

Corporate Citizenship



Hong Kong and Kowloon Walks for Millions by The Community Chest

On 11 January 2015, the Group participated in the “Hong Kong and Kowloon Million Walk” sponsored by the Community Chest of Hong Kong for fundraising purposes. Proceeds raised will assist social welfare organization in providing family and child welfare services. Meanwhile, the Group its colleagues to take the initiative to participate in public welfare activities, and contribute to communities, thus benefiting communities and social groups.



“The 4th Wu Zhi Xing” by 中國海外集團婦女聯誼會

On 8 February 2015, the Group participated in “The 4th Wu Zhi Xing” hosted by 中國海外集團婦女聯誼會. Donation raised will be used to support the Village Centre Construction Project in Macha Village of Gansu, China, using the advanced rammed earth technology. The project will not only improve the local’s livelihood, but also demonstrate the potentials of earth architecture as an anti-seismic, safe, comfortable, eco-friendly and affordable alternative to a more sustainable rural development.



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Event of “March 8th Family Activity” by 中國海外集團婦女聯誼會



On 8 March 2015, the International Women’s Day, the Group participated “March 8th Family Activity” campaign hosted by 中國海外集團婦女聯誼會. This campaign is designed to encourage colleagues to achieve work-life balance and close to the nature with family in spare time. We hope our colleagues can enhance the awareness of organic farming and environmental protection through this event.

Mainland + Hong Kong Art Creation Exchange Program of 2015 “China Overseas X Treats” — “Art for ALL” Integration Programme

On 23 May 2015, the Group participated in Mainland + Hong Kong Art Creation Exchange Program of 2015 “China Overseas X Treats”, jointly sponsored by China Overseas and Treats. 15 employees from the Group led the art creation exchange between 32 students from YLLPE Wai Chow School and Hong Kong Red Cross Princess Alexandra School.



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“ORGANIC FARM” BY 中國海外集團婦女聯誼會(JULY-SEPTEMBER)



With effect from July in 2015, 中國海外集團婦女聯誼會 launched the “Organic Farms” program, employees from the Far East Global Group involved into this workshop. Female employees from different departments learned and tried organic farming in the spare time to experience the fun of planting and develop green environmental awareness through this workshop.

“FAR EAST GLOBAL GROUP X TREATS” HELD “LITTLE CHEF — LOVE SHARING” (CUPCAKE MAKING) EVENT

On 31 October 2015, “Far East Global Group X Treats” held “Little Chef — Love Sharing” (cupcake making) event at Mary Rose School. Among 22 Far East Global employees participated, led 30 students from Po Leung Kuk Fong Wong Kam Chuen Primary School and Mary Rose School to make their unique cupcakes, we hope it helps students to grow up their sense of accomplishment and self-confidence through this event.



AWARDED “CARING COMPANY 2013-2016” AFTER OUR SUCCESSFUL APPLICATION



The Group is committed to fulfilling its social corporate responsibility, demonstrating care to public communities, while caring for its employees. In addition, the Group embrace a strong sense of environmental protection. Therefore, the Group was awarded as “Caring Company 2013-2016” after successful application.

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ENVIRONMENTAL PROTECTION AND PROMOTION

A favourable ecological environment is vital to the sustainable development of our economy and society. As a responsible corporate citizen, the Group is committed to protecting and preserving the environment and leaving a positive legacy to our future generations.

The Group is dedicated to pursuing its business goals in harmony with the environment and has the environmental protection philosophy embedded in its design, procurement, production and construction processes. It complies with the environmental rules and regulations relevant to the countries in which it operates and is committed to reducing resources consumption and preventing environmental pollution. The Group acts responsibly towards the environment to create sustainable building.

In achieving sustainable building, the Group has implemented the following measures in the projects undertaken in 2015: giving due consideration of the environmental impact of the production and installation works to be carried out at the design stage; giving priority to eco-friendly materials at the procurement stage (e.g. selecting coated glasses and non-oxidized aluminum, where practicable, to reduce light and water pollution); recycling or reusing packaging materials and production materials according to the local and corporate policies and delivering unrecyclable waste to the local environmental companies in a timely manner for disposal; recording the waste and garbage produced and the resources (including timber, water and energy) consumed and their impacts on the environment; sorting and disposing construction waste according to the government standards and requirements; and reducing landfill waste and keeping detailed records of waste according to the environmental policy.

The Group's employees participated in the "China Overseas Organic Farms" program organised by 中國海外集團婦女聯誼會 which allowed them to participate, learn and try organic planting in their spare time and to increase their environmental awareness through the fun of planting.

Saving Resources

Power utilisation is the main source of carbon emission of the Group and the Group has taken various measures to save energy. For example, energy efficiency level is one of the selection criteria in purchasing machinery and equipment. Also, most of the lights in the offices are switched off during lunch hours and staff will be reminded to turn off their computers and other equipment before long holidays. Temperature in the office is set at the range between 20°C to 26°C throughout the year to save energy as well as to provide a comfortable working environment to employees.

The Group participated in the "Earth Hour 2015" organised by the World Wide Fund for Nature (WWF) to switch off non-essential lights in our Hong Kong offices for an hour on 28 March 2015 in supporting its energy savings initiative. Also, staff were encouraged to help promote this activity and to take part in it, if possible, in their homes or in other places to make a contribution to our environment.

The Group has also taken measures to conserve water. Signs are put up in the prominent place of the office, and water consumption is monitored and recorded monthly to actively reduce water waste.

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The Group upholds the value of saving energy and protecting our environment and insists to use recyclable materials where practicable, and reuse packaging materials and powder-coated aluminum to reduce resources consumption.

The Group has implemented certain web-based systems such as e-forms for online completion and approval to reduce paper use and encouraged double-sided printing, and the reuse and recycle of paper, and is committed to minimising the use of disposable items and reducing the waste at source.

In 2016, the Group will take further steps to enhance its energy saving and emission reduction initiatives and become a resources conservation and environmental-friendly enterprise. The Group will strive a well balance between attaining business growth and improving the environment and will move towards a green, environmental friendly and sustainable enterprise.

STAFF DEVELOPMENT AND PERSONAL GROWTH

The Group recognises people as its most valuable asset and promotes the well-being of its employees. The Group is committed to integrating employees' personal goals into its long-term development and creating a team where corporate values are embedded in everyone's behaviour.

Our "people-oriented" strategy emphasises on providing good care and benefits to our employees, creating a simple and harmonious working environment, entrusting our employees with challenging tasks, and providing them with guidance and opportunities for career development. The Group has always attached great importance to the exchange of employees among business units to enable employees to widen their knowledge and experience in an international context. As at 31 December 2015, the Group had a total of 1,665 employees, of which 217 were in Hong Kong and Macau, 768 in Mainland China and 680 in other regions.

Staff Recruitment Programs

The Group has been recruiting through open recruitment and campus recruitment programs. Open recruitment aims at bringing technical and management expertise into the Group to strengthen its operations management. Campus recruitment aims at hiring fresh graduates from elite universities and colleges to inject "new blood" into the Group who will bring in new energy and enthusiasm into the organisation and to provide opportunities for graduates to start their career which is also one of the responsibilities that a corporation shall undertake in pursuit of its business goals. In Hong Kong, we offer an internship program for university students who will be considered for full-time employment after leaving universities. While in Mainland China, we recruit facade engineering graduates from universities through a well-established campus interview process.



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Staff Training and Development

The Group gives full support to its employees for their lifelong learning and self-development, and has in place a subsidy program to encourage employees to take external courses, thus promoting a better development of their careers. In a fiercely competitive market, training is a key element in maintaining stable development of an organisation. The Group is dedicated to understanding the training needs of its employees at all levels and providing relevant trainings and seminars to meet the need of its employees for career development. In 2015, the Group offered different types of training courses to its employees which included mainly management and technical training, soft skill training, language and computer application courses. A total of 847 employees participated in the training courses with 2,456 total training hours.



Incentive Mechanism

A good incentive system can significantly improve individual performance of an employee and thus help the Group achieve better performance. In view of a shortage of labour in the curtain wall industry and of high-caliber expertise, the Group has introduced a variety of incentive mechanisms to maintain a stable workforce and improve its operation effectiveness. Through the implementation of the “Operation Management Responsibility for the Subsidiary” (子公司經營管理責任狀), “Site Contracting Responsibility System” (地盤目標管理責任制), the “Design Contracting Incentives System” (設計承包激勵制度), the “Site-related Integrated Appraisal and Incentives Methods” (地盤綜合獎勵評選辦法) and the “Shenzhen Production Line Motivation System” (深圳生產線激勵制度), the Group’s annual targets were reasonably split into smaller targets for the operating units. The annual incentive payouts for each operating units will be determined according to their achievement of the targets set for them so that employees’ individual performance is aligned with the overall performance of their respective operating units, thus integrating employees’ personal interests with the group’s profitability. In addition, the Group conducts an annual review of its remuneration and benefit packages to ensure that they are in line with the comparable companies in the market and that they remain fair and competitive.

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STAKEHOLDER ENGAGEMENT

As a multinational corporation, we have businesses in Asia, Europe, America and Australia. The Group always seeks to balance the views and interests of various stakeholders through constructive dialogue with them to help drive sustainability. At our Group, stakeholder engagement is about developing relationships with our stakeholders for mutual benefit.

Shareholders and Investors

The Group encourages shareholders to participate in shareholders' meetings physically or appoint proxies to attend and vote at the meetings and have regular communications with analysts, institutional investors and fund managers.

Employees

The Group has always regarded employees as its core asset for sustainable development and is dedicated to providing a platform for staff development and growth. The Group has developed a diversified staff training program to provide resources and support which help employees to understand the Group's strategies, embrace the corporate culture, broaden their knowledge and strengthen their management skill.

The Group recognises the importance of employee team building and activities such as workshops, outings, sport matches, birthday parties are organised to create a good and harmonious working relationship.



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In 2015, the Group has expanded its recruitment channel by organising recruitment activities in the university campus which, together with the ordinary open recruitment, can provide adequate supply of talent to meet the rapid growth of the Group's businesses. In order to improve operation effectiveness and increase employees' loyalty and satisfaction, the Group has conducted an employee opinion survey through a third party consultant with participants being the employees in Mainland China, Hong Kong and Macau and the findings were used for formulating long-term work plan and remuneration and resources strategy.

Supply Chain

Our supply chain predominantly consists of subcontractors, who perform installation work at our project sites, and suppliers, who provide materials. We collect and evaluate views from suppliers and subcontractors through regular discussion and social gathering which can help us improve the satisfaction level of our supply chain and build a stronger tie with them. Through our central procurement of key supplies, we can benefit from the strategic supplier partnership and economies of scale.

Customers

Customer feedback is crucial to building a sustainable business, especially in a highly competitive environment. The Group has a range of channels to communicate with its customers, including regular meetings with clients, joining and participating in relevant industry associations, inviting customers to site visit of high-quality projects, and maintaining relationships with the ultimate employers. Through the Company's website and social networking platform, the Group can promote its corporate culture, obtain views and establish communication with potential customers.