



ABLE ENGINEERING HOLDINGS LIMITED
安 保 工 程 控 股 有 限 公 司

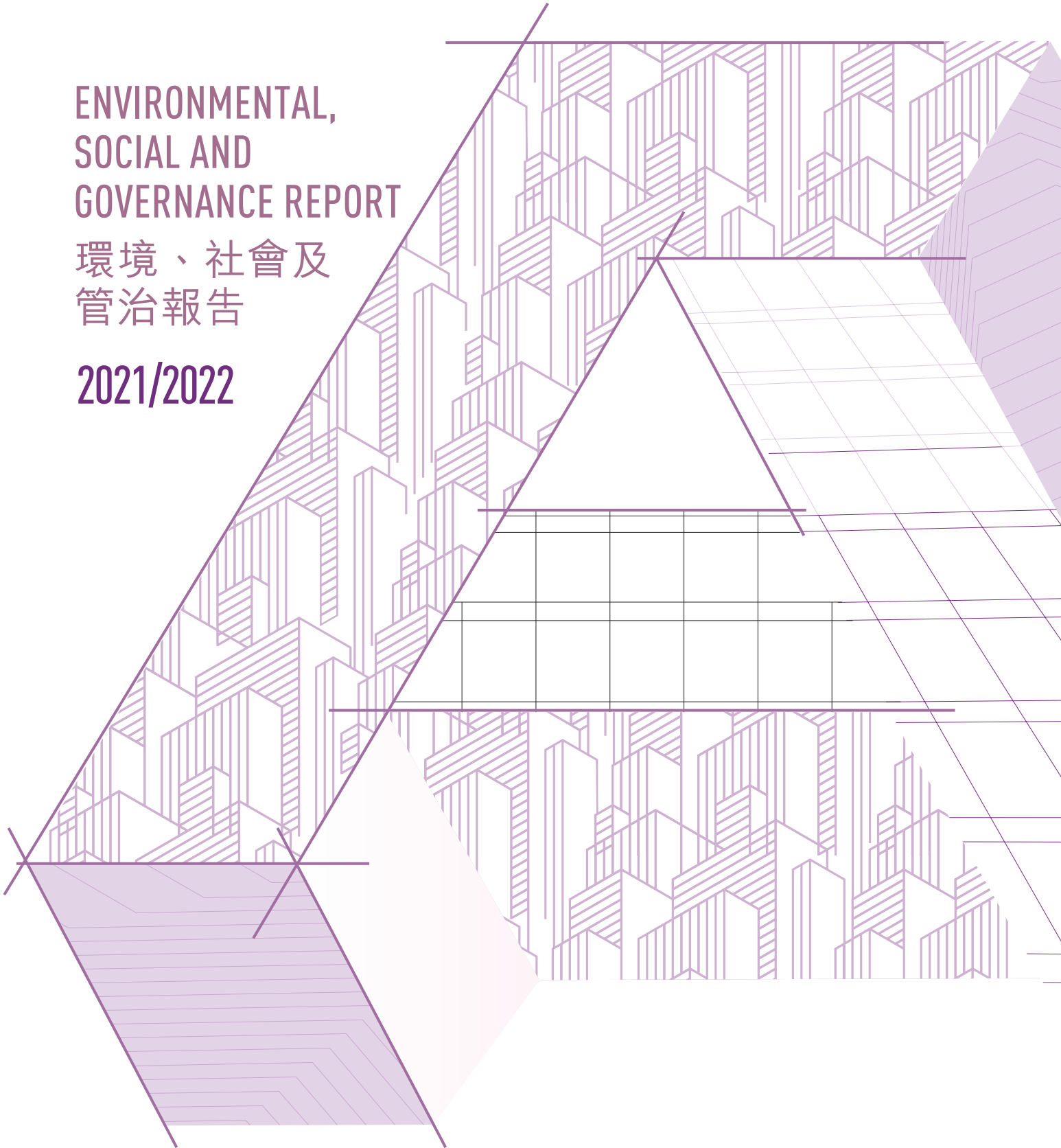
(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1627

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT**

**環境、社會及
管治報告**

2021/2022



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1 THE BOARD STATEMENT 董事會聲明

Dear Stakeholders,

It is our pleasure to present our ESG Report about our sustainability effort and progress for the year ended 31 March 2022.

The COVID-19 situation in Hong Kong has been affecting the economy and our industry since the outbreak in 2019. The Group continues to adapt our occupational health and safety measures to control COVID-19 risks and reduces its impact on our business, we are thankful that our staff and business partners are willing to cooperate with the Group to implement the COVID-19 preventive measures across our operations. We are not only committed to coping with the outbreak of COVID-19, but are also dedicated to providing a safe working environment to our staff and workers. We adhere to all applicable laws and regulations to minimise risk and injury at work.

The Group believes that sustainable development plays an important role in our business. As a result, we strive to enhance safety, environmental protection, health, quality and efficiency in managing projects. During the year, we continuously implemented onsite waste sorting (including timber waste recycling) in construction site to lower the amount of waste disposed of in landfills. We have also set several KPI and recycling targets in our construction site to increase our staff and workers' environmental awareness. Moreover, we are devoted to community investment. During the year, we continue to provide financial sponsorship in the Hong Kong Polytechnic University to support academic research and education development in the construction industry.

We treasure every opportunity to interact with our stakeholders to understand their expectations and opinions. Our sustainability performance is reviewed and disclosed continuously. We promise to improve operational efficiency and reduce environmental damage during our construction.

Finally, I would like to thank our staff and our stakeholders again for their continuous support in achieving our vision and mission together.

CHEUNG Ho Yuen
Chief Executive Officer
Hong Kong

致各位持份者，

我們欣然呈列載有有關截至二零二二年三月三十一日止年度的可持續發展工作及進展的環境、社會及管治報告。

香港的COVID-19疫情自二零一九年爆發以來一直影響着經濟及我們所在行業。本集團繼續調整我們的職業健康與安全措施，以控制COVID-19的風險及降低其對我們業務的影響。感謝我們的員工及業務合作夥伴願意與本集團合作，於營運過程中實施COVID-19預防措施。我們不僅致力於應對COVID-19的爆發，同時力求為員工及工友提供安全的工作環境。我們遵守所有適用法律及法規，以盡量減少工作中的風險及傷害。

本集團相信，可持續發展在我們的業務中扮演著重要的角色。因此，我們務求在管理項目時提高安全、環保、健康、品質及效率。年內，我們繼續於工地實施垃圾分類（包括木材廢料回收），以減少棄置於堆填區的廢物量。我們還在建築地盤制定了多項關鍵績效指標和回收目標以提高員工和工友的環保意識。此外，我們投身社區投資，年內繼續向香港理工大學提供財政贊助，支持建築行業的學術研究及教育發展。

我們重視與持份者交流的每一個機會以了解彼等的期望及意見。我們持續審視及披露可持續發展績效。我們承諾於施工過程中提高作業效率，減少環境破壞。

最後，我想藉此再次感謝員工及持份者對實現我們願景及使命的一如既往的支持。

張浩源
行政總裁
香港

2 ABOUT THE COMPANY

有關本公司

Able Engineering Holdings Limited (“AEHL” or the “Company”, together with its subsidiaries (our/the “Group”)) has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (“HKEX”) since 2017. We are engaged in the contract works business, which mainly comprised building construction and repair, maintenance, alteration and addition, and fitting-out works in Hong Kong. We have about 300 full-time employees, from managerial to supervisory grade, working on different types of projects.

The Group has over 45 years of experience in the construction industry. We provide construction management services to both public and private sectors. Presently, our progressing projects include but not limited to construction of public housing, hospital, logistics centre and office building. We have gained widespread recognition for our achievement from clients and received several awards for architectural excellence, green building, occupational safety and more. We will move toward more sustainable growth through communicating and cooperating with our key stakeholders.

安保工程控股有限公司(以下簡稱「安保」或「本公司」), 連同其附屬公司則簡稱我們/「本集團」)自二零一七年起在香港聯合交易所有限公司(「聯交所」)主板上市。我們從事合約工程業務, 主要包括於香港從事的樓宇建築及維修、保養、改建及加建以及裝修工程。我們共有約三百名全職員工(從管理層到監督人員)於不同的項目工作。

本集團於建築行業擁有逾四十五年經驗。我們同時向公營及私營機構提供建築管理服務。目前的在建項目包括但不限於公營住宅、醫院、物流中心及辦公大樓的建設。我們的成就獲得客戶的廣泛認可並獲得有關建築專業優秀獎、綠色建築、職業安全及其他範疇的多個獎項。我們將透過與主要持份者交流與合作, 實現更多可持續發展增長。



One of our substantial contracts – Construction of Public Housing Development at Tuen Mun Area 54 Site 1 & 1A
我們的重大合約之一 – 屯門第54區第1及1A地盤的公共房屋發展建設

3 ABOUT THIS REPORT 有關本報告

This Environmental Social and Governance Report (“ESG Report”) is prepared in accordance with the latest requirements of the ESG Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on Main Board of HKEX. We understand that sustainable development is important to accomplish business perfection and enhance long-term competitiveness. We provide a detailed record of our Group’s sustainability performance, policies and strategies for the year ended 31 March 2022 (the “Reporting Period”) in this ESG Report. This ESG report has been reviewed and approved by the Board on 24 June 2022.

This ESG Report is focused on the Group’s sustainability performance on environmental and social aspects on the Group’s core business in Hong Kong during the Reporting Period, for information regarding the Company’s governance performance on other areas, please refer to the “Corporate Governance Report” set out on pages 32 to 59 of AEHL’s 2021/2022 Annual Report.

The Group has followed the 4 reporting principles as set out in the ESG Reporting Guide to define the ESG Report content and to ensure the quality of information disclosed in this ESG Report, including:

- **Materiality:** We have evaluated the importance priorities of various sustainable development issues to the Group, thereby defining the disclosure focus of this report and providing accurate and detailed responses to the issues that stakeholders are most concerned about, and utilising them as a reference basis for the Company to formulate sustainable development targets.
- **Quantitative:** The Group has recorded and disclosed key performance indicators in quantitative terms whenever possible.

本環境、社會及管治報告(「環境、社會及管治報告」)，乃根據聯交所主板證券上市規則附錄二十七載列之《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)之最新規定編製。我們深知可持續發展對實現業務卓越及提高長期競爭力而言至關重要。我們於本環境、社會及管治報告中詳細記錄截至二零二二年三月三十一日止年度(「報告期間」)本集團的可持續發展績效、政策及策略。本環境、社會及管治報告已於二零二二年六月二十四日經董事會審核及批准。

本環境、社會及管治報告著重於報告期間本集團有關其於香港的核心業務在環境及社會方面的可持續發展表現，有關本公司於其他範疇的管治表現的資料，請參閱於安保2021/2022年報第32頁至第59頁所載的「企業管治報告」。

本集團遵循《環境、社會及管治報告指引》內所述之4項匯報原則來制定本環境、社會及管治報告內容，並確保本環境、社會及管治報告所披露信息之質量，包括：

- **重要性：**我們已評估各項可持續發展議題對本集團的重要程度，由此界定本報告的披露重點，為持份者最為關注的議題提供精準詳實的回應，並作為本公司制定可持續發展目標的參考依據。
- **量化：**本集團已盡可能以量化方式記錄及披露關鍵績效指標。

3 ABOUT THIS REPORT 有關本報告

- Balance: Both positive and negative performances were disclosed in this ESG Report in an impartial manner to ensure that the content and data are unbiased.
- Consistency: Unless otherwise stated, the way the information collected and presented in this ESG Report was consistent with the previous year's practices to ensure information comparability.
- 平衡：本環境、社會及管治報告以公正的方式披露本集團的正反兩面之表現，以確保內容及數據客觀持平。
- 一致性：除非另有說明，本環境、社會及管治報告內的資料採集及呈現形式與往年一致，以確保資料的可比性。

For environmental concern, this ESG Report is released online only. Both the English and Chinese versions of the ESG Report are accessible at websites of HKEX (www.hkexnews.hk) and our Company (www.ableeng.com.hk). Should you wish to provide any comments or suggestions on the ESG performances of the Group, please email us at info@ableeng.com.hk or send to the principal place of business of the Company at No.155 Waterloo Road, Kowloon Tong, Kowloon, Hong Kong for the attention of the Board.

為響應環保，本環境、社會及管治報告僅於網上發佈。環境、社會及管治報告的中、英文版本可於聯交所網站(www.hkexnews.hk)及本公司網站(www.ableeng.com.hk)上查閱。如對本集團在環境、社會及管治方面的表現有任何意見或建議，請電郵至info@ableeng.com.hk或郵寄至本公司主要營業地點(地址為香港九龍九龍塘窩打老道155號)，註明收件人為董事會。

4 ESG MANAGEMENT APPROACH 環境、社會及管治管理方法

Sustainability is at the heart of AEHL's strategy. We strive to integrate environmentally and socially responsible in our business operations. As at 31 March 2022, the board (the "Board") is composed of nine directors of the Company (the "Director(s)"), including four Executive Directors, namely Mr. NGAI Chun Hung, Mr. CHEUNG Ho Yuen, Mr. LAU Chi Fai Daniel and Mr. YAU Kwok Fai; and five Independent Non-executive Directors, namely Prof. KO Jan Ming, Dr. LEE Man Piu Albert, Dr. LI Yok Sheung, Ms. MAK Suk Hing and Mr. MONG Chan. The Board is fully committed to the sustainable growth of the Group's business. The Board facilitates the establishment of our ESG objectives, priorities and strategies with consideration to ESG-related risks and opportunities. The Board and each Director also acknowledge and understand their responsibility for preparing the ESG Report which should give a balanced, consistent and quantitative report of the state of material ESG affairs of our Group.

Our ESG Working Group is led by the certain executive Directors and the members are selected from different projects and departments of the Group. The working group is accountable for carrying out the Group's ESG practices, collecting data for analysis, monitoring and revising the Group's sustainability issues in daily operations to comply with all applicable ESG requirements. Our performance is regularly reviewed and studied to ensure the ESG considerations are involved in our daily operations. We have organised meetings and provide sufficient communication channels for our staff to express their opinions on our vision, motives and strategies at ESG. Our staff is also well educated about ESG issues that are related to their daily work.

As a responsible construction company, we view sustainability as an integral part of our business strategy. Therefore, we take all environmental, health and safety and quality requirements into consideration at planning, designing and construction stages. Operating procedures are formulated with an aim to ensure good work practices on site in all aspects including waste management, pollution control and safety. Innovative designs are also adopted to facilitate more effective and efficient project management. Same as previous years, the Group adheres to 3 principles on sustainability management, i.e., "Safety First", "Living up to Society's Expectations" and "Serving the Community". Our approach also comes in 3 parts, i.e., "Establish Professional Operations Methods", "Maintain Good On-site Work Practices" and "Adopt Green Design and Innovation".

可持續發展乃為安保策略的核心。我們致力採取對環保及社會負責任的營商方式。於二零二二年三月三十一日，董事會（「董事會」）由本公司九名董事（「董事」）組成，包括四名執行董事（即魏振雄先生、張浩源先生、劉志輝先生及游國輝先生）及五名獨立非執行董事（即高贊明教授、李文彪醫生、李毓湘博士、麥淑卿女士及蒙燦先生）。董事會全面致力於本集團業務的可持續增長。董事會在考慮與環境、社會及管治相關的風險及機遇的情況下，促進我們制定環境、社會及管治目標、優先事項及策略。董事會及每位董事亦知悉及了解其編製環境、社會及管治報告所負之責任，而此報告應對本集團屬重大的環境、社會及管治事宜之發展提供不偏不倚、貫徹始終及有數據支持之報告。

我們的環境、社會及管治工作組由若干執行董事領導及其成員挑選自本集團不同項目及部門。工作組負責實施集團的環境、社會及管治措施，收集數據用於分析、監察及審查本集團日常運營中的可持續發展事宜，以遵守所有適用環境、社會及管治規定。我們會定期檢討及研究表現，以確保我們的日常營運中包含環境、社會及管治考慮因素。我們為員工組織會議並提供充足的溝通渠道，讓彼等對我們的環境、社會及管治願景、目的及策略發表意見。我們的員工亦充分了解與他們日常營運息息相關的環境、社會及管治議題。

作為一間負責任的建築公司，我們視可持續發展為我們商業策略不可分割的一環。因此，我們於計劃、設計及建築各階段均考慮環境、健康與安全及質素要求。我們已制定作業程序以確保各方面達致良好的施工慣例，包括廢棄物管理、污染控制及安全。創新設計亦被採用以便進行更具成效及效率的項目管理。一如往年，本集團堅持三項可持續發展管理原則，即「安全第一」、「符合社會期望」及「服務社會」。我們的實踐方法亦由三部分組成，即「制定專業營運模式」、「保持良好施工方法」及「採用綠色設計與創新」。

4 ESG MANAGEMENT APPROACH 環境、社會及管治管理方法

We consider a broader sustainability trends impacting our Group, the industry and the wider community, guiding our efforts to adopt sustainable practices in our business operations. We have increased awareness of the importance of ESG and sustainable investing, and make fixed deposits towards financial solutions that are used to finance eligible businesses and green projects which have a positive environmental and societal impact through participation in Green Deposit of Hang Seng Bank.

我們透過關注更廣泛的可持續發展趨勢對本集團、整體行業和社會的影響，在業務營運上採納合適的措施。我們提高了對環境、社會及管治以及可持續投資的重要性的認識並通過參與恒生銀行的綠色存款計劃將存款固定投放於為對環境及社會產生積極影響的合資格業務及綠色項目融資的金融解決方案。



Year 2022 Credentials of Green Deposit
Able – Paul Y. Joint Venture
二零二二年度綠色存款證書
安保－保華合營



Year 2022 Credentials of Green Deposit
Able Engineering Company Limited
二零二二年度綠色存款證書
安保工程有限公司

5 STAKEHOLDERS ENGAGEMENT 與持份者的溝通

The Group acknowledges stakeholder's involvement is the key to sustainable growth. Therefore, we seek to maintain a stable relationship with our key stakeholders, including customers, suppliers and subcontractors, employees, shareholders and investors, government and regulatory authorities and the community.

We regularly engage our stakeholders to understand their concerns, perspectives and expectations on our environmental and social issues. Their views and feedback enable us to identify risks and opportunities, balance different interests and make informed decisions. Below table shows the most concerning issues related to our stakeholders and the respective major communication channels used to engage stakeholders on an ongoing basis:

本集團深知持份者參與對可持續增長至關重要。因此，我們尋求與主要持份者維持穩定的關係，主要持份者包括客戶、供應商及分判商、員工、股東及投資者、政府及監管機構及社區。

我們就環境及社會議題，定期與持份者進行互動，以了解其關注、觀點及期望。他們的意見和反饋使我們能夠識別風險及機遇，平衡不同利益並作出知情決定。下表列舉我們持份者最關注的議題，以及用於聯繫各持份者持續參與的相關主要溝通渠道：

STAKEHOLDERS 持份者	MOST CONCERNED ENVIRONMENTAL AND SOCIAL ISSUES 最關注的環境及社會議題	MAJOR COMMUNICATION CHANNELS 主要溝通渠道
Customers 客戶	<ul style="list-style-type: none"> Quality of works 工程質量 Compliance 合規 Business ethics 商業道德 Operational risk 營運風險 Anti-corruption 反貪污 	<ul style="list-style-type: none"> One-on-one meetings 一對一會議 Company website 公司網站 Online survey 網上問卷 Email and instant communication channels 電郵及即時通訊渠道
Suppliers and Sub-contractors 供應商及分包商	<ul style="list-style-type: none"> Health and safety 健康及安全 Green practices 綠色政策 Compliance 合規 Anti-corruption 反貪污 	<ul style="list-style-type: none"> Regular meetings 定期會議 Training sessions 培訓 Safety and environmental evaluation 安全性及環境檢討 Online survey 網上問卷 Email and instant communication channels 電郵及即時通訊渠道
Employees 員工	<ul style="list-style-type: none"> Health and safety 健康及安全 Training and development 培訓與發展 Employee well-being 員工福祉 	<ul style="list-style-type: none"> Training and development activities 培訓與發展活動 Employee engagement activities 員工活動 Regular meetings 定期會議 Email and instant communication channels 電郵及即時通訊渠道 Mobile applications 流動應用程式 Performance appraisals 績效評估 Online survey 網上問卷

5 STAKEHOLDERS ENGAGEMENT 與持份者的溝通

STAKEHOLDERS 持份者	MOST CONCERNED ENVIRONMENTAL AND SOCIAL ISSUES 最關注的環境及社會議題	MAJOR COMMUNICATION CHANNELS 主要溝通渠道
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> • Corporate governance 企業管治 • Information disclosure 資訊披露 • Risk management 風險管理 	<ul style="list-style-type: none"> • Annual general meeting 股東週年大會 • Annual Report, Interim Report and ESG Report 年度報告、中期報告及 環境、社會及管治報告 • Announcements and circulars 公告及通函 • Company website 公司網站
Government and Regulatory Authorities 政府及監管機構	<ul style="list-style-type: none"> • Compliance 合規 • Employee protection 員工保障 • Industry innovation 行業創新 • Anti-corruption 反貪污 	<ul style="list-style-type: none"> • Industry collaboration consortium 行業協會 • Communications on update of relevant latest laws and regulations 有關法律及法規的最新發展的溝通
Community 社區	<ul style="list-style-type: none"> • Environmental impact 環境影響 • Community support 社區支援 	<ul style="list-style-type: none"> • Community support activities 社區支援活動 • Involvement in environmental protection activities 參與環保活動 • Notice board 告示板 • Email and instant communication channels 電郵及即時通訊渠道

A materiality assessment was conducted through online survey to understand how our stakeholders value our sustainability impact and issues. Referring to *Global Reporting Initiative's "Sustainability Reporting Standards"* and the ESG Reporting Guide, our stakeholders reviewed and prioritised 23 topics. According to the results of the online survey, the two most significant issues to our key stakeholders, are "anti-corruption" and "compliance".

我們通過網上問卷的方式進行重要性評估，以了解持份者對我們可持續發展的影響力及議題的重視程度。根據「全球報告倡議組織」之《可持續發展報告標準》及環境、社會及管治報告指引，持份者檢視及優次排序共23項議題。根據網上問卷結果，主要持份者認為最重要的兩項議題為「反貪污」及「合規」。

6 MATERIALITY ASSESSMENT 重要性評估

Results of the online survey were mapped in below materiality matrix. 網上問卷結果已布列於以下重要性矩陣圖內。

		● Environment 環境	■ People 員工	▲ Operation 營運
Significance to the Group 對本集團的重要性	High 高	<ul style="list-style-type: none"> ■ Diversity and Equal Opportunities 多元化及平等機會 ▲ Participation in Green Building 參與綠色建築 ▲ Contractors Management 外判商管理 		<ul style="list-style-type: none"> ▲ Anti-Corruption 反貪污 ▲ Compliance 合規
	Medium 中	<ul style="list-style-type: none"> ● Pollution Management 污染管理 ● Greenhouse Gas Emissions 溫室氣體排放 ▲ Supply Chain Management 供應鏈管理 ▲ Technological Innovation 創新技術研發 ● Energy Consumption (Renewable Energy) 能源耗用(可再生能源) ● Energy Consumption (Non-renewable Energy) 能源耗用(不可再生能源) ▲ Confidentiality and Business Ethics 保密及商業道德 ▲ Green Operation 綠色營運 ▲ Community Investment and Participation 社會投資及參與 	<ul style="list-style-type: none"> ■ Occupational Health and Safety 職業健康與安全 ■ Employee Engagement 員工溝通 ▲ Quality Management 質量管理 ● Waste Management 廢棄物管理 ■ Employment and Benefits 人才招聘及員工福利 ■ Employee Training and Promotion 員工培訓及晉升 ● Use of Materials and Construction Practices 用料及施工方法 ▲ Compliant Handling 投訴處理 ■ Precautionary Measures of Child/Forced Labour 預防童工/強迫勞工 	
		Medium 中		High 高
Significance to Stakeholders 對持份者的重要性				

Our senior management team reviewed the results and key comments collected from the online survey. From management aspect, the management team not only studied the findings from the online survey, but also the industry specific ESG issues in prioritizing the issues related to stakeholders and KPIs being disclosed in this ESG Report. The materiality assessment helps us to formulate our corporate responsibility strategy and prioritise our efforts to deal with any current and new issues to be of importance to our stakeholders and our business.

我們的高級管理層團隊已審閱收集的網上問卷結果及主要意見。從管理層角度，管理層團隊在排序本環境、社會及管治報告內所披露與持份者相關之議題及關鍵績效指標時，不僅研究網上問卷結果，還考慮行業特定之環境、社會及管治議題。重要性評估有助於我們制定企業責任策略及按優先次序開展工作，以應對任何目前及新出現而對我們的持份者及業務而言屬重要的事宜。

7 ANTI-CORRUPTION 反貪污

We believe that the critical ethical principles in doing business are honesty, integrity and fairness. We rigorously obey relevant anti-corruption and anti-bribery laws and regulations, such as the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong). Moreover, we have obtained ISO 37001:2016 Anti-bribery Management Systems certification.

The Group has implemented “Anti-Bribery Policy” and “Code of Conduct” to guide employees’ practices. Also, a “Whistleblowing Policy” is available to employees and independent third parties (e.g. customers, suppliers, sub-contractors, creditors and debtors) who deal with any members of the Group to report any doubtful case of unethical or unacceptable behavior to the audit committee of the Company (the “**Audit Committee**”) anonymously. Reports and complaints will be handled in a prompt and fair manner once the Audit Committee received those cases. Under the “Whistleblowing Policy”, the reporting employee is protected against unfair dismissal, victimisation or unreasonable disciplinary action, no matter the report are proved to be incorrect or debatable.

The management is fully committed to the enforcement of our Code of Conduct and to ensuring employee knowledge and compliance. We updated and revised our “Employee Handbook” during the Reporting Period to comply with the latest operational codes, policies and procedures. We constantly work with the Independent Commission Against Corruption (“**ICAC**”) to organise training to strengthen employee awareness of ethics and anti-corruption law compliance. We have also participated in the Integrity Charter which was jointly organised by the ICAC, the Development Bureau, and the Construction Industry Council (“**CIC**”). The Integrity Charter, covering three aspects, namely integrity policy, integrity training and integrity risk management, aims to promote the implementation of integrity management system to enhance professional ethics and probity within the industry.

During the Reporting Period, no legal actions or fines related to breaches of anti-corruption were brought against the Group or its employees.

我們認為，誠實、正直及公平競爭對行商而言實屬至關重要的道德原則。我們嚴格遵守有關反貪污及反賄賂之法例及法規，如《防止賄賂條例》(香港法例第201章)等。此外，我們已取得ISO 37001:2016反賄賂管理系統認證。

本集團已實施「反賄賂政策」及「員工紀律守則」，作為員工的行為指引。此外，任何與本集團之成員有業務往來之員工以及獨立第三方(如客戶、供應商、分判商、債權人及債務人)均可通過「舉報政策」匿名向本公司審核委員會(「**審核委員會**」)報告任何涉嫌不道德或不當行為的案件。審核委員會接獲舉報及投訴情況時將迅速及公正地處理。僱員舉報者根據「舉報政策」作出適當舉報，將獲得保障免受任何不公平解僱、受害或不合理之紀律處分，不論有關舉報被證實為誤報或有爭議。

管理層全面致力於執行我們的員工紀律守則，並確保員工了解相關準則和合規。報告期內，我們更新和修訂「員工手冊」，以符合最新的操作守則、政策和程序，並不斷與廉政公署(「**廉政公署**」)合作組織培訓，加強員工的道德意識及反貪污法例的合規。我們還參與了由廉政公署、發展局及建造業議會(「**建造業議會**」)合辦的「誠」建商約章。「誠」建商約章涵蓋誠信政策、誠信培訓及誠信風險管理三個方面，旨在推動誠信管理系統的實施，提升行業職業誠信和操守。

報告期內，並無對本集團或其僱員提起與違反反貪污有關的法律訴訟或罰款。

7 ANTI-CORRUPTION 反貪污



ISO 37001:2016 – Certificate No. AB009
ISO 37001:2016 – 認證編號AB009



Integrity Charter
「誠」建商約章



Anti-corruption trainings presented by ICAC's representatives to our staffs at head office and sites
廉政公署代表為總部及工地員工舉辦反貪污培訓

8 OUR PEOPLE 我們的員工

It is important to keep our employees, sub-contractors and other affected people healthy and safe. We comply with the local laws and regulations relating to Occupational Health and Safety (“OHS”) and allot resources to provide a safe working environment and enhance employees’ career development.

HEALTH AND SAFETY

Our key health and safety policies and goals are:

- comply with legislations and international standards;
- enhance the effectiveness of the OHS management system;
- provide an effective and efficient communication system on safety management and incident reporting;
- achieve continuous improvement of OHS performance by assessing and analysing OHS risks and minimise the impacts;
- increase awareness of OHS among employees and stakeholders; and
- establish targets and programs to measure and improve OHS performance with the aim to
 - achieve zero fatal accident; and
 - keep accident frequency rate of reportable accidents below 0.60 per 100,000 man-hours worked per annum.

OHS Policy

Ensuring staff and workers’ health and safety as well as compliance with all relevant regulations and requirements are important issue. Stringent OHS measures are taken throughout our business to ensure safety.

保持我們的員工、分包商及所涉其他人員的健康和安全非常重要。我們遵守與職業健康與安全（「職安健」）相關的本地法律法規，並分配資源以提供安全的工作環境並促進員工的職業發展。

健康與安全

我們的主要健康與安全政策及目標為：

- 遵守法例及國際標準；
- 提高職安健管理系統的效率；
- 在安全管理及事故匯報方面提供一個有效及高效的溝通系統；
- 透過評估及分析職安健的風險及減低其影響來不斷改善職安健表現；
- 提高員工及持份者對職安健的意識；及
- 就計量及改善職安健表現制定目標及程序，以
 - 達致零致命事故；及
 - 保持每年每十萬工時須呈報的意外事故發生率低於0.60。

職安健政策

確保員工及工友的健康和安全以及遵守所有相關法規和要求是重要的議題。我們在整個業務過程採用嚴格的職安健措施以確保安全。

8 OUR PEOPLE

我們的員工

Our staff and workers are the most important resource to our sustainable development. The “Safety and Health Management Committee” (the “Committee”), which is chaired by an executive Director, has been set up and responsible for coordination and implementation of our health and safety policy. departmental managers, contract managers, project managers and front line supervisory staff must strictly implement the safety and health management system at site and guide their staff and workers to follow the established safety regulations and procedures. The Committee also helps our member and sub-contractors to understand our policy and abide to these policies and practices, and strive their efforts in carrying out and adhering to the safety and health management system to avoid any accident and loss. Our safety and health policy and system will be updated and reviewed at least annually in view of safety performance analysis, opinions from employees and safety check or safety review results.

A guideline called “Guidelines for the Site Safety, Environmental Protection and Health and Welfare Facilities (version 3)” was established in 2020 to enhance the implementation of the 5S (sort, set in order, shine, standardize and sustain) in our construction sites.

We promise to maintain high level of OHS performance of working environment for our people to prevent injury and illness, as well as meet all requirement of relevant legislation. Our major subsidiary, Able Engineering Company Limited, is awarded the certification of ISO45001:2018 Occupational Health & Safety Management System, which forms the basis of our safety manual.

我們的員工和工友是我們可持續發展的最重要資源。由執行董事擔任主席的「安全與健康管理委員會」(「委員會」)已告成立，負責協調和實施我們的健康與安全政策。部門經理、合同經理、項目經理及前線監督人員須嚴格執行地盤安全健康管理制並指導員工及工友遵守既定的安全規程及程序。委員會亦協助我們的成員公司和分包商了解我們的政策及遵守該等政策及做法，並努力執行和遵守安全及健康管理系統從而避免任何事故和損失。我們至少每年根據安全績效分析、員工意見以及安全檢查或安全審查結果，更新及檢討我們的安全和健康政策和制度。

我們於二零二零年建立「地盤安全環保及衛生福利設施工作指引(第三版)」，加強於建築地盤實施5S(整理(sort)、整頓(set in order)、清掃(shine)、清潔(standardize)及素養(sustain))。

我們承諾為員工提供符合職安健高標準的工作環境，以預防工傷及疾病，並符合相關法例的所有規定。我們的主要附屬公司安保工程有限公司通過ISO45001:2018職業健康及安全管理系統的認證，我們的安全手冊亦以該系統作為編製基礎。



ISO 45001-2018 – Certificate No.S002
ISO 45001-2018 – 證書編號S002

8 OUR PEOPLE 我們的員工

Below table summarised certain OHS statistics of the Group and the Construction Industry for the three years ended 31 March 2022, 2021 and 2020:

下表概述了截至二零二二年、二零二一年及二零二零年三月三十一日止三個年度，本集團及建造業的若干職安健統計數字：

	2021/22		2020/21		2019/20	
	The Group 本集團	Industry# 建造業#	The Group 本集團	Industry# 建造業#	The Group 本集團	Industry# 建造業#
Number of Work-related Fatalities (worker) 工作相關致命事件數量 (工人)	0	18	0	20	0	14
Fatality Rate (per 1,000 workers) 致命率 (每千名工人)	0	Not available* 無法取得*	0	0.185***	0	0.157****
Work-related Accidents (cases of over 3 lost days) 工傷意外宗數(停工超過三日)	27	2,516**	27	2,700	8	2,732
Work-related Accidents (total lost days) 工傷意外宗數(總損失工作日數)	9,717	Not available 無法取得	243	Not available 無法取得	1,088	Not available 無法取得
Work-related Accident Rate (per 1,000 workers) 工傷意外率(每千名工人)	28.5	Not available* 無法取得*	14.07	26.1***	6.64	29.0****
Loss Time Injuries Frequency Rate (per 100,000 hours worked) 失時工傷率(每十萬工時)	0.73	Not available 無法取得	0.38	Not available 無法取得	0.25	Not available 無法取得

* Source: OHS statistics of the construction industry from the Labour Department

* Industry statistics of year 2021 (not yet published as at the date of this report)

** Industry statistics for 1 April 2021- 31 December 2021

*** Industry statistics of year 2020

**** Industry statistics of year 2019

* 資料來源：勞工處建造業之職安健統計數字

* 二零二一年之行業統計數字(本報告日期尚未刊發)

** 二零二一年四月一日至二零二一年十二月三十一日的行業統計數字

*** 二零二零年之行業統計數字

**** 二零一九年之行業統計數字

8 OUR PEOPLE 我們的員工

We noted there were increase in work-related accidents in these years and in order to ensure the Group's contract works business meet the Group's safety standards, regular inspection and safety walks are conducted by senior management on our construction sites to verify the sufficiency and effectiveness of safety control measures.

In the event of a work-related incident, safety officer will conduct a formal inspection with relevant parties to document the matter, including its causes as well as recommendations and follow-up actions to prevent similar incidents in the future. Findings from work-related incidents will be included in the incident investigation report and communicated to the Committee during regular meetings. The Group also conducts standard and periodic safety audits to assess and verify the efficiency, effectiveness and reliability of the safety management system. The safety audit also includes action plans for improvement and submitted to the Labour Department. During the year, the Group has also arranged number of safety trainings to enhance the workers' safety awareness and knowledge.

In order to encourage our construction sites to establish good safety habits and to effectively passing on good practices, we held "Good Habits Safety Competition" in the Reporting Period. In this competition, participants from different construction sites were required to submit five "Good Habits" in the form of photos with simple text description to demonstrate good practices implemented on their respective sites for safety, environmental protection or workers' health.

我們注意到，該等年份的工程事故增加，為確保本集團合約工程業務符合本集團的安全標準，高級管理層定期對建築地盤進行視察及安全巡查，以驗證安全控制措施是否足夠及實施效果。

倘發生工程事故，安全主任將與有關各方進行正式檢查以記錄相關事件，包括事件起因及推薦意見以及後續行動，以防未來發生類似事故。工程事故調查結果將載入事故調查報告，並於例會上向委員會傳達。本集團亦進行標準化及定期安全審查，以評估及驗證安全管理系統的效率、效果及可靠性。安全審查亦包括改進行動計劃及提交予勞工處。本集團亦於年內安排多次安全培訓，提高工友的安全意識及增長知識。

為鼓勵我們的建築地盤形成良好的安全習慣及有效傳承良好實踐，於報告期間，我們舉辦「好習慣安全比賽」活動。於該比賽中，不同建築地盤的參賽選手須以圖片形式提交五個「好習慣」，並附上簡單的文字描述以展示於彼等各自地盤上為安全、環境保護或工友健康實施的良好實踐。

8 OUR PEOPLE 我們的員工

Some of the “Good Habits” recognised in the “Good Habits Safety Competition” included:

- To further enhance our safety, we introduced smartphone-controlled smart wifi interconnected smoke detectors for identifying any fire danger at construction sites to protect the health and safety of our employees and workers at all times.
- Rest shelters for workers equipped with temperature and humidity monitor and hot weather warning lights. When outdoor temperature is higher than 32 degrees, light indicators flash to remind workers to drink plenty of water or other appropriate beverages to replenish fluid and electrolytes lost and prevent heat stroke.

於「好習慣安全比賽」中獲認可的部分「好習慣」包括：

- 為進一步加強安全，我們推出智能手機控制的智能無線網絡互聯煙霧探測器以識別建築地盤上的任何火災危險，時刻保障僱員及工友的健康及安全。
- 工友休息亭，配置溫度及濕度監測器及炎熱天氣警示燈。當室外溫度高於32度時，指示燈將會閃爍，提醒工友多喝水或其他適當的飲品，以補充流失的液體和電解質及預防中暑。



Rest shelters for workers
工友休息亭

8 OUR PEOPLE

我們的員工

Anti-epidemic Measures to COVID-19

Because of the outbreak of the Coronavirus Disease 2019 (“COVID-19”), our group frequently reviewed and revised the precautionary measures implemented in head office and construction sites during the Reporting Period to protect our stakeholders’ health. The key precautionary measures implemented during the Reporting period are listed as below:

- strictly complied with the anti-pandemic regulations at all aspects of our operations, e.g. (i) conduct meetings by video conferencing or phone calls to minimize physical contacts during the severe outbreak of COVID-19; and (ii) mandatory mask wearing requirement for all staff, workers and visitors whenever they were at the Group’s premises;
- obligatory body temperature checks were required and body temperature were recorded at the entrance of our Group’s premises and declare whether he/she had been present at specified places listed in compulsory testing notice established by Centre for Health Protection during specified date and time period;
- provided disinfectant hand gel for use at the entrance of the Group’s premises;
- cleaned and disinfected our premises regularly;
- regular COVID-19 testing and report on test results were required for staff and site workers;

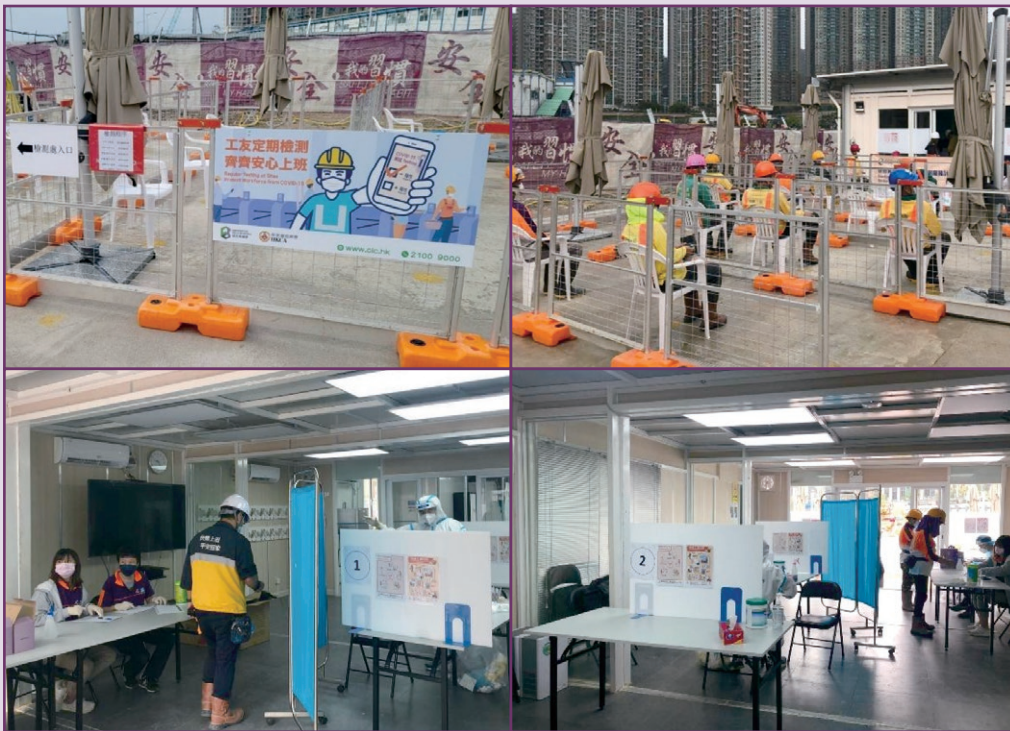
COVID-19之抗疫措施

由於2019冠狀病毒病(「COVID-19」)爆發，本集團於報告期間頻繁檢視及修訂於總部及建築地盤採取之預防措施，以保護持份者的健康。於報告期間實施之主要預防措施列舉如下：

- 於營運各方面嚴格遵從防疫規例，例如(i)在COVID-19嚴重爆發期間，通過視頻會議或電話進行會議，盡量減少身體接觸；及(ii)強制要求所有員工、工友及訪客於本集團處所範圍內配戴口罩；
- 於本集團處所範圍入口須接受強制體溫檢測、記錄體溫及申報其於指定日期及時間是否曾在衛生防護中心制定的強制檢測通知書所列明的指定地點出現；
- 於本集團處所的入口提供消毒搓手液；
- 定期對我們的處所進行清潔及消毒；
- 要求員工及地盤工友定期進行COVID-19測試及匯報測試結果；

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- provided COVID 19 rapid test kit to our staff and workers for regular testing and granted allowance to all employees for purchase of epidemic prevention products; and
- took part in the “Construction Industry COVID-19 Testing Service Scheme” to provide nucleic acid COVID-19 testing services to frontline workers and site staff with a view to saving time and resources to collect and return the specimen, facilitating mass testing.
- 向員工及工友提供COVID-19快速測試試劑盒進行常規檢測及向所有員工派發購買防疫用品之補貼；及
- 參加「建造業關愛工地防疫檢測服務計劃」，為前線工友及地盤員工提供COVID-19核酸檢測服務，省卻自行領取及交還樣本的時間及資源，便利大量測試。



Participation of “Construction Industry COVID-19 Testing Service Scheme”
參與「建造業關愛工地防疫檢測服務計劃」

8 OUR PEOPLE 我們的員工

EMPLOYMENT POLICY AND LABOUR PRACTICE

The Group focuses on the protection of the lawful rights and interests of all employee and complies with the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong), the Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong), and all related employment laws and regulations in Hong Kong. Any forms of child and forced labour are highly prohibited in our operations though we believe child and forced labour is not a major concern in Hong Kong as the basic human rights and the interest of children are well-protected by the laws and regulations in Hong Kong.

We appreciate our staff's devotion and contribution to the Group. Employees are rewarded and appreciated by their outstanding performance. We aim to provide advantageous welfare, reward and employee protection to attract and retain the talents we need. Arrangements on remuneration and basic welfare such as paid leave are implemented at a higher level than statutory requirements. Also, we provide mandatory provident fund, medical insurance, body check, study leave and study allowances to our staff. All labour related policies are communicated to employees through internal documents, such as the Employee Handbook, which will be revised under authorization of the Directors when necessary.

僱傭政策及勞工實務

本集團注重保護全體員工的合法權益。本集團嚴格遵守《僱傭條例》(香港法例第57章)、《職業安全及健康條例》(香港法例第509章)、《最低工資條例》(香港法例第608章)及香港所有有關僱傭的法例及法規。儘管我們相信基本人權和兒童權益受到香港的法律及法規的充分保障，童工及強迫勞工在香港並非重大問題，我們在營運過程中仍嚴禁任何形式的童工和強迫勞工。

我們感激員工對本集團的盡職及貢獻，並對表現出眾的員工給予表彰與獎勵。我們的目標是提供優越的福利，獎勵及員工保障，以吸引及挽留我們所需的人才。有關薪酬及基本福利(例如有薪假期)的安排，均會以高於法定規定的水平執行。我們亦有向員工提供強制性公積金、身體檢查、醫療保險、進修假期及進修補貼。所有與勞工有關的政策均透過內部文件(如員工手冊)傳達員工，在有需要的情況下會經董事授權進行修訂。

8 OUR PEOPLE 我們的員工

The Group highly prohibits any form of discrimination or harassment within our workplace. We strive to build respectful and harmonious relations among employees. We abide by the Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong), the Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong), the Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong), the Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong) and other related laws on all decisions regarding recruitment, termination, training, remuneration, promotion of employees. We will take action in case of any breach of Code of Conduct, including verbal or written warning, demotion or dismissal.

Moreover, the Group has continued to optimize its practices and daily management of employees' behavior to result a safe, healthy, equitable and comfortable working environment.

No incidents of violations of any laws and regulations related to compensation and dismissal, recruitment and promotion, rest periods, equal opportunity, diversity, anti-discrimination and other staff benefits and welfare was reported during the Reporting Period. Also, there was no reported cases of child and forced labour.

本集團絕不容許於工作場所內發生任何形式之歧視或騷擾。我們努力在員工之間建立互相尊重的和諧關係。我們於作出有關招聘、解僱、培訓、薪酬、晉升之所有決定時會遵守《性別歧視條例》(香港法例第480章)、《殘疾歧視條例》(香港法例第487章)、《家庭崗位歧視條例》(香港法例第527章)、《種族歧視條例》(香港法例第602章)及其他有關法例。另外，如有任何違反員工紀律守則的情況，我們會採取措施，包括口頭或書面警告、降級或解僱。

此外，本集團持續優化員工個人表現的常規及日常管理，旨在創造一個安全、健康、公平及舒適的工作環境。

報告期內，沒有接報違反薪酬與解僱、招聘與晉升、休息時間、平等機會、多元化、反歧視及其他員工福利及相關法律法規的事件。此外，並無童工及強迫勞動的呈報個案。

8 OUR PEOPLE 我們的員工

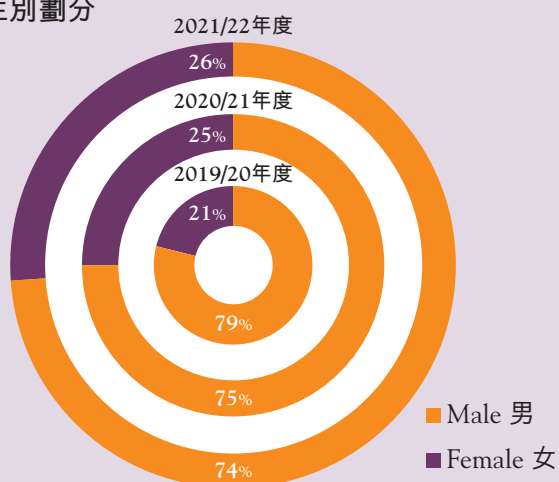
EMPLOYEE PROFILE

As at 31 March 2022, the Group had 352 employees, included 54 employees at head office and 298 employees at construction sites. All of them were full-time employees based in Hong Kong. Detailed workforce demographics are presented below:

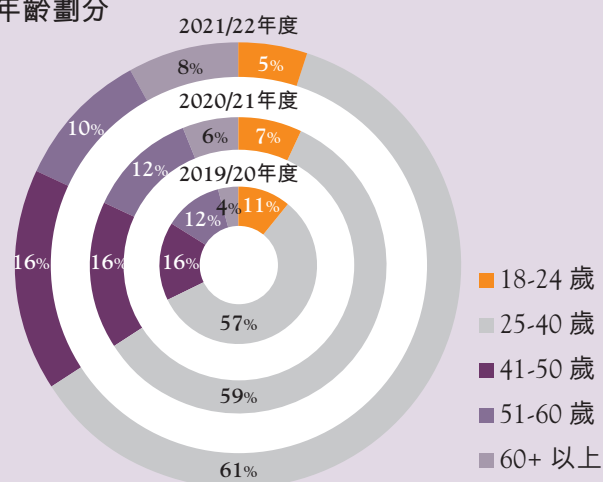
員工組成

於二零二二年三月三十一日，本集團共有352名員工，當中54名為總部員工及298名為建築地盤員工，全部為駐守香港的全職員工。詳細的員工統計數據呈列如下：

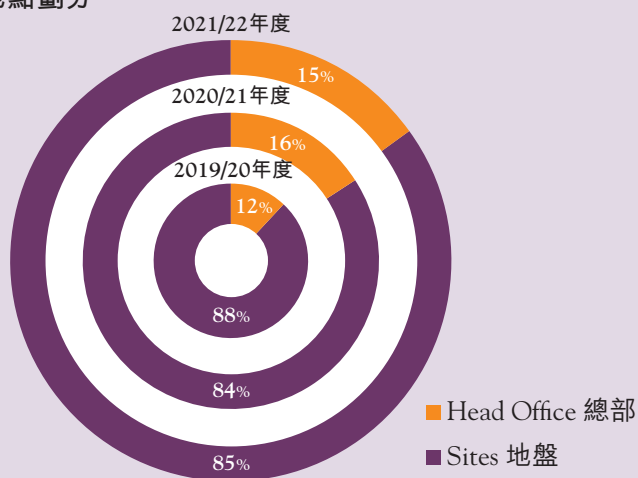
By Gender
按性別劃分



By Age
按年齡劃分



By Location
按地點劃分



8 OUR PEOPLE

我們的員工

Employee turnover rate (%) by location, gender and age group for the year ended 31 March 2022, 31 March 2021 and 31 March 2020 are listed below:

截至二零二二年三月三十一日、二零二一年三月三十一日及二零二零年三月三十一日止年度，流失率(%)載列如下(按地點、性別及年齡組別劃分)：

Turnover Rate (%) 流失率(%)	2021/22	2020/21	2019/20
By Location 按地點劃分			
Head Office 總部	42%	25%	68%
Construction Site 建築地盤	78%	77%	39%
By Gender 按性別劃分			
Male 男性	73%	72%	37%
Female 女性	71%	60%	64%
By Age 按年齡劃分			
18 – 24	200%	97%	71%
25 – 40	74%	73%	41%
41 – 50	57%	49%	34%
51 – 60	54%	51%	41%
> 60	17%	27%	27%

8 OUR PEOPLE 我們的員工

We noted there were substantial staff turnover in these years and considered it is the result of (i) simplify the organization structure; and (ii) sorting of those are the fittest and admit with our vision. We know that our employees are our important resource. We will continuously review the remuneration package and ensure it is competitive in the market. Other than the remuneration package, we also place high priority on their well-being and quality of life and encourage them to maintain a work-life balance. We used to organise diversified activities to our staff, including sports, festive events and corporate incentive travel to promote exercise, work life balance, enhance internal communication, and strengthen team cohesiveness. However, almost all indoor and most outdoor staff engagement activities were cancelled or suspended during the Reporting Period in response to government's COVID-19 restrictions on gathering.

EMPLOYEE DEVELOPMENT AND TRAINING

We encouraged our staff to take up further studies which related to the nature of their duties. A major subsidiary of the Group offers a comprehensive training scheme called "Engineering Graduate Training Scheme A", which is approved by the Hong Kong Institute of Engineers, for eligible graduates. Moreover, we provide subsidies to our employees to attend relevant training courses/seminars, including undergraduates' study, for better career development. On the health and safety aspect, interested employees were arranged to attend first aid course. The Company had also formed task groups led by assigned executive Directors to provide comprehensive and systemic training to employees from each discipline. In the Reporting Period, we arranged a number of meetings and workshops to promote our management philosophy to our employees to enhance the initiative and sense of responsibility of colleagues.

我們注意到於該等年度員工流失情況嚴重，並認為此乃由於(i)簡化組織架構；及(ii)找出最優秀及認同我們願景的員工。我們深知員工是我們的重要資源。我們將持續檢討薪酬待遇，確保其於市場上具有競爭力。除薪酬待遇外，我們亦高度重視彼等的福祉和生活質量，並鼓勵彼等保持工作與生活的平衡。我們曾為員工組織多元化的活動，包括體育活動、節日活動及公司獎勵旅遊，以促進鍛煉、工作生活平衡，加強內部溝通，增強團隊凝聚力。然而，為遵守政府因應COVID-19所作出聚集限制，報告期內幾乎所有室內及大多數室外員工參與活動均被取消或暫停。

員工發展及培訓

我們鼓勵所有員工參加與彼等工作性質有關的進修。本集團一家主要附屬公司為合資格畢業生提供名為「工程畢業生培訓計劃A」的全面培訓計劃，該計劃獲香港工程師學會認可。此外，我們資助員工參加相關培訓課程／研討會，包括學士課程，以備更好的職業發展。就健康與安全方面，本集團亦為有興趣員工安排急救課程。本公司亦成立了由指定執行董事為首的不同工作小組，為各部門員工提供更加全面及系統性的培訓。於報告期間，我們安排多場會議及工坊，向員工宣傳我們的管理理念，增強同事的主動性和責任感。

8 OUR PEOPLE 我們的員工

During the Reporting Period, although facing a big challenge in organising training courses and factory visits due to the outbreak of COVID-19 pandemic and regulations imposed on group gathering, the Company have elevated e-training, recording a total of 1,232 hours of training to our employees at head office and sites, an increase of approximately 31% compared with last year. Through different training programmes and activities, we strive to provide employees with a caring and comfortable working environment, thus safeguarding their health and well-being.

Details of these internal training courses organised by the Group during the Reporting Period are listed below:

報告期內，儘管由於COVID-19疫情的爆發和對團體聚集的規定，在組織培訓課程及工廠參觀方面面臨巨大挑戰，本公司已提升網上培訓，總部及地盤員工培訓共計1,232小時，同比增長約31%。通過不同的培訓課程及活動，我們著力提供一個關愛和舒適的工作環境，從而保障員工的健康和福祉。

報告期內由本集團組織的該等內部培訓課程詳情載列如下：

Month 月份	Topic of Internal Training Course 內部培訓課程主題
April 2021 二零二一年四月	Bored Pile Construction 鑽孔樁施工
April – May 2021 二零二一年四月至五月	ICAC Talk (5 times) 廉政公署講座(5次)
August 2021 二零二一年八月	Introduction to Building 建築簡介
September 2021 二零二一年九月	Staff Development (2 times) 員工發展(2次)
October 2021 二零二一年十月	Offsite Mock-up 場外模擬
March 2022 二零二二年三月	Safety Apps 安全應用程序
April 2021 – March 2022 二零二一年四月至二零二二年三月	On-going Safety Trainings 持續安全培訓

8 OUR PEOPLE

我們的員工

The average training hours completed per employee by gender, location and work grade are as follows: 每名員工完成的平均培訓時數如下(按性別、地點及工作職級劃分):

Average Training Hours (hours/employees at the end of the respective Reporting Periods) 平均培訓時數(於各報告期末, 小時/員工)	2021/22	2020/21	2019/20
By Gender 按性別劃分			
Male 男性	3.44	2.70	12.36
Female 女性	3.75	3.27	11.98
By Location 按地點劃分			
Head Office 總部	1.32	1.17	3.41
Construction Sites 建築地盤	3.90	3.15	13.48
By Work Grade 按工作職級劃分			
Entry Level 初級	4.14	3.00	13.91
Middle Level 中階	4.32	3.41	10.42
Senior Level 資深	1.33	1.86	11.99

8 OUR PEOPLE 我們的員工

In addition, percentage of employees trained by gender, location and by work grade are as follow: 此外，受訓員工的百分比如下(按性別、地點及工作職級劃分)：

Percentage of Employees Trained 受訓員工之百分比	2021/22	2020/21	2019/20
By Gender 按性別劃分			
Male 男性	71.43%	77.73%	80.68%
Female 女性	67.03%	73.49%	54.17%
By Location 按地點劃分			
Head Office 總部	90.38%	73.08%	60.00%
Construction Sites 建築地盤	79.87%	77.34%	77.03%
By Work Grade 按工作職級劃分			
Entry Level 初級	93.60%	49.57%	50.59%
Middle Level 中階	65.96%	34.58%	30.81%
Senior Level 資深	27.38%	15.85%	18.60%

9 THE ENVIRONMENT

環境

ENVIRONMENT AND NATURAL RESOURCES

As a responsible contractor in Hong Kong, we understand that it is our mission to protect the environment and conserve resources. We have put relevant policies and procedural manuals in place, like environmental management policy and waste management guide. Great efforts are made to comply with all relevant environmental laws and regulations. Green operation, resource conservation, low carbon and environmental protection are our principles to manage the Group's daily operations and project sites. Meanwhile, we are dedicated to get those innovative environmental protection concepts across to our customers, suppliers and subcontractors, to achieve natural resource protection.

STRATEGY AND MANAGEMENT POLICIES OVERVIEW

Construction activities consume a large amount of human and natural resources which probably cause a huge amount of pollution in our daily operations. Therefore we struggle for building a green future by operating our business in a manner that embraces environmental sustainability and are committed to reduce the environmental impact of our activities. We comply with tight regulatory standards and internal guidelines to enhance our efforts in resource conservation, emission reduction, and green building developments in Hong Kong. We focus on reducing the adverse effect of our operations on the environment by lowering greenhouse gas emission, air pollution, noise pollution, energy and water consumption and waste during our daily operations.

We manage our environmental responsibilities in an organized manner and contribute to the achievement of environmental sustainability. To comply with ISO 14001:2015 Environmental Management Systems, we have established an environmental management plan to deal with the full scope of our environmental impacts. All policies and procedures are ensured to be implemented and reviewed by the Environmental Management Committee which is led by our executive Directors. Regular committee meetings are held to gather the perspectives of environmental supervisors, foremen and site agents along every project stage. Monthly environmental reports with organized monitoring and performance evaluation are submitted to the committee.

環境與自然資源

作為香港負責任的承建商，我們了解保護環境及節約資源是我們的使命。我們制定了相關政策及程序手冊，例如環境管理政策及廢物管理指引。我們做出巨大努力遵守所有相關環境法律及規例。綠色營運、節約資源、低碳排放及環境保護為指導本集團之日常營運及管理工地的原則。我們同時致力於將該等創新環保概念傳達予客戶、供應商及分判商，以共同保護自然資源。

策略及管理政策概覽

建造活動耗用大量人力及自然資源，導致我們日常營運可能產生大量污染。因此我們通過以促進環境可持續發展的方式經營業務，為建設綠色未來而努力，並致力減少我們的活動對環境的影響。我們遵守嚴格的規管標準及內部指引，以加強我們於香港節約資源、減少排放及進行綠色建築發展的工作。我們專注於日常營運中減少溫室氣體排放、空氣污染、噪音污染、能源及水資源使用及廢棄物，以達致減少經營對環境的不利影響。

我們系統性管理我們的環境責任並為環境可持續性作出貢獻。為遵守ISO 14001:2015環境管理系統，我們已制定環境管理計劃全面檢視我們對環境的影響。由執行董事領導的環境管理委員會將確保實施及檢視所有政策及程序。環境管理委員會於項目每個階段定期召開會議，以收集環境監督人員、地盤管工和地盤代表的想法。透過每月提交予委員會的環境報告，委員會作出系統性的監察及表現評估。

9 THE ENVIRONMENT 環境

A set of latest Energy Management System (the “EnMS”) was introduced to improve our energy efficiency to reduce environmental damage in our operation, as well as in accordance with ISO 50001:2018 Energy Management Systems standard. The System is established to guarantee all substantial energy used for the Groups’ operations and activities are being rigorously governed.

我們按照ISO 50001:2018能源管理系統的標準推出一套最新的能源管理系統(「EnMS」)，以提升能源效能及減低業務經營中的環境損壞。該系統旨在保證所有在本集團營運及活動產生的重大能源使用均受到嚴格規管。



ISO 14001:2015 – Certificate No. E004
ISO 14001:2015 – 認證編號 E004



ISO 50001:2018 – Certificate No. EN001
ISO 50001:2018 – 認證編號 EN001

During the Reporting Period, there was no environmental non-compliance throughout our operations that would have a critical impact on the environment.

於報告期間內，於整個營運過程中並無任何對環境有重大影響的環境不合規事件。

GREENHOUSE GAS (“GHG”) EMISSION

We promise to take sustainable and long-term actions to control the carbon footprint of our daily operations. This ESG Report aims attention at GHG emissions of CO₂e (CO₂, CH₄ and N₂O) including both direct “Scope 1” emissions (i.e., direct emissions from operations that are owned or controlled by the Group) and indirect “Scope 2” emissions (i.e., emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam (if any) consumed within the Group).

溫室氣體(「溫室氣體」)排放

我們承諾採取可持續發展的長期行動來控制日常營運的碳足跡。本環境、社會及管治報告旨在重點關注二氧化碳當量(二氧化碳、甲烷及一氧化二氮)的溫室氣體排放，當中包括直接「範圍一」的排放(即由本集團擁有或控制的業務的直接排放)及間接「範圍二」的排放(即由本集團購買或獲得的電力、供暖、製冷及蒸汽(如有)產生的排放)。

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During the Reporting Period, the GHG emission of the Group is listed in the table below:

本集團於報告期間內的溫室氣體排放情況於下表列示：

GHG emissions 溫室氣體排放	Unit 單位	2021/22	2020/21	2019/20
Nitrogen Oxides (NO _x) 氮氧化物	Tonnes 噸	0.0137	0.0516	0.1723
Sulphur Oxides (SO _x) 硫氧化物	Tonnes 噸	0.0007	0.0162	0.0024
Carbon Dioxide (CO ₂) 二氧化碳				
Direct (Scope 1) 直接(範圍一)	Tonnes 噸	1,672.79	3,029.57	1,868.15
Indirect (Scope 2) 間接(範圍二)	Tonnes 噸	1,895.47	1,465.62	1,215.05
Total 總計	Tonnes 噸	3,568.26	4,495.19	3,083.20
Revenue 收入	HK\$'million 百萬港元	5,577.51	3,705.24	1,547.84
CO ₂ Emissions Intensity 二氧化碳排放強度	Tonnes per HK\$'million revenue 噸(每百萬港元收入)	0.64	1.21	1.99

We achieved continuous reduction in the CO₂ emissions intensity. The CO₂ emissions intensity stood at 0.64, 1.21 and 1.99 at 2021/22, 2020/21 and 2019/20, respectively, representing a reduction of 47.1% during the year compared to 2020/21.

我們實現二氧化碳排放強度持續下降。於2021/22年度、2020/21年度及2019/20年度，二氧化碳排放強度分別為0.64、1.21及1.99，年內較2020/21年度下降47.1%。

9 THE ENVIRONMENT

環境

WASTE MANAGEMENT

In the Reporting Period, we continue to face the challenge of reducing waste as construction industry usually involves massive works that produce a significant amount of waste. Therefore, effective waste management is important to conserve resources and reduce construction waste. Timber, metal, packaging paper and plastic are recyclable material which are commonly found in non-hazardous waste; broken concrete debris, tiles and bricks which can be used and filling material are common non-hazardous inert waste; while common hazardous waste generated from construction site comprise non-rechargeable battery, leftover paints, solvent, aerosol cans, asbestos, paint thinners, striping paint, contaminated containers, etc..

We implement the “Seven R’s” as our waste management strategy in all construction projects, which are Refuse, Reduce, Reuse, Replace, Recycle, Reward and Review. In order to reduce the amount of waste generated, we imposed a strict review on the material required for our projects so as to avoid unnecessary waste generated.

廢棄物管理

報告期間，我們仍面對減少廢棄物的挑戰，而建造業通常涉及會產生大量廢棄物的龐大工程。因此，有效的廢棄物管理對保護資源及減少建築廢棄物是很重要。木材、金屬、包裝紙及塑料乃無害廢棄物中常見的可回收物料；可使用的破碎混凝土碎片、瓷磚及磚塊以及填充材料為常見的無害惰性廢棄物，而建築地盤產生的常見有害廢棄物包括不可充電電池、剩餘油漆、溶劑、氣溶膠罐、石棉、油漆稀釋劑、脫漆劑、受污染的容器等。

我們在所有建築項目中採用「7Rs」(拒絕、減少、重用、替代、回收、獎勵、檢討)廢棄物管理策略。為減少產生的廢物量，我們就項目所需的物料實施嚴格審查，以避免產生不必要的廢棄物。

9 THE ENVIRONMENT

環境

Summary of key steps taken to achieve waste reduction target: 為實現廢棄物減少目標而採取的主要措施概述：

- provide adequate space for setting up;
 - set up in house rules regarding compulsory waste reduction and separation;
 - set up monthly maximum allowable limit for generation of waste;
 - educate all workers to sort our reusable and recyclable materials;
 - assign enough manpower and impose strict censorship on all waste sorting and collection points; and
 - use water purifiers in the Group to provide safer and healthier water without resorting to single-use plastic bottles.
- 為設立物料回收區提供足夠的空間；
 - 建立有關強制廢棄物減少及分類的內部規則；
 - 設立每月產生廢棄物的最高可接受上限；
 - 教育全體員工將可重複使用及回收的物料進行分類；
 - 分配足夠人力及對所有廢物分類及收集點進行嚴格審查；及
 - 在本集團內使用淨水器，以提供更安全健康的飲用水，而不用消費一次性塑料瓶裝水。



Set up large water dispensers to provide workers with cold and clean drinking water. Stop using bottled distilled water to minimize carbon footprint created in the production and transportation of drinking water and enhance the environmental protection culture of the construction site.

設置大型飲水機，為工友提供乾淨的飲用冷水。不再使用瓶裝蒸餾水，盡量減少飲用水生產及運輸過程中產生的碳足跡及提升建築地盤的環保文化。

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Table below shows details of the waste generated by the Group during the Reporting Period.

下表列示本集團於報告期間所產生的廢棄物之詳情。

Wastes 廢棄物	Unit 單位	2021/22	2020/21	2019/20
Hazardous Waste 有害廢棄物	Tonnes 噸	0.13	0.18	0.08
Non-Hazardous Waste 無害廢棄物	Tonnes 噸	18,584.54	20,722.55	5,870.26
Inert Construction Waste (Public Fill) 惰性建築廢棄物(公眾填料)	Tonnes 噸	238,742.70	234,609.87	178,217.80
Revenue 收入	HK\$'million 百萬港元	5,577.51	3,705.24	1,547.84
Hazardous Waste Intensity 有害廢棄物強度	Tonnes per HK\$'million revenue 噸(每百萬港元收入)	0.00002	0.00005	0.00005
Non-hazardous Waste Intensity 無害廢棄物強度	Tonnes per HK\$'million revenue 噸(每百萬港元收入)	3.33	5.59	3.79
Inert Construction Waste (Public Fill) Intensity 惰性建築廢棄物(公眾填料)強度	Tonnes per HK\$'million revenue 噸(每百萬港元收入)	42.80	63.32	115.14

The trend of reducing inert construction waste (public fill) in our sites is in the right direction and the inert construction waste (public fill) intensity stood at 42.80, 63.32 and 115.14 at 2021/22, 2020/21 and 2019/20 respectively, representing a reduction of 32.4% during the year compared to 2020/21.

我們地盤上惰性建築廢棄物(公眾填料)減少的趨勢發展良好，以及於2021/22年度、2020/21年度及2019/20年度，惰性建築廢棄物(公眾填料)強度分別為42.80、63.32及115.14，年內較2020/21年度下降32.4%。

Waste Recycling

The remarkable success of the recycling programmes provides a framework for the Group's recycling policies and procedures. A target of 30% recycle rate was set for each construction site. The recycling performances of different construction sites were checked and reviewed in the periodic management meetings.

廢棄物回收

回收計劃的顯著成功為本集團的回收政策及程序提供框架。我們為每一個建築地盤設定30%的回收率目標。我們會於定期管理層會議上檢查及審視不同建築地盤的回收表現。

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Making Waste Separation More Convenient

To make on-site waste separation more convenient, the Group has provided waste separation facilities such as waste sorting stations in conventional floors and centralized collection points. We carried out a comprehensive recycling and classification system. We abandon use of traditional garbage chute at sites. All the waste garbage is sorted at waste sorting stations at each typical floor and transport to central recyclable waste sorting and collection station at ground floor by using hoisting machine. This practice can improve the quantity and quality of recyclables collected and cut down the amount of waste disposed.

使廢棄物分類更方便

為方便現場廢棄物分類，本集團提供廢棄物分類設施，例如於常規樓層及中央回收點設立廢物分類站。我們實行全面的回收分類制度。我們於工地上不再使用傳統的垃圾槽。所有廢棄物垃圾於各指定樓層的廢物分類站分類並使用吊機運輸至底層的中央回收廢棄物分類及收集站。該做法可提高可回收物的數量和質素及減少廢棄物棄置量。



Waste Sorting Stations
廢物分類站

Apart from waste sorting stations, we used different colors of nylon bags to collect different recyclable materials. This improved the quality of used materials collected and enhanced the effectiveness in handling the materials for further recycling procedure.

Food Waste Recycling

Food waste is the largest category of municipal solid waste disposed of at landfills in Hong Kong. The practice of disposing food waste at landfills is not sustainable and is environmentally undesirable as it depletes the limited landfill space, create odour nuisance and generates landfill gases.

除廢物分類站外，我們使用不同顏色的尼龍袋以收集不同可回收物料。此措施能改善收回之已使用物料的質素及提高處理物料以進行其他回收過程的效率。

廚餘垃圾回收

在香港，廚餘是堆填區棄置中的最大都市固體廢物類別。由於廚餘耗用有限的堆填區空間、產生惡臭並產生堆填區氣體，故於堆填區處理廚餘的做法不可持續且對環境不利。

9 THE ENVIRONMENT 環境

We have provided lunch for more than 600 workers which generates a great amount of food waste daily. To tackle the challenge, we has been cooperating with a company engaged in systematic food waste recycling services to recycle those food wastes generated in the site. During the Reporting Period, we collected food waste of 50,322 kg. Collected food waste was sorted manually and most of them be processed by food waste processing machine for cutting, grinding and drying. Powdered food waste was then added with nutrients and other ingrediates to become fish feed. Around 70% to 80% of food waste collected can be successfully transformed into fish feed. Remaining food waste that cannot be processed will be delivered to Organic Resources Recovery Center at Siu Ho Wan for further treatment. This practice not only is a sustainable treatment of food waste, but also improves hygiene of the construction site.

我們為600多名工友提供午餐，因而每日產生大量廚餘。為應對難題，我們與一間從事系統性廚餘回收服務的公司合作，以回收建築地盤產生的該等廚餘。於報告期間，我們共收集了50,322公斤的廚餘。廚餘收集後進行人工分類，而大部分被運送至廚餘處理器進行切割、研磨及乾燥進行加工。然後將粉末狀的廚餘添加營養成分及其他成分製成魚糧。收集到的廚餘中約70%至80%可成功轉變為魚糧。剩餘無法處理的廚餘將運送至小蠔灣的有機資源回收中心進行進一步處理。這做法不僅為廚餘的可持續發展處理，亦可改善建築地盤的衛生狀況。



Covered food waste collection bins
帶蓋廚餘收集桶



Sorting and processing food waste to fish feed
收集廚餘並加工為魚糧



Promotion of Food Waste Recycling on notice board
在公告板推廣廚餘回收

9 THE ENVIRONMENT

環境

USE OF RESOURCES

A complete set of resource management strategies has been formed to ensure all major resource use resulting from the Group's operations and activities are controlled. An *Energy Manual*, including our energy procedures, energy operational control procedures and other related guidance notes, has been established and carried out to help the Group achieve current objectives and targets for further improvement.

Energy

The Group's daily office operation and construction activities source energy from petrol, diesel and purchased electricity. We highly value energy consumption. Therefore, we have assigned a management representative with relevant skills to ensure the EnMS is undergoing, maintained and continually improved to report on the energy performance of different construction sites and to increase the awareness of our staff about our energy policy and objectives.

Energy saving target for temporary facilities at sites such as temporary lighting system, rest area, office and temporary toilet is 2-10%, comparing with the baseline design without energy saving plan and device; while for permanent facilities, the energy consumption of all applicable projects shall follow the guidelines of Hong Kong Green Building Council's BEAM Plus*, with reduction of CO₂ emissions or annual energy consumption by 3% to 20% respectively.

* BEAM Plus offers a comprehensive set of performance criteria for a wide range of sustainability issues relating to the planning, design, construction, commissioning, fitting out, management, operation and maintenance of a building. By providing a fair and objective assessment of a building's overall performance throughout its life cycle, BEAM Plus enables organisations and companies of all sizes to demonstrate their commitment to sustainable development.

資源使用

我們已制定一套完整的資源管理策略，確保因本集團經營活動時使用的所有重大資源有所控制。我們亦制定及實施能源手冊（包括我們的能源程序、能源操作控制程序及其他相關指導說明），以幫助本集團實現現時目標和進一步改進的目標。

能源

本集團日常辦公室營運及建築活動的能源來自汽油和柴油及購買的電力。我們高度重視能源消耗。因此，我們委派了一名具備相關技能的管理代表，確保能源管理系統得到實施、維護和持續改進，從而就不同建築工地的能源績效作出報告並提高員工對能源政策和目標的意識。

與沒有節能計劃和裝置的基線設計相比，臨時照明系統、休息區、辦公室、臨時衛生間等地盤臨時設施的節目標為2-10%；而對於永久性設施，所有適用項目的能源消耗均應遵循香港綠色建築協會的綠建環評的指引，二氧化碳排放量或每年能源消耗量分別減少3%至20%。

* 綠建環評就建築物在規劃、設計、施工、調試、裝修、管理、運作及維修中各範疇的可持續性，訂立了一套全面的表現準則。通過對建築物整個生命週期內的整體性能進行公平客觀的評估，綠建環評令不同規模的組織及公司能夠展示彼等對可持續發展的承諾。

9 THE ENVIRONMENT 環境

During the Reporting Period, we have taken the following key steps to achieve energy saving target:

- establish an inspection system for common areas and practice energy conservation;
- conduct energy audit for all offices;
- set computers, photocopiers and printers in energy saving mode;
- avoid unnecessary energy consumption by switching off idle lighting and air-conditioning after normal operating hours;
- carry out regular maintenance on office equipment, e.g. remove obstructions at air inlets and outlets and ventilation and clean the dust filters regularly;
- use energy efficient lighting devices, e.g. install motion sensors/timer to automatically switch on and off the lighting in site areas with low traffic flow;
- apply solar film on windows to reduce direct sunlight and the demand for air conditioning and install weather strips on door and around to prevent air from escaping; and
- use of renewable energy.

於報告期間，我們已採取下列主要措施以實現節能目標：

- 建立公共區域巡查制度，踐行節能減排；
- 為所有辦公室進行的能源審計；
- 將電腦、複印機和打印機設置為節能模式；
- 在正常工作時間後關閉閒置的照明和空調，避免不必要的能源消耗；
- 對辦公設備進行定期維護，例如清除通風進風口和出風口的障礙物，並定期清潔濾塵器；
- 使用節能照明設備，例如於地盤使用率較低的區域安裝動態感應器／定時器以使自動開關照明；
- 在窗戶上貼太陽膜以減少陽光直射和對空調的需求及在門及周圍安裝密封條以防止空氣排出；及
- 使用可再生能源。

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The direct and indirect energy consumption of the Group during the Reporting Period is listed as follows:

本集團於報告期間的直接及間接能源消耗列示如下：

	Unit 單位	2021/22	2020/21	2019/20
Purchased Electricity 外購電力	kWh 千瓦時	3,216,204	2,195,219	1,837,591
Petrol 汽油	Litre 公升	20,618	24,176	32,610
Diesel 柴油	Litre 公升	617,681	1,124,217	679,127
LPG 液化石油氣	Litre 公升	–	–	–
Total Energy Consumption 能源消耗總量	GJ 千兆焦耳	34,352	50,105	32,697
Revenue 收入	HK\$'million 百萬港元	5,577.51	3,705.24	1,547.84
Energy Consumption Intensity 能源消耗強度	GJ per HK\$'million revenue 千兆焦耳 (每百萬港元收入)	6.16	13.52	21.12

Our sites greatly reduce the use of energy. The energy consumption intensity stood at 6.16, 13.52 and 21.12 at 2021/22, 2020/21 and 2019/20 respectively, representing a reduction of 54.44% during the year compared to 2020/21.

我們的地盤大幅減少能源的使用。於2021/22年度、2020/21年度及2019/20年度，能源消耗強度分別為6.16、13.52及21.12，年內較2020/21年度下降54.44%。

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Water

The Group adopted following key steps to conserve water in our operations to contribute to global water conservation:

- install rainwater collection facilities to save rainwater for cleaning and dust-prevention purposes
- water recycling from wastewater treatment plant for dust suppression/wheel washing/haul road cleaning
- install water-efficient taps (e.g. sensor or auto-shutoff faucet) to use less water
- install low flush toilets or dual flushing cistern
- provide water usage guidelines in construction sites
- encourage staff to save water by posting water saving tips in rest room and pantry

During the Reporting Period, the Group has no issues in sourcing water.

Water consumption during the Reporting Period is summarized in the following table:

水資源

本集團採納以下主要措施節約營運所用水資源，為全球的節約用水作出貢獻：

- 安裝雨水收集設施以節省雨水用於清潔及防塵目的
- 從污水處理廠回收水資源，用於抑塵／清洗車輪／運料道路清洗
- 安裝節水水龍頭(如感應式或自動關閉水龍頭)，減少用水量
- 安裝低量沖水馬桶或雙掣式沖廁
- 在建築地盤提供用水指引
- 在洗手間及茶水間張貼節水提示，鼓勵員工節約用水

於報告期間，本集團概無有關求取水源問題。

於報告期間的耗水量於下表概述：

	Unit 單位	2021/22	2020/21	2019/20
Water Consumption 耗水量	M ³ 立方米	241,693	118,773	48,465
Revenue 收入	HK\$'million 百萬港元	5,577.51	3,705.24	1,547.84
Water Intensity 耗水強度	M ³ per HK\$'million revenue 立方米 (每百萬港元收入)	43.33	32.05	31.31

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The increase in the water consumption intensity is mainly due to two construction projects were in the stage of plastering works during the Reporting Period that such task required the consumption of large amount of water. During the Reporting Period, we have set a target of reducing total water usage per project by 10% and we will strictly enforce the above water conservation practices and ensure the target could be achieved.

CLIMATE CHANGE

The Group recognises climate change is a great challenge for businesses, society and individuals. We have made continuous efforts to assess climate impacts on our operational resilience while proactively managing climate risks and considering ways to capture opportunities. We are promising to reduce carbon emission, avoid environmental impacts and conserve natural resources. As outlined in our Environmental Policy, we strive to manage climate risks across our business operations and develop mitigation, adaptation and resilience strategies in line with on-site practices.

耗水強度上升主要由於報告期間兩個建造項目處於泥水抹灰工程階段，需水量大。報告期間，我們已設定將每個項目的總用水量減少10%的目標，且我們將嚴格執行上述節約用水做法並確保達致目標。

氣候變化

本集團深知氣候變化對企業、社會及個人而言實屬重大挑戰。我們持續努力評估氣候對我們業務韌性的影響，同時積極管理氣候風險，並考慮如何把握機遇。我們承諾減少碳排放，避免環境影響及善用自然資源。正如我們的環境政策所概述，我們在業務運營過程中努力管理氣候風險，並根據實地實踐制定減緩、適應及應變策略。

9 THE ENVIRONMENT 環境


We have identified climate risks/opportunities, potential business impacts and our resilience strategy as below:

我們已識別氣候風險／機遇、潛在業務影響及應對策略如下：

Climate-related risks/opportunities 氣候相關風險／機遇	Potential business impacts 潛在業務影響	Resilience of our strategy 策略的應對能力
<p>Extreme weather such as strong typhoons and heavy rain 強颱風及暴雨等極端天氣</p>	<ul style="list-style-type: none"> • Project delay due to extreme weather 項目因極端天氣而延期 • Worker safety such as strong wind conditions may result in injury due to falling or being hit by construction debris 工友安全，如在強風情況下可能導致工友因墜落或被建築瓦片擊中而受傷 • Increase costs due to floods or damage of structures and facilities 因結構及設施浸水或損壞而導致成本上漲 • Additional insurance coverage to manage risks to assets or employees 購買額外保險來管理資產或僱員風險 	<ul style="list-style-type: none"> • Undertake precautionary measures during typhoon season and make advance notice to all employees and workers 在颱風季節採取預防措施，並提前通知所有僱員及工友 • Give directions on preventive measures and operational procedures for typhoon season 對預防措施及操作程序進行指導
<p>Increase in average temperature 平均溫度升高</p>	<ul style="list-style-type: none"> • Project delay due to worker heat stroke and related work injuries 項目因工友中暑和相關工傷而延期 	<ul style="list-style-type: none"> • Promote use of energy-efficient cooling systems 推廣使用節能製冷系統 • Install energy saving fans with high air volume 安裝節能型大風量風扇

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Climate-related risks/opportunities 氣候相關風險／機遇	Potential business impacts 潛在業務影響	Resilience of our strategy 策略的應對能力
<p>Higher requirements and regulations on building energy efficiency and green building standards 對建築節能及綠色建築標準提出的更高要求及法規</p>	<ul style="list-style-type: none"> • Increase cost in procurement of energy-efficient equipment 增加採購節能設備的成本 • Increase risks of non-compliance with the requirements of building standards 增加違反建築標準要求的風險 	<ul style="list-style-type: none"> • Incorporate green building and renewable energy installations in our new construction projects, such as the zero-carbon roof with solar energy panels 在我們的新建築項目中加入綠色建築及可再生能源裝置，例如裝有太陽能板的零碳屋頂 • Adopt power supply of Modular Integrated Construction (MIC) site office and Internet of Things (IoT) sensors on sites 在工地採用組裝合成工地(MIC)辦事處及物聯網(IoT)感應器供應電力 

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Climate-related risks/opportunities 氣候相關風險／機遇	Potential business impacts 潛在業務影響	Resilience of our strategy 策略的應對能力
<p>Higher market demand on resource efficiency 市場對資源效率的需求增加</p>	<ul style="list-style-type: none"> • May reduce operating costs in long run due to resource conservation 節約資源長遠而言可降低運營成本 	<ul style="list-style-type: none"> • Introduce environmentally-friendly and eco-friendly practices to the supply chain through emphasizing our green procurement requirements 通過強調我們的綠色採購要求，在供應鏈中引入環保及生態友好的做法 • Use of materials manufactured within 800km from site as possible 盡可能使用距離工地800公里範圍內生產的材料 • Use of prefabricated building elements 使用預製建築部件 • Application of modular and standardized building design 應用模塊化及標準化建築設計 • Implement measures of energy efficiency 實施節能措施 • Virgin forest products are not used for temporary works during construction 施工中的臨時工程不得使用原始森林產品

10 THE VALUE CHAIN 價值鏈

MANAGEMENT OF SUPPLY CHAIN

In order to maintain the highest quality standard of all our projects, we have implemented strict quality control of construction progress, managed sub-contractors and suppliers and adopting new technologies. We have close communication with our suppliers and sub-contractors to fulfil all requirements specified in contracts and smoothen our business operation. Half-yearly review is conducted on the performance of our suppliers and sub-contractors to make sure their performance can meet our requirement in quality, environmental and safety. The procurement department will select the sub-contractors and suppliers according to the result of half-yearly review. During the reporting period, the Group had cooperated with approximately 300 suppliers and sub-contractors which are located in Hong Kong.

Guidelines and trainings, covering environmental management policy and health and safety requirements, were provided to our sub-contractors. We expected our suppliers and sub-contractors fully understood our ESG practices and policies.

INNOVATION

The Group respects and commits to protect the intellectual property rights throughout its course of operation by adhere the “IP Laws of the Hong Kong SAR”. At the same time, we also commit to develop innovative technology to improve work efficiency, enhance work quality, protect environment and develop competitive advantage over our contestant.

RFID Anti-Collision System

Collision between equipment (including vehicles) and workers is one of the most serious incidents on construction site which may result in fatality. The Group applied radio frequency identification (“RFID”) technology to prevention of collision accidents associated with heavy equipment at construction sites. The system is developed to prevent site accidents causing material damage or personal injury due to collision between equipment and workers at blind spots of operator of the equipment. When any moving heavy equipment approaches a personnel who is equipped with the RFID tag, the system can detect risks and trigger visual and audio alarm to remind the operator to stop the equipment immediately.

供應鏈管理

為維持我們所有項目的最高質量標準，我們對工程進度實施嚴格的質量控制、管理分包商及供應商以及採用新技術。我們會與供應商及分包商密切溝通，以符合合約訂明的所有要求及順利開展業務運營。我們會每半年審閱供應商及分包商的表現，以確保其表現能夠達到我們在質量、環境及安全方面的要求。採購部將根據半年審閱結果挑選分包商及供應商。於報告期間，本集團已與位於香港的約300名供應商及分包商進行合作。

我們向分包商提供指引及培訓，涵蓋環境管理政策及健康與安全規定。我們期望供應商及分包商充分了解我們的環境、社會及管治措施及政策。

創新

本集團重視及致力於通過遵守《香港特別行政區知識產權法》來在業務過程中保護知識產權。同時，我們亦致力於開發創新技術，以提高工作效率、提升工作質量、保護環境及確立對我們競爭者的競爭優勢。

RFID防撞系統

設備(包括車輛)與工友發生碰撞是施工現場最嚴重的事故之一，可能導致死亡。本集團應用射頻識別(「RFID」)技術，預防建築地盤與重型設備有關的碰撞事故。該系統旨在預防因運行設備時設備與工友盲區間碰撞而導致的地盤重大損害或人身傷害事故。當任何移動的重型設備接近安裝RFID標籤的人員時，系統能檢測風險並觸發視覺和音頻警報，提醒操作員立即停止設備。

10 THE VALUE CHAIN 價值鏈

Retractable Noise Barriers

Use retractable noise barriers which can be easily installed and removed and take up minimal space.

可伸縮隔音屏障

使用可伸縮的隔音屏障，易於安裝及移除，佔用的空間極小。



Retractable Noise Barriers
可伸縮隔音屏障

Smart Locks

New smart locks being used in temporary electrical control panel on sites which allows authorized persons (such as registered electricians) to unlock/lock with a mobile app.

智能鎖

推出新型智能鎖，用於地盤上的臨時電氣控制面板，可讓授權人士(例如註冊電工)在移動app上開鎖/解鎖。



Smart Locks
智能鎖



IoT Smart Environmental Monitoring System

During the Reporting Period, the Group continued to adopt “IoT Smart Environmental Monitoring System”, which involved installation of noise and dust IoT sensors, in our construction sites to monitor our environmental performance during operation. Noise level and particular matter concentration in air are measured and stored at cloud-based platform. When there is exceedance of preset standards, alert would be issued. This system enhances the effectiveness and efficiency in managing the impact of our operations to the environment.

物聯網智慧環境監測系統

報告期間，本集團繼續採納「物聯網智慧環境監測系統」，當中涉及在我們的建築地盤安裝噪聲及塵埃物聯網感應器，以監測我們於運營中的環境表現。我們於雲端平台監測及儲存噪聲水平及空氣中的特定物質濃度。當噪聲水平及PM濃度超過當前標準時，會發出警報。此系統提升我們為降低營運造成的環境影響而採取的各項工作的效率及成效。

11 PRODUCT QUALITY AND RESPONSIBILITY 產品品質與責任

We continuously maintain high quality standards in our construction projects, as well as focus on fulfil all requirements listed in the contract and the expectations of our customers, employees, sub-contractors, suppliers and the society. Strict quality control practices were adopted to reduce uncertainty, avoid defects and manage quality through the application of our quality management system based on ISO 9001:2015 *Quality Management System Standard*. In addition, in order to ensure the quality of construction material and contracting works, there are difference types of external and internal quality assurance procedures were performed throughout the construction process and follow up service will be provided under maintenance period after project handover. Moreover, we abide by the standards of ACI-26000 *Social Responsibility and Sustainable Development* on social responsibility in construction industry. This quality management system is monitored by the executive Directors and all department managers, and is evaluated yearly to ensure its effectiveness and advancement.

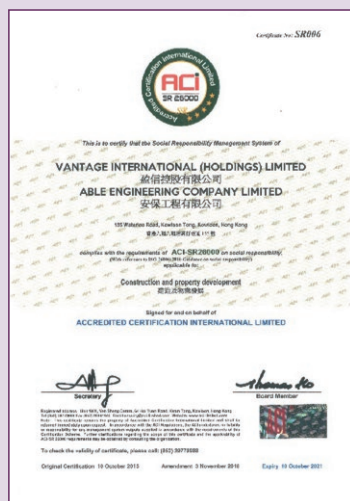
We have developed a quality policy and a set of documents to provide guidelines about how quality management can be carried out in order to fulfil the requirements of the relevant international standards. Besides, all records of site work, including inspection records and photographic evidence of specification compliance, are kept by a formulated documentation system.

一直以來，我們的建造項目都維持高品質水平，且專注履行合約所列之所有要求及滿足客戶、員工、分判商、供應商及社會各方的期望。透過應用ISO 9001:2015品質管理系統標準，我們採取嚴格的品質控制措施，減少不確定性，避免缺陷並確保品質。此外，為確保建造材料及承包工程的品質，在整個建造過程中進行不同類型的外部及內部品質保證程序及於移交項目後，於維修期間內將提供後續服務。另外，我們遵守建造業社會責任之ACI-26000社會責任及可持續發展標準。此品質管理系統由執行董事及所有部門經理監督，並會每年評估，以確保其效用且有所改善。

我們制訂了一套品質政策及檔案，就如何進行品質管理以符合有關國際標準的要求提供指引。此外，我們設有檔案系統以保存所有地盤工作記錄，包括有關規格合規檢查的記錄及照片證據。



ISO 9001:2015 – Certificate No. Q030
ISO 9001:2015 – 證書編號Q030



ACI-SR26000 – Certificate No. SR006
ACI-SR26000 – 證書編號SR006

11 PRODUCT QUALITY AND RESPONSIBILITY 產品品質與責任

We are committed to high standard of product responsibility. Our operations do not include any product advertising and labelling. Overall, there was no non-compliance with laws and safety, advertising and labelling related to products and services provided and method of redress within the Reporting Period.

BUSINESS ETHICS

We promise to be devoted to the highest ethical standards throughout our business operation. Any anti-competitive behaviours are prohibited to ensure fair competition. Our employees also are required to comply with the Competition Ordinance (Cap. 619 of the Laws of Hong Kong) by avoiding disclosing or exchanging competitively sensitive information with competitors; involving in price fixing, collective boycotts or markets sharing arrangements; or imposing limitation on customers, sub-contractors or suppliers.

There were no non-compliance relating to anti-competitive behaviours recorded during the Reporting Period.

CONFIDENTIALITY

Maintaining confidentiality is a key element of trust building with our business partners. We are committed to protect the confidentiality of information we process during the course of our business and strictly comply with Personal Data (Privacy) Ordinance (Cap.486 of the Laws of Hong Kong). Based on the Group's "Code of Conduct" and "Employee Handbook", our employees are required to protect company's data from leakage, abuse or misuse. Confidential information, including but not limited to clients' information, tender information, source of supply etc., is safeguarded properly. Employees are regulated by our "Code of Conduct" and "Code for Securities Dealings by Employees". They shall not leak any confidential or insider information of the Group for their personal interest. Password-based access control is used to protect confidential information for any system.

Moreover, the Group has set up "Corporate Information Disclosure Policies" to guide our employees to handle insider information and protect its confidentiality until proper dissemination via the electronic publication system operated by HKEX.

During the Reporting Period, there was no contravention of relevant laws and regulations that had great influence on the Group relating to privacy matters.

我們致力履行高標準的產品責任。我們的營運並無涉及任何產品廣告及標籤。總而言之，於報告期間內，本集團並無發現任何與安全、所提供的產品及服務之廣告及標籤及補救方法有關之法例的違規情況。

商業道德

我們於整個業務營運過程中致力維持最高道德標準。為確保公平競爭，我們禁止任何反競爭行為。此外，我們的員工必須遵守《競爭條例》(香港法例第619章)，避免向競爭對手披露或與其交換涉及競爭的敏感資料；參與價格操縱、集體抵制或者瓜分市場的安排；或對客戶、分包商或供應商施加限制。

於報告期間內，並無錄得有關反競爭行為之違規情況。

保密

保密是與業務夥伴建立信任的關鍵因素。我們致力保障在業務過程中所處理之資料的保密，並嚴格遵守《個人資料(私隱)條例》(香港法例第486章)。根據本集團「員工紀律守則」及「員工手冊」，員工須保護公司數據，以防外洩、濫用或誤用。機密資料(包括但不限於客戶資料、投標資料、供應來源等)須妥善保護。員工受「員工紀律守則」及「僱員進行證券交易的守則」規管。彼等不可為個人利益洩露本集團任何機密資料或內幕消息。我們使用密碼對任何系統的機密資料進行訪問管制。

此外，本集團已制定「公司信息披露政策」，指導員工處理內幕消息並加以保密，直至信息透過由聯交所營運的電子刊發系統予以適當公佈為止。

於報告期間內，並無違反與私隱事宜有關之相關法例及規例並對本集團造成重大影響的情況。

12 COMMUNITY INVESTMENT 社區投資

As a responsible construction company, we have the mission to bring long-term benefits to the present and the next generation through responsible construction operations, social activities and community investment.

We believe that maintaining a close relationship with academia is beneficial to industry development and we mainly focus our community investment effects in education. During the Reporting Period, we sponsored the Hong Kong Polytechnic University (“PolyU”) to set up a new Endowed Professorship, named Michael Anson Endowed Professorship in Civil Engineering (the “**Endowed Professorship**”). The purpose of setting up this Endowed Professorship is to promote research development in local construction industry. The Group also supported the Faculty Fund of Construction and Environment (“**FCE Fund**”) of PolyU. The FCE Fund aspires to be a leading academic force on the international scene in the construction, environment and sustainable urban development fields and develop innovative solutions to address the enormous challenge of sustainable urban development and to meet the needs of infrastructure development and environmental conservation in Hong Kong, Mainland China and beyond.

As a collaboration between the business sector and education institution, we support our industry’s youth development through the provision of guest lectures for Measurement, Estimation and Documentation in the Department of Building and Real Estate of PolyU in 2021/22 semester 1 and semester 2.

作為一家負責任的建築公司，我們的使命是透過負責任的建造項目、社會活動及社區投資，為當前及下一代帶來長遠福祉。

我們深信，與學術界保持密切關係有利於行業發展，我們主要將社區投資活動集中在教育上。於報告期間內，我們贊助香港理工大學（「理大」）設立冠名教授席—安禮信土木工程教授席（「**冠名教授席**」）。設立此冠名教授席的目的為促進本地建造業的研究發展。本集團亦資助理大建設及環境學院基金（「**FCE基金**」）。FCE基金致力成為建築、環境及城市可持續發展領域的國際領先學術力量，並開發創新解決方案，以應對城市可持續發展的巨大挑戰及滿足香港、中國內地及其他地區的基礎設施開發及環境保護的需求。

作為商界與教育機構間的合作機構，我們於2021/22第一學期及第二學期在理大建築及房地產學系提供有關測量、估價及文件的客席講座，以扶持行業的青年發展。



Certificate of Appreciation
(Conduction of guest lectures for Department of
Building and Real Estate of PolyU)
嘉許狀
(理大建築及房地產學系舉行客席講座)

13 AWARDS AND CERTIFICATIONS 獎項及證書

During the Reporting Period, certain members and project teams of the Group earned industry recognitions in various ESG areas. We are proud to share the following major awards/certifications granted:

於報告期間內，本集團若干成員及項目團隊在多個環境、社會及管治範疇中獲得行業認可。我們自豪地分享下列獲授予的重要獎項／證書：

Name of Organisation/Event 機構／活動名稱	Name of Award 獎項名稱
<p>Design and Construction of Redevelopment of Queen Mary Hospital, Phase 1 – Main Works at Pok Fu Lam Road 設計及建造薄扶林道瑪麗醫院重建工程第一期 – 主要工程</p>	
<p>Architectural Services Department/ Green Contractor Award 建築署／環保承建商獎勵計劃</p>	<p>Green Contractor – Gold Award 環保承建商 – 金獎</p> 
<p>The Development Bureau and the Construction Industry Council/27th Considerate Contractors Site Award Scheme 發展局及建造業議會／第二十七屆公德地盤嘉許計劃</p>	<p>Considerate Contractors Site Award – Merit Award 公德地盤獎 – 優異獎</p> 
	<p>Outstanding Environmental Management & Performance Award – Silver Award 傑出環境管理獎 – 銀獎</p> 

13 AWARDS AND CERTIFICATIONS 獎項及證書

Name of Organisation/Event 機構／活動名稱	Name of Award 獎項名稱
Construction of Public Housing Development at Tuen Mun Area 54 Sites 1 & 1A 屯門第54區第1及1A號公共房屋發展計劃建築工程	
The Development Bureau and the Construction Industry Council/27th Considerate Contractors Site Award Scheme 發展局及建造業議會／第二十七屆公德地盤嘉許計劃	Considerate Contractors Site Award – Gold Award 公德地盤獎 – 金獎 
	Outstanding Environmental Management & Performance Awards- Bronze Award 傑出環境管理獎 – 銅獎 
Hong Kong Housing Authority and industry organisations/Quality Public Housing Construction and Maintenance Awards 2021 香港房屋委員會及多個業界機構／優質公共房屋建造及保養維修大獎2021	New Works Projects – Outstanding Contractors (Wage Monitoring System) 新工程項目 – 傑出承建商(工資發放監察系統) Fighting Epidemic at Sites (Merit Award) 工地抗疫(優異獎)
Others 其他	
Hong Kong Housing Authority and industry organisations/Quality Public Housing Construction and Maintenance Awards 2021 香港房屋委員會及多個業界機構／優質公共房屋建造及保養維修大獎2021	Innovative Proposal in Building Construction (Robotics Application) 建築工程的創新方案(機器人應用)
The Hong Kong Polytechnic University – Department of Building and Real Estate 香港理工大學—建築及房地產學系	Certificate of Appreciation (Conduct guest lecture “Professionalism of Surveyors and Engineers in Hong Kong”) 嘉許狀(提供有關「香港測量師及工程師之專業精神」的客席講座)
ExcLand Company Limited 優選國度有限公司	Certificate of Appreciation 嘉許狀

13 AWARDS AND CERTIFICATIONS 獎項及證書



Presentation ceremony of Green Contractor Award
環保承建商獎勵計劃頒獎典禮



Presentation ceremony of 27th Considerate Contractors Site Award Scheme
第二十七屆公德地盤嘉許計劃頒獎典禮



Presentation ceremony of Quality Public Housing Construction and Maintenance Awards 2021
優質公共房屋建造及保養維修大獎2021頒獎典禮

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聯交所環境、社會及管治報告指引 – 內容索引

Subject area, aspects, general disclosures and Key Performance Indicators (“KPIs”) regarding “Comply or Explain” Provisions 有關「不遵守就解釋」條文的主要範疇、層面、一般披露及關鍵績效指標(「KPIs」)	Section 章節	Page 頁次	
A. Environmental 環境			
A1	Emissions 排放物		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste 有關廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	THE ENVIRONMENT: The Strategy and Management Policies Overview 環境：策略及管理政策概覽	28
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	THE ENVIRONMENT: GHG Emission 環境：溫室氣體排放	29
KPI A1.2	GHG emissions in total and intensity. Direct (Scope 1) and energy indirect (Scope 2) 溫室氣體總排放量及強度。 直接（範圍一）及能源間接（範圍二）	THE ENVIRONMENT: GHG Emission 環境：溫室氣體排放	30
KPI A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及強度。	THE ENVIRONMENT: Waste Management 環境：廢棄物管理	33
KPI A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及強度。	THE ENVIRONMENT: Waste Management 環境：廢棄物管理	33
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述訂立的排放目標並採取措施實現目標。	THE ENVIRONMENT: Use of Resources 環境：資源使用	36
KPI A1.6	Description of how hazardous and non-hazardous waste are handled and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法及描述訂立的減排目標並採取措施實現目標。	THE ENVIRONMENT: Waste Management 環境：廢棄物管理	31

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A. Environmental 環境			
A2	Use of Resources 資源使用		
General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	THE ENVIRONMENT: Use of Resources 環境：資源使用	36
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及強度。	THE ENVIRONMENT: Use of Resources: Energy 環境：資源使用：能源	38
KPI A2.2	Water consumption in total and intensity. 總耗水量及強度。	THE ENVIRONMENT: Use of Resources: Water 環境：資源使用：水資源	39
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述能源使用效率目標及採取措施實現目標。	THE ENVIRONMENT: Use of Resources: Energy 環境：資源使用：能源	36
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上是否有任何問題，以及用水效益目標及採取措施實現目標。	THE ENVIRONMENT: Use of Resources: Water 環境：資源使用：水資源	39
KPI A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝物料的總量及每生產單位估量。	This KPI is not applicable as no packing materials was used for finished products 由於製成品無需使用包裝物料，故此這關鍵績效指標並不適用。	–

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A. Environmental 環境			
A3	The Environment and Natural Resources 環境及天然資源		
General disclosure 一般披露	Policies on minimising the issuer’s significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	THE ENVIRONMENT: Environment and Natural Resources 環境：環境和自然資源	28
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	THE ENVIRONMENT: Environment and Natural Resources 環境：環境和自然資源	28
A4			
Climate Change 氣候變化			
General disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及減輕已經影響及可能會影響發行人的重大氣候相關問題的政策。	THE ENVIRONMENT: Climate Change 環境：氣候變化	40
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經影響及可能會影響發行人的重大氣候相關問題、以及管理有關問題所採取的行動。	THE ENVIRONMENT: Climate Change 環境：氣候變化	41

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B. Social 社會			
Employment and Labour Practices 僱傭及勞工實務			
B1	Employment 僱傭		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	OUR PEOPLE: Employment Policy and Labour Practice 我們的員工： 僱傭政策及勞工實務	20
KPI B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的員工總數。	OUR PEOPLE: Employee Profile 我們的員工：員工組成	22
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	OUR PEOPLE: Employee Profile 我們的員工：員工組成	23

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B. Social 社會			
Employment and Labour Practices 僱傭及勞工實務			
B2	Health and Safety 健康與安全		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障員工避免職業性危害的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	OUR PEOPLE: Health and Safety 我們的員工：健康與安全	13
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括報告年度)每年因工而死亡的人數及比率。	OUR PEOPLE: Health and Safety 我們的員工：健康與安全	15
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	OUR PEOPLE: Health and Safety 我們的員工：健康與安全	15
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	OUR PEOPLE: Health and Safety 我們的員工：健康與安全	13

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Employment and Labour Practices 僱傭及勞工實務			
B3	Development and Training 發展及培訓		
General disclosure 一般披露	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	OUR PEOPLE: Employee Development and Training 我們的員工：僱員發展及培訓	24
KPI B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	OUR PEOPLE: Employee Development and Training 我們的員工：員工發展及培訓	27
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	OUR PEOPLE: Employee Development and Training 我們的員工：員工發展及培訓	26
B4			
Labour Standards 勞工準則			
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工及強迫勞工的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	OUR PEOPLE: Employment Policy and Labour Practice 我們的員工：僱傭政策及勞工實務	20
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	OUR PEOPLE: Employment Policy and Labour Practice 我們的員工：僱傭政策及勞工實務	20
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	OUR PEOPLE: Employment Policy and Labour Practice 我們的員工：僱傭政策及勞工實務	20

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Operating Practices 運營常規			
B5	Supply Chain Management 供應鏈管理		
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	THE VALUE CHAIN: Management of Supply Chain 價值鏈：供應鏈管理	44
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	THE VALUE CHAIN: Management of Supply Chain 價值鏈：供應鏈管理	44
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	THE VALUE CHAIN: Management of Supply Chain 價值鏈：供應鏈管理	44
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述識別供應鏈上環境及社會風險所使用的慣例、以及有關慣例的執行及監察方法。	THE VALUE CHAIN: Management of Supply Chain 價值鏈：供應鏈管理	44
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述甄選供應商時推行環保產品及服務所使用的慣例、以及有關慣例的執行及監察方法。	THE VALUE CHAIN: Management of Supply Chain 價值鏈：供應鏈管理	44

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Operating Practices 運營常規			
B6	Product Responsibility 產品責任		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	PRODUCT QUALITY AND RESPONSIBILITY 產品品質及責任	46
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	This KPI is not applicable due to industry nature. 由於行業性質，故此這關鍵績效指標並不適用。	–
KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	This KPI is not applicable due to industry nature. 由於行業性質，故此這關鍵績效指標並不適用。	–
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與遵守及保護知識產權有關的慣例。	THE VALUE CHAIN: Innovation 價值鏈：創新	44
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	PRODUCT QUALITY AND RESPONSIBILITY 產品品質及責任	46
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	PRODUCT QUALITY AND RESPONSIBILITY: Confidentiality 產品品質及責任：保密	47

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Operating Practices 運營常規			
B7	Anti-Corruption 反貪污		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關賄賂、勒索、欺詐或洗黑錢的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	ANTI-CORRUPTION 反貪污	11
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期間內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	ANTI-CORRUPTION 反貪污	11
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	ANTI-CORRUPTION 反貪污	11
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	ANTI-CORRUPTION 反貪污	11

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Community 社區		
B8	Community Investment 社區投資	
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests. 有關透過社區參與了解發行人營運所在社區的需要及確保其活動顧及社區利益的政策。	COMMUNITY INVESTMENT 社區投資
KPI B8.1	Focus areas of contribution 專注貢獻範疇	COMMUNITY INVESTMENT 社區投資
KPI B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	COMMUNITY INVESTMENT 社區投資



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