

# Sustainable Development Report 2022

## 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
<b>Occupational Health &amp; Safety</b>						
Manhours worked (Total attended hour by all staff)	No.	23,869,248	504,305	1,503,209	3,401,408	29,278,170
Work-related fatalities (employees)	No.	-	-	-	-	-
Lost time injuries <sup>1</sup>	No.	44	1	-	2	47
Medical Treatment/ Restricted Work Injury/ First Aid Cases	No.	157	3	-	5	165
Total Lost Day <sup>2</sup>	No.	3,089	1	-	88	3,178
Total Injury Rate <sup>3</sup>	-	1.68	1.59	-	0.37	1.42
Lost Time Injury Rate <sup>4</sup>	-	0.37	0.40	-	0.11	0.32
Lost Day Rate <sup>5</sup>	-	25.88	0.40	-	4.69	21.35

Notes:

1. "Lost Time Injury" is the number of injuries in a year which result in minimum lost time of one working day.
2. "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.
3. "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.
4. 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.
5. 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
<b>Total no. of employee</b>	No.	11,884
<b>By age group</b>		
Under 30 years old	No.	1,968
30 to 50 years old	No.	7,186
Over 50 years old	No.	2,730
<b>By gender</b>		
Male	No.	9,585
Female	No.	2,299
<b>By region</b>		
Hong Kong	No.	4,617
Chinese Mainland	No.	5,304
USA	No.	1,886
Others	No.	77

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## SOCIAL PERFORMANCE

	Unit	HAECO Group Total
<b>By employment contract , employment type and gender</b>		
Permanent employees - Full time (male)	No.	9,303
Permanent employees - Full time (female)	No.	2,254
Permanent employees - Part time (male)	No.	49
Permanent employees - Part time (female)	No.	26
<b>Total permanent employees (male)</b>	<b>No.</b>	<b>9,352</b>
<b>Total permanent employees (female)</b>	<b>No.</b>	<b>2,280</b>
Fixed term and temporary contract employees (male)	No.	233
Fixed term and temporary contract employees (female)	No.	19
<b>Total number of employees (male)</b>	<b>No.</b>	<b>9,585</b>
<b>Total number of employees (female)</b>	<b>No.</b>	<b>2,299</b>

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## SOCIAL PERFORMANCE

	Unit	HAECO Group Total
<b>By employment contract and region</b>		
Permanent employees (Hong Kong)	No.	4,391
Permanent employees (Chinese Mainland)	No.	5,288
Permanent employees (USA)	No.	1,880
Permanent employees (Others)	No.	73
Fixed term and temporary contract employees (Hong Kong)	No.	226
Fixed term and temporary contract employees (Chinese Mainland)	No.	16
Fixed term and temporary contract employees (USA)	No.	6
Fixed term and temporary contract employees (Others)	No.	4

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## SOCIAL PERFORMANCE

	Unit	HAECO Group Total
<b>Employee Turnover Rate</b>		
<b>By age group</b>		
Under 30 years old	No. (%)	639 (31.0%)
30 to 50 years old	No. (%)	691 (9.4%)
Over 50 years old	No. (%)	269 (11.2%)
<b>By gender</b>		
Male staff	No. (%)	1,279 (13.5%)
Female staff	No. (%)	320 (13.9%)
<b>By region</b>		
Hong Kong & Macau	No. (%)	639 (14.2%)
Chinese Mainland	No. (%)	294 (5.5%)
USA	No. (%)	647 (33.6%)
Others	No. (%)	19 (30.6%)
<b>Overall</b>	<b>No. (%)</b>	<b>1,599 (13.5%)</b>

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## SOCIAL PERFORMANCE

	Unit	HAECO Group Total
<b>Employee New Hire Rate</b>		
<b>By age group</b>		
Under 30 years old	No. (%)	591 (30.6%)
30 to 50 years old	No. (%)	361 (5.0%)
Over 50 years old	No. (%)	310 (12.2%)
<b>By gender</b>		
Male staff	No. (%)	971 (10.4%)
Female staff	No. (%)	291 (12.8%)
<b>By region</b>		
Hong Kong & Macau	No. (%)	400 (9.1%)
Chinese Mainland	No. (%)	269 (5.09%)
USA	No. (%)	552 (29.4%)
Others	No. (%)	41 (56.1%)
<b>Overall</b>	<b>No. (%)</b>	<b>1,262 (10.85%)</b>

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## SOCIAL PERFORMANCE

	Unit	HAECO Group Total
<b>Training and Development</b>		
Total average hours of training	No. of hours	62.45
<b>Breakdown by employee category</b>		
Level 1	No. of hours	64.56
Level 2	No. of hours	76.17
Level 3	No. of hours	36.01
Level 4	No. of hours	20.91

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## SOCIAL PERFORMANCE

	Unit	HAECO Group Total
<b>Diversity of Group Leadership Team</b>		
<b>By age group</b>		
Under 30 years old	No.	0
30 to 50 years old	No.	3
Over 50 years old	No.	9
<b>Total</b>	<b>No.</b>	<b>12</b>
<b>By gender</b>		
Male staff	No.	11
Female staff	No.	1
<b>Total</b>	<b>No.</b>	<b>12</b>

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.