



ALLIED SUSTAINABILITY AND
ENVIRONMENTAL CONSULTANTS GROUP LIMITED

沛然環保顧問有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 8320

The cover illustration is a circular graphic with a light blue border. Inside, there are several green icons: a large leaf at the top, a lightbulb with a leaf inside at the top right, a document with a line graph at the top left, a globe showing continents at the bottom left, a city skyline with various buildings at the bottom, a bicycle at the bottom right, and a car with a leaf on its side at the bottom center. The text 'SUSTAINABILITY REPORT' is centered in the middle of the circle.

SUSTAINABILITY
REPORT

可 持 續 發 展 報 告

2021/22

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Who We Are 公司簡介

Established in 1994, Allied Sustainability and Environmental Consultants Group Limited (the "**Group**") is a key player in the future of sustainable development. The Group is the first listed sustainability and environmental consultancy service provider on The Stock Exchange of Hong Kong Limited ("**Stock Exchange**") and has served the society constantly across Hong Kong, Mainland China (the "**PRC**") and the Asia Pacific region in delivering environmental solutions for decades.

沛然環保顧問有限公司(以下簡稱「本集團」)於1994年成立，是未來可持續發展的重要參與者。本集團亦是首家於香港聯合交易所有限公司(「聯交所」)上市的可持續發展及環境顧問服務供應商，數十年來，不斷為香港、中國內地(「內地」)和亞太地區的社會提供環境解決方案。

The Group has an extensive network of operations, demonstrated by its diverse project portfolio, spanning Hong Kong, the PRC and the Asia Pacific region. Sustainability is our fundamental value to our day-to-day business and working culture. To promote the importance of sustainability across society, the Group is dedicated to providing professional sustainability advisory which brings benefits to our clients, human capital and the environment.

本集團擁有多元化的營運網絡，其多元化的項目組合涵蓋香港、內地及亞太地區。可持續發展是我們日常業務和工作文化的基本價值。為促進可持續發展的重要性，本集團致力提供專業的可持續發展諮詢，以造福我們的客戶、人力資本和環境。



About this Report

關於本報告

Reporting Period and Scope

This Sustainability Report (the “**Report**”) summarizes the Group’s environmental and social performances, accomplishments, and highlights of its major subsidiary, Allied Environmental Consultants Limited (“**AEC**” or the “**Group**”), in Hong Kong from 1 April 2021 to 31 March 2022 (the “**Year**”). Activities undertaken by other subsidiaries are excluded from the Report.

In addition to providing an outline of AEC’s sustainability performance, this Report also underlines AEC’s efforts to construct resilience in the business and society with the provision of environmental solutions and stakeholder engagement.

Reporting Framework and Standards

The Report is prepared in accordance with the Global Reporting Initiative (“**GRI**”) Standards: Core option and the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) issued by the Hong Kong Exchanges and Clearing Limited (“**HKEX**”) in Appendix 20 of the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the “**GEM Listing Rules**”). The Group attaches to the principles introduced by the GRI standards and the ESG Reporting Guide to report on the measures and performances in the Year.

With an aim to further realize AEC’s sustainability commitment, the Report is also prepared in alignment with the Task Force on Climate-related Financial Disclosures (“**TCFD**”), the Ten Principles of the United Nations Global Compact (“**UNGC**”) and the United Nations Sustainable Development Goals (“**SDGs**”). More in-depth information regarding AEC’s Corporate Governance is addressed in the Annual Report 2021/22 in accordance with Appendix 15 of the GEM Listing Rules.

The Audit Committee and the Environmental, Social and Governance Committee are responsible for reviewing and overseeing the Report in compliance with the GEM Listing Rules and other applicable requirements and standards.

Information and Feedback

For more information about our businesses, please refer to AEC’s official website <https://www.asecg.com>.

If you have any comments or questions regarding our sustainability disclosures and performance, please feel free to contact us at info@aechk.com or (852) 2815 7028.

報告期及範圍

本可持續發展報告(「本報告」)總結了本集團主要附屬公司，沛然環境評估工程顧問有限公司(「沛然」)於2021年4月1日至2022年3月31日(「本年度」)在香港的環境及社會績效表現、成就，和亮點。其他附屬公司的所有業務則不包括在本報告範圍內。

除了概述沛然可持續發展的績效外，本報告亦重點描述沛然藉提供環境解決方案和社會參與，為企業和社會建立抗禦力的所作出的貢獻。

報告框架及標準

本報告遵循全球報告倡議組織(「GRI」)標準：核心選項，以及香港交易及結算所有限公司(「香港交易所」)GEM(「GEM」)證券上市規則(「GEM上市規則」)附錄二十的環境、社會及管治報告指引(「ESG報告指引」)所編製。本集團遵照GRI標準及ESG報告指引的原則，以報告本年度的措施和表現。

為進一步實踐沛然的可持續發展承諾，本報告更參考氣候相關財務信息披露工作組(「TCFD」)、聯合國全球契約(「UNGC」)十項原則和聯合國可持續發展目標(「SDGs」)。有關沛然企業管治的相關資訊已另行於2021/22年報中根據GEM上市規則附錄十五作更深入的討論。

審核委員會和ESG委員會負責根據GEM上市規則及其他適用的規定和準則審閱及監督本報告。

聯絡資料

有關我們業務的更多資訊，請參閱沛然的官方網站 <https://www.asecg.com>。

如果您對本報告有任何意見或查詢，歡迎發送郵件至 info@aechk.com 或致電 (852) 2815 7028 與我們聯繫。

Foreword 前言

Dear valued stakeholders,

On behalf of the board of Directors (the “Board”), I am delighted to take this opportunity to present our sixth Sustainability Report for the year ended 31 March 2022. In light of the alleviation of the pandemic, it demonstrates the efforts AEC has placed to accelerate towards a decarbonized economy, healthy and safe communities, and fostering of stakeholders through knowledge-sharing.

Commitment to Advancing Net Zero – Building a Carbon-Neutral Economy

As a pioneer in the market, the Group has joined ranks of WorldGBC Asia Pacific Net Zero Collaborators and the founding member of the Greater Bay Area Carbon Neutrality Association (GBACNA) established in 2021. We are committed to utilize our expertise in the field of sustainability and environmental consultancy to collaborate closely with World Green Building Council in the Asia Pacific Region and aid the carbon neutrality development of the Greater Bay Area. On the project-level scale, we are pleased to share our success story in our participation in the HKGBC’s Advancing Net-Zero Ideas Competition. Our award-winning net-zero building design “Next Tower” showcases our capacity to create modern and user-friendly net-zero building design with the needs of the future in mind. Our sustainability endeavours are grounded on building a sustainable team culture from within. The Group has continued to work towards net zero operations in our daily operations through office system upgrades as well as enhanced waste management initiatives.

Creating a Healthy and Safe Community

A safe and healthy environment is paramount towards sustainable development. We have been improving our working environment for our employees throughout 2021-22, such as real-time monitoring of indoor air quality and periodic water quality testing. We have also worked to raise awareness in maintaining our employees’ physical and mental health through our communication network. As a testament to our efforts, AEC’s office has been awarded the WELL Health and Safety Rating 2021 for our effort in providing a safe workspace. In the coming year, we are looking to enhance our work on mental wellness through the participation in the Mental Health Workplace Charter organized by the Department of Health, the Labour Department and the Occupational Safety and Health Council.

致各位尊貴的持份者：

本人謹代表董事會（「董事會」）欣然發表本集團，截至2022年3月31日止第六份環境、社會及管治（「ESG」）報告。在疫情的放緩下，沛然展示了為加速實現淨零經濟、打造健康和安​​全社區及通過知識共享與持份者加強溝通所作出的努力。

承諾推進淨零排放 – 建設碳中和經濟

作為市場領先者，本集團已加入世界綠色建築委員會亞太區淨零合作者的行列，並成為2021年成立的大灣區碳中和協會（「GBACNA」）的創辦成員之一。我們致力於運用我們在可持續發展和環境諮詢領域的專業知識，與世界綠色建築委員會在亞太地區緊密合作，幫助大灣區的碳中和發展。在項目層面上，我們很高興與大家分享我們在香港綠色建築議會淨零建築創意大賽中的獲獎項目。我們獲獎的淨零建築設計「Next Tower」展示了我們以未來需求基礎上所創造現代化和對客戶友好的淨零建築能力。我們的可持續發展道路，建基於從內部建立可持續發展為中心的團隊文化。本集團通過辦公系統升級，以及加強廢物管理措施並在日常運作中繼續努力實現淨零操作。

締造健康安全的社區

安全和健康的環境是實現可持續發展的首要條件。在2021-22年期間，我們一直在為員工改善工作環境，如即時監測室內空氣質量和定期檢測水質。我們還努力通過加高溝通來提高員工身心健康的意識。作為我們努力的證明，沛然的辦公室已被授予WELL健康和安​​全評級2021，以表彰我們在提供安​​全工作空間方面的努力。在未來的一年裡，我們希望通過參加由衛生署、勞工署和職業安​​全健康局的《精神健康職場約章》，將我們的重點轉移到精神健康方面。

Fostering a Sustainable Future Through Knowledge-sharing

Sustainable development is about partnerships. Leveraging on our position as a leading sustainable and environmental consultancy firm in Hong Kong, we are keen to enhance the knowledge base of the local and international industry. The Group provides comprehensive solutions from identifying the material aspects of ESG issues and formulating ESG implementation plan to the preparation of an ESG report. During the Year, we have launched a one-stop ESG online management platform named "Sustainature" that simplifies the process of ESG data processing for enterprises of all types, analyzes and manages data on a one-stop basis. In addition to promoting sustainability, we hosted and participated in a diverse range of industrial engagement events, knowledge sharing events and career talks addressing sustainable development, climate change and green finance, to pursue synergistic partnerships across different stakeholder groups. Our employees are also well-informed and trained on net-zero and sustainable development through regular lunch talks, workshops, seminars and webinars. We believe that these intangible investments shall bear fruit in the long-run towards net-zero development.

In the coming year, the Group will continue to harness opportunities and spearhead the development towards net-zero future. On behalf of the Board and our management team, I would like to express my sincere gratitude to our staff members, business partners, and clients for their unwavering support over the past financial year.

Kwok May Han Grace

Chairman and Executive Director
31 March 2022

通過知識分享促進可持續的未來

可持續發展建於合作關係。憑藉作為香港領先的可持續發展和環境諮詢公司的地位，我們熱衷於加強本地和國際行業的知識基礎。本集團提供全面方案，從識別與ESG相關的重大範疇、制定ESG實施計劃到編製ESG報告。本年度內，我們推出了名為Sustainature的一站式ESG在線管理平台，簡化了各類企業的ESG數據處理流程，並一站式分析和管理數據。除了促進可持續發展，我們還舉辦和參與了各種與可持續發展、氣候變化和綠色金融相關的行業活動、知識分享活動和職業講座，以保持不同利益相關者之間的緊密合作。我們的員工也通過定期的午餐講座、研討會、和網路研討會，對淨零排放和可持續發展有充分的了解和培訓。我們相信這些無形的投資將在實現淨零發展的長遠發展中取得成果。

在未來的一年裡，本集團將繼續利用各種機會，帶頭邁向淨零排放未來。我謹代表董事會和我們的管理團隊，對我們的員工、業務夥伴和客戶在過去的財政年度裡的堅定支持表示衷心的感謝。

郭美珩

主席兼執行董事
2022年3月31日

2021/22 Sustainability Highlight 2021/22可持續發展亮點

During the Year 2021/22, we received various achievements and recognitions with our continuous commitment in promoting sustainability. We will continue to put effort into building a sustainable future.

在二零二一/二二年度，我們繼續致力於促進可持續發展，取得了多項成就和榮譽。我們將繼續努力建設可持續發展的未來。



Number of sustainability awards and recognitions
可持續發展獎項和榮譽之數目

12



Number of sustainability-related charter/memberships
有關可持續發展的憲章/會籍之數目

14



Number of sustainability projects completed for our clients
為我們客戶完成的可持續發展項目之數目

24



Estimated GHG emissions reduction of completed sustainability projects for our clients (tCO₂e)
為我們客戶完成的可持續發展項目的預計溫室氣體減排量(噸二氧化碳當量)

15,205



Wellness practices in the workplace in workplace welfare aspects
(Family-Friendly Employer and Mental Health Workplace)
(家庭友善僱主和精神健康職場約章)

2



Number of community educational activities (e.g. talks for promoting ESG, green finance)
社區教育活動次數之數目 (例如：宣傳ESG和綠色金融講座等)

76

Our Approach to Sustainability 我們的可持續發展方針

Our Vision and Mission

Established in 1994, AEC's vision is to become a world-class one-stop environmental and sustainability consultancy driven by the following mission:

我們的願景和使命

沛然成立於1994年，致力於成為世界一流的環境和可持續發展顧問，並肩負以下使命：



Transforming cities with sustainable building designs

利用可持續建築設計重塑城市



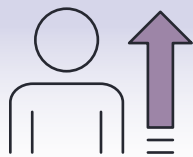
Providing advanced mitigation solutions to minimize environmental impacts

提供先進的緩解方案，以對環境影響減至最低



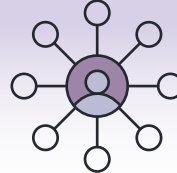
Shaping a green future for the continuity of the greater good

締造綠色未來以延續美好世界



Educating the communities through capacity building and awareness enhancement programs on sustainability issues

透過能力提升和意識加強計劃促進社區對可持續發展議題的認識



Inspiring corporate social responsibility by adding sustainability values into business frameworks

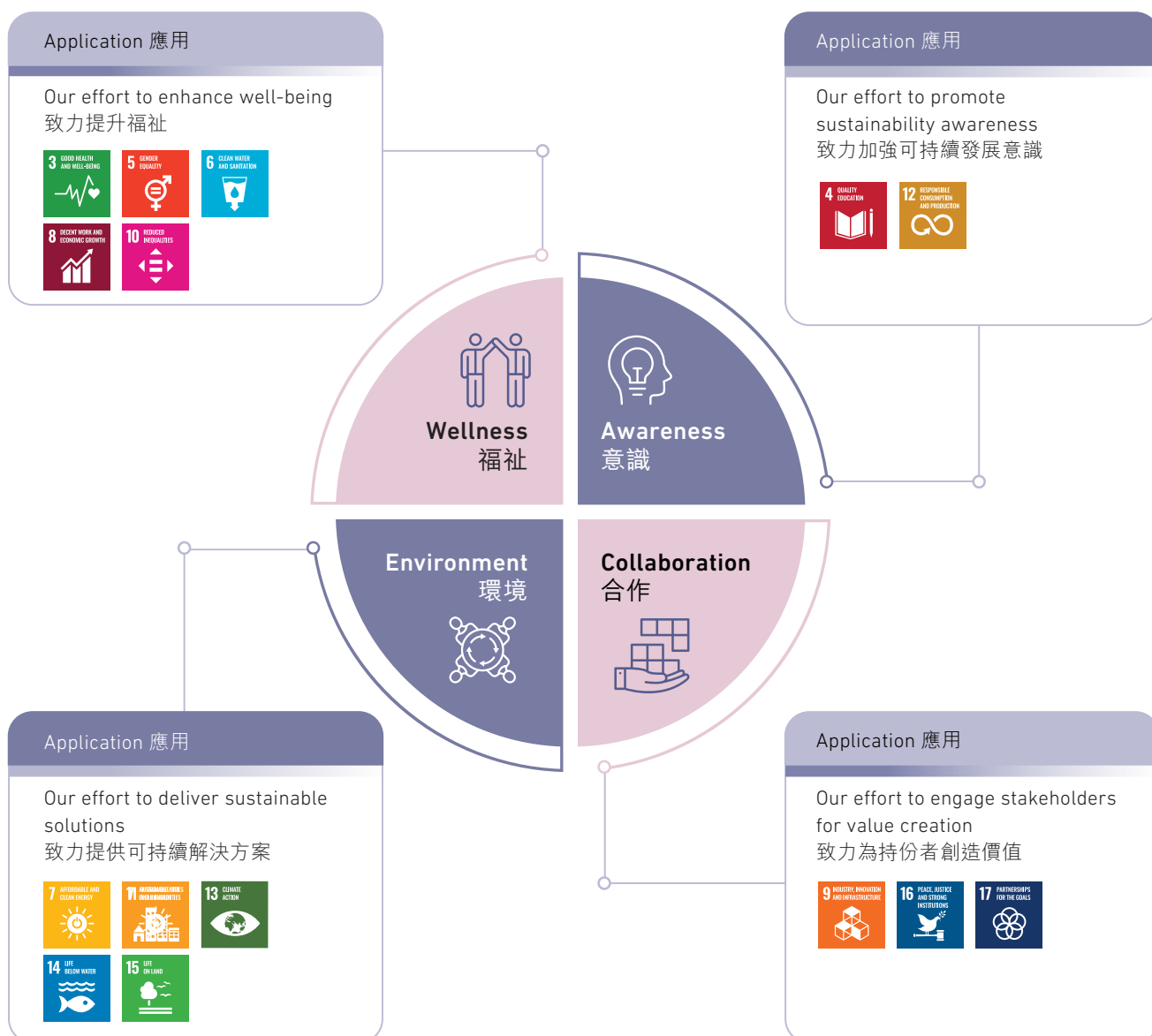
將可持續發展價值貫徹業務框架以履行企業社會責任

Our Core Values



AEC is a pioneering force in the sustainability and environmental consultant sector, it provides a sustainable route forward for our employees, clients, business partners, and the community. Under our sustainability framework, our works are directed by four key components – Wellness, Awareness, Environment and Collaboration.

我們的核心價值觀

作為可持續發展和環境顧問領域的先鋒，沛然為我們的員工、客戶、商業夥伴和社區提供了可持續發展的道路。在我們的可持續發展框架下，我們的工作由四個關鍵組成 – 福祉、意識、環境和合作。



Pillars	Application	Mapped SDGs
Environment	<p>We contribute to building sustainable cities and economies through the following solutions:</p> <ul style="list-style-type: none"> Environmental impact assessments that reduce the adverse environmental impact of urban development e.g. ecological impact studies, drainage impact assessments Green building certifications that drive positive environmental operations e.g. circular economy practices, renewable energy and provision of green and communal spaces ESG consultancy services that facilitate our corporate clients to swift decarbonization pathways and resilience against climate impacts 	    
Wellness	<p>We directly contribute to the well-being of society through our services in the following areas:</p> <ul style="list-style-type: none"> Environmental impact assessments that monitor and mitigate negative health and safety impacts e.g. land contamination, air and water quality Sustainability-related building certifications that focus on the health and wellness of building occupants e.g. WELL certifications Acoustics, audio-visual and lighting design consultancy services that bolster occupant well-being through the provision of pleasant acoustic and lighting environments Embrace people-centric principles and enhance our employees' wellness in the workplace through the following ways: <ul style="list-style-type: none"> Provide healthcare coverage to all full-time employees Maintain a safe, hygienic and comfortable workplace Uphold non-discriminatory policies and gender equality principles Offer counselling services Offer parental leave to our staff 	    

Pillars	Application	Mapped SDGs
Awareness	<p>We promote sustainability awareness among our clients, employees and the community through the following ways:</p> <ul style="list-style-type: none"> Assist our clients in adopting sustainable practices and transparent ESG disclosures Lead a sustainable management of resources at our office in consumption of electricity, energy, water, and paper etc. Nurture youths and the next generation with sustainability-related skills and knowledge through participation in seminars and talks 	 
Collaboration	<p>We recognize the importance of partnerships and strive to activate synergy among stakeholders through the following approaches:</p> <ul style="list-style-type: none"> Demonstrate good corporate governance practices Build capacity in diverse sectors through participation in associations Launch multi-stakeholder partnerships that advance industry innovation 	  

關鍵	應用	對應的可持續發展目標
環境	<p>我們通過以下解決方案為建設可持續城市和經濟作出貢獻：</p> <ul style="list-style-type: none"> 提供環境影響評估，例如生態影響研究、排水影響評估，以減少城市發展對環境的不利影響 積極推動有助環境的綠色建築認證，例如循環經濟實踐和提供綠色的公共空間 ESG 諮詢服務能幫助我們的企業客戶實現減碳途徑和抵禦氣候影響 	    
福祉	<p>我們通過以下服務領域直接為社會福祉作出貢獻：</p> <ul style="list-style-type: none"> 提供環境影響評估監測和減低對健康和安全的負面影響，例如土地污染、空氣和水的質量和噪音 推廣與可持續性相關的建築認證，例如WELL認證，注重於住客的健康和福祉 聲學、視聽和照明設計諮詢服務，通過提供宜人的聲學和照明環境來提升住客的幸福感 我們奉行以人為本的原則，並通過以下方式提高員工在辦公室的健康 <ul style="list-style-type: none"> 為所有全職員工提供醫療保健服務 維持一個安全、衛生和舒適的工作場所 堅持非歧視政策和性別平等原則 提供精神輔導服務 為我們的員工提供親職假 	    

關鍵	應用	對應的可持續發展目標
意識	<p>我們透過以下方式在客戶、員工間和社區中宣傳可持續發展意識：</p> <ul style="list-style-type: none"> 協助我們的客戶採用可持續的方法公開透明地報告和披露 ESG 議題 率先在我們辦公室就消耗電力、能源、水和紙張等資源進行可持續管理 通過參加研討會和講座，培養青年和下一代與可持續發展相關的技能和知識 	 
合作	<p>我們意識到合作夥伴的重要性，並努力通過以下方法激活利益相關者之間的協同作用：</p> <ul style="list-style-type: none"> 以優秀的企業管治實踐作示範 通過參加不同的協會，提升不同部門的能力 建立共同點以加強多方持份者的合作關係 	  

Sustainability Governance

Maintaining good governance promotes sustainable development, creates sustainable value and drives the Group to practice its values. The Group has formed an Environmental, Social and Governance Committee (the “**ESG Committee**”) consisting of executive and independent non-executive directors. The ESG Committee, established under the Board, oversees all ESG-related topics and reports periodically to all Board members.

AEC’s Sustainability Working Group (the “**SWG**”), under the ESG Committee, includes representatives from each team and department. The SWG comprises diverse talents and stances from a broad spectrum, allowing the Group to capture opinions through a bottom-up approach. The ESG-related policies and procedures are customized and analyzed by the SWG to facilitate sustainability awareness. The SWG is also responsible for advancing corporate social responsibility through upholding its commitments and setting targets.

The Audit Committee, Risk Management Committee, ESG Committee, and the SWG cooperate in identifying and governing possible ESG risks and opportunities in daily operations to strategize and implement AEC’s sustainability vision and objective.

In February 2022, AEC has established the Responsible Investment Committee. It is committed to implementing sustainable procurement practices, integrate responsible investment principles into the investment planning, which takes into account the impact of ESG, sustainability, climate resilience, biodiversity and carbon neutrality.

可持續發展管治

維持良好的管治能促進可持續發展，創造可持續價值並推動本集團實踐其價值觀。本集團已成立由執行董事及獨立非執行董事組成的環境、社會及管治委員會（「**ESG 委員會**」）。ESG 委員會由董事會擔任主席，負責監督所有與 ESG 相關的主題，並定期向所有董事會成員報告。

沛然的可持續發展工作組（「**SWG**」）隸屬於 ESG 委員會，其中包括來自各團隊和部門的代表。SWG 由多元化的人才和背景構成，讓集團能夠從自下而上的方式獲取意見。SWG 會負責制定和分析與 ESG 相關的政策和程序，以提高集團的可持續發展意識。SWG 亦會通過信守承諾和設定目標承擔企業社會責任。

審計委員會、風險管理委員會、ESG 委員會和 SWG 合作分析和日常運營中可能存在的 ESG 風險和機遇，以制定和實施沛然的可持續發展願景和目標。

沛然於 2022 年 2 月成立責任投資委員會，致力於實踐可持續採購，並考慮到 ESG、可持續性、氣候適應力、生物多樣性和碳中和的影響，將責任投資原則納入投資規劃。

Sustainability Governance Structure 可持續發展治理架構



AEC incorporates the concept of sustainability into the Group's principles, operational strategies, and operations. The ESG Committee implements sustainability policies on both environmental and social aspects.

沛然將可持續發展的概念融入集團的原則、運營策略和運營當中。委員會在環境和社會方面實施可持續發展政策。

Environmental Policies 環境政策	Social Policies 社會政策
<ul style="list-style-type: none"> Implement EMS in accordance with ISO 14001:2015 根據 ISO 14001:2015 實施 EMS Optimize energy, water and other resources as efficiently as possible 盡可能高效地優化能源、水和其他資源 Reduce environmental impacts of business and maintain efficient and effective operation 減少業務對環境的影響，並保持高效有效的運營 	<ul style="list-style-type: none"> Operate QMS in accordance with ISO 9001:2015 根據 ISO 9001:2015 執行 QMS Fulfil commitment as a Caring Company that cares about employees, the community and the environment 履行「商界展關懷」對員工、社區和環境的承諾 Promote sustainable procurement of products and services 促進產品和服務的可持續採購

Corporate Governance 企業管治



Material Topics | 重要議題

Anti-corruption 反貪污

Business ethics and integrity 商業道德和誠信

Adhering to strict business ethics and integrity, AEC is dedicated to strong corporate governance to assure fair and transparent operations. As stated in our Staff Handbook, employees must avoid and declare any potential conflicts of interest and benefits, for instance, gifts received while accomplishing their tasks. More details are disclosed in the Corporate Governance Report of our 2021/22 Annual Report.

In order to maintain a high standard of corporate governance, the Group is committed to enhancing anti-corruption awareness among its staff and provides anti-corruption training to staff and directors. Relevant personnel are required to understand the requirements of anti-corruption and integrity, and bribery in any form is strictly prohibited. During the Year, the Group has provided anti-corruption training to our staff, including directors.

Should there be any incidents of misbehavior and malpractice, employees are to report to the administrative/human resources department through the reporting box - an anonymous whistleblowing mechanism. An investigation shall be initiated by the legal department as soon as possible. During the Year, AEC was not aware of any non-compliance with anti-corruption related rules and regulations.

Moreover, effective from 2022, the HKEx has tightened the rule of gender equality under the amended corporate governance code. AEC was well prepared to address the new update, as we have attained over 33% of female's representation on the Board of directors of the Company.

沛然秉持嚴謹的商業道德及誠信，並致力於有效的企業管治，以確保公平而透明的企業運營。我們的員工手冊亦有申明，員工必須避免並聲明任何潛在的利益和利益衝突，如在完成任務時收取禮物。更多資訊可參閱我們於2021/22年度報告中的企業管治報告。

本集團致力於提升員工的反貪污意識，並為員工及董事提供反貪污培訓，以維持高水準的企業管治。相關人員需要了解反腐倡廉的要求，並嚴禁任何形式的賄賂。本年度內，本集團已向包括董事在內的員工提供反貪污培訓。

若發現任何不當行為和瀆職事件，員工可通過舉報箱，以匿名舉報的方式，向行政或人力資源部門作出舉報。法律部門應會盡快啟動審查。本年度內，沛然並無被指控違反反貪污相關規則及法規。

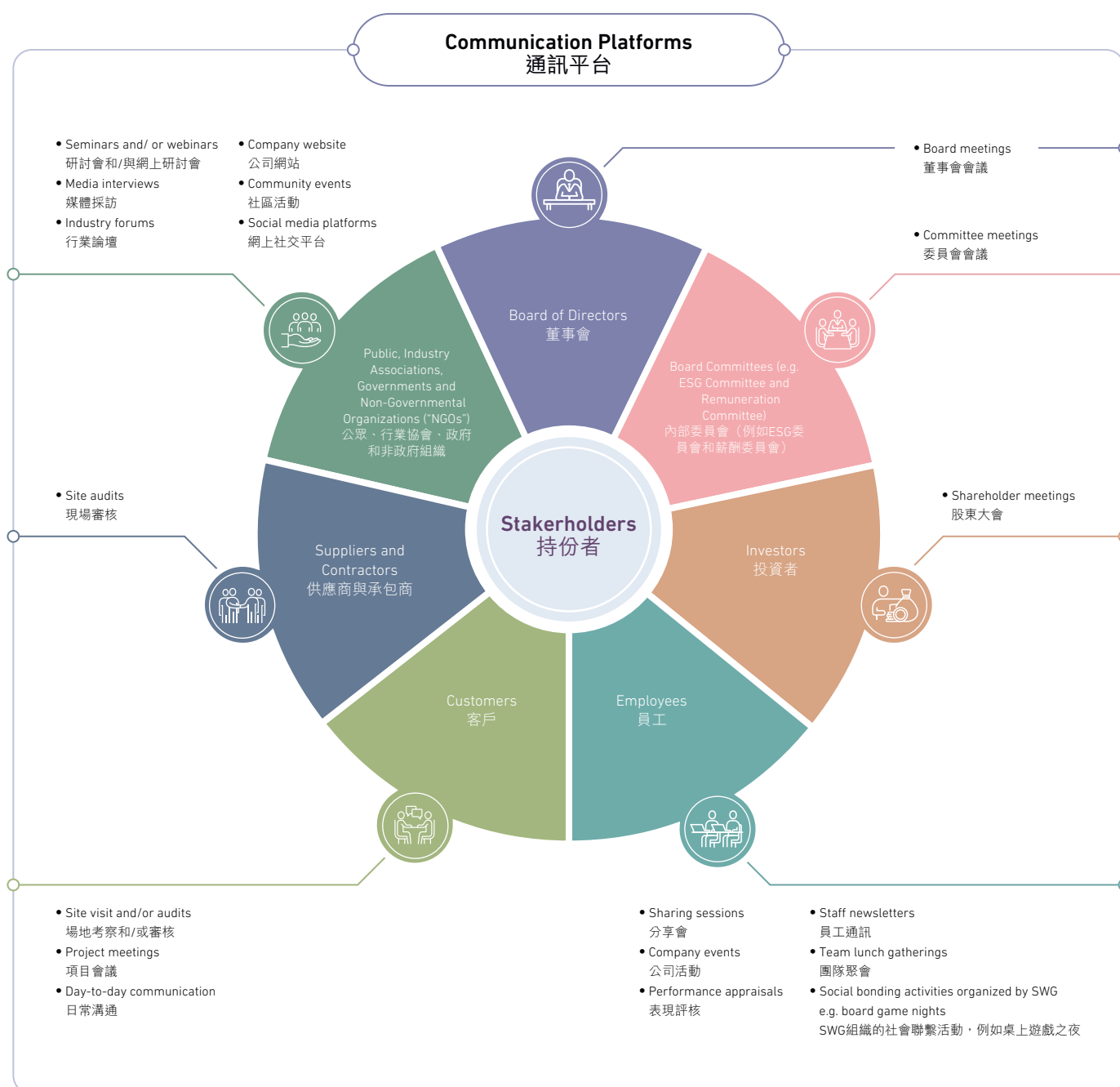
此外，自2022年起，港交所在經修訂的企業管治守則下收緊了性別平等規則。沛然已為應對更新作好充分的準備，在我們公司董事會中已獲得了超過33%的女性代表。

Stakeholder Engagement

Sustainable development is strongly linked to our stakeholders' feedback as they engage in our business activities and value chain. We treasure all opinions from our internal and external stakeholders as their views affect our decision-making, thus we have set up various communication platforms to connect with our stakeholders.

持份者參與

可持續發展與持份者的反饋密切相關，並與我們的業務營運和價值鏈環環相扣。我們重視來自內外持份者的每一條反饋，因為他們的意見會影響我們的決策，因此我們建立了不同的溝通平台來與我們的持份者聯繫。



ESG Materiality Assessment

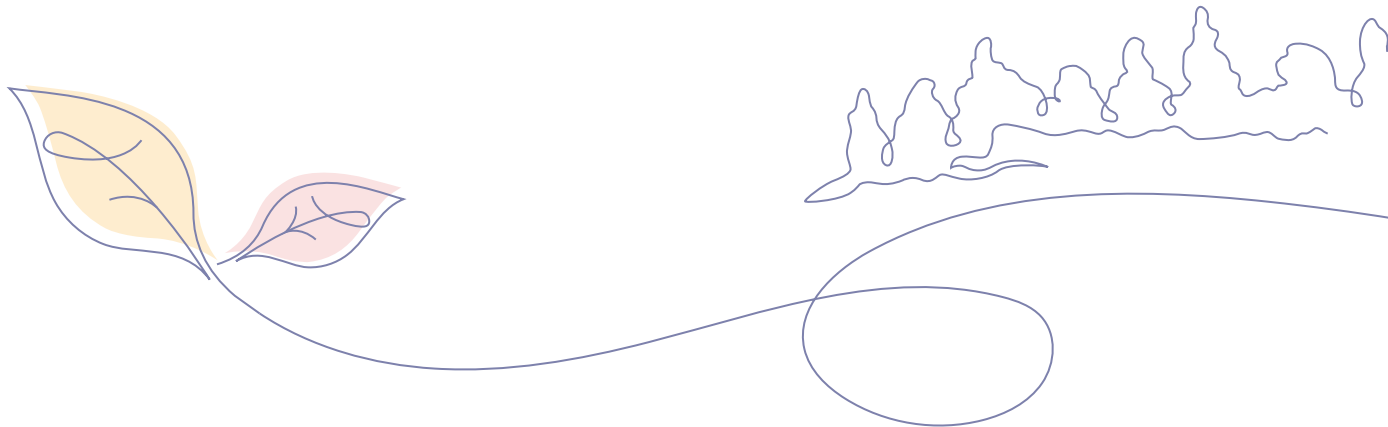
To identify, assess and prioritize our material ESG issues, AEC conducted a sustainability survey with external and internal stakeholders in the Year 2021/22, as well as discussions with the senior consultants and top management. Based on the results and feedback, AEC was able to review its performance and impacts on various sustainability aspects and adopt relevant responses and actions.

The following materiality matrix was generated to rank our material ESG issues. The Board, the ESG Committee and the SWG have confirmed its relevance for this year and is continuously working to incorporate the same into AEC's sustainability roadmap and daily operations. The materiality results has also informed the focus areas of this Report.

重要性評估

為了識別、評估和優先考慮最重要的ESG議題，沛然在2021/22年度與外部和內部持份者進行了可持續發展問卷調查，並訪問了高級顧問和高層管理人員。根據結果和反饋，沛然可以審查其在各個可持續性方面的表現和影響，並採取相關的回應。

我們完成了以下重要性矩陣來對我們的重大ESG問題進行排名。董事會、ESG委員會和SWG已確認其與今年的相關性，並不斷努力將其納入沛然的可持續發展路線圖和日常運營。重要性結果也為本報告的重點領域提供了信息。





Label 標碼	Aspects 方面	Material Topics 重要議題	GRI Topic GRI 主題	Other Material Topics
1	Environment 環境	Sustainability awareness promotion 推廣可持續發展意識	-	3 Greenhouse gas and air emissions 溫室氣體與廢氣排放
2		Resource optimization 善用資源	302 Energy 能源	4 Innovative building design 創新建築設計
5		Green office culture 綠色辦公室文化	-	6 Office waste management 辦公室廢棄物管理
10	Social 社會	Talent attraction 吸引人才	401 Employment 勞僱關係	7 Eco-friendly procurement 環保採購
13		Employee professional training 員工專業培訓	404 Training and Education 培訓與教育	8 Climate change mitigation and adaptation 氣候變化緩解與適應
14		Employee well-being and safety 員工健康與安全	403 Occupational Health and Safety 職業安全衛生	9 Climate-related risk management 氣候相關風險管理
22	Economic and Business 經濟及業務	Service quality 服務質素	-	11 Equal opportunities and non-discrimination 平等機會與反歧視
28		Information privacy and protection 資料私隱與保護	418 Privacy Protection 客戶隱私	12 Team communication and building 團隊溝通與建立
29		ESG governance ESG管治	-	15 Employee satisfaction 員工滿意度
				16 Workplace diversity 職場多元化
				17 Community investment and involvement 社區投資與參與
				18 Labor standards 勞工準則
				19 Workplace environment 辦公室環境
				20 Financial performance 經濟表現
				21 Client satisfaction and feedback 顧客滿意度與意見
				23 Supplier/subcontractor quality 供應商 / 承包商質素
				24 Supplier/subcontractor management 供應商 / 承包商管理
				25 Business ethics and integrity 商業道德與誠信
				26 Anti-corruption 反貪污
				27 Handling mechanism for complaints and inquiries 投訴與查詢處理機制

Climate-related Financial Disclosures (TCFD)

The Task Force on Climate-related Financial Disclosures (“TCFD”) was established in 2015 by the Financial Stability Board to help businesses disclose their climate-related financial risks and relevant management approaches to investors and other stakeholders. HKEX intends to mandate the disclosure of TCFD-aligned climate-related disclosures by 2025. Under the TCFD framework, climate-related risks are categorized into physical and transition risks.

與氣候相關的財務信息披露 (TCFD)

氣候相關財務信息披露工作組(「TCFD」)由金融穩定委員會於2015年成立，旨在幫助企業向投資者和其他利益相關者披露其與氣候相關的財務風險和相關管理方法。香港交易所計劃在2025年之前強制披露與TCFD相關的氣候披露一致。在TCFD框架下，氣候相關風險分為實體風險和過渡風險。



Climate Risks 氣候風險

Description 描述

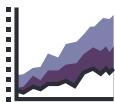
Physical Risks
實體風險

Increased intensity and frequency of extreme weather, as well as typhoons and sea level rises
極端天氣以及颱風和海平面上升的強度和頻率增加



Transitional Risks
過渡風險

Shift to a low-carbon economy, which may involve policy, legal, technological and market changes in response to climate change mitigation and adaptation requirements
向低碳經濟轉型，這可能涉及政策、法律、技術和市場變化，以應對氣候變化的減緩和適應要求



Recognizing the risks and opportunities associated with climate change in our business, AEC is committed to adopting the TCFD framework to communicate to our stakeholders our management approach to address climate risks and opportunities. Following the recommendations of the TCFD, we disclose our management approach through the four core categories of governance, strategy, risk management, and metrics and targets.

沛然意識到我們業務中與氣候變化相關的風險和機遇，致力於採用TCFD框架向我們的持份者展示我們應對氣候風險和機遇的管理方法。根據TCFD的建議，我們通過管治、戰略、風險管理以及指標和目標這四個核心類別來披露我們的管理方法。

Governance

AEC's governance on climate-related risks and opportunities is part of the sustainability governance. The Board is responsible for the oversight of climate-related risk management, which provides guidance on the overall direction of the management and conducts final decision-making. The ESG Committee and SWG meet regularly and report to the Board on climate-related risk information. The Audit Committee, the Risk Management Committee, the ESG Committee, and the SWG collaborate with one another to analyze and manage potential climate risks and opportunities. The following details the climate management related duties of each sustainability governance function.

管治

沛然對氣候相關風險和機遇的管治是可持續發展管治的一部分。董事會負責監督氣候相關風險管理，為管理層的總體方向提供指導並進行最終決策。ESG委員會和SWG定期舉行會議，並向董事會報告氣候相關風險信息。審計委員會、風險管理委員會、ESG委員會和SWG相互合作，分析和處理潛在的氣候風險和機遇。下面詳細介紹每個可持續發展管治職能的氣候管理相關職責。

Sustainability Governance 可持續發展管治

Climate management related duties 氣候管理相關職責

Board of Directors 董事會	Oversee climate-related issues and set overall climate-related goals for the Company 監督氣候相關問題並為公司設定與氣候相關的總體目標
ESG Committee ESG委員會	Provide information and guidance on addressing sustainability issues and implementing measures 解決可持續性問題和實施措施提供信息和指導
Sustainability Working Group (SWG) 可持續發展工作小組(「SWG」)	Provide a wide range of perspectives, including reporting implementation difficulties and collecting opinions from different stakeholders 提供不同持份者觀點，包括報告實施困難和收集不同利益相關者的意見
Risk Management Committee 風險管理委員會	Advise on matters that may have an impact on the risk management and practices related to climate-related financial risks 就可能影響與氣候相關金融風險相關的風險管理和實踐的事項提供建議
Audit Committee 審核委員會	Oversee the Group's risk management framework to identify and deal with financial, operational, legal, regulatory, technology, business and strategic risks faced by the Group 監督集團的風險管理框架，以識別和處理集團面臨的財務、運營、法律、監管、技術、業務和戰略風險

Strategy

This year, AEC further analyzed climate-related risks by using different climate scenarios in the risk assessment with reference to the TCFD recommendations. We engaged our management and external stakeholders to identify climate-related risks relevant to our assets. We have adopted quantitative and qualitative scenario analyses to identify risks and develop a comprehensive strategy.

Physical Risks

We have conducted a climate risk assessment on our office's exposure to floods, sea-level rise, hurricanes & typhoons, heat stress and water stress to mid-term projection period, 2030 - 2040. This modelling allowed us to evaluate long-term risk exposure and the underlying risk drivers for each hazard. The result showed that there is an overall nil to low risk level of floods, heat stress, water stress and wildfire and low-medium risk level of sea level rise but a high risk level regarding Hurricanes and Typhoons. Hurricanes and Typhoons can directly damage physical buildings and can also cause indirect disruption through impacts on transportation, energy and communications infrastructure. In response to the physical risks of climate change, we have formulated contingency arrangements in the case of extreme weather conditions for our operations.

策略

今年，沛然參考TCFD建議，在風險評估中使用不同的氣候情景，進一步分析了與氣候相關風險。我們邀請了管理層和外部持份者來識別與其資產相關的氣候相關風險。我們已採用定量和定性情景分析來識別風險並製定綜合戰略。

實體風險

我們對自身的辦公室進行中期氣候預測，在2030年至2040年期間遭受洪水、海平面上升、颶風和颱風、熱壓力風險和缺水風險的風險進行了氣候評估。該模型使我們能夠評估長期風險暴露和每種危害的潛在風險驅動因素。結果表明，在洪水、熱壓力風險、水資源壓力和野火總體上方面沒有或低水平和海平面上升的中低風險水平，但颶風和颱風的風險水平很高。颶風和颱風可以直接破壞實體建築，也可以通過對交通、能源和通信基礎設施的破壞造成間接影響。為應對氣候變化帶來的實體風險，我們為運營製定了極端天氣情況下的應急安排。

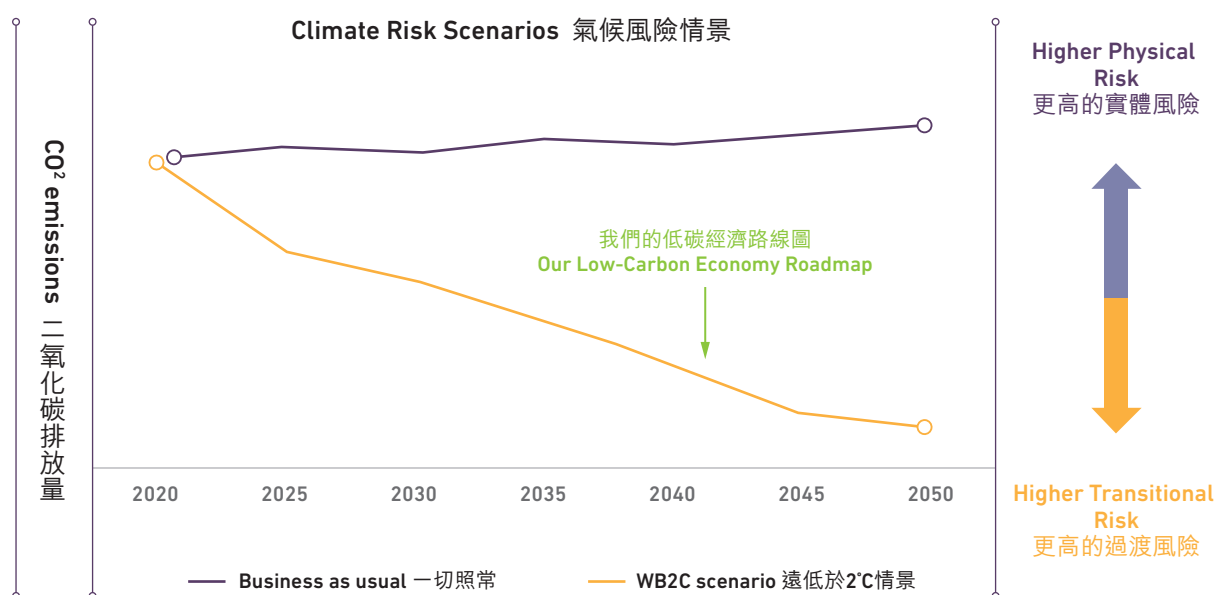
Climate Hazard 氣候災害	Risk Level 風險水平
 Floods, Heat Stress, Water Stress, Wildfire 洪水、熱壓力風險、水資源壓力和野火	 Nil to low 沒有或低水平
 Sea Level Rise 海平面上升	 Low-medium 中低風險水平
 Typhoons 颶風和颱風	 High 高風險

Transitional Risks

To steer towards a low carbon economy and future, AEC has committed to SBTi in alignment with a well-below 2°C scenario. In this scenario, we assume a rise in climate policy ambition and coordinated to limit global warming to well-below 2°C. Government and investors are more concerned about "Sustainable Investing" and clients are increasingly climate-conscious. Taking carbon reduction even further, we are also stepping up our commitment and pledged to the Business Ambition for 1.5°C and Towards Zero Carbon campaigns, with our commitment to a zero-carbon future.

過渡風險

為了邁向低碳經濟和未來，沛然已承諾 SBTi 與遠低於 2°C 的情景保持一致。在這個情景下，我們假設氣候政策雄心壯志，並協調將全球變暖限制在遠低於 2°C 的範圍內。政府和投資者更加關注「可持續投資」，客戶也越來越關注氣候。在進一步減少碳排放的同時，我們也正在加強自身的承諾，並承諾「企業雄心助力 1.5°C 限溫目標行動」和邁向零碳運動的商業抱負，以及我們對零碳未來的承諾。



In addition to our internal commitments, we foresee an increase in the market for green building and ESG-related businesses. The Hong Kong Government has announced Hong Kong's Climate Action Plan 2050 and covered net-zero electricity generation, energy-saving and green buildings, green transport and waste reduction. It also offers transitional opportunities to AEC's business. As climate change risks increase in real estate and other industries, the market preferences are towards more sustainable buildings and more robust ESG strategy formulation. We are expanding our consultancy services in the area of green finance, where more capital will be available to fund climate-related projects.

除了我們的自身承諾，我們預計綠色建築和 ESG 相關業務的市場將會擴展。香港政府已公佈香港氣候行動藍圖 2050，涵蓋淨零發電、節能綠建、綠色運輸和全民減廢。它還為沛然的業務提供了過渡機會。隨著房地產和其他行業的氣候變化風險增加，市場偏好傾向於更可持續的建築和更穩健的 ESG 戰略制定。我們正在擴大綠色金融領域的諮詢服務，將有更多資金用於資助氣候相關項目。

Risk Management

The Finance Department is responsible for the management and assessment of the Group's financial risks. Based on this climate-related data, the SWG further analyzes the same to identify climate-related risks and opportunities and report to the ESG Committee and Board of Directors. AEC manages climate-related risks in daily operations via the ISO 14001:2015 Environmental Management Body System ("EMS").

風險管理

財務部負責本集團財務風險的管理及評估。基於這些氣候相關數據，SWG進一步分析風險以識別與氣候相關的風險和機遇，並匯報ESG委員會和董事會。沛然還通過ISO 14001:2015環境管理體系（「EMS」）管理日常運營氣候相關風險。

Climate-related risks and opportunities 氣候相關風險和機遇		Potential Impact 潛在影響	Our climate strategy 我們的氣候策略
Physical risks 實體風險	Increase of frequency and severity of extreme weather	Increased operating cost from increased health and safety insurance premiums	Adopt enhanced policies to ensure a safe workplace for all our employees including business continuity plans
	極端天氣的頻率和嚴重程度增加	<p>健康和安全保險費增加導致運營成本增加</p> <p>增加對現有建築和基礎設施的實體影響</p>	<p>採取強化政策，確保我們所有員工的工作場所安全，包括業務連續性計劃</p> <p>擴展我們的可持續諮詢，以應對實體氣候風險對建築物和公司的影響。例如，我們的諮詢服務可幫助客戶解決氣候適應性設計問題。海綿城市設計確保建築物具有抗洪能力，而微氣候研究確保室外區域的熱舒適性以增強熱應力恢復能力。</p>
	Sea level rise	More vulnerable to storm surges and coastal flooding, as our office is located near the harbour	Adopt enhanced policies to ensure a safe workplace for all our employees including business continuity plans
	海平面上升	位於海邊附近的辦公室更容易受到風暴潮和沿海洪水的影響	採取強化政策，確保我們所有員工的工作場所安全，包括業務連續性計劃

Climate-related risks and opportunities 氣候相關風險和機遇		Potential Impact 潛在影響	Our climate strategy 我們的氣候策略
Transitional Risks 過渡風險	Policy and Legal Risks	Increased human and financial resources expenditures in sustainability management	Enhance our waste management and reduce diversion from landfill in our environmental policy
	2023 -Mandatory regulation of municipal solid waste (MSW) charging)		
	2025-Mandatory TCFD-aligned climate-related disclosures by HKEx	可持續性管理方面的人力和財力支出增加	在我們的環境政策中加強我們的廢物管理並減少堆填區的轉移
	政策和法律風險		
2023年都市固體廢物 (MSW) 收費的強制性規定	擴展我們的可持續諮詢，以應對氣候變化對建築物、基礎設施和組織的影響	2025年香港交易所強制性的與TCFD一致的氣候相關披露	
2025年香港交易所強制性的與TCFD一致的氣候相關披露			
Technology Risks	Transition to lower emissions technology	Keep abreast of the latest sustainable technological applications and innovative construction methods such as Air Improvement Photovoltaic (AIPV), Modular Integrated Construction (MiC) and introduce to our clients when deemed an effective solution	
技術風險	向低碳技術轉型		
Market Risks	Increased market demand for climate-resilient and green building design	Increase opportunities and revenue from green building and ESG business	
			Increased investor demands for green and low-carbon financing and investment
	市場風險	市場對氣候適應性和綠色建築設計的需求增加	增加綠色建築和ESG業務的機會和收入
Reputation Risks	Increased risk of greenwashing	Attraction of green investment and provide green finance consultancy services	
			投資者對綠色低碳投融资需求增加
聲譽風險	漂綠風險增加	Enhancement of credible third-party certification and sustainability benchmarking	
		加強可信的第三方認證和可持續性基準測試	

Metrics and targets

The table below presents key metrics related to the impact of GHG emissions, energy, green building projects and ESG projects on financial aspects related to revenue and expenditure.

指標和目標

下表列出了與溫室氣體排放、能源、綠色建築項目和ESG項目對與收入和支出相關的財務方面的影響相關的關鍵指標。

Financial Category 財務類別	Climate-related Category 氣候相關類別	Metric 指標	Unit of Measure 單位	2021/22	2020/21
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of total revenue from green building consultancy projects 綠色建築顧問項目總收入百分比	%	50.4	47.3
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of total revenue from ESG reporting and consultancy projects ESG報告與顧問項目總收入百分比	%	13.2	10.5
Assets & Liabilities 資產與負債	Risk Adaptation & Mitigation 風險應對與緩解	Responsible Investment 責任投資	HKD (million) 百萬港元	1.57	N/A 不適用
Expenditure 支出	Energy/Fuel 能源 / 燃料	Total Electricity Consumption 總耗電量	kWh 千瓦時	79,081	86,287
Expenditure 支出	Energy/Fuel 能源 / 燃料	Total Energy Consumption 總能源耗量	kWh 千瓦時	97,222	92,615
Expenditure 支出	Greenhouse Gas (GHG) Emissions 溫室氣體排放	Total GHG emissions (scope 1, 2, 3) 總溫室氣體排放量 (範圍一、二、三)	Tonnes of CO ₂ e (tCO ₂ e) 噸二氧化碳當量	63.55	67.15
Expenditure 支出	Greenhouse Gas (GHG) Emissions 溫室氣體排放	GHG Emission Intensity 溫室氣體排放密度	tCO ₂ e/Employee 噸二氧化碳當量 / 員工	0.93	1.12

Case Our Commitments to Sustainability 我們對可持續發展的承諾

Our Science-based target and participation in Race to Zero

The Group recognizes the severe impact of climate change and understands that humanity is facing an unprecedented crisis. As such, AEC strives to lead as a role model and has set decarbonization targets validated by the SBTi (Science-based Targets Initiative). AEC is currently committed to well-below 2°C scenario, reducing scope 1 and scope 2 GHG emissions by 30% compared to the base year (2018) no later than 2030 and to measure and reduce its scope 3 emissions. AEC is currently working to update its greenhouse gas reduction targets to limit global warming to not more than 1.5°C.

我們的科學基礎減碳目標和參與「奔向淨零」

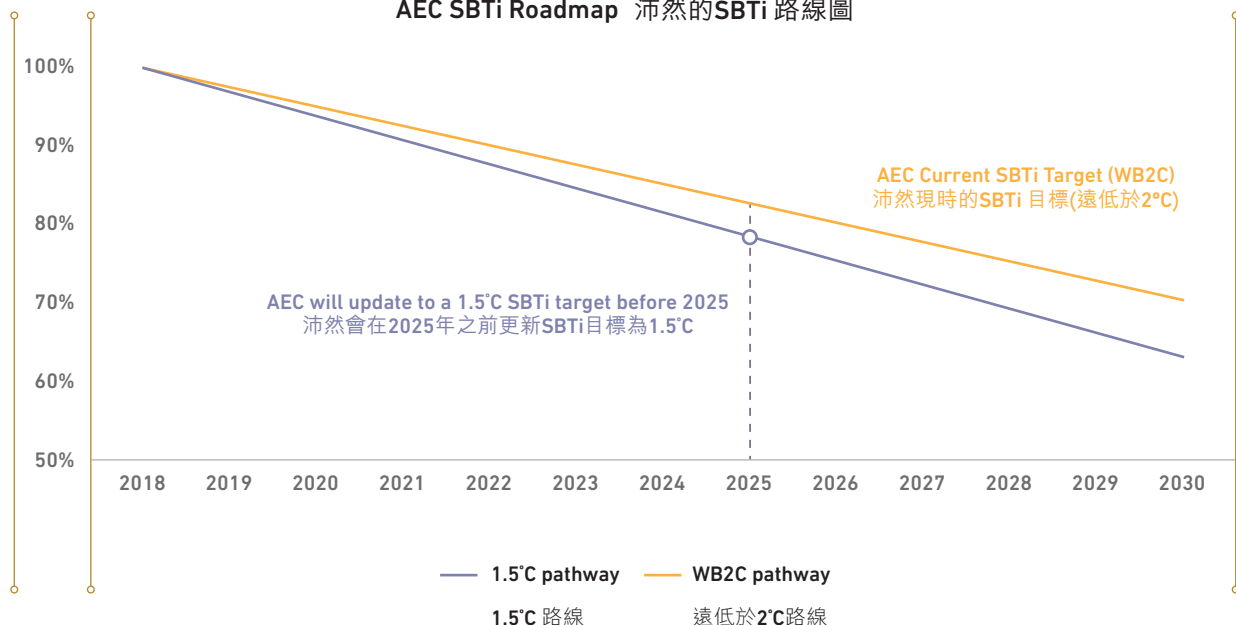
本集團意識到氣候變化的嚴重影響，並理解人類正面臨前所未有的危機。因此，沛然努力以身作則，並製定了經過SBTi(科學基礎減碳目標倡議)驗證的減排目標。沛然目前致力於遠低於2°C的情景，與基準年(2018年)相比，不遲於2030年將範圍1和範圍2溫室氣體排放量減少30%，並計劃和減少其範圍3排放量。沛然目前正在努力更新其溫室氣體減排目標，以將全球暖化限制在1.5°C。



Beyond the current science-based target, the Group is also a part of the UN-backed Race to Zero campaign. The campaign aims to halve global emission by 2030 and achieve net zero carbon emissions by 2050 at the latest.

除了現時的科學基礎減碳目標之外，本集團也是聯合國支持的奔向淨零運動的成員之一。該運動旨在到2030年將全球碳排放量減半，最遲到2050年實現淨淨零排放。

AEC SBTi Roadmap 沛然的SBTi路線圖



In order to work towards a zero-carbon future, AEC has formulated a net-zero roadmap to transit to a low carbon economy and living. The details of roadmap are as follows:

為了實現淨零未來，沛然制定了淨零路線圖，以過渡低碳經濟和生活。詳細路線圖如下所示：



Commitment to Carbon-Neutral with WorldGBC and GBACNA

To achieve carbon-neutrality targets established in the PRC and Hong Kong, AEC is proud to join the ranks of WorldGBC Asia Pacific Net Zero Collaborators and be the founding member of the Greater Bay Area Carbon Neutral Association (GBACNA), which strengthens international exchanges and collaborations, seek for the optimal governance towards climate change and work together to protect the earth.

As one of the WorldGBC Asia Pacific Net Zero Collaborators, AEC is collaborating closely with World Green Building Council ("WorldGBC") in the Asia Pacific Region to increase confidence and motivation to achieve a net zero built environment. It represents perspectives from diverse sections of the buildings value chain, providing further insights, as well as resourcing the roll out of WorldGBC's Advancing Net Zero programme, a global project working towards total sector decarbonization by 2050, in the Asia Pacific region.

Carbon neutralization is the only opportunity to promote the systematic change of economy and society in line with the trend of global ecological management change. The mission and objective of GBACNA is to facilitate the Country's dual carbon reduction targets under climate change and meet international commitments, promoting green carbon neutrality and industry transformation in the GBA, utilizing the expertise of GBA to promote the development of green technology, developing green finance and carbon trading market in Greater Bay Area, etc. As a member of WorldGBC Asia Pacific Net Zero Collaborators and a founding member of the GBACNA, AEC will continue to assist and play a key part in the acceleration of carbon neutrality of the Greater Bay Area.

承諾與世界綠色建築委員會和大灣區碳中和協會一同實現碳中和

為實現國家和香港所設立的碳中和目標，沛然很榮幸能列入世界綠色建築委員會亞太地區淨零合作夥伴之一，並為大灣區碳中和協會(GBACNA)的創始成員，以加強國際間的交流與協作，並尋求最佳解決氣候變化的方法，以共同保護地球。

作為世界綠色建築委員會亞太地區的淨零合作夥伴之一，沛然與亞太地區的世界綠色建築委員會(「WorldGBC」)緊密合作，以加強實現在建築行業碳淨零的決心和行動力。沛然代表建築價值鏈不同界別的觀點，提供進一步的見解，並為世界綠色建築委員會致力於在2022年在亞太地區實現整體行業脫碳的全球項目淨零計劃之推進提供資源。

碳中和是應對全球生態管理變化的趨勢下，推動經濟社會系統性變革的唯一機會。為此，大灣區碳中和協會的目標和使命是促進國家在氣候變化下的雙重碳減排目標、履行國際間的承諾、促進大灣區的綠色碳中和及產業轉型、利用大灣區的專業知識促進綠色科技的發展、以及發展綠色金融和大灣區碳交易市場等。作為世界綠色建築委員會亞太地區淨零合作組織的一員和大灣區碳中和協會的創始成員，沛然將繼續努力，加速實現大灣區碳中和。

Our commitment on wellness

One of our most important goals is to maintain a safe and harmonious working environment for our employees. Since receiving the WELL Health-Safety Rating 2020, we have further updated our health and safety enhancement of our workplace for 2021. Subsequently, we are pleased to have received the WELL Health-Safety label 2021 for our workplace in recognition of our continuous effort on employees' wellness. We monitor our office's indoor air and water quality strictly by conducting air quality and water quality assessment on a regular basis to ensure the indoor data meets the standards. Besides physical wellness, we are shifting our attention to mental wellness and endeavouring to participate in the Mental Health Workplace Charter initiated by the Advisory Committee on Mental Health.

我們對健康的承諾

我們最重要的目標之一是為我們的員工維持一個安全和諧的工作環境。繼獲得2020年WELL健康安全評級後，我們再進一步加強了2021年我們工作場所的健康和安全措施。隨後，我們的辦公場所亦很榮幸獲得了「WELL健康安全標籤2021嘉許」，以表彰我們為員工的健康不斷努力。我們嚴格監測辦公室的室內空氣和水質，定期進行空氣質量和水質評估，確保室內質素符合安全水平。除了身體健康外，我們亦同時關心員工精神健康並參與精神健康諮詢委員會訂立的《精神健康職場約章》。



Our commitments to wellness- WELL HS rating to help fight against COVID-19
我們對健康的承諾—WELL 健康安全評級以助對抗 2019 冠狀病毒病

Progress report against UNGC 10 Principles

AEC is a signatory to the United Nations Global Compact (UNGC) which outlines 10 Principles for responsible business activities that endeavour to do no harm and advance positive impacts to our environment and society. The following is our communication on progress in advancing the 10 Principles during the Year.

聯合國全球契約十項原則進度報告

沛然是聯合國全球契約(UNGC)的簽署方，該契約概述了作為負責任的商業活動的十項原則，這些活動致力於不傷害並促進為我們的環境和社會帶來積極正面影響。以下是我們在本年度推進十項原則的進展。

Principle 原則	AEC's approach 沛然的方法	Sections 章節
Human rights 人權		
1. Businesses should support and respect the protection of internationally proclaimed human rights 企業應該尊重和維護國際公認的各項人權	AEC values human rights and creates a healthy and safe working environment for our staff. Our office has installed air purifiers to improve indoor air quality. Regarding the acoustics comfort, acoustic foam was installed in the ceiling to reduce the noise from the surroundings which to provide a comfortable and quiet environment to our employees. 沛然重視人權，為我們的員工創造一個健康安全的工作環境。我們辦公室內安裝了空氣淨化器並改善了室內空氣質素。在聲學舒適度方面，我們在天花板上安裝了吸音棉，以減少周圍的噪音，為我們的員工提供舒適安靜的環境。	Our commitment on wellness 我們對健康的承諾 Our Sustainable Team 我們的可持續團隊
2. Make sure that they are not complicit in human rights abuses. 企業決不參與任何漠視與踐踏人權的行為	AEC focuses on staff's mental health by providing counseling services to staff through an HR advisor. We protect employees' privacy and ensure proper handling and management of confidential personal data. 沛然通過人事部為員工提供諮詢服務，關注員工的精神健康。我們保護員工的隱私，並確保妥善處理和管理機密的個人信息。	

Principle 原則	AEC's approach 沛然的方法	Sections 章節
Labour 勞工標準		
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining 企業應該維護結社自由，承認勞資集體談判的權利	A range of recruitment standards and policy are stipulated. To prevent child labour, forced labour and any forms of illegal labour, the validity of identity documentation, age and working permit of the candidates are verified by administrative/human resources department. Employment is on a total voluntary basis and any staff is entitled to terminate their employment relationship on their own wish.	Our Sustainable Team 我們的可持續團隊
4. Elimination of all forms of forced and compulsory labour 消除各種形式的強迫性勞動	沛然規定了一系列招聘標準和政策。為防止童工、強迫勞動和任何形式的非法勞工，申請人的身份證件、年齡和工作許可證的有效性由行政/人力資源部門核實。	Partnerships Towards Net-Zero 邁向淨零的伙伴關係
5. Effective abolition of child labour 有效廢除童工制度	We endeavour to respect the uniqueness of our staff and create an inclusive and diverse working environment offering equal opportunities regardless of race, ethnic background, sexual orientation, and gender. We organize team building activities regularly to cultivate a harmonious working culture among the company.	
6. Elimination of discrimination in respect of employment and occupation 消除就業和職業方面的歧視	我們努力尊重員工的獨特性，並創造一個包容和多元化的工作環境，不分種族、民族背景、性取向和性別，給予平等機會。我們定期組織團隊建設活動，在公司內部營造和諧的工作文化。 We cherish our staff's opinions. Therefore, we conduct an open and transparent dialogue with our colleagues annually. Through doing surveys, we can obtain our employees' feedback on different aspects, including compensation package, workplace, benefits, corporate image, training and development and team building. This "bottom-up" approach allows AEC to receive opinions from employees and fulfil their contentment. 我們珍惜員工的意見。因此，我們每年都會與同事進行公開透明的對話。通過調查，我們可以獲得員工對薪酬方案、工作場所、福利、企業形象、培訓和發展以及團隊建設等不同方面的反饋。這種「由下而上」的方法使沛然能夠接收員工的意見並滿足他們的需求。 In addition, communicating with staff and exchanging ideas among departments and top management, staff meetings are conducted on a regular basis. AEC also provides feedback to our staff members annually. This two-way communication allows employees and their senior supervisors to discuss and improve performance. 此外，為了與員工溝通，部門和高層管理人員之間交換意見，我們定期召開員工會議。沛然還每年向我們的員工提供反饋。這種雙向溝通允許員工和他們的上級討論和提高績效。	

Principle 原則	AEC's approach 沛然的方法	Sections 章節
Environment 環境		
7. Businesses should support a precautionary approach to environmental challenges 企業應支持對環境挑戰未雨綢繆	AEC adopts a precautionary approach to climate action. Climate projections encompass a level of uncertainty, however it has not deterred AEC from driving proactive climate action given the potential climate impacts of catastrophic scale. As such, AEC has pledged to the Science-based targets, the worldwide initiative that supports business companies to minimize their GHG emission with a global temperature alignment for a goal to reduce its scope 1 and 2 emission before 2030 by 30%. In addition, AEC has cooperated with the World Green Building Council to give net-zero solutions in the property development and management sectors. Since AEC is one of the members agreeing to attain net-zero emission by 2030, a net-zero roadmap navigating to the target was initiated. 沛然對氣候行動採取預防措施。氣候預測包含一定程度的不確定性，但考慮到災難性規模的潛在氣候影響，它並沒有阻止我們積極推動的氣候行動。因此，沛然已承諾以科學為基礎的目標，這是一項全球倡議，商業公司支持通過全球溫度調整來最大限度地減少溫室氣體排放，以實現在2030年之前將其範圍1和範圍2排放量減少30%的目標。此外，沛然與世界綠色建築委員會合作，在房地產開發和管理領域提供淨零解決方案。由於沛然是承諾到2030年實現淨零排放的成員之一，因此制定了目標的淨零排放路線圖。	Our Commitments to Sustainability 我們對可持續發展的承諾
8. Undertake initiatives to promote greater environmental responsibility 主動增加對環保所承擔的責任		Accelerating Decarbonisation 促進減碳
9. Encourage the development and diffusion of environmentally friendly technologies 鼓勵開發和推廣環保技術	Strengthening energy efficiency is one of the fundamental steps to achieve the target. As we know using resources efficiently can reduce the environmental impacts and expand the resilience on business continuity and minimize our operating cost, we keep monitoring and managing our energy using pattern with the smart devices. 加強能源效率是實現目標的基本步驟之一。我們深感了解到有效利用資源可以減少對環境的影響，擴大業務連續性的彈性並最大限度地降低我們的運營成本，我們通過智能設備持續監控和管理營運上的能源使用模式。	Partnerships Towards Net-Zero 邁向淨零的伙伴關係

Principle 原則	AEC's approach 沛然的方法	Sections 章節
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Environment 環境

Our core business is to provide environmental solutions to our clients. We motivate our clients to take charge of more environmental responsibility in their building projects. For example, selecting sustainable building material and installing high efficiency facilities. Also, to extend the environmental responsibility to our business value and community, we share sustainability ideas among our suppliers and the public by organizing career talks, symposiums, webinars and other community participation activities.

我們的核心業務是為客戶提供環境解決方案。我們鼓勵客戶在他們的建築項目中承擔更多的環境責任。例如，選擇可持續建築材料和安裝高效設施。此外，為了將環境責任延伸到我們的商業價值和社區，我們通過組織職業講座、研討會、網絡研討會和其他社區參與活動，在供應商和公眾之間分享可持續發展理念。

Anti-corruption 反貪污

<p>10. Businesses should work against corruption in all its forms, including extortion and bribery 企業應反對各種形式的貪污，包括敲詐勒索和行賄受賄</p>	<p>AEC prohibits any form of corruption and bribery. Our staff received a staff handbook that included the session of Code of Conduct. The staff was informed that soliciting or accepting any advantage in connection with his/her work without consent from AEC was strictly forbidden. In order to allow our employees to report any misconduct and malpractice anonymously to the administrative/human resources department, whistleblowing mechanisms were established. The legal department shall then conduct investigation promptly. Regarding anti-corruption and bribery, the Group did not have major non-compliance with the laws and regulations nor whistleblowing incidents during the Year. 沛然禁止任何形式的貪污和賄賂。我們的員工收到了包含行為準則的員工手冊。沛然嚴禁員工在未經公司許可的情況下索取或接受與其工作有關的任何利益。為了讓員工能夠匿名向行政/人力資源部門舉報任何不當行為和瀆職行為，我們建立了舉報機制。法律部應及時進行調查。在反貪污賄賂方面，本年度未發生重大違法違規和舉報事件。</p>	<p>Corporate Governance 企業管治</p>
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Accelerating Decarbonisation 促進減碳

[Core values: Wellness/Environmental]

Expanding our Sustainability Footprints

AEC has been a pioneer and is expanding its services to help build a sustainable city, and advance towards a decarbonized world. Our business is based in Hong Kong, and we operate in Hong Kong, China and Asia Pacific.

AEC promises to provide our clients with high-quality and excellent services and products. AEC supervises the quality of service and product in accordance with the ISO 9001:2015 Quality Management System ("QMS") to ensure professional and reliable service to clients, from project planning and management to execution and monitoring.

AEC has always been at the forefront of sustainable development, and recently, the movement of advancing towards net-zero. In the quest of achieving our shared goal of advancing net zero alongside our clients, AEC strides to provide a one-stop solution-based service that covers the following environmental and sustainable services:

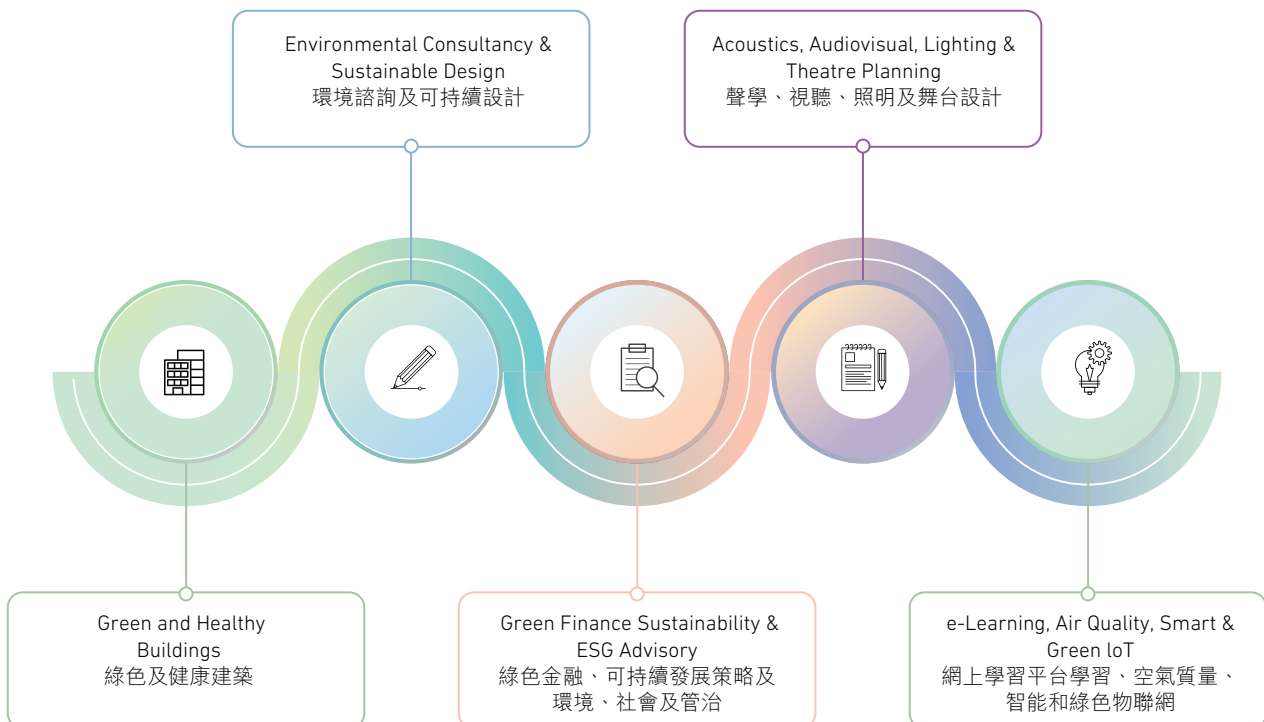
核心價值觀：健康/環保

擴展我們的可持續發展足跡

沛然一直在開拓和擴展各個部門的業務，以助建設可持續發展的城市並邁向一個低碳的世界。我們的業務總部設於香港，並且我們在香港、內地和亞太地區開展業務。

沛然承諾為我們的客戶提供高質量及令人滿意的服務和產品。沛然根據ISO9001：2015質量管理系統（「QMS」）監督服務和產品的質量，以確保從項目規劃和管理到執行及監控，為客戶提供專業和可靠的服務。

沛然一直處於可持續發展的最前線，並且為向最新的淨零目標邁進。為了實現我們與客戶一起推進淨零排放的共同目標，沛然致力於提供涵蓋環保和可持續發展服務的一站式解決方案服務：



Green and Healthy Buildings

The green building certification consulting services at AEC provides environmental design and one-stop certification application services in order to attain greater sustainability for the new and existing structures. Through leveraging our expertise in the Building Environmental Assessment Method (“**BEAM Plus**”), Leadership in Energy and Environmental Design (“**LEED**”), Building Research Establishment Environmental Assessment Method (“**BREEAM**”), China Green Building Label (“**China GBL**”), WELL Building Standard (“**WELL**”) and Fitwel, our clients can fulfil local and international green building standards.

Environmental Consultancy & Sustainable Design

AEC’s sustainability and environmental consulting services offer architects with sustainable designs solutions for urban renewal, integrated planning and sustainable development since we emphasize the health and well-being of those who live in and around the built environment. The sustainable solutions consist of environmental impact assessment, air quality impact assessment, air ventilation impact assessment, noise impact assessment, environmental monitoring and audit, carbon & energy audit and building environment research.

Green Finance, Sustainability & ESG Advisory

The ESG reporting and consulting services in AEC have grown consistently to assist businesses in instructing their sustainability approaches. During the Year, we launched a one-step online ESG management platform - Sustainature. It simplifies ESG data processing, enable data analytics and management with the same platform and generate HKEx compliant ESG reports, helping enterprises track their progress towards carbon neutrality goals and enhancing ESG performance. In line with sustainability reporting, we also offer auxiliary value-added services such as stakeholder engagement, materiality assessment, target setting, sustainability assessments such as Global Real Estate Sustainability Benchmark (“**GRESB**”) consulting and sustainable strategy development. Our mission is to direct our clients toward a sustainable future on a solution basis that outperforms regulatory standards. In view of more stringent disclosure requirements of sustainability reporting guidelines and frameworks, we aspire to advise clients on up-to-date industrial trends and assist them in growing their capacity for long-term sustainable development.

綠色健康建築

沛然的綠色建築認證顧問服務提供環境設計和一站式認證申請服務，以幫助新建築和現有建築達到更高的可持續性表現。我們運用綠建築環評(「**BEAMPlus**」)、美國領先能源與環境設計(「**LEED**」)、英國建築研究院環境評估方法(「**BREEAM**」)、中國綠色建築評價標識(「**China GBL**」)、美國健康建築認證(「**WELL**」)及Fitwel方面的專業知識，幫助不同客戶達到本地及全球綠色建築標準。

環境諮詢與可持續設計

沛然的可持續發展和環境諮詢服務為建築師提供城市更新、綜合規劃和可持續發展的可持續設計解決方案，因為我們重視居住在建築環境中和周圍居民的健康和福祉。可持續解決方案包括環境影響評估、空氣質量影響評估、通風影響評估、噪聲影響評估、環境監測和審計、碳與能源審計和建築環境研究。

綠色金融、可持續發展和 ESG 諮詢服務

沛然持續發展 ESG 報告和諮詢服務，為企業的可持續發展方法提供建議和協助。本年度內，我們推出了一站式線上 ESG 管理平台 - Sustainature，以平台簡化 ESG 數據處理程序、在同一平台上實現數據分析和處理、並編制符合港交所要求的 ESG 報告、幫助企業實現碳中和目標進度追蹤，並提高 ESG 績效。除了可持續發展報告，我們還提供增強價值服務，例如持份者參與、重要性評估、目標設定、全球房地產可持續發展標準(「**GRESB**」)諮詢，以及可持續策略制定等可持續發展評估。我們的使命是在超越監管標準解決方案的基礎上，引領我們的客戶邁向可持續的未來。鑑於可持續發展報告指南和框架的披露要求越趨嚴格，我們有志於就最新的行業趨勢為客戶提供建議，並協助他們提高長期可持續發展能力。

We are honoured to be recognized with several significant accolades throughout the year, which assure our expertness and devotion to producing high-quality ESG reports. AEC has been awarded the Best in Reporting Awards (GEM) and Best in ESG Awards (GEM) by the BDO Limited, which acknowledged the outstanding performance of AEC's 2021/22 ESG report. These accomplishments epitomize our leadership position in both Hong Kong and China's green building consulting industry.

Further to our ESG reporting and consulting services, responsible investment is also a key area of AEC's business focus. We provide consultancy services in aiding our clients to commit to investments that have taken into consideration of ESG factors on the long-term investment return and its sustainability. Moreover, AEC has committed to the responsible investment of a number of projects that play key roles in sustainability development. In 2021, AEC has invested HKD\$1.56 million in climate-risk related projects.

Acoustics, Audiovisual, Lighting & Theatre

The acoustic, audio-visual and lighting design consulting services at AEC help the engineers and architects to evaluate the environmental performance of various building materials and products to make the acoustic and lighting environment comfortable. The services include architectural acoustics, building acoustics, sound reinforcement and public address systems, architectural and façade lighting systems, mechanical service and airborne noise control, as well as theatre design and stage equipment systems.

e-Learning, Air Quality, Smart & Green IoT

Aside from our core services, AEC also provides a number of enhancement services for our clients to further their sustainable development aspirations. To enhance properties' overall indoor environmental quality, AEC has been providing real-time air quality monitoring solutions from Airthing to our clients, to aid them to monitor and improve indoor air quality of their properties. Moreover, to improve our clients' knowledge and understanding on the importance of sustainable development, AEC has also been providing our clients with an eLearning platform on training for ESG topics.

我們很榮幸能夠在今年度獲得多項重大榮譽，這表揚了我們在撰寫高質量ESG報告上的專業性和貢獻。沛然榮獲香港立信德豪會計師事務所有限公司所頒授的最佳ESG報告大獎(GEM)，和ESG最佳表現大獎(GEM)，以表彰沛然於2021/22年度ESG報告中的出色表現。這些成就亦展示了我們在香港和中國綠色建築諮詢行業中的領導地位。

除了我們的ESG報告和諮詢服務以外，責任投資也是沛然業務中的一個重點範疇。我們在提供諮詢服務時，會就ESG因素所帶來的長期投資回報及其可持續性的投資為客戶作出考量。此外，沛然承諾對一系列在可持續發展中發揮關鍵作用的項目進行負責任的投資。2021年，沛然已投資156萬港元於氣候風險相關項目。

聲學、視聽和照明設計顧問

沛然的聲學、視聽和照明設計諮詢服務幫助工程師和建築師評估各種建築材料和產品的環境性能，使聲學和照明環境舒適。這些服務包括建築聲學、樓宇建築聲學、擴聲和公共廣播系統、建築和外牆照明系統、機械服務和空氣噪聲控制，以及劇院設計和舞台設備系統。

電子學習、空氣質量、智能和綠色物聯網

除了我們的核心服務外，沛然還為我們的客戶提供多項提升服務，以進一步實現他們的可持續發展願景。為了提高物業的整體室內環境質素，沛然一直在向我們的客戶提供來自「Airthing」的即時空氣質量監測解決方案，以幫助他們監測和改善其物業的室內空氣質量。此外，為了提高客戶對可持續發展重要性的認識和理解，沛然還一直為客戶提供ESG主題培訓的線上學習平台。

Case Study 01 個案研究 01



Advancing Net Zero Ideas Competition

Incorporating the HKSAR Government's carbon neutrality target by 2050, the Hong Kong Green Building Council (HKGBC) has initiated an Advancing Net Zero Ideas Competition (ANZ) to foster innovative future-ready buildings solutions for Hong Kong.

High quality responses with state-of-art concepts were received from both the local and global building sectors. As a leading consultancy firm in green building, AEC has worked with other companies to create a comfortable, engaging, positive environment for the next generation with a combination of sustainability considerations. For instance, the project design named Next Tower has taken comprehensive considerations, including:

Integrated Resource Management A hierarchical approach is applied for strategy development.

淨零建築創意大賽

結合香港特區政府於2050年實現碳中和的目標，香港綠色建築議會(HKGBC)發起了一項推進淨零創意大賽(ANZ)，為香港培育創新及面向未來的建築解決方案。

本地和全球建築部門都收到了具有最先進概念的高質量回覆。沛然作為綠建領域的領先者，與其他夥伴合作，結合可持續性元素，為下一代創造一個舒適、具吸引力、積極的環境。例如，名為「Next Tower」的項目設計進行了綜合考慮，包括：

綜合資源管理分層方法應用於戰略制定。



- Reduce Demand
減少需求
- Efficient Distribution
高效分配
- Establish fit for Purpose
建立適合目的
- Recycle
循環回收
- Dispose to Sewer
排入下水道



- Avoid & Reduce
避免和減少
- Reuse
重新利用
- Recycle
循環回收
- Treat
處置
- Dispose to Landfill
填埋



- Planning / Street Layout
規劃/街道佈局
- Massing / Building Form
體量/建築形式
- Building Envelope
建築圍護結構
- Systems Efficiencies
系統效率
- On-Site Generation
現場生成
- Renewable Sources
可再生資源
- Optimised Network
優化網絡

Energy Strategy
能源策略

The design of Next Tower has adopted the following features:

On-site renewable energy

Active design features (ceiling fans, efficient equipment and lighting, etc.)

Passive design features (solar and daylight optimisation, reduced air-conditioned area, etc.)

78% energy is saved against the baseline with the strategies.

Next Tower 的設計採用了以下設計：

現場可再生能源

主動式設計(吊扇、高效設備和照明等)

被動式設計(充分利用太陽光和日光、減少空調空間等)

使用這些策略，相對於基線節省了78%的能量。

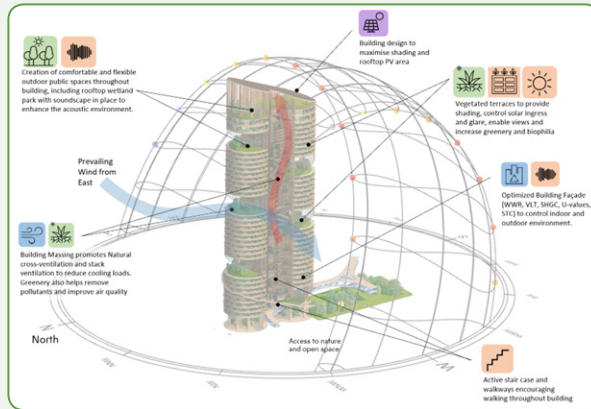


Figure 1. PV Systems on slope roof and shading elements
圖1. 坡型屋頂和遮陽物件上的光伏系統



Figure 2. Ceiling Fans
圖2. 吊扇

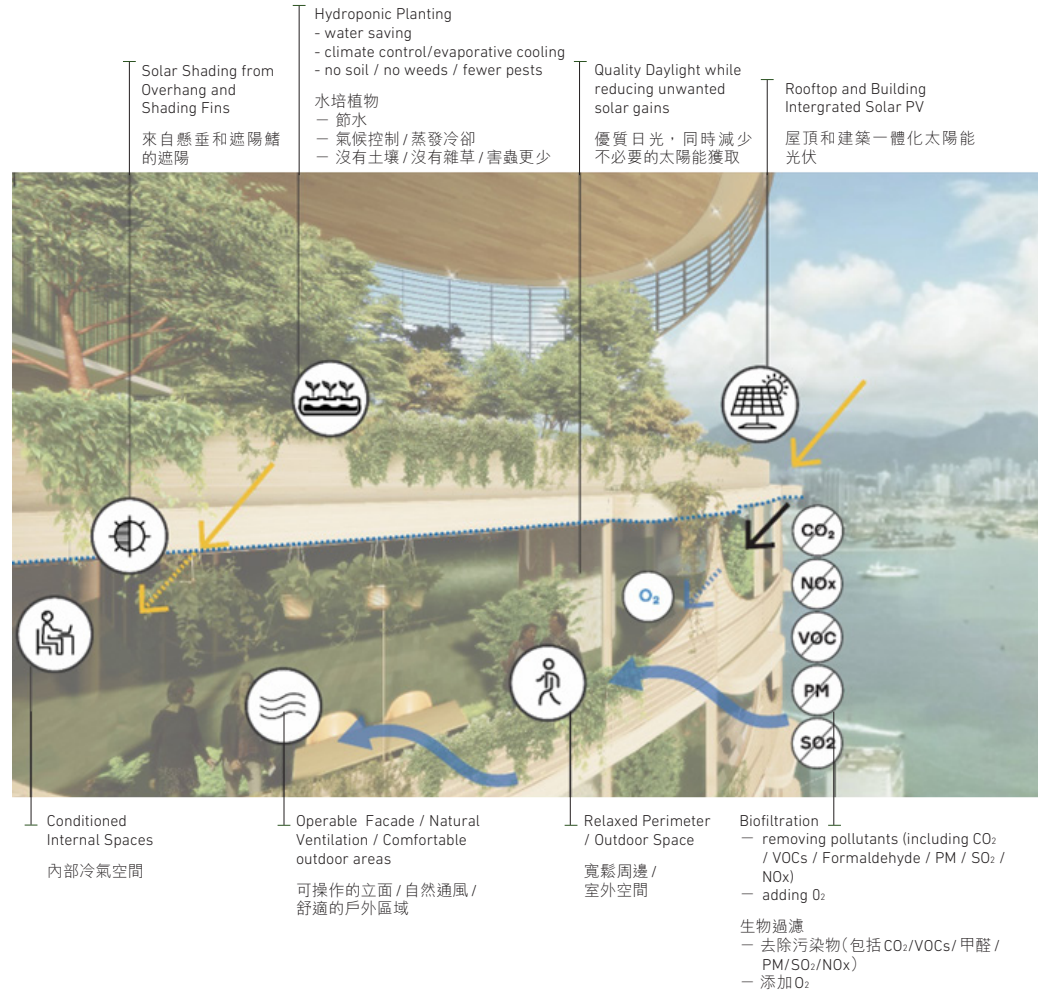


Figure 3. Key concepts to minimizing air-conditioned space
圖3. 減少空調空間的關鍵原則

Water Strategy 水策略

The application of the rainwater harvesting system can attain the following achievements: Approximately 5,000,000 L of water harvested is calculated annually, which covers 100% of irrigation water demand. Water surplus can be served for other purposes such as cleaning.

採用雨水收集系統已達到下列成就：
每年收集約5,000,000升水，滿足100%的灌溉用水需求
多餘的水可以用於其他用途，例如清潔。

**Waste strategies—
Embodied
Carbon/Life Cycle Carbon**
廢棄物策略—隱含碳/生
命週期碳

The following are the Next Tower's achievements in carbon reduction:
66% of total carbon emission per floor area are reduced with the design; and
66% of carbon emission are reduced for major building materials in the design compared to the baseline.
75% of embodied and operational carbon emissions reduction through on-site measures.

Next Tower 在減碳方面已達到下列成就：
設計減少 66% 的單位建築面積總碳排放量；和
與基線相比，設計中主要建築材料的碳排放量減少了 66%。
75% 的隱含碳和運營碳減排是通過現場舉措實現的。



Figure 4. Design for Carbon Sequestration - Microalgae green wall
圖 4. 碳封存設計——微藻綠牆



Figure 5. A Green building material, Cross-laminated timber (CLT), which saves at least 30% of CO2 release compared to aluminium facade
圖 5. 綠色建築材料直交集成板，與一般鋁製外牆相比可減少最少 30% 的二氧化碳排放



Figure 6. Food gardens on roof
圖 6. 屋頂食物花園

**Considerations between
Climate, comfort, health
and well-being**
氣候、舒適、健康和福祉
之間的考量

To ensure the outdoor and indoor thermal comfort, the design has taken into account the climate of Hong Kong, including temperature, humidity, rainfall and wind distribution.

In Summer

Provision of outdoor shading with winds to flow bypass for area cooling. Fans are supplemented with additional airflow and increased comfort.

In Winter

Provision of outdoor and wind shading to increase comfort.

為確保室外和室內的熱舒適，設計上考慮到香港氣候，包括溫度、濕度、降雨和風分佈。

在夏季

提供室外遮陽和風流旁路以進行區域冷卻。風扇補充額外的氣流並增加舒適度。

在冬季

提供戶外遮陽和風擋，以增加舒適度。

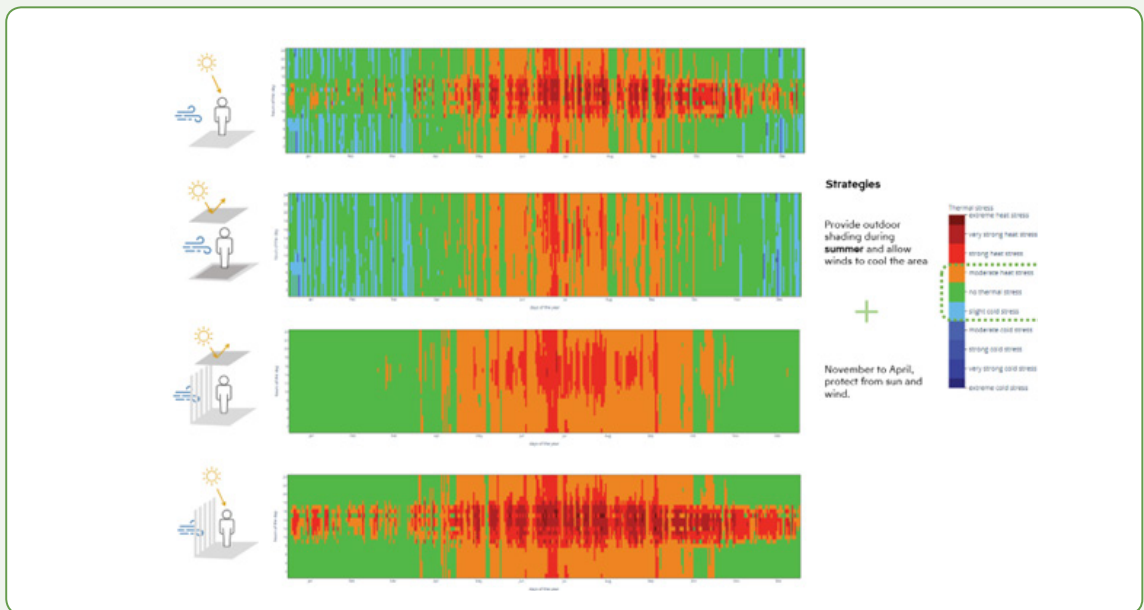


Figure 7. Annual distribution of Universal Thermal Comfort Index in different scenarios with the consideration of sun and wind

圖 7. 考慮不同太陽和風的情景下通用熱舒適指數分佈

**Green and Health &
Wellbeing Framework**
綠色健康與福祉框架

The building is designed with reference to the following international building certifications and framework.

United Nations Sustainable Development Goals (UNSDGs)

Platinum rating of BEAM Plus

LEED

WELL

該建築的設計參考了以下國際建築認證和框架。

聯合國可持續發展目標 (UNSDGs)

BEAM Plus 白金級

LEED

WELL



Among the keen competition between the entities, three Winners and five Merits were awarded. Next Tower has been rewarded as one of Merit in the Future Building category with its excellent and forward-looking solution.

In the future, AEC will continue to provide all-inclusive advisory services for companies, fostering ingenious future-ready construction solutions catering to Hong Kong's city content uniqueness, reducing the energy-related carbon emission from building assets, and them achieve their target of becoming carbon neutral by 2050.

在眾參賽者的激烈比賽中，共評出三名優勝者和五項功勞。「Next Tower」憑藉其卓越且具有前瞻性的解決方案被評為未來建築類別的優秀獎之一。

未來，沛然將繼續為不同企業提供全方位的諮詢服務，促進適合香港城市內容獨特性的未來建築解決方案，減少建築資產的能源相關碳排放，幫助實現2050碳中和目標。

Case Study 02
個案研究 02



Provision of Columbarium & Garden of Remembrance at Tsang Tsui, Tuen Mun

The project provides over 150,000 indoor niches, rooftop gardens, outdoor joss paper burners, administrative facilities and a Gardens of Remembrance for the scattering of cremated ashes with memorial walls, which hold about 20,000 name plaques. Located at a rural and coastal setting, the project is designed to take away feelings of intimidation and anxiety by embracing the harmony of the natural environment. It aims to create a peaceful space, where the dead can be remembered and respected. In this regard, AEC makes efforts to ensure the building can serve its purpose as the meeting place of life and death.

Concerning the project design, AEC has assigned a certified BEAM Pro to coordinate BEAM Plus matters and ensure the design follows the requirement of BEAM standards. For instance, AEC has adopted a balcony approach and high headroom for the niches to allow cross ventilation and bring natural light into the interior. The open sea view is maximized with the proper orientation of the building blocks. Moreover, rainwater collected from the open hard paved area and road is used for irrigation and toilet flushing, which save over 70% of annual irrigation water. Apart from water-saving, air quality is also considered such as Joss paper burner was installed with water spray and an electrostatic precipitator. This installation can reduce the total weight of suspended particulates to less than 100 mg/m³ and remove more than 90% of particles. The green features of the project are summarized in below table:

在屯門曾咀提供骨灰安置所及紀念花園

這個項目提供超過 150,000 個室內壁龕、屋頂花園、室外冥紙桶、行政大樓和用於撒放骨灰的紀念花園，花園內的紀念牆可放大約 20,000 個銘牌。該項目位於鄉村和沿海地區，旨在融入四周自然環境為重心，努力於莊嚴與人性化之間取得平衡，讓市民在一個祥和舒適的綠色環境紀念先人。在這方面，沛然努力確保建築物能夠發揮其作為生死交匯場所的作用。

關於項目設計，沛然已委任一名合資格的綠建專才來協調綠建環評事宜，並確保設計符合綠建環評標準的要求。例如，沛然採用了陽台式和高淨空的壁龕，引入交叉通風並將自然光帶入室內。通過構建塊的正確方向，可以最大限度地欣賞開闊的海景。此外，從露天硬鋪區和道路收集的雨水用於灌溉和沖廁，每年可節省 70% 以上的灌溉用水。除了節水之外，空氣質素也被考慮在內，例如安裝了噴水和靜電除塵器的冥紙桶。該桶可將懸浮顆粒的總重量降低到 100 mg/m³ 以下，去除 90% 以上的顆粒。該項目的綠色設計總結如下表：



Aspects

範疇

Site Aspects
用地與室外環境

Materials Aspects

材料方面

Energy Use

能源使用

Indoor Environmental Quality

室內環境質素

Innovations

創新

Green features/Performance highlights

綠色設計／項目重點

- Achieved 100% of the Urban Design Guidelines sub-items
100% 提供城市設計指引內的分項目
- Limited light pollution to nearby neighborhoods by mindful exterior lighting designs
通過精心設計的外部照明設計，以減少對附近社區的光污染
- Covered soft landscaped area & water features account for over 40% of the site area
綠化和水景面積達四成以上
- Adapted non-CFC based refrigerants and building fabric
已採用不含氟氯烴之制冷劑及建築材料
- Used water-efficient sanitary fittings
已採用節水潔具
- Reduced over 50% of annual water consumption
每年用水量減低達 50% 以上
- Reduced over 70% in annual irrigation consumption by adopting efficient irrigation system
每年灌溉系統用水量減低達 70%
- Reduced 18% of annual water consumption by Irrigation via rainwater harvesting system
通過雨水收集系統灌溉減少 18% 的每年用水量
- Achieved "Excellent Glass" IAQ objectives at Niches Hall and Office area
辦公室與壁龕之室內空氣質素達「卓越級」
- Achieved CIBSE Lighting Code 2012 such as lux and glare index for carpark, plant room, staircase, and lobby
停車場、機房、樓梯、大廳等的照明水平和眩光指數符合 CIBSE Lighting Code 2012 版要求
- Coordinated with certified BEAM Pro to ensure project design meets BEAM standard requirements
與合資格的綠建專才協調，確保項目設計符合綠建環評標準的要求

The project achieved a Platinum grade for BEAM Plus New Building.

該項目獲得了綠建環評新建築的鉑金級。



Case Study 03 個案研究 03



Proposed Bus Depots with Ancillary Public Utility Installation (Electricity Substation)

To achieve the target of carbon neutrality and zero vehicular emissions before 2050, we keep abreast on developments occurring across the EV industry to identify technologies and models suitable for local applications in the future. As a leading sustainability consulting firm, we are dedicated to participating in the e-Bus depot in Tuen Mun.

擬建的巴士車廠及配套公用設施(充電站)

為在 2050 年前實現碳中和及汽車零排放的目標，我們密切關注電動汽車 (EV) 的發展，以尋找未來適用於本地應用的技術和模式。作為可持續發展的領先者，我們致力於參與屯門的電動巴士車廠。

Multi-storey Depot for Electric Buses 電動巴士的多層車廠

It has modern depot facilities and ample charging facilities to suit the company's electric bus strategy. It will support the Roadmap on popularization of Electric Vehicles released by Environment Bureau in March 2021. The provision of charging facilities in bus terminal or public transport interchanges is of great importance to full electrification of the franchised bus fleet.

此方案將設有現代化的車廠設施及充足的充電設施，以配合公司對應電動巴士的發展方向。此多層車廠將響應環境局於 2021 年 3 月發布的《香港電動車普及化路線圖》。在巴士總站或公共交通交匯處提供充電設施，對於專營巴士車隊的全面電氣化具重要意義。

The proposed depots will integrate solar panels and green features into the building design. It strives to enhance awareness about the use of renewable energy and adopts over 20% vertical green walls which effectively utilizes spaces to enhance the greening ratio, and integrate nature into urban areas. In addition to the building design, the depots will act as a demonstration of reducing air pollution and on promoting healthy building as replacing traditional vehicles with EVs can improve air quality and reduce greenhouse gas emissions.

擬建的車廠將太陽能電池板和綠色建築特點融入建築設計。方案致力採用可再生能源，和採納 20% 以上的垂直綠化牆，以有效利用空間，並提高綠化率，將自然融入市區。除了綠建設計外，這個車廠還將成為減低空氣污染，促進健康的建築示範。此外，以電動汽車取代傳統汽車，還可改善空氣質素，並減低溫室氣體排放。



Proposed depots photomontage
(模擬的車廠照片)

Case Study
個案研究 04



Provision of Management Services for EcoPark: Operation Phase EM&A Works

AEC has been the Environmental Team for the operation phase Environmental Monitoring and Audit (EM&A) project for EcoPark. Under the auspice of the Environmental Protection Department (EPD), EcoPark is Hong Kong's first business park that provides an affordable and flexible space for the development of recycling and upcycling industries. During the Year, 9 tenants were operating their recycling businesses within EcoPark in the following recycling operations:

- Waste cooking oil
- Waste metals
- Waste wood
- Waste electrical and electronic equipment (WEEE)
- Waste plastics
- Waste batteries
- Construction and demolition waste
- Waste glass
- Waste rubber tyres

AEC had helped to facilitate the further development of recycling and upcycling industries of Hong Kong. AEC has been working with the operator of EcoPark, potential tenants, and the EPD on devising new recycling processes that can be trialled and operated. 4 new recycling processes had been approved for operation during the Year. Moreover, AEC has been continuously monitoring EcoPark's operational environmental performances, by conducting regular site visits, environmental monitoring and providing recommendations for environmental performance enhancement.



為環保園提供管理服務：營運階段環監工程

沛然一直是環保園營運階段環境監測和審計 (EM&A) 項目的環境團隊。在環保署的引領下，環保園是香港首個為循環再造產業發展提供負擔得起且靈活空間的商業園區。本年度內，環保園現有 9 個租戶經營以下回收業務：

- 廢食油
- 廢金屬
- 廢木料
- 廢電器電子產品 (四電一腦)
- 廢塑膠
- 廢電池
- 建築廢料
- 廢玻璃
- 廢輪胎

沛然協助促進香港回收及再循環產業進一步發展。沛然一直與環保園的運營商、潛在租戶和環保署合作，設計可試用和操作的新回收流程。本年度內，有 4 項新的回收程序獲批准投入使用。此外，沛然一直持續監察環保園的營運環境表現，定期進行實地考察、環境監察，並提供提升環境表現的建議。



In all, AEC has played a huge part in accelerating the development for Hong Kong's recycling industry, and in the long run, helped Hong Kong to develop into a decarbonized metropolis by 2050.

總括而言，沛然不斷加速香港回收業發展方面，長遠而言，有助香港在2050年成為零碳大都市。

Performance Highlights

表現亮點

New recycling processes approved in the Year	本年度新的回收程序	4
Waste WEEE processed at Ecopark during the Year	本年度環保園處理的廢電器電子產品	26,629噸 Tonnes
Waste Construction & Demolition (C&D) materials processed during the Year	本年度環保園處理的建築廢料	49,586噸 Tonnes

Case Study 05 個案研究



Developing a responsible investment strategy for real estate investors

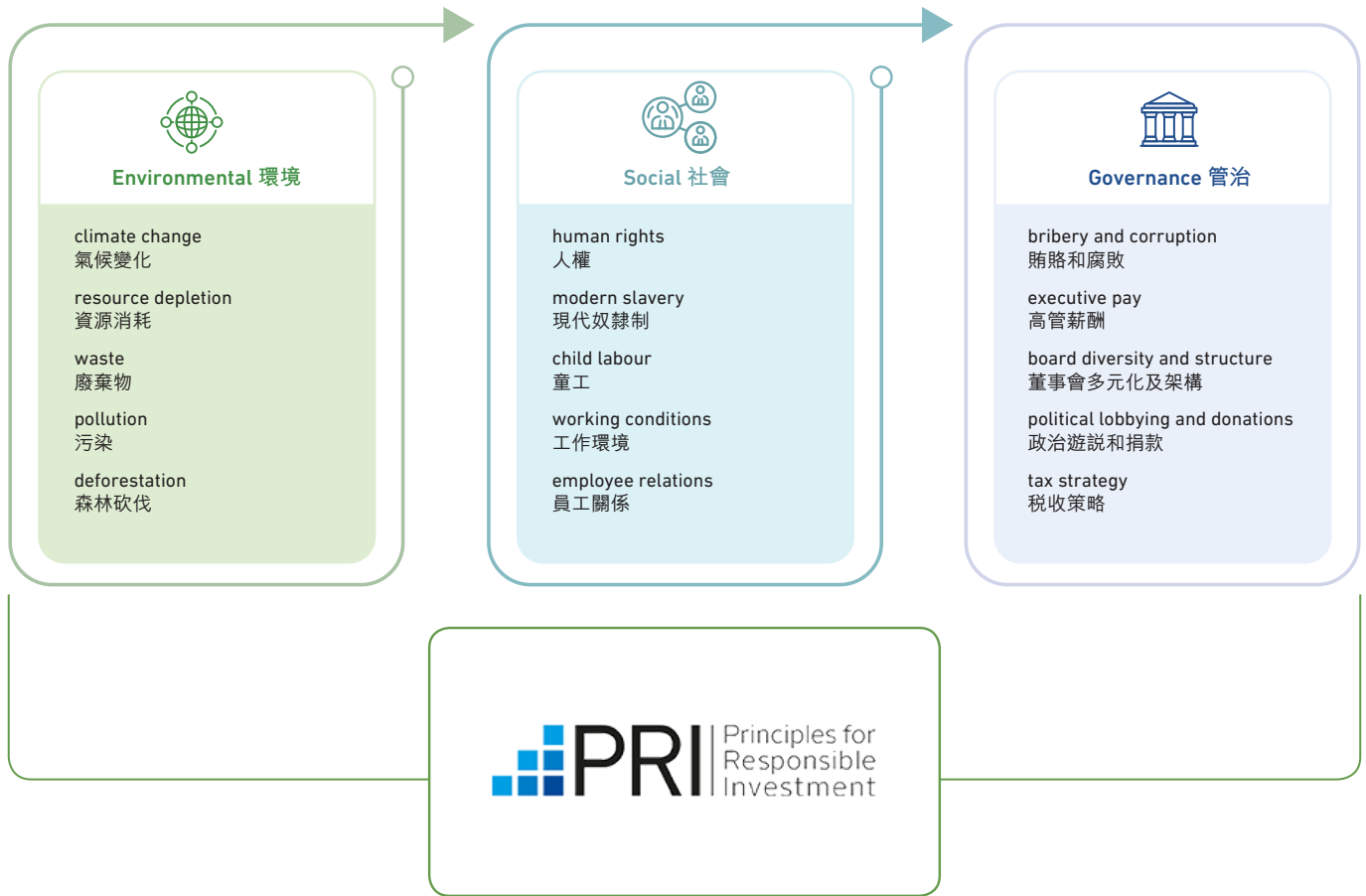
We know everything about sustainable buildings, which is why we were able to help a real estate investor develop its responsible investment strategy as they stepped into its United Nations Principles of Responsible Investment (UNPRI) journey. The UNPRI is an UN-supported network of investors that seeks to develop a more sustainable global financial system. Financial institutions voluntarily sign to become an UNPRI signatory and commit to annual assessments of its responsible investment practices. Each of the modules in the assessment is rated a grade from 1 to 5 stars. The 2021 assessment results are to be announced in Q3 2022.

The responsible investment strategy developed for our client includes an exclusion statement, physical and transition climate risk screening, asset ESG-performance assessment, as well as continuous monitoring of ESG impact through the annual GRESB assessments. AEC is pleased to be helping clients integrate responsible investment mechanism in their investment processes.

為房地產投資者制定責任投資策略

我們對可持續建築瞭如指掌，這也是我們為當房地產投資者踏上了聯合國負責任投資原則(UNPRI)的旅程時制定其負責任投資策略。UNPRI是一個由聯合國支持的投資者網絡，旨在建立一個更可持續的全球金融體系。金融機構自願簽署成為UNPRI簽署方，並承諾對其負責任的投資實踐進行年度評估。評估中的每個模塊都被評為1到5星的等級。2021年評估結果將於2022年第三季度公佈。

為我們的客戶制定的負責任投資策略包括排除聲明、實體與轉型氣候風險的篩選、資產的環境、社會及管治績效評估，以及通過年度全球房地產可持續性基準評估持續監控環境、社會及管治影響。沛然十分樂意幫助客戶將負責任投資機制整合到他們的投資流程中。



Case Study 06
個案研究



Case Study 6- Audio-Visual Consultancy for HKUST Shaw Auditorium

The HKUST Shaw Auditorium (the "Auditorium") is the new landmark of HKUST. The Auditorium has adopted various environmental protection strategies and achieved the Platinum Rating of Provisional Assessment under the BEAM Plus certification – a rare recognition for an Auditorium structure.

個案研究 6 – 為香港科技大學逸夫禮堂視聽顧問

香港科技大學(「科大」)逸夫演藝中心(「演藝中心」)是科大的新地標。演藝中心採取了多種環保策略並且榮獲綠建環評暫定鉑金級認證，這對於演藝中心來說是一個很巨大的認可。



As an environmental consulting firm with a professional optics and acoustics team, AEC was responsible for the acoustic and optical design of the Auditorium. The Auditorium is equipped with an immersive sound system designed with world-class acoustic tuning, so that all listeners can have a perfect listening experience. Concurrently, acoustic panels made of Norwegian wool are installed in all buildings, and the exterior walls are painted with white mineral paint to ensure that they meet the demands of sound insulation, vibration protection and noise control. In terms of vision, the unique curved wall of the Auditorium can act as a 360-degree projection screen, bringing a perfect auditory and visual experience with the seamless projection effect. The Auditorium is one of the top new arts and cultural venues in Hong Kong, adding an important event venue to Hong Kong.

作為一間擁有專業光學和聲學團隊的環境諮詢公司，沛然負責了演藝中心的聲學和光學設計。演藝中心配以世界級原音微調設計的沉浸式音響系統，使所有聽眾都能擁有完美的聽覺體驗。同時所有建築的室內採用了由挪威羊毛製成的隔音板，外立面則採用白色礦物塗料以確保滿足隔音、防震和噪音管制需求。在視覺方面，演藝中心獨特的弧形牆面可充當360度投影螢幕，配合無縫的投影效果帶來完美的聽覺及視覺體驗。該演藝中心是本港新增的頂級藝術文化場地之一，為香港增添了一個重要的活動場地。



Driving Sustainable Operations Culture

AEC attaches great importance to its own environmental performance and minimizes its impact on the environment. AEC has taken many green measures in the workplace to achieve good environmental management, from improving energy efficiency and reducing energy consumption to protecting water resources, to optimizing resources and increasing employees' environmental awareness.

推動可持續營運文化

沛然非常重視自身的環境績效，並將其對環境的影響降至最低。沛然在工作場所採取了各種綠色措施以實現良好的環境管理，從提高能源效益到節約水資源，再到資源優化和培養員工的環保意識。

Workplace Sustainability Initiatives 工作場所可持續發展倡議



Energy Efficiency 能源效益

Obtain LEED for Existing Interior & Arc Platform (Target Gold)
擁有LEED現有內部空間認證網上平台 (目標金級)

Reduce 30% of absolute scope 1 and scope 2 GHG emission by 2030 from base year 2018
2030年範圍一及範圍二的絕對溫室氣體排放量較2018基準年減少30%

Water Conservation 節約用水

Provide water dispensers and prohibit the use of disposable plastic water bottles
提供飲水機，禁止使用即棄塑膠水瓶

Display water saving logos to raise staff awareness
張貼節水標籤，以提高員工意識

Resources Management 資源管理

Provide recycling bins to separate recyclable waste form source
Control the use of raw materials such as packaging to minimize waste generation
提供回收箱從源頭分類可回收廢棄物
控制包裝等原材料的使用，以盡量減少廢物的產生

Adopt green products, such as printing the Annual Report with soy link
採用綠色產品，例如使用大豆油墨印刷年報

Practice the "paperless office" with paperless publications and newsletters and provide e-statements and e-trade platform to customers
無紙化刊物和通訊以實踐「無紙化辦公」，為客戶提供電子結單和電子貿易平台

Reuse containers and utensils
重複使用容器和餐具

Awareness Raising and Education 提高意識及教育

Organize green-themed activities such as ESG seminars and Green Talks
舉辦以綠色為主題的活動，例如關於環境、社會及管治、綠色建築和其他可持續發展相關主題的講座及研討會

Establish Environmental Policy
訂立和執行環境政策

Office Waste Management 辦公室廢棄物管理

Set up baseline using 3 months data
使用三個月的數據設立廢棄物基準線

Measure general waste once a week
每週測量一次普通廢棄物

Health and Safety 健康及安全

Keep Zero injury rate
保持零工傷率

Zero COVID-19 cases in office
沒有在辦公室發生2019新型冠狀病毒病感染病例

Workplace Sustainability Initiatives 工作場所可持續發展倡議

Talent Attraction and Retention 人才吸引與保留

Reduce overall turnover rate to below 20%
將整體離職率降至20%以下

Communication 交流

Quarterly update/sharing (all staff meeting)
季度更新/分享 (全員會議)

Monthly social bonding sessions
每月社交聯繫會議

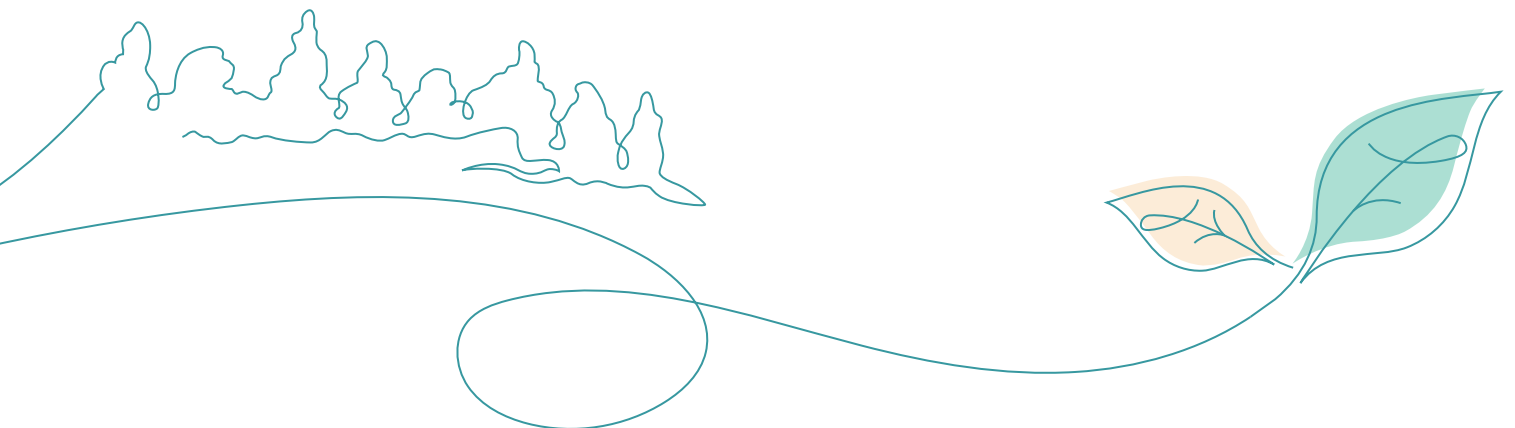
Awareness Raising and Education 提高意識及教育

Establish Environmental Policy
制定環境政策

Sustainability Awareness Promotion - Mindset 可持續發展意識提升—心態

Each person to participate in at least 6 training or other activities
每人至少參加6次培訓或其他活動

Organize green-themed activities such as ESG seminars and Green Talks
組織例如環境、社會及管治研討會及綠色講座等綠色主題活動



Achievements in Green Building Projects

The following graph illustrates the overall savings in resources associated with BEAM Plus and LEED-certified projects from 2016/17 to 2021/22 in comparison to their respective baseline standards:

綠色建築項目的研究成果

下圖說明了於2016/17年至2021/22年期間，綠建環評和LEED認證項目與各自的基線標準相比的總節約量：



Environmental Performance Review

環境表現概況

Energy 能源	Unit 單位	2021/22	2020/21
Electricity Consumption 耗電量	kWh 千瓦時	79,081	86,287
Fuel Consumption 燃料耗量	L 升	1,880	653
Total Energy Consumption 總能源耗量	kWh 千瓦時	97,222	92,615
Energy Intensity 能源消耗密度	kWh/Employee 千瓦時 / 員工	1,430	1,544

GHG 溫室氣體	Unit 單位	2021/22	2020/21
Scope 1 GHG Emission ^{Note 1} 範圍1 溫室氣體排放 註一	tCO ₂ e 噸二氧化碳當量	5.00	1.77
Scope 2 GHG Emission ^{Note 2} 範圍2 溫室氣體排放 註二	tCO ₂ e 噸二氧化碳當量	56.15	61.26
Scope 3 GHG Emission ^{Note 3} 範圍3 溫室氣體排放 註三	tCO ₂ e 噸二氧化碳當量	2.4	4.12
Total GHG Emission 總溫室氣體排放	tCO ₂ e 噸二氧化碳當量	63.55	67.15
GHG Emission Intensity 溫室氣體排放密度	tCO ₂ e/Employee 噸二氧化碳當量 / 員工	0.93	1.12

Materials and Waste 材料和廢棄物	Unit 單位	2021/22	2020/21
Procured A3 and A4 Paper 已採購 A3 及 A4 紙張	tonnes 噸	0.85	0.86
Recycled General Waste 已回收廢棄物	tonnes 噸	0.41	0.27

Note 1: AEC's Scope 1 Greenhouse gas ("GHG") emission refers to energy direct emissions, including the consumption of fuel for company-owned private cars.

註一：沛然的範圍1溫室氣體排放為公司私家車消耗燃料所引致的直接排放。

Note 2: AEC's Scope 2 GHG emission refers to energy indirect emissions, including the consumption of purchased electricity.

註二：沛然的範圍2溫室氣體排放為消耗所購買電力所引致的間接排放。

Note 3: Scope 3 GHG emission is calculated based on (i) air business travel reimbursed by the Group and (ii) paper consumption during the Year. Due to the Group's business nature, the water consumption and water-related emissions are not material. The relevant data is not disclosed in this report.

註三：範圍3的溫室氣體排放的計算是根據(i)本集團的航空商務旅行和(ii)本年度棄置於堆填區的紙張量。由於本集團的業務性質，耗水量及與水有關的排放量並不重大。本報告未有披露相關數據。

Sustainable Operation Initiatives

Even though the nature of the Group's business does not involve the products and packaging materials, but we also strive to improve and streamline its operations throughout the year to enhance the environmental performances, by implementing a number of sustainable operation initiatives.

Coffee Ground Recycling

To tackle the increasing level of food waste generated from coffee consumptions in the office, AEC is participating in Eco-Greenergy's Zero Ground Coffee Campaign, for the recycling and upcycling of coffee ground waste generated from its operation. We collect and transfer all of the coffee grounds consumed at the office to Eco-Greenergy for further upcycling of coffee ground waste, to be turned in products such as soaps, compost and handwash. The proceeds generated from the initiative also serves to support the research work on the valorization of food waste for sustainable production of chemicals and materials at the City University of Hong Kong.

Continuous Real-Time Indoor Environmental Monitoring

To improve the indoor environmental condition of the office, AEC continues to monitor the indoor air quality (IAQ) with the use of Airthing real-time IAQ system. The system utilizes sensors installed at different areas of the office, for real-time data collection of IAQ data. The data is used for strategy setting for improving IAQ condition of the office in the future.

Smart Meter for Air Conditioning System

To better control the indoor environment of the office and improve energy management of the air condition system of the office, AEC had upgraded the air conditioning control system, to newer computer-controlled smart control and metering system. This allows us to improve the energy management of the air conditioning system. Moreover, the improved control system enables us to improve indoor comfort for our employees.

Real-time Energy Consumption Monitoring System

To reduce energy consumption to meet with our commitment for SBTi for 2030, AEC had upgraded its energy monitoring system, with new smart energy meters available for real-time energy data collection and data analysis. AEC aims to use the data collected from the new monitoring system to devise strategies and initiatives to further reduce energy consumption.

可持續營運倡議

儘管本集團的業務性質不涉及產品和包裝材料，但我們仍然通過實施多項可持續運營措施，大大改進和精簡其運營，以提高環境績效。

咖啡渣回收

為了解決辦公室咖啡消耗產生的廚餘問題，沛然正在參與Eco-Greenergy的零咖啡渣運動，以回收和升級其運營中產生的咖啡渣。我們收集辦公室消耗的所有咖啡渣並將其轉移到Eco-Greenergy，以進一步升級回收咖啡渣，用於製造肥皂、堆肥和洗手液等產品。參與該計劃的收益也有助於支持香港城市大學關於食物廢物價值的研究工作，以實現化學品和材料的可持續生產。

持續即時室內環境監測

為了改善辦公室的室內環境，沛然繼續使用Airthing即時系統監測室內空氣質量(IAQ)。該系統利用安裝在辦公室不同區域的傳感器，即時收集室內空氣質量數據。數據用於未來改善辦公室室內空氣質量的策略制定。

空調系統智能電錶

為了更好地控制辦公室的室內環境，提高辦公室空調系統的能源管理，沛然將空調控制系統升級為更新的計算機控制的智能控制和計量系統。這使我們能夠改善空調系統的能源管理。此外，改進的控制系統能夠提高員工的室內舒適度。

即時耗能監測系統

為了降低能源消耗以兌現我們對2030年SBTi的承諾，沛然中將其能源監控系統升級，新的智能電錶可用於即時能源數據收集和數據分析。目的是利用新監測系統收集的數據來製定進一步降低能源消耗的戰略和措施。

Our Sustainable Team 我們的可持續團隊

[Core values: Wellness, collaboration]

Our employees are our greatest asset and crucial to our success as a professional consulting firm. We fully appreciate and protect all employee's fundamental rights and interests and offer them diverse career and development opportunities to showcase their talents and ideas on our platform.

Boosting diversity and inclusion

AEC is devoted to constructing an inclusive and diverse work environment where our people can explore their possibilities. We continue our efforts to improve the diversity of our workplace through employment policies that promote equal opportunities and non-discrimination. We value and encourage curiosity, innovation, and ideas from everyone and do not consider differences in gender, age, ethnicity and religion, or disability in our recruitment and employment decisions.

Besides, AEC sustains a corporate culture which esteems human rights, protects female rights and safeguards the vulnerable. We respond promptly to issues related to human rights with the provision of targeted solutions to prevent infringement risk. During the recruitment process, our administrative/human resources department is appointed to verify candidates' identity with their valid identity documentation, age, and working permit to prevent child labour, forced labour and other forms of illegal labour.

Beyond the workplace, we are determined to play an energized role in helping shape a diverse and inclusive community. For example, GRESB Insights is a platform where AEC delivers its ideas on a wide range of topics, including gender diversity. The article exemplifies the apparent correlation between a gender-diverse workforce and workplace effectiveness. It makes recommendations to the Human Resources Department on the gender balance policy.

核心價值觀：健康、協作

作為專業顧問公司，員工是我們最大的資產，對我們的成功至關重要。我們充分尊重和保護所有員工的基本權益，並為他們提供多元化的職業發展機會，在讓他們可以在我們的平台上展現他們的才華和想法。

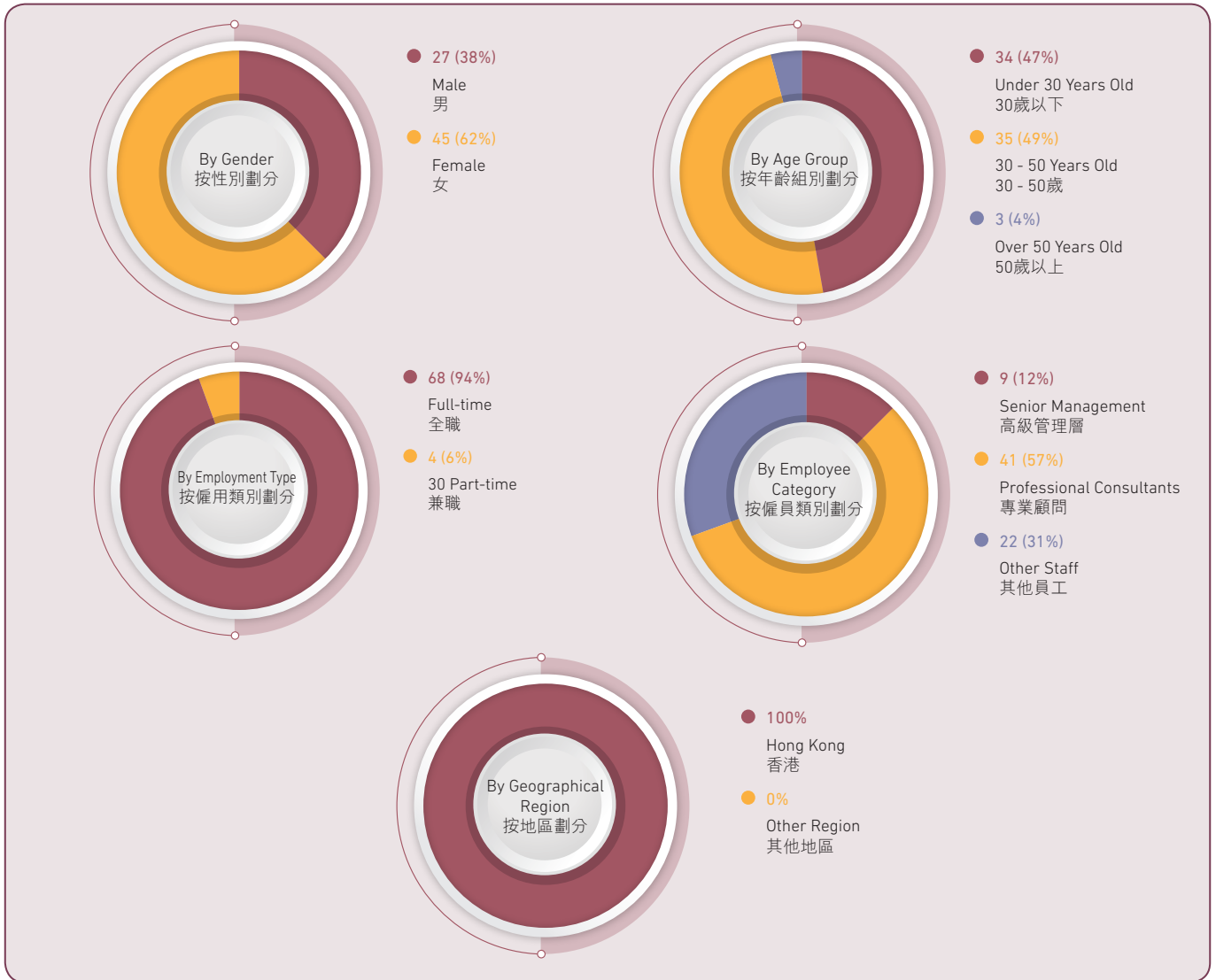
推動多元化及共融

沛然致力於建構一個共融和多元化的工作環境，讓我們的員工可以充分探索他們的潛能。我們持續努力通過促進平等機會和反歧視的就業政策，來改善工作場所的多元化。我們重視並鼓勵每個人的好奇心、創新和想法，並在我們的招聘和僱傭決策中不納入性別、年齡、種族和宗教或殘疾的差異為其中考量。

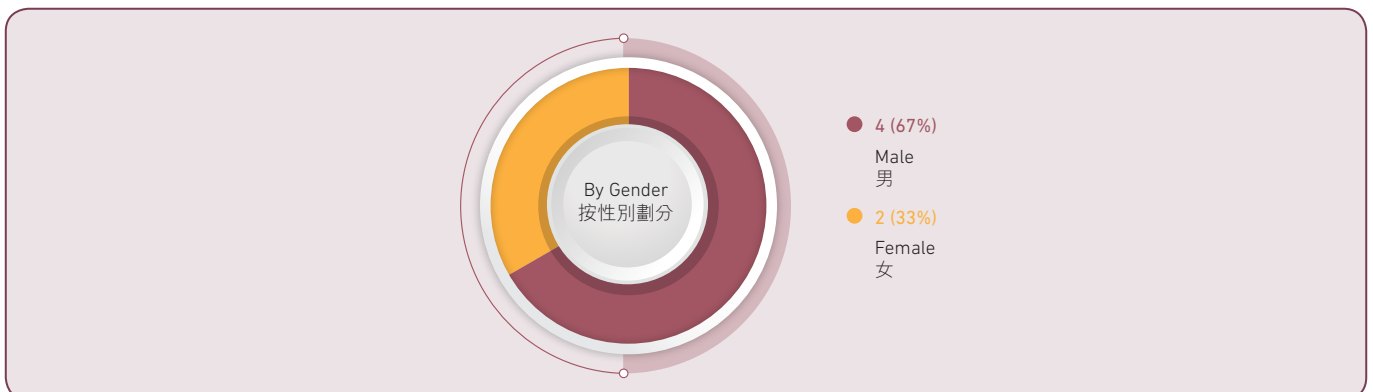
此外，沛然秉持尊重人權、保護女性權利和保護弱勢群體的企業文化。我們通過提供針對性的解決方案及時應對與人權相關的問題，以防止侵害人權的風險。在招聘過程中，我們的行政／人力資源部門任命核實候選人的有效身份證件、年齡和工作許可，以防止童工、強迫勞動和其他形式的非法勞工。

於職場以外，我們致力於為社區塑造多元化和及共融發揮積極作用。例如，「GRESB Insights」讓沛然在該平台上就包括性別多元化在內的廣泛主題分享見解。有關文章舉例說明了性別多元化工作團隊與職場工作效率之間密不可分的關係，就性別平衡的方針下，向人力資源部提出相關建議。

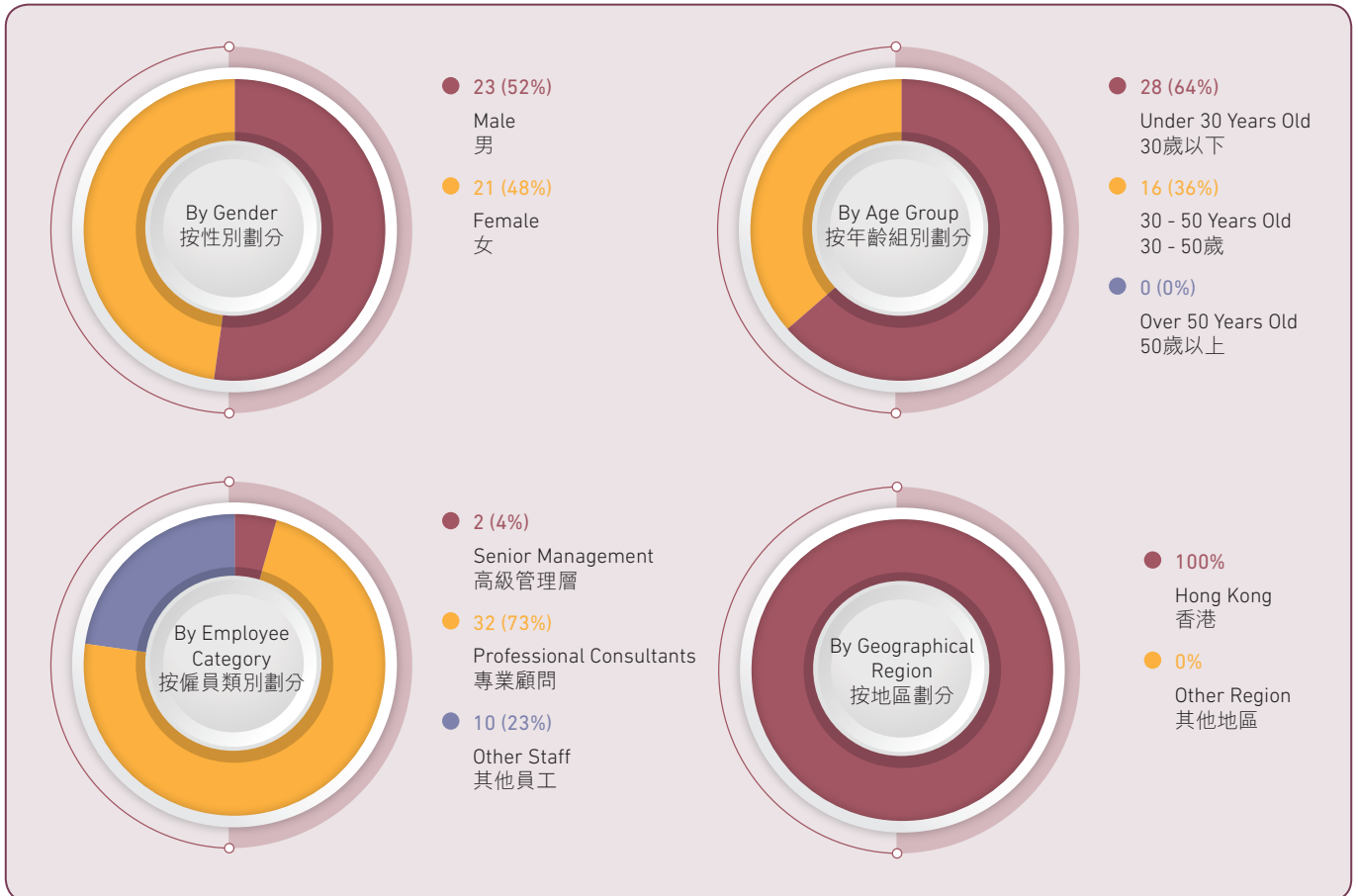
No. of Employees Note 1 Note 2
員工人數 註一 註二



Board Members
董事會成員



Employee Turnover Note 1 Note 2
離職員工 註一 註二



Note 1: The senior management includes our managing directors, directors, associate directors, and principal consultants.

註一：高級管理層包括我們的董事總經理、董事、副董事和首席顧問。

Note 2: Other staff include our technicians and employees from the administrative/human resources department, marketing and communications team, and finance and accounting team.

註二：其他員工包括我們的技術人員、行政／人力資源部門、市場推廣及傳訊部門，以及財務和會計部門的員工。

Fostering Workforce's Development

AEC acknowledges that training and education is a vital element of opportunity which opens entrances, creates new possibilities and helps employees pursue their passions. We persist in prioritizing and investing in creating proper training and development possibilities, including a series of sustainability and professional training programs to help our people boost their expertise and skills. In addition, we offer our employees study leave and subsidies for professional examinations and qualifications. Our senior management or department heads execute annual evaluations to assess employee performance and comprehend their training needs following our business development plans. During the Year, we have achieved over 30% professional training programs to facilitate continued employability and the management of career.

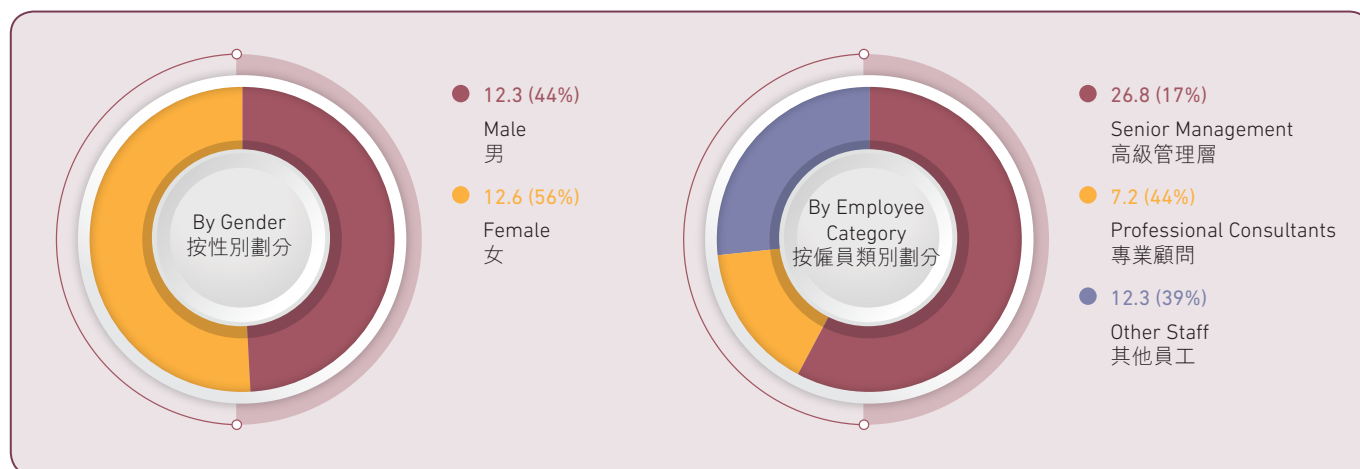
Aside from investing in our employees, we are determined to support young people to equip them for their future, in line with our belief that youngsters are the future leaders in environmental protection. AEC persists in providing mentoring programs for student interns to enrich and grow their professional skills and practical experience. We have partnered with the Hong Kong Institute of Vocational Education ("IVE") since 2009 to execute the Student Industrial Attachment Program to provide practical opportunities for final-year students to assist them in making the first step into their future.

促進員工發展

沛然深知培訓和教育是創造機會的關鍵，可以啟發思維、創造新可能，並有助員工富有熱情。我們一直優先考慮為員工提供適當的培訓和發展機會，包括一系列可持續發展和專業培訓項目，以幫助我們的員工提升自身的專業知識和技能。此外，我們還為員工提供學習假期和專業資格考試津貼。我們的高級管理人員或部門負責人亦會進行年度評估，以評估員工績效，並了解他們根據我們的業務發展計劃的培訓需求。本年度內，我們已完成超過30%的專業培訓項目，以持續促進員工的就業能力和職業生涯管理。

除了投資於我們的員工，我們還致力於支持年輕人，為他們的將來做準備，我們持著年輕人是未來環境保護的領導者的信念。沛然致力為實習生提供輔導計劃，以豐富和提升他們的專業技能和實踐經驗。自2009年起，我們與香港專業教育學院（「IVE」）合作推行學生實習計劃，為應屆畢業生提供實習機會，協助他們踏出邁向未來的第一步。

Average Training Hours 平均培訓時數



Safeguarding Workforce's Wellness

AEC acknowledges that our employees' health and wellbeing is paramount to the long-term sustainable development of the Group. AEC strictly follows the relevant health and safety regulations for its operation: For employees that are to work and inspect on construction site, AEC requires site-based employees to undergo mandatory basic training courses under Construction Workers Registration Ordinance (Cap. 583) prior to site-based works, to ensure our site-based staff are well-equipped and trained for high-risk works (i.e. on-site audits).

To ensure a healthy workplace, AEC implements relevant safety policies to regulate the management system and control measures regarding the employees' safety and health at work. With an aim to avoid accidents, employees are required to report any work methods and facilities in workplaces that may lead to accidents to their supervisors and human resources department so that appropriate follow-up actions can be taken.

To ensure the safety of employees who are required to work and inspect on a construction site, employees are required to log and report the activity to their supervisors and managers for record prior to commencement of work. Employees undertaking on-site work activities are required to maintain a clear communication channel with their supervisor throughout site work, and to report on any incidents if necessary. To further safeguard employees' safety for on-site work activities, AEC supplies the relevant personal protective equipment (PPE) (i.e. safety helmets, reflective vests, safety work boots, life vests, etc.) to employees to ensure complete protection against work-related accidents on site.

保障員工健康

沛然深知員工的健康和福祉對本集團的長期可持續發展至關重要。沛然在營運上嚴格遵守相關的健康和安全規例：對於需在建築工地工作和巡視的員工，沛然要求工地員工在現場工作前，接受第583章《建造業工人註冊條例》下的強制性基礎培訓課程，以確保我們的工地人員是具能力、並接受過高風險工作（即現場審核）的培訓。

為確保健康的工作場所，沛然實施相關的安全政策，以規範員工有關工作安全和健康的管理制度和控制措施。僱員須向主管及人力資源部報告工作場所任何可能導致意外的工作方法及設施，以避免意外，並採取適當跟進程序。

為確保需在建築工地工作和巡視的員工安全，員工必須在開始工作前進行記錄，並向其主管和經理進行報告。從事現場工作的員工亦必須在整個工作期間，與其主管保持清晰的溝通渠道，並在必要時報告任何事項。為進一步保障員工在現場工作的安全，沛然為員工提供相關的個人防護裝備（PPE）（即安全帽、反光背心、安全工作靴、救生衣等），以確保在現場相關事故中得到全面保護。

Key Social Performance Indicators 關鍵社會績效指標		Unit 單位	2022	2021
Health and Safety	健康和安全			
Total number of work-related fatalities ^{note1}	與工作相關的總死亡人數 ^{註一}	No. of people 人數	0	0
Work-related Injury	與工作相關的受傷事件	Cases 個例	0	0
Lost Days Due to Work-related Injury	工傷引致的損失工作天數	Days 天數	0	0

Note:

1. No work-related fatalities were recorded in the past 3 reporting years

註：

1. 在過去三個報告年度中，沒有與工作相關的死亡事件記錄

AEC has completed a number of physical health initiatives, aimed at further improving the employees' physical well-being with the aim of creating a more productive and harmonious working environment for all:

為進一步改善員工的身體健康，沛然舉辦了多項身體健康措施，從而為所有人創造一個更高效、更和諧的工作環境：

Case Study 個案分析



WELL Health + Safety Rating 2021

To further the wellness and safety of the AEC office, a number of initiatives and improvements have been made to the operation of the office.

Automatic handwashing facilities have been provided to ensure decent hygiene levels amongst the workforce. Furthermore, touchless door handles have been installed to reduce the likelihood of infection.

Air and water quality monitoring were conducted to ensure the indoor environment is at a healthy level for all employees. Automatic real-time indoor air quality system has been installed to maintaining good indoor air quality for the office.

Health benefits and services are provided to ensure employees are assisted in good health. Additionally, continuous communications are maintained with employees to inform them of health-related news and information.

AEC had been awarded WELL Health and Safety Rating for its effort in maintaining a safe and healthy workspace.

WELL 健康－安全評價 2021

為了促進沛然辦公室的健康和安全，我們對辦公室的運作進行了多項措施和改進。

我們已提供自動洗手設施，以確保員工保持良好的衛生水平。此外，我們安裝非接觸式門把手以減低感染疾病的可能性。

我們亦進行了空氣和水質監測，以確保所有員工處於健康水平的室內環境。此外，我們的辦公室已安裝自動即時室內空氣質量系統，以助繼續保持良好的室內空氣質量。

我們亦有提供健康福利和服務，以確保幫助員工保持健康。更重要的是，我們亦有與員工保持持續溝通，以告知他們與健康相關的新聞和信息。

總的而言，憑藉沛然在維護安全和工作空間方面所付出的努力，而成功獲授 WELL 健康和安全评分。



Case Study 個案分析



Virtual Yoga Session

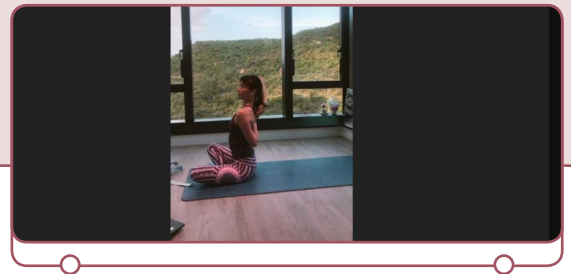
To help our employees to maintain a healthy lifestyle while working at home under the difficult time of COVID-19 pandemic, AEC organized a virtual yoga class to provide opportunities to exercise.

AEC will continue to provide opportunities for physical exercise for our employees after work to improve physical health and maintain good work-life balance.

線上瑜伽課程

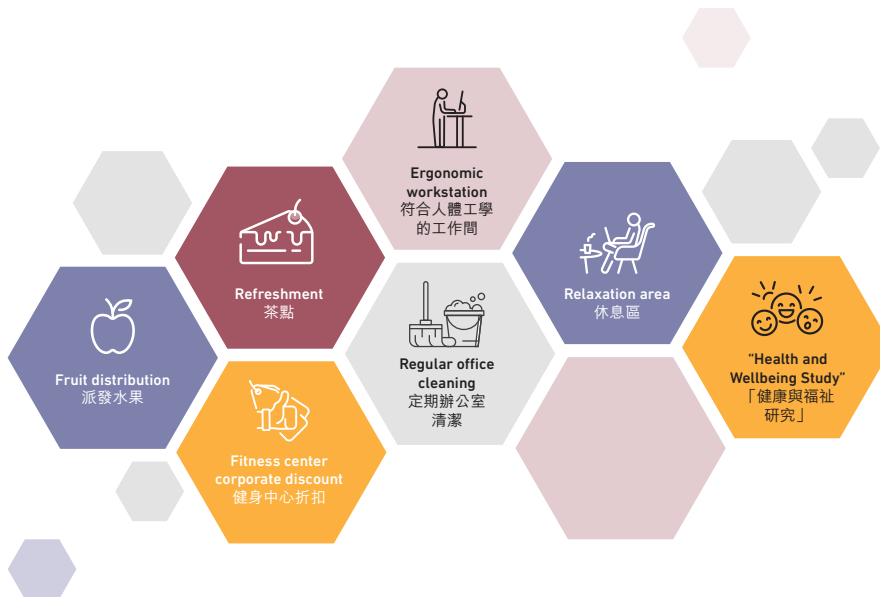
為了幫助我們的員工在艱鉅的2019冠狀病毒病的大流行時，以保持健康的生活方式在家工作，沛然舉辦了虛擬瑜伽課程以為員工提供體育訓練的機會。

沛然的目標是繼續為我們的員工在下班後提供的體育鍛煉的機會，以改善員工的身體健康，並保持良好的工作與生活平衡。



AEC continues to improve and develop more wellbeing initiatives for our employees. In compliance with local employment laws and standards, we ensure reasonable working hours and paid holidays. We also encourage work-life balance and a pro-family culture, and the Home Affairs Bureau and the Family Council have designated us as a "Family-Friendly Employer". Additionally, we offer extra staff benefits such as performance bonuses, special paid leave, and a corporate fitness discount to help retain employees. Our measures implemented include:

沛然持續為我們的員工改進和制定更多的福利計劃。根據本地勞工法律和標準，我們確保合理的工作時間和有薪假期。我們鼓勵工作與生活的平衡和親家庭文化，並得到民政事務局和家庭議會的認可，已將我們確認為「家庭友善僱主」。此外，我們還提供額外的員工福利，例如花紅、特殊有薪假期和企業健身折扣，以挽留人才。我們實施的措施包括：



Protecting our Workforce against COVID-19

Due to the outbreak of Coronavirus Disease 2019 ("COVID-19"), AEC has adopted numerous preventive measures to protect employees' health and safety. For instance, we distributed our own surgical masks to the staff members. On top of that, we also provide vaccination leaves for our employees to be vaccinated against COVID-19. While enhancing the stability of our business operation and remaining proactive in promoting sustainability, we monitored closely the situation of COVID-19 and took proper company-wide measures to ensure the health and safety of our employees. We organized virtual meetings for clients and public seminars through video conferencing software instead of face-to-face activities which can minimize the spread of COVID-19.

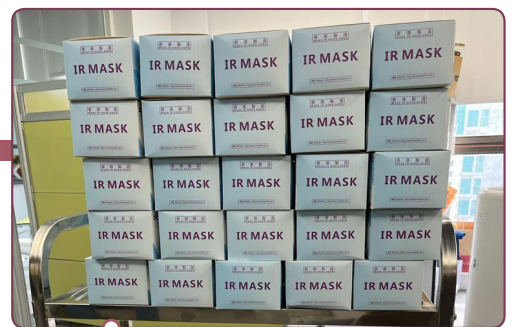
A number of policies have been announced to safeguard our staff members. In response to the COVID-19, flexible working arrangements has been adopted. In tier 1 approach, our office hours remained unchanged and our staff were required to wear masks all the time. Also, to maintain social distancing, face to face meetings were avoided. For the tier 2 approach, as the pandemic situation was getting worsening, flexible working hours were adopted. Our employees were separated into AB Team and took roster to work duty in the office alternatively. Laptops and authorized passwords were provided to remote our Group's server. Tier 3 approach was commenced to follow the advice and arrangement suggested by the government. All staff worked from home operating remotely, unless management approval was granted.

Mask Distribution

口罩分配

To ensure our employees can properly protect themselves against the ongoing pandemic, AEC has been providing its employees with surgical masks on a regular basis.

為確保我們的員工能夠適當地保護自己免受感染，沛然一直定期為其員工提供外科口罩。



保護員工對抗 2019 冠狀病毒病

由於 2019 年冠狀病毒病的爆發，沛然採取了多項預防措施來保護員工的健康和安全。例如，沛然向員工派發了外科口罩。我們也向其員工提供疫苗接種假，讓他們接種 2019 年冠狀病毒病疫苗。在提高業務運營穩定性和積極促進可持續發展的同時，我們密切關注 2019 冠狀病毒病的情況，並在全公司範圍內採取適當措施確保員工的健康和安全。我們的客戶會議和公共研討會均改為使用網上會議以替代面對面的活動，這可以最大限度地減少 2019 冠狀病毒病的傳播。

沛然同時制定一系列政策來保護我們的員工。為應對 2019 冠狀病毒病，我們採用了靈活的工作安排。在我們的第一階段措施中，我們的辦公時間保持不變，我們的員工必須佩戴口罩。此外，為了保持社交距離，避免了面對面的會議。而第二階段措施是因應疫情惡化，採用了靈活的工作時間。我們的員工被分成 A 組和 B 組，輪流到辦公室上班。筆記本電腦和授權密碼被提供給遠程連接本集團伺服器。當公司實施第三階段措施，除非獲得管理層的批准，否則所有員工均被要求在家中並遠程工作。



RAT Self-test 快速抗原自我測試

AEC has been supplying employees with RAT self-test kit for COVID-19, to reduce the likelihood of the spread of the virus within our workplace and the wider society.

沛然一直為員工提供針對2019冠狀病毒的快速抗原自我測試，以降低病毒在我們的工作場所和更廣泛的社會中傳播的可能性。



Vaccination Leave 疫苗接種假

AEC encourages our staff members to take the COVID-19 vaccination, in order to build a vaccinated workplace and establish an immune barrier in the larger community.

沛然鼓勵我們的員工接種2019冠狀病毒疫苗，以建立一個已接種疫苗的工作場所並在更大的社區中建立免疫屏障。

AEC Group provide a one-day vaccination leave for each dose of COVID-19 vaccination received by staff members.

沛然為員工提供一天的疫苗接種假期。



Relevant key measures on mental health

The physical and mental health of our employees is the top concern of the Group. Therefore, the Group has taken measures to ensure the physical and mental health of its employees, including the installation of isolation facilities and mental health counselling. These initiatives enable our employees to work in a healthy and sustainable work environment. We also arranged counselling services to promote mental health. To further our commitment towards improvement in our employees' mental health and wellbeing, AEC is aiming to become a signatory of the Mental Health Workplace Charter, and provide mental health workshops and monitoring for the upcoming reporting year.

精神健康相關重點措施

員工的身心健康是本集團最關心的問題。因此，本集團已採取措施確保員工的身心健康，包括安裝隔音設施及精神健康輔導，使我們的員工能夠在健康和可持續的工作環境中工作。我們亦安排輔導服務以促進精神健康。為了進一步致力於改善員工的心理健康和福祉，沛然參與簽署《精神健康職場約章》，並準備於來年度內為員工提供心理健康研討會和監測。

Maintaining Team Cohesion

AEC attaches great importance to the work experience of employees, advocates happy work and healthy life, and is committed to making employees work-life balance. At the same time, AEC creates a harmonious and friendly working atmosphere to promote mutual understanding and common progress among employees. In the face of improvement of the situation of COVID-19 pandemic, we have organized more team building activities for our staff during the Year.

保持團隊凝聚力

沛然重視員工的工作體驗，倡導快樂工作和健康生活，致力於讓員工工作與生活的平衡。同時，沛然營造和諧友好的工作氛圍，促進員工相互了解，共同進步。隨著2019冠狀病毒病疫情的好轉，我們於本年度為員工組織了更多的團隊建設活動。



Lunch Talk
午餐講座



Christmas Party
聖誕派對

Workshop for Sustainable Craftworks
可持續手工工作坊



Partnerships Towards Net-Zero 邁向淨零的伙伴關係

Core Value – Collaboration 核心價值 —— 合作



As one of the most professional sustainability and environmental consulting companies in Hong Kong, AEC is not only committed to promoting the sustainable development of corporates, but also strives to integrate sustainable development into the company's development strategy and throughout our value chain. Therefore, creating value with our employees, clients, suppliers, contractors and other stakeholders is one of our sustainability commitments.

Emboldening our Clients

At AEC, we are committed to serving clients from different fields including real estate developers, architects and designers, as well as public companies and private companies, providing them with targeted, meticulous and sustainable solutions. We constantly communicate with our clients to understand their sustainability needs and provide them with professional and feasible advice.

作為香港的可持續發展及環境專業顧問之一，沛然不僅致力推動企業的可持續發展，更致力於將可持續發展融入公司的發展策略及貫穿自身價值鏈。因此，與我們的員工、客戶、供應商、承包商和其他從持份者共同創造價值是我們的可持續發展承諾之一。

鼓勵我們的客戶

沛然致力於為不同領域的客戶提供服務，包括物業發展商、建築師和設計師、上市公司和私人公司等，為他們提供針對性、細緻和可持續的解決方案。我們通過持續的溝通來了解客戶的可持續發展需求，並為他們提供專業可行的建議。



Material Topics | 重要議題

Client satisfaction and feedback
客戶滿意度及反饋

Service quality
服務質素

Information privacy and protection
資訊私隱及保障

Handling mechanism for complaints and inquiries
投訴及查詢處理機制

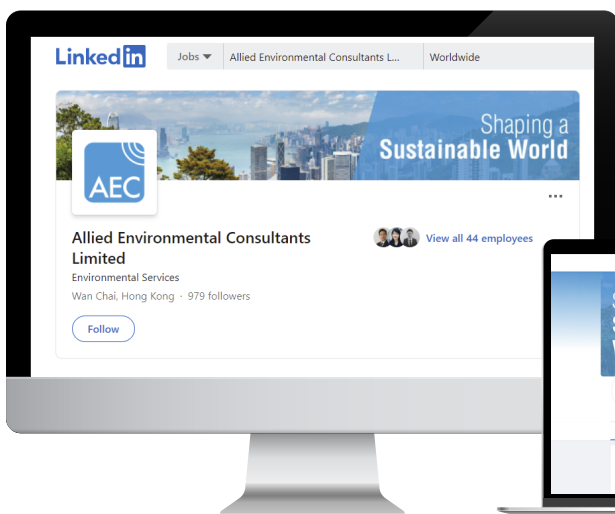


Maintaining Ongoing Communication

We maintain constant contact with our clients. Our corporate website and various social media including Facebook, LinkedIn and WeChat are important media for interacting with clients and building long-term relationships. We look forward to sharing our latest developments and sustainability journey with clients through our online resources.

持續溝通：

沛然定期與客戶溝通，公司網站和各種社交媒體，包括Facebook、LinkedIn和WeChat，都是與客戶互動和建立長期關係的重要媒介。我們期待通過我們的在線資源與客戶分享我們的最新發展和可持續發展之旅。



LinkedIn page of AEC
沛然的LinkedIn主頁



Facebook page of AEC
沛然的Facebook主頁



Investors Relation News Information
投資者關係新聞資訊

Privacy Protection

Protecting personal data and the privacy of our clients is the foundation of our trust with our clients and other stakeholders. We strictly abide by data privacy laws and regulations, and have established confidentiality rules to guide employee behavior. To reduce the risk of leakage and misuse of confidential data, our employees also take necessary precautions, such as all documents being checked before being sent out. Unauthorized use of client data is strictly prohibited.

Protecting Intellectual Property Rights

AEC has established policies and guidelines in accordance with all applicable legal requirements to prevent infringement of intellectual property rights and is committed to maintaining the confidentiality of all proprietary technology and privileged information in our day-to-day business activities. This year, we have not received any client complaints or serious violations of privacy and intellectual property-related laws and regulations.

Engaging our Value Chain

AEC aims to maintain collaborative and trusting supplier relationships to ensure our competitive edge and sustain daily operations. The Group requires suppliers to follow our requirements on business ethics, ethical conduct, labor practices, environmental conservation, human rights and legal compliance to guarantee quality standards and sustainability performance. For the sake of ensuring our competitive edge and maintaining daily operations, AEC strives to maintain good relationships with suppliers who also need to follow the requirement on business ethics, ethical conduct, labor practices, environmental conservation, human rights and legal compliance to guarantee quality standards and sustainable performance.

保障私隱

保護客戶的個人數據和私隱是我們與客戶和其他持份者信任的基礎。我們嚴格遵守數據私隱相關的法律和法規，並制定了保密規則來指導員工的行為。為了減少機密數據洩露和濫用的風險，我們的員工還採取了必要的預防措施，例如在發送之前檢查所有文件。未經授權而使用客戶信息是被嚴格禁止的。

保護知識產權

沛然已根據所有適用的法律和法規要求而制定政策和指導方針，以禁止侵犯知識產權，並在日常業務活動中致力於維持一切專有技術和特權信息的機密性。本年度內，我們沒有收到任何客戶投訴或重大違反與私隱和知識產權有關的相關法律和規例之事宜。

參與我們的價值鏈

沛然旨在維持合作和信任的供應商關係，以確保我們的競爭優勢並維持日常運營。本集團要求供應商遵守我們在商業道德、道德操守、勞工實踐、環境保護、人權和法律合規方面的要求，以保證質量標準和可持續發展表現。為了確保競爭優勢和維持日常運營，沛然努力與供應商保持良好關係，這些供應商也需要遵守商業道德、道德行為、勞工實踐、環境保護、人權和法律合規等要求，以保證質量標準和可持續性表現。



Material Topics | 重要議題

Supplier/contractor quality
供應商 / 承包商質量

Supplier/contractor management
供應商 / 承包商管理

Eco-friendly procurement
環保採購

Handling mechanism for complaints and inquiries
投訴及查詢處理機制

Green Supply Chain

綠色供應鏈

Supply chain management can have significant environmental, social and economic impacts. Thus, the Group is implementing a sustainable supply chain management strategy to oversee and mitigate the risk associated across the supply chain.

供應鏈管理可以在環境、社會和經濟方面產生重大影響。因此，本集團正在實施可持續的供應鏈管理戰略，以監督和減輕與供應鏈相關的風險。

01

Selection criteria
選擇標準

Supplier & Subcontractor Management Framework
供應商和分包商管理框架

Select based on their previous work experience and performance, and service/production capability
根據以往的工作經驗和表現，以及服務/生產能力進行選擇



02

Compliance monitoring
合規監控

Oversee the entire project cycle to ensure their regulatory compliance to minimize potential risks
監督整個項目週期，以確保其合規性以最大程度地降低潛在風險



03

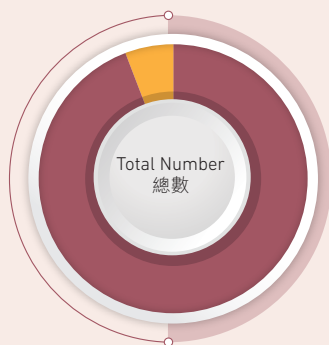
Communication channel
溝通渠道

Host regular meetings with them to convey our expectations such as project schedule and quality requirement
與他們定期召開會議，傳達我們的期望，例如項目進度和質量要求



Taking environmental and social responsibility as supplier conditions, local suppliers are preferred whenever possible to minimize the carbon emissions from transportation and to support local economy. During the Year, we worked with 35 suppliers and 94.3% of them are Hong Kong suppliers.

以環境和社會責任作為供應商條件，盡可能採用本地供應商，以盡量減少運輸中的碳排放並支持當地經濟。本年度內，我們與35家供應商合作，其中94.3%為香港供應商。



- 33 (94.3%)
Local Suppliers
本地供應商
- 2 (5.7%)
Overseas Suppliers
海外供應商

Responsible Procurement

We have been a member of the Green Council's Sustainable Procurement Charter since 2018 to ensure the consistency with business commitments. We also promised to carry out sustainable procurement practices. As a member of the Charter, we have to meet the requirement stated in the ISO Guide on Sustainable Procurement ISO 20400. During the Year, we have set a goal for 2022 to implement green purchasing in our day-to-day operations.

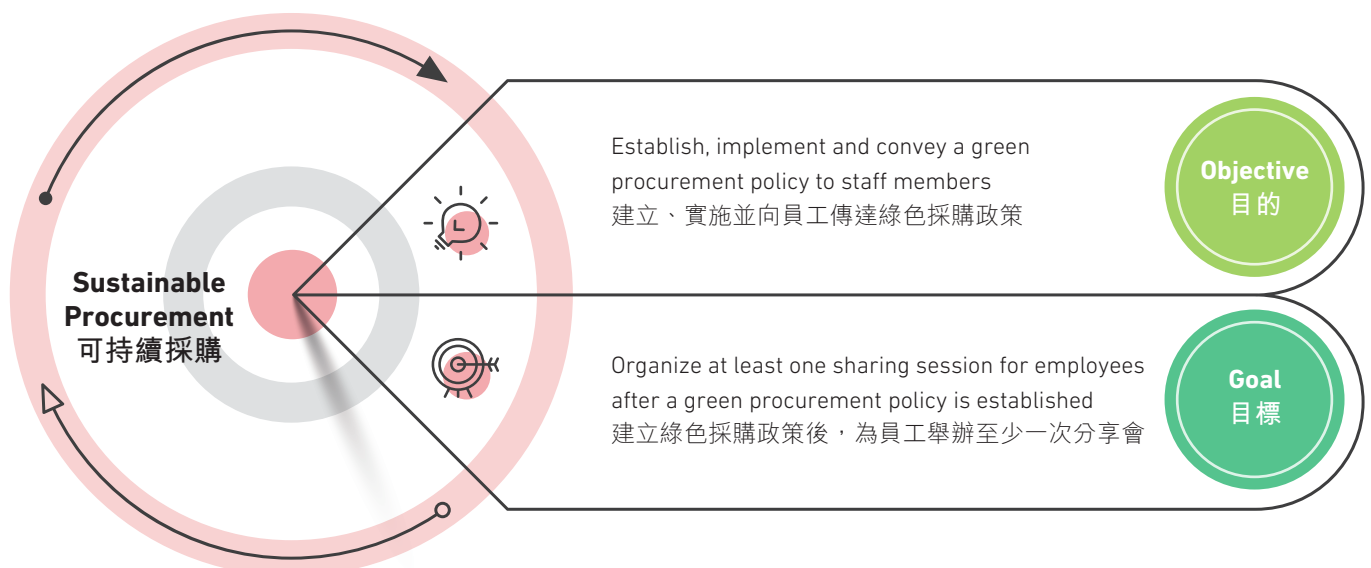
可持續採購

自2018年以來，我們一直是綠色委員會可持續採購憲章的成員，以確保與業務承諾的一致性。我們還承諾開展可持續採購實踐。作為章程的成員，我們必須滿足ISO可持續採購指南ISO 20400中的要求。本年度內，我們設定了2022年綠色採購目標以應用於我們的日常運營。



Also, we are a Sustainable Consumption Enterprise under the "Fostering Sustainable Consumption for Hong Kong Business and the Community" program of BEC.

此外，我們是BEC的「推動香港商界及社區可持續消費」計劃中支持可持續消費行為企業之一。



Responsible Investment

During the Year, the Group has established the Responsible Investment Committee to integrate responsible investment principles into the investment planning, which takes into account the impact of ESG, sustainability, climate resilience, biodiversity, and carbon neutrality on the long-term investment returns and their respective positive impacts. The Group actively expanded its business footprint and adhered to building a diversified portfolio, including Building Information Modeling ('BIM') project life cycle, green business and Consumer goods. During the Year, the Group has invested approximately 1.57 million in the low-carbon technology business.

責任投資

本年度內，本集團成立責任投資委員會，將責任投資原則納入投資規劃，考慮ESG、可持續發展、氣候適應力、生物多樣性和碳中和對長期投資回報及其影響的影響。各自的積極影響。本集團積極拓展業務版圖，堅持構建多元化的產品組合，包括建築信息模型(「BIM」)項目生命週期、綠色商業和消費品。本年度內，本集團已在低碳科技業務上投入約157萬元。

Empowering our Community

賦權於我們的社區

Core Value – Awareness 核心價值 —— 意識



Material Topics | 重要議題

Sustainability awareness promotion
可持續發展意識的宣傳

Community investment and involvement
社區投資和參與

With active involvement in numerous exterior engagement activities, AEC aims to boost sustainability awareness among our stakeholders and support shared values in our communities. We seek community engagement to strengthen our sustainability actions for a greener city.

通過積極參與多個外界活動，沛然秉持提高持份者可持續性的意識，並在我們營運的社區中發展共同價值觀的理念。我們致力聯繫社區，以加強我們的可持續工作，以建設一個更可持續發展的城市。

Community Engagement

Career Talks

AEC acknowledges that nurturing the next generation is one fundamental way to foster sustainability effectively. Hence, the Group remains dedicated to unleashing the youngsters' potential, specifically in the environmental field. During the year, AEC has delivered 4 career talks to provide a sustainability vision for the students and the graduates.

社區參與

職業講座

沛然深知對下一代的培育是有效促進可持續發展的基礎之一。因此，本集團繼續致力於發掘年輕人的潛能，尤其是在環保領域。在本年度內，沛然舉辦了4場職業講座，為學生和畢業生分享我們對可持續發展的願景。

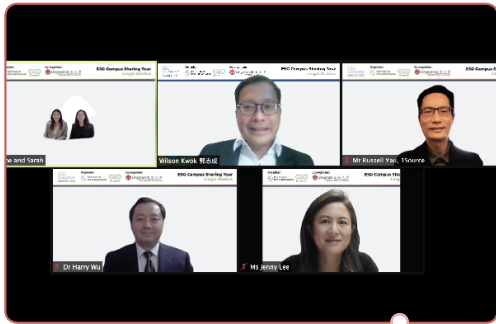


My Green Space Student Competition Preliminary Assessment Judge
「綠色空間由我創造」學生比賽擔任初選評審員



PolyU CPCE Campus Sharing
香港理工大學－專業及持續教育學院校園分享

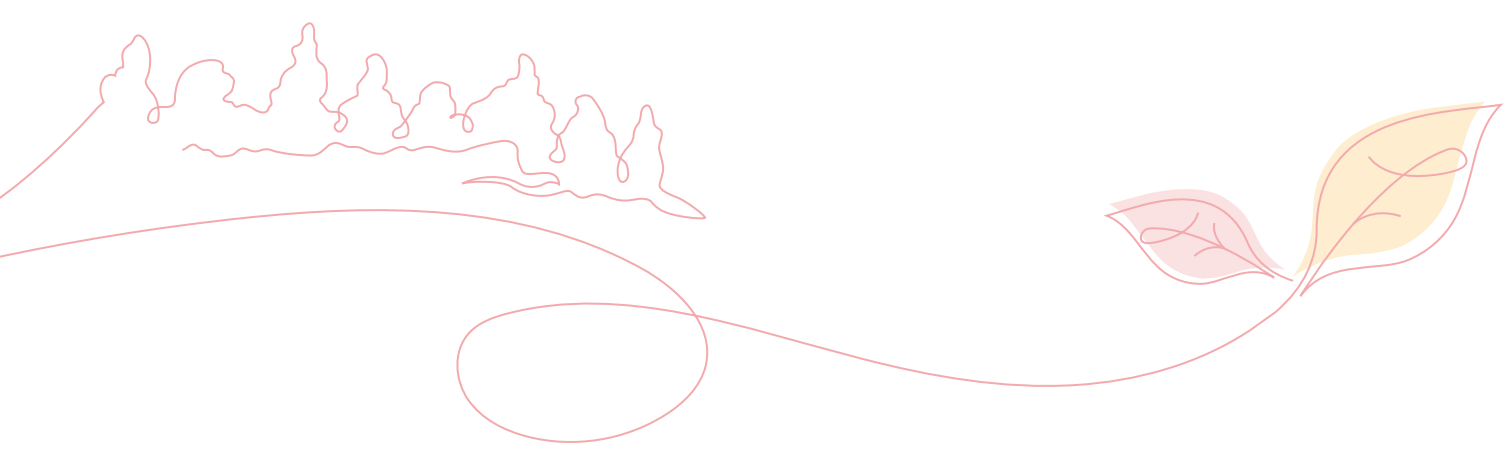




LingU IESGB Post Award Campus Sharing
香港嶺南大學暨環境社會及企業管治基準學會一過去獎項校園分享

AEC delivered a presentation on an overview sustainable finance and investment to reinforce climate resilience to the students of Lingnan University and other stakeholders in the industry.

沛然向嶺南大學學生及其他業界持份者介紹了香港可持續金融和投資對氣候抗禦力的關鍵。



Industry Engagement

Throughout 2021, AEC continued growing with our industry partners in challenging times. We have participated in and organized sustainability workshops and seminars to facilitate knowledge exchanges.



HKTDC Eco Expo Asia- Eco Asia Conference
香港貿易發展局「國際環保博覽」—亞洲環保會議

行業參與

2021年間，沛然與我們的行業合作夥伴在充滿挑戰的時期繼續發展。我們參與並組織了可持續發展工作坊和研討會，以促進知識交流。



HKEX Consultation Workshop
香港交易所諮詢工作坊



ESG Webinar with Financial PR (HK) Limited
與 Financial PR (HK) Limited 的 ESG 網絡研討會



CIC Technical Talk
建造業議會技術講座



Belt and Road Indonesia Capital Allocation
Roundtable
「一帶一路」印尼資本配置圓桌會議



EIHK Chairman's Talk Series Challenges
Towards Carbon Neutrality
EIHK 主席系列講座－碳中和的挑戰



"ESG Forum 2021 - Blueprint for a Green
Economy"
「ESG 論壇 2021－綠色經濟藍圖」



Advancing Net Zero Ideas Competition - Merit,
Future Building
推進淨零創意競賽－未來建築優異獎

Case Sharing on BEAM Plus EB Platinum Project - Towngas
Headquarters in North Point
綠建環評既有建築白金項目案例分享－煤氣公司北角總部



Green finance promotion

Green finance is an effective way to bring about change in the world by financing clean and green technologies that can positively impact our environment. As an environmental consultancy provider, AEC has been promoting the concept and benefits of green finance.



The Second Green Project and Financing Service Forum
第二期綠色項目及融資服務系列座談會

綠色金融推廣

綠色金融是通過資助清潔和綠色技術，對我們的環境有效地產生影響來改變世界。沛然作為一家環境諮詢公司，一直在推廣綠色金融的理念和效益。



CHKLC ESG and Green Finance Opportunities Forum
香港上市公司商會環境、社會及管治與綠色金融機遇論壇

Webinar on Green Finance for HKIEIA and HKIQEP
香港環境影響評估學會和香港合資格環保專業人員學會綠色金融網絡研討會



Giving back to the Community

All walks of life matter to AEC. With the use of our knowledge and power, AEC had undertaken the following activities to help and give back to the community.

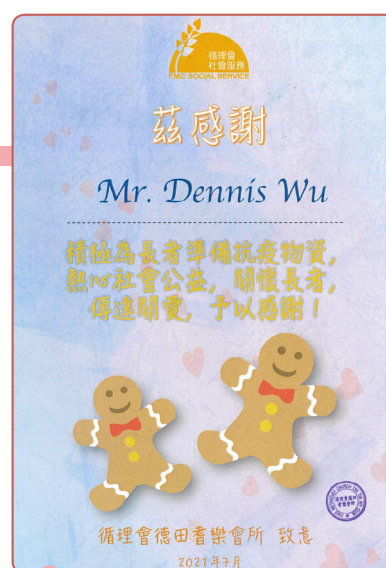
Ms. Grace Kwok joined as an Advisor of Construction Industry Council's Zero Carbon Building Management Board to promote zero carbon concepts and healthy lifestyles to the industry and larger community. 郭美珩女士加入建造業議會零碳建築管理委員會，並在其中擔任專家團隊，以為業界和於更大的社區中推廣零碳概念和健康生活。此外，沛然捐贈港幣 10,000 元支持建造業於零碳公園的抗疫關愛行動—「築月」。

回饋社區

沛然樂於與各行業同心同行。沛然利用了我們的知識和力量，開展了以下活動來幫助和回饋社區。



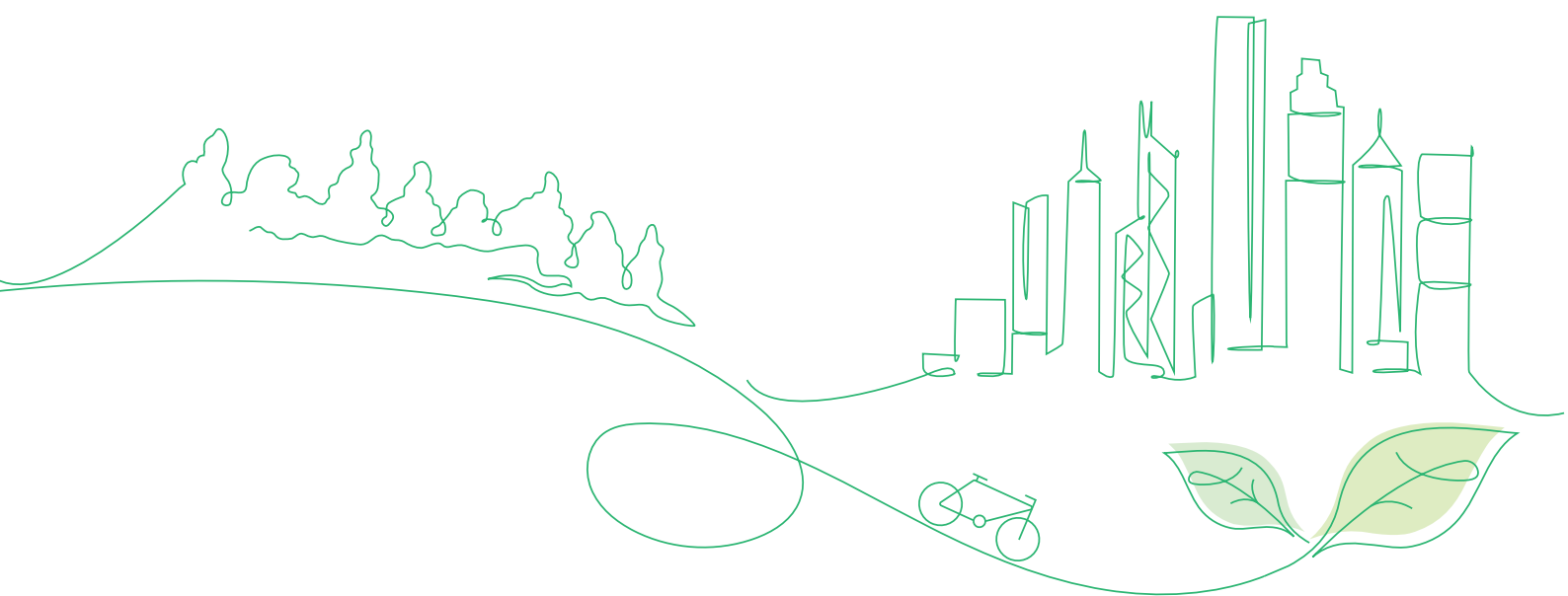
As the fourth wave of COVID-19 pandemic persists, AEC donated anti-epidemic materials through Free Methodist Church Tak Tin to the elderly, caring elderly, and sending love. 第四波 2019 冠狀病毒病疫情發生時，沛然通過循理會德田耆樂會所，向長者捐贈抗疫物資，關懷長者，傳達關愛。



Looking Forward 展望將來

We will continue to do our part in building a more sustainable and environmentally friendly society as a sustainability and environmental consulting business. The worldwide COVID-19 pandemic has emphasized the necessity of incorporating sustainability and environmental, social, and governance (ESG) concerns into business operations and strategy. With this in mind, AEC will continue to expand our sustainability footprint by introducing sustainable principles to the business sector and beyond, in order to improve the quality of life for urban residents in a healthier living environment.

作為可持續發展和環境諮詢的公司，我們將持續為建設一個更可持續和環保友好社會而盡一分力。2019冠狀病毒病在全球肆強調了將可持續性和環境、社會和管治(ESG)納入業務運營和策略中的必要性。考慮到這一點，沛然將繼續擴大我們的可持續發展足跡，將可持續原則納入領域及其他領域，以在更健康的生活環境中提高市民的生活品質。



Memberships and Charters 會籍和憲章



Membership Logo
會籍標識

Organization
組織



BRE Academy
英國建築研究院學會



Corporate Business Environment
Council
商界環保協會



Accredited Climate Change Consultancy
Provider of Carbon Disclosure Project
碳信息披露項目



Corporate China Green Building
(Hong Kong) Council
中國綠色建築與節能(香港)委員會



Silver Patron of Hong Kong Green
Building Council
香港綠色建築議會銀牌贊助



International Cinema Technology
Association
國際電影技術協會



The Chamber of Hong Kong Listed
Companies
香港上市公司商會



Hong Kong General Chamber of Commerce
香港總商會 1861

The Hong Kong General Chamber of
Commerce
香港總商會



EDUCATION
PARTNER

Education Partner of U.S. Green
Building Council
美國綠色建築議會教育合作夥伴



USGBC Roundtable in Greater
China 2019
USGBC 大中華區圓桌成員



全國工商聯房地產商會 香港及國際分會有限公司
China Real Estate Chamber of Commerce Hong Kong and International Chapter Limited

Corporate China Real Estate Chamber
of Commerce Hong Kong and
International Chapter
全國工商聯房地產商會
香港及國際分會



GRESB Partner
全球不動產可持續發展指數成員



HKGFA
香港綠色金融協會
Hong Kong Green Finance Association

Hong Kong Green Finance
Association
香港綠色金融協會



The Task Force on Climate-related
Financial Disclosures Supporters
氣候相關財務披露工作組支持機構



Cornerstone of International WELL
Building Institute
國際 WELL 建築研究院



The Fitwel Asia Advisory Council
亞洲顧問委員會成員



Hong Kong Alliance of Built Asset & Environment
Information Management Associations
香港建設資產及環境信息管理聯盟

Hong Kong Alliance of Built Asset &
Environment Information Management
Associations
香港建設資產及環境信息管理聯盟



The GRI Community
全球報告倡議組織社群



香港工業總會
FHKI Federation of
Hong Kong Industries

Federation of Hong Kong Industries
香港工業總會



PRI Signatory
責任投資原則組織簽署機構



Hong Kong Independent Non-Executive
Director Association
香港獨立非執行董事協會



WorldGBC Asia Pacific Net Zero
Collaborator
世界綠色建築委員會
亞太地區淨零合作夥伴



Silver Member of U.S. Green Building
Council
美國綠色建築議會銀級會員



Hong Kong Investors Relations
Association
香港投資者關係協會

Awards and Recognitions 獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logos/Certificates 標誌 / 證書
Hong Kong Green Awards 2021 香港綠色企業大獎 2021	Green Management Award - Service Provider (SME) - Bronze 優越環保管理獎(中小企)－服務 提供者－銅獎 Sustained Performance (7 Years+) 連續獲獎機構(7年或以上)	Green Council 環保促進會	
Caring Company 2021/22 商界展關懷 2021/22	5 Years+ Caring Company 5年+ 商界展關懷	Hong Kong Council of Social Service 香港社會服務聯會	
Industry Cares 2021 工業獻愛心 2021	3 years + Caring Certificate 3年+ 愛心關懷證	Federation of Hong Kong Industries 香港工業總會	
Green Office Awards Labelling Scheme (GOALS) 綠色辦公室獎勵計劃	Certificate of Recognition 認可證書	World Green Organisation 世界綠色組織	
InnoESG Prize 2021 InnoESG 獎 2021	ESG Committee Prize ESG 委員會獎	SocietyNext Foundation 社群創客基金	
BDO ESG Awards 2021 BDO 環境、社會及管治大獎 2021	Best in ESG Awards (GEM) ESG 最佳表現大獎 Best in Reporting Awards (GEM) 最佳 ESG 報告大獎	Binder Dijker Otte 香港立信德豪會計師 事務所有限公司	

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2: General Disclosures 2021 一般披露

Organizational Profile 組織概況

2-1	Organizational details 組織詳情	Who We Are 公司簡介
2-2	Entities included in the organization's sustainability reporting 可持續發展報告中包含的實體	Annual Report 2021/22 contains additional information about our principal activities in the sections entitled “Business Review”. 二零二一／二二年報內「業務回顧」的章節 中詳述我們的主要活動。
2-3	Reporting period, frequency and contact point 報告期、報告頻率和聯絡點	
2-4	Restatements of information 信息重述	
2-5	External assurance 外界認證	The Group has not sought external assurance for our sustainability report, but the ESG Committee shall consider it for upcoming reports. 本集團並未為我們的可持續發展報告 尋求外部鑑證，但 ESG 委員會將在往 後的報告中予以考慮。

Activities and workers 活動及員工

2-6	Activities, value chain and other business relationships 活動、價值鍊和其他業務關係	Partnerships Towards Net-Zero 邁向淨零的伙伴關係
2-7	Employees 員工	Our Sustainable Team 我們的可持續團隊
2-8	Workers who are not employees 非僱員的員工	Partnerships Towards Net-Zero 邁向淨零的伙伴關係

Governance 管治

2-9	Governance structure and composition 管治架構及組成	Sustainability Governance 可持續發展管治
2-10	Nomination and selection of the highest governance body 最高管治機構的選擇	Sustainability Governance 可持續發展管治 Annual Report 2021/22 – Corporate Governance Report (P.49) 二零二一／二二年報 — 企業管治報告 (49 頁)

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2-11	Chair of the highest governance body 最高管治機構主席	Sustainability Governance 可持續發展管治 Annual Report 2021/22 – Corporate Governance Report (P.46) 二零二一 / 二二年報 — 企業管治報告 (46 頁)
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治機構在監督影響管理方面的角色	Sustainability Governance 可持續發展管治 Annual Report 2021/22 – Corporate Governance Report (P.42) 二零二一 / 二二年報 — 企業管治報告 (42 頁)
2-13	Delegation of responsibility for managing impacts 管理影響的責任授權	Sustainability Governance 可持續發展管治
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續性報告中的角色	Sustainability Governance 可持續發展管治
2-15	Conflicts of interest 利益衝突	Corporate Governance 企業管治
2-16	Communication of critical concerns 關鍵問題的溝通	Sustainability Governance 可持續發展管治
2-17	Collective knowledge of the highest governance body 最高管治機構的集體知識	Sustainability Governance 可持續發展管治
2-18	Evaluation of the performance of the highest governance body 最高管治機構績效評價	Annual Report 2021/22 – Corporate Governance Report (P.46) 二零二一 / 二二年報 — 企業管治報告 (46 頁)
2-19	Remuneration policies 薪酬政策	Our Sustainable Team 我們的可持續團隊 Annual Report 2021/22 – Corporate Governance Report (P.13) 二零二一 / 二二年報 — 企業管治報告 (13 頁)

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2-20	Process to determine remuneration 薪酬確定的流程	Annual Report 2021/22 – Employees and Remuneration Policies (P.13) 二零二一 / 二二年報 — 員工及薪酬政策 (13 頁)
2-21	Annual total compensation ratio 年度總薪酬比例	Annual Report 2021/22 – Notes to the Consolidated Financial Statements (P.103) 二零二一 / 二二年報 — 合併財務報表附註 (103 頁)

Strategy, policies and practices 策略、政策及實踐

2-22	Statement on sustainable development strategy 可持續發展策略聲明	Foreword 前言 Our Commitments to Sustainability 我們對可持續發展的承諾
2-23	Policy commitments 政策承諾	Our Commitments to Sustainability 我們對可持續發展的承諾
2-24	Embedding policy commitments 嵌入政策承諾	Our Commitments to Sustainability 我們對可持續發展的承諾
2-25	Processes to remediate negative impacts 補救負面影響的流程	ESG Materiality Assessment 重要性評估 Stakeholder Engagement 持份者參與
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制	ESG Materiality Assessment 重要性評估 Stakeholder Engagement 持份者參與
2-27	Compliance with laws and regulations 遵守法律法規	In 2021/22, the Group has not been subject to significant fines or non-monetary sanctions for non-compliance with such laws or regulations. 本年度內，沛然並未發現任何違反該等 法律或法規的重大罰款或非金錢制裁。
2-28	Membership associations 會員協會	Memberships and Charters 會籍和憲章

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Stakeholder engagement 持份者參與

2-29	Approach to stakeholder engagement 持份者參與的方法		Stakeholder Engagement 持份者參與
2-30	Collective bargaining agreements 集體談判協定		Within the reporting scope, there are no formal collective bargaining agreements in place 報告範圍內並無正式的集體談判協議。

GRI 3: Material Topics 2021 二零二一重要議題

3-1	Process to determine material topics 確定重要議題的過程		ESG Materiality Assessment 重要性評估
3-2	List of material topics 重要性議題列表		

201: Economic Performance 2016 經濟表現二零一六

3-3	The management approach and its components 管理方針及其組成	KPI A4.1	Please refer to our Annual Report 2021/22. 請參閱我們的二零二一 / 二二年報
201-1	Direct economic value generated and distributed 直接產生和分配的經濟價值	KPI A4.1	
201-2	Financial implications and other risks and opportunities due to climate change 氣候變遷所產生的財務影響及其它風險與機會	KPI A4.1	Climate-related Financial Disclosures (TCFD) 與氣候相關的財務信息披露

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205: Anti-corruption 2016 反貪污2016

3-3	The management approach and its components 管理方針及其組成	GD B7 KPI B7.2	Corporate Governance 企業管治
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	KPI B7.1	Corporate Governance 企業管治

302: Energy 2016 能源2016

3-3	The management approach and its components 管理方針及其組成	GD A2 GD A3	Driving Sustainable Operations Culture 推動可持續營運文化
302-1	Energy consumption within the organization within the organization 組織內部的能源消耗量	KPI A2.1	Driving Sustainable Operations Culture 推動可持續營運文化
302-2	Energy consumption outside the organization 組織外部的能源消耗量		It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations 這對我們的營運並不重要，因為沛然是一間顧問公司，不依賴能源密集型營運
302-3	Energy intensity 能源密集度	KPI A2.1	Driving Sustainable Operations Culture 推動可持續營運文化
302-4	Reduction of energy consumption 減少能源消耗	KPI A2.3	Driving Sustainable Operations Culture 推動可持續營運文化
302-5	Reductions in energy requirements of products and services 降低產品和服務的能源需求		It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations 這對我們的營運並不重要，因為沛然是一間顧問公司，不依賴能源密集型營運

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303: Water and Effluents 2018 水與放流水 2018

3-3	The management approach and its components 管理方針及其組成	GD A2	Driving Sustainable Operations Culture 推動可持續營運文化
303-1	Interactions with water as a shared resource 共享水資源之相互影響	KPI A2.2	Driving Sustainable Operations Culture 推動可持續營運文化 AEC did not encounter any issues of sourcing water during the Year. The Group has disclosed the directional target of continuously reducing its water intensity, but it is in the process of developing numerical targets. 沛然在本年度沒有遇到任何水源問題。本集團已經披露了持續降低其用水密度的方向性目標，但正在制定數字目標。

305: Emissions 2016 排放 2016

3-3	The management approach and its components 管理方針及其組成	GD A1 GD A3 KPI A1.5 KPI A3.1 KPI A4.1	Driving Sustainable Operations Culture 推動可持續營運文化
305-1	Direct (Scope 1) GHG emissions 直接(範疇一)溫室氣體排放	KPI A1.1 KPI A1.2	Driving Sustainable Operations Culture 推動可持續營運文化
305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範疇二)溫室氣體排放	KPI A1.1 KPI A1.2	Driving Sustainable Operations Culture 推動可持續營運文化
305-3	Other indirect (Scope 3) GHG emissions 其他間接(範疇三)溫室氣體排放		Driving Sustainable Operations Culture 推動可持續營運文化
305-4	GHG emissions intensity 溫室氣體排放密度	KPI A1.2	Driving Sustainable Operations Culture 推動可持續營運文化
305-5	Reduction of GHG emissions (Referring to our own office only) 溫室氣體排放減量(僅參考我們的辦公室)	KPI A1.1 KPI A1.2	Driving Sustainable Operations Culture 推動可持續營運文化
305-6	Emissions of ozone-depleting substances (ODS) 破壞臭氧層物質的排放		It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations 這對我們的營運並不重要，因為沛然是一間顧問公司，不依賴能源密集型營運
305-7	NOx, SOx, and other significant air emissions 氮氧化物(NOx)、硫氧化物(SOx)及其他重大的氣體排放	KPI A1.1	Driving Sustainable Operations 推動可持續營運

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306: Effluents and Waste 2016 廢污水和廢棄物 2016		
3-3 The management approach and its components 管理方針及其組成	GD A1 GD A3 KPI A1.6	Driving Sustainable Operations Culture 推動可持續營運文化
306-1 Water discharge by quality and destination 按質量和目的地分類的水排放		Due to the Group's business nature, the Group does not generate significant water discharge. 本集團的業務性質並不會產生大量污水
306-2 Waste by type and disposal method 按類別及處置方法劃分的廢棄物	KPI A1.3 KPI A1.4	Driving Sustainable Operations Culture 推動可持續營運文化 Due to the Group's business nature, the Group does not generate significant hazardous waste. The Group has disclosed the directional target of continuously reducing its waste intensity, but it is in the process of developing numerical targets. 本集團的業務性質並不會產生大量有害廢物。本集團已經披露了持續降低其廢物密度的方向性目標，但正在制定數字目標。
306-3 Significant spills 重大洩漏		Due to the Group's business nature, the Group does not generate significant water discharge and hazardous waste.
306-4 Transport of hazardous waste 有害廢物運輸		本集團的業務性質並不會產生大量污水和有害廢物。
306-5 Water bodies affected by water discharges and/or runoff 受污水和 / 或徑流影響的水體		
401: Employment 2016 勞僱關係 2016		
3-3 Management approach 管理方針	GD B1	Our Sustainable Team 我們的可持續團隊
401-1 New employee hires and employee turnover 新進員工和離職員工	KPI B1.2	Our Sustainable Team 我們的可持續團隊
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包含臨時或兼職員工)的福利		Our Sustainable Team 我們的可持續團隊
402-3 Parental Leave 育嬰假		Our Sustainable Team 我們的可持續團隊

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403: Occupational Health and Safety 2018 職業安全衛生 2018

3-3	The management approach and its components 管理方針及其組成	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-1	Occupational health and safety management system 職業安全衛生管理系統	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-2	Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估、及事故調查	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-3	Occupational health services 職業健康服務	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-4	Worker participation, consultation, and communication on occupational health and safety 有關職業安全衛生之工作者參與、 諮商與溝通	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-5	Worker training on occupational health and safety 有關職業安全衛生之工作者訓練	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-6	Promotion of worker health 工作者健康促進	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康

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403: Occupational Health and Safety 2018 職業安全衛生 2018

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減輕與業務關係直接相關聯之職業安全衛生的衝擊	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-8	Workers covered by an occupational health and safety management system 職業安全衛生管理系統所涵蓋之工作者	GD B2 KPI B2.3	Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康
403-9	Work-related injuries 職業傷害	KPI B2.1 KPI B2.2	During the Year, there were no occupational injuries and work-related fatalities. 本年度內，無工傷及與工作有關的死亡人數
403-10	Work-related ill health 職業病		Our Sustainable Team – Safeguarding Workforce’s Wellness 我們的可持續團隊 – 保障員工的健康

404: Training and Education 2016 培訓與教育 2016

3-3	The management approach and its components 管理方針及其組成	GD B3	Our Sustainable Team 我們的可持續團隊
404-1	Average hours of training per year per employee 每名員工每年接受訓練的平均時數	KPI B3.1 KPI B3.2	Our Sustainable Team 我們的可持續團隊
404-2	Programs for upgrading employee skills and transition assistance programs 提升員工職能及過渡協助方案		Our Sustainable Team 我們的可持續團隊
404-3	Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比		Our Sustainable Team 我們的可持續團隊

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405: Diversity and Equal Opportunity 2016 員工多元化與平等機會2016

3-3	The management approach and its components 管理方針及其組成	GD B1	Our Sustainable Team 我們的可持續團隊
405-1	Diversity of governance bodies and employees 管治單位與員工的多元化	KPI B1.1	Our Sustainable Team 我們的可持續團隊

406: Non-discrimination 2016 反歧視2016

3-3	The management approach and its components 管理方針及其組成	GD B1	Our Sustainable Team 我們的可持續團隊
406-1	Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	GD B1	Our Sustainable Team 我們的可持續團隊

408: Child Labor 2016 童工2016

3-3	The management approach and its components 管理方針及其組成	GD B4	Our Sustainable Team 我們的可持續團隊
408-1	Operations and suppliers at significant risk for incidents of child labor 具有童工勞動事件重大風險的營運點和供應商	KPI B4.1 KPI B4.2	Our Sustainable Team 我們的可持續團隊

409: Forced or Compulsory Labor 2016 強迫或強制勞動

3-3	The management approach and its components 管理方針及其組成	GD B4	Our Sustainable Team 我們的可持續團隊
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor 具有強迫或強制勞動事件重大風險的營運點和供應商	KPI B4.1 KPI B4.2	Our Sustainable Team 我們的可持續團隊

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413: Local Communities 2016 當地社區 2016

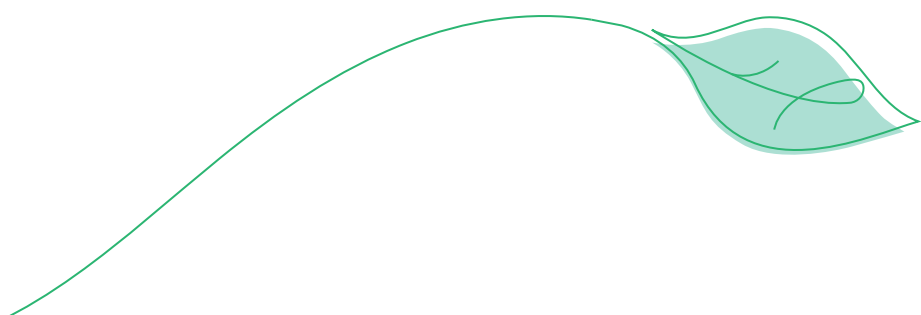
3-3	The management approach and its components 管理方針及其組成	GD B8	Empowering our community 賦權於我們的社區
413-1	Operations with local community engagement, impact assessments and development programs 有當地社區參與、影響評估和發展計劃的營運點	KPI B8.1 KPI B8.2	Empowering our community 賦權於我們的社區

414: Supplier Social Assessment 供應商社會評估 2016

3-3	The management approach and its components 管理方針及其組成	GD B5	Partnerships Towards Net-Zero 邁向淨零的伙伴關係
414-1	New suppliers that were screened using social criteria 使用社會標準篩選的新供應商	KPI 5.1 KPI 5.2 KPI 5.3 KPI 5.4	Partnerships Towards Net-Zero 邁向淨零的伙伴關係
414-2	Negative social impacts in the supply chain and actions taken 供應鏈中的負面社會影響和採取的行動	KPI 5.3	Partnerships Towards Net-Zero 邁向淨零的伙伴關係

418: Customer Privacy 2016 客戶隱私 2016

3-3	The management approach and its components 管理方針及其組成	GD B6 KPI 6.3 KPI 6.4	Partnerships Towards Net-Zero 邁向淨零的伙伴關係
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶私隱和丟失客戶資料的投訴	KPI B6.2 KPI B6.5	Partnerships Towards Net-Zero 邁向淨零的伙伴關係



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