

Zhejiang NHU Co., Ltd.'s Overview

Overall Performance

Zhejiang NHU's Profile

Headquarter **Parent Company**

China NHU Holding Group Co., Ltd

Supplies for LSFF

Type of Ownership Public

Yes

Supplies in India/Kenya? **Millers for Nutrition Partner**

India, Kenya

Supplies in other markets?

Benin, Burkina Faso, Cameroon, Indonesia, Nigeria, Pakistan, South Africa, Togo, Zambia

Micronutrient/premix applications

Beverages, Dietary Supplements, Edible Oil, Flour, Premix, Sugar, Sweet Spreads

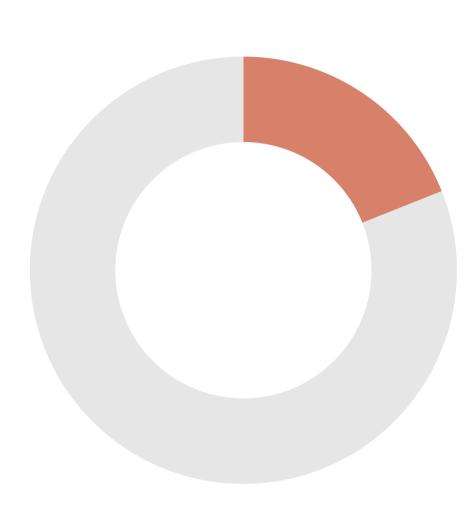
Fortificant Production Site Locations (Nr. of GPF-certified sites out of total sites) ²

China (2 out of 6 sites)

Footnotes:

- 1. Large-scale food fortification
- 2. The company has at least 1 GPF-certified site globally

Overall Performance

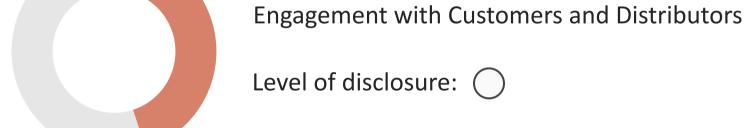


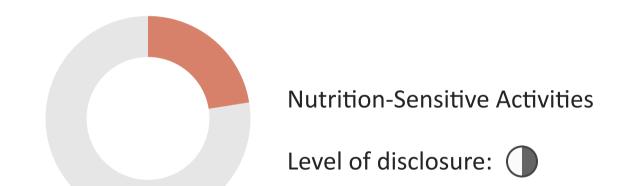
Company engagement: Full Engagement

Important - The findings of this Assessment regarding companies' performance and their profile rely to a large extent on information shared by companies, in addition to information that is available in the public domain. Several factors beyond the companies' control may impact the availability of information. Therefore, in the case of limited or no engagement by such companies, this Assessment may not represent the full scope of their efforts or their profiles.

Company's performance across 4 thematic categories









- Relevant information found was fully disclosed
- Relevant information found partially disclosed (i.e. some information is confidential)
- O Relevant information was fully confidential



Commercial Nutrition Strategy Analysis

Findings	
□ Commitments to address nutrition	
Zhejiang NHU acknowledges its role in addressing public health and nutrition challenges through broad statements on its website. The company highlights its commitment to nutrition enhancement projects aimed at improving children's nutritional status, boosting adult immunity, promoting healthy lifestyles, and supporting the well-being of all age groups. The company also shared evidence of its awareness campaign on World Hunger Day, which highlighted global nutrition challenges and the role of fortification in addressing these.	
However, it is not clear whether these efforts are part of a structured corporate strategy with specific, measurable, and time-bound targets.	
□ Reporting on nutrition progress	
Zhejiang NHU reported that it establishes annual corporate objectives, including nutrition-related key performance indicators where applicable, at the beginning of each fiscal year. However, no evidence was provided to substantiate this statement or to demonstrate whether the company explicitly measures progress on its activities to address malnutrition.	
□ Nutrition governance	
It is unclear whether Zhejiang NHU's nutrition-related commitments are regularly reviewed by senior management or if executive leadership is accountable for their successful implementation. The company stated that general managers' performance evaluations and compensation are tied to predefined targets but did not specify whether these include nutrition-related objectives.	
☐ Responsible sales of fortificants	
Zhejiang NHU website highlights various food applications for its fortificants, including less healthy foods such as cookies and cakes. However, the company does not demonstrate a clear prioritization of fortificant sales for products considered healthier by national and international public health authorities, relative to its overall sales in market-driven food fortification.	
□ Nutrition-related business risks	
Zhejiang NHU's annual report outlines a global risk management framework, including challenges such as the timely interpretation of updated foreign regulations, which could lead to non-compliance. The company explained that this includes regulations on labelling and nutritional claims. Other identified risks include raw material price volatility, exchange rate fluctuations, and changes in tax policy. According to the company, these factors can increase supply chain costs, affect product pricing, and influence consumer purchasing decisions. However, no specific evidence was found or shared that explicitly demonstrates how nutrition is recognized as a material risk to the business.	



Commercial Nutrition Strategy Analysis

Recommendations		
□ Commitments to address nutrition		
Zhejiang NHU is encouraged to assess all aspects of its business operations that can positively impact public health and nutrition, and establish specific, measurable, and time-bound commitments to act on these opportunities.		
To strengthen transparency and accountability, the company is encouraged to embed these commitments into a clear and cohesive nutrition strategy that aligns with its core business objectives and is publicly disclosed on its website.		
By integrating nutrition and fortification efforts more formally into its corporate responsibility agenda, the company can more effectively leverage its commercial operations and broader initiatives to enhance its impact on public health and nutrition. This approach would ensure that nutrition is positioned as a central component of the company's value proposition and long-term sustainability.		
□ Reporting on nutrition progress		
To drive accountability, transparency and recognition, Zhejiang NHU is encouraged to regularly track and publicly report on the progress of its nutrition-related commitments or nutrition strategy, against clear and well-defined quantitative metrics.		
□ Nutrition governance		
Zhejiang NHU is encouraged to establish governance structures—such as board reviews—supported by clearly assigned responsibilities for executive staff and accountability mechanisms like renumeration— to ensure progress on the company's nutrition-related targets.		
☐ Responsible sales of fortificants		
To support healthier diets, Zhejiang NHU is encouraged to prioritize the sales of fortificants for use in products that align with national and international public health guidance—particularly in market-driven fortification beyond government-mandated staple food fortification. This includes stimulating fortification in products that contribute positively to nutritional outcomes and refraining from promoting the fortification of less healthy products that are high in sugar, salt, or unhealthy fats. By aligning its sales strategy and customer engagement with public health goals, Zhejiang NHU can help ensure that fortification efforts contribute meaningfully to improved nutrition and long-term health outcomes.		
□ Nutrition-related business risks		
To strengthen its global risk management framework, Zhejiang NHU is encouraged to explicitly assess whether nutrition constitutes a material risk within its overall risk portfolio. This includes evaluating potential impacts on business operations, reputation, regulatory compliance, and long-term sustainability. Public disclosure of such risks aligns with corporate governance best practices, signalling a proactive stance on public health, and reinforces accountability to shareholders and stakeholders.		



Engagement with Customers and Distributors Analysis

Findings Recommendations Technical support to customers ☐ Technical support to customers Zhejiang NHU provided evidence of its technical support to customers by sharing customer requests To strengthen its support for effective fortification practices, Zhejiang NHU is encouraged for testing and email exchanges assessing needs related to end-product composition, micronutrient to develop a structured technical assistance plan with measurable targets or key performance indicators. This would ensure consistent and systematic support for all specifications, processing conditions, and shelf-life. This input informs both the delivery of effective technical assistance and the development of fortificants tailored to market requirements, and customers, through training, research and development, and other forms of guidance. customer specifications. Zhejiang NHU is also encouraged to continue collecting detailed information on both the fortificant and the intended end-product, and ensure the data aligns with the However, Zhejiang NHU did not provide evidence that its technical support is delivered requirements outlined in the Pan American Health Organization (PAHO) Code of Practice systematically through a structured implementation plan with defined targets. for Food Premix Operations—including details on the intended market for the fortified Instructions on proper handling and use of fortificants product. This helps ensure that fortificants are appropriately formulated to meet specific Zhejiang NHU shared an instruction manual that it provides to customers on handling and storing customer needs and national fortification regulations. micronutrients, including target addition rates into the intended food vehicle, as well as guidance on suitable packaging and labelling of the fortified product (e.g. the use of light-resistant package to The company is encouraged to disclose its efforts to support effective fortification, and minimize vitamin A degradation). related outcomes, on its website, as this promotes transparency, accountability, and recognition. The company also shared guidelines on handling micronutrients and their storage conditions, which Instructions on proper handling and use of fortificants it confirmed are shared with distributors across multiple markets. To support effective fortification practices, Zhejiang NHU should continue providing both customers and distributors instructions on the appropriate handling and storage of fortificants—while ensuring alignment with recognized guidance such as the PAHO Code of Practice for Food Premix Operations. To ensure product integrity and accountability, Zhejiang NHU is encouraged to explicitly reference fortificant handling and storage instructions in formal distributor agreements. This would help prevent mishandling that could compromise product quality.



Nutrition-Sensitive Activities Analysis

Findings

Nutrition-sensitive activities

Zhejiang NHU shared a publicly available article describing a seminar it held in 2023 in collaboration with the Indonesian government. The event focused on regulatory developments in vitamin A fortification of Indonesian palm oil and explored technological innovations to support implementation.

However, Zhejiang NHU did not provide evidence that these activities are part of a clearly structured implementation plan with measurable targets.

Recommendations

■ Nutrition-sensitive activities

To strengthen its role in advancing global fortification efforts and ensure meaningful impact through its partnerships, Zhejiang NHU is encouraged to jointly develop structured implementation plans, with measurable targets aligned to both public health priorities and the company's strategic objectives.

Transparency and accountability can be strengthened by publishing details of these partnerships—through annual reports or the company website—including implementation plans, progress metrics and outcomes. Doing so would demonstrate commitment while also highlighting the shared value and collective impact achieved.



Workforce Nutrition Analysis

Findings	Recommendations
No evidence of a formal workforce nutrition programme was found. Healthy food at work: Zhejiang NHU shared a document with ATNi showing examples of meals offered in the company's cafeteria service. However, it remains unclear how the company defines and evaluates healthy meals or whether healthier options are incentivized.	Zhejiang NHU is encouraged to build on its current efforts to support employee health by developing a more cohesive workforce nutrition programme addressing healthy food at work, nutrition education, and nutrition-focused health checks with clear goals and objectives, and each pillar consisting of multiple elements. Practical guidance is available in the Workforce Nutrition Alliance guidebook series. Such a programme should ideally be made available to all employees, including those at manufacturing sites.
Nutrition-focused health checks: The company also indicated that it offers comprehensive health screenings for all employees, including cholesterol and triglyceride checks, but did not provide	Breastfeeding support in the workplace
evidence to support this statement.	Zhejiang NHU is encouraged to establish a comprehensive, company-wide policy that
■ Breastfeeding support in the workplace	supports breastfeeding mothers across all markets and worksites. Such a policy should include provisions for private, comfortable spaces for milk expression during paid breaks, refrigeration for storage, access to breastfeeding support services, and flexible work arrangements such as adjustable hours or on-site childcare. In addition, fostering a supportive workplace culture through breastfeeding awareness initiatives is essential. Paid maternity and secondary caregiver leave Zhejiang NHU is encouraged to further strengthen its comprehensive policy by going beyond current national regulatory requirements—offering at a minimum 18 weeks as recommended by the International Labour Organization (ILO) and ideally 26 weeks as recommended by the World Health Organization (WHO) of paid maternity and primary
According to its website, Zhejiang NHU offers maternity leave and breastfeeding leave to female employees. The company shared with ATNi its maternity leave policy which—in line with national labour laws—entitles mothers to two 30-minute breastfeeding periods per day (which can be combined) for up to six months after maternity leave. This arrangement follows the national family planning regulations of the Zhejiang Province. Paid maternity and secondary caregiver leave According to its website, Zhejiang NHU offers maternity leave and breastfeeding leave to female employees. The company shared with ATNi its maternity leave policy which—in line with national labour laws in China—entails 158 days (almost 23 weeks) of paid leave. refrigerat arrangem supportive. Paid mater Zhejiang Notes are commented in the company shared with ATNi its maternity leave and breastfeeding leave to female recommented in the company shared with ATNi its maternity leave policy which—in line with national caregiver. The company shared with ATNi its maternity leave.	
	caregiver leave consistently for all employees, including those at manufacturing sites. The company is also encouraged to extend secondary caregiver leave to exceed current national regulations.