

Sustainability Report

現代貨箱碼頭有限公司

可持續發展報告

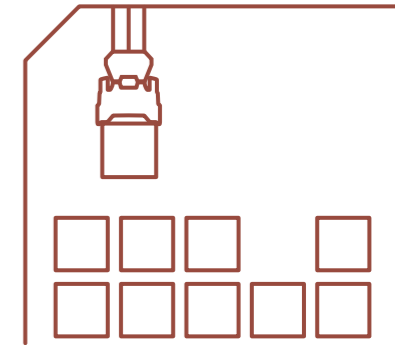
2018 - 2019



**SAILING TOWARDS
A SMART AND GREEN PORT**
邁向智慧綠色港口

ABOUT THE REPORT

關於本報告



This is the fourth standalone sustainability report of Modern Terminals Limited (the Company), in which we continue to disclose our achievements and challenges along our sustainability journey.

這是現代貨箱碼頭有限公司(公司)發表的第四份獨立成刊的《可持續發展報告》，內容繼續涵蓋我們在可持續發展旅途中取得的成果和面對的挑戰。

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. The reporting period covers the two calendar years of 2018 and 2019. We engaged with a selected group of stakeholders through an independently-managed engagement and materiality assessment process to understand their key concerns and determine topics to be disclosed in this report.

本報告是根據「全球報告倡議組織」(GRI)標準的「核心選項」撰寫，報告期涵蓋2018至2019年兩個日曆年。我們透過獨立安排的參與活動與選定的持份者群組溝通，了解他們的主要關注，然後進行重要性評估以釐定報告的內容範圍。

The coverage of this report includes our operations in Hong Kong and DaChan Bay in western Shenzhen, for which we are the majority shareholder.

本報告涵蓋範圍包括香港業務及我們為主要股東、位於深圳西的大鵬灣碼頭的業務。

This report has been independently verified by the Hong Kong Productivity Council as being in accordance with the GRI Standards. The assurance statement can be found at the end of this report.

本報告已交由香港生產力促進局按照 GRI 標準進行獨立第三方審核。有關詳情，請參閱報告結尾部份的核實聲明。



About the Report 關於本報告	3
Message from Group Managing Director 集團董事總經理獻辭	4
About Modern Terminals Limited 關於現代貨箱碼頭有限公司	6
Engaging with Stakeholders 與持份者溝通	10
Corporate Governance 企業管治	16
Our People 以人為本	20
Health and Safety 健康及安全	30
Environment 環境	36
Community Involvement 社區參與	44
Performance Statistics 統計數據摘要	52
GRI Standards Content Index GRI 標準內容索引	58
Assurance Statement 核實聲明	62

MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭



The years of 2018 and 2019 are of great importance to the sustainable development of Modern Terminals Limited. After more than a year and a half of discussion, on 8 January 2019 we took a bold step to work with three other terminal operators and form the Hong Kong Seaport Alliance (HKSPA), which aims to enhance the competitiveness of the Port of Hong Kong and bring container volume back to our home city. The HKSPA will also help reduce carbon emissions and facilitate faster deployment of new technologies to make the Port of Hong Kong a "smart and green port."

The implementation of HKSPA commenced in April 2019 and has already brought a number of benefits to the industry, including a 50% reduction in inter-terminal trucking through the introduction of the dedicated "home berth" arrangements for shipping alliances and shipping lines. In September, we launched new barge initiatives to improve the turnaround time of barge voyages, enhance slot utilisation, simplify administration, and provide the barge community with more flexibility to incentivise barge operators to expand their operations and achieve economies of scale.

On the other hand, terminal operators have been investing in both innovation and technology to enhance operational efficiency to attract carriers. In early 2018, terminal operators launched a plan to fully implement Electronic Release Orders for paperless management of import containers, a key step in the industry's digitalisation roadmap, which will take effect from 10 February 2020. We have also been looking at the potential applications for new technology, including artificial intelligence, internet of things, and big data, in our operations to further enhance efficiency. The introduction of a Trade Single Window, a one-stop electronic platform for registered users to lodge import and export trade documents with the HKSAR Government online, is also a significant step.

The International Maritime Organisation (IMO) is taking bold action to reduce air pollution from global shipping emissions by introducing a new regulation to limit the sulphur content in fuel oil. Starting from 1 January 2020, vessels will be required to use fuel that contains no more than 0.5% sulphur or alternative cleaner fuels such as liquefied natural gas (LNG). To respond to the changing needs of our customers, we worked with our bunker suppliers to ensure compliant fuel is available at both our terminals in Hong Kong and western Shenzhen.

2018和2019年，這兩年對現代貨櫃碼頭的可持續發展來說有著重大意義。經過歷時超過一年半的討論，我們於2019年1月8日踏出果斷的一步，與其他三家碼頭營運商合作成立「香港海港聯盟」（下稱「海港聯盟」），旨在提高香港港口的競爭力，增加香港港口的貨櫃吞吐量。聯盟還有助減少碳排放，促使新技術可更快地部署，使香港港口成為「智慧和綠色港口」。

聯盟自2019年4月投入運作，已為行業帶來不少裨益，包括通過船舶泊位特定區域的新安排，我們的碼頭內運車運輸大幅減少五成。在9月，我們推出新的躉船措施，以縮短躉船在碼頭的操作時間，改善使用率，簡化行政工作，並為躉船營運商提供更多靈活性，從而促使其擴大其覆蓋範圍及實現營運規模。

另一方面，碼頭營運商不斷投資於創新科技，藉以提高營運效率來吸引客戶。早於2018年初，碼頭營運商宣佈計劃推出全面入口電子提櫃措施，並將於2020年2月10日生效，標誌著港口數碼化向前邁進一大步。此外，我們一直研究採用新科技於碼頭，包括人工智能、物聯網和大數據等，以提高營運效率。政府推出的貿易單一窗口，讓註冊用戶透過一站式電子平台向香港特別行政區政府，於線上遞交進出口貿易文件，是數碼化的重要一步。

國際海事組織 (IMO) 正採取果斷的行動，通過新法規限制燃油的硫含量，以減少全球航運帶來的空氣污染。自2020年1月1日起，船舶將必須使用含硫量不超過0.5%的燃料或其他潔淨燃料，例如液化天然氣 (LNG)。為滿足客戶日新月異的需求，我們與燃油供應商合作，確保我們香港和深圳西部的貨櫃碼頭均可供應合規燃油。

At our terminals, we have achieved our 10-year target of reducing greenhouse gas emissions to 10kg per TEU or below in 2018. Our target for the next five years is to maintain our emissions at this level, as we have come to a state where we have exhausted most, if not all, of the available technologies to help us reduce emissions. In the reporting period, we continued to introduce innovative and pioneering initiatives including having the first pure electric-powered tractor operating at our terminals in Hong Kong, and DaChan Bay Terminals becoming the first container terminal in South China to have shore power installed at all berths. We are also conducting a climate-related risk analysis to identify potential risks and implement mitigation measures accordingly.

In 2019, we continued our efforts in aligning our company culture with our culture values and conducted our third culture survey. Though we continue to see improvement in various aspects, we are mindful not to be complacent and acknowledge that cultural initiatives should be long-term and ongoing. I am also glad to see that our *Project FIT* programme has entered its fourth year in 2019. The overwhelming response from our people reflects the success of the programme.

In terms of community involvement, we are glad to see that our *Modern Terminals Summer Fitness Programme* has started to see some meaningful results. A total of six participants have joined the programme for three consecutive years since its inception. In 2019, we established an alumni network for the programme, and a total of 20 past participants have enrolled so far.

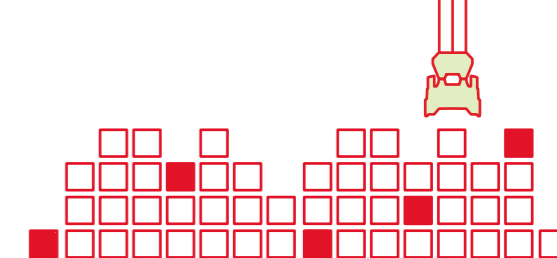
Going forward, we will continue our efforts to make HKSPA a great success benefiting all stakeholders and contributing to the economy of Hong Kong. We will continue to actively participate in the Greater Bay Area development which, as mentioned in our 2015-2017 report, is crucial to our business growth. We will of course continue our efforts to enhance sustainability in different areas of our business.

I am glad to witness the progress we have made in the last decade. I would like to take this opportunity to thank our team for their contribution in our sustainability journey. Having taken up the position as the Group Managing Director, I strive to bring our Company to the next level in our sustainability efforts.

I hope you enjoy reading the report. Please provide your feedback for our continuous enhancement.

Horace Lo
Group Managing Director

集團董事總經理
盧偉民



我們的貨櫃碼頭已達到早期訂立的十年目標，於2018年將每標準箱的溫室氣體當量排放減至等同或少於10公斤。我們未來五年的目標將溫室氣體排放量保持於這一水平，這是基於我們已到達一個階段，公司已採用絕大多數現有技術減少碳排放。在報告期內，我們繼續推行具創新及前瞻性的措施，包括香港首輛純電動貨櫃運輸拖頭在我們的碼頭運作，及大鵬灣碼頭成為華南首家岸電全覆蓋的貨櫃碼頭。我們還在進行與氣候有關的風險分析，以識別潛在風險並相應地採取緩和措施。

在2019年，我們繼續致力將公司文化與企業文化價值觀達成一致，並進行了第三次文化調查。儘管在各個方面均繼續顯著改善，我們謹記不要自滿及理解企業文化工作必須是長期和持續的。我也很高興看到2019年「我至FIT計劃」已是第四年舉辦，我們同事的熱烈參與反映該計劃的成功。

在社區參與方面，我們很高興看到「現代貨櫃碼頭夏日運動站」開始達到一些別具意義的成果。自活動舉辦以來，共有六位參與者連續三年參加了該計劃。在2019年，我們為該活動成立一個舊友會。截至目前為止，共有20位過往的參與者報名參加。

展望將來，我們將繼續努力確保「香港海港聯盟」取得重大成功，為所有持分者帶來裨益，並為香港經濟做出貢獻。正如在2015-2017年報告中所提及，我們將繼續積極參與大灣區的發展，這對我們的業務增長至關重要。當然我們於業務各個領域也將繼續努力，加強我們的可持續發展工作。

我很高興見證我們在過去十年取得的進展，並感謝公司團隊在過去於可持續發展旅程中的貢獻。我接任集團董事總經理一職，將致力帶領公司在可持續發展方面邁向新里程。

希望閣下享受閱讀這份報告，並提供反饋給我們以達致持續進步。



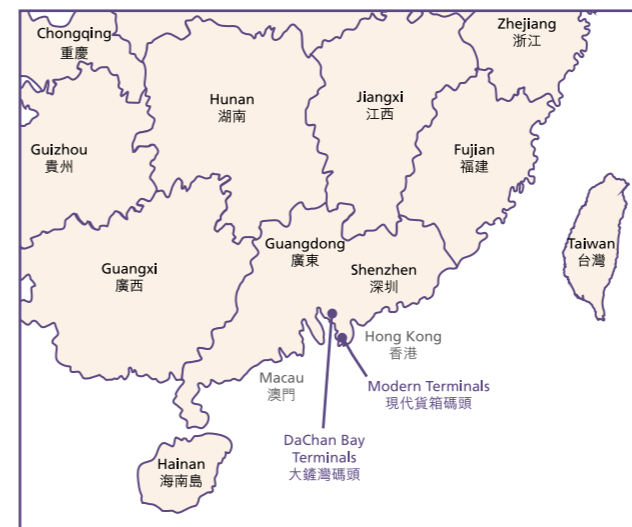
ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司

Modern Terminals Limited is a privately-owned company with large listed conglomerates as our shareholders, namely The Wharf (Holdings) Limited (68%), China Merchants Port Holdings Company Limited (27%) and Jebson Securities Limited (5%). Headquartered in Hong Kong, we own and operate container terminals at Kwai Tsing Container Port, Hong Kong. In the Pearl River Delta, we operate and hold a majority interest in DaChan Bay Terminals and also hold equity stakes in both Shekou Container Terminals and Chiwan Container Terminal. The business activities of the Company include container terminals operation and warehousing activities.

Our customers are shipping lines and our primary suppliers are in the areas of terminal equipment and facilities, information technology services, general office equipment, and operations such as internal trucking.

現代貨箱碼頭是一家私營企業，股東均為大型上市集團，包括九龍倉集團有限公司 (68%)、招商局港口控股有限公司 (27%) 和 Jebson Securities Limited (5%)。公司以香港為總部，在香港葵青港擁有及營運貨箱碼頭，並為珠江三角洲 (珠三角) 大鵬灣碼頭的主要股東及營運商。現代貨箱碼頭亦持有珠三角蛇口集裝箱碼頭及赤灣集裝箱碼頭股權。公司業務包括貨箱碼頭營運和貨倉租賃。

我們的客戶為船公司，主要供應商涵蓋的範圍包括碼頭設備及設施、資訊科技服務、一般辦公室設備，以及碼頭營運服務如內運拖車等。



HONG KONG 香港

Company name Modern Terminals Hong Kong (100%)	公司名稱 現代貨箱碼頭 (100%)
Services and operations - Container terminals - Warehousing leasing - Container freight station	所經營的業務和服務 貨箱碼頭 貨倉租賃 貨物集散站

MAINLAND CHINA 中國內地

Company name DaChan Bay Terminals (65%)	公司名稱 大鵬灣碼頭 (65%)
Services and operations - Container terminals	所經營的業務和服務 貨箱碼頭

MAJOR MEMBERSHIPS AND CHARTERS 主要會籍和約章

HONG KONG 香港

- The American Chamber of Commerce in Hong Kong (The Leadership Forum Member)
香港美國總商會 (The Leadership Forum 會員)
- Business Environment Council (Council Member)
商界環保協會 (理事會成員)
- The Chartered Institute of Logistics and Transport in Hong Kong (Corporate Member)
香港運輸物流學會 (公司會員)
- Clean Air Charter led by Business Coalition on the Environment (Endorser)
由商界聯盟牽頭的《清新空氣約章》(承諾公司)
- Danish Chamber of Commerce (Member)
丹麥商會 (會員)
- Employers' Federation of Hong Kong (Corporate Member)
香港僱主聯合會 (公司會員)
- Energy Saving Charter and 4T Charter by the Environment Bureau of HKSAR Government (Participant)
由香港特別行政區政府環境局推出的節能約章計劃及 4T 約章計劃 (參與公司)
- Federation of Hong Kong Industries - Transport and Logistics Services Council / PRD Council (Corporate Member)
香港工業總會 - 運輸及物流業協會和珠三角工業協會 (公司會員)
- General Stevedoring Council (Member) (會員)
- Hong Kong Container Terminal Operators Association Limited (Committee Member and Treasurer)
香港貨櫃碼頭商會有限公司 (委員會成員和司庫)
- Hong Kong General Chamber of Commerce (Corporate Member)
香港總商會 (公司會員)
- Hong Kong Logistics Management Staff Association (Member)
香港物流管理人員協會 (會員)
- Hong Kong Management Association - People Management Committee (Corporate Member)
香港管理專業協會 - 人事管理委員會 (公司會員)
- Hong Kong Occupational Safety and Health Council - Green Cross Group (Corporate Member)
職業安全健康局 - 綠十字會 (公司會員)
- The Racial Diversity and Inclusion Charter for Employers (Signatory)
種族多元共融僱主約章 (簽署機構)
- WWF - Hong Kong (Silver Member)
世界自然基金會香港分會 (純銀會員)

DACHAN BAY 大鵬灣

- Shenzhen Ports Association (Vice Chairman Unit)
深圳港口協會 (副會長單位)
- Shenzhen Association of Enterprises with Foreign Investment (Governing Unit)
深圳外商投資企業協會 (常務理事單位)
- China Ports Association (Member)
中國港口協會 (會員)

AWARDS AND RECOGNITION 獎項和嘉許

HONG KONG 香港

Organiser 主辦單位	Award and recognition 獎項和嘉許	
HR Asia	Best Companies to Work for in Asia - 2018 亞洲最佳企業僱主 - 2018年	
Employees Retraining Board 僱員再培訓局	Manpower Developer - Since 2014 「人才企業」標誌 - 自2014年	
Mandatory Provident Fund Schemes Authority 強制性公積金計劃管理局	Good MPF Employer 5 Years - 2019 「積金好僱主5年」標誌 - 2019年	
Promoting Happiness Index Foundation and Hong Kong Productivity Council 香港提升快樂指數基金及香港生產力促進局	Happy Company - Since 2017 「開心企業」標誌 - 自2017年	
Occupational Safety & Health Council 職業安全健康局	The 17th Hong Kong Occupational Safety & Health Award - "Safety Promotion Award" and "OSH Annual Report Award" Merit - 2018 第十七屆香港職業安全健康大獎「宣傳推廣大獎」及「職安健年報大獎」優異獎 - 2018年	
Occupational Safety & Health Council 職業安全健康局	Occupational Health Award 2018-19 - Joyful @ Healthy Workplace Best Practices Award (Enterprise / Organisation Category) - Excellence Award - 2019 職業健康大獎2018-19 - 好心情@健康工作間大獎 (企業/機構組)卓越機構大獎 - 2019年	
Lloyd's Register Quality Assurance Ltd.	ISO14001 EMS Certification - Since 2009 ISO14001 環境管理體系認證 - 自2009年	
Business Environment Council 商界環保協會	Sustainable Consumption Enterprise Award - Certificate of Excellence - 2018 可持續消費企業獎勵計劃 - 優異證書 - 2018年	
Federation of Hong Kong Industries 香港工業總會	BOCHK Corporate Environmental Leadership Awards - EcoChallenger certificate - 2019 中銀香港企業環保領先大獎 - 「環保優秀企業」證書 - 2019年	
Hong Kong Council of Social Service 香港社會服務聯會	10 Years Plus Caring Company Logo - Since 2017 「商界展關懷連續10年或以上」標誌 - 自2017年	



Organiser 主辦單位	Award and recognition 獎項和嘉許	
Office of Government Chief Information Officer, Equal Opportunities Commission and Hong Kong Internet Registration Corporation Limited 政府資訊科技總監辦公室、平等機會委員會及香港互聯網註冊管理有限公司	Silver Award - Website Stream, Web Accessibility Recognition Scheme - 2015, 2016 and 2018 無障礙網頁嘉許計劃銀獎 (網站組別) - 2015、2016及2018年	
Federation of Hong Kong Industries 香港工業總會	Industry Cares 2019 - Caring Certificate (Enterprise Group) - 2019 「工業獻愛心」表揚計劃2019 - 愛心關懷證書 (企業組別) - 2019年	
Chinese YMCA of Hong Kong 香港中華基督教青年會	"Sport-Friendly Action" Logo - 2019 「運動友善計劃」標誌 - 2019年	

DACHAN BAY 大鏟灣

Organiser 主辦單位	Award and recognition 獎項和嘉許	
SGS	ISO14001 EMS Certification - Since 2013 ISO14001 環境管理體系認證 - 自2013年	
China Association of Enterprises with Foreign Investment and Shenzhen Association of Enterprises with Foreign Investment 中國外商投資企業協會及深圳外商投資企業協會	National Excellent Enterprise with Foreign Investment Harmonious Labour Relationship Promotion - Since 2014 全國優秀外商投資企業和諧勞動關係促進獎 - 自2014年	
	National Excellent Enterprise with Foreign Investment Excellent Tax Payment and Turnover - Since 2013 全國優秀外商投資企業雙優企業獎 - 自2013年	
	National Excellent Enterprise with Foreign Investment Security and Environment Promotion - Since 2018 全國優秀外商投資企業安全環保鼓勵獎 - 自2018年	
China (Shenzhen) International Logistics and Transportation Fair Organising Committee 中國(深圳)國際物流與交通運輸博覽會組委會	Brand Enterprise Award - 2018 品牌企業獎 - 2018年	
China (Shenzhen) International Logistics and Transportation Fair Organising Committee 中國(深圳)國際物流與交通運輸博覽會組委會	Golden Bull Award - Excellent Logistics Service Provider - 2019 金牛獎 - 優秀物流服務商 - 2019年	



ENGAGING WITH STAKEHOLDERS 與持份者溝通



Our Company has always placed great importance on stakeholder engagement. We have been communicating through various channels with a range of different stakeholders on aspects including business strategies, actions, and sustainability efforts. We also used a comprehensive mapping and prioritisation process to identify stakeholders to engage, based on their influence or dependency on the Company.

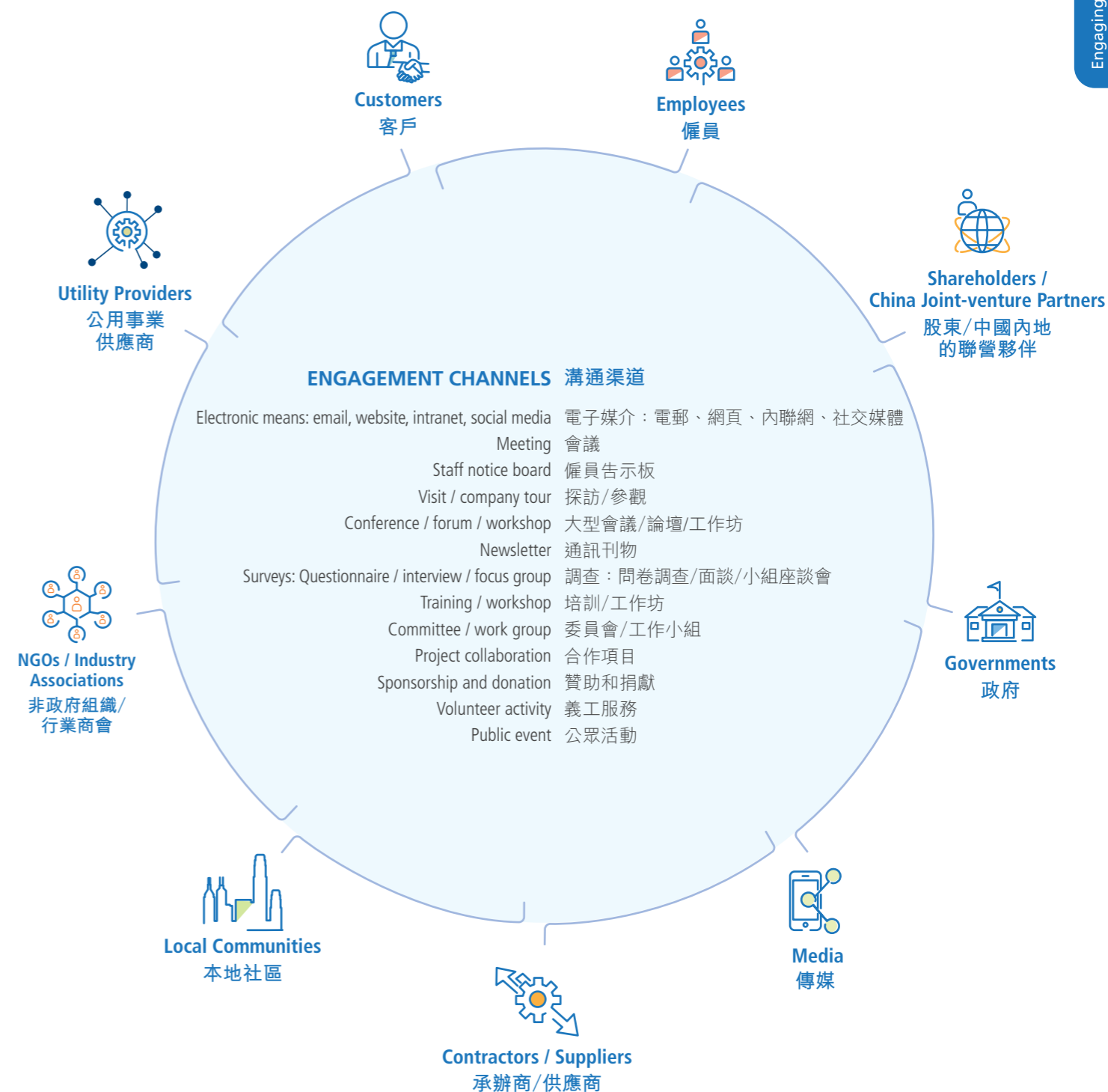
公司一直非常重視與持份者的溝通，透過各種渠道與不同的持份者進行交流，訊息包括公司業務策略和工作，以及於可持續發展工作方面的努力。我們亦會根據持份者對公司的影響力或對公司的依賴程度進行量化評估和確立優先次序。

For the preparation of this report, we conducted interviews with selected suppliers and NGO partners – two of the important stakeholder groups that will affect our sustainability performance. In previous years, we have conducted focus groups and interviews with various stakeholder groups including customers, employees, contractors and suppliers, industry associations, and shareholders for our previous reports. For details, please refer to our previous reports available on our website: www.modernterminals.com.

在準備此報告時，我們與選定的供應商和非政府組織合作夥伴進行了面談，因為他們作為主要持份者將會影響公司可持續發展工作的績效。在此之前，我們在準備以往的報告時進行了多個持份者小組座談會和面談，包括客戶、僱員、承辦商、供應商、行業商會的代表，以及股東。有關詳情，請參閱公司網站上的相關報告：www.modernterminals.com。

The diagram below shows the stakeholder groups identified with the corresponding engagement channels.

下表列出持份者組別和溝通渠道。



The key issues raised by stakeholders and our responses are presented in the table below.

下表列出持份者提出的重點關注議題和我們的回應：

Key issues raised by stakeholders engaged 持份者提出重點關注議題	Our response 我們的回應
Environmental Performance 環保表現	
Adaptation to climate change 氣候變化應對	Modern Terminals is aware of the risks associated with climate change. We conducted an assessment of climate-related risks in late 2019 and will continue to work on mitigating the related risks going forward. 公司明白氣候變化將帶來相關風險，已於2019年底進行與氣候有關的風險評估，並將繼續致力降低未來的相關風險。
Mitigation of the risk of fuel leakage 降低貨櫃船漏油的風險	There have been a couple of fuel leakage cases during ship bunkering in the reporting period. Whilst Modern Terminals is not directly responsible for these incidents, we continue to work with relevant stakeholders to minimise the risk. 在報告期間，曾發生貨櫃船加油時洩漏燃油的事件。儘管公司與該些漏油事故沒有直接關連，但我們仍與有關持份者緊密合作，盡力降低風險。

People 以人為本	
Attracting talent 吸引人才	Attracting talent is a challenge for our industry. We aim to develop the Port of Hong Kong into a smart port. We are exploring the application of technologies including artificial intelligence (AI), internet of things (IoT) and big data in the port to enhance efficiency and, at the same time, attract young talent. The remote control of rubber-tyred gantry cranes (RTGs) is an example. In addition, we have been working with the relevant authorities with a hope to launch a programme to address the issue of ageing truck drivers. We look forward to obtaining the relevant approval soon. We have been actively engaging with young people in the local community on various fronts to allow the next generation to have a proper understanding of the industry for their future career planning. Activities in Project <i>WeCan</i> , terminal visits for university students and job tasting experiences are among our initiatives. We also work closely with the Hong Kong Maritime and Port Board and the Hong Kong Maritime Museum in promoting the industry to the general public. 吸引人才是我們行業面對的挑戰。我們致力將香港港口發展成為智慧港口。我們正在探討將包括人工智能 (AI)、物聯網 (IoT) 及大數據等科技應用於港口，以提高效率，同時亦希望藉此吸引年青人加入。遙控操作膠輪式龍門起重機 (RTGs) 就是一個例子。 此外，我們一直與有關當局溝通，希望推出一個用以解決貨櫃車司機老齡化問題的計劃。我們期待相關計劃盡快獲得批准。 我們一直積極與社區的年輕人保持多元化的聯繫，讓下一代加深認識本行業，將有助他們未來職業生涯規劃。「學校起動」計劃的活動、大學生參觀碼頭和職場體驗項目是我們其中的一些措施。 我們亦與香港海運港口局和香港海事博物館緊密合作，向市民大眾推廣海運業。

Key issues raised by stakeholders engaged 持份者提出重點關注議題	Our response 我們的回應
Managing Suppliers 供應商管理	
Communications with suppliers 與供應商的溝通	Modern Terminals values our suppliers' feedback. We maintain regular communication with our suppliers via various channels, and welcome suggestions that are mutually beneficial. 公司重視供應商的意見，定期透過各種渠道與其保持溝通，我們歡迎任何互利共贏的建議。
Well-being of contractors' workers 承辦商員工的福祉	Modern Terminals holds our contractors' and subcontractors' workers to the same strict health and safety standards we set for our staff. We will continue to work with our suppliers to improve the working conditions of contractors' workers. 在健康及安全標準上，公司對僱員、承辦商和分包商職員均採用同一嚴格標準。我們將繼續與服務供應商一起，致力提升承辦商員工的工作環境。

Products and Services 產品和服務	
Capability of the port facilities to handle mega vessels 港口設施處理超大型貨櫃船的能力	To ensure our capability to cater for the trend of increasing of vessel size, Modern Terminals has launched an infrastructure upgrade project since 2015 which includes deepening of the berth box, heightening of quay cranes, and strengthening of fender structure. The HKSAR Government has also launched a project to deepen the approach channel from 15 to 17 metres which is substantially completed. We have been receiving the new Triple-E class vessels of Maersk since July 2017. The welcome of MSC Isabella with a capacity of 23,656 TEUs in November 2019 is again evidence of our capability in handling mega vessels. 貨櫃船有愈來愈大的趨勢，為確保我們能夠處理最大型貨櫃船，公司自2015年起啟動基礎設施升級項目，其中包括挖深泊位、岸邊起重機加高以及加強岸邊防撞物的結構。香港特別行政區政府也實施措施以挖深葵青貨櫃碼頭的進港航道，水深由15米挖深至17米的工程大致完成。 自2017年7月，我們一直在處理馬士基新一代 Triple-E 級貨櫃船。我們亦於2019年11月歡迎載運量達23,656個標準箱的 MSC Isabella，再次證明我們具有處理超大型貨櫃船的能力。

Involvement with Local Community 社區參與	
Engagement with the local community and cooperation with NGO partners 社區參與及與非政府組織合作	Modern Terminals has always aimed to build long-term partnerships with non-governmental organisations (NGOs) through our community involvement programmes. We have recently set up the alumni of <i>Modern Terminals Summer Fitness Programme</i> to ensure we have ongoing engagement with past participants. Besides sports activities there will be other activities to let alumni gain more knowledge of our industry. For our cooperation with NGO partners, we always explore different ways to work together. We have been organising subsidised meal events at a restaurant run by the Chinese YMCA of Hong Kong. We also started to invite sports teams of NGO partners to have friendly matches with members of our sports interest groups. 公司一直透過社區參與計劃，致力與非政府組織建立長期合作的夥伴關係。我們最近成立「現代貨箱碼頭夏日運動站」舊友會，以增強我們與過往參加者的聯繫。除了體育活動外，還有其他活動讓校友更多了解碼頭行業。 而在與非政府組織合作方面，我們經常探索各種不同的合作。我們選擇在香港中華基督教青年會營運的餐廳舉辦愛心飯堂活動。我們亦開始邀請非政府組織合作夥伴的運動隊與公司運動興趣小組成員進行友誼賽。



MATERIALITY ASSESSMENT

During the engagement process, stakeholders were invited to identify key sustainability topics for our Company, and provide feedback on our sustainability approach and performance. We also conducted an industry context review to ensure the priorities and report boundary are aligned with industry practices and stakeholder expectations. Our material sustainability topics and their respective boundaries are listed in the below table, which was reviewed and approved by our Sustainability Steering Committee.

重要性評估

我們在與持份者溝通的過程中，邀請他們提出其重點關注的可持續發展議題，並為我們在可持續發展的措施和表現提供反饋。我們亦參考同業在這方面的工作，以確保我們的重要議題及報告邊界與行業概況看齊和切合持份者的期望。公司的可持續發展指導委員會同意下列議題和範疇對公司至為重要。

No 號碼	Material Topics 重要議題	Corresponding GRI Standard(s) 相關的GRI標準	Topic Boundary 議題邊界			
			Within the organisation 企業內		Outside the organisation 企業外	
			Contractor/ supplier 承辦商/ 供應商	Customer 客戶	Community 社區	

Economic 經濟

1	Economic performance 經濟表現	GRI 201: Economic Performance 經濟表現	√	√		
---	------------------------------	---------------------------------------	---	---	--	--

Environment 環境

2	Climate change 氣候變化	GRI 302: Energy 能源 GRI 305: Emissions 氣體排放	√	√	√	√
3	Emissions/Air pollution 氣體排放/空氣污染	GRI 305: Emissions 氣體排放	√			√
4	Energy consumption 能源消耗	GRI 302: Energy 能源	√			
5	Effluents and waste 污水和廢棄物	GRI 306: Effluents and Waste 污水和廢棄物	√	√	√	√
6	Environmental compliance 遵守環境法規	GRI 307: Environmental Compliance 遵守法規	√	√	√	√

No 號碼	Material Topics 重要議題	Corresponding GRI Standard(s) 相關的GRI標準	Topic Boundary 議題邊界			
			Within the organisation 企業內		Outside the organisation 企業外	
			Contractor/ supplier 承辦商/ 供應商	Customer 客戶	Community 社區	

Social 社會

7	Occupational health and safety 職業健康與安全	GRI 403: Occupational Health and Safety 職業健康與安全	√	√		
8	Employee benefits and compensation 僱員福利和薪酬	GRI 401: Employment 僱傭關係	√	√		
9	Working conditions and hours 工作環境和時間	GRI 402: Labour/ Management Relations 勞資關係	√	√		
10	Employee development 僱員發展	GRI 404: Training and Education 培訓與教育	√	√		
11	Contractor's workers management 承辦商管理	GRI 401: Employment 僱傭關係 GRI 403: Occupational Health and Safety 職業健康與安全	√	√		
12	Community engagement 社區參與	GRI 413: Local Communities 本地社區				√
13	Social compliance 遵守社會法規	GRI 419: Socioeconomic Compliance 遵守社會經濟法規	√	√	√	√

Service Quality 服務質素

14	Technology upgrade and operational efficiency 科技提升和操作效率	GRI 201: Economic Performance 經濟績效	√		√	
15	Cybersecurity 網絡安全	GRI 418: Customer Privacy 客戶私隱	√		√	



CORPORATE GOVERNANCE

企業管治



Modern Terminals is committed to achieving a high standard of corporate governance and to implementing best practices. Our sound corporate governance is achieved through transparency, fairness, integrity and accountability. We have a well-defined governance structure in place, and our governance principles and practices are embedded in various aspects of our business. Through a stringent internal control management system, we identify, monitor and mitigate risks.

我們致力實現高水準的企業管治及執行典範實務。我們良好的企業管治是透過恪守公開、公平、誠實正直和負責的最高標準來建立。我們有明確的管治架構，並將管治原則及實務融入日常營運中。透過嚴格的內部監控管理系統，我們可以識別、監控和減輕風險。

We have a simple and effective governance structure with our Management Board overseeing the Company's development, enhancing shareholder value, and aligning with our Vision and Mission, Strategies, Brand Promises, and Culture Values (details can be found on our Company website).

The Internal Control Steering Committee, comprising department heads of our Company and each business unit, is responsible for fostering effective self-monitoring and internal control. All employees of the Company are governed by our Code of Conduct which outlines the Company's standards and expectations on business ethics. The Code is updated regularly to align with the changing environment. To ensure our high standards are achieved, a whistle blowing policy is in place to encourage anyone with concerns about suspected unethical or unprofessional conduct to come forward and disclose details to senior management. Details are available on our Company website.

我們設有簡單而有效的管治架構，由管理委員會負責公司的發展，提升公司對股東的價值，並確保公司發展方向與願景、使命、策略、品牌承諾和文化價值觀一致（詳細資料請瀏覽公司網站）。

內部監控指導委員會由公司及各業務單位的部門主管組成，負責推動有效的自我監察和內部監控的能力。公司的紀律守則列明我們在商業道德方面的要求和期望，所有僱員必須遵守。有關守則定期更新，以配合環境改變。為確保僱員可達到公司的高要求，我們訂立了舉報政策，鼓勵任何人士如關注某僱員涉嫌違反商業道德和專業行為失當，可向高級管理層舉報，有關政策已詳列於公司網站。

For our sustainability efforts, our Sustainability Steering Committee, chaired by the Group Managing Director and comprised of management representatives from various departments, sets the direction for the Company.

至於公司的可持續發展工作，由可持續發展指導委員會負責制定相關方向，而該委員會由集團董事總經理出任主席，成員包括各部門的管理層代表。

GOVERNANCE STRUCTURE

管治架構



MANAGEMENT BOARD 管理委員會

- Create and enhance value for shareholders
- Secure shareholder buy-in to the Company's development direction
- Support company development with adequate investment portfolio
- 為股東創造和提升價值
- 獲取股東支持公司的發展方向
- 訂立合適的投資組合以支持公司的發展

GROUP MANAGING DIRECTOR 集團董事總經理

Major Responsibilities

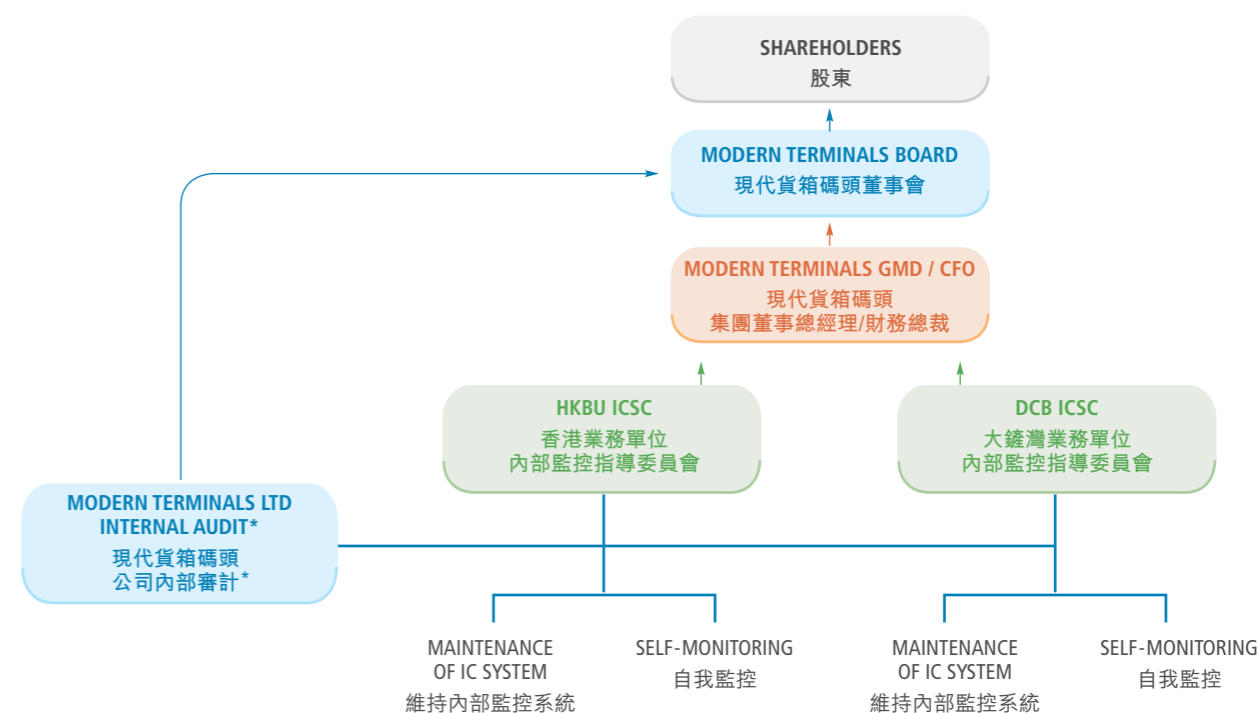
- Lead business development activities
- Establish port lifecycle projects for new terminals
- Integrate priorities across the Company

主要職責

- 帶領業務發展
- 為新的碼頭建立港口發展週期模式
- 整合公司的發展重點

INTERNAL CONTROL AUTHORITY AND REPORTING RELATIONSHIP

內部監控授權及報告關係



Provide assurance on adequacy, compliance, and effectiveness of internal controls
保證有充份、合規和有效的內部監控

STRUCTURE OF THE SUSTAINABILITY STEERING COMMITTEE 可持續發展指導委員會架構



POLICY REVIEW AND NEW POLICIES

In our sustainability journey, we see the importance of constant review for enhancement. After we reviewed our Sustainability Policy in September 2017, we continued to review other policies and established new policies.

In the reporting period, we have reviewed the following policies:

- Energy Policy
- Health and Safety Policy

We have launched the following new policies to enhance our governance in the respective aspects:

- Anti-harassment Policy
- Diversity and Inclusion Policy
- Employment of Relatives Policy
- Grievance Policy
- Sustainable Procurement Policy
- Waste Management Policy

ENHANCING CONTRACTOR AND SUPPLIER MANAGEMENT

We understand that the sustainability performance of our suppliers has an impact on our own performance. Hence, we place great importance on supplier management. In May 2018, we launched our Sustainable Procurement Policy and will strive to procure products and services that minimise our impact on the environment and create the most positive social and economic impacts possible over their entire life cycle.

政策檢討和推出新政策

在我們推動可持續發展的過程中，不時審視、不斷作出改進非常重要。我們於2017年9月審視可持續發展政策後，繼續就其他政策作出檢討和制定新政策。

在報告期內，我們審視以下政策：

- 能源政策
- 健康及安全政策

我們推出以下新政策，以加強相關的管理：

- 防止騷擾政策
- 多元共融政策
- 僱用親友政策
- 申訴政策
- 可持續發展採購政策
- 廢物管理政策

加強承辦商和供應商管理

我們深明供應商的可持續發展表現會影響公司在這方面的績效，因此我們非常重視供應商的管理。我們於2018年5月推行《可持續發展採購政策》，在採購產品和服務時，盡力減低對環境的影響，並使其生命週期對社會及經濟帶來最大程度的正面影響。

Supplier Code of Conduct

We are committed to building strong business partnerships with vendors that share our values and goals. To enhance the management of our suppliers, we launched our Supplier Code of Conduct in late 2019. All our suppliers are to meet the requirements stipulated in the Code covering various aspects including:

- Ethical conduct;
- Compliance with applicable regulations and our company policies;
- Robust health and safety practices;
- Non-discrimination; and
- Minimising the environmental impacts generated from their operations and throughout the product life cycle.

We uphold our commitment to basic human rights and endeavour to ensure that there is no forced labour and child labour in our operations or at our terminals. We also expect our suppliers to have systems in place to ensure adequate and timely compensation, reasonable working hours, and subcontractor management.

CONTINUOUS IMPROVEMENT OF CRISIS PREPAREDNESS

Crisis Management and Communications Plan in Practice

As stated in our last report, we launched a new and enhanced Crisis Management and Communications Plan in late 2016. The plan is being reviewed and updated on a regular basis. With the societal activities in Hong Kong since June 2019, we have activated our plan and a crisis response team was set up to monitor the situation closely and to take appropriate actions to ensure normal running of our operations.

Enhancement on Cybersecurity

As cybersecurity threat continues to be a major concern of the industry, we spare no efforts in enhancing our cybersecurity measures. We continue to invest in cybersecurity protection tools, and in 2019, we organised another round of refresher training to ensure our people remain on alert and are able to identify any suspicious emails.



供應商行為守則

公司致力與價值觀和目標一致的供應商建立穩固的業務合作夥伴關係。為加強對供應商的管理，我們於2019年底推行供應商行為守則。所有供應商必須符合守則內的要求，涵蓋範圍包括：

- 道德操守；
- 遵守相關法規和本公司的政策；
- 全面的健康和安全措施；
- 反歧視；和
- 減低營運及整個產品週期對環境的影響

公司恪守保障基本人權的承諾，並努力確保公司操作或碼頭內不存在強迫勞工和童工情況。我們還要求供應商設立制度，確保員工按期獲得適當薪津補償、合理的工作時間及良好分包商管理。

持續改進危機應變準備

危機管理和傳訊計劃的實踐

如上次報告所述，我們在2016年底推出全新及強化版的危機管理和傳訊計劃，該計劃定期進行檢討和更新。自2019年6月起發生的一連串社會運動，我們啟動了該計劃，並成立危機應對團隊來密切監視局勢，採取適當行動以確保公司運作正常。

加強網絡安全

網絡安全威脅繼續為業界的重點關注，公司將不遺餘力地加強我們的網絡安全措施。在我們持續投資網絡安全保護工具的同時，我們在2019年組織了新一輪培訓，確保我們的員工保持警覺，識別可疑的電子郵件。



OUR PEOPLE 以人為本



Our people are our most valuable asset as they are the ones who deliver the service excellence to our customers. We aspire to be an employer of choice through a people-centric talent acquisition, training and development strategy to create a productive and inclusive workplace. Our people strategy is crucial to our long-term success and our policies embed our Vision and Culture Values in our people.

In addition, we provide competitive remuneration and benefit packages that, in many cases, exceed the legal requirements.

人才是我們最寶貴的資產，全賴同事的努力，才能為客戶提供卓越服務。我們致力成為首選的僱主，本著以人為本的理念吸納人才、建立培訓及發展策略，以締造高效、包容多元的工作環境。人才策略對業務的長遠成功至關重要，公司的各項政策，均體現我們的願景和文化價值觀。

此外，公司向僱員提供具競爭力的薪酬及福利，在很多情況下較法例要求為高。

REINFORCING CORPORATE CULTURE

We believe the key to creating a vibrant and sustainable company is to find ways to get all employees engaged as part of our day-to-day efforts. As such we have launched initiatives at Company, terminal, and departmental levels to ensure our management team is actively engaging our people. We see our culture journey as an ongoing one and continue our efforts in aligning our people's perception and our desired behaviour as stated in our Culture Values - Accountability, Trust, and Teamwork.

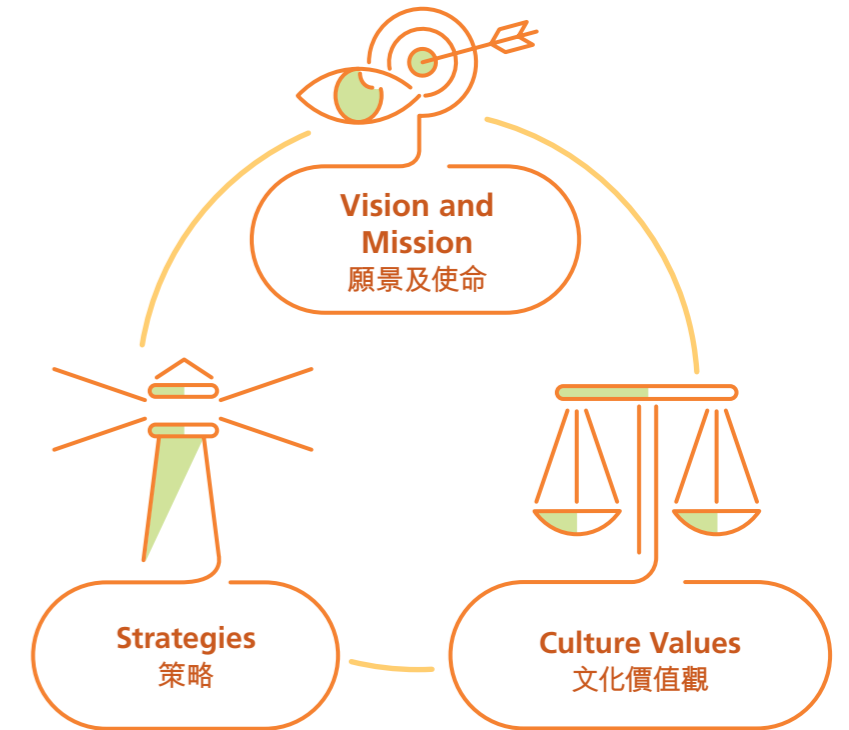
加強企業文化

我們深信公司達致業務蓬勃、可持續發展的關鍵，在於能否在日常營運過程中，與全體員工積極溝通。因此，我們在公司、碼頭及部門層面推出不同措施，加強管理層與員工之間的溝通。我們將建構企業文化視為一項持續旅程，並不斷加強各方面的工作，使僱員的看法與公司文化價值觀 - 承擔責任、互相信任及團隊合作 - 的期望行為一致。

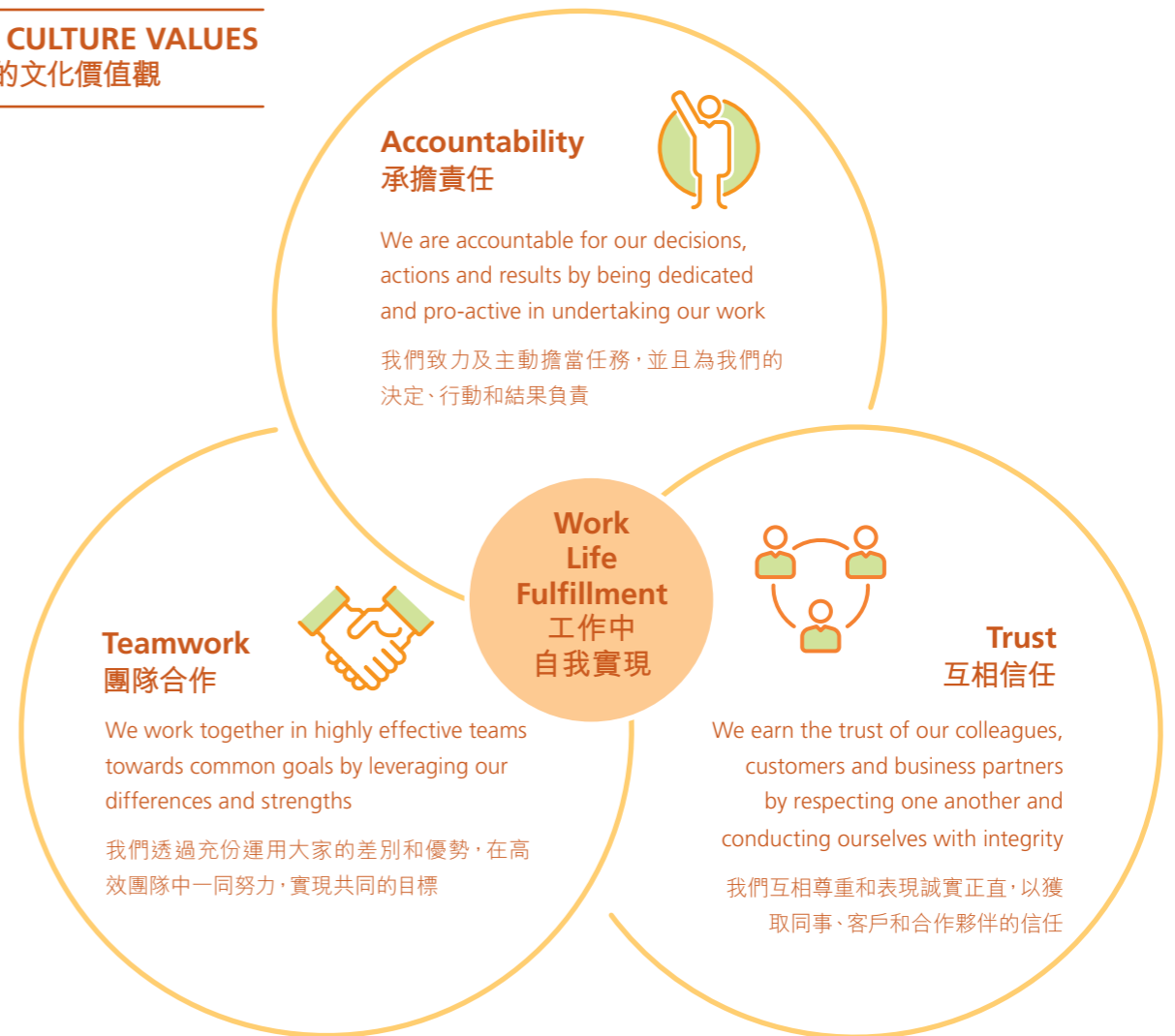
OUR VISION 我們的願景

To be the preferred partner for world-class terminal and supply chain services, building global connectivity for the sustainable development of local economies and the improvement of people's well-being.

成為提供世界級的港口和供應鏈服務的首選合作夥伴，為本地經濟的可持續發展和推動人民富足方面，與世界接軌。



OUR CULTURE VALUES 我們的文化價值觀



Culture Survey 2019

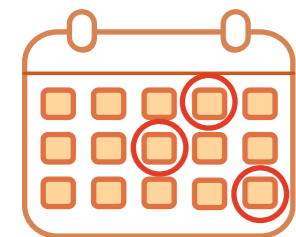
We communicate with our employees regularly to understand their perception and state of our corporate culture. Following the culture surveys in 2015 and 2017, a series of company-wide and departmental actions have been taken to address the issues identified. In 2019, we conducted another comprehensive culture survey with a high response rate of 98.9% (the response rates for 2015 and 2017 surveys were 98% and 98.8% respectively).

It is most encouraging that we have made remarkable improvements in almost all aspects of our culture and achieved a much closer alignment with our Culture Values. Various follow-up actions taken in the past few years have proved to be effective and have addressed the right issues. Specifically, the results showed that employees positively perceive the Company's culture as more long-term oriented, and externally and customer-focused with a big picture view, which aligns with our commitment to developing long-term strategies for the formation of the Hong Kong Seaport Alliance.

As a result of the 2019 survey, we have launched initiatives at Company level to enhance cross-team learning and collaboration, rewards and recognition, and performance management, and will continue to share regular updates with our people on HKSPA.

Living Our Culture

We launched the *Living Our Culture Team Activities Sponsorship Scheme* in 2015 to strengthen our company culture and values by sponsoring staff members to organise and participate in meaningful activities of training, volunteering service and charitable fundraising as a team. During the reporting period, 72 (2018: 40 and 2019: 32) activities were conducted for 716 (2018: 384 and 2019: 332) participants from various departments.



72

Activities were conducted
項活現文化活動



716

Participants joined the events
人次參加活動

2019年文化調查

我們經常與僱員溝通，以了解他/她們的看法及公司文化實踐狀況。公司在2015及2017年進行文化調查後，因應調查的結果，分別推出一系列公司及部門層面的措施及活動，以處理相關問題。我們在2019年進行另一次全面的文化調查，錄得高達98.9%的回覆率。(2015及2017年文化調查的回覆率分別為98%及98.8%)



The response rate for 2019 is
2019年的回覆率為

98.9%

調查結果令人十分鼓舞，公司文化在各方面均有顯著的改善，並更加接近公司的文化價值觀，反映公司和各部門在過往幾年所作出的努力奏效，亦能對症下藥。特別值得注意的是調查結果顯示員工感受到公司的文化以長遠目標為導向，以市場及客戶為先，以大局為重。這與公司致力訂定長遠策略，並成立香港海港聯盟的方向一致。

2019年文化調查完成後，我們在公司層面推出多項舉措，以加強跨團隊的學習及合作、獎勵及肯定，以及績效管理；並將持續為員工提供有關香港海港聯盟的最新發展。

活現文化

我們自2015年推出活現文化團隊活動贊助計劃，通過贊助員工以團隊形式籌辦及參與有意義的活動，包括培訓、義工服務及慈善籌款活動，以加強實踐公司文化及價值觀。於報告期內，共有72項活現文化活動(2018年:40及2019年:32)，來自各個部門的參加人次為716 (2018年: 384及 2019年: 332)。

One Team One Goal

Teamwork is one of the values we actively pursue. To motivate employees, we have promoted cross-team collaboration through teambuilding activities under a programme called *One Team One Goal*.

On 23 May and 11 June 2018, two activities called *Pedal for Power* were held for our Hong Kong Operations and Infrastructure colleagues who often need to work closely in terminal infrastructure development projects. During the activity, the participants worked together to complete different tasks such as getting components to assemble a bicycle and squeezing fresh orange juice with the electricity generated by cycling. Another *One Team One Goal* activity called *Noah's Journey* was organised on 11 October at Ma Wan for the teams of Workplace Services, Facilities Maintenance, and Hong Kong Procurement. During the activity, participants joined various games in which they worked together to plan for a task and solve problems. Through these activities, members of different teams can get a better understanding of each other and of the big picture of our Company operations.



For all managers in Hong Kong, a *One Team One Goal* activity called *Let's Jam Together* was held on 14 June 2018. Through the process of producing two different types of jam and sharing them with other staff, managers learned to do things collectively and to show appreciation for each other.



One Team One Goal

團隊合作是我們積極推崇的價值觀之一。公司為激勵各同事，透過「*One Team One Goal*」的團隊建設活動，鼓勵跨部門同事的溝通協作。

我們於2018年5月23日及6月11日，為香港操作部及基礎建設部舉行了兩場「踏出正能量」的團隊建設活動。這兩個部門的同事在碼頭基建提升項目中，經常需要緊密合作及互相配合。活動中，同事需合作完成各種任務，如找尋單車組件並組裝，並以踏單車發電榨取新鮮橙汁。另外，公司於10月11日為工作環境服務組、建設事務維修組及香港採購組的同事舉行*One Team One Goal - Noah's Journey* 團隊建設活動。同事們參與各項遊戲，共同計劃任務及解決問題。透過這些活動，不同部門的同事可加深彼此的了解及對公司整體業務有更宏觀的認識。

公司在香港的所有經理於2018年6月14日，參加了「果醬工房」團隊建設活動。在這活動，經理們需親手製作兩種口味的果醬，並與其他同事分享，藉此加強團隊精神，及建立互相欣賞的文化。

SWITCH Party SWITCH對戰派對

To encourage everyone to make good use of the *Living Our Culture Team Activities Sponsorship Scheme*, on 9 December 2019, we organised a *SWITCH Party* for newly joined frontline staff in 2019 who had not yet had the opportunity to use the sponsorship. In the party, participants were grouped into teams of four to participate in four different video games that encouraged new joiners to engage with other colleagues.

為鼓勵善用活現文化團隊活動贊助計劃，我們於2019年12月9日為未使用贊助的新入職前線員工舉辦「SWITCH對戰派對」。參加者分為四人一組，進行四款合作和對戰電子遊戲，藉著互動認識其他同事。



Case study
參考實例



BOOSTING INTERNAL COMMUNICATIONS

Engagement with our internal stakeholders on business and operational updates is crucial to our business development. Various channels have been established to enhance two-way communication, including our newsletter *Hoi Ma*, *Let's Get Together* sessions, monthly *Cheer ME* (Modern Terminals Employee) *Up Station* and the bi-monthly Joint Consultation Committee (JCC) meetings. At the JCC, elected staff representatives can express the views and concerns of people across the Company directly to management representatives.

Effective Internal Communications Platform

Our internal communications platform *ModernChat* introduced in 2016 has been well received by our people. As of December 2019, over 140 chat groups focusing on different topics have been created, with about 1,060 and 620 messages shared each month in 2018 and 2019 respectively. The platform, which is easily accessible on smart phones, allows our colleagues, especially frontline staff, to receive timely information on business developments, operational updates, our Company's sustainability efforts, happenings at various departments and more. We celebrated the second anniversary of *ModernChat* in 2018 with a series of activities including online decoding games, photo sharing and a roadshow game booth.

We have in place a similar Corporate Internal WeChat page in DaChan Bay Terminals in western Shenzhen that is open to all employees of our terminals.



Enhancement in Various Channels

Our staff newsletter *Hoi Ma* in Hong Kong has been revamped in December 2018 based on opinions and feedback of our people. Changed to become a quarterly publication, the newsletter features more behind-the-scenes stories and sharing from staff to further arouse readers' interest. We also publish an internal magazine for our employees in DaChan Bay Terminals.

Following the formation of HKSPA, the Company has hosted 14 town hall meetings covering over 900 staff members throughout January 2019. At the meetings, senior management detailed the background, objectives, structures, benefits and operational arrangement of HKSPA, as well as answering colleagues' questions.

We have also enhanced the *Let's Get Together* programme by increasing its frequency and inviting management staff to join.

提升內部溝通

與同事分享公司重要業務及運作的最新動向，對公司的業務發展十分重要。我們設有不同渠道以達致雙向溝通，包括員工刊物《海碼》、「現代同聊」、每月舉行的「現代加油站」，以及每兩個月舉辦一次的勞資協商委員會會議。在勞資協商委員會中，由選舉產生的僱員代表可代全體員工直接向管理層代表反映意見。

有效的內部溝通平台

我們於2016年推出內部溝通平台「ModernChat」，廣受同事歡迎。截至2019年12月，平台已有超過140個不同主題的聊天群組，於2018年及2019年分別每月有約1,060及620條訊息。透過「ModernChat」，僱員特別是前線同事可透過智能手機，方便接收不同資訊，包括業務發展、操作消息、公司在可持續發展方面的工作，以及在不同部門發生的各項事情等。我們於2018年慶祝「ModernChat」推出兩週年，舉辦連串活動，包括網上解碼遊戲、相片分享及流動遊戲攤位。

我們位於深圳西部的大鵬灣碼頭透過微信設有類似的公司內部溝通專頁，開放予碼頭的所有僱員。

加強溝通渠道

我們根據同事的意見，於2018年12月為香港的員工通訊《海碼》換上新裝，除更改為季度出版外，亦加入了全新專欄，報導更多幕後故事及員工分享，提升讀者興趣。我們亦為大鵬灣碼頭的員工出版內部通訊。

就「香港海港聯盟」的成立，公司於2019年1月期間舉行了共14場的大會堂會議，共有超過900位同事出席。席間，高級管理層詳細介紹「香港海港聯盟」的背景、目標、架構、聯盟帶來的好處和操作安排等，並現場解答同事的查詢。

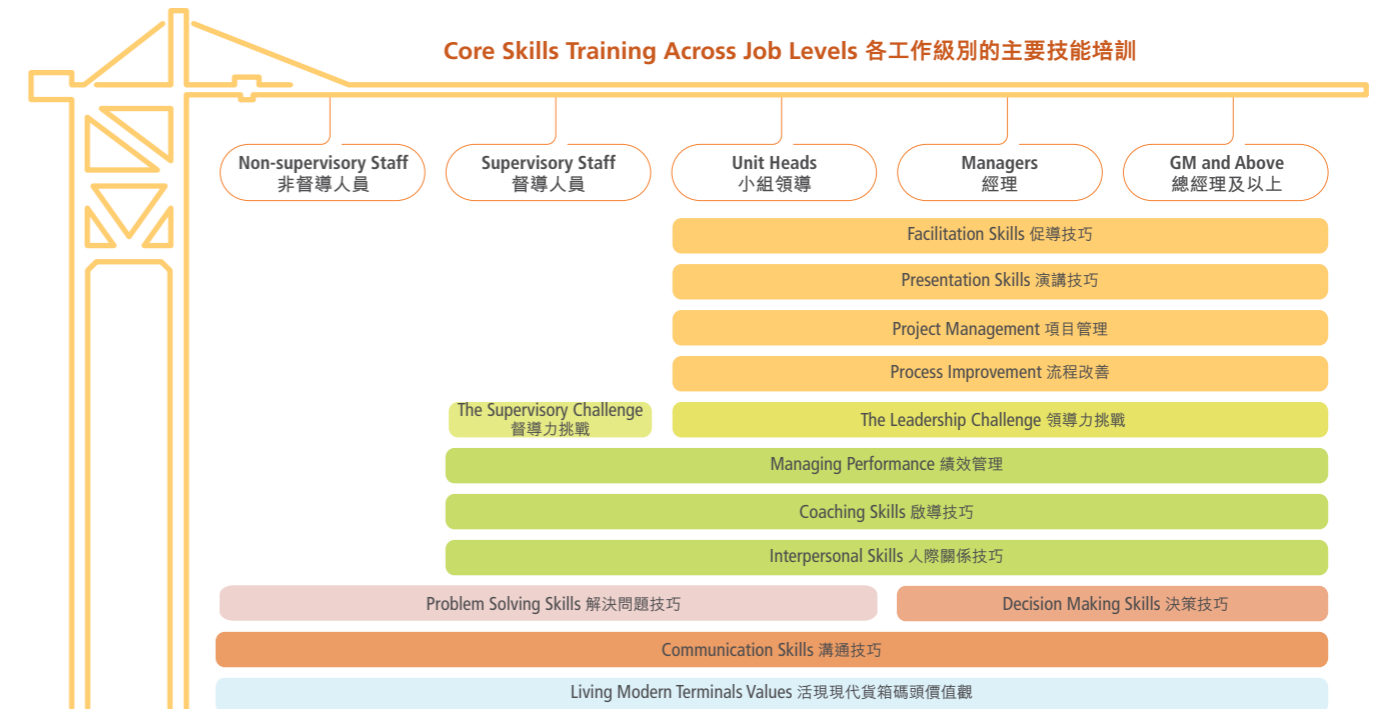
我們亦進一步提升「現代同聊」活動，除加密舉辦次數外，亦邀請管理層參與其中。

NURTURING TALENTS

Upholding our Employee Value Proposition statement, "Together, We Grow, Excel and Succeed," our extensive training and development programmes help foster a culture of personal and professional growth, and support career progression among our employees. We review training budget and engage managers in discussing staff training needs on an annual basis, and develop training and development plan that reflects the target participants' needs and aligns with our business objectives.

Aiming at enabling our staff to explore their own positive qualities and enhance their adaptability to change, two company-wide training programmes *The Best in Me* and *The Happiness code* were introduced to develop a resilient, confident and creative workforce that can adapt well to challenges.

Continuous Learning Framework 持續學習框架



To support the progression of our workforce into leadership roles, we offer various skills development programmes to transition our employees into more senior roles under a *Continuous Learning Framework*. We have identified core skills for each job level to support competency development, for example, communication, project management and facilitation skills. Under this framework, a wide range of leadership, supervisory and personal effectiveness trainings are provided to support their career development.

During September to November 2018, the Company organised several classes of *Coaching to Engage Heart and Mind* training for managers and unit heads. The purpose of the course is to enable attendees to review their coaching skills and practices, so as to enable them to better coach their team members for further development.

培育人才

我們秉承「我們攜手進步、追求卓越、共創高峰」的僱員價值理念，設有完善的培訓發展計劃，建立個人成長及專業發展的文化，支持員工的長遠事業進程。我們每年檢討培訓預算及與各經理就員工培訓需要作溝通，以訂定反映目標參與者需要及符合公司業務目標的培訓及發展計劃。

為加強培育同事發掘正面的特質，以及提升他們應對轉變的能力，公司推出「最好的自己」及「快樂秘笈」的培訓計劃，以培育一支能靈活、充滿信心及勇於創新的團隊，日後面對挑戰時可應付自如。

為支持團隊向領導層工作進發，我們制定出了「持續學習框架」，提供不同技能的發展計劃，協助同事逐步掌握督導階層的工作。我們為各職級制定核心的技能以發展同事的潛能，例如：溝通技巧、項目管理技巧及促進技巧等。在框架之上，我們提供一連串有關領導才能、督導及個人效率的培訓，以支持員工的長遠發展。

公司在2018年9月至11月為經理及小組領導舉辦多班「Coaching to Engage Heart and Mind」培訓課程，目的是讓參與者藉著課堂反思現行的啟導風格及做法，令他/她們可更有效地啟導其團隊，以達致進一步成長。

In the fourth quarter of 2019, we launched a two-day training programme for all managers, unit heads and senior staff called *Managing Differences using DiSC Behavioural Style Profiling*. Through the programme, participants can gain awareness of the strengths and challenges of different management styles and learn how to better develop, motivate and manage different styles of direct reports, and how to engage and gain buy-in from direct superiors and co-workers. The first session was conducted on 29 and 30 October 2019. All other sessions will be completed in 2020.

Grooming young talent not only benefits our Company but is also important for the industry. We have apprenticeship programme, graduate trainee scheme and internship opportunities to attract young people. In 2018, five apprentices were employed for a four-year apprenticeship programme.

In the reporting period, all employees of Modern Terminals in both Hong Kong and Mainland China have been trained with a total of 47,874 training hours.

於2019年第四季，公司為所有經理、小組領導及高級職員提供為期兩日的「*Managing Differences using DiSC Behavioural Style Profiling*」培訓，讓參加者可了解不同管理方式的優點及挑戰，從而學習如何更有效地培育、鼓勵及督導不同行為風格的下屬，以及怎樣與直屬上司及同事妥善溝通及獲得認同。首節課堂已於2019年10月29及30日舉行，其他課堂將於2020年完成。

培養年青一代不僅讓公司得益，亦有利行業發展。我們設有學徒訓練計劃、畢業生發展計劃及提供實習機會，吸引年輕人加入行業。於2018年，我們聘請五名學徒接受為期四年的學徒訓練計劃。

在報告期內，香港及中國內地的僱員接受共47,874小時的培訓。



18.56 Hours 小時
Average Training Hours per Person per Year
每年每名僱員平均培訓時數



The Best in Me

The Happiness Code



EMPLOYEE RECOGNITION AND APPRECIATION

The Company always takes pride in its professional and enthusiastic team. We express our recognition of staff contributions and accomplishments in different ways including thank you cards, letters of appreciation, and public messages on our internal communications platforms and newsletters.

Modern Story

During the reporting period, a series of short motivational videos entitled *Modern Story* were produced, featuring the work of the frontline staff including Equipment Operators, Technicians and the Operations Planning Team. We hope that through the short videos, everyone can better understand our frontline operations, as well as recognise the contribution of the teams. Our people responded positively to these videos and showed more appreciation of the efforts by colleagues from different divisions, which in turn helps to promote collaboration.

員工認同及嘉許

我們的團隊既專業又充滿熱忱，公司一直引以為傲。我們透過不同方式包括感謝卡、感謝信，以及在內部溝通平台及通訊發放公開訊息，對員工的努力及貢獻表達謝意。

全因有你 - 摩登故事

報告期內，公司製作了一系列「全因有你 - 摩登故事」短片，分享前線同事包括機械操作員、技術員及操作策劃組的工作點滴。透過短片，希望能讓大家認識各前線團隊的工作，藉以表揚他們所作出的貢獻。短片廣受同事歡迎，大家對不同部門同事的工作更加理解，有助提升團隊精神。



ENHANCING EMPLOYEE WELLNESS

We recognise the importance of supporting our employees' personal wellness and encourage them to maintain a healthy lifestyle with multifarious recreational activities including the annual dinner, sports competitions and festival celebration activities. Some of the activities are extended to their family members such as staff outings and movie days.

In Hong Kong, regular body checks are offered to eligible full-time colleagues, while an *Employee Assistance Programme* is available and provides 24-hour hotline counselling services for employees and their dependents to relieve stress and seek necessary support.

In 2019, Modern Terminals joined Chinese YMCA of Hong Kong's *Sport-Friendly Action* and awarded the *Sport-Friendly Action Decal* in recognition of our efforts in promoting sport and healthy lifestyle to staff as well as the community.

提升僱員身心健康

公司十分重視僱員的身心健康，透過舉辦多元化的康樂活動，包括周年晚宴、運動比賽以及節日慶祝活動等，鼓勵同事保持健康生活。同事更可與家人一同參加其中一些活動，包括戶外郊遊、電影日等。

在香港，我們為全職僱員提供定期身體檢查，同時提供「僱員支援計劃」，讓員工及其家人可透過24小時全天候熱線舒緩壓力及尋求適切的幫助。

於2019年，現代貨箱碼頭加入香港中華基督教青年會的運動友善計劃，並獲頒發運動友善計劃標誌，表揚公司積極向員工及社區推廣運動及健康的生活方式。

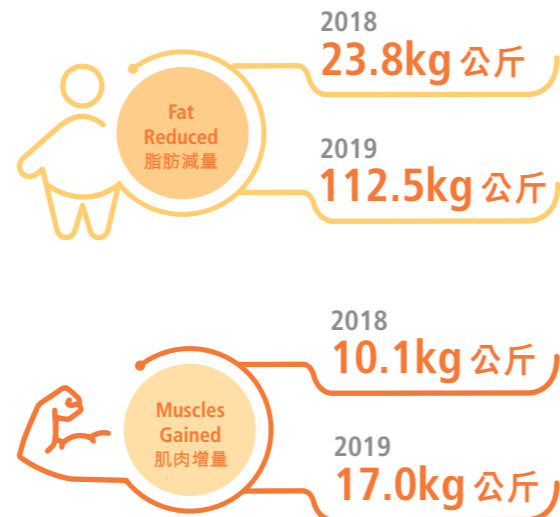
Project FIT

As our signature people wellness programme launched in 2016, *Project FIT* came to the fourth and fifth class in 2018 and 2019 respectively. It is a three-month programme in which participants can join a number of activities including fitness trainings, nutrition seminars, fitness assessment and dietary consultation. Employees demonstrating outstanding achievements are awarded certificates and souvenirs. There were 30 staff members joining the programme in 2018, and with overwhelmingly positive feedback received, the number of participants surged to 58 in 2019. Reunion activities were also organised to remind *Project FIT* alumni to maintain a healthy lifestyle.



我至FIT計劃

公司的員工健康旗艦項目「我至FIT計劃」於2016年推出，並已分別於2018及2019年舉辦第四及第五班。參加者在為期三個月的計劃內，參與一連串的活動，包括健身訓練、營養講座、體能測試及個人飲食諮詢，表現傑出的參加者獲頒證書及紀念品。於2018年，合共有30名同事參加。由於參加者反應非常正面積極，2019年的參與人數增至58名。我們亦舉辦重聚活動，提醒「我至FIT計劃」的舊友時刻保持健康的生活方式。



Sports and Interest Groups

In Hong Kong, an *Interest Group Sponsorship Scheme* was launched in 2017. Under the scheme, we encourage staff with similar interests to have regular gatherings for training and practice in sports, culture and arts. In response to staff feedback and polling results on *ModernChat*, the Badminton, Soccer and Basketball Groups were newly established in 2018. Training, practices and matches are organised on regular basis. As at December 2019, a total of 153 members (badminton: 32, soccer: 76 and basketball: 45) have joined the groups.

During the period, a variety of interest classes such as yoga class, tea tasting, Virtual Reality (VR) competition, and sports competitions were held in Hong Kong and DaChan Bay.



運動及興趣小組

公司於2017年在香港推出「興趣小組贊助計劃」。根據該計劃，我們鼓勵興趣相近的同事籌辦各類運動訓練及文藝活動。於「*ModernChat*」蒐集員工意見及經投票後，羽毛球、足球及籃球興趣小組於2018年應運而生，並定期舉辦訓練、練習及比賽。於2019年12月，三個興趣小組合共有153名成員(羽毛球：32；足球：76；及籃球：45)。

期內，公司於香港及大鵬灣舉行多元化的興趣班，如瑜珈班、茗茶活動、虛擬實境比賽及各項運動賽事。



Timely Response to Employee-related Policies

In 2019, after the revision of the *Code of Practice in Times of Typhoon and Rainstorm* issued by the Hong Kong Labour Department, we quickly reviewed and amended our existing policy to ensure our protocols in "Extreme Conditions" for typhoon signal T8 or above are aligned with the updated code.

適時更新員工相關政策

香港勞工處於2019年公布《颱風及暴雨警告下工作守則》的修訂，我們隨即檢視及修訂公司現行政策，確保我們有關8號或以上颱風信號懸掛期間「極端情況」的處理安排與勞工處經修訂的守則一致。

Joyful Ice-cream Day

繽紛雪糕日

At container terminals, some of our frontline staff have to work outdoors, sometimes in very hot weather conditions. To show our care and support, we have organised an Ice-cream Day every year since 2016. An ice-cream truck went to different locations at Modern Terminals in Hong Kong bringing delight to people of different departments, both office and frontline staff. In 2018 and 2019, a total of 1,840 and 1,808 of our people and contractors' workers respectively enjoyed the cool treats from our Company.

在貨櫃碼頭，部份前線員工需要在戶外工作，有時更要面對非常炎熱的天氣情況。公司為表示對僱員的關心及支持，由2016年起舉行雪糕日。雪糕車停泊在香港現代貨箱碼頭的不同位置，為來自不同部門的辦公室及前線同事帶來一點欣喜。於2018及2019年，分別有1,840及1,808名僱員及承辦商員工享受到公司這透心涼的禮物。





HEALTH AND SAFETY

健康及安全



We regard health and safety as an integral part of our business. Our Health and Safety Policy encompasses our employees, contractors' workers and visitors, including any person whose work or workplace is controlled by the Company. We also have stringent health and safety systems in place with an aim to create an accident free workplace.

公司視健康及安全為業務的重要一環。我們的健康及安全政策涵蓋所有員工、承辦商及訪客，包括其工作及工作場所由本公司所管理的任何人士。我們備有一套完善的健康及安全管理系統，致力提供一個零意外的工作環境。

To oversee our overall health and safety performance, the Health and Safety Steering Committee, comprising senior management from various departments, was set up to develop, review and monitor the implementation of our policies. Departmental committees are obligated to facilitate implementation of health and safety measures and promote continuous enhancement.

我們設有健康和安全管理委員會，以監督公司在健康及安全方面的表現。委員會由來自不同部門的高級管理人員所組成，負責制定、檢視及監察政策的推行，而部門委員會則負責推動政策的實施及持續改善。

ENHANCING SAFETY

To complement our safety work guidelines and raise OSH awareness among employees and contractors' workers, Modern Terminals provides mandatory safety induction briefings to all new joiners. Training sessions covering different areas are also conducted regularly to enhance safety standards at our terminals.

提升安全

為配合安全工作守則，以及提升僱員及承辦商員工的職安健意識，現代貨箱碼頭為所有新加入的員工提供安全入職培訓，並定期舉辦不同範疇的培訓課程，以提升碼頭的安全標準。

Smart and Safe Driving

On 23 August 2018, we organised a smart and safe driving training class with the participation of more than 40 employees and contractors' workers. In addition to going through some important driving rules and regulations, the class involved sharing and discussion on real traffic cases, which not only helped enhance the driving knowledge and skills of the participants, but also inculcated them with a positive driving attitude.

安全智駕訓練

公司在2018年8月23日舉辦安全智駕訓練，共有40多位同事及承辦商員工參與。課程除介紹重要的駕駛法規外，並透過分享及討論真實交通事故及案例，加強參與者的駕駛知識及技巧，以及灌輸正確的駕駛態度。

Accident Investigation Training

We invited a consultant from the Occupational Safety and Health Council in Hong Kong to deliver a training on 4 December 2018. Participants learnt how to effectively identify the causes of accidents and the techniques for developing preventive measures during any accident investigation. All participants passed the assessment test and were awarded certificates.

職業意外調查訓練課程

我們於2018年12月4日，邀請職業安全健康局顧問提供訓練，讓香港的參與者了解事故調查工作中，如何有效找出意外成因，及制定預防措施的技巧等。所有參與者均通過評估測試，並獲發課程證書。



First Aid and CPR Training

About 30 employees and contractors' workers in Hong Kong participated in a workplace first aid training organised by our Health and Safety team on 22 March 2018. In the training, a registered nurse from the Labour Department shared first aid knowledge and skills. Through cases discussion, demonstration and practical exercises, participants mastered basic first aid skills for daily use.

急救及心肺復蘇法訓練

健康及安全組於2018年3月22日在香港安排了「工作間的急救常識」講座，共有約30位同事及承辦商員工參與。課堂上，勞工處的註冊護士講解急救常識及技巧，並透過個案討論、示範和練習，讓參與者更能掌握日常急救的基本技巧。

On 23 May 2019, an Adult Cardio Pulmonary Resuscitation (CPR) certificate course was conducted with an aim to provide participants with an important skill that may help save a person who suffers from heart attack or drowning. A total of 14 staff and contractors' workers joined and obtained the certificate issued by Hong Kong Red Cross.

公司於2019年5月23日，舉辦「成人心肺復蘇法證書課程」，讓參與者可掌握相關技巧，於遇上他人出現突發性心臟病或遇溺等情況時，協助拯救生命。共有14位同事及承辦商員工參與該課程，並獲香港紅十字會頒發證書。



Go Safe 2019

As part of our continuous efforts to enhance safety within the terminals, we launched a *Go Safe* campaign in the second half of 2019. The following events were featured:

- Terminal Safe Driving and Traffic Accident Sharing Forum
- Chemical Spillage Handling Training
- Manual Handling Competent Persons Training
- Use of Breathing Apparatus Training



Go Safe 2019

為持續提升碼頭安全水平，我們於2019年下半年推出「Go Safe」計劃，活動包括以下各項：

- 碼頭駕駛安全及交通事故分享論壇
- 處理化學品洩漏訓練
- 體力處理操作合格人士訓練
- 使用呼吸器具訓練



Green and Blue Card Revalidation Courses

綠卡和藍卡重溫課程

All people working in container terminals responsible for container handling at quay side and yard, as well as for shipboard container handling on board vessels are required to go through basic safety training and to obtain a certificate issued by the Labour Department (Green Card) and Marine Department (Blue Card) of the HKSAR Government. We conduct revalidation courses for mandatory basic safety trainings for our people on a regular basis. A total of 470 and 87 employees were trained in the reporting period for Green Card and Blue Card certificates respectively. In the courses, participants go through refresher training to enhance their safety awareness, and are provided with new and updated safety knowledge.

所有在貨櫃碼頭內岸邊及堆場，以及船上從事貨櫃處理操作的員工，必須參與基本安全訓練，並獲發由香港勞工處（綠卡）及海事處（藍卡）分別認可之貨櫃業平安咭。我們定期為員工提供強制性基本安全訓練重溫課程。在報告期內，合共分別有470及87名員工參與綠卡及藍卡課程，並取得認可。本課程旨在重溫及提供最新和更新的基本安全知識給各參與的同事，從而增加他們的安全意識。



Case study
參考實例

557
employees participated in
the training courses to obtain
Green Card and Blue Card
名員工參與綠卡和藍卡課程

BOOSTING HEALTH CONSCIOUSNESS

Besides providing a safe workplace and promoting a safe working culture at our terminals, our Company also places great importance on the wellness of our people. We organise various kinds of workshop to promote a healthy lifestyle among our employees and contractors' workers.

提高健康意識

本公司除致力提供安全的工作環境，以及於碼頭推廣安全工作文化外，亦非常關注員工的健康。因此，我們不時舉辦不同主題的工作坊，鼓勵同事及承辦商員工追求健康的生活。

Go for Health Campaign

We rolled out a *Go for Health* Campaign in 2018 to provide a range of activities on various health topics.

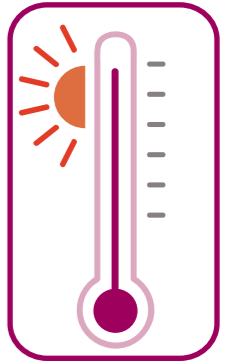
至安健行動

我們於2018年推出至安健行動，提供一連串以健康為主題的活動。

Heat Stress Assessment Training 熱壓力及評估訓練課程

Employees and contractors' workers engaged in outdoor work are at risk of suffering heat-related illnesses such as heat stroke, especially in the summer days when the temperature and humidity are high. We conducted a training on heat stress assessment and heat stroke prevention on 27 July 2018 to share safety tips for working in hot weather, heat stress assessment methods, as well as precautions and first-aid treatments for heat stroke and heat exhaustion.

踏入夏季，氣溫及濕度上升，戶外工作的同事及承辦商員工較易出現與天氣炎熱相關的疾病如中暑。我們於2018年7月27日舉辦熱壓力評估及預防中暑的訓練課程，向參與者分享在酷熱環境中工作的安全要點、熱壓力評估方法、中暑及熱衰竭等的預防和急救方法。



Laughter Yoga Workshop 大笑瑜伽工作坊

On 13 September 2018, we invited a professional instructor from Occupational Safety and Health Council to provide a laughter yoga workshop for our employees and contractors' workers. Through this exercise, the participants learnt how to relieve stress and perform abdominal breathing with the use of laughter. There is a belief that voluntary laughter provides similar physiological and psychological benefits as spontaneous laughter, and so such exercise is good for health.

公司於2018年9月13日，邀請職業安全健康局的專業導師為同事及承辦商員工提供大笑瑜伽工作坊。透過大笑方法的練習，參與者學習如何舒緩壓力及腹式呼吸。有學說指，自願性大笑及自然大笑對身心同樣有益，因此大笑瑜伽有助健康。



Work and Common Gastrointestinal Diseases Talk 工作與常見的胃腸疾病

A professional nurse from the Labour Department was invited to deliver a talk on work and common gastrointestinal diseases on 8 October 2018. Participants were able to learn more about gastrointestinal diseases, their causes, symptoms, treatments. In addition, the talk also focused on the mutual influence of work and common gastrointestinal diseases, and preventive measures to promote the health of employees and contractors' workers.

公司邀請勞工處專業護士於2018年10月8日，提供一個關於工作與常見胃腸疾病的講座，讓參加者對各腸胃病有更多的了解，包括相關的成因、徵狀及治療方法。此外，講座亦集中討論工作與常見胃腸疾病的互相影響，以及其預防方法，以促進同事及承辦商員工的健康。

Safety Up Exercise 活力健康操

Stretching exercise is important for all employees especially for those always need to use the same posture in their operations. From October to December 2018, our Health and Safety team went across different departments to lead workplace relaxation exercises with around 130 colleagues. This was to promote the importance of the exercise and encourage our people to form a habit of stretching.

伸展運動對所有員工非常重要，尤其是需在操作期間長時間保持相同姿勢的同事。健康及安全組於2018年10至12月期間，走遍各部門，帶領合共約130名同事一起進行伸展活動操練。活動旨在推廣運動的重要性，並鼓勵同事培養進行伸展運動的習慣。



More Initiatives to Enhance Wellness

In 2019, we continued to organise various activities to raise the health awareness among our employees and contractors' workers. Activities include workshops on Tai Chi - Ba Duan Jin, work-life balance and happiness, certificate course on competence in manual handling, visit to Tsing Yi Occupational and Health Council Hearing Centre which also included a hearing check.

提升健康的其他舉措

為提高同事和承辦商員工的健康意識，我們於2019年繼續舉辦不同活動，包括太極-八段錦體驗工作坊、身心健康快樂工作卓越工作坊、體力處理操作合資格人士訓練，以及參觀青衣職安局聽力中心（包括聽力評估）。

Fatality case

On 26 February 2019, a fatality case occurred at an independent operation site in DaChan Bay Terminals run by our contractor. It involved a worker of the contractor. The local authorities, having conducted an investigation, concluded that the responsibility rested with the contractor. We urged our contractor to ensure enhanced safety measures and supervision were in place when they resumed operation in order to minimise health and safety risks.

致命意外

2019年2月26日，在大鑊灣碼頭出租給承辦商獨立營運的場地中發生了一宗致命意外，事故涉及一名承辦商員工。當地政府經調查後，確認責任全部在於承辦商。我們敦促相關承辦商，確保他們在恢復運作時已經加強安全措施及監管，以減低健康及安全風險。



Caring for Contractors' Workers 關心承辦商員工

We apply the same high health and safety standards for our contractors' workers. To enhance their safety awareness and to ensure close communications, we have set up a communications group for them in our internal communications platform *ModernChat*. Through the group, we keep our contractors' workers posted of health and safety tips as well as our training information.

我們對承辦商員工採用同一個健康及安全標準，有著同樣高的要求。為提升他們的安全意識，並確保緊密連繫，我們在內部溝通平台 *ModernChat* 特設群組，向承辦商員工發佈健康及安全的貼士及培訓資訊。



High Level Rescue Exercise and Fire Drill Exercise 高空救援演習及消防演習

To ensure we are well prepared to handle all sorts of emergency situations and that we have seamless collaboration with the relevant authorities, we organise emergency drills on a regular basis. Working with Hong Kong Fire Services Department, we organised a high level rescue exercise and a fire drill exercise in the reporting period.

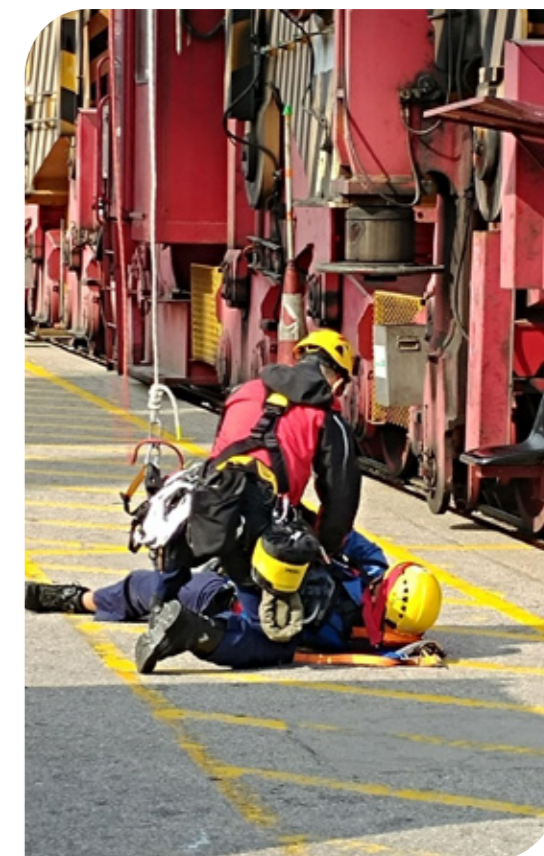
On 23 January 2018, we simulated a scenario of an equipment operator feeling unwell in the driving cab of a quay crane. The High Angle Rescue Team rescued the patient and sent him onto the ground with the support of our Hong Kong Operations Department and Engineering & Procurement Department.

On 24 September 2019, we worked on another scenario of a twenty-foot container with fire leak. Upon the arrival of the Fire Services, the situation was quickly under control with the support of our emergency handling team.

為確保我們作好準備，應對各種緊急情況，並與有關當局合作無間，我們定期舉辦緊急事故演習。在報告期內，我們與香港消防處合作舉辦高空救援演習及消防演習。

我們在2018年1月23日，模擬有一名機械操作員在岸邊起重機的駕駛室感到不適，在香港操作部及工程及採購部配合下，消防處高空救援隊成功拯救相關操作員及把他送往地面。

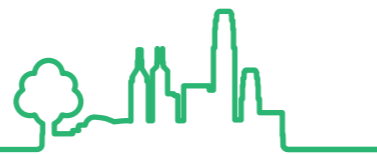
我們採用另一個情景於2019年9月24日進行的火警演習，模擬有一個20呎貨櫃的疏氣孔冒出火舌。消防員在公司緊急應變隊伍配合下，迅速控制現場情況，並順利完成整個演習。





ENVIRONMENT

環境



Environmental protection is always among our top priorities and is an integral part of our decision-making process. We are committed to minimising the environmental impact of our daily operations and creating our green terminals. Guided by our Corporate Environmental Policy, all business units align their individual environmental policies with the corporate policy.

Modern Terminals in Hong Kong and DaChan Bay Terminals in western Shenzhen have received ISO14001 certification for their environmental management systems (EMS) since 2009 and 2013 respectively. Both terminals have been certified to the new ISO14001:2015 standard and passed annual verification during the reporting period.

保護環境是我們的首要任務之一，亦是我們決策過程中不可或缺的元素。我們致力減低日常營運對環境的影響，創建一個環保的綠色貨箱碼頭。在企業環保政策的指引下，所有業務單位的環保政策均符合企業環保政策的原則。

公司位於香港的現代貨箱碼頭及位於深圳西部的大鵬灣碼頭分別自2009年及2013年起，獲得ISO14001環境管理系統認證。兩個碼頭均已獲得ISO14001:2015新版本的認證，並於報告期內通過年度審核。

CLIMATE CHANGE RISK ASSESSMENT

In view of the increasing threat that climate change poses on corporations, our Company has conducted a risk assessment in Hong Kong in late 2019. We considered recent publications from the International Panel on Climate Change (IPCC) and Hong Kong Observatory. In addition, we considered transition risks.

Below is a table of key risks we have identified. We will continue working on understanding and prioritising these risks and developing mitigating measures for the ones most likely to have significant implications for our business.

氣候變化風險評估

鑑於氣候變化對企業構成的潛在影響愈來愈大，公司已於2019年底參照國際氣候變化專門委員會及香港天文台的最新刊物資料，對香港業務進行風險評估，並考慮相關過渡風險。

下表載列所識別的主要風險，我們將持續制訂緩解措施。

Risk type 風險類別	Risk detail 風險詳情	Potential financial and other impacts 潛在財務及其他影響
Physical risks (chronic) 實體風險(長期):	<ul style="list-style-type: none"> Sea level rise and increased risk of wave over-topping Rise in average temperatures and increase in extreme hot days Change in precipitation patterns 海平面上升及海浪越堤風險增加 平均溫度上升及酷熱日數增加 降水模式改變 	<ul style="list-style-type: none"> Damage to infrastructure and equipment leading to increased maintenance and repair costs Investment required to upgrade facilities and equipment to mitigate risks Higher insurance premiums to cover business disruption Increased operating costs to offset reduced productivity Increased risk of heat-related illness for outdoor workers Possible damage to cargoes due to flooding and high temperature Increased cost of water utility 基礎設施及設備損壞引致保養維修費用上升 需作出投資以提升設施及機械以減低風險 需支付較高保險費，以確保業務影響受到保障 營運成本增加以抵消生產力下降 戶外工作員工患上酷熱天氣相關疾病的風險增加 水浸及高溫可能對貨物造成損壞 用水成本增加
Physical risks (acute) 實體風險(緊急)	<ul style="list-style-type: none"> Tropical cyclones Extreme variability in temperature Heavy rain 熱帶氣旋 極大溫度變化 大雨 	<ul style="list-style-type: none"> Increased threat of storm surges and flooding Increased funding required to purchase new equipment due to extreme weather events Loss of revenue due to disruption or suspension of business operations Increased operating costs in schedule recovery Increased costs associated with typhoon preparedness measures Damage to facilities and equipment leading to increased maintenance and repair costs Reduced productivity of outdoor workers Risk of injury to staff and increased heat-related illness 風暴潮和洪水的威脅增加 由於極端天氣，購買新設備所需資金增加 由於業務受影響或暫停而造成收入損失 恢復操作時間表的成本增加 與颱風準備措施有關的費用增加 設施及機械損壞導致保養維修成本增加 戶外工作員工生產力降低 員工受傷和患上與酷熱天氣有關的疾病風險增加
	<ul style="list-style-type: none"> Heavy rain affecting agricultural product volume and smooth running of business 大雨影響農產品產量及業務運作 	<ul style="list-style-type: none"> Volume of agricultural products may be affected, causing a reduction in throughput Lower productivity results in lower income 農產品的數量可能會受到影響，導致吞吐量下降 生產力下降導致收入減少
Policy and legal risks 政策及法律風險	<ul style="list-style-type: none"> Government policy introduced on green energy (e.g. LNG) for container vessels 政府引入集裝箱船綠色能源(例如液化天然氣)的政策 	<ul style="list-style-type: none"> Impact on operations due to stringent safety procedures and substantial safety zone requirements associated with LNG 嚴格的安全程序，以及液化天然氣需配備大型安全區域的要求，對操作產生影響
Market risks 市場風險	<ul style="list-style-type: none"> Shipping lines go for shore power or LNG vessels 船公司採用岸電或液化天然氣船 	<ul style="list-style-type: none"> Higher investment in new infrastructure to meet customer demand Loss of business if customer demand not met 較高基建投資，以滿足客戶需求 因無法滿足客戶需求而生意減少

ENHANCING EMISSION REDUCTION EFFORTS

Our Company spares no effort in reducing our energy consumption and emissions. We are at the forefront of exploring and deploying the latest technology in our operations to achieve our targets in this aspect.

CO₂e Reduction Target

In 2018, we exceeded our ten-year emission reduction target by achieving an emission intensity of less than 10kg CO₂e per TEU covering both our Hong Kong and DaChan Bay port operations. The intensity changed from 14.40kg per TEU in 2008 to 9.89kg per TEU in 2018, a reduction of more than 30%. This translates to a reduction of 29,162 and 25,951 metric tonnes of carbon emissions in 2018 and 2019 respectively compared to our performance in 2008.

This achievement comes with a lot of hard work as we encountered challenges in 2015, which was the original deadline for the target. Going forward, we aim to maintain the emission levels to below 10kg per TEU as we have exhausted most, if not all, of the available technologies to help us reduce emissions.

First Pure Electric-driven Tractor in Hong Kong

Hong Kong's first pure electric-driven tractor (PEDT) started to operate at our facilities in Hong Kong in May 2018. Modern Terminals has supported the adoption of this cleaner technology by providing space for vehicle testing, charging facilities and ensuring continued access to fuel subsidies.

This PEDT is capable of running continuously for 26 hours and only takes 1.5 hours to fully recharge. Deploying the PEDT as an internal truck, it produces zero emissions and has reduced noise pollution. Whilst PEDTs may require a larger upfront investment, over the long run there may be longer term savings on repair, maintenance and fuel costs. Our Company is committed to environmental protection and we will continue to support our business partners to introduce more PEDTs in order to improve the environment of our terminals and neighbouring area.

In our facilities in DaChan Bay, ten LNG tractors are deployed for internal trucking.



進一步減排舉措

現代貨箱碼頭於節能及減排方面不遺餘力，不斷發掘及採用先進科技進行日常營運工作，以達致節能減排的目標。

二氧化碳當量減排目標

我們於2018年，成功超越香港及大鑊灣碼頭的十年減排目標，每標準箱二氧化碳當量排放少於10公斤。每標準箱的二氧化碳當量排放由2008年的14.40公斤減至2018年的9.89公斤，減少超過30%。即與2008年的排放表現相比，我們在2018及2019年分別減少氣體排放約29,162及25,951公噸。

我們可以達成減排目標，有賴大家多方面的努力。原本目標達成限期為2015年，惟遇上重重挑戰推遲限期。展望將來，由於公司已採用絕大多數現有技術減少排放，因此未來目標是將致力保持排放量在每標準箱10公斤以下。

全港首輛純電動貨櫃運輸拖頭

全港首輛純電動貨櫃運輸拖頭（電動拖頭）於2018年5月起在現代貨箱碼頭運行。為支持承辦商採用這更為環保的技術，現代貨箱碼頭提供位置作測試及裝設充電設施之用，並繼續為承辦商提供燃油補貼。

該輛電動拖頭可連續運作26個小時，而充電時間只需1.5小時。以電動拖頭作為內運車，可達致零排放及減低噪音污染。儘管電動拖頭的前期投資較高，但長遠而言可從維修、保養及燃油等方面達到節省成本。公司一向致力推動環保，將繼續支持合作夥伴引入更多電動拖頭，從而進一步改善碼頭及周圍的環境。

在大鑊灣碼頭，我們設有十輛液化天然氣拖車，處理貨箱內運工作。



Shore Power System Equipped at All Berths in DaChan Bay Terminals

In addition to the shore power supply system operating in two berths since January 2017, the second phase of the DaChan Bay Terminals' project to provide greener energy to vessels berthing at its facilities was completed in September 2019 with HMM PROMISE being the first vessel using the system. The project was officially concluded and accepted by relevant authorities on 6 December making DaChan Bay Terminals the first container terminal in South China with all berths featuring shore power capability.

The construction of the second phase of the shore power supply system commenced on 25 February 2019. Comprehensive test runs have been conducted before putting the system into full operation, ensuring high stability, reliability, and safety of the system for regular usage.

With the shore power system equipped at all five berths, carbon emissions can be reduced, as vessels can switch off their auxiliary engine, and therefore reduce fuel oil combustion, while berthed.



BOOSTING ENERGY SAVING

In the reporting period, we enhanced our programme to reduce energy consumption by introducing new initiatives while continuing with our ongoing initiatives.

Pilot Programme for Building Energy Management System

In September 2018, Modern Terminals launched a pilot programme for a building energy management system. We installed the system at our Procurement Office at Terminal 9 and 24-hour duty office of Equipment Maintenance to track the pattern of energy consumption and monitor energy use with automatic control equipment including motion sensors and remote-control units.

After the pilot programme, it was found that energy consumption for the 24-hour duty office could achieve 26% reduction compared to those without the building energy management system.

As the result for office areas was not noticeable and the amount of electricity consumed at 24-hour duty office is very small, after thorough consideration, we have decided not to continue to pursue this.

大鑊灣碼頭岸電全覆蓋

大鑊灣碼頭繼自2017年1月起在兩個泊位設有岸電設施後，船舶岸電建設二期工程項目亦已於2019年9月完成，並由「HMM PROMISE」號率先使用新設施。隨著該工程項目於12月6日正式竣工，並通過相關政府機構驗收，大鑊灣碼頭成為華南首家岸電全覆蓋的貨櫃碼頭。

大鑊灣岸電二期工程於2019年2月25日展開，岸電系統在正式運作前，已進行全面測試，確保岸電系統的長期穩定性、可靠性及安全性。

大鑊灣碼頭全部五個泊位均設有岸電系統，使船隻在靠泊時能關掉輔助引擎，節省燃油，有助減低碳排放量。

推廣節能

我們於報告期內，不斷加強節約能源的安排，推出多項新舉措，並持續改進現有計劃。

建築物能源管理系統試驗計劃

現代貨箱碼頭在2018年9月，推行一項建築物能源管理系統試驗計劃，分別於九號碼頭的採購部辦公室及24小時運作的機械保養組值班辦公室裝設該系統，以自動控制設備包括動態感應器及遙控設備，追蹤耗能模式和監察能源的使用。

透過試驗計劃，我們發現與並無裝設建築物能源管理系統的位置相比，24小時運作的值班辦公室可減少26%的耗電量。

由於辦公室範圍的節能效果未見顯著，而24小時運作的值班辦公室的用電量很低。因此，經仔細考慮後，我們決定不進一步裝設該系統。

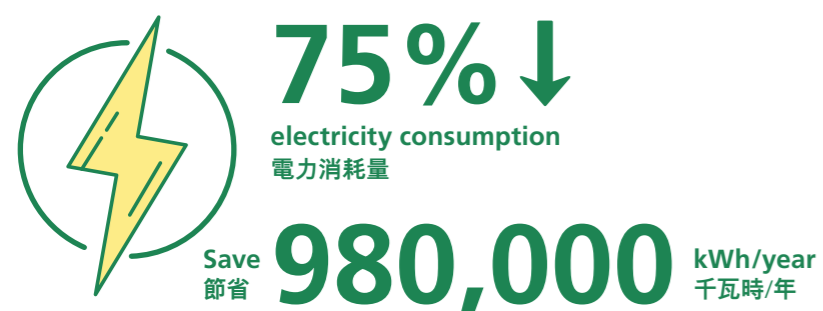
Installation of Solar Panels

In 2019, we have conducted a study to explore the possibility to install solar panel at our terminals in Hong Kong and upon completion of the study it was decided to proceed with a test programme. We have selected two locations, one in Terminal 1 while another one at Terminal 9. The system will be installed on the rooftop of two of our sub-stations. We aim to complete installation at one of the locations in 2020 and the other one in 2021. It is expected to generate 900 kWh each month for each location. We are also prioritising other possible rooftop areas for expansion of the project if the outcome of the pilot is satisfactory and the performance of the system and electricity savings are in line with our expectations. More details will be included in our next report.

Continuing LED Light Replacement

In previous years, we completed the LED light conversion project in offices and on our Electricity-powered RTGs (E-RTGs). In the reporting period, we continued the programme on our quay cranes and have replaced over 510 lights on 10 quay cranes with LED lights for energy saving. Based on the pattern of electricity usage, it is estimated that electricity consumption will be reduced by over 75%, saving around 980,000 kWh annually. The project will continue on two more quay cranes in the first half of 2020.

In DaChan Bay Terminals, the lighting of four E-RTGs has been converted to LEDs, which is estimated to achieve a 70% reduction in energy. Works are in progress to convert lighting on another 11 E-RTGs to LEDs by March 2020. We also replaced lights with LEDs across our facilities including two beacons at our terminals.



WASTE MANAGEMENT

We are committed to minimising waste generated from our operations by continuing monitoring, identifying areas for improvement, launching programmes to address the identified issues.

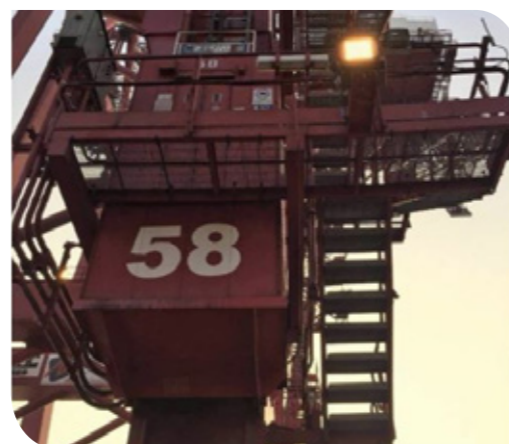
安裝太陽能板

我們於2019年進行一項研究，探討於香港碼頭安裝太陽能板的可行性，並在研究完成後決定開展試驗計劃，選址於兩個分別位於一號及九號碼頭的變電站屋頂裝設太陽能板，目標是在2020年在其中一個位置完成安裝，並在2021年在另一位置安裝，預計兩個位置每月將各提供900千瓦時電力。我們同時亦已將其他屋頂範圍作先後排列，如試驗計劃結果理想，系統表現及省電量符合預期，將可擴展計劃規模。有關詳情將於下一份報告中闡述。

繼續進行LED更換工程

過去多年，我們已經完成辦公室及電力驅動膠輪式龍門起重機的LED燈更換工作。於報告期內，我們進一步在岸邊起重機開展LED更換工程，在10台岸邊起重機更換超過510盞LED燈，以節省能源。根據用電模式，估算耗電量將減少超過75%，每年節省用電約980,000千瓦時。有關工程將繼續於2020年上半年，在多兩台岸邊起重機進行。

在大鑊灣碼頭，四台電力驅動膠輪式龍門起重機上的燈已換為LED燈，估計可節省70%的能源。我們亦正安排另外11台電力驅動膠輪式龍門起重機在2020年3月前更換LED燈。同時，我們亦在碼頭其他地方更換LED燈，其中包括兩座燈塔。



固體廢物處理

我們致力減少日常營運產生的廢物，持續監察、識別可改善空間，以及推行計劃以針對解決相關問題。

Waste Audit 2018

As stated in our last report, we conducted a waste audit in 2014 and subsequently launched our food waste recycling programme, which helps reduce on average 40 tonnes of waste sent to landfill each year. With the aim of better understanding the situation and enhancing our waste management programme, we have engaged a consultant to conduct another round of waste audit in 2018. In July to August 2018, ten sessions of waste audit were conducted across Modern Terminals facilities in Hong Kong including offices, workshops, yard, staff cafeteria as well as warehouse areas which are rented out to tenants, to determine the composition and quantities of waste including recyclables.



Waste Management System to Tenants

Results from the waste audit showed that significant amount of waste was generated from tenant areas. To have a better understanding on the amount of waste, a waste monitoring system has been set up since August 2019. Weighing equipment has been installed at refuse collection points to record the weight of refuse from tenants. Data is uploaded to cloud database for statistic processing. Targeted measures will be planned after data analysis.

Say No to Plastic

In addition to making pledges for No styrofoam cups in the office and No straws at the office. Modern Terminals launched the Say No to Plastic campaign to promote avoiding the use of disposable cutlery, plastic straws and plastic stirrers. Plastic straws have been replaced with paper straws which will only be provided on request. During the reporting period, we have avoided the use of over 300,000 plastic straws.

A plastic-free redemption programme was conducted from May to December 2019 to further encourage colleagues to use their own cutlery. Staff received a stamp on the redemption card for each takeaway order at the staff cafeteria where they refused disposable cutlery. Stamps collected can be used to redeem a free drink or meal.



2018年固體廢物統計

誠如上一份報告所述，公司於2014年進行固體廢物統計及監察計劃，並於其後推出廚餘回收計劃，每年平均減少40噸送往堆填區的廢物。為更深入了解情況及提升現行廢物管理計劃，我們於2018年聘用顧問進行另一輪統計。在2018年7至8月，就現代貨箱碼頭於香港的設施包括辦公室、工場、堆場、員工餐廳及出租予租戶的貨倉位置，進行十節固體廢物統計，以確定固體廢物的種類及數量，包括可回收物品。



租戶固體廢物管理系統

固體廢物統計結果顯示，租戶範圍產生大量廢物。為清楚了解廢物數量，我們自2019年8月起裝設廢物監測系統，在垃圾收集點設有磅秤設備，記錄各租戶的垃圾重量。有關數據會上載至雲端數據庫以進行統計分析。我們將於數據分析後，計劃針對性措施。

踢走塑膠大行動

現代貨箱碼頭除承諾不會在辦公室使用發泡膠杯及膠飲管外，亦舉辦「踢走塑膠大行動」，於員工餐廳推廣減少使用即棄餐具、膠飲管及膠攪拌棒。餐廳以紙飲管取代膠飲管，並只會於同事要求下方會提供。於報告期內，有關措施節省使用超過300,000根膠飲管。

為鼓勵同事自備餐具，公司於2019年5月至12月推行外賣「走塑」獎賞計劃。員工凡於員工餐廳惠顧外賣時，免用即棄餐具，即可獲得印花乙個，集滿印花可獲贈飲品或套餐。

REINFORCING GREEN CULTURE

Continuously striving for betterment in environmental performance, we conducted an analysis in 2019 to review the statistics of our EMS and audit findings over the past decade. Information on areas for improvement and non-compliance is analysed. Results showed that there is room for improvement in the handling of chemicals and management of recyclables.

Environmental Culture Reward Scheme

Reinforcing company green culture is key to achieving environmental enhancement. In September 2019, a new *Environmental Culture Reward Scheme* was rolled out, which aims to encourage staff to value environmental protection and reduce the environmental impacts from daily operations. The scheme uses the quarterly ISO14001 EMS inspection and audit results as reward indicators. If any unit fully complies with ISO14001 requirements for three consecutive quarters, all members of that unit will be given a reward. Results are shown via email and on our internal communications channel *ModernChat* to raise awareness and create a healthy competition among departments.

In October 2019, as a way to remind our people of the simple steps to help protect the environment, a *Green Tag* initiative was held. Our people are encouraged to take a photo of any actions that are environmentally friendly within the terminals and post on *ModernChat* with a tag of "#GreenTag". A lucky draw was conducted and each of the 30 winners received a shopping voucher as a token of appreciation.

加強綠色文化

我們不斷努力提升環保方面的表現，因此於2019年進行詳細分析，檢視過去十年環境管理系統審查結果的統計數據，並就有待改進及未合規範圍的資料進行分析。結果顯示，我們在化學品處理及可回收物品管理方面有改進的空間。

環保文化獎勵計劃

加強公司的環保文化，是改善環境工作的關鍵。我們於2019年9月，推出嶄新的環保文化獎勵計劃，鼓勵員工更重視環保，降低日常工作對環境的影響。該計劃以每季進行的ISO14001環境管理系統審核結果作為獎勵指標，如任何單位連續三季審核結果均完全符合ISO14001環保要求，該單位的所有同事將獲得獎勵。計劃結果將透過電郵及我們的內部溝通平台 *ModernChat* 公佈，以提高各部門同事的環保意識，並建立良性競爭。

公司為提醒同事一些輕鬆實踐環保的行為，於2019年10月，舉辦「Tag出綠色生活」活動，鼓勵大家於碼頭範圍多做環保行動，並以手機拍下相關行徑，將照片上載至 *ModernChat*，並加上標籤「#Tag出綠色生活」。活動完結後進行抽籤，30名得獎者獲得購物禮券乙張以作鼓勵。

Green Promotion and Education

We organise annual eco-tour for staff to experience the wonders of nature every year. On 4 November 2018, a total of 52 participants including Modern Terminals employees and their families joined an eco-tour to Sharp Island to explore different landforms and rocks. They also visited the Lions Nature Education Centre to learn more about the natural ecosystems.

In 2019, two tours were organised due to the overwhelming response from our people. On 3 November and 1 December 2019, a total of 118 participants joined the eco-tours to discover different habitats in Luk Keng such as wetland and mangroves. Also, they went to an organic farm at Tai Po to know more about organic farming.

To encourage our staff to appreciate the natural beauty and rich biodiversity of Hong Kong, a wildlife photo contest was organised in July 2019. The contest was divided into landscape and wildlife categories. We also invited a professional nature photographer to conduct a sharing session on wildlife photography. A total of 47 photo entries were received.

To promote a low-carbon lifestyle, a raw food cooking class was held on 14 September 2018. A total of 18 colleagues joined to prepare and try an uncooked vegan meal with pumpkin cream soup, truffle fettuccine, chocolate brownie and truffle risotto.

We believe reusing is always a preferred choice than recycling or even disposal to landfill. On 20 September 2019, an umbrella repair workshop was held with 22 staff members attending to learn how to fix common damages of broken umbrellas with right tools and skills.

環保推廣及教育

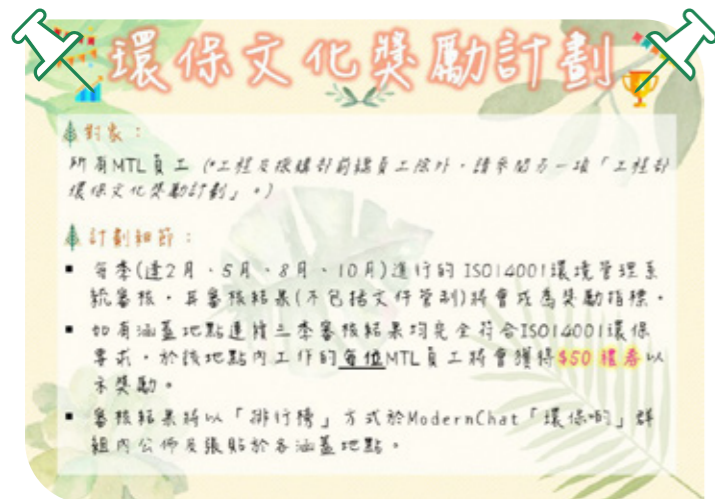
公司每年均會舉辦生態之旅，讓同事可以多接觸自然景觀。2018年11月4日，共有52名同事及親友參加西貢地質探索之旅，探索不同的地貌和岩石。參加者還到訪獅子會自然教育中心，了解各種自然生態。

在2019年，由於報名反應熱烈，我們共舉辦兩次生態之旅，共有118位同事及親友於11月3日及12月1日參與活動，觀賞鹿頸豐富的自然生態，如濕地及紅樹林等，並到訪位於大埔的有機農莊了解有機種植方法。

為鼓勵員工欣賞香港美麗的自然景觀及豐富的生物多樣性，公司於2019年7月舉辦生態攝影比賽，分為風景組和生態組。此外，我們邀請專業自然生態攝影師，為同事分享生態攝影的心得。活動合共收到47張參賽作品。

為推廣低碳生活，我們於2018年9月14日舉辦生機素食(Raw Food)烹飪工作坊，合共有18位同事參與，在零開火的環境下以純素食材製作南瓜忌廉湯、白松露麵、朱古力布朗尼及松露意大利飯。

相比起回收甚至棄置廢物，我們更主張重用物件。公司於2019年9月20日，舉辦雨遮維修工作坊，合共有22位來自不同部門的同事參與，學習以合適工具及技巧修復雨遮各種常見的損壞問題。

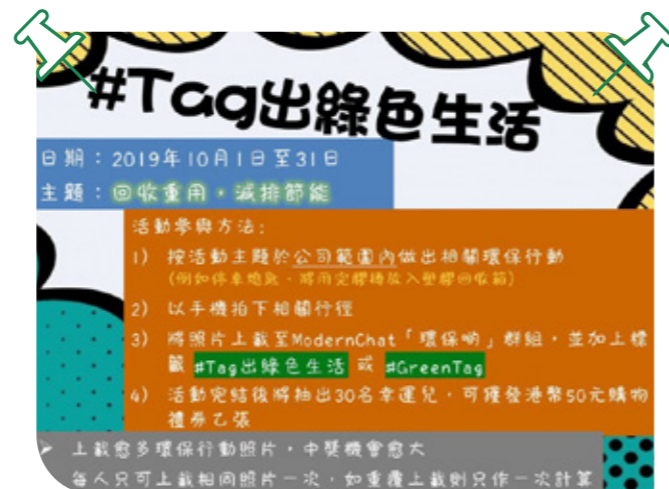


環保文化獎勵計劃

對象：
所有MTL員工（工程及採購部前線員工除外，請參閱另一項「工程及環保文化獎勵計劃」。）

計劃細節：

- 每季（逢2月、5月、8月、10月）進行的ISO14001環境管理系統審核，其審核結果（不包括文件管制）將會成為獎勵指標。
- 如有油基地點連續三季審核結果均完全符合ISO14001環保要求，於該地點內工作的每位MTL員工將會獲得\$50禮券以示獎勵。
- 審核結果將以「游行情」方式於ModernChat「環保嘢」群組內公佈及張貼於各油基地點。



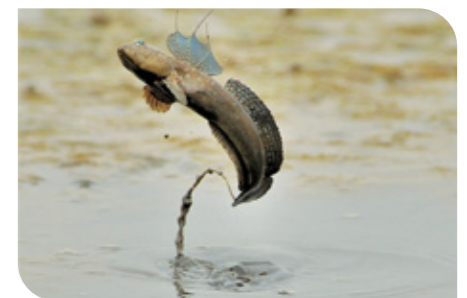
#Tag出綠色生活

日期：2019年10月1日至31日
主題：回收重用，減排節能

活動參與方法：

- 按活動主題於公司範圍內做出相關環保行動（例如停車熄匙，將用完膠樽放入塑膠回收箱）
- 以手機拍下相關行徑
- 將照片上載至ModernChat「環保嘢」群組，並加上標籤 #Tag出綠色生活 或 #GreenTag
- 活動完結後將抽出30名幸運兒，可獲發港幣50元購物禮券乙張

上載愈多環保行動照片，中獎機會愈大
每人只可上載相同照片一次，如重複上載則只作一次計算





COMMUNITY INVOLVEMENT

社區參與



Engaging with the communities in which we operate is critical to the sustainability performance of our business, and we actively support NGOs in their community initiatives. Our contribution to the community mainly focuses on three areas: youth development, promoting environmental awareness, and promoting sports to lead a healthy life.

融入業務單位所在的社區，對公司的可持續發展表現非常重要，因此，我們積極支持非政府機構開展的社區活動。我們的社區參與範疇專注在以下三方面，包括青年發展、推廣環保意識，及提倡多做運動帶來健康生活。

ENRICHING OUR OWN INITIATIVES

Our community initiatives are tailored to the specific needs of our communities. With the aim of promoting sports for a healthy life, we continued to organise *Modern Terminals Summer Fitness Programme* in 2018 and 2019 and have established an alumni network to maintain long-term support for participants. We also maintained our support to our long-term partner school under Project *WeCan*, Cotton Spinners Association Secondary School (CSA), by providing funding and working with the school to provide training to the students and broaden their horizons.

Modern Terminals Summer Fitness Programme

Modern Terminals Summer Fitness Programme, our annual community initiative, was launched in 2017 to encourage healthy lifestyles. In 2018 and 2019, the programme continued to provide sports training and development activities to children aged 8-14 from low income families in Kwai Tsing and CSA, as well as the children of our employees.

豐富公司主辦的社區活動

我們的社區活動針對區內的不同需要而設。為推廣透過運動實踐健康生活，我們繼續於2018及2019年舉辦「現代貨箱碼頭夏日運動站」，並成立舊友會，持續為參加者提供更多活動。公司亦持續為「學校起動」計劃的長期夥伴學校棉紡會中學提供支援，透過提供資金以及與學校合作，為同學帶來培訓及擴展視野的機會。

現代貨箱碼頭夏日運動站

公司於2017年推出年度社區活動「現代貨箱碼頭夏日運動站」，推廣健康的生活方式。我們於2018及2019年，繼續為8至14歲來自葵青區低收入家庭的兒童、棉紡會中學的學生，以及公司同事的小朋友，提供運動訓練及個人發展活動。

During the programme in 2018, the participants took part in 14 hours of dodgebee or rope skipping training. After the programme, we conducted a survey for continuous enhancement. Some participants expressed that rope skipping was interesting but challenging. Therefore, we explored other new sports and switched to flyball in 2019, which was well received by participants.

In both years, after every sports training class, a positive thinking session was conducted for the participants to learn how to relieve stress. Other activities included a half-day adventure, which helped strengthen parent-child relationship, and a personal development day camp. Members of our Company volunteering team, Modern Volunteer Force (MVF), provided volunteering services onsite.

We held the closing ceremony on 26 August 2018 and 25 August 2019 respectively to present certificates for the programme participants. In the presence of their parents, they demonstrated their new sports skills in rope skipping performance, as well as dodgebee and flyball matches.

Among the programme participants in 2018 and 2019, 94% and 96% respectively reported they could master the basic skills of their selected sport; 81% and 89% of them have developed a habit of taking part in sports activity; while 88% and 96% indicated that they liked and enjoyed the programme.



於兩年的項目中，在每堂運動訓練後，參加者會進行正向思考活動，學習舒緩壓力的方法。計劃的其他活動包括有助加強父母與子女關係的親子歷奇半日營及個人發展日營。公司義工隊「現代仁」的義工也有到場一起支持活動。

活動分別於2018年8月26日及2019年8月25日舉行嘉許禮，為參加者頒贈證書。參加者亦進行了花式跳繩表演、躲避盤及旋風球比賽，在家長的見證下，展示他們的學習成果。

在2018及2019年的活動中，分別有94及96%的參加者表示於運動訓練後能掌握該項運動的基本技能；更有81%及89%的參加者培養了做運動的習慣。而88%及96%的參加者表示喜歡及享受活動。

96%

programme participants indicated that they liked and enjoyed the programme in 2019.

參加者表示喜歡及享受活動（2019年）



Among the participants, six of them have joined the programme for three consecutive years since its inception, reflecting its popularity. A mother of a three-year participant shared that her son burst into tears when he arrived home after the closing ceremony in 2019, as he already started to miss it. This kind of feedback is very encouraging and we are committed to enhancing our programme to address the future needs of our alumni.

In order to establish a long-term connection with all participants, Modern Terminals Summer Fitness Programme Alumni has been established in 2019 to continue to provide members with sports-related and youth development activities.



自計劃推出以來，有六名參加者已連續三年參與活動，可見其備受歡迎。當中一名參加者的母親分享，她的兒子三年均有參與訓練，在2019年的嘉許禮結束後，兒子回家時因心有不捨而哭起來。能夠得到參加者的喜愛，實在令人鼓舞。我們亦會不斷提升計劃，以滿足舊友會會員的需要。

我們於2019年成立現代貨箱碼頭夏日運動站舊友會，透過不同的運動及青年發展相關活動，與所有參加者建立長期聯繫。

Project WeCan

We have been supporting our partner school CSA since 2011 and we aim at having a long-term relationship with them. Under the Project WeCan, we aim to provide opportunities and care to students who are disadvantaged in learning.

Since the launch of the programme, the Company has provided more than HK\$15 million to equip our partner school with the necessary hardware and initiatives to enhance its overall performance. Many activities were organised to assist their students in learning, individual development as well as career planning.

Job Tasting 職場體驗

Since 2012, Modern Terminals has joined the Project WeCan Job Tasting Programme to provide hands-on working opportunities for secondary students in the summer. In 2018 and 2019, nine and seven students from secondary schools including CSA, TWGHs Wong Fung Ling College, The Church of Christ in China Fung Leung Kit Memorial Secondary School, The Yuen Yuen Institute MFBM Nei Ming Chan Lui Chung Tak Memorial College and Buddhist Mau Fung Memorial College were assigned to different departments including Corporate Affairs, Engineering and Procurement, Hong Kong Finance and Administration, Human Resources, and Operations for a period of three weeks.

By exposing the students to the real-life working environment, the programme has given the students a chance to explore their career interests as well as to understand their strengths and weaknesses. At the closing ceremony for the 2019 programme on 9 August, the students shared that not only have they learnt practical knowledge throughout the programme, but also realised the importance of communications and language skills in workplace.



現代貨箱碼頭自2012年起，參與「學校起動」職場體驗影子計劃，為學生提供工作體驗機會。於2018及2019年，分別有九名及七名來自棉紡會中學、東華三院黃鳳翎中學、中華基督教會馮梁結紀念中學、圓玄學院妙法寺內明陳呂重德紀念中學及佛教茂峰法師紀念中學的學生，分別獲分配到不同的部門，包括企業事務、工程及採購、香港財務及行政、人力資源，以及操作部，作為期三個星期的職場體驗。

計劃讓學生透過親身感受真實的職場生活，探索職業興趣，並從中了解個人長處及不足之處。在2019年8月9日的分享會上，學生表示在是次體驗中，不但學到職場相關的知識，亦明白到溝通及語文能力對工作的重要性。

E-chat@ModernTerminals

To encourage CSA students to practise their English oral skills, we have provided E-Chat@ModernTerminals programme since 2015. Each school year in the 2017/18 and 2018/19, we engaged 30 Form 3 to Form 5 students in the programme and six senior executives participating as mentors. There were six classes per school year and each session lasted about an hour. The students discussed some daily life topics encouraged by the mentors.

One participant in the 2017/18 programme won an English essay writing competition organised by Project WeCan. In the essay, she mentioned the positive impacts her mentor created on her during the E-chat programme.

公司自2015年舉辦E-Chat@ModernTerminals活動，鼓勵棉紡會中學的同學練習英文口語的技巧。在2017/18及2018/19學年，每年均有30位就讀中三至中五的學生參加，並由六位高級行政人員擔任導師。活動於每學年舉辦六次，每次約一小時，學生在導師的鼓勵下討論各種日常生活主題。

一名2017/18活動的參與同學勝出了由學校起動計劃舉辦的英語寫作比賽。在文章中，她提到E-chat導師為她帶來的積極影響。

學校起動計劃

自2011年起，我們持續為「學校起動計劃」夥伴學校棉紡會中學提供支援，並致力與該校建立長久合作關係。透過該計劃，我們旨在為學習表現未如理想的學生提供機會及關懷。

公司自計劃開展以來，共提供超過1,500萬港元予我們的夥伴學校，用以配置所需的硬件及舉辦有助提升整體表現的活動。活動種類多元化，以協助學生提升學習進度、促進個人成長及生涯規劃。

My tutor Vivian gave me **3 Oks**:

"It's **OK** to be weak but don't stay there."

"It's **OK** to make mistakes as it's the fastest way to learn."

"It's **OK** to fail as it makes you stronger."

Vivian is a nice lady and she usually speaks in a gentle way. Yet her words thundered in my mind. No one has ever said that so explicitly to me. And I am sure she would never know these little words actually made a difference to me. I was then more eager to try, could uphold my old beliefs and did not care too much about what others would say.

我的導師Vivian給了我三個「可以」：

「可以脆弱，但不要只待在弱勢。」

「可以犯錯，因為它是最快的學習方法。」

「可以失敗，因為它會讓你變得更強大。」

Vivian是位友善的女士，談吐和藹可親，但她的言語卻能震撼我心。從來沒有人向我如斯坦率說過。而且我敢肯定，她不會察覺到，這些看似微不足道的說話對我的影響之大。從此以後，我更加樂於嘗試，勇於堅持我的信念，並懂得不必介意別人的看法。



CSA Participation in Annual Dinner 棉紡會中學參與公司周年晚宴

In order to provide an eye-opening experience for CSA students, we invite them to join our Company annual dinner every year. Besides enjoying the banquet, the participating students also provided assistance as game booth helpers in 2018. In 2019, they took part in our drama contest and won first prize.

為讓棉紡會中學學生擴闊眼界，我們每年均會邀請部份學生參加公司的周年晚宴。除享受晚宴外，參加的學生於2018年協助管理遊戲攤位。而於2019年，他們參加我們的戲劇比賽，並奪得冠軍。



Career Talk 職業講座

We organised a career talk for CSA on 4 July 2019 to cover professional fields including human resources, finance, engineering and procurement, with the participation of about 200 Form 4 and Form 5 students. Our people in the respective profession shared details about the requirements and how working life is in each of the functions.

我們於2019年7月4日為棉紡會中學舉辦職業講座，多名來自人力資源、財務、工程及採購等專業範疇的同事，為約200名中四和中五學生分享有關職能的專業要求及工作生活等。



ENHANCING VOLUNTEERING EFFORTS

Established in 2007, our corporate volunteering team MVF currently has a total of 250 members (214 staff and 36 retirees), providing various community services covering our focus areas. A total of 2,693 (2018:1,282 and 2019:1,411) volunteering hours were contributed through 20 activities each year during the reporting period and below are some highlights.

Christmas Celebration

In our effort to launching new initiatives to enhance our MVF programme, we worked with one of our NGO partners, The Boys' & Girls' Clubs Association of Hong Kong, to organise a Christmas celebration activity on 7 December 2018. During the activity, eight low income families with a total of 26 participants enjoyed an one-hour ferry tour at the Victoria Harbour to enjoy the lighting decoration, followed by a dinner at our cafeteria. Our volunteers also joined to provide assistance for the participating families. Star Ferry supported the event by sponsoring 30 tickets for the participants.

With the positive response, we continued to arrange the event in 2019 and a total of 29 participants from nine families took part.



致力推動義工活動

公司的「現代仁」義工隊自2007年開始服務社會，現有成員共250名(214名員工及36名退休同事)，舉辦多項針對我們社區參與範疇的活動。於報告期內，我們透過每年20個活動，共錄得2,693(2018:1,282及2019:1,411)小時義工時數。以下是「現代仁」部份主要活動。

聖誕慶祝

我們不斷求進，積極推出新的「現代仁」義工活動。我們與非政府組織夥伴香港小童群益會合作，於2018年12月7日舉辦聖誕慶祝活動。當晚八個低收入家庭合共26名參加者登上天星小輪，欣賞維多利亞港夜景和聖誕燈飾。完成一小時維港遊後，大家回到公司員工餐廳享用聖誕晚餐。我們的義工為參與家庭提供協助。天星小輪為是次活動的參加者贊助30張維港遊門票。

參與者非常享受是次活動，因此我們於2019年再接再厲，邀請九個家庭合共29人參與。

Subsidised Meal

We have been organising *Subsidised Meals* at New Creation Depot restaurant of Chinese YMCA to provide a free dinner for low income families in Kwai Tsing District since 2017. In the first two years, YMCA took care of the invitation as well, and a total of 240 participants have enjoyed the treat. In 2019, we partnered with The Boys' & Girls' Clubs Association of Hong Kong to serve two rounds of dinner for 97 participants on 5 July. A total of 15 MVF members joined as attendants to serve food and teach the children about some basic table manners.



Youth Outreach Service

MVF members participated in the regular volunteering service of the Crisis Residential Centre of Youth Outreach in 2018 and 2019. Through sports or other interactive activities, they supported young people by providing companion and experience sharing. The volunteers have provided feedback that it is not easy to obtain the trust from the youngsters staying in the centre in order to start a conversation but they find it to be very meaningful. Hence MVF has planned to continue the programme with more facilitation from the Company.



愛心飯堂

自2017年起，我們於香港中華基督教青年會青新駁舉辦「愛心飯堂」活動，為葵青區的低收入家庭提供一頓免費晚餐。首兩年由香港中華基督教青年會為我們邀請家庭參加，合共為240名參加者提供晚餐。於2019年，我們與香港小童群益會合作，於7月5日分兩輪為97名參加者提供晚餐，並共有15名「現代仁」義工擔任侍應，負責送餐，並向參與孩子教授一些基本餐桌禮儀。

協青社服務

「現代仁」義工於2018和2019年，為協青社危機介入中心提供定期義工服務。他們透過運動或其他互動活動，陪伴相關青年人及提供經驗分享，藉此為他們帶來支持。義工其後分享指，要取得年青人的信任從而打開話題並非易事，卻別具意義。因此，義工隊已計劃在公司提供更多籌備安排下繼續該服務。

We Plant for The Environment

Modern Terminals has been promoting green awareness within and beyond the Company. On 11 May 2019, over 30 MVF members along with their families and friends joined 2018-19 Tree Planting Day organised by The Green Earth to enrich the biodiversity of our woodlands under the Country Parks Plantation Enrichment Programme launched by the Agriculture, Fisheries and Conservation Department of Hong Kong. With the tireless efforts of the participants, a total of 140 seedlings of local tree species were planted at Shek Lung Kung.

In November 2017, our MVF members also joined the tree planting and conservation workshop organised by Hong Kong Green Nature Union and planted some tree seedlings at the Pengchau Island reforestation and conservation site. In February 2019, our volunteers returned to the site to conduct conservation activities, including weeding and pruning the previously planted trees.



植樹綠化未來

現代貨箱碼頭一直致力推動可持續發展，於公司內外推廣環保訊息。超過30名「現代仁」義工於2019年5月11日，與其親友參與由綠地地球舉辦的2018-19年植樹日，支持漁農自然護理署的郊野公園植林優化計劃，增加植林區的生物多樣性。參加者努力登山植樹，於石龍拱合共種植140棵本地品種的樹苗。

「現代仁」義工於2017年11月，亦參加了由香港綠色自然聯盟舉辦的植林及護理工作坊，並於坪洲東植林復育區種植樹苗。2019年2月，義工們重返舊地，為之前所種植的樹木進行護理工作，包括除草和整枝等。

Hong Kong Reef Check

Since 2005, the Modern Terminals diving team has been supporting the annual survey of corals in Hong Kong organised by the Agriculture, Fisheries and Conservation Department of Hong Kong to promote sustainable management of coral reefs. Our Reef Check team of divers surveyed the abundance, diversity and health of corals at a designated survey site within Hong Kong waters. We are proud to be one of the two private companies still participating in the initiative. Our diving team is glad to report that we have seen an improvement in the health of coral reefs in Hong Kong.



香港珊瑚礁普查活動

自2005年，現代貨箱碼頭潛水隊一直支持一年一度由香港漁農自然護理署舉辦的香港珊瑚礁普查活動，藉此宣揚生態保育意識。公司珊瑚礁普查隊的潛水員在香港水域內的指定區域檢查珊瑚的覆蓋率、多樣性及健康情況。我們很榮幸成為兩間仍然參與活動的私人機構之一。公司潛水隊很高興地看到香港的珊瑚礁健康狀況有所改善。



Ngong Ping Charity Walk

Our Company has been supporting this meaningful activity of the Hong Kong Youth Hostels Association (YHA) since 2011. In 2018 and 2019, a total of 72 and 80 participants including colleagues, their family members and our customers, joined the 20km Challenge and 10km Green Walk of Ngong Ping Charity Walk. We are proud to continue to receive the Best Participation Award – Private Sector in the event. Ngong Ping Charity Walk is an annual fundraising event of YHA and the funds raised go towards promoting environmental protection and supporting youth development.



Establishment of DaChan Bay Terminals Volunteering Team

DaChan Bay Terminals' volunteering team, DaChan Ren, has been established since January 2018, and now has over 60 members. In 2018 and 2019, a total of 12 activities were organised to serve the community in Shenzhen.

昂步棧道慈善步行

公司自2011年一直支持香港青年旅舍協會舉行的「昂步棧道」慈善步行活動，在2018及2019年，分別有72及80人參與挑戰 20 公里及生態 10 公里的路線，參加者包括同事及其家人，以及我們的客戶。我們多度榮獲「最踴躍參與獎—私營機構組別」。「昂步棧道」慈善步行活動是香港青年旅舍協會一年一度的籌款活動，所籌得的款項會用於推廣環保，以及支持青年發展。



大鏟灣碼頭成立義工團隊

大鏟灣碼頭於2018年1月，成立義工隊「大鏟仁」，現已擁有60多名成員，於2018及2019年合共為深圳舉辦12項社區服務。



PERFORMANCE STATISTICS

統計數據摘要

EMPLOYMENT 僱員		Unit 單位	Jan-Dec 2018 2018年1月-12月		Total 總數	Jan-Dec 2019 2019年1月-12月		Total 總數
			Hong Kong 香港	Mainland China 中國內地		Hong Kong 香港	Mainland China 中國內地	
			Profile of workforce 僱員總人數	Total number of staff 僱員總人數		Number 數目	918	
By gender 按性別劃分	Directly employed staff (Male) 直接聘請的僱員(男性)	Number 數目	815	321	1,136	806	316	1,122
	Directly employed staff (Female) 直接聘請的僱員(女性)	Number 數目	103	67	170	103	65	168
	Permanent contract (Male) 永久合約(男性)	Number 數目	814	321	1,135	804	316	1,120
	Permanent contract (Female) 永久合約(女性)	Number 數目	103	67	170	103	65	168
	Temporary contract (Male) 臨時合約(男性)	Number 數目	1	0	1	2	0	2
	Temporary contract (Female) 臨時合約(女性)	Number 數目	0	0	0	0	0	0
	Full-time (Male) 全職(男性)	Number 數目	815	321	1,136	806	316	1,122
	Full-time (Female) 全職(女性)	Number 數目	103	67	170	103	65	168
	Part-time (Male) 兼職(男性)	Number 數目	0	0	0	0	0	0
	Part-time (Female) 兼職(女性)	Number 數目	0	0	0	0	0	0
By employment category 按職位類別劃分	Management staff (Male) 管理層職員(男性)	Number 數目	41	16	57	41	15	56
	Management staff (Female) 管理層職員(女性)	Number 數目	20	7	27	18	8	26
	Senior staff (Male) 高級職員(男性)	Number 數目	151	79	230	134	85	219
	Senior staff (Female) 高級職員(女性)	Number 數目	44	32	76	44	31	75
	General staff (Male) 普通職員(男性)	Number 數目	623	226	849	631	216	847
	General staff (Female) 普通職員(女性)	Number 數目	39	28	67	41	26	67
By age group 按年齡組別劃分	Below 30 (30歲以下)	Number 數目	101	86	187	84	69	153
	30 - 39 (30至39歲)	Number 數目	222	220	442	215	218	433
	40 - 49 (40至49歲)	Number 數目	262	69	331	255	79	334
	50 or above (50或50歲以上)	Number 數目	333	13	346	355	15	370
	% of employees covered by collective bargaining agreement 受集體協商協議保障的僱員百分比	Percentage 百分比	N/A	100		N/A	100	
New hires 新入職人數	Male 男性	Number 數目	58	4	62	76	22	98
	Female 女性	Number 數目	24	3	27	25	2	27
	Below 30 (30歲以下)	Number 數目	36	4	40	44	17	61
	30 - 39 (30至39歲)	Number 數目	31	2	33	37	7	44
	40 - 49 (40至49歲)	Number 數目	11	1	12	16	0	16
	50 or above (50或50歲以上)	Number 數目	4	0	4	4	0	4
Turnover 離職人數	Male 男性	Number 數目	40	26	66	42	27	69
	Female 女性	Number 數目	23	6	29	19	5	24
	Below 30 (30歲以下)	Number 數目	19	13	32	16	11	27
	30 - 39 (30至39歲)	Number 數目	23	15	38	27	13	40
	40 - 49 (40至49歲)	Number 數目	17	3	20	13	8	21
	50 or above (50或50歲以上)	Number 數目	4	1	5	5	0	5
Return to work and retention rates after maternity / paternity leave, by gender 按性別劃分的育兒假後復工和保留人數	Paternity leave 侍產假	Number 宗數	9	25	34	15	21	36
	Maternity leave 產假	Number 宗數	3	11	14	1	4	5
	Employees returned to work after parental leave ended (Male) 育兒假後復工(男性)	Number 數目	9	25	34	15	21	36
	Employees returned to work after parental leave ended (Female) 育兒假後復工(女性)	Number 數目	3	11	14	1	4	5
	Employees returned to work after parental leave ended and were still employed 12 months after their return to work (Male) 育兒假後復工並12個月後仍在任(男性)	Number 數目	10	26	36	9	22	31
	Employees returned to work after parental leave ended and were still employed 12 months after their return to work (Female) 育兒假後復工並12個月後仍在任(女性)	Number 數目	4	5	9	2	11	13

Return to work and retention rates after maternity / paternity leave, by gender 按性別劃分的育兒假後復工和保留人數	Return to work rate (Male) 復工比率(男性)	Percentage 百分比	100	100	100	100	100	100
	Return to work rate (Female) 復工比率(女性)	Percentage 百分比	100	100	100	100	100	100
	Retention rate (Male) 保留比率(男性)	Percentage 百分比	100	87	90	100	88	91
	Retention rate (Female) 保留比率(女性)	Percentage 百分比	100	100	100	67	100	92
	Return to work rate 復工比率	Percentage 百分比	100	100	100	100	100	100
Average hour of training by gender 按僱員性別劃分的平均培訓時數	Male 男性	Hour 小時	28.23	2.56	20.98	21.86	1.91	16.24
	Female 女性	Hour 小時	27.17	7.19	19.30	20.31	7.00	15.16
Average hour of training by employment category 按職位劃分的平均培訓時數	Management Staff 管理人員	Hour 小時	30.74	17.06	27.00	17.96	3.16	13.81
	Senior staff 高級職員	Hour 小時	28.13	3.08	19.04	23.16	5.01	16.00
	General staff 普通職員	Hour 小時	27.86	2.23	20.75	21.62	1.67	16.34

Note 備註：

Only directly employed full-time employees are included in the calculation. Turnover does not include retirees. 數據只包括直接聘請的全職僱員。離職人數不包括退休員工。

ENVIRONMENT 環境

	Unit 單位	Jan-Dec 2018 2018年1月-12月		Total 總數	Jan-Dec 2019 2019年1月-12月		Total 總數
		Hong Kong 香港	Mainland China 中國內地		Hong Kong 香港	Mainland China 中國內地	
Energy Consumption 能源消耗							
Diesel 柴油	Litre 公升	8,907,382	1,267,480	10,174,862	8,659,922	1,311,862	9,971,784
	Gigajoule 千兆焦耳	338,481	48,164	386,645	329,077	49,851	378,928
Liquefied petroleum gas (LPG) 液化石油氣	Litre 公升	266,533	- *	266,533	262,680	- *	262,680
	Gigajoule 千兆焦耳	6,663	-	6,663	6,567	-	6,567
Petrol 汽油	Litre 公升	31,540	32,068	63,608	28,202	29,878	58,080
	Gigajoule 千兆焦耳	1,072	1,090	2,163	959	1,016	1,975
Liquefied natural gas (LNG) 液化天然氣	Cubic Metre 立方米	- *	107,224	107,224	- *	133,626	133,626
	Gigajoule 千兆焦耳	-	2,577,655	2,577,655	-	3,212,362	3,212,362
Total electricity consumption 電力消耗總量	kWh 千瓦時	49,295,984	17,017,804	66,313,787	48,644,328	17,578,357	66,222,685
	Gigajoule 千兆焦耳	177,466	61,264	238,730	175,120	63,282	238,402
Towngas 煤氣	Unit 單位	54,647	- *	54,647	53,409	- *	53,409
	Gigajoule 千兆焦耳	2,623	-	2,623	2,564	-	2,564
Natural Gas 天然氣	Cubic Metre 立方米	- *	31,684	31,684	- *	46,308	46,308
	Gigajoule 千兆焦耳	-	1,267	1,267	-	1,852	1,852
CO ₂ equivalent emissions (CO ₂ e) - Scope 1 二氧化碳當量排放 - 範疇一	Tonne 噸	24,180	3,737	27,918	23,509	3,939	27,447
CO ₂ equivalent emissions (CO ₂ e) - Scope 2 二氧化碳當量排放 - 範疇二	Tonne 噸	25,172	10,846	36,027	24,354	11,213	35,567
CO ₂ equivalent emissions (CO ₂ e) - Total ** 二氧化碳當量排放 - 總數**	Tonne 噸	49,352	14,593	63,945	47,863	15,152	63,015
Total CO ₂ equivalent emissions (CO ₂ e) intensity 二氧化碳當量排放強度	Kg / TEU 公斤/標準箱	9.42	11.87	9.89	9.76	11.88	10.20
Water Consumption 用水							
Water 用水量	Cubic Metre 立方米	74,134	23,969	98,103	71,303	24,512	95,815

Note 備註：

The LPG figures for 2016 and 2017 need to be restated due to an incorrect use of conversion factor. The LPG consumption in litre and gigajoule, and the CO₂e emission in Hong Kong are (2016) 270,851 litres, 6,771 gigajoule and 48,207 tonnes; and (2017) 271,277 litres, 6,782 gigajoule and 49,859 tonnes respectively. The emissions intensity for the Group is 10.89 kg/TEU and 10.16 kg/TEU in 2016 and 2017 respectively.

由於之前採用了不正確的換算系數，2016及2017年的液化石油氣數據需要重述。香港的液化石油氣用量以公升及千兆焦耳計，及二氧化碳當量排放分別為2016年：270,851公升、6,771千兆焦耳及48,207噸；2017年：271,277公升、6,782千兆焦耳及49,859噸。集團於2016及2017年的二氧化碳當量排放強度分別為每標準箱10.89公斤及每標準箱10.16公斤。

* Corresponding business unit did not consume this fuel type 相關業務單位並無使用此燃料

**CO₂e figures include scope 1 and scope 2 emissions 二氧化碳當量已包括範疇一及範疇二的排放

Water purchased from Water Supplies Department 用水購自供水機構

The CO₂e emission calculation shown here includes consumption of diesel, LPG, petrol, electricity and towngas

Sources: • “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings of Commercial, Residential or Institutional Purposes in Hong Kong”(by EPD & EMSD, 2010 ed.)

- CLP Hong Kong carbon intensity from CLP Sustainability Reports
- National Development and Reform Commission, Department of Climate Change (2010 ed.)

此處顯示的二氧化碳當量排放包括柴油、液化石油氣、汽油、電力和煤氣

資料來源：• 環境保護署及機電工程署出版的「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審計和報告指引」(2010年版本)

- 中華電力有限公司可持續發展報告所列表載的公司破強度數據
- 國家發展和改革委員會應對氣候變化司(2010年版本)

Standardised conversion factors of gigajoules (GJ): electricity (0.0036GJ/kWh), diesel (0.038GJ/L), LPG (0.025GJ/L), petrol (0.034GJ/L), LNG (24.04GJ/m³), natural gas (0.04GJ/m³) and towngas (0.048GJ/unit)

標準化千兆焦耳 (GJ) 轉換系數：電量(0.0036GJ / kWh)、柴油(0.038GJ / L)、液化石油氣(0.025GJ / L)、汽油(0.034GJ / L)、液化天然氣(24.04GJ / m³)、天然氣(0.04GJ / m³)和煤氣(0.048GJ / unit)

ENVIRONMENT 環境

	Unit 單位	Jan-Dec 2018 2018年1月-12月		Total 總數	Jan-Dec 2019 2019年1月-12月		Total 總數
		Hong Kong 香港	Mainland China 中國內地		Hong Kong 香港	Mainland China 中國內地	
Material Consumption 物料消耗							
Lubrication oil (engine oil + hydraulic oil) 潤滑油(機油 + 液壓油)	Litre 公升	46,456	18,915	65,371	37,930	15,745	53,675
Lubrication oil (grease) 潤滑油(油脂)	Kilogramme 千克	15,524	4,266	19,790	16,036	3,924	19,960
Tyre 輪胎	Number 數量	597	211	808	515	212	727
Paper 用紙量	Kilogramme 千克	15,816	3,927	19,743	16,364	3,265	19,629
Waste Recycling 廢物循環再用							
Non-chemical Waste 非化學廢物							
Tyre recycle 供循環再用的輪胎	Number 數量	1,095	140	1,235	457	306	763
Chemical Waste 化學廢物							
Total solid chemical waste 固體化學廢物 #	Kilogramme 千克	152,169	58,340	210,509	217,022	90,835	307,857
Total liquid chemical waste 液體化學廢物 ##	Kilogramme 千克	77,900	7,560	85,460	59,540	5,260	64,800

Note 備註：

The consumption of materials in comparatively insignificant amount is excluded 相對少量的物料消耗並不包括在上表

Recycled materials of food waste and wood pallet are excluded 回收的木卡板和廚餘並不包括在上表

The Company hires waste disposal contractors that are recognised by local authorities for waste collection and disposal services 公司聘用當地認可的回收商安排廢物回收及處理

Scrapped metal is included starting from 2018 自2018年起數據包括廢金屬

Waste oil from interceptor in Hong Kong is included starting from 2018 自2018年起香港數據包括來自分隔系統的廢油

OCCUPATIONAL HEALTH AND SAFETY 職業健康和安全

	Unit 單位	Jan-Dec 2018 2018年1月-12月		Total 總數	Jan-Dec 2019 2019年1月-12月		Total 總數
		Hong Kong 香港	Mainland China 中國內地		Hong Kong 香港	Mainland China 中國內地	
Number of fatality (死亡人數)	Number 宗數	0	0	0	0	1*	1*
Injury rate (Male) 工傷率(男性)	Per 1,000 persons 每千人	16	3.1	12.3	6.2	0	4.5
Injury rate (Female) 工傷率(女性)	Per 1,000 persons 每千人	0	0	0	9.7	0	6.0
Injury rate 工傷率	Per 1,000 persons 每千人	14.2	2.6	10.7	6.6	0	4.7
Lost day rate (Male) 缺勤率(男性)	Per working day 每工作日	0.0050	0.0005	0.0038	0.0062	0.0005	0.0046
Lost day rate (Female) 缺勤率(女性)	Per working day 每工作日	0	0	0	0.0001	0	0.0000
Lost day rate (缺勤率)	Per working day 每工作日	0.0045	0.0004	0.0033	0.0056	0.0004	0.0041
Absentee rate (Male) 缺席率(男性)	Per working day 每工作日	0.0213	0.0050	0.0169	0.0275	0.0036	0.0210
Absentee rate (Female) 缺席率(女性)	Per working day 每工作日	0.0176	0.0048	0.0122	0.0156	0.0048	0.0112
Absentee rate (缺席率)	Per working day 每工作日	0.0210	0.0049	0.0163	0.0263	0.0038	0.0199

Note 備註：

* A male contractor's staff 承辦商的男職員

Only directly employed full-time employees are included in the calculation, except number of fatality. 除致命意外的數據外，其餘數據只包括直接聘請的全職僱員。

Number of injury: One day work-related injury sick leave is used in this report.

受傷人數：本報告使用一天工傷病假為工傷個案計算。

Lost days for work-related injury: The method of calculating the lost days for work-related injury has been updated. The lost days for work-related injury are included in the year when they happened rather than when the injury happened.

因工傷而缺勤工作日數：因工傷而缺勤的工作日數計算方法已更改為顯示於缺勤日發生年份，而不是個案發生之年份內。

Formula of injury rate: (Number of injury / Total number of staff) x 1,000

工傷率計算公式：(工傷宗數 / 僱員總人數) x 1,000

Formula of lost days rate: Number of lost days for work-related injury / Total number of scheduled work days for all headcount

缺勤工作日比率計算公式：因工傷導致的缺勤日數 / 所有僱員需要工作日數

Formula of absentee rate: Number of absenteeism / Total number of scheduled work days for all headcount

缺席率計算公式：缺席日數 / 所有僱員需要工作日數

GRI STANDARDS CONTENT INDEX

GRI 標準內容索引

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
GRI 102: General Disclosures 一般披露 2016				
ORGANISATIONAL PROFILE 機構概況				
102-1	Name of the organization 企業名稱		3	✓
102-2	Activities, brands, products, and services 業務活動、品牌、產品及服務	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	6-7	✓
102-3	Location of headquarters 企業總部所在位置	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	6	✓
102-4	Location of operations 企業營運所在位置	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	6-7	✓
102-5	Ownership and legal form 擁有權及法律形式	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	6-7	✓
102-6	Markets served 企業所服務的市場	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	6	✓
102-7	Scale of the organisation 企業規模	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司 PERFORMANCE STATISTICS 統計數據摘要 <i>For our financial performance, please refer to the section on Modern Terminals in The Wharf (Holdings) Limited (Wharf's) financial reports.</i> 有關我們的財務表現，請參閱九龍倉集團有限公司財務報告內現代貨箱碼頭部份。	6 52-53	✓
102-8	Information on employees and other workers 有關僱員及其他員工的資料	PERFORMANCE STATISTICS 統計數據摘要 <i>No substantial portion of business activities were performed by workers who are legally recognised as self-employed during the reporting period.</i> 在報告期內，公司沒有任何主要業務由法律上所界定的自僱人士處理。	52-53	✓
102-9	Supply chain 供應鏈	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司 ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治	6 13 18-19	✓
102-10	Significant changes to the organisation and its supply chain 企業及其供應鏈的重大變化	<i>There were no significant changes to the organisation or its supply chain during the reporting period.</i> 在報告期內，企業及其供應鏈並無出現重大變化。	-	✓
102-11	Precautionary principle or approach 預防原則或措施	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	16-19 36-37	✓
102-12	External initiatives 外界所制訂的倡議	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	7-9	✓
102-13	Memberships in associations 企業參與的協會會籍	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	7	✓
STRATEGY 策略				
102-14	Statement from senior decision-maker 最高決策者的聲明	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭	4-5	✓
ETHICS AND INTEGRITY 道德和誠信				
102-16	Values, principles, standards, and norms of behaviour 價值觀、原則、標準和行為守則	CORPORATE GOVERNANCE 企業管治	16	✓
GOVERNANCE 企業管治				
102-18	Governance structure 企業管治架構	CORPORATE GOVERNANCE 企業管治	17-18	
STAKEHOLDER ENGAGEMENT 持份者參與				
102-40	List of stakeholder groups 持份者組別清單	ENGAGING WITH STAKEHOLDERS 與持份者溝通	11	✓
102-41	Collective bargaining agreements 集體談判協議	PERFORMANCE STATISTICS 統計數據摘要	52-53	✓

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
102-42	Identifying and selecting stakeholders 識別和選擇持份者	ENGAGING WITH STAKEHOLDERS 與持份者溝通	10-11	✓
102-43	Approach to stakeholder engagement 與持份者溝通的方法	ENGAGING WITH STAKEHOLDERS 與持份者溝通	10-11	✓
102-44	Key topics and concerns raised 所提出的關鍵議題和關注事項	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-13	✓
REPORTING PRACTICE 報告方式				
102-45	Entities included in the consolidated financial statements 綜合財務報表所包含的單位	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司 <i>A list of our principal subsidiaries is also disclosed in the section on Principal Subsidiaries in Wharf's financial reports.</i> 我們的主要附屬公司資料列於九龍倉財務報告內的主要附屬公司表。	6	✓
102-46	Defining report content and topic boundaries 界定報告內容及議題界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14-15	✓
102-47	List of material topics 重要議題清單	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14-15	✓
102-48	Restatements of information 重編過往報告所載資訊	PERFORMANCE STATISTICS 統計數據摘要 <i>The LPG figures for 2016 and 2017 need to be restated due to an incorrect use of conversion factor.</i> 由於之前採用了不正確的換算系數，2016及2017年的液化石油氣數據需要重述。	54	✓
102-49	Changes in reporting 匯報上的改變	ABOUT THE REPORT 關於本報告 <i>This report is prepared in accordance with the GRI Standards, whilst previous reports aligned with GRI G4 Guidelines.</i> 本報告採用GRI標準，而過往的報告則遵照GRI G4準則。	3	✓
102-50	Reporting period 報告期間	ABOUT THE REPORT 關於本報告	3	✓
102-51	Date of most recent report 上一份報告的發表日期	<i>Our previous Sustainability Report was published in May 2018.</i> 我們上一份可持續發展報告在2018年5月發表。	-	✓
102-52	Reporting cycle 報告周期	<i>We target to report every two calendar years.</i> 我們的目標是每兩個日曆年發表一次報告。	3	✓
102-53	Contact point for questions regarding the report 查詢報告的聯絡方式	BACK COVER 報告底頁	-	✓
102-54	Claims of reporting in accordance with the GRI Standards 採用GRI標準作匯報的申述	ABOUT THE REPORT 關於本報告	3	✓
102-55	GRI content index GRI內容索引	GRI STANDARDS CONTENT INDEX GRI標準內容索引	58-61	✓
102-56	External assurance 外部核實	ASSURANCE STATEMENT 核實聲明 <i>We continue to seek external assurance from an independent third party for our Sustainability Report.</i> 我們繼續為所發表的可持續發展報告尋求獨立第三方的審核。	62-63	✓
Material Topics and Management Approach 重要議題及管理方針披露				
GRI 200: ECONOMIC TOPICS 經濟議題				
GRI 201: Economic Performance 2016 經濟表現 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14	✓
103-2	The management approach 管理方針披露	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭	4-5	✓
103-3	Evaluation of management approach 管理方針的檢討	<i>Please refer to the section on Modern Terminals in Wharf's financial reports.</i> 請參閱九龍倉財務報告內現代貨箱碼頭部份。	-	✓
201-1	Direct economic value generated and distributed 企業所產生和分配的直接經濟價值	<i>For our financial performance, please refer to the section on Modern Terminals in Wharf's financial reports.</i> 有關我們的財務表現，請參閱九龍倉財務報告內現代貨箱碼頭部份。	-	✓

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
GRI 300: ENVIRONMENTAL TOPICS 環境議題				
GRI 302: Energy 2016 能源 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	14 36	✓
103-2	The management approach 管理方針披露	ENVIRONMENT 環境	36-40 42-43	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	18	✓
302-1	Energy consumption within the organisation 企業內的能源消耗量	PERFORMANCE STATISTICS 統計數據摘要	54-55	✓
302-4	Reduction of energy consumption 減少能源消耗	ENVIRONMENT 環境	39-40	✓
GRI 305: Emissions 2016 氣體排放 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	14 36	✓
103-2	The management approach 管理方針披露	ENVIRONMENT 環境	36-40 42-43	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	18	✓
305-1	Direct (Scope 1) GHG emission 直接(範圍一)溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要	54-55	✓
305-2	Energy indirect (Scope 2) GHG emissions 間接(範圍二)溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要	54-55	✓
305-4	GHG emissions intensity 溫室氣體排放強度	ENVIRONMENT 環境 PERFORMANCE STATISTICS 統計數據摘要	54-55	✓
GRI 306: Effluents and Waste 2016 污水和廢棄物 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	14 36	✓
103-2	The management approach 管理方針披露	ENVIRONMENT 環境	40-43	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	18	✓
306-2	Waste by type and disposal method 按類別及處理方法分類的廢棄物	PERFORMANCE STATISTICS 統計數據摘要	56-57	✓
306-3	Significant spills 嚴重洩漏	<i>There were no significant spills within our boundary. However, there have been a couple of fuel leakage cases during ship bunkering in the reporting period. Whilst Modern Terminals is not directly responsible for these incidents, we continue to work with relevant stakeholders to minimise the risk.</i> 在報告期內，在我們操作範圍內沒有嚴重洩漏，但曾發生船舶加油時洩漏燃油事件。儘管現代貨箱碼頭對該等事件並無直接責任，但我們持續與相關持份者合作，盡力降低風險。	-	✓
GRI 307: Environmental Compliance 2016 遵守環境法規 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	14 36	✓
103-2	The management approach 管理方針披露	ENVIRONMENT 環境 <i>We always seek to achieve environmental best practices and go beyond the regulatory requirements.</i> 我們一直致力實踐環保最佳實務，並致力超越規管要求。	36-43	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	18	✓
307-1	Non-compliance with environmental laws and regulations 違反環保法規	<i>There were no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations during the reporting period.</i> 在報告期內，我們並沒有因違反環保法規而被判處巨額罰款或懲處。	-	✓
社會議題				
GRI 401: Employment 2016 僱傭關係 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本	14-15 20-21	✓
103-2	The management approach 管理方針披露	OUR PEOPLE 以人為本	20-21	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 OUR PEOPLE 以人為本	18 22	✓
401-1	New employee hires and employee turnover 新入職僱員和僱員流失	PERFORMANCE STATISTICS 統計數據摘要	52-53	✓
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供予全職僱員而並無提供予臨時或兼職員工的福利	OUR PEOPLE 以人為本	22-29	✓
401-3	Parental leave 育兒假	PERFORMANCE STATISTICS 統計數據摘要	52-55	✓

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
GRI 402: Labour/Management Relations 2016 勞資關係 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14-15	✓
103-2	The management approach 管理方針披露	OUR PEOPLE 以人為本	20-21	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 OUR PEOPLE 以人為本	18 22	✓
402-1	Minimum notice period regarding operational changes 有關執行重大營運變更前的最短通知期	<i>Senior management communicates important business and operational changes or developments to employees via various channels in due course.</i> 高級管理層透過多種渠道就重要的業務和營運變化或發展與僱員適時溝通。	-	✓
GRI 403: Occupational Health and Safety 2016 職業健康與安全 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 HEALTH AND SAFETY 健康及安全	14-15 30	✓
103-2	The management approach 管理方針披露	HEALTH AND SAFETY 健康及安全	30	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 HEALTH AND SAFETY 健康及安全	18 30	✓
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 按類別劃分的工傷、職業病、缺勤及缺席比率，以及因工死亡事故數目	PERFORMANCE STATISTICS 統計數據摘要	56-57	✓
GRI 404: Training and Education 2016 培訓與教育 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本	14-15 25	✓
103-2	The management approach 管理方針披露	OUR PEOPLE 以人為本	25	✓
103-3	Evaluation of management approach 管理方針的檢討	OUR PEOPLE 以人為本	25	✓
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	OUR PEOPLE 以人為本 PERFORMANCE STATISTICS 統計數據摘要	26 54-55	✓
404-3	Percentage of employees receiving regular performance and career development reviews 僱員接受定期工作表現及職業發展評核的百分比	<i>All our full-time employees are required to conduct performance appraisal annually.</i> 我們所有全職僱員每年均須接受工作表現評核。	-	✓
GRI 413: Local Communities 2016 當地社區 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通 COMMUNITY INVOLVEMENT 社區參與	14-15 44	✓
103-2	The management approach 管理方針披露	COMMUNITY INVOLVEMENT 社區參與	44	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	16-19	✓
413-1	Operations with local community engagement, impact assessments, and development programmes 在當地有進行社區參與、影響評估和發展計劃的業務單位	<i>All our operations in different locations support local community programmes based on local communities' needs.</i> 我們在所有不同地點的業務單位均按當地社區的需求，為社區計劃提供支持。	-	✓
GRI 418: Customer Privacy 2016 顧客私隱 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14-15	✓
103-2	The management approach 管理方針披露	CORPORATE GOVERNANCE 企業管治	16,19	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	16,19	✓
418-1	Substantiated complaints concerning breaches or customer privacy and losses of customer data 經證實侵犯客戶私隱權及遺失客戶資料的投訴	<i>There were no reported significant fines for non-compliance during the reporting period.</i> 在報告期內，我們並沒有任何侵犯客戶私隱權或遺失客戶資料的投訴個案。	-	✓
GRI 419: Socioeconomic Compliance 2016 遵守社會經濟法規 2016				
103-1	Explanation of the material topic and its boundary 重大議題的描述和界限	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14-15	✓
103-2	The management approach 管理方針披露	<i>We demonstrate our commitment of service responsibility through providing healthy and safe workplaces for our employees. We continuously seek operational best practices and go beyond the regulatory requirements.</i> 我們為僱員提供健康和安全的工作環境，展示我們承擔服務責任的決心，同時亦不斷尋找最佳營運實務的實踐，超越規管要求。	-	✓
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	16-19	✓
419-1	Non-compliance with laws and regulations in the social and economic area 違反社會經濟法規	<i>There were no reported significant fines for non-compliance during the reporting period.</i> 在報告期內，我們沒有因違反社會經濟法規而被判巨額罰款。	-	✓

Assurance Statement

Modern Terminals Limited (“Modern Terminals”) has prepared the Sustainability Report 2018-2019 (hereinafter referred to as “the Report”) in accordance with the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards). The Hong Kong Productivity Council (HKPC) was commissioned by Modern Terminals to provide independent verification¹ of the Report, which covers the sustainability performance of Modern Terminals in terms of environmental, social and economic aspects between 1 January 2018 and 31 December 2019.

Objectives

The main objective of HKPC’s verification work was to provide independent assurance on the completeness, accuracy and reliability of the information presented in the Report. More specifically, the objectives were to:

- assess whether the scope of the Report covered all significant aspects of Modern Terminals’ sustainability performance;
- check whether the Report conformed to the Core option of the GRI Standards and the Reporting Principles;
- evaluate whether the selected statements and data presented in the Report were accurate;
- review whether the data collection and information management mechanisms used to prepare the Report were reliable; and
- provide recommendations for future reports.

Approach

The assurance assessment was performed with reference to the International Standard on Assurance Engagements (ISAE) 3000 Revised. HKPC’s verification procedures consisted of a comprehensive review of the Report, followed by the selection and verification of a representative sample of statements and data pertaining to the significant sustainability topics of Modern Terminals². During an interview with the Modern Terminals representatives, we reviewed and examined the data collation systems and supporting materials relating to the selected statements and data as well as Modern Terminals’ relevant management practices and initiatives.

Conclusion

The Report generally conforms to the Core option of the GRI Standards. It presents an overview of Modern Terminals’ environmental, social and economic performance with respect to its key services, activities and initiatives. In terms of the accuracy and reliability of the Report, the selected sample of statements and data examined during the verification process was consistent with the source materials reviewed and reflected a fair account of Modern Terminals’ environmental, social and economic performance. The data collation and information management systems adopted were generally considered to be reliable.



Clement Li
General Manager
SME Engagement Division
Hong Kong Productivity Council
8 May 2020

¹ This verification statement has been prepared for Modern Terminals for the purpose of assuring the statements and data presented in its Sustainability Report 2018-2019 only. The statement was prepared based on HKPC’s review of the selected sample of information provided by Modern Terminals during the verification process. HKPC will not accept or assume any responsibility or liability (legal or otherwise) in relation to this verification statement.

² Our verification work did not cover data and information which had already been published in the press releases, on the Company’s website, in the annual reports of its mother company or other publications.

核實聲明

現代貨箱碼頭有限公司（「現代貨箱碼頭」）按照全球報告倡議組織《可持續發展報告標準》（GRI 標準），編寫現代貨箱碼頭可持續發展報告 2018-2019（以下簡稱為「報告」）。香港生產力促進局（「生產力局」）獲現代貨箱碼頭委託，對其報告的內容進行獨立核實¹。報告涵蓋現代貨箱碼頭由 2018 年 1 月 1 日至 2019 年 12 月 31 日期間，於環境、社會及經濟方面的可持續發展表現。

目標

生產力局進行核實工作的主要目標，是對報告所載資料的完整性、準確性及可靠性進行獨立的評核，具體而言是要：

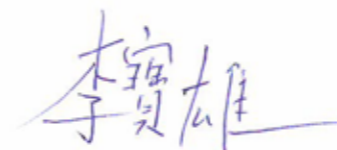
- 評核報告的內容範圍是否涵蓋所有與現代貨箱碼頭可持續發展表現有關的重要範疇；
- 查核報告是否符合 GRI 標準的核心選項要求及報告原則；
- 評定報告內被選取出來作查核的陳述及數據是否準確；
- 檢討用以編製報告的數據收集及資料管理機制是否可靠；及
- 為日後的報告提供建議。

方法

生產力局的核實過程是參考 International Standard On Assurance Engagements (ISAE) 3000 Revised 而進行，程序包括全面審閱報告的內容，然後就現代貨箱碼頭的重要議題選取具代表性的陳述和數據進行核實²。透過與現代貨箱碼頭的代表進行會談，我們審閱和檢查了數據整理系統與所選取陳述和數據有關的證明文件，以及現代貨箱碼頭的相關管理規範和措施。

總結

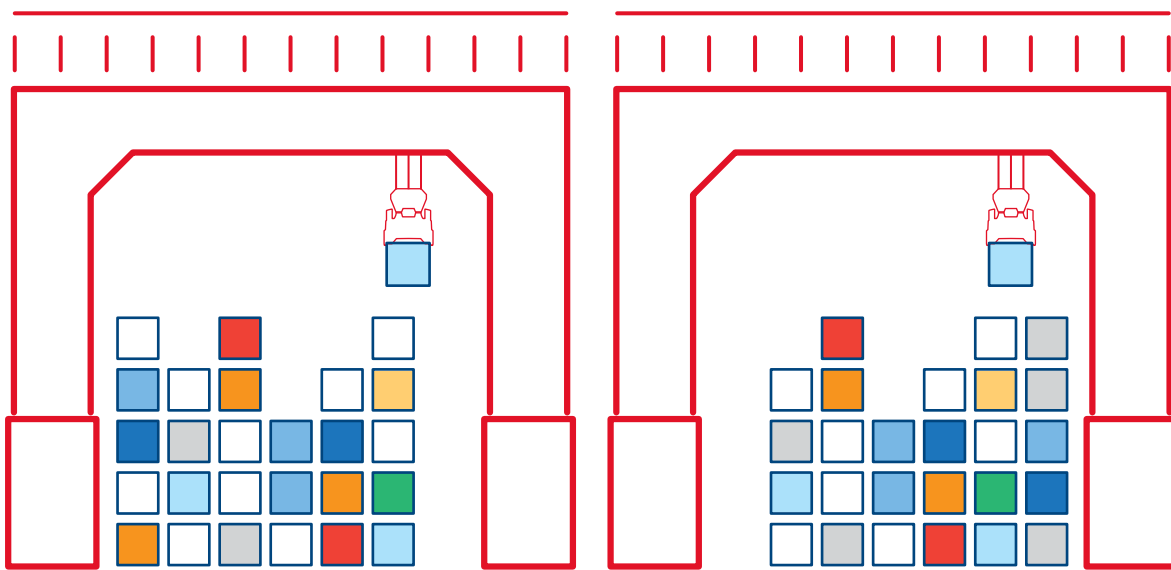
報告整體而言符合 GRI 標準的核心選項要求，並概述了現代貨箱碼頭於其主要服務、活動及工作相關的環境、社會及經濟表現。就報告的準確性及可靠性而言，核實過程中所選取作檢查的陳述和數據與所審查的源頭資料一致，且公正地反映現代貨箱碼頭在環境、社會及經濟方面的表現。為編寫報告所採用的數據整理和資料管理系統整體而言是可靠的。



香港生產力促進局
中小企營商服務部
總經理
李寶雄
2020 年 5 月 8 日

¹ 此核實聲明的目的，僅作為對現代貨箱碼頭可持續發展報告 2018-2019 內的陳述及數據進行核實用途。此聲明乃基於現代貨箱碼頭提供予生產力局所選取作檢查的相關資料，經過審核而得出的結論。生產力局並不負有或承擔任何對於此聲明有關的法律或其他責任。

² 生產力局的工作不包括核實已於現代貨箱碼頭發布的新聞稿、公司的網站、母公司年報，以及其他公開刊物內載述的數據及資料。



Modern Terminals Limited
現代貨箱碼頭有限公司

Berth One, Kwai Chung, Hong Kong
香港葵涌一號碼頭

Tel 電話：(852)2115 3838 Fax 傳真：(852)2115 4848

E-mail 電郵：cad@modernterminals.com

www.modernterminals.com