



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 2022/2023



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The English text of this annual report shall prevail over the Chinese text in case of inconsistencies or discrepancies.
 本年報之中英文版本如有任何歧義或差異，概以英文版本為準。

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 2023.

The COVID-19 pandemic has caused unprecedented disruptions to our daily lives, to our economy and society. The year 2022-23 was unquestionably one of the most challenging years in recent history. Meanwhile, a new normal under the pandemic, as well as climate change and many other global issues, have made our world more challenging than ever before. We are immensely proud of how we responded to those challenges and demonstrated resilience and ability, as reflected in our management approach.

We recognize the importance of ESG risk management in maximizing sustainable benefits to our stakeholders, contributing to the environment we live in, and the community we serve. We have implemented stringent measures to control the spread of COVID-19 in our head office and sites to keep our staff and workers safe, continue our operations, and minimize the impact of the pandemic on our business.

Our commitment to sustainable development is reflected in our business strategies and operations. We have developed green properties that are beneficial to users and the environment by reducing carbon emissions and construction waste. We comply with all applicable laws, regulations, and guidelines and continuously monitor, accomplish, and evaluate the importance of building ESG risk management into our business strategies.

The Board of Directors of the Company has overall responsibility for the Group's ESG management and reporting of relevant development, integrating governance on ESG into the Group's corporate structure and business operations. We are also committed to conducting our business with integrity and professionalism, providing quality and reliable services and products, caring for our people and upholding high standards of corporate governance. To fulfill our commitment, we strive to comply with the principles of sustainable development in all aspects of our business, from strategic planning, day-to-day management and operations.

致各位持份者，

我們欣然呈列載有有關截至二零二三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。

COVID-19疫情對我們的日常生活乃至經濟及社會造成前所未有的衝擊。2022-23年無疑是近年來最具挑戰性的一年。同時，疫情下的新常態、氣候變化及許多其他全球性問題令我們面臨著前所未有的挑戰。我們為應對該等挑戰所採取的措施深感自豪，並在我們的管理方法中反映出我們的承擔力及能力。

我們認識到環境、社會及管治的風險管理對提升可持續效益、環境及社區作出貢獻的重要性。我們實施了嚴格的措施來控制COVID-19在總部和工地的傳播，以確保員工和工友的安全及可繼續經營業務，並盡量減少COVID-19對我們業務的影響。

我們的可持續發展承諾反映在業務策略和運營中。透過發展綠色物業，減少碳排放和建築廢棄物，從而有利於使用者和環境。我們遵守所有適用法律、法規和指引，並不斷監控、實現與評估將環境、社會及管治風險管理納入我們的業務策略的重要性。

本公司董事會全面負責本集團的環境、社會及管治管理及相關發展的報告，並將環境、社會及管治之管治融入本集團的企業架構及業務營運。同時，我們亦致力以誠信和專業態度經營業務、提供優質可靠的服務及產品、關懷員工，以及堅守高水平的企業管治。為履行承諾，我們力求在制定策略到日常管理及營運業務的各方面皆奉行可持續發展的原則。

1 THE BOARD STATEMENT

董事會聲明

Our people are at the heart of our business success. We foster a people-oriented culture and are committed to creating an inclusive work environment that promotes employees well-being and facilitates their all-round development.

Thank you for everyone at Able Engineering Holdings Limited for their hard work and dedication during this challenging year, which has made all these developments possible. We would also like to express our heartfelt gratitude to our stakeholders for their unceasing support over the decades. Looking forward, we shall continue to create shared value for our stakeholders and build a sustainable future together.

CHEUNG Ho Yuen
Chief Executive Officer

員工是我們業務成功的關鍵。我們塑造以人為本的文化，盡力創造一個多元共融的工作環境，提高員工福祉，促進員工全面發展。

藉此感謝在這嚴峻一年，安保工程控股有限公司全體員工的勤勉及努力工作，使我們繼續邁步向前。我們亦對持份者過去數十年來的長期支持表示衷心感謝。展望未來，我們將繼續為持份者創造共享價值，共創可持續發展的未來。

張浩源
行政總裁

2 ABOUT THE COMPANY

有關本公司

Able Engineering Holdings Limited (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 principally engaged in building construction 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「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。我們主要於香港從事樓宇建築。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 Sites 1 & 1A

我們的重大合約之一—屯門第54區第1號及1A號地盤的公營房屋發展計劃的建築工程

3 ABOUT THIS REPORT 有關本報告

This Environmental, Social and Governance Report (“ESG Report”) is prepared in accordance with mandatory disclosure requirements and “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide in Appendix 27 of the Rules Governing the Listing of Securities on the Main Board of HKEX (the “ESG Reporting Guide”). 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 2023 (the “Reporting Period”) in this ESG Report. This ESG report has been reviewed and approved by the Board on 27 June 2023.

This ESG Report is mainly 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. During the year under review, the Group has acquired Gain Capital Corporation Limited whose pre-fabrication factory had commenced the trial production and the free-standing integrated modules from the trial production were transported to the construction sites of the Group for installation and the current operation was not of a sufficient size to be reported separately. We have commenced data collection work to encompass additional parties, with the aim of extending the data coverage of the Report in the near future.

For information regarding the Company’s governance performance on other areas, please refer to the “Corporate Governance Report” set out on pages 30 to 58 of Able Engineering Holdings Limited’s 2022/2023 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 utilizing them as a reference basis for the Company to formulate sustainable development targets.

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《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)所載之強制性披露規定及「不遵守就解釋」條文編製。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二零二三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二零二三年六月二十七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。回顧年內，本集團收購佳祺有限公司，其預製組件廠房已開始試生產，試生產的組裝合成組件已運至本集團工地安裝，經營規模暫不足以按分部單獨報告。我們已開始向各方收集資料，以便在不久的將來擴大報告的數據涵蓋範圍。

有關本公司於其他範疇的管治表現的資料，請參閱於安工程控股有限公司2022/2023年報第30頁至第58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》內所述之四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。

3 ABOUT THIS REPORT 有關本報告

- **Quantitative:** The Group has recorded and disclosed key performance indicators in quantitative terms whenever possible.
- **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.
- **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。
- **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 is 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 Able Engineering Holdings Limited's strategy. We strive to integrate environmentally and socially responsible practices in our business operations. The board (the "Board") is composed of nine directors of the Company (the "Director(s)"), including three Executive Directors, namely Mr. YAU Kwok Fai, Mr. CHEUNG Ho Yuen and Mr. LAU Chi Fai Daniel; a Non-executive Director namely Mr. NGAI Chun Hung; 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 its members are selected from different projects and departments of the Group. The ESG 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, and ensuring compliance with all applicable ESG requirements. The ESG Working Group members have meeting at least once a month to review relevant regulatory policies, development trends and safety issues in the sites and to provide professional advices to the management on ESG-related matters. We also have quarterly safety, health and environmental meeting, where Directors and the ESG Working Group members assess and discuss corporate risks, compliance, effectiveness of control measures and safety & health issues. Our performance is regularly reviewed and studied to ensure the ESG considerations are integrated in our daily operations. We have organised meetings and provided 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.

可持續發展乃為安保工程控股有限公司策略的核心。我們致力採取對環保及社會負責任的營商方式。董事會(「董事會」)由本公司九名董事(「董事」)組成，包括三名執行董事(即游國輝先生、張浩源先生及劉志輝先生)、一名非執行董事(即魏振雄先生)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，其成員挑選自本集團不同項目及部門。環境、社會及管治工作組負責實施本集團的環境、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，以及確保遵守所有適用環境、社會及管治規定。環境、社會及管治工作組成員至少每月舉行一次會議，以審視相關監管政策、發展趨勢及地盤安全問題，並就環境、社會及管治相關事宜向管理層提供專業意見。我們亦舉行安全、健康與環境季度會議，董事及環境、社會及管治工作組成員於會上評估及討論企業風險、合規、控制措施的有效性與安全與健康問題。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工作息息相關的環境、社會及管治議題。

4 ESG MANAGEMENT APPROACH

環境、社會及管治管理方法

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 three parts: “Establish Professional Operations Methods”, “Maintain Good On-site Work Practices” and “Adopt Green Design and Innovation”.

We consider 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 with a positive environmental and societal impact through participation in Green Deposit program of Bank of Communications.

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：「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」。

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，在業務營運上採納可持續發展的措施。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交通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。

5 STAKEHOLDERS ENGAGEMENT 與持份者的溝通

The Group acknowledges stakeholders' involvement is the key to sustainable growth. Therefore, we seek to maintain a stable relationship with our key stakeholders, including customers, suppliers and sub-contractors, 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、供應商及分包商、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

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
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
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

6 MATERIALITY ASSESSMENT 重要性評估

The stakeholder engagement exercise was conducted to understand the trends and expectations from different stakeholders, and to identify, prioritise and verify the substantial ESG issues of the Group. A materiality survey was conducted through an online survey and both internal stakeholders, such as employees (including directors) and external stakeholders consisting of business partners and sub-contractors, were involved in the process to rank the significance of a total of 24 ESG issues related to the Group's business. We evaluated one additional ESG issue, namely "Climate Change", as compared to last year.

Similar to the previous year, "Occupational Health and Safety", "Anti-corruption" and "Compliance" was rated as important, reflecting our stakeholder's expectations on the Groups' measures.

持份者參與活動旨在了解趨勢及不同持份者的期望，並識別、優先排序及驗證本集團的重要環境、社會及管治議題。重要性調查以網上問卷的形式進行，且內部持份者(例如員工，包括董事)及外部持份者(由業務合作夥伴及分包商組成)均參與此過程，並就與本集團業務有關的合共24項環境、社會及管治議題的重要性進行排序。與去年相比，我們增加一項環境、社會及管治議題的評估，即「氣候變化」。

與去年相似，「職業健康與安全」、「反貪污」及「合規」被評估為重要，反映持份者對本集團措施的期望。

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"> ◆ Employment and Benefits 人才招聘及員工福利 		<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 ■ Contractors Management 外判商管理 ■ Anti-Corruption 反貪污 ■ Compliance 合規
	Medium 中	<ul style="list-style-type: none"> ● Greenhouse Gas Emissions 溫室氣體排放 ● 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) ● Climate Change 氣候變化 ■ Green Operation 綠色營運 ■ Community Investment and Participation 社會投資及參與 ■ Participation in Green Building 參與綠色建築 ■ Compliant Handling 投訴處理 ■ Supply Chain Management 供應鏈管理 ■ Technological Innovation 創新技術研發 ◆ Diversity and Equal Opportunities 多元化及平等機會 ◆ Precautionary Measures of Child/Forced Labour 預防童工/強迫勞工 ◆ Employee Training and Promotion 員工培訓及晉升 	<ul style="list-style-type: none"> ● Pollution Management 污染管理 ● Waste Management 廢棄物管理 ■ Confidentiality and Business Ethics 保密及商業道德 ■ Use of Materials and Construction Practices 用料及施工方法 	
		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 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 formulate our corporate responsibility strategy and priorities our efforts to deal with any current and new issues to be of importance to our stakeholders and our business.

我們的高級管理團隊已審閱網上問卷結果及主要意見。從管理層角度，管理團隊在排序本環境、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 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 allocate 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;
- 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 issues. Stringent OHS measures are taken throughout our business operations 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；
- 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。我們在整個業務營運過程採用嚴格的職安健措施以確保安全。

7 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 the Chairman of the Board, is comprised of directors and representatives of supporting departments of major on-hand projects. The Committee helps to formulate, and implement our health, safety and environmental policy (“OHS Policy”) and ensure the practicability of any new measures and requirements. The Committee holds meetings quarterly to drive improvement of occupational health and safety in workplace, to listen to concerns raised and to deliver the OHS Policy and promote a mindset and culture for implementation and continual improvement of health, safety, environmental and quality performance.

Departmental managers, project managers and front line supervisory staff must strictly implement the safety and health management system at sites and guide their staff and workers to follow the established safety regulations and procedures. The Committee also helps our member and sub-contractors understand our policies and abide by these policies and practices, and strive their efforts in carrying out and adhering to the safety and health management system to avoid any accidents and losses. Our OHS policy and the relevant system are updated and reviewed at least annually in view of safety performance analysis, opinions from employees and safety check or safety review results.

我們的員工和工友是我們可持續發展的最重要資源。「安全與健康管理委員會」(「委員會」)由董事會主席擔任主席，由董事及重要手頭項目支持部門的代表組成。委員會協助制定及實施健康、安全與環境政策(「職安健政策」)並確保任何新措施及規定可予實行。委員會每季度召開會議，以促進提升工作場所的職業健康和 safety，聽取所提出的關切及執行職安健政策，推動貫徹執行及持續改進健康、安全、環保及質量表現的意識及文化。

部門經理、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度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，更新及檢討我們的職安健政策及相關系統。

7 OUR PEOPLE 我們的員工

A guideline called “Guidelines for the Site Safety, Environmental Protection and Health and Welfare Facilities (version 6)” was issued in 2023 to enhance the implementation of the 5S (sort, set in order, shine, standardize and sustain) in our construction sites.

我們於二零二三年發佈「地盤安全環保及衛生福利設施工作指引(第六版)」，加強於建築地盤實施5S(整理(sort)、整頓(set in order)、清潔(shine)、標準化(standardize)及紀律(sustain))。

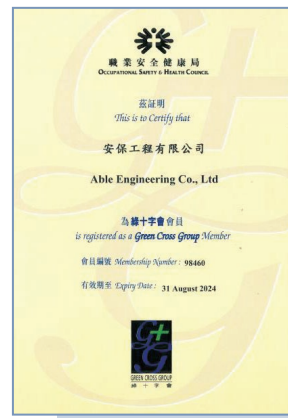


We promise to maintain high level of OHS performance of working environment for our people to prevent injury and illness, as well as meet all requirements of relevant legislation. Our major subsidiary, Able Engineering Company Limited, is awarded the certification of ISO45001:2018 Occupational Health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



Green Cross membership certificate
綠十字會員證書

7 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 2023, 2022 and 2021:

下表概述了截至二零二三年、二零二二年及二零二一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：

	2022/23		2021/22		2020/21	
	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	17*	0	23**	0	18
Fatality Rate (per 1,000 workers) 致命率(每千名工人)	0	Not available 無法取得	0	0.218**	0	0.185***
Work-related Accidents (cases of over 3 lost days) 工傷意外宗數(停工超過三日)	31	3,046*	27	3,109**	27	2,532***
Work-related Accidents (total lost days) 工傷意外宗數(總損失工作日數)	4,607	Not available 無法取得	9,717	Not available 無法取得	243	Not available 無法取得
Work-related Accidents Rate (per 1,000 workers) 工傷意外率(每千名工人)	12.47	Not available 無法取得	28.5	29.5	14.07	26.1***
Loss Time Injuries Frequency Rate (per 100,000 hours worked) 失時工傷率(每十萬工時)	0.34	Not available 無法取得	0.73	Not available 無法取得	0.38	Not available 無法取得

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

* Summary of OHS statistics of year 2022

** Industry statistics of year 2021

*** Industry statistics of year 2020

* 資料來源：勞工處建造業之職安健統計數字

* 二零二二年之職安健統計數字概要

** 二零二一年之行業統計數字

*** 二零二零年之行業統計數字

7 OUR PEOPLE 我們的員工

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, a 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, which are 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 effectively pass on good practices, we held a "Good Habits Safety Competition" in the Reporting Period as in previous years. 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. Below illustrates some of our "Good Habits" on sites:

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。安全審查亦包括提交予勞工處的改進行動計劃。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，我們一如往年舉辦「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。下文列示地盤上的部分「好習慣」：

7 OUR PEOPLE 我們的員工



綠在區區
GREEN COMMUNITY



In order to strengthen the waste reduction and recycling on sites, some of our sites cooperate with the Environmental Protection Department to build a new recycling network in the community to recycle paper and plastic wastes and small electrical appliances so as to promote “Green Community”.

為加強地盤的減廢及回收工作，我們的部分地盤與環境保護署合作，在社區構建新回收網絡，回收廢紙及廢塑膠以及小型電器，以推廣「綠在區區」。



We provide good work facilities to our site workers such as comfortable rest shelters, and safety helmets washing machines.

我們向地盤工友提供良好工作設施，如舒適的休息亭及安全帽清洗機。

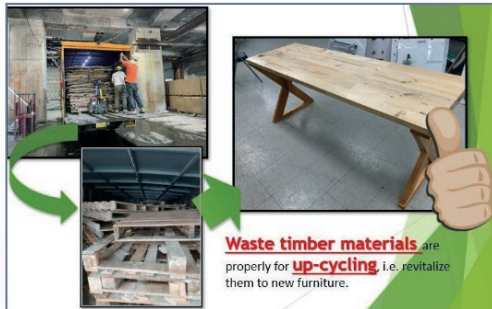
During the hot summer months, we provide sunscreen ice sleeve and sun shield and have designated rest hours for our workers to cool down and reduce their exposure to the hot environment; and fresh fruits and beverages to keep them hydrated and energised.

在炎熱的夏季，我們提供冰袖和遮陽板，並指定休息時間，讓工友降溫並減少暴露在炎熱的環境中；還備有新鮮的水果及飲品，讓工友保持水分和活力。



We have progressively achieved positive results in waste avoidance and reduction at source such as to recycle unused concrete panel which help to reduce landfill waste.

我們已逐步在源頭避免及減少廢棄物產生方面收到成效，例如回收未使用的混凝土板，有助減少填埋廢棄物。



Timber waste was reutilized and repurposed to establish other useful products, such as workbenches with practical usage.

木材廢料被再利用及改變用途，以製備其他有用產品，例如具有實際用途的工作台。

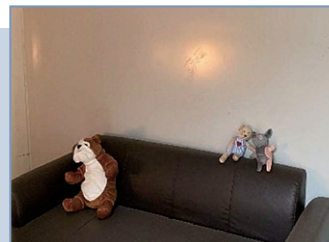
7 OUR PEOPLE 我們的員工



Keep the construction area tidy.
保持施工區整潔。



Use water purifiers in the Group to provide safer and healthier water without resorting to single-use plastic bottles.
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。



Provide lactation rooms for breastfeeding mothers.
為哺乳期母親提供哺乳室。

7 OUR PEOPLE 我們的員工

Anti-epidemic Measures to COVID-19

Due to 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 most of the Reporting period are listed as below:

- strictly complied with the anti-pandemic regulations at all aspects of our operations, e.g. (i) conducting meetings via 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. Individuals were also required to declare whether they 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;
- clean and disinfect our premises regularly;
- to achieve the goal of “early detection, early isolation, early treatment”, regular COVID-19 testing and they were required to report on their test results for staff and site workers; and
- provided separate resting room and toilet for staff and workers in the first seven day of resumption work after have tested positive for COVID-19.

The Group followed the Government’s cancellation of arrangement of issuing isolation orders to infected persons according to the Prevention and Control of Disease Regulation (Cap. 599A) and has lifted the vaccine pass arrangement and all mandatory mask-wearing requirements in head office and sites from the first quarter of 2023.

COVID-19之抗疫措施

由於2019冠狀病毒病(「COVID-19」)爆發，本集團於報告期間經常檢視及修訂於總部及建築地盤採取之預防措施，以保障持份者的健康。於報告期間大部分時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；
- 定期在我們的處所進行清潔及消毒；
- 實現「早發現、早隔離、早治療」的目標，要求員工及地盤工友定期進行COVID-19檢測及匯報檢測結果；及
- 為員工及工友在COVID-19檢測呈陽性後復工的最初的一周提供獨立的休息室及洗手間。

本集團遵循政府根據《預防及控制疾病規例》(第599A章)，於二零二三年第一季度起取消向受感染人士發出隔離令的安排，並於總部及地盤撤銷疫苗通行證安排及所有強制佩戴口罩要求。

7 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. Additionally, 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 authorisation of the Directors when necessary.

僱傭政策及勞工實務

本集團關注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)及所有香港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、醫療保險、身體檢查、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。

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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 operational 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，本集團持續優化營運常規及員工行為的日常管理，旨在創造一個安全、健康、公平及舒適的工作環境。

於報告期間，沒有接報違反薪酬與解僱、招聘與晉升、假期、平等機會、多元化、反歧視及其他員工福利及待遇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。

7 OUR PEOPLE 我們的員工

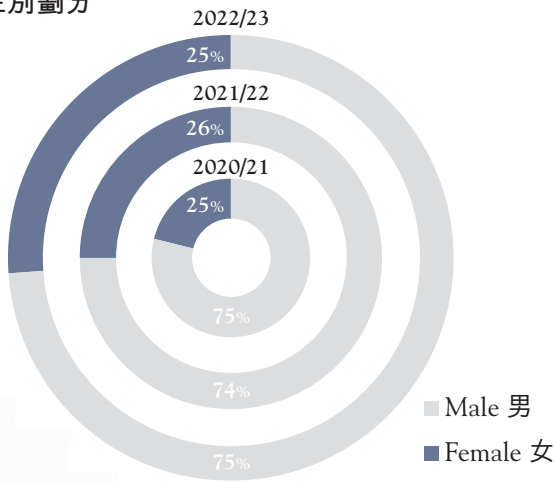
EMPLOYEE PROFILE

As at 31 March 2023, the Group had about 300 employees, included 49 employees at head office and 271 employees at construction sites. All of them were full-time employees based in Hong Kong. Detailed workforce demographics are presented below:

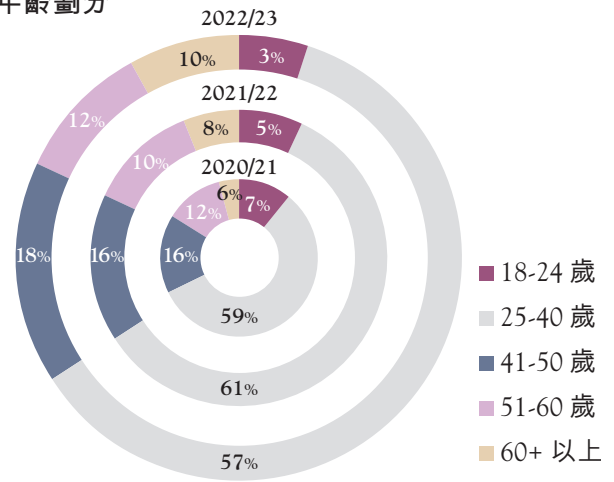
員工組成

於二零二三年三月三十一日，本集團共有約300名員工，當中49名為總部員工及271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：

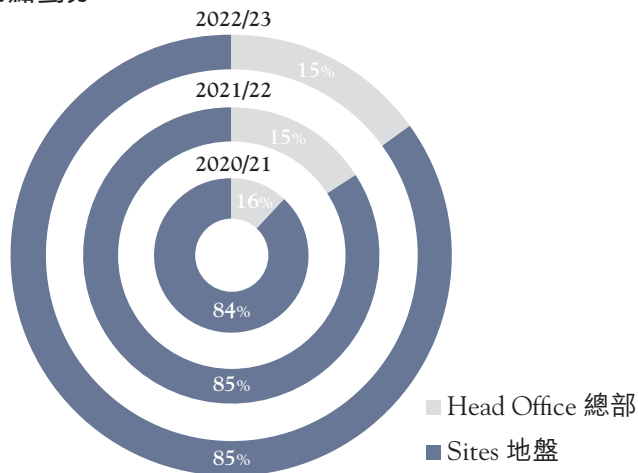
By Gender
按性別劃分



By Age
按年齡劃分



By Location
按地點劃分



7 OUR PEOPLE

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Employee turnover rate (%) by location, gender and age group for the year ended at 31 March 2023, 31 March 2022 and 31 March 2021 are listed below:

截至二零二三年三月三十一日、二零二二年三月三十一日及二零二一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(%)	2022/23	2021/22	2020/21
By Location 按地點劃分			
Head Office 總部	51%	42%	25%
Construction Site 建築地盤	69%	78%	77%
By Gender 按性別劃分			
Male 男性	68%	73%	72%
Female 女性	62%	71%	60%
By Age 按年齡劃分			
18 – 24	230%	200%	97%
25 – 40	75%	74%	73%
41 – 50	48%	57%	49%
51 – 60	44%	54%	51%
> 60	22%	17%	27%

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We noted there was substantial staff turnover in these years and considered it is the result of (i) simplifying the organizational structure; and (ii) sorting of those are the fittest and align 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 diverse activities for 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. The Company should be allowed to resume normal operations and engagement activities following the outbreak.

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 studies, to prepare for further career development. To enhance our people's knowledge of cardiopulmonary resuscitation and use of automated external defibrillators, we subsidize them to attend first aid training organized by the Labour Department. The Company had also formed task groups led by assigned Directors to provide comprehensive and systemic trainings to employees from each discipline.

我們注意到近年員工流失情況嚴重，我們認為此乃由於(i)簡化組織架構；及(ii)篩選最優秀及認同我們願景的員工的結果。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，報告期間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。疫情過後，本公司將恢復正常營運及員工參與活動。

員工發展及培訓

我們鼓勵員工參加與其工作性質相關的進修課程。本集團的一間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，以備進一步職業發展。為加強員工對心肺復甦法及使用自動心臟去顫器的認識，我們資助員工參加由勞工處舉辦的急救培訓。本公司亦成立了由指定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。

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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 gatherings, the Company have elevated e-training and development capabilities, recording a total of 629 hours of training to our people in both head office and sites. The total training hour declined in 2023 mainly due to decrease in employees' application for external training courses under COVID-19's social restrictions. Looking forward, we will continue to provide more training to our people in different forms to boost our sustainability capabilities throughout the business and encourage our people to participate in more training courses in the coming year.

於報告期間，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及發展能力，為總部及地盤員工提供培訓共計629個小時。二零二三年培訓總時數有所下降主要由於員工在COVID-19的社交限制下減少申請外部培訓課程。展望未來，我們將繼續以不同形式為員工提供更多培訓，以提升我們整個業務的可持續發展能力，並鼓勵員工在來年參加更多培訓課程。

Details of major internal trainings are listed below:

主要內部培訓詳情載列如下：

Month 月份	Topic of Internal Training Course 內部培訓課程主題
June 2022 二零二二年六月	Prevention of Heat Stroke Occupational Safety Workshop 預防中暑職業安全研討會
July 2022 二零二二年七月	Protocols for Adverse Weather 惡劣天氣指南
October 2022 二零二二年十月	Construction Site Accidents Review Workshop 建築地盤事故審查研討會
January 2023 – February 2023 二零二三年一月至二零二三年二月	ICAC Talk 廉政公署講座
April 2022 – March 2023 二零二二年四月至二零二三年三月	On-going Induction Programs 持續入職培訓
April 2022 – March 2023 二零二二年四月至二零二三年三月	On-going Safety Trainings 持續安全培訓

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The average training hours completed per employee by gender, location and work grade 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)	2022/23	2021/22	2020/21
By Gender 按性別劃分			
Male 男性	2.18	3.44	2.70
Female 女性	1.82	3.75	3.27
By Location 按地點劃分			
Head Office 總部	2.23	1.32	1.17
Construction Sites 建築地盤	2.50	3.90	3.15
By Work Grade 按工作職級劃分			
Entry Level 初級	1.90	4.14	3.00
Middle Level 中級	2.67	4.32	3.41
Senior Level 高級	1.20	1.33	1.86

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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	2022/23	2021/22	2020/21
By Gender 按性別劃分			
Male 男性	68.36%	71.43%	77.73%
Female 女性	63.24%	67.03%	73.49%
By Location 按地點劃分			
Head Office 總部	42.76%	90.38%	73.08%
Construction Sites 建築地盤	69.77%	79.87%	77.34%
By Work Grade 按工作職級劃分			
Entry Level 初級	77.22%	93.60%	49.57%
Middle Level 中級	74.93%	65.96%	34.58%
Senior Level 高級	31.50%	27.38%	15.85%

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Below we list out some of safety trainings provided on sites:

以下列舉我們在地盤上提供的部分安全培訓：



Gondolas rescue demonstration and safe lifting operation training to enhance our workers' safety awareness and understanding of contingency measures.
吊船救援演示及安全升降作業培訓，增強工友的安全意識及對應急措施的理解。



Our site safety trainings are usually conducted in Cantonese. In order to take care of our ethnic minority workers, we held luncheon talks with them to review site accidents and daily site work precautions.
我們的地盤安全培訓通常以粵語進行。為照顧少數民族工友，我們與其舉行午餐會，回顧地盤事故及日常地盤工作注意事項。



Safety workshops at sites were held to review site accidents and to discuss ways to avoid recurrence.
在地盤舉行安全研討會，檢討地盤事故並討論避免再次發生的方法。

8 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 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。我們竭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、供應商及分包商，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。我們着重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。為符合ISO 14001:2015環境管理系統的要求，我們制定了一份環境管理計劃，以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。

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A set of latest Energy Management System 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，以提升能源效能及減低業務經營中對環境的損害。該系統旨在確保所有在本集團營運及活動使用的大量能源均受到嚴格規管。



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，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 including both direct “Scope 1” emissions (i.e., direct emissions from operations that are owned or controlled by the Group), 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) and indirect “Scope 3” emissions (i.e. activities from which indirect GHG emissions arise).

溫室氣體(「溫室氣體」)排放

我們承諾採取可持續發展和長期的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直接產生的氣體排放)、間接「範圍二」的排放(即由本集團購買或獲得的電力、熱能、冷凍及蒸汽(如有)所引致的排放)及間接「範圍三」的排放(即引致間接溫室氣體排放的活動)。

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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	2022/23	2021/22	2020/21
Nitrogen Oxides (NO _x) 氮氧化物	Tonnes 噸	0.0134	0.0137	0.0516
Sulphur Oxides (SO _x) 硫氧化物	Tonnes 噸	0.0002	0.0007	0.0162
Carbon Dioxide (CO ₂) 二氧化碳				
Direct (Scope I) 直接(範圍一)	Tonnes 噸	6,096.44	1,672.79	3,029.57
Indirect (Scope II) 間接(範圍二)	Tonnes 噸	2,737.12	1,895.47	1,465.62
Indirect (Scope III) 間接(範圍三)	Tonnes 噸	440.15*	N/A 不適用	N/A 不適用
Total 總計	Tonnes 噸	9,274.32	3,568.75	4,495.18
Revenue 收入	HK\$'million 百萬港元	5,079.22	5,577.51	3,705.24
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)	1.83	0.64	1.21

The overall GHG emissions show a significant increase due to the commencement of new construction projects during the year. Diesel generators were extensively used for energy generation during this stage, resulting in the release of CO₂ and other greenhouse gases. Additionally, emissions from the transportation of heavy machinery, equipment, and building materials also exacerbated the overall emissions, especially if they relied on fossil fuels.

整體溫室氣體排放大幅增加，乃由於年內新建築項目動工。於此階段，柴油發電機廣泛用於發電，造成二氧化碳及其他溫室氣體的排放。此外，運輸重型機械、設備及建築材料產生的排放量亦加重了整體排放量，特別是其依賴化石燃料的情況。

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Furthermore, ongoing projects reached their peak construction stage during the year, requiring extended night shifts. The high ceiling height at the sites mandated the use of excessive lighting, including large floodlights, during these night shifts, leading to considerable energy consumption. Although safety concerns prevented the installation of individual light switches, we have implemented improvements by introducing time controls and assigning personnel to turn off lights.

Concerted efforts have been made to address these issues, such as the implementation of better lighting controls and the exploration of alternative energy sources. These measures aim to reduce the environmental impact associated with these construction projects and mitigate GHG emissions.

* The Group starts to record indirect (Scope III) greenhouse gas emission this year

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.

此外，在本年度進行中的項目正處於建築階段高峰期，需要延長夜班工作。由於地盤樓底較高，於夜班期間需要使用較多照明（包括大型泛光燈），導致大量能源消耗。儘管安全問題不能安裝個別電燈開關，但我們通過引入控制照明時間和指派人員關閉電燈加以改善。

我們已竭盡全力解決該等事宜，例如優化照明控制及探索可替代的能源資源。該等措施旨在減少該等項目相關的環境影響及減少溫室氣體排放。

* 本集團今年開始記錄間接（範圍三）溫室氣體排放

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」（即拒絕、減少、重用、替代、回收、獎勵及檢討）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。

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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 waste separation facilities;
 - set up in house rules regarding compulsory waste reduction and separation;
 - set up monthly maximum allowable limit for waste generation;
 - educate all workers to sort out 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.
- 為設立廢棄物分類設施提供足夠的空間；
 - 制定有關強制廢棄物減少及分類的內部規則；
 - 設定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可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，避免使用一次性塑料瓶。

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Table below shows the 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	2022/23	2021/22	2020/21
Hazardous Waste 有害廢棄物	Tonnes 噸	0.30	0.13	0.18
Non-Hazardous Waste 無害廢棄物	Tonnes 噸	24,745.78	18,585.81	20,723.15
Inert Construction Waste (Public Fill) 惰性建築廢棄物(公眾填料)	Tonnes 噸	224,115.71	238,743.63	234,610.75
Revenue 收入	HK\$'million 百萬港元	5,079.22	5,577.51	3,705.24
Hazardous Waste Intensity 有害廢棄物強度	Tonnes per HK\$'million revenue 噸(每百萬港元收入)	6×10^{-5}	2×10^{-5}	5×10^{-5}
Non-hazardous Waste Intensity 無害廢棄物強度	Tonnes per HK\$'million revenue 噸(每百萬港元收入)	4.87	3.33	5.59
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)	44.12	42.80	63.32

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Making Waste Separation More Convenient

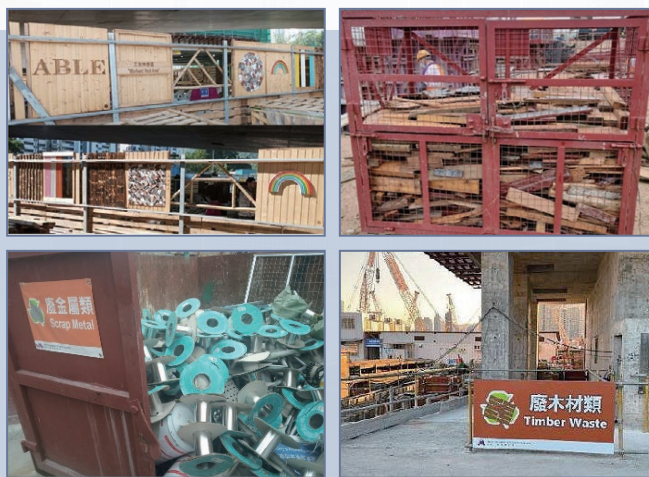
To make on-site waste separation more convenient, the Group has provided waste separation facilities such as waste sorting stations in conventional floors and centralized collection points to improve cleanliness and tidiness of the sites. We carried out a comprehensive recycling and classification system. We abandon use of traditional garbage chute at sites. All waste is sorted at waste sorting stations at each typical floor and transport to a 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 of.

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，以改善地盤的整潔度。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。



Set up waste sorting stations to improve cleanliness and tidiness of sites
設立廢物分類站，以改善地盤的整潔度



Sorting plastic, timber and metal wastes for recycling and reuse
將塑料、木材及金屬廢棄物分類，以進行回收及再利用

8 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 implemented to help the Group achieve its current objectives and targets for further improvement.

Energy

The Group sources energy from petrol, diesel and purchased electricity for its daily office operation and construction activities. We highly value energy consumption. Therefore, we have assigned a management representative with relevant skills to ensure the Energy Management System is implemented, 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有指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。

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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, 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，實行節能措施；
- 為所有辦公室進行能源審計；
- 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保養，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	2022/23	2021/22	2020/21
Purchased Electricity 外購電力	kWh 千瓦時	4,822,073	3,216,204	2,195,219
Petrol 汽油	Litre 公升	13,986	20,618	24,176
Diesel 柴油	Litre 公升	2,315,262	617,681	1,124,217
LPG 液化石油氣	Litre 公升	–	–	–
Total Energy Consumption 能源消耗總量	GJ 千兆焦耳	107,105	34,352	50,105
Revenue 收入	HK\$' million 百萬港元	5,079.22	5,577.51	3,705.24
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)	21.09	6.16	13.52

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Water

The Group also adopts 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:

	Unit 單位	2022/23	2021/22	2020/21
Water Consumption 耗水量	M ³ 立方米	217,903.58	241,693.78	118,773.17
Revenue 收入	HK\$'million 百萬港元	5,079.22	5,577.51	3,705.24
Water Intensity 耗水強度	M ³ per HK\$'million revenue 立方米 (每百萬港元收入)	42.90	43.33	32.05

水資源

本集團亦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儲存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，本集團概無有關水資源問題。

於報告期間的耗水量於下表概述：

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CLIMATE CHANGE

The issue of climate change has become a growing concern among stakeholders, the Group also recognises climate change is a great challenge for businesses, society and individuals. Referencing the Taskforce on Climate-Related Financial Disclosure (TCFD) recommendations, we have made continuous efforts to assess climate impacts on our operational resilience so as to proactively manage climate-related risks and considering ways to capture opportunities for sustainable development and carbon reduction. We are promising to reduce carbon emission, mitigate 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.

Governance

We have quarterly safety, health and environmental meetings, where the Directors and the ESG Working Group members assess and discuss corporate risks, compliance, effectiveness of controls and safety & health issues. Climate change-related updates are provided and discussed in the meetings and Directors to assimilate and apply the guidance and recommendations to the business and operations strategies.

氣候變化

氣候變化問題已備受持份者日益關注，本集團亦深知氣候變化對企業、社會及個人而言實屬重大挑戰。參考氣候相關財務信息披露工作組(TCFD)的建議，我們持續努力評估氣候對我們業務應對的影響，以便積極管理氣候相關風險，並考慮如何把握可持續發展及減碳機遇。我們承諾減少碳排放，減輕對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。

管治

我們每季度舉行安全、健康及環境會議，董事及環境、社會及管治工作組成員於會上評估及討論公司風險、合規、管控的有效性以及安全健康問題。董事討論和了解於大會上提供的氣候變化相關更新資料，並將指引及推薦建議應用於業務及營運策略。

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Risk management and Strategy

Our ESG Working Group applied TCFD recommendations as the framework for identifying risk and opportunities. Although a wide range of climate risks/opportunities, potential business impacts were identified, we summarise only the priority risks and our main resilience strategies as below:

風險管理及策略

我們的環境、社會及管治工作組採用TCFD建議作為識別風險及機遇的框架。儘管我們已識別廣泛的氣候風險／機遇、潛在業務影響，我們僅將優先級別風險及主要應對策略概述如下：

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
Super typhoons and extreme weather 強颱風及極端天氣	<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"> • Give directions on preventive measures and operational procedures 對預防措施及操作程序進行指導 • Contingency plan for emergency teams and equipment 應急團隊及設備的應急計劃 • Take 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，並提前通知所有員工及工友

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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
Average temperature has risen 平均溫度上升	<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"> Install energy saving fans with high air volume 安裝節能型大風量風扇 Promote use of energy-efficient cooling systems 推廣使用節能製冷系統
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更高要求及法規	<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 Use of battery energy storage systems 使用電池儲能系統 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
Higher market demand on resource efficiency 市場對資源效率的需求增加	<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"> • Adopt environmentally- friendly and eco-friendly practices to the supply chain and emphasis our green procurement requirement 在供應鏈中引入環保及生態友好的做法及強調綠色採購要求 • Reduce waste stream at source 從源頭減少廢物流 • Use of prefabricated building elements 使用預製建築組件 • 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

Metrics and targets

Through carefully considered metrics and targets used to assess and manage relevant climate-related risks and opportunities, we aim to have continual improvement on our environmental performance. To have a smooth transition to a more sustainable and lower-carbon business activities and better resilience and vulnerability to climate-related risks, reduction of our carbon emissions and energy consumption are crucial to us.

We have been reporting on scope 1 and scope 2 greenhouse gas emissions for years and we start to record scope 3 greenhouse gas emission this year as well.

We will be reviewing and refreshing these targets in the coming years, and including targets for scope 3 emissions in line with science-based targets reduction ambitions.

指標及目標

通過仔細考慮用於評估及管理相關氣候相關風險及機遇的指標及目標，我們擬持續改善環境表現。為順利過渡至更可持續及更低碳的業務活動以及更好地應對及抵禦氣候相關風險，減少碳排放及能源消耗對我們至關重要。

多年來，我們一直報告範圍一及範圍二的溫室氣體排放，並且於今年開始記錄範圍三的溫室氣體排放。

我們將審閱及更新來年的該等目標，並根據科學的減排目標納入範圍三的排放目標。

9 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 reports are proved to be incorrect or debatable.

The management is fully committed to 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公司有業務往來之員工以及獨立第三方(如客戶、供應商、分包商、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。於報告期間，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。

於報告期間，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。

9 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 on the latest best practices updates involving our management teams and employees across our different departments.

廉政公署代表為總部及工地員工舉辦有關涉及各部門管理層團隊及僱員的最新最佳慣例更新資料的反貪污培訓。

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. As a construction company, an extensive supply chain comprising materials and product suppliers and sub-contractors is involved. We have cooperated with approximately 300 Hong Kong based suppliers and sub-contractors providing numerous of products and services for our business operations. We believe our suppliers and sub-contractors are valuable stakeholders within our business supply chain and to maintain good relationships and effective communication with them are essential for our Company to achieve sustainable business. We have ongoing regular meetings with suppliers and sub-contractors to communicate our expectations and requirements in different areas and at the same time offer an opportunity for them to propose any alternative solutions or products.

We have procurement team led by a director of the Company who is responsible for supervising the correct performance of the purchasing process, in accordance with established procedures and the Code of Ethics and Code of Conduct of the Company. Environmental criteria are part of the analysis and review of suppliers and sub-contractors to ensure it is the integral consideration of sustainability of the Company. Meanwhile, the Company encourages our people to share green knowledge among the procurement team through regular project meetings, and make sure the purchases are prioritized on local suppliers. During the year, approximately 300 suppliers and sub-contractors were engaged in our operation.

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。作為一家建築公司，我們涉及廣泛的供應鏈，包括材料及產品供應商以及分包商。我們已與約300名香港供應商及分包商合作，為我們的業務營運提供各類產品及服務。我們認為，供應商及分包商為我們業務供應鏈的重要持份者，與彼等維持良好的關係及有效的溝通對本公司實現可持續業務至關重要。我們定期與供應商及分包商舉行會議，溝通我們於不同領域的期望及要求，同時為彼等提供提出任何替代解決方案或產品的機會。

我們設有由本公司董事領導的採購團隊，負責根據本公司既定程序及道德規範及行為準則監督採購流程的準確執行。環境準則為供應商及分包商分析及審閱的一部分，以確保其為本公司可持續發展不可或缺的考慮因素。同時，本公司鼓勵員工通過定期項目會議向採購團隊分享環保知識，並確保優先採購本地供應商的產品。年內，我們的營運聘用約300名供應商及分包商。

10 THE VALUE CHAIN 價值鏈

We prefer to engage supply chain partners that cause minimal adverse environmental impacts and incorporate human health and environmental concerns into the search for high quality products and services at competitive prices. Our procurement team applies a comprehensive supply chain management mechanism to monitor a wide range of aspects for the suppliers and sub-contractors, from product and service cost, quality and delivery performance, green performance to ethical standards. We incorporate the Code of Ethics and Code of Conduct of the Company into our tender invitations, contracts and agreements with our suppliers and sub-contractors to express its probity and ethical requirements. And we expect our suppliers and sub-contractors perform in accordance with local laws and regulations, clauses in supplier contracts, and comply with the Code of Ethics and Codes of Conduct; and Health and Safety Policy of the Company.

Half-yearly review is conducted by our procurement team on the performance of our active suppliers and sub-contractors to make sure their performance can meet our requirement in quality, environmental and safety. Moreover, evaluations such as onsite inspections are conducted regularly. Any non-compliance will be reported to the management immediately and necessary corrective actions will be taken. Non-compliance with our environmental and social expectations may result in a possible termination of the business relationship.

Guidelines and trainings, covering environmental management policy and health and safety requirements, are provided to suppliers and sub-contractors regularly so as to help them meet our standards. We expect our suppliers and sub-contractors fully understand our ESG practices and policies.

我們優先委聘對環境造成最小不利影響並以具競爭力的價格將人類健康及環境問題納入尋找優質產品及服務過程的供應鏈合作夥伴。我們的採購團隊採用全面的供應鏈管理機制，從產品及服務成本、質量及交付表現、環保表現到道德標準等多個方面對供應商及分包商進行監督。我們將本公司道德規範及行為準則納入招標邀請、與供應商及分包商的合約及協議，以表述其誠信及道德要求。我們期望供應商及分包商根據當地法律及法規、供應商條款履約，並遵守道德規範及行為準則以及本公司的健康及安全政策。

採購團隊每半年對我們的活躍供應商及分包商進行審閱，以確保彼等的表現能符合我們的質量、環境及安全要求。此外，採購團隊定期進行現場檢查等評估。任何違規情況將立即向管理層匯報並將採取必要的糾正措施。不遵守環境及社會預期的情況可能導致業務關係終止。

我們定期向供應商及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，以幫助彼等達致我們的標準。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。

10 THE VALUE CHAIN 價值鏈

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

The Group applies radio frequency identification (“RFID”) technology to prevention of collision accidents associated with heavy equipment at construction sites. Accidents warning system are developed to prevent the accidents causing material damage or personal injury due to the blind spots located at sites. When any moving heavy equipment approaches a personnel who equips the tag, the system can detects and triggers visual and audio alarm to remind the operator to stop the equipment immediately.

Retractable Noise Barriers

Retractable noise barriers can be easily installed and removed and it takes up minimal space.

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

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。事故預警系統旨在預防因地盤盲區而導致的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標籤的人員時，系統能檢測並觸發視覺和音頻警報，提醒操作員立即停止設備。

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

10 THE VALUE CHAIN 價值鏈

Spider crane

Spider crane is small in size, convenient in transition, flexible in hoisting and stable in working speed. It can prevent overweight when lifting the curtain wall unit and is operated by a licensed operator.

蜘蛛式起重機

蜘蛛式起重機體形小、轉場方便、起吊靈活且運作速度穩定。其可於吊裝幕牆單元時預防超重並由持牌操作員操作。



Spider crane
蜘蛛式起重機

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 particulate 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懸浮粒子濃度。當噪聲水平及懸浮粒子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。

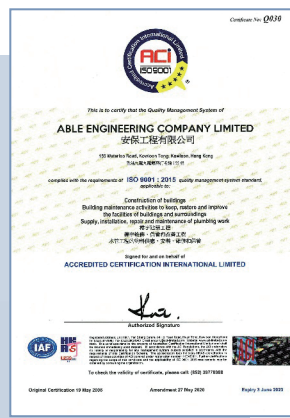
11 PRODUCT QUALITY AND RESPONSIBILITY 產品品質與責任

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 the 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、分包商、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，且於移交項目後，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 not any 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 are also 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 protecting 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. Our 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，本集團並無任何與法例、所提供的產品及服務之安全、廣告及標籤及補救方法有關的違規情況。

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 develops 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 donation to PolyU WeCare Fund (the “**Fund**”) established by PolyU. The Fund aims at supporting financially needy students, filling the gap of existing available financial subsidy schemes either introduced by the Government or the PolyU. We agree that youngsters with potential should not be stripped of their opportunities to pursue their whole-person development because they are financially incapable, as long as they are devoted to becoming an all-round educated professional and future leader. The Fund focuses on providing financial assistance to students for their participation in extracurricular activities which could be covered, including but not limited to exchange learning, student leadership programme, and student-initiated caring projects.

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，我們向理大成立的關愛有「理」基金（「**該基金**」）捐款，以扶持行業的青年發展。該基金旨在資助有經濟需要的學生，填補政府或理大推出的現有財務資助計劃的缺口。我們認同，具潛質的學生只要矢志成為一名全面發展的專業人士和未來的領袖，就不應因為財政困難而影響他們追求全人發展的機會。該基金專注於為學生參與可涵蓋的課外活動提供經濟援助，包括但不限於交換學習、學生領導力計劃和學生發起的關愛項目。

12 COMMUNITY INVESTMENT 社區投資

Our people have actively participated in healthy lifestyles activities and charity events. We enjoyed a healthy fun day in the Construction Industry Happy Run 2023 with a view to promoting healthy living and sporty lifestyle and the event of “Shanghai Commercial•Pok Oi Cycle for Millions 2023” at Stonecutters Bridge, the largest charity cycling event to raise funds for the construction and development of POH Tuen Mun Lam Tei Nursing and Residential Care Home for the elderly.

我們的員工積極參與健康生活方式活動和慈善活動。我們參加旨在倡導健康生活和運動生活方式的「建造業開心跑2023」以及在昂船洲大橋舉辦的「上海商業•博愛單車百萬行2023」活動(其為最大型的單車慈善籌款活動，為「博愛屯門藍地長者護理及護養安老院舍」籌募興建及發展經費)，度過了健康歡樂的一天。



We took part in the Construction Industry Happy Run 2023 at Tai Po Training Ground of the Hong Kong Institute of Construction on 8 January 2023.
我們於二零二三年一月八日在香港建造學院大埔訓練場參加建造業開心跑2023。



AEHL Hiking Day 2022
安保行山日2022



Shanghai Commercial•Pok Oi Cycle for Millions 2023
上海商業•博愛單車百萬行2023

12 COMMUNITY INVESTMENT 社區投資

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 2022/23 semester 1 and semester 2.

作為商界與教育機構間的合作機構，我們於2022/23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、估算及文件的客席講座，以扶持行業的青年發展。



Certificate of Appreciation and Thank You Card (Conduction of guest lectures for Department of Building and Real Estate of PolyU)
嘉許狀及感謝咭(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，本集團若干成員公司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 (Paul Y. – Able Joint Venture) 設計及建造薄扶林道瑪麗醫院重建工程第一期 – 主要工程(保華 – 安保聯營)</p>	
<p>The Development Bureau and the Construction Industry Council/28th Considerate Contractors Site Award Scheme 發展局及建造業議會／第二十八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 – Bronze Award 傑出環境管理獎 – 銅獎</p>
	<p>Innovation Awards for Safety and Environmental Excellence – Silver Award 安全及環境卓越創新獎 – 銀獎</p>
<p>Architectural Services Department/ Green Contractor Award 2021 建築署／環保承建商獎勵計劃2021</p>	<p>Green Contractor – Gold Award 環保承建商 – 金獎</p> <p style="text-align: right;">Paul Y. – Able Joint Venture Green Contractor – Gold Award 2021 保華 – 安保聯營 環保承建商 – 金獎2021</p>
<p>Design and Construction of Joint-user Government Office Building in Area 67 Tseung Kwan O (ABLE – PAUL Y. Joint Venture) 設計及建造位於將軍澳第67區政府聯用辦公大樓(安保 – 保華聯營)</p>	
<p>Architectural Services Department/ Green Contractor Award 2021 建築署／環保承建商獎勵計劃2021</p>	<p>Green Contractor – Bronze Award 環保承建商 – 銅獎</p> <p style="text-align: right;">ABLE – PAUL Y. Joint Venture Green Contractor – Bronze Award 2021 安保 – 保華聯營 環保承建商 – 銅獎2021</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 Yip Wong Road Phase 1 and Phase 2, Tuen Mun 屯門業旺路第1期及2期公共房屋發展計劃建築工程	
Construction Industry Safety Award Scheme 2019/2020 建造業安全獎勵計劃2019/2020	Building Sites (Public Sector) category – Bronze Award 樓宇建造地盤(公營合約)－銅獎
	Safety Team Good Performance Certificate 安全隊伍良好表現證書
Construction Industry Council/ Life First 2022 Award 建造業議會／生命第一2022大獎	Excellence Award 卓越表現獎

13 AWARDS AND CERTIFICATIONS 獎項及證書



Our Group Life First Promotional Campaign Recognition 2022 Excellence Award
本集團生命第一安全推廣活動嘉許儀式2022卓越表現獎



Presentation ceremony of 28th Considerate Contractors Site Award Scheme
第28屆公德地盤嘉許計劃頒獎典禮



Presentation ceremony of Life First Promotional Campaign Recognition 2022
生命第一安全推廣活動嘉許儀式2022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

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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	30
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	31
KPI A1.2	GHG emissions in total and intensity. Direct (Scope 1), energy indirect (Scope 2) and energy indirect (Scope 3) 溫室氣體總排放量及強度。直接(範圍一)、能源間接(範圍二)及能源間接(範圍三)	THE ENVIRONMENT: GHG Emission 環境：溫室氣體排放	32
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	37

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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	33
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	37
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	39
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	40
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	38

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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	40
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	–
A. Environmental 環境			
A3	The Environment and Natural Resources 環境與自然資源		
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：環境與自然資源	30
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：環境與自然資源	30
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	41
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	21
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	23
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	24

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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	16
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	16
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	17

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B. Social 社會		
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：員工發展及培訓
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
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
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
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
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

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B. Social 社會			
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	47
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	47
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	47
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	48
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	48

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B. Social 社會			
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 產品品質與責任	51
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	49
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 產品品質與責任	51
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 產品品質與責任：保密	52

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B. Social 社會		
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
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
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
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

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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
B. Social 社會		
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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