

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

Occupational Health & Safety	unit	Airframe	Cabin	Component	Engine ¹	HAECO Group Total
Manhours worked (Total attended hour by all staff)	No.	24,472,603	464,354	1,616,072	3,306,863	27,597,731
Work-related fatalities (employees)	No.	-	-	-	-	-
Lost time injuries ²	No.	113	1	3	1	117
Medical Treatment/ Restricted Work Injury / First Aid Cases	No.	282	1	3	10	297
Total Lost Day ³	No.	8,441	67	115	46	8,623
Total Injury Rate ⁴		3.23	1.72	0.74	0.67	3.00
Lost Time Injury Rate ⁵		0.92	0.43	0.37	0.06	0.85
Lost Day Rate ⁶		68.98	28.86	14.23	2.78	62.49

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.
- "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 Recordable 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.

SOCIAL PERFORMANCE

	unit	HAECO Group Total
Total no. of employee	No.	12,235
By age group		
Under 30 years old	No.	2,261
30 to 50 years old	No.	7,387
Over 50 years old	No.	2,587
By gender		
Male	No.	9,889
Female	No.	2,346
By region		
Hong Kong	No.	4,882
Chinese Mainland	No.	5,319
USA	No.	2,014
Others	No.	20

SOCIAL PERFORMANCE

Employee Profile	unit	HAECO Group Total
By employment contract, employment type and gender		
Permanent employees - Full time (male)	No.	9,615
Permanent employees - Full time (female)	No.	2,311
Permanent employees - Part time (male)	No.	50
Permanent employees - Part time (female)	No.	29
Total permanent employees (male)	No.	9,665
Total permanent employees (female)	No.	2,340
Fixed term and temporary contract employees (male)	No.	224
Fixed term and temporary contract employees (female)	No.	6
Total number of employees (male)	No.	9,889
Total number of employees (female)	No.	2,346

SOCIAL PERFORMANCE

Employee Profile	unit	HAECO Group Total
By employment contract and region		
Permanent employees (Hong Kong)	No.	4,676
Permanent employees (Chinese Mainland)	No.	5,319
Permanent employees (USA)	No.	1,993
Permanent employees (Others)	No.	17
Fixed term and temporary contract employees (Hong Kong)	No.	206
Fixed term and temporary contract employees (Chinese Mainland)	No.	0
Fixed term and temporary contract employees (USA)	No.	21
Fixed term and temporary contract employees (Others)	No.	3

SOCIAL PERFORMANCE

Employee Turnover Rate	unit	HAECO Group Total
By age group		
Under 30 years old	No. (%)	595 (24.1%)
30 to 50 years old	No. (%)	612 (8.1%)
Over 50 years old	No. (%)	409 (16.6%)
By gender		
Male staff	No. (%)	1,298 (12.9%)
Female staff	No. (%)	318 (13.2%)
By region		
Hong Kong & Macau	No. (%)	745 (15.0%)
Chinese Mainland	No. (%)	297 (5.5%)
USA	No. (%)	569 (26.8%)
Others	No. (%)	5 (27.0%)
Others	No. (%)	1,616 (13.0%)

SOCIAL PERFORMANCE

Employee New Hire Rate	unit	HAECO Group Total
By age group		
Under 30 years old	No. (%)	547 (24.3%)
30 to 50 years old	No. (%)	329 (4.5%)
Over 50 years old	No. (%)	98 (4.0%)
By gender		
Male staff	No. (%)	771 (8.0%)
Female staff	No. (%)	203 (8.7%)
By region		
Hong Kong & Macau	No. (%)	184 (3.9%)
Chinese Mainland	No. (%)	231 (4.3%)
USA	No. (%)	558 (28.0%)
Others	No. (%)	1 (5.9%)
Overall	No. (%)	974 (8.11%)

SOCIAL PERFORMANCE

Training and Development	unit	HAECO Group Total
Total average hours of training	No. of hours	59.94
Breakdown by employee category		
Individual Leader	No. of hours	56.12
Team Leader	No. of hours	74.15
Operational Leader	No. of hours	15.86
Strategic Leader	No. of hours	6.98
By age group		
Under 30 years old	No.	0
30 to 50 years old	No.	1
Over 50 years old	No.	10
Total	No.	11
By gender		
Male staff	No.	10
Female staff	No.	1
Total	No.	11

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.