

Employees

僱員

We recognise that staff development is key to the sustainable development of our business. In order to become an employer of choice, we provide an environment in which all staff are treated fairly and with respect, and help them to reach their full potential.

Over 提供超過
795,000
Training Hours 小時培訓

我們深明培育員工是令公司業務可持續發展的關鍵元素。我們確保每一位員工都獲得平等的機會，並尊重各人，讓他們能夠發揮潛能，盡展所長，令公司成為僱員首選的卓越僱主。



Business Partners

業務夥伴

We place the highest value on suppliers who share our sustainability standards. Accordingly, we invite all of our suppliers to demonstrate their commitment to legal compliance, safe operations, environmental protection and the wellbeing of staff. HAECO also collaborates with business partners to realize synergy in terms of cost savings, people development, functional expertise and best practices.

港機非常重視可持續發展水平與我們一致的供應商。為此，我們鼓勵供應商表現他們在符合法規、安全營運、環保以至關顧員工方面的努力和承擔。港機亦與業務夥伴合作，在節省成本、人力發展、職能專長及交流經驗方面創造協同效應。



TOP 調查首
20+
Group High Risk
Suppliers Surveyed
名高風險集團供應商

In 2016, we

- Leveraged group purchasing power and encourage the adoption of green specifications among suppliers
- Conducted a self-assessment on the CSR Supplier Code of Conduct for its top 20 suppliers in each group company

2016年，我們

- 充分借助集團的購買力，鼓勵各供應商採納環保規格
- 每家公司須就企業社會責任要求為其首二十家高風險供應商進行自我評估

2017 Action Plans

- Identify key sustainable materials and develop respective procurement guidelines for effective implementation;
- Enhance supplier engagement in compliance with the CSR Supplier Code of Conduct

2017年改善計劃

- 物色主要的可持續發展物料，並且制訂和有效地推行相關採購指引
- 推動供應商加強遵守企業社會責任行為守則

Sustainable Development Report 2016

2016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 2016 and plans for 2017.

For more details on our sustainability performance, please view our full Sustainable Development Report 2016 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2016年可持續發展報告為持份者提供關於集團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2016年所取得的成就及2017年的計劃概要。

如欲深入了解我們在可持續發展上的表現，請到我們的網站 www.haeco.com 瀏覽完整版本的「2016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 聯絡資料

Environment, Health and Safety Department
環保、健康及安全部門

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

ehs@haeco.com



www.haeco.com

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In 2016, we

- Provided over 795,000 training hours to staff
- Became part of the Training by Airbus network and started delivering Airbus A350 courses to Airbus customers
- Developed Group Staff Intra-companies Movement/Transfer Guideline
- Launched the first phase of a Work/Life Balance programme at HAECO Hong Kong by establishing thresholds for maximum working hours and minimum rest time
- Invested in continuous improvement of staff amenities such as setting up a rooftop multi-purpose sports exercise court, mother's room etc.

2017 Action Plans

- Adopt an online system to manage succession planning and talent development
- Continue to study options for staff to choose work schedules suiting their lifestyles
- Continue to study the feasibility of introducing additional company clinic facilities for staff working in the HKIA terminal area
- Introduce structured development programmes for our existing non-licensed mechanics to assist them in acquiring the HKCAD basic license through self-study

2016年，我們

- 提供超過795,000小時培訓
- 正式成為空中巴士飛機維修網絡的其中一員，並為空中巴士客戶提供空中巴士A350的維修課程
- 制定集團內部調職指引
- 於港機（香港）推出第一期工作與生活平衡計劃，設定最高工時和基本休息時間
- 不斷努力改善設施，例如增設了一個多用途天台體育運動場和媽媽房

2017年改善計劃

- 統一採用網上系統來管理傳承計劃及人才培訓事宜
- 繼續研究各種方案，讓員工自訂工作時間表以配合個人生活
- 繼續研究增設公司診所設施的可能性，以便為駐香港國際機場大樓範圍的港機員工提供服務
- 為現職非持牌維修技工推出課程，協助他們透過自學獲取香港民航處的基本牌照

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.

集團致力與其營運所在的社區成員維持緊密的關係，從而為社區作出貢獻、提升社區的競爭力，並同時尊重其文化及歷史。



HKD
捐贈港幣
4.5 百萬元
Million Donations

In 2016, we

- Contributed HK\$4.5million
- Invited over 700 of our employees and their guests to contribute more than 10,000 hours volunteering in charitable project
- Organized 23 planting activities for a total of 39,200 mangroves planted at HAECO Xiamen
- Supported child and youth development through scholarship, bursaries, job shadowing and internship programme
- Supported Orbis Flying Eye Hospital Thank You Tour

2016年，我們

- 合共捐出四百五十萬港元善款
- 超過七百名集團義工付出超過一萬小時參與義務慈善活動
- 廈門太古在二十三次種植活動中合共種植了三萬九千二百棵紅樹
- 支持兒童及青少年發展，為學生提供獎學金、資助獎學金、工作體驗機會和實習計劃
- 支持奧比斯眼科飛機醫院感謝行

2017 Action Plans

- Continue to encourage employees to participate in volunteer services

2017年改善計劃

- 繼續鼓勵員工參與義工服務



2016 Sustainable
Development Report
可持續發展報告2016



Message from the CEO 行政總裁的話



The HAECO Group operates in a responsible and forward-thinking way with regard to all aspects of sustainability. This means continuously improving our approach towards people, performance and the environment and striving to become the best-in-class service provider of aircraft engineering and maintenance solutions.

Augustus Tang
Chief Executive Officer

港機集團一直秉持負責任的態度、前瞻性的思維與可持續發展的理念，營運各項業務。我們不斷改良人事管理、業務表現和環保工作方面的方針，致力為客戶提供最優質的飛機工程及維修服務。

行政總裁
鄧健榮

Environment 環境

At HAECO, we recognise the importance of managing our impacts on the environment. As a socially-responsible organisation, we are committed to improving our operational efficiency through innovation, investing in energy-efficient equipment, working closely with our business partners and reducing our waste to landfill.

港機十分重視公司業務對環境造成的影響。作為一家切實履行社會企業責任的機構，我們不斷創新技術及引進高效節能設備，並與業務夥伴緊密合作，致力提升營運效率，減少浪費。

生產
793 MWh 兆瓦時
Renewable Energy
Generated 的可再生能源

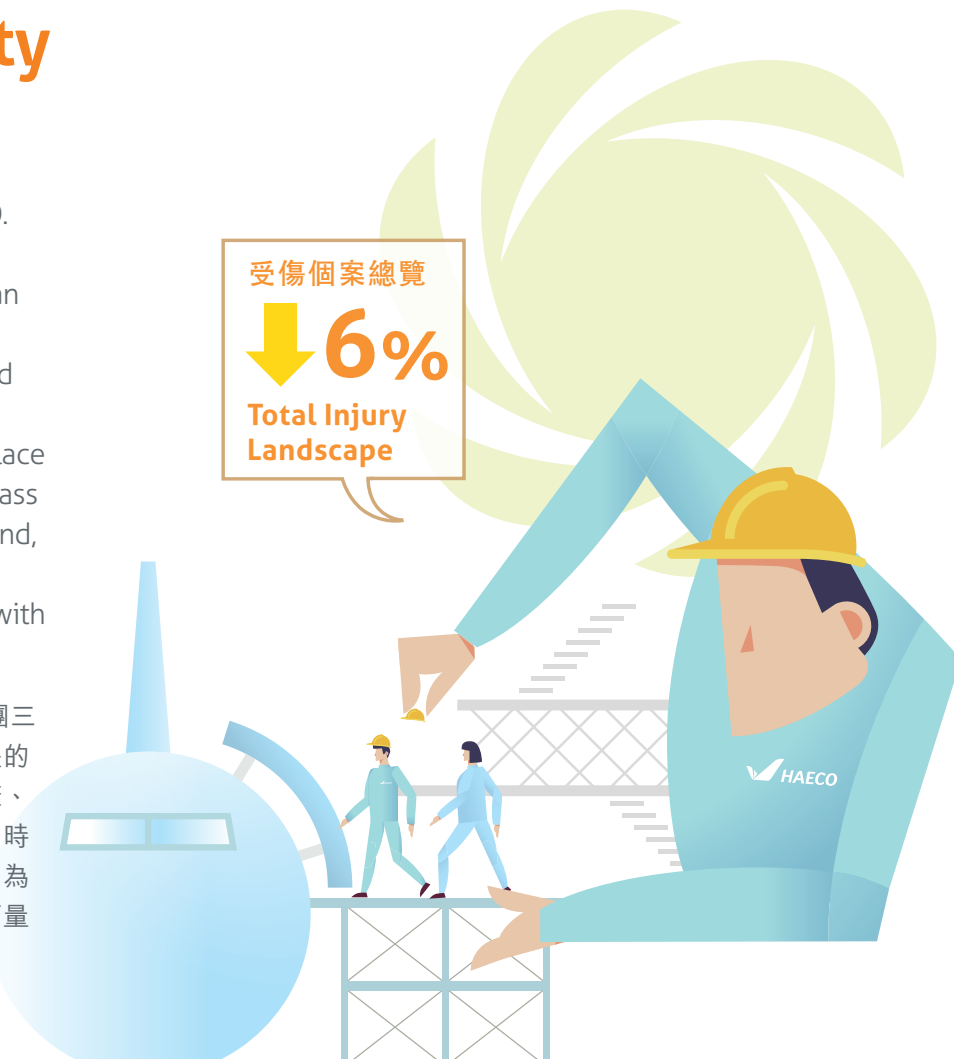


Health and Safety 健康及安全

Safety is an absolute priority at HAECO. Guided by "Safety First" as one of our three missions, we promote safety as an integral part of our business and have affirmed our commitment to health and safety in order to provide a more sustainable, safer and healthier workplace for our staff. We strive to set best-in-class quality standards within our industry and, in line with this commitment, have implemented Group safety strategies with measurable objectives and targets.

港機事事以安全為先，「安全第一」乃集團三大宗旨之一。我們視安全為業務不可或缺的一部分，承諾為員工提供更安全、更健康、更能體現可持續發展理念的工作環境，同時又致力確立卓越的標準，作為業界楷模。為此，集團執行了多項安全策略，並訂立可量度的目標及指標，以履行我們的承諾。

受傷個案總覽
↓ 6%
Total Injury
Landscape



About HAECO 關於港機集團

Established in Hong Kong in 1950, HAECO is one of the world's leading independent aircraft engineering and maintenance groups. It is one of the largest Maintenance, Repair and Overhaul ("MRO") service providers in terms of capacity. Through its 17 subsidiaries and joint venture companies around the world, the Group offers a full spectrum of services including airframe services, line services, component services, engine services, inventory technical management, fleet technical management, cabin integration services and interior products, private jet solutions, freighter conversion, parts manufacturing and technical training.

港機集團於一九五零年成立，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。旗下共有十七家附屬及合資公司，遍布世界各地，為集團提供全面服務，包括機身服務、外勤服務、部件服務、引擎服務、航材技術管理、機隊技術管理、機艙整裝及內部產品、私人飛機設計整裝方案、客機改裝貨機、零件生產及技術培訓。



In 2016, we

- Generated 793 MWh renewable energy from solar panels
- Maintained our energy intensity at approximately the same level as that in 2015
- had 7% reduction in total greenhouse gas emissions compared to 2015
- Attained ISO14001 certification in HAECO Xiamen – one of China's first MRO service providers to achieve this standard

2016年，我們

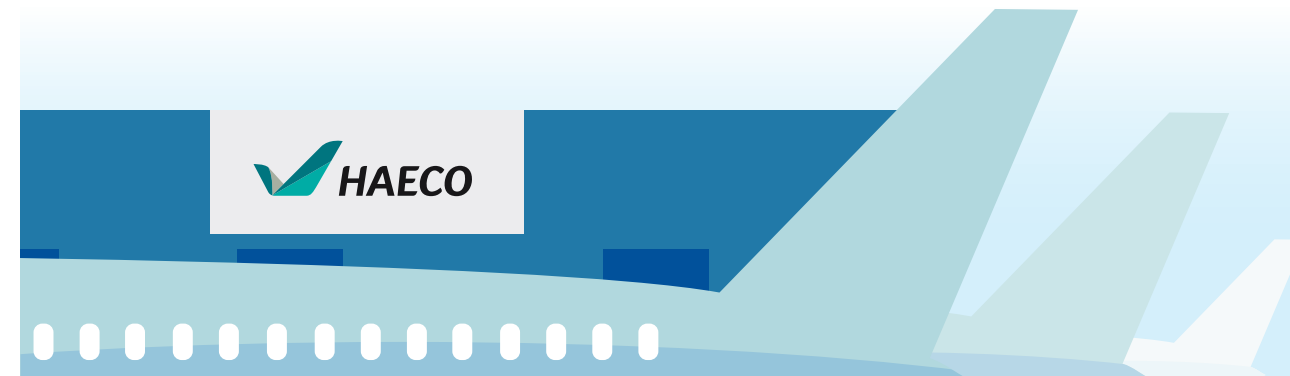
- 利用太陽能發電板生產793兆瓦時的可再生能源
- 耗能強度與二零一五年相約
- 溫室氣體總排放量較二零一五年減少了百分之七
- 廈門太古達到ISO14001認證標準——更是中國最先具備環境管理系統而達到這項認證標準的飛機維修、修理及大修服務供應商之一

2017 Action Plans

- Set up an ISO50001 framework for all Asia Pacific principal group companies
- Develop a HAECO energy efficiency Best Practice Standard

2017年改善計劃

- 建立ISO50001架構，供集團旗下設於亞太區的各大主要公司依循
- 為港機集團制定一套能源效益模範標準



In 2016, we

- Lowered the total injury landscape by 6%
- Obtained OHSAS 18001 certifications in both HAECO Hong Kong and HASEL
- Adopted "bow tie model" as the standard tool of risk assessment
- Elevated the maturity of safety culture in group companies. Encourage bottom-up engagement culture

2016年，我們

- 受傷個案總覽下降百分之六點
- 港機（香港）及香港航空發動機維修服務取得OHSAS 18001認證
- 採用bow tie model風險分析法，作為劃一的風險評估工具。
- 提升公司安全文化的成熟程度，鼓勵由下而上的員工參與文化

2017 Action Plans

- Standardise accident investigation methodology
- Carry out manual handling training for staff at HAECO Hong Kong
- Acquire OHSAS 18001 accreditation for HAECO Group companies in Xiamen

2017年改善計劃

- 統一調查意外的方法
- 向港機（香港）的員工推行體力處理培訓
- 要求港機集團於廈門的公司獲取OHSAS 18001認證

