



建業建榮控股有限公司\*

CHINNEY KIN WING HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

Stock code: 1556

# Environmental, Social and Governance Report 2020



\* For identification purpose only

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# 1

## Company review

Founded in 1994, Chinney Kin Wing Holdings Limited (along with its subsidiaries hereinafter called “the Group” or “Kin Wing”) is an established contractor of foundation construction with operations spanning Hong Kong and Macau. The Group is principally engaged in foundation works involving (i) piling construction and other ancillary services, and (ii) drilling and site investigation. Recognised by the Hong Kong Government’s Buildings Department, Works Branch of the Development Bureau, and Housing Authority as a company consistently delivering high quality foundation work, the Group has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (“the Stock Exchange”) since 2015 (Stock Code: 1556).

### 1.1 Reporting year and scope

This Environmental, Social and Governance (“ESG”) Report (the “Report”) covers the Group’s ESG-related activities during the financial reporting year from 1 January 2020 to 31 December 2020 (the “Reporting Year”).

The scope of the Report covers the Group’s operations in Hong Kong which consist of (i) piling construction and other ancillary services, and (ii) drilling and site investigation. The Group’s subsidiaries in Macau have been excluded from this report because their impact on the overall environmental and social aspects is minimal and insignificant.

## 1.2 Reporting framework

This report was prepared in accordance with Appendix 27 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) issued by the Stock Exchange. The Group adheres to the principles of materiality, quantitative, balance and consistency to report on the measures and performances in the Reporting Year. A content index is attached at the end of this report as a tool to direct readers to specific topics corresponding to the ESG Guide. Information regarding corporate governance was addressed separately in the annual report in pursuance of Appendix 14 of the Main Board Listing Rules.

## 1.3 Contact details

The Group values your opinion in assisting us to improve our sustainability management. If you have any comments or suggestions regarding the Report, please contact us as set forth below:

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Telephone | (852) 2877-3307

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Hong Kong

# 2

## Chairman's statement

To all stakeholders,

On behalf of the board of directors of Chinney Kin Wing Holdings Limited, I am pleased to present the Group's 2020 ESG report with the theme of "Building foundations for sustainable resilience", which describes our effort in sustainability throughout 2020.

2020 was a year which presented much challenges. Against the backdrop of the unstable economic and political environment in Hong Kong and worldwide, the COVID-19 halted economies across the globe. Amid the challenging environment, the Group focused on maintaining business resilience through its continuous commitment to sustainability.

Sustainability is about identifying and responding to the needs of our stakeholders. We took a proactive approach in safeguarding our employees and on-site workers. From the installation of virus-killing air purifiers to increasing the frequency of deep cleaning, the Group did not hesitate to invest resources in combating against the virus outbreak. Moreover, we also turned our eyes to the low-income community and provided epidemic prevention material through the Pneumoconiosis Mutual Aid Association and Step Association.

Despite the unstable environment, the Group has continued to deliver quality products with first-rate operation practices. During the Reporting Year, we have been awarded various awards from the Occupational Safety and Health Council and Construction Industry Council regarding our safe and responsible worksite practices. Our management shall not cease to integrate sustainability elements into our operations that address environmental and social aspects.

We have demonstrated superior business resilience in spite of the challenging environment. On behalf of the Group, I would like to express my gratitude and appreciation to our team for their endless effort in contributing to sustainable development.

Yuen-Keung Chan  
Chairman

# 3

## Awards & recognition

As a testament to our continuous strive towards operational excellence, we have received the following awards and honours during the Reporting Year:



**Best Safety Enhancement Program for Operating Excavators (Silver Award)**  
Occupational Safety and Health Council



**Considerate Contractors Site Award Scheme (CCSAS) (Merit Award)**  
Development Bureau; Construction Industry Council



**Outstanding Environmental Management and Performance Awards (OEMPA) (Merit Award)**  
Development Bureau; Construction Industry Council

# 4

## Stakeholder engagement and materiality assessment

Kin Wing values the opinion of stakeholders who impact or influence the business. In view of this, the Group maintains regular communications with its stakeholder groups through various channels to collect and respond their thoughts and concerns regarding the Group's operation:

Stakeholder group	Communication channels
 Community	<ul style="list-style-type: none"><li>• Community activities</li></ul>
 Industry association	<ul style="list-style-type: none"><li>• Interviews</li><li>• Seminars</li></ul>
 Social media	<ul style="list-style-type: none"><li>• Interviews</li><li>• Group's website</li></ul>
 Suppliers and sub-contractors	<ul style="list-style-type: none"><li>• Site visits</li><li>• Evaluations and assessments</li><li>• Direct communication</li><li>• ESG survey</li></ul>
 Clients	<ul style="list-style-type: none"><li>• Direct communication</li><li>• Group's website</li><li>• Social media</li></ul>
 Employees	<ul style="list-style-type: none"><li>• Continuous communication</li><li>• Performance appraisals</li><li>• Meetings</li><li>• Employee's satisfaction survey</li><li>• Trainings and workshops</li><li>• ESG survey</li></ul>
 Investors	<ul style="list-style-type: none"><li>• Face-to-face meeting and teleconference</li><li>• Continuous communication</li><li>• Group's website</li><li>• Annual Report, Financial Reports and announcements</li><li>• Investor briefing</li></ul>
 Shareholders	<ul style="list-style-type: none"><li>• General meeting</li><li>• Annual Report, Financial Reports and announcements</li><li>• Direct communication</li><li>• Investor briefing</li><li>• Group's website</li></ul>
 Government	<ul style="list-style-type: none"><li>• Public consultation</li><li>• Continuous communication</li></ul>

In order to follow the reporting principle of materiality in ESG Guide and better management of the Group's sustainability risk, the Group conducted a stakeholder survey in the previous reporting year. Stakeholders including employees, sub-contractors and material suppliers were invited to rate the importance of the environmental and social topics identified by the Board to the Group's business. According to the results of the survey, the most important issues were placed at the top right-hand corner of the materiality matrix as shown below. The Board has reviewed the materiality results and validated its ongoing applicability for this Reporting Year. These topics will be further explained throughout this Report to enhance stakeholders' understanding of the Group's governance.



## Materiality Matrix



### Environmental

- 1 Raw material management and selection
- 2 Energy usage and conservation
- 3 Greenhouse gas emission
- 4 Air quality control
- 5 Water consumption and conservation
- 6 Wastewater management
- 7 Construction noise
- 8 General waste recycling and management
- 9 Construction waste management
- 10 Compliance with relevant environmental laws and regulations

### Social

- 11 Employment
- 12 Diversity and equal opportunity
- 13 Anti-discrimination
- 14 Occupational health and safety
- 15 Development and training
- 16 Labour standard
- 17 Supply chain management
- 18 Anti-corruption practices
- 19 Quality assurance
- 20 Customer privacy
- 21 Community involvement
- 22 Compliance with relevant socioeconomic laws and regulations

# 5

## Building a resilient team

Kin Wing recognizes its employees as its most valuable assets. The Group is committed to provide a safe and healthy working environment and career development opportunities to its staff. Therefore, the Group adheres to the people-oriented strategy to safeguard its employees' safety and sustain the operation efficiency.

### 5.1 Providing safe and healthy workplaces

As identified by the materiality assessment, the topic of "Occupational Health and Safety" was rated as one of the most important issues to the Group's business. Reflecting stakeholders' views, Kin Wing does not spare its efforts in championing a safe work culture, namely "Work Happily and Return Home Safely" to all on-site workers. The Group has set safety targets of zero fatality and less than 22 occupational incidents per 1,000 employees per year. In order to achieve yearly target, the Group has adopted a certified ISO 45001:2018 Occupational Health and Safety Management System. This system allows the Group to minimise organisational and individual safety risk through the formal internal and external audits. As a component of the System, the Group has also provided a Safety Manual to all of its frontline site workers and supervision staff to enhance their safety awareness. To ensure the proper implementation of safety initiatives, the Group assigns safety officers from different projects to conduct routine cross site inspection, while the members of Execution Panel are appointed to perform routine safety audits for each construction site. Moreover, the Group has set up Site Safety Committee in each project and holds monthly meeting to identify workers' concerns and seek for improvement accordingly. In addition, the following measures are also adopted to enhance site safety performance:

- 1 | Conduct occupational risk assessments to implement necessary measures;
- 2 | Establish “tool box talks” and “safety suggestion box” in construction sites and offices which enable staff to voice out their views, concerns and suggestions to identify improvement areas;
- 3 | Provide adequate Personal Protective Equipment (“PPE”) to workers;
- 4 | Conduct emergency drills to raise awareness and responsiveness.

Besides ensuring safety at construction sites, the Group also places high regards on the health and wellness of its staff. The Group participates in the “Joyful@Healthy Workplace Programme” launched by the Occupational Safety and Health Council, which provides a series of activities that promotes healthy eating, physical activity and mental well-being. At the workplace, the Group initiated to distribute healthy fruits to its office employees weekly to promote healthy lifestyle and balanced diet. There are also seasonal campaigns to promote safety awareness among on-site workers, such as provision of cool packs. However, due to the COVID-19 outbreak, we could not arrange any company trips aimed to foster employee bonding.



Summer promotional activities for on-site workers

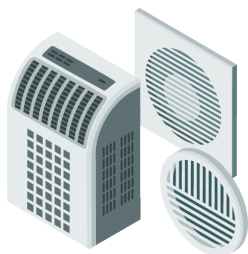
## 5.2 Safeguarding against COVID-19

The Group demonstrated business resilience as we continued our operations throughout the Reporting Year amid the COVID-19. In response to the outbreak, we have taken a range of actions and measures to ensure the safety of our employees and workers. The actions we implemented include but are not limited to:



We conducted more frequent disinfection cleaning across our workplace, in particular at frequently exposed areas, such as door handles, card readers and toilet facilities.

We provided protective and disinfection products on-site, such as face masks in meeting rooms and rubbing alcohol at the site entrance.



We provided air purifiers with virus-killing functions at our meeting rooms, as well as ensured good ventilation through exhaust fans.

We ensured the health condition of all site workers, suppliers and other visitors by requiring body temperature measurement. A person with a temperature equal to or above 37.5°C is prohibited from entering the site. All persons were required to sign a declaration of health condition, and indicate any high-risk circumstances they were exposed to.



We implemented flexible lunch hours to minimise the chance of infection. We also provided ventilation facilities and protective screens to our site workers for lunch.



We introduced digital workplace system to our management staff to facilitate remote working. We also installed video-conferencing equipment to encourage video-conferences instead of physical ones.

We arranged key staff from the same section to sit in different rooms to minimise operation disruption due to loss of major staff for a particular function if they are infected.



We monitored and regularly updated workers on the latest COVID-19 information, and enhanced their hygiene awareness through educational measures.



Temperature-checking points on-site

Distributing face masks to workers



## 5.3 Nurturing a capable team

The Group upholds about the personal development of the employees and believe that cultivating a skilled team is essential to sustain the long-term business success. Human Resources (HR) Department is responsible for formulating training programmes for employees according to their needs, and evaluating the effectiveness of the programmes. New employees are provided with orientation and induction training to ensure that they are familiarised with the Group's operation and their job duties. The Group has also provided senior staff with job-specific training which included operational techniques and managerial skills to enhance their capabilities. The Group also encourages its employees to participate external trainings by reimbursing part of the training or course fee.

During the Reporting Year, the Group has offered approximately 3,643 training hours to its employees.



External training session



Internal training session

## 5.4 Upholding workplace ethics

The Group demonstrates superior professionalism and business ethics through commitment to the following three core values within its operations:

### Freedom

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With no tolerance for human right infringement, the Group strictly forbids the employment of child and forced labour. To avoid such practices, the Group has appointed the HR Department to verify the identity and age of all candidates prior to official employment. In case of misuse of child labour, the Group shall immediately terminate the contract and send the underaged worker to hospital to confirm their health condition. If any forced labour situation is discovered, the HR Department must intervene to cease the infringement action and offer reasonable compensation. All confirmed cases are required to be written up in a report for record to prevent re-occurrence.

### Fairness

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Advocating workplace equality and diversity, the Group manages its people in a fair and unbiased manner. As stated in the Staff Handbook, the Group prohibits all forms of discrimination. During the recruitment and staff evaluation process, management only assesses the candidates' and employees' capability, experience and skills, with no regard for gender, race, nationality, religion or any other attributes that do not relate to the job.



## Truth

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In emphasising “Truth” as a core value in its operations, the Group commits to uphold business ethics. In this regard, the Group has established a set of policies and guidelines to protect clients’ privacy. To prevent data breach or resulting in conflicting corporate interests, the employees are required to follow the Staff Handbook in handling the clients’ confidential information.

Adhering to the principle of integrity, the Group has zero-tolerance for any corrupted behaviours. The Code of Conduct has stipulated that employees must declare relationship with and advantages received from work-related parties to avoid conflicts of interest and ensure fairness when making business decisions. With an aim to combat against corruption, the Group encourages employees to report any suspected cases by setting up whistleblowing channels. In case of any complaint received, the Group shall investigate and take necessary disciplinary actions depending upon the outcome of case. Throughout the Reporting Year, the Group did not receive any report about corruption or aware of any non-compliance case which related to relevant laws and regulations.





# 6

## Delivering quality foundation services

### 6.1 Managing supply chain

#### Raw materials

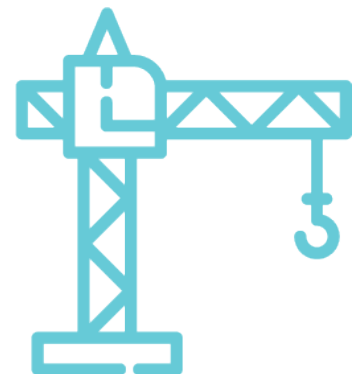
As one of the key industry players in the piling construction business, Kin Wing relies on an extensive supply chain network that provides services and raw materials, such as concrete and steel. The Group believes that suppliers, contractors and subcontractor play important roles in developing a sustainable business. In order to ensure the quality of supply chain, the Group has applied stringent supply chain assessment policies and procedures. To ensure the quality of the raw materials, the Procurement Department and Health & Safety Department are assigned to check if the procured materials meet the safety and construction requirements. If the materials do not fulfil the standard, the Procurement Department shall prevent the materials being used and substitute them with qualified ones immediately.

In addition to material quality, price and time management of the suppliers, the Procurement Department also considers ESG factors during the procurement process. In order to promote local economy and reduce transportation emissions, the Group has formulated internal procurement policy with reference to BEAM Plus New Buildings Assessment Tool. The policy states that at least 20% of raw materials which should be sourced from close proximity to the suppliers' manufacturing plant and within 800km distance prior to project commencement. During the reporting period, 97% of Kin Wing's suppliers were in Hong Kong and there are 500 local suppliers.



## Equipment

Apart from procurement of raw materials, the Group has a series of standards for procuring Quality Powered Mechanical Equipment (QPME). In order to minimise the potential environmental impacts like noise pollution, the Procurement Department ensures the equipment meet the requirements of Electrical and Mechanical Service Department and Environmental Protection Department. For internal due diligence purpose, the Procurement Department is also required to submit all relevant certifications regarding the procured items to Quality Assurance Department for verification.



## 6.2 Assuring quality and responsible services

Kin Wing is dedicated to providing quality foundation construction service to its clients. In order to maintain the service quality, the Group has adopted ISO 9001:2015 Quality Management System as a framework to ensure optimal reliability of the work. As the tender is accepted by clients, the Group will:

- 1 | Assign project managers to allocate relevant resources;
- 2 | Assign engineers to oversee the implementation of technical works; procurement department to source qualified items needed;
- 3 | Delegate Quality Assurance Department to check if the materials and works involved are up to internal standards;
- 4 | Maintain active communication with contractors and clients.

# 7

## Promoting sustainable operations

As a construction company, Kin Wing understands the impacts of its business operation to the environment, from air pollution to water consumption, waste disposal and noise pollution. To mitigate its environmental footprint, the Group has implemented an independently certified ISO 14001:2015 Environmental Management System (“EMS”), and a series of environmental policies. The Group is eager to improve the environmental performances through promoting sustainable operations.



Appoint environmental officers to supervise and ensure operation are conducted in compliance to environmental laws and regulations



Conduct audits on pollution control, resources consumption and waste generation to control environmental impacts



Reuse or recycle used materials as feasible to lower waste generation

Provide relevant trainings to employees and workers, and raise their environmental awareness



Ensure employees and workers are aware of the importance of complying environmental laws and regulations



## 7.1 Energy consumption

Energy consumption is one of the material environmental issues to the Group identified from the stakeholder engagement survey. To improve the energy efficiency from the construction works, the Group adopted new technology, such as Building Information Modelling (BIM) technology in several projects. BIM allows the Group to visualize the projects at the planning stage, where the visualization streamlines the entire project from planning to design and construction stage. This helps to minimise the abortive works and more effective use of resources.

The Group also adopted ISO 50001:2018 certified Energy Management System for effective and efficient energy management, and implemented different measures to conserve energy. For instance, workers shall switch off all idle machines and unnecessary powered equipment to save energy. In terms of procurement, the Group prioritises the equipment and appliances that are certified with energy efficiency labels. The Group also requires site supervision staff to record the energy usage from electricity and fuel consumption for checking irregularities. In case of any abnormality, site staff shall report to the environmental officers and implement corrective measures immediately.



### Energy consumption

Energy consumption	Unit	2020	2019
Electricity	MWh	1,093	1,198
Diesel	MWh	96,557	51,364
Biodiesel	MWh	29,868	44,182
Petrol	MWh	258	200
Total energy consumption	MWh	127,776	96,944
Total energy intensity	MWh / M <sup>2</sup> Revenue (HKD)	82.28	74.34

## 7.2 Greenhouse gas (“GHG”) emission and air pollution

Both fuel and electricity consumption by the Group contributed to the emission of GHGs and other air pollutants, including nitrogen oxides (“NO<sub>x</sub>”), sulphur oxides (“SO<sub>x</sub>”) and particulate matter (“PM”). The following mitigation measures were implemented to reduce the Group’s carbon footprints, and the emission of the air pollutants in the construction projects:

- 1 | Install solar photovoltaic panels at project sites to bring down the carbon emission from electricity usage;
- 2 | Increase the proportion of cleaner and lower carbon fuel such as biodiesel in fuel consumption mix;
- 3 | Conduct environmental monitoring and audit (“EM&A”) to ensure air emission levels during construction works meet regulatory limits;
- 4 | Suppress and control dust emissions by conducting water spraying, adding dust control curtains and using low-dust equipment.



### Greenhouse gas (GHG) emission and air emission

	Unit	2020	2019
<b>GHG emission</b>			
Scope 1: Direct emissions <sup>(1)</sup>	tonnes of CO <sub>2</sub> equivalent (“tCO <sub>2</sub> e”)	31,260	23,902
Scope 2: Indirect emissions <sup>(2)</sup>	tCO <sub>2</sub> e	621	624
Total emissions	tCO <sub>2</sub> e	31,881	24,526
Total emissions intensity	tCO <sub>2</sub> e / M <sup>3</sup> Revenue (HKD)	20.53	18.81
<b>Air emission</b>			
Particulate Matter (PM) (PM <sub>10</sub> and PM <sub>2.5</sub> )	tonnes	21	16
Nitrogen Oxides (NO <sub>x</sub> )	tonnes	327	253
Sulphur Oxides (SO <sub>x</sub> )	tonnes	0.19	0.15

Note (1): Scope 1 GHG emissions refer to direct emission of GHG from sources owned or controlled by the Group, which include (i) transportation and (ii) machinery usage.

Note (2): Scope 2 GHG emissions refer to indirect GHG emissions resulting from the consumption of the electricity which the Group purchased.

## 7.3 Water consumption and wastewater management

According to the stakeholder engagement survey, wastewater management is another material environmental topic. In order to prevent pollution and comply with Environmental Protection Department's standard, the Group conducted water discharge quality inspection regularly. To recycle the wastewater generated from construction site activities, the Group installed on-site treatment facilities such as sedimentation tanks. The treated water would also be used to suppress dust emission from the construction activities and wash on-site machinery and vehicles. The surplus treated water is discharged to designated public stormwater drainage system with the conditions stipulated in the EPD's approved discharge license. The Group is dedicated to conserve the water resources from its operation.



### Water consumption

<b>Water consumption</b>	Unit	2020	2019
Water consumption	m <sup>3</sup>	<b>197,272</b>	116,216
Water intensity	m <sup>3</sup> / M <sup>1</sup> Revenue (HKD)	<b>127.03</b>	89.15

## 7.4 Waste management

The waste generated from the Group's operation include: construction and demolition (C&D) waste, general waste, and lubricant oil. The majority of the Group's non-hazardous waste was C&D waste, where the Group has taken actions to reduce the C&D waste. For example, the Group would reuse excavating materials to backfill the construction sites and send the excess excavating materials to local quarries and reused as aggregate in concrete production. Leftovers were disposed at the public fills.

The Group has also implemented different waste management measures for construction workers based on ISO 14001:2015 EMS, in order to utilise resources use and reduce waste. At the planning stage of a project to EPD, the Group shall propose a Waste Management Plan (the "Plan") with lists of type of waste generated, areas and facilities assigned for waste sorting, as well as waste handling procedures. The Group also assigned site environmental officers to monitor the Plan's implementation, and record the amount of waste for effectiveness evaluation. With reference to BEAM Plus New Buildings Assessment Tool, the Group established a target to recycle at least 30% of waste per project site. This shows the Group's commitment in utilising resources use and taking actions beyond compliances.



### Waste management

Waste	Unit	2020	2019
Construction and demolition waste <sup>(1)</sup>	tonnes	649,729	361,489
Recycled metal	tonnes	1,182	598
General Refuse	tonnes	892	559
Non-hazardous waste intensity	tonnes / M' Revenue (HKD)	420	278
Hazardous waste (e.g. lubricant oil and battery)	tonnes	19.6	4.1
Hazardous waste intensity	tonnes / M' Revenue (HKD)	0.01	0.003

Note (1): Construction and Demolition Waste which delivered to recycle facilities/other construction sites for reuse in 2020 was 458,978 tonnes.

## 7.5 Noise management

Apart from the above environmental impacts, piling construction and drilling from the Group's foundation services also caused nuisance and noise pollution to the neighbourhood. As such, the Group followed guidelines and regulations of EPD to conduct all noise sensitive activities in permitted hours, and carried out noise assessment and monitoring periodically in ensuring all sites complied with relevant laws and regulations. Noise barriers were also installed at all sites to reduce the noise level from the construction works.

# 8

## Contributing to the community

Kin Wing not only offers the physical foundations to build our society, but also contributes through community investment. In light of this, the Group has participated in volunteer activities that assist the blue-collar community. During the Reporting Year, the Group's employees spent volunteer hours to visit the Pneumoconiosis Mutual Aid Association to deliver 100 units of epidemic prevention material and engaged in awareness sessions about the Association's social impact. The Group also made epidemic prevention material donations to the Step Association to benefit disabled workers who had suffered from serious work injuries. With the continuous effort in community contribution, the Group was awarded the 5 Years Plus Caring Company award by The Hong Kong Council of Social Service.





Donation of epidemic prevention material to Pneumoconiosis Mutual Aid Association



Donation of epidemic prevention material to Step Association



5 years +  
**商界展關懷**  
**caringcompany**<sup>®</sup>  
 Awarded by The Hong Kong Council of Social Service  
 香港社會服務聯會頒發

# 9

## Looking forward

With the commitment to building a sustainable city, the Group will continuously explore to deliver innovative technologies and services to its clients meanwhile minimising the environmental impacts from the construction work. In setting a strong foundation for sustainability, the Group will keep reviewing and improving the corresponding policies and initiatives throughout the value chain.



# 10 | Performance tables

Environmental Performance	Unit	2020	2019
<b>Gaseous Emissions</b>			
Particulate Matter (PM) (PM <sub>10</sub> and PM <sub>2.5</sub> )	tonnes	21	16
Nitrogen Oxides (NO <sub>x</sub> )	tonnes	327	253
Sulphur Oxides (SO <sub>x</sub> )	tonnes	0.19	0.15
<b>Greenhouse Gas (GHG) Emissions</b>			
Scope 1: Direct emissions <sup>(1)</sup>	tonnes of CO <sub>2</sub> equivalent ("tCO <sub>2</sub> e")	31,260	23,902
Scope 2: Indirect emissions <sup>(2)</sup>	tCO <sub>2</sub> e	621	624
Total emissions	tCO <sub>2</sub> e	31,881	24,526
Total GHG intensity	tCO <sub>2</sub> e / M' Revenue (HKD)	20.53	18.81
	tCO <sub>2</sub> e / production of bored piles (m) <sup>(3)</sup>	3.59	3.51

Environmental Performance		Unit	2020	2019
<b>Energy Usage</b>				
Electricity	MWh		1,093	1,198
Petrol	Litre ("L")		27,161	21,098
	MWh		258	200
Ultra-Low Sulphur Diesel	L		9,005,328	4,790,407
	MWh		96,557	51,364
B5 Biodiesel	L		3,072,164	4,544,459
	MWh		29,868	44,182
Total energy consumption	MWh		127,776	96,944
Total energy intensity	MWh / M' Revenue (HKD)		82.28	74.34
	MWh / production of bored piles (m) <sup>(3)</sup>		14.40	13.86
<b>Water consumption</b>				
Total water consumption	m <sup>3</sup>		197,272	116,216
Water consumption intensity	m <sup>3</sup> / M' Revenue (HKD)		127.03	89.15
	m <sup>3</sup> / production of bored piles (m) <sup>(3)</sup>		22.23	16.61

<b>Environmental Performance</b>	Unit	2020	2019
<b>Non-Hazardous Waste</b>			
Construction and demolition waste (sent to Land Fill / Sorting Facilities / Recycling Facilities) <sup>(4)</sup>	tonnes	649,729	361,489
Recycled metal	tonnes	1,182	598
General refuse	tonnes	892	559
Non-hazardous waste intensity	tonnes / M' Revenue (HKD)	420	278
	tonnes / production of bored piles (m) <sup>(3)</sup>	73.46	51.84
<b>Hazardous Waste</b>			
Total hazardous waste disposed	tonnes	19.6	4.1
Hazardous waste intensity	tonnes / M' Revenue (HKD)	0.01	0.003
	tonnes / production of bored piles (m) <sup>(3)</sup>	0.002	0.0006

Note (1): Scope 1 GHG emissions refer to direct emission of GHG from sources owned or controlled by the Group, which include (i) transportation and (ii) machinery usage.

Note (2): Scope 2 GHG emissions refer to indirect GHG emissions resulting from the consumption of the electricity which the Group purchased.

Note (3): The production of bored piles in 2019 was 6,996m and 2020 was 8,873m.

Note (4): Construction and Demolition Waste which delivered to recycle facilities/other construction sites for reuse in 2020 was 458,978 tonnes.

Social Performance		Unit	2020	2019
<b>Workforce Profile</b>				
Total workforce		No. of people	621	531
By gender	Male	No. of people	525	449
	Female	No. of people	96	82
By age group	< 31	No. of people	106	96
	31 - 50	No. of people	299	237
	> 50	No. of people	216	198
By employment type	Full-time employee	No. of people	620	531
	Part-time employee	No. of people	1	0
By employment category	Senior Management	No. of people	10	10
	Management	No. of people	23	23
	Frontline and general staff	No. of people	588	498
By geographical region	Hong Kong	No. of people	621	531

Social Performance		Unit	2020	2019
<b>Employee turnover rate</b>				
By gender	Male	%	27.2	31.6
	Female	%	5.3	7.9
By age group	< 31	%	7.7	6.7
	31 - 50	%	15.9	16.9
	> 50	%	8.8	15.8
By employment category	Senior Management	%	0	0
	Management	%	0.3	0.37
	Frontline and general staff	%	32.2	39.1
By geographical region	Hong Kong	%	32.5	39.5
<b>Percentage of employees trained</b>				
By gender	Male	%	87	80
	Female	%	13	20
By employment category	Senior Management	%	2	2
	Management	%	4	4
	Frontline and general staff	%	94	94

<b>Social Performance</b>	Unit	2020	2019
<b>Occupational Health and Safety</b>			
Lost days due to injuries	Days	1,326	1,228
Rate of injuries per 1,000 employees	%	16.26	19.46
Number of fatalities	No. of people	0	0
Rate of fatalities	%	0	0
<b>Number of suppliers</b>			
Hong Kong	suppliers	484	490
China (including Macau)	suppliers	15	0
Other	suppliers	1	0



Aspect	KPI	Description	Statement / Section	Page No.
<b>SUBJECT AREA (A) ENVIRONMENT</b>				
<b>A1: EMISSIONS</b>				
A1	General disclosure	Information on: (a) the policies; and (b) compliance.	(a) Promoting sustainable operations (b) The Group has complied with all relevant laws and regulations relating to water pollution, air pollution and noise control	19
	A1.1	The types of emissions and respective emissions data.	Greenhouse gas ("GHG") emission and air pollution	21
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greenhouse gas ("GHG") emission and air pollution	21
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste management	23
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste management	23
	A1.5	Description of measures to mitigate emissions and results achieved.	Greenhouse gas ("GHG") emission and air pollution	21
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Waste management	23

Aspect	KPI	Description	Statement / Section	Page No.
<b>A2: USE OF RESOURCES</b>				
A2	General disclosure	Policies	Promoting sustainable operations	19
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy consumption	20
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water consumption and wastewater management	22
	A2.3	Description of energy use efficiency initiatives and results achieved.	Energy consumption	20
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Water consumption and wastewater management	22
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	As a construction company, the Group did not have any packaging material used during the Reporting Year	/
<b>A3: THE ENVIRONMENT AND NATURAL RESOURCES</b>				
A3	General disclosure	Policies	Promoting sustainable operations	19
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Promoting sustainable operations	19

Aspect	KPI	Description	Statement / Section	Page No.
<b>SUBJECT AREA (B) SOCIAL</b>				
<b>B1: EMPLOYMENT</b>				
B1	General disclosure	Information on: (a) the policies; and (b) compliance.	(a) Building a resilient team (b) The Group has complied with all laws and regulations relating to employment	10
	B1.1	Total workforce by gender, employment type, age group and geographical region.	Performance tables	27
	B1.2	Employee turnover rate by gender, age group and geographical region.	Performance tables	27
<b>B2: HEALTH AND SAFETY</b>				
B2	General disclosure	Information on: (a) the policies; and (b) compliance.	(a) Providing safe and healthy workplaces (b) The Group has complied with all laws and regulations relating to occupational health and safety	10
	B2.1	Number and rate of work-related fatalities.	Performance tables	27
	B2.2	Lost days due to work injury.	Performance tables	27
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Providing safe and healthy workplaces	10
<b>B3: DEVELOPMENT AND TRAINING</b>				
B3	General disclosure	Policies	Building a resilient team	10
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Performance tables	27
	B3.2	The average training hours completed per employee by gender and employee category.	The relevant data shall be disclosed from next year	/

Aspect	KPI	Description	Statement / Section	Page No.
<b>B4: LABOUR STANDARDS</b>				
B4	General disclosure	Information on: (a) the policies; and (b) compliance.	(a) Upholding workplace ethics (b) The Group has complied with all laws and regulations relating to labour standard	15
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Upholding workplace ethics	15
	B4.2	Description of steps taken to eliminate such practices when discovered.	Upholding workplace ethics	15
<b>B5: SUPPLY CHAIN MANAGEMENT</b>				
B5	General disclosure	Policies	Managing supply chain	17
	B5.1	Number of suppliers by geographical region.	Managing supply chain	17
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Managing supply chain	17

Aspect	KPI	Description	Statement / Section	Page No.
<b>B6: PRODUCT RESPONSIBILITY</b>				
B6	General disclosure	Information on: (a) the policies; and (b) compliance.	(a) Assuring quality and responsible services (b) The Group has complied with all laws and regulations relating to product responsibility	18
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	During the Reporting Year, there were no products sold or shipped subject to recalls for safety and health reasons	/
	B6.2	Number of products and service-related complaints received and how they are dealt with.	During the Reporting Year, there were no products and service-related complaints received	/
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property right is not a material topic to the Group	/
	B6.4	Description of quality assurance process and recall procedures.	Assuring quality and responsible services	18
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Upholding workplace ethics	15

Aspect	KPI	Description	Statement / Section	Page No.
<b>B7: ANTI-CORRUPTION</b>				
B7	General disclosure	Information on: (a) the policies; and (b) compliance.	(a) Upholding workplace ethics (b) The Group has complied with all laws and regulations relating to corruption	15
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Year and the outcomes of the cases.	During the Reporting Year, the Group did not have any concluded legal cases regarding corrupt practices	/
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Upholding workplace ethics	15
<b>B8: COMMUNITY INVESTMENT</b>				
B8	General disclosure	Policies	Contributing to the community	24
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contributing to the community	24
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Contributing to the community	24