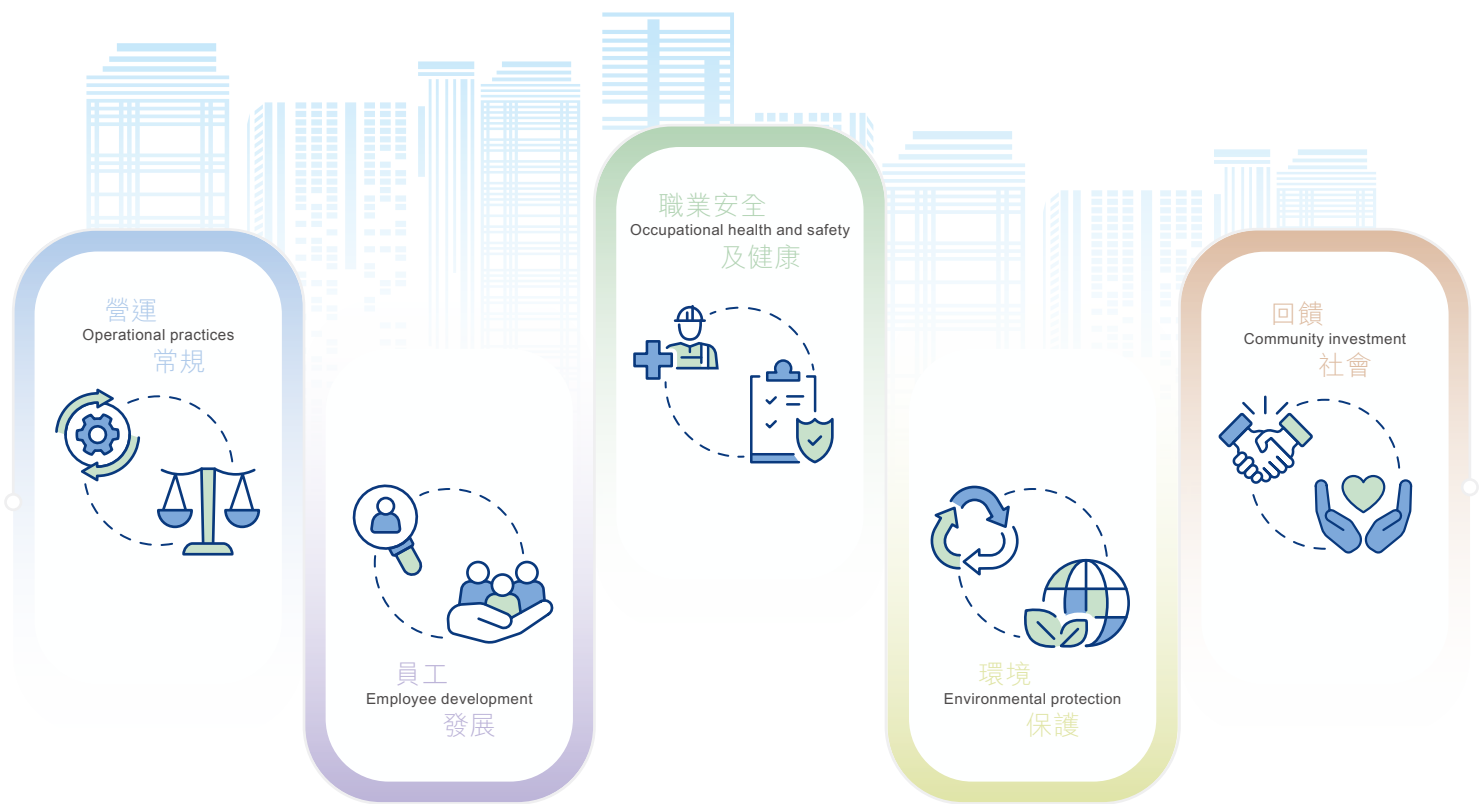




Paul Y. Engineering Group Limited
保華建業集團有限公司



Corporate Social Responsibility Report
企業社會責任報告

2022-2023

CORPORATE SOCIAL RESPONSIBILITY REPORT

企業社會責任報告



AN ADAPTABLE BUSINESS STRATEGY TO CORPORATE SUSTAINABILITY

Paul Y. Engineering Group (“the Group”), a reputable engineering and property service provider in Hong Kong, recognises the importance of sustainability for long-term growth. Sustainability entails being fully conscious of our responsibilities for taking care of our people, the environment and the local community. As a responsible corporate citizen, we are constantly working to research, develop and adopt innovative technology and methodology in our business activities and to practice sound corporate governance to reduce the environmental impact of our growing operations on the communities in which we work.

In order to provide environmental, social and economic benefits to the community and our stakeholders, the Group firmly upholds industry best practices and international standards. Environmental, social and governance considerations are key to our business with operational practices, quality management, employee development, community investment, health and safety and environmental protection high on our agenda. Additionally, we continue to keep pace with the development and the application of construction innovations and technologies to improve business efficiency, site safety and quality.

This annual Corporate Social Responsibility (CSR) Report describes the CSR initiatives and activities of the Group and respective progress during the financial year of 2023.

適應力強的企業可持續發展業務策略

作為香港聲譽良好的工程及物業服務提供者，保華建業集團（「集團」）明白可持續發展對長期增長的重要性。可持續發展涉及完全理解我們對照顧員工、環境及本地社區的責任。作為負責任的企業公民，我們在業務中不斷致力研究、發展及採用創新技術及方法以及奉行健全的企業管治，以減低營運增長對業務所在社區環境的影響。

為對社區及持份者提供環境、社會及經濟效益，本集團堅定不移地維持行業最佳常規及國際標準。環境、社會及管治因素為我們的業務的關鍵，而營運常規、品質管理、員工發展、社會投資、健康及安全及環境保護均為我們的優先事項。此外，我們繼續緊跟建築創新技術發展及其應用，以提升業務效率、地盤安全及質量。

本年度企業社會責任報告闡述了集團於二零二三財政年度的企業社會責任舉措和活動以及相關進度。

Operational practices 營運常規



CORPORATE GOVERNANCE

The Group's ability to operate sustainably is based on our commitment to sound and effective corporate governance. In order to protect the needs and interests of the Group and its stakeholders, the Group upholds the highest standard of corporate governance practices, business ethics and integrity in full compliance with all applicable laws, regulations and industry standards of the jurisdictions in which we operate. We implement operational policies and procedures and an effective system of internal control procedures, including taxation, regulatory, financial and organisational checks and balances over our taxation, accounting and record keeping practices and other business processes. The Group implements a Code of Conduct to provide guiding principles for all employees to do what is right and to adopt good practices for conducting business in an ethical way with the highest integrity and fairness. A whistleblowing mechanism is in place for employees and the Group's business contacts to report to the Group in respect of any improprieties that may exist in the Group's business operation.

SUSTAINABILITY GOVERNANCE STRUCTURE

The long-standing CSR Committee of the Group, which includes a number of management staff from various departments and disciplines, is committed to assuring the effectiveness and relevancy of our CSR policies and strategies. Moreover, specific committees, including Quality Management Committee and Safety & Environmental Committee, are led by the Group's top management to supervise and ensure compliance with all guidelines and principles to promote a safe and healthy workplace as well as environmental protection.

QUALITY MANAGEMENT

The Group's quality management system ("QMS") emphasises the importance of "control" and "delivery". In terms of "control", which means advance planning, guided execution, structured quality control ("QC") inspections, regular management reviews, and continual improvement using the Plan-Do-Check-Act cycle, for timely deliveries of quality buildings and services to our clients.

企業管治

集團的可持續營運能力基於我們承諾執行健全及有效的企業管治。為維護集團與其持分者的需要及利益，集團秉持高水平的企業管治實踐、商業道德及誠信標準，全面遵守我們營運所屬司法管轄區的一切適用法律、法規及行業標準。我們實施營運政策及程序以及有效的內部控制程序系統，包括稅務、監管、財務及組織內對我們的稅務、會計及記錄保存做法及其他業務流程的互相制衡。集團實施《行為守則》，為全體僱員提供指引原則，要求彼等行為端正並採取良好慣例，以最具誠信及公平的道德方式進行業務。我們設有舉報機制，讓僱員以及與集團有業務往來的各方，就集團業務營運中可能存在的任何不當行為向審核委員會作出舉報。

可持續發展的管理架構

集團成立多年的企業社會責任委員會，成員包括各部門及職能的若干管理人員，致力於確保我們的企業社會責任政策及策略的有效性及其相關性。此外，集團設立特定的委員會，包括品質管理委員會及安全與環境委員會，均由集團高級管理層領導，以監督並確保遵守所有準則及原則，促進安全及健康的工作場所以及保護環境。

品質管理

集團的品質管理系統強調「控制」及「交付」的重要性。「控制」指預早規劃、指導執行、結構化的品質管理檢測、管理層定期檢討，以及使用「規劃 — 執行 — 檢查 — 行動」循環以持續改進，以便適時向客戶交付高品質的樓宇及服務。

OPERATIONAL PRACTICES

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The respective project teams with quality assurance (“QA”) and quality control (“QC”) services are set up under the Quality Management — Control and Delivery Department (“QMCDD”). QA services focus on the QMS planning, establishment, operation, and audit, whilst QC services aim at the providing independent inspections on completed building construction works at different stages and locations of the projects. Besides, QMCDD manages defect rectification works during a project defect liability period, so that key problems could be figured out, and their respective root causes could be identified for corrective actions.

To strengthen the effectiveness of QC services, QMCDD analyses the findings noted from the inspections, in order to identify the gaps for continual improvement.

SUPPLY CHAIN MANAGEMENT

Our approach to supply chain management is underpinned by our values to ensure the delivery of high-quality products and services through the engagement of business partners from a pool of approved suppliers and sub-contractors. We are committed to maintaining an ethical, responsible and sustainable supply chain in collaboration with our business partners — suppliers, sub-contractors and service providers to ensure synergy in our partnerships and sustainability value. Our senior management closely monitors the selection and appraisal process of our business partners, regularly assesses and records relevant performances to ensure service quality and stability of deliveries, of which safety, environmental and quality performance are top priorities for such assessment. Potential business partners are invited to submit tenders based on the specifications of relevant projects and to make submissions for the Quality, Health and Safety Questionnaires assessment. Regular reviews are conducted to ensure that our business partners continue to have the capability and capacity to provide stable and reliable services and products and sufficient knowledge of our core values and comply with our policies and systems, such as ISO 9001 Quality Management System, Code of Conduct, etc.

DATA PROTECTION, PRIVACY, AND INTELLECTUAL PROPERTY RIGHTS

The Group protects commercially sensitive information and confidential data of our stakeholders by strengthening its information security controls. Non-disclosure agreements are required from our supply chain and other business partners before information relating to tenders, contracts and other transactions are released to prevent the unauthorised disclosure of confidential and commercially sensitive information. In compliance with data privacy laws and regulations, the Group adopts a data collection system to equip our business with the most pertinent and timely data collection for optimisation of our operations. Information and data about our clients are well protected by our internal administration system.

於品質管理 — 控制及交付部門下設立負責品質保證和品質控制服務的各個項目小組。品質保證服務著重於品質管理系統的規劃、建立、運行和審計，而品質控制服務則針對已完成的建築工程，於不同階段及地點進行獨立檢驗。此外，品質管理 — 控制及交付部在項目保修責任期內管理執漏工作，以便找出關鍵問題，並確定其各自的根本原因以採取糾正措施。

為加強品質控制服務的效率，品質管理 — 控制及交付部對檢驗結果進行分析，以確定差距，持續改進。

供應鏈管理

我們的供應鏈管理方針以我們的價值觀為基礎，從經批准的供應商和分判商名單中聘用業務夥伴，以確保提供高品質的產品及服務。我們致力於與業務夥伴 — 供應商、分判商及服務供應商合作，以維持一個恪守道德、負責任及可持續的供應鏈，確保我們在夥伴關係及可持續發展價值上產生協同作用。我們的高級管理層嚴謹監察業務夥伴的挑選及評估過程，並定期評估和記錄相關表現，保持服務質素及交付的穩定性，而其中以安全、環境及品質表現為評估的首要重點。我們會邀請具潛質的業務夥伴根據相關項目的規格提交標書，並填寫「品質、健康及安全問卷」以供評估。我們亦會定期進行覆檢，以確保我們的業務夥伴能夠提供穩定和可靠的服務和產品，並充分了解我們的核心價值，遵守我們的政策和制度，例如ISO 9001 品質管理體系、《行為守則》等。

資料保障、私隱及知識產權

集團透過加強其資訊保安控制，以保護商業敏感資料及持分者的機密資料。在我們發出標書、合約及其他交易資料前，供應鏈和物流合作夥伴，以及其他業務夥伴均須提交不披露協議書，以防止機密及商業敏感資料在未經授權的情況下披露。為了遵守資料私隱法律及條例，集團採用了最適切和可收集即時數據的系統，以優化我們的業務營運。有關客戶的資料及數據受到我們內部管理系統的妥善保護。

OPERATIONAL PRACTICES

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The Group is committed to protecting the privacy of our employees, subcontractors, and clients in accordance with our Code of Conduct and applicable regulations, including but not limited to the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). The Group also formulates and establishes procedures to protect intellectual property rights, such as trademark registration, and to comply with related legal requirements.

CODE OF CONDUCT

Building and ensuring a culture of integrity and acceptable behaviour for doing business has long been a major component in the Group's corporate governance practices. All directors, officers and employees of the Group must comply with the Group's Code of Conduct, which captures the way the Group sets out the principles for acceptable behaviour for doing business and the way the Group expresses its values and beliefs regarding operating ethics and employee conduct. The Code covers issues in relation to the Competition Ordinance, bribery and corrupt practices, and conflicts of interest. Any breaches of the Code shall be handled in strict accordance with internal disciplinary procedures.

The Group provides regular anti-corruption training to all newly joined employees at all levels. We have invited Independent Commission Against Corruption ("ICAC") speaker to deliver training via online and in-person mode to enhance the awareness of anti-corruption practices and acceptable standards of ethical conduct in carrying out the business in accordance with our Code of Conduct. During the year, there was no report on any suspected case of impropriety, corruption or violation by any of our staff of any of the relevant laws.

The Group is a participant in the Construction Integrity Charter 2.0, which was jointly launched by the Development Bureau, the Independent Commission Against Corruption (ICAC) and the Construction Industry Council, to promote integrity management through implementation of integrity policy and integrity training.

集團致力於按照我們的《行為守則》及適用條例，包括但不限於《個人資料(私隱)條例》(香港法例第486章)保護我們的僱員、分判商及客戶的私隱。集團亦制定及建立保護知識產權的程序，例如商標註冊，並遵守相關法律規定。

行為守則

長久以來，建立並維持誠信文化及可接受的商業行為準則一直是我們企業管治常規中的重要部分。全體董事、行政人員及僱員都必須遵守集團的《行為守則》，此守則列明集團恪守可接受的商業行為準則之原則，並闡釋了集團在經營道德及員工行為方面的價值觀及信念。守則涵蓋多項與《競爭條例》、賄賂和貪污行為及利益衝突有關的準則。任何違反守則的行為將嚴格按照內部紀律程序處理。

集團為所有新入職的各級僱員提供定期反貪污培訓。我們已邀請廉政公署(「廉署」)的講者通過線上及面對面方式提供培訓，以提高反貪意識及根據我們的《行為守則》，於進行業務時可接受的道德行為標準。年內，並無任何關於我們的員工涉嫌不當行為、貪污或違反任何相關法律的報告。

集團參與由發展局、廉政公署及建造業議會聯合推出的「誠」建約章2.0，通過推行誠信政策及誠信培訓，促進誠信管理。



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OUR COMMITMENT TO QUALITY

我們對品質的承諾

The MARS Centre is a comprehensive industrial building designed specifically for the local medical industry, especially to support the fight against pandemic diseases. The facility boasts impressive features such as certified ISO-8 clean rooms, compressed air supply, 24-hour AC chilled water supply, industrial 3-phase power supply, and an epoxy floor that can accommodate floor loading of up to 7.5 kPa for industrial equipment. It was designed to meet the client's needs while adhering to the strict regulatory requirements of the Buildings Department (BD) system.

Despite the project's complexity and tight time frame, Paul Y. was able to successfully transform an old factory building into a modern medical equipment manufacturing centre in less than a year, thanks to meticulous planning, adherence to regulatory requirements, and a strong commitment to quality and efficiency. The project involved repair and retrofitting works, such as demolition, partitioning, structural strengthening, clean room construction, and fitting out. Additionally, a five-story annex building was constructed with piling within the site boundary. To meet the tight time frame requirement, Paul Y. utilised the BD minor work system, which classified the A&A works into 13 types with specific criteria and limitations that must be followed. It was crucial to plan ahead and have all these clearly defined to ensure first-time-right project execution.

To ensure stringent quality standards were met, the Quality Management – Control and Delivery Department (QMCDD) provided comprehensive training to the construction team on the BD minor work system. The Minor Work Authorized Signatory (AS) conducted training classes and monitored submissions to ensure they adhered to the guidelines. This ensured that all work records were prepared along with the A&A process and achieved quality and timely delivery, meeting QMCDD's core philosophy of Control and Delivery.

To further optimise project's efficiency, Paul Y. adopted 3D scanning to produce accurate as-built 3D models of the entire building services system. LIDAR sensors were used to collect point data by spraying light beams on all objects within the field of view, resulting in a point cloud with XYZ measurements on every point. This data was then reconciled with digital photos to create a precise 3D model of the site, allowing for a safer, faster, and more efficient documentation of structure or environment data. In addition, off-site prefabricated items were utilised to further optimise the project's efficiency and reduce construction waste.

The flexible implementation of the BD system, off-site prefabrication, and 3D scanning helped to shorten the overall construction time and cost, ensuring that the project was completed to the highest possible standards. The resulting MARS Centre, with its impressive features and adherence to regulatory requirements, is a remarkable testament to Paul Y.'s commitment to quality and efficiency in the construction industry.

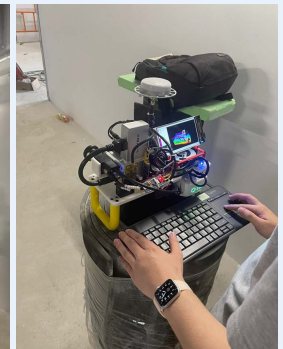
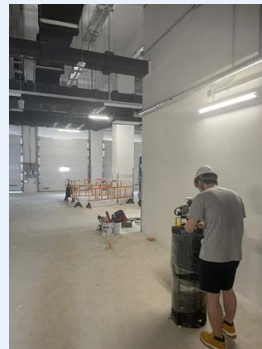
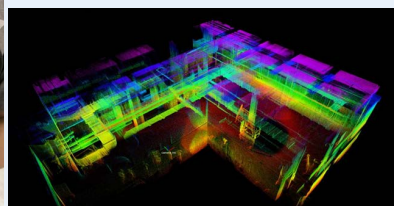
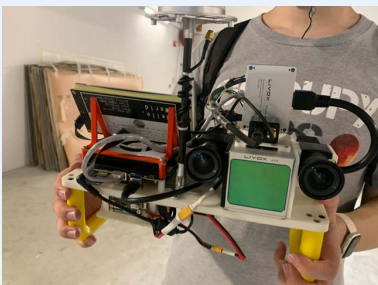
醫療用品製造中心(MARS Centre)為一座綜合工業大樓，專為本地醫療行業設計，尤其可支援對抗流行性疾疾病。該設施的功能包羅萬有，如達ISO-8級別的國際標準無塵空間、壓縮空氣系統、24小時冷水供應、工業用三相電供應及環氧地板，可為工業設備提供高達7.5千帕的樓面承重。其設計既能滿足客戶的需求，又能遵守屋宇署(BD)系統嚴格的監管要求。

儘管項目複雜且時間緊迫，惟Paul Y.憑藉縝密的規劃、嚴格遵守法例規定以及對質素及效率的堅定承諾，在一年內成功地將一座舊廠房改建成現代化的醫療設備製造中心。該項目涉及維修及改造工程，如拆除、間隔、結構加固、無塵空間建設及裝修。此外，亦在工地範圍內打樁建造一座五層高的附屬建築。為滿足緊迫的時間要求，Paul Y.採用了BD小型工程系統，該系統將改動及加建(A&A)工程分為13類，並規定了必須遵守的具體標準及限制。提前規劃並明確界定所有該等標準及限制至關重要，以確保第一時間執行正確的項目。

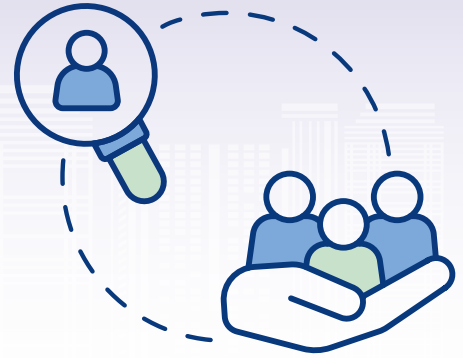
為確保達到嚴格的質素標準，品質管理 – 控制及交付部門(QMCDD)為施工團隊提供有關BD小型工程系統的全面培訓。小型工程授權簽署人(AS)舉辦了培訓班，並監督提交的材料，以確保其符合指引。此舉確保了所有工作記錄均按照A&A流程而準備，並達到質素要求並及時交付，符合QMCDD的核心理念 – 控制及交付。

為進一步提升項目效率，Paul Y.採用三維掃描技術為整幢樓宇服務系統製作精確的竣工三維模型。光學雷達(LIDAR)傳感器通過向視場內的所有物件噴射光束來收集點數據，從而生成帶有每個點的XYZ測量值的點雲。然後將該等數據與數碼照片進行核對，以建立精確的現場三維模型，從而更安全、更快速、更有效地記錄結構或環境數據。此外，亦利用場外預製項目進一步優化項目效率，減少建築廢料。

BD系統、場外預製及三維掃描的靈活應用有助縮短整體施工時間並降低成本，確保項目以最高標準完成。最終建成的MARS Centre功能包羅萬有且嚴格遵守法例規定，充分證明Paul Y.對建築行業質素及效率的承諾。



Employee development 員工發展



A FRIENDLY, FAIR AND INCLUSIVE WORKPLACE

Since people are the most valuable asset of a business, creating a joyful and harmonious work atmosphere is essential for the wellbeing of every employee. We strive to inspire our staff to give their best efforts in order to provide high-quality work and services.

The Group adheres to all employment laws and regulations, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong), and the Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong), placing great emphasis on the protection of the legitimate rights and interests of all employees. Regardless of race, religion, gender, sexual orientation, marital status, family status, or disability, we follow internal guidelines that state our policies on recruitment, training and promoting people based on their qualifications, experience, skills, potential and performance. As an equal opportunities employer, we support inclusion and diversity in the workplace and do not tolerate discrimination in any form. Our business operations strictly forbid the use of child labour or forced labour of any kind. To guarantee that all employees are treated fairly and with respect, we have established policies and procedures. The Group had 2,029 full-time employees at its highest point during the year, and our attrition rate was on average of 23.37%.

The Group offers competitive remuneration and benefits and implements a series of individual and family-friendly policies and practices, including additional leave to annual and other statutory leave such as compensation, marriage, compassionate and family care leave to help employees balance their work and personal lives. The Group has optimised a series of employee benefits, including annual leave, minimal Saturday working, overtime compensation, etc. In addition, the Group strives to create a harmonious working environment for employees through organisation of various activities such as festive and social functions, volunteer work and team sports events for staff and their families.

友善、公平及共融工作空間

員工為企業最有價值的資產，故愉快及和諧的工作氣氛對所有員工的福祉是不可或缺的。我們致力鼓勵員工盡展所長，發揮優質的工作表現及服務質素。

集團緊遵所有僱傭法律及法規，包括但不限於《僱傭條例》（香港法例第57章）、《職業安全及健康條例》（香港法例第509章）及《最低工資條例》（香港法例第608章），極為重視對所有員工合法權益的保障。不論員工的種族、宗教、性別、性取向、婚姻和家庭狀況或殘疾，我們遵守列明招聘、培訓及根據資歷、經驗、技術、潛能及表現釐定的晉升政策等的內部準則。作為一個重視平等機會的僱主，我們支持工作場所共融及多元，絕不容許任何形式的歧視。於集團的業務營運中，嚴禁任何形式的童工及強迫勞動。為確保所有員工得到公平對待和尊重，我們已制定政策及指引。年內，集團最多共有2,029名全職僱員，僱員流失率平均為23.37%。

集團提供具競爭力的薪酬及福利，並實施一系列個人及家庭友善政策及措施，包括年假及法定假期外的假期，如補假、婚假、恩恤假及家庭照顧假等，幫助員工平衡工作與生活。集團已優化一系列員工福利，包括年假、星期六工作時數減少、加班工資等。此外，集團致力透過為員工及其家人組織各種活動，如節日慶祝及社交活動、義工服務及團隊體育活動，為員工營造和諧的工作環境。

EMPLOYEE DEVELOPMENT 員工發展

TRAINING AND DEVELOPMENT

We respect our employees and are dedicated to promoting their well-being and growth through our people development strategies. The Group is fully committed to people development and fostering a culture of continuous learning and personal development. We provided training in virtual and hybrid modes and offered 18,519 training hours in 2022–2023. Paul Y. Campus approved 10 applications for education subsidies for bachelor's degrees or master's degrees to support staff's continuous learning and development. We offered different training courses, such as BIM, BEAM Pro and NEC accreditation, to ensure our staff have the essentials skills and knowledge required by the construction industry.

培訓和發展

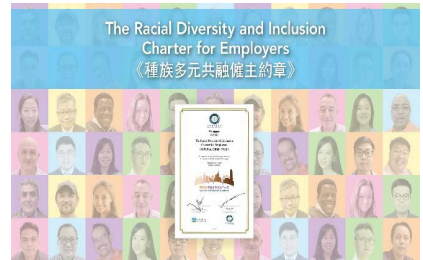
集團尊重員工，並致力於透過人才發展策略推進員工福祉及成長。集團全面關注員工發展，培養持續學習及個人發展文化。我們繼續以虛擬及混合學習模式推行培訓課程，於二零二二至二零二三年，我們提供了近18,519小時的培訓。保華學院於過去一年已批核10份碩士或學士學位資助申請，支持員工持續進修。我們亦推動不同類型的課程，如BIM、綠建專材及新工程合約等，確保員工具備建築行業最新需要的能力和知識。



PYLOT was invited to a secondary school share the recent trends in the construction industry. PYLOT應邀到一所中學分享建築業的最新發展及趨勢。



Our group organised the Long-Service Award Presentation Ceremony to recognise employees' long-term contributions. 集團舉辦「長年服務獎」頒獎典禮，表彰員工的長期貢獻。



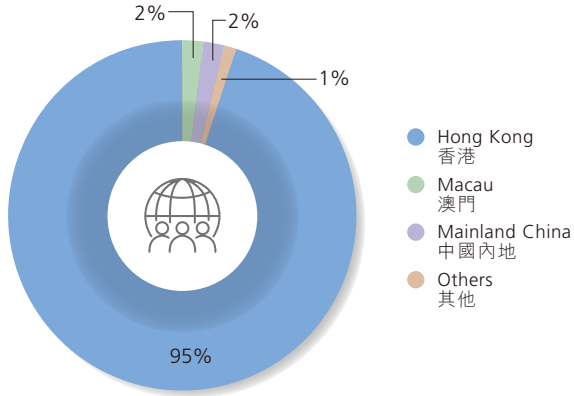
The Group signed the Racial Diversity and Inclusion Charter for Employers of the Equal Opportunities Commission as part of our commitment to foster an inclusive and fair workplace.

集團與平等機會委員會簽訂《種族多元化共融僱主約章》，作為集團促進建立共融及公平的工作場所承諾及持續努力的一部分。

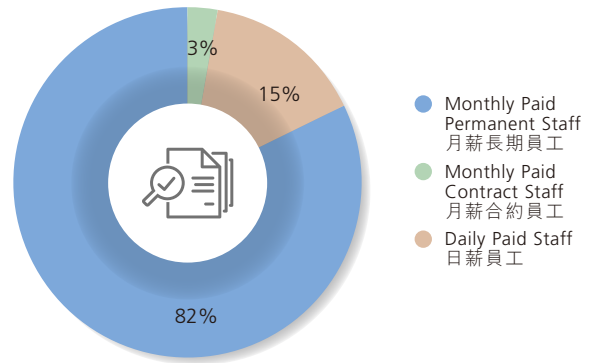
EMPLOYEE DEVELOPMENT 員工發展

EMPLOYMENT AND TRAINING STATISTICS 僱傭及培訓統計數據

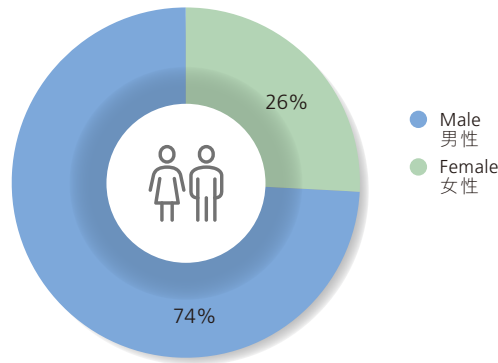
Geographical Distribution of Employees (%)
僱員按地區分佈 (%)



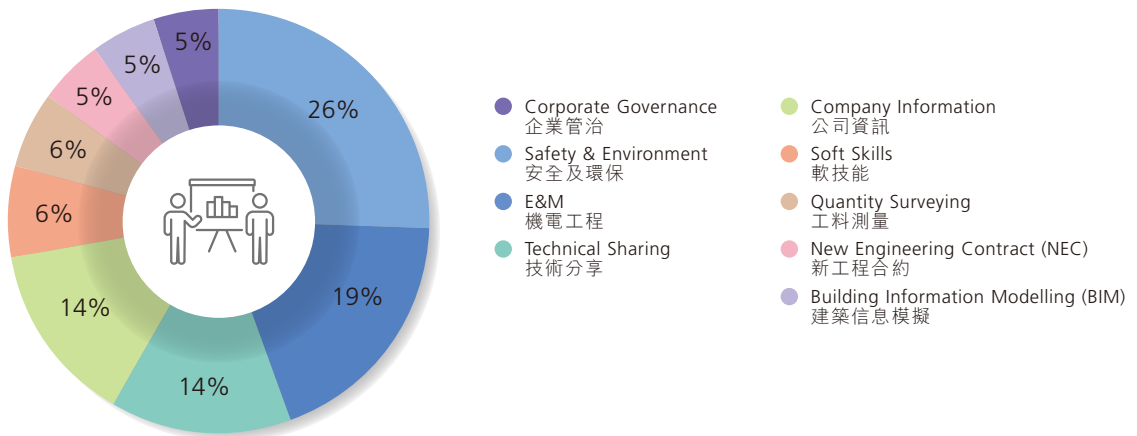
Employment Type (%)
僱員類別 (%)



Gender Distribution of Employees (%)
僱員按性別分佈 (%)



Training Categories (%)
培訓項目類別 (%)



EMPLOYEE DEVELOPMENT 員工發展

Training Hours of Different Employee Categories 僱員類別及培訓時數



🕒 Average Training Hours
平均培訓時數

Note: The total number of employees' training hours is 18,519. The graphics indicate the average training hours (including in-house training courses and external training courses arranged by the Training Department) of each employee category.

附註：僱員的總培訓時數為18,519。以上圖像顯示各僱員類別的平均培訓時數（包括內部培訓及經培訓部安排之外部培訓項目）。

EMPLOYEE DEVELOPMENT 員工發展



NURTURING AND RETAINING TALENT 培育及保留建築人才

People are the key to business success. Hence, the Group is committed to engaging with and cultivating young talents through different approaches and strategies. The Group also strives to help all employees to grow and achieve their career goals.

BEST HR Awards 2022

The Best HR Awards, organised by CTgoodjobs with 33 award categories, aims to recognise outstanding talent acquisition and development, encouraging innovation and excellence among enterprises. The Group was delighted to be awarded the Grand Prize of "Best Graduate and Management Trainee Programme Award" and "Best Talent Management Strategy Award", which acknowledged the success of our training programme and talent management strategies.

PYLOT

Since its establishment last year, PYLOT has focused on work-life balance and wellbeing of our younger employees by organising a variety of recreational activities such as yoga classes, coffee tasting workshop, hiking and Touch Rugby workshop, to keep them motivated and energised. The Group will also organise technical sharing and preparation workshops for their future professional development.

BSI BIM Professional

Paul Y. is aware of the growing significance of smart construction. We work to integrate BIM throughout the entire construction process, and we support our employees in developing their professional knowledge by encouraging continuous learning. Our CEO Mr James Lee and 23 coworkers are the first group of graduates to complete the BSI accredited training and earned the BIM Asset Professional accreditation.

E&M Conference

Engineering staff must possess all-round knowledge and code of conduct. To address this, 65 engineers and project managers from E&M Department attended a one-day conference with a sharing session by Raymond Chu, Director — Contract Services from BK SURCO, on the integrated project management techniques and contractual awareness, alongside with an integrity seminar and a sharing on safety measures when working at different conditions.

人才是業務成功的關鍵。因此，集團致力於透過採取多管齊下的方法接觸及培育年青人才，並幫助年青員工成長及實現他們的職業目標。

BEST HR Awards 2022

由CTgoodjobs主辦的“Best HR Awards”共設33個獎項類別，旨在表彰優秀的人才招聘和發展，鼓勵企業創新和追求卓越。集團榮獲「最佳畢業生及管理培訓生招聘大獎 - 傑出大獎」及「最佳人才管理策略大獎 - 傑出大獎」兩項大獎，反映我們的培訓計劃和人才管理策略備受業界肯定。

PYLOT

自去年成立以來，PYLOT 一直專注為年輕員工提供工作與生活之間的平衡以及關注他們的身心健康，因此集團組織了各種娛樂活動，如瑜珈班、咖啡品嚐工作坊、遠足和觸式橄欖球工作坊，以保持他們的積極性和活力。集團亦將組織技術分享和職涯預備工作坊，以促進他們未來的職業發展。

英國標準協會(BSI) BIM專業人員認證

Paul Y.意識到智能建築的重要性與日俱增。我們努力將BIM融入整個施工過程，並通過鼓勵員工不斷學習來支持他們發展專業知識。我們的行政總裁李恒穎先生和23名同事更是首批完成BSI認證培訓並獲得BIM Asset Professional認證的畢業生。

E&M Conference

工程人員必須具備全面的知識和行為準則。為此，機電部的65名工程師和項目經理參加了為期一天的會議，BK SURCO的董事——合約服務Raymond Chu就綜合項目管理技術和合約基礎知識進行了分享，同時還舉辦了誠信研討會，並分享在不同條件下工作的安全措施。



Occupational health and safety

職業安全及健康



SAFETY EDUCATION AND PROMOTION

The Group places the health and safety of its employees as a top priority. The Group has implemented a comprehensive safety management system, supported by the “Safety, Health, Environmental and Quality Policy,” which sets out the latest legal and contractual requirements to ensure that employees are familiar with and strictly adhere to relevant health and safety measures. The Group adheres to ISO 45001 certification, and our management system ensure a safe and healthy working environment by adopting the highest level of occupational safety and health standards in all planning, design, and construction processes. In addition, The Group has established a safety and environmental committee led by senior management with regular meetings to oversee occupational safety and health affairs, and to monitor the safety performance. In 2022, The Group subsequently launched multiple measures to conduct safety audits and make improvement suggestions after a serious site safety incident, including conducting quarterly senior management safety inspections and safety management workshops for middle-level and frontline staff.

安全教育和推廣

集團將員工的健康和安全放置首位。集團實施了完善的安全管理系統，輔以《安全、健康、環保及品質政策》，當中列明最新的法例及合約規定，以確保員工熟悉並嚴格遵守相關健康和安全措施。集團恪守ISO 45001的認證，我們的健康和安全管理系統在規劃、設計及施工等所有過程中，都採用了最高規格的職業安全及健康標準，以提供安全及健康的工作環境。此外，集團成立由高級管理層領導的安全及環境委員會，並定期舉行會議，以監督職業安全及健康事務，同時監測和審查安全表現。二零二二年，集團旗下的工程項目有一宗嚴重工地安全事故，我們隨即推出多項措施，就安全審核提出改善建議，以及提升有關安全水平，包括季度性的高層人員安全巡查、中層及前線人員的安全管理工作坊等。

OCCUPATIONAL HEALTH AND SAFETY

職業安全及健康

SITE SAFETY MEASURES

The Group strives to promote a safety culture through regular training and publicity activities. To ensure a safe working environment, the Group has taken corresponding safety measures based on different site conditions and activity risks, we also conduct weekly safety inspections and monitoring to assess, control, reduce, and eliminate engineering risks and safety hazards. Regular safety workshops, seminars, and publicity activities are aimed at raising employees' safety awareness, ensuring that employees have a full understanding of safety guidelines and procedures, and improving the work behaviour. Last year, we also participated in safety promotion activities organised by the industry to learn about the latest trends and improve our safety management methods.

SMART SITE SAFETY SYSTEM

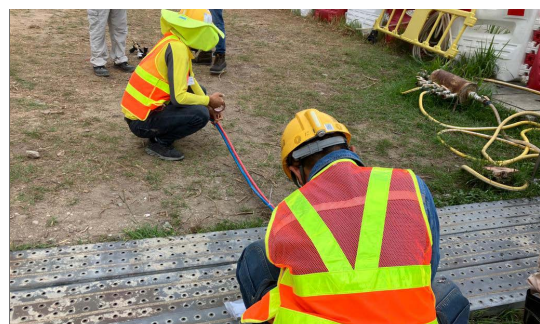
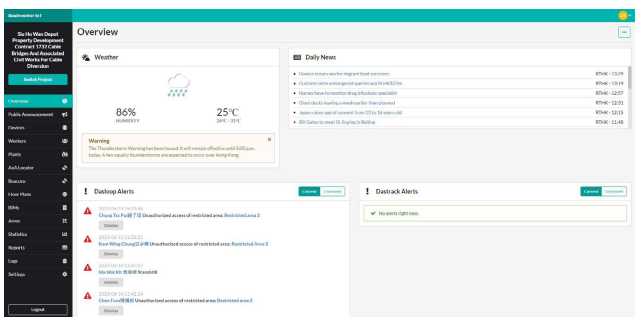
The Group has introduced a Smart Site Safety System in addition to the aforementioned construction site safety measures. The system allows the engineering team to understand the overall situation of the site by collecting real-time data which is transmitted to the site via a one-stop management platform. It will also alert employees when any safety risk or danger detected. In addition, it will collate all pertinent information and conduct an analysis of the safety performance in the site giving a better understanding of the overall site conditions and the ability to modify site safety measures to mitigate or eliminate risks.

工地安全措施

集團通過定期培訓及宣傳活動，致力推動安全文化。為確保有一個安全的工作環境，集團對應不同的工地情況及活動風險採取了相應安全措施。集團亦會每星期進行安全巡查及監控，以評估、控制、減低及消除工程風險及安全隱患。另外，定期舉辦的安全工作坊、研討會及宣傳活動，均旨在提高員工的安全意識，確保員工對安全指引及程序有充分了解，改善僱員及工人的工作行為。年內，我們亦參加了業界舉辦的安全推廣活動，認識最新的行業趨勢，以及提升我們的安全管理方法。

安全智慧工地系統

除上述工地安全措施外，集團還引入了智能工地安全系統。該系統通過收集實時數據，並通過一站式管理平臺傳輸到工地，讓工程團隊瞭解工地的整體情況。當發現任何安全風險或危險時，它還會向員工發出警報。此外，它還會整理所有相關信息，並對工地的安全績效進行分析，從而更好地瞭解工地的整體情況，並能夠修改工地安全措施，以減輕或消除風險。



OCCUPATIONAL HEALTH AND SAFETY

職業安全及健康

WORK INJURY STATISTICS 工傷統計數字

Type of Work Injuries 工傷類型	Number of Work Injuries 個案數目
Fatal 致命	1
Non-fatal 非致命	78

Type of Work Injuries 工傷類型	Number of Days 日數
Average lost days per case due to work injuries 每個工傷個案的平均損失工作日數	170



SAY NO TO HEAT STROKE DURING HOT SUMMER 炎炎夏日，向中暑說不

In response to the "Guidance Notes on Prevention of Heat Stroke at Work" issued by the Labour Department, our management team immediately established the Heat Stress Management Committee (HSMC) and formulated a heat stress management system (HSMS) including a Heat Stress Management Plan (HSMP) to ensure the safety and well-being of site personnel are well managed.

The HSMP implemented a series of effective heat stroke preventive measures across all of our construction sites: including provision of portable shading equipment and shaded rest area for workers, additional rest period during the day, allocation of additional mobile water stations within 500m, provision of shower facilities along with waist fans, ice pads, helmet shades for cooling purposes, additional blowers, solar fans, and evaporative air coolers added to increase ventilation across sites. Additional training and promotions such as ice cream truck, watermelon and electrolyte drinks distribution were arranged on site to promote awareness and understanding of heat stress and its related risks to all site personnel.

A comprehensive emergency response procedure was also put in place to ensure our frontline supervisors, foremen, and subcontractor's representatives are trained to recognise the signs and symptoms of heat stress and immediate assistance could be provided.

The HSMS incorporates checks and balances to ensure the well-being of our site personnel and the community remains our top priority in creating efficient and productive site progress achieve a win-win goal.

為響應勞工處發出的《預防工作時中暑指引》，我們的管理團隊立即成立了Heat Stress Management Committee (HSMC)，並制定了heat stress management system (HSMS)，包括Heat Stress Management Plan (HSMP)，以確保工地人員的安全和健康得到妥善管理。

HSMP在所有建築工地實施了一系列有效的中暑預防措施：包括為工人提供便攜式遮陽設備和遮陽休息區、增加日間休息時間、在500米範圍內增設流動水站、提供淋浴設施以及腰扇、冰墊、安全帽遮陽降溫、增設鼓風機、太陽能風扇和蒸發式冷風機，以增加各工地的通風量。現場還安排了額外的培訓和推廣活動，如冰淇淋車、西瓜和電解質飲料分發，以提高所有現場人員對熱應力及其相關風險的意識和認知。

我們還制定了一套全面的應急程序，以確保我們的一線主管、管工和分包商代表接受過培訓，能夠識別熱應激的跡象和症狀，並立即提供幫助。

HSMS包含了各種制衡措施，以確保我們的現場人員和社區的福祉是我們的首要任務，從而創造高效、多產的現場進展，實現雙贏目標。



OCCUPATIONAL HEALTH AND SAFETY

職業安全及健康



“LIFE FIRST – WALK THE TALK” 2023 「生命第一 行出安全」2023

The “Life First” campaign was first introduced by the Construction Industry Council in 2020 with this year’s theme being “Life First – Walk the Talk”. It aims to enhance safety awareness in the construction industry and raise safety standards on sites. As a major player in the construction industry, the Group fully supports and actively participates in the activities of this campaign including the kick-off of the “Life First” campaign being led by the top management of each project site, review of recent serious accidents in the industry, site safety inspections and safety training for high-risk activities, to demonstrate the leadership spirit of “Walk the Talk”. Safety is a personal commitment and everyone, including the client, project management team and frontline staff and workers are and must be actively involved in compliance, improving the safety culture and uplifting the safety standard on site.

「生命第一」安全推廣活動由建造業議會於2020年首次推出，今年的主題為「生命第一行出安全」。活動旨在加強建造業的安全意識，提高工地的安全標準。作為建造業的主要參與者，集團全力支持並積極參與這項活動，包括由各項目工地的最高管理層牽頭啟動「生命第一」推廣活動、回顧近期行業內發生的嚴重事故、進行工地安全檢查以及為高風險活動提供安全培訓，以彰顯「行出安全」的領導精神。安全是個人的承諾，包括客戶、項目管理團隊、一線員工和工人在內的每個人都必須積極參與，遵守安全規定，改善安全文化以及提高工地的安全標準。



Environmental Protection

環境保護



ENVIRONMENTAL MANAGEMENT

As a service provider and corporate citizen in one of the major industries in Hong Kong, the Group recognises that it has an important role to play in environmental protection and it is a key factor to achieving corporate and social sustainability. The Group proactively incorporates sustainable initiatives and practices into our business operations. We have embarked upon a sustainability journey with the engagement of different stakeholders and have come up with various holistic approaches.

To ensure a good environmental performance and the sustainability of our operations, the Group places great emphasis on green procurement and resources management, energy conservation, waste reduction and recycling and has adopted, and strictly complied with, international standards for environmental and energy management systems, including the ISO 14001 and ISO 50001 standards.

ENERGY SAVING

The Group has issued an Energy Policy Statement to ensure that employees at all levels effectively implement prescribed energy management measures and take responsibility for their respective performance.

We purchase products that cause minimal adverse environmental impacts, including the selection of Grade 1 energy efficiency label air-conditioners with environmental-friendly refrigerants and the usage of solar mosquito-trapping devices to maximise the utilisation of renewable energy.

GAS EMISSION REDUCTION

To reduce resource consumption and carbon emissions, the Group gives preference to the use of electrical equipment with Grade 1 energy efficiency labels on its construction sites to avoid wastage of electricity. Besides, the Group adopts B5 diesel and deploys Enertainer, an advanced energy storage system (smart battery) which provides diesel-free power on construction sites, to reduce diesel consumption.

環保管理

作為香港主要行業之一的服務供應商及企業公民，集團深明在環保工作中扮演的重要角色，而此乃邁向企業及社會可持續發展的主要因素。集團積極主動將可持續發展倡議與實踐納入業務營運中。我們在不同持分者的參與下展開了可持續發展之旅，並提出了多項整全方案。

為確保我們的營運具有良好環保表現及實現環境可持續發展，集團重視綠色採購及資源管理、節能、減排和循環再造，並一直嚴格採納及遵守國際環境及能源管理體系標準，包括ISO 14001及ISO 50001標準。

節能

集團已發佈《能源政策宣言》，以確保各級員工有效執行能源管理措施以及對自身的行為表現負責。

我們採購產品時，一般選擇對環境影響最小的產品，包括具有一級能源效益標籤和使用環保製冷劑的空調，以及使用太陽能捕蚊裝置，盡量利用可再生能源。

減排

集團的建築工地會優先選用具有一級能源效益標籤的電器，避免浪費電力，以減少資源消耗和減低碳排放。此外，集團使用B5柴油及利用先進的儲能系統「淨能櫃」（智能電池），為建築工地供電而無須使用柴油，以減少柴油消耗。

ENVIRONMENTAL PROTECTION

環境保護

WATER SAVING

To enhance water efficiency, we use recycled wastewater for dust suppression and wheel washing systems on site and as consequence water consumption has been significantly reduced.

POLLUTION REDUCTION

The Group prioritises the use of high-quality equipment certified by the Environmental Protection Department and monitors exhaust emissions on a regular basis.

With the aim of achieving digitalisation of workflow and to ultimately go paperless, cloud-based real-time drawing management systems for construction sites have been adopted and Project Management Information System (PMIS) implemented to store and manage drawings and documentation electronically. In addition, we also ensure that stringent waste management systems are in place throughout the project life cycle.

SUSTAINABLE CONSTRUCTION

The Group aims to drive sustainable construction by the adoption of advanced construction technologies. We have constantly been devoting resources to Building Information Modelling (BIM) development in terms of capability, accreditation and application. We have been certified as BIM Level 2 compliant and awarded the ISO 19650 Certificate by the British Standards Institution (BSI). In addition, we have adopted the use of modular integrated construction (MiC) to reduce waste on site and for efficiency.

One of our Group-wide environmentally friendly and sustainable measures was the roll out on our projects of a sustainable construction scheme called "InTech Workplace". This involves the use of renewable energy sources to reduce carbon emission and the enhancement of site office environment and facilities to help improve productivity, efficiency and quality. Also, training is provided to staff and workers to enhance their environmental awareness. The technologies adopted include Energy Benchmarking Platform and NCCO Air Purification.

Our Additional District Cooling System at the Kai Tak Development project has implemented MiMEP construction method for installing large water pipe modules and large-scale travelling band screens to save energy and carbon emission.

節水

為提高用水效率，我們通過使用回收廢水進行工地抑塵及車輪清洗系統，顯著減少了用水量。

減污

集團優先選用環保署認證的優質設備，定期監測廢氣排放。

為讓工作流程數碼化及最終達致無紙化，我們的建築工地採用了雲端工程圖則管理系統及項目管理資訊系統，以儲存及管理圖則及文件並且將文件電子化。此外，我們亦於項目生命週期確保實施嚴格的廢物管理系統。

推動可持續建築發展

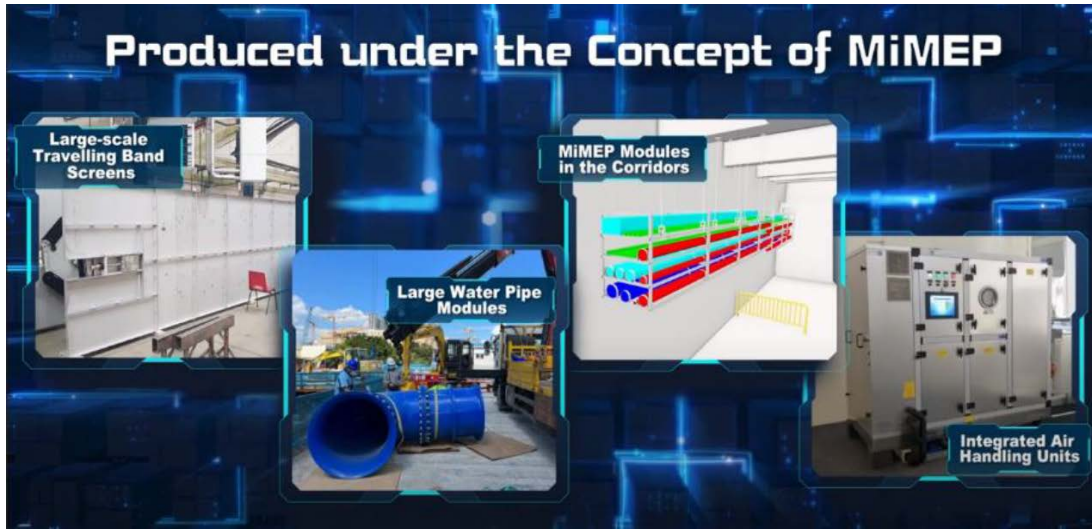
集團的目標是透過採用先進建築技術，推動可持續建築發展。我們持續就載能、認證、應用投放資源於BIM技術的開發。我們已獲英國標準學會(BSI)頒發BIM Level 2認證證書及ISO 19650證書。此外，我們採用「組裝合成」建築法(MiC)來減少工地廢物及提升效率。

我們在集團的其中一個工程項目全面採用環保及可持續發展措施，推行一個名為「InTech Workplace」的可持續建築計劃，當中包括使用可再生能源以減少碳排放，以及改善工地的辦公環境及設施以協助提高生產力、效率及品質。此外，我們為員工及工人提供培訓，以提高他們的環保意識。採用的技術包括能源基準平台及「氧聚解」(NCCO)空氣淨化技術。

我們的啟德發展區新增區域供冷系統已實施MiMEP建築方法，以安裝大型水管模塊及大型迴轉式攔污柵，以節約能源及碳排放。

ENVIRONMENTAL PROTECTION

環境保護



GREEN PROJECT

In recent years, the Group has undertaken several conservation projects, including Jessville and The Mills, to contribute to the preservation of heritage buildings with historical value in the community. In addition, we are undertaking various green infrastructure projects, including Additional District Cooling System at the Kai Tak Development, Yuen Long Effluent Polishing Plant and Construction of Grey Water Treatment Plant for Anderson Road Quarry Development. These public works projects adopt innovative technologies to develop greener and more cost-effective facilities, which actively contribute to reducing Hong Kong's carbon footprint.

綠色項目

近年，集團承建了若干保育項目，以保護社區文物建築的歷史價值，例如譚雅士大宅及南豐紗廠。此外，我們現正承建各種綠色基礎建設項目，包括啟德發展區新增區域供冷系統、元朗淨水設施及安達臣道石礦場用地發展項目的中水處理廠等。該等公共工程項目採用了創新技術，以建設更環保及更具成本效益的設施，為減低香港的碳足跡作出積極貢獻。

ENVIRONMENTAL PROTECTION

環境保護

RESPONSE TO CLIMATE CHANGE

Extreme heat and typhoons are two of the risks associated with climate change that are addressed in our Safety Management Plan and Environmental Management Plan, which involves training, regular health checks, the distribution of heat stress-related materials, the use of renewable energy and emergency drills, among other things.

應對氣候變化

酷熱天氣及颱風乃我們在安全管理計劃及環保管理計劃中應對的兩項與氣候變化相關的風險，有關計劃涉及培訓、定期健康檢查、派發散熱用品、使用可再生能源及應急演習等。

The Group's site offices are constructed using the Modular Integrated Construction (MiC) method, which can be reused for other projects and reduce waste in landfills.

集團的地盤辦公室使用組裝合成建築法(MiC)建造，可於其他項目重複使用，減少堆填區廢物。



The MiC site office for Additional District Cooling System at the Kai Tak Development receives the Good Class of the Indoor Air Quality Certificate.

啟德發展區新增區域供冷系統的MiC地盤辦公室獲得「良好級」室內空氣質素檢定證書。

SPOTLIGHT 1 焦點 1

GREEN MEASURES AT CONSTRUCTION 於工地推行環保措施

The Group constantly promotes innovative construction techniques and introduces advanced technologies to enhance environmental efficiencies. In our joint venture project, the Additional District Cooling System at the Kai Tak Development, a number of environmental measures are actively implemented to reduce the environmental impact.

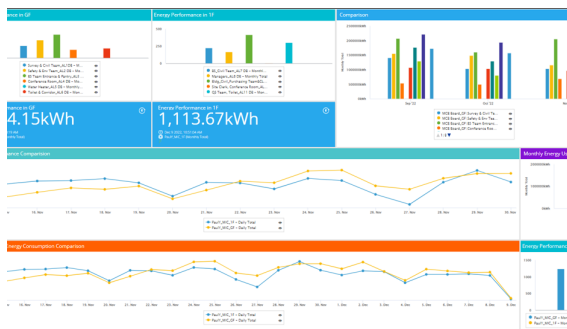
For instance, we have installed 158 m² PV panels at the roof top of our MiC site office to generate electricity. PV panels were successfully approved under the Feed-in Tariff (FiT) scheme of CLP in March 2023.

In addition, IoT smart energy control for lighting and air conditioning were also installed in the MiC site office to reduce energy consumption.

集團不斷推廣創新建築技術和引入先進科技，以提升環保效能。於我們的聯營項目啟德發展區新增區域供冷系統中，我們積極推行多項環保措施，以減少對環境的影響。

例如，我們已於MiC地盤辦公室屋頂安裝158平方米太陽能板發電。太陽能板已於二零二三年三月成功獲中電上網電價補貼政策批准。

此外，MiC地盤辦公室亦已安裝照明及空調的物聯網智能控制以降低能源消耗。



ENVIRONMENTAL PROTECTION

環境保護



SPOTLIGHT 2
焦點 2

HKCA ESG RECOGNITION SCHEME 香港建造商會可持續發展嘉許計劃

The Group has selected 11 of our projects as pilot projects to participate in Hong Kong Construction Association (HKCA) ESG Recognition Scheme.

With an aim to support and encourage positive initiatives in the areas of ESG, we have implemented the Scheme on our selected project sites, which includes:-

- (i) ESG Data Platform, a data entry platform for construction projects to keep track of their ESG performance;
- (ii) ESG Build Fun App, which motivates site staff and frontline workers to participate in ESG activities to earn virtual ESG coins for redeeming gifts; and
- (iii) Innovation Incentive, financial incentive from HKCA to promote the use of innovative measures on construction site to enhance ESG performance.

The Scheme has generated a positive response from staff and workers and has successfully increased their environmental awareness.

本集團已挑選11個項目作為試點項目參與香港建造商會可持續發展嘉許計劃。

為支持及鼓勵環境、社會及管治方面的正面舉措，我們已在所選項目工地實施該計劃，包括：

- (i) 環境、社會及管治數據平台，為建築項目數據輸入平台，用於追蹤其環境、社會及管治表現；
- (ii) ESG職FUN獎賞App鼓勵地盤員工及前線工人參與環境、社會及管治活動，賺取環境、社會及管治金幣換取禮品；及
- (iii) 香港建造商會推出創新舉措及財務舉措以鼓勵在建築工地使用創新措施，從而加強環境、社會及管治表現。

該計劃已獲員工及工人積極回應，並成功提升彼等的環境意識。



Colleagues receive gifts for taking part in HKCA ESG Build Fun App
僱員參與香港建造商會職FUN獎賞App並獲取禮品

ENVIRONMENTAL PROTECTION

環境保護

ENVIRONMENTAL PERFORMANCE 環保表現

Carbon Emissions 碳排放量 (Tonnes CO ₂ e) (公噸二氧化碳當量)	Tonnes 公噸	Intensity 密度 (Tonnes per HK\$ million project revenue) (公噸/每百萬港元項目收入)
Scope 1 範疇一	5,855.62	1.07
Scope 2 範疇二	4,073.87	0.74
Scope 3 範疇三	75.2	0.01

Note: The figures indicate total carbon emissions and their intensities for the Group's projects in Hong Kong, except sites without separate metering due to project nature.

Scope 1 includes energy direct emissions;

Scope 2 includes energy indirect emissions; and

Scope 3 includes electricity used for fresh water and sewage processing.

附註: 以上數字顯示集團在香港的工程項目的總碳排放量及其密度, 當中不包括基於工程項目性質而並無獨立設置量度裝置的建築工地。

範疇一包括能源直接排放;

範疇二包括能源間接排放; 及

範疇三包括食水處理及污水處理的用電。

	Kg 千克	Intensity 密度 (Kg per Vehicle) (千克/每輛車)
Sulphur Oxides Emissions from Vehicles 車輛的二氧化硫排放量	4.80	0.043

	Tonnes 公噸	Intensity 密度 (Tonnes per HK\$ million project revenue) (公噸/每百萬港元項目收入)
Non-hazardous Waste 無害廢物量	262,476.52	47.98

	kWh 千瓦時	Intensity 密度 (kWh per HK\$ million project revenue) (千瓦時/每百萬港元項目收入)
Electricity Consumption 用電量	8,435,712	1,541.87

	Litre 升	Intensity 密度 (Litre per HK\$ million project revenue) (升/每百萬港元項目收入)
Diesel Energy Consumption 柴油耗量	1,985,553	362.92

		Intensity 密度 (Litre per HK\$ million project revenue) (升/每百萬港元項目收入)
Petrol Energy Consumption 汽油耗量	242,530	44.33

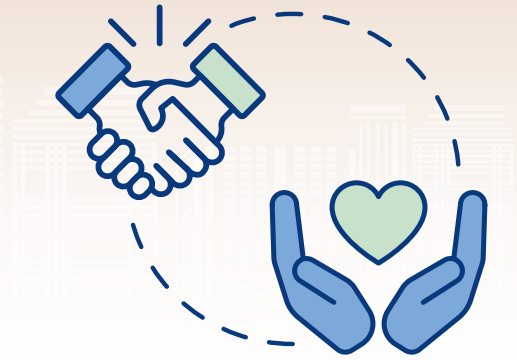
	m ³ 立方米	Intensity 密度 (m ³ per HK\$ million project revenue) (立方米/每百萬港元項目收入)
Water Consumption 用水量	117,871	21.54

Note: The figures indicate total sulphur oxide emissions of private vehicles (including Company owned private cars, staff owned private cars and goods vehicles), total non-hazardous waste, total electricity consumption, total diesel energy consumption, total petrol energy consumption of private vehicles and total water consumption and their intensities for the Group's projects in Hong Kong, except sites without separate metering due to project nature.

附註: 以上數字顯示集團在香港的工程項目的私家車總二氧化硫排放量(包括公司車、員工車輛及貨車)、無害廢物總量、總用電量、總柴油耗量、私家車的總汽油耗量、總用水量以及其密度, 當中不包括基於工程項目性質而並無獨立設置量度裝置的建築工地。

Community Investment

回饋社會



CARING FOR SOCIETY

The Group believes in giving back to the communities where we operate and places a high value on community services. The Group is committed to corporate social responsibility, with a focus on community volunteering services and educational support through charitable donations and sponsorships.

COMMUNITY SERVICES

With an in-house volunteering team, the Group has collaborated with non-profit organisations to organise different types of volunteering activities.

As for previous years, we have received the Caring Company logo from the Council of Social Services, Merit Award of Construction Industry Sports & Volunteering Programme (CISVP) Construction Corporate Award for Activeness and Merit Award of 2022 Outstanding Social Welfare Organisation Cooperation organised by CISVP.

EDUCATION SUPPORT

The Group recognises our responsibility to nurture the next generation, and therefore actively supports education programmes of tertiary institutions. During the year, the Group provided funding support for the setting up of an academic prize for the MSc (IPD) Programme of The University of Hong Kong.

We also sponsored the 20th Anniversary Conference of the Centre for Innovation in Construction and Infrastructure Development (CICID) of The University of Hong Kong, to support continuous improvements and excellence in the industry, and infrastructure development through innovative strategies and techniques.

關愛社會

集團堅信需要回饋業務所在之社區，且非常重視社區服務。集團堅持履行企業社會責任，重點參與社區義工服務及透過慈善捐獻及贊助支持教育活動。

社區服務

集團內部成立了一支義工隊伍，與非牟利組織合作組織各類義工活動。

過去幾年，我們獲得香港社會服務聯會頒發的「商界展關懷」標誌、「建造業運動及義工計劃」下的「全年最積極企業大獎 — 企業組優異獎」及「2022建造業義工嘉許狀 — 優秀社福機構協作優異獎」。

扶掖後進

集團深明其負有培育下一代的責任，因此積極支持大專院校的教育計劃。年內，集團為香港大學設立港大綜合項目交付科學碩士計劃獎學金提供資金支持。

我們亦贊助香港大學建造及基建創新研究中心的20週年大會，通過創新策略及技術促進行業及基建發展持續改進和卓越表現。

COMMUNITY INVESTMENT 回饋社會

CHARITY

The Group has supported many charitable activities, including making a donation to the Construction Charity Fund Integrated Service Centre. We also participated in different volunteering activities, including HKCA Construction Industry Lo Pan Rice Campaign and visits to elderly.

During the year, our charitable and other donations in support of community welfare, environmental protection and promotion of health amounted to around HK\$360,000.

慈善公益

集團支持多項慈善活動，包括向建造業關懷基金綜合服務中心作出捐款。我們亦參加了建造業界的多個活動，包括「香港建造商會建造業魯班飯行動」及長者探訪。

年內，我們用於支援社區福利、環保和推廣健康資訊的慈善捐款及其他捐款合共約為360,000港元。



The Group encouraged our staff to participate in industry tournaments, including Construction Industry Council (CIC) Basketball Competition 2022, CIC Table Tennis Competition 2022 and CIC Football League 2022
集團鼓勵員工參加行業競賽，包括建造業議會籃球邀請賽2022、建造業議會乒乓球比賽2022及建造業議會草地足球聯賽盃2022。



The Group actively took part in charity events, such as "Construction Industry Lo Pan Rice Campaign", "Construction Industry Council Happy Run 2023" and "Mid-Autumn elderly visit".
集團積極參與業界舉行的慈善活動，如「建造業魯班飯行動」、「建造業開心跑2023」及「中秋長者探訪顯關懷」。

COMMUNITY INVESTMENT

回饋社會



SPOTLIGHT 1 焦點 1

PYLOT HIKING AND CLEANING EVENT PYLOT遠足及清潔活動

We encourage our younger colleagues, PYLOT, to protect our environment in different ways. On 11 March 2023, we arranged a hike and clean volunteering activity on a trail from Ma On Shan to Sai Kung, to clean up rubbish and also to raise awareness of hikers not to leave rubbish on trails to keep them clean and to protect the environment. This volunteering event also provided a good opportunity for members of PYLOT to bond and communicate and to relax and rest their bodies and minds.

我們鼓勵PYLOT的年輕員工以不同方式保護環境。於二零二三年三月十一日，我們安排由馬鞍山至西貢的遠足及清潔義工活動，清理垃圾及提醒登山客不應在路上丟棄垃圾，以保持清潔及保護環境。義工活動亦為PYLOT成員提供建立聯繫、溝通及身心放鬆休息的良好機會。



SPOTLIGHT 2 焦點 2

18 DISTRICTS LO PAN RICE 18區派魯班飯

The Group co-organised the Winter Elderly Visiting Activities with The Neighborhood Advice-Action Council and also sponsored the "18 Districts Lo Pan Rice".

香港與鄰舍輔導會共同組織冬季長者探訪活動，並贊助「18區派魯班飯」。

Apart from sponsorship, a dozen volunteers from the Group went to different areas in the community to give away meals and sharing love within the community. We are proud to note that 2023 is also the 11th consecutive year for the Group to organise this activity and we will continue organising different activities to give back to the community.

除贊助外，集團派出十二名義工到社區不同地區派飯，在社區內分享愛心。我們自豪地宣佈，2023年為集團組織該活動的連續第十一年，且我們將繼續組織不同活動回饋社區。



AWARDS 獎項

QUALITY MANAGEMENT AWARDS 品質管理獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Hong Kong Professional Building Inspectors Academy Awards 2022 (HKBIA) 2022年度建造及裝修業優秀大獎	Main Contractor of the "Five Stars Residency for the Year 2022 — OMA by the Sea" 「2022年度五星級屋苑 — OMA by the Sea」之總承建商	OMA by The Sea	Hong Kong Professional Building Inspectors Academy 香港專業驗樓學會
MiC Achievement Ceremony 2022 「組裝合成」建築法成就嘉許禮 2022	Outstanding MiC Project 傑出組裝合成項目	1224-Place Student Residence at Wong Chuk Hang for The University of Hong Kong 香港大學黃竹坑學生宿舍項目	Construction Industry Council 建造業議會
	Outstanding People (MiC Advocate) 傑出人物 (組裝合成倡導者)	Lee Hang Wing, James 李恒穎先生	
Hong Kong ICT Awards 2022 2022香港資訊及通訊科技獎	Smart Mobility (Smart Logistics) Gold Award 智慧出行 (智慧物流) 金獎	Remote e-Inspection System for Cross Broder MiC Logistics for 1224-Place Student Residence at Wong Chuk Hang for The University of Hong Kong 香港大學黃竹坑學生宿舍項目的跨境 (組裝合成) 建築模塊物流的遠程電子檢測系統	GS1 Hong Kong 香港貨品編碼協會
	Smart Business (Emerging Technologies) Gold Award 商業方案 (新興技術) 金獎	XenseSpace BIM-MR for Construction XenseSpace用於建築行業BIM — 混合實境方案	Hong Kong Computer Society 香港電腦學會
BCI Asia Awards Hong Kong BCI 亞洲大獎香港	Top Ten Contractors 2022 十大承建商2022	Paul Y. Engineering Group Limited 保華建業集團有限公司	BCI Central
Hong Kong Professional Building Inspectors Academy Awards 2021 2021年度建造及裝修業優秀大獎頒獎禮	Five Stars Residency for The Year 2021 2021年度五星級屋苑	OMA OMA	Hong Kong Professional Building Inspectors Academy 香港專業驗樓學會
	Setting Out Team of the Year 2021 2021年最佳繩墨師團隊獎	No. 15 Shouson Hill Road West 壽臣山道西15號	
NEC Awards 2022 新工程合約獎2022	NEC Sustainability and Climate Resilience Contract of the Year 2022 — Highly Commended 2022年度可持續發展及氣候適應力項目 — 高度讚揚獎	Contract No. 4/WSD/19 Development of Anderson Road Quarry Site — Construction of Grey Water Treatment Plant 合約編號4/WSD/19安達臣道石礦場用地發展中水處理廠建造工程	NEC Users' Group 英國新工程合約組織



AWARDS

獎項

HEALTH AND SAFETY AWARDS

健康及安全獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
28th Considerate Contractors Site Award Scheme 第二十八屆公德地盤嘉許計劃	Non-Public Works — New Works — Group A — Silver 非工務工程 — 新建工程 — A組 — 銀獎	Foundation, Excavation, Lateral Support, Pile Cap & Site Formation Works for Yau Tong Ventilation Building Property Development 油塘通風樓物業發展項目地基、挖掘及側向支撐、樁帽及地盤平整工程	Development Bureau/ Construction Industry Council 發展局及建造業議會
	Innovation Awards for Safety and Environmental Excellence — Merit 安全及環境卓越創新獎 — 優異獎		
	Model Worker 模範工友		
	Model Frontline Supervisor 模範前線工地監工		
	Model Subcontractor Frontline Supervisor 模範分包商前線工地監工	Civil Works for 132kV Cable Circuit Improvement from Kennedy Road to Queen's Road East and Queen's Road East to Oi Kwan Road 132kV高壓電纜改善工程(由堅尼地道至皇后大道東至愛群道)	
	Non-Public Works — New Works — Group A — Bronze 非工務工程 — 新建工程 — A組 — 銅獎		
	Model Worker 模範工友		
	Model Frontline Supervisor 模範前線工地監工	Student Residence at Police School Road, Wong Chuk Hang, Hong Kong for The University of Hong Kong Main Contract Works 黃竹坑警校道香港大學學生宿舍總承包合約工程	
	Non-Public Works — New Works — Group B — Bronze 非工務工程 — 新建工程 — B組 — 銅獎		
	Innovation Awards for Safety and Environmental Excellence — Merit 安全及環境卓越創新獎 — 優異獎		
	Model Worker 模範工友		
	Model Frontline Supervisor 模範前線工地監工	Central Kowloon Route — Kai Tak East 中九龍幹線 — 啟德東	
Model Subcontractor Frontline Supervisor 模範分包商前線工地監工			
Public works — New Works — Silver 工務工程 — 新建工程 — 銀獎			
Innovation Awards for Safety and Environmental Excellence — Merit 安全及環境卓越創新獎 — 優異獎	Yuen Long Effluent Polishing Plant — Main Works for Stage 1 元朗淨水設施 — 第一階段主體工程		
Model Worker 模範工友			
Model Frontline Supervisor 模範前線工地監工			
Model Subcontractor Frontline Supervisor 模範分包商前線工地監工			
Public works — New Works — Merit 工務工程 — 新建工程 — 優異獎	Design and Construction of Redevelopment of Queen Mary Hospital (Phase 1) — Main Works 設計及建造瑪麗醫院重建工程第一期 — 主要工程		
Model Worker 模範工友			
Model Frontline Supervisor 模範前線工地監工			
Model Subcontractor Frontline Supervisor 模範分包商前線工地監工			

AWARDS 獎項

HEALTH AND SAFETY AWARDS (Continued) 健康及安全獎項 (續)

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
	Innovation Awards for Safety and Environmental Excellence — Silver 安全及環境卓越創新獎 — 銀獎		
	Model Worker 模範工友		
	Model Frontline Supervisor 模範前線工地監工		
	Model Subcontractor Frontline Supervisor 模範分包商前線工地監工		
Life First 2022 Award 「生命第一」大獎2022	Life First 2022 Excellence Award 生命第一-2022卓越表現獎	Lamma Power Station Extension Civil and Building Works for Unit L12 南丫島發電廠擴建部分L12機組土木及大樓工程	Construction Industry Council 建造業議會
	Life First 2022 Merit Award 生命第一-2022優異表現獎	Central Kowloon Route — Kai Tak East 中九龍幹線 — 啟德東	
		Yuen Long Effluent Polishing Plant — Main Works for Stage 1 元朗淨水設施 — 第一階段主體工程	
HKCA Proactive Safety Contractor Awards 香港建造商會建造業安全獎勵計劃	HKCA Construction Safety Award 香港建造商會積極推動安全承建商獎	Paul Y. Construction Company, Limited 保華建築有限公司	Hong Kong Construction Association 香港建造商會
		Paul Y. Foundation Limited 保華地基有限公司	
		Paul Y. Construction & Engineering Company Limited 保華建築工程有限公司	
Occupational Health Award 2021-22 職業健康大獎2021-22	Joyful @ Healthy Workplace Best Practices Award (Enterprise/Organisation Category) — Outstanding Award 好心情@健康工作間大獎(企業/機構組) — 傑出機構大獎	Central Kowloon Route — Kai Tak East 中九龍幹線 — 啟德東	Occupational Safety and Health Council 職業安全健康局
	Joyful @ Healthy Workplace Best Practices Award (Enterprise/Organisation Category) — Merit Award 好心情@健康工作間大獎(企業/機構組) — 良好機構大獎	Yuen Long Effluent Polishing Plant — Main Works for Stage 1 元朗淨水設施 — 第一階段主體工程	
	Joyful @ Healthy Workplace Best Practices Award (Enterprise/Organisation Category) — Merit Award 好心情@健康工作間大獎(企業/機構組) — 良好機構大獎	Foundation, Excavation, Lateral Support, Pile Cap & Site Formation Works for Yau Tong Ventilation Building Property Development 油塘通風樓物業發展項目地基、挖掘及側向支撐、樁帽及地盤平整工程	



AWARDS

獎項

GREEN AWARDS

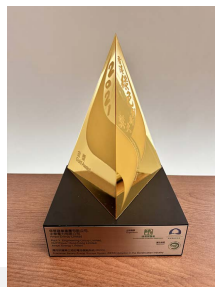
環保獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
28th Considerate Contractors Site Award Scheme 第二十八屆公德地盤嘉許計劃	Outstanding Environmental Management and Performance Awards — Merit 傑出環境管理獎 — 優異獎	Student Residence at Police School Road · Wong Chuk Hang · Hong Kong for The University of Hong Kong Main Contract Works 黃竹坑警校道香港大學學生宿舍總承包合約工程	Development Bureau/ Construction Industry Council 發展局及建造業議會
		Civil Works for 132kV Cable Circuit Improvement from Kennedy Road to Queen's Road East and Queen's Road East to Oi Kwan Road 132kV高壓電纜改善工程（由堅尼地道至皇后大道東至愛群道）	
	Outstanding Environmental Management and Performance Awards — Bronze 傑出環境管理獎 — 銅獎	Foundation · Excavation · Lateral Support · Pile Cap & Site Formation Works for Yau Tong Ventilation Building Property Development 油塘通風樓物業發展項目地基、挖掘及側向支撐、樁帽及地盤平整工程	
		Yuen Long Effluent Polishing Plant — Main Works for Stage 1 元朗淨水設施 — 第一階段主體工程	
HKCA Hong Kong Construction Environmental Awards 香港建造商會香港建築環保大獎	HKCA Environmental Merit Award 香港建築環保大獎優異獎	Central Kowloon Route — Kai Tak East 中九龍幹線 — 啟德東	Hong Kong Construction Association 香港建造商會
		Design and Construction of Redevelopment of Queen Mary Hospital (Phase 1) — Main Works 設計及建造瑪麗醫院重建工程第一期 — 主要工程	
		Paul Y. Builders Limited 保華建造有限公司	
		Paul Y. Construction Company, Limited 保華建築有限公司	
		Paul Y. Construction & Engineering Company, Limited 保華建築工程有限公司	
		Paul Y. Foundation Limited 保華地基有限公司	
		Paul Y. General Contractors Limited 保華建築營造有限公司	
		PYE General Construction International Limited 保華營造國際有限公司	

AWARDS 獎項

GREEN AWARDS (Continued) 環保獎項 (續)

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
UNSDG Achievement Awards 2022 聯合國可持續發展目標香港成就獎2022	UNSDG Recognised Project — Project Award 聯合國認證工程 — 項目獎項	Fanling North New Development Area, Phase 1: Fanling Bypass Eastern Section (Shung Him Tong to Kau Lung Hang) Contract No. ND/2019/05 粉嶺北新發展區第一階段：粉嶺繞道東段（崇謙堂至九龍坑）合約編號 ND/2019/05	Green Council 環保促進會
The 2021 Hong Kong Awards for Environmental Excellence and Hong Kong Green Organisation Certification 2021年度香港環境卓越大獎暨香港綠色機構認證	Hong Kong Green Innovations Awards 2021 — Gold Award 香港綠色創新大獎 — 金獎	Paul Y. Engineering Group Limited, CLP and Ampd Energy — Battery Energy Storage System 保華建業集團有限公司·中華電力有限公司·Ampd Energy Limited — 應用於建築工地的電池儲能系統	The Environment and Ecology Bureau/Environmental Campaign Committee 環境及生態局及環保運動委員會
Green Contractor Award 2021 環保承建商獎勵計劃2021	Green Contractor Award 2021 — Gold Award 環保承建商獎勵計劃2021 — 金獎	Design and Construction of Redevelopment of Queen Mary Hospital Phase I — Main Works at Pok Fu Lam Road, Hong Kong 設計及建造香港薄扶林道瑪麗醫院重建工程第1期 — 主要工程	Architectural Services Department 建築署
	Green Contractor Award 2021 — Bronze Award 環保承建商獎勵計劃2021 — 銅獎	Design and Construction of Joint-user Government Office Building in Area 67, Tseung Kwan O 將軍澳第67區政府聯用辦公大樓設計及建造工程	



AWARDS 獎項

CORPORATE AND COMMUNITY AWARDS 企業及社區服務獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Caring Company Logo 商界展關懷標誌	Caring Company 2022/2023 商界展關懷 2022/2023	Paul Y. Engineering Group Limited 保華建業集團有限公司	The Hong Kong Council of Social Service 香港社會服務聯會
Partner Employer Award 2022/23 友商友良嘉許2022/23	Partner Employer Award 10 Years Logo 友商友良10+ 標誌	Paul Y. Engineering Group Limited 保華建業集團有限公司	The Hong Kong General Chamber of Small and Medium Business 香港中小型企業總商會
Happiness-at-Work Promotional Scheme 2022 開心工作間推廣計劃2022	Happy Company Logo 開心企業標誌	Paul Y. Engineering Group Limited 保華建業集團有限公司	Promoting Happiness Index Foundation Hong Kong
Best HR Award 2022	Best Graduate and Management Trainee Programme Award — Grand 最佳畢業生及管理培訓生招聘大獎 Best Talent Management Strategy Award — Grand 最佳人才管理策略大獎	Paul Y. Engineering Group Limited 保華建業集團有限公司	CTgoodjobs
CISVP Construction Industry Volunteer Awards Presentation Ceremony 2022 建造業義工嘉許禮 2022	2021 Construction Industry Sports & Volunteering Programme (CISVP) Construction Corporate Award for Activeness 2021 — Merit 2021建造業運動及義工計劃全年最積極企業大獎 – 企業組優異獎	Paul Y. Engineering Group Limited 保華建業集團有限公司	Construction Industry Council, Construction Industry Sports & Volunteering Programme (CISVP) 建造業議會、建造業運動及義工計劃
	2022 Outstanding Social Welfare Organisation Cooperation — Merit 2022建造業義工嘉許狀-優秀社福機構協作優異獎	Paul Y. Engineering Group and Tuen Mun District Integrated Services Centre for the Elderly of the Neighbourhood Advice-Action Council 保華建業集團有限公司及鄰舍輔導會屯門區綜合康齡服務中心	
Young Lo Pan Award 2022 2022青年魯班選舉	Outstanding Young Lo Pan Award 青年魯班獎	Paul Y. Construction Company, Limited 保華建築有限公司	Hong Kong Lo Pan Kwong Yuet Tong 香港魯班班悅堂

