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ABOUT THE REPORT

關於本報告



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

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. We have made the appropriate disclosures and we have applied the Reporting Principles for defining report content and report quality. The reporting period covers the two calendar years of 2020 and 2021. 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. The coverage of this report includes our operations in Hong Kong and DaChan Bay in western Shenzhen, for which we are the majority shareholder.

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.

這是現代貨箱碼頭有限公司(公司)發表的第五份 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。

本報告是根據「全球報告倡議組織」(GRI)標準的「核心選項」撰寫。我們已作出適當的披露,並引用報告原則來界定報告內容及報告質量。報告期涵蓋2020至2021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。本報告涵蓋範圍包括香港業務及我們為主要股東、位於深圳西的大鏟灣碼頭的業務。

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。









MESSAGE FROM GROUP MANAGING DIRECTOR

集團董事總經理獻辭



At Modern Terminals, we have seen both challenges and opportunities in our businesses in 2020 and 2021. The COVID-19 pandemic has posed challenges to different industries and the port industry is no exception. With the dedication of our team and people working at the port, we have maintained operations throughout the period while there has been a significant disruption to the global supply chain. You may find details of our measures against the pandemic in the sections on Corporate Governance and Health and Safety. The pandemic, on the other hand, has brought opportunities to our facilities in both Hong Kong and DaChan Bay with increasing demand for terminal services from shipping line customers.

The Hong Kong Seaport Alliance (HKSPA) continued to run well. With the acceptance of HKSPA's commitments by the Hong Kong Competition Commission on 30 October 2020, we are on track for full implementation aiming to deliver the full potential of HKSPA, enhance our value proposition and attract more business to Hong Kong. However, we are not able to capture the demand fully in the second half of 2021 because our operational capabilities were hampered by long staying containers which have a negative effect on our handling velocity.

We are pleased to see that the 2021 Policy Address announced by the HKSAR Government in October 2021 has included the development of "Smart Port". We and other terminal operators will continue to work with the Government to ensure the competitiveness of the Port of Hong Kong will be enhanced with its smart port initiatives. At the port, besides the full implementation of Electronic Release Orders for paperless management of import containers, we plan to conduct a pilot run of the Electronic Booking Confirmation Note (eBCN) which aims to digitalise the export cargo flow in early 2022. At the same time, we will continue to work with the Government on the Trade Single Window, a one-stop electronic platform for registered users to lodge import and export trade documents with the HKSAR Government online.

在2020及2021年,我們的業務充滿挑戰和機遇。 新冠肺炎疫情為不同行業帶來挑戰,港口業亦不 例外。全球供應鏈受到嚴重影響,憑著我們團隊和 其他港口工作人員的努力,期間我們仍維持運作。 就我們應對疫情的安排,可參閱企業管治和健康及 安全部份的相關內容。另一方面,隨著船公司對 貨箱碼頭服務的需求不斷上升,疫情同時為我們 位於香港及大鏟灣的設施帶來機遇。

「香港海港聯盟」(下稱「海港聯盟」)繼續運作暢順。 隨著香港競爭事務委員會於2020年10月30日接受 海港聯盟的承諾,海港聯盟將按計劃全面推行以充 分發揮聯盟的作用,提升香港港口為客戶所帶來的 價值及帶動我們香港業務的增長。但是,在2021年 下半年,由於長期逗留貨櫃量增多影響我們的效率 及處理能力,致使我們未能完全抓住市場的需求。

我們樂見香港特區政府於2021年10月發表的施政報告中涵蓋了「智慧港口」的發展。我們與其他碼頭營運商將會繼續與政府合作,確保智慧港口的推動以提升香港港口的競爭力。我們已全面採用電子提櫃單以達至入口過程無紙化,並會於2022年初推出電子訂艙單先導計劃,將出口貨物流程數碼化。同時,我們會繼續與政府合作推行貿易單一窗口,讓登記用戶可透過此一站式電子平台向香港特區政府提交進出口貿易文件。

We have made further significant progress in our sustainability journey. In mid-2021, we have established a comprehensive Sustainability Strategy with longterm goals for our five sustainability pillars including Corporate Governance, People, Health and Safety, Environment, and Community Involvement.

Climate change is a big issue and we see that it is important for Modern Terminals to take bold actions to help address it. We aim to eliminate direct greenhouse gas (GHG) emissions from our own operations by 2030, and to become carbon neutral by 2050. As part of our Strategy, in late 2021, we have secured our first sustainability-linked loan with specific decarbonisation targets set for the next few years.

In the reporting period, we have conducted a study to explore the possibility to take part in any international sustainability initiative(s) to raise our sustainability performance. We have decided to adopt the United Nations Sustainable Development Goals. We will continue to look for ways to enhance our efforts.

In order to achieve our aggressive decarbonisation goals, we started to introduce renewable energy by installing solar panels at our facilities in Hong Kong in late 2021 and plan to electrify all container handling equipment and yard vehicles or turn them into green energy-sourced.

For our people, we have placed more emphasis on diversity and inclusion. Besides becoming a signatory of the Racial Diversity and Inclusion Charter for Employers since 2019, we have set a target to maintain at least 30% women representation at management level. We will conduct a review of our people practices with an aim to further promoting a family-friendly work environment.

Health and safety is always our top priority and we have a stringent health and safety management system in place. Despite our efforts, we are saddened to report that there was a fatality case in 2020 involving one subcontractor who was carrying out construction site work at Modern Terminals. Though the Labour Department laid no charges against our Company, we conducted an investigation and have applied measures to ensure safety.

In terms of community involvement, we are glad to share that we have established an ongoing, long-term relationship with our Project *WeCan* partner school Cotton Spinners Association (CSA) Secondary School and we have committed to providing continuous support to the school to facilitate youth development. We have seen great improvement in the school performance in the last 10 years under our programme and we look forward to more achievements with us working together.

Going forward, we have a detailed work plan in place with owners and working teams for each goal to help bring our Company towards our goals under our Sustainability Strategy.

Feedback can always help us improve further. Please share with us your comments and suggestions.

我們在可持續發展方面有重大進展。2021年中, 我們確立一套更全面的可持續發展策略,當中包含 公司五個可持續發展重要領域的長遠目標 — 包括企 業管治、以人為本、健康及安全、環境和社區參與。

氣候變化是一個重大議題,我們相信現代貨箱碼頭須採取大膽革新的行動來應對。我們定下目標於2030年將營運中產生的直接溫室氣體排放減至零,並致力於2050年實現碳中和。作為策略的一部分,我們更於2021年底完成首個可持續發展表現掛鉤貸款的安排,貸款與公司未來數年的具體減碳目標掛鉤。

在報告期內,我們探討參與國際可持續發展倡議的 可能性,以提升我們的可持續發展表現。我們決定 採用聯合國可持續發展目標,並會繼續致力提升 我們的工作。

為了實現我們進取的減碳目標,我們開始引入可再生能源,於2021年底在香港的設施安裝太陽能光伏板,並計劃將所有貨櫃裝卸設備和堆場車輛改為電力推動或改為以綠色能源推動。

在以人為本方面,我們主張多元及共融。除了自 2019年起成為〈種族多元共融僱主約章〉的簽署 機構外,我們更定下目標以保持管理層最少30%為 女性。我們會就人力資源實務進行檢討,致力推廣 家庭友善工作環境。

我們一向重視健康及安全,有一套嚴格的健康及安全管理系統。儘管如此,我們很遺憾於2020年發生一宗致命意外,涉及一名於現代貨箱碼頭進行工程的承辦商員工。雖然勞工處未就此意外對本公司提出指控,我們亦進行了內部審查並已採取加強措施以確保安全。

在社區參與方面,我們很高興已經與「學校起動計劃」的夥伴棉紡會中學建立長期合作關係,承諾向學校持續提供支援以促進青少年發展。在過去十年,學校的表現在我們的計劃下取得了很大的進步,我們期待未來的合作會帶來更大成就。

展望未來,我們已制定詳細的工作計劃,就每項目標指定負責人及工作小組,以帶領公司實現可持續發展策略下的目標。

歡迎與我們分享你的寶貴意見及建議·幫助我們 不斷進步。

Honal

Horace Lo
Group Managing Director



集團董事總經理 **盧偉民**



SUSTAINABILITY STRATEGY

可持續發展策略



Sustainability

可持續發展重要領域

Pillars

Material topics

重要議題

Modern Terminals has established a comprehensive Sustainability Strategy with long-terms goals for all our five sustainability pillars in 2021 – Corporate Governance, People, Health and Safety, Environment, and Community Involvement. It provides a clear roadmap for the ongoing sustainability journey of our Company.

Below are full details of our Sustainability Strategy.

現代貨箱碼頭於2021年建立了一套完善的可持續發展策略,當中涵蓋我們五個可持續發展重要領域的長遠目標一包括企業管治、以人為本、健康及安全、環境、以及社區參與。此策略為公司確立清晰的可持續發展路線圖。

以下為我們可持續發展策略的詳情:

Sustainability Pillars 可持續發展重要領域	Material topics 重要議題	Commitments and targets 承諾與目標
Corporate Governance 企業管治	Technology and automation (TA) 科技與自動化 (TA)	(TA1) To continue exploring technology to make Modern Terminals a smart port (TA1) 繼續探索創新科技,將現代貨箱碼頭發展成智慧港口 (TA2) To electrify all equipment and vehicles by 2030 (TA2) 於2030年或之前將所有設備及車輛電動化
	Supply chains (SC) 供應鏈 (SC)	(SC1) To ensure 100% of suppliers comply with the Supplier Code of Conduct (SC1) 確保100%供應商遵守供應商行為守則
		(SC2) To enhance contractor practices by 2025 (SC2) 於2025年或之前加强承辦商管理實務
		(SC3) To conduct a supply chain risk assessment by 2025 with a view to auditing high-risk suppliers (SC3) 於2025年或之前進行供應鏈風險評估,當中包括對高風險供應商進行審查

Corporate Governance 企業管治	Green finance and environmental, social and governance (ESG) disclosure (GF) 綠色金融及就環境、社會和 企業管治的披露 (GF)	(GF1) To develop green finance framework by 2023 (GF1) 於2023年或之前訂立綠色金融架構
People 以人為本	Labour practices - diversity and inclusion (LP) 勞工實務 - 多元化和包容性 (LP)	(LP1) To maintain at least 30% women representation at management level (LP1) 在管理層中保持最少30%為女性
Health and safety 健康及安全	Health, safety and wellness (HS) 健康、安全與福祉 (HS)	(HS1) To achieve zero fatalities of both staff and contractors' workers (HS1) 員工及承辦商員工均達至零死亡個案 (HS2) To reduce injuries of both staff and contractors' workers (HS2) 減少員工及承辦商員工的工傷個案 (HS3) To establish health and safety targets for contractors' workers (HS3) 為承辦商員工設立健康及安全目標 (HS4) To further enhance the employee wellness programmes (HS4) 進一步加强員工身心健康活動 (HS5) To increase employee participation in any wellness programmes (HS5) 提升僱員對身心健康活動的參與率
Environment 環境	Energy and greenhouse gas (GHG) emissions (E) 能源與溫室氣體排放 (E) Waste and effluent discharge (W) 廢料與污水排放 (W)	(E1) No direct GHG emissions from operations by 2030 (E1) 於2030 年或之前在營運中將直接溫室氣體排放減至零 (E2) To become carbon neutral in our operations by 2050 (E2) 於 2050 年或之前實現碳中和 (E3) To increase the usage of renewable energy (E3) 提高可再生能源的使用 (W1) Zero spillage incidents from our own buildings (W1) 於我們的建築物內做到零洩漏事故
Community Involvement 社區參與	Community investment (CI) 社區參與 (CI)	(CI1) To provide long-term support to Cotton Spinners Association Secondary School to facilitate youth development (CI1) 向棉紡會中學提供長期支援以促進青年發展 (CI2) To further expand Modern Terminals Summer Fitness Programme in partnership with the Chinese YMCA of Hong Kong (CI2) 與香港中華基督教青年會合作,進一步擴展「現代貨箱碼頭夏日運動站」 (CI3) To enhance Modern Terminals scholarship by including universities / colleges (CI3) 加强現代貨箱碼頭的獎學金計劃,擴展至大學/學院 (CI4) To increase employee participation in volunteer works (CI4) 提升員工對義務工作的參與率

Commitments and targets

承諾與目標



ABOUT MODERN TERMINALS LIMITED

關於現代貨箱碼頭有限公司

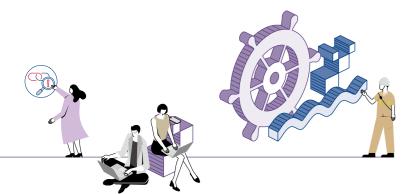


Modern Terminals Limited is a privately-owned company with large listed conglomerates as our shareholders, namely The Wharf (Holdings) Limited (68%), China Merchants Port Holdings Company Limited (27%) and Jebsen Securities Limited (5%). Headquartered in Hong Kong, we own and operate container terminals 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Jebsen 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)大鏟灣 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

公司名稱 Modern Terminals Hong Kong (100%) 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

公司名稱 Company name

DaChan Bay Terminals (65%) 大鏟灣碼頭(65%)

Services and operations 所經營的業務和服務

Container terminals

• 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 (Corporate Member) 香港美國總商會(公司會員)
- Business Environment Council
- (Founding Member and Council Member) 商界環保協會(創會會員及特邀會員)
- The Chartered Institute of Logistics and Transport in Hong Kong (Organisation Member)
- 香港運輸物流學會(公司會員)
- Clean Air Charter led by Business Coalition on the Environment
- 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 (Corporate Member) 香港管理專業協會(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 & 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 大鏟灣

- 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)

可持續發展報告 2020 - 2021 Sustainability Report 2020-2021

AWARDS AND RECOGNITIONS 獎項和嘉許

HONG KONG 香港		
Organiser 主辦單位	Award and recognition 獎項和嘉許	Year of award 獲嘉許年份
Hong Kong Management Association 香港管理專業協會	Hong Kong Sustainability Award – Certificate of Excellence (Large Organisations category) 香港可持續發展獎 - 卓越獎(大型機構組別)	2020/2021 2020/2021年
Hong Kong Quality Assurance Agency 香港品質保證局	Hong Kong Green and Sustainable Finance Awards – Outstanding Award for Green and Sustainable Loan Issuer (Port & Logistics Industry) – Visionary Sustainability-linked Loan Performance Metrics 香港綠色和可持續發展金融大獎 - 傑出綠色和可持續貸款發行機構(碼頭及物流行業) - 卓越遠見可持續發展掛鉤貸款績效指標	2021年
HR Asia	Best Companies to Work for in Asia 亞洲最佳企業僱主	2018 2018年
Employees Retraining Board 僱員再培訓局	Manpower Developer 「人才企業」標誌	Since 2014 自2014年
Mandatory Provident Fund Schemes Authority 強制性公積金計劃管理局	Good MPF Employer 5 Years+ 「積金好僱主5年+」標誌	Since 2014/2015 自2014/2015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 5 Years+ 「開心企業5年+」標誌	Since 2017 自2017年
Lloyd's Register Quality Assurance Ltd.	ISO 14001 EMS Certification ISO 14001環境管理體系認證	Since 2009 自2009年
Environmental Campaign Committee, Environmental Protection Department 環境運動委員會、環境保護署	Hong Kong Awards for Environmental Excellence – Silver Award (Transport and Logistics Category) 香港環境卓越大獎銀獎(交通及物流業)	2019年
Business Environment Council 商界環保協會	Sustainable Consumption Enterprise Award – Certificate of Excellence 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 – 3 Years+ EcoPioneer 中銀香港企業環保領先大獎 - 3年+環保先驅	Since 2018 自2018年

HONG KONG SUSTAINABILITY AWARD 卷图可持續金融與 2020/21

HKQAA SYMPOSIUM 香港及資保證用等提供的會

NABLE FINANCE AND CLIMATE RESIL • HONG NG 2021 • 申持額金數及學園園 2021

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BEST COMPANIES
TO WORK FOR
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HAPPY開心企業 COMPANY **5years**+

> UKAS MANAGEMENT SYSTEMS

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香港環境卓越大獎

SUSTAINABLE CONSUMPTION ENTERPRISE 支持可持續消費行為企業

Hong Kong Council of Social Service 香港社會服務聯會	10 Years Plus Caring Company Logo 「商界展關懷連續10年或以上」標誌	Since 2007/2008 自2007/2008年
InspiringHK 凝動香港體育基金	SportsHour Company 『企業「一」起動』嘉許計劃 - 獲嘉許公司	Since 2021 自2021年
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	Web Accessibility Recognition Scheme - Silver Award (Website Stream) 「無障礙網頁嘉許計劃」銀獎(網站組別)	Since 2015 自2015年
Federation of Hong Kong Industries 香港工業總會	Industry Cares – 3 Years+ Caring Certificate (Enterprise Group) 「工業獻愛心」表揚計劃 - 3年+愛心關懷證書(企業組別)	Since 2019 自2019年
Chinese YMCA of Hong Kong 香港中華基督教青年會	"Sport-Friendly Action" Logo 「運動友善計劃」標誌	Since 2018/2019 自2018/2019年











DACHAN BAY 大鏟灣

Organiser 主辦單位	Award and recognition 獎項和嘉許	Year of award 獲嘉許年份
SGS	ISO 14001 EMS Certification ISO 14001環境管理體系認證	Since 2013 自2013年
China Association of Enterprises with Foreign Investment and Shenzhen Association	National Excellent Enterprise with Foreign Investment Harmonious Labour Relationship Promotion	Since 2014
of Enterprises with Foreign Investment 中國外商投資企業協會及深圳外商	全國優秀外商投資企業和諧勞動關係促進獎	自2014年
投資企業協會	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 Supply Chain Fair	Outstanding Service Provider of Logistics and Supply Chain	2020 and 2021
中國(深圳)國際物流與供應鏈博 覽會	優質物流與供應鏈服務商	2020及2021年
Volunteer Association of Xi'xiang Street, Bao'an District 寶安區西鄉街義工聯會	Outstanding Volunteer Group 傑出義工隊	2021 2021年



UKAS WASAGEMAN STREET





10



ENGAGING WITH STAKEHOLDERS

與持份者溝通



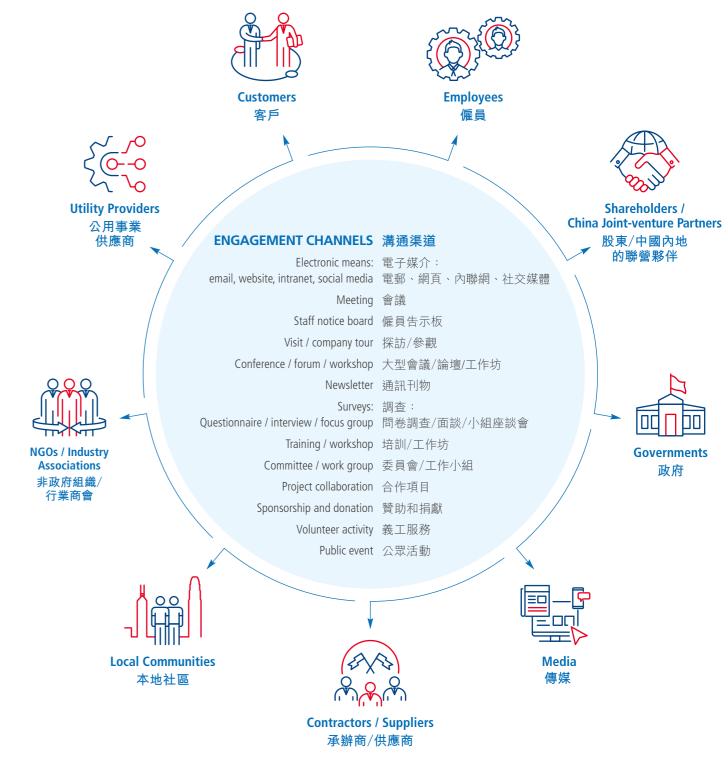
Modern Terminals has always placed great importance on stakeholder engagement. We have been communicating with our stakeholders on aspects including business strategies, actions, and sustainability efforts through various channels. We also used a comprehensive mapping and prioritisation process to identify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

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,訊息涵蓋公司業務策略和工作,以及在可持續發展方面的努力。我們亦會根據持份者對公司的影響力或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 warehouse tenants as we aim to enhance efforts on scope 3 aspects of 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, NGO partners, and shareholders for our previous reports. For details, please refer to our previous reports available on our website: www.modernterminals.com.

我們致力加強可持續發展範疇三的工作績效, 因此在準備此報告時,我們對選定的貨倉大樓 租戶進行面談。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、非 政府組織,以及股東。有關詳情,請參閱網站 發佈的報告: 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 warehouse tenants and our responses are presented in the table below.

下表列出貨倉大樓租戶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

Climate Agility and Resilience

氣候變化應對

Climate change is a big issue and we believe it is important for Modern Terminals to take bold actions to help address the issue. In September 2021, we have established long-term goals to eliminate all direct GHG emissions from our operations by 2030 and to become carbon neutral by 2050. We encourage all companies, big or small, to work together to tackle this issue.

氣候變化是一個重大議題,亦相信公司須採取大膽革新的行動來應對。2021年9月,公司制定了長遠目標,致力於2030年將營運中產生的直接溫室氣體排放減致零,並於2050年實現碳中和。我們鼓勵所有公司,不分大小,共同努力解決氣候危機。

Awareness and Communications 透過宣傳提高意識

Modern Terminals has enhanced our efforts to engage various stakeholders on sustainability in recent years. For warehouse tenants, in particular, we have started to engage them on environmental initiatives including promotional activity at warehouse building, e-flyer on our environmental efforts, and plastic and cardboard recycling. We will continue to provide more information about our efforts to our stakeholders.

近年來,公司致力加強與不同持份者在可持續發展方面的合作及溝通。就貨倉大樓租戶,我們已開始與他們在環保方面合作和溝通,包括在貨倉大樓舉辦宣揚環保意識的活動、有關公司環保工作的電子單張,以及塑膠和硬紙板回收。公司將繼續向相關持份者提供更多關於我們在可持續發展工作的資訊。

Waste Management 廢物管理

We have launched the plastic and cardboard recycling programme with warehouse tenants in late 2021. More details of the programme can be found on P.43 of this report. We will explore other opportunities to further reduce waste.

我們已於2021年下旬與貨倉大樓租戶啟動了塑膠和硬紙板回收計劃。有關該計劃的 詳情,請參閱本報告第43頁。 我們將探索進一步廢物減量的措施。

Support from Modern Terminals on Environmental Initiatives

公司對環保措施的支持

Modern Terminals will continue to work with various stakeholders to come up with collaborative initiatives to help protect the environment.

公司將繼續與不同持份者合作,提出協作計劃以幫助保護環境。

Key issues raised by stakeholders engaged 持份者提出重點關注議題

Our response 我們的回應

Digitalisation 數碼化

Digital and Paperless Operations

數碼化和無紙化操作

Modern Terminals together with other terminal operators in Hong Kong have rolled out Electronic Release Order (eRO) and Electronic Booking Confirmation Note (eBCN) for paperless management of import and export containers respectively. We will continue to work with the Hong Kong SAR Government and relevant stakeholders on the Smart Port initiative of the city to enhance further the efficiency throughout the supply chain.

公司聯同香港其他碼頭營運商分別推出電子提櫃單(eRO)及電子訂艙確認單(eBCN), 實現進出口貨櫃的無紙化管理。我們將繼續與香港特別行政區政府和相關持份者就 智能港口計劃合作,進一步提升整個供應鏈的效率。

Health and Safety 健康及安全

Truck Passageway
Arrangements and Facilities
Upgrade

貨櫃車通道安排及設施提升

Modern Terminals places great importance on health and safety. We conduct constant reviews in various aspects to ensure safety at all times and we will continue our efforts in this area.

公司非常重視職業健康及安全,在各方面不斷進行檢視,以確保安全,我們將繼續在這方面的努力。

Workforce and Talent Pipeline 人力和人才吸納

Attracting and Maintaining Talent

吸納和留住人才

As mentioned in our last report, attracting talent is a challenge faced by our industry and we have been working with various stakeholders to launch educational programmes to engage the younger generation so that they have a proper understanding of the industry for career planning.

At the same time, the Smart Port initiative led by the Hong Kong SAR Government and digitalisation efforts of the terminal operators will enhance efficiency, and at the same time, help attract young talent.

正如我們在上一份報告中提到,吸引人才是我們行業面臨的挑戰。我們一直與不同 持份者合作推出各項活動,與年輕一代保持緊密聯繫,讓他們加深認識本行業,有助 他們未來職業生涯規劃。

此外,由香港特區政府牽頭的智慧港口計劃和碼頭營運商的數碼化工作將進一步提高效率,同時有助於吸引年輕人才。

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範疇與行業概況看齊和切合持份者的期望。公司的可持續發展督導委員會同意下列議題和範疇對公司至為重要。

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

Ec	Economic 經濟							
1	Economic performance 經濟表現	GRI 201: Economic Performance 經濟表現	V	√				

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

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

Soci	ial 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	V	V		
8	Employee benefits and compensation 僱員福利和薪酬	GRI 401:	Employment 僱傭關係	V	V		
9	Working conditions and hours 工作環境和時間	GRI 402:	Labour/ Management Relations 勞資關係	V	V		
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		Employment 僱傭關係 Occupational Health and Safety 職業健康與安全	V	V		
12	Community engagement 社區參與	GRI 413:	Local Communities 本地社區				\checkmark
13	Social compliance 遵守社會法規	GRI 419:	Socioeconomic Compliance 社會經濟法規遵循	✓	V	V	V

Serv	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	V	√						
15	Cybersecurity 網絡安全	GRI 418: Customer Privacy 客戶私隱	V	V						



CORPORATE GOVERNANCE



企業管治





KEY GOALS 主要目標

- To make Modern Terminals a smart port 將現代貨箱碼頭發展成智慧港口
- To enhance contractor practices by 2025
 於2025年或之前加强承辦商管理實務
- To conduct a supply chain risk assessment by 2025

於2025年或之前進行供應鏈風險評估

Modern Terminals adopts a robust corporate governance with transparency, fairness, integrity and accountability. 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. We have business continuity plans and contingency plans in place to address all possible risks related to our operations.

Under a well-defined and effective governance structure, our Management Board oversees the Company's development and enhances shareholder value in alignment with our Vision and Mission, Strategies, Brand Promises, and Culture Values (details can be found on our Company website).

The Risk Management and Internal Control Committee (RMICC) established in late 2020 and chaired by our Group Managing Director is the overarching governance structure to oversee both the risk management and internal control functions. The RMICC meets at least once a year. 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

在明確而有效的管治架構下,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)。

公司於2020年末成立由集團董事總經理出任主席的 風險管理及內部監控委員會(RMICC),為監管公司 所有風險管理及內部監控工作的管治架構。委員會 每年最少舉行一次會議。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。 公司的紀律守則會定期更新,以適應不斷變化的 環境。為確保僱員達到公司的高要求,我們訂立了 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.

Reflecting the increasing importance our Company places on sustainability, our Management Board (MB) now drives our sustainability efforts. The MB consists of the Group Managing Director, Chief Financial Officer, and Chief Commercial Officer. Our Sustainability Steering Committee has always been chaired by the Group Managing Director and now comprises members of the MB in addition to management representatives from various departments. The Sustainability Steering Committee sets the direction of the sustainability strategy for the Company and monitors the progress on our targets.

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。

公司對可持續發展的重視不斷提升,相關工作現由 管理委員會全力推動。管理委員會成員包括集團 董事總經理、財務總裁和商務總裁。可持續發展督導 委員會一直由集團董事總經理擔任主席,成員除 包括各個部門的管理層代表外,亦包括管理委員會 的成員。可持續發展督導委員會負責制定相關方向, 並督導我們朝向目標邁進。

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

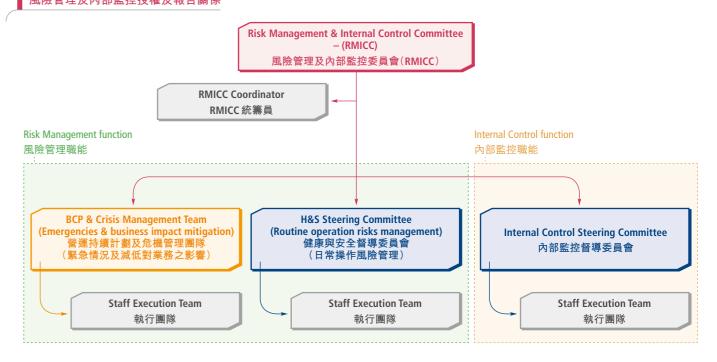
Major Responsibilities

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

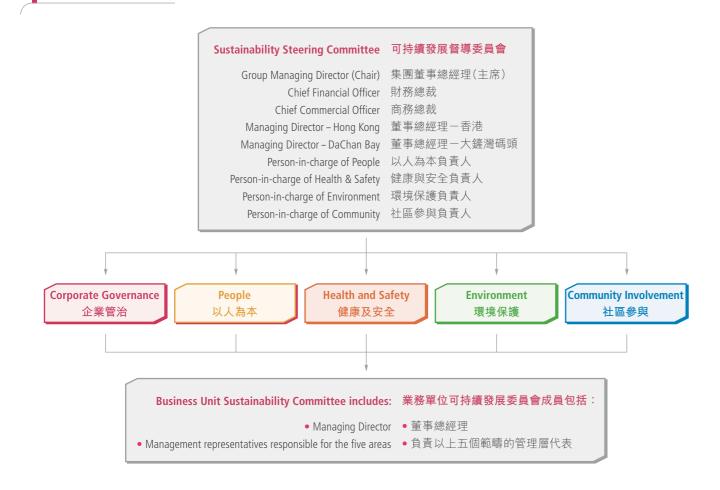
主要職責

- 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

Risk Management & Internal Control Authority and Reporting Relationship 風險管理及內部監控授權及報告關係



Structure of the Sustainability Steering Committee 可持續發展指導委員會架構



CONTINUOUS REVIEW AND ENHANCEMENTS

We see that constant review and enhancement is of great importance in governance. In the reporting period, we have launched the following new policies to reflect the increased importance we have placed on the respective topics:

- Personal Data (Privacy) Policy
- Human Rights Policy
- Handling Work Injury Policy
- Water Management Policy
- Energy Policy

As a standard practice, all existing policies are reviewed regularly and amendments are made if necessary.

ENHANCING RESILIENCE

The COVID-19 pandemic has had profound impacts across the world including the global supply chain. Amidst these challenging times, Modern Terminals has been taking every all-important precaution to protect our stakeholders. We have demonstrated our agility and resilience to help our people, community, customers as well as the worldwide supply chain to stay connected.

持續檢討和改進

我們明白不時審視,不斷作出改進的重要性。在報告期內,我們推出以下新政策,以反映我們對相關議題的日益重視:

- 個人資料(私隱)政策
- 人權政策
- 處理工傷政策
- 水資源管理政策
- 能源政策

所有現行政策均定期進行審視,並在有需要時進行 更新。

提升韌性

新型冠狀病毒的大流行對全球包括供應鏈在內影響深遠。在這個充滿挑戰的時期,公司一直採取必要的預防措施來保護我們的持份者。公司展現出敏捷性和韌性,以幫助我們的員工、社區、客戶以及全球供應鏈保持連繫。

In early January 2020, and in accordance with the HKSAR Government's response level, Modern Terminals swiftly activated our Business Continuity Plan (BCP) for Highly Infectious Disease. Since then, Modern Terminals has instituted a variety of measures to protect its staff and other port workers while continuing to provide world-class, round-the-clock services for its customers.

The BCP Management Team met on a regular basis throughout the years to review the situation and adjust precautionary measures to ensure alignment with HKSAR Government guidelines and best practices.

Risk management and crisis preparedness

As part of our continuous effort to enhance our crisis preparedness, we have conducted an overall review of our risk management and BCP practices in late 2020 and have taken a more holistic approach to set up the Risk Management and Internal Control Committee (RMICC) to enhance further our preparedness. The previous governance structure for internal control - Internal Control Steering Committee - has been incorporated into RMICC.

All BCPs, contingency plans, and Crisis Management and Communications Plan are reviewed and updated on a regular basis.

ENHANCING SUPPLIER MANAGEMENT

We understand that the sustainability performance of our suppliers has an impact on our own. Hence, supplier management is among our top priority. We are committed to building strong business partnerships with vendors that share our values and goals. To enhance the management of our suppliers, we have rolled out our Supplier Code of Conduct in late 2019 and all new vendors are required to comply with the requirements upon registration. Since the launch, a total of 389 vendors have signed to confirm compliance with our requirements in the Supplier Code of Conduct. The Code will also be launched in DaChan Bay in 2022.

MAINTAINING HIGH LEVEL OF CYBERSECURITY

Cybersecurity is an important issue for all industries, and the port and logistics industry is no exception. Modern Terminals has always given weight to cybersecurity management. In our continuous efforts against ongoing cybersecurity threats, in early 2020 we switched over to a new email protection service which provides more robust anti-spamming and anti-phishing features.

In addition to investment in cybersecurity tools, it is of the same importance to ensure our people are always on alert and hence regular trainings have been carried out to

increase employees' awareness.

現代貨箱碼頭迅速啟動針對高傳染性疾病的營運持續計劃(BCP)。由此開始,公司採取各項措施來保護員工和其他港口工人,同時繼續24小時為客戶提供世界級的服務。 BCP管理團隊定期舉行會議審視情況,並調整預防措施,以確保符合香港特區政府的指引和最佳

2020年1月上旬,根據香港特區政府的應變級別,

風險管理和危機應變準備

我們繼續不斷致力加強危機應變準備。在2020年末,我們對風險管理和BCP實務進行審視,作出整體分析並設立風險管理和內部監控委員會(RMICC),以進一步加強我們的危機應變準備。之前負責內部監控的內部監控督導委員會已經融入其中。

我們定期審查和更新所有BCP、緊急應變計劃、以及 危機管理和傳訊計劃。

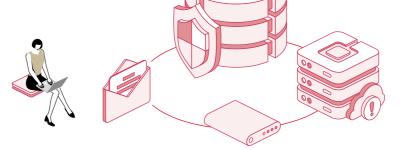
加強供應商管理

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,因此供應商管理是我們的首要 任務之一。我們致力與具有共同價值觀和目標的 供應商建立牢固的業務合作夥伴關係。為了加強對 供應商的管理,我們於2019年底推出了《供應商 行為守則》,所有供應商必須符合守則內的要求。 自推出以來,共有389家供應商簽署確認符合 要求。該守則亦將於2022年在大鏟灣推出。

保持高水平的網絡安全

網絡安全是各行各業的重點關注,港口和物流業也不例外。公司一直重視網絡安全管理,致力減低網絡安全風險,在 2020 年初切換到新的電子郵件保護服務,進一步加強反垃圾郵件和反網絡釣魚功能。

除了投資網絡安全工具外,確保我們的員工時刻 保持警惕亦同樣重要,因此我們定期開展培訓以 提高員工的意識。







OUR PEOPLE 以人為本







KEY GOALS 主要目標

To maintain at least 30% women representation at management level 在管理層中保持最少30%為女性

The contributions of our people underpins our business' success. Therefore, Modern Terminals works tirelessly to create a healthy, supportive, productive and inclusive workplace. Keeping alive our Mission and Culture Values, our employee-centric talent acquisition, training and development strategy aims to develop a highly flexible and industry-leading team.

Besides, we provide competitive remuneration and benefit packages that, in many cases, surpass legal requirements. The packages include benefits such as paid annual leave, full-paid sick leave, voluntary contribution to mandatory provident fund, medical insurance, life insurance, personal accident insurance, business travel insurance, health check-up programme, and many more.

工的貢獻是我們業務成功的基石。因此,現代貨箱碼頭不斷致力締造一個健康、互相鼓勵、高效和包容 多元的工作環境。秉承我們的使命和文化價值觀,以人為本的人才招募、培訓和發展策略旨在培養一支 高度靈活和行業領先的團隊。

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。我們提供的僱員福利包括有薪 年假、全薪病假、强積金自願性供款、醫療保險、人壽保險、個人意外保險、商務旅遊保險及健康檢查計劃等。

REINFORCING CORPORATE CULTURE

At Modern Terminals, we believe the key to creating a high-spirited and sustainable team is to get all employees engaged as part of our daily efforts. Multifarious initiatives at Company, terminals, and departmental levels were

加強企業文化

我們深信在日常營運過程中,與全體員工積極溝通, 是締造一支活力充沛和可持續團隊的關鍵。我們 在公司、碼頭及部門層面推出不同措施,確保管理

implemented to ensure our management team is actively connecting with our people. Our culture journey is an ongoing one and we strive to align our people's perception and our desired behaviour as stated in our Culture Values - Accountability, Trust, and Teamwork.

国隊積極與員工連繫。建構企業文化是一個持續的 旅程,我們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。

Mission

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.

OUR MISSION

我們的使命

Strategies



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

Culture Values 文化價值觀

方面,與世界接軌。

OUR CULTURE VALUES 我們的文化價值觀



We work together in highly effective teams towards common goals by leveraging our differences and

我們透過充份運用大家的差別和優勢 在高效團隊中一同努力,實現共同的目標

Accountability 承擔責任

Work Life Fulfilment

工作中

自我實現

We are accountable for our decisions, actions and results by being dedicated and pro-active in undertaking our work

我們致力及主動擔當任務,並且為我們的決定、 行動和結果負責

Trust 互相信任

We earn the trust of our colleagues, customers and business partners by respecting one another and conducting ourselves with integrity

我們互相尊重和表現誠實正首,以獲取 同事、客戶和合作夥伴的信任

Keeping up morale

Amidst the onset of the pandemic outbreak, an "MTL Add Oil" campaign was launched to raise employees' spirits during the challenging times. In February 2020, senior management of the Company distributed about 900 Healthy Gift Packs to employees at different working locations. To express appreciation to the teams who have put together various precautionary measures to help safeguard the health and well-being of our colleagues, a short video was launched in March 2020 to highlight and recognise their efforts during the period.



保持士氣高昂

在疫情爆發之初,公司發起[MTL為你打氣]活動, 為員工加油。2020年2月,公司高層向不同地點 工作的員工派發約900個健康禮物包。為感謝團隊 採取各種預防措施以保障同事的健康和福祉,公司 於2020年3月推出一段短片,表揚團隊在此期間 所作的努力。



可持續發展報告 2020 - 2021 Sustainability Report 2020-2021

To build a positive vibe, a "DIY Sticker Collection" activity was rolled out in April 2020, where management and staff were invited to share creative stickers with health tips and heartwarming messages on our internal communications platform ModernChat.

為了營造積極正面的工作氛圍,我們於2020年4月 推出「*創意貼圖召集*」的活動,邀請管理層和員工 在內部溝通平台 *ModernChat*上,分享帶有健康 貼士和溫馨提示的創意貼紙。





In December 2020, a specially designed corporate windbreaker was given to all staff as a gift reflecting our great team spirit and enthusiasm.

Enhancing our culture values

Living Our Culture

Launched in 2015, Living Our Culture Team Activities Sponsorship Scheme aims 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. The scheme was suspended in 2020 due to the pandemic and resumed in 2021 when the situation has stablised. In the reporting period, 16 (2020: 0 and 2021: 16) activities were conducted for 226 (2020: 0 and 2021: 226) participants from various departments. Activities include virtual room escape game, VR game challenge, drone challenge, war games, in-door rock climbing class, shooting class, Turkish Mosaic swan lamp workshop, and cooking classes.

2020年12月,我們向全體員工贈送一件企業風樓 體現公司的團隊精神和熱忱。

提升我們的文化價值觀

活現文化

我們於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。由於疫情關係, 該計劃於2020年暫停,期後於2021年情況穩 定後恢復正常。於報告期內,不同部門的226位 同事(2020年:0及2021年:226)參與共16項活動 (2020年:0及2021年:16)。活動包括:虛擬 密室逃脱遊戲、虛擬實境遊戲、無人機挑戰、野戰 射擊遊戲、室內攀石、射擊課堂、土耳其馬賽克 天鵝燈工作坊和烹飪課堂。



16 activities 項活現文化活動



226 participants 位同事參與活動

Teambuilding activities

On 27 July 2021, an online teambuilding activity called "Collaborate As One" was conducted for our Hong Kong Finance team. A total of 22 colleagues had to complete different group tasks through which they were able to deepen their understanding of each other and experience the team synergy.

In DaChan Bay Terminals, under the "A Carrot A Week" programme, quotes and tips on business management were shared to management staff who were encouraged to execute them during daily practice.

團隊建設活動

於2021年7月27日,香港財務部完成名為 「Collaborate As One」的線上團隊建設活動,共有 22名同事完成不同的小組任務,加深彼此了解, 體驗團隊的協同作用。

大鏟灣碼頭推行「一周一根胡蘿蔔」活動,向管理 層分享有關商業管理的名言和技巧,並鼓勵他們在 日常營運中實踐。

BOOSTING INTERNAL COMMUNICATIONS

Communications under the new normal

Modern Terminals has always placed importance to internal communications. Under the new normal, we ran our first ever virtual townhall session "Dialogue with Horace" with our Group Managing Director Horace Lo on 12 May 2021, sharing key developments of our Company in various aspects including our long-term commitment to sustainability. The second edition was held on 6 December 2021.

提升內部溝通

新常態下的通訊

現代貨箱碼頭一直重視內部溝通。在新常態下, 我們於2021年5月12日舉行首次虛擬大會堂會議 「與盧總對話」,集團董事總經理盧偉民分享公司 各方面的重要發展,包括我們對可持續發展的 長期承諾。第二回亦已於2021年12月6日舉行。





The pandemic has posed challenges in communications as it restricted physical meetings. Shortly after the outbreak of the pandemic, our Innovation Department has introduced an online communications platform for all staff so we could continue to have meetings with both external and internal parties.

Enhancement in various channels

Engagement with our internal stakeholders on business and operational updates is crucial to our business development. At the start of the COVID-19 pandemic, we have immediately updated a number of measures and procedures to enhance the protection of our people and these measures were communicated to our people through various channels including emails, staff notices and briefings.

Various channels have been established to enhance two-way communication, including newsletters, online platforms, and for Hong Kong *Cheer ME* (**M**odern Terminals **E**mployee) *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.

To facilitate direct communications between senior management and staff, we have regularly organised *Let's Get Together* sessions in Hong Kong as well as *MD Tea Time and Lunch* sessions in DaChan Bay.

During the reporting period, a number of enhancements have been completed. In July 2021, our new internal portal was launched to provide a more streamlined and user-friendly interface, and also enable our people to access it anytime anywhere.

由於疫情限制了實體會議,為溝通帶來挑戰。疫情 爆發不久後,我們的創新科技部門推出一個在線 通訊平台,以便我們繼續與內外各方進行會議。

加強溝通渠道

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。在2019冠狀病毒 疫情爆發初期,我們立刻更新多項措施及程序 以增强對員工的保障,並透過電郵、員工告示及 簡報會等不同渠道與同事分享相關安排。

我們設有不同渠道以達致雙向溝通,包括員工刊物、在線通訊平台、在香港更有「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。

為了促進高級管理層與員工之間的直接溝通,我們 定期在香港舉辦「現代同聊」活動,及在大鏟灣 舉辦「與總經理歡聚下午茶時光」活動。

報告期內,我們進行了多項提升工作。2021年7月,我們推出全新內部網站,提供更精簡和方便使用的界面,並讓我們的員工能夠隨時隨地登入網站瀏覽。

Our staff newsletters *Hoi Ma* in Hong Kong and *Wan Ban* in DaChan Bay are published regularly to feature latest development of the Company as well as interesting sharing from staff. In order to foster better understanding between Hong Kong and DaChan Bay colleagues, a new column highlighting happenings of DaChan Bay Terminals has been added in *Hoi Ma*. Meanwhile, *Wan Ban* has been circulated to all Hong Kong staff members.



我們定期出版員工通訊,包括香港的《海碼》和 大鏟灣的《灣伴》,提供公司最新發展的資訊及



安排同事作分享。為了加深香港和大鏟灣同事之間的了解,《海碼》加入了全新專欄介紹大鏟灣碼頭的動態。同時,《灣伴》亦透過電郵分發給所有香港員工。

NURTURING TALENTS

Staff development is vital to the sustainable growth of the Company. In support of our continuous learning culture, we encourage our employees at all levels to acquire professional knowledge and skills for their career growth as well as the Company's business needs. Staff training needs are reviewed on an annual basis to ensure training and development plans reflect the target participants' needs and align with our business objectives.

A Continuous Learning Framework is in place to offer various skills development programmes to transition our employees into more senior roles. We have identified core skills for each job level to support competency development, for example, communication, project management and facilitation skills. Under the framework, a wide spectrum of leadership, supervisory and personal effectiveness trainings are provided to support the development of our workforce into different roles.

培育人才

員工發展對公司的可持續發展至關重要。公司致力 推動持續學習的文化,我們鼓勵各級員工獲取專業 知識和技能,促進他們的職業發展和滿足公司的 業務需求。我們每年檢討員工培訓需求,確保培訓 發展計劃反映目標參與者的需求,並與我們的業務 目標保持一致。

在我們推行的「持續學習框架」下,公司為員工提供不同技能發展計劃,為將來擔當更重要的角色作準備。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、項目管理和促導技巧。在框架下,我們提供一連串有關領導才能、督導和個人效率的培訓,支持員工發展並擔任不同的崗位。

Continuous Learning Framework 持續學習框架



With the pandemic, some in-house training classes were suspended and eventually others were moved to online platforms.

Since 2019, a two-day training programme called *Managing Differences* using DiSC Behavioural Style Profiling has been provided for all managers and unit heads. From April to September 2021, another 12 virtual sessions of the programme were provided for 144 senior staff. Through the programme, participants can gain awareness of the strengths and challenges of different styles and how to engage and gain buy-in from direct superiors and peers.

由於疫情關係,我們暫停了一些內部培訓課程, 亦有部份課程轉到在線平台上進行。

自2019年起,公司為所有經理和小組主管提供 為期兩日的「Managing Differences using DiSC Behavioural Style Profiling」培訓。從2021年4月 至9月,我們另舉辦總計12場網上課程,共144名 高級職員參與培訓。我們期望通過該計劃讓參加者 了解不同管理方式的優點和挑戰,以及如何與直屬 上司及同事妥善溝通及獲得認同。







In May and June 2021, the Company provided five sessions of the *Leadership Agility in New Normal* virtual training programme to 72 managers and unit heads. With the instructor's explanation, video sharing and interactive activities, the participants have gained a deeper understanding of the characteristics of agile leadership, enhancing the participants' ability to face different challenges under the new normal. Since August 2021, the programme has been extended to supervisory staff with adjustments made according to the learning needs of the target audiences.

To enhance our staff's interest in reading, *Good Books Sharing* scheme was launched from March to May 2020 to encourage sharing of books that can bring positive energy, knowledge or fun to others. The book reviews submitted by participants were posted on *ModernChat*.

In 2021, Personal Data (Privacy) Ordinance Briefing Sessions were newly launched for managers, unit heads and nominated staff members who are required to handle personal data in work processes. Two briefing sessions were

conducted virtually in March and May 2021 for 158 colleagues, during which a senior officer from the Office of the Privacy Commissioner for Personal Data, Hong Kong shared details of the Ordinance, relevant principles and cases. It helped to increase the staff's attention on personal data protection and reinforce their understanding of our Company's Personal Data (Privacy) Policy and our current practices.

In order to raise colleagues' awareness of preventing discrimination and harassment in the workplace, the Company held two sessions of the "Prevention of Discrimination and Harassment in the Workplace" training in 2020, with the participation of 67 colleagues.

公司在2021年5月和6月為72名經理和小組主管舉辦 共5堂「Leadership Agility in New Normal」網上 培訓課程。透過導師講解、視頻分享和互動活動, 學員們對敏捷領導力的特點有更深入的了解,增強 學員在新常態下應對不同挑戰的能力。自2021年 8月起,該計劃已擴展至督導人員,並根據目標 參與者的學習需求進行調整。

為提升員工的閱讀興趣,我們於2020年3月至5月 推出「好書分享」活動,鼓勵員工分享帶來正 能量、增進生活知識和樂趣的書籍。參與者提交的 書評已發佈在內部溝通平台 Modern Chat上。

於2021年,公司為工作期間需處理個人資料的經理、小組主管及獲提名的職員提供新推出的個人資料(私隱)條例簡介會。我們於2021年3月和5月

舉行兩次網上簡介會,共158名同事參與。來自香港個人資料私隱專員公署的講者在會上分享了條例詳情、相關原則和案例。簡介會有助提高員工對個人資料保護的關注,並加強他們對公司的個人資料(隱私)政策和公司當前做法的理解。

為提升同事對預防工作場所的歧視和 騷擾的意識,公司於2020年舉辦了兩場 「預防工作間的歧視及騷擾」講座,共67名同事 參加。

As part of the follow-up actions of the culture survey, in August 2021, we launched a pilot run for a new training programme called *Enhancing EQ to Manage Stress*. Two classes of virtual training on EQ and stress management were arranged for general staff of Hong Kong Operations as well as Engineering and Planning. The objective of the pilot run is to hear frontline people's feedback on the programme design in terms of practicality and level of suitability.

In the reporting period, all employees of Modern Terminals in both Hong Kong and Mainland China have been trained with a total of 41,535 training hours. 作為文化調查的後續跟進,我們於2021年8月 試行「Enhancing EQ to Manage Stress」的新培訓 計劃。為香港操作部及工程和規劃部的員工提供 兩堂關於情商和壓力管理的網上培訓。試行的 目的是聽取前線同事對計劃設定的實用性和適用性 的反饋。

41,535 training hours

培訓時數

在報告期內,香港及中國內地的僱員接受共41,535小時的培訓。

EMPLOYEE RECOGNITION AND APPRECIATION

Our trusted and passionate team is vital to our continuous growth. We show 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

Since 2018, a series of short motivational videos titled *Modern Story* have been produced to feature the work of the frontline staff and recognise the contribution of the teams. In 2020 and 2021, two videos on Vessel and Yard Operations, and Gatehouse were launched with positive response.

員工認同及嘉許

值得信賴和充滿熱忱的團隊對我們的持續發展至關重要。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

自2018年,我們製作一系列《全因有你-摩登故事》 的勵志短片,展示前線同事的工作點滴,藉以表揚 他們所作出的貢獻。於2020年和2021年,推出了 兩段關於船隻和堆場操作以及閘口的短片,廣受 歡迎。



Video Competition

DaChan Bay Terminals held a video competition called *Our Beautiful DCB People* in 2020. Staff members joined the competition in teams and took videos to show how their departments and functions contribute to the Company or society. The participants could also take the opportunity to explore and recognise the work of different colleagues.

Other recognition activities, such as MD Prize, DCB Star, Small Change and Great Improvement, Golden Ideas & Instant Award were in place in DaChan Bay Terminals to show appreciation of the outstanding performance of different teams and individuals.

短片比賽

大鏟灣碼頭於2020年舉辦「最美DCB人」短片 比賽,讓各團隊同事參加,透過短片展示他們的 部門和職能為公司或社會作出的貢獻。參加團隊 還可藉此機會認識和表揚不同同事的工作。

大鏟灣碼頭還舉辦*總經理獎、大鏟灣之星、小改變,大改善、金點子和即時獎*等表揚活動, 以表揚不同團隊和個人的出色表現。

ENHANCING EMPLOYEE WELLNESS

We always support 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.

During the reporting period, Modern Terminals was listed as a recognised *SportHour Company* under the Inaugural SportsHour Company Scheme. This recognition underscores our commitment to and performance in providing an exercise-friendly work environment and advocating for staff participation in sports. We also joined Chinese YMCA of Hong Kong's *Sport-Friendly Action* and were awarded the Sport-Friendly Action Decal for our efforts in promoting sport and healthy lifestyle to staff as well as the community.

Project FIT

As our signature people wellness programme launched in 2016, *Project FIT* came to the sixth class in 2021. 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. A total of 40 staff members joined the programme in 2021. Reunion activities were organised in 2020 to remind *Project FIT* alumni to maintain a healthy lifestyle.

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,鼓勵同事活出健康。同事更可與家人一同 參加戶外郊遊、電影日等活動。

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小時全天候熱線紓緩壓力及尋求適切的幫助。

報告期內,現代貨箱碼頭成為首屆《企業「一」起動》 計劃下的獲嘉許公司,突顯我們對提供運動友好的 工作環境和推動員工參與體能運動的承諾和表現。 此外,我們還加入了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。

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,並於2021年舉辦第六班。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2021年,合共有40名同事參加。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。



Fat Reduced 脂肪減量 In 2021, 28 participants (70%) reduced a total body fat mass of **42.7kg**, an average reduction of **1.525kg** per participant. The highest fat mass reduction for a participant was **5.5kg**.

在2021年,28名參與者(70%)減少了42.7公斤的總脂肪量,平均每位參與者減少了1.525公斤。單一參與者的最大脂肪減少量為5.5公斤。

Muscles Gained 肌肉增量

In 2021, 17 participants (42.5%) gained a total muscle mass of **11.6kg** with an average gain of **0.68kg**. The highest muscle mass gain for a participant was **1.9kg**. 在2021年,17名參與者(42.5%)的總肌肉質量增加了**11.6**公斤,平均增加了**0.68**公斤。單一參與者的最高肌肉增加量為**1.9**公斤。



Sustainability Report 2020-2021
可持續發展報告 2020 - 2021

Sports and Interest Groups

Despite of the pandemic situation, our Sports & Social Club has organised various activities in virtual / online format to continue to provide staff with opportunities to socialise and maintain healthy habits. To encourage employees to work out more under the pandemic, a new sports programme Virtual Sports Challenge was introduced in Hong Kong in April 2021. A total of 112 colleagues participated in "Individual Challenge" to enjoy the distancebased race-walking, running or hiking activities, achieving a total distance of 7,751km. Meanwhile, 20 participants completed the "Let's Hike Together" activities with their family members, friends or pets. Moreover, a Party Game Battle was also held on 26 November 2021 with a total 14 teams of 4 joining five party games.





健身操。

Similar sports activities were also organised by the Recreation Club of DaChan Bay. In December 2020, the 6th DCB Sports Season was held in which our people were invited to form teams with their colleagues or their family to do any kind of sport activities. Besides, the 14-Day Online Fitness Programme was also rolled out in DaChan Bay in May 2021 to encourage staff members to do aerobic exercise together.

In Hong Kong, under the Interest Group Sponsorship Scheme launched in 2017, our Badminton, Soccer and Basketball Groups have been formed in Hong Kong and have organised regular training, practices and matches. As of December 2021, more than 130 members have joined the groups.

During the reporting period, a variety of interest classes such as workshops for DIY natural hand sanitiser, Turkish Mosaic lamp, preserved flower air humidifier, and Movie Day were held in Hong Kong while mountain climbing, rope skipping, tug of war as well as sports competitions were held in DaChan Bay.





各項運動賽事。

健康講座

公司於2020年12月15日舉辦了一場健康講座, 介紹預防新冠肺炎與季節性流感之中醫療法,為 同事們提供健康貼士,以調理身體和增強自身免疫 力的方式去應對新冠肺炎及流行呼吸道感染疾病。

運動及興趣小組

儘管受到疫情影響,康樂聯誼會以虛擬/在線形式 推出不同活動,繼續為員工提供社交和保持健康 習慣的機會。為鼓勵員工在疫情下多做運動,2021年 4月推出嶄新的運動項目「線上運動挑戰賽」。共有 112名同事參加「個人挑戰賽」,參與包括競步、 跑步或登山活動,合共完成總距離7,751公里。 同時,20名參與者與家人、朋友或寵物一起完成 「遠足同樂」的挑戰。此外,康樂聯誼會於2021年 11月26日舉辦「派對遊戲爭霸戰」比賽,共有14支 4人隊參加五場派對遊戲。

大鏟灣康樂聯誼會也舉辦了類似的體育活動。

「DCB第六屆多彩趣味運動節」於2020年12月

舉行,員工與同事或家人組隊,開展不同形式的

體育活動。此外,大鏟灣碼頭於2021年5月還推出

「14天的在線健身計劃」,鼓勵員工一起進行有氧

於香港,公司於2017年推出「興趣小組贊助計劃」。

我們的羽毛球、足球及籃球興趣小組已成立,並

定期舉辦訓練、練習及比賽。截至2021年12月,

報告期內,公司舉行多元化的活動,如香港的DIY

天然洗手液、土耳其馬賽克燈、保鮮花加濕器的興

趣班和電影日,大鏟灣則推出登山、跳繩、拔河及

超過130名同事加入這些興趣小組。

Festive Celebration

It has been our tradition to celebrate festivals with staff. In addition to giving out goodies, a series of festive activities were provided to maintain interaction and share positive energy among our people under social gathering restrictions. In Hong Kong, we had fun at the Chinese Lantern Festival with the *Blessing* Tangyuan game where colleagues sent heart-warming greetings via our ModernChat platform. The Easter Parent-Child Handicrafts activity provided our staff with a DIY handicraft pack for them to create a bunny handicraft with their kids.

節日慶祝

與員工一起慶祝節日是我們的傳統。除送上小禮品 外,我們還舉辦一系列節日活動,在社交聚會 限制的情況下,讓同事保持人與人之間的互動, 分享正能量。在香港,我們在元宵節 「獻上祝福 的湯圓」遊戲中玩得開心,同事們在內部溝通平台 ModernChat上發送了溫暖問候。「復活節親子 *手作*」活動為員工提供了一個DIY手工藝品包, 讓他們與孩子們一起製作兔子手工。







Happy Ice-cream Day 開心雪糕日

At container terminals, some of our frontline staff have to work outdoors, sometimes in very hot or cold weather conditions. To show our care and support, we have organised an Ice-cream Day in Hong Kong every year since 2016. Even under the pandemic condition, we distributed ice-cream and herbal tea to people of different departments, both office and frontline staff. In 2020 and 2021, a total of 2,027 and 2,094 of our people and contractors' workers respectively enjoyed the cool treats from our Company. Warm drinks are also given to staff during the cold weather.

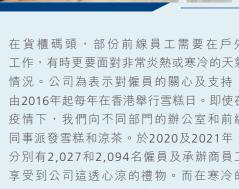
In DaChan Bay, some treats including drinks and snacks were given to staff during hot and cold seasons.





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或寒冷的天氣 情況。公司為表示對僱員的關心及支持, 由2016年起每年在香港舉行雪糕日。即使在 疫情下,我們向不同部門的辦公室和前線 同事派發雪糕和涼茶。於2020及2021年, 分別有2,027和2,094名僱員及承辦商員工 享受到公司這透心涼的禮物。而在寒冷的 天氣裡,公司亦會為員工提供熱飲。

在大鏟灣,不論在炎熱和寒冷的季節,員工



也會得到公司的小心意,包括飲料和小吃。

SAFETY FIRST 安全第一

HEALTH AND SAFETY



健康及安全



KEY GOALS 主要目標

- To achieve zero fatalities and to reduce injuries
- 達至零死亡個案及減少工傷個案
- To further enhance the employee wellness programmes and increase participation 進一步加强員工身心健康活動及提升僱員的 發母家

Modern Terminals maintains high occupational health and safety (OHS) standards across the Company through our comprehensive occupational health and safety management system. We have been doing our utmost to operate in a manner that safeguards the wellbeing of all the people at our facilities including our employees, contractors' workers and visitors. Stringent health and safety systems are in place with an aim to create an accident-free workplace.

工具 代貨箱碼頭透過一套完善的職業健康及安全管理系統,維持高水平的職安健標準。公司致力採取能夠保障 我們設施內所有人的福祉之運作方式,當中涵蓋所有員工、承辦商及訪客。公司備有嚴格的健康及安全 系統,旨在打造出一個零意外的工作環境。

On a regular basis, the trained risk assessors within our Company conduct risk assessment to identify the work-related hazards, assess the risks and put in measures to minimise the risks. We also encourage our people to report any potential hazards through our Safety Hotline or to the members of the Departmental Health and Safety Committees. All people are protected from reprisal as they can report such situation, if any, to department managers and general managers as well as the Health and Safety Committee members. As part of a continuous effort to improve our occupational health and safety, investigation is to be conducted for all work-related injury incidents by respective trained colleagues to identify the cause, review the risk and to develop improvement actions. All incident reports are reviewed by the Health and Safety Steering Committee.

公司內接受過培訓的風險評估員定時進行風險評估,以找出工作間的所有風險並實施措施的風險減至最低。我們亦鼓勵同事透過我們不動學。 我們亦鼓勵同事透過成員學和安全熱線或向健康和安全部門委員會免遭受人人。 我們經理及委員會成員學報。 我所有工傷事故均因人的問事進行調查,找出起因、評估風險,及能用事進行動。所有工傷事故調查報告均由健康和安全督導委員會審核。

In Hong Kong, we annually commission an independent party, Hong Kong Quality Assurance Agency, to conduct an audit on our health and safety management system to ensure its compliance with relevant laws and regulations. In Hong Kong, our system is in compliance with the Factories and Industrial Undertakings Ordinance while in DaChan Bay all the relevant laws related to occupational health and safety.

Overseeing 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 Health and Safety Committees are obligated to facilitate implementation of health and safety measures and promote continuous enhancement.

在香港,我們每年委託獨立機構香港品質保證局 審核我們的健康及安全管理系統,以確保其符合 相關法規。我們在香港的系統遵從工廠及工業 經營條例,而大鏟灣的系統則遵從所有內地與 職安健相關的法例。

我們設有健康和安全督導委員會,監察公司在 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實施 及持續改善。

COMBATING THE COVID-19 PANDEMIC

The maritime industry is playing a significant role in global trade. As the ports of Hong Kong and DaChan Bay are hubs for international trade, Modern Terminals reacted promptly to the challenges of COVID-19.

In Hong Kong, we have established an Operations Control Room Back-up Plan to ensure provision of quality container services at all times. At the beginning of the COVID-19 pandemic, Modern Terminals had already identified and had necessary systems and equipment in place for the back-up operations control room. Standard Operating Procedures ("SOP") for contingency operations, computers for remote access and CCTV monitoring as well as radio devices for communication and disinfection items were prepared; rounds of testing and training were run to ensure the set up and activation of the back-up room can be completed within 30 minutes. To ensure smooth transition without business disruption, regular testing of the equipment and regular drills of SOP were also conducted during the years.

對抗2019冠狀病毒病

海運業在環球貿易中擔當著重要角色。由於香港及大鏟灣港口均為國際貿易的樞紐,現代貨箱碼頭迅速地應對2019冠狀病毒病所帶來的挑戰。

在香港,我們制定了操作控制室後備計劃,以確保 我們能時刻提供優質的服務。於疫情爆發初期, 現代貨箱碼頭已安排好後備操作控制室所需的 系統及設備。應急運作的標準作業程序、可供 遠端操作的電腦和閉路電視監察、無線通訊設備 以及消毒用品均準備就緒;我們亦進行測試及培訓 以確保團隊能夠在30分鐘內設置並啟動後備控 制室。為確保過渡程序能夠在不影響業務的狀態 下順利進行,我們於年內亦定期舉行設備測試及 標準作業程序演習。



Distribution of Face Masks / Disinfectant

Since the outbreak in January 2020, it was required to wear a mask while on company premises. Staff and key contractors were supplied with face masks procured by Modern Terminals and we distributed more than 1.085 million masks (Hong Kong:732,000; DCB: 353,000) in 2020 and 2021. Hand sanitiser and disinfectant sprays have also been provided at various locations.



派發口罩/消毒用品

由疫情於2020年1月爆發起,在公司範圍內所有人士必須佩戴口罩。員工及主要承辦商均獲派發由現代貨箱碼頭採購的口罩,於2020及2021年我們一共派發超過108.5萬個口罩(香港:732,000個:大鏟灣:353,000個)。我們亦於不同地點提供搓手液及消毒噴霧。



Antiseptic Coating

In Hong Kong, we arranged the application of "HGT Nano Silver Photocatalyst Coating" for surfaces with frequent public contact such as door handles, handrails, buttons in the main access of all office buildings, lift interiors and public facilities.

Minimise Personal Contact

Visits to the terminal and meetings with outside parties were greatly reduced. Some in-house training classes were suspended or moved to online platforms. When in-person, non-core meetings were required, a vetting process was established to assess the size, purpose and precautionary actions planned to conduct the meetings in a safe manner.

Working Arrangement in Offices

To minimise the risk of exposure for staff during the travel between home and office, schedule flexibility was provided for office based non-roster staff to apply staggered work hours to avoid peak commute times. During critical stages of the pandemic waves, provisions were made to allow staff to work from home. Split offices and partitions between workstations were arranged. A "smart casual wear" policy was implemented to create a more relaxed environment given the added stress of dealing with the virus and to make it easier for staff to maintain good personal hygiene.

抗病毒塗層

在香港,我們在公眾經常接觸的表面噴塗「HGT 納米銀光觸媒塗層」,範圍包括門柄、扶手、所有 辦公大樓主要出入口的按鈕、升降機內部及公共 設施等。

減少個人接觸

參觀碼頭及與外界會面的安排盡量減少,部分內部 培訓課程暫停或改為線上進行。遇上必須親身 參與的非核心會議時,我們有一套審核程序, 評估會議的規模、目的及相關預防措施,讓會議 得以在安全情況下進行。

辦公室工作安排

為盡量減低員工於通勤期間的感染風險,辦公室 的非輪班員工可選擇彈性上班時間,避免高峰 時段上下班。於疫情嚴峻時,員工可選擇在家 工作。公司亦為各有需要部門作分散辦公室安排, 並於座位間增設隔板。疫情為大家帶來壓力, 辦公室推行「整齊便服」政策,營造較輕鬆的 環境,並且讓員工能更輕易地保持個人衛生。

Precautionary Measures at Staff Cafeteria

At our staff cafeteria, we implemented measures including compulsory temperature checking, provision of hand sanitiser, rearranging of tables and seats, putting partitions between seats, and requiring all patrons to wear face mask before and after eating.

New and More Spacious Rest Areas for Stevedores and Checkers

In Hong Kong, additional facilities including vacant indoor spaces and other modular units were made available to limit the number of beds in each area, giving adequate space for social distancing among workers. Partitions were also put up for each bed to provide additional protection. Contractors also put in place a number of measures to minimise cross-infection which included daily cleaning with 1:99 diluted bleach water and thorough disinfection on a weekly basis, installation of air purifiers, and provision of disinfectants and hand sanitisers to workers.

員工飯堂的預防措施

我們在員工飯堂實行的預防措施包括強制體溫 檢查、供應搓手液、重新擺放餐桌及座位、於 座位間加設隔板,以及要求所有客人在進食前後 佩戴口罩。

為裝卸工人及檢查員提供全新及更寬敞休息 地方

我們在香港增添額外設施,包括閒置室內空間及 構件式單位休息室,限制每個休息場所所放置的 床鋪數目,讓工作人員有充足空間保持社交距離。 床鋪之間加放隔板以提供額外保護。承辦商同樣 實施多項措施以減低交叉感染,包括每日定時用 1比99稀釋漂白水進行清潔、每週安排深層消毒、 安裝空氣清新機,及向員工提供消毒劑和搓手液。







Drive to Herd Immunity

Modern Terminals launched *The Drive to Herd Immunity* programme to encourage our Hong Kong employees to have vaccination against the epidemic. As of 31 December 2021, our vaccination rate in Hong Kong was 87% with more than 770 colleagues having had at least one dose of the vaccine.

Regular Testing for Specific Groups of Frontline Staff

In both Hong Kong and DaChan Bay, certain frontline workers who are at risk of contact with vessel crews are required to do regular testing. Modern Terminals has strongly encouraged the targeted staff and contractors' workers to join to ensure a high participation rate to demonstrate the commitment to protecting port workers.

邁向群體免疫

現代貨箱碼頭舉辦*邁向群體免疫大行動*,鼓勵香港的員工接種疫苗。截止2021年12月31日,香港的接種率為87%,超過770位同事已接種最少一劑疫苗。

前線員工特定群組定期檢測

在香港及大鏟灣,部分有機會與船員接觸的前線 員工必須進行定期檢測。現代貨箱碼頭積極鼓勵 目標僱員及承辦商員工參加,達致高參與率以 展現保障港口工作人員的決心。

COVID-19 Quiz

Six rounds of *Combating COVID-19 Quiz* were carried out in the reporting period to promote the relevant knowledge to fight against the pandemic and to maintain a good personal hygiene.



2019冠狀病毒病問答遊戲

在報告期內,我們共舉辦六輪*對抗2019冠狀 病毒病問答遊戲*,以推廣相關知識、協助同事 防疫及保持良好個人衛生。



ENHANCING SAFETY

To complement our safety work guidelines and raise OHS awareness among employees and contractors' workers, Modern Terminals offers mandatory health and safety induction training for all new employees to introduce applicable OHS standards and regulatory requirements. Activities covering different areas are also conducted regularly to enhance safety standards at our terminals.

GoSafe

As part of our continuous efforts to enhance health and safety within the terminals, we continued to organise our *GoSafe* campaign with activities including Safety Slogan Competition, as well as the launch of new Health and Safety posters and slogans in 2020.





提升安全

為配合安全工作守則,以及提升僱員與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必修的健康與安全入職培訓,介紹適用的職安健準則及監管要求。我們亦會定時舉辦涵蓋不同範疇的活動,以提升碼頭的安全標準。

Go Safe

為持續提升碼頭的健康與安全水平,我們繼續推行 Go Safe計劃,活動包括安全口號設計比賽,並於2020年推出全新的安全與健康海報及口號。

In 2021, under the programme, a *Safe Driving and Traffic Incident Sharing Forum* was held on 30 September and over 20 employees and contractors' workers participated. In addition, an online talk on *Use and Maintenance of Safety Helmets* was held on 22 October with a total of 30 participants. A quiz was launched between 27 October and 10 November, and 10 lucky winners were drawn from participants with all correct answers to receive a small gift.

在2021年,計劃下的活動包括於9月30日舉行的 碼頭駕駛安全及交通事故分享論壇,共有超過 20位同事及承辦商員工參與。此外,於10月22日 舉行的安全帽使用及保養線上講座一共吸引了 30位參加者。在10月27日至11月10日舉行的有獎 問答遊戲中,答中所有問題的參賽者中的其中 10位幸運兒獲贈小禮物。





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.

Prevention of Heat Stress Programme

In 2021, a *Learn More About Heat Stroke Quiz* was conducted from 1-15 June for all Modern Terminals employees and contractors' workers in Hong Kong.

After the conclusion of the quiz, tips to prevent heat stroke were also shared during the summer.



提高健康意識

除了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,本公司亦非常關注員工的 健康。

預防中暑活動

於2021年,我們在香港為公司所有僱員和承辦商員工於6月1至15日舉行中暑知多啲有獎問答。 活動結束後,我們亦於夏季期間分享預防中暑的資訊。



Fatality Case

While safety is our top priority, we are saddened to report that one subcontractor had a fatality during the construction site work which occurred at Modern Terminals on 23 November 2020. Our Company will continue to work closely with concerned parties to identify the cause and to apply measures to enhance further our safety management system.

致命意外

安全一直是我們的首要關注,但我們很遺憾地報告於2020年11月23日,在現代貨箱碼頭的工地發生了一宗涉及一名承辦商員工的致命意外。公司繼續與相關單位緊密合作,以找出事發原因及推出措施加強公司安全管理系統。



ENVIRONMENT 環境





KEY GOALS 主要目標

- To eliminate direct GHG emissions from operations by 2030
 於2030年或之前在營運中將直接溫室氣體 排放減至零
- To become carbon neutral in our operations by 2050
 於2050年或之前實現碳中和

Modern Terminals is committed to minimising the impact of our operations on the environment. Guided by our Corporate Environmental Policy, all business units align their individual environmental policies with the corporate policy. Over the years, we have made encouraging and notable achievement. The Silver Award in the Transport and Logistics category of the 2019 Hong Kong Awards for Environmental Excellence, a reputable award programme led by the Environmental Campaign Committee alongside the Environmental Protection Department of HKSAR Government and in conjunction with nine organisations, is a good testament.

大戶 代貨箱碼頭致力減低日常營運對環境的影響。在企業環保政策的指引下,所有業務單位的環保政策均 符合企業政策的原則。在過去,我們取得令人鼓舞的顯著成就,公司獲頒2019香港環境卓越大獎交通 及物流業組別銀獎就是一個證明。該獎項由環境運動委員會聯同香港特區政府環境保護署及九個機構合辦, 是極具公信力的嘉許計劃。

Modern Terminals in Hong Kong and DaChan Bay Terminals in western Shenzhen have received ISO 14001 certification for their environmental management systems (EMS) in 2009 and 2013 respectively. Both terminals have been certified to the new ISO 14001:2015 standard and passed annual verification during the reporting period.

公司位於香港的現代貨箱碼頭及位於深圳西部的大鏟灣碼頭分別自2009年及2013年起,獲得ISO 14001環境管理系統認證。兩個碼頭均已獲得ISO 14001:2015新版本的認證,並於報告期內通過年度審核。

MANAGEMENT OF CLIMATE CHANGE RELATED RISKS

Climate change is no doubt one of the most pressing issues facing the world. Modern Terminals believes that it is important for us to take bold actions to help address the issue and hence we have included our long-term goals to eliminate direct greenhouse gas (GHG) emissions by 2030 and to becoming climate neutral by 2050 in our Sustainability Strategy (please see P.6 and 7).

Below is a table of key climate related 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. Moreover, we will continue to monitor and review, and make necessary adjustments as and when necessary.

氣候變化風險管理

氣候變化無疑是全球面對最急切的議題之一。現代 貨箱碼頭相信公司必須採取大膽革新的行動來 應對,因此在可持續發展策略(請參閱第6及7頁)內 包涵減碳長遠目標:於2030年在營運中將直接溫 室氣體排放減至零,並致力於2050年實現碳中和。

下表載列我們所識別出的主要氣候相關風險。 我們將持續了解及確立這些風險的優先次序, 並就最有可能對我們的業務產生嚴重影響的風險 制訂緩解措施。此外,我們將繼續監察及檢討, 在有需要時作出更新。

Risk type 風險類別	Risk details 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)	 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 	 Damage to infrastructure and equipment leading to increased maintenance and repair costs Investment required to upgrade facilities and equipment Higher insurance premiums to cover business disruptions 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 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)	 Tropical cyclones Extreme variability in temperature Heavy rain 熱帶氣旋 極大溫度變化 大雨 	 Increased threat of storm surges and flooding Increased investment required to upgrade or reinforce our equipment to sustain 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 as well as insurance 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 需投放更多資金來提升或加強設備以應付極端天氣 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及保險成本增加 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

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Risk type 風險類別	Risk details 風險詳情	Potential financial and other impacts 潛在財務及其他影響
Physical risks (acute) 實體風險(緊急)	 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 	 Volume of agricultural products may be affected, causing a reduction in throughput Lower productivity results in higher operating costs 農產品的數量可能會受到影響,導致吞吐量下降 生產力下降導致成本增加
Policy and legal risks 政策及法律風險	 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 	 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	 Shipping lines go for shore power or LNG vessels 船公司採用岸電或液化天然氣船 	 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流失業務

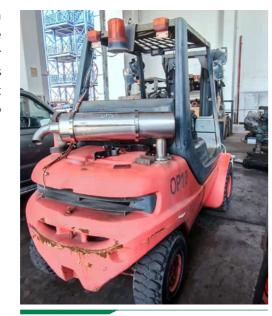
ENHANCING EMISSION REDUCTION EFFORTS

Greener Energy for Vehicles and Equipment

As part of our action plan to achieve our long-term carbon emission goals, we have placed order for two electric light goods vehicles and two electric forklift for trial. The vehicles and equipment are expected to be delivered in 2022.

Installation of Diesel Particulate Filter on Mobile Equipment

In September 2020, at our facilities in DaChan Bay, we have completed the installation of diesel particulate filter (DPF) on 12 mobile machines. This marked the completion of the project to install DPF on all mobile machinery to help enhance air quality.



進一步減排舉措

為車輛及設備引入更環保能源

作為我們達至長遠減碳目標計劃的一部分,我們 已訂購兩部電動輕型貨車及兩部電動剷車作試驗。 有關貨車及剷車預計於2022年付運。

流動設備安裝柴油微粒過濾器

於2020年9月,我們位於大鏟灣的設施為12部流動機械完成安裝柴油微粒過濾器(DPF)。標誌著我們為協助提升空氣質素而制定的柴油微粒過濾器安裝計劃正式完成。

Shore Power System

DaChan Bay Terminals has become the first container terminal facility in South China offering shore power at all berths since December 2019. Besides ocean going vessels on international trade lanes, vessels on domestic services started using the system since early 2021.

On 25 March 2021, DaChan Bay Terminals provided shore power connection to a domestic container vessel of COSCO SHIPPING Lines, which was the first time for the Terminals to use the shore power system for a domestic vessel. We will continue to work with various shipping line customers to increase the usage in the future.

岸電系統

大鏟灣碼頭自2019年起成為華南首家岸電全覆蓋的貨箱碼頭。除國際貿易航線的遠洋貨船外,內貿航線的貨船亦於2021年初開始使用有關系統。

2021年3月25日,大鏟灣碼頭為中遠海運旗下一艘 內貿貨櫃船提供岸電連接,為碼頭首度為內貿貨船 提供岸電。我們會繼續與不同的船公司客戶合作, 以增加岸電的使用率。





BOOSTING ENERGY SAVING

Deployment of Renewable Energy

Modern Terminals has taken another step to reduce its carbon footprint by launching a renewable energy project of solar panel installation at the warehouse facilities.

In November 2021, we have completed the installation of a total of 291 panels on the rooftop of Modern Terminals' Warehouse Building Phase I and II. The system will generate about 140,000 units (kWh) of electricity each year and can help reduce 51,800 kg of carbon emission per annum.

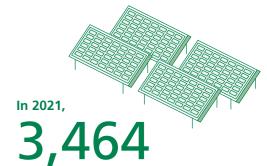
推廣節能

運用可再生能源

現代貨箱碼頭為減低碳足跡再跨進一步,推出 可再生能源方案,於貨倉大樓屋頂安裝太陽能 光伏板。

2021年11月,我們於現代貨箱碼頭的貨倉大樓 一期及二期屋頂完成安裝291塊太陽能光伏板。 系統每年將生產約140,000千瓦時電力,即相當於 每年減少51,800公斤的碳排放。





kWh of electricity was generated from

2021年,太陽能光伏板共生產了 **3,464**千瓦時電力

solar panels

Expanding our LED Light Project

In previous years, we completed the LED light conversion project in offices and on our Electricity-powered RTGs (E-RTGs). In 2018, we extended the project to guay cranes and completed installation on 10 guay cranes in 2018-19. In the reporting period, we finished installation on another seven guay cranes. It is estimated that electricity consumption will be reduced by over 75% and help save around 1.8 million units (kWh) annually.



擴展LED更換工程

在過去,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2018年,我們將 工程擴展至岸邊起重機,並於2018至19年間為 10台岸邊起重機安裝LED燈。於報告期內,我們再 為另外7台岸邊起重機完成安裝工程。估算耗電量 將減少超過75%,每年節省用電約180萬千瓦時。



We have further plans to use LED lighting on light towers in yard areas. In December 2021, we have installed LED lights on three towers as a trial. At the same time, we are finalising our plan for full implementation.

WASTE MANAGEMENT

We remain resolute in our commitment to minimising waste generated from our operations by continuing monitoring, identifying areas for improvement, and launching programmes to address the identified issues.

Beverage Carton Recycling

A Beverage Carton Redemption Scheme was first organised in the summer in 2020 to educate and raise awareness of our people about drink cartons recycling. To encourage participation, a list of environmental-friendly gifts was provided to staff members who have collected a certain amount of boxes. Among the gifts were natural bamboo pocket tissue / soft pack facial tissue, tea tree oil hand sanitiser, silicone reusable flexi straw, coffee grounds exfoliating soap, and coconut oil enzymes dish detergent which aimed to educate people

to use products that are environmentally friendly in their daily life. A total of 5,562 cartons were collected in two months and were delivered to a local recycler for conversion into paper pulp.



With the overwhelming response to the scheme, we planned to make it a regular effort. We placed two beverage carton recycling bins in our office areas and launched a two-month trial programme to ensure the momentum. We continued to receive good results and hence have officially made it an ongoing recycling practice since January 2021. In 2021, we collected a total of 46kg of beverage carton.

我們計劃進一步於堆場範圍的燈塔使用LED燈。於 2021年12月,我們已在三座燈塔上安裝LED燈作為 試驗。同時,我們亦就全面採用LED燈制定計劃。

固體廢物處理

我們繼續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。

飲品包裝盒回收

我們於2020年夏季率先推出乾淨紙包盒回收 計劃,以提升員工對紙包盒回收的認識,培養 回收習慣。為鼓勵參與,成功收集一定數量包裝 盒的同事可換領環保禮品乙份,包括純竹漿 紙巾、茶樹油搓手液、可拆洗環保矽膠飲筒、 咖啡渣磨砂手工皂及椰子油酵素洗潔精等,藉此 推廣在日常生活中多使用環保產品。為期兩個月的



活動共收集到5.562個 紙包盒,並全部送到 本地回收商以製成再生 紙品。



鑑於活動反應熱烈,我們計劃持續回收紙包盒, 於辦公室範圍內放置兩個紙包盒回收箱,並進行 為期兩個月的試行計劃。試行計劃結果理想,因此 我們自2021年1月起正式將飲品紙包盒納入公司 恒常回收項目之一。我們於2021年共回收46千克 紙包盒。

Lai See Packet Recycle and Reuse Campaign

As a long-term supporter of the Lai See Reuse and Recycle Programme of Greeners Action, we have continuously collected lai see packets from staff. In 2020, around 9,620 lai see packets were collected during the campaign, of which over 7,560 lai see packets were delivered to Greeners Action as "rejuvenated lai see packets" for public distribution. In 2021, we collected 70kg of lai see packets, all of which, together with the remaining 2,060 brand new lai see packets kept from 2020, were transferred to Greeners Action.

利是封回收重用大行動

我們作為綠領行動*利是封回收重用大行動*的長期 支持機構,一直有向同事收集利是封。在2020年 的活動中,我們共收集約9,620個利是封,當中 7.560個被送往綠領行動用作向公眾派發的「新生 利是封」。而2021年的活動則收集到70公斤的 利是封,我們連同於2020年保留的2,060個全新 利是封一併送往綠領行動。







Plastic and Cardboard Recycling for Tenants

Based on the results of our 2018 waste audit and the data collected from the waste monitoring system we have put in place at our warehouse since August 2019, we found that packaging materials including plastic and cardboard are the most common waste from tenants. To further extend our environmental practice to our customers, a three-month recycling trial programme was launched in June 2021 to study recycling feasibility. We have made it an ongoing effort since November 2021. As of end 2021, close to 3.8 tonnes of plastic and cardboard from tenants were sent for recycling.

No Plastic Challenge

kindle a sense of awareness

Realising there was a sharp increase of the use of plastic utensils and containers during the pandemic, we launched a campaign called No Plastic Challenge in September 2020. Colleagues were motivated to bring their own reusable containers and utensils when ordering take-away and share their wholesome habits by uploading their photo onto our ModernChat. A gift will be given to the participants by lucky draw.

Also, a programme was launched in June 2020 to collect unopened plastic cutlery and send them back to staff cafeteria for rearrangement in a bid to



租戶塑膠及硬紙板回收

根據我們於2018年進行的固體廢物統計,以及 自2019年8月起裝設的廢物監測系統數據,我們 發現塑膠及硬紙板等包裝物料為租戶最常見的 廢物。為進一步將我們的環保舉措推展至客戶, 我們於2021年6月推出為期三個月的回收試行計劃 以研究其可行性,並於2021年11月定為恆常回收 項目。截至2021年底,我們從租戶共收集到接近 3.8噸塑膠及硬紙板並送往回收。

抗疫走塑大行動

由於疫情期間塑膠餐具及器皿用量急劇上升,我們 在2020年9月舉辦抗疫走塑大行動,鼓勵同事於 光顧外賣時自備可重用器冊及餐具,並將良好習慣 的照片在ModernChat上分享,獲抽中的幸運兒 更可獲贈禮物。

另外,我們在2020年6月開始收集未開封的塑膠 餐具包送回員工餐廳從新處理,以引起大家對減廢

> 的關注。截止2020年 12月31日, 我們共 收集90套未開封的 塑膠餐具。



REINFORCING GREEN CULTURE

Earth Hour

Over the past 13 years, Modern Terminals has been supporting the Earth Hour organised by WWF. During the event all our terminals in Hong Kong and DaChan Bay switched off all non-essential lights from 8:30 to 9:30pm on 28 March 2020 and 27 March 2021. Staff members were also called forth to do the same on the date and to live the spirit of "Earth Hour" in their daily activities.

At DaChan Bay Terminals, our local volunteer team also participated in an environmental activity on 21 March to raise public awareness on waste recycling in 2020. A photo booth was also set up on 24-26 March for colleagues to take photos and share them via social media to publicise the Earth Hour event.

加強綠色文化

地球一小時

公司在過去13年,一直支持由世界自然基金會 舉辦的地球一小時。活動期間,我們在香港及大鏟灣 的碼頭於2020年3月28日及2021年3月27日晚上 8時30分至9時30分,關上所有不必要的照明燈。 同時,公司鼓勵同事一起參與此行動,並於日常 生活中作出改變,延續地球一小時的精神。

另外,大鏟灣碼頭的義工隊於2020年3月21日參加 一項環保服務,以提高大眾對廢物回收的認識。 為進一步推廣地球一小時,碼頭亦於3月24至26日設立 拍照區,供同事拍照並通過社交媒體分享相片。



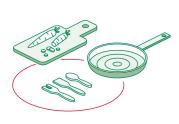






Green Promotion and Education

To incite our employees' interest in a low-carbon and eco-friendly lifestyle, Modern Terminals organised a Cook for Green LOVERS contests in April to July 2020 for employees to spark the creative chemistry of low carbon cooking principles in their daily lives. A total of 25 entries were received. The top three winners are identified by voting on the Company's internal communications platform ModernChat.





環保推廣及教育

為激發員工對低碳及環保生活方式的興趣,現代 貨箱碼頭於2020年4月至6月舉辦低碳廚房比賽 讓同事們發揮日常生活中的低碳烹飪創意。活動 共收到25份參與菜式,三位優勝者由同事在公司 內部通訊平台ModernChat投票選出。



The pandemic has made physical eco-tours impossible. We launched a Virtual Eco Tour to Kadoorie Farm & Botanic Garden from 22 July to 18 August in 2021. A total of 32 colleagues took part to enjoy the nature. Participants were invited to join a quiz to win prizes.

疫情使得我們未能舉辦實體生態之旅,所以我們 於2021年7月21日至8月18日舉辦嘉道理農場暨 植物園線上生態之旅。活動共吸引32位同事參與 享受大自然。參加者更可透過小遊戲贏得獎品。





A Shinrin-yoku Online Experience was held on 8 September 2021 to let colleagues learn how to relax their mind, body and spirit via natural connections. A total of 20 colleagues joined the programme to learn to create a quiet environment, relax, and to listen, smell, and taste the nature. Later in the month, another programme called Healing Gifts from Nature was launched. Colleagues were invited to share sound clips, photos or videos of the nature that makes one feel the power of natural therapy from 30 September to 22 October. A total of 147 items were collected on ModernChat.

On 12 November, a DIY workshop for natural household cleaners was conducted. A total of 14 colleagues learned how to produce cleaners from orange skin, coconut oil and essential oil

在2021年9月8日,我們舉辦了一場森林浴網上體驗 讓同事學會如何透過與大自然連結來放鬆身心靈。 共有20位同事參加體驗,學習創造寧靜的環境、 放鬆,並透過聽覺、嗅覺及味覺去感受大自然。 另一場名為*大自然的治癒禮物*的活動亦於同一個月 舉行。我們邀請同事於9月30日至10月22日期間分 享能夠讓人感受到大自然治癒力量的聲音、照片或 視頻,並於ModernChat上收集到147個有關項目。

我們在11月12日舉辦一場天然家居清潔用品DIY 工作坊。當天共有14位同事參與,學習利用橙皮、 椰子油及香薰油來製作清潔用品。





To let colleagues learn more about the nature and the rich biodiversity of Hong Kong, a two-month initiative called Illustrated Guide to Hong Kong Wildlife was announced in late November. In December 2021, guides on wild birds and commonly seen butterflies were published. One more guide on flowers named after the city will be launched in January 2022.

為讓同事能學習到更多有關大自然以及香港豐富生 物多樣性的資訊,公司於11月下旬宣布舉辦一項 名為*香港野生動植物圖鑑*的活動。有關野鳥及常見 蝴蝶的圖鑑已於2021年12月出版。另一冊以香港 命名的花朵為主題的圖鑑將於2022年1月推出。



COMMUNITY INVOLVEMENT 社區參與







KEY GOALS 主要目標

- To further expand Modern Terminals Summer Fitness Programme 進一步擴展「現代貨箱碼頭夏日運動站」
- To increase employee participation in Modern Volunteer Force
 提升員工對「現代仁」義務工作的參與率

We care about the communities in which we operate. In addition to creating economic value for society, we strive to spark positive impact on local communities through our community involvement programme. Our community activities focus on youth development, promoting environmental awareness, and promoting sports to lead a healthy life.

工具 代貨箱碼頭關懷業務單位所在的社區。公司為社會創造經濟效益,亦致力透過社區參與活動為本地社區 帶來正面影響。我們的社區參與範疇專注在青年發展、推廣環保意識,及提倡多做運動帶來健康生活。

ENRICHING OUR OWN INITIATIVES

Modern Terminals endeavours to establish a strong and tight-knit connection with our community. With the aim of promoting sports for a healthy life, we continuously organised our annual community initiative *Modern Terminals Summer Fitness Programme* and its alumni activities. 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 activities to the students and broaden their minds.

豐富公司主辦的社區活動

現代貨箱碼頭致力建立強大而緊密的社區連繫。 為推廣運動實踐健康生活,我們繼續舉辦一年 一度的社區計劃「現代貨箱碼頭夏日運動站」及 其舊友會活動。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 以及與學校合作舉辦活動,為同學帶來擴闊視野的 機會。

Modern Terminals Summer Fitness Programme

We launched our adrenaline-fueled *Modern Terminals Summer Fitness Programme* in 2017 to extend our corporate culture of fostering a healthy lifestyle to our neighbourhood. The programme alumni were then established in 2019 in expectation of maintaining long-term engagement with past participants and providing them with sports-related and youth development activities. As of end 2021, there were 33 alumni members .

In 2020, due to the pandemic, the programme was suspended. In order to encourage the youth to keep up with the habit of physical exercise, we organised *Modern Terminals i-Fitness Programme* in December 2020 to provide four sessions of basic physical fitness and dodgebee trainings for ten alumni members.

In 2021, the programme resumed with an intentionally reduced number of participants as part of our precautionary measures against COVID-19. Dodgebee and flyball trainings were provided to participants – twenty from low-income families in Kwai Tsing, three from CSA, and one was an employee's child. Other exciting activities included a half-day parent-child adventure as well as a development day camp. Members of our Company volunteering team, Modern Volunteer Force (MVF), provided volunteering services onsite.

現代貨箱碼頭夏日運動站

公司於2017年推出充滿活力的「現代貨箱碼頭夏日 運動站」,將我們促進健康生活的企業文化推廣至 鄰近社區。我們更於2019年設立舊友會,透過不同 的運動及青年發展活動,與所有參加者建立長期 聯繫。截至2021年底,舊友會共有33位會員。

由於疫情關係,活動於2020年停辦。為鼓勵年青人繼續保持多做運動的良好習慣,我們於2020年12月舉辦「現代貨箱碼頭i-運動站」,為十位舊友會成員提供四場基本體適能及躲避盤訓練。

於2021年活動舉行時,我們特地減少參加人數以 作為預防2019冠狀病毒病的措施。活動提供躲避 盤及旋風球訓練,參與者包括二十位來自葵青區 低收入家庭的兒童、三位來自棉紡會中學的學生, 以及一位同事的子女。其他刺激活動包括親子歷奇 半日營及個人發展日營。公司義工隊「現代仁」的 義工亦有到場一起支持活動。









The closing ceremony for the programme was held on 4 September 2021 to present certificates for the programme participants. Under the witness of their parents, the players demonstrated their skills in dodgebee and flyball matches. To promote lifelong engagement in sport, we invited Gordon Chau, former Hong Kong baseball team player, to share his journey as an athlete. Gordon represented Hong Kong at a number of international events, including the 2018 Asian Games held in Indonesia.

Among the programme participants in 2021, 91% reported they could master the basic skills of their selected sport; 96% of them have developed a habit of taking part in sports activity; while 96% indicated that they liked and enjoyed the programme.

我們在2021年9月4日舉行的活動嘉許禮上頒贈 證書予各位參加者。在家長的見證下,參加者更 進行躲避盤及旋風球比賽,展示他們的學習成果。 為推廣終生體育參與,我們邀請前香港棒球隊代表 周浚銘到場分享他的運動員生涯。他曾代表香港 參加多項國際賽事,包括2018年假印尼舉行的東亞 運動會。

在2021年的活動參加者中,91%表示於訓練後能 掌握所選運動的基本技能;96%培養了做運動的 習慣;96%表示喜歡及享受活動。



reported they could master the basic skills of their selected sport 表示於訓練後能掌握所選運動的 基本技能

96%

of them have developed a habit of taking part in sports activity 培養了做運動的習慣

96 % indicated that they liked and enjoyed the programme 表示喜歡及享受活動

Expanded Connection with Alumni 擴展與舊友會的聯繫

During the early outbreak of COVID-19 when there was a shortage of anti-epidemic supplies, Modern Terminals donated surgical masks and hand sanitisers to the families of Alumni members to address their pressing needs.

Besides, as a token of care in the difficult pandemic times, we donated 80 mooncakes to the Alumni members through Chinese YMCA of Hong Kong in September 2020. The mooncakes were ordered from New Creation Depot, a social enterprise restaurant based at the New Territories Centre of Chinese YMCA of Hong Kong.



於2019冠狀病毒病爆發初期,防疫用品 短缺,現代貨箱碼頭安排外科口罩及搓手液 捐贈予舊友會的家庭,以解燃眉之急。

此外,我們更在疫情艱難時刻送上關懷, 於2020年9月透過香港中華基督教青年會 捐贈80盒月餅予舊友會成員。我們所訂購的 月餅來自位於香港中華基督教青年會新界 會所的社企餐廳青新駅。



實

Project WeCan

Modern Terminals is among the first group of companies joining the Project WeCan since its inception in 2011. We aim to offer opportunities and care to students who are disadvantaged in learning.

With the conclusion of the 2020-21 school year in August 2021, we have reached a 10-year milestone of our support to the school. We have decided to maintain a long-term relationship with and to provide continuous support to CSA to facilitate youth development. In 2021, we have concluded how we will continue to collaborate with the school going forward.

學校起動計劃

「學校起動」計劃於2011年成立,現代貨箱碼頭是 首批參與計劃的企業之一。我們旨在為學習表現 未如理想的學生提供機會及關懷。

隨著2020-21學年於2021年8月結束,公司對學校的 支援計劃亦正式踏入10週年。我們決定與棉紡會 中學保持長期關係,將長遠為學校提供支援以促進 青年發展。於2021年,我們訂定了日後與學校合作 的模式。



Donation to CSA and Its Students 捐助棉紡會中學及其學生

In May 2020, CSA has brought to our attention that families of some of its students were facing financial difficulty as their income was affected by the COVID-19 pandemic. We then donated HK\$3,000 each to eight CSA students under the school's recommendation.

In the reporting period, we have also donated some used IT equipment and cabinets to the school. This arrangement serves two purposes – it helped reduce waste to the landfill while providing CSA with additional resources for school use.

2020年5月,棉紡會中學表示部分學生的家庭因疫情影響收入而面對經濟困難。我們隨即為八位由學校建議的學生 安排發放每人港幣\$3.000的捐款。

於報告期內,我們亦將舊有的電腦設備及儲物櫃捐贈予學校。此安排不但為學校提供額外資源,更有助減少送往 堆填區的廢物,一舉兩得。







可持續發展報告 2020 - 2021 Sustainability Report 2020-2021



Job Tasting 職場體驗

Modern Terminals joined the Project *WeCan Job Tasting Programme* in 2012 to provide hands-on working opportunities for secondary students in the summer. Owing to COVID-19, the programme went online in 2020. Eleven students from CSA, Yan Chai Hospital No.2 Secondary School, Ng Yuk Secondary School, Caritas St. Joseph Secondary School and The Yuen Yuen Institute MFBM Nei Ming Chan Lui Chung Tak Memorial College participated in the four-day virtual activities.

During the programme, information on the Hong Kong port industry was provided to the students. We also explained in detail the roles and requirements of some positions such as equipment operators, technicians, and operations planning team. The functions of Human Resources and Corporate Affairs were also introduced.

In 2021, the physical programme has resumed but with a reduced number of participants. Four students from CSA and Ju Ching Chu Secondary School came to Modern Terminals to have a two-week real-life experience working in departments including Corporate Affairs, Hong Kong Operations, and Workplace Services and to explore their career interests as well as to recognise their own strengths and weaknesses.

現代貨箱碼頭自2012年起參與「*學校起動職場體驗計劃*」,於暑假期間為中學生提供工作體驗機會。受疫情影響,計劃在2020年改為線上舉行。十一位來自棉紡會中學、仁濟醫院第二中學、五斉中學、明愛聖若瑟中學及 圓玄學院妙法寺內明陳呂重德紀念中學的學生參加為期四天的線上活動。

在活動上,我們為學生提供香港港口業的資訊,並向他們詳細講解不同崗位的職務和要求,包括機械操作員、 技術員及操作部的策劃團隊等,亦介紹了人力資源部及企業事務部的職能。

我們於2021年恢復實體活動,但減少參加人數。四位來自棉紡會中學及裘錦秋中學的同學在現代貨箱碼頭親身體驗為期兩週的真實職場生活,他們獲安排在企業事務部、香港操作部、及工作環境服務組探索自己在職業上的興趣,並從中了解個人長處及不足之處。









Virtual Company Visit

線上參觀活動

During the reporting period, Modern Terminals and Project *WeCan* have jointly launched a virtual company visit programme, enabling students to have an interactive tour of our facilities online amid the pandemic. Two Project *WeCan* scholars played the reporters' role to lead students to go around our terminals and pick up some industry-specific trivia. Our Group Managing Director Horace Lo and four colleagues from different frontline teams were interviewed, sharing the latest development of the industry, our working environment as well as the nature and prospect of different job roles. During the period, 64 schools with more than 3,600 students have joined the virtual visit.

於報告期內,現代貨箱碼頭與「學校起動」計劃攜手推出線上參觀活動,讓學生在疫情下仍可透過線上互動體驗參觀我們的設施。兩位「學校起動」計劃獎學金得主充當記者,帶領學生走遍碼頭,沿途發掘與行業相關的有趣小知識。我們的集團董事總經理盧偉民和四位來自不同部門的前線同事接受訪問,分享行業的最新發展、我們的工作環境、不同工作崗位的性質和前景。參觀活動共有來自64間學校超過3,600位學生參加。





ENHANCING VOLUNTEERING EFFORTS

Established in 2007, our corporate volunteering team MVF currently has a total of 241 members (193 staff and 48 retirees), providing various community services covering our focus areas. A total of 632.9 (2020: 219.4 and 2021: 413.5) volunteering hours were contributed through eight activities during the reporting period and below are some highlights.

Walk for the Green Earth

Modern Terminals has been promoting environmental protection through different activities. In Hong Kong, a corporate team was formed to support *Walk for The Green Earth*, an event organised by The Green Earth in January and February 2021. Although not physically together, ten of our people finished the 8km walk along Tai Tam or their self-selected route to raise funds for building a "zero-waste" culture in society and to enjoy the beauty of the city's nature.

致力推動義工活動

我們的企業義工隊「現代仁」自2007年開始服務社會,現共有241位成員(193位現職員工及48位退休同事),積極參與多項針對我們社區參與範疇的活動。於報告期內,我們透過八項活動錄得632.9(2020: 219.4及2021:413.5)小時義工時數。以下是「現代仁」部份主要活動。

撐綠惜慈善夜行

現代貨箱碼頭一直透過各式各樣的活動推動環保。 我們在香港的同事組織了一支企業團隊,支持由 線惜地球於2021年1月及2月舉辦的「*撐綠惜慈善夜行*」。十位同事雖然不是同時進行活動,但大家 分別完成大潭或自訂路線的8公里路程,以籌募經費 推動社區「零廢物」文化,並享受大自然的美。





Scented Sachet Care Action

In June 2021, we organised a volunteer activity *Scented Sachet Care Action* with the support of Christian Family Service Centre. On 4 June, volunteers learnt how to make natural mosquito repellent sachets in a workshop. A total of 90 sachets were made by 15 volunteers which were then donated to low-income families. Participants were also encouraged to apply the skills to future volunteer services to continue our care to the community.





香囊展關愛行動

2021年6月,我們在基督教家庭服務中心的支持下舉辦「香囊展關愛行動」義工活動。一班義工於6月4日的工作坊上,學習製作天然防蚊香囊。15位義工共製作了90個香囊捐贈予低收入家庭。我們亦鼓勵參加者將所學到的技藝應用到未來的義工服務,繼續關愛社區。



WWF Mai Po Activity and Leave No Trace Mountain Cleaning

With the ease of the pandemic, we have resumed some physical volunteering activities in the last quarter of 2021. On 16 October, a total of 17 colleagues helped remove invasive species to maintain the health of trees at Mai Po. Participants enjoyed the event as they not only helped save some trees but also learned more about the ecosystem in the Mai Po Nature Reserve.

As international travel is difficult under the pandemic, more people visit the countryside in the past two years and the nature has been impacted with more rubbish. In view of this, MVF has organised 16 volunteers to help clean the Tai Mo Shan Country Park on 20 November 2021.





世界自然基金會米埔活動及山野不留痕清潔活動

隨著疫情有所緩和,我們於2021年最後一季恢復部分實體義工活動。10月16日,17位同事到了米埔自然保護區協助清除入侵性植物,令樹木能健康生長。參加者十分享受活動,他們不但能協助拯救部分樹木,更可以深入了解自然保護區的生態系統。

疫情令國際旅遊變得困難,過去兩年有更多人前往郊遊,其所帶來更多的垃圾影響到大自然。有見及此,「現代仁」於2021年11月20日,組織一隊16人的義工隊協助清潔大帽山郊野公園。



Christmas Celebration at Victoria Harbour

We launched the water tour activity around Christmas time in 2018 and it has been very popular. The activity entered its third edition in 2021 after a suspension in 2020. Eight families with a total of 24 participants had a one-hour water tour on Star Ferry to enjoy the festive lighting decoration on the two sides of Victoria Harbour. Our sincere thanks goes to Star Ferry as they have sponsored 32 tickets for participants and volunteers.



聖誕親子維港遊

我們於2018年首度舉辦聖誕海上遊活動,一直大受歡迎。在2020年停辦一年後,我們於2021年第三度舉辦此活動。24位來自八個低收入家庭的參加者登上天星小輪享受一小時的海上遊,欣賞維多利亞港兩旁的聖誕燈飾。我們衷心感謝天星小輪贊助32張門票予參加者及義工。



DaChan Bay Terminals Volunteering Team

DaChan Bay Terminals' volunteering team, DaChan Ren, was established in January 2018, and now has over 70 members. In 2020 and 2021, a total of six activities were organised to serve the community in Shenzhen contributing a total of 364 volunteering hours. The programmes include promoting shipping industry and environmental protection to the youth, as well as organising books for the community.

大鏟灣碼頭義工隊

大鏟灣碼頭的義工隊「大鏟仁」於2018年成立,現有超過70名成員。於2020及2021年,團隊共組織六項活動服務深圳社區,共累積364小時義工時數。活動包括向年青人推廣航運業與環保,以及為社區組織書籍捐贈活動。







PERFORMANCE STATISTICS

統計數據摘要

EMPLOYMENT 僱員

			Jan-Dec 2019		Jan-Dec 2				Jan-Dec 2021					
		Unit 單位	2019年		Total		2020年1			otal		1年1月-12		Total
			Hong Kong 香港	Mainland China 中國內地	總數	Hong K 香港		Mainland China 中國內地	級	數	Hong Kong 香港		nland China 中國內地	總數
Profile of workforce 僱員總人數	Total number of staff 僱員總人數	Number 數目	909	381	1,290	891		369	1,2	260	894		387	1,281
	Directly employed staff (Male) 直接聘請的僱員(男性)	Number 數目	806	316	1,122	783	3	309		092	781		326	1,107
	Directly employed staff (Female) 直接聘請的僱員(女性)	Number 數目	103	65	168	108	3	60	1	68	113		61	174
	Permanent contract (Male) 永久合約(男性)	Number 數目	804	316	1,120	783		173		56	780		173	953
	Permanent contract (Female) 永久合約(女性)	Number 數目	103	65	168	108	3	34	14	42	113		32	145
By gender 按性別劃分	Temporary contract (Male) 臨時合約(男性)	Number 數目	2	0	2	0		136	1:	36	1		153	154
	Temporary contract (Female) 臨時合約(女性)	Number 數目	0	0	0	0		26	2	26	0		29	29
	Full-time (Male) 全職(男性)	Number 數目	806	316	1,122	783	3	309	1,0	092	781		326	1,107
	Full-time (Female) 全職(女性)	Number 數目	103	65	168	108	3	60	10	68	113		61	174
	Part-time (Male) 兼職(男性)	Number 數目	0	0	0	0		0	(0	0		0	0
	Part-time (Female) 兼職(女性)	Number 數目	0	0	0	0		0		0	0		0	0
	Management staff (Male) 管理層職員(男性)	Number 數目	41	15	56	34		16	5	50	30		21	51
	Management staff (Female) 管理層職員(女性)	Number 數目	18	8	26	17		7	2	24	17		6	23
	Senior staff (Male) 高級職員(男性)	Number 數目	134	85	219	132	2	85	2	17	135		91	226
By employment category 按職位類別劃分	Senior staff (Female) 高級職員(女性)	Number 數目	44	31	75	44	ļ	28	7	72	42		32	74
	General staff (Male) 普通職員(男性)	Number 數目	631	216	847	617	7	208	8	25	616		214	830
	General staff (Female) 普通職員(女性)	Number 數目	41	26	67	47		25	7	72	54		23	77
	Below 30 (30歲以下)	Number 數目	84	69	153	90)	57	14	47	100		48	148
By age group 按年齡組別劃分	30 - 39 (30至39歲)	Number 數目	215	218	433	218	3	207	4.	25	230		199	429
	40 - 49 (40至49歲)	Number 數目	255	79	334	238	3	89	3	27	236		121	357
	50 or above (50或50歲以上)	Number 數目	355	15	370	345	5	16	3	61	328		19	347
	%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	4	100			N/A		100	
	Male 男性	Number/Percentage 數目/百分比	76	22	98	42	5.4	5 1.6	47	4.3	69 8.	8 48	3 14.7	117 10.6
	Female 女性	Number/Percentage 數目/百分比	25	2	27	15	13.9	3 5.0	18	10.7	19 16	.8 9	14.8	28 16.1
New hires 新入職人數	Below 30 (30歲以下)	Number/Percentage 數目/百分比	44	17	61	33	36.7	6 10.5	39	26.5	43 43	.0 30	62.5	73 49.3
	30 - 39 (30至39歲)	Number/Percentage 數目/百分比	37	7	44	17	7.8	1 0.5	18	4.2	35 15	.2 23	3 11.6	58 13.5
	40 - 49 (40至49歲)	Number/Percentage 數目/百分比	16	0	16	7	2.9	1 1.1	8	2.4	9 3.	8 4	3.3	13 3.6
	50 or above (50或50歲以上)	Number/Percentage 數目/百分比	4	0	4	0	0	0 0	0	0	1 0.	3 0	0	1 0.3
	Male 男性	Number/Percentage 數目/百分比	42	27	69	27	3.4	12 3.9	39	3.6	51 6.	5 30	9.2	81 7.3
	Female 女性	Number/Percentage 數目/百分比	19	5	24	9	8.3	7 11.7	16	9.5	13 11	.5 7	11.5	20 11.5
Turnover 離職人數	Below 30 (30歲以下)	Number/Percentage 數目/百分比	16	11	27	12	13.3	5 8.8	17	11.6	13 13	.0 8	16.7	21 14.2
TUTTIOVET 构体4以入安区	30 - 39 (30至39歲)	Number/Percentage 數目/百分比	27	13	40	7	3.2	9 4.3	16	3.8	24 10	.4 22	2 11.1	46 10.7
	40 - 49 (40至49歲)	Number/Percentage 數目/百分比	13	8	21	10	4.2	5 5.6	15	4.6	11 4.	7 5	4.1	16 4.5
	50 or above (50或50歲以上)	Number/Percentage 數目/百分比	5	0	5	7	2.0	0 0	7	1.9	16 4.	9 2	10.5	18 5.2
	Paternity leave 侍產假	Number 宗數	15	21	36	12		19	3	31	17		13	30
	Maternity leave 產假	Number 宗數	1	4	5	4		2	(6	3		2	5
	Employees returned to work after parental leave ended (Male)	Number 數目	15	21	36	12		19	3	31	17		13	30
Return to work and retention rates after	育兒假後復工(男性) Employees returned to work after parental leave ended (Female) 育兒假後復工(女性)	Number 數目	1	6#	7*	3		2		5	3		3	6
maternity / paternity leave, by gender 按性別劃分的育兒假後復工和保留人數	月元版後後工(女性) 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	9	22	31	12		21		33	11		17	28
	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	2	11	13	1		5	(6	3		1	4

		Unit 單位		ec 2019 1月-12月	Total		ec 2020 1月-12月	Total		ec 2021 1月-12月	Total
			Hong Kong 香港	Mainland China 中國內地	總數	Hong Kong 香港	Mainland China 中國內地	總數	Hong Kong 香港	Mainland China 中國內地	總數
	Return to work rate (Male) 復工比率(男性)	Percentage 百分比	100	100	100	100	100	100	100	100	100
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 (Female) 復工比率(女性)	Percentage 百分比	100	100	100	75	100	83	100	100	100
	Retention rate (Male) 保留比率(男性)	Percentage 百分比	100	88	91	80	100	92	92	89	90
以上加重力的有力限区区上和外田八致	Retention rate (Female) 保留比率(女性)	Percentage 百分比	67	100	92	100	83	86	100	50	100
Average hour of training by gender	Male 男性	Hour 小時	21.86	1.91	16.24	15.64	4.94	12.61	24.89	7.00	19.62
按僱員性別劃分的平均培訓時數	Female 女性	Hour 小時	20.31	7.00	15.16	15.73	22.54	18.16	13.53	5.55	10.73
Average hour of training by employment	Management Staff 管理人員	Hour 小時	17.96	3.16	13.81	9.20	22.67	13.39	22.09	8.69	17.20
category 按職位劃分的平均培訓時數	Senior staff 高級職員	Hour 小時	23.16	5.01	16	11.20	13.33	12.03	17.77	13.22	15.90
	General staff 普通職員	Hour 小時	21.62	1.67	16.34	17.32	3.65	13.77	25.05	3.20	19.34

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。

* As employees who returned to work in 2019 after parental leaves that started in 2018 were not included previously, the figures for 2019 need to be restated. 由於之前未有包括在2018年開始放育兒假,並於2019年復工的僱員,2019年的數據需要重述。

Formula of new hire rate: (Number of new hire under an employee category / total number of employees in the category) x 100 新入職率計算公式: (個別僱員類別下之新入職員工人數 / 該僱員類別總人數) x 100

Formula of turnover rate: (Number of turnover under an employee category / total number of employees in the category) x 100 離職率計算公式:(個別僱員類別下之離職員工人數 / 該僱員類別總人數) x 100

ENVIRONMENT 環境

	Unit 單位	Jan-Dec 2019	2019年1月-12月	▼ . I /在中	Jan-Dec 2020	2020年1月-12月	一 . I /在 由L	Jan-Dec 2021	2021年1月-12月	I /由 #L
	Unit 单位	Hong Kong 香港	Mainland China 中國內地	Total 總數	Hong Kong 香港	Mainland China 中國內地	Total 總數	Hong Kong 香港	Mainland China 中國內地	Total 總數
Energy Consumption 能源消耗										
Diesel 柴油	Litre 公升	8,659,922	1,311,862	9,971,784	8,121,749	1,686,457	9,808,206	9,146,302	2,304,692	11,450,994
	Gigajoule 千兆焦耳	329,077	49,851	378,928	293,358	60,915	354,272	330,364	83,245	413,610
Liquefied petroleum gas (LPG) 液化石油氣	Litre 公升	262,680	_*	262,680	272,656	-*	272,656	284,882	_*	284,882
Liquened petroleum gas (LFG) 液化和油素	Gigajoule 千兆焦耳	6,567	-	6,567	6,964	-	6,964	7,276	-	7,276
Petrol 汽油	Litre 公升	28,202	29,878	58,080	16,517	20,296	36,813	17,832	27,040	44,872
retroi / t/m	Gigajoule 千兆焦耳	959	1,016	1,975	541	665	1,207	585	886	1,471
Liquefied natural gas (LNG) 液化天然氣	Cubic Metre 立方米	_*	133,626	133,626	_*	83,622	83,622	_*	25,117	25,117
Liquened natural gas (LNG) 液化入然来	Gigajoule 千兆焦耳	-	4,134***	4,134***	-	2,587	2,587	-	777	777
Total electricity consumption 電力消耗總量	kWh 千瓦時	48,644,328	17,578,357	66,222,685	50,034,242	17,529,323	67,563,565	50,548,457	20,366,922	70,915,379
iotal electricity consumption 电力用和测量	Gigajoule 千兆焦耳	175,120	63,282	238,402	180,123	63,106	243,229	181,974	73,321	255,295
Towngas 煤氣	Unit 單位	53,409	_*	53,409	51,086	_*	51,086	57,247	_*	57,247
TOWNING AS AN	Gigajoule 千兆焦耳	2,564	-	2,564	2,452	-	2,452	2,748	-	2,748
Natural Gas 天然氣	Cubic Metre 立方米	_*	46,308	46,308	_*	37,162	37,162	_*	34,468	34,468
Natural Gas 人孫杰	Gigajoule 千兆焦耳	-	1,852	1,852	-	1,249	1,249	-	1,158	1,158
CO₂ equivalent emissions (CO₂e) - Scope 1 二氧化碳當量排放 - 範疇一	Tonne 噸	23,509	3,939	27,447	22,068	4,771	26,839	24,811	6,286	31,097
CO₂ equivalent emissions (CO₂e) - Scope 2 二氧化碳當量排放 - 範疇二	Tonne 噸	24,354	11,213	35,567	18,543	11,182	29,725	19,748	12,992	32,740
CO2 equivalent emissions (CO₂e) - Total ** 二氧化碳當量排放 - 總數**	Tonne 噸	47,863	15,152	63,015	40,611	15,953	56,564	44,559	19,278	63,837
Total CO₂ equivalent emissions (CO₂e) intensity 二氧化碳當量排放強度	Kg / TEU 公斤/標準箱	9.76	11.88	10.20	7.65	11.72	8.48	8.29	10.86	8.93
Water Consumption 用水										
Water 用水量	Cubic Metre 立方米	71,303	24,512	95,815	66,205	26,091	92,296	68,030	23,901	91,931

Note 備註:

- * 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
- *** The 2019 figures of LNG consumption in gigajoules have been updated based on the latest conversion factor (0.03094GJ / m³) 2019年以千兆焦耳為單位之液化天然氣數據,根據最新的轉換系數(0.03094GJ / m³)作出更新

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載的公司碳強度數據
 - 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 (0.03612GJ/L), LPG (0.025542GJ/L), petrol (0.032782GJ/L), LNG (0.03094GJ/m³), natural gas (0.0336GJ/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(0.03612GJ / L)、液化石油氣(0.025542GJ / L)、汽油(0.032782GJ / L)、液化天然氣(0.03094GJ / m³)、天然氣(0.0336GJ / m³)和煤氣(0.048GJ / unit)

ENVIRONMENT 環境

	Unit 單位	Jan-Dec 2019	2019年1月-12月	T-4-1 4肉 患h	Jan-Dec 2020	2020年1月-12月	T-4-1 4肉 患h	Jan-Dec 2021	2021年1月-12月	T-4-1 4肉 患
	OIIIL 单位	Hong Kong 香港	Mainland China 中國內地	Total 總數	Hong Kong 香港	Mainland China 中國內地	Total 總數	Hong Kong 香港	Mainland China 中國內地	Total 總數
Material Consumption 物料消耗										
Lubrication oil (engine oil + hydraulic oil) 潤滑油(機油 + 液壓油)	Litre 公升	37,930	15,745	53,675	48,590	16,170	64,760	55,962	17,603	73,565
Lubrication oil (grease) 潤滑油(油脂)	Kilogramme 千克	16,036	3,924	19,960	15,832	4,446	20,278	16,947	3,765	20,712
Tyre 輪胎	Number 數量	515	212	727	675	446	1,121	742	480	1,222
Paper 用紙量	Kilogramme 千克	16,364	3,265	19,629	14,582	3,554	18,136	13,357	4,145	17,502
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	457	306	763	992	340	1,332	889	328	1,217
Chemical Waste 化學廢物										
Total solid chemical waste 固體化學廢物 [#]	Kilogramme 千克	217,022	90,835	307,857	333,380	69,870	403,250	373,818	112,090	485,908
Total liquid chemical waste 液體化學廢物##	Kilogramme 千克	59,540	5,260	64,800	51,767	4,680	56,447	52,562	9,250	61,812
Waste Disposal 廢物處理										
Waste disposed to landfill 一般垃圾堆填###	Kilogramme 千克	1,429,100	547,500	1,976,600	984,770	547,500	1,532,270	965,900	547,500	1,513,400

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 / Oily sludge is included starting from 2020 自2018年起數據包括廢金屬/自2020年起數據包括含油污泥
- ## 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
- *** Waste disposed to landfill in DaChan Bay is an estimate based on the total capacity of bins 大鏟灣一般垃圾堆填量是以所用收集容器總容量估算

OCCUPATIONAL HEALTH AND SAFETY 職業健康和安全

	Unit 單位	Jan-Dec 2019	2019年1月-12月	T-4-1 4肉 曲h	Jan-Dec 2020	2020年1月-12月	T-4-1 4肉 曲h	Jan-Dec 2021	2021年1月-12月	エーナート・クローサ
	OIIIL 单位	Hong Kong 香港	Mainland China 中國內地	Total 總數	Hong Kong 香港	Mainland China 中國內地	Total 總數	Hong Kong 香港	Mainland China 中國內地	Total 總數
No of fatality 死亡人數	Number 宗數	0	1*	1*	1*	0	1*	0	0	0
Injury rate (Male) 工傷率(男性)	Per 1,000 persons 每千人	6.2	0	4.5	12.8	0	9.2	10.2	3.1	13.3
Injury rate (Female) 工傷率(女性)	Per 1,000 persons 每千人	9.7	0	6.0	9.3	0	6.0	0	0	0
Injury rate 工傷率	Per 1,000 persons 每千人	6.6	0	4.7	12.3	0	8.7	8.9	2.6	7.0
Lost day rate (Male) 缺勤率(男性)	Per working day 每工作日	0.0062	0.0005	0.0046	0.0026	0	0.0019	0.0038	0.0008	0.0030
Lost day rate (Female) 缺勤率(女性)	Per working day 每工作日	0.0001	0	0	0	0	0	0	0	0
Lost day rate 缺勤率	Per working day 每工作日	0.0056	0.0004	0.0041	0.0023	0	0.0017	0.0034	0.0007	0.0026
Absentee rate (Male) 缺席率(男性)	Per working day 每工作日	0.0275	0.0036	0.0210	0.0212	0.0055	0.0169	0.0252	0.0030	0.0189
Absentee rate (Female) 缺席率(女性)	Per working day 每工作日	0.0156	0.0048	0.0112	0.0217	0.0039	0.0150	0.0271	0.0038	0.0186
Absentee rate 缺席率	Per working day 每工作日	0.0263	0.0038	0.0199	0.0212	0.0052	0.0166	0.0254	0.0031	0.0189

Note 備註:

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)x1,000

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

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

^{*} A male contractor's staff 承辦商的男職員

GRI STANDARDS CONTENT INDEX

全球報告倡議組織(GRI)標準內容索引

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. 本報告根據全球報告倡議組織標準的核心選項來編寫。

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 2016 一般披露 2016		
		ORGANISATIONAL PROFILE 機構概況		
102-1	Name of the organisation 企業名稱	ABOUT THE REPORT 關於本報告	3	$\sqrt{}$
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	8-9	√
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	8	$\sqrt{}$
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	8-9	\checkmark
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	8-9	\checkmark
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	8	\checkmark
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 For our financial performance, please refer to the section on Modern Terminals in The Wharf (Holdings) Limited (Wharf)'s financial reports.(P.41 for 2020 / P.35 for 2021) 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。 (2020年:第41頁 、2021年:第35頁)	8 54-55	V
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 No substantial portion of business activities were performed by workers who are legally recognised as self-employed during the reporting period. Some of the functions at our Company are performed by contractors including internal haulage, stevedoring, security, some equipment & facilities maintenance works, IT Helpdesk and services, canteen, cleaning, etc. 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。公司的部分職能由承辦商負責,當中包括內部運輸、裝卸、保安、某些設備及設施保養工作、資訊科技支援服務、飯堂、清潔等。	54-55	√
102-9	Supply chain 供應鏈	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司 CORPORATE GOVERNANCE 企業管治	8 20-21	$\sqrt{}$
102-10	Significant changes to the organisation and its supply chain 企業及其供應鍵的重大變化	There were no significant changes to the organisation or its supply chain during the reporting period. 於報告期內,企業或其供應鍵並無出現重大變化。	-	V
102-11	Precautionary principle or approach 預防原則或措施	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境 HEALTH AND SAFETY 健康及安全	18-21 38-40 32-37	V
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	9-11	\checkmark
102-13	Membership of 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	9	V
		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	18	√

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
		GOVERNANCE 企業管治		
102-18	Governance structure 企業管治架構	CORPORATE GOVERNANCE 企業管治	19-20	\checkmark
		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	13	V
102-41	Collective bargaining agreements 集體談判協議	PERFORMANCE STATISTICS 統計數據摘要	54-55	$\sqrt{}$
102-42	ldentifying and selecting stakeholders 識別和選擇持份者	ENGAGING WITH STAKEHOLDERS 與持份者溝通 We conduct engagement exercise every two years for the preparation of our sustainability report. For this report, we have conducted interviews with selected warehouse tenants as we aim to enhance efforts on scope 3 aspect of our sustainability performance. 為籌備可持續發展報告,我們舉行每兩年一度的持份者參與活動。我們為此報告訪問了特選貨倉租戶,以配合我們計劃加强於範疇三的可持續發展表現。	12-13	V
102-43	Approach to stakeholder engagement 與持份者溝通的方法	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-13	\checkmark
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 Topics and concerns raised by stakeholders are reflected in our selected material topics. 由持份者提出的議題及關注事項已反映於我們所選出的重要議題當中。	14-15	V
		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	8	$\sqrt{}$
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	16-17	\checkmark
102-47	List of material topics 重要議題清單	ENGAGING WITH STAKEHOLDERS 與持份者溝通	16-17	$\sqrt{}$
102-48	Restatements of information 重編過往報告所載資訊	PERFORMANCE STATISTICS 統計數據摘要 As employees who returned to work in 2019 after parental leaves that started in 2018 were not included previously, the figures for 2019 need to be restated. 由於之前未有包括在2018年開始放育兒假,並於2019年復工的僱員,2019年的數據需要重述。	56	V
102-49	Changes in reporting 匯報上的改變	ABOUT THE REPORT 關於本報告 This report continued to be prepared in accordance with the GRI Standards: Core option. 本報告繼續採用GRI標準:核心選項。	3	V
102-50	Reporting period 報告期間	ABOUT THE REPORT 關於本報告	3	\checkmark
102-51	Date of most recent report 上一份報告的發表日期	Our previous Sustainability Report was published in May 2020. 我們上一份可持續發展報告在2020年5月發表。	-	\checkmark
102-52	Reporting cycle 報告周期	We target to report every two calendar years. 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	-	\checkmark
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	V
102-55	GRI content index GRI內容索引	GRI STANDARDS CONTENT INDEX GRI標準內容索引	60-65	$\sqrt{}$
102-56	External assurance 外部核實	ASSURANCE STATEMENT 核實聲明 This report has been independently verified by Hong Kong Productivity Council. 此報告經香港生產力促進局獨立核實。	66-67	V

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
	Material Top	pics 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	16	V
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	Please refer to the section on Modern Terminals in <u>Wharf's financial reports.</u> (P.41 for 2020 / P.35 for 2021) 請參閱 <u>九龍倉財務報告</u> 內現代貨箱碼頭部份。(2020年:第41頁 、2021年:第35頁)	-	$\sqrt{}$
201-1	Direct economic value generated and distributed 企業所產生和分配的直接經濟價值	For our financial performance, please refer to the section on Modern Terminals in Wharf's financial reports. (P.41 for 2020 / P.35 for 2021) 有關我們的財務表現,請參閱 <u>九龍倉財務報告</u> 內現代貨箱碼頭部份。	-	\checkmark
		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	16 38	V
103-2	The management approach 管理方針披露	ENVIRONMENT 環境	38-45	$\sqrt{}$
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	20 41	V
302-1	Energy consumption within the organisation 企業內的能源消耗量	PERFORMANCE STATISTICS 統計數據摘要 ENVIRONMENT 環境 There was a 3.54% reduction of energy consumption in 2020 when compared to 2019. However, an increase of 11.38% was recorded in 2021 when compared to 2020 due to a 25.77% growth in throughput at DaChan Bay Terminals. 與2019年比較,2020年的能源消耗下降3.54%。可是,由於大鐘灣碼頭的吞吐量增長達25.77%,2021年的能源消耗相比2020年錄得11.50%之增幅。	56-57	V
302-3	Energy intensity 能源强度	Energy intensity for 2020 and 2021 were 0.092 GJ/TEU and 0.095 GJ/TEU respectively. 2020年及2021年的能源强度分別為0.092千兆焦耳/標準箱及0.095千兆焦耳/標準箱。	-	V
302-4	Reduction of energy consumption 減少能源消耗	ENVIRONMENT 環境	41-42	\checkmark
		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	16 38	V
103-2	The management approach 管理方針披露	ENVIRONMENT 環境	38-42 44-45	V
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	20 40	V
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	56-57	V
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	56-57	V
305-4	GHG emissions intensity 溫室氣體排放強度	PERFORMANCE STATISTICS 統計數據摘要	56-57	V

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 306: Waste 2020 廢棄物 2020		
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	16 38	V
103-2	The management approach 管理方針披露	ENVIRONMENT 環境	42-45	\checkmark
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	20 42	\checkmark
306-3	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	58-59	\checkmark
	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	16 38	V
103-2	The management approach 管理方針披露	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境 We always seek to achieve environmental best practices and go beyond the regulatory requirements. 我們一直致力實踐環保最佳實務,超越規管要求。	19-20 38	\checkmark
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	20 38	\checkmark
307-1	Non-compliance with environmental laws and regulations 違反環保法規	There were no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations during the reporting period. 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。	-	V
		GRI 400: SOCIAL TOPICS 社會議題		
		GRI 401: Employment 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	16-17 22-23	V
103-2	The management approach 管理方針披露	OUR PEOPLE 以人為本	22-23	\checkmark
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	20 22	$\sqrt{}$
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	54-55	\checkmark
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	24-31	V
401-3	Parental leave	PERFORMANCE STATISTICS 統計數據摘要	54-57	\checkmark

All full-time employees are entitled to parental leave.

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所有全職僱員均享有育兒假。

可持續發展報告 2020 - 2021

育兒假

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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	16-17	V
103-2	The management approach 管理方針披露	OUR PEOPLE 以人為本	22-23	\checkmark
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	20 22-23	√
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	OUR PEOPLE 以人為本 Senior management communicates important business and operational changes or developments to employees via various channels in due course. Operational changes are communicated as and when necessary while the bi-monthly Joint Consultation Committee (JCC) meeting covers topics of interest of our people. 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。 我們會在有需要時適時與同事分享業務運作上的改變,而每兩個月舉行一次的勞資協商委員會會議則涵蓋同事關注的議題。	-	V
	GRI 403: Oct	cupational Health and Safety 2018 職業健康與安全 2018		
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	16-17 32	V
103-2	The management approach 管理方針披露	HEALTH AND SAFETY 健康及安全	32	√
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	20 32	$\sqrt{}$
403-1	Occupational health and safety management system 職業健康與安全管理系統	HEALTH AND SAFETY 健康及安全	16-17 32-33	√
403-2	Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估及事故調查	HEALTH AND SAFETY 健康及安全	32-33	√
403-3	Occupational health services 職業健康服務	HEALTH AND SAFETY 健康及安全 OUR PEOPLE 以人為本	33-37 29-31	V
403-4	Worker participation, consultation, and communication on occupational health and safety 員工對於職業健康與安全之參與、諮詢與溝通	HEALTH AND SAFETY 健康及安全	32-37	V
403-5	Worker training on occupational health and safety 員工職業健康與安全培訓	HEALTH AND SAFETY 健康及安全	36-37	$\sqrt{}$
403-6	Promotion of worker health 促進員工健康	OUR PEOPLE 以人為本 HEALTH AND SAFETY 健康及安全	29-31 35, 37	√
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減輕與業務關係直接相關的職業健康與安全影響	HEALTH AND SAFETY 健康及安全	32-36	√
403-9	Work-related injuries 工傷	PERFORMANCE STATISTICS 統計數據摘要 Work-related injuries are mainly slips/sprains and driving related. 工傷主要以滑倒/扭傷及與駕駛有關。	58-59	V

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 4	04: 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	16-17 26	\checkmark
103-2	The management approach 管理方針披露	OUR PEOPLE 以人為本	26	V
103-3	Evaluation of management approach 管理方針的檢討	OUR PEOPLE 以人為本	26	\checkmark
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	28 56-57	V
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	All our full-time employees are required to conduct performance appraisal annually. 我們所有全職僱員每年均須接受工作表現評核。	-	V
	G	RI 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	16-17 46	$\sqrt{}$
103-2	The management approach 管理方針披露	COMMUNITY INVOLVEMENT 社區參與	46	$\sqrt{}$
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	18-21	\checkmark
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	All our operations in different locations support local community programmes based on local communities' needs. 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。	-	V
	G	RI 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	16-17	$\sqrt{}$
103-2	The management approach 管理方針披露	CORPORATE GOVERNANCE 企業管治	19-20	$\sqrt{}$
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	19-20	$\sqrt{}$
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	There were no cases of complaints or breaches during the reporting period. 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。	-	$\sqrt{}$
	GRI 419: So	ocioeconomic 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	16-17	\checkmark
103-2	The management approach 管理方針披露	We strive for service excellence which is reflected in our Mission, Strategies, and Brand Promises. Please refer to our website for details. 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. 我們致力提供卓越服務的熟誠反映於公司的使命、策略及品牌承諾中。詳情請參閱我們的網站。 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。	-	V
103-3	Evaluation of management approach 管理方針的檢討	CORPORATE GOVERNANCE 企業管治	18-21	\checkmark
419-1	Non-compliance with laws and regulations in the social and economic area 違反社會經濟法規	There were no significant fines or non-monetary sanctions for non-compliance with relevant laws or regulations during the reporting period. 在報告期內,我們沒有因違反有關法規而被判處巨額罰款或懲處。	-	\checkmark



Assurance Statement

Modern Terminals Limited ("Modern Terminals") has prepared the Sustainability Report 2020-2021 (hereinafter referred to as "the Report") in accordance with the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) - Core option (2016). The Hong Kong Productivity Council (HKPC) was commissioned by Modern Terminals to provide independent verification of the Report, which covers the sustainability performance of Modern Terminals in terms of environmental, social and economic aspects between 1 January 2020 and 31 December 2021.

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.

Ir Kenny Wong

Head Carbon and Environmental Excellence Green Living and Innovation Division Hong Kong Productivity Council

31 December 2022



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) -核心選項(2016).編寫現代貨箱碼頭可持續發展報告 2020-2021(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 2020 年1月1日至2021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。

綠色生活與創新部 碳及環境卓越管理 主管

王小偉

2022年12月31日

¹ This verification statement has been prepared for Modern Terminals for the purpose of assuring the statements and data presented in its Sustainability Report 2020-2021 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 o 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

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 2020-2021 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。

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