



沛然環保

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

BEYOND GOING GREEN - PROMOTING HEALTH AND WELLNESS FROM THE INSIDE OUT
超越綠色發展 - 從內而外促進健康



SUSTAINABILITY REPORT
可持續發展報告

2020

TABLE OF CONTENTS

目錄

1	2019/20 Sustainability at a Glance 2019/20 可持續發展亮點	02
2	Who We Are 公司簡介	03
3	About This Report 關於本報告	04
4	Foreword 前言	05
5	Embedding Sustainability in Our Core 鞏固我們的可持續發展	07
6	Advancing Our Sustainability Approach 加強我們的可持續發展方針	12
7	Delivering Sustainable Solutions 提供可持續解決方案	17
8	Promoting Wellness from the Inside Out 由內而外促進福祉	24
9	Making Positive Impacts along Value Chain 引領價值鏈創造正面影響	31
10	Empowering our Community 推動我們的社區	40
11	Looking Forward 展望將來	43
12	Memberships and Charters 會籍和憲章	44
13	Awards and Recognitions 獎項與榮譽	46
14	Content Index 內容索引	48



2019/20 SUSTAINABILITY AT A GLANCE 可持續發展亮點

In contribution to a better and more sustainable future for all our stakeholders, we are proud to present the sustainability achievements and recognitions in the financial year 2019/20, outlining our commitment to corporate social responsibility.

我們致力為所有持份者締造更美好和更可持續的未來之同時，欣然分享2019/20財政年度內所取得的可持續發展成果及認可，並概述我們對企業社會責任的承諾。



30

SUSTAINABILITY AWARDS
AND RECOGNITIONS
項可持續發展獎項和榮譽



147

COMPLETED
SUSTAINABILITY PROJECTS
個已完成的可持續發展項目



25

SUSTAINABILITY-RELATED
CHARTERS/MEMBERSHIPS
個有關可持續發展的
憲章/會籍



0

WORK-RELATED INJURY
零工傷



10

AVERAGE TRAINING
平均每位員工接受

HOURS PER EMPLOYEE
小時培訓

WHO WE ARE 公司簡介

Established in 1994, Allied Sustainability and Environmental Consultants Group Limited (the "Group") was born out of a shared vision to bring about a sustainable future. With over a quarter of century of experience in delivering sustainable solutions, the Group is the first listed sustainability and environmental consultancy service provider in The Stock Exchange of Hong Kong Limited ("Stock Exchange").

The Group has an extensive portfolio spanning across Hong Kong, Mainland China (the "PRC") and the Asia Pacific region. Sustainability is rooted in our day-to-day businesses 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(「本集團」)始創於1994年，一直恪守實現可持續發展未來的共同願景。憑藉逾二十五年提供可持續解決方案的經驗，本集團已成為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。

本集團的足跡廣泛，遍佈香港、中華人民共和國(「中國」)和亞太地區。可持續發展植根於我們的日常業務以至工作文化。為推動整個社會的可持續性，本集團致力提供專業且具策略性的可持續發展建議，務求為我們的客戶、人力資本及環境帶來益處。

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 performances, accomplishments and highlights of the Group's main subsidiary, Allied Environmental Consultants Limited ("AEC"), in Hong Kong from 1 April 2019 to 31 March 2020 (the "Year"). All activities undertaken by other subsidiaries are excluded from the Report.

In addition to a comprehensive account of AEC's sustainability performances, we would like to take this opportunity to demonstrate how AEC develops a robust culture of sustainability throughout the company and beyond.

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 performances 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") and the United Nations Sustainable Development Goals ("SDG"). 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 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」)於二零一九年四月一日至二零二零年三月三十一日(「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均不包括在本報告範圍內。

除披露沛然一系列的可持續發展表現外,我們亦期望藉此機會展示沛然如何在公司內外建立及鞏固可持續發展文化。

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」)所編製。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」)和聯合國可持續發展目標(「SDG」)所編製。有關沛然企業管治的相關資訊已另行於年報中根據GEM上市規則的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>。

如果您對我們的可持續發展披露及表現有任何意見或查詢,歡迎發送電郵至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 fourth Environmental, Social and Governance (“ESG”) Report for the year ended 31 March 2020. It is our first Sustainability Report using the GRI standards with a view to enhancing the transparency and completeness of our sustainability management. In the journey of pursuing a sustainability development and bringing sustainability values, we are delighted to share the positive progress recognizing our determined attempts and expertise to shape a more sustainable future.

Integrating Four Strategic Pillars and Aligning with Sustainable Development Goals

In creating values with the communities where we serve, our services are guided by four core values – Wellness, Awareness, Environment and Collaboration, under our sustainability framework. With our sustainability vision and missions in mind, AEC defines the strategic pillars in contribution to the SDGs that are interrelated to our business. We are pleased to demonstrate our SDGs path in achieving a more sustainable future through our projects, services and operations during the Year, including SDG 3: Good Health and Well-being; SDG 11: Sustainable Cities and Communities; SDG 12: Responsible Consumption and Production; SDG 13: Climate Change; and SDG 17: Partnerships for the Goals.

Positioning Ourselves at the Forefront of Advocating Sustainability

As a sustainability strategy and ESG consultancy services provider, AEC has set itself as an outstanding role model to push forward sustainable development to society and the world. AEC was awarded the InnoESG Prize 2019 in November 2019, recognizing our contribution in the areas of ESG and our full support and implementation towards sustainability initiatives. The InnoESG Prize Ceremony was jointly held by a number of enterprises including Society Next Foundation to invite the attendance of listed enterprises which were shortlisted for their support and endorsement of sustainable development measures. Meanwhile, during the Year, the Group has established a dedicated Sustainability Working Group formed by representatives from each team and department, which is responsible for understanding changes in the external environment and stakeholders’ concerns, executing sustainability strategies and policies, and proposing implementation plans for the material issues.

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二零二零年三月三十一日止年度的環境、社會及管治（「ESG」）報告。本年度報告首次採用GRI標準，以期提高我們在可持續發展管治上的透明度和完整度。在追求可持續發展及創建正面價值的旅程上，我們欣然分享良好進展，並展示我們的努力和專業知識，以締造更可持續的未來。

配合可持續發展目標的四大策略支柱

與我們所服務的社區一起創造價值的過程中，我們的服務主要建基於可持續發展框架下的四大核心價值，當中包括福祉、意識、環境與合作。沛然本著可持續發展願景及使命，確立策略支柱，以實現與公司業務相關的SDG。我們欣然透過我們的項目、服務和日常營運去實踐各項SDG，以達致更長遠的可持續發展之旅，當中包括SDG3：良好健康及福祉、SDG11：可持續發展城市和社區、SDG12：負責任消費及生產、SDG13：氣候行動，以及SDG17：促進目標實現的夥伴關係。

站在推動可持續發展的前沿

作為一家領先的香港可持續策略和ESG顧問服務供應商，沛然在推動社會以至全球的可持續發展上樹立出色的榜樣。於二零一九年十一月，沛然榮獲二零一九年度InnoESG獎項，標誌著我們推動ESG和實踐可持續發展理念的貢獻獲得認同。InnoESG獎頒獎典禮由眾多企業合辦，當中包括Society Next Foundation，並邀請多間因支持和實踐可持續發展措施而入圍的上市公司出席。與此同時，本集團已於本年度成立由各部門代表組成的可持續發展工作小組，負責監察外部環境轉變和收集持份者意見、執行可持續發展策略和政策，以及提出對重大議題的實踐建議。

Undertaking Social Responsibility to Take the Lead in Combating Climate Change

Recognizing the need to contribute towards Hong Kong's long-term decarbonization, AEC has become a signatory to the Business Environment Council ("BEC") Low Carbon Charter during the Year to pledge to collectively set and achieve carbon reduction targets. During the Year, we have also drawn from internationally recognized and robust methodologies and frameworks, including the Science-Based Targets initiative ("SBTi"). AEC has submitted a commitment letter to SBTi and is going to set a decarbonization target aligned with the goals of the Paris Agreement.

Apart from signing the BEC Low Carbon Charter, AEC is also fully devoted to creating sustainable values for the communities through various voluntary and charity activities. The Group has actively participated in and sponsored community events and projects. We have also encouraged our staff to join us in reaching out to the community, among others, Hong Kong Green Building Week, Daylight Hour and the Biz-Green Dress Day, with an aim to strengthen the team spirit while giving back to the community.

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 unfailing support over the past financial year. As we move ahead, the Group will continue to explore more opportunities to enhance our ESG performance and make a greater contribution to the city's sustainability landscape.

Kwok May Han Grace
 Chairman and Executive Director
 30 September 2020

郭美珩
 主席兼執行董事
 二零二零年九月三十日

承擔社會責任，應對氣候變化

沛然意識到有必要為香港的長期減碳作出貢獻，故此於本年度簽署商界環保協會（「BEC」）的低碳約章，承諾共同訂立並實現減碳目標。於本年度，我們更採用國際認可及全面的方法和框架，包括科學基礎減碳目標（「SBTi」）。沛然已向SBTi提交承諾書，並將訂立與《巴黎協定》目標一致的減碳目標。

除簽署約章外，沛然亦致力通過參與各種義工活動和慈善活動，為社區創造可持續價值。本集團亦積極參與並贊助社區活動和項目。我們也鼓勵員工與我們一起投入參與社區活動，當中包括香港綠色建築週、Daylight Hour、「輕·型」上班日，增強團隊合作精神的同時亦回饋社區。

本人謹代表董事會及管理團隊衷心感謝所有員工、業務夥伴及客戶於過往財政年度的鼎力支持。本集團將繼續勇往直前，尋找更多機會提升我們的ESG表現，為本港的可持續建築環境作出更重大的貢獻。



EMBEDDING SUSTAINABILITY IN OUR CORE 鞏固我們的可持續發展

Sustainability Vision and Mission

As part of the sustainability strategy for long-term value creation, AEC has defined its sustainability vision to act for a better and greener environment in Hong Kong, guided by the following missions:

可持續發展願景和使命

為創造更長遠的可持續發展價值並建立更美好、環保的香港，沛然已訂立可持續發展願景，並落實以下使命，以此作為可持續發展策略的一部分：

1 

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

2 

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

3 

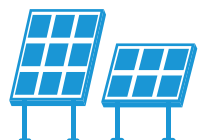
Inspiring corporate social responsibility by adding sustainability values into business frameworks
將可持續發展價值貫徹業務框架，激發企業社會責任

4 

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

5 

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 Framework

可持續框架

Material Topic 重要議題



ESG governance
ESG 管治

Sustainability Governance

Well-defined sustainability governance is the cornerstone for strategic management approach to the Group's sustainable development. In this connection, AEC has established an Environmental, Social and Governance Committee (the "ESG Committee"), which consists of executive directors and independent non-executive directors. Chaired and managed by the Board, the ESG Committee is responsible for overseeing all ESG-related matters and reporting to the Board.

Under the ESG Committee, AEC has formed a Sustainability Working Group (the "SWG"), comprising representatives from each team and department during the Year. Through setting sustainability targets and initiating implementation plans, the SWG customizes and reviews ESG-related policies and practices to promote sustainability awareness and shoulder corporate social responsibility from the inside out.

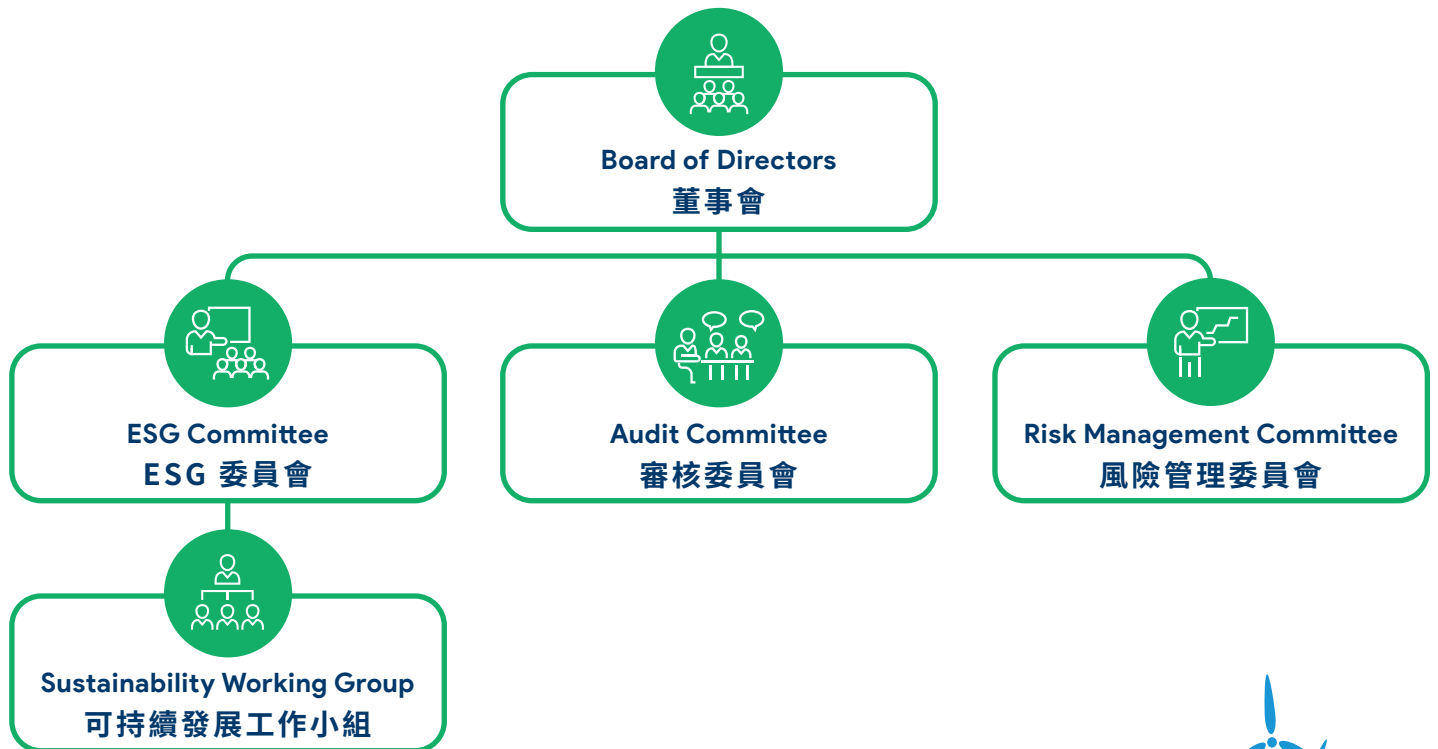
In a bid to strategize towards AEC's sustainability vision and mission, the Audit Committee, Risk Management Committee, the ESG Committee and the SWG work hand in hand to evaluate and manage the potential ESG risks and opportunities in daily operations.

可持續發展管治

明確的可持續發展管治是本集團可持續發展策略管理方針的基石。為此，沛然設立環境、社會及管治委員會（「ESG委員會」），成員包括執行董事及獨立非執行董事。ESG委員會由董事會主持和管理，負責監督所有與ESG相關事宜，並向董事會報告。

在ESG委員會架構之下，沛然於本年度成立了可持續發展工作小組（「SWG」），由各個團隊和部門的代表組成。透過訂立可持續發展目標並實施計劃，SWG制定並審查與ESG相關的政策和措施，以提高可持續發展意識並肩負企業社會責任。

為了制定策略以實現沛然的可持續發展願景和使命，審核委員會、風險管理委員會、ESG委員會和SWG攜手合作，評估和管理日常營運中潛在的ESG風險和機遇。



Core Values

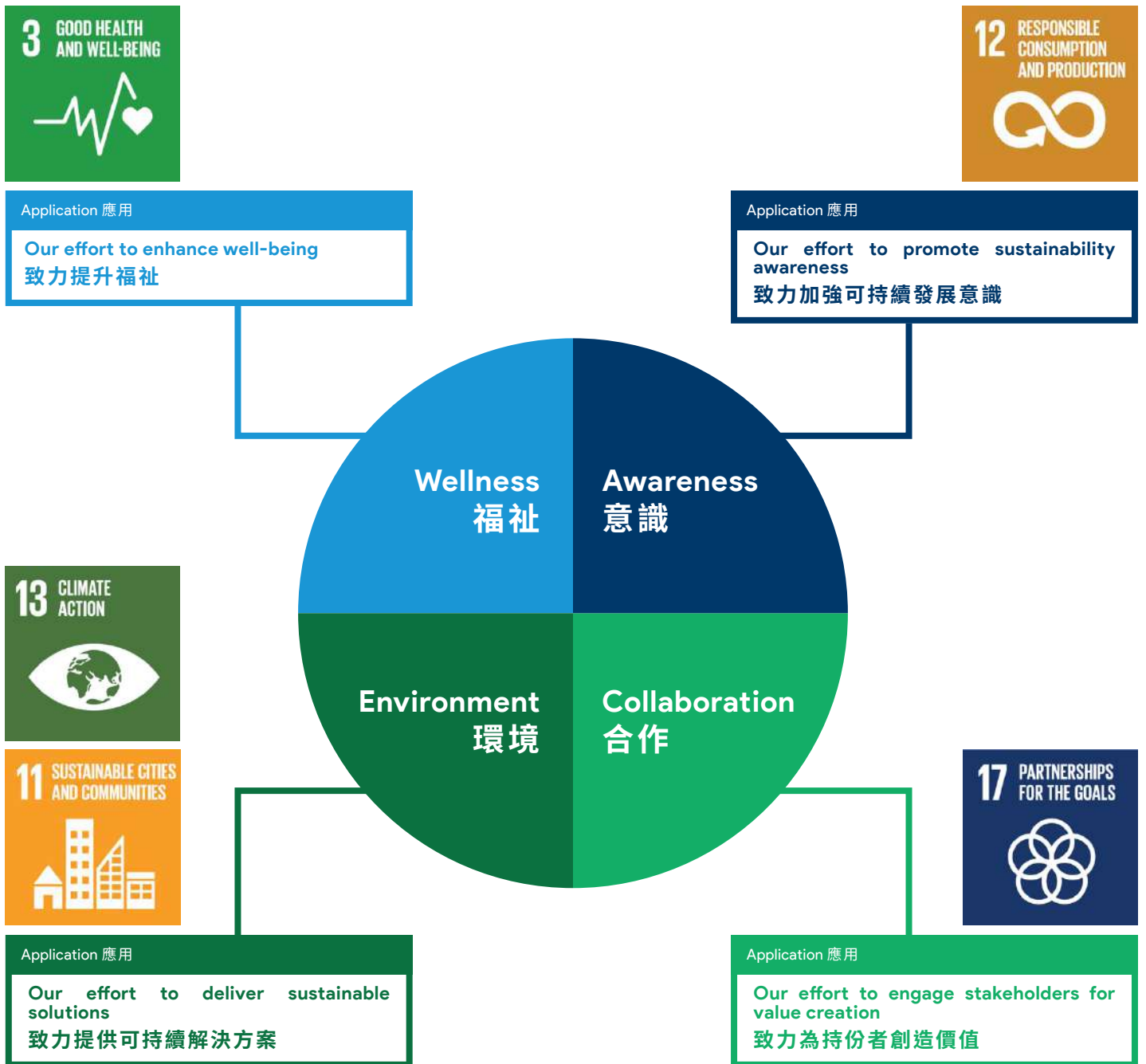
As a pioneering force in the sustainability and environmental consultancy industry, AEC paves a sustainable path forward for our employees, clients, business partners and the community as a whole. During our journey, our works are guided by four strategic pillars – Wellness, Awareness, Environment and Collaboration, under our sustainability framework.

Echoing our sustainability vision and missions, AEC defines the pillars in contribution to the SDGs that are interrelated to our business. We are pleased to showcase our paths to fully support the SDGs through our projects, services and operations during the Year:

核心價值

作為可持續發展和環境顧問行業的先驅，沛然為員工、客戶、業務夥伴以及整個社區建構可持續發展藍圖。在我們的發展旅程中，我們的工作以可持續發展框架下的四大策略支柱為基礎，包括福祉、意識、環境和合作。

為實踐我們的可持續發展願景和使命，沛然已確立與我們業務相關的策略支柱，以期為實現SDG作出貢獻。我們欣然在此展示我們透過本年度的項目、服務和業務，全力支持多個SDG並邁向更可持續發展的旅程：

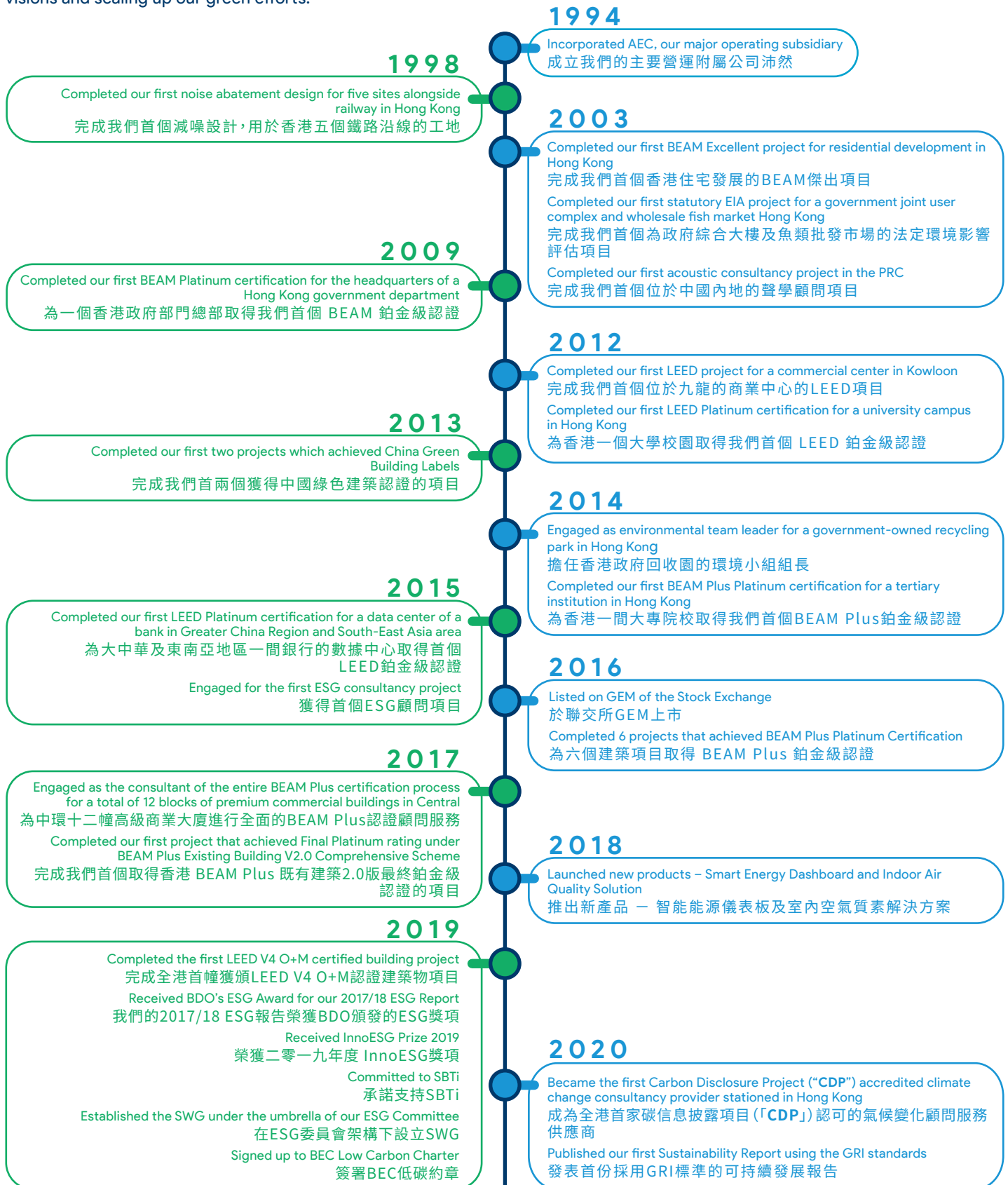


Sustainability Shaping Journey

Since the establishment in 1994, AEC has been reaching out to make numerous remarkable sustainability achievements. Each of the following milestones demonstrates our dedication to realizing our visions and scaling up our green efforts:

塑造可持續發展的里程碑

自1994年創立以來，沛然成功實現多個輝煌的可持續發展成就。每個里程碑均刻劃出我們實現願景的努力和對環保的付出。



Corporate Governance

企業管治

Material Topics 重要議題



Anti-corruption
反貪污

Business ethics and integrity
商業道德和誠信

Strictly adhering to business ethics and integrity, AEC is dedicated to sound corporate governance to ensure fair and transparent operations. As stipulated in our Staff Handbook, employees shall avoid and declare all possible conflict of interest and advantages, including gifts received during the discharge of duties.

沛然嚴格遵守商業道德和誠信原則，致力完善企業管治，以確保公平和透明的營運。根據《員工手冊》的規定，員工應避免並申報所有潛在的利益衝突，包括在執行職務時所收到的禮物。

With whistleblowing mechanisms such as reporting box in place, all staff members are able to report cases of misconduct and malpractice anonymously to the administrative/human resources department. The legal department shall then conduct investigation in a timely manner. During the Year, AEC was not aware of any major non-compliance with the laws and regulations in respect of anti-corruption.

本集團已設立舉報機制，讓所有員工通過匿名舉報箱向行政/人力資源部門舉報不當行為和瀆職案件，法律部門會及時就事件進行調查。於本年度內，沛然並無發現任何重大違反與反貪污有關的法律法規的情況。



ADVANCING OUR SUSTAINABILITY APPROACH

加強我們的可持續發展方針

Stakeholder Engagement

Maintaining an on-going dialogue with stakeholders is crucial for the advancement of AEC's sustainable development. We treasure the opinions of both internal and external stakeholders, since they are directly involved in different stages of our business operation. In order to maintain effective two-way communication, AEC has established a broad range of communication platforms in order to stay connected with the stakeholders:

持份者參與

與持份者保持良好溝通對於促進沛然的可持續發展至關重要。我們珍惜內部和外部持份者的意見，因為他們直接參與我們業務營運的不同階段。為維持有效的雙向溝通，沛然建立了廣泛的溝通平台，以期與持份者保持聯繫：



Materiality Assessment

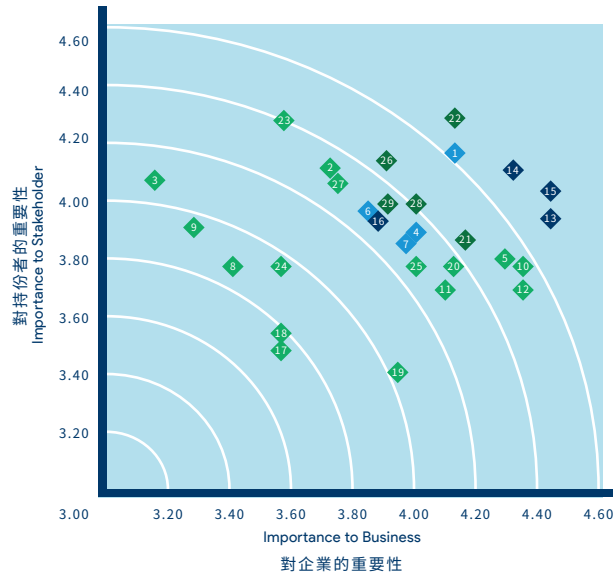
As part of the key strategies in steering our sustainability approach, materiality assessment serves to identify, assess and prioritize the ESG issues that matter to our business the most. During the Year, AEC conducted a sustainability questionnaire with the internal and external stakeholders (i.e. staff members and clients respectively). By inviting them to rate the importance of the sustainability topics, we could identify AEC's material topics. Hence, the results guide us to review various sustainability aspects and their corresponding impacts to ensure appropriate relevancy and materiality to AEC.

Based on the results, we constructed a materiality matrix to illustrate AEC's key material topics. The Board, the ESG Committee and the SWG shall pursue efforts to incorporate the identified topics into AEC's management, sustainability roadmap and daily operation respectively.

重要性評估

作為加強可持續發展方針的其中一項重要策略，重要性評估可用於確定、評估和優先考慮對我們業務最重要的ESG議題。於本年度，沛然已與內部和外部持份者（即分別為員工和客戶）進行可持續發展問卷調查。透過邀請他們評估可持續議題的重要性，我們能夠識別沛然的重要議題。問卷結果有助我們審查不同可持續發展範疇及其相應影響，以確保議題與沛然的相關性和重要性。

根據所得結果，我們已構建一個重要性矩陣以說明沛然的關鍵重要議題。董事會、ESG委員會和SWG致力將已識別議題分別納入沛然的管治、可持續發展路線圖和日常營運中。

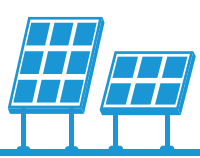


Environment 環境	GRI Topic GRI議題
1 Sustainability awareness promotion 推廣可持續發展意識	
4 Innovative building design 創新建築設計	
6 Office waste management 辦公室廢棄物管理	306-2 Waste by type and disposal method 306-2按類別及處理方法分類的廢物總量
7 Eco-friendly procurement 環保採購	308/414 Supplier environmental assessment/ Supplier social assessment 308/414 供應商環境評估/供應商社會評估

Economic and Business 經濟與業務	GRI Topic GRI議題
21 Client satisfaction and feedback 顧客滿意度與意見	
22 Service quality 服務質素	
26 Anti-corruption 反貪污	205-3 Anti-corruption 205-3 反貪污
28 Workplace diversity 職場多元化	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 418-1 與侵犯客戶私隱和丟失客戶資料有關的經證實的投訴
29 ESG governance ESG 管治	

Social 社會	GRI Topic GRI議題
13 Employee professional training 員工專業培訓	404-1 Average hours of training per year per employee 404-1每名員工每年接受培訓的平均時數
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 工傷類別及頻率、職業病、損失工作日、缺勤及因工作關係而死亡的人數
15 Employee satisfaction 員工滿意度	
16 Workplace diversity 職場多元化	405-1 Diversity of governance bodies and employees 405-1管治機構與員工的多元化

Other Material Topics 其他重要議題	
2 Resource optimization 善用資源	17 Community investment and involvement 社區投資及參與
3 Greenhouse gas and air emissions 溫室氣體與廢氣排放	18 Labor standards 勞工準則
5 Green office culture 綠色辦公室文化	19 Workplace environment 辦公室環境
8 Climate change mitigation and adaptation 氣候變化緩解與適應	20 Financial performance 財務表現
9 Climate-related risk management 與氣候相關的風險管理	23 Supplier/contractor quality 供應商/承包商質素
10 Talent attraction 吸引人才	24 Supplier/contractor management 供應商/承包商管理
11 Equal opportunities and non-discrimination 平等機會與反歧視	25 Business ethics and integrity 商業道德與誠信
12 Team communication and building 團隊溝通與建立	27 Handling mechanism for complaints and inquiries 處理投訴與查詢機制



Climate-related Financial Disclosures

與氣候相關的財務披露

Material Topics 重要議題



Climate change mitigation and adaptation
氣候變化緩解與適應



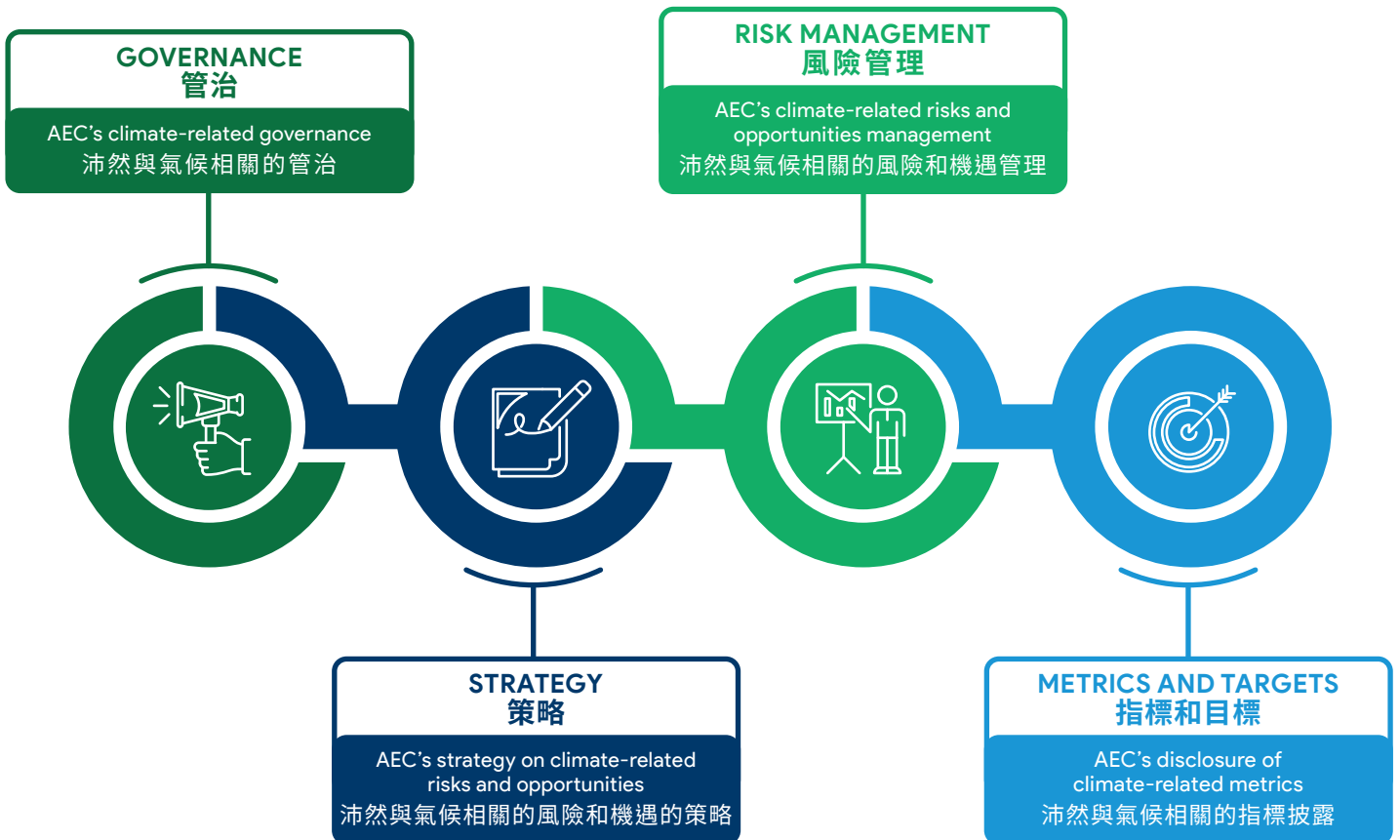
Climate-related risk management
與氣候相關的風險管理

In 2015, the TCFD was established by the Financial Stability Board to develop a voluntary climate-related financial risk disclosure for companies to provide relevant information to investors and other stakeholders. It considers the climate-related physical, liability and transition risks to constitute effective financial disclosures across industries. The TCFD helps companies to understand the needs of financial markets through disclosure in order to respond to climate-related risks and encourages enterprises to align their disclosures with those needs.

金融穩定委員會於2015年成立了TCFD，以制定與氣候有關的自願性金融風險披露，讓公司向投資者和其他持份者提供相關信息。TCFD涵蓋與氣候相關的實體、責任及過渡性風險，藉以促成各行業有效的財務披露。TCFD協助公司透過披露了解金融市場的需求，以應對與氣候相關的風險，並鼓勵企業披露與該等需求一致的資料。

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. Following the recommendations from the TCFD, we published our first set of climate-related financial disclosures under four core categories of governance, strategy, risk management and

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下，發布首份與氣候相關的財務披露。



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. Moreover, as AEC is committed to the SBTi and BEC Low Carbon Charter, we are planning to develop a science-based emission reduction target and lower the carbon emissions of our business operations as far as practicable.

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 consulting services in green finance, where there is anticipation in bringing more capital to finance climate-related projects. To this end, AEC is providing more training for our staff in response to the expected growing market.

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。此外，沛然亦致力實踐SBTi和BEC低碳約章。我們正計劃制定以科學為基礎的減排目標，並在可行的情況下盡量降低業務營運的碳排放。可行的情況下盡量降低業務營運的碳排放。

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 and 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。



AEC has signed the BEC Low Carbon Charter to join the decarbonization journey.
 沛然已簽署BEC低碳約章，加入減碳之旅。

Risk Management

The Finance Department is responsible for the management and assessment of our financial risks. Based on the identified financial risks, the SWG conducts further analysis to identify climate-related risks and opportunities. The SWG would then inform and update the ESG Committee and the Board to decide on the overall climate risk management approach. We manage our daily operational climate-related risks through ISO 14001:2015 Environmental Management System (“EMS”).

Steering our commencement of climate risk management, AEC will continue to improve and refine the methodology to analyze and identify relevant risks and opportunities.

風險管理

財務部負責管理和評估我們的財務風險。SWG根據已識別的財務風險進行分析，務求識別與氣候相關的風險和機遇。SWG其後將知會ESG委員會和董事會並為其提供最新資訊，以決定整體氣候風險管理方針。我們根據ISO 14001:2015環境管理系統(「EMS」)管理與氣候相關的日常營運風險。

開展我們的氣候風險管理後，沛然將繼續改進和完善分析和識別相關風險和機會的方法。

Metrics and Targets ^{Note 1}

指標和目標^{註1}

Financial Category 財務類別	Climate-related Category 氣候相關類別	Metric 指標	Unit of Measure 單位	2019/20	2018/19
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	%	44.9	32.6
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	%	9.0	12.4
Expenditure 支出	Energy/Fuel 能源/燃料	Total Electricity Consumption 總耗電量	kWh 千瓦時	67,888	65,684
Expenditure 支出	Energy/Fuel 能源/燃料	Total Energy Consumption 總能源耗量	GJ 千兆焦耳	9,252	24,329
Expenditure 支出	Greenhouse Gas (“GHG”) Emissions 溫室氣體排放	Total GHG Emission 總溫室氣體排放量	Tonnes of CO ₂ e 噸二氧化碳當量 (“tCO ₂ e”)	70.92	54.10
Expenditure 支出	GHG Emissions 溫室氣體排放	GHG Emission Intensity 溫室氣體排放密度	tCO ₂ e/ Employee 噸二氧化碳當量/ 員工	1.27	0.98

Note 1: The Metrics and Targets table follows the guidelines from TCFD Recommendations Report Annex - Implementing the Recommendations of the TCFD.

註1:「指標和目標」表遵循TCFD建議報告附件 — 實施TCFD建議的指南。



DELIVERING SUSTAINABLE SOLUTIONS 提供可持續解決方案

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

Core Values 核心價值

Environment
環境



Expanding our Sustainability Footprints

Leveraging on our sustainability expertise, AEC is dedicated to providing quality services and products to our clients. In compliance with ISO 9001:2015 Quality Management System (“QMS”), AEC oversees day-to-day operations to ensure delivery of professional and reliable services in order to satisfy our clients’ needs, from project planning and management to implementation and monitoring.

AEC has been continuously evolving and expanding our services in the industry to shape a sustainable city. Being one of the leading consulting firms in the sustainability field, our footprints are present across Hong Kong, the PRC and the Asia Pacific region during the Year.

拓展我們的可持續發展足跡

沛然憑藉我們可持續發展的專業知識，致力為客戶提供優質的服務和產品。沛然遵循ISO9001:2015質量管理系統（「QMS」），從項目規劃、管理到實施及監測，於每個環節監督日常營運，並確保提供專業和可靠的服務，以滿足客戶需求。

沛然一直發展和擴充我們在業界的服務，力求塑造一個可持續發展城市。作為可持續發展領域中領先的顧問公司之一，我們在本年度的足跡遍佈全香港、中國內地及亞太地區。



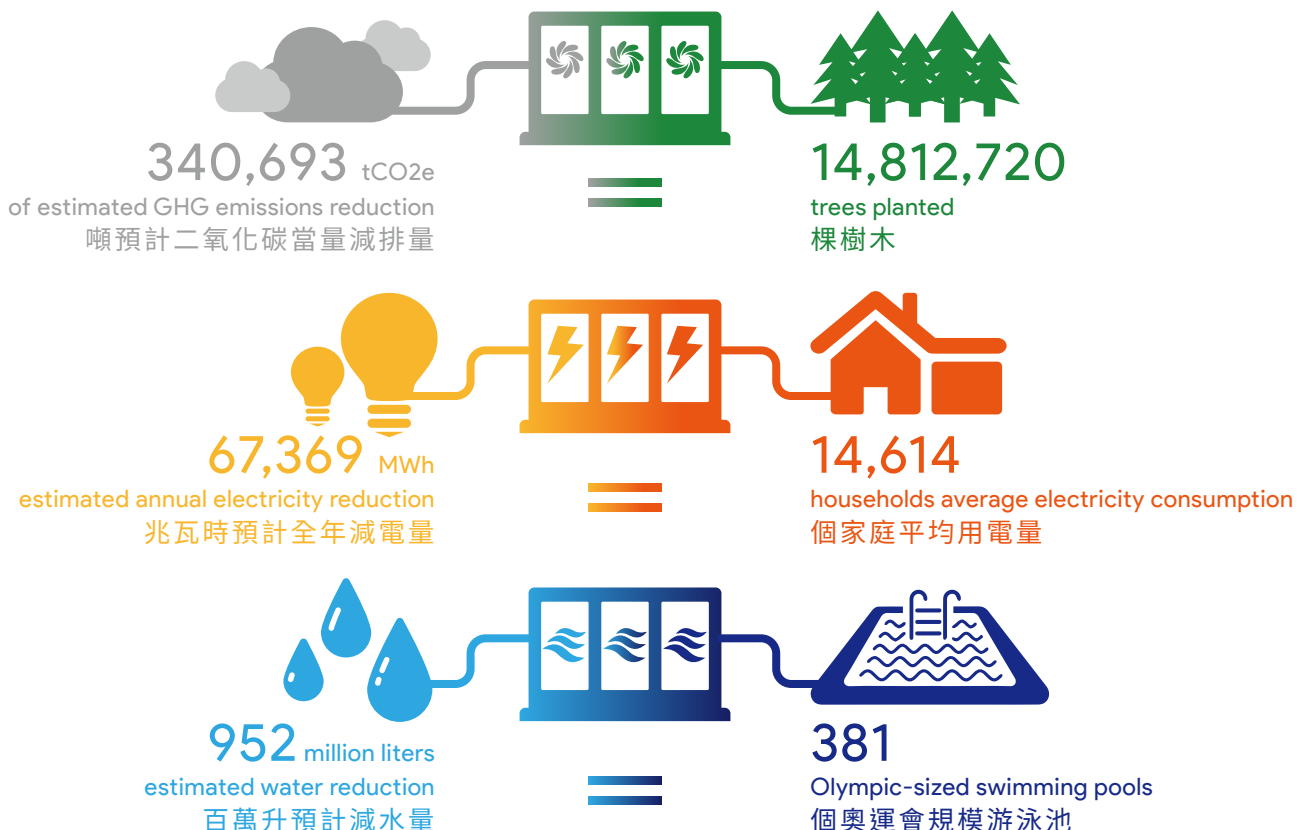
Green Building Certification Consultancy

AEC's green building certification consultancy service provides environmental design and one-stop certification application services to enhance sustainability in new and existing buildings. We assist our diverse clients to meet local and international green building standards, through utilizing our expertise in 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, and Fitwel.

During the Year, our expertise in green building certification and advisory has been honored by numerous prestigious awards. Eleven building projects, in which we offered BEAM Professional and sustainability consultancy services, have received awards in the BEAM Plus Certification Ceremony 2019, jointly organized by the Hong Kong Green Building Council and BEAM Society Limited. In addition, seven building projects have been awarded the Green Building Award 2019 co-organized by the Professional Green Building Council and Hong Kong Green Building Council, with one building project winning the Grand Award. These achievements have demonstrated our leading role in the green building consultancy market in Hong Kong and China.

Green Building Project Achievements

The total saving of BEAM Plus and LEED assessed projects from 2016/17 to 2019/20 compared to their respective baseline standards is shown below:



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及一站式認證申請服務，以提高新建及既有建築的可持續發展表現。透過運用我們於綠建環評（「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的專業知識，我們幫助各行各業的客戶達到本地及全球綠色建築標準。

本年度內，憑藉綠色建築認證和顧問方面的專業知識，我們榮獲多個著名獎項。由我們所擔任綠建專才及可持續發展顧問的十一個樓宇項目，於香港綠色建築議會及建築環保評估協會有限公司合辦的二零一九年綠建環評頒獎典禮中均獲頒獎項。此外，七項樓宇項目亦於由環保建築專業議會及香港綠色建築議會合辦的二零一九年環保建築大獎中獲獎，其中一個項目更獲得大獎。該等成就力證我們在香港和中國大陸的綠色建築顧問市場的領導角色。

綠色建築項目成果

與其各自的標準相比，由二零一六/一七年度至二零一九/二零年度共獲 BEAM Plus 和 LEED 認證項目的總節省量為：



Case Study 個案分析

Modular Integrated Construction Project – InnoCell

Situated in Hong Kong Science Park, InnoCell was a pilot project of using Modular Integrated Construction (“MiC”) in Hong Kong. MiC refers to an innovative construction method which adopts Design for Manufacturing and Assembly technology to allow pre-fabrication in a factory environment followed by on-site installation of building elements. With the application of MiC, the project had shortened the construction program, improved the quality of the fit-out, reduced reworking and wastage, and resolved construction problems in advance. This also improved design coordination and work planning, thereby optimizing construction safety, time and cost.

In the MiC project, AEC was engaged to carry out consultancy services in green building, acoustic design and environmental assessment throughout the development. We played a key role as BEAM Professionals providing green building certification consultancy services, which assisted InnoCell in achieving the Provisional Platinum rating under BEAM Plus NB V1.2.



「組裝合成」建築項目 — 創新斗室

創新斗室位於香港科學園，是香港採用「組裝合成」建築法的試行項目。「組裝合成」是一種創新的建築方法，採用製造和裝配技術設計，可於工廠環境進行預製之後在現場安裝建築組件。應用「組裝合成」的項目有效縮短施工計劃、提高裝修質量、減少重組和浪費、並提前解決施工問題。這也改善了設計協調和工作規劃，從而優化施工的安全性、時間和成本。

在「組裝合成」項目中，沛然參與整個發展過程中綠色建築、聲學設計和環境評估方面的顧問服務。我們以綠建專才的身分提供綠色建築認證顧問服務，並協助創新斗室獲得綠建環評新建建築V1.2的暫定鉑金級評級。

Related SDGs:
相關的SDG:



Sustainability and Environmental Consultancy

AEC's sustainability and environmental consultancy service offers sustainable design solutions to architects for urban regeneration, integrated planning, and sustainable development. On top of providing environmental designs, we also help to ensure the health and wellbeing within and near the built environment. The sustainable solutions cover environmental impact assessment, air quality impact assessment, air ventilation assessment, noise impact assessment, carbon & energy audit and construction environmental study.

可持續發展及環境顧問

沛然的可持續發展及環境顧問服務為建築師提供可持續設計解決方案，以實現城市活化、可持續發展和綜合規劃。除提供環境設計外，我們亦協助確保建築環境和附近範圍的健康和福祉，當中的解決方案包括提供環境影響評估、空氣質素影響評估、空氣流通評估、噪音影響評估、碳和能源審計及建築環境研究。



Case Study 個案分析

Helicopter Noise Impact Assessment in Tai Po

Helicopter noise had arisen as an environmental concern for a proposed residential development project in Tai Po, due to the existing helipad in the proximity of the subject site. To abate the overall noise level, AEC conducted noise impact assessment, integrating design features and mitigation measures. The design features include building a setback, innovative building layout, architectural fin with noise screening, and internal layout design with different glazing materials to minimize openable windows for ventilation facing directly to Helipad.



大埔直升機噪音影響評估

由於位於大埔的擬議住宅發展項目場地附近設有直升機停機坪，因此直升機的噪音被視為該項目的環境顧慮。為降低整體噪音水平，沛然已進行噪音影響評估，並整合設計功能和緩解措施。設計亮點包括興建障礙物、創新的建築佈局、帶有隔聲功能的建築散熱片，以及採用不同玻璃材料的內部佈局設計等，以減少直接面對直升機停機坪而需打開作通風的窗戶。

Related SDGs:
相關的SDG:



Acoustics, Audio-visual and Lighting Design Consultancy

AEC's acoustic, audio-visual and lighting design consultancy services facilitate engineers and architects to assess the environmental performances of various products and materials for buildings to achieve satisfactory acoustic and lighting environment. The services include, but are not limited to architectural acoustics, building acoustics, sound reinforcement and public address system, architectural and facade lighting system, mechanical service and airborne noise control as well as theater planning and stage equipment systems.

聲學、視聽及照明設計顧問

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各種產品和建築材料的環境性能，以達致滿意的聲學和照明環境。這些服務包括但不限於建築聲學、樓宇建築聲學、擴聲和公共廣播系統、建築和立面照明系統、機械服務和空氣噪音控制，以及劇院規劃和舞台設備系統。



Case Study 個案分析

Ocean Park Hong Kong - The New Animal Attraction & Associated Facilities

Ocean Park's new animal attraction and associated facilities, a shelter for meerkat and tortoise at Whiskers Harbour, allow visitors to enjoy the African wildlife experience in the unique exhibit. The venue incorporated the circadian lighting concept into the intelligent control system. In the daytime, cool-color temperature of light panel acts as day light penetration through the ceiling module; while warm-color temperature of downlight is switched on at night time to support special events held in the park. In addition, we designed an animal-oriented lighting with a very low lighting intensity to minimize the interruption to the life cycle of the animals.

香港海洋公園 — 全新動物景點及相關設施

海洋公園的全新動物景點及相關設施為威威天地的狐獴和象龜庇護所，讓訪客在獨特展覽中享受非洲野生動物體驗。場館採用晝夜照明之原理，日間採用白光以模仿大自然日光環境，並活用特色穿透天花。晚間，展館採用溫暖色溫的射燈，為展館於特別活動開放時間提供基本的照明。此外，我們亦已設計低照度的燈光環境，避免影響館內動物之作息時間。



Related SDG:
相關的SDG:



ESG Reporting and Consultancy

AEC's ESG reporting and consultancy services have evolved gradually to help steer companies' sustainability practices. On top of sustainability reporting services, we take a further step to provide other value-added services, such as stakeholder engagement, materiality assessment, target setting including SBTi, sustainability assessments such as Global Real Estate Sustainability Benchmark ("GRESB") consultancy, e-Learning on sustainability and sustainable strategy development.

Leading our clients to the path of sustainable future, our purpose is to create true value through offering solutions that would exceed regulatory requirements. With more tightened disclosure requirements of sustainability reporting guides and frameworks such as the HKEX ESG Reporting Guide and the GRI Standards, we strive to advise on the latest updates on industry trends and help to build their capacity for long-term sustainable development.

ESG 報告及顧問

沛然的 ESG 報告和顧問服務正逐步提升，以幫助加強企業的可持續實踐。除提供可持續發展報告服務外，我們亦進一步提供其他增值服務，如持份者參與、重要性評估、目標訂立如 SBTi、可持續發展分析如全球房地產可持續性標準（「GRESB」）、可持續發展的網上學習，以及可持續策略發展。

為引領客戶邁向可持續發展的未來，我們期望透過提供高於法規要求的解決方案來創造真正的價值。隨著可持續發展報告指引和框架（如香港交易所的 ESG 報告指引和 GRI 標準）的披露要求越趨嚴格，我們致力提供有關行業趨勢的最新建議，並協助他們建立應對長遠可持續發展的能力。

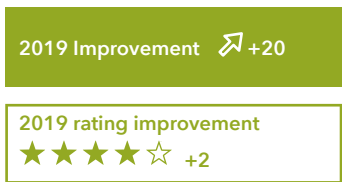


Case Study 個案分析

CITIC Capital Real Estate Group – GRESB Assessment

GRESB is an investor-driven assessment to validate and benchmark ESG performance of real estates. Over 1,005 reporting entities across over 60 countries, representing over 10,000 real estate assets and USD 4.1 trillion, have participated in the assessment in the Year. It indicates that sustainability in the real estate industry has been gaining momentum.

During the Year, AEC provided CITIC Capital Real Estate Group (“CCREG”) with strategic GRESB consultancy and data analysis services for one of its real estate portfolios. Through advancing the overall sustainable development of its real estate portfolio, we assisted CCREG in achieving significant improvement, from a 2-star rating in the last Year to a 4-star rating (out of 5) in the Year’s GRESB assessment, in which its ESG breakdown scores exceeded the global average level. Building on the success of this remarkable accomplishment, we will remain dedicated to steering the client towards sustainability leadership in GRESB and beyond.

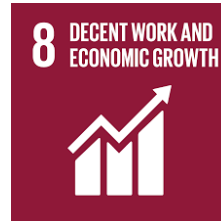


中信資本房地產部門 – GRESB評估

GRESB是一項由投資者驅動的評估，旨在驗證房地產的ESG表現並進行基準測試。本年度內，超過1,005個來自60多個國家的報告實體已參與此評估，涉及超過10,000多個房地產資產及4.1兆美元，顯示房地產行業的可持續發展正在急速發展。

本年度內，沛然為中信資本房地產部門（「中信房地產」）的其中一項房地產投資組合提供GRESB策略顧問及數據分析服務。通過推動房地產投資組合的整體可持續發展，我們協助中信房地產取得顯著進步，從去年的2星評級提升至在本年度的GRESB評估中取得4星評級（滿分為5星），其ESG細分得分更高於全球平均水平。我們將建基於此卓越成就，繼續致力引領客戶在GRESB以至其他可持續發展的領域鞏固其領導地位。

Related SDGs:
相關的SDG:

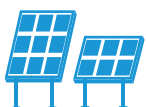


Hinging on our professionalism and passion in delivering quality ESG reports, we are honored to receive several prestigious awards in the Year, including InnoESG Prize 2019.

憑藉我們對提供優質ESG報告的專業和熱誠，我們很榮幸在本年度獲頒多個著名獎項，其中包括二零一九年度InnoESG獎項。



The Group was awarded the InnoESG Prize 2019 in November 2019, recognizing our contribution to corporate sustainability. 本集團已於二零一九年十一月獲頒二零一九年度InnoESG大獎，標誌著我們對企業可持續發展的貢獻獲得認同。



PROMOTING WELLNESS FROM THE INSIDE OUT 由內而外促進福祉

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
資源優化
-  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

Core Value 核心價值

Wellness
福祉



Sustainability Policy

Adhering to the essence of sustainability, AEC has embedded this concept into our corporate values, operation strategies, and operations. In order to raise the sustainability awareness and enhance the wellness of the staff among AEC, the ESG Committee has formulated sustainability policies on both environmental and social aspects.

可持續發展政策

沛然秉持可持續發展的理念，並將之貫徹於我們的企業價值、營運策略及日常營運。為提升沛然員工的可持續發展意識及福祉，ESG委員會已制定有關環境和社會方面的可持續發展政策。

Environmental Policies 環境政策



Implement EMS in accordance with ISO 14001:2015
根據ISO 14001:2015推行EMS

Reduce environmental impacts of business and maintain efficient and effective operation
減少業務對環境的影響，並維持高效營運

Optimize energy, water and other resources as efficiently as possible
盡力優化能源、水和其他資源

Operate QMS in accordance with ISO 9001:2015
根據ISO 9001:2015推行QMS

Promote sustainable procurement of products and services
促進產品和服務的可持續採購

Fulfil commitment as a Caring Company for five consecutive years through caring about employees, the community and the environment
通過關愛員工、社區和環境，連續五年履行「商界展關懷」的承諾



Social Policies 社會政策

Fostering Health and Wellness

培育健康和福祉

COVID-19 Preventive Measures

In the face of the outbreak of the Coronavirus Disease 2019 (“COVID-19”), AEC has arranged several preventive measures to ensure the health and safety of our staff members. We have implemented flexible work arrangements, in which staff members are allowed to work from home, or return to the office with precautionary measures, such as wearing surgical masks at all times in the office. In light of the shortage of face masks and cleansing products, AEC has also arranged mass procurement of these pandemic necessities for its employees.

In support of social distancing that minimizes the risk of COVID-19 spreading in the community, we have arranged virtual meetings for clients and webinars for the public with the use of video conferencing software, instead of physical meetings and events. Besides, AEC has constantly monitored the situation of COVID-19 and made necessary company-wide arrangements to safeguard our employees’ health and safety while maintaining the stability of our business operations and remaining proactive in promoting sustainability through webinars and media.

COVID-19 預防措施

面對新型冠狀病毒（「COVID-19」）的爆發，沛然已安排多項預防措施，以確保員工的健康和安全。我們已實施彈性的工作安排，允許員工在家工作，或到辦公室上班時採取預防措施，例如規定必須在辦公室內配戴口罩。鑑於口罩和清潔用品短缺，沛然亦為員工安排大規模採購抗疫用品。

為支持社交距離以減少COVID-19在社區傳播的風險，我們避免舉行實體會議及活動，並善用視像會議軟件，為客戶安排虛擬會議，以及向公眾舉辦網絡研討會。此外，沛然緊密觀察COVID-19的情況，並對全公司作出適當安排以保障員工的健康和安全，同時保持業務營運的穩定性，並積極通過網絡研討會和媒體等促進可持續發展。

Case Study 個案分析

Mask Distribution

Taking a further step to help fight the COVID-19 pandemic, AEC has distributed our own surgical masks to employees. Considering that wearing surgical masks plays a key part in suppressing the transmission of virus, we have provided every employee with a box of surgical masks for free. AEC is also pleased to offer staff discount price for buying extra boxes of masks. Our surgical masks are 3-layer single-use disposable protective masks, attaining more than 99% of Bacterial Filtration Efficiency and 95% of Particle Filtration Efficiency. The strict requirements of the surgical masks showcase AEC’s efforts in safeguarding our staff members from the virus.



派發口罩

為進一步對抗COVID-19疫情，沛然已向員工分發自家口罩。考慮到配戴口罩能有效抑制病毒傳播，我們為每位員工免費提供一盒口罩。沛然亦很樂意為員工提供折扣價，以購買額外口罩。我們的外科口罩屬三層即棄式防護口罩，細菌過濾效率達到99%以上，而顆粒過濾效率則達到95%。沛然對外科口罩的嚴格要求反映我們致力保障員工免受病毒感染。



Healthy Indoor Environment

To provide safe and quality water and encourage our staff to drink more water, we have newly installed a drinking fountain at office pantry to phase out the original water dispenser. This initiative also helps reduce the use of disposable water bottles in the workplace. Integrating our expertise into our daily operations, we took sample tap water and drinking water and sent them to a laboratory accredited under the Hong Kong Accreditation Scheme for water quality testing. The results indicated that both samples met the standards of BEAM Plus and WELL.

The indoor working environment is another important factor in the wellness of our employees. As such, AEC has installed a number of air purifiers at our new 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. AEC pledges to continue to maintain a better and more comfortable working environment for our employees' wellbeing.

健康的室內環境

為提供安全和優質的食水並鼓勵員工多喝清水，我們在辦公室的茶水間安裝新型飲水機，以取代原有的飲水機。此舉有助減少在工作場所中使用即棄水瓶。我們從自來水和飲用水抽取樣本，並送往香港實驗室認可計劃下的實驗室進行水質測試，藉此善用我們的專業知識維持日常營運。結果顯示，兩個樣本均符合BEAM Plus和WELL的標準。

室內工作環境是另一個影響員工福祉的重要因素。因此，沛然在我們的新辦公室中安裝多部空氣清新機，以改善室內空氣質素。在聲學舒適度方面，我們已經在天花板上安裝吸音泡沫以降低周邊環境的噪音水平。沛然承諾繼續為員工的福祉維持更好和更舒適的工作環境。



Case Study 個案分析

Fitwel

As the world's leading certification system that is committed to promoting health for all, Fitwel aims to create a healthier future for buildings and communities in over 180 countries. AEC, one of the pioneers signing Fitwel in Asia, is dedicated to helping our clients to enhance their health and well-being in the built environment. During the Year, 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.

Fitwel

作為致力於促進健康的全球領先認證體系，Fitwel旨在為180多個國家的建築物和社區創造一個更健康的未來。沛然支持於亞洲推動Fitwel，致力協助客戶在建築環境中改善健康和福祉。於本年度，沛然很榮幸能成為Fitwel亞洲顧問委員會的成員，負責提供專業知識和諮詢意見，並與業內人士交流心得，以推動Fitwel在亞洲的發展。



Sustainable Operation

Correlating environmental quality with people's health, AEC attaches great importance to our own environmental performance. To achieve sound environmental stewardship in the workplace, we have implemented different green initiatives from improving energy efficiency, conserving water resources to optimizing resources and nurturing employees' environmental awareness.

可持續營運

鑑於環境質素與人們健康的關係密不可分，沛然非常重視我們的環境表現。為了於工作場所實踐良好的環境管理，我們已實施各種綠色措施，包括提高能源效益、節約用水、優化資源，以及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	A
Install window films to reduce the solar heat entering indoor area 安裝窗膜以減少陽光進入室內	B
Adopt light and air-conditioning zoning in office 採用辦公室燈光和空調分區	C
Install energy saving lightings such as T5 tubes, LED lightings and utilize natural lighting 安裝節能燈具，例如 T5 燈管、LED 燈及利用自然光	D
Grade 1 Energy Efficiency Label refrigerators 一級能源效率標籤雪櫃	E
Energy Saving Charter 2018 《節能約章》2018	F

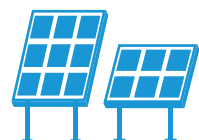
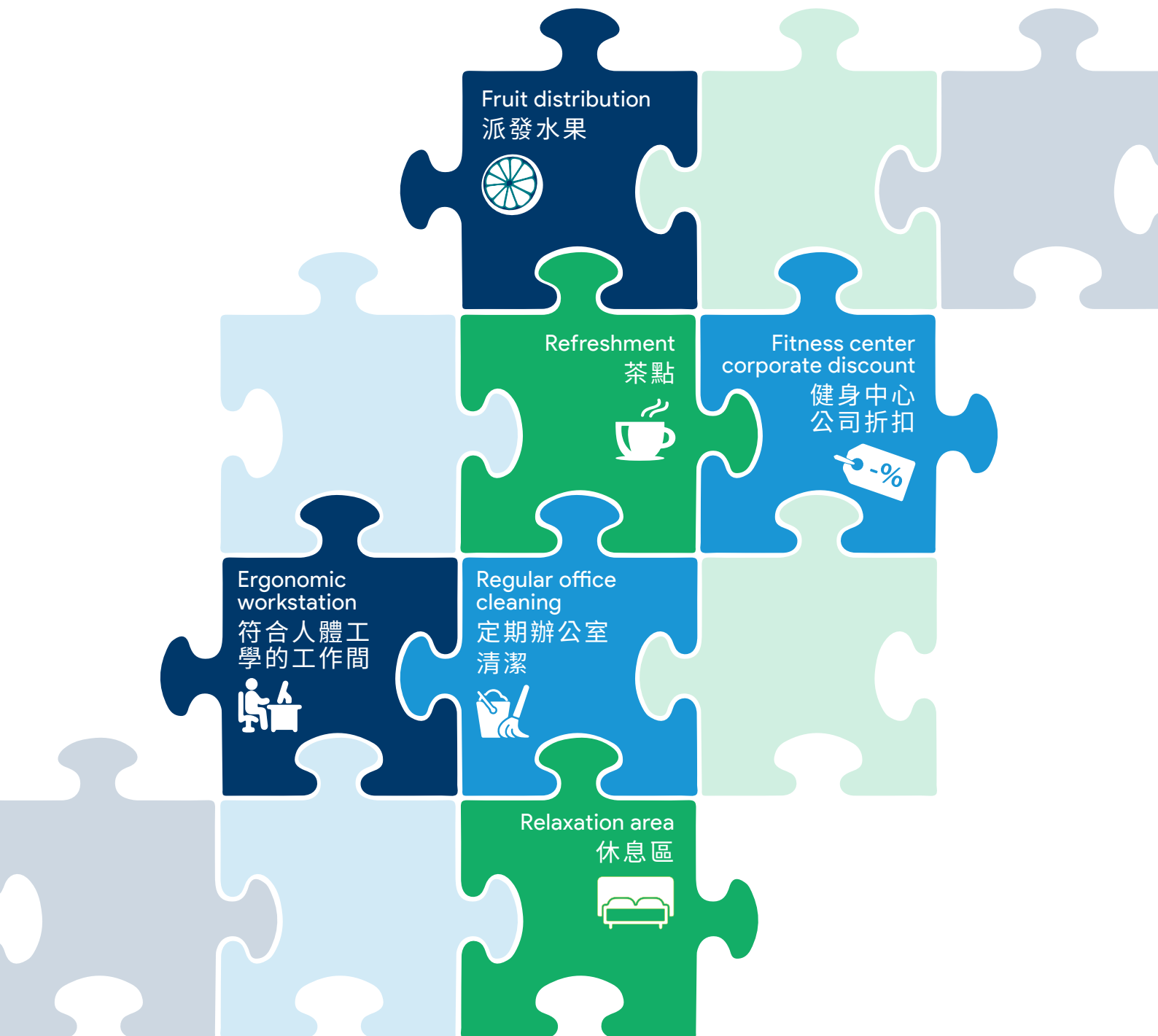
Water Conservation 節約用水	
Provide water dispensers to prohibit the use of disposable plastic water bottles 提供飲水機，禁止使用即棄塑膠水瓶	G
Display water saving logos to raise staff members' awareness 張貼節水標籤，以提高員工意識	H

Awareness Raising and Education 提高意識及教育	
Organize green-themed activities such as talks and seminars on ESG, green building and other sustainability-related topics 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	I
Establish and implement Environmental Policy 訂立和執行環境政策	J

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	K
Control the use of raw materials such as packaging to minimize waste generation 控制使用包裝等原材料以減少產生廢棄物	L
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	M
Practice the "paperless office" with electronic 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	N
Reuse containers and utensils 重複使用容器和餐具	O


AEC continues to upgrade and explore more wellbeing programs for our employees. We ensure reasonable working hours and paid holidays in accordance with local employment laws and requirements. We also promote work-life balance and pro-family culture, and are being recognized as a “Family-Friendly” Employer by the Home Affairs Bureau and the Family Council. To further enhance employee retention, we offer additional staff benefits such as performance bonus, special paid leaves and corporate fitness discount. Our measures implemented include:


沛然繼續為員工提升和探索更多福利計劃。我們根據本地勞工法律和要求，確保合理的工時和有薪假期。我們亦促進工作與生活之間的平衡以及親家庭文化，並獲民政事務局與家庭議會認可為「家庭友善僱主」。為進一步挽留人才，我們提供額外的員工福利，例如表現獎金、特殊有薪假期和企業健身折扣等。我們所實行的措施包括：




Environmental Performance Review ^{Note 1}

 環境表現概況 ^{註1}

 Energy 能源	Unit of Measure 單位	2019/20	2018/19
Electricity Consumption 耗電量	kWh 千瓦時	67,888	65,684
Fuel Consumption ^{Note 2} 燃料耗量 ^{註2}	L 升	263	751
Total Energy Consumption 總能源耗量	GJ 千兆焦耳	9,252	25,922
Energy Consumption Intensity 能源消耗密度	kWh/Employee 千瓦時 / 員工	165.22	471.31

 GHG 溫室氣體	Unit of Measure 單位	2019/20	2018/19
Scope 1 GHG Emission ^{Note 2} 範圍1溫室氣體排放 ^{註2}	tCO ₂ e 噸二氧化碳當量	0.62	1.77
Scope 2 GHG Emission ^{Note 2} 範圍2溫室氣體排放 ^{註2}	tCO ₂ e 噸二氧化碳當量	54.99	52.71
Scope 3 GHG Emission ^{Note 3} 範圍3溫室氣體排放 ^{註3}	tCO ₂ e 噸二氧化碳當量	16.62	/
Total GHG Emission 總溫室氣體排放	tCO ₂ e 噸二氧化碳當量	72.24	54.48
GHG Emission Intensity 溫室氣體排放密度	tCO ₂ e/Employee 噸二氧化碳當量 / 員工	1.29	0.99

 Materials and Waste 材料和廢棄物	Unit of Measure 單位	2019/20	2018/19
Procured A3 and A4 Paper 已採購A3及A4紙張	Sheets 張	135,500	157,500
Recycled General Waste 已回收廢棄物	tonnes 噸	0.32	0.40

Note 1 AEC's Scope 1 Greenhouse gas ("GHG") emission refers to energy direct emissions, including the consumption of fuel for company-owned private cars. AEC's Scope 2 GHG emission refers to energy indirect emissions, including the consumption of purchased electricity. The relevant emission 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 The figures had been adjusted in alignment with the calculation method adopted in 2019.

註2 該等數據已按照二零一九年所採用的計算方法進行調整。

Note 3 Scope 3 GHG emission is calculated based on (i) air business travel reimbursed by the Group and (ii) paper consumption during the Year. AEC started collecting relevant data since 2019/20 so the data were not available in 2018/19.

註3 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)本年度的紙張消耗量。由於沛然自二零一九/二零年起開始收集相關數據，因此沒有在二零一八/一九年的數據。

Environmental Awards and Recognitions

環境獎項和認可

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

於本年度，我們榮獲不同獎項和認可，反映我們在環保方面所付出的努力：

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

Hong Kong Green Awards 2019 - Green Management Award
香港綠色企業大獎2019-優越環保管理獎

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

Service Provider – Bronze
服務供應商 - 銅獎

Sustained Performance (5 years+)
連續獲獎機構 (5年或以上)



BOCHK Corporate Environmental Leadership Awards 2018
中銀香港企業環保領先大獎 2018

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

EcoChallenger
環保優秀企業

Certificate of Recognition
認可證書

3 Years+ EcoPioneer
3年+環保先驅獎章



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

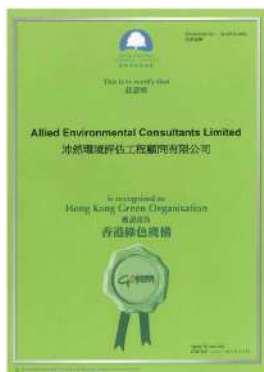
Hong Kong Green Organisation Certification
香港綠色機構認證

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

Wastewi\$e Certificate
減廢證書

Energywi\$e Certificate
節能證書



MAKING POSITIVE IMPACTS ALONG VALUE CHAIN 引領價值鏈創造正面影響

Core Value 核心價值

Collaboration
合作

17 PARTNERSHIPS
FOR THE GOALS



As one of the well-established sustainability and environmental consulting firms in Hong Kong, AEC not only plays a key role in facilitating corporates' sustainable development, but we also strive 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.

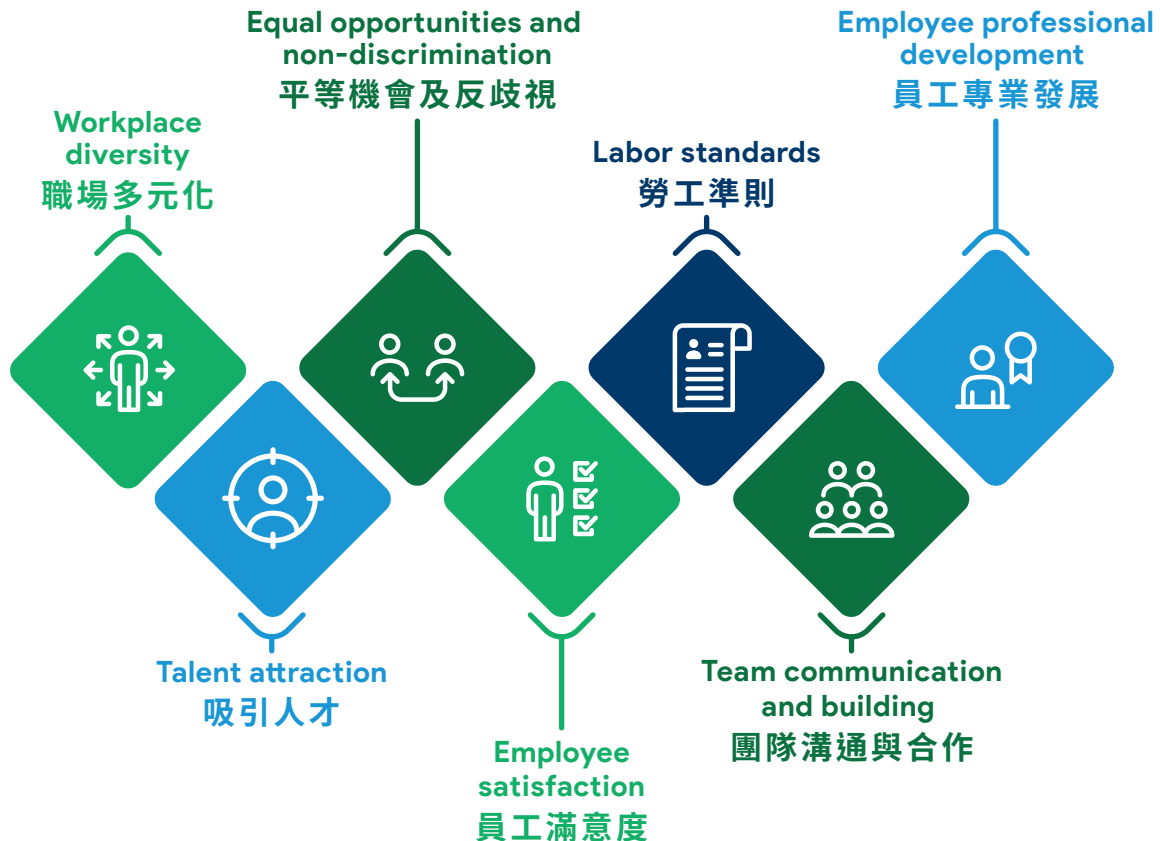
作為具規模的香港可持續發展及環境顧問公司之一，沛然不僅在促進企業可持續發展方面發揮關鍵作用，而且亦竭力將可持續理念融入整個價值鏈的營運。因此，我們其中一個可持續發展的承諾正正是與我們的員工、客戶、供應商及承包商創造共同價值。

Our Employees

AEC's human resources strategy is the essential component of its productive and inclusive workforce. Through safeguarding the rights and benefits, and training opportunities of our employees, we endeavor to foster a harmonious and supportive working culture for them to thrive.

我們的員工

沛然的人才策略對組成具效率及共融的工作團隊而言十分重要。透過保障員工的權益並提供培訓機會，我們致力營造和諧且互相支持的工作文化，讓他們得以茁壯發展。



Driving Diverse and Inclusive Growth

AEC emphasizes workforce diversity that contributes to multiple perspectives in our workplace. In this regard, we have formulated employment policies that promote equal opportunities and non-discrimination. To attract, retain and further cultivate outstanding talents, any forms of discrimination, including gender, age, ethnicity and religion, are strictly prohibited throughout our operations.

In addition, placing importance on the protection of human rights, AEC delegates 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.

Beyond the workplace, we remain committed to advocating diversity and inclusion in our community. From time to time, AEC contributes articles to GRESB Insights 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 multi-pronged approach to shaping gender-balanced human resources.

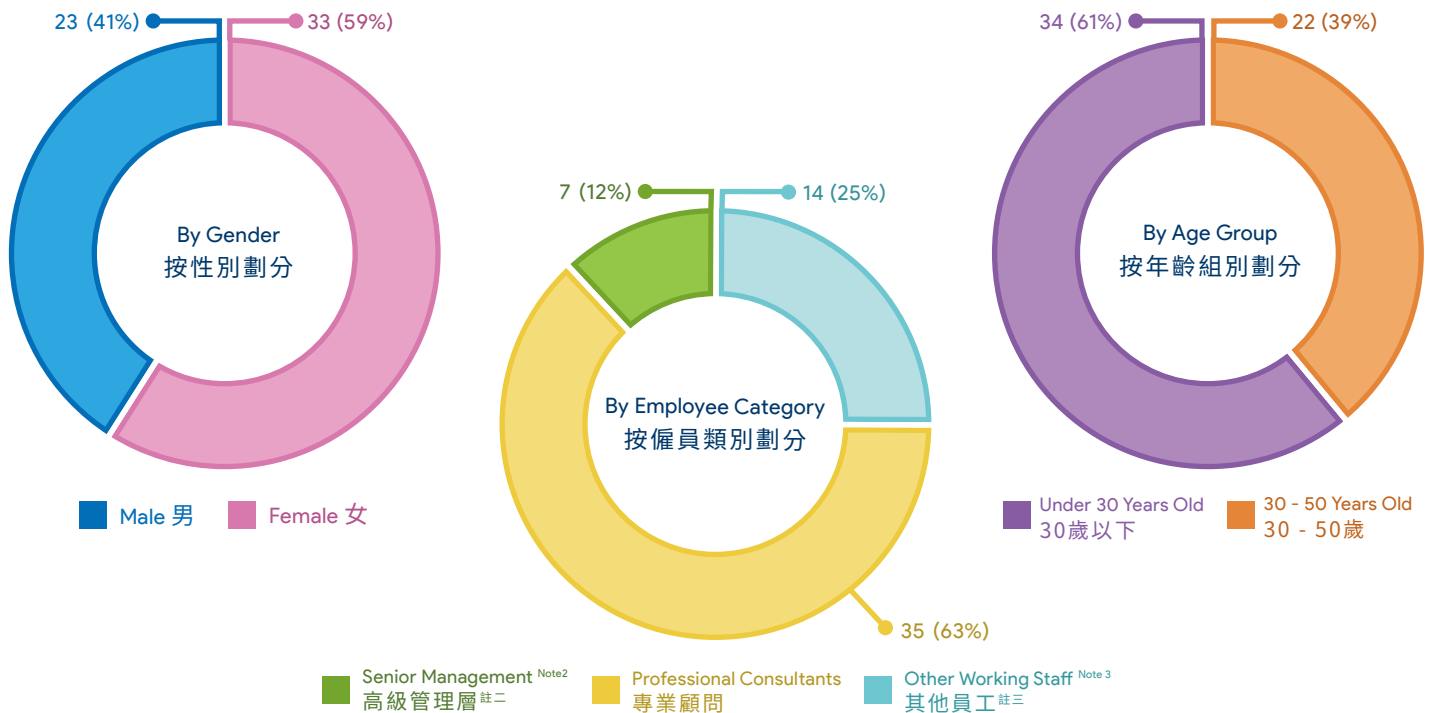
推動多元化及共融發展

沛然強調員工團隊的多元化，藉以為我們的工作環境注入不同觀點。就此而言，我們已制定一系列促進平等機會及反歧視的僱傭政策。為吸引、挽留及進一步培育優秀人才，我們確保整個營運過程均嚴禁任何形式的歧視，包括性別、年齡、種族和宗教等。

此外，沛然重視人權保障，並委任行政/人力資源部門核實應徵者的有效身份證明文件、年齡及工作許可證，以防止童工、強制勞工和其他形式的非法勞工。

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」這平台上提供針對廣泛議題的文章，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關係，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。

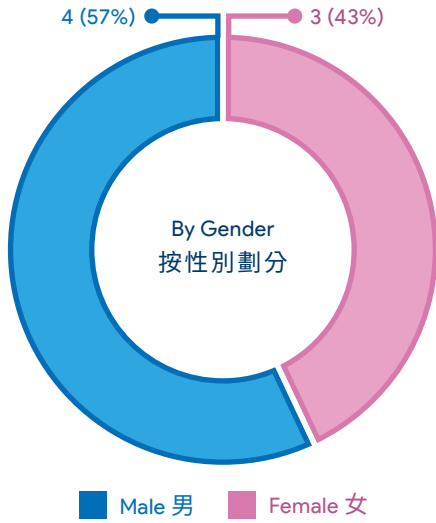
Employment Profile ^{Note 1} 員工概覽 ^{註一}



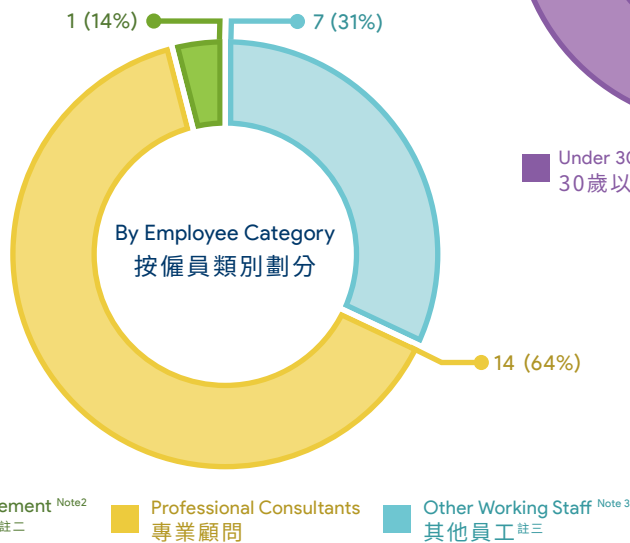
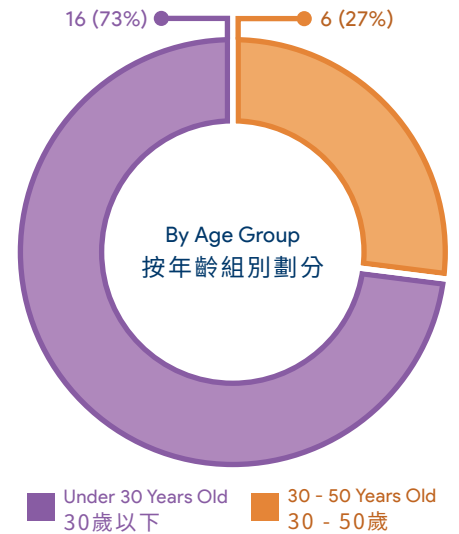
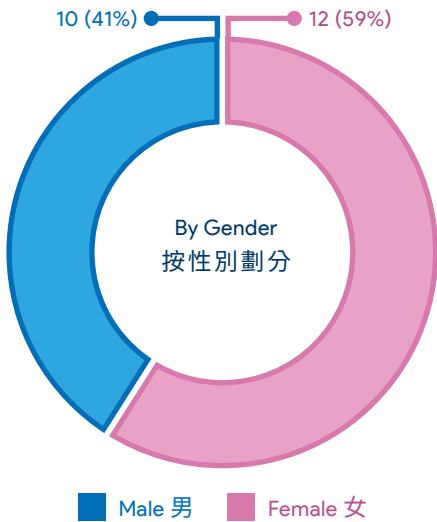
Employee Turnover Rate 員工流失率

Overall 整體			59%		
By Gender 按性別劃分	Male 男	57%	By Age Group 按年齡組別劃分	Under 30 Years Old 30歲以下	65%
	Female 女	61%		30 - 50 Years Old 30 - 50歲	52%

Senior Management Breakdown 高級管理層細分



New Employee Hire Breakdown 新入職員工細分



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。

Maintaining Team Cohesion

In an effort to enhance employees' sense of belonging in the workplace, AEC places emphasis on providing a close-knit and harmonious working environment, and enhancing understanding amongst employees. During the Year, we organized a wide array of company-wide staff activities:

保持員工團隊的凝聚力

為加強員工在職場的歸屬感，沛然著重提供和諧共融的工作環境，並促進員工之間的認識。於本年度內，我們已舉辦多個全體員工活動：



Christmas Party 聖誕派對



Team Lunch 團隊午聚



Chinese New Year Lunch 農曆新年午聚



Team Building Activity 團建活動



Investing in Our Employees

AEC believes that cultivating talents further reinforces our professional teams. With an aim to unleash employees' potential and facilitate their career development, AEC is devoted to enriching their professional knowledge and skills through appropriate training and development plans.

In addition to study leaves and allowance for professional examinations and qualifications, we have customized a series of sustainability and professional training programs on an ongoing basis to refine employees' necessary skills and cultivate lifelong learning culture. In addition, our senior management or team leaders conduct staff appraisal annually to assess employees' performance and understand their training needs in line with our business development plans.

We envision youngsters as future leaders in environmental protection. To nurture and empower them with technical skills and hands-on experience, AEC remains committed to implementing our mentorship programs for student interns. In partnership with the Student Industrial Attachment Program of Hong Kong Institute of Vocational Education ("IVE") since 2009, we aspire to equip final year students with practical working experience.

栽培我們的員工

沛然相信，培養人才能進一步鞏固我們的專業團隊。為激發員工的潛力並促進其職業發展，沛然一直致力透過提供合適的培訓及發展計劃，藉以豐富他們的專業知識和技能。

我們不但提供學習假期以及專業考試和資格津貼，亦定期制定一系列與可持續發展或專業發展相關的培訓計劃，以增強員工的重要技能並培養終身學習文化。此外，我們的高級管理層或部門主管會進行年度員工評估，按照我們的業務發展計劃評估員工表現並了解他們的培訓需求。

我們視青少年為環境保護的未來領袖。沛然一直積極為在學的實習生提供輔導計劃，以培養和增強他們的技能和實踐經驗。自二零零九年，我們與香港專業教育學院所舉辦的學生工作實習計劃合作，藉此為即將畢業的學生提供實習機會，讓他們好好裝備自己。



	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	8.5	60.9
Female 女	11.4	42.4
By Employee Category 按僱員類別劃分		
Senior Management 高級管理層	30.5	71.4
Professional Consultants 專業顧問	9.8	60.0
Other Working Staff 其他員工	1.2	14.3

Our Clients

AEC leverages on its expertise to devise a full range of sustainable solutions to clients of diverse sectors, from property developers, architects and designers, to listed companies and professional firms. Along the value chain, we strive to foster communication with our clients and offer professional capabilities to meet their sustainability needs.

我們的客戶

沛然運用其專業知識，為不同行業的客戶設計出全方位的可持續發展解決方案，當中包括物業發展商、建築師和設計師、上市公司及專業公司等。在整個價值鏈中，我們致力促進與客戶的溝通並提供專業建議，以滿足他們在可持續發展方面的需求。

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
處理投訴及查詢機制

Major Clients 主要客戶

Property developers and owners
物業發展商及持有人



Professional firms and property management offices
專業公司及物業管理處



Contractors
承包商



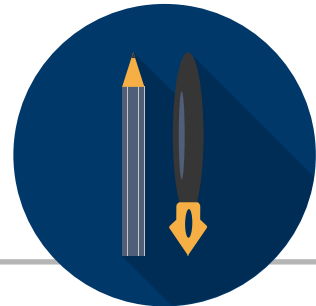
HKEX listed companies
港交所上市公司



Government authorities and public bodies
政府部門及公共機構



Architects and designers
建築師及設計師

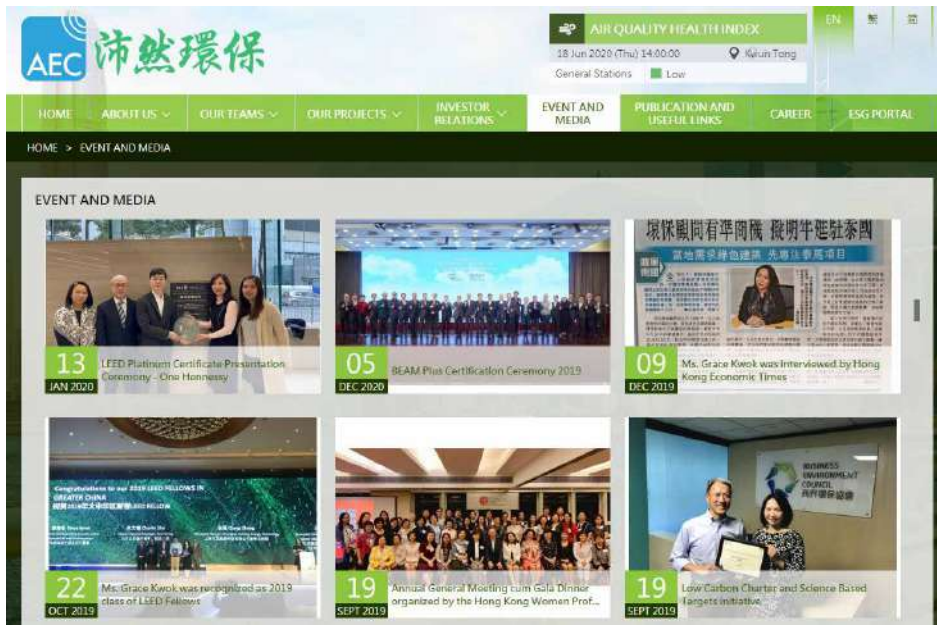


Maintaining Ongoing Communication

In order to facilitate cohesive dialogues with our clients and regularly disseminate sustainability-related information, AEC is dedicated to reaching out to our stakeholders through our corporate website and various social media platforms including Facebook, LinkedIn and WeChat. We hope to utilize online resources to keep the clients abreast of our latest initiatives and let them enjoy the sustainability journey with us.

持續溝通

為促進與客戶的緊密溝通並定期發放與可持續發展相關的信息，沛然致力於我們的公司網站及各種社交媒體平台與持份者聯繫，包括Facebook、LinkedIn和WeChat。我們期望利用線上資源讓客戶及時了解我們的最新動向，並與他們分享沛然可持續發展的旅程。



Corporate website of AEC 沛然的公司網站

Securing Privacy

The privacy of our clients and other stakeholders is vital to the Group's business integrity and standing. The Group has formulated confidentiality rules to guide our employees to abide by applicable legal requirements regarding collection and handling of confidential and personal data. The employees shall also take necessary precautions such as reviewing all outgoing documents to eliminate the risk of confidential data leakage and misuse.

保障私隱

客戶和其他持份者的私隱對本集團的業務誠信及聲譽至關重要。本集團已制定保密規則，以指導我們的員工遵守有關收集和處理機密及個人資料的適用法律要求。員工亦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。

Protecting Intellectual Property Rights

Stimulating innovation and creativity in our workplace, we have established relevant policies and guidelines in accordance with all applicable legal requirements to prohibit infringement of intellectual property rights, and protect confidentiality of all proprietary technology and privileged information in our daily business activities. During the Year, AEC was not aware of client complaints and any material compliance with the laws and regulations relating to privacy and intellectual property right matters.

保護知識產權

為激發工作場所的創新和創意，我們已根據所有適用的法律要求制定相關政策和指引，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，沛然並無發現任何客戶投訴以及重大違反私隱和知識產權有關的相關法律及規例之事宜。

Our Suppliers and Contractors

AEC works closely with our suppliers and contractors to maintain our competitive edge and sustain day-to-day operations. In collaboration with these essential business partners, we are committed to guaranteeing quality standards and sustainability performance across our projects.

我們的供應商及承包商

沛然與供應商和承包商緊密合作，務求維持我們的競爭優勢並維持日常營運。我們致力與這些重要業務夥伴攜手合作，致力保持每個項目的質量標準及可持續表現。

Material Topics 重要議題

-  **Supplier/contractor quality**
供應商／承包商質量
-  **Supplier/contractor management**
供應商／承包商管理
-  **Eco-friendly procurement**
環保採購
-  **Handling mechanism for complaints and inquiries**
處理投訴及查詢機制

Achieving Sustainability in Supply Chain


We recognize the impact of our supply chain on the environment, society and economy and takes on responsibilities for managing the impacts in a meticulous manner. In light of this, AEC is dedicated to promoting sustainable supply chain management in line with the following framework:

實現可持續的供應鏈

我們意識到我們的供應鏈對環境、社會和經濟的影響，並肩負責任，謹慎管理有關影響。有見及此，沛然竭力根據以下框架促進可持續的供應鏈管理：

Communication channel 溝通渠道

Selection criteria 選擇條件




1
Select based on their previous work experience and performance, and service/ production capability
根據過往的工作經驗和表現和服務／生產能力進行篩選

Compliance monitoring 合規性檢測



2
Oversee the entire project cycle to ensure their regulatory compliance to minimize potential risks
監督整個項目週期，以確保合規，從而將潛在風險減至最低

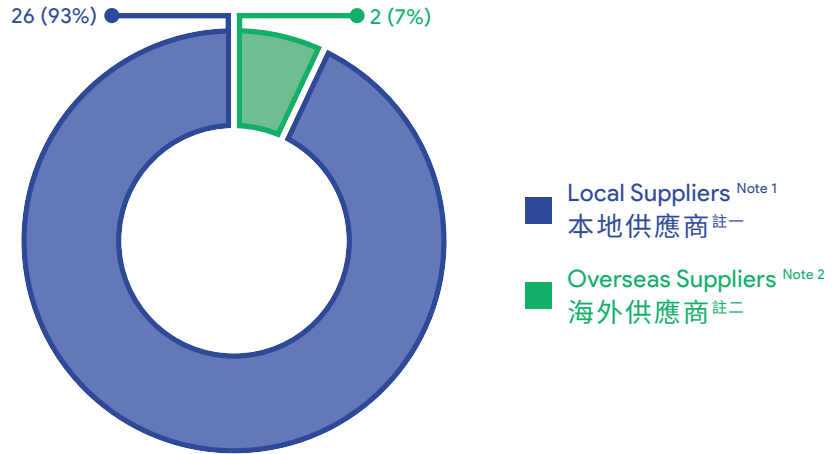


3
Host regular meetings with them to convey our expectations such as project schedule and quality requirement
與他們定期舉行會議以傳達我們的期望，如項目進度和質量要求等



We strive to give preference to local suppliers in order to reduce the carbon footprint incurred by the transportation of goods and materials, and also to promote local economic development.

我們致力優先選擇本地供應商，以減少因貨物及材料運輸而造成的碳足跡，並有助促進本地經濟發展。



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 Overseas suppliers refer to suppliers located outside Hong Kong
註2 海外供應商是指香港以外的供應商

Since 2018, we have become a member of the Green Council's Sustainable Procurement Charter and are dedicated to promoting sustainable procurement practices. In the Year, we have developed objective and goal for the year of 2020 to practice green procurement in our daily business operations.

自二零一八年起，我們已加入成為環保促進會的可持續採購約章的成員，並致力推行可持續採購措施。於本年度內，我們已制定二零二零年的目的及目標，務求在日常業務中實踐綠色採購。

Sustainable Procurement

可持續採購



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。



EMPOWERING OUR COMMUNITY 推動我們的社區

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

Core Value 核心價值

Awareness
意識



In the local community where we operate, AEC upholds the spirit of enhancing sustainability awareness of our stakeholders and creating shared values together through active participation in numerous external engagement programs. We endeavor to reach out to the community with an aim to further bolster our sustainability efforts in making the city a better place to live in.

在我們所營運的本地社區中，沛然通過積極參與多個外界活動，著手提高持份者可持續發展意識，並共同創造共享價值。我們竭力聯繫社區，以進一步擴大我們在可持續發展方面的努力，務求使香港成為一個更美好的居住地方。

Industry Engagement

During the Year, we have enthusiastically organized and participated in over 20 seminars and talks that cover various sustainability topics for our industry partners. To foster knowledge sharing on various sustainability-related topics for the benefit of society at large, we have sponsored and supported 6 industry events including forums, symposiums, conferences and exhibitions.

行業參與

本年度內，我們熱衷於主辦及參與超過20個不同研討會和講座，當中涵蓋各種針對我們行業合作夥伴的可持續發展議題。為促進有關可持續發展主題的知識分享，並造福整個社會，我們已贊助並支持6個行業活動，包括論壇、座談會、會議和展覽。



In Greenbuild China 2019, AEC set up an exhibition booth and shared with the audience on wellness enhancement through green building.

沛然於二零一九年中國綠色建築峰會設置展位，並與在場與會者分享綠色建築所帶來的裨益。



Ms. Grace Kwok, our Chairman and Executive Director, earned the recognition as the first LEED Fellow in Hong Kong awarded by Green Business Certification, Inc..

我們的主席兼執行董事郭美珩女士是全港首位獲 Green Business Certification, Inc. 選為 LEED Fellow 的業內人士。



As one of the sponsors of the International Green Building Symposium Hong Kong 2019, the Group is proud to receive awards for our LEED Gold and Platinum certification projects.

作為二零一九年國際綠色建築峰會香港站的贊助商之一，本集團所參與的項目榮獲LEED金級及鉑金級認證的殊榮。

AEC joined the Eco Expo Asia 2019 held at Asia World-Expo with an exhibition booth featuring our sustainability and environmental consultancy services, together with AEC's smart products and solutions.

沛然參與在亞洲國際博覽館所舉行的二零一九年國際環保博覽，並設置展位介紹我們的可持續發展及環境顧問服務，以及沛然的智能產品和解決方案。



The Group held our 25th AEC Anniversary, inviting nearly 300 prestigious guests from diverse sectors to celebrate 25 years of hard work and perseverance with environmental protection.

本集團舉行沛然25週年晚宴，邀請近300名來自不同界別的貴賓一同慶祝我們25年的豐碩成果，以及對環境保護的堅持。

Giving Back to the Community

Nurturing our younger generation is one of our key foci in community outreach. In this connection, AEC remains devoted to unleashing their potential, especially in the environmental field. During the Year, AEC has delivered career talks to students to share the nature and skills necessary of our works. In addition to career sharing, we have also presented a number of guest lectures on technical topics including local and international green building rating tools.

回饋社區

培育年輕一代是我們在社區拓展中的重點之一。就此而言，沛然一直致力激發他們的潛能，尤其在環境保護方面。本年度內，沛然為學生提供就業講座，以分享我們的工作性質和所需技能。除就業分享外，我們亦舉辦多個以技術專題為主的客席演講，當中包括本地及國際綠色建築評估工具。

Representing AEC as the guest lecturer of the Chinese University of Hong Kong, Ms. Grace Kwok gave a well-illustrated and informative lecture to the students on local and international green building rating tools.

郭美珩女士代表沛然擔任香港中文大學的客席講師，就本地及國際綠色建築評估工具向學生提供清晰且內容豐富的演講。



In partnership with the Hong Kong Green Building Council, AEC delivered a talk to share with senior primary students the green building knowledge and our employee's career experience in the environmental consulting industry.

沛然與香港綠色建築議會合作，透過講座向高年級小學生灌輸綠色建築知識，以及環境顧問行業的工作經驗。

AEC was invited by Hong Kong Quality Assurance Agency to deliver a presentation on the development of green buildings and green finance in Hong Kong.

沛然獲香港品質保證局邀請，就香港綠色建築及綠色金融發展發表演講。

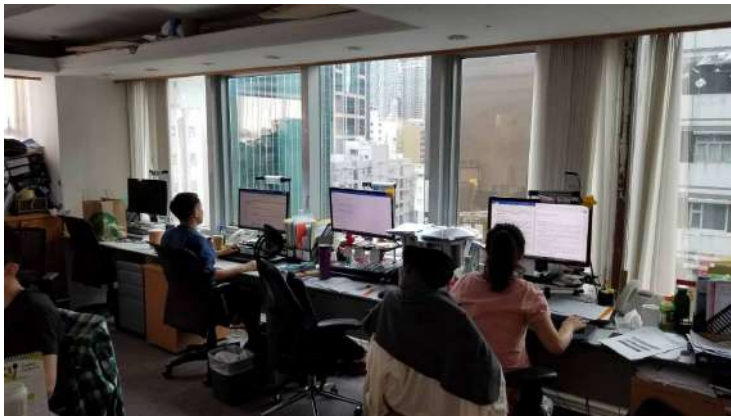


Furthermore, AEC strives to contribute to the positive development of the communities we serve. We encourage our staff to join us in supporting various community events in order to enhance team and community cohesion.

此外，沛然致力為我們所服務的社區推動正面發展。我們鼓勵員工一同支持各項社區活動，藉以增強團隊及社區的凝聚力。

AEC was pleased to take part in the Biz-Green Dress Day, a city-wide campaign to promote green lifestyle to shape a sustainable future.

沛然欣然參與「輕·型」上班日，這個全城活動旨在推廣綠色生活方式，為締造可持續發展未來出一分力。



We participated in the Daylight Hour 2019 with an aim to arouse public awareness of reducing energy use and alleviating climate change.

透過參加二零一九年Daylight Hour活動，我們期望喚起公眾對節能及應對氣候變化的關注。

LOOKING FORWARD 展望將來

As a sustainability and environmental consulting firm, we will continue to do our part in shaping a more sustainable and environmentally friendly society. This year, the global COVID-19 pandemic has highlighted the importance of building sustainability and ESG factors into business operation and strategy. With this in mind, AEC shall continue to stretch our sustainability footprint through bringing sustainable values for the business sector and even for a wider community, in order to enhance the quality of life for urban citizens in a healthier living environment.

我們將繼續發揮作為可持續發展及環境顧問公司的專長，為締造更可持續發展及更環保的社會出一分力。本年度的全球COVID-19疫情反映將可持續發展及ESG因素納入業務營運和策略的重要性。有見及此，沛然將繼續為商界及社區創造可持續發展價值，並擴闊可持續發展足跡，以期為市民建設更宜居的生活環境，並提升他們的生活水平。

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



International Cinema Technology
Association
國際電影技術協會



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
二零一九年度美國綠色建築議會
大中華區圓桌



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



GRESB Partner
全球不動產可持續發展指數成員

Membership 會籍

 <p>HKGFA 香港綠色金融協會 Hong Kong Green Finance Association</p> <p>Hong Kong Green Finance Association 香港綠色金融協會</p>	 <p>TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES</p> <p>The Task Force on Climate-related Financial Disclosures Supporters 氣候相關財務披露工作組支持機構</p>	 <p>SCC 智慧城市聯盟 Smart City Consortium</p> <p>Smart City Consortium 智慧城市聯盟</p>
 <p>International WELL Building Institute 國際WELL建築研究院</p>	 <p>2019-2020 Member of the Fitwel Asia Advisory Council 2019-2020年Fitwel 亞洲諮詢委員會成員</p>	 <p>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</p> <p>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</p>

Charters and Pledges 憲章和誓約

 <p>Carbon Audit 碳審計 綠色標榜 Green Partner</p> <p>Carbon Audit • Green Partner 綠色香港 • 碳審計</p>	 <p>Hong Kong Zero Carbon Partnership</p> <p>Hong Kong Zero Carbon Partnership 香港零碳夥伴</p>	 <p>SUSTAINABLE PROCUREMENT CHARTER 可持續採購約章</p> <p>Sustainable Procurement Charter 可持續採購約章</p>
 <p>Energy Saving Charter 節能約章</p>	 <p>BUSINESS ENVIRONMENT COUNCIL 商界環保協會 CORPORATE MEMBER 2020</p> <p>BEC Low Carbon Charter 商界環保協會低碳約章</p>	 <p>HKIQEP 香港環專會</p> <p>Hong Kong Institute of Qualified Environmental Professionals' ("HKIQEP's")</p>
 <p>SUSTAINABLE CONSUMPTION ENTERPRISE 支持可持續消費行為企業</p>	<p>"Fostering Sustainable Consumption for Hong Kong Business and the Community" Programme 「推動香港商界及社區可持續消費」計劃</p>	<p>Pledge to Support the Development of Qualified Environmental Professionals 承諾認可由香港合資格環保專業人員學會(「香港環專會」)考核的專業資格,以支持合資格環保專業人員的持續發展</p>

AWARDS AND RECOGNITIONS 獎項與榮譽

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

Environmental Campaign Committee
環境運動委員會



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

**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

Federation of Hong Kong Industries ;
Bank of China (Hong Kong)
香港工業總會；中國銀行(香港)



**1 EcoChallenger 環保優秀企業
2 3 Years+ EcoPioneer 3年+ 環保先驅獎章**

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

Environmental Campaign Committee
環境運動委員會



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

World Green Organisation
世界綠色組織



Certificate of Recognition
認可證書

Hong Kong Green Awards 2019 –
Green Management Award
香港綠色企業大獎—優越環保管理獎

Green Council
環保促進會



BRONZE SME
Green Management Award
(Service Provider)
Hong Kong Green Awards 2019

**1 Service Provider – Bronze 服務提供者—銅獎
2 Sustained Performance (5 years+)
連續獲獎機構 (5年或以上)**

Green Building Award 2019
環保建築大獎2019

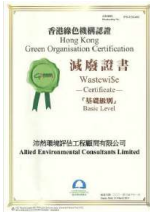
Hong Kong Green Building Council
香港綠色建築議會



**1 Grand Award 大獎
2 Merit Award 3年+ 優異獎**

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

Environmental Campaign Committee
環境運動委員會



Wastewi\$e Certificate
減廢證書

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

Environmental Campaign Committee
環境運動委員會



Energywi\$e Certificate
節能證書

ESG Forum & InnoESG Prize Presentation
Ceremony 2019
ESG論壇暨InnoESG獎頒獎典禮2019

SocietyNext Foundation Limited
社群創客基金有限公司



InnoESG Prize
InnoESG獎項

BEAM Plus Certification Ceremony 2019
2019年度綠建環評頒獎典禮

Hong Kong Green Building Council and
BEAM Society Limited
香港綠色建築議會和建築環保評估協會



Eleven building projects have received
awards in the annual ceremony
11個建築項目於年度典禮上獲獎

Caring Company
商界展關懷

Hong Kong Council of Social Service
香港社會服務聯會



5 Years Plus Caring Company Logo
獲取五年以上「商界展關懷」標誌

Industry Cares
工業獻愛心

Federation of Hong Kong Industries
香港工業總會



3+ Year Award
3年+ 獎項

CONTENT INDEX

內容索引

Disclosure of the GRI Standard GRI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
102: General Disclosures 一般披露			
Organizational Profile 組織概況			
102-1	Name of organization 組織名稱		<ul style="list-style-type: none"> Who We Are 公司簡介 Annual Report 2020 contains additional information about our principal activities in the sections entitled “Business Review”. 二零二零年報內「業務回顧」的章節中詳述我們的主要活動。
102-2	Activities, brands, products, and services 活動、品牌、產品和服務		
102-3	Location of headquarters 總部位置		
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	Information on employees and other workers 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	GD B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4	Our Suppliers and Contractors 我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	KPI B5.1	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		<ul style="list-style-type: none"> Corporate Governance 企業管治 Climate-related Financial Disclosures 與氣候相關的財務披露
102-12	External initiatives 外部倡議		Empowering our Community 推動我們的社區
102-13	Membership of associations 協會的成員資格		Memberships and Charters 會籍和憲章
Strategy 策略			
102-1	Statement from senior decision-maker 高級決策者的聲明		Foreword 前言

Disclosure of the GRI Standard GRI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
Ethics and Integrity 道德和誠信			
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"> • Sustainability Vision and Mission 可持續發展願景和使命 • Corporate Governance 企業管治
Governance 管治			
102-18	Governance structure 管治架構		Sustainability Framework 可持續框架
Stakeholder Engagement 持份者參與			
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
102-43	Key topics and concerns raised 提出的主要議題和關切問題		Materiality Assessment 重要性評估
Reporting Practice 報告做法			
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
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		Not applicable 不適用
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

Disclosure of the GRI Standard GRI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
Ethics and Integrity 道德和誠信			
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 have 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。
200: Economic 經濟			
201: Economic Performance 經濟表現			
103	Management approach 管理方針		Please refer to our Annual Report 2020. 請參閱我們二零二零年報。
102-2	Confirmed incidents of corruption and actions taken 直接產生和分配的經濟價值		
205: Anti-corruption 反貪污			
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
300: Environmental 環境			
301: Materials 物料			
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。
302: Energy 能源			
103	Management approach 管理方針	GD A2 GD A3 GD A4	<ul style="list-style-type: none"> Sustainable Operation 可持續營運 Climate-related Financial Disclosures 與氣候相關的財務披露
302-1	Energy consumption within the organization 組織內部的能源消耗量	KPI A2.1 KPI A4.1	<ul style="list-style-type: none"> Sustainable Operation 可持續營運 Climate-related Financial Disclosures 與氣候相關的財務披露
302-3	Energy intensity 能源強度	KPI A2.1	Sustainable Operation 可持續營運

Disclosure of the GRI Standard GRI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
302-4	Reduction of energy consumption 減少能源消耗量	KPI A2.3	Sustainable Operation 可持續營運
303: Water and Effluents 用水及污水			
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"> Sustainable Operation 可持續營運 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。
305: Emissions 排放			
102-16	Management approach 管理方針	GD A1 GD A3 KPI A1.5 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	Sustainable Operation 可持續營運
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	Sustainable Operation 可持續營運
305-4	GHG emissions intensity 溫室氣體排放強度	KPI A1.2	Sustainable Operation 可持續營運
305-7	NO _x , SO _x , and other significant air emissions 氮氧化物(NO _x)、硫氧化物(SO _x)和 其他重大氣體排放	KPI A1.1	Sustainable Operation 可持續營運
306: Effluents and Waste 污水及廢棄物			
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	Sustainable Operation 可持續營運
307: Environmental Compliance 環境合規			
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	Sustainable Operation 可持續營運
400: Social 社會			
401: Employment 僱傭			
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	Our Employees 我們的員工

Disclosure of the GRI Standard GRI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
403: Occupational Health and Safety 職業健康與安全			
103	Management approach 管理方針	GD B2 KPI B2.3	Fostering Health and Wellness 培育健康和福祉
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故事。
404: Training and Education 培訓與教育			
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	Our Employees 我們的員工
405: Diversity and Equal Opportunity 多元化與平等機會			
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	Our Employees 我們的員工
406: Non-discrimination 反歧視			
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	Our Employees 我們的員工
408: Child Labor 童工			
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	Our Employees 我們的員工
409: Forced or Compulsory Labor 強迫或強制勞動			
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	Our Employees 我們的員工
413: Local Communities 當地社區			
103	Management approach 管理方針	GD B8	Giving Back to the Community 回饋社區

Disclosure of the GRI Standard GRI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
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"> Giving Back to the Community 回饋社區 During the Year, AEC had contributed a total of HKD\$29,060 as charitable donations. 於本年度內，沛然共捐贈港幣29,060元的慈善捐款。
417: Marketing and Labeling 營銷與標示			
103	Management approach 管理方針	GD B6	Our Clients 我們的客戶
417-1	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"> Our Clients 我們的客戶 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。
418: Customer Privacy 客戶私隱			
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 有關侵犯客戶私隱和丟失客戶資料的投訴	KPI B6.5	Our Clients 我們的客戶
419: Socioeconomic Compliance 社會與經濟合規			
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	<ul style="list-style-type: none"> 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。 During the Year, AEC was not aware of any material complaints. 本年度內，沛然並無發現任何重大的投訴。



**ALLIED SUSTAINABILITY AND
ENVIRONMENTAL CONSULTANTS GROUP LIMITED**

沛然環保顧問有限公司

27/F, Overseas Trust Bank Building, 160 Gloucester Road, Wan Chai, Hong Kong
Tel: (852) 2815 7028 Email: info@aechk.com

www.asecg.com