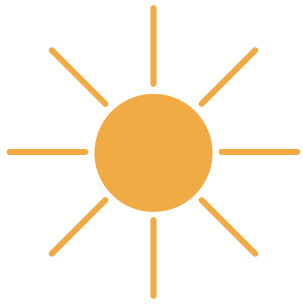




Paul Y. Engineering Group Limited
保華建業集團有限公司



CORPORATE SOCIAL RESPONSIBILITY

企業社會責任報告 REPORT
2017-18



Sustainable Growth – Our Future

Paul Y. Engineering Group Limited (“the Group”/“PYE”) recognises good corporate citizenship as the key to sustainable growth. Our Corporate Social Responsibility (CSR) vision adopts a broad and long-term perspective that permeates the strategic decision-making processes of every aspect of our business operations. While driving business development, we seek to deliver sustainable solutions and lasting value to the communities in which we operate.

This year, we once again participated in the CSR Index Scheme of the Hong Kong Quality Assurance Agency, which measures an organisation’s CSR performance against the ISO 26000 Social Responsibility Standard. We are proud to have scored 4.9 out of the 5-point scheme, acknowledgement that our tireless efforts to fulfill our CSR goals have borne fruit. Further, as a member of the *United Nations Global Compact*, we continue to maintain high international standards in the areas of human rights, labour, environment and anti-corruption.

From corporate governance to employee development, occupational safety and health, environmental protection and community investment, our business is guided by our CSR and sustainability principles, and we take every opportunity to innovate on the job. PYE remains committed to creating a better future and lasting common value for our stakeholders.

建構可持續發展的未來

保華建業集團有限公司(「集團」/「保華建業」)深明履行良好企業公民責任對企業的可持續發展至為關鍵。我們的企業社會責任願景以宏觀及長遠的角度，落實到業務營運的各個決策過程中。集團在推動業務發展的同時，致力為業務所在的社區提供可持續發展方案及創造長遠價值。

本年度，集團再度參與由香港品質保證局主辦，根據「ISO 26000社會責任指引」評分的「企業社會責任指數」計劃，並於評核中取得4.9分(總分為5分)的成績，肯定了集團在實踐企業社會責任目標上的努力不懈。此外，作為《聯合國全球契約》一員，我們堅守在「人權」、「勞工」、「環境」及「反貪污」等範疇中的高度國際標準。

無論在企業管治、員工發展、職業安全 and 健康、環境保護以至回饋社會上，集團業務均以企業社會責任及可持續發展原則為依歸，更會不斷力求自我提升。我們矢志為持份者創造更好的未來，以及長遠的共同價值。



Operational Practices
營運常規



Employee Development
員工發展



Health and Safety
健康及安全



Environmental Protection
環境保護



Community Investment
回饋社會

* This annual CSR Report describes the initiatives of the Group and its progress with regard to CSR issues during the financial year of 2018.

* 此年度企業社會責任報告，闡述了集團於二零一八年財政年度期間，企業社會責任方面的進展情況及內容。

Corporate Social Responsibility Report

企業社會責任報告



Operational Practices
營運常規

INTEGRITY AND ACCOUNTABILITY IN BUSINESS OPERATIONS

我們矢志在營運中
體現誠信及問責



Bedrock of Solid Corporate Governance

Sound and effective corporate governance is pivotal to the long-term success of the Group. We remain committed to maintaining a high standard of corporate governance in strict compliance with the business ethics, corporate integrity, and applicable laws, rules and industry standards of the jurisdictions in which we operate. Our governance policy is founded on accountability and enhanced transparency to meet the needs and interests of the organisation and its stakeholders. Our approach towards corruption and bribery has always been one of zero tolerance. A sound, independent internal monitoring system is firmly in place to uphold integrity and accountability in our day-to-day business operations, and a whistle-blowing mechanism is available for reporting actual or potential violations of the Code of Conduct and other irregularities.

良好穩固的企業管治

完善及高效的企業管治對集團長遠的成功發展至為關鍵。集團一直致力維持高水平的企業管治，恪守商業道德、企業誠信及所屬地區的法律、規例及行業標準。集團的管治政策強調問責精神及增加透明度，以維護集團及其持份者的需要及利益。集團對於貪污及行賄採取零容忍政策。我們設有良好及獨立的內部監控制度，矢志在日常營運中體現誠信及問責，並設有舉報機制以處理違反行為守則的事宜及懷疑違規的舉報。



We highly value our long-term business partners and have established a platform of mutual cooperation for win-win outcomes.

我們重視長久合作夥伴，並建立以雙贏為基礎的合作平台。

Corporate Social Responsibility Report

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Comprehensive CSR Governance Structure

CSR is at the heart of our governance policy. In February 2010, we set up the Corporate Social Responsibility Committee comprising members drawn from the management tier of business units across the Group to ensure formulation of effective CSR policies that would incorporate sustainability into daily operations. In addition, the Group's Safety, Health, Environment and Quality Management Committee, led by top management, effectively prompts and administers environmental protection and health and safety management systems and practices in all departments and ensures that all related principles are adopted across the board.

On-time Quality Management

The Group's quality management system incorporating sustainable business practices is updated regularly in line with the ISO 9001 international standard. In keeping with the maxim "a stitch in time", our project team conducts a thorough risk analysis of every new project to identify potential risks in advance and formulate and implement risk-mitigating measures that incorporate CSR and sustainability practices. Our quality objectives ensure minimal wastage.

Continual Supply Chain Management

Suppliers play a vital role in the management of our quality standards and sustainability practices. As a veteran large contractor, the Group highly values our long-term business partners and has established a platform of mutual cooperation for win-win outcomes with contracting services of the best quality.

To maintain this high standard of service, we have also put in place a performance evaluation system for our business partners, including continuous evaluation of CSR and other aspects. In addition, we identify potential suppliers and sub-contractors to ensure ready availability of quality resources and services to support business operations.

全面的企業社會責任管理架構

企業社會責任是集團管治政策重要的一環。集團於二零一零年二月成立「企業社會責任委員會」，委員會成員由集團不同部門的管理人員組成，以確保集團制定有效的企業社會責任政策，將可持續發展的原則融入日常業務及營運中。此外，由集團高級管理層領導的「安全、健康、環保及品質管理委員會」，也有效地督促及監管各部門在日常業務上落實執行環保、健康及安全管理系統的各项原則。

適時的品質管理

集團在品質管理方面採用可持續發展的營運方式，管理系統按照國際標準ISO 9001建立並持續更新。所謂「未雨綢繆」，每當展開新項目工程時，項目團隊會進行仔細的風險評估，預先識別潛在風險以制定及採取風險緩解措施，貫徹企業社會責任及可持續發展的原則。我們訂定品質目標，務求將浪費減至最低。

持續的供應鏈管理

對於集團在品質管理及可持續發展表現上，供應商擔當著舉足輕重的角色。集團作為一間歷史悠久的大型承建商，重視長期合作夥伴，並建立以雙贏為基礎的合作平台，確保承建服務的最佳質素。

為維持高質素服務，我們亦對現存合作夥伴的表現水平，包括他們在企業社會責任及其他方面進行持續的評核。此外，我們也會積極物色更多有潛質的供應商及分包商，以確保有質素和足夠的資源及服務，支援集團的業務營運。



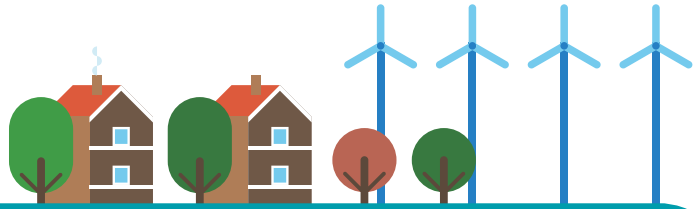
We celebrated two wins – one for Construction/Engineering and the other for Community Service/Regional Development – at the HKIPM Project Management Achievement Awards 2016.

集團於香港項目管理學會舉辦的「項目管理大獎2016」中，榮獲「建造／工程組別一大獎」及「社區服務／區域發展組別一大獎」。

Corporate Social Responsibility Report

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Spotlight 焦點



French International School Tseung Kwan O Campus Ensuring Quality Right on Time

As a main contractor of the Tseung Kwan O campus of the French International School, the school's fifth campus in Hong Kong, the Group proactively proposed a variety of measures to ensure superior construction quality and on-time completion. They included:

- Adopting Glass-fibre Reinforced Concrete (GRC) for panel construction in lieu of Precast Concrete Component (PCC), enabling assembly and installation procedures to be carried out off-site for time saving and convenience;
- Adopting top-down construction methods for some sections of the building so that construction of portions of the upper floors could be completed first to enable flexibility, leading to better time control and time saving; and
- Installing Glass-fibre Reinforced Gypsum (GRG) panels for the acoustic architectural features of the lecture hall replacing more complicated procedures. Thus procedures were streamlined and there was greater construction accuracy, as well as enhanced productivity and efficiency.

As seen above, the project team identified well in advance the risks that would have delayed completion, and proposed alternatives that significantly reduced energy consumption, construction complexity, and safety and environmental hazards.



法國國際學校將軍澳校舍 致力達至質優期準

作為法國國際學校香港第五所分校－將軍澳校舍的總承建商，為了讓工程項目能優質及如期交付，項目團隊主動向客戶建議多項措施，包括：

- 外牆以GRC面板，取代預製混凝土組件，使裝嵌工序不需在工地進行，省時方便；
- 在部分項目採用逆向建築法，以先完成較高樓層的工程，更靈活控制及節省時間；及
- 項目中的演講廳具備隔音建築設計，採用GRG面板取代原本繁複的工序。簡化工序之餘，更提升了施工的精準度、生產力及施工效率。

以上種種措施，反映了項目團隊能預先識別或會造成工期延誤的風險，主動為客戶建議應對措施，大大減低了能源消耗、工序複雜度，以及在安全及環保上的風險。



Corporate Social Responsibility Report

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Employee Development

員工發展

BUILDING A MUTUALLY SUPPORTIVE WORKING ENVIRONMENT WITH HEART

我們用心建構互相
支援的工作環境



A Fair and Friendly Workplace

The Group takes a caring approach to employee development and strives to create a work environment in which staff will thrive. Our success and achievements are shaped by our people. We carefully recruit high-calibre talent and provide them with a supportive environment with a variety of opportunities to grow at every stage. Our human resources policy strictly complies with employment laws and regulations and we offer competitive remuneration packages and plenty of training and career prospects. The Group operates an equal opportunities workplace where discrimination is not tolerated and staff can function without fear of age, sex, race or other biases.

Work-life balance is an important part of our agenda. We have put in place a series of family-friendly policies and practices, including compensation leave, marriage leave, paternity leave, compassionate leave, volunteer leave, and festival leave to enhance quality of life. Always striving to create a harmonious working environment, we have created a mutually – supportive culture with heart. In the year under review, we were proud to receive once again the Happy Company Label, presented by the Promoting Happiness Index Foundation for the success of our efforts to ensure staff well-being.

公平友善工作間

集團對員工發展一直採取關顧導向，致力為他們創造可發揮所長的工作環境。集團今日的成功和成就實有賴員工的深耕細作。我們認真挑選優秀人才，並提供具支援的工作環境，讓他們在不同階段盡展所能。在人力資源政策上，集團不但遵循僱傭法例及法規，並提供具競爭力的薪酬福利及充足的員工培訓和發展前景。集團為員工提供平等機會的工作間，確保他們不會因年齡、性別、種族或其他原因而受到歧視。

集團提倡工作與生活平衡，並推行一系列家庭友善僱傭政策及措施，包括補假、結婚休假、侍产假、恩恤假、義工假及節慶假等以提升員工的生活質素。我們一直致力創造一個和諧的工作環境，並用心建立互相支援的企業文化。集團很高興今年再度獲得由香港提升快樂指數基金頒發的「開心企業」標誌，以肯定我們在實踐員工福祉措施上的努力。

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Valuing Talent Development

The Group devotes considerable resources to staff training and development so as to keep talent up-to-date with the best and latest practices in their areas of expertise. Our Graduate Trainee and Non-Graduate Trainee programmes support professional development by sponsoring course fees, while further education funding and examination leave encourage employees at all levels to top up their qualifications and embrace continuing education related to their scope of duties and career aspirations. Meanwhile, our training department rolls out seminars and workshops on a variety of subjects, from building techniques to computer technology, safety and environmental protection, stress management with Chinese medicine, and even tea and health. These courses are selected to not only educate staff but also broaden vision and help our people thrive in the ever-changing business context. They also provide opportunities for staff to explore their interests and achieve a healthy work-life balance.

重視人才發展

集團在員工的培訓及發展上一直投放大量資源，好讓他們在其專屬範疇上時刻與時並進。集團推出的「畢業生培訓計劃」及「非畢業生培訓計劃」，以學費資助形式促進員工自我增值，考取專業認可。為了鼓勵員工在其職能範圍及專業資格持續進修，我們也會提供適合的教育資助及考試假期。此外，集團的培訓部也會持續舉辦各式研討會或工作坊，涵蓋建築技術、電腦科技、安全及環保、中醫減壓、茶與健康等內容，以擴闊員工在不同範疇的知識及視野，既可協助員工適應瞬息萬變的商業環境，亦可讓他們從中發展個人興趣，達至健康的工作與生活平衡。



Our Graduate Engineers visited Hong Kong's First Automated Rebar Processing and Assembly Plant.
「畢業生培訓計劃」學員參觀香港首間自動化鋼筋加工及裝配廠。



Bottoms-up moment at our Spring Dinner, a precious occasion that brought staff together to celebrate the Lunar New Year.
集團舉行新春晚宴，上下聚首一堂，共慶佳節。



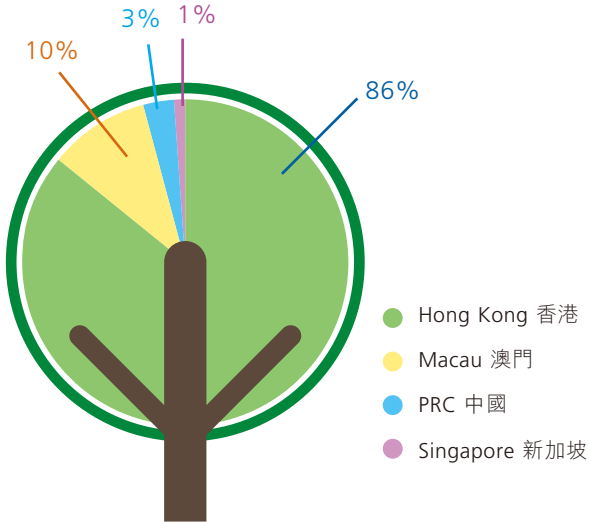
We continued to participate in recruitment fairs at various tertiary institutions throughout the year to attract new talents.
集團今年繼續參與各大專院校的招聘展覽，吸納新力軍。



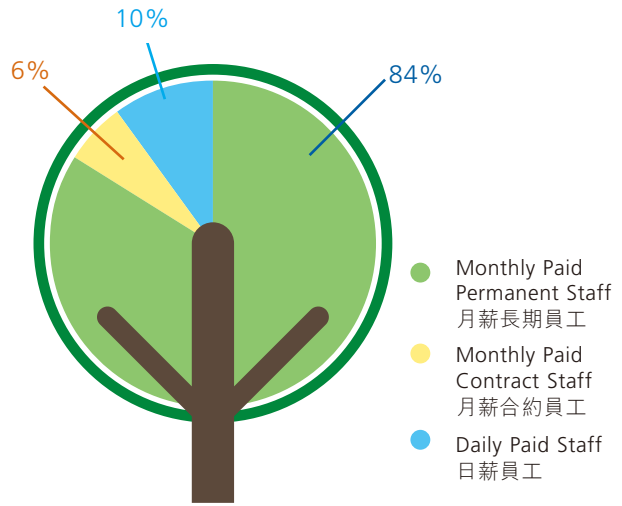
We are very proud of the achievements of our football team who notched up several remarkable wins in industry competitions.
集團足球隊於業界比賽中，屢獲佳績。

Corporate Social Responsibility Report 企業社會責任報告

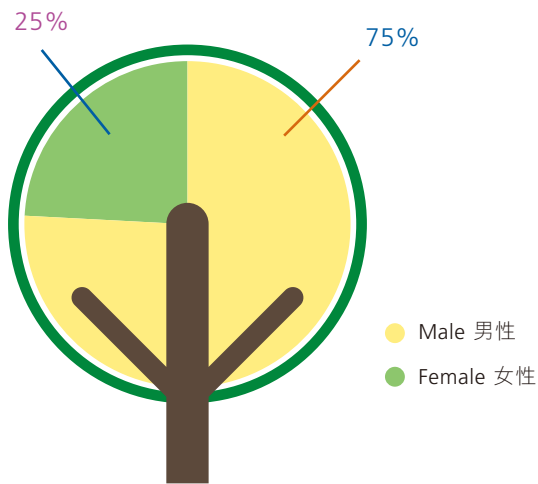
Geographical Distribution of Employees (%)
僱員按地區分布 (%)



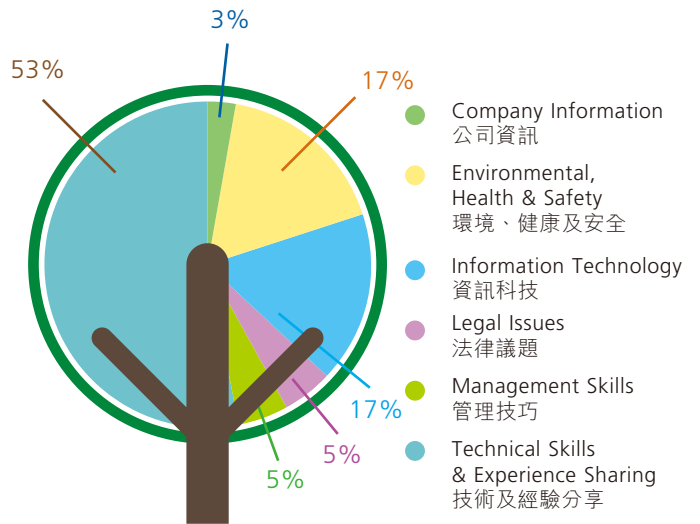
Employment Types (%)
僱員類別 (%)



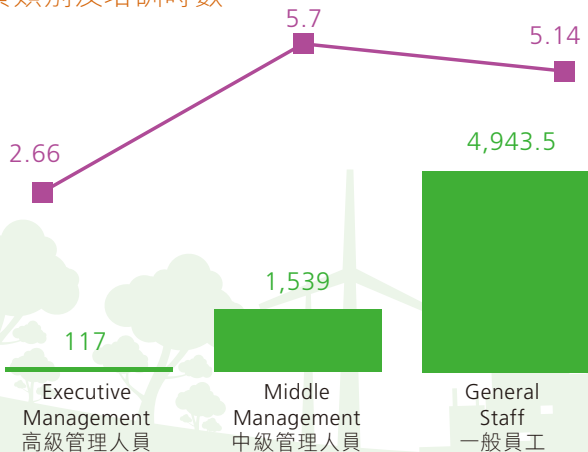
Gender Distribution of Employees (%)
僱員按性別分布 (%)



Training Categories (%)
培訓課程類別 (%)



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



● Average Training Hours
平均培訓時數

● Total Training Hours
總培訓時數

Note: The graph indicates the total training hours and average training hours (including in-house training courses and external training courses arranged by the Training Department) of each employee category.

附註：此表顯示各僱員類別的總培訓時數及平均培訓時數（包括內部培訓及經培訓部安排之外部培訓項目）。

Corporate Social Responsibility Report

企業社會責任報告

Spotlight 焦點



Innovation-Driven Project Design Training to Embrace BIM Era

Our business is driven by a combination of experience, advanced technology and sensitivity to market dynamics.

The 2017 Policy Address of the HKSAR Government clearly positions Building Information Modelling (BIM) as an integral part of the design and construction of major government capital works projects starting in 2018. It also promotes BIM use in private construction. PYE is a pioneer in the use of BIM in construction in Hong Kong. For years, we have incorporated BIM in our construction project cycles, increasing the Group's strengths and competitiveness in the industry. BIM resources are allocated to all processes, from hardware to software, technical support and training.

Keeping staff at the forefront of BIM technology's cutting edge is a priority. To this effect, our "BIM for All to Use" program invites experts to share their BIM knowledge with our senior management and frontline staff from various departments. Staff also gain valuable hands-on experience of BIM at different work stages, namely design, construction and facility management and so they are able to develop expertise in effective implementation of BIM to streamline project design and planning and increase efficiency as well as shorten construction time.

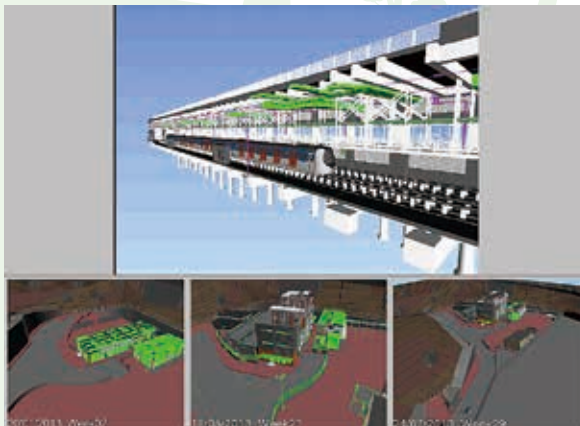
敢於創新

加強培訓迎接BIM時代

集團一直抱持融合傳統經驗、頂尖科技及具市場觸覺的營運理念。

根據香港特區政府二零一七年的《施政報告》，二零一八年開始在主要政府基本工程項目中的設計及建造上，將採用「建築信息模擬技術」(BIM)，並把此技術推廣至私人承建項目上。集團早著先機，數年前已把BIM技術應用到工程項目的周期中，以提升集團於業界的優勢及競爭力，更在資源規劃，包括硬件、軟件、技術支援，以至培訓方面作出相應安排。

為了讓員工緊貼BIM科技一日千里的發展，集團推行「全民皆用BIM」計劃，邀請專家為各部門同事提供BIM講座，與高級管理層以至前線員工分享BIM知識，員工更可親身體驗BIM在承建項目不同階段，包括設計、建造及設施管理方面的可塑性，從而讓他們掌握BIM技術並有效地應用，以助簡化工程項目的設計及規劃工序，提高效率並縮短總建築時間。



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Health and
Safety
健康及安全

HIGH STANDARDS OF OCCUPATIONAL SAFETY AND HEALTH

我們竭力提升
職安健的表現



Safety Management and Education

The Group assigns utmost importance to providing a safe and healthy working environment for our people. Our "Safety, Health, Environmental and Quality Policy Statement" ensures compliance with all relevant laws and regulations and guides all levels of stakeholders, from employees to management and partners, in the implementation of our safety and health practices. Our "Safety, Health, Environment, and Quality Management Committee", composed of senior management, oversees these protocols through regular meetings on occupational safety and health issues. The committee also follows up, monitors and reviews concerns to identify, assess and reduce risk. Further, construction procedures are continuously fine-tuned to enhance occupational safety and health performance.

Education for employees to enhance safety awareness remains a priority. Regular safety seminars and workshops are held to ensure that employees gain a thorough understanding of safety procedures and mechanisms. Our Safety and Environmental Department regularly produces vibrant safety videos for staff education. In addition, the *Safety and Environmental Protection Newsletter* listing industry news, regulations and information on occupational safety and health, was launched to remind staff of the importance of strict compliance with related laws and regulations.

安全管理與教育

集團致力為員工提供安全及健康的工作環境。集團遵循相關法例，制定《安全、健康、環保、品質政策》，指引員工及合作夥伴貫徹執行所有相關的安全及健康措施。此外，由高級管理層組成的「安全、健康、環保及品質管理委員會」，定期就職業安全及健康等事宜舉行會議，並持續跟進、監測及檢討相關議題，從而識別、評估及減低風險，以改善施工流程，提升職業安全及健康的表現。

教育員工提高安全意識乃我們的首要任務。為此，集團定期為員工安排安全講座、工作坊等，以確保他們完全明白安全指引和機制。此外，安全及環保部亦會製作生動的安全短片及出版《安全及環保通訊》，彙列業界有關職業安全及健康的新聞、法規及資訊，提醒員工時刻嚴守法規，確保自身安全的重要性。

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Safety Measures on Site

Additional safety measures are introduced in response to different site conditions. For example, safety bulletin boards related to high-risk works lifting, work platforms, chemical goods and confined spaces, along with personal protective equipment, are available at construction sites. Equipment to prevent falls as well as emergency response manuals are also provided.

The physical and mental health needs of construction workers are acknowledged and addressed. For example, drinking water areas, covered seating and mist fans are installed to ease the pressure of hard labour and improve comfort. Site nurses are also present to monitor workers' health.

Work Injury Statistics

Type of Work Injuries 工傷類型	Number of Work Injuries 個案數目
Fatal 致命	0
Non-fatal 非致命	75

	Number of Days 日數
Average lost days per case due to work injuries 每宗工傷個案的平均損失工作日數	157

Note: The above table sets out the type and number of work injuries, and average lost days per case due to work injuries recorded at 52 of our local project sites.

工地安全措施

因應不同的工地情況，集團亦推行了一系列的安全措施，例如在工地設置有關高危工種、吊運、工作台、化學品、密閉空間、個人防護用品等不同的安全告示板，以及提供防墮裝備及緊急事故應變手冊等。

集團也關顧到員工工作時的身心健康，在工地設置飲水區、有蓋休息區、噴霧風扇等以舒緩員工的辛勞及提升工作環境的舒適度。工地護士亦會駐守工地，以便監測員工的身體狀況。

工傷統計數字

附註：上表載列集團在本地合共52個工程項目的工傷類型及個案數目，以及每宗工傷個案的平均損失工作日數。



Virtual reality simulation is now a part of all our safety training programmes. A staff member familiarises herself with the actual site environment through 3D simulation.

集團以虛擬實境技術進行安全培訓，員工藉置身於三維虛擬的工地來熟習真實的工地環境。



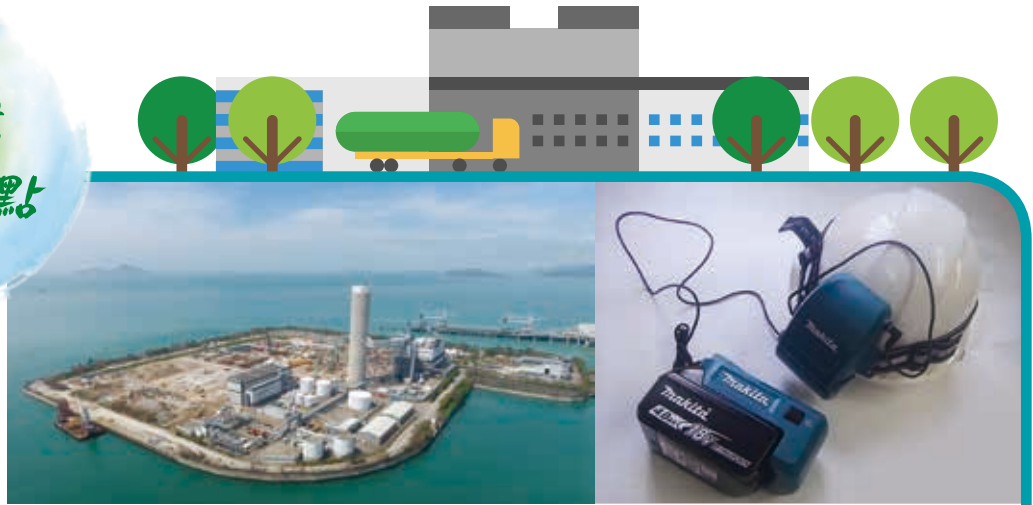
Our internal safety regulations are stricter than the regulatory standards.

集團的內部安全守則較監管機構的要求更為嚴格。

Corporate Social Responsibility Report

企業社會責任報告

Spotlight
焦點



Lamma Power Station Extension Project Zero-Heat Stroke Record Wins Bronze Award

Working outdoor in Hong Kong's hot and humid summer can lead to heat stroke. For our project team undertaking civil and building works for Unit L10 of the Lamma Power Station Extension, prevention was the solution. The "Program to Prevent Heat Stroke at Work", with "Say 'no' to Heat Stroke" as a slogan, was an important component of our site safety management measures. It proved very successful, with a "zero heat stroke" record throughout the duration of construction. The initiative also won the "Best Programme to Prevent Heat Stroke at Work" Bronze award of the "Construction Safety Promotion Campaign 2017" jointly organised by the Occupational Safety and Health Council, Labour Department and the Construction Industry Council.

A multi-pronged approach was adopted to achieve the "zero" heat stroke record. In addition to requiring workers to participate in the "Prevention of Heat Stroke" induction training at the time of entry, heat-resistant equipment such as portable air-conditioned tents and drinking water equipment were also made available. In addition, heat-resistant working gear such as sunshade brims for helmets, helmets with battery fans, anti-UV cooling hand sleeves and cooling sprays for shirts as well as ice towels were distributed to the workers.

In another precautionary measure, workers aged 60 or above underwent compulsory body temperature and blood pressure checks daily before commencing work on the construction site. As the small excavator cab is generally open and has no air-conditioning system, the project team innovated by installing external mini-generators, air conditioners and a transparent plastic screen to improve the cab working environment. The resulting cool environment lowered the risk of heat stroke for the cab operators.

南丫發電廠擴建工程

奪「最佳預防工作時中暑計劃」銅獎

香港的夏季炎熱潮濕，戶外工作容易中暑。南丫發電廠擴建部分十號發電機組土建及大樓工程的項目團隊將「預防工作時中暑計劃」引入安全管理系統中，並以「向中暑Say No」為口號，將預防工人工作時中暑視為首要目標。項目由施工至今保持著「零」中暑的紀錄，年度內於職業安全健康局、勞工處及建造業議會舉辦的「建造業安全推廣活動2017」中奪得「最佳預防工作時中暑計劃－銅獎」。

為了達到「零」中暑紀錄，項目團隊多管齊下，除了要求工人入職時參與「預防中暑」訓練，還提供抗熱設備如附設冷氣機的流動式帳篷、飲用水器，並向工人派發安全帽寬邊擋、安全帽風扇、防UV冰涼手袖、冰爽噴霧及冰涼巾等抗熱用品。

對高齡工友也關顧周到，凡60歲或以上的工人，每日施工前必須量度體溫及血壓，以便因應其身體狀況安排工作。針對沒有冷氣系統的小型挖泥機駕駛室，項目團隊更發揮創意，利用外置的迷你發電機及冷氣機，加上透明膠幕，有效地為操作員的工作環境降溫，並減低他們中暑的風險。

Corporate Social Responsibility Report

企業社會責任報告



**Environmental
Protection**
環境保護

**SHOULDERING
RESPONSIBILITY
FOR ENVIRONMENTAL
PROTECTION**

我們對環境保護
有所承擔



Fostering Green Construction

As a responsible corporate citizen, the Group is committed to building sustainable communities. The principles of sustainability are incorporated into every aspect of our business operations. Our environmental and energy management system is in compliance with international ISO 14001 and ISO 50001 standards. We also embrace innovation and make the best use of technological advancements. Building Information Modelling (BIM) technologies are an essential part of the life cycles of our construction projects, improving project accuracy through comprehensive simulation and pre-viewing of design, construction and monitoring processes, which allows for better management of environmental resources, costs, quality, and health and safety risks, and fosters green construction. During the year, the Group received "The Innovative Use of BIM Technology (Commendation)" at the "Quality Public Housing Construction & Maintenance Awards 2017" organised by the Hong Kong Housing Authority.

In addition to the Safety, Health, Environment and Quality Management Committee led by top Management, the Group holds regular meetings to review existing works, monitor progress, and plan and implement new initiatives to improve energy saving and reduce emissions and waste.

促進環保建築

作為負責任的企業公民，集團致力建設可持續發展社會。集團早已將可持續發展的方針融入業務之中，除了按照國際認可的ISO 14001及ISO 50001標準，訂立完善的環保及能源管理系統，集團也敢於創新，善用科技。我們早已將建築信息模擬技術融入工程項目的周期，從設計、施工至監控方面，可以有更精準及全面的模擬及預覽，從而更有效地管理環境資源、成本、品質及健康和 safety 風險，促進環保建築。年度內，集團於香港房屋委員會主辦的「優質公共房屋建造及保養維修大獎2017」，獲得「建築信息模擬技術之創新使用(表揚)」殊榮。

此外，由集團高級管理層領導的「安全、健康、環保及品質管理委員會」定期舉行會議，持續檢討現行工作、監察進度、策劃及推行新措施，以加強節能、減排及減污。

Corporate Social Responsibility Report

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Energy Saving

- Devising and issuing the Energy Policy Statement to ensure that all levels of staff take responsibility for the implementation and effectiveness of our energy-management measures;
- Using plant and equipment with high energy efficiency;
- Purchasing low-energy embodied construction materials, products and services;
- Participating in the "Earth Hour" organised by the World Wide Fund for Nature to combat climate change and raise awareness of energy saving; and
- Signing the "Energy Saving Charter 2017" initiated by the HKSAR Government, and committing together with our staff to implementation of the energy-saving measures stated in the Charter.

Water Saving

- Reusing treated waste-water for vehicle and wheel washing at sites to reduce water wastage; and
- Placing notices to encourage water saving at prominent locations in offices and sites.

Gas Emissions Reduction

- Proposing various low-carbon environmental initiatives at the beginning of the bidding process of construction projects and adopting systematic scientific processes during construction; and
- Participating in the "Green Hong Kong • Carbon Audit" campaign organised by the Environmental Protection Department to become the "Carbon Audit • Green Partner", and signing the Carbon Reduction Charter.

Pollution Reduction

- Using the Quality Powered Mechanical Equipment as labelled by the Environmental Protection Department; and
- Donating desktop computers and LCD monitors to Caritas-Hong Kong, to be gifted to the needy, either free or at cost.

節能

- 集團訂定及發出《能源政策宣言》，以確保各級員工切實執行能源管理措施及對其成效負責；
- 使用高效能的機械及設備；
- 採購低耗能建築材料、產品及服務；
- 參與世界自然基金會對抗氣候變化的「地球一小時」，以提高節能意識；及
- 簽署香港特區政府的《節能約章2017》，承諾與員工共同實踐約章內的節約能源措施。

節水

- 工地經處理的廢水會用作清洗卡車和車輪，以減少浪費食水；及
- 於辦公室及工地當眼處張貼鼓勵節約用水的告示。

減排

- 集團在工程項目投標階段已擬定不同的低碳環保措施，並在施工時採用系統化及科學化的方法執行；及
- 參加由環境保護署舉辦的「綠色香港•碳審計活動」，成為「碳審計•綠色機構」，並簽署《減碳約章》。

減污

- 集團工地使用經環境保護署認證的優質機動設備；及
- 集團將一批桌上電腦及LCD屏幕贈予香港明愛，讓他們以免費或成本價轉贈予有需要人士。



Temporary waste storage areas on sites helped to maintain tidiness as well as reduce emissions and pollution.

工地內設臨時廢料存放區，以保持工地整齊，及達減排減污之效。



By recycling water for truck washing on construction sites, we were able to save water and reduce pollution.

工地利用循環再用的水清洗貨車，既能節約用水又能減少污染。

Corporate Social Responsibility Report

企業社會責任報告

Spotlight 焦點

University of Chicago, Hong Kong Center Conserving Heritage and Preserving Nature

Along with the growing awareness of conservation in the community, the conservation of historic buildings has attracted attention in recent years. Heritage restoration and revitalisation projects have become common in the engineering and construction industry, and as such the restoration of historic buildings is now one of our major business focuses. We have participated in a number of such projects, including the former detention centre on Victoria Road, a Grade III historic building which was transformed into the Hong Kong Center for the University of Chicago. The site has panoramic views of Hong Kong Harbour and abundant greenery. To respect both the heritage value of the existing building and the site's natural beauty and location, the new campus was designed as a "treehouse of knowledge".

Healthy trees are precious resources. The project team strongly recommended maintenance works for trees located in the site areas. Qualified and experienced tree consultants were employed to conduct tree risk assessments and a series of maintenance works were carried out to protect the trees. These measures included insect control and installation of chain link fences to ensure healthy growth of the protected trees, demonstrating PYE's commitment to environmental protection.



芝加哥大學香港中心 保育融入大自然

隨著近年社會保育意識越來越強，歷史建築的保育傳承備受關注，保育修復及活化項目在工程建築界此起彼落的出現，歷史建築修復工程近年亦成為集團的業務焦點之一。我們參與了多項保育修復工程，當中包括將屬於三級歷史建築物、位於摩星嶺的前域多利道扣押中心，改建為芝加哥大學香港中心。原址被海港及高挺的鳳凰木包圍，為尊重和保留這景觀和建築原貌，新設計的校舍將如「知識樹屋」融入大自然。

健康的樹木為寶貴資源。項目團隊積極提出對工地範圍內的樹木進行護養工作。此項目工程聘請了具資歷和經驗豐富的樹藝顧問進行樹木風險評估，並進行一連串的護養措施以保護樹木。措施包括防蟲及設置鐵網圍欄，以確保受保護樹木能茁壯生長，實踐集團對環境保護的承諾。

Corporate Social Responsibility Report

企業社會責任報告

Environmental Performance

環保表現

Carbon Emissions (Tonnes CO ₂ e) 碳排放量 (公噸二氧化碳當量)	Tonnes 公噸	Intensity (Tonnes per HK\$ million project revenue) 密度 (公噸／每百萬港元項目收入)
Scope 1 範疇	2,729	0.95
Scope 2 範疇	1,297	0.45
Scope 3 範疇	32	0.01

Note: The above figures indicate total carbon emissions and their intensities from five local projects with highest revenue for the Group. Scope 1 includes energy direct emissions; Scope 2 includes energy indirect emissions; Scope 3 includes electricity used for fresh water and sewage processing.

附註：以上數字顯示集團本地五個最高收入之工程項目的總碳排放量及其密度。範疇1包括能源直接排放；範疇2包括能源間接排放；範疇3包括食水處理及污水處理的用電。

	Kg 千克	Intensity (Kg per Vehicle) 密度 (千克／每輛車)
Sulphur Oxide Emissions from Vehicles 車輛的二氧化硫排放量	0.36	0.04

	Tonnes 公噸	Intensity (Tonnes per HK\$ million project revenue) 密度 (公噸／每百萬港元項目收入)
Non-hazardous Waste 無害廢物量	47,023	16.29

	kWh 千瓦時	Intensity (kWh per HK\$ million project revenue) 密度 (千瓦時／每百萬港元項目收入)
Electricity Consumption 用電量	2,543,427	880.91
Diesel Energy Consumption 柴油耗量	10,753,977	3,724.60
Petrol Energy Consumption 汽油耗量	239,174	82.84

	m ³ 立方米	Intensity (m ³ per HK\$ million project revenue) 密度 (立方米／每百萬港元項目收入)
Water Consumption 用水量	75,496	26.15

Note: The above figures indicate total sulphur oxide emissions (private cars only), total non-hazardous waste, total electricity consumption, total diesel energy consumption, total petrol energy consumption (private cars only), total water consumption and their intensities from five local projects with highest revenue for the Group.

附註：以上數字顯示集團本地五個最高收入之工程項目的總二氧化硫排放量（只包括私家車）、無害廢物總量、總用電量、總柴油耗量及總汽油耗量（只包括私家車）、總用水量及其密度。

Corporate Social Responsibility Report

企業社會責任報告



Community
Investment
回饋社會

CREATING
SOCIAL VALUE
ALONGSIDE
ECONOMIC VALUE

創造社會價值
與經濟價值並行



Nurturing Young Talents

PYE has been based in Hong Kong for over 70 years. While creating economic value through our business operations, we take every effort to support the local community. The Group is sincere in its belief that creating social value is as important as generating business profits. To this effect, we actively engage in community support through education, charity and social service and strive to be a positive presence in society.

Last year, our efforts towards nurturing new talent in construction were recognised by the Hong Kong General Chamber of Small and Medium Businesses. We participated in the Chamber's Partner Employer Award for the fifth consecutive year and were honoured with an Outstanding Enterprise Award and the Partner Employer Award 5 Years logo, in recognition of the opportunities we have made available to local tertiary graduates in the past five years. We firmly commit to continuing these efforts to nurture new talent in the construction industry in the future.

積極扶掖後進

保華建業紮根香港超過七十年，在經營業務創造經濟價值之餘，一直盡心盡力支持本地社區。我們深信創造社會價值跟創造商業利潤同樣重要。為此，我們積極透過教育、慈善公益及義務工作等活動，為社會帶來更多動力和能量。

去年，集團連續五年參與由香港中小型企業總商會主辦的「友商有良嘉許計劃」，並榮獲「卓越企業」及「友商有良5+」標誌，以表揚集團過去五年持續為本地大專院校畢業生提供實習及就業機會。展望未來，我們將繼續竭盡所能為建造業培育更多的生力軍。

Corporate Social Responsibility Report

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Caring for the Needy

Every year, the Group joins hands with non-profit organisations to hold community activities that extend the reach of social service to people with different needs. As in previous years, our volunteer team joined the Neighbourhood Advice-Action Council last year to visit the elderly in Lam Tei, Tuen Mun before the Mid-Autumn Festival. Besides, they visited the mentally challenged at Harmony Manor, Sha Tin in February this year.

The PYE volunteer team underwent an unusual training experience when the Volunteer Committee organised a visit to the Dialogue in the Dark exhibition in Mei Foo in June 2017. They experienced the day-to-day life of the vision-impaired as they navigated their way through pitch darkness. They also attended a braille workshop and an experience-sharing session with visually-impaired individuals to gain a better understanding of the world of those without sight and to broaden their helping skills.

Making Generous Donations

Donating goods or funds is a way to give back to the community. Last year, the Group donated 700 kilogrammes of rice to the People's Food Bank at St. James' Settlement. Our volunteers also helped to pack the rice in small packets for easy delivery to those in need. In addition, surplus construction materials including ceramic wall tiles were donated to Longevity Design House, a social enterprise that provides low-cost home renovation services for the elderly. On the one hand, these donations help to renovate homes for the elderly, and on the other, they reduce wastage by fully utilising surplus construction materials.

This year, the Group made charitable and other donations of approximately HK\$541,000 in support of community welfare, environmental protection and safety initiatives.

關心弱勢社群

每年，集團都會與不同的非牟利機構攜手合辦各類社區活動，以擴闊社會服務範圍，接觸更多有需要的人士。一如以往，保華義工隊與鄰舍輔導會合作，於去年中秋節前夕探訪居住於屯門藍地的長者，並於今年二月探訪沙田怡欣山莊的弱能人士。

此外，去年六月，集團義工委員會更安排義工隊員於美孚「黑暗中對話」體驗館進行特別的培訓活動，讓他們在全黑的環境內體驗視障人士的日常生活，並參與點字活動及視障人士的分享會，進一步了解視障人士的經歷及感受，提升助人技巧。

慷慨捐贈送暖

捐贈物資和款項是回饋社會的其中一個途徑。去年，集團捐贈700公斤白米予聖雅各福群會的「眾膳坊」，並安排義工隊協助把白米分裝入袋，以便派發予有需要人士。此外，集團捐贈了一批剩餘的磁磚予專為長者提供較低成本的裝修家居服務的社會企業「長屋設計」，此舉除有助長者翻新居所外，也充分利用剩餘的建材，減少浪費。

本年度，集團用作支持社區福利、環境保護及推廣安全資訊等慈善及其他捐款約541,000港元。



A visit to the "Dialogue in the Dark" Exhibition Centre took our volunteers into the world of the visually impaired.

集團義工隊參觀「黑暗中對話」體驗館，了解視障人士的世界。

Our volunteer team is just five years old and has participated in over 50 voluntary activities of different scales and natures.

集團義工隊成立至今超過五年，已參與超過50項大大小小的義工活動。

Corporate Social Responsibility Report

企業社會責任報告

Spotlight 焦點



PYE Sponsors Central District Cultural Tour A History Lesson on Building Hong Kong

This year, we joined the Conservancy Association Centre for Heritage (CACHe) in organising the "All About Engineering – Constructions in Central District" cultural tour.

About 30 people joined the walk which took in a number of PYE landmark constructions in Central, namely The Center, Cheung Kong Center, China Construction Bank Tower and the Central Mid-Levels Escalator and Walkway System. Our engineers acted as docents and shared with participants their experiences. The group learned a great deal about construction, including different construction methods adopted in accordance with the geographic environment and how engineers use technology for a range of purposes, from protecting heritage buildings to constructing pedestrian subways, skyscrapers and the Mid-Levels escalator system. They also learned how BIM technology has been facilitating efficient construction in recent years.

By tracing the development of Central and sharing stories of building construction in Hong Kong, the Group hopes to educate the general public on the finer details of Hong Kong's urban landscape.



贊助中區建築文化導賞團 傳承城市建設歷史

年度內，集團特別與保育團體「長春社文化古蹟資源中心」合作舉辦「見工立業－中區建築工程考」文化導賞團。

是次導賞團共有約30名參加者與我們一同走訪集團位於中區承建的多個地標建築，包括中環中心、長江集團中心、中國建設銀行大廈及中環至半山自動扶梯系統，並請來集團工程師作導賞員分享他們的經驗，讓公眾了解到建造工程會因應不同的地理環境，採取不同建築方法；工程師又如何利用不同技術，在保護鄰近的歷史建築同時，能夠在繁華鬧市下打通行人隧道、建成高聳入雲的摩天大廈、以及打通半山行人樞紐的自動扶手電梯系統；還有BIM技術如何於近年促進高效承建等。

透過這次導賞活動，集團希望與參加者重溯中環發展及香港建造工程的故事，讓公眾了解到香港城市建設這一頁歷史文化，傳承未來。



Corporate Social Responsibility Report

企業社會責任報告



Quality Management Awards 品質管理獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Project Management Achievement Awards 2016 項目管理大獎 2016	Winner Construction/Engineering Category 大獎 建造/工程組別	Studio City 新濠影匯	Hong Kong Institute of Project Management 香港項目管理學會
	Winner Community Service/Regional Development Category 大獎 社區服務/區域發展組別		
NEC Awards 2017 2017年度新工程合約大獎	Highly Commended NEC Contractor of the Year 2017 高度讚揚獎 2017年度新工程合約—承建商	Re-provisioning of Kennedy Town Swimming Pool (Phase 2) 堅尼地城游泳池重置工程(第二期)	The United Kingdom's NEC Users' Group 英國新工程合約用戶組織
Construction Manager of the Year Awards 2016 in Hong Kong 香港傑出建造經理 2016年度選舉	Gold Award New Works and A&A Works Category 金獎 新建及改建組別	Re-provisioning of Kennedy Town Swimming Pool (Phase 2) 堅尼地城游泳池重置工程(第二期)	The Chartered Institute of Building (Hong Kong) 英國特許建造學會(香港)
Asia Pacific Project Management Awards 2017 2017年度項目管理大獎	High Commendation Construction/Engineering Category 高度嘉許 建造/工程組別	Re-provisioning of Kennedy Town Swimming Pool (Phase 2) 堅尼地城游泳池重置工程(第二期)	Asia Pacific Federation of Project Management 亞太項目管理聯盟
Quality Public Housing Construction & Maintenance Awards 2017 優質公共房屋建造及保養維修大獎 2017	The Innovative Use of BIM Technology (Commendation) New Works Projects – Outstanding Contractors 建築信息模擬技術之創新使用(表揚) 新工程項目—傑出承建商	Paul Y. General Contractors Limited 保華建築營造有限公司	Hong Kong Housing Authority 香港房屋委員會

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Health and Safety Awards 健康及安全獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Construction Safety Promotional Campaign 2017 建造業安全推廣活動2017	Bronze Award Best Program to Prevent Heat Stroke at Work 銅獎 最佳預防工作時中暑計劃	Lamma Power Station Extension Civil and Building Works for Unit L10 南丫發電廠擴建部分十號 發電機組土建及大樓工程	Occupational Safety & Health Council/ Labour Department/ Construction Industry Council 職業安全健康局、勞 工處及建造業議會
23rd Considerate Contractors Site Award Scheme 第23屆公德地盤嘉許計劃	Merit Award Considerate Contractors Site Award Non-Public Works – New Works (Group A) 優異獎 公德地盤獎 非工務工程－新建工程(A組)	West Island Line Contract No. 713 – Re-provisioning of Kennedy Town Swimming Pool (Phase 2) 西港島線合約713－堅尼地 城游泳池重置工程(第二 期)	Development Bureau/ Construction Industry Council 發展局及建造業議會
	Merit Award Outstanding Environmental Management & Performance Award 優異獎 傑出環境管理獎		
HKCA Safety Awards 2016 香港建造商會建造安全大獎2016	HKCA Safe Person-In-Charge Award 安全主管獎	Excavation and Lateral Support and Piled Foundation Works for Happy Valley Clubhouse Extension 跑馬地會所擴建地基工程	Hong Kong Construction Association 香港建造商會
	HKCA Safe Supervisor Award 安全監工獎		
	HKCA Safe Person-In-Charge Award 安全主管獎	Construction of Public Rental Housing Development of Choi Fook Estate Phase 3 and Sports Centre, Kwun Tong 觀塘彩福邨第三期公共房 屋及體育館發展項目工程	

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Health and Safety Awards (Continued) 健康及安全獎項 (續)

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
HKCA Safety Awards 2016 香港建造商會建造 安全大獎2016	HKCA Safe Supervisor Award 安全監工獎	Construction of Home Ownership Scheme Developments at Mei Mun Lane Sha Tin Area 4C, Pik Tin St. Sha Tin Area 4D and Hin Tin St. Sha Tin Area 31 沙田第4C區美滿里、沙田 第4D區碧田街以及沙田第 31區顯田街居屋發展計劃 建築工程	Hong Kong Construction Association 香港建造商會
	HKCA Proactive Safety Contractor Award 積極推動安全承建商獎	Paul Y. General Contractors Limited 保華建築營造有限公司	
	HKCA Proactive Safety Contractor Award 積極推動安全承建商獎	Paul Y. Construction & Engineering Company Limited 保華建築工程有限公司	
Construction Industry Safety Award Scheme 2017/2018 建造業安全獎勵計 劃2017/2018	Good Performance Certificate Safety Team 良好表現證書 安全隊伍	Main Contract Works for Residential Development at 128 Pok Fu Lam Road 薄扶林道128號住宅發展項 目	Labour Department/ Occupational Safety & Health Council/ Development Bureau/ Hong Kong Housing Authority 勞工處、職業安全健 康局、發展局及香港 房屋委員會
Construction Sites Housekeeping Award Scheme (2017) 工地整潔獎勵計劃 (2017)	The Best Construction Sites Housekeeping Award Maintenance Contracts of O & M Branch Category 最佳工地整潔獎 維修合約(操作維修科)組別	Building and Civil Maintenance and Minor Works to DSD Plants and Facilities (2016-2020) 渠務署廠房及相關設施之 樓宇及土木維修及小型工 程(2016-2020)	Drainage Services Department 渠務署

Green Awards 環保獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Hong Kong Green Organisation Certification 香港綠色機構認證	Excellence Level WasteWi\$e Certificate 卓越級別 減廢證書	West Island Line Contract No. 713 – Re-provisioning of Kennedy Town Swimming Pool (Phase 2) 西港島線合約713—堅尼地 城游泳池重置工程(第二 期)	Environmental Campaign Committee 環境運動委員會
	Good Level WasteWi\$e Certificate 良好級別 減廢證書	Construction of Home Ownership Scheme Developments at Mei Mun Lane Sha Tin Area 4C, Pik Tin St. Sha Tin Area 4D and Hin Tin St. Sha Tin Area 31 沙田第4C區美滿里、沙田 第4D區碧田街以及沙田第 31區顯田街居屋發展計劃 建築工程	

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Green Awards (Continued) 環保獎項 (續)

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Hong Kong Green Organisation Certification 香港綠色機構認證	Basic Level WasteWi\$e Certificate 基礎級別減廢證書	Construction of Public Rental Housing Development of Choi Fook Estate Phase 3 and Sports Centre, Kwun Tong 觀塘彩福邨第三期公共房屋及體育館發展項目工程	Environmental Campaign Committee 環境運動委員會
	Basic Level WasteWi\$e Certificate 基礎級別減廢證書	Lamma Power Station Extension Civil and Building Works for Unit L10 南丫發電廠擴建部分十號發電機組土建及大樓工程	
Hong Kong Green Organisation Certification 香港綠色機構認證	Basic Level EnergyWi\$e Certificate 基礎級別節能證書	Lamma Power Station Extension Civil and Building Works for Unit L10 南丫發電廠擴建部分十號發電機組土建及大樓工程	Environmental Campaign Committee 環境運動委員會
HKCA Hong Kong Construction Environmental Awards 香港建造商會香港建築環保大獎	2017 Environmental Merit Award 2017 環保優異獎	Paul Y. General Contractors Limited 保華建築營造有限公司	Hong Kong Construction Association 香港建造商會
		Paul Y. Construction & Engineering Co. Limited 保華建築工程有限公司	
		Paul Y. Builders Limited 保華建造有限公司	
		Paul Y. Foundation Limited 保華地基有限公司	

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Community Awards 社區服務獎項

Scheme 計劃	Award 獎項	Awardee 得獎單位	Organiser 主辦單位
Happiness-at-Work Promotional Scheme 2017 「開心工作間」推廣計劃2017	Happy Company Label 開心企業標誌	Paul Y. Engineering Group Limited 保華建業集團有限公司	Promoting Happiness Index Foundation/Hong Kong Productivity Council 香港提升快樂指數基金及香港生產力促進局
HKQAA CSR Index HKQAA企業社會責任指數	CSR Advocate Mark 企業社會責任先導者標誌	Paul Y. Engineering Group Limited 保華建業集團有限公司	Hong Kong Quality Assurance Agency 香港品質保證局
Partner Employer Award 2017/18 友商有良嘉許計劃2017/18	Outstanding Enterprise 卓越企業 Partner Employer Award 5 Years Logo 友商有良5+標誌	Paul Y. Engineering Group Limited 保華建業集團有限公司	The Hong Kong General Chamber of Small and Medium Business 香港中小型企業總商會
The 8th Hong Kong Corporate Citizenship Award Scheme 第八屆香港企業公民計劃	Outstanding Corporate Citizenship Logo Enterprise Category 傑出企業公民嘉許標誌 企業組別	Paul Y. Engineering Group Limited 保華建業集團有限公司	Hong Kong Productivity Council 香港生產力促進局
Caring Company 2017/18 2017/18年度「商界展關懷」	Caring Company Logo 商界展關懷標誌	Paul Y. Engineering Group Limited 保華建業集團有限公司	The Hong Kong Council of Social Service 香港社會服務聯會