



Lee Kum Kee  
Global Sustainability Highlights

李錦記 

全球可持續發展  
報告摘要 2023 





# About Lee Kum Kee

## 關於李錦記



Founded in 1888  
創立於1888年



A range of more than  
300 types of sauces  
and condiments  
提供超過300款醬料  
和調味品



Products sold in over  
100 countries and  
regions  
產品銷往100多個國家  
和地區



Over 6,200 employees  
worldwide  
全球擁有6,200多名員工

## 6 Production Bases 大生產基地

📍 Hong Kong SAR, China 中國香港

📍 Jining, China 中國濟寧

📍 Xinhui, China 中國新會

📍 Los Angeles, the United States 美國洛杉磯

📍 Huangpu, China 中國黃埔

📍 Kuala Lumpur, Malaysia 馬來西亞吉隆坡

Vision  
願景

Where there are people, there is Lee Kum Kee  
有人的地方，就有李錦記

Promoting Chinese Culinary Culture Worldwide  
發揚中華優秀飲食文化

Mission  
使命



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### About this report 關於本報告

Lee Kum Kee Global Sustainability Highlights Report 2023 provides a performance overview and update of Lee Kum Kee (hereafter referred to as "The Company" or "We") in each of our material topics and related impacts during the calendar year ended 31 December 2023.

李錦記（「本公司」或「我們」）2023年全球可持續發展報告摘要概述和更新截止2023年12月31日止年度之重要議題及相關影響之表現。

### Reporting scope 報告範圍

This report generally covers our headquarters in Hong Kong SAR, China and the production bases in Hong Kong SAR, Huangpu and Xinhui in China, Kuala Lumpur, Malaysia, and Los Angeles, the United States as well as other sites for the China Trading business and operations in other countries. The Product Integrity section of this report only covers sites with manufacturing processes (ie. the aforementioned five production bases). The production base in Jining, China was excluded as its annual impacts are relatively insignificant as compared to those of the aforementioned five production bases. Regarding environmental protection, as Lee Kum Kee believes its five production bases comprise its most significant source of environmental impact, the associated calculations did not include the China Trading business or operations in other countries.

本報告內容涵蓋我們在中國香港的總部，以及在中國香港、黃埔及新會、馬來西亞吉隆坡和美國洛杉磯的生產基地，以及中國銷售業務和其他國家的運營地點。本報告在產品承諾部分僅涵蓋涉及生產的運營地點，即上述五個生產基地。在中國濟寧的生產基地不包括在報告範圍中，因其每年之相關影響表現較上述五個生產基地之影響輕微。而在環境保護部分，李錦記認為重大的環境影響來自上述五個生產基地，因此相關計算不包括中國銷售業務和其他國家的運營地點。

### Reporting frameworks 報告框架

The full Lee Kum Kee Global Sustainability Report 2023 was written with reference to the Environmental, Social and Governance (ESG) Reporting Guide issued by The Hong Kong Stock Exchange of Hong Kong Limited (HKEx), as well as to the applicable disclosures of the Global Reporting Initiative (GRI) Standard, Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures.

李錦記2023年全球可持續發展報告參照香港聯合交易所有限公司（HKEx）的《環境、社會及管治報告指引》、全球報告倡議組織（GRI）標準、氣候相關金融披露工作組（TCFD）建議以及國際財務報告準則（IFRS）S2氣候的適用披露內容所編寫。



# Our Approach to Sustainable Development

## 我們的可持續發展理念

In keeping with our core value of “Si Li Ji Ren” (Considering Others’ Interests), we strive to bring positive value to our stakeholders and to the external environment we all share.

With a foundation in corporate governance, we implement our sustainability approach via the four pillars of Product Integrity, Environmental Protection, Caring for Employees and Caring for the Community. These four pillars also support the United Nations’ Sustainable Development Goals.

我們堅守「思利及人」的核心價值，致力為持份者和經營業務地區創造正面價值。我們以企業管治為基礎，透過以下四大範疇，包括產品承諾、環境保護、關懷員工和關懷社會，推動可持續發展模式，並支持聯合國可持續發展目標。

### Sustainable Development Goals 可持續發展目標

#### Product Integrity 產品承諾



#### Caring for Employees 關懷員工



#### Environmental Protection 環境保護



#### Caring for the Community 關懷社會





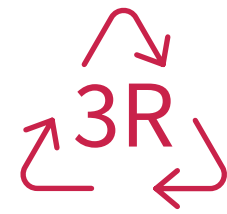
# Highlights 摘要

## Product Integrity 產品承諾



# 100-1=0

Zero tolerance quality philosophy  
品質管理理念 對品質百份百堅持



"3Rs strategy" — Reduce, Reuse and Recycle  
「環保 3R」：減少使用·物盡其用和循環再造



# 300<sup>+</sup>

product types  
產品款式



# 95%

packaging materials are recyclable  
產品包材是可回收物料



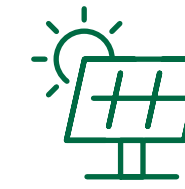
# 5,000<sup>+</sup>

tonnes 噸

Glass annually saved through bottle weight optimisation  
玻璃瓶減重節省玻璃用量

## Environmental Protection 環境保護

Solar Photovoltaic Power Generation System 太陽能光伏發電系統



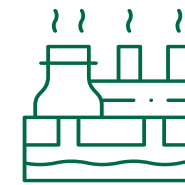
# 4,200<sup>+</sup>

MWh

Electricity from conventional sources was avoided through systems in Xinhui and Hong Kong SAR Production Bases - enough to fully charge 56,000 electric cars

新會及香港生產基地的系統共避免之電量能為超過56,000輛電動車充電

Geothermal Heat Pump System 地源熱泵系統



# 2,200MWh

electricity saved  
節省之電力

Saving 190,000+ kWh more than in 2022

比2022年省190,000+ kWh

Biogas Power Generation System 沼氣發電系統



# Almost 900

MWh of electricity generated  
兆瓦時電力

Man-made Wetland Park in Xinhui 新會人工濕地公園



# 4,000m<sup>3</sup>

treated wastewater was purified per day  
每天淨化經處理的污水量

Wastewater Recycling and Reuse 循環再用污水量



# Almost 540,000m<sup>3</sup>

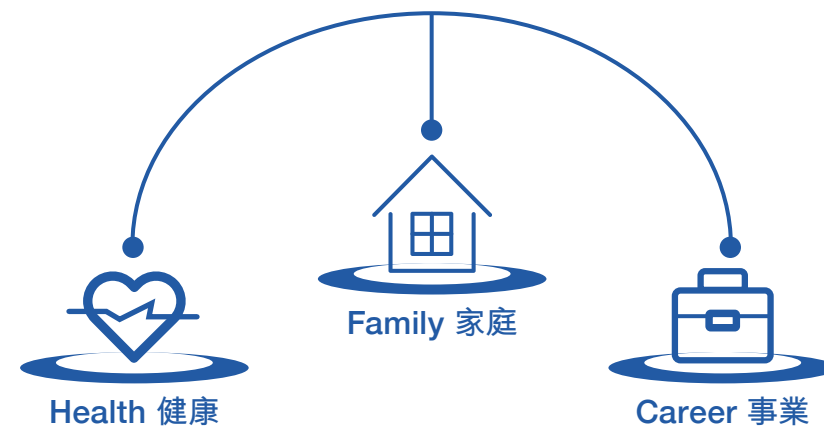
(2023)



# Highlights 摘要

## Caring for Employees 關懷員工

Promote Tri-Balance Concept in Health, Family and Career  
提倡健康、家庭和事業「三平衡」概念



Number of employees 員工總數

6,200<sup>+</sup>



Female: 41%  
女性:



Male: 59%  
男性:

Managerial grade or above 經理級或以上



Female: 47%  
女性:



Male: 53%  
男性:



Average training hours per employee 員工培訓時數每人平均 **16.2** hours 小時



Average length of employment 平均服務年期 **8.5** years 年

Global Employee Engagement Survey 全球員工意見調查



Overall engagement score 整體敬業度得分 **72%**



Higher than the average global market level (68%)  
高於全球市場平均水平 (68%)

## Caring for the Community 關懷社會

Volunteering Support 義工服務



**2,000<sup>+</sup>** volunteers engaged  
義工參與

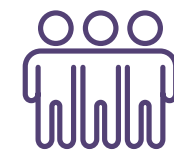


**6,300<sup>+</sup>** service hours  
義工時數 (小時)

Stakeholders' Visit 持份者參觀及交流



**890<sup>+</sup>** tours in Hong Kong SAR and Xinhui  
參觀次數 (香港及新會)



**79,000<sup>+</sup>** participants  
參加者

Global Culinary Immersion Programme 全球烹飪體驗項目



Active in **6** countries  
涵蓋 6 個國家

**1,200<sup>+</sup>** youngsters nurtured since inception  
名有志青年已獲栽培

Hope as Chef Programme 希望廚師



**141** students enrolled  
名學生入學 (2023)



**123** students graduated  
名學生畢業 (2023)



Product Integrity  
產品承諾







  
Sourcing  
原材料

To minimise ecological damage, Lee Kum Kee has developed organic planting methods for chilli and black bean farms and has obtained CNAS Organic Product Certification. We encourage suppliers of raw materials to adopt **Good Agricultural Practices (GAP)** for managing and monitoring their supplies.

為避免生態破壞，李錦記於辣椒及黑豆農場以有機方法種植，並獲得CNAS有機產品認證。李錦記鼓勵原材料供應商取得「**良好農業規範認證**」(GAP)，妥善管理和監控原材料供應。



Lee Kum Kee uses GLOBALG.A.P. certified chillies among our raw materials. The certification is a global brand of smart farm assurance solutions that advances safer and more sustainable farming practices.

李錦記使用獲得全球優良農業規範認證的辣椒作為原材料，該認證是智慧農場保障解決方案的全球認證，旨在促進更安全、更可持續發展的農業實踐措施。



Create Shared Value with GAP  
創造共享價值

Lee Kum Kee collaborates with farmers by offering resources and technical support, and consequently helps them to achieve higher yields and incomes

向農民提供資源和技術支援，提升畝產和收入，改善生活

These efforts also assure Lee Kum Kee of a steady supply of safe, high-quality materials to maintain product quality  
李錦記保證優質原料的穩定供應，以保障產品質量和安全



  
Production  
生產

We follow stringent safety management standards such as **HACCP, ISO 9001 and ISO 22000**. In 2023, our Xinhui Production Base passed the **United States Food and Drug Administration (FDA) audit**. Production areas are cleaned regularly to ensure high level of hygiene.

我們緊守嚴格的安全管理標準，例如**HACCP、ISO 9001及ISO 22000**等。於2023年，新會生產基地通過美國食品藥物管理局(FDA)的審核。生產區域定期進行清潔，確保達至高衛生水平。



  
Packaging  
包裝

● Glass bottle weight optimisation: annual savings of **5,000+ tonnes**

玻璃瓶減重減少使用**5,000+噸玻璃**

● The weight of 500 ml glass bottles is reduced **from 390g to 238g**;  
● The weight of 25oz glass bottles is reduced **from 380g to 345g**

500毫升玻璃瓶重量由**390克減輕至238克**;  
25盎司玻璃瓶重量由**380克減輕至345克**

● Sauce wastage reduced with refined bottle and bottle cap designs

改良瓶子和瓶蓋的設計減少浪費醬料

● Carton boxes designed **with shortened flaps** to reduce material consumption

紙箱**縮短翻蓋**，減少消耗紙箱材料和紙張

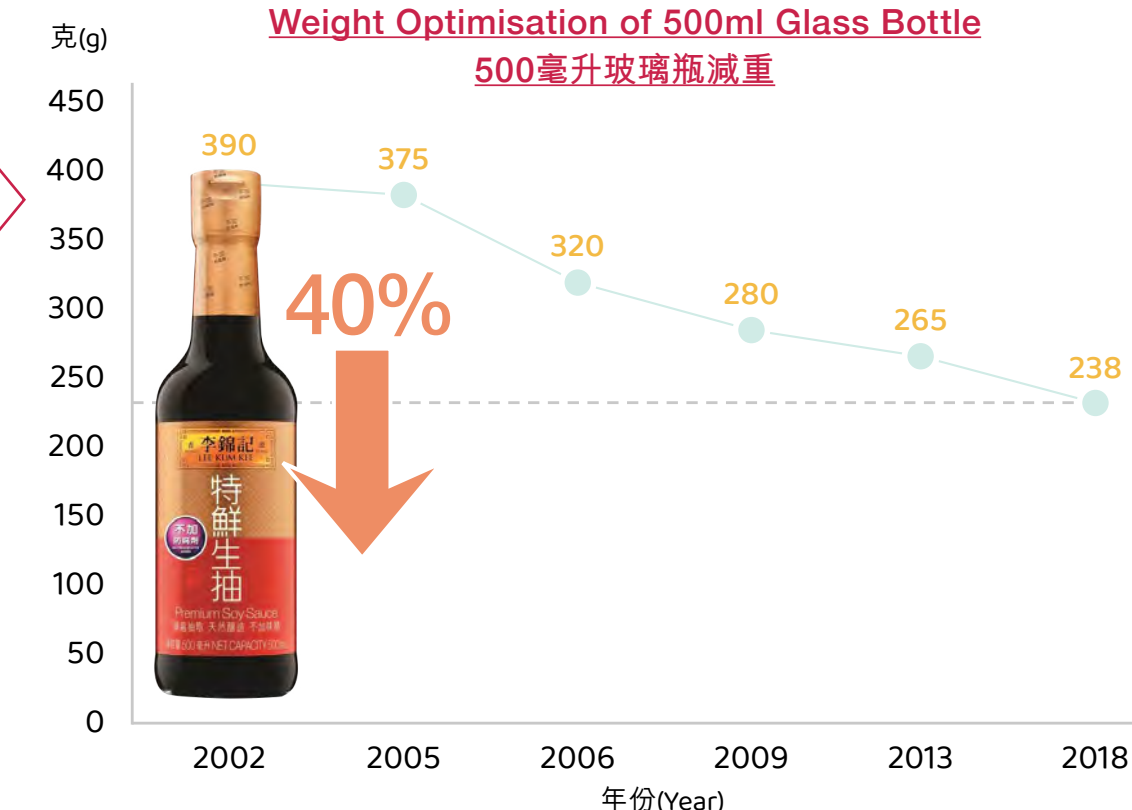
● Increase application of **flexible packaging** and **bulk packaging**

增加使用**軟包裝及大包裝**

● **95%** of packaging materials are recyclable

**95%**產品包材是可回收物料

Weight Optimisation of 500ml Glass Bottle  
500毫升玻璃瓶減重



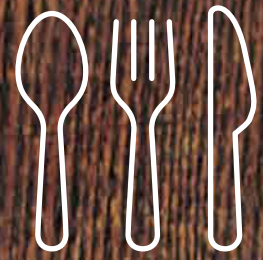
Weight Optimisation of 25oz Glass Bottle  
25盎司玻璃瓶減重

**380<sup>g</sup>**  
**345<sup>g</sup>**





# Products for Diverse Dietary Preferences 產品迎合不同飲食喜好



We sell over 300 types of products in over 100 countries and regions through a variety of distribution channels.

Our products provide excellent options for consumers pursuing healthier lifestyles.

我們共有逾300款產品，透過不同分銷渠道銷售至超過100個國家及地區。

我們提供多元化的健康選擇，滿足追求健康生活的消費者。



## Finished Products 成品

83%

of formulas made from non-GMO ingredients  
產品配方由非基因改造原料製成

71%

suitable for vegetarian (use UK guidelines as reference)  
適合蛋奶素食者(參考英國指引)



65%

suitable for vegan (use UK guidelines as reference)  
適合純素素食者(參考英國指引)

46%

no added flavour enhancer / yeast extract  
無添加增味劑 / 酵母提取物



No added MSG, preservatives and artificial colourant  
無添加味精、防腐劑及人工色素



Gluten-free  
無麩質

Other Options:  
其他選擇:



Low sugar and low sodium  
低糖及低鹽



Organic  
有機





# 15 Product categories 產品品類

Oyster Sauce, Soy Sauce, Basic Cooking Ingredients & Dipping, Convenience Sauce, Chilli Sauce, Menu-Oriented Sauce, Gourmet Sauce, Seasoning Powder, Dressing, Gourmet Food, Noodles, Total Meal, Noodle / Pasta Sauce, Snacks, Soup

蠔油、豉油、基本烹調用料及蘸料、方便醬料、辣椒醬、方便醬料包、美食醬料、調味粉、沙拉 / 涼拌醬汁、即食美饌、即食麵、速食飯麵、拌麵 / 意粉醬、零食、湯底







## Certification of Our Production Bases 生產基地的認證資料

Lee Kum Kee's production bases are certified by many recognised external bodies. In 2023, the Xinhui Production Base passed the FDA Audit, further enhancing food safety control.

李錦記的生產基地獲得多間第三方認可機構認證。2023年，新會生產基地通過美國食品藥物管理局 (FDA) 的驗證，為食品安全進一步把關。

	BRC (British Retail Consortium) 英國零售商會認證	CNAS Laboratory Accreditation 中國合格評定國家認可委員會實驗室認證	USFDA Audit 美國食品藥物管理局審核	Gluten-free Certification Program 無麩質認證計劃	GMP (Good Manufacturing Practice) 生產質量管理規範	HACCP (Hazard Analysis and Critical Control Points) 危害分析和關鍵控制點認證	Halal Certification 清真認證	HOKLAS (The Hong Kong Laboratory Accreditation Scheme) 香港實驗室認可計劃	ISO 9001 質量管理體系認證	ISO 14001 環境管理體系認證	ISO 22000 食品安全管理體系認證	Kosher Certification 猶太潔食認證	Hong Kong Q-Mark 香港 Q 嘜認證	USDA Inspection 美國農業部檢驗	USDA Organic Certification 美國農業部有機認證	SMETA Ethical Audit Sedex 會員道德貿易審核	The Food Safety System Certification 食品安全管理系統	Non GMO Project Verified 非基因改造生物計劃認證
 Hong Kong SAR, China 中國香港		N/A	N/A	N/A	N/A							N/A		N/A	N/A	N/A	N/A	N/A
 Huangpu, China 中國黃埔		N/A	N/A	N/A	N/A			N/A					N/A	N/A	N/A	N/A	N/A	N/A
 Xinhui, China 中國新會					N/A			N/A						N/A			N/A	N/A
 Malaysia 馬來西亞	N/A	N/A	N/A	N/A				N/A		N/A		N/A	N/A	N/A	N/A	N/A		N/A
 The United States 美國		N/A	N/A		N/A	N/A	N/A	N/A		N/A	N/A		N/A		N/A	N/A	N/A	

1. Applicable to Oyster Sauce and Oyster Flavoured Sauce from Malaysia Production Base; 適用於蠔油或蠔油口味的瓶裝產品  
 2. Applicable to Premium Oyster Sauce; 適用於舊庄特級蠔油  
 3. Applicable to Premium Oyster Sauce, Premium Soy Sauce and XO Sauce; 適用於舊庄特級蠔油、特鮮生抽及 XO 醬  
 4. Applicable to chicken powder exported to Canada, Japan and Australia, and no-added MSG chicken powder; 適用於出口加拿大、日本及澳洲的雞粉，以及不加味精雞粉



Environmental  
Protection  
環境保護





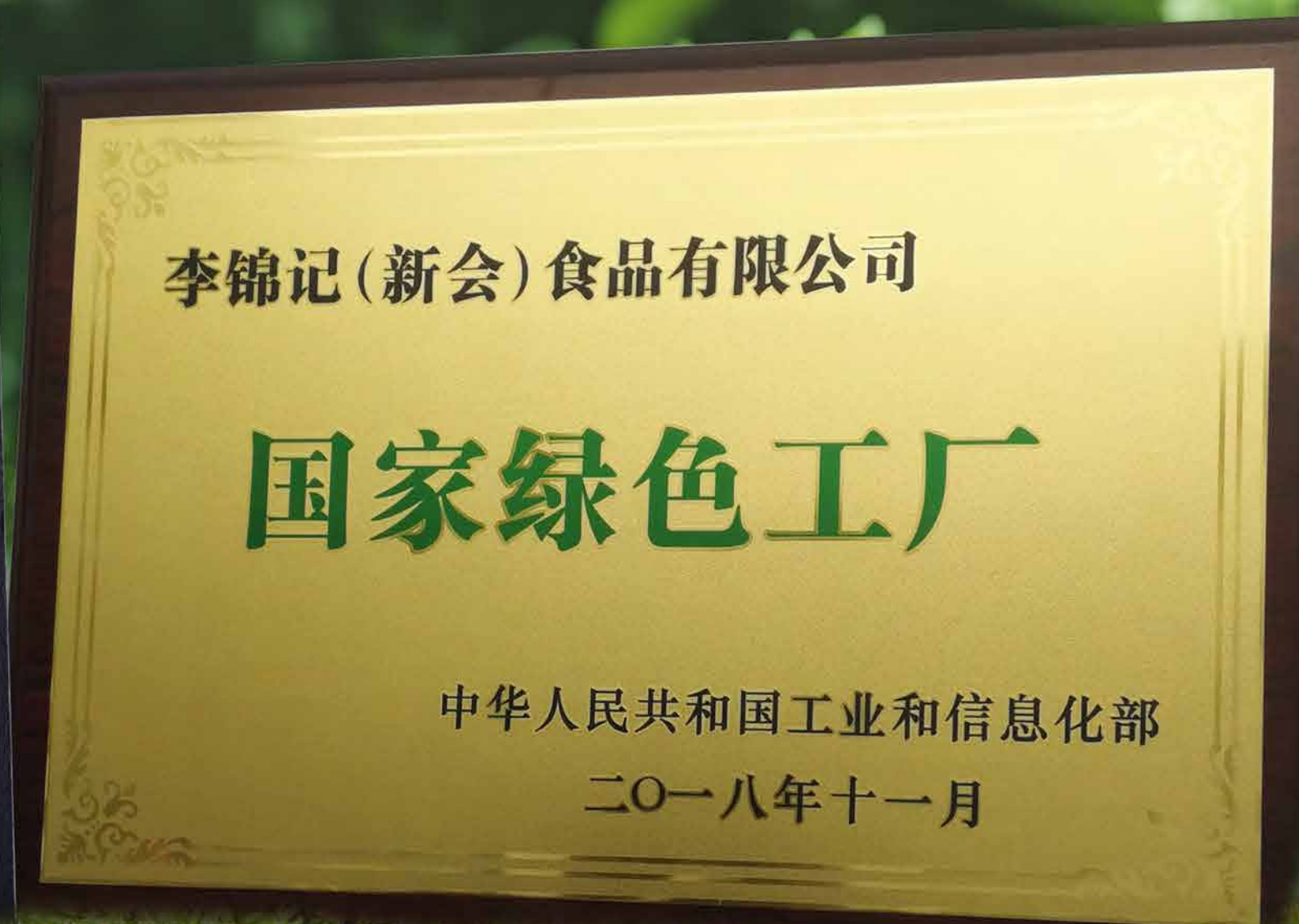
## Awards and Recognitions 獎項及認可

LEED Platinum Certification from  
the U.S. Green Building Council  
(Xinhui Production Base)

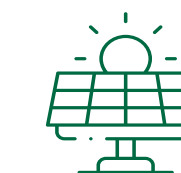
美國綠色建築委員會頒發  
能源與環境設計先鋒 (LEED) 鉑金認證  
(新會生產基地)

National Green Factory by  
the Ministry of Industry and  
Information Technology (MIIT) of  
the People's Republic of China  
(Xinhui Production Base)

國家綠色工廠 (新會生產基地)







## Solar Photovoltaic Power Generation Systems 太陽能光伏發電系統

In 2023, a total of over 4,200 MWh of electricity from conventional sources was avoided by those renewable energy systems - enough to fully charge more than 56,000 electric cars.

Around 50,000 sq. m. of rooftop at the Xinhui Production Base is allocated for the system, while more than 500 sq. m. of photovoltaic panels are installed at the Hong Kong SAR Production Base.

There are expansion plans for both production bases, with new systems expected to begin operation in 2024.

2023年，太陽能光伏發電系統避免超過4,200兆瓦時的電量，能為超過56,000輛電動車充電。

新會生產基地約50,000平方米的屋頂空間用於設置該系統。而在香港生產基地，超過500平方米屋頂空間安裝太陽能光伏發電板。

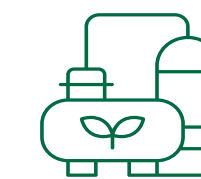
我們在兩個生產基地均計劃擴建太陽能光伏發電系統，新系統預計於2024年投入營運。



Avoided over  
避免超過  
**4,200**  
MWh of electricity  
兆瓦時的電量







### Biogas Power Generation System 沼氣發電系統

The system at the Xinhui Production Base contributed almost 900 MWh of electricity during the reporting period, minimising the facility's dependency on fossil fuel. Lee Kum Kee is the first company in Jiangmen City in China to have implemented biogas power.

As fuel, the system uses biodegradable matter derived from treated sewage. It is decomposed, converted to biogas through anaerobic digestion, desulphurised, and processed further before being used for electricity generation.

沼氣發電系統在報告期內產生近900兆瓦時的電量，減少使用化石燃料。李錦記是中國江門市第一間建設並投入沼氣發電的企業，實現轉廢為能，減少對傳統能源的使用。

該系統運用污水處理過程中的可生物降解物質，通過採用高效內循環厭氧反應器，在厭氧方式處理時產生沼氣，經收集、脫硫等工序後可用於發電。



Contributed almost  
產生近

900

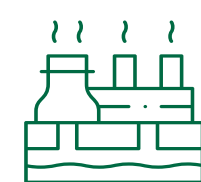
MWh of electricity  
兆瓦時的電量



Saved  
節省

2,200

MWh of electricity  
兆瓦時的電量



### Geothermal Heat Pump System 地源熱泵系統

Lee Kum Kee is the first enterprise in the world to use geothermal energy for soy sauce production. Launched in 2022, our centrifugal magnetic suspension water chiller with geothermal system can provide a green cold source for production at 30-40% greater efficiency than a conventional chiller system.

In 2023, the system yielded savings of 2,200 MWh of electricity (over 190,000 kWh more than in 2022).



李錦記是全球首間將地源熱泵應用於醬油生產的企業。2022年啟用地源磁懸浮冷水系統，為生產提供環保冷卻方式。系統的能源效益比普通冷水機系統高出百分之三十至四十。

2023年，系統節省2,200兆瓦時電量，比2022年節省多190,000千瓦時。

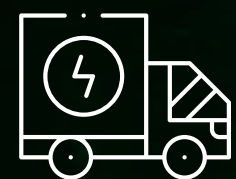




# Hydrogen-powered Truck and Electric Vehicle 氫能源物流專車及電動車



In 2022, Lee Kum Kee began using hydrogen-fuelled trucks to connect its production bases in Huangpu and Xinhui. The production base in Xinhui now uses an electric bus for on-site transportation. These steps towards green logistics help reduce our carbon footprint.



由2022年開始，李錦記採用氫能源物流專車連接黃埔生產基地與新會生產基地。新會生產基地亦採用電動車作為廠內交通工具，旨在邁向綠色物流，有助減少碳足跡。





540,000 m<sup>3</sup>  
立方米

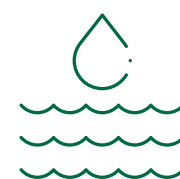
Wastewater reused and recycled  
污水經循環再用



# Water Management 用水管理

Wastewater from all our production bases is treated before discharge into municipal drainage systems or water courses. In total, about 540,000 m<sup>3</sup> of wastewater, which is equivalent to the volume of 216 standard Olympic-sized swimming pools, was recycled in 2023 using this process.

李錦記所有生產基地均設有污水處理設施，將工業污水在排入市政排水系統或水道前加以淨化。2023年，五個生產基地共有約540,000立方米污水經循環再用，足以裝滿約216個奧運會標準游泳池。



Wastewater Treatment  
Facilities and  
Greywater Recycling  
Facilities  
污水處理設施和  
中水回用系統



## Man-made Wetland Park 人工濕地公園

A 16,000m<sup>2</sup> wetland park has been created as part of an existing wastewater treatment plant at Xinhui Production Base to improve drainage water quality. The man-made wetland can purify 4,000m<sup>3</sup> of treated wastewater per day by natural processes.

佔地16,000平方米的人工濕地公園已完成建設，成為現時新會生產基地污水處理系統的一部份，以改善排水水質。人工濕地每天以天然方式深度淨化已處理的水量達4,000立方米。



## Reuse of Treated Wastewater 中水回用

Treated wastewater at Xinhui Production Base is reused in several ways, including for lavatories, wind-driven spray cooling in the container yard, and after filtration, for washing.

在新會生產基地，中水回用系統與洗手間和貨櫃碼頭高塔的管道連接。經處理的水將用於沖水，以及透過風力驅動的噴霧冷卻集裝箱放置場所。部分經處理的水再經進一步過濾，用作清洗工廠用途。

We regularly review the capacity and effectiveness of our wastewater treatment systems to ensure they are adequate to production demands and meeting regulatory requirements. The greywater recycling system at Xinhui Production Base has been upgraded with new continuous sand filtration technology.

我們定期檢討污水處理系統的容量及處理能力，以確保足以應付不斷擴大的生產需求及監管要求。我們採用水處理行業的新型過濾技術——連續砂濾科技，升級新會生產基地的中水循環系統。





## Waste Management 廢棄物管理

Lee Kum Kee maximises resource utilisation by reusing and recycling whenever possible to reduce our environmental impact.

李錦記高效利用資源，實現再利用和回收，減少我們對環境的影響。

## Recycling Dried Residue from Soy Sauce Production 循環再用豉油渣



### Convert Waste into Organic Fertilisers 轉廢為有機肥料

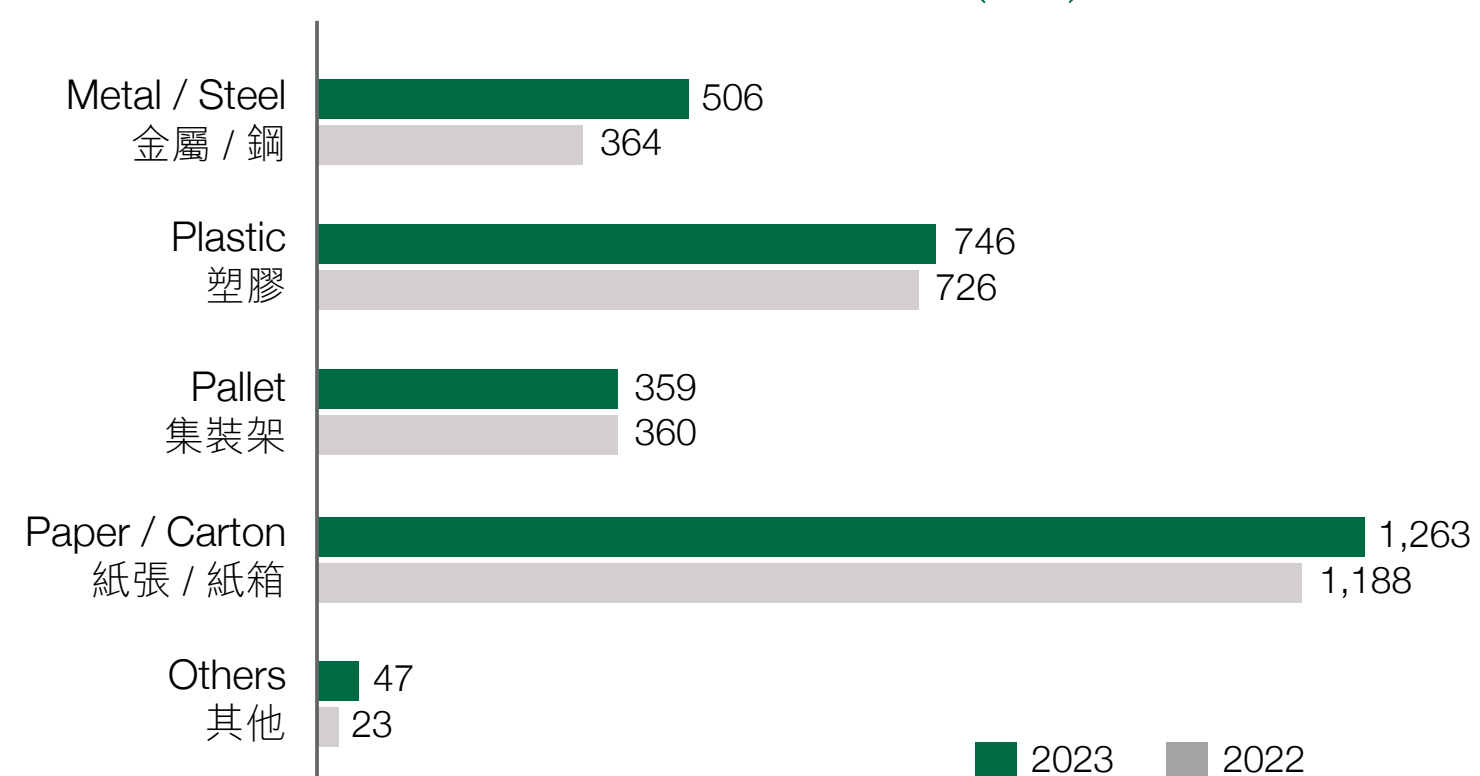
Xinhui Production Base uses soy sauce residues and other organic waste to raise black soldier fly larvae. The flies' faeces can be mixed with other organic residues and fermented to produce organic fertiliser for farming. Meanwhile the fly larvae can be used as animal feed.

新會生產基地運用豉油渣配合廚餘等有機廢物作為飼料，飼養黑水虻幼蟲，再將蟲的排泄物與其他有機廢物混合發酵成有機肥料，用於種植。蟲養大後亦成為動物飼料。

In 2023, the staff canteen at the Hong Kong SAR Production Base began routine food waste separation and collection. The waste is passed to a government-appointed contractor for further recycling.

2023年，公司在中國香港生產基地的員工飯堂推行廚餘分類及收集，並交由政府環境保護署指定承辦商回收。

### Waste Reuse and Recycling (Tonnes) 廢棄物循環再用及回收 (噸)



### Create Shared Value with By-products 副產品創造共享價值

In 2023, about 30,000 tonnes of dried residues were used to raise about 7,000 tonnes of fly larvae, producing around 8,000 tonnes of organic fertiliser.

2023年，約30,000噸有機廢渣養蟲約7,000噸，生產有機肥料約8,000噸。



# Caring for Employees 關懷員工







## Communication and Engagement 溝通及互動

In 2023, Lee Kum Kee held two conferences to update global staff on business and management, and to reaffirm its corporate culture.

2023年，李錦記舉行了兩場大會，藉此分享業務和管理的最新資訊，並與全球員工緊密溝通，鞏固企業文化。



## Talent Management 人才管理

We provide learning and development opportunities as well as sponsorship for external training for our employees. In 2023, over 97,000 participants received training with total training hours exceeding 101,000 hours (+13.2% compared to 2022).

我們向員工提供學習和發展機會，並資助外部培訓。2023年，超過97,000人次參與培訓，總時數超過101,000小時（比2022年上升13.2%）。



**97,000+**  
training participants  
培訓人次



**101,000+**  
training hours  
培訓時數

2023



**+13.2%**

2022

## Health and Safety 健康和安全

We believe that protecting the life and health of employees is an employer's fundamental duty. We have robust occupational health and safety measures in place, including the provision of employee safety training. In 2023, over 75,000 participated in these training sessions.

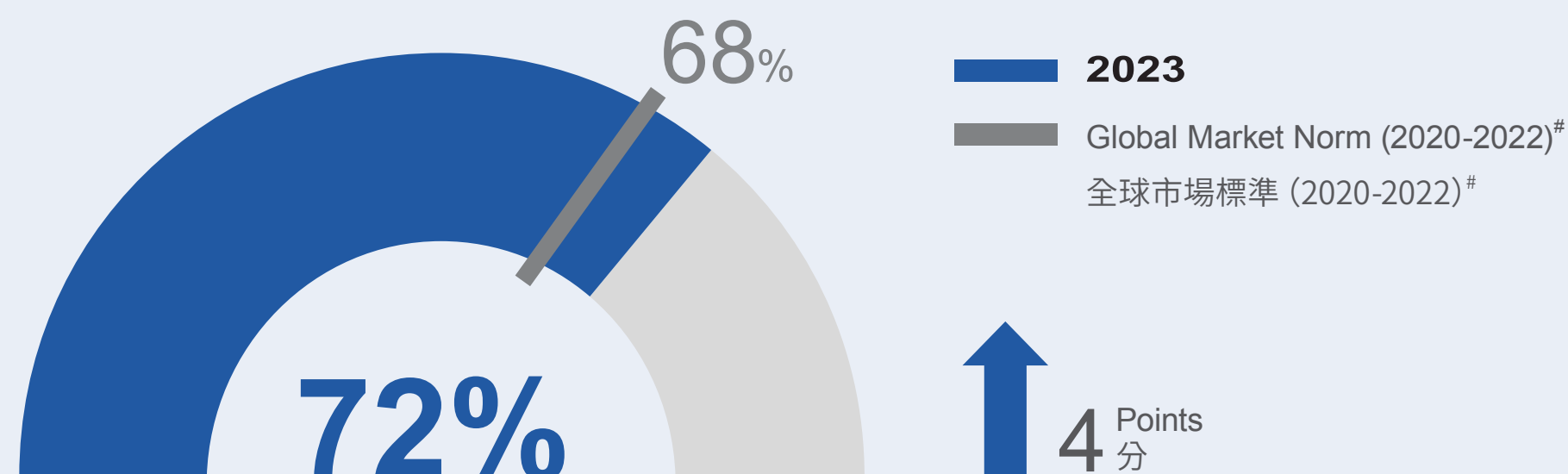
我們相信保障員工的生命和健康是僱主的基本責任。我們擁有健全的職業健康和系統，並為員工提供充足的工作安全培訓。2023年，超過75,000人次各項健康和系統培訓活動。



**75,000+** training participants  
培訓人次

A Global Employee Engagement Survey was conducted in 2023 with overall employee engagement rate 72%. The findings were essential for us to develop strategies for targeted workforce.

2023年進行的員工意見調查顯示整體敬業度為72%。調查結果有助我們為特定組別制定相應策略。



<sup>#</sup> Global Market Norm (2020-2022) includes more than 10 million respondents from more than 180 global markets. Differences may appear one percentage point higher or lower than expected due to rounding.

<sup>#</sup> 由於全球市場標準（2020-2022年）包括來自180多個全球市場的超過1,000萬受訪者，差異可能或比預期高或低1個百分點



# Awards and Recognitions 獎項及認可

Happy Company 10 Years  
開心企業  
Promoting Happiness Index Foundation  
香港提升快樂指數基金



5 Years Partner Employer Award 2023  
「友商有良 2023」5年卓越企業嘉許狀  
The Hong Kong General Chamber of Small and Medium Business  
香港中小型企業總商會

Asia Pacific Outstanding Employer 2022  
亞太傑出僱主大獎 2022  
Job Market  
求職廣場

Best Companies to Work for in Asia 2023  
- Hong Kong region  
2023 亞洲最佳企業僱主獎 - 香港地區  
HR Asia Magazine  
HR Asia 雜誌



ERB Manpower Developer Award Scheme  
人才企業嘉許計劃  
Employees Retraining Board  
僱員再培訓局



Employer of Choice 2022  
卓越僱主大獎 2022  
Job Market  
求職廣場





# Caring for the Community 關懷社會





# "Benefitting the Community" and "Sharing Fruits of Success" are our core values 「造福社會」和「共享成果」 是我們的核⼼價值



DONATE

In 2023, we continued to support communities through cash and in-kind donations amounting to over HKD 8 million.

2023 年，我們持續透過現金或醬料捐贈，支援社區發展，捐資總額超過八百萬港元。







Active in 6 countries  
項目覆蓋 6 個國家



1,200+ 

youngsters were nurtured  
有志青年獲栽培

270 students awarded  
scholarships  
名學生獲獎學金資助



# Global Culinary Immersion Programme 全球烹飪體驗項目



We launched “Hope as Chef” programmes in Mainland China, Hong Kong SAR and Malaysia, helping aspiring teenagers pursue their culinary dream.

The Programme was named as an “Excellent Case of Poverty Alleviation” in Mainland China in recognition of its effort to assist the youth to accept and complete professional Chinese cuisine learning, and cultivates future stars of the industry. Since its launch in 2011 in Mainland China, we supported over 1,200 youngsters from more than 20 provinces.

Besides, we awarded Lee Kum Kee Corporate Scholarship annually to students and teachers specialising in Chinese cuisine at vocational colleges in Beijing, Chengdu, Guangzhou and Shanghai in the Mainland China. In 2023, there will be 270 awardees.

We also award scholarships to outstanding students at top culinary schools including the Chinese Culinary Institute, the International Culinary Institute, the Culinary Institute of America, Johnson & Wales University. Moreover, cooking classes were conducted for students from Overseas Chinese School in Seoul, South Korea. We also sponsor the HCSA Academy Culinary Training Centre in Singapore which aims to give vulnerable individuals the professional skills needed for stable employment in the industry.

In association with Ming Ai (London) Institute, we hosted 79 culinary workshops, promoting healthy Chinese culinary culture to over 1,400 students and teachers in the United Kingdom.

我們於中國內地、香港及馬來西亞舉辦「希望廚師」項目，幫助年輕人學廚圓夢。

項目曾於中國內地獲評為「脫貧攻堅優秀案例」，以表揚項目幫助一眾青年接受並完成專業系統的中餐烹飪訓練，同時為中餐業培育未來之星。項目自2011年在內地創辦以來，已資助超過1,200名來自20多個省份的有志青年。

此外，我們每年頒發李錦記企業獎教獎學金予中國北京、成都、廣州及上海的職高院校，獎勵中餐烹飪專業表現突出的師生。2023年，共有270名得獎者。

我們還向在中華廚藝學院、國際廚藝學院、美國烹飪學院、強生威爾士大學等頂尖烹飪學校就讀的優秀學生提供獎學金。另外，又贊助南韓首爾漢城華僑中學為年輕人舉行烹飪班，以及在新加坡贊助為弱勢群體提供在餐飲業就業專業技能訓練的HCSA Academy烹飪培訓中心。

2023年，李錦記與明愛（倫敦）學院合作舉辦79場廚藝工作坊，向超過1,400名英國學生和教師推廣健康中菜文化。



# Volunteering Activities

## 義工活動



Through the Global Volunteer Team, Lee Kum Kee continues to extend our care to different strata of the community. Highlights of our volunteering activities in 2023:

李錦記環球義工隊持續將關懷擴展至社區不同階層。  
2023年義工活動回顧：



Mainland China  
中國內地



Science Research Tour 科普研學遊



The Double Ninth Festival Gift Wrapping  
重陽慰問禮盒包裝



Maintenance of Lee Kum Kee Forest  
李錦記樹林維護活動



Hong Kong SAR,  
China  
中國香港



Mid-Autumn Elderly Home Visit  
中秋長者探訪



Hong Kong Red Cross Blood Donation Day  
香港紅十字會捐血日



Box of Hope  
「希望之箱」計劃





Asia-Pacific  
亞太地區



School Uniform Sponsorship Programme  
校服贊助計劃



Willing Hearts Community Service in Singapore  
新加坡願之心社區服務



Europe  
歐洲



Charity Step Challenge  
慈善步行挑戰



Americas  
美洲



"The Greener the Better" Garden Building Event  
義工種植活動



"Spark of Love" Toy Drive  
「燃點愛的火花」玩具募捐活動



Give Books Change Lives  
兒童讀物捐贈及小學圖書館義工服務





# Engagement with Stakeholders 持份者互動

Lee Kum Kee actively engages with our stakeholders for building trust and raising brand image.

In 2023, over 800 tours were hosted for government officials, business partners and education institutions in Hong Kong SAR Headquarters and Xinhui Production Bases with over 79,000 participants.

Our Xinhui Production Base was named "Guangdong Science Education Base" (2023-2027) by the Guangdong Provincial Association for Science and Technology and the Department of Science and Technology of Guangdong Province. Lee Kum Kee Xinhui Production Base runs several condiment-themed science popularisation programmes as well as scientific educational activities related to raw materials, GMP quality management and environmental protection.

李錦記積極與持份者互動交流，以建立互信並提升品牌形象。

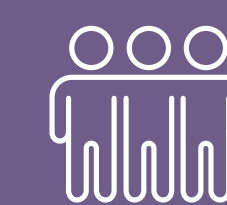
2023年，香港總部和新會生產基地接待政府官員、商業夥伴和教育機構參觀超過800次，參加人數超過79,000人。

李錦記新會生產基地獲廣東省科學技術協會及廣東省科技廳名為「廣東省科普教育基地」(2023-2027)。該生產基地致力提供以調味品為主題的科普體驗活動，持續開展關於原材料、GMP管理體系、環保等方面的科普課題。



800+

tours  
次廠房參觀



79,000+

stakeholders engaged  
名持份者參與





# Awards and Recognitions 獎項及認可

- A. Manufacturing Asia Awards 2023 - China Sustainable Manufacturing Initiative of the Year (Food)**  
亞洲製造大獎 2023 — 中國可持續製造項目年度大獎 (食品行業)  
Awarded by: Manufacturing Asia  
頒發機構: Manufacturing Asia
- B. GoldenKey •SDG Forerunner**  
首批金鑰匙 •SDG 領跑企業  
Awarded by: China Sustainability Tribune  
頒發機構: 可持續發展經濟導刊
- C. Contribution Award for Sustainability**  
2023 綠色可持續發展貢獻獎  
Awarded by: The 2nd Green Zero-carbon Festival  
頒發機構: 第二屆國際綠色零碳節
- D. 2023 Golden Flag Award – Environmental Protection (Gold)**  
2023 金旗獎環境保護金獎  
Awarded by: Golden Flag Award  
頒發機構: 金旗獎品牌大賞
- E. The “Green Building: Lee Kum Kee Tower, Guangzhou” project has been awarded the “Sustainable Design Pioneer Award”**  
「綠色建築:廣州李錦記大廈」項目獲 2023 CSR 環球創新榜「可持續設計先鋒獎」  
Awarded by: CSR Global Innovation Ranking  
頒發機構: CSR 環球創新榜
- F. Individual SDG Award - Goal 7: Affordable And Clean Energy**  
聯合國可持續發展目標獎 - 目標 7: 可負擔能源  
Awarded by: Green Council  
頒發機構: 環保促進會
- G. Hong Kong Awards for Environmental Excellence - Silver Award (Manufacturing and Industrial Services)**  
香港環境卓越大獎 – 銀獎 (製造業及工業服務)  
Awarded by: The Environmental Campaign Committee  
頒發機構: 環境運動委員會
- H. ESG Pledge Scheme**  
ESG 約章計劃  
Awarded by: The Chinese Manufacturers' Association of Hong Kong  
頒發機構: 香港中華廠商聯合會
- I. Hong Kong Green Awards 2023 - Green Management Award - Corporate (Large Corporation) Bronze Award**  
香港綠色企業大獎 2023「優越環保管理獎(企業) — 銅獎」  
Awarded by: Green Council  
頒發機構: 環保促進會

**J. Hong Kong ESG Grand Award**  
香港 ESG 大獎

Awarded by: The Chinese Manufacturers' Association of Hong Kong  
頒發機構: 香港中華廠商聯合會

**M. Industry Cares 5+ Year Award (Enterprise Group)**  
工業獻愛心 5 年+ (企業組別)

Awarded by: Federation of Hong Kong Industries  
頒發機構: 香港工業總會

**P. 20 Year Plus Caring Company Logo**  
20 年 Plus「商界展關懷」

Awarded by: The Hong Kong Council of Social Service  
頒發機構: 香港社會服務聯會

**K. Hong Kong Green Organisation**  
香港綠色機構

Awarded by: Environmental Campaign Committee  
頒發機構: 環境運動委員會

**N. Hong Kong Top Brand Mark 2022-2023**  
香港名牌標識 2022-2023

Awarded by: The Chinese Manufacturers' Association of Hong Kong & Hong Kong Brand Development Council  
頒發機構: 香港中華廠商聯合會及香港品牌發展局

**Q. Appreciation Award for Promoting Cantonese Cuisine Development**  
推動粵菜發展貢獻獎

Awarded by: World Master Chefs Association for Cantonese Cuisine  
頒發機構: 世界粵菜廚皇協會

**L. The Greater Bay Area Navigation Award – Most Valuable Brand Award**  
領航「9+2」粵港澳大灣區最具品牌價值獎

Awarded by: Hong Kong Ta Kung Wen Wei Media Group  
頒發機構: 香港大公文匯傳媒集團

**O. Tai Po District Outstanding Citizen Award**  
大埔區傑出公民獎

Awarded by: Tai Po District Civic Education Campaign Committee  
頒發機構: 大埔區公民教育運動委員會





### Forward-looking Statements

This report contains certain forward-looking statements and information relating to Lee Kum Kee that are based on the beliefs of our management as well as assumptions made by and information currently available to our management. When used in this document, the words “aim”, “anticipate”, “believe”, “could”, “expect”, “going forward”, “intend”, “may”, “ought to”, “plan”, “project”, “seek”, “should”, “will”, “would” and the negative of these words and other similar expressions, as they relate to us or our management, are intended to identify forward-looking statements. Such statements reflect the current views of our management with respect to future events, operations, liquidity and capital resources, some of which may not materialise or may change. These statements are subject to certain risks, uncertainties and assumptions.

We hope you find this report informative. Please share your feedback and suggestions with us: [corporateaffairs@lkk.com](mailto:corporateaffairs@lkk.com)

### 前瞻性聲明

本報告摘要載有若干前瞻性陳述及資料。該等陳述及資料乃基於管理層所信、所作假設及現時所掌握的資料作出。於本文件中，「旨在」、「預計」、「相信」、「能夠」、「預期」、「今後」、「有意」、「或會」、「應當」、「計劃」、「預料」、「尋求」、「應該」、「將會」、「可能」等詞彙及其反義詞及其他類似表達，由於與我們或管理層相關，故擬用於識別前瞻性陳述。該等陳述反映管理層當前對未來事件、營運、流動資金及資本來源的觀點，其中若干觀點可能不會實現或可能會改變。以上陳述受若干風險、不確定因素及假設的影響。

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