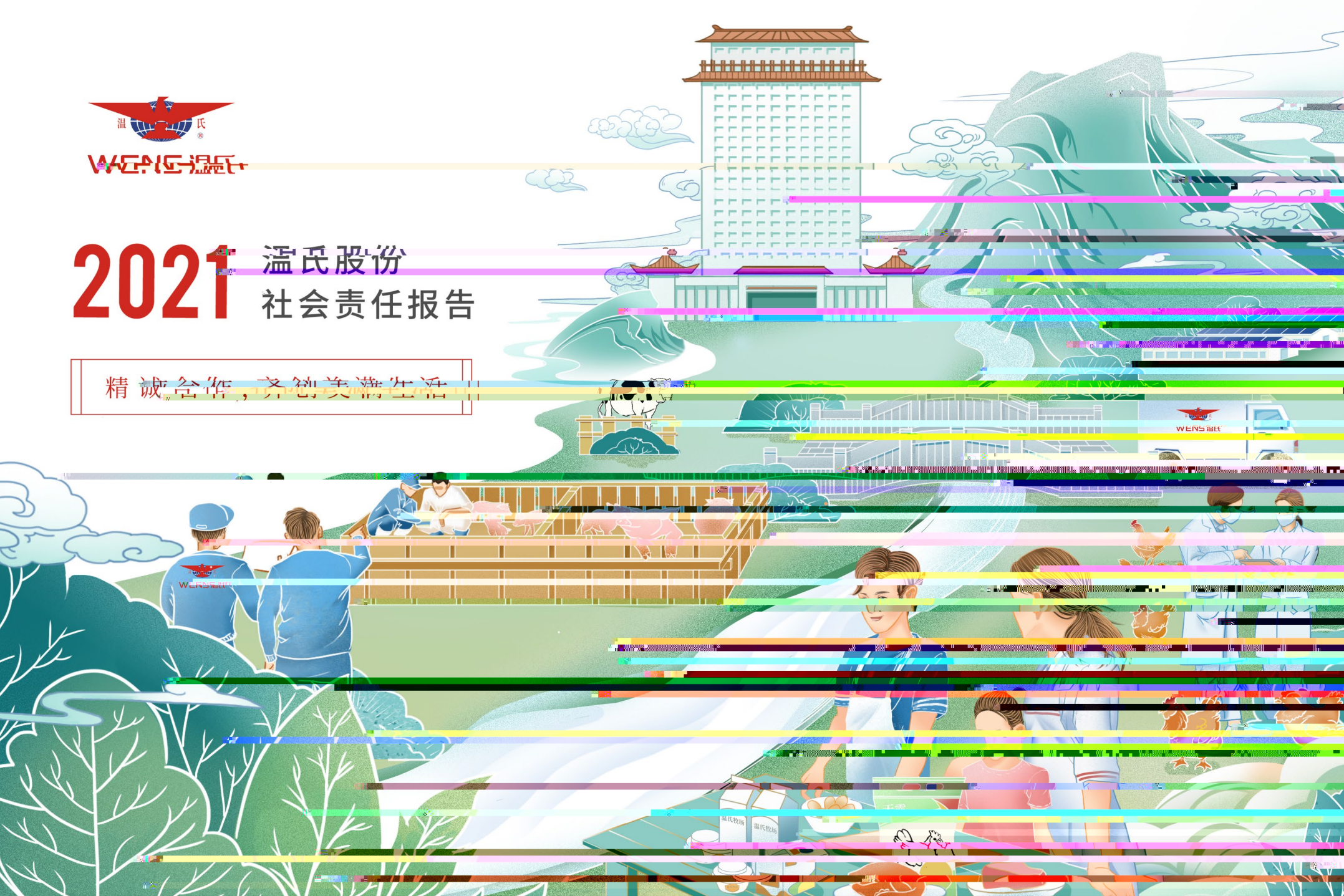




# 2021 温氏股份 社会责任报告

精诚合作，共创美满生活





2021

2021 4

2021 1 1 2021 12 31

• GRI

GRI Sfa` dadle

• CASS-CSR 4.0

• 2021

•

•

2022 4

i i i .c` i` fa.ca\_ .c`

i i i .i e` e.ca\_ .c`



# 目录

关于本报告	01
董事长致辞	03
数说2021	05

04 “温”享美味	35
舌尖上的安全	36
舌尖上的美味	39
舌尖上的品牌	43

01 关于温氏	07
公司简介	08
党建工作	14
社会责任战略与管理	15

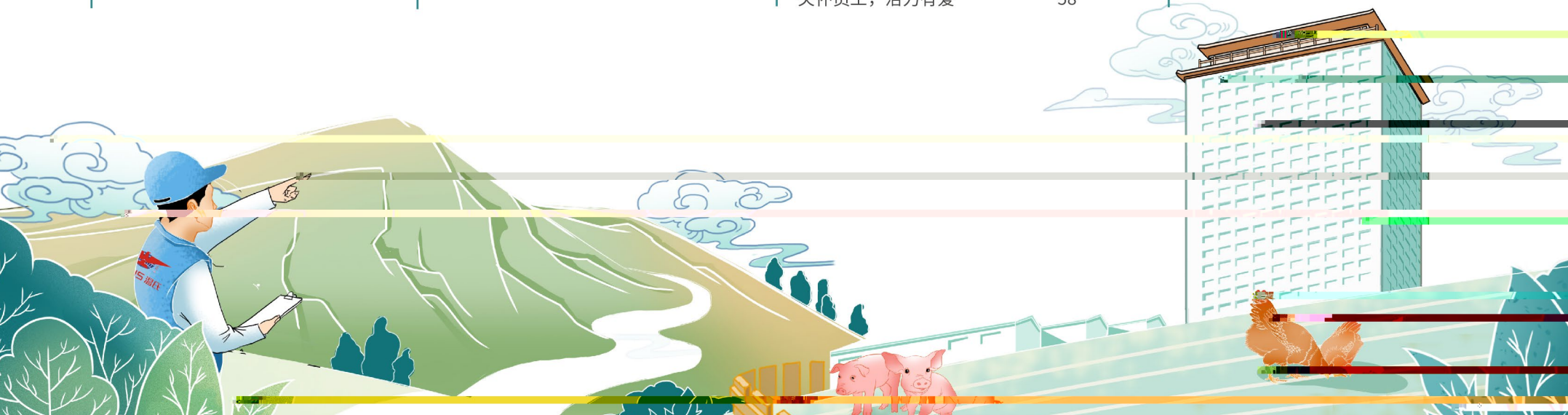
05 企业治理	44
公司治理	46
合规运营	47

02 专题：乡村振兴，稳住“三农”	18
共同富裕，稳收入	19
产业振兴，稳发展	21
生态振兴，	25
人才振兴，稳未来	27

06 “温”心职场	49
公平多元，共享共赢	50
赋能职业发展，激发潜在潜能	53
福利激励，共享幸福	55
健康安全，安心职场	56
关怀员工，活力有爱	58

03 “温”护地球	29
环境管理	30
应对气候变化	31
水资源管理	33

07 “温”暖社区	60
北英慈善基金会	61
抗击新冠肺炎疫情捐赠	62
员工志愿服务	62



---

2021

100

2021

0 0 E

0 0

G



2021

8100

2021

5.31

30%

30

温志勇

2021



649.54

967.86

402



1321.74



11.01



5797.89



6.05

13.37



4.54

3.36



2021

75.14

505

6.03

8



67

545

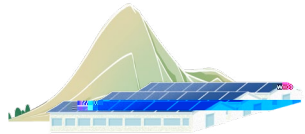
10

4

2

7

1



5.31

27

8

2



44.6



26.1



20

64

300

2200

50

2000



EMBA

6

5



2021

91



3

8100

7000

01

关于温氏



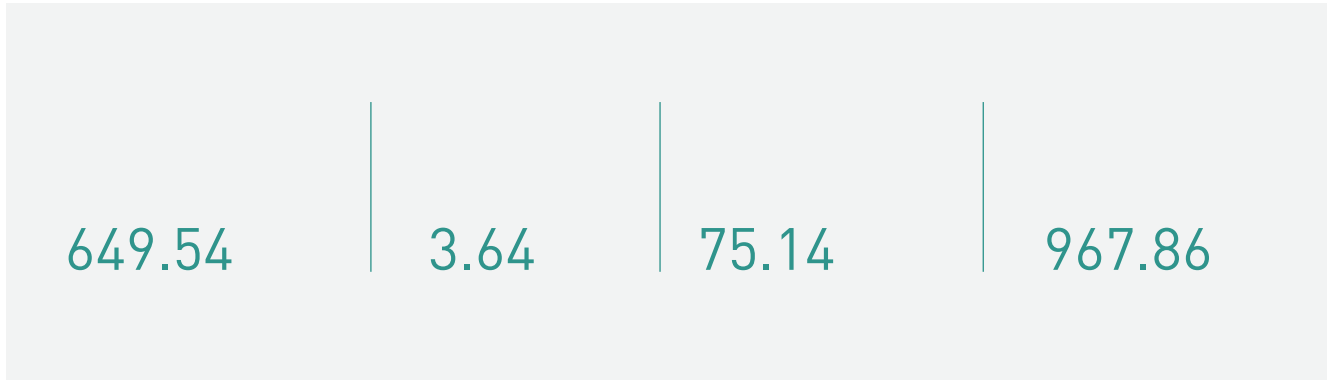
- 公司简介
- 党建工作
- 社会责任战略与管理

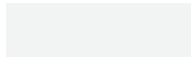
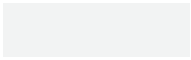
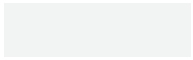
300498  
1983

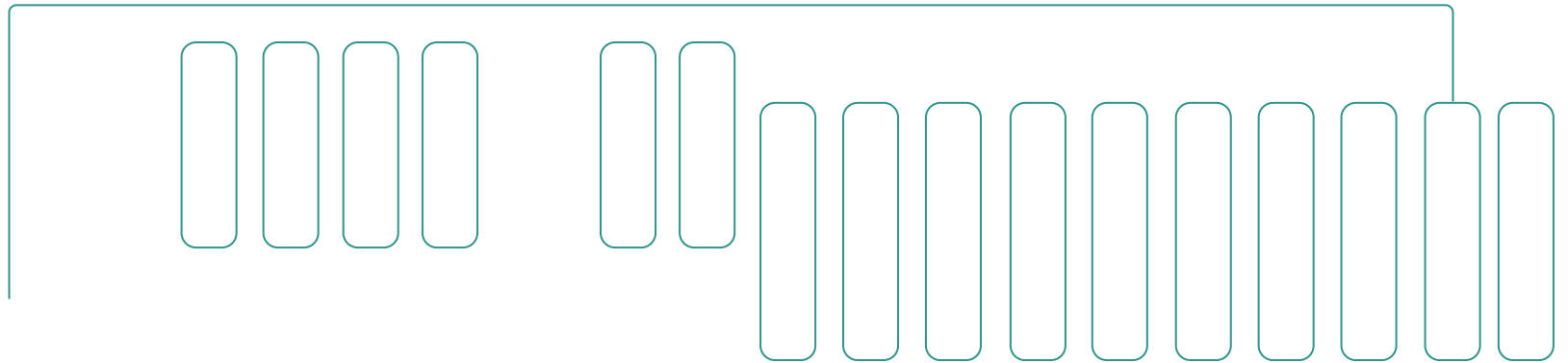
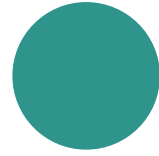
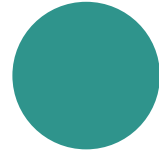
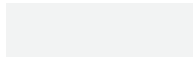
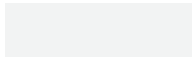
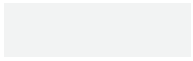


2021  
402  
649.54  
75.14

20  
4.54  
3.64  
967.86

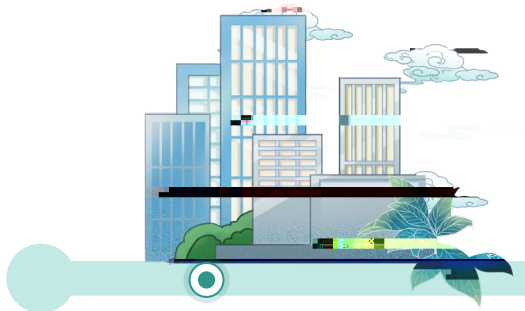
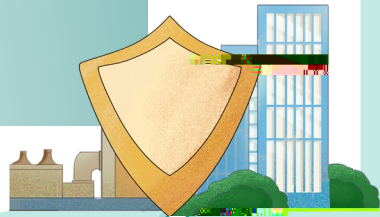








2021



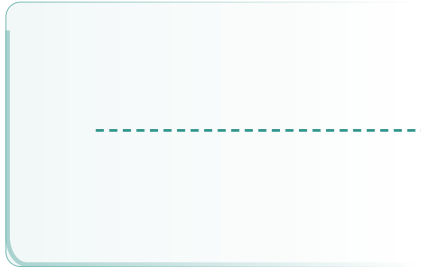
MSCI B ESG BB

BB

2021  
500  
119

# 2021

---



-----



2017-2020



-----



2020



-----



2021  
500      119



-----



-----



2021



-----



5A



-----



-----



2020

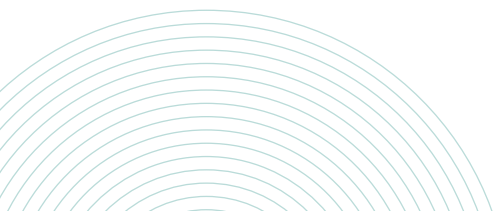


-----





2021	37	3
	1148	341
	283	989
	320	52%





\_\_\_\_\_

Four rows of input fields, each consisting of a circular icon with an arrow pointing to a rectangular box.

- Row 1:
- Row 2:
- Row 3:
- Row 4:

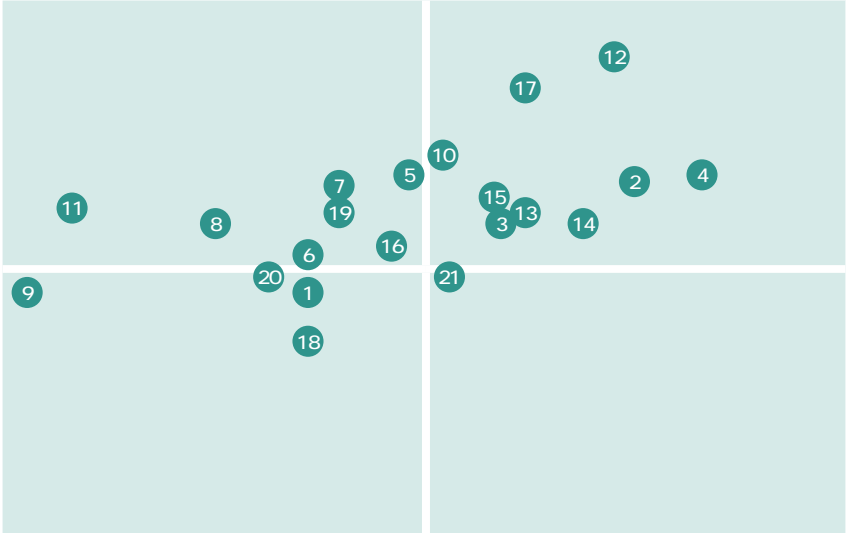
MSCI ESG

GRI Sfa` dadle

21

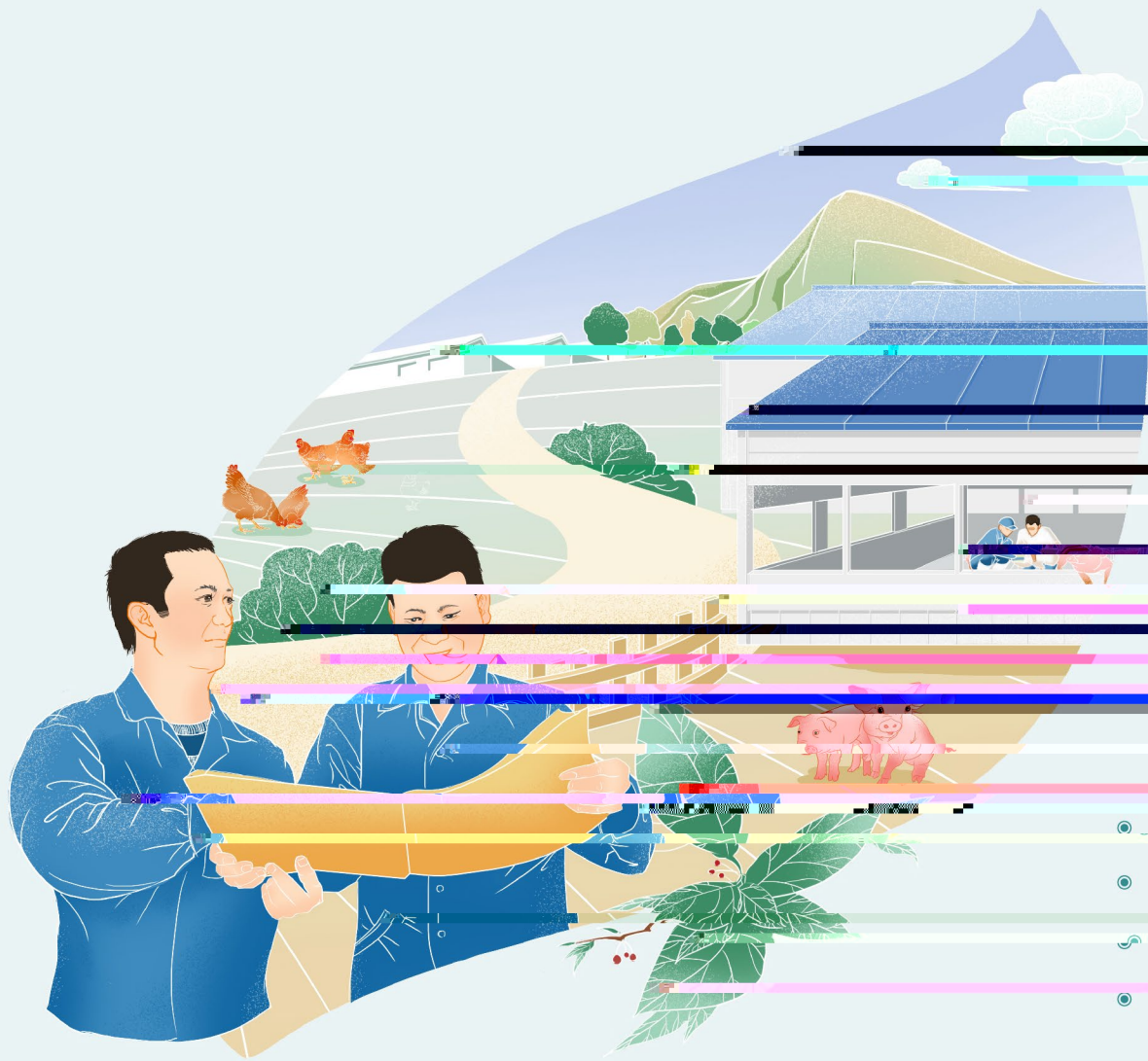
9

2021





专题：乡村振兴，稳中求进



- ◎ 共同富裕，稳收入
- ◎ 产业振兴，稳发展
- ◎ 生态振兴，稳环境
- ◎ 人才振兴，稳未来

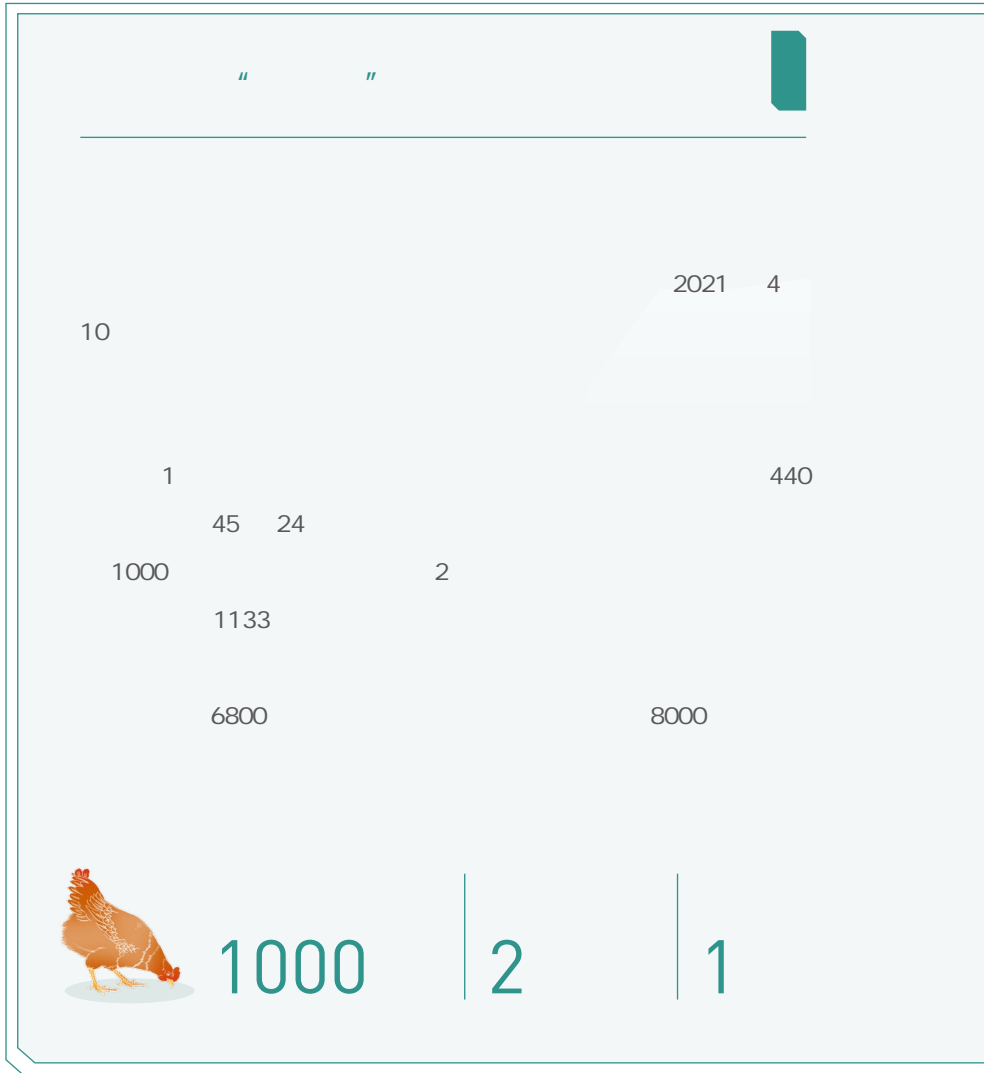
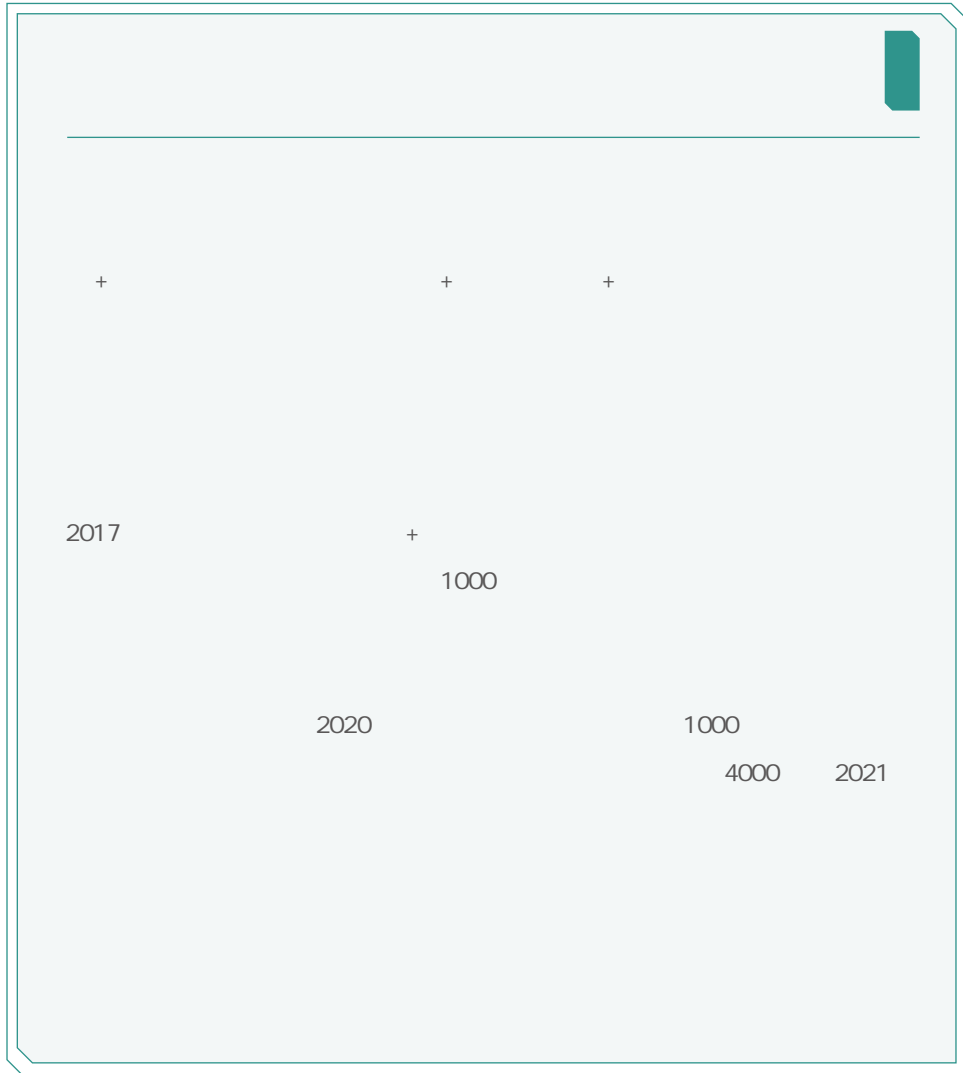


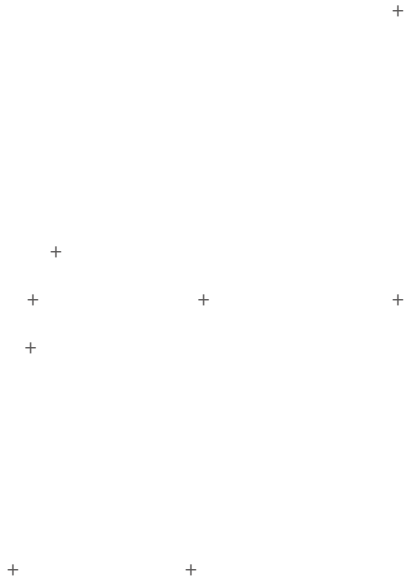
2021

8

1

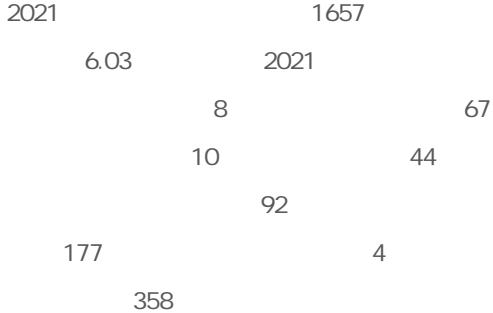
2022





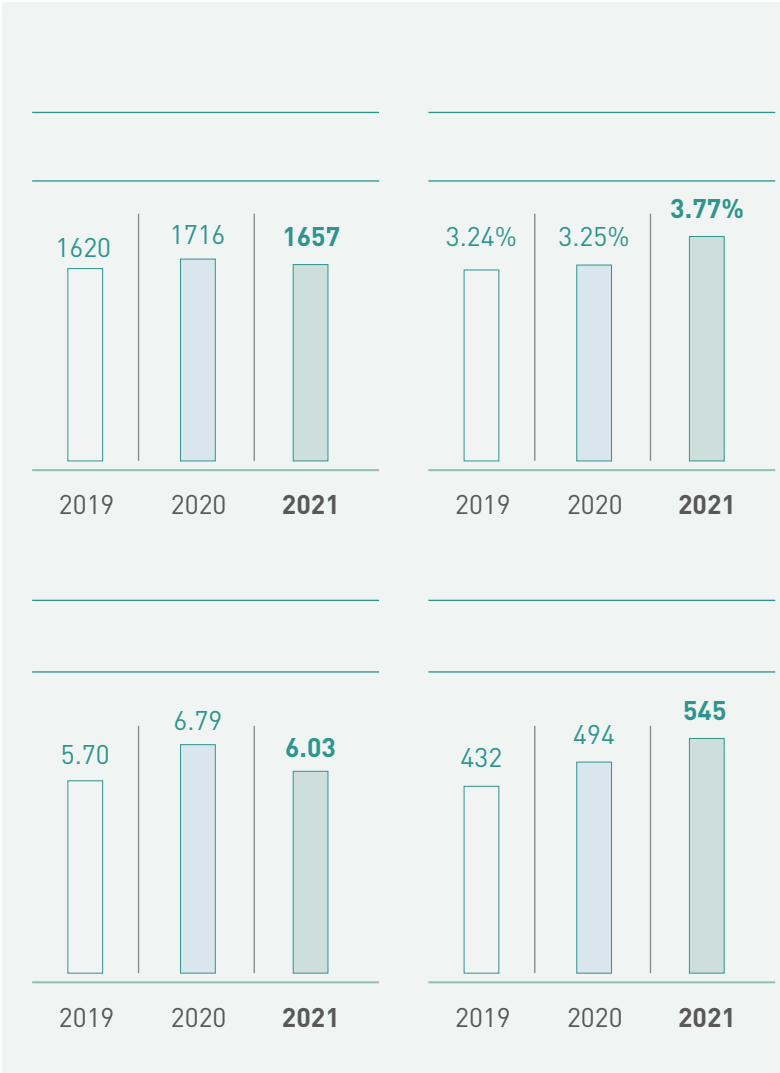
2021

8.2%<sup>1</sup>



2020

20 300 64

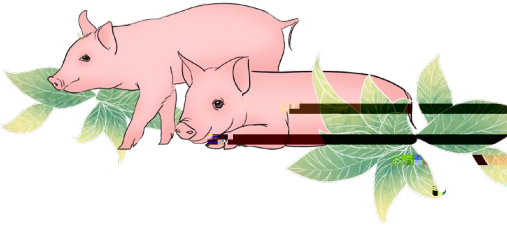


3

2021



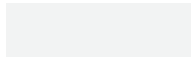
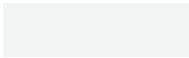
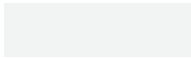
1998



2

50  
90%

"		"	
2022	1	21	
		2019	
	2021	210	54
			9000



30

" \_ \_ "

40

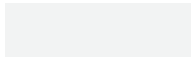
" \_ \_ "

100\_ ...



" \_ \_ "

1-2



30




2021

" "

---

380 29





10

2016

14

2016-2020

2020

2018

2020 6

2021

2021 7

6      2021 11      2022 1  
2000      6      5



2000



6



5

11      150

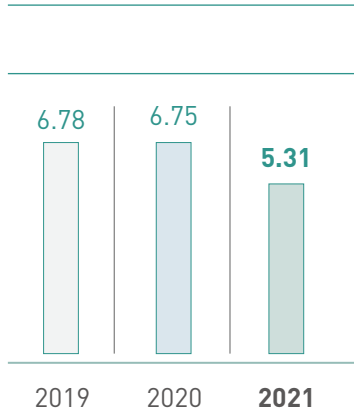
「温」  
护地球



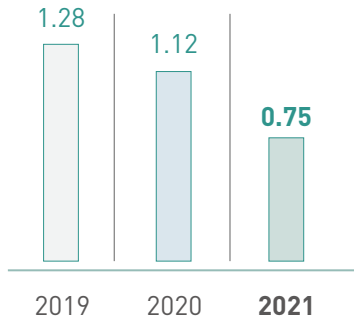
● 环境管理

● 应对气候变化

● 水资源管理




%



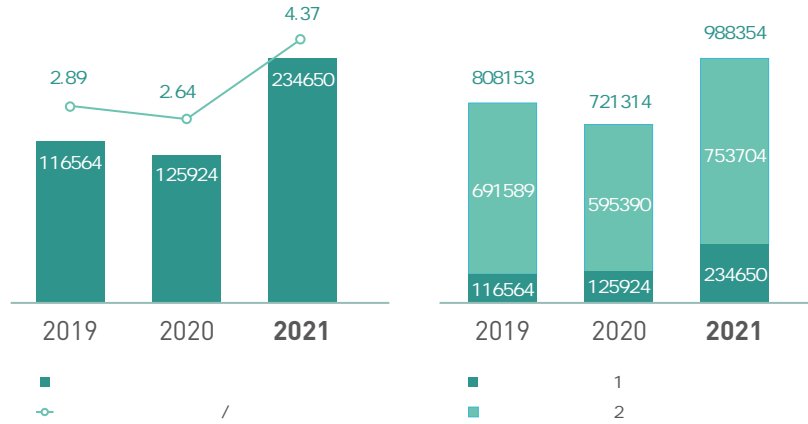
27  
2

8  
+  
2021

14.5%<sup>2</sup>

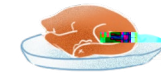
	2019	2020	2021
	912	1541	24217
	3926	3911	3958
	9025	11525	13069
	208	199	1026
	N/A	N/A	16233
	1174235	1027866	1219493
	N/A	N/A	219361

2019-2021



44.6

/



26.1

/

1 2021

2020

1 2

1

2

2

1

2

25 300

+

20%

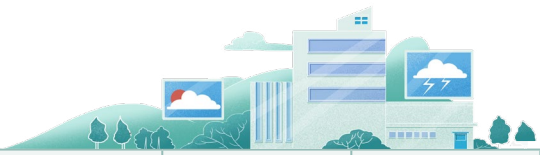
30

15%

26-33

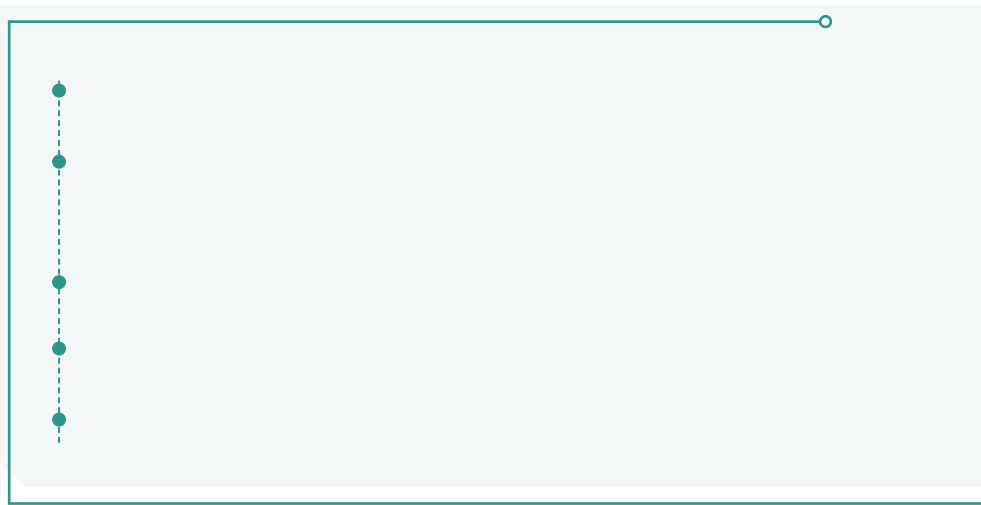
20%	30
15%	26-33

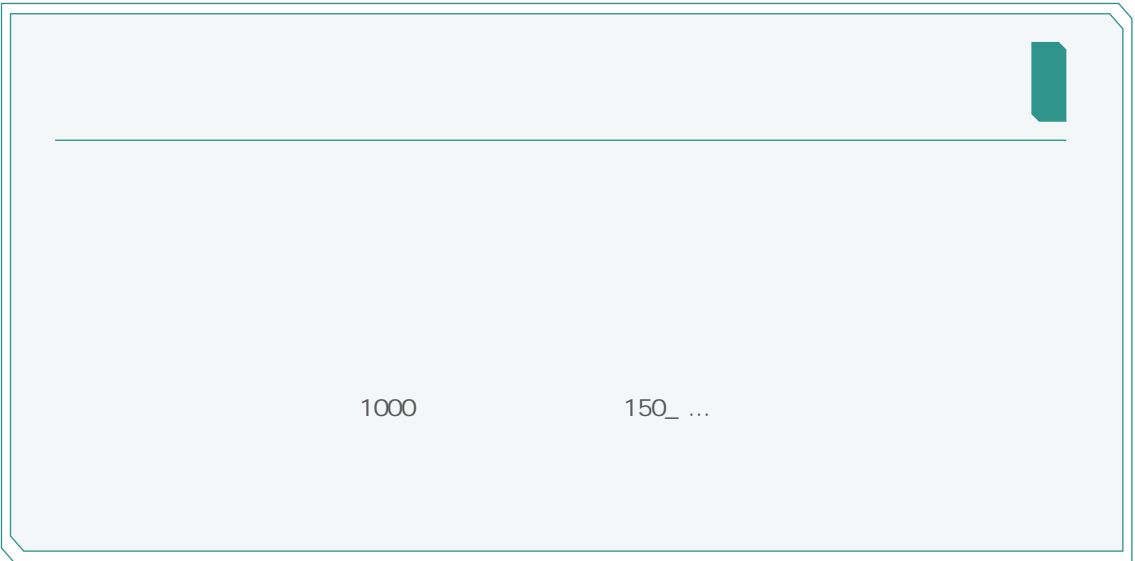
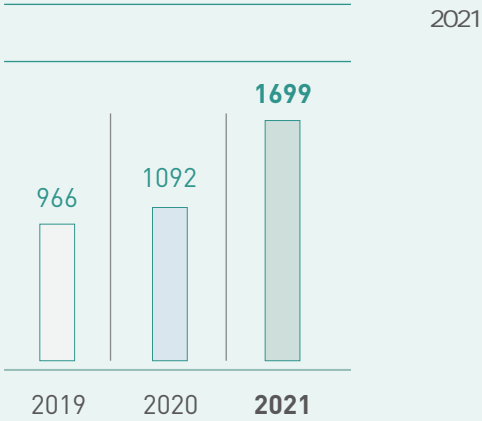




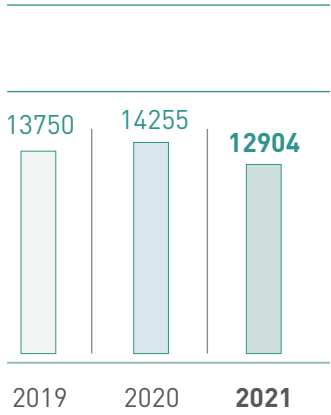
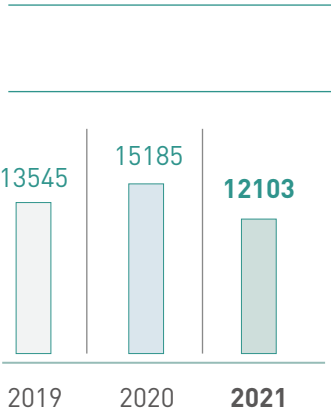
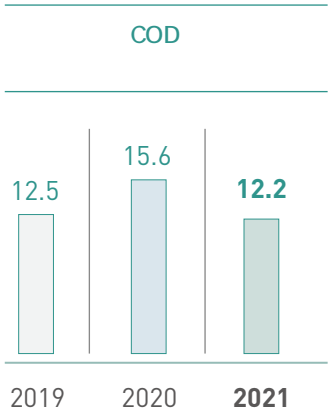
	2019	2020	2021
	100%	100%	100%
	100%	100%	100%
	2019	2020	2021
	100%	100%	100%
	100%	100%	100%

30 28 25\_3/d%  
 28 25 22\_./d%





+ + +

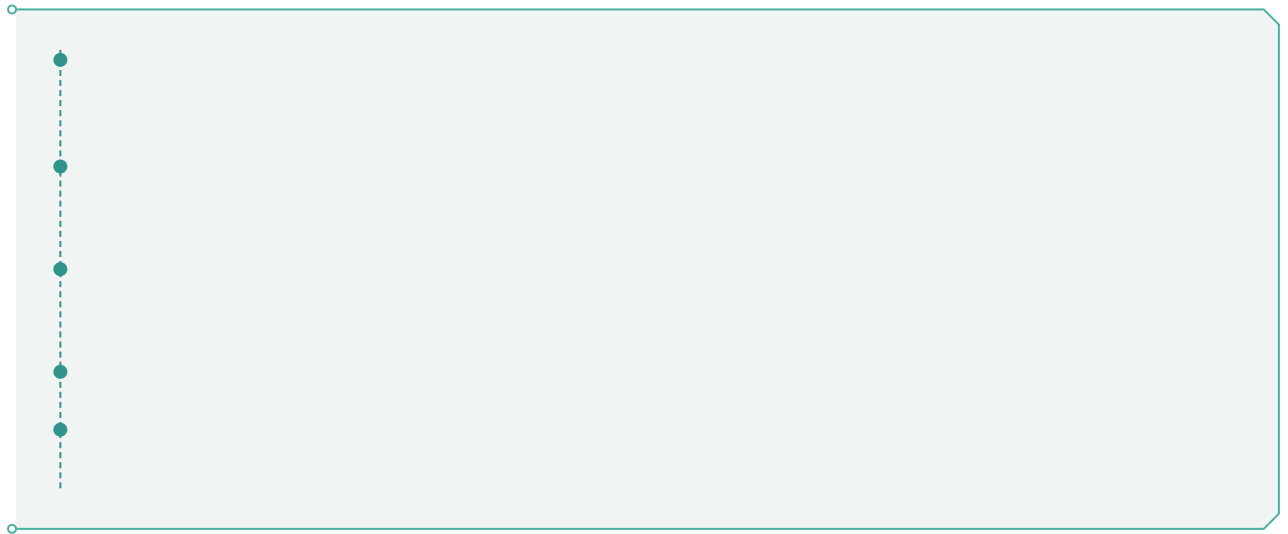
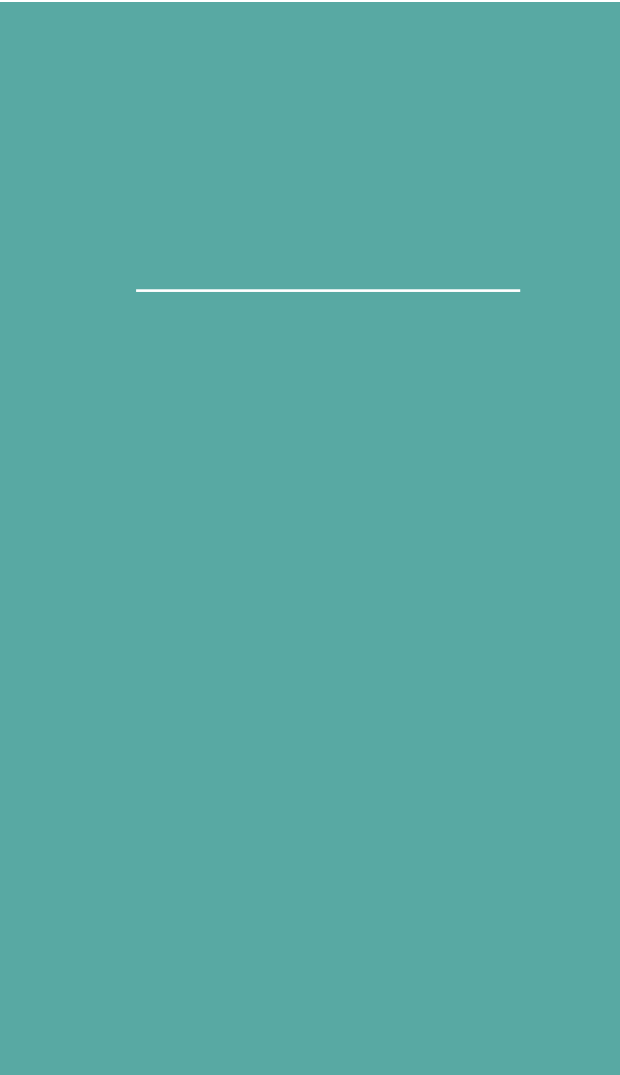
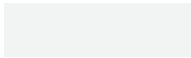




舌尖上的安全

舌尖上的美味

● 舌尖上的品牌





ISO 22000

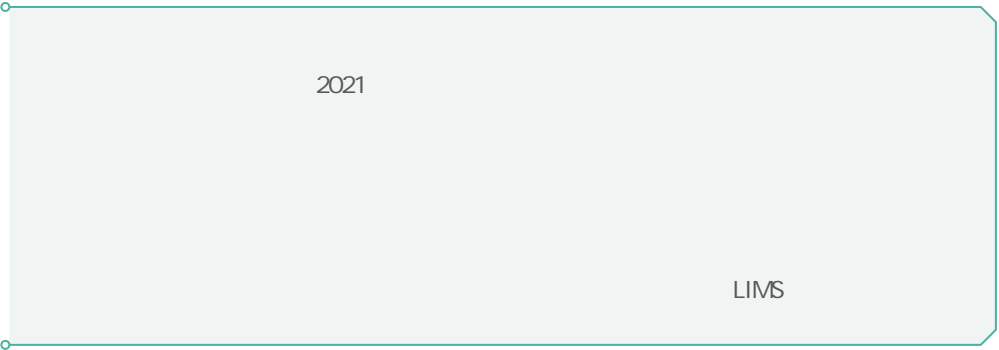
000



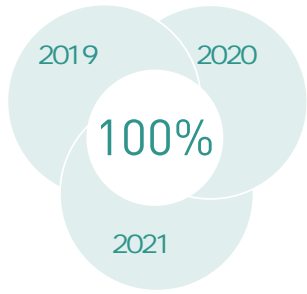
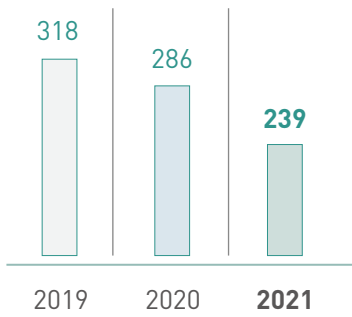
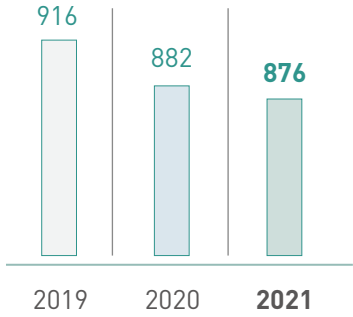
20

4500

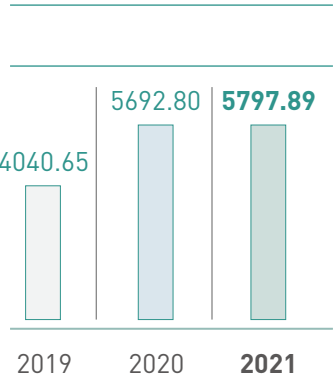
2021



+



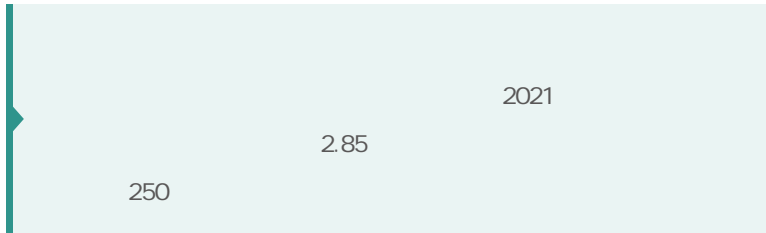
2022





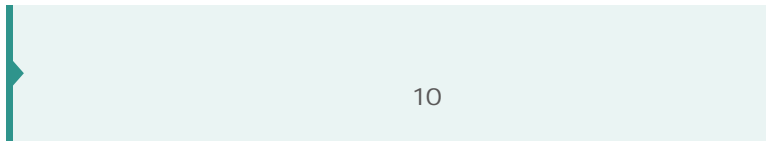
2021

“ ”



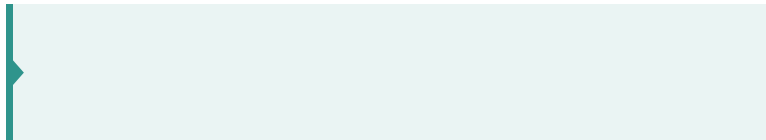
2021

3000<sup>3</sup>



2004

—



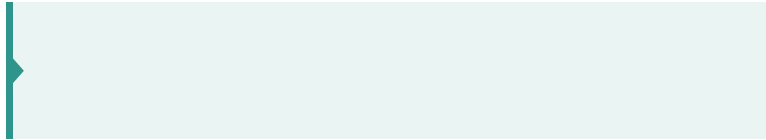
2021

2022



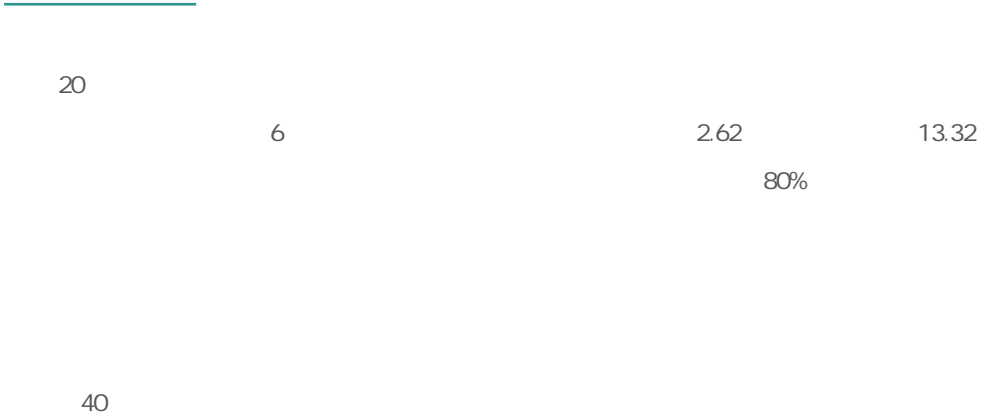
2021


4 /




+


NCBD



 6 2.62

---

 13.32 80%




---

2021 12

2 1.2

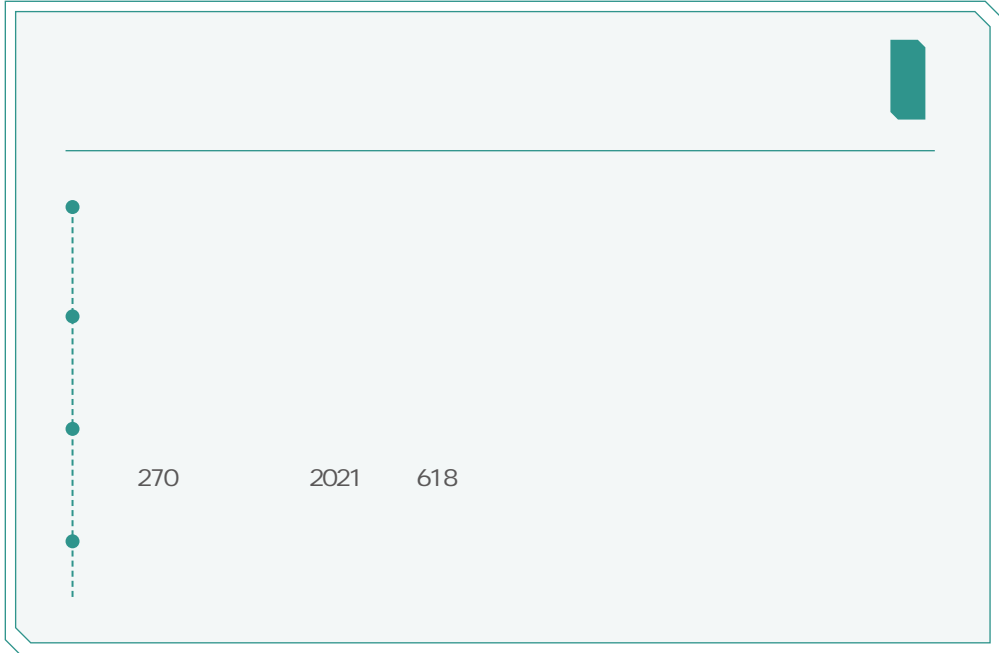
2.5

+

3500

1000

2021





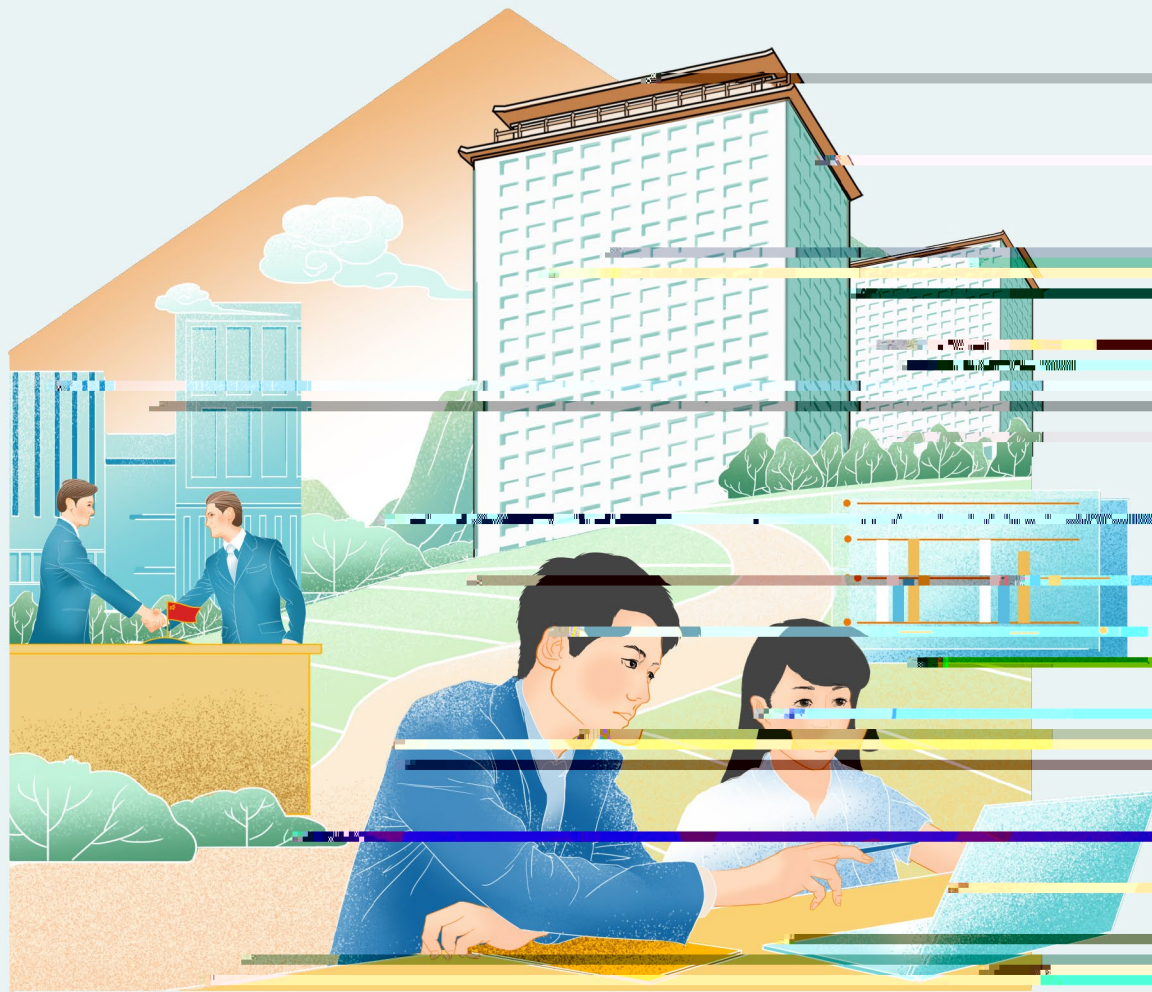
wens 温氏食品  
民食为天 食唯安鲜

用心守护从农场到餐桌的每一步

守护美味  
The Guardians of Taste

“ ”

+ 2021



● 公司治理

● 合规运营

2020

12.75



2021		2020	
64	2295		
36	13		
11	27		
574	22		
979	5		
620	8		
122	2	249	
	806	100%	
3.3			

\_\_\_\_\_

2021

2020

12.75

2015

4

2021

20

2

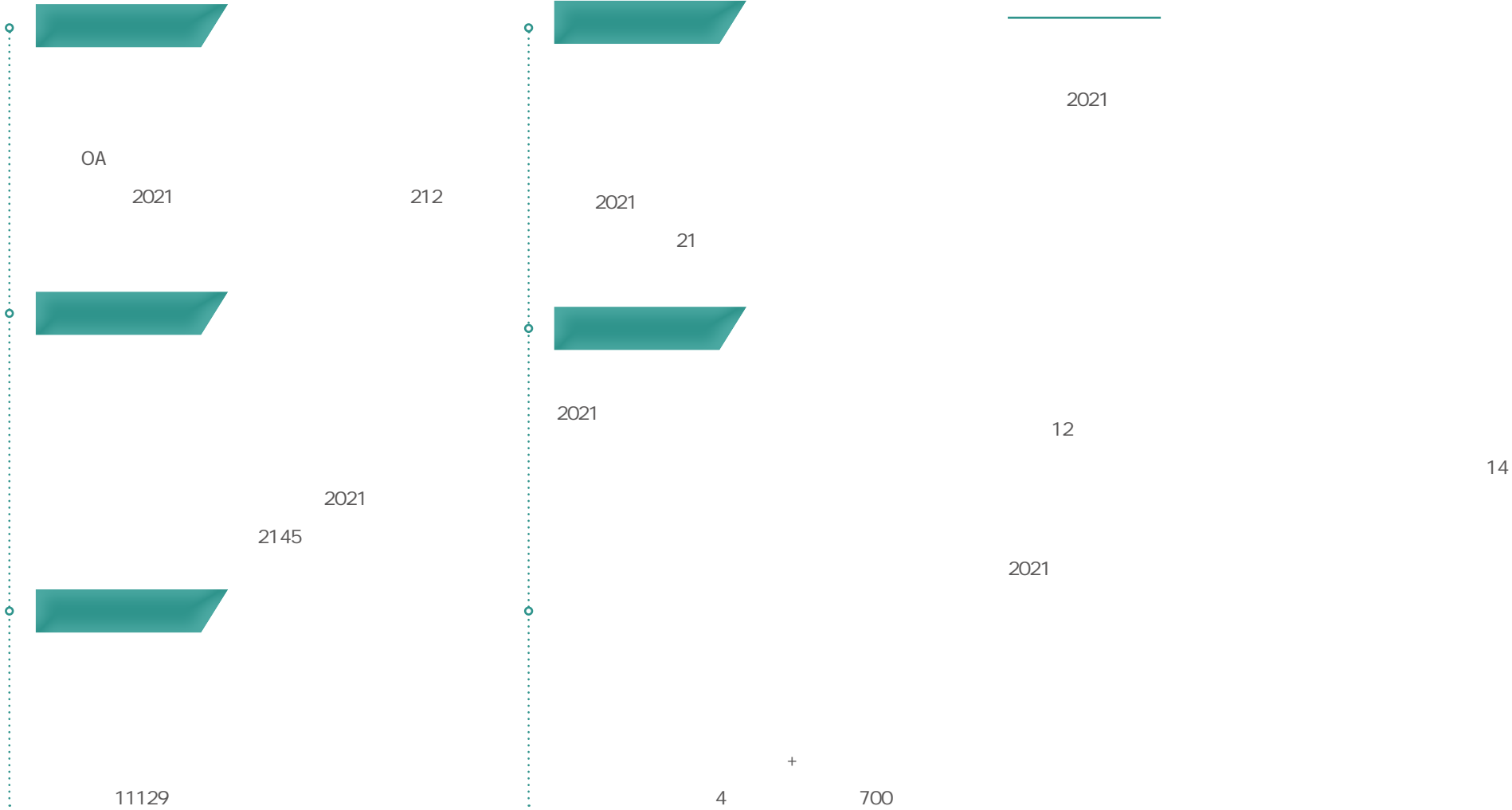
232

2021

A



2021





- 公平多劳多得，共享共赢。
- 赋能职业发展，激发潜能。
- 福利激励，共享幸福。
- 健康安全，安心职场。
- 关怀员工，活力有爱。



Horizontal teal line

2021

Empty rounded rectangular box

6

13

Empty rounded rectangular box

2021

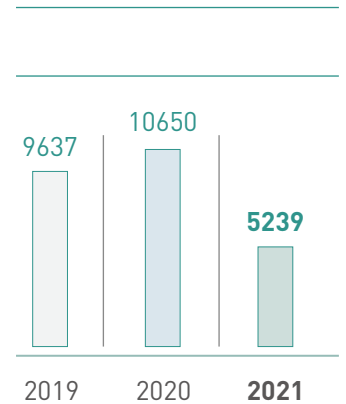
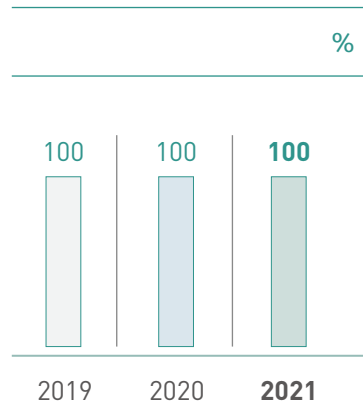
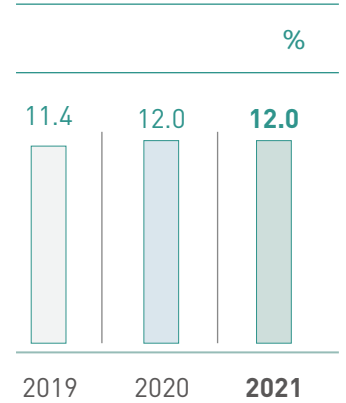
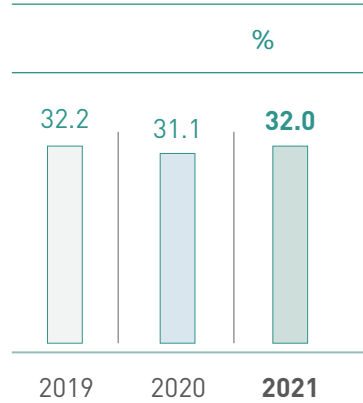
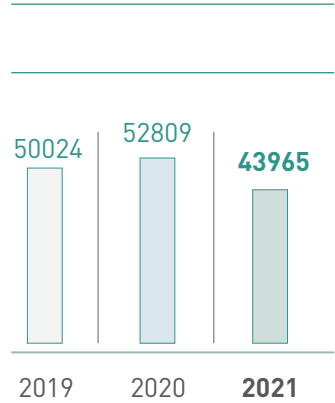
2021

2021

2021

100%

2021  
 32.0%  
 6.3%  
 43965  
 3118  
 9  
 71  
 12.0%

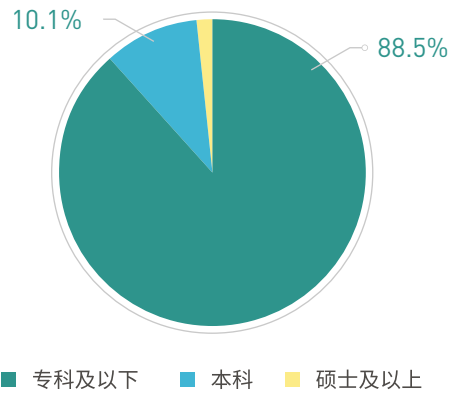


2021

**43965**      **32.0%**

---

**12.0%**      **6.3%**



1.6%



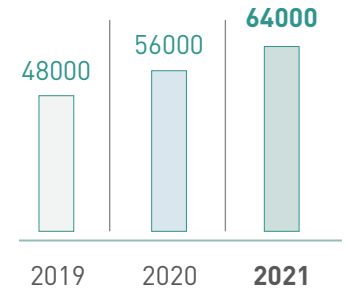
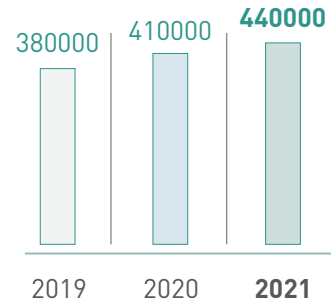
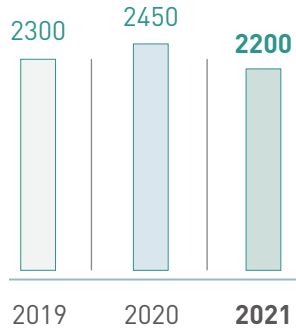
EMBA

EMBA

“ ”

2021

2021 2200  
 64000 440000  
 50 EMBA  
 20 EMBA





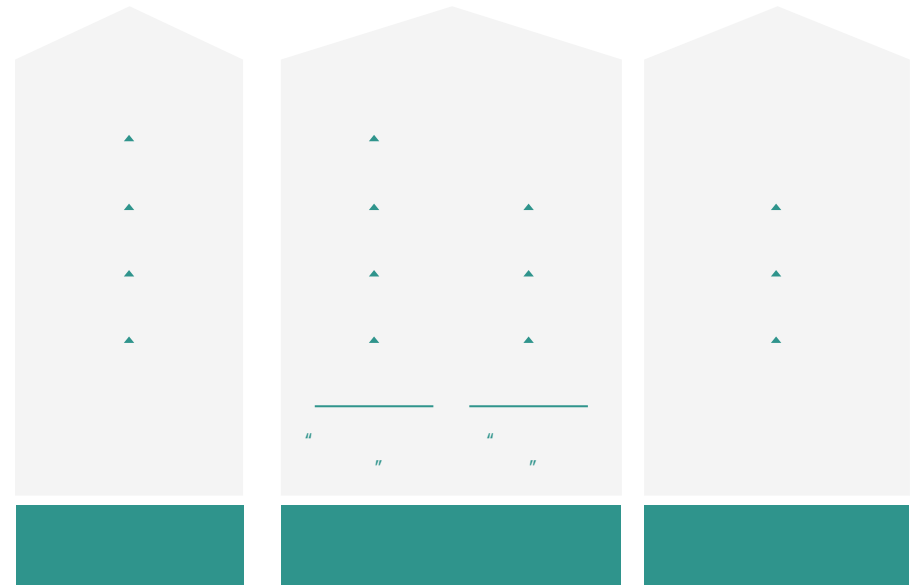
2021  
**2200**



**64000**



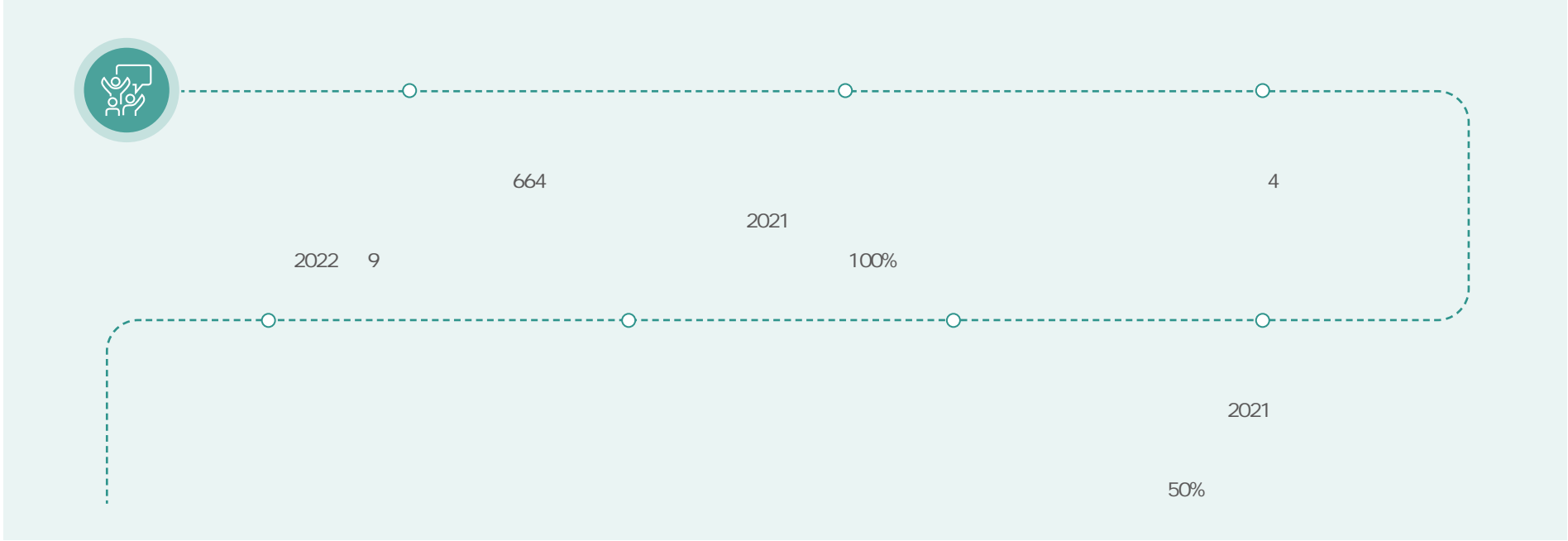
**440000**





+ 16

	2019	2020	2021
	100%	100%	100%
	100%	100%	100%

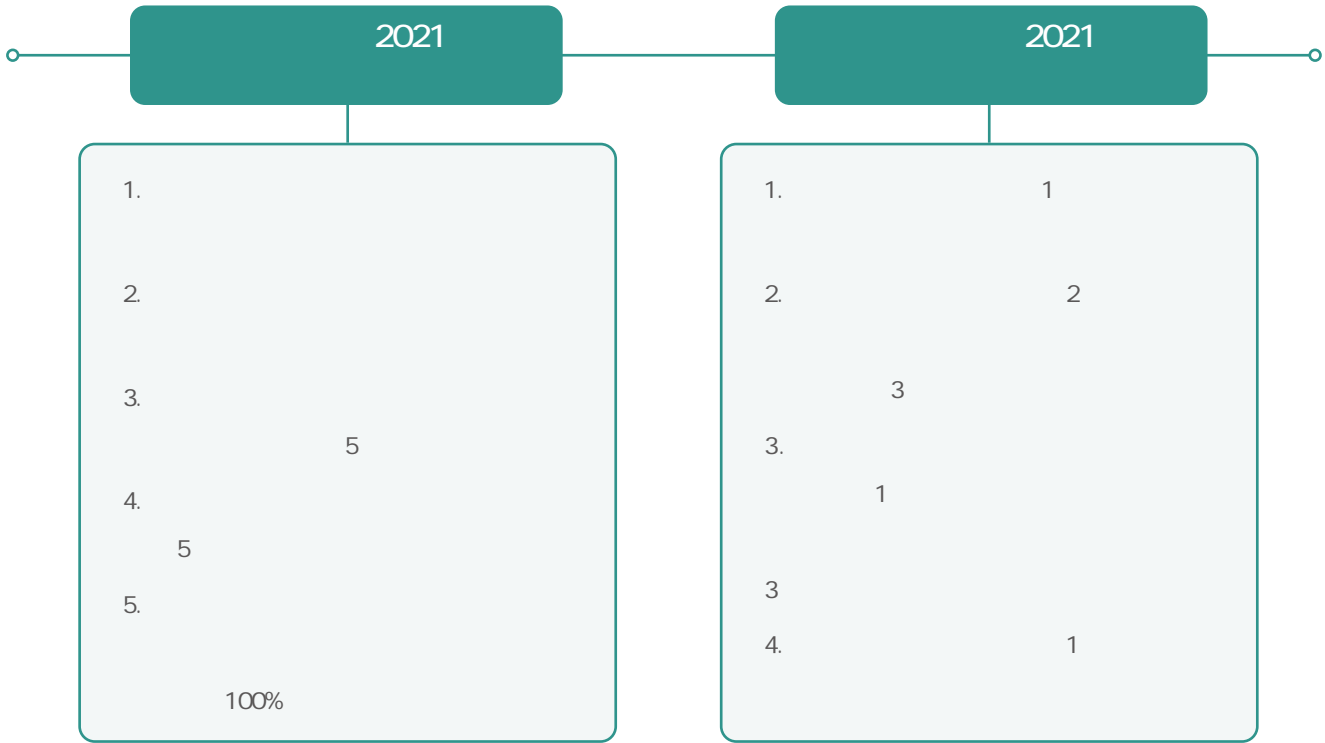




2021

4688

11800





2021

38

8

150

8

/

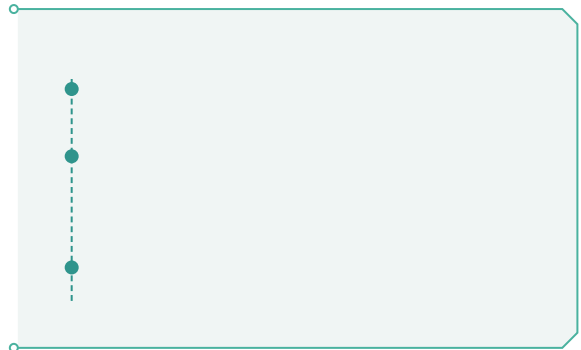
1000

871





2021  
570



3 2021

2021

22

29

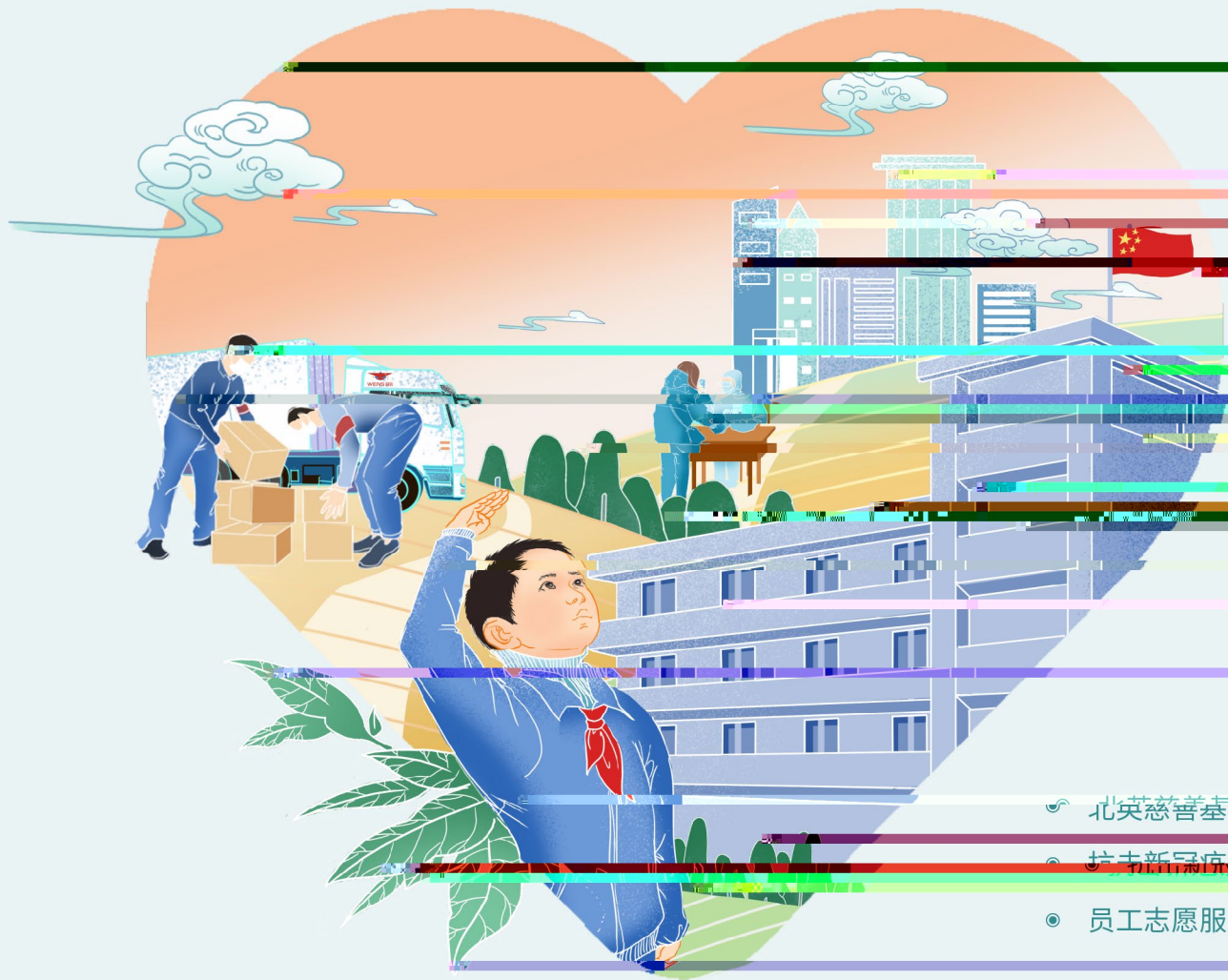
3

22

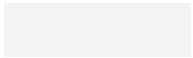


29

「温  
暖  
社  
区」



- 北英慈善基金会
- 抗击新冠肺炎疫情项目
- 员工志愿服务



2021

3

2021

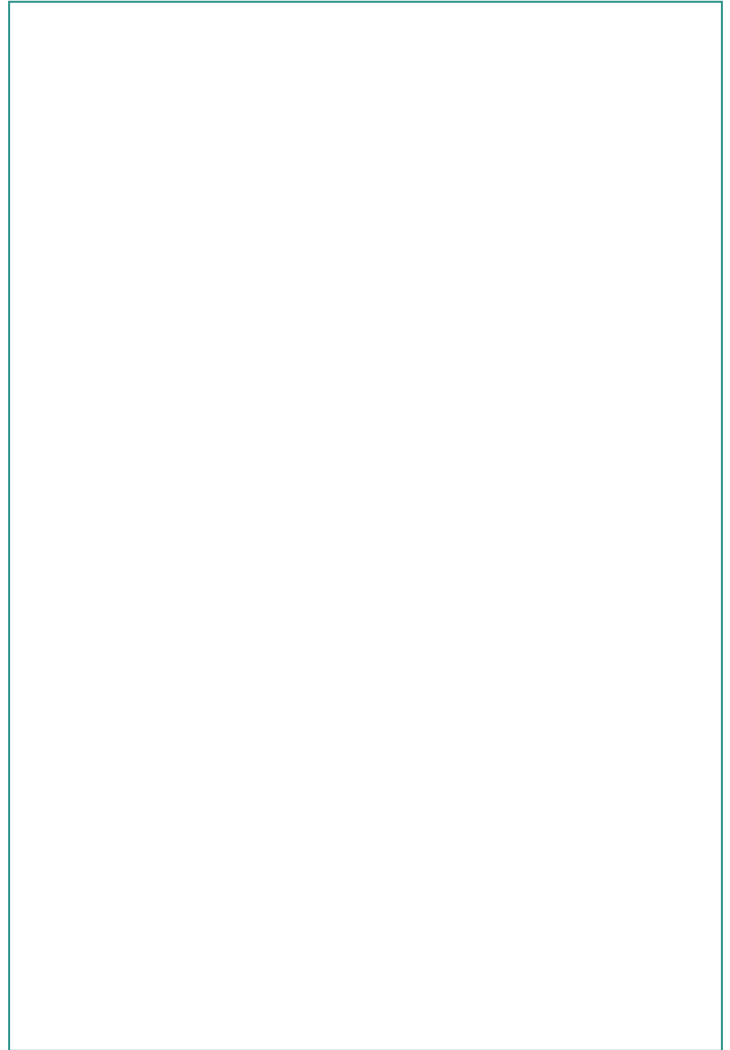
5A

2021

91

27

8100





12

2020

2022

130

200



“ ”

---

2022 1



100

120

1 10




28

3602

44

2021

---

## GRI Standards



GRI	
103-1/103-2/103-3	8
201-1	8
103-1/103-2/103-3	27-28/61-62
203-1	61-62
103-1/103-2/103-3	38
103-1/103-2/103-3	47-48
205-2	47-48
205-3	47-48
103-1/103-2/103-3	47-48
103-1/103-2/103-3	31
302-1	31
302-2	31
302-3	31
302-5	31-32

GRI	
303-1	33
303-2	33-34
303-3	34
303-4	34
103-1/103-2/103-3	30
304-1	30
304-2	30
304-3	30
103-1/103-2/103-3	31
305-1	1 31
305-2	2 31
305-4	31
306-1	32
306-2	32
103-1/103-2/103-3	30
307-1	30





股票代码 300498



温氏食品

用心守护从农场到餐桌的每一步

温氏食品集团股份有限公司

电话: 0766-2291142 传真: 0766-2291159 邮编: 527400

总部地址: 广东省云浮市新兴县新城镇东堤北路9号



温氏股份官方微信