

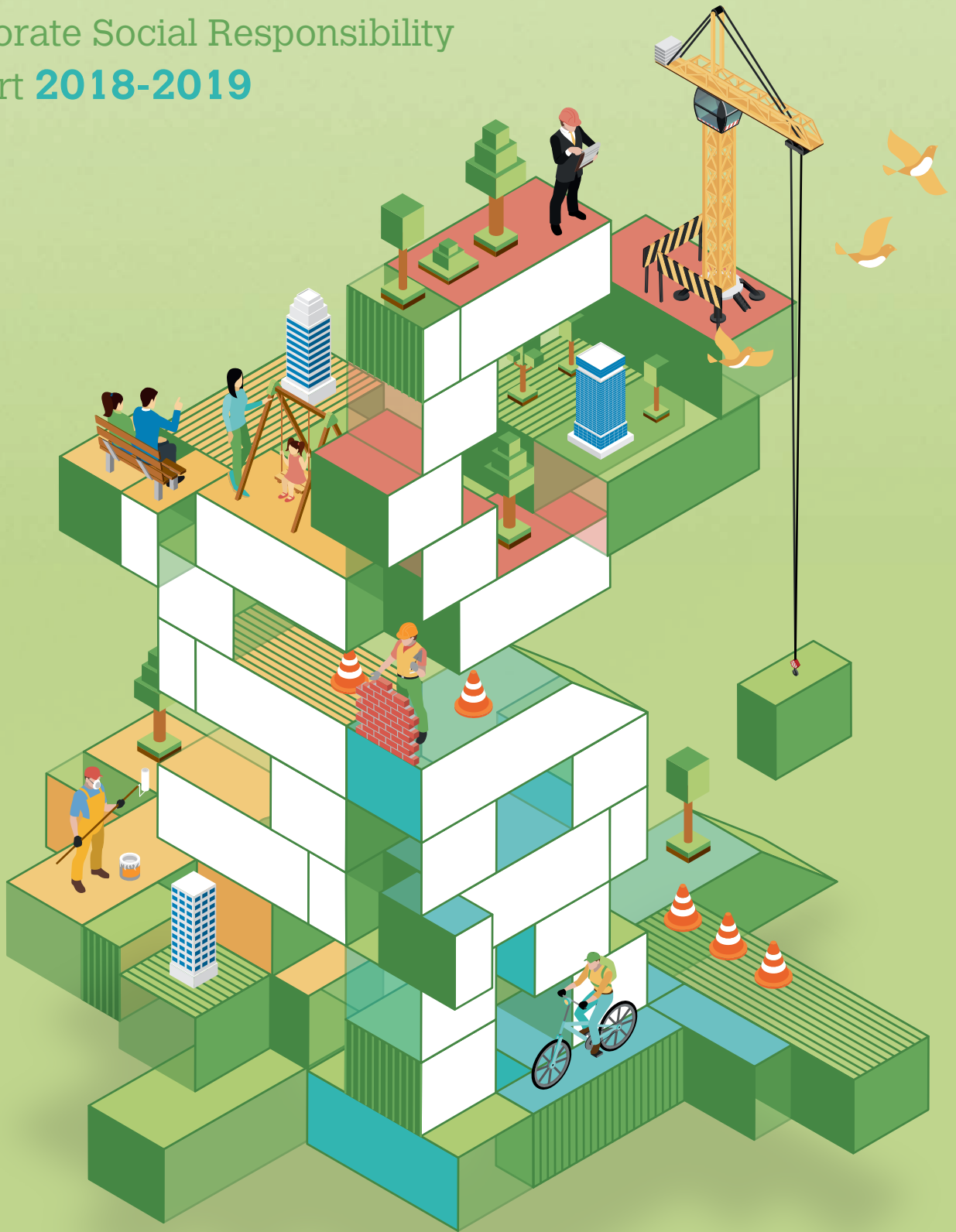


興勝創建控股有限公司

HANISON CONSTRUCTION HOLDINGS LIMITED

Incorporated in the Cayman Islands with limited liability
Stock Code: 896

Corporate Social Responsibility Report 2018-2019






CSR Statement

Hanison Construction Holdings Limited endeavours to construct and manage for a brighter and greener prospect.

As a construction and services group, we serve our customers and business partners with quality, efficiency and reliability. We attempt to build the principles of sustainable development into different aspects of our business.

This means doing business with integrity, aspiring to the highest levels of standards of corporate management, safety and health, managing our environmental impacts, and committing to deliver on our full range of social responsibilities.

As a socially responsible corporation, the Management has set clear direction and takes full responsibility for Hanison Construction Holdings Limited's performance in corporate governance, business ethics, health and safety, the environment, equal opportunity, and other social issues.



Vision

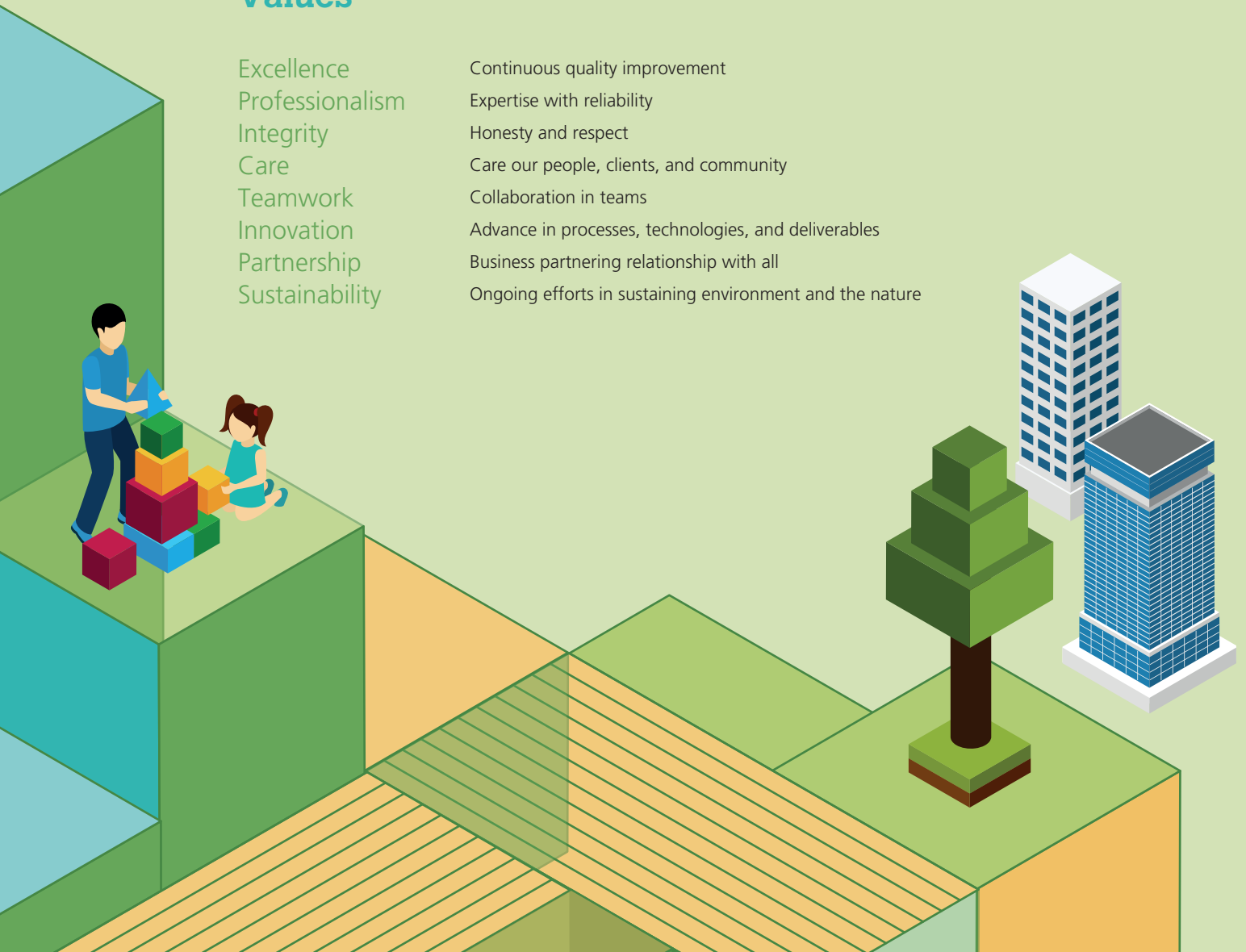
To be a renowned, creative and socially responsible key player in building construction, property development, and other businesses.

Mission

- 📦 To develop our business in pursuit of excellence
- 📦 To commit providing superior service and dedication to continuous improvement
- 📦 To create values for all stakeholders
- 📦 To grow our people with commitment

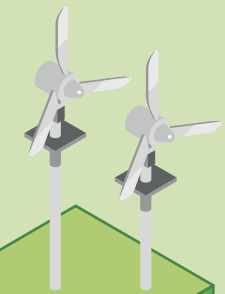
Values

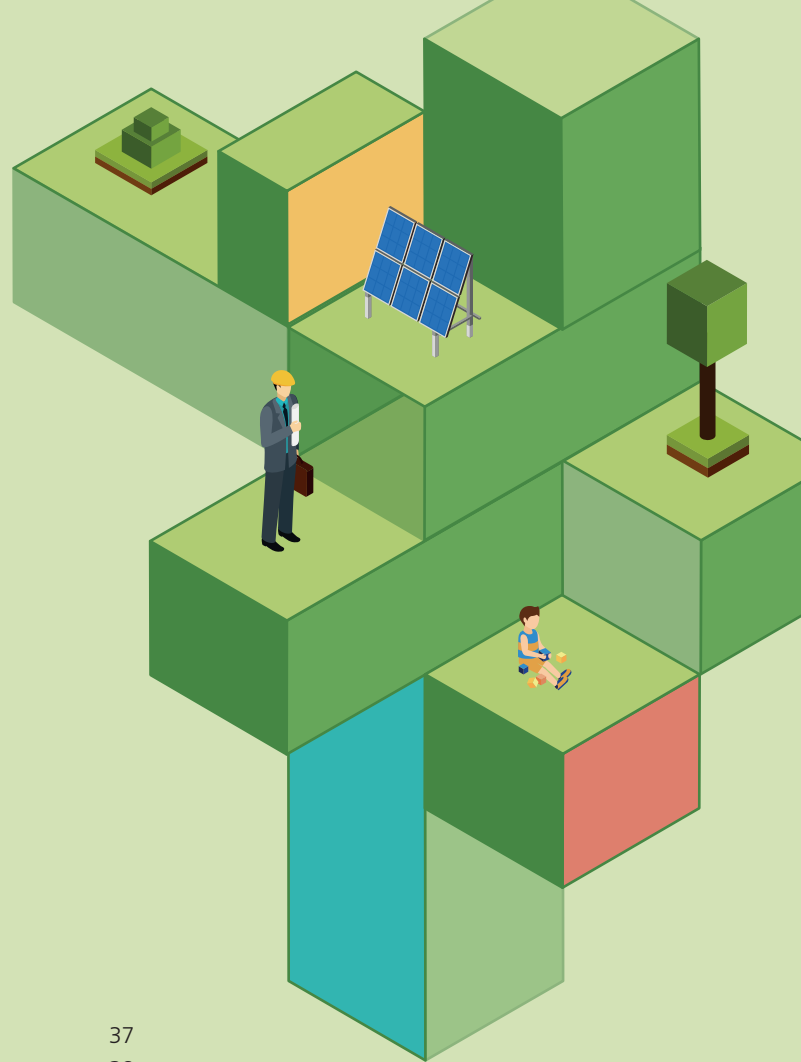
Excellence	Continuous quality improvement
Professionalism	Expertise with reliability
Integrity	Honesty and respect
Care	Care our people, clients, and community
Teamwork	Collaboration in teams
Innovation	Advance in processes, technologies, and deliverables
Partnership	Business partnering relationship with all
Sustainability	Ongoing efforts in sustaining environment and the nature



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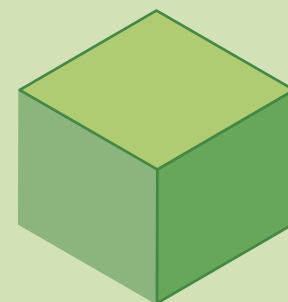
Community

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Company Profile

Hanison Construction Holdings Limited (HCHL) was incorporated in the Cayman Islands in September 2001, and the securities of which have been publicly listed on the Main Board of The Stock Exchange of Hong Kong Limited since January 2002 (Stock Code: 896) and is now one of the renowned groups in Hong Kong. Hanison Construction Holdings Limited and its subsidiaries' core businesses and operations are based and rooted in Hong Kong.

From 1989 onwards, the Group has extended its businesses portfolio from construction business to other numerous businesses, such as interior and renovation works, supply and installation of building materials, property development, property investment, property agency and management, health care products, and wine cellars.

Hanison Construction Company Limited (HCCL) and Hanison Contractors Limited (HCL) were established in 1989. Both are the leading companies and wholly-owned subsidiaries of HCHL. Since the first building project of constructing an 8-storey commercial and residential complex in Discovery Bay, HCCL and HCL have been involving in both public and private construction sectors in Hong Kong for long time.

Hanison Interior and Renovation Limited (HIRL) commenced business in 1997 and is one of the subsidiaries under Hanison Construction Holdings Limited. HIRL, providing a wide variety of interior design, maintenance and renovations services, has accumulated considerable expertise in office fitting-out, external wall renovation, alterations and additions, and all types of property refurbishment work in public and private sectors.

Trigon Building Materials Limited (TBML) commenced business in 1997 and is a wholly-owned subsidiary of the Group. TBML provides a range of quality building materials including kitchen and bathroom cabinets, false ceiling, metal cladding and louvres, timber flooring, and environmental-friendly products such as Polyboard. To add value to our clients, TBML also has been providing contracting and offering one-stop service to our clients.



Construction Project at Sha Tin Shek Mun Estate Phase 2



Interior and Renovation Project at Tai Hang Cavendish Height Block 1-7

Company Profile

For construction industry, we are specialising in the development of different premium-quality projects, including residential blocks, schools, commercial buildings, and recreational complexes. For interior and renovation industry, we have completed projects including residential properties, industrial buildings, shopping arcades etc. For building materials industry, we provide work ranging from material supply, technical support, design evolution and conceptualization to clients. Our Group's drive for excellence and professionalism in our products and services has been building valuable goodwill and trust among clients.

With the past years' effort and passion, Hanison Group has established goodwill and gained trust of our clients including renowned developers and government sector in Hong Kong. Hanison Group is glad to obtain the support from different stakeholders and shareholders from the past and continues to commit in creating values in a sustainable way in the future.



Ho Man Tin Pentecostal Mission Hong Kong and Kowloon Church



Hung Hom Station

Managing Director's Message



Sustainable business creates values for our stakeholders endlessly. We invest in optimising operation practices, developing our talents, engaging community, and protecting environment to make our business grow and catch up with the global trend at the same time. We establish Innovation and Development Committee in 2016 to explore, source, recommend and utilise innovative technologies for our more efficient and cost-friendly operations in safer way. We provide essential training and well-being programmes for our employees with regard to competence and career, physical and mental wellness respectively. We organise and join charitable or educational events for local communities in order to create a mutually supportive society. We initiate environmental measures for better and sustainable living environment.

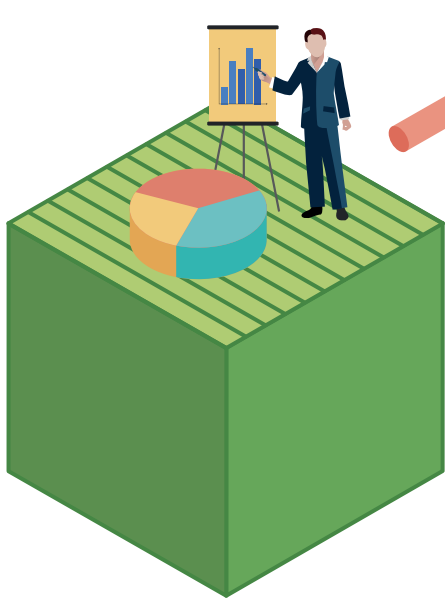
Employee morale and morality are integral parts of professionalism. We launch Young Professionals Committee to enhance our young talents' leadership, interpersonal relationships, and communications skills through hands on experience in organising community investment project. Young people are energetic and innovative, they gather and create a force to raise morale. Besides, the core values of kindness, integrity, thoughtfulness can be nurtured via engaging in community investment programme. Hanison Group initiates community investment programmes as well as donation and sponsorship that benefit various groups of people and environment in the territory of HKSAR.

Year 2018/2019 was a milestone of Hanison Group. We have successfully spinned-off our aluminium window and curtain wall business, Million Hope Industries Limited in March 2019. The company is separately listed on The Stock Exchange of Hong Kong Limited and has been renamed as Million Hope Industries Holdings Limited (stock code: 1897). The spin-off will bring the company to grow significantly while the Group can focus on remaining core businesses: construction, property, interior and renovation, building materials, health care products and wine cellar.

The recent global economic downturn has adversely impacted on Hong Kong business environment. While Hanison Group is facing fierce competition in Hong Kong market, our management is overcoming the challenges and committing in sustainable development. We are looking forward to investing more on our people, our community, our environment, and heading to our 30th anniversary with our stakeholders in the year ahead.

Wong Sue Toa, Stewart
Managing Director

Performances Highlights



Economic

Continuing Operations of Turnover

Holdings:
HK\$ **1,948.1** millions

Construction Division:
HK\$ **1,621.2** millions

Interior and Renovation Division:
HK\$ **189.4** millions

Building Materials Division:
HK\$ **93.2** millions

Net assets:

HK\$ **3,779.4** millions

Profit for the year:

HK\$ **578.0** millions

Operating Practices

Reported Incidents of Corruption:

Zero

Incorporated Management Systems:

4

Local suppliers or subcontractors' ratio:

99%



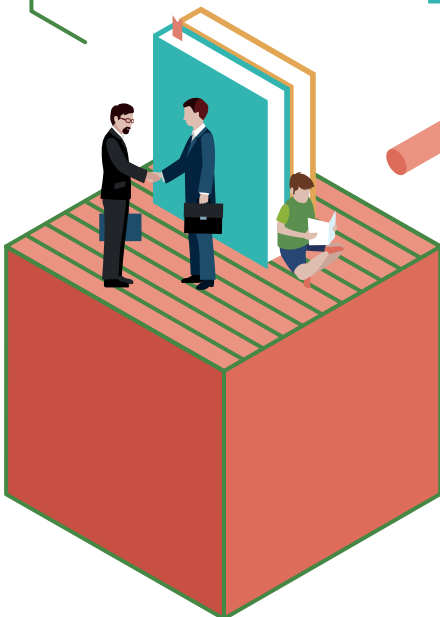
People

Employees:

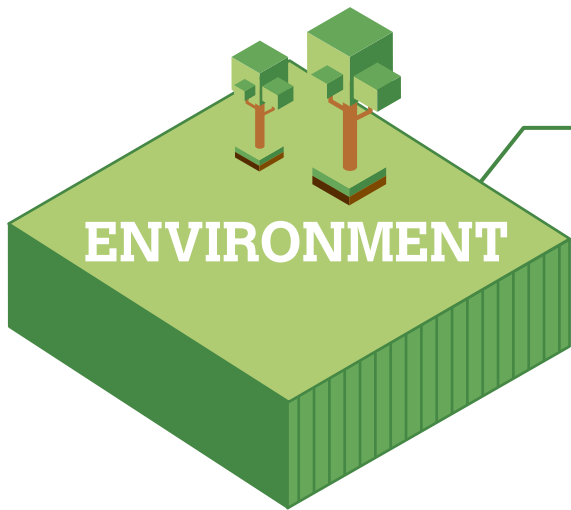
611

Accumulated Training Hours:

3,779.5

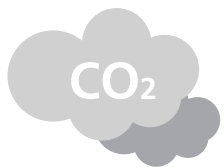


Performances Highlights



Tree Plantation:

40 pcs



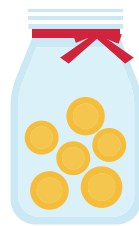
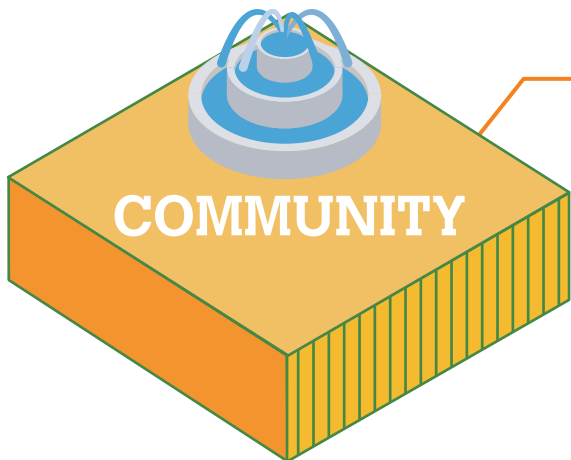
Carbon Emission:

3,075.84 tonnes



Paper Recycled:

7,881 kg



Financial Sponsorship and Donation:

\$310,020



Number of beneficiaries:

121

Volunteers' Service Hours:

452.5



About This Report

This report captures the Construction Division, Interior and Renovation Division, and Building Materials Division's efforts and achievements in corporate social responsibilities in the fiscal year from 1 April 2018 to 31 March 2019. The reporting scopes include Hanison Construction Company Limited, Hanison Contractors Limited, Hanison Interior and Renovation Limited, and Trigon Building Materials Limited covering our head office and construction sites. To increase the credibility, this report is reviewed and adopted by our Board of Directors.

Report content makes reference to the Global Reporting Initiative (GRI) Standards content indices and is in accordance with Hong Kong Exchanges and Clearing Limited's Environmental, Social and Governance (ESG) Reporting Guidelines. As our 6th annual standalone CSR report, it continues to adopt Hong Kong Quality Assurance Agency to conduct independent content verification.



Kai Tak Secondary School Project



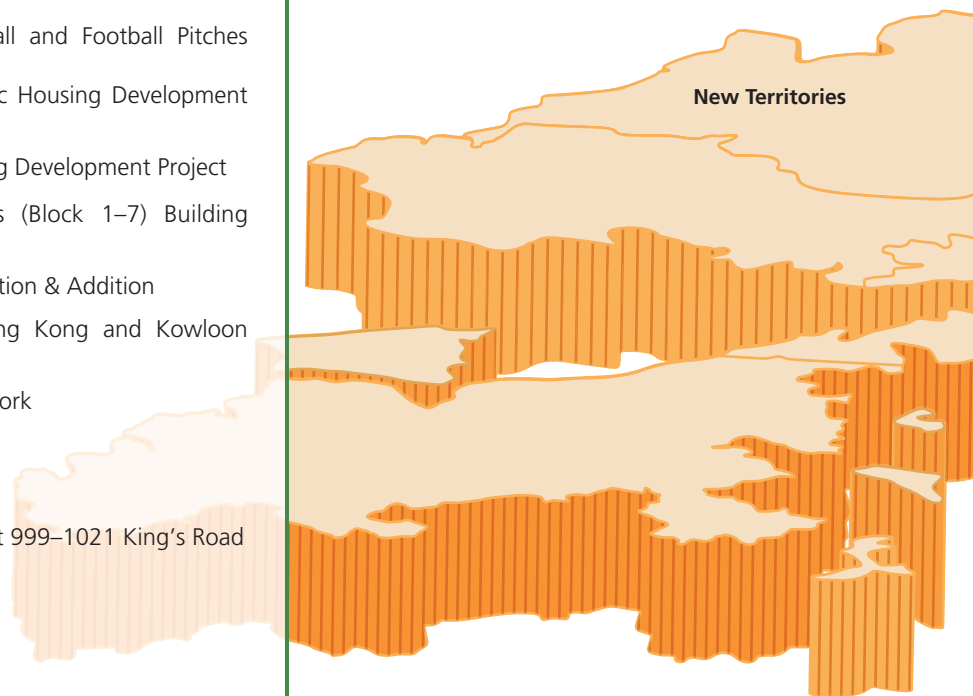
Tai Po Sports Centre, Community Hall and Football Pitches Development Project

Reporting Methodology

Doing business is not only about generating revenue and making profit, but also contribution and sharing in our society. We believe Corporate Social Responsibility (CSR) is a core element for our group. Therefore, we are committed to contributing in sustainable development: develop our employees; develop for business partners; develop for community; develop for better environment.

Head Office: Shek Mun

1	Kai Tak Secondary School Project
2	Tai Po Sports Centre, Community Hall and Football Pitches Development Project
3	Sheung Shui Po Shek Wu Estate Public Housing Development Project
4	Shek Mun Estate Phase 2 Public Housing Development Project
5	Jardine's Lookout Cavendish Heights (Block 1-7) Building Renovation Work
6	Prince Edward Ying Yu Building Alternation & Addition
7	Ho Man Tin Pentecostal Mission Hong Kong and Kowloon Church Renovation Work
8	Kwai Chung West Castle Renovation Work
9	Wan Chai The St Regis Hong Kong
10	Wan Chai One Hennessy
11	Quarry Bay Commercial Development at 999-1021 King's Road
12	Central Wellesley
13	North Point Novum Point
14	Kowloon Bay FT Lift Tower
15	West Kowloon Terminus Station North — Footbridge
16	West Kowloon Terminus Station North — MCIQ
17	West Kowloon Government Office
18	Hung Hom Station — Concourse Level
19	West Kowloon M+ Museum for Visual Culture
20	Kwun Tong One East Coast
21	Tsuen Wan Ocean Pride
22	Tseung Kwan O Alto Residences
23	Shatin ALVA Hotel By Royal
24	Tseung Kwan O Wings at Sea II
25	Sheung Shui Eden Manor
26	Tuen Mun Town Lot No. 542 Residential Development
27	Tseung Kwan O LOHAS Park 7A & B Residential Development
28	Tuen Mun Town Lot No. 500 Residential Development



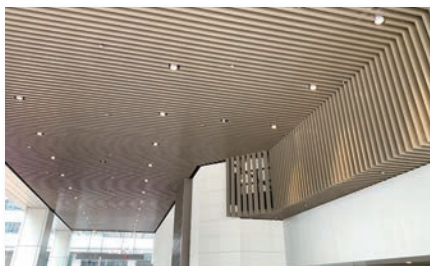
Sheung Shui Po Shek Wu Estate

Reporting Methodology

-  Construction Division
-  Interior and Renovation Division
-  Building Materials Division



Shek Mun Estate Phase 2 Wet Market



West Kowloon Government Office



West Castle Kwai Chung

Reporting Methodology

Sustainable Development Goals (SDGs) Initiatives

United Nations has launched The 2030 Agenda for Sustainable Development in 2015 that provides a shared blueprint for peace and prosperity for people and the planet. There are 17 Sustainable Development Goals (SDGs) and Hanison Group has adopted numerous initiatives to attain the following goals:



- Sponsorship and Donation
- Community Investment Programmes



- OHSAS 18001 Occupational Health and Safety Management System
- Staff Well-being Programmes



- Training Programmes
- Sponsorship for External Course



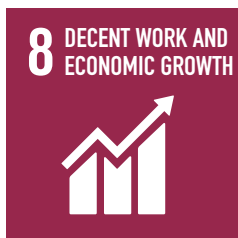
- Internal Code of Conduct
- Gender Focal Point



- ISO 14001 Environmental Management System



- ISO 50001 Energy Management System
- Renewable Energy Application



- Annual Report
- ISO 9001 Quality Management System



- Building Information Modeling (BIM) Technology
- Innovation and Development Committee



- Internal Code of Conduct
- Factory Visit
- Equal Employment Opportunity

Reporting Methodology



- Community Investment Programmes
- Site Community Relations Initiatives



- ISO 14001 Environmental Management System
- Suppliers/ Subcontractors Performance Appraisals



- ISO 50001 Energy Management System



- Tree Plantation



- Anti-corruption Talk
- Relevant Laws and Regulations Review

Materiality Analysis

We invited both internal and external stakeholders of Hanison Construction Company Limited (HCCL), Hanison Contractors Limited (HCL), Hanison Interior and Renovation Limited (HIRL) and Trigon Building Materials Limited (TBML) to fill in the materiality analysis survey.

40 staff, which was around 10% of total staff of HCCL, HCL, HIRL and TBML, were invited to fill in survey by random sampling with 100% response rate.

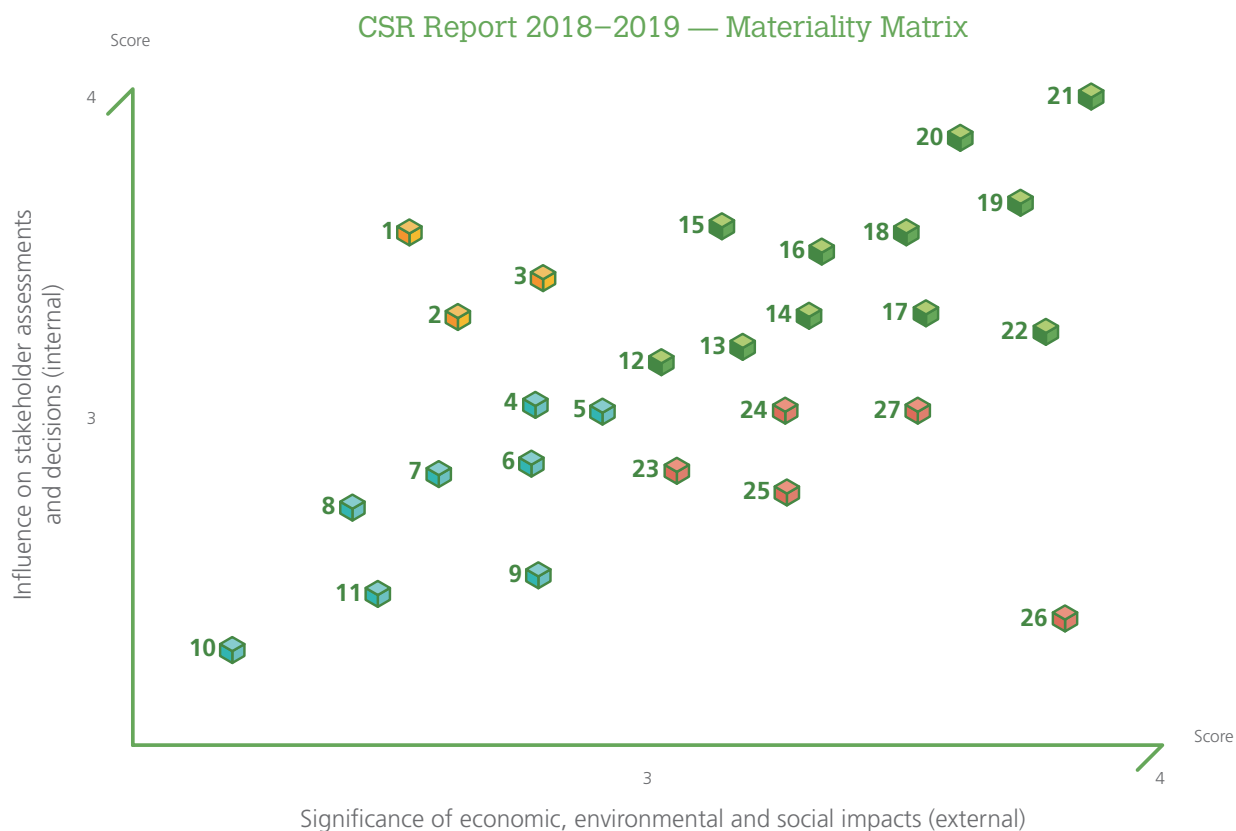
258 online survey invitations were sent to clients, suppliers, NGOs, institutions for external rating. 53 completed questionnaires were received with the response rate of 20.5%.

Content indices with average score (approximate number) of 3 or above would be reported. In 2018/2019, all content indices scored 3 or above in both internal and external assessments, therefore all content indices would be included.

Reporting Methodology

Materiality Matrix

In 2018/2019, we used GRI reporting guideline as materiality analysis outline for the first time. GRI standard is globally accepted to disclose our impacts on the economy, the environment, our society and stakeholders.



- | | | | |
|----|---------------------------------------|----|--|
| 1 | Parental leave (401-3) | 14 | Health and Safety (403-1 – 403-10) |
| 2 | Reduction of Greenhouse Gases (305-5) | 15 | Child/Forced Labour (408, 409) |
| 3 | Interaction of Water (303-1) | 16 | Non-discrimination (406) |
| 4 | Indirect Economic Impact (203-1) | 17 | Privacy (418) |
| 5 | Diversity of people (405-1) | 18 | Emissions (305-1, 305-2, 305-4) |
| 6 | Materials (301-1, 301-2) | 19 | Effluents and Waste (306-3, 306-4, 306-5) |
| 7 | Water (303-4, 303-5) | 20 | Employment (401-1, 401-2) |
| 8 | Energy Intensity (302-3) | 21 | Reduction of Energy Intensity (302-2) |
| 9 | (Scope 3) Greenhouse Emission (305-3) | 22 | Programs for Upgrading Employee Skills (404-2) |
| 10 | Waste disposal Method (306-2) | 23 | Market Presence (202-2) |
| 11 | Employees Received Reviews (404-3) | 24 | Procurement (204-1) |
| 12 | Economic Performance (201-1, 201-3) | 25 | Communities (413) |
| 13 | Corruption (205-2, 205-3) | 26 | Energy Consumption (302-1) |
| | | 27 | Training Hours (404-1) |



OPERATING PRACTICES

Hanison Group aims to provide professional and quality service to our business partners. We invest resources in innovation technology to enhance the operation efficiency and effectiveness, communicate with our business partners to improve our work processes in a sustainable, safe and cost-friendly manner.

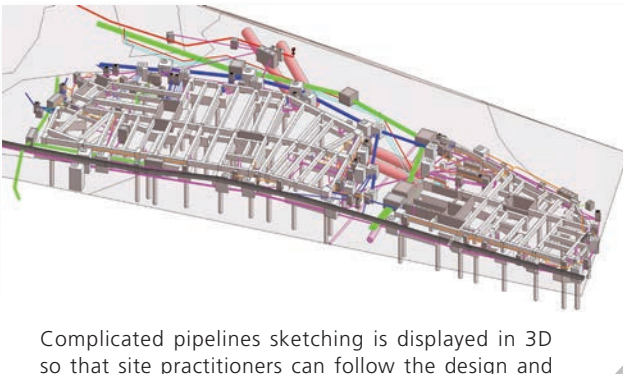
Operating Practices

Case Study: Building Information Modeling (BIM)



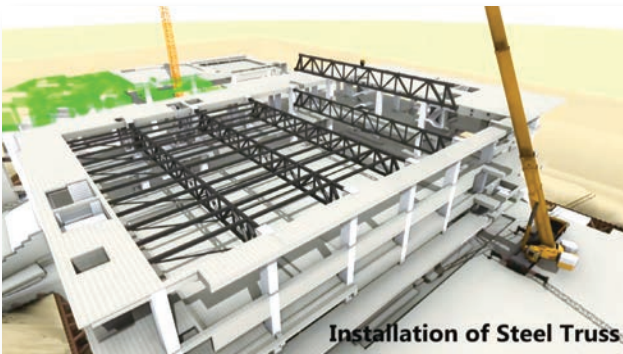
Building Information Modeling (BIM) team

We established Innovation and Development Committee and Building Information Modeling (BIM) team in 2016. Since then, all construction sites apply BIM technology and essential hardware equipment. We have been providing BIM trainings, internal and external, to specific construction staff. Our BIM team has continually been expanding from 2 staff in 2018 to 5 staff in 2019.



Complicated pipelines sketching is displayed in 3D so that site practitioners can follow the design and coordinate with site in an easier way

By using BIM technology, engineers combine the information of structural, architectural and building services and make necessary amendment on clashes. It assists our customers and construction teams to visualise the construction progress and finished product. It prevents unnecessary abortive works caused by misunderstanding to achieve cost and time control.



4D animation helps to demonstrate the construction work sequence in visual effect

BIM 4D technology means adding time dimension on three-dimensional space including length, width, and height. Clients, designers, architects and engineers can view the anticipated progress timeline during tender interview. It helps clients, especially to those who are not familiar with construction engineering to have better understanding on work progress and nature. Practitioners can have basic concept on site progress in full picture.

Operating Practices






Point cloud technology can show site environment at real-time via laser scanner

Engineers used to take photos to record the condition of construction sites. It is time and manpower consuming while photos cannot record the actual dimensions of the site. Laser scanner can scan the environment in 360-degree and forms point cloud image. By applying BIM 3D technology, engineers, architects, practitioners can have more site information from time to time.

Procurement Practices




Construction, Interior and Renovation, Building Materials businesses involve large number of work procedures, suppliers and subcontractors. We concern ourselves with our environmental, social and governance performance, therefore, we care our business partners' performance too.

Business	Awarded Hong Kong Suppliers/ Subcontractors	Suppliers/ Subcontractors Training Types	Suppliers/ Subcontractors Performance Reviews
 Construction Division	72	17	290
 Interior and Renovation Division	29	6	32
 Building Materials Division	5	N/A	N/A

Operating Practices

Local Suppliers

Hanison Group supports local economy. Hence, 99% of our suppliers or subcontractors are local corporations based on reported business units. Construction Division conducts factory visit on a regular basis to monitor subcontractors' products quality, and performance in environmental, social and governance aspects.

Business	Awarded Suppliers/ Subcontractors (Local)	Awarded Suppliers/ Subcontractors (Overseas)
 Construction Division	72	0
 Interior and Renovation Division	29	0
 Building Materials Division	4	1

 **Percentage of Procurement Spending on Local Suppliers/ Subcontractors** **99.4%** 

Hanison Group has standard procurement procedures and we care about the quality, social and environment performances of our supply chain. Construction Division conducts factory visit to suppliers or subcontractors on a regular basis. In August 2018, the site team visited Eastwell Engineering Limited, which supplied structural steel for swimming pool construction.



Eastwell Engineering Limited is the subcontractor of construction of Sports Centre, Community Hall and Football Pitches in Area 1 Tai Po of Construction Division



Site staff visited a subcontractor's factory in Guangzhou to monitor the quality and safety aspects

Operating Practices

Quality Assurance

Hanison Construction Company Limited (HCCL), Hanison Contractors Limited (HCL) and Hanison Interior and Renovation Limited (HIRL) have obtained external certification ISO 9001 Quality Management System in daily operation to assure services and products quality.

Hanison Group values clients' feedback and always looks for improvement. Construction Division will distribute customer satisfaction survey annually to review our performances in safety, environment and quality aspects. In addition, we address their complaints immediately and rectify with suitable solution.



Business	Complaints Received
Construction Division	28
Interior and Renovation Division	25
Building Materials Division	0

Anti-Corruption

Communication and Training

Integrity is not only our corporate value but also our business ethic and baseline. Hanison Group has provided code of conduct (CoC) for our staff and business partners with guidelines for anti-corruption. Anti-corruption training conducted by ICAC officer is held for all new hires during New Staff Orientation. Information about anti-corruption and internal guidelines are available in the company intranet, and Human Resources (HR) Team sends out relevant email announcement to all staff regularly.



ICAC Officer conducted anti-corruption talk

Incidents and Actions Taken

There is no reported corruption case in 2018/2019. In Hanison Group, we have established whistle-blowing procedure that staff can report suspicious case to their direct supervisors or HR office for follow-up action.

Operating Practices

Anti-Competitive Behaviour

Legal Action

Hanison Group supports fair competition and we have had proper procurement procedures to avoid anti-competitive behaviour. There is no reported legal case for anti-competitive behaviour, anti-trust and monopoly practices in 2018/2019.



IT Department centralises procurement of hardware and software

Intellectual Property Rights

Hanison Group's IT Department is responsible for procurement of all hardware and software devices. The ordinary practices ensure all software and hardware used are with valid licences. There is regular audit conducted by third party to review IT policy and risk management procedures to guarantee that they are up to date to protect intellectual property right. There was no non-compliance case regarding Intellectual Property Rights in reporting period.

Customer Privacy

Complaints

Our society is raising awareness on data privacy, and our practice is responding to the trend to protect our subcontractors, customers and staff. We manage personal data in compliance with the Personal Data (Privacy) Ordinance. All our subcontractors must agree to the Non-Disclosure Agreement (NDA) to implement data security measure. We destroy unsuccessful tender documents within 6 months after submission. There was no non-compliance case regarding data privacy in reporting period.

Child Labour

Significant Risk for Incidents

The Group forbids employing illegal workers or child and forced labour. We require all suppliers and subcontractors to comply with related laws and regulations. There was no incident reported in Hanison Group and our business partners during reporting period.

Forced Or Compulsory Labour

Significant Risk for Incidents

Hanison Group complies with HKSAR laws and regulations that prohibit from employing forced or compulsory labour in the operation or supply chain. There was no reported case in Hanison Group and in our supply chain in 2018/2019.



PEOPLE

Engaging our people is a continual and critical success factor to ensure both adequacy and quality of the Group's talent pipelines.

People

Case Study: Young Professionals Committee



Hong Kong Outward Bound Corporate Challenge 2018

A group of young professionals coming from building engineering, building services engineering, structural engineering and graduate trainees formed a Young Professionals Committee (YPC) in 2018. Under the leadership of CSR & Communications Manager with HR Team's support, these young professionals get together regularly to plan and execute a large-scale community investment project for their development in project management and other soft skills throughout. As Hanison's future successors, this development will be beneficial to both themselves and the Group in the long run.

YPC also participated in Hong Kong Outward Bound Corporate Challenge in 2018 which was the first attempt of Hanison Group. These young professionals did raise their team spirit and sense of belonging to the Group via charity involvement.



Young professionals of YPC gathered in a brainstorming session facilitated by CSR and Communications Manager

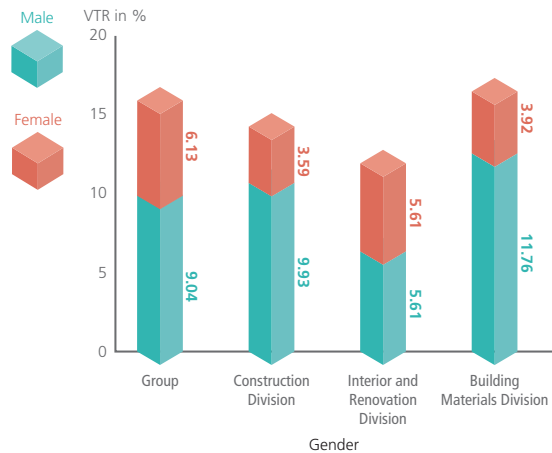
Employment

Employee

As a result of successful spinoff of a wholly-owned subsidiary in March 2019, the Group's workforce population has become 611 as at 31 March 2019. There were 425 employed in Hanison Construction Company Limited (HCCL) and Hanison Contractors Limited (HCL), 51 in Hanison Interior and Renovation Limited (HIRL) and 26 in Trigon Building Materials Limited (TBML) respectively. Directed by our Managing Director and two Executive Directors, the staff of supportive and numerous business teams have proven themselves for twenty-nine years in the industry.

About the voluntary turnover rates of HCHL (Group), HCCL & HCL (Construction Division), HIRL (Interior and Renovation Division) and TBML (Building Materials Division) in 2018/2019, they were respectively 15.16%, 13.52%, 11.21%, and 15.68% that included ordinary retirement.

Distribution of Voluntary Turnover Rates (VTR)



People

Benefits

Hanison Group has been providing free medical insurance to all full-time employees and free annual body check to senior management. Optional dental coverage is available for full-time staff and their spouse and children under subsidy. Senior managers and directors are under coverage by work-related personal accident insurance.

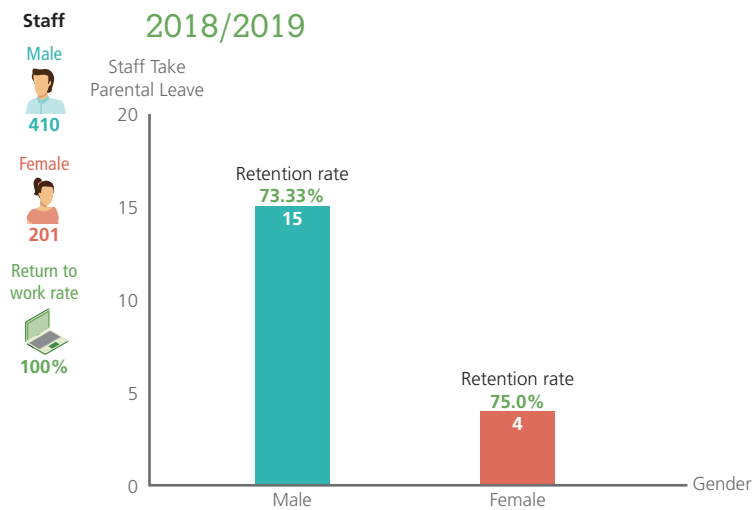
In addition, the Group has been offering beyond the law requirement's retirement protection to eligible employees under Mandatory Provident Fund scheme (MPF) and Occupational Retirement Scheme Ordinance (ORSO) respectively.

Stock Option and Share Award Scheme, as reward and recognition for their loyalty and contribution to the Group, were issued to selected employees. Eligible management staff are entitled to a company vehicle or car allowance for work purpose.

Qualified employees are entitled to take 6 days of full-paid sick leave and a maximum of 5 days of full-paid compassionate leave annually.

Parental Leave

All female employees are entitled to enjoy 10 weeks' maternity leave with 4/5 paid and eligible male employees are given 5 days' paternity leave with full-paid by Hanison Group.



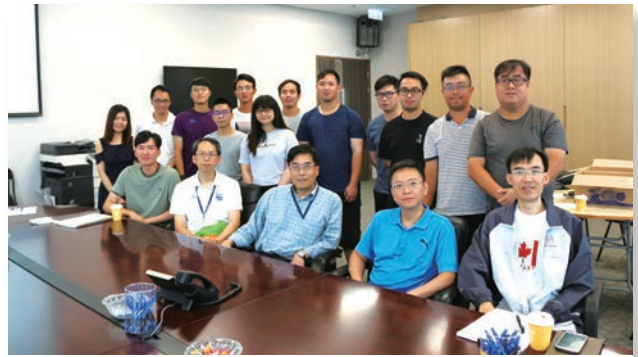
People

Employee Engagement

Communications



New Staff Orientation (NSO) conducted by HR Manager in our office



Quarterly Apprentice Gathering between apprentices and construction division's directors



Interactive communication between a contract manager and a group of young professionals



Graduate Engineers lunch gathering with construction division's director and Human Resources Team

Recognition



Long Service Award presentation by our Group Managing Director in the Annual Dinner 2018/2019



Management Team's toasting in the Annual Dinner 2018/2019

People

Well-Being



Hanison Football Team participated in 2018 tournaments



Basketball Team participated in 2018 tournaments



Bowling Fun Day 2018



Table-tennis competition 2018



Outward Bound Corporate Challenge 2018



Construction Industry Council Carnival 2018

People



Stress Management Talk 2019



Hanison Choir performance in the Annual Dinner 2018/2019



Graduates Recruitment



Recruitment fair at The Hong Kong Polytechnic University 2019



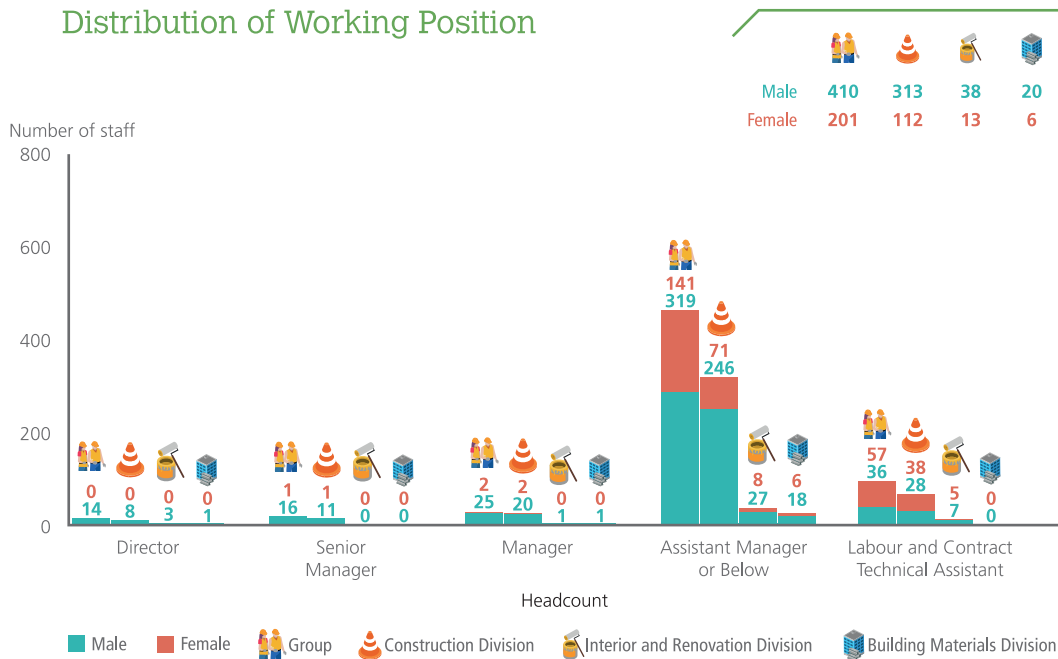
People

Diversity and Equal Opportunity

Diversity of Governance Bodies and Employees

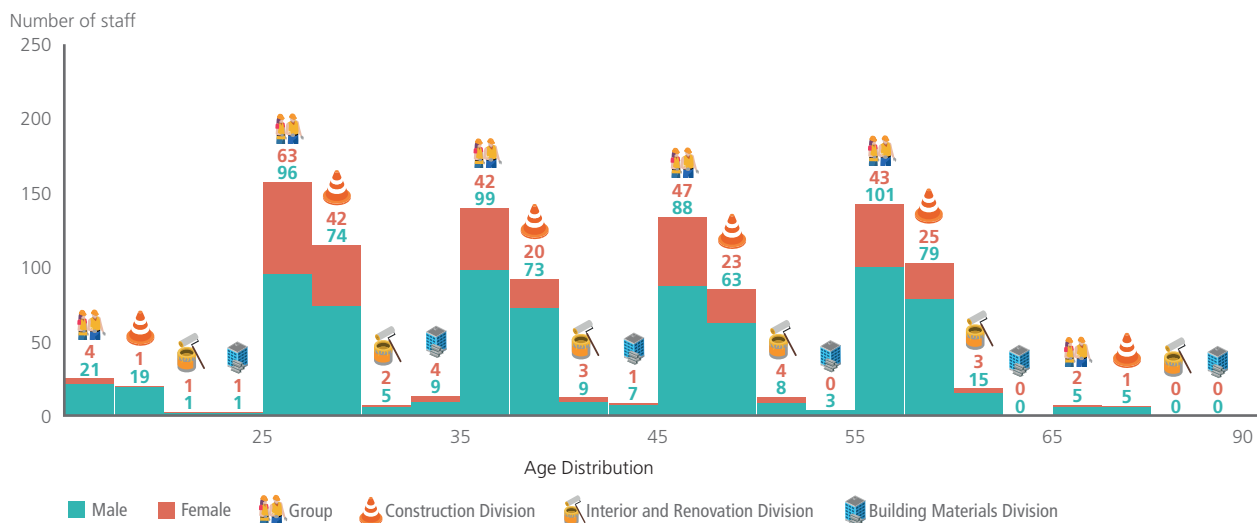
Our core businesses include construction and construction-related business, in which, there are more male practitioners by nature. This phenomenon also appears in Hanison Group. The management has appointed Group Head of Human Resources to be the Group's gender focal point in facilitating gender mainstreaming initiated by Women's Commission of The HKSAR Government.

Distribution of Working Position



People

Distribution of Age Group



Non-discrimination

Incidents and Corrective Actions Taken

Under the Hong Kong Bill of Rights Ordinance (Cap. 383), it generally stipulates that all persons are equal before the law and the law shall prohibit any discrimination on any ground. Hanison Group has been adopting equal opportunity employment policy and strictly follows relevant regulations and ordinances of HKSAR and shall not tolerate any discrimination cases happened in the workplace.

4 ordinances:



Sex Discrimination Ordinance (Cap. 480)



Disability Discrimination Ordinance (Cap. 487)



Family Status Discrimination Ordinance (Cap. 527)



Race Discrimination Ordinance (Cap. 602)

There is no reported case in 2018/2019. HR team has scheduled and conducted non-discrimination training for staff since 2016, namely "Preventing and Managing Sexual Harassment at Workplace". Security Department also conducted workshops in "Preventing Work Violence at Workplace" for site colleagues. Any suspicious cases can be reported to claimant's direct supervisor and HR Office for assistance through the grievance mechanism.

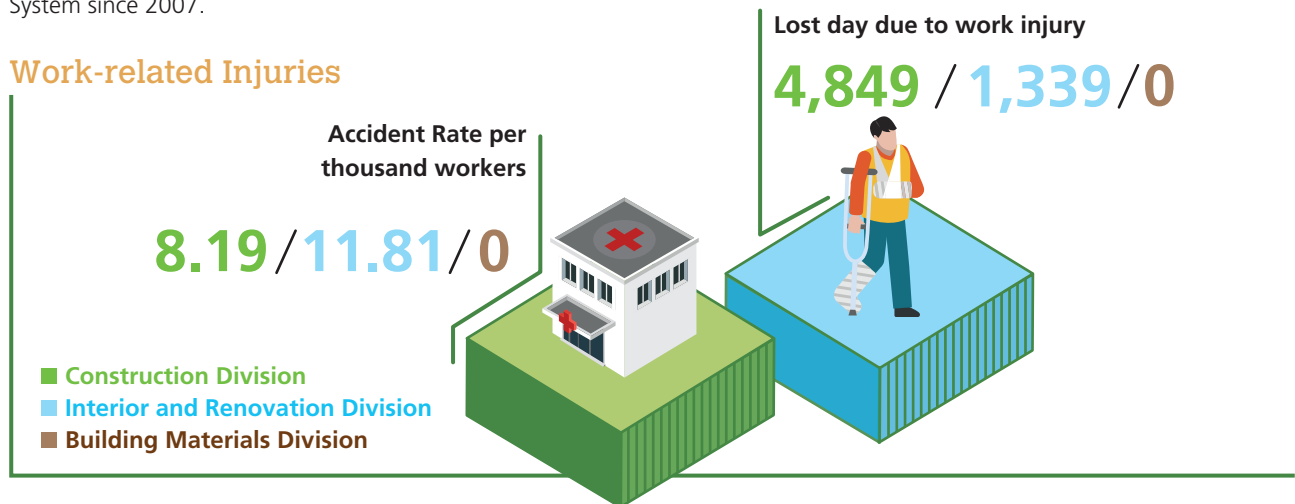
People

Occupational Health and Safety

Occupational Health and Safety Management System

Occupational health and safety is our priority. We adopt proactive initiatives to build a safety culture. Hanison Group follows all government occupational health and safety regulations and related ordinances whichever applicable. Construction Division and Interior and Renovation Division have been certified with OHSAS 18001, Occupational Health and Safety Management System since 2007.

Work-related Injuries



Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationship

Highlights of Occupational Health and Safety



On-site safety toolbox training to the workers



Bi-monthly Corporate Safety Management Committee chaired by Directors



Health Check



ISO 45001:2008 Occupational Health and Safety Management Systems Training

People



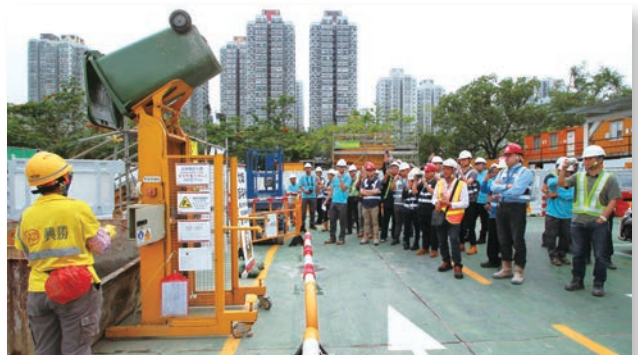
Independent safety inspection by external safety consultant



Regular management safety and health inspection



Morning exercise with safety briefing



Construction Safety Week 2019 Site Visit on Tai Po construction site



Hanson Safety Climate Index Survey 2018



Labour Department and Hong Kong Construction Industry Employees General Union On-site Safety Promotion

People

Promotion on Worker Health

Human Resources Office from time to time announced necessary health message to all colleagues for diseases prevention in line with seasonal or acute breakout of infectious diseases in the territory of Hong Kong. On the other hand, there were numerous health checks scheduled between September and November 2018 for site workforce.

衛生署衛生中心十分關注近日短期內爆發的七宗本地登革熱個案，亦已透過不同渠道加強宣傳，全力加強預防措施，並向僱主、開工中僱員市民，不論在本地或外埠，應特別注意環境衛生，以及採取防蚊和個人保護措施。

請參閱以下連結來閱讀新聞稿的內容：
<http://www.info.gov.hk/gov/gen/chi/2018/11/20181108401224.htm>
<http://www.info.gov.hk/gov/gen/chi/2018/11/20181108401224.htm>

截至 2018 年 8 月 16 日，二宗一人宗本地登革熱個案，累計本地個案，截至 2018 年 8 月 15 日，今年總共共 56 宗外埠登革熱個案，包括泰國 25 宗、菲律賓 19 宗及柬埔寨 7 宗。

請人留意，市民應注意下列預防措施：

- 徹底檢查水渠裝置、屋頂排水槽、明渠及排水渠，避免淤塞；
- 每星期至少一次以鹼性清潔劑徹底清潔和排水明渠，以除去可能積聚的蚊卵；
- 內置、空桶及空盆等任何廢棄物應妥善置放在有蓋的垃圾筒內；
- 廢棄物貯存桶應每星期至少徹底清洗一次，並徹底使用熱消毒；
- 妥善貯存貯水不用的地區如下：
 - 廢食器及儲水罐；
 - 戶外活動間、帳篷個人保護措施、穿前淺色長袖上衣和長褲，並塗防蚊的護膚及衣服上塗有蚊蚊咬成分的防蚊驅避劑。

為減低蚊咬或蚊咬後傳染的風險，除一般建議 <http://www.chp.gov.hk/chi/press/content/46156.htm> 外，市民如從疫區返回，應在 14 日（自來熱）或至少 21 日（寨卡病毒熱）內繼續使用防蚊驅避劑。若感到不適，應盡速求醫，並告知醫生外遊細節。各屬蚊咬的防蚊驅避劑可有別致，市民應注意以下事項：

- 先仔細閱讀標籤說明；
- 在他人可能被打的範圍前使用；
- 塗抹在皮膚及衣服上；
- 塗抹後用肥皂和水清洗，塗抹後 30%、兒童則為 40%；
- 先塗防蚊藥，再塗其驅蚊劑；及
- 當標籤說明，允許在常規時重複使用。

• 如前往蚊咬或蚊咬後傳染的國家或地區而有機會被咬，兩個月或以上的兒童可使用驅避劑至 30% 的驅避劑。

市民如發現蚊咬，請致電 1823，亦可參閱衛生中心 <http://www.chp.gov.hk/chi/press/content/38847.htm> 及熱線服務 <http://www.chp.gov.hk/chi/press/content/38847.htm> 查詢熱線。最新新聞稿 <http://www.info.gov.hk/gov/gen/chi/2018/11/20181108401224.htm>，使用防蚊驅避劑的主題專項 <http://www.chp.gov.hk/chi/press/content/38847.htm>，衛生防護中心 Facebook 專頁 <https://www.facebook.com/hkcdp/> 及 YouTube 頻道 <https://www.youtube.com/watch?v=38847.htm>，以及有關防蚊的電子通訊 <http://www.hkcdp.gov.hk/chi/press/content/38847.htm>，了解詳情。

Dengue Fever prevention internal announcement in August 2018

當我們在生活上遇上一些轉變、困難或挑戰時，例如：家庭、婚姻、工作壓力問題等，我們便會感到受壓。這些都是構成壓力的外在因素。然而，不同人在面對這些生活上的問題時可能會有不同的反應。除了外在因素，壓力的感覺亦取決於一些內在因素，包括性格、思想模式、面對問題的態度、自我放鬆的能力等等。假使我們未必能完全掌握人生的際遇，只要我們能好好學習一些調節自己的方法，以正面的思想和態度去面對人生上的種種困難和轉變，壓力的感覺自然會減少。現邀請有興趣同事出席以下講座：

日期：2018年11月2日
 時間：下午四時
 地點：京瑞總辦公室21樓多用途室
 主題：**壓力處理**

有興趣之同事，請於 **2018年10月15日或之前** 向秘書/地盤行政報名。如有任何查詢，請與人力資源部-Annel Tong 聯絡。

Stress Management talk internal health message in October 2018

主旨： 健康提示 – 流感注意事項

根據衛生署監測數據顯示，本地季節性流感活躍程度過去數周有持續上升至高水平，同事必須繼續提高警覺，做好個人保護措施，預防季節性流感。由於流感的傳播是透過感染者的咳嗽或打噴嚏所產生的飛沫將病毒傳播給其他人，尤其在密閉空間，由於空氣不流通，更容易傳播。

各同事要注意保溫，並留意身體情況，如有咳嗽或打噴嚏時，請用紙巾遮掩口鼻；或如發現有流感徵兆及發燒，應立刻就醫，避免前往擠迫或空氣不流通的場所，並且留在家中休息。

願己及人，人人健康！

Flu prevention internal announcement in January 2019

主旨： 提高警覺 預防麻疹

麻疹由麻疹病毒所引起，可透過空氣中的飛沫或直接接觸病人的鼻喉分泌物而傳播，透過被鼻喉分泌物弄污的物件傳播的機會則較低。麻疹是一種高傳染性的疾病。病人從出疹前 4 天至出疹後 4 天內可把病傳染給別人。

接種疫苗是預防麻疹的最有效方法。市民如計劃前往出現麻疹爆發或高發病率的地方，應先檢視其疫苗接種紀錄及過往醫務紀錄。而非本地出生的市民應特別留意，因其可能未曾在童年接種麻疹疫苗。有關麻疹疫苗接種在本地的歷史可參閱衛生防護中心 [麻疹專頁](#) 的資料。任何未完成接種兩劑含麻疹的疫苗、疫苗接種紀錄不明或對麻疹免疫力有疑問的人士，應該於出發前至少兩星期，就接種疫苗事宜諮詢醫生意見。

如想得到更多資料，請瀏覽以下網頁：
<https://www.chp.gov.hk/chi/features/100419.html>

HR Office internal health message regarding Measles prevention to all staff in March 2019

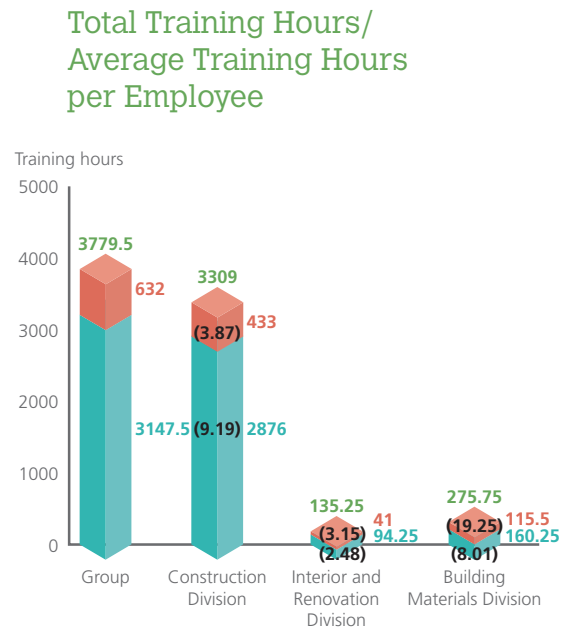
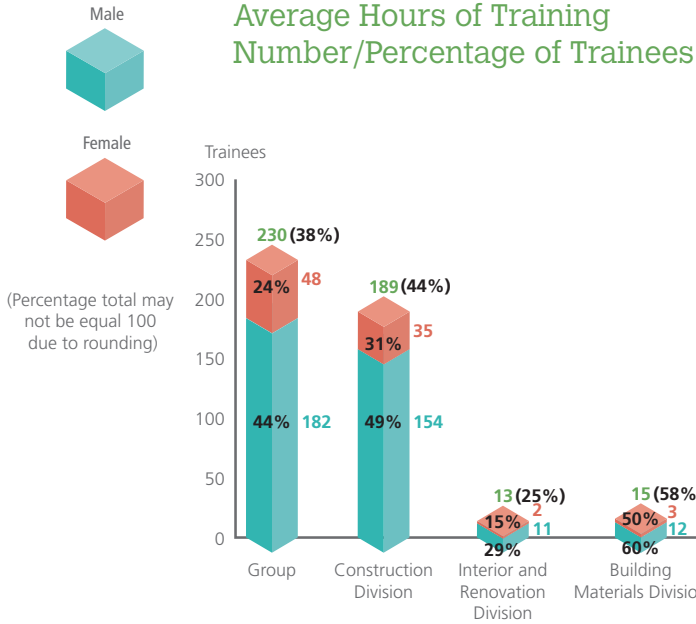
Mental health talk conducted by a para-medical practitioner

Excellent Class of Indoor Air Quality Certificate issued by Environmental Protection Department

People

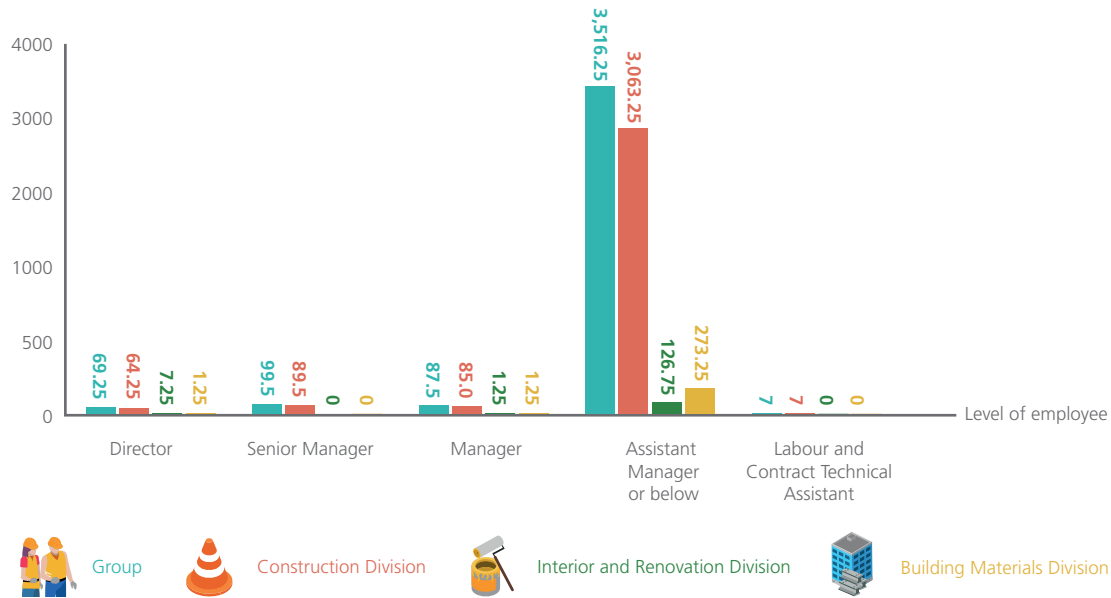
Training and Education

To be winning and keep our workforce to be competitive in line with Industry 4.0 development and technological innovation, competence enhancement via training is essential and crucial. To achieve this end, there have been numerous training and development involvements through various modes identified in an annual Training Plan and executed by the Training Committee.

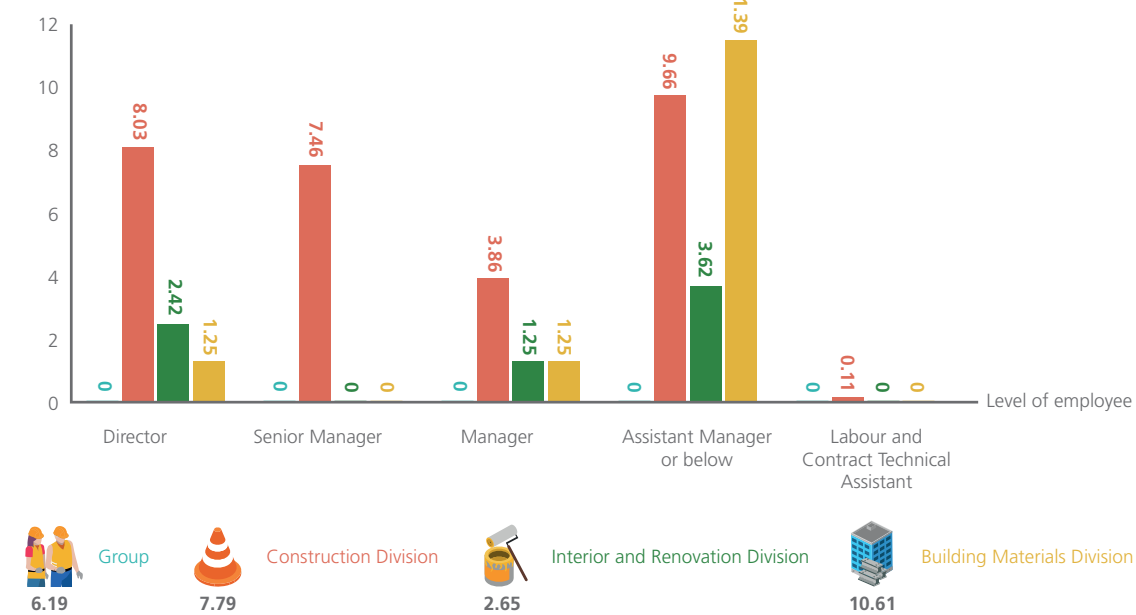


People

Training hours

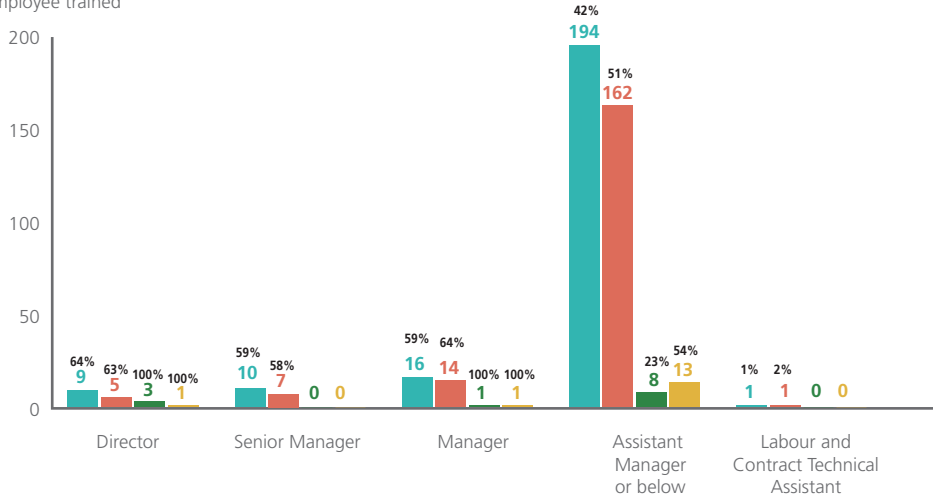


Average training hours per employee



People

Number and percentage of employee trained



Group



Construction Division



Interior and Renovation Division



Building Materials Division

Programmes and Transition Assistance

Technology-Based-Training — BIM

A group of young professionals, including those who have successfully completed HKIE Scheme A training, are undergoing BIM training for advanced technology application in construction and continuous development.

“During my on-the-job training in BIM Team, I am offered an opportunity to be familiar with the use of software Revit and Fuzor. I learn the varieties of technology (Virtual Reality, Point Cloud, Laser Scanning), their applications and benefit to construction. In a project of constructing a sport complex in Tai Po, I familiarize with MEP and structure discipline by using BIM technology, and know the work sequence of underground and foundation work. Moreover, learning and practising in BIM is helpful to my career in building engineering in terms of better project planning and more efficient project coordination.”



Gerry Lo
Assistant Project Coordinator



Young professionals of BIM Team and other colleagues under BIM on-the-job training

People

In-house Training Highlight



Construction contracts related training conducted by a contract manager in 2018



In-house technical knowledge training related to construction for Project Coordinators group 2019



Preventing and Handling of Violence at Workplace training 2018



New staff orientation

Regular Performance and Career Development Reviews

As an ordinary practice within Human Resources policies, supervisors have to review the performance of their direct subordinates who are newly hired full-time staff within or by the end of probationary period in Hanison Group. On the other hand, an annual performance appraisal is conducted for all staff (100%) annually. Taking the annual appraisal opportunity, it allows supervisors to:

- (1) Give feedback to employees' performance in the previous year;
- (2) Identify employees' potential for career planning, training and development initiatives afterwards;
- (3) Recommend promotion for recognizing employees' outstanding performance and contribution to the Group.



Environmental issue is a global agenda and Hanison is working together with different organisations to alleviate the pressure of climate change by implementing various green practices and initiatives.

Environment

Case Study: Carbon Compensation by Greening

Greening can offset carbon emissions and releases the pressure of climate change. We participated in Tree Plantation Day and set up green areas at construction sites and head office.

In May 2018, 25 staff and their family members planted 40 local species trees in Tree Plantation Day organised by World Green Organisation. Local trees are planted at Wan Tsai Peninsula West Campsite in Sai Kung, which can repair and strengthen local eco-system. It is expected to equate sequestering 1,456 pounds* of carbon in the next 10 years.



Tree Plantation Day in 2018

(*United States Environmental Protection Agency — Greenhouse Gases Equivalencies Calculator: each tree can sequester a rate of 36.4 pounds of carbon in 10 years)

Greening at sites



Greening area at hoarding and construction sites



Greening resting area at construction sites

Greening at head office



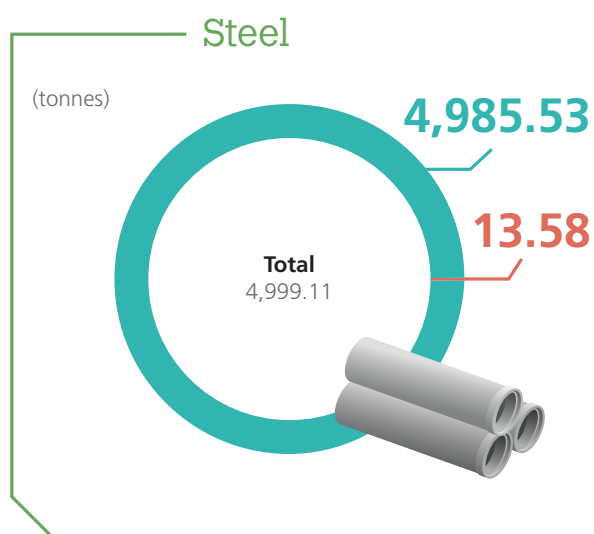
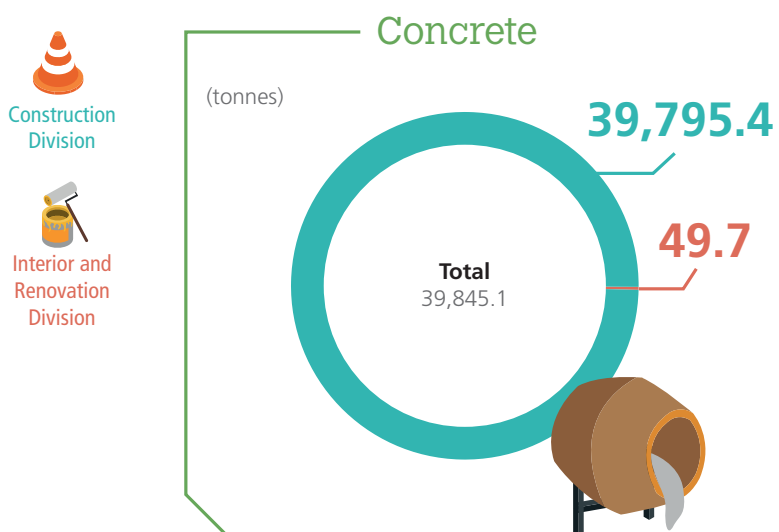
Greening area at meeting room

Environment

Materials

Construction, Interior and Renovation, Building Materials businesses are materials-oriented industries and they require tonnes of materials in projects. Hanison Group implements standard system to record and monitor materials used by centralized online platform, Entrepreneur Resources Planning (ERP), to track record and monitor materials storage, usage and stock balance. We encourage less wastage by reusing materials or equipment from completed sites.

Materials used by weight or volume



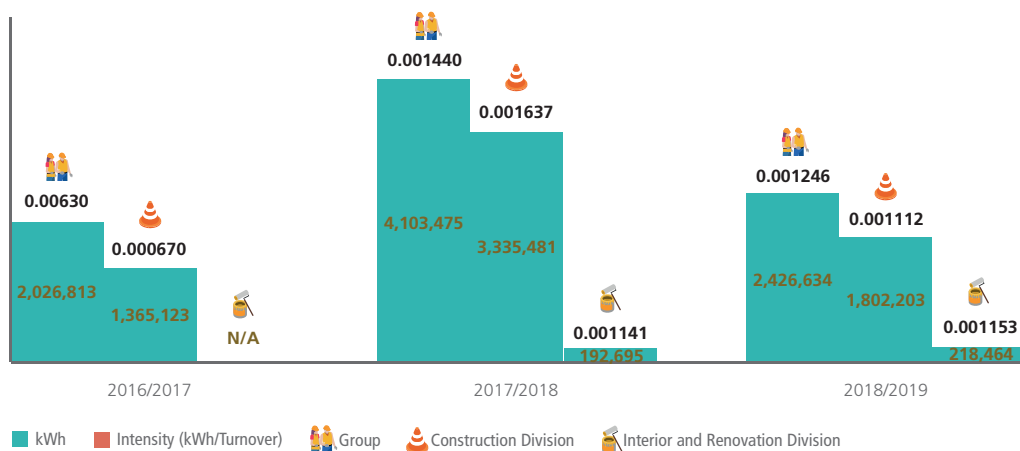
Environment

Energy

Saving energy is good for the environment as well as our account books. Hanison Construction Company Limited (HCCL) and Hanison Contractors Limited (HCL) implement the ISO Standard 50001 Energy Management System (EnMS) with annual review in achieving our energy saving goals. The system guideline is also applied in the Group.

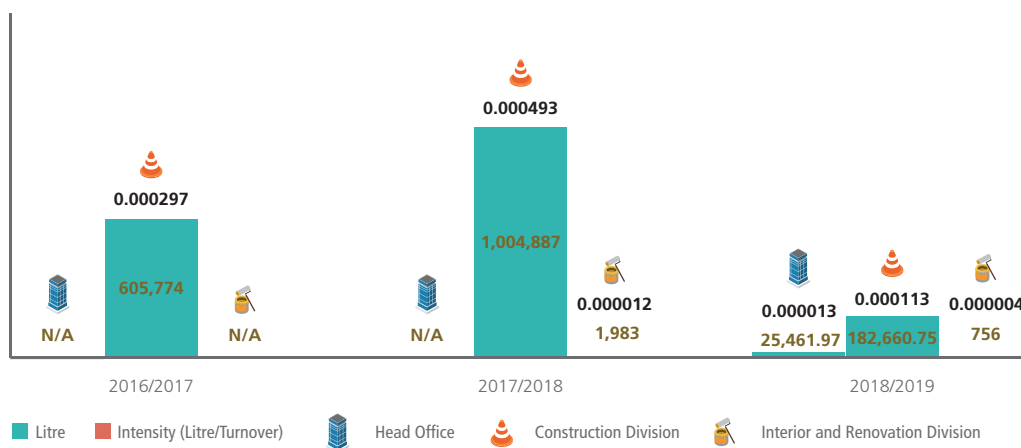
Energy consumption within the organisation

Electricity Consumption and Intensity



* Group energy consumption includes Construction Division, Interior and Renovation Division, Building Materials Division's head office. Building Materials Division does not use electricity at construction sites.

Fuel Consumption and Intensity



* Building Materials Division does not use fuel at construction sites.

Environment

Reduction of energy consumption

We invested for higher energy efficiency performance. We procured high-energy efficient performance electrical appliances with Grade 1 Energy Label. 5 energy meters are installed in head office, with real-time monitoring system to track record of electricity consumption for implementing energy saving initiatives. Timers have been set on lights and air-conditioners for switching off automatically after office hours.

We have raised our staff awareness to save energy, such as sending memorandum or displaying reminders at switches to turn off devices when they are not in use.



Renewable energy water heater system



Natural light instead of turning on the lights in day time



LED strip lights

Environment

Water and Effluents

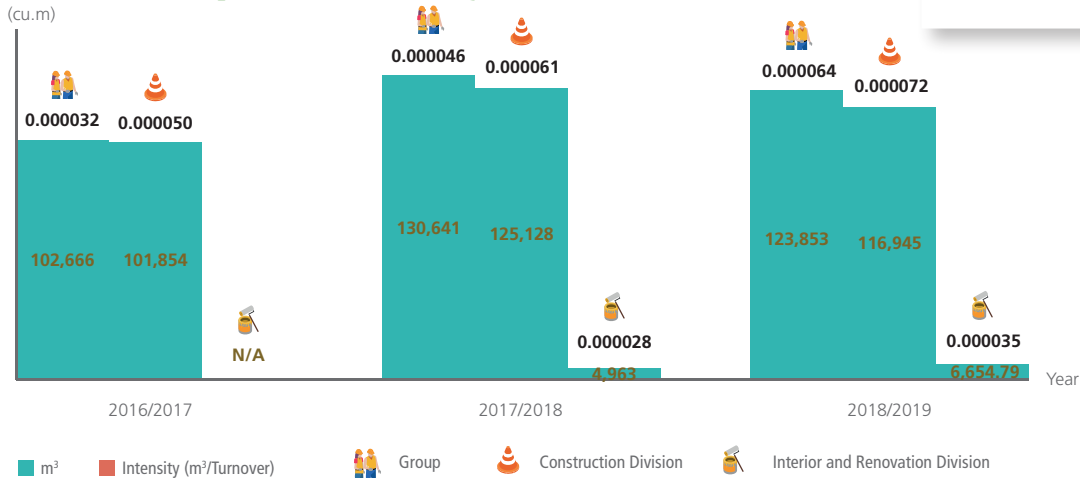
We actively minimise adverse impact on the environment. Surface run-off and sewage must be treated by wastewater treatment facilities to comply with environmental regulations. We have initiated measures to reduce water consumption, as surface-runoff and gray water are collected and reused for vehicle washing and dust suppression. Rain water is collected for cooling system and toilet flushing.



Sewage treatment machine

Water Consumption

Water Consumption and Intensity



* Group water consumption includes Construction Division, Interior and Renovation Division, Building Materials Division's head office. Building Materials Division does not consume water at construction sites.

Reuse



Rainwater cooling system



Reuse Underground Water

Environment

Emissions

Hanison Group cares about climate change and makes effort to alleviate the negative impact by adopting carbon emission monitoring and control initiatives. It is widely applied among all subsidiaries.

In determining the Carbon Footprint, we have included Hanison Construction Company Ltd (HCCL), Hanison Contractors Ltd (HCL), Hanison Interior and Renovation Ltd (HIRL), and Trigon Building Materials Ltd (TBML) covering head offices and construction sites in the reporting scope.

Direct Emissions (Scope 1)

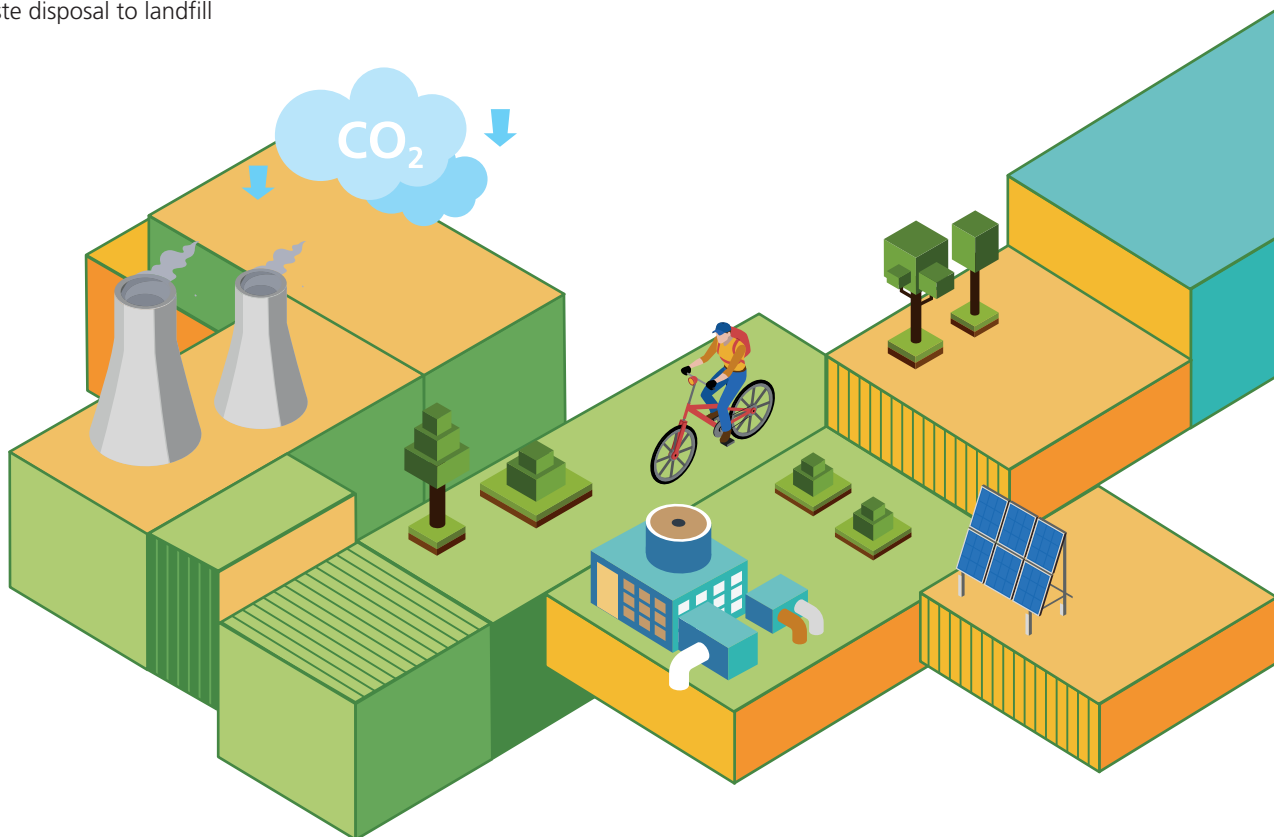
Combustion of fuels for energy generation and mobile combustion, fugitive emissions (CO₂ fire extinguisher, refrigerant leakage) and process emissions (acetylene combustion)

Energy Indirect Emissions (Scope 2)

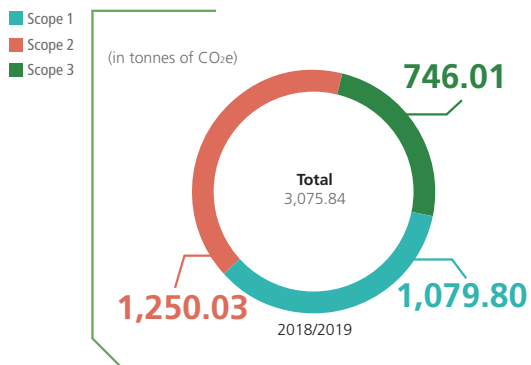
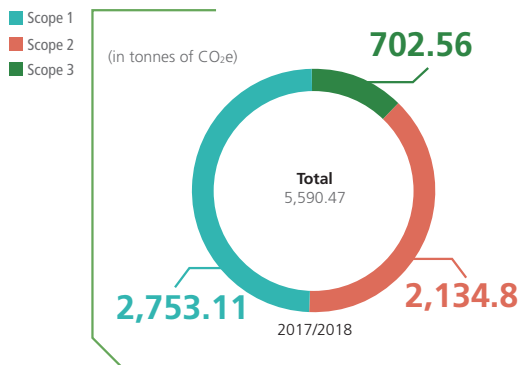
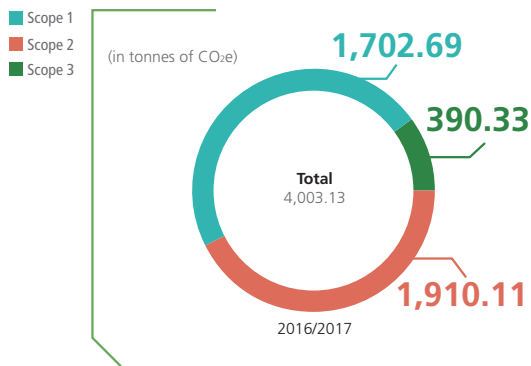
Electricity use in our office as well as construction sites

Other Indirect Emissions and Removals (Scope 3)

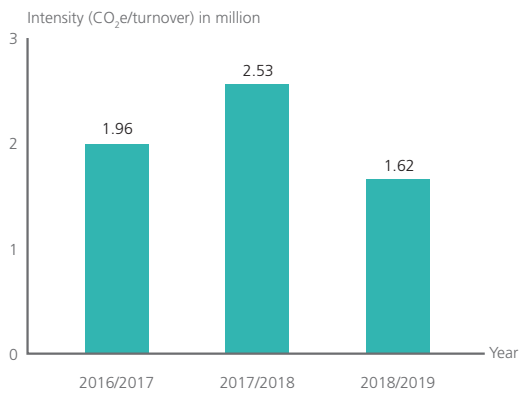
- Transportation of purchased materials and waste within Hong Kong
- Electricity used for processing fresh water and sewage treatment
- Major construction materials used (Reinforce Steel and Concrete)
- Paper waste disposal to landfill



Environment



GHG emissions intensity



Environment

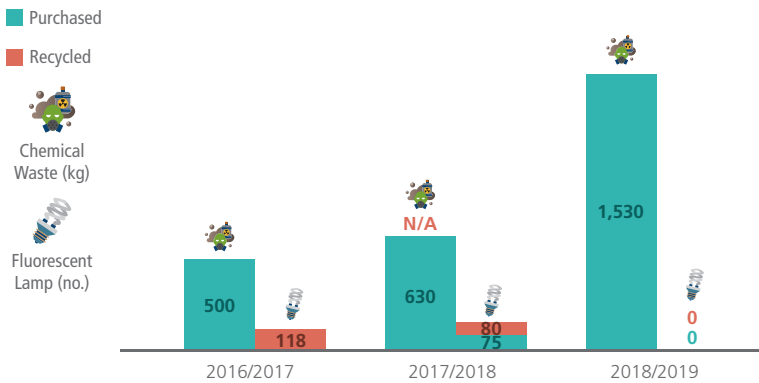
Effluents and Waste

Construction and construction-related businesses produce various kinds of waste. We have been conducting waste sorting, promoting sound waste management system to ensure wastes are collected, stored, transferred and disposed with environmental-friendly method.

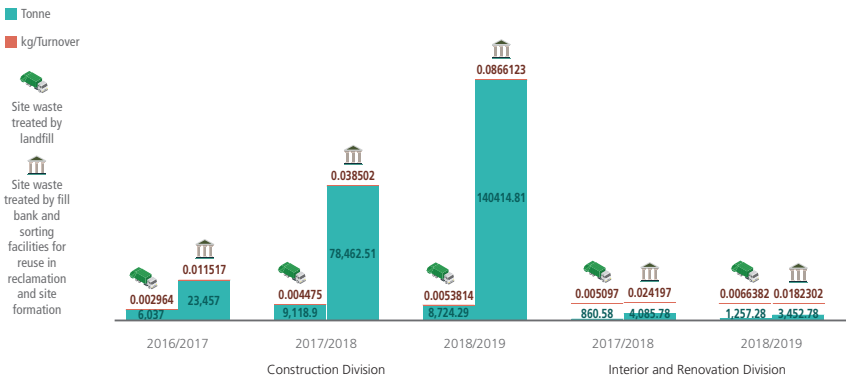
For waste management, Hanison Group adopts 3R (Reduce, Reuse, Recycle) practice and environmental remediation measures. We encourage our staff to digitalise documents and utilise online platform to reduce paper usage.

Types and Disposal Method

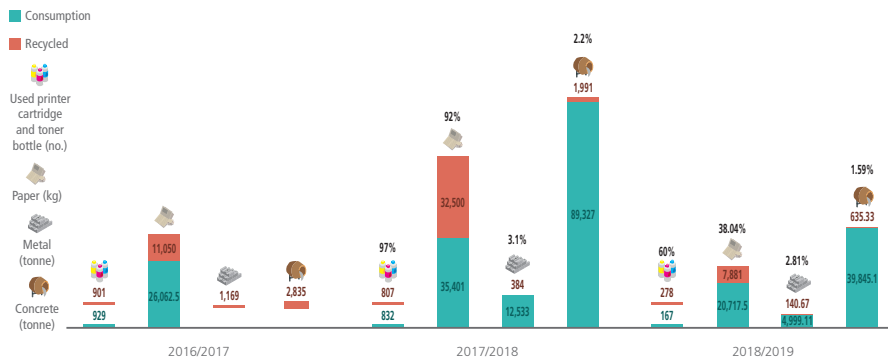
Hazardous Waste



Non-hazardous Waste



Recyclable Waste



Environment

Reuse



Reuse of site facility in resting area



Reuse of site facility in resting area



Reuse concrete for backfilling

Recycle



Recycle bin

Environmental Compliance

Construction industry has adverse impact on environment to a certain extent. Hanison is always willing to take every step to eliminate all harmful consequences. We take non-compliance seriously and rectify the problems immediately.



We believe mutual support can influence others, so we allocate resources for community investment, and encourage our staff participating in volunteer services.

Community

Case Study: Young Entrepreneurs Development Council “School-Company-Parent Program — JC InnoMind®”

This programme is organised by Young Entrepreneurs Development Council, aiming to help secondary school students in self-development and career planning. Hanison has participated in the programme since 2016. This is one of few long-term projects partnered with NGO. A group of younger colleagues joined as ambassadors and provided life coaching to a group of students of the paired school. This programme not only benefits the students but also our participating staff who can gain non-work experience to develop their communication skills and mentoring skills.

We introduce construction and construction-related industries, corresponding career prospects to students via sharing, company visit, presentation, games, etc. It does give insight to students in understanding and considering construction for their future career, vocational training, and relevant academic studies.

Year	Partnering Schools	No. of Staff Volunteers Involved	No. of Beneficial Students	Awards
2016–2017	Chi Lin Buddhist Secondary School	7	24	Great Entrepreneurial Spirit Award
2017–2018	Confucian Tai Shing Ho Kwok Pui Chun College	8	29	Best Performance of School-Company Partnership Award
2018–2019	Buddhist Kok Kwong Secondary School	10	29	Best Performance of School-Company Partnership Award
Total		25	82	

Programme Highlights



Human Resources Manager conducted a mock interview in a workshop



Workshops held under the guidelines of Young Entrepreneurs Development Council are fine-tuned to address special needs of participating students



Company ambassadors served as group mentors and shared their experiences with students



Students visited our company head office and experienced use of personal safety equipment

Community



Feedback



Partnering school, Chi Lin Buddhist Secondary School (2017)

"It is fascinating to share my life experience with young people and I hope they can get something."

Leung Yuen Fu,
Manager (Estimating)

"Through the School-Company-Parent Programme, I know how to do the life planning. It is similar to construction, which needs sufficient preparation to build the safest and stable building. Company Ambassadors also share their personal experiences, which inspire us that we need well planning and also well-being to have comprehensive physical and mental development. Thanks all Company Ambassadors who share with us their personal experience such as challenges, solution and suggestions."

Student
Chi Lin Buddhist Secondary School



Partnering school, Confucian Tai Shing Ho Kwok Pui Chun College (2018)

"I have a new idea on my life planning. I would build better relationships and connections with my schoolmates."

Student,
Confucian Tai Shing Ho
Kwok Pui Chun College

"Students know about the business world which has inspired them in planning their life. Hence, the program enables students to reach out to different people and learn about positive living attitude."

Luk Miu Yin
Teacher
Confucian Tai Shing Ho Kwok Pui Chun College

"Throughout the scheme, I felt the vitality and enthusiasm of the students. I am happy to witness their growth and reflect on my own as well."

Tsui Tim Yi, Emily
Human Resources Officer

Community



Partnering school, Buddhist Kok Kwong Secondary School (2019)

"We barely have a chance to visit a company, so this is a valuable opportunity to us."

Student
Buddhist Kok Kwong Secondary School

"I am sure our students have learnt much more from this program than what they have expected. We really appreciate the time and effort you and your Company Ambassadors have put in this program. This is a good example of how a corporation has shown her social responsibility and served the community."

Au Cho Yin, Eric
Teacher
Buddhist Kok Kwong Secondary School

"After joining the YDC program, I felt so amazing to experience with those secondary school students. In fact, they are more like my new friends and I did learn a lot from them. It surprised me by their creative ideas and inspiration. Moreover, this program helped me improve my communication skills, leadership and creativity. I hope that I can pass the YDC spirit to others in the future."

Li Ki Fung, Chester
BIM Coordinator

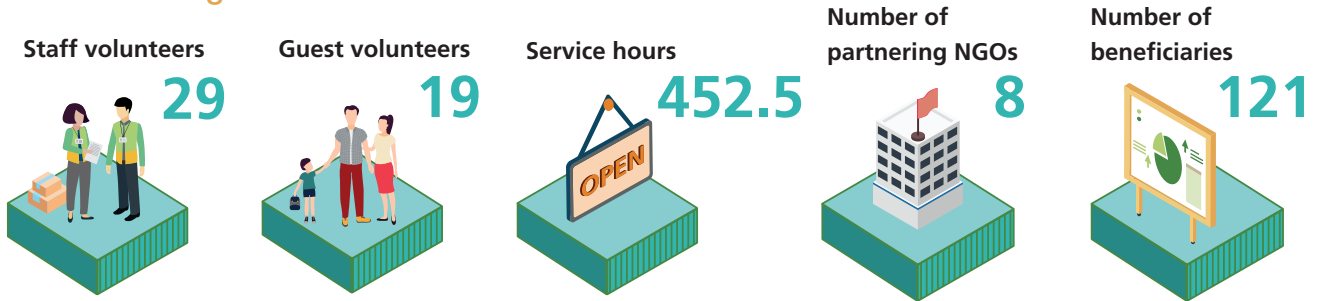
"The students are alike my past when I was in similar age. I wanted to share my experiences with them and supported them. In addition, this program stimulated me to reflect on myself at any age. Do not forget initial passion, set targets constantly, and do not let go because of heavy workload."

Tsui Man Yan, Yanny
Assistant Quantity Surveyor

Community

Local Community Development Programmes

Volunteering



Types of services

Underprivileged

Sheung Shui

NGO → Hong Kong Playground Association

Initiatives Pineapple Day Camp

Service Group

Sha Tin

NGO

- Tung Wah Groups of Hospitals
- The Chinese Rhenish Church Hong Kong Synod Shatin Rhenish Neighbourhood Elderly Centre
- Hong Fook Church Bradbury Community Health Development Centre
- Young Entrepreneurs Development Council

Initiatives Enhanced Home Services, Home Maintenance Talk, Home Maintenance Talk, School Company Parent Programme

Service Group

Lamma Island

Initiatives Coastal Clean Up

Service Group

Sai Kung Wan Tsai

NGO → World Green Organisation

Initiatives Tree Planting

Service Group

- Elderly
- Underprivileged
- Buddhist Kok Kwong Secondary School
- Environment

Kwun Tong

NGO

- Lok Sin Tong
- Hong Kong Playground Association
- Senior Citizen Home Safety Association

Initiatives Visit, Family Fun Camp, Flag Selling

Service Group

Underprivileged



"This activity can enhance the relationship between the children and parents. They can learn how to communicate with their family members. Furthermore, they can gain the knowledge and experience in this funny activity."

Hong Kong Playground Association

Community

Elderly



4
SEP

The Chinese Rhenish Church Hong Kong Synod Shatin Rhenish Neighbourhood Elderly Centre

12
NOV



Hong Fook Church Bradbury Community Health Development Centre Home Maintenance Talk

"I think this event is meaningful because I can help others with my skills."

Tang Koon Leung
Deputy Chief Mechanic

"Every elderly visit experience reminds me to be grateful and to cherish everything that I have. Spending time with elderly, some people may think that we only give, but their smiling faces are significant encouragement and reward for volunteers."

Eddie Kwok
Assistant CSR & Communications Officer



9
JUN

Lok Sin Tong Benevolent Society Kowloon Elderly Visit



23
JUN

Senior Citizen Home Safety Association Flag Selling

"Community service is a way to plant good values on children such as kindness and provide meaningful parenting time. I am happy to bring my kids to join community services organised by Hanison Group."

Carmen Li
CSR & Communications Manager

Community

Underprivileged Families



28
APR

Tung Wah Group of Hospitals Enhanced Home Care Services

"Thank you for the volunteers' contribution. They have handled the problem of water dripping from air-conditioner for me which relieved my pressure of dealing with the problem."

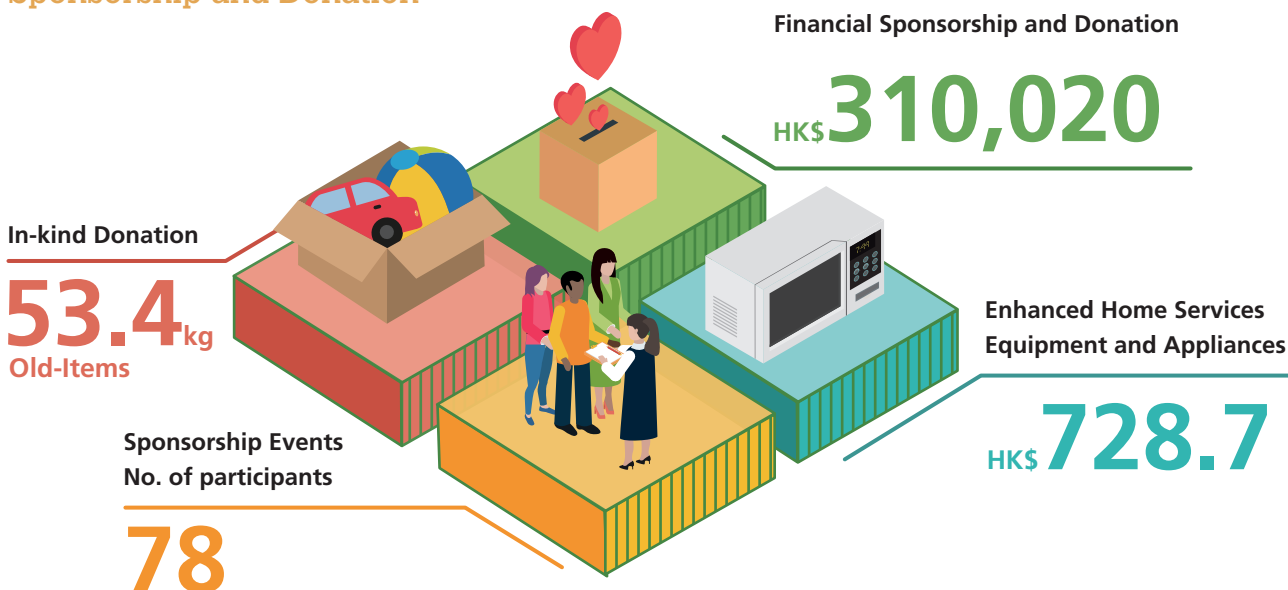
Beneficiary



22
SEP

Tung Wah Group of Hospitals Enhanced Home Care Services

Sponsorship and Donation



Community

Hanison Group has been providing financial and in-kind sponsorship and donation to charity and non-government organisations, serving people in-need for long-term. In 2018/2019, we have collected 21.4kg old clothes for Redress Old Clothes Collection Campaign and 32kg old-items for Christian Action. Hanison Group fully sponsored staff and their families in participating 5 fund-raising events that has gained continuous support from staff.



21
OCT

Construction Industry Sports Day cum Charity Fun Day 2018

"This year, 52 construction organisations have participated and supported this event. Nearly 2,000 people participated in track and field events, and carnival. It has ultimately raised a total of HK\$380,000 for Construction Industry Care Fund."

Construction Industry Council



17
NOV

Steward Banana Fallout Fever 2018

"There were 137 teams participating in this charity event with more than 200 people playing in the carnival that successfully raised HK\$824,284.50."

Stewards



25
NOV

UNICEF Charity Run 2018

"The event has attracted over 13,000 runners and expected to raise HK\$12M to support the global anti-AIDS campaign."

UNICEF Hong Kong Committee



25
NOV

World Green Organisation World Green Run

"It was a sport-based and environmental protection cross-over event. All water stations provided reusable plastic cups, and no official T-shirt was distributed. All participants wore their own blue or white T-shirt representing blue sky and white clouds. It has attracted nearly 900 runners."

World Green Organisation

Community

20
JAN



Hong Kong Youth Hostels Association Ngong Ping Charity Walk

"It has attracted approximately 1,300 participants in supporting hostelling culture and environment protection."

Hong Kong Youth Hostels Association

Environmental Impact Assessments

6
FEB



Coastal Clean Up

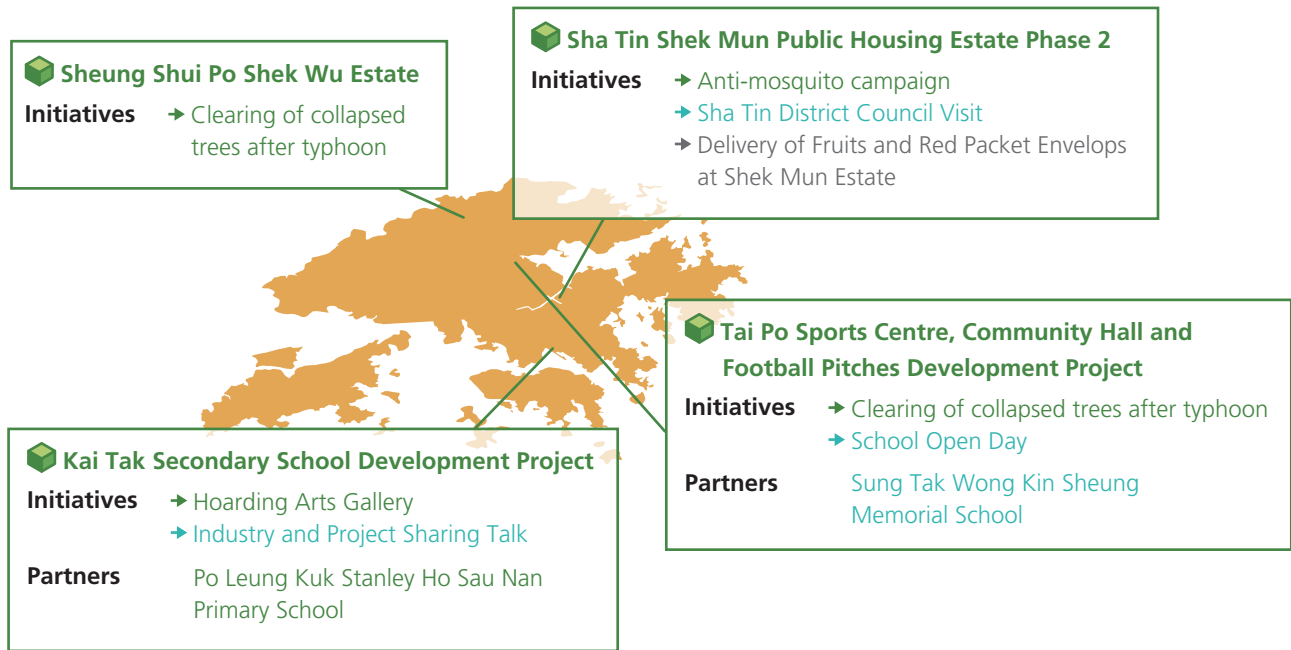
"I hope that my action can influence others."

Leung Wing Kun, Victor
Plant & Warehousing Manager

Community

Negative Impacts on Local Communities

All construction sites are well-equipped with mitigation measures adopted on adverse impact on environment. We also build positive site community relationship with stakeholders near our sites.



Adverse Impact and Mitigations

Construction works generate adverse environmental impact in certain level, such as noise, dust, sewage, mosquito issues which may create nuisance to local community. Mitigation applications and measures adopted in all construction sites are to alleviate the adverse situation.



Noise banner



Wheel washing facilities and water spraying for dust control



Mosquito killer



Sewage treatment

Community

Site Community Relations

Our construction sites are located in community and engaged with community. We communicate with different stakeholders and impacted parties to address their concerns. In addition, we also take initiatives to build positive relationship with our neighbourhoods.

"I appreciate Hanison Construction Company Limited at Shek Mun Estate Phase 2 Construction Project has maintained close communications with the community and value site-community relationship. Hanison assisted Shek Mun Estate Phase 1 to organise anti-mosquito campaign, and distributed small gifts to residents on festivals."

Wong Ping Fan, Iris
Shatin District Councillor

22
JUN



Anti-mosquito campaign

24
JAN



18
SEP



Delivery of Fruits and Red Packet Envelopes

"During these 2 years, Mr. Wong provided practical and professional opinion with effective communication skills to handle site community relationship, which significantly improved our relationship."

Chairman of Mei Shek House Mutual Aid Committees
Shek Mun Estate Phase 1

30
JAN



Sha Tin District Council Visit

Community

17
SEP



Sheung Shui clearing of collapsed trees after typhoon

"We appreciate your company's selfless devotion and contribution to the rehabilitation after the typhoon."

Wong Pik Kiu
Chairman of Tai Po District Council,

Woo Kin Man, Clement
Tai Po District Councillor

22-23,
26
SEP



Tai Po clearing of collapsed trees after typhoon

12
APR



Sung Tak Wong Kin Sheung Memorial School Open Day

"Students learn about occupational safety through an educational game booth. The games are fun and attractive, while gifts are fabulous."

Pun Pou Lok
Senior Teacher
Sung Tak Wong Kin Sheung Memorial School

Community

6
JUL

"Displaying nearby primary school student's paintings on hoarding can decorate the hoarding sheet and serve as a wonderful memory of students during childhood."

Wong Wah Sze, Vincent
Assistant Project Manager



Po Leung Kuk Stanley Ho Sau Nan Primary School
Hoarding Arts Gallery

16
MAY



Po Leung Kuk Stanley Ho Sau Nan Primary School Industry and Project Sharing Talk

"Students have gained a lot from the talk. They can know different types of construction practitioners. It also lets them understand that building a school will involve many people's effort. There are lots of concerns and arrangement in planning, design, and different construction stages of a site. It lets students know their ambient environment and facility are not easily built. This helps them cherish all around, and respect others."

Tsang Mei Lan
Counselling Mistress
Po Leung Kuk Stanley Ho Sau Nan Primary School

Awards and Recognition

Construction Division

Hanison Construction Company Limited

5/2018

Environmental Campaign Committee



2017 Hong Kong Awards for Environmental Excellence (Construction Industry) — Certificate of Merit

Hong Kong Quality Assurance Authority

HKQAA CSR Advocate Mark

Development Bureau, Construction Industry Council & Hong Kong Construction Association

Innovative Safety Initiative Award 2018 — Certificate of Merit Award in Safety Operational Device Category — Cyclonic Dust Collector

Innovative Safety Initiative Award 2018 — Certificate of Merit Award in Safety Operational Device Category — Battery Powered Wheel Barrows

Development Bureau, Construction Industry Council

24th Considerate Constructors Site Award — Public Works — New Works — Merit

24th Considerate Contractors Site Award Scheme — Outstanding Environmental Management and Performance Award — Public Works — New Works — Merit

24th Considerate Constructors Site Award — Public Works — New Works — Merit

24th Considerate Contractors Site Award Scheme — Outstanding Environmental Management and Performance Award — Public Works — New Works — Merit

7/2018

Architectural Services Department

Green Contractor Gold Award — Tai Po

Green Contractor Gold Award — Kai Tak

Hantex Engineering Limited

3/2019

Mandatory Provident Fund Schemes Authority

Good MPF Employer with E — Contribution Award and Support for MPF Management Award

3/2019

Occupational Safety & Health Council

The 14th Occupational Health Award Best Presentation Awards — Gold Award

The 14th Occupational Health Award Prevention of Pneumoconiosis Best Practices Award — Innovative Improvement Measures Award

The 14th Occupational Health Award Prevention of Pneumoconiosis Best Practices Award — Excellence Award

The 14th Occupational Health Award Joyful @ Healthy Workplace Best Practices Award (Enterprise/Organisation Category) — Merit Award



The 14th Occupational Health Award Hearing Conservation Best Practices Award — Merit Award

Labour Department

Construction Industry Safety Award Scheme 2018/2019 Outstanding Performance in Work-at-height Safety Prize — Tai Po



Construction Industry Safety Award Scheme 2018/2019 Building Site (Public Sector) Category — Bronze Award — Tai Po

5/2019

The Hong Kong Council of Social Service

Caring Company 10+

Awards and Recognition

Interior and Renovation Division

Hanison Interior & Renovation Limited

5/2018

Development Bureau, Construction Industry Council

24th Considerate Constructors Site Award — Non Public Work — New Works — Merit

24th Considerate Constructors Site Award Scheme — Outstanding Environmental Management and Performance Award — Non Public Work — New Works — Merit

10/2018

Construction Industry Council



Sustainable Construction Award 2018
— Taken Lodge

3/2019

Mandatory Provident Fund Schemes Authority

Good MPF Employer with E — Contribution Award and Support for MPF Management Award

Construction Industry Safety Award Scheme 2018/2019

Construction Industry Safety Award Scheme 2018/2019 (Safety Teams Category) — Certificates of Good Performance — Cavendish Height (Block 1-7)



Construction Industry Safety Award Scheme (Safety Teams Category) 2018/2019 — Meritorious Prize (Safety Teams Category) — Cavendish Height (Block 1-7)

5/2019

The Hong Kong Council of Social Service

Caring Company

Hanison Construction Holdings Limited

6/2018

Senior Citizen Home Safety Association

Community Engagement Awards

7/2018

Young Entrepreneurs Development Council

Best Performance of School-Company Partnership Award

Construction Industry Council

Construction Industry Volunteer Award — Merit Award for Participation

8/2018

Hong Kong Construction Association

2017 HKCA Construction Safety Awards

9/2018

Labour Department

Good Employer Charter

11/2018

Hong Kong Children & Youth Services

Caring for Communities Award 10 years plus 2018

12/2018

Hong Kong Productive Council

The 9th Hong Kong Outstanding Corporate Citizenship Logo (Enterprise Category)

The 9th Hong Kong Outstanding Corporate Citizenship Logo (Volunteer Category)

Community Investment and Inclusion Fund, Labour and Welfare Bureau



Social Capital Builder Logo Award

4/2019

Hong Kong Productivity Council

Happy Organization 5+

5/2019

The Hong Kong Council of Social Service



Caring Company

Social Welfare Department

Bronze Award for Volunteer Service (Organisation)

Certificates

HONG KONG CERTIFICATION SERVICES INTERNATIONAL LIMITED

ISO 50001:2011 Energy Management System



since 2013

Hanison Construction Company Limited
ISO 50001:2011
Certificate No: CC 468



since 2013

Hanison Contractors Limited
ISO 50001:2011
Certificate No: CC 469

HONG KONG QUALITY ASSURANCE AGENCY

OHSAS 18001:2007 Occupational Health and Safety Management System



since 2007

Hanison Construction Company Limited
OHSAS 18001:2007
Certificate No: CC 3496



since 2007

Hanison Contractors Limited
OHSAS 18001:2007
Certificate No: CC 3497



since 2007

Hanison Interior and Renovation Limited
OHSAS 18001:2007
Certificate No: CC 3498

HONG KONG QUALITY ASSURANCE AGENCY

ISO 14001:2015 Environmental Management System



since 2002

Hanison Construction Company Limited
ISO 14001:2015
Certificate No: CC 2269



since 2002

Hanison Contractors Limited
ISO 14001:2015
Certificate No: CC 2270



since 2007

Hanison Interior and Renovation Limited
ISO 14001:2015
Certificate No: CC 3344

HONG KONG QUALITY ASSURANCE AGENCY

ISO 9001: 2015 Quality Management System



since 1995

Hanison Construction Company Limited
ISO 9001:2015
Certificate No: CC 314



since 1998

Hanison Contractors Limited
ISO 9001:2015
Certificate No: CC 1270



since 2001

Hanison Interior and Renovation Limited
ISO 9001:2015
Certificate No: CC 2111

Appendices

Materiality Analysis Assessment in 2018/2019

		Internal Assessment	External Assessment
GRI 200	Area GRI 200: Economic Aspect		
GRI 201	Economic Performance		
GRI 201-1	Direct economic value generated and distributed (such as revenue, operation cost, employee wages and benefits, community investment, etc.)	4	4
GRI 201-3	Defined benefit plan obligations and other retirement plans (provision of pension benefits to employee, such as contribution of MPF)	4	4
GRI 202	Market Presence		
GRI 202-2	Proportion of senior management hired from the local community	3	4
GRI 203	Indirect Economic Impact		
GRI 203-1	Impact of infrastructure investments and services supported	3	3
GRI 204	Procurement Practices		
GRI 204-1	Proportion of spending on local suppliers	3	3
GRI 205	Anti-corruption		
GRI 205-2	Communication and training about anti-corruption policies and procedures	4	4
GRI 205-3	Confirmed incident of corruption and actions taken	4	4
GRI 300	Environmental Aspect		
GRI 301	Materials		
GRI 301-1	Material used by weight or volume (such as minerals, wood, lubricants for manufacturing machinery, plastic)	3	3
GRI 301-2	Recycled input materials used	3	3
GRI 302	Energy		
GRI 302-1	Energy consumption within the organisation (such as electricity, fuel for vehicles)	3	4
GRI 302-3	Energy intensity (such as energy consumed per unit produced; energy consumed per monetary unit of sales)	3	3
GRI 302-4	Reduction of energy consumption	4	4
GRI 303	Water		
GRI 303-1	Interactions with water as a shared resource (i.e. description on how organisation interacts with water including withdrawal, consumption, discharge and impact caused)	4	3
GRI 303-4	Water discharge	3	3
GRI 303-5	Water consumption	3	3
GRI 305	Emissions		
GRI 305-1	Direct greenhouse gases (e.g. CO ₂ , CH ₄ , N ₂ O, HFCs, etc) emissions (scope 1) that come from sources owned or controlled by organisation (e.g. generators, emission from vehicles)	4	4
GRI 305-2	Energy indirect greenhouse gases (e.g. CO ₂ , CH ₄ , N ₂ O, HFCs, etc) emissions (scope 2) that emission generation of purchased or acquired items (e.g. electricity and towngas consumption etc.)	4	4
GRI 305-3	Other indirect greenhouse gases (such as CO ₂ , CH ₄ , N ₂ O, HFCs, etc) emissions (scope 3) that is consequence of an organisation's activities, but occur from sources not owned or controlled by the organisation (such as extracting and producing purchased materials, employee commuting, use of sold products etc.)	3	3
GRI 305-4	Greenhouse gases (e.g. CO ₂ , CH ₄ , N ₂ O, HFCs, etc) emissions intensity	4	4
GRI 305-5	Reduction of greenhouse gases (such as CO ₂ , CH ₄ , N ₂ O, HFCs, etc) emission	4	3
GRI 306	Effluents and Waste		
GRI 306-2	Waste by type and disposal method	3	4
GRI 306-3	Significant spills	4	4
GRI 306-4	Transport of hazardous waste	4	4
GRI 306-5	Water bodies affected by water discharges and/or runoff	4	4
GRI 400	Social Topics		
GRI 401	Employment		
GRI 401-1	New employee hires and employee turnover	4	4
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4	4
GRI 401-3	Parental leave	4	3
GRI 403	Occupational Health and Safety		
GRI 403-1	Occupational health and safety management system which includes legal requirement or risk management etc.	4	4
GRI 403-2	Hazard identification, risk assessment, and incident investigation	4	4
GRI 403-3	Occupational health services	4	4
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	4	4

Appendices

		Internal Assessment	External Assessment
GRI 403-5	Worker training on occupational health and safety	4	4
GRI 403-6	Promotion of worker health	4	4
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4	4
GRI 403-8	Workers covered by an occupational health and safety management system	4	4
GRI 403-9	Work-related injuries	4	4
GRI 403-10	Work-related ill health	4	4
GRI 404	Training and Education		
GRI 404-1	Average hours of training per year per employee	3	4
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	4	4
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	3	3
GRI 405	Diversity and Equal Opportunity		
GRI 405-1	Diversity of governance bodies and employees	3	3
GRI 406	Non-discrimination		
GRI 406-1	Incidents of discrimination and corrective actions taken	4	4
GRI 408	Child Labour		
GRI 408-1	Operations and suppliers at significant risk of incidents of child labour	4	4
GRI 409	Forced or Compulsory Labour		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	4	4
GRI 413	Local Communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	3	4
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	3	4
GRI 418	Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4	4

Rate the relevance/importance of the subject areas, aspects and indicators for your organisation on a scale from 0 to 5

Internal Assessment

- 0 — Not relevant
- 1 — Of little importance
- 2 — Somewhat important
- 3 — Important
- 4 — Very important
- 5 — Crucial

External Assessment

- 0 — Little importance
- 1 — Awareness amongst a few, but no real concern
- 2 — Broader awareness, but little concern
- 3 — Considerable concern amongst a minority
- 4 — Considerable concern amongst many
- 5 — High level of widespread concern

Appendices

HKEx ESG Reporting Guidelines Index

A. Environmental			
Aspect A1	Emissions	Section Reference	Page
KPI A1.1	The types of emissions and respective emissions data	Environment — Emissions *Reports covered CO ₂ e, other gases emission were insignificant	42–43
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environment — Emissions *Reports covered CO ₂ e, other gases emission were insignificant	42–43
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environment — Effluents and Waste	44
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environment — Effluents and Waste	44
KPI A1.5	Description of measures to mitigate emissions and resulted achieved	Environment — Energy	39
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Environment — Effluents and Waste	44
Aspect A2 Use of Resources			
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Environment — Energy	39
KPI A2.2	Water consumption in total and intensity	Environment — Water and Effluents	41
KPI A2.3	Energy use efficiency initiatives and results achieved	Environment — Energy	39
KPI A2.4	Issues in sourcing water, water efficiency initiatives and results achieved	Environment — Water and Effluents	41
KPI A2.5	Total packaging material used for finished products	Not Applicable as the finished products are buildings or projects	N/A
Aspect A3 Environment and Natural Resources			
KPI A3.1	Significant impacts of activities on the environment and natural resources and actions taken to manage them	Environment	37–45
B. Social			
Aspect B1 Employment and Labour Practices			
KPI B1.1	Total workforce by employment, gender, age group, type and geographical region	People — Employment	22
KPI B1.2	Employee turnover rate by gender, age group and geographical region	People — Employment	22
Aspect B2 Health and Safety			
KPI B2.1	Number and rate of work-related fatalities	People — Occupational Health and Safety	29–31
KPI B2.2	Lost days due to work injury	People — Occupational Health and Safety	29–31
KPI B2.3	Occupational health and safety measures adopted, how they are implemented and monitored	People — Occupational Health and Safety	29–31
Aspect B3 Development and Training			
KPI B3.1	Percentage of employee trained by gender and by employee category	People — Training and Education	32–35
KPI B3.2	Average training hours completed per employee by gender and by category	People — Training and Education	32–35
Aspect B4 Labour Standards			
KPI B4.1	Measures to review employment practices to avoid child and forced labour	Operation Practices — Child Labour and Forced or Compulsory Labour	20
KPI B4.2	Steps taken to eliminate such practices when discovered	Operation Practices — Child Labour and Forced or Compulsory Labour	20
Aspect B5 Supply Chain Management			
KPI B5.1	Number of suppliers by geographical region	Operation Practices — Procurement Practices	17–18
KPI B5.2	Practices relating to engaging suppliers where the practices are being implemented, how they are implemented and monitored	Operation Practices — Procurement Practices	17–18
Aspect B6 Product Responsibility			
KPI B6.1	Percentage of total products sold or shipped subject to recalls	Operation Practices — Quality Assurance.	19
KPI B6.2	Number of complaints received and how they are dealt with	Operation Practices — Quality Assurance.	19
KPI B6.3	Practices relating to observing and protecting intellectual property rights	Operation Practices — Customer Privacy	20
KPI B6.4	Quality assurance process and recall procedures	Operation Practices — Quality Assurance.	19
KPI B6.5	Consumer data protection and privacy policies, how they are implemented and monitored	Operation Practices — Customer Privacy	20
Aspect B7 Anti-corruption			
KPI B7.1	Number of concluded legal cases regarding corrupt practices and the outcomes	Nil reported case	19
KPI B7.2	Preventive measures and whistle-blowing procedure, how they are implemented and monitored	Operation Practices — Anti-Corruption	19
Aspect B8 Community Investment			
KPI B8.1	Focus areas of contribution	Community	47–58
KPI B8.2	Resources contributed	Community	47–58

Appendices

GRI Sustainability Reporting Standards Content Index

GRI Standard Disclosure Number and Title	Page	Section Reference	Remarks
GRI 102: General Disclosures			
1. Organizational Profile			
102-1. Name of Organization	4	Company Profile	
102-2. Activities, brands, products, and services	4	Company Profile	
102-3. Location of headquarters	4	Company Profile	Hong Kong
102-4. Location of operations	4	Company Profile	Hong Kong
102-5. Ownership and legal form	3		Annual Report 2018/2019
102-6. Markets served	4	Company Profile	
102-7. Scale of the organization	4		Annual Report 2018/2019
102-8. Information on employees and other workers	22	People	
102-9. Supply chain	17–18	Operating Practices — Procurement Practices	
102-10. Significant changes to the organization and its supply chain	N/A		No significant changes within the reporting period
102-11. Precautionary Principle or approach	37	Environment	
102-12. External initiatives	10–11		Annual Report 2018/2019
102-13. Membership of associations	N/A		<ul style="list-style-type: none"> Member of Hong Kong Construction Association Member of Hong Kong Industrial Safety Association Member of Hong Kong Green Building Council
2. Strategy			
102-14. Statement from senior decision-maker	6	MD's Message	
3. Ethics and integrity			
102-16. Values, principles, standards, and norms of behaviour	Inside Front-1	Vision, Missions and Values	
4. Governance			
102-18. Governance structure	54–56		Annual Report 2018/2019 — Board Composition
102-19. Delegating authority	61–70		Annual Report 2018/2019 — Board and Committees
102-20. Executive-level responsibility for economic, environmental, and social topics	83–84		Annual Report — <ul style="list-style-type: none"> Environment and Social Matters Compliance with Laws and Regulations
102-21. Consulting stakeholders on economic, environmental, and social topics	13	Reporting Methodology — Material Analysis	
102-22. Composition of the highest governance body and its committees	54–70		Annual Report 2018/2019 — <ul style="list-style-type: none"> Board Composition Board and Committees
102-23. Chair of the highest governance body	57		Annual Report 2018/2019 — Chairman and Managing Directors
102-24. Nominating and selecting the highest governance body	65–66		Annual Report 2018/2019 — Nomination Committee
102-25. Conflicts of interest	54–56		Annual Report 2018/2019 — Board Composition
102-32. Highest governance body's role in sustainability reporting	9	About This Report	
102-35. Remuneration policies	51		Annual Report 2018/2019 — Employee and Remuneration Policy
102-36. Process for determining remuneration	51		Annual Report 2018/2019 — Employee and Remuneration Policy
102-38. Annual total compensation ratio	92		Annual Report 2018/2019 — Directors and Employee Emoluments
102-39. Percentage increase in annual total compensation ratio	92–93		Annual Report 2018/2019
5. Stakeholder Engagement			
102-40. List of stakeholder groups	13–14	Reporting Methodology — Materiality Analysis and Materiality Matrix	

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GRI Standard Disclosure Number and Title	Page	Section Reference	Remarks
102-41. Collective bargaining agreements	N/A		Feedback channel mechanism
102-42. Identifying and selecting stakeholders	13	Reporting Methodology	
102-43. Approach to stakeholder engagement	13–14	Reporting Methodology — Materiality Analysis and Materiality Matrix	
102-44. Key topics and concerns raised	13–14	Reporting Methodology — Materiality Analysis and Materiality Matrix	
6. Reporting practice			
102-45. Entities included in the consolidated financial statements	4		Annual Report 2018/2019 — Group Structure
102-46. Defining report content and topic Boundaries	7	About this report	
102-47. List of material topics	13	Reporting Methodology — Materiality Analysis	
102-48. Restatements of information	N/A		Nil
102-49. Changes in reporting	9	About this report	Reporting scope newly adds building materials division in 2018/2019
102-50. Reporting period	9	About this report	1st April 2018 to 31st March 2019
102-51. Date of most recent report	9		CSR report 2017/2018 was published in October 2018
102-52. Reporting cycle	9	About this report	Annually
102-53. Contact point for questions regarding the report	N/A		Inner page of back cover
102-54. Claims of reporting in accordance with the GRI Standards	9	About this report	Core
102-55. GRI content index	65–70	Appendices	
102-56. External assurance	71–72	Appendices	HKCSI GHG Verification Statement HKQAA Assurance statement

GRI 201: Economic Performance

1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	11–43		Annual Report — Operations Review
103-2. The management approach and its components	11–43		Annual Report — Operations Review
103-3. Evaluation of the management approach	11–43		Annual Report — Operations Review
2. Topic-specific disclosures			
201-1. Direct economic value generated and distributed	5–7		Annual Report 2018/2019 — <ul style="list-style-type: none"> Financial Highlights Results for Financial Year Ended 31 March 2019 Dividend Business Review
201-3. Defined benefit plan obligations and other retirement plans	113		Annual Report 2018/2019 — Retirement Benefit Scheme

GRI 202: Market Presence

1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	51		Annual Report 2018/2019 — Employees and Remuneration Policy
103-2. The management approach and its components	51		Annual Report 2018/2019 — Employees and Remuneration Policy
103-3. Evaluation of the management approach	51		Annual Report 2018/2019 — Employees and Remuneration Policy
2. Topic-specific disclosures			
202-2. Proportion of senior management hired from the local community	N/A		100% senior management are hired from local community (Nationality: Chinese)

GRI 203: Indirect Economic Impacts

103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	10	Reporting Methodology — Our Projects Community	
103-3. Evaluation of the management approach	55		

Appendices

GRI Standard Disclosure Number and Title	Page	Section Reference	Remarks
2. Topic-specific disclosures			
GRI 203-1. Impact of infrastructure investments and services supported	10, 47–58	Reporting Methodology — Our Projects Community	
GRI 204: Procurement Practices			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	17	Operating Practices — Procurement Practices	
103-3. Evaluation of the management approach	17	Operating Practices — Procurement Practices	
2. Top-specific disclosures			
204-1. Proportion of spending on local suppliers	18	Operating Practices — Local suppliers	
GRI 205: Anti-corruption			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	19	Operating Practices — Anti-corruption	Zero tolerance for corruption and bribery in any form
103-3. Evaluation of the management approach	19	Operating Practices — Anti-corruption	HCHL has whistle-blowing procedure and code of conduct for staff
2. Topic-specific disclosures			
205-2. Communication and training about anti-corruption policies and procedures	19	Operating Practices — Communication training	
205-3. Confirmed incidents of corruption and actions taken	19	Operating Practices — Incidents and Actions Taken	
GRI 206: Anti-competitive Behaviour			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	20	Operation Practices — Anti-competitive Behaviour	
103-2. The management approach and its components	20	Operation Practices — Anti-competitive Behaviour	
103-3. Evaluation of the management approach	20	Operation Practices — Anti-competitive Behaviour	
2. Topic-specific disclosures			
206-1. Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	20	Operation Practices — Legal Action	
GRI 301: Materials			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	38	Environment — Materials	
103-3. Evaluation of the management approach	38	Environment — Materials	
2. Topic-specific disclosures			
301-1. Materials used by weight or volume	38	Environment — Materials used by weight or volume	
GRI 302: Energy			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	39	Environment — Energy	ISO Standard 50001 Energy Management System Implementation
103-3. Evaluation of the management approach	39	Environment — Energy	ISO Standard 50001 Energy Management System Review

Appendices

GRI Standard Disclosure Number and Title	Page	Section Reference	Remarks
2. Topic-specific disclosures			
302-1. Energy consumption within the organisation	39	Environment — Energy consumption within the organisation	
302-3. Energy intensity	39	Environment — Energy consumption and intensity	
302-4. Reduction of energy consumption	40	Environment — Reduction of energy consumption	
GRI 303: Water and Effluents			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	19	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	41	Environment — Water and Effluents	
103-3. Evaluation of the management approach	41	Environment — Water and Effluents	
2. Topic-specific Disclosures			
303-5 Water consumption	41	Environment — Water consumption	
GRI 305: Emissions			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	42	Environment — Emissions	
103-3. Evaluation of the management approach	42	Environment — Emissions	
2. Topic-specific disclosures			
305-1. Direct (Scope 1) GHG emissions	43	Environment — Direct Emissions (Scope 1)	
305-2. Energy indirect (Scope 2) GHG emissions	43	Environment — Indirect Emissions (Scope 2)	
305-3. Other indirect (Scope 3) GHG emissions	43	Environment — Other Indirect Emissions (Scope 3)	
305-4. GHG emissions intensity	43	Environment — GHG Emissions Intensity	
305-5. Reduction of GHG emissions	40	Environment — Reduction of Energy Consumption	
GRI 306: Effluents and Waste			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	44	Environment –Effluents and Waste	
103-3. Evaluation of the management approach	44	Environment –Effluents and Waste	
2. Topic-specific disclosures			
306-2. Waste by type and disposal method	44	Environment — Types and Disposal Method	
306-3. Significant spills	N/A		Zero non-compliance
306-4. Transport hazardous waste	44	Environment — Effluents and Waste	
306-5. Water bodies affected by water discharges and/or runoff	N/A		Zero non-compliance
GRI 307: Environment — Compliance			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	45	Environment	
103-2. The management Approach and its components	45	Environment	
103-3. Evaluation of Management approach	45	Environment	
2. Topic-specific disclosures			
307-1 Non-compliance with environment laws and regulations	N/A		Cases : 6 Fine amount \$44,300
GRI 401: Employment			
1. Management approach disclosures			
103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
103-2. The management approach and its components	22	People — Employment	
103-3. Evaluation of the management approach	22	People — Employment	

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GRI Standard	Disclosure Number and Title	Page	Section Reference	Remarks
2. Top-specific disclosures				
	401-1. New employee hires and employee turnover	22	Reporting Methodology — Materiality Matrix	
	401-2. Benefits provided to full-time employees that are not provided to temporary or part-time employees	23	People — Benefits	
	401-3. Parental leave	23	People — Parental Leave	
GRI 403: Occupational Health and Safety				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	29	People — Occupational Health and Safety	The Group provides the corporation a guidance to set ethical standards
	103-3. Evaluation of the management approach	29	People — Occupational Health and Safety	
2. Topic-specific disclosures				
	403-1 Occupational health and safety management system	29	People — Occupational Health and Safety Management System	OHSAS 18001 Occupational Health and Safety Management System
	403-5. Worker training on occupational health and safety	29–30	People — Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationship	
	403-6. Promotion of worker health	31	People — Promotion on Worker Health	
	403-7. Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29–30	People — Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationship	
	403-9. Work-related injuries	29	People — Work-related Injuries	One fatal case in construction supply chain
GRI 404: Training and Education				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	32	People — Training and Education	
	103-3. Evaluation of the management approach	32		
2. Topic-specific disclosure				
	404-1. Average hours of training per year per employee	32	People — Average hours of training	
	404-2. Programs for upgrading employee skills and transition assistance programs	34–35	People — Programmes and Transition Assistance	
	404-3. Percentage of employees receiving regular performance and career development reviews	35	People — Regular Performance and Career Development Reviews	
GRI 405: Diversity and Equal Opportunity				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	27–28	People — Diversity and Equal Opportunity	
	103-3. Evaluation of the management approach	27–28	People — Diversity and Equal Opportunity	
2. Topic-specific disclosures				
	405-1. Diversity of governance bodies and employees	27–28	People — Diversity of governance bodies and employees	
GRI 406: Non-Discrimination				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	28	People — Non-discrimination	
	103-3. Evaluation of the management approach	28	People — Non-discrimination	

Appendices

GRI Standard	Disclosure Number and Title	Page	Section Reference	Remarks
2. Topic-specific disclosures				
	406-1. Incidents of discrimination and corrective actions taken	28	People — Incidents and Corrective Action Taken	
GRI 408: Child Labour				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	20	Operating Practices — Child Labour	The Group has zero tolerance to child labour
	103-3. Evaluation of the management approach	20	Operating Practices — Child Labour	
2. Topic-specific disclosures				
	408-1. Operations and suppliers at significant risk for incidents of child labour	20	Operating Practices — Child Labour	
GRI 409: Forced or Compulsory Labour				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	20	Operation Practices — Forced or Compulsory Labour	The Group has zero tolerance to forced labour
	103-3. Evaluation of the management approach	20	Operation Practices — Forced or Compulsory Labour	
2. Topic-specific disclosures				
	409-1. Operations and suppliers at significant risk for incidents of forced or compulsory labour	20	Operating Practices — Significant Risk for Incidents	
GRI 413: Local Communities				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	46	Community	
	103-3. Evaluation of the management approach	46	Community	
2. Topic-specific disclosures				
	413-1. Operations with local community engagement, impact assessments, and development programs	55	Community — Negative Impacts on Local Communities	
	413-2. Operations with significant actual and potential negative impacts on local communities	54–55	Community — Environmental Impact Assessments	Mobile noise barrier, sound proof Canvas and anti-mosquito herb etc. were adopted at various sites
GRI 418: Customer Privacy				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	14	Reporting Methodology — Materiality Matrix	
	103-2. The management approach and its components	20	Operation Practices — Customer Privacy	
	103-3. Evaluation of the management approach	20	Operation Practices — Customer Privacy	
2. Topic-specific disclosures				
	GRI 418-1. Substantiated complaints concerning breaches of customer privacy and losses of customer data area	20	Operation Practices — Complaints	
GRI 419: Socioeconomic Compliance				
1. Management approach disclosures				
	103-1. Explanation of the material topic and its boundary	15	Operation Practices	
	103-2. The management approach and its components	15	Operation Practices	
	103-3. Evaluation of the management approach	15	Operation Practices	
2. Topic-specific disclosures				
	GRI 419-1. Non-compliance with laws and regulations in the social and economic area	N/A		Construction cases: 1 Fine amount: \$8,000 Interior and Renovation Cases: 2 Fine amount: \$24,000

Appendices

Assurance Statements


HONG KONG CERTIFICATION SERVICES INTERNATIONAL LIMITED

1

GHG Verification Statement: VC 003/2019

The inventory of greenhouse gas emission in the reporting period from 1st April 2018 to 31st March 2019 of

**Hanison Construction Company Limited,
Hanison Contractors Limited,
Hanison Interior & Renovation Limited,
Trigon Building Material Limited and
construction sites**

Addresses were listed on the subsequent pages
has been verified in accordance with ISO 14064-3: 2006 and the GHG Programme, namely the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Industrial Purposes) in Hong Kong, 2010 edition, by EMSD and Environmental Protection Department” and meet the requirements of

ISO 14064-1: 2006 Standard

From the Reporting Organization,	Quantity of Emissions
Direct GHG Emissions:	1079.80 Tonnes of CO ₂ e
Energy Indirect GHG Emissions:	1250.03 Tonnes of CO ₂ e
Other Indirect GHG Emissions	746.01 Tonnes of CO ₂ e
Total GHG Emissions:	3075.84 Tonnes of CO ₂ e

Verified by  Authorized by  

19 July 2019
Page 1 of 5 (Total 5 pages)

Hong Kong Certification Services International Limited
香港認證服務國際有限公司
Room 1605, 16/F Austin Tower, 22-26 Austin Avenue, Tsim Sha Tsui, Kowloon, H.K.
Tel: 2377 9547 Fax: 2957 8951 e-mail: hkcsi@hkcsi.com

Appendices

Assurance Statements



香港品質保證局



VERIFICATION STATEMENT

Scope and Objective

Hong Kong Quality Assurance Agency ("HKQAA") was commissioned by Hanison Construction Holdings Limited (hereinafter referred to as "HCHL") to undertake an independent verification for its Corporate Social Responsibility Report 2018/2019 (hereinafter called "the Report"). The Report stated the sustainability performance of its Construction Division (mainly Hanison Construction Company Limited, Hanison Contractors Limited), Interior and Renovation Division (Hanison Interior and Renovation Limited), and Building Materials Division (Trigon Building Materials Limited), as well as its efforts towards sustainable development for the period from 1st April 2018 to 31st March 2019. Quantitative data regarding the economic, environmental and social performance such as waste generated and recycled, lost day due to work injury, average training hours of employees and contributions to community are verified based on the methodology described below.

Methodology

The process applied in this verification was based on the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board. Our evidence gathering process was designed to obtain a reasonable level of assurance as set out in the standard for the purpose of devising the verification conclusion. The extent of this verification process undertaken was provided for the core aspects of Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards), and the Environmental, Social and Governance (ESG) Reporting Guide of the Stock Exchange of Hong Kong Limited (SEHK).

In order to understand the process that HCHL adopted to ascertain the key sustainability issues and impacts, the report compilation process including stakeholder engagement and materiality assessment processes was discussed. In addition, system and process for collecting, collating and reporting sustainability performance data were verified. Our verification procedure performed covered reviewing of relevant documentation, interviewing responsible personnel with accountability for preparing the reporting contents and verifying the selected representative sample of data and information. Raw data and supporting evidence of the selected samples were also thoroughly examined during the verification process.

Independence

HCHL is responsible for the collection and presentation of the information presented. HKQAA does not involve in calculating, compiling, or in the development of the Report. Our verification activities are independent from HCHL.

Conclusion

Based on the verification results and in accordance with the verification procedures undertaken, HKQAA has obtained reasonable assurance and is in the opinion that:

- The Report has been prepared in accordance with the GRI Standards: Core Option and covered the Key Performance Indicators of the ESG Reporting Guide of SEHK;
- The Report illustrates the sustainability performance of HCHL, covering all material aspects, in a material, responsive, fair and balance manner; and
- The data and information disclosed in the Report are reliable and complete.

In conclusion, the Report reflects appropriately the commitments and involvement of HCHL towards sustainable development.

Signed on behalf of Hong Kong Quality Assurance Agency

P C Chan
Chief Operating Officer
20 August 2019



Report

www.hanison.com/eng/CSR/Reports.aspx?sm=c18



Feedback On This Report

<https://zh.surveymonkey.com/r/RDJ6JFY>

For enquiry

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