOLDERS

For this sustainability report, in order to identify the most significant aspects for the Group to report on, key stakeholders including investors, shareholders and employees have been involved in engagement sessions to discuss and to review areas of attention which will help the business meet its potential development and be prepared for future challenges.

## United Food’s SUSTAINABILITY MISSION

United Food Holdings Limited is committed to act responsibly with corporate social responsibility is core to our strategy and is deeply embedded within our operations and our culture. It is the Group’s goal to continuously improve the wellbeing of the environment and the society in which it operates. From targeting the investment chain towards responsible, long-term value creation, such that economic, social and environmental sustainability are delivered as an outcome to the various development initiatives of the Company, to including day-to-day corporate management, business development and product and service development, our Group strives to achieve our goal of being a good corporate responsible social citizen. In this regard, the Company has also formulated a relevant environmental, and social governance policy, which:

- complies to the relevant laws and regulations of corporate environment, society and governance for conducting the Group’s businesses;
- continues to improve and enhance the Company’s relevant management system embedded with environmental, social and governance considerations; and

- encourages and promotes our staff and employees to save energy and conserve resources, supports and motivates energy saving and emission reduction measures

We are also very committed to communicating between management and staff, in respect of sustainability values, and such information was extended to stakeholders by way of sustainability report.

### **Responses to COVID-19**

The COVID-19 pandemic has influenced how we interact with each other on a daily basis and shaped new business processes in ways we are only beginning to understand.

We continue to partner closely with local governments in all regions where we operate to keep our teams safe and help prevent the spread of the disease. Acting with an abundance of caution, we established early preventative protocols to reduce the risk of exposure, including remote work and separate teams to minimize the number of people working on-site at the same time, additional cleaning and social distancing. As the situation escalated, we provided additional assistance to employees working from home and on-site, including these measures:

- Providing staff and employees with COVID-19 Protection equipment
- Creating an employee relief fund to be claimed by staff and employees to help those facing significant hardships
- Co-ordinate communication with government agencies and employees for the latest information regarding the COVID-19 situation in the associated region

While we cannot choose our circumstances, we can choose our actions. In unprecedented and challenging times like these, our actions must reflect our values and the best of who we are as a company — our people, our resources and our creativity — to help humankind.

### **ENVIRONMENTAL**

We maintain an active program for continuous reduction of hazardous chemicals in the manufacturing process. However, due to the continued trade war and the effects of COVID-19 the operations and productions of the animal feed and L-Ascorbyl Palmitate or anti-oxidant has been adversely affected and

have been mostly suspended. Therefore, due to the continued business associated with the Group for the majority of the past reporting period the type of emissions the Group was mainly involved was mainly travel emissions and paper consumption.

## **Travel**

The Directors and senior executives have decreased the travel for the Board and the senior executives hence reducing the corresponding carbon emission produced from the traveling. This has been done by actively engaging in a policy to utilize telephone conference meetings rather than the traditional face-to-face for all non-essential meetings. In 2019 the corresponding emission resulting from travel was 3.5 tonnes compared to 4.82 tonnes in 2018, a reduction of 27.3% (the above figures have been computed from <http://calculator.carbonfootprint.com/>). The Group will target to improve or sustain the level of carbon emission produced from traveling in the upcoming financial year.

## **Energy and Paper Consumption**

All staff are educated with our energy and paper consumption initiatives. Our initiatives encourage the switch off all lighting, air conditioner and other electrical appliance when not in use. It also promotes to practice paper savings, such as default double-sided printing, reminder for staff to have environmentally friendly photocopying habit, and separated collection of waste paper for effective recycling. A total of approximately 7000 sheets of paper were utilized in 2019 compared to approximately 7,500 sheets in 2018, a reduction of 7%. The Group will target to improve or sustain the level of carbon emission produced from paper consumption in the upcoming financial year.

## **SOCIAL**

### **Systematic Training**

Core values are the basis for the training provided by the Company. While job requirements serve as the theme and enhancement of job skills serves as the objective for the overall training. The Company succeeded in designing targeted training facilitating improvement in the employees' professional and management quality to the fullest extent and realizing their growth potentials.

### **Equal Opportunity**

Equal opportunities are given to employees in respect of recruitment, training and development, job advancement, and compensation and benefits. The employees are not discriminated against or deprived of such opportunities on the basis of gender, ethnic background, religion, colour, sexual orientation, age, marital status, family status, retirement, disability, pregnancy or any other

discrimination prohibited by applicable law. The Group also appreciates the importance of cultural diversity in the development of the Group, and promotes the employment of employees in a wide range of ages, genders, and ethnicities.

### **Avoidance of Conflicts of Interest**

The Group commits to manage all business without undue influence and has regarded honesty, integrity, and fairness as its core values. All directors and employees are required to strictly follow the Code of Conduct and Group's policy to prevent potential bribery, extortion, fraud and money laundering. The Group's Code of Conduct states clearly that:

- All directors and employees should avoid conflicts of personal interest and their professional duties;
- A situation in which employees exercise authority, influence decisions and actions or gain access to company assets and information through their employment in the Group to achieve private and personal gain is strictly prohibited.
- Neither directors nor employees shall obtain or provide benefits to customers, contractors, suppliers, or people with business relationship with the Group

### **LOOKING FORWARD**

Going forward the Group and its Board will continue to improve, enhance and promote the sustainability process. The Board and senior executives will continue to be engaged in corporate social responsibility training for the improvement of the Group's corporate social responsibility development. More training and development in terms of raising staff's awareness on environmental and social impacts from the business will also be considered.