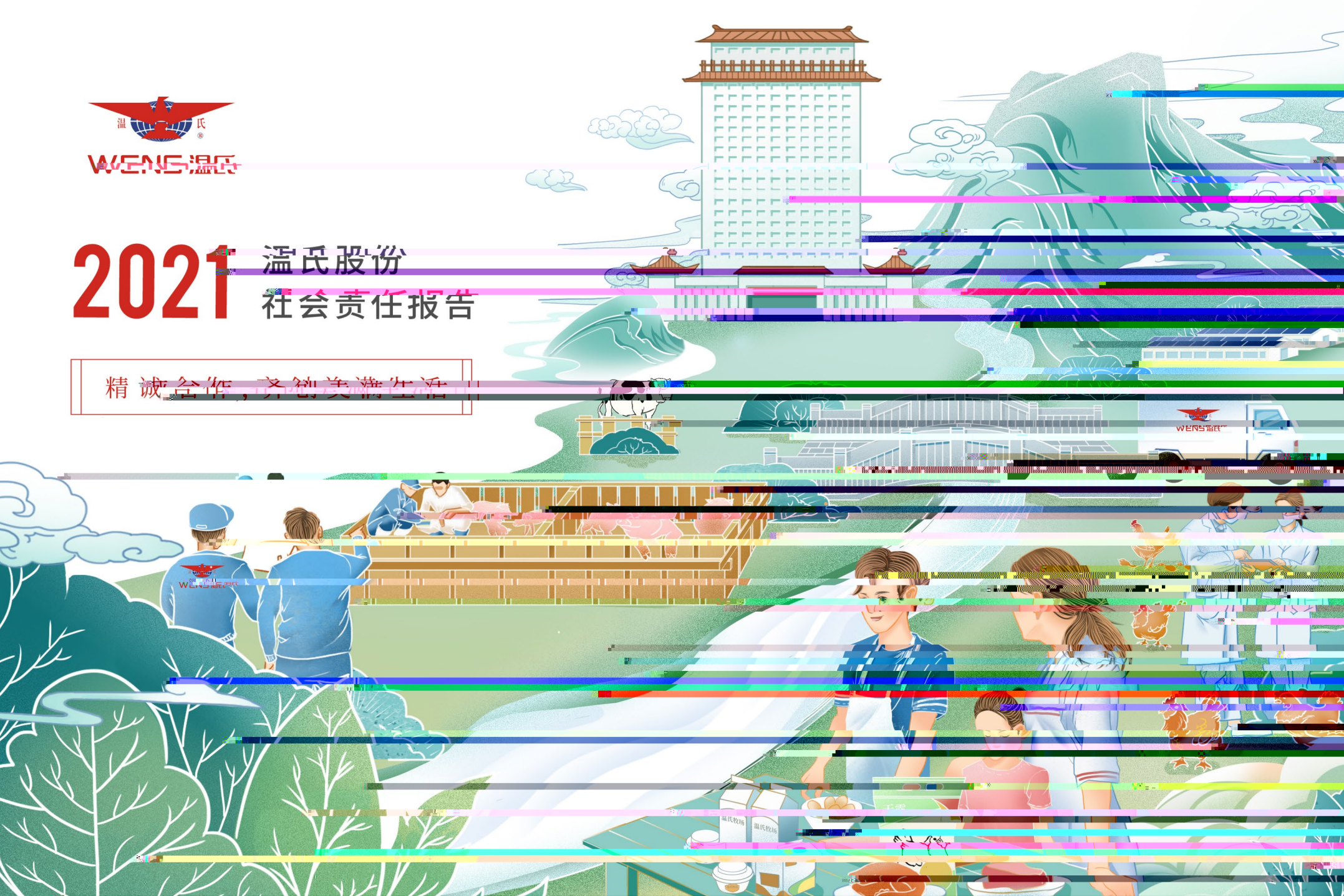




2021 温氏股份 社会责任报告

精诚合作，共创美好生活



2021 4
2021
2021 1 1 2021 12 31
2021

GRI t
GRI Sra l dapdq
CASS-CSR 4.0

2022 4
uuu.cilifm.cm k.cl
uuu.uelq.cm k.cl



目录

关于本报告	01
董事长致辞	03
数说2021	05

01 关于温氏

公司简介	08
党建工作	14
社会责任战略与管理	15

02 共同富裕，稳收入

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

03 “双”护地球

环境管理	30
应对气候变化	31
水资源管理	33

04 “温”享美味

舌尖上的安全	36
舌尖上的美味	39
舌尖上的品牌	43

05 企业治理

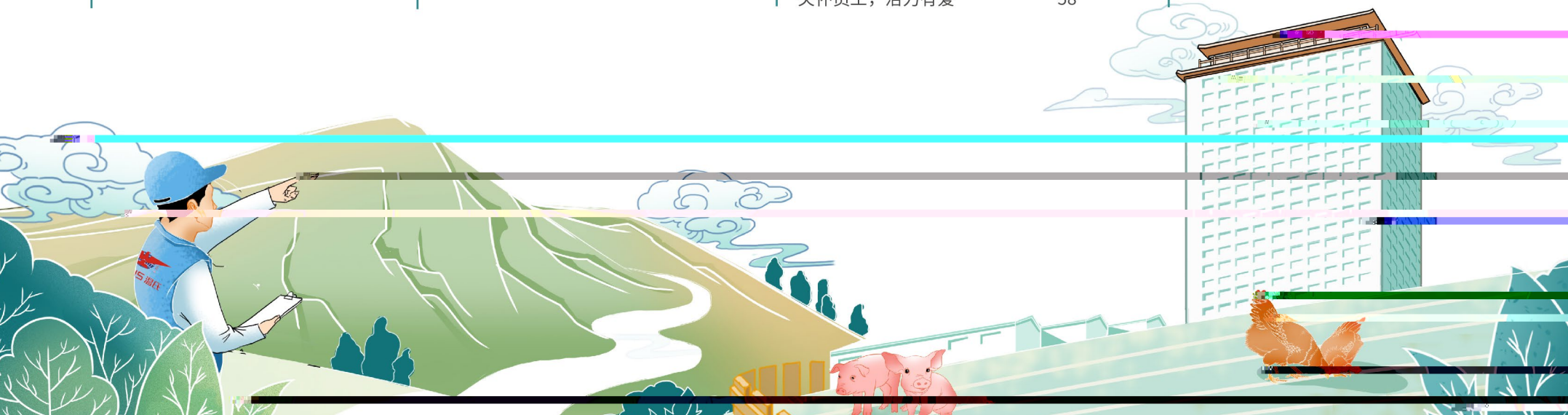
公司治理	46
合规运营	51

06 “温”心助农

公平多元，共享共赢	50
福利激励，共享幸福	55
健康安全，安心助农	56
关怀员工，活力有爱	58

07 “温”暖社区

北英慈善基金会	61
员工志愿服务	62



2021

k

100

k

k 2021



温志平

2021

8100

k 2021

5.31

30'60

k 30

2021



649.54	967.86	402
--------	--------	-----

 1321.74	 11.01
---	---

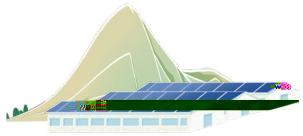
 5797.89	 6.05
--	---

13.37	 
-------	---



4.54	3.36	
2021 75.14	505	6.03

8		67
545		10
4		2 7 1



5.31

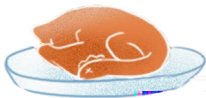
27

8

2



44.6



26.1



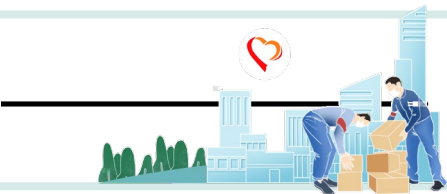
20
64
300

2200
50



EMBA

2000 6 5



2021

91



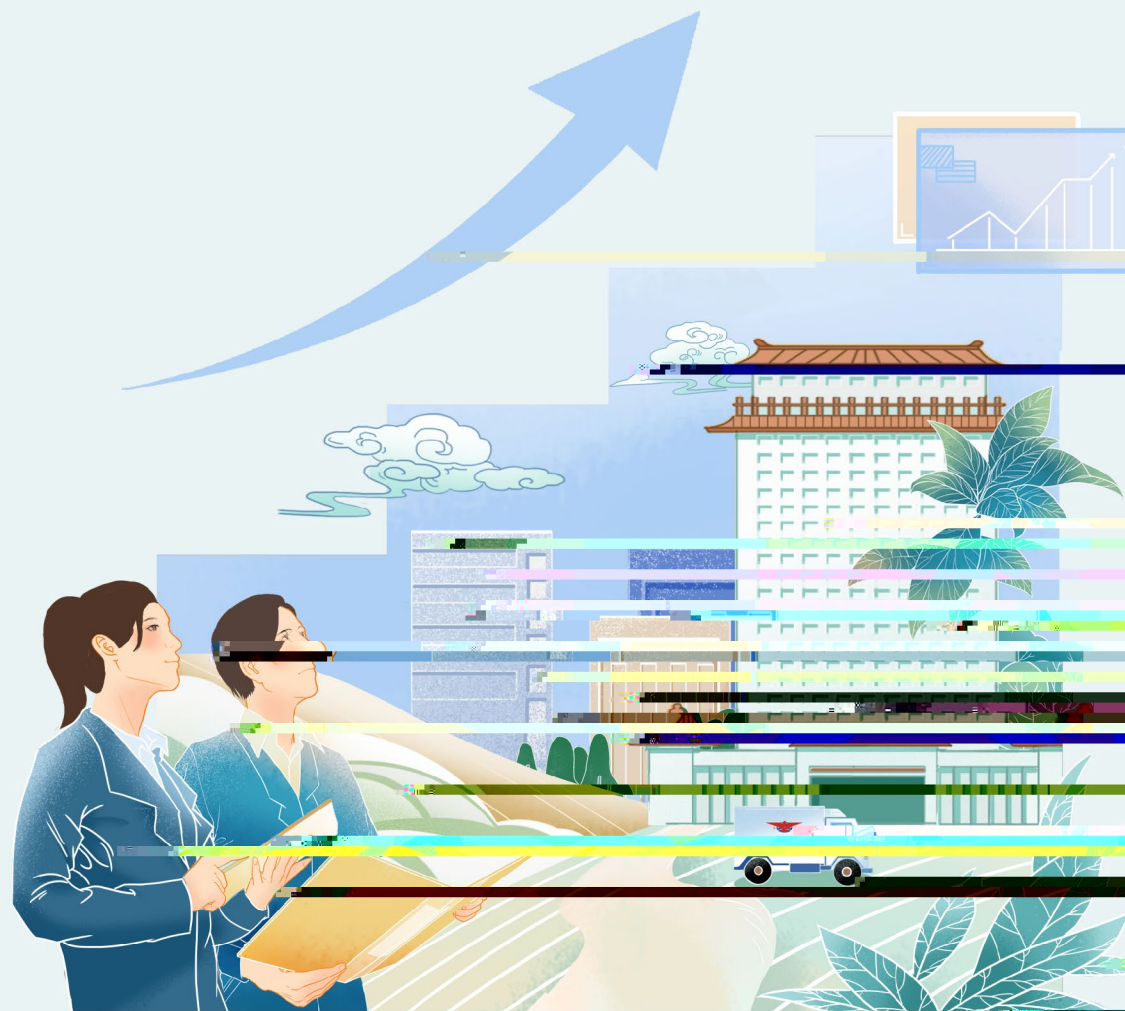
3

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
!

k

k

!

!

!

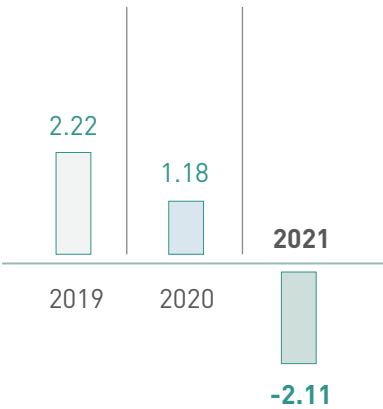
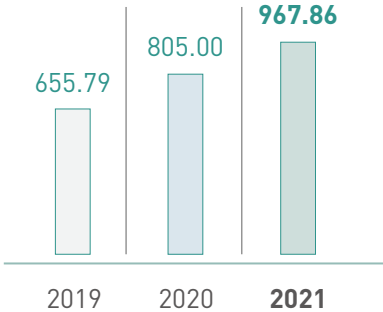
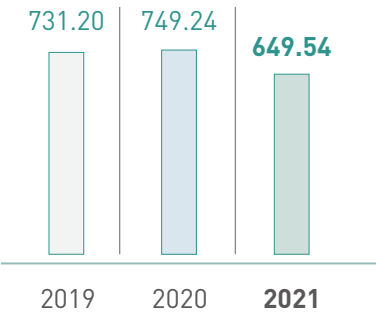
k

!

!

!

k



2021

402

k

649.54

75.14

20

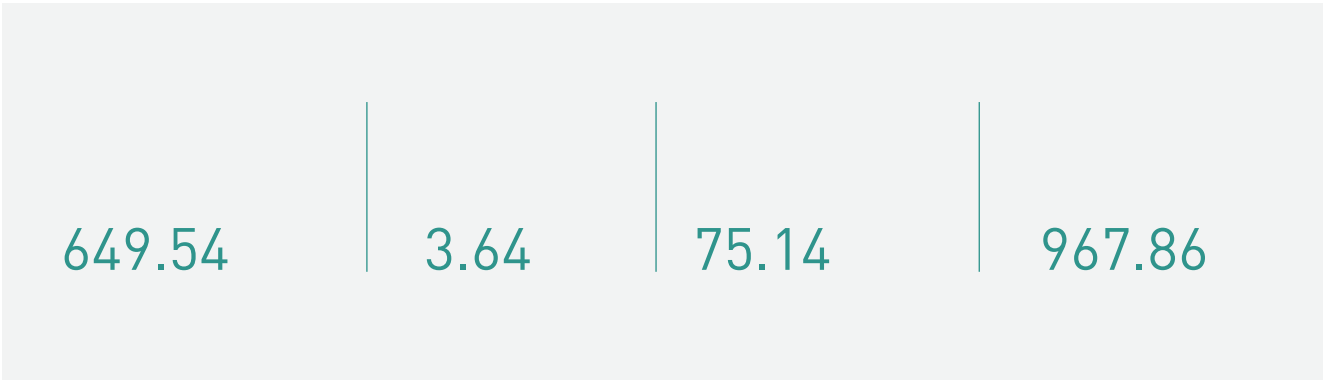
4.54

3.64

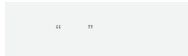
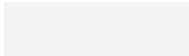
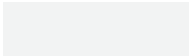
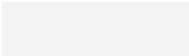
967.86

!

k



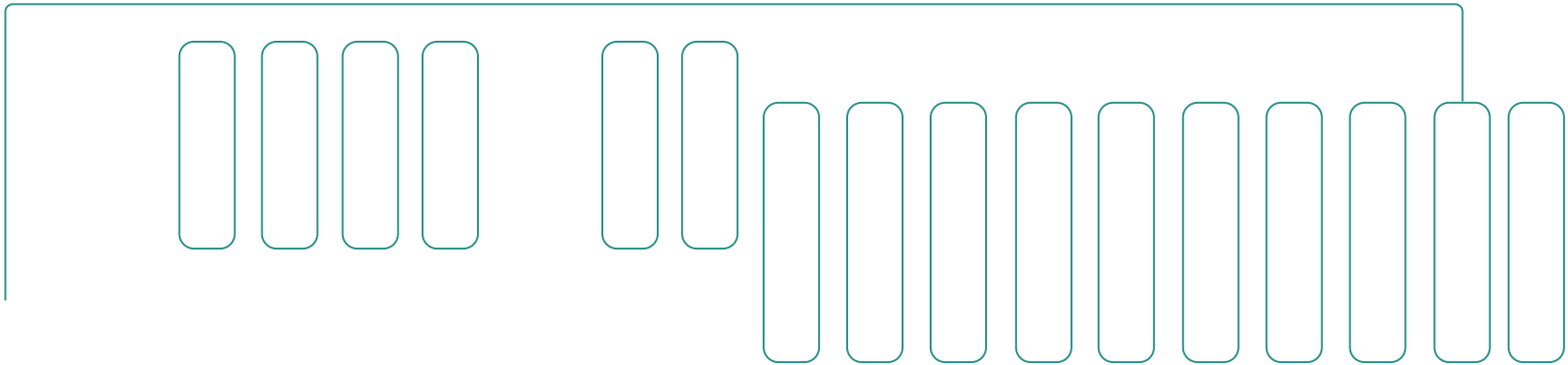




!

k t

u !

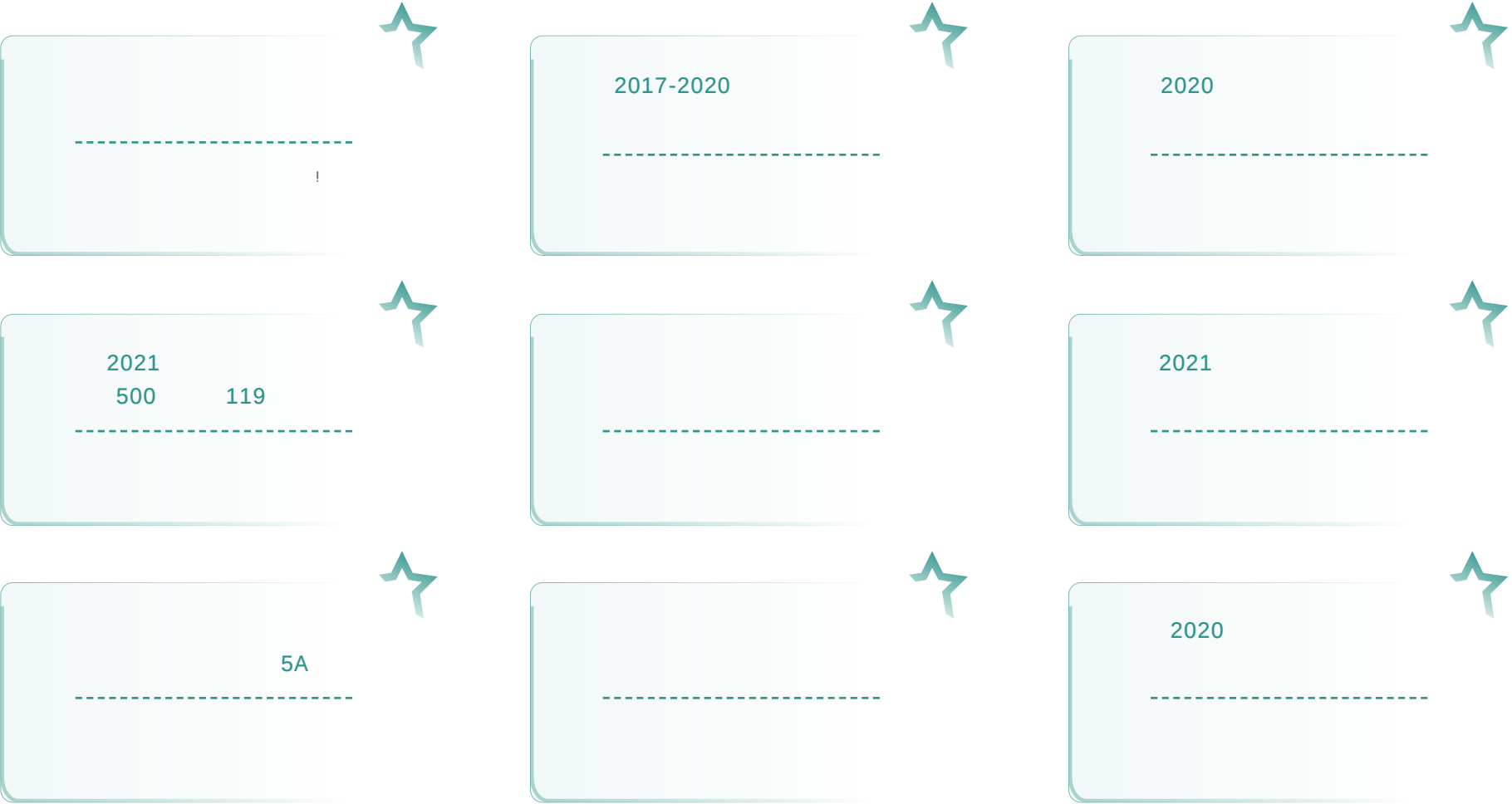


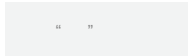
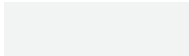
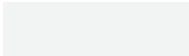
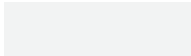


k

k

2021





2021

k

100

k

k

100

k

k

k 2021

37

3

1148

341

283

989

320

52%

38.7 k

!

k

2021 2

19

k

!

!

k

k

2021

37

3

1148

341

283

989

320

52%



19



!

MSCI ESG

! !

GRI Sra l dapdq

21

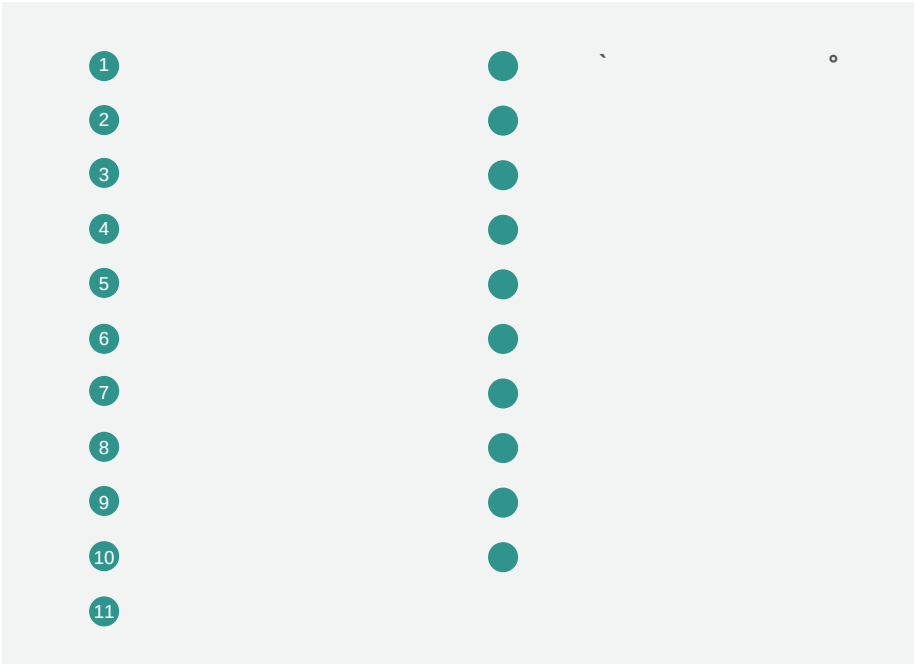
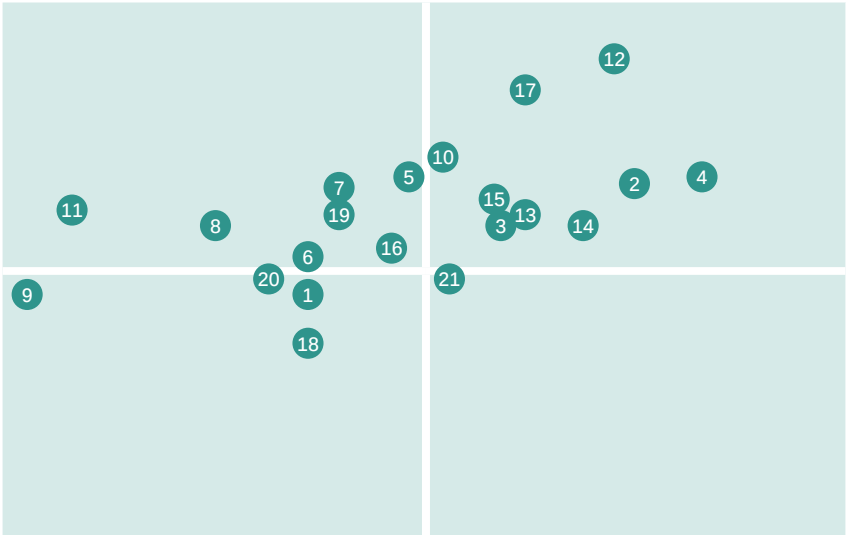
9

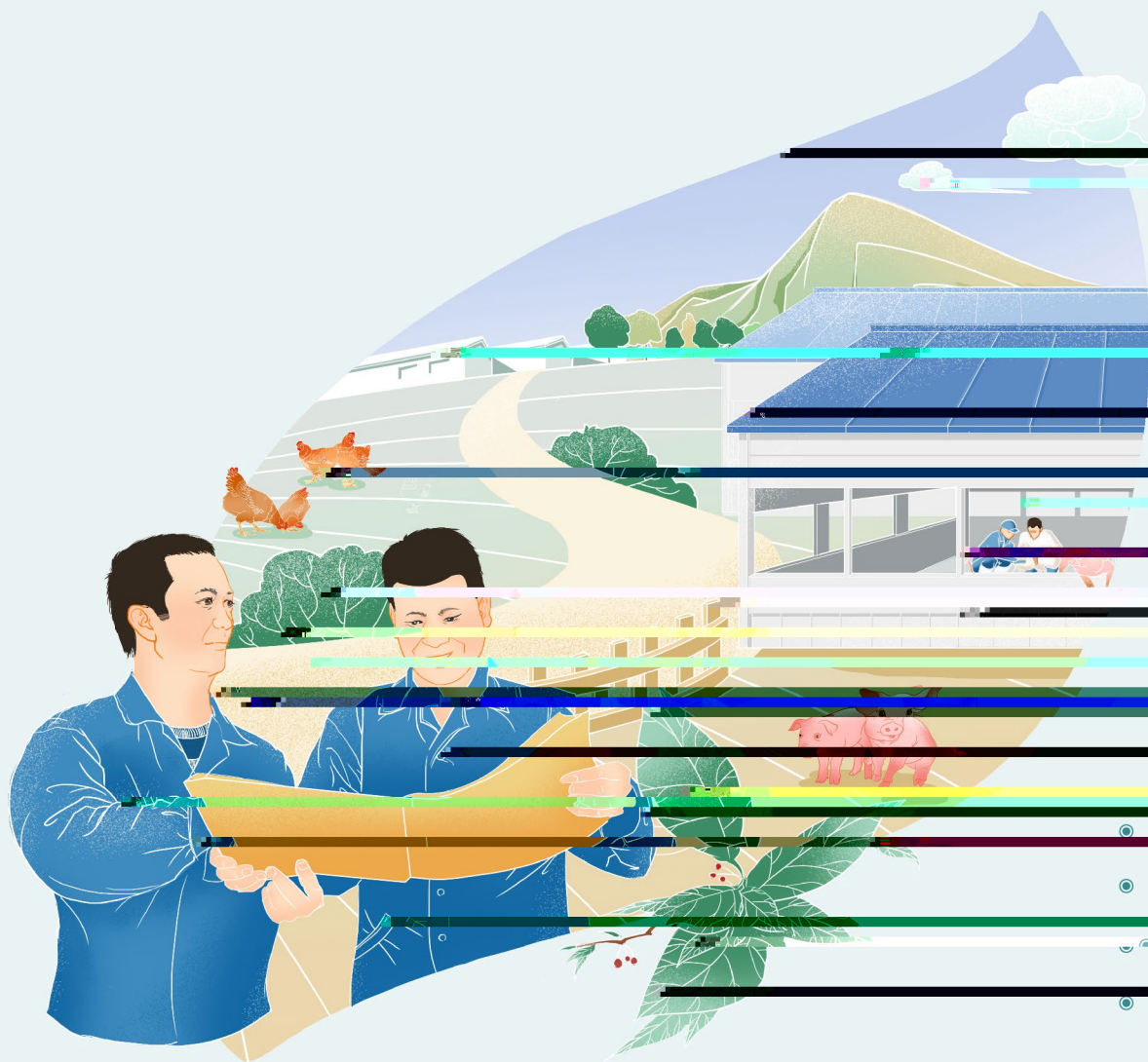
! ! ! ! !

! ! ! ! k

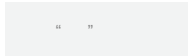
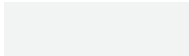
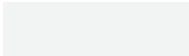
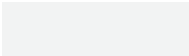
k

2021





- 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

k

k

!

!

k

!

k

!

!

k

k

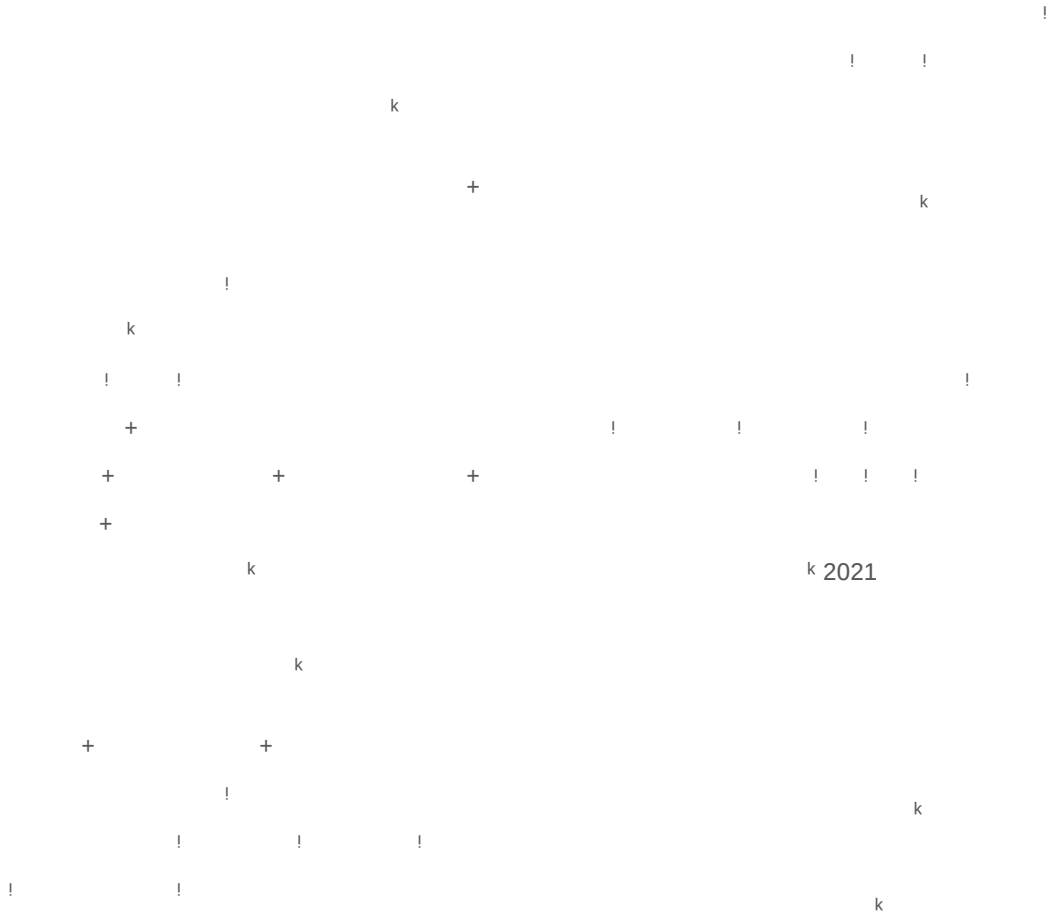
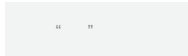
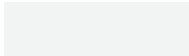
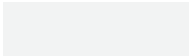
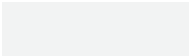
8

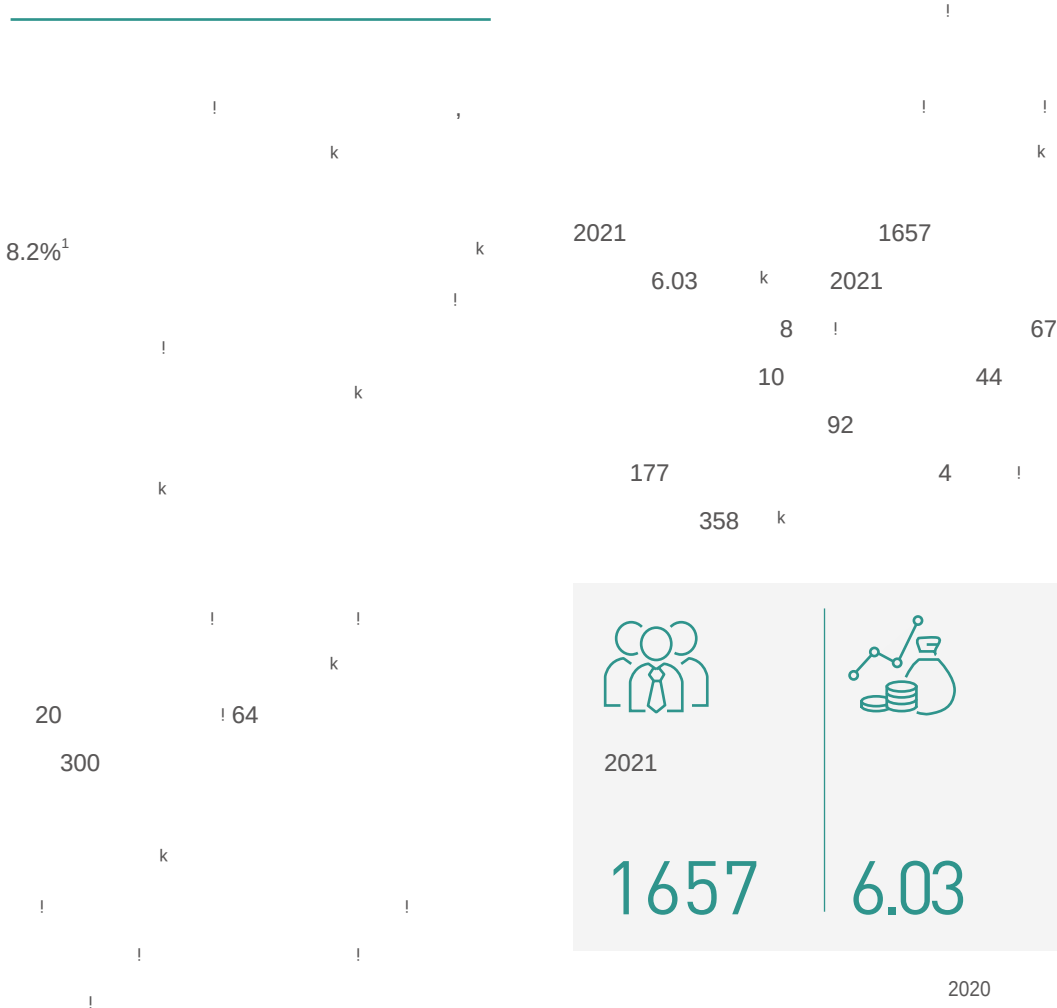
1

k

!

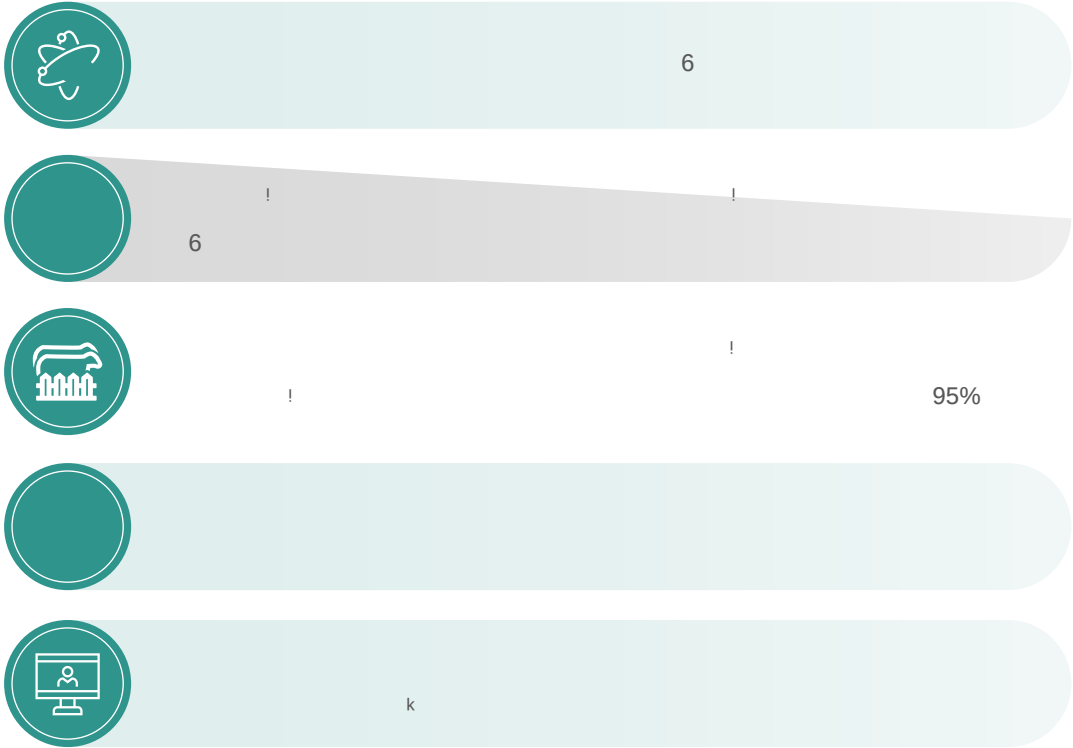
k 2022





3

2021



k

k

2

k

k



1998

k

k

k

k

k

k

!

!

!

50

2

k

90%

k

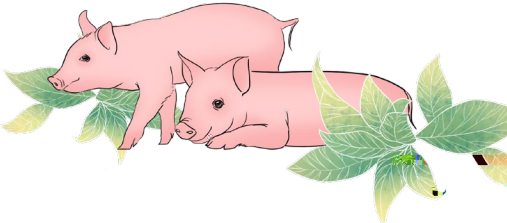


384



k

—



“ ”



2022 1 21

!

k 2019

!

!

!

k 2021

210

54

9000

k

!

k

k

30

k

!

!

k

!

!

k

!

k

k

!

!

!

k

k

40

k

!

k

!

!

!

!

100 k ° k

k

1-2

!

k

k

!

k

k

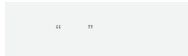
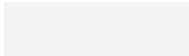
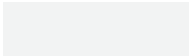
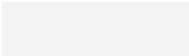
!

30

t u k

↗ ↘

k ! k



10

k

k

2016

14

t

2016-2020

u

k

2020

k

2018

k

2020 6

k

2021

u k U



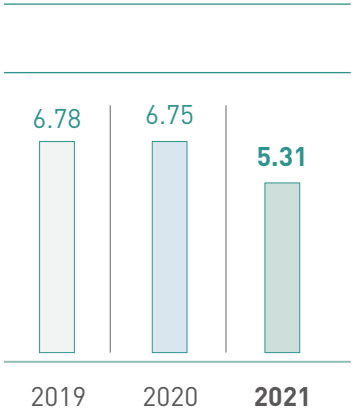
● 环境管理

● 应对气候变化

● 水资源管理

2021

k



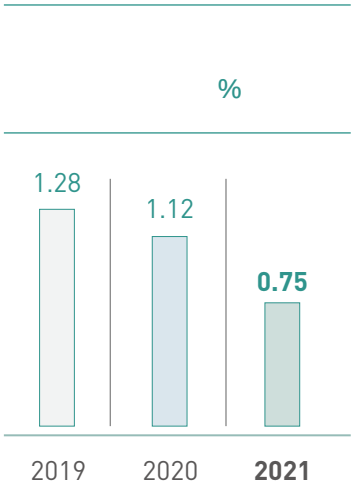
k

k

! !

! ! !

%



k

u t

t

u

k

k

27

2 k

8

+

!

k

!

k

k 2021

k

k

k

!

k

k

20%

15%

30

26-33 k

20%	30
15%	26-33

k

25 300 k

k

+

k

k

k



! ! ! ! k

k



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

k

k

!

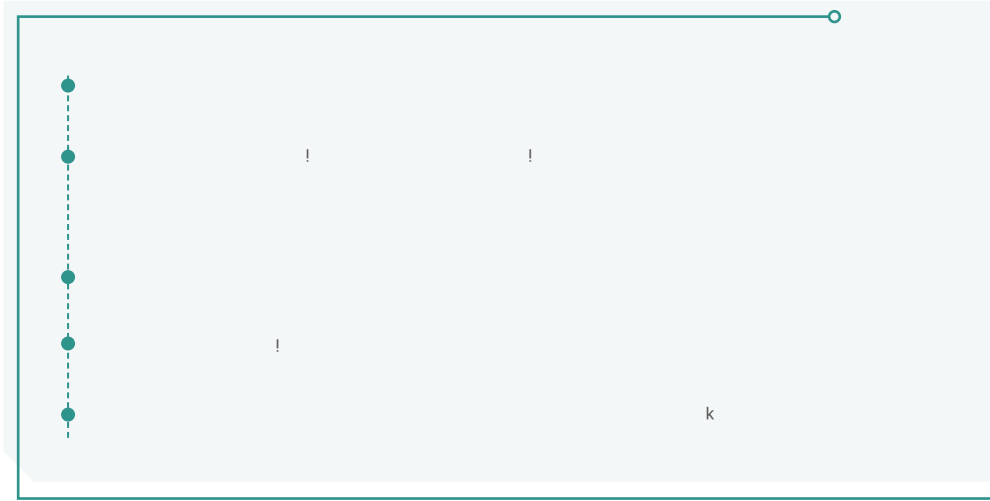
k

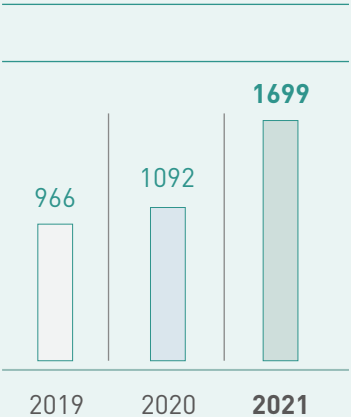
k

!

30 ! 28 25 k³/d´
28 ! 25 22 k[°]/d´ k

!

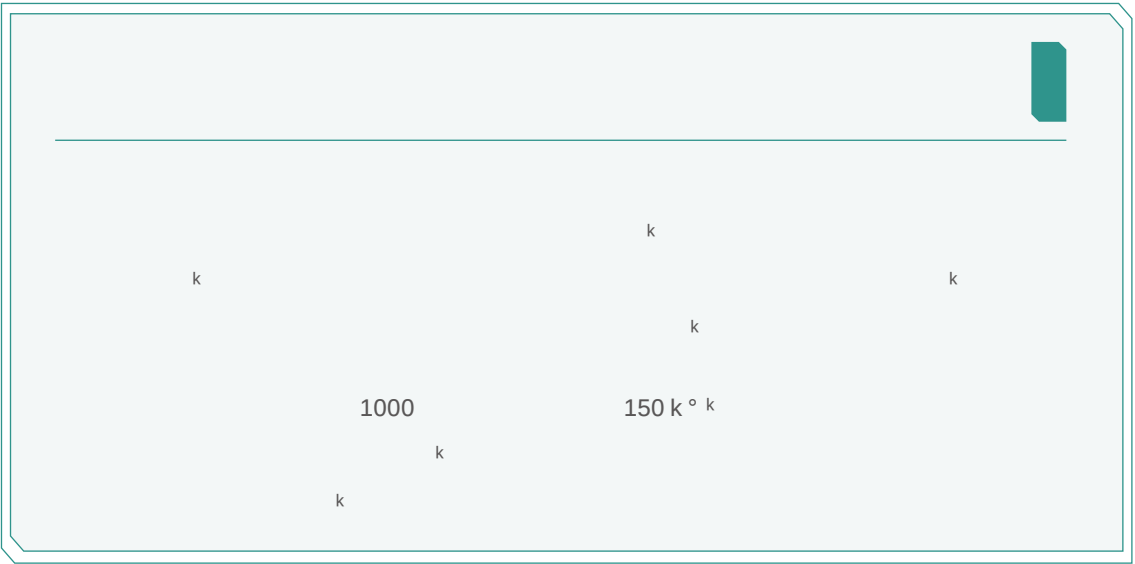




2021

k

k



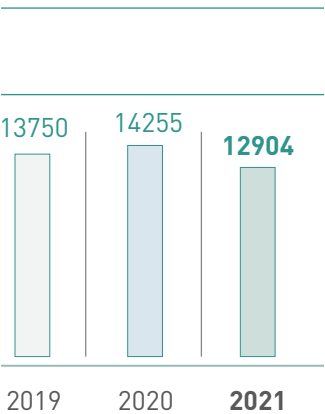
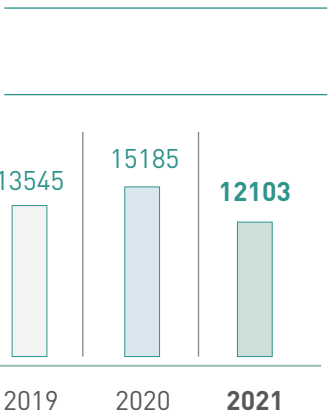
+ + +

k

k

!

k

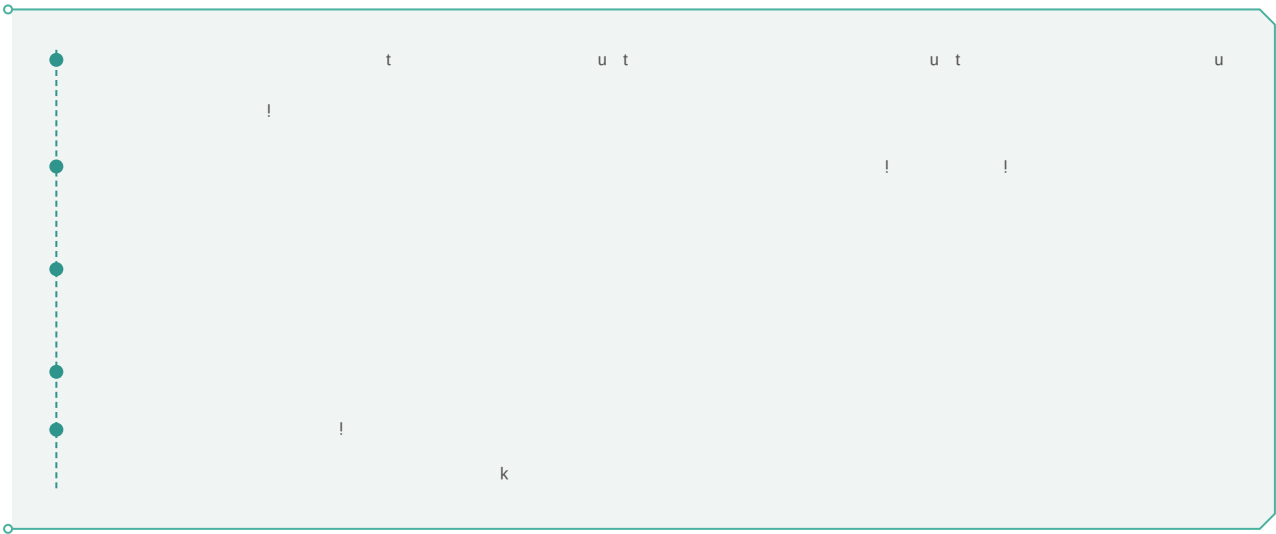
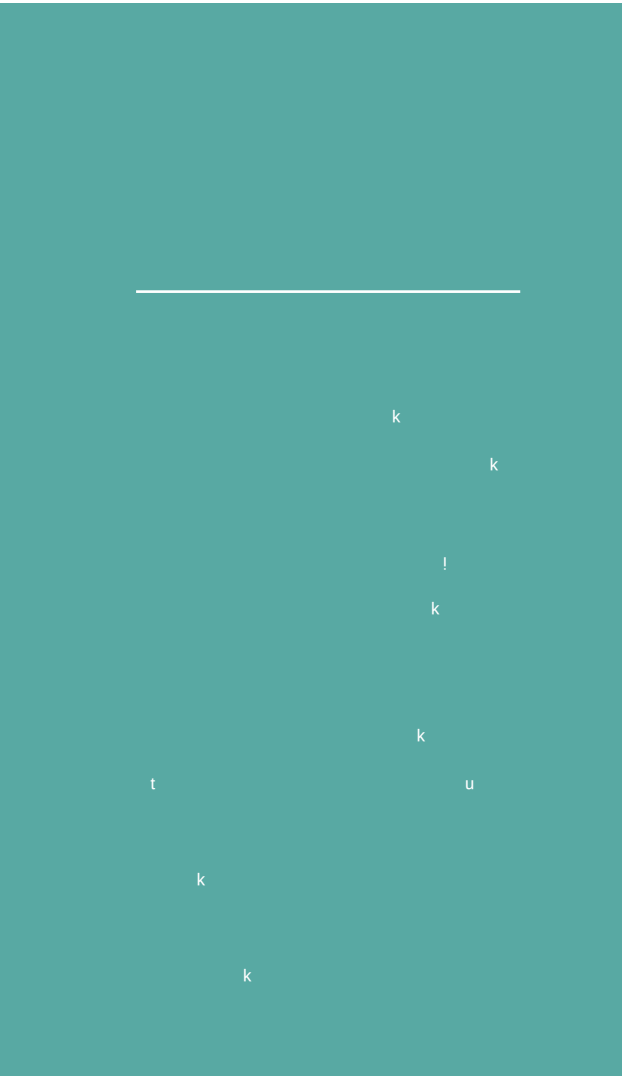


04

「温
享
主
味」



- 舌尖上的安全
- 舌尖上的美味
- 舌尖上的品牌



ISO 22000 !

k

! !

20

4500 k²⁰²¹

!

!

k

k

t

2021

u t

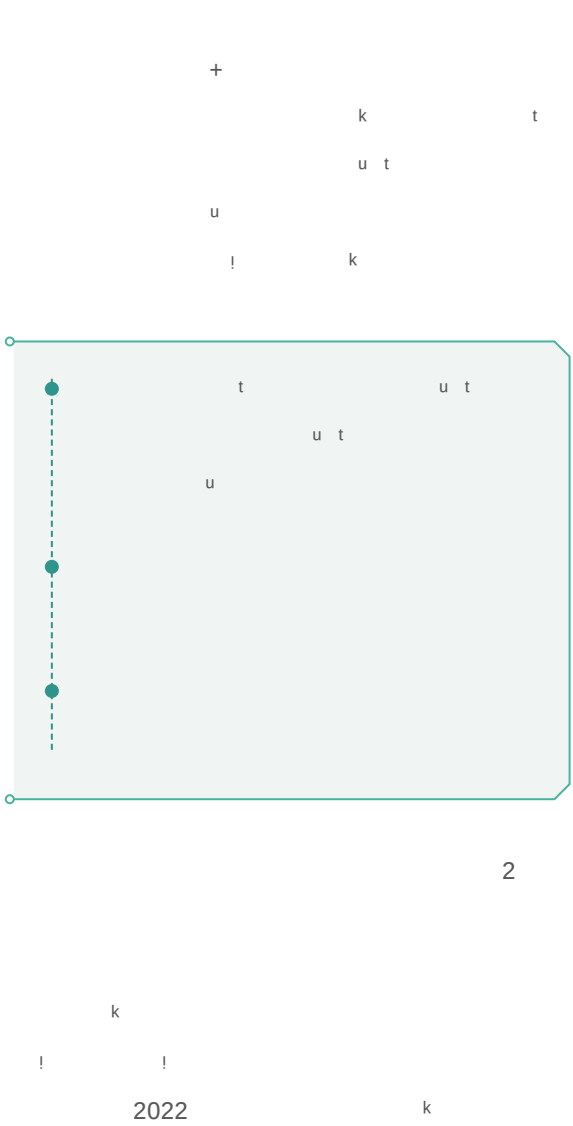
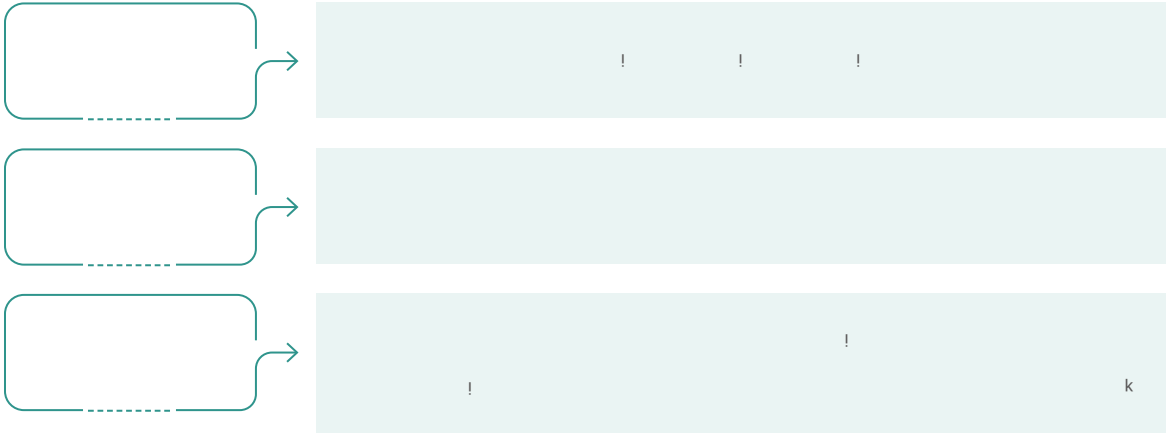
u

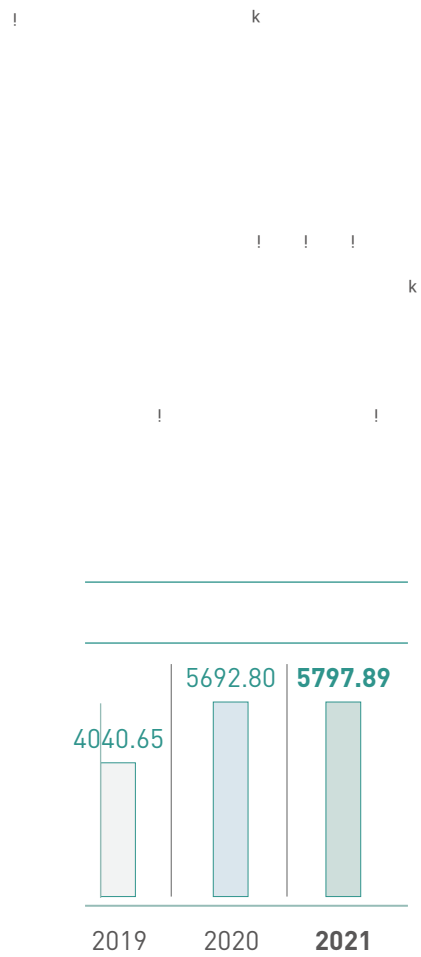
!

LIMS

k

2022年1-3月





2021 !

“ ”

2021
2.85
250 k

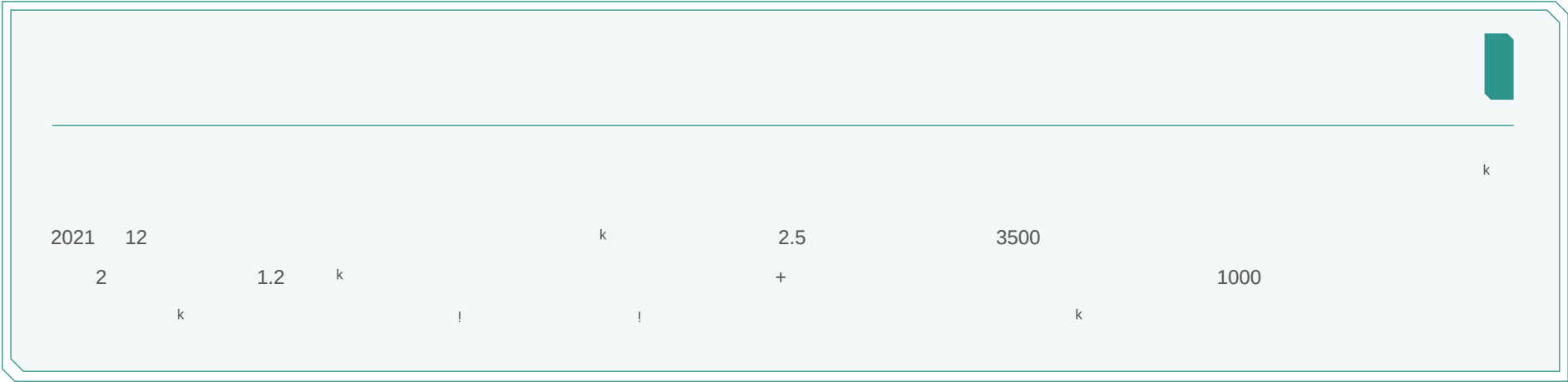
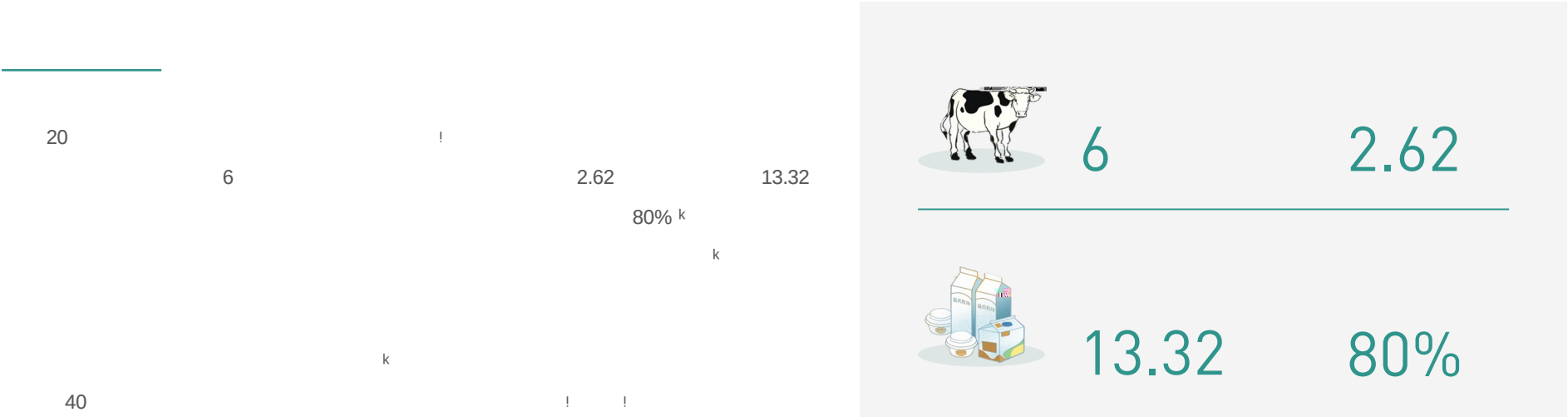
10 k

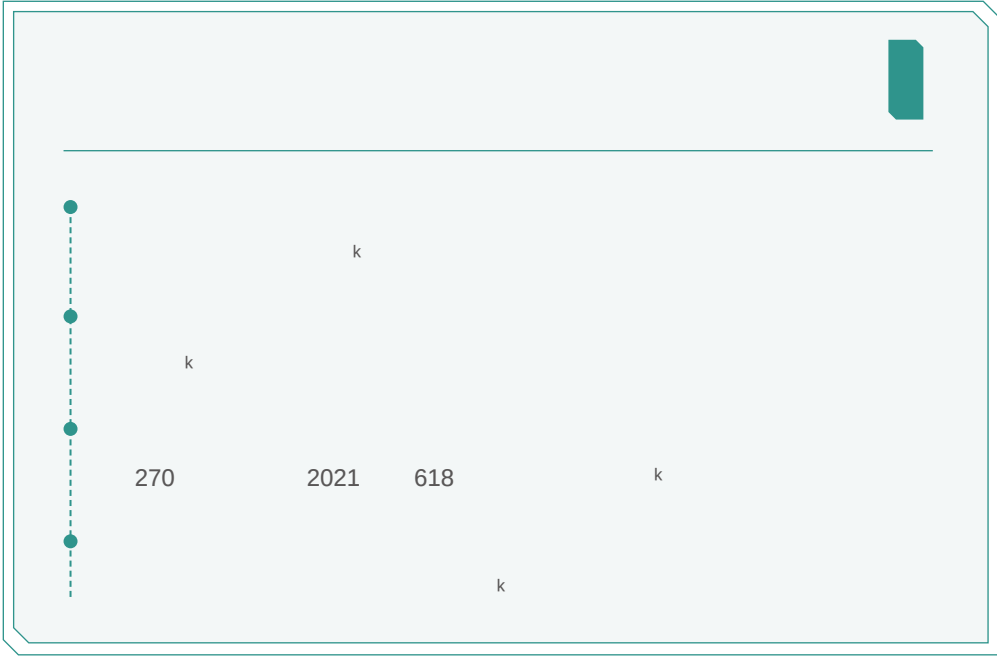
k

k 2021 !
k

! k

k 2021 3000³ k
k
k
2004
! k
! !
k
! !
! !
2021
! k
2021
! !
k
2022
4 /
k
! !
+
k
NCBD

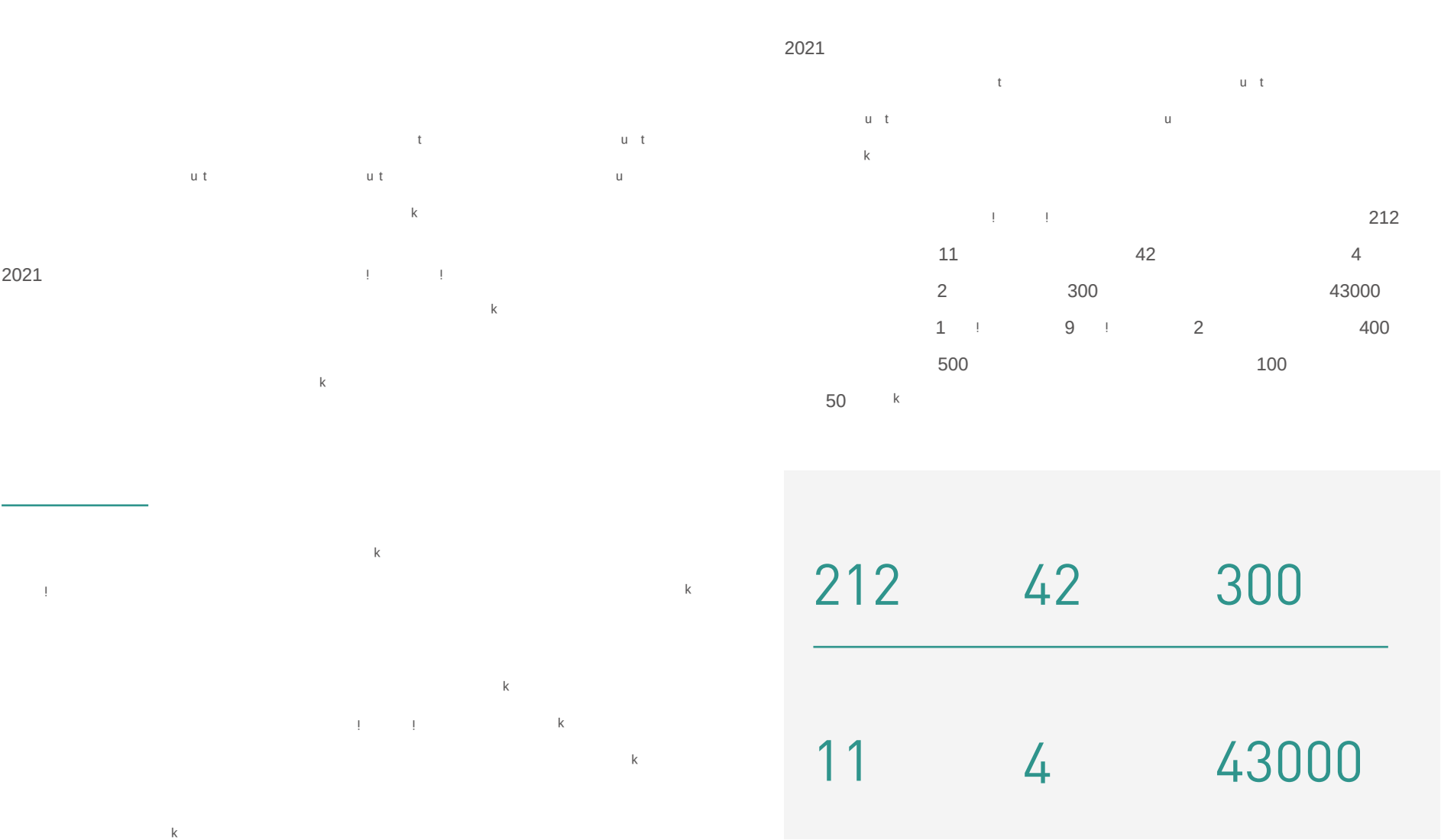


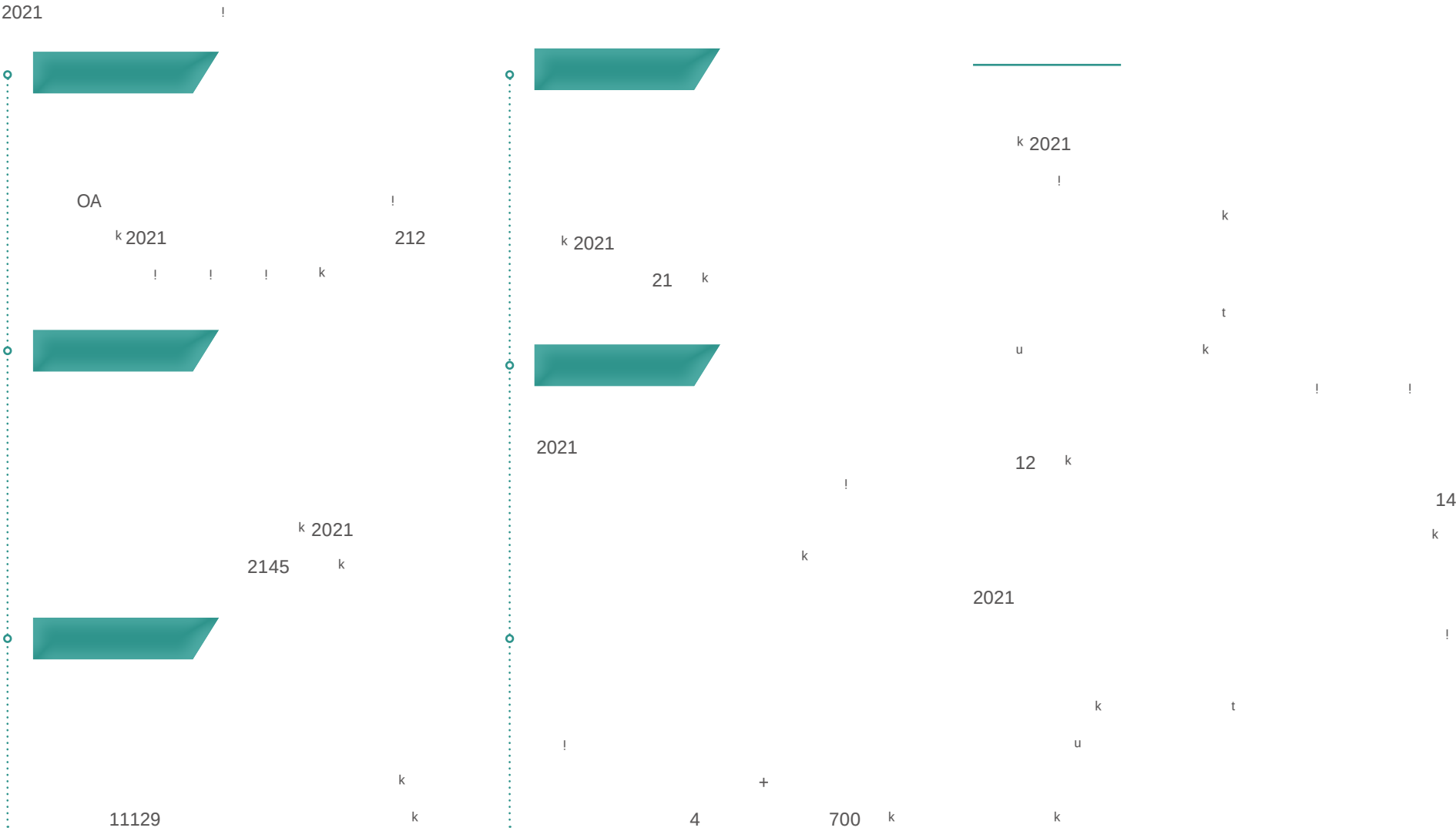






- 公司治理
- 合规运营







- 公平多元，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。



2021

2021

2021

!

!

k

! !

!

k 2021

100%

k

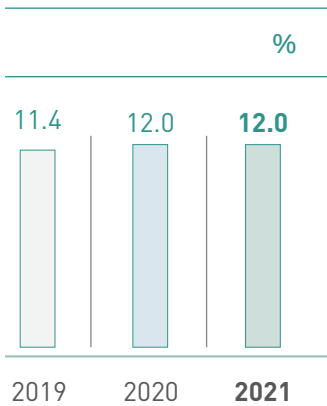
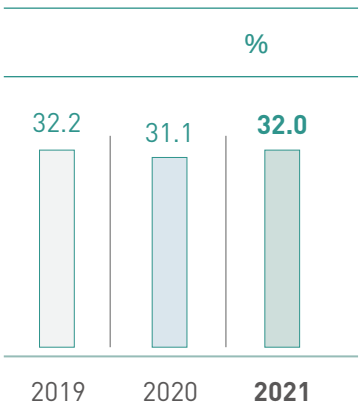
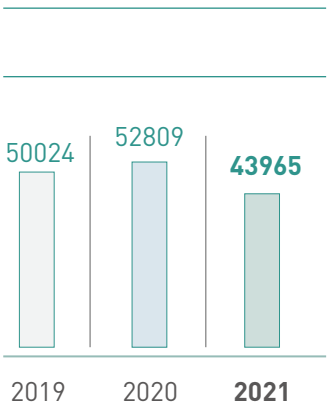
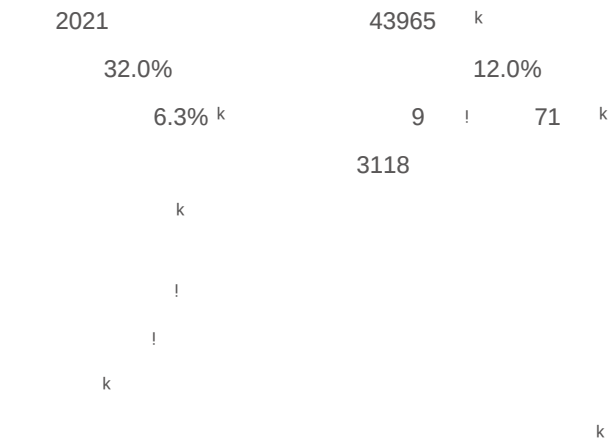
k 2021

t u t k

k ! 6

k 13 k

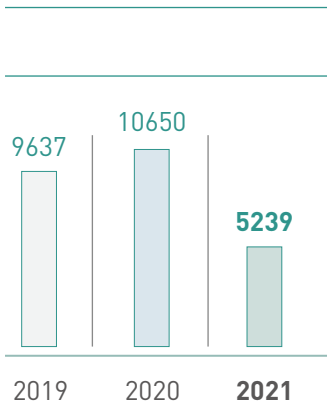
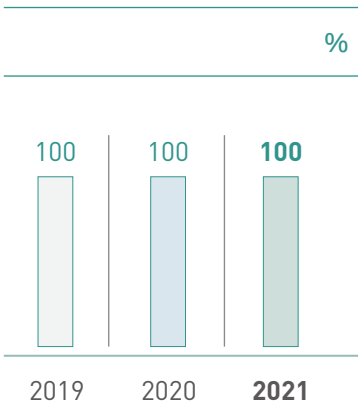
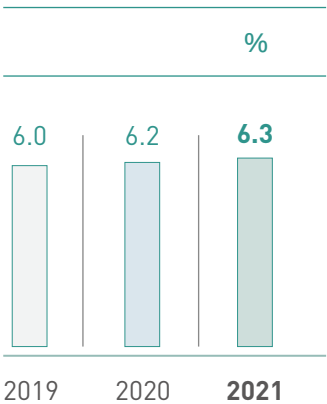
k

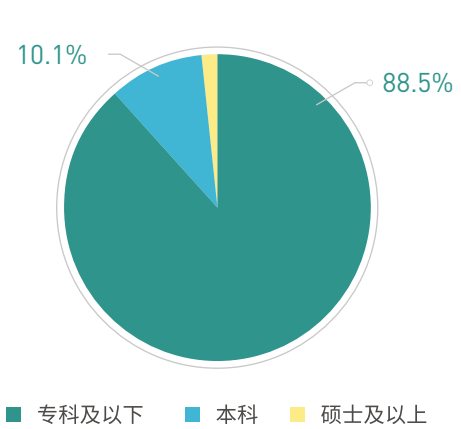


2021

43965 32.0%

12.0% 6.3%





1.6%



!

k

EMBA

!

EMBA

k

“ ”

!

!

!

k

2021

!

!

k

2021

64000

50

20

EMBA

2200

440000

k

!

EMBA

k



2021

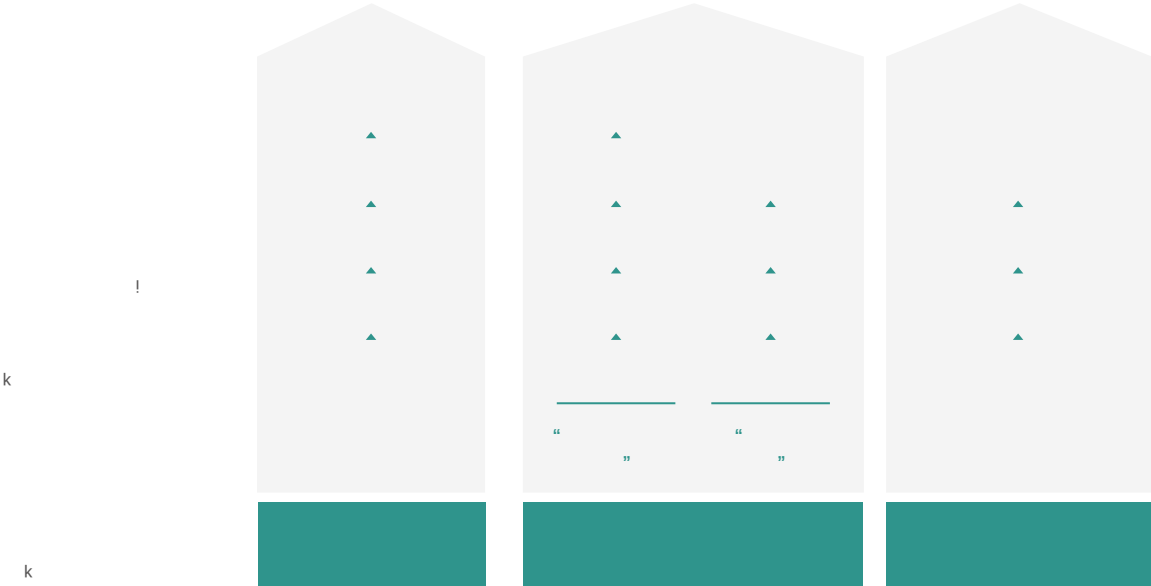
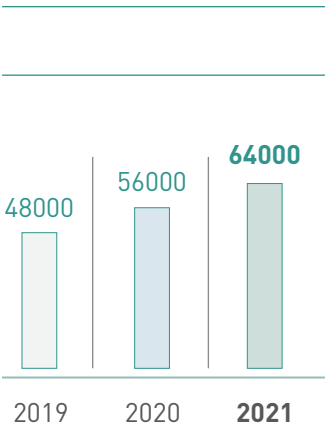
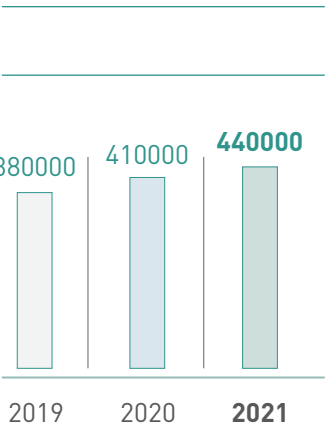
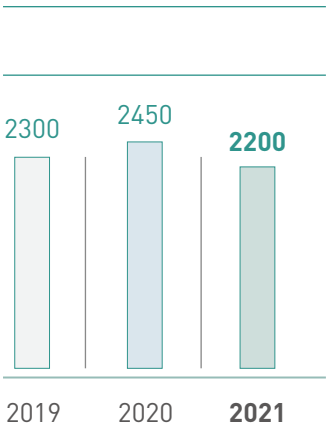
2200



64000



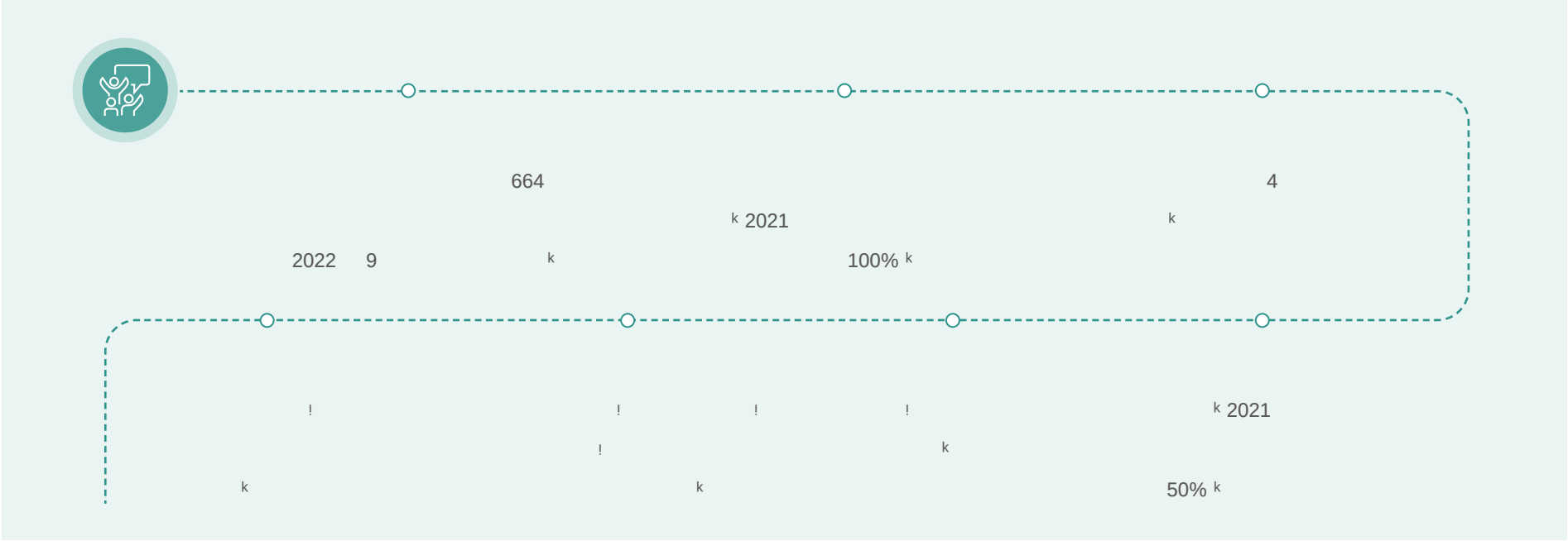
440000





! ! ! 16
+
k

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



2021

k

113.7

38967

151577

k

k

k

t

u

k

2021

60%

k

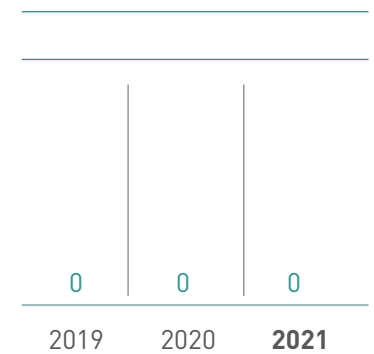
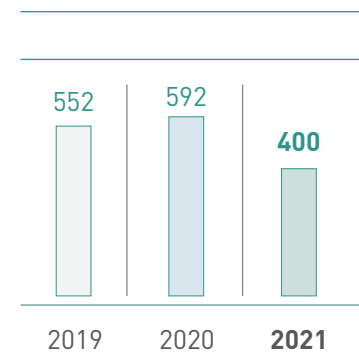
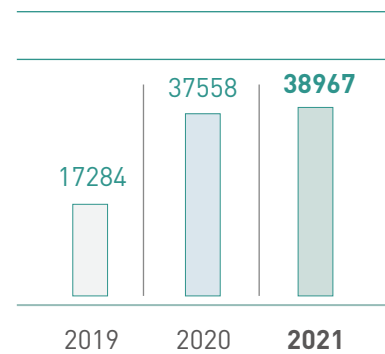
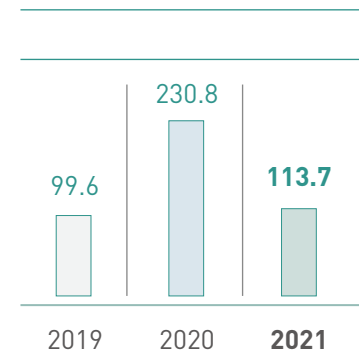
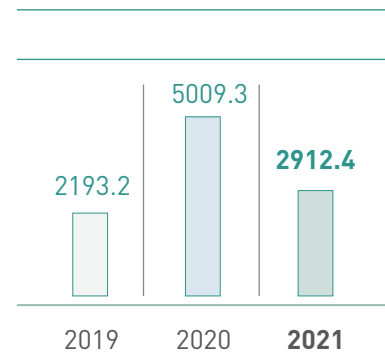
k 2021

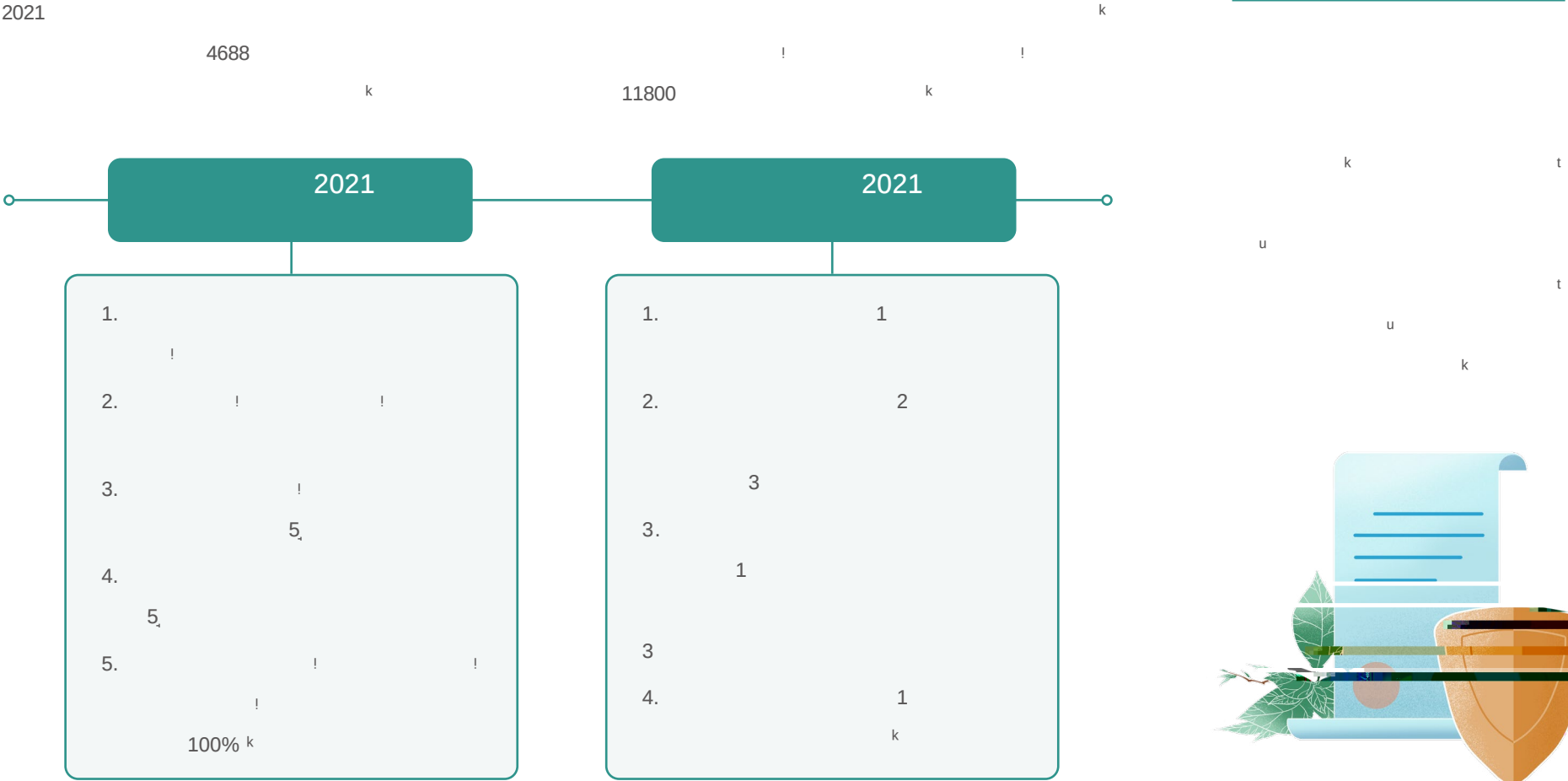
2912.4

k

k

k

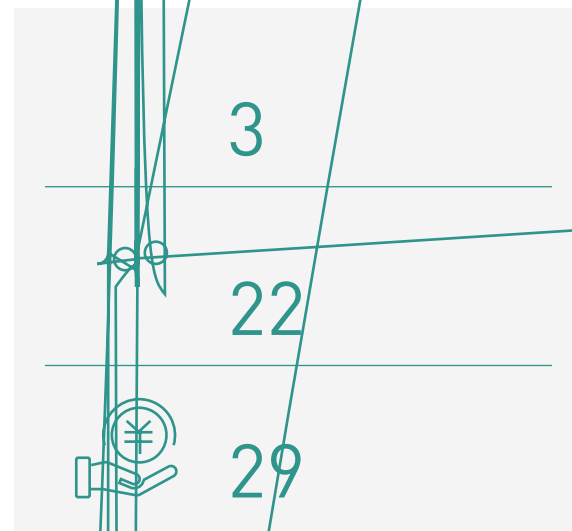
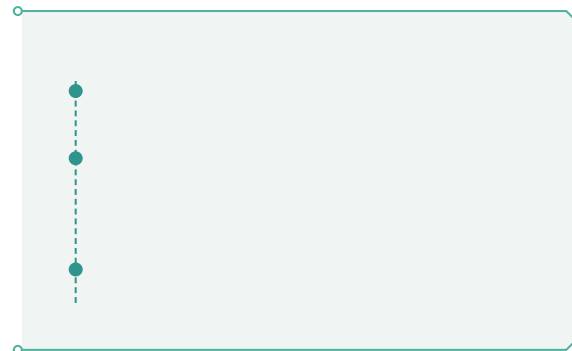


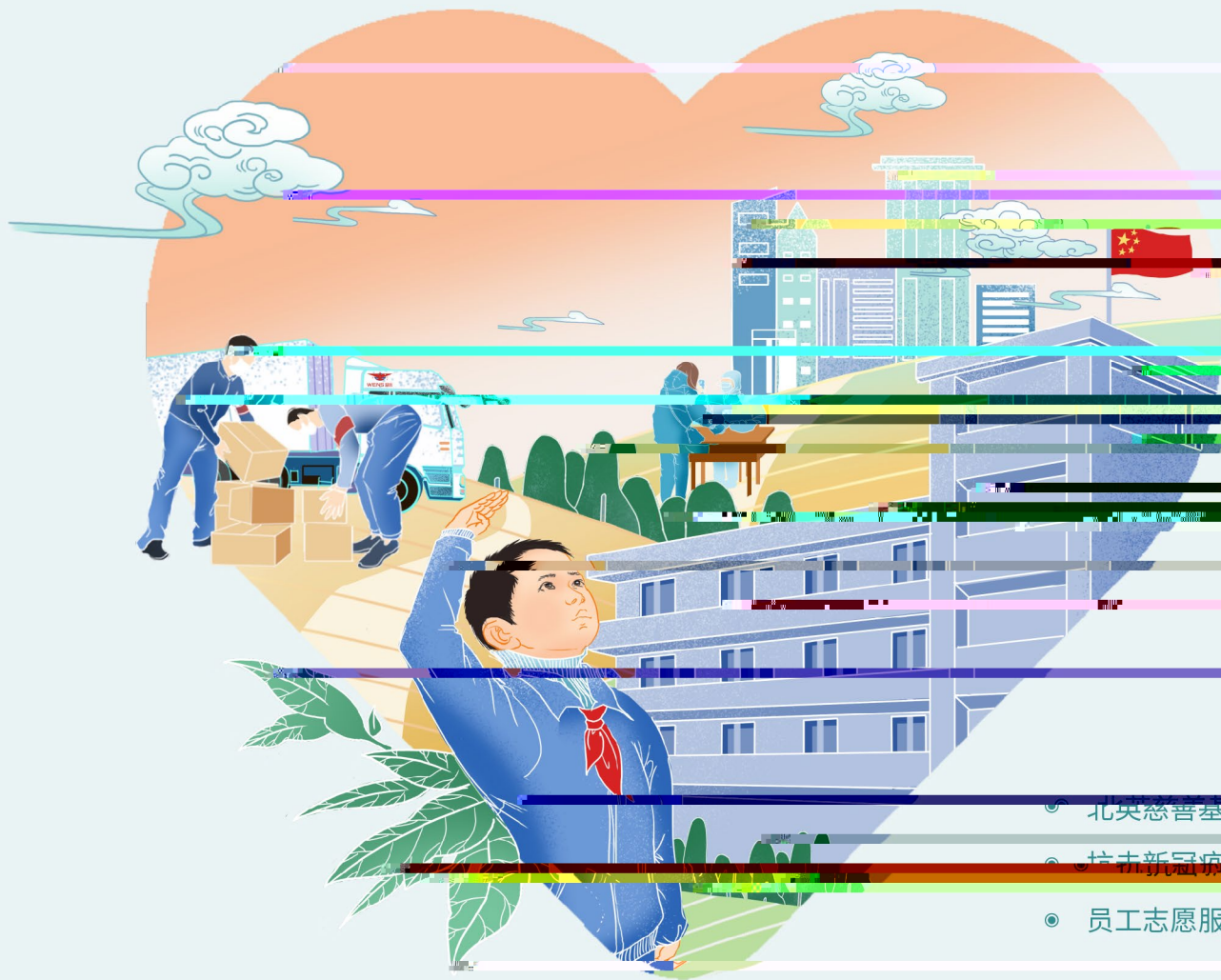






2021
570





● 北英慈善基金会

● 抗击新冠肺炎疫情

● 员工志愿服务

2021

3 k

k 2021

5A

k 2021

91

27

! ! ! !

8100 k

100

12

2020

k

k 2022

!

130

200

k



“ ”

2022 1

t

u

100

120

!

1 10

k



t

u



t

u



t

u

k 2021

28

3602

44

!

!

!

!

!

!

k

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