

Corporate Social Responsibility Report

企業社會責任報告

Paul Y. Engineering Group Limited (the “Company”, together with its subsidiaries, the “Group”) recognizes the importance of integrating our business values and operations for being a socially responsible corporate citizen. We have therefore established a series of strategies towards our contribution to the sustainability of our community development.

CORPORATE GOVERNANCE

The Group places strong emphasis on sound internal control, appropriate risk-assessment procedures and transparency to our shareholders and the public.

The Company believes that governance is the key to sustainable development of business. As a public company listed in the Main Board of the Stock Exchange of Hong Kong Limited, the Company strives to comply with all relevant rules, regulations and laws and adopts the best practices whenever applicable.

The Group is governed by a highly professional and independent board of directors, who delegates all day-to-day operations and management of the Group’s business to a management team led by the Chief Executive Officer. Besides, the board of directors reviews the effectiveness of the Company’s internal control systems annually. Corporate governance report for the year ended 31 March 2010 is set out on pages 27 to 44 of this report.

QUALITY MANAGEMENT

The Group employs sustainable business practices in delivering high quality products and services to our customers while honoring our commitment to the long-term interest of our communities we work in.

Provision of high quality products and services is the win-win solution to be competitive and controlling cost. Various systems have been deployed to ensure ongoing delivery of quality and fulfillment of customer expectations. These include:

- ISO 9001 (Quality Management System)
- ISO 14001 (Environmental Management System)
- OHSAS 18001 (Occupational Health and Safety Management System)

保華建業集團有限公司(「本公司」，連同其附屬公司合稱為「本集團」)對社會責任的承擔，始於其核心價值，貫徹營運每個環節。我們訂立整套方針，致力為可持續發展的社會作出貢獻。

企業管治

本集團重視有效的內部監控、恰當之風險評估程序及對股東及公眾的透明度。

本公司相信高水平之企業管治能為業務帶來具持續性之發展。作為一家於香港聯合交易所有限公司主板上市之企業，本公司致力遵守所有相關規則、條例及法例，並採納最佳常規。

本集團之董事局由多位高度專業及具獨立性之董事組成，彼將本集團業務之一切日常營運及管理工作，轉授予以行政總裁為首之管理團隊負責。此外，董事局每年檢討本公司內部監控系統之成效。截至二零一零年三月三十一日之企業管治報告刊載於本年報第27至44頁。

質量管理

本集團以可持續的商業實務，為其客戶提供高質量的產品及服務，同時亦顧及整體社會的長遠福祉。

提供高質量之服務及產品是維持競爭力及控制成本的雙贏之道。本集團採用一系列之質量監控系統以確保質量及滿足客戶之要求，當中包括：

- ISO 9001 (質量管理系統)
- ISO 14001 (環境管理系統)
- OHSAS 18001 (職業健康和安全管理系統)

In 2009, the Safety, Health, Environment and Quality (SHEQ) Management Committee was set up. Chaired by Chief Operating Officer, the Committee comprises of divisional heads, managers in safety & environment and quality assurance, and senior projects managers. The Committee meets at least once every 3 months to oversee relevant matters, ensure compliance with up-to-date regulations and best practices, and drive continual improvement of the Group's performance in related aspects. Policy statement and initiatives formulated by the Committee during the year are as follows:

- SHEQ policy statement
- In-house emergency response plan
- Response to new and updated legislation, code of practice and guidelines

STAFF DEVELOPMENT

The Group believes our long-term success is built on the development of our staff and we are committed in providing them with safe and healthy working environment, professional training and equal opportunities.

The Group cares about our staff's safety at work, especially those who perform their job duties at project sites. Our internal safety regulations are stricter than the standards required by regulatory bodies, such as our safety target for this year is to maintain an accident rate at below 11 per 1,000 workers. In order to achieve such target, additional resources are allocated for safety gears as well as project-specific trainings for site staff. Safety Officers reside at project sites work closely with project managers and clients to ensure site safety at all stages in the construction process.

Staff training provided by the Group is characterized by its variety and organization. Our staff possesses a broad range of professional skills including engineering, project management, surveying, safety management, accounting and finance, law and general management etc, and they take turns in organizing internal training workshops for knowledge exchange as well as experience sharing. Seminars featuring external speakers are provided to all staff on a regular basis.

COMMUNITY INVESTMENT

The Group cares and participates in the welfare of our society through philanthropic contributions and volunteer services.

Volunteering and charitable donations are some of our key initiatives to express our love and care for our community. The Group makes regular donations to charitable organizations, with careful planning and clear focus to support the development of the local construction industry, related professionals and workers, as well as to contribute to the educational organisations in Hong Kong and the Mainland. The Hong Kong Construction Association Education Assistance Fund, Fu Hui Charity Foundation and The Hong Kong Institution of Engineers - Project Sichuan Trust Fund are some of the organisations we have supported.

於二零零九年，安全衛生環境與質量(SHEQ)管理委員會成立。委員會以營運總裁為首，委員會成員包括各部門主管、安全及環保經理、品質保證部經理及各高級項目經理。委員會最少每三個月舉行一次會議討論有關事宜及確保遵守最新法則及最佳守則，以及令本集團在有關方面之表現不斷進步。於年內，委員會訂立以下政策約章及措施：

- SHEQ 政策約章
- 內部危急應變措施
- 對全新及更新法例、守則及指引之應變措施

員工發展

本集團相信員工發展是企業長遠成就的基礎，我們致力為所有員工提供安全及健康的工作環境、專業培訓，以及平等機會。

本集團關注員工工作時之安全，尤其是於地盤工作之員工。我們的內部安全規則比法例的要求更為嚴謹，例如我們今年的可接受意外率的目標為每一千名員工內少於十一名員工發生意外。務求達至此目標，本集團特別撥出額外資源為地盤員工添置裝備及提供切合個別地盤之培訓。駐地盤之安全主任與項目經理及客戶緊密合作，令施工期間安全水平得以保證。

本集團為員工提供多元化及多層次之培訓。我們之員工擁有多方面之專業技能，包括工程、項目管理、測量、安全管理、會計及財務、法律及常務管理等，員工以本身之專業安排內部講座作知識交流及分享經驗。本集團亦定期為員工安排由外界講者主理之講座。

回饋社會

本集團以行動實踐對社區的關愛，積極投入捐獻及義務工作。

參與義務工作及慈善捐款乃本集團實踐對社會之關懷及愛心之其中環節。集團定期捐款予慈善團體，並審慎計劃及專注支持本地建築業、其相關的專業人員和勞工的發展，以及捐助香港及內地之教育機構。本集團曾捐款予香港建造商會教育基金、福慧慈善基金及香港工程師學會 — 四川重建信託基金等。

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The Group also encourages our staff to participate in charitable activities. Our staff members participated in various fundraising events, such as the signature “Dress Special Day”, “Run-up Two IFC” Charity Race and Corporate and Employee Contribution Programme etc. Furthermore, blood donation campaign is held at head office regularly.

Riding on their wealth of professional knowledge and first-hand experience in large-scale construction and infrastructure projects, our project teams offer information sharing sessions and site visits for students, especially those interested to join the construction industry. This year, nearly 200 local and overseas students met our project staff, either at pre-arranged site visits or seminars.

GREEN ENVIRONMENT

The Group strives for a greener future by eco-friendly practices in various aspects of our operations, business associates and local communities.

The Group strives for efficient use of energy and resources. These include careful estimation and planning of construction materials, etc. Environmental performance of each project site is brought to the SHEQ Management Committee for regular review. As a result, most of our project sites are able to maintain recycle rate of waste reinforcement at 95% or above. A number of project sites were given the “Wastewise” Label in the Hong Kong Awards for Environmental Excellence during the year.

The Group also places strong emphasis on protecting the environment. In order to show our commitment to participate in building a greener future, we have endorsed the Clean Air Charter. The Group is also a founding member of the Hong Kong Green Building Council, joining our industry counterparts in driving the promotion and creation of green city.

On 27 March 2010, the Group supported the global “Earth Hour” campaign by World Wide Fund by turning off the non-essential lights in head office and project sites. We also encouraged our staff and their families to support the meaningful campaign through internal communications.

本集團亦鼓勵員工參與慈善活動，員工皆踴躍參與各項慈善籌款活動，例如公益金便服日、國金二期慈善跑及機構及僱員募捐計劃等。集團更定期於總部舉行捐血日。

本集團的項目團隊憑藉其豐富之專業知識及參建大型建築及基建項目經驗，為有興趣投身建築業界之同學們安排分享會及參觀工地活動。年內，我們的團隊藉透過參觀工地活動或講座，與接近二百名來自本地及海外的學生交流。

綠化環境

本集團努力建設綠色未來，將環保引入日常營運、業務夥伴及社區等層面。

本集團致力善用能源及資源，包括小心評估及預計工程所需物料之數量等。安全衛生環境與質量(SHEQ)管理委員會更定期檢討各個地盤之有關表現，並成功令大部份地盤之廢物循環再用比率達95%或以上。年內，部份地盤更獲頒發香港環保卓越計劃之「減廢標誌」。

本集團亦對保護環境不遺餘力，為表示對建設更綠化未來之決心，集團已簽署「清新空氣約章」以及成為香港綠色建築議會之創會會員，與業界一起推廣及創造綠色城市。

於二零一零年三月二十七日，本集團參與由世界自然基金會於世界各地舉辦之「地球一小時」活動。當晚，集團總部及各個地盤於活動期間關掉不必要之照明系統，集團亦透過內部通告鼓勵員工及其家人參加是次具意義之活動。

AWARDS AND RECOGNITIONS

獎項與嘉許



REDEVELOPMENT OF PHASES 2 & 3, UPPER NGAU TAU KOK ESTATE

- Quality Building Award 2010 (Hong Kong Residential Category) – Grand Award
- Hong Kong Housing Authority – Quality Public Housing Construction & Maintenance Awards 2009 New Works Projects – Outstanding Building Project Award
- BCI Green Design Award 2010 (Residential Architecture, Multiple Houses)
- HKIE – Structural Excellence Award 2010 (Hong Kong Projects Residential Buildings Category) – Commendation Merit

牛頭角上邨第2及3期重建項目

- 優質建築大獎2010(香港住宅項目) — 大獎
- 香港房屋委員會優質公共房屋建造及保養維修大獎2009新工程項目 — 傑出建築項目獎
- BCI環保設計大獎2010(住宅建築複合房屋)
- 香港工程師學會卓越結構大獎2010(香港住宅及公共用途建築項目) — 卓越結構嘉許獎



A BASKET OF PROJECTS AT LAMMA POWER STATION

- Development Bureau – Considerate Contractors Site Award 2009 – Merit Award (Civil and Building Works at Unit 2 Retrofit of FGD Plant, Lamma Power Station)
- Development Bureau – Considerate Contractors Site Award 2009 – Merit Award (Civil Works for Demineralization Plant Unit 2, 4 & 5, Lamma Power Station)
- Development Bureau – Considerate Contractors Site Award 2009 Outstanding Environmental Management & Performance Award – Merit

南丫島發電廠多個項目

- 發展局公德地盤獎2009 — 優異獎(南丫島電廠二號除硫裝置土木及大樓工程)
- 發展局公德地盤獎2009 — 優異獎(南丫島電廠二號、四號及五號除鹽器土建工程)
- 發展局公德地盤獎2009傑出環境管理獎 — 優異獎



CONSTRUCTION OF CABLE TROUGHS AND WIDENING OF FU ON STREET

- Development Bureau – Considerate Contractors Site Award 2009 – Silver
- Development Bureau – Considerate Contractors Site Award 2009 Outstanding Environmental Management & Performance Award – Merit
- China Light Power – Zero Accident Award 2009 – Certificate of Appreciation

富安街建造電線槽及道路擴闊工程

- 發展局公德地盤獎2009 — 銀獎
- 發展局公德地盤獎2009傑出環境管理獎 — 優異獎
- 中電零意外獎2009 — 嘉許狀



RE-PROVISIONING OF KENNEDY TOWN SWIMMING POOL (PHASE 1)

- Labour Department – Construction Industry Safety Award Scheme 2009/2010 Building Sites (Public Sector) – Meritorious Award

堅尼地城游泳池重置工程(第1期)

- 勞工處建造業安全獎勵計劃2009/2010樓宇建造地盤(公營合約) — 優異獎



DRAINAGE MAINTENANCE AND CONSTRUCTION IN MAINLAND NORTH DISTRICTS

- Drainage Services Department – Construction Sites Housekeeping Award Scheme 2009 Maintenance Contracts Category – Meritorious Award

新界北地區渠務維修及建造工程

- 渠務署工地整潔獎勵計劃2009維修合約組別 — 優異獎