

Sustainable Development Report 2023

PERFORMANCE DATA

Performance Data Collection and Calculation Method

Our general approach is to request data owners to confirm the accuracy of their data either through documented evidence or past operational performance. The data was approved and checked for any material errors both internally and externally

SOCIAL PERFORMANCE

	Unit	Airframe	Cabin	Component	Engine	HAECO Group Total
Occupational Health & Safety						
Manhours worked (Total attended hour by all staff)	No.	24,880,108	530,558	1,812,652	4,509,239	31,732,557
Work-related fatalities (employees)	No.	-	-	-	-	-
Lost time injuries ¹	No.	74	0	-	7	81
Medical Treatment/ Restricted Work Injury/ First Aid Cases	No.	162	13	-	4	179
Total Lost Day ²	No.	3,589	0	-	152	3,741
Total Injury Rate ³	-	1.90	4.90	-	0.49	1.64
Lost Time Injury Rate ⁴	-	0.59	0	-	0.31	0.51
Lost Day Rate ⁵	-	28.85	0	-	6.74	23.58

Notes:

- "Lost Time Injury" is the number of injuries in a year which result in minimum lost time of one working day.
- "A Lost Day" occurs when, in the opinion of a physician, an employee cannot work. Lost Days are counted as calendar days where counting begins on the first day following the injury and ends on the day when the person returns to full duty, receives a permanent job transfer or leaves employment.
- "Total Injury" is the total number of Lost Time Injury, Medical Treatment, Restricted Job/Restricted Duty (if not included in Lost Time Injury or Medical Treatment), and First Aid Injury. Total Injury Rate represents the total number of total injuries per 100 employees per year. It is calculated as the Total Injuries multiplied by 200,000 and then divided by total hours worked. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
- Lost Time Injury Rate represents the number of injuries per 100 employees per year. It is calculated as the total lost time injuries multiplied by 200,000 and then divided by total hours worked. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
- Lost Day Rate represents the number of lost scheduled working days per 100 employees per year. It is calculated as the total lost day multiplied by 200,000 and then divided by total hours worked. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.

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SOCIAL PERFORMANCE

	Unit	HAECO Group Total
Total no. of employees	No.	12,139
By age group		
Under 30 years old	No.	2,007
30 to 50 years old	No.	7,390
Over 50 years old	No.	2,742
By gender		
Male	No.	9,839
Female	No.	2,300
By region		
Hong Kong	No.	4,965
Chinese Mainland	No.	5,520
USA	No.	1,628
Others	No.	26

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	Unit	HAECO Group Total
By employment contract, employment type and gender		
Permanent employees - Full time (male)	No.	9,493
Permanent employees - Full time (female)	No.	2,250
Permanent employees - Part time (male)	No.	42
Permanent employees - Part time (female)	No.	25
Total permanent employees (male)	No.	9,535
Total permanent employees (female)	No.	2,275
Fixed term and temporary contract employees (male)	No.	304
Fixed term and temporary contract employees (female)	No.	25
Total number of employees (male)	No.	9,839
Total number of employees (female)	No.	2,300

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	Unit	HAECO Group Total
By employment contract and region		
Permanent employees (Hong Kong)	No.	4,649
Permanent employees (Chinese Mainland)	No.	5,512
Permanent employees (USA)	No.	1,623
Permanent employees (Others)	No.	26
Fixed term and temporary contract employees (Hong Kong)	No.	316
Fixed term and temporary contract employees (Chinese Mainland)	No.	8
Fixed term and temporary contract employees (USA)	No.	5
Fixed term and temporary contract employees (Others)	No.	0

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	Unit	HAECO Group Total
Employee Turnover Rate		
By age group		
Under 30 years old	No. (%)	477 (25.2%)
30 to 50 years old	No. (%)	576 (8.0%)
Over 50 years old	No. (%)	324 (13.2%)
By gender		
Male staff	No. (%)	1,108 (11.9%)
Female staff	No. (%)	269 (12.0%)
By region		
Hong Kong	No. (%)	648 (14.3%)
Chinese Mainland	No. (%)	243 (4.5%)
USA	No. (%)	471 (29.4%)
Others	No. (%)	15 (28.6%)
Overall	No. (%)	1,377 (11.9%)

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	Unit	HAECO Group Total
Employee New Hire Rate		
By age group		
Under 30 years old	No. (%)	824 (42.3%)
30 to 50 years old	No. (%)	907 (12.3%)
Over 50 years old	No. (%)	142 (5.7%)
By gender		
Male staff	No. (%)	1,529 (16.0%)
Female staff	No. (%)	344 (15.1%)
By region		
Hong Kong	No. (%)	909 (19.6%)
Chinese Mainland	No. (%)	490 (8.9%)
USA	No. (%)	439 (27.1%)
Others	No. (%)	35 (134.6%)
Overall	No. (%)	1,873 (15.9%)

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	Unit	HAECO Group Total
Training and Development		
Total average hours of training	No. of hours	58.43
Breakdown by employee category		
Level 1	No. of hours	59.84
Level 2	No. of hours	57.20
Level 3	No. of hours	22.50
Level 4	No. of hours	16.35

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SOCIAL PERFORMANCE

	Unit	HAECO Group Total
Diversity of Group Leadership Team		
By age group		
Under 30 years old	No.	0
30 to 50 years old	No.	3
Over 50 years old	No.	7
Total	No.	10
By gender		
Male staff	No.	8
Female staff	No.	2
Total	No.	10

Note:
Following a revision to HAECO Group report boundary in 2021, figures exclude Hong Kong Aero Engine Services Limited (HAESL), a joint venture company between Rolls-Royce and HAECO.