



華營建築集團控股有限公司

CR CONSTRUCTION GROUP HOLDINGS LIMITED

Stock Code 股份代號 : 1582

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Environmental, Social and
Governance Report
環境、社會及管治報告

2024

Environmental, Social and Governance Report

環境、社會及管治報告

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Environmental, Social and Governance Report

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About this Report

This report is the sixth Environmental, Social and Governance (“ESG”) report published by CR Construction Group Holdings Limited (the “Company”, together with its subsidiaries referred to as the “Group”, “CR”, or we) and aims to outline the Group’s policies, measures, and performance regarding environmental, social, and governance issues.

Reporting Scope

This report covers the Group’s overall annual performance in terms of environmental, social, and governance aspects for the period from 1 January 2024 to 31 December 2024 (the “Reporting Period”).

It discloses relevant policies and measures for core and significant businesses, specifically (i) building construction services provided in Hong Kong, the UK, and Malaysia, and (ii) repair, maintenance, alteration, and addition (“RMAA”) works and services, as well as environmental services provided in China.

The report includes key performance indicators for representative projects that contribute to over 80% of the Group’s total annual revenue. The environmental data disclosed pertains solely to operations in Hong Kong and the UK. Although this report does not encompass all of the Group’s businesses, we will continue to optimise our internal data collection mechanisms and gradually expand the scope of disclosure.

Reporting Basis and Principles

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Code”) set out in Appendix C2 of the Hong Kong Stock Exchange’s Listing Rules, and aligns with the Global Reporting Initiative (“GRI”) Standards, the International Financial Reporting Sustainability Disclosure Standards No. 2 – Climate-related Disclosures (“IFRS S2”) issued by the ISSB, and the Sustainable Development Goals (“SDGs”).

The report applies four reporting principles: “Materiality,” “Quantitative,” “Balance,” and “Consistency.”

- **“Materiality” Principle:**
Focuses on reporting environmental, social, and governance issues that have a significant impact on the Group and various stakeholders.
- **“Quantitative” Principle:**
Key performance data must be measurable and, where appropriate, subject to comparison.

關於本報告

本報告是華營建築集團控股有限公司（「本公司」，連同其附屬公司統稱「本集團」、「華營」、或我們）發表的第六份環境、社會及管治（「ESG」）報告，旨在概述本集團在環境、社會及管治方面的政策、措施及表現。

報告範圍

本報告涵蓋本集團於二零二四年一月一日至二零二四年十二月三十一日期間（「報告期」）在環境、社會及管治方面的整體年度表現。

本報告披露各項核心及重要業務的相關政策及措施，特別是(i)在香港、英國及馬來西亞提供的樓宇建築服務，及(ii)在中國提供的維修、保養、改建及加建（「RMAA」）工程及服務以及環境服務。

本報告包含主要項目（佔本集團年度總收益逾80%）的關鍵績效指標。所披露的環境數據僅與香港及英國業務有關。儘管本報告並未涵蓋集團的所有業務，惟我們將繼續優化內部數據收集機制，並逐步擴大披露範圍。

報告基準及原則

本報告根據香港聯交所上市規則附錄C2所載環境、社會及管治報告守則（「ESG守則」）編製，並參考了全球報告倡議組織（「GRI」）標準、ISSB所頒佈的《國際財務報告可持續披露標準第2號－氣候相關披露》（「IFRS S2」）及可持續發展目標（「SDGs」）。

本報告應用四項報告原則：「重要性」、「量化」、「平衡」及「一致性」。

- **「重要性」原則：**
著重於報告對本集團及各持份者有重大影響的環境、社會及管治議題。
- **「量化」原則：**
關鍵績效數據必須可量化，並在適當情況下可進行比較。

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- **“Balance” Principle:**

Provides an objective and truthful account of the Group’s performance in environmental, social, and governance aspects for the year.

- **“Consistency” Principle:**

Utilises consistent statistical methods for disclosure, allowing for the comparison of key performance indicators related to environmental, social, and governance issues to understand the Group’s performance.

- **「平衡」原則：**

客觀、如實地說明本集團年內在環境、社會及管治方面的績效。

- **「一致性」原則：**

利用一致的統計方法進行披露，允許比較與環境、社會及管治相關的關鍵績效指標，以了解本集團的績效。

Data Sources and Reliability

The data and case studies presented in this report are primarily sourced from the Company’s statistical reports and other relevant documents. This report has been reviewed by the Board of Directors and has received their approval for publication.

數據來源與可靠性

本報告所呈現的數據及案例研究主要來自本公司的統計報告及其他相關文件。本報告經由董事會審閱，並已獲得董事會批准發佈。

Feedback

The Group respects your view on the report. Should you have any opinions or suggestions, you are welcome to share with the Group at info@czcgl.com.hk.

意見回饋

本集團歡迎閣下對本報告提供意見。如有任何意見或建議，歡迎透過電郵info@czcgl.com.hk與本集團聯繫。

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Board Statement

Dear Stakeholders,

We are pleased to present the Environmental, Social and Governance (ESG) Report for the financial year 2024. In the face of global challenges such as climate change, resource scarcity, and human rights issues, sustainability has become a core element of corporate development, and there are high expectations from society for businesses to proactively adopt sustainable practices. The Group is acutely aware of the importance of environmental, social, and governance matters and has consistently placed them at the heart of its development.

The Board of Directors assumes full responsibility for the ESG strategy and its oversight, while the management is responsible for the day-to-day management of ESG matters and guiding ESG practices. To ensure the effective implementation of ESG initiatives, we have established an ESG Working Group composed of department heads from relevant functions within the Group, tasked with coordinating and advancing specific ESG projects, and regularly reporting progress to management and governance bodies.

In terms of ESG philosophy and management strategy, we have conducted a thorough analysis of ESG issues that are of concern to our stakeholders. In light of this, we have developed our ESG philosophy and management strategy, embedding them into our daily operations. The Board is involved in the assessment and prioritisation of significant ESG issues and regularly reviews the ESG philosophy and management strategy to assess their potential impact on the Company's overall strategy.

董事會聲明

各位持份者：

我們欣然呈報二零二四年財政年度的環境、社會及管治(ESG)報告。面對氣候變化、資源稀缺、人權問題等全球性挑戰，可持續發展已成為企業發展的核心要素，社會對企業主動採取可持續發展的做法寄予厚望。本集團深知環境、社會及管治事宜的重要性，並一直將其置於公司發展的核心位置。

董事會全面負責ESG策略及其監督，而管理層則負責ESG事務的日常管理，並指導ESG實踐。為了確保ESG措施的有效執行，我們成立了ESG工作小組，由集團內相關職能的部門主管成員組成，負責協調及推進具體的ESG項目，並定期向管理層及管治機構匯報進展。

在ESG理念與管理策略方面，我們對持份者所關心的ESG議題進行了深入的分析，並制定了相應的ESG理念及管理策略，將其嵌入日常營運中。董事會參與重大ESG議題的評估及優先事項排序，並定期審閱ESG理念及管理策略，以評估其對本公司整體策略的潛在影響。

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We place great importance on the significant impacts that ESG-related risks and opportunities may present and incorporate them into our risk management system. The Board is responsible for overseeing the assessment of these risks and opportunities, ensuring that an appropriate and effective ESG risk management and internal oversight system is established. Additionally, we have set ESG goals relevant to our business, covering environmental objectives such as energy conservation, water saving, and waste management, which the Board reviews and assesses regularly.

Board members, relevant management, and executives are required to participate in regular training on ESG topics to stay abreast of trends and acquire specialised knowledge in this area. Furthermore, the Group has established a Corporate Social Responsibility policy to govern our sustainable practices concerning business ethics, workplace health and safety, environmental engagement, community involvement, and stakeholder communication channels.

In 2024, building upon the existing ISO certifications, the Group successfully attained the ISO 9001, ISO 14001, and ISO 45001 certifications in Malaysia and completed the annual assessment of ISO 9001 certification in the United Kingdom, marking a significant advancement in our commitment to sustainable development. We will continue to uphold the principles of sustainable development, strengthen communication with key stakeholders, and enhance our ESG management standards. We are committed to continuously optimising our ESG strategies and practices to meet societal and stakeholder expectations and promote the long-term development of our business.

On behalf of the Board of Directors,

Yours sincerely,

Mr. Guan Manyu

Chairman

我們非常重視ESG相關風險及機遇可能造成的重大影響，並將其納入我們的風險管理系統。董事會負責監督這些風險及機遇的評估，確保建立適當有效的ESG風險管理及內部監督系統。此外，我們亦設定了與我們業務相關的ESG目標，涵蓋節能、節水及廢物管理等環保事宜，並由董事會定期檢討及評估這些目標。

董事會成員、相關管理層及行政人員均須定期參加有關ESG課題的培訓，以掌握此領域的趨勢及專門知識。此外，本集團已制定企業社會責任政策，以規範我們在商業道德、工作場所健康與安全、環境參與、社區參與及持份者溝通渠道等方面的可持續發展實踐。

二零二四年，集團在現有ISO認證的基礎上，於馬來西亞成功取得ISO 9001、ISO 14001、ISO 45001認證，並完成英國公司的ISO 9001認證年度評審，標誌著集團在可持續發展承諾上取得重大進展。我們將繼續秉持可持續發展原則，加強與主要持份者的溝通，並提升ESG管理標準。我們致力持續優化我們的ESG策略及實踐，以滿足社會及持份者的期望，以及促進我們業務的長期發展。

代表董事會

謹啟

管滿宇先生

主席

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About Us

Introduction of the Group

CR Construction Group Holdings Limited (hereinafter referred to as the **"Company"**, together with its subsidiaries known as the **"Group"**, or simply **"CR"** or we) was listed on the main board of Hong Kong Exchanges and Clearing Limited (referred to as the **"Hong Kong Stock Exchange"**) in October 2019. The Group has solidified its position as one of Hong Kong's premier building contractors, renowned for our expertise and commitment to excellence in the construction industry.

Our core business is as a general contractor, primarily undertaking building construction projects and Repair, Maintenance, Alteration, and Addition (**"RMAA"**) works for public and private sector clients in Hong Kong. Additionally, we have expanded our business scope to Malaysia and the UK, taking on several building construction projects.

As a general contractor, we bear multiple responsibilities, including (i) comprehensive project management, (ii) developing and executing efficient construction plans, (iii) selecting and overseeing subcontractor performance, (iv) procuring building materials, (v) facilitating effective communication and coordination with clients and their professional advisory teams, and (vi) ensuring all work complies with safety, environmental protection, and other contractual requirements.

We have a deep-rooted foundation in the construction industry, dating back to 1967, and have been actively operating in the Hong Kong market for 56 years, during which we built an outstanding business reputation. We have consistently pursued high-quality engineering, successfully completing a series of complex and high-quality construction projects for our clients.

關於我們

本集團簡介

華營建築集團控股有限公司（「本公司」，連同其附屬公司統稱「本集團」、「華營」、或我們）於二零一九年十月在香港交易及結算所有限公司（「香港聯交所」）主板上市。本集團已鞏固其作為香港首屈一指的建築承建商地位，我們的專業知識及對建造業的卓越承諾使我們享負盛名。

我們的核心業務擔任總承建商，主要為香港公營及私營機構客戶承接樓宇建造項目及維修、保養、改建及加建（「RMAA」）工程。此外，我們的業務範圍已擴展至馬來西亞及英國，並在當地承接了數個建築工程項目。

作為總承建商，我們肩負多重責任，包括(i)全面的項目管理；(ii)制定及執行有效的施工計劃；(iii)選擇及監督分包商的表現；(iv)採購建築材料；(v)促進與客戶及其專業顧問團隊的有效溝通及協調；及(vi)確保所有工作符合安全、環保及其他合約要求。

我們在建造業擁有根深蒂固的根基，業務可追溯至一九六七年，在香港市場活躍了56年，期間我們建立了卓越的商業聲譽。我們一貫追求優質工程，成功為客戶完成一系列複雜而優質的建築項目。

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Awards and Recognitions

During the reporting period, the Group's efforts were recognised with several awards. The following are some of the representative awards the Group has received this year:

獎項及嘉許

於報告期內，本集團的努力獲得多個獎項的肯定。以下是本集團於本年度獲得的部分主要獎項：

Award Date 獲獎日期	Award Name 獎項名稱
March 2024 二零二四年三月	Environmental Merit Award, conferred by the Hong Kong Construction Association. 「環保優異大獎」，由香港建造商會頒發。
May 2024 二零二四年五月	Gold Seal for Contribution to Livable City Construction – Promoting Safe Construction and Gold Seal for Contribution to Livable City Construction – Promoting Ecofriendly Construction, awarded by the Hong Kong Quality Assurance Agency. 「傑出宜居城市建築貢獻金章－推動安全施工」及「傑出宜居城市建築貢獻金章－推動環保施工」，由香港品質保證局頒發。
June 2024 二零二四年六月	Top 10 Contractors award, conferred by BCI Asia. 「十大建築承建商獎」，由BCI Asia頒發。
July 2024 二零二四年七月	Young Lo Pan Award, received by Group employee Maggie Sze and presented by the Hong Kong Lo Pan Kwong Yuet Tong. 「青年魯班獎」，由本集團僱員施珮瑩獲得，並由香港魯班廣悅堂頒發。
August 2024 二零二四年八月	Outstanding Environmental Management and Performance Awards, conferred by the Development Bureau. 「傑出環境管理獎」，由發展局頒發。
August 2024 二零二四年八月	Manpower Developers (MDs), conferred by the Employees Retraining Board. 「人才企業」稱號，由僱員再培訓局授予。
August 2024 二零二四年八月	Eco Partner, conferred by the Federation of Hong Kong Industries. 「環保傑出伙伴」證書，由香港工業總會頒發。
September 2024 二零二四年九月	Silver Sponsor, conferred by the Hong Kong Red Cross. 「銀贊助」，由香港紅十字會頒發。
September 2024 二零二四年九月	Most Outstanding Construction Engineering Service of the Year, conferred by the HKCT. 「年度最傑出建築工程服務」，由HKCT頒發。
September 2024 二零二四年九月	Finalist Award of the Quality Building Award – Temporary Building, conferred by HKCA, HKIA, HKICM, HKIE, BD, BSD, HKIH, HKIS, IFMA, HKQAA and REDA. 「優質建築大獎」入圍名單，由HKCA、HKIA、HKICM、HKIE、BD、BSD、HKIH、HKIS、IFMA、HKQAA及REDA聯合頒發。
October 2024 二零二四年十月	Safety Performance Award Rookie Safety Performance Award (Construction Industry) – Outstanding, conferred by the Occupational Safety and Health Council. 「安全表現大獎安全表現新晉獎(建造業)」，由職業安全健康局頒發。

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Award Date 獲獎日期	Award Name 獎項名稱
November 2024 二零二四年十一月	Certificate of Appreciation – QS Awards 2024, conferred by the Quantity Surveying Division (QSD) of The Hong Kong Institute of Surveyors (HKIS). 「2024年工料測量師QS大獎感謝狀」，由香港測量師學會工料測量組頒發。
December 2024 二零二四年十二月	Innovative Initiative Award (Large Corporation), Green Management Award – Project Management (Large Corporation) – Merit and Environmental, Health and Safety Award (Large Corporation) – Bronze, presented by the Green Council. 「創新倡議獎(大型企業)」、「優越環保管理獎—項目管理(大型企業)—優異獎」及「超卓環保安全健康獎(大型企業)—銅獎」，由環保促進會頒發。
December 2024 二零二四年十二月	Certificate of Appreciation – Caring for Workers Award and Certificate of Appreciation – Outstanding Pioneer Award, conferred by the Construction Industry Council. 「關愛工友嘉許—感謝狀」及「傑出先鋒嘉許—感謝狀」，由建造業議會頒發。
December 2024 二零二四年十二月	Best BIM Construction Enterprise Award – Gold and Best BIM Project Award – Gold, conferred by IDTM · bSHK. 「最佳BIM施工企業大獎—金獎」及「最佳BIM項目獎—金獎」，由型建香港頒發。

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Our Approach to Sustainability

Commitment to the United Nations Sustainable Development Goals

To effectively fulfil the Group's responsibilities regarding environmental, social, and governance matters, we firmly support the United Nations 2030 Sustainable Development Goals ("SDGs") and their sustainability agenda. We integrate our sustainability strategy with our business characteristics, continuously optimising and enhancing our action plans aimed at achieving the SDGs, striving to advance both corporate and societal progress towards sustainability.

We proactively align our ESG management and operational activities with the SDGs, focusing on 15 of the 17 global goals to ensure stakeholders have a clear understanding of our efforts and contributions towards the SDGs.

可持續發展方針

支持聯合國可持續發展目標

為了有效履行本集團在環境、社會及管治方面的責任，我們堅定支持聯合國2030年可持續發展目標（「SDG」）及可持續發展議程。我們將可持續發展策略與我們的業務特性結合，不斷優化並加強行動方案以期實現可持續發展目標，努力推動企業及社會朝著可持續發展邁進。

我們主動將ESG管理及營運活動與可持續發展目標結合，專注於17個全球目標中的15個，以確保持份者清楚了解我們為可持續發展目標所做的努力及貢獻。

SDGs 可持續發展目標	Actions We Take in Response to the SDGs 為達成SDG而採取的行動
No Poverty 零貧困 	We consistently focus on and support vulnerable groups while maintaining our commitment to serving the community. We have formed a volunteer team guided by the belief that "it is more blessed to give than to receive," concentrating on promoting community connections and cohesion. Since its inception, our volunteer team has actively engaged in various volunteer services, including health charity events and fundraising initiatives. 我們始終關注及支持弱勢群體，同時堅持服務社區的承諾。我們在「施比受更有福」的信念引導下組成了義工團隊，專注於促進社區聯繫及凝聚力。自成立以來，我們的義工團隊積極參與各種義工服務，包括健康慈善活動及籌款活動。
Good Health and Well-Being 良好健康與福祉 	We place a high priority on the health and safety of our employees and business partners, actively participating in occupational safety and health promotion activities organised by government departments, trade unions, and relevant organisations, striving to enhance safety awareness among site workers. Our occupational health and safety management system is certified to the ISO 45001 international standard and undergoes regular audits to ensure compliance with the latest standards. 我們高度重視僱員及業務夥伴的健康及安全，積極參與政府部門、工會及相關機構舉辦的職業安全與健康推廣活動，努力提高現場工人的安全意識。我們的職業安全衛生管理系統已通過ISO 45001國際標準認證，並定期接受審核，以確保符合最新標準。
Quality Education 優質教育 	We firmly believe that a well-trained and high-quality workforce is crucial for delivering excellent, efficient, and safe services. To ensure employees' skills align with job requirements, we provide comprehensive and ample training that covers not only skill development but also leadership training, aiming to enhance the overall quality and professional capabilities of our employees. 我們深信訓練有素的高素質工作團隊是提供優良、高效及安全服務的關鍵。為確保僱員的技能符合工作需求，我們提供全面且充實的培訓，不僅涵蓋技能發展，亦包括領導力訓練，旨在提升僱員的整體素質與專業能力。

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SDGs 可持續發展目標	Actions We Take in Response to the SDGs 為達成SDG而採取的行動
<p>Gender Equality 性別平等</p> 	<p>We strongly oppose gender discrimination and have developed and implemented a range of gender equality policies and programmes. These initiatives aim to promote the career development of female employees, safeguard their rights, and create an equitable and inclusive working environment. Additionally, our employee handbook explicitly prohibits any form of discrimination throughout the employment management process.</p> <p>我們強烈反對性別歧視，並制定並實施了一系列性別平等政策及計劃。這些措施旨在促進女性僱員的職涯發展、維護彼等的權利，並創造一個公平及包容的工作環境。此外，我們的員工手冊明確禁止在整個就業管理過程中出現任何形式的歧視。</p>
<p>Clean Water and Sanitation 清潔飲水和衛生設施</p> 	<p>We strictly adhere to the Water Pollution Control Ordinance, ensuring that wastewater is appropriately treated before discharge. We have advanced wastewater treatment facilities in place and conduct regular monitoring and sampling tests to ensure full compliance with relevant laws and regulations. Our environmental management system is certified to the ISO 14001 international standard and undergoes continuous audits to meet the latest standards.</p> <p>我們嚴格遵守《水污染管制條例》，確保廢水經適當處理後才排放。我們擁有先進的廢水處理設施，並定期進行監測及抽樣測試，以確保完全符合相關法律法規。我們的環境管理系統已通過ISO 14001國際標準認證，並持續接受審核，以符合最新標準。</p>
<p>Affordable and Clean Energy 經濟適用的清潔能源</p> 	<p>In our operations, we strive to maximise the use of renewable energy. Currently, our project sites are equipped with solar panels, and we plan to further increase the utilisation of renewable energy in future operations when conditions allow.</p> <p>在營運過程中，我們致力於盡量使用可再生能源。目前，我們在所有項目場地配備了太陽能電池板，並計劃在條件允許的情況下，在未來的營運中進一步提高可再生能源的使用率。</p>
<p>Decent Work and Economic Growth 體面工作與經濟增長</p> 	<p>We are committed to creating a high-quality working environment and actively promoting the increase of employment opportunities while driving economic development. Through these efforts, we aim to provide more job opportunities for employees and the community, fostering prospects for economic growth.</p> <p>我們致力創造優質的工作環境，在帶動經濟發展的同時，積極促進就業機會。透過這些努力，我們希望為僱員及社區提供更多就業機會，促進經濟增長的前景。</p>
<p>Industry, Innovation, and Infrastructure 產業、創新與基礎設施</p> 	<p>We actively apply innovative construction techniques and plan to widely implement the Building Environmental Assessment Method (BEAM Plus) standards in future projects. Currently, some of our projects have successfully obtained green building certification, demonstrating our leadership in the green building sector.</p> <p>我們積極應用創新的建築技術，並計劃在未來的項目中廣泛實施建築環保評估法「綠建環評」(BEAM Plus)標準。目前，我們的部分項目已成功取得綠色建築認證，彰顯我們在綠建領域的領先地位。</p>

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SDGs

可持續發展目標

Reduced Inequalities
減少不平等



Sustainable Cities and Communities
可持續的城市及社區



Responsible Consumption and Production
負責任消費與生產



Climate Action
氣候行動



Life Below Water
水下生物



Actions We Take in Response to the SDGs

為達成SDG而採取的行動

We ensure that candidates from disadvantaged groups enjoy equal employment opportunities and adopt a zero-tolerance approach to any form of discrimination. To this end, we have established a series of human resource management policies that clearly define the principles of equality in the recruitment and promotion processes. 我們確保來自弱勢群體的應徵者享有平等的就業機會，並對任何形式的歧視採取零容忍態度。為此，我們制定了一系列人力資源管理政策，明確規定了招聘及晉升過程中的平等原則。

Sustainability is a key pillar of our business strategy, crucial for enhancing the overall value of the company and its operations. We have developed a comprehensive waste management policy that sets clear guidelines and standards for waste disposal and source reduction, implementing a range of measures to further minimise the negative impact of our operations on the surrounding environment. 可持續發展是我們業務策略的重要支柱，對提升公司及營運的整體價值至關重要。我們制定了全面的廢物管理政策，為廢物處理及源頭減量制定了明確的指引方針及標準，並實施一系列措施，進一步減低營運對周圍環境的負面影響。

We are gradually increasing the procurement ratio of environmentally friendly materials. When selecting suppliers, subcontractors, and materials, we prioritise environmental considerations to ensure that the products we choose meet environmental standards. 我們逐步提高環保材料的採購比例。在選擇供應商、分包商及材料時，我們會優先考慮環保因素，以確保所選擇的產品符合環保標準。

We deeply integrate the concept of sustainable development into all aspects of production and operations, enhancing employees' environmental awareness and encouraging all staff to actively participate in climate change initiatives. We aim to conduct business activities in a more efficient, environmentally friendly, and clean manner while accurately identifying and effectively seizing various opportunities to reduce carbon emissions. 我們將可持續發展的理念融入生產經營的各個環節，提高僱員的環保意識，鼓勵全員積極參與應對氣候變化。我們的目標是以更高效、更環保及更清潔的方式開展業務活動，同時準確識別及有效把握各種減少碳排放的機會。

We are committed to preventing water pollution resulting from our operations to protect marine natural habitats. Our environmental policy explicitly states that we will take all necessary measures to prevent environmental pollution, including water pollution. We are dedicated to continuous improvement and rigorous management to minimise the impact of our operations on the natural environment. 我們致力防止因營運而造成的水污染，以保護海洋自然棲息地。我們的環境政策明確規定，我們將採取一切必要措施防止環境污染，包括水污染。我們投身於持續改進及嚴格管理，以將營運對自然環境的影響降至最低。

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<p>Life on Land 陸地生物</p> 	<p>We are dedicated to preventing land pollution resulting from our operations to protect natural habitats. Our environmental policy clearly stipulates that we will take all necessary measures to prevent environmental pollution, including land pollution. We are committed to continuous improvement and rigorous management to ensure that our operational activities have minimal impact on the natural environment.</p> <p>我們致力防止因營運而造成的土地污染，以保護自然棲息地。我們的環境政策明確規定，我們將採取一切必要措施防止環境污染，包括土地污染。我們投身於持續改進及嚴格管理，以確保營運活動對自然環境的影響降至最低。</p>
<p>Peace, Justice, and Strong Institutions 和平、正義與強大機構</p> 	<p>We are committed to strengthening business ethics in personal conduct and corporate practices, enhancing anti-corruption awareness, and establishing strict anti-corruption policies to foster a responsible and inclusive institutional culture. 我們致力在個人行為及企業實踐中加強商業道德建設，提高反貪意識，並建立嚴格的反貪污政策，以培育負責任及包容的機構文化。</p>

ESG Governance Structure

As a responsible enterprise, the Group recognises the importance of sustainable development and is committed to establishing a comprehensive ESG management framework to enhance our sense of corporate responsibility and capacity for sustainable growth. Our goal is not merely to construct outstanding buildings but to create lasting value for both the environment and society. Guided by the vision of "Building a Better World for Tomorrow," we are dedicated to achieving a balance between economic benefits, environmental protection, and social responsibility, striving to become a new benchmark for sustainable development within the industry.

To ensure the effective implementation of ESG principles, we have established an ESG governance framework. The Board of Directors, with the assistance of the ESG Working Group, assumes ultimate responsibility for the Group's ESG strategy and reporting. The Board comprehensively and rigorously oversees all ESG matters within the Group, ensuring their effective execution. Key responsibilities include: (i) overseeing the overall planning and regular reporting of ESG direction and strategy, (ii) accurately identifying ESG-related risks and developing corresponding mitigation measures, (iii) formulating and obtaining Board approval for the Group's ESG policies and long-term goals, (iv) ensuring that ESG factors are fully integrated into all business decisions to promote sustainable development, (v) monitoring and regularly assessing ESG performance to ensure it meets expected outcomes, and (vi) adjusting the ESG strategy in a timely manner and reporting to the Board if significant deviations from established goals are identified.

ESG管治架構

作為一家負責任的企業，本集團深知可持續發展的重要性，並致力建立一套全面的ESG管理框架，以增強我們的企業責任意識及可持續發展能力。我們的目標不僅僅是建造出色的建築物，而是為環境及社會創造持久的價值。在「創建美好明天」願景的引領下，我們致力實現經濟效益、環境保護與社會責任三者之間的平衡，努力成為行業內可持續發展的新標杆企業。

為確保ESG原則的有效執行，我們建立了ESG管治架構。董事會在ESG工作小組的協助下，對本集團的ESG策略與報告負起最終責任。董事會全面及嚴格地監督集團內所有ESG事宜，確保其有效執行。主要職責包括(i)監督ESG方向及策略的整體規劃並定期匯報；(ii)準確識別ESG相關風險，並制定相應的緩解措施；(iii)制定本集團的ESG政策及長期目標，並就此尋求董事會批准；(iv)確保ESG元素充分融入所有業務決策，以促進可持續發展；(v)監控並定期評估ESG績效，以確保其符合預期結果；(vi)及時調整ESG策略，並於發現與所訂目標有重大偏差時向董事會報告。

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The ESG Working Group is tasked with providing professional advice to the Board on ESG issues, overseeing the specific implementation of ESG measures, reviewing the effectiveness of current policies and practices, comprehensively assessing the Group's ESG performance, and gathering extensive feedback from employees regarding the Group's ESG vision and strategy, ultimately submitting a detailed report to the Board.

To ensure the effective implementation of ESG policies and related measures, departmental heads are responsible for executing these policies and measures within their respective areas of jurisdiction, ensuring that the ESG philosophy permeates all levels of the Group's operations.

ESG工作小組負責就ESG議題向董事會提供專業意見，監督ESG措施的具體實施、檢討現行政策及實踐的成效，全面評估本集團的ESG績效，廣泛收集僱員對本集團ESG願景及策略的意見，最終向董事會提交詳細報告。

為了確保ESG政策及相關措施的有效執行，各部門主管負責在各自的主管範圍內執行這些政策及措施，確保ESG理念滲透到本集團營運的各個層面。



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ESG Policies

The Group has established a comprehensive corporate social responsibility system in accordance with the ISO 26000:2010 guidance on social responsibility and developed a risk management framework based on the ISO 31000:2009 standard to ensure the Group's robust operations.

We have formulated a series of ESG-related policies covering the core areas of environment, social, and governance. These policies are published on the Group's official website, providing stakeholders with convenient access at any time, thereby fostering transparency and trust.

No. 編號	Policies 政策
1	Corporate Social Responsibility Policy 企業社會責任政策
2	Quality Policy 品質政策
3	Risk Management Policy 風險管理政策
4	Safety and Health Policy 安全與健康政策
5	Environmental Policy 環保政策
6	Waste Management Policy 廢物管理政策
7	Climate Change Policy 氣候變化政策
8	Energy Management Policy 能源管理政策

Stakeholder Engagement

Stakeholder feedback is crucial to our Group's sustainability and success. We value and listen to their opinions, which helps us identify and balance risks from various perspectives, enabling us to develop more suitable policies and corporate goals. We maintain open communication with different stakeholders through multiple channels to remain responsive to their expectations. The following table outlines how we engage with various stakeholders:

ESG政策

本集團已根據ISO 26000:2010社會責任指引建立全面的企業社會責任制度，並根據ISO 31000:2009標準制定風險管理框架，以確保本集團穩健經營。

我們已制定一系列ESG相關政策，涵蓋環境、社會及管治的核心領域。這些政策均已刊登於本集團的官網上，方便持份者隨時查閱，這有助提高透明度及信任度。

No. 編號	Policies 政策
9	Greenhouse Gas Policy 溫室氣體政策
10	Anti-Collusion Policy 反合謀政策
11	Anti-Fraud Policy 反欺詐政策
12	Anti-Bribery Policy 反賄賂政策
13	Integrity Management Policy 誠信管理政策
14	IT Service Management System Policy 資訊科技服務管理政策
15	IT Information Security Management System Policy 資訊科技資訊保安全管理系統政策

持份者參與

持份者的反饋對於本集團的可持續發展及成功至關重要。我們重視並聆聽各持份者的意見，這有助我們從不同角度識別及平衡風險，使我們能夠制定更合適的政策及企業目標。我們透過多種渠道與不同持份者保持開放溝通，持續回應彼等的期望。下表概述我們如何與不同持份者溝通：

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Stakeholder 持份者	Communication and Response 溝通及回應
Government and Regulators 政府及監管機構	<ul style="list-style-type: none"> Annual reports, interim reports, ESG reports and other public information 年報、中期報告、ESG報告及其他公開資料 Supervision and inspection 監督及檢查 Official correspondence 官方通訊 Policy implementation 政策實施
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Annual general meetings and other general meetings of shareholders 股東週年大會及其他股東大會 Company website 公司網站 Press releases/announcements 新聞稿／公告 Annual reports, interim reports, ESG reports and other public information 年報、中期報告、ESG報告及其他公開資料
Employees 僱員	<ul style="list-style-type: none"> Training 培訓 Meetings 會議 Performance evaluation 績效評估 Survey 意見調查 Staff engagement and voluntary activities 員工參與及義工活動 Internal portal 內聯網
Customers 客戶	<ul style="list-style-type: none"> Fax, email, and phone communications 傳真、電郵及電話通訊 Project meetings 項目會議 Satisfaction survey 滿意度調查
Supplier/Subcontractor/ Business Partner 供應商／分包商／業務夥伴	<ul style="list-style-type: none"> Project meetings 項目會議 Site visits 實地視察 Feedback surveys 意見調查 Supplier evaluations 供應商評估 Supplier communication and training 供應商通訊及培訓

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Stakeholder 持份者	Communication and Response 溝通及回應
Community and NGOs 社區及非政府組織	<ul style="list-style-type: none"> – CSR programmes and voluntary activities 企業社會責任項目及義工活動 – Sponsorship and donation 贊助及捐贈 – ESG Reports ESG報告 – Social media platforms e.g. Facebook page and LinkedIn page 社交媒體平台，如Facebook及LinkedIn專頁
Media 傳媒	<ul style="list-style-type: none"> – Enquiry mailbox 查詢電郵 – Industry forums 行業論壇 – Exchange visits 訪問交流

Materiality Assessment

The Group conducts a materiality assessment to identify key environmental, social, and governance issues critical to our operations. In alignment with the Global Reporting Initiative (GRI) standards and the Environmental, Social, and Governance Reporting Code issued by the Hong Kong Stock Exchange, we conducted a comprehensive benchmarking analysis of leading companies. By integrating these insights into our specific operational context, we identified and prioritised key ESG topics that are of significant importance to both the Group and its stakeholders.

重要性評估

本集團進行重要性評估，以識別對營運至關重要的環境、社會及管治議題。為了與全球報告倡議組織(GRI)標準及香港聯交所頒佈的環境、社會及管治報告守則保持一致，我們對龍頭企業進行了全面的標杆分析，並透過將這些洞察結合至我們的具體營運環境中，識別出對本集團及其持份者相當重要的關鍵ESG議題，並加以優先排序。

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An online survey was conducted to invite stakeholders and Group members to rate the importance of each issue from their particular perspectives. Based on the survey results, the SASB standards published by the Sustainability Accounting Standards Board, the S&P Global Industry Materiality Matrices, and benchmarking analysis of leading companies within the industry, we developed a materiality matrix that highlights issues important from both stakeholder and business viewpoints. The issues located in the upper right quadrant of the matrix are considered the highest priority. In this report, we will explore each of these issues in detail.

我們邀請了持份者及本集團成員公司進行線上調查，以彼等各自的觀點來評價每個議題的重要性。根據調查結果、可持續發展會計準則委員會發佈的SASB準則、S&P全球行業重要性矩陣、以及行業龍頭企業標杆分析，我們繪製了一個從持份者及企業角度出發的重要議題重要性矩陣。位於矩陣右上方的議題被視為最優先。在本報告中，我們將對這些議題逐一進行詳細探討。

Identification 識別議題

With reference to ESG standards, and through benchmarking against industry-leading companies, we identify ESG issues that are deemed to be of significant importance to the Group and its stakeholders.

參照各地ESG標準，結合行業內領先企業的對標分析，篩選出對本集團及其持份者可能合理地視為重要的ESG議題。

Online Survey 問卷調查

Conduct an online survey, inviting stakeholders and members of the Group to assess the importance of each issue from their perspectives.

進行線上調查，邀請持份者及本集團成員從各自角度對每個議題的重要性進行評分。

Analysis and prioritisation 分析及排序

Based on the results of the online survey, combined with the SASB standards and the S&P Global Industry Materiality Matrices, an analysis and prioritisation of material issues are conducted to establish a materiality matrix.

根據線上調查結果、結合SASB準則以及標普全球行業重要性矩陣，進行重要性議題評估分析及排序，建立重要性矩陣。

Materiality Assessment Process 重要性評估程序

We believe that the following ESG issues are important for us.

我們認為以下ESG議題對我們而言是重要的議題。

Climate change
氣候變化

Environmental regulations compliance
遵守環境法規

Waste management
廢物管理

Staff occupational health and safety
員工職業健康與安全

Safety of projects/services
項目／服務安全性

Quality of projects/services
項目／服務品質

Staff development and training
員工發展及培訓

Prohibition of child labour and forced labour
禁止童工及強制勞工

Customer satisfaction
客戶滿意度

Business ethics
商業道德

Anti-corruption training for
management and employees
為管理層及僱員提供反貪污培訓

Customers' privacy and confidentiality
客戶私隱及保密性

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Materiality Matrix 重要性矩陣

List of Issues:

- 1 Air Emissions
廢氣排放
- 2 Greenhouse gas Emissions
溫室氣體排放
- 3 Effluents management
污水管理
- 4 Waste management
廢物管理
- 5 Energy efficiency
能源效率
- 6 Water efficiency
用水效率
- 7 Use of raw and packaging materials
原材料及包裝材料的使用
- 8 Environmental regulations compliance
遵守環境法規
- 9 Land use, pollution and restoration
土地使用、污染及恢復
- 10 Climate change
氣候變化
- 11 Employment practices
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議題列表：

- 15 Staff development and training
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- 16 Prohibition of child labour and forced labour
禁止童工及強制勞工
- 17 Responsible supply chain management
負責任的供應鏈管理
- 18 Environmental friendliness on products or service purchased
採購產品或服務的環境友好性
- 19 Compliance with regulations on marketing, product and service labelling
遵守市場推廣、產品和服務標籤的法規
- 20 Customers' privacy and confidentiality
客戶私隱及保密性
- 21 Customer satisfaction
客戶滿意度
- 22 Intellectual property
知識產權
- 23 Safety of projects/services
項目／服務安全性
- 24 Quality of projects/services
項目／服務品質
- 25 Business ethics
商業道德
- 26 Anti-corruption training for management and employees
為管理層及僱員提供反貪污培訓
- 27 Contributions to the society
社會貢獻
- 28 Communication and connection with local community
與當地社區溝通及聯繫

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Our Address to Climate Change

The SDGs addressed in this chapter:
本章節討論的SDG：



In the face of the severe challenges posed by global climate change, our Group is acutely aware of its long-term impact on both the environment and our business operations. As such, we are actively responding to and adapting to these changes, making every effort to transition the Group towards a green, low-carbon model.

During the reporting period, the Hong Kong Stock Exchange published Consultation Conclusions of Enhancement of Climate-related Disclosures under the Environmental, Social and Governance Framework, alongside the Implementation Guidance for Climate Disclosures under HKEX ESG Reporting Framework. These documents clearly state that climate-related disclosures will refer to the International Financial Reporting Sustainability Disclosure Standards No. 2 – Climate-related Disclosures (“IFRS S2”). Our Group will ensure that we make appropriate disclosures in accordance with these relevant guidelines and requirements.

應對氣候變化

面對全球氣候變化所帶來的嚴峻挑戰，本集團深刻意識到氣候變化對環境及業務營運的長遠影響。因此，我們正積極回應及適應該等變化，盡一切努力推動本集團過渡至綠色低碳模式。

於報告期內，香港聯交所刊發了《優化環境、社會及管治框架下的氣候相關信息披露諮詢文件》以及《香港交易所環境、社會及管治框架下氣候信息披露的實施指引》。這些文件明確指出，氣候相關信息披露將參考國際財務報告可持續披露準則第2號—氣候相關披露（「IFRS S2」）。本集團將確保按照這些相關指引及規定作出適當披露。

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Governance

The Group has established a climate change governance framework centred around the Board of Directors, which has delegated authority to the ESG Working Group to oversee related matters.

管治

本集團已建立以董事會為中心的氣候變化管治框架，而董事會已授權ESG工作小組監督相關事宜。

Governance Framework for Addressing Climate Change 為應對氣候變化而制定的管治框架	
Board of Directors 董事會	<ul style="list-style-type: none"> Authorises the ESG Working Group to comprehensively supervise all climate-related affairs, including (but not limited to) the management and control of climate risks and opportunities, the achievement of greenhouse gas emissions reduction targets, the realisation of resource conservation objectives, and the annual progress overview. 授權ESG工作小組全面監督所有氣候相關事務，包括（但不限於）氣候風險及機遇的管理及控制、溫室氣體減排目標的達成、資源節約目標的實現，以及年度進度總覽。
ESG Working Group ESG工作小組	<ul style="list-style-type: none"> Ensures that environmental, social, and governance issues (including climate-related topics) are integrated into corporate decision-making. 確保將環境、社會及管治議題（包括氣候相關議題）納入企業決策。 Responsible for coordinating the management of climate-related risks and opportunities, including (but not limited to) identifying and assessing climate-related risks and opportunities, developing climate response strategies, and implementing mitigation measures. 負責協調管理氣候相關風險及機遇，包括（但不限於）識別及評估氣候相關風險及機遇，制定氣候應對策略，並實施緩解措施。 Seeks new business opportunities, establishes climate-related goals, and sets indicators to regularly monitor progress towards these objectives. 尋找新商機，建立氣候相關目標，並設定指標以定期監控這些目標的達成進度。 Reports regularly to the Board on the assessment and management of climate-related issues. 定期向董事會匯報有關氣候相關議題的評估及管理情況。
Each Business Department 各業務部門	<ul style="list-style-type: none"> Responsible for implementing energy-saving and carbon-reduction measures in projects, including the selection of environmentally friendly building materials and optimisation of construction processes to enhance energy efficiency and reduce greenhouse gas emissions. 負責在項目中實施節能減碳措施，包括選擇環保建築材料及優化施工程序，以提高能源效率及減少溫室氣體排放。 Works in alignment with the guidance of the ESG Working Group to ensure that the department's activities are consistent with the company's overall sustainable construction strategy and climate response objectives. 配合ESG工作小組的指引展開工程，確保部門活動符合公司整體的可持續建築策略及氣候應對目標。

Strategy

The Group has integrated climate change response into its core strategic framework. To ensure the long-term robustness of our business and environmental sustainability, we are actively implementing a series of concrete measures. To this end, we have identified climate-related risks and opportunities and conducted scenario analysis to effectively manage climate risks, seize transition opportunities, and progress towards low-carbon and efficient development goals.

策略

本集團已將應對氣候變化納入其核心策略框架。為確保業務的長期穩健發展及環境的可持續發展，我們正積極採取一系列具體措施。為此，我們已識別出與氣候相關的風險及機遇，並進行情景分析，以有效管理氣候風險，把握轉型機會，向低碳高效的發展目標邁進。

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Climate Risks and Opportunities

The Group has identified climate-related risks and opportunities, incorporating these factors into our overall risk management, strategic planning, and financial forecasting. Climate risks are primarily categorised into two main types: transition risks and physical risks. Transition risks arise from the global shift towards a low-carbon and climate-resilient economy, encompassing various risks related to policy and legislation, technology, market dynamics, and reputation. Physical risks, on the other hand, result from extreme weather events and the rise in global average temperatures, including acute risks (such as typhoons and floods) and chronic risks (such as rising average temperatures and sea levels). We have engaged in extensive discussions with various business units and industry experts to analyse the likelihood of different risks and opportunities and their potential impacts.

氣候風險與機遇

本集團已識別與氣候相關的風險及機遇，並將這些因素納入整體風險管理、策略規劃及財務預測中。氣候風險主要分為兩大類：過渡風險及實體風險。過渡風險源於全球朝向低碳及氣候適應性經濟轉型，當中包含各種與政策及立法、技術、市場動態及聲譽有關的風險。而實體風險則源於極端天氣事件及全球平均氣溫的上升，包括急性風險（如颱風及洪災）及慢性風險（如平均氣溫及海平面上升）。我們已與各業務單位及業界專家進行了廣泛討論，以分析不同風險與機遇的可能性及其潛在影響。

Climate Risks 氣候風險			
Risk Category 風險類別	Effects on business model and value chain 對業務模式及價值鏈的影響	Response Strategy 應對策略	Time Frame 時間範圍
Physical Risks 實體風險			
Acute Risk 急性風險	The frequency and severity of extreme weather events may increase, potentially damaging our assets and leading to financial losses. For example, flooding could damage our machinery, resulting in higher maintenance and replacement costs. 極端天氣事件發生的頻率及嚴重程度可能會增加，對我們的資產造成潛在破壞，導致財務損失。舉例而言，洪災可能會破壞我們的機器，導致保養及更換成本上升。	Actively adopt preventative measures and conduct regular climate risk assessments, developing contingency plans based on historical data of natural disasters. 積極採取預防措施，定期進行氣候風險評估，根據自然災害的歷史數據制定應變計劃。	Short-term 短期
Acute Risk 急性風險	Increasing extreme weather conditions may disrupt our material supply and project progress, causing significant damage to project site environments and adversely affecting our reputation, business operations, financial condition, and performance. 極端天氣狀況日益頻密，可能會打亂我們的材料供應及項目進度，對項目地盤環境造成重大破壞，並使我們的聲譽、業務營運、財務狀況及績效受到不利影響。	Allocate additional resources to mitigate potential negative impacts from extreme weather disasters. For instance, if a project is delayed due to severe weather, we may need to hire more subcontractors to ensure timely delivery to clients. 分配額外資源以減輕極端氣候災害可能造成的負面影響。例如，倘項目因惡劣天氣而延遲，我們可能需要僱用更多分包商，以確保按時向客戶交付。	Medium to Long-term 中長期

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Climate Risks 氣候風險			
Risk Category 風險類別	Effects on business model and value chain 對業務模式及價值鏈的影響	Response Strategy 應對策略	Time Frame 時間範圍
Acute Risk 急性風險	<p>Extreme weather may lead to more employee safety incidents, resulting in negative financial repercussions.</p> <p>極端天氣可能會引發更多僱員職安事故，帶來負面財務影響。</p>	<p>Implement additional preventative and safety measures on project sites to guard against damage caused by extreme weather conditions.</p> <p>在項目地盤實施額外的預防及安全措施，以防範極端天氣所造成的破壞。</p>	Short-term 短期
Chronic Risk 慢性風險	<p>The increased frequency of extreme weather due to global warming may impact employee commuting safety and health, prolonged high temperatures could affect electricity usage, supply stability, and water availability, posing challenges to business continuity.</p> <p>全球暖化導致極端天氣發生的頻率增加，可能會影響僱員通勤安全與健康，長期高溫可能會影響電力使用、供應的穩定性以及水的可用量，對業務持續性構成挑戰。</p>	<p>Commit to reducing office electricity and water consumption levels, enhance employees' awareness of energy conservation, and implement green office initiatives.</p> <p>致力降低辦公室的耗電量及耗水量，提高僱員的節能意識，並實施綠色辦公室措施。</p>	Medium to Long-term 中長期
Chronic Risk 慢性風險	<p>Rising sea levels may have long-term impacts on construction projects in coastal areas, particularly regarding foundation stability, flood protection, and drainage systems.</p> <p>海平面上升可能會對沿海地區的建築工程造成長期影響，尤其是地基穩定性、防洪作業及排水系統。</p>	<p>Adopt climate-resilient construction methods, implement foundation reinforcement, upgrade flood protection measures, and optimise drainage systems to ensure the project's long-term sustainability and safety.</p> <p>採用增強氣候韌性的施工方法、實施地基加固、提升防洪措施、優化排水系統，以確保項目的長期可持續性及安全性。</p>	Long-term 長期

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Climate Risks 氣候風險			
Risk Category 風險類別	Effects on business model and value chain 對業務模式及價值鏈的影響	Response Strategy 應對策略	Time Frame 時間範圍
Transition Risks 過渡風險			
Policy and Regulatory Risk 政策及監管風險	<p>Governments are increasingly strengthening regulations related to climate change, raising disclosure requirements for companies. Failure to comply with relevant laws and regulations could lead to fines.</p> <p>各國政府日益收緊與氣候變化有關的法規，提高企業的披露要求。不遵守相關法律法規者可能會被罰款。</p>	<p>Closely monitor new regulations issued by governments regarding climate change and integrate their implications into the company's climate change management framework, while striving to enhance our disclosure standards.</p> <p>密切關注政府發佈的氣候變化新法規，並將其影響納入本公司的氣候變化管理框架，同時努力提高披露標準。</p>	Medium to Long-term 中長期
Market and Reputation Risk 市場及聲譽風險	<p>Growing public and customer awareness of low-carbon practices has intensified focus on green operations. Failure to meet customer demands in this area could significantly impact our market competitiveness and reputation.</p> <p>公眾及客戶對低碳實踐的意識不斷提高，加強了對綠色營運的關注。倘無法滿足客戶在此方面的需求，可能會嚴重影響我們的市場競爭力及聲譽。</p>	<p>Actively explore green and low-carbon potential across all aspects of the corporate value chain. Strengthen engagement with the public to enhance corporate image, and establish effective communication mechanisms to convey our green culture while actively listening to public feedback.</p> <p>積極發掘企業價值鏈各個環節的綠色低碳潛力。加強與大眾的溝通以提升企業形象，並建立有效的溝通機制以傳達我們的綠色文化及積極聆聽大眾意見。</p>	Medium to Long-term 中長期

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Climate Opportunities 氣候機遇			
Opportunity Category 機遇類別	Effects on business model and value chain 對業務模式及價值鏈的影響	Response Strategy 應對策略	Time Frame 時間範圍
Low-Carbon Products and Services 低碳產品及服務	The green building market is thriving, presenting significant business opportunities. Companies with relevant expertise can stand out in this trend, gaining customer trust and opening up more new projects. 綠色建築市場正蓬勃發展，帶來龐大商機。擁有相關專業知識的公司能憑藉這股趨勢脫穎而出，獲得客戶信賴以及開拓更多新項目。	Focus on sustainable design principles and environmentally friendly materials to enhance the sustainability and market competitiveness of building projects. 著重可持續設計原則及環保材料，以提高建築項目的可持續性及市場競爭力。	Medium to Long-term 中長期
Reputation 聲譽	Increasing consumer awareness of environmental protection provides an opportunity to build an environmentally friendly corporate image, potentially gaining recognition and support from users committed to sustainable development. 消費者環保意識的提高，提供了建立環保企業形象的機會，並可能獲得關注可持續發展的用戶的認可及支持。	Uphold principles of green development, implement green operations, and create a brand image that reflects responsibility towards environmental protection. 堅持綠色發展原則，落實綠色營運，構建對環保負責的品牌形象。	Medium to Long-term 中長期

• **Scenario Analysis**

The Group actively refers to the scenario pathways provided by the IPCC and NGFS, taking into account the Group’s industry characteristics and the impact of climate change in the medium and long term (2030 and 2050), ensuring a comprehensive and in-depth assessment of the various risks climate change poses to the Group. For physical risks, we have selected the SSP5-8.5 and SSP1-2.6 scenarios from the IPCC AR6, while for transition risks, we have chosen NGFS Net Zero 2050 and NGFS Current Policies scenarios for analysis. These scenarios encompass extreme climate change pathways and align with the goals of the Paris Agreement. By utilising these scenario analyses, the Group can more effectively assess the current levels of physical and transition risks, thereby providing solid support for future strategic planning and decision-making, and enabling the Group to make more precise and forward-looking decisions in responding to climate change.

• **情景分析**

本集團積極參考IPCC及NGFS提供的情景路徑，結合本集團的行業特性及中長期（二零三零年及二零五零年）氣候變化影響，確保對氣候變化給本集團帶來的各種風險進行全面深入的評估。針對實體風險，我們選擇了IPCC AR6中的 SSP5-8.5 及SSP1-2.6情景，而針對過渡風險，我們選擇了NGFS的2050淨零排放及NGFS的政策維持現狀這兩種情景進行分析。這些情景包含了極端氣候變化路徑，並與《巴黎協定》的目標一致。透過這些情景分析，本集團可更有效地評估現有的實體風險及過渡風險水平，從而為未來的策略規劃及決策提供堅實支持，並使本集團能在應對氣候變化時作出更精確及更具前瞻性的決策。

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	Scenario 情景	Scenario Description 情景描述	Scenario Analysis 情景分析
For Physical Risk	IPCC AR6 SSP5-8.5	The global economy continues to be heavily reliant on fossil fuels, with inadequate implementation of environmental protection policies and measures, resulting in persistently high greenhouse gas emissions. This is projected to cause a global temperature increase of approximately 4°C to 5°C by 2100.	In the medium term, extreme weather events are expected to become more frequent, including intense typhoons, heavy rainfall, and high temperatures. Construction projects may face delays due to drastic changes in the working environment, with progress stagnating due to adverse weather conditions. In the long term, extreme weather phenomena will become even more common, and rising sea levels will increase the risk of flooding in coastal areas. This will raise the safety and protection requirements for buildings, particularly for coastal projects, which will require additional investment in flood prevention infrastructure.
實體風險	IPCC AR6的 SSP5-8.5	全球經濟繼續嚴重依賴化石燃料，而環境保護政策與措施執行不力，導致溫室氣體排放量居高不下。預計到二一零零年，全球氣溫將上升約4°C至5°C。	中期而言，極端天氣事件預計會變得更加頻繁，包括強烈颱風、暴雨及高溫。建築工程可能會因為工作環境的劇變而面臨延誤，進度亦會因惡劣天氣而停滯不前。 長期而言，極端天氣現象將更加普遍，海平面上升將增加沿海地區的洪災風險。此將提高建築物的安全防護要求(尤其是沿海工程)，並將增加防洪基礎設施的投資需要。
	IPCC AR6 SSP1-2.6	Global population growth is slowing, economic growth remains stable, and society is increasingly focusing on environmental protection and sustainable development. Global carbon emissions have significantly decreased, and the rise in temperatures is being controlled, with a projected temperature increase of no more than 2°C by 2100.	In the medium term, the impacts of climate change are progressively coming under control, with a reduction in the frequency of extreme weather events (such as strong winds, heavy rainfall, etc.). The construction industry will be able to operate in a more stable climate environment, with less disruption to project timelines due to weather conditions. In the long term, the risks associated with extreme weather events are significantly reduced, and the threat of rising sea levels is effectively managed. As a result, the risks to buildings in coastal areas are markedly lowered, while the disaster resilience and durability of structures are further enhanced.
	IPCC AR6的 SSP1-2.6	全球人口增長放緩，經濟增長保持平穩，社會日益重視環境保護及可持續發展。全球碳排放量大幅下降，氣溫上升得到控制，預計到二一零零年氣溫上升不超過2°C。	中期而言，氣候變化的影響將逐步得到控制，極端天氣事件(如強風及暴雨等)發生的頻率將減少。建造業將能在更穩定的氣候環境中運作，天氣狀況對項目進度的干擾減少。 長期而言，極端天氣事件所帶來的風險會大幅降低，海平面上升的威脅亦會得到有效控制。因此，沿海地區建築物所受的風險將顯著降低，同時建築結構的抗災能力及耐久性亦進一步增強。

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	Scenario 情景	Scenario Description 情景描述	Scenario Analysis 情景分析
For Transition Risk	NGFS Current Policies Scenario	The policy environment remains largely unchanged, with the global community continuing under the current policy framework. Under this scenario, global temperatures could rise by approximately 3°C by 2100.	<p>In the medium term, the transformation of the construction industry is progressing slowly, and companies can still rely on traditional construction methods to maintain operations in the short term. However, the growing environmental awareness in the market may lead to an increased demand for green buildings, and businesses will need to further invest in low-carbon technologies and sustainable materials.</p> <p>In the long term, even if the current policy framework remains unchanged, the impacts of climate change will intensify. Environmental regulations are likely to tighten, and companies that fail to adapt in time will face the risk of losing market share and encountering legal and compliance challenges.</p>
過渡風險	NGFS的政策 維持現狀情 景	政策環境基本保持不變，全球社會繼續沿用目前的政策框架。在此情景下，全球氣溫到二一零零年可能上升約3°C。	<p>中期而言，建造業的過渡進展緩慢，企業短期內仍可依賴傳統的建築方式維持營運。然而，市場環保意識的提升可能會導致綠色建築的需求增加，企業需要進一步投資於低碳技術及可持續材料。</p> <p>長期而言，即使目前的政策框架維持不變，氣候變化的影響仍會加劇。環境法規可能會收緊，未能迅速適應的企業將面臨失去市場份額的風險，以及法律及合規方面的挑戰。</p>
	NGFS 2050 Net-Zero Scenario	The policy goal of achieving net-zero emissions is driving the transformation of industries worldwide, with the construction sector required to comply with stricter carbon emission standards. Under this scenario, global warming is limited to around 1.5°C, with significant emissions reductions to be achieved by 2050.	<p>In the medium term, the construction industry is likely to accelerate the adoption of green buildings and low-carbon construction methods. Companies will need to invest in green materials and renewable energy, while gradually adapting to new policy requirements.</p> <p>In the long term, low-carbon buildings will become the market norm. Companies will need to continue increasing investment in green technologies and innovate to meet stricter carbon emission regulations. Although the transformation costs may be high, in the long run, it will enhance market competitiveness and ensure compliance with policy requirements.</p>
	NGFS的2050 淨零排放情 景	實現淨零排放的政策目標推動著全球產業轉型，建造業必須遵守更嚴格的碳排放標準。在此情景下，全球暖化幅度限制在1.5°C左右，並到二零五零年實現大幅減排。	<p>中期而言，建造業可能會加速採用綠色建築及低碳施工方法。企業將需要投資於綠色材料及可再生能源，同時逐步適應新的政策要求。</p> <p>長期而言，低碳建築將成為市場規範。企業需要持續增加對綠色技術的投資，並進行創新，以滿足更嚴格的碳排放法規。雖然轉型成本可能高昂，但長遠而言，其將可提升市場競爭力，並確保符合政策要求。</p>

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The results of this scenario analysis indicate a stark contrast in the long-term future development trends of the construction industry under high-carbon and low-carbon scenarios. In the high carbon emission scenario, rising global temperatures and increasing frequency of extreme weather events will pose considerable challenges, particularly through construction delays. Conversely, in the low carbon emission scenario, heightened environmental awareness and the widespread application of green technologies will drive the construction industry towards sustainable development, with new buildings generally meeting high environmental standards, presenting opportunities for stable growth.

In light of the future challenges and opportunities, we will intensify our investment in the research and development of green technologies, enhancing the resilience and safety of buildings to improve market competitiveness and meet the growing demand for sustainable construction. Additionally, the Group will continually enhance its resilience to extreme weather by developing risk management plans to mitigate impacts for future construction and operations. We will also gradually increase our use of renewable energy, installing solar panels at project sites in Hong Kong and transitioning our company vehicles to electric models, while upgrading machinery and equipment to more energy-efficient alternatives to reduce energy consumption and carbon emissions, thereby fully steering the Group towards green and sustainable development in the construction sector.

However, we recognise that uncertainties in external changes may significantly affect the scenario assumptions. Moving forward, we will continuously review and adjust these assumptions to ensure we can effectively assess and respond to the challenges posed by climate change.

Risk Management

The Group has integrated climate risk management into its risk assessment and control system, establishing a comprehensive and efficient risk management process. This robust process enhances our ability to identify, quantify, and respond to climate risks, providing a solid foundation for achieving sustainable development in the context of climate change.

本情景分析結果顯示，在高碳排放及低碳排放情景下，建造業未來的長期發展趨勢將產生強烈對比。在高碳排放情景下，全球氣溫上升及極端天氣事件的頻繁發生將構成巨大挑戰，尤其會造成施工延誤。相反，在低碳排放情景下，環保意識的提高及綠色技術的廣泛應用將推動建造業朝著可持續發展的方向邁進，新落成的建築物將普遍達到較高的環保標準，帶來穩定增長的機遇。

面對未來的挑戰與機遇，我們將加強對綠色技術研發的投入，提高建築物的抗災能力及安全性，以提高市場競爭力，滿足大眾對可持續建築的需求增長。此外，本集團將通過制定風險管理計劃，不斷增強對極端天氣的韌性，以減輕未來施工及營運所受的影響。我們亦會逐步增加可再生能源的使用，在香港的項目地盤安裝太陽能電池板，將公司車輛更換至電動車型，並同時將機械設備升級至更具能源效益的型號，以減少能源消耗及碳排放，從而全面引領本集團在建造業邁向綠色及可持續發展。

然而，我們明白外部變化的不確定性可能會對情景假設產生重大影響。展望未來，我們將不斷檢討及調整這些假設，以確保我們能有效評估及應對氣候變化所帶來的挑戰。

風險管理

本集團已將氣候風險管理納入其風險評估及監控系統，建立了全面而有效的風險管理流程。穩健的流程可增強我們識別、量化及應對氣候風險的能力，為我們在氣候變化的背景下實現可持續發展奠定堅實的基礎。

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Process 流程	Risk Management Measures 風險管理措施
Identification of Climate Risks and Opportunities 識別氣候風險及機遇	<ul style="list-style-type: none"> Actively collect and analyse existing and emerging regulatory requirements related to climate, covering the regulations in areas where the Group operates, while closely monitoring changes in customer demand for low-carbon products. 積極收集並分析與氣候有關的現有及新出台監管法規，包括本集團營運所在地區的法規，同時密切關注客戶對低碳產品需求的變化。 Conduct systematic analyses of the potential impacts of climate change on industry trends, study competitors' response strategies, and benchmark against market leaders' practices in addressing climate change, while broadly gathering opinions and information from ESG rating agencies, investors, and non-governmental organisations. 有系統地分析氣候變化對行業趨勢的潛在影響，研究競爭對手的應對策略，並以市場領導者應對氣候變化的做法為標杆，同時廣泛收集ESG評級機構、投資者及非政府組織的意見及資訊。
Risk Assessment and Quantification 風險評估及量化	<ul style="list-style-type: none"> Rigorously assess the likelihood of risks occurring and their potential impacts on both financial and non-financial aspects, incorporating climate change and other ESG risks into the overall risk map. 嚴格評估風險發生的可能性及對財務及非財務方面的潛在影響，將氣候變化及其他ESG風險納入整體風險矩陣。
Risk Response Measures 風險應變措施	<ul style="list-style-type: none"> For identified key risks and opportunities, management will develop relevant response strategies based on the significance of the risks and opportunities, the complexity of response plans, and the resources required, ensuring effective implementation. 對於已識別的關鍵風險及機遇，管理層將根據風險及機遇的重要性、應對計劃的複雜性、以及所需資源，制定相關的應對策略，以確保策略得到有效實施。 Conduct comprehensive evaluations of the effectiveness of established risk response measures to continuously optimise the risk management strategy. 對既有的風險應對措施的成效進行全面評估，以持續優化風險管理策略。

Metrics and Targets

The Paris Agreement aims to limit the increase in global average temperature this century to within 2°C above pre-industrial levels, with efforts to restrict the increase to 1.5°C. In response to this goal, the Hong Kong Government issued the "Hong Kong's Climate Action Plan", carefully planning a series of initiatives and actions that clearly articulate the vision of "Zero-carbon Emissions, Liveable City, Sustainable Development". The government has resolutely set a mid-term target to halve Hong Kong's total carbon emissions by 2035, compared to 2005 levels.

In line with this, the Group has also established a series of climate targets. Our objective is to reduce greenhouse gas emissions by approximately 3% by 2025, 8% by 2030, and 15% by 2035, all relative to the baseline year of 2023, ensuring that our emissions comply with local regulations by 2030 or earlier. Additionally, we aim to achieve carbon neutrality in Hong Kong and mainland China by 2050 and 2060, respectively.

指標及目標

《巴黎協定》的目標是將本世紀全球平均氣溫的升幅限制在較工業化前水平高2°C以內，並努力將升幅限制在1.5°C以內。為響應此目標，香港政府公佈了《香港氣候行動藍圖》，精心規劃一系列措施及行動，明確提出對「零碳排放，綠色宜居，持續發展」的願景。政府已果斷制定中期目標，於二零三五年之前把香港的碳排放總量從二零零五年的水平減少一半。

為此，本集團亦已制定一系列氣候目標。我們的目標是於二零二五年之前把溫室氣體排放量減少約3%，於二零三零年之前減少約8%，於二零三五年之前減少約15%（所有目標均以二零二三年為基線年），以確保我們的排放量於二零三零年或更早之前符合本地法規。此外，我們的目標是於二零五零年及二零六零年分別在香港及中國內地實現碳中和。

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The following table outlines the Group's greenhouse gas emissions for the current year.

下表概述本集團本年度的溫室氣體排放量。

GHG Emission ¹ 溫室氣體排放 ¹	Unit 單位	2022 二零二二年	2023 二零二三年	2024 二零二四年
Scope 1 範圍1	tonnes CO ₂ -equivalent 噸二氧化碳當量	1,877.66	3,501.69	2,399.10
Scope 2 範圍2	tonnes CO ₂ -equivalent 噸二氧化碳當量	1,456.08	1,526.89	1,990.89
Total 總計	tonnes CO ₂ -equivalent 噸二氧化碳當量	3,333.74	5,028.58	4,389.99
Intensity 密度	tonnes CO ₂ -equivalent per thousand man-hours ² 每千工時的二氧化碳當量噸數 ²	0.34	0.50	0.42
Intensity 密度	tonnes CO ₂ -equivalent per million HK\$revenue ³ 每百萬港元收益的二氧化碳當量噸數 ³	0.52	0.92	0.72

Compared to 2023, the Group's overall greenhouse gas emissions have decreased this year. We will continue to make efforts, taking concrete actions to further reduce emissions and drive the Group towards a more sustainable future.

與二零二三年相比，本年度本集團的整體溫室氣體排放量有所下降。我們將繼續努力，以實際行動進一步減少排放，推動本集團邁向更可持續發展的未來。

¹ The calculation of greenhouse gas emissions is based on the How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs and the 2023 Sustainability Report of CLP Power Hong Kong Limited. Scope 1 refers to direct emissions from business operations owned or controlled by the Group, such as emissions from the burning of diesel on construction sites. Scope 2 refers to indirect emissions from the consumption of purchased electricity within the Group. The Group conducts an annual ISO 14064 greenhouse gas verification. The accurate greenhouse gas emission data should be based on the results of this annual ISO 14064 verification. This year's ISO 14064 greenhouse gas verification is still in preparation, and further updates will be provided by the Group in due course.

² This report discloses the key performance indicators of the company's office and representative projects that contribute over 80% of the Group's total annual revenue. Based on this scope of disclosure, the total man-hours for projects included within the reporting scope for the Group were 10,517,952 hours in 2024, compared to 10,062,320 hours in 2023.

³ The Group's annual revenue was approximately HK\$6,066 million in 2024 and HK\$5,446 million in 2023.

¹ 溫室氣體排放量是根據《如何編備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》以及中華電力有限公司的《2023年可持續發展報告》計算。範圍1指本集團擁有或控制的業務營運所產生的直接排放，例如建築地盤燃燒柴油所產生的排放。範圍2指本集團內部購電所產生的間接排放。本集團每年進行ISO 14064溫室氣體驗證。準確的溫室氣體排放數據請以年度ISO 14064溫室氣體驗證結果為準。本年度的ISO 14064溫室氣體驗證仍在準備中，本集團將於適當時候提供進一步消息。

² 本報告披露了本公司辦公室及主要項目的關鍵績效指標，其貢獻本集團年度總收益的80%以上。根據此披露範圍，本集團於二零二四年納入報告範圍的項目總工時為10,517,952小時，而二零二三年則為10,062,320小時。

³ 本集團的年度收益於二零二四年約為6,066百萬港元，於二零二三年約為5,446百萬港元。

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Advancing Environmental Protection

The SDGs addressed in this chapter:
本章節討論的SDG：



推動環保

The Group adheres to the principles of sustainable development and actively promotes environmental protection. From policy formulation to practical implementation, we fully enact green management practices and are committed to creating long-term value for society while fostering a future of harmonious coexistence with nature.

本集團堅持可持續發展原則，積極推動環境保護。從政策制定到實際執行，全面落實綠色管理，致力為社會創造長期價值，同時締造與自然和諧共存的未來。

Environmental Compliance

The Group is dedicated to achieving full environmental compliance through systematic management and effective practices, firmly upholding its commitment to sustainable development. We rigorously comply with the relevant laws and regulations in Hong Kong and other operational regions, including but not limited to the Environmental Impact Assessment Ordinance (Cap. 499), the Buildings Ordinance (Cap. 123), the Public Health and Municipal Services Ordinance (Cap. 132), and the Summary Offences Ordinance (Cap. 228), alongside various other environmental protection laws. Our environmental policies cover multiple operational areas, including Hong Kong, Malaysia and the United Kingdom, where we have established high-standard environmental measures. We implement the internationally recognised ISO 14001:2015 Environmental Management System to ensure that all projects fully comply with Hong Kong's relevant legislation and contractual requirements. This system is aimed at actively preventing air, noise, water, and land pollution, thereby laying a solid foundation for sustainable development.

遵守環保法規

本集團致力透過有系統的管理及有效的實踐，全面遵守環保法規，堅定履行對可持續發展的承諾。我們嚴格遵守香港及其他營運地區的相關法律及規例，包括但不限於《環境影響評估條例》(第499章)、《建築物條例》(第123章)、《公眾衛生及市政條例》(第132章)及《簡易程序治罪條例》(第228章)，以及其他多項環保法例。我們的環保政策涵蓋多個營運地區，包括香港、馬來西亞及英國，我們已在彼等地區建立高標準的環保措施。我們實施國際認可的ISO 14001:2015環境管理體系，確保所有項目完全符合香港相關法例及合約要求。此體系旨在積極防止廢氣、噪音、向水及土地的排污，從而為可持續發展奠定穩固基礎。

The Group places a great importance on managing environmental impact, integrating environmental principles throughout each project's entire lifecycle. During the early stages of new project development, we conduct a detailed environmental impact assessment during site selection and planning, carefully reviewing potential environmental concerns. This allows us to formulate appropriate measures before project implementation to minimise any adverse impacts on the environment.

本集團非常重視對環境影響的管理，將環保原則融入每個項目的全生命週期。在新項目發展的早期階段，我們會在選址及規劃過程中進行詳細的環境影響評估，仔細審視潛在的環境問題。這使我們能夠在項目實施前制定適當的措施，將對環境的不利影響降至最低。

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During the construction phase, we develop detailed environmental management plans and risk control measures, striving to reduce potential negative impacts on the surrounding environment and community. To effectively protect vegetation resources within and around the construction site, we implement a series of targeted measures to ensure compliance with environmental requirements while minimising disruption to the natural ecosystem. These measures include: (i) installation of protective barriers for trees and shrubs within the construction site as per the architect's instructions or contractual requirements, (ii) use of appropriate materials (e.g., timber pallets) to protect trees and shrubs that may be damaged by mechanical equipment, preventing harm to tree trunks, (iii) ensuring that chemicals, oils, and petroleum products are kept away from the root zones of trees to prevent accidental leakage and damage to vegetation, (iv) regular cleaning of tree canopies in areas with high dust levels to maintain healthy plant growth and metabolism.

In addition, the Group actively promotes green building practices, rigorously adhering to high environmental compliance standards, and integrating sustainable development principles throughout the design, construction, and operational phases of building projects. During the reporting period, several new projects undertaken by the Group obtained BEAM Plus certification from the Hong Kong Green Building Council, including the Primary School and Kindergarten Development Project in Yuen Long Au Tau, which was awarded the BEAM Plus 1.2 Silver Rating, and the first phase of the Sha Tin On Muk Street subsidised sale flat development, which successfully received the BEAM Plus 1.2 Gold Rating. These certifications demonstrate our commitment to reducing the environmental impact of construction activities.

During the reporting period, there were two environmental prosecutions related to the presence of mosquito larvae at construction sites. These violations were in contravention of Sections 27(3) and 150 of the Hong Kong Public Health and Municipal Services Ordinance, resulting in a total fine of HKD 21,000. The fines were promptly settled, and a comprehensive review of the incidents was conducted. We have since implemented a series of corrective measures to prevent any recurrence.

However, compared to seven environmental prosecutions in the previous year, we have made significant progress in our environmental management. Moving forward, we will continue to enhance our environmental practices and further strengthen our sustainability initiatives.

在施工階段，我們制定詳細的環境管理計劃及風險控制措施，努力減少對周圍環境及社區的潛在負面影響。為了有效保護施工現場及周圍的植被資源，我們實施了一系列針對性的措施，於確保符合環保要求的同時，盡量減少對自然生態系統的破壞。這些措施包括：(i)根據建築師的指示或合約要求，在建築工地內在樹木及灌木周圍設置防護圍板；(ii)使用適當的材料（如木托板）保護可能被機械設備損壞的樹木及灌木，防止樹幹受損；(iii)確保化學品、油脂及石油產品遠離樹根範圍，防止意外洩漏及對植被造成損害；(iv)定期清理多塵區域的樹冠，以保持植物的健康生長及新陳代謝。

此外，本集團積極推動綠色建築實踐，嚴格遵守高環保合規標準，將可持續發展原則貫穿建築項目的設計、施工及營運階段。於報告期內，本集團承建的多個新項目獲得香港綠色建築議會頒發BEAM Plus認證，包括位於元朗凹頭的小學及幼稚園發展項目獲得BEAM Plus 1.2銀級認證，以及沙田安睦街資助出售房屋發展項目第一期獲得BEAM Plus 1.2金級認證。這些認證反映我們致力減少建築活動對環境的影響。

於報告期間內，我們在環境方面遭到兩宗檢控，皆因建築地盤內發現蚊子幼蟲。此構成違反香港《公共衛生及市政條例》第27(3)條及第150條，一共導致被罰款2.1萬港幣。我們迅速處理罰款問題，並對事件進行全面檢討。其後，我們已實施一系列糾正措施，以防止日後再次發生類似問題。

然而，與前一年度錄得七宗環境方面的檢控相比，我們的環境管理已取得顯著進步。展望未來，我們將繼續加強環保實踐，進一步提升可持續發展倡議。

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Emission Management

The Group upholds the core principle of sustainable development and consistently regards environmental protection as a top priority in its operations. We actively implement and execute a series of environmental management measures, including waste management, dust control, air emissions regulation, and wastewater treatment, with the aim of minimising the environmental impact of our operations. At the same time, we conduct regular monitoring and auditing of relevant emissions and continuously optimise our practices over time, ensuring that we meet long-term sustainability objectives.

- **Waste Management**

Our waste management policy is based on relevant laws and regulations in Hong Kong, Malaysia, and internationally, while also integrating recognised industry best practices. The policy covers the entire process from waste generation to disposal. All construction-related waste, including waste generated from site clearance, excavation works, construction, demolition, foundation, and renovation projects, is scientifically classified, effectively recycled, and properly disposed of in accordance with applicable regulations and industry standards. Furthermore, for office-generated waste, including paper, plastic, and general refuse, we also implement meticulous sorting and recycling measures to minimise the negative environmental impact.

Our waste management strategy focuses on four core areas: waste reduction, recycling, circular economy, and lawful disposal of waste. We have implemented the following specific measures to ensure the efficient and orderly progress of waste management activities: (i) reduce waste and disposable materials, (ii) reuse waste materials and tools, (iii) sort and recycle waste materials, (iv) strictly adhere to waste disposal-related laws and regulations, (v) set appropriate targets and indicators to continually improve waste management performance.

At the management level, we have established a comprehensive waste management system to ensure the policies and measures are effectively implemented across all staff, subcontractors, and suppliers. We have set specific waste reduction targets and conduct regular evaluations of policy implementation to ensure its continuity, adaptability, and effectiveness. In addition to policy implementation, the Group also invests necessary resources, upgrades facilities, and adopts advanced technologies to support efficient waste treatment and reduction efforts.

排放管理

本集團秉持可持續發展的核心原則，始終將環境保護視為營運的重中之重。我們積極推行及執行一系列環境管理措施，包括廢物管理、塵埃控制、廢氣排放管制及廢水處理等，務求將營運對環境的影響減至最低。同時，我們定期對相關排放物進行監測及稽核，並逐步優化我們的常規實踐，以確保達到長期可持續發展目標。

- **廢物管理**

我們的廢物管理政策以香港、馬來西亞及國際相關法律法規為依歸，同時亦結合了業界公認的最佳實踐。政策涵蓋從廢物產生到處置的整個過程。所有與建築有關的廢物，包括由工地清理、挖掘工程、建築、拆卸、地基及翻新工程所產生的廢物，均按照適用的法規及行業標準進行科學分類，並有效回收及妥善處置。此外，對於辦公室產生的廢物，包括紙張、塑膠及一般垃圾，我們亦實施謹慎的分類及回收措施，以盡量減少對環境的負面影響。

我們的廢物管理策略側重於四個核心領域：廢物減量、循環再用、循環經濟及合法處置廢物。我們已實施以下具體措施，以確保廢物管理活動高效有序地進行：(i)減少廢物及一次性材料；(ii)循環再用廢棄材料及工具；(iii)分類及回收廢棄材料；(iv)嚴格遵守與廢物處置有關的法律法規；(v)設立適當的目標及指標，以持續改善廢物管理績效。

在管理層面，我們已建立一套全面的廢物管理系統，以確保政策及措施在所有員工、分包商及供應商身上得到有效實施。我們已制定具體的減廢目標，並對政策實施情況進行定期評估，以確保政策的延續性、適應性及有效性。除政策實施外，本集團亦投資必要的資源、升級設施及採用先進技術，以支持有效的廢物處理及減量工作。

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In practice, we carefully plan the construction process to reduce material waste at the source and promote the reuse and recycling of building materials. We also enhance environmental awareness among employees by regularly conducting waste reduction training and requiring project teams to develop detailed waste management plans, which are closely monitored to ensure proper implementation.

Using 2019 as the baseline year, we will continue striving to achieve a 5% reduction in waste handling per thousand man-hours by 2025, 10% by 2030, and 15% by 2035. We will continue to improve our waste management measures and disclose progress in a timely manner to ensure the achievement of long-term sustainable waste management goals.

The table below outlines the details of the waste generated by the Group during the reporting period:

在實際營運中，我們審慎規劃施工流程，從源頭減少材料浪費，並推動建築材料的循環再用及回收。我們亦通過定期進行減廢培訓，以及要求項目團隊制定詳細的廢物管理計劃，並密切監控計劃的實施情況以確保計劃的妥善執行，從而提高僱員的環保意識。

以二零一九年為基線年，我們將繼續努力實現於二零二五年之前每千工時減少5%、於二零三零年之前減少10%及於二零三五年之前減少15%的廢物量。我們將不斷改善廢物管理措施，並及時披露進展情況，以確保實現長期可持續的廢物管理目標。

下表概述本集團於報告期內產生的廢物詳情：

Wastes 廢物	Disposal Method 處置方法	Unit 單位	2022 二零二二年	2023 二零二三年	2024 二零二四年
General Refuse 一般垃圾	Landfill 堆填	tonnes 噸	9,355.30	11,217.94	13,617.98
Inert Construction Waste 惰性建築廢料	Public fill and sorting facilities 公眾填土及分類設施	tonnes 噸	36,268.16	73,069.16	40,687.24
Non-inert Construction Waste 非惰性建築廢料	Recycled 回收	tonnes 噸	7,804.48	4,598.62	2,159.99
Paper ⁴ 紙張 ⁴	Recycled 回收	tonnes 噸	19.28	11.21	26.74
Total 總計		tonnes 噸	53,447.22	88,896.93	56,491.94
Intensity 密度		tonnes per thousand man-hours 每千工時的噸數	5.48	8.83	5.37
Intensity 密度		tonnes per million HK\$ revenue 每百萬港元收益的噸數	8.34	16.32	9.31

⁴ Paper consumption data for London Head Office is also included.

⁴ 倫敦總辦事處的紙張消耗量數據亦包括在內。

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Compared to 2023, while the Group has reduced the total amount of waste generated, paper usage has significantly increased. To address this, we have advanced the digitalisation of internal processes by converting various forms, including HR and administrative ones, into electronic formats. Employees can now submit their applications online through the internal system.

- Dust Control**

The Group places great emphasis on dust control and has implemented various measures to effectively reduce dust emissions during the construction process. To minimise dust generated at the construction sites, we have established a clear dust control plan. During construction, we continuously monitor the site environment to ensure that dust emissions meet environmental standards. The specific dust control measures are as follows:

與二零二三年相比，本集團產生的廢棄物總量有所減少，但紙張使用量明顯增加。有鑑於此，本集團已透過將人力資源和行政等各種表格轉換為電子格式，推進了內部程序的數碼化。員工現已可透過內部系統提交網上申請。

- 塵埃控制**

本集團非常重視塵埃控制，並已實施多項措施以有效減少施工過程中的塵埃釋放。為了盡量減少施工現場產生的塵埃，我們已制定明確的塵埃控制計劃。在施工過程中，我們持續監控地盤環境，確保塵埃排放符合環保標準。具體的塵埃控制措施如下：

Activities 活動	Key Control Measures 主要控制措施
Building Demolition 建築物拆卸	Spray water or use dust suppressants in the demolition works area. 在拆卸工程範圍灑水或使用塵埃抑制劑。 Enclose the structure being demolished with dust control nets. 使用防塵網圍住正在拆卸的建築物。 Wet the materials before transporting them after demolition. 運送拆卸後的材料前，弄濕該等材料。
Scaffolding Dust Control 棚架塵埃控制	Install dust screens, barriers, or mesh on the scaffolding, covering the full height of the building to reduce vertical dust dispersion. 在棚架上安裝防塵網、屏障或網罩，覆蓋整棟建築物高度，以減少塵埃向上散發。
Excavation and Laying Operations 挖掘及鋪砌作業	Cover dusty materials with waterproof sheeting and regularly spray water to suppress dust. 用防水布覆蓋多塵材料，並定期灑水抑塵。 Remove or backfill materials within 24 hours to reduce exposure risks. 於24小時內清除或回填物料，以降低暴露風險。
Site Entrance and Boundary Management 地盤入口及邊界管理	Provide manual or automatic vehicle washing facilities at designated vehicle exits. 在指定的車輛出口提供手動或自動車輛清洗設施。 Pave hardened roads from the washing facility to the exit point to prevent dust spread, and install hoardings to reduce environmental disruption. 從清洗設施到出口點鋪設硬地路，以防止塵埃擴散，並安裝圍板以減少對環境的破壞。
Drilling, Cutting, and Polishing Operations 鑽挖、切割及打磨作業	Continuously apply water mist or dust suppressants to prevent fine dust particles from dispersing into the air. 持續施用水霧或塵埃抑制劑，以防止微細塵粒於大氣散佈。
Vehicle Transport Management 車輛管理	Clean vehicle tires and bodies before leaving the construction site, and cover materials with waterproof sheeting to prevent dust leakage and dispersion during transportation. 離開施工地盤前，清潔車輛輪胎及車身，並以防水布覆蓋物料，防止運輸過程中的塵埃滲漏及散播。
Emission Monitoring 排放量監測	Regularly monitor dust emissions on the project site during the construction period. 施工期間定期監測項目地盤的塵埃排放量。

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• Air Emissions Management

We recognise the significance of controlling air emissions and take proactive steps to manage pollution sources, integrating exhaust gas management into every aspect of our operations and construction projects. Based on our monitoring, exhaust gases from mobile vehicles are one of the primary sources of emissions. In response, we have implemented a series of targeted measures:

• 廢氣排放管理

我們意識到控制廢氣排放的重要性，並採取積極措施管理污染源，將廢氣管理融入我們營運及施工項目的每個環節。根據我們的監測，移動車輛產生的廢氣是主要的排放源之一。為此，我們已實施一系列針對性的措施：

Equipment/Vehicle 設備／車輛	Measures 措施
Equipment Smoke Control 設備的煙霧控制	Prohibiting the use of equipment that emits excessive black smoke and conduct immediate repairs or replacements as necessary. 禁止使用排放過量黑煙的設備，並於必要時立即維修或更換。
Vehicle Maintenance 車輛保養	Regularly inspecting and maintaining vehicles to avoid excessive emissions due to improper operation or wear and tear. 定期檢查及保養車輛，避免因操作不當或損耗導致排放過量。
Operational Management 運轉管理	Turning off the engines of idle machines to reduce emissions caused by unnecessary operation. 關閉閒置機器的引擎，減少不必要的運轉所造成的廢氣排放。
Mobile Vehicle Management 移動車輛管理	Strictly controlling the use of mobile vehicles at the construction site, monitoring and recording their emissions to prevent the release of excessive air pollutants. 嚴格控制施工現場移動車輛的使用，監測並記錄其排放情況，防止排放過量的空氣污染物。

Additionally, we strictly prohibit any form of open burning at construction sites, including the burning of waste, tyres, and other refuse, in order to prevent air quality deterioration.

此外，我們嚴格禁止在施工現場進行任何形式的露天焚燒，包括焚燒廢物、輪胎及其他垃圾，以防止空氣質素惡化。

During the reporting period, the types and details of air pollutants emitted are provided in the table below:

於報告期內排放的空氣污染物種類及詳情如下表所示：

Air Pollutants ⁵ 空氣污染物 ⁵	Unit 單位	2022 二零二二年	2023 二零二三年	2024 二零二四年
Nitrogen Oxides (NOx) 氮氧化物	kg 千克	180.17	113.04	163.91
Sulphur Oxides (SOx) 硫氧化物	kg 千克	0.48	0.76	0.70
Particulate Matter (PM) 顆粒物	kg 千克	14.55	8.88	13.72
Total 總計	kg 千克	195.2	122.68	178.33
Intensity 密度	kg per thousand man-hours ⁴ 每千工時的千克數 ⁴	0.02	0.01	0.02
Intensity 密度	Kg per million HK\$ revenue ⁵ 每百萬港元收益的千克數 ⁵	0.03	0.02	0.03

⁵ The data covers emissions from petrol and diesel mobile consumption only. It is estimated based on "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange of Hong Kong.

⁵ 數據僅涵蓋汽油及柴油移動源產生的排放量。其根據香港聯交所發佈的《如何準備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》估算。

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The Group's air pollutant emissions have increased compared to the previous year, primarily due to the higher mileage of the Group's fleet of vehicles. Moving forward, the Group will strengthen management measures and actively optimise driving routes to reduce air pollutant emissions. Taking 2019 as the baseline year, we will continue our efforts to achieve the target of a 3% reduction in atmospheric emissions per thousand man-hours by 2025, an 8% reduction by 2030, and a 12% reduction by 2035.

• Wastewater Treatment

The Group implements stringent management of both construction and domestic wastewater, ensuring that the wastewater treatment processes comply with environmental regulations and standards. The main sources of wastewater during construction activities include surface runoff, as well as processes such as drilling, boring, concrete laying, plastering, cleaning operations, and vehicle washing. To prevent contamination or blockage of public drainage and sewage systems, we adopt a comprehensive set of measures. These specific measures include: (i) setting up drainage channels, earth embankments, or sandbags at construction sites to direct wastewater into sediment filtration facilities, (ii) installing peripheral drainage systems at the site boundary to intercept and collect stormwater runoff, thereby preventing sandy wastewater from leaving the site, (iii) using waterproof sheeting to cover exposed soil and stockpiled materials, reducing erosion and runoff, (iv) properly covering or sealing manholes to prevent construction materials and debris from entering the drainage system.

We strive to control wastewater generation by reducing water consumption and recycling treated wastewater through sedimentation. Treated wastewater is pumped to designated collection facilities for further handling. To comply with regulatory standards, we have equipped specialised wastewater treatment facilities, including sedimentation tanks and sludge pits, to effectively manage general construction wastewater. For other types of wastewater, we utilise aerobic treatment tanks and mobile sanitation facilities to ensure proper disposal.

To ensure compliance with wastewater discharge standards, we regularly commission internationally accredited testing laboratories to conduct sampling tests and monitoring, ensuring that the wastewater discharge parameters fully meet the relevant regulations.

本集團的空氣污染物排放量較去年增加，主要是由於本集團車隊的行車里數較高所致。未來，本集團將加強管理措施，積極優化行車路線，減少空氣污染物排放。以二零一九年為基線年，我們將繼續努力實現於二零二五年之前每千工時減少3%、於二零三零年之前減少8%及於二零三五年之前減少12%大氣排放量的目標。

• 廢水處理

本集團對建築廢水及生活廢水實施嚴格管理，確保廢水處理過程符合環保法規及標準。施工活動中的廢水主要來源包括地面徑流，以及鑽挖、鑽探、混凝土鋪設、批盪、清潔作業及車輛清洗等工序。為了防止污染或堵塞公共排污系統，我們採取一整套措施。這些具體措施包括：(i) 在施工現場設置排水道、土堤或沙袋，將廢水導入沉澱物過濾設施；(ii) 在地盤邊界設置外圍排水系統，以攔截並收集雨水徑流，從而防止含沙廢水流出地盤；(iii) 使用防水布覆蓋外露土壤及堆存物料，減少侵蝕及徑流；(iv) 妥善覆蓋或密封沙井，防止建築材料及碎屑進入排水系統。

我們致力減少廢水產生，努力降低用水量並回收利用經沉澱處理的廢水。經處理的廢水會泵送至指定的收集設施作進一步處理。為符合法規標準，我們配備了專門的廢水處理設施，包括沉澱池及污泥坑，以有效處理一般建築廢水。對於其他類型的廢水，我們利用耗氧處理池及移動式衛生設施，確保妥善處理。

為確保符合廢水排放標準，我們定期委託國際認可的測試實驗室進行取樣測試及監測，確保廢水排放參數完全符合相關規例。

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Use of Resources

The Group understands that efficient resource management is crucial for both environmental protection and economic benefits. We are committed to improving resource efficiency and actively implementing energy-saving, emission-reduction, and water resource management measures. By optimising energy usage, selecting high-efficiency equipment, and enhancing monitoring, we aim to significantly reduce energy consumption and set specific targets to achieve long-term sustainable development.

• Energy Management

Resource utilisation and energy management are of critical importance to the Group. As set forth in our Energy Management Policy, we follow the ISO50001:2018 Energy Management System, ensuring compliance with applicable legal and contractual requirements, and continuously improving energy efficiency.

We specifically focus on reducing energy consumption and have implemented the following comprehensive energy usage monitoring and improvement measures:

資源使用

本集團深知，高效的資源管理對環境保護及經濟效益至關重要。我們致力提高資源使用效率，積極推行節能減排及水資源管理措施。通過優化能源使用、選用高效設備、加強監測等措施，我們力求大幅降低能源消耗，並制定具體目標，以實現長期可持續發展。

• 能源管理

資源使用及能源管理對本集團至關重要。誠如我們的能源管理政策所規定，我們遵循ISO 50001:2018能源管理系統，確保符合適用的法律及合約要求，並持續改善能源效率。

我們特別著重於降低能源消耗，並已實施以下全面的能源使用監測及改善措施：

Application of Energy-efficient Equipment 應用節能設備	Prioritising the use of high-performance, energy-efficient equipment, both at project sites and office locations, to reduce energy consumption from the outset. 在項目地盤及辦公地點優先使用高效能的節能設備，從一開始就降低能源消耗。
Energy Monitoring and Data Analysis 能源監控與資料分析	Implementing real-time energy monitoring and data analysis to identify anomalies in consumption and make swift adjustments, ensuring energy use remains at optimal levels. 實施實時能源監控與資料分析，以找出能源消耗的異常現象，並迅速作出調整，確保能源使用維持在最佳水平。
Equipment Inspection and Maintenance 設備檢查及保養	Regular inspections and maintenance of equipment to ensure efficient operation and prevent energy waste caused by equipment malfunction. 定期檢查及保養設備，以確保高效運行，防止設備故障造成能源浪費。
Switching Off Idle Equipment 關閉閒置設備	Ensuring that idle equipment is switched off during non-working hours to avoid unnecessary energy waste and improve energy efficiency. 確保於非辦公時間關閉閒置設備，以避免不必要的能源浪費，並提高能源效率。
Energy Management in Office Areas 辦公室範圍的能源管理	Managing office lighting and air conditioning systems meticulously, ensuring they are automatically switched off outside of working hours to further reduce energy consumption. 對辦公室照明及空調系統進行精細管理，確保於非辦公時間自動關閉，進一步降低能源消耗。
Procurement and Use of Energy-saving Products 採購及使用節能產品	When purchasing office and project equipment, prioritising energy-efficient products to reduce long-term energy demand. 於採購辦公室及地盤設備時，優先選用節能產品，以減少長期能源需求。
Setting and Reviewing Energy Targets 設定及檢討能源目標	Setting specific energy consumption targets and regularly reviewing and adjusting them to ensure the continuous improvement and optimisation of energy use. 設定具體的能源消耗目標，並定期檢討及調整，以確保能源使用的持續改善及優化。
Employee Training and Energy-saving Advocacy 僱員培訓及節能宣導	Raising energy-saving awareness among employees and subcontractors through regular training and advocacy activities, fostering a culture of energy efficiency within the organisation. 透過定期的培訓及宣導活動，提高僱員及分包商的節能意識，在組織內部培養節能文化。

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In 2024, our energy consumption is primarily sourced from diesel, followed by electricity and petrol. The details are provided in the table below:

於二零二四年，我們的能源消耗主要來自柴油，其次是電力及汽油。詳情請見下表：

Energy Type 能源類型	Unit 單位	2022 二零二二年	2023 二零二三年	2024 二零二四年
Diesel 柴油	TJ 兆焦耳	26.89	50.01	32.76
Petrol 汽油	TJ 兆焦耳	0.67	1.38	1.10
Electricity 電力	TJ 兆焦耳	13.44	14.02	18.39
Total 總計	TJ 兆焦耳	41	65.41	52.25
Intensity 密度	TJ per ten thousand man-hours 每萬工時的兆焦耳數	0.04	0.07	0.05
Intensity 密度	TJ per million HK\$ revenue 每百萬港元收益的兆焦耳數	0.01	0.01	0.01

We have established specific energy management targets: Compared to the baseline year of 2019, we aim to reduce energy consumption per thousand man-hours by 3% by 2025, 8% by 2030, and 12% by 2035. In 2024, the Group's energy intensity, calculated per 10,000 man-hours, has decreased compared to the previous year, indicating positive progress.

我們已制定具體的能源管理目標：與基線年二零一九年相比，我們的目標是實現於二零二五年之前每千工時減少3%、於二零三零年減少8%及於二零三五年減少12%的能源消耗。於二零二四年，以每萬工時計算的本集團能源密度與前一年相比有所下降，反映取得積極進展。

• **Water Resource Management**

The Group deeply values water as an essential and irreplaceable natural resource. To effectively reduce water consumption, we have established a water resource management strategy that focuses on water usage management at both construction sites and office locations, while actively promoting water conservation. Site water management primarily revolves around wastewater recycling and reuse, with generated wastewater being repurposed for applications such as watering or wheel washing. At the office, we focus on daily water conservation, implementing measures such as ensuring faucets are leak-free and raising employee awareness of water-saving practices to reduce unnecessary water consumption. All our water sources are supplied by the Water Supplies Department, therefore, there are no issues regarding water supply.

本集團十分重視水這種不可或缺且不可替代的自然資源。為了有效降低用水量，我們已建立一套水資源管理策略，專注於地盤及辦公地點的用水管理，同時積極推廣節約用水。地盤用水管理主要圍繞廢水的循環再用，將已產生的廢水再用於灑水或車輪清洗等用途。在辦公室，我們注重日常節約用水，實施諸如確保水龍頭無洩漏等的措施，並提高員工的節水意識，以減少不必要的用水。我們所有水源均由水務署供應，因此不存在供水方面的問題。

• **水資源管理**

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The details of water resource usage during the reporting period are as follows:

於報告期內的水資源使用詳情如下：

Water Consumption 耗水	Unit 單位	2022 二零二二年	2023 二零二三年	2024 二零二四年
Total 總計	cubic metres 立方米	96,290.51	113,449.64	120,473.52
Intensity 密度	cubic metres per thousand man-hours 每千工時的立方米數	9.87	11.27	11.45
Intensity 密度	cubic metres per million HK\$ revenue 每百萬港元收益的立方米數	15.02	20.83	19.86

The Group's water consumption has increased slightly compared to previous years. We will continue to monitor and optimise the management of water resources, aiming to reduce water consumption per thousand man-hours by 2% by 2025, 6% by 2030, and 10% by 2035, compared to the 2019 baseline year.

與往年相比，本集團的耗水量略有增加。我們將繼續監察及優化水資源管理，目標是與基線年二零一九年相比，於二零二五年之前每千工時減少2%、於二零三零年之前減少6%及於二零三五年之前減少10%的耗水量。

Noise Control

Noise generated during construction activities primarily originates from formwork installation, concrete pouring, rebar processing, demolition works, and the operation of construction equipment. Given that most of our projects are located in urban areas, effectively reducing the impact of noise on surrounding communities has become a key focus of our environmental management efforts. For this purpose, we have implemented a series of targeted measures to reduce construction noise:

噪音管控

施工活動中產生的噪音主要來自模板安裝、混凝土澆置、鋼筋加工、拆卸工程以及施工設備的運行。由於我們大部分項目位於市區，有效降低噪音對周邊社區的影響已成為我們環境管理工作的重點。為此，我們已實施一系列針對性的措施來降低施工噪音：

Noise Control Measures 噪音管控措施	Strict compliance with the relevant provisions of the Noise Control Ordinance, ensuring high-noise construction activities are limited to legal working hours (7:00 am to 7:00 pm), with a complete halt of works on Sundays and public holidays unless a construction noise permit, approved by the Environmental Protection Department, has been obtained. 嚴格遵守《噪音管制條例》的相關規定，確保高噪音施工活動只限於法定工作時間（上午七時正至下午七時正）內進行，除非獲得環境保護署批出建築噪音許可證，否則周日及公眾假期全面停工。
	Optimising the selection of construction equipment by using low-noise machinery, such as replacing traditional pneumatic breakers with handheld electric breakers, to reduce noise pollution during construction. 完善建築設備的選擇，使用低噪音機械，例如以手持式電動破碎機取代傳統的氣動破碎機，以減少施工期間的噪音污染。
	Installing mobile soundproof screens or enclosures around construction sites to directly shield noise sources, thereby significantly reducing their impact on the surrounding environment. 在施工现场周圍安裝流動隔音屏或隔音罩，直接屏蔽噪音源，從而大幅降低對周圍環境的影響。

In addition, we have set up noise monitoring points in key areas of the construction sites to continuously monitor and assess noise levels during construction, ensuring noise emissions comply with relevant legal standards. We have also established a professional complaint handling mechanism, actively engaging with the community, responding promptly to residents' feedback and special needs, ensuring the smooth progress of construction while minimising the impact on local residents.

此外，我們在建築地盤的主要範圍設立噪音監測點，持續監測及評估施工期間的噪音水平，確保噪音排放符合相關法律標準。我們亦已設立專業的投訴處理機制，積極與社區接觸，對居民的意見及特殊需求迅速作出回應，在確保施工順利進行的同時，將對當地居民的影響降至最低。

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Environmental Outreach

The Group understands the potential environmental impact of its daily operations and project developments. As such, we actively fulfil our environmental responsibilities, participate in various environmental initiatives, and support environmental public welfare projects through practical actions.

環保公益

本集團深知日常營運及項目發展對環境的潛在影響。因此，我們積極履行環保責任，參與各項環保活動，以實際行動支持環保公益項目。

Case Study: Greentival Green Market

案例：Greentival綠「惜」市集

The Group participated in the “Greentival Green Market” event organised by the Hong Kong Red Cross, aimed at promoting an environmentally friendly lifestyle to the public. Company representatives attended the event’s launch ceremony and set up an interactive booth to share green living tips with participants, reflecting the Group’s proactive role in promoting environmental education.

本集團參與了由香港紅十字會舉辦的「Greentival綠『惜』市集」活動，其旨在向公眾推廣環保生活方式。本公司的代表出席了活動啟動禮，並設置互動攤位與參加者分享綠色生活小貼士，體現了本集團在推動環保教育方面所發揮的積極作用。



Fostering Talent Development

The SDGs addressed in this chapter:
本章節討論的SDG：



支持人才發展

Employees are the cornerstone of the Group’s growth and success. The Group consistently regards its employees as its most valuable asset, striving to create a fair, inclusive, safe, and healthy working environment. We are committed to supporting employees’ professional growth and long-term development through comprehensive training and development programmes.

僱員是本集團成長及成功的基石。本集團始終視僱員為最寶貴的資產，致力營造公平、包容、安全及健康的工作環境。我們致力通過全方位的培訓及發展計劃，支持僱員專業成長及長期發展。

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Employment Management

The Group attaches great importance on safeguarding employees' legal rights and adheres strictly to relevant laws and regulations throughout the recruitment and employment processes. We are dedicated to fostering a fair, open, and diverse workplace, ensuring equal opportunities for all employees without discrimination, thus enabling them to achieve their career aspirations and goals.

Recruitment and Dismissal

The Group strictly complies with Hong Kong labour laws, including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong) and other applicable legislation. We have developed and issued a comprehensive Employee Handbook, which specifies the Group's employment policies, as well as employees' rights and responsibilities. Recruitment and dismissal processes are conducted in full accordance with internal standards and relevant legal requirements, ensuring that all procedures are in compliance with laws and regulations.

During the reporting period, the Group recruited a total of 376 employees, representing approximately 37% of the total workforce as of the end of the reporting period. Details of employment statistics are provided in the table below:

僱傭管理

本集團十分重視保障僱員的合法權益，在整個招聘及僱用過程中嚴格遵守相關法律法規。我們致力營造一個公平、開放及多元化的工作環境，確保所有僱員在不受歧視的情況下享有平等機會，從而實現彼等的職業抱負及目標。

招聘與解僱

本集團嚴格遵守香港勞工法例，包括《僱傭條例》(香港法例第57章)及其他適用法例。我們已制定並刊發全面的僱員手冊，當中訂明本集團的僱傭政策，以及僱員的權利及責任。招聘及解僱程序完全按照內部標準及相關法律規定進行，確保所有程序均符合法律法規。

於報告期內，本集團共招聘376名僱員，佔報告期末員工總數約37%。僱傭統計數字詳情見下表：

Workforce ⁶	員工人數 ⁶	2022 二零二二年	2023 二零二三年	2024 二零二四年
By Gender	按性別			
Male	男性	542 (72%)	642 (71%)	731 (72%)
Female	女性	215 (28%)	264 (29%)	284 (28%)
By Age Group	按年齡組別			
Below 30	30歲以下	163 (22%)	212 (23%)	233 (23%)
30-50	30至50歲	430 (57%)	504 (56%)	568 (56%)
Over 50	50歲以上	164 (21%)	190 (21%)	214 (21%)
By Employment Type	按僱傭類型			
Permanent	全職	687	743	972
Contract	合約	66	163	43
Expatriate	外聘	4	0	0
By Geographical Region	按地域			
Hong Kong	香港	638	665	768
The Mainland China	中國內地	0	126	130
Malaysia	馬來西亞	88	80	72
The United Kingdom	英國	31	35	45
Total	總計	757	906	1,015

⁶ It includes the employees of the Group only. Workers of the subcontractors are not included.

⁶ 僅包括本集團僱員。並無包括分包商工人。

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During the reporting period, the details of employee turnover numbers and rates are as follows: 於報告期內，僱員流失數字及比率詳情如下：

Turnover Rate ⁷	流失率 ⁷	2022 二零二二年	2023 二零二三年	2024 二零二四年
By Gender	按性別			
Male	男性	241 (30.8%)	258 (28.7%)	201 (21.6%)
Female	女性	66 (23.5%)	66 (20.0%)	66 (18.9%)
By Age Group	按年齡組別			
Below 30	30歲以下	86 (34.5%)	80 (27.4%)	42 (15.3%)
30-50	30至50歲	166 (27.9%)	189 (27.3%)	162 (22.2%)
Over 50	50歲以上	55 (25.1%)	55 (22.4%)	63 (22.7%)
By Geographical Region	按地域			
Hong Kong	香港	241 (27.4%)	244 (26.8%)	184 (19.3%)
The Mainland China	中國內地	0.0%	10 (7.4%)	12 (8.5%)
Malaysia	馬來西亞	51 (36.7%)	53 (39.8%)	51 (41.5%)
The United Kingdom	英國	15 (32.6%)	17 (32.7%)	20 (30.8%)
Overall	總計	307 (28.9%)	324 (26.3%)	267 (20.8%)

In 2023, the Group established targets by phases to reduce employee turnover rates: 於二零二三年，本集團訂立了有關降低僱員流失率的分階段目標：

Turnover Rate Target	流失率目標	Short-term KPI (Within 2 years) 短期KPI (兩年內)	Medium-term KPI (2-5 years) 中期KPI (兩至五年)	Long-term KPI (5-10 years) 長期KPI (五至十年)
By Employment Category	按僱傭類別			
Senior management	高級管理層	13%	12%	10%
Middle management	中級管理層	22%	20%	19%
General staff	基層員工	30%	29%	28%
Total	總計	28%	26%	25%

⁷ Turnover rate = Number of employees left the Group during the reporting period / (Number of employees left the Group during the reporting period + Number of employees as at the end of the reporting period). The Group had a total of 267 employee turnover during the reporting period. 流失率 = 報告期內本集團離職僱員人數 ÷ (報告期內本集團離職僱員人數 + 報告期末僱員人數)。於報告期內，本集團共流失267名僱員。

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For effective comparison of turnover rate targets across employment categories, the turnover rates by employment category during the reporting period are disclosed as follows:

為有效比較各僱傭類別的流失率目標，於報告期內各僱傭類別的流失率披露如下：

Turnover Rate	流失率	2023 ⁸ 二零二三年 ⁸	2024 二零二四年
By Employment Category	按僱傭類別		
Senior management	高級管理層	17.8%	23.9%
Middle management	中級管理層	25.7%	25.9%
General staff	基層員工	28.13%	18.1%

Although the turnover rate of the Group's senior management has increased this year, the overall turnover rate has met the set short-term targets. Moving forward, the Group will continue to strengthen employee welfare and career development opportunities, and through improving the work environment and enhancing employee cohesion, will strive to reduce turnover and maintain a stable management team.

雖然本年度本集團高級管理層的流失率有所上升，但整體流失率已達到既定的短期目標。今後，本集團將繼續加強僱員福利及職涯發展機會，通過改善工作環境，加強僱員凝聚力，本集團將努力降低僱員流失率，保持管理團隊穩定。

• Prohibition of Child and Forced Labour

As a responsible employer, the Group strictly prohibits any form of discrimination or forced labour. We fully comply with relevant laws and regulations to ensure that no child or forced labour is involved in our global operations, while actively promoting an ethical and fair working environment.

To prevent the employment of child labour, the Human Resources Department of the Group verifies the original Hong Kong identity card or other valid documentation that proves the legal right to work in Hong Kong, Mainland China, Malaysia, or the United Kingdom for all job applicants. Regular reviews of employment practices are conducted to eliminate risks related to child labour.

In safeguarding against forced labour, our Employee Handbook and internal policies clearly outline employees' rights and obligations, including work schedules, rest days, and overtime arrangements, to avoid excessive working hours. Moreover, to further enhance work-life balance, the Group has introduced a five-day workweek arrangement starting 1 April 2024, with work hours and allowance policies adjusted based on departmental needs. We will monitor the implementation of this new arrangement closely and make timely adjustments based on employee feedback.

• 禁止童工及強制勞工

作為負責任的僱主，本集團嚴格禁止任何形式的歧視或強制勞工。我們全面遵守相關法律法規，以確保我們的全球營運中不會有童工或強制勞工，同時積極推動符合道德與公平的工作環境。

為防止僱用童工，本集團的人力資源部核實所有求職者的香港身份證正本或其他可證明具有在香港、中國內地、馬來西亞或英國合法工作的權利的有效文件。我們定期檢討僱傭常規，以杜絕與童工有關的風險。

在防止強制勞工方面，我們的員工手冊及內部政策清楚列明僱員的權利與義務，包括工作時間表、假期及加班安排，以避免工作時間過長。此外，為了進一步加強工作與生活平衡，本集團已於二零二四年四月一日起實施五天工作週，並根據部門需要調整工時及津貼政策。我們將密切監察這一新安排的實施情況，並因應僱員意見作適時調整。

⁸ The turnover rate classified by employment category, has been restated for 2023 due to changes in the data collection methodology.

⁸ 由於數據收集方法之變更，二零二三年的按僱傭類別分類的流失率已重述。

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To mitigate associated risks, the Group has established robust preventive mechanisms and contingency measures. In the event of any suspected child or forced labour cases, the Human Resources Department will immediately report to management and initiate an investigation to ascertain the facts. If violations are confirmed, disciplinary action will be taken against the responsible parties in accordance with company policies.

- **Equal Opportunity, Diversity, and Anti-Discrimination**

The Group endeavors to build a work environment that values equality, diversity, and ensures freedom from discrimination. We uphold a zero-tolerance policy towards any form of discrimination or harassment based on gender, age, race, religion, or other factors. This principle is consistently applied across recruitment, promotion, transfers, work assignments, and career recognition. All employees, regardless of their employment level, are entitled to equal treatment and opportunities. We strive to create a safe, respectful, and inclusive environment for our employees, with robust mechanisms in place to safeguard their dignity and rights.

In addition, we actively implement our Board Diversity Policy, ensuring that diversity values are upheld throughout the appointment process. During the reporting period, our Board of Directors in Hong Kong comprised 87.5% male and 12.5% female members, with 25% aged between 30 and 50 and 75% over 50 years old. This year, we observed a slight improvement in the gender diversity of our Board of Directors, while the age composition leaned towards senior members. To address this, the Group has established a three-phase diversity target for the Board, aimed at fostering diversity and inclusiveness across gender, age, and professional expertise.

Short-Term Targets

短期目標

Ensure the Board includes at least one female member.

確保董事會有至少一名女性成員。

Maintain the average age of Board members at no more than 60 years.

維持董事會成員的平均年齡在60歲或以下。

Medium-Term Targets

中期目標

Appoint at least one new Board member from a non-construction-related professional background.

委任至少一名非建築專業背景的新董事會成員

Long-Term Targets

長期目標

Appoint at least two new Board members from non-construction-related professional backgrounds.

委任至少兩名非建築專業背景的新董事會成員

During the reporting period, the Group was not aware of any cases of non-compliance with laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, child labour, or forced labour.

為降低相關風險，本集團已建立健全的預防機制及應變措施。倘發生任何懷疑童工或強制勞工的個案，人力資源部會立即向管理層報告，並展開調查以確定事實。倘證實違規，將會按照公司政策所規定對相關責任人採取紀律處分。

- **平等機會、多元化及反歧視**

本集團致力建立一個重視平等、多元化及沒有歧視的工作環境。我們對任何基於性別、年齡、種族、宗教或其他因素的歧視或騷擾行為採取零容忍政策。這項原則在招聘、晉升、調職、工作分配及職業認可中貫徹執行。所有僱員，不論其僱用層級為何，均享有平等的待遇及機會。我們致力為僱員創造一個安全、彼此尊重及包容的環境，並設立健全的機制來保障僱員的尊嚴及權利。

此外，我們積極落實董事會多元化政策，確保在整個委任過程中秉持多元化價值觀。於報告期內，我們在香港的董事會由87.5%男性與12.5%女性成員組成，其中25%年齡介乎30至50歲，75%年齡超過50歲。本年度，我們觀察到董事會在性別多元化上略有改善，而年齡組合仍傾向年長成員。為解決這個問題，本集團已為董事會制定三階段多元化目標，旨在促進性別、年齡及專業知識方面的多元化及包容性。

於報告期內，本集團並無發現任何違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、童工或強制勞工等法律及法規的個案。

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Remuneration and Benefits

The Group is dedicated to establishing a fair, motivating, and competitive remuneration and benefits system to enhance employee loyalty and satisfaction. Our remuneration structure is based on job grade, professional background, work performance, and market trends, ensuring fairness and competitiveness in salary levels. The annual salary adjustment mechanism incorporates company performance and individual contributions, with provisions for double pay, performance bonuses, and overtime allowances to ensure employees are appropriately rewarded for their efforts. We maintain transparent salary disbursement processes to guarantee accuracy and timeliness.

To foster employee loyalty and reduce turnover, the Group offers a comprehensive range of benefits, including retirement plans, extensive medical insurance, special consolation payments, education subsidies, and workplace injury insurance. Employees are entitled to statutory or public holidays, as well as annual leave, sick leave, compensation leave, maternity leave, and compassionate leave.

Regarding maternity and paternity leave, the total number of employees who were entitled to maternity leave was 293 and paternity leave was 655, whilst 11 and 13 employees have taken their maternity and paternity leave respectively during the reporting period. There were 6 and 13 employees who returned to work during the reporting period after their maternity and paternity leave respectively, and there were respectively 6 employees who returned to work after maternity and paternity leave and remained employed for 12 months thereafter. The Return to Work Rate⁹ and Retention Rates¹⁰ of employees that took maternity and paternity leave were 86% and 63% respectively.

In addition, the Group regularly organises team-building activities, corporate family days, sports competitions, and festive celebrations, providing employees with opportunities to relax, socialise, and strengthen relationships. We also prioritise employees' professional development and personal growth through initiatives such as professional skill competitions, knowledge seminars, and cultural exchange programmes, encouraging employees to broaden their horizons and enhance their capabilities beyond work.

薪酬及福利

本集團致力建立公平、具激勵性及競爭力的薪酬及福利制度，以提升僱員的忠誠及滿意度。我們的薪酬架構以職級、專業背景、工作表現及市場趨勢為基礎，確保薪酬水平的公平性及競爭力。年度薪資調整機制結合公司績效與個人貢獻，並訂定雙糧、績效花紅、加班津貼等規定，以確保僱員的努力獲得適當報酬。我們維持透明化的薪資發放流程，以確保準確性及準時性。

為了培養僱員忠誠度及降低流失率，本集團提供全面的福利，包括退休方案、覆蓋廣泛的醫療保險、特別撫恤金、教育補貼及工傷保險。僱員享有法定或公眾假期，以及年假、病假、補假、產假及恩恤假。

在產假及待產假方面，於報告期內可享有產假及待產假的僱員總數分別為293人及655人，並分別有11名及13名僱員放取產假及待產假。於報告期內，分別有6名及13名僱員於產假及待產假後重返工作崗位，而於產假及待產假後重返工作崗位並於其後12個月繼續受僱的僱員各有6名。產假及待產假後的復職率⁹及留任率¹⁰分別為86%及63%。

此外，本集團定期舉辦團隊建設活動、企業家庭日、體育比賽及節日慶祝活動，為僱員提供放鬆、社交及增進彼此關係的機會。我們亦重視僱員的專業發展及個人成長，透過舉辦專業技能比賽、知識講座及文化交流活動等，鼓勵僱員擴闊視野，提升工作以外的能力。

⁹ Return to work rate = (Total number of employees that did return to work after maternity or paternity leave / Total number of employees expected to return to work after taking maternity or paternity leave) x 100%

¹⁰ Retention rate = (Total number of employees retained 12 months after returning to work following a period of maternity or paternity leave / Total number of employees returning from maternity or paternity leave in the prior Reporting Period) x 100%.

⁹ 復職率 = (產假或待產假後實際復職的僱員總數 ÷ 產假或待產假後預計復職的僱員總數) × 100%。

¹⁰ 留任率 = (產假或待產假後復職並留任12個月的僱員總數 ÷ 於上個報告期從產假或待產假復職的僱員總數) × 100%。

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Furthermore, we care deeply about employees' mental well-being. Through mental health seminars and counselling services, we support employees in finding balance in their fast-paced work environments, enabling more effective self-management.

我們亦非常關心僱員的心理健康。透過心理健康講座及輔導服務，我們支持僱員在快節奏的工作環境中尋求平衡，從而更有效地進行自我管理。



Full Moon Celebration 中秋節慶祝



Team Building Trip 團建旅遊



Badminton Open Championship 羽毛球公開賽



Football Training 足球訓練

Health and Safety

The Group upholds a core principle of "zero tolerance for safety hazards" and strives to fostering a work environment where safety comes first. In order to ensure comprehensive protection of workplace safety and employee health, we adopt a systematic management approach and rely on the ISO 45001:2018 Occupational Health and Safety Management System, establishing a complete management framework from policy formulation, execution to continuous improvement. The Group formulates targeted safety plans based on relevant laws, regulations, and project characteristics, and regularly holds safety meetings to conduct in-depth analyses of the causes of accidents and implement corrective actions. Each project signs an annual safety goal responsibility agreement, breaking down health and safety responsibilities to all levels of personnel, and establishing internal auditing and monitoring mechanisms to ensure the effective achievement of the goals.

健康與安全

本集團秉持「安全隱患零容忍」的核心原則，致力營造安全第一的工作環境。為了全面保障工作場所安全及僱員健康，我們採用系統化的管理方法，依託ISO 45001:2018職業健康安全管理体系，建立從政策制定、執行到持續改善的完整管理框架。本集團根據相關法律法規及項目特點，制定針對性的安全計劃，並定期召開安全會議，深入分析事故原因，落實糾正措施。各項目簽訂年度安全目標責任書，將健康安全責任解釋予各級人員，並建立內部稽核及監督機制，確保有效實現目標。

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Meanwhile, we actively promote employee participation and conduct multi-level safety awareness campaigns and professional training to comprehensively enhance employees' abilities in accident prevention and emergency response. By fostering a safety culture where all employees contribute to building and managing safety together, we ensure that each employee consciously follows safety protocols in their daily work, collectively safeguarding the Group's safe operating environment.

To this end, we have developed a series of implementation guidelines tailored to specific work environments and risks:

Site Management and Equipment Control

地盤管理與設備監控

Emergency Plans and Drills

緊急應變計劃及演習

Technological Empowerment

技術賦能

Employee Health Protection

僱員健康保障

For on-site operations, we implement comprehensive management measures to ensure equipment operates safely and reduce potential risks.

針對現場作業，我們實施全面的管理措施，以確保設備安全運作，並降低潛在風險。A professional emergency response team is established, conducting regular emergency drills for high-risk situations, such as extreme weather (e.g., typhoons, heavy rain) and fires. We have also developed work stoppage standards that exceed statutory requirements to ensure employee life safety.

我們成立了專業的緊急應變團隊，針對極端天氣（如颱風、豪雨）及火災等高風險情況定期進行緊急演習。我們亦已制定較法定要求嚴格的停工標準，以確保僱員的生命安全。

We use proprietary safety software to monitor construction sites in real-time, issuing corrective instructions via instant communication tools to shorten response times and improve management efficiency.

我們使用專屬的安全軟件即時監控施工現場，透過即時通訊工具發出糾正指令，以縮短反應時間並提升管理效率。

We provide comprehensive medical and health insurance services to employees who have completed a three-month probation period, while promoting health awareness and organizing awareness campaigns to improve employees' physical and mental health levels.

我們為已完成三個月試用期的僱員提供完善的醫療健康保險服務，同時推廣健康意識，舉辦認知活動，提升僱員身心健康水平。

同時，我們積極推動僱員參與，展開多層面的安全意識宣傳及專業培訓，全面提升僱員的事故預防及緊急應變能力。通過營造一個由全體僱員共同參與安全建設及管理的安全文化，確保每名僱員在日常工作中自覺遵守安全規範，共同維護本集團的安全營運環境。

為此，我們針對特定的工作環境及風險，制定了一系列的執行準則：

This year, our self-developed "Smart Site Safety System (4S)" was proudly awarded the ISO 27001 Information Security Management certification, making it the first smart construction site safety solution in Hong Kong to achieve this certification. The system integrates a central management platform, digital equipment tracking, high-risk work permits, control of access to hazardous areas, smart equipment operation alerts, intelligent monitoring of frontline workers, AI safety monitoring, confined space monitoring, and VR safety training. Notably, the VR safety training simulates scenarios such as hoisting, confined space operations, and bamboo scaffolding construction, providing safety operation practice and assessments. Results are directly uploaded to the central platform for management review, significantly enhancing workers' safety awareness and operational standards.

本年度，我們自主研发的「智慧工地安全系統(4S)」成功取得ISO 27001資訊安全管理認證，成為香港首個獲得此認證的智慧工地安全解決方案。該系統整合了中央管理平台、數碼化設備追蹤、高風險工作許可證、危險區域出入管控、智能設備操作與警報、前線工人智能監控、人工智能安全監察、密閉空間監控、VR安全培訓等功能。值得注意的是，VR安全培訓提供多種模擬情境，包括吊運、密閉空間作業、竹棚架的搭建等，提供安全操作練習與評估。培訓結果直接上載至中央平台供管理層檢視，大幅提升工人的安全意識及作業水平。

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Details of our health and safety performance are outlined as follows:

我們的健康與安全績效詳情概述如下：

	2022 二零二二年	2023 二零二三年	2024 二零二四年
Number of recordable accidents 可記錄事故數量	33	25	26
Rate of recordable work-related injuries¹¹ 可記錄的工傷率 ¹¹	0.58	0.42	0.49
Number of fatalities 死亡人數	0	1	0
Rate of fatalities as a result of work-related injury per 200,000 hours worked¹² 每200,000工作時數因工致死比率 ¹²	0	0.02	0
Number of high-consequence work-related injuries (excluding fatalities) 嚴重工傷個案 (不包括死亡個案)	0	8	2
Rate of high-consequence work-related injuries (excluding fatalities)¹³ 嚴重工傷率 (不包括死亡個案) ¹³	0	0.13	0.04
Lost days due to injuries 因工傷損失工作日數	9,294	3,922	3,660

During the reporting period, the Group accumulated a total of 10,517,952 working hours within the reporting scope. The performance in controlling fatal accidents was commendable, with no fatalities recorded during the year. However, we have observed an increase in the recordable injury rate. To further improve our safety metrics, we will continue to focus on addressing risks at their sources and strengthening preventive measures.

於報告期內，本集團在報告範圍內累積合共 10,517,952 工作時數。在控制致命意外方面的表現值得稱許，年內並無錄得死亡事故。然而，我們觀察到可記錄工傷率有所上升。我們將專注從源頭解決風險，加強預防措施，以進一步改善各項工傷指標。

To enhance occupational health and safety standards, we are taking steps to advance a series of systematic improvements aligned with the core objective of optimising our safety management system, through multi-level collaboration. In terms of the management system, we will strengthen cross-departmental collaboration mechanisms, establish an internal safety monitoring committee to ensure the effective implementation of corrective measures and regularly issue safety alerts with case studies of accidents to remind site construction workers to strictly comply with safety regulations. For highrisk areas, we will further enhance safety control over workflows by establishing dynamic risk assessment standards and employing proactive preventive measures to reduce safety hazards.

為進一步提升職業健康與安全標準，我們正通過多層次協作推進一系列措施，與優化安全管理系統的核心目標保持一致。在管理體系方面，我們將加強跨部門協作機制，成立內部安全監督委員會，確保糾正措施之有效實施，亦會定期發佈有關意外個案的安全警示，提醒地盤人員嚴格遵守安全法規。針對高風險領域，我們將進一步加強對工作流程的安全管控，建立動態風險評估標準，採取主動預防措施，務求降低安全隱患。

¹¹ Rate of recordable work-related injuries per 200,000 hours worked = (Number of recordable work-related injuries/Number of hours worked) x 200,000.

¹² Rate of fatalities as a result of work-related injury per 200,000 hours worked = (Number of fatalities as a result of work-related injury/Number of hours worked) x 200,000.

¹³ Rate of high-consequence work-related injuries (excluding fatalities) per 200,000 hours worked = (Number of high-consequence work-related injuries (excluding fatalities)/Number of hours worked x 200,000.

¹¹ 每200,000工作時數的可記錄工傷率 = (可記錄工傷數目 ÷ 工作時數) × 200,000。

¹² 每200,000工作時數因工致死比率 = (因工致死人數 ÷ 工作時數) × 200,000。

¹³ 每200,000工作時數的嚴重工傷率 (不包括死亡個案) = (嚴重工傷個案數目 (不包括死亡個案) ÷ 工作時數) × 200,000。

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In terms of the management system, we will strengthen cross-departmental collaboration mechanisms and establish an internal safety monitoring committee to ensure the effective implementation of corrective measures. For high-risk areas, we will further enhance safety control over workflows by establishing dynamic risk assessment standards and employing proactive preventive measures to reduce safety hazards.

For on-site operations, we will introduce more rigorous execution standards, such as strengthening the integration between operational planning and on-site audits, aiming to improve safety protection during construction and operations. Additionally, we plan to launch a new safety innovation initiative, encouraging employees to participate in risk management improvement proposals, and leveraging digital tools to enhance management transparency and responsiveness.

The Group has set clear goals for occupational health and safety performance and will continue to strive towards ongoing improvement.

在管理體系方面，我們將加強跨部門協作機制，成立內部安全監督委員會，確保糾正措施的有效實施。針對高風險領域，我們將進一步加強對工作流程的安全管控，建立動態風險評估標準，採取主動預防措施，務求降低安全隱患。

在現場作業方面，我們將引進更嚴格的執行標準，例如加強作業規劃與現場稽核的結合，以提升施工與作業期間的安全保護。此外，我們計劃推出新的安全創新措施，鼓勵僱員參與風險管理改善提案，並利用數碼工具提高管理透明度及回應能力。

本集團已為職業健康與安全績效設定明確目標，並將繼續致力於持續改善。

		Short-term KPI 短期KPI	Medium-term KPI 中期KPI	Long-term KPI 長期KPI
Number of fatalities	死亡人數	0	0	0
Number of recordable accidents	可記錄事故數量	-5%	-10%	-20%
Lost days due to work injuries	因工傷損失工作日數	-5%	-10%	-20%

Our performance this year met the targets for reducing lost workdays due to workplace injuries and maintaining zero fatalities. Nonetheless, there remains room for improvement in managing the number of recordable incidents and reducing the injury rate.

我們本年度的表現達到了減少因工傷損失工作日數及保持零死亡人數的目標。儘管如此，在管理可記錄事故的數量及降低工傷率方面仍有改進空間。

Staff Development and Training

The Group actively engages in staff development, supporting employees' professional growth and career advancement through the establishment of a fair and transparent promotion and development mechanism, alongside a comprehensive training system.

員工發展及培訓

本集團積極進行員工培訓，通過建立公平及透明的晉升及發展機制，配合完善的培訓體系，支持僱員的專業成長及職涯發展。

• Promotion and Development

We adhere to a policy of prioritising internal promotions, ensuring all employees have equal opportunities for advancement. This policy assesses employees based on their educational background, work experience, and actual performance, comprehensively evaluating their professional capabilities and role suitability to ensure transparency and fairness in promotion decisions.

• 晉升及發展

我們恪守內部晉升優先的政策，確保所有僱員享有平等的晉升機會。此政策以僱員的教育背景、工作經驗及實際績效為基礎，全面評估僱員的專業能力及工作適配度，以確保晉升決策的透明度及公平性。

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To achieve fair performance management and a diverse incentive system, the Group conducts biannual performance evaluations of employees, which serve as a key basis for promotion assessments, salary adjustments, and annual bonus determinations. During the evaluation process, supervisors and employees jointly establish clear work objectives and development plans, incorporating both self-assessment and supervisor evaluations, to comprehensively review work performance. The results are then reviewed by senior management. In cases where there are significant discrepancies or low ratings, a grievance mechanism is in place to ensure fairness and transparency in the evaluation process while encouraging excellence and continuously enhancing employee competitiveness.

Regarding career development, we offer employees clear career advancement pathways and provide promotion opportunities based on their performance and potential. We encourage employees to rotate across different positions and departments to enhance their overall capabilities and leadership potential, helping them to continuously progress in their careers and achieve long-term development goals.

Details of employees who underwent regular performance and career development reviews¹⁴ during the reporting period are as follows:

為了實現公平的績效管理及多元化的獎勵制度，本集團每半年對僱員進行一次績效評估，作為晉升考核、薪酬調整及年度獎金確定的重要依據。評估過程中，主管與員工共同制定明確的工作目標及發展計劃，結合自我評估與主管評估，對工作表現進行全面檢討，並由高層管理覆核結果。在評估結果出現明顯差異或評價偏低的情況下，我們設有申訴機制，以確保評估過程公平及透明，並同時鼓勵僱員積極求進，持續提升競爭力。

在職涯發展方面，我們為僱員提供明確的職涯晉升路徑，並根據其績效及潛力提供晉升機會。我們鼓勵僱員在不同崗位及部門工作，以提升彼等的綜合能力及領導潛能，幫助彼等在職業生涯中不斷進步，實現長遠的發展目標。

於報告期內接受定期績效及職涯發展檢視¹⁴的僱員詳情如下：

		2023 二零二三年	2024 二零二四年
By Gender	按性別		
Male	男性	82.4%	72.2%
Female	女性	75.0%	75.0%
By Employment Category	按僱傭類別		
Manager or above	經理或以上	74.5%	47.2%
Supervisor or above	主任或以上	88.8%	79.9%
Operator/Support Level	操作員／後勤支援	76.9%	74.6%
Overall	整體	80.2%	73.0%

• Learning and Training

The Group has always regarded talent as valuable asset for business development and is committed to building a comprehensive and systematic learning and training system. We design tailored training programs for employees at various levels, specialisations, and functions, covering technical training such as Building Information Modelling (BIM), safety and quality management, as well as soft skills training, including leadership, communication skills, and crisis management. Additionally, we have launched an online learning platform to facilitate employees' independent learning while enabling the Group to monitor learning progress effectively.

• 學習及培訓

本集團一直視人才為企業發展的寶貴資產，致力建立全面及系統化的學習及培訓體系。我們為不同層級、專業及職能的僱員度身訂制培訓課程，涵蓋建築信息模型(BIM)、安全及品質管理等技術培訓，以及領導力、溝通技巧、危機管理等軟技能培訓。此外，我們推出了線上學習平台，方便僱員自主學習，同時讓本集團有效監測學習進度。

¹⁴ Percentage of employees who received a regular performance and career development review = Total number of employees who received a regular performance and career development review during the reporting period/ Total number of employees.

¹⁴ 接受定期績效及職涯發展檢視的僱員百分比 = 於報告期內接受定期績效及職涯發展檢視的僱員總數 ÷ 僱員總數。

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For new employees, we have a structured onboarding training program to help them quickly familiarise themselves with the company culture, job requirements, and relevant policies and regulations. During their probation period, employees undergo rigorous assessments to ensure their suitability. Furthermore, the Group has designed targeted development plans for employees at different stages of their careers, such as development programs for fresh graduates, leadership development courses for high-potential young talents, and advanced leadership and strategic management training for mid-to-senior level management, aimed at cultivating a multi-level talent pool of both professionals and managers. The training methods are diverse, including in-person classes, workshops, site visits, and online courses, complemented by evaluation and feedback mechanisms to ensure effectiveness.

In addition, the Group places great emphasis on ESG related training, with the aim to continuously enhance employees' awareness and capabilities in the ESG field. This year, employees received an average of 0.94 hours of ESG training¹⁵. Compared to the 0.77 hours per employee of ESG training in 2023, this represents an increase of over 20%, reflecting the Group's growing commitment and investment in ESG training.

During the reporting period, the Group recorded a total of 856 employees who received training, with a total of 19,434.55 training hours provided. Details are as follows:

對於新入職的僱員，我們設有一套結構化的入職培訓計劃，幫助彼等快速熟悉公司文化、工作要求及相關政策法規。於試用期內，僱員需接受嚴格的評估，以確保其適合工作。此外，本集團針對不同職業階段的僱員，設計針對性的發展計劃，例如針對應屆畢業生而設的發展課程、針對高潛質青年人才而設的領導力發展課程、以及針對中高層管理人員而設的高級領導力及策略管理培訓等，旨在培養橫跨不同層級的專業人才及管理人才梯隊，並利用多元化的培訓方式，包括面授課程、工作坊、實地考察、線上課程等，輔以評估及回應機制，以確保培訓效果。

此外，本集團亦非常重視ESG相關培訓，力求持續提升僱員在ESG領域的認知與能力。本年度僱員平均接受0.94小時的ESG培訓¹⁵。與二零二三年平均每名僱員接受0.77小時的ESG培訓相比，增幅超過20%，反映本集團對ESG培訓的重視及投入不斷增加。

於報告期內，本集團錄得共856名僱員接受培訓，合共提供的培訓時數為19,434.55小時。其詳情如下：

Percentage of Trained employees ¹⁶	受訓僱員百分比 ¹⁶	2022 二零二二年	2023 二零二三年	2024 二零二四年
By Gender	按性別			
Male	男性	130.3%	77.4%	85.6%
Female	女性	101.4%	67.4%	81.0%
By Employment Category	按僱傭類別			
Manager or above	經理或以上	539.4%	73.8%	82.4%
Supervisor or above	主任或以上	186.4%	71.9%	85.8%
Operator/Support Level	操作員／後勤支援	77.7%	76.3%	84.1%
Overall	整體	122.1%	74.5%	84.3%

¹⁵ In 2024, the Group provided ESG related training covering areas such as anti corruption, quality control, compliance, climate, and carbon emissions, with a total of 953.79 hours. In the future, the Group will consider incorporating ESG training into its scope of verification and may engage third party institutions for professional assessments to further enhance the quality and effectiveness of the training.

¹⁶ Percentage of trained employees = Total number of employees received training during the reporting period/Total number of employees.

¹⁵ 於二零二四年，本集團提供合共953.79小時的ESG相關培訓，內容涵蓋反貪污、品質控制、合規、氣候、碳排放等領域。未來，本集團將考慮把ESG培訓納入審驗範圍，並聘用第三方機構進行專業評估，以進一步提升培訓質素及效果。

¹⁶ 受訓僱員百分比 = 報告期內受訓僱員總數 ÷ 僱員總數。

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Composition of Employees Received Training within Trained Employees Population in Percentage ¹⁷	受訓僱員總數中接受培訓的僱員的組成百分比 ¹⁷	2022 二零二二年	2023 二零二三年	2024 二零二四年
By Gender	按性別			
Male	男性	76.4%	73.6%	73.1%
Female	女性	23.6%	26.4%	26.9%
By Employment Category	按僱傭類別			
Manager or above	經理或以上	19.3%	16.3%	10.4%
Supervisor or above	主任或以上	34.1%	30.4%	25.5%
Operator/Support Level	操作員／後勤支援	46.6%	53.3%	64.1%
Overall	整體	100.0%	100.0%	100.0%

Average Training Hours ¹⁸ (hours/employee)	平均培訓時數 ¹⁸ (僱員人均小時)	2022 二零二二年	2023 二零二三年	2024 二零二四年
By Gender	按性別			
Male	男性	11.2	9.7	18.3
Female	女性	8.6	8.6	21.2
By Employment Category	按僱傭類別			
Manager or above	經理或以上	45.8	5.4	12.8
Supervisor or above	主任或以上	18.8	7.3	11.2
Operator/Support Level	操作員／後勤支援	5.9	11.9	23.3
Overall	整體	10.5	9.4	19.1

We have established specific targets for employee training to maintain high standards of training effectiveness and performance, enhancing employees' professional skills and career competencies. Through quantifiable goals, we aim to regularly assess training outcomes and make necessary adjustments to support employees in achieving their career development objectives.

我們針對僱員培訓訂定具體目標，以維持高水平的培訓效果及績效，提升僱員的專業技能及職業能力。透過制定可量化的目標，我們計劃定期評估培訓成果，並作出必要的調整，以支援僱員實現其職涯發展目標。

Training Target	培訓目標	Short-term KPI 短期KPI	Medium-term KPI 中期KPI	Long-term KPI 長期KPI
Percentage of employees trained	受訓僱員百分比	60%	67%	74%
Average training hours	平均培訓時數	11	13	15

The training performance for this year has been satisfactory, exceeding the training targets set last year. This outcome highlights the Group's strong implementation capacity and effectiveness, while also reflecting the overall success of the training programme and the proactive engagement of our employees.

本年度的培訓績效令人滿意，超過去年度設定的培訓目標。這個結果突顯本集團強大的執行能力及效率，同時亦反映出培訓計劃的整體成功及僱員的主動參與。

¹⁷ Composition of employees received training within trained employees population in percentage = Total number of employees received training during the reporting period by types/Total population of employees trained.

¹⁸ Average training hours = Total training hours during the reporting period/Total number of employees.

¹⁷ 受訓僱員總數中接受培訓的僱員的組成百分比 = 報告期內按類型劃分的受訓僱員總數 ÷ 受訓僱員總數。

¹⁸ 平均受訓時數 = 報告期內受訓總時數 ÷ 僱員總數。

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Enhancing Quality Assurance

The SDGs addressed in this chapter:
本章節討論的SDG：



The Group has always been deeply concerned with building an efficient and sustainable supply chain management system, ensuring that product quality, service standards, and information security consistently meet the highest standards.

Supply Chain Management

Our commitment lies in creating an efficient, responsible, and sustainable supply chain that meets quality, compliance, and environmental standards. Through stringent selection, regular reviews, and transparent cooperation, we foster the long-term and stable development of each link in the supply chain.

• Building a Sustainable Supply Chain

Building a sustainable supply chain is at the core of our supply chain management strategy. We uphold the principles of fairness, transparency, and ethics when selecting suppliers and subcontractors who can provide high-quality products and services, while also considering their performance in environmental protection, social responsibility, and business integrity.

Throughout the sustainable supply chain management process, we consistently adhere to the following key principles:

Quality and Compliance

品質及合規

Environmental and Social Responsibility

環境及社會責任

Safety Management

安全管理

Business Integrity and Ethical Standards

商業誠信與道德標準

The materials and services procured must comply with international standards or industry certifications and ensure the smooth progress of the project.

所採購的材料及服務必須符合國際標準或業界認證，並能有助項目順利進行。

We prioritize suppliers and subcontractors with environmental management certifications (e.g., ISO 14001), sustainable development strategies, and a strong track record of social responsibility.

我們優先選擇具有環境管理認證（如ISO 14001）、可持續發展策略以及良好社會責任往績的供應商及分包商。

We conduct rigorous reviews of suppliers and subcontractors' safety management systems to ensure compliance with industry safety standards, safeguarding both employees and project sites.

我們對供應商及分包商的安全管理系統進行嚴格審查，以確保符合行業安全標準，保障僱員及項目地盤的安全。

We require all partners to adhere to the highest standards of business ethics, maintaining integrity and transparency in transactions and preventing any form of corruption or unethical behavior.

我們要求所有合作夥伴遵守最高標準的商業道德，維持交易的誠信及透明度，並防止任何形式的貪污或不道德行為。

提升品質保證

本集團一直著力構建高效且可持續的供應鏈管理體系，並確保產品品質、服務水準及資訊安全始終符合最高標準。

供應鏈管理

我們致力於建立一個高效、負責任且可持續的供應鏈，以符合品質、合規及環境標準。我們透過嚴格篩選、定期審查與透明合作，促進供應鏈各環節之長期穩健發展。

• 建立可持續的供應鏈

建立可持續的供應鏈是我們供應鏈管理策略的核心。我們秉持公平、透明及合乎道德的原則，選擇能提供優質產品及服務的供應商及分包商，同時亦考慮彼等在環境保護、社會責任及商業誠信方面的表現。

在整個可持續供應鏈管理過程中，我們始終堅持以下主要原則：

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• **Supplier and Subcontractor Selection Mechanism**

We implement a thorough selection and monitoring mechanism to ensure that suppliers and subcontractors meet high standards, thereby safeguarding project quality, safety, and progress. All new partners must undergo a detailed evaluation, including submitting relevant credentials (such as business registration certificates, ISO certifications, etc.), past performance records, and technical capabilities. Only those who are approved by the procurement department or project managers will be included on the approved list.

During the collaboration process, we regularly conduct performance evaluations, focusing on key indicators such as on-time delivery, quality control, and safety and environmental management. If a partner's performance does not meet expectations, we engage in communication and develop corrective action plans, setting an observation period. If improvements are not made, we will initiate the replacement or termination of the partnership. For higher-risk or unstable partners, we will conduct risk assessments and adjust the terms of cooperation accordingly.

To ensure long-term and stable relationships, we continuously monitor and promote improvements in quality and safety management with our partners, using each evaluation's results as a crucial reference for future selection and management decisions.

During the reporting period, we had a total of 1,407 suppliers and 3,994 subcontractors, primarily from Mainland China, Hong Kong, Malaysia, and the United Kingdom. Details are provided in the table below:

Regions 地區	Number of Suppliers 供應商數量	Number of Subcontractors 分包商數量
Mainland China 中國內地	618	0
Malaysia 馬來西亞	317	169
Hong Kong 香港	472	3,629
The United Kingdom 英國	The UK office's subcontractors' also serve as the suppliers of the office. Number of suppliers was not available. 英國公司的分包商亦為其供應商。供應商數量欠缺。	196
Total 總計	1,407	3,994

During the reporting period, the proportion of suppliers and subcontractors meeting the Group's supplier and subcontractor management requirements was 100%.

• **供應商及分包商篩選機制**

我們實施全面的篩選及監察機制，以確保供應商及分包商符合高標準，從而保障項目品質、安全及進度。所有新的合作夥伴均必須經過徹底的評估，包括提交相關的憑證（如商業登記證、ISO認證等）、過去的績效記錄及技術能力。只有經過採購部門或項目經理核准的合作夥伴，才會被列入核准名單。

在合作過程中，我們定期進行績效評估，當中著重於準時交貨、品質控制、安全與環境管理等關鍵指標。倘合作夥伴的績效未達預期，我們會進行溝通，並制定糾正行動計劃及觀察期。對於績效無改善者，我們會主動更換或終止合作關係。對於風險較高或不穩定的合作夥伴，我們會進行風險評估，並因應調整合作條款。

為了確保長期穩定的合作關係，我們會持續監察並促進合作夥伴在品質及安全管理上的改善，並以每次評估的結果作為未來選擇與管理層決策的重要參考。

於報告期內，我們共有1,407家供應商及3,994家分包商，主要來自中國內地、香港、馬來西亞及英國。詳情見下表：

於報告期內，符合本集團供應商及分包商管理要求的供應商及分包商比例為100%。

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Project Accountability

In terms of project quality management, the Group has always adhered to a quality-first principle, ensuring that each project complies with rigorous international standards and local regulatory requirements. The Group adopts the ISO 9001:2015 Quality Management System, in conjunction with its internal quality policies, to continually enhance the quality management standards across its projects, while striving to deliver products and services that meet customer satisfaction.

Our quality management approach is comprehensive, involving strict quality target setting, clear responsibility allocation, and meticulous management of suppliers and subcontractors. Each project is required to develop a Project Quality Plan (PQP), tailored to specific needs, which details resource allocation, construction schedules, quality control processes, and risk management strategies. Project managers are responsible for establishing quality objectives based on project requirements, ensuring that all employees and relevant parties understand and implement these objectives, thus ensuring effective quality control and continuous improvement.

Furthermore, the Group's quality management places a strong emphasis on collaboration with all stakeholders, promoting cooperation among project teams, subcontractors, and suppliers to ensure that all participants strive towards achieving high-quality outcomes. Quality risk management, process control, and the implementation of quality inspection plans demonstrate the Group's attention to every detail, ensuring that the quality standards for each project phase are fully met.

For non-conforming materials and construction defects, we have established a comprehensive handling process to strictly monitor any non-conformance during materials procurement or construction. Non-conforming materials are immediately stopped from use upon detection by the construction department, and the procurement team contacts the supplier for replacement. Subcontractors assist in rectification, with acceptance carried out by the supervising consultant or project owner's representative. No conformance during construction is recorded by the site manager and rectified immediately or escalated for further correction, ensuring that all processes ultimately meet the required standards. Any non-conforming items are recorded and processed according to established procedures, with necessary corrective and preventive actions taken to prevent recurrence. Regular internal audits and quality assessments also contribute to the continuous enhancement of project quality.

項目責任

在項目品質管理方面，本集團一直堅持品質第一的原則，確保每個項目均符合嚴格的國際標準及當地法規要求。本集團採用ISO 9001:2015品質管理系統，結合內部品質政策，持續提升各項目的品質管理水平，同時致力提供令客戶滿意的產品及服務。

我們的品質管理方針非常全面，包括嚴格的品質目標、明確的責任分配，以及對供應商及分包商的精細管理。每個項目均須制定符合特定需求的項目品質計劃(PQP)，當中詳述資源分配、施工時間表、品質控制流程及風險管理策略。項目經理負責根據項目需求設定品質目標，確保所有僱員及相關人士了解並執行這些目標，從而確保有效的品質控制及持續改善。

此外，本集團的品質管理非常重視與所有持份者的合作，促進項目團隊、分包商與供應商之間的合作，以確保所有參與者努力達成優異成果。品質風險管理、流程控制、以及品質檢驗計劃的執行，展現了本集團對每個細節的重視，確保每個項目階段的品質標準均能完全達到。

對於不合格物料及施工缺陷，我們建立了完善的處理流程，對物料及施工過程中的不合格情況進行嚴格監控。不合格物料經由建築部檢測後立即停止使用，並通知採購組聯絡供應商更換，分包商協助整改，則師或業主代表驗收；施工過程中的不合格情況則由地盤經理記錄，視情況即時修正或進一步整改，確保所有工序最終符合標準要求。任何不合格品均會按照既定程式進行記錄和處理，並採取必要的糾正及預防措施，防止問題的再次發生。此外，定期的內部審核和品質評估亦有助於不斷提升工程品質。

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Quality of Service

The Group consistently prioritises excellence in service and customer trust, with a primary focus on enhancing service quality and safeguarding customer privacy, striving to meet the diverse needs of our clients.

• Enhancing Client Service

Client satisfaction is the foundation of long-term business development. The Group is committed to delivering high-quality products and services that meet client needs, aiming to create a positive client experience. We welcome client feedback and provide a variety of solutions to address their concerns.

In terms of client service and complaint handling, the Group has established an efficient communication and follow-up mechanism to ensure that client issues are addressed promptly. We have developed a standardised complaint handling procedure and established a Complaints Committee responsible for monitoring the follow-up actions on complaints. The Complaints Committee holds quarterly meetings, and the meeting records, along with details of the complaint cases, are distributed to all independent non-executive directors for review. The Group's corporate communications team registers all enquiries and complaints immediately and notifies the relevant managers or departments for resolution. All complaints are followed up by dedicated personnel, with regular progress updates provided. Where necessary, concise responses are given to clients. Our primary communication channel is telephone, and we continually review and optimise our processes to enhance service quality and ensure that client issues are resolved appropriately.

During the reporting period, the Group did not receive any significant complaints related to project and product quality. We will continue to place great importance on every complaint, considering customer feedback as valuable insights for ongoing improvement and optimisation of services and projects in future.

• Client Privacy Protection

The Group places a high priority on safeguarding customer privacy and considers it a fundamental responsibility. We comply with relevant regulations, including the Personal Data (Privacy) Ordinance, to ensure comprehensive protection of customer personal data throughout its handling. To prevent data breaches, misuse, or unauthorised access, we implement stringent internal controls, including data encryption, access management, and regular internal audits. In addition, all employees are required to undergo privacy protection policy training and are strictly bound by confidentiality obligations. These measures effectively safeguard client privacy rights and further strengthen client trust in the Group.

During the reporting period, to the best knowledge of our directors, the Group has not experienced any significant non-compliance issues in this regard.

服務質素

本集團始終把卓越服務及客戶信任放在首位，以提高服務質素及保障客戶私隱為首任，努力滿足客戶的不同需求。

• 提升客戶服務

客戶滿意度是長期業務發展的基礎。本集團致力提供符合客戶需求的優質產品及服務，旨在創造良好的客戶體驗。我們歡迎客戶意見，並會提供各種解決方案以解決客戶疑慮。

在客戶服務及投訴處理方面，本集團已建立有效的溝通及跟進機制，確保客戶的問題得到迅速處理。我們已制定標準化的投訴處理程序，並成立投訴委員會，負責監察投訴的跟進工作。投訴委員會每季召開會議，會議記錄連同投訴個案的詳細資料會分發予所有獨立非執行董事審閱。本集團的企業傳訊小組負責即時登記所有查詢及投訴，並通知相關經理或部門解決。所有投訴均由專人跟進，並定期提供最新進展。如有必要，我們會向客戶作出扼要回應。我們主要以電話作為溝通渠道，並持續檢討及優化流程，以提升服務質素，確保客戶問題得到妥善解決。

於報告期內，本集團並無接獲任何與項目及產品品質有關的重大投訴。我們將繼續高度重視每一宗投訴，把客戶意見視為寶貴的洞見，以便日後持續改善及優化服務及項目。

• 客戶私隱保護

本集團高度重視保障客戶私隱，並將其視為一項基本責任。我們遵守相關法規，包括《個人資料(私隱)條例》，以確保在整個處理過程中全面保護客戶的個人資料。為了防止資料外洩、濫用或未經授權存取，我們實施嚴格的內部監控，包括資料加密、存取管理及定期內部稽核。此外，所有僱員均須接受私隱權保護政策培訓，並嚴格遵守保密義務。這些措施有效保障客戶的私隱權，進一步加強客戶對本集團的信任。

於報告期內，據董事所知，本集團於此方面並無遇到任何重大違規事項。

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Upholding Business Ethics

The SDGs addressed in this chapter:
本章節討論的SDG：



Ethical practices and cybersecurity are crucial for ensuring the sound development of business operations. To this end, the Group strictly adheres to business compliance policies and is committed to safeguarding data security, IT stability, and business continuity.

Ethical Practices

The Group fully recognises the importance of business ethics in long-term business development. In order to ensure that our operations align with ethical business practices, we have implemented several rigorous policy frameworks, including policies to prevent collusion, fraud, anti-bribery, and integrity management, ensuring that all business activities are conducted in compliance with legal and ethical standards. The Group strictly adheres to the relevant laws and regulations concerning extortion, monopoly, and money laundering in Hong Kong and other jurisdictions, including the Anti-Money Laundering Law of the People's Republic of China, in order to prevent the illegal use of funds. We actively combat any money laundering activities involving the use of public or private bank accounts, ensuring that there are no acts of corruption or bribery within the Group. Employees who wish to report any suspected corruption cases may do so via telephone, email, or written correspondence to the relevant management department.

In terms of anti-competitive behaviour, we comply with the Anti-Unfair Competition Law of the People's Republic of China, the Competition Ordinance, and other relevant laws, strictly prohibiting any form of collusion, price manipulation, or market division. Additionally, we have established a whistleblowing mechanism that provides employees with a safe and confidential channel to report any suspected fraudulent activities, improper conduct, conflicts of interest, or illegal financial activities.

Regarding intellectual property protection, the Group's business does not involve research and development, product packaging, or labelling activities, nor does it rely heavily on marketing and advertising. Therefore, intellectual property, advertising, and labelling have no significant impact on the Group's operations.

恪守商業道德

道德行為及網絡安全對確保業務的穩健發展至關重要。為此，本集團嚴格遵守業務合規政策，致力於保障數據安全、資訊科技穩定性及業務延續性。

道德行為

本集團完全認同商業道德對長期業務發展的重要性。為了確保我們的營運符合商業道德規範，我們實施了多項嚴格的政策框架，當中包含防止串謀、欺詐、反賄賂及誠信管理等政策，以確保所有商業活動符合法律及道德標準。本集團嚴格遵守香港及其他司法權區有關勒索、壟斷及洗黑錢的相關法律法規，包括《中華人民共和國反洗錢法》，以防止非法使用資金。我們積極打擊任何涉及使用公共或私人銀行賬戶的洗黑錢活動，確保集團內部不會從事貪污或賄賂行為。僱員如要舉報任何可疑貪污案件，可透過電話、電子郵件或書信向相關管理部門舉報。

在反競爭行為方面，我們遵守《中華人民共和國反不正當競爭法》、《競爭條例》及其他相關法例，嚴禁任何形式的合謀、價格操縱或市場瓜分行為。此外，我們已建立舉報機制，為僱員提供安全、保密的渠道，以舉報任何涉嫌欺詐活動、不當行為、利益衝突或非法財務活動。

在知識產權保護方面，本集團的業務活動不涉及研究開發、產品包裝或商品標籤，亦不嚴重依賴市場推廣及廣告。因此，知識產權、廣告及標籤對本集團的營運並無重大影響。

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Anti-Corruption

Upholding the core values of integrity, honesty, and fair competition, the Group adopts a zero-tolerance approach to any form of corruption. We strictly comply with anti-corruption laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201), the Malaysian Anti-Corruption Commission (Amendment) Act 2018 and the Bribery Act 2010, ensuring that all business operations are conducted in adherence to high ethical standards.

The Group has established an anti-bribery management system in accordance with the ISO 37001:2016 standard, with anti-corruption systems and disciplinary requirements clearly outlined in the employee handbook. Furthermore, we implement a whistleblowing policy that encourages employees to report any suspected bribery or corruption. Regardless of the outcome of the report, the whistleblower is afforded anonymity and protection, ensuring no unfair dismissal, persecution, or unjust disciplinary actions as a result of reporting.

To prevent conflicts of interest, clear guidelines for declaring interests are stipulated in the Conflict of Interest Policy, Holiday Gifts and Hospitality Handling Guidelines, and Code of Conduct. Employees are required to adhere to principles of integrity in all transactions and are prohibited from using their positions or sensitive information gained in the course of their duties for personal gain. Employees must ensure there are no conflicts between their personal interests and responsibilities, and must report any potential or actual conflicts of interest with related parties.

Moreover, in order to remain vigilant against corruption risks, the Group arranges anti-corruption training for its directors and employees. We invite external trainers or organisations with professional backgrounds to conduct seminars and workshops on anti-corruption and ethical business practices, reinforcing the anti-corruption awareness and compliance behaviour of all employees. During this Reporting Period, we conducted 3 anti-corruption training sessions, with 52 employees participating in the trainings. We will continue to raise employees' awareness of potential corruption temptations in their daily work and strengthen their understanding of anti-corruption laws.

To the best of our knowledge, the Group has not been involved in any significant violations or corruption-related legal cases during the reporting period.

反貪污

本集團秉持誠信、誠實及公平競爭的核心價值，對任何形式的貪污採取零容忍態度。我們嚴格遵守反貪污法律法規，包括《防止賄賂條例》(第201章)、《2018年馬來西亞反貪污委員會(修訂)法令》及《2010年賄賂法令》，確保所有業務運作均遵循高道德標準。

本集團已根據ISO 37001:2016標準建立反賄賂管理系統，並在員工手冊中明確列出反貪污制度及紀律要求。此外，我們實施舉報政策，鼓勵僱員舉報任何涉嫌賄賂或貪污行為。無論舉報結果如何，舉報者均會獲得匿名保護，確保不會因舉報而遭受不公平解僱、迫害或不合理紀律處分。

為了防止利益衝突，《利益衝突政策》、《節日送禮與款待處理指引》及《行為守則》中均明確訂明利益申報指引。僱員須在所有交易中遵守誠信原則，禁止利用職務之便在履行職務過程中獲得的敏感資料謀取私利。僱員必須確保個人利益與職責之間並無衝突，且必須報告與關聯方之間任何潛在或實際的利益衝突。

此外，為了對貪污風險保持警覺，本集團為董事及僱員安排反貪污培訓。我們邀請外部培訓人員或具有專業背景的機構舉辦有關反貪污及商業道德實踐的研討會及工作坊，以加強全體僱員的反貪污意識並促進合規行為。於報告期內，我們舉辦了3場反貪污培訓，共有52名僱員參加了培訓。我們將繼續提高僱員對日常工作中潛在貪污誘惑的警覺性，並加強彼等對反貪污法律的認識。

據我們所知，本集團於報告期內並無牽涉任何重大違規或與貪污有關的法律案件。

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Cybersecurity

The Group has adopted the ISO/IEC20000-1:2018 Information Technology Service Management System and the ISO/IEC 27001:2013 Information Security Management System to ensure the confidentiality, integrity, and availability of data, and to effectively prevent theft, misuse, and other damages to information systems. Our service management and security management systems are fully integrated, forming a collaborative and comprehensive management framework.

In terms of information security, we have enhanced our network infrastructure and established stringent internal security standards and information protection measures to effectively mitigate various security threats. At the same time, we continuously provide information security training for employees, promoting best practices and raising awareness of data protection across the organisation.

To ensure business continuity, we have established multi-layered emergency mechanisms for critical systems and services to ensure rapid restoration of normal operations in the event of unforeseen incidents, minimising potential losses. Additionally, the Group regularly reviews and updates its IT service solutions to ensure stable operations and further safeguard the sustainable development of the business.

Contributing to the Community

The SDGs addressed in this chapter:
本章節討論的SDG：



In recent years, the Group's business has continuously expanded, and we recognise that alongside our achievements comes a greater social responsibility. We adhere to the principles outlined in our corporate social responsibility policy and actively engage with and support the various communities in which we operate.

Our volunteer team embodies the belief that "it is more blessed to give than to receive," dedicating itself to promoting harmony among different community groups and encouraging individuals from all walks of life to address and resolve community issues while providing essential support to those in need. We also encourage employees, their families, and business partners to join our volunteer team, collectively contributing to the creation of a harmonious and positive community environment.

網絡安全

本集團已採納ISO/IEC 20000-1:2018資訊科技服務管理系統及ISO/IEC 27001:2013資訊安全管理系統，以確保資料的機密性、完整性及可用性，並有效防止資訊系統被盜用、濫用及遭受其他破壞。我們的服務管理系統與安全管理系統已完全整合，形成一個協同運作的全面管理框架。

在資訊安全方面，我們已加強網絡基礎建設，制定嚴格的內部安全標準及資訊保護措施，以有效降低各種安全威脅。同時，我們持續為僱員提供資訊安全培訓，推廣最佳作業模式，提高整個機構的資料保護意識。

為確保業務的延續性，我們已為關鍵系統及服務建立多層次的應急機制，以確保於發生不可預見的事故時能迅速恢復正常運作，將潛在損失減至最低。此外，本集團定期檢討及更新其資訊科技服務解決方案，以確保穩定運作，進一步保障業務的可持續發展。

社區貢獻

近年，本集團的業務不斷擴展，而我們已意識到在取得成功的同時，亦要承擔更大的社會責任。我們恪守企業社會責任政策中列明的原則，並積極參與及支持我們營運所在的各個社區。

我們的義工團隊體現了「施比受更有福」的信念，致力促進不同社區團體之間和諧共融，並鼓勵社會各界人士一同處理及解決社區問題，為有需要人士提供必要的支持。我們亦鼓勵僱員、其家人及業務夥伴加入我們的義工團隊，共同為創造和諧及正面的社區環境出一分力。

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This year, we have actively participated in numerous volunteer activities, including health charities, assistance for disadvantaged groups, blood donation drives, and various initiatives organised by non-governmental organisations. These activities have received enthusiastic responses and strong support from our employees and their families. Through these volunteer efforts, we have not only deepened our understanding of social issues but also demonstrated our responsibility and commitment as a quality corporate citizen. The Group's contributions to charitable and public welfare this year are detailed in the table below.

本年度，我們積極參與了多項義工活動，包括健康慈善活動、弱勢社群援助、捐血活動，以及由非政府組織舉辦的各項活動。該等活動得到我們的僱員及其家人的熱烈響應及大力支持。通過這些義工活動，我們不僅加深了對社會議題的理解，亦體現了作為優質企業公民的責任及承諾。本集團本年度在慈善公益方面的貢獻詳列於下表。

		2022 二零二二年	2023 二零二三年	2024 ¹⁹ 二零二四年 ¹⁹
Total volunteering hours (hours)	義工總時數(小時)	1,449	1,820.5	2,284
Donation Amount (HKD)	捐贈金額(港元)	341,000	286,000	200,000
Total number of staff volunteers	員工義工總數	284	662	571



Construction Industry Lo Pan Rice Campaign
建造業魯班飯行動



The Hong Kong Society for Rehabilitation Flag Day
香港復康會賣旗日



Blood Donation Event 捐血活動



Volunteer Activity on New Year's Day 元旦義工活動

¹⁹ The data disclosed in the table represents the charitable contributions made by the Group's Hong Kong office. In addition to the Hong Kong office, the UK operations also made a charitable donation of £850 in 2024 and participated in 80 hours of charitable activities.

¹⁹ 此表披露的數據代表本集團香港公司所作的慈善捐獻。除香港公司外，英國業務亦於二零二四年作出850英鎊的慈善捐款並參與80小時的慈善活動。

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及KPI		Location/Explanation 章節／解釋
A. Environmental		
A. 環境		
Aspect A1: Emissions		
層面A1 排放物		
General Disclosure	Information on: (a) the policies, and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Advancing Environmental Protection – Emission Management
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	推動環保－排放管理
KPI A1.1	The types of emissions and respective emissions data.	Advancing Environmental Protection – Emission Management
	排放物種類及相關排放數據。	推動環保－排放管理
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Advancing Environmental Protection – Emission Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Advancing Environmental Protection – Emission Management
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Advancing Environmental Protection – Emission Management 推動環保－排放管理
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Advancing Environmental Protection – Emission Management 推動環保－排放管理

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Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
一般披露		
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	Not Applicable 不適用
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Advancing Environmental Protection – Environmental Compliance 推動環保－遵守環保法規
一般披露		
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Advancing Environmental Protection – Environmental Compliance 推動環保－遵守環保法規

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B. Social		
B. 社會		
Employment and Labour Practices		
僱傭及勞工常規		
Aspect B1: Employment		
層面B1：僱傭		
General Disclosure	Information on:	Fostering Talent Development
	(a) the policies, and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	支持人才發展
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Fostering Talent Development – Employment Management
	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	支持人才發展－僱傭管理
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Fostering Talent Development – Employment Management
	按性別、年齡組別及地區劃分的僱員流失比率。	支持人才發展－僱傭管理

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Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure	Information on: (a) the policies, and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Fostering Talent Development – Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	支持人才發展－健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Fostering Talent Development – Staff Development and Training
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	支持人才發展－員工發展及培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Fostering Talent Development – Staff Development and Training 支持人才發展－員工發展及培訓
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Fostering Talent Development – Staff Development and Training 支持人才發展－員工發展及培訓

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Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure	Information on: (a) the policies, and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Fostering Talent Development – Employment Management
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	支持人才發展－僱傭管理
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Fostering Talent Development – Employment Management 支持人才發展－僱傭管理
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Fostering Talent Development – Employment Management 支持人才發展－僱傭管理
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
一般披露		
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理

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Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure	Information on: (a) the policies, and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Enhancing Quality Assurance – Project Accountability and Quality of Service
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	提升品質保證－ 項目責任與服務質素
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not Applicable 不適用
KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Enhancing Quality Assurance – Quality of Service 提升品質保證－服務質素
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Upholding Business Ethics – Ethical Practices 恪守商業道德－道德行為
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Enhancing Quality Assurance – Project Accountability 提升品質保證－項目責任
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Enhancing Quality Assurance – Quality of Service 提升品質保證－服務質素

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及KPI		Location/Explanation 章節／解釋
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure	Information on: (a) the policies, and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Upholding Business
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	恪守商業道德
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Upholding Business Ethics – Anti-corruption 恪守商業道德－反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Upholding Business Ethics – Anti-corruption 恪守商業道德－反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Upholding Business Ethics – Anti-corruption 恪守商業道德－反貪污
Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contributing to the Community
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區貢獻
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Contributing to the Community 社區貢獻
KPI B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Contributing to the Community 社區貢獻

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Part D: Climate-related Disclosures D部分：氣候相關披露		
Governance 管治	<p>(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. 負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人。</p> <p>(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。</p>	<p>Our Address to Climate Change – Governance 應對氣候變化－管治</p> <p>Our Address to Climate Change – Governance 應對氣候變化－管治</p>
Strategy 策略	<p>Climate-related risks and opportunities 氣候相關風險和機遇</p> <p>Business model and value chain 業務模式和價值鏈</p> <p>Strategy and decision-making 策略和決策</p> <p>Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量</p> <p>Climate resilience 氣候韌性</p>	<p>Our Address to Climate Change – Strategy 應對氣候變化－策略</p> <p>Our Address to Climate Change – Strategy 應對氣候變化－策略</p> <p>Our Address to Climate Change – Strategy 應對氣候變化－策略</p> <p>Implement capability relief for quantifying current and expected financial impacts. 就量化當前及預期的財務影響，實施能力寬免。</p> <p>Implement capability relief for quantifying climate scenario analysis. 就量化氣候情景分析，實施能力寬免。</p>
Risk Management 風險管理	<p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策。</p> <p>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate related opportunities) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程(包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊)。</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。</p>	<p>Our Address to Climate Change – Risk Management 應對氣候變化－風險管理</p> <p>Our Address to Climate Change – Risk Management 應對氣候變化－風險管理</p> <p>Our Address to Climate Change – Risk Management 應對氣候變化－風險管理</p>

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Subject Areas, Aspects, General Disclosures and KPIs	Location/Explanation
主要範疇、層面、一般披露及KPI	章節／解釋
Metrics and Targets Greenhouse gas emissions	Our Address to Climate Change – Metrics and Targets
指標及目標	應對氣候變化－指標及目標
溫室氣體排放	Implement reasonable information relief for the disclosure of Scope 3 greenhouse gas emissions. 就披露範圍3溫室氣體排放量，實施合理資料寬免。
Climate-related transition risks	Implement reasonable information relief.
氣候相關轉型風險	實施合理資料寬免。
Climate-related physical risks	Implement reasonable information relief.
氣候相關物理風險	實施合理資料寬免。
Climate-related opportunities	Implement reasonable information relief.
氣候相關機遇	實施合理資料寬免。
Capital deployment	The Group has incurred an additional cost of HKD1,498,000 for Green High Tensile Reinforcement Steel Bar in order to adapt to climate change. Currently, this indicator is not widely adopted in the industry, and the Group will continue to monitor it closely. 本集團為適應氣候變化，額外支付了1,498,000港元以購買環保高拉力鋼筋條。目前，這項指標尚未在業界廣泛採用，而本集團將繼續密切關注情況。
資本運用	Currently, this indicator is not widely adopted within the industry, but the group will continue to monitor it closely in the future.
Internal carbon prices	目前，這項指標尚未在業界廣泛採用，但本集團將於未來繼續密切關注情況。
內部碳定價	The Group will consider incorporating climate factors into our remuneration policy in the future.
Remuneration	本集團將考慮於未來把氣候因素納入薪酬政策。
薪酬	Not applicable. 不適用。
Industry-based metrics	Our Address to Climate Change – Metrics and Targets
行業指標	應對氣候變化－指標及目標
Climate-related targets	
氣候相關目標	

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GRI Content Index

GRI內容索引

GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
GRI 1: Foundation 2021			
GRI 1：基礎2021			
Reporting in accordance to the GRI Standards 符合GRI標準編製報告	1-R7	Publish a GRI content index	GRI Content Index
		發布GRI內容索引	GRI內容索引
	1-R8	Provide a statement of use	CR Construction Group Holdings Limited has reported the information cited in this GRI content index for the period starting from 1st January 2024 to 31st December 2024 with reference to the GRI Standards. Any sections of omission in the GRI standards are either considered as not material to the Group and stakeholders or they are not relevant to the Group’s business.
		提供使用說明	華營建築集團控股有限公司已參照GRI標準，匯報本GRI內容索引中所引用自二零二四年一月一日起至二零二四年十二月三十一日止期間的資料。GRI標準中的任何遺漏部分均被視為對本集團及持份者並無重大影響，或與本集團的業務無關。
GRI 2: General Disclosures 2021			
GRI 2：一般披露2021			
The Organization and its reporting practices 組織及其報告做法	2-1	Organizational details 組織詳細情況	About Us 關於我們
	2-2	Entities included in the organization’s sustainability reporting 納入組織可持續發展報告的實體	About this Report 關於本報告
	2-3	Reporting Period, frequency and contact point 報告期、報告頻率和聯系人	About this Report 關於本報告
	2-4	Restatements of information 信息重述	The turnover rate classified by employment category, has been restated for 2023 due to changes in the data collection methodology. 由於數據收集方法之變更，二零二三年的按僱傭類別分類的流失率已重述。
	2-5	External assurance 外部鑑證	Assurance Statement 鑑證聲明
Activities and workers 活動和工作	2-6	Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	About this Report 關於本報告
	2-7	Employees 員工	Fostering Talent Development 支持人才發展
	2-8	Workers who are not employees 員工之外的工作者	Not applicable 不適用

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Governance structure 管治架構	2-9	Governance structure and composition 管治架構和組成	Our Approach to Sustainability – ESG Governance Structure, Corporate Governance Report 可持續發展方針－ESG管治架構，企業管治 報告
	2-10	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Corporate Governance Report 企業管治報告
	2-11	Chair of the highest governance body 最高管治機構的主席	Corporate Governance Report 企業管治報告
	2-12	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的 監督作用	Our Approach to Sustainability – ESG Governance Structure, Corporate Governance Report 可持續發展方針－ESG管治架構，企業管治 報告
	2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	Our Approach to Sustainability – ESG Governance Structure, Corporate Governance Report 可持續發展方針－ESG管治架構，企業管治 報告
	2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的 作用	Our Approach to Sustainability – ESG Governance Structure, Corporate Governance Report 可持續發展方針－ESG管治架構，企業管治 報告
	2-15	Conflicts of interest 利益衝突	Upholding Business Ethics 恪守商業道德
	2-16	Communication of critical concerns 重要關切問題的溝通	Our Approach to Sustainability – Stakeholder Engagement 可持續發展方針－持份者參與
	2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	Fostering Talent Development – Staff Development and Training 支持人才發展－員工發展及培訓
	2-18	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	Not applicable 不適用
	2-19	Remuneration policies 薪酬政策	Fostering Talent Development – Remuneration and Benefits 支持人才發展－薪酬及福利
	2-20	Process to determine remuneration 確定薪酬的程序	Fostering Talent Development – Remuneration and Benefits 支持人才發展－薪酬及福利

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Strategy, policies and practices 戰略、政策和實踐	2-22	Statement on sustainable development strategy 關於可持續發展戰略的聲明	Board Statement 董事會聲明
	2-23	Policy commitments 政策承諾	Upholding Business Ethics – Ethical Practices 恪守商業道德－道德行為
	2-24	Embedding policy commitments 融合政策承諾	The policies of the Group are circulated to all employees and related third parties. To facilitate transparency of our business, we have made policies available on our official website. 本集團的政策已傳閱予所有僱員及關聯第三方。為了加強業務透明度，我們已把政策上載於我們的官方網站。
	2-25	Processes to remediate negative impacts 補救負面影響的程序	Enhancing Quality Assurance – Project Accountability 提升品質保證－項目責任
	2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	Our Approach to Sustainability – Stakeholder Engagement 可持續發展方針－持份者參與
	2-27	Compliance with laws and regulations 遵守法律法規	Advancing Environmental Protection – Environmental Compliance 推動環保－遵守環保法規
	2-28	Membership associations 協會的成員資格	Not applicable 不適用
	2-29	Approach to stakeholder engagement 利益相關方參與的方法	Our Approach to Sustainability – Stakeholder Engagement 可持續發展方針－持份者參與
Stakeholder engagement 利益相關方參與	2-30	Collective bargaining agreements 集體談判協議	Not applicable 不適用
GRI 3: Material Topics 2021			
GRI 3：實質性議題2021			
Materiality assessment 實質性評估	3-1	Process to determine material topics 確定實質性議題的過程	Our Approach to Sustainability – Materiality Assessment 可持續發展方針－重要性評估
	3-2	List of material topics 實質性議題清單	Our Approach to Sustainability – Materiality Assessment 可持續發展方針－重要性評估
	3-3	Management of material topics 實質性議題的管理	Throughout the entire report 整份報告

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Anti-corruption			
反貪污			
GRI 205: Anti-corruption 2016 GRI 205：反腐败 2016	205-1	Operations assessed for risks related to corruption 已進行腐敗風險評估的運營點	The Group has engaged external third party to conduct risks assessment which covered corruption risks for the reporting period with the scope coverage of the whole Group, no significant corruption risks identified. 本集團已委聘外部第三方進行風險評估，評估範圍涵蓋整個本集團於報告期的貪污風險，並無發現重大貪污風險。
	205-2	Communication and training about anti-corruption policies and procedures 反腐敗政策和程序的傳達及培訓	Upholding Business Ethics – Anti-corruption 恪守商業道德－反貪污
	205-3	Confirmed incidents of corruption and actions taken 經確認的腐敗事件和採取的行動	Upholding Business Ethics – Anti-corruption 恪守商業道德－反貪污
Energy			
能源			
GRI 302: Energy 2016 GRI 302：能源2016	302-1	Energy consumption within the organization 組織內部的能源消耗量	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
	302-3	Energy intensity 能源強度	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
	302-4	Reduction of Performance 降低能源消耗量	Advancing Environmental Protection – Use of Resources 推動環保－資源使用

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Biodiversity 生物多元性			
GRI 304: Biodiversity 2016 GRI 304：生物多樣性2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 組織在位於或鄰近保護區和保護區外的生物多樣性豐富區域擁有、租賃、管理的運營點	To the best of our Directors’ knowledge, the Group has no operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas during the reporting period. 據董事所知，本集團於報告期內並無在保護區及保護區以外生物多元性價值高的地區或毗鄰地區擁有、租賃、管理任何營運點。
	304-2	Significant impacts of activities, products and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	To the best of our Directors’ knowledge, the Group has no significant direct and indirect impacts on biodiversity with reference to construction or use of transport infrastructure, pollution and habitat conversion during the reporting period. 據董事所知，本集團於報告期內在建造或使用運輸基礎設施、污染及改變棲息地用途方面，並無對生物多元性造成重大的直接或間接影響。
	304-3	Habitats protected or restored 受保護或經修復的棲息地	To the best of our Directors’ knowledge, the Group has no project that requires restoration during the reporting period. 據董事所知，本集團於報告期內並無需要對項目進行修復。
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations 受運營影響的棲息地中已被列入世界自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種	To the best of our Directors’ knowledge, there was no IUCN Red List species and national conservation list species with habitats in areas affected by our operations during the reporting period. 據董事所知，於報告期內受我們營運影響的地區的棲息地並無IUCN紅色名錄物種及國家保護名冊物種。

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Emissions			
排放			
GRI 305: Emissions 2016 GRI 305：排放2016	305-1	Direct (Scope 1) GHG emissions 直接（範圍1）溫室氣體排放	Our Address to Climate Change – Metrics and Targets 應對氣候變化－指標及目標
	305-2	Energy indirect (Scope 2) GHG emissions 能源間接（範圍2）溫室氣體排放	Our Address to Climate Change – Metrics and Targets 應對氣候變化－指標及目標
	305-3	Other indirect (Scope 3) GHG emissions 其他間接（範圍3）溫室氣體排放	Data not available 數據不詳
	305-4	GHG emissions intensity 溫室氣體排放強度	Our Address to Climate Change – Metrics and Targets 應對氣候變化－指標及目標
	305-5	Reduction of GHG emissions 溫室氣體減排量	Our Address to Climate Change – Metrics and Targets 應對氣候變化－指標及目標
	305-6	Emissions of ozone-depleting substances (ODS) 臭氧消耗物質(ODS)的排放	Data not available 數據不詳
	305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions 氮氧化物(NOx)、硫氧化物(SOx)和其他重大氣體排放	Advancing Environmental Protection – Emission Management 推動環保－排放管理
Waste			
廢物			
GRI 306: Waste 2020 GRI 306：廢棄物2020	306-1	Waste generation and significant waste-related impacts 廢棄物的產生及廢棄物相關重大影響	Advancing Environmental Protection – Emission Management 推動環保－排放管理
	306-2	Management of significant waste-related impacts 廢棄物相關重大影響的管理	Advancing Environmental Protection – Emission Management 推動環保－排放管理
	306-3	Waste generated 產生的廢棄物	Advancing Environmental Protection – Emission Management 推動環保－排放管理
	306-4	Waste diverted from disposal 從處置中轉移的廢棄物	Advancing Environmental Protection – Emission Management 推動環保－排放管理
	306-5	Waste directed to disposal 進入處置的廢棄物	Advancing Environmental Protection – Emission Management 推動環保－排放管理

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Supplier Environmental Assessment 供應商環境評估			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria 使用環境評價維度篩選的新供應商	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
GRI 308：供應商環境評估 2016	308-2	Negative environmental impacts in the supply chain and actions taken 供應鏈的負面環境影響以及採取的行動	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
Employment 僱傭			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover 新進員工僱傭率和員工流動率	Fostering Talent Development – Employment Management 支持人才發展－僱傭管理
GRI 401：僱傭2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees 提供給全職員工（不包括臨時或兼職員工）的福利	Fostering Talent Development – Remuneration and Benefits 支持人才發展－薪酬及福利
	401-3	Parental leave 育兒假	Fostering Talent Development – Remuneration and Benefits 支持人才發展－薪酬及福利

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Occupational Health and Safety			
職業健康與安全			
GRI 403: Occupational Health and Safety 2018 GRI 403：職業健康與安全 2018	403-1	Occupational health and safety management system 職業健康安全管理體系	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-2	Hazard identification, risk assessment, and incident investigation 危害識別、風險評估和事故調查	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-3	Occupational health services 職業健康服務	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-4	Worker participation, consultation, and communication on occupational health and safety 職業健康安全事務：工作者的參與、意見徵詢和溝通	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-5	Worker training on occupational health and safety 工作者職業健康安全培訓	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-6	Promotion of worker health 促進工作者健康	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關的職業健康安全影響	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-8	Workers covered by an occupational health and safety management system 職業健康安全管理體系覆蓋的工作者	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-9	Work-related injuries 工傷	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全
	403-10	Work-related ill health 工作相關的健康問題	Fostering Talent Development – Health and Safety 支持人才發展－健康與安全

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GRI Standard GRI標準	GRI GRI	Disclosure 披露	Location/Explanation 章節／解釋
Training and Education 培訓與教育			
GRI 404: Training and Education 2016 GRI 404： 培訓與教育2016	404-1	Average hours of training per year per employee 每名員工每年接受培訓的平均小時數	Fostering Talent Development – Staff Development and Training 支持人才發展－員工發展及培訓
	404-2	Programs for upgrading employee skills and transition assistance programs 員工技能提升方案和過渡援助方案	Fostering Talent Development – Staff Development and Training 支持人才發展－員工發展及培訓
	404-3	Percentage of employees receiving regular performance and career development reviews 接受定期績效和職業發展考核的員工百分比	Fostering Talent Development – Staff Development and Training 支持人才發展－員工發展及培訓
Diversity and Equal Opportunity 多元化及平等機會			
GRI 405: Diversity and Equal Opportunity 2016 GRI 405： 多元化與平等機會2016	405-1	Diversity of governance bodies and employees 管治機構與員工的多元化	Fostering Talent Development – Employment Management 支持人才發展－僱傭管理
	405-2	Ratio of basic salary and remuneration of women to men 男女基本工資和報酬的比例	No data available 數據不詳
Non-discrimination 反歧視			
GRI 406: Non-discrimination GRI 406：反歧視 2016	406-1	Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	Fostering Talent Development – Employment Management 支持人才發展－僱傭管理
Child Labour 童工			
GRI 408: Child Labour 2016 GRI 408：童工2016	408-1	Operations and suppliers at significant risk for incidents of child labour 具有重大童工事件風險的運營點和供應商	To the best of Directors' knowledge, the Group was not aware of any significant non-compliance case relating to child labour on both ours and our suppliers' operations during the reporting period 據董事所知，本集團於報告期內並無在我們及我們供應商的營運中發現任何與童工有關的重大違規個案。
Forced or Compulsory Labour 強迫或強制勞工			
GRI 409: Forced or Compulsory Labour 2016 GRI 409：強迫或強制勞動 2016	409-1	Operations and suppliers at significant risk for incidents of child labour 具有強迫或強制勞動事件重大風險的運營點和供應商	Fostering Talent Development – Employment Management 支持人才發展－僱傭管理
Customer Privacy 客戶私隱			
GRI 418: Customer Privacy 2016 GRI 418：客戶私隱2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 涉及侵犯客戶私隱和丟失客戶資料的經證實的投訴	Enhancing Quality Assurance – Quality of Service 提升品質保證－服務質素

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Independent Assurance Statement

To Management and Stakeholders of CR Construction Group Holdings Limited:

Introduction

China Inspection Company Limited, established in 1982, is the regional headquarters for Hong Kong, Macau, and Taiwan under China Inspection and Certification Group (“CIC” or “we”). At the request of CR Construction Group Holdings Limited (“CR Construction” or “the Company”), we have conducted an independent limited assurance review of the sustainability-related information for its 2024 Environmental, Social and Governance Report (“the Report”).

CR Construction is responsible for providing the information, data, and institutional documents required for the review and ensuring the accuracy of the information in the Report. CIC’s responsibility is to review the Report in accordance with the scope defined in the assurance agreement and issue an independent assurance statement.

Our assurance team consists of experienced professionals with experiences in sustainability management, environmental and social responsibility and other related topics, they are qualified to conduct AA1000 independent assurance as well. Our assurance work is independent from CR Construction.

Scope of Assurance

- The time frame of this assurance is from January 1, 2024 to December 31, 2024.
- Our assurance is limited to the sustainability-related information covered in the Report for CR Construction’s headquarters and operational divisions, excluding any information related to suppliers, partners, or third parties.
- Our assurance does not involve any financial data or other information unrelated to sustainability (e.g., the Company’s views, positions or outlooks).

Assurance Standards

- Conducted in accordance with the AA1000 Assurance Standard, Third Edition (AA1000AS v3), “Type 1” moderate level.
- In reference to the Hong Kong Stock Exchange’s Environmental, Social, and Governance Reporting Guide.

獨立審驗聲明

致華營建築集團控股有限公司的管理層及利益相關方：

簡介

中國檢驗有限公司成立於1982年，是中國檢驗認證(集團)有限公司所屬的港澳台區域總部(以下簡稱「中檢」或「我們」)。受華營建築集團控股有限公司(以下簡稱「華營建築」或「公司」)委託，我們對《華營建築集團控股有限公司2024年環境、社會及管治報告》(以下簡稱「報告」)中的可持續發展相關信息進行了獨立有限審驗。

華營建築的責任是提供審驗所需的信息數據和制度文件，並確保其報告內資料的真實性。中檢的責任是根據審驗協議定義的範疇，對報告進行審驗，並出具獨立審驗聲明。

我們的審驗團隊由業內經驗豐富的專業人員組成，他們在可持續發展管理、環境和社會責任等議題擁有專業知識和經驗，具備進行AA1000獨立審驗的能力。我們的審驗工作獨立於華營建築。

審驗範圍

- 審驗的時間範圍為2024年1月1日至2024年12月31日
- 我們的審驗限於報告涵蓋的華營建築總部及經營分部的可持續發展相關信息，不包括任何供應商、合作夥伴及第三方的信息
- 我們的審驗不涉及任何財務數據，以及其他與可持續發展不相關的信息(例如公司的觀點、立場及展望等)

審驗標準

- 遵循AA1000審驗標準第三版(AA1000AS v3)，「類型1」中度等級進行審驗
- 參考香港聯合交易所《環境、社會及管治報告守則》

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Assurance Methodology

- Reviewed the sustainability-related information in the Report, with sample checks and calculations of key performance information.
- Conducted sample checks on CR Construction's management practices, business processes, and evidence collection.
- Interviewed employees involved in the preparation of the Report and sustainability management.
- Collected and evaluated evidence to assess the extent to which CR Construction adheres to the AA1000 principles.

Limitations

- The information and performance data related to the assurance are limited to the disclosures in this Report.
- Our assurance procedures are based on sample checks of selected information, making it difficult to identify all potential deficiencies or irregularities.

Assurance Conclusion

Based on the assurance procedures performed using the above methodology, we have reached the following conclusions:

- The Report adheres to the AA1000 Assurance Principles and complies with the requirements of the Hong Kong Stock Exchange's Environmental, Social, and Governance Reporting Guide.
- Regarding the information disclosed in the Report, we did not find any material inconsistencies with the reporting requirements.

Inclusivity

CR Construction has implemented processes to identify key stakeholders, including shareholders and investors, employees, customers, suppliers, communities, and non-governmental organizations. The Company communicates with stakeholders through annual general meetings, other shareholder meetings, surveys, training, and social media platforms to understand their suggestions and demands, and responds appropriately through information disclosure in the Report. We believe that CR Construction adheres to the principle of inclusivity.

審驗方法

- 審閱報告中的可持續發展相關信息，抽樣檢查和計算部分關鍵績效信息
- 對華營建築的管理實踐、業務流程和證據收集進行抽樣檢查
- 訪問與報告編製、可持續發展管理相關的員工
- 收集和評估能夠支持華營建築遵循AA1000原則的程度的證據資料

局限性

- 與審驗有關的信息和績效數據僅局限於本報告的內容披露
- 我們的審驗程序是基於對選定信息的部分細節進行抽樣審驗，難以發現所有潛在缺失與不合理情況

審驗結論

基於上述審驗方法執行的審驗程序，我們形成如下結論：

- 報告遵循了AA1000審驗原則，也符合香港聯合交易所《環境、社會及管治報告守則》的要求
- 針對報告中所披露的信息，我們未發現在重大性方面存在與編製依據要求不符的情況

包容性

華營建築已實施相關流程，識別了主要利益相關方，包括股東與投資者、僱員、顧客、供應商、社區及非政府組織等。公司透過股東週年大會及其他股東大會、意見調查、培訓、社交媒體平台等溝通方式，瞭解利益相關方的建議及訴求，並透過報告信息披露作出適當回應。我們認為，華營建築遵循了包容性原則。

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Materiality

CR Construction has identified material issues based on internal stakeholder surveys and external stakeholder communication. The Company has assessed, analysed, and prioritized the identified material issues, presenting the results and distribution matrix in the Report, and has responded to the significant material issues. We believe that CR Construction adheres to the principle of materiality.

Responsiveness

CR Construction maintains ongoing and timely communication with internal and external stakeholders through diversified communication channels, actively addressing their concerns. The Report highlights key issues of concern to stakeholders, such as environmental compliance, emission management, use of resources, noise control, employment management, health and safety, supply chain management and service quality. We believe that CR Construction adheres to the principle of responsiveness.

Impact

CR Construction has established an Environmental, Social, and Governance (ESG) management framework. With the assistance of the ESG working group, the Board of Directors is ultimately responsible for the Company's ESG strategy and reporting. The Report discloses CR Construction's sustainability policies and related key performance indicators for the year of 2024, reflecting the Company's efforts to control environmental, social, and governance risks and manage the impact of sustainability-related matters. We believe that CR Construction adheres to the principle of impact.

Note: CIC is not responsible for or liable for any comments or decisions made by any third party regarding this Independent Assurance Statement in relation to CR Construction. This Assurance Statement is available in both Chinese and English. In case of any discrepancies, the Chinese version shall prevail.

Best regards,

China Inspection Company Limited

28 March 2025, Hong Kong



實質性

華營建築根據內部利益相關方問卷調查和外部利益相關方溝通的結果，識別了實質性議題，對識別出的實質性議題進行評估、分析和排序，在報告中展示了實質性議題評估結果及分佈矩陣，並針對重要的實質性議題作出了回應。我們認為，華營建築遵循了實質性原則。

回應性

華營建築透過多元化的溝通方式，與內外部利益相關方進行持續和及時的溝通，積極回應利益相關方的關切。報告中就利益相關方關注的議題進行了重點披露，例如環境合規、污染物管理、資源使用、噪音控制、僱傭管理、職業健康與安全、供應鏈管理、服務質素等。我們認為，華營建築遵循了回應性原則。

影響性

華營建築建立了環境、社會及管治(ESG)管理架構，董事會在ESG工作組的協助下，對公司的ESG策略及匯報負有最終責任。報告披露了2024年華營建築的可持續發展政策以及相關量化關鍵績效，反映了公司控制環境、社會和治理風險，管理可持續發展相關事務的影響。我們認為，華營建築遵循了影響性原則。

註：任何第三方就本獨立審驗聲明對華營建築作出的評論及相關決定，中檢不負有或承擔任何法律責任。本審驗聲明有中文及英文版本，若兩者產生歧義以中文版為準。

此致，

中國檢驗有限公司

2025年3月28日，香港

