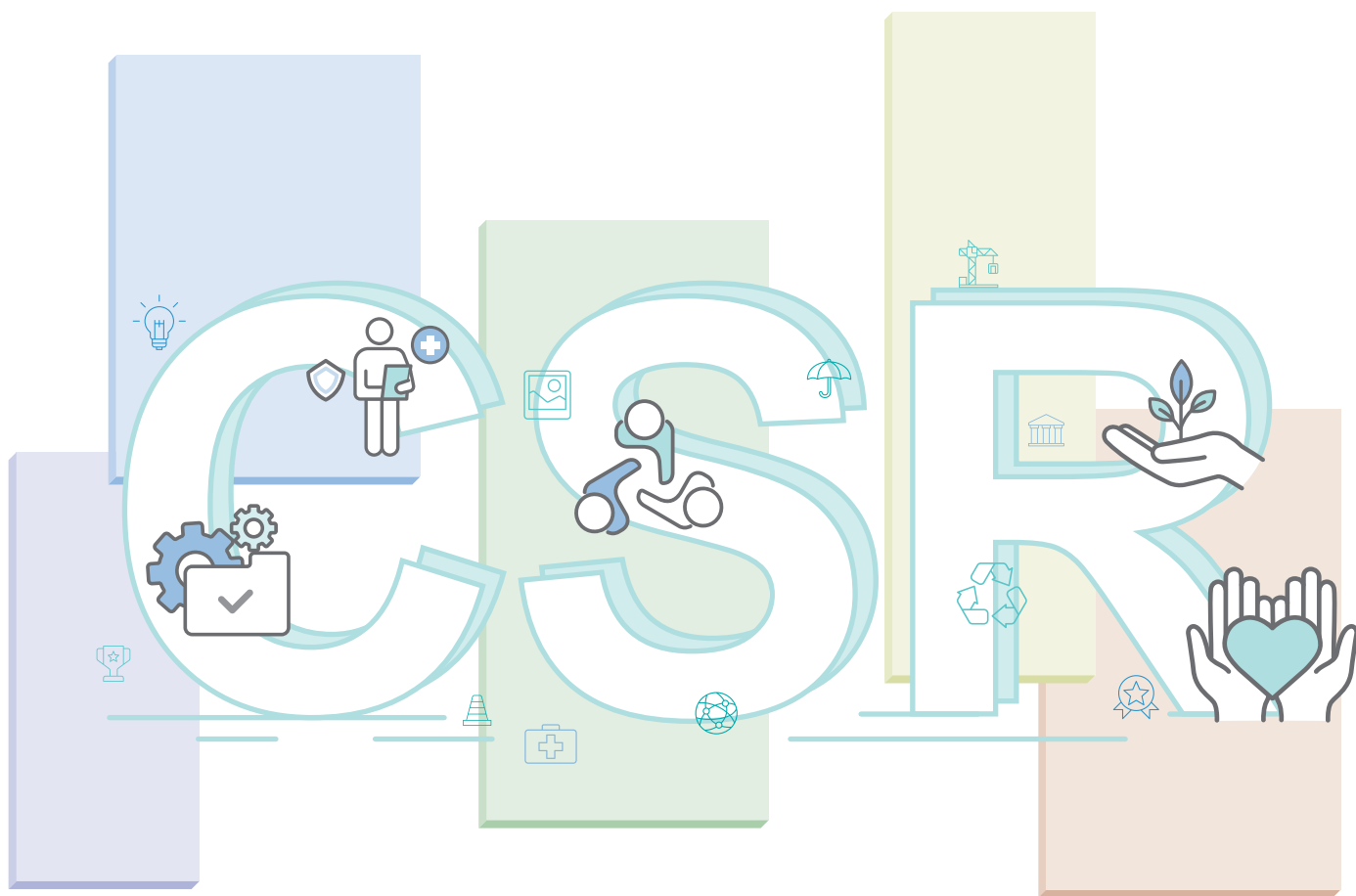




Paul Y. Engineering Group Limited
保華建業集團有限公司



Corporate Social Responsibility Report 企業社會責任報告 2021-2022

CORPORATE SOCIAL RESPONSIBILITY REPORT

企業社會責任報告



DRIVING CORPORATE SUSTAINABILITY THROUGH AN INTEGRATED STRATEGY

As a well-established engineering and property service provider in Hong Kong, Paul Y. Engineering Group (the “Group”) recognises sustainability as an integral part of our long-term strategy for growth and is acutely aware of our roles and obligations in caring for our people, the environment, and the 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.

The Group firmly maintains industry best practice and international standards, and integrates environmental, social and governance considerations in all key areas, ranging from operational practices, quality management, employee development, community investment to health and safety and environmental protection, with an aim to bring environmental, social and economic benefits to both the community and our stakeholders. In addition, we keep our momentum to drive forward the adoption of construction technologies to enhance business performance.

This annual Corporate Social Responsibility (CSR) Report describes the CSR initiatives and activities of the Group and respective progress during the financial year of 2022.

整合策略 推動企業可持續發展

作為香港最具規模的工程及物業服務提供者之一，保華建業集團（「集團」）視可持續發展為業務發展長遠策略的重要部分，且非常重視在關愛員工、環境及社區方面的角色和義務。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。

集團堅定不移地維持行業最佳常規及國際標準，並將環境、社會及管治因素納入所有關鍵領域，從營運常規、品質管理、員工發展、社會服務以至安全和環境保護，矢志為社區及我們的持分者帶來環境、社會及經濟效益。此外，我們一直推動採用更先進的建築技術，提升業務表現。

本年度企業社會責任報告闡述了集團於二零二二年財政年度的企業社會責任舉措和活動以及相關進度。

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CORPORATE GOVERNANCE

Sound and effective corporate governance is at the core of the Group's sustainable operation. 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, so as to protect the needs and interests of the Group and its stakeholders. We have an established independent Internal Corporate Audit Department to evaluate our business policies and procedures and monitor the effectiveness of our internal control measures. A whistleblowing mechanism is in place for employees and the Group's business contacts to report to the Audit Committee in respect of any improprieties that may exist in the Group's business operation.

SUSTAINABILITY GOVERNANCE STRUCTURE

The Group's long established CSR Committee which comprises the management personnel from various departments of the Group, is dedicated to assuring the efficacy 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.

The respective project teams with quality assurance ("QA") and QC services are set up under the Quality Management - Control and Delivery Department ("QMCD"). QA services focus on the QMS planning, establishment, operation, and audit, whilst QC

企業管治

健全及有效的企業管治是集團可持續營運的核心。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，以維護集團與其持分者的需要及利益。我們設有獨立的內部企業審查部門，以評估業務政策及程序並監測內部監控措施的有效性。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

集團多年前已成立企業社會責任委員會，由集團各部門的管理人員組成，致力於確保我們的企業社會責任政策及策略的效率及相關性。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。

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

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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 continues to strengthen its information security controls to protect commercially sensitive information and confidential data of our stakeholders. 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.

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

集團繼續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。

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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 new-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.

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，概無任何關於不當行為、貪污及違法的報告或懷疑個案，我們的員工亦概無因違反相關法律而被起訴。



⇨ The Group participated in the Integrity Charter, which was jointly launched by the Development Bureau, the Independent Commission Against Corruption and the Construction Industry Council, to promote integrity management through implementation of integrity policy and integrity training.

集團參加了由發展局、廉政公署及建造業議會共同發起的「誠」建商約章，透過實行誠信政策及誠信培訓，促進誠信管理。

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SPOTLIGHT
焦點

OUR COMMITMENT TO QUALITY 我們對品質的承諾

The Quality Management – Control and Delivery Department (“QMCD”) provides the quality control (“QC”) services to respective projects, such that independent inspection teams are deployed to inspect on-site and off-site construction works, including:

BUILDING INSPECTION TEAM (“BIT”)

BIT provides 3-staged building inspections for the architectural, builder’s works and finishes (“ABWF”) of a residential building under construction at its mock-up, interim and final stages.

BIT is comprised of a team of 10 energetic young building inspectors and led by our Senior QA/QC Manager and Quality Manager. Their participations will speed up the mock-up approval process as they will benchmark the works as stipulated in construction drawings and technical specifications with good industrial practices. In addition, agreed workmanship standard will then be used for preparing project specific inspection checklists to be used in the remaining stages.

In the second stage, kick-off training for respective ABWF trades will be held with the use of the mock-up and checklists for improving workers’ awareness on materials, workmanship, and interfacing works. Moreover, those newly commenced trades will be inspected with higher frequencies and requested to carry out prompt defect rectification. This will provide assurance that the workers become familiar with the requirements and shorten the learning curve for good workmanship.

At the final stage, a 100% building QC inspection will be carried out for each residential unit using a market scoring system, such that the performances of respective units can be benchmarked internally and externally. Hence, the Group can assure that end users will be satisfied with our unit. Furthermore, since all functional and major aesthetical defects have been eliminated during the 3-staged building inspection scheme, therefore, all remaining minor defects could be cleared within a short lead time and a 7-day defect rectification performance pledge with owners could be committed.

“OMA OMA” and “The Henley” are residential developments managed with this scheme and both have achieved an average of 90 marks in the clients’ random sampling inspections by external building inspectors at project delivery.

GUANGZHOU QC TEAM (“GZT”)

GZT was established in August 2018 and is comprised of a group of local talents recruited in Guangzhou. With the establishment of GZT, the Group has been able to maintain normal factory inspections during COVID-19 in Mainland China under the cross-border restriction implemented soon after the outbreak of the pandemic in late 2019.

GZT has grown progressively over the years and is now capable of carrying out several QC functions, such as inspection of precast concrete façade mould and mock-up, provision of factory resident quality control inspector for modules for our various projects.

Apart from fulfilling statutory inspection responsibilities and assisting the video telephony inspection for Grade 3 technically competent person (“T3”) and Authorised Signatory (“AS”), the progressive growth of the team also supports productive off-site fabrication, and this safeguards the timely deliveries of the correct off-site fabricated DfMA items to Hong Kong for building construction. GZT has allowed projects to follow construction schedules effectively, especially during this exceptionally challenging time.

品質管理—控制及交付部為相關項目提供品質控制服務，聘用獨立的檢驗小組以檢測地盤及工地以外的建築工程，包括：

樓宇檢驗團隊（「驗樓隊」）

驗樓隊為建造中的住宅樓宇於其建模、中期及最終階段提供3階段的建築及樓宇裝修工程（「ABWF」）檢驗服務。

驗樓隊由10名充滿活力的年輕樓宇檢驗人員組成，由我們的高級品質保證/品質控制經理及品質經理領導。驗樓隊會根據施工圖及技術規範中規定的良好作業慣例進行比較，他們的參與將加速模型審批過程。此外，於編制項目的具體檢驗清單時將採用協定的工藝標準，以在餘下階段使用。

於第二階段，利用模擬模型及檢查表為ABWF各類工程的工人舉辦啟動培訓，以提高工人對材料、工藝及配合工作的認識。此外，我們會對新開展的工程增加檢驗次數，並要求即時對缺陷進行糾正。這將令工人熟悉工程的要求，並縮短他們的學習周期。

於最後階段，驗樓隊採用市場評分系統對每個住宅單位進行100%的樓宇品質檢驗，將各單位作內部及外部基準表現比較。集團可保證最終用戶會對我們建造的單位感到滿意。此外，由於所有功能性及主要的外觀上瑕疵已經在3個階段的樓宇檢驗計劃中解決，因此，所有剩餘的次要問題可以在交付前的短時間內清除，從而能夠向業主作出7天內完成執漏的表現承諾。

「OMA OMA」及「The Henley」為此計劃下的住宅發展項目，於項目交付時由外部樓宇檢驗人員進行的客戶隨機抽樣檢查中獲得了平均90分的佳績。

廣州品質控制團隊（「廣州質控隊」）

廣州質控隊於二零一八年八月成立，由一群在廣州招募的當地人才組成。隨著廣州質控隊的成立，於二零一九年底2019冠狀病毒病疫情爆發後不久實施的跨境限制下，集團仍能於2019冠狀病毒病疫情期間在中國內地保持正常的工廠檢驗工作。

經過多年發展，廣州質控隊已經能夠為我們的不同項目進行品質控制，例如對預製混凝土外牆模具及模型的檢驗，提供駐廠的模塊品質控制人員等。

除了履行法定檢驗責任及協助第3級勝任技術人員（「T3」）及授權簽署人的視訊電話檢驗外，團隊的進步亦令我們的場外裝配工作更見成效，確保了「可供製造及裝配的設計」組件的質素及準時交付到香港進行樓宇建造。廣州質控隊使項目能夠有效地遵循施工進度，尤其在這個極具挑戰性的時期。



OMA OMA



The Henley



Prefabricated DfMA units
「可供製造及裝配的設計」的預製組件



EMPLOYEE DEVELOPMENT 員工發展



A FRIENDLY, FAIR AND INCLUSIVE WORKPLACE

People are the single-most important asset in a business. As such, a happy and harmonious working environment is indispensable for the well-being of all our employees. In return, we wish to motivate our employees to give the best of their abilities to produce quality work and services.

The Group puts great emphasis on the protection of the legitimate rights and interests of all employees and complies with 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). We implement internal guidelines stating our policies on recruitment, training and promotion based on qualifications, experience, skills, potential and performance, regardless of race, religion, gender, sexual orientation, marital or family status or disability. We are an equal opportunities employer advocating diversity and inclusion in our workplace and do not tolerate any form of discrimination. Any form of child and forced labour is strictly prohibited in our operations. We have established policies and guidelines to ensure all employees are treated fairly and with respect. During the year, the Group had at its peak 2,187 full-time employees, and our attrition rate averaged 23.5%.

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, alternate Saturdays, overtime compensation, etc. During the year and the exceptional times of COVID-19, the Group continues the flexible working schedule policy, allowing employees to better respond to the needs of their families while maintaining productivity at work during the disruption to normal life from COVID-19. In addition, the Group strives to create a harmonious working environment for

友善、公平及共融的工作間

員工為企業最重要的資產。因此，愉快及和諧的工作環境對所有員工的福祉是不可或缺的。同時，我們希望能鼓勵員工盡展所長，發揮優質的工作表現及服務質素。

集團非常重視保護所有員工的合法權利及權益，並遵守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）。我們制定及實施了內部準則，涵蓋招聘、培訓及根據資歷、經驗、技術、潛能及表現釐定的晉升政策等，不論其種族、宗教、性別、性取向、婚姻和家庭狀況或殘疾等因素。作為一個重視平等機會的僱主，集團提倡多元及共融的理念，絕不容許任何形式的歧視。於集團營運中，嚴禁任何形式的童工及強迫勞動。我們已制定政策及指引，確保所有員工得到公平對待和尊重。年內，集團最多共有2,187名全職僱員，僱員流失率平均為23.5%。

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、長短週工作、加班工資等。年內，在2019冠狀病毒病疫情爆發時期，集團繼續實施彈性上班時間政策，讓員工的日常生活免受2019冠狀病毒病之影響，在保持工作效率的同時，更有效照顧自身家庭需要。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

EMPLOYEE DEVELOPMENT

員工發展

employees through organisation of various activities such as festive and social functions, volunteer work and team sports events for staff and their families (subject to social distancing rules and measures being implemented by the government).

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. With the new normal under COVID-19, we moved from classroom learning to virtual and hybrid mode. We offered almost 13,960 training hours in 2021-2022. The Group has recently expanded its Sponsorship Programme to provide assistance through sponsorship for recognised Bachelor and Master's Degrees and Higher Diploma and Diploma courses. The Group also places great importance on career planning and development for employees at all levels, launching Paul Y. Campus as a platform to offer employees continuing professional and personal development and other relevant industry training.

及社交活動、義工服務及團隊體育活動（受限於政府實施的社交距離規則及措施），為員工營造和諧的工作環境。

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。隨著2019冠狀病毒病成為新常態，我們的課堂學習轉向虛擬及混合學習模式。於二零二一至二零二二年，我們提供了近13,960小時的培訓。最近集團擴展其學位贊助計劃，透過贊助認可學士、碩士學位、高級文憑及文憑課程，協助員工進修。集團亦非常重視各級員工的職業規劃及發展，推出保華學院計劃，一個為員工提供持續專業和個人發展以及其他行業相關培訓的平台。



During the exceptional times of COVID-19, the Group continues to initiate a series of measures, such as delivering anti-coronavirus packs to all our employees, to combat COVID-19 with them and provide support.

在2019冠狀病毒病疫情爆發時期，集團繼續實施一系列支援措施，例如向所有員工派發抗疫包，與員工一起對抗2019冠狀病毒病。



We collaborated with tertiary education institutions to organise various exchange activities, such as talks, site visits and a job shadowing programme.

我們與大專院校合辦各類交流活動，如講座、工地實地參觀及工作體驗計劃。



Our Group organised the Long-Service Award Presentation Ceremony to recognise employees' long-term contributions.

集團舉辦長期服務員工晚會，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 and continuous efforts 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

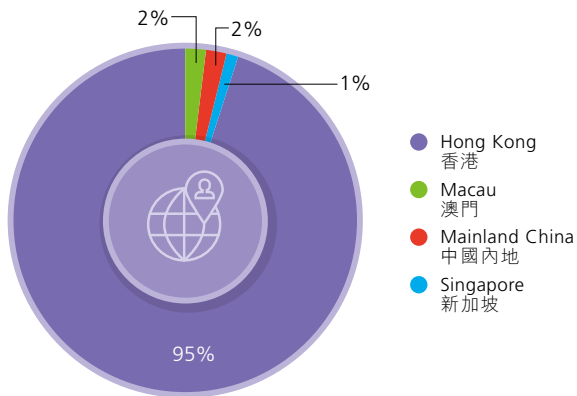
員工發展

EMPLOYMENT AND TRAINING STATISTICS

僱傭及培訓統計數據

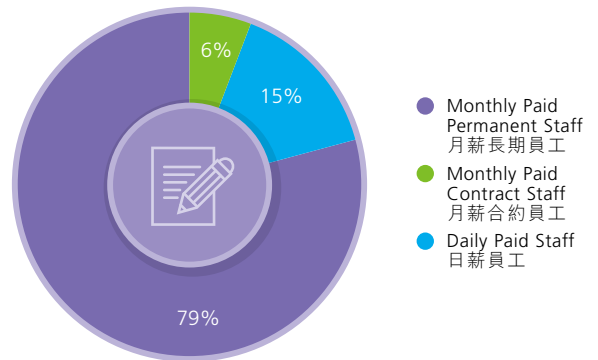
Geographical Distribution of Employees (%)

僱員按地區分布 (%)



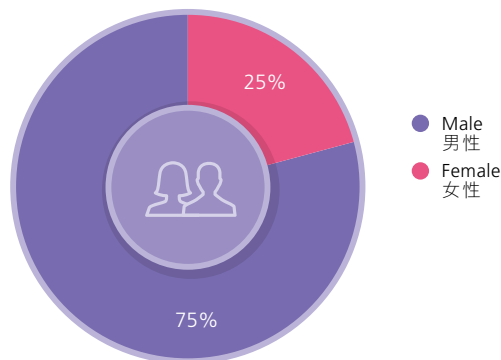
Employment Type (%)

僱員類別 (%)



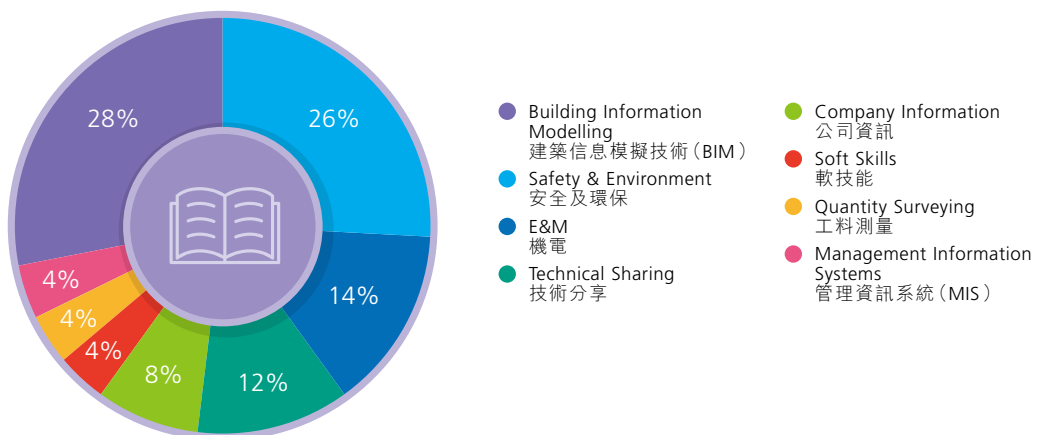
Gender Distribution of Employees (%)

僱員按性別分布 (%)



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 13,959. 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13,959。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



SPOTLIGHT 焦點

NURTURING YOUNG TALENT 培育年青建築人才

People are the key to business success. Hence, the Group is committed to engaging with and cultivating young talents through adoption of a multi-pronged approach and facilitating our young staff members to grow and achieve their career goals.

PYLOT

Individual growth supports business growth. The Group supports the establishment of PYLOT to provide a platform dedicated for use by those of our younger colleagues under the age of 30. Members of PYLOT will be invited to join meetings of the Group's various executive committees to share their opinions and experience corporate decision-making activities. PYLOT will provide more opportunities for younger colleagues to demonstrate their abilities and unleash their full potential in terms of professional leadership skills by organising and participating in various community activities. This will encourage social responsibility and bonding with the wider Paul Y. community.

TEAM BUILDING ACTIVITY

The Group organised a team-building activity at Jockey Club Sai Kung Outdoor Training Camp in November 2021 for Graduate Engineers, Graduate Quantity Surveyors and apprentices. There were a series of team building activities to allow the participants with various roles within the Group to exchange ideas. Senior management was in attendance to share their work experiences and listen to the participants' feedback. Such events aid in strengthening mutual communication and bonding among various teams with common objectives and goals.

SUMMER INTERNSHIP PROGRAM

The Group established the summer internship program to assist students from tertiary institutions in acquiring skills and knowledge outside the classroom, diverse working opportunities and experience, and knowledge of the construction industry. During the year, we recruited over 50 students from various academic backgrounds to participate in the 3-month internship and various internal training programmes and get real hands-on experience in the daily tasks of engineers and quantity surveyors at the head office and on sites. Students who perform well will be offered employment and invited to join the Graduate Trainee Programme after graduation.

CONTRACTORS SPONSORSHIP SCHEME BY CONSTRUCTION INDUSTRY COUNCIL

To encourage the younger generation to enter the construction industry, we offer a 14-month bursary to CIC students and a 50-day internship on-site, allowing them to gain work experience. Students will be directly employed following graduation and will be offered a subsidy to pursue a higher diploma as well as a promotion opportunity.

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。

PYLOT

個人成長是企業成長的支柱。集團支持PYLOT的成立，為30歲以下的年青同事提供專用平台。PYLOT成員將獲邀參加集團各執行委員會會議，分享他們的意見並體驗企業決策過程。PYLOT將通過組織和參與各種社區活動，為年青同事提供更多展示能力及發揮專業領導技能潛力的機會。此舉將鼓勵員工承擔社會責任，與保華社區建立更廣泛的聯繫。

團隊建立活動

集團於二零二一年十一月在賽馬會西貢戶外訓練營為工程師畢業生、工料測量師畢業生及學徒舉辦團隊建立活動。透過一系列的團隊建立活動，讓集團內不同角色參與者交流想法。高級管理層到場分享工作經驗，聽取參與者反饋意見。此類活動有助於加強具有共同目標的各團隊之間的相互溝通及聯繫。

暑期實習計劃

集團設立暑期實習計劃，協助大專學生在課堂外學習技能和知識、多元化的工作機會和經驗、以及建造業的知識。於本年度，我們招募了50多名來自不同學術背景的學生參加為期3個月的實習和各種內部培訓計劃，並在總公司及工地親身體驗工程師和工料測量師的日常工作的。表現良好的學生將獲得就業機會，在畢業後獲邀參加畢業生培訓計劃。

建造業議會制定的承建商獎學金計劃

為鼓勵年輕一代進入建造業，我們為建造業議會學生提供14個月的助學金及50天的工地實習，讓他們獲得工作經驗。學生畢業後將直接受僱，並獲得資助以攻讀高級文憑及獲得晉升機會。



OCCUPATIONAL HEALTH AND SAFETY

職業安全及健康



SAFETY EDUCATION AND PROMOTION

As a people business, our employees' health and safety is our foremost concern. As such, the Group's "Safety, Health, Environmental and Quality Policy Statement" is our commitment to health and safety and to continuous improvement in our safety performance.

The Group has implemented a sound safety management system that follows internationally recognised standards, including ISO 45001, to ensure the process from planning and design to construction is to the highest level of occupational health and safety standards. Our Safety & Environmental Committee is delegated by the top management to organise regular meetings to discuss and oversee occupational health and safety matters, and to monitor and review our safety performance. To foster mutual consensus between our top management and our employees, the Group implemented a campaign this year to raise the safety awareness of our employees. As part of this campaign, we engaged an external safety consultant to conduct safety workshops for management and frontline staff to cultivate a commitment to safety at all levels within the Group. In addition, the external safety consultant has been commissioned to carry out safety audits and provide advice and safety walks and inspections are regularly conducted by management on projects. We also have the Group's top executive team in the Top Team Alignment Workshop, facilitated by the external safety consultant, signed a Safety Charter to pledge their personal commitment to the common goal of work safety.

安全教育和推廣

作為一家以人為本的企業，僱員的健康和安全是我們最關心的課題。因此，集團的《安全、健康、環保及品質政策聲明》是我們對健康安全以及持續改進安全績效的承諾。

集團已實施完善的安全管理體系，遵循包括 ISO 45001 在內的國際公認標準，以確保從規劃設計到施工的過程符合最高水平的職業健康及安全標準。由高級管理層領導的安全及環境委員會定期組織會議，討論及監督職業健康和 safety 事宜，並監察及檢討我們的安全績效。為促進高層管理人員與員工之間達成共識，集團於今年開展了提高員工安全意識的活動。在此次活動中，我們聘請一名外部安全顧問為管理層及前線員工舉行安全工作坊，以培養各級對安全的關注。此外，我們已委託外部安全顧問進行安全審核及提供建議，管理層則定期對項目進行安全巡查及檢查。此外，在外部安全顧問的協助下，集團高級管理人員在高層團隊聯合工作坊上簽署了一份安全約章，對工作安全的共同目標作出了個人承諾。

OCCUPATIONAL HEALTH AND SAFETY 職業安全及健康

SITE SAFETY MEASURES

To demonstrate the Group's continuous commitment to strengthening its safety management, safety measures are tailored to respond to different site conditions and activity risks to ensure a safe working environment for all employees and those who work on our projects. We have rolled out new safety banners on our project sites to tackle the most common safety risks in construction works such as working at height. We have adopted in-house customised appealing visuals and short sharp slogans to convey the message to our workforce. During the year, we also participated in external safety promotion campaigns in the industry to keep abreast of the latest industry trends and enhance our safety management approach.

工地安全措施

為彰顯集團對加強安全管理的持續承諾，我們針對不同的工地狀況和活動風險量身定制安全措施，以確保所有僱員及項目工作人員享有安全的工作環境。我們在項目工地張貼新的安全橫幅，以應對建築工程中最常見的安全風險，例如高空作業。我們採用了內部定制的吸引設計及精闢的口號向員工傳達信息。於本年度，我們亦參與業界的外部安全推廣活動，以了解最新的行業趨勢並提升我們的安全管理方法。



OCCUPATIONAL HEALTH AND SAFETY

職業安全及健康

ADVANCED SITE ENVIRONMENT

Utilising technology advancements can help to improve workplace safety. The Group applied a number of innovative applications to its systems such as the use of AI technology to minimise the risk of site activities and enhance the effectiveness of site safety supervision, including A.I. Site Monitoring Systems, Virtual Reality (VR) and Augmented Reality (AR) devices and smart safety helmets. The Group will continue to invest substantial resources in promoting and expanding smart construction and implementing workplace digitalisation to enhance site safety.

先進的工地環境

利用先進技術有助於改善工作場所的安全。集團在其系統中應用了多項創新程式，例如使用人工智能技術，包括人工智能工地監控系統、虛擬實境 (VR) 及擴增實境 (AR) 設備及智能安全頭盔，將工地活動風險降至最低並提高工地安全監督的效用。集團將繼續投入大量資源推廣及拓展智能建築及實施工作場所數碼化，以提升工地安全。

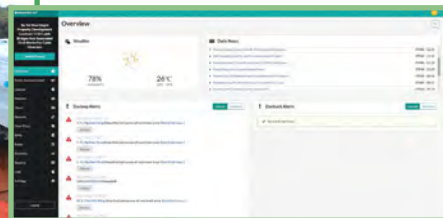


SPOTLIGHT 1 焦點 1

SMART HELMET, SMART SOLUTION 智能頭盔，智能解決方案

We implemented the use of "Smart Helmet", connecting to the site and project office through the Internet of Things (IoT) technology. The project team can automatically save and retrieve real-time safety data from workers and data on the site environment, facilitating the implementation of onsite manpower management and risk management measures. The use of IoT technology allows the real-time collection and review of site information, including data on manpower, site equipment and site conditions.

我們使用「智能頭盔」，透過物聯網技術連接工地與項目辦公室。項目團隊可自動儲存及檢索工人的實時安全數據及工地環境數據，便利工地的人力管理及風險管理措施的實施。物聯網技術的使用允許實時收集及審視工地信息，包括有關人力、工地設備及工地狀況的數據。



OCCUPATIONAL HEALTH AND SAFETY 職業安全及健康

AGILE RESPONSE TO COVID-19

The Group has implemented rigorous anti-pandemic measures to protect our employees in response to the COVID-19 pandemic, enabling them to carry on with their daily work with a healthy and positive state of mind. Thermal cameras and other COVID-19 detection and prevention facilities and equipment were set up in offices and on sites, while individual health packs were distributed to show our care for the welfare of our employees.

To achieve the HKSAR Government's goals of "early identification, early isolation and early treatment", the Group procured COVID-19 rapid antigen test kits for staff use, for early identification of infected persons and for curbing of community transmission chains. We are also aligning with the HKSAR Government's Vaccine Pass arrangement at all our premises and construction sites to safeguard the health and wellbeing of everyone.

靈活應對2019冠狀病毒病

集團已實施嚴格的防疫措施，以保護僱員應對2019冠狀病毒病疫情，使他們能夠以健康及正面的心態繼續工作。在辦公室及工地均設置了紅外線熱像儀及其他防疫設施及設備，同時我們亦向僱員分發個人健康包，以表達我們對員工的關切。

為實現香港特別行政區政府「早發現、早隔離、早治療」的目標，集團採購快速抗原檢測試劑供員工使用，用於早期識別感染者及抑制社區傳播鏈。我們所有處所及建築工地亦配合香港特別行政區政府的疫苗通行證安排，以保障每位員工的健康及福祉。



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	52
	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	173

Note: The above table sets out the type and number of work injuries, and average lost days per case due to work injuries recorded at the Group's headquarters and 70 local projects (not including joint venture projects).

附註：上表載列在集團總部及合共70個本地工程項目（不包括合營項目）中記錄的工傷類型及個案數目，以及每宗工傷個案的平均損失工作日數。

OCCUPATIONAL HEALTH AND SAFETY

職業安全及健康



SPOTLIGHT 2 焦點 2

TECHNOLOGY INNOVATIONS ENHANCE SITE SAFETY 善用嶄新技術 提升工地安全

With the continuous innovation in the construction industry, the Group invests substantial resources in the research and development of various technologies to optimise the construction processes of the construction industry and improve the level of safety on site. XenseTech Limited, our business associate, has launched an in-house-developed contactless biometric smart business solution for effective and safer site access management. Its AI Face Recognition Access Control System can even carry out facial recognition of mask wearers and detect abnormal body temperatures which are important in these exceptional times of COVID-19.

Moreover, the Group has deployed Mobile Immersive VR Device for safety training - the first immersive VR suitable for deployment on-site in low-headroom situations. The device enhances the effectiveness of site safety supervision by building on the experience of multiple users. The Group utilises Augmented Reality (AR) technologies for modern site management by using a variety of interactive digital environments and BIM data and overlays on the real world so that users can interact with it. We have self-developed the first mobile AR App in the local construction industry for safety inspection such as checking lifting operations to deploy on-site in low-headroom situations.

隨著建造業不斷革新，集團一直投放大量資源在研發各種技術，以優化建造業施工程序及提升工地安全水平。我們的業務夥伴XenseTech Limited推出自主研發的非接觸式生物識別智能業務解決方案，以實現有效及安全的進出工地管理。其「人工智能臉型識別出入閘系統」甚至可對口罩佩戴者進行面部識別，並能夠偵測體溫異常人士，這在2019冠狀病毒病高危時期非常重要。

此外，集團已採用移動沉浸式VR設備進行安全培訓，這是首個適合在低淨空高度情況下於工作使用的沉浸式VR。該設備以多用戶體驗為基礎，提高了工地安全監管的有效性。集團利用擴增實境（AR）技術進行現代工地管理，通過使用各種互動數碼環境和BIM數據並疊加於現實世界上，以使用戶與其互動。我們自主研發了本地建造業的首個移動AR應用程式，用於安全檢查，例如檢查吊裝操作，以便在低淨空高度情況下作業。



ENVIRONMENTAL PROTECTION 環境保護



ENVIRONMENTAL MANAGEMENT

With society moving towards the emergence of a sustainable business realm, the Group embraces its key role in a plethora of environmental protection work. As a service provider and corporate citizen in one of the major industries in Hong Kong, we have embarked upon a sustainability journey with the engagement of different stakeholders and 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

隨著社會上商業邁向可持續發展的領域，集團擔當在環保工作中扮演的重要角色。作為香港主要行業之一的服務供應商及企業公民，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

為減少資源消耗和減低碳排放，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。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 take initiatives for water saving. For instance, by using recycled wastewater for dust suppression and wheel washing systems on site, water consumption was 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.

Cloud-based real-time drawing management systems for construction sites were adopted to reduce the use of paper drawings. We also implemented the Project Management Information System (PMIS), where project forms and documents were created and stored electronically with the aim of achieving digitalisation of workflow and to ultimately go paperless. The stringent waste management systems are implemented throughout our project life cycle.

SUSTAINABLE CONSTRUCTION

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

Among our project-and group-wide environmentally friendly and sustainable measures, we have rolled out a sustainable construction scheme called "InTech Workplace". This involves using renewable energy sources to reduce carbon emission and enhance the site office environment and facilities to help improve productivity, efficiency and quality. Also, training was provided to workers to enhance their environmental awareness. The technologies adopted include Energy Benchmarking Platform and NCCO Air Purification.

GREEN PROJECT

In recent years, the Group has undertaken several historic conservation projects, including Jessville, 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.

節水

為提高用水效率，我們採取節水措施。例如，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。

集團於旗下建築工地採用了雲端工程圖則管理系統，減少使用實體紙張圖則。我們亦採用了項目管理資訊系統，工程的表格及文件都以電子方式在該系統內建立和儲存，讓工作流程數碼化及最終達致無紙化。我們於項目生命週期貫徹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。我們已獲英國標準學會 (BSI) 頒發 BIM Level 2 認證證書及 ISO 19650 證書，並持續投放資源於 BIM 技術的開發和應用。此外，我們採用「組裝合成」建築法 (MiC) 來減少工地廢物。

我們推行一個名為「InTech Workplace」的可持續建築計劃，在集團的工程項目全面採用環保及可持續發展措施，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。

綠色項目

近年，集團承建了若干文物保育項目，以保護社區文物建築的歷史價值，例如譚雅士大宅。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 by the use of the Modular Integrated Construction method, which can be reused for other projects and reduce waste in landfills.

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



⇐ The Group in partnership with RHT Industries Limited achieves the first Excellent Class Indoor Air Quality Certificate for an Operation Office in Hong Kong by the application of NCCO Air Treatment System in its Tsung Kwan O Office.

集團與信山實業有限公司合作，於其將軍澳辦公室採用納米氧聚解空氣淨化系統，為其香港營運辦公室取得首份「室內空氣質素檢定證書-卓越級」。



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 of Fanling North New Development Area, Phase 1: Fanling Bypass Eastern Section (Shung Him Tong to Kau Lung Hang), a number of environmental measures are actively implemented to reduce the environmental impact.

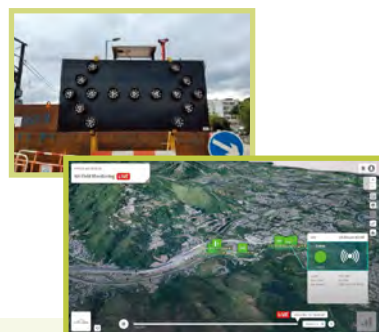
For instance, we adopt the automatic sprinkler system with a self real-time monitoring device and a dashboard for real-time dust and noise level monitoring. In addition, a GPS fleet management system has been adopted for vehicle tracking which allows for better fleet and resource management.

We also encourage the use of renewable energy and promote environmental awareness at site, such as the adoption of solar-powered outdoor lighting and solar arrow signal lighting, as well as upcycling of yard waste, to enhance our energy and waste management performance.

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。於我們的聯營項目粉嶺北新發展區第一階段：粉嶺繞道東段（崇謙堂至九龍坑）中，我們積極推行多項環保措施，以減少對環境的影響。

例如，我們採用設有自動實時監控設備及儀錶板的自動噴灑系統，實時監控灰塵和噪音。此外，我們已採用GPS車隊管理系統追蹤車輛，從而更有效地管理車隊及資源。

我們亦鼓勵使用可再生能源及提高工地的環保意識，例如採用太陽能戶外照明及太陽能箭頭信號燈，以及循環回收天井廢物，從而提升我們的能源及廢物管理表現。



ENVIRONMENTAL PROTECTION

環境保護

SPOTLIGHT 2
焦點 2PUTTING SUSTAINABILITY INTO FINANCING MECHANISM
將可持續發展納入融資機制

Going green is our pledge to conserve, preserve and protect the environment. We strive to reduce our environmental impact by consuming fewer non-renewable resources. By securing green project financing, we commit to meeting the criteria for sustainable construction required by the green finance framework specified by financial institutions which demonstrates not only our support for the transition to lower carbon emissions, but also our dedication to promoting design and development of harmonious and sustainable communities. We are pleased that our commitment to sustainable construction has been recognised and supported by the industry and finance sectors for our various building and civil projects.

The Group is undertaking three pilot projects, namely Public Housing Development at Chiu Shun Road, Additional District Cooling System at the Kai Tak Development (Paul Y. - Qianhai Joint Venture) and Mixed Housing Development at Pak Wo Road which have been successfully certified under the CIC Sustainable Finance Certification Scheme. In addition, our two current projects, Student Residence at Wong Chuk Hang for the University of Hong Kong and Lamma Power Station Extension Civil and Building Works for Unit L12, are green financing projects, which are a testament to our achievement in promoting sustainable construction.

踐行綠色發展乃我們對保育、維護及保護環境的承諾。我們致力透過減少非再生資源的消耗降低對環境的影響。為取得綠色項目融資，我們承諾達致金融機構指定的綠色金融框架所要求的可持續建築發展標準，此舉不僅表明我們支持向低碳排放轉型，亦顯示我們竭誠推動設計和發展和諧而可持續的社區的決心。我們很高興我們承諾發展可持續建築獲得業內及金融界的認同，並支持我們各個建築及土木工程項目。

集團現正承建三個先導項目，分別是昭信路公共房屋發展項目、啟德發展區新增區域供冷系統（保華-前海聯營）及百和路混合房屋項目，該等項目已順利通過建造業議會可持續金融認證計劃認證。此外，我們兩個現有項目，即香港大學黃竹坑學生宿舍及南丫發電廠擴建部份12號發電機組土木及大樓工程均為綠色融資項目，印證了我們於推動可持續建築發展方面的成績。



ENVIRONMENTAL PROTECTION

環境保護

ENVIRONMENTAL PERFORMANCE 環保表現

Carbon Emissions (Tonnes CO ₂ e) 碳排放量 (公噸二氧化碳當量)	Tonnes 公噸	Intensity (Tonnes per HK\$ million project revenue) 密度 (公噸/每百萬港元項目收入)
Scope 1 範疇一	10,225.66	1.28
Scope 2 範疇二	5,431.33	0.68
Scope 3 範疇三	263.79	0.03

Note: The figures indicate total carbon emissions and their intensities of 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; 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；範疇三包括食水處理及污水處理的用電。

	Kg 千克	Intensity (Kg per Vehicle) 密度 (千克/每輛車)
Sulphur Oxides Emissions from Vehicles 車輛的氧化硫排放量	5.27	0.04

	Tonnes 公噸	Intensity (Tonnes per HK\$ million project revenue) 密度 (公噸/每百萬港元項目收入)
Non-hazardous Waste 無害廢物量	360,833.35	45.31

	kWh 千瓦時	Intensity (kWh per HK\$ million project revenue) 密度 (千瓦時/每百萬港元項目收入)
Electricity Consumption 用電量	11,736,412	1,473.66

	Litre 升	Intensity (Litre per HK\$ million project revenue) 密度 (升/每百萬港元項目收入)
Diesel Energy Consumption 柴油耗量	3,610,378	453.33
Petrol Energy Consumption 汽油耗量	291,320	36.58

	m ³ 立方米	Intensity (m ³ per HK\$ million project revenue) 密度 (立方米/每百萬港元項目收入)
Water Consumption 用水量	420,718	52.83

Note: The figures indicate total sulphur oxide emissions of private vehicles (including privately-owned Company cars, staff cars and goods vehicles), total non-hazardous waste, total electricity consumption, total diesel energy consumption, total petrol energy consumption of private vehicles, total water consumption and their intensities of 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氧化硫排放量（包括集團購置的公司車、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 attaches great importance to community services and believes in giving back to the communities in which we operate. The Group is dedicated to corporate social responsibility, with a focus on community volunteering services, educational support through sponsorships and charitable donations.

COMMUNITY SERVICES

With an in-house volunteer team, the Group has collaborated with non-profit organisations, such as the Neighbourhood Advice Action Council, to organise elderly visits for ten consecutive years.

We have also received the Caring Company logo from the Hong Kong Council of Social Service, and Merit Award of Construction Industry Volunteering Collaboration in the Construction Industry Volunteer Award Scheme 2021 organised by the Construction Industry Council.

EDUCATION SUPPORT

The Group recognises our responsibility to nurture the next generation, and thus actively supports education programmes of tertiary institutions. During the year, the Group provided funding support for the setting up of an academic prize for HKU MSc (IPD) Programme for the University of Hong Kong, and sponsored CHARCCH Graduation Show 2021 of Chu Hai College of Higher Education, contributing our expertise and resources to nurture talents for the construction industry.

關愛社會

集團非常重視社區服務，並堅信需要回饋業務所在之社區。集團積極履行企業社會責任，重點參與各種社區義工服務、透過贊助及慈善捐獻支持教育活動。

社區服務

集團內部成立了一支義工隊伍，與鄰舍輔導會等非牟利組織合作，連續十年組織長者探訪。

我們亦獲得香港社會服務聯會頒發的「商界展關懷」標誌及建造業議會舉辦的「建造業義工獎勵計劃2021」下的「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，並贊助了香港珠海學院「CHARCCH畢業展2021」，利用我們的專業知識及資源，培育建築業的未來人才。

COMMUNITY INVESTMENT

回饋社會

CHARITY

The Group has supported many charitable activities, including making a donation to Construction Charity Fund Integrated Service Centre. We also participated in construction industry-wide events, including the mask distribution activity under the “Construction Industry Caring Campaign - Fight against Novel Coronavirus”, participated in the “Construction Industry Lo Pan Rice Campaign” and organised the “Construction Industry Shoreline Clean-up”.

During the year, our charitable and other donations in support of community welfare, environmental protection and promotion of health amounted to over HK\$5,000,000.

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「建造業抗疫關愛行動」的口罩派發活動、「建造業魯班飯行動」及舉行「建造業海岸清潔活動」。

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超過5,000,000港元。



⇒ The Group encouraged our staff to participate in industry tournaments, including Construction Industry Council (CIC) Basketball Competition 2021, CIC Table Tennis Competition 2021, CIC Football League 2021 and Construction Industry E-Sport Games 2021.

集團鼓勵員工參加工業競賽，包括建造業議會籃球邀請賽2021、建造業議會乒乓球比賽2021、建造業議會草地足球聯賽盃2021及建造業電競運動會2021。



↑ The Group actively took part in industry charity events, such as “Construction Industry Lo Pan Rice Campaign” and “Construction Industry Caring Campaign - Fight against Novel Coronavirus”.

集團積極參與業界舉行的慈善活動，如「建造業魯班飯行動」及「建造業抗疫關愛行動」。

COMMUNITY INVESTMENT

回饋社會



SPOTLIGHT 1 焦點 1

CONSTRUCTION INDUSTRY SHORELINE CLEAN-UP DAY 建造業海岸清潔日

The Group supported Construction Industry Council's Sports and Volunteering Programme by holding a Shoreline Clean-up Day at Lung Kwu Tan on 11 December 2021. Thanks to the efforts of our 86 volunteers from our staff members, we were able to collect and clear over 600 kilograms of a variety of waste and refuse from the coastline. It also gave our projects and head office colleagues a chance to meet and socialise outside the work environment.

為響應建造業議會的「建造業運動及義工計劃」，集團於二零二一年十二月十一日在屯門龍鼓灘舉行了海岸清潔日義工活動。在86名義工群策群力下，我們共收集和清理了海岸線超過600公斤的各類廢物及垃圾。此次活動亦讓來自不同項目及總部的同事有機會在公事以外共聚一堂，互動交流。



SPOTLIGHT 2 焦點 2

EXCELLENCE IN CONSTRUCTION INDUSTRY VOLUNTEERING COLLABORATION 榮獲「優秀社福機構協作」獎項

The Group, together with Tuen Mun District Integrated Services Centre of The Neighbourhood Advice-Action Council received Excellence in Construction Industry Volunteering Collaboration – Merit Award in the Construction Industry Sports and Volunteering Programme organised by the Construction Industry Council. This award recognises our effort in giving back to society through volunteering service.

集團與鄰舍輔導會的屯門區綜合康齡服務中心於建造業議會舉辦的「建造業運動及義工計劃」獲得「優秀社福機構協作」優異獎。該獎項表彰我們透過義工服務回饋社會的努力。



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
HKIBIM Awards 2021 HKIBIM年度大獎2021	Gold Award Statutory Bodies Projects Category 金獎 法定機構項目組別	Three-runway system project – Fire Training Facility (Contract 3307) at Hong Kong International Airport 香港國際機場三跑道系統項目－消防訓練設施 (合約3307)	Hong Kong Institute of Building Information Modelling 香港建築信息模擬學會
	Silver Award Private Development Projects Category 銀獎 私人發展項目組別	Jockey Club i-Village at The Hong Kong, University of Science and Technology 香港科技大學賽馬會I-VILLAGE	
	Silver Award BIM Department / Units / Teams within an organization 銀獎 建築信息模擬部門 / 單位 / 隊伍組別	Paul Y. Engineering Group Limited 保華建業集團有限公司	
	Bronze Award Government Projects Category 銅獎 政府項目組別	Central Kowloon Route - Kai Tak East 中九龍幹線-啟德東	
	Bronze Award Outstanding BIMer of the Year - Rising BIM Star of the Year 銅獎 年度傑出BIMer組別 - Rising BIM Star of the Year	Paul Y. Engineering Group Limited 保華建業集團有限公司	
The Hong Kong ICT Awards 2021 香港資訊及通訊科技獎2021	Smart Business (Solution for Business and Public Sector Enterprise) Award - Certificate of Merit 優異獎 商業方案 (商業及公營機構) 組別	XenseTech Limited (Business associate) XenseTech Limited (業務夥伴)	The Hong Kong Computer Society 香港電腦學會
Construction Manager of the Year Awards (CMYA) 2020 in Hong Kong 香港傑出建造經理2020年度選舉	Gold Award Construction Manager of the Year, Heritage Conservation Category 金獎 文物保育組別	The Hong Kong Jockey Club University of Chicago Academic Complex The University of Chicago Francis and Rose Yuen Campus in Hong Kong 香港賽馬會芝加哥大學教育綜合大樓 芝加哥大學袁天凡·慧敏校園	The Chartered Institute of Building (Hong Kong) 英國特許建造學會 (香港)
	Commendation Award Construction Manager of the Year, Heritage Conservation Category 優異獎 文物保育組別	Jessville 薄扶林道128號譚雅士大宅	
Hong Kong Institute of Real Estate Administrators Award 2021 2021年度香港地產行政師學會大獎	Leading Construction and Leading Award 領先建造及規劃大獎	HKSH Eastern Medical Centre - Li Shu Fong Building 養和東區醫療中心李樹芳樓	Hong Kong Institute of Real Estate Administrators 香港地產行政師學會
Project Management Achievement Awards 2020 項目管理大獎2020	Project of the Year 年度項目大獎	HKSH Eastern Medical Centre - Li Shu Fong Building 養和東區醫療中心李樹芳樓	Hong Kong Institute of Project Management 香港項目管理學會
Project Management Achievement Awards 2019 項目管理大獎2019	Winner (Construction / Engineering) 大獎 (建造 / 工程組別)	THE 13 Hotel 十三第酒店	Hong Kong Institute of Project Management 香港項目管理學會
	Winner (Community Service) 大獎 (社區服務組別)	The Hong Kong Jockey Club University of Chicago Academic Complex The University of Chicago Francis and Rose Yuen Campus in Hong Kong 香港賽馬會芝加哥大學教育綜合大樓 芝加哥大學袁天凡·慧敏校園	

AWARDS

獎項

QUALITY MANAGEMENT AWARDS (Continued)

品質管理獎項 (續)

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
2019 Asia Pacific Project Management Awards 2019年度亞太項目管理大獎	Winner Community Service Category 大獎 社區服務組別	The Hong Kong Jockey Club University of Chicago Academic Complex The University of Chicago Francis and Rose Yuen Campus in Hong Kong 香港賽馬會芝加哥大學教育綜合大樓 芝加哥大學袁天凡、慧敏校園	Asia Pacific Federation of Project Management 亞太項目管理學會聯盟
Construction Management Awards 2020 營造管理優秀大獎2020	Excellent Construction Team Award - New Works - Merit 傑出建造團隊大獎 - 新建工程項目 - 優異獎 Construction Manager Award - New Works - Merit 營造師大獎 - 新建工程項目 - 優異獎 Site Manager Award - New Works - Merit 地盤經理大獎 - 新建工程項目 - 優異獎 Building Services Coordinator Award - New Works - Merit 屋宇設備統籌員大獎 - 新建工程項目 - 優異獎 Quantity Surveyor Award - New Works - Merit 工料測量師大獎 - 新建工程項目 - 優異獎 EHS Officer Award - New Works - Merit 環境健康安全人員大獎 - 新建工程項目 - 優異獎 Construction Supervisor Award - New Works - Merit 營造監工大獎 - 新建工程項目 - 優異獎	The Hong Kong Jockey Club University of Chicago Academic Complex The University of Chicago Francis and Rose Yuen Campus in Hong Kong 香港賽馬會芝加哥大學教育綜合大樓 芝加哥大學袁天凡、慧敏校園	Hong Kong Institute of Construction Managers 香港營造師學會
Building Information Modelling (BIM) Kitemark Certification 建築信息模擬Kitemark 證書	Certificate of ISO 19650:2018 ISO 19650:2018 證書	Paul Y. Engineering Group 保華建業集團	British Standards Institution 英國標準學會
Quality Building Award 2020 2020年度優質建築大獎	Hong Kong Building (Renovation / Revitalisation) - Merit Award 香港建築項目 (翻新及活化) - 優異獎 Hong Kong Building (Renovation / Revitalisation) - Finalist Award 香港建築項目 (翻新及活化) - 入圍獎	The Mills 南豐紗廠 The Hong Kong Jockey Club University of Chicago Academic Complex The University of Chicago Francis and Rose Yuen Campus in Hong Kong 香港賽馬會芝加哥大學教育綜合大樓 芝加哥大學袁天凡、慧敏校園	The Organising Committee of Quality Building Award 優質建築大獎籌備委員會



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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	
27th Considerate Contractors Site Award Scheme 第二十七屆公德地盤嘉許計劃	Merit Award Considerate Contractors Site Award (Public Works - New Works) 優異獎 公德地盤獎 (工務工程 - 新建工程)	Design and Construction of Redevelopment of Queen Mary Hospital (Phase 1) – Main Works 設計及建造香港薄扶林道瑪麗醫院重 建工程第一期 – 主要工程	Construction Industry Council / Development Bureau 建造業議會及發展局	
	Model Worker 模範工人			
	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			
	Merit Award Considerate Contractors Site Award (Non-Public Works - New Works - Group A) 優異獎 公德地盤獎 (非工務工程 - 新建工程 - A組)			Lamma Power Station Civil & Building Works For Unit 11 南丫發電廠擴建部分11號機組土建及 大樓工程
	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			
	Merit Award Considerate Contractors Site Award 優異獎 公德地盤獎 (非工務工程 - 新建工程 - B組)	Main Contract Works for Proposed Residential Development at NKIL 6562, Kai Tak, Kowloon 新九龍內地段6562號啟德住宅發展項 目地盤		
	Best Model Worker 模範工人			
	Model Frontline Supervisor 模範前線工地監工			
	Best Model Subcontractor Frontline Supervisor Award 模範分包商前線工地監工			
	Merit Award Considerate Contractors Site Award (Public Works - New Works) 優異獎 公德地盤獎 (工務工程 - 新建工程)	Central Kowloon Route - Kai Tak East 中九龍幹線 – 啟德東工程		
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				
HKCA Safety Awards Year 2021 香港建造商會建造安全大獎2021	HKCA Proactive Safety Contractor Award for the Year 香港建造商會積極推動安全承建商獎	Paul Y. General Contractors Limited 保華建築營造有限公司	Hong Kong Construction Association 香港建造商會	
	Safe Supervisors Award 香港建造商會安全監工	Paul Y. Construction Company, Limited 保華建築有限公司		
	Safe Person-in-Charge Award 香港建造商會安全主管	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		

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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
20th Hong Kong Occupational Safety and Health Award Forum and Award Presentation Ceremony 第二十屆香港職業安全健康大獎分享會暨頒獎典禮	Bronze Award Occupational Safety and Health Promotion 銅獎 職安健宣傳推廣大獎	HK Electric Lamma Power Station Extension Civil Works for No. 5 C.W. Intake and Cable Bridge 港燈南丫島發電廠擴建部分5號冷卻水供水系統及連接橋土木工程	Occupational Safety & Health Council 職業安全健康局
Quality Public Housing Construction and Maintenance Awards 2021 優質公共房屋建造及保養維修大獎2021	New Works Projects – Best Site Safety – Safety Innovation Award 新工程項目 - 最佳工地安全 - 安全創意	Construction of Public Rental Housing Development at Queen's Hill Site 1 Phases 2,4 & 5 and Portion of Phase 6 cum Alteration and Addition Works at Ching Ho Estate 皇后山一號地盤 (第二期、第四期、第五期及第六期部分地盤) 公共租住房屋發展計劃建築工程暨清河邨改動及加建工程	Hong Kong Housing Authority 香港房屋委員會
	Outstanding Contractors - Wage Monitoring System (Nominated Sub-Contractors-Electrical) 傑出承建商—工資發放監察系統 (指定分包商—電力裝置)	Paul Y. (E & M) Contractors Limited 保華機電工程有限公司	
CIC Construction Digitalisation Award 2021 2021建造業議會數碼化大獎	Merit Project Category 優異獎 項目類別	CKR - Digitalisation Journey (HyD Central Kowloon Route Project) 中九龍幹線項目	Construction Industry Council 建造業議會
Airport Safety Recognition Scheme 2020/2021 香港國際機場安全卓越獎 2020/2021	HKIA Safety Excellence Award – Gold Award 金獎 香港國際機場安全卓越獎	Multipurpose Building in Remaining Midfield Area (Contract C19W05) 香港國際機場中場客運廊區多用途大樓設計及建造工程(合約C19W05)	Airport Authority Hong Kong 香港機場管理局



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GREEN AWARDS

環保獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Hong Kong Green Organisation Certification 香港綠色機構認證	Energywise Certificate (Excellent Level) 節能證書(卓越級別)	Paul Y. Engineering Group Limited 保華建業集團有限公司	Environmental Campaign Committee 環境運動委員會
	Wastewise Certificate (Good Level) 減廢證書(良好級別)		
2020 Green Contractor 環保承建商獎勵計劃 2020	Gold Award Green Contractor 金獎 環保承建商	Design and Construction of Redevelopment of Queen Mary Hospital (Phase 1) – Main Works 設計及建造香港薄扶林道瑪麗醫院重 建工程第一期 – 主要工程	Architectural Services Department 建築署
Indoor Air Quality Certification Scheme 室內空氣素質檢定計劃	Indoor Air Quality Certificate - Excellent Class 卓越級 室內空氣素質檢定計劃	Site office at 20 Chun Yat Street, Tseung Kwan O 將軍澳工業邨駿日街20號地盤	Environmental Protection Department / Indoor Air Quality Information Centre 環境保護署及室內空氣素質資訊 中心
27th Considerate Contractors Site Award Scheme 第二十七屆公德地盤嘉許計劃	Silver Award Outstanding Environmental Management & Performance Award (Public Works - New Works) 銀獎 傑出環境管理獎(工務工程 - 新建工程)	Design and Construction of Redevelopment of Queen Mary Hospital (Phase 1) – Main Works 設計及建造香港薄扶林道瑪麗醫院重 建工程第一期 – 主要工程	Development Bureau / Construction Industry Council 發展局及建造業議會
	Merit Award Outstanding Environmental Management & Performance Award (Non-Public Works - New Works - Group A) 優異獎 傑出環境管理獎(非工務工程 - 新建工 程 - A組)	Lamma Power Station Civil & Building Works For Unit 11 南丫發電廠擴建部分11號機組土建及 大樓工程	
	Merit Award Outstanding Environmental Management & Performance Award (Non-Public Works - New Works - Group B) 優異獎 傑出環境管理獎(非工務工程 - 新建工 程 - B組)	Main Contract Works for Proposed Residential Development at NKIL 6562, Kai Tak, Kowloon 新九龍內地段6562號啟德住宅發展項 目地盤	
	Merit Award Outstanding Environmental Management & Performance Award (Public Works - New Works) 優異獎 傑出環境管理獎(工務工程 - 新建工程)	Central Kowloon Route - Kai Tak East 中九龍幹線 – 啟德東工程	



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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 2021/22 2021/22年度商界展關懷	Caring Company Logo 商界展關懷標誌	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
The Racial Diversity & Inclusion Charter for Employers 種族多元共融僱主約章	The Racial Diversity & Inclusion Charter for Employers 種族多元共融僱主約章	Paul Y. Engineering Group Limited 保華建業集團有限公司	Equal Opportunities Commission 平等機會委員會
Best HR Awards 2021 Best HR Awards 2021	Top Workplace Companies Award (Gold) Top Workplace Companies Award金獎	Paul Y. Engineering Group 保華建業集團	CTgoodjobs CTgoodjobs
Partner Employer Award 2021/22 友商有良嘉許計劃2021/22	New Works Projects – Best Site Safety – Safety Innovation Award 卓越企業嘉許狀 Partner Employer Award 5 Years Logo 友商有良5+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 香港中小型企业總商會
Construction Industry Volunteer Award Scheme 2021 建造業義工獎勵計劃2021	Merit Award - Excellence in Construction Industry Volunteering Collaboration 優異獎 評審嘉許—優秀社福機構協作	Paul Y. Engineering Group Limited / 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	Construction Industry Council 建造業議會
Hong Kong Most Outstanding Leaders Awards 2021 香港最優秀領袖大獎2021	Asia Pacific's Most Outstanding Contractor of the Year 亞太區最優秀承建商大獎	Paul Y. Engineering Group Limited 保華建業集團有限公司	CORPHUB CORPHUB
Happiness-at-Work Promotional Scheme 2021 「開心工作間」推廣計劃2021	Happy Company Label 「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 Productivity Council 香港提升快樂指數基金及香港生產力促進局

