

Sustainable Development Report 2014 2014年可持續發展報告

This Sustainable Development Report provides our stakeholders with the most up-to-date information on our ongoing sustainable development activities and performance. We continue to publish this report following the same model – combining a strategic framework with projects updates – to allow readers to keep track on the progress of our sustainability performance. This fast fact provides a quick reference of the achievements we made in 2014 and plans for 2015.

For more details on our sustainability performance, please view our full Sustainable Development Report 2014 at our website: www.haeco.com

We welcome your feedback on our performance and views on how we might improve our reporting or approach to sustainable development via our website or email.

港機集團2014年可持續發展報告為持份者提供關於公司可持續發展活動及表現之最新資訊。我們將繼續以相同的模式發表報告，內容結合了可持續發展策略框架及計劃最新進程，讓讀者可持續追蹤我們在可持續發展上之表現。本報告速覽摘錄了公司於2014年所取得的成就及2015年的計劃概要。如欲更深入了解我們在可持續發展上之表現，請到我們的網站 www.haeco.com，瀏覽完整版本的「2014年可持續發展報告」。歡迎您透過我們的網站或電郵就我們的表現及如何改善可持續發展報告或方案提出您的寶貴意見。

Contact Information 聯繫資料

Environment, Health and Safety Department
環保、健康及安全部門
ehs@haeco.com

80 South Perimeter Road,
Hong Kong International Airport,
Lantau, Hong Kong
香港大嶼山香港國際機場南環路80號

Published in December 2015
Copyright Hong Kong Aircraft Engineering Company Limited 2015

於二零一五年十二月出版
香港飛機工程有限公司二零一五年版權所有

www.haeco.com



Employees 僱員

The Group strives to be an employer of choice by providing a working environment in which all employees are treated fairly, with respect, and given the ability to realise their potential. We also support, develop and motivate our staff to work towards our business goals.

集團致力為所有僱員締造一個公平和受尊重的工作環境，期望成為他們的首選的僱主。我們支援、培育及推動員工，同心協力實現業務目標。



2015 Action Plans 計劃

- To introduce the Extra/ Long Term Medication Scheme for staff
- To provide extra support to staff working in the remote airport area by introducing the transportation allowance
- To implement further team-building workshops in various departments to enhance cooperation and team spirit at HAESL
- To streamline and optimise workflow and deliverables in succession planning, staff development management and training course management
- To review the job structure and promotion/ progression requirement for career development to groom and retain our talents

為員工提供額外長期醫療計劃

為於機場偏遠地區上班的員工提供額外交通津貼

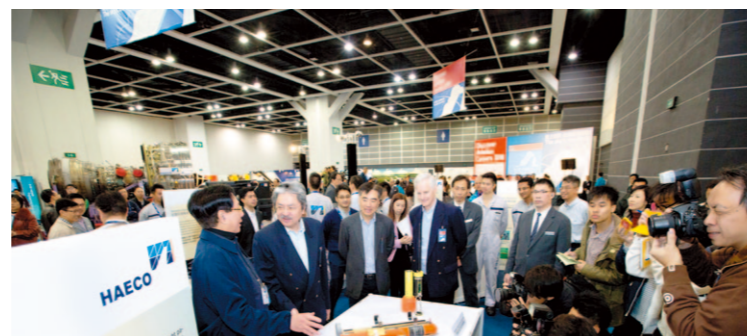
於香港航空發動機維修服務各部門加強團隊培訓，以增加團隊精神及其合作性

優化傳承規劃、員工發展管理和培訓管理的工作流程及目標

重新檢討工作崗位架構及進升要求，以挽留及培育人才

In 2014, we

- Enhanced the existing MPF scheme by introducing an employer top up contribution
- Supported staff in professional development and life-long learning by offering examination leave and reimbursement for examination fee for HKCAD Aircraft Maintenance Licence
- Organised health talks to provide the latest health information in HAESL
- Continued to fulfil Happy Employee priority in HAECO Hong Kong
- 為員工提供強積金增值計劃，增加顧主自願性供款部份
- 為員工提供考試假期及付還考取香港民航處飛機維修執照的考試費用，支持員工的專業發展，鼓勵終身學習
- 為香港航空發動機維修服務員工提供健康講座
- 以「快樂員工」為港機（香港）的營運目標之一



Discover Aviation Career
職業博覽會

Business Partners 業務夥伴

We value those suppliers who share our sustainability goals. We invite all suppliers to demonstrate their commitment to legal compliance, safe operations, environmental protection and the wellbeing of their staff.

集團重視那些與我們可持續發展標準一致的供應商。我們邀請所有供應商展示他們在符合法規、確保營運安全、環保及保障員工福祉上的努力。



2015 Action Plan 計劃

- Formulate a Group Procurement Policy to standardise best practices in vendor management to promote sustainability
- Conduct sustainability risk assessment on HAECO's business partners
- 制定集團採購政策，統一供應商管理策略，以達致可持續發展的目標
- 進行有關供應商可持續發展的風險評估

In 2014, we

- Conducted Sustainability risk assessment on HAECO's business partners
- 進行有關供應商可持續發展的風險評估

Community 社區

The Group is committed to maintaining strong relationships with community members, helping to improve their daily lives and the opportunities available to them while respecting their culture and heritage.

集團致力與社區成員緊密連繫，以改善他們的生活及為他們提供更多機會，與此同時，我們必須尊重地區的文化及歷史。



2015 Action Plans 計劃

- Review HAECO Hong Kong's CSR strategy
- Introduce an incentive programme to encourage staff to participate in volunteer services
- 重整港機（香港）的企業社會責任策略
- 引入獎勵計劃，藉以鼓勵員工參與更多義工活動

In 2014, we

- Made HK\$2.9 million charitable donations
- Over 600 volunteers participated in 60 charitable events
- Participated in Hong Kong Memory project to showcase local history and cultural heritage
- Supported "Purple heart home" to build or refurbish homes for disabled veterans in US
- 捐出合共二百九十萬港元的善款
- 超過600名港機義工參與了共60項慈善活動
- 支持香港記憶計劃，展示香港的歷史及文化遺產
- 支持紫心之家（Purple heart home），為殘障退伍美軍建造或裝修家居



A Bright and Sustainable Future

嶄新可持續的未來

2014 Sustainable Development Report
可持續發展報告2014



CEO's Message

行政總裁的話

Sustainability is at the heart of our business model. We are committed to growing and running our business whilst minimising our impact on the environment and maintaining a good relationship with the community in which we operate.

可持續發展是港機商業模式的核心理念。

我們發展和營運業務的同時，亦會考慮如何

減低對環境所造成的影響，並與我們業務

所在的社區保持良好關係。

Augustus Tang 鄧健榮

Chief Executive Officer 行政總裁

About HAECO Group

關於港機工程集團

Hong Kong Aircraft Engineering Company Limited ("HAECO") is one of the world's leading aircraft maintenance and engineering groups. Founded in 1950, we are one of the world's largest Maintenance, Repair and Overhaul (MRO) service providers in terms of capacity. In 2014, HAECO launched a new corporate identity, representing the depth of HAECO Group's capabilities, the breadth of its international network and the strength of its integrated services. The Group offers a full spectrum of services, including airframe services, cabin solutions, component services and engine services.



香港飛機工程有限公司（「港機」）於一九五零年成立，是全球規模最大、最具世界領導地位的飛機維修及工程集團之一。港機於二零一四年推出全新企業品牌形象，標誌著港機集團具有超卓的專業技術、廣泛的國際網絡和優秀的綜合服務。集團提供一系列全方位服務，包括機身服務、客艙設計整裝方案、部件服務及引擎服務等。

Environment 環境

At HAECO, we recognise the importance of managing our impact on the environment. The Group is committed to improving our operational efficiency through innovation, investing in energy efficient equipment, reducing waste to landfill and working closely with our business partners.

集團深明妥善管理營運對環境的影響尤其重要，因此我們透過創新科技及投資管理，提升設備效能，又與業務夥伴緊密合作，致力提升營運效率，以減少浪費。



2015 Action Plans 計劃

- Review energy saving plan across the group
- Reinforce our carbon offset policy
- Introduce a food waste reduction programme at HAESL
- 重新審視集團整體的節能計劃和目標
- 加強我們的碳補償政策
- 於香港航空發動機維修服務推行減少廚餘計劃

In 2014, we

- Generated 1.34 million kWh renewable energy from solar panels
- Launched a series of energy saving projects with an estimated saving of 1.6 million kWh of electricity

- Installed Global Positioning System to manage vehicle fleet. Minimised non-job related engine idling and saved around 4% of fuel in HAECO Hong Kong
- Adopted propane driven ground service equipment in HAECO Americas. Propane is a fuel alternative of gasoline which could reduce 12% of carbon dioxide emission
- Optimised day to-day operations to reduce our water consumption our including use of treated water for both toilet flushing and equipment washing



GSE with propane powered engine at HAECO Americas
港機（美洲）採用以丙烷作燃料的地勤支援設備

- 利用太陽能發電板生產134萬千瓦小時的可再生能源
- 實施多個節能項目，估計去年共節省160萬千瓦小時的電力
- 港機（香港）採用全球定位系統管理車隊，減少與工作無關的引擎空轉及節省約百分之四的燃油
- 港機（美洲）使用以丙烷作燃料的地勤支援設備以提升能源效益。丙烷是氣油的代替品，能減少碳排放量減少約百分之十二
- 繼續優化日常營運，以減少耗水量，包括利用處理過的廢水作沖廁及清洗設備等用途

Health and Safety 健康及安全

Our aspiration at HAECO is to achieve zero harm throughout our operations. To meet this objective we place the highest priority on safety, taking into account the health and safety of our employees, customers, business associates, contractors and the public.

港機集團以零傷害為目標。我們重視營運安全，致力保障員工、客戶、業務夥伴、承建商及大眾市民的健康及安全。

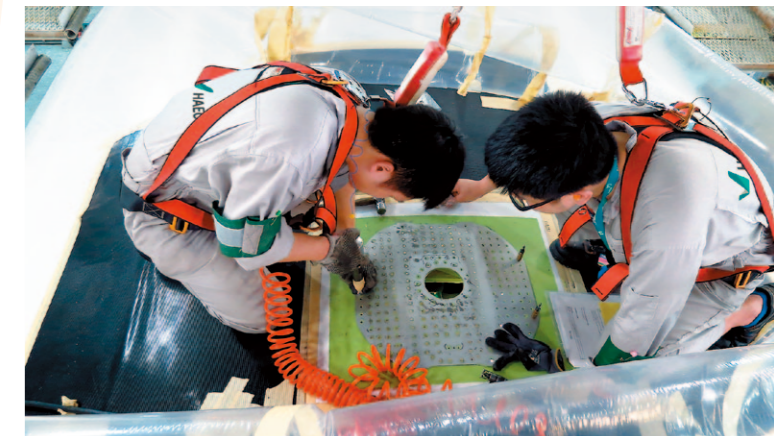


2015 Action Plans 計劃

- Introduce an online system to facilitate the integration of occupational health and safety and aviation safety
- Revamp the risk assessment register and the occupational health and safety management system
- Enhance the accident investigation skills of staff across the HAECO Group
- 引入網上平台，整合職業安全及飛機安全管理體系
- 重新優化風險評估紀錄及職業安全健康管理體系
- 深化集團內安全意外調查技能水平

In 2014, we

- Lowered the Lost Time Injury Rate by 6.7%
- Cultivated a positive safety culture in HAECO Group by organising different awareness programmes (e.g. senior management safety walk, safety platform design campaign etc.)
- Introduced a rehabilitation programme to enhance medical services for injured staff and encourage them to return to work early
- Launched mobile application and established other communication channels to enhance safety communication
- Organised regular internal and external audits on safety and quality
- 損失工時受傷率下降6.7%
- 透過不同的活動（例如管理層安全巡查、工作平台設計比賽等）去提升員工安全意識，培育正面的安全文化
- 引入職業復康計劃，為因工受傷員工盡快提供合適治療，以鼓勵他們盡快重新投入工作
- 推出手機應用程式及建立不同溝通渠道，以增強安全資訊交流
- 定期舉行有關安全及質量的內部及外部審查



Staff working safely on top of the aircraft
員工在飛機頂部安全工作