



ENVIRONMENTAL,
SOCIAL AND GOVERNANCE
REPORT

2021/2022

 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





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

“EPIC” for serving clients

- Excellence
- Professionalism
- Integrity
- Care

“TIPS” for business development

- Teamwork
- Innovation
- Partnership
- Sustainability

BOARD STATEMENT ON SUSTAINABILITY

Hanison Construction Holdings Limited (“Company”) and its subsidiaries (collectively “Group” or “Hanison”) value Environmental, Social and Governance (ESG) as an ongoing commitment and has been supporting its sustainable growth. The Board of Directors (“Board”) of the Company has overall responsibility for the Group’s ESG management and reporting of relevant development, integrating governance on ESG into the Group’s corporate structure and business operations so as to alert the ESG risks and achieve sustainability, generating added values for stakeholders.

Reporting to the Board every year and regular updating the Managing Director, one of the Board members, the Corporate Social Responsibility (CSR) Committee (“CSR Committee”) established since 2013, being a delegated body of the Board, is comprising of the subsidiary directors from key business divisions and representatives of supporting departments. The CSR Committee helps formulate the Group’s ESG roadmap and strategy, facilitate the execution of annual action plans, key performance indicators and initiatives, and oversee the management of associated activities and risks with deliberation on both short-term and long-term impacts of CSR / ESG / sustainability towards the Group’s development.

Benchmarked with and made reference to various international and local standards and guidelines, Hanison obligates and determines to continuously monitor, accomplish, and evaluate the group-wide ESG strategic perspective in maximising sustainable benefits to our stakeholders, contributing to the environment we live and the community we serve.

Demonstrating our devoted effort on ESG as a responsible corporate player, the relevant ESG initiatives and targets including operating practices, people, environment and community are fully committed and supported by various internal committees or work groups in the Group in order to address the concerns of a diverse range of stakeholders. Through the annual stakeholder engagement exercise, i.e. questionnaire survey, the outcomes of the survey are reviewed by the CSR Committee; the material issues identified and prioritised are to be incorporated into the ESG strategies.

On the journey to strengthen our commitment on ESG topics, as a group focusing on construction business, Hanison understands the stakeholders’ concern on environment, thus various environmental targets are set, climate risks and impacts are identified for the transition to zero-carbon ultimately in long run. Enhancement on broadening the composition of CSR Committee and on-going revisiting current practices will be addressed whenever seen necessary as a continuous improvement in sustainability performance.

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

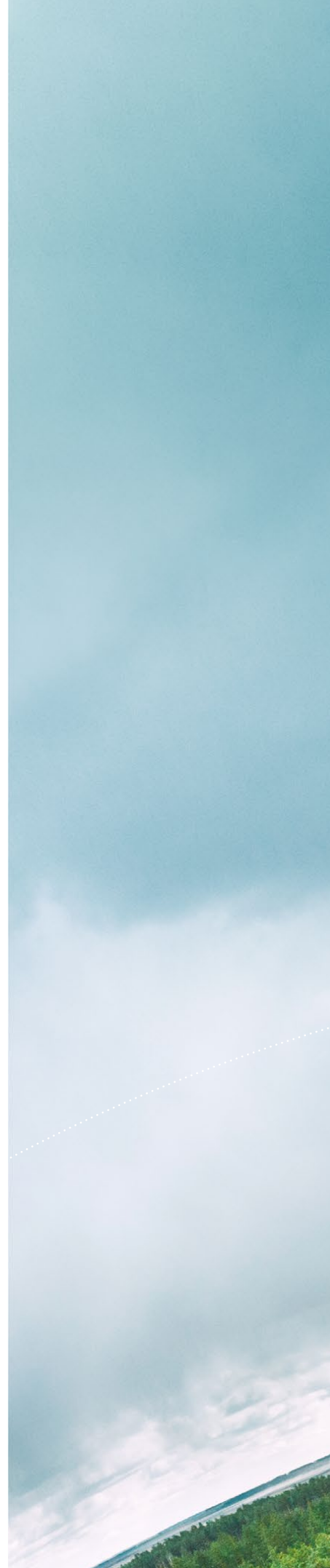
As a socially responsible building construction, property development, and services group, Hanison embraces sustainability as one of our core business values with an aim to create a brighter and greener prospect for the long-term benefits of our stakeholders and the territory of Hong Kong.

Recognising Hanison as a corporate citizen, we consider it our responsibility to mitigate the environmental impacts of our business, provide a safe and healthy working environment, enhance employee well-being and development, manage risks associated with supply chain, engage our stakeholders actively, and contribute to the sustainable development of communities. We are also dedicated to operating our business with integrity and professionalism, delivering quality and reliable services and products, caring our people, and upholding a high level of corporate governance.

To fulfil our commitments, we strive to adhere to sustainability principles in every aspect of our business from strategic planning, day-to-day management and operations, decision-making and corresponding execution of various kinds. This policy statement serves to provide directional guidance for adopting appropriate policies and systems, guidelines and codes, standards, procedures and practices throughout the Group. The management team shall take full responsibility to oversee, facilitate, coordinate, and monitor the effective implementation of this policy statement.

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ABOUT HANISON

Incorporated in 2001 and publicly listed on the Main Board of The Stock Exchange of Hong Kong (“HKEx”) since 2002, Hanison Construction Holdings Limited (Stock Code: 896) is one of leading construction project management companies headquartered in Hong Kong.

Hanison aims to create sustainable value for its stakeholders with dedication to develop its footprint in the core businesses in Hong Kong, including construction business, interior and renovation business and building materials business. Through our commercial and residential projects from public sectors and private sectors, the Group applies innovation in both design and construction to build a healthy and green living environment.

Key subsidiaries under the Group:

Hanison Construction Holdings Limited

(Stock Code: 896)



We also scatter our strategic investment in property development, property investment, property agency and management, and health products businesses to diversify operational risks and create synergies with our core businesses so as to generate a stable recurring income stream to the Group.

As a corporate responsible citizen, sustainability is a matter of the utmost importance while promoting positive impacts for sustainable development both environmentally and socially as well as maximising long-term benefits to stakeholders. Further details of our business portfolio, please refer to our 2021/2022 Annual Report.

MANAGING DIRECTOR'S MESSAGE

We are pleased to present Hanison's ESG Report of 2021/2022 ("Report"). Time flies; 2022 has marked the 9th year of our sustainability journey. Back in 2013, the establishment of Hanison CSR Committee did help build a robust foundation for cultivating our present achievement in sustainability. This is possible and can facilitate our long-term creation of value-adding for stakeholders while we are encountering an ever-changing globe.

The continuing impacts on Hong Kong's economy and society incurred by the Coronavirus disease 2019 ("COVID-19") pandemic remain oppression, especially such unforgettable severe health threat during the 5th wave of the pandemic in the territory. Meanwhile, a new normal under the pandemic, together with complications generated by numerous global issues, including regional war, deteriorated international relationship, climate change and digital transformation, has made our world become more challenging while expecting greater adaptability than ever. Hanison has been insisting on demonstrating both resilience and ability, as reflected in our management approach to overcoming these challenges.

Aiming at achieving the 1.5°C goal set by the Paris Agreement on climate change, targeting net zero emissions by around 2050 is a joint objective throughout the globe. Echoing the long-term decarbonisation strategy, a pathway to net zero emissions for Hong Kong has previously been set by the HKSAR Government. Being a responsible corporate player in construction and linked businesses, which are all labour-intensive industries with heavy consumption on materials and energy, Hanison spares no effort to



accelerate sustainable policies and practices of low-carbon and carbon neutral transition, energy saving, waste reduction and construction efficiency in our business operations.

The Group established the Environmental Target Working Group (ETWG) under the CSR Committee in 2021 to formulate a set of environmental targets and corresponding measures to achieve them. These include reduction in greenhouse gas (“GHG”) emissions, energy consumption, water consumption as well as waste generation. Moreover, it is encouraging to see ongoing and satisfactory progress on the advancement of digitalisation and innovation by applying Enterprise Resources Planning (ERP) and Building Information Modelling (BIM) in construction projects, as well as adopting green operating practices in our offices.

Making reference to the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD), the Group will keep abreast of monitoring the risks arising from climate change and disclose feasible actions to mitigate such risks. In parallel, the Group will explore various opportunities for sustainable green investments so as to continue our footprint and contribution to sustainability. Fulfilling sustainability development practices is not simply for due diligence,

but it also integrates both business practices and social values of the Group with our stakeholders’ expectations.

Taking this occasion, I would sincerely thank our management and colleagues in the Hanison family for contributing their dedicated efforts to our sustainable development so far. I would also express my heartfelt gratitude to our stakeholders for their unceasing support over the decades. Let us walk hand-in-hand and look forward to creating a better community together in the years ahead. May I wish you all peace of mind and good health always.

Wong Sue Toa, Stewart
Managing Director



GENERAL MANAGER'S MESSAGE

Unending global uncertainty about the extraordinary impacts induced by the COVID-19 pandemic constantly disrupts our business and daily living. As one of the leading main contractors in Hong Kong, the Group affirms our commitment to sustainability in terms of ESG aspects by continually creating a greener, mutually supportive, and prosperous society.

Hanison believes that sustainable growth is a strategic driver to maintain the leading edge of every successful company and so for the territory of Hong Kong as a city. Incorporating both the development blueprint established by the HKSAR Government and the strategic direction of the Construction Industry Council (CIC), the Group keeps on high interconnectedness with our stakeholders. We identify and respond to their expectations promptly and suitably by taking sustainability relevant actions.

Caring for our employees, especially in the most recent ever-changing and challenging period during COVID-19 pandemic, is steadfastly ranked as the top priority of the Group. A series of stringent measures in controlling the spread of the pandemic were implemented to protect our employees. Flexible and resilient arrangements, including split team shifts, for balancing the need for our employee wellness and for business continuity during the unkind pandemic were introduced in response to the situation.

Facing huge talent shortages in a highly competitive employment market in the construction industry, the Group has made some approaches to engaging our young talents and attracting new blood to join the Hanison family. The Group will persist in ensuring our employee health and wellness, workplace safety, competitive remuneration, training and development to engage and retain our talents.

In recent years, in order to achieve a work safety target and uplift project efficiency, the adoption of innovation

has been progressively integrated into our construction projects. Moving forward, the Group will deepen the overall performance of sustainability initiatives by way of facilitating the application of large-scale construction technologies and state-of-the-art methodologies.

In the social aspect, the Group remains resilient and supportive in caring for a community in the form of developing a closer relationship with the neighbourhood situated nearby our construction sites.

Looking forward, in partnership with the Board's leadership and our management commitment, we believe that "the sum is greater than the total" to Hanison's ESG and sustainability via CSR initiatives. I sincerely bless all with a healthier and more rewarding year ahead.



Tai Sai Ho
Executive Director and
General Manager

PERFORMANCE HIGHLIGHTS

Economic



Continuing
Operations of
Turnover

Hanison Construction Holdings Limited
(after elimination of inter-segment sales)

HK\$ **1,438.3** million

Construction Division

HK\$ **1,198.1** million

Interior & Renovation Division

HK\$ **158.2** million

Building Materials Division

HK\$ **83.7** million



Net Asset
Value

HK\$ **4,216.4** million



Profit

HK\$ **154.3** million

New Initiatives



Board Statement on
Sustainability



Operating
Practices

Innovation

- Broadening BIM Application
- B-free Haulerbot
- H-shape Robot



People

- ★ Team Shifts
- ★ Vaccine Leave



Environment

- ★ Environmental Targets Set by ETWG
Base Year: 2017/2018; Time Frame: 10 years



GHG Emissions
Intensity
(Scope 1 and 2)

↓ **22%**



Energy
Consumption
Intensity



Water
Consumption
Intensity

↓ **2%**



Waste
Intensity

- ★ Climate Resilience



Community

Enhancement on Community
Relationship Building
during Pandemic

PERFORMANCE HIGHLIGHTS

Operating Practices



Percentage of
Local Suppliers

100%



0

Confirmed
Corruption Case



0

Substantiated
Complaint Case



Award

HKIBIM AWARDS 2020 - BRONZE AWARD
BIM Department / Units / Team Category

People



Employees

Total
Employees

480

Return to Work
Rate after
Parental Leave

100%



Training

Total Training
Hours

3,159 hours

Percentage of
Employees
Trained

29.6%

Community



Financial
Sponsorship

HK\$ 224,958



Voluntary
Service Hours

586 hours



Accident Rate
per Thousand
Workers

Construction
Division

12.15

Interior & Renovation
Division

0

Building Materials
Division

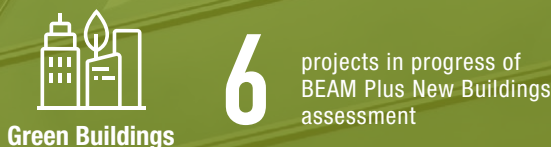
0



Work-related
Fatality Rate

0

Environment



¹ Recycled construction waste includes the construction waste treated by fill banks and sorting facilities, which can be fully recycled.

² Referencing to KMB, the gross weight of a 12.8 meters double-decker bus is 26,500 kg (26.5 tonnes).

³ Referencing to Conservatree, 1 ton of recycled office papers can save 24 trees.

ABOUT THIS REPORT

Reporting Period and Scope

This Report concludes the Group's ESG achievement and performance during the financial year from 1 April 2021 to 31 March 2022 (the "Year"). There are no significant changes in the previous reporting period in terms of scope, which covers the major business units of the Group operated in Hong Kong, including the head office, warehouse and all project sites

managed by HCCL, HCL, HIRL and TBML, contributing over 93.8% of revenue of the Group. Moving forward, the Group will continue to enhance the disclosure by gradually and widely covering its business spectrum and providing a higher transparency of ESG and sustainability-related operations and performance in the years ahead.

Reporting Boundary⁴



HEAD OFFICE Shek Mun, Shatin, N.T.

WAREHOUSE Ping Che, Fanling, N.T.



CONSTRUCTION DIVISION

- 1 Sports centre, community hall and football pitches in Area 1, Tai Po, N.T.
- 2 Proposed residential and commercial development at Nos. 33-47 Catchick Street, Kennedy Town, Hong Kong
- 3 Proposed residential redevelopment at No. 8 Star Street, Wan Chai, Hong Kong
- 4 Proposed residential redevelopment at Tuen Mun Town Lot No. 516, N.T.
- 5 Public housing development at Java Road, North Point, Hong Kong
- 6 Public housing development at Hin Fat Lane, Tuen Mun, N.T.
- 7 Proposed residential redevelopment at No. 57A Nga Tsin Wai Road, Kowloon Tong, Kowloon



INTERIOR & RENOVATION DIVISION

- 8 City University of Hong Kong
- 9 Hong Kong Baptist University
- 10 Shopping centres, car parks, markets and cooked-food stalls for Hong Kong Island, Kowloon East, N.T. East and Tseung Kwan O (Region 2) for the Link
- 11 Haking Wong Building for The University of Hong Kong
- 12 Yellow Zone on 2/F, Yeung Kin Man Academic Building for the City University of Hong Kong
- 13 Shopping centres of Chuk Yuen South, Fu Shin, Stanley, Tai Hing, Tai Wo, Yu Chui and Temple Mall for the Link
- 14 Hong Kong Island and Islands (2) for the Hong Kong Housing Authority
- 15 Carolina Gardens, Nos. 20-34 Coombe Road, The Peak, Hong Kong



BUILDING MATERIALS DIVISION

- 16 The Hong Kong Palace Museum for The West Kowloon Cultural District Authority
- 17 Sports centre, community hall and football pitches in Area 1, Tai Po, N.T.
- 18 Public rental housing development at Queen's Hill, Fanling, N.T., Site 1, Phase 1 and Portion of Phase 6
- 19 MTR SCL Contract No. 1123 – Exhibition Station and Western Approach Tunnel
- 20 Tai Wai Station property development
- 21 Proposed residential development of Wong Chuk Hang Station Site A property development
- 22 Proposed residential and commercial development at Nos. 33-47 Catchick Street, Kennedy Town, Hong Kong
- 23 Hong Kong International Airport Contract 3508 Terminal 2 expansion works
- 24 A swimming pool complex and open space in Area 107, Tin Shui Wai, N.T.
- 25 Proposed residential development at TKOTL 70RP, Phase 11, Lohas Park, Tseung Kwan O, N.T.
- 26 Museum Plus (M+) at West Kowloon Cultural District
- 27 Proposed Site C1 Development at Area 86, TKOTL 70RP Tseung Kwan O, N.T., Lohas Park Package 7A and B
- 28 Proposed residential development at TMTL 500 Kwun Chui Road, Tuen Mun, N.T.
- 29 Proposed residential development at NKIL 6564, Kai Tak Area 1L, Site 1, Kai Tak, Kowloon
- 30 Proposed residential development of Wong Chuk Hang Station Site B property development
- 31 Proposed residential development at Nos. 139-147 Argyle Street, Kowloon
- 32 Proposed residential development at Tsing Yi Town Lot No. 190, Sai Shan Road, Tsing Yi, N.T.

⁴ Projects with insignificant impacts or data not under the Group's control are not covered in the reporting boundary. For the details of in-scope projects, please refer to our 2021/2022 Annual Report.

Reporting Standards

This Report complies with the ESG Reporting Guide (“ESG Guide”) disclosure obligations from financial years commencing on or after 1 July 2020 set out in Appendix 27 of the Rules Governing the Listing of Securities on the HKEx. This Report has also demonstrated our compliance with the Core Option of the Global Reporting Initiative (GRI) Sustainability Reporting Standards (“GRI Standards”) and cross-reference

with the United Nations’ Sustainable Development Goals (SDGs), diversified methodologies aligned with international best practices, to measure the key aspects of sustainability performance and ensure comparability. For the details, please refer to the HKEx ESG Reporting Guide Content Index and Global Reporting Initiative (GRI) Standards Content Index in the Appendices section of this Report.

Reporting Principles

The preparation of this Report has adopted the following reporting principles in adherence to and in compliance with the HKEx ESG Guide and GRI-Standards’ guideline, to ensure accountability of our ESG performance and augment transparency of our ESG disclosures.



Report Assurance

This Report, our 9th annual individual ESG report, has been verified by the independent certification bodies, namely, Hong Kong Quality Assurance Agency and Hong Kong Certification Services International Limited, to conduct the Report’s content verification and GHG emissions verification respectively. Thus, the trustworthiness of this Report is ensured in accordance with the ESG Guide and the GRI Standards: Core option. Please refer to the Assurance Statements in the Appendices section of this Report for details.



SUSTAINABILITY GOVERNANCE

Sustainability is one of the core values of Hanison Group. Taking responsibility in our business operations and contributing to the community we serve in alignment with our robust ESG governance strategies and framework is our key of success to achieve sustainable development.

GOVERNANCE STRUCTURE



Board Engagement

The Board is responsible for overseeing and managing the sustainability-related risks, and reviewing the progress of achieving relevant ESG targets. To demonstrate our determination on sustainability, the board-level engagement in ESG was enhanced by issuing the Board Statement on Sustainability in Jan 2022, to elaborate the Board's accountability for the Group's ESG strategies and ESG report approval.



CSR Committee

The CSR Committee, established since 2013, is a delegated body of the Board and required to conduct regular reporting to the Managing Director who reports to the Board. Chaired by a director, facilitated and convened by the Head of CSR & Communications, and comprised of the subsidiary directors from key business divisions and representatives of supporting departments, together with support from various committees and working group, the CSR Committee meets 3 to 4 times annually to formulate the Group's ESG roadmap and strategy, execute and keep track the progress of achieving sustainability-related targets, oversee the key performance indicators and initiatives on sustainability to ensure sustainability principles embedded in day-to-day business operations and decision-making process, so as to create values on both short-term and long-term impacts of sustainability towards the Group's development in accordance with compliance.



Risk Management











The Group understands the ESG relevant risks are now concerned by stakeholders. Thus the Group pays high attention to oversee these risks. Risk Management Committee, Audit Committee and other operating units are supported to review our well-established risk management and internal control systems regularly to assure the effectiveness on internal control and regulatory risk management. For details of our risk management, please refer to the Group's 2021/2022 Annual Report.

For the disclosure of the ESG-related risks such as the threats arisen from the COVID-19 pandemic and climate change, please refer to the People and Environment sections of this Report respectively.

ESG STRATEGY AND FRAMEWORK

To accelerate our sustainability for excellence, the Group has identified and contributed in the 4 ESG strategic areas, namely Operating Practices, People, Environment and Community, to keep on improving our ESG performance via implementation. Numerous committees and working groups, consisting of directors and industrial specialists from the key business divisions, are delegated by the Board to address the ESG issues in a professional manner and enhance sustainability-related practice in a systematic approach, benchmarking and aligning with the SDGs established by United Nations and GRI Standards. A total of 10 out of the 17 SDGs are in relevance with Hanison's ESG strategic areas, which will be presented in the corresponding section of this Report. Our ESG performance referenced to GRI Standards will be indicated in the Appendices section of this Report.

ESG Strategic Areas

| | Committee / Working Group / Taskforce | System / Standard | Policy / Statement / Guideline |
|--|---|--|---|
| Operating Practices    | <ul style="list-style-type: none"> • Safety, Environment, Quality, Energy, Security (SEQES) Committee • Innovation and Development Committee | <ul style="list-style-type: none"> • ISO 9001 Quality Management System | <ul style="list-style-type: none"> • Board Statement on Sustainability • CSR Policy Statement • Integrated (Quality and Environmental) Management System Policy • Code of Conduct • Notice to Contractors / Consultants relating to Hanison's Code of Ethics ("Supplier Code of Ethics") |
| People   | <ul style="list-style-type: none"> • Employee Relations and Communications Committee • Training Committee • SEQES Committee • Anti-pandemic Taskforce | <ul style="list-style-type: none"> • ISO 45001 Occupational Health and Safety Management System | <ul style="list-style-type: none"> • Board Statement on Sustainability • CSR Policy Statement • Occupational Safety and Health Policy • No Alcohol and Drug Policy • Anti-smoking Policy |
| Environment    | <ul style="list-style-type: none"> • SEQES Committee • ETWG | <ul style="list-style-type: none"> • ISO 14001 Environmental Management System (EMS) • ISO 50001 Energy Management System (EnMS) | <ul style="list-style-type: none"> • Board Statement on Sustainability • CSR Policy Statement • EnMS Policy • Integrated (Quality and Environmental) Management System Policy |
| Community   | <ul style="list-style-type: none"> • CSR Committee | <ul style="list-style-type: none"> • HKQAA CSR Advocate Mark | <ul style="list-style-type: none"> • Board Statement on Sustainability • CSR Policy Statement |

ENVIRONMENTAL TARGETS

To be complying with the mandatory disclosure on environmental targets in HKEEx ESG Guide, the Group has established the ETWG in 2021, to set the environmental targets for the Year onwards, in accordance with S.M.A.R.T principles, i.e. Specific, Measurable, Attainable, Relevant, Time bound, benchmarking with the international and industrial standards to improve the environmental performance continuously.

Our commitment on setting environmental targets is expressed in the Board Statement on Sustainability with the Board endorsement. From 2022/2023 onwards, the ETWG will continue to communicate and implement measures along the value chain, evaluate and monitor performance against base year and targets regularly so that it can ensure all environmental targets will be achieved on the right track.

Environmental Target Set

Target on Reduction until 2027/2028 (Base Year: 2017/2018 | Time Frame: 10 years)



GHG Emissions Intensity (Scope 1 and 2)



Energy Consumption Intensity



Water Consumption Intensity

↓ 22%







Waste Intensity

↓ 2%

MATERIALITY

The stakeholder engagement exercise was set to understand the trend and expectation from different stakeholders, and to identify, prioritise and verify the substantial ESG issues of the Group.

Materiality Assessment Processes

| | | | |
|---|--|---|--|
| 1 |  | Understanding of relevant trend and aspects expected from stakeholders | ESG-related issues and trends were compiled; engagement with a wide range of stakeholders via various channels allowed us to understand their views and expectations regarding the sustainability in our business. |
| 2 |  | Identification of ESG issues | Stakeholder engagement exercise in form of quantitative online survey was conducted and responses from internal and external stakeholders were collected. |
| 3 |  | Prioritisation of material ESG issues | Stakeholders' feedback via stakeholder engagement exercise will be consolidated to identify the relevant material ESG issues demonstrating the importance to the business operations. |
| 4 |  | Validation of the result | The result of material ESG issues and materiality assessment will be reviewed and approved by the CSR Committee and the Board. |

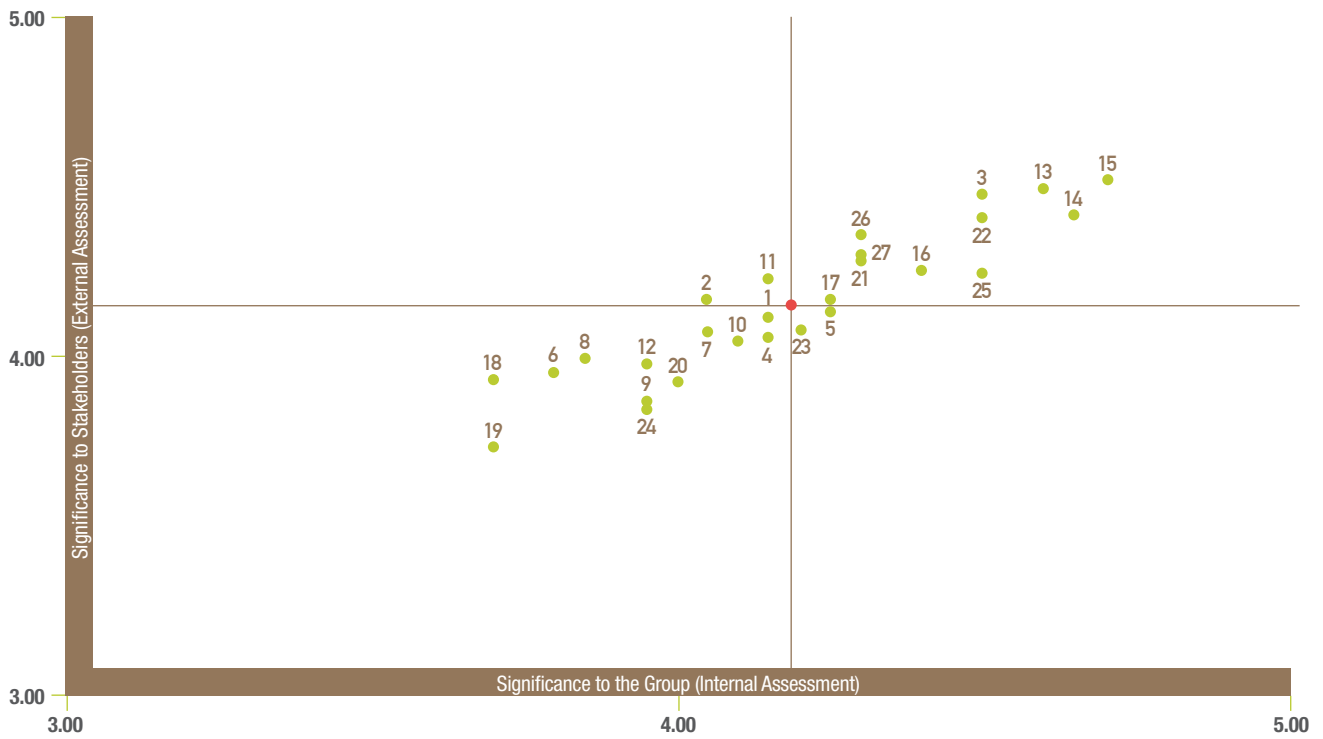
The materiality matrix was plotted based on the results of the Materiality Assessment Survey ("Materiality Survey"), illustrating all issues which reached an average score of above 4.14 on the importance or relevance scale (from 1 the least to 5 the most important). The 6 issues with an average score of over 4.44 are considered as material issues for this Report. Customer Privacy is a new material issue of the Year, while other 5 material issues remain unchanged. The result of this materiality assessment together with the material issues have been presented to, reviewed and endorsed by the CSR Committee and the Board.

Most Material ESG Issues to Hanison

| OPERATING PRACTICES | | PEOPLE | |
|---|--|---|---|
|  | 3 Anti-corruption |  | 13 Employer-employee Relations |
|  | 22 Customer Privacy |  | 14 Talent Pipeline |
|  | 25 Client or Customer Satisfaction |  | 15 Occupational Health and Safety |

The materiality matrix has shown an overview of the significance of the ESG issues related to the Group's business operations within the Year. A total of 508 stakeholders were invited, comprising of 57 internal stakeholders, i.e. employees (managerial grade or above) and 451 external stakeholders who consisted of employees (general level), business partners, representatives of government authorities and non-governmental organisations (NGOs). The Materiality Survey was conducted with totally 128 internal and external stakeholders having ranked the significance of a total of 27 ESG issues related to the Group's business, of which ESG issues remain unchanged as last year's. The overall response rate of the Materiality Survey is 25.2%.

Materiality Matrix



ESG Issues for Assessment



Governance and Economic

- 1 Governance and Management Approach on ESG-related Issues
- 2 Economic Performance
- 3 Anti-corruption
- 4 Anti-competitive Behaviour
- 5 Innovation



Environment

- 6 Materials Use
- 7 Energy Use and Efficiency
- 8 Water Resources Consumption
- 9 Emission of Greenhouse Gases and Other Significant Air Emissions
- 10 Effluents and Waste Management
- 11 Environmental and Socioeconomic Compliance
- 12 Green Buildings



People

- 13 Employer-employee Relations (including remuneration and benefits, employee communications, training and development and employee well-being)
- 14 Talent Pipeline (staff attraction, retention, turnover and succession)
- 15 Occupational Health and Safety
- 16 Employee Diversity and Equal Opportunity
- 17 Labour Standards (child labour and forced labour)



Community

- 18 Impacts on Local Communities
- 19 Community Investment



Operating Practices

- 20 Supply Chain Management
- 21 Customer Health and Safety
- 22 Customer Privacy
- 23 Fair and Responsible Marketing and Labelling
- 24 Green Procurement
- 25 Client or Customer Satisfaction
- 26 Quality Management and Assurance
- 27 Protection of Intellectual Property Rights

STAKEHOLDER ENGAGEMENT

The Group acknowledges the importance of communication with our stakeholders, both internal and external, on regular basis via various channels so as to identify their expectations and priorities on ESG-related strategies, initiatives and performance.

Engagement Channels



Employees

- Internal Memos and e-mails
- Staff Handbook
- Intranet
- Surveys (Biennial Employee Experience Survey and Materiality Survey)
- Meetings
- Workshops
- New Staff Orientation (NSO)
- Performance Appraisal
- Whistleblowing Channels
- Biannual Hanison Staff Newsletter
- Staff Engagement Activities
- Employee Volunteering



Clients

- Surveys
- Contracts
- Meetings
- Project Reports
- Corporate Events



Suppliers /
Subcontractors

- Materiality Survey
- Workshops
- Biannual Appraisal
- Assessments
- Inspections or Visits
- Annual Audits



Shareholders

- Annual General Meeting
- Announcements
- Annual and Interim Reports
- Corporate Website
- Enquiry Hotline and e-mails



Government Authorities /
Industry Associations

- Materiality Survey
- Meetings
- Awards, Recognitions and Charters
- Seminars and Activities
- Donation and Sponsorship



NGOs / Communities

- Materiality Survey
- Enquiry Hotline and e-mails
- Community Relations Officer
- Site Relations Activities
- CSR Events
- Hanison Corporate Volunteer Team
- Awards, Recognitions and Charters
- Donation and Sponsorship



OPERATING PRACTICES

| | | |
|---|---|---|
| 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION  | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS  |
|---|---|---|

Hanison pursues excellence with higher standard of quality and customer satisfaction. By adopting innovation and technology throughout the construction process and complying with relevant internationally recognised standards and the highest degree of integrity, the Group serves our customers by way of consistent, professional and satisfactory provision of products and services.

QUALITY MANAGEMENT AND ASSURANCE

A formalised Integrated Management Systems (IMS) conforms and refers to ISO standards, including ISO 9001:2015 Quality Management System Standard and ISO 14001:2015 EMS Standard is applied in our Construction Division and Interior & Renovation Division to assure our control on quality and environmental performance complying with or beyond the statutory requirements and governing obligations.

Components of Integrated Management Systems (IMS)

| | |
|---|--|
| Channels for Establishment of Good Practices along the Value Chain | <ul style="list-style-type: none"> • Training • Manual and operating procedures • Work demonstration or instruction |
| Types of Rigorous Internal Audits | <ul style="list-style-type: none"> • Objectives and targets reviews • Works or factory inspections • Evaluation of suppliers and subcontractors • Corrective and preventive actions against non-conformity |
| Communication Platforms | <ul style="list-style-type: none"> • Customer satisfaction surveys • Questionnaires for subcontractors • Complaints handling mechanism |
| Quality Assurance and Maintenance | <ul style="list-style-type: none"> • Defects fixing period before delivery • Warranty period upon project completion |



Empowerment of Innovation

Innovation is one of Hanison's core values to develop our business. To build in a smart way as a long-standing contractor, the Group has invested in various construction-related technologies. By applying automation and robotics, Internet of Things (IoT) System, and BIM continuously and comprehensively along our value chain, the Group keeps on upgrading both the safety performance and efficiency of site operations.



HCCL was awarded HKIBIM Awards 2020 - Bronze Award BIM Department / Units / Team Category

With the establishment of the BIM Team in 2016, we have demonstrated our efforts to invest in various technological applications as a transition from the traditional construction model. We also invested in training our employees and subcontractors to keep abreast of and widely apply advanced technology and innovation to enhance efficiency and ensure the quality of our construction. The BIM case study demonstrating our technological achievements is presented in the Case Study of Operating Practices section of this Report.

Adoption of Innovation and Technology in Construction Projects



BIM

→ To enhance the effectiveness and efficiency in project planning and risk assessment



B-free Haulerbot

→ To enhance transport efficiency and safeguard employees' health



Multi-spray Robot H

→ To reduce accident caused when painting work at height



Customer Satisfaction

Keeping close communication and long-term relationships with customers is favourable for the Group to understand the client's expectations and concerns during our service provision and subsequently to provide excellent services in return.



Complaints Handling

The Group treats complaints as opportunities for continuous improvement and engages our customers to collect feedback about service quality. All complaints and non-conformities must be formally treated by recording and reporting to the site seniors and the project management team whenever seen as necessary for investigation and instant follow-up actions. During the Year, no projects were subject to recalls due to quality issues or safety and health reasons. Meanwhile, labelling and advertising matters are not applied to our construction business.

SUPPLY CHAIN MANAGEMENT

Along the supply chain of construction works, all types of suppliers, such as subcontractors of various works, material suppliers, consultants and other service providers, contribute a wide range of products and services to facilitate the smoothness of each construction process, incorporating sustainability in environmental and social aspects.

The Group has established a fair, cost-effective, and environmental-friendly mechanism to source, select and engage suppliers. Digitalisation, via ERP digital systems, enables to track and monitor the use of resources while ensuring the qualifications of suppliers or subcontractors simultaneously. Performance appraisal will be applied as a standardised procedure to evaluate the performance of suppliers and subcontractors. All suppliers and subcontractors have obtained a B grade on average in the appraisals during the Year.

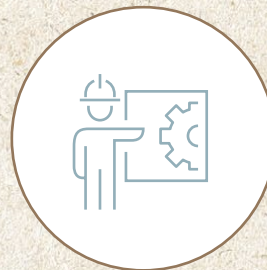
Measures to Manage ESG-related Risks along the Supply Chain



Registration Questionnaire or Pre-qualification Assessment



Supplier Code of Ethics or Guidance Note



Inspections or Factory Visits



Supplier or Subcontractor Performance Appraisal

Supplier Figures

Number of Awarded Suppliers / Subcontractors / Service Providers

| | | | | |
|----------------------|--------------------|--|---|---|
| 216 Total | 58 Group | 126 Construction Division | 22 Interior & Renovation Division | 10 Building Materials Division |
| Registered Suppliers | | 1,969 | 100% | Percentage of Local Suppliers |

Number of Performance Appraisals Conducted

| | | |
|---------------------|--|--|
| 141 Total | 124 Construction Division | 17 Interior & Renovation Division |
|---------------------|--|--|



Green Procurement

Considering green procurement during the decision-making process in all business units is encouraged by the Group, embedding with the 4R Principles, namely Reduce, Reuse, Recycle and Recover. Environmental requirements are included in the tendering documents. Priority and preference will be granted in selection to those suppliers or subcontractors who commit to the environment, such as applying the ISO 14001 EMS Standard. Using recyclable, biodegradable, Forest Stewardship Council (FSC)-certified products in our construction projects and Head Office is encouraged. Education on green knowledge for employee is conducted from time to time. Prioritisation of purchases from local suppliers is given. During the Year, 100% of local suppliers were engaged in our business.

RESPONSIBLE BUSINESS PRACTICES



Anti-corruption

Complications of the supply chain of the construction industry involving enormous amounts of money and labour can generate a high risk of attempted corruption. To achieve a long-run and sustainable business, goodwill constructed by a fair, honest, trustworthy business operating practice is nothing but critical to success. Hanison is committed to abiding by a high standard of business integrity and ethics with zero tolerance in any area of corruption, including but not limited to bribery, extorting, fraud and money laundering.

In accordance with the Prevention of Bribery Ordinance (Cap. 201), Hanison has established the Code of Conduct and Supplier Code of Ethics which are applicable to all companies of the Group.



ICAC Talk in Virtual NSO

All employees are prohibited from soliciting, accepting or offering illegal advantages, presents or entertainment in any kind of form from business partners, including but not limited to suppliers and subcontractors, to prevent actual and perceived conflicts of interests. All employees have to comply with relevant laws and regulations strictly. The Group's whistleblowing policy provides a confidential communication channel for employees to report on any suspected cases of misconduct, malpractice, irregularity or non-compliance found within the Group. Fair investigation of whistleblowers and timely follow-up actions will be taken against substantiated allegations or complaints. During the Year, the Group did not receive any concluded legal cases regarding corruption in which employees were involved, or brought against the Group.

A compulsory training conducted by the Independent Commission Against Corruption (ICAC) is provided for all newcomers, whereas enhanced training sessions are provided to senior-ranked employees, including directors, from time to time.



Anti-competitive Behaviour

Fairness is a central component of building a prudent value chain. The Group strictly prohibits any anti-competitive behaviour during tendering, subletting and procurement processes in order to maintain fairness and integrity in compliance with the Competition Ordinance (Cap. 619). During the Year, the Group received no suspected and reported cases pertaining to misuse of market power.



Intellectual Property Rights and Data Privacy

Hanison respects intellectual property (IP) rights and values data privacy. Our employees are obligated to protect the IP rights stated in the IP protection policy stipulated in our Staff Handbook and Supplier Code of Ethics while fully complying with all applicable laws and regulations. Concerning software and hardware licenses, our Information Technology (IT) Department and employees must ensure their lawful and ethical practices in daily routines. They must comply with the Copyright Ordinance (Cap. 528) and follow it through the Group's corresponding policies and procedures.

In compliance with the Personal Data (Privacy) Ordinance (Cap. 486) and relevant regulations and to prevent breaches, Hanison employees are strictly prohibited from disclosing confidential, sensitive, and personal data collected from or regarding our business partners and clients. Employees who are found to have disclosed personal data of other employees and clients without proper authorisation, and any confidential information inappropriately or illegally obtained or released, will be subject to disciplinary or legal actions, whichever is applicable. During the Year, there were no reported cases of privacy complaints related to products and services provided.



Child and Forced Labour

The Group believes that protecting human rights is the basis of creating an inclusive environment. As a responsible business operator of the construction industry in Hong Kong, child or forced labour is strictly prohibited along our value chain for suppliers complying with the Employment Ordinance (Cap. 57), and the related statutory and legal requirements, though there is a low risk of the occurrence of employing children or forced labour in the territory. During the Year, there was not any single incident or lawsuit regarding the employment of children and forced labour in the Group.



CASE STUDY

Unstoppable Pursuit of Building Excellence for Sustainability

BIM Application to Housing Construction Projects

To sustain the Group's business in the long-run in the present ever-changing environment while facing talent shortages and the ageing workforce in the construction industry, advocacy of innovation and technology by effective streamlining during every construction process is key to success and remaining competitive. Applying BIM technology raises our productivity and avoids operational risks in construction projects. It can be facilitated by smoothness in management and integration of huge information, covering a wide spectrum of works contributed by architecture, engineering, and construction professionals. The Group had the foresight into innovation and technology development by having established a BIM Team under the Innovation and Development Department in 2016. We have been engaging certified professionals to join our BIM Team.



BIM Highlights in Hin Fat Lane Project

Our project being constructed by HCCL in a public housing development at Hin Fat Lane, Tuen Mun, has applied the BIM model in architectural, structural and mechanical, electrical and plumbing (MEP) aspects. Under our CIC-certified Manager's management and monitoring, work progress, construction method, coordination of various working parties, clashes checking with solution proposed, and regular report to the client are all in satisfactory expectation.

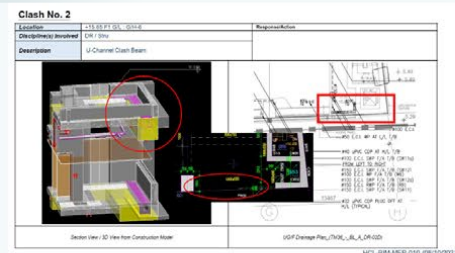
Phase Planning (Four-dimensional (4D) Modelling) and Site Utilisation Planning



Preliminary 4D video is adopted to visually demonstrate the project construction sequence based on design drawings during the tendering stage. According to the master's programme at the beginning of the construction stage, a more detailed 4D simulation of the construction sequence is prepared for site logistics, utilisation, and overall planning. Updated 4D video is provided bi-monthly and is utilised for evaluating and assessing the site progress and site activities between the planned programme and current site progress during the construction stage.

Three-dimensional (3D) Coordination

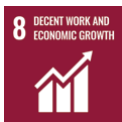
3D coordination process should be conducted continuously during regular technical meetings to identify design clashes and eliminate design errors and conflicts before construction.



Site productivity, efficiency, quality, safety, and environmental protection would be improved and enhanced in a smooth construction process by applying BIM. Enhancement in occupational safety and less wastage of resources are marked matters of concern to conserving the environment, achieving cost efficiency, and preventing potential operational risks from each construction operation can accelerate the pathway to achieving sustainable development of the Group.



PEOPLE



Hanison always puts our people first, as they are family members. This pledge has been mirrored, respectively, within the Company’s corporate values “EPIC & TIPS”, in which C stands for “Care for our people” and one mission statement which is “To grow our people with commitment.” During such a long period of frequent pandemic impact without a break, the Group persists in our people-focused human capital management (HCM) belief in care of protecting our employees’ health and well-being, predominantly, as well as workplaces safety and thus business continuity.

AGILE HUMAN CAPITAL MANAGEMENT DURING PANDEMIC

“Employees are the lifeblood of any organisation, and if they are not cared and treated like they make a difference, an organisation will be average at best.”⁵ This management wisdom does strengthen our commitment to people by implementing agile HCM in Hanison.

There have been newly divided initiatives executed to further protect our people while we were fighting against the 5th wave of the pandemic in particular.

Extended Initiatives to Protect People and Fight against Pandemic



Provide vaccine leave to increase employees' vaccination rate



Disseminate vital news and guidelines announced by the Centre for Health Protection (CHP) of the HKSAR Government as just-in-time (JIT) communications



Split work teams into office and work from home (WFH) shifts



Share useful and relevant health tips against COVID-19 to enhance employees' awareness and attention



Extend coverage for vaccination side effect in medical scheme



Supply self-test kits to staff for emergency and necessity at work



Simplify and speed up reporting of confirmed infection and close contact cases



Reinforce rigorous disinfection and social distancing actions at all workplaces

In parallel and equivalently important to care our people, our Human Resources (HR) Team continues its best efforts in securing the Group's essential and total talent pipeline, especially in the construction-connected industry, although encountering a severe talent war and thus increased staff turnover as a result of the huge outflow of talents or citizens in the territory of Hong Kong in 2021/2022. In the Year, while the domestic economic activities were a bit of improvement, Hanison offered an annual salary increment for talent retention. During the same period, there were a total of 65 talents, comprising 13.54% of the average total workforce, promoted with competitive remuneration as their performance recognition and reward, and thus talents succession. At all times, we aim to engage our employees and safeguard the adequacy and competence of Hanison's numerous talent pipelines.

EMPLOYMENT



Employee Figures Overview

By the end of 31 March 2022, there were 480 employees in Hanison. It was approximately 8% less than that of the previous reporting year. 307 were employed in Construction Division (HCCL and HCL), 65 in Interior & Renovation Division (HIRL), and 30 in Building Materials Division (TBML). All were employed in Hong Kong.

⁵ Source: Leadership First



Male



Female

The Group's Total Workforce

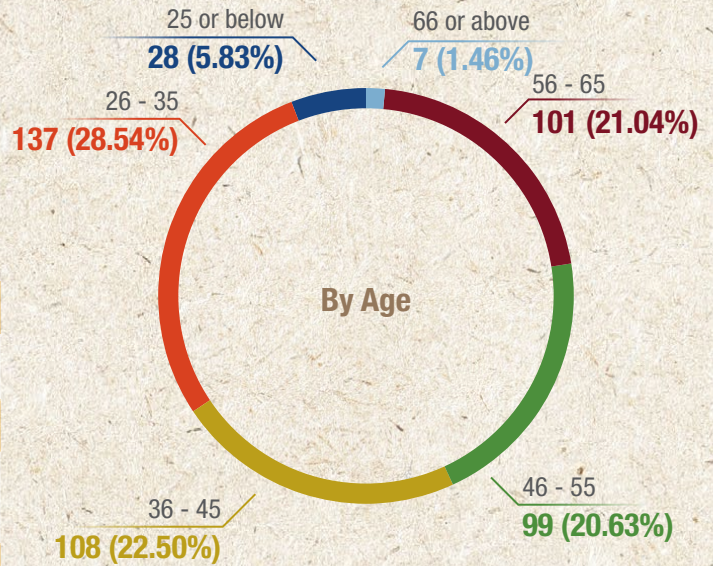
| | | |
|----------------------------|------------------------|------------------------|
| Number of Employees | 343 (71.46%) | 137 (28.54%) |
|----------------------------|------------------------|------------------------|

| | |
|------------------|---------------------|
| Full-time | 468 (97.50%) |
|------------------|---------------------|

| | |
|------------------|-------------------|
| Part-time | 12 (2.50%) |
|------------------|-------------------|

By Grade and Gender

| | | |
|---|-----|-----|
| Director | 16 | 0 |
| Senior Manager | 16 | 2 |
| Manager | 22 | 1 |
| Assistant Manager or below | 251 | 105 |
| Labour and Contract Technical Assistant | 38 | 29 |



Voluntary Turnover Rates (VTR)⁶

By Age and Gender

| | | |
|-------------|--------|--------|
| 25 or below | 68.57% | 34.78% |
| 26 - 35 | 33.51% | 53.16% |
| 36 - 45 | 27.50% | 44.16% |
| 46 - 55 | 6.94% | 48.48% |
| 56 - 65 | 20.99% | 12.00% |
| 66 or above | 25.00% | 0% |

Parental Leave and Return to Work Rate

| | |
|---|---|
| 7 | 3 |
| out of 343 entitled male employees took paternity leave | out of 137 entitled female employees took maternity leave |

Return to Work Rate 100%

By Business Division

| | | |
|--|--------------------------------|--------|
| | Group | 30.00% |
| | Construction Division | 28.00% |
| | Interior & Renovation Division | 27.83% |
| | Building Materials Division | 42.11% |

⁶ The VTR reflects the number of employees who leave employment voluntarily, including normal retirement and contract end during the Year.



Diversity and Equal Opportunity

Hanison is an equal opportunity employer. While our Board members' average age is over 50, the Group has been embracing diversity and equality principles in HCM Policies and Procedures throughout our people's agenda. During the Year, it recorded nil reported cases in connection with the core local legislations of discrimination, including the Sex Discrimination Ordinance (Cap. 480), Disability Discrimination Ordinance (Cap. 487), Family Status Discrimination Ordinance (Cap. 527), and Race Discrimination Ordinance (Cap. 602).

Since 2019, we have integrated a basic session about "Preventing and Managing Sexual Harassment at Workplace" into our NSO. While our core business, construction is a male-leading industry, the total number of female employees has accounted for 1/4 plus in our entire workforce.

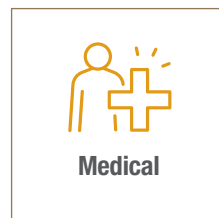


Benefits

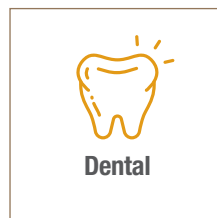
The Group offers different benefits, which are equivalently vital and competitive as salary packages, for attraction of prospective candidates and retention of talents concurrently. All eligible employees are entitled to these benefits, whichever applicable.



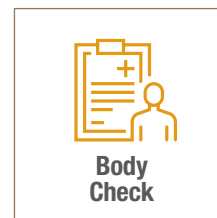
Hanison was awarded
the Good MPF Employer Award 2020-21



Free for all entitled employees and their immediate family members with company subsidy



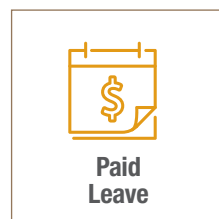
Optional for all full-time staff, their spouse and children with company subsidy



Annual check with financial assistance for directors



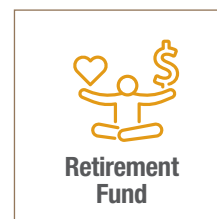
Personal accident coverage for directors and senior managers



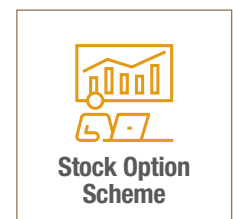
Beyond the statutory requirements, including annual leave, sick leave, marriage leave, paternity leave, compassionate leave, vaccine leave, special leave because of quarantine



Eligible for female employees



Beyond the statutory requirements, Mandatory Provident Fund (MPF) Scheme with employer's voluntary contribution



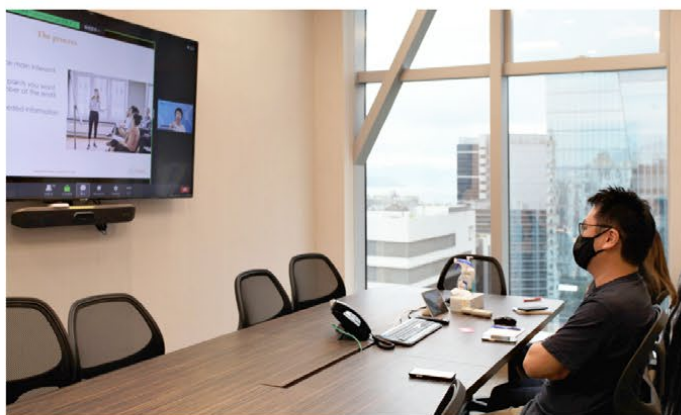
Eligible for identified key and loyal employees

During the Year, there were separately 3, 1, and 1 reported cases of non-compliance due to wage in arrears for HCCL, HCL, and HIRL respectively. No single case, however, was linked to any penalty.

TRAINING AND DEVELOPMENT

Competence enhancement is nothing but vital to sustainably developing a team of capable, professional and competitive workforce. So, training is in line with a Hanison mission statement, “To grow our people with commitment”, other than emphasis on business and organisation development, as well as technological advancement. Every calendar year, HR Team will build an annual training plan grounded on the findings from the training needs analysis and usable resources recognised by the Training Committee.

In 2021, most planned in-house and external training activities were piloted by virtual or online set-up or suspended due to serious pandemic. Nevertheless, HR Team attempted the best arrangement in partnership with internal departments and outward training services providers to schedule various categories of courses for targeted groups of employees.



Zoom training on communication with clarity and confidence



Virtual NSO



The Group has been implementing a performance management mechanism to ensure talent development and thus retention and succession. A formal performance appraisal is a must for annual salary review and bonus issue, promotion nomination and probation evaluation of new joiners, as well as employee development.

Employees Trained and Training Hours⁷

Percentage of Employees Trained⁸ **29.62%**

Total Training Hours **3,159** hours

Average Training Hours per Employee⁹ **6.28** hours

| | Employees Trained by Gender (persons) | Training Hours by Gender (hours) |
|--|--|-------------------------------------|
|  Male | 116 | 2,559.00 |
|  Female | 33 | 600.00 |
| Total | 149 | 3,159.00 |

| Employees Trained by Gender and Grade ¹⁰ (persons) | | |
|--|------|--------|
| | Male | Female |
| Director | 2 | 0 |
| Senior Manager | 5 | 0 |
| Manager | 5 | 1 |
| Assistant Manager or Below | 103 | 32 |
| Labour and Contract Technical Assistant | 1 | 0 |

| Average Training Hours per Employee by Gender and Grade ¹⁰ (hours) | | |
|--|------|--------|
| | Male | Female |
| Director | 4.53 | 0 |
| Senior Manager | 5.28 | 0 |
| Manager | 4.64 | 28.00 |
| Assistant Manager or Below | 8.79 | 5.30 |
| Labour and Contract Technical Assistant | 0.19 | 0 |

⁷ The training-related figures and all related calculations used were based on the records in the calendar year ended on 31 December 2021, which is in line with the Group's HR data record system.

⁸ The percentage of employees trained: number of employees who took part in training / total number of employees (503) at the end of 2021 x 100%.

⁹ The average training hours per employee: total number of training hours / total number of employees (503) at the end of 2021.

¹⁰ For the details of employees trained in relevant categories and average training hours per employee in relevant categories, please refer to the Key Performance Indicators of Appendices section of this Report.



CASE STUDY

Hiring and Nurturing Young Talents for Succession

Queenie graduated from the City University of Hong Kong with her major in Building Services (BS) Engineering in mid-2019. She joined HCCL as a Graduate Engineer, BS (GE-BS) in July of the same year and was promoted to Assistant BS Engineer in August 2021.

“ Thanks Hanison for my training and promotion. In Hanison, my colleagues and supervisors along the way are willing to share their work experience, especially my close teammates at the Choi Yuen Road, Sheung Shui site when I joined Hanison and the current project at Hin Fat Lane, Tuen Mun. They have given me affirmation, support, and guidance along with my on-the-job (OTJ) training. ” Queenie said.

In 2021/2022, Queenie was appointed as the Vice-chairlady of the 2nd Executive Committee of the Hanison Young Professional Committee (“YPC”). Queenie shared, “I am very grateful to be the Vice-chairlady and hope that I can still serve the community in the future.” Valuable hints to new

graduates by Queenie, “Don’t be shy and be courageous when asking questions at work. Teamwork is crucial in construction, as various professionals and teams work together to get the project done.”



Ng In Kwan, Queenie
Assistant Building Services Engineer

Long Hin joined, as a GE-BS, HCCL immediately in June 2020 after his graduation from the Hong Kong Polytechnic University with a major in BS Engineering. He is currently working for a public housing development project at Java Road, North Point.

Long Hin shared, “Everything is by chance. When I was in my 3rd year of university, I worked as an intern in HCCL’s Tai Po project. Upon graduation, I instantly applied for GE-BS and was fortunate to be employed.” Long Hin’s feelings in the Hanison family.

“ Every colleague is my mentor and friend. I have benefited a lot from site teams. My peer colleagues are my buddies that we always watch and help each other by sharing and discussing work details. Those experienced seniors are my mentors. I appreciate all of my learning and development. ”

Long Hin is a table-tennis (TT) player and has been participating in a number of tournaments since primary one. Long Hin said, “I have been playing TT for more than 16 years. TT has become part of my life and has even shaped my personality traits. When I was a teenager, TT taught me to be humble and persistent. In all tournaments I have participated in, the opponents I encountered were all respectable and worth learning. My motto is ‘not perseverance because you see hope, but perseverance to see hope.’” Long Hin won the Men’s Singles Youth Championship in Construction Industry Table Tennis Competition 2021 for HCCL. “The trophy I received does enhance my sense of belonging.” Long Hin said.



Lee Long Hin
Graduate Engineer (Building Services)

COMMUNICATIONS

EMPLOYEE ENGAGEMENT

Employee engagement is, above all, indispensable for up-keeping people's morale and positive mindset especially during pandemic. The Group has been facilitating employee engagement through essential communications, recognitions, and promotion of well-being.



Employee Experience Survey 2021-22

Focus Group – Tea Gathering and Internal Communication Forum between top management and young talents

RECOGNITIONS



Appreciation to Mr. Lee Long Hin, Men's Singles Youth Champion of Construction Industry Table Tennis Competition 2021, presented by Mr. Wong Sue Toa, Stewart, Managing Director of Hanison Construction Holdings Limited (Right)



Long Service Award to employees of 25 and 30 years of service in 2021, presented by Mr. Wong Sue Toa, Stewart (centre) and Mr. Tai Sai Ho, Executive Director and General Manager of Hanison Construction Holdings Limited (sixth right)

WELL-BEING



"Lifewire Run 2021" - Virtual Run



UNICEF HK "Discover, for every child"



YPC Outdoor Activity 2021
– Family Winter Day Camp



CIC Football League 2021 with Gold Shield
Championship won

OCCUPATIONAL HEALTH AND SAFETY

Safety Advancement in Ever-Changing Society



Safety and health stand affirmation as 2 top priorities in the Group's sustainability journey. The target groups include but are not limited to employees, subcontractors and the community. The Group implements safe and hygienic measures in our offices and construction sites according to the law and regulations, whichever is applicable, and our well-established Occupational Safety and Health Policy. The occupational health and safety management system certified by ISO 45001:2018 standard was comprehensively applied to all types of work and activities covering the construction sites.

The Group has applied stringent measures to address the COVID-19 Pandemic, which brought satisfactory control during the difficult time. During the Year, in response to the summons of the HKSAR Government and corresponding industrial authorities, the statutory COVID-19 vaccination per the Vaccine Pass requirements was applied to all construction sites of the Group. Moreover, the Emergency Response Procedure for COVID-19 Confirmed Cases at Construction Site was revised to address the impact of the 5th wave of the pandemic and to safeguard our employees' health in a quicker and more effective way.



Beyond the statutory and industrial requirements, the Group strives for excellence to uplift performance in safety and health aspects. By adopting advanced technology and equipment with high safety factors for the building projects, we can reduce avoidable occupational injury. Thus, it helps achieve every project schedule at all stages as a result of maintaining a minimum or zero loss of days due to work injury.

Health and Safety Measures on Construction Sites

SAFETY TRAINING



Updated occupational safety and health tips are shown on the site office's entrance

SAFETY AUDITS AND INSPECTIONS



Internal team and external consultants conduct safety audits in a regular basis

HEALTH AND SAFETY PROMOTION



Anti-epidemic measures and enhancement site sanitation



Promotional activity for work in hot weather with new products such as neck sunscreen and cold towel

SAFETY EQUIPMENT



Safe Material Hoist with Face ID registration and electro-magnetic locking system






Real-time monitoring for crane and hoist



Safe unloading with use of proper lifting gear

Safety Performance

During the Year, the Group maintained a zero fatality record for 3 consecutive years, and the accident rates per thousand workers remained far from the industry rate of 26.1 in 2020¹¹.

| WORK-RELATED INJURIES ¹² | Accident Rate per Thousand Workers | Days Lost Due to Work Injuries ¹³ | Work-related Fatality Rate |
|--|------------------------------------|--|---|
|  Construction Division | 12.15 | 2,355 | Work-related Fatalities in the Past 3 Years 0 |
|  Interior & Renovation Division | 0 | 162 | |
|  Building Materials Division | 0 | 0 | |

Promotion on Employee Health

Virtual Health Talks and Messages



Mental Health Workplace Charter
Monthly message



Health Talk

- Dealing with anxiety and insomnia
- Self-acupoint stress release
- COVID-19



Health Message
Lunchtime episode of 5-min personal employee wellness series

Hanison has been facilitating a smoke-free workplace since 2013. The Group has so far partnered with an NGO, Lok Sin Tong Benevolent Society Kowloon to promote the “Smoking Cessation Program in Workplace”.

To ensure our workplace’s hygiene conditions, especially during the prolonged pandemic, it has been the 5th consecutive year the Group’s Head Office was awarded the Excellent Class of Indoor Air Quality (IAQ) Certificate issued by the Environmental Protection Department.



¹¹ Source: Occupational Safety and Health Statistics Bulletin Issue No. 21 (August 2021).

¹² We adopt the same definition of work-related injuries that are reportable under the Employees’ Compensation Ordinance (Cap. 282), i.e. resulting in incapability for more than 3 days.

¹³ Some of the lost days are due to the work injuries that occurred in 2020/2021.



ENVIRONMENT

| | | |
|--|---|---|
| 6 CLEAN WATER AND SANITATION  | 7 AFFORDABLE AND CLEAN ENERGY  | 13 CLIMATE ACTION  |
|--|---|---|

At Hanison, as a responsible main contractor in the construction industry, caring for the environment is one of the top priorities of the Group to build a greener and sustainable city in Hong Kong, where we operate, we serve, and we live.

ENVIRONMENTAL STEWARDSHIP

The Group understands the significant environmental impacts brought by construction operations, as the construction industry involves enormous carbon emissions and water consumption. The Group takes a serious and proactive approach with devoted efforts to setting up environment-related statements, policies and targets, accelerating the Group's environmental protection practices throughout our business operations, and continuing employee education with necessary green concepts. While joining hands with our business partners and clients, we aim to achieve sustainability.

Environmental-related initiatives are the Group's sustainable business practice, complying with all relevant laws and regulations, whichever is applicable. In the Construction Division and Interior & Renovation Division, the well-established EMS and EnMS, in association with the application of ISO 14001:2015 and ISO 50001:2018 standards, propel the mitigation of environmental impacts. During the Year, there were no significant lies about non-compliance with environmental laws and regulations.



Environmental Performance and Disclosure

During the Year, disclosure of environmentally-related aspects was recorded comprehensively to illustrate our environmental performance. Those aspects include GHG emissions, consumption of energy and water, waste generation, use of materials, and recyclables. Fluctuating performance in energy-related consumption and carbon emissions were presented from different stages of processing phases in our construction projects. With the attribution of environmental measures stated in the Group's green-related policies, the environmental targets set by ETWG, and in accordance with the ISO14001:2015 EMS certification, the Group was satisfied with the trajectory of reducing GHG emissions (Scope 1 and 2), energy and water consumption, and waste management since our base year, i.e. 2017/2018. This achievement has reflected our contributions to implementing green actions.



Environmental Compliance

During the Year, the Group complied with applicable environmental laws and regulations relating to air pollution, water pollution, general waste and chemical waste with desirable avoidance of generating significant negative impacts on the community. 5 minor non-compliance cases with total fine of HK\$23,000 imposed, each non-compliance case was reviewed to prevent its recurrence in future.



Environmental Initiatives

Green buildings, innovation and technologies, and environmental targets are the 3 core directions in our environmental stewardship.



Green Buildings

To create a green community for Hong Kong as a green construction main contractor



Innovation and Technologies

To build in an innovative and effective way by applying smart technologies throughout each construction process



Environmental Targets

To reduce emissions and carbon footprint, and to promote sustainable development



HCCL has received the Green Contractor Award 2020 - Bronze Award, presented by the Architectural Services Department

Measures during the Year



BEAM Plus New Buildings Assessment

6 construction projects were in progress of BEAM Plus New Buildings assessment



Sports centre, community hall and football pitches in Area 1, Tai Po, N.T.



Public housing development at Hin Fat Lane, Tuen Mun, N.T.



Public housing development at Java Road, North Point, Hong Kong



BIM

For overall construction project planning, please refer to Case Study of Operating Practices section of the Report for details



Efficient and smooth construction process conducted by BIM application

Automatic and Robotic

Energy saving and effective use of materials to avoid wastage of resources



Site LED lighting with motion sensor



ETWG

Referencing to international and industry recognised standards to monitor, evaluate and review the environmental performance of the Group

Future Planning for 2022/2023



More green buildings constructed with higher environmental standards achieved



Comprehensive adoption of digitalisation in construction sites



- Enhancement in application of environmental measures
- Evaluation of environmental targets achieved half way since the base year so as to make necessary adjustment to environmental strategies

CLIMATE RESILIENCE

Global warming and extreme weather effects, including but not limited to heavy downpours causing floods and landslides, heatwaves leading to droughts and wildfires, are bringing severe and impactful threats to human life. The terrible weather phenomena incurred by climate changes did not significantly disrupt our construction business in Hong Kong where we operate during the Year. However, there is an increasing concern from stakeholders about the rising importance of global climate.

We make reference to the TCFD so as to mitigate the climate change-related impacts. Destruction of buildings, shortage of electricity, and other unknowns can be the potential risks caused from climate change. If that happens, delays in work progress will probably occur.

Moving ahead, environmental target setting in our operating practices and identification and prioritisation of the possible risks and opportunities in terms of climate resilience strategy would become the Group's sustainable development priority. This aims to continue our effective capital control and allocation, as well as address our stakeholders' concern.



EMISSIONS

Verification of GHG emission by an independent certification body, i.e. Hong Kong Certification Services International Limited, was successfully conducted according to the reporting scope of this Report during the Year.



GHG Emissions

Total GHG Emissions (Scope 1, 2 and 3)

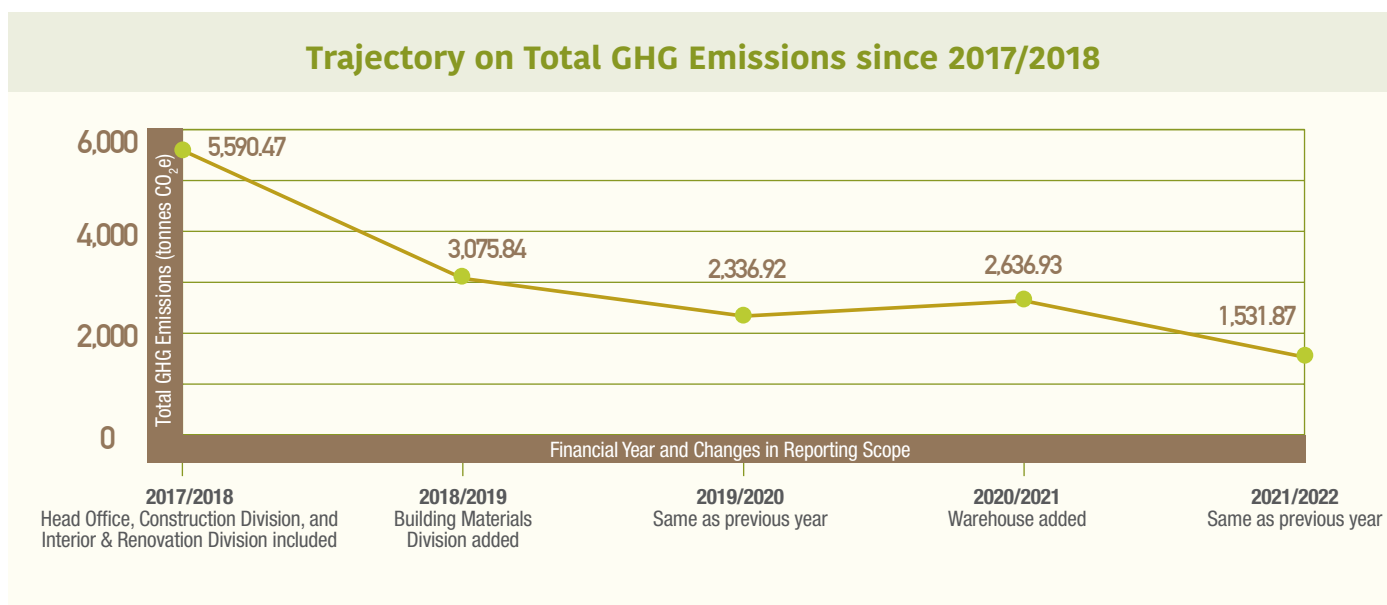
1,531.87 tonnes CO₂e

GHG Emissions Intensity

1.06 tonnes CO₂e / revenue in HK\$ million

| Scope 1 Direct Emissions | Scope 2 Energy Indirect Emissions | Scope 3 Other Indirect Emissions |
|------------------------------------|--------------------------------------|-------------------------------------|
| 455.03 tonnes CO ₂ e | 822.61 tonnes CO ₂ e | 254.23 tonnes CO ₂ e |

Trajectory on Total GHG Emissions since 2017/2018



Air Emissions

We have recorded the mileage and fuel consumption data regarding the disclosure of air emissions generated by our Group's mobile vehicles. There was no significant impact due to air emissions of the Group during the Year. Electric vehicles (EV) will be the first choice for future new purchases of company vehicles so as to minimise carbon and air emissions.

| Air Pollutants | Emissions |
|------------------------------------|---------------|
| Nitrogen Oxides (NO _x) | 0.84 tonnes |
| Sulfur Oxides (SO _x) | 0.0015 tonnes |
| Particulate Matter (PM) | 0.06 tonnes |

USE OF RESOURCES



Energy

Total Energy Consumption **3,470.57** '000 kWh

Energy Consumption Intensity **2,410.12** kWh / revenue in HK\$ million

Renewing the use of cleaner energy types such as electricity and biodiesel would accelerate our consumption of resources in a more sustainable way. To monitor the well-use of energy, the Group applies energy-saving-related policies and systems in our business operations, and appoints a certified third party to conduct energy audits for the Construction Division annually, specifying monitoring the consumption of energy-intensive machinery.

"iSite" – Smart remote control on electricity supply of site offices and workshops by mobile phone application.



Electricity Consumption

| | |
|--|-------------------------|
| Head Office | 410,333.92 kWh |
| Construction Division (Sites) | 1,289,828.00 kWh |
| Interior & Renovation Division (Sites) | 0 kWh |
| Total Electricity Consumption | 1,700,161.92 kWh |

Fuel Consumption

| | |
|--|-------------------------|
| Head Office | 47,897.30 litre |
| Construction Division (Sites) | 122,354.12 litre |
| Interior & Renovation Division (Sites) | 0 litre |
| Total Fuel Consumption | 170,251.42 litre |

B5 Biodiesel



27.07 %
of Total Fuel Consumption



Water



Wastewater Treatment Plant

Water scarcity upholds a global issue in sustainability, though the water supply in Hong Kong, where we operate, remains adequate and stable. To reduce water consumption at our construction sites in the long run, the Group collects surface runoff and grey water for washing and dust suppressing through wastewater reuse systems, while driving cooling systems and toilet flushing by a rainwater collecting structure. In the near future, we will continue to explore various systematic measures to enhance the efficiency of water management.

Water Consumption since 2019/2020

| | 2019/2020 | 2020/2021 | 2021/2022 |
|--|--------------------------------|--------------------------------|--------------------------------|
| Head Office | 146.27 m ³ | 539.72 m ³ | 503.95 m ³ |
| Construction Division (Sites) | 24,997.00 m ³ | 31,396.68 m ³ | 23,399.00 m ³ |
| Interior & Renovation Division (Sites) | 2,757.00 m ³ | 2,669.45 m ³ | 0 m ³ |
| Total Water Consumption | 27,900.27 m³ | 34,605.85 m³ | 23,902.95 m³ |
| Water Consumption Intensity (m ³ / revenue in HK\$ million) | 33.24 | 24.85 | 16.60 |

WASTE AND RESOURCES MANAGEMENT

Use of Materials and Waste

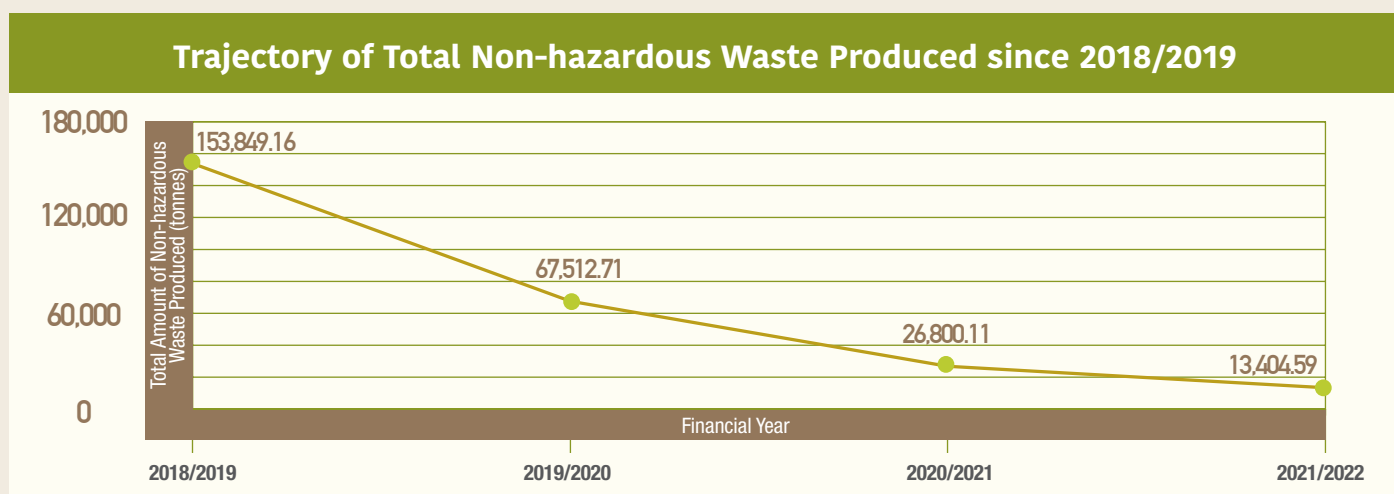
The Group understands the use of materials is inevitable during construction. However, minimising consumption by reducing waste at source and maximising recycling effectiveness on waste and resource management are the keys to sustainability.

The Group applies BIM technology which can spot potential design clashes during construction planning, to help reduce material wastage. Moreover, we have been applying ERP in construction operation to collect, record, manage and interpret data regarding material uses and purchases. The Group has achieved an increase in recycling rates as a result of effective sorting and segregation of used materials in designated areas on construction sites in compliance with the statutory and contractual requirements. We have also collected the general waste disposal data generated in our Head Office since 2020/2021 and educated our employees about ways of reducing waste via the Group's biannual staff newsletter.

Hazardous waste can significantly increase the risk to human health, property, the community, and the environment. In our construction sites, chemical waste must be safely treated and disposed of by qualified personnel in accordance with safety measures. In offices, we appoint licensed or qualified collectors to collect hazardous waste such as fluorescent lamps and electrical equipment.

| Materials Used | |
|----------------|------------------|
| Steel | 6,444.42 tonnes |
| Concrete | 51,596.16 tonnes |
| Paper | 17.17 tonnes |

| Non-hazardous Waste Produced | |
|---|-------------------------|
| General Waste in Head Office | 5.37 tonnes |
| Construction Division (Sites) | 13,024.82 tonnes |
| Interior & Renovation Division (Sites) | 379.77 tonnes |
| Total Amount of Non-hazardous Waste Produced | 13,404.59 tonnes |
| Percentage of Construction Waste Sent to Fill Banks and Sorting Facilities | 81.68 % |



| Hazardous Waste Produced | |
|--------------------------------------|------------|
| Chemical Waste | 832 kg |
| Printer Cartridges and Toner Bottles | 530 pieces |

Recyclables

The Group believes recycling is one of the effective ways to reduce waste. We have cultivated a green corporate culture among employees through various channels and emphasised the importance of education about reducing waste at source and recycling in order to arouse green awareness of our employees and encourage their participation in green activities. Our implementations include recycling measures stated in our environmental policies applicable to offices and construction sites, participating in public recycling campaigns, and sharing green tips in the Group's staff newsletter.

| Recyclables Collected | |
|--|--|
|  | Recycled Waste Paper 10.03 tonnes |
|  | Recycled Metal 371.49 tonnes |
|  | Recycled Concrete 566.90 tonnes |





CASE STUDY

A Giant Leap in Waste Recycling Role Model on Recycling Forwarding on Construction Sites

Construction waste recycling is one of the most challenging and significant daily operations in our business. Hanison has developed a set of stringent environmental-related management systems and procedures in our construction projects, particularly in resource use and waste recycling management, according to international standards and industry benchmarking such as ISO 14001:2015 EMS standard.

This showcase manipulates the excellent result of over 80% recovery rate of grand total construction and demolition (C&D) waste collected in the proposed residential redevelopment at No. 8 Star Street, Wan Chai, Hong Kong since April 2020. This outstanding performance in waste recycling not only fully fulfils the requirements of Materials Aspects 11 (MA11) – Construction Waste Reduction in BEAM Plus New Buildings Assessment¹⁴, but also goes beyond the industrial level, demonstrating the effectiveness of our integrated waste management in reduction at source, sorting and collection within sites, recycling, and reuse of waste successfully.

Total C&D Waste Collected



Accomplishment of Multipronged Recycling Implemented at Sites



1 Residue concrete after removal of steel hoarding and broken concrete are collected by a recycling company. Recycled concrete is then reproduced into bricks and aggregate for road building and daily cover enhancement on sites.

2 Residue metals¹⁷ after removal of sheet pile and beams from excavation, are recycled.

3 Paper and cardboard are recycled because they are widely consumed by renovation subcontractors and used to wrap up the sink, kitchen cabinets, and other fitting out furniture.

4 100% of plastic bottles are collected for recycling.

5 Weekly environmental inspection and progressing plan are conducted and reviewed by foremen and Safety and Environmental officers respectively.

6 Daily photo records and biweekly recommendations for improvements are provided by site management.

Moving forward, Hanison will dedicate the Group continually to being one of the market pioneers to contribute to waste-zero progression and sustainable development in the construction industry. We will plan on a wider range of waste management facets, including but not limited to construction waste recycling, optimisation of resource utilisation, and decarbonisation.

¹⁴ Based on the BEAM Plus for New Buildings Version 1.2, threshold of attaining 2 credits is 60% of recovery rate.

¹⁵ Excavated materials or waste will not be considered as part of construction waste and is excluded in the calculation.

¹⁶ Only waste disposed in sorting facilities on site and sent to recycler are calculated.

¹⁷ Steel and aluminum are not considered as metals in that category.



COMMUNITY



As a socially responsible citizen, Hanison actively fulfils social responsibility with the spirit of corporate citizenship and has always focused on the sustainable development of the community, supporting multi-pronged community engagement and philanthropy with the best practice in accordance with the corporate values.

COMMUNITY INVESTMENT

The Group has always emphasised on community service and care to create social value and a sustainable society. The Group engages employee participation in voluntary services in order to nurture the volunteering corporate culture in the Group and serve our focused-in-need targets, i.e. elderly and teenagers. We hope to support positive changes in the society so as to create more harmonious communities through local volunteer activities and donations. With the presence of the COVID-19 outbreak during the Year, the Group persisted in a conservative approach to voluntary service-related actions affected by social distancing, concerning the protection of the community and our employees, whilst donating in-kind and monetarily to serve those in need.



The Group continued to award the Caring Company Logo granted by the Hong Kong Council of Social Service, reaffirming our continuous effort in implementing CSR for caring for the environment, community and employees. In particular, HCCL's 10 Years Plus Caring Company Logo aggregated employee's effort to contribute to the society.

DONATION AND SPONSORSHIP

Target Beneficiaries and Key Aspects of Caring



Teenagers

Educational needs



Elders

Necessities and wellbeing

Contribution



Financial Sponsorship

224,958

HK Dollars



In-kind Donation

78.7

kg of second-hand clothing
donated to Redress



Volunteering

78

attendance



Service Hours

586

hours

COMMUNITY SERVICES

Hanison Corporate Volunteer Team

Newly Emerged Sports Game Day with Elderly

Jointly organised by HIRL and the Chinese Young Men's Christian Association (YMCA) of Hong Kong, this 1-day programme engaged our volunteer team to partner with the elderlies from the Chinese YMCA of Hong Kong Tin Ping Neighbourhood Elderly Centre, having fun through mölkky (a Finnish throwing game), floor curling and flash reflex lights battles. It is a great showcase to integrate across generations together with innovations, creating harmony and a socially inclusive community.



After hitting a perfect score in the mölkky competition, volunteer and elder teammates gave high five to each other



Remarkable memories between volunteers and elderlies was shared with generation inclusion

Young Entrepreneurs Development Council School-Company-Parent Program - Jockey Club InnoMind® 2021

Hanison has joined the program for 5 consecutive years. During the Year, 1 online and 3 face-to-face workshops were launched with participation of a total of 7 company ambassadors and 35 senior-form students from Lok Sin Tong Leung Chik Wai Memorial School. Our company ambassadors assisted those students in exploring their potentials, strengths and weaknesses, and envisaging future development.



Mock interview was conducted for pre-employment training



Company ambassadors and students were delighted to the success of the program

Hanison Young Professional Committee (“YPC”)

YPC is an internal group of young professionals coming from graduate engineers or graduate trainees and young foremen since 2018. Under the leadership of CSR and Communications Department with HR Team’s support, these young professionals get together regularly to plan and execute a large scale of community investment project annually for nurturing them 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 long run.

The 2nd YPC jointly organised an activity named Family Winter Day Camp with Jockey Club Tin Ping Integrated Children & Youth Services Centre of Hong Kong Children & Youth Services, to build a harmonious community relationship with Hanison young employees’ engagement. Thanks to the sponsorship from the subcontractors of the Group and from the effort of YPC, a total of 55 participants from 21 low-income families from Sheung Shui and 15 young Hanison employees enjoyed a great time of fruitful activities, including carnival games, barbecue, steamed bun making, etc. in Tin Shui Wai Green Field Garden in the pre-Christmas period with warmth and grace.

High-quality parent-child moment was presented to families in Sheung Shui with our youngsters’ engagement



Hanison volunteers joined hands to design and host funny games



Gifts and festive wishes were well-presented to the participants with great excitement



IMPACTS TO LOCAL COMMUNITIES

Being a responsible builder, the Group values our relationship with the community in creating a harmonious and cohesive community. We are highly concerned about the environmental and social impacts brought to our neighbourhoods during many construction processes. At the same time, Hanison cultivates close and harmonious community relations and enhances the livelihoods of the community that we serve.



Building with Harmony



Engaging Community Relations



Building with Harmony

Hanison always pays a lot of attention to environmental and social impacts caused by our site works. The Group implements preventive and mitigating measures with our best effort to bring minimal negative environmental impacts on the community.



With our devoted effort in building a green and sustainable living environment, HCCL has received the New Works Projects - Outstanding Contractors (Building) - Bronze of Quality Public Housing Construction and Maintenance Awards 2021, presented by the Hong Kong Housing Authority

Preventive and Mitigating Measures during Construction



Cleaning, anti-mosquito inspections and pest-control along site boundaries during weekdays

→ To create hygienic environment



Large noise barrier and sprinkler system along site boundaries

→ To reduce nuisances generated from noise and dust



Traffic control with traffic wardens and alarming system

→ To ensure pedestrians' safety



Air quality control

→ To create less dust in the sites



Mosquito killer machine



Noise barrier



Grinder with dust collection



Mosquito and pest control



Vehicle access control by traffic wardens



Mist sprinker



**Engaging
Community
Relations**

Happy Mid-Autumn Festival Pear Distribution 2021

As the main contractor for constructing a public housing development at Hin Fat Lane, Tuen Mun, HCCL site teammates have participated in the distribution activity jointly organised by Office of Mr. Lam Chung Hoi, Tuen Mun District Council Member and Siu Chi Residents Association. As a festival event, our Hanison volunteers helped distribute fruit packs to 480 residents of the public housing along Hin Fat Lane.



The activity achieved with a great success



Enthusiastic responses were received from the residents in Tuen Mun District

Po Shek Wu Estate Action Seeding Activity



HCCL, being the main contractor of Po Shek Wu Estate, Sheung Shui, adopted green designs on the rooftop of the ancillary facilities block and podium garden of the estate, constructing an environmental-friendly and healthy living environment for the residents. To promote a green and healthy living style to the community, HCCL joined hands with the Hong Kong Housing Authority to launch an Action Seeding activity. Seed packs were distributed to the residents and neighbourhoods of Po Shek Wu Estate, educating the residents to incorporate natural elements into their daily lives.



The activity encouraged the residents of Po Shek Wu Estate to integrate green living concept into their daily lives



Cute appearance of potted plants presented were welcomed among children



APPENDICES

AWARDS, RECOGNITIONS AND CHARTERS



HKIBIM Awards 2020 - Bronze Award
 BIM Department / Units / Team Category
 The Hong Kong Institute of Construction

Awarded to
HCCL



Quality Public Housing Construction and Maintenance Awards 2021 New Works Projects - Outstanding Contractors (Building) - Bronze Award
 Hong Kong Housing Authority

Awarded to
HCCL



Green Contractor Award 2020 - Bronze Award
 Architectural Services Department

Awarded to
HCCL



HKCA Proactive Safety Contractor Award 2020
 Hong Kong Construction Association

Awarded to
HCCL



Indoor Air Quality Certificate (Excellent Class)
 Environmental Protection Department

Awarded to
HCHL



CSR Advocate Mark
 Hong Kong Quality Assurance Agency

Awarded to
HCHL, HCCL, HCL, HIRL and TBML



The Good MPF Employer Award 2020-21
 Mandatory Provident Fund Schemes Authority

Awarded to
HCCL, HCL, HIRL and TBML

“HCHL” denotes Hanison Construction Holdings Limited



HAPPY 開心企業
COMPANY
5years+

**Happy Company
5 Years+**

Organised by
Promoting Happiness Index Foundation
Executed by
The Chinese Manufacturers'
Association of Hong Kong

Awarded to
HCHL



**Best Performance of
School - Company
Partnership 2020 - 2021**

Young Entrepreneurs
Development Council

Awarded to
HCHL



**Caring Company
10 Years+**

The Hong Kong Council of
Social Service

Awarded to
HCCL



**Caring Company
5 Years+**

The Hong Kong Council of
Social Service

Awarded to
HCHL



Caring Company

The Hong Kong Council of
Social Service

Awarded to
HIRL



**Joyful@Healthy
Workplace Charter**

Occupational Safety
and Health Council

Awarded to
**HCHL,
HCCL and
HIRL**



精神健康職場約章
Mental Health Workplace Charter

**Mental Health
Workplace Charter**

Occupational
Safety and Health
Council

Awarded to
HCHL and HIRL

CERTIFICATES

Hong Kong Certification Services International Limited

ISO 50001:2018 Energy Management System

Hanison Construction Company Limited
(since 2013)



ISO 50001:2018
Certificate No.: CC 468

Hanison Contractors Limited
(since 2013)



ISO 50001:2018
Certificate No.: CC 469

Hong Kong Quality Assurance Agency

ISO 45001:2018 Occupational Health and Safety Management System

Hanison Construction Company Limited
(OHSAS 18001:2007 | since 2007)



ISO 45001:2018
Certificate No.: CC 7645

Hanison Contractors Limited
(OHSAS 18001:2007 | since 2007)



ISO 45001:2018
Certificate No.: CC 7646

Hanison Interior & Renovation Limited
(OHSAS 18001:2007 | since 2007)



ISO 45001:2018
Certificate No.: CC 7647

ISO 14001:2015 Environmental Management System

Hanison Construction Company Limited
(since 2002)



ISO 14001:2015
Certificate No.: CC 2269

Hanison Contractors Limited
(since 2002)



ISO 14001:2015
Certificate No.: CC 2270

Hanison Interior & Renovation Limited
(since 2007)



ISO 14001:2015
Certificate No.: CC 3344

ISO 9001:2015 Quality Management System

Hanison Construction Company Limited
(since 1995)



ISO 9001:2015
Certificate No.: CC 314

Hanison Contractors Limited
(since 1998)



ISO 9001:2015
Certificate No.: CC 1270

Hanison Interior & Renovation Limited
(since 2001)



ISO 9001:2015
Certificate No.: CC 2111

KEY PERFORMANCE INDICATORS

Environmental Performance

| | Unit | 2019/2020 | | | 2020/2021 | | | 2021/2022 | | |
|--|---|------------|-------------|-------------|------------|--------------|-------------|------------|--------------|-------------|
| Emissions | | | | | | | | | | |
| Greenhouse Gas ("GHG") Emissions | | | | | | | | | | |
| Total GHG Emissions | Tonnes of CO ₂ equivalent (tonnes CO ₂ e) | 2,336.92 | | | 2,636.93 | | | 1,531.87 | | |
| Direct Emissions (Scope 1) | tonnes CO ₂ e | 772.50 | | | 896.70 | | | 455.03 | | |
| Energy Indirect Emissions (Scope 2) | tonnes CO ₂ e | 1,061.03 | | | 1,424.88 | | | 822.61 | | |
| Other Indirect Emissions (Scope 3) | tonnes CO ₂ e | 503.39 | | | 315.35 | | | 254.23 | | |
| GHG Emissions Intensity | tonnes CO ₂ e / revenue in HK\$ million | 2.65 | | | 1.89 | | | 1.06 | | |
| Air Emissions | | | | | | | | | | |
| Nitrogen Oxides (NO _x) | tonnes | N/A | | | 0.26 | | | 0.84 | | |
| Sulphur Oxides (SO _x) | tonnes | N/A | | | 0.0009 | | | 0.0015 | | |
| Particulate Matter (PM) | tonnes | N/A | | | 0.02 | | | 0.06 | | |
| Waste | | | | | | | | | | |
| Chemical Waste | kg | 3,470.00 | | | 1,660.00 | | | 832.00 | | |
| General Waste | kg | N/A | | | 6,090.93 | | | 5,370.10 | | |
| Total Construction Waste | tonnes | 67,512.71 | | | 26,794.02 | | | 13,404.59 | | |
| Construction Waste Intensity | tonnes / revenue in HK\$ million | 80.44 | | | 19.94 | | | 9.88 | | |
| Construction Waste Sent to Fill Banks and Sorting Facilities | % | 93.68 | | | 75.04 | | | 81.68 | | |
| Construction Waste Disposal Methods by Business Division | | CON | | I&R | CON | | I&R | CON | | I&R |
| Sent to Landfills | tonnes | 2,843.95 | 264,701.04 | 1,422.42 | 6,121.78 | 299,972.52 | 566.30 | 2,418.74 | 122,354.12 | 37.09 |
| Sent to Fill Banks and Sorting Facilities | tonnes | 62,036.32 | 999,078.00 | 1,210.02 | 20,046.13 | 1,482,015.00 | 59.81 | 10,606.08 | 1,289,828.00 | 342.68 |
| Use of Resources | | | | | | | | | | |
| Energy | | | | | | | | | | |
| Total Energy Consumption | '000 kWh | 4,915.85 | | | 6,352.35 | | | 3,470.57 | | |
| Energy Consumption Intensity | kWh / revenue in HK\$ million | 5,577.92 | | | 4,560.85 | | | 2,410.12 | | |
| Energy Consumption Type by Location | | HO | CON (Sites) | I&R (Sites) | HO | CON (Sites) | I&R (Sites) | HO | CON (Sites) | I&R (Sites) |
| Fuel Consumption | litre | 27,260.95 | 264,701.04 | 228.00 | 38,893.92 | 299,972.52 | 0 | 47,897.30 | 122,354.12 | 0 |
| Electricity Consumption | kWh | 373,284.00 | 999,078.00 | 462,362.00 | 419,646.59 | 1,482,015.00 | 892,290.00 | 410,333.92 | 1,289,828.00 | 0 |
| Water | | | | | | | | | | |
| Total Water Consumption | m ³ | 27,900.27 | | | 34,605.85 | | | 23,902.95 | | |
| Water Consumption Intensity | m ³ / revenue in HK\$ million | 33.24 | | | 24.85 | | | 16.60 | | |
| Water Consumption by Location | | HO | CON (Sites) | I&R (Sites) | HO | CON (Sites) | I&R (Sites) | HO | CON (Sites) | I&R (Sites) |
| Water Consumption | m ³ | 146.27 | 24,997.00 | 2,757.00 | 539.72 | 31,396.68 | 2,669.45 | 503.95 | 23,399.00 | 0 |
| Use of Materials | | | | | | | | | | |
| Use of Materials by Location | | HO | CON (Sites) | I&R (Sites) | HO | CON (Sites) | I&R (Sites) | HO | CON (Sites) | I&R (Sites) |
| Steel | tonnes | N/A | 8,730.25 | 0 | N/A | 6,930.31 | 0 | N/A | 6,444.42 | 0 |
| Concrete | tonnes | N/A | 92,592.48 | 32.64 | N/A | 74,150.40 | 0 | N/A | 51,477.12 | 119.04 |
| Paper | tonnes | 21.41 | | | 20.53 | | | 17.17 | | |
| Recyclables | | | | | | | | | | |
| Printer Cartridges and Toner Bottles | pieces | 455 | | | 407 | | | 530 | | |
| Desktop Computers | pieces | 20 | | | 0 | | | 43 | | |
| Computer Monitors | pieces | 14 | | | 0 | | | 38 | | |
| Uninterruptible Power Supply | pieces | 5 | | | 0 | | | 10 | | |
| Waste Paper | tonnes | 8.61 | | | 10.71 | | | 10.03 | | |
| Metal | tonnes | 100.41 | | | 735.69 | | | 371.49 | | |
| Concrete | tonnes | 65.62 | | | 380.57 | | | 566.90 | | |

KEY PERFORMANCE INDICATORS

Notes

- 1 "HO" denotes the Group's Head Office and Warehouse (Warehouse was included starting from 2020/2021 onwards); "CON" denotes Construction Division which comprises HCCL and HCL; and "I&R" denotes Interior & Renovation Division which comprises HIRL.
- 2 The GHG covered in the calculation of GHG emissions include CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆.
- 3 The emission factors and Global Warming Potential (GWP) used in the calculation of GHG emissions have been made reference to applicable local and international guidelines and standards, such as Guidelines to Account for and Report on GHG, Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, and the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report.
- 4 Direct emissions (Scope 1) cover combustion of fuels for energy generation and mobile combustion, fugitive emissions (CO₂ fire extinguisher, refrigerant) and process emissions (acetylene combustion).
- 5 Energy indirect emissions (Scope 2) cover electricity purchased for the operations at sites and offices.
- 6 Other indirect emissions (Scope 3) cover a) transportation of major construction materials and C&D waste within Hong Kong; b) electricity used for fresh water processing and sewage treatment; c) major construction materials used (reinforcing steel and concrete); and d) methane gas generation at landfills in Hong Kong due to disposal of paper waste.
- 7 Revenues generated from the Construction Division, Interior & Renovation Division, and Building Materials Division are taken into account for the calculation of GHG emissions intensity, energy consumption intensity, and water consumption intensity. Construction waste intensity is calculated based on the revenue generated from Construction Division and Interior & Renovation Division only.
- 8 During the Year, the calculation method of air emissions was optimised with fuel consumption of petrol and diesel (non-renewable fuels) and nil renewable fuel consumption recorded.
- 9 Head Office of the Group is shared by various business divisions, some of which are out of the reporting scope. Only the data of electricity and water consumed by Construction Division, Interior & Renovation Division, and Building Materials Division are reported. The calculation of electricity and water consumption of the 3 mentioned business divisions located in Head Office is based on the respective proportion of floor area each division occupies.
- 10 The fuel consumption under Head Office was attributed to the fuel consumed by mobile vehicles.
- 11 The conversion factor used for converting fuel consumption data from litre to kWh unit is sourced from the Energy Statistics Manual from the International Energy Agency.
- 12 Building Materials Division operates projects in the sites owned and controlled by the main contractor, thus data of waste, electricity, and water consumption are not available.
- 13 There is no fuel consumption nor sale of energy in forms of heating, cooling and steam during the Year.
- 14 Steel and concrete are the 2 major non-renewable materials used in the Group's primary building projects.
- 15 There is no water consumption from areas with water stress.

Social Performance

| | Unit | 2019/2020 | | | | 2020/2021 | | | | 2021/2022 | | | |
|--|---------------|---------------|-----|-----|----|---------------|-----|-----|----|---------------|-----|-----|----|
| Employment | | | | | | | | | | | | | |
| Workforce | | | | | | | | | | | | | |
| Total Workforce | persons | 547 | | | | 523 | | | | 480 | | | |
| Workforce by Gender | | | | | | | | | | | | | |
| Male (M) | persons | 356 | | | | 360 | | | | 343 | | | |
| Female (F) | persons | 191 | | | | 163 | | | | 137 | | | |
| Workforce by Employment Type and Gender (for 2020/2021 onwards) | | | | | | | | | | | | | |
| Full-time | persons (M:F) | 517 | | | | 507 (357:150) | | | | 468 (340:128) | | | |
| Part-time | persons (M:F) | 30 | | | | 16 (3:13) | | | | 12 (3:9) | | | |
| By Business Division | | | | | | | | | | | | | |
| Workforce by Grade and Gender | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Director | persons (M:F) | 14 (14:0) | 8 | 3 | 1 | 13 (13:0) | 7 | 3 | 1 | 16 (16:0) | 9 | 3 | 2 |
| Senior Manager | persons (M:F) | 18 (16:2) | 13 | 0 | 0 | 20 (18:2) | 15 | 0 | 0 | 18 (16:2) | 13 | 0 | 0 |
| Manager | persons (M:F) | 23 (21:2) | 18 | 0 | 1 | 24 (23:1) | 18 | 2 | 1 | 23 (22:1) | 20 | 2 | 2 |
| Assistant Manager or below | persons (M:F) | 414 (280:134) | 254 | 42 | 22 | 396 (281:115) | 263 | 34 | 23 | 356 (251:105) | 233 | 34 | 26 |
| Labour and Contract Technical Assistant | persons (M:F) | 78 (25:53) | 40 | 11 | 0 | 70 (25:45) | 46 | 9 | 0 | 67 (38:29) | 32 | 26 | 0 |
| Workforce by Age and Gender | | | | | | | | | | | | | |
| 25 or below | persons (M:F) | 30 (23:7) | 21 | 4 | 2 | 31 (21:10) | 29 | 1 | 0 | 28 (15:13) | 21 | 2 | 2 |
| 26 - 35 | persons (M:F) | 131 (80:51) | 82 | 10 | 13 | 134 (93:41) | 87 | 10 | 13 | 137 (99:38) | 87 | 18 | 13 |
| 36 - 45 | persons (M:F) | 137 (92:45) | 81 | 13 | 6 | 129 (83:46) | 81 | 10 | 8 | 108 (77:31) | 68 | 13 | 7 |
| 46 - 55 | persons (M:F) | 125 (76:49) | 66 | 15 | 3 | 111 (72:39) | 70 | 12 | 4 | 99 (72:27) | 62 | 14 | 6 |
| 56 - 65 | persons (M:F) | 116 (80:36) | 79 | 14 | 0 | 112 (87:25) | 79 | 15 | 0 | 101 (76:25) | 65 | 18 | 2 |
| 66 or above | persons (M:F) | 8 (5:3) | 4 | 0 | 0 | 6 (4:2) | 3 | 0 | 0 | 7 (4:3) | 4 | 0 | 0 |

CON: Construction Division | I&R: Interior & Renovation Division | BM: Building Materials Division

KEY PERFORMANCE INDICATORS

Social Performance

| | Unit | 2019/2020 | | | | 2020/2021 | | | | 2021/2022 | | | |
|---|----------------------|-------------|-------|--------|-------|----------------|----------------|---------------|---------------|-----------------|-----------------|---------------|----------------|
| Voluntary Turnover Rate (VTR) | | | | | | | | | | | | | |
| By Business Division | | | | | | | | | | | | | |
| | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Total VTR | % | 16.01 | 15.16 | 10.34 | 16.00 | 22.62 | 26.69 | 21.78 | 16.33 | 30.00 | 28.00 | 27.83 | 42.11 |
| VTR by Age | | | | | | | | | | | | | |
| 25 or below | % | 29.33 | 30.19 | 0 | 28.57 | 40.00 | 31.82 | 133.33 | 0 | 55.17 | 40.82 | 66.67 | 0 |
| 26 - 35 | % | 28.37 | 31.02 | 10.00 | 8.00 | 39.69 | 48.52 | 40.00 | 30.77 | 39.26 | 34.48 | 71.43 | 46.15 |
| 36 - 45 | % | 9.49 | 7.14 | 7.41 | 33.33 | 18.25 | 16.25 | 33.33 | 0 | 32.91 | 26.85 | 34.78 | 66.67 |
| 46 - 55 | % | 8.66 | 4.00 | 0 | 0 | 10.53 | 17.39 | 0 | 0 | 20.00 | 22.90 | 0 | 0 |
| 56 - 65 | % | 11.95 | 9.25 | 23.53 | 0 | 15.57 | 19.51 | 6.45 | 0 | 18.87 | 21.43 | 5.71 | 66.67 |
| 66 or above | % | 30.77 | 50.00 | 0 | 0 | 42.86 | 57.14 | 0 | 0 | 15.38 | 28.57 | 0 | 0 |
| VTR by Gender | | | | | | | | | | | | | |
| Male | % | 14.47 | 14.94 | 11.76 | 15.38 | 23.50 | 26.14 | 21.92 | 15.38 | 40.67 | 39.53 | 35.71 | 80.00 |
| Female | % | 19.02 | 15.79 | 6.45 | 18.18 | 20.81 | 28.25 | 21.43 | 20.00 | 25.43 | 23.85 | 25.29 | 34.04 |
| Parental Leave and Return to Work Rate | | | | | | | | | | | | | |
| By Gender | | | | | | | | | | | | | |
| | | Male | | Female | | Male | | Female | | Male | | Female | |
| Employee Taken Parental Leave | persons | 13 | | 3 | | 6 | | 4 | | 7 | | 3 | |
| Return to Work Rate | % | 100 | | 100 | | 100 | | 100 | | 100 | | 100 | |
| Retention Rate | % | 76.92 | | 100 | | 84.62 | | 0 | | 100 | | 66.67 | |
| Health and Safety | | | | | | | | | | | | | |
| Safety | | | | | | | | | | | | | |
| Work-related Fatalities | cases | 0 | | | | 0 | | | | 0 | | | |
| Work-related Fatality Rate | % | 0 | | | | 0 | | | | 0 | | | |
| By Business Division | | | | | | | | | | | | | |
| | | CON | I&R | BM | CON | I&R | BM | CON | I&R | BM | CON | I&R | BM |
| Accident Rate | per thousand workers | 2.15 | 4.81 | 0 | 7.74 | 7.51 | 0 | 12.15 | 0 | 0 | | | |
| Days Lost due to Work Injuries | days | 2,731 | 338 | 0 | 2,209 | 290 | 0 | 2,355 | 162 | 0 | | | |
| Development and Training | | | | | | | | | | | | | |
| Training | | | | | | | | | | | | | |
| Employees Trained | persons (%) | 141 (25.78) | | | | 108 (20.61) | | | | 149 (29.62) | | | |
| Average Training Hours per Employee | hours | 4.02 | | | | 1.50 | | | | 6.28 | | | |
| By Business Division | | | | | | | | | | | | | |
| Employees Trained by Gender | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Male | persons (%) | 103 | 94 | 0 | 5 | 77 (71.30%) | 68 (68.69%) | 7 (100%) | 2 (100%) | 116 (32.95%) | 98 (44.53%) | 6 (11.76%) | 9 (40.91%) |
| Female | persons (%) | 38 | 26 | 4 | 2 | 31 (28.70%) | 31 (31.31%) | 0 (0%) | 0 (0%) | 33 (21.85%) | 25 (28.09%) | 1 (6.25%) | 1 (16.67%) |
| Employees Trained by Grade | | | | | | | | | | | | | |
| Director | persons (%) | 3 | 3 | 0 | 0 | 19 (17.59%) | 15 (15.15%) | 3 (42.86%) | 1 (50.00%) | 2 (12.50%) | 2 (28.57%) | 0 (0%) | 0 (0%) |
| Senior Manager | persons (%) | 3 | 3 | 0 | 0 | 3 (2.78%) | 3 (3.03%) | 0 (0%) | 0 (0%) | 5 (27.78%) | 5 (38.46%) | 0 (0%) | 0 (0%) |
| Manager | persons (%) | 10 | 9 | 0 | 1 | 9 (8.33%) | 9 (9.09%) | 0 (0%) | 0 (0%) | 6 (26.09%) | 6 (37.50%) | 0 (0%) | 0 (0%) |
| Assistant Manager or below | persons (%) | 121 | 101 | 4 | 6 | 77 (71.30%) | 72 (72.73%) | 4 (57.14%) | 1 (50.00%) | 135 (36.59%) | 109 (43.78%) | 7 (20.00%) | 10 (16.39%) |
| Labour and Contract Technical Assistant | persons (%) | 4 | 4 | 0 | 0 | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 1 (1.30%) | 1 (2.50%) | 0 (0%) | 0 (0%) |

CON: Construction Division | I&R: Interior & Renovation Division | BM: Building Materials Division

KEY PERFORMANCE INDICATORS

Social Performance

| Unit | | 2019/2020 | | | | 2020/2021 | | | | 2021/2022 | | | |
|---|---------|----------------------|--------------|-----------|------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|
| | | By Business Division | | | | | | | | | | | |
| Total Training Hours by Gender | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Male | hours | 1,732.00 | 1,633.00 | 0 | 69.00 | 576.50 | 463.50 | 14.00 | 99.00 | 2,559.00 | 2,250.00 | 93.00 | 150.00 |
| Female | hours | 469.00 | 409.50 | 30.00 | 31.50 | 209.00 | 209.00 | 0 | 0 | 600.00 | 549.00 | 30.00 | 3.00 |
| Average Training Hours per Employee by Gender | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Male | hours | N/A | N/A | N/A | N/A | 1.60 | 1.84 | 0.38 | 5.21 | 7.27 | 9.53 | 1.82 | 6.82 |
| Female | hours | N/A | N/A | N/A | N/A | 1.27 | 2.55 | 0 | 0 | 3.97 | 6.17 | 1.88 | 0.50 |
| Average Training Hours per Employee by Grade | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Director | hours | N/A | N/A | N/A | N/A | 4.15 | 10.00 | 1.00 | 1.00 | 4.53 | 10.36 | 0 | 0 |
| Senior Manager | hours | N/A | N/A | N/A | N/A | 0.15 | 0.20 | 0 | 0 | 4.25 | 5.88 | 0 | 0 |
| Manager | hours | N/A | N/A | N/A | N/A | 1.62 | 2.21 | 0 | 0 | 6.00 | 0.55 | 0 | 0 |
| Assistant Manager or below | hours | N/A | N/A | N/A | N/A | 1.72 | 2.20 | 0.31 | 4.67 | 7.76 | 10.06 | 3.51 | 6.38 |
| Labour and Contract Technical Assistant | hours | N/A | N/A | N/A | N/A | 0 | 0 | 0 | 0 | 0.09 | 0.18 | 0 | 0 |
| Supply Chain Management | | | | | | | | | | | | | |
| Suppliers | | | | | | | | | | | | | |
| Registered Suppliers | no. | N/A | | | | 2,569 | | | | 1,969 | | | |
| Percentage of Local Suppliers | % | N/A | | | | 100 | | | | 100 | | | |
| | | By Business Division | | | | | | | | | | | |
| | | Group | CON | I&R | BM | Group | CON | I&R | BM | Group | CON | I&R | BM |
| Awarded Suppliers / Subcontractor / Service Providers (Percentage of Local Suppliers) | no. (%) | 55 (100%) | 174 (99.00%) | 44 (100%) | 7 (82.90%) | 67 (100%) | 178 (100%) | 41 (100%) | 10 (100%) | 58 (100%) | 126 (100%) | 22 (100%) | 10 (100%) |

Notes

- "CON" denotes Construction Division which comprises HCCL and HCL; "I&R" denotes Interior & Renovation Division which comprises HIRL; and "BM" denotes Building Materials Division which comprises TBML.
- Employees are defined as persons who are in direct employment relationship with the Group or its subsidiaries. The Group's total workforce includes employees hired under all operations including but not limited to Construction Division, Interior & Renovation Division and Building Materials Division. Workers hired by contractors are not included in the Group's HR data record system. The employee numbers are expressed in the number of head count.
- The training-related figures and calculations are based on the records in the calendar year ended on 31 December 2021, which aligns with the Group's HR data record system.
- The VTR reflects the number of employees who leaves employment voluntarily, including normal retirement and contract end during the Year.
- The percentage of employees trained in relevant categories: number of employees trained in the specified category / number of employees in the specified category at the end of 2021 x 100%.
- The average training hours per employee in relevant categories: total number of training hours for employees in the specified category / number of employees in the specified category at the end of 2021.
- Retention is defined as the employees who were still employed 12 months after returning to work from parental leave.
- We adopt the same definition of work-related injuries that are reportable under the Employees' Compensation Ordinance (Cap. 282), i.e. resulting in incapability for more than 3 days.
- Local supplier is defined as an organisation or a person that provides a product or service to the Group, and its business is based in Hong Kong.
- Each business entity operates its supply chain management independently, thus the suppliers' figures of the Group's subsidiaries does not be included in the suppliers' figures of the Group.

HKEX ESG REPORTING GUIDE CONTENT INDEX

| A. Environmental | | Reference Section | Page Number |
|---|---|--|----------------|
| Aspect A1: Emissions | | | |
| General Disclosure | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and and, and generation of hazardous and non-hazardous waste. | Environment | 38-46 |
| KPI A1.1 | The types of emissions and respective emissions data. | Emissions | 42 |
| KPI A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | Emissions Key Performance Indicators | 42 57-58 |
| KPI A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | Waste and Resources Management Key Performance Indicators | 44 57-58 |
| KPI A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | Waste and Resources Management Key Performance Indicators | 44 57-58 |
| KPI A1.5 | Description of emissions target(s) set and steps taken to achieve them. | Environmental Targets Emissions Use of Resources | 17 42 43 |
| KPI A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. | Waste and Resources Management | 44-45 44 |
| Aspect A2: Use of Resources | | | |
| General Disclosure | Policies on the efficient use of resources, including energy, water and other raw materials. | Use of Resources | 43 |
| KPI A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). | Use of Resources Key Performance Indicators | 43 57-58 |
| KPI A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). | Use of Resources Key Performance Indicators | 43 57-58 |
| KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. | Environmental Targets Use of Resources | 17 43 |
| KPI A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. | Environmental Targets Use of Resources | 17 43 |
| KPI A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | Not applicable under the reporting scope | N/A |
| Aspect A3: The Environment and Natural Resources | | | |
| General Disclosure | Policies on minimising the issuer's significant impact on the environment and natural resources. | Environment | 38-46 |
| KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | Environmental Stewardship | 39-41 |
| Aspect A4: Climate Change | | | |
| General Disclosure | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. | Climate Resilience | 41 |
| KPI A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | Climate Resilience | 41 |
| B. Social | | | |
| Employment and Labour Practices | | | |
| Aspect B1: Employment | | | |
| General Disclosure | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | Agile Human Capital Management during Pandemic Employment | 28 28-30 |
| KPI B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. | Employment Key Performance Indicators | 28-29 58-60 |
| KPI B1.2 | Employee turnover rate by gender, age group and geographical region. | Employment Key Performance Indicators | 29 58-60 |
| Aspect B2: Health and Safety | | | |
| General Disclosure | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. | Occupational Health and Safety | 35-37 |
| KPI B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | Occupational Health and Safety Key Performance Indicators | 37 59-60 |
| KPI B2.2 | Lost days due to work injury. | Occupational Health and Safety Key Performance Indicators | 37 59-60 |

HKEX ESG REPORTING GUIDE CONTENT INDEX

| B. Social | | Reference Section | Page Number |
|--|---|--|-------------|
| Aspect B2: Health and Safety | | | |
| KPI B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | Occupational Health and Safety | 35-37 |
| Aspect B3: Development and Training | | | |
| General disclosure | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. | Training and Development | 31 |
| KPI B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | Training and Development Key Performance Indicators | 32 59-60 |
| KPI B3.2 | The average training hours completed per employee by gender and employee category. | Training and Development Key Performance Indicators | 32 59-60 |
| Aspect B4: Labour Standards | | | |
| General Disclosure | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. | Responsible Business Practices | 25 |
| KPI B4.1 | Description of measures to review employment practices to avoid child and forced labour. | Responsible Business Practices | 25 |
| KPI B4.2 | Description of steps taken to eliminate such practices when discovered. | Responsible Business Practices | 25 |
| Operating Practices | | | |
| Aspect B5: Supply Chain Management | | | |
| General Disclosure | Policies on managing environmental and social risks of the supply chain. | Supply Chain Management | 23-24 |
| KPI B5.1 | Number of suppliers by geographical region. | Supply Chain Management Key Performance Indicators | 24 60 |
| KPI B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. | Supply Chain Management | 23-24 |
| KPI B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | Supply Chain Management | 23-24 |
| KPI B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | Supply Chain Management | 24 |
| Aspect B6: Product Responsibility | | | |
| General Disclosure | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. | Operating Practices | 21-26 |
| KPI B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | Quality Management and Assurance | 22-23 |
| KPI B6.2 | Number of products and service related complaints received and how they are dealt with. | Quality Management and Assurance | 22-23 |
| KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights. | Responsible Business Practices | 25 |
| KPI B6.4 | Description of quality assurance process and recall procedures. | Quality Management and Assurance | 22 |
| KPI B6.5 | Description of consumer data protection and privacy policies, how they are implemented and monitored. | Responsible Business Practices | 25 |
| Aspect B7: Anti-corruption | | | |
| General Disclosure | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. | Responsible Business Practices | 24-25 |
| KPI B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. | Responsible Business Practices | 24-25 |
| KPI B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | Responsible Business Practices | 24-25 |
| KPI B7.3 | Description of anti-corruption training provided to directors and staff. | Responsible Business Practices | 24-25 |
| Community | | | |
| Aspect B8: Community Investment | | | |
| General Disclosure | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. | Community | 47-52 |
| KPI B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health culture, sport) | Community Investment Donation and Sponsorship | 48 48 |
| KPI B8.2 | Resources contributed (e.g. money or time) to the focus area. | Donation and Sponsorship | 48 |

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS CONTENT INDEX

General Notes: GRI number in parenthesis '(GRI XXX)' indicates that this has not been identified as a material issue but data is available and has historically been disclosed. While data is generally reported according to GRI principles, they may not fully comply with disclosure requirements. All GRI Standards are 2016 version, unless otherwise specified.

| GRI Standards | Disclosure | Reference Section / Supplementary Information | Page Number |
|------------------------------------|---|---|--------------------|
| GRI 102 General Disclosures | | | |
| Organization Profile | | | |
| 102-1 | Name of the organization | About Hanison | 5 |
| 102-2 | Activities, brands, products, and services | About Hanison | 5 |
| 102-3 | Location of headquarters | About Hanison | 5 |
| 102-4 | Location of operations | Hong Kong | N/A |
| 102-5 | Ownership and legal form | 2021/2022 Annual Report | N/A |
| 102-6 | Markets served | About Hanison About this Report | 5 12-14 |
| 102-7 | Scale of the organization | Employment 2021/2022 Annual Report | 28-30 N/A |
| 102-8 | Information on employees and other workers | Employment Key Performance Indicators | 28-30 58-59 |
| 102-9 | Supply chain | Supply Chain Management | 23-24 |
| 102-10 | Significant changes to the organization and its supply chain | No significant changes to the organisation and its supply chain | N/A |
| 102-11 | Precautionary principle or approach | Managing Director's Message Governance Structure 2021/2022 Annual Report - Risk Management and Internal Control (P.71-73) | 6-7 16 N/A |
| 102-12 | External initiatives | Awards, Recognitions and Charters Certificates Unless otherwise specified, the initiatives are of a voluntary nature | 54-55 56 |
| 102-13 | Membership of associations | Member of Hong Kong Construction Association Member of Hong Kong Industrial Safety Association Member of Hong Kong Green Building Council | N/A |
| Strategy | | | |
| 102-14 | Statement from senior decision-maker | Board Statement on Sustainability Corporate Social Responsibility Policy Statement Managing Director's Message General Manager's Message | 2 3 6-7 8 |
| Ethics and Integrity | | | |
| 102-16 | Values, principles, standards, and norms of behavior | Vision, Mission and Values | 1 |
| Governance | | | |
| 102-18 | Governance structure | Governance Structure 2021/2022 Annual Report - Board Composition (P. 56-58) | 16 N/A |
| 102-19 | Delegating authority | Governance Structure | 16 |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | Board Statement on Sustainability Governance Structure | 2 16 |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | Materiality Stakeholder Engagement | 18-19 20 |
| 102-22 | Composition of the highest governance body and its committees | 2021/2022 Annual Report - Board Composition (P. 56-58) - Board and Committees (P.63-71) | N/A |
| 102-23 | Chair of the highest governance body | 2021/2022 Annual Report - Chairman and Managing Director (P.60) | N/A |
| 102-24 | Nominating and selecting the highest governance body | 2021/2022 Annual Report - Nomination Committee (P.66-67) | N/A |
| 102-25 | Conflicts of interest | 2021/2022 Annual Report - Board of Directors (P.55-62) | N/A |
| 102-32 | Highest governance body's role in sustainability reporting | Board Statement on Sustainability Governance Structure Materiality | 2 16 18-19 |
| 102-35 | Remuneration policies | 2021/2022 Annual Report - Employees and Remuneration Policy (P.53-54) | N/A |
| 102-36 | Process for determining remuneration | 2021/2022 Annual Report - Employees and Remuneration Policy (P.53-54) - Remuneration Committee (P.67-68) | N/A |
| 102-38 | Annual total compensation ratio | 2021/2022 Annual Report - Directors' and Employees' Emoluments (P.91) | N/A |
| 102-39 | Percentage increase in annual total compensation ratio | 2021/2022 Annual Report - Directors' and Employees' Emoluments (P.91) | N/A |

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS CONTENT INDEX

| GRI Standards | Disclosure | Reference Section / Supplementary Information | Page Number |
|---|--|--|-------------------|
| Stakeholder Engagement | | | |
| 102-40 | List of stakeholder groups | Stakeholder Engagement | 20 |
| 102-41 | Collective bargaining agreements | Not Applicable | N/A |
| 102-42 | Identifying and selecting stakeholders | Stakeholder Engagement | 20 |
| 102-43 | Approach to stakeholder engagement | Materiality Stakeholder Engagement | 18-19 20 |
| 102-44 | Key topics and concerns raised | Materiality Stakeholder Engagement | 18-19 20 |
| Reporting Practice | | | |
| 102-45 | Entities included in the consolidated financial statements | 2021/2022 Annual Report - Group Structure (P.4) Operations under Property Development Division, Property Investment Division, Property Agency and Management Division and Health Products Division are not covered in this Report | N/A |
| 102-46 | Defining report content and topic boundaries | About this Report Materiality | 12-13 18-19 |
| 102-47 | List of material topics | Materiality | 18-19 |
| 102-48 | Restatements of information | Nil | N/A |
| 102-49 | Changes in reporting | Nil | N/A |
| 102-50 | Reporting period | About this Report | 12 |
| 102-51 | Date of most recent report | September 2021 | N/A |
| 102-52 | Reporting cycle | Annual | N/A |
| 102-53 | Contact point for questions regarding the report | Inside Back Cover | Inside Back Cover |
| 102-54 | Claims of reporting in accordance with the GRI Standards | About this Report | 14 |
| 102-55 | GRI content index | Global Reporting Initiative (GRI) Standards Content Index | 63-66 |
| 102-56 | External assurance | About this Report Assurance Statements | 14 67-68 |
| (GRI 201): Economic Performance | | | |
| | Management approach disclosures | 2021/2022 Annual Report - Chairman's Statement (P.6-12) - Operations Review (P.13-45) - Financial Review (P.46-53) Not a material issue but data available and historically reported | N/A |
| 201-1 | Direct economic value generated and distributed | 2021/2022 Annual Report - Financial Highlights (P.5) - Chairman's Statement (P.6-12) | N/A |
| 201-3 | Defined benefit plan obligations and other retirement plans | 2021/2022 Annual Report - Retirement Benefits Schemes (P.108) | N/A |
| (GRI 202): Market Presence | | | |
| | Management approach disclosures | 2021/2022 Annual Report - Employees and Remuneration Policy (P.53-54) Not a material issue but data available and historically reported | N/A |
| 202-2 | Proportion of senior management hired from the local community | All senior management (director grade) are hired from local community of significant locations of operation, i.e. Hong Kong. | N/A |
| (GRI 203): Indirect Economic Impacts | | | |
| | Management approach disclosures | Community Not a material issue but data available and historically reported | 47-52 |
| 203-1 | Infrastructure investments and services supported | Community | 47-52 |
| (GRI 204): Procurement Practices | | | |
| | Management approach disclosures | Supply Chain Management Not a material issue but data available and historically reported | 23-24 |
| 204-1 | Proportion of spending on local suppliers | Supply Chain Management | 24 |
| GRI 205: Anti-corruption | | | |
| | Management approach disclosures | Responsible Business Practices | 24-25 |
| 205-2 | Communication and training about anti-corruption policies and procedures | Responsible Business Practices | 24-25 |
| 205-3 | Confirmed incidents of corruption and actions taken | Responsible Business Practices No confirmed incidents of corruption | 24-25 |
| (GRI 206): Anti-competitive Behavior | | | |
| | Management approach disclosures | Responsible Business Practices | 25 |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust and monopoly practices | Responsible Business Practices | 25 |

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS CONTENT INDEX

| GRI Standards | Disclosure | Reference Section / Supplementary Information | Page Number |
|--|--|--|----------------|
| (GRI 301): Materials | | | |
| | Management approach disclosures | Environmental Stewardship Not a material issue but data available and historically reported | 39-41 |
| 301-1 | Materials used by weight or volume | Waste and Resources Management Key Performance Indicators | 44-45 57-58 |
| (GRI 302): Energy | | | |
| | Management approach disclosures | Environmental Stewardship | 39-41 |
| 302-1 | Energy consumption within the organization | Use of Resources Key Performance Indicators Non-renewable fuel types used include diesel and petrol | 43 57-58 |
| 302-3 | Energy intensity | Use of Resources Key Performance Indicators | 43 57-58 |
| 302-4 | Reduction of energy consumption | Use of Resources | 43 |
| (GRI 303): Water and Effluents (2018 version) | | | |
| | Management approach disclosures | Environmental Stewardship Not a material issue but data available and historically reported | 39-41 |
| 303-5 | Water consumption | Use of Resources | 43 |
| (GRI 305): Emissions | | | |
| | Management approach disclosures | Environmental Stewardship Not a material issue but data available and historically reported | 39-41 |
| 305-1 | Direct (Scope 1) GHG emissions | Emissions Key Performance Indicators | 42 57-58 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Emissions Key Performance Indicators | 42 57-58 |
| 305-3 | Other indirect (Scope 3) GHG emissions | Emissions Key Performance Indicators | 42 57-58 |
| 305-4 | GHG emissions intensity | Emissions Key Performance Indicators | 42 57-58 |
| 305-5 | Reduction of GHG emissions | Emissions | 42 |
| (GRI 306): Effluents and Waste | | | |
| | Management approach disclosures | Environmental Stewardship Not a material issue but data available and historically reported | 39-41 |
| 306-2 | Waste by type and disposal method | Use of Resources Case Study - A Giant Leap in Waste Recycling | 43 46 |
| 306-3 | Significant spills | Zero non-compliance | N/A |
| 306-4 | Transport of hazardous waste | Waste and Resources Management | 44 |
| 306-5 | Water bodies affected by water discharges and/or runoff | No water bodies and related habitats are significantly affected by water discharges and/or runoff. All discharge at sites are licensed | N/A |
| (GRI 307): Environmental Compliance | | | |
| | Management approach disclosures | Environmental Stewardship Not a material issue but data available and historically reported | 39-41 |
| 307-1 | Non-compliance with environmental laws and regulations | Environmental Stewardship Total 5 minor non-compliance cases with total fines of HK\$23,000 imposed, including: 4 cases relating to mosquito larvae and pupae - Public Health and Municipal Services Ordinance (Cap. 132), total fines of HK\$19,000 imposed; and 1 case relating to failure on punctual establishment of a billing account - Waste Disposal (Charges for Disposal of Construction Waste) (Cap. 354N), fines of HK\$4,000 imposed | 39-41 |
| GRI 401: Employment | | | |
| | Management approach disclosures | Agile Human Capital Management during Pandemic Employment | 28 28-30 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Employment | 28-30 |
| 401-3 | Parental leave | Employment Key Performance Indicators | 28-30 59 |

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS CONTENT INDEX

| GRI Standards | Disclosure | Reference Section / Supplementary Information | Page Number |
|---|---|--|-----------------------|
| GRI 403: Occupational Health and Safety (2018 version) | | | |
| | Management approach disclosures | Occupational Health and Safety | 35-37 |
| 403-1 | Occupational health and safety management system | Occupational Health and Safety | 35-37 |
| 403-5 | Worker training on occupational health and safety | Occupational Health and Safety | 35-37 |
| 403-6 | Promotion of worker health | Occupational Health and Safety | 37 |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Occupational Health and Safety | 35-37 |
| 403-9 | Work-related injuries | Occupational Health and Safety Thorough investigative process is carried out for every incident which covers necessary information of the injuries and fatalities | 35-37 |
| GRI 404: Training and Education | | | |
| | Management approach disclosures | Training and Development | 31-32 |
| 404-1 | Average hours of training per year per employee | Training and Development Key Performance Indicators | 32 59-60 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Training and Development | 31-32 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Training and Development Key Performance Indicators | 31-32 59-60 |
| (GRI 405): Diversity and Equal Opportunity | | | |
| | Management approach disclosures | Employment Not a material issue but data available and historically reported | 30 |
| 405-1 | Diversity of governance bodies and employees | Employment Key Performance Indicators 2021/2022 Annual Report - Board Diversity (P.58) | 28-30 58-60 N/A |
| (GRI 406): Non-discrimination | | | |
| | Management approach disclosures | Employment Not a material issue but data available and historically reported | 30 |
| 406-1 | Incidents of discrimination and corrective actions taken | Nil | N/A |
| (GRI 408): Child Labor | | | |
| | Management approach disclosures | Responsible Business Practices Not a material issue but data available and historically reported | 25 |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | Responsible Business Practices | 25 |
| (GRI 409): Forced or Compulsory Labor | | | |
| | Management approach disclosures | Responsible Business Practices Not a material issue but data available and historically reported | 25 |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory Labor | Responsible Business Practices | 25 |
| (GRI 413): Local Communities | | | |
| | Management approach disclosures | Community Not a material issue but data available and historically reported | 47-52 |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | 100% | N/A |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | No significant negative impacts on the local communities | N/A |
| (GRI 418): Customer Privacy | | | |
| | Management approach disclosures | Responsible Business Practices Not a material issue but data available and historically reported | 25 |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | No substantiated complaints | N/A |

ASSURANCE STATEMENTS



1

GHG Verification Statement: VC 003/2022

The inventory of greenhouse gas emission in the reporting period from 1st April 2021 to 31st March 2022 of

Hanison Construction Company Limited,

Hanison Contractors Limited,

Hanison Interior & Renovation Limited,

Trigon Building Materials 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: | 455.03 Tonnes of CO ₂ e |
| Energy Indirect GHG Emissions: | 822.61 Tonnes of CO ₂ e |
| Other Indirect GHG Emissions | 254.20 Tonnes of CO ₂ e |
| Total GHG Emissions: | 1531.84 Tonnes of CO ₂ e |

Verified by

Authorized by

13 May 2022

Page 1 of 5 (Total 5. pages)

Hong Kong Certification Services International Limited

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ASSURANCE STATEMENTS



VERIFICATION STATEMENT

Scope and Objective of Verification

Hong Kong Quality Assurance Agency (“HKQAA”) has been engaged by the Hanison Construction Holdings Limited (Stock Code: 896) “HCHL” to undertake an independent verification of its Environmental, Social and Governance Report 2021 – 2022 (“the Report”). The Report stated the economic, environmental and social performance of HCHL in the period of 1st April 2021 to 31st March 2022 for its major operations in Hong Kong. The reporting scope covers HCHL’s operations in Hong Kong including the head office as well as some project sites operated under Hanison Construction Company Limited (HCCL), Hanison Contractors Limited (HCL), Hanison Interior and Renovation Limited (HIRL), and Trigon Building Materials Limited (TMBL).

The aim of this verification is to provide a reasonable assurance on the reliability of the report content. The Report has been prepared in accordance with the Core Option of the Global Reporting Initiative Sustainability Reporting Standards (“GRI Standards”) and Appendix 27 “Environmental, Social and Governance Reporting Guide” (“ESG Guide”) of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (“SEHK”).

Level of Assurance and 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 covered the criteria set in the Core Option of the GRI Standards and the ESG Guide of the SEHK.

The verification process included verifying information relevant to reporting and management procedures, including stakeholder engagement methods and result, and materiality assessment processes. In addition, system and process for collecting, collating and reporting sustainability performance data were verified. Raw data and supporting evidence of the selected representative 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. There was no relationship between HKQAA and HCHL that would affect the independence of HKQAA for providing the verification service.

Conclusion

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

- The Report has been prepared in accordance with the Core Option of the GRI Standards and the ESG Guide of the SEHK;
- The Report illustrates the sustainability performance of HCHL in a balanced, clear, comparable and timely manner; and
- The data and information disclosed in the Report are reliable and complete.

Nothing has come to HKQAA attention that the selected sustainability performance information and data contained in the Report has not been prepared and presented fairly and honestly, in material aspects, in accordance with the verification criteria. In conclusion, the Report reflects truthfully the sustainability commitments, policies and performance of HCHL and the construction companies, and discloses transparently their sustainability performance that is commensurate with their sustainability context and materiality.

Signed on behalf of Hong Kong Quality Assurance Agency

P C Chan
Deputy Chief Executive Officer
7 June 2022

CONTACT US

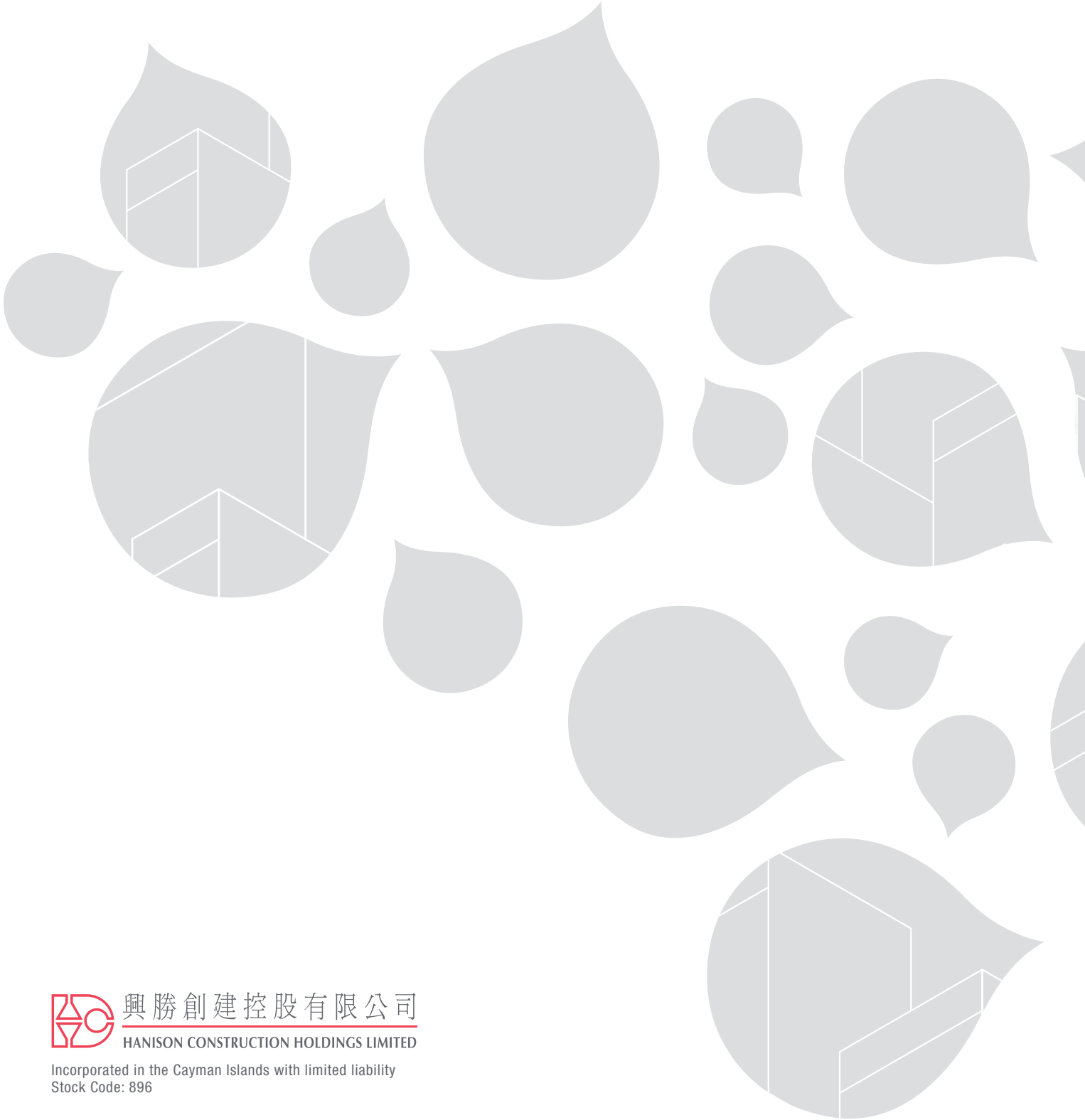
The Group values stakeholders' views and suggestions. Please share your feedback on the Report and sustainability-related matters with our CSR and Communications Department.

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[Feedback Survey](#)

The English version of this Report shall prevail whenever there is a discrepancy between the English and the Chinese versions.



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