

Running a Sustainable Business

Sharing our Planet

Serving Hong Kong

Working with Partners

Working with Partners

KEEP CULTIVATING







Management Approach

At HK Electric, we value our employees, contractors and other suppliers as essential business partners for achieving our Vision: to excel in the power business in Hong Kong.

Our Human Resources Steering Committee oversees the formulation and implementation of our human resources policies and is responsible for guiding our continuous efforts in nurturing a harmonious and productive workforce. Our human resources strategy—“**SHINE**”—provides guiding principles that are integral to our management approach for ensuring that we will continue to attract and retain the talent we need to excel in all core areas of our business. The acronym “**SHINE**” stands for **S**ynergy, **H**olistic development, **I**deal workplace, **N**urturing future leaders and **E**xcellence.

We believe in empowering our people to achieve their full potential through collaboration, team work and open dialogue. In addition to rewarding our employees fairly and competitively for their performance, and engaging with them regularly, we are committed to investing in their professional development as guided by our Learning and Development Policy as well as promoting a healthy work-life balance.

HK Electric strives to provide safe, accident-free workplaces. Under the supervision of our Health & Safety Board, our Health & Safety Policy applies to all areas of our business. We have safety and asset management systems in place that conform to international standards ISO 45001 and ISO 55001 respectively. These initiatives help ensure the health and safety of our customers and the public as well as our employees and contractors.

HK Electric’s core values for sustainability are non-negotiable. We expect all business partners in our supply chain to uphold these values and work with us to achieve shared goals for sustainable development. Our “Code of Practice for Suppliers” specifies high standards for business ethics, human and labour rights, health and safety, environmental protection and climate action.

In February 2021, we formalised our Human Rights Policy to reflect our commitment to upholding human rights across our organisation and encouraging our stakeholders across the value chain to increase their protection of human rights.

Inspiration from *Nature’s Resilience*

Aegiceras corniculatum

This common species of mangrove thrives in coastal mudflats by discharging excessive salt from special glands producing salt crystals that glisten on its leaf surface.



Building Strong Relations

In recent years, HK Electric has been consistently recognised as an employer of choice. In 2020, we ranked third among Hong Kong's Top 20 Most Attractive Employers in the Randstad Employer Brand Awards; moving up from fourth place in 2019 and sixth place in 2018.

We attribute this success to our approach of treating people fairly and rewarding their performance while listening and responding to their needs. We offer competitive remuneration packages and extensive career-development opportunities in order to attract and retain the right talent. Consequently, many employees enjoy long and fulfilling careers with us, and our voluntary turnover rate remains low—at a level of only 2.4% in 2020.

Providing Equal Opportunities

As an equal opportunity employer, HK Electric is committed to fair and equal treatment in all aspects of Human Resource Management—from recruitment and training to promotions, compensation, benefits and termination—irrespective of gender, disability, family status, race, age, sexual orientation or other personal attributes. Strict adherence to these principles in our recruitment processes, guides us to select new hires based on their abilities, aptitude and knowledge.

HK Electric has a zero-tolerance policy towards discrimination, harassment, vilification or victimisation of our employees under any circumstances; and formal procedures are in place to handle employee grievances. We encourage our employees to voice their concerns and resolve to handle all complaints promptly and fairly, in a transparent manner.

The performance of our employees are appraised regularly and they receive remuneration in accordance with our pay-for-performance policy, which focuses on their competencies and contributions to our business. In order to stay competitive, we conduct an annual review of our remuneration packages with reference to comparable organisations in relevant fields.

2020 Turnover Rate



Gender group	Male	Female
Turnover rate (%)	2.4	2.5



Age group	30 or below	31-40	41-50	51 or above
Turnover rate (%)	4.7	2.8	1.9	1.3

2020 Employee Profile



Gender group	Ratio (%)
Male	80.6
Female	19.4



Age group	Ratio (%)
30 or below	19.4
31-40	21.6
41-50	22.4
51 or above	36.6



Employment contract	Ratio (%)
Permanent	92.9
Contract	7.1



Listening to Employees



For more than 40 years, our Joint Consultation (JC) Committee has facilitated open communication between employees and management. In 2020, six JC panels comprising more than 70 directly-elected representatives from various employee groups met 11 times to discuss business operations and employee welfare. Owing to the COVID-19 pandemic, majority of the meetings were held virtually via video-conference.

Each year, we organise dedicated sessions to facilitate a company-wide exchange of views. In 2020, more than 80 employees participated in quarterly focus group meetings via tele-conference on various topics. Other internal communication channels include the My HKE mobile application, our Ideas Click online suggestion platform and an employee hotline.

Showing How We Care

2020 presented unique challenges for our employees to remain healthy in both body and mind. During the year, our Wellness Initiatives focused on building resilience during the COVID-19 pandemic by continuing to promote physical and intellectual wellbeing, emotional and social wellbeing, and good family relationships.

During the year, to help keep our people connected but safe while respecting social distancing, we conducted lunchtime workshops on DIY skills via video-conference. During March to June, more than 200 participants attended eight sessions to learn how to sew face mask covers and make other handcrafts.

In 2020, more than 75 colleagues from our Good Neighbours' Club continued to contribute their time and counselling skills to provide emotional support for their peers when necessary. The Club also maintained its learning and resource platform that is available to members through our Intranet portal and My HKE app. The platform provides stories of encouragement and useful tips for maintaining good health and wellness.



Wellness Initiatives in 2020

Physical and intellectual wellbeing

- ▶ Interest activity groups and online interest classes
- ▶ Health talks, fitness courses and recreational facilities
- ▶ Distribution of free fruit
- ▶ Free flu vaccinations
- ▶ Medical check-ups for eligible employees
- ▶ Tips on physical wellness
- ▶ In-house educational videos on healthy lifestyle as precautionary measures against COVID-19



Emotional and social wellbeing

- ▶ Volunteering activities
- ▶ Employee Recreational Subsidy
- ▶ 24-hour Employee Counselling Hotline Service manned by professional counsellors
- ▶ Good Neighbours' Club
- ▶ E-buddy programme to help new hires assimilate quickly and effortlessly into our corporate culture
- ▶ Tips on emotional wellness
- ▶ In-house educational videos on psychological wellness in fighting against COVID-19
- ▶ One-hour Learning Series on adapting to the new normal, building effective habits and improving emotional wellbeing



Good family relationships

- ▶ 5-day week
- ▶ Lactation rooms for breastfeeding mothers
- ▶ Medical check-up plans and flu vaccinations for employees' family members at preferential rates
- ▶ Children's Education Subsidy

Case Story

Caring for Each Other



Amidst social distancing and socio-economic disruption arising from the COVID-19 pandemic, 2020 was an especially important and challenging time to show how much we care for one another. While it is our mission at HK Electric to maintain a reliable electricity supply for our customers, it is also one of our top priorities to ensure the wellbeing of our employees.

We have implemented a suite of initiatives to help our colleagues stay healthy and foster a sense of fulfilment by combating the pandemic together. Notwithstanding three isolated COVID-19 cases among our employees and contractor personnel, there were no recorded incidents of secondary infection in our workplaces due primarily to the stringent social-distancing measures that were implemented.



Providing a Safe and Supportive Working Environment

Besides providing face masks, hand sanitisers and protective eyewear to our employees, we have implemented a range of new measures to maintain a safe working environment. These include: regular cleaning of company premises; body temperature monitoring at workplace entrances; mandatory wearing of face masks in the workplace and on company transport; and strict adherence to social distancing and personal hygiene protocols in staff canteens.

Video conferencing, online training and digital workflows have been widely adopted in order to minimise the risk of infection through inter-personal contact and transferring physical documents or objects between business units. To reduce potential exposure from commuting on public transport, we offer our employees flexible working-hours and work-from-home arrangements whenever necessary.

We have tried to think about every detail to help protect our colleagues from the virus, such as shutting off showers and hand dryers in washrooms to prevent aerosol transmission, installing alcohol hand-rub dispensers in lobbies and lifts, and distributing spray bottles of 75% Isopropyl Alcohol for colleagues to sterilise their desks and tools.

Rose Chow

Manager (Administration Services)



Shirley Wong

Manager
(Procurement & Suppliers Management)



I am very happy to have taken part in creating a series of 11 educational videos for our

colleagues to learn how to protect themselves. The videos not only provided health tips, but also featured with simple exercise and advice from a professional counsellor. Hopefully everyone will stay healthy, both physically and mentally, during the pandemic.

Melody Wong

Assistant Officer (Learning & Development)

Ensuring Effective Communications and Encouraging Mutual Support

Throughout the pandemic, we have continued to listen and respond to our employees' concerns. During the year, we set up Emergency Hotlines that our colleagues can call with any queries about the uncertain and constantly evolving situation. We also established an "Info Hub on COVID-19" on our Intranet portal and My HKE app that provides useful information in the form of in-house educational videos, posters, news and announcements.

We are committed to getting through these challenging times together by showing mutual support for each other. We keep in close contact with colleagues who are undergoing quarantine to enquire about their health and offer assistance. In addition, 49 colleagues volunteered to hand make over 600 face mask covers that were given to frontline colleagues to show their support.

Our Department is responsible for maintaining an adequate stock of face masks for use by our colleagues in their daily work. At the beginning of the pandemic, this was very challenging as Hong Kong experienced a temporary shortage. We leveraged our network of international suppliers and business partners and managed to get a sufficient number of face masks to help keep our colleagues safe.

Nurturing Talent

We invest continuously in our employees' long-term career development in accordance with our Learning and Development Policy. One of our key objectives is to ensure that our workforce will continue to provide the skills and expertise we need to excel in all core areas of our business without reliance on external providers. To overcome labour-supply challenges facing our industry, we must constantly attract experienced candidates and also inspire young people to embark on new careers with us in the power sector.

In 2020, HK Electric was named *Manpower Developer (2020-22)* in the Employees Retraining Board Manpower Developer Award Scheme for outstanding achievements in manpower training and development.

Trainee Recruitment

We raise awareness amongst young people about career opportunities at HK Electric by promoting our Trainee Programmes through various fairs and expos, participating in talks organised by universities and the Vocational Training Council, and arranging site-visits for students from secondary schools and universities. We also have an Industrial Placement Programme for third-year students of bachelor degree programmes in IT-related disciplines. In 2020, we recruited five Graduate Trainees and two Trainee Technicians.

During the year, HK Electric also entered a team in the "E&M Go!" event organised by the Hong Kong Electrical and Mechanical Industry Promotion Working Group to encourage electrical and mechanical apprentices to develop their careers in this field.



HK Electric supports the "Belt and Road Advanced Professional Development Programme in Power and Energy."

Opportunities for Growth

It is an ongoing challenge to align our talent development programmes with business needs, while meeting the continuously evolving expectations of our employees for personal and professional development opportunities.

We offer a range of learning opportunities and resources for our employees to strengthen their competencies and improve productivity. Our learning and development programmes are developed based on a Four-level Leadership Competency Framework. The HK Electric Institute serves as a learning platform to enhance the technical and professional competencies of employees and facilitate knowledge build-up and transfer.

During the year, in response to the COVID-19 pandemic, we stepped up our efforts to deploy online learning platforms with multimedia resources for interactive

and self-initiated learning. All employees can undergo self-learning through accessing the learning resources available on our employee communication platforms such as our Intranet portal and My HKE app. To further develop our leadership pipeline, six leadership webinars and two e-learning series via a new e-learning portal were arranged for our Leadership Development Programme participants. Seven of our competency-based training, new-hire orientation programmes and compliance training were adapted to a webinar format to facilitate social distancing. In the later part of the year, we launched a new One-hour Learning Series with three modules to promote continuous learning among our employees.

We have also established an in-house multi-media studio so that we can produce even higher quality learning materials in future.

Talent Development at HK Electric



Development programme

Trainee programmes

To support trainees to build a professional career

Activities include familiarisation visits, environmental seminars, sharing sessions, a mentorship programme and graduation camps. There are also workshops on career development, presentation skills, business etiquette, team building and inter-generational communication.

Young talent development programme

To accelerate advancement of talented, young individuals into successful first-line leaders

Tailor-made learning is based on competency assessments and personal development planning. Activities include experiential learning, case discussion, experience sharing, benchmarking visits and action-learning projects. Department heads are invited to serve as mentors.

Leadership development programme

To inspire and prepare mid-level leaders to succeed in critical leadership roles

This is a two-year intensive development programme building on a mapping exercise to identify development foci and actions, and one-on-one mentorship by senior executives. Activities include structured learning through leadership bootcamp, book reviews, topical workshops, sharing with management representatives from other organisations and action-learning projects.



Knowledge sharing

HK Electric Institute

To enable the smooth transfer of knowledge and expertise to younger employees

Courses on power engineering are delivered by highly experienced current and retired employees. The training scope has been further expanded to cover knowledge and skills in customer service, commercial matters, cybersecurity, code of conduct, legal compliance and other general knowledge for all employees, as well as self-learning modules on company operations.

Seminars and workshops

To strengthen learning culture at all levels











We offer knowledge-sharing seminars and workshops on specific topics.

Knowledge inventory

To codify critical knowledge items and enable systematic planning for knowledge succession

Individual business units update their knowledge inventories annually to define critical knowledge items, identify respective knowledge owners and successors, assess their proficiency level and map out individualised learning plans.

2020 Employee Training

	Gender group		Employee category		Overall
Percentage of employees trained (%)		Male	95.7	 Senior staff	98.6
		Female	93.6	 General staff	96.5
		Workman	79.9		
Average training hours per employee		Male	19.2	 Senior staff	15.9
		Female	12.2	 General staff	19.1
		Workman	7.8		
					95.3
					17.9

Health & Safety

Health and safety is always the top priority at HK Electric. We take a proactive approach to mitigate all health and safety risks, which primarily arise from:

- Workplace incidents involving employees and contractors;
- Power supply interruptions affecting critical community facilities and customers with special needs;
- Incidents involving power facilities affecting neighbouring communities; and
- Unsafe use of electricity on customer premises.

We cultivate a positive health and safety culture throughout our organisation. This allows us to minimise health and safety risks, and to ensure that we remain vigilant and well-prepared to respond to unexpected risks, such as those posed by the COVID-19 pandemic in 2020.



Safety, Health and Environment Day 2020

Safety is our First Priority

HK Electric operates three safety management systems that conform to the latest international standard: ISO 45001: 2018, covering our operations at LPS and in our electricity network, as well as development of new power infrastructure. LPS also has a Natural Gas Safety Management System governing the design, construction, commissioning, operation, and maintenance of our gas facilities and gas-fired generating units.

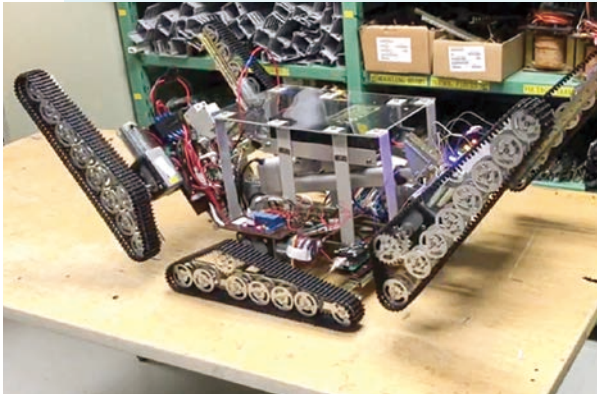
We promote health and safety awareness in all workplaces by continually educating our employees about health and safety culture, encouraging knowledge-sharing and offering a wide range of incentives for our employees and contractors to maintain incident-free operations.

In 2020, we missed the overall targets set for achieving continual improvement in the annual Lost Time Injury

Frequency Rate and Lost Time Injury Severity Rate, primarily due to two office accidents developing into long sick-leave cases. To identify the root cause of the shortfall and seek improvement in safety performance, all safety incidents were investigated thoroughly, and preventive measures were implemented as a result. Moreover, we have revamped our “Corporate Health and Safety Manual” to align more closely with recommendations from the Labour Department in its “Code of Practice on Safety Management” and at the same time incorporated enhanced precautionary measures and more stringent requirements in the Manual.

We will also keep reviewing our safety performance and take all necessary follow-up actions with the aim of pursuing continual improvement as required under our safety management systems.

Innovation in Safety



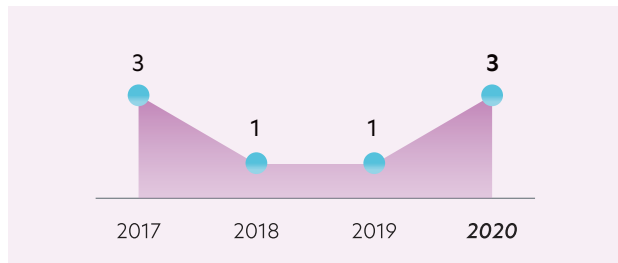
In 2020, we continued our “Continuous Safety Improvement and Innovation Scheme” that was launched in 2019. The purpose of the scheme is to encourage innovative ideas for reducing injuries and accidents in the workplace.

Twenty-one teams from various HK Electric departments participated in the scheme. After an initial round of screening by a panel of safety professionals, eight teams progressed to the second round where they presented their projects to our judging panel comprising members of the Health & Safety Board. Finally, six teams received awards for their innovative ideas. All the winning ideas have subsequently been implemented, resulting in tangible benefits for the health and safety of our operations.

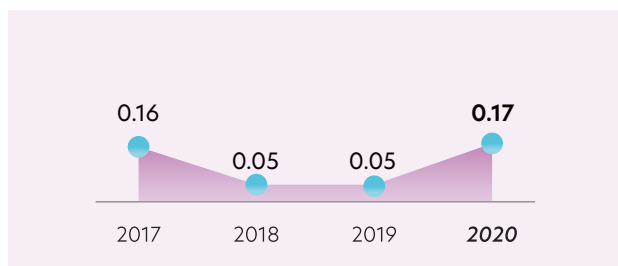
Building on the success of this competition, we intend to extend the scope of this award scheme to cover all our business operations to promote innovation throughout our organisation in 2021 and beyond.

Safety Performance

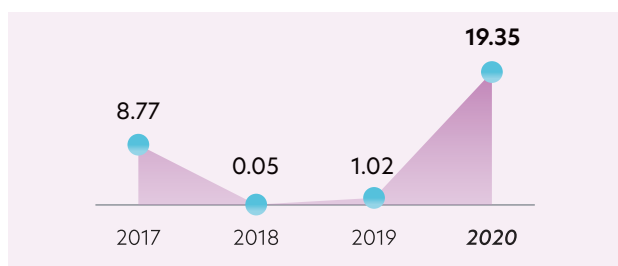
Number of Lost Time Injuries



Lost Time Injury Frequency Rate*



Lost Time Injury Severity Rate*



* Per 200,000 employee-hours

Risk Prevention Indicators 2020



Number of Work Safe Behaviour observations:

164



Number of safety inspections:

2,365



Average safety training hours per employee:

~6



Number of near-miss incidents:

247



Number of risk assessments:

619

Health & Safety Management Practices

Our systematic approach to managing health and safety, together with the collective effort of our colleagues and contractors, brought HK Electric various prestigious external awards in 2020 from the Occupational Safety & Health Council, Labour Department and other organisations. Those awards involving our contractors are presented in the ensuing section on [Managing our Supply Chain](#).

Awards

▶ International Safe Workplace Certificates

▶ The 12th Hong Kong Outstanding OSH Employee Award:

- Bronze Award (Organisation/enterprise – Management group)

▶ The 19th Hong Kong Occupational Safety & Health Award:

- OSH Annual Report Award: Gold Award
- Safety Management System Award (Other Industries)
 - Best Workplace Infection Control Measures Award: Gold Award & Merit Award
 - Safety Management System Award: Silver Award & Merit Award
 - 5S Good Housekeeping Best Practices Award: Silver Award



- OSH Promotion Award: Silver Award
- OSH Enhancement Programme Award: Bronze Award
- Safety Performance Award: Excellence Award & Outstanding Award



Rules, procedures and practices

- ▶ Comprehensive safety rules, procedures and instructions to ensure all operations are conducted in a safe and responsible manner
- ▶ Company-wide system for appointing and registering competent and authorised persons to ensure that only personnel with the necessary skills and experience can perform work on or near our facilities
- ▶ Regular risk assessments and preventive or mitigation measures to eliminate or minimise risks
- ▶ Ad hoc and regular safety audits and inspections to identify improvement opportunities
- ▶ Systematic reporting and follow-up on every workplace incident to prevent recurrence
- ▶ Work Safe Behaviour programme to eliminate risky behavior in a range of operational areas
- ▶ 5S Good Housekeeping programme to enhance workplace efficiency, occupational health and safety, space utilisation and cleanliness
- ▶ Workplace hygiene inspections and participation in Hong Kong's voluntary Indoor Air Quality Certification Scheme to ensure a healthy working environment
- ▶ Oil-free distribution substations and zone substations to reduce potential fire hazards
- ▶ Contingency plans and procedures



Training and awareness

- ▶ Comprehensive safety training for employees with the introduction of virtual reality technology to bring training sessions to life
- ▶ Health and safety alerts for employees
- ▶ Company-wide Safety Climate Index Survey every three years
- ▶ Various promotional campaigns for employees and contractors including Health and Safety Week; Safety, Health and Environment Day; Life First Campaign; Environmental, Health and Safety Quiz; and health and safety talks
- ▶ Relevant safety information on our website for third-party contractors carrying out works near our power supply lines
- ▶ Promoting safe use of electricity to customers through group tours of our Power Quality Centre



Encouragement

- ▶ Various incentive and award schemes to recognise employees for zero-accidents
- ▶ Incentive schemes for safe driving
- ▶ Incentive scheme for reporting near-miss incidents
- ▶ Membership of the "Charter on Preferential Appointment of OSH Star Enterprise," pledging to give preference to contractors that have effective safety management systems in place for repair, maintenance, alteration and addition works



Awards

▶ Safety Quiz 2020:

- Champion, 1st Runner-up & 2nd Runner-up in Cup Final (Enterprise category)
- Champion & 1st Runner-up in Plate Final (Enterprise category)

▶ Construction OSH Video Competition 2019-2020:

- 2nd Runner-up & Merit Award (Open section)

Contingency Preparedness

Interruptions to electricity supply may significantly affect community facilities such as hospitals, road traffic control systems, communication infrastructure and building lift systems. We make every effort to deliver a reliable source of power and provide 24-hour emergency support to our customers via telephone and SMS.

We take extra care of the special power supply needs of customers operating life-support equipment by encouraging them to register with us so that we can provide advance notification of planned power supply interruptions. We also have contingency power supply plans in place for hospitals.

Please refer to the chapter on [Serving Hong Kong](#) for more information about supply reliability and customer service.

We are well-prepared for potential emergency situations such as fire, oil and chemical spills, typhoons, flooding, emergency evacuations, confined space rescues, heat-stroke and other serious accidents. We identify potential health and safety risks of our employees, contractors, customers and the public, and mitigate these risks by developing and implementing appropriate procedures. We also conduct regular drills with our employees, contractors and customers to increase our response rate and to find out areas for improvement.

We have established a 3-level contingency plan to minimise health risks of our employees and the community, as well as to maintain our business continuity and electricity supply services during an outbreak of influenza or similar public health crises.

In response to the emerging COVID-19 pandemic situation in early 2020, we implemented our contingency plan at Emergency Response Level to reduce the risk of infection of employees and contractors while maintaining our operations and services. Throughout the year, we reviewed and refined our plans so that we could respond quickly to the evolving pandemic situation. We also revised our Health & Safety Policy to include strategic measures that will ensure the health of our employees during public health emergencies.



Fire drill at Lamma Power Station

Managing our Supply Chain

HK Electric works with a variety of suppliers, including contractors and consultants, as well as vendors of materials, technical equipment and feedstock, to help us construct, operate and maintain our power facilities and support our daily operations. We work closely with these partners to ensure the success of our business and to promote sustainable development.

Our “Code of Practice for Suppliers” (the Code) sets out our standards on business ethics, including compliance with applicable laws and regulations, respect for intellectual property rights and data privacy, competitive business practices and prevention of bribery and conflict of interest. The Code also covers our expectations on human and labour rights—such as eliminating child and forced labour, respect for freedom of association and implementing anti-discrimination policies—as well as health and safety, environmental protection and climate action.

In 2020, we updated the Code to more clearly articulate our expectations on climate action. In addition to conserving natural resources and the environment, we want to influence our suppliers to take precautions against climate change, such as by improving energy efficiency and implementing other carbon reduction initiatives.

We strongly encourage all suppliers to report publicly on their sustainability performance and to influence their business partners to comply with the principles outlined in the Code as far as practicable.

2020 Suppliers by Geographical Region



■ Hong Kong	945	■ Europe (excluding United Kingdom)	10
■ Asia (excluding Hong Kong, Mainland China)	40	■ Australia	3
■ Mainland China	15	■ Canada	1
■ United Kingdom	13	Other regions	2
■ United States	12	Total	1,041

Responsible Procurement

We evaluate every tender or quotation that we receive from our suppliers according to established commercial procedures. Major suppliers undergo assessment and screening in order to be accepted onto our Recognised Tenderers Register (RTR). We periodically review the RTR and request major suppliers to submit updates on their sustainability performance. In 2020, we evaluated the performance of 24 major suppliers in this way.

Special procedures are in place to handle our fuel, limestone and urea suppliers on a case-by-case basis, which includes consideration of their sustainability performance. These suppliers accounted for approximately 1% of the total number of suppliers in our supply chain in 2020.

In 2020, we established a structured framework to review and evaluate major suppliers' performance on environment and social responsibility aspects. During the year, we introduced a new Sustainable Procurement Survey on a trial basis that was completed by five suppliers.

HK Electric is one of the founding members of the Hong Kong Sustainable Procurement Charter organised by the Green Council. In accordance with our Green Purchasing Policy and Green Purchasing Guidelines, we strive to work with suppliers who conserve resources and protect the environment. For selected commodities, procurement decisions take into account impact on the environment besides other selection criteria such as quality, price and punctuality.

Influencing our Suppliers

We engage with our suppliers to achieve shared sustainable development goals. At LPS, for example, we have recently been working with our contractors to support them to replace retired vehicles from their fleet with EVs. This collaboration aligns closely with one of our sustainable development initiatives of promoting the uptake of EVs in Hong Kong.

Our Contractor Handbook includes detailed guidelines on environmental protection, health and safety, quality assurance, housekeeping and security. We closely monitor the performance of these contractors by meeting with them regularly to monitor progress. We also have a merit and demerit point system for our trench contractors to incentivise workplace safety and good work quality.

To help reduce the risk of disease transmission, this year we held a series of "Fight COVID-19 Together" events at our construction site at Lamma Power Station Extension. All contractors and their employees were encouraged to comply with hygienic and other precautionary measures to combat COVID-19. We awarded nine employees of our contractors with "Healthy Stars" to acknowledge their excellent performance.

As part of our "Fight COVID-19 Together" initiative, we distribute hand sanitizers, face masks, fruit and health-drink powder to our contractors' frontline operatives.



Working Together to Promote Safety

We work closely with our contractors to create a safe workplace for all workers, including our employees and contractor personnel. For more information about our efforts in this area, please refer to the previous section on [Health & Safety](#).

During the year, our joint efforts were recognised in various prestigious awards schemes organised by the Development Bureau, Occupational Safety & Health Council, Labour Department, Construction Industry Council, The Hongkong and Shanghai Banking Corporation Limited and other organisations.

Awards



► Innovative Safety Initiative Award 2020:

- Silver Award (Safety Management System – Training & Promotion category), Bronze Award (Safety Operational Device category) and Merit Award (Health & Welfare category) jointly with our contractor, Paul Y. Construction Company Limited
- Bronze Award (Safety Management System – Training & Promotion category) jointly with our contractor, Sunley Engineering & Construction Co., Ltd.

► The 26th Considerate Contractors Site Award (CCSA) Scheme (Non-Public Works – New Works – Group A):

- 2 Certificates of Supervisory Company for HK Electric
- CCSA: Silver Award and Outstanding Environmental Management Performance Awards: Bronze Award for our contractor, Paul Y. Construction Company Limited
- CCSA: Merit Award for our contractor, Sunley Engineering & Construction Co., Ltd.

► Construction Safety Promotional Campaign 2020:

- Gold Award (Best Safety Enhancement Program – Operating Excavators category) for our contractor, Sunley Engineering & Construction Co., Ltd.
- Silver Award (Best Refurbishment & Maintenance Contractor – OSH category) for our contractor, Wai Luen Development Ltd.
- Merit Awards (Outstanding Metal Scaffolder – OSH category) for 2 operatives of our contractors, Taihei Dengyo Kaisha Hong Kong Branch and Wai Luen Development Ltd., respectively

► The 12th Hong Kong Outstanding OSH Employee Award:

- Bronze Award (Organisation/enterprise – Foreman group) for an operative of our contractor, Taihei Dengyo Kaisha Hong Kong Branch
- Merit Award (Organisation/enterprise – Front-line worker group) for an operative of our contractor, Sunley Engineering & Construction Co., Ltd.

► HSBC Living Business Awards 2019:

- Sustainable Supply Chain Leaders for HK Electric
- 4 Certificates of Merit for Environment, Social & Governance for our contractors, Sanko Setsubi Co., Ltd., Sunley Engineering & Construction Co., Ltd., Taihei Dengyo Kaisha Hong Kong Branch and Wai Luen Development Ltd., respectively

