



# 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

2023/2024

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## 1 THE BOARD STATEMENT 董事會聲明

Dear Stakeholders,

I am pleased to present our ESG Report which highlights our performance in various areas, including safety culture, corporate innovation, professionalism, environmental protection, social responsibility, and corporate governance, as well as integrity management. This achievement inspires us to actively enhance our performance, foster innovation within the industry, preserve best practices, and enable the community to gain a deeper understanding of the contributions made by contractors to Hong Kong society.

Our commitment to enhancing safety standards in the construction industry is unwavering. We provide safety guidelines for industry reference, which is considered by contractors, employees, and other relevant parties involved in construction projects as a valuable resource. We promote adoption of various smart site safety systems to avoid accidents and enhance workers awareness in day-to-day working.

Furthermore, we demonstrate our dedication to upholding integrity and our firm support and recognition of the anti-corruption work by ICAC. We adhere to a strict code of conduct and promote open, clean and fair business practices at every level. Our commitment to integrity is reflected in our robust internal control systems, regular training programs on ethical conduct, and thorough vetting processes for business partners and suppliers. Through these measures, we ensure that our operation aligns with the highest standards of honesty, accountability and fairness.

致各位持份者：

本人欣然呈報我們的環境、社會及管治報告，當中重點列出我們於多個範疇的表現，包括安全文化、企業創新、專業素養、環保、社會責任及企業管治以及廉潔管理。此項成就啟發我們積極提升我們的表現、促進行業創新、保留最佳慣例及令社區更深入了解承建商對香港社會作出的貢獻。

我們對提升建築業的安全標準之決心相當堅定。我們提供安全指引供行業參考，有關指引被承建商、僱員及參與建築項目的其他相關人士視為一項寶貴的資源。我們推動採用不同的智慧工地安全系統以於日常工作中避免事故及提高工人意識。

此外，我們展示我們致力於維護廉潔以及我們對廉政公署進行的反貪污工作之堅定支持及認同。我們嚴格遵守員工紀律守則，並於各層面推廣公開、廉潔及公正的商業行為。我們對廉潔的決心反映於我們嚴謹的內部管控系統、有關道德操守的定期培訓計劃以及對業務合作夥伴及供應商進行詳細的審查程序。透過該等措施，我們確保我們的營運符合誠實、負責及公平的最高標準。

## 1 THE BOARD STATEMENT

### 董事會聲明

We are dedicated to build a more inclusive, sustainable, and prosperous society together. Our sustainability strategy guides us to address the concerns which matter most to our clients, partners, community stakeholders, and employee. ESG is seamlessly integrated into our corporate strategic plan, ensuring that our operational activities have positive impacts on the society and the environment. We are focused on reducing our environmental impact by implementing waste diversion measures, setting new greenhouse gas emission targets, and encouraging our projects and partners to adopt environmentally sustainable practices.

As a responsible company in the construction industry, we adhere to the strictest standards of safety, quality, and service excellence. Through our collaborative and entrepreneurial approach, we develop innovative solutions that deliver long-term and tangible benefits for our stakeholders and community. Sustainability and ESG initiatives are embedded in everything we do. Our culture fosters care and collaboration, and it has fostered a dynamic and diverse workforce that is deeply invested in the success of the business.

ESG considerations are fundamental to the success and future development of our business. This report highlights the initiatives that drove our performance during the year ended 31 March 2024 and illustrates our strong commitment to continuous improvement and the advancement to our ESG and sustainability goals.

我們致力共同建設更包容、更可持續及更繁榮的社會。我們的可持續發展策略指引我們解決客戶、合作夥伴、社會持份者及僱員最關心的問題。環境、社會及管治無縫融入我們的企業戰略計劃，確保我們的經營活動對社會及環境構成正面影響。我們專注於透過實施廢物分流措施、制訂新溫室氣體排放目標以及鼓勵項目及合作夥伴採納環境可持續慣例，降低我們對環境造成的影響。

作為建築業內一間負責任的公司，我們遵守安全、品質及卓越服務的最嚴格標準。透過我們共同合作及進取的方式，我們制訂創新的解決方案，以為我們的持份者及社區交付長期及實際的裨益。可持續發展以及環境、社會及管治舉措融入我們工作中。我們的文化提倡關懷及合作，其已培養充滿活力及多元化的員工，而我們已就業務的成功投放大量資源。

環境、社會及管治的考量對於我們業務的成功及未來發展十分重要。本報告重點闡述推動我們截至二零二四年三月三十一日止年度的表現之舉措，並顯示我們持續進步的堅定決心及對我們環境、社會及管治以及可持續發展目標的推進。

YAU Kwok Fai  
Chairman

游國輝  
主席

## 2 ABOUT THE COMPANY 有關本公司

Able Engineering Holdings Limited (the “**Company**”, together with its subsidiaries (our/the “**Group**”), Stock Code: 1627) 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 470 full-time employees, from managerial, supervisory grade to general 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. Our ongoing projects encompass the construction of public housing, hospital, data centre and office building, reflecting our commitment to diverse and impactful initiatives. We are proud to have garnered widespread recognition from clients and have been honored with multiple awards for architectural excellence, green building practices, occupational health and safety, and other achievements.

As we forge ahead, our focus is on fostering sustainable growth through proactive engagement and collaboration with our key stakeholders. We recognize the importance of effective communication in driving positive environmental, social, and governance outcomes. By embracing responsible practices, we aim to contribute to a more sustainable future while delivering value to our 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**」, 股份代號: 1627)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。我們共有約四百七十名全職員工(從管理層、監督人員到普通人員)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。我們的進行中項目圍繞公營住宅、醫院、數據中心及辦公大樓的建設, 反映出我們對多元化及具影響力舉措的承擔。我們十分自豪獲得客戶的廣泛認可, 並已榮獲多個有關卓越建築、綠色建築實踐、職業健康及安全的獎項及取得其他成就。

隨著我們穩步向前, 我們專注於透過與主要持份者積極接觸及合作, 以促進可持續發展增長。我們意識到有效溝通對於推動正面環境、社會及管治結果的重要性。透過採取負責任的作業方式, 我們旨在於向持份者交付價值的同時, 對更可持續發展的未來作出貢獻。



### 3 ABOUT THIS REPORT 有關本報告

Able Engineering Holdings Limited is pleased to present this financial year's Environmental, Social and Governance Report (“ESG Report”), covering the period from 1 April 2023 to 31 March 2024 (the “Reporting Period”). This ESG Report has been prepared in accordance with mandatory disclosure requirements and “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide under Appendix C2 of the Rules Governing the Listing of Securities on 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 and the ESG Report has been reviewed and approved by the Board on 27 June 2024.

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. This year, for the first time we are disclosing the sustainability performance of our new business of pre-fabrication factory for manufacturing free-standing integrated modules for our own use, showcasing our commitment to sustainability and transparency.

For information regarding the Company's governance performance on other areas, please refer to the “Corporate Governance report” set out on pages 33 to 60 of Able Engineering Holdings Limited's 2023/2024 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.

安保工程控股有限公司欣然提呈本財政年度的環境、社會及管治報告(「環境、社會及管治報告」)，涵蓋由二零二三年四月一日至二零二四年三月三十一日期間(「報告期間」)。本環境、社會及管治報告乃根據聯交所證券上市規則附錄C2《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本集團的可持續發展績效、政策及策略，而本環境、社會及管治報告已於二零二四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。我們於本年度內首次披露我們有關製造供自用的獨立合成組件的預製廠的新業務之可持續發展表現，展示我們對可持續發展及透明度的決心。

有關本公司於其他範疇的管治表現的資料，請參閱於安保工程控股有限公司2023/2024年報第33頁至第60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 feasible, accompanied by descriptions of the methodologies, assumptions and sources of the standards adopted.
- **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 for readers to make an impartial judgement.
- **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，並隨附所採納標準的方法、假設及來源之描述。
- **平衡：**本環境、社會及管治報告以公正的方式披露正反兩面之表現，以確保內容及數據客觀持平，令讀者可作出公正判斷。
- **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做法一致，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](http://www.hkexnews.hk)) and our Company ([www.ableeng.com.hk](http://www.ableeng.com.hk)). The Group values stakeholders' views and suggestions. Please share your feedback on the Report and sustainability-related matters at [info@ableeng.com.hk](mailto: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](http://www.hkexnews.hk))及本公司網站([www.ableeng.com.hk](http://www.ableeng.com.hk))上查閱。本集團重視各持份者的觀點及提議。請於[info@ableeng.com.hk](mailto:info@ableeng.com.hk)分享閣下對本報告及可持續發展相關事宜的反饋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 a fundamental aspect of Able Engineering Holdings Limited's strategy, as we strive to incorporate environmentally and socially responsible practices into our business operations. As at the date of this ESG Report, the board (the "Board") is composed of eight directors of the Company (the "Director(s)"), including three Executive Directors, namely Mr. YAU Kwok Fai, Mr. LEE Hang Wing James and Mr. LAU Chi Fai Daniel; 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 composition changes that were effected during 2024 and prior to the date of this report are as follows: Mr. LEE Hang Wing James was appointed as an Executive Director and the Chief Executive Officer on 1 April 2024 and Mr. NGAI Chun Hung resigned as a Non-executive Director on 1 April 2024. 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.

To effectively address ESG issues and risks, our ESG Working Group comprising directors and members from different projects and departments of the Group works diligently to enhance sustainability practices through a systematic approach, ensuring compliance with applicable ESG requirements. Our ESG Working Group is responsible for implementing ESG practices, collecting and analyzing data, monitoring and addressing sustainability issues, and promoting adherence to ESG standards in our daily operations. Monthly meetings are held to review regulatory policies, development trends, and safety issues, providing valuable insights and advice to management on ESG-related matters. Additionally, quarterly safety, health, and environmental meetings involving Directors of the Group and ESG Working Group members are conducted to assess corporate risks, compliance, control measures, and safety and health concerns. Regular performance reviews and evaluations are conducted to ensure the integration of ESG considerations into our day-to-day operations. We prioritize open communication and provide platforms for staff to express their opinions on our ESG vision, motives, and strategies. Furthermore, we prioritize educating our employees about ESG issues relevant to their work.

可持續發展乃為安保工程控股有限公司策略的基礎部分，因此我們致力採取對環境及社會負責任的營商方式。於本環境、社會及管治報告日期，董事會（「董事會」）由本公司八名董事（「董事」）組成，包括三名執行董事（即游國輝先生、李恒穎先生及劉志輝先生）及五名獨立非執行董事（即高贊明教授、李文彪醫生、李毓湘博士、麥淑卿女士及蒙燦先生）。於二零二四年內及本報告日期之前生效的董事會組成變動如下：李恒穎先生於二零二四年四月一日獲委任為執行董事兼行政總裁，及魏振雄先生於二零二四年四月一日辭任非執行董事。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。

為有效應對環境、社會及管治問題和風險，我們的環境、社會及管治工作小組成員包括董事及來自本集團不同項目及部門的成員，努力通過系統化的方法加強可持續發展實踐，確保遵守適用的環境、社會及管治要求。我們的環境、社會及管治工作組負責實施環境、社會及管治措施，收集及分析數據、監察及處理本集團日常運營中的可持續發展事宜，以及促進遵守環境、社會及管治規定。環境、社會及管治工作組成員每月舉行會議，以審視相關監管政策、發展趨勢及安全問題，並就環境、社會及管治相關事宜向管理層提供寶貴見解及意見。我們亦舉行安全、健康與環境季度會議，本集團董事及環境、社會及管治工作組成員於會上評估企業風險、合規、控制措施及安全與健康問題。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。我們優先考慮開放式溝通，並為員工提供平台，讓他們就我們的環境、社會及管治願景、動機和戰略發表意見。此外，我們優先對員工進行與其工作相關的環境、社會及管治問題的教育。



## 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”.

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作業方式，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」。

## 5 STAKEHOLDERS ENGAGEMENT 與持份者的溝通

The Group places great importance on our key stakeholders, including customers, suppliers and sub-contractors, employees, shareholders and investors, government and regulatory authorities and the community and acknowledges the essential requirement for ongoing communication through various channels. This enables us to effectively identify, comprehend, and address their expectations and priorities concerning ESG-related strategies, initiatives, and overall performance.

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:

本集團高度重視我們的主要持份者，包括客戶、供應商及分包商、員工、股東及投資者、政府及監管機構以及社區，並深知通過各種管道進行持續溝通的必要性。這使我們能夠有效地識別、理解和滿足他們對環境、社會及管治相關戰略、措施和整體績效的期望和優先事項。

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<br>持份者                      | MOST CONCERNED ENVIRONMENTAL AND SOCIAL ISSUES<br>最關注的環境及社會議題                                                                                                                            | MAJOR COMMUNICATION CHANNELS<br>主要溝通渠道                                                                                                                                                                                                             |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers<br>客戶                          | <ul style="list-style-type: none"> <li>Quality of works 工程質量</li> <li>Compliance 合規</li> <li>Business ethics 商業道德</li> <li>Operational risk 營運風險</li> <li>Anti-corruption 反貪污</li> </ul> | <ul style="list-style-type: none"> <li>One-on-one meetings 一對一會議</li> <li>Company website 公司網站</li> <li>Online survey 網上問卷</li> <li>Email and instant communication channels 電郵及即時通訊渠道</li> </ul>                                                  |
| Suppliers and Sub-contractors<br>供應商及分包商 | <ul style="list-style-type: none"> <li>Health and safety 健康及安全</li> <li>Green practices 綠色政策</li> <li>Compliance 合規</li> <li>Anti-corruption 反貪污</li> </ul>                              | <ul style="list-style-type: none"> <li>Regular meetings 定期會議</li> <li>Training sessions 培訓</li> <li>Safety and environmental evaluation 安全及環境評估</li> <li>Online survey 網上問卷</li> <li>Email and instant communication channels 電郵及即時通訊渠道</li> </ul> |

## 5 STAKEHOLDERS ENGAGEMENT 與持份者的溝通

| STAKEHOLDERS<br>持份者                                     | MOST CONCERNED<br>ENVIRONMENTAL AND<br>SOCIAL ISSUES<br>最關注的環境及社會議題                                                                                              | MAJOR COMMUNICATION<br>CHANNELS<br>主要溝通渠道                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employees</b><br>員工                                  | <ul style="list-style-type: none"> <li>Health and safety 健康及安全</li> <li>Training and development 培訓與發展</li> <li>Employee well-being 員工福祉</li> </ul>              | <ul style="list-style-type: none"> <li>Training and development activities 培訓與發展活動</li> <li>Employee engagement activities 員工參與活動</li> <li>Regular meetings 定期會議</li> <li>Email and instant communication channels 電郵及即時通訊渠道</li> <li>Mobile applications 流動應用程式</li> <li>Performance appraisals 績效評估</li> <li>Staff handbook 員工手冊</li> <li>Online survey 網上問卷</li> </ul> |
| <b>Shareholders and Investors</b><br>股東及投資者             | <ul style="list-style-type: none"> <li>Corporate governance 企業管治</li> <li>Information disclosure 資訊披露</li> <li>Risk management 風險管理</li> </ul>                   | <ul style="list-style-type: none"> <li>Annual general meeting 股東週年大會</li> <li>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</li> <li>Announcements and circulars 公告及通函</li> <li>Company website 公司網站</li> </ul>                                                                                                                                       |
| <b>Government and Regulatory Authorities</b><br>政府及監管機構 | <ul style="list-style-type: none"> <li>Compliance 合規</li> <li>Employee protection 員工保障</li> <li>Industry innovation 行業創新</li> <li>Anti-corruption 反貪污</li> </ul> | <ul style="list-style-type: none"> <li>Industry collaboration consortium 行業協會</li> <li>Update on relevant latest laws and regulations 有關最新法律及法規的更新資料</li> </ul>                                                                                                                                                                                                           |
| <b>Community</b><br>社區                                  | <ul style="list-style-type: none"> <li>Environmental impact 環境影響</li> <li>Community support 社區支援</li> </ul>                                                      | <ul style="list-style-type: none"> <li>Community support activities 社區支援活動</li> <li>Involvement in environmental protection activities 參與環保活動</li> <li>Notice board 告示板</li> <li>Email and instant communication channels 電郵及即時通訊渠道</li> </ul>                                                                                                                            |

## 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, prioritize 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 23 ESG issues related to the Group's business.

Similar to the previous year, "Occupational Health and Safety", "Compliance" and "Anti-corruption" were rated as very 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23項環境、社會及管治議題的重要性進行排序。

與去年相似，「職業健康與安全」、「合規」及「反貪污」被評估為非常重要，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"> <li>▲ Employee Training and Promotion<br/>員工培訓及晉升</li> <li>▲ Employment and Benefits<br/>人才招聘及員工福利</li> <li>▲ Employee Engagement<br/>員工溝通</li> <li>● Energy Consumption(Non-renewable Energy)<br/>能源耗用 (不可再生能源)</li> </ul>                                                                                                                                  |             | <ul style="list-style-type: none"> <li>▲ Occupational Health and Safety<br/>職業健康與安全</li> <li>■ Compliance 合規</li> <li>■ Anti-Corruption 反貪污</li> <li>■ Quality Management 質量管理</li> <li>■ Confidentiality and Business Ethics<br/>保密及商業道德</li> <li>■ Contractors Management 外判商管理</li> <li>● Pollution Management 污染管理</li> <li>● Waste Management 廢棄物管理</li> </ul> |
|                                       | Medium 中 | <ul style="list-style-type: none"> <li>■ Green Operation 綠色營運</li> <li>■ Participation in Green Building 參與綠色建築</li> <li>■ Community Investment and Participation<br/>社會投資及參與</li> <li>▲ Diversity and Equal Opportunities 多元化及<br/>平等機會</li> <li>● Climate Change 氣候變化</li> <li>● Greenhouse Gas Emissions 溫室氣體排放</li> <li>● Energy Consumption (Renewable Energy)<br/>能源耗用 (可再生能源)</li> </ul> |             | <ul style="list-style-type: none"> <li>■ Technological Innovation<br/>創新技術研發</li> <li>■ Compliant Handling 投訴處理</li> <li>■ Supply Chain Management<br/>供應鏈管理</li> <li>● Use of Materials and Construction<br/>Practices 用料及施工方法</li> </ul>                                                                                                                          |
|                                       |          | 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

We put our best effort into achieving the highest practical standard of safety and health for our target groups including our employees, sub-contractors, and the community. 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 core health and safety policies and goals are as follows:

- Ensuring compliance with legislations and international standards;
- strengthening effectiveness of the OHS management system;
- establishing a comprehensive communication system that promotes efficient safety management and facilitates incident reporting;
- continuously assessing and analyzing OHS risks to minimize their impact and enhance overall OHS performance;
- increase awareness of OHS among employees and stakeholders; and
- setting targets and programs to measure and improve OHS performance with the ultimate objective of i) achieving zero fatal accident; and ii) maintaining a reportable accident frequency rate below 0.60 per 100,000 man-hours worked annually.

### OHS POLICY

Stringent OHS measures are taken throughout our business operations to safeguarding the safety of our stakeholders, including employees, customers, sub-contractors and suppliers.

我們竭盡全力為我們的主要對象(包括我們的僱員、分包商及社區)實現最高可行的安全及健康標準。保持我們的員工、分判商及所涉其他人員的健康和安全是重要的。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下列各項：

- 確保遵守法例及國際標準；
- 提高職安健管理系統的效率；
- 建立一個全面的溝通系統，促進有效的安全管理，方便事故匯報；
- 持續評估及分析職安健風險，降低風險影響，以及提高職安健的整體績效；
- 提高員工及持份者對職安健的意識；及
- 制定衡量和改進職安健績效的目標及計劃，並以i)實現零意外死亡事故；及ii)保持每年每十萬工時須呈報的工傷事故頻率低於0.60為最終目標。

### 職安健政策

我們在整個業務營運過程採用嚴格的職安健措施以保障持份者，包括員工、客戶、分判商及供應商的安全。

## 7 OUR PEOPLE 我們的員工

Our staff and workers are the most important resource to our sustainable development. The “Safety, Health & Environmental 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。「安全與健康環保委員會」(「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 7)” 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(第七版)」，加強於建築地盤實施5S(整理、整頓、清潔、標準化及紀律)。

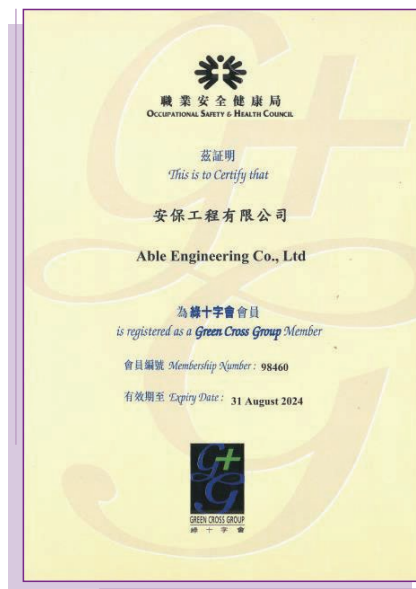


We promise to maintain high level of OHS performance of working environment for our people to prevent injury and illness, as well as meet all requirements of relevant legislation. Our major subsidiary, Able Engineering Company Limited, was awarded the certification of ISO45001:2018 Occupational Health & 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 summarized certain OHS statistics of the Group and the Construction Industry for the three years ended 31 March 2024, 2023 and 2022:

下表概述了截至二零二四年、二零二三年及二零二二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：

|                                                                                 | 2023/24          |                                  | 2022/23          |                       | 2021/22          |                       |
|---------------------------------------------------------------------------------|------------------|----------------------------------|------------------|-----------------------|------------------|-----------------------|
|                                                                                 | The Group<br>本集團 | Industry#<br>建造業#                | The Group<br>本集團 | Industry#<br>建造業#     | The Group<br>本集團 | Industry#<br>建造業#     |
| Number of Work-related Fatalities (worker)<br>工作相關致命事件數量(工人)                    | 0                | Currently<br>unavailable<br>暫未公佈 | 0                | 17**                  | 0                | 23***                 |
| Fatality Rate (per 1,000 workers)<br>致命率(每千名工人)                                 | 0                | Currently<br>unavailable<br>暫未公佈 | 0                | 0.162**               | 0                | 0.218***              |
| Work-related Accidents<br>(cases of over 3 lost days)<br>工傷意外宗數(停工超過三日)         | 36               | Currently<br>unavailable<br>暫未公佈 | 31               | 3,046**               | 27               | 3,109***              |
| Work-related Accidents (total lost days)<br>工傷意外宗數(總損失工作日數)                     | 4,931            | Currently<br>unavailable<br>暫未公佈 | 4,607            | Not available<br>無法取得 | 9,717            | Not available<br>無法取得 |
| Work-related Accidents Rate<br>(per 1,000 workers)<br>工傷意外率(每千名工人)              | 14.65            | Currently<br>unavailable<br>暫未公佈 | 12.47            | 29.1**                | 28.5             | 29.5                  |
| Loss Time Injuries Frequency Rate<br>(per 100,000 hours worked)<br>失時工傷率(每十萬工時) | 0.40             | Currently<br>unavailable<br>暫未公佈 | 0.34             | Not available<br>無法取得 | 0.73             | Not available<br>無法取得 |

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

\*\* Summary of OSH statistics of year 2023

\*\*\* Summary of OSH statistics of year 2022

\* 資料來源：勞工處建造業之職安健統計數字

\*\* 二零二三年之職安健統計數字概要

\*\*\* 二零二二年之職安健統計數字概要

## 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 inspections and safety walks are conducted by senior management on our construction sites to verify the sufficiency and effectiveness of safety control measures and to review serious accidents in the past and to discuss ways to avoid recurrence.

In the event of a work-related accident, 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 promote the establishment of good safety habits at our construction sites and encourage the sharing of best practices, we held the "Good Habits Safety Competition" during the Reporting Period, as we have done in previous years. Participants from different construction sites were required to submit five "Good Habits" in the form of photos accompanied by simple text descriptions. These submissions showcased exemplary practices related to safety, environmental protection, and workers' health implemented on their respective 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，並檢討過往的嚴重意外以及討論防止再發生的方法。

倘發生工程意外，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。

為推廣於建築地盤形成良好安全習慣，並鼓勵分享最佳實踐，於報告期間，我們一如往年舉辦「好習慣安全比賽」活動。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。提交的作品展示了在各自工地實施的與安全、環保和工人健康有關的模範做法。



## 7 OUR PEOPLE 我們的員工

### EMPLOYMENT POLICY AND LABOUR PRACTICE

We demonstrate unwavering commitment to legal and regulatory compliance by strictly adhering to 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. To ensure consistent implementation of our responsible business practices, we have developed a comprehensive human resources framework and detailed management policies, which are comprehensively documented in our Staff Handbook. This comprehensive resource provides clear guidelines covering essential aspects such as working conditions, employee benefits and remuneration, training and development, and health and safety measures. Recognizing the importance of staying updated on the industry trends and regulatory requirements, we regularly update our Staff Handbook to align with evolving best practices.

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. We have a well-implemented process for attracting talents through various channels such as career talks and recruitment programmes.

### 僱傭政策及勞工實務

我們嚴格遵守《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，以恪守對法律及規例的承諾。為確保始終如一地實施負責任的商業行為，我們制定了全面的人力資源框架及詳細的管理政策，並在員工手冊中進行了全面記錄。這份全面的資料提供了明確的指導方針，涵蓋了工作條件、員工福利和薪酬、培訓和發展以及健康和安全措施等重要方面。我們明白保持了解行業趨勢及監管要求的重要性，因此我們定期更新員工手冊，以符合不斷變化的最佳常規。

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。我們有一套完善的程序，通過職業講座和招聘計劃等各種管道吸引人才。

## 7 OUR PEOPLE 我們的員工

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

Furthermore, 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。我們於作出有關員工的招聘、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。此外，由於香港的法律法規對兒童的基本人權和利益給予了很好的保護，我們相信童工和強迫勞動在香港並不是一個主要問題，但在我們的業務中，任何形式的童工和強迫勞動都是被嚴厲禁止的。如有任何違反《員工紀律守則》的情況，我們將會採取措施，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

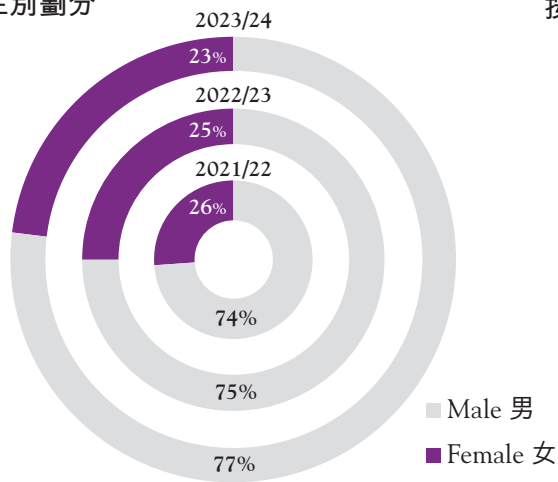
### EMPLOYEE PROFILE

As at 31 March 2024, the Group had about 468 employees, included 50 employees at head office and 418 employees at construction sites. All of them were full-time employees based in Hong Kong. Detailed workforce demographics are presented below:

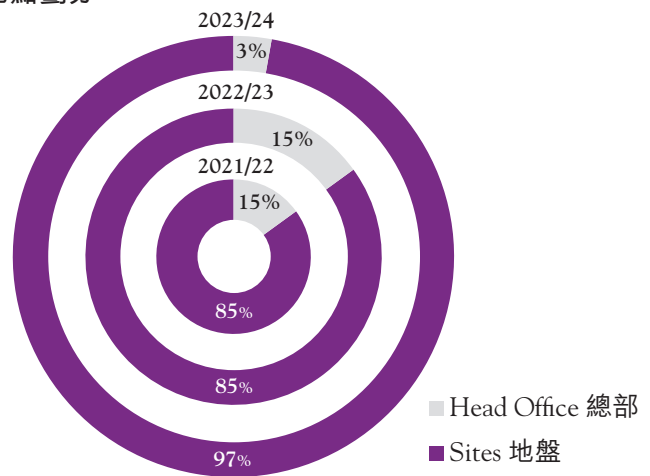
### 員工組成

於二零二四年三月三十一日，本集團共有約四百六十八名員工，當中五十名為總部員工及四百一十八名為建築地盤員工，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：

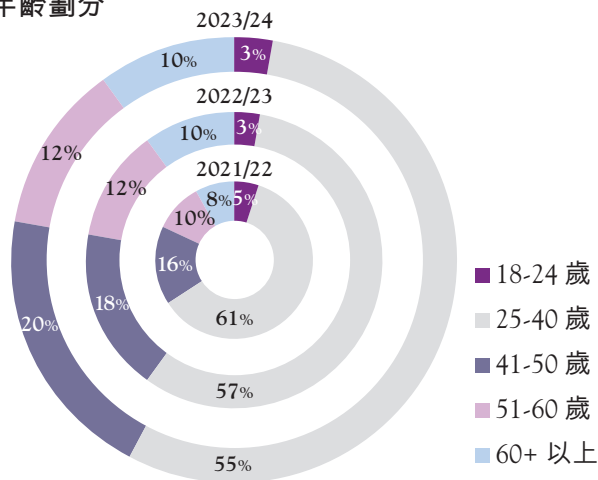
By Gender  
按性別劃分



By Location  
按地點劃分



By Age  
按年齡劃分



## 7 OUR PEOPLE 我們的員工

Employee turnover rate (%) by location, gender and age group for the year ended at 31 March 2024, 31 March 2023 and 31 March 2022 are listed below:

截至二零二四年三月三十一日、二零二三年三月三十一日及二零二二年三月三十一日止年度，員工流失率(%)載列如下(按地點、性別及年齡組別劃分)：

| Turnover Rate among full-time employee (%)<br>全職員工流失率(%) | 2023/24 | 2022/23 | 2021/22 |
|----------------------------------------------------------|---------|---------|---------|
| <b>By Location</b><br>按地點劃分                              |         |         |         |
| Head Office<br>總部                                        | 25%     | 11%     | 8%      |
| Construction Site<br>建築地盤                                | 26%     | 21%     | 19%     |
| <b>By Gender</b><br>按性別劃分                                |         |         |         |
| Male<br>男性                                               | 26%     | 20%     | 17%     |
| Female<br>女性                                             | 26%     | 18%     | 16%     |
| <b>By Age Group</b><br>按年齡劃分                             |         |         |         |
| 18 – 24                                                  | 14%     | 70%     | 49%     |
| 25 – 40                                                  | 28%     | 23%     | 18%     |
| 41 – 50                                                  | 29%     | 15%     | 14%     |
| 51 – 60                                                  | 24%     | 13%     | 13%     |
| > 60                                                     | 16%     | 7%      | 4%      |

## 7 OUR PEOPLE 我們的員工

We noted there was high 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. Our management has monitored staff turnover rate closely and has followed up to understand the reasons behind employee departures, taking appropriate actions in response. 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 organize 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.

我們注意到近年員工流失偏高，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。我們的管理層已密切監察員工流失率及已跟進了解員工離職的原因，採取適當的應對措施。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。



The Company rewarded its good-performing employees with an incentive trip to Australia during the Chinese New Year in 2024, recognizing their excellent work and contributions.

於二零二四年農曆新年期間，本公司獎勵其表現出色的員工前往澳洲旅遊，以表彰其出色的工作及貢獻。



## 7 OUR PEOPLE 我們的員工

### EMPLOYEE DEVELOPMENT AND TRAINING

We are committed to fostering a culture of continuous improvement and lifelong learning, encouraging our colleagues to proactively seek opportunities for self-improvement. To support this commitment, we offer a wide range of internal and external training programs, share training materials and updates through via intra emails/webinars, and provide resources such as examination leave and educational subsidies.

A compulsory training session conducted by the Independent Commission Against Corruption (“ICAC”) is provided for all new employees. This training covers topics such as ethical conduct in construction and work supervision. We organize safety trainings regularly for our employees at sites to enhance their safety awareness and understanding of contingency measures. Furthermore, we provide appropriate induction program for new board members and ongoing training for our existing Directors and management to ensure they have up-to-date on the evolving listing rules, corporate governance standards, and critical compliance obligations.

### 員工發展及培訓

我們致力於培養一種持續改進和終身學習的文化，鼓勵同事積極地尋求自我提升的機會。為恪守此承諾，我們提供廣泛的內部和外部培訓計劃，通過內部電子郵件／網路研討會分享培訓材料和最新資訊，並提供考試假期和教育補貼等資源。

所有新進員工均須參加由廉政公署（「ICAC」）舉辦的強制培訓課程。該培訓內容包括建築業的道德操守及工作監督等。我們定期在地盤為員工舉辦安全培訓，以提高其安全意識及對緊急措施的了解。此外，我們為新董事會成員提供合適的就任培訓並為現任董事及管理層提供持續培訓，使彼等了解不斷變化的上市規則、企業管治標準及關鍵合規責任的最新情況。



Fire prevention and fire fighting training  
防火及消防培訓



Regular safety trainings at sites updating safety  
produces and practices  
定期在地盤舉辦安全培訓，更新安全程序及做法



Our site safety trainings are usually conducted in Chinese. In order to take care of our ethnic minority workers, we held luncheon talk with them to review site accidents and daily site work precautions.  
我們的地盤安全培訓通常以華語進行。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。



## 7 OUR PEOPLE

### 我們的員工

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<br>平均培訓時數 | 2023/24 | 2022/23 | 2021/22 |
|----------------------------------|---------|---------|---------|
| <b>By Gender</b><br>按性別劃分        |         |         |         |
| Male<br>男性                       | 2.45    | 2.18    | 3.44    |
| Female<br>女性                     | 2.35    | 1.82    | 3.75    |
| <b>By Location</b><br>按地點劃分      |         |         |         |
| Head Office<br>總部                | 2.48    | 2.23    | 1.32    |
| Construction Sites<br>建築地盤       | 1.75    | 0.50    | 3.90    |
| <b>By Work Grade</b><br>按工作職級劃分  |         |         |         |
| Entry Level<br>初級                | 2.21    | 1.90    | 4.14    |
| Middle Level<br>中級               | 2.97    | 2.67    | 4.32    |
| Senior Level<br>高級               | 1.28    | 0.78    | 1.33    |

## 7 OUR PEOPLE 我們的員工

In addition, percentage of employees trained by gender, location and 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<br>受訓員工之百分比 | 2023/24 | 2022/23 | 2021/22 |
|---------------------------------------------|---------|---------|---------|
| <b>By Gender</b><br>按性別劃分                   |         |         |         |
| Male<br>男性                                  | 63.4%   | 68.36%  | 71.43%  |
| Female<br>女性                                | 64.5%   | 63.24%  | 67.03%  |
| <b>By Location</b><br>按地點劃分                 |         |         |         |
| Head Office<br>總部                           | 54.25%  | 42.76%  | 90.38%  |
| Construction Sites<br>建築地盤                  | 49.12%  | 69.77%  | 79.87%  |
| <b>By Work Grade</b><br>按工作職級劃分             |         |         |         |
| Entry Level<br>初級                           | 73.01%  | 77.22%  | 93.60%  |
| Middle Level<br>中級                          | 75.33%  | 74.93%  | 65.96%  |
| Senior Level<br>高級                          | 28.85%  | 31.50%  | 27.38%  |

## 8 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 “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, victimization 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 constantly work with the Independent Commission Against Corruption to organize training to strengthen employee awareness of ethics and anti-corruption law compliance. We have also participated in the Integrity Charter 2.0 which was jointly organized by ICAC, the Development Bureau, and the Construction Industry Council. The Integrity Charter 2.0, 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《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」將獲得保障免受不公平解僱、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。我們與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合辦的「誠」建商約章2.0。「誠」建商約章2.0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。

## 8 ANTI-CORRUPTION 反貪污



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



Integrity Charter 2.0  
「誠」建商約章 2.0



Anti-corruption training presented by ICAC's representative to our people  
廉政公署代表為我們的員工提供反貪污培訓



## 9 THE ENVIRONMENT

### 環境

#### ENVIRONMENT AND NATURAL RESOURCES

In our commitment to responsible business practices, 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 may 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 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 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

我們明白保護環境及節約資源是我們的使命，並致力採用負責任的商業常規。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，可能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，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達致環境可持續發展作出貢獻。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。委員會於項目每個階段定期召開會議，以收集環境監督人員、地盤管工和地盤代表的想法。透過每月提交予委員會的環境報告，委員會作出系統性的監察及表現評估。



## 9 THE ENVIRONMENT

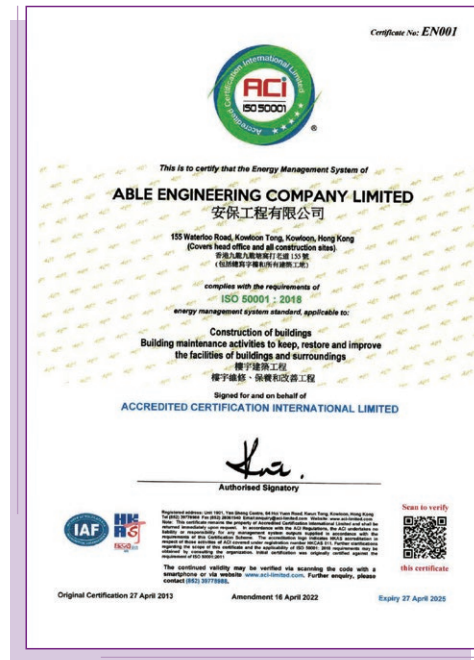
### 環境

A set of latest Energy Management System 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 CO<sub>2</sub>e 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所耗電力、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)。

## 9 THE ENVIRONMENT

### 環境

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<br>溫室氣體排放                         | Unit<br>單位                                        | 2023/24  | 2022/23  | 2021/22    |
|-------------------------------------------------|---------------------------------------------------|----------|----------|------------|
| Nitrogen Oxides (NO <sub>x</sub> )<br>氮氧化物      | Tonnes<br>噸                                       | 0.0199   | 0.0134   | 0.0137     |
| Sulphur Oxides (SO <sub>x</sub> )<br>硫氧化物       | Tonnes<br>噸                                       | 0.0005   | 0.0002   | 0.0007     |
| Carbon Dioxide (CO <sub>2</sub> )<br>二氧化碳       |                                                   |          |          |            |
| Direct (Scope I)<br>直接(範圍一)                     | Tonnes<br>噸                                       | 4,823.10 | 6,096.44 | 1,672.79   |
| Indirect (Scope II)<br>間接(範圍二)                  | Tonnes<br>噸                                       | 3,915.05 | 2,737.12 | 1,895.47   |
| Indirect (Scope III)<br>間接(範圍三)                 | Tonnes<br>噸                                       | 151.26   | 440.15   | N/A<br>不適用 |
| Total<br>總計                                     | Tonnes<br>噸                                       | 8,889.41 | 9,274.32 | 3,568      |
| Revenue<br>收入                                   | HK\$'million<br>百萬港元                              | 5,511.54 | 5,079.22 | 5,577.51   |
| CO <sub>2</sub> Emissions Intensity<br>二氧化碳排放強度 | Tonnes per<br>HK\$' million revenue<br>噸(每百萬港元收入) | 1.61     | 1.83     | 0.64       |

## 9 THE ENVIRONMENT 環境

### WASTE MANAGEMENT

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

Summary of key steps taken to achieve waste reduction target:

- 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 generation of waste;
- educate all workers to sort our reusable and recyclable materials;
- assign enough manpower and impose strict censorship on all waste sorting and collection points; and
- use water purifiers in the Group to provide safer and healthier water without resorting to single-use plastic bottles

### 廢棄物管理

於報告期間，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重要的。木材、金屬、紙張及塑料乃無害廢棄物中常見的可回收物料；可循環再用，作為建材的碎混凝土、建築碎料及磚瓦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、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。

為實現廢棄物減少目標而採取的主要措施概述：

- 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。

## 9 THE ENVIRONMENT

### 環境

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<br>廢棄物                                                          | Unit<br>單位                                       | 2023/24            | 2022/23            | 2021/22            |
|------------------------------------------------------------------------|--------------------------------------------------|--------------------|--------------------|--------------------|
| Hazardous Waste<br>有害廢棄物                                               | Tonnes<br>噸                                      | 0.27               | 0.30               | 0.13               |
| Non-Hazardous Waste<br>無害廢棄物                                           | Tonnes<br>噸                                      | 24,470.65          | 24,745.78          | 18,585.81          |
| Inert Construction Waste<br>(Public Fill)<br>惰性建築廢棄物(公眾填料)             | Tonnes<br>噸                                      | 46,581.01          | 224,115.71         | 238,743.63         |
| Revenue<br>收入                                                          | HK\$'million<br>百萬港元                             | 5,511.54           | 5,079.22           | 5,577.51           |
| Hazardous Waste Intensity<br>有害廢棄物強度                                   | Tonnes per HK\$'million<br>revenue<br>噸(每百萬港元收入) | $5 \times 10^{-5}$ | $6 \times 10^{-5}$ | $2 \times 10^{-5}$ |
| Non-hazardous Waste Intensity<br>無害廢棄物強度                               | Tonnes per HK\$'million<br>revenue<br>噸(每百萬港元收入) | 4.44               | 4.87               | 3.33               |
| Inert Construction Waste<br>(Public Fill) Intensity<br>惰性建築廢棄物(公眾填料)強度 | Tonnes per HK\$'million<br>revenue<br>噸(每百萬港元收入) | 8.45               | 44.12              | 42.80              |

The significant reduction in inert construction waste was due to the change in the nature of the projects undertaken. Excavation work was not a major component of the projects during the Reporting Period. Meanwhile, efforts were made to identify alternative recycling facilities or construction sites that could utilize the inert waste, rather than solely relying on the designated public fill reception facilities. This led to a substantial decrease in the overall amount of inert construction waste generated.

惰性建築廢料的大幅減少乃由於所承接項目的性質發生變化。於報告期間，挖掘工作並非該等項目的主要組成部分。同時，我們努力尋找可以利用惰性廢料的其他回收設施或建築工地，而並非僅僅依靠指定的公眾填料接收設施。因此，產生的惰性建築廢料總量大幅減少。

## 9 THE ENVIRONMENT 環境

### *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 and abandon the 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。我們在工地上實行全面的回收分類制度並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。該做法可提高收集的可回收物的數量和質量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



Clean up the sites regularly  
定期清潔地盤



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



## 9 THE ENVIRONMENT

### 環境

#### USE OF RESOURCES

A complete set of resource management strategies has been formed to ensure all major resource use resulting from the Group's operations and activities are controlled. An Energy Manual, including our energy procedures, energy operational control procedures and other related guidance notes, has been established and 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 CO<sub>2</sub> emissions or annual energy consumption by 3% to 20%.

\* 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 organizations 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、辦公室及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表現能進行公平客觀的評估，綠建環評令不同規模的組織及公司能夠展示彼等對可持續發展的承諾。



## 9 THE ENVIRONMENT

### 環境

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

- establish an inspection system for common areas and practice energy conservation;
- conduct energy audit for all offices;
- set computers, photocopiers and printers in energy saving mode;
- avoid unnecessary energy consumption by switching off idle lighting and air-conditioning after normal operating hours;
- carry out regular maintenance on office equipment, e.g. remove obstructions at air inlets and outlets and ventilation and clean the dust filters regularly;
- use energy efficient lighting devices, 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，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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### 環境

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<br>單位                                           | 2023/24   | 2022/23   | 2021/22   |
|----------------------------------------|------------------------------------------------------|-----------|-----------|-----------|
| Purchased Electricity<br>外購電力          | kWh<br>千瓦時                                           | 6,942,574 | 4,822,073 | 3,216,204 |
| Petrol<br>汽油                           | Litre<br>公升                                          | 34,741    | 13,986    | 20,618    |
| Diesel<br>柴油                           | Litre<br>公升                                          | 1,807,182 | 2,315,262 | 617,681   |
| LPG<br>液化石油氣                           | Litre<br>公升                                          | –         | –         | –         |
| Total Energy Consumption<br>能源消耗總量     | GJ<br>千兆焦耳                                           | 95,962    | 107,105   | 34,352    |
| Revenue<br>收入                          | HK\$' million<br>百萬港元                                | 5,511.54  | 5,045.79  | 5,577.51  |
| Energy Consumption Intensity<br>能源消耗強度 | GJ per<br>HK\$' million revenue<br>千兆焦耳<br>(每百萬港元收入) | 17.41     | 21.23     | 6.16      |

Given that the greenhouse gas emissions associated with the grid electricity we purchase are lower than those generated by our on-site diesel generators, our approach has been to adopt a battery energy storage system. This allows us to transition away from predominantly using the diesel generators and instead rely more heavily on drawing electricity from the grid as our primary energy source.

鑑於與我們購買的電網電力有關的溫室氣體排放低於現場的柴油發電機產生的溫室氣體排放，因此我們已採用電池儲能系統。此舉令我們可以不再主要使用柴油發電機，而是更依賴從電網獲取電力作為我們的主要能源。

## 9 THE ENVIRONMENT

### 環境

#### 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 reduce water consumption
- install low flush toilets or dual flushing cistern
- provide water usage guidelines in construction sites
- encourage staff to save water by posting water saving tips in rest room and pantry

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

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

#### 水資源

本集團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)以減少用水量
- 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：

|                                     | Unit<br>單位                                                         | 2023/24    | 2022/23    | 2021/22    |
|-------------------------------------|--------------------------------------------------------------------|------------|------------|------------|
| Water Consumption<br>耗水量            | M <sup>3</sup><br>立方米                                              | 147,631.75 | 217,903.58 | 241,693.78 |
| Revenue<br>收入                       | HK\$' million<br>百萬港元                                              | 5,511.54   | 5,079.22   | 5,577.51   |
| Water Consumption Intensity<br>耗水強度 | M <sup>3</sup> per<br>HK\$' million<br>revenue<br>立方米<br>(每百萬港元收入) | 26.79      | 42.90      | 43.33      |

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### 環境

#### CLIMATE CHANGE

The issue of climate change has become a growing concern among stakeholders, the Group also recognizes 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。

## 9 THE ENVIRONMENT 環境

### 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 summarize 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<br>氣候相關風險／機遇 | Potential business impacts<br>潛在業務影響                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Resilience of our strategy<br>策略的應對能力                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Super typhoons and extreme weather<br>強颱風及極端天氣   | <ul style="list-style-type: none"> <li>• Project delay due to extreme weather<br/>項目因極端天氣而延期</li> <li>• Worker safety such as strong wind conditions may result in injury due to falling or being hit by construction debris<br/>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</li> <li>• Increase costs due to floods or damage of structures and facilities<br/>因結構及設施浸水或損壞而導致成本上漲</li> <li>• Additional insurance coverage to manage risks to assets or employees.<br/>購買額外保險來管理資產或僱員風險</li> </ul> | <ul style="list-style-type: none"> <li>• Give directions on preventive measures and operational procedures<br/>對預防措施及操作程序進行指導</li> <li>• Contingency plan for emergency teams and equipment<br/>應急團隊及設備的應急計劃</li> <li>• Take precautionary measures during typhoon season and make advance notice to all employees and workers<br/>在颱風季節採取預防措施，並提前通知所有員工及工友</li> </ul> |

## 9 THE ENVIRONMENT

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| Climate-related risks/opportunities<br>氣候相關風險／機遇                                                                                | Potential business impacts<br>潛在業務影響                                                                                                                                                                                                 | Resilience of our strategy<br>策略的應對能力                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Average temperature has risen<br/>平均溫度上升</p>                                                                                 | <ul style="list-style-type: none"> <li>Project delay due to worker heat stroke and related work injuries<br/>項目因工友中暑和相關工傷而延期</li> <li>Temporary suspension of works at hot weather<br/>酷熱天氣時暫時停工</li> </ul>                          | <ul style="list-style-type: none"> <li>Install energy saving fans with high air volume<br/>安裝節能型大風量風扇</li> <li>Promote use of energy-efficient cooling systems<br/>推廣使用節能製冷系統</li> <li>Provide cool drinking water<br/>提供冷飲用水</li> </ul>                                                                                                                                                                                                                                           |
| <p>Higher requirements and regulations on building energy efficiency and green building standards<br/>對建築節能及綠色建築標準提出更高要求及法規</p> | <ul style="list-style-type: none"> <li>Increase cost in procurement of energy-efficient equipment<br/>增加採購節能設備的成本</li> <li>Increase risks of non-compliance with the requirements of building standards<br/>增加違反建築標準要求的風險</li> </ul> | <ul style="list-style-type: none"> <li>Incorporate green building and renewable energy installations in our new construction projects, such as the zero-carbon roof with solar energy panels<br/>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</li> <li>Use of battery energy storage systems<br/>使用電池儲能系統</li> <li>Adopt power supply of Modular Integrated Construction (MIC) site office and Internet of Things (IoT) sensors on sites<br/>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</li> </ul> |



## 9 THE ENVIRONMENT

### 環境

| Climate-related risks/opportunities<br>氣候相關風險／機遇            | Potential business impacts<br>潛在業務影響                                                                                                        | Resilience of our strategy<br>策略的應對能力                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Higher market demand on resource efficiency<br>市場對資源效率的需求增加 | <ul style="list-style-type: none"> <li>• May reduce operating costs in long run due to resource conservation<br/>節約資源長遠而言可降低運營成本</li> </ul> | <ul style="list-style-type: none"> <li>• Adopt environmentally- friendly and eco-friendly practices to the supply chain and emphasis our green procurement requirement<br/>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</li> <li>• Reduce waste stream at source<br/>從源頭減少廢物流</li> <li>• Use of prefabricated building elements<br/>使用預製建築組件</li> <li>• Application of modular and standardized building design<br/>應用模塊化及標準化建築設計</li> <li>• Implement measures of energy efficiency<br/>實施節能措施</li> <li>• Virgin forest products are not used for temporary works during construction<br/>施工中的臨時工程不得使用原始森林產品</li> </ul> |

#### 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.

#### 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。

## 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, our operations involve an extensive supply chain comprising materials and product suppliers, as well as sub-contractors. We consider our suppliers and sub-contractors as valuable stakeholders within our business supply chain, and maintaining good relationships and effective communication with them is essential for our Company to achieve sustainable business.

Close cooperation with suppliers is increasingly important in improving productivity and reducing environmental impacts. We work with our suppliers and sub-contractors to implement a shared commitment to ESG topics such as labour rights, safety, ethics and environment. The procurement department of the Group has implemented standardized procedures and the “Code of Conduct” of the Company for the selection, evaluation, supervision, and performance review of suppliers and sub-contractors.

Furthermore, 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.

Our procurement team conducts half-yearly review and onsite inspections on the performance of our active suppliers and sub-contractors to make sure their performance can meet our requirement in quality, environmental and safety. 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. During the year, approximately 320 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、管理分判商及供應商以及採用新技術。作為一家建築公司，我們的營運涉及廣泛的供應鏈，包括材料及產品供應商以及分判商。我們認為，供應商及分判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。

與供應商的緊密合作對增加生產力及減少對環境造成的影響加倍重要。我們與供應商及分判商合作，以實踐對環境、社會及管治議題(例如勞工權益、安全、道德及環境)的共同承諾。本集團採購部門已實施標準程序以及本公司的《員工紀律守則》，從而審核供應商及分判商的挑選、評估、監督及表現。

此外，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。

我們的採購團隊每半年對我們的活躍供應商及分判商進行審閱及現場檢查，以確保彼等的表現能符合我們的質量、環境及安全要求。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。年內，我們的營運聘用約320名供應商及分判商。

## 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.

#### Construction Energy Storage System

An innovative energy storage system “Enertainer” was used to replace the diesel generator and improve the power supply at the construction site. It can store electricity from the grid and release it when needed, providing a steady and uninterrupted power supply for heavy machinery. This reduces the need for noisy, emission-producing diesel generators. Enertainer is quiet and produces no emissions. It can also act as a backup power source, allowing construction work to continue even during power outages.

### 創新

本集團在業務過程中遵守《香港特別行政區知識產權法》並尊重及承諾保護知識產權。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。

#### 建築儲能系統

一套創新儲能系統「Enertainer」用於取代柴油發電機並改善建築地盤的電力供應。其可從電網儲存電力，並在需要時釋放，為重型機械提供穩定及不間斷的電力供應。此舉減少對嘈雜的排氣柴油發電機的需求。「Enertainer」安靜且不產生排放物。其亦可作為備用電源，即使在停電時亦能繼續施工。



Innovative energy storage in our sites  
於我們地盤的創新儲能

## 10 THE VALUE CHAIN 價值鏈

### Reuse Asphalt

Reusing old asphalt is eco-friendly. It gives new life to worn-out roads. This is a sustainable and cost-effective practice. It turns old materials into valuable assets for new construction.

The need for mining and quarrying new aggregates and bitumen is significantly reduced by reusing existing asphalt. Conserving these natural resources helps maintain ecological balance and supports sustainable development for future generations.

Additionally, repurposing old roads instead of sending them to landfills alleviates environmental stress. This shift away from a linear waste model represents progress towards a more circular economy in the construction industry.

Furthermore, the asphalt recycling process requires less energy compared to producing new asphalt. As a result, it leads to lower greenhouse gas emissions, making it a greener choice. In a world where energy conservation is paramount, this industry demonstrates how sustainability can be seamlessly integrated with industrial needs.

### 重用瀝青

重用舊瀝青對環境友好。其為破損道路注入新活力。此舉為一種可持續且具有成本效益的做法。其將舊材料轉化為新建築的寶貴資產。

透過重用現有瀝青，大幅減少對勘探及開採新石料及瀝青的需求。保護該等自然資源有助於維持生態平衡，並為未來世代的可持續發展提供支持。

此外，再利用舊道路而非將其送往垃圾堆填區可減輕環境壓力。這種自線性廢棄物模式的轉變指建築業朝著更循環經濟的方向邁進。

再者，與生產新瀝青相比，瀝青回收過程所需的能源更少。因此，其能減少溫室氣體排放，為更環保的選擇。處於一個節能至關重要的世界裡，該行業展示了如何將可持續發展與工業需求無縫結合。

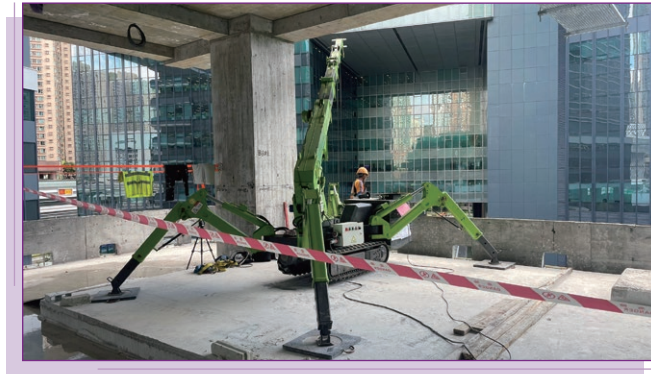


Reuse Asphalt for Pavement  
重用瀝青鋪設路面

## 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.



Spider crane  
蜘蛛式起重機

### 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。

### 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

於報告期間，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。此系統提升我們為管理營運對環境的影響之效率及成效。



## 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。透過根據ISO 9001:2015品質管理系統標準應用我們的品質管理系統，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 Policy" 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

Our people have actively participated in healthy lifestyles activities and charity events. We enjoyed a healthy fun day in the Construction Industry Happy Run 2024 with a view to promoting healthy living and sporty lifestyle and the event of “Shanghai Commercial•Pok Oi Cycle for Millions 2024” at Stonecutters Bridge, the largest charity cycling event for raising funds for Pok Oi Hospital’s social services, as well as promoting cycling safety and low carbon living.

As a collaboration between the business sector and education institution, we support our industry’s youth development through the provision of guest lecture for Measurement, Estimation and Documentation in the Department of Building and Real Estate of PolyU in 2023/24 semester 2.

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2024」以及在昂船洲大橋舉辦的「上海商業•博愛單車百萬行2024」活動(其為最大的單車慈善籌款活動，為博愛醫院的社會服務籌募資金，並宣傳騎行安全及低碳生活。

作為商界與教育機構間的合作機構，我們於2023/24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。



Guest lecture at Poly U  
在理大的客席講座



Shanghai Commercial•Pok Oi Cycle for Millions 2024  
上海商業•博愛單車百萬行2024



Construction Industry Happy Run 2024 at Tai Po Training Ground  
於大埔訓練場之建造業開心跑2024

## 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 Organization/Event<br>機構／活動名稱                                                                                                                                                    | Name of Award<br>獎項名稱                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Design and Construction of Redevelopment of Queen Mary Hospital, Phase 1 – Main Works at Pok Fu Lam Road (Paul Y. – Able Joint Venture)</b><br>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) |                                                                                                                                                           |
| Architectural Services Department/Green Contractor Award 2023<br>建築署／環保承建商獎勵計劃2023                                                                                                       | Green Contractor – Gold Award<br>環保承建商 – 金獎                                                                                                               |
| <b>Construction of Public Housing Development at Yip Wong Road Phase 1 and Phase 2, Tuen Mun</b><br>屯門業旺路第1期及2期公共房屋發展計劃建築工程                                                              |                                                                                                                                                           |
| Quality Public Housing Construction and Maintenance Awards 2023<br>優質公共房屋建造及保養維修大獎2023                                                                                                   | New Works Projects – Outstanding Contractor (Innovation Use of BIM at Construction Stage) – Outstanding award<br>新工程項目 – 傑出承建商<br>(建築信息模擬技術應用於施工階段) – 傑出獎 |
|                                                                                                                                                                                          | New Works Projects – Outstanding Contractor<br>The innovation application of Smart Technology<br>新工程項目 – 傑出承建商<br>智慧技術之創新應用                               |

## 13 AWARDS AND CERTIFICATIONS 獎項及證書



Green Contractor – Gold Award  
環保承建商 – 金獎



New Works Projects – Outstanding Contractor The innovation application of Smart Technology  
新工程項目 – 傑出承建商智慧技術之創新應用



New Works Projects – Outstanding Contractor (Innovation Use of BIM at Construction Stage) – Outstanding award  
新工程項目 – 傑出承建商 (建築信息模擬技術應用於施工階段) – 傑出獎

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| <b>A. Environmental 環境</b>                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                    |                                                                                              |    |
| <b>A1</b>                                                                                                                                                            | <b>Emissions 排放物</b>                                                                                                                                                                                                                                                                                                                               |                                                                                              |    |
| General disclosure<br>一般披露                                                                                                                                           | Information on:<br>(a) the policies; and<br>(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<br>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：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例。 | THE ENVIRONMENT:<br>The Strategy and Management Policies Overview<br><b>環境：</b><br>策略及管理政策概覽 | 28 |
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| KPI A1.2                                                                                                                                                             | Direct (Scope 1), energy indirect (Scope 2) and energy indirect (Scope 3) GHG emissions in total and intensity.<br>直接(範圍一)、能源間接(範圍二)及能源間接(範圍三)溫室氣體總排放量及強度。                                                                                                                                                                                         | THE ENVIRONMENT:<br>GHG Emission<br><b>環境：</b><br>溫室氣體排放                                     | 30 |
| KPI A1.3                                                                                                                                                             | Total hazardous waste produced and intensity.<br>所產生有害廢棄物總量及強度。                                                                                                                                                                                                                                                                                    | THE ENVIRONMENT:<br>Waste Management<br><b>環境：</b><br>廢棄物管理                                  | 32 |
| KPI A1.4                                                                                                                                                             | Total non-hazardous waste produced and intensity.<br>所產生無害廢棄物總量及強度。                                                                                                                                                                                                                                                                                | THE ENVIRONMENT:<br>Waste Management<br><b>環境：</b><br>廢棄物管理                                  | 32 |
| KPI A1.5                                                                                                                                                             | Description of emissions target(s) set and steps taken to achieve them.<br>描述訂立的排放目標並採取措施實現目標。                                                                                                                                                                                                                                                     | THE ENVIRONMENT:<br>Use of Resources<br><b>環境：</b><br>資源使用                                   | 34 |



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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.<br>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:<br>Waste Management<br>環境：<br>廢棄物管理           | 31         |
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| KPI A2.2                                                                                                                                                             | Water consumption in total and intensity.<br>總耗水量及強度。                                                                                                                                 | THE ENVIRONMENT:<br>Use of Resources: Water<br>環境：<br>資源使用：水資源 | 37         |
| KPI A2.3                                                                                                                                                             | Description of energy use efficiency target(s) set and steps taken to achieve them.<br>描述能源使用效率目標及採取措施實現目標。                                                                           | THE ENVIRONMENT:<br>Use of Resources: Energy<br>環境：<br>資源使用：能源 | 35         |



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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.<br>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:<br>Use of Resources: Water<br>環境：<br>資源使用：水資源                                                   | 37         |
| KPI A2.5                                                                                                                                                             | Total packaging material used for finished products and with reference to per unit produced.<br>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<br>由於製成品無需使用包裝物料，故此這關鍵績效指標並不適用 | —          |
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| General disclosure<br>一般披露                                                                                                                                           | Policies on minimising the issuer’s significant impacts on the environment and natural resources.<br>減低發行人對環境及天然資源造成重大影響的政策。                                                                | THE ENVIRONMENT:<br>Environment and Natural Resources<br>環境：<br>環境與自然資源                                          | 28         |
| KPI A3.1                                                                                                                                                             | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.<br>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:<br>Environment and Natural Resources<br>環境：<br>環境與自然資源                                          | 28         |
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| 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.<br>描述已經及可能會影響發行人的重大氣候相關問題，以及應對行動。  | THE ENVIRONMENT:<br>Climate Change<br>環境：<br>氣候變化                                                                | 39         |

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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<br>一般披露                                                                                                                                           | Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.<br>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：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例。 | OUR PEOPLE:<br>Employment Policy and Labour Practice<br>我們的員工：<br>僱傭政策及勞工實務 | 18 |
| KPI B1.1                                                                                                                                                             | Total workforce by gender, employment type, age group and geographical region.<br>按性別、僱傭類型、年齡組別及地區劃分的員工總數。                                                                                                                                                                                                                                                                                                                  | OUR PEOPLE:<br>Employee Profile<br>我們的員工：<br>員工組成                           | 20 |
| KPI B1.2                                                                                                                                                             | Employee turnover rate by gender, age group and geographical region.<br>按性別、年齡組別及地區劃分的僱員流失比率。                                                                                                                                                                                                                                                                                                                               | OUR PEOPLE:<br>Employee Profile<br>我們的員工：<br>員工組成                           | 21 |

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| B2                                                                                                                                                                   | Health and Safety 健康與安全                                                                                                                                                                                                                                                                                               |                                                     |
| General disclosure<br>一般披露                                                                                                                                           | Information on:<br>(a) the policies; and<br>(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.<br>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：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例。 | OUR PEOPLE:<br>Health and Safety<br>我們的員工：<br>健康與安全 |
| KPI B2.1                                                                                                                                                             | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.<br>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:<br>Health and Safety<br>我們的員工：<br>健康與安全 |
| KPI B2.2                                                                                                                                                             | Lost days due to work injury.<br>因工傷損失工作日數。                                                                                                                                                                                                                                                                           | OUR PEOPLE:<br>Health and Safety<br>我們的員工：<br>健康與安全 |
| KPI B2.3                                                                                                                                                             | Description of occupational health and safety measures adopted, and how they are implemented and monitored.<br>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:<br>Health and Safety<br>我們的員工：<br>健康與安全 |

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| B3                                                                                                                                                                   | Development and Training 發展及培訓                                                                                                                                                                                                                        |                                                                             |    |
| General disclosure<br>一般披露                                                                                                                                           | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.<br>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:<br>Employee Development and Training<br>我們的員工：<br>員工發展及培訓       | 23 |
| KPI B3.1                                                                                                                                                             | The percentage of employees trained by gender and employee category.<br>按性別及僱員類別劃分的受訓僱員百分比。                                                                                                                                                           | OUR PEOPLE:<br>Employee Development and Training<br>我們的員工：<br>員工發展及培訓       | 25 |
| KPI B3.2                                                                                                                                                             | The average training hours completed per employee by gender and employee category.<br>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:<br>Employee Development and Training<br>我們的員工：<br>員工發展及培訓       | 24 |
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| General disclosure<br>一般披露                                                                                                                                           | Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.<br>有關防止童工及強迫勞工的資料：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例。 | OUR PEOPLE:<br>Employment Policy and Labour Practice<br>我們的員工：<br>僱傭政策及勞工實務 | 18 |
| KPI B4.1                                                                                                                                                             | Description of measures to review employment practices to avoid child and forced labour.<br>描述檢討招聘慣例的措施以避免童工及強制勞工。                                                                                                                                    | OUR PEOPLE:<br>Employment Policy and Labour Practice<br>我們的員工：<br>僱傭政策及勞工實務 | 19 |
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| Operating Practices 運營常規                                                                                                                                             |                                                                                                                                                                                                                    |                                                                 |    |
| B5                                                                                                                                                                   | Supply Chain Management 供應鏈管理                                                                                                                                                                                      |                                                                 |    |
| General disclosure<br>一般披露                                                                                                                                           | Policies on managing environmental and social risks of the supply chain.<br>管理供應鏈的環境及社會風險政策。                                                                                                                       | THE VALUE CHAIN:<br>Management of Supply Chain<br>價值鏈：<br>供應鏈管理 | 42 |
| KPI B5.1                                                                                                                                                             | Number of suppliers by geographical region.<br>按地區劃分的供應商數目。                                                                                                                                                        | THE VALUE CHAIN:<br>Management of Supply Chain<br>價值鏈：<br>供應鏈管理 | 42 |
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| General disclosure<br>一般披露                                                                                                                                           | Information on:<br>(a) the policies; and<br>(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.<br>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：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例。 | PRODUCT QUALITY AND RESPONSIBILITY<br>產品品質與責任                               | 46 |
| KPI B6.1                                                                                                                                                             | Percentage of total products sold or shipped subject to recalls for safety and health reasons.<br>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.<br>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.<br>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.<br>由於行業性質，故此這關鍵績效指標並不適用。 | —  |
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| General disclosure<br>一般披露                                                                                                                                           | Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.<br>有關賄賂、勒索、欺詐或洗黑錢的資料：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例。 | ANTI-CORRUPTION<br>反貪污 | 26 |
| 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.<br>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<br>反貪污 | 26 |
| KPI B7.2                                                                                                                                                             | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.<br>描述防範措施及舉報程序，以及相關執行及監察方法。                                                                                                                           | ANTI-CORRUPTION<br>反貪污 | 26 |
| KPI B7.3                                                                                                                                                             | Description of anti-corruption training provided to directors and staff.<br>描述向董事及員工提供的反貪污培訓。                                                                                                                                                                        | ANTI-CORRUPTION<br>反貪污 | 26 |

## 14 HKEX ESG REPORTING GUIDE CONTENT INDEX

### 聯交所環境、社會及管治報告指引內容索引

| Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs) regarding “Comply or Explain” Provisions<br>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<br>章節                                                                                                                                                                                                                 | Page<br>頁次                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| B8                                                                                                                                                                   | Community Investment 社區投資                                                                                                                                                                                                     |                                 |
| General disclosure<br>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.<br>有關透過社區參與了解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<br>社區投資 48 |
| KPI B8.1                                                                                                                                                             | Focus areas of contribution.<br>專注貢獻範疇。                                                                                                                                                                                       | COMMUNITY INVESTMENT<br>社區投資 48 |
| KPI B8.2                                                                                                                                                             | Resources contributed to the focus area.<br>在專注範疇所動用資源。                                                                                                                                                                       | COMMUNITY INVESTMENT<br>社區投資 48 |



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