

ISP

ISP HOLDINGS LIMITED 昇柏控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 02340



2024

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

環境、社會及管治報告

Table of Contents

目錄

2	About This Report	關於本報告
5	Chairman's Message	主席的話
7	About the Group	關於本集團
8	2024 Progress at a Glance	2024重要成果
9	Major Awards and Recognitions	主要獎項及嘉許
11	Our Sustainable Development	我們的可持續發展
22	Business	業務營運
28	Customers	以客為本
30	People	人才發展
45	Community	社會貢獻
50	Partners	夥伴合作
55	Environment	環境管理
72	Laws and Regulations Compliance	遵守法律法規
73	KPI Data Summary	績效數據總結



About This Report

關於本報告

ISP Holdings Limited (the “Company”), and its subsidiaries (collectively, the “Group” or “We”) is pleased to present its annual Environmental, Social and Governance (“ESG”) Report (the “Report”). Complementing our 2024 Annual Report, the purpose of this Report is to communicate the Group’s visions, commitments, policies, and performances regarding material ESG issues. This Report also intends to build trust and rapport among stakeholders, as well as to enable a better understanding of the Group’s sustainability progress and direction.

REPORTING SCOPE

The scope of this Report covers the Group’s business activities in Hong Kong, which includes the interior and special projects business (the “ISP Business”) for the year ended 31 December 2024 (the “Reporting Year” or “2024”). The reporting scope is defined based on the revenue contributions from operations directly controlled by the Group during the Reporting Year. The ISP Business is the Group’s major source of revenue during the Reporting Year. The reporting scope of this Report is consistent with the reporting boundary of the Report for the year ended 31 December 2023 (“2023”). The Group will continue to assess the major ESG aspects of different businesses or its major subsidiaries and extend the scope of disclosure when and where applicable.

昇柏控股有限公司（「本公司」），連同其附屬公司，（統稱為「本集團」或「我們」）欣然提呈其年度環境、社會及管治（「環境、社會及管治」）報告（「本報告」）。本報告補充我們的2024年年報，旨在傳達本集團對於重大環境、社會及管治議題的願景、承諾、政策及表現。本報告亦旨在跟持份者建立融洽互信的關係，且以便更深入了解本集團的可持續發展進展和方向。

報告範圍

本報告範圍涵蓋本集團在香港的業務，其中包括截至2024年12月31日止年度（「報告年度」或「2024」）的室內裝飾及特殊項目（「室內裝飾及特殊項目業務」）。報告範圍根據本集團在報告年度的直接營運控制下的收入貢獻來釐定。室內裝飾及特殊項目業務乃是本集團於報告年度的主要收入來源。本報告的報告範圍與截至2023年12月31日止年度（「2023」）的報告的報告範圍一致。本集團將持續評估不同業務或其主要附屬公司的主要環境、社會及管治事宜，並在適用情況下擴大披露範圍。



**Business Activities in
Hong Kong**
在香港的業務**Interiors and Special Projects**
室內裝飾及特殊項目**Main Contract Works**
總承建工程**Construction Works**
建設工程**Alteration and Addition Works**
改建及加建工程**Renovation Works**
翻新工程**Fitting Out Works**
裝修工程

The senior management of the Group has discussed, identified and confirmed the reporting scope of this Report. The reporting scope is determined according to the corresponding materiality of each entity to our business and operations, as well as the sustainability impact during the Reporting Year. In addition to operations with significant revenue contributions to the Group, this Report includes entities which are under our direct control and management during development or operations.

This Report has been prepared in accordance with the Appendix C2 ESG Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). This Report adheres to the following reporting principles:

本集團高級管理層商討、識別及確認本報告的報告範圍。報告範圍是根據於報告年度各實體對我們的業務及營運的相應重要性以及可持續發展影響而釐定。除了對本集團的收益有重大貢獻的業務外，本報告亦包括了於發展或營運階段中受我們直接控制及管理的實體。

本報告乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2《環境、社會及管治報告指引》編寫。本報告遵循以下匯報原則：

About This Report

關於本報告



Materiality 重要性

Following a comprehensive stakeholder engagement process and materiality assessment, this Report is structured based on the materiality of environmental and social issues of the Group. For more information, please refer to “Stakeholder Engagement” and “Materiality Assessment” under the section of “Our Sustainable Development”.

經過全面的持份者參與和重要性評估，本報告根據本集團環境及社會議題的重要性編製。有關更多詳細資訊，請參閱「我們的可持續發展」中的「持份者參與」和「重要性評估」。



Quantitative 量化

The standards and methodologies used in the calculation of relevant data in this Report, as well as the applicable assumptions were disclosed. The key performance indicators (“KPIs”) are supplemented with explanatory notes to establish benchmarks where applicable.

我們已披露在計算本報告相關數據時所用的標準及方法以及適用假設，並在適用情況下以說明附註補充關鍵績效指標（「關鍵績效指標」）以制定基準。



Balance 平衡

This Report provides an unbiased picture of the Group’s ESG performance.

本報告以中立的角度概述本集團的環境、社會及管治表現。



Consistency 一致性

The preparation approach of this Report was substantially consistent with that of the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies. There are no material changes in the reporting approach and methodologies from those adopted by the Group in the previous reporting year. If there are any changes that may affect the comparison with previous ESG reports, the Group will add a description to the corresponding content of this Report.

本報告的編製方式與往年很大程度上一致，並已針對披露範圍及計算方式發生變化的數據進行說明。與本集團上一報告年度所採用的報告方式及方法相比並無重大變動。如有任何可能影響與過往的環境、社會及管治報告作比較的變動，本集團將於本報告的相應內容中添加說明。

The Group is committed to disclosing all material ESG matters in the most accurate and genuine manner. All information is compiled and published according to existing policies or practices, and official documents or reports. The board of directors (the “Board”) of the Company is dedicated to monitoring and disclosing the Group’s sustainability performance through the annual publication of ESG reports. This Report is endorsed and approved by the Board.

We constantly strive to improve our sustainability practices, performances and disclosure. If you wish to provide any comments or suggestions, please contact us at investor@isp-hk.com.hk. For further information regarding our financial performance and corporate governance, please refer to our 2024 Annual Report.

本集團致力以最準確和真實的方式披露所有重大的環境、社會及管治事務。所有資訊均根據現有政策或慣例，以及官方文件或報告編寫和發布。董事會（「董事會」）亦致力透過每年發布環境、社會及管治報告，以監察及披露本集團的可持續發展表現。本報告已受董事會認可並批核。

我們努力不懈地改善我們的可持續慣例、表現及披露。如閣下希望提供任何意見或建議，歡迎透過 investor@isp-hk.com.hk 與我們聯繫。有關我們財政表現和企業管治的更多資訊，請參閱我們的二零二四年年報。

Chairman's Message

主席的話

Dear Stakeholders,

On behalf of the Board of the Company, I hereby present to you the annual ESG performance of the Group for 2024.

Corporate governance is one of the key elements that enables sustainable development of the Group. The Board's approach to effective governance reflects the Group's commitment to fostering a culture and processes that effectively manage various risks, including ESG risks. The Board is responsible for setting our sustainability strategies and visions, and managing ESG-related performance of the Group. It also oversees all ESG-related matters, including the identification, evaluation and management of sustainability risks and opportunities. The Board is fully supported by the ESG Steering Committee, the Integrity Monitoring Committee, the Risk Management Committee, as well as the Corporate Occupational Health and Safety Management Committee.

The Group attaches great importance to the material impact that the ESG risks may have on the Group. Based on the external social and macroeconomic environment as well as the Group's development strategy, assessments on material ESG issues are conducted regularly and the results of which are reported to the Board for review. Moreover, the Group has been collecting views on its sustainability through a variety of stakeholder engagement means and prioritising the materiality of relevant issues. By engaging stakeholders, the Group is able to manage risks and explore opportunities effectively. During the Reporting Year, the top five material topics of the Group are compliance with relevant laws and regulations, occupational health and safety, corporate governance and risks, ethics and integrity, and quality products.

In a complex and ever-changing landscape, we must never lose sight of the big picture. The extent of the global climate emergency came into clear focus for the Group. Apart from improving financial performance, we are committed to taking timely and meaningful action to mitigate the impacts towards the environment and make sustainability as the core focus of our business strategy — woven into every facet of our operations. During the Reporting Year, we held various environmental activities to enhance employees' awareness of different environmental protection issues such as energy conservation and waste reduction. In addition, the environmental targets were approved by the Board and we will regularly review progress towards these targets and the effectiveness of related measures. Delegated by the Board, the ESG Steering Committee will analyse the Group's ESG data relative to its historical records, benchmark against other comparable

親愛的持份者：

本人謹代表本公司董事會向 閣下呈報本集團於2024年之環境、社會及管治的年度表現。

企業管治對本集團的可持續發展至關重要。本集團努力確保整個機構培育文化和工作流程，有效地處理包括環境、社會及管治風險在內的各種風險，這反映了董事會有效的管治方式。董事會負責制定我們的可持續發展策略和願景，管理本集團與環境、社會及管治相關的表現。其亦會監督所有與環境、社會及管治相關的事務，包括識別、評估及管理可持續發展的風險和機遇。環境、社會及管治推進委員會、誠信監察委員會、風險管理委員會以及企業職業健康和安全管理委員會全力支持董事會。

本集團十分重視環境、社會及管治風險可能對本集團造成的重大影響。我們根據外部社會及宏觀經濟環境以及本集團的發展策略，對重大環境、社會及管治議題進行定期評估，並向董事會匯報結果供其審閱。此外，本集團一直透過各種持份者參與方式，對其可持續發展收集意見，並為相關議題的重要性定下優先次序。透過持份者參與，本集團得以有效管理風險，探索機遇。於報告年度，本集團五大重大議題為遵守相關的法律法規、職業健康及安全、企業管治和風險、道德與操守和優質產品。

即使在複雜且千變萬化的大環境下，我們也不忘大局。全球氣候危機的緊急程度成為本集團的關注重點。除了改善財務表現外，本集團亦致力採取適時而有意義的行動來減少對環境造成的影響，使可持續發展成為我們業務策略的重心，融入我們各方面的營運。於報告年度，我們舉辦了不同環保活動，以提高員工對節約能源和減少廢物等不同環境保護議題的意識。此外，環境目標獲董事會批准，而且我們會定期審查實現環境目標的進展和相關措施的有效性。在董事會的授權下，環境、社會及管治推進委員會會將本集團環境、社會及管治數據與其歷史記錄及其他可比同行的基準進行分析比較，並至少每年向董事會報告一次。董事會其後會根據本集團的營運及前景審慎評估目標的可達成性。為實現該等目標，本集團

Chairman's Message

主席的話

peers and report to the Board at least once a year. The Board will then carefully evaluate the attainability of the targets in light of the Group's operations and prospects. To achieve these targets, the Group will continue monitoring sustainability indicators and implementing concrete actions.

In the Reporting Year, the Group actively participated in various community activities to promote social inclusion. We collaborated with organisations like the Evangelical Lutheran Church Social Service of Hong Kong, Ten Percent Donation Scheme Foundation, and Food Angel. We engaged in "Mining Village Handcrafting" workshops to enhance children's interpersonal communication and social skills and enable the employees and children to get close to nature, engaged in "Ten Percent Donation Scheme Foundation Annual Charity Ball" to sponsor charity event, and participated in "A Day with Food Angel", a food repurposing activity, to assist those in need. Through these initiatives, we aimed to create a positive impact where we operate, promote a harmonious community, and make meaningful contributions to those in need.

Looking ahead, the Group will continue to promote low-carbon and environmental construction, enhance corporate governance, build a workforce of talent, and promote innovation and technology. These help to improve people's livelihood and serve the community. The Group embraces the trend of green and sustainable development leading the industry and stakeholders in the value chain towards a sustainable future.

Lastly, on behalf of the Board, I would like to express my sincere gratitude to our shareholders, customers, business associates and subcontractors for their continuous support. I would also like to send my warmest thanks to all our management and staff members for your hard work and dedication during the Reporting Year. Together with all our stakeholders, we look forward to further advancing the sustainability progress.

Stay safe and stay well.

Kingston Chu Chun Ho
Chairman
Hong Kong, 24 March 2025

將持續監測可持續指標的表現，並落實具體行動方案。

於報告年度，本集團積極參與各種社區活動，促進社會共融。我們與基督教香港信義會社會服務部、十分關愛基金會和惜食堂等組織合作。我們參與了「手作在礦山」工作坊，提升兒童的人際溝通與社交技巧，令到員工和兒童親近大自然；參與「十分關愛基金會週年慈善晚會」，贊助慈善活動；參與「惜食體驗日」食物再利用活動，幫助有需要人士。通過這些倡議，我們旨在我們營運的地方創造積極影響，促進和諧社區，並為有需要人士做出有意義的貢獻。

展望未來，本集團將繼續提倡低碳環保建設，加強企業管治，建立唯才是用的團隊，和推動創新科技。這一切都有助改善人們生活，為社區謀福祉。本集團順應綠色可持續發展的大勢，引領業界及價值鏈上的持份者攜手邁向可持續的未來。

最後，本人謹代表董事會向我們的股東、客戶、業務夥伴及分包商致意，感謝他們一直以來的支持。全體管理層及員工於報告年度努力不懈，緊守崗位，本人亦謹此衷心感謝各位。我們期望與所有持份者一同進一步推動可持續發展進程。

祝大家身體健康、幸福安康！

主席
朱俊浩
香港，2025年3月24日

About the Group 關於本集團

Our Mission 我們的使命

We are committed to creating value for stakeholders by providing comprehensive and innovative solutions that achieve high-quality results.

我們致力為持份者創造價值，為他們提供全面及創新的方案，以達至高質素成效。



Our Values 我們的企業價值

- Customer Focus
以客為本
- Teamwork
群策群力
- Pursuit of Excellence
追求卓越
- Innovation
不斷創新
- Integrity
正直誠實



During the Reporting Year, the Group's business comprised the ISP Business in Hong Kong and the property and facilities management business in China, which together constituted the continuing operations.

The ISP Business has been in operation since 2006 and has completed over 261 projects as at 31 December 2024 in a large variety of services, including interior design, fitting out, renovation and conservation, alteration and addition works, construction, maintenance, and buildability and feasibility studies for building-related projects, to its local customers.

In 2024, we joined the "ESG Pledge" Scheme of The Chinese Manufacturers' Association of Hong Kong. By signing the "ESG Pledge", we are committed to implementing the lead in taking substantive actions in the areas including environmental protection, social responsibility and corporate governance, aiming to enhance the importance of the Hong Kong business community on the concept and practice of sustainable development and work together to create a sustainable future. In the future, we will continue to actively care about the relationship between our business and society, economy, environment and resources, create an inclusive, harmonious, sustainable and adaptable future, and promote Hong Kong to achieve economic prosperity, social progress and a beautiful environment at the same time.

We have respected and prioritised our core values, including customer-focus, integrity, teamwork, innovation and the pursuit of excellence, in value creation for our stakeholders. Looking forward, we shall continue to incorporate and advance the principle of sustainability within our businesses, as we interact with our stakeholders, the community-at-large and the environment, to build a more prosperous and sustainable community.

於報告年度，本集團的業務由在香港的室內裝飾及特殊項目業務及在中國的物業及設施管理業務（共同構成持續經營業務）組成。

室內裝飾及特殊項目業務自2006年起運作及截至2024年12月31日已完成逾261個項目，為本地客戶提供多種服務，包括樓宇相關項目的室內設計、裝修、翻新及保育、改建及加建、建築、維護及建築可行性研究。

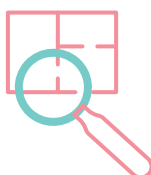
於2024，我們參加了香港中華廠商會「ESG約章」行動。通過簽署「ESG約章」，我們承諾在包括環境保護、社會責任、公司管治的範疇率先採取實質性的行動，旨在增強香港工商界對可持續發展理念與實踐的重視，為創建可持續的未來而共同努力。於未來，我們會繼續積極關切業務與社會、經濟、環境和資源的關係，創建共融和諧、可持續及具適應性的將來，推動香港同時達致經濟繁榮、社會進步和環境優美。

我們一直重視我們的核心價值，包括以客為本、正直誠實、群策群力、不斷創新和追求卓越，為持份者創造價值。展望未來，我們將繼續在業務內納入和推動可持續發展原則，與持份者、社會及環境互動，以建立更繁榮及可持續發展的社會。

2024 Progress at a Glance 2024 重要成果



Successfully retained all
ISO certifications
成功保留所有**ISO**認證



Conducted the **ISO 9001, ISO 14001 and ISO 45001**
Surveillance Audit
進行了**ISO 9001**、**ISO 14001**、
ISO 45001監督審核



Reviewed progress made against the
environmental targets in **4** areas,
including energy, greenhouse gas
("GHG") emissions, water and waste
按包括能源、溫室氣體(「溫室氣體」)
排放、水和廢物**4**個領域的環境目標
檢討進度



Participated in **4** community investment activities
參與**4**次社區投資活動



Received **5** Awards in recognition of
excellence in occupational health and safety
榮獲**5**項職業健康與安全方面的卓越獎



Recorded approximately **466.75** hours of training in total
記錄了共約**466.75**小時的培訓

Major Awards and Recognitions 主要獎項及嘉許

ISSUING AUTHORITY 頒發機構

The Hong Kong Construction Association ("HKCA")
香港建造商會 (「香港建造商會」)

AWARDS/RECOGNITIONS

獎項／嘉許

- HKCA Proactive Safety Contractor Award
香港建造商會積極推動安全承建商獎
- HKCA Safety Person-in-charge Award
香港建造商會安全主管獎
- HKCA Safe Supervisor Award
香港建造商會安全監工獎



Major Awards and Recognitions 主要獎項及嘉許

Occupation Safety and Health Council 職業安全健康局

- The 23rd Hong Kong Occupational Safety and Health Award 2024 — Safety Performance Award (All Industries)
第二十三屆香港職安健大獎2024 — 安全表現大獎(各行各業組)
- The 23rd Hong Kong Occupational Safety and Health Award 2024 — Safety Performance Award (Construction Industry)
第二十三屆香港職安健大獎2024 — 安全表現大獎(建築業組)



Promoting Happiness Index Foundation 香港提升快樂指數基金

- Happiness Company Logo
「開心企業」標誌



Our Sustainable Development

我們的可持續發展

As a responsible corporate citizen, we believe that we should conduct business well while doing good. We are mindful that stable and responsible corporate development can only be achieved if sustainability becomes the cornerstone of the business. Furthermore, various environmental and social issues may constitute risks that threaten the Group's sustainable development, but the act of venturing to solve such issues may lead to new business opportunities. Hence, to foster company longevity and growth, as well as to realise new business opportunities, the Group commits to integrating sustainability principles into every facet of the business.

SUSTAINABILITY STRATEGY

Our concept of sustainability is not only the guiding principle; it is embedded in our strategies that guide our operations. We strive to achieve positive outcomes for our business, as well as for our business, people, customers, partners, the community and the environment at large. This strategy is reviewed annually by our ESG Steering Committee. Our sustainability strategy has been developed with these stakeholder groups in mind, which have been translated into six focus areas. The strategy echoes and reinforces our corporate values, and provides a clear framework for deploying resources, generating positive impacts, and communicating results.

作為負責任的企業公民，我們堅信做好業務同時亦應做好事，只有可持續發展成為企業的基礎時，才能實現穩定及負責任的企業發展。此外，不同的環境和社會議題亦可能會構成風險，影響本集團的可持續發展。然而，以敢於嘗試的態度尋求解決方案或能帶來新的商機。因此，為促進公司長遠發展及創造新商機，本集團致力將可持續發展原則融入業務的各個方面。

可持續發展策略

我們的可持續概念不僅是指導原則，並且還融合到我們的策略之中，作為我們的營運引導。我們致力為我們的業務、員工、客戶、合作夥伴，以及整個社會和環境取得正面成果。本策略由我們的環境、社會及管治推進委員會每年審查，制定策略時均考慮到這些持份者群體，並化為六個重點範圍。策略呼應並強化了我們的企業價值，為分配資源、製造正面影響和傳達結果提供了清晰的框架。



Our Sustainable Development 我們的可持續發展

SUSTAINABILITY STRATEGY

可持續發展策略

Business 業務

- Regularly monitor, evaluate and improve material sustainability issues, performance and risks
定期監控、評估和提升重要的可持續性議題、表現與風險
- Operate under high standards of governance, transparency and integrity
在高標準的管治、透明度和誠信度下營運
- Promote fair competition and sustainable development of the industry
促進行業公平競爭和行業可持續發展

Customers 客戶

- Enhance service strength to continuously improve quality assurance
加強服務實力以持續提高質量保證
- Encourage innovative solutions to enhance the operation
鼓勵創新方案以加強營運
- Respect and safeguard our customers
尊重和保護我們的客戶
- Establish a sound customer communication mechanism
建立一個健全的客戶溝通機制

People 員工

- Care for and engage with our employees
關心並與我們的員工互動
- Promote a safe and healthy work environment
促進安全健康的工作環境
- Provide professional staff training and assist in career development
提供專業的員工培訓並協助員工職業發展
- Provide equal opportunities, non-discrimination and human rights
提供平等機會、反歧視和保障人權

Community 社區

- Support causes and initiatives that create positive impacts and promote sustainability
支持對能夠創造正面影響及促進可持續發展的倡議與措施
- Contribute to a loving community
打造一個充滿關愛的社區

Environment 環境

- Maintain a comprehensive environmental management system with periodic review
維護全面的環境管理系統並定期審視
- Implement strategic continuous improvements in resource consumption and emissions control
在資源消耗和排放控制方面作策略性持續改進
- Promote awareness towards environmental protection
提升環保意識
- Respond to climate change and seize the opportunities brought by climate change
應對氣候變化，並把握氣候變化帶來的機遇

Partners 夥伴

- Promote the development of green supply chains
促進安全健康的工作環境
- Collaborate with our supply chain partners in improving sustainability performance
與供應鏈合作夥伴共同提升可持續發展表現
- Uphold fair and open procurement practices
堅持公平公開的採購方法

SUSTAINABILITY GOVERNANCE

Robust governance is fundamental to our business. A strong governance structure with clear lines of accountability enables us to fulfill the commitments outlined in our sustainability strategy. Effective sustainability management requires committed leadership, clear direction and strategic influence. Under the Board's leadership, we endeavour to ensure that our business is conducted in accordance with all applicable laws and regulations, codes and standards and that we live up to our high standards of accountability and transparency.

The Board takes the overarching responsibility of managing the business strategies and activities of the Group. Sustainability issues are planned and managed at the strategic level by the Board, while executed and monitored at the operational level by different committees. The Board is responsible for setting our sustainability strategies and vision and managing the ESG-related performance of the Group. It also arranges annual meetings to discuss ESG-related matters to oversee all ESG-related matters, including the identification, evaluation and management of sustainability risks and opportunities as well as reviewing the Group's performance against ESG-related metrics and targets. The Board is supported by the ESG Steering Committee, the Integrity Monitoring Committee, the Risk Management Committee, as well as the Corporate Occupational Health and Safety Management Committee. In the upcoming years, we aspire to further increase the Board's involvement with ESG issues in a gradual manner.

可持續發展管治

我們的業務建基於穩健的管治。嚴謹的管治架構和清晰的責任分配使我們能履行可持續發展策略中概述的承諾，而有效的可持續發展管理需要堅定的領導、明確的方向和策略性影響力。在董事會的領導下，我們確保業務營運遵守所有適用之規則及法例，並符合適用的守則及標準，致力保持高標準的問責制度和透明度。

董事會肩負為業務策略及整體業務管理制定方針的責任。董事會在策略層面上計劃和管理可持續發展事宜，而在營運層面上則由不同委員會執行和監管。董事會負責制定我們的可持續發展策略和願景，管理本集團與環境、社會及管治相關的表現。其亦安排年度會議討論環境、社會及管治相關事宜以監督所有與環境、社會及管治相關的事務，包括識別、評估及管理可持續發展的風險和機遇以及就環境、社會及管治相關指標及目標檢討本集團的表現。環境、社會及管治推進委員會、誠信監察委員會、風險管理委員會以及企業職業健康和安全管理委員會全力支持董事會，期望在未來數年，逐步增加董事會對環境、社會及管治事務的參與。

Board 董事會

- ▶ Manage overall ESG performance
管理整體的環境、社會及管治表現
- ▶ Strategise sustainability vision
策劃可持續發展願景

- ▶ Oversees all ESG-related matters, including the identification, evaluation and management of sustainability risks and opportunities
監督所有與環境、社會及管治相關的事務，包括可持續發展風險和機遇的識別、評估和管理

Integrity Monitoring
Committee
誠信監察委員會

Risk Management
Committee
風險管理委員會

ESG Steering Committee
環境、社會及管治推進委員會

Corporate Occupational Health and Safety
Management Committee
企業職業健康和安全管理委員會

Our Sustainable Development 我們的可持續發展

Integrity Monitoring Committee 誠信監察委員會

- Ensures the Group's operations follow the principles of honesty and integrity
確保本集團在營運上遵循誠實和廉正的原則
- Provides an impartial whistleblowing channel for confidential reports on malpractices
提供公正及保密的渠道以舉報不當行為
- Prevents, detects and responds to potential misconduct
預防、偵查和應對潛在不當的行為
- Reports all matters relating to integrity monitoring to Audit Committee ("AC")
向審核委員會(「審核委員會」)報告所有與誠信監察有關的事項
- Conducts fair investigations to all potential cases and reports directly to the AC
對所有可疑的個案進行公平調查，並直接向審核委員會匯報

Risk Management Committee 風險管理委員會

- Takes current and emerging risks and risk exposures relating to the Group's business and strategies into consideration, to ensure that appropriate arrangements are in place to control and mitigate the risks effectively
考慮與本集團業務和策略有關的當前和新興風險以及潛在風險，以確保有適當的安排來有效控制和緩解風險
- Facilitates the risk assessment process and timely communication with the AC and the Board
促進風險評估過程並及時與審核委員會和董事會溝通

ESG Steering Committee 環境、社會及 管治推進委員會

- Measures and reviews the sustainability performance of the Group, and reports the progress to the Board annually
量度和審查本集團的可持續發展績效並每年向董事會報告進展
- Controls and provides guidance to staff on sustainable development and operations
控制可持續發展與營運及提供指引予員工
- Assists the Board in setting out sustainability principles and priorities
協助董事會制定可持續發展原則和優先事項

Corporate Occupational Health and Safety Management Committee 企業職業健康和 安全管理委員會

- Monitors material ESG aspects within the operations
監督營運中的重要環境、社會及管治方面事務

SUSTAINABILITY STANDARDS

In order to ensure best practices in the industry and effectively regulate our occupational health and safety, operational quality, and environmental management, the Group has implemented numerous policies and management systems, most of which are carried out in accordance with international standards.

Our Sustainability Standards
我們的可持續發展標準

ISO 9001 Quality Management System
ISO 9001 品質管理系統
ISO 45001 Occupational Health and Safety Management System
ISO 45001 職業健康與安全管理系統
ISO 14001 Environmental Management System
ISO 14001 環境管理系統

STAKEHOLDER ENGAGEMENT

The Group openly and actively engages with those who are highly influential to its business and those whom its operations affect significantly. Understanding different stakeholders' opinions, priorities and values helps us to better serve their evolving needs and to recognise their expectations and concerns regarding our governance, management and sustainability.

During the Reporting Year, we continued to implement the Shareholders' Communication Policy, which enables the Board to disseminate information in an effective and timely manner through established engagement channels. In preparing this Report, we also engaged an external consultant to conduct a stakeholder engagement exercise to help identify and prioritise material sustainability topics.

可持續發展的標準

為確保在行業內實行最佳的可持續發展，並有效地規管我們的職業健康及安全、營運品質以及環境管理，本集團實施了許多政策和管理系統，其中大部分均按國際標準執行。

持份者參與

本集團開放並積極地與對我們的業務具有高度影響力的人士以及我們的營運對其產生重大影響的人士聯繫。了解不同持份者的觀點、優次考慮及價值觀，有助我們更好滿足其不斷轉變的需要，並了解其對我們在管治、管理及可持續發展的期望及關注。

於報告年度，我們繼續執行股東通訊政策，讓董事會透過指定的溝通渠道有效及時地傳播資訊。準備本報告時，我們亦聘請了外部顧問舉行持份者參與活動，以助確認並排優次處理重大的可持續發展議題。



Our Sustainable Development 我們的可持續發展

Key stakeholders and related engagement methods include but are not limited to the following:

主要持份者及相關參與方法包括但不限於以下各項：



Shareholders and Investors 股東與投資者

- Annual and interim reports 年報及中期報告
- Corporate website 集團網頁
- General meetings 股東大會
- Press releases, announcements and circulars 新聞發布、公告及通函



Employees 僱員

- Employee engagement activities 員工活動
- ESG surveys 環境、社會及管治問卷
- Intranet 內聯網
- Meetings and conferences 會議及研討會
- New hire orientation programmes 新員工入職培訓計劃
- Employee newsletters 員工通訊
- Performance appraisals 工作表現評核



Customers 客戶

- Call centres and customer hotlines 客戶服務中心及熱線
- Corporate website 集團網頁
- ESG surveys 環境、社會及管治問卷
- Meetings and conferences 會議及研討會



Business Partners (Suppliers, contractors, service providers) 業務夥伴 (供應商、承辦商、服務供應商)

- Contract renewal process and updates 續約及更新
- Business meetings and conferences 商務會議及研討會
- Daily site safety briefing 每日工地安全簡報會
- ESG surveys 環境、社會及管治問卷
- Performance assessments 業績表現評估
- Safety booklets 安全小冊子



Government 政府

- Business meetings and conferences 商務會議及研討會
- Public consultations 公眾諮詢
- Site inspections 現場視察



Community (Non-governmental organisations, industry associations, charity organisations) 社區 (非政府組織、工會、慈善機構)

- Charity activities 慈善活動
- Meetings and conferences 會議及研討會
- Seminars 講座
- Volunteering activities 義工活動



Media Partners 媒體夥伴

- E-mail 電子郵件
- Interviews 採訪
- Letters 信件
- Meetings and conferences 會議及研討會
- Press releases 新聞發布

MATERIALITY ASSESSMENT

Material Issues

The Group's continuous efforts in sustainability will only be meaningful and impactful if it focuses on addressing the issues that matter the most. Engaging stakeholders in the materiality assessment process is key to the Group's approach to sustainability. It helps the Group prioritise its focus and resources to the areas where the Group can significantly impact and gain insight into how its sustainability performance can be improved for future development. The coverage of this Report is determined with reference to a detailed materiality assessment.

We are committed to performing this exercise annually to ensure our existing priorities, strategies and policies align with stakeholder expectations, sustainability-related risks and opportunities. During the Reporting Year, we engaged an independent third-party consultant and adopted a 4-step approach to assessing the materiality of key ESG issues.

重要性評估

重要議題

本集團在可持續發展方面的持續努力需專注於解決最重要的議題，才能更具意義及發揮更大影響力。持份者參與重要性評估過程是本集團可持續發展方針的關鍵，有助將重點及資源優先投放於本集團可產生重大影響的範疇，並了解到未來可如何改善可持續發展的表現。本報告的涵蓋範圍是根據詳細的重要性評估而決定的。

我們承諾每年進行一次這項評估，以確保我們現有的優先排序、策略和政策符合持份者的期望以及與可持續發展相關的風險和機遇。於報告年度，我們聘請獨立第三方顧問，採用四個步驟以評估關鍵環境、社會及管治議題的重要性。

STEP 1 IDENTIFICATION 識別

A list of potential material issues was identified with reference to the following sources:
參照以下資料來源以識別潛在重大議題：

The Global Reporting
Initiatives Standards
全球報告倡議組織準則

Previous ESG reports of
the Group
本集團過往的環境、社會
及管治報告

The United Nations Sustainable
Development Goals ("SDGs")
聯合國可持續發展目標
(「可持續發展目標」)

Peer benchmarking
同行基準

The Group identified and defined 20 material issues.
本集團確定並定義了20項重要議題。

STEP 2 PRIORITISATION 優先次序

Members of management considered the importance of material aspects for the Group's sustainable development. Other stakeholders, constituting members of our staff, suppliers and contractors, ranked the importance of material aspects based on their own preferences and expectations. We used a standard questionnaire to ensure consistent and systematic evaluation of material issues.

管理層成員考慮可持續發展的各重大議題對本集團的重要性。其他持份者，成員包括我們的員工、供應商及承建商，根據他們的偏好和期望排序各重大議題的重要性。我們採用同一標準的問卷以確保重大議題評估一致而有系統。

STEP 3 VALIDATION 驗證

The Group's senior management confirmed the list of material topics for disclosure in this Report. Survey data were plotted in a graph to represent stakeholders' views versus the sustainable development of the Group. 本集團的高層管理人員確認本報告中披露的各項重大議題。調查數據結果以圖表顯示，比較持份者意見與本集團可持續發展的關係。

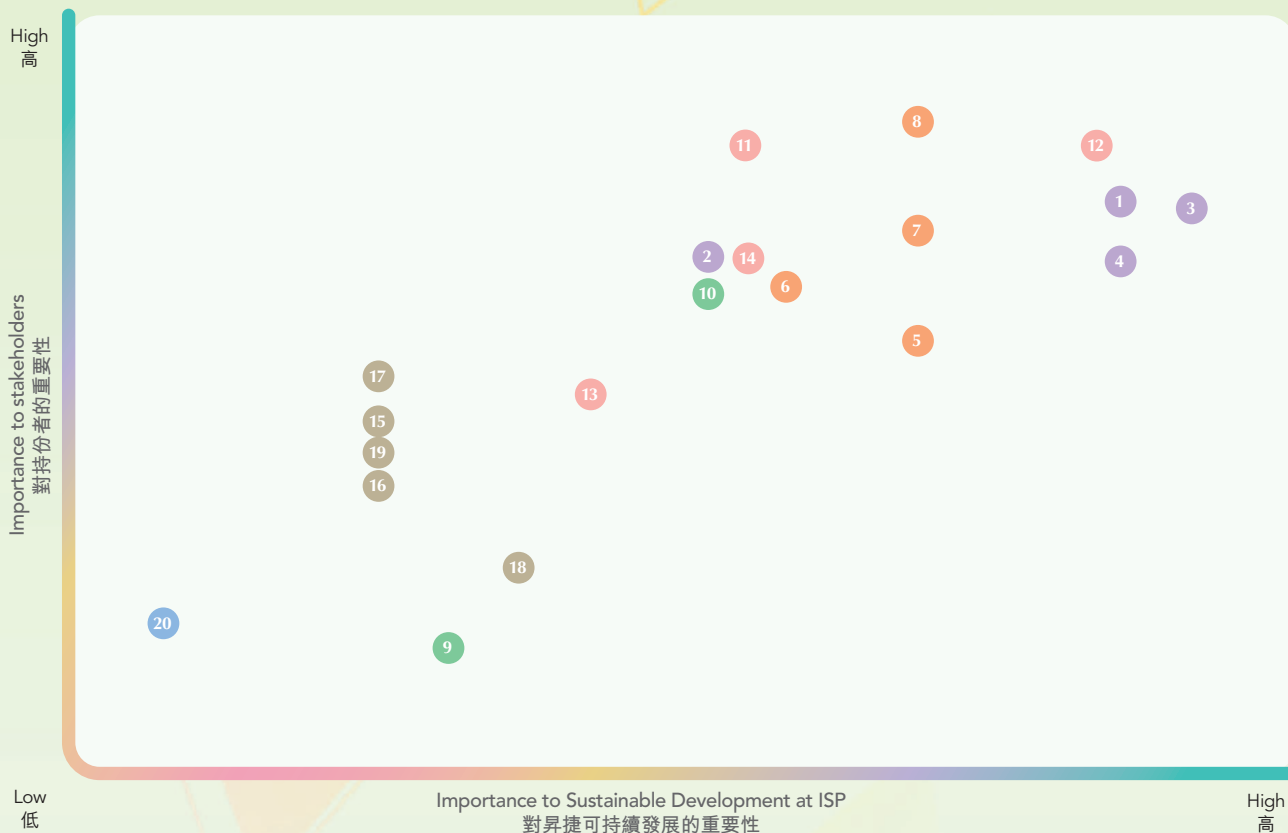
STEP 4 REVIEW 審核

The Board reviewed the material issues, the following materiality matrix, as well as relevant risks and opportunities to ensure an unbiased and balanced view of our sustainability performance and stakeholders' expectations. In addition to overseeing the materiality assessment process, the Board also provided constructive feedback on how the Group should move forward with these results. In particular, the Board provided insight into which issues the Group should focus on improving, as well as which issues pose the greatest ESG-related risks.

董事會審查了重大議題、以下的重要性矩陣，以及相關的風險和機遇，以確保對我們的可持續發展表現和持份者期望保持公正公平的看法。董事會除了監督重要性評估的過程外，還就本集團應如何取得這些成果提供具建設性的意見，建議集團該著重改善的議題，以及指出構成最大環境、社會及管治相關風險的議題。

Our Sustainable Development 我們的可持續發展

Materiality Matrix 重要性矩陣



Business 業務營運

- 1 Corporate Governance and Risks
企業管治和風險
- 2 Financial Performance of the Group
本集團業績表現
- 3 Compliance with Relevant Laws and Regulations
遵守相關的法律法規
- 4 Ethics and Integrity
道德與操守

Customers 以客為本

- 5 Customer Health and Safety
客戶的健康與安全
- 6 Customer Satisfaction
客戶滿意度
- 7 Customer Privacy Protection
保障客戶私隱
- 8 Quality Products
優質產品

Partners 夥伴合作

- 9 Green Procurement
綠色採購
- 10 Sustainable Performance of Suppliers and Subcontractors
供應商和分包商的可持續表現

People 人才發展

- 11 Employment Practices
僱傭慣例
- 12 Occupational Health and Safety
職業健康及安全
- 13 Employee Training and Development
員工培訓與發展
- 14 Human Rights Protection
人權保障

Environment 環境管理

- 15 Energy Management
能源管理
- 16 Water Management
用水管理
- 17 Air Emissions
廢氣排放
- 18 Waste Management
廢物管理
- 19 Climate Change
氣候變化

Community 社區貢獻

- 20 Community Engagement and Investment
社區參與和投資

Sustainability Commitments and Goals

In 2015, the 193 member states of the United Nations resolved to pass a plan to address the world's most pressing social, economic and environmental challenges. The plan covers 17 SDGs which also known as the Global Goals. The SDGs are universally applicable to all countries and aim to eradicate extreme poverty, fight against inequality and injustice, protect our planet and ensure that all people enjoy peace and prosperity by 2030. The senior management has reviewed the SDGs adopted, the Group's sustainability strategy and business nature, and 7 SDGs were identified as the most material aspect of the Group's business and sustainability strategy for the purpose of optimising the resource allocations. We have presented the list of SDGs identified by the senior management to the Board for approval.

The table below indicates each material issue within the materiality matrix in alignment with relevant sustainable strategies and SDGs.

可持續發展承諾及目標

2015年，聯合國193個會員國決議通過一項計劃以應對全球最緊迫的社會、經濟及環境挑戰。該計劃涵蓋17個可持續發展目標，又稱全球目標。可持續發展目標普遍適用於所有國家，旨在消除極端貧困，對抗不平等和不公正現象，保護我們的地球，並確保於2030年前所有人都能共享和平與繁榮。我們的高層管理人員審查了已通過的可持續發展目標、本集團的可持續發展策略和業務性質，並識別了7個對本集團業務和可持續發展戰略最重要的可持續發展目標，以便優化資源配置。我們已匯報經高層管理人員識別的各個可持續發展目標予董事會作批准。

下表列出重要性圖表中的各重大議題，並與相關的可持續策略及可持續發展目標保持一致。

Our Core Value 核心價值	Our Contribution and Measures 我們的貢獻與措施	Material Issues 重要議題	SDGs 可持續發展目標
Business 業務營運	<p>The Group is committed to legal compliance and working with governments to build strong corporate governance and business ethics. Besides, the Group advocates the culture of integrity, establishes a transparent and smooth complaint mechanism, to promote stable and sustainable development. 本集團遵守法律，並與政府機構合作建立穩固的企業管治和商業道德。此外，本集團提倡誠信文化，建立透明、暢通的申訴機制，促進穩健、可持續的發展。</p> <ul style="list-style-type: none"> ➤ Monitor, evaluate and improve material sustainability issues, performance and risks regularly 定期監控、評估和提升重要的可持續性議題、表現與風險 ➤ Operate under high standards of governance, transparency and integrity 在高標準的管治、透明度和誠信度下營運 	<ul style="list-style-type: none"> ➤ Corporate Governance and Risks 企業管治和風險 ➤ Compliance with Relevant Laws and Regulations 遵守相關的法律法規 ➤ Financial Performance of the Group 本集團的業績表現 ➤ Ethics and Integrity 道德與操守 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 

Our Sustainable Development

我們的可持續發展

Our Core Value 核心價值

Our Contribution and Measures 我們的貢獻與措施

Material Issues 重要議題

SDGs 可持續發展目標

Customers 以客為本

The Group's competitiveness depends on its ability to ensure that we consistently deliver high-quality services and respond swiftly to the changing preferences and needs of its customers. We have also devoted ample resources to developing new technologies as well as improving our product quality. The Group contributes to resilient infrastructure, and supports urban development, both of which are central to achieving the targets of SDG 9.

本集團致力確保服務維持高質素，並迅速迎合顧客不斷變化的喜好和需求，以保持競爭力。我們亦已投放大量資源來開發新技術及改善我們的產品質素。本集團為有韌性的基礎設施做出貢獻，並支持城市發展，這兩方面對於實現可持續發展目標9的目標都非常重要。

- Enhance product strength to continuously improve quality assurance
加強服務實力以持續提高質量保證
- Respect and safeguard our customers
尊重和保護我們的客戶
- Encourage innovative solutions to enhance our operation, including green technology
鼓勵創新方案，包括綠色科技，以加強營運

- Customer Health and Safety
客戶的健康與安全
- Customer Privacy
保障客戶私隱
- Customer Satisfaction
客戶滿意度
- Quality Products
優質服務

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Partners 夥伴合作

The Group pursues mutual benefit and common growth through win-win cooperation with its partners, and constantly improves partner management mechanism to create a sustainable supply chain.

本集團追求與合作夥伴互利共贏，共同成長，不斷完善合作商管理機制，打造可持續的供應鏈。

- Collaborate with our supply chain partners in improving sustainability performance
與供應鏈合作夥伴共同提升可持續發展的表現
- Uphold fair and open procurement practices
堅持公平和公開的採購方法

- Green Procurement
綠色採購
- Sustainable Performance of Suppliers and Subcontractors
供應商和分包商的可持續表現

8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



People 人才發展

The Group promotes a diverse and equal corporate culture, attaches great importance to occupational health and safety, and strives to create a people-oriented working environment. In recent years, apart from providing adequate staff training on topics related to occupational health and safety, vocational skills and environmental protection, the Group has also been committed to raising stakeholders' awareness of sustainability.

本集團倡導多元平等的企業文化，高度重視職業健康及安全，致力營造以人為本的工作環境。近年，本集團除了就與職業健康及安全、職業技能和環境保護相關的主題提供足夠的員工培訓，亦致力於提高持份者對可持續性的意識。

- Care for and engage with our employees
關心並與我們的員工互動
- Promote a safe and healthy work environment
促進安全健康的工作環境
- Provide professional staff training and assist in career development
提供專業的員工培訓並協助員工職業發展

- Employment Practices
僱傭慣例
- Occupational Health and Safety
職業健康及安全
- Employee Training and Development
員工培訓與發展
- Human Rights Protection
人權保障

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



Our Core Value
核心價值

Our Contribution and Measures
我們的貢獻與措施

Material Issues
重要議題

SDGs
可持續發展目標

Environment
環境管理

To incorporate sustainability into cities and communities and reduce its environmental impact, the Group is dedicated to developing a comprehensive environmental management system, exploring energy-saving, paper-saving, and waste-reduction measures, as well as improving risk management capabilities for climate change, in order to contribute to the green development of society.

為了將可持續發展融入城市和社區並減少對環境的影響，本集團致力於建立完善的環境管理體系，探索節能、節約用紙、減廢措施，以及提高應對氣候變化的風險管理能力，為社會的綠色發展貢獻力量。

- Maintain a comprehensive environmental management system with periodic review
維護全面的環境管理系統並定期檢查
- Implement strategic continuous improvements in resource consumption and emissions control
在資源消耗和排放控制方面作策略性持續改進
- Promote awareness towards environmental protection
提升環保意識

- Energy Management
能源管理
- Water Management
用水管理
- Air Emissions
廢氣排放
- Waste Management
廢物管理
- Climate Change
氣候變化

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



4 QUALITY EDUCATION



11 SUSTAINABLE CITIES AND COMMUNITIES



Community
社會貢獻

The Group's community engagement strategy leverages its internal resources, extensive business network and partnerships with various NGOs and stakeholders to build strong relationships and trust with the communities.

本集團的回饋社會的策略是透過內部資源、廣泛的業務網絡及與各個非政府組織和持份者的合作，與社區建立緊密互信的關係。

- Support causes and initiatives that create positive impacts and promote sustainability
支持對能夠創造正面影響及促進可持續發展的倡議與措施

- Community Engagement and Investment
社區參與和投資

2 ZERO HUNGER



4 QUALITY EDUCATION



11 SUSTAINABLE CITIES AND COMMUNITIES



Business 業務營運

8 DECENT WORK AND
ECONOMIC GROWTH16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

Robust corporate governance and effective risk management are fundamental to the Group's business and long-term success, as well as promoting and safeguarding the interests of its shareholders and other stakeholders. Accordingly, we have adopted and implemented corporate governance principles and practices that emphasise a high-calibre Board, effective risk management and internal control systems, stringent disclosure practices, transparency and accountability.

CORPORATE GOVERNANCE

We maintain a solid corporate governance framework to ensure the Group's integrity, which safeguards the interests of our stakeholders and achieves long-term business success.

The Board is responsible for formulating business strategies as well as the overall oversight of our activities with the objective to enhance shareholder value. Under their leadership, we ensure that our businesses are future-proof, comply with all relevant laws and regulations, and that we maintain the highest standards of business integrity through ethical business operations and respecting rights.

Our corporate governance structure allows effective and efficient flow of information between management, departments and business units. As at the publication date of this Report, the Board is composed of five Committees:

穩健的企業管治和有效的風險管理對於本集團的業務和長遠發展，以及促進及保障其股東及其他持份者權益至關重要。為此，我們採納與實施企業管治原則及常規，強調高質素的董事會、有效的風險管理及內部監控制度、嚴格的披露常規、透明度及問責制。

企業管治

我們繼續以穩健的企業管治框架來確保本集團的誠信，從而維護持份者的利益並取得長期的商業成功。

董事會負責制定業務策略以及對我們的活動進行全面監督，以提升股東價值為目標。在他們的領導下，我們確保我們的業務適應未來的發展及遵守所有相關法律法規，並透過符合道德的業務營運及尊重權利的原則來保持最高的業務誠信標準。

我們的企業管治架構使資訊能於管理層、部門及業務單位之間有效快捷地流通。截至本報告刊發之日，董事會由五個委員會組成：

Board 董事會

Audit
Committee
審核委員會

Remuneration
Committee
薪酬委員會

Nomination
Committee
提名委員會

Investment
Committee
投資委員會

Executive
Committee
執行委員會

Further information about our governance structure can be found in the "Corporate Governance Report" in the Group's 2024 Annual Report and on the Company's website <http://www.isp-hk.com.hk>.

有關我們管治架構的更多資訊，請參閱本集團的二零二四年年報中的《企業管治報告》及公司網站 <http://www.isp-hk.com.hk>。

RISK MANAGEMENT

The Group attaches great importance to effective risk management. Effective risk management not only reduces the likelihood of risks occurrence and their potential impact, but also strengthens the Group's decision-making process and allows the Group to focus on long-term value creation. ESG-related issues and risks, such as customer satisfaction, supply chain management and talent retention have already been incorporated in our Enterprise Risk Management which is overseen by the Board on an on-going basis. We understand that the potential impact of climate emergency is a business risk. Therefore, climate-related risks have also been included in the risk assessment.

The Group has established a Risk Management Committee, consisting of senior management and corporate managers. The Risk Management Committee facilitates the risk management process and timely communication with the AC and the Board. In turn, the AC reviews the Risk Management Committee reports biannually and reports its recommendations to the Board. The Risk Management Committee will invite relevant staff to join these meetings when necessary.

The Risk Management Committee formulated the Risk Management Policy in 2016, which provides a consistent framework for the identification, analysis, evaluation, treatment, monitoring and reporting of key risks at all levels across the Group to support the achievement of the Group's overall strategic objectives. The policy illustrates the process used to evaluate, prioritise and manage material ESG issues.

風險管理流程



風險管理

本集團非常重視有效的風險管理。有效的風險管理不但降低發生風險的可能性及其潛在影響，同時加強了本集團的決策過程，並使本集團專注於創造長遠價值。我們已將環境、社會及管治相關的議題及風險納入由董事局持續監督的「企業風險管理」框架，包括顧客滿意度、供應鏈管理和人才保留等方面。我們明白氣候危機帶來的潛在影響亦是業務的風險。因此，與氣候相關的風險也被包括在風險評估中。

本集團已成立風險管理委員會，該委員會由高層管理人員和企業經理組成。風險管理委員會促進風險管理的流程，並與審核委員會及董事會適時溝通；審核委員會則每半年審查風險管理委員會報告，並向董事會匯報其建議。有需要時，風險管理委員會亦會邀請相關員工參與會議。

風險管理委員會於2016年建立了風險管理政策，為本集團提供統一框架，以識別、分析、評估、處理、監管和報告各級別的關鍵風險，以支援本集團實現總體策略目標。該政策說明我們評估、優先次序及管理重大環境、社會及管治議題的流程。

風險管理流程

Business 業務營運

CORPORATE VALUES AND ETHICS

Legal Compliance

The Group believes that a reputation for honesty, trustworthiness and fair play is an important business asset and is essential to the long-term growth and success of the Company. The Group is committed to complying with all applicable laws and regulations across different levels of our operations, including conflict of interest, bribery, competition and antitrust, privacy compliance, and equal opportunities.

During the Reporting Year, the Group was not aware of any material non-compliance with all applicable laws and regulations. For more information regarding laws and regulations compliance for the Reporting Year, please refer to our Appendix — “Laws and Regulations Compliance”.

Anti-Corruption

The Group upholds the highest level of business ethics in its operations, and has zero tolerance for all forms of corruption and bribery along the value chain. The Group has developed robust internal policies and procedures regarding conflicts of interest, insider dealings, anti-competition, and anti-corruption. The Group strictly implements its internal management policies to curb bureaucracy, create a harmonious and good working atmosphere, and urge a work attitude that emphasises responsibility and refuses to corrupt.

As stipulated in the Staff Handbook and the Code of Conduct, soliciting, accepting or offering any advantages, from or to our customers, suppliers, contractors, or any person having a business relationship with the Group, is strictly prohibited. We also strictly prohibit any form of bribery, extortion, fraud, or money laundering. To further eliminate any potential misconduct, due diligence measures are enforced on all gifts and sponsorships. The Group regularly introduces the abovementioned policies to employees during the induction training period to ensure that all employees understand these matters. The “Staff Handbook” and the “Code of Conduct” are reviewed and revised periodically to ensure that we keep abreast of new laws and the constantly evolving regulatory environment.

企業價值與道德

法律合規

本集團確信擁有誠實、可靠及公正的信譽，是一項重要的商業資產，並為本公司長遠發展及取得成功的基石。本集團承諾遵守在各個營運層面上所有適用的法律法規，包括利益衝突、賄賂、競爭與反壟斷、私隱合規、平等機會等。

於報告年度，本集團並不知悉任何嚴重違反有關的適用法律及法規情況。有關本報告年度所遵守法律法規的更多資訊，請參考我們的附錄 —《遵守法律法規》。

反貪污

本集團在營運中秉持最高的商業道德水平，對價值鏈上各種形式的貪污及賄賂行為採取零容忍態度。本集團就利益衝突、內幕交易、反競爭和反貪污制定了健全的內部政策及程序。本集團嚴格實施其內部管理政策，以遏制官僚主義，營造和諧良好的工作氛圍，強調責任、拒絕腐敗的工作态度。

根據《員工手冊》及《道德守則》的規定，員工嚴禁向我們的客戶、供應商、承建商或與本集團有業務關係的任何人徵求、接受或提供任何利益。我們亦嚴禁任何形式的賄賂、勒索、欺詐或洗黑錢。為進一步消除任何潛在的不當行為，所有饋贈和贊助均須經審查。本集團會在入職培訓期間向員工介紹上述政策，以確保所有員工知悉這些事宜。我們定期審查及修訂《員工手冊》及《道德守則》，確保符合最新法例和適用於不斷轉變的監管環境。

We consider training an important precautionary measure to remind employees of our commitments and standards of ethical business practices. In an effort to ensure that employees at all levels understand their roles and responsibilities in protecting our business from the risk of bribery and corruption, Directors and general staff participated in one-hour training provided by the Independent Commission Against Corruption during the Reporting Year. During the Reporting Year, 6 Directors and 73 senior management and general staff, including resigned staff, have participated in anti-corruption training sessions.

The Group has a whistleblowing mechanism for internal and external stakeholders to report any suspected cases of misconduct, malpractice, impropriety, unethical or unfair treatment. The Group also established the Integrity Monitoring Committee. The Integrity Monitoring Committee has set up accountability and transparent communication channels in the workplace that can enable employees to express their voices effectively and safely. In addition, the Integrity Monitoring Committee ensures that all reports are treated in a confidential and sensitive manner and the identity of the whistle-blower is kept confidential to protect against any reprisal, harassment and unfair treatment. In the event of any reported case received, the Integrity Monitoring Committee is responsible for reviewing all reports, initiating investigations, and reporting them to the AC as necessary. The AC is then required to review all referred case reports and report them to the Board for further handling and monitoring. Employees who breach the "Code of Conduct" will be subjected to disciplinary action. During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to bribery, extortion, fraud and money laundering. Besides, zero legal cases regarding corrupt practices have been brought against the Group or its employees during the Reporting Year.

我們認為培訓是一項重要的預防措施，提醒員工遵守商業道德承諾和標準。為確保各級員工了解他們的角色和責任以保障我們業務避免出現賄賂和貪污風險，董事及一般員工於報告年度參與了廉政公署的一小時培訓。於報告年度，6名董事和73名高級管理人員和一般員工參加了反貪污培訓。

本集團設有舉報機制，供本集團內外的持份者報告任何涉嫌不當行為、舞弊、不合適、不道德或不公平待遇的個案。本集團亦成立了誠信監察委員會。誠信監察委員會在工作場所設立問責制及具透明度的溝通渠道，讓員工能有效及安全地表達聲音。此外，誠信監察委員會確保所有舉報會以保密形式處理，舉報人的身份亦會獲保密以防止任何報復、騷擾及不公平待遇。倘接獲任何舉報案件，誠信監察委員會負責審查所有報告和展開調查，並在有需要時將其報告提交予審核委員會，再由審核委員會審查所有報告事件，並將其遞交給董事會以作進一步處理和監察。違反《道德守則》的員工將受紀律處分。於報告年度，本集團並不知悉在賄賂、勒索、欺詐和洗黑錢等方面有任何嚴重違反的相關法律法規，且對本集團造成重大影響。另外，於報告年度，向本集團或我們僱員提起的貪污指控法律案件為零。

Business 業務營運

Data Privacy Protection

To maintain business integrity and safeguard all confidential information shared with us, we are committed to properly managing data security and ensuring that the information systems are protected. As iterated in the "Staff Handbook" and the "Code of Conduct", employees are required to protect the safety and confidentiality of information received in the course of business and are forbidden to disclose any confidential information about the Group and our clients without prior consent from management. If customer data is needed for marketing or operational purposes, we ensure that formal consent is provided. In particular, the privacy policy statement and personal information collection statement are issued to explain the purpose of data collection and the personnel who will have access to it.

Protecting confidential and sensitive data from accidental disclosure is also important to the Group. We will regularly review our personal data and privacy protection practices to ensure compliance with legal requirements and highlight any areas for improvement. Anyone who breaches customer privacy obligations is subject to disciplinary action, including termination of employment for serious offense. Action is taken immediately if scamming or infringing articles or materials related to the Group are found and, if a criminal offence is suspected, a report is made to the relevant authorities for further action.

During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to business confidentiality and data privacy. Besides, there was no complaint regarding breaches of customer privacy or loss of customer data during the Reporting Year.

保障資料私穩

為維持業務的誠信及保障所有機密資料，我們致力妥善管理網絡安全，確保資訊系統受到保護。根據《員工手冊》和《道德守則》規定，員工必須保障業務過程中收集到的資料安全及保密，未得到管理層同意前，員工嚴禁披露任何有關本集團及客戶的機密資料。如出於營銷或營運目的需取得客戶資料，我們必須確保得到正式許可。為此，我們設立私隱政策聲明和個人資料收集聲明，解釋收集資料的目的及有權取得資料的人員。

本集團非常重視保障機密及敏感資料免於外洩。我們會定期檢討保護個人資料和私隱的措施，以確保遵守相關法定要求並識別有待改進的地方。違反顧客私隱守則的員工將受到紀律處分，嚴重者或會遭解僱。若發現與集團有關的欺詐或侵權物品或材料，本集團定必立即採取行動；若涉嫌刑事犯罪，本集團將向有關當局報告以進一步採取行動。

於報告年度，本集團並不知悉有關在業務保密及資料私隱方面有任何嚴重違反的相關法律法規，且對本集團造成重大影響。此外，於報告年度本集團並無任何有關違反客戶私隱或遺失客戶資料的投訴。

RESPECTING RIGHTS

Human Rights

Child and Forced Labour

We value the concept of ethics, and prohibit any use of child labour and forced labour in our operations by setting our standardised recruitment procedures with comprehensive employment-related policies in place. To demonstrate our commitment to respecting human rights, we have established a series of internal precautionary measures to prevent such activities from occurring. For example, during and upon recruitment, all personnel are required to provide valid personal identification documents. Background checks are also carried out when deemed necessary to prevent illegal use of child labour. If anyone is found to be providing false information or false identity, the recruitment procedure will be terminated immediately. We also value the privacy of employees and avoid asking about personal issues unrelated to work performance during interviews. The information of candidates is only available to those who are involved in the selection for the position. Furthermore, our employees who work overtime due to work needs are entitled to reasonable overtime compensation and relevant allowances in accordance with their employment contracts. In case of any violation of laws and regulations related to labour standards, we will punish the person responsible for the incident according to the severity, analyse the cause of the problem, and review, update and adjust the problems in the existing system or management methods.

During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to labour standards. No cases of child or forced labour were reported.

Intellectual Property Rights

The Group respects intellectual property rights, including but not limited to trademarks, patents, copyrights and designs during the preparation of marketing and communication materials. To protect the Group from potential infringement of intellectual property rights, all our logos have been registered in Hong Kong under the "Trademarks Ordinance" (Cap. 559 of the Laws of Hong Kong). We always ensure consent is given by our business partners prior to using any trademarks. During the Reporting Year, the Group was not involved in any dispute or litigation in relation to infringement of any intellectual property rights.

尊重權利

人權

童工及強迫勞動

我們重視道德概念，並透過訂立標準化的招聘程序及完善的僱傭政策，禁止任何業務中聘用童工和強制勞動。為展示我們尊重人權的承諾，我們制定了一系列內部預防措施以防止此類情況發生。例如在招聘期間和招聘時，所有人士都必須提供有效的個人身份證明文件，有需要時會進行背景調查，杜絕違法使用童工的情況出現。如發現任何人虛報資料或身份，將立即終止招聘程序。我們同時重視員工的隱私權，面試時避免提問與工作績效無關的個人隱私問題，而應聘者的資料僅可供與此職位甄選有關的人員查閱。此外，我們的員工因工作需要而超時工作，將可按照其僱傭合約獲得合理超時補償及相關津貼。如發現違反有關勞工準則的法律及法規，我們會視乎情況嚴重程度對事件責任人進行處罰，亦會剖析問題原因，對現有制度或管理辦法存在的問題進行檢視和更新調整。

於報告年度，本集團並不知悉有關在勞動標準方面有任何嚴重違反的相關法律法規，且對本集團造成重大影響，亦沒有收到有關僱用童工或強迫勞動的報告。

知識產權

本集團在準備營銷和傳訊資料時尊重知識產權，包括但不限於商標、專利、版權及設計。為保障本集團的智識產權免受潛在侵犯，我們所有的商標已根據《商標條例》(香港法例第559章)在香港註冊，使用商標前亦會確保已徵得業務合作夥伴的同意。於報告年度，本集團並沒有涉及任何與侵犯知識產權有關的糾紛或訴訟。

Customers 以客為本

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



By putting customers first, the Group is determined to deliver prime products and services to customers. We do our best to meet the needs of our customers, safeguard their rights and protect their health and safety, as well as seek innovative technologies and ideas for continuous improvement.

CUSTOMER HEALTH AND SAFETY

Protection of customer health and safety is one of the most critical elements in operating businesses. In addition to complying with all applicable laws and regulations related to health and safety, the Group is also committed to improving our health and safety management system, enhancing safety awareness in the workplace, and promoting the well-being of customers to meet customer needs. During the Reporting Year, the Group has obtained ISO 45001 Occupational Health and Safety Management System certifications.

Quality Products

The quality of construction has always been a top priority for the Group in order to demonstrate the Group's excellent brand image in the industry. We strictly follow international standards when formulating internal policies, plans and operating procedures. Furthermore, we conduct internal audits on a regular basis to ensure effective system performance and to keep abreast of new updates to the standards. With our continuous efforts to improve the quality of products and the efficiency of the work process, we have obtained a number of management system certifications, such as ISO 9001 Quality Management System and ISO 14001 Environmental Management System. As a construction company, the Group did not consider that product recall procedures were applicable to its operation and no products would be sold or shipped out or subject to recalls for safety and health reasons.

本集團把客戶放於首位，決心向客戶提供一流的產品和服務。我們盡力滿足客戶的需求，保護他們的權益和健康安全，同時尋求創新技術和理念以不斷改進。

客戶健康與安全

保障客戶健康與安全是營運業務中最關鍵的元素之一。本集團除了遵守所有與健康安全相關的適用法律及法規，同時致力提升我們的健康和安全管理系統、提高工作場所內的安全意識及促進顧客的福祉，以滿足客戶需求。於報告年度，本集團已取 ISO 45001 職業健康與安全管理體系認證。

優質產品

為樹立本集團於業內的優良品牌形象，本集團一直視建築質量為首要考慮。在制定內部政策、計劃及營運流程時，我們嚴格遵循國際標準。此外，我們定期進行內部審核，確保系統有效運作並緊貼最新標準。我們不斷努力提高產品質量與工作流程效率，因而獲得多個管理系統的認證，例如 ISO 9001 質量管理系統及 ISO 14001 環境管理系統。作為一間建築公司，本集團認為產品回收程序並不適用於我們的營運，我們在營運過程中不會出售或運輸任何產品，亦不會因安全與健康理由而須回收產品。

Complaint Handling

We have a well-established mechanism and procedures for handling and managing complaints, ensuring that all customers' complaints are dealt with in a timely and professional manner. Following the complaint, relevant staff are responsible for evaluating the complaint, investigating their possible causes, and formulating and adopting solutions to ensure that corrective and preventive actions have been implemented for each established customer complaint. Our objective is not only to regain the trust of our customers, but also to review our own operations, and seek continuous improvement. All complaints and requests are systematically recorded and filed. During the Reporting Year, there were no material complaints about products and services.

投訴處理

我們設有完善的處理和管理投訴的機制，保證會適時及專業地處理所有客戶投訴。接到投訴後，相關員工負責評估投訴，調查可能原因，並制定和執行解決方案，確保已因應每宗客戶投訴採取糾正及預防措施。我們的目標不僅是要重獲客戶的信任，還要審查我們的運作，並尋求持續的改進。所有投訴和詢問均有系統地記錄並妥善保存。於報告年度，本集團並無任何有關產品及服務的重大投訴。

People 人才發展

4 QUALITY
EDUCATION8 DECENT WORK AND
ECONOMIC GROWTH

We regard our employees as a crucial contributing factor to drive our long-term business success. We respect and protect the legitimate rights and interests of all employees, and are committed to providing employees with a good development platform and creating a harmonious working atmosphere. To attract and retain talents, the Group offers competitive compensation and benefits, together with great development opportunities based on a well-established appraisal and recognition system. We strive to nurture a continuous learning culture to help employees unleash their great potential. We take various initiatives and invest in our employees to promote good work-life balance and to create a supportive and inclusive workplace that embraces employees with diverse interests and backgrounds.

我們視員工為驅動我們長期業務成功的其中一個重要因素。我們尊重並保障所有員工的合法權益，致力於為員工提供良好的發展平台、營造和諧的工作氛圍。為吸引及挽留人才，本集團提供具競爭力的薪酬及福利，以及完善的考核及表揚制度，同時為員工提供各種發展機會。我們致力培育持續學習文化，協助員工激發潛能。我們亦採取多項措施和投放資源，以提倡工作與生活平衡，營造一個支持、包容和擁護員工有不同興趣和背景的工作環境。

OCCUPATIONAL HEALTH AND SAFETY

Health and Safety Management System

Adhered to the basic safety management principles of "safety first, prevention-focused", we have established the Corporate Occupational Health and Safety Management Committee to address and minimise the inherent health and safety risks in our industry, and to create a safety-conscious working environment. Each safety committee also actively carried out employee safety training and promotion to improve employees' self-protection awareness to protect their health and safety.

職業健康及安全

健康安全管理系統

堅持「安全第一、預防為主」的安全管理基本原則，我們建立了企業職業健康和安全管理委員會，以解決和減低我們行業固有的健康和安全管理風險，特別是室內裝飾及特殊項目部門，並創建注重安全的工作環境。各個安全委員亦會積極開展員工安全培訓和宣傳工作，提高員工自我保護意識，保障他們的健康與安全。



Corporate Occupational Health and Safety Management Committee 企業職業健康和安全管理委員會



- Monitor the implementation of various management system in various sites
監管所有工地的安全管理系統的執行情況
- Promote best practice of safety, health and environment management from the industry
推廣行業職安健環管理的良好模式



- ISP executives
室內裝修及特殊項目經理
- Subcontractors
分包商



- 2-3 months
- 2-3 個月

We have obtained the ISO 45001 Occupational Health and Safety Management System certification for the two subsidiaries of the Group, namely ISP Construction (Engineering) Limited and ISP Interiors Limited, in order to reduce our organisational risk and promote occupational health and safety. Under the system, we identify risks and opportunities among external and internal issues, make substantial efforts to understand the needs and expectations of workers and other stakeholders, as well as encourage workers' participation and consultation. Safety awareness training was also provided to all sites under the ISO 45001 Occupational Health and Safety Management System.

我們已為本集團兩間附屬公司，即昇柏營造廠（工程）有限公司及昇柏室內裝飾有限公司，取得ISO 45001職業健康與安全管理系統認證，藉以降低組織風險並提倡職業健康及安全。根據有關系統，我們從各種外部和內部因素中識別風險和機遇，竭力了解員工及其他持份者的需要及期望，並且鼓勵員工參與和諮詢。我們亦在所有採用ISO 45001職業健康與安全管理系統的工地提供培訓加強安全意識。

ISO 45001
Certificate for
ISP Interiors
Limited
昇柏室內裝飾有
限公司的
ISO 45001 證書



ISO 45001 Certificate
for ISP Construction
(Engineering) Limited
昇柏營造廠（工程）有
限公司的 ISO 45001
證書

People 人才發展

The Group has also established robust procedures for the continuous identification and evaluation of health and safety risks. For all projects, our team has identified potential risks that may occur onsite, including employee heat strokes, injuries, and the damaging of materials during transportation. Through the risk assessment exercise, it was concluded that all potential risks were considered as medium risk factors. Accordingly, a set of well-defined safety measures were identified to mitigate each risk.

Safety Measures to Mitigate Identified Risks: 減低已識別風險的安全措施

- Distribute personal protective equipment to all workers;
分發個人防護設備予所有工人；
- Provide storage baskets to all partners, including contractors and subcontractors, to store their personal protective equipment for their workers;
提供儲物籃予所有合作夥伴，包括總承辦商及分包商，以貯存其員工的個人防護設備；
- Maintain a clean and tidy environment;
保持環境乾淨及整潔；
- Set up the first aid station in the construction sites to provide immediate assistance when an accident occurs;
在工地設立急救站，當意外發生時提供即時救援；
- Post posters and banners around the construction site and the office in order to remind the staff about the potential risks; and
於辦公室的安全告示板及地盤外圍張貼海報及橫幅，提醒員工注意潛在風險；及
- Adopt heat stroke prevention measures. For more information, please refer to "Heat Stroke Prevention" under section "Environment".
實行預防中暑的措施。有關更多資訊，請參閱《環境管理》中《預防中暑》部份。

Commitment to Health and Safety

We take up responsibility for the health and well-being of our employees, and endeavour to develop their careers and skill sets as much as possible. We implement adequate safety policies and measures to ensure the safety of our staff and workers on site, and endeavour to achieve zero safety incidents in our operations. Our policies and operations are in strict compliance with local labour regulations. No work-related fatalities occurred between 1 January 2022 and 31 December 2024.

In 2024, the Group signed a "Joint Declaration" for Construction Safety Week which was organised by the Development Bureau and the Construction Industry Council. The declaration signifies a voluntary partnership agreement among stakeholders in the construction industry to join hands collaboratively to pursue the common goal of establishing a safe and healthy environment on construction sites towards achieving the vision of "Zero Accident". Under the declaration, we pledge to work towards the following objectives:

對健康與安全的承諾

我們承擔員工的健康和福祉責任，並儘可能地發展他們的職業和技能。我們實施適當的工地安全政策和措施，以確保我們員工和工人的安全，並努力在我們的營運中實現零安全事故。我們的政策和營運嚴格遵守當地的勞動法規。2022年1月1日至2024年12月31日間沒有發生任何因工死亡事故。

於2024，本集團簽署了由發展局與建造業議會舉辦的建造業安全週的《聯合宣言》。有關宣言標誌著建造業持份者以自願合作協議的形式攜手合作，為建立安全健康建築工地環境的共同目標而努力，致力實現「零意外」的願景。我們根據有關宣言承諾達成以下目標：

Government Level 政府層面

- **Safe Construction:** to accord priority to safety considerations in the design and construction of government projects.
推行安全建造：在政府工程項目的設計和施工中，優先考慮安全事宜。
- **Monitor and Support:** to ensure that risks to people's safety and health at work are properly managed by legislative and contractual enforcement, education and promotion.
執行監控和給予支持：透過執行法例及合約要求、教育和推廣，確保作業人員的安全和健康的風險得到妥善管理。

Organisation Level 機構層面

- **Strong Commitment:** to lead by visible and active commitment and leadership from the top management to nurture a proactive safety culture within the organisation.
作出有力承擔：透過高級管理層清晰和積極的承擔和領導，帶領機構上下培養一個積極的安全文化。
- **Adequate Resources:** to procure adequate human and financial resources for the establishment, maintenance and implementation of a robust safety management system and all associated safety measures, and to manage its performance.
投放充足資源：投放充足的人力和財力資源，建立、堅守和推行一個健全的安管理制度及所有相關的安全措施，並管理其效用。
- **Continuous Risk Assessments:** to identify, assess and mitigate construction risks throughout the life cycle of a construction project.
進行持續的風險評估：於整個建築項目的過程中，持續進行施工風險的識別、評估和消滅。
- **Adequate Training and Promotion:** to provide safety training and arrange safety promotion activities for all levels of stakeholders.
進行適當的培訓和推廣：為所有階層的相關人士提供安全培訓和安排推廣安全活動。
- **Caring Culture:** to foster a caring culture on construction sites.
培養關懷文化：培養建築工地的關懷文化。
- **Effective Communication:** to maintain effective communication with supervisors and workers throughout the supply chain and engage them in all aspects of safety management.
促進有效溝通：保持整個供應鏈中與監督人員和工人的有效溝通，並鼓勵他們參與安全管理的工作。

Individual Level 個人層面

- **Strict Compliance:** to follow safety and health instructions and procedures in strict compliance with legal requirements and in-house rules.
嚴守法規：嚴格遵守法例和機構內部規則中有關安全和健康方面的要求、指引和程序。
- **Active Participation:** to participate actively in safety and health training and promotional activities.
積極參與：積極參與安全健康的培訓和推廣活動。
- **Communication:** to maintain good communication with their supervisors and co-workers on all safety issues.
保持溝通：與上司和同事就所有安全事宜保持良好溝通。
- **Responsibility:** to be responsible for the safety of the individual and care about others' safety on construction sites.
肩負責任：在建築工地中，為個人的安全負責，並關心其他人士的安全。

People 人才發展

Two subsidiaries of the Group, namely ISP Construction (Engineering) Limited and ISP Interiors Limited continued to be commended as organisations under the “Heart Caring Charter” in 2024 which raise the awareness of the risks of cerebro-cardiovascular diseases and encourage healthy lifestyles among the frontline workers in the construction and property management industries. The “Heart Caring Charter” is implemented by the Labour Department and the Occupational Safety and Health Council. By signing the “Heart Caring Charter”, the Group shows support for the statement “we pledge to build a healthy workplace with active engagement of management and staff in preventing cerebro-cardiovascular diseases”. By signing the Heart Caring Charter, we commit to the following actions:

本集團兩間附屬公司(昇柏營造廠(工程)有限公司及昇柏室內裝飾有限公司)於2024繼續獲嘉許為《護心約章》下的機構，向保安員和建造業前線員工推廣關注心腦血管病風險，鼓勵他們建立健康生活模式。《護心約章》由勞工處與職業安全健康局推行。本集團透過簽署《護心約章》表明對宣言「我們承諾積極建構健康工作間，鼓勵管理匹與員工攜手預防心腦血管疾病」的支持。我們簽署《護心約章》代表我們承諾進行以下行動：

- Promote the prevention of cardiovascular and cerebrovascular diseases in the workplace;
- Participate in actual activities, including forwarding cardiovascular and cerebrovascular disease information and setting up devices including body fat scales, blood pressure monitors and other equipment in the workplace;
- Complete different action items in each area under (A) Heart Care Action, (B) Healthy Lifestyle and (C) Spiritual and Mental Health; and
- Submit an annual action brief to demonstrate the work for heart caring.
- 在工作間推廣預防心腦血管病；
- 實際參與活動，包括轉發心腦血管病資訊和在工作間設置體脂磅、血壓計等設備等；
- 於(A)護心行動、(B)健康生活模式和(C)精神及心理健康下每個範疇完成不同的行動項目；及
- 每年提交行動簡報，以展示護心方面的工作。



We set up the Health Corner at workplace. There are a scale for body monitoring, which can measure data including body weight, body mass index, fat percentage and muscle weight, and a blood pressure meter in the Health Corner.

我們在工作間設置健康閣。健康閣設有身體監控磅，可監測體重、體重指標、脂肪百分比、肌肉重量等數據，還有血壓計。



The Heart Caring Charter for ISP Construction (Engineering) Limited
昇柏營造廠(工程)有限公司的《護心約章》



The Heart Caring Charter for ISP Interiors Limited
昇柏室內裝飾有限公司的《護心約章》

CASE STUDY 案例

Mental Health Workplace Charter 精神健康職場約章

The Group is committed to promoting a healthy and safe working environment. To this end, two of the Group's subsidiaries, namely ISP Construction (Engineering) Limited and ISP Interiors Limited, supported and signed the "Mental Health Workplace Charter" in 2024, pledging to promote mental health in the workplace. We are committed to fostering a respectful and positive work environment, encouraging active listening and communication, promoting help-seeking behaviours, and facilitating the early identification and timely handling of mental health issues. Furthermore, the Group actively creates an inclusive and supportive work environment for employees facing mental health challenges. Through these efforts, the Group underscores its contribution to occupational health and safety, ensuring a comprehensive approach to employee well-being.

本集團致力於推廣健康安全的工作環境，為此，本集團兩間附屬公司（昇柏營造廠（工程）有限公司及昇柏室內裝飾有限公司）於2024支持並簽署了《精神健康職場約章》，承諾在工作場所推廣心理健康。我們致力於創造一個互相尊重和積極的工作環境；推廣積極聆聽和溝通，鼓勵求助行為，並促進及早識別和及時處理心理健康問題。此外，本集團亦積極為遇到心理健康挑戰的員工營造一個包容和支持的工作環境。透過這些努力，本集團強調其對職業健康與安全的貢獻，確保以全面的方式來照顧員工的福祉。

People 人才發展

Instilling Safety in Mind

We consider occupational health and safety a top priority and acknowledge that managing occupational health and safety and its risks and opportunities is an integral part of our daily operations. We are committed to complying with all local occupational health and safety legislation, codes of practice and contractual obligations as the basic standard. To mitigate the hazard, our safety officer will apply control measures including ensuring that workers use proper personal protective equipment and that all equipment used is inspected by qualified persons prior to use. If a work-related incident occurs in the construction sites, the safety officer will conduct a formal inspection with relevant parties to document the incident, including causes of the incident as well as recommendations and follow-up actions to prevent similar incidents from happening in the future. Inspection findings from work-related incidents will be communicated to the Corporate Occupational Health and Safety Management Committee during regular meetings.

We have general duties with regard to the health and safety of working on construction sites and are responsible for providing regular safety training to the employees. We hope to convey our importance to occupational health and safety through safety training. Daily training is provided to our workers to refresh their awareness of everyday work procedures on our construction sites and common safety concerns. If any incident occurs, the safety officer will mention the incident and corresponding preventive measures during the training. Fire drills are also regularly conducted, and relevant data is recorded to evaluate the effectiveness and efficiency of the drill. We also place the latest information, policies and industry guidelines on notice boards, in different languages to increase awareness of occupational health and safety. For more information regarding the safety procedures, please refer to "Sustainable Supply Chain Management" under section "Partners".

灌輸安全意識

本集團將職業健康及安全置於首位，並認同管理職業健康和安全及其風險與機遇是我們日常營運不可或缺的一部分。我們致力遵守所有本地職業健康和安全法規、業務守則和合約責任，並以其為我們的基本標準。安全主任會採取防控措施，包括確保工人妥善配戴個人防護設備，以及所有設備在使用前，均須經由合資格人士檢查，以減低風險。假若建築工地發生與工作相關安全事故，安全主任會就事故與相關單位進行正式調查，包括記錄事故起因、建議預防措施及跟進方式，避免日後再發生同類事件。工作事故的調查結果會於企業職業健康和安全委員會例會上進行討論。

我們對於建築工地的工作健康和安全責無旁貸，並有責任向僱員提供定期的安全培訓。我們希望以安全培訓傳達我們對職業健康及安全的重視。我們每天都為建築工地的工人提供培訓，以提高他們對日常工作程序的認識及常見的安全隱憂。如果發生任何事故，安全主任將在培訓中會提及事件及相應的預防措施。我們亦定期進行消防演習，並記錄相關數據以評估演習的效用和效率。我們亦會在通告板上張貼不同語言版本的最新資訊、政策和行業指引，提升員工具備職業健康及安全意識。有關我們的安全程序的更多資訊，請參閱《夥伴合作》中《可持續供應鏈管理》部分。

During the Reporting Year, we conducted fire drill on one of our construction site. The construction manager and safety officer first explained the importance of fire prevention at construction sites and the fire drill procedures to the site workers, and then reminded them to evacuate. The subcontractors also assisted their employees in immediately ceasing all work and gathering at the "emergency assembly " as quickly as possible. Finally, the safety officer demonstrated the proper use of a powder fire extinguisher. The entire drill proceeded in an orderly manner.

於報告年度，我們在一個工地進行了地盤火警演習。建築經理和安全主任首先向各地盤員工說明工地防火的重要性及火警演習程序，隨後提醒員工疏散；而各分包商也協助所屬員工立即停止所有工作，並盡快到「緊急集合處」集合；最後安全主任示範粉劑滅火筒的使用方法。整個演習過程中秩序良好。



Members of the emergency response team instructed the construction site staff on proper fire extinguisher procedures and methods
緊急事故應變小組成員向施工現場的員工指導正確的滅火器程序和方法

People 人才發展

VALUE AND CARE FOR EMPLOYEES

Employees are the backbone of our business operations. The Group puts great emphasis on the protection of the legitimate rights and interests of all employees and complies with all relevant employment laws and regulations in Hong Kong. The Group has also formulated internal human resources policies such as the "Staff Handbook", covering various aspects such as anti-discrimination, anti-child labour and anti-forced labour, health and safety, remuneration and welfare, working time, performance assessment, code of conduct and occupational training, effectively protecting employees' basic rights. Such policies are subject to regular review and will be revised, where necessary, to ensure continuous improvements of its employment standards.

Recruitment, Promotion, Remuneration and Dismissal

The Group strives to provide a fair and motivating working environment. The Group ensures its employees are recruited, remunerated and promoted based on their merits, qualifications, competence, suitability and contributions, ensuring that it treats and evaluates employees and applicants in a fair way.

The basis for compensation and promotion are job-related skills, qualifications and performances, ensuring that the Group fairly treats and evaluates employees and applicants and compensates employees in line with the industry and local labour markets in which the Group operates. Performance appraisal and counselling for all staff are conducted at least once a year by Department Heads or Executive Directors before the annual salary review.

Unreasonable dismissal under any circumstances is forbidden in the Group. The dismissal process will only proceed on a reasonable basis.

Within the reporting scope of this Report, the Group had a total of 78 employees as at 31 December 2024 (2023: 71 employees). More detailed information about different categories of the Group's employee structure can be found in the KPI Data Summary.

重視及關懷員工

僱員是我們業務營運的骨幹。我們注重保護全體員工的合法權益，嚴格遵守香港所有有關僱傭的法例及法規。本集團還制定了《員工手冊》等內部人力資源政策，涵蓋各個方面，例如反歧視、反童工和反強迫勞動、健康與安全、薪酬福利、工作時間、績效考核、行為準則及職業培訓，切實保障員工基本權益。本集團定期審視有關政策，並於有需要時作出修訂，確保其僱傭標準持續提升。

招聘、晉升、薪酬及解僱

本集團致力提供公平及激勵人心的工作環境。本集團確保根據優勢、資歷、能力、適合性及貢獻進行僱員招募、支薪及晉升，確保公平對待及評估僱員及應聘者。

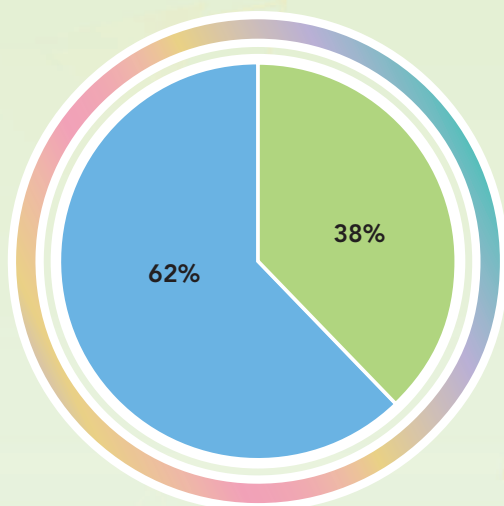
薪酬及晉升的基礎是根據與工作相關的技能、資格及表現，確保本集團一視同仁地對待及評估僱員和應徵者，並根據本集團營運所在行業及當地勞動市場去補償僱員。部門主管或執行董事每年在開始年度薪酬檢討之前對所有僱員進行至少一次表現評估及諮詢。

本集團禁止任何情況下的不合理的解僱。解僱程序只會在合理的基礎上進行。

在本報告的報告範圍內，截至2024年12月31日，本集團的員工總數為78人（2023：71人）。有關本集團僱員架構的不同類別的詳情，請參閱績效數據總結。

Workforce by Gender

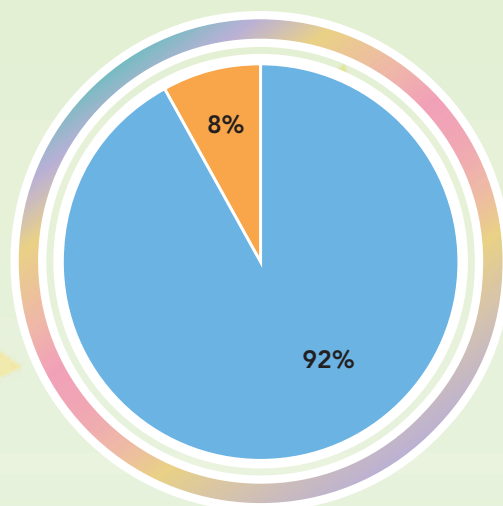
按性別劃分的員工人數



Male 男性
Female 女性

Workforce by Employment Type

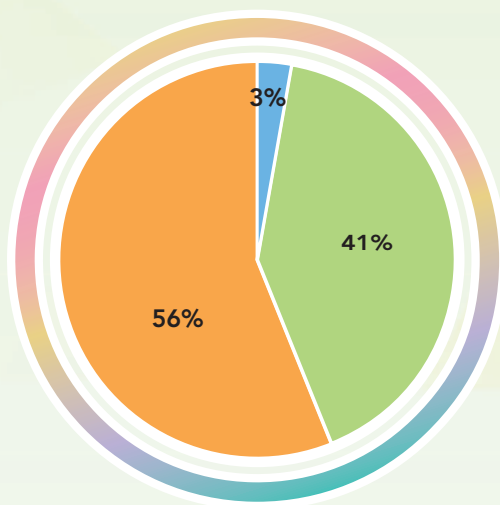
按僱傭類別劃分的員工人數



Permanent Staff 全職員工
Contract Staff 合同員工

Workforce by Age

按年齡劃分的員工人數



<30 years old 三十歲
30-50 years old 三十至五十歲
>50 years old >五十歲

People 人才發展

Diversity, Equal Opportunity and Anti-discrimination

The Group is committed to creating and maintaining an inclusive and collaborative workplace culture in which all can thrive. The Group is dedicated to providing the equal opportunities in all aspects of employment and maintaining workplace that is free from discrimination against any individual based on age, race, family background, region, nationality, gender, sexual orientation, disability, ethnicity, religion and political beliefs. Discriminatory acts of any kind will not be tolerated in the Group. In addition, the Group provides equal employment opportunities for the disabled, ensures equal opportunities for all people, strives to eliminate discrimination or arbitrary dismissal of employees, and encourages effective collaboration among employees in a multi-cultural atmosphere.

Working Hours and Rest Periods

The Group has formulated policies for determining the working hours and rest periods for employees which comply with local employment laws.

Benefits and Welfare

The purpose of the Group's remuneration policy is to attract, retain and motivate outstanding employees. Through annual appraisals, employees with excellent performance are encouraged to keep up with their good work, while employees who fail to meet performance standards are advised to improve themselves to maintain a high-quality and efficient corporate culture. We provide competitive remuneration packages, which include basic salaries, discretionary year-end bonuses, overseas business insurance, medical benefits, as well as contributions to provident funds. Moreover, the Group also offers paid holidays and leave, including annual, wedding, maternity, paternity, work injury, bereavement, birthday and sick leaves. These are all communicated in the "Staff Handbook".

Employee Communication

Effective employee communication can not only maintain workplace harmony, but also encourage innovation, increase inter-departmental cooperation and help manage a diverse workplace. Therefore, we provide communication channels between employees and management, allowing them to have an open and continuous dialogue. During the Reporting Year, the Group has conducted various staff engagement programs, such as staff meetings and staff activities.

多元化、平等機會及反歧視

本集團致力於創造及維持包容及協作的工作場所文化，讓所有人都可以茁壯成長。本集團致力在僱傭方面提供平等機會，以及保持工作環境，不會因年齡、種族、家庭背景、地區、國籍、性別、性取向、殘疾、族裔、宗教及政治信仰而對任何人產生歧視。本集團絕不容忍任何形式的歧視行為。此外，本集團為殘障人士提供平等就業機會，確保向所有人士提供平等機會，努力消除因歧視或隨意解僱員工的行為，鼓勵員工在多元化文化氛圍下有效協作。

工時及假期

本集團已遵照當地僱傭法律制定有關釐定僱員工時及假期的政策。

員工福利與待遇

本集團薪酬政策旨在吸引、保留及激勵表現優秀的僱員。透過年度評估，鼓勵績效優秀的僱員繼續做好工作，同時激勵績效未達標的僱員盡力提升，維持高品質與高效率的企業文化。我們給予員工具競爭力的薪酬待遇，包括基本薪酬、酌情年終獎金、海外商業保險、醫療福利以及強制性公積金供款。此外，本集團還設有薪假期及休假，包括年假、婚假、產假、侍產假、工傷假、喪假、生日假和病假，均列於《員工手冊》中。

員工溝通

有效的員工溝通不僅可以維持工作場所的和諧，還可以鼓勵創新，增加部門間的合作並有助於管理多元化的工作場所。因此，我們為員工和管理層之間提供溝通渠道，讓他們有公開和持續的對話。於報告年度，本集團舉辦各種員工參與計劃，例如員工會議和各種員工活動。

Diversified Staff Activities

By placing our employees at the core of our business, we aim to keep them actively and passionately engaged, develop a strong sense of identity and community within the Group and create a shared understanding among employees on important corporate values. Our “We Care We Share” talent management policy aims to help our staff maintain proper work-life balance, and keep their mental and physical health in check by organising a diverse array of activities.

多元化的員工活動

我們視員工為業務核心，旨在他們能積極和熱情地投入工作，於本集團建立強烈的認同感和歸屬感，令員工有共同的企業價值觀。我們的「盡展關懷共享成果」的人才管理計劃，旨在達透過組織各種活動來幫助員工保持適當的工作與生活平衡，確保他們身心健康。

CASE STUDY 案例

Christmas Party 聖誕節派對

To celebrate Christmas and express gratitude to all employees for their continuous contributions, the Group held an evening Christmas party on 19 December 2024. The Group hopes that this activity allows all employees to celebrate Christmas together, promotes interaction and communication among colleagues in various departments, helps them get to know each other, and strengthen team spirit. In addition, the event has a special lucky draw session, which not only allows our colleagues to experience the festive atmosphere, but also stimulates their morale, enhances their sense of belonging to the Group, and continues to support our business for another successful year ahead.

為慶祝聖誕節及感謝各員工一直以來的貢獻，本集團於2024年12月19日舉辦了晚間聖誕聯歡派對。本集團希望藉此活動與各員工歡度聖誕，促進各部門同事間的互動交流，彼此認識，鞏固團隊精神。此外，活動更特設抽獎環節，除了可讓我們同事感受節日的歡愉氣氛外，同時激勵他們的士氣，增加他們對本集團的歸屬感，並繼續支持我們的業務，期盼來年再創佳績。



Christmas Party for the Group's Employees
為本集團員工舉辦的聖誕派對

People 人才發展

CASE STUDY 案例

Employee Award 員工獎

We believe that fostering supportive interactions with employees is key to creating a positive work environment. To this end, we awarded the “Most Progressive Employee Award” for 2024 to 6 employees to recognise those who have demonstrated significant improvement, innovation, or exceeded expectations in their work, encouraging them to maintain a proactive and progressive attitude in their respective roles. Additionally, we presented the “Long Service Award” to 9 employees to acknowledge their long-term loyalty and contributions, enhancing their sense of belonging and encouraging other employees to remain with the Group long-term. These initiatives not only recognise the contributions of our employees but also reinforce our commitment to caring for and valuing each member of our team. Through these recognition programmes, we aim to motivate employees and cultivate a culture of mutual respect and support.

我們相信培養與員工的支持性互動關係，是創造良好工作環境的關鍵。為此，我們為6名員工頒發了2024年「最佳上進員工獎」，以表揚那些在工作中展現出顯著進步、創新或超出預期的員工，激勵他們在各自的崗位上繼續保持積極上進的態度。此外，我們亦向9名員工頒發了「長期員工服務獎」，肯定員工長期以來的忠誠和貢獻，增強他們的歸屬感，並鼓勵其他員工長期留任。這些舉措不僅肯定了我們員工的貢獻，也強化了我們對關懷和重視團隊每位成員的承諾。通過這些表彰計劃，我們旨在激勵員工，並培養一種相互尊重和支持的文化。



Most Progressive Employee
Award and Long Service Award
「最佳上進員工獎」和「長期員
工服務獎」



TRAINING AND DEVELOPMENT

Employee training and development is essential for the long-term success of the Group. The Group emphasises ongoing development and training, and is dedicated to supporting its employees to undertake lifelong learning and enhancing their work-related skills and knowledge. The Group has designed and provided various types of tailor-made training programmes for its employees to provide them with continuing education and personal development opportunities, as well as to upgrade their overall skillset. During the Reporting Year, the training offered primarily focused on practical skills.

We continued to deliver learning opportunities and courses. Through its online platforms, the Group adopted webinar and video formats for new hire orientation and various job training. Online learning provides engagement through interactive exercises, discussions and sharing sessions, while also offering the benefits of overcoming geographical restrictions and eliminating travelling time. Some training materials, such as the introduction of the history, culture and the "Code of Conduct" of the Group in the induction training, are prepared by our internal employees.

To further enhance the professional skills of our employees and meet our development goals, our employees are strongly encouraged to attend external training courses and professional qualification examinations. Employees who have passed professional qualification examinations and successfully obtained vocational qualification certificates can receive reimbursements from the Group.

During the Reporting Year, there were a total of approximately 466.75 training hours. The overall training percentage of the Group was approximately 84% and the average training hours per employee was approximately 5.19 hours.

培訓與發展

員工培訓和發展為集團長遠成功的關鍵。本集團強調持續發展及培訓，並致力於支持員工進行終身學習，提升與工作相關的技能及知識。本集團為員工設計及提供各類量身定制的培訓計劃，為他們提供持續學習和個人發展機會，以及提升員工的整體技能。於報告年度，提供的培訓主要集中於實用技能的掌握。

我們持續提供的學習機會和課程。通過我們的電子平台，本集團以網絡研討會和視頻形式為新入職員工提供迎新培訓和各種工作培訓。透過互動練習、討論和分享環節，讓同事能投入網上學習。與此同時，網上學習亦可消除地域限制並節省交通時間。部分培訓材料由我們的內部員工準備，例如入職培訓中本集團的歷史、文化和《道德守則》的簡介。

為進一步提升員工的專業技能，實現我們的發展目標，我們十分鼓勵員工參加外部培訓課程並參加專業資格考試。通過專業資格考試並成功取得職業資格證書的員工將可向本集團報銷費用。

於報告年度，總培訓時長為約466.75小時。本集團的整體培訓比例為約84%，而每名員工的平均培訓時間約為5.19小時。

People 人才發展

CASE STUDY 案例

Robotic Operator Training Course

建築機械人控制員課程

We recognise that employee training and development are crucial to the long-term success of the Group. Committed to this principle, we emphasise ongoing development and training, dedicated to supporting its employees in undertaking lifelong learning and enhancing their work-related skills and knowledge. As part of this commitment, on November 5th and 6th, 2024, our employees participated in the Robotic Operator Training Course — Wall Surface Finish Robots organised by the Construction Industry Council. This unique opportunity provided a chance for the employee to fully explore the robotic operations, enabling him to enhance his knowledge and skills.



我們認識到員工的培訓和發展對本集團的長期成功至關重要。我們堅持這一原則，強調持續發展和培訓，致力於支持員工進行終身學習，提高他們與工作相關的技能和知識。為實踐此承諾，我們的員工於2024年11月5日和6日參加了由建造業議會組織的建築機械人控制員課程——牆面處理機械人，這次難得的機會為員工提供了一個全面探索機器人操作的機會，使其增進了相關的知識與技術。

Robotic Operator Training Course

建築機械人控制員課程

Community 社會貢獻

2 ZERO
HUNGER4 QUALITY
EDUCATION11 SUSTAINABLE CITIES
AND COMMUNITIES

The Group strives to fulfil its social responsibilities to return to society while developing its business. As such, the Group has long been committed to making the communities where it operates a better place to live and particularly contributing to the development of an inclusive and environmentally conscious society. We seek to effect change by investing in initiatives that contribute to a better community. During the Reporting Year, the Group donated HK\$64,000 in total to multiple non-governmental organisations in contributing to their charity work that benefits the community, such as supporting children from lower-income families and providing assistance for people living in unsuitable accommodation or in urgent housing need.

We also encourage employees to actively participate in various philanthropic activities and help those in need in local communities, so as to express our care for and contribute to society with practical actions.

本集團致力履行社會責任，務求在發展業務的同時可以回饋社會。因此，本集團竭力促使其業務所在社區成為更好的居住環境，特別是為發展共融和環保的社會作出貢獻。我們希望透過投資社區計劃，為社區帶來正面改變。於報告年度，本集團向多個非政府機構合共捐款港幣 64,000 元，協助其惠及社會的慈善工作，例如資助低收入家庭的兒童，以及為居所不合適或有緊急住房需要的人士提供援助。

我們鼓勵員工踴躍參與各項社會公益活動並幫助本地社區及有需要人士，以實際行動表達我們對社會的關愛及作出貢獻。



Community 社會貢獻

SHARING LOVE

Fostering Social Inclusion

The Group actively supports social enterprise activities and is committed to fostering a harmonious and heartwarming community, to create a positive impact where we operate. During the Reporting Year, we participated in the activities organised by the Evangelical Lutheran Church Social Service of Hong Kong, Ten Percent Donation Scheme Foundation and the Food Angel, including the "Mining Village Handcrafting", "Annual Charity Ball" and "A Day with Food Angel" to serve the community.

Mining Village Handcrafting

On July 19, 2024, we sponsored and sent a team of volunteers to participate in the "Mining Village Handcrafting" charity event, collaborating with Sheung Tak Integrated Youth Services Centre of the Evangelical Lutheran Church Social Service of Hong Kong. Through handmade workshops and mining village cultural exploration, the event aimed to help participants connect with nature, understand the green living, and enhance children's interpersonal communication and social skills. The activities included a mining-themed guided tour and an eco-friendly "Plant Printing" workshop. Participants, guided by docents, delved into the history and culture of Ma On Shan's mining village and created unique artworks using collected plants, experiencing the beauty of nature and the importance of environmental conservation.

The event benefited approximately 18 participants, including 10 children and 8 volunteers. Through the activities, the children gained knowledge about history and nature, and improved their hands-on skills and social abilities, while the volunteers also experienced the joy of helping others. Through this event, we demonstrated our commitment to corporate social responsibility, bringing positive impact to the community and fostering the growth and development of children.

分享愛

促進社會共融

本集團積極支持社企活動，致力於打造一個和諧和暖心的社區，在我們營運業務的地方產生積極的影響。於報告年度，我們參與了基督教香港信義會社會服務部、十分關愛基金會和惜食堂舉辦的活動，包括「手作在礦山」、「週年慈善晚會」及「惜食體驗日」，回饋社區。

手作在礦山

於2024年7月19日，我們贊助並派出義工團隊參與了「手作在礦山」公益活動，攜手基督教香港信義會尚德青少年綜合服務中心，透過手作工作坊與礦村文化探索，引領參與者走進大自然，領略綠色生活的真諦，並促進兒童的人際溝通與社交技巧。活動涵蓋礦山主題導賞團及「植物拓印」環保工作坊，參與者在導賞員的引領下，深入探索馬鞍山礦村的歷史與文化，並親手將採集的植物拓印成獨一無二的作品，感受大自然的奧妙與環保的深遠意義。

此次活動惠及約18名參與者，包括10名兒童及8名義工。孩子們不僅增長了歷史與自然的知識，更提升了動手能力與社交技巧，而義工們也在服務中體會到助人的喜悅。我們透過此次活動，展現了企業對社會責任的擔當，為社區注入正能量，同時促進了兒童的成長與發展。

Mining Village Handcrafting
手作在礦山



Ten Percent Donation Scheme Foundation Annual Charity Ball

We had the privilege of attending the charity dinner hosted by the Ten Percent Donation Scheme Foundation. The charity dinner, a night of solidarity and shared purpose, brought together individuals from diverse walks of life, all united by a common goal: to empower the next generation of bright minds. We were deeply moved by the stories of resilience and determination of the children who, despite facing immense challenges, had not lost sight of their dreams. Moved by the noble cause of the Ten Percent Donation Scheme Foundation, we were delighted to contribute HK\$39,800 towards supporting children from lower-income families. Our donation aims to provide essential resources, educational opportunities, and a brighter future for these deserving young individuals. It was an excellent experience to be part of such a meaningful event, knowing that our contribution will make a tangible difference in the lives of those in need.

十分關愛基金會週年慈善晚宴

我們很榮幸能參加由十分關愛基金會主辦的慈善晚宴。慈善晚宴，一個凝聚力和共同目標的夜晚，將來自不同行業的人聚集在一起，他們都為了一個共同的目標而團結在一起：培育下一代優秀人才。孩子們的堅韌和決心的故事深深打動了我們，儘管他們面臨著巨大的挑戰，但他們並沒有放棄自己的夢想。被十分關愛基金會的崇高事業所感動，我們很高興捐贈港幣39,800元來支持低收入家庭的兒童。我們的捐贈旨在為這些值得幫助的年輕人提供必要的資源、教育機會和更光明的未來。能夠參與如此有意義的活動是一次非常好的經歷，因為我們知道我們的貢獻將為有需要的人的生活帶來實際的改變。



Ten Percent Donation Scheme Foundation Annual Charity Ball
十分關愛基金會週年慈善晚宴

Community 社會貢獻

Kick-off & Blessing Ceremony of "The STEP — San Tin Transitional Housing Project"

We were honoured to attend the Kick-off & Blessing Ceremony of the government-funded transitional housing project "The STEP — San Tin Transitional Housing Project," which was held on 24 September. In a demonstration of corporate social responsibility and support to those in need, we sponsored the construction of a critical mock-up under "THE STEP". This mock-up played a vital role in facilitating a thorough assessment process prior to construction and contributed to the successful implementation of innovative housing solutions. Through our support, we are actively helping to provide safe and stable living spaces for individuals and families experiencing homelessness or living in unsuitable conditions, offering them a solid stepping stone toward a brighter and more secure future.

「新田部屋」入伙祝福禮

我們很榮幸受邀參加由政府資助的過渡性房屋項目「新田部屋」於9月24日舉辦的入伙祝福禮。為了體現企業社會責任和為有需要的人的支持，我們贊助興建「新田部屋」項目的設計樣板房。該樣板房在項目建設前的全面評估過程中發揮了重要作用，並促進了創新住房解決方案的成功落實。通過對這一項目的支持，我們積極協助為面臨無家可歸或居住環境不適合的個人和家庭提供安全穩定的居住空間，為他們邁向更光明、更穩定的未來提供堅實的基礎。



The Kick-off & Blessing Ceremony of "The STEP — San Tin Transitional Housing Project"
「新田部屋」入伙祝福禮

A Day with Food Angel

As part of our commitment to recycling and corporate responsibility, the Group participated in A Day with Food Angel, an initiative by Food Angel dedicated to repurposing surplus food from local F&B establishments into nutritious meals for those in need. During this volunteering event, our employees assisted in washing and cutting fruits and vegetables to prepare lunch boxes for distribution to those in need. This hands-on experience not only reduced food waste but also raised awareness of food insecurity and sustainable practices among our team. These efforts underscore our dedication to fostering a positive social and environmental impact within the community, addressing hunger, promoting food sustainability, and enhancing the well-being of individuals facing food insecurity.

惜食體驗日

作為我們支持回收和企業責任承諾的一部分，本集團參加了由惜食堂組織的「惜食體驗日」活動，該活動致力於將本地餐飲業剩餘食材重新加工成營養豐富的餐點，供應給有需要的人士。在這次志願服務活動中，我們的員工幫助清洗和切割水果和蔬菜，為有需要的人士準備便當盒飯。這種親身經歷不僅減少了食物浪費，還提高了我們團隊對食物安全和可持續實踐的意識。這些努力彰顯了我們致力於在社區中培育積極的社會和環境影響，解決飢餓問題，促進食物的可持續性，提升面對食物安全問題的個人的福祉。



A Day with Food Angel
惜食體驗日

Partners 夥伴合作

11 SUSTAINABLE CITIES
AND COMMUNITIES8 DECENT WORK AND
ECONOMIC GROWTH

The Group recognises the importance of supply chain management in mitigating environmental and social risks. A rigorous vendor management system is in place to review and monitor our vendors' performance on environmental protection, labour rights and health and safety. To monitor suppliers' performance, on-site inspections are conducted regularly. Furthermore, we are committed to making smarter and more sustainable procurement decisions. To strengthen our influence and supplier alignment with our sustainability strategy and environmental policy, we have revised our procurement policy to take greater account of environmental and social considerations when procuring goods and services.

FAIR AND OPEN PROCUREMENT PRACTICES

The Group has established procedures and guidelines in the selection of suppliers to ensure that the suppliers and distributors can compete in an open and fair way. The Group does not differentiate or discriminate against certain suppliers and it strictly monitors and prevents all kinds of business bribery. Employees or personnel who have an interest relationship with the supplier will not be allowed to be involved in the related business activity.

本集團明白供應鏈管理對減輕環境及社會風險相當重要。我們設有嚴格的供應商管理系統，以檢討及監察供應商在環境保護、勞工權利及健康和安全方面的表現。為監察供應商的表現，我們定期進行實地視察。同時，我們致力制定更明智、更可持續的採購決策。為加強我們的影響力，並確保供應商遵守我們的可持續發展策略和環境政策，我們已修訂採購政策，在採購商品和服務時加強考慮環境和社會因素。

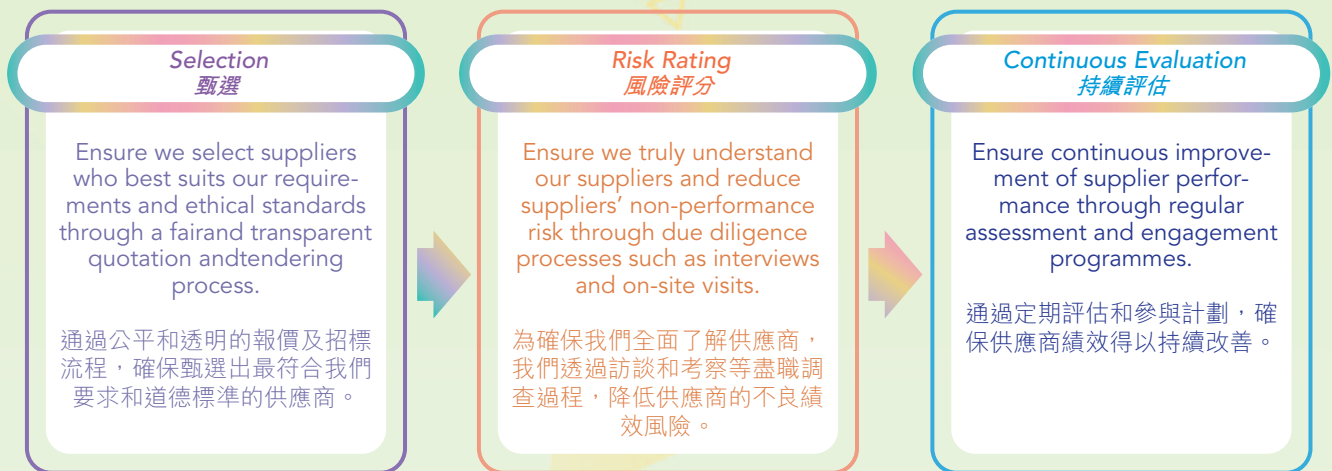
公平和公開的採購措施

本集團已制定甄選供應商的程序及指引，確保供應商及分銷商可進行公開及公平的競爭。本集團不會歧視個別供應商或作出差別待遇，且嚴格監控並預防各種形式的商業賄賂。與供應商有利益關係的僱員或人員不得參與相關的業務活動。



Supplier Engagement Process

供應商參與流程



The Group maintains a list of approved suppliers and subcontractors to ensure the quality of our procured materials and services. Legal and regulatory compliance, work safety track records and material quality are some of the criteria that are considered when selecting these suppliers and subcontractors. To ensure the genuineness of our suppliers and subcontractors, they are required to provide relevant insurance policies, as well as environmental, safety and quality assurance certifications, and inventory management practices. Their performance is assessed biannually based on a number of criteria, including service and material quality, delivery efficiency, and information accessibility. We also strive not to over-rely on a specific supplier, to ensure the stability of the supply chain.

During the Reporting Year, the Group had a approximately 98 suppliers and 441 subcontractors all of whom were located in Hong Kong. All the approved suppliers and contractors are engaged through our standardised procurement procedure.

本集團有一份認可的供應商和分包商名冊，以確保我們採購材料和服務的質素。我們於甄選供應商或分包商時，會考慮法律及法規合規、工作安全往績記錄和材料質量等準則。為確保供應商和分包商的可靠性，他們需提供相關的保險單、連同環境、安全和質量保證證明以及庫存管理方法。他們的表現亦會每半年按多個準則來評估，包括服務及物料質素、交付效率及資料的可獲得性。我們亦致力不過度依賴單一供應商，確保供應鏈維持穩定。

於報告年度，本集團共有約98家供應商和441家分包商，他們都位於香港。所有經批准的供應商和承辦商均通過我們的標準化採購程序進行聘用。

Partners 夥伴合作

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Managing Environmental Risks in Supply Chain

Environmental assessments are one of the criteria for selecting suppliers and subcontractors. They are more likely to be selected if they are certified with ISO 14001 or other environmental certifications. Staff are encouraged to select subcontractors with good compliance with environmental legal requirements. We have also adopted the "Environmental Protection Assessment Form for Subcontractor and Supplier" to evaluate their performance on environmental protection. Moreover, we have included an "Environmental Protection" section in the contract with our suppliers to encourage them to take environmental measures in their operations. In the future, we aim to encourage all suppliers and subcontractors to obtain ISO 14001 certification for their Environmental Management Systems.

Our environmental representatives conduct regular site visits at all project locations to ensure that subcontractors' environmental practices align with relevant laws and regulations. An environmental checklist is utilised during the site visit to review aspects relating to air, noise, water and waste management. Besides, we require our subcontractors to follow the General Terms of the Subcontracting Project, including the Code of Conduct for Environmental Protection, and we will periodically assess their performance according to our "Operation Control Procedure" and "Environmental Assessment Procedure". We also oversee and encourage responsible resource consumption in order to minimise our environmental footprint. During the Reporting Year, we continued to incentivise subcontractors with a recognized cash reward and penalty mechanism to limit their wastage below 3% of the total resource consumption. Furthermore, subcontractors were also encouraged to provide all environmental certifications to demonstrate their commitment to environmental sustainability.

可持續供應鏈管理

在供應鏈中管理環境風險

環境評估是我們選擇供應商和分包商的準則之一。如果承建商已通過ISO 14001或其他環境認證，則更有可能被選中。我們鼓勵員工選擇遵守環境法律要求的分包商，並制定了《分包商及供應商環保表現評核表》，審視他們在環境保護上的表現。此外，我們在與供應商的合同中包含了《環境保護》部份，鼓勵他們在其營運中實行環境措施。未來，我們的目標是鼓勵所有供應商和分包商獲得ISO 14001環境管理系統認證。

我們的環境代表會定期實地視察所有項目，以確保分包商的環保工序符合相關法律法規，於實地視察期間利用環境檢查表來審查廢氣、噪音、污水和廢物管理方面的表現。此外，我們要求分包商遵守《分包工程合約通用條款》，包括其中的《環保守則》，並按照我們的《運行控制程序》及《環保檢查程序》定期監察他們的表現。我們亦監督和鼓勵負責任的資源消耗，以盡量減少環境足印。於報告年度，我們繼續使用現金獎勵和罰款機制，鼓勵分包商將浪費限制在總資源消耗的3%以內。此外，我們亦鼓勵分包商提供所有環境認證，以證明其對環境可持續性的承諾。

Green Procurement

The Group advocates that all business units and operations procure environmentally friendly products, and thus gives priority to suppliers who provide environmentally friendly products and services. To support the local economy and reduce carbon emissions from transportation, local suppliers are prioritized in the selection process. During the Reporting Year, all of our major suppliers and subcontractors were based in Hong Kong.

In our construction projects, we have purchased certified softwood sourced from managed forests instead of natural forests, showing our value on sustainability.

環保採購

本集團提倡所有業務單位及營運採購環保產品，因此會優先選擇提供環保產品及服務的供應商。為支持當地經濟並減少運輸中的碳排放，我們在甄選過程中優先考慮本地供應商。於報告年度，我們所有的主要供應商和分包商都位於香港。

我們在一些項目中選購了獲得認證的環保木，這些木材是來自管理森林，而不是來自原始森林的，證明我們對可持續發展的重視。

We also purchase as needed and prevent over-purchasing. In order to reduce the purchasing need, we have implemented the following measures.

我們也會按需採購，防止過度採購。為了減少採購需求，我們實施了以下措施：

1



Reviews the needs and stock availability before requesting for purchasing;
申請採購前檢查需求和庫存狀況；

3



Properly records all purchase requisitions to ensure that resources will not be overused; and
妥善記錄所有採購申請表，確保不會過度使用資源；及

2



Purchases products manufactured in Hong Kong or Asia to reduce shipping mileage;
購買在香港或亞洲製造的產品以減少運輸里程；

4



Purchases in bulk to minimise resource utilisation and packaging wastes.
批量採購，減少資源使用和浪費包裝。

Partners 夥伴合作

Managing Social Risks in Supply Chain

The Group expects its business partners and suppliers to act in accordance with the highest standards of ethical conduct and professionalism. In particular, the Group's business partners and suppliers are required to implement anti-corruption policies and programmes, and to verify that such policies and programmes are complied with. Bribery or corruption in any form is strictly and expressly prohibited in the tendering process for construction projects.

The Group encourages its business partners and suppliers to abide by the standards and conditions in ensuring a fair and equitable workplace environment that is free from any form of harassment or discrimination; implementing clear, uniformly applied disciplinary practices and grievance procedures that include providing a work environment that pays due consideration to safety and minimises any health hazards or harm to employees, complying with regulation or legislation on working hours and minimum wage payments and ensuring that employees are provided with freedom of association and the right to collective bargaining.

The Group is committed to ensuring health and safety across the supply chain. Our subcontractors are required to attend daily safety and toolbox training and are inspected by management on a regular basis. The training is designed to promote a safe culture within the workplace, heighten their awareness of potential occupational hazards and relevant regulations, as well as facilitate health and safety discussions among our contracted and subcontracted partners.

Charter on Preferential Appointment of OSH Star Enterprise

During the Reporting Year, the Group has subscribed to the "Charter on Preferential Appointment of OSH Star Enterprise", demonstrating its commitment to giving preferential appointment to OSH Star Enterprise which implemented an effective safety management system and passed OSHC's stringent safety audit to carry out repair, maintenance, alteration and addition works, so as to enhance the safety performance of the industry.

管理供應鏈中的社會風險

本集團期望其業務夥伴及供應商按照最高標準的道德操守及專業精神行事。特別是，本集團的業務夥伴及供應商必須執行反腐政策及方案，並查核有關政策及方案是否得到遵守。我們嚴禁建築項目投標過程中一切賄賂或貪污行為。

本集團鼓勵其業務夥伴及供應商遵守以下標準及條件，確保公平及公正的工作場所環境，不受任何形式的騷擾或歧視；實施清晰、統一的紀律處分及申訴程序，包括提供一個充分考慮安全的工作環境，盡量減少對僱員健康造成危害或傷害、遵守有關工作時間及最低工資的規例或法例，以及確保僱員享有結社自由及集體談判權。

本集團致力於確保整個供應鏈的健康和安全。我們室內裝飾及特殊項目業務分包商必須每天接受安全及工具箱培訓，並接受管理層的定期檢查。培訓旨在促進工作場所的安全文化，提高他們對潛在職業危害和相關法規的認識，並促進我們與承辦商及承建商合作夥伴之間的健康與安全討論。

優先選用職安健星級企業約章

於報告年度，本集團參與「優先選用職安健星級企業約章」，展示我們對優先選用職安健星級企業的承諾。職安健星級企業均已實施有效的安全管理制度，並通過職安局嚴格的安全審核以進行保養、維修、改建及加建工程，從而加強施工安全表現。

Environment 環境管理



The Group stays abreast of the tightening standards and strictly adheres to environmental laws and regulations applicable to our business operations. For more information, please refer to "Laws and Regulations Compliance". Moreover, environmental performance, risks and control measures are carefully monitored and evaluated, in order to ensure that our environmental management system and policies align with the respective strategies of the Hong Kong Government, including the Government's Climate Action Plan 2050. We are committed to continuously reducing the possible impact of operations on the environment. Therefore, we appropriately allocate resources to address material environmental issues including energy efficiency, waste management and resource consumption. We also raise environmental awareness and communicate green values to employees, suppliers and customers through different channels such as volunteer services and posters.

ENVIRONMENTAL MANAGEMENT SYSTEM AND POLICIES

With our group-wide environmental management system in place, we aim to reduce the environmental impact of the Group's activities, as well as to establish goals, processes and procedures that are in alignment with global standards, including ISO 14001. In addition, we have formulated specifications and standards for resource consumption management, guiding, supervising, inspecting and assessing the resources consumption management of the Group's business operations, as well as for the statistics, analysis of energy consumption and implementation of various resource conservation measures of the projects.

本集團緊貼不斷收緊的標準，並嚴格遵守適用於我們業務營運的環境法律及法規，詳情請參考「遵守法律法規」一節。此外，我們會仔細監察及評估環境表現、風險及監控措施，確保我們的環保措施符合香港政府的相應策略，包括《香港氣候行動藍圖2050》。我們致力持續減少營運對環境可能造成的影響。因此，本集團適當地調配資源以解決重要環境議題，包括能源效益、廢物管理和資源耗用。我們亦通過不同渠道，例如義工活動和宣傳海報來提高環保意識，並向員工、供應商和客戶傳遞綠色價值觀。

環境管理系統及政策

透過在全集團範圍內使用環境管理系統，我們希望可減少因本集團活動對環境產生的影響，並設立符合全球標準包括ISO 14001的目標、流程和程序。此外，我們已制定資源管理規範及標準，對本集團不同業務運作的資源管理工作進行指導、監督、檢查與考核，並負責項目能源消耗情況的統計、分析以及各項資源節約措施的落實。

Environment 環境管理

Our Environmental Management Flow

我們的環境管理流程



Our environmental management system was formulated in accordance with ISO 14001 and is reviewed regularly to continuously improve their efficiency and effectiveness, incorporate prevailing best practices adopted in the industry, as well as fulfil their compliance with the standard. The environmental management system allows us to manage different environmental aspects, reduce the associated impacts and improve our environmental performance.

The Group has implemented the “Environmental Protection Policy” to highlight our commitment to conserve resources, and manage and mitigate environmental impacts of our operations. To supplement the “Environmental Protection Policy”, we have established an “Energy Efficiency Policy” covering energy-related aspects and developed a target setting strategy to stipulate our commitment and approach to addressing carbon emissions. These policies are communicated to our stakeholders including our employees and customers and will be reviewed by the ESG Steering Committee periodically.

Progress of ESG Target

The Group has set multiple medium-to-long-term targets, outlining a wider range of environmental commitment. Meanwhile, we ensure that our targets are thoroughly met through contractual obligations, stringent site management and regular review. The following table is a summary of the aspects relating to the targets, defined targets and the progress made by the Group against the targets in 2024:

我們的環境管理系統按照ISO 14001制定，並定期審核，以持續提高其效率和效能，結合行業中採用的最佳做法，並符合標準。環境管理系統有助管理不同層面的環境事宜、減低相關影響並改善我們的環境表現。

本集團已落實《環境保護政策》，以表明我們致力保育資源，並致力管理及降低營運對環境所造成的影響。作為《環境保護政策》的補充，我們亦制定了涵蓋能源相關層面的《節省能源政策》，並已採取目標設定策略，定下我們對處理碳排放問題的承諾與方法。我們已向持份者（包括僱員及客戶）闡述有關政策，而環境、社會及管治推進委員會將定期檢討有關政策。

環境、社會、管治的目標進度

本集團已訂立多個中長期目標，概述範圍更廣的環境承諾。同時，我們亦確保透過合約義務、嚴格的工地管理和定期審查徹底實現我們的目標。下表概述與目標相關的範疇、已確立的目標及於2024本集團在實現目標方面取得的進展：

Aspects 範疇	Defined Targets 已確立的目標	Progress in 2024 於2024的進展
Emissions 排放	<ul style="list-style-type: none"> Replace all company vehicles with electric vehicles to reduce vehicle fuel consumption and GHG emissions reduction by 2030. 於2030或之前，將所有公司車輛更換為電動車輛，減少車輛燃料消耗及溫室氣體排放。 	<ul style="list-style-type: none"> The Group conducted studies to investigate the approach to replacing company vehicles with electric vehicles. 本集團進行了研究，探討以電動車取代公司車輛的方法。
Waste Reduction 減少廢棄物	<ul style="list-style-type: none"> In 2030, reduce the non-hazardous waste intensity by 10% as compared with the level in 2022 (approximately 26.52 tonnes per person). 於2030，將無害廢棄物密度從2022的水平（每人約26.52噸）降低10%。 Achieve 100% waste separation in 2050. 於2050，達到100%廢物分類。 	<ul style="list-style-type: none"> In progress. The Group will continue to implement various waste reduction measures to lower the non-hazardous waste intensity. 進行中。本集團將繼續實施不同的減廢措施來降低無害廢棄物密度。 In 2024, the total recycling rate of non-hazardous waste was approximately 30%. 於2024，無害廢棄物的總回收率為約30%。
Energy Efficiency 能源效益	<ul style="list-style-type: none"> In 2030, reduce the energy consumption intensity by 10% as compared with the level in 2022 (approximately 4.17 kWh'000 per person). 於2030，將能源消耗密度從2022的水平（每人約4.17千個千瓦時）降低10%。 Install motion sensors in the Group's headquarters to automatically control the switching of lights by 2025. 於2025或之前，於本集團總部安裝動態感應器，自動控制照明開關。 Change all lighting in its operations to energy-saving lighting by 2025. 於2025或之前，將各營運地點的所有照明更換為節能照明。 	<ul style="list-style-type: none"> In 2024, the Group's energy consumption intensity by workforce was approximately 2.20 kWh'000 per person, representing a reduction of approximately 47%. The Group will strive to continue the progress. 於2024，本集團的按員工計的能源消耗密度約為每人2.20千個千瓦時，下降約47%。本集團將致力繼續進步。 The Group conducted studies to investigate the approach to installing motion sensors. 本集團進行了研究，探討安裝動態感應器的方法。 In 2024, 50% of the Group's lighting was changed to energy-saving lighting. 於2024，50%照明被更換為節能照明。
Water Efficiency 節約用水	<ul style="list-style-type: none"> In 2030, reduce the water consumption intensity by 10% as compared with the level in 2022 (approximately 5.94 m³ per person). 於2030，將耗水密度從2022的水平（每人約5.94立方米）降低10%。 Install tap aerators in the Group's headquarters for water conservation by 2025. 於2025或之前，於本集團總部安裝水龍頭節流起泡器以節約用水。 	<ul style="list-style-type: none"> In 2024, the Group's water consumption intensity by workforce was approximately 25.62 m³ per person. The increase in the Group's water consumption intensity was mainly due to the differences in operating activity levels. The Group has taken measures, such as reminding our subcontractors to consume water in a conscious manner, to strive to reduce its water consumption intensity. 於2024，本集團的按員工計的耗水密度約為每人25.62立方米。本集團耗水密度增加主要是由於經營活動水平差異所致。本集團採取提醒分包商謹慎用水等措施，致力降低其耗水密度。 In 2024, the Group has installed tap aerators in its headquarters. 於2024，本集團已於其總部安裝水龍頭起泡器。
Environmental Awareness of Employees 員工環保意識	<ul style="list-style-type: none"> From 2023 onwards, the Group will conduct at least 3 annual activities to raise awareness of environmental protection among employees. 自2023起，本集團將每年至少舉辦3次活動，提高員工的環保意識。 	<ul style="list-style-type: none"> Met the target in 2024 and will continue the progress. 於2024達標，並將繼續保持進度。

Environment 環境管理

RESOURCE EFFICIENCY

Enhance Energy Efficiency to Reduce Our Carbon Footprint

In the face of increasingly serious climate change, society has paid more attention to environmental protection and resource conservation. The Group is committed to improving resource consumption efficiency of energy, water, and paper to reduce our overall environmental footprint, as well as continue to identify and review the implementation of energy conservation and emission reduction measures so as to reduce the environmental impact from business activities.

In daily operations, we encourage our employees to live with low carbon footprints. To promote a low-carbon lifestyle, we have posted different posters with specific and feasible suggestions in different aspects, namely energy saving, reducing waste and reducing emissions.

Energy Usage and Management

We endeavour to avoid excess energy consumption and hence reduce our GHG emissions to achieve greater corporate social responsibility. The Group's energy usage is derived from petrol and diesel consumption used for the powering of the Group's generator, machinery and mobile vehicles, as well as electricity consumption from our headquarters and construction sites. The total energy consumption of the Group during the Reporting Year was 171.84 kWh'000, which was approximately 34% lower than that of 2023.

資源效率

提升能源效益推動低碳營運

面對日益嚴重的氣候變化，社會愈來愈重視環境保護與節約資源。本集團致力提高能源、水源和紙張方面的資源消耗效率，以減少整體環境足印，並持續辨識與審視各項節能減排措施的實施情況，以減少業務活動對環境的影響。

在日常運作中，我們鼓勵我們的員工進行低碳生活。為了推廣低碳生活模式，我們張貼了不同的海報，從不同方面，即節能、減廢及減排，提出具體及可行的建議。

能源使用與管理

我們致力避免過多的能源消耗，從而減少排放溫室氣體，以實現更佳的企業社會責任。本集團的能源消耗來自為發電機、機械及車輛提供動力時所消耗的汽油和柴油，以及公司總部及工地的電力消耗。於報告年度，本集團的總能源消耗量為171.84千個千瓦時，較2023減少34%。

To reduce energy consumption, the Group has adopted several energy-saving practices, including but not limited to:
為降低能源消耗，本集團已採取多項節能措施，包括但不限於：

- 1 Employs automation devices such as motion sensors and timers to enhance energy efficiency at our operation sites and offices where appropriate;
在適當情況下，使用人體感應器和計時器等自動化設備，提高營運地點和辦公室的能源效益；
- 2 Replaces all lamps and high electricity consumption office appliances with those with energy-saving labels;
將所有電燈及耗電量高的辦公設備更換為附有節能標籤的設備；
- 3 Puts stickers around the office to remind employees to turn off electrical appliances when they were not using;
貼上貼紙提醒員工在沒有使用設備時關上電源；
- 4 Uses video conferencing to reduce unnecessary business travel;
使用視頻會議，減少不必要的出差；
- 5 Encourages employees to use public transportation during business trips;
鼓勵員工在商務旅行期間使用公共交通工具；
- 6 Optimises route planning for transportation; and
優化交通路線規劃；及
- 7 Posts green tips at offices to raise employees' awareness on energy saving.
於辦公室張貼綠色提示，提高員工的節能意識。

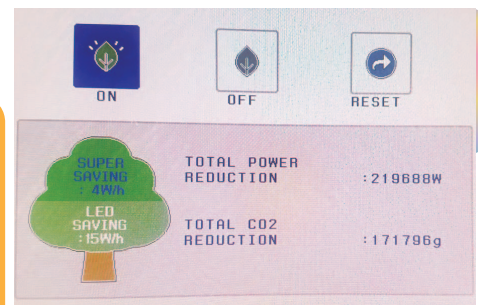


CASE STUDY 案例

Monitor Energy Saving
顯示器節能措施

As part of our commitment to sustainability, the Group has implemented Super Saving Mode across all computer monitors in our offices and construction sites. This feature optimises energy efficiency by reducing screen brightness and adjusting display settings to minimise power consumption without compromising usability. By defaulting monitors to this mode, we have significantly lowered energy usage, contributing to both cost savings and environmental conservation. This initiative not only reduces our electricity consumption but also decreases our carbon footprint, aligning with our broader goals of promoting energy efficiency and reducing carbon emissions.

作為我們對可持續發展承諾的一部分，本集團已在辦公室和建築工地的所有電腦顯示器上啟用了超級節能模式。此功能通過降低屏幕亮度和調整顯示設置來優化能源效率，從而最大限度地減少電力消耗，同時不影響使用體驗。通過將顯示器默認設置為此模式，我們顯著降低了能源使用量，為成本節約和環境保護做出了貢獻。這項舉措不僅減少了我們的電力消耗，還降低了碳足跡，與我們推動能源效率和減少二氧化碳排放的長期目標保持一致。

Monitor Energy Saving
顯示器節能措施

Environment 環境管理

Water Management

Water scarcity and water crises have been deemed as top global risks. Recognising this, we are devoted to using water responsibly and sustainably. We strive to conserve water through active engagement with our customers, subcontractors, partners as well as staff. Promoting awareness of water conservation helps protect water resources and ensure a sustainable water supply to support business operations and the communities in which we operate.

In our headquarters, we regularly maintain our pipes and taps to prevent water leakages. Relevant reminders are also displayed in pantries and washrooms to reinforce a water-saving culture. At our construction sites, our subcontractors are also reminded to consume water in a conscious manner through environmental posters displayed on the notice boards.

用水管理

水資源缺乏和水危機已被視為全球主要危機。有見及此，我們致力以負責任和可持續發展的方式使用水資源。我們通過與客戶、分包商、合作夥伴以及員工積極合作，努力節約用水。提高節約用水意識有助保護水資源和確保維持可持續供水，以配合業務營運及業務所在社區的需要。

在我們的總部中，我們定期保養水管和水龍頭，防止漏水。茶水間和洗手間亦有張貼相關提示，加強節約用水的文化。在我們的工地，我們亦在告示板上張貼環保海報，提醒分包商謹慎用水。



Water-saving Reminder at the
Construction Site
施工現場的節水提醒

Saving Paper

One of the primary materials consumed by the Group is paper for administrative purposes. As paper products can cause deforestation and global warming, to minimise the use of paper, we currently adopt an e-procurement system, e-recruitment system, electronic documentation and filing system, intranet or internal communication system, as well as a human resource management system. Internal publications are also digitised. The electronification of the procurement process helps minimise resource usage, and maintains procurement records accurately and securely.

In support of environmental protection, the Group adopted the arrangement to dispatch our Annual Report, Interim Report and other corporate documents through electronic means. To promote paper saving efforts among our shareholders, we recommend all shareholders elect the website version option. The number of printed copies of our corporate documents was substantially reduced after the adoption of the arrangement.

Furthermore, we set duplex printing as the default mode for most network printers, and use only FSC, PEFC certified paper, or 100% post-consumer recycled paper. All of the shredded paper was subsequently recycled.

減少用紙

用作行政用途的紙張是本集團消耗的主要材料之一。由於紙產品可導致森林砍伐和全球暖化，為減少用紙，我們目前採用電子採購系統、電子招聘系統、電子文檔和存檔系統、內聯網或內部通訊系統以及人力資源管理系統。內部出版物亦已改成電子版。電子化採購過程大大減少資源使用，並能準確、安全地保留採購記錄。

為支持環保，本公司採用電子方式發送年度報告、中期報告及其他公司文件。為促進股東節約用紙，我們建議所有股東選擇網站版本。這項安排使我們印刷的公司文件數量大大減少。

此外，我們將雙面打印設置為打印機的默認模式，並且僅採用森林管理委員會及森林認證體系認可計劃認證的紙張或100%消費後的再生紙，亦會回收所有碎紙。



Environment 環境管理

EMISSIONS MANAGEMENT

Exhaust Gas Emissions

The Group's exhaust gas emissions primarily stem from the operation of corporate and employee vehicles, that generate direct air pollutants, including nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matter ("PM"). Some of the employee vehicles are subsidised through a transportation subsidy by offering corporate fuel cards to specific employees.

排放管理

廢氣排放

本集團的廢氣排放主要來自公司及員工車輛直接產生的空氣污染物，包括氮氧化物（「NOx」）、硫氧化物（「SOx」）和懸浮粒子（「PM」）。部分員工車輛受惠於公司向特定員工提供公司油卡之交通補貼。

To reduce emissions at the source, the Group has established policies and actively implemented various emissions reduction measures, among which, drivers are responsible for taking the following measures:

為從源頭上減少廢氣排放，本集團已制定相關政策並積極採取減排措施。當中，駕駛員須負責以下的車輛保養維護工作：

- 1 Turns off the engine when the vehicle is not in use;
在車輛不使用時關閉引擎；
- 2 Uses unleaded fuel and low-sulphur fuel according to the laws and regulations;
根據法律規定使用無鉛燃料及低硫燃料；
- 3 Eliminates non-compliant vehicles in accordance with national emission policy regulations; and
根據國家排放政策規定淘汰不達標車輛；及
- 4 Optimises operational procedures to improve fleet efficiency.
優化營運流程，以提高車隊效率。



The employees' awareness of reducing exhaust gas emissions has been increased through the above measures. 通過以上措施，員工的減排意識得以提高。

Waste Management

The Group's solid waste primarily comes from construction sites and offices. As part of our commitment to minimise our environmental footprint, we seek to reduce material consumption and maximise recycling to effectively use resources in our business activities.

At our construction sites, construction materials and waste constitute one of the main environmental impacts. Hence, at the procurement level, materials are only purchased based on precise calculations with a specified margin. We have also adopted a "Waste Management Guideline" to guide our staff on how to dispose of different kinds of waste. At our sites, we also practice waste separation for inert, non-inert, and other recyclables. In which, recyclable construction waste include metals, glass, plastic and rubber; renewable construction materials include timber, bamboo and paper, while non-renewable materials include concrete, steel, glass, prefabricated units, aluminium formwork and other metals. All the above materials and waste are clearly labelled and separated at each site, in order to be recycled and reused as much as possible. The waste of all projects are collected and handled by professional licensed third parties 1-2 times per week in a proper and responsible manner.



Recycling Station at the
Construction Site
建築工地上的回收站

In our office, there is a designated area for office waste and recyclables. Staff are actively encouraged to recycle and reuse waste electrical and electronic equipment, printer cartridges, and packaging materials, to avoid the disposal of plastic materials. A "Chemical Handling Policy" has also been implemented to properly handle and avoid hazardous waste. For example, rechargeable batteries containing toxic chemicals such as cadmium are strictly forbidden, while low phosphate cleaning agents are widely adopted. Office waste are regularly monitored and the records and progress are shared among staff and relevant stakeholders.

廢物管理

本集團的固體廢棄物主要來自建築工地和辦公室。為進一步實現減少生態足跡的承諾，我們致力減少材料消耗和盡可能地將其回收利用，以在業務活動中有效利用資源。

在我們的工地，建築材料和廢物是構成環境影響的主要源頭之一。因此，在採購方面，我們精確計算需要採購的物料。我們還制定了《廢物管理指引》，指導我們的工人如何棄置各種廢物。在工地，我們對惰性、非惰性和其他可回收的廢物進行分類。其中，可回收的建築廢料包括金屬、玻璃、塑膠及橡膠；可再生建築廢料包括木材、竹和紙；不可再生廢料包括混凝土、鋼鐵、玻璃、預製組件、鋁模板和其他金屬。每個工地均會對上列的所有材料和廢物作清晰標記和分類，以便盡可能作回收及重用。所有項目的廢物均由專業、得到許可的第三方以適當和盡責方式每週收集和處理一至兩次。

Separation of Non-Inert Waste at
the Construction Site
建築工地上的非惰性廢物分類



我們的辦公室設有指定區域用作存放辦公室廢物和可回收物品。我們積極鼓勵員工回收和再利用廢棄的電器和電子設備、打印機墨盒和包裝材料，以減少棄置塑料材料。我們亦實施《處置化學品政策》，以正確處理和避免產生危險廢物，如嚴格禁止使用含有毒化學物質如鎘的可充電電池，廣泛採用低磷酸鹽的清潔劑。我們定期監察辦公室廢物，並向員工和相關持份者分享記錄和進度。

Environment 環境管理

Sewage Discharge

We do not generate any industrial wastewater in the course of office operation, but only domestic wastewater. Therefore, all wastewater is discharged to the urban sewage pipe network directly.

On the other hand, sewage is generated and discharged at our projects' sites during the operations. To fully utilise our water resources, wastewater is collected and processed for reuse, such as reusing for watering plants. To handle our sewage in a sustainable manner, we have adopted the "Water Pollution Control Guideline", classifying different kinds of wastewater and listing out the corresponding waste treatment. A sewage treatment system is also installed in the construction site to filter the wastewater before discharging it to public sewers.

Noise Emissions

Our construction projects inevitably generate construction noise in the surrounding neighbourhoods. Noise emissions are produced mainly by the operation of onsite machinery. At our construction sites, we strive to minimise noise impacts generated by mechanical machinery by opting for construction equipment with noise barriers and the Quality Powered Mechanical Equipment label, which is notably quieter and environmentally friendly. Furthermore, we ensure that construction works are performed at reasonable hours of the day, usually from 7 am to 7 pm. These noise control procedures are detailed in our "Safety Manual" and "Environmental Management Manual", which are made available to all staff.

廢水排放

我們的辦公室營運過程中不產生任何工業廢水，只產生生活廢水。因此，所有廢水均直接排入城市污水管網。

另一方面，我們的項目工地在營運過程中會產生和排放污水。為了充分利用我們的水資源，我們收集廢水並進行處理以便再利用，例如用於澆灌植物。為了以可持續的方式處理我們的污水，我們制定了《水污染控制指引》，將廢水分類並列明相應的處理程序。我們的建築工地還安裝了污水處理系統，將污水過濾後排放到城市污水管。

噪音排放

我們的建築項目無可避免地會於鄰近社區產生建築噪音。噪音排放主要來自工地的機器運作。在我們的工地，我們使用隔音板及選用帶有「優質機動設備」標籤的建築設備，這些設備較環保和操作時較安靜，可盡量減低機械設備所製造的噪音。此外，我們確保在合理時間施工，通常於上午7時至晚上7時進行工程。有關噪音控制程序詳細列於《安全手冊》及《環境管理手冊》，所有員工均可閱覽。



Noise Barriers Are Installed
Onsite to Control Noise
在地盤使用隔音圍板控制
噪音

Dust Control

The Group strictly implements the responsibility system of dust control. We continue to strengthen dust prevention measures at construction sites by setting closed enclosures, strengthening material management, and strengthening monitoring and other work procedures. We have established an "Air Pollution Control Guideline", which guides our staff on the procedures to prevent, control and remove dust according to the types of processes and projects.

揚塵控制

本集團嚴格執行揚塵管控的責任制，我們通過設置封閉圍擋、加強物料管理和加強監控等工作環節，不斷加強施工現場的揚塵防範措施。我們制定了《空氣污染控制指引》，指導我們的工人根據工程及工序的類型預防、控制及清理塵埃的程序。

CASE STUDY 案例

Dust Control for Superstructure Work for the Redevelopment Project at Bisney Road, Pokfulam 薄扶林碧荔道重建項目上蓋工程的揚塵控制

We have been undergoing superstructure work for the redevelopment project at Bisney Road, Pokfulam. We recognise that air pollution of dust generated from construction activities may cause disturbance and nuisance to nearby residents. Therefore, we continue to strengthen our construction management and actively take the following dust control measures:

我們現正為位於薄扶林碧荔道的重建項目進行上蓋工程。我們明白建築活動所產生的灰塵帶來的空氣污染，會對附近居民造成干擾及滋擾。因此，我們會繼續加強工程管理並積極採取以下揚塵控制措施：

- Sets barriers during earthworks, structural construction, decoration and installation, and temporary building removal;
在進行土方工程、結構工程、裝飾和安裝及拆除臨時建築物時，設置屏障；
- Equips the construction site with corresponding sprinkler facilities, and take spraying and sprinkling measures during the construction process to keep the soil surface moist and prevent dust generation; and
於建築工地配備相應的灑水設施，並於施工過程中採取噴水及灑水措施，保持泥土表面濕潤，避免揚塵擴散；及
- Stores powdery materials in closed containers and covered piled materials that are prone to dust.
封閉存放粉末狀材料，並覆蓋易產生揚塵的堆放材料。

In addition, subcontractors are strictly instructed to use air purifying systems, water sprinkling techniques, vehicle wheel washing, and dust prevention covers. 此外，我們嚴格指示分包商使用空氣淨化系統、灑水技術、清洗車輪及設置防塵罩。

Cover the Stockpile of Dusty Materials
覆蓋易生塵埃的物料堆



Environment 環境管理

CLIMATE CHANGE

Climate change is the defining issue of our time. The Group recognises that climate change has direct impacts on our business and that climate change has broader community, and the associated risks and opportunities presented to our operations. Supported by our ESG Steering Committee and other standing committees, our Board oversees climate-related issues and risks and ensures that they are incorporated into our strategy. Meanwhile, we have been consolidating resources to strengthen governance, developing long-term resilient strategies, expanding our climate-risk management capabilities and improving the management of related performance.

To monitor the risks associated with extreme weather, including typhoons and black rainstorms, we have provided employees with the Pre- & Post-Typhoon/Rainstorm Site Precautionary Measure Checklist to investigate the availability of different items before and after the typhoon and rainstorm, such as the scaffold, emergency power and so on. Moreover, we have also established an "Emergency Response Guideline" in the "Environmental Protection Guideline" as well as a "Procedure of Emergency Preparation and Response" in the "Environmental Protection Procedure" for the sake of handling the chemical leakage associated with extreme weather.

GHG Emissions

With regard to GHG emissions, Scope 1 direct GHG emissions are largely derived from the mobile combustion of fossil fuels used in our corporate vehicles. Scope 2 energy indirect GHG emissions can be traceable to the fossil fuels used to generate electricity we use in our operations. Scope 3 other indirect GHG emissions can be attributed to the methane gas generation at landfill in Hong Kong due to disposal of paper waste.

During the Reporting Year, our total GHG emissions were approximately 66.97 tonnes of carbon dioxide equivalent ("tCO₂-e") (2023: approximately 127.03 tCO₂-e). During the Reporting Year, our total GHG emissions intensity by workforce was approximately 0.86 tCO₂-e per person (2023: approximately 1.79 tCO₂-e per person). Please refer to the sections "Exhaust Gas Emissions" and "Resource Efficiency" for details on our emissions reduction initiatives. Looking forward, the Group will continue to assess, record and annually disclose its GHG emissions, as well as evaluate the effectiveness of current measures to further improve our environmental sustainability.

氣候變化

氣候變化是現今的重要議題。本集團認識到氣候變化對我們的業務和整個社區的直接影響，以及給我們的營運帶來的相關風險和機遇。在我們環境、社會及管治推進委員會和其他委員會的支持下，我們的董事會監督與氣候相關的問題和風險，並確保它們被納入我們的策略。同時，我們一直在整合資源以加強治理，制定長期彈性策略，擴大氣候風險管理能力，改善相關績效管理。

為了監控極端天氣帶來的風險，包括颱風及黑色暴雨，我們為員工提供了颱風／暴雨前後地盤防護措施檢查表，評估不同項目如棚架和緊急電源等於颱風／暴雨前後的可用性。此外，我們亦分別於《環保指引》及《環保程序》中制定了《緊急應變指引》和《應急準備及應變程序》，以應付因極端天氣導致的化學品洩漏。

溫室氣體排放

就溫室氣體而言，我們於範圍1直接溫室氣體排放主要來自使用化石燃料的公司車輛、範圍2的能源間接溫室氣體排放則來自我們營運時的用電，需用化石燃料來發電、範圍3的其他間接溫室氣體排放來自廢紙在香港堆填區所產生的甲烷。

於報告年度，我們的總溫室氣體排放量為約66.97噸二氧化碳當量（「噸二氧化碳當量」）（2023：約127.03噸二氧化碳當量）。於報告年度，我們的按員工計的總溫室氣體排放量密度為約每人0.86噸二氧化碳當量（2023：約每人1.79噸二氧化碳當量）。有關我們更多的減排措施，請參閱「廢氣排放」及「資源效率」部分。展望未來，本集團將繼續評估、記錄及每年披露其溫室氣體排放，以及評估現行措施的效用，以進一步改善我們的環境可持續發展。

Climate Resilience and Mitigation Strategies

To address the opportunities and risks of climate change, with reference to the Financial Stability Board's Task Force on Climate-related Financial Disclosures framework, an internal review of climate change-related impacts was conducted. The study enabled us to review the effectiveness of existing precautionary measures and emergency responses in case of a crisis, in particular extreme weather conditions such as super typhoons and heavy rainfalls. With a better understanding of the key physical risks posed to our operations by climate change, we will continue to enhance our relevant policies, strategies and precautionary measures in anticipation of such challenges. Based on the internal review of climate change-related impacts, we identified the following associated risks and opportunities.

Climate-related Risks

We recognize that the shift in market preferences is leading to a greater demand for environmentally-friendly services and an increased emphasis on environmental criteria in tender evaluations. To outperform peers in capturing the shift in market preference and maintain market share, the Group has prepared the climate and environmental plan during the tendering process of the recent projects in showing its commitment to combating climate change.

The construction industry has always been directly affected by weather events. Acknowledging that the sustained high temperatures could potentially affect labour productivity as well as health and safety at the workplace, we took the appropriate measures to prevent heatstroke from rising temperatures.

In addition, as extreme weather events are becoming increasingly common and intense, it is more important than ever for the Group to be proactive in mitigating and adapting to the effects of climate change. The Group reckons extreme weather endangers the health and safety of our employees and customers, and increases daily property operation and maintenance costs. Therefore, ongoing actions including appropriate measures to prepare our operations and people to react to extreme weather events are adopted, including, issuing a set of guidelines on precautionary measures to be adopted before and after extreme weather events.

氣候韌性和緩和策略

為應對氣候變化所帶來的機遇和風險，我們參考金融穩定委員會的氣候相關財務信息披露工作組框架，進行了一個針對氣候變化相關影響的內部研究。該研究有助我們審視現有的預防措施及緊急應變方案是否行之有效，尤其在超級颱風及暴雨等極端天氣情況下。我們經深入了解氣候變化為營運帶來的關鍵實體風險後，將繼續完善相關政策、策略和預防措施，以便更有效地應對預期的挑戰。根據對氣候變化相關影響的內部研究，我們識別了以下的相關風險和機遇。

氣候相關風險

我們認識到，市場偏好正轉向更嚴格的環保服務標準，在評審標書時亦會考慮更多環保因素。為抓緊市場喜好，在同業中脫穎而出並維持市場佔有率，本集團在近期項目的投標過程中編製了氣候與環境計劃，以展示本公司對應對氣候變化的決心。

天氣事件直接影響建築行業。我們意識到持續高溫可能影響僱員生產力以及工作場所的健康與安全，因而採取適當措施以防僱員因高溫而中暑。

此外，隨著極端天氣事件變得越來越普遍和強烈，對本集團來說，現在比以往任何時候都更需要積極主動地緩解和適應氣候變化的影響。本集團認為極端天氣會危及員工和客戶的健康和安全，並新增日常物業營運和維護成本。因此，我們正在採取行動，包括採取適當措施，為我們的營運和員工應對極端天氣事件做好準備，包括發佈一套關於極端天氣事件前後應採取的預防措施的指南。

Environment 環境管理

Heat Stroke Prevention 預防中暑

We implement the following measures to prevent the worker in the project sites from heat stroke:
我們採取下列措施，以防止工程現場的工人中暑：

- Strengthens promotion and execution work on heatstroke prevention and cooling, and enhances the safety awareness of workers by posting posters;
加強防暑降溫的宣傳和執行工作，通過張貼宣傳海報，提高工人的安全意識；
- Provides workers with appropriate protective clothing and equipment, such as hats, portable fan, and fan-cooling jackets;
為工人提供適當的防護服和設備，如帽子、便攜風扇和降溫風扇衫；
- Establishes labour and rest system for high-temperature operation in summer and avoids operation during high-temperature hours;
建立夏季高溫作業的勞動和休息制度，避免在高溫時段作業；
- Provides canvas sunlight shielding at construction sites during construction in hot seasons and reminds the workers to take regular breaks in a cool, shaded area;
在高溫季節施工時，在施工現場設置遮陽帆布，提醒工人定期到陰涼處休息；
- Encourages workers to drink plenty of water while drinking water and electrolyte drink were supplied; and
鼓勵工人多，同時提供飲用水和電解質飲品；及
- Makes adjustments and improvements once physical or psychological diseases arising from high-temperature or overload construction are discovered.
一旦發現因高溫或超負荷施工引起的身體或心理疾病，要及時調整和改進。



Providing Fans and
Conducting Heat
Stroke Prevention
Promotion Activities
派發風扇及進行防
中暑推廣活動



Precautionary Measures 預防措施

BEFORE AN EXTREME WEATHER EVENT

極端天氣發生前



Remove loose materials near scaffolding and outdoor area and fix all loose things securely
清除棚架和室外範圍附近的鬆散物料，並固定所有鬆散物料



Check and clear any blockage in the site drainage system to ensure effective discharge of surface water run-off
檢查並清除工地排水系統中的任何堵塞物，確保能有效排出地面水流



Check the condition of existing trees on site and stabilise them as appropriate
檢查工地現有樹木的狀況，並適當地固定



Ensure the stability of scaffolding, catch fan, formwork, nylon mesh, safety net, hoarding and temporary structure, and remove tarpaulin from scaffolding as appropriate to avoid the adverse impact of strong wind
確保棚架、斜棚、模板、尼龍網、安全網、圍板和臨時支架穩定，並從棚架上適當移除防水布，以避免加劇強風影響



Check and clear any blockage in the site drainage system to ensure effective discharge of surface water run-off
檢查並清除工地排水系統中的任何堵塞物，確保能有效排出地面水流



Cease work on external walls, lower and park gondolas to the lowest position securely
停止外牆工作，降低吊船，停泊於最低位置



Stop unnecessary electricity supply and enhance the protection of external electricity distribution boards
停止不必要的供電，加強配電箱的外部保護



Closely monitor the latest weather conditions issued by the Hong Kong Observatory, cease all site work and evacuate all workers before the no. 8 typhoon signal is hoisted
密切留意香港天文台發出的最新天氣情況，當八號颱風信號懸掛前，停止所有工地工作並撤離工人

AFTER AN EXTREME WEATHER EVENT

極端天氣發生後



Inspect the site, report damages and repair damaged facilities back to safe condition prior to work commencement
開始工作前檢查工地情況，報告損壞並修復損壞設施，使其恢復安全狀態



Inspect and certify scaffoldings, lifting appliances, electricity facility, and other equipment and machinery to ensure that they are all in safe working condition before use
檢查並確定棚架、起重設備、電力設施以及其他設備和機械的狀況，在使用前確保它們均處於安全的工作狀態



Check the temporary structure and soil condition of excavation to ensure stability
檢查及確保挖掘的臨時支架和土壤狀況穩定

Environment

環境管理

PROMOTING ENVIRONMENTAL AWARENESS

Promoting environmental awareness is an easy way to become an environmental steward and participate in creating a brighter future for our future generations. We do this by distributing environmental posters and green tips, organising environmental seminars, as well as participating in environmental activities.

Green Tips

In order to promote environmental awareness among our employees, green tips are regularly shared with our staff members through emails, bulletin boards, newsletters, intranet, seminars and other means. We utilise environmental posters to effectively and efficiently spread ideas about various environmental conservation measures. The environmental posters are displayed in our construction sites well as communicated via email to our staff members in the corporate office. Moreover, orientation training on green office best practices is provided to new employees.

Environmental Conservation

We spare no efforts in engaging in activities related to environmental protection. To reduce waste and to advocate recycling in daily life, we regularly organise collection programmes in our office during festive seasons such as the Mid-Autumn Festival. During the Reporting Year, we arranged a special recycling programme for mooncake boxes. All staff, subcontractors and partners could bring their boxes back to our designated collection points after consuming mooncakes. After collection, the boxes were handed over to recycling service operators approved by the Environmental Protection Department for recycling. Despite the response from the collection was encouraging, we still reminded our colleagues to avoid unnecessary consumption and reduce waste at source.

Commitment to Energy Efficiency and Energy Saving

The Group's subsidiary ISP Construction (Engineering) Limited signed the Energy Saving Charter 2024. By signing the Energy Saving Charter 2024, we have made a commitment to increase our efforts to improve energy conservation. In support of the Energy Saving Charter 2024, we are committed to actions including maintaining an average indoor temperature between 24-26° C during the summer months, switching off electrical appliances and systems when not in use and procuring energy-efficient products and systems. In addition, the Group continued to participate in the annual "Earth Hour" organised by the World Wide Fund during the Reporting Year, raising employees' awareness about energy conservation and climate change,

提升環境意識

宣揚環保意識是成為環境管理者及參與為下一代創造美好將來的簡易方法。我們通過分發環保海報和綠色提示，組織環保研討會以及參加環保活動來做到這一點。

綠色提示

為了提高員工的環保意識，我們定期通過電子郵件、公告欄、新聞通訊、企業內部網、研討會和其他方式與員工分享環保貼士。我們利用環保海報有效地傳達各種環保措施的理念。這些環保海報在我們的建築工地上展示，並通過電子郵件向辦公室員工傳達。此外，我們還向新員工提供有關綠色辦公室實踐方法的入職培訓。

環境保護

我們在參與環保活動方面不遺餘力。為了於日常生活中減少浪費及提倡回收，我們會在節日期間於辦公室舉辦回收活動，例如在中秋節。於報告年度，我們特別安排了月餅盒回收活動。所有員工、分包商及合作夥伴在享用月餅後，可將月餅盒拿到指定收集點回收。收集完成後，月餅盒交由獲環境保護署批准回收的回收服務營運商處理。儘管收集活動反應熱烈，我們仍提醒員工避免不必要的消耗及實行源頭減廢。

對能源效益及節約能源的承諾

本集團的附屬公司昇柏營造廠(工程)有限公司簽署了節能約章2024。通過簽署節能約章2024，我們作出承諾，為提升節約能源加大力度。為支持節能約章2024，我們致力進行包括將在夏季期間將平均室內溫度維持在攝氏24至26度之間、關掉不使用的電器及系統和採購具能源效益的產品及系統的行動。此外，本集團於報告年度繼續參加了由世界自然基金會舉辦的「地球一小時」年度活動，提高員工對能源節約和氣候變化的意識。



Poster of the Recycling Programme for Mooncake Boxes
月餅盒回收活動海報

Energy Saving Charter
節能約章



Poster of Earth Hour
「地球一小時」海報



Lai See Envelope Recycling Campaign Poster
利是封回收行動海報

Laws and Regulations Compliance

遵守法律法規

Business 業務營運

- ▶ Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)
《防止賄賂條例》(香港法例第201章)
- ▶ Competition Ordinance (Cap. 619 of the Laws of Hong Kong)
《競爭條例》(香港法例第619章)
- ▶ Trade Marks Ordinance (Cap. 559 of the Laws of Hong Kong)
《商標條例》(香港法例第559章)
- ▶ Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong)
《僱用兒童規例》(香港法例第57B章)
- ▶ Employment of Young Persons (Industry) Regulations (Cap. 57C of the Laws of Hong Kong)
《僱用青年(工業)規例》(香港法例第57C章)

Customers 以客為本

- ▶ Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong)
《商品說明條例》(香港法例第362章)
- ▶ Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong)
《個人資料(私隱)條例》(香港法例第486章)
- ▶ Fire Services Ordinance (Cap. 95 of the Laws of Hong Kong)
《消防條例》(香港法例第95章)

People 人才發展

- ▶ Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong)
《職業安全及健康條例》(香港法例第509章)
- ▶ Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong)
《工廠及工業經營條例》(香港法例第59章)
- ▶ Employees Compensation Ordinance (Cap. 282 of the Laws of Hong Kong)
《僱員補償條例》(香港法例第282章)
- ▶ Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong)
《性別歧視條例》(香港法例第480章)
- ▶ Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong)
《殘疾歧視條例》(香港法例第487章)
- ▶ Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong)
《家庭崗位歧視條例》(香港法例第527章)
- ▶ Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong)
《種族歧視條例》(香港法例第602章)
- ▶ Employment Ordinance (Cap. 57 of the Laws of Hong Kong)
《僱傭條例》(香港法例第57章)
- ▶ Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong)
《最低工資條例》(香港法例第608章)
- ▶ Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong)
《強制性公積金計劃條例》(香港法例第485章)

Environment 環境管理

- ▶ Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong)
《空氣污染管制條例》(香港法例第311章)
- ▶ Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong)
《噪音管制條例》(香港法例第400章)
- ▶ Code of Practice on Good Management Practice to Prevent Violation of the Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong) for Construction industry
防止違反《噪音管制條例》(香港法例第400章)良好管理業務守則
- ▶ Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong)
《廢物處置(化學廢物)(一般)規例》(香港法例第354C章)
- ▶ Waste Disposal (Charges for Disposal of Construction Waste) Regulation (Cap. 354N of the Laws of Hong Kong)
《廢物處置(建築廢物處置收費)規例》(香港法例第354N章)
- ▶ Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong)
《水污染管制條例》(香港法例第358章)
- ▶ Ozone Layer Protection Ordinance (Cap. 403 of the Laws of Hong Kong)
《保護臭氧層條例》(香港法例第403章)
- ▶ Hazardous Chemicals Control Ordinance (Cap. 595 of the Laws of Hong Kong)
《有毒化學品管制條例》(香港法例第595章)
- ▶ Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611 of the Laws of Hong Kong)
《汽車引擎空轉(定額罰款)條例》(香港法例第611章)
- ▶ Land (Miscellaneous Provisions) Ordinance (Cap. 28 of the Laws of Hong Kong)
《土地(雜項條文)條例》(香港法例第28章)
- ▶ Public Health and Municipal Services Ordinance (Cap. 132 of the Laws of Hong Kong)
《公眾衛生及市政條例》(香港法例第132章)
- ▶ Dumping at Sea Ordinance (Cap. 466 of the Laws of Hong Kong)
《海上傾倒物料條例》(香港法例第466章)
- ▶ Summary Offences Ordinance (Cap. 228 of the Laws of Hong Kong)
《簡易程序治罪條例》(香港法例第228章)
- ▶ Public Health and Municipal Services Ordinance (Cap. 132 of the Laws of Hong Kong)
《公眾衛生及市政條例》(香港法例第132章)



KPI Data Summary

績效數據總結

Key Performance Indicator 關鍵績效指標	Unit 單位	Total 總和	
Environmental 環境		2024	2023
Air Emissions ¹ 廢氣排放 ¹			
NOx Emissions NOx 排放	kg 公斤	32.66	31.79
SOx Emissions SOx 排放	kg 公斤	0.13	0.13
PM Emissions PM 排放	kg 公斤	3.04	2.96
GHG Emissions ² 溫室氣體排放 ²			
GHG Emission — Scope 1 溫室氣體排放 — 範圍一	tCO ₂ -e 噸二氧化碳當量	22.12	21.67
GHG Emission — Scope 2 溫室氣體排放 — 範圍二	tCO ₂ -e 噸二氧化碳當量	37.87	99.13
GHG Emission — Scope 3 ³ 溫室氣體排放 — 範圍三 ³	tCO ₂ -e 噸二氧化碳當量	6.98	6.23
Total GHG Emissions 溫室氣體排放總量	tCO ₂ -e 噸二氧化碳當量	66.97	127.03
Total GHG Emission Intensity by Revenue ⁴ 按收入計的溫室氣體排放密度 ⁴	tCO ₂ -e/HK\$'million 噸二氧化碳當量／港幣百萬元	0.63	0.84
Total GHG Emission Intensity by Workforce ⁵ 按員工計的溫室氣體排放密度 ⁵	tCO ₂ -e/person 噸二氧化碳當量／人	0.86	1.79

- The calculation of air emissions data is based on the "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
廢氣排放數據乃按照聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》計算。
- GHG emissions data are presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Bank Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, and the "Global Warming Potential Values" from the IPCC Sixth Assessment Report (AR6), the Sustainability Report 2023 published by the HK Electric Investments and HK Electric Investments Limited, the 2024 Sustainability Report published by the CLP Holdings Limited.
溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》、以及政府間氣候變化專門委員會發佈的《第六次評估報告》的全球升溫潛能值、港燈電力投資與港燈電力投資有限公司發佈的《2023年可持續發展報告》以及中華電力發佈的《2024年可持續發展報告》。
- The calculation of Scope 3 GHG Emission includes indirect GHG emissions arising from methane gas generation at landfill in Hong Kong due to disposal of paper waste.
範圍三溫室氣體排放的計算包括源自廢紙在香港堆填區所產生的甲烷的間接溫室氣體排放。
- In 2024, the Group recorded a revenue of approximately HK\$105.49 million (2023: HK\$150.35 million). This data is used for calculating other intensity data.
於2024，本集團錄得收入約港幣105.49百萬元（2023：港幣150.35百萬元）。該數據用於計算其他密度數據。
- As at 31 December 2024, the Group's ISP Business in Hong Kong recorded a workforce of 78 people (As at 31 December 2023: 71 people). This data is used for calculating other intensity data.
截至2023年12月31日，本集團在香港的室內裝飾及特殊項目業務錄得的員工人數為78（截至2023年12月31日：71）人。該數據用於計算其他密度數據。

KPI Data Summary

績效數據總結

Key Performance Indicator 關鍵績效指標	Unit 單位	Total 總和	
Environmental 環境		2024	2023
Energy Use ⁶ 能源用量 ⁶			
Diesel Usage 柴油用量	kWh'000 千個千瓦時	85.98	83.66
Electricity Usage ⁷ 耗電量 ⁷	kWh'000 千個千瓦時	85.86	176.25
Total Energy Usage 總能源用量	kWh'000 千個千瓦時	171.84	259.91
Energy Usage Intensity by Revenue 按收入計的能源密度	kWh'000/HK\$' million 千個千瓦時／港幣百萬元	1.63	1.73
Energy Usage Intensity by Workforce 按員工計的能源密度	kWh'000/person 千個千瓦時／人	2.20	3.66

6. The calculation of unit conversion refers to the "Energy Statistics Manual" issued by the International Energy Agency.
直接能源消耗數據的單位換算方法乃根據國際能源署所發佈之《能源數據手冊》計算。

7. Electricity consumption data only includes the electricity bills paid by the Group. In some projects, such data were not available since the electricity bills were covered by the landlord and main contractors without installing a separate meter.
耗電數據只包括本集團支付電費的部分。在一些項目中，由於電費是由業主及承包商承擔，並無獨立儀表。因此，無法提供相關數據。

Key Performance Indicator 關鍵績效指標	Unit 單位	Total 總和	
Environmental 環境		2024	2023
Water Use 耗水			
Water Usage ⁸ 耗水量 ⁸	m ³ 立方米	1,998.00	1,455.00
Water Usage Intensity by Revenue 按收入計的耗水密度	m ³ /HK\$'million 立方米／港幣百萬元	18.94	9.68
Water Usage Intensity by Workforce 按員工計的耗水密度	m ³ /person 立方米／人	25.62	20.49
Waste Disposal ⁹ 廢物處理 ⁹			
Construction Waste ⁹ 建築廢料 ⁹	Tonnes 噸	5,057.40	1,997.40
Paper waste 紙廢料	Tonnes 噸	1.45	2.01
Plastic waste 塑膠廢料	Kg 千克	1.40	63.50
Metal waste 金屬廢料	Tonnes 噸	27.23	13.74
Non-Hazardous Waste 無害廢棄物	Tonnes 噸	5,086.08	2,013.21
Non-Hazardous Waste Intensity by Revenue 按收入計的無害廢棄物處理密度	Tonnes/HK\$' million 噸／港幣百萬元	48.21	13.39
Non-Hazardous Waste Intensity by Workforce 按員工計的無害廢棄物處理密度	Tonnes/person 噸／人	65.21	28.36
Hazardous Waste ¹⁰ 有害廢棄物 ¹⁰	Tonnes 噸	0.11	0.13
Hazardous Waste Intensity by Revenue 按收入計的有害廢棄物處理密度	Tonnes/HK\$' million 噸／港幣百萬元	0.0010	0.0009
Hazardous Waste Intensity by Workforce 按員工計的有害廢棄物處理密度	Tonnes/person 噸／人	0.001	0.002

8. Water consumption data only includes the water bills paid by the Group. In some projects and offices, such data were not available since the water bills were covered by the landlord and main contractors without installing a separate meter.
耗水數據只包括本集團支付水費的部分。在一些項目及辦公室中，由於水費是由業主及承包商承擔，並無獨立儀表。因此，無法提供相關數據。
9. Construction waste is calculated based on the amount diverted to landfill, the paper waste is calculated based on the purchase amount, while other types of wastes are calculated based on the recycled amount.
建築廢料的計算是根據轉移到堆填區的數量，紙廢料的計算是根據採購量，而其他類型的廢物則是基於回收量計算。
10. Hazardous waste in our operations is non-material to the Group. Nonetheless, we ensure proper disposal of all waste in a safe and effective manner.
營運過程中的廢棄物處置對本集團而言並不重大，但我們仍致力確保以安全有效的方式適當處置所有廢棄物。

KPI Data Summary

績效數據總結

Key Performance Indicators 關鍵績效指標	Unit 單位	Total 總計	
Social 社會		As at 31 December 2024 截至 2024年 12月31日	As at 31 December 2023 截至 2023年 12月31日
Workforce by Gender 按性別劃分的員工數目			
Female 女性	Person 人	30	23
Male 男性	Person 人	48	48
Workforce by Age 按年齡劃分的員工數目			
<30 Years Old <三十歲	Person 人	2	5
30–50 Years Old 三十至五十歲	Person 人	44	43
>50 Years Old >五十歲	Person 人	32	23
Workforce by Employment Type 按受聘類別劃分的員工數目			
Permanent Staff 長期員工	Person 人	72	66
Contract Staff 合約員工	Person 人	6	5
Workforce by Employee Category 按就業類別劃分的員工數目			
Executive and Director-Grade 行政及董事級	Person 人	3	2
Manager-Grade 經理級	Person 人	20	21
Officer-Grade 主任級	Person 人	31	30
General Staff 一般員工	Person 人	24	18
Workforce by Geographical Region 按地區劃分的員工數目			
Hong Kong 香港	Person 人	78	71

Key Performance Indicators 關鍵績效指標	Unit 單位	Total 總計	
Social 社會		2024	2023
Employee Turnover Rate by Gender ¹¹ 按性別劃分的僱員流失率 ¹¹			
Female 女性	%	20.00	30.43
Male 男性	%	12.50	37.50
Employee Turnover Rate by Age Group ¹¹ 按年齡組別劃分的僱員流失率 ¹¹			
<30 Years Old <三十歲	%	50.00	100.00
30–50 Years Old 三十至五十歲	%	13.64	27.91
>50 Years Old >五十歲	%	15.63	34.78
Employee Turnover Rate by Geographical Region ¹¹ 按地區劃分的僱員流失率 ¹¹			
Hong Kong 香港	%	15.38	45.07

11. The employee turnover rate (by category) = Number of employees who resigned during the financial year (by category) / Number of employees at the end of the financial year (by category) × 100%.
(按類別劃分)員工流失率 = 於財政年度(按類別劃分)離職員工人數於財政年度末(按類別劃分)員工人數 × 100%。

KPI Data Summary

績效數據總結

Key Performance Indicators 關鍵績效指標	Unit 單位	Total 總計	
Social 社會		2024	2023
Breakdown of Trained Employee by Gender ¹² 按性別分類的已培訓員工明細 ¹²			
Female 女性	%	34.21	29.76
Male 男性	%	65.79	70.24
Breakdown of Trained Employee by Employee Category ¹² 按僱員類別分類的已培訓員工明細 ¹²			
Executive and Director-Grade 行政及董事級	%	3.95	2.38
Manager-Grade 經理級	%	25.00	25.00
Officer-Grade 主任級	%	46.05	36.91
General Staff 一般員工	%	25.00	35.71
Average Training Hour by Gender ¹³ 按性別劃分平均培訓時間 ¹³			
Female 女性	Hours 小時	2.63	6.55
Male 男性	Hours 小時	6.89	6.28

12. The breakdown of employees trained (by category) = Number of employees trained during the financial year (by category) / Total number of employees trained during the financial year × 100%.

(按類別劃分) 已培訓員工明細 = 於財政年度 (按類別劃分) 已培訓員工人數於財政年度已培訓員工總人數 × 100%。

13. Average training hours completed per employee (by category) = Training hours during the financial year (by category) / Number of employees during the financial year (by category), including those who left employment.

每名 (按類別劃分) 員工平均完成培訓時間 = 於財政年度 (按類別劃分) 培訓時間於財政年度內 (按類別劃分) 的員工人數，包括已離職員工。

Key Performance Indicators 關鍵績效指標	Unit 單位	Total 總計	
Social 社會		2024	2023
Average Training Hour by Gender by Employee Category ¹³ 按僱員類別劃分平均培訓時間 ¹³			
Executive and Director-Grade 行政及董事級	Hours 小時	5.50	8.80
Manager-Grade 經理級	Hours 小時	5.30	7.88
Officer-Grade 主任級	Hours 小時	8.23	6.15
General Staff 一般員工	Hours 小時	1.55	5.03
Work-related Incident ¹⁴ 工傷 ¹⁴			
Employee's Injury Rate 工傷率	Per 1,000 Employees 以每千名工人計	0	0
Lost Days due to Work-Related Injury 由工傷所引致的工作日數損失	No. of Days 日數	0	0
Work Fatalities 因工死亡	Person 人	0	0
Work-related Fatality Rate ¹⁵ 因工死亡率 ¹⁵	%	0	0
Volunteering Hours 義工時數			
Corporate Responsibility & Social Harmony 企業責任與社會和諧	Hour 小時	80.0	76.5

14. For work-related incident data, only direct employees are included. Nevertheless, we pay attention to the health and safety performance of our sub-contractor(s).
對於與工傷有關的數據，僅包括直接僱員。雖然如此，我們注重承建商的健康與安全表現。

15. The work-related fatality rate is calculated by dividing the total number of work-related fatalities during the financial year by the total number of employees as at end of financial year.
因工死亡率的計算方法是將於報告年度的因工死亡的總人數除以報告年末的員工人數。

