



# 2021 SUSTAINABILITY REPORT 可持續發展報告

**ALLIED SUSTAINABILITY AND  
ENVIRONMENTAL CONSULTANTS GROUP LIMITED**

沛然環保顧問有限公司

(Incorporated in the Cayman Islands with limited liability)  
Stock Code: 8320



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# 2020/21 Sustainability at a Glance

## 可持續發展亮點

As a testament to our efforts, our commitment to sustainability received achievements and recognitions in the financial year 2020/21.

作為對我們付出的讚揚，我們對可持續發展的承諾在 2020/21 財政年度獲得了成就和認可。



**13** awards and recognitions  
項可持續發展獎項和榮譽之數目

**24** completed sustainability projects  
個已完成的可持續發展項目之數目



**23** sustainability-related charter/  
memberships  
個有關可持續發展的憲章 / 會籍之  
數目



**1,527,149**  
m<sup>2</sup> GFA of certified green building  
平方米已認證的綠色建築總樓面面積



**6** wellness practices in the  
workplace  
在職場上福祉方面的實踐

**45** community educational  
activities: talks for promoting  
ESG, green finance etc  
社區教育活動：宣傳 ESG 和  
綠色金融講座等

# Who We Are

## 公司簡介

Founded in 1994, Allied Sustainability and Environmental Consultants Group Limited (the "Group") was established with a shared vision to bring about a sustainable future. Constantly serving the society across Hong Kong, Mainland China (the "PRC") and the Asia Pacific region in providing environmental solutions for decades, the Group is the first sustainability and environmental consultancy service provider listed on The Stock Exchange of Hong Kong Limited the ("Stock Exchange").

Sustainability is rooted in our day-to-day business as well as working culture. In an effort to mobilize sustainability in our society as a whole, the Group is committed to delivering professional sustainability strategic advices to benefit our clients, human capital and the environment.

沛然環保顧問有限公司(以下簡稱「本集團」)成立於1994年，恪守實現可持續發展的未來的願景。數十年來，本集團不斷為香港、中國大陸(「中國」)和亞太地區的社會提供環境解決方案，亦是首家於香港聯合交易所有限公司(「聯交所」)上市的可持續發展及環境顧問服務供應商。

可持續發展植根於我們的日常業務和工作文化。為在整個社會中推動可持續發展，本集團致力於提供專業的可持續發展策略建議，以造福我們的客戶、人力資本和環境。

## The Four Pillars of Our Business

### 我們的四大業務



# About this Report

## 關於本報告

### Reporting Period and Scope

This Sustainability Report (the "Report") summarizes the environmental and social performance, accomplishments and highlights of the Group's major subsidiary, Allied Environmental Consultants Limited ("AEC"), in Hong Kong from 1 April 2020 to 31 March 2021 (the "Year"). All activities undertaken by other subsidiaries are excluded from the Report.

In addition to an overview of AEC's sustainability performance, the Report highlights AEC's effort on building resilience to the business and society through providing environmental solutions and social engagement.

### Reporting Framework and Standards

The Report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards: Core option, and the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") issued by the Hong Kong Exchanges and Clearing Limited ("HKEX") in Appendix 20 of the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the "GEM Listing Rules"). The Group adheres to the principles introduced by the GRI Standards and the ESG Reporting Guide to report on the measures and performance in the Year.

With an aim to further realize AEC's sustainability commitment, the Report is also prepared in alignment with the Task Force on Climate-related Financial Disclosures ("TCFD"), the Ten Principles of the United Nations Global Compact ("UNGC") and the United Nations Sustainable Development Goals ("SDGs"). More in-depth information regarding AEC's Corporate Governance is addressed in the Annual Report in accordance with Appendix 15 of the GEM Listing Rules.

The Audit Committee is responsible for reviewing and overseeing the Report in compliance with the GEM Listing Rules and other applicable requirements and standards.

### Information and Feedback

For more information about our businesses, please refer to AEC's official website <https://www.asecg.com>.

If you have any comments or questions regarding our sustainability disclosures and performance, please feel free to contact us at [info@aechk.com](mailto:info@aechk.com) or (852) 2815 7028.

### 報告期及範圍

本可持續報告（「本報告」）總結本集團主要附屬公司，沛然環境評估工程顧問有限公司（「沛然」）於二零二零年四月一日至二零二一年三月三十一日（「本年度」）的環境及社會表現、成就和亮點。其他附屬公司的所有業務則不包括在本報告範圍內。

除了概述沛然的可持續發展績效外，本報告還重點介紹沛然在通過提供環境解決方案和社會參與來建立企業和社會抗禦力的貢獻。

### 報告框架及標準

本報告遵循全球報告倡議組織（「GRI」）標準：核心選項，以及香港交易及結算所有限公司（「香港交易所」）GEM（「GEM」）證券上市規則（「GEM上市規則」）附錄二十的環境、社會及管治報告指引（「ESG報告指引」）所編制。本集團遵守GRI標準及ESG報告指引的原則，以報告本年度的措施和表現。

為進一步實踐沛然的可持續發展承諾，本報告更參考氣候相關財務信息披露工作組（「TCFD」）、聯合國全球契約（「UNGC」）十項原則和聯合國可持續發展目標（「SDGs」）。有關沛然企業管治的相關資訊已另行於年報中根據GEM上市規則附錄十五作更深入的討論。

審核委員會負責根據GEM上市規則及其他適用的規定和準則審閱及監督本報告。

### 聯絡資料

有關我們業務的更多資訊，請參閱沛然的官方網站 <https://www.asecg.com>。

如果您對本報告有任何意見或查詢，歡迎發送郵件至 [info@aechk.com](mailto:info@aechk.com) 或致電 (852) 2815 7028 與我們聯繫。

# Foreword

## 前言

Dear Valued Shareholders,

On behalf of the board of Directors (the “Board”), I am delighted to take this opportunity to present our fifth Environmental, Social and Governance (“ESG”) Report for the year ended 31 March 2021. Against the backdrop of the ongoing pandemic, we have sought to capture the steadfast resilience the Group had demonstrated during the Year. We have spared no efforts in forging a sustainable recovery for the people and the planet.

### Leading a sustainable recovery for the Planet – Net-zero pledge

Seeking to practice what we promote, we have pledged to carbon neutrality by the year 2030. The latest IPCC (“International Panel on Climate Change”) Climate Report once again highlights, the urgency of climate action – any more delay is projected to steer the future to irreversible trajectories. In response, we have developed a net-zero roadmap in line with the UN-backed global campaign Race To Zero. The first limb of the race is to maximise carbon reduction in our operations in line with the Science-based Targets initiative (“SBTi”). We have committed to reducing 30% of our absolute scope 1 and 2 GHG emissions by 2030 from the base year 2018. We are taking action through the use of smart technology that control our office lighting and air-conditioning systems. The next limb of the race is to purchase Renewable Electricity Certificates (“RECs”) to help decarbonize our electricity consumption, whilst any remaining carbon emissions shall be offset by purchasing carbon credits. As a green services provider, we are committed to lead by taking real actions. We are also pleased to join as a member of the World Green Building Council’s Asia Pacific Net-Zero Collaborators to advance industry momentum towards a net-zero built environment.

### Forging a sustainable recovery for the People and the Planet – UNGC and SDG impacts

Environmental and social aspects go hand-in-hand. We pursue excellence in the social dimension through the UNGC and SDGs frameworks. This year, we have become an UNGC signatory, pledging to report our annual progress against the 10 UNGC principles covering human rights, labour, environment and anti-corruption. For example, in order to offer maximum protection against COVID-19 for our staff, our office has upgraded facilities and procedures to be certified against the WELL Health & Safety scheme this Year. Moreover, we conducted a SDGs impact assessment last year for the first

各位尊貴的股東，

本人謹代表董事會（「董事會」）欣然發表本集團截至二零二一年三月三十一日止年度的環境、社會及管治（「ESG」）報告。在疫情的持續下，本報告力求展示本集團在本年度表現出堅定的抗禦力及為人們和地球邁進可持續復甦的努力。

### 引領地球的可持續復甦——淨零承諾

為實踐我們的理念，我們已承諾在 2030 年前實現碳中和。政府間氣候變化專門委員會最新的氣候評估報告再次強調：氣候行動的迫切性 — 預計任何拖延均會導致未來不可逆轉的軌跡。因此，我們根據聯合國支持的全球零碳運動，制定了零碳路線圖。第一步是根據科學基礎減碳目標（「SBTi」）的目標計劃，最大限度地減少本集團營運中的碳排放。我們承諾於 2030 年前將我們範圍 1 和 2 的溫室氣體的排放量從 2018 年基準年的排放量減少 30%。我們正通過使用智能技術來控制我們的照明和空調系統，以減少辦公室的能源消耗。下一步將即是購買可再生能源證書（「RECs」），以減少我們所消耗的電力的碳排放，而任何剩餘的碳排放都將會通過購買碳信用來抵消。作為綠色服務的提供者，本集團承諾以身作則，做好榜樣。我們亦欣然成為世界綠色建築委員會亞太區淨零合作夥伴，與行業內推廣零碳建築。

### 為人們和地球推進可持續復甦——聯合國全球契約和可持續發展目標影響

環境和社會方面是相輔相成的。我們通過 UNGC 和 SDGs 框架，努力在社會層面取得卓越表現。本集團在本年度已成為 UNGC 的簽署機構，承諾會根據涵蓋人權、勞工、環境和反貪污的 10 項 UNGC 原則來報告我們的年度進展。例如，為保護員工遠離 2019 冠狀病毒病的威脅，我們的辦公室於本年度獲得了 WELL 健康與安全認證，為我們的員工提供最大的抗疫保護。此外，我們去年首次進行了 SDGs 的影響評估。本年

time. This Year, we sought to assess our level of contribution to each of the SDG in more details. It was revealed that besides the SDGs relating to nourishment (i.e. SDG 1 and 2), our internal and external activities have all-rounded impact on all the SDGs with greater footprint in the SDGs relating to environmental action (e.g. SDG 11 and 12). Whether through direct or indirect impact, we are proud to drive the advancement of sustainable development to bring a better future for all.

### Capacity builders for a sustainable recovery

The Group regards itself as a builder for sustainable development. Through our Green Building Certification Consultancy segment, we have facilitated carbon reductions equivalent to the planting of over 15 million trees and water reductions equivalent to 415 Olympic-sized swimming pools for our clients during the past four years. Likewise, our ESG Reporting and Consultancy segment has far-reaching impact. We provide sustainability strategy consultancy services that assist our clients to transform their operations to align with ambitious frameworks, such as the SBTi and Principles of Responsible Investment ("PRI"). As a testament to our efforts, we are delighted to have been honoured this Year with 13 sustainability-related awards and recognitions.

### Advancing industry standards and public policy

We are also at the forefront in redefining industry standards and public policy for sustainable development. We collaborate with local, regional and international industry groups, organizations and initiatives in setting new frontiers. For instance, our director members co-chair the ESG Committee of the China Real Estate Chamber of Commerce Hong Kong and International Chapter, as well as the Green and Sustainable Private Equity Working Group of the Hong Kong Green Finance Association. Moreover, we are keen to spread the green message to the general public to promote zero carbon concepts as well as healthy and sustainable lifestyles, such as serving as an Advisor to the Construction Industry Council's Zero Carbon Building Management Board. We also actively respond to public and industry consultations, such as the HKEX Public Consultation on Paperless Listing Regime and Online Display of Documents this Year.

In the coming year, the Group will continue to capture opportunities and lead a sustainable recovery for the people and the planet. On behalf of the Board and our management team, I would like to express my sincere gratitude to our staff members, business partners, and clients for their unwavering support over the past financial year.

Kwok May Han Grace  
Chairman and Executive Director  
30 September 2021

度，我們會嘗試以更仔細的方式衡量我們對每個SDG的貢獻水平。除了與營養相關的SDGs（即SDG 1和2）外，本集團對所有餘下的可持續發展目標有全面的影響，特別是SDGs中與環境行動相關的SDGs（如SDG 11和12）有較大影響。無論是通過直接影響或是間接影響，我們都很自豪能夠推動可持續發展的進步，為所有世代帶來更美好的未來。

### 可持續復甦的建設者

本集團自視為可持續發展的建設者。通過我們的綠色建築認證顧問服務，在過去四年中，我們為客戶減少相當於種植超過1500萬棵樹木的碳排放和相當於415個奧林匹克規模游泳池的用水量。同樣，我們的ESG報告和顧問服務帶來深遠的影響。我們提供可持續發展策略顧問服務，幫助我們的客戶改變其營運方式以符合雄心勃勃的框架，例如SBTi和聯合國責任投資原則（「PRI」）。作為我們努力的認證，我們很高興今年獲得13項與可持續發展相關的獎項和認可。

### 推進行業水平及公共政策

我們在定義可持續發展行業標準和公共政策方面也處於領先地位。我們與本地、地區和國際行業組別、組織和機構合作，拓展新領域。例如，我們的董事會成員是全國工商聯房地產商會香港及國際分會環境、社會和企業事務委員會聯席主席以及香港綠色金融協會的綠色和可持續私募基金工作組聯合主席。此外，我們積極地向大眾傳播綠色資訊，以推廣零碳概念以及健康和可持續的生活方式，例如擔任建造業議會零碳天地管理委員會顧問。我們還積極響應公眾和行業諮詢，例如在本報告年度的香港交易所關於無紙化上市制度和網上展示文件的公眾諮詢。

來年，本集團將繼續把握機遇，引領人們和地球的可持續復甦。我謹代表董事會和我們的管理團隊，向我們的員工、業務夥伴和客戶於過往財政年度的鼎力支持表示誠摯的謝意。

郭美珩  
主席兼執行董事  
二零二一年九月三十日

# Embedding Sustainability into Our Core

## 鞏固我們的可持續發展

### Sustainability Vision and Mission

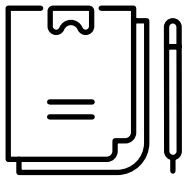
AEC strives to be a world-class environmental and sustainability consultancy service provider and provides one-stop solutions for different disciplines and businesses.

### 可持續發展願景和使命

沛然致力於成為世界一流的環境和可持續發展顧問服務供應商，並為不同領域和企業提供一站式解決方案。



Transforming cities with sustainable building designs  
利用可持續建築設計重塑城市



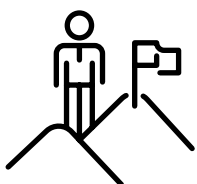
Providing advanced mitigation solutions to minimize environmental impacts  
提供先進的緩解方案，以對環境影響減至最低



Inspiring corporate social responsibility by adding sustainability values into business frameworks  
將可持續發展價值貫徹業務框架以激發企業社會責任



Educating the communities through capacity building and awareness enhancement programs on sustainability issues  
透過能力提升和意識加強計劃促進社區對可持續發展議題的認識



Shaping a green future for the continuity of the greater good  
締造綠色未來以延續美好世界



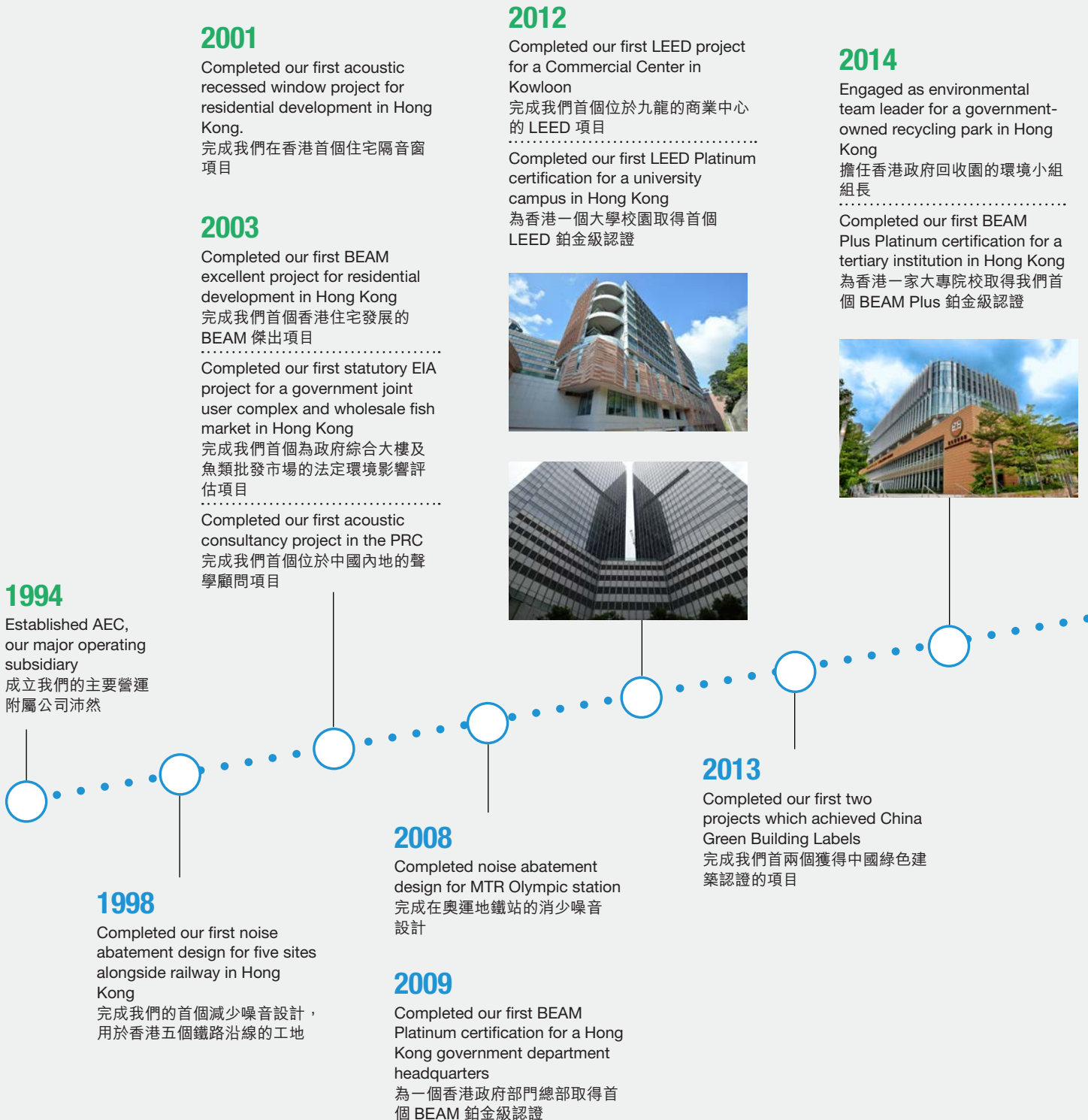


## Sustainability Shaping Milestones

AEC has been striving to accomplish ambitious sustainability milestones since its establishment in 1994. Each of the milestones below illustrates our commitment to accomplishing our goals and expanding our green initiatives:

## 塑造可持續發展的里程碑

自 1994 年成立以來，沛然一直致力於實現決心的可持續發展里程碑。以下每個里程碑都說明了我們對實現目標和擴大綠色倡議的承諾：



## 2015

Completed our first LEED Platinum certification for a data center of a bank in Greater China Region and South-East Asia area  
為大中華地區及東南亞地區一間銀行的數據中心取得首個 LEED 鉑金級認證

Engaged in first ESG consultancy project  
獲得首個 ESG 顧問項目



## 2017

Engaged as the consultant of the entire BEAM Plus certification process for a total of 12 blocks of premium commercial buildings in Central  
為中環十二幢高級商業大廈進行全面的 BEAM Plus 認證顧問服務

Completed our first project that achieved Final Platinum rating under BEAM Plus Existing Building V2.0 Comprehensive Scheme  
完成我們首個取得香港首個 BEAM Plus 既有建築 2.0 版最終鉑金級認證的項目



## 2019

Completed the first LEED v4 O+M certified building project  
完成全港首幢獲頒 LEED v4 O+M 認證建築物項目

Received BDO's ESG Award for our 2017/18 ESG Report  
我們的 2017/18 ESG 報告榮獲 BDO 頒發的 ESG 獎項

Received InnoESG Prize 2019  
榮獲 2019 InnoESG 獎項

Committed to SBTi  
承諾支持 SBTi

Established the SWG under the umbrella of our ESG Committee  
在 ESG 委員會下設立 SWG

Signed up to BEC Low Carbon Charter  
簽署 BEC 的低碳約章



## 2021

Validated our Science-based targets, committed to Business Ambition for 1.5°C and net-zero by 2030  
我們基於科學的目標獲得驗證並承諾支持 Business Ambition for 1.5°C 和在 2030 年前達成碳中和

Launched a new product – A Cloud-based ESG Data Management Platform “Sustainature”  
推出新產品 – 雲端技術 ESG 數據管理平台「Sustainature」

Received BDO's ESG Awards 2021 for our 2019/2020 ESG report  
我們的 2019/2020 年 ESG 報告榮獲 BDO's 頒發的 ESG 獎項

Became a WorldGBC Asia Pacific Net-Zero Collaborator  
成為世界綠色建築委員會亞太區淨零合作夥伴

Established three subsidiaries, Marine Sustainature Ltd, Bamboo Technology Ltd and New Economy Communications Ltd  
成立三家子公司，分別為海洋生態技術有限公司、竹林科技有限公司和新經濟傳訊有限公司

Obtained the WELL Health-Safety label for our workplace  
為我們的辦公室獲得了 WELL 健康 - 安全評價準則

## 2016

Listed on GEM of the Stock Exchange  
於聯交所 GEM 上市

Completed 6 projects that achieved BEAM Plus Platinum Certification  
為六個建築項目取得 BEAM Plus 鉑金級認證



## 2018

Launched new products – Smart Energy Dashboard and Indoor Air Quality Solution  
推出新產品 – 智能能源儀表板及室內空氣質素解決方案



## 2020

Became the first Carbon Disclosure Project (“CDP”) accredited climate change consultancy provider stationed in Hong Kong  
成為全港首家碳信息披露項目（「CDP」）認可的氣候變化顧問公司

Published our first Sustainability Report using the GRI standards  
發表首份採用 GRI 標準的可持續發展報告

Received Hong Kong Corporate Governance Excellence Awards 2020 – Honorable Mention  
榮獲 2020「香港公司管治卓越獎」之特別嘉許獎

Showcased AEC's sustainability efforts in “Building a Better Future”, a film series by WorldGBC and BBC Storyworks  
在世界綠色建築委員會及 BBC Storyworks 合作的「Building a Better Future」系列中，沛然展示對可持續發展的貢獻

## Sustainability Framework 可持續框架

Material Topics 重要議題



ESG governance  
ESG 管治

### Sustainability Governance

Good governance ultimately fosters sustainability, creates sustainable values and guides the Group to achieve its values. In this regard, the Group has established an Environmental, Social and Governance Committee (the “ESG Committee”), which consists of executive directors and independent non-executive directors. The ESG Committee, which is chaired by the Board, is in charge of supervising all ESG-related topics and reporting to the Board.

During the Year, AEC’s Sustainability Working Group (the “SWG”) which is under the ESG Committee, had involved representatives from each team and department. The SWG comprises different talents and perspectives from a wide range of angles that allows the Group to capture opinions from a bottom-up approach. The SWG customizes and analyzes ESG-related policies and procedures to promote sustainability awareness, as well as drives corporate social responsibility through commitments and targets.

The Audit Committee, the Risk Management Committee, the ESG Committee, and the SWG collaborate with each other to analyze and manage potential ESG risks and opportunities in our daily operations to drive AEC’s sustainability vision and purpose.

### 可持續發展管治

良好的管治會促進可持續發展，創造可持續價值並引領本集團實現其價值。對此，沛然已成立由執行董事及獨立非執行董事組成的環境、社會及管治委員會（「ESG 委員會」）。ESG 委員會由董事會擔任主席，負責監督所有 ESG 相關議題並向董事會報告。

本年度內，隸屬於 ESG 委員會的可持續發展工作小組（「SWG」）包括來自各個團隊和部門的代表。SWG 由不同才能的成員組成，能提供廣泛的角度和觀點，使本集團能夠從自下而上的方法收集意見。SWG 定制和分析 ESG 相關政策和程序，以提高可持續發展意識，並通過承諾和目標承擔企業社會責任。

審核委員會、風險管理委員會、ESG 委員會和 SWG 合作分析和日常運營中可能出現的 ESG 風險和機遇，以規劃沛然的可持續發展願景和目標。



Material Topics 重要議題



- Anti-corruption 反貪污
- Business ethics and integrity 商業道德和誠信

### Corporate Governance

AEC is committed to strong corporate governance to ensure fair and transparent operations, adhering to strict business ethics and integrity. Employees are required to avoid and report any potential conflicts of interest and benefits, including gifts received while performing their tasks, as stated in our Staff Handbook.

All employees can anonymously report incidents of misconduct and malpractice to the administrative/human resources department through whistleblowing mechanisms such as the reporting box. The legal department will then start an investigation as soon as possible. During the Year, AEC was not aware of any serious non-compliance with anti-corruption related rules and regulations.

### Core Value

AEC as a pioneering force in the sustainability and environmental consultancy sector, provides a sustainable route forward for our employees, clients, business partners, and the community. Under our sustainability framework, our works are directed by four key components – Wellness, Awareness, Environment and Collaboration.

In order to implement our sustainable development vision and mission, AEC has established pillars relating to our business in contribution to the SDGs. During the Year, we are delighted to highlight our efforts in supporting the SDGs through our programs, services, and activities.

### 企業管治

沛然致力完善企業管治，以確保公平和透明的營運，堅持嚴格的商業道德和誠信。正如我們的員工手冊中所述，員工必須避免並報告任何潛在的利益和利益衝突，包括在執行職務時收到的禮物。

所有員工可以通過舉報箱舉報機制（例如舉報箱）匿名向行政 / 人力資源部門舉報不當行為和瀆職案件。如發現相關個案，法律部門會盡快展開調查。於本年度內，沛然並未發現任何嚴重違反與反貪污相關規則和法規的情況。










### 核心價值

作為可持續發展和環境顧問領域的先驅，沛然為我們的員工、客戶、業務合作夥伴和社區提供了一條可持續發展的道路。在我們的可持續發展框架下，我們的工作由四個部分組成分別為—福祉、意識、環境和合作。

為實現我們的可持續發展願景和使命，沛然建立了業務相關的支柱，這些支柱中為 SDG 作出貢獻。在本年度內，我們很高興展示我們的計劃、服務和活動所支持可持續發展目標的努力。

## Our Contribution to the Sustainable Development Goals

The Group is proud to be making direct impact on furthering the vision of the Sustainability Development Goals. Mapped against our 4 core values of Wellness, Awareness, Environment and Collaboration, the following infographic summarizes the contributions we are making through our consultancy services and internal operations. The level of SDGs impact was assessed by our contribution to the sub-goals under each SDG goal.

 <p><b>1</b> NO POVERTY</p>	<p><b>Core value: Environment (SDG 7,11,13,14,15)</b></p> <p>We contribute to building sustainable cities and economies through the following solutions:</p> <ul style="list-style-type: none"> <li>o Environmental impact assessments that reduce the adverse environmental impact of urban development e.g. ecological impact studies, drainage impact assessments</li> </ul>					
 <p><b>2</b> ZERO HUNGER</p>				<ul style="list-style-type: none"> <li>o Green building certifications that drive positive environmental operations e.g. circular economy practices, renewable energy and provision of green and communal spaces</li> <li>o ESG consultancy services that facilitate our corporate clients to implement decarbonization pathways and resilience against climate impacts</li> </ul>		
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>[3.4] Promote mental health and well-being</p>	<p>[3.8] Access to quality essential health-care services</p>	<p>[3.9] Reduce death and illness due to pollution and contamination</p>			
 <p><b>4</b> QUALITY EDUCATION</p>	<p>[4.4] Increase youth and adults with technical and vocational skills</p>	<p>[4.7] Ensure learners acquire skills needed to promote sustainable development</p>				
 <p><b>5</b> GENDER EQUALITY</p>	<p>[5.5] Ensure women's equal opportunities for leadership</p>					
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	<p>[6.3] Improve water quality by reducing pollution</p>	<p>[6.4] Increase water-use efficiency to address water scarcity</p>	<p><b>Core value: Awareness (SDG 4,12)</b></p> <p>We promote sustainability awareness among our clients, employees and the community through the following ways:</p> <ul style="list-style-type: none"> <li>o Assist our clients in adopting sustainable practices and reporting transparent ESG disclosures</li> <li>o Lead a sustainable management of resources at our office in consumption of electricity, energy, water, and paper etc.</li> <li>o Nurture youths and the next generation with sustainability-related skills and knowledge through participation in seminars and talks</li> </ul>			
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>[7.3] Enhance rate of improvement in energy efficiency</p>					
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>[8.2] Enhance economic productivity through technological innovation</p>	<p>[8.4] Improve resource efficiency in consumption and production</p>		<p>[8.5] Achieve decent work for all, and equal pay for work of equal value</p>		
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>[9.1] Develop sustainable and resilient infrastructure to support human well-being</p>	<p>[9.4] Upgrade infrastructure with greater adoption of clean and environmentally sound technologies</p>				



**Core value: Collaboration (SDG 9,16,17)**

We recognize the importance of partnerships and strive to activate synergy among stakeholders through the following approaches:

- o Demonstrate superior corporate governance practices
- o Build capacity in diverse sectors through participation in associations
- o Launch multi-stakeholder partnerships that advance industry innovation

[10.3] Reduce inequalities by eliminating discriminatory policies and practices



[11.7] Access to safe, inclusive green and public spaces

[11.6] Reduce adverse per capita environmental impact

[11.5] Reduce deaths and economic loss due to disasters

[11.4] Protect and safeguard cultural and natural heritage

[11.1] Access to adequate and safe housing and basic services



[12.8] Ensure people everywhere have relevant information for sustainable development

[12.6] } Encourage companies to adopt and report sustainable practices

[12.5] Reduce waste generation through prevention

[12.4] Achieve sound management of chemicals and wastes

[12.2] Achieve efficient use of natural resources



**Core value: Wellness (SDG 3,5,6,8,10)**

We directly contribute to the well-being of society through our services in the following areas:

- o Environmental impact assessments that monitor and mitigate negative health and safety impacts e.g. land contamination, air and water quality, and noise
- o Sustainability-related building certifications that focus on the health and wellness of building occupants e.g. WELL certifications
- o Acoustics, audio-visual and lighting design consultancy services that bolster occupant well-being through the provision of pleasant acoustic and lighting environments.

We embrace people-centric principles and enhance our employees' wellness in the workplace through the following ways:

- o Provide healthcare coverage to all full-time employees
- o Maintain a safe, hygienic and comfortable workplace
- o Uphold non-discriminatory policies and gender equality principles
- o Offer mental health advisory services
- o Offer parental leave to our staff

[13.3] Improve education on climate change mitigation and adaptation

[13.2] Integrate climate change measures into policies and strategies

[13.1] Strengthen adaptive capacity to climate-related hazards



[14.2] Sustainably manage and protect marine ecosystems

[14.1] Reduce marine pollution of all kinds



[15.8] Prevent introduction of invasive alien species

[15.1] Conserve and restore forests and wetlands



[16.7] Ensure responsive and inclusive decision-making

[16.6] Develop effective and transparent institutions

[16.5] Reduce corruption and bribery in all forms



[17.17] Promote effective public-private and civil society partnerships

[17.16] Enhance multi-stakeholder partnerships that share knowledge and expertise

[17.14] Enhance policy coherence for sustainable development



## 我們對 SDGs 的貢獻

本集團很自豪能夠推動 SDGs 的願景並產生直接影響。下圖根據我們的福祉、意識、環境和合作 4 個核心價值觀，總結了我們通過顧問服務和內部營運作出的貢獻。對 SDGs 影響的程度，乃通過我們對每個 SDG 下的子目標的貢獻評估而得。

<p><b>1 消除貧窮</b></p> 	<p><b>核心價值：環境 (SDG 7,11,13,14,15)</b></p> <p>我們通過以下解決方案為建設可持續城市和經濟作出貢獻：</p> <ul style="list-style-type: none"> <li>提供環境影響評估，例如生態影響研究、排水影響評估，以減少城市發展對環境的不利影響</li> <li>積極推動有助環境的綠色建築認證，例如循環經濟實踐和提供綠色的公共空間</li> <li>ESG 諮詢服務能幫助我們的企業客戶實現減碳途徑和抵禦氣候影響</li> </ul>				
<p><b>2 終結飢餓</b></p> 					
<p><b>3 良好健康與福祉</b></p> 	<p>[3.4] 促進心理健康</p>	<p>[3.8] 獲得優質的基本保健服務</p>	<p>[3.9] 減少死於污染的死亡及疾病人數</p>	<p>○ 積極推動有助環境的綠色建築認證，例如循環經濟實踐和提供綠色的公共空間</p> <p>○ ESG 諮詢服務能幫助我們的企業客戶實現減碳途徑和抵禦氣候影響</p>	
<p><b>4 優質教育</b></p> 	<p>[4.4] 增加年輕人與成人的技術與職業技能</p>	<p>[4.7] 確保所有的學子都習得必要的技能而可以促進永續發展</p>	<p><b>核心價值：意識 (SDG 4,12)</b></p> <p>我們透過以下方式在客戶、員工間和社區中宣傳可持續發展意識：</p> <ul style="list-style-type: none"> <li>協助我們的客戶採用可持續的方法公開透明地報告和披露 ESG 議題</li> <li>率先在我們辦公室就消耗電力、能源、水和紙張等資源進行可持續管理</li> <li>通過參加研討會和講座，培養青年和下一代與可持續發展相關的技能和知識</li> </ul>		
<p><b>5 性別平等</b></p> 	<p>[5.5] 確保婦女有公平的機會參與決策領導</p>	<p>[6.3] 減少污染以改善水質</p> <p>[6.4] 增加水使用效率，以解決水饑荒問題</p>			
<p><b>6 清潔飲水和衛生設施</b></p> 					
<p><b>7 可承攬的清潔能源</b></p> 	<p>[7.3] 提高全球能源效率的改善度</p>	<p>[8.4] 改善全球的能源使用與生產效率</p> <p>[8.5] 實現全面有生產力的就業，實現同工同酬的待遇</p>			
<p><b>8 體面工作和經濟增長</b></p> 	<p>[8.2] 透過科技創新提高經濟體的產能</p>				
<p><b>9 產業、創新和基礎設施</b></p> 	<p>[9.1] 發展永續以及具有災後復原能力的基礎設施以支援人類福祉</p>	<p>[9.4] 升級基礎設施，大幅採用乾淨又環保的科技</p>			



### 核心價值：合作 (SDG 9,16,17)

我們認識到合作的重要性，並致力通過以下方法達致持份者之間的協同效應：

- 以優秀的企業管治實踐作示範
- 通過參加不同的協會，提升不同部門的能力
- 建立共同點以加強多方持份者的合作關係

[10.3] 消除歧視的政策及實務作法以減少不平等



[11.7] 為所有的人提供安全的、包容的綠色公共空間

[11.6] 減少平均每人對環境的有害影響

[11.5] 減少災害的死亡人數以及經濟損失

[11.4] 保護文化與自然遺產

[11.1] 確保所有的人都可取得適當及安全的住宅與基本服務



[12.8] 確保每個地方的人都擁有可永續發展的相關資訊

[12.6] 鼓勵企業採取及報告可永續發展的作法

[12.5] 透過預防減少廢棄物的產生

[12.4] 以符合環保的方式妥善管理化學藥品與廢棄物

[12.2] 實現有效率地使用自然資源



### 核心價值：福祉 (SDG 3,5,6,8,10)

我們通過以下服務領域直接為社會福祉作出貢獻：

- 提供環境影響評估監測和減低對健康和安全的負面影響，例如土地污染、空氣和水的質量和噪音
- 推廣與可持續性相關的建築認證，例如 WELL 認證，注重於住客的健康和福祉
- 聲學、視聽和照明設計諮詢服務，通過提供宜人的聲學和照明環境來提升住客的幸福感

我們奉行以人為本的原則，並通過以下方式提高員工在辦公室的健康，尤其是在疫情爆發期間：

- 為所有全職員工提供醫療保健服務
- 維持一個安全、衛生和舒適的工作場所
- 堅持非歧視政策和性別平等原則
- 提供精神輔導服務
- 為我們的員工提供親職假

[13.3] 改善有關氣候變遷適應及影響減少的教育

[13.2] 將氣候變遷措施納入政策及策略

[13.1] 強化對與氣候有關災害的適應能力



[14.2] 以可永續的方式管理及保護海洋生態

[14.1] 減少各式各樣的海洋污染



[15.8] 避免侵入型外來物種

[15.1] 保護及恢復森林和沼澤



[16.7] 確保決策回應且包容民意

[16.6] 發展有效且透明的制度

[16.5] 減少各種形式的貪污賄賂



[17.17] 促進有效的公私營及公民社會的合作

[17.16] 促進多邊合作以鼓勵分享知識和專業

[17.14] 提高政策的連貫性以實現永續發展





## ESG Commitments

As a responsible company that safeguards the environment and society, AEC is pleased to take up corporate social responsibility and commit to cultivating a better living environment. AEC provides various environmental solutions to our clients in a bid to lower the greenhouse gas (“GHG”) emissions collaboratively. Apart from providing solutions for our clients, we also strive to bolster resilience in our business and within the society in both the environmental and social spheres. As such, we are committed to achieving carbon emissions reduction targets, as well as strengthening wellness in our workplace and community.

## Our commitment to decarbonization

### Validated Science-based targets and Race to Zero pledge

Climate change is an unprecedented crisis in human history. It is no way to turn a blind eye on this and the Group is aware of the severe impacts of climate change. In this regard, AEC endeavors to contribute effort in reducing carbon emissions in order to minimize its carbon footprint and mitigate climate change. We are committed to the SBTi and our targets has been validated in this Year. The approved SBT pledges to a 30% reduction of absolute scope 1 and scope 2 GHG emissions by 2030 from a 2018 base year, and to measure and reduce our scope 3 emissions.

In August 2021, we signed the Business Ambition for 1.5°C campaign organized by the SBTi and UNGC, to demonstrate climate leadership in supporting decarbonization. The campaign requires us to bolster our science-based targets (“SBT”) to be in line with the 1.5°C pathway, preparing for the transition to a net-zero emissions economy by 2050.

Taking action on climate change is prioritized in AEC. In addition to limiting global warming to 1.5°C, we are moving towards a net-zero carbon future. Thus, we are also a member of the UN-backed Race to Zero campaign. The campaign aims to halve global emissions by 2030 and achieve net-zero carbon emissions by 2050 at the latest. This echoes the pledges of the Hong Kong government and China to achieve carbon neutrality.

## ESG 承諾

作為一間保護環境和社會的負責任企業，沛然樂於承擔企業社會責任，致力營造更美好的生活環境。沛然為客戶提供各種環境解決方案，以共同降低溫室氣體排放。除了為客戶提供解決方案外，我們還致力在增強業務和社會中對與環境和社會領域的抗禦力。因此，我們致力於實現減排目標，並促進我們工作環境和社區的健康。

## 我們對減排的承諾

### 已通過以科學為基礎的減排目標驗證並參加了「奔向零碳」

氣候變化是人類歷史上前所未有的危機。沛然意識到氣候變化對世界影響的嚴重性，並且沒有辦法迴避它。對此，我們努力為減少碳排放做出更多努力，以盡量減少碳足印並緩解氣候變化。我們承諾參與 SBTi，並且，我們的目標在本報告年度獲得認可並通過。認可的目標是沛然承諾將會在 2030 年前減少，以 2018 年的排放量作基準的範圍 1 和範圍 2 溫室氣體的排放量中的 30%，並承諾減少其範圍 3 的排放。

2021 年 8 月，我們簽署了由 SBTi 和 UNGC 共同發起的「Business Ambition for 1.5°C」，以展示在支持減碳方面的氣候領導力。該運動要求我們加強之前的以科學為基礎的減排目標（「SBT」）目標，以符合 1.5°C 路徑，並為到 2050 年過渡到「零碳排放」經濟做好準備。

對氣候變化採取行動是沛然的優先事項。不僅將全球變暖限制在 1.5°C，我們還幫助推動社會邁向零碳排放的未來。因此，我們也是聯合國支持的奔向零碳運動的一員。運動的目標是到 2030 年將全球碳排放量減半，最遲到 2050 年實現零碳排放。這也響應與香港政府和中國實現碳中和的承諾。

AEC has established a net-zero roadmap to deliver its commitment to a zero-carbon future. The details of the three-step roadmap are shown as below:

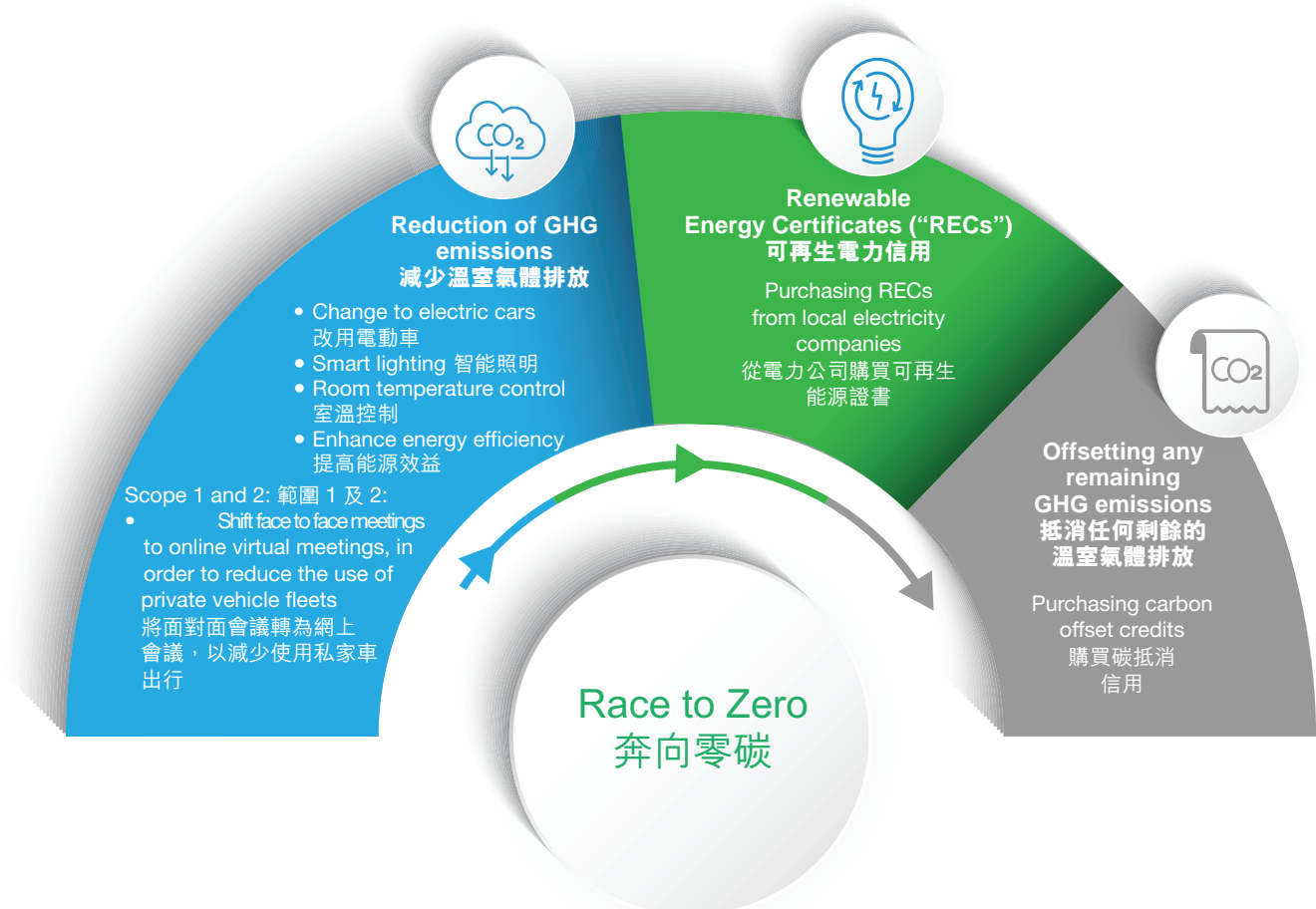
For the first step, we are taking actions to drive down the GHG emissions directly generated in our operations through energy efficiency enhancements. In addition, we have installed smart devices at the office to trace energy usage patterns and identify any rooms of improvement. Moreover, we encourage our employees to shift face-to-face meetings to online virtual meetings in order to reduce use of our company vehicle. We also have plans to invest in electric vehicles.

Given the limitation of space in our office, it is difficult for AEC to install on-site renewable energy facilities. Thus, we will consider the purchase of RECs from local electricity companies to help reduce AEC's scope 2 emissions in operations. For the remaining GHG emissions, we plan to offset them by purchasing carbon offset credits.

沛然已經建立了一個零碳路線圖，以實現零碳未來的承諾。路線圖分為三步曲，詳細信息如下所示：

第一步，我們正採取行動以提高能源效率，並降低我們營運中直接產生的溫室氣體排放。此外，我們善用智能設備，將其安裝在辦公室，追蹤能源使用模式，務求尋找改善的空間。再者，我們鼓勵員工將面對面會議改為網上會議，以減少使用本公司的私家車出行。我們也有計劃將改為使用電動汽車。

由於辦公室的建築空間限制，沛然難以在現場安裝可再生能源設備。因此，我們考慮從本地電力公司購買 RECs，以幫助減少沛然在運營中的範圍 2 排放。對於剩餘的溫室氣體排放，我們計劃通過購買碳抵消信用來抵消它們。



## Our Commitment on Wellness

### Staff wellness

Maintaining a safe and comfortable working environment for our employees is one of our bottom lines. Therefore, we strictly monitor our indoor air quality and water quality in our office. We conduct air quality and water quality assessment regularly to ensure the indoor environment data meets the standards. We have obtained the WELL Health-Safety label for our workplace which recognizes our effort on employees' wellness.

Besides, we pay attention to our staff's mental health. We acknowledge the harm of noise to human mental health. Thus, we have installed sound-insulated sponge on our ceiling to reduce the noise level which allows our staff to work in a quiet area. To offer further help with regards to mental health, we provide mental health advisory services to our staff.

## 我們對健康的承諾

### 員工健康

為我們的員工保持一個安全和舒適的工作環境是我們的底線之一。因此，我們嚴格監控室內空氣質素和水質。我們定期進行空氣質素和水質評估，以確保室內數據符合標準。我們為沛然的辦公室獲得了 WELL 健康 - 安全評價準則，這是對我們為員工健康所付出努力的認可。

此外，我們關注員工的精神健康。我們明白到噪音對人們精神健康的影響。因此，我們已經在會議室內安裝了隔音海綿，以降低噪音水平，讓我們的員工可以在一個安靜的環境中工作。為了在精神健康方面提供進一步的幫助，我們提供精神健康諮詢服務給員工。



## UNGC - The Communication on Progress

AEC signed up for a signatory of the UNGC in the Year. We believe that business as a force for good and is committed to sustainability to take shared responsibility for achieving a better world. We support and align with the ten principles on human rights, labor, environment and anti-corruption in our business operations.

## 聯合國全球契約進展通報

沛然成為聯合國全球契約的簽署機構。我們相信企業擁有推動社會進步的力量，並致力於可持續發展，為實現更美好的世界承擔共同的責任。我們支持人權、勞工、環境和反貪污的十項原則，並將其與我們的業務運營相結合。

Principle 原則	AEC's approach 沛然的方法	Sections 章節
<b>Human rights 人權</b>		
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights 企業應該尊重和維護國際公認的各項人權</p> <p>2. Make sure that they are not complicit in human rights abuses. 企業決不參與任何漠視與踐踏人權的行為</p>	<p>AEC respects human rights and provides a healthy and safe working environment to our employees. Air purifiers were installed to cover all area of our office to improve the indoor air quality. In terms of acoustics comfort, we have installed acoustic foam at the ceiling to lower the noise level from the surroundings making a comfortable and quiet environment for our staff.</p> <p>Beyond physical health, AEC also pays attention on the mental health of all staff members. The Group provides mental health advisory service for our employees. We also promise to protect the privacy of our employees and ensure proper handling and management of confidential and personal information.</p> <p>沛然尊重人權並為員工提供健康和安全的工作環境。我們辦公室安裝的空氣淨化器能覆蓋所有區域，以改善室內空氣質量。在聲學舒適度方面，我們在會議室內天花板安裝了隔音棉，以降低來自周圍環境的噪音水平，為我們的員工營造一個舒適安靜的環境。</p> <p>除身體的健康外，沛然還關注員工的精神健康。本集團為我們的員工提供精神健康諮詢服務。我們承諾保護這些員工的私隱，並確保妥善處理和管理機密和個人信息。</p>	<ul style="list-style-type: none"> <li>• ESG Commitment ESG 承諾</li> <li>• Demonstrating Resilience in our operations 在我們的營運中展示抗禦力</li> </ul>
<b>Labour 勞工標準</b>		
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining 企業應該維護結社自由，承認勞資集體談判的權利</p> <p>4. Elimination of all forms of forced and compulsory labour 企業應該消除各種形式的強迫性勞動</p> <p>5. Effective abolition of child labour 企業應該消滅童工制度</p> <p>6. Elimination of discrimination in respect of employment and occupation 企業應該杜絕任何在用工與職業方面的歧視行為</p>	<p>AEC strictly stipulates a set of recruitment standard and policy. AEC delegates responsibility to the administrative/human resources department to verify candidates' valid identity documentation, age, and working permit to prevent child labor, forced labor and other forms of unlawful labor.</p> <p>We strive to make an inclusive and diverse working environment offering equal opportunities to all staff members regardless of race, ethnic background, sexual orientation and gender, as well as respect the uniqueness of individuals. To cultivate a cohesive culture in the company, we organize team-building activities regularly.</p> <p>We treasure the opinions of our staff. Open and transparent dialogue is crucial and is conducted annually. We distributed surveys to our employees to obtain their feedback on various aspects such as compensation package, workplace, benefits, corporate image, training and development, as well as building. The bottom-up approach allows AEC to receive ideas from the employees directly and enhance their job satisfaction.</p>	<ul style="list-style-type: none"> <li>• Advancing our Sustainability Approach 加強我們的可持續發展方針</li> <li>• Making Positive Impacts along value chain 引領價值鏈創造正面影響</li> </ul>

Labour 勞工標準

We also conduct all staff meetings regularly to directly communicate with staff and exchange ideas among departments and top management. Apart from the regular staff meetings, AEC also provides appraisal for staff members annually, that allows a two-way communication between employees and their seniors to discuss the performance and formulate improvement plans.

沛然嚴格制定一套招聘標準和政策。沛然委託行政 / 人力資源部門核實候選人的有效身份證明文件、年齡和工作許可證，以防止聘用童工、強迫勞動和其他形式的非法勞動。

我們努力營造包容和多元化的工作環境，為所有員工提供平等機會，不分種族、民族背景、性取向和性別，並尊重個人的獨特性。為在公司培養和凝聚內部文化，我們定期組織團隊建設活動。

我們重視員工的意見，與他們進行公開、透明的對話是至關重要的。我們每年都會與他們進行一次交流。我們向員工派發調查問卷，以獲取他們對薪酬、工作場所、福利、企業形象、培訓和發展以及團隊建設等各個方面的反饋。「自下而上」的方法使沛然能夠接收員工的想法並滿足他們對工作的需求。

我們還定期召開全體員工會議，與員工直接溝通，並在部門和高層管理人員之間交換意見。除了定期舉行員工會議外，沛然還每年對員工表現進行評估。這令員工和他們的上級之間進行雙向溝通，討論績效並找出改進方法。

Environment 環境

- 7. Businesses should support a precautionary approach to environmental challenges  
企業應對環境挑戰未雨綢繆
- 8. Undertake initiatives to promote greater environmental responsibility  
企業應該主動增加對環保所承擔的責任
- 9. Encourage the development and diffusion of environmentally friendly technologies  
企業應該鼓勵開發和推廣環境友好型技術

Working towards a net-zero future is on our sustainability journey's top priority. As such, AEC is committed to the SBTi, the worldwide initiative that calls for business firms to minimize their GHG emissions with a global temperature alignment. AEC has an ambition to lower its scope 1 and 2 emissions by 30% before 2030 from the base year of 2018. To strengthen our commitment, we have also signed the Business Ambition for 1.5°C campaign launched by the SBTi and UNGC that paves way for a net-zero future. Enhancing energy efficiency is a key step to attain our goal. We acknowledge utilizing resources efficiently not only minimizes our environmental impact, but also lowers our operating costs. We are constantly monitoring and managing our energy using pattern with the help of smart devices.

On top of these commitments, AEC also extends its impact beyond its business operations, it has become one of the Asia Pacific Net -Zero Collaborators in the Year. We will closely collaborate with the World Green Building Council ("WorldGBC") to increase industry confidence and momentum towards a net-zero built environment. AEC fully supports WorldGBC's Advancing Net Zero programme that is a global project working towards total sector decarbonization by 2050.

- ESG Commitment  
ESG 承諾
- Making Positive Impacts along value chain  
引領價值鏈創造正面影響
- Demonstrating Resilience in our operations  
在我們的營運中展示抗禦力

## Environment 環境

With regard to our client solutions, our core business is engaged in providing green building and sustainability consultancy. We provide advisory services to our clients on environmental stewardship in their building projects, such as through the selection of sustainable building materials and installation of high efficiency facilities. Moreover, we promote sustainability concepts among our suppliers and the public through career talks, symposiums, webinars and other community engagement activities.

努力實現淨零未來是我們可持續發展之旅的重中之重。因此，沛然承諾參與 SBTi。這是一項全球倡議，倡導商業公司根據全球共同的氣溫協議最大限度地減少其溫室氣體排放。沛然的目標是在 2030 年之前將其範圍 1 和範圍 2 的排放量從 2018 年基準年減少 30%。為了進一步達到承諾，我們還簽署了由 SBTi 和聯合國全球契約共同組織的 Business Ambition for 1.5°C，為淨零未來鋪平了道路。提高能源效率是實現我們目標的關鍵步驟。我們承認有效利用資源不僅可以最大限度地減少對環境的影響，還可以降低我們的運營成本。在智能設備的幫助下，我們不斷地監控和管理我們的能源使用模式。

除了這些承諾外，沛然還將其影響擴展到其業務運營之外，並於本報告年內成為亞太地區淨零合作夥伴之一。我們將與世界綠色建築委員會（「WorldGBC」）密切合作，以增強實現零碳建築環境的信心和動力。沛然全力支持 WorldGBC 的「邁向淨零」計劃，該計劃是一個全球項目及推動在 2050 零碳排放。

關於我們的客戶解決方案，我們的核心業務是提供綠色建築和可持續發展顧問。我們為我們客戶的建築項目提供環境管理方面的諮詢，例如通過選擇可持續建築材料和安裝高效設施。此外，我們通過職業講座、研討會、網絡研討會和其他社區參與活動在我們的供應商和公眾中宣傳可持續發展概念。

## Anti-corruption 反貪污

10. Businesses should work against corruption in all its forms, including extortion and bribery  
企業應反對各種形式的貪污，包括敲詐勒索和行賄受賄

AEC has zero-tolerance on any form of bribery and corruption. The staff handbook contains AEC's Code of Conduct which strictly prohibits staff from solicitation or acceptance of any advantage in connection with his/her work without permission from the Company. AEC has also established whistleblowing mechanisms which allows all staff members to report cases of misconduct and malpractice anonymously to the administrative/human resources department. The legal department shall then conduct investigation immediately. During the Year, AEC was not aware of any material non-compliance with the laws and regulations in respect of anti-corruption and no whistleblowing incidents were reported.

沛然對任何形式的賄賂和貪污採取零容忍態度。員工手冊包含沛然的行為準則，嚴禁員工在未經公司許可的情況下索取或接受與其工作有關的任何利益。沛然亦建立了舉報機制允許所有員工匿名向行政/人力資源部門報告不當行為和瀆職事件。法律部門將立即進行調查。於本年度，沛然未發現任何重大的與反腐敗法律法規有關的不合規情況，也未發生任何舉報事件。

- Embedding sustainability in our core  
鞏固我們的可持續發展
- Corporate Governance  
企業管治

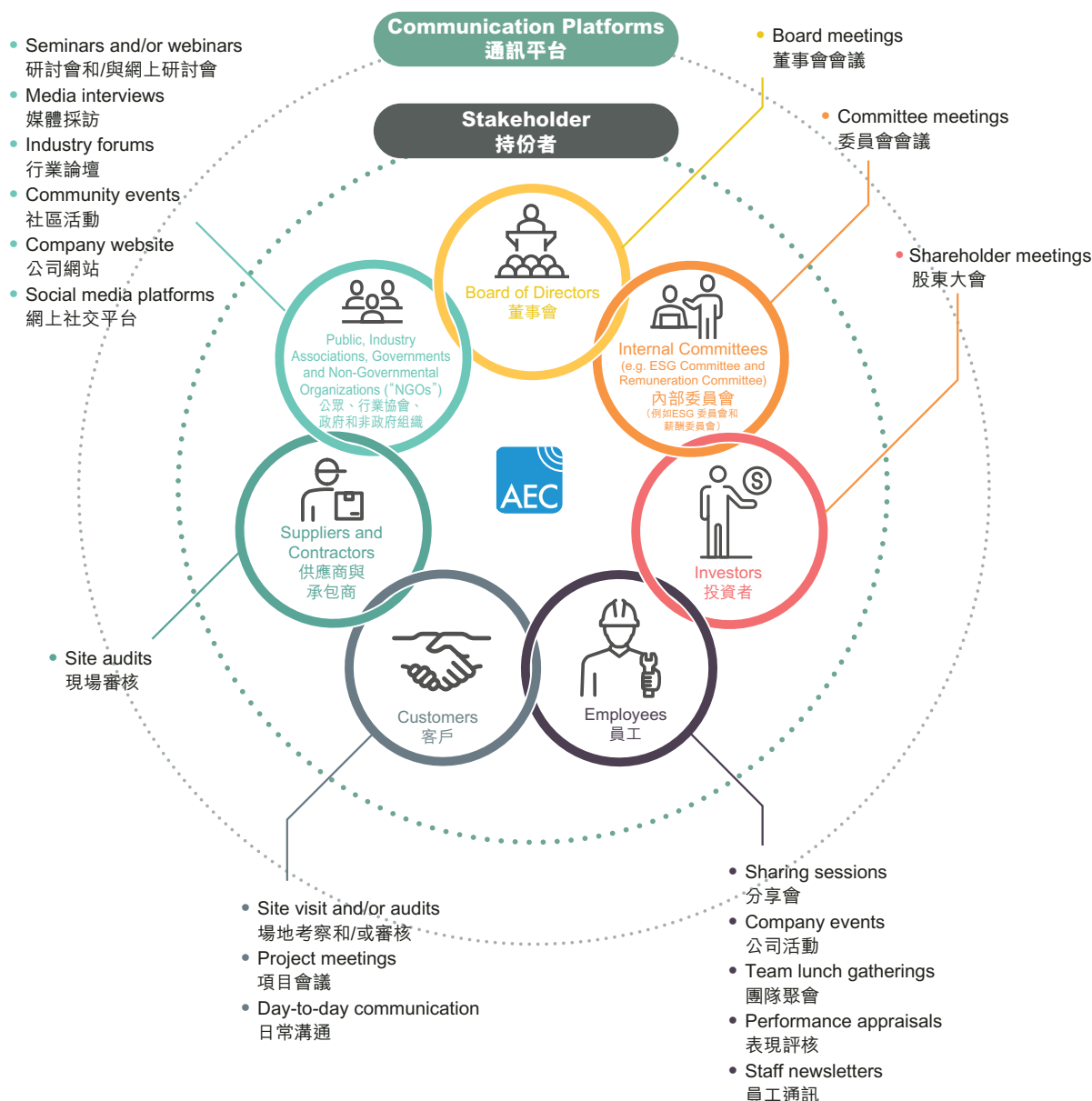
# Advancing Our Sustainability Approach 加強我們的可持續發展方針

## Stakeholder Engagement

Sustainable development involves addressing the diverse opinions of our stakeholders who are directly involved in our business operations and value chain. We cherish every feedback from our internal and external stakeholders as their viewpoints provide a more holistic picture in AEC's decision making process. In order to maintain an effective two-way communication, AEC has established an extensive range of communication platforms to stay connected with the stakeholders:

## 持份者參與

可持續發展涉及解決與我們在業務營運和價值鏈上的持份者的不同意見。我們重視來自內外持份者的每一條反饋，因為他們的觀點在沛然作出決策過程時提供更全面的畫面。為保持有效的雙向溝通，沛然建立了多元化的溝通平台與持份者保持聯繫：





## Materiality Assessment

Materiality assessment is a part of the key strategies in moving to a sustainable future for AEC. Materiality assessment helps our business identify, assess and prioritize the most material ESG issues. During the Year, AEC conducted a sustainability survey with external and internal stakeholders, as well as interviews with senior consultants and top management. Based on the result, AEC could review its performance and impacts in various sustainability aspects and adopt relevant response and reactions.

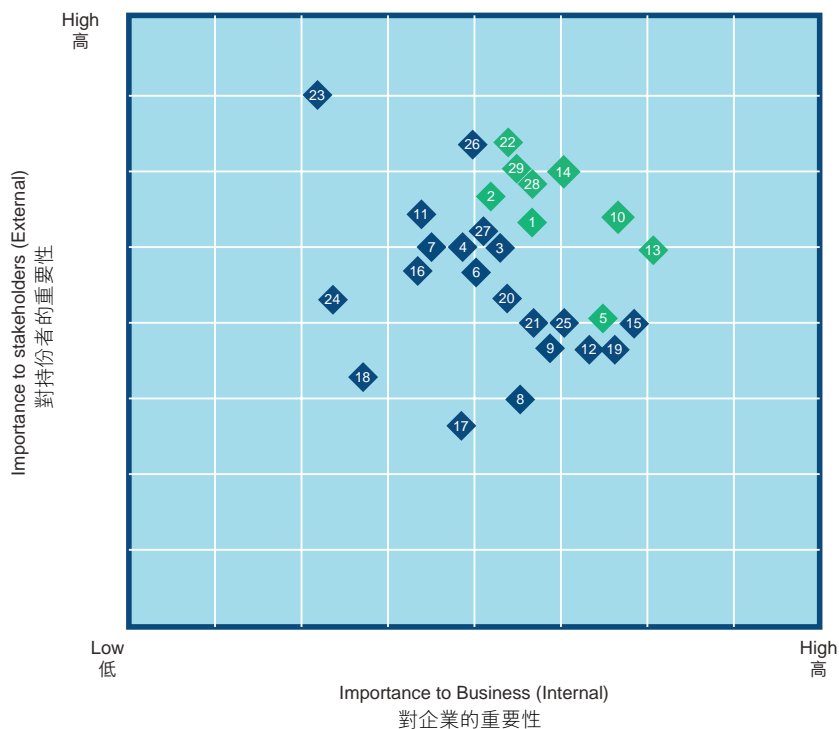
According to the results, a materiality matrix has been completed to display the material issues of AEC. The Board, the ESG Committee and the SWG will continue to review and work on these identified topics. All material topics shown in the table have been incorporated into AEC's management, sustainability roadmap and daily operations.

## 重要性評估

重要性評估是沛然邁向可持續未來策略中關鍵的一部分。重要性評估可幫助我們的營運識別、評估和優先考慮最重要的 ESG 議題。本年度內，沛然與外部和內部持份者進行了可持續發展問卷調查，並訪問了高級顧問和高層管理人員。基於結果，沛然可以審查其在各個可持續性方面的表現和影響，並採取相關的回應。

根據結果，我們完成了重要性矩陣，並顯示沛然的重要議題。董事會、ESG 委員會和 SWG 將繼續審查這些已確定的議題並展開工作。表中顯示的所有重要議題均已納入沛然的管理、可持續發展路線圖和日常運營。





Label 標碼	Aspects 方面	Material Topics 重要議題	GRI Topic GRI 主題	Other Material Topics
1	Environment 環境	Sustainability awareness promotion 推廣可持續發展意識	-	3 Greenhouse gas and air emissions 溫室氣體與廢氣排放
2		Resource optimization 善用資源	301 Material 物料 302 Energy 能源 303 Water and Effluents 水資源與污水	4 Innovative building design 創新建築設計
5		Green office culture 綠色辦公室文化	-	6 Office waste management 辦公室廢棄物管理
10	Social 社會	Talent attraction 吸引人才	401-1 New employee hires and employee turnover 新入職員工和離職員工	7 Eco-friendly procurement 環保採購
13		Employee professional training 員工專業培訓	404-1 Average hours of training per year per employee 每名員工每年接受培訓的平均時數	8 Climate change mitigation and adaptation 氣候變化緩解與適應
14		Employee well-being and safety 員工健康與安全	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 403-2 工傷類別、工傷、職業病、損失工作日、缺勤等比率	9 Climate-related risk management 氣候相關風險管理
22	Economic and Business 經濟及業務	Service quality 服務質素	-	11 Equal opportunities and non-discrimination 平等機會與反歧視
28		Information privacy and protection 資料私隱與保護	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 418-1 與侵犯客戶隱私和丟失客戶資料有關的經證實的投訴	12 Team communication and building 團隊溝通與建立
29		ESG governance 管治	-	15 Employee satisfaction 員工滿意度
				16 Workplace diversity 職場多元化
				17 Community investment and involvement 社區投資與參與
				18 Labor standards 勞工準則
				19 Workplace environment 辦公室環境
				20 Financial performance 經濟表現
				21 Client satisfaction and feedback 顧客滿意度與意見
				23 Supplier / subcontractor quality 供應商 / 承包商質素
				24 Supplier / subcontractor management 供應商 / 承包商管理
				25 Business ethics and integrity 商業道德與誠信
				26 Anti-corruption 反貪污
				27 Handling mechanism for complaints and inquiries 投訴與查詢處理機制

## Climate-related Risk Disclosures

The Task Force on Climate-related Financial Disclosures (“TCFD”) was established by the Financial Stability Board to help businesses disclose their climate-related financial risks and relevant management approaches to investors and other stakeholders. Under the framework, climate-related risks are categorized into physical and transition risks. Physical climate-related risks come in the form of increased intensity and frequency of extreme weather, as well as sea level rises. Transition climate-related risks are due to shifts in the regulatory, technological and market landscape due to climate change actions. The TCFD framework helps companies to understand the needs of financial markets in order to respond to climate-related risks and encourages firms to cater to those needs with their disclosures.

Recognizing the risks and opportunities associated with climate change in our business, AEC is committed to adopting the TCFD in communicating and discussing our management approaches regarding adaptation, mitigation and resilience of climate change with our stakeholders.

According to the recommendations from TCFD, we disclose our management approach through the four core categories of governance, strategy, risk management, and metrics and targets.

## 與氣候相關的財務信息披露

金融穩定委員會成立的氣候相關財務信息披露工作組（「TCFD」）幫助企業向投資者和其他持份者披露其氣候相關財務風險和相關管理方法。在該框架中，與氣候相關的風險分為實體風險和轉型風險。與實體氣候相關的風險以極端天氣的強度和頻率增加以及海平面上升的形式出現。與氣候相關的轉型風險是由於氣候變化行動導致監管、技術和市場格局發生變化。TCFD 框架幫助公司從披露中了解金融市場的需求，以應對與氣候相關的風險，並鼓勵公司通過披露來滿足這些需求。

沛然意識到我們業務中與氣候變化相關的風險和機會，故此致力採用 TCFD 與持份者溝通及討論我們的管理方針，以適應、緩解和抵抗氣候變化。

根據 TCFD 的建議，我們在管治、策略、風險管理以及指標和目標四個核心類別來披露我們的管理方法。



## Governance

AEC's governance on climate-related risks and opportunities is part of the sustainability governance. The Board is responsible for the oversight of climate-related risk management, which provides guidance on the overall direction in the management and conducts final decision-making. The ESG Committee and the SWG work together to identify different climate-related risks and opportunities, and develop strategies accordingly. The SWG also conducts regular meetings and climate-related risk identification to review the strategies. Moreover, the ESG Committee and the SWG report to the Board regularly on the climate-related risks information

## Strategy

In preparation for the physical risks (e.g. extreme weather, typhoon and flooding), AEC has formulated contingency arrangement in the case of extreme weather conditions affecting the operation. In the case that our staff members are not able to go back to work in the office due to typhoon or extreme weather conditions, we have special arrangements for different weather conditions. The relevant arrangement provided experiences to enhance our adaptability to the chronic climate risks.

Apart from physical risks, AEC recognizes the impact of transitional risks and opportunities. In terms of transitional risks, we foresee an increase in the market competition in green building and ESG-related businesses. On the other hand, the growing market in green building and ESG also offer transitional opportunities to AEC's business. With increasing risks of climate change in the real estate and other industries, customer preference might shift to more sustainable building and ESG oriented, which allows us to discover a new scope of the market. For example, we are expanding our consultancy services in green finance, where there is anticipation in bringing more capital to finance climate-related projects. To this end, AEC is providing more trainings for our staff in response to the expected growing market.

To steer towards a low carbon economy and future, AEC has established carbon reduction targets and initiatives in its operations. In the Year, our SBT has been officially approved which turns a new page on our decarbonization journey.

For our approved SBT, we pledge to reduce our absolute scope 1 and scope 2 GHG emissions 30% by 2030 from a 2018 base year, and to measure and reduce our scope 3 emissions. To step a bit further, AEC strengthened this commitment later in the Year and pledged to the Business Ambition for 1.5°C and Race to Zero campaign to showcase our ambition for a net-zero future. We have set up a long-term decarbonization roadmap that is in line with the Paris Agreement to help our business to early adapt to a low carbon economy. The roadmap consists of three aspects: enhancing energy efficiency, purchasing RECs and carbon offsetting. We will report our progress annually.

## 管治

沛然的氣候相關風險和機遇管治是可持續管治的一部分。董事會負責監督與氣候相關的風險管理，為管理方向提供指導並進行最終決策。ESG 委員會和 SWG 共同努力，辨別不同與氣候有關的風險和機遇，繼而制定相應策略。SWG 亦會定期舉行會議和識別氣候相關的風險，以審查策略。此外，ESG 委員會和 SWG 會定期向董事會報告與氣候相關的風險資訊。

## 策略

為了應對實體風險（例如極端天氣、颱風和洪水等），沛然已制定應急安排避免極端天氣狀況影響我們的營運。如果員工因颱風或極端天氣狀況而無法回到辦公室工作，我們會針對不同的天氣情況進行特殊安排。有關安排累積我們應對長遠氣候風險的經驗，加強公司的適應能力。

除實體風險外，沛然亦意識到過渡性風險和機會。在過渡性風險方面，我們預計綠色建築和 ESG 相關業務的市場競爭將會增長。另一方面，不斷增長的綠色建築和 ESG 市場也為沛然的業務提供了轉型機會。隨著房地產和其他行業的氣候變化風險增加，客戶的偏好可能會傾向更具可持續性的建築物和更 ESG 導向，讓我們發現新興市場。例如，我們現正擴大我們在綠色金融方面的顧問服務，期望將更多資金用於與氣候相關的項目融資。為此，沛然將提供更多培訓資源予員工以應對預期的市場增長。

為開展低碳經濟和未來，沛然在運營下制定了碳減排目標和舉措。本報告年內，我們的 SBT 正式獲批，開啟我們減碳之旅的新篇。

對於我們認證的 SBT，到 2030 年，我們將範圍 1 和範圍 2 的溫室氣體排放量從 2018 年基準年減少 30%，並記錄和減少範圍 3 的排放量。為減碳更進一步，沛然在本年度後期加強了承諾，並簽署了「Business Ambition for 1.5°C」和「奔向零碳」的活動，以我們對零碳未來的決心。我們已制定了符合《巴黎協定》的長期減碳路線圖，這有助我們的業務及早適應低碳經濟。該路線圖由三個方面組成：通過提高能源效率、購買 RECs 和碳抵消。我們將每年報告進展。

## Risk Management

The Financial Department is responsible for the management and assessment of AEC's financial risks. SWG further analyses those financial risks to identify climate-related risks and opportunities, as well as report to the ESG Committee and the Board about the latest updates. Apart from committing to SBT and decarbonization roadmap establishment, AEC also manages the daily operational climate-related risks through ISO 14001:2015 Environmental Management System ("EMS").

In the Year, we conducted a physical climate risk assessment for our office. The result helped us identify the hurricanes and typhoons present the riskiest climate hazards. It is noted that the frequency of hurricanes and typhoons can directly damage assets and cause indirect disruption through impacts on transportation, energy and communications infrastructure. The previous severe typhoons such as Typhoon Hato in 2017 and Super Typhoon Mangkhut in 2018, were disastrous and taught us a lesson.

For handling the potential risks of climate change, we also provide training to our staff according to their job duties and needs. The action helps to equip them with related skillsets and knowledge when facing the future change, as well as mitigating the risk of green talents shortage.

## 風險管理

財務部負責沛然財務風險的管理和評估。SWG 進一步分析這些財務風險，以識別與氣候相關的風險和機遇，並向 ESG 委員會和董事會報告最新情況。除了致力於制定 SBT 和淨零排放路線圖外，沛然還通過 ISO 14001:2015 環境管理體系系統（「EMS」）管理日常運營氣候相關風險。

在本年度內，我們為公司進行實體氣候風險評估。得出的結果幫助我們辨別出颶風和颱風是最具風險的氣候災害。值得注意的是，颶風和颱風的頻率受到暴風雨的影響，它們直接破壞資產，並通過對交通、能源和通信基礎設施造成間接破壞。我們在 2017 年的颱風天鵝、2018 年的超強颱風山竹等歷來嚴重災害的強颱風中學習了重要的一課。

為了應對氣候變化的潛在風險，我們還根據員工的工作職責和需要為他們提供培訓。這有助於他們在面對未來變化時掌握相關技能和知識，並降低綠色人才短缺的風險。

## Metrics and targets

Financial Category 財務類別	Climate-related Category 氣候相關類別	Metric 指標	Unit of Measure 單位	2020/21	2019/20
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of revenue from green building consultancy projects 綠色建築顧問項目收入百分比	%	47.3	44.9
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of revenue from ESG reporting and consultancy projects ESG 報告與顧問項目收入百分比	%	10.5	9.0
Expenditure 支出	Energy/Fuel 能源 / 燃料	Total Electricity Consumption 總耗電量	kWh 千瓦時	86,287	67,888
Expenditure 支出	Energy/Fuel 能源 / 燃料	Total Energy Consumption 總能源耗量	kWh 千瓦時	92,615	70,441
Expenditure 支出	Greenhouse Gas (GHG) Emissions 溫室氣體排放	Total GHG emissions (scope 1, 2, 3) 總溫室氣體排放量（範圍一、二、三）	Tonnes of CO2e ("tCO2e") 噸二氧化碳當量	67.15	72.33
Expenditure 支出	GHG Emissions 溫室氣體排放	GHG Emission Intensity 溫室氣體排放密度	tCO2e/Employee 噸二氧化碳當量 / 員工	1.12	1.29

## 指標和目標

# Delivering Sustainable Recovery Solution 提供可持續復甦的解決方法

## Core Value – Environment (SDG 7, 11, 13, 14, 15)

### 核心價值 — 環境 (SDG 7, 11, 13, 14, 15)

#### Material Topics 重要議題



- Sustainability awareness promotion 提高可持續發展意識
- Innovative building design 創新建築設計

AEC is committed to offering our customers high-quality services and products by using our sustainability knowledge. AEC monitors daily activities, executes and monitors project planning and management in accordance with the ISO9001:2015 Quality Management System ("QMS") to ensure that it provides professional and reliable services that meet customers' requirements.

AEC has been developing and extending its services in the sector to help build a sustainable city. As one of the top sustainability consulting companies, our business extends beyond Hong Kong, and reaches Mainland China and the Asia Pacific region.

### Green Building Certification Consultancy

AEC's green building certification consulting service offers environmental design and one-stop certification application services to help new and existing structures achieve greater sustainability. We assist our diverse clients in meeting local and international green building standards by leveraging on our expertise in the Building Environmental Assessment Method ("BEAM Plus"), Leadership in Energy and Environmental Design ("LEED"), Building Research Establishment Environmental Assessment Method ("BREEAM"), China Green Building Label ("China GBL"), WELL Building Standard ("WELL"), and Fitwel.

沛然善用我們的可持續發展知識，致力為客戶提供高質量的服務和產品。沛然根據 ISO9001：2015 質量管理系統（「QMS」）監察日常活動、執行及監測項目規劃和管理，確保提供滿足客戶要求的專業和可靠的服務。

沛然一直在發展和擴展各個部門的業務，以助可持續發展的城市建設。作為領先的可持續發展諮詢企業之一，我們的足跡遍及香港、中華人民共和國和亞太地區。

### 綠色建築認證顧問

沛然的綠色建築認證顧問服務提供環境設計和一站式認證申請服務，以幫助新建築和現有建築實現更高的可持續性表現。我們運用綠建築環評（「BEAM Plus」）、領先能源與環境設計（「LEED」）、英國建築研究院環境評估方法（「BREEAM」）、中國綠色建築評價標識（「China GBL」）、健康建築認證（「WELL」）及 Fitwel 方面的專業知識，幫助不同客戶達到本地及全球綠色建築標準。

## Case Study 1 個案分析



(Photo credit: HKUST GGT)  
(圖片來源：香港科技大學集賢樓)

### Jockey Club Global Graduate Tower

The subject site is situated at the mid-south of the HKUST campus at Clear Water Bay, Kowloon. The project is an 8-storey residential development providing approximately 462 dormitories including single and double bedrooms. To facilitate residents to enrich their daily life, a range of communal facilities are also provided in the residential development, including multi-purpose rooms and function rooms.

AEC provided consultancy services in soft landscaping, urban farm, microclimate around buildings, water-saving, and reduction in annual energy consumption. An annual CO<sub>2</sub> reduction of 27% for residential area, 42% for the communal area, and 87% for carpark were achieved in provisional assessment.

#### 賽馬會集賢樓

項目位於九龍清水灣香港科技大學的中南部。該項目是一個 8 層的住宅開發項目，約 462 間宿舍，包括單人臥室和雙人臥室。為方便住客滿足日常生活，項目還提供了一系列公共設施，包括多功能房間和多功能廳。

沛然提供園景綠化、城市農場、建築周圍的微氣候、節水、減少年度耗能諮詢服務。就二氧化碳排放量而言，目前評估的結果為住宅區減少 27%，公共面積減少 42% 及車場減 87%。

## Case Study 2 個案分析



(Photo credit: Hang Lung Properties Limited)  
(圖片來源：恒隆地產有限公司)

### Westlake 66

The subject site is located at Baijingfang of Xia Cheng District, Hangzhou, Zhejiang province. The project promotes the use of green vehicles, rainwater management, indoor air quality control, light quality, material safety controls, renewable energy, pervious materials, recyclable materials, and high-performance AC system. More than 80% of the potable hot water used in the hotel is provided by an air-source heat pump. Energy-efficient AC system results in around 15% energy reduction as compared with GB50189-2015 the design standard for energy efficiency of public buildings. Recyclable and reusable materials (e.g. structural steel, reinforcing bar, glass) were adopted to account for more than 10% of the total building materials.

#### 西湖 66

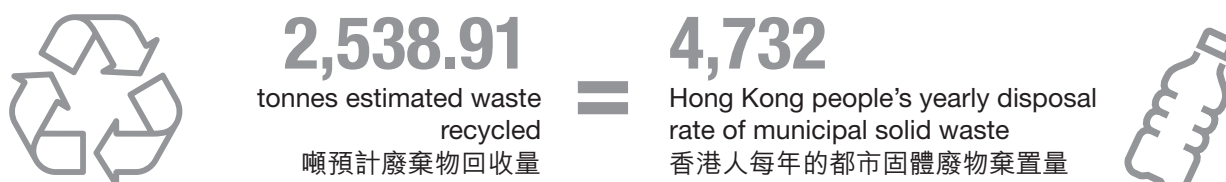
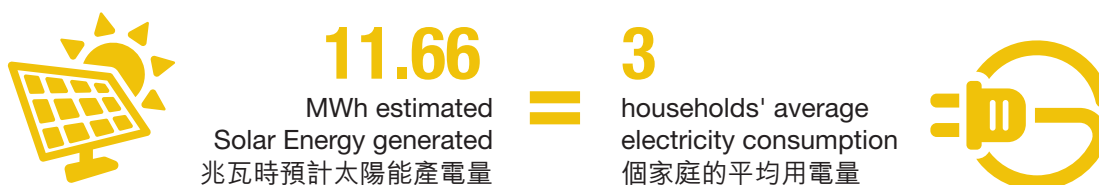
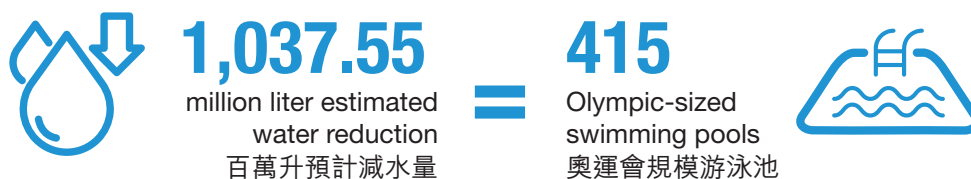
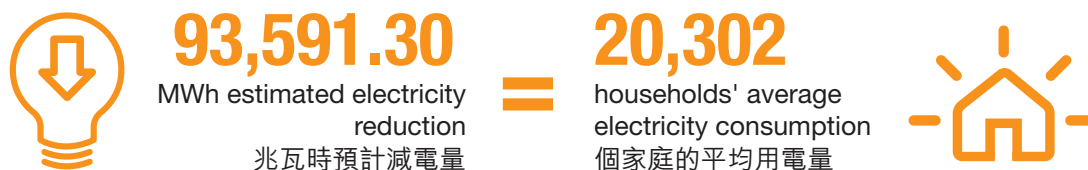
項目的地點位於浙江省杭州市下城區百井坊。本項目推廣綠色車輛、雨水管理、室內空氣質量控制、照明質量、材料安全控制、可再生能源、透水材料、可回收材料和節能空調系統。酒店 80% 以上的熱水是由空氣源熱泵所提供。與公共建築節能設計標準相比，節能空調系統節能約 15%。建築已採用可回收和可重複使用的材料（例如：採用鋼結構、鋼筋、玻璃），所佔建築材料總量的 10% 以上。

### Achievements in Green Building Projects

The following graph illustrates the overall savings in resources associated with BEAM Plus and LEED-certified projects from 2016/17 to 2020/21 in comparison to their respective baseline standards:

### 綠色建築項目的研究成果

下圖說明了於 2016/17 年至 2020/21 年期間，BEAMPLUS 和 LEED 認證項目與各自的基線標準相比的總節約量：



## Sustainability and Environmental Consultancy

The sustainability and environmental consultancy services of AEC provide architects with sustainable design solutions for urban regeneration, integrated planning, and sustainable development. Along with the environmental design, we contribute to the health and well-being of those who live in and around the built environment. Environmental impact assessment, air quality impact assessment, air ventilation impact assessment, noise impact assessment, carbon and energy audit, and building environmental research are all included in the sustainability solutions.

## 可持續發展和環境顧問

沛然的可持續發展和環境顧問服務為建築師提供城市活化、綜合規劃和可持續發展的可持續設計解決方案。除了環境設計，我們還為居住在建築環境中和周圍的人們的健康和福祉作出貢獻。在可持續的解決方案中包括環境影響評估、空氣質量影響評估、空氣通風影響評估、噪音影響評估、碳排放、能源審計和建築環境研究。

### Case Study 1 個案分析

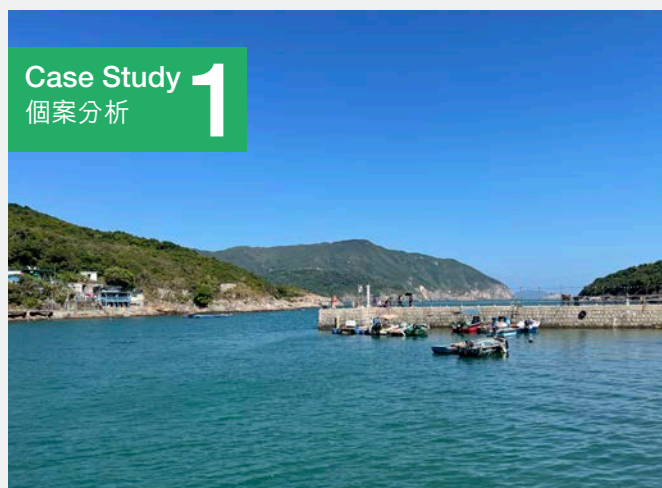
#### Sewerage Works at Po Toi O: Updated Fisheries Survey Methodology

AEC provided services to the client for an updated fish survey (Adult fish) for the construction phase EM&A programme for the “Port Shelter Sewerage, Stage 3 – Sewerage Works at Po Toi O project”. Standard methods have been applied for the analysis of fish fauna and fisheries resources in the vicinity of the proposed location of the outfall diffuser before the construction of the submarine outfall, to facilitate the impact assessment of the marine works for the Project.

#### 布袋澳排水工程：現代化漁業調查方法

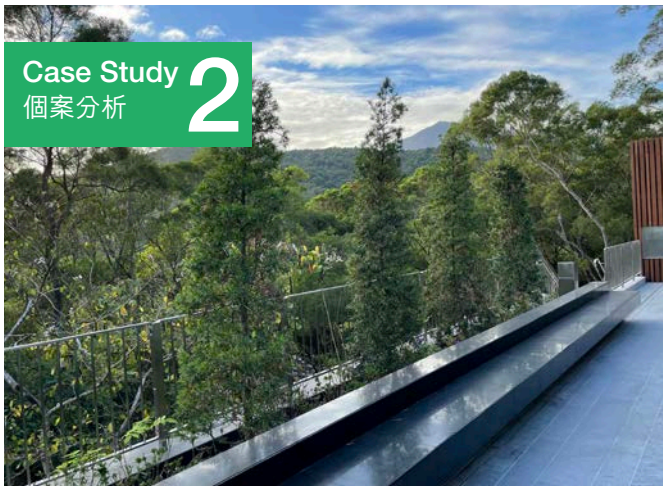
沛然為客戶在「牛尾海污水收集系統第三階段 - 布袋澳污水收集系統工程」的施工階段環監計劃更新魚類調查（成魚）。在建造海底排污口之前，已採用標準方法分析排污口擴散器位置附近的魚類和漁業資源，對本項目的海事工程進行影響評估時更加方便。

### Case Study 1 個案分析





## Case Study 2 個案分析

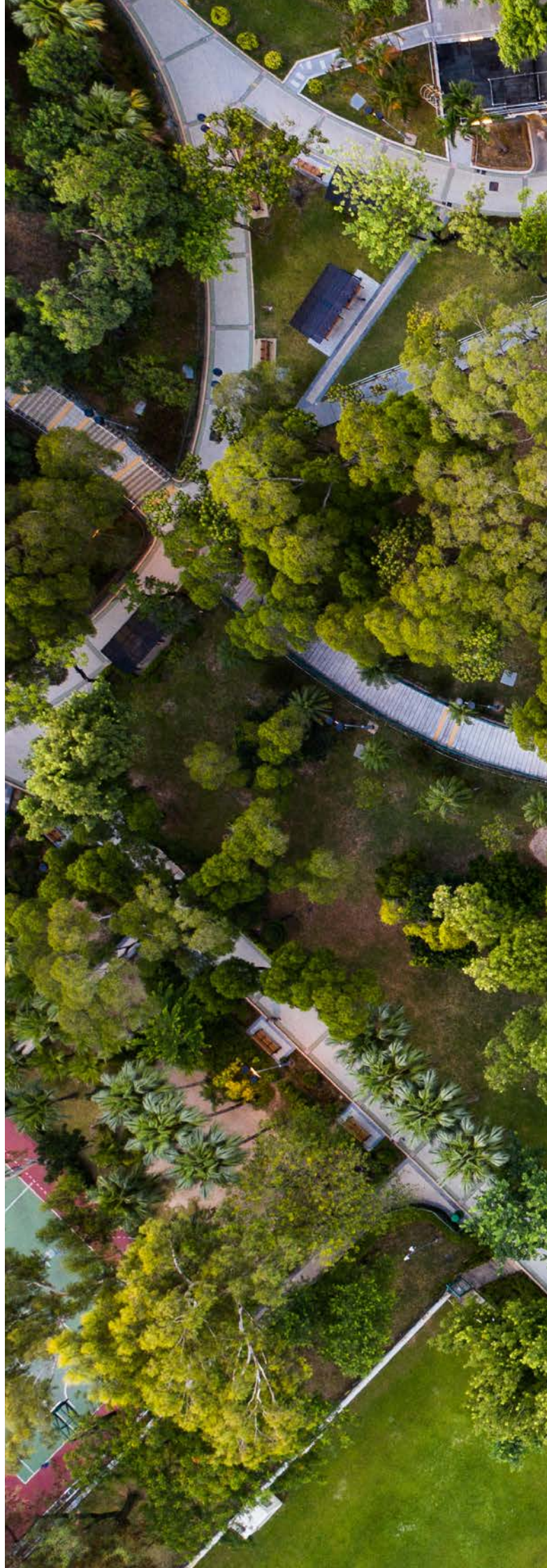


### Mui Wo Lai Chi Yuen Cemetery extension: landscape mitigation and tree preservation plan

AEC provided an environmental evaluation for the EM&A programme of “Mui Wo Lai Chi Yuen Cemetery Extension” project to evaluate and mitigate the impact the Project has on the nearby environment. The evaluation revealed that the layout design change had no discernible effect. All trees in the nearby vicinity of the Project Site were maintained and did not suffer damage as a result of the Project. A number of trees had been felled at the Project Site. Compensatory trees of the recommended local species in the required weight and size were planted in accordance with the Development Bureau’s Technical Circular on Tree Preservation. An endangered tree species (i.e. *Gnetum luofuense*) had been successfully transplanted and conserved as part of landscape works of the Project.

### 梅窩禮智園墳場擴建項目：景觀緩解和樹木保育計劃

沛然為「梅窩禮智園墳場擴建」項目的環監計劃提供環境評估，以評估及減輕該項目對附近環境的影響。評估顯示，佈局設計更改沒有明顯影響。項目工地附近的所有樹木均得到保護，未因項目而受損。因項目工地有許多樹木被砍伐。根據發展局的樹木保育技術通告，種植了由通告提議的本地樹種、符合重量和大小要求的補償樹木。作為該項目景觀工程的一部分，我們成功移植和保護瀕危樹種（即羅浮買麻藤）。



## Acoustics, Audio-visual and Lighting Design Consultancy

AEC's acoustic, audio-visual, and lighting design consultancy services assist engineers and architects in evaluating the environmental performance of different products and materials used in buildings to create a comfortable acoustic and lighting environment. Among the services are architectural acoustics, building acoustics, sound reinforcement and public address systems, architectural and facade lighting systems, mechanical service and airborne noise control, as well as theatre design and stage equipment systems.

## 聲學、視聽和照明設計顧問

沛然的聲學、視聽和照明設計顧問服務協助工程師和建築師評估建築中使用的不同產品和材料的環境性能，以創造一個舒適的聲學和照明環境。其中的服務包括建築聲學、樓宇建築聲學、擴聲和公共廣播系統、建築和外牆照明系統、機械服務和空氣噪音控制，以及劇院設計和舞台設備系統。

### Modular Integrated Construction Project – InnoCell

InnoCell is a Hong Kong Science Park prototype project for Modular Integrated Construction (MiC). MiC is a cutting-edge construction technique that entails the pre-fabrication of building components in a factory setting and then assembling them on-site. MiC was used to accelerate construction, enhance fit-out quality, minimize rework and waste, and forecast construction issues. Collaboration and enhancements to work planning increased the safety and efficiency of construction. Model process buildings feature more stringent standards for better building acoustics and noise control than conventional structures.

AEC acoustic services entailed the design of sound insulation in the form of air-borne sound insulation, room acoustics, and building facade, as well as building services noise and vibration control to meet MiC built residential units and the BEAM Plus standard.

### 「組裝合成」建築法項目 - 創新斗室

創新斗室是香港科學園一項「組裝合成」的原型項目。「組裝合成」是一種劃時代的施工技術，需要在工廠環境中預製建築組件，然後在現場組裝。「組裝合成」可加快施工，提高裝修質量，盡量減少重做和浪費，並能預測施工問題。這提高了工作規劃協調和施工的安全性和效率。與傳統建築相比，模型工藝建築具有更嚴格的標準，以實現更好的建築聲學和噪聲控制。

沛然聲學服務包括空氣聲隔聲、房間聲學和外牆的隔聲設計，以及機電設備噪音和振動控制，以滿足「組裝合成」建造的住宅單位和 BEAM Plus 的標準。

### Case Study 個案分析



(Photo credit: BEAM Plus, Inno Cell)  
(圖片來源：綠建環評，創新斗室)

## Design and Construction of Transport Department's Vehicle Examination Centre at Sai Tso Wan Road, Tsing Yi, New Territories

AEC provided comprehensive acoustic design services (including noise insulation and room acoustics) to guarantee that the clients' acoustic requirements were met. Noise produced by air conditioning systems and other mechanical and electrical devices was addressed. Acoustic panels minimize echo in control rooms and inspection booths, while supplied walls and doors offer sufficient noise isolation. Acoustic treatments have been employed to reduce the mechanical, electrical and plumbing ("MEP") noise. Acoustic ceiling panels for echo reduction and sound attenuators on MEP equipment for noise reduction in servicing offices are used to guarantee users the greatest possible acoustic quality.



(Photo credit: Transport Department)  
(圖片來源：運輸署)

### 新界青衣區西草灣路運輸署車輛檢驗綜合大樓的設計與建築

沛然提供全面的聲學設計服務（包括隔音和房間聲學），以確保滿足聲學要求。解決了由空調系統和其他機械和電氣設備產生的噪音。隔音板很大程度上減少控制室和檢查亭的迴聲，同時亦在牆壁和門安裝足夠的隔音設備。採用聲學措施來降低機械、電氣和管道（「MEP」）噪音。應用於減少迴聲的吸音天花板和 MEP 設備上的降噪器，確保用戶獲得最佳的聲學質量。

## ESG Reporting and Consultancy

AEC's ESG reporting and consultancy services have been developing over time to assist businesses in guiding their sustainability strategies. Along with sustainability reporting, we provide additional value-added services such as stakeholder engagement, materiality assessment, target setting, sustainability assessments such as Global Real Estate Sustainability Benchmark ("GRESB") consulting, e-learning on sustainability, and sustainable strategic development.

Our mission is to guide our customers towards a sustainable future by providing solutions that surpass regulatory standards. With the more stringent disclosure requirements of sustainability reporting guidelines and frameworks such as the HKEX ESG Reporting Guide and the TCFD, we aim to advise clients on the latest industry trends and assist them in developing their capacities for long-term sustainable growth.

## ESG 報告及顧問

隨著時間的推移，沛然的 ESG 報告和顧問服務不斷發展，以協助及指導企業的可持續發展策略。除了可持續發展報告，我們還提供其他增值服務，如持分者參與、重要性評估、目標設定、可持續性評估、全球房地產可持續性標準（「GRESB」）諮詢、與可持續發展有關的知識的網上學習平台和可持續發展策略。

我們的使命是通過提供超高於監管標準的解決方案，引導我們的客戶邁向可持續的未來。隨著可持續發展報告指南和框架更加嚴格，如香港交易所 ESG 報告指引和氣候相關財務信息披露工作組的披露要求，我們的目標是就最新的行業趨勢向客戶提供建議，幫助他們建立發展長期的可持續發展能力。

## Cloud-based Data Management Platform - Sustainature

Recognizing the opportunities present in the digitalization of ESG reporting practices, we have launched a cloud-based ESG data management platform, "Sustainature", to cater the future demand. The on-demand platform streamlines the data collection process, as well as allows companies to monitor their environmental performance. The platform also helps our clients track their progress against their environmental targets, such as a net-zero target.

## 應用雲端技術的數據管理平臺 — Sustainature

我們看到了數碼時代的 ESG 報告的趨勢，因此我們推出了使用雲端技術的 ESG 數據管理平臺——「Sustainature」來滿足未來的需求。平臺簡化了數據收集過程，並允許公司監控其環境績效。平臺還幫助我們的客戶跟踪其環境目標的進展，例如零碳目標。

### Science-Based Targets

Apart from the provision of consultancy on sustainability frameworks such as GRESB, PRI reporting, the CDP Climate Change questionnaire, and MSCI ESG Ratings, AEC's ESG reporting and consultancy team provides technical assistance to science-based target setting. We assist in the establishment and conducting of feasibility studies for the SBTi application. SBTi offers businesses with a well-defined route to future-proof growth by defining the amount and the rate of greenhouse gas ("GHG") emissions reductions required. The SBTi develops guidance, tools, and technical assistance to facilitate the adoption of science-based targets and incentivise companies to set meaningful targets.

### Case Study 1 個案分析



### 以科學為基礎的減排目標

除了就 GRESB、PRI 報告、CDP 氣候變化問卷和 MSCI ESG 評級等可持續發展相關準則及評級進行諮詢外，沛然的 ESG 報告及顧問部門為基於科學的目標設定提供技術支援，通過協助建立和開展可行性研究以申請 SBTi。SBTi 通過定義溫室氣體減排的數量和速度，為企業提供了一條實現未來增長的明確途徑。SBTi 發佈指引、計算工具和技術，以促進並激勵公司採用基於科學目標制定有意義的目標。

# Demonstrating Resilience in Our Operations

## 展示我們營運中的抗禦力

Core Value – Wellness (SDG 3, 5, 6, 8, 10)

核心價值 - 福祉 (SDG 3, 5, 6, 8, 10)

### Material Topics 重要議題



- Employee well-being and safety 員工福祉和安全
- Workplace environment 工作環境
- Green office culture 綠色辦公室文化
- Resource optimization 完善資源
- Office waste management 辦公室廢棄物管理
- Greenhouse gas and air emissions 溫室氣體和廢氣排放

## Sustainability Policy

AEC has incorporated the concept of sustainability into the Group's principles, operational strategies, and operations. The ESG Committee has planned sustainability policies on both environmental and social aspects to promote sustainability awareness and improve the wellbeing of the employees of AEC.

## 可持續發展政策

沛然已將可持續性的概念納入本集團的原則、營運策略和日常營運。ESG 委員會制定了環境和社會方面相關的可持續發展政策，以提高可持續發展意識並改善我們員工的福祉。



## Key Measures on Physical Health

## 健康相關的關鍵措施

### Case Study 個案分析



#### Fitwel

Fitwel aspires to promote a better future for buildings and communities in over 180 countries as the world's premier certification system dedicated to improving health for all. AEC, as one of Asia's first Fitwel signatories, is committed to assisting our clients in improving their health and well-being in the built environment. AEC is honored to become a member of the Fitwel Asia Advisory Council to provide our expertise and professional consulting advices, and to exchange the ideas with industry practitioners in order to drive the development of Fitwel across Asia during the Year.

#### Fitwel

Fitwel 致力為 180 多個國家的建築和社區促進更美好的未來。作為全球首屈一指的認證體系，Fitwel 致力改善所有持份者的健康。沛然作為亞洲最早與 Fitwel 的簽約方之一，致力幫助我們的客戶，改善他們在建築環境中的健康和福祉。沛然很榮幸成為 Fitwel 亞洲顧問委員會的成員，提供專業知識和專業的諮詢建議，並與同行交流想法，以推動 Fitwel 在亞洲的發展。

### Case Study 個案分析



#### Water quality test

To safeguard the health and safety of our employees, we strictly monitor our indoor air quality and water quality in our office. We conduct air quality and water quality assessment from time to time with an external assurance company to ensure the data meets the standards. We ensure the pH value, turbidity, chlorine and coliforms of the water sample are within the safety standards. The result of the test in the Year has complied with WELL's standard of chemical and biological water quality and air quality.

#### 水質檢測

為保障員工的健康和安全，我們嚴格監控辦公室的室內空氣質素和水質。我們定時聘請外部認證公司進行空氣質素和水質評估，以確保數據符合標準。我們確保水樣本的酸鹼值、濁度、氯氣含量和大腸菌群含量都在安全標準之內。本年度的測試結果符合 WELL 的化學和生物水質和空氣質素標準。

## Case Study 個案分析



### Indoor air quality

Indoor air quality brings immediate and long-term effects to one's health. To provide a safe and pleasant working environment to our employees, AEC has equipped indoor air sensors around the office, to monitor the indoor air quality performance, such as carbon dioxide level and volatile organic compounds (VOC) density. Also, the Group provided air purifiers to filter impurities from the air when the carbon dioxide level is above 800ppm. With a large coverage and high Clean Air Delivery Rate (CADR), the purifiers effectively filter out 99.99% PM2.5 pathogens, allergens and pollutants in the air. Two sets of parallel filters are also adopted in the purifiers to ensure the purification effect and highly efficient antibacterial deodorization, providing a healthy workplace for our employees.

### Key Measures on Mental Health

AEC is aware that mental health and physical health are closely connected. Thus, we have implemented certain measures such as installation of noise preventive facilities and provision of mental health advisory services. We created a quiet and comfortable working environment for our employees. Also, AEC provides an advisory service for our employees to help alleviate their pressure.

### 室內空氣質素

室內空氣質素對人們的健康帶來直接和長期的影響。沛然為員工提供一個安全和良好的工作環境，在辦公室周圍安裝室內空氣感應器，以監測室內空氣的質素，例如二氧化碳水平和揮發性有機化合物濃度。此外，如空氣中二氧化碳含量超過 800 百萬分之一的雜質，沛然會提供空氣淨化器以過濾空氣的雜質。空氣淨化器覆蓋範圍大，清潔空氣輸送率高，可有效過濾空氣中 99.99% 的懸浮粒子病原體、過敏原和污染物。淨化器還採用兩組並聯過濾器，以確保淨化效果和高效抗菌除臭，為員工提供健康的工作場所。

### 與精神健康相關的重點措施

沛然意識到精神健康和身體健康密切相關，因此，我們已實施政策，例如安裝噪音預防設備和提供精神健康諮詢服務。我們為員工創造了安靜舒適的工作環境，並為我們的員工提供諮詢服務，幫助他們分擔壓力。

## COVID-19 Measures

In light of the Coronavirus Disease 2019 (“COVID-19”) outbreak, AEC has announced a number of preventive measures to safeguard the health and safety of our employees. Taking a further step to help fight the COVID-19 pandemic, AEC has provided surgical masks for employees. AEC has monitored closely the situation of COVID-19 and took appropriate company-wide measures to safeguard our employees’ health and safety while ensuring our business operations’ stability and remaining proactive in promoting sustainability through webinars and media. In order to reduce the risk of spreading COVID-19, we have held virtual meetings with clients and public webinars by using video conferencing equipment instead of face-to-face meetings.

During COVID-19 pandemic, AEC adopted different policies to ensure a safe and healthy workplace for all our employees. We have developed the following flexible arrangements in response to the COVID-19 pandemic. In our tier 1 approach, our office hours remained the same whereas our staff were required to wear masks at all time. Face to face meetings were avoided to maintain social distancing. We started the second approach by adopting flexible working hours since the pandemic deteriorated in order to protect the health and safety of our staff. All of our employees were divided into Team A and B, and followed roster arrangements. Computer laptops and authorized passwords were provided to support remote working. Following government advice and arrangements, when tier 3 approach commenced, all employees were requested to work from home and operated from remote access devices unless management approval was granted.

### Case Study 個案分析



#### Touchless faucet

AEC has installed touchless faucets in our bathrooms and pantry. The touchless faucets avoid cross-contamination of virus by physical touching, in order to reduce the possibility of infection. On the other hand, the solenoid valve is closed by default to reduce wastage of water. Water can be conserved up to 9 liters.

## COVID-19 預防措施

鑑於 2019 冠狀病毒病的爆發，沛然宣布了多項預防措施，以保障我們員工的健康和安全。為進一步對抗 2019 冠狀病毒病肆虐，沛然向員工派發了外科口罩。我們一直密切關注 2019 冠狀病毒病的情況，並在全公司範圍內採取適當的措施來保護我們員工的健康和安全。同時確保我們業務運營的穩定性，並通過網絡研討會和媒體積極推動可持續發展。為降低 2019 冠狀病毒病傳播的風險，我們的客戶會議和公共網絡研討會均改為使用網上會議以替代面對面的活動。

2019 冠狀病毒病肆虐，沛然採取了不同的政策，以確保所有員工的安全和健康的工作場所。為應對 2019 冠狀病毒病爆發，我們制定了以下彈性安排。在我們的第一階段措施中，我們的辦公時間保持不變，惟我們的員工必須佩戴口罩。還避免了面對面的會議，以保持社交距離。從疫情惡化開始，我們採取第二階段措施，採用彈性工作時間，以保護我們員工的健康和安全。我們所有員工均被分為 A 組和 B 組，以安排上班時間。電腦筆記本電腦和授權密碼均已提供給遠程公司服務器。及後根據政府的建議和安排，當公司實施第三階段措施，除非獲得管理層的批准，否則所有員工均被要求在家中並遠程工作。

#### 非觸碰式水龍頭

沛然在其洗手間和茶水間安裝了非觸碰式水龍頭。非觸碰式水龍頭還避免了因身體接觸造成的病毒交叉感染，以降低感染率，另一方面，電磁閥默認關閉，減少浪費水資源。節省的水量高達 9 升。



## Sustainable Operation

AEC places high value on our own environmental performance as environmental quality is linked to people's health. AEC adopted a variety of green activities in the workplace to achieve sound environmental stewardship, ranging from enhancing energy efficiency to preserving water resources to resource optimization and cultivating employee environmental awareness.

## 可持續營運

沛然高度重視我們自身的環境表現，因為環境質素與人們的健康息息相關。沛然在工作場所採取了各種綠色措施，以實現良好的環境管理，從提高能源效益到節約水資源，再到資源優化和培養員工的環保意識。





## Energy Efficiency 能源效益

- Adopt demand-side management initiatives by programming the lighting control systems and air-conditioning systems  
通過編程照明控制系統和空調系統，採用需求管理措施
- Install window films to reduce the solar heat entering indoor area  
安裝窗膜以減少陽光進入室內
- Adopt light and air-conditioning zoning in office  
採用辦公室燈光和空調分區
- Install energy saving lightings such as T5 tubes, LED lightings and utilize natural lighting  
安裝節能燈具，例如 T 5 燈管、LED 燈及利用自然光
- Grade 1 Energy Efficiency Label refrigerators  
一級能源效率標籤雪櫃

## Resources Management 資源管理

- Provide recycling bins to separate recyclable waste from source  
提供回收箱從源頭分類可回收廢棄物
- Control the use of raw materials such as packaging materials to minimize waste generation  
控制使用包裝等原材料以減少產生廢棄物
- Adopt green products, such as printing the Annual Report with soy ink  
採用綠色產品，例如使用大豆油墨印刷年報
- Adopt the “paperless office” practice with paperless publications and newsletters and provide e-statements and e-trade platform to customers  
實踐「無紙辦公室」，出版電子刊物和通訊，並為客戶提供電子結單和電子交易平台
- Reuse containers and utensils  
重複使用容器和餐具

## Water Conservation 節約用水

- Provide water dispensers to prohibit the use of disposable plastic water bottles  
提供飲水機，禁止使用即棄塑膠水瓶
- Display water saving logos to raise staff awareness  
張貼節水標籤，以提高員工意識

## Awareness raising and education 提高意識及教育

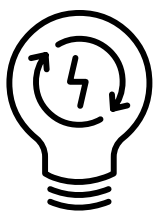
- Organize green-themed activities such as ESG seminars and Green Talks  
舉辦以綠色為主題的活動，例如關於 ESG、綠色建築和其他可持續發展相關主題的講座及研討會
- Establish Environmental Policy  
訂立和執行環境政策

AEC continues to improve and develop more wellbeing initiatives for our employees. In compliance with the applicable employment laws and standards, we ensure reasonable working hours and paid holidays. We also encourage work-life balance and a pro-family culture. As a testament to our efforts, the Home Affairs Bureau and Family Council have recognized us as a "Family-Friendly" Employer. Additionally, we offer extra staff benefits such as performance bonus, special paid leave, and a corporate fitness discount to help retain employees. Our measures implemented include:

沛然繼續為我們的員工改進和制定更多的福利計劃。根據本地勞工法律和標準，我們確保合理的工作時間和有薪假期。我們鼓勵工作與生活的平衡和親家庭文化。為表揚我們的付出，民政事務局和家庭議會已將我們確認為「家庭友善僱主」。此外，我們還提供額外的員工福利，例如花紅、特殊有薪假期和企業健身折扣，以挽留人才。我們實施的措施包括：



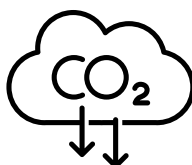
## Environmental Performance Review <sup>Note 1</sup> 環境表現概況 <sup>註 1</sup>



Energy 能源	Unit 單位	2020/21	2019/20
Electricity Consumption 耗電量	kWh 千瓦時	86,287	67,888
Fuel Consumption 燃料耗量	L 升	653	263
Total Energy Consumption 總能源耗量	kWh 千瓦時	92,615	70,441
Energy Intensity 能源消耗密度	kWh/Employee 千瓦時 / 員工	1,544	1,258



Air Pollutants 空氣污染物	Unit 單位	2020/21	2019/20
Nitrogen Oxides 氮氧化物 (NOx)	Tonnes 噸	0.000420	0.00017
Sulphur Oxides 硫氧化物 (SOX)	Tonnes 噸	0.000010	其數據在 2019/2020 並不顯著 Not significant in 2019/2020
Particulate Matter 顆粒物 (PM)	Tonnes 噸	0.000004	其數據在 2019/2020 並不顯著 Not significant in 2019/2020



GHG 溫室氣體	Unit 單位	2020/21	2019/20
Scope 1 GHG Emissions 範圍 1 溫室氣體排放	tCO2e 噸二氧化碳當量	1.77	0.71
Scope 2 GHG Emissions 範圍 2 溫室氣體排放	tCO2e 噸二氧化碳當量	61.26	55.00
Scope 3 GHG Emissions <sup>Note 2</sup> 範圍 3 溫室氣體排放 <sup>註 2</sup>	tCO2e 噸二氧化碳當量	4.12	16.62
Total GHG Emissions 總溫室氣體排放	tCO2e 噸二氧化碳當量	67.15	72.33
GHG Emissions Intensity 溫室氣體排放密度	tCO2e/Employee 噸二氧化碳當量 / 員工	1.12	1.29



Materials and Waste 材料和廢棄物	Unit 單位	2020/21	2019/20
Procured A3 and A4 Paper <sup>Note 3</sup> 已採購 A3 及 A4 紙張 <sup>註 3</sup>	Tonnes 噸	0.86	0.87
Recycled General Waste 已回收廢棄物	Tonnes 噸	0.27	0.32

Note 1: AEC's Scope 1 Greenhouse gas ("GHG") emissions refers to direct emissions, including the consumption of fuel for company-owned private cars. AEC's Scope 2 GHG emissions refers to indirect emissions, including, due to the consumption of purchased electricity. The relevant emissions figures are calculated with reference to EPD's Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition).

註 1: 沛然的範圍 1 溫室氣體排放為公司私家車消耗燃料所引致的直接排放。而沛然的範圍 2 溫室氣體排放為消耗所購買電力所引致的間接排放。相關排放數字乃參考由環保署所編製的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》(2010 年版) 所計算。

Note 2: Scope 3 GHG emissions are calculated based on (i) air business travel reimbursed by the Group and (ii) paper disposed at landfill during the Year.

註 2: 範圍 3 的溫室氣體排放的計算是根據 (i) 本集團報銷的航空商務旅行和 (ii) 本年度棄置於堆填區的紙張量。

Note 3: The figure has been adjusted in alignment with the calculation method adopted in 2021, since the unit of measure for procured A3 and A4 paper changed from "sheets" to "tonnes".

註 3: 因已採購 A3 及 A4 紙張的單位由「張」改為「噸」，該等數據已按照二零二一年所採用的計算方法進行調整。

## Environmental Awards and Recognitions

During the Year, we have received numerous recognitions and awards to showcase our efforts in contribution to environmental protection:

## 環境獎項和認可

本年度，我們獲得許多的認可和獎項，以展示我們對環境保護的貢獻：



Hong Kong Awards for Environmental Excellence  
香港環境卓越大獎

Servicing and Trading –  
Certificate of Merit  
服務及貿易業 – 優異獎



BOCHK Corporate Environmental Leadership Awards  
中銀香港企業環保領先大獎

EcoChallenger  
環保優秀企業  
5 Years+ EcoPioneer  
5年+ 環保先驅獎章



Hong Kong Green Organisation Certification  
香港綠色機構認證

Hong Kong Green Organisation Certification  
香港綠色機構認證



Green Office Awards Labelling Scheme (“GOALS”)  
綠色辦公室獎勵計劃

Certificate of Recognition  
認可證書



Hong Kong Green Awards  
香港綠色企業大獎

Sustained Performance (6 Years+)  
連續獲獎機構 (6年或以上)  
Green Management Award – Service Provider (SME) – Bronze  
優越環保管理獎 (中小企) – 服務提供者 – 銅獎



BDO ESG Awards 2021  
BDO 環境社會及管治年度大獎 2021  
.....  
Best in ESG Awards (GEM)  
Best in Reporting Awards (GEM)  
ESG 最佳表現大獎 (GEM)  
最佳 ESG 報告 (GEM)



Hong Kong Corporate Governance  
Excellence Awards 2020  
香港公司管治卓越獎  
.....  
Honourable Mention  
特別嘉許獎



GBA Outstanding Women  
Entrepreneur Awards 2020  
2020 大灣區傑出女企業家獎  
.....  
GBA Outstanding Women  
Entrepreneur Awards 2020  
2020 年度大灣區傑出女企業家獎



ESG Care Label

.....  
ESG Care Label



Re-design for  
Sustainable Circular Label

.....  
Re-design for  
Sustainable Circular Label



Caring Community  
商界展關懷

.....  
5 Years+ Caring Company  
5 年 + 商界展關懷



Industry Cares  
工業獻愛心

.....  
3+ Years Award  
3+ 愛心關懷證書

# Making Positive Impacts along Value Chain 引領價值鏈創造正面影響

## Core Value – Collaboration (SDG 9,16,17)

### 核心價值 — 合作 (SDG 9,16,17)

As one of the pioneering sustainability and environmental consulting firms in Hong Kong, AEC not only plays a critical role in facilitating corporates' sustainable development, but also strives to embed sustainability into our operations, all along our value chain. Thus, one of our sustainability commitments is to create shared values with and for our employees, clients, suppliers, and contractors.

#### Our Employees

As a professional service firm, employees are our greatest asset and crucial to our success. We fully respect and protect the basic rights and interests of every employee, and offer them diverse career and development opportunities so they can showcase their talents and ideas on our platform.

#### Boosting Diversity and Inclusion

AEC is dedicated to creating an inclusive and diverse work environment where our staff can realize their full potential. We continue our efforts to improve the diversity of our workplace through employment policies that promote equal opportunities and non-discrimination. We value and encourage curiosity, innovation, and ideas from all and do not take into account gender, age, ethnicity and religion, disability in our recruitment and employment decisions.

Moreover, AEC upholds a corporate culture that respects human rights, safeguards female rights and protects the vulnerable. We respond in a timely manner to human rights related issues and provide targeted solutions to prevent risk of infringement. During the recruitment process, our administrative/human resources department are appointed to verify candidates' valid identity documentation, age, and working permit to prevent child labor, forced labor and other forms of unlawful labor.

HKEX has plans to consider gender equality under corporate governance. AEC has been upholding the idea of creating a gender balanced workforce since 2018. We have achieved over 33% of women representation on board.

作為香港領先的可持續發展和環境顧問公司之一，沛然不僅在促進企業可持續發展方面發揮關鍵作用，而且亦努力將可持續理念融入整個價值鏈的營運。基於此，我們其中一個可持續發展的承諾便是與我們的員工、客戶、供應商及承包商共同創造價值。

#### 我們的員工

作為一家專業服務的公司，員工是我們最大的資產，也是我們成功的關鍵因素。我們充分尊重和保護每一位員工的基本權利，並為他們提供多元化的職業發展機會，讓他們可以在我們的平台上展現才華和想法。

#### 推動多元化及共融

沛然致力創造一個共融和多元化的工作環境，讓我們的員工充分發揮他們的潛力。我們通過制定平等機會和反歧視的就業政策，來提高工作場所的多元化。在招聘和僱傭決策中，我們重視並鼓勵每個人的好奇心、創意和想法，任何形式的與性別、年齡、種族和宗教等相關歧視均嚴格禁止。

此外，沛然秉持尊重人權、保障女性權利和保護弱勢群體的企業文化。我們及時應對人權問題並提供針對性解決方案，防範侵害人權的風險。在招聘過程中，我們的行政/人力資源部門負責核實候選人的有效身份證件、年齡和工作許可，以防止童工、強制勞工和其他形式的非法勞工。

香港交易所在企業管治方面計劃考慮有關性別平等的規則。自 2018 年，沛然一直秉持創建性別平衡勞動力的理念。我們在董事會裏已經實現了超過 33% 的女性代表。

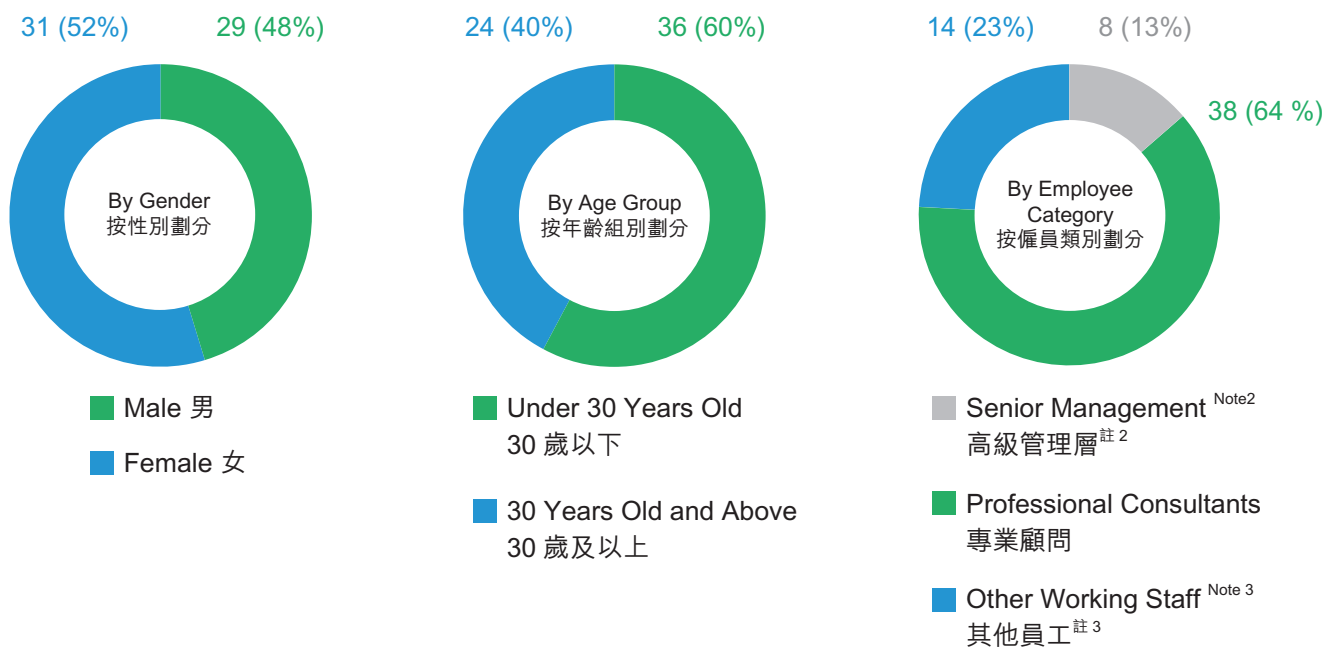
Beyond the workplace, we are committed to playing an active role in helping to shape a diverse and inclusive community. For instance, GRESB Insights is a platform where AEC shares insight on a wide range of topics, one of which includes gender diversity. The article illustrates the clear correlation between gender diverse workforce and workplace effectiveness, and puts forward our advices on a multi-pronged approach to shaping gender-balanced human capital.

於職場以外，我們亦一直致力於社區提倡多元化及共融。沛然定期於「GRESB Insights」這平台上分享見解，當中包括性別多元化。有關文章說明性別多元化的工作團隊與職場工作效率之間有著密不可分的关系，並就如何以多管齊下的方針，建立性別平衡的人力資源提出建議。

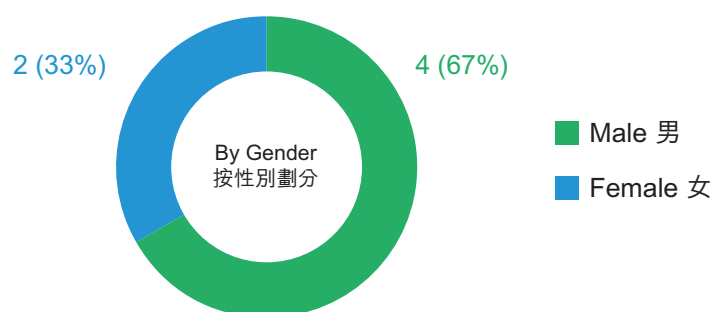




## Employment Profile <sup>Note 1</sup> 員工概覽 <sup>註 1</sup>



## Board Members Breakdown 董事會成員細分



## Employee Turnover Breakdown 離職員工細分

Overall 整體		31%	
By Gender 按性別劃分	Male 男	19%	By Age Group 按年齡組別劃分
	Female 女	41%	
		Under 30 Years Old 30 歲以下	40%
		30 Years Old and Above 30 歲或以上	17%

Note 1: During the Year, all employees worked full-time.

註 1：於本年度，所有員工皆是全職工作。

Note 2: The senior management includes our managing directors, directors, associate directors, and principal consultants.

註 2：高級管理層包括我們的董事總經理、董事、副董事和首席顧問。

Note 3: Other working staff include our technicians and employees from the administrative/human resources department, marketing and communications team, and finance and accounting team.

註 3：其他員工包括我們的技術人員、行政/人力資源部門、市場推廣及傳訊部門，以及財務和會計部門的員工。

## New Employee Hire Breakdown 新入職員工細分

	New hires 新入職人數	% of total New hires 新入職人數百分比
Male 男	7	39%
Female 女	11	61%
Under 30 Years Old 30 歲以下	13	72%
30 Years Old and Above 30 歲及以上	5	28%
Senior management 高級管理層	3	17%
Professional consultants 專業顧問	13	72%
Other working staff 其他員工	2	11%

### Fostering Employees' Growth

AEC believes that education is the key to opportunity. Education opens doors, creates new possibilities, and helps employees to pursue their passion. We continue to prioritize and invest in creating appropriate training and development opportunities to help employees upgrade their professional knowledge and skills. These include a series of sustainability and professional training programs. In addition, we provide study leaves and allowances for professional examinations and qualifications to our employees. Our senior management or department heads conduct annual employee evaluations to assess employees' performance and understand their training needs in accordance with our business development plans.

In addition to investing in our employees, we are committed to supporting young people to prepare for their future because we believe that youngsters are the future leaders in environmental protection. AEC continues to provide mentorship programs for student interns to develop and enhance their professional skills and practical experience. Since 2009, we have teamed up with Hong Kong Institute of Vocational Education ("IVE") to run the Student Industrial Attachment Program to provide internship opportunities for final year students to help them make the first step into their future.

### 促進員工發展

沛然相信教育是創造機會的關鍵。教育可以啟迪思維，創造新可能，並有助員工追隨熱愛。我們一直優先考慮為員工提供適當的培訓和發展機會，幫助員工提升自身的專業知識和技能，其中包括一系列可持續發展和專業培訓項目。此外，我們還為員工提供學習假期及專業資格考試津貼。我們的高級管理層或部門主管每年都會對員工表現進行評估，並根據我們的業務發展計劃了解他們的培訓需求。

除了投資於我們的員工，我們還致力於支持年輕人，為他們的未來做準備。因為我們相信，年輕人是日後環境保護的領導者。沛然一直為學生實習生提供輔導計劃，以發展和提高他們的專業技能和實踐經驗。自二零零九年起，我們與香港專業教育學院合作舉辦的學生工作實習計劃合作，為應屆畢業生提供實習機會，協助他們踏出邁向未來的第一步。

	Average Training Hours 平均培訓時數	Percentage of Employees Trained 受訓員工百分比
By Gender 按性別劃分		
Male 男	5.1	48%
Female 女	5.0	52%
By Employee Category 按僱員類別劃分		
Senior Management 高級管理層	1.9	10%
Professional Consultants 專業顧問	6.3	74%
Other Working Staff 其他員工	3.4	16%

## Maintaining Team Cohesion

AEC promotes the philosophy of happy work and healthy life, and values our employees' sense of belonging in the workplace. In this regard, AEC attaches great importance in providing a harmonious working environment and promoting mutual understanding among employees. However, due to the pandemic outbreak, most of the team building activities were suspended during the Year. Nevertheless, we have organized the below team-level staff activities:

## 保持員工團隊的凝聚力

沛然宣傳快樂工作、健康生活的理念，並且重視員工在工作崗位的歸屬感。因此，沛然著力為員工提供一個和諧的工作環境，並促進員工之間的相互了解。但是，由於2019年冠狀病毒病疫情肆虐，本報告年度我們取消了大部分的團隊建設活動，只組織了以下團隊層面的員工活動：



## Our Clients

At AEC, we are committed to creating thoughtful, technical and sustainable solutions for our clients from diverse sectors, including property developers, architects and designers, to listed companies and professional firms. We strive to understand our clients' sustainability needs through continuous communication and provide professional and practical advice to them.

## 我們的客戶

在沛然，我們致力於為來自不同行業的客戶提供關切、具技術性和可持續的解決方案。當中包括物業發展商、建築師和設計師、上市公司和專業公司等。我們致力通過持續的溝通來了解客戶的可持續發展需求，並為他們提供專業和實用的建議。

### Material Topics 重要議題



- Client satisfaction and feedback 客戶滿意度及反饋
- Service quality 服務質素
- Information privacy and protection 資訊私隱及保障
- Handling mechanism for complaints and inquiries 投訴及查詢處理機制

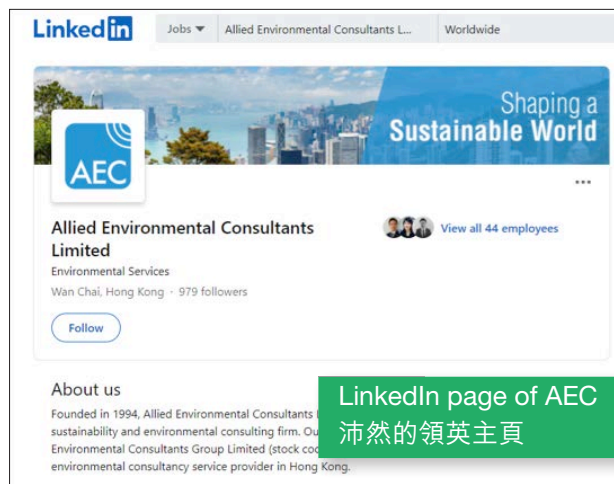


## Maintaining Ongoing Communication

We maintain ongoing communication with clients on a regular basis. Our corporate website and various social media including Facebook, LinkedIn and WeChat are platforms for engaging and building long-term relationships with our clients. We use our online resources to keep our clients up to date with our latest developments and to share our sustainable journey with them.

## 持續溝通

沛然定期與客戶的溝通。我們的公司網站和各種社交媒體，包括 Facebook、LinkedIn 和 WeChat，都是我們和客戶維繫長期關係的平台。沛然利用我們的線上資源，讓客戶及時了解我們的最新動向，並與他們分享我們可持續發展的旅程。



## Privacy Protection

We endeavor to build trust with our clients and other stakeholders by safeguarding personal data. We comply with data privacy laws and regulations and have formulated confidentiality rules to guide our employees' works. Our people are also required to take the necessary precautions, such as checking all outgoing documents, to eliminate the risk of leakage and abuse of confidential data. Unauthorized use of client data is strictly prohibited.

## 保障私隱

我們致力保護客戶和其他持份者的個人信息，並與他們建立可信的關係。我們嚴格遵守數據私隱相關的法律和法規，並制定了保密規則來指導員工的行為。員工須採取必要的預防措施，如檢查所有發出的文件，以消除機密數據洩漏及濫用的風險。未經授權而使用客戶信息是被嚴格禁止的。

## Protecting Intellectual Property Rights

AEC has developed policies and guidelines in accordance with all applicable legal requirements to prohibit intellectual property infringement and has maintained the confidentiality of all proprietary technology and privileged information in the day-to-day activities of our business. We have not received any client complaints or committed material breaches of relevant laws and regulations relating to privacy and intellectual property rights during the Year.

## 保護知識產權

沛然已根據所有適用的法律和法規要求而制定政策和指導方針，以禁止侵犯知識產權，並在日常業務活動中維持一切專有技術和特權信息的機密性。本年度內，我們沒有收到任何客戶投訴或重大違反與私隱和知識產權有關的相關法律和規例之事宜。

## Our Suppliers and Contractors

AEC aims to maintain collaborative and trusting supplier relationships to ensure our competitive edge and sustain daily operations. The Group requires suppliers to follow our requirements on business ethics, ethical conduct, labor practices, environmental conservation, human rights and legal compliance to guarantee quality standards and sustainability performance.

## 我們的供應商及承包商

沛然致力於維護與供應商和承包商的合作和信任關係，以確保我們的競爭優勢並維持日常運營。我們要求供應商及承包商遵循我們在商業道德、勞工實踐、環境保護、人權及法律合規方面的要求，以確保每個項目的質量標準及可持續表現。

### Material Topics 重要議題

- Client satisfaction and feedback 客戶滿意度及反饋
- Service quality 服務質素
- Information privacy and protection 資訊私隱及保障
- Handling mechanism for complaints and inquiries 投訴及查詢處理機制

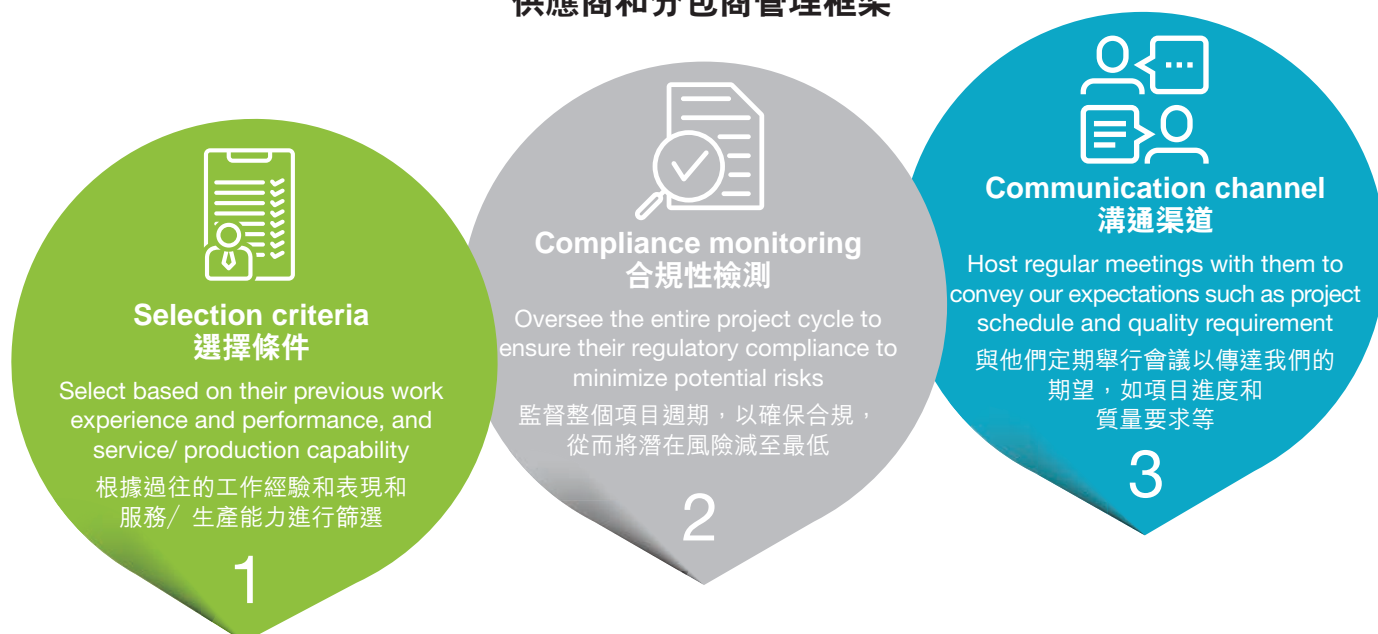
## Green Supply Chain

AEC realizes that supply chain can make a significant impact in promoting environmental, social and economic progress. Hence, the Group is in the process of implementing a sustainable supply chain management strategy to manage and mitigate our supply chain-related risks.

## 綠色供應鏈

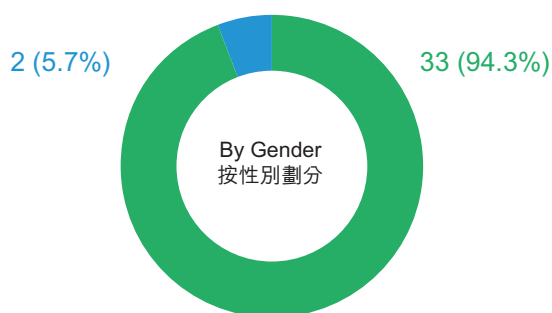
沛然意識到供應鏈對促進環境、社會和經濟進步有顯著影響。因此，集團正在實施可持續供應鏈管理策略，以管理和減輕我們的供應鏈相關風險。

## Supplier & Subcontractor Management Framework 供應商和分包商管理框架



To promote environmental and social responsibility along our supply chain, we prefer local suppliers whenever possible to reduce carbon emissions from transportation and to support the local economy. During the Year, we worked with 35 suppliers, 94.3 % of which are locally based.

為了提升供應鏈中環境和社會責任的表現，我們盡可能地選擇本地供應商，以減少運輸中的碳排放，並有助促進本地經濟發展。本年度，我們與 35 家供應商合作，其中 94.3% 為本地供應商。



- Local Suppliers <sup>Note 1</sup>  
本地供應商<sup>註 1</sup>
- Non-Hong Kong Suppliers <sup>Note 2</sup>  
海外供應商<sup>註 2</sup>

Note 1: Local suppliers refer to suppliers located in Hong Kong

註 1: 本地供應商是指位於香港的供應商

Note 2: Non-Hong Kong suppliers refer to suppliers located outside of Hong Kong

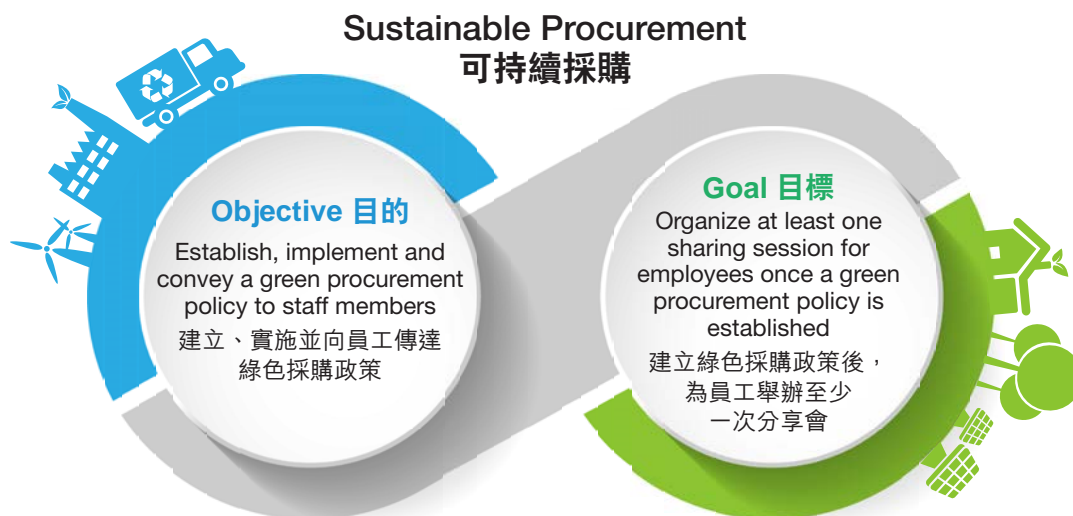
註 2: 海外供應商是指香港以外的供應商

## Responsible Procurement

To ensure alignment with our business commitments, we have become a member of the Green Council's Sustainable Procurement Charter since 2018 and are committed to implementing sustainable procurement practices. Members of the Charter are required to follow the requirement of the ISO Guide on Sustainable Procurement ISO 20400. During the Year, we have set a target for 2021 to bring green procurement into practice in our daily business

## 可持續採購

為恪守商業承諾，自 2018 年起，我們已成為環保促進會的可持續採購約章的成員，並致力實施可持續採購措施。根據規定，約章成員需要遵守 ISO 可持續採購指引 ISO 20400 的要求。於本年度內，我們已制定二零二一年的目標，務求在日常業務中實踐綠色採購。



We have also become a Sustainable Consumption Enterprise in BEC's "Fostering Sustainable Consumption for Hong Kong Business and the Community" program.

我們亦已成為 BEC 的「推動香港商界及社區可持續消費」計劃中支持可持續消費行為企業之一。

# Building Capacity in Our Community

## 建立社區可持續發展的認知

### Core Value – Awareness (SDG 3, 5, 6, 8, 10) 核心價值 - 意識 (SDG 3, 5, 6, 8, 10)

#### Material Topics 重要議題



- Sustainability awareness promotion 加強可持續發展意識
- Community investment and involvement 社區投資及參與

Through active involvement in numerous external engagement activities, AEC upholds the idea of raising sustainability awareness among our stakeholders and developing shared values together in the communities we operate in. We strive to engage the community in order to strengthen our sustainability efforts and make the city a greener place.

通過積極參與多個外界活動，沛然秉持提高持份者可持續性的意識，並在我們營運的社區中發展共同價值觀。我們致力聯繫社區，以加強我們的可持續發展工作，使香港成為一個更可持續發展的地方。

## Community Engagement

### Career Talks

AEC believes that nurturing the next generation is one of the key ways to promote sustainability effectively. Therefore, the Group remains devoted to unleashing the potential of young talents, especially in the environmental field. AEC has delivered 4 career talks to share our vision in sustainability for the students and the graduates during the Year.

## 社區參與

### 職業講座

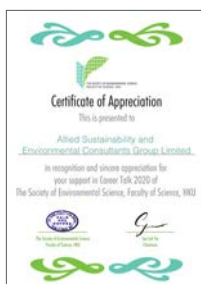
沛然認為培養下一代是最有效促進可持續發展的關鍵途徑之一。因此，本集團仍致力釋放下一代的潛力，尤其是在環境領域。在本年度，沛然舉辦了 4 場職業講座，為學生和畢業生分享我們對可持續發展的願景。



HKIQEP Graduate Environmental Mentoring Scheme (GEMS)  
香港環專會「環境畢業生啟導計劃」(GEMS)



CITY U Industry Ready Programme  
香港城市大學「能源環境工程師就業培訓計劃」



Career Talk for the Society of Environmental Science, HKU  
香港大學理學院環境科學學會就業講座



EPD Graduates Subsidy Programme  
大專畢業生資助項目 2021 — 綠色就業計劃



## Industry Involvement and Public Policy

We collaborate with local, regional and international industry groups, organizations and initiatives to promote the ongoing development and recognition of green building, sustainability and ESG in the real estate and construction industry as well as the business community at large.

### Committees Promoting Local and International Green Building Movement

Through participating in various advisory groups, expert panels and standing committees of local and international green organizations, we are joining hands with the industry in promoting sustainable development and raising the bar of sustainability standards and practices:

- Member of HKGBC Green Labelling Committee, Communications and Membership Committee, and Sustainable Development Committee
- Chair of BSL Construction Environmental Management Expert Panel
- Member of BSL Assessment Sub-Committee
- Member of LEED Indoor Environmental Quality Technical Advisory Group
- Member of Fitwel Asia Advisory Council
- Member of IWBI Health Equity Advisory
- Member of the BEAM Plus Data Centre Steering Committee
- WorldGBC Asia Pacific Net Zero Collaborator

### Committees Promoting ESG and Green Finance Development in the Business Community

We have also raised awareness among the business community about sustainable practices, and advocated ESG and green finance:

- Co-Chair of ESG Committee in China Real Estate Chamber of Commerce Hong Kong and International Chapter
- Co-Chair of Green and Sustainable Private Equity Working Group in Hong Kong Green Finance Association
- Member of Green and Sustainable Real Estate Working Group in Hong Kong Green Finance Association
- Member of BRE ESG Advisors Club
- Member of Environment and Sustainability Committee in Hong Kong General Chamber of Commerce
- Co-Chairperson of Sustainability Committee in Hong Kong Women Professionals and Entrepreneurs Association (HKWPEA)
- Member of BEC Climate Change Business Forum (CCBF) Advisory Group
- Member of BEC Sustainable Living Environment (SLE) Advisory Group
- Member of Executive Committee of FHKI Group 2 (Hong Kong Building Materials & Construction Industries Council)

### Consultations and Public Policy

We also regularly respond to public and industry consultations, and express views on environment-related policies, both as a firm and working with industry groups.

- Industry Consultation on the Assessment Standard for Green Building (Hong Kong Version) conducted by China Green Building (Hong Kong) Council
- HKEX Public Consultation on Paperless Listing Regime and Online Display of Documents
- SFC Consultation on the Management and Disclosure of Climate-related Risks by Fund Managers (via industry groups)
- Charging for Municipal Solid Waste (via industry groups)

## 行業參與及公共政策

我們與本地、地區及國際行業組別、組織及機構合作，推廣房地產和建築業以及整體商界在綠色建築、可持續發展以及環境、社會及管治方面的持續發展和認可。

### 促進本地及國際綠色建築發展的委員會

透過參與本地和國際綠色組織的諮詢小組、專家小組和常設委員會，我們與同業攜手促進可持續發展、提升可持續發展標準和作業水平。

- 香港綠色建築議會綠建標籤委員會會員、傳訊及會員事務委員會會員，以及可持續發展委員會會員
- 建築環保評估協會建築環境管理專家小組主席
- 建築環保評估協會評估小組委員會成員
- LEED 室內環境質素技術諮詢小組成員
- Fitwel 亞洲顧問委員會成員公司
- 國際 WELL 健康建築研究院健康平等顧問成員
- 綠建環評數據中心督導委員會成員
- 世界綠色建築委員會亞太區淨零合作夥伴

### 在商界推廣環境、社會及管治和綠色金融發展的委員會

我們向商界倡導更環保的業務運作，並積極推廣環境、社會及管治和綠色金融：

- 全國工商聯房地產商會香港及國際分會環境、社會和企業事務委員會聯席主席
- 香港綠色金融協會綠色和可持續私募基金工作組聯合主席
- 香港綠色金融協會綠色和可持續房地產工作組成員
- 英國建築研究院 ESG 諮詢小組成員
- 香港總商會環境及可持續發展委員會成員
- 香港女工商及專業人員聯會可持續發展小組組長
- 商界環保協會氣候變化商界論壇諮詢小組成員
- 商界環保協會可持續生活環境諮詢小組成員
- 香港工業總會第二分組（香港建築物料及建造行業協會）執行委員會成員

### 諮詢和公共政策

我們亦會定期以公司名義單獨或與行業組別共同回應公眾及業界諮詢，並就環保政策發表意見：

- 中國綠色建築與節能（香港）委員會就綠色建築評價標準（香港版）諮詢業界
- 港交所就無紙化上市及認購機制和網上展示檔文件進行公眾諮詢
- 證監會就基金經理管理及披露氣候相關風險進行諮詢（與行業團體合作）
- 都市固體廢物收費（與行業團體合作）

## Committees Advocating Sustainability in Society

In addition to the business community, we are also keen to spread the green message to the general public to promote zero carbon concepts as well as healthy and sustainable lifestyles through awareness building activities and campaigns:

- Advisor of Construction Industry Council's Zero Carbon Building Management Board
- Member of Environment and Conservation Fund Committee
- Member of Council for Sustainable Development

## Industry Engagement

Throughout the Year, AEC strived to grow with our industry partners in challenging times. We organized and participated in sustainability workshops and seminars to foster knowledge sharing.



AEC as a guest speaker shared its experience on green buildings in the SDG Eco- village Webinar for the Eco-village Transitional Housing competition.

沛然作為演講嘉賓在環保村建築概念網絡研討會上分享了其在綠色建築方面的經驗。

AEC exhibited at the Eco Expo Asia organized by the Hong Kong Trade Development Council, where we showcased our sustainability and environmental consultancy services, as well as AEC's innovative green products and services online for the very first time.

沛然參與香港貿發局主辦的國際環保博覽，並於網上介紹我們的可持續發展及環境顧問服務，以及沛然的創新綠色產品和服務。



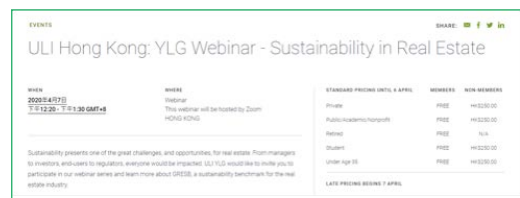
## 向社會各界宣揚可持續發展的委員會

除了商界外，我們亦積極透過宣傳活動及運動，向市民傳播零碳訊息，以及推廣健康及可持續的生活方式：

- 建造業議會零碳天地管理委員會顧問
- 環境及自然保育基金委員會成員
- 可持續發展委員會成員

## 行業參與

在本年度，沛然在這充滿挑戰的時期努力與我們的行業合作夥伴一同成長。我們舉辦並參與了各種可持續發展工作坊和研討會，以促進知識共享。



AEC delivered a presentation on sustainability in real estate for ULI Young Leaders Group. 沛然為 ULI 青年領袖小組發表了關於房地產可持續發展的演講。



AEC joined a webinar as a speaker in the panel discussion during Earth Day 2020. 沛然在世界地球日 2020 網絡研討會的小組討論擔任發言人。



AEC delivered presentations on the topics of sustainable infrastructure and changes on healthy building standards under COVID-19.

沛然就 2019 冠狀病毒病下的可持續基礎設施和健康建築標準的變化等主題發表了演講。

## Green Finance Promotion

Green financing is one of the promising ways to drive change in the global community, as it funds clean and green technologies with a positive impact on the environment. AEC, as an environmental consultancy firm, has been promoting the concept and the benefits of green finance in order to support the industry make green financing more popular.

## 綠色金融推廣

綠色融資是為世界帶來改變的有效方式之一，因為它對有正面影響的乾淨及綠色技術提供資金。沛然作為一家環境顧問公司，一直在推廣綠色金融的理念和優點，期望協助綠色金融在行業裏更加普及。



Green Finance Seminar organized by the Chinese Manufacturers' Association of Hong Kong  
由香港中華廠商聯合會主辦的綠色金融研討會



## Giving Back to the Community

All walks of life matter to AEC. We shared our knowledge to the younger generation and provided support to the elderly by donating surgical masks during the Year.



Representing AEC as the guest lecturer of the Chinese University of Hong Kong, Mr. Lai Ka Yeung Andy gave a well-illustrated and informative lecture to the students on WELL Building Standard. 黎家揚先生代表沛然擔任香港中文大學的客席講師，就 WELL 建築標準向學生們進行內容豐富的講座。



AEC delivered a presentation on an overview on Hong Kong Soundscape and its Impact to the Development of Green Buildings Nowadays to OUHK students and other stakeholders in the industry. 沛然向公開大學學生和業內其他持份者介紹了香港聲景及其對現今綠色建築發展的影響。

## 回饋社區

各行各業對沛然均很重要。我們與年輕一代分享了我們的知識，並於本年度為長者派發外科口罩。



Ms. Kwok May Han Grace joined as an Advisor of Construction Industry Council's Zero Carbon Building Management Board to promote zero carbon concepts and healthy lifestyles to the industry and larger community. Also, AEC donated HK\$10,000 to support Construction Industry Zero Carbon Park – Caring Campaign for Fight against Novel Coronavirus Concert. 郭美珩女士加入建造業議會零碳建築管理委員會擔任顧問，向業界和廣大社區推廣零碳概念和健康生活方式。此外，沛然捐贈港幣 10,000 元支持建造業零碳天地 - 抗疫關愛行動築夢音樂會。



During the fourth wave of the COVID-19 pandemic persists, AEC donated 5,000 masks to the home-alone elderly through Hong Kong Credible Care Volunteers Association, hoping to bring a touch of warmth and care to the elderly during the Chinese New Year and fight the virus together.

隨著第四波 2019 冠狀病毒病疫情持續，沛然通過香港卓護義工協會向獨居老人捐贈了 5000 個口罩，希望在新春佳節給長者帶來一絲溫暖和關懷，一同對抗病毒。

# Looking Forward 展望將來

We will continue to advance the sustainable economy and society through the provision of our consultancy services. The worldwide COVID-19 pandemic has demonstrated the necessity of incorporating sustainability and environmental, social, and governance concerns into corporate operations and strategy. With this in mind, AEC will continue to expand our sustainability footprint by introducing sustainable principles to the business sector and beyond, in order to improve the quality of life for all.

作為可持續發展和環境諮詢的公司，我們將繼續為建設一個更可持續和環境友好的社會而盡一分力。2019 冠狀病毒病在全球肆虐突出了將可持續性和環境、社會和管治納入公司營運和策略中的必要性。考慮到這一點，沛然將通過在商業領域及其他領域引入可持續原則，繼續擴大我們的可持續發展足跡，以在更健康的生活環境中提高市民的生活品質。



# Memberships and Charters 會籍和憲章

## Membership 會籍



BRE Academy  
英國建築研究院學會



Business Environment Council  
商界環保協會



Carbon Disclosure Project  
碳信息披露項目



China Green Building  
(Hong Kong) Council  
中國綠色建築與節能（香港）委員會



Hong Kong Green Building Council  
香港綠色建築議會



The GRI Gold Community  
GRI Gold 社群



The Chamber of  
Hong Kong Listed Companies  
香港上市公司商會



The Hong Kong  
General Chamber of Commerce  
香港總商會



USGBC  
MEMBER  
U.S. Green Building Council  
美國綠色建築議會



USGBC Roundtable in  
Greater China 2019  
USGBC 大中華區圓桌成員



USGBC Education Partner  
USGBC 教育合作夥伴



China Real Estate Chamber of Commerce  
Hong Kong and International Chapter  
全國工商聯房地產商會香港及  
國際分會



Hong Kong Green Finance Association  
香港綠色金融協會



The Task Force on Climate-related Financial Disclosures Supporters  
氣候相關財務披露工作組支持機構



Federation of Hong Kong Industries  
香港工業總會



PRI Signatory  
PRI 簽署機構



Hong Kong Independent Non-Executive Director Association  
香港獨立非執行董事協會



WorldGBC Asia Pacific Net Zero Collaborator  
世界綠色建築委員會亞太區淨零合作夥伴



Hong Kong Investor Relations Association  
香港投資者關係協會



International WELL Building Institute  
國際 WELL 建築研究院



2019-2020 Member of the Fitwel Asia Advisory Council  
2019-2020 年 Fitwel 亞洲顧問委員會成員



GRESB Partner  
全球不動產可持續發展指數成員



Hong Kong Alliance of Built Asset & Environment Information Management Associations  
香港建設資產及環境信息管理聯盟

# Awards and Recognitions

## 獎項與榮譽

Program 計劃	Organizer 主辦方	Award Name 獎項名稱
Hong Kong Awards for Environmental Excellence 香港環境卓越大獎	Environmental Campaign Committee 環境運動委員會	Servicing and Trading – Certificate of Merit 服務及貿易業 — 優異獎
Hong Kong Green Organization Certification 香港綠色機構認證	Environmental Campaign Committee 環境運動委員會	Hong Kong Green Organisation 香港綠色機構認證
BOCHK Corporate Environmental Leadership Awards 中銀香港企業環保領先大獎	Bank of China(Hong Kong)/ Federation of Hong Kong Industries 中國銀行（香港）/ 香港工業總會	EcoChallenger 環保優秀企業 5 Years+ EcoPioneer 5年+ 環保先驅獎章
Green Office Awards Labelling Scheme (GOALS) 綠色辦公室獎勵計劃	World Green Organization 世界綠色組織	Certificate of Recognition 認可證書
Hong Kong Green Awards 香港綠色企業大獎	Green Council 環保促進會	Sustained Performance (6 Years+) 連續獲獎機構 (6年或以上) Green Management Award – Service Provider (SME) – Bronze 優越環保管理獎 (中小企) – 服務提供者 – 銅獎
Hong Kong Corporate Governance Excellence Awards 2020 香港公司管治卓越獎	The Chamber of Hong Kong Listed Companies 香港上市公司商會	Corporate Governance Excellence Awards - Honourable Mention 特別嘉許獎
GBA Outstanding Women Entrepreneur Awards 2020 2020 大灣區傑出女企業家獎	Hong Kong Small and Medium Enterprises Association 香港中小型企業聯合會 Metro Finance 新城財經台	GBA Outstanding Woman Entrepreneur Awards 2020 2020 年度大灣區傑出女企業家獎
BDO ESG Awards 2021 BDO 環境、社會及管治 (ESG) 年度大獎 2021	BDO Limited 立信德豪會計師事務所	Best in ESG Awards (GEM) ESG 最佳表現大獎 (GEM) Best in Reporting Awards (GEM) 最佳 ESG 報告大獎 (GEM)
ESG Care Label	SocietyNext Foundation Limited	ESG Care Label
Re-design for Sustainable Circular Label	SocietyNext Foundation Limited	Re-design for Sustainable Circular Label
Caring Company 商界展關懷	The Hong Kong Council of Social Service 香港社會服務聯會	5 Years+ Caring Company 5年+ 商界展關懷
Industry Cares 工業獻愛心	Federation of Hong Kong Industries 香港工業總會	3+ Year Award 3+ 愛心關懷證書



# Content Index

## 內容索引

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>102: General Disclosures 一般披露</b>			
<b>Organizational Profile 組織概況</b>			
102-1	Name of organization 組織名稱		• Who We Are 公司簡介
102-2	Activities, brands, products, and services 活動、品牌、產品和服務		• Annual Report 2021 contains additional information about our principal activities in the sections entitled “Business Review”.
102-3	Location of headquarters 總部位置		二零二一年報內「業務回顧」 的章節中詳述我們的主要活 動。
102-4	Location of operations 經營位置		
102-5	Ownership and legal form 所有權與法律形式		
102-6	Markets served 服務的市場		
102-7	Scale of the organization 組織規模		
102-8	Scale of the organization 關於員工和其他工作者的資訊	KPI B1.1	Our Employees 我們的員工
102-9	Supply chain 供應鏈	KPI B5.1	Our Suppliers and Contractors 們的供應商及承包商
102-10	Significant changes to the organization and its supply chain 組織及其供應鏈的重大變化		Our Suppliers and Contractors 我們的供應商及承包商
102-11	Precautionary Principle or approach 預警原則或方針		• Corporate Governance 企業管治 • Climate-related Financial Disclosures 與氣候相關的財務信息披露
102-12	External initiatives 外部倡議		Memberships and Charters 會籍和憲章
102-13	Membership of associations 協會的成員資格		Memberships and Charters 會籍和憲章

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>102: General Disclosures 一般披露</b>			
<b>Strategy 策略</b>			
102-14	Statement from senior decision-maker 高級決策者的聲明		Foreword 前言
<b>Ethics and Integrity 道德和誠信</b>			
102-16	Values, principles, standards, and norms of behavior 價值觀、原則、標準和行為規範	KPI B7.2	<ul style="list-style-type: none"> <li>Sustainability Vision and Mission 可持續發展願景和使命</li> <li>Corporate Governance 企業管治</li> </ul>
<b>Governance 管治</b>			
102-18	Governance structure 管治架構		Sustainability Framework 可持續框架
<b>Stakeholder Engagement 持份者參與</b>			
102-40	List of stakeholder groups 持份者群體列表		Stakeholder Engagement 持份者參與
102-41	Collective bargaining agreements 集體談判協定		Within the reporting scope, there are no formal collective bargaining agreements in place. 報告範圍內並無正式的集體談判協議。
102-42	Identifying and selecting stakeholders 識別和遴選持份者		Stakeholder Engagement 持份者參與
102-43	Approach to stakeholder engagement 持份者參與方針		Stakeholder Engagement 持份者參與
102-44	Key topics and concerns raised 提出的主要議題和關切問題		Materiality Assessment 重要性評估
<b>Reporting Practice 報告做法</b>			
102-45	Entities included in the consolidated financial statements 合併財務報表中所涵蓋的實體		Reporting Period and Scope 報告期及範圍
102-46	Defining report content and topic boundaries 界定報告內容和議題邊界		Reporting Period and Scope 報告期及範圍
102-47	List of material topics 重要議題列表		Materiality Assessment 重要性評估
102-48	Restatements of information 信息重述		Not applicable 不適用
102-49	Changes in reporting 報告變化		Not applicable 不適用

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>Reporting Practice 報告做法</b>			
102-50	Reporting period 報告期		Reporting Period and Scope 報告期及範圍
102-51	Date of most recent report 最近報告的日期		2020 Sustainability Report 2020 可持續發展報告
102-52	Reporting cycle 報告週期		Reporting Period and Scope 報告期及範圍
102-53	Contact point for questions regarding the report 可回答報告相關問題之聯絡人 資訊		Information and Feedback 聯絡資料
102-54	Claims of reporting in accordance with the GRI Standards 符合 GRI 標準進行報告的聲明		Reporting Period and Scope 報告期及範圍
102-55	GRI content index GRI 內容索引		Content Index 內容索引
102-56	External assurance 外部鑒證		External verification of report data was not sought. However, all data has been reviewed internally. 我們暫未尋求對報告數據的 外部鑒證。惟所有數據均已進行 內部審查。
<b>200: Economic 經濟</b>			
<b>201: Economic Performance 經濟表現</b>			
103	Management approach 管理方針		Please refer to our Annual Report 2021. 請參閱我們二零二一年報。
201-1	Direct economic value generated and distributed 直接產生和分配的經濟價值		
<b>205: Anti-corruption 反貪污</b>			
103	Management approach 管理方針	GD B7 KPI B7.2	Corporate Governance 企業管治
205-3	Confirmed incidents of corruption and actions taken 經確認的貪污事件和採取的 行動	KPI B7.1	Corporate Governance 企業管治

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>300: Environmental 環境</b>			
<b>301: Materials 物料</b>			
103	Management approach 管理方針	GD A2	Sustainable Operation 可持續營運
301-1	Materials used by weight or volume 所用物料的重量或體積	KPI A2.5	AEC did not have any direct consumption of packaging material and thus, the relevant data were not disclosed. 沛然並無直接使用任何包裝 材料，因此相關的數據未有 披露。
<b>302: Energy 能源</b>			
103	Management approach 管理方針	GD A2 GD A3	Sustainable Operation 可持續營運
302-1	Energy consumption within the organization within the organization 組織內部的能源消耗量	KPI A2.1 KPI A4.1	Sustainable Operation 可持續營運 Climate-related Financial Disclosure 與氣候相關的財務信息披露
302-3	Energy intensity 能源強度	KPI A2.1	Environmental Performance Review 環境表現概況
302-4	Reduction of energy consumption 減少能源消耗量	KPI A2.3	Environmental Performance Review 環境表現概況
<b>303: Water and Effluents 用水及污水</b>			
103	Management approach 管理方針	GD A2 GD A3	Sustainable Operation 可持續營運
303-1	Interactions with water as a shared resource 組織與水（作為共有資源）的相 互影響	KPI A2.2 KPI A2.4	<ul style="list-style-type: none"> <li>• Environmental Performance Review 環境表現概況</li> <li>• AEC did not encounter any issues of sourcing water during the Year. 在本年度內，沛然並無遇到 任何採水問題。</li> </ul>

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>305: Emissions 排放</b>			
103	Management approach 管理方針	GD A1 GD A3 KPI 1.5 KPI A3.1	Sustainable Operation 可持續營運
305-1	Direct (Scope 1) GHG emissions 直接 (範疇 1) 溫室氣體排放	KPI A1.1 KPI A1.2	Environmental Performance Review 環境表現概況
305-2	Energy indirect (Scope 2) GHG emissions 能源間接 (範疇 2) 溫室氣體 排放	KPI A1.1 KPI A1.2	Environmental Performance Review 環境表現概況
305-4	GHG emissions intensity 溫室氣體排放強度	KPI A1.2	Environmental Performance Review 環境表現概況
305-7	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions 氮氧化物 (NO <sub>x</sub> )、硫氧化物 (SO <sub>x</sub> ) 和其他重大氣體排放	KPI A1.1	Environmental Performance Review 環境表現概況
<b>306: Effluents and Waste 污水及廢棄物</b>			
103	Management approach 管理方針	GD A1 GD A3 KPI A1.6	Sustainable Operation 可持續營運
306-2	Waste by type and disposal method 按類別及處理方法分類的廢棄 物總量	KPI A1.3 KPI A1.4	Environmental Performance Review 環境表現概況
<b>307: Environmental Compliance 環境合規</b>			
103	Management approach 管理方針	GD A1	Sustainable Operation 可持續營運
307-1	Non-compliance with environmental laws and regulations 違反環境法律法規	GD A1	During the Year, there were no cases of environmental non- compliance. 於本年度內，並無沒有發生環 境不合規的情況。

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>400: Social 社會</b>			
<b>401: Employment 僱傭</b>			
103	Management approach 管理方針	GD B1	Our Employees 我們的員工
401-1	New employee hires and employee turnover 新進員工和員工流動率	KPI B1.2	Boosting Diversity and Inclusion 推動多元化及共融
<b>403: Occupational Health and Safety 職業健康與安全</b>			
103	Management approach 管理方針	GD B2 KPI B2.3	Key Measures on Physical Health 健康相關的關鍵措施
403-9	Work-related injuries 工傷	KPI B2.1 KPI B2.2	During the Year, there were no occupational injuries and work-related fatalities. 於本年度內，並無工傷或因工 作意外而導致死亡的事例。
<b>404: Training and Education 培訓與教育</b>			
103	Management approach 管理方針	GD B3	Our Employees 我們的員工
404-1	Average hours of training per year per employee 每名員工每年接受培訓的平均 時數	KPI B3.1 KPI B3.2	Fostering Employees' growth 促進員工發展
<b>405: Diversity and Equal Opportunity 多元化與平等機會</b>			
103	Management approach 管理方針	GD B3	Our Employees 我們的員工
405-1	Diversity of governance bodies and employees 管治機構與員工的多元化	KPI B1.1	Boosting Diversity and Inclusion 推動多元化及共融
<b>406: Non-discrimination 反歧視</b>			
103	Management approach 管理方針	GD B3	Our Employees 我們的員工
406-1	Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	GD B1	Boosting Diversity and Inclusion 推動多元化及共融
<b>408: Child Labor 童工</b>			
103	Management approach 管理方針	GD B4	Our Employees 我們的員工
408-1	Operations and suppliers at significant risk for incidents of child labor 具有重大童工事件風險的營運 點和供應商	KPI B4.1 KPI B4.2	Boosting Diversity and Inclusion 推動多元化及共融

Disclosure of the GRI Standard 標準的披露事項		General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the HKEx ESG Guide 香港聯交所 ESG 指引一般披露 (「GD」) 及關鍵績效指標 (「KPI」)	Section/Statement 章節 / 陳述
<b>409: Forced or Compulsory Labor 反歧視</b>			
103	Management approach 管理方針	GD B4	Our Employees 我們的員工
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor 具有強迫或強制勞動事件重大 風險的營運點和供應商	KPI B4.1 KPI B4.2	Boosting Diversity and Inclusion 推動多元化及共融
<b>413: Local Communities 當地社區</b>			
103	Management approach 管理方針	GD B8	Building Capacity in Our Community 建立社區可持續發展認知
413-1	Operations with local community engagement, impact assessments and development programs 有當地社區參與、影響評估和 發展計劃的營運點	KPI B8.1 KPI B8.2	<ul style="list-style-type: none"> <li>Building Capacity in Our Community 建立社區可持續發展認知</li> <li>During the Year, AEC had contributed a total of HKD\$59,000 as charitable donations. 於本年度內，沛然共捐贈港 幣 59,000 元的慈善捐款。</li> </ul>
<b>417: Marketing and Labeling 營銷與標示</b>			
103	Management approach 管理方針	GD B6	Our Clients 我們的客戶
417-2	Incidents of non-compliance concerning product and service information and labelling 涉及產品和服務資訊與標識的 違規事件	KPI B6.1 KPI B6.3 KPI B6.4	<ul style="list-style-type: none"> <li>Our Clients 我們的客戶</li> <li>AEC did not have any direct products sold or shipped and thus, the relevant data were not disclosed. 沛然並無直接出售或運送任 何產品，因此相關數據未有 披露。</li> </ul>
<b>418: Privacy Protection 保障私隱</b>			
103	Management approach 管理方針	GD B6	Our Clients 我們的客戶
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶私隱和丟失客戶資 料的投訴	KPI B6.5	Privacy Protection 保障私隱

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<b>419: Socioeconomic Compliance 社會經濟合規</b>			
103	Management approach 管理方針	GD B6	Making Positive Impacts along Value Chain 引領價值鏈創造正面影響
419-1	Non-compliance with laws and regulations in the social and economic area 違反社會與經濟領域的法律和 法規	KPI B6.2 KPI B6.5	During the Year, AEC did not identify any significant fines or non-monetary sanctions for non-compliance with such laws or regulations. 本年度內，沛然並未發現任何 違反該等法律或法規的重大罰 款或非金錢制裁。





**ALLIED SUSTAINABILITY AND  
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