

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. The data was approved and checked for any material errors both internally and externally.

SOCIAL PERFORMANCE

Occupational Health & Safety

		HAECO Hong Kong	HAESL	HAECO Xiamen	TEXL	HAECO Composite Services	HAECO Landing Gear Services	HAECO Component Overhaul (Xiamen)	HAECO Americas	HAECO Group Total		
	Unit	2019								2019	2018	2017
Attended hour (Total manhour worked by all staff)	No.	15,070,608	2,592,476	9,855,391	899,381	288,499	654,528	178,284	5,862,531	35,401,697	34,351,854	34,427,965
Work-related fatalities (employees)	No.	-	-	-	-	-	-	-	-	-	-	-
Lost time injuries ¹	No.	127	7	14	1	-	1	-	47	197	222	249
Minor injuries/ First aid cases/ Restricted work injury	No.	210	2	250	1	1	8	-	236	708	647	741
Total lost day ²	No.	5,635	152	677	33	-	4	-	1,117	7,617	8,264	12,584
Lost time injury rate ³		1.69	0.54	0.28	0.22	-	0.31	-	1.60	1.11	1.29	1.45
Lost day rate ⁴		74.77	11.69	13.74	7.34	-	1.22	-	38.11	43.03	48.11	73.10

Note:

- "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.
- "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

Employee Profile

	HAECO Group Total			
	Unit	2019	2018	2017
Total no. of employee	No.	15,187	14,708	14,573
By age group				
Under 30 years old	No.	3,519	3,458	3,698
30 to 50 years old	No.	8,399	8,057	7,821
Over 50 years old	No.	3,269	3,193	3,054
By gender				
Male	No.	12,414	12,026	11,903
Female	No.	2,773	2,682	2,670
By region				
Hong Kong	No.	7,224	6,961	7,048
Mainland China	No.	5,476	5,361	5,189
USA	No.	2,462	2,375	2,306
Others	No.	25	11	30

SOCIAL PERFORMANCE

	HAECO Group Total			
	Unit	2019	2018	2017
By employment contract, employment type and gender				
Permanent employees - Full time (male)	No.	11,660	11,424	11,324
Permanent employees - Full time (female)	No.	2,689	2,581	2,567
Permanent employees - Part time (male)	No.	34	20	12
Permanent employees - Part time (female)	No.	48	60	70
Total permanent employees (male)	No.	11,694	11,444	11,336
Total permanent employees (female)	No.	2,737	2,641	2,637
Fixed term and temporary contract employees (male)	No.	720	582	567
Fixed term and temporary contract employees (female)	No.	36	41	33

SOCIAL PERFORMANCE

	HAECO Group Total			
	Unit	2019	2018	2017
Total number of employees (male)	No.	12,414	12,026	11,903
Total number of employees (female)	No.	2,773	2,682	2,670
By employment contract and region				
Permanent employees (Hong Kong)	No.	6,468	6,468	6,484
Permanent employees (Mainland China)	No.	5,476	5,215	5,154
Permanent employees (USA)	No.	2,462	2,305	2,306
Permanent employees (Others)	No.	25	15	29
Fixed term and temporary contract employees (Hong Kong)	No.	756	563	564
Fixed term and temporary contract employees (Mainland China)	No.	-	7	35
Fixed term and temporary contract employees (USA)	No.	-	-	-
Fixed term and temporary contract employees (Others)	No.	-	-	1

SOCIAL PERFORMANCE

Employee Turnover Rate

Number and rate (%) of employee turnover	HAECO Group Total			
	Unit	2019	2018	2017
By age group				
Under 30 years old	No. (Rate)	657 (19.0%)	754 (21.2%)	733 (18.7%)
30 to 50 years old	No. (Rate)	537 (6.7%)	697 (9.0%)	877 (11.7%)
Over 50 years old	No. (Rate)	364 (12.9%)	335 (12.3%)	544 (20.0%)
By gender				
Male staff	No. (Rate)	1,231 (10.7%)	1,413 (12.4%)	1,722 (15.0%)
Female staff	No. (Rate)	327 (12.2%)	373 (14.1%)	432 (16.2%)
By region				
Hong Kong & Macau	No. (Rate)	675 (10.5%)	841 (13.1%)	788 (12.2%)
Mainland China	No. (Rate)	296 (5.5%)	363 (6.9%)	387 (7.4%)
USA	No. (Rate)	584 (23.9%)	582 (24.9%)	979 (40.0%)
Total no. of employee	No. (Rate)	1,558 (10.9%)	1,488 (12.7%)	2,154 (15.3%)

SOCIAL PERFORMANCE

Employee New Hire Rate

Number and rate (%) of employee turnover	HAECO Group Total			
	Unit	2019	2018	2017
By age group				
Under 30 years old	No. (Rate)	1,125 (32.1%)	1,051 (30.4%)	1,044 (28.5%)
30 to 50 years old	No. (Rate)	591 (7.3%)	579 (7.4%)	552 (7.2%)
Over 50 years old	No. (Rate)	157 (5.7%)	235 (8.5%)	204 (7.6%)
By gender				
Male staff	No. (Rate)	1,463 (12.6%)	1,488 (13.0%)	1,443 (12.7%)
Female staff	No. (Rate)	410 (15.0%)	377 (14.3%)	358 (13.6%)
By region				
Hong Kong & Macau	No. (Rate)	809 (12.6%)	714 (11.3%)	723 (11.3%)
Mainland China	No. (Rate)	440 (8.1%)	506 (9.5%)	379 (7.2%)
USA	No. (Rate)	619 (25.2%)	652 (27.5%)	699 (30.3%)
Total no. of employee	No. (Rate)	1,873 (13.0%)	1,872 (13.3%)	1,801 (12.9%)

SOCIAL PERFORMANCE

Training and Development

		HAECO Group Total		
	Unit	2019	2018	2017
Total average hours of training	No. of hours	52.61	57.36	50.81
Breakdown by employee category				
Individual contributor or non-customer facing operational/technical staff	No. of hours	58.34	-	-
Team leaders or customer facing staff	No. of hours	33.58	-	-
Operational leaders or middle/junior management and supervisory	No. of hours	20.96	-	-
Strategic leaders or top/senior management	No. of hours	27.47	-	-

SOCIAL PERFORMANCE

Diversity of Governance Body

	Unit	HAECO Group Total		
		2019	2018	2017
By age group				
Under 30 years old	No.	-	-	-
30 to 50 years old	No.	4	4	4
Over 50 years old	No.	8	8	7
Total	No.	12	12	11
By gender				
Male staff	No.	10	10	10
Female staff	No.	2	2	1
Total	No.	12	12	11